

Federation of Bosnia and Herzegovina (Sarajevo)¹

WBL 2.0 legal frameworks score

77.5











WBL 2.0 supportive frameworks score

59.2

Women, Business and the Law (WBL) identifies barriers for women’s economic empowerment in two areas: women’s legal rights and policy instruments designed to support the implementation of these rights. For that purpose, two new *Women, Business and the Law 2.0* indexes are presented for ten indicators: (1) legal frameworks and (2) supportive frameworks.² In total, for the WBL 2.0 legal frameworks index, 40 questions are scored across the ten indicators for 190 economies. For the WBL 2.0 supportive frameworks index, 30 questions are scored across the ten indicators for 190 economies. Overall economy level legal and supportive frameworks scores are then calculated by taking the average of each indicator, with 100 representing the highest possible score.

For the Federation of Bosnia and Herzegovina, data refer to the legal frameworks and supportive framework that are applicable to the main business city (Sarajevo). The scores for the Federation of Bosnia and Herzegovina are shown in the table below.

Women, Business and the Law 2.0 indicator scores – Federation of Bosnia and Herzegovina (Sarajevo)

										
WBL 2.0	Safety	Mobility	Workplace	Pay	Marriage	Parenthood	Childcare	Entrepreneurship	Assets	Pension
Legal frameworks score	75	100	75	50	100	100	75	50	100	50
Supportive frameworks score	50	66.7	66.7	50	100	33.3	75	66.7	33.3	50

In summary, the **WBL 2.0 legal frameworks score** for the Federation of Bosnia and Herzegovina (77.5 out of 100.0) is higher than the global average (64.2) and higher than the Europe & Central Asia regional average (77.0) presented in the *Women, Business and the Law 2024* report edition. When it comes to constraints on freedom of movement, constraints related to marriage, laws affecting women's work after having children and laws affecting women's property and inheritance, the Federation of Bosnia and Herzegovina obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for the Federation of Bosnia and Herzegovina is on the indicator measuring laws affecting women's pay. To improve on the Pay indicator, the Federation of Bosnia and Herzegovina may wish to consider allowing women to work at night in the same way as men and allowing women to work underground jobs (in mines) in the same way as men.

The WBL 2.0 supportive frameworks score for the Federation of Bosnia and Herzegovina (59.2 out of 100.0) is higher than the global average (39.5) and higher than the Europe & Central Asia regional average (51.3) presented in the *Women, Business and the Law 2024* report edition. When it comes to supportive frameworks related to marriage, the Federation of

¹ The dataset is current as of October 1, 2023. The data for FBiH (Sarajevo) have been revised since the publication of *Women, Business and the Law 2024*. These changes will be reflected in the full *Women, Business and the Law 2026* dataset, to be published in March 2026. For more information, please visit the *Women, Business and the Law* website at: wbl.worldbank.org.

² Subnational WBL in Bosnia and Herzegovina focuses on the two first pillars only (legal frameworks and supportive frameworks).



Bosnia and Herzegovina attains a perfect score. As an example, one of the lowest scores for the Federation of Bosnia and Herzegovina is on the indicator measuring supportive frameworks affecting women's work after having children. To improve on the Parenthood indicator, the Federation of Bosnia and Herzegovina may wish to consider putting incentives in place to encourage fathers to take paternity leave on the birth of a child and publishing sex-disaggregated data on unpaid care work.

