



AMICA EDUCA

**Baseline Analysis
on Gender Equality
and Mental Health
of Young people
in Tuzla Canton**

Project: "Youth as Social Changemakers"

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Executive Summary

This report is the summary of the findings and recommendations identified by the consultant Mirna Dabić Davidović within the Baseline Analysis on Gender Equality and Mental Health of Young people in Tuzla Canton and development of an instrument for measuring the impact of the project on young people - project beneficiaries which is part of the project “Youth as Social Changemakers” covering the period January 2021 – December 2023 in Tuzla Canton, Bosnia and Herzegovina, implementing by Civil Society Organization Amica Educa from Tuzla. The project will empower and educate a total of 40 young people who will undertake various advocacy activities and directly affect at least 1070 people from the Tuzla Canton and indirectly over 60,000 people from Bosnia and Herzegovina. The project address challenges related to mental health, gender equality and peace building in three stages.

Research purpose and objectives: The Baseline Analysis consists of two parts: Baseline context and environment analysis and development of the instrument for measuring the impact of the project. The purpose of the first part / Baseline context and environment analysis is to generate information on the following details: Information on the current legal framework for gender equality mental health care system in the Federation of BiH and Tuzla Canton; Information on local policies and institutional mechanisms in cities and municipalities in the Tuzla Canton (with a focus on the Tuzla city) in relation to improving gender equality and improving the mental health of youth; Information on the different de jure and de facto rights of women and men and how they are differently affected by policies and institutional rules; Information on gender-transformative programs and services provided by institutions and their real impact on meeting the needs of women and men, especially when their needs are different; Information on gender-transformative programs and services provided by NGOs and their impact on the community; Conclusions on gaps, difficulties and problems and recommendations for overcoming gaps, difficulties and problems of competent authorities and NGOs for the implementation of mechanisms for improving gender equality and mental health of young people. The purpose of the second part of Baseline Analysis is to show the current state and measure project impact / changes in awareness, knowledge and actions of young people (project participants and beneficiaries) on gender equality and mental health of youth and the instrument for measuring the impact of the project has been developed.

The analysis methodologies and tools: The Baseline Analysis was done in accordance with the cfd 2019 Gender Analysis Manual. In reference to this Manual the central thematic areas to be examined for the gender analysis for the project Youth as Social Changemakers were Participation and Violence and Justice. Basis for defining tool for this analysis were guidelines- an overview of Key Questions for all three dimensions (agency, structure and relationships) which was used for the one to one interviews with different stakeholders for obtaining relevant information on the state of gender equality and youth mental health. The main methods used in this analysis were:

- a) *Desk research*- document analysis that includes relevant project proposal documentation and an overview of legislation and local policies and strategies in the field of gender equality and mental health in the Federation of BiH, Tuzla Canton and the city of Tuzla, supporting documentation related to services and service providers in the field of gender equality and mental health in Tuzla.
- b) *Interviews*- one to one semi-structured interviews in live and online via Microsoft Teams and Viber, or in written form including Start up meeting with Amica Educa project staff. In total 19 persons participated in this process of Analysis and most of them are relevant stakeholders representatives from civil society sector and public sector such as: CSO Amica Educa, Youth

Council Tuzla, Center for Mental Health Tuzla, Gender Equality Commission for Tuzla City, Youth Resource Center Tuzla, Youth movement Revolt Tuzla, World Vision Tuzla, Ministry of Labor, Social Policy and Return Tuzla Canton, University of Tuzla- Faculty of Education and Rehabilitation Sciences, Clinic for Psychiatry of the University Clinical Center Tuzla, CSO Viva žene Tuzla, Service for culture, sports, youth and social protection at City of Tuzla, CSO Agora-social and educational center for open education and lifelong learning, Commission for Gender Equality of the Assembly of Tuzla Canton, CSO The Tuzla Community Foundation, CSO Tuzla Open Center , SOS Children Villages Gračanica and Ministry of Culture, Sports and Youth Tuzla Canton.

Results and analysis: This chapter is structured in 6 subchapters: 1. Information on the legal framework and Laws regulating gender equality and young people issues in the Federation of BiH such as: Gender Equality Law in BiH, Law on Protection from Domestic Violence FBiH, Law on Prohibition of Discrimination in BIH and Law on Youth in Federation of Bosnia and Herzegovina; 2. Information on the mental health care system in the Federation of BiH and Tuzla Canton such as: Law on Health Care Protection and Policy and Strategy for the Protection and Improvement of Mental Health in BIH (2012-2020). It also included a basic overview of the situation in the provision of services to young people in mental health institutions such as the Clinic for Psychiatry of the University Medical Center Tuzla and Center for mental health Tuzla, everything based on the interviews conducted with relevant stakeholders; 3. Information on local policies and institutional mechanisms in cities and municipalities in the Tuzla Canton (with a focus on the Tuzla city) in relation to improving gender equality and mental health such as: Gender action plan of BIH (2018 – 2022), Report on the implementation of the Gender Action Plan of Bosnia and Herzegovina 2018 – 2022 (reporting period: November 2018 - September 2019), Intervention Protocol in cases in domestic violence for Tuzla Canton with Action plan with following document an Action plan for the prevention and fight against domestic violence for the Tuzla Canton 2019-2020, The Strategy of integrated development for Tuzla City 2012-2026 (revised for the period 2019-2021), The strategy of integrated development for Tuzla Canton 2021-2027 DRAFT, The Strategy and Action Plan for Youth of the Tuzla City 2017-2026 and The strategy and action plan for youth of the Tuzla Canton 2021-2027, including Institutional mechanisms for gender equality- The Commission for Gender Equality of the Assembly of Tuzla Canton, The Commission for Gender Equality of the Tuzla City Council and Coordinating body for prevention and fight against domestic violence in Tuzla Canton; 4. Information on the different de jure and de facto rights of women and men and how they are differently affected by policies and institutional rules; 5. Information on gender-transformative programs and services provided by institutions and their real impact on meeting the needs of women and men, especially when their needs are different; 6. Information on gender-transformative programs and services provided by NGOs and their impact on the community.

Conclusions:

Most of the strategies and policy documents described in this analysis are partly gender sensitive, and it is evident that all new documents that have recently been adopted or are in the process of adoption, strive to include the principles of gender equality. It is evident that the rights and needs of men and women are de jure very much covered/included. When it comes to what happens in practice, not everything is realized and is not in accordance with these Laws. While existing institutional mechanisms are adequate, on paper, most public employees are not aware of them, to use the Law on gender equality and the Law on prohibition of discrimination as an example even judges and prosecutors do not have enough experience these two laws. Also in the field of protection and prevention of Domestic Violence, de facto situation is not in accordance with the Laws and Protocols.

What is missing in Tuzla and Tuzla Canton are Local Gender Action Plans. The last one Gender Action Plan for Tuzla expired in 2017. It was developed on 2013 for the period 2014-2016. Institutional mechanisms for gender equality are: The Commission for Gender Equality of the Assembly of Tuzla Canton who in the period from October 2019 until March 2021, held in total 16 sessions/meetings and publicly published on the government's website a call for each meeting with a detailed agenda and issues that are discussing in each meeting, The Commission for Gender Equality of the Tuzla City Council was appointed at its 3rd regular session Tuzla City Council, February 25, 2021. and Coordinating body for prevention and fight against domestic violence in Tuzla Canton. When it comes to membership of these commission, there is a problem such as lack of a permanent member of commission for gender equality on both local and cantonal level who can provide both education and information to rotating members.

Institutions in Tuzla Canton do not have many services which we can characterized as a gender transformative programs or interventions. Most interviewees highlighted the problem of insufficient implementation of policies and strategies regarding young people and gender equality and unclear roles and responsibilities for monitoring of strategy implementation. All institutions and civil society organizations that fall into the domain of the helping profession and direct work with people, women are mostly employed. There is a lack of men who will work with people in the helping professions. At the Universities (also those that fall into the domain of the helping profession) decision makers and those who has access to resources in the institution are man. The same situation is in the institutions dealing with mental health of young people, as well as within Government of Tuzla Canton. Based on the information gathered from the web site of Government of Tuzla Canton, only one female Ministry is out of 12 Ministries. In the City of Tuzla the presented structure indicates a balanced participation of both sexes among employees, a very high degree of equality between women and men in management positions. The situation in all civil society organizations from Tuzla Canton area, who were involved in this research and analysis, is that women are in higher and leadership positions within organization and therefore have more access to resources and in a better position to make decisions. It is very much connected with the fact that more women than men work in these organizations who are in the domain of helping profession.

Regarding mental health public institutions in Tuzla, there is Center for mental health Tuzla who has multidisciplinary team of 17 employees, mostly younger people open to learning and advancement who are sensitized to the needs and rights of the LGBT population. There is also Clinic for Psychiatry of the University Medical Center Tuzla but the main problem is there is no psychiatric beds for children and adolescents in this Clinic. When it comes to strategies and policies in the field of mental health and how much they contribute to the de-stigmatization of mental health of young people, more work has to be done in this area. The health system needs to focus more on mental health both through the

establishment of a special department to deal with mental health in the existing Ministry of Health and the adoption of the missing Law on mental health.

Men are more likely to seek help when it comes to addiction, but for other disorders, especially social disorders, women are more likely to seek help when they face with mental health problems, and more aware of the importance of mental health care. Alcoholism and betting are becoming more common among young people, alcoholism among both women and men, a betting more among young man. According to the observation from CSOs working with young people on mental health, the gap that exists in support and services in the field of youth mental health is related to education on sex and reproductive health, counseling on youth relationships and partnerships (preparation for marriage) as well as prevention and education related to mental health protection in general.

The awareness of the population is low regarding the importance of this problem and the suffering of people with mental disorders or disabilities due to these disorders. There is a negative attitude of the population towards people with mental disorders with negative media coverage, which often speaks in a stereotypical and sensationalist way about mental health and mental disorders, which has a significant impact on public opinion. There is a lack of information in the community who provides support when it comes to mental health care as well as lack of information about the moment when peers / families should recognize that professional treatment is needed. According to the observations from CSOs, young people are generally dissatisfied with themselves, they have low self-esteem and self-respect, an increase in the use of psychoactive substances is also evident – all these as a reaction to stress they are exposed to growing up in BiH society. Despite the increase in the number of people who ask us for support, we are aware and notice that the stigma associated with mental health in our society is still great and has a strong negative impact on most people. The cooperation between NGOs providing services in mental health and public institutions operating in the field of mental and social health (such as Mental Health Centers, Psychiatric clinics, Social Work Centers) is mainly related to projects or services that are financed from the funds provided by NGOs through various donors, which therefore represents uncertainty in the continuity and scope of providing support services to citizens. This could be overcome by systemic support - funding (part) of services by the government.

Recommendations

- It is necessary to adopt Local Action Plan for Gender Equality, which would be the most effective mechanism for implementing the obligations of the Gender Action Plan of BiH and the Law on Gender Equality in BiH. Step 1 would be extensive statistical research on position and number of men and women in areas of education, employment to include information about salaries, health, social services, including number of men and women in positions of power both in private, political and public sector. Step 2 would be creation of GAP for Tuzla Canton and Tuzla city based on actual needs and issues of both men and women in this area. The process of creation Local Action Plans for Gender Equality for Tuzla and Canton Tuzla, should be led by relevant institutions at the local and cantonal level (such as the Ministry of Labour, Social Policy and Return of Tuzla Canton) but in the process of developing and drafting Gender Action Plans, it is very important to involve all relevant stakeholders, especially civil society organizations working on gender equality issues in Tuzla and Canton of Tuzla.
- Encouragement of implementation of existing institutional mechanisms, i.e. Law on gender equality – promotion of gender equality in all educational institutions, creations of curriculums for elementary, high school and higher education that would ensure implementation of the law is a must. Education and raising awareness is of utmost importance for both public employees and general public on available institutional mechanisms. Law on Protection from

Domestic Violence needs to be expanded and include violence against women outside of marriage or legal partnership. It is important to ensure that local and cantonal government honor the provisions of Istanbul Convention (i.e. safe house financing etc.).

- The Commission for Gender Equality of the Assembly of Tuzla Canton and its work can contribute to gender transformative approach into some programs provided by Government of Tuzla Canton. It is very important that this Commission is recognising all key actors/stakeholders dealing with gender equality in Tuzla Canton communities as a good resource, especially NGOs working on gender equality and who has expertise in working on gender sensitive and transformative programs and to work in partnership with NGOs when planning gender transformative interventions in their communities. Changing current mechanisms to ensure a permanent member of commission for gender equality on both local and cantonal level who can provide both education and information to rotating members.
- There is a need to improve communication, information exchange, cooperation and mutual support in the work between gender institutional mechanisms at different levels. According to the information obtained on the field it is present very poor communication between institutional mechanisms on gender issues at different levels. This especially refer to Gender Center FBiH and The Agency on Gender Equality on BiH level, which don't have enough contact with institutional mechanisms on cantonal or local level.
- The strategies have to be developed in accordance with the new legislation that regulates the process of strategic planning in the FBiH such as Law on Development Planning and Development Management in the Federation of BiH, Regulation on drafting strategic documents in FBiH and Regulation on three-year and annual work planning, monitoring and reporting in the FBiH. The new normative framework obliges to adjust the internal acts and procedures of administrative bodies in the Federation of BiH at all levels in order to harmonize them with the obligations defined by the Law and regulations.
- It is necessary to find a way to include more young men in the helping professions, and these jobs most often include work with people with behavioral disorders, prevention of violence, mental health care and similar.
- There is a need to deal with the area of mental health including mental health of young people on legislative level in FBiH, and therefore draft of the Law on mental health in FBiH was developed but it is still under procedure and it has not yet been officially adopted. The area of mental health care, as a specific area in which social care and the treatment of mental disorders intersect and coincide, and as such it has to be subject of reform and improvements. Mental health care is a part of health care of interest at all levels of health care and which includes a system of social, group and individual measures, services and activities for maintaining and improving mental health, prevention and early detection of disease, timely treatment and health care and psychosocial rehabilitation.
- It is important to support project called Reconstruction of the Department of Child and Adolescent Psychiatry and it represents capital investment that affects the improvement of the social standard of the most vulnerable part of the population such as children and adolescents.
- Every health center should have a child psychiatrist. The number of child and adolescent psychiatrists in health centers should be increased.
- It is necessary to work more with schools - to promote mental health care in schools, and it is very important that there are psychologists in schools who deal with this topic, who really do

the work of psychologists and not administrative work. It is of particular importance cooperation with the school and preschool with an emphasis on prevention and early detection of developmental disorders and behavioural disorders, abuse psychoactive substances and peer violence. There is a need to have sex education and reproductive health in schools, or on the workshops for young people as well as counseling on youth relationships and partnerships (preparation for marriage). Schools are a good space for implementing gender-transformative programs such as gender-based violence, and peer-violence.

