

ANNUAL REPORT 2020



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2020

Introduction

Corona. One word that says a lot about the year behind us. One word that is hiding numerous fears, dilemmas, sadness, hopes...everything we felt in 2020, less or more. One word that, in the same sense, also exposed all weaknesses of the system we live in. One word that says a lot but there is a need to say something more.

On, perhaps, **verdict that was delivered after 6 years.** Namely, in February 2020, Basic Court in Banja Luka finally delivered verdict which confirmed that list “destroyer of Republic of Srpska”, written without any evidence, created by runaway Stefan Karganović and published by printing house Besjeda, was aimed to slander and discredit non-government organizations, media and individuals in RS. In this way the defamation lawsuit we filed in 2014 together with Transparency International in BiH and magazine BUKA finally received its own court epilogue. However, book “Demolition of Republic of Srpska - Theory and Technology of Coup, whereas the dispute Karganović’s text was published and which accuses non-government organizations to encourage disorder and demolition of the constitutional order of RS, is still on the official page of SNSD!

On **anniversary of the journalist award “Srđan Aleksić”.** In December 2020, we celebrated tenth anniversary since establishment of this significant journalist award which so far received 43 journalists and media houses from Bosnia and Herzegovina.

On, **movie we recorded.** Movie “Land for Us” follows lives of 11 members of national minorities and foreigners who came and stay permanently in BiH, their experiences and their opinions on our country and our people. The movie took third place on the list of USAID's Office of Transition Initiatives for the Best Moments on Social Media in 2020 thereby competing with a number of other projects supported by the USAID across the world.

On, **new activities** we initiated because we wished to do something to ease situation people found themselves in after declaring COVID-19 pandemic and introduction of the restrictive measures aimed to prevent the spread of infection. Therefore, we introduced free psychological assistance for different groups of women who were in greater risk of infection as well as the series of podcasts under title “Stories under Masks” aimed to improve quality of information which are in the age of pandemic selective and limited to a small number of “official” sources. Partners in conversation in our podcasts were persons from various fields of life, from artists, professors, and syndicalists to activists who provided one different perspective and critical review to all that happen to us.

Read more about all this in our Annual Report.

Dragana Dardić

ABOUT US

Helsinki Citizens' Assembly Banja Luka (hCa) was registered on August 16th, 1996, as a local NGO in Republic of Srpska/Bosnia and Herzegovina. Since that time, hCa Banja Luka has been actively involved in promoting, strengthening and networking civil initiatives at local and regional level, and it has been working on reconciliation and empowerment of marginalized social groups for political activism.

Our mission: hCa is an organization that supports and encourages autonomy and freedom for all citizens, including marginalized social groups, especially women and young people, in democratic processes.

Our vision: a society of equal opportunities for all.

Priorities of hCa's activism:

- Empowerment of marginalized groups, especially women, youth and minority groups for political activities and improvement of their position in society;
- Influencing the authorities in Bosnia and Herzegovina in order to improve legislation and public policy towards these groups;
- Increased and better representation of women, youth and minorities in the media;
- Raising awareness of citizens in Bosnia and Herzegovina on discrimination of marginalized groups and mechanisms to protect their rights;
- Strengthening cooperation with other organizations and institutions in Bosnia and Herzegovina, but also at international level;
- Convergence of educational programs, literature, knowledge and skills related to peace-building, development of civil society and human rights of BH citizens;
- Continuous training of hCa staff and efforts to maintain sustainability of the organization.

In 2011, hCa carried out its activities in three program areas:

- Strengthening Civil Society and the Transformation of Public Authorities into Citizens' Service;
- Advocating for Gender Equality;
- Creating Conditions for Active Involvement of Young People in Public Life.

Educational programs – hCa Banja Luka gathers trainers for its own and other organizations' needs that conduct training sessions in the following areas: strengthening the capacities of nongovernmental organizations (strategic planning, fundraising, campaigns, public relations, etc.), non-violent communication, conflict resolution, human rights and gender equality. In this way, hCa Banja Luka promotes its goals and policies to other social groups that are not directly covered by the projects, and contributes to its financial sustainability.

ACHIEVEMENTS

or

THE MOST SIGNIFICANT RESULTS OF HELSINKI CITIZENS' ASSEMBLY BANJA LUKA 1996 – 2020

Since its establishment in 1996 to this date, Helsinki Citizens' Assembly implemented more than 60 projects at a local and regional level targeted at empowerment of various marginalized groups for more active engagement in public and political life. We would like to stress out our most significant achievements:

1. Organizing the first post-war youth gathering in BiH and establishing Youth Network of BiH which is still active with over 1000 members, youth organizations and individuals;
2. Establishing an Academy for Young Political Leaders, men and women (the Academy is nowadays in charge of “Perpetuum Mobile”, a Banjaluka-based NGO);
3. Supporting registration of Alliance of National Minorities of Republic of Srpska and successful advocating for the Law on the Rights of National Minorities in RS;
4. Initiating special shows on RTRS public broadcaster (we had initiated show called Bono Home which is not broadcasted anymore on RTRS while the show “Korijeni”, dedicated to national minorities issues, is still broadcasted once a month on Radio of Republic of Srpska);
5. Raising an issue and discussion about discriminatory item “Others” in the Constitution of BiH;
6. Advocating and supporting the establishment of Alliance of National Minorities as a special advisory body of National Assembly of Republic of Srpska;
7. Initiating and signing the Memorandum on cooperation between Banja Luka and Pula (Memorandum was signed on March 28th, 2011) with the aim of promoting multiculturalism, intercultural dialogue and improvement of trans-border cooperation between national minorities);
8. Youth campaign “Give Us Back our Spaces” in which we took an active participation and which resulted in allocating the space to youth organizations in 11 municipalities in BiH (2000);
9. In cooperation with City Administration of Banja Luka, Helsinki Citizens' Assembly Banja Luka set up a Bulletin of City of Banja Luka which is nowadays printed once a month.
10. Participation in advocating actions regarding the adoption of the Law on Gender Equality 2003;
11. Analysis of enforcement of the Law on Gender Equality from the aspect of court practice and initiation of changes and amendments to the Law on Gender Equality based on analysis in 2009 (our most important amendment that was adopted and fitted into changes and amendments of the Law refers to obligatory of state bodies at all levels of authorities and bodies of local self-management to ensure the representation of 40% of less represented gender in management, decision-making and representation);
12. Participating in preparation of Gender Action Plan for BiH;

13. Coordination and creation of the Alternative Report on CEDAW Implementation and the state of women's human rights in BiH for the year 2010 (the report was presented to CEDAW Committee in Geneva in July 2013);
14. Initiating and creating (in cooperation with women's NGOs in BiH) the Platform of Women's Priorities for constitutional changes with amendments to the BiH Constitution from gender perspective (2013). Amendments were sent to the Board of the House of Representation of Parliamentary Assembly of BiH for consideration;
15. Delivery of amendments to the RS Family Law with the aim of defining the category single "parent" in legal text in accordance with real situation on ground and needs of single parents; initiating the foundation of Alimony Fund in RS (changes and amendments to the Family Law have not been on agenda of parliament's procedure);
16. Signing the Memorandum on Cooperating with RS Employment Bureau aimed to empower position of single mothers at market of labour (signed in June 2012);
17. Participation in "Global Media Monitoring 2005 (GMMP)"; BiH was one of the 75 countries that took part in;
18. As a member of BH Coalition of NGOs "Working and Succeeding Together" we worked on creating the Agreement on Cooperation between the Council of Ministers of BiH and NGO sector in BiH, "Strategy of BiH NGO Sector Development", "Code for BiH NGO Sector" and "Standards of Service Quality between the Council of Ministers of BiH and NGO sector in BiH".
19. Establishing the Journalist Award "Srđan Aleksić" for professional and engaged reporting on marginalized groups in BiH (since 2011 we organized three awarding ceremonies and since September 2013 this Award is the "ownership" of Network for Peace Building of BiH);
20. Establishing the Women's Political Academy for young women from political parties and civil society organizations (in the beginning of 2014 the second generation of the Academy's attendees was enrolled);
21. Initiating and establishing the Women's Alternative Government of BiH as an informal body on political scene of BiH (the Government was officially promoted in autumn 2012);
22. Nominating Slađana Ujić, a member of the BH Women's Alternative Government and president of the SNOP association, for "Award for Women's Creativity in Rural Life" (Slađana Ujić is the first woman from BiH who received this important award and recognition);
23. Networking and strengthening capacities of at the least 100 civil society organizations in BiH through education and small grants allocation;
24. Selection to perform the function of Network for Building Peace Secretariat;
25. We were the Coordinating Organization of the Initiative "Women Citizens for Constitutional Reform" 2014-2018 which gathers 36 organizations and individuals
26. As our achievements we would also like to mention many researches and analysis we have conducted resulting in 35 publications available at our web site. According to available server data, the greatest number of visits refers to section Publications and downloading available publications.

27. Owning a library with over 2000 books in fields of women's human rights, violence/non-violence, philosophy, political sciences, LGBT, human rights, which all can be borrowed and served as resources for analysis and writing scientific papers in humanities.

28. Through informal coalition of NGOs, we supported the preparation and writing of Shadow Report on BiH Progress for 2013, 2014, 2015 and 2016.

29. Established a web platform www.ukljuci.in dedicated to persons with disabilities which was later redesigned into <https://ravnopravnorazliciti.org/>.

