



BOSNIA AND HERZEGOVINA
Ministry for Human Rights and Refugees
Agency for Gender Equality of
Bosnia and Herzegovina



GENDER EQUALITY BAROMETER OF BOSNIA AND HERZEGOVINA

April 2024



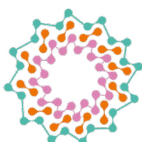


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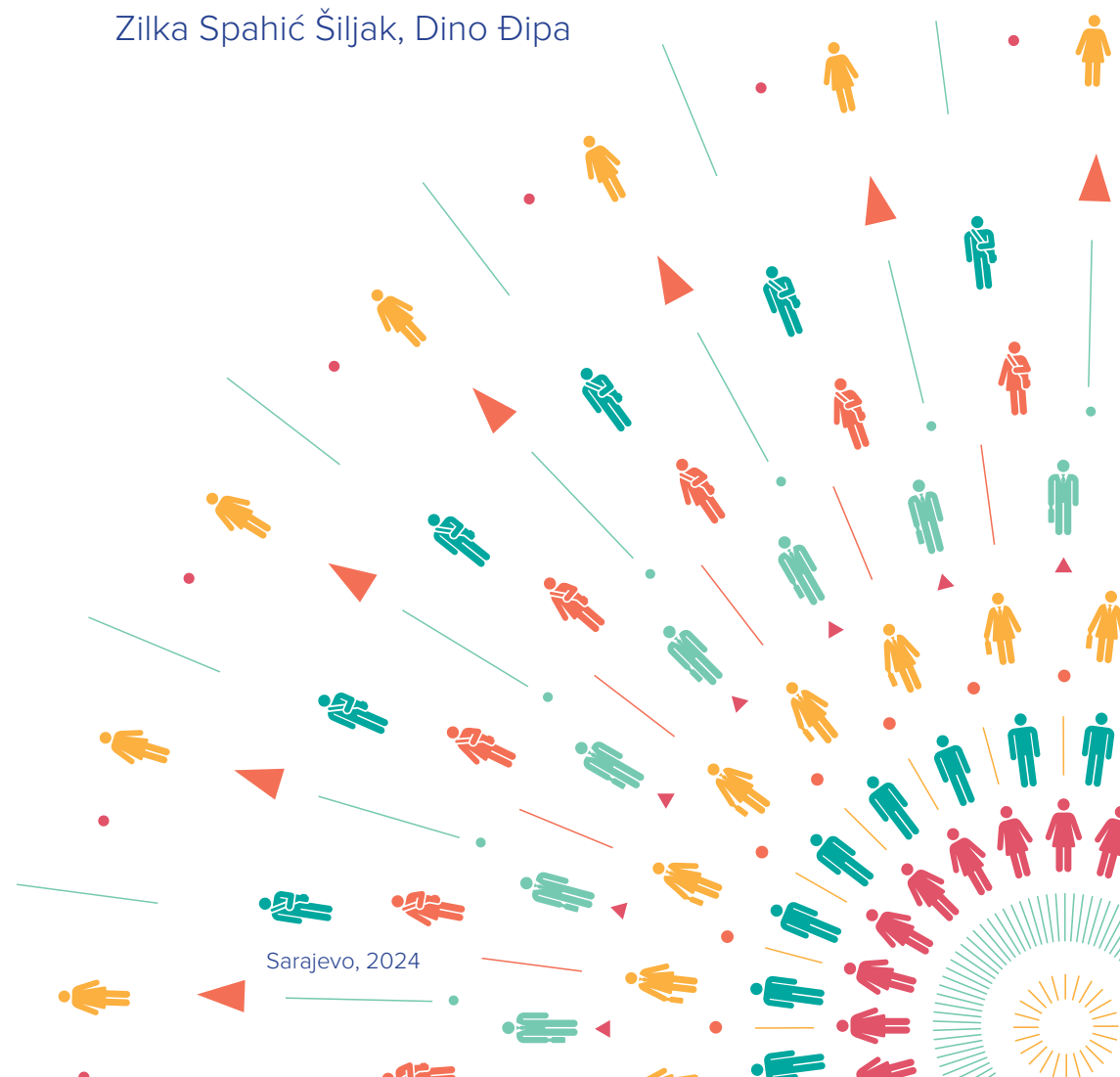


GENDER EQUALITY BAROMETER OF BOSNIA AND HERZEGOVINA

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FOREWORD

It is with great pleasure that we introduce the Gender Equality Barometer study in Bosnia and Herzegovina. Conducted more than twenty years after the first Barometer, this comprehensive research endeavor delves into the intricate fabric of societal perceptions, shedding light on the prevailing stereotypes and norms that shape and influence the lives of women and men in Bosnia and Herzegovina.

