

— 2023

# ANNUAL REPORT

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# SUMMARY

During 2023, the INFOHOUSE Foundation continued to work on projects and activities that promote human rights and their implementation at all levels of the state and society, in accordance with its goals.

This year, we supported women victims of violence throughout Bosnia and Herzegovina in achieving economic independence, as a key element in the fight against domestic violence.

Despite all the challenges, we can say that we continued in the direction of what we have been doing up until now: exposing cases of corruption and promoting the fight against corruption through research articles on our Interview.ba portal, working with young people, protecting and promoting women's rights, working on the topic immunization of children, and supported state institutions in the direction of examining the satisfaction of their users in order to improve their work towards more transparent and responsible work. The INFOHOUSE Foundation is dedicated to strengthening civil society organizations that promote the protection of human rights, and through its activities, it strives to influence positive democratic changes in Bosnia and Herzegovina.



# PARTNERS

All our results through the implemented activities, regardless of our efforts and hard work, would not be possible without the enormous support of donors and other partner organizations, so we thank everyone who chose the INFOHOUSE Foundation as a partner for social change. What we can promise is that we will continue the fight for human rights, for information as the oxygen of democracy, for a better and equal position for all of us in BiH society!



Finansira  
Evropska unija



The project that the INFOHOUSE Foundation is implementing with the support of the European Endowment of Democracy from February 2022 is fully intended to strengthen and empower the Interview.ba portal, which was founded by our Foundation.

"Read more, think more" is aimed at increasing content production on the portal, i.e. increasing visibility on social networks and on the Google search engine. This resulted in the introduction of a video podcast, a new media content, which caused only positive reactions from visitors to the portal. In addition to current social, political and economic topics in Bosnia and Herzegovina, the media content that is published also focuses on pointing out the worsening position of marginalized groups in BiH - whether it is the LGBTIQ population, women, Roma, people with disabilities, whistleblowers or simply people who, seeking justice, are humiliated and trampled by the system. Interview.ba directly focused its content on the promotion and support of women's rights.

Through texts on the portal Interview.ba, but also through podcasts, realized in the first phase of the project, we looked for ways to recognize gender equality.

In the first part of the "Read more, think more" project, **135** pieces of media content and **12** video podcasts were published on the Interview.ba portal. The current implementation of the project implies the publication of at least **60** articles.

We proudly point out that the authors of media content within this project are professionals from all over Bosnia and Herzegovina, as well as young journalists, who had the opportunity to publish their first, important articles on our portal through this project.



For 5 years in a row, the Interview.ba portal owned by the INFOHOUSE Foundation has been part of a unique media pool of online media dedicated to investigative reporting on corruption, crime and pointing out illegalities. In addition to the articles, which inform the public about illegal actions, the portal also points to corrupt actions, but also calls on citizens to raise awareness of the strong presence of corruption in society, and act to prevent these phenomena. During 2023, we published **10** research articles, which were directly related to pointing out corruption and which resonated significantly with the public.

We pointed out the privatization robbery even while the war was going on in Tuzla, and how "workers' property" was sold for personal interests:  
<https://interview.ba/2022/12/13/privatizacijska-pljacka-u-tk-dok-su-workers-were-in-the-trenches-the-authorities-got-rich/>

**1.5. Imovina za koju se vode aktivnosti provjere i povrata**

Već smo naglasili da nije moguće odjednom pokrenuti sve procese za povrat i provjeru pa tako Kantonalna agencija za privatizaciju vodi postupak povrata i provjere informacija za imovinu iz tabele. Naglašavamo da vrijednosti imovine u tabeli iskazana sa 0,00 KM za sada je data tako jer nemamo procjena vrijednosti (vrijednost te imovine je višemilionska)

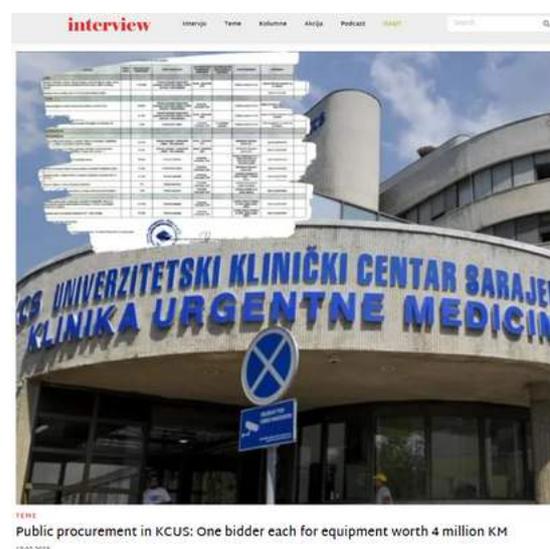
R.BR.	OPIS IMOVINE	OKVIRNA VRIJEDNOST IMOVINE U KM
1.	Poslovni prostor „Dita“ Tuzla, Novi Beograd, Ulica Mihajla Pupina	513.405,37
2.	Poslovni prostor „Polar“ Tuzla, Stari Merikator, Novi Beograd	50.000,00
3.	Zemljište i prostori „Tuzlapervoz“, staro Sajmište, Novi Beograd	1.169.472,17
4.	Poslovni prostor „INZIO“	7716,03
5.	Hotel „PSL“ Lukavac, Milićevci, Opština Lukavac, Federacija Bosne i Hercegovine (vrijednost procjene, potrebne provjere, vjerodostojnost procjena, vjerodostojnost vjerodostojnosti)	0,00
6.	Stanovi na prostoru Cine Gora	0,00
7.	Poslovni prostor „Polar“ Tuzla, Stari Merikator, Novi Beograd (vrijednost procjene, potrebne provjere, vjerodostojnost procjena, vjerodostojnost vjerodostojnosti)	0,00
8.	Stanovi „Fabrike sode i lakovane“ Opština 27, Zagreb.	0,00
UKUPNO		2.856.593,57