WBL 2.0 legal frameworks data – Federation of Bosnia and Herzegovina (Sarajevo)³

Safety	Answer	Legal basis
Does the law address domestic violence?	Yes	Law on Protection from Domestic Violence in Federation of Bosnia and Herzegovina, Arts. 7 and 17; Criminal Code of Federation of Bosnia and Herzegovina, Arts. 203 and 222
Is there legislation specifically addressing domestic violence?	Yes	Law on Protection from Domestic Violence in Federation of Bosnia and Herzegovina
Does legislation on domestic violence address physical violence?	Yes	Law on Protection from Domestic Violence in Federation of Bosnia and Herzegovina, Art. 7
Does legislation on domestic violence address sexual violence?	Yes	Law on Protection from Domestic Violence in Federation of Bosnia and Herzegovina, Art. 7
Does legislation on domestic violence address psychological/emotional violence?	Yes	Law on Protection from Domestic Violence in Federation of Bosnia and Herzegovina, Art. 7
Does legislation on domestic violence address financial/economic violence?	Yes	Law on Protection from Domestic Violence in Federation of Bosnia and Herzegovina, Art. 7
Does legislation establish clear criminal penalties for domestic violence?	Yes	Criminal Code of Federation of Bosnia and Herzegovina, Art. 222
Does legislation provide for protection orders for victims of domestic violence?	Yes	Law on Protection from Domestic Violence in Federation of Bosnia and Herzegovina, Art. 17
Is there a specific law or provision that explicitly criminalizes marital rape without qualifications?	No	No applicable provisions could be located
Where there is no law or provision that explicitly criminalizes marital rape, is a woman legally entitled to file a complaint against her husband or partner under criminal law for rape or sexual assault?	Yes	Criminal Code of Federation of Bosnia and Herzegovina, Art. 203
Does the law address femicide?	No	No applicable provisions could be located
Does the law address sexual harassment?	Yes	Law on Gender Equality in Bosnia and Herzegovina, Arts. 3(2), 5(2), 11(3), 13, 23(2) and 29; Law on Prohibition of Discrimination (Bosnia and Herzegovina), Arts. 2, 4, 6(a)(b), 12(1)(c) and 19; Labor Code of Federation of Bosnia and Herzegovina, Art. 9
Is there legislation on sexual harassment in employment?	Yes	Law on Gender Equality in Bosnia and Herzegovina, Arts. 3(2), 5(2) and 13; Law on Prohibition of Discrimination (Bosnia and Herzegovina), Arts. 4 and 6(a); Labor Code of Federation of Bosnia and Herzegovina, Art. 9
Are there criminal penalties for sexual harassment in employment?	Yes	Law on Gender Equality in Bosnia and Herzegovina, Art. 29; Law on Prohibition of Discrimination (Bosnia and Herzegovina), Art. 19
Are there civil remedies for sexual harassment in employment?	Yes	Law on Gender Equality in Bosnia and Herzegovina, Art. 23(2); Law on Prohibition of Discrimination (Bosnia and Herzegovina), Art. 12(1)(c)
Is there legislation on sexual harassment in education?	Yes	Law on Gender Equality in Bosnia and Herzegovina, Art. 11(3); Law on Prohibition of Discrimination (Bosnia and Herzegovina), Arts. 2, 4 and 6(b)
Are there criminal penalties for sexual harassment in education?	Yes	Law on Gender Equality in Bosnia and Herzegovina, Art. 29; Law on Prohibition of Discrimination (Bosnia and Herzegovina), Art. 19
Are there civil remedies for sexual harassment in education?	Yes	Law on Gender Equality in Bosnia and Herzegovina, Art. 23(2); Law on Prohibition of Discrimination (Bosnia and Herzegovina), Art. 12(1)(c)

³ Within the framework of the subnational data collection exercise, for all questions marked with “**” the answer has changed from “Yes” to “No” for Federation of Bosnia and Herzegovina (Sarajevo) compared to the WBL 2024 report edition. As a result, the WBL 2.0 legal frameworks score remains unaffected at 77.5 out of 100.



