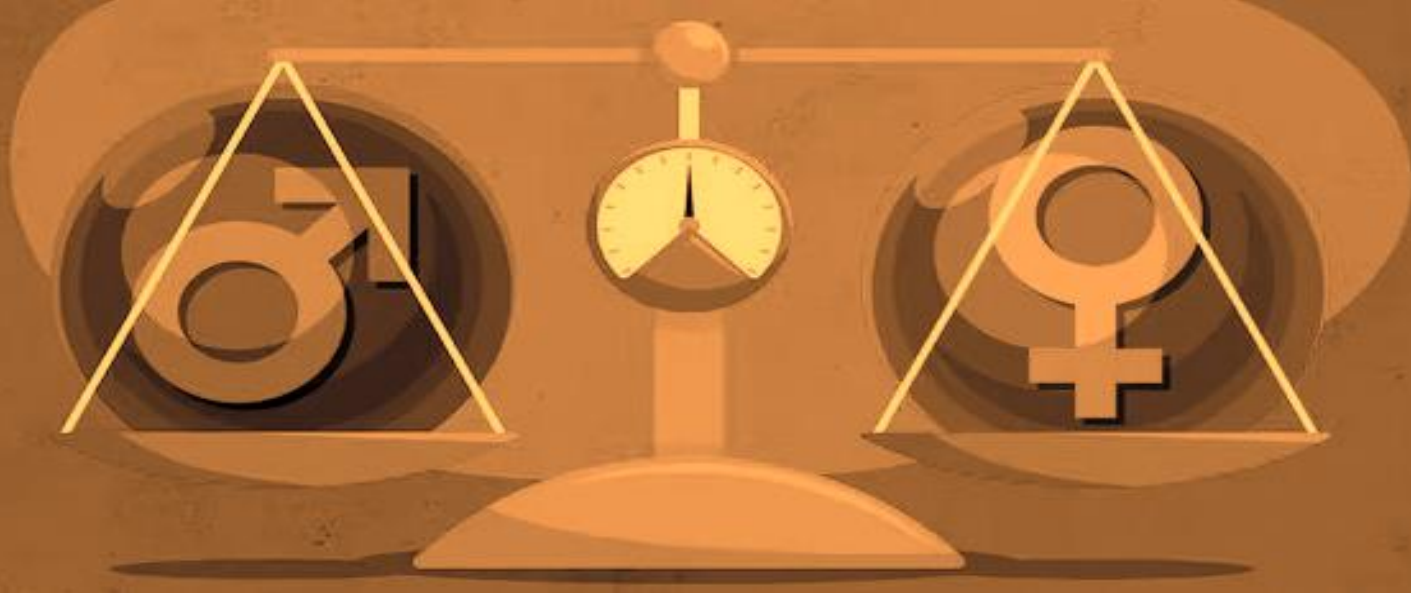


**AKCIONI PLAN**  
**ZA RODNU RAVNOPRAVNOST**  
**2023-2027**



**INSTITUT ZA STANDARDIZACIJU BOSNE I HERCEGOVINE**



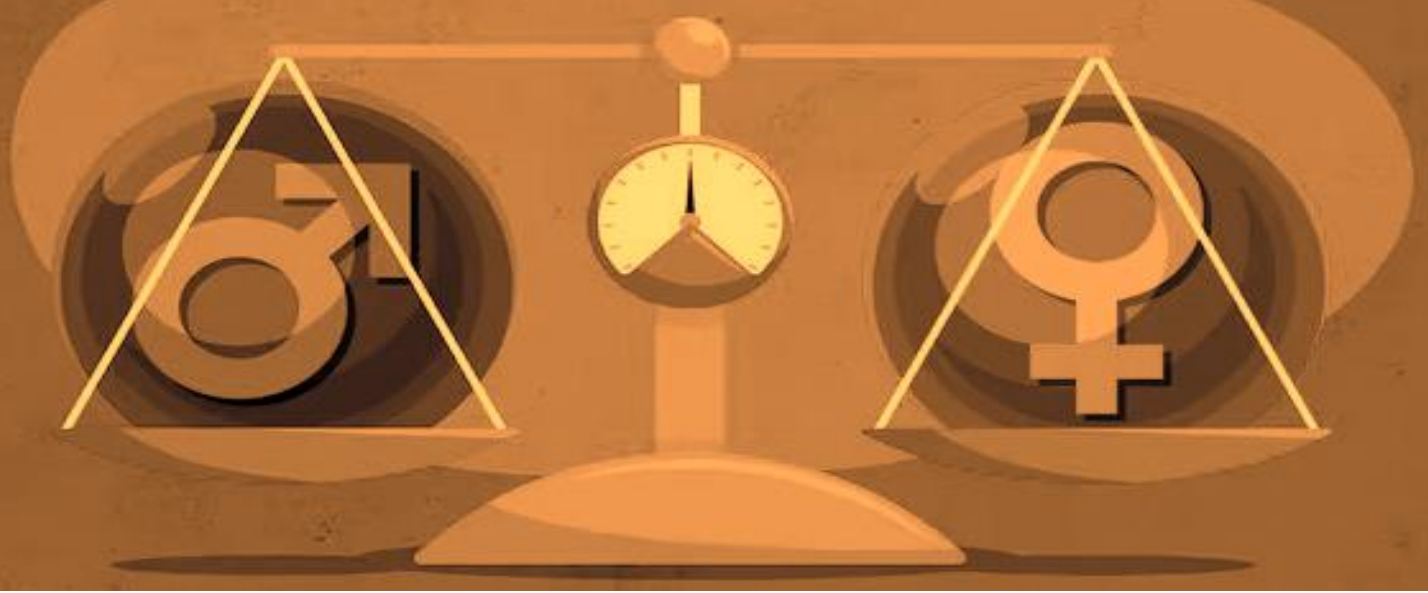
## Uopšteno

Uključivanje principa jednakosti žena i muškaraca u sve oblasti društvenog života, u javnoj i privatnoj sferi, predstavlja ostvarenje jednog od osnovnih standarda ljudskih prava i osnovnih sloboda.

Integracija ovih principa u pravne, institucionalne i političke okvire u Bosni i Hercegovini zasniva se na obavezama koje proizilaze iz međunarodnih dokumenata, članstva u međunarodnim savezima i tijelima, kao i na principima zaštite osnovnih ljudskih prava utvrđenih Ustavom Bosne i Hercegovine.

U pripremi je usvajanje Nacrta akcionog plana za rodnu ravnopravnost u Bosni i Hercegovini (GAP BiH) za period 2023-2027. godine. Ovaj dokument sadrži tri strateška cilja unutar kojih su definisana prioriteta područja aktivnosti, odnosno programi i mjere neophodne za postizanje ovog cilja. Radi se o izradi, implementaciji i praćenju programa mjera za poboljšanje rodne ravnopravnosti u vladinim institucijama u prioritnim područjima, zatim izgradnji i jačanju sistema, mehanizama i instrumenata za postizanje rodne ravnopravnosti, te uspostavljanju i jačanju saradnje i partnerstva.