- Marriage and family counselling is also very important and missing as well as supporting a young woman when she gives birth, when she experiences an abortion - a very neglected topic and this is not covered in the services when it comes to mental care services for young people.
- It is important to implement programs for the promotion of mental health and the importance of early recognition of mental disorders in young people in the community, all with the aim of reducing stigma and inclusion in the timely and early treatment of all mental disorders. Opportunity for all stakeholders in the community can be good and inter-sectoral cooperation between NGOs and public sector dealing with mental health.
- The situation with pandemic Covid 19 has brought the field of mental health a little closer to young people. Youth care and concerned more about emotions as this pandemic has started, so this time period can be a good moment to work more on reducing the stigma of the mental health care and protection of young people.
- The health sector should work together with civil society and education sectors in order to improve services that contribute to the protection and improvement of mental health of young people. It is necessary to conduct an intensive and long-term anti-stigma campaign through which the citizens of Tuzla Canton would be informed, educated and encouraged to seek help when their mental health is at stake. It would be very important for such campaigns to be conducted in cooperation between government sector (specifically institutions dealing with mental health and the provision of social services) and non-government sector who has long term experience working on protection and improvement of mental health of young people.
- Non-governmental organizations have important role in the community when it comes to providing services on mental health for young people and gender transformative services. It is important to support NGOs initiatives such as: education of young people regarding their rights and education about treatment of LGBTI young people (also for phycologist); to have more services which are available to young people in rural areas and to work on outreach of young people from rural areas who are also marginalized. NGOs in cooperation with public sector stakeholders can organise more actions to raise public awareness to the rights of LGBTI people, about gender-based violence and protection mechanisms, as well as individual cases of violence. NGOs has to be recognized as very important stakeholder and as service providers in both social protection and mental health of young people and gender transformative services, and as such it must have systemic support - funding (part) of services by the government.

1. Introduction and background

1.1. Information about the Organization

As stated in the Terms of Reference, the Association "Amica Educa" (hereinafter Amica Educa) was founded in 1996 as the Swiss NGO "Amica Schweiz", and in 1999 it was registered as a local organization based in Tuzla, BiH. During 24 years of work, Amica Educa has developed into a center for empowerment of individuals and families, providing educational and psychosocial services to the citizens of Tuzla and BiH. By implementing activities at various levels, Amica Educa improves the mental and social health of all members of society through prevention, education, treatment and actively works to improve the position of women. Non-formal education contributes to overcoming the shortcomings of formal education, social inclusion of marginalized groups and social equality. Amica Educa's activities are reflected in the implementation of the activities of the Psychoeducational Program, Family / Psychological Counseling and Gender Equality Program.

1.2. Information about the project

Project Youth as Social Changemakers covering the period January 2021 – December 2023, aims to increase young people's involvement in social changes focusing on mental health, gender equality and peace building. The project will empower and educate a total of 40 young people who will undertake various advocacy activities and directly affect at least 1070 people from the Tuzla Canton and indirectly over 60,000 people from Bosnia and Herzegovina. Most advocacy activities will be carried out for or in collaboration with relevant duty-bearers.

The project address challenges related to mental health, gender equality and peace building in three stages. Firstly, young people will be empowered and educated in the areas of mental health, gender equality and the application of nonviolent approach in private and social life. Additionally, they will be trained in the activism and advocacy.

Secondly, they will implement social change activities by using developed advocacy skills and knowledge. And thirdly, together with public authorities and duty bearers, they will participate in initiating changes and decisions concerning their needs and rights in mental health and gender equality. With acquired knowledge, skills and experience young people will become trained social agents to tackle any other changes in society in the future.

Longterm Outcome: Young people of Tuzla City contribute to social changes focusing on youth mental health, gender equality and peace building.

Project outcome 1: Through improving their mental health, communication skills and awareness on gender equality, young people are able to claim their rights in private and social life.

- **Output 1.1 for outcome 1:** Young people have raised the level of psychological well-being and social functioning as well as knowledge related to mental health, nonviolence and gender equality.

Project outcome 2: The importance of youth mental health and gender equality is addressed in public by young people.

- **Output 2.1 for outcome 2:** Young people have gained knowledge and skills needed for realization of various youth activism / advocacy activities.
- **Output 2.2. for outcome 2:** Young people initiate and implement activities that can lead to social change by using developed advocacy skills and knowledge.

Project outcome 3: Together with public authorities, relevant institutions and NGOs, young people actively participate in initiating changes and decisions concerning their needs and rights in mental health and gender equality.

- **Output 3.1. for outcome 3:** Young people are motivated, trained and mentored in establishing cooperation with the government and relevant institutions.¹

One of the first activities of the project is the development of the Baseline Analysis of Gender Equality and Mental Health of Youth and the development of an instrument for measuring the impact of the project.

¹ Project proposal document_Youth as Social Changemakers

2. Research methodology

2.1. The analysis purpose and objectives

The analysis and development of the instrument for measuring the impact of the project is carried out with the aim of contributing to a comprehensive understanding of the overall progress of the project focusing on the initial situation in the field of gender equality and mental health, as well as changes in knowledge, attitudes and behavior. It will assess whether there are differences in attitudes, knowledge and behaviors of young men and women before and after the completion of the project activities. The analysis consists of two parts: Baseline context and environment analysis and Overview of the situation and changes in awareness, knowledge and actions of young people on gender equality.

In accordance with the ToR, the purpose of the first part / Baseline context and environment analysis is to generate information on the following details:

- Information on the current legal framework for gender equality in the Federation of BiH;
- Information on the mental health care system in the Federation of BiH and Tuzla Canton;
- Comprehensive information on local policies and institutional mechanisms in cities and municipalities in the Tuzla Canton (with a focus on the Tuzla city) in relation to improving gender equality;
- Information on local policies in cities and municipalities in the Tuzla Canton (with a focus on the Tuzla city) in relation to improving the mental health of youth;
- Comprehensive information on the different de jure and de facto rights of women and men and how they are differently affected by policies and institutional rules;
- Comprehensive information on gender-transformative programs and services provided by institutions and their real impact on meeting the needs of women and men, especially when their needs are different;
- Information on gender-transformative programs and services provided by NGOs and their impact on the community;
- Conclusions on gaps, difficulties and problems in the competence and capacity of local authorities and institutions for the implementation of mechanisms for establishing gender equality and improving the position of women in society;
- Recommendations for overcoming gaps, difficulties and problems of competent authorities in order to define the adjustment of project activities;
- The information obtained from this part of the GBA will be published (online) but also used in project advocacy activities.

Purpose of the second part of Baseline Analysis is to show the current state and measure project impact / changes in awareness, knowledge and actions of young people (project participants and beneficiaries) on gender equality and mental health of youth. This part of Baseline Analysis included initial and final survey of project participants (at least 40) directly involved in the project activities. Each new workshop participant regardless of when they join the project, will fill in an initial questionnaire. This part of Baseline Analysis will measure the difference between initial and final awareness, knowledge and actions of project participants and beneficiaries related to:

- Awareness of the presence of patriarchal tradition, gender stereotypes and prejudices and their impact (unequal distribution of power, lack of resources, limited opportunities and benefits, restrictions on human rights and gender based violence) on the life opportunities of men and women;

- Awareness and knowledge of legal frameworks and institutional mechanisms and protection mechanisms related to gender equality, discrimination and violence;
- Knowledge of and increase the use of procedures and ways of reporting gender-based violence (as witnesses or victims of the GBV);
- Knowledge of and increase the use of procedures and ways of reporting discrimination (as witnesses or victims of discrimination);
- Knowledge of and increase the use of gender sensitive language;
- Knowledge on the mental health care services available in Tuzla;
- Knowledge on the importance and promotion of mental health for youth;
- Knowledge on the most prevalent mental health difficulties and disorders in young people;
- Presence of taboos and stigmatization towards professional help in the area of mental health;
- The state of mental health (changes in thinking, feeling, expressing and acting) of young people included in project;
- Knowledge and application of communication (as well as thinking and behavior) that contribute to conflict resolution;
- Knowledge and application of communication that contributes to peace building;
- Awareness of the importance of advocating for change in society;
- Knowledge on application of different advocacy activities;
- Changes in the impression of control over own life, the ability to conduct advocacy activities, and the ability to influence change in society.

2.2. The analysis methodologies and tools

Defining a methodology for analysis and research is the first part of implementing a successful research and analysis process. In addition to the fact that the selected tool / instrument should collect reliable data, the selected tools should ensure maximum participation of stakeholders in the field of gender equality and mental health, as well as changes in knowledge, attitudes and behavior related to gender equality and mental health of young people. A mix of qualitative and quantitative approaches, while ensuring the involvement of different actors (including the most vulnerable), will offer a wide range of perspectives and a more reliable picture of reality. Common instruments that can be used in the mixed method approach include (but are not limited to) document analysis, interviews, questionnaires etc. The ToR provides clear guidelines on the key aspects to be covered when conducting the analysis and creating the report, as well as guidelines on the key aspects to be covered when developing the questionnaire.

The GBA was done in accordance with the cfd 2019 Gender Analysis Manual. Based on this manual gender is a social variable, which crosscuts with other social variables such as age, ethnicity, class, religion, disability, sexual orientation and others. Also, a gender analysis helps to understand where a project can make the biggest impact or address the most immediate needs. In reference to the CARE framework (CARE, 2012) cfd has selected 7 core thematic areas to be examined for the gender analysis. Those areas are: Division of Labor, Decision on household level, Control over resources and assets, Access to public places and institutions, Participation, Control over one's own body, Power and Justice (Violence and Justice).² Depending on the focus and the level on which the respective project is located, the central areas for the project Youth as Social Changemakers are- Participation and Violence

² Gender-Analysis Manual Framework and tools, cfd, December 2019

and Justice. It is important to mention also empowerment which is described as both, process and outcome that includes three dimensions – agency (a person's own aspirations and capabilities), structure (the environment that surrounds and conditions a person's choices) and relationships (the power relations through which a person negotiates her path). As these three dimensions are related to each other, they are also influencing each other. So no fixed lines can be drawn between the dimensions.³ Once the core thematic area of inquiry has been identified such as Participation and Violence and Justice in this project, each of these need has been assessed under a personal (agency), structural and relational dimension. Basis for defining tool for this analysis were guidelines- an overview of Key Questions for all three dimensions which was used for the one to one interviews with different stakeholders for obtaining relevant information on the state of gender equality and youth mental health. Detailed information about guidelines are presented in the Annex 1.

Term of Reference defines the methodology for conducting the Analysis, which included direct and indirect data collection, data analysis and drawing conclusions and recommendations. It was realized through:

- 1. Start-up meeting and discussion of the assignment and specific expectations with Amica Educa project staff**

This start-up meeting was held on 15th of February 2021 in Amica Educa office, and the aim of this meeting was to provide consultant with additional information and directions regarding the data collection process, methodology and key questions, clarifying activities to be undertaken and responsibilities of all involved in this process, stakeholders to include in the Analysis process. Also during this visit, it was held an interview with 3 persons from Amica Educa and their experience and opinion within this theme.

- 2. Desk research**

This step was about document analysis that includes relevant project proposal documentation and an overview of legislation in the field of gender equality and mental health in the Federation of BiH, Tuzla Canton and the city of Tuzla, supporting documentation related to services and service providers in the field of gender equality and mental health in Tuzla. Detailed list of documents used in Analysis process is in the Annex 2.

The key questions for the documentation analysis were:

1. Does the document mention gender equality (eg measures related to the advancement of women) and the mental health of young people?
2. How is the issue of gender equality and improving the mental health of young people defined in the document?
3. What measures / interventions in the strategy/policy/action plan are related to the issue of gender equality and improving the mental health of young people?
4. Which bodies / institutions are in charge of implementing measures in the strategy/policy/action plan related to the issue of gender equality and improving the mental health of young people?
5. How is the implementation of the document / strategy/policy/action plan institutionally monitored?

³ Ibid

3. Interviews

Interviews with a set of open questions are a good way of helping causes and results to emerge, of illuminating the context, and of organizing subject areas. The purpose of these interviews was to collect information from a wide range of people, including community leaders, professionals, or residents, who have firsthand knowledge about the community. For the purpose of this Analysis semi structured interviews (one to one) with relevant individuals (stakeholders) from the community were held to obtain relevant information on the state of gender equality and youth mental health. Interviews (live and online via Microsoft Teams and Viber) with 16 persons were conducted and 3 persons answered in written form on the same questions in the period from 15th of February until 7th of March 2021. Therefore, **19 persons in total participated in this process of Analysis** and most of them are relevant stakeholders representatives from civil society sector and public sector. Detailed list of participants involved in this process is in the Annex 3.

4. Analysis and writing report

After data gathered during the desk and field research, consultant conducted analysis and interpretation of the data gathered which was the basis for the process of Draft Baseline Analysis Report development. After its completion the Draft report was sent to Amica Educa staff on 16th of March 2021, in order to solve possible dilemmas through possible suggestions and additional inputs and also so that the report itself gains on its clearness and strength. Final report finalization and submission is the final phase of this process. All acceptable suggestions and comments given by Amica Educa staff on Draft report will be incorporated into the Final report which will be sent on 31st of March 2021.

5. The development of the instrument for measuring project impact / changes in awareness, knowledge and actions of young people (project participants and beneficiaries) on gender equality and mental health of youth

The development of the instrument (questionnaire) for measuring project impact/changes in awareness, knowledge and actions of young people (project participants and beneficiaries) on gender equality and mental health of youth, was done in accordance with the ToR and defined areas for measurement of the difference between initial and final awareness, knowledge and actions of project participants and beneficiaries and set of indicators and project objectives (relying on the conclusions and recommendations of the analysis). The most effective methods and instruments are those that are flexible and adaptable, easy to apply, designed to present results and that are appropriate and relevant to the purpose and users of the analysis. This instrument is included in the Annex 4.

3. Results and analysis

3.1. Information on the current legal framework for gender equality in the Federation of BiH

In this part are presented current legal framework and Laws regulating gender equality and young people issues in the Federation of BiH such as: Gender Equality Law in BiH, Law on Protection from Domestic Violence FBiH, Law on Prohibition of Discrimination in BiH and Law on Youth in Federation of Bosnia and Herzegovina. Document analysis was done in accordance with the questions described in the previous chapter, especially first two questions relevant to legal framework:

1. Does the document mention gender equality (eg measures related to the advancement of women) and the mental health of young people?
2. How is the issue of gender equality and improving the mental health of young people defined in the document?

It is important to clarify here that, despite the fact that the title of this section indicates the current legal framework for gender equality, we have included the mental health of young people in the analysis of each separate law (if there is a segment in the law dealing with mental health).

Gender Equality Law in BiH

The Law governs, promotes and protects the equal treatment of the sexes and guarantees equality of opportunity for all in both the public and the private domain, and prohibits direct and indirect discrimination on the grounds of gender. This Law guarantees the equality of sexes for all in every sphere of society, prohibition of discrimination on the grounds of sex and sexual, explaining temporary special measures which shall not be considered discrimination measures aimed at eliminating existing inequalities, promoting equality and protection gender equality. It covers gender based discrimination, types of discrimination, gender based violence (definition and where it all happens, as well as obligations of authorities to take appropriate measures to eliminate and prevent gender-based violence in the public and private spheres of life), special measures which are introduced temporarily in order to achieve real gender equality. Article 9 covers basic definition such as: sex, gender equality, equal treatment, gender equity, discrimination in the language, institutional mechanisms for gender equality and Gender action plan. The rest of articles covers gender equality in different areas such as: education, employment, work and access to all forms of resources, social protection, health protection, sport and culture, public life, media, statistical records, judicial protection. Last part of this Law are covering obligations of competent authorities, monitoring and supervision of the implementation of this Law, penal, transitional and final provisions.