WOMEN, BUSINESS AND THE LAW SUBNATIONAL BOSNIA AND HERZEGOVINA

Is there legislation on sexual harassment in public places?*	No	No applicable provisions could be located
Are there criminal penalties for sexual harassment in public places?*	No	No applicable provisions could be located
Are there civil remedies for sexual harassment in public places?	No	No applicable provisions could be located
Is there legislation on cyber-harassment?	No	No applicable provisions could be located
Are there criminal penalties for cyber-harassment?	No	No applicable provisions could be located
Are there civil remedies for cyber-harassment?	No	No applicable provisions could be located
Does the law address child marriage?	Yes	Family Law of the Federation of the Bosnia and Herzegovina, Arts. 15(1), 34 and 39(1); Criminal Code of the Federation of Bosnia and Herzegovina, Art. 215
What is the legal age of marriage for boys?	18	Family Law of Federation of the Bosnia and Herzegovina, Art. 15(1)
What is the legal age of marriage for girls?	18	Family Law of Federation of the Bosnia and Herzegovina, Art. 15(1)
Are there any exceptions to the legal age of marriage?	Yes	Family Law of Federation of Bosnia and Herzegovina, Art. 15(2)
If there are exceptions to the legal age of marriage, what is the minimum age of marriage with parental consent for boys?	N/A	
If there are exceptions to the legal age of marriage, what is the minimum age of marriage with parental consent for girls?	N/A	
Is marriage under the legal age void or voidable?	Yes	Family Law of Federation of Bosnia and Herzegovina, Arts. 34 and 39(1)
Are there penalties for authorizing or entering into child or early marriage?	Yes	Criminal Code of Federation of Bosnia and Herzegovina, Art. 215
Mobility	Answer	Legal basis
Can a woman travel internationally in the same way as a man?	Yes	Law on Travel Documents of Bosnia and Herzegovina, Arts. 3, 8, 16 and 19
Can a woman apply for a passport in the same way as a man?	Yes	Law on Travel Documents of Bosnia and Herzegovina, Arts. 3, 8, 16 and 19
Can a woman travel abroad in the same way as a man?	Yes	No restrictions could be located
Can a woman choose where to live in the same way as a man?	Yes	Family Law of Federation of Bosnia and Herzegovina, Art. 30
Can a woman travel outside her home in the same way as a man?	Yes	No restrictions could be located
Do a woman and a man have equal rights to confer citizenship on their spouses and their children?	Yes	Law on Citizenship of Bosnia and Herzegovina, Arts. 5, 6 and 10
Do a woman and a man have equal rights to confer citizenship on their children?	Yes	Law on Citizenship of Bosnia and Herzegovina, Arts. 5 and 6
Do a woman and a man have equal rights to confer citizenship on their spouses?	Yes	Law on Citizenship of Bosnia and Herzegovina, Art. 10
Workplace	Answer	Legal basis
Can a woman get a job in the same way as a man?	Yes	No restrictions could be located
Does the law prohibit discrimination in employment based on gender?	Yes	Gender Equality in Bosnia and Herzegovina, Arts. 12 and 13; Law on Prohibition of Discrimination (Bosnia and Herzegovina), Art. 2; Labor Code of Federation of Bosnia and Herzegovina, Arts. 8 and 10
Does the law prohibit discrimination in recruitment based on marital status, parental status, and age?	Yes	Labor Code of Federation of Bosnia and Herzegovina, Arts. 8 and 10
Does the law prohibit discrimination in recruitment based on marital status?	Yes	Labor Code of Federation of Bosnia and Herzegovina, Arts. 8 and 10



