



ANALYSIS OF THE FIELD RESEARCH RESULTS:

*PUBLIC AWARENESS ABOUT DISCRIMINATION AGAINST WOMEN AND GENDER
RELATED HUMAN RIGHTS VIOLATIONS
IN REPUBLIKA SRPSKA*

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Introductory Remarks

In the period from July 1st 2003 until July 31st 2004 nongovernmental organization "United Women" Banja Luka implemented the project under title "Strengthening Awareness About Discrimination Against Women and Gender Related Human Rights Violations", thanks to the understanding and support of the women's nongovernmental organization "AmicaEv." from Freiburg, Germany and financial support of EED from Germany. The project consisted from cycle of TV programs/discussions "She and Environment", broadcasted on Radio Television of Republika Srpska (RTRS), official entity TV channel. These TV programs intended to present to the wide public key areas of women's human rights protection regulated by the Beijing Declaration and Platform for Action. In 1995, delegation of the Government of Bosnia and Herzegovina was among 189 country delegations that signed these documents at Fourth World Conference on Women held in Beijing (China).

As the part of this project, United Women Banja Luka organized two field researches - at the beginning and end of project implementation - and collected opinions of women and men citizens of Republika Srpska in order to identify level of awareness about the issues of discrimination against women and gender related human rights violations in our society. We conducted field researches in two different time periods, with time distance of one year. The main reason for such methodology was to identify changes in opinions of people due to increased media attention on women's issues, and identifying progress in the implementation of Beijing Declaration and Platform for Action in Republika Srpska. Both field researches were conducted in 9 cities and local communities in Republika Srpska, as follows: Banja Luka, Gradiška, Kozarska Dubica, Prijedor, Trebinje, Laktaši, Čelinac, Teslić, and Doboј. In first field research we questioned 201 women and 201 men that were not classified by age and social status. After finishing the first analysis, we realized incompleteness of such methodology. Therefore we included these parameters in the second field research we conducted on identical number of women and men.

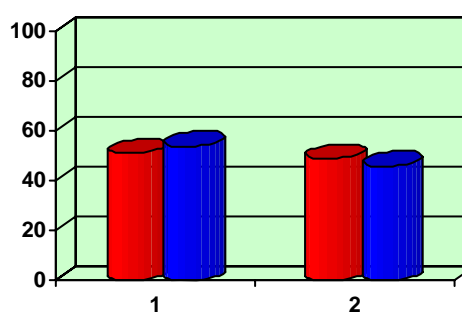
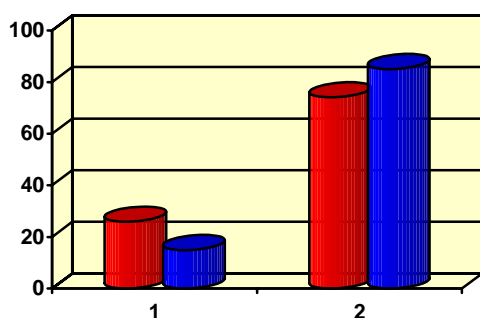
Because of that, first part of analysis focuses on contrasting changes in opinions of men and women in specific time framework, while second part of research includes age difference and social status of men and women as key parameters in identifying differences in attitudes toward the issue of discrimination against women and gender related human rights violations. In the second part of analysis, we also used specific issues directed toward identifying attitudes of women and men citizens about activities of official institutions on implementation of Beijing Declaration and Platform for Action and Gender Equality Law in Bosnia and Herzegovina. We are emphasizing that some women and men that participated in research gave two or more answers on some questions, and in answers on some questions they offered additional comments.

Research results are important for our future work in order to direct our activities on key issues that obstruct improvement of women's position in our society. All activities within this project represent our contribution for diminishing all forms of discrimination against women and advocating for equal possibilities of women and men in Bosnia and Herzegovina.

Research Results and Analysis of Information

1. Do you know which problems the Beijing Declaration and Platform for Action regulate?

	Women		Men		Women		Men	
	No.	%	No.	%	No.	%	No.	%
1. Yes	52	25.9	61	30.5	102	51	108	54
2. No	149	74.1	139	69.5	98	49	92	46

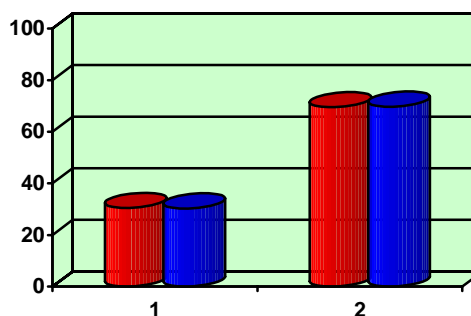
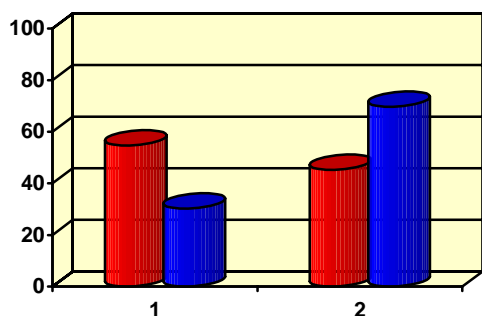


In the first research 25,9% women and 30,5% men affirmed they are familiar with problems regulated by the Beijing Declaration and Platform for Action. After media promotion and analysis of obligation of entities and state 51% women and 54% man affirmed they know what is content of the Platform. From the presented results, significant increase of men and women that are familiar with this international obligation of official institutions is clearly visible. We can assume that activities of our project and increased media

attention on specific issues of protection of women's human rights made influence on women and men citizens to recognize their rights, but also the state obligations, and enabled them to recognize discrimination against women in our society.

2. Do you know about existence of Gender Equality Law in Bosnia and Herzegovina and problems it regulates?

	Women		Men		Women		Men	
	No.	%	No.	%	No.	%	No.	%
1. Yes	110	54,7	62	31	61	30,5	61	30,3
2. No	91	45,3	138	69	139	69,5	140	69,7

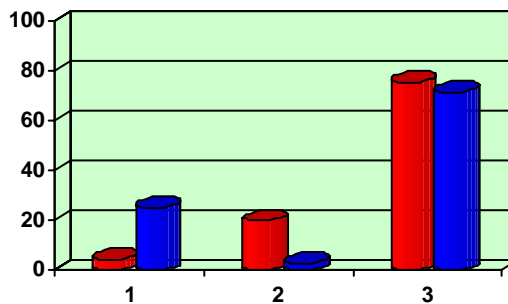
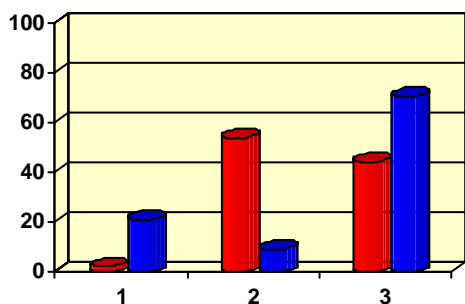


On the question about their knowledge of Gender Equality Law in Bosnia and Herzegovina, we got positive response from 54,7% women and 30,5% men in the first research, while only 30,5% women and 30,3% men responded positively in the second research. Gender Equality Law in Bosnia and Herzegovina was adopted in June 2003, and nongovernmental organizations and official institutions organized active media promotion of this Law during first several months after its adoption by the Parliamentary Assembly of Bosnia and Herzegovina. We believe this significantly influenced greater percentage of women that affirmed they know about the Law in the first research. Since official institutions of Bosnia and Herzegovina and its entities did not do much on implementation of their obligations from this Law, there is lack of its media promotion and existence of this Law slowly sink into oblivion.

Men examinees provided almost identical answers in both researches, apparently because they do not see need for changes of current situation. In responses to this question, it is clearly visible influence of media, especially television on creation of public opinion, but also in education of population of both sexes.

3. Who carry burden of poverty in our society?

	Women		Men		Women		Men	
	No.	%	No.	%	No.	%	No.	%
1. Men	4	2	42	20,9	9	4,5	51	25,5
2. Women	108	53,7	18	9	40	20	6	3
3. Equally	89	44,3	141	70,1	151	75,5	143	71,5



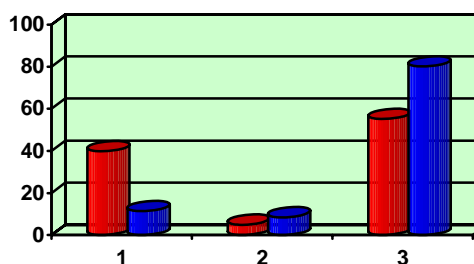
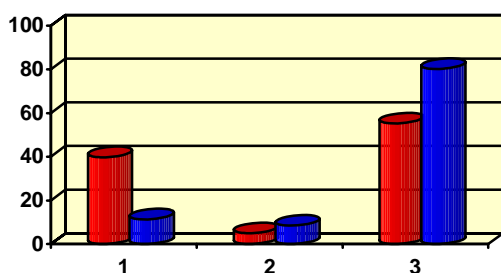
Women and men examinees have different opinions about poverty in both researches. In the first research, 53,7% women believe they carry main burden of poverty, 44% of women believe women and men carry burden of poverty equally, while only 2% of women examinees believe men carry main burden of poverty. The greatest percentage of men examinees – 70,1% believe both sexes carry burden of poverty equally, 20,9% of men believe that men carry burden of poverty, while only 9% of men believe women are the most affected with poverty.

In the second research, majority of women and men examinees supported opinion that both sexes carry burden of poverty equally – 75,5% women and 71,5% men. Both women and men recognized their sex as the main bearer of poverty - 20% of women and 25,5% men.

When we compare results of first and second research, we can conclude that our examinees are still ignorant toward the issue of feminization of poverty and that main bearers of poverty in patriarchal society are women. This is especially visible in results of second research. Women have the main responsibility about family needs in patriarchal society such is Bosnia and Herzegovina. Feminization of poverty is also visible through the fact that women in our country made more than 50% of working force, however they are forced to work on black market to preserve integrity of family they carry on their backs.

4. Who has better possibilities and easier access to the education in our society?

	Women		Men		Women		Men	
	No.	%	No.	%	No.	%	No.	%
1. Men	80	39,8	23	11,4	43	21,5	19	9,5
2. Women	10	5,0	17	8,5	13	6,5	16	8
3. Equally	111	55,2	161	80,1	144	72	165	82,5



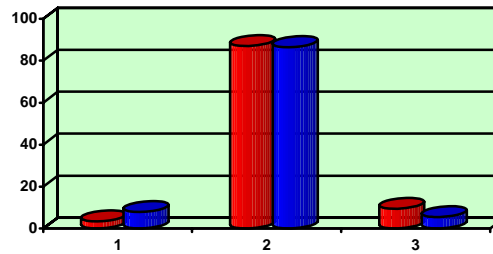
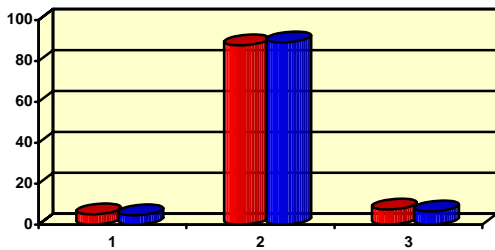
In both researches, women and men examinees supported opinion that they have equal possibilities and equal access to education. In the first research 55,2% women and 80,1% men supported this opinion, while number of women that support this opinion increased in the second research – 72,5% women examinees. Number of men that supported this opinion slightly increased in the second research – 82,5% men examinees.

It is interesting that both men and women examinees supported opinion that men still have a little advance in access to education, which shows existence of some level of awareness about the problem of differences in possibilities for education of men and women in our society, although there is general lack of understanding about the issue.

