

The background is an abstract watercolor-style illustration. It features a large, central white circle. The background is composed of various colors including yellow, orange, red, pink, purple, blue, and green, which are blended together in a soft, painterly manner. The colors are more concentrated around the edges of the white circle, creating a vibrant, multi-colored halo effect.

ANNUAL REPORT

2021

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Introduction

The year behind us was marked by a significant jubilee – 25 years of work of the Helsinki Citizens' Assembly BL. It was a great opportunity to remember, not only all the things we did, and there were a lot of them, but also to gather people who participated in the creation and work of the organization.

We marked the 25th anniversary “working” and solemnly, at Youth Center in Banja Luka, on September 3, 2021. At the panel “The Role of Civil Society Organizations in the Process of Creating Changes” that we organized, we wanted to critically talk about how much did civil society organizations really contribute to the transformation of the society and the improvement of the position of various vulnerable and marginalized groups on whose behalf they work and act. On this we discussed with Srđan Blagovčanin (Transparency International BiH), Emina Bošnjak (Sarajevo Open Center), Aleksandar Popov (Center for Regionalism in Novi Sad) and Miralem Tursinović (Youth Resource Centre Tuzla).

The panel was followed by ceremonial part with brief reminder on some of the most significant achievements of the organization and reviews of Lidija and Miodrag Živanović and Vehid Šehić on the establishment and beginning of the association's work.

The corona virus pandemic prevented some of our dear associates and friends from abroad from coming to Banja Luka, but not Bernard Dreano, who left Paris to be with us that evening.

On this occasion, we would like to thank everyone once again for coming to celebrate our jubilee, but also to all those who sent us birthday greetings and messages, some of which we are transmitting here:

Your organization is important for many reasons. You are a brave and innovative organization that does not care if someone likes you, but that you are respected for what you stand for. I hope you have looked at everything you have achieved over the years. And that's a LOT! Celebrate every small and big victory! I hope you have a wonderful celebration!

Eva Zillen, one of the women who started the Kvinna till Kvinna Foundation, where she still works.

Congratulations to the hardworking team of HCA BL on the exceptional 25 years of building a more humane society in Bosnia and Herzegovina! You have certainly left the results in the community so you deserve that everyone "talks" about you. You are part of the history of Banja Luka, its values, which is richer for that unique note that HCA BL gave to its city and citizens. It has certainly been an honor to work with you.

Gospova Rađen Radić, the Union of Associations for Help to Mentally Disabled Persons MeNeRaLi

Congratulations on persistence all these years! I wish there was no need for an organization like Helsinki, but you are a true gift I and I am happy to have you :)

Jelena Berković, GONG, Hrvatska

Congratulations on 25 years of existence and work. You had to push through all that with many challenges, and that can only be done with sincere dedication, work and a great team!

Anđela Pepić, doctoral student at the Faculty of Political Sciences of the University in Banja Luka

Happy anniversary to you from the bottom of my heart! For a quarter of a century, you have been a corrective to this society - a lamp (Njegoš's light) ethical, professional, avant-garde and humanistic. You solve, suggest and create. You are certainly the most important and dearest civil society organization to me!

Jasmina Čaušević, feminist, activist and master of Gender Studies in Sarajevo



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: Helsinki Citizens' Assembly Banja Luka is an organization that supports and encourages autonomy, equality and freedom for all citizens by initiating and supporting different democratic and peace initiatives and by including marginalized social groups in democratic processes.

Our vision: **A society of equal opportunities for all**

Priorities of activism of the Helsinki Citizens' Assembly Banja Luka:

- 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 representation and better presentation 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 by developing civil society and human rights of BH citizens;
- Continuous training of the staff of Helsinki Citizens' Assembly and efforts to maintain sustainability of the organization.

In 2021 HCA Banja Luka has been conducting its activities in four program areas:

- Strengthening Civil Society and the Transformation of Public Authorities into Citizens' Service
- Advocating for Gender Equality
- Culture of Dialogue and Building Trust in the Society
- Strengthening Capacities of the Organization

Educational programs – HCA Banja Luka gathers trainers that for its own and other organizations' needs 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.

Program Area:

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

The objectives of this program area are building civil society 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 2021's program area we have implemented several projects: **"Support to Civic Activism"**, **"Communities of Different but Equal Citizens"** and **"Engendering Civil Society Organizations"**.*

SUPPORT TO CIVIC ACTIVISM

Thanks to the support of the French organization CCFD – Terre solidaire, in 2021 we were able to support different actions and initiatives of the civil society organizations in Bosnia and Herzegovina and continue to work on establishing regional journalist award "Srđan Aleksić".

Thus, we supported the organization of another cultural-activist event at "Građa", an improvised and the only playground in Banja Luka's block Centar 1, where the tenants are still fighting for this playground not to be turned into a parking lot and get the look they were promised. In mid-August, a Graffiti Jam party was arranged at "Građa", within which various workshops for children were organized and the walls of the playground were painted.



Planting the trees in Mladen Stojanović Park, Banjaluka, December 6, 2021

By symbolically planting six trees in the Mladen Stojanović Park, we supported the celebration of 16 Days of Activism in Banja Luka, as well as the activities that are being implemented within the initiative "100 Women - 100 Streets".

In addition, we supported the celebration of another International Day against Homophobia, Biphobia, Interphobia and Transphobia (IDAHBIT) in Banja Luka, as well as a two-day program to mark the 77th anniversary of the liberation of Stolac from fascism and domestic quisling forces. The program in Stolac included a series of events: the play "Dream of Freedom", the opening of "Youth Beach" at the Provalija

waterfall, which was restored and brought back to life by a group of young people from Stolac, a commemorative march, a concert by the string quartet SA Sinfonietta at a neglected bus station in Stolac whereas participants wanted to shed light on the connection between social neglect, neglect of public spaces, places of remembrance, historical fascism and neo-fascist tendencies in Stolac and the state, as well as an exhibition called "A0H1L9IMB4" which audio-visually deals with issues regarding oral histories of Stočani. The project also financed part of the "Srđan Aleksić" journalist award ceremony, as well as the award given to five journalists from Bosnia and Herzegovina for professional reporting on various marginalized groups in our society and the affirmation of socially responsible journalism.

COMMUNITIES OF DIFFERENT BUT EQUAL CITIZENS – EQUALLY DIFFERENT



Closing Conference "Equally Different", Sarajevo, September 7, 2021

At the end of October 2021, the three-year project "Communities of Different but Equal Citizens" was completed. The project was jointly implemented by the Organization of Amputees "UDAS", as the project holder, and the Helsinki Citizens' Assembly Banja Luka and the Association of Citizens "Something More" as partners. The aim of the project was to achieve a higher level of involvement of civil society organizations in European Integration and decision-making processes in BiH, with a focus on fundamental rights, social inclusion and combating discrimination against persons with disabilities.