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Does the law prohibit discrimination in recruitment based on parental status?	Yes	Labor Code of Federation of Bosnia and Herzegovina, Arts. 8 and 10
Does the law prohibit discrimination in recruitment based on age?	Yes	Labor Code of Federation of Bosnia and Herzegovina, Arts. 8 and 10
Does the law allow employees to request flexible work?	No	No applicable provisions could be located
Does the law allow employees to request flexibility in time of work?	No	No applicable provisions could be located
Does the law allow employees to request flexibility in place of work?	No	No applicable provisions could be located
Pay	Answer	Legal basis
Does the law mandate equal remuneration for work of equal value?	Yes	Law on Gender Equality in Bosnia and Herzegovina, Art. 13
Can a woman work at night in the same way as a man?	No	Labor Code of Federation of Bosnia and Herzegovina, Art. 41(5)
Can a woman work in an industrial job in the same way as a man?	No	Labor Code of Federation of Bosnia and Herzegovina, Art. 59
Can a woman work in mining in the same way as a man?	No	Labor Code of Federation of Bosnia and Herzegovina, Art. 59
Can a woman work in construction in the same way as a man?	Yes	No restrictions could be located
Can a woman work in manufacturing in the same way as a man?	Yes	No restrictions could be located
Can a woman work in transportation in the same way as a man?	Yes	No restrictions could be located
Can a woman work in agriculture in the same way as a man?	Yes	No restrictions could be located
Can a woman work in energy sector in the same way as a man?	Yes	No restrictions could be located
Can a woman work in water sector in the same way as a man?	Yes	No restrictions could be located
Is the law free of legal provisions that explicitly give the relevant government authority (for example, the Minister) the power to restrict or prohibit women from working in industries?	Yes	No restrictions could be located
Is the law free of legal provisions that explicitly give the relevant government authority (for example, the Minister) the power to restrict or prohibit women from working in other jobs?	Yes	No restrictions could be located
Can a woman work in a job deemed dangerous in the same way as a man?	Yes	No restrictions could be located
Can a woman work in a job deemed hazardous in the same way as a man?	Yes	No restrictions could be located
Can a woman work in a job deemed arduous in the same way as a man?	Yes	No restrictions could be located
Can a woman work in a job deemed morally or socially inappropriate in the same way as a man?	Yes	No restrictions could be located
Is the law free of legal provisions that explicitly give the relevant government authority the power to restrict or prohibit women from working in jobs deemed dangerous?	Yes	No restrictions could be located
Marriage	Answer	Legal basis
Can a woman be "head of household" or "head of family" in the same way as a man?	Yes	No restrictions could be located
Is the law free of legal provisions that require a married woman to obey her husband?	Yes	No applicable provisions could be located



Can a woman obtain a judgment of divorce in the same way as a man?	Yes	Family Law of Federation of Bosnia and Herzegovina, Arts. 41-42
Does a woman have the same rights to remarry as a man?	Yes	No restrictions could be located
Parenthood	Answer	Legal basis
Is paid leave of at least 14 weeks available to mothers?	Yes	Labor Code of Federation of Bosnia and Herzegovina, Art. 62
How many days of paid maternity leave are employees legally entitled to?	365	Labor Code of Federation of Bosnia and Herzegovina, Art. 62
How many days of paid shared parental leave are employees legally entitled to?	0	No applicable provisions could be located
How many days of paid parental leave are reserved for the mother?	0	No applicable provisions could be located
Are leave benefits for mothers paid solely by the government?	Yes	Law on Social Protection in Canton Sarajevo, Art. 170
Is there paid leave available to fathers?	Yes	Labor Code of Federation of Bosnia and Herzegovina, Art. 53(1)
How many days of paid paternity leave are employees legally entitled to?	9	Labor Code of Federation of Bosnia and Herzegovina, Art. 53(1)
How many days of paid parental leave are reserved for the father?	0	No applicable provisions could be located
Is dismissal of pregnant workers prohibited?	Yes	Labor Code of Federation of Bosnia and Herzegovina, Art. 60
Childcare	Answer	Legal basis
Does the law establish provision of childcare services in center-based settings?	Yes	Law on Preschool Upbringing and Education in Canton Sarajevo, Arts. 19, 21, 23(1), 57(2) and 60(2); Procedure for the Establishment of Preschool Institutions in Canton Sarajevo
Does the law establish the provision of childcare services by the government?	Yes	Law on Preschool Upbringing and Education in Canton Sarajevo, Arts. 19, 21, 23(1), 57(2) and 60(2); Procedure for the Establishment of Preschool Institutions in Canton Sarajevo
Does the law establish the provision of childcare services by private centers?	Yes	Law on Preschool Upbringing and Education in Canton Sarajevo, Arts. 19, 21 and 23(1); Procedure for the Establishment of Preschool Institutions in Canton Sarajevo
Does the law establish the provision of childcare services by employers?	No	No applicable provisions could be located
Where the law establishes the provision of childcare services by employers, is it conditional on the number of female employees?	N/A	
Does the law establish any form of support to families for childcare services?	Yes	Law on Preschool Upbringing and Education in Canton Sarajevo, Art. 58; Regulation of the Ministry of Labor, Social Policy, Displaced Persons and Refugees of Canton Sarajevo of 28 February 2020
Does the law establish any form of financial support for families for childcare services?	Yes	Law on Preschool Upbringing and Education in Canton Sarajevo, Art. 58; Regulation of the Ministry of Labor, Social Policy, Displaced Persons and Refugees of Canton Sarajevo of 28 February 2020
Does the law establish tax incentives for families for childcare services?	No	No applicable provisions could be located
Does the law establish any form of support to non-state childcare providers?	No	No applicable provisions could be located
Does the law establish any form of financial support for private childcare centers?	No	No applicable provisions could be located
Does the law establish tax incentives for private childcare centers?	No	No applicable provisions could be located
Does the law establish any form of financial support for employers for providing or supporting childcare services for their employees?	No	No applicable provisions could be located