30. Established a web site <http://ukljuciseu.org/> regarding process of EU integration from the perspective of gender.

2020. in numbers



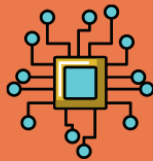
Number of projects

12



Number of direct beneficiaries

9133



Number of activities

179



Number of publications

6



Movie

Land for us

WWW.HCABL.ORG

Program Area:

Strengthening Civil Society and the Transformation of Public Authorities into Citizens' Service

The objectives of this program area are building and strengthening democracy through raising public awareness about democratic principles and processes, encouraging citizens to run various initiatives and participate in decision making at all levels of government. Through various activities under this program area we strive to establish better cooperation between citizens and government institutions.

As part of 2020's program area we have implemented several projects: "PRO Future II", "Let's (Re)vive Public Spaces IV", "Our Foreigners", "Support for Civic Activism", "Communities of Different but Equal Citizens", and the organization of announcing journalist award "Srđan Aleksić". We also started working on the project "Ultimate Survival Leadership Camp" aimed for young leaders from BiH.

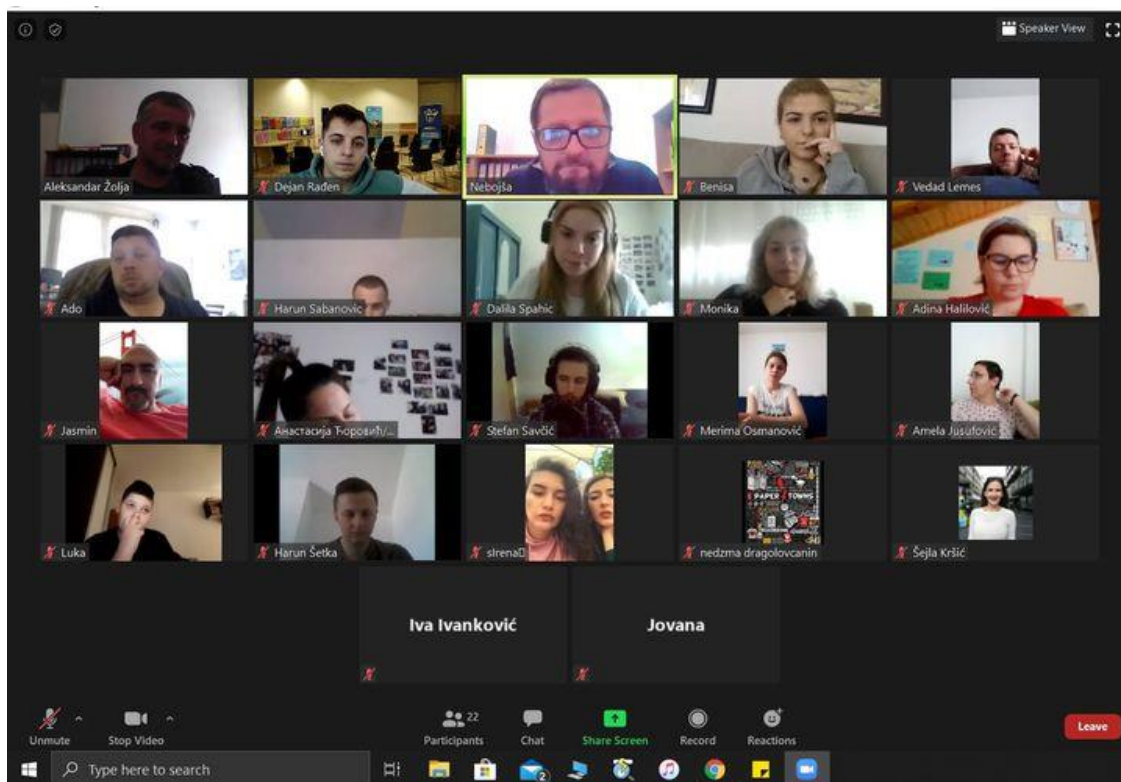
PRO-FUTURE – Reconciliation, Understanding, Responsibility for Future

Catholic Relief Service (CRS) in partnership with Caritas of Bishop Conference of Bosnia and Herzegovina, Forum of Citizens Tuzla, Helsinki Citizens' Assembly Banja Luka and Kult from Sarajevo have been conducting five-year long project with the aim to establish peace and trust among citizens of all ethnic groups in Bosnia and Herzegovina. The aim of the project is that citizens of BiH, encouraged by the key social actors, advocate for social changes.

PRO-Future Project conducts its activities in more than 70 municipalities and cities with the aim to build peace within and among communities divided by ethnic lines. The special emphasize is on young people, women and minorities that have opportunity to participate in trainings, peace camps and conferences and other events in order to maximize the impact of these groups onto social changes and build strong basis for reconciliation.

Project PRO-Future is financed by USAID and it was launched in October 2013 and ended up in September 2017. Right after completion of this project, the implementation of new, five-year PRO-Future II Project has started with the same goals.

In the past year we continued with organization of the "Living Library" but due to the pandemic conditions caused by the virus COVID-19, this activity was moved into online space. Through cooperation with faculties (Faculty of Philosophy in Tuzla, Faculty of Natural Sciences and Mathematics and Faculty of Philosophy in Banja Luka, Faculty of Communication in Mostar, Faculty of Political Sciences in Sarajevo) and with PRONI Centers for Youth, we organized 14 sessions of Living Libraries with over 300 participants, mostly students and their professors.



Online Living Library with young people from Proni Centers for Youth, May 2020

In 2020, within this project we also organized three ceremonies of Pro-Future Award for Working Groups, for the most successful individuals and working groups which are active in their local communities without which this project would not have had good results. Ceremonies were organized in Kladanj, Domaljevac-Šamac and Sanski Most and were also attended by mayors and presidents of the municipality assemblies.

Journalist Award Srđan Aleksić

In 2020, for the thenth time straight Competition for Journalist Award “Srđan Aleksić” has been opened with a total of 18 applications of journalists and 8 proposals of non-government organizations. The first award in Category 1 received journalist from N1 Minela Jašar Opradija and in Category 2 Emina Dizdarević from BIRN. In Category 1 judges recognized work of Kristina Ljevak (second place) and Lidija Pisker (Special Plaque) and in Category 2 they awarded works of two individuals Hilma Unkić and Ajdin Kamber (second place) and Alema Kazazić (third place).

In Category 1 non-government organizations nominee journalists, shows and media for the award while in Category 2 journalists apply themselves. Criteria for both categories are professional and continuous reporting on marginalized groups and development of socially responsible journalism. Due to the COVID-19 pandemic solemn ceremony will be organized in May 2021.

COMMUNITIES OF DIFFERENT BUT EQUAL CITIZENS – EQUALLY DIFFERENT

Project “Communities of Different but Equal Citizens” is aimed to improve inclusion of civil society organizations into the process of European Integrations focusing on increasing social inclusion and prohibition of discrimination of persons with disabilities. The project is implemented by organization “UDAS” in partnership with Helsinki Citizens’ Assembly Banja Luka and Association of Citizens “Something More”, Sarajevo.

In 2020, five monitoring teams had been working on five different analysis regarding accessibility to different rights of persons with disabilities.

Therefore, in analysis *“Access of Women with Disabilities in BiH to Sexual and Reproductive Health”* we point to architectural inaccessibility of health institutions, insufficient education and expertise of medical personnel for work with women with disabilities, inadequately equipped gynecological rooms for women with disabilities who use wheelchairs or have difficulties when walking as well as the lack of necessary services of support such as personal assistance and counseling, which makes it difficult for women with disabilities to access sexual and reproductive health services in Bosnia and Herzegovina.



Presentation of results of the analysis “Access of Women with Disabilities in BiH to Sexual and Reproductive Health”, Banja Luka, March 7, 2020

Analysis of Accessibility of Achieving Voting Right tried to find the answer to question: how much is the voting right (active and passive) available to persons with disabilities in BiH. Besides, analyzing the legislative framework at international and local level, institutional mechanisms and practice of institutions for conducting elections at state and local level, authors also questioned physical and informational accessibility of all aspects of achieving active and passive voting right for persons with disabilities as well as how much are PWD active in political parties. Analysis showed that persons with

disabilities in BiH are still not seen as politically active citizens and that there are systemic deficiencies for achieving their right to equal participation in public and political life of the state.

One of the monitoring teams formed within the project examined *accessability of audio-visual contents of public services for persons with disabilities*. They monitored central informative shows of three public services – BHTV, FTV and RTRS and came to devastating conclusion that none of them meet the prescribed standards of accessability.

Beside this, we conducted yet another *analysis on accessability of web-pages of the key governing institutions in Bosnia and Herzegovina for persons with disabilities*. We analyzed web-pages of seven key governing institutions in Bosnia and Herzegovina (parliaments and governments at state and entity level and Presidency of BiH) and the results show that web-contents of institutions of legislative and executive government do not meet minimal standards of accessability for persons with disabilities, that issues of internet is not adequately defined by law and that international obligations of BiH related to the issue of accessability of services, information and technologies are almost not implemented at all.

Fifth analysis was dealing with *accessability of life in community of persons with disabilities in Bosnia and Herzegovina*. Process of deinstitutionalization in developed European states has been present for half a century but has not yet been completed to the present day. In Bosnia and Herzegovina, this process has only begun to be taken more seriously in the last ten years with modest results achieved in practice. Support services for life in community are established only in 11 local communities in FBiH i.e. in only 13.9% units of local authority in FBiH.