Bosnia and Herzegovina has undergone significant transformations in recent years, both politically and socially. As we navigate this complex landscape, it is imperative that we evaluate the status of gender equality to ensure that advancements are inclusive and sustainable. The Barometer serves as a valuable tool for this purpose, offering a nuanced analysis of the challenges and opportunities that shape the experiences of women and men across various domains of life.

This report goes beyond mere statistics; it delves into the lived realities of women in Bosnia and Herzegovina, providing a platform for the voices that are often marginalized or unheard. By examining key indicators such as education, employment, care economy, political participation and gender-based violence, the Barometer offers a holistic perspective on the multifaceted dimensions of gender equality. It is through such comprehensive assessments that we can identify gaps, celebrate achievements, account for losses of the gender dividend arising from the pandemic and inflation and formulate targeted strategies to foster society where both women and men can thrive.

Stereotypes and traditional social norms have profound implications for both women and men, shaping their opportunities, choices, and overall well-being. By examining the roots of stereotypes, auto-stereotypes and internalized misogyny and questioning established norms, we can more effectively address structural issues and open doors to new possibilities for collaboration, understanding, and empowerment. This study seeks not only to identify these patterns but also to stimulate conversations that can pave the way for positive change.

As we embark on this journey through the Gender Equality Barometer study, let us collectively recognize the importance of dismantling stereotypes and challenging social norms that perpetuate inequality. By doing so, we contribute to the creation of a society where women can thrive and fulfill their potential.

We extend sincere gratitude to the researchers, contributors, and stakeholders who have dedicated their time and expertise to this endeavor. May this report serve as a catalyst for meaningful conversations, informed policy decisions, and collaborative efforts that propel Bosnia and Herzegovina toward a future where gender equality is an inherent and irrefutable aspect of our collective identity.

Together, let us strive for a future where every person is free from the constraints of harmful stereotypes, and where social norms reflect the principles of justice, equality, and human dignity.

Narine Sahakyan

Resident Representative a.i.
United Nations Development Programme

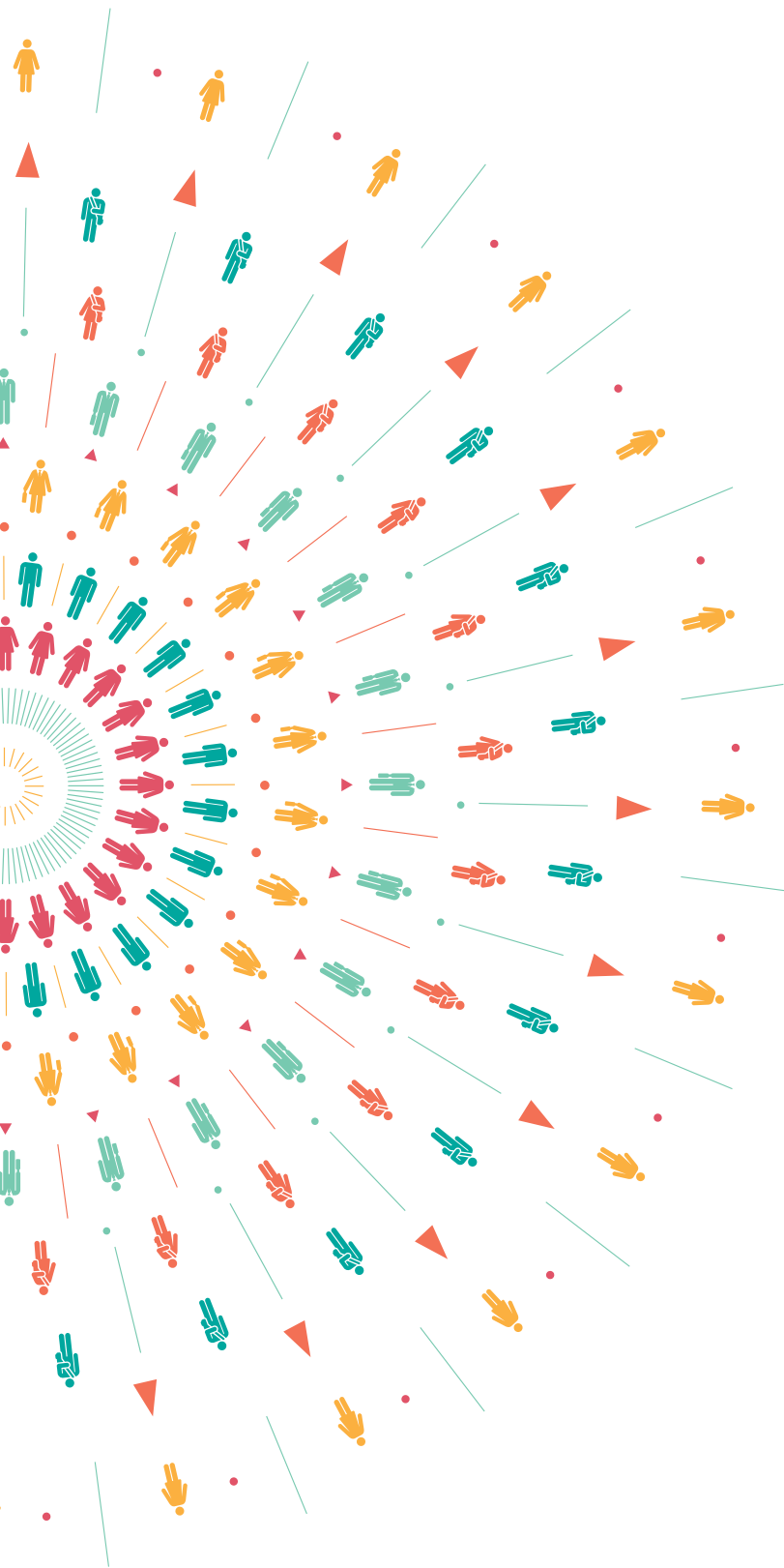
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SUMMARY