Kako je navedeno u objašnjenju, ovaj strateški dokument obuhvata sva područja društvenog života. Određena su prioriteta i međusektorska područja, kao i područja koja se odnose na jačanje sistema, mehanizama i instrumenata za postizanje rodne ravnopravnosti, te jačanje saradnje i partnerstva. Na taj način jasnije su definisane obaveze institucionalnih mehanizama za rodnu ravnopravnost, kao i obaveze i odgovornosti resornih ministarstava i nadležnih institucija u svakom prioritnom području u skladu sa Zakonom o rodnoj ravnopravnosti u BiH. To je okvirni strateški dokument koji pruža smjernice za izradu operativnih planova i drugih dokumenata za implementaciju u institucijama na svim nivoima organizacije vlasti u BiH.



## O ISBIH-u

Institut za standardizaciju Bosne i Hercegovine (ISBiH) je nezavisna državna administrativna organizacija za poslove u oblasti standardizacije. Rad ove institucije definisan je Zakonom o osnivanju Instituta za standardizaciju Bosne i Hercegovine.

Institut za standardizaciju Bosne i Hercegovine učestvovao je na obuci pod nazivom „Usklađivanje zakona i podzakonskih akata sa Zakonom o zabrani diskriminacije i Zakonom o ravnopravnosti spolova u BiH”.

Cilj ove obuke bio je da se shvati značaj, prava i obaveze iz ova dva zakona i odmah prepozna bilo koji oblik diskriminacije u društvu. Veoma je važno prepoznati značaj standarda koji se odnose na rodnu ravnopravnost, kao i njihovu praktičnu primjenu.

ISBIH je već preduzeo neke korake u podizanju svijesti o standardima koji se odnose na rodnu ravnopravnost. Čim se objavi standard ISO 53800, ISBIH će ga usvojiti i prevesti.