Youth and the mental health of young people are not covered by this law as special categories, but Article 18 covers prevention of discrimination against the basis of gender in all form of health care and protection and that competent authorities shall take special measures for the purpose of protection improvement of reproductive health of women.

Law on Protection from Domestic Violence FBiH

This Law regulates: protection from domestic violence, the concept of domestic violence, type and purpose of protective measures for persons who have committed acts of domestic violence, manner and procedure for imposing protective measures, protection of victims from violence in family, the interconnectedness of all entities that are in the function of protection from domestic violence and

other issues relevant to protection from domestic violence. Article 2 defines a victim of violence within the meaning of this law and “it is any family member who is exposed to acts of violence in families referred to in Article 7 of this Law. A child within the meaning of this law is any family member who has not reached the age of 18.”

Article 6 covers the field of the concept of family and family relationship, and refers to child protection (which is also young person under 18) and respecting gender equality. For the purpose of this Analysis it is relevant also that this Law clearly defined types of violence and who has responsibility to report violence such as: health and social workers, teachers, educators, medical, educational and others institutions and bodies. Non-governmental organizations also can report committed acts of domestic violence find out within the performance of their duties. Family members, as well as by any citizen who finds out about the committed acts of domestic violence to the competent police administration. A victim of domestic violence can also file a report. Few articles of this Law covers mandatory psychosocial treatment for a violent person eliminating the cause of his/her violent behavior and mandatory treatment for addiction on a violent person who is violence committed under the influence of alcohol, drug or other psychoactive addiction substances, if there is a danger that acts of violence will recur.

For the purpose of this Analysis it is relevant that this Law covers child protection (which is also young person under 18) and respecting gender equality within family relationship, types of violence and who has responsibility to report violence, forms of protection for victims of domestic violence and mandatory psychosocial treatment for a violent person.

Law on Prohibition of Discrimination in BIH

The Law provides a framework for implementation of equal rights and opportunities to all persons in BIH and defines a system of protection from discrimination, everything in accordance with the Constitution of Bosnia and Herzegovina and international standards relating to human rights and fundamental freedoms. For the purpose of this Analysis it is important to emphasize Article 2 that defines more specifically discrimination and it reads: “(1) For the purposes of this Law, discrimination shall be deemed to be any different treatment, including any exclusion, restriction or preference based on actual or presumed grounds against any person or group of persons and those related to them on the basis of their race, colour, language, religion, ethnicity, **disability, age**, national or social origin, affiliation with a national minority, political or other beliefs, financial status, membership in a trade union or other association, education, **social status and gender, sexual orientation, gender identity, sexual characteristics**, as well as any other circumstance that has the purpose or consequence of preventing or endangering any person's recognition, enjoyment or realization on an equal basis, rights and freedoms in all areas of life. (2) **The prohibition of discrimination applies to all public bodies as well as to all natural or legal persons, both in the public and private sectors, in all areas, in particular:** employment, membership in professional organizations, education, training, housing, **health**, social protection, goods and services intended for the public and public places, and the performance of economic activities and public services.”

Articles 3 and 4 covers **forms of discrimination** such as: **direct and indirect discrimination, harassment, sexual harassment, mobbing, segregation, incitement to discrimination and a more severe form of discrimination (multiple, repeated and prolonged discrimination)**. Article 5 covers exceptions to the principle of equal treatment and measures that will not be considered discriminatory when they achieve a legitimate aim and if there is a reasonable relationship of proportionality between the means used and the aim pursued. Article 6 covers law enforcement in the following areas: employment; education, science and sport; social protection; health protection; judiciary and administration; training including initial training and continuing professional development; housing; public information and media; membership in professional organizations; performing economic

activities and entrepreneurship; participation in cultural and artistic creation; equal participation in public life of all citizens; families and children's rights, including those protection measures are required according to their status as minors, by their family, society and the state.

Articles from 7 to 18 covers: **which institutions are responsible for protection against discrimination, keeping records and coordination of competent institutions, monitoring the implementation of the Law, cooperation with civil society organizations**, protection in existing proceedings, special lawsuits for protection of discrimination, jurisdiction, deadlines and enforcement, security measures, burden of proof, collective lawsuit for protection against discrimination, protection of persons who report discrimination or participate in the proceedings.

The analysis of the Law on Prohibition of Discrimination in BiH highlights the parts that are relevant and in line with the objectives of this Analysis such as: definition of discrimination, forms of discrimination, areas of law enforcement, institutions responsible for protection against discrimination, the importance of cooperation with civil society organizations.

Law on Youth in Federation of Bosnia and Herzegovina

This Law regulates institutional organized youth care, youth association and youth participation at all levels of decision-making, based on the principles of respect for human rights and fundamental freedoms, respect for the constitutional order, law and international law, and building democratic institutions based on political pluralism and the rule of law, as well as the exercise of international legal standards and best international practices regarding youth and youth work. This Law defines the few terms such as: **"Youth" or "young people" are persons between the ages of 15 and 30 years of age**", what is **Youth Policy, Youth Strategy, Youth action program and Youth project**.

Article 7 defines obligations of young people. In accordance with this law, among other things, young people have the following obligations: **"to actively work on strengthening their abilities, on their education and on developing the integrity of one's own personality; to actively contribute to the construction and nurturing of social values and the development of their own communities; to respect and advocate the values of peace and tolerance in communication with all people and do not discriminate against them on any grounds; to express solidarity and special care towards younger and older persons, persons with special needs, members of national minorities, marginalized groups and individuals, members of the constituent peoples and others who represent the numerical a minority in the local community where they live and work and towards other people in need for solidarity and understanding from their fellow citizens..."**

According to the Article 9 the responsible authorities will, when designing and determining measures and fulfilling tasks in the field of youth work and youth activities will be taken into account, besides other things, also **different life situations of both sexes and remove possible neglects and develop gender equality**. This Law defines what Youth Strategy must contain and it is also defining **partnership between public and civil sectors** (non-governmental sector) for the benefit of young people and their family. Article 33 emphasize: **"...Youth associations and its members are not allowed to engage in any activities which way incites hate speech, spreads intolerance, xenophobia or racism, or commits discrimination at any time on any grounds."**

In this analysis are highlighted parts of the Law on Youth in the Federation BiH, that are in line with the objectives of this Analysis and it covers definition of youth or young people, Youth Policy, Youth Strategy, Youth action program and Youth project, obligations of young people, the responsible authorities in the field of youth work and youth activities, what Youth Strategy must contain and in what type of activities youth associations should not be involved / engaged.

3.2. Information on the mental health care system in the Federation of BiH and Tuzla Canton

This part is focused on document analysis on the current mental care system in the FBiH and Tuzla canton such as: Law on Health Care Protection and Policy and Strategy for the Protection and Improvement of Mental Health in BiH (2012-2020). It also included a basic overview of the situation in the provision of services to young people in mental health institutions such as the Clinic for Psychiatry of the University Medical Center Tuzla and Center for mental health Tuzla, everything based on the interviews conducted with relevant stakeholders.

Law on Health Care Protection

This Law regulates the principles, measures, manner of organization and implementation of health care, holders of social care for the health of the population, rights and obligations of persons in the use of health care, and the content, manner and supervision of health care in the Federation of Bosnia and Herzegovina. Community care for the health of the population in FBiH is regulated through Articles 8, 9 and 10. Article 12 is explaining what does health protection encompasses in FBiH and few of these are going **under areas of mental health, gender equality and youth** such as: **treatment of persons with addiction diseases; health protection of children** from birth, as well as children during regular schooling in primary and secondary schools such as **students** in higher schools, and universities that are citizens of BiH, residing in the Federation, but no longer than 26 years of age; **women's health care in connection with family planning**, as well as **during pregnancy, childbirth and postpartum maternity**, regardless of the woman's health insurance status, in accordance with the regulations on health insurance; **health care of mentally ill persons who**, due to the nature and condition of the disease, may endanger their own life and the lives of other persons or damage material goods; **health care for returnees, displaced persons and refugees**, as well as **victims of domestic violence** who are not insured on any other basis, in accordance with the regulations governing the status of returnees, displaced persons and refugees, as well as victims of domestic violence. There are two segments in the Article 13 relevant with this Baseline Analysis such as: **prevention of addiction and treatment with the aim of combating severe consequences for the health of addicts and cooperation with humanitarian and professional organizations, federations, chambers and associations in the development of health care in their area.**

Article 16 is important for the project Youth as Social Changemakers, from the point of the importance of taking care of each individual young person to protect his/her own mental health, the health of other people, as well as the living and working environment.

Article 17 emphasise improvement of the public health, specifically focusing on activities and measures that promote health, protect the physical and mental health, prevent the disease and improve the quality of life. Articles 26-28 are dealing with human rights and values in health care and patient's rights. Article 30 is focused on the person suffering from a mental health illness that poses a danger to their lives, the lives of citizens and property, in emergencies, will be placed for temporary hospital treatment in an appropriate health institution. Article 33 are defining what primary health care includes and part of the primary health care are following: **"protection of women's reproductive health; physical and mental rehabilitation in the community; specific preventive health care for young people**, especially in primary and secondary schools and colleges in their area; monitoring the health status of residents and implementing measures to protect and improve the health of residents. In order to ensure the availability of health care for specific populations, **a friendly approach to youth is developed and improved in primary health care in accordance with the regulations on youth."**

Article 88 covers Community Center for Mental Health and the focus of its work. Articles 115 and 116 are covering definition and work of **Federal Institute of Public Health** and part of the job of this institution is: plans, proposes, monitors and evaluates **specific health care for young people, especially in primary and secondary schools and faculties**; collects data and keeps records in the **field of addiction (including tobacco, alcohol and psychoactive drugs)**; participates in the organization and implementation of continuing education of health workers and health associates in the field of prevention and treatment of addiction; cooperates with all other participants in the public health system, especially with health institutions and other forms of health service, **as well as with non-governmental organizations**. Other articles within this Law are not dealing with the areas relevant with the purpose of Baseline Analysis.

The area of mental health care, as a specific area in which social care and the treatment of mental disorders intersect and coincide, and as such it has to be subject of reform and improvements. Mental health care is a part of health care of interest at all levels of health care and which includes a system of social, group and individual measures, services and activities for maintaining and improving mental health, prevention and early detection of disease, timely treatment and health care and psychosocial rehabilitation. There is a need to deal with this area on legislative level in FBiH, and therefore **draft of the Law on mental health in FBiH** was developed **but it is still under procedure** and it has **not** yet been **officially adopted**.

Policy and Strategy for the Protection and Improvement of Mental Health in BiH (2012-2020)

This policy paper and strategy is based on basic principles and values that should render possible the achievement of the vision: A society appreciating and promoting mental health, free from stigma and discrimination and rendering possible full social inclusion of persons with mental problems.

Regarding services this policy paper said that **“special attention will be paid to development service for vulnerable, gender and age specific groups. Services that will provide multidisciplinary teams will be accessible, accessible, comprehensive, quality, continuous and purposeful, and grounded on the evidence.** The Federation of Bosnia and Herzegovina will intensively **encourage development knowledge and advocacy skills of all actors in the field of mental health with the aim of understanding the importance of mental health, introduction changes in legislation and policies, reduction of stigma and discrimination, and providing resources for the implementation of various activities.”** Within this policy paper and strategy are defined areas of activity. Within each area of activity, sub-areas are defined with an overall goal, specific objectives, expected results, time period for implementation and responsible stakeholders. Areas of activity are: conscientious management with sub-areas of legislation, management of services for mental health, coordination, inter-sectoral - cooperation, quality assurance, information systems, advocacy, user associations and NGOs; then area of activity called services with sub-areas of service organizations and service development; area of activity called resources with sub-areas human resources and financing; medicines and research, monitoring and evaluation, and education as a separate area.

This Strategy was developed for the period until 2020, which means that new strategy should be developed. Also, we couldn't find specific reports on the strategy implementation.

There are some reports and interesting publications and resources on the web page www.mentalnozdravlje.ba regarding mental health but there is no any specific strategies that regulates mental health care of young people. One of the reports from this web page is *Examining the availability of mental health services in Bosnia and Herzegovina- Final report*, and Centar for mental health was also included in this research. According to this report after the reform of the system of

mental health services in the FBiH, mental health services are provided through a network of 45 communities' Center for mental health and one of these is Center for mental Health Tuzla. Each mental health center has 10 psychiatric beds at the psychiatric wards of the general hospitals of the canton to which it belongs, intended for the care of patients in crisis. But the interviews with relevant stakeholders from Tuzla region within this Baseline Analysis (representatives from **Clinic for Psychiatry of the University Medical Center Tuzla** and few civil society organizations working on young people's mental health) showed us **there is no psychiatric beds for children and adolescents in Clinic for Psychiatry of the University Medical Center Tuzla**. More specifically every year in the acute zone, due to the urgency of the case (suicide attempts, aggressive behavior, psychotic disorders, etc.), doctors are forced to hospitalize minor patients with parental consent and familiarize with the risk of placement in the acute zone with adult psychiatric patients, which further increases the possibility unwanted and incidental situations. Another possibility is that some children and adolescents have to go to the appropriate departments in Sarajevo or Banja Luka, which makes it difficult for them to contact their families. By opening a specialized department at the Clinic for Psychiatry of the University Medical Center Tuzla, this problem would be solved in the long run and financial savings would be achieved from the Tuzla Canton that goes to these needs. The existence of a department of child and adolescent psychiatry at the Clinic for Psychiatry in Tuzla would be available to the gravitating population from other cantons. So, this issue became project in progress called Reconstruction of the Department of Child and Adolescent Psychiatry and it represents capital investment that affects the improvement of the social standard of the most vulnerable part of the population such as children and adolescents. The Clinic for Psychiatry already has educated staff: subspecialists of child and adolescent psychiatry, a special education teacher trained in ABA techniques for working with children with speech disorders and a pedagogue - psychologist, all educated in group psychotherapy.

Center for mental health Tuzla has multidisciplinary team and the team consist of neuropsychiatrists / psychiatrists, psychologists, social workers, medical technicians, and to a lesser extent special educators, speech therapists and occupational therapists. Center for mental health Tuzla has 17 employees, mostly younger people open to learning and advancement who are sensitized to the needs and rights of the LGBT population, and according to opinion of **prim dr. Zlatko Kalabić, Director of Center for Mental Health:**

"There is no resistance in Center for mental health Tuzla towards LGBT users and users from that group also turn to us for support".