In the Summary we present the key findings of the 2023 Gender Equality Barometer (Barometer) of Bosnia and Herzegovina (BiH), which was conducted more than twenty years after the first Barometer (2002). The last two decades have seen significant legal strides towards promoting gender equality: the relevant laws were adopted; the institutional gender equality mechanisms were created; gender action plans were adopted at various levels of government and institutions; and important international documents such as the Council of Europe Convention on preventing and combating violence against women and domestic violence - Istanbul Convention (2014) - were ratified.

In addition, through various forms of formal and informal education and empowerment, such as academies for political literacy of youth in BiH, targeted trainings on unconscious bias and gender stereotypes, the creation of gender-sensitive and gender-responsive content in teaching processes in schools and at universities, a step forward was made in raising awareness of gender equality.

However, the complex political and economic situation, the increased influence of anti-gender movements, discrimination, especially against the most vulnerable groups of the population, an increased number of cases of violence and femicide, the impact of the COVID-19 pandemic on mental health, the low rate of representation of women in decision-making and leadership positions, all show that a lot of work still needs to be done to make the gender equality principles effective in practice and to fully implement the laws and policies that promote gender equality. There is a huge gap between the declarative acceptance of gender equality and the concretization of equal rights for women and men in Bosnia and Herzegovina's society.

The results of this research show that pre-modern, modern and post-modern gender regimes – structured relations between sexes and genders – operate in parallel, and sometimes in symbiosis. It is a mixture of gender regimes, that is, hybrids, as Marina Blagojević described it in the 2002 Barometer. Regardless of the promotion of gender equality by institutions, in practice, the gender regimes operate in symbiosis with social and cultural norms that are often in conflict or view the ways of achieving gender equality differently.

Based on the results of this research and the analysis of the perceptions and attitudes of citizens, women and men, it is evident that achievement of greater level of gender equality requires work on: education, economic empowerment of women, availability of social services, networking, mentoring support and building solidarity among women, as well as countering violence against women, which are reflected in the forms of hegemony and toxic masculinity, misogyny and sexism.

The research results presented in this report are the results of the analysis of data collected through a survey conducted on a representative sample of 1800 women and men citizens of BiH, and through focus group discussions with women leaders (3 groups) and with women members of vulnerable groups (7 focus groups) in several different locations across Bosnia and Herzegovina. In the analysis and interpretation of the results, we referred to the first Gender Equality Barometer (2002) as well as to other domestic and international research of gender equality.