Results of both researches direct us on assessment that great numbers of women and men citizens are not aware about leading traditionalism in our society where especially in rural areas family supports male children in further education while they count female children will get marry and they will not need more than basic education. There are not rare cases of early pregnancies when girls cease further education during attending elementary schools.

5. Is there enough attention on protection of reproductive health of women and men in our society?

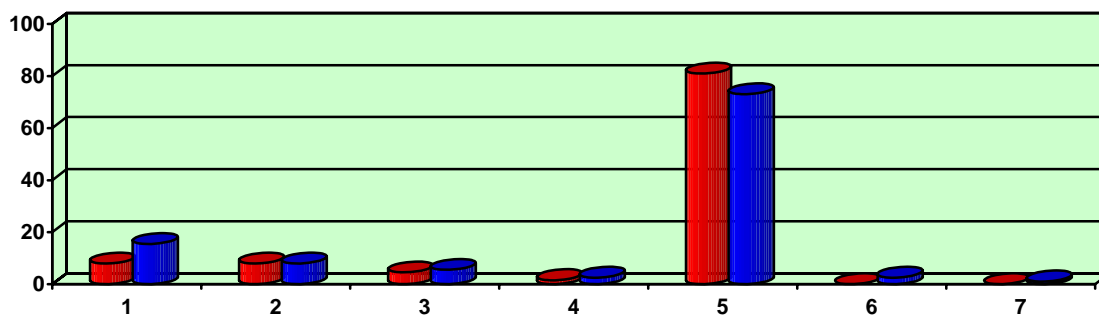
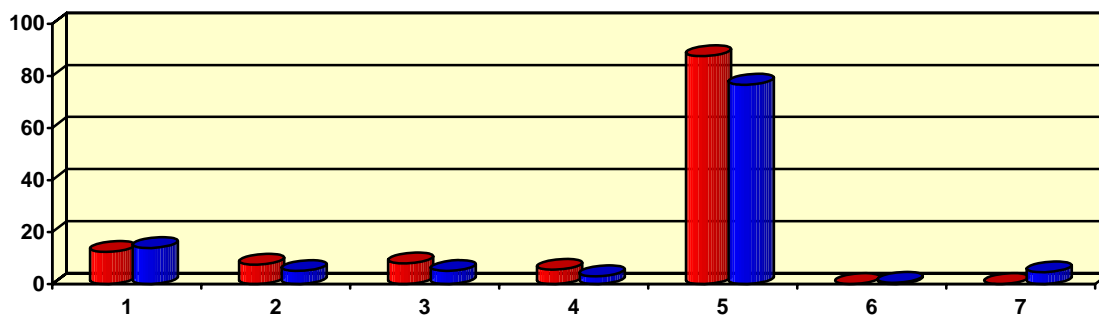
	Women		Men		Women		Men	
	No.	%	No.	%	No.	%	No.	%
1. Yes	10	5	9	4,5	7	3,5	16	8
2. No	176	87,6	179	89,1	174	87	173	86,5
3. I don't know	15	7,4	13	6,4	19	9,5	11	5,5



Almost 90% of women and men in both researches supported opinion that official institutions do not pay enough attention on protection of reproductive health of both sexes, while small number of women and men examinees does not have enough information about this issue. There is visible deficiency in efficient strategies of official institutions directed toward protection of reproductive health of women and men, while in the same time official policy supports actions against decrease of birth rate. Beside the issue that Public Health Fund does not cover artificial insemination treatments for families that have health difficulties to get children, the additional problem is that basic health services are inaccessible for great number of women and men citizens that do not have social insurance because they are unemployed or they are working on black market. Furthermore, lack of state care in the area of reproductive health directly endangers health of women and men because there are no systematic examinations of women; there is no sexual education, contraception and protection of reproductive health.

6. What represents violence against women?

	Women		Men		Women		Men	
	No.	%	No.	%	No.	%	No.	%
1. Physical Violence	25	12,4	28	13,9	16	8	31	15,5
2. Sexual Violence	15	7,5	10	5	16	8	16	8
3. Psychological Violence	16	8	10	5	9	4,5	11	5,5
4. Economic Violence	11	5,5	6	3	3	1,5	5	2,5
5. All Together	176	87,6	154	76,6	162	81	146	73
6. None of the mentioned	0	0	1	0,5	0	0	5	2,5
7. I don't know	0	0	9	4,5	0	0	2	1



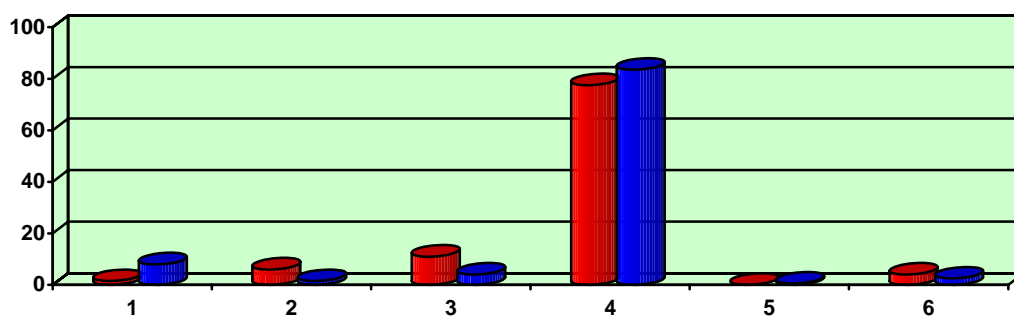
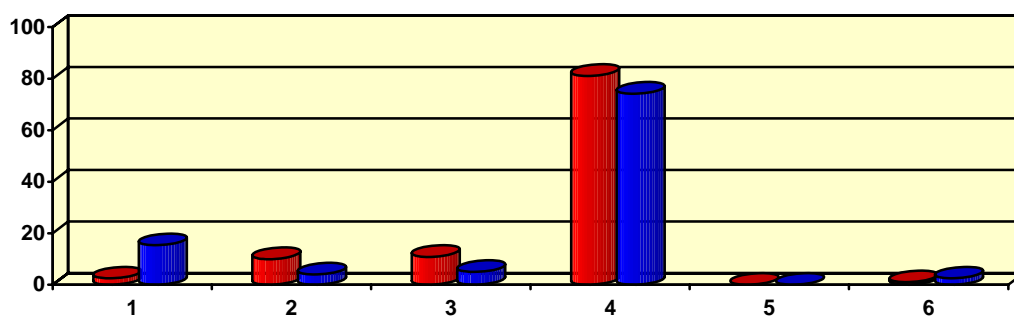
From presented results of both researches, it is visible that great percentage of both women and men recognize violence against women as problem that in majority of situation includes many different forms of violence. This is visible from the fact that less than 20% of women and men examinees in both researches emphasized physical violence as specific form of violence against women. It is interesting that none of the women examinees stated she does not know what represents violence against women, or that none of the

offered answers represents violence against women, while 4,5% of men examinees in the first research stated they do not know what represents violence against women, and 2,5% of men examinees in the second research stated that none of the offered answers represent violence against women.

High awareness of women and men citizens about the issue of violence against women in our society is result of intensive activities of women's nongovernmental organizations on fighting violence against women and making this problem publicly visible. For past eight years, United Women Banja Luka is fighting violence against women, and we made significant progress in offering support for women and children victims of violence through securing legal and psychosocial assistance, support of the SOS line, lobbying for legislative changes, public advocacy for opening safe house/shelter for women victims of violence and media advocacy for increasing visibility of violence against women in our society. However, despite the fact that this problem became more visible in the public, we are far from possibility to say that women victims are protected. Whole society, victims of violence and abusers are burden with stereotypes and patriarchal believes, so it is necessary to work more in a future to provide adequate assistance to the victims and create conditions for efficient prevention of violence against women.

7. Whose human rights were the most violated during war in Bosnia and Herzegovina?

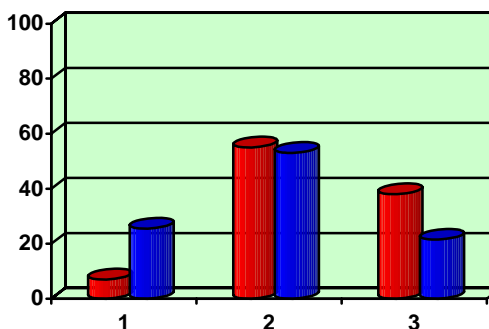
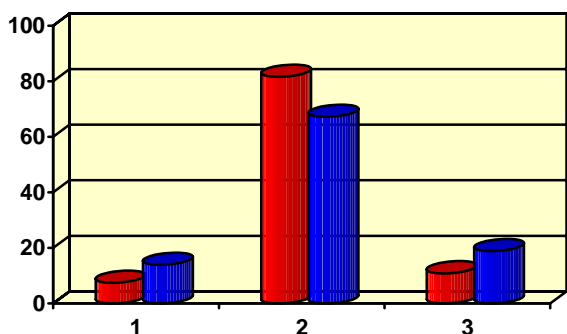
	Women		Men		Women		Men	
	No.	%	No..	%	No.	%	No.	%
1. Men	5	2,5	31	15,4	3	1,5	16	8
2. Women	20	10	8	4	12	6	3	1,5
3. Children	22	10,9	10	5	22	11	8	4
4. All together	163	81,1	149	74,1	155	77,5	167	83,5
5. None of the mentioned	0	0	0	0	0	0	1	0,5
6. I don't know	2	1	5	2,5	8	4	5	2,5



Great majority of men and women in both researches supported opinion that all categories suffered from human rights violations during war Bosnia and Herzegovina. There were great number of refugees and displaced persons within the country during war in Bosnia and Herzegovina. Women and children were civil victims of war and major victims of ethnic cleansing, while men were mostly killed as fighters on different sides. We can guess that many women and men examinees are influenced by fact that war in Bosnia and Herzegovina brought serious human rights violations and destroyed dignity of all categories of population.

8. Do women and men have equal chances to participate in peace process in Bosnia and Herzegovina?

	Women		Men		Women		Men	
	No.	%	No.	%	No.	%	No.	%
1. Yes	15	7,5	28	13,9	14	7	51	25,5
2. No	164	81,6	135	67,2	110	55	106	53
3. I don't know	22	10,9	38	18,9	76	38	43	21,5

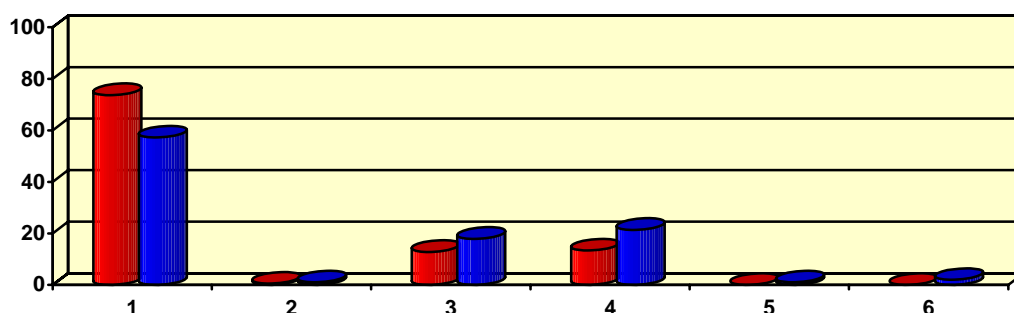


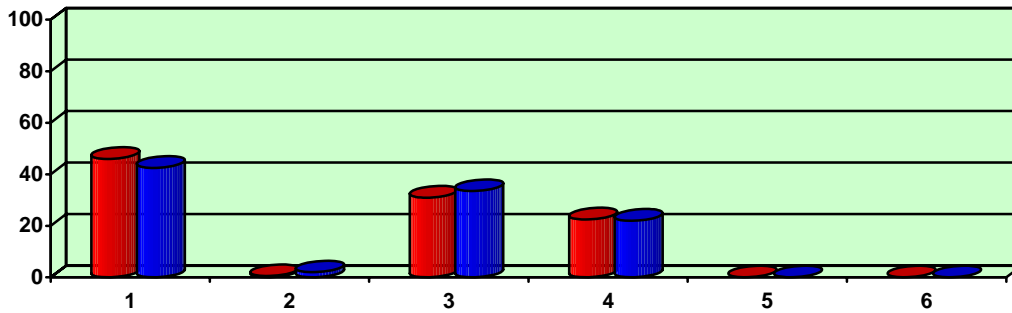
Great majority of women and men examinees in both researches supported opinion that both sexes do not have equal possibilities to participate in peace process in Bosnia and Herzegovina. In the first research, 81,6% women and 67,2% of men examinees supported this opinion, while in second research this percentage slightly decreased - 55% of women and 53% of men examinees believe both sexes do not have equal possibilities to participate in peace process. Important information is that certain number of women and men examinees in both researches stated they do not have enough information about this issue - women - 10,9% in the first research, and 38% in the second research, and men - 18,9% in the first research, and 21,5% in the second research. Because of that, we believe it is necessary to intensify activities on education of all population about all aspects of peace process and possibilities of active involvement of both women and men in democratic processes of institutional building, civil society reconstruction, reconciliation, and re-establishing confidence between all nationalities living in Bosnia and Herzegovina.

It is visible in Bosnia and Herzegovina that men are keeping exclusive right to participate in peace process at all institutional levels, while majority of women are very active in work with common people in local communities throughout the country, and this part of the peace process is much more sensitive and durable. We believe it is necessary to accomplish balance here, because women should have opportunity to create peace policy in the highest level of political decision making together with men while men should participate in peace processes happening among common people in local communities in Bosnia and Herzegovina.

9. Who gained more during privatization process?

	Women		Men		Women		Men	
	No.	%	No.	%	No.	%	No.	%
1. Men	148	73,6	115	57,2	92	46	85	42,5
2. Women	1	0,5	2	1	1	0,5	4	2
3. Equally	26	12,9	36	17,9	62	31	67	33,5
4. I don't know	27	13,4	43	21,4	45	22,5	44	22
5. Thieves	0	0	2	1	0	0	0	0
6. Nobody	0	0	4	2	0	0	0	0



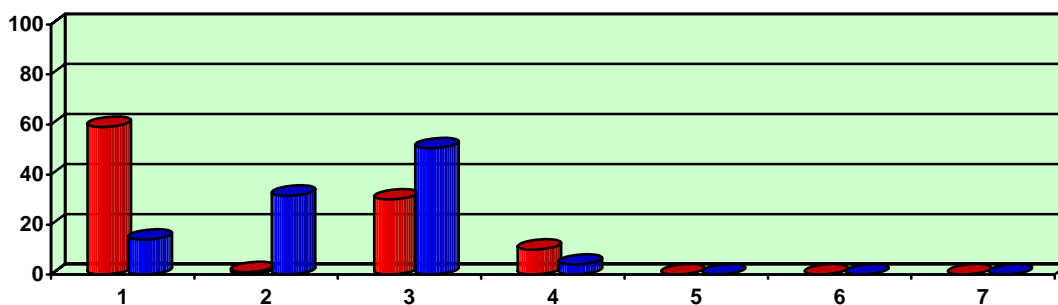
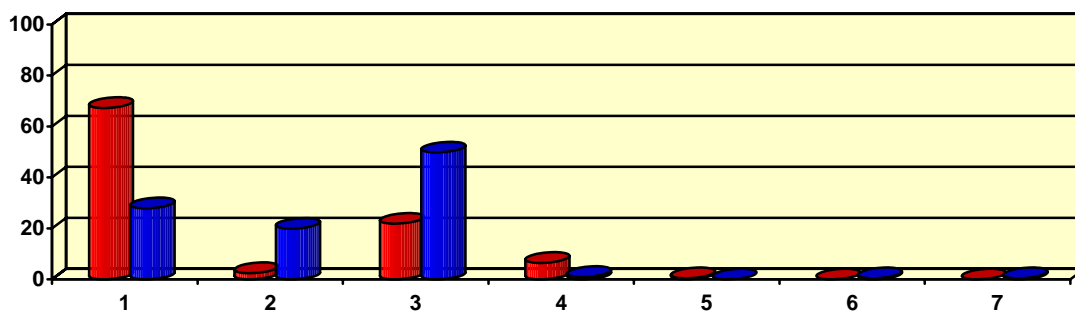


Great majority of men and women examinees in both researches supported opinion that men gained more during privatization process in Bosnia and Herzegovina. In the first research, women supported this opinion in 73,6% cases, while in the second research men supported this opinion in 42,5% of cases. There is significant number of men and women examinees, which support opinion that both sexes gained equally during privatization - from 12,8% to 17,9% in the first research, while this number increased in the second research - from 31% to 33,5%. Additionally, 13,4% of women examinees and 21,4% men examinees in the first research, and around 22% examines from both sexes in the second research could not provide answer on this question, supposedly because they do not have enough information about this issue.

Privatization was integral part of transition process in Bosnia and Herzegovina. It brought many irregularities, above all highly visible discrimination of wide population burdened with low social standard and poverty. Since men have more favorable conditions for privatization because their fighting in war, they apparently gained more through privatization. One of the research findings is that majority of people feel deceived in privatization process because majority of state capital went in hands of small circle of new formed rich class.

10. Who has better access to employment in our society?

	Women		Men		Women		Men	
	No.	%	No.	%	No.	%	No.	%
1. Men	135	67,2	56	27,9	118	59	28	14
2. Women	5	2,5	40	19,9	2	1	63	31,5
3. Equally	44	21,9	100	49,8	60	30	101	50,5
4. I don't know	13	6,5	2	1	20	10	8	4
5. Those who have more money	1	0,5	0	0	0	0	0	0
6. Thieves	0	0	1	0,5	0	0	0	0
7. Nobody	0	0	1	0,5	0	0	0	0



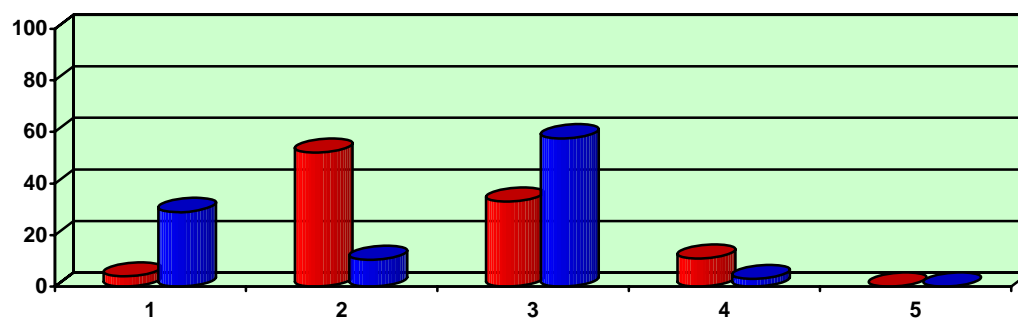
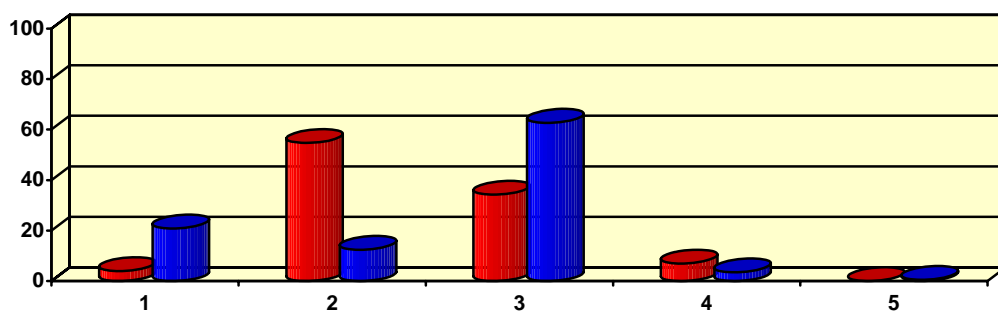
In both researches, women examinees supported opinion that men have better access to employment - in the first research 67,2% women, and in the second research 59% women. Majority of men examinees in both researches supported opinion that both sexes have equal possibilities - in the first research 49,8% men, and in the second research 50,5% men.

There is visible difference in opinions of men and women examinees in answering this question. We can assume that great number of men does not recognize obstacles women have during employment process, and these obstacles are connected with female gender. Regardless existing legislative protection of women during employment process, it is very common that young women will have difficulties to get job because of possibility they could soon get pregnant. Very often, employers condition employment of young women with unwritten statement they will not get pregnant.

Contrary to that, problem of older women is they can not find jobs because deep rooted stereotypes that it is more profitable to hire young and attractive women for specific professions. Handicap of women is that they are having menopause and finally get old, while all these problems are not known to men. Because of patriarchal stereotypes role of woman is to sit at home and take care about children and family, while man should work and provide financing for family.

11. In the process of receiving notices at working place, who will more likely lose employment?

	Women		Men		Women		Men	
	No.	%	No.	%	No.	%	No.	%
1. Men	8	4	42	20,9	8	4	58	29
2. Women	110	54,7	25	12,4	104	52	21	10,5
3. Equally	69	34,3	126	62,7	66	33	115	57,5
4. I don't know	14	7	7	3,5	22	11	6	3
5. Poor people	0	0	1	0,5	0	0	0	0

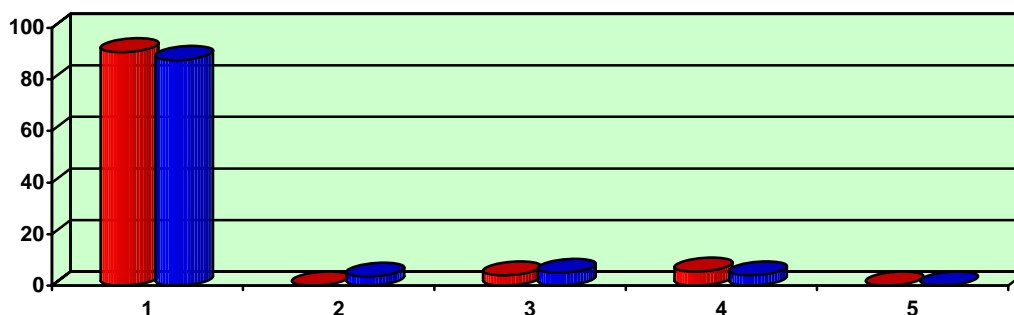
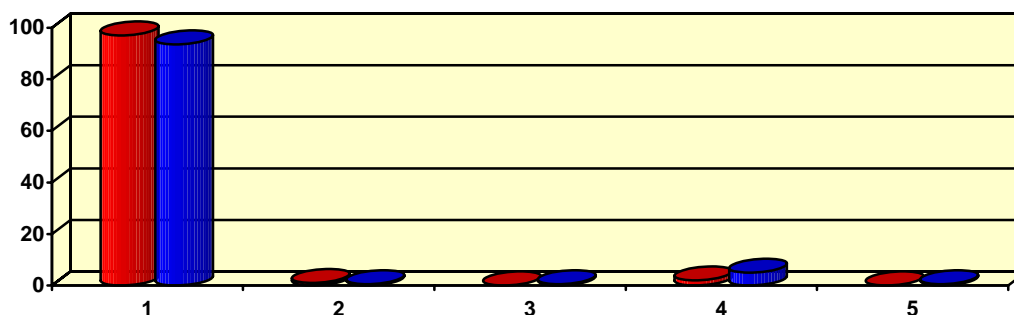


Responses of women and men examinees in both researches are similar to responses on previous question. Women believe they will be first to lose employment - 54% of women supported this opinion in the first research, while 52% women supported this opinion in the second research. Majority of men examinees supported opinion that women and men are equally in danger to lose job - 62,7% in the first research, and 57,5% in the second research. Very small percentage of men examinees in both researches believe women are first to lose job, while little more than 30% of women examinees in both researches believe women and men are equally in danger to lose jobs.