Special efforts were made to strengthen the capacity of two networks of organizations of persons with disabilities - the Mine Survivors Network and the informal Network of Women with Disabilities, aimed to monitor and report on the process of Bosnia and Herzegovina's accession to the European Union, to advocate for a better legal framework concerning the rights of persons with disabilities, and to organize peer support groups and greater participation in local decision-making processes.

Based on five analysis conducted by monitoring teams, which were mostly made up of people with disabilities, 20 advocacy documents were made and sent to relevant addresses. The documents contain concrete proposals and recommendations on what needs to be done to improve the position of PWDs in society, primarily their access to information on public services and websites of government institutions, access to health, suffrage and independent living in the community.

One segment of the project concerned strengthening the inclusion of other civil society organizations that are not primarily organizations of persons with disabilities and advocating for the introduction of an advisory position for persons with disabilities in five local self-government units to help and guide local authorities on what to include and pay attention to when creating and adopting local plans and strategies regarding the exercise of the rights of PWDs. Advisory bodies, i.e. advisors for PWD issues, have been established in Tuzla, Trebinje and Sarajevo.

Within project was also organized more advocacy campaigns and more about everything that has been done so far can be found on: <https://ravnopravnorazliciti.org/>

ENGENDERING CIVIL SOCIETY ORGANIZATIONS

The main goal of this project was to improve the knowledge of civil society organizations in Banja Luka on the directions and methods of successfully integrating the gender component and principles of gender equality into their internal policies, strategies and projects.

As a basis for the whole project, we created and published the publication "Gender Equality is Important for All of Us - A Short Guide for Engendering Civil Society Organizations". The guide provides answers to questions: how to include a gender component in projects, how to analyze whether and how project activities affect women and men, why it is important for CSOs to include gender principles in their structures and documents, etc. This publication was a tool for the preparation of two workshops (basic and advanced workshop) on strategies, methods and importance of including gender component in all aspects of CSO's activities and work.



Workshop "Why is Gender Equality Important for All of Us?", October 6, 2021, Banja Luka

Through two workshops, 47 CSO representatives from 19 Banja Luka organizations (youth organizations, organizations of persons with disabilities, women's CSOs, informal groups, human rights organizations) had the opportunity to learn about the basics of gender equality and ways to incorporate the gender component in all aspects of work of CSOs.

Also, we organized a "Breakfast with Journalists" with the aim of establishing new and maintaining existing good relations with media houses and journalists, and to jointly problematize or update certain topics. The topic of this Breakfast was a discussion on tools for preventing gender-based violence against women and for promoting gender equality. Specifically, we talked about the Pillar of Shame, the Guidelines for the Prevention of Sexual and Gender-Based Harassment, and the Guide for Engendering Civil Society Organizations. By exchanging experiences and talking to 10 journalists about media policies and practices, we came to the conclusion that the use of gender-sensitive language is extremely important for women's visibility and promotion of gender equality in society, and that all attendees should adopt and apply the engendering practices outlined in the Guide to the extent feasible.



Breakfast with Journalists, October 27, 2021, Banja Luka

The guide, as well as examples of good practice, existing tools and initiatives to promote gender equality, the "Pillar of Shame" as a way of reporting on sexist speech by public figures and the Guidelines for the Prevention of Gender-Based Harassment were also promoted through social media which enabled that information on project activities reach more than 300,000 people in BiH.

In order to inform as many civil society organizations in BiH as possible about the need and importance of engendering all segments of CSO's work (internal and external), the Guide was sent to 60 organizations across BiH.

With this project, we have opened a very important area that most organizations have not dealt with so far - engendering projects, programs, structures and internal documents within the organizations themselves, which were recognized by participants: *"I realized how much we take "for granted "and how much it is important to raise awareness of the issue of CSO's engendering, to talk about it, and to include it in organizational acts".*

The project "Engendering Civil Society Organizations" was implemented from May to October 2021 with the support of the Heinrich Boll Foundation.

Program area:

Culture of Dialogue and Building Trust in the Society

Since its establishment, HCA Banja Luka has been working on reconciliation through active involvement in the promotion of trust and strengthening and connecting peace initiatives at the local and regional level. The goal of this program area is to work on building peace and a culture of dialogue within and between communities in BiH. Special focus is on young people, women, marginalized groups and the media, through involvement in trainings, peace camps, conferences and other events, in order to empower them to initiate social change and create lasting peace.

*As part of this program area in 2021 we have implemented following activities and projects: **"PRO Future II"**, **"Ultimate Survival Leadership Camp"**, aimed for young leaders from BiH, and **ceremonial announcing of the journalist award "Srđan Aleksić"**.*

PRO-FUTURE – Reconciliation, Understanding, Responsibility for the Future

PRO-Future (Trust, Understanding, Responsibility for the Future) is a USAID project of building peace and trust among citizens of all ethnic and religious groups in Bosnia and Herzegovina.

Professor Nerzuk Ćurak, head of the Department of Peace and Security Studies at the Faculty of Political Sciences in Sarajevo, underlined the importance of the project, calling it *"the largest peace project in Bosnia and Herzegovina"*.

Activities are implemented in over 70 municipalities/cities in BiH, and the project is continuously working with youth, NGOs, women's associations, religious communities and leaders, political actors, media and various levels of government institutions, which will jointly contribute to better understanding of citizens and the people of BiH.

The project is implemented by the American humanitarian organization Catholic Relief Services CRS, with partners: Caritas BiH, Institute for Youth Development KULT, Forum of Tuzla Citizens (FTC), Helsinki Citizens' Assembly Banja Luka (HCA BL) and Interreligious Council in BiH (IRC BiH).

During 2021, HCA BL, within the project, organized a total of 11 Living Libraries. Out of that, 7 sessions were organized online for 24 schools, in which over 300 high school students and their teachers participated. We also did 4 Live Libraries live - for students of the Faculty of Philosophy in Tuzla and two sessions for students of the Faculty of Philosophy in Banja Luka. We were also part of the Amateur Theater Festival in Višegrad. There were about 130 participants in these sessions.

The Living Library aims to reduce prejudice against victims coming from other nations and to develop dialogue, tolerance and empathy. This is a relatively new methodology (since 2001) for combating prejudice, xenophobia, hatred and is the official methodology of the Council of Europe. Our organization has a license to organize Living Libraries and in the past 6 years we have organized over 60 Living Libraries with about 2000 participants, mostly high school and faculty students.



Living Library, Višegrad, October 25, 2021

"A very useful event, an activity that extends our horizons and creates space for understanding, spreading peace and avoiding prejudice. I am very proud of all the people who were here today, and to those who weren't, who are carrying various pains and yet willing to share them with others and live with them. I am glad that these people decided to come and share their life stories with us, and I think we can all learn one important lesson and that is that we are all human and that we all need to help each other, and primarily see each other as human beings, and not being seen only by our religion and nationality", this is the observation of one participant of the Living Library.