Does the law establish tax incentives for employers for providing or supporting childcare services for their employees?	No	No applicable provisions could be located
Does the law establish quality standards for the provision of center-based childcare services?	Yes	Resolution of the Ministry of Education of Canton Sarajevo No. 02-05-31753-8/16 of 10 November 2016, Arts. 14-15; Law on Preschool Upbringing and Education in Canton Sarajevo, Arts. 33(1), 40(6) and 41; Law on Education Inspections, Arts. 3 and 5
Does the law establish caregiver-to-child ratio in childcare centers (public or private)?	Yes	Resolution of the Ministry of Education of Canton Sarajevo No. 02-05-31753-8/16 of 10 November 2016, Arts. 14-15
Does the law establish maximum group size in childcare centers (public or private)?	Yes	Resolution of the Ministry of Education of Canton Sarajevo No. 02-05-31753-8/16 of 10 November 2016, Art. 14
Does the law establish a minimum level of specialized education or professional training for educators in childcare centers (public or private)?	Yes	Law on Preschool Upbringing and Education in Canton Sarajevo, Art. 33(1); Resolution of the Ministry of Education of Canton Sarajevo No. 02-05-31753-8/16 of 10 November 2016, Art. 15(2)
Does the law establish mandatory periodic inspection of childcare centers (public or private) by authorized bodies?	Yes	Law on Preschool Upbringing and Education in Canton Sarajevo, Art. 40(6); Law on Education Inspections, Arts. 3 and 5
Does the law establish mandatory periodic reporting by childcare centers (public or private) to authorized bodies?	Yes	Law on Preschool Upbringing and Education in Canton Sarajevo, Art. 41
Entrepreneurship	Answer	Legal basis
Can a woman undertake entrepreneurial activities in the same way as a man?	Yes	No restrictions could be located
Can a woman sign a contract in the same way as a man?	Yes	No restrictions could be located
Can a woman register a business in the same way as a man?	Yes	No restrictions could be located
Can a woman open a bank account in the same way as man?	Yes	No restrictions could be located
Does the law prohibit discrimination in access to credit based on gender?	Yes	Law on Gender Equality in Bosnia and Herzegovina, Art. 15
Does the law prescribe a gender quota on corporate boards?	No	No applicable provisions could be located
Does the law include gender-sensitive procurement provisions for public procurement processes?	No	No applicable provisions could be located
Assets	Answer	Legal basis
Do a woman and a man have equal administrative power and ownership rights to immovable property, including land?	Yes	Family Law of Federation of Bosnia and Herzegovina, Arts. 251 and 252
Do a woman and a man have equal ownership rights to immovable property?	Yes	Family Law of Federation of Bosnia and Herzegovina, Arts. 251 and 252
Do a woman and a man have equal administrative authority over assets during marriage?	Yes	Family Law of Federation of Bosnia and Herzegovina, Arts. 252 and 253
Can a woman own and administer land in the same way as a man?	Yes	No restrictions could be located
Do sons and daughters have equal rights to inherit assets from their parents?	Yes	Inheritance Law of Federation of Bosnia and Herzegovina, Arts. 10 and 11
Do male and female surviving spouses have equal rights to inherit assets?	Yes	Inheritance Law of Federation of Bosnia and Herzegovina, Arts. 10 and 11
Does the law provide for the valuation of nonmonetary contributions?	Yes	Family Law of Federation of Bosnia and Herzegovina, Arts. 251-253
Pension	Answer	Legal basis
Are the ages at which men and women can retire with full pension benefits equal?	Yes	Law on Pension and Disability Insurance of Federation of Bosnia and Herzegovina, Art. 40
What is the age at which a man can retire and receive full benefits?	65	Law on Pension and Disability Insurance of Federation of Bosnia and Herzegovina, Art. 40