When it comes to strategies and policies in the field of mental health and how much they contribute to the de-stigmatization of mental health of young people, some of the interviewed believes that they contribute a lot if we compare the situation in the field of mental health 10 years ago, however more work has to be done in this area. Some of the recommendation and comments about mental health care system in Tuzla Canton were:

"There is no body or Ministry of Mental Health or department in the government the existing Ministry of Health which is an important indicator of where mental health is within system. Without mental health, there is no health." prof. dr. Mevludin Hasanović, Head of the Department of Social Psychiatry at the Clinic for Psychiatry of the University Clinical Center Tuzla

"There is a substantial lack of support from the system for initiatives in schools for mental health care and there is no support for their sustainability." prof.dr.sc. Vesna Bratovčić, University of Tuzla, Associate Professor at the Faculty of Education and Rehabilitation Sciences and Vice-Rector for International Relations University of Tuzla

„Despite the increase in the number of people who ask us for support, we are aware and notice that the stigma associated with mental health in our society is still great and has a strong negative impact on most people.“ Ivona Erdeljac, Program Director, NGO Amica Educa

The health system needs to focus more on mental health both through the establishment of a special department to deal with mental health in the existing Ministry of Health and the adoption of the missing Law on mental health. Also, the health sector should work together with civil society and education sectors in order to improve services that contribute to the protection and improvement of mental health of young people. There is a need for support from the state system for initiatives in schools for mental health care in order to make these initiatives more sustainable. It is necessary to conduct an intensive and long-term anti-stigma campaign through which the citizens of Tuzla Canton would be informed, educated and encouraged to seek help when their mental health is at stake. It would be very important for such campaigns to be conducted in cooperation between government sector (specifically institutions dealing with mental health and the provision of social services) and non-government sector who has long term experience working on protection and improvement of mental health of young people.

3.3. Information on local policies and institutional mechanisms in cities and municipalities in the Tuzla Canton (with a focus on the Tuzla city) in relation to improving gender equality and mental health of youth

This subchapter is covering current institutional mechanisms for gender equality and youth issues, as well as document analysis of relevant local policies in Tuzla Canton in relation to improving gender equality and mental health of young people in the following documents: Gender action plan of BiH (2018 – 2022), Report on the implementation of the Gender Action Plan of Bosnia and Herzegovina 2018 – 2022 (reporting period: November 2018 - September 2019), Intervention Protocol in cases in domestic violence for Tuzla Canton with Action plan with following document an Action plan for the prevention and fight against domestic violence for the Tuzla Canton 2019-2020, The Strategy of integrated development for Tuzla City 2012-2026 (revised for the period 2019-2021), The strategy of integrated development for Tuzla Canton 2021-2027 DRAFT, The Strategy and Action Plan for Youth of the Tuzla City 2017-2026 and The strategy and action plan for youth of the Tuzla Canton 2021-2027. Institutional mechanisms for gender equality are defined in Article 9 of the Gender Equality Law in BiH and represent “bodies and persons establishing competent legislative, executive and administrative bodies of all levels of government in Bosnia and Herzegovina to implement the Law on Gender Equality in BiH, coordinate and realization of program goals from the Gender Action Plan of Bosnia and Herzegovina and ensuring the implementation of international standards in the field of gender equality. ”

Institutional mechanism for Tuzla Canton is **the Commission for Gender Equality of the Assembly of Tuzla Canton** as a permanent working body with 7 members (4 women and 3 men). The president of this Commission is a woman. Together, both women and men, members of the Commission, make

decisions. This Commission consider issues, proposed laws, draft documents and reports of the Cantonal institutions regarding the achievement of gender equality and the improvement of the status of women in the Canton. They are dealing with gender equality also by initiating proposals and initiatives towards the Assembly of Tuzla Canton related to the financing of the Safe House in Tuzla Canton from the Canton Budget (full implementation of the law), reduction of violence against women, socio-economic empowerment of rural women, drafting Gender Action Plan for Tuzla Canton, gender analysis of election results, etc. In the period from October 2019 until March 2021, the Commission for Gender Equality of the Assembly of Tuzla Canton held in total 16 sessions/meetings and publicly published on the government's website a call for each meeting with a detailed agenda and issues that are discussing in each meeting.⁴

On local level, in the City of Tuzla, **the Commission for Gender Equality of the Tuzla City Council** was appointed at its 3rd regular session Tuzla City Council, February 25, 2021. Since the commission was recently established, we could not analyze their work. The previous Commission for Gender Equality at the local level (City of Tuzla), according to the interviewees in this analysis, was dysfunctional and it cannot be said that the established commission worked adequately and continuously. One of the important observation of the interviewee is the importance of having a permanent member of commissions who can provide important information to rotating member, as stated below:

„Changing current mechanisms to ensure a permanent member of commission for gender equality on both local and cantonal level who can provide both education and information to rotating members.“
Selma Mustaćević, Gender Projects Coordinator, NGO Amica Educa

Another Institutional mechanism is **Coordinating body for prevention and fight against domestic violence in Tuzla Canton**. Within the project "Improving the protection of victims of violence - A step closer elimination of domestic violence" which was financially supported by Ministry of Human Rights and Refugees of BiH, the Agency for Gender Equality of BiH, the first meeting of Coordinating Body was held for Tuzla Canton, on April 16, 2019. Representatives of the Ministry of Labor, social policy and return of Tuzla Canton, Ministry of Health of Tuzla Canton, Ministry of Interior of Tuzla Canton, Ministry of Justice and Administration Tuzla Canton, Pedagogical Institute Tuzla Canton, Forum of

⁴ <https://skupstina.tk.gov.ba/view-more/saziv-16-sjednice-komisije-za-jednakopravnost-spolova/754>
<https://skupstina.tk.gov.ba/view-more/saziv-15-sjednice-komisije-za-jednakopravnost-spolova/743>
<https://skupstina.tk.gov.ba/view-more/saziv-14-sjednice-komisije-za-jednakopravnost-spolova/727>
<https://skupstina.tk.gov.ba/view-more/saziv-13-sjednice-komisije-za-jednakopravnost-spolova/713>
<https://skupstina.tk.gov.ba/view-more/saziv-12-sjednice-komisije-za-jednakopravnost-spolova/701>
<https://skupstina.tk.gov.ba/view-more/saziv-11-sjednice-komisije-za-jednakopravnost-spolova/696>
<https://skupstina.tk.gov.ba/view-more/saziv-10-sjednice-komisije-za-jednakopravnost/679>
<https://skupstina.tk.gov.ba/view-more/saziv-9-sjednice-komisije-za-jednakopravnost-spolova/670>
<https://skupstina.tk.gov.ba/view-more/saziv-8-sjednice-komisije-za-jednakopravnost-spolova/647>
<https://skupstina.tk.gov.ba/view-more/saziv-sedme-sjednice-komisije-za-jednakopravnost-spolova/620>
<https://skupstina.tk.gov.ba/view-more/saziv-6-sjednice-komisije-za-jednakopravnost-spolova-skupstine-tuzlanskog-kantona/603>
<https://skupstina.tk.gov.ba/view-more/saziv-5-sjednice-komisije-za-jednakopravnost-spolova/576>
<https://skupstina.tk.gov.ba/view-more/saziv-4-sjednice-komisije-za-jednakopravnost-spolova/560>
<https://skupstina.tk.gov.ba/view-more/saziv-3-sjednice-komisije-za-jednakopravnost-spolova-skupstine-tuzlanskog-kantona/544>
<https://skupstina.tk.gov.ba/view-more/saziv-druge-sjednice-komisije-za-jednakopravnost-spolova/529>
<https://skupstina.tk.gov.ba/view-more/saziv-prve-sjednice-komisije-za-jednakopravnost-spolova-skupstine-tuzlanskog-kantona/491>

Directors of Centers for Social Work and Citizens' Association Vive Žene Tuzla have been appointed to this Coordination body. The task and role of the members of the Coordination body is to draft a two years "Program of measures for prevention, protection and fight against violence in family" which is in accordance with Article 37 of the Law on Protection from Violence in FBiH family, but also the coordination of all subjects of protection in the goal improving the treatment and protection of victims of violence, and mutual cooperation of all competent institutions. This coordinating body holds regular meetings and monitors the implementation measures defined within Action plan for the prevention and fight against domestic violence for the Tuzla Canton 2019-2020 described below. According to information gathered from Vive Žene, monitoring of meetings of coordination bodies and referral mechanisms was one of the methods of monitoring multi-sectoral cooperation, which was supposed to provide data on the real dynamics of meetings, communication and cooperation of these mechanisms such as: subjects of protection, thematic framework and challenges they face. This type of monitoring was conducted by the physical presence of monitors at meetings of coordination bodies, referral mechanisms and by making minutes that would be a presentation of the guided discussion and defined conclusions.

Gender mainstreaming, integrating the principles of gender equality and gender perspective into the institutional framework and policies of local government is a legally defined obligation of local government units, but also one of the strategic priorities recognized at the highest level of government. According to the Gender Equality Law, the BiH Gender Action Plan is "a strategy that defines program goals for achieving gender equality in all areas of social life and work, in the public and private spheres." Article 24 of the Gender Equality Law states that "State and entity authorities, cantonal authorities and local governments units, legal entities with public authority, legal entities in the majority state-owned, within their competences, are obliged to take all appropriate and necessary measures to implement the provisions prescribed by this Law and the Gender Action Plan of BiH, including but not limited to adoption of a program of measures to achieve gender equality in all areas and in all levels of government... implementation of activities and measures of the Gender Action Plan of Bosnia and Herzegovina through regular work programs with the provision of budget funds."

Gender Action Plan BiH

Bosnia and Herzegovina's obligation to draft the Gender Action Plan BiH (GAP BiH) stems from domestic documents, as well as international obligations, which BiH has undertaken by ratifying conventions in the field of gender equality, such as: UN Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), The Beijing Declaration and the 1995 Platform for Action, In Recommendation CM / Rec (2007) 17 of the Committee of Ministers of the Council of Europe and Gender Equality Law.

For the period from 2018 to 2022, GAP BiH contains three strategic goals within which the priority areas of action are defined, programs and measures necessary to achieve this goal.

Strategic Goal 1 includes measures and activities in seven priority areas: preventing and combating **gender-based violence, including domestic violence as well as trafficking in human beings**; public life and decision making; labour, employment and access to economic resources; education, science, culture and sport; **health**; social protection and Gender and security.

Strategic goal 2 is focused on building and strengthening systems, mechanisms and instruments for achieving gender equality and Strategic goal 3 is about establishing and strengthening cooperation and partnership.

Under Strategic goal 1 there are priority areas and each of them has few measures relevant to this Baseline Analysis: I.1. **Prevention and suppression of gender-based violence, including domestic**

violence as well as trafficking in human beings with different sets of measures for the implementation; I.2. is Public life and decision making and I.5. Health, prevention and protection.

Under Strategic goal 2, there is priority area II.4. **Raising awareness of gender equality in all segments of society with 3 measures who are relevant with this Baseline Analysis.**

Under Strategic Goal 3, there is priority area III.2. **Cooperation with civil society organizations, social partners, the academic community that includes 2 measures relevant with this Baseline Analysis.**

It is also important to mention here the FIGAP II program (2018 - 2021). The Agency for Gender Equality of Bosnia and Herzegovina, the Ministry of Human Rights and Refugees of BiH in cooperation with the Gender Center of the Federation of Bosnia and Herzegovina and the Gender Center of Republika Srpska, has developed a Financial Instrument for the implementation of the Gender Action Plan of Bosnia and Herzegovina - FIGAP II, in order to provide funds for the implementation of activities. The goal of the FIGAP II program is to provide financial support to the institutions of BiH, FBiH and RS, as well as non-governmental organizations, to implement activities aimed at improving socio-economic conditions for men and women, girls and boys in Bosnia and Herzegovina.

Report on the implementation of the Gender Action Plan of Bosnia and Herzegovina 2018 – 2022 (reporting period: November 2018 - September 2019)

This report presents the most important information on activities relevant to achieving the goals of GAP BiH in the first year of its implementation, ie the period November 2018 - September 2019. In the reporting period, the Agency for Gender Equality of Bosnia and Herzegovina, the Ministry of Human Rights and Refugees of Bosnia and Herzegovina the Gender Center of the Federation of BiH, Gender Center of Republika Srpska provided expert support to relevant ministries and governments in the adoption of strategic documents, regulations and implementation of measures, organize activities to promote and improve capacity in the field of gender equality and monitor the state of gender equality and report on the implementation of relevant BiH and international documents. In this report two CSOs from Tuzla canton were mentioned. Through the Project implemented by Vive Žene Tuzla, psychological support was provided for victims of violence, women and children placed in a safe house. In the period 2018-2019 a coordination body was formed at the level of Tuzla Canton and a proposal for an Action Plan was drafted and sent to the Government of Tuzla Canton for adoption. A study on underage marriages in Roma communities was published in Tuzla, Bijeljina, Visoko, Kakanj and Prnjavor, and was conducted by the Roma Women's Association "Better Future" from Tuzla. Since this report does not reflect on the period after October 2019, we will not analysis this document more detailed.

There is no valid Gender action plan for Tuzla or Tuzla Canton, the last one Gender Action Plan for Tuzla expired in 2017. It was developed on 2013 for the period 2014-2016. According to the answers of the three interviewees for this analysis, **a new Gender Action Plans for Tuzla and Tuzla Canton needs to be developed** based on actual needs and issues of both men and women in this area. The initiative has been launched and work has begun on the development of a new GAP in this local community Tuzla, but the drafting process has been partially slowed down and suspended due to the pandemic. **In the process of developing and drafting Gender Action Plans, it is very important to involve all relevant stakeholders**, especially **civil society organizations working on gender equality issues in Tuzla and Canton of Tuzla**. This is very much in accordance with Strategic Goal 3 of Gender Action Plan BiH, and one of the priority area III.2. Cooperation with civil society organizations, social partners, the academic community which emphasizes that institutional mechanisms for gender issues recognize civil society organizations, social partners and the academic community as their real partners in achieving gender equality in BiH, and significant efforts to improve the model of cooperation with NGOs and other civil society organizations must be made.

Intervention Protocol in cases in domestic violence for Tuzla Canton with Action plan

Tuzla Canton is one of the cantons in the Federation of BiH in which, in addition to the cantonal level, multi-sectoral cooperation is established according to uniform standards, in all local communities of the Canton, where protocols of interventions in cases of domestic violence have been signed with local institutions operating in those municipalities. The Association of Citizens Viva Žene has launched an initiative to develop Protocol of Interventions in Cases of Domestic Violence for Tuzla Canton. The aim of the Protocol is to establish multidisciplinary teams in communities that will work in a focused and comprehensive manner on improvement protection and assistance to victims of domestic violence, as well as on urgent and efficient resolution cases. The protocol clearly describes the duties and responsibilities of each actor when it comes to regulating and dealing with cases of domestic violence. These actors are: police, Center for social work, health care institutions, judicial bodies, citizens' association of citizens Viva Žene.