## Omjer žena i muškaraca zaposlenih u ISBIH-u

### Zaposlenici / zaposlenice

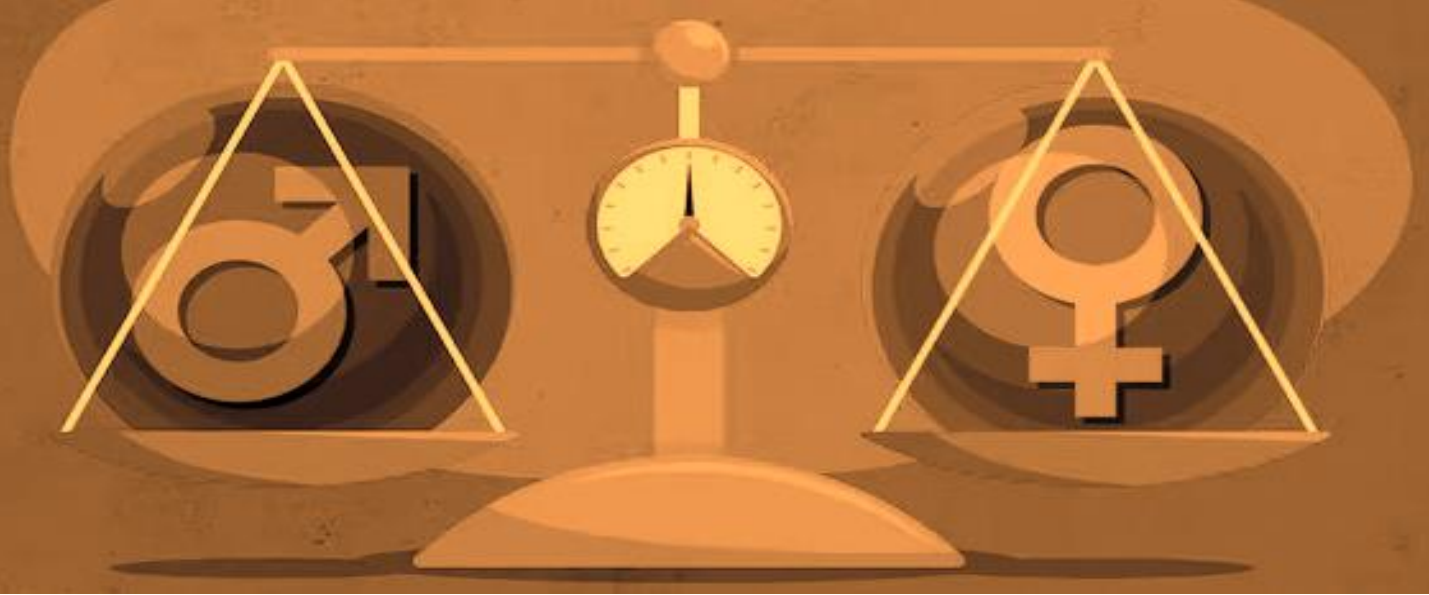
Zaposlenici ISBIH-a	Broj
Žene	21
Muškarci	13
Ukupno	34

### Omjer žena i muškaraca na rukovodećim pozicijama u ISBIH-u

Rukovodeće pozicije u ISBIH-u	Broj
Žene rukovodioci	1
Muškarci rukovodioci	8
Ukupno	9

### Omjer žena i muškaraca u tehničkim komitetima iz oblasti elektrotehnike u ISBIH-u (Ž/M)

Standardizacija u oblasti elektrotehnike u ISBIH-u	Broj
Žene	30
Muškarci	91
Ukupno	121



## **Ciljevi**

### **Kratkoročni ciljevi (do 2 godine)**

ISBiH će:

- pripremiti materijale i prezentacije potrebne za promociju principa i standarda za rodnu ravnopravnost;
- informisati kolege u ISBiH-u o važnosti standarda koji se odnose na rodnu osjetljivost kroz radionice i podizanje svijesti o rodnoj ravnopravnosti;
- povećati saradnju s institucijama koje rade na promociji GAP-a u BiH.

### **Dugoročni ciljevi (3-5 godina)**

ISBiH će:

- informisati zainteresovane strane o važnosti standarda za rodnu ravnopravnost putem radionica i podizanja svijesti o ravnopravnosti spolova;
- istražiti mogućnosti za proširenje saradnje s agencijama ili institucijama koje mogu doprinijeti promociji standarda za rodnu ravnopravnost u Bosni i Hercegovini;
- povećati zastupljenost žena u tehničkim komitetima u Sektoru za standardizaciju u oblasti elektrotehnike;
- usvojiti i prevesti ISO standarde i dokumente za rodnu ravnopravnost nakon njihovog objavljivanja;
- povećati broj žena na rukovodećim pozicijama kroz promociju ravnopravnosti.

## Rezultati

- Priprema obrasca za evaluaciju znanja učesnika prije i nakon prezentacije;
- Priprema i razmjena materijala, povećana saradnja sa zainteresovanim stranama radi promocije standarda za ravnopravnost spolova;
- Povećanje broja žena u Sektoru za standardizaciju u oblasti elektrotehnike;
- ISBIH će omogućiti prevođenje svih standarda u oblasti rodne ravnopravnosti;
- Izgradnja boljeg odnosa između rukovodstva i zaposlenica s ciljem stvaranja jednakih mogućnosti za napredovanje kao i za muškarce.

