

# **MEASURES TAKEN BY THE BIH MOD AND ARMED FORCES WITHIN THE WOMEN, PEACE AND SECURITY PROJECT**



**BRIGADIER GENERAL MIRSAD AHMIĆ**  
The Inspector General  
Ministry of Defence of Bosnia and Herzegovina

Sarajevo, 11.11. 2019

## Agenda/Circumstances

- Legal basis – Gender Equality Law and adopted Policy and Plans based on UN Resolution 1325
- TIG Assessments of the trends of copmlaints with the focus on Gender-Based Discrimination and Sexual Harassment - 2018
- Surveys within MO and AF BiH and recommendation -2018/2019 based on Decission by Minister of defence
- Conclusions of the WPS CHOD Network Conference (March 2019)

## Some examples of the adopted measures

### Gender Equality Law



**Article 8** - provides special measures that are adopting on a temporary basis to achieve **"real equality"** and in that case they are not considered as discrimination.

**Article 20** - of this Law establishes **"Equal representation"** with the percentages that ensure that representation, as well as Article 24 which defines the obligations of institutions

## Article 20 of the Law on Gender Equality

- (1) State bodies at all levels of government ... **shall ensure and promote equal gender representation in governance**, decision-making and representation...
- (2) Equal gender representation exists when one of the sexes is represented in **at least 40% in** the bodies referred in paragraph (1) of this Article.





## Article 20 of the Law on Gender Equality

### PART THIRTEENTH - OBLIGATIONS OF COMPETENT AUTHORITIES

- (1) ... b) **adopting new or amending existing** laws and regulations to comply with...
- (2) ... c) **measures to eliminate perceived gender inequality** in a particular area.

## Article 29 of the Law on Gender Equality

- A person who, on grounds of sex, commits violence, harassment or sexual harassment that endanger serenity, mental health or body integrity shall be punished with.....imprisonment **for a term of six months up to five years.**



Sarajevo, 11.11. 2019

# HRM



- Recruiting – BOR
- Career management-BOR
- *BOR for education*
- Resettlement-BOR





# BOR for Admission to AF BiH

## Član 3. (Rodna ravnopravnost)

Izrazi koji su u ovom pravilniku dati u jednom gramatičkom rodu bez diskriminacije se odnose i na muškarce i na žene. U označavanju funkcija, zvanja i titula, upotrebljavaće se rodno osjetljivi jezik.

## Član 66. (Iste mogućnosti)

- (1) Profesionalna vojna lica i lica koja apliciraju za prijem u OS BiH tretiraju se s punim poštovanjem principa transparentnosti, pravičnosti i istih mogućnosti. Neće biti diskriminacije ni po kojem osnovu.
- (2) Ministar osigurava da se u OS BiH poštuju obaveze iz stava (1) ovog člana.

## Član 67. (Ravnopravnost spolova)

gender equality

- (1) Prilikom odabira kandidata za prijem u vojnu službu vodi se računa o ravnopravnoj zastupljenosti spolova, u skladu sa Zakonom o ravnopravnosti spolova.
- (2) Odredba iz stava (1) ovog člana se navodi u konkursu ili oglasu.

- Out of **5463** soldiers since 1.09.2008. to 12/31/2018, **463** female soldiers were recruited as of December 31, 2018 (**8.5%**) in 2018, we received 25 women (8.5%) in soldier category, and 16 women in the officer category (**25%**);
- In 2019 (6 Nov 2019) out 204, soldiers **33 (16%)** were women