Within the project “Communities of Different but Equal Citizens” we also organized actions **“Museum of Accessibility”** in Sarajevo, Tuzla, Banja Luka, Trebinje and Bijeljina as part of the campaign “All Faces of Accessibility”. Besides chance to see the museum setting, citizens had an opportunity to “be in shoes” of person with disability, to try to make some routine tasks (for example to zip the jacket with one hand) and in this way to become aware and understand obstacles persons with disabilities are dealing with in everyday life.

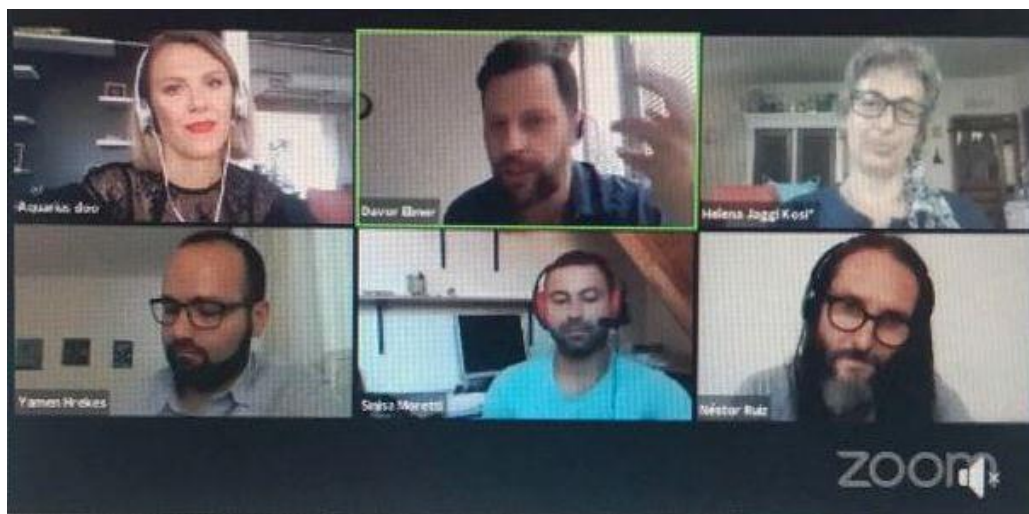


OUR FOREIGNERS

Project “Our Foreigners” was implemented from January to July 2020. Result of this six-month long project is documentary movie Land for Us aimed to present to the public lives and opinions of the foreigners and members of national minorities who are integral part of Bosnia and Herzegovina, its culture and tradition, each in his/her own way.

After we determined methodology of interviewing and selecting actors, the movie was recorded from March to June 2020 across Bosnia and Herzegovina (Jajce, Mostar, Trebinje, Sarajevo, Brčko, Banja Luka, Prnjavor) and conversations were conducted with six foreigners who live in BiH for years and five members of national minorities whose ancestors moved to this country, mostly at the end of 19th century.

Through conversations with actors of the movie Land for Us - Nestor Ruiz (Spain), Helena Jaggi Kosić (Switzerland), Bartosz Szydłowski (Poland), Lauren Moseley (USA), Judith Brand (Germany), Yamen Hrekes (Syria), Siniša Moretti (member of the Italian national minority), Tomislav Durtka (member of the Polish national minority), Dajana Đurić (member of the Roma national minority), Sara Romano Vujinović, (member of the Jewish national minority) and Davor Ebner (member of the Austrian national minority) we received answers on why some of them fell in love in BiH and stayed here to share with us all (un)easiness of everyday life, what are the things they cannot accept in BiH and what are those to which they easily adapted, how different cultures they come from impacted their life in BiH and why is the wind draft enemy number 1 in our country.



Panel discussion after premiere of the movie Land for Us, July 27, 2020

Premiere of the movie Land for Us was on July 27, 2020 via Zoom platform. Afterwards over hundred of attendees had an opportunity to talk to some of the movie actors at panel discussion. This movie drew attention of the public and more than 250.000 persons have watched it at YouTube channel of the Helsinki Citizens' Assembly (where the movie is available). “The movie offers different perspective, another way to see Bosnia and Herzegovina. It is warm and has excellent angles. As someone who lives here and takes BiH for granted, it made me proud to be born here whatsoever”, it was one of many positive impressions which movie Land for Us left to all who have watched it.

Project Our Foreigners is supported by BHRI program and implemented by IOM with the financial support of USAID.

Ultimate Survival Leadership Camp

Helsinki Citizens' Assembly Banjaluka with the support of American Embassy in BiH in October 2020 started implementation of the project "Ultimate Survival Leadership Camp".

The aim of the project is connection, education and empowerment of young persons (between 18 and 35 years old) and introduction with different tools which can help them when implementing activist's actions in their local communities.

Additionally, the important goal is also exchanging experiences between young leaders, both through formal and thorough non-formal communication and education while spending time in natural environment in camp Center for visitors Pecka.

The first activity within project was the public call (announced via media – portals, FB pages, partner's associations, official FB page and site of the Helsinki Citizens' Assembly) for all young people to create a promotional video with their solution which will be used as an invitation for participation in camp.

This video call will be announced in March 2021 with detailed conditions for applying to this program. After the competition is closed in May, follows selection of candidates who will be given opportunity to attend the camp.

If conditions allowed, camp will be held from 14 to 21 June in Center for visitors Pecka.



LET'S (RE)LIVE PUBLIC SPACES IV

After “live” feminist tour through Banja Luka which we have been organizing since 2019 for all those who are interested to learn and find out something about women’s history of the city, in 2020 we set it up on our web page so that citizens now can access [virtual feminist city tour](#).

Setting up virtual tour included finding additional information and photos, selecting locations and stories on women, designing tour and setting it up onto on-line space.

Here we present short story on Jelica Belić Bernadžikovski, one of the principals of the Girls' High School in Banja Luka - a school which at that time was one of the first to start working on more severe literacy and education of women in this region.



- Jelica Belović Bernadžikovska, born in 1870, became principal of the Girls' High School in Banja Luka in 1898 and remained in that position less than two years. Her contribution to emancipation of women, fight for gender equality and better social position of women was not limited only to Banja Luka and Bosnia and Herzegovina. Her activities, especially her writings, were also well known in other parts of Europe.

- Born in Osijek, educated in Đakovo, Zagreb, Wien and Paris, Jelica spoke and wrote in nine languages.

- In her career she published over 40 books from which 15 in German language and over 800 articles. She translated over 100 folk tales and poems and only on feminism and women's rights to education she published several hundred feuilletons in German language which is the reason why foreign magazines often called her for cooperation. She published articles in Frankfurter Zeitung, Frauenzeitung, Revue des Deux Mondes, Journal of the Gipsy Lore Society, and she was editor of the magazines Narodna snaga and Frauenwel. Jelica was permanent associate of the Mostar's Zora and she also published articles in Školski list, Školski Vijesnik and Školski odjek.

- She participated in work of the committees of significant world exhibitions held in Wien, Budapest, Berlin and Prague.

- Jelica prepared and published ethnographic research such as one on Zmijanje embroidery which will more than 100 years later be on the UNESCO list of protected cultural property as characteristic embroidery of Zmijanje on the territory of Manjača.

- By her texts Jelica showed that she was far ahead of its time. She sent clear, strong, and at the time, courageous messages pointing out that every women should be well-read and educated and not to be limited to role of wife and mother. She was giving advices on how to manage family and professional life. In her novel White Slavery she wrote on the problem of prostitution across Europe and America.

Within the project "Let's (Re)live Public Spaces IV" we reprinted Coloring book which include illustration of 10 women – doctors, professors, artists, scientists, activists – women who do not have their streets in Banja Luka and who contributed to the development of the city.

Support to civic activism

Thanks to the support of the French organization CCFD – Terre solidaire, in 2020 we were able to support different, mostly ad hoc, actions such as collecting and sending humanitarian aid to migrants in Una-Sana Canton, the work of Mosaic of Friendship, organization Graffiti Jam on "Građa" and International Women's Day march.

Besides, part of the resources has been used to reorganize our activities after declaring COVID-19 pandemic in Bosnia and Herzegovina. Besides providing free psychological support for certain groups of women exposed to increased risk from infection, we also initiated podcasts "Stories under Masks" and published several interviews and texts on the topics which we found to be insufficiently present in media and which are of great importance for citizens and for understanding overall situation and consequences of the pandemic.

One of the interviews was conducted with Dijana Đurić, head of the Society of Psychologists from Republic of Srpska who spoke on different intensities of fear which people feel due to the pandemic, on adapting to the newly emerged situation and attempts to draw the best from it – hanging out with family members, spending some time with yourself, engaging in hobbies and so on.

With Tanja Topić, political analyst and head of the office of the Foundation Friedrich Ebert in Banja Luka, we spoke on the justification of the measures taken during the first wave of COVID-19 pandemic, legitimacy of the decisions on declaring emergency situation in Republic of Srpska and on violation of human rights and freedoms with excuse the same will protect the citizens.

While some measures were completely inappropriate for this situation, such as police on the streets with handguns, others, as warned Topić, were illogical "such as procurement of medical equipment by tourist agencies or making deals to buy mobile hospitals (which costed several millions BAMs) in the phone call with friend, who by the way sells weapons".