How funds are distributed in Sarajevo Canton to sports clubs that have private owners:  
<https://interview.ba/2023/07/03/faul-u-zakonu-kako-su-sarajlije-platile-milionska-dugovanja-fk-zeljeznicar/>



**TEME**  
**FOUL IN THE LAW: How Sarajevo Residents Paid Million-Dollar Debts of FK Željeznica**  
 23.07.2023

And how expensive medical equipment was procured in KCUS in a suspicious manner:  
<https://interview.ba/2023/02/17/public-procurement-in-kcus-one-bidder-each-for-equipment-worth-4-million-km/>



**TEME**  
**Public procurement in KCUS: One bidder each for equipment worth 4 million KM**  
 17.02.2023

In 2023, according to the Corruption Perceptions Index published by Transparency International, Bosnia and Herzegovina is ranked 108th out of 180 observed countries. The only worse country in Europe is Russia. The current position makes it the third worst country in Europe in terms of corruption.

Although there is a Law on the Protection of Persons Who Report Corruption in the Institutions of Bosnia and Herzegovina, the analyses of experts and the experiences of whistle-blowers have shown that they do not guarantee even minimal protection. The law entered into force in 2014 and since then 32 requests for protection have been submitted. Ten of them received the status of protected applicant. Out of that number, only two requests were submitted in Republika Srpska. However, the bitter fact is that it cannot be confirmed with certainty that any request has had results. Experts point out that a decreasing number of citizens decide to become whistle-blowers because they are convinced that there is no protection by the system, and the pressures that arise as a result of reporting corruption or pointing out corrupt activities are strong.

The goal of the project was to point out the unfavourable position of whistle-blowers and the injustice suffered by people in Bosnia and Herzegovina who point to corrupt practices. Another goal is to raise public awareness of the necessary fight against corruption and the importance of the voices of the citizens in that process.

Through 5 analytical media content on the [interview.ba](http://interview.ba) portal, the public is informed about the current statute of whistle-blowers, about the process of their protection, about possible improvements in both the law and the system, necessary for the processes to take place more easily, more often, with as few consequences for whistle-blowers as possible.

Among the media content, we single out the story from Sarajevo. We are talking about five unemployed teachers who did not want to wait for rejections anymore. They started fighting for the job they deserve. They exposed rigged vacancies, submitted applications, submitted inquiries, interventions... This story resonated greatly in the BiH public and media.

Link to the article:  
<https://interview.ba/2023/02/27/nastavnice-zvzdacice-kako-je-direktor-supruzi-za-8-mart-poklonio-stalni-posao/>

## PROJECT: IMPROVED EVIDENCE-BASED JOURNALISM FOR INDEPENDENT MEDIA

DONOR: GIZ-DEUTSCHE GESELLSCHAFT FÜR INTERNATIONALE ZUSAMMENARBEIT GMBH

The INFOHOUSE Foundation with the Interview.ba portal is one of the selected partner organizations within the regional #SustainMedia programme implemented by GIZ with its partners DW Akademie and Internews, and financed by the European Union and the German Federal Ministry for Economic Cooperation and Development, with a project called "Improved evidence-based journalism for independent media". The goal is to develop journalistic capacities and forms of reporting.

The project will enable journalists from all over Bosnia and Herzegovina to master key skills in the domain of investigative journalism, to use tools for investigative journalism, master the basics of data journalism, and how to look for credible facts and how to check them.

Also, project participants will be trained in mastering the specifics of reporting on topics related to the violation of the rights of women and minorities in BiH, and at the end of the project will receive mentoring and support for the creation of final research articles.

Investigative stories are a poorly represented media reporting format in Bosnia and Herzegovina, mostly because they are the most expensive format for newsrooms, and also the most difficult to implement if the newsroom is of smaller capacity.

The possibilities we have identified for the implementation of this project are numerous - from training journalists, improving their personal professional development, but also creating a pool of independent journalists, who, by exposing the facts, will ultimately contribute to the promotion of investigative journalism, as well as journalists who fight for professionalism, truth and facts in journalism.