Aktivnosti/Rezultati	Mjere i akcije	GAP indikator	Osnova	Cilj	Vremenski okvir	Zaduženje i odgovornost	Budžet	Komentari
<b>Rezultat 1:</b>								
<b>Cilj GAP-a: ISBIH će omogućiti prevod standarda iz oblasti ravnopravnosti spolova</b>								
<b>Usvajanje ISO standarda za ravnopravnost spolova u NSB<sup>1</sup>-u nakon objave ISO standarda</b>	U najkraćem roku usvojiti ISO standard kroz NSB	Prevedeno	Praćenje objavljivanja ISO standarda na web-stranici ISO-a	Objavljivanje ISO standarda kao BAS nacionalnih standarda	3-5 godina	Tehnički komiteti ISBIH-a	Trenutno nema podataka	Objava vijesti o usvajanju ISO standarda kao BAS standarda za ravnopravnost spolova na web-stranici ISBIH-a
<b>Rezultat 2:</b>								
<b>Cilj GAP-a: Priprema obrasca za evaluaciju znanja učesnika nakon prezentacije</b>								
<b>Priprema prezentacije u svrhu promovisanja ISO (BAS) standarda za ravnopravnost spolova</b>	Informisati rukovodstvo, zaposlenike ISBIH-a i zainteresovane strane o zahtjevima ISO standarda za ravnopravnost spolova na godišnjem nivou	# obučavanje zaposlenika o pitanjima ravnopravnosti spolova u standardima	Trenutno nema referentnih podataka. Podaci će biti dostupni nakon održanih radionica	Godišnje održati jednu obuku u ISBIH-u o standardima za rodnu ravnopravnost	1 svake godine	ISBIH Upravljački odbor o rodnoj ravnopravnosti  Odgovorne osobe: Biljana Baljaj, Tatjana Vidović, Željka Popić	2000 eura	Procijeniti znanje prije i nakon prezentacije
<b>Rezultat 3:</b>								
<b>Cilj GAP-a: Povećati broj žena u Odjeljenju za standardizaciju iz oblasti elektrotehnike</b>								
<b>Javni poziv ženama na web-stranici, sastancima, radionicama da se prijave za članstvo u komitetima iz oblasti elektrotehnike</b>	Pružiti informacije o mogućnostima za žene u Odjeljenju za standardizaciju iz oblasti elektrotehnike kako bi se podstaknulo veće učešće žena u radu tehničkih komiteta	# ženski članovi nacionalnih tehničkih komiteta	ISBIH tehnički komiteti BAS/TC 1 BAS/TC 5 BAS/TC 6 BAS/TC 8 BAS/TC 10 BAS/TC 15 BAS/TC 18 BAS/TC 19 BAS/TC 46 BAS/TC 51	Povećati broj žena članica nacionalnih tehničkih komiteta u Odjeljenju za standardizaciju u oblasti elektrotehnike za 2	3-5 godina	ISBIH tehnički komiteti  Sekretari nacionalnih tehničkih komiteta u Odjeljenju za standardizaciju u oblasti elektrotehnike	Trenutno nema podataka	Promocija standarda za ravnopravnost spolova u svrhu povećanja broja žena u Odjeljenju za standardizaciju iz oblasti elektrotehnike
<b>Rezultat 4:</b>								
<b>Cilj GAP-a: Izgraditi bolji odnos između rukovodstva i zaposlenica s ciljem stvaranja jednakih mogućnosti za napredovanje kao i za muškarce</b>								
<b>Stvaranje dodatnih prilika za žene da se</b>	Provesti kampanju za jačanje uticaja žena u	Porast broja žena među članovima	Tehnički komiteti Ž/M	Povećati broj žena u nacionalnim	2025-2028	Najviše rukovodstvo	750 eura	Izvršiti uticaj na rukovodstvo ISBIH-a

<sup>1</sup> NSB je skraćenica od National Standardization Body (Nacionalno tijelo za standardizaciju).

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<b>uključuje i napreduju u tehničkim oblastima</b>	svrhu podsticanja najvišeg rukovodstva da napravi novu sistematizaciju radnih mjesta u ISBIH s naglaskom na većem broju i boljim pozicijama za žene, posebno u tehničkim komitetima	nacionalnih tehničkih komiteta	BAS/TC 8 – Ž/M 1/10 BAS/TC 18 – Ž/M 3/10 BAS/TC 46 – Ž/M 0/9	tehničkim komitetima za 2	(direktor i zamjenik direktora)	da uzme u obzir postavljanje žena na rukovodeće pozicije
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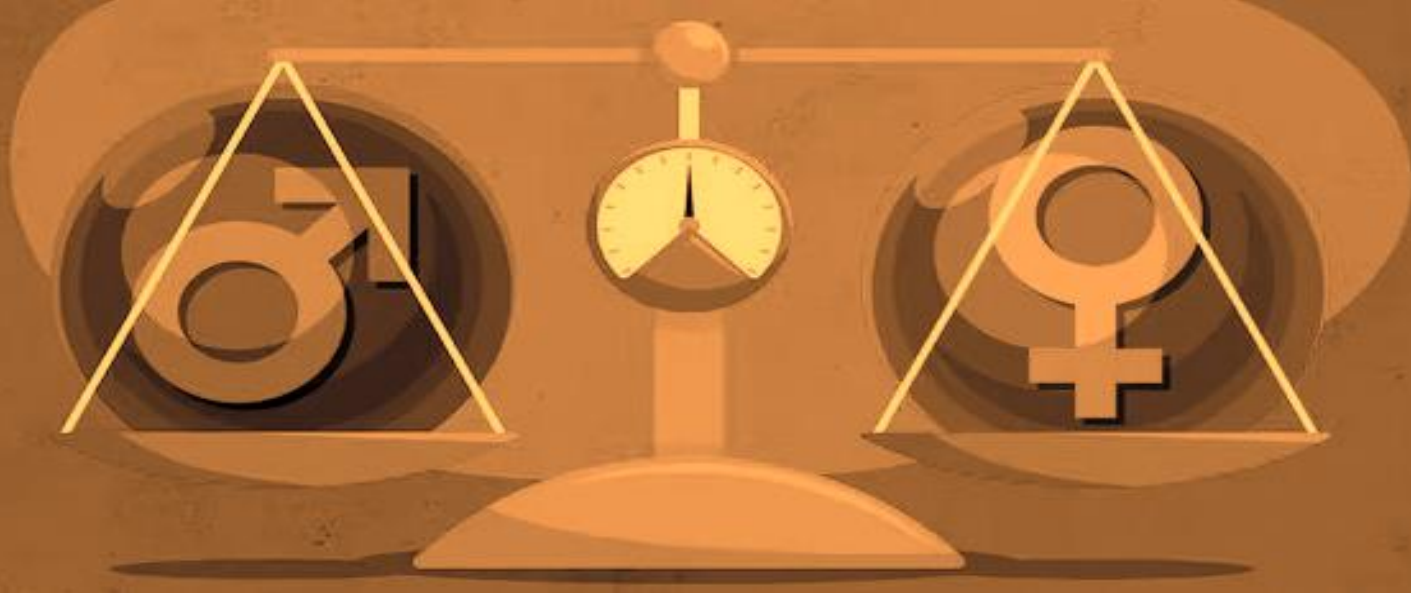
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# **GENDER ACTION PLAN 2023-2027**