"This situation with pandemic completely exposed the state of our society – existing laws do not apply equally to everyone, there is a privileged caste allowed to be above the laws and even Constitution. Problem in our society is that you cannot say that the emperor is naked because you are immediately accused to be traitor and the one who ruined idyll on our welfare as a propaganda product of current government", stressed Topić.

One of the texts supported through this project is signed by Milkica Milojević who analyzed position of women journalists in the age of corona. She presented some warning data on increased number of

fired journalists (In daily newspaper “Oslobođenje”, from the beginning of the corona virus epidemic, around thirty journalists were fired), thereby announcing some new waves whereas journalists will be fired again. She especially looked back at the position of female journalists who found themselves under the burden of increased workload (at home likewise at work) and increased stress and fear to be infected while working in the field.

Program field:

Advocacy for gender equality

The main goal of this program field is reduction of all types of discrimination and creating surrounding where women and men have equal opportunities. We implement this activity through networking and supporting initiatives in relation to gender issues, empowering women, who are currently the largest marginalized group, to participate in public and political life, educating women and men on the gender equality issues, training women for the purpose of developing different skills, initiating campaigns, conducting research and analysis of public policies.

Within the program field in 2020 we have conducted following projects: “Engendering Constitutional Reform III”, Women’s Human Rights in BiH and EU Integrations III”, “Improving Women’s Labor Rights”, “United Women: Solidarity Response to COVID-19”, “Education of Judges and Prosecutors on Gender Based Discrimination in the Field of Labor “ and partner project “Peace with Women’s Face”.

ENGENDERING CONSTITUTIONAL REFORM

In 2020 we continued with the implementation of the project “Engendering Constitutional Reform” with aim to increase visibility of the Platform of Women’s Priorities with Amendments to the Constitution from a Gender Perspective among citizens and authority officials and with improvement of advocacy mechanisms for incorporating gender component into constitutional reform. The project is financially supported by the foundation Kvinna till Kvinna.

In 2020 we have implemented following activities:

- Two meetings with **Coordination Committee of the Initiative** held in April (online) and October 2020 on Vlačić. At these meetings members of the Coordination Committee of the Initiative decided that, due to the situation caused by COVID-19 pandemic, the Initiative focus on creating media contents and texts which will point to the position and needs of women in BiH during pandemic. We also decided to work on the set of interviews whereas the Initiative would point to the insufficiencies of the Constitution and the need for constitutional reform in the occasion of 25 years since signing the Dayton Peace Agreement. Additionally, meetings were an opportunity to analyze work of the Initiative and on that basis give recommendations for future activities.

- Published analysis under title “Procedures before Committee of United Nations for Elimination of Discrimination against Women as an Opportunity for Improving Standards of Protection of Women’s Rights at Local and International Level” where it was given review of the decisions of CEDAW Committee and its outcomes regarding gender based violence, sexual and reproductive health, gender stereotypes and discrimination based on the ethnic origin.
- Within the **Action Plan of the Initiative in 2020**, working groups successfully implemented 32 activities:
 1. **Working Group for Lobbying and Advocacy** held 6 meetings with representatives of state parliaments and representatives of relevant entity and state institutions.
 2. **Working Group for Media Presentation** implemented 21 activities: 19 interviews with legal experts, representatives of the civil society organizations, and international constitutional experts which were published on the blog of the Initiative and which were reason for BH media to broadcast radio and TV shows. Regarding 25th anniversary since signing Dayton Peace Agreement, the Initiative released public announcement but also Appeal which pointed to the fact that today, 25 years after, system determined by the Constitution of BiH is non-functional, that Dayton Peace Agreement only frozen conflict and cemented grounds for ethnic divisions, captivated state and separatist requests. Through announcement and appeal we stressed that individual, human and civil rights can no longer be on hold only because ethno-nationalist politicization conditions and stops every attempt of progressive constitutional reform. Appeal was sent to addresses of 28 international institutions and EU parliamentarians.
 3. **Working Group for Public Presentation** implemented 6 activities: participation and support to organization of two important events – International Women's Day march in Banja Luka and Week of Building Peace and Women's Solidarity, three street actions in Srajevo, Bosansko Grahovo and Mostar and presentation of the Initiative at the Law Faculty of the University of Sarajevo.



Presentation of the Initiative Women Citizens for Constitutional Reform, Law Faculty, University of Sarajevo, March 6, 2020

- Total number of **supporters** of the Initiative in 2020 has increased for 157 and at the moment the Initiative numbers a total of 1044 persons who support the work and advocacy of the Initiative for engendering Constitution of BiH.
- **Blog of the Initiative** in 2020 was the platform where people were able to read contents related to the constitutional problematics. On blog and Facebook page of the Initiative in past year were published 79 texts (43 author's texts of the members and associates of the Initiative and 36 texts downloaded from BH media)
- Continued **cooperation with media** i.e. with Radio Federation of BiH where 4 radio shows were broadcasted and with portal Buka where one interview was published.
- As a response to the situation emerged due to the COVID-19 pandemic, within broadcasting podcasts under title **“Stories under Masks”** initiated by the Helsinki Citizens’ Assembly, the Initiative published 5 podcasts. In this way we contributed to providing information to the public on topics and problems not enough discussed in the time of the pandemic. Topics we discussed with eminent experts from different fields were in regard to: increasing number of cases of the domestic violence during pandemic, position of artists, misinformation in BH media space and how did the same impacted the public, impact of the pandemic to the working places and positions of workers in service sector and we also talked on how to deal with psychological consequences that COVID-19 pandemic has on citizens.
- **Evaluation of the work of Initiative 2013-2020** has been conducted in the period from August to the end of October 2020 whereby the team of evaluators estimated previous work based on the relevance, coherence and coordination, effectiveness, efficiency, impacts and sustainability of the Initiative. The team has conducted elevation using the participative approach, collecting information from 24 participants from different sectors (members of the Initiative, representatives of the relevant state commissions and MPs, political parties, Agency for Gender Equality, media, EU delegations in BiH and representatives of the foundation Kvinna till Kvinna). Results of the evaluation of the work of Initiative were very useful for planning future work of of Initiative because they confirmed that previous activities led to certain changes in BH society but also pointed to the weaker sides and what that Initiative should improve in its work to be more efficient.

WOMEN'S HUMAN RIGHTS AND EU INTEGRATIONS III

The main goal of the project “Women’s Human Rights and EU Integrations III” is to integrate women’s human rights and gender equality into processes of accession of BiH to European Union. Project is financed by Swedish foundation Kvinna till Kvinna. In 2020 focus was on online work but consequences of pandemic did not prevent that the project accomplishes all planned activities and achieved visible results.

In 2020 we have implemented following activities:

► In April was organized online training of building capacities attended by 12 students from four universities of BiH (Mostar, Tuzla, Sarajevo, and Banja Luka). Training was aimed to introduce students more closely with women’s human rights in the process of EU Integrations. After training, six students expressed wish to write student’s papers on gender equality. Student’s paper were published on hCa network platforms and promoted at the University in Banja Luka and Sarajevo which resulted in additional interest for student’s papers by the journalists and other organizations.

► We continued with publishing online contents on gender equality. HCA BL web site had over 260.000 visits and student’s paper on Facebook had over 300.000 visits. Special attention in 2020 drew page “Pillar of Shame” where during the year were published 12 sexist comments coming from the officials, public figures and institutions.

► By using method of the European Institute for Gender Equality (EIGE) we conducted the analysis of gender sensitivity of the parliaments in BiH. Results showed that parliaments in BiH (entity and state) are not gender sensitive. None of the parliaments have adopted Guidelines and Rules of Procedure in cases of sexual and gender based harassment and gender based violence; none of the parliaments are consistent in using gender sensitive language, neither in writing press releases, announcements or invitations, nor in functions or titles and none of the parliaments have conditions for taking care of children such as family or rooms for breast feeding.

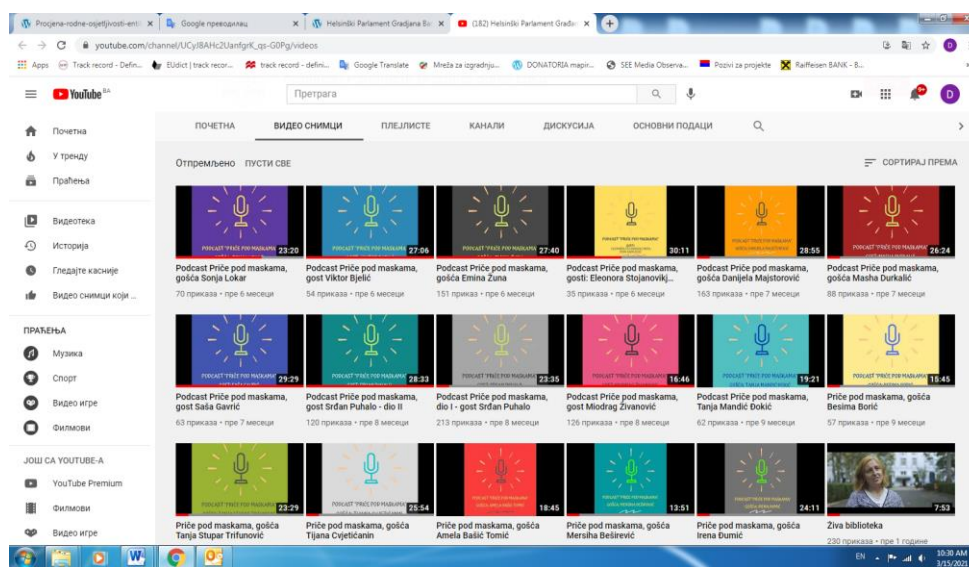
Legislative bodies Legislative bodies	Composition of parliaments – convocation 2018 – 2022	
	Women	Men
House of Representatives of the Parliamentary Assembly of BiH	11	31
National Assembly of Republic of Srpska	18	65
House of Representatives of Federation of BiH	19	79

► Having in mind adoption of new EU Directive on Work-Life Balance and previously established practice of HCA BL (publishing analysis on harmonization of state laws with EU acquis in the fields of labor and employment, motherhood and parenthood) we also analyzed this important Directive. The aim was to introduce ourselves with the Directive and see what it provides in the context of better

harmonization of professional and family obligations. The analysis will be used for advocacy of more qualitative changes and amendments of the Law on Labor in both entities of BiH.