There are visible traditional orientations of men examinees in responses to this question. They believe it is more important for men to keep job because they are breadwinners, and women "anyway have their place in the house". However, it is important that both women and men examinees recognize burden of difficult social and economic situation that equally affects almost all categories of population and both women and men.

12. Who governs at all institutional levels in Bosnia and Herzegovina?

	Women		Men		Women		Men	
	No.	%	No.	%	No.	%	No.	%
1. Men	195	97,0	188	93,5	181	90,5	175	87,5
2. Women	2	1	1	0,5	0	0	7	3,5
3. Equally	0	0	1	0,5	8	4	10	5
4. I don't know	4	2	10	5	11	5,5	8	4
5. Foreigners	0	0	1	0,5	0	0	0	0

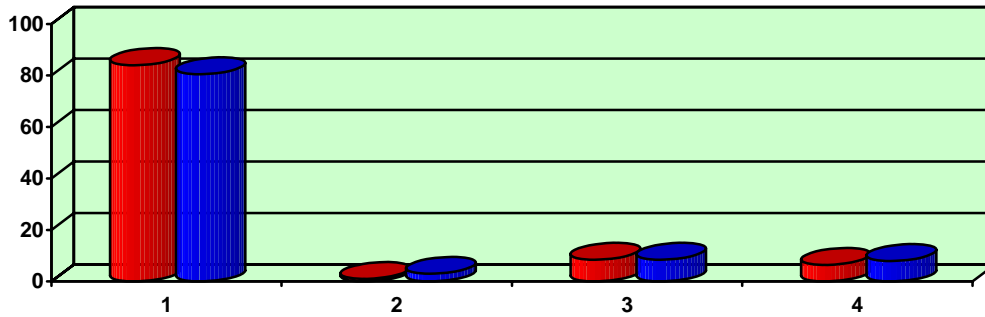
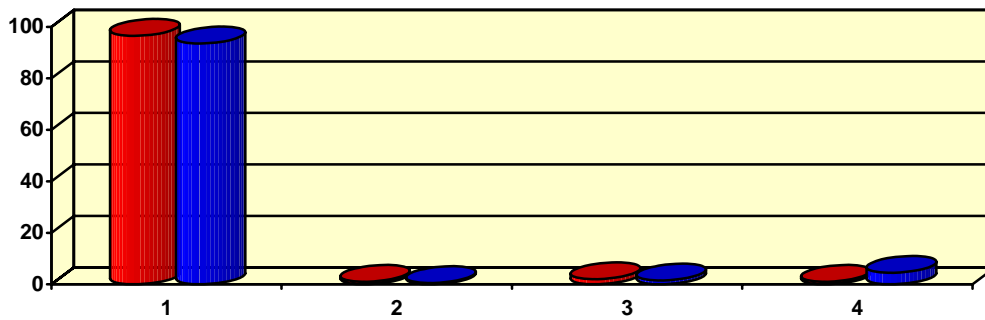


In average, 90% of women and men examinees in both researches supported opinion that men are governing Bosnia and Herzegovina at all institutional levels.

High awareness of women and men citizens about this issue is result of long term public advocacy activities of United Women Banja Luka and other women's nongovernmental organizations throughout Bosnia and Herzegovina for equal participation of women in all levels of governance. There are many media activities, work with common women and men citizens on increasing awareness about the issue and work with women in political parties through education and offering support in their efforts to participate equally with men in the work of official institutions. However, regardless the fact that women and men recognize this problem, there is very little awareness about need for equal participation of women and men in governance.

13. Who is more represented in decision making of political parties (for example, presidents, members of main political party board and municipal boards of political parties etc.)?

	Women		Men		Women		Men	
	No.	%	No.	%	No.	%	No.	%
1. Men	194	96.5	188	93.5	168	84	161	80.5
2. Women	2	1.0	1	0.5	2	1	6	3
3. Equally	4	2.0	3	1.5	17	8.5	17	8.5
4. I don't know	2	1.0	9	4.5	13	6.5	16	8

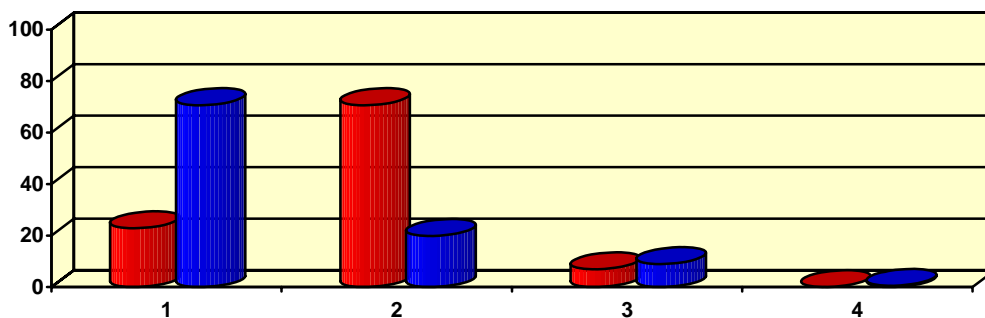


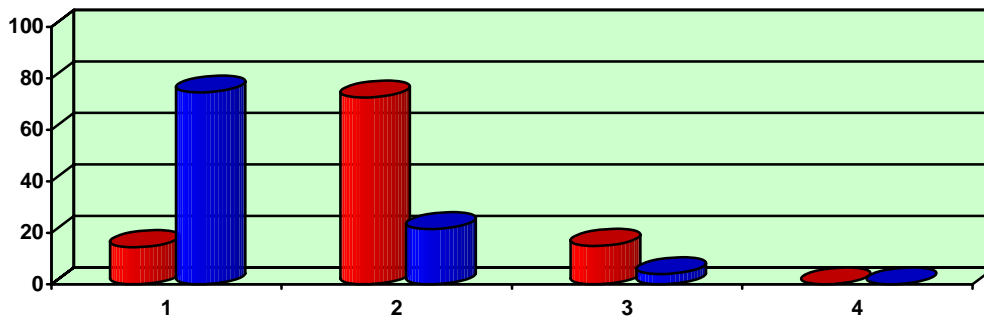
In average, more than 90% of women and men examinees in both researches supported opinion that men are dominant at decision-making positions in political parties. Absolute male domination in political life is visible as problem in our society, and it is the fact that regardless their political affiliation, all political parties are doing very little to encourage women member to be more active in the work of political parties.

If we consider that official institutions at all levels of governance are comprised from people from different political parties, it is obvious that bad position of women in political parties directly influence invisibility of women in governance at all levels, because key positions are controlled exclusively by men.

14. Are men and women enjoying equal human rights protection?

	Women		Men		Women		Men	
	No.	%	No.	%	No.	%	No.	%
1. Yes	46	22,9	142	70,6	29	14,5	149	74,5
2. No	142	70,6	40	19,9	145	72,5	43	21,5
3. I don't know	14	7	18	9	26	13	8	4
4. None of the above mentioned	0	0	1	0,5	0	0	0	0

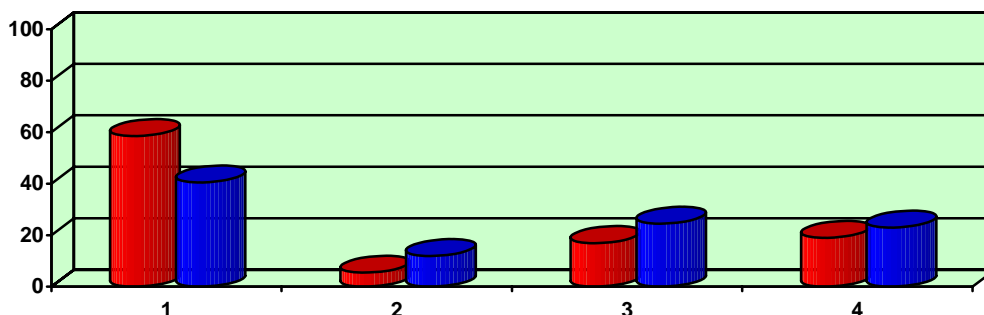
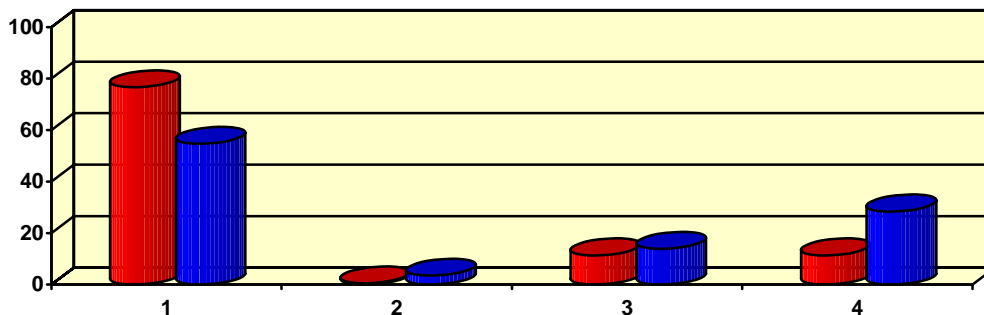




There is difference between opinions of women and men examinees in both researches about protection of their human rights. Women examinees in over 70% of cases in both researches supported opinion that human rights are not equally protected, while almost identical percentage of men examinees in both researches supported opinion that women and men enjoy equal human rights protection. Responses of women and men examinees on this question are perhaps the best example of inequality between two sexes in our society. Women are recognizing specific nature of women's human rights as separate segment of human rights protection because of deep rooted stereotypes and discrimination against women that are not problems only in our society. Contrary to that, men mostly think that women are not especially discriminated in relation to men and therefore they do not need special treatment.

15. Who creates editorial policy in media?

	Women		Men		Women		Men	
	No.	%	No.	%	No.	%	No.	%
1. Men	154	76,6	110	54,7	117	58,5	81	40,5
2. Women	1	0,5	7	3,5	11	5,5	24	12
3. Equally	23	11,4	28	13,9	34	17	49	24,5
4. I don't know	23	11,4	57	28,4	38	19	46	23

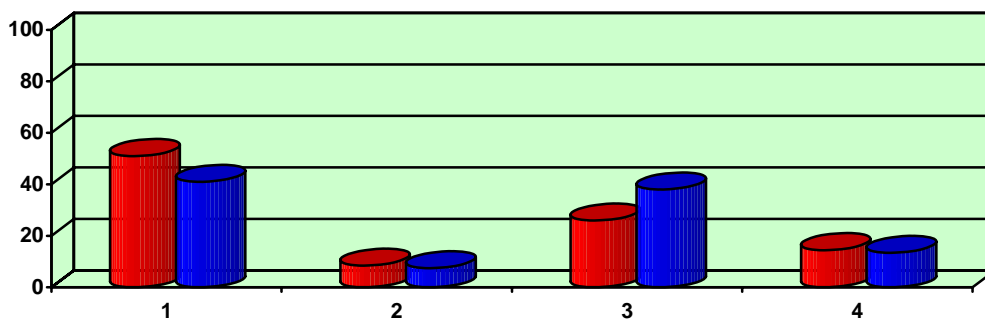
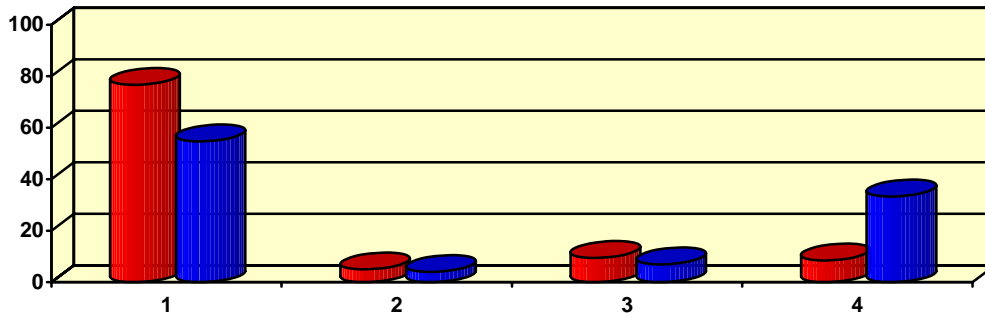


Majority of women and men examinees in both researches supported opinion that men are controlling editorial policy in media. However, significant percentage of men - from 14% to 24% believes that men and women equally participate in crating editorial policy in media, while 23% - 28% men examinees stated they do not know response to this question.