**INSTITUTE FOR STANDARDIZATION OF BOSNIA AND HERZEGOVINA**



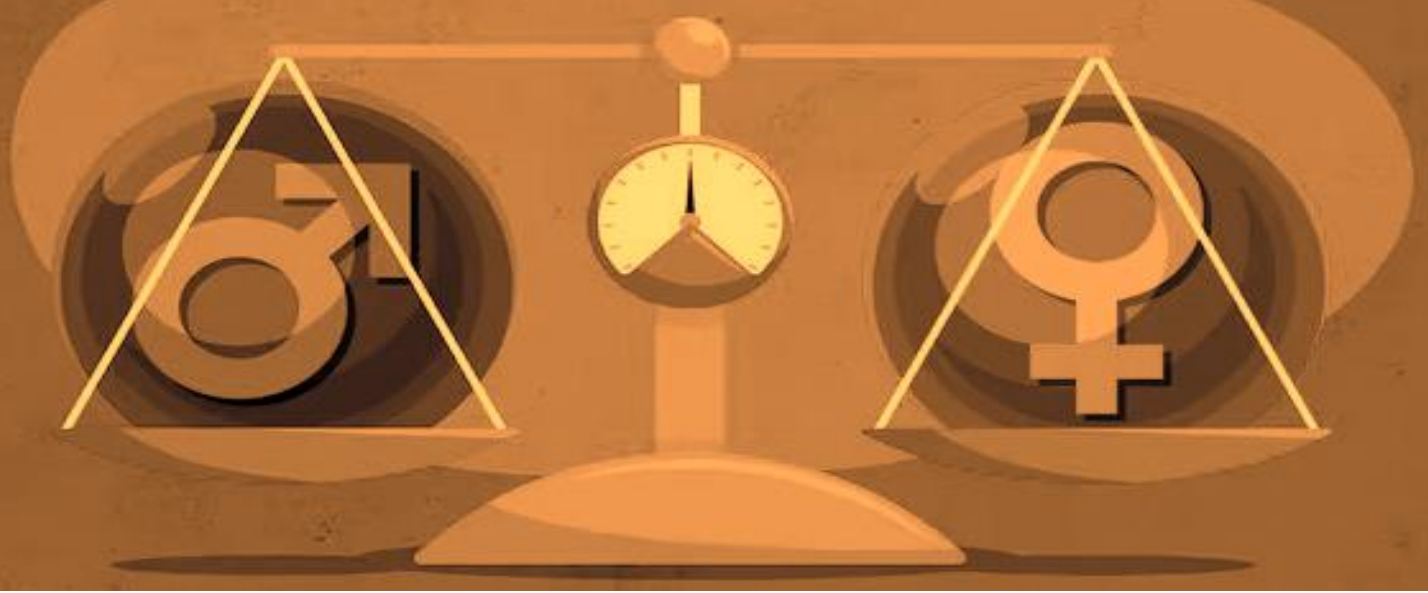
## General

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.

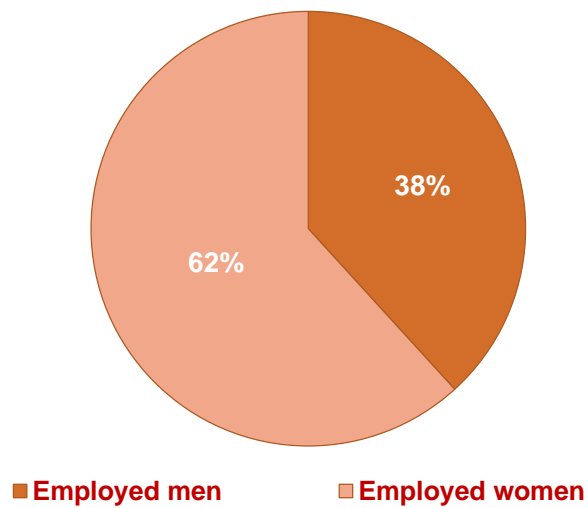
In front of the Institute for Standardization of Bosnia and Herzegovina, we participated in a training entitled "Harmonization of legal and by-laws with the Law on Prohibition of Discrimination and the Law on Gender Equality of BiH".