► In 2020, HCA BL participated in 14 consultations/meetings/conferences mostly with representatives of EU and international institutions and organizations to whom we presented situation, needs and priorities of women in BiH but also situation in relation to violation of right to freedom of assembly and freedom of expression in BiH. Through these meetings, great number of representatives of EU and international community was directly informed on situation in the field.

► As part of the response to COVID-19 pandemic, on YouTube channel organization implemented series of podcasts under title “Stories under Masks”. The aim of this activity was promotion and discussion on certain themes with relevant actors in relation to women’s issues during emergency situation because there were insufficient amount of this type of information in the main media in BiH. At the same time, in order to preserve mental health of women, we provided free psychological support for 25 women from vulnerable groups who were in great risk from corona virus infection (medical workers, grocery shop workers, teachers/professors, women with diabetes and women with disabilities).



► Within project “Let’s Involve Women in the Processes of Change– Women’s Advisory Board 2020-2021” whereas the Foundation Kvinna till Kvinna implements its activities, HCA conducted analysis of current projects supported by the foreign embassies in BiH and its harmonization with GAP II as the document which obligates them to implement gender aware politics.

Analysis points to the fact that there is a certain number of embassies which contribute to social changes in BiH and build partnerships with local civil society organizations that implement projects they support. Beside standard project support, embassies also offer other opportunities which CSOs can use for improving thier own capacities and advocacy for thier interests. On the other hand, financing women's civil society organizations can be extensively improved in terms of increased

number of project supporters, announcements of open calls, accessibility of the embassies to local organizations and their commitment to involve women's CSOs in monitoring and consulting over future activities.

Improving women's labor rights

“Improving Women’s Labor Rights” is four-year long regional project which Helsinki Citizens’ Assembly as partner organization started implementing in March 2018 with the aim to improve understanding of gender based discrimination and strengthen laws, politics and procedures for creating better solutions for gender discrimination in the field of labor and employment in South-East Europe. Project is implemented in cooperation with Kosovo Women’s Network, Women’s Rights Center (Monte Negro), Reactor (North Macedonia), Foundation Kvinna till Kvinna (Office in Serbia), Gender Alliance for Development Center (Albania) with the financial support of the European Union and co-financing of the Sweden Development Agency.

In 2019 we published and promoted survey “Gender Based Discrimination in the Field of Labor in BiH”, which results and recommendations served as the basis for further advocacy activities we have implemented in 2020 and which were directed towards better understanding and more adequate processing of gender based discrimination:

- At the session held on June 25, 2020, Senate of the University in Banja Luka adopted Guidelines for Prevention of Sexual and Gender Based Harassment at the University in Banja Luka. Thereby they appointed counselor and assistant counselor for prevention of sexual harassment to who potential victims of gender based violence can turn to which is direct result of our recommendations and meetings we held with rector of the university and university personnel.
- Zoom Working Meeting regarding Changes and Amendments to the Labor Law of the FBiH we organized on July 23 resulted in creating joint recommendations for changes and amendments of the Labor Law of the Federation of BiH. All participants agreed that amendments will be sent at the moment when this becomes an option.



Working meeting “Changes and Amendments to the Labor Law of FBiH”, July 23, 2020

- Together with other five women's organizations, Helsinki Citizens' Assembly sent proposal to Syndicate Union of RS to reconsider our comments to pre-draft of the Law on Prohibition of Harassment at Work in Republic of Srpska.
- In February, we forwarded our contributions to the process of creating Action Plan of Gender Center of Federation BiH in relation to concluding remarks and recommendations of CEDAW (2019) with special emphasize to gender discrimination in achieving labor rights.
- We had meetings with representatives of the Parliament of BiH, Federal Parliament and National Assembly of RS and with the authority of the city Banja Luka, East New Sarajevo, East Ilidža and Ilidža where we initiated adoption of the Guidelines for Prevention of Sexual and Gender Based Harassment. All mentioned units of local authority expressed determination to work on creation of guidelines and it is expected that the same be adopted in 2021.
- We granted and monitored implementation of the projects of two local organizations from BiH – Foundation United Women Banja Luka and Academy for Women from Sarajevo. Besides mentoring engagement, we also worked on building capacities of these organizations.
- Joint regional campaign on social networks continued from September to December 2020. With 12 posts which HCA announced on its Facebook page, BH public was introduced with several important facts - what is gender based discrimination, where and to whom to report gender based discrimination and what types of the same exists. These information reached 311.809 individuals in BiH (total reach of BH campaign). Besides Helsinki Citizens' Assembly, which announced these posts, the campaign also involved partner's organizations Foundation United Women BL and Academy for Women Sarajevo.



“United Women: Solidarity Response to COVID-19”

Within this four-month project supported by the foundation TRAG, we have implemented 89 sessions of psychological support to five different groups of women who, in various ways, were impacted by the corona virus pandemic. Free psychological support provided by five psychotherapists involved health and education workers, women with diabetes, business women – owners of the small shops and women with disabilities.

All women who were users of the free psychological support wrote in their evaluations that this aid meant a lot to them and that, thanks to this type of support, they boosted their confidence, they dealt with the difficulties caused by COVID-19 easier both in business and private plan and through these groups they found new friends and supporters.

Furthermore, we also broadcasted 9 additional podcasts within the series “**Stories under Masks**”. On the life in the time of corona and social consequences that pandemic left on women we spoke with: Srđan Puhalo, psychologist, blogger and analyst; Saša Gavrić, expert for gender equality; Maša Drakulić, journalist, activist and editor of the book *#WomenBiH*, Danijela Majstorović, professor at the University in Banja Luka and one of the initiators of BLASFEM, pair Eleonor Stojanovikj Nora, art activists and Peđa Radojević, anti-war activist, feminist and composer; Emina Žuna, psychologist and columnist, Viktor Bjelić, environmental activist and Sonja Lokar, politician, leftists and human rights defender from Slovenia. Podcasts we broadcasted reached more than 100.000 individuals.

"If I have had not this type of support during isolation, I think I would "get" into even worse depression and worse condition".

"Psychological support meant a lot to me because in these moments I realized I was not alone, that other people also come through similar experience of confusion, care, and tiredness and that others also are reconsidering issues, which made easier for me to understand my changes of feelings as well".

"It was great to be part of such group which gave me one completely new experience I will remember forever. Thanks to the girls who selflessly shared their experiences and knowledge I have the feeling that I gained new key for solving circumstances which we as far as yesterday called problems and today I do not see them in that way 😊".

"I participated in the group for empowerment for the first time and I am very satisfied. I think other girls will agree with me in the sense that we found new friends, women who come through different challenges in life and face them boldly. I think that is great and stimulating. My only objection is that everything was short and ended too soon".

Some of the comments by the women who were involved in the groups for psychological support

Education of Judges and Prosecutors on Gender Based Discrimination in the Field of Labor

Project "Education of Judges and Prosecutors on Gender Based Discrimination in the Field of Labor" is aimed to increase awareness and understanding of gender based discrimination and to instruct judges and prosecutors on how to solve cases of gender based discrimination in the field of labor and employment which in the end should encourage victims to more frequently report cases of such type of discrimination. In 2020, and all in partnership with OSCE BiH, was held educational online training for judges and prosecutors under title "Protection from Discrimination According to Legislation of BiH and European Convention for Protection of Human Rights and Gender Based Discrimination at Work". Training was dedicated to judges and prosecutors from BiH, members of Public Institution Center for Education of Judges and Public Prosecutors in RS and Public Institution Center for Education of Judges and Prosecutors in FBiH.

In 2021 will be held several additional trainings and it is also planned creation of Bulletin which will analyze and present examples of existing court decisions and recommendations of ombudsman in relation to gender discrimination in the field of labor and employment with additional explanations which can make easier delivery of the future court decisions.