What is the age at which a woman can retire and receive full benefits?	65	Law on Pension and Disability Insurance of Federation of Bosnia and Herzegovina, Art. 40
Are the ages at which men and women can retire with partial pension benefits equal?	No	Law on Pension and Disability Insurance of Federation of Bosnia and Herzegovina, Arts. 142, 143 and 145
What is the age at which a man can retire and receive partial benefits?	63	Law on Pension and Disability Insurance of Federation of Bosnia and Herzegovina, Arts. 142 and 145
What is the age at which a woman can retire and receive partial benefits?	58	Law on Pension and Disability Insurance of Federation of Bosnia and Herzegovina, Arts. 143 and 145
Is the mandatory retirement age for men and women equal?	Yes	Labor Law of Federation of Bosnia and Herzegovina, Art. 94
At what age is it mandatory to retire for men?	65	Labor Law of Federation of Bosnia and Herzegovina, Art. 94
At what age is it mandatory to retire for women?	65	Labor Law of Federation of Bosnia and Herzegovina, Art. 94
Are periods of absence due to childcare accounted for in pension benefits?	No	No applicable provisions could be located

WBL 2.0 supportive frameworks data – Federation of Bosnia and Herzegovina (Sarajevo)⁴

Safety	Answer	Source
Has the government developed comprehensive mechanisms to address violence against women?	Yes	Public Institutions Centre for Judicial and Prosecutorial Training of Federation of Bosnia and Herzegovina, Initial Training Program and Professional Development Program 2023 for Judges and Prosecutors in Federation of Bosnia and Herzegovina; Safe House - Shelter for Women and Children Victims of Domestic Violence (Sarajevo); SOS Red Line; Cantonal Institute for Providing Free Legal Aid (Sarajevo)
Has the government developed policy on child marriage?	No	Insufficient evidence located
Has the government developed protocols/guidelines for sexual harassment in employment?	No	Insufficient evidence located
Has the government developed action plans or policies on sexual harassment in public places?	No	Insufficient evidence located
Has the government developed comprehensive mechanisms to provide the legal aid for survivors of violence against women?*	Yes	Cantonal Institute for Providing Free Legal Aid (Sarajevo)
Has the government developed comprehensive mechanisms to provide the healthcare services for survivors of violence against women?	No	Insufficient evidence located
Has the government developed comprehensive mechanisms to provide the psychological support for survivors of violence against women?*	Yes	Safe House - Shelter for Women and Children Victims of Domestic Violence (Sarajevo); SOS Red Line
Has the government developed comprehensive mechanisms to provide training for judicial and police personnel in charge of cases of violence against women?*	Yes	Public Institutions Centre for Judicial and Prosecutorial Training of Federation of Bosnia and Herzegovina, Initial Training Program and Professional Development Program 2023 for Judges and Prosecutors in Federation of Bosnia and Herzegovina
Are special procedures in place for cases of sexual harassment?	Yes	Law on Prohibition of Discrimination (Bosnia and Herzegovina), Chapter V
Are there special procedures for cases of sexual harassment in employment?	Yes	Law on Prohibition of Discrimination (Bosnia and Herzegovina), Chapter V

⁴ Within the framework of the subnational data collection exercise, for all questions marked with “**” the answer to supportive frameworks question has changed from “No” to “Yes” for Federation of Bosnia and Herzegovina (Sarajevo) compared to the WBL 2024 report edition. As a result, the supportive frameworks score went up from 47.5 to 59.2.