The fact that one sex creates editorial policy in media, which are the main instrument for creation of public opinion, speaks in favor existence of unequal relations between sexes in all segments of public life. Male domination in media influences perpetuation of patriarchal stereotypes in society and obstruct equal access to information for both sexes.

16. Who participates more in managing natural resources and environmental protection in our society?

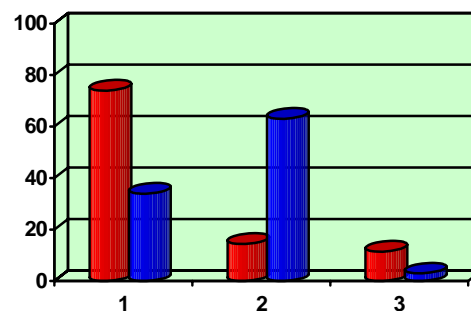
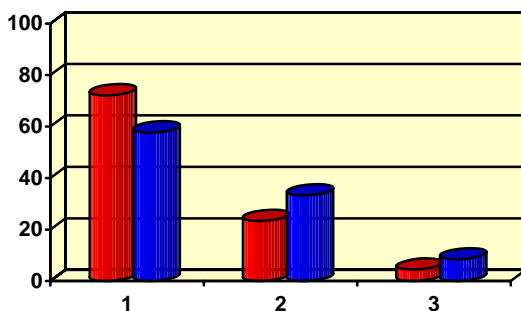
	Women		Men		Women		Men	
	No.	%	No.	%	No.	%	No.	%
1. Men	154	76,6	110	54,7	102	51	82	41
2. Women	10	5,0	8	4	17	8,5	15	7,5
3. Equally	19	9,5	14	7	52	26	76	38
4. I don't know	17	8,5	67	33,3	29	14,5	27	13,5



Majority of women and men examinees in both researches supports opinion that men are participating more in management of natural resources and environmental protection, although number of women and men examinees that believe women and men participate equally in management of natural resources and environmental protection considerably increased in relation to the first research. We believe that great number of women and men citizens in our society does not have high level of ecological awareness, as well as awareness about importance of controlling natural resources for economic and social development of the country. Control of natural resources in Bosnia and Herzegovina is mostly connected with the work of official institutions where women are practically invisible in management and decision-making, therefore it is obvious that women are highly discriminated in this area.

17. Are there any differences in upbringing of male and female children in our society?

	Women		Men		Women		Men	
	No.	%	No.	%	No.	%	No.	%
1. Yes	145	72,1	116	57,7	148	74	68	34
2. No	47	23,4	67	33,3	29	14,5	126	63
3. I don't know	9	4,5	17	8,5	23	11,5	6	3



There are visible differences in opinions of women and men examinees regarding this issue. In the first research, 72% women, and almost 58% men examinees believe there are existing differences in upbringing of male and female children, while number of men

examinees that support this opinion significantly decreased. In the second research, 63% men examinees supported opinion that there are no differences in upbringing male and female children.

Although, there are individual specifics in differences of upbringing male and female children in urban and rural areas in Bosnia and Herzegovina, we can say there are essential differences in upbringing children in our society. As examples, we point at differences in toys that parents buy for male and female children, plays that emphasize differences between sexes and children normally learn them in their homes, day care centers, and early school years. Additionally, there are differences in creation of working habits for dividing responsibilities in the family, and these are almost regularly different for girls and boys, depending on role they have in the house, as well as traditionally great influence that parent have on their children in choosing future profession and job profile, and other numerous examples. Different approach in upbringing male and female children cherished in our society represents strong base for long-term preservation of stereotyping models and gender related discrimination.

LEGEND:

- - Women
- - Men
- - First field research
- - Second field research

Analysis of the Research Results with Using Parameters of Age and Social Status of Women and Men that Participated in the Second Research

Parameters Data

Gender

Women	Men
200	200

Age Structure of Women and Men Examinees

Age	Women		Men	
	No.	%	No.	%
18 – 25	40	20	40	20
25 – 35	40	20	40	20
35 – 45	40	20	40	20
45 – 60	40	20	40	20
Over 60	40	20	40	20

Social Status Structure of Women and Men Examinees

Status	Women		Men	
	No.	%	No.	%
Student	61	30,5	48	24
Employed	69	34,5	118	59
Unemployed	39	19,5	23	11,5
Pensioner	31	15,5	11	5,5

Research Results and Analysis

1. Do you know which problems the Beijing Declaration and Platform for Action regulate?

Age	Women				Men			
	Yes		No		Yes		No	
	No.	%	No.	%	No.	%	No.	%
18 – 25	19	47,5	21	52,5	21	52,5	19	47,5
25 – 35	22	55	18	45	22	55	18	45
35 – 45	21	52,5	19	47,5	22	55	18	45
45 – 60	23	57,5	17	42,5	22	55	18	45
Over 60	16	40	24	60	23	57,5	17	42,5
Status	Women				Men			
	Yes		No		Yes		No	
	No.	%	No.	%	No.	%	No.	%
Student	31	50,8	30	49,2	25	52,1	23	47,9
Employed	41	59,4	28	40,6	65	55,1	53	44,9
Unemployed	15	38,5	24	61,5	12	52,2	11	47,8
Pensioner	15	48,4	16	51,6	6	54,5	5	45,5

In average, half of the women examinees all age and social status stated they are familiar with problems regulated by Beijing Declaration and Platform for Action, while other half of women stated they do not know about these documents. Slightly higher percentage of men examinees - 54% of all age and social status are familiar with problems regulated by the Beijing Declaration and Platform for Action, while average 46% of men examinees do not know about it. Greatest percentages of women - 57,5% that are familiar with problems from Beijing Declaration and Platform for Action belong to age group from 45 to 60 years of age, while women over 60 of age in 60% of cases do not know which problems are regulated by the Beijing Declaration and Platform for Action.

Greatest percentages of women examinees - 61,5% that are not familiar with Beijing Declaration and Platform for Action are unemployed, while 59,4% of employed women that participated in research know about Beijing Declaration and Platform for Action.

Greatest percentage of men - 57,5% that are familiar with Beijing Declaration and Platform for Action are over 60 years of age, while 47,5% of men in age group from 18 to 25 years of age stated they do not know which problems are regulated by Beijing Declaration and Platform for Action. 55% of employed men examinees are familiar with problems regulated by the Beijing Declaration and Platform for Action, while greatest percentage of students and unemployed men stated they do not know about issues regulated by the Beijing Declaration and Platform for Action.

2. the most important issues for advancement of women's position regulated by the Beijing Declaration and Platform for Action

As the most important issues for advancement of women's position regulated by the Beijing Declaration and Platform for Action, women examinees emphasized following: discrimination against women, position of women in governance and decision making, institutional actions for advancement of women's position, fighting against trafficking of women, violence against women, women's poverty, women and health, strengthening of women's human rights, education and employment of women.

Men examinees emphasized following issues: participation of women in politic, women's education, poverty decrease, prohibition of gender discrimination, access to media, women's health, and employment of women, equal human rights protection, and gender equality.

3. Opinion about activities of official institutions in Republika Srpska directed toward implementation of the Beijing Declaration and Platform for Action

	Women	Men
Official institutions are paying enough attention to carry out obligations regulated in Platform for Action	3 (1,5%)	14 (7%)
Official institutions are organizing some activities, but they are still insufficient for improvement of women's position in our society	83 (41,5%)	115 (57,5%)
Official institutions did not do anything to fulfill their obligations from Platform for Action and improve position of women in our society	114 (57%)	71 (35,5%)
Other (please specify)	0	0

While 57,5% men examinees support opinion that official institutions are not enough active on implementation of Platform for Action, greatest percentage of women examinees -57% believe official institutions did not do anything to implement their obligations and improve position of women in our society. Very small percentage of both women and men examinees believe official institutions in Republika Srpska are paying enough attention to carry out obligations regulated in the Platform for Action.

4. Do you know about existence of Gender Equality Law in Bosnia and Herzegovina and problems it regulates?

Age	Women				Men			
	Yes		No		Yes		No	
	No.	%	No.	%	No.	%	No.	%
18 – 25	12	30	28	70	15	37,5	25	62,5
25 – 35	0	0	40	100	16	40	24	60
35 – 45	0	0	40	100	13	32,5	27	67,5
45 – 60	0	0	40	100	0	0	40	100
Over 60	0	0	40	100	0	0	40	100

Status	Women				Men			
	Yes		No		Yes		No	
	No.	%	No.	%	No.	%	No.	%
Student	51	83,6	10	16,4	15	31,3	33	68,7
Employed	10	14,5	59	85,5	36	30,5	82	69,5
Unemployed	0	0	39	100	9	39,1	14	60,9
Pensioner	0	0	31	100	0	0	11	100

It is visible that great majority of women and men do not know about existence of Gender Equality Law in Bosnia and Herzegovina, and problems it regulates. Women students in age from 18 to 25 are dominating among women examinees that stated they know about existence of the Law, while women belonging to other age groups and social status stated they do not know about existence and subject matter of the Law.

Approximately 40% of unemployed men from 18 to 35 years of age stated they know about existence and subject matter of the Gender Equality Law in Bosnia and Herzegovina, while over 60% of men examinees belonging to other age groups and social status stated they are not familiar with existence and subject matter of the Law.

5. the most important issues regulated by the Gender Equality Law in Bosnia and Herzegovina

As the most important issues regulated by the Gender Equality Law in Bosnia and Herzegovina, women examinees emphasized following: employment, protection of women from violence, women's education and health, equal access to media for men and women, participation of women in public life, protection against sexual harassment, forming of the gender equality agencies, equal political representation of men and women, and equality at working place.

Men examinees emphasized following issues: women's rights, right for employment, representation in politics and public life, equality in institutions, right for education, prohibition of violence, right of speech and working rights, family, working experience, medical treatments, equal pay for work, and maternity leave.

6. Opinion about activities of official institutions in Republika Srpska directed toward implementation of Gender Equality Law in Bosnia and Herzegovina?

	Women	Men
Official institutions are paying enough attention to carry out obligations regulated by the Gender Equality Law in Bosnia and Herzegovina	9 (4,5%)	22 (11%)
Official institutions are organizing some activities, but they are still insufficient for improvement of women's position in our society	71 (35,5%)	123 (61,5%)
Official institutions did not do anything to fulfill obligations regulated by the Gender Equality Law in Bosnia and Herzegovina, and improve position of women in our society	120 (60%)	55 (27,5%)
Other (please specify)	0	0

Responses of women and men examinees on this question are almost identical with responses on question related to the implementation of the Beijing Declaration and Platform for Action, although slightly larger percentage of women - 60% believe official institutions did not do anything to fulfill their obligations from the Gender Equality Law in Bosnia and Herzegovina, while 61,5% men examinees believe official institutions started some activities, but they are insufficient for improving position of women in our society.