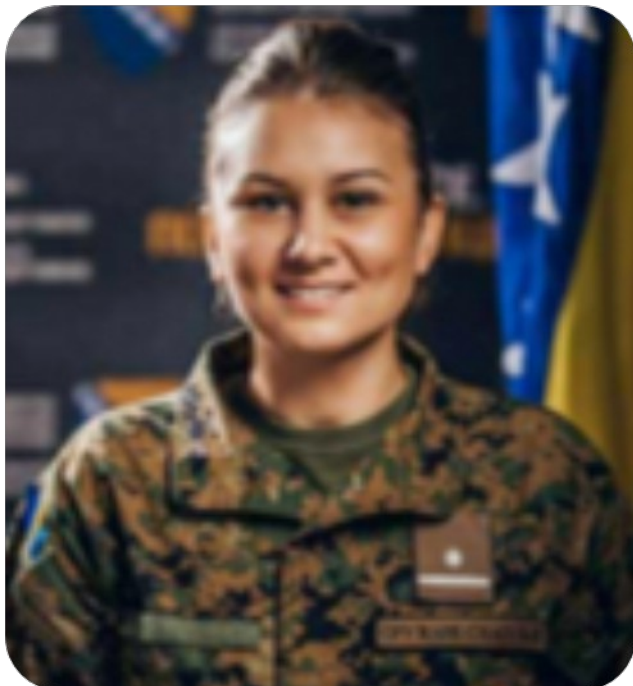


7,3%

Year	Officers						Svega	NCO					Svega	Soldiers			Svega	Civilians								Sum	TOTAL	%
	OF0	OF1	OF2	OF3	OF4	OF5		OR5	OR6	OR7	OR8	OR9		OR1	OR2	OR3		KV	MR	OŠ	PKV	SSS	VKV	VSS	VŠS			
2007	8	15	29	17	2	5	76	52	47	27	9	6	141	1	21	51	73	23		6	11	92	28	15	13	188	478	4,7
2008	5	14	28	16	2	4	69	65	46	23	9	4	147	1	27	61	89	20		7	5	97	23	14	7	173	478	4,7
2009	4	14	23	15	2	4	62	65	39	21	8	4	137	1	36	68	105	19		6	4	97	20	14	4	164	468	4,7
2010	6	16	22	14	2	4	64	67	37	20	7	4	135	4	66	55	125	19		6	4	96	20	13	4	162	486	4,8
2011	10	18	21	14	1	4	68	70	37	20	7	4	138	4	146	70	220	18		6	3	97	20	13	3	160	586	6,2
2012	9	18	21	14	1	4	67	71	37	20	7	4	139	2	158	70	230	18		7	3	98	21	12	3	162	598	6,4
2013	11	18	20	14	1	4	68	69	36	19	6	3	133	13	197	59	269	18		7	3	96	21	13	3	161	631	6,7
2014	13	18	20	14	1	4	70	69	36	18	6	3	132	21	208	58	287	17		6	3	94	21	13	3	157	646	6,9
2015	16	18	20	14	1	4	73	67	36	18	6	3	130	28	204	58	290	17	1	6	3	92	21	16	3	159	652	6,9
2016	15	18	20	13		3	69	69	36	18	6	3	132	74	196	52	322	18	1	6	2	91	21	16	3	158	681	7,2
2017	20	17	18	10		3	68	68	34	18	6	3	129	89	183	49	321	18	1	.	2	89	18	17	3	148	666	7,1
2018	36	17	18	10		2	83	69	34	17	6	3	129	89	182	49	320	18	1	6	2	89	18	17	3	154	686	7,1
2019	35	18	18	11	1	2	85	65	34	17	6	3	125	109	161	60	330	12	2	2	2	84	16	19	3	140	680	7,3

Sarajevo, 10. 11. 2019.

## The best 2017 and 2018 officer candidates



**Lt Gordana Ognjenović**  
The best in 2017  
4th generation



**Lt Sanja Cvetković**  
The best in 2018  
5th generation



## BOOK OF RULES ON THE EDUCATION OF PMP

- Article 42 (Commission for Education and Training)...  
*(3) If two or more candidates have the same conditions, preference is given to a candidate who has spent a longer time in the service or a **candidate which gender is less represented in the AF of BiH.***

## BOR ON THE EDUCATION OF CADETS AND STIPENDISTS

- "...Article 19 (Scoring and Ranking of Successful Candidates)...  
*(5) In case of equal number of points, after the procedure of selection of candidates for training of cadets and military scholarship, priority is given to the candidate **which gender is less represented in the AF BiH.***



# Examples of earlier methods in MOD regulations

## Professional Development

### Član 46. (Nediskriminacija)

U procesu profesionalnog razvoja i upravljanja karijerom, PVL se tretiraju sa punim poštovanjem principa transparentnosti, pravičnosti i istih mogućnosti. Neće biti diskriminacije ni po kojem osnovu poput spola, rase, zbog boje kože, jezika, vjeroispovijesti, političkih ili drugih mišljenja, etničkog ili socijalnog porijekla, povezanosti sa nacionalnim manjinama, imovnog stanja, odnosno drugog statusa.