ULTIMATE SURVIVAL LEADERSHIP CAMP

The seven-day "Ultimate Survival Leadership Camp" for young activists was held from June 14 to 21 at the Pecka Visitor Center near Mrkonjić Grad. A total of 23 participants aged 18 to 35 from various parts of BiH participated in the camp: Banja Luka, Sarajevo, Prijedor, Stolac, Gradačac, Gračanica, Zenica, Zavidović, Čajniče, Teslić, Tuzla.

During the seven days of the camp, participants had the opportunity to work on personal, professional and political development, learn about different types of leadership and work on identifying possible joint actions in their local communities that could lead to positive change. They had the opportunity to get acquainted with the experiences and good practices of various grass root initiatives from BiH and the world.

In addition to theoretical classes, numerous other activities were organized for the participants with the aim of strengthening team spirit and togetherness, physical relaxation, but also getting to know nature and raising awareness of the need to protect natural resources.

The result of the seven-day joint work of young people is four project proposals that the participants intend to implement in their local communities. The projects are related to planting trees in parks and schoolyards, education on sexual and reproductive health, establishing a psychotherapy counseling center for students, and solving the housing problem of Roma in the municipality of Ilidža.

Two videos were also made - one in the form of a short film, and the other as a documentary that you can watch on the link: <https://www.youtube.com/watch?v=mktip7pZyQk>

The "Ultimate Survival Leadership Camp" project was financially supported by the US Embassy in BiH.



Camp participants, Pecka, June 2021

JOURNALIST AWARD "SRĐAN ALEKSIĆ"

At the ceremony held on May 21, 2021 in Banja Luka, for the jubilee 10th time, announcing of the Journalist Award "Srđan Aleksić" was organized. This award is given for professional and continuous reporting on marginalized and vulnerable groups in BH society and for the development of socially responsible journalism. It was originally planned that the jubilee 10th award ceremony be arranged symbolically, on December 10, 2020, on Human Rights Day, but due to the pandemic, this was not feasible. This year, a four-member jury consisting of Milkica Milojević, Adis Šušnjar, Berislav Jurić and Slađan Tomić decided to give five awards and one special plaque.

The winner of the first award "Srđan Aleksić" for professional reporting in 2020 is journalist Minela Jašar Opardija from N1 television in Category 1, in which civil society organizations nominate journalists. Jašar Opardija worked on stories about children traveling 24 kilometers to school, unequal maternity benefits in the cantons of the Federation of BiH and the problems of people with disabilities. The second award in Category 1 was won by Kristina Ljevak, a freelance journalist, for a series of articles on the Pride Parade and the problems faced by LGBT persons in BiH.

A special plaque in the same category went to Lidija Pisker from the media.ba portal, who dealt with discrimination and human rights in her texts, including sexism, ageism and the murder of women.

In Category 2, where journalists had the opportunity to nominate their work, the first award went to Emina Dizdarević from the Balkan Investigative Reporting Network (BIRN), who wrote on many topics from a different angle and in a different way. The strongest impression left her story about how the organizers of the Pride Parade in Sarajevo who faced special obstacles in exercising the right of LGBT people to public gathering and expression.

The second award went to the duo Hilma Unkić and Ajdin Kamber, who had three great stories in which they break down prejudices about people with disabilities, people with mental disabilities and people on the move (migrants) in a creative and unusual way. In their stories, these people are what they truly are, and what most don't want to see.

The third place was won by Alema Kazazić, who brought us two serious, socially and professionally very sensitive documentaries "Brave Women" and "We Love Each Other One Hundred Percent", which are presented in a way that arouses emotion in viewers and has a longer lasting effect.

The Journalist Award "Srđan Aleksić" was established in 2010 by the Helsinki Citizens' Assembly Banja Luka, the Foundation Cure from Sarajevo and the Association of Young Journalists of Republic of Srpska, and in 2013 the award became part of the Network for Building Peace of BiH.



Announcing Journalist Award Srđan Aleksić, Banjaluka may 21, 2021

Program area:

Advocacy for Gender Equality

The overall goal of the program area is to reduce all forms of gender discrimination and create an environment in which women and men have equal opportunities. We implement it through networking and support for initiatives related to gender issues, empowerment of women who are currently the largest marginalized group for participation in public and political life, education of women and men on gender equality issues, training for women in developing various skills, campaigns, research and public policy analysis.

Within the program area in 2021 we have been working on following projects: “Engendering Constitutional Reform IV”, “Women’s Human Rights and EU Integrations IV”, “Improving Women’s Labour Rights”, “Education of Judges and Prosecutors on Gender Based Discrimination in the Field of Labour”, “Let’s Involve Women in Change Processes - Women’s Advisory Board 2020 – 2021”, and we started implementation of the project “Gender Equality Takes Two, by Selma Selman!”. We also continued cooperation on the partner project “Peace with Women’s Face”.

ENGENDERING CONSTITUTIONAL REFORM

From January 2021, we continued to work on engendering Constitution of BiH by focusing on increasing the visibility of the Platform of Women's Priorities with amendments to the Constitution from a gender perspective among citizens, government officials in BiH and representatives of the international community, and improving advocacy mechanisms for inclusion of the gender components in constitutional reform.

In 2021 following activities have been implemented:

- Created the **Communication Strategy with the Action Plan 2021-2022**, which was worked on by 16 members of the Initiative and which envisages innovative activities that will make the work and the Platform of Priorities more visible to the public. By the end of December 2021, 65% of the planned activities have been implemented.
- Within the Communication Strategy with the Action Plan 2021-2022, **the working groups of the Initiative** implemented 31 activities:
- **The Working Group for Advocacy and Lobbying** implemented 12 activities - meetings with representatives of embassies, EU Delegation in BiH, parliamentarians of the EU Parliament and the Parliamentary Assembly of BiH, as well as with parliamentary committees.
- **The Working Group for Media Representation** implemented 7 activities - three interviews, two Bulletins of the Initiative that provide a six-month overview of the Initiative, two Open Letters addressed to international and domestic officials in order to point out the need to change the Constitution and respect civic and gender perspectives in that process.
- **The Working group for Public Presentation** had 12 activities such as billboard campaigns, participation and presentation of the Initiative at international and domestic conferences and panel discussions, round tables and street actions, as well as organizing, in cooperation with other civil society organizations, International Women’s Day Marches in Banja Luka and Sarajevo.