7. Who carry burden of poverty in our society?

Age	Women						Men					
	Men		Women		Equally		Men		Women		Equally	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
18 – 25	4	10	19	47,5	17	42,5	9	22,5	2	5	29	72,5
25 – 35	2	5	2	5	36	90	12	30	2	5	26	65
35 – 45	0	0	0	0	40	100	20	50	0	0	20	50
45 – 60	0	0	0	0	40	100	0	0	0	0	40	100
Over 60	0	0	0	0	40	100	0	0	0	0	40	100

Status	Women						Men					
	Men		Women		Equally		Men		Women		Equally	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Student	7	11,5	30	49,2	24	39,3	12	25	2	4,2	34	70,8
Employed	1	1,4	9	13	59	85,6	30	25,4	4	3,4	84	71,2
Unemployed	1	2,6	1	2,6	37	94,8	9	39,1	0	0	14	60,9
Pensioner	0	0	0	0	31	100	0	0	0	0	11	100

It is interesting that greatest percentage of women and men examinees from all age groups and social categories believe men and women are equally affected with poverty - women examinees support this opinion in 84% cases and men examinees in 77% cases. In average, only 23% women examinees believe women are more affected with poverty, while only 4% men examinees supported this opinion.

Greatest percentage of women examinees - around 48% that believe women are carrying burden of poverty in our society are students from 18 to 25 years of age. In average 45% of unemployed men from 35 to 45 years of age believe men are mostly affected with poverty, and only 5% of employed men and students from 18 to 35 years of age believe women are carrying burden of poverty in our society.

8 Who has better possibilities and easier access to the education in our society?

Age	Women						Men					
	Men		Women		Equally		Men		Women		Equally	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
18 – 25	14	35	7	17,5	19	47,5	3	7,5	3	7,5	34	85
25 – 35	10	25	0	0	30	75	4	10	4	10	32	80
35 – 45	2	5	0	0	35	87,5	7	17,5	5	12,5	28	70
45 – 60	0	0	0	0	40	100	3	7,5	0	0	37	92,5
Over 60	0	0	0	0	40	100	0	0	0	0	40	100

Status	Women						Men					
	Men		Women		Equally		Men		Women		Equally	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Student	20	32,8	13	21,3	28	45,9	2	4,2	1	2,1	45	93,7
Employed	23	33,3	0	0	46	66,7	10	8,5	12	10,2	96	81,3
Unemployed	0	0	0	0	39	100	7	30,4	3	13	13	56,6
Pensioner	0	0	0	0	31	100	0	0	0	0	11	100

Similar like in responses on previous question, majority of women and men examinees all age groups and social categories believe men and women have equal possibilities for education in our society - 80% women examinees and 84% men examinees. It is visible that number of women and men that support this opinion increases with increase of age. In average, 32% women students and employed women from 18 to 35 years of age believe men have better possibilities and easier access to education, while 24% unemployed men from 35 to 45 years of age support this opinion.

9. Is there enough attention on protection of reproductive health of women and men in our society?

Age	Women						Men					
	Yes		No		I don't know		Yes		No		I don't know	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
18 – 25	4	10	24	60	12	30	3	7,5	31	77,5	6	15
25 – 35	0	0	40	100	0	0	3	7,5	37	92,5	0	0
35 – 45	0	0	40	100	0	0	8	20	32	80	0	0
45 – 60	0	0	40	100	0	0	0	0	40	100	0	0
Over 60	0	0	40	100	0	0	0	0	40	100	0	0

Status	Women						Men					
	Yes		No		I don't know		Yes		No		I don't know	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Student	7	11,5	44	72,1	10	16,4	4	8,3	36	75,1	8	16,6
Employed	0	0	60	87	9	13	7	5,9	108	91,5	3	2,6
Unemployed	0	0	39	100	0	0	5	26,1	17	73,9	0	0
Pensioner	0	0	31	100	0	0	0	0	11	100	0	0

Great majority of women and men examinees from all age groups and social categories believe there are no enough care for reproductive health of women and men in our society - in average 91% women and 88% men. Interesting information is that in average 23% young women and 16% young men from 18 to 25 years of age does not have opinion about this issue, supposedly because lack of basic information. Among these examinees, young women are majority, which point on need for organizing continuous education about reproductive health for this target group.

10. What represents violence against women?

Men:

	18 – 25		25 – 35		35 – 45		45 – 60		Over 60	
	No.	%	No.	%	No.	%	No.	%	No.	%
Physical Violence	5	12,5	5	12,5	7	17,5	10	25	0	0
Sexual Violence	3	7,5	3	7,5	5	12,5	4	10	0	0
Psychological Violence	4	10	2	5	2	5	0	0	0	0
Economic Violence	0	0	2	5	3	7,5	0	0	0	0
All Together	35	87,5	28	70	20	50	23	57,5	40	100
None of the mentioned	0	0	0	0	2	5	4	10	0	0
I don't know	0	0	0	0	0	0	0	0	0	0

	Student		Employed		Unemployed		Pensioner	
	No.	%	No.	%	No.	%	No.	%
Physical Violence	5	10,4	22	18,6	4	17,4	0	0
Sexual Violence	2	4,2	13	11	1	4,4	0	0
Psychological Violence	4	8,4	7	5,9	0	0	0	0
Economic Violence	0	0	3	2,5	2	8,7	0	0
All Together	45	93,7	75	63,6	14	60,9	11	100
None of the mentioned	0	0	3	2,5	2	8,7	0	0
I don't know	2	4,2	0	0	0	0	0	0

Women:

	18 – 25		25 – 35		35 – 45		45 – 60		Over 60	
	No.	%	No.	%	No.	%	No.	%	No.	%
Physical Violence	8	20	0	0	0	0	0	0	0	0
Sexual Violence	8	20	0	0	0	0	0	0	0	0
Psychological Violence	5	12,5	0	0	0	0	0	0	0	0
Economic Violence	2	5	0	0	0	0	0	0	0	0
All Together	17	42,5	40	100	40	100	40	100	40	100
None of the mentioned	0	0	0	0	0	0	0	0	0	0
I don't know	0	0	0	0	0	0	0	0	0	0

	Students		Employed		Unemployed		Pensioners	
	Br.	%	Br.	%	Br.	%	Br.	%
Physical Violence	10	16,4	6	8,7	0	0	0	0
Sexual Violence	10	16,4	6	8,7	0	0	0	0
Psychological Violence	9	14,8	0	0	0	0	0	0
Economic Violence	3	4,9	0	0	0	0	0	0
All Together	29	47,5	57	82,6	39	100	31	100
None of the mentioned	0	0	0	0	0	0	0	0
I don't know	0	0	0	0	0	0	0	0

Great majority of women and men examinees - in average 86% women and 76% men from all age groups and social status believe violence against women represents together physical, sexual, psychological, and economic violence. In average, 11% of young women and men from 18 to 35 years of age emphasize physical and sexual violence against women, while only 6% men from 35 to 60 years of age believe none of the mentioned forms represent violence against women.

High public awareness about the issue of violence against women among women and men examinees from all age groups and social status certainly reflects long term activities of women's nongovernmental organizations in Bosnia and Herzegovina on making violence against women visible, but also more active role of official institutions in solving this problem through securing special legislative protection of women from violence in criminal codes and Gender Equality Law in Bosnia and Herzegovina.

11. Whose human rights were the most violated during war in Bosnia and Herzegovina?

Men:

	18 – 25		25 – 35		35 – 45		45 – 60		Over 60	
	No.	%	No.	%	No.	%	No.	%	No.	%
Men	4	10	2	5	6	15	0	0	0	0
Women	0	0	1	2,5	1	2,5	0	0	0	0
Children	3	7,5	1	2,5	0	0	0	0	0	0
All together	35	87,5	32	80	30	75	40	100	40	100
None of the mentioned	0	0	0	0	1	2,5	0	0	0	0
All together	0	0	1	2,5	5	12,5	0	0	0	0

	Student		Employed		Unemployed		Pensioner	
	No.	%	No.	%	No.	%	No.	%
Men	4	8,3	6	5,1	6	26,1	0	0
Women	0	0	3	2,6	0	0	0	0
Children	3	6,3	5	4,2	0	0	0	0
All together	43	89,6	96	81,4	17	73,9	11	100
None of the mentioned	0	0	1	0,8	0	0	0	0
All together	0	0	5	4,2	0	0	0	0

Women:

	18 – 25		25 – 35		35 – 45		45 – 60		Over 60	
	No.	%	No.	%	No.	%	No.	%	No.	%
Men	2	5	0	0	0	0	0	0	0	0
Women	6	15	0	0	0	0	0	0	0	0
Children	11	27,5	0	0	0	0	0	0	0	0
All together	8	20	40	100	40	100	40	100	40	100
None of the mentioned	0	0	0	0	0	0	0	0	0	0
All together	4	10	0	0	0	0	0	0	0	0

	Student		Employed		Unemployed		Pensioner	
	No.	%	No.	%	No.	%	No.	%
Men	3	4,9	0	0	0	0	0	0
Women	10	16,4	2	2,9	0	0	0	0
Children	10	16,4	12	17,4	0	0	0	0
All together	30	49,2	55	79,7	39	100	31	100
None of the mentioned	0	0	0	0	0	0	0	0
All together	8	13,1	0	0	0	0	0	0

Great majority of men and women examinees from all age groups and social categories believe human rights of all population were violated during the war in Bosnia and Herzegovina. Approximately, 5% of young women students and employed women believe human rights of men were the most violated during the war, while 15% to 27% women from the same group believe human rights of women and children were the most violated during war in Bosnia and Herzegovina. Slightly bigger percentage of young men - in average 10% believe human rights of men were mostly violated during war, while less than 7% of men from the same group believe human rights of women and children were mostly violated.

It is interesting that 26% unemployed men believe human rights of men were mostly violated during war in Bosnia and Herzegovina, which could be result of their disappointment with continuous neglect of difficult economic and social situation of former soldiers by the official institutions.

12. Do women and men have equal chances to participate in peace process in Bosnia and Herzegovina?

Age	Women						Men					
	Yes		No		I don't know		Yes		No		I don't know	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
18 – 25	7	14,5	15	37,5	35	45	7	17,5	24	40	9	22,5
25 – 35	0	0	16	40	24	60	8	20	28	70	4	10
35 – 45	0	0	36	90	4	10	7	17,5	28	70	5	12,5
45 – 60	0	0	34	85	6	15	25	62,5	0	0	15	37,5
Over 60	0	0	24	60	16	40	17	42,5	0	0	23	57,5
Status	Women						Men					
	Yes		No		I don't know		Yes		No		I don't know	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Student	14	22,9	26	42,6	21	34,5	9	18,8	27	56,3	12	24,9
Employed	0	0	19	27,5	50	72,5	32	27,1	64	54,2	26	18,7
Unemployed	0	0	36	92,3	3	7,7	7	30,3	15	65,2	1	4,5
Pensioner	0	0	29	93,5	2	6,5	4	36,4	0	0	7	63,6

Great majority of women and men examinees from all age groups and social categories believe women do not have equal chances to participate in the peace process in Bosnia and Herzegovina. In average, 20% young women students believe women have equal chances to participate in the peace process in Bosnia and Herzegovina, while 62,5% men examinees from 45 to 60 years of age supports this opinion. In the period after war, great majority of women were involved in work with common people from all categories - domicile population, refugees and displaced persons belonging to all national groups in devastated local communities throughout Bosnia and Herzegovina. Women are the most active and the most visible in conflict resolution, re-establishing trust, and creating conditions for sustainable return. Men are continuously dominating in places of political decision making and agreeing policies that affect lives of women and men citizens of Bosnia and Herzegovina. Having in mind these facts, we can say that unequal position of women and men in peace process in Bosnia and Herzegovina on different levels became recognizable to great number of women and men citizens throughout the country.