After completing workshops and training sessions with experienced experts, journalists will create media content that will inform the citizens of Bosnia and Herzegovina objectively, accurately and transparently about all political and social events of public interest.



**PROJECT: MEDIA LITERACY FOR CHILDREN/LET'S CHOOSE WHAT WE READ**  
**DONOR: UNICREDIT FOUNDATION**

From October 2022 to May 2023, the Infohouse Foundation implemented the project "Media Literacy for Children: Let's Choose What We Read", as part of the competition of the UniCredit Foundation to support children in all countries where UniCredit is present. During the initiative, the INFOHOUSE Foundation implemented three sessions on media literacy for students and teachers of primary schools in Sarajevo, Zenica and Mostar, which were attended by about a hundred primary school participants from grades 6 to 9. Workshops on media literacy were attended by students of the Catholic School Centre - Sarajevo, Fourth Elementary School Mostar, and Elementary School "Meša Selimović", who expressed great satisfaction for taking part in the project.

They also invited the Foundation for further cooperation and continued training of students and teachers on media literacy. The project was finalized in late May 2023 and resulted in the publication of a unique publication related to media literacy. The publication is available online and has been distributed to the addresses of more than a hundred elementary schools in Bosnia and Herzegovina.



Link to publication:

<https://infohouse.ba/wp-content/uploads/2024/04/Podrska-djetinjstvu.pdf?x57702>



In 2023, the INFOHOUSE Foundation also participated with the Interview.ba portal in the one-year PRO-Future project, which is implemented by CRS and financially supported by USAID.

The project is based on the research of positive stories, the goal of which was to strengthen reconciliation, interpersonal relations, pointing to youth activism, and solidarity between people, all with the aim of affirming and understanding others and different.

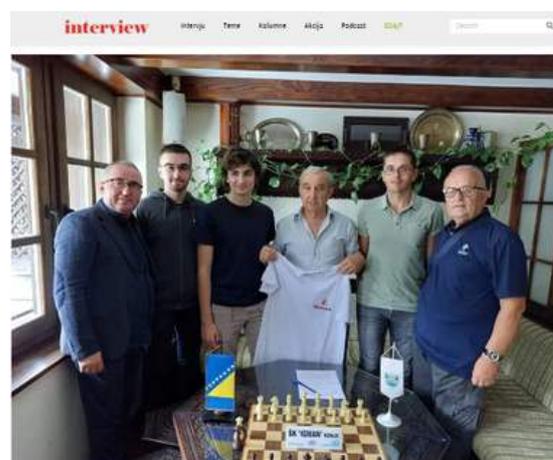
The stories that were published as part of the PRO-Future project had a very positive response and reaction from the public, as well as a large readership on the Interview.ba portal.

Comments on social networks unequivocally supported such stories, and showed that the public is eager for positive stories that talk about people ready to help, solidarity, humanity, friendship.

These stories shed light on the different reality we live in, especially in local communities.

Of the **18** stories that we published, we single out the ones that the readers of the Interview.ba portal read and commented on the most:

<https://interview.ba/2023/02/24/pastor-zenelaj-i-doktor-sulejman-zive-u-skladu-sa-sahovskom-parolom-jedan-smo-rod/>



**TEMA**  
Pastor Zenelaj i doktor Sulejman žive u skladu sa šahovskom parolom „jedan smo rod“  
14.02.2023.

<https://interview.ba/2023/01/05/izvidaci-zenice-i-prijedora-grade-prijateljstva-za-cijeli-zivot/>



**TEMA**  
Izviđači Zenice i Prijedora grade prijateljstva za cijeli život  
05.01.2023.

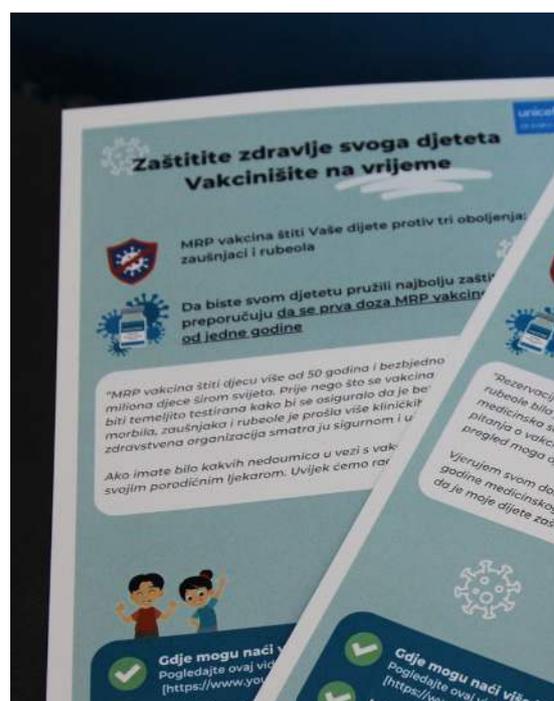
# PROJECT: DESIGNING, PROTOTYPING AND EVALUATION OF INTERVENTIONS BASED ON BEHAVIOURAL ANALYSIS TO STRENGTHEN REGULAR IMMUNISATION

DONOR: UNICEF BIH

From June 2022 to July 2023, the INFOHOUSE Foundation participated in the implementation of the UNICEF project "Designing, prototyping and evaluation of interventions based on behavioural analysis in order to strengthen regular immunization". It is a regional project in which several countries are involved, and which UNICEF implemented in cooperation with the organization The Behavioural Insights Team (BIT) from London, while the activities in Bosnia and Herzegovina (BiH) were implemented in cooperation with the INFOHOUSE Foundation. The project dealt with the regular vaccination of children in BiH, focusing on immunization processes in TK, especially on the MMR1 vaccine, as the vaccine that has the lowest percentage of representation compared to other mandatory vaccines in BiH. Project was implemented in phases in which research and data analysis were carried out, with the aim of designing interventions that will, ultimately, contribute to the improvement of the process of regular immunisation of children. Caretakers of children up to one year old (the age at which, according to the regular immunization calendar, the MMR1 vaccine is received), as well as medical workers from the TK area who work in the field of regular immunization of children, were involved in the research process itself.

An anonymous online quantitative survey was conducted on the basis of a five-part questionnaire. The sample of **809** respondents (expected 100) is the result of good communication and distribution of the online questionnaire.

After researching the needs, interventions were made to encourage parents to carry out regular immunization of their children, which included encouraging parents through SMS messages by medical workers, distribution of informative videos and other material. The last activity was public events for parents and children with the support of the Public Health Institute and UNICEF, in which more than **1300** parents and children participated.



**PROJECT: DESIGNING, PROTOTYPING AND EVALUATION OF INTERVENTIONS BASED ON BEHAVIOURAL ANALYSIS TO STRENGTHEN REGULAR IMMUNISATION**  
**DONOR: UNICEF BIH**

infohouse

100 ZAVOD ZA JAVNO ZDRAVLJE FBiH  
INSTITUTE FOR PUBLIC HEALTH FBiH

unicef za svako dijete



**PROJECT: STANDARD OPERATING PROCEDURES (SOP) FOR EFFECTIVE VACCINE MANAGEMENT IN THE FEDERATION OF BIH, REPUBLIKA SRPSKA AND BRČKO DISTRICT OF BIH**  
**DONOR: UNICEF BIH**

The UNICEF office in Bosnia and Herzegovina implemented a project financed by USAID with the aim of promoting the acceptance of COVID-19 vaccines and strengthening the capacity of the cold chain and logistics in the country's health institutions. After the evaluation of Effective Vaccine Management (EVM), working groups (WG) in the Federation of BiH, Republika Srpska and Brčko District of BiH were ready to develop EVM Standard Operating Procedures (SOP).

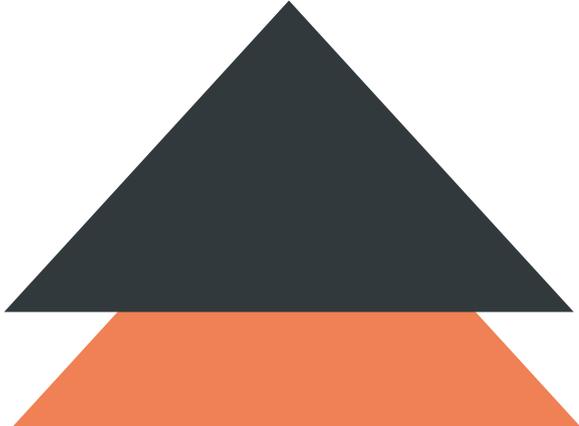
In carrying out this work, our goals were as follows:

1. To support the WGs in the development of SOP.
2. To organize trainings/sessions with representatives of the Ministries of Health, Public Health Institutes and Health Centres in the Federation of BiH, Republika Srpska and Brčko District of BiH. In order to ensure the smooth implementation of all planned activities, UNICEF has chosen the INFOHOUSE Foundation as a partner organization from BiH to help in the implementation of the planned activities and the evaluation afterwards. The planned duration, from April to June 2023, was extended with the approval of UNICEF until the end of July 2023, due to savings on budget items for training and expressed needs of users for additional educational training.



Through **14** held workshops, a total of **368** health workers participated, of which a total of **222** health workers from the Federation BiH, **118** from Republika Srpska and **28** from Brčko District.

**272** women and **96** men participated in the training.



**PROJECT: STANDARD OPERATING PROCEDURES (SOP) FOR EFFECTIVE VACCINE MANAGEMENT IN THE FEDERATION OF BIH, REPUBLIKA SRPSKA AND BRCKO DISTRICT OF BIH**  
**DONOR: UNICEF BIH**

As final activities within the project, video tutorials were made with experts in the field of healthcare, and two events called "Family Day" were held, the main goal of which was to bring parents and caretakers closer to all the benefits that regular immunization brings. The video tutorials were recorded in the premises of the Public Health Institute of Republika Srpska in Banja Luka, while the events were held in Tuzla and Brčko in partnership with the Public Health Institute of the Tuzla Canton and the Public Health Subdivision of the Government of the Brčko District of Bosnia and Herzegovina. The event programme consisted of a series of educational, informative and entertaining activities. It attracted more than **500** visitors, children and parents/caretakers who had the opportunity to communicate and collect important information regarding children's health, nutrition, growth and development. Health workers involved in both events provided accurate and reliable information to restore the trust of some parents in immunization.



The INFOHOUSE Foundation from Sarajevo, in collaboration with the Lara Foundation from Bijeljina, began implementing the project "Intersectoral Partnership for Human Rights and Gender Equality in Employment" on February 1, 2023. The project, under the "Thematic Programme on Human Rights and Democracy 2021," is funded by the European Union.

The general objective of the project (2023-2025) is to contribute to reducing discrimination against women in the labor market by promoting and protecting women's economic and social rights and strengthening the EU integration process.

The specific objectives are:

- Facilitate the implementation of in-depth analysis of human rights in Bosnian-Herzegovinian companies as a mechanism for equalizing the position of women in employment and reducing cases of human rights violations against them.
- Improve the implementation of the BiH Gender Equality Law and other policies aimed at strengthening gender equality in line with the forthcoming initiative on due diligence for sustainable business.

As part of the first year of the project, a comprehensive study titled "STUDY ON GENDER EQUALITY STANDARDS AND POLICIES IN THE LABOR MARKET" has been conducted.

Link to study:

<https://infohouse.ba/projects/studija-o-standardima-i-politikama-rodne-ravnopravnosti-na-poslovnom-trzistu/>



Project activities will improve gender equality at work in 10 companies in BiH, which will create a better working environment for at least **200** employed women. Also, an IT tool will be developed and made available for reporting violations of labour human rights in relation to BiH legislation, as a real-time measure for the protection and prevention of discrimination against women in the labour market, which has great potential for further expansion in companies throughout BiH. Through the project, efforts will be made to achieve cooperation with state institutions, local companies, civil society organizations and the media, in order to achieve a greater effect of the project.

**The expected results that are planned to be achieved include:**

- Working conditions in accordance with laws and conventions on gender equality improved for at least 200 women in project companies
- 10 companies improved their internal policies in accordance with laws on gender equality and human rights, and EU directives

Although women in BiH make up 50.9% of the population (compared to 49.1% of men), their participation in paid work is significantly lower (the share of the female population among the unemployed is 57.5% – 213.936). The BiH Agency for Gender Equality states that there is "the visible difference in wages between men and women, the difference in hourly wages is estimated at 9% to the detriment of women". Girls and women are often exposed to direct discrimination in employment, they are asked unacceptable questions about family planning and possible pregnancy. Likewise, **40%** of women are exposed to some kind of sexual harassment at work. Women face multiple discrimination in the labour market (including but not limited to sexual harassment, underpayment, reduction of maternity rights, etc.). They also do not have available institutional support or protection mechanism due to the fact that companies do not implement positive BiH legislation and due to inefficient control of relevant inspections (i.e. labour inspection). The project will provide benefits for targeted women, but will lay the foundations for long-term benefits for all working women based on good practices that can be scaled up.

**PROJECT: ECONOMIC EMPOWERMENT OF WOMEN  
FROM VULNERABLE AND MARGINALIZED GROUPS IN BIH  
DONOR: JT INTERNATIONAL AD SENTA**

Thanks to the funds of the donor JT INTERNATIONAL AD SENTA, the INFOHOUSE Foundation has for the second time in a row issued a Public Call for organizations dedicated to entrepreneurship and the economic empowerment of women from vulnerable categories of society. Economic empowerment of women is a programme that the Foundation has been implementing for a number of years, and last year's action for two women's associations, the Association "JADAR" from Konjević Polje and the Association of Women "NERA" from Konjic, which was also supported by JTI, resulted in the provision of knowledge, skills and equipment for more of 70 unemployed women in these two cities!

This year, the Public Call Fund amounted to BAM 23,470. In the annex to the contract, the donor allocated additional funds in the amount of 5,700.00 BAM, so that the total amount is 29,170.00 KM.



Thanks to the funds, the door to economic independence was opened for **97** women, members of the association. Upon completion of the project on January 31, 2024, the association estimates that the number of beneficiaries on an annual level will be over **150** women. This data is an indicator that all projects are covered by this Fund, projects that are sustainable in the future and the number of women beneficiaries will increase. One of such examples is the project of the Association "Zvijezda" from Vareš, where the women beneficiaries were tasked to provide further training for a minimum of **5** women in the field of sewing and tailoring. When it comes to media support, there were a total of 33 publications, of which 16 on web portals and 17 on social media. In addition, the news about the activities of the Association "Pčelica" was published in the daily news show on TV Živinice in two timeslots, as well as the announcement about the activities of the Association "Jadar" on the radio station "Radio Magic".



By establishing the Coordinating Committee for Gender Equality 2020 (the Committee), the Ministry of Security confirmed its commitment to a gender-aware policy. However, despite the best will, the Coordination Committee did not have the financial and human resources to adequately respond to all institutional obligations related to the Law on Gender Equality of BiH. During the implementation of the project, the INFOHOUSE Foundation helped the Committee to build its knowledge and database. This cooperation between governmental and non-governmental organizations helped to integrate a gender perspective in the security sector.

The first significant activity was the preparation of the Study - Analysis of gender equality in the security sector. The aim of the analysis was to gather information about the attitudes, experiences and needs of officials of the BiH Ministry of Security in relation to discrimination, sexual harassment, gender-based harassment and mechanisms for achieving gender equality within the Ministry.

Link to Analysis of the situation in the field of gender equality in the Ministry of Security of Bosnia and Herzegovina:

<https://infohouse.ba/wp-content/uploads/2023/10/Analiza-stanja-u-oblasti-ravnopravnosti-spolova-u-Ministarstvu-sigurnosti-Bosne-i-Hercegovine.pdf?x77616>



Based on the recommendations from the Analysis and on the basis of the powers granted to the Committee by the Minister of Security, two training sessions were designed for Committee members:

a) The workshop on the topic "Gender perspective of a responsible institution in the security sector" was held in Sarajevo on April 12, 2023. The lecturers were Samra Filipović Hadžiabdić, Director of the Agency for Gender Equality/MHRBiH and Mirsad Ahmić, Brigadier General, Ministry of Défense of BiH/General Inspection / Chief Inspector.

b) The workshop on "Resolution 1325" was held in Sarajevo on May 18, 2023. Lecturer Assoc. Dr. Midhat Izmirlija presented the topic "Resolution 1325 and actions to achieve full gender equality in the context of conflict prevention and resolution, peace building and reconstruction", through which he highlighted five key obligations of BiH, brought the participants closer to Action Plan 1325 and its correlation with obligations and under the mandate of the Ministry of Security of BiH.

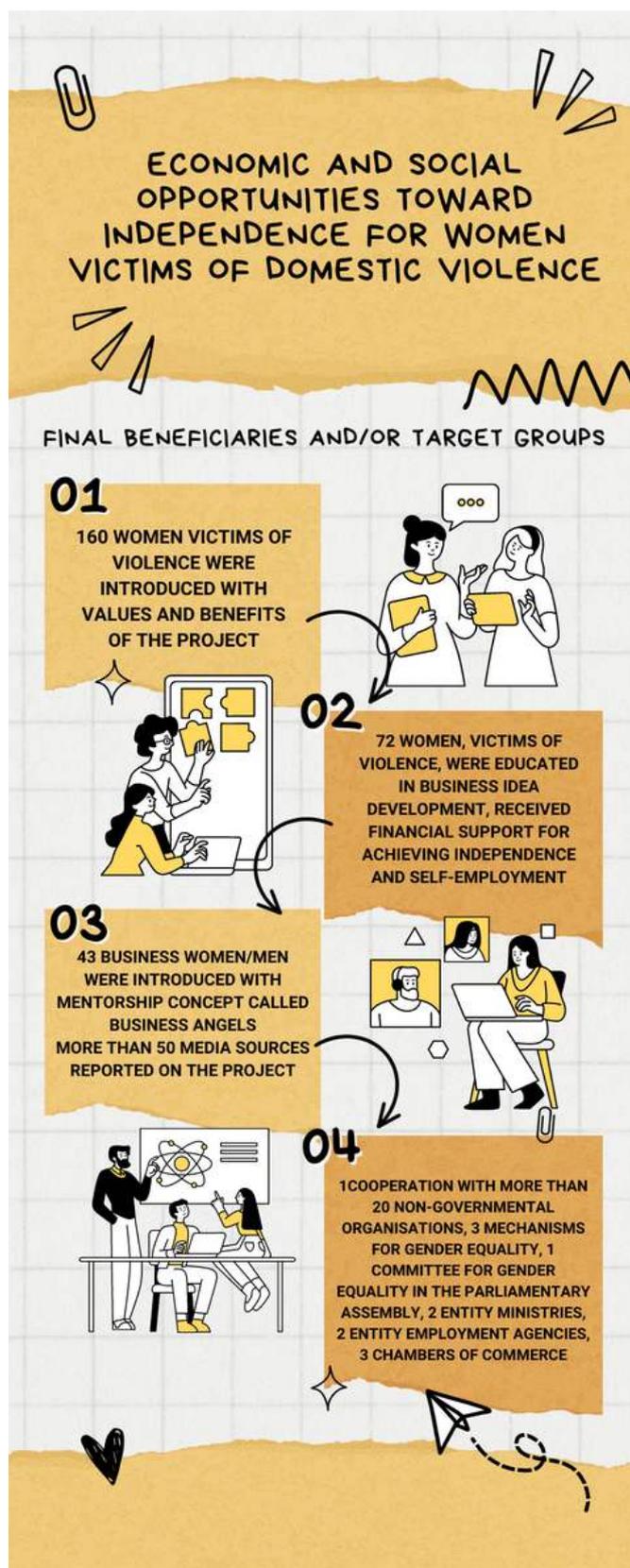
In order to work efficiently, a working group was formed within the Coordination Committee to create mechanisms/tools for the introduction of gender equality in the work of the Ministry of Security. Bearing in mind the needs of the Ministry, as well as the recommendations from the Analysis, the Gender Equality Policy mechanism of the BiH Ministry of Security was selected as the first document/mechanism for the introduction of gender equality norms. With the support of the Foundation, the working group prepared the first draft of the policy, in accordance with the legislative framework of BiH, as well as binding international conventions. The gender equality policy of the Ministry of BiH was adopted on October 31, 2023. Another document that was prepared is the Instruction for the use of gender-sensitive language in the Ministry of Security of BiH.



**PROJECT: ECONOMIC AND SOCIAL OPPORTUNITIES TOWARD INDEPENDENCE FOR WOMEN VICTIMS OF DOMESTIC VIOLENCE**  
**DONOR: DELEGATION OF THE EUROPEAN UNION IN BIH**

The project "Economic and social opportunities for the independence of women, victims of domestic violence", during its 30-month duration, provided 18 women, victims of violence, with economic and social opportunities that improved their financial independence from the perpetrators of violence. It enabled women to re-enrol in schools, earn income for themselves and their children, and restore faith in themselves and their abilities.

Despite the negative impacts of external factors, the project team managed to maintain the dynamics of the project mostly within the planned time frame and with the expected quality of delivered results. More specifically, the project provided women, victims of violence from the majority of existing shelters in BiH, with economic and social opportunities that improved their financial independence from the perpetrators of violence and enabled women victims of domestic violence to earn their own income (for most of them for the first time in their lives) and plan their and the life of their children. We have started the process of developing policies for the further improvement of BiH legislation in relation to prevention and protection from gender-based domestic violence.



**PROJECT: ECONOMIC AND SOCIAL OPPORTUNITIES TOWARD  
INDEPENDENCE FOR WOMEN VICTIMS OF DOMESTIC VIOLENCE  
DONOR: DELEGATION OF THE EUROPEAN UNION IN BIH**



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Link to video:  
[https://www.facebo  
ok.com/Fondacijaln  
FOHOUSE/videos/10  
90934868438363](https://www.facebook.com/FondacijaINFOHOUSE/videos/1090934868438363)

**PROJECT: IMPROVING COOPERATION OF INSTITUTIONAL AND NON-  
INSTITUTIONAL PARTNERS IN THE IMPLEMENTATION OF THE GENDER ACTION  
PLAN OF BIH**

**DONOR: GOVERNMENT OF SWEDEN/INTERNATIONAL DEVELOPMENT AGENCY  
FOR COOPERATION (SIDA) AND GENDER CENTRE OF THE GOVERNMENT FBIH**

Gender equality is one of the fundamental human rights, guaranteed by international and domestic treaties and laws. The Gender Equality Law in Bosnia and Herzegovina has established obligations for all government institutions to take appropriate and necessary measures to implement the provisions prescribed by this law and the Gender Action Plan of Bosnia and Herzegovina. In order for these obligations to be fulfilled, government institutions must establish and implement active public policies and strategic measures to achieve gender equality. Integrating gender equality standards into all areas of social life (gender mainstreaming) is not only the responsibility of gender equality institutions but also of all relevant institutions mandated to introduce and apply these standards within their scope of work.

After signing the contract, INFOHOUSE engaged experts with extensive experience in developing public policies for gender equality. Roles and responsibilities were defined in developing the Operational Plan for the implementation of the Gender Action Plan in Bosnia and Herzegovina for the area of the Federation of Bosnia and Herzegovina.

After signing the contract, INFOHOUSE proceeded to engage experts with extensive expertise in developing public policies for gender equality. Roles and responsibilities were determined in the development of the Operational Plan for the implementation of the Gender Action Plan in Bosnia and Herzegovina for the area of the Federation of Bosnia and Herzegovina.



**PROJECT: IMPROVING COOPERATION OF INSTITUTIONAL AND NON-  
INSTITUTIONAL PARTNERS IN THE IMPLEMENTATION OF THE GENDER ACTION  
PLAN OF BIH**

**DONOR: GOVERNMENT OF SWEDEN/INTERNATIONAL DEVELOPMENT AGENCY  
FOR COOPERATION (SIDA) AND GENDER CENTRE OF THE GOVERNMENT FBIH**

The process of developing the format of the operational plan for the implementation of the GAP included the broad participation of relevant participants from the entire FBIH. Representatives of the government at all levels, non-governmental organizations, the academic community, the private sector and other relevant institutions were included.