Are there special procedures for cases of sexual harassment in education?*	Yes	Law on Prohibition of Discrimination (Bosnia and Herzegovina), Chapter V
Are there special procedures for cases of cyber harassment?	No	Insufficient evidence located
Is there a government entity responsible for monitoring and implementing national services, plans, and programs addressing violence against women?	No	Insufficient evidence located
Is there an annual budgetary allocation devoted to violence against women risk mitigation, prevention, and response programs?	No	Insufficient evidence located
Mobility	Answer	Source
Are passport application processes the same for a woman and a man?	Yes	Passport application procedures
Are the application processes for official identity documents the same for a woman and a man?	Yes	ID application procedures
Is there a current policy or plan that explicitly considers the specific mobility needs of women in public transportation?	No	Insufficient evidence located
Workplace	Answer	Source
Has the government published guidelines on nondiscrimination based on gender in recruitment?	No	Insufficient evidence located
Has the government published guidelines on flexible work arrangements?	Yes	Official Website of Ministry of Civil Affairs of Bosnia and Herzegovina, Practical tips to make remote work as healthy, safe and effective as possible
Does a specialized body receive complaints about gender discrimination in employment?	Yes	Law on Gender Equality in Bosnia and Herzegovina, Arts. 23 and 26(i)(j)
Pay	Answer	Source
Are there pay transparency measures or enforcement mechanisms to address the gender pay gap?	No	Insufficient evidence located
Are there pay transparency measures in place to address the pay gap?	No	Insufficient evidence located
Are there enforcement mechanisms to ensure compliance with pay transparency policies?	No	Insufficient evidence located
Have sex-disaggregated data on employment in different industries or sectors been published?	Yes	Agency for Statistics of Bosnia and Herzegovina, Persons in paid employment by activity, June 2023; Institute for Statistics of Federation of Bosnia and Herzegovina, Statistical Yearbook 2022
Have sex-disaggregated data on employment in mining been published (since January 1, 2020)?	Yes	Agency for Statistics of Bosnia and Herzegovina, Persons in paid employment by activity, June 2023; Institute for Statistics of Federation of Bosnia and Herzegovina, Statistical Yearbook 2022
Have sex-disaggregated data on employment in construction been published (since January 1, 2020)?	Yes	Agency for Statistics of Bosnia and Herzegovina, Persons in paid employment by activity, June 2023; Institute for Statistics of Federation of Bosnia and Herzegovina, Statistical Yearbook 2022
Have sex-disaggregated data on employment in manufacturing been published (since January 1, 2020)?	Yes	Agency for Statistics of Bosnia and Herzegovina, Persons in paid employment by activity, June 2023; Institute for Statistics of Federation of Bosnia and Herzegovina, Statistical Yearbook 2022



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Have sex-disaggregated data on employment in transportation been published (since January 1, 2020)?	Yes	Agency for Statistics of Bosnia and Herzegovina, Persons in paid employment by activity, June 2023; Institute for Statistics of Federation of Bosnia and Herzegovina, Statistical Yearbook 2022
Have sex-disaggregated data on employment in agriculture been published (since January 1, 2020)?	Yes	Agency for Statistics of Bosnia and Herzegovina, Persons in paid employment by activity, June 2023; Institute for Statistics of Federation of Bosnia and Herzegovina, Statistical Yearbook 2022
Have sex-disaggregated data on employment in energy sector been published (since January 1, 2020)?	Yes	Agency for Statistics of Bosnia and Herzegovina, Persons in paid employment by activity, June 2023; Institute for Statistics of Federation of Bosnia and Herzegovina, Statistical Yearbook 2022
Have sex-disaggregated data on employment in water sector been published (since January 1, 2020)?	Yes	Agency for Statistics of Bosnia and Herzegovina, Persons in paid employment by activity, June 2023; Institute for Statistics of the Federation of Bosnia and Herzegovina, Statistical Yearbook 2022
Marriage	Answer	Source
Is there a fast-track process or procedure for family law disputes?*	Yes	Family Law of Federation of Bosnia and Herzegovina, Arts. 272 and 273
Are there specialized family courts?	Yes	Judicial division of the Municipal Court in Sarajevo, Family Department
Is legal aid available for family law disputes?	Yes	Cantonal Institute for Providing Free Legal Aid (Sarajevo)
Parenthood	Answer	Source
Is it possible to apply for maternity benefits through a single government application process?*	Yes	Form for Exercising the right to maternity benefit for employed mothers under the provisions of the Law on Social Protection, Protection of Civilian Victims of War and Protection of Families with Children of Canton Sarajevo
Are incentives in place to encourage fathers to take paternity leave upon the birth of a child?	No	Insufficient evidence located
Have sex-disaggregated data on unpaid care work been published (since January 1, 2020)?	No	Insufficient evidence located
Childcare	Answer	Source
Is there a publicly available registry or database of childcare providers?	Yes	Official Website of the Ministry of Education of Canton Sarajevo
Is there a clearly outlined application procedure to request financial support from the government for childcare services by parents?	Yes	Official Website of the Municipality of Novi Grad Sarajevo
Is there a clearly outlined application procedure to request financial support from the government for childcare services by nonstate childcare providers?	No	Insufficient evidence located
Is there a clearly outlined application procedure to request financial support from the government by private childcare centers?	No	Insufficient evidence located
Is there a clearly outlined application procedure to request financial support from the government by employers for providing or supporting childcare services for their employees?	No	Insufficient evidence located
Has the government published any reports on quality of childcare services (since January 1, 2020)?	Yes	Official Website of Preschool, Primary and Secondary Education, Report on quality research in preschool education institutions 2022
Entrepreneurship	Answer	Source
Have sex-disaggregated data on business activities, entrepreneurship, or women-owned businesses been published?	Yes	Agency for Statistics of Bosnia and Herzegovina, "Women and Men in Bosnia and Herzegovina 2021"
Have sex-disaggregated data on business activities and entrepreneurship been published (since January 1, 2020)?	Yes	Agency for Statistics of Bosnia and Herzegovina, "Women and Men in Bosnia and Herzegovina 2021"