### Član 47. (Rodna ravnopravnost)

Izrazi u ovom pravilniku koji imaju rodno značenje, bez obzira koriste li se u muškom ili ženskom rodu, odnose se jednako na muški i ženski rod.

### Član 48. (Stupanje na snagu)

- (1) Ovaj pravilnik stupa na snagu danom donošenja.
- (2) Stupanjem na snagu ovog pravilnika prestaje da važi Pravilnik o profesionalnom razvoju i upravljanju karijerom profesionalnih vojnih lica u Ministarstvu odbrane Bosne i Hercegovine i Oružanim snagama Bosne i Hercegovine, broj: 10-02-3-3172/13 od 28.08.2013. godine.

MINISTRICA

Marina Pendeš

# BOR FOR FOR PROFFESIONAL CAREER DEVELOPMENT

- **Article 26. (Assingment od PMP in MOD and AF)**

(11) **Upon determination of gender inequality** ... in accordance with the Law on Gender Equality in BiH, **the Minister of Defense makes a decision** supplementing the provisions of paragraph (4) of this Article in the interim period ... With the subject decision a special measure will be adopted that, if among five, or among the seven most successful candidates given in paragraph (4) of this Article, **do not exist at least one representative of each gender**, a sixth or eighth candidate is added to the list.

The aforementioned sixth or eighth candidate, added to the ranking list in this case, is the most successful candidate in the **list from the gender which is less represented in the AF** **And that candidate fulfills all the conditions**



# Ranking list

## Criteria

No. in Rank (Ethnicity)	Surname (Father name) Name	Service	Rank	Current Rank	Military Specialization	Date of Promotion	Time in Current Rank	Needed Level of Education for (Current Rank)	Possibility for Promotion	Already on Higher position	Denied Promotion	Current Level of Education	Functions Level of Education	Specialist Level of Education	General Level of Education	Time at Position in Service in Current Rank	Last Two Year Evaluation in Current Rank	Time at Higher Position in Current Rank	Time at Command Position in Current Rank	Time at Supervisor Position in Current Rank	Time in Current Rank	Awards and Commands in Current Rank	Time in mission x	Level of Foreign Languages	Disciplinary Measures and Warnings	Time at Other Positions	Time at Positions Other Services	SUM	
1 (S)	Doc (Jehin) Jehin	22	OF2	3	22AP25	18.2.1998	DA	DA	0	DA	0	25	15	5	5	85	60	56	129	35	259	1	0	0	0	52,5	0	705,5	
2 (S)	Doc (Jehin) Jehin	22	OF2	3	22AP25	8.1.2002	DA	DA	0	NE	0	25	15	5	5	94	60	24	69	3,75	188	4	0	12,5	0	69	0	72,5	
3 (S)	Doc (Jehin) Jehin	22	OF2	V	22AP25	1.7.2001	DA	DA	0	NE	0	25	0	7	5	97	60	7	75	90,75	194	4	0	2	0	5,5	0	198,5	
4 (S)	Doc (Jehin) Jehin	22	OF2																									5,5	5,5
5 (S)	Doc (Jehin) Jehin	22	OF2																									5	5,5
6 (S)	Doc (Jehin) Jehin	22	OF2																									5	5,5
7 (S)	Doc (Jehin) Jehin	22	OF2																									5	49,5
8 (S)	Doc (Jehin) Jehin	22	OF2																									5	40
9 (S)	Doc (Jehin) Jehin	22	OF2																									5	41
10 (S)	Doc (Jehin) Jehin	22	OF2																									5	488
11 (S)	Doc (Jehin) Jehin	22	OF2																									5	45
12 (S)	Doc (Jehin) Jehin	22	OF2																									5	440
13 (S)	Doc (Jehin) Jehin	22	OF2																									5	431
14 (S)	Doc (Jehin) Jehin	22	OF2																									5	390
15 (S)	Doc (Jehin) Jehin	22	OF2																									5	517
16 (S)	Doc (Jehin) Jehin	22	OF2																									5	515
17 (S)	Doc (Jehin) Jehin	22	OF2																									5	506
18 (S)	Doc (Jehin) Jehin	22	OF2																									5	584
19 (S)	Doc (Jehin) Jehin	22	OF2																									5	269
20 (S)	Doc (Jehin) Jehin	22	OF2																									5	267
21 (S)	Doc (Jehin) Jehin	22	OF2																									5	262
22 (S)	Doc (Jehin) Jehin	22	OF2																									5	257
23 (S)	Doc (Jehin) Jehin	22	OF2																									5	255
24 (S)	Doc (Jehin) Jehin	22	OF2																									5	248
25 (S)	Doc (Jehin) Jehin	22	OF2																									5	242
26 (S)	Doc (Jehin) Jehin	22	OF2																									5	242
27 (S)	Doc (Jehin) Jehin	22	OF2																									5	240
28 (S)	Doc (Jehin) Jehin	22	OF2																									5	23
29 (S)	Doc (Jehin) Jehin	22	OF2																									5	23
30 (S)	Doc (Jehin) Jehin	22	OF2																									5	22
31 (S)	Doc (Jehin) Jehin	22	OF2																									5	215
32 (S)	Doc (Jehin) Jehin	22	OF2																									5	210
33 (S)	Doc (Jehin) Jehin	22	OF2																									5	15,5
34 (S)	Doc (Jehin) Jehin	22	OF2																									5	14
35 (S)	Doc (Jehin) Jehin	22	OF2																									5	140
36 (S)	Doc (Jehin) Jehin	22	OF2																									5	140
37 (S)	Doc (Jehin) Jehin	22	OF2	V	22AP25	1.9.2015	DA	DA	0	NE	0	20	5	7	5	12	30	0	24	0	24	0	0	0	0	0	0	0	140
38 (S)	Doc (Jehin) Jehin	22	OF2	3	22AP25	1.9.2016	NE	DA	0	NE	0	25	0	5	0	6	0	0	0	0	12	0	0	0	0	0	6	0	54,5
39 (S)	Doc (Jehin) Jehin	22	OF2	3	22AP25-P	1.9.2016	NE	NE	0	NE	0	15	0	7	0	6	0	0	0	0	12	0	0	0	0	0	6	0	46