The methodology included the following steps:

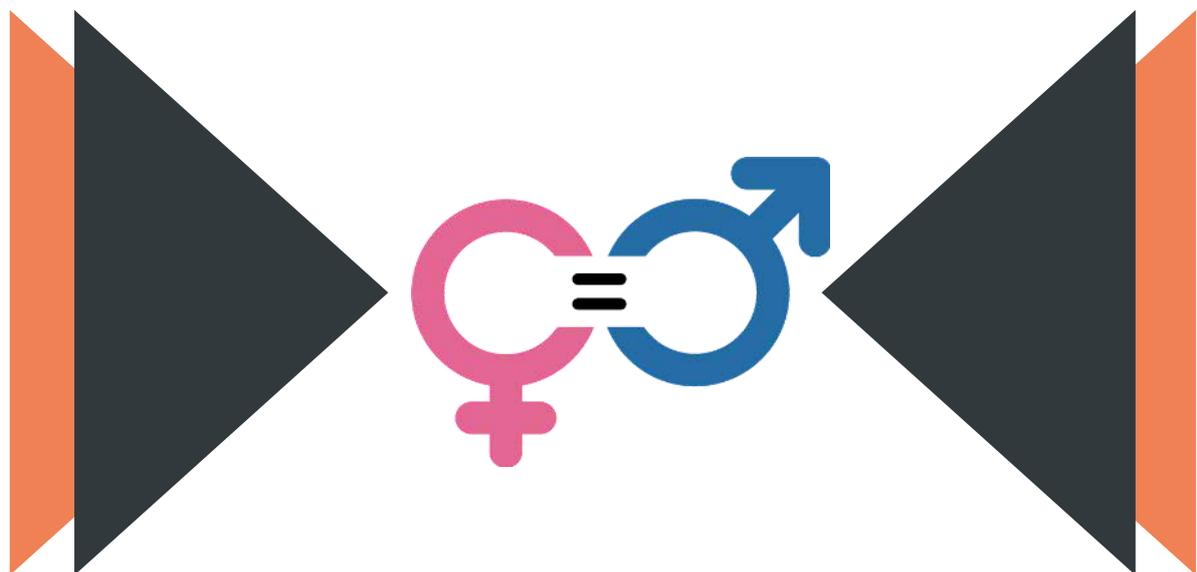
1. Analysis of the existing GAP: A thorough analysis of the existing GAP was conducted to identify its strengths, weaknesses, opportunities and threats. This analysis included an overview of existing activities, achievements and challenges in the implementation of the GAP.

2. Analysis of the existing strategic framework of FBIH institutions, including budget analysis

3. Definition of goals and priorities: Based on the analysis of the existing GAP and feedback from the participants, goals and priorities for the implementation of the GAP were defined. SMART (Specific, Measurable, Attainable, Relevant and Time-bound) targets are set to ensure progress is tracked and results are achieved.

4. Development of an operational plan: Based on the defined goals and priorities, an operational plan format was created that includes detailed activities, responsible actors, deadlines, resources and progress indicators.

The operational plan is structured according to sectors and thematic areas relevant to GAP.



## PROJECT: IMPROVING COOPERATION OF INSTITUTIONAL AND NON-INSTITUTIONAL PARTNERS IN THE IMPLEMENTATION OF THE GENDER ACTION PLAN OF BIH

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The implemented activities resulted in the creation of an operational plan format for the implementation of the GAP in Bosnia and Herzegovina. The format of the operational plan contains clearly defined elements for objectives, activities and deadlines and identifies the responsible actors and the necessary resources for their implementation. Progress indicators that will be used to monitor and evaluate the achieved results are also proposed.

The concept of consultation with key participants, FBIH institutions and non-governmental organizations in the process of creating the Operational Plan for the implementation of the Gender Action Plan in Bosnia and Herzegovina for the FBIH area was also created. Materials for the workshops were also prepared, including the workshop concept, agenda, lists of participants and accompanying materials (PPT and handouts).

The workshop concept includes three workshops:

- Workshop with FBIH institutions
- Workshops with key non-governmental organizations
- Joint workshop between FBIH institutions and non-governmental organizations

The total number of participants in the mentioned three workshops was **70**, of which **55** were women and **15** were men. As part of the activities of creating the Operational Plan for implementing GAP BIH for the FBIH area, the final version of the plan was successfully created. The final version of the plan contains detailed guidelines, goals and measures for achieving gender equality in the area of FBIH. In the process of creating the final version of their written suggestions for the operational plan, 11 institutions and 10 non-governmental organizations (IC lotos, HUB, SOC, Chamber of Commerce of FBIH, Dignitet Mostar, Amica Educa and Horizonti Tuzla, Nešto više and INFOHOUSE Foundation) submitted their written suggestions for the operational plan.

During the last phase of the project, media promotion of the creation of the GAP Operational Plan for the Federation was implemented through a series of thematic articles published on the Interview.ba portal.

- <https://interview.ba/2023/06/30/rodna-osvijestenost-kao-imperativ-za-obrazovne-ustanove-u-federaciji-bih/>
- <https://interview.ba/2023/07/01/zene-su-nositeljice-razvoja-turizma-u-fbih/>
- <https://interview.ba/2023/06/01/kako-smanjiti-rodni-jaz-na-trzistu-rada-u-federaciji-bih/>

**DIVERSITY**

**EQUALITY**

**INCLUSION**



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