Following document with this Protocol is an **Action plan for the prevention and fight against domestic violence for the Tuzla Canton 2019-2020**. In accordance with the Strategy for Prevention and Combating Domestic Violence of the Federation of Bosnia and Herzegovina, the obligation of cantonal governments is to develop and monitor the implementation of action plans cantonal level, and the formation of a Coordination Team to monitor implementation. An expert team is needed to consist of representatives of local and cantonal institutions and non-governmental organizations. Accordingly, the Government of Tuzla Canton, by Decision No. 0 /1-35-2636 /19 of March 21, 2019. appointed members of the Coordination team for the development of the Action Plan for Prevention and Combating domestic violence for the area of Tuzla Canton and monitoring its implementation. The document has the following chapters: Legal framework on which regulations is the adoption of the Action Plan based, analysis of the situation in the areas: family protection, social and child protection, protection from domestic violence, forms of protection of victims of domestic violence (which includes the manner of caring for victims, establishment and financing of safe houses, data on victims of domestic violence at Tuzla Canton), security, education, health care, employment. The last part of the document refers to the presented action plan with strategic goals, activities, responsibility holders, indicators, time period of implementation and financing. Key stakeholders for organizing meetings of the Coordination Body for prevention and fight against domestic violence and for **writing Report on the implementation of the Action Plan for the implementation of the Strategy for Prevention and Combating Domestic Violence in 2019 are Association of Citizens "Vive Žene" Tuzla in cooperation with the Ministry of Labour, Social Policy and Return of Tuzla Canton. This Ministry is delivering reports to the Gender Center of the Federation of BiH.**

The Strategy of integrated development for Tuzla City 2012-2026 (revised for the period 2019-2021)

In the revision of the Tuzla City Development Strategy, a standardized Methodology for integrated Local planning and development (MiPRO was used), accepted and recommended by the entity governments and the associations of municipalities and cities of both entities. MiPRO is fully in line with the existing legal framework defining planning development at the local level, where the city administration is the bearer of the process of drafting the implementation of the Strategy, with maximum involvement of all other development actors from life in the local community. The guiding principles on which the revision process of the Strategy is based are the quality of life of citizens, sustainability of economy, environmental sustainability and **social inclusion**. Sustainability, as a principle, it integrates the economic and environmental aspects, **while the principle of social inclusion implies equal opportunities for all and fairness in terms of identifying the needs and interests of marginalized and socially excluded groups population**. This principle also includes gender equality and equity.

In the part of the strategy called Revised strategic platform was mentioned civil society sector in this context: “It is important to point out that the civil sector in Tuzla, when it comes to social protection and protection of human rights, is one of the strongest in Bosnia and Herzegovina and to have the capacity and knowledge to implement projects. Big number significant projects of citizens' associations have been implemented with funds from foreign donors.” **And some of the CSOs mentioned are those working with women and protection of women’s rights.** Within Social development plan in this strategy, there is a Program 2.1.1 **Social rights for vulnerable groups with a number of measures/projects mentioned:** 2.1.1.2. **Support for vulnerable groups in the area education and health care,** 2.1.1.3. **Improving the socio-economic situation young people without parental care,** 2.1.1.4. **Support for the inclusion of the marginalized and vulnerable group (NGO activities and projects)** and 2.1.1.5. Making a social map in the city area Tuzla with a one gender sensitive indicator. The City of Tuzla has prepared a Report on the implementation of the Integrated Development Strategy of the City of Tuzla until 2026, revised for the period from 2019 to 2021. It's a report included the period of implementation of the Tuzla Development Strategy for 2019. Therefore, there is an established mechanism for monitoring and reporting on the implementation of the strategy.

The strategy of integrated development for Tuzla Canton 2021-2027 DRAFT

The Strategy of Integrated Development Tuzla Canton for the period 2021-2027 is an integrated multi-sectoral strategic document which defines public policies and integrally directs the development of cantons and local self-government units within the Canton. Public consultations, which are held in accordance with the Law on Development Planning and the accompanying Regulation, lasted until February 20, 2021. Therefore, this strategy has not yet been adopted. But what is important, according to the draft version these is a part in the social development sector, where Strategy focuses on social development that seeks to build a society of equal opportunities, strengthen social cohesion and solidarity, ensure better social inclusion, care and protection of all residents and promote gender equality without discrimination.

The goal of the priority Improving the social protection system and the position of vulnerable groups is to create better living conditions for vulnerable categories of the population, especially families, children, youth, people with disabilities and veterans in order to improve their quality of life and reduce the risk of poverty. Also, another goal of this priority is to promote tolerance, non-violence and gender equality in the family and society, and to reduce the risk of separation of children from families. Several interviewees who were involved in the document development process stated that gender equality was integrated into the draft strategy. But since this document is still in the process and procedure of adoption, we will not analyse it further.

What is important to emphasize is that the strategy is developed in accordance with the new legislation that regulates the process of strategic planning in the FBiH such as:

- Law on Development Planning and Development Management in the Federation of BiH (Official Gazette of FBiH No. 32/2017)
- Regulation on drafting strategic documents in FBiH (Official Paper of FBiH 94/2019)
- Regulation on evaluation of strategic documents in FBiH (Official Paper of FBiH 94/2019)
- Regulation on three-year and annual work planning, monitoring and reporting in the FBiH (Official Paper of the FBiH 94/2019)

Here it is necessary to point out the connection between strategic and implementation documents and the need for their coherence. This connection is defined by two regulations, the Regulation on the development of strategic documents and the Regulation on three-year and annual work planning, monitoring and reporting in the FBiH.

The Strategy and Action Plan for Youth of the Tuzla City 2017-2026

According to the Law of Youth in FBiH, The Youth Strategy, in accordance with Article 4, paragraph 7 (“Youth Strategy is a document of government institutions with a program approach to action towards young people which includes defined problems and needs youth, strategic directions of action and the goals of the strategy and measures for the realization of goals strategies”) and Article 11, paragraph 2 (“All levels of government in the Federation have obligations to define, adopt and implement strategies towards young people.”), defines, adopts and conducts on the basis of research on the needs and problems of young people. The strategy aims to help not only relevant public institutions dealing with and working with young people in Tuzla, but also active young people, youth organizations, youth workers and various NGOs to more clearly define projects and activities for young people, which will be in accordance with the expressed needs of young people in Tuzla. Several interviewees who were involved in the document development process stated that gender equality was integrated into the Strategy and Action Plan for Youth of the Tuzla City 2017-2026 and analysis shown gender mainstreaming in the research and surveys on the needs and position of young people as a baseline research conducted for the development of strategy.

The final beneficiaries of the Youth Strategy of the City of Tuzla are all young people aged 15 to 30 who live or want to live in the city of Tuzla, **regardless of gender**, nationality, religion, race and other affiliation, **social status and psychophysical abilities or needs, sexual orientation and gender identity**. Looking at the future of the next 10 years, the end users will also be young people who are currently in the younger category of the population, but who will enter the age of young people in the planned period of implementation of the Strategy. Under marginalized groups are young people without parental care, **young people with mental and physical disabilities**, people with disabilities, ethnic minorities, **young people with behavioral disorders, victims of violence**, young people with chronic and rare diseases, young people excluded from the education system, young people from the socially disadvantaged and financially disadvantaged families, **young people in conflict with the law, LGBTI youth population**.

Action plans are defined for following areas: youth education; youth employment and entrepreneurship; **health, social and health protection and social inclusion of young people**; youth mobility and housing in Tuzla; active youth involvement, youth leisure, information and youth mobility. Within the area Health, social and health protection and social inclusion of young people there are few identified problems which are in line with the purpose of this Baseline Analysis such as: **Stigmatization of the needs of using the services of various experts (psychologist, social worker, pedagogue, special educator)**; **Issues of marginalized groups are not integrated into the work of public institutions and organizations (LGBTI, Roma ...)**; **Insufficiently developed awareness among young people about gender-based violence in youth relationship and Lack of prevention programs for working with young people with behavioral disorders and Juvenile pregnancies**. Under each of these identified problems there are few solutions presented and each of the solutions has few activities listed which can contribute to solving the problems.

According to the info collected from interviewed, for the development, updating and monitoring of the implementation of the Strategy for Youth in the City of Tuzla for the period 2017-2026, with the accompanying Action Plan by the Decision of the Mayor, number: 02-05-7218-2016 from 22.06.2016. year, a Working group was appointed to develop and monitor the Strategy for Youth in the city of Tuzla for the period 2017-2026. Also, it is presented that this Working group are holding regularly meetings for updating on strategy implementation. One of the members of this Working group is a representative from civil society organization dealing with LGBT issues.

The Strategy and Action plan for youth of the Tuzla Canton 2021-2027

The Assembly of Tuzla Canton, adopted the Strategy for Youth of Tuzla Canton for the period 2020-2024. Years on February 25, 2021. According to the press release on the web page Government of Tuzla Canton, this strategy is “a fundamental expression of the socio-political vision of the development of the position of young people in Tuzla Canton. Activities aimed at improving the position of young people and which are implemented with young people and / or for young people are the responsibility of various institutions, and a cross-sectoral and cross-sectoral approach is needed during their planning and implementation. In this context, this document provides a platform for the operationalization of multi-sectoral and multi-sectoral cooperation in the process of planning and monitoring youth policy in Tuzla Canton. The strategy determines the strategic and priority goals and measures (projects) that should contribute to the construction of educational, economic, social, cultural and other conditions necessary for the improvement of the position of young people in Tuzla Canton. The strategy defines four target policy outcomes for the youth of Tuzla Canton: **equal opportunities to reach full potential in learning and development**; economic and social security; safe, environmentally friendly and comfortable environment; and active participation in community development. The target outcomes defined by this Strategy are the result of a structured dialogue with young people and key actors working with and / or for young people.”⁵

Final adopted document is not yet officially published but based on the draft of this Strategy it is important to mention the basic principles that are integrated into all phases of the Strategy development, from situational analysis through the formulation of strategic determinants, and the determination of indicators for monitoring the implementation of the strategy. These basic principles are: *Inclusion- equality is an opportunity for all young people to achieve their own full potential of all spheres of life*; *Participation* of young interest groups working with young people or young people in shaping and implementing the Strategy; *Holistic approach* - interdepartmental and cross-sectoral cooperation and networking of interest groups working with working with and / or for young people in designing and implementing the Strategy; *Responsibility* - Competent institutions at the cantonal local level are responsible implementation, monitoring and evaluation of the Strategy, in accordance with the defined goals and indicators of success. In this document you can find overview of institutional capacities for youth policy development in each municipality/city in Tuzla Canton (all 13 Local Government Units in Tuzla Canton), and according to this info only cities Tuzla, Živinice and Gradačac have valid Youth Strategy. **Gender mainstreaming in the research and surveys on the needs and position of young people as a baseline research conducted for the development of this strategy for youth is evident.** In most of the analyzed data, factors such as gender and social exclusion (on some grounds) and discrimination of young people were taken into account.

Within Strategic Objective 3. Called A safe, environmentally sustainable and comfortable environment there **are indicators** relevant to this Baseline Analysis such as: Improving reproductive health awareness among young people by 50%; Improving awareness of preventive health care among young people by 50%; Improving the resilience of children and young people to domestic violence, peer violence and cyberbullying; Reduction of the number of young people who are perpetrators of criminal offenses by 20%; Increase in employment in the population of unemployed young mothers by 25%.

What this strategy lacks, according to one of the interviewees who has many years of experience in strategic planning processes, is that the strategy is not developed in accordance with the new legislation that regulates the process of strategic planning in the FBiH such as Law on Development

⁵ <http://www.vladatk.kim.ba/aktivnosti-ministarstva-mpp/591-2021-mksm/8037-usvojena-strategija-prema-mladikma-tk-mksp-26022021>

Planning and Development Management in the Federation of BiH, Regulation on drafting strategic documents in FBiH and Regulation on three-year and annual work planning, monitoring and reporting in the FBiH. This makes the implementation of the strategy even more questionable.

3.4. Information on the different de jure and de facto rights of women and men and how they are differently affected by policies and institutional rules

Local communities in Bosnia and Herzegovina very often have legal acts harmonized with the Law on Gender Equality in BiH but the problem arises with the application of harmonized provisions in the institutions, as well as with strategic planning. It is evident that the rights and needs of men and women are de jure very much covered/included. One of the respondents in this analysis testified that:

“The principles of the gender perspective are integrated into the strategic documents of the City Tuzla, including the Development Strategy of the City of Tuzla 2012-2026 (Revised for the period 2019-2021) which was done according to MIPRO methodology applied by UNDP in BiH, which includes gender equality. According to the existing lists of participants during the development of the strategic document, women also took part as representatives of the Public institutions, private entities / enterprises and civil society organizations society.” Mersiha Idrizović, Expert Advisor for Youth Issues at Service for culture, sports, youth and social protection, City of Tuzla

When it comes to what happens in practice, therefore, de facto not everything is realized and is not in accordance with these Laws. What is missing in Tuzla and Tuzla Canton are Local Gender Action Plans. It is necessary to adopt Local Action Plan for Gender Equality, which will be based on actual needs and issues of both men and women and would be the most effective mechanism for implementing the obligations of the Gender Action Plan of BiH and the Law on Gender Equality in BiH. Also, based on information gathered from the interviewees, **ongoing activities need to include education of both public sector employees and citizens of Tuzla Canton on available institutional mechanisms.** One of the respondents in this analysis testified that:

“While existing institutional mechanisms are adequate, on paper, most public employees are not aware of them, to use the Law on gender equality and the Law on prohibition of discrimination as an example even judges and prosecutors do not have enough experience these two laws. In the past when we were working with local municipal commissions of gender equality out 18 participants 11 were lawyers and not one of them was familiar with either of these laws. Most citizens are not aware of the rights they have.” Selma Mustačević, Gender Projects Coordinator, NGO Amica Educa

Also in the field of protection and prevention of Domestic Violence, de facto situation is not in accordance with the Laws and Protocols. According to the findings through interviews, there are few observations: While Protocol on Prevention of Domestic Violence is an excellent document most women do not see it in action when experiencing and reporting violence, **majority of women is unaware of their rights and completely unfamiliar with orders of protection.** Education and raising awareness is of utmost importance for both public employees and general public. **Law on Protection**

from Domestic Violence needs to be expanded and include violence against women outside of marriage or legal partnership. It is important to ensure that local and cantonal government honor the provisions of Istanbul Convention (i.e. safe house financing etc.). Through conversation with the interviewees and data collected from them, we come to the conclusion **that in all institutions and civil society organizations that fall into the domain of the helping profession and direct work with people, women are mostly employed.** There is a **lack of men** who will work with people in the helping professions. There are more women who are interested in this type of work, there are more women who attend the faculty for behavioural disorders, special education and rehabilitation and there is a lack of male students. It is necessary to find a way to include young men in the helping professions, and these jobs most often include working with people with behavioral disorders, prevention of violence, mental health care and similar.

When it comes to power relations and who has access to resources in different institutions / organization, who is in leadership positions in institution / organizations and who makes decisions mostly men or women, results covered during interviews are showing different results. **At the Universities** (also those that fall into the domain of the helping profession) **decision makers and those who has access to resources in the institution are man. The same situation is in the institutions dealing with mental health of young people, as well as within Government of Tuzla Canton.** Based on the information gathered from the web site of Government of Tuzla Canton, only one female Ministry is out of 12 Ministries. For example, in the Ministry of Labour, Social Policy and Return Tuzla Canton women are mostly advisors, assistants, those who work, no position higher than the Expert Advisor is filled by women in this Ministry.