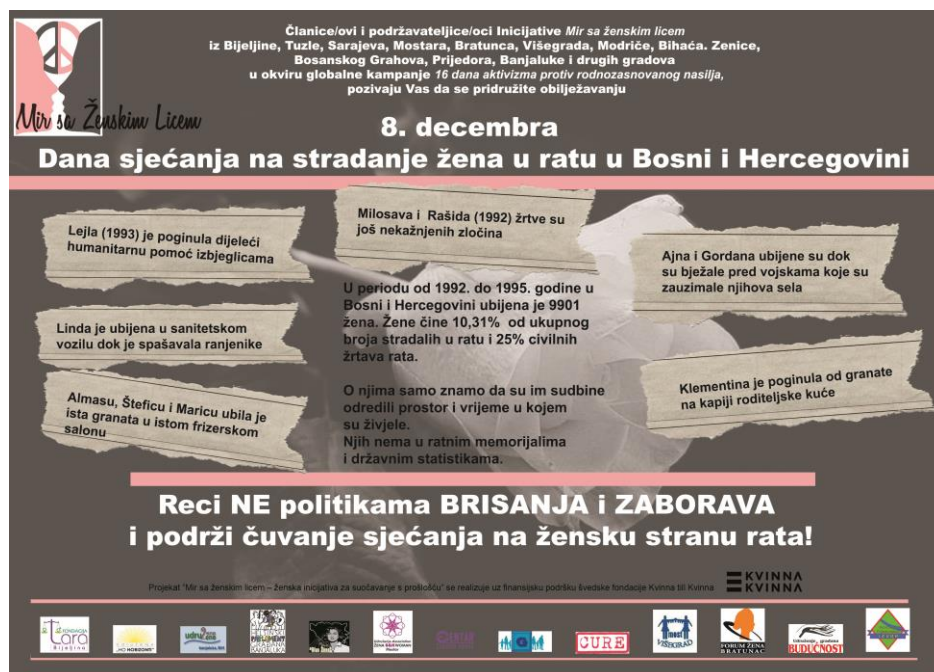
Project is financially supported by the American Embassy in Bosnia and Herzegovina.



PARTNER'S PROJECTS: PEACE WITH WOMEN'S FACE – WOMEN'S INITIATIVE FOR FACING PAST

Within the initiative Peace with Women's Face which is coordinated by the Foundation Lara from Bijeljina, in 2020 Helsinki Citizens' Assembly Banja Luka participated in two campaigns:

1. **Campaign "100 Women – 100 Streets after Women"** aimed to draw attention of the public to dramatic gender inequality in naming streets after deserving female individuals from our past. In this segment of the culture of remembrance women are invisible, only few streets are named after them though throughout the history many women contributed to the development of their local communities by their activities and merits. Unfortunately, their work is not recognized to this day. Members of the Initiative Peace with Women's Face identified these women in their local communities and based on these nomination will be created publication of lexical type – "100 Women – 100 Streets after Women".



Flyer of the Day of Remembrance for the Suffering of Women in the War in BiH

2. **December 8 - Day of Remembrance for the Suffering of Women in the War in BiH** is the Initiative launched at the end of September 2014 in order to reduce exclusion of women in the process of memorizing war sufferings in BiH in the period 1992-1995 and improve evaluation of women's experiences, contributions and suffering in the process of shaping common culture of remembrance. Every year, on December 8, members of the Initiative Peace with Women's Face through street actions in many cities across BiH promote this date and point to the significance of the remembrance of women who suffered in the war. Helsinki Citizens' Assembly Banja Luka and Foundation United Women marked December 8 in conversation with citizens of Banja Luka and by sharing flyers with information on the initiative.

INFO CORNER

A woman and her position 30 years since the fall of the Berlin Wall

On January 25, 2020 in Ljubljana, Central and Eastern European Gender Network (CEE Network) in cooperation with Social-Democratic party of Slovenia and Labor party/Westminster Foundation for Democracy organized the conference regarding **position of women 30 years since the fall of the Berlin Wall**. On changes that occurred in this region as well as on the changes at personal and professional level spoke women from Macedonia, Montenegro, BiH, Croatia, Slovenia, Serbia and Albania. One of the participants also was Dragana Dardić. Aim of the conference was to provide insight into learnt

lessons and reviewing challenges and key activities that should be conducted in order to deepen the overall empowerment of women in the region.

STOP air pollution

Helsinki Citizens' Assembly Banja Luka has added its signature to Open Letter to World Health Organization whereas we required from it to put pressure to the authorities in BiH so that they take all necessary measures and protect people's health from air pollution.

The letter states that Tuzla has more and more patients with diseases of the respiratory system, that number of patients with lungs cancer and children with respiratory issues has been increased due to the air pollution. Data is only related to Tuzla, considering that there are no data for most of other citizens on impact of polluted air to their health and that corresponded institutions remain silenced regarding this problem. However, according to data of recently published report of the World Bank, from the diseases related to air pollution annually dies 3.300 people in Bosnia and Herzegovina.

Open Letter which civil society organizations sent to World Health Organization is available [HERE](#).

Strong condemnation to burning a doll with the character of Martina Mlinarević

Helsinki Citizens' Assembly was one of the signatories of the public announcement which strongly condemned burning the doll with character of Martine Mlinarević Sopta for the purpose of the carnival celebration in Mostar on February 25, 2020.

"This act in Mostar presents pure example of misogyny and violation of human rights because it calls for assassination of a woman which is also hate crime. We think that Martina Mlinarević Sopta is a heroine of our time and that no one deserves to be metaphorically burned or condemned in this way in the public. We require from the corresponded institutions in Mostar to punish the organizer of the carnival in accordance with the law and condemn and prevent similar events", it was stated, among other things, in announcement signed by 17 organizations/civil society networks from BiH.

International Women's Day March

This year as well Helsinki Citizens' Assembly actively participated in International Women's Day March celebrated under parole "Silence Does Not Protect Us". With this parole we wished to draw attention on the silence of the media regarding the violence against women, silence of academic community, public institutions and public figures, associations of citizens and individuals but also women themselves and point to the fact that this chain of silence has to be broken.

"Let's encourage and stand beside women and jointly referred them to the right addresses which provide concrete information and service to women who wish to break their silence and take control over their lives", this was one of the main messages of the march which was held in Banja Luka for the ninth time in cooperation with several civil society organizations: "Sharp Zero", Center for Youth KVART, Helsinki Citizens' Assembly, Association of Women with Disabilities "Nika", BASOC, Foundation

"United Women", Center for Environment, the Initiative "Women Citizens for Constitutional Reform", and Network for Building Peace.



Besides, we also attended tribunals held on March 8 – one of them, among other things, strongly criticized institutions which “cannot find funds for the work of safe houses for women and children victims of violence and buy air planes for 20 million BAM” while on other it was discussed “Life of a women worker in Republic of Srpska”. At this tribunal Dragana Dardić presented results of the survey on gender based discrimination in the field of labor in BiH thereby drawing the attention on the fear to report the discrimination, lack of court practice, inefficiency of Ombudsman for Human Rights, incompetence of the inspections and lack of understanding on what gender based discrimination is in general.

STOP discrimination of Justice for David and the Movement of Justice

At the end of May, together with eight other civil society organizations from BiH, we sent the letter to Ministry of Internal Affairs of RS, warning them again that their behavior and attacks to members and sympathizers of the Justice for David group and political party Movement of Justice violates Constitution of RS and provisions of the European Convention on Human Rights and Fundamental Freedoms. Behavior of the police is discriminatory because it legitimizes only sympathizers and members of the "Movement of Justice", and not other “regular” citizens who sit on the benches in the park. We required from the MIA RS to stop discrimination of the citizens who are members of the political party “Movement of Justice” and thus violate their constitutionally guaranteed rights to peaceful assembly and organizing.

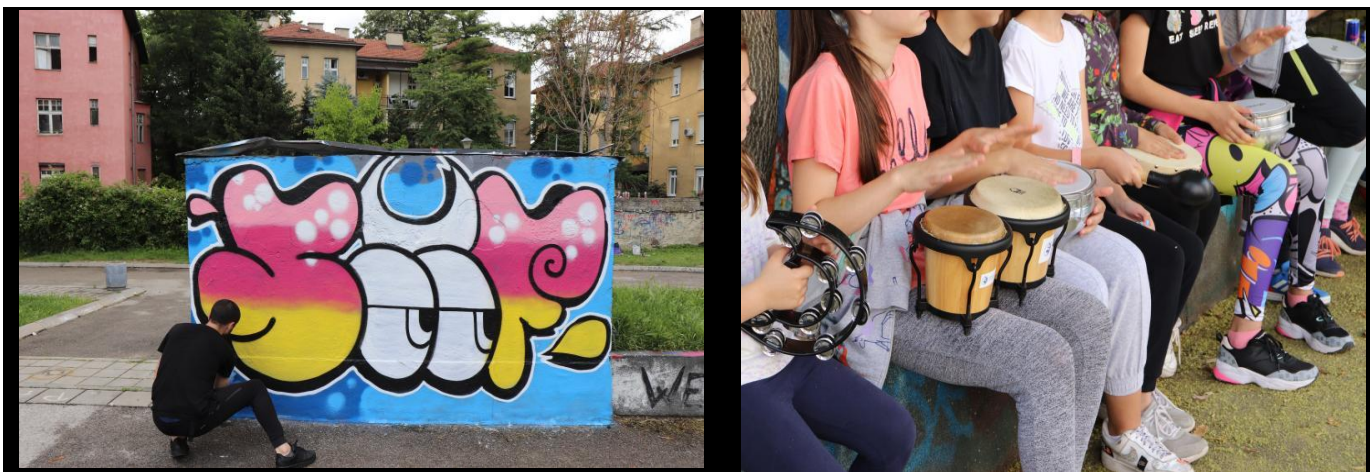


Afterwards, in June 8, 2020, we sent Request to the Committee on Security of the National Assembly of RS for Monitoring the Work of Ministry of Internal Affairs of RS. We required from the Committee to investigate abuse of police power against citizens and members of non-formal group Justice for David and political party Movement of Justice. Moreover, in the occasion of arresting nine members of these groups on June 7, 2020, in its detailed Request, organizations stated that they follow all happenings in relation to violations of the right to public assembly and freedom of speech and find that sitting on the benches of the Movement of Justice members cannot be in any way qualified as public assembly in the sense of Law on Public Gathering of RS and that it is entirely pointless and against law to expect from the members of this group to report to the police in advance every going out into park or other public space and meeting with other individuals.