Have sex-disaggregated data on women-owned businesses been published (since January 1, 2020)?	Yes	Agency for Statistics of Bosnia and Herzegovina, "Women and Men in Bosnia and Herzegovina 2021"
Are there government-led programs that provide support to female entrepreneurs such as access to finance or regarding agency and empowerment?	Yes	Ministry of Economy (Canton Sarajevo), Program "Incentives for the Development of Female Entrepreneurship"; Annual Plan for the Implementation of the Small Economy Development Program 2023
Are there government-led programs that provide support to female entrepreneurs?	Yes	Ministry of Economy (Canton Sarajevo), Program "Incentives for the Development of Female Entrepreneurship"; Annual Plan for the Implementation of the Small Economy Development Program 2023
Are there government-led programs that provide support to female entrepreneurs on access to finance?	Yes	Ministry of Economy (Canton Sarajevo), Program "Incentives for the Development of Female Entrepreneurship"
Are there government-led programs that provide support to female entrepreneurs on business development?	Yes	Annual Plan for the Implementation of the Small Economy Development Program 2023
Are there government-led programs that provide support to female entrepreneurs on agency and empowerment?	Yes	Annual Plan for the Implementation of the Small Economy Development Program 2023
Is there a current national government plan or strategy with a focus on women's access to financial services?	No	Insufficient evidence located
Assets	Answer	Source
Are there policies to encourage women to register immovable property (including joint titling)?	Yes	Law on Land Registry in Federation of Bosnia and Herzegovina, Arts. 19 and 28; Family Law of Federation of Bosnia and Herzegovina, Arts. 250-252
Does the law enable the joint registration of matrimonial property (land/residential or commercial building) for both spouses?	Yes	Law on Land Registry in Federation of Bosnia and Herzegovina, Arts. 19 and 28; Family Law of Federation of Bosnia and Herzegovina, Arts. 250-252
Are there policies to encourage women to register immovable property?*	Yes	Family Law of Federation of Bosnia and Herzegovina, Art. 252
Are there awareness measures in place to improve women's access to information about marital and inheritance rights?	No	Insufficient evidence located
Have anonymized sex-disaggregated data on property ownership been published (since January 1, 2020)?	No	Insufficient evidence located
Pension	Answer	Source
Are there incentives in place to increase women's retirement benefits?	No	Insufficient evidence located
Is there a procedure in place for pension beneficiaries to challenge the decisions of the competent authority regarding their benefits?	Yes	Law on Pension and Disability Insurance of Federation of Bosnia and Herzegovina, Arts. 105 and 133