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.

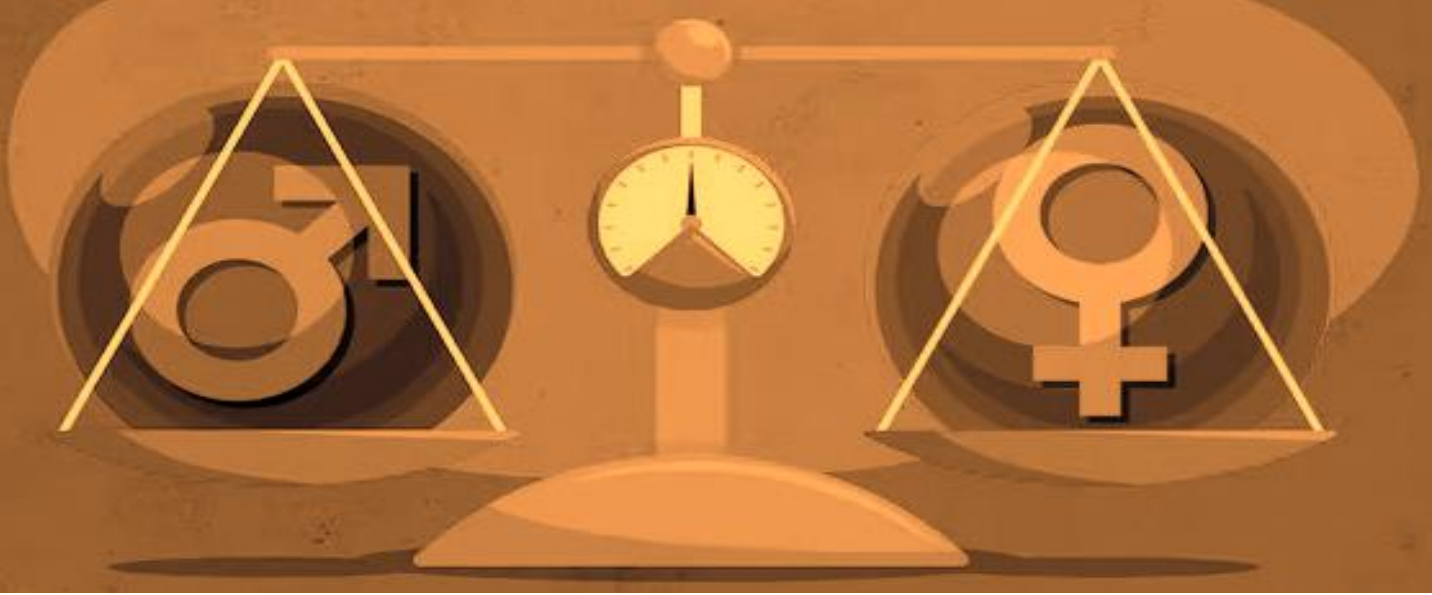
ISBIH has already taken some steps to raise awareness of gender responsive standards. As soon as the ISO 53800 standard is published, ISBIH will adopt it and when we are able to translate it.



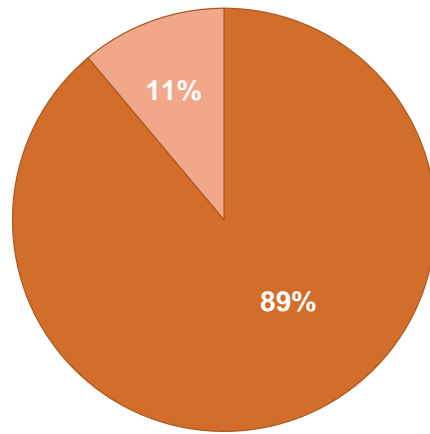
**The ratio of women and men employed in ISBIH (F/M)**