### New Book of Rules

- Defined and public available criteria (24)(www.mod.gov.ba)
- Three times a year, all personnel receive the report which shows their position on the ranked list to be considered for a higher duty
- Each person can have insight to their abilities through ranked list
- The best ranked personnel are chosen for a higher duty
- This data is software calculated

Position on the ranked list

Total number of points

Sarajevo, 19.11.2019.

## New Book of Rules

❑ Defined and public available criteria (24)(www.mod.gov.ba)

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Position  
on the  
ranked list

Total  
number of  
points



# PMP Ranking list

BOSNA I HERCEGOVINA  
Ministarstvo odbrane/obrane  
Zajednički štab/stožer OS BiH  
Komanda/Zapovjedništvo za podršku OS BiH  
Komanda/Zapovjedništvo za upravljanje personalom

Datum obračuna podataka: 1.2.2018  
Datum štampanja liste: 27.2.2018 12:29

БОСНА И ХЕРЦЕГОВИНА  
Министарство одбране  
Заједнички штаб ОС БиХ  
Команда за подршку  
Команда за управљање персоналом

## LISTA USPJEŠNOSTI

### oficira i podoficira u MO BiH i OS BiH

Odštampao: 3100

RB	Prezime (ime oca) ime	Čin	VES	Datum unapređenja	Potr. vrjt. u SC	Potr. nivo edu	Mog. pos. VFM	Već post. na FC	(n) Izjašnjenje o prijl. za	a) Karijer. nivo ed	a) Funkc. nivo edu	a) Specijal. nivo ed	a) Opšti nivo edifik.	b) Vrij. ob. dužn. roda/sl. u SC	c) Ocj. rada u SC	d) Vrij. obav. VČ u SC	e) Vrij. ob. KO u SC	f) Vrij. ob. MO u SC	h) Vrij. prov. u SC	i) Nagr. Pohv. u SC	j) Učešće u Miroj u SC	k) Nivo pozn. Str. jez.	l) Ocie MJJ. Kazne	m) Vrij. ob. duž. Br. M.	n) Vrij. ob. duž. Br. M.	UKUPNO
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27
21 (15)	[REDACTED]	OF2	26AF25-P, E2	1.7.2012	DA	DA	D	DA	0	25	5	5	3	33,5	60	10	0	0	67	0	0	13	0	38,5	0	260

**NAPOMENA:** U koloni 1 RB prvi broj pokazuje uspjeh na ukupnoj listi roda/službe i čina, a broj u zagradi () pokazuje uspjeh u okviru naroda