Alarming information is that great number of young women - student and employed women from 18 to 35 years of age, men pensioners and significant percentages of men from all age groups do not know much about this issue. Because of that, future activities should be directed toward education of wide public about all aspects of peace process, especially about the issue of unequal participation of women in political decision making in the highest state and entity institutions that are directly responsible for stabilization process and rebuilding of peace in Bosnia and Herzegovina

13. Who gained more during privatization process?

Age	Women								Men							
	Men		Women		Equally		I don't know		Men		Women		Equally		I don't know	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
18 – 25	15	37,5	1	2,5	9	22,5	15	37,5	19	47,5	1	2,5	17	42,5	3	7,5
25 – 35	19	47,5	0	0	9	22,5	12	30	14	35	0	0	25	62,5	1	2,5
35 – 45	23	57,5	0	0	17	42,5	0	0	30	75	0	0	2	5	8	20
45 – 60	20	50	0	0	20	50	0	0	18	45	0	0	0	0	22	55
Over 60	16	40	0	0	24	60	0	0	0	0	0	0	17	42,5	23	57,5

Status	Women								Men							
	Men		Women		Equally		I don't know		Men		Women		Equally		I don't know	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Student	30	49,2	1	1,6	10	16,4	20	32,8	16	33,3	1	2,2	23	47,8	8	16,7
Employed	24	34,8	0	0	20	29	25	36,2	60	50,8	2	1,7	31	26,3	25	21,2
Unemployed	20	51,3	0	0	19	48,7	0	0	6	26,1	1	4,3	8	34,8	8	34,8
Pensioner	18	50,1	0	0	13	49,9	0	0	3	27,3	0	0	5	45,4	3	27,3

In average, 46% women examinees and 37% men examinees from all age groups and social categories believe men gained more in the privatization process in Bosnia and Herzegovina. It is interesting that in average 63% employed men from 35 to 45 years of age also support this opinion, which speaks in favor arguments that women are in worst social and economic position in our society. This opinion is supported through findings of great number of nongovernmental organizations in Bosnia and Herzegovina that are working on protection of women's human rights.

The issue of male domination in the field of economy and absolute male control of private capital in Bosnia and Herzegovina became visible during the privatization process. However, there is still high percentage of women and men citizens that do not recognize this issue - in average 38% of women examinees and 34% men examinees believe men and women equally gained through privatization, while 34% women and 27% men does not have enough information to have opinion about this issue. Alarming information is that significant number of women students, employed women, and men from all social categories do not know enough about this problem.

14. Who has better access to employment in our society?

Age	Women								Men							
	Men		Women		Equally		I don't know		Men		Women		Equally		I don't know	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
18 – 25	12	30	1	2,5	16	40	11	27,5	3	7,5	7	17,5	26	65	4	10
25 – 35	22	55	0	0	18	45	0	0	8	20	10	25	22	55	0	0
35 – 45	38	95	0	0	2	5	0	0	14	35	6	15	20	50	0	0
45 – 60	39	97,5	0	0	1	2,5	0	0	0	0	40	100	0	0	0	0
Over 60	32	80	0	0	8	20	0	0	0	0	0	0	40	100	0	0

Status	Women								Men							
	Men		Women		Equally		I don't know		Men		Women		Equally		I don't know	
	Br.	%	Br.	%	Br.	%	Br.	%	Br.	%	Br.	%	Br.	%	Br.	%
Student	21	34,4	2	3,3	28	45,9	10	16,4	3	6,3	7	14,6	33	68,7	5	10,4
Employed	29	42	0	0	30	43,5	10	14,5	23	19,5	42	35,6	50	42,4	3	2,5
Unemployed	38	97,4	0	0	1	2,6	0	0	2	8,7	10	43,5	11	47,8	0	0
Pensioner	30	96,8	0	0	1	3,2	0	0	0	0	4	36,6	7	63,4	0	0

Almost 70% women from all age groups and social categories believe men have better access to employment, while greatest percentage of men - 62% believe women and men have equal access to education. Differences in attitudes of men and women are visible through the fact that only 23% of women examinees support this opinion. Due to war effects and lack of efficient policy for reconstruction of economic resources and industry in the country, as well as insufficient preparation and lack of control over privatization process, there was rapid increase of unemployment in our society. After the end of war in Bosnia and Herzegovina, official institutions developed policy of employment priorities for category of demobilized soldiers, while needs of women, which were the main labor during the war, were pushed aside. Additionally, there is permanent issue of discrimination of women in employment process by certain number of employers that believe women "are not profitable" since they more frequently take sick leaves because their care for family, or young women that still do not have children, because of "danger" they would use maternity leave. These and many other problems undoubtedly have great influence on attitudes of women regardless their age and social status.

136% of men examinees from all age groups and social categories believe women are favored in employment process. We also can assume this male opinion is based on social stereotypes that employers more likely employ women because of their physical appearance.

Certain number of young women and men stated they do not have enough information about this issue - in average 19% women and 8% men, and largest category are women from 18 to 25 years of age - 27,5%. Taking into consideration that young people in perspective make the largest group on labor market, and that younger women are among those who can be discriminated in the employment process because of dominant social stereotypes, it is necessary to organize programs of support and assistance for this target group in order to help them to bear with problems they could face in a future.

15. In the process of receiving notices at working place, who will more likely lose employment?

Age	Women								Men							
	Men		Women		Equally		I don't know		Men		Women		Equally		I don't know	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
18 – 25	4	10	16	40	9	22,5	11	27,5	7	17,5	2	5	28	70	3	7,5
25 – 35	0	0	17	42,5	23	57,5	0	0	7	17,5	6	15	26	65	1	2,5
35 – 45	0	0	30	75	10	25	0	0	24	60	11	27,5	5	12,5	0	0
45 – 60	0	0	31	77,5	9	22,5	0	0	15	37,5	0	0	25	62,5	0	0
Over 60	0	0	16	40	24	60	0	0	0	0	0	0	40	100	0	0

Status	Women								Men							
	Men		Women		Equally		I don't know		Men		Women		Equally		I don't know	
	Br.	%	Br.	%	Br.	%	Br.	%	Br.	%	Br.	%	Br.	%	Br.	%
Student	8	13,1	30	49,2	3	4,9	20	32,8	9	18,8	3	6,2	33	68,8	3	6,2
Employed	0	0	21	30,4	46	66,7	2	2,9	41	34,7	14	11,9	60	50,8	3	2,6
Unemployed	0	0	31	79,5	8	20,5	0	0	8	34,8	4	17,4	11	47,8	0	0
Pensioner	0	0	22	70,9	9	29,1	0	0	0	0	0	0	11	100	0	0

There are significant differences in opinions of men and women examinees about this issue. In average, 56% women from all age groups and social categories believe women are first who lose employment, while only 14% men supports this opinion. In average, 64% men examinees believe women and men have equal chances to lose employment, while only 34% women supports this opinion.

Similar like in responses on previous question, significant number of young women students - in average 30% does not have enough information about this issue. Dominant social prejudice that women are those who should care about family while men should work and be responsible for providing financial sources for family undoubtedly influences opinions of great number of men and women in Bosnia and Herzegovina. However, it is important to mention that women are bearing burden of economic crisis in our society. They were majority of employees in big state owned production companies that suffered from massive job dismiss during recently ended privatization process.

16. Who governs at all institutional levels in Bosnia and Herzegovina?

Age	Women								Men							
	Men		Women		Equally		I don't know		Men		Women		Equally		I don't know	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
18 – 25	30	75	0	0	4	10	6	15	36	90	2	5	0	0	2	5
25 – 35	40	100	0	0	0	0	0	0	35	87,5	1	2,5	4	10	0	0
35 – 45	40	100	0	0	0	0	0	0	36	90	3	7,5	1	2,5	0	0
45 – 60	40	100	0	0	0	0	0	0	30	75	0	0	5	12,5	5	12,5
Over 60	40	100	0	0	0	0	0	0	40	100	0	0	0	0	0	0

Status	Women								Men							
	Men		Women		Equally		I don't know		Men		Women		Equally		I don't know	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Student	43	70,5	0	0	8	13,4	10	16,4	45	93,7	0	0	1	2,1	2	4,2
Employed	68	98,6	0	0	0	0	1	1,4	103	87,3	7	5,9	2	1,7	6	5,1
Unemployed	39	100	0	0	0	0	0	0	20	86,9	0	0	3	13,1	0	0
Pensioner	31	100	0	0	0	0	0	0	7	63,6	0	0	4	36,4	0	0

94% women examinees and 86% men examinees from all age groups and social categories believe men dominate in decision making at all institutional levels in Bosnia and Herzegovina. Only 12% women and 11% men believe men and women have equal chances in governance at all institutional levels in Bosnia and Herzegovina. Similar like in responses on previous two questions, certain number of young women - around 10% does not have enough information about this issue.

High level of public awareness about discrimination against women in governance and decision making is result of long term advocacy actions of women's nongovernmental organizations in Bosnia and Herzegovina, especially actions of support for female politicians, advocacy for introducing women's quota on elections, pressure for adopting legislation directed toward promotion of gender equality and pressure on media through radio and TV programs about this issue. All these actions contributed high public visibility of unequal position of women in governance at all levels.

17. Who is more represented in decision making of political parties (for example, presidents, members of main political party board and municipal boards of political parties etc.)?

Age	Women								Men							
	Men		Women		Equally		I don't know		Men		Women		Equally		I don't know	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
18 – 25	46	23	2	1	17	8,5	13	6,5	63	31,5	1	0,5	5	2,5	4	2
25 – 35	52	26	0	0	0	0	0	0	38	19	2	1	3	1,5	4	2
35 – 45	37	18,5	0	0	0	0	0	0	27	13,5	3	1,5	9	4,5	2	1
45 – 60	28	14	0	0	0	0	0	0	26	13	0	0	0	0	6	3
Over 60	5	2,5	0	0	0	0	0	0	7	3,5	0	0	0	0	0	0

Status	Women								Men							
	Men		Women		Equally		I don't know		Men		Women		Equally		I don't know	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Student	39	63,4	2	3,8	10	16,4	10	16,4	41	85,4	0	0	5	10,4	2	4,2
Employed	59	85,5	0	0	7	10,1	3	4,4	91	77,1	6	5,1	9	7,6	12	10,2
Unemployed	39	100	0	0	0	0	0	0	18	78,3	0	0	3	13	2	8,7
Pensioner	31	100	0	0	0	0	0	0	11	100	0	0	0	0	0	0

In average, equal number of women and men examinees – around 47% believes men dominate at decision-making positions in political parties. 12% women and 7% men believe men and women have equal possibilities for decision making in political parties, while 16,4% young women students and in average 6% men examinees from all age groups and social categories stated they do not have enough information about this issue. Causes of this problem are in fact that great majority of political parties in Bosnia and Herzegovina are parties with strong leaders and men dominate them. This issue has enough visibility in the public and therefore it is recognizable for great majority of women and men citizens. However, internal structure of political parties is mostly known only to narrow circle of people close to political parties, or women and men citizens interested in activities of particular political parties, and this information are rarely presented in the public.

Apart from that, because of very small influence inside political parties, women regularly get second-rate positions on candidate lists and therefore have fewer chances to reach leadership positions in official institutions at all levels. Because of increased activities of youth nongovernmental organizations directed toward support for greater participation of young people in public and political life and decision making, young members of political parties become more and more recognizable and active in the public. However, young people in political parties regardless their sexes also face with problems of discrimination, marginalization, and insufficient representation in decision-making processes. This explains the fact that greatest number of young women and men examinees from 18 to 35 years of age that belong to student population or are employed believe men are exclusively dominating at decision-making positions in political parties.