According to the data obtained from the Department for Economic Development, Entrepreneurship and Agriculture City of Tuzla, in January 2021 in public institutions and companies of which he is the founder The City of Tuzla and the management and supervisory boards number of women in relation to the total the number is as follows: **in public institutions – Total number of Women directors is 4 out of 9 which is 44.4%**, in **public companies only 3 women out of total 13 which is 23% of Women directors.** In public institutions - **members of management boards**, out of total 29 there is **16 women (55.2%)** which is much better result. According to the data of the competent services from the representative of City of Tuzla, in December 2020, there was a total in **the City of Tuzla 409 employees, out of which is 224 women (54.8%). Out of a total of 17 heads of services - assistant mayors, 13 are women** (including the Secretary of the Citizens Assembly and the Advisor to the Mayor). According to the opinion of one of the interviewed:

“The presented structure indicates a balanced participation of both sexes among employees, with a slightly higher participation of women and a very high degree of equality between women and men in management positions.” **Mersiha Idrizović, Expert Advisor for Youth Issues at Service for culture, sports, youth and social protection, City of Tuzla**

Probably it is very much connected with the fact that when it comes to gender equality, employment policy in City administration is determined by the principle of non-discrimination. The provisions of Article 6. Law on Civil Service in Tuzla Canton stipulates that when employing persons who apply to civil service as well as in other status and gender issues prohibited discrimination of civil servants and employees by any basis.

The situation in all **civil society organizations** from Tuzla Canton area, who were involved in this research and analysis, is **that women are in higher and leadership positions** within organization and

therefore have more access to resources and in a better position to make decisions. It is very much connected with the fact that more women than men work in these organizations who are in the domain of helping profession, which we have already discussed at the beginning of this section.

3.5. Information on gender-transformative programs and services provided by institutions and their real impact on meeting the needs of women and men, especially when their needs are different

When we are talking about gender-transformative programs and services it is important to clarify the meaning of this term. To help conceptualize this term, imagine a gender equality continuum along which all projects fall, ranging from gender exploitative as the worst intervention to gender transformative as the best and highest interventions within gender equality continuum:

Gender Exploitative- Interventions take advantage of rigid gender norms and existing imbalances in power to achieve program objectives, but negatively affect gender equality goals and may lead to further exploitation of girls and women.

Gender Unaware- Interventions are designed without taking the specific needs of girls, boys, women, or men into consideration. They may inadvertently reinforce gender inequalities and miss opportunities in program design, implementation, and evaluation to enhance gender equality and achieve more impactful and sustainable project outcomes.

Gender Sensitive- Interventions ensure the different needs, abilities, and opportunities of girls, boys, women, and men are identified, considered, and accounted for.

Gender Transformative- Interventions utilize a gender sensitive approach and promote gender equality, while working with key stakeholders to identify, address, and positively transform the root causes of gender inequality for women and men, girls, and boys.⁶

Institutions in Tuzla Canton do not have many services that can be characterized as a gender transformative programs or interventions. **Most of the strategies and policy documents described above are partly gender sensitive, and it is evident that all new documents that have recently been adopted or are in the process of adoption, strive to include the principles of gender equality.**

There are few **example of good practice** which we can describe as a **gender transformative intervention**. One of them is Intervention **Protocol in cases in domestic violence for Tuzla Canton with Action plan** described earlier in the document together with its Coordinating body for prevention and fight against domestic violence in Tuzla Canton. But still there is a need for improvement here, because, as earlier mentioned this Protocol is an excellent document but most women do not see it in action when experiencing and reporting violence, majority of women is unaware of their rights and completely unfamiliar with orders of protection. **The Commission for Gender Equality of the Assembly of Tuzla Canton** and its work can contribute to gender transformative approach into some programs provided by Government of Tuzla Canton. It is very important that this Commission is recognising all key actors/stakeholders dealing with gender equality in Tuzla Canton communities as a good resource,

⁶ ENGENDERING TRANSFORMATIONAL CHANGE, Save the Children Gender Equality Program Guidance & Toolkit- EXECUTIVE SUMMARY

especially NGOs working on gender equality and to work in partnership with NGOs when planning gender transformative interventions in their communities. It is also important to support and to monitor newly formed the Commission for Gender Equality of the Tuzla City Council.

According to the information obtained on the field it is present very poor communication between institutional mechanisms on gender issues at different levels. This especially refer to Gender Center FBiH and The Agency on Gender Equality on BiH level, which don't have enough contact with institutional mechanisms on cantonal or local level. Both has to provide more support to the people working on gender transformative initiatives on local level. This is evidenced by the statements of a couple of people who were interviewed:

"Gender mechanisms must be more active, such as the Gender Center of FBiH and the Agency for Gender Equality, everything is on a voluntary basis. Gender mechanisms must have more contact with the base. Because the Gender Center does not cooperate with institutions at the local level. "

Mira Vilušić, Expert Advisor for the protection of women's human rights. CSO Horizonti

"Gender Center FBiH requests from the Ministry data on the number of cases of domestic violence, etc. But that is not enough, it should provide more support to all of us who deal with these issues." Suada Selimović, Expert Advisor at the Ministry of Labour, Social Policy and Return Tuzla Canton

The Government of Tuzla Canton and certain ministries have support programs that are gender sensitive such as: Prevention, intervention and resocialization program in the field of juvenile crime in Tuzla Canton for the period 2020-2023; Public call for submission of project proposals for support from the funds of "Children's Week", Public call for selection of beneficiaries from the position "Youth Support", Support programmes for families with children and similar. Most of these public calls or programs involve cooperation with the non-governmental sector. It is an opportunity for NGOs to implement gender transformative programs that would be supported by institutions, where NGOs have expertise in working on gender sensitive and transformative programs. As a proof for this is also a meeting held in March 2021 between Amica Educa and Minister of the Ministry of Labour, Social Policy and Return in Tuzla Canton⁷

It is very similar with the City of Tuzla and the public calls it has. As a proof for this is an answer of **Mersiha Idrizović, Expert Advisor for Youth Issues, Service for culture, sports, youth and social protection, City of Tuzla**: *"One of the priority areas envisaged for co-financing for the purpose implementation of civil society programs / projects provided by the Service for Culture, sports, youth and social protection through a public call is carried out from the position "Grants to non-profit organizations — associations, organizations, and foundations", "Grants for the implementation of the Local Action Plan for Roma City of Tuzla" and "Grants for Youth Projects" is gender equality. Non-profit organizations within this priority area can apply for projects that contribute to the economic empowerment of women, prevention violence against women and the promotion of gender equality at the local level."*

As additional proof for this is Council of Youth City of Tuzla, supported by City of Tuzla, and some of the Council members work in the field of gender equality including supporting LGBTI population, in accordance with the needs of young people. They use gender-sensitive language in their work, have a

⁷ <http://vladat.gov.ba/aktivnosti-ministarstva-mrspp/597-2021-rspp/8087-podrska-aktivnostima-amica-educa-mrspp>

lot of advocacy activities on gender equality, provide space to informal groups of young people, and members of the Youth Council and thus informal groups can apply for a Grants for Youth Projects. Also, at the end of January 2021 Tuzla Open Centre (NGO working with LGBTI and gender issues) and City of Tuzla signed Memorandum of Cooperation.⁸ It is important to emphasize that the members of the Youth Council must be open for cooperation with all actors and to recognize all relevant actors/stakeholders working with young people as potential partners for improving the position of youth in Tuzla.

Regarding mental health needs for young women and men and services provided by institutions, one of the observations was that women are more likely to seek help when they face with mental health problems, and more aware of the importance of mental health care. Men are more likely to seek help when it comes to addiction, but for other disorders, especially social disorders, women are more likely to seek help. Alcoholism and betting are becoming more common among young people, alcoholism among both women and men, a betting more among young man. There is a need to have sex education and reproductive health in schools, or on the workshops for young people as well as counseling on youth relationships and partnerships (preparation for marriage). Few of the recommendation of interviewed is:

“We need to have at least once per month sex education for young adolescents, because we have more and more cases of underage pregnancy, the area of reproductive health, which is closely related to mental health, cannot be neglected. Marriage counselling is also very important, supporting a young woman when she gives birth, when she experiences an abortion - a very neglected topic and this is not covered in the services when it comes to mental care services for young people.” **prof. dr. Mevludin Hasanović, Head of the Department of Social Psychiatry at the Clinic for Psychiatry of the University Clinical Center Tuzla**

“The gap that we note exists in support and services in the field of youth mental health is related to education on sex and reproductive health, counseling on youth relationships and partnerships (preparation for marriage) as well as prevention and education related to mental health protection in general.” **Ivona Erdeljac, Program Director, NGO Amica Educa**

Also there is a need in the community to inform and educate young people in order to encourage young women and men to mobilize and advocate for their needs / rights. According to the opinion of the **President of the Commission for Gender Equality of the Assembly of Tuzla Canton Azra Okic:**

“Perhaps a larger publication of existing rights (through the education system) for young people is needed. I believe that young people are not sufficiently aware of their rights.”

All of these has to be taken in consideration when designing gender sensitive and transformative programs within mental health institutions dealing with the mental health of young people.

On the questions about what kind of services are missing, when it comes to mental health of young people in the community and what needs exist and are not met through existing services, what community can do more to encourage young women and men to seek support and help if they face certain mental health problems the most common answers and some of the recommendations were:

⁸ <http://toc.ba/blog/2021/02/02/tuzlanski-otvoreni-centar-i-grad-tuzla-potpisali-sporazum-o-saradnji/>

- It is necessary to work more with schools - to promote mental health care in schools, and it is very important that there are psychologists in schools who deal with this topic, who really do the work of psychologists and not administrative work.
- Schools are not interested enough in cooperation when it comes to mental health of young people, students of the Faculty of Education and Rehabilitation held a couple of workshops on communication in schools, but no pedagogue or psychologist attended the workshop, everything was documented.
- Schools should be a place where psychologists and educators do their job, which includes the mental health of young people, there is stigma in society and among young people when it comes to mental health of young people. It is necessary to work as much as possible with young people, children cannot call for help when there is a problem in the family.
- Despite the increase in the number of people who ask us for support, the stigma associated with mental health in BiH society is still great and has a strong negative impact on most people. It is necessary to conduct an intensive and long-term anti-stigma campaign, if it is possible in partnership between public and civic sector, through which the citizens of Tuzla Canton would be informed, educated and encouraged to seek help when their mental health is at stake.
- Of particular importance is cooperation with the education sector as well school and preschool with an emphasis on prevention and early detection of developmental disorders and behavioural disorders, abuse psychoactive substances and peer violence. Schools are a good space for implementing gender-transformative programs such as gender-based violence, and peer-violence.
- Every health center should have a child psychiatrist. The number of child and adolescent psychiatrists in health centers should be increased. At the bureaus there are many educated people with relevant qualifications but they are not given the opportunity to work in the field of mental health.
- There is a lack of information in the community who provides support when it comes to mental health care as well as lack of information about the moment when peers / families should recognize that professional treatment is needed. There should be more information to young people and their families about the services that exist in the community.
- The awareness of the population is low regarding the importance of this problem and the suffering of people with mental disorders or disabilities due to these disorders. There is a negative attitude of the population towards people with mental disorders with negative media coverage, which often speaks in a stereotypical and sensationalist way about mental health and mental disorders, which has a significant impact on public opinion.
- It is important to implement programs for the promotion of mental health and the importance of early recognition of mental disorders in young people in the community, all with the aim of reducing stigma and inclusion in the timely and early treatment of all mental disorders.

3.6. Information on gender-transformative programs and services provided by NGOs and their impact on the community

Non-governmental organizations have important role in the community when it comes to providing services on mental health for young people and gender transformative services, and they are recognized as an important stakeholder from the point of view interviewed people from public sector:

"NGOs in Tuzla and the surrounding area deal more with this topic of mental health prevention and gender sensitive programs for young people than the system itself." **prof.dr.sc. Vesna Bratovčić, University of Tuzla, Associate Professor at the Faculty of Education and Rehabilitation Sciences and Vice-Rector for International Relations University of Tuzla**

Also, based on the opinion of the representative of Center for mental health Tuzla, this institution has very good cooperation with non-governmental organizations, they have several examples of cooperation on various projects. One of the recommendations from this point of few was to organize more public and advocacy programs that will promote the role of Center for mental health and non-governmental organizations such as NGO Amica Educa who provide these kind of services, and the importance of early detection of mental disorders and their treatment, all in order to reduce stigma about mental health protection. Based on the opinion of the representative of NGO Amica Educa, this organization has many years of good cooperation and recognition by institutions operating in the field of mental and social health (such as Mental Health Centers, Psychiatric clinics, Social Work Centers). However, the cooperation is mainly related to projects or services that are financed from the funds provided by Amica Educa through various donors, which therefore represents uncertainty in the continuity and scope of providing support services to citizens. This could be overcome by systemic support - funding (part) of services by the government. Accordingly, Amica Educa has taken the initiative to finance the Family Counseling Centre from the budget of the Tuzla Canton Government (and we still hope for a positive response). What would definitely facilitate this process of including the line in the budget of the Tuzla Canton Government as well as recognizing Amica Educa as an important partner is the adoption of the Law on Social Services which would define Counseling Centre, including Family Counseling Centre as a necessary resource in supporting adults, youths and children (individuals and families).

Short overview of all NGOs, identified during this Analysis, who are on some way, providing gender transformative programs or services to young people or providing services on mental health problems:

- Amica Educa Tuzla⁹- Described at the Page 3 of this Report.
- Community Service Center/ Centar za pružanje usluga u zajednici PUŽ¹⁰ - The main user groups are young people at risk, young people in conflict with the law and people on the move. An important strategic orientation of this organization is preventive work to promote healthy lifestyles, gender equality and non-violent behavior of young people.
- Vijeće mladih/ Youth Council Tuzla¹¹- Some of the Youth Council members work in the field of gender equality, in accordance with the needs of young people. They use gender sensitive language in their work, they have a lot of advocacy activities as a gender equality initiative.