**LEGENDA:**

- 1 Redni broj
- 2 Prezime (ime oca) ime
- 3 Čin
- 4 Rod i služba po kojem je izvršeno bodovanje
- 5 Datum činovanja/unapređenja u sadašnji čin
- 6 Potrebno vrijeme u sadašnjem činu za postavljenje na dužnost višeg čina
- 7 Potrebna nivo edukacije za čin više
- 8 Mogućnost postavljenja na FM čina veće odgovornosti
- 9 Već postavljen na FM višeg formacijskog čina
- 10 Izjašnjavanje o prijedlogu za postavljenje
- 11 Karijerni nivo edukacije
- 12 Funkcionalni nivo edukacije
- 13 Specijalistički nivo edukacije

- 15 Vrijeme obavljanja dužnosti roda /službe FM u sadašnjem činu
- 16 Posljednje dvije ocjene rada u sadašnjem činu
- 17 Vrijeme obavljanja formacijske dužnosti višeg čina u sadašnjem činu
- 18 Vrijeme obavljanja komandne dužnosti u sadašnjem činu
- 19 Vrijeme obavljanja rukovodne dužnosti u sadašnjem činu
- 20 Vrijeme provedeno u sadašnjem činu
- 21 Nagrade i pohvale u sadašnjem činu
- 22 Učešće u operacijama kolektivne sigurnosti, operacijama podrške miru i ispunjenja međunarodnih obaveza BiH u sadašnjem činu
- 23 Nivo poznavanja stranih jezika
- 24 Disciplinske mjere i kazne na snazi
- 25 Vrijeme obavljanja ostalih dužnosti u sadašnjem činu
- 26 Vrijeme obavljanja dužnosti u drugim rodovima/sl. u sadašnjem činu
- 27 Ukupni broj bodova na listi uspješnosti

## Care of discharged personnel

### BIH MOD POLICY ON TRANSITION AND CARE FOR DISCHARGED PERSONNEL

#### c) Equality principle

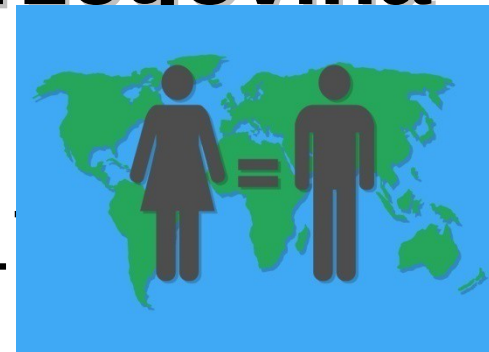
All members of the BiH Defense Institution, **under the same conditions**, remained on duty or on termination of service. All discharged persons of the same category who are terminated under the same conditions have equal status with regard to the availability of care provided for by the program.

In the same conditions, all persons will be provided with an opportunity to state what forms of care they wish to use.



# UNSCR 1325 Implementation Action Plans for Bosnia and Herzegovina

- First Action Plan 2010-2013\*
- Second Action Plan 2014-2017
- Third Action Plan 2018-2022



\* The BiH Council of Ministers adopted the First Action Plan on 27.7.2010. BiH is the first country in the SEE region that adopted an Action Plan, and it was the eighth adopted Action Plan in Europe and the 24th in the world.

# UNSCR 1325 -MOD BiH- taken



MOD has included in the Annual Work Plans of MOD the activity

- In the period 2010- 2014. **“Implementation of the Action Plan for the implementation of UNSCR 1325 in Bosnia and Herzegovina”**
- in the period 2014-2017 the program activity **“Monitoring, analysis of the situation and implementation of activities in the field of gender equality ”**.

# UNSCR 1325 -MOD BiH- takes



- SOP for Contact Persons Appointed in the AF BiH for Gender Equality (March 2017)

## II Role and tasks of the gender contact person

2.2.2. *conducts the procedure for determining the justification of violation and rights in the field of gender equality, proposes further measures*

## III Reporting

*-from battalions through brigades and commands to MoD BiH quarterly*

- Gender Equality SOP in the AF of Bosnia and Herzegovina (December 2018)



# UNSCR 1325 - MOD BiH- taken measures



- **Assignment of Persons for gender issues** in the BiH MOD and AF BiH
- **Implementation** of regulations concerning right to maternity and parental leave and regulating the status of pregnant women in the AF of BiH.
- All organizational units **have to harmonize the BORs with the Law on Gender Equality** and the **Law on the Prohibition of Discrimination.**