18. Are men and women enjoying equal human rights protection?

Age	Women						Men					
	Yes		No		I don't know		Yes		No		I don't know	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
18 – 25	15	37,5	12	30	13	32,5	31	77,5	7	17,5	2	5
25 – 35	0	0	40	100	0	0	34	85	3	7,5	3	7,5
35 – 45	0	0	40	100	0	0	25	62,5	14	35	1	2,5
45 – 60	0	0	40	100	0	0	30	75	10	25	0	0
Over 60	0	0	40	100	0	0	0	0	40	100	0	0

Status	Women						Men					
	Yes		No		I don't know		Yes		No		I don't know	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Student	20	32,8	21	34,4	20	32,8	40	83,3	7	14,6	1	2,1
Employed	9	13	54	78,3	6	8,7	94	79,7	18	15,3	6	6
Unemployed	0	0	39	100	0	0	15	65,2	7	30,4	1	4,4
Pensioner	0	0	31	100	0	0	0	0	11	100	0	0

There is significant difference between women and men examinees in responses to this question. Great majority of women examinees – in average 83% from all age groups and social categories believe men and women do not enjoy equal human rights protection, while only 38% of men examinees supports this opinion. Great majority of men examinees – in average 75% believe men and women have equal human rights protection, while in average only 35% young women students supports this opinion. There is significant number of young women belonging to this group – in average 32,5% that stated they do not have enough information about this issue.

We can assume great influence of patriarchal social models in our society on such attitudes of women and men examinees. Women traditionally have subordinate role in relation to men, which leads to tolerating discrimination against women and violation of women's human rights in all fields of public and private life and accepting it as "socially acceptable behavior". This leads to the situation that majority of young and employed men do not recognize discrimination against women and need for securing special protection of women's human rights, as one of the efficient ways of securing gender equality in our society.

19. Who creates editorial policy in media?

Age	Women								Men							
	Men		Women		Equally		I don't know		Men		Women		Equally		I don't know	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
18 – 25	10	25	6	15	17	42,5	7	17,5	27	67,5	2	5	6	15	5	12,5
25 – 35	29	72,5	0	0	0	0	11	27,5	20	50	6	15	8	20	6	15
35 – 45	37	92,5	0	0	0	0	3	7,5	7	17,5	13	32,5	20	50	0	0
45 – 60	34	85	0	0	0	0	6	15	0	0	0	0	10	25	30	75
Over 60	16	40	0	0	0	0	24	60	0	0	0	0	0	0	40	100

Status	Women								Men							
	Men		Women		Equally		I don't know		Men		Women		Equally		I don't know	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Student	20	32,8	11	18	20	32,8	10	16,4	30	62,5	2	4,2	11	22,9	5	10,4
Employed	52	75,4	0	0	8	11,6	9	13	42	35,5	20	16,8	25	21,1	31	26,6
Unemployed	22	56,4	0	0	4	10,3	13	33,3	9	39,2	2	8,7	10	43,4	2	8,7
Pensioner	23	74,2	0	0	2	6,4	6	19,4	0	0	0	0	3	27,3	8	72,7

In average 62% of women examinees from all age groups and social categories believe men control creation of editorial policy in media, while 42% of men examinees support this opinion. It is interesting that in average 40% men examinees from all age groups and social categories stated they do not have enough information about this issue. Among these men, majority are employed men from 45 to 60 years of age and men over 60 that belong to social category of pensioners. Additionally, 28% of women examinees do not have enough information about this issue.

In average, 28% men examinees and 21% women examinees believe women and men have equal chances to create editorial policy in media. 13,7% of men examinees believe women are creating editorial policy in media, while 16,5% of young women from 18 to 25 years of age support this opinion.

Media as the most efficient toll for making influence on public opinion represent practical example of "glass ceiling" phenomena in terms of having equal possibilities of men and women and advancement of women on power scale. Women make significant number of journalist cadre, and there is visible increase of female program editors in almost all media companies in Bosnia and Herzegovina. This certainly influences opinion of great number of women and men citizens that women in media have "power of information in their hands". However, like in political parties and official institutions, key of this issue is in the fact that women are practically invisible on high executive positions and have very little influence on creation of working policy in media.

Additional problem represents almost complete insensibility of women and men that work in media for the problems of discrimination against women, violation of women's human rights, and gender equality. This certainly has great influence on creation of editorial policies and creation of public opinion of women and men citizens of Bosnia and Herzegovina about these issues.

20. Who participates more in managing natural resources and environmental protection in our society?

Age	Women								Men							
	Men		Women		Equally		I don't know		Men		Women		Equally		I don't know	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
18 – 25	15	37,5	9	22,5	8	20	8	20	25	62,5	4	10	7	17,5	4	10
25 – 35	8	20	0	0	26	65	6	15	16	40	6	15	6	15	12	30
35 – 45	38	95	0	0	0	0	2	5	10	25	4	10	22	55	6	15
45 – 60	34	85	0	0	2	5	4	10	0	0	0	0	35	87,5	5	12,5
Over 60	32	80	0	0	0	0	8	20	0	0	0	0	40	100	0	0

Status	Women								Men							
	Men		Women		Equally		I don't know		Men		Women		Equally		I don't know	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Student	31	50,8	15	24,6	0	0	15	24,6	31	64,6	3	6,3	10	20,8	4	8,3
Employed	10	14,5	2	2,9	50	72,5	7	10,1	44	37,3	10	8,5	54	45,7	10	8,5
Unemployed	34	87,2	0	0	1	2,6	4	10,2	7	30,4	2	8,8	5	21,7	9	39,1
Pensioner	27	87,1	0	0	1	3,2	3	9,7	0	0	0	0	7	63,6	4	36,4

62% of women examinees from all age groups and social status believe women do not participate equally in control of natural resources and environmental protection, while 47% of men examinees believe men and women have equal chances to control natural resources and environmental protection in our society. Largest group of men examinees - in average 70% that support this opinion are men from 35 to over 60 years of age, belonging to social category of employed persons and pensioners. Slightly smaller numbers of men - 43% believe women do not participate equally in controlling natural resources and environmental protection, and young men from 18 to 35 years of age are majority in group that supports this opinion.

28% of women examinees believe men and women equally control natural resources, while in average only 17% of women examinees and 8% of men examinees believe women are participating more in managing natural resources and environmental protection in our society. It is important to mention that certain number of women and men examinees from all age groups and social categories does not have opinion about this issue because lack of information, which certainly points on need of organizing public awareness programs and education about basic principles of environmental protection and protection of natural resources in our society.

Different from many countries worldwide where issues of preservation of natural resources and environmental protection are from top importance not only for official organizations but also for NGOs, Bosnia and Herzegovina is doing very little to protect its natural potentials and implement efficient programs of environmental protection. In our society, these issues are almost exclusively responsibility of official institutions that are organizing small number of activities, while few environmental NGOs are working on raising public awareness about the issue, and implement numerous activities mostly on the level of local communities. Although women are very active and visible in nongovernmental organizations working on this issue, their under representation on decision making positions

within official institutions gives us credibility to say they have very little influence on managing natural resources and development environmental protection policies in our society.

21. Are there any differences in upbringing of male and female children in our society?

Age	Women						Men					
	Yes		No		I don't know		Yes		No		I don't know	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
18 – 25	13	32,5	15	37,5	12	30	10	25	29	72,5	1	2,5
25 – 35	40	100	0	0	0	0	14	35	25	62,5	1	2,5
35 – 45	40	100	0	0	0	0	17	42,5	20	50	3	7,5
45 – 60	40	100	0	0	0	0	16	40	24	60	0	0
Over 60	40	100	0	0	0	0	40	100	0	0	0	0

Status	Women						Men					
	Yes		No		I don't know		Yes		No		I don't know	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Student	18	29,5	20	32,8	23	37,7	10	20,8	37	77,1	1	2,1
Employed	60	86,9	9	13,1	0	0	40	33,9	73	61,9	5	4,2
Unemployed	39	100	0	0	0	0	7	30,4	16	69,6	0	0
Pensioner	31	100	0	0	0	0	11	100	0	0	0	0

Great majority of women examinees - in average 83% from all age groups and social categories believe there are differences in upbringing of male and female children in our society, while almost half less of men examinees - in average 48% support this opinion. Greatest percentage of men examinees - in average 65% believe there are no differences in upbringing of male and female children, while only 28% of women students and employed women from 18 to 25 years of age supports this opinion. It is interesting that greatest number of women that stated they do not have opinion about this issue because lack of information about this issue are within this group - in average 34%. Greatest percentages of men that believe there are no differences in upbringing of male and female children are also among young men from 18 to 35 years of age.

There is visible difference in responses to this question between men and women examinees, and we can say there is tendency of men examinees to contradict influence of traditional patriarchal family environment where majority of parents have different attitudes toward male and female children. Traditional forms of family education are transferred on relations in society through different treatment of men and women in all fields of public life and communication. Research results reflect tendency of perpetuation for such gender-based discrimination through new generations of young women and men.

Recommendations for Improving Public Awareness about Discrimination of Women and Diminishing Gender Related Human Rights Violations:

1. Nongovernmental organizations and official institutions that are working on human rights protection should intensify activities on education of women and men citizens about international obligations of Bosnia and Herzegovina on implementation of Beijing Declaration and Platform for Action, as well as obligations of state institutions of Bosnia and Herzegovina on implementation of Gender Equality Law in B&H;
2. Nongovernmental organizations should organize continuous monitoring of the activities of official institutions on implementation of international obligations from Beijing Declarations and Platform for Action and implementation of Gender Equality Law in Bosnia and Herzegovina as framework for improvement of equality between women and men in all segments of public and private life, and use acquired information to create pressure on official institutions to implement their obligations and make visible to the public existence of gender discrimination and problems of protection of women's human rights;
3. Official institutions should secure financial support for nongovernmental organizations for education of wide population about human rights. It is necessary to pay special attention on educational programs for youth people about specific issues of protection of women's human rights and gender equality, because of significant percentage of men and women from 18 to 35 years of age that belong to the categories of students or are employed and do not have knowledge about issues that affect women in our society;
4. Official institutions in Bosnia and Herzegovina - from state level to the level of local communities - should develop efficient strategies of fighting against feminization of poverty and promoting programs for employment of women and enabling women to access natural and economic resources;

5. In accordance to the official policy of fighting against low birthrate, official institutions should secure access to the efficient protection of reproductive health of all population categories and include artificial insemination treatment in services covered from obligatory health insurance, and especially secure primary health care and education about reproductive health for all women;
6. Official institution should secure better coordination and cooperation with nongovernmental organizations in activities of fighting violence against women, especially through securing financial support for programs of violence prevention, increasing public awareness about issue of violence against women, securing safe shelter for women victims of violence, organizing programs for work with abusers, and securing efficient legislative and judicial protection of women from violence;
7. In accordance with Beijing Declaration, Platform for Action and Gender Equality Law in Bosnia and Herzegovina, official institutions should secure equal participation of women in all levels of decision making and governance in Bosnia and Herzegovina, equal participation in creation of policy for environmental protection, as well as securing continuous actions of fighting against violation of women's human rights and all forms of discrimination against women in public and private life;
8. Official institutions should secure equal participation of women and men in creating editorial policy in media, and secure support for nongovernmental organizations in organizing continuous educational programs for men and women journalists and editors about gender equality issues, discrimination and violence against women, and specific issues of protection of women's human rights. These activities could contribute gender sensibilization of media and secure significant changes in editorial policies in long-term perspective;
9. In cooperation with nongovernmental organizations, official institutions should develop strategies and promote programs of fighting against all forms of patriarchal stereotypes and gender based differences that are visible in upbringing of male and female children in family and society. These programs should include obligatory education about gender equality in nursery centers and through classes of democracy and human rights during elementary and secondary school education, encouraging inclusion of these topics in all other school subjects that are suitable for this form of education, developing programs of work with parents and regular radio and TV programs about gender equality. In long-term perspective, these programs could create solid base for eliminating gender based social stereotypes and significantly influence on increasing awareness about discrimination against women and gender related human rights violations.