⁹ <https://www.amicaeduca.ba/index.php>

¹⁰ <https://puz.ba/usluge>

¹¹ <https://www.facebook.com/supervijece>

- Omladinski resursni centar/ Youth Resource Center¹²- Within their projects they are trying to do gender mainstreaming, they are participating in the Street actions for March 8 and similar. Part of their work is to coordinate CAT- Citizen against terrorism¹³ project. Their mission is to create a safe online space in BiH with their presence on social networks. They advocate peace by creating informative, educational, fun and motivational memes, videos and texts. They condemn negative phenomena on social networks such as hate speech, fascism, chauvinism, radicalism, extremism and terrorism. Gender equality and mental health of young people are addressed through some of the shows, especially on the youtube channel Eg. Together against gender discrimination! - Tuzla Citizens' Forum. ¹⁴This could an opportunity for the young people who will be involved in the Amica Educa project to cooperate with the people who manage the CAT and to address important topics in cooperation with them.
- World Vision BiH ¹⁵ - Acting within a global partnership, World Vision in BiH has launched a "Worthy of Attention/Vrijedni pažnje" campaign aimed at stopping violence and neglect of children in Bosnia and Herzegovina. Created in close cooperation with children and young people from different parts of BiH, the campaign is called "Worthy of Attention", and brings an authentic voice and a clear message to girls and boys seeking the right to life without violence. "Worth noting" is a local version of the global campaign 'It Takes a World to End Violence Against Children'. They are implementing Life skills education for young people who work with children and young people. Through a set of 24 workshops, children and young people learn about critical thinking, emotion management, effective communication, relationship building and social responsibility, which helps them gain self-confidence, avoid risky behaviors, make positive decisions and create positive relationships. So far, close to 2,000 children, including the most vulnerable children, have gone through life skills workshops. Also through Life skills education gender equality is included. After the Covid 19 pandemic began, more attention was paid to mental health
- Revolt¹⁶- is a youth movement that brings together and organizes young people in the fight against injustice, poverty, violence, corruption, discrimination, irresponsible politicians and negative authorities. During the numerous actions, Revolt was joined by several hundred young people from all over Bosnia and Herzegovina of various religious, political, national and other affiliations who are ready to fight for their interests and a better future believing in the ideals of equality and social justice. The work in Revolt is based on the principles of gender equality and the use of gender-sensitive language.
- Forum Gradjana Tuzla/ Forum Citizens of Tuzla¹⁷- Through civic activism, the FGT works to build peace, understanding, trust and responsibility in order to build a democratic and humane society that will enable all citizens to have human and civil rights and a dignified life. Working a lot on gender equality and having few gender transformative projects and one the current one is "Women's labor rights in Tuzla Canton: Together against gender discrimination" about gender equality without discrimination at work is the key to women's empowerment- this project aims to change the narrative of "silence" and empower women to speak up and stand

¹² <http://www.omladina-bih.net/orctuzla.htm>

¹³ www.catbih.ba

¹⁴ <https://www.youtube.com/channel/UCe13ftMJEjniVLAbcWr-TDw>

¹⁵ <https://worldvision.ba/vrijedni-paznje/>

¹⁶ <https://www.facebook.com/omladinskipokret.revolt>

¹⁷ <https://forumtz.org/>

up for their rights. This project has two objectives, namely: to increase awareness of gender based discrimination and improve the position of women in the field of labor in the most densely populated region in BiH, as well as visibility and adequate treatment of gender-based discrimination in the field of work in Tuzla Canton.

- Horizonti¹⁸ is an organization recognizable for its work on the psychological empowerment of women who are victims of domestic and social violence, as well as providing support to women in public and political life. By actively participating in the networks of non-governmental organizations, we contribute to raising public awareness and advocating for the promotion of women's human rights, peace building and security in BiH. Through their work on gender equality and fight against violence with young people in Birač region they established THE LEAGUE OF YOUNG PACIFISTS as an informal group of young people from Bosnia and Herzegovina who share the same, pacifist values.¹⁹
- Viva Žene/Viva Women²⁰ is a non-governmental organization that focuses on psycho-social assistance and support to victims of war, torture and violence. Their goal is to improve the mental health of victims during and after the war in BiH. Users - women, but there are also a lot of men when it comes to working with detainees. They are more focused on women in the programs, but do not have enough research on single fathers, the last two cases are reported by dissatisfied fathers with guardianship. Women who have no other option come to the shelters, they currently have 88 people in the shelter, of which half are children who are victims of violence. They have cooperation with CMZ, work with perpetrators of violence, we have had a couple of cases of LGBT population, gender reassignment / transition and how to deal with it and work with family. Organization is having a couple gender transformative programs: Psychosocial work program of Viva Žena, Rehabilitation program for victims of war and torture, Rehabilitation program for victims of violence, Psychosocial program in the community: Psychosocial work with adults, Women's Empowerment Program in Rural Communities, Program of work with perpetrators of violence, Increasing understanding and acceptance of gender equality in the local community, Girls and boys, loudly against gender-based violence, Strengthening the capacity of prosecutor's offices for professional treatment and sensitivity to the individual needs of victims / witnesses, Systematic approach in working with families affected by violence²¹
- Fondacija Tuzlanske zajednice/ The Tuzla Community Foundation²² encourages young people to make positive changes in their lives and their community. Within the program, they motivate and encourage young people to greater self-organization and independent action through youth organizations and associations. Through working with the Youth Bank Board, they are trying to provide support to various groups of young people and to promote gender equality, which is reflected also in public calls for CSOs, for example TOC (Tuzla Open Centre)²³ received support, and that is the way for the Tuzla Community Foundation to support gender transformative programs. Regarding mental health employees participated in some of the workshops on mental health protection after pandemic with Covid 19 started.

¹⁸ <https://horizonti.ba/projekti/>

¹⁹ <https://www.facebook.com/Liga-mladih-pacifista-1481762698568698>

²⁰ <http://vivezene.ba/vijesti3/vijest65.htm>

²¹ <https://www.vivezene.ba/programi.htm>

²² <https://www.fondacijatz.org/page/40/1067>

²³ <http://toc.ba/blog/2020/12/17/mirzamujezinoviclgbti/>

- Tuzlanski otvoreni centar/ Tuzla Open Center TOC²⁴- is a non-governmental organization that operates in the Tuzla Canton and through continuous activism on feminist principles promotes the human rights of LGBTI people and gender equality. TOC inform transgender people how to organize themselves in that transition process but also providing support to transgender young people. Mental health is very important to them, but they do not have specific programs in that area that they lead. When it comes to mental health protection, beneficiaries of TOC mostly go to Amica Educa for such kind of support. TOC works on very sensitive topics, as their work is more visible in society, so it carries a higher risk.
- SOS Dječija sela Gračanica/ SOS Children's Villages of BiH²⁵ – working also in the field of strengthening the competencies of young people who are exposed to social risk that includes projects such as: The project Voices of Youth Leaving Alternative Care is part of the activities within the strategic commitment of SOS Children's Villages BiH to improve policies and practices concerning young people leaving some form of alternative care but also to improve their qualitative and quantitative involvement in BiH society; YEEP (Youth Empowerment Enabling Prospect) project; The Family Strengthening Program addresses not only the consequences but also the root of the problem, thus protecting children from possible separation from their parents and gaining the status of a child without parental care. Parents can learn about parenting, improving family relationships, developing their children, parenting, and other important topics within Parent Clubs. They can learn about health and health life habits through the advice of health professionals, during home visits or group counseling.
- NVO Agora²⁶- a civil society organization that through non-formal education programs based on the principles of open education strengthens and strengthens the capacities of individuals, especially young people as responsible citizens who take responsibility for their personal development and community development. They do not have specific gender transformative programs for young people

Some of the gender transformative programs who are more focused on raising public awareness are: joint activities to mark the 16 Days of Activism Against Gender-Based Violence campaign and action on the street on 8th of March which are organizing actions to raise public awareness, especially among young people about gender-based violence and protection mechanisms, as well as individual cases of violence.

Most of the recommendations from the representatives of the NGOs working with young people and regarding of services that are missing, when it comes to gender equality and mental health of young people, reactions of young people on gender bases discrimination and violence, were: to organize family counselling which is important and missing; to organize education of young people regarding their rights and education about treatment of LGBTI young people (also for phycologist); the community needs to be sensitized to the rights of LGBTI people; supporting and building initiatives that will promote Solidarity with the marginalized and vulnerable groups of young people; to have more services which are available to young people in rural areas on mental health and gender equality,

²⁴ <http://toc.ba/program/>

²⁵ <https://www.sos-ds.ba/>

²⁶ <http://agoracentar.org/>

and to work on outreach of young people from rural areas who are marginalized. This is proved by some of the quotes from the interviewees:

“Family counselling is important, our society is not ready for that kind of support yet, it is still a stigma... On the other hand, a large number of people turn to NGOs for support and NGOs do not have enough capacity to provide as much support as there is a need in the community.” **Jasna Zečević, Executive Director of Viva žene Tuzla**

“There is very little mental health care for young people, especially in rural areas and areas, mental health care is still taboo and stigmatized.” **Nina Zupan Founder and activist of Youth Movement Revolt and Coordinator for young people in World Vision Tuzla office**

“LGBTI people are invisible and need protection. It is necessary to educate everyone how to treat LGBTI people, e.g. the psychologist does not know how to relate. Non-formal education is very important; the community needs to be sensitized to the rights of LGBTI people. Our society is homophobic, domestic violence is present. It is very important for us to build Solidarity for vulnerable young people.” **Dajana Bakić, Executive Director of CSO Tuzla Open Center**

“A lot of young people are on the brink of extinction, afraid to react to discrimination and injustice. There is no solidarity, activism at the micro level is easier and as such works. It does not work at the macro level, because the politicization of NGOs is also happening.” **Miralem Tursinović, Director of Youth Resource Center Tuzla**

Also, one of the common answers was that **situation with pandemic Covid 19 has brought the field of mental health a little closer to young people**. Youth care and concerned more about emotions as this pandemic has started, so this time period can be a good moment to work more on reducing the stigma of the mental health care and protection of young people.

Most interviewees **highlighted the problem of insufficient implementation of policies and strategies regarding young people and gender equality and unclear roles and responsibilities for monitoring of strategy implementation**.

4. Conclusions and recommendation

In this part are presented conclusions and recommendations on gaps, difficulties and problems in the competence and capacity of local authorities and institutions, non governmental organizations for the implementation of mechanisms for establishing gender equality, caring for the mental health of young people, providing services for young people in the field of mental health care and protection.

4.1. Conclusions

- Local communities in BiH very often have legal acts harmonized with the Law on Gender Equality in BiH but the problem arises with the application of harmonized provisions in the institutions, as well as with strategic planning. Most of the strategies and policy documents described in this analysis are partly gender sensitive, and it is evident that all new documents that have recently been adopted or are in the process of adoption, strive to include the principles of gender equality. It is evident that the rights and needs of men and women are de jure very much covered/included. When it comes to what happens in practice, not everything is realized and is not in accordance with these Laws. While existing institutional mechanisms are adequate, on paper, most public employees are not aware of them, to use the Law on gender equality and the Law on prohibition of discrimination as an example even judges and prosecutors do not have enough experience these two laws. Also in the field of protection and prevention of Domestic Violence, de facto situation is not in accordance with the Laws and Protocols.
- What is missing in Tuzla and Tuzla Canton are Local Gender Action Plans. The last one Gender Action Plan for Tuzla expired in 2017. It was developed on 2013 for the period 2014-2016. According to the answers of the three interviewees for this analysis, a new Gender Action Plan needs to be developed, the initiative has been launched and work has begun on the development of a new GAP in this local community Tuzla, and activists and researchers justifiably have high expectations of what he will offer but the drafting process has been partially slowed down and suspended due to the pandemic.
- Institutional mechanisms for gender equality are: The Commission for Gender Equality of the Assembly of Tuzla Canton who in the period from October 2019 until March 2021, held in total 16 sessions/meetings and publicly published on the government's website a call for each meeting with a detailed agenda and issues that are discussing in each meeting. Very often, one of the items on the agenda was cooperation with the civil sector / non-governmental organizations. On local level, in the City of Tuzla, the Commission for Gender Equality of the Tuzla City Council was appointed at its 3rd regular session Tuzla City Council, February 25, 2021. Since the commission was recently established, we could not analyze their work. The previous Commission for Gender Equality at the local level (City of Tuzla), according to the interviewees in this analysis, was dysfunctional and it cannot be said that the established commission worked adequately and continuously. When it comes to membership of these commission, there is a problem such as lack of a permanent member of commission for gender equality on both local and cantonal level who can provide both education and information to rotating members.

- Another Institutional mechanism is Coordinating body for prevention and fight against domestic violence in Tuzla Canton. Key stakeholders for organizing meetings of the Coordination Body for prevention and fight against domestic violence and for reporting on the implementation of the Action Plan for the implementation of the Strategy for Prevention and Combating Domestic Violence in 2019 are Association of Citizens "Vive Žene" Tuzla in cooperation with the Ministry of Labor, Social Policy and Return of Tuzla Canton. This Ministry is delivering reports to the Gender Center of the Federation of BiH.
- Institutions in Tuzla Canton do not have many services which we can characterize as a gender transformative programs or interventions. Anyway, there are few examples of good practice and one of them is Intervention Protocol in cases of domestic violence for Tuzla Canton with Action plan as a document together with its Coordinating body for prevention and fight against domestic violence in Tuzla Canton. But according to the findings through interviews, while Protocol on Prevention of Domestic Violence is an excellent document most women do not see it in action when experiencing and reporting violence, majority of women is unaware of their rights and completely unfamiliar with orders of protection.
- Most interviewees highlighted the problem of insufficient implementation of policies and strategies regarding young people and gender equality and unclear roles and responsibilities for monitoring of strategy implementation.
- All institutions and civil society organizations that fall into the domain of the helping profession and direct work with people, women are mostly employed. There is a lack of men who will work with people in the helping professions. There are more women who are interested in this type of work, there are more women who attend the faculty for behavioural disorders, special education and rehabilitation and there is a lack of male students.
- When it comes to power relations and who has access to resources in different institutions / organization, who is in leadership positions in institution / organizations and who makes decisions mostly men or women, results covered during interviews are showing different results. At the Universities (also those that fall into the domain of the helping profession) decision makers and those who have access to resources in the institution are men. The same situation is in the institutions dealing with mental health of young people, as well as within Government of Tuzla Canton. Based on the information gathered from the web site of Government of Tuzla Canton, only one female Ministry is out of 12 Ministries. In the City of Tuzla the presented structure indicates a balanced participation of both sexes among employees, a very high degree of equality between women and men in management positions. The situation in all civil society organizations from Tuzla Canton area, who were involved in this research and analysis, is that women are in higher and leadership positions within organization and therefore have more access to resources and in a better position to make decisions. It is very much connected with the fact that more women than men work in these organizations who are in the domain of helping profession.
- Regarding mental health public institutions in Tuzla, there is Center for mental health Tuzla who has multidisciplinary team and the team consists of neuropsychiatrists / psychiatrists, psychologists, social workers, medical technicians, and to a lesser extent special educators, speech therapists and occupational therapists. Center for mental health Tuzla has 17 employees, mostly younger people open to learning and advancement who are sensitized to the needs and rights of the LGBT population. There is also Clinic for Psychiatry of the University Medical Center Tuzla but the main problem is there is no psychiatric beds for children and adolescents in this Clinic. More specifically every year in the acute zone, due to the urgency of the case (suicide attempts, aggressive behavior, psychotic disorders, etc.), doctors are forced to hospitalize minor patients with parental consent and familiarize with the risk of

placement in the acute zone with adult psychiatric patients, which further increases the possibility unwanted and incidental situations. Another possibility is that some children and adolescents have to go to the appropriate departments in Sarajevo or Banja Luka, which makes it difficult for them to contact their families.

- When it comes to strategies and policies in the field of mental health and how much they contribute to the de-stigmatization of mental health of young people, more work has to be done in this area. The health system needs to focus more on mental health both through the establishment of a special department to deal with mental health in the existing Ministry of Health and the adoption of the missing Law on mental health.
- Regarding mental health needs for young women and men and services provided by institutions, one of the observations was that women are more likely to seek help when they face with mental health problems, and more aware of the importance of mental health care. Men are more likely to seek help when it comes to addiction, but for other disorders, especially social disorders, women are more likely to seek help. Alcoholism and betting are becoming more common among young people, alcoholism among both women and men, a betting more among young man. According to the observation from CSOs working with young people on mental health, the gap that exists in support and services in the field of youth mental health is related to education on sex and reproductive health, counseling on youth relationships and partnerships (preparation for marriage) as well as prevention and education related to mental health protection in general. This has to be taken in consideration when designing gender sensitive and transformative programs within mental health institutions dealing with the mental health of young people.
- The awareness of the population is low regarding the importance of this problem and the suffering of people with mental disorders or disabilities due to these disorders. There is a negative attitude of the population towards people with mental disorders with negative media coverage, which often speaks in a stereotypical and sensationalist way about mental health and mental disorders, which has a significant impact on public opinion.
- There is a lack of information in the community who provides support when it comes to mental health care as well as lack of information about the moment when peers / families should recognize that professional treatment is needed. There should be more information to young people and their families about the services that exist in the community.
- According to the observations from CSOs, in recent years (and especially since appearance of COVID) more and more adults and young people turn to us with numerous difficulties in mental health functioning and especially with generally poor ways of managing stress as well as disorders related to anxiety, panic attacks, depression. Young people are generally dissatisfied with themselves, they have low self-esteem and self-respect, an increase in the use of psychoactive substances is also evident – all these as a reaction to stress they are exposed to growing up in BiH society. Despite the increase in the number of people who ask us for support, we are aware and notice that the stigma associated with mental health in our society is still great and has a strong negative impact on most people.
- The cooperation between NGOs providing services in mental health and public institutions operating in the field of mental and social health (such as Mental Health Centers, Psychiatric clinics, Social Work Centers) is mainly related to projects or services that are financed from the funds provided by NGOs through various donors, which therefore represents uncertainty in the continuity and scope of providing support services to citizens. This could be overcome by systemic support - funding (part) of services by the government.

4.2. Recommendations

- It is necessary to adopt Local Action Plan for Gender Equality, which would be the most effective mechanism for implementing the obligations of the Gender Action Plan of BiH and the Law on Gender Equality in BiH. Step 1 would be extensive statistical research on position and number of men and women in areas of education, employment to include information about salaries, health, social services, including number of men and women in positions of power both in private, political and public sector. Step 2 would be creation of GAP for Tuzla Canton and Tuzla city based on actual needs and issues of both men and women in this area.
- The process of creation Local Action Plans for Gender Equality for Tuzla and Canton Tuzla, should be led by relevant institutions at the local and cantonal level (such as the Ministry of Labour, Social Policy and Return of Tuzla Canton) but in the process of developing and drafting Gender Action Plans, it is very important to involve all relevant stakeholders, especially civil society organizations working on gender equality issues in Tuzla and Canton of Tuzla. This is very much in accordance with Strategic Goal 3 of Gender Action Plan BiH, and one of the priority area III.2. Cooperation with civil society organizations, social partners, the academic community which emphasizes that institutional mechanisms for gender issues recognize civil society organizations, social partners and the academic community as their real partners in achieving gender equality in BiH, and significant efforts to improve the model of cooperation with NGOs and other civil society organizations must be made.
- Changing current mechanisms to ensure a permanent member of commission for gender equality on both local and cantonal level who can provide both education and information to rotating members.
- Encouragement of implementation of existing institutional mechanisms, i.e. Law on gender equality – promotion of gender equality in all educational institutions, creations of curriculums for elementary, high school and higher education that would ensure implementation of the law is a must. Education and raising awareness is of utmost importance for both public employees and general public on available institutional mechanisms.
- Law on Protection from Domestic Violence needs to be expanded and include violence against women outside of marriage or legal partnership. It is important to ensure that local and cantonal government honor the provisions of Istanbul Convention (i.e. safe house financing etc.).
- The Commission for Gender Equality of the Assembly of Tuzla Canton and its work can contribute to gender transformative approach into some programs provided by Government of Tuzla Canton. It is very important that this Commission is recognising all key actors/stakeholders dealing with gender equality in Tuzla Canton communities as a good resource, especially NGOs working on gender equality and to work in partnership with NGOs when planning gender transformative interventions in their communities. It is an opportunity for NGOs to implement gender transformative programs in partnership with institutions that would be supported by institutions, where NGOs have expertise in working on gender sensitive and transformative programs. It is also important to support and to monitor newly formed the Commission for Gender Equality of the Tuzla City Council.
- There is a need to improve communication, information exchange, cooperation and mutual support in the work between gender institutional mechanisms at different levels. According to the information obtained on the field it is present very poor communication between

institutional mechanisms on gender issues at different levels. This especially refer to Gender Center FBiH and The Agency on Gender Equality on BiH level, which don't have enough contact with institutional mechanisms on cantonal or local level.

- The strategies have to be developed in accordance with the new legislation that regulates the process of strategic planning in the FBiH such as Law on Development Planning and Development Management in the Federation of BiH, Regulation on drafting strategic documents in FBiH and Regulation on three-year and annual work planning, monitoring and reporting in the FBiH. The new normative framework obliges to adjust the internal acts and procedures of administrative bodies in the Federation of BiH at all levels in order to harmonize them with the obligations defined by the Law and regulations. In particular, the implementation of the Regulation on three-year and annual work planning, monitoring and reporting in the FBiH requires the amendment and / or adoption of new acts regulating the procedures for planning, monitoring, evaluation and reporting on strategic documents.
- It is necessary to find a way to include more young men in the helping professions, and these jobs most often include work with people with behavioral disorders, prevention of violence, mental health care and similar.
- There is a need to deal with the area of mental health including mental health of young people on legislative level in FBiH, and therefore draft of the Law on mental health in FBiH was developed but it is still under procedure and it has not yet been officially adopted. The area of mental health care, as a specific area in which social care and the treatment of mental disorders intersect and coincide, and as such it has to be subject of reform and improvements. Mental health care is a part of health care of interest at all levels of health care and which includes a system of social, group and individual measures, services and activities for maintaining and improving mental health, prevention and early detection of disease, timely treatment and health care and psychosocial rehabilitation.
- It is important to support project called Reconstruction of the Department of Child and Adolescent Psychiatry and it represents capital investment that affects the improvement of the social standard of the most vulnerable part of the population such as children and adolescents. By opening a specialized department at the Clinic for Psychiatry of the University Medical Center Tuzla, this problem would be solved in the long run and financial savings would be achieved from the Tuzla Canton that goes to these needs. The existence of a department of child and adolescent psychiatry at the Clinic for Psychiatry in Tuzla would be available to the gravitating population from other cantons.
- Every health center should have a child psychiatrist. The number of child and adolescent psychiatrists in health centers should be increased. At the bureaus there are many educated people with relevant qualifications but they are not given the opportunity to work in the field of mental health.
- It is necessary to work more with schools - to promote mental health care in schools, and it is very important that there are psychologists in schools who deal with this topic, who really do the work of psychologists and not administrative work. Schools should be a place where psychologists and educators do their job, which includes the mental health of young people, and to encourage young people to not be ashamed, to seek support and help on time. It is of particular importance cooperation with the education sector as well school and preschool with an emphasis on prevention and early detection of developmental disorders and behavioural disorders, abuse psychoactive substances and peer violence.

- There is a need to have sex education and reproductive health in schools, or on the workshops for young people as well as counseling on youth relationships and partnerships (preparation for marriage). Schools are a good space for implementing gender-transformative programs such as gender-based violence, and peer-violence.
- Marriage and family counselling is also very important and missing as well as supporting a young woman when she gives birth, when she experiences an abortion - a very neglected topic and this is not covered in the services when it comes to mental care services for young people.
- It is important to implement programs for the promotion of mental health and the importance of early recognition of mental disorders in young people in the community, all with the aim of reducing stigma and inclusion in the timely and early treatment of all mental disorders. The situation with pandemic Covid 19 has brought the field of mental health a little closer to young people. Youth care and concerned more about emotions as this pandemic has started, so this time period can be a good moment to work more on reducing the stigma of the mental health care and protection of young people.
- The health sector should work together with civil society and education sectors in order to improve services that contribute to the protection and improvement of mental health of young people. There is a need for support from the state system for initiatives in schools for mental health care in order to make these initiatives more sustainable. It is necessary to conduct an intensive and long-term anti-stigma campaign through which the citizens of Tuzla Canton would be informed, educated and encouraged to seek help when their mental health is at stake. It would be very important for such campaigns to be conducted in cooperation between government sector (specifically institutions dealing with mental health and the provision of social services) and non-government sector who has long term experience working on protection and improvement of mental health of young people.
- Non-governmental organizations have important role in the community when it comes to providing services on mental health for young people and gender transformative services. It is important to support NGOs initiatives such as: education of young people regarding their rights and education about treatment of LGBTI young people (also for phycologist); to have more services which are available to young people in rural areas and to work on outreach of young people from rural areas who are also marginalized. The community needs to be more sensitized to the rights of LGBTI people therefore it is important to support initiatives that will promote Solidarity with the marginalized and vulnerable groups of young people. NGOs has to be recognized as very important stakeholder and as service providers in both social protection and mental health of young people and gender transformative services, and as such it must have systemic support - funding (part) of services by the government.
- Opportunity for all stakeholders in the community can be good and inter-sectoral cooperation between NGOs and public sector dealing with mental health. It is important to organize more public and advocacy programs that will promote the role of Center for mental health and non-governmental organizations that provide these services as well as the importance of early detection of mental disorders and their treatment, all in order to reduce stigma about mental health protection. NGOs in cooperation with public sector stakeholders can organise more actions to raise public awareness to the rights of LGBTI people, about gender-based violence and protection mechanisms, as well as individual cases of violence.

5. Annexes

5.1. List of documents used in Baseline Analysis on Gender Equality and Mental Health of Young people in Tuzla Canton process

NO	DOCUMENT
1	FULL PROJECT PROPOSAL
2	LOGICAL FRAMEWORK
3	GENDER EQUALITY LAW IN BIH
4	LAW ON PROTECTION OF DOMESTIC VIOLENCE FBIH
5	GENDER ACTION PLAN (LAST VALID/ADOPTED DOCUMENT) FOR TUZLA CITY
6	GENDER ACTION PLAN OF BIH (2018 – 2022)
7	LAW ON PROHIBITION OF DISCRIMINATION IN BIH
8	LOW ON YOUTH IN FEDERATION OF BOSNIA AND HERZEGOVINA
9	LAW ON HEALTH CARE PROTECTION
10	STRATEGIC PLAN OF HEALTH DEVELOPMENT IN THE FEDERATION OF BIH 2008-2018 (LAST VALID/ADOPTED DOCUMENT IN THIS AREA IN BIH)
11	POLICY AND STRATEGY FOR THE PROTECTION AND IMPROVEMENT OF MENTAL HEALTH IN BIH (2012-2020)
12	INTERVENTION PROTOCOL IN CASES IN DOMESTIC VIOLENCE FOR TUZLA CANTON WITH ACTION PLAN
13	THE STRATEGY AND ACTION PLAN FOR YOUTH OF THE TUZLA CITY 2017-2026
14	THE STRATEGY OF INTEGRATED DEVELOPMENT OF THE TUZLA CITY 2012-2026 (REVISED FOR THE PERIOD 2019-2021)
15	THE STRATEGY OF INTEGRATED DEVELOPMENT OF THE TUZLA CANTON 2021-2027 DRAFT
16	THE STRATEGY AND ACTION PLAN FOR YOUTH OF THE TUZLA CANTON 2020-2024 DRAFT

5.2. List of participants involved in the Baseline Analysis on Gender Equality and Mental Health of Young people in Tuzla Canton process

No.	Name	Organization and function	Method	Date
1.	Selma Aličić	CSO Amica Educa, Executive Director	Interview	15.02.2021.
2.	Ivona Erdeljac	CSO Amica Educa, Program Director	Interview	15.02.2021.
3.	Selma Mustačević,	CSO Amica Educa, Gender Projects Coordinator	Interview	15.02.2021.
4.	Dina Bajraktarević	Youth Council Tuzla, Member of The Management Board/The Executive Committee	Interview	23.02.2021.
5.	prim dr. Zlatko Kalabić	Center for Mental Health Gender Equality Commission for Tuzla City Director of Center for Mental Health Member of Gender Equality Commission for Tuzla City	Interview	23.02.2021.
6.	Miralem Tursinović	Youth Resource Center Tuzla Director of Youth Resource Center	Interview	23.02.2021.
7.	Nina Zupan	Youth movement Revolt World Vision Tuzla Founder and activist of Youth Movement Revolt Coordinator for young people in World Vision Tuzla office	Interview	23.02.2021.
8.	Suada Selimović	Ministry of Labor, Social Policy and Return Tuzla Canton Expert Advisor	Online Interview	24.02.2021.
9.	Mira Vilušić	CSO Horizonti Expert Advisor for the protection of women's human rights	Online Interview	25.02.2021.
10.	prof.dr.sc. Vesna Bratovčić	University of Tuzla Associate Professor at the Faculty of Education and Rehabilitation Sciences, Vice-Rector for International Relations University of Tuzla	Online Interview	25.02.2021.
11.	prof. dr. Mevludin Hasanović,	Clinic for Psychiatry of the University Clinical Center Tuzla Head of the Department of Social Psychiatry at the Clinic for Psychiatry of the University Clinical Center Tuzla	Online Interview	25.02.2021.
12.	Jasna Zečević	CSO Viva žene Tuzla Executive Director of Viva žene Tuzla	Online Interview	02.03.2021.
13.	Mersiha Idrizović	Service for culture, sports, youth and social protection City of Tuzla Expert advisor for youth issues	Written questionnaire	02.03.2021.
14.	Vedrana Dautović	CSO Agora- social and educational center for open education and lifelong learning Project Assistant	Written questionnaire	03.03.2021.
15.	Azra Okić	Commission for Gender Equality of the Assembly of Tuzla Canton President of the Commission	Written questionnaire	03.03.2021.
16.	Mirza Mujezinović	CSO The Tuzla Community Foundation Youth Bank Project Coordinator	Online Interview	03.03.2021.
17.	Dajana Bakić	CSO Tuzla Open Center Executive Director	Online Interview	04.03.2021.
18.	Almir Zulić	SOS Children Villages Gračanica Executive Director of SOS Children Villages Gračanica	Online Interview	05.03.2021.
19.	Lejla Elezović	Ministry of Culture, Sports and Youth Tuzla Canton Assistant Minister of Sports and Youth	Online Interview	07.03.2021.



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