

# **GENDER ACTION PLAN**

**INSTITUTE FOR STANDARDIZATION OF BOSNIA AND  
HERZEGOVINA**

**2023-2027**

Sarajevo, October 2023

## **General**

Incorporating principles of equality of women and men in all areas of social life, in the public and private spheres, represents fulfilment of one of the basic standards of human rights and fundamental freedoms.

Integration of these principles into legal, institutional and political frameworks in Bosnia and Herzegovina is based on the obligations arising from international documents, membership in international alliances and bodies, as well as on the principles of the protection of fundamental human rights specified in the Constitution of Bosnia and Herzegovina.

The adoption of the Draft Gender Action Plan of Bosnia and Herzegovina (GAP BiH) for the period 2023-2027 is being prepared. This document contains three strategic goals within which the priority areas of activity are defined, that is, the programs and measures necessary to achieve this goal. It is about creating, implementing and monitoring a program of measures to improve gender equality in government institutions in priority areas, then building and strengthening systems, mechanisms and instruments for achieving gender equality, and establishing and strengthening cooperation and partnership.

As stated in the explanation, this strategic document contains all areas of social life. Priority and transversal (cross-cutting) areas have been determined, as well as areas related to strengthening systems, mechanisms and instruments for achieving gender equality, and strengthening cooperation and partnership. In this way, the obligations of the institutional mechanisms for gender equality, as well as the obligations and responsibilities of line ministries and competent institutions in each priority area in accordance with the Law on Gender Equality in BiH, are more clearly defined. It is a framework strategic document that provides guidelines for the creation of operational plans and other implementation documents of institutions at all levels of government organization in BiH.

## **About ISBIH**

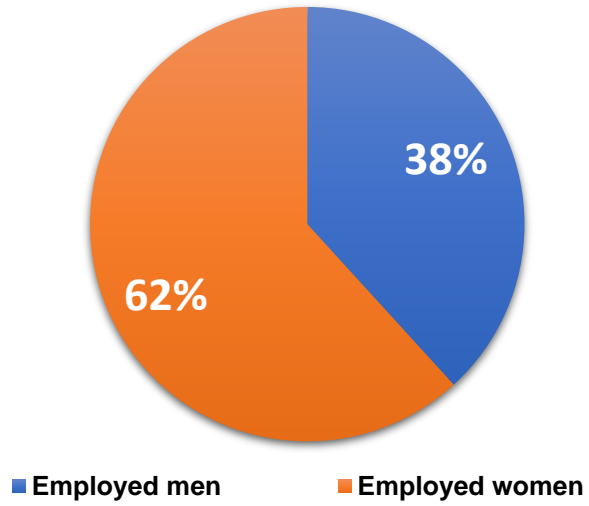
The Institute for Standardization of Bosnia and Herzegovina (ISBiH) is an independent state administrative organization for tasks in the field of standardization. The work of this institution is defined by the Law on the Establishment of the Institute for Standardization of Bosnia and Herzegovina.

In front of the Institute for Standardization of Bosnia and Herzegovina, we participated in a training entitled "Harmonization of legal and by-laws with the Law on Prohibition of Discrimination and the Law on Gender Equality of BiH".

The goal of this training was to understand the significance, rights and obligations from these two laws and to immediately recognize any form of discrimination in society. It is very important to recognize the importance of standards related to gender equality, as well as their practical application.

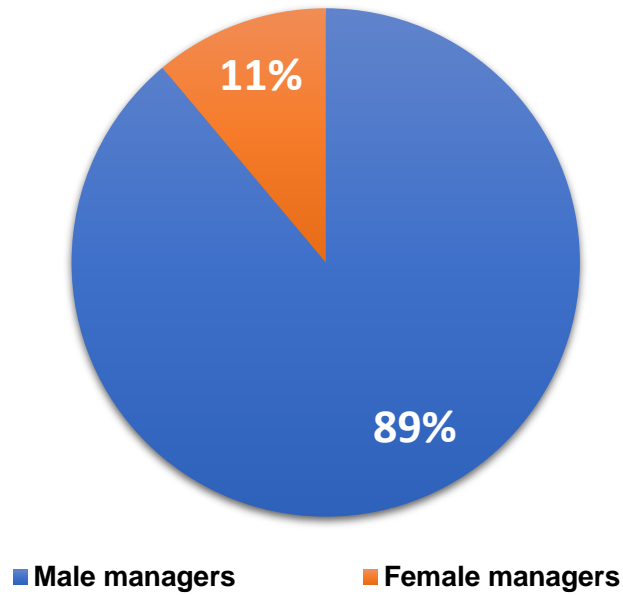
ISBIH has already taken some steps to raise awareness of gender responsive standards. As soon as the ISO 53800 standard is published, ISBIH will adopt it and when we are able to translate it.