# UNSCR 1325 - MOD BiH- taken measures



- All databases are designed with data describing the **representation of gender** in military structures, PSO missions, training, ect
- Promotion of military service and **raising awareness of gender equality**
- Training
- MoD and AF BiH have **14 certified instructors for gender equality**



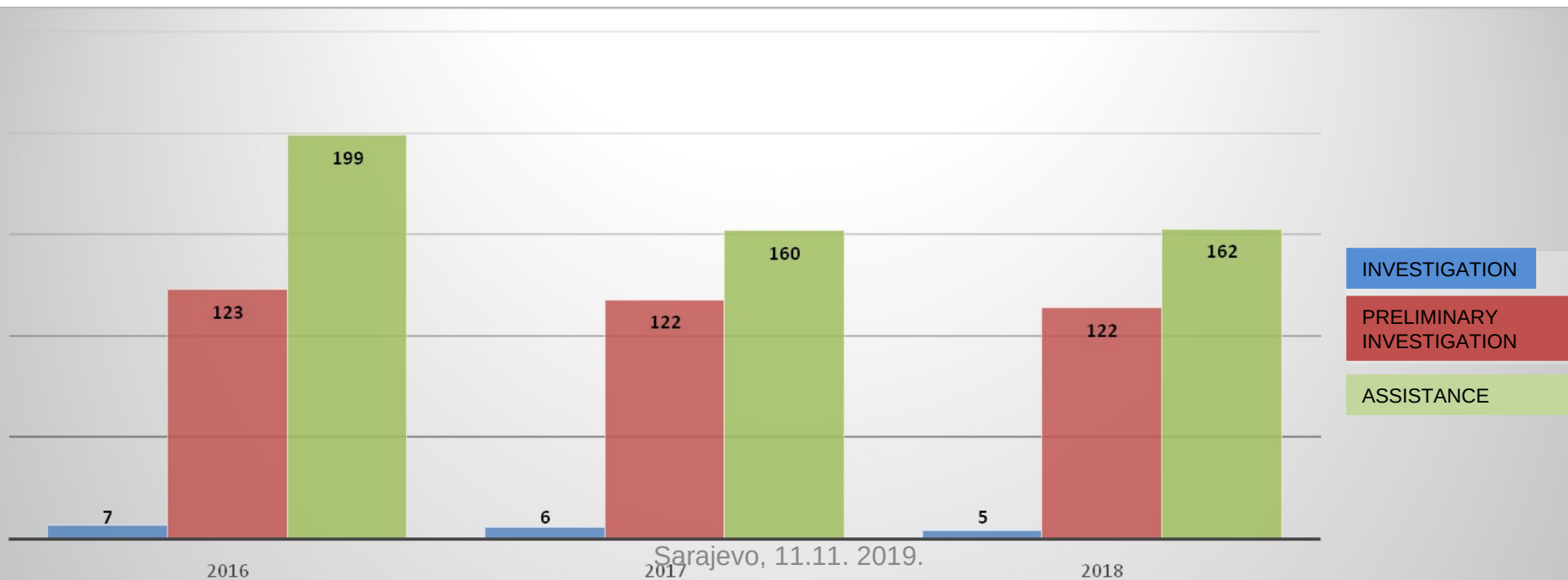
- The PSOTC has developed a gender-specific “**Utility of Gender on Peace Support Operations**” course, for AF BiH members and other international students,
- MoD BiH is **implementing the partnership goal** – “Gender Perspective” (NATO/ PARP)
- **Training and WS/ Conferences in 2019:**
  - ✓ with EUFOR “Participation of women in peace support missions”-05.04.2019;
  - ✓ GMC „Gender, Peace and Security“, -14-15.05.2019
  - ✓ UNDP/SEESAC Project / Western Balkans countries



# TIG taken measures

# Number of IG Cases 2016-2018

- Out of the **906** cases received:
  - **18** investigations,
  - **367** preliminary investigations, and
  - **521** assistance





# TIG Survey in MOD and Armed Forces in 2018

Method: Quantitative

Purpose of the survey: To establish confidence in the Insepectors' system at MOD and AFBiH

Target group: AF BiH members of all categories

Place/location: locations of AF BiH

FORCE

Command)