DECLARATIVE SUPPORT TO GENDER EQUALITY

Compared to 20-odd years ago, the prevailing belief is that gender equality has formally improved (83% of women and 87.2% of men) and that it is guaranteed by laws, but that laws at lower levels of government are not harmonized with the umbrella Law on Gender Equality in BiH (2003), which limits the enjoyment of guaranteed rights. Many respondents (87.7% of women and 74.6% of men) believe that greater participation of women leads to higher quality and fairer policies in society. However, declarative support does not mean much if discriminatory practices are not dismantled, and substantive equality is not achieved.

- ▶ There is a prevailing perception (82.7% of women and 74.4% of men) that men are more privileged than women in getting hired for jobs and executive-level positions.
- ▶ There is a dominant perception of double standards when it comes to the body proportions and beauty for women and men: 77.8% of women and 71.5% of men believe that a woman's beauty and physical appearance are more valued than intelligence and ability.
- ▶ Binary views on gender roles prevail - that there are men's and women's jobs and occupations: (42% of women and 55% of men).
- ▶ The widespread view is that the feminization of occupations and jobs limits women to lower-paying jobs: (73.2% of women and 58.2% of men).
- ▶ Women are mostly perceived as emotional (59.5%), timid (56.9%) and sensitive (66.9%), and men as rational (84%), rough (64.6%) and strict (37.3%).
- ▶ The majority of respondents (61.4%) believe that women try to gain power and control over men, which reveals how gender equality is perceived - not as an equal distribution of rights, obligations, resources and power but as an attempt by women to dominate men.

CARE ECONOMY AND SHARING RESPONSIBILITIES IN THE FAMILY

During the previous two decades, the number of those who share household responsibilities has increased, compared to the results of the 2002 Barometer. Although sharing household responsibilities is still formed according to traditional gender roles: mothers/wives are mainly responsible for preparing food, cleaning, ironing and doing similar chores, and husbands/fathers are primarily responsible for repairs, vehicle maintenance and preparation of heating materials, there is a higher percentage of those who declare that they share those chores. This is a significant improvement, although women, especially those from vulnerable groups, report that they lack free time for any kind of hobby after they have done all the chores.

- ▶ **Cooking:** 52.1% of women and 55.5% of men report that the wife/mother performs these chores, and 24.1% women and 23.1% men report that they both perform these chores. (The 2002 Barometer: 81% of women and 77% of men believed that these chores were performed by wives/mothers, while 8% of men and 9% of women believed that they were performed by both).
- ▶ **Childcare:** 23.5% of women and 18.7% of men believe that it is the responsibility of women, while 40.4% of women and 46.8% of men believe that both father and mother equally take care of children. (The 2002 Barometer: 62% of men and 62% of women thought it was only women's responsibility, while 30% of women and 26% of men thought it was the responsibility of both).

- ▶ **Ironing:** 60.9% of women and 67.3% of men report that women iron clothes, and only 10.3% of women and 12.2% of men report that this household chore is done by both. Compared to the 2002 Barometer - 93% of women and 88% of men said that this chore was done by women, while only 3% of men and 2% of women reported that both did it -we notice a significant change.
- ▶ **Household budget management:** 48.9% of women and 50.4% of men report that the budget is managed equally by husband and wife. (The 2002 Barometer: 67% of men and 68% of women believed that both husband and wife managed the household budget together.)
- ▶ **Car maintenance:** 50.4% of women and 60.3% of men believe that this responsibility is done by men. (The 2002 Barometer: 95% of men and 88% of women believed that car maintenance was a man's responsibility.)
- ▶ **Caring for sick family members:** 29% of women and 35.4% of men said it was an equally shared responsibility. But the women interviewed in the focus groups stated that women do it more often and that they are more responsible for it due to socialization and empathy.

EQUALITY IN THE WORKPLACE

Although women work in many occupations and fields which were previously inaccessible to them, there is still a disparity in employment, especially in decision-making and managerial positions. Taking into account the care economy and women's deeply gendered responsibilities in the family, the majority of men and women respondents stated that this is one of the key reasons why women do not get the same employment opportunities as men. Despite the legislation prohibiting gender-based discrimination, employers still refuse to employ young women who are planning a family and pregnancy, so women, as stated by the women respondents in the focus groups, hide their intentions and pregnancies in order to get a job.