New painting of Građa

Association of Independent Creators and Activists "Ghetto", Helsinki Citizens' Assembly and "Illuminations BiH" from Banja Luka with the support of the citizens from the street Simo Šolaja, independent activists and multi-media artists, on June 20, 2020, organized one-day event on improvised children's playground known as "Građa". Besides painting the walls with graffiti, we also organized creative workshops for children and music program. Manifestation was opened up by Youth Centre "Hello Neighbor" with workshop presenting African percussions. Afterwards, together with "Center for Environment" they organized painting workshops with motifs on the topic of environmental protection.

Playground Građa is improvised and the only playground in Banja Luka block Center 1. Fight of tenants for this playground not to be turned into parking lot and get the appearance that was promised still continues.



Building peace from the feminist perspective

On occasion of the 20th anniversary of Resolution 1325 ("Women, Peace and Security") adoption, Swedish Foundation Kvinna till Kvinna organized on September 29 panel discussion where also spoke representative of HCA BL Dragana Dardić. At the panel was also presented publication which includes interviews with 91 peace activists from different, war-torn and post-conflict regions. Aim of the panel was to review potentials and insufficiencies of the Resolution 1325 or the position and role that women have in building peace, having in mind that in the period from 1990 to 2017 only 8% of women were directly involved in the peace negotiations as negotiators and only 2% as mediators. The panel was marked by a recent conflict in the Nagorno-Karabakh region, which prevented two panelists from Azerbaijan and Armenia from participating.



TACSO training: CSOs and pandemic

From 18 to 20 November 2020, we attended the training which civil society organizations from Western Balkan and Turkey organized with office EU TACSO 3. The theme of the training was

“Response of the CSOs to Crisis Caused by the COVID-19 Pandemic”. Attendees received several useful advices and instructions on how to better organized their work in the time of the pandemic and how to protect their employees and users whom they are working with.

Condemnation of the announcement of amendments to the Law on Local Administration in RS

Due to the announcements of Milorad Dodik, President of the Presidency of BiH and president of the Alliance of Independent Social Democrats (SNSD), that *Law on Local Administration in Republic of Srpska* will be changed in the sense that assembly majority will be given extended jurisdictions, civil society organizations from Banja Luka reacted thereby strongly condemning such intentions. In joint announcement, also signed by the Helsinki Citizens’ Assembly, we warned that this initiative is direct result of dissatisfaction of Milorad Dodik with election result of his party in the elections for the mayor in Banja Luka. In announcement we warned that such initiatives indicate the political revanchism and that reducing the jurisdictions of the mayor would be abolishment of the election will of citizens and endangering the democracy guaranteed by the Constitution.

Working meeting of CSOs in Banja Luka

At the beginning of December we organized on-line meeting with representatives of 10 civil society organizations which are active in region of Banja Luka. At the meeting we discussed several different topics, from the way we work in the conditions of the pandemic, potential meeting with new mayor of Banja Luka and updating issue of the Human Rights House to the joint reactions due to the different kinds of violations of human rights and other types of threats to NGO activists.

PUBLICATIONS IN 2020

Access of Women with Disabilities in BiH to Sexual and Reproductive Health and Parenting Planning



Pristup žena sa invaliditetom u BiH seksualnom i reproduktivnom zdravlju i planiranju roditeljstva

Analiza stanja
BANJALUKA, FEBRUAR 2020.

Projekat finansira Evropska unija

Analysis examined how much health services are available to women with disabilities in BiH, with emphasize on reproductive health, how often they use the same, how much is medical personnel trained to work with women with different types of disabilities and what are the experiences of women who gave birth. The survey included analysis of the questionnaire which filled in 34 state and private health institutions form across BiH (out of 129) and interviews with 15 women with disabilities which became mothers in the past ten years.

The analysis also includes EU standards in the field of health i.e. sexual and reproductive health and at the end this document also provides recommendations for improving health protection when it comes to sexual and reproductive health of women with disabilities.

Accessibility of Achieving the Right to Vote for Persons with Different Types of Disabilities in BiH



The architectural accessibility of polling stations for persons with disabilities was at some extent taken into consideration while accessibility of voting materials was completely excluded. There are also no statistics on the number of voters with disabilities or number of PWD who went to the polls. These are only some of the results of the Analysis which examined how much is active and passive election rights accessible to persons with disabilities in BiH.

The analysis also includes practices for conducting elections at the state and local level; experiences and attitudes of the persons with different types of disabilities themselves and range of their participation and representations in political parties and their programs. Analysis also examined received answers from 14 municipality and city commissions, including Central Election Commission, questionnaires which filled in 80 persons with disabilities from urban and rural parts of BiH (48 men and 32 women) and answers of 3 out of 14 political parties to which addresses the questionnaires were sent. Furthermore, analysis also examined international and local regulations and procedures relevant for achieving voting right of PWD in BiH.

Authors of the Analysis especially draw attention that bringing voting materials in front of the poll or voting via mobile teams do not provide equal inclusion of PWD into life of community but indicates their separation. "Only voting in the same polls where persons of regular population also vote can provide integration of PWD into community", state, among other things, authors of the Analysis.

Accessibility of Audio-Visual Contents of Public Services to Persons with Disabilities in BiH



Accessibility of audio-visual contents of public services is one step that Bosnia and Herzegovina as a state must make on its way towards membership in European Union. Important step on that path is made by issuing Permit for Public Services (April 26, 2020) which introduces obligatory program quotas for contents accessible to persons with disabilities in accordance with the EU Directive on Audio-Visual Contents. According to this Permit, which will enter into force in September 2020, amount of the accessible program for persons with disabilities on public services, should be at least 10% in the first year or 25% until the expiration of the five-year validity of the permit.

On how much this decision was needed speak also results of our survey conducted in the period from 1 to 8 September which included monitoring of audio-visual accessibility of the central informative shows at channels of state and entity public services – BHTV, FTV and RTRS. Namely, results of the analysis show that image and condition of accessibility of audio-visual contents of public services in Bosnia and Herzegovina is far from the appropriate standards. We can say that every person with visual and hearing impairment, not only persons with disabilities but also elderly, face significant barriers in fulfilling one of the fundamental human rights – right of access to information. At the time of this analysis, the COVID-19 epidemic was still prevalent in Bosnia and Herzegovina. In emergency situations, when any new information is significant, it is of great importance to enable equal access of information to all citizens.

Gender sensitivity assessment of entity and state parliaments

PROCJENA RODNE OSJETLJIVOSTI ENTITETSKIH DRŽAVNOG PARLAMENTA

Parliaments are not only places where women can work but also places where women want to work and contribute. Parliaments are also working organizations with rules, norms, internal procedures and specific working culture like any other working place. And how much are our parliaments gender sensitive we examined through questionnaire/analysis we have conducted in entity and state parliaments of BiH by using methodology developed by European Institute for Gender Equality (EIGE) which for years monitors how much are parliaments in EU states gender sensitive.

Estimations of gender sensitivity should provide guidelines for our parliaments to show them in which direction and in what way should they been transformed and keep up with needs and requests of modern world.

PROCEEDINGS BEFORE THE CEDAW COMMITTEE AS AN OPPORTUNITY TO IMPROVE
THE PROTECTION OF WOMEN'S RIGHTS AT LOCAL AND INTERNATIONAL LEVEL



**POSTUPCI PRED KOMITETOM
UJEDINJENIH NACIJA ZA ELIMINACIJU
DISKRIMINACIJE ŽENA KAO PRILIKA
ZA UNAPRIJEĐENJE STANDARDNA
ZAŠTITE PRAVA ŽENA NA DOMAĆEM I**

Decisions of the CEDAW Committee which claims that violation of some rights guaranteed by the CEDAW Convention occurred does not only impact the applicant and state that application is related to, instead they also represent authentic interpretations of the obligations stated the Convention by all state members. Their significance therefore is depicted also in the fact that they can impact the improvement and development of international standards of women's rights protection and their practical application. In that sense, they for sure impacted both local and regional courts and mechanisms of human rights protection such as for example European and Inter-American Court of Human Rights.

In the analysis, which for the Initiative Women Citizens for Constitutional Reform wrote Adrijana Hanušić Bećirević, have been processed different decisions of CEDAW Committee and outcomes of these decisions regarding gender based violence, sexual and reproductive health, gender stereotypes and discrimination based on ethnic origin.

Presentation of the Directive on the Reconciliation of Professional and Private Life

PREDSTAVLJANJE DIREKTIVE O USKLAĐIVANJU PROFESIONALNOG I PRIVATNOG ŽIVOTA – DIREKTIVA (EU) 2019/1158

In June 2019, European Parliament and Council adopted Directive of the Reconciliation of Professional and Private Life. This document determines minimal requests in terms of paternity leave, parental leave and leave due to the care for other family members as well as the minimal requests in terms of flexible working conditions for workers who are parents or who provide care.

In the reasons for adopting Directive of Reconciliation of Professional and Private Life is stated that inadequate measures of reconciliation of professional and private life are one of the main causes of under-representation of women at the labor market and differences in salaries and pensions to the detriment of women (in some EU member states the difference in salaries is up to 28% which later on means difference in pensions even up to 40% to the detriment of women). Unbalanced use of leave from work, insufficient incentives for men to use leave to care for children and/or parents and other family members who need care, limited opportunities of contracting flexible working conditions and inadequate formal support services are the obstacles for women on the labor market. Directive was presented by Natalija Petrić.uz

EDUCATIONAL PROGRAMS IN OFFER

Civil society and human rights

Basic trainings

<i>Training title</i>	<i>Topics</i>
Civil society and activism	The term of the civil society, the term of non-government organization, role, status and legal framework in BiH, establishment and registration of non-government organization, the term activism, etc.
Human rights in my community	Human rights, history, the term discrimination, mechanism of human right protection, endangered groups, modalities of impact to government regarding human rights protection, etc.
Gender equality	The term of sex and gender, the term of gender based discrimination, gender stereotypes and prejudices, sexuality, position of women and men in BH society, legal framework for gender equality in BiH, etc.

Advanced trainings/trainings for professional groups

<i>Training title</i>	<i>Topics</i>
Gender sensitive policies	The term of gender analysis, gender sensitive and gender responsive practical policy, etc.
Reporting on the differences in media	The role of media in modern society, stereotypes and prejudices in media, socially marginalized groups and their presentation in media, discrimination in media (possible focus on specific topics), etc.
Gender based reporting in media	The role of media in modern society, portraits of men and women in media, discrimination in media, legal framework for work of media in BiH, gender analysis

of media contents (possible focus on specific topics)

Development of volunteerism

The term of volunteerism, ways of including and engaging volunteers in the work of organization, legal framework, development of the volunteer's network, etc.

Building capacities of organization

Training title

Topics

Managing the non-government organization and procurement of sources for work

The term of non-government organization, legal framework for non-government activities, structure of non-government organization and decision making, missions, visions and program activities of non-government organizations, financing the non-government organizations, etc.

Creation of the strategic plan

Strategic planning and importance of planning, mission and vision, problem analysis, program planning, goals and results, analysis of interior and exterior assumptions for plan implementation, allies and opponents, etc.

Creation of the project proposals

The term of project proposal, analysis of problems, goals and results, logical framework matrix, filling the form of project proposal, financial aspect of the project and project budget, contract with donors, etc.

Basics of the financial managing of non-government organizations

Specifics of the non-government organization activities and legal framework, financial obligations of non-government organizations towards state and donors, harmonizing requests between donors and domestic financial institutions, organizing financial management in NGOs, etc.

Building personal capacities

Training title

Topics

Public advocacy, campaign management, lobbying

The term of public advocacy, planning the activity of public advocacy, target groups of public advocacy, the term campaign, the term lobbying, etc.

Public relations and media presentations

The term public relations, communication methods in public relations, media relations, how to become the news, ways of communicating with media, media announcement, press conference, specifics of TV and radio presentation, etc.

Conflict solutions, negotiations and non-violent communication

The term of conflict, ways of solving conflict, interest based solutions of the conflict, positions and interests in conflict, reconciliation and mediation, communication skills – non-violent communication, etc.

Negotiations

The term of negotiation, interest based negotiation, positions and interests, negotiation obstacles and path towards agreement, phases in negotiation approach, option analysis and determining proposals, etc.

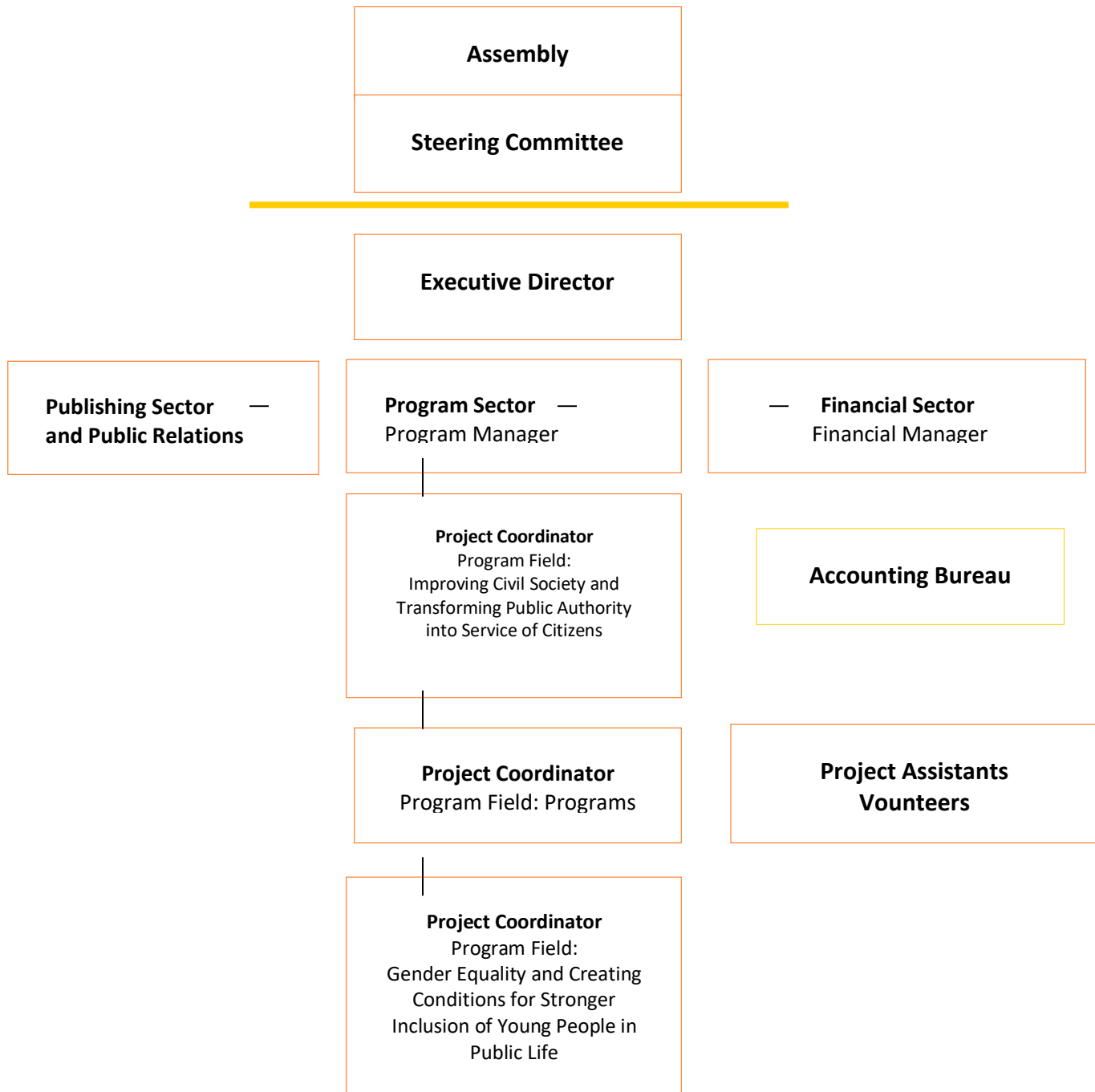
Facilitation and decision making

The term of facilitation, decision making in group, communication skills, compromise and consensus, how to achieve consensus, voting, etc.

Integral security

The term of integral security, recognizing challenges and threats, context analysis, creating the secure space for work and activities, development of the strategy for implementation of the integral security concept, etc.

Organization structure of the Helsinki Citizens' Assembly Banja Luka



OVERVIEW OF AVAILABLE ASSETS AND COSTS IN 2020	AMMOUNT IN BAM	AMMOUNT IN EUR
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AVAILABLE ASSETS IN 2020		
Unused funds from 2019	155173,05	79338,72
Donor funds by projects	341977,77	174850,46
Individual donations to the association	1135,23	580,43
Donation by legal parties	0.00	0.00
Income from membership fees	0.00	0.00
VAT refund	0.00	0.00
TOTAL AVAILABLE ASSETS	498286,05	254769,61

COSTS IN 2020		
Net wage	138384,73	70754,99
Taxes and contributions to wages	83404,75	42644,17
Office expenses (rental of space, electricity, water, heating, etc.)	7829,46	4003,14
Phone and Internet expanses	1658,34	847,90
Expenses of external bookkeeping service and audit of financial statements	3833,00	1959,78
Bank commission expanses	2285,45	1168,53
Costs of activities	109103,27	55783,62
TOTAL COSTS	346499,00	177162,13

Available funds for 2020	498286,05	254769,61
Total costs in 2020	346499,00	177162,13
Unused funds in 2020	151787,05	77607,49

Staff of the Helsinki Citizens' Assembly:

Dragana Dardić
Aleksandar Žolja
Željka Umićević
Jelena Vukelić
Rajna Radosavljević
Bojana Trninić
Milica Marković
Bojana Ilić
Miladina Grujić
Svjetlana Ramić Marković

Members of the Management Board:

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Goran Bubalo
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