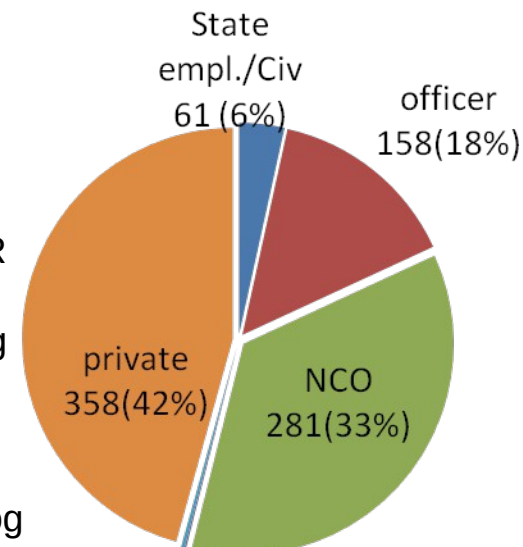
Command)

Target group /

sample in AF BiH:

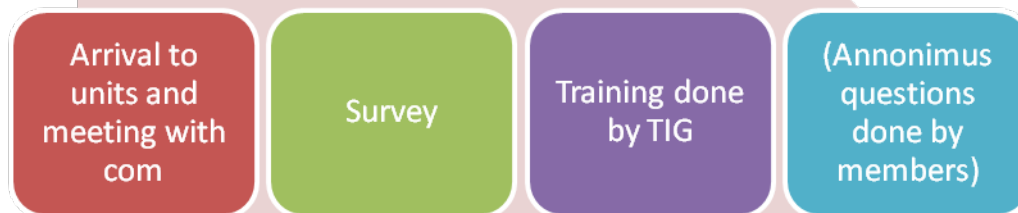
sample in MOD and AF:

- Banja Luka (Support Command, 6 INF BDE, AIR BDE, Log Command)
- Rajlovac (TACT SP BDE, AIR FORCE BDE, Log
- Čapljina i Livno (4 INF BDE, Log Command)
- Zenica (5 INF BDE, Log Command)
- Dubrave (5 INF BDE, TACT SUPPORT BDE, Log



784 members AF BiH (cca 8% AF BiH)

858 members (cca 9% MOD i AF BiH)



Very important that survey was organised

first

Sarajevo, 11.11.2019

## Status and Role of Woman Survey in 2019

Based on the 2016-2018 IG Action Request Analysis, only **4 requests** out of 21 substantiated, were **gender related issues**



TIG, HRM division in cooperation with Agency for gender equality conducted **a survey of 29% female** employees in MoD and AF BiH with the aim of determining the status and position of female in MOD and AF BiH



# **DEFENCE WOMEN, PEACE AND SECURITY (WPS) CONFERENCE, 08 March 2019**

**The WPS CHODs Conference committed the Armed Forces of BiH (AFBiH) to several future activities:**

1. Conducting a thorough gender audit and analysis of the BiH Armed Forces, including a review of internal institutions (policies, procedures and working cultures) and military training and operations, with an emphasis on qualitative data.
2. Appointing full-time Military Gender and Protection Advisor(s) to strategic and operational planning headquarters.
3. Including WPS and UNSCR1325 in doctrine and military guidance.
4. Including gender-related scenarios on exercises and during training of the Armed Forces.





# WPS CHOD Network Conclusions

Bosnia and Herzegovina  
Ministry of Defense



No 05-03-32-1834-6/19  
Sarajevo, 24 June, 2019

**APPROVED BY:**

**MINISTER**  
**Marina Pendeš**

## SCHEDULE

**OF THE IMPLEMENTATION OF CONCLUSIONS OF THE *WPS CHODS*  
*NETWORK* CONFERENCE**

**(PHASE ONE, 2019/2020)**

|

Sarajevo, 11.11. 2019

## Dynamic Plan: Actions and Teams

### Inclusion of gender equality perspectives in AFBiH training and military exercises

- Analysis of training programs and plans
- The further development and the inclusion of gender equality-relevant topics
- Training of MoD and AFBiH key personnel (assistant ministers, AFBiH generals, command commanders and commanders of units up to brigade level)
- Training of gender contact point personnel and inspectors in the MoD/AFBiH inspector system
- An analysis of the training conducted and the related report
- The control of the implementation of training