**Workshop for creating Communication Strategy with the Action Plan 2021-2022
May 5-7, 2021, Teslić**

- **The fourth Assembly of the Initiative** was held on July 2, 2021, and a two-year strategic framework of the Initiative for 2021 and 2022 was agreed and adopted. The assembly was attended by 11 members who evaluated the work of the Initiative so far and new members of the Coordination Committee of the Initiative were elected, and the Helsinki Citizens' Assembly Banja Luka was re-elected as the organization coordinating the work of the Initiative for the next two years.
- **The Framework of the Strategic Plan of the Initiative for 2021-2022** was created and adopted, which contains four strategic goals and concrete strategic measures that will lead the Initiative towards the implementation of its vision - Gender Just Constitution of Bosnia and Herzegovina for a society of equal rights and opportunities.
- **The first meeting of the new convocation of the Coordination Committee of the Initiative** was held online on November 2, 2021, where the members of the Coordination Committee discussed the future activities of the Initiative and ways of implementation. The meeting was used to evaluate the work of the Initiative from January 2021, as well as to elect the president and vice president of the Coordination Committee.
- Platform of Women's Priorities with Amendments to the BiH Constitution from a Gender Perspective presented at **the joint session of the four Parliamentary Commissions** (Constitutional Commission of the House of Peoples and the House of Representatives, Joint Commission for Human Rights and Commission for Gender Equality of the House of Representatives of BiH).
- In cooperation with the Agency for Gender Equality of BiH, a competition was announced for the participants of the **Online Master Class "Eengendering the Constitution in the Light of the EU and International Obligations"** which was held during February and March 2022.
- In November 2021 has started work (creating online questionnaires and collecting answers) on **a survey on the attitudes of citizens of BiH on the Constitution of BiH**, which was published in April 2022.
- Continuous publication of texts, interviews and infographics on the blog <https://gradjankezaustavnepromijene.wordpress.com/> and on the Facebook page of the Initiative has continued. A total of 63 texts were published on the blog (37 author's and 26 transferred from other media). Over 90 media contents were published on the Facebook page of the Initiative.

WOMEN'S HUMAN RIGHTS AND EU INTEGRATIONS

The main goal of the project "Women's Human Rights and EU Integrations IV" is to integrate women's rights and gender equality in the process of BiH's accession to the European Union. The project is funded by the Swedish Foundation Kvinna Till Kvinna and is being implemented until December 31, 2023.

In 2021 we have implemented following activities:

► HCA BL participated in 22 consultative meetings with representatives of the EU and international institutions and organizations to which we presented the situation, needs and priorities of women in BiH. Through these meetings, more than 20 representatives of the EU and the international community were directly informed about the situation in the field.



Meeting with the Chairman of the EP Delegation for Cooperation with BiH Romeo Franz and MEP Thomas Waitz

► During the implementation of the project, HCA BL submitted 13 written articles/comments for various EU, UN and local policy documents, which, at a certain level, had an impact on increasing the focus on women. Some of them are: "Alternative Report on the Application of BiH for the EU Membership 2019-2020", published and presented in July 2021, then CLIP (Plan for the implementation of the GAP III document at the state level in BiH) sent to the EU Delegation in Sarajevo, which was compiled by 4 women's civil society organization. We also actively participated in consultative trainings for the preparation of strategic responses and action documents for IPA III. The goal was to design projects that contribute to achieving the goals set in the relevant strategic documents of BiH and the EU, with special emphasis on addressing the needs arising from the 14 priorities of the Opinion of the European Commission and their implementation.

► After the online academy in June, 16 new students were introduced with the complexity of the EU accession process and advocacy methods, and they showed interest and willingness to continue working with HCA BL. The focus on the status of women in BiH in the European Integration process has also increased thanks to four student analysis. More than 5,500 people reached that analysis via Facebook.

► When it comes to access to environmental policies from a gender perspective, significant steps have been taken in the first year of the project, which are reflected in:

- defining Guidelines for action in the field of gender equality in policies and strategies related to the environment and climate change. The guidelines are the result of a participatory process involving ecofeminist activists from BiH and the region, facilitated by gender experts Zorana Antonijević and Zorica Skakun.

"I really like the document, I enjoyed reading it! I think the entire movement will benefit (human rights, feminist and environmental), I would like it to reach as many people as possible", wrote Nataša Crnković, an eco-activist from Banja Luka, after reading the Guidelines.

- the formation of an informal ecofeminist group that had 3 meetings in the second half of 2021, and which currently has 7 activists who are willing and motivated to exchange information and cooperate.

- collecting and publishing data on women in the electric power sector of BiH and transport, which showed that only 16% of women are in management positions in the electric power companies in BiH. On the other hand, there are more female drivers than male drivers in the country (out of the total number of driving licenses issued in BiH in 2019 and 2020, 53% were acquired by women).



- sending comments on the draft Urban Plan of Banja Luka. When writing comments and suggestions, we were guided by the desire to also incorporate a gender perspective into the Draft, which was not taken into account at all. The data provided in the Draft Urban Plan are not sorted by gender and lack an analysis of the needs and activities that women and men perform in public space. Along with the comments, we also sent a Catalan-translated document "Urbanism with a Gender Perspective", which ranked Barcelona among the 10 most gender-sensitive cities in Europe.

► hCa BL has also begun to include a gender perspective in crisis management. Data on the structure, membership and decision-making in the civil protection system in BiH were collected and then analyzed from the perspective of gender responsibility and sensitivity. The most important part of the analysis is a set of recommendations and guidelines related to the organization and work of civil protection, all with the aim for their work to be in accordance with the principles of gender equality.

► The barometer as a new tool for measuring the gender sensitivity of political parties was highly monitored by both the media and citizens. According to statistics, Barometer results are one of the most popular and most watched posts during the year with a reach of over 470,000 people including more than 800 reactions (likes) on our online platforms.

The results of the first Barometer show that among the 5 key political parties with representatives at some level of the legislature, Our Party is the most gender sensitive - they have the highest number of women in leadership positions in the party, launched various initiatives in parliaments to improve women's positions and are willing to support constitutional reform from a gender perspective.



► After EIGE's dictionary was translated into Bosnian and Serbian, and previously translated into Croatian as one of the official languages of the EU, HCA BL began promoting the dictionary in cooperation with the Agency for Gender Equality of BiH. After the Zoom presentation organized on June 29, which was followed by about 30 participants, the Civil Service Agency of BiH informed us that through its Management System it sent news and a link related to the Dictionary which went to about 3,500 email addresses of civil servants of BiH. On our social networks (Facebook and Instagram), the dictionary is promoted every Monday. Journalists, students and researchers informed us that they used the dictionary on our website as a source of information and meaning of certain terms.

► HCA BL continues to regularly publish all relevant information on the EU integration process on its online platforms (website, FB and Instagram), with a special focus on gender equality and women's human rights. In the reporting period, we published about 90 news and articles.