**The ratio of women and men employed in ISBIH (F/M)**



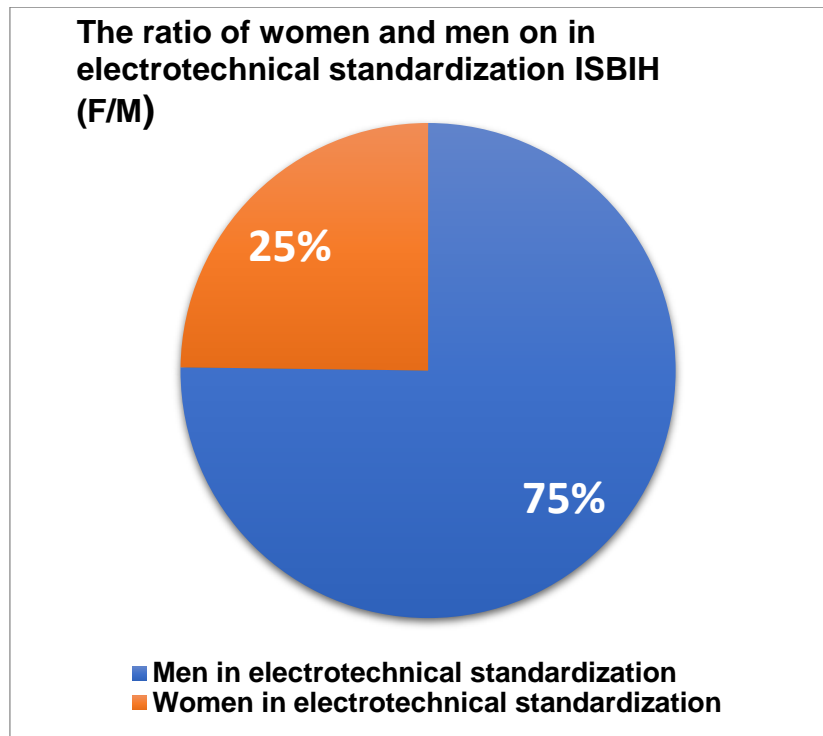
ISBIH employees	Number
Female	21
Male	13
Total	34

**The ratio of women and men on manager position in ISB&H (F/M)**



ISBIH manager position	Number
Female managers	1

Male managers	8
Total	9



ISBiH Electrotechnical standardization	Number
Female	30
Male managers	91
Total	121

### Short-term objectives (up to 2 years)

ISBiH will:

- Prepare materials and presentations necessary to promote principles and standards on gender equality;
- Inform colleagues in ISBiH with the importance of gender sensitivity standards through workshops and raising awareness of gender equality;
- Increase cooperation with institutions working on the promotion of GAP in BiH.

### Long-term objectives (3-5 years)

ISBiH will:

- ❖ Inform stakeholders with the importance of gender equality standards through workshops and raising awareness of gender equality;
- ❖ Explore opportunities for expanding cooperation with agencies or institutions that can contribute to the promotion of gender equality standards in Bosnia and Herzegovina;

- ❖ Increase the representation of women in technical committees in the Department for Electrical Engineering;
- ❖ Adoption and translation of ISO standards and documents for gender equality after their publication;
- ❖ Increasing the number of women in management positions through equal promotion.

## **Output**

- Preparation of the evaluation form for checking the participants' knowledge before and after the presentation;
- Preparation and exchange of materials, increased cooperation with stakeholders for the promotion of standards on gender equality;
- Increasing the number of women in the Department for Electrical Engineering;
- ISBIH will enable the translation of all standards in the field of gender equality;
- Build a better relationship between management and employed women with the goal of equal opportunities for advancement as for men.

Activity/ Output	Measures and Actions	GAP indicator	Baseline	Target	Timeline	Owner and Responsibilities	Budget	Comments
<b>Output 1:</b> <i>GAP Objective: ISBiH will enable the translation of all standards in the field of gender equality</i>								
Adoption of ISO standards for gender equality in NSB after the publication of ISO standards	In the shortest time adopt ISO standards through NSB	Translated	Monitoring the publication of ISO standards on the ISO website	Publication of ISO standards as BAS national standards	3-5 years	ISBiH Technical committees	N/A at this time	Publication of news on the ISBiH website about the adoption of ISO standards as a BAS standards for gender equality
<b>Output 2:</b> <i>GAP Objective: Preparation of the evaluation form for checking the participants' knowledge after the presentation</i>								
Making presentation for the purpose of promoting the ISO (BAS) standards on gender equality	Inform the Management, employees of ISBiH and interested parties with the requirements of ISO standards for gender equality through annual training sessions	# of employees trained on gender in standards making topics	No baseline data available. This will be the beginning of the training sessions.	Conduct one annual training on gender in standards for ISBiH	1 every year	ISBiH Gender Steering Committee Responsible persons:  Biljana Baljaj Tatjana Vidović Željka Popić	2000 EUR	Evaluate knowledge before and after the presentation
<b>Output 3:</b> <i>GAP Objective Increasing the number of women in the Department for Electrical Engineering</i>								
Invitations for women on the website, meetings, workshops to apply for membership	Providing information on opportunities for women in the electrical engineering department to encourage more female participation on the technical committees	# of female members on the NTC	ISBiH Technical committees  BAS/TC 1 BAS/TC 5 BAS/TC 6 BAS/TC 8 BAS/TC10 BAS/TC15 BAS/TC 18 BAS/TC 19 BAS/TC 46 BAS/TC 51	Increased number of female NTC members in the Department for electrotechnical standardization by 2	3-5 years	ISBiH Technical committees  NTC secretaries in the Department for electro-technical standardization	N/A at this time	Promotion of gender equality standards to increase the number of women in the Department for Electrical Engineering
<b>Output 4:</b> <i>GAP Objective Build a better relationship between management and employed women with the goal of equal opportunities for advancement as for men</i>								
More opportunities created for women to access and succeed in technical roles	Implement an influence campaign to encourage Human Resources to create a new job classification process with an emphasis on more and better positions for women in ISBiH, particularly on technical committees	An increase in the number of female NTC members	<b>Technical committees F/M</b>  BAS/TC 8 – F/M 1/10  BAS/TC 18 – F/M 3/10  BAS/TC 46 – F/M 0/9	Increase number of female in NTC by 2	2025-2028	Top management (director and deputy)	750 EUR	Influence the ISBiH management to take into account the placement of women in management positions