Led by DCHOD for OPS  
Major General Ivica Jerkic

## Dynamic Plan: Actions and Teams

### Infrastructure works to create better conditions for the accommodation of women and men at the MoD/AFBiH

(work premises, interior duty, guard duty, rest and personal hygiene, etc)

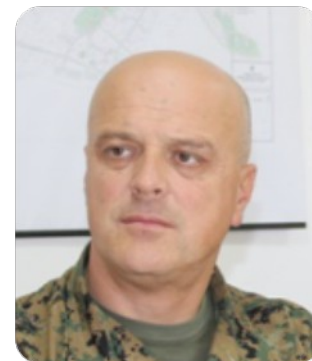


Led by DCHOD for resources  
Major General Gojko Knežević

- A review and analysis of the infrastructure's condition in view of the accommodation of women and men at the MoD/AFBiH
- The development of the plan of infrastructure improvement works for each individual facility and site, including exact works and necessary material and technical resources, as well as execution priorities and cost estimates for each individual facility and site
- To plan for funds in the 2021 budget for infrastructure works

## Dynamic Plan: Actions and Teams

### The development of a comprehensive AFBiH Gender Analysis



Led by TIG  
Brigadier General Mirsad Ahmić

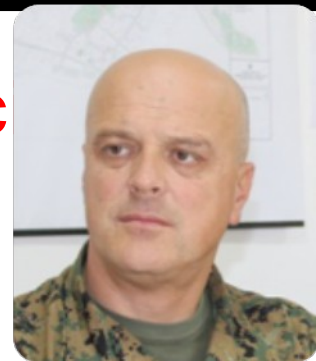
- Training of the AFBiH Comprehensive Gender Analysis Team
- The development and compilation of research methods (quantitative and qualitative) for defining the status of women and men in the AFBiH
- The conduct of gender analysis in the AFBiH and submission recommendations for improvement





## Dynamic Plan: Actions and Teams

- **An analysis and harmonization of police regulations and procedures**



Led by TIG  
Brigadier General Mirsad Ahmić

- To collect all regulations in the area of defense,
- To collect all relevant international documents, regulations and laws
- To develop a pictorial presentation (manual or brochure) of all relevant provisions of laws and regulations governing gender equality issues
- To put in place mechanisms which will ensure that pre draft and draft defense regulations are forwarded to as many AFBiH male and female members for opinion.



## Dynamic Plan: Actions and Teams

- **An analysis and harmonization of policies, regulations and procedures** (continue)
- To forward **all the proposed amendments** governing the issue of gender equality mandatorily to the working group in charge of the regulation in question for consideration.
- To make sure **that decisions to form working groups for development of defense legal regulations include a mandatory provision that amendments governing the issue of gender equality** must be included in the development process

## Dynamic Plan: Actions and Teams

- **An analysis and harmonization of policies, regulations and procedures** (continue)
- To analyze all the existent legal regulations in the area of defense and compile the list of regulations that need to be amended, including which provisions need to be amended and concrete changes that need to be incorporated.
- To compile, together with the analysis of regulations, a list of priority regulations that need to be urgently amended



## Dynamic Plan: Actions and Teams

- **To build into the formation the post of the JS AFBiH Gender Advisor**

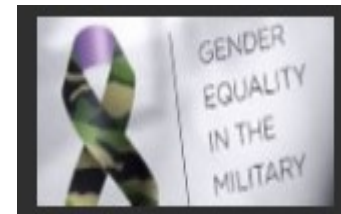
To change the JS AFBiH books of personnel formation and the order on the determination of military occupational specialty in the AFBiH

- **To monitor and report on the implementation of the schedule of activities**

To hold meetings of the Working Group for the Monitoring of the WG for the Implementation of Conclusions of the WPS CHODS Network Conference

## Members and Partners

- Professional military personnel and state employees – SMEs from MOD and AF
- UK MOD and AF members (SMEs) and Embassy in Sarajevo representatives,
- NATO HQ Sarajevo representatives
- UNDP representatives
- Other Agencies and SME



# Methodology

- Meetings
- Assessments
- Surveys
- Training
- WS
- Unit visits
- Audit

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# QUESTIONS



**BRIGADIER GENERAL MIRSAD AHMIĆ**  
The Inspector General  
Ministry of Defence of Bosnia and Herzegovina

Sarajevo, 11.11. 2019