<b>ISBIH employees</b>	<b>Number</b>
Female	21
Male	13
Total	34

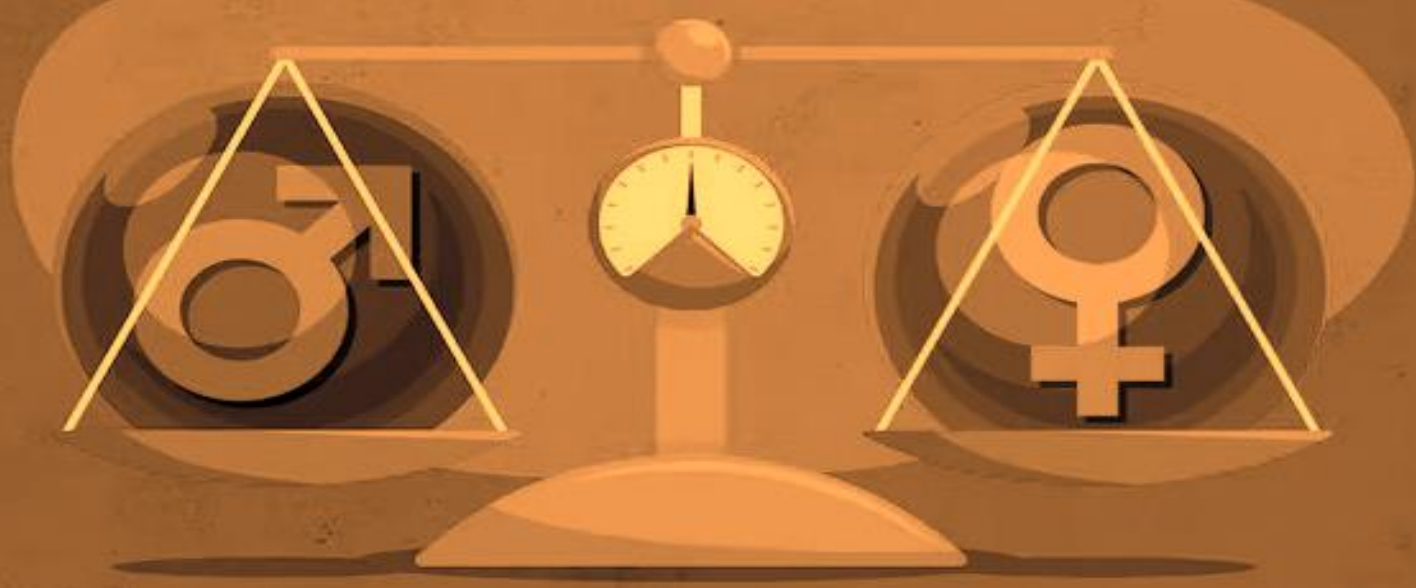


**The ratio of women and men on manager position in ISB&H (F/M)**

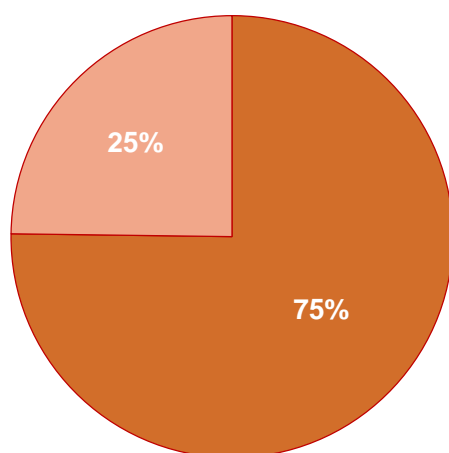


■ Male managers      ■ Female managers

ISBIH manager position	Number
Female managers	1
Male managers	8
Total	9

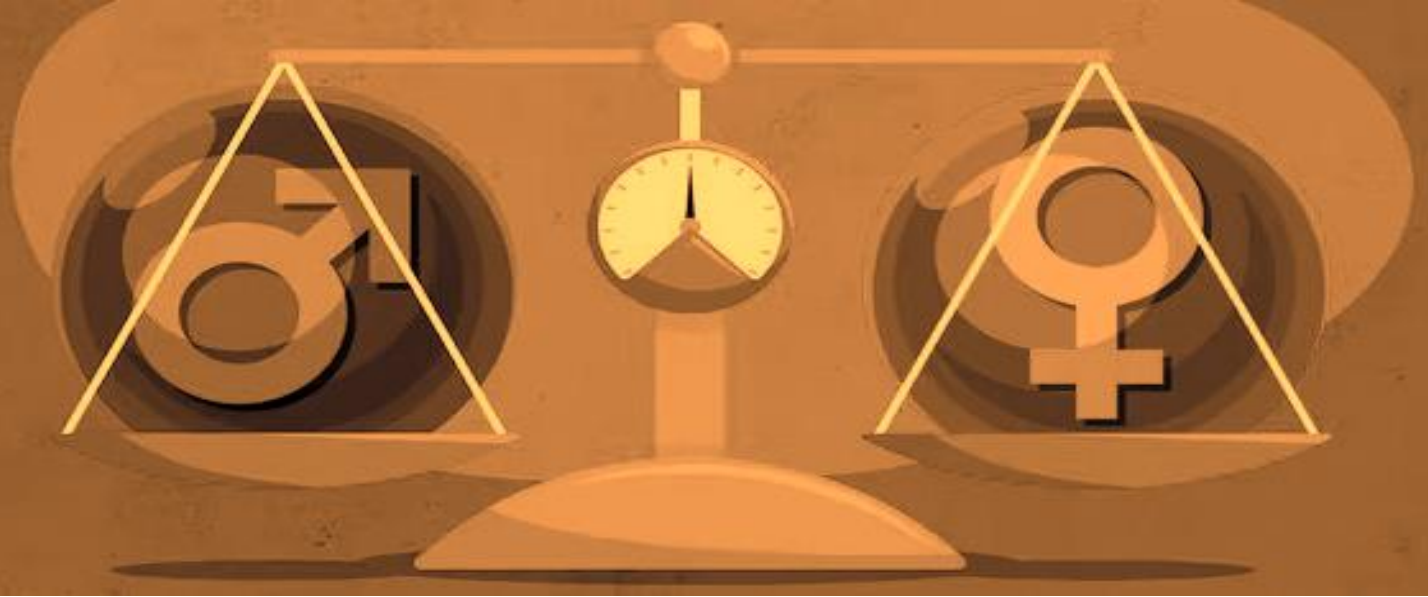


**The ratio of women and men on in  
electrotechnical standardization ISBIH (F/M)**



■ Men in electrotechnical standardization  
■ Women in electrotechnical standardization

ISBIH Electrotechnical standardization	Number
Female	30
Male	91
Total	121



## **Objectives**

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

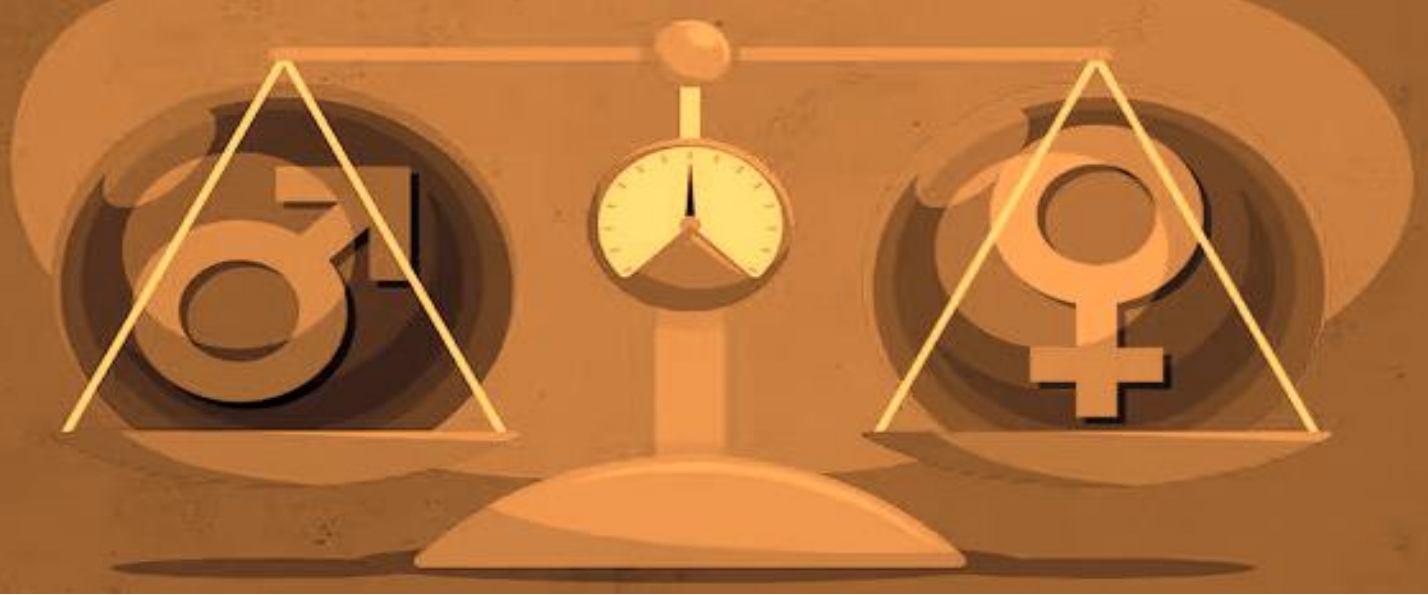
ISBiH will:

- 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.



## Rezultati

- 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: GAP Objective: ISBIH will enable the translation of all standards in the field of gender equality</b>								
<b>Adoption of ISO standards for gender equality in NSB after the publication of ISO standards</b>	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>Rezultat 2: Cilj GAP-a: Priprema obrasca za evaluaciju znanja učesnika nakon prezentacije</b>								
<b>Making presentation for the purpose of promoting the ISO (BAS) standards on gender equality</b>	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 standardsmaking 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: GAP Objective Increasing the number of women in the Department for Electrical Engineering</b>								
<b>Invitations for women on the website, meetings, workshops to apply for membership</b>	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/TC 10 BAS/TC 15 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 electrotechnical 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: GAP Objective Build a better relationship between management and employed women with the goal of equal opportunities for advancement as for men</b>								
<b>More opportunities created for women to access and succeed in</b>	Implement an influence campaign to encourage Human Resources to create a new job classification	An increase in the number of female NTC members	Technical committees F/M BAS/TC 8 – F/M 1/10 BAS/TC 18 –	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

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<b>technical roles</b>	process with an emphasis on more and better positions for women in ISBIH, particularly on technical committees	F/M 3/10 BAS/TC 46 – F/M 0/9	in management positions
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