► HCA BL participates in the Advocacy Week in Brussels every year during November. This event is organized with the aim of giving civil society organizations in the Western Balkans the opportunity to advocate and discuss specific issues with EU officials and members of the European Parliament regarding EU Integration and gender equality. This year, HCA attended more than 10 advocacy meetings, including a meeting with David

Denti, EU Political Affairs Officer, and Frederic Swinnen, Fundamental Rights Officer. Also, the meeting with Charlotte Isaksson (EEAS) as part of the "Women, Peace, Security" agenda resulted in her invitation for the represent of HCA to be a panelist in the global "structured CSO dialogue" with more than 80 participants from around the world. Also, the needs and priorities of women in BiH were discussed with MEP Malin Bjork, where HCA presented our pioneering steps in terms of green policies from a gender perspective.

LET'S INVOLVE WOMEN IN CHANGE PROCESSES

HCA BL and the organization Rights for All are engaged in partnership with the Swedish Foundation Kvinna till Kvinna to support further participation of women in the processes and mechanisms related to BiH's accession to the European Union under the program "Let's Involve Women in Change Processes - Women's Advisory Board 2020 – 2021". The purpose of the Women's Advisory Board (WAB) is to ensure that EU Integration is gender-focused and that women's voices are heard, and that planned activities are guided by the EU Action Plans on Gender Equality and Women's Empowerment in External Action (GAP III). With this document, the EU is committed to promote and improve gender equality in all its external relations and activities.

The specific objectives of the consultation by HCA BL were: to form a group of women for advocacy activities and meetings within the WAB initiative, participate in two meetings with the EU Delegation in Sarajevo, organize five advocacy meetings with embassies in BiH, and bring the GAP III document closer to other organizations and relevant institutions. The embassies that participated in the meetings are: the Austrian Embassy, the French Embassy, the Embassy of the Slovak Republic and the US Embassy. The meetings significantly contributed to the exchange of experiences and information, with a focus on obligations through the GAP III document and greater commitment and better attitude towards women's rights and women's organizations in BiH.



US Embassy in BiH visits the Helsinki Citizens' Assembly BL

IMPROVING WOMEN'S LABOUR RIGHTS

"Improving Women's Labour Rights" is a four-year regional project launched by the Helsinki Citizens' Assembly as a partner organization in March 2018, aimed to improve understanding of discrimination and strengthening laws, policies and procedures to better solve gender discrimination in Southeast Europe, and especially in relation to women's labor rights.

Through the implementation of the project during the last year, 2021, there was intense advocacy for the adoption of the Law on Protection from Harassment at Work of Republic of Srpska and Guidelines for the Prevention of Sexual and Gender-Based Harassment, and some municipalities and institutions that adopted Guidelines during the year include private Apeiron University and the Municipality of East Ilidža.

Also, we initiated and took part in three joint regional campaigns on social networks, and three BH campaigns, on the occasion of 16 Days of Activism against Gender Based Violence, on the occasion of the International Women's Day March "State Show That We Are Not Alone" and on the occasion of the promotion of the Law on Protection from Harassment at Work in RS.

In addition, HCA, independently or in cooperation with other civil society organizations, participated in various consultations and contributed to the development of several important documents in the area of protection against gender-based discrimination in the field of labour and employment. This includes the Plan for the Implementation of the GAP III Document at the state level in BiH (CLIP), the third periodic report to the Committee on Economic, Social and Cultural Rights - CESCR; an open letter to EU policy makers to ensure gender-responsive legislation on human rights and the environment and corporate responsibility, the Alternative Report on BiH's Progress on the Road to the EU, a European Parliament Resolution, and other documents.

Numerous meetings were held with various civil society organizations, initiatives, domestic and international actors such as: Sarajevo Open Center, Atlantic Initiative, OSCE Mission to BiH, Westminster Foundation, International Foundation for the Protection of Human Rights Defenders (Front line defenders), the US Embassy, the European Council and other relevant actors.

Last year was also marked by the work on the second research on gender-based discrimination (GBD) in the field of labour and employment in BiH, which covers the period 2018-2020. The research methodology combined different methods, including literature review, legal analysis, questionnaire to relevant civil society institutions and organizations, online survey, interviews with relevant protection mechanisms, in-depth interviews with women who experienced such discrimination at work or employment. Similarly, as published in the first edition of the 2019 research, the analysis showed that awareness on GBD remained extremely low both among employees and employers in identifying, reporting and processing GBD cases. Compared to the first research, the second edition of the research shows that distrust in protection mechanisms has increased, but also that the number of actors dealing with these issues has increased. The research is also available in pdf format at: <http://hcabl.org/rodno-zasnovana-diskriminacija-u-oblasti-rada-u-bih-2018-2020/>.

As part of the project, we started cooperation with the private sector. At the invitation of Unicredit Bank, we were guests in their first podcast in which we talked about the importance of a timely response to gender-based violence and the measures that an employer can take. About 100 employees of the bank were introduced to various forms of verbal, physical and sexual violence and the possibilities of reporting violence, if it occurs during working hours.



Svjetlana Ramić Marković was the guest in the first podcast of Unicredit Bank in Banja Luka, November 25, 2021

During this reporting period, 84 different texts/shows/graphics were published in various media, and through 20 publications, gifs and animated publications, we informed the public of BiH about what gender discrimination is, where and to whom to report gender discrimination and in what forms it occurs.

The project was implemented in cooperation with the Kosovo Women's Network, as the project holder, and partner organizations - Women's Rights Center (Montenegro), Reactor (North Macedonia), Kvinna till Kvinna Foundation (Serbia office), Gender Alliance for Development Center (Albania), with the financial support of the European Union and the Development Agency SIDA.

EDUCATION OF JUDGES AND PROSECUTORS ON GENDER BASED DISCRIMINATION IN THE FIELD OF LABOUR

The project “Education of Judges and Prosecutors on Gender Based Discrimination at Work” aimed to raise awareness and understanding of gender-based discrimination, and instruct judges on how to deal with cases of gender-based discrimination in the field of labour.

Due to the epidemiological situation caused by COVID-19, one online (via CISCO Webex platform) and one live training for judges and prosecutors were held. Both trainings were organized in partnership with the OSCE Mission to BiH and the Public Institution Centers for Training of Judges and Prosecutors of RS and FBiH (CEST RS, CEST FBiH). More than 120 judges and prosecutors from 38 judicial institutions were introduced to the ways of processing cases of gender-based discrimination in the field of labor in BiH, as well as the practices of the European Court of Human Rights in cases in this field.

We also organized four additional trainings for different actors working in the field of gender-based discrimination regarding employment and work. The trainings gathered a total of 35 participants from 19 institutional and non-institutional actors including: Ministry of Justice of BiH, Ministry of Human Rights and Refugees of BiH, Institution of the Human Rights Ombudsman, High Judicial and Prosecutorial Council of BiH, Independent Trade Union of Civil Servants and Employees in Civil Service Authorities of FBiH, gender

mechanisms, free legal aid institutions, civil society organizations (Sarajevo Open Center, United Women Banja Luka, Voice of Woman Bihać, Vive Women Tuzla), labor and employment bureaus, etc.

In cooperation with experts in the field of human rights and gender equality, we have developed a Bulletin of case law in the field of gender-based discrimination at work, which is a unique overview of topics in which gender-based discrimination at work occurs most often, or topics where there are dilemmas in court proceedings. Specific areas addressed include: gender-based discrimination in employment; gender-based discrimination based on working conditions (different pay for the same work, promotion); discrimination on the grounds of maternity and parenthood in employment (termination of employment contract, parental leave and compensations); special forms of discrimination at work (harassment and sexual harassment, multiple discrimination).

The PDF edition of the Bulletin is available at: <http://hcabl.org/bilten-sudske-prakse-u-oblasti-rodno-zasnovane-diskriminacije-na-radu/>.

“Gender Equality Takes Two, by Selma Selman!”

The aim of the project is to raise awareness among children and teenagers about the basic principles of gender equality. The project is being implemented in partnership with the well-known Bosnian-Herzegovinian artist Selma Selman, who has been working on the New York – Amsterdam – Bihać route in recent years.

Girls and boys can be agents of change in terms of discriminatory social norms and gender stereotypes, as well as drivers of gender conflicts, so continuous education of children in this area is needed, especially given that education systems in the Western Balkans do not pay enough attention to these topics and that they often abound in patriarchal and stereotypical attitudes regarding gender and sex.

As part of the project, workshops are planned for children aged 7-18 in Bosnia and Herzegovina, Serbia, Montenegro, Northern Macedonia, Albania and Kosovo.

The first workshop will bring together children aged 7-14, and will cover topics: Professions and Gender Stereotypes, Women Leaders in my Community, Violence is Not the Solution (how to recognize and respond to gender-based violence). The second workshop will bring together children aged 14-18, and covers topics: Equality in the Digital World, Online Discrimination and Gender Responsible Language.

As part of the workshops, a performance of "Letter to Omer" is planned. The performance addresses a man (Omer) who is a metaphor for the patriarchal system and points to the issue of little girls, girls and women living in unequal societies by using existing local statistics.

The project is financially supported by the GIZ office in BiH (Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH).

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

Activists of the Foundation United Women and the Helsinki Citizens' Assembly BL, on behalf of the Initiative Peace with Women's Face, coordinated by the Lara Foundation from Bijeljina, implemented a street action on December 8, 2021 and distributed promotional material to Banja Luka citizens. Four activists of these

organizations used the street action and distribution of flyers to point out the importance of establishing the Day of Remembrance of Women Victims of the War, as well as the number and fate of women who died in the war, which was unknown to the most of the people. We received encouraging reactions and support from the majority we spoke to.



Street action, December 8, 2021, Banja Luka

On November 26, 2021, the Helsinki Citizens' Assembly and the Foundation United Women submitted **two initiatives to the City of Banja Luka for naming streets** - after Mira Kesić, a woman who left an indelible mark on Banja Luka's history for her outstanding humanitarian work in the field of caring for orphans and who was the first director of the Home for War Orphans "Rada Vranješević" and Vahida Maglajlić, one of a total of nine women from Bosnia and Herzegovina who were proclaimed national heroines of the People's Liberation Struggle in World War II. She is Banja Luka woman who made a huge contribution to the formation of the Anti-Fascist Women's Front (AWF) and who worked on literacy and the inclusion of conservative rural women in socio-political life in the Krajina region.



Feminist Tour through Banja Luka, November 29, 2021, Banja Luka

In order to introduce our fellow citizens to the famous women of Banja Luka, what they did and what are their merits, which is rarely or never talked about, we organized a **Feminist Tour through Banja Luka** and presented the **Lexicon "100 Women - 100 Streets after Women"** which includes stories about women who have pushed boundaries in their local communities. This lexicon can be an excellent basis for creating feminist tours in other cities in BiH.

Program area:

Strengthening Capacities of the Organization

The goal is to continuously invest in organizational development and strengthen the capacity of employees, which will create the foundations for further growth and development of the association.

In 2021, we participated in the development of a **new Strategic Plan** of the organization for the period 2021-2025. At the Strategic Planning, we redefined the program areas of activity and mission of the organization and connected our work and activities with the Sustainable Development Goals. In addition, the intention of Dragana Dardić to resign from the position of executive director, which she held for 10 years, was accepted. Aleksandar Žolja was later elected for the new executive director.

In addition, during the year we had **five internal sessions** with psychotherapists whose goal was to help employees to better understand and better cope with the situation that COVID-19 brought with it. The sessions covered topics relevant to all employees, such as emotions, loss, stress, anger, etc.

International Women's Day March

Under the slogan "Safe Childbirth is a Political Issue!" the 11th International Women's Day March was held in Banja Luka, organized and supported by various non-governmental organizations, including HCA BL. The march through the city started from the National Theater of RS, and ended at Krajina Square, where members of "Sharp Zero" read the experiences of women who suffered violence before, during or after childbirth. The collection of hygienic products was also organized on Krajina Square, which were donated to the Maternity Department at the Clinic for Gynecology and Obstetrics of the University Clinical Centre of the Republic of Srpska.



Support for the initiative to amend the Law on the Council of Ministers

The Women's Network of BiH, of which HCA BL is a member, supported the initiative of parliamentarians Mirjana Marinković Lepić and Aida Baručija to amend the Law on the Council of Ministers of Bosnia and Herzegovina, which requires at least 40% representation of the underrepresented gender when appointing to the highest positions in the Council of Ministers of BiH, as well as the use of gender-sensitive language.

The Women's Network of BiH submitted similar initiatives in 2015 and 2016 and "we are glad that after 7 years we have the opportunity to support the initiative of the members of the Parliamentary Assembly of Bosnia and Herzegovina who demand consistent implementation of laws dealing with gender equality in BiH".

Agreement on cooperation with the Faculty of Philosophy

On May 13, 2021, the Helsinki Citizens' Assembly Banja Luka signed an Agreement on Cooperation with the Faculty of Philosophy in Banja Luka. The agreement envisages opportunities for joint activities in the areas of teaching and improving the teaching process, scientific research, student practice, innovation, culture, special academic programs, and other areas of common interest. By signing the agreement, a significant step forward was made in the cooperation between our organization and this higher education institution, which also signed similar agreements with citizens' associations "Hi Neighbour", "Genesis Project", "New Generation" and the Foundation "United Women".

Orange Day

The city of Banja Luka joined the celebration of the Orange Day, which, every 25th of the month, reminds of the importance of the fight against gender-based violence. The Foundation United Women, Sharp Zero, Hi Neighbour and HCA BL also joined the celebration of this day through the organization of various events - from the distribution of promotional materials to self-defense classes.



Condemnation of attacks on activists

The Helsinki Citizens' Assembly, together with other civil society organizations, strongly condemned Dodik's labeling of Tanja Topić as a foreign mercenary and quisling and insulting and attempting to discredit her family. These insults and threats by Presidency of BiH member Milorad Dodik represent a target for Tanja Topić only because he talks about crime, corruption, behind-the-scenes activities, violations of rights and political ignorance. In a joint statement, civil society organizations working to protect human rights and freedoms called on all relevant institutions to react and protect Tanja's rights and her physical integrity, and to ex officio investigate the circumstances and establish the facts of shameful attacks on her and threats to her by prosecuting Milorad Dodik and preventing any attack on Tanja Topić. We also condemned the illegal arrest of human rights activist and defender Nidžara Ahmetašević in Sarajevo, after she warned police officers that they must have masks on their faces because of the Corona. The police officers involved in this case acted extremely unprofessionally and illegally, and deprived Nidžara Ahmetašević of her liberty through inappropriate and illegitimate violence. In addition, they used abusive language and insulted her, and she suffered inhumane treatment in the police station itself, whereas proper legal procedures were not followed.



We also joined the statement of the Women's Network of BiH, which strongly condemned misogyny and hate speech directed against socially politically active women in Bosnia and Herzegovina.

"What do Ines, Nejra and Emina have in common? In addition to being citizens of our society, they have recently been exposed to misogyny and hate speech through social media because of their socio-political engagement! We remind you that publicly expressed misogyny (hatred or aversion to women or girls), and hate speech on any grounds encourage acts of serious crimes that, as a result, can have serious consequences for the victims. How many misogynistic contents and hate speech are enough for the prosecutor's offices in BiH to start doing their job, and the courts to sanction criminal acts? Has it become quite normal for us to call for rape, mention dead heads and give sexist comments on someone's choice of clothing? We call on political entities in Bosnia and Herzegovina to condemn misogyny and hate speech directed at women in Bosnia and Herzegovina", the Women's Network of BiH said in a statement.

Meetings with the mayor

The first meeting of a group of non-government organizations from Banja Luka (HCA BL, TIBIH, Sharp Zero, Organization of Amputees UDAS and Capital.ba) with the newly elected mayor Draško Stanivuković and his team was held on May 7 in the Banja Luka City Administration building. Numerous topics were discussed at the meeting: from the establishment of the Human Rights House in Banja Luka, communal taxes (Sharp Zero gave an example when they were asked to pay for the use of Mladen Stojanović Park for "weekend activism", which was not the case in previous years), public spaces advertising, places for public gatherings that are limited to two locations in the city, to the transparency of employment in the city administration, as well as the possibility of co-financing projects implemented by CSOs under EU programs or other donors. They also talked about the possibility of establishing an advisory position for people with disabilities at the mayor's office, which goal would be to include the perspective of disability in drafting local plans, strategies, decisions, etc., as well as opening a Beekeeping Academy on Manjača.



The second meeting was held on June 29, in order to discuss what was done from the previously agreed. It was repeated the conclusion that a Working Group should be formed in front of the City Administration, which would be in direct and regular contact with civil society organizations.

Generation Equality Forum

The Helsinki Citizens' Assembly is part of a coalition of 145 women's rights organizations that signed and supported the Policy Summary with eight recommendations for improving funding for feminist movements advocated in Paris as part of the Generation Equality Forum (GEF). The commitment of the action coalition, which currently brings together 145 women's rights organizations, was to propose a set of concrete, ambitious and direct actions for the period from 2020 to 2025, in order to achieve a visible impact on gender equality and human rights of girls and women.



Book donation

HCA BL received another letter of thanks, this time from Tim Čitalić, to whom we donated books for the school library at the elementary school "Đorđo Panzalović" in Osinja, a village near Derventa.

In the letter of thanks that arrived at our address, the young people from Tim Čitalić wrote: *"Thank you for helping us to equip the school library in the elementary school "Đorđo Panzalović" in Osinja, which made childhood and school days better, not only for our friends, but also for future generations of our school. By working on this project, we learned that we, young people, can do a lot to improve things in our community and that there are always good people who are ready to help. You helped us make our dreams come true".*

"Pink tax"

By sending comments on the Draft Law on Value Added Tax of BiH, the Helsinki Citizens' Assembly supported the initiative of the Sarajevo Open Center to exempt products for hygienic use (baby diapers, diaper pads, adult diapers, sanitary pads, tampons, etc.) from paying taxes in accordance with the European Parliament Resolution from January 15, 2019 on gender equality and taxation policies in the EU. The practice of taxing hygiene products for women is also known as "tampon tax" or "**pink tax**", and is a form of gender-based discrimination. In BiH, the value added tax on hygiene products is 17%.



HCA BL at the events of others

Representatives of HCA BL participated in various conferences, webinars and workshops during the year. Thus, on May 5, we followed the webinar **"Through the Prism of Social Equality to a Better Environmental Policy"** where we had the opportunity to hear the experiences of Slovenia and Serbia in environmental protection. For example, Slovenia has introduced 100% subsidies to support vulnerable households to replace outdated and environmentally harmful heating systems with alternative heating models, e.g. on solar energy, while the representatives of "ALHem" from Serbia spoke about the impact of chemicals on human health, especially women. They pointed out that harmful chemicals are present everywhere - in water, air and products we buy (canned food, children's toys, cosmetics, cleaning products, etc.). We also followed the **presentation "Analysis of the Compliance of RS Laws and Policies with International Standards Regarding Sexual Harassment"**. The author of the analysis, Mile Šikman, stated that in the period 2017-2021, 50 regular reports/reports of sexual

harassment were submitted in the Republic of Srpska, and two judicial verdicts were passed. "Out of the 50 reports that went to court, 45 concerned sexual harassment on the Internet", Šikman said. We also participated in the conference on December 3 in Banja Luka at which the publication **"Integrity of Journalism and Media Transparency in BiH"** was presented. According to the data obtained by the authors of the publication, out of 615 portals in BiH, 270 are without imprints, while most of the others have only partial information about the editorial board and ownership of the portal.

The state of human rights in BiH

The representative of the Helsinki Citizens' Assembly, Svjetlana Ramić Marković, participated in a panel discussion within the conference "Human Rights. Our Rights. The EU for Your Rights" which discussed the state of human rights in BiH, anti-discrimination and gender legislation in the country. The panel was also attended by the Human Rights Ombudsman of BiH, a representative of the OSCE Mission to BiH and lawyer Dario Sandić from Banja Luka. The conference was organized by the Info Center of the European Union in Bosnia and Herzegovina on the occasion of the International Human Rights Day, December 10, 2021 at the Youth Center. The other two panel discussions discussed the position of media workers and media freedoms in today's society, especially the media and human rights, as well as how do young people interpret human rights, how do they see their rights, their implementation and the position of young people in society and the attitude of young people towards human rights.



Wednesday at the Faculty of Philosophy

As part of the event "Wednesday at the Faculty of Philosophy" on December 22, we presented the work and current activities of the Helsinki Citizens' Assembly to students from different departments of this faculty. The organizations Hi Neighbour, the Foundation United Women and the Genesis Project Banja Luka also presented their activities.

Dragana Dardić spoke about the projects of the association related to the promotion and protection of women's human rights, the feminist tour through Banja Luka, the journalist award "Srđan Aleksić", wanting to emphasize the wide range of methods and topics the organization deals with, and to show students various opportunities for action and involvement in the work of non-governmental organizations.



Let's Share the Responsibility Equally

In 2021, HCA BL joined the informal initiative "Let's Share the Responsibility Equally" which wants to be actively involved in the current discussions on changes to the Election Law of BiH.

At the end of the year, the initiative sent its proposals for amendments to the Election Law of BiH to the Commission for Gender Equality of the Parliament of BiH and the Interdepartmental Working Group for Amendments to the Election Legislation of BiH. The amendments sent to these addresses require that "each candidate list has the same number of male and female candidates who are arranged alternately on the list", as well as changes that would fill the missing number of elected women of at least 40% from the compensation lists. In addition to HCA BL, the initiative consists of: Sarajevo Open Center, Centre for Youth "KVART" Prijedor, CURE Foundation, Citizens' Association Future Modriča, Forum of Left Initiative, and politicians Besima Borić, Alma Kratina, Sanja Renić, Gordana Vidović, Azra Okić and Senada Bosno, and Adnan Kadribašić.



Living in the local community is the right of all people, including people with disabilities. However, in Bosnia and Herzegovina this right has been denied or significantly violated to a large number of its citizens. People with disabilities are part of the population most at risk of exclusion from the community.

Through this Analysis, the authors addressed the topic of the right to life in the community of persons with disabilities from the angle of the deinstitutionalization process.

The analysis is dedicated to all persons with intellectual disabilities in BiH, as the most marginalized part of the population that is most at risk of institutionalization and violation of the right to life in the local community with practical support based on personal choices and desires.

Unfortunately, the practice of institutionalization is still prevalent in BiH. According to the data of the Institution of the Human Rights Ombudsman, today in BiH 3,000 persons are placed in closed type institutions, and the number of persons at risk of institutionalization is many times higher.



The analysis "Accessible Information, Right for All" showed that none of the seven key institutions of legislative and executive power in BiH (parliaments and governments at the state and entity levels and the Presidency of BiH) have a website fully adapted and accessible for people with disabilities. Apart from the standard font size selection, the pages are not easy to navigate, search and understand, some content is not available to PWDs at all and, in general, the pages have no other options for additional customization and/or use of assistive technologies to ensure accessibility.

The analysis was created within the project "Communities of Different but Equal Citizens" implemented by the Organization of Amputees "Udas" Banja Luka in partnership with the Helsinki Citizens' Assembly Banja Luka and the Association of Citizens "Something More" from Sarajevo, supported by the European Union.



The publication "Gender Equality is Important for All of Us – A Short Guide for Engendering Civil Society Organizations" is primarily intended for civil society organizations and should help them upgrade their organizational culture, engender and supplement their internal regulations and procedures, but also engender their own programs and activities.

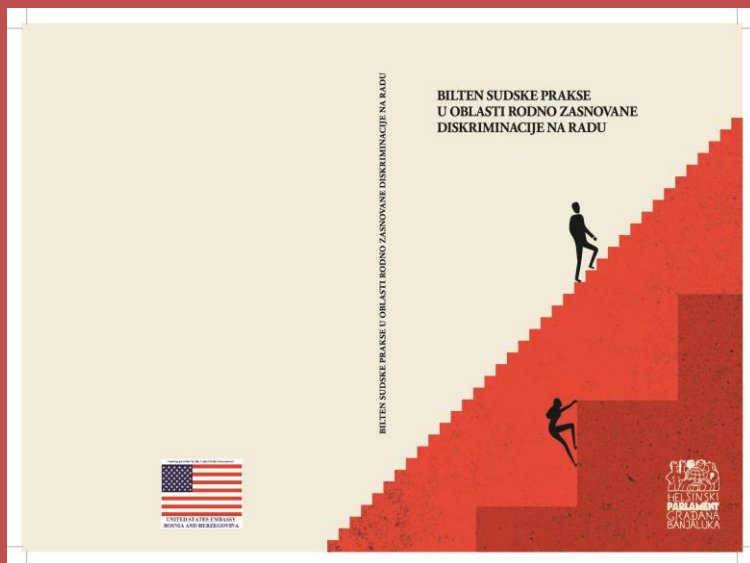
In this Guide you will find answers to the following questions:

Why is gender equality important and what is engendering?

How to engender the structure of your organization?

How to integrate a gender perspective into projects and programs?

What steps should be taken for immediate action?



The Helsinki Citizens' Assembly, in cooperation with experts in the field of human rights and gender equality, has prepared a Bulletin of Judicial Practice in the Field of Gender-Based Discrimination at Work, which is a unique overview of topics/situations in which gender-based discrimination at work occurs or in which there are dilemmas in court proceedings.

Specific areas addressed include: gender-based discrimination in employment; gender-based discrimination regarding working conditions (different salaries for the same work, promotion); discrimination on the grounds of maternity and parenthood in labour relations (termination of employment contract, parental leave and compensations); special forms of discrimination at work (harassment and sexual harassment, multiple discrimination).

EDUCATIONAL PROGRAMS IN OFFER

Civil society and human rights

Basic trainings

Training title

Topics

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

Training title

Topics

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.

OVERVIEW OF AVAILABLE ASSETS AND COSTS IN 2021		AMMOUNT IN BAM	AMMOUNT IN EUR
AVAILABLE ASSETS IN 2021			
Unused funds from 2020		185602,82	94897,21
Donor funds by projects		396474,90	202714,39
Individual donations to the association		1419,79	725,93
Non-purpose donations to the association from legal entities		0,00	0,00
Income from membership fees		0,00	0,00
VAT refund		2268,14	1159,68
TOTAL AVAILABLE ASSETS		585765,65	299497,22
COSTS IN 2021			
Net wage		158498,71	81039,11
Taxes and contributions to wages		94284,04	48206,66
Office expenses (rental of space, electricity, water, heating, etc.)		8126,25	4154,89
Phone and Internet expanses		1735,10	887,14
Expenses of external bookkeeping service and audit of financial statements		3981,20	2035,55
Bank commission expanses		2947,57	1507,07
Costs of activities		174641,13	89292,59
TOTAL COSTS		444214,00	227123,01
Available funds for 2021		585765,65	299497,22
Total costs in 2021		444214,00	227123,01
Unused funds in 2021		141551,65	72374,21

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Heinrich Böll Stiftung

European Union

CCFD – Terre Solidaire

GIZ (Deutsche Gesellschaft für Internationale Zusammenarbeit) GmbH

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