- ▶ **Family and/or employment:** The majority (78.9% of women and 80.5% of men) agree that women can have both a family and career. However, the majority (88.7% of women and 88% of men) agrees that women are asked at job interviews if they are planning to start a family and have children, while men are not exposed to this type of discrimination.
- ▶ **Feminization of occupations:** A large percentage (42% of women and 55% of men) believe that there are typical occupations for women and men, so women still work mostly in administration, education, health, social welfare, services and the judiciary.
- ▶ **Feminization of poverty:** The majority (73.2% of women and 58.2% of men) agrees that women work in lower-paying and less socially valued occupations and jobs. The majority (71.3% of women and 59.9% of men) believes that women are still underrepresented in higher-paying science, technology, engineering and mathematics (STEM) fields.
- ▶ **Career advancement:** The majority (82.7% of women and 77.4% of men) agrees that women do not get promoted at work because of their family responsibilities.
- ▶ **Leadership:** Although the majority stated previously that men and women are equally capable of holding decision-making and leadership positions, the majority (72.6% of men and 78.7% of women) agrees that smaller family businesses are more suitable for women because they allow them to free up more time for family, and a large number a large number of research participants (46.2% of men and 35.5% of women) still believes that large companies are better managed by men. This is in line with gender based stereotypes about inherent characteristics of women and men as well as social expectations.

Gender based stereotypes affect even those women who are employed in higher positions and decision-making roles, although the majority believes that there should be parity between women and men in managerial positions.

- ▶ **Parental leave:** The majority (88.8% of women and 84.8% of men) in the survey believes that men should also take parental leave to take care of the child, just as their wives and partners.

WOMEN IN PUBLIC LIFE AND POLITICS

The engagement of women in the political life of BiH is still very low. In the House of Representatives of the Parliamentary Assembly of BiH, of all seats, only 16.67% are held by women; in the House of Representatives of the Federation Parliament women hold 26.53% of all seats, and 18% of all seats in the National Assembly of the Republika Srpska¹. Although a woman was elected to the Presidency of Bosnia and Herzegovina and another woman appointed as Chair of the Council of Ministers of Bosnia and Herzegovina for the first time ever, women still face great obstacles stemming from patriarchal oppressive power structures as well as socio-cultural expectations and gender based stereotypes. Research shows that men are generally more interested and involved in politics and activities performed by non-governmental organizations.

Of the total number of men and women respondents, 8.9% of women and 13.7% of men are members of political parties. 12.9% of women respondents and 14.9% of men respondents are active in non-governmental organizations. Slightly higher percentages are engaged in humanitarian associations (17% of women and 20.6% of men). 22% of men respondents and 10% of women respondents are involved in sporting organizations. Although it is often believed that women participate more in the activities of non-governmental organizations, especially at the local level, this research shows that men are more active in public life in all fields, from politics to sports.

- ▶ **Interest in politics:** The majority of respondents is not interested in politics and a small percentage (8.9% of women and 13.7% of men) is engaged in politics as members of political parties.
- ▶ **Interest in activism:** A small number of respondents (12.9% of women and 14.9% of men) participate actively in the work of non-governmental organizations, mostly in humanitarian associations (17% of women and 20.6% of men).
- ▶ **Abilities and capacities:** There is a prevailing belief that women are as capable of being political leaders as men are. The majority (95.9% of women and 90.3% of men) believes that women are equally capable of making crucial decisions in decision-making positions.
- ▶ **Double standards:** There is a prevailing belief that women in politics are exposed to double standards, strict moral standards and scrutiny. There is a great influence of gender stereotypes: it is considered that if a woman shows the characteristics of a dominant and entrepreneurial personality, she is characterized as “sharp-tongued” (79.4% of women and 59.8% of men), or when a woman politician is criticized, the focus is on her physical appearance and personal life, not on the content of what she says or does (74.4% of women and 58.4% of men). Generally, the public is more critical of women (84.3% of women and 61.1% of men). When a man politician is criticized, his private life is rarely discussed, and the focus is on what he does (76.6% of women and 61.1% of men).

¹ IPU Parline. Global data on national parliaments. https://data.ipu.org/node/22/basic-information/about-parliament?chamber_id=13346. (Accessed on: 30 September 2023).

- ▶ **Internalized misogyny:** Manifests itself through a lack of solidarity among women, unsound competition and jealousy. The majority of women respondents (72.8%) believe that women perceive each other as a competitor. Women are socialized in such a way that they unconsciously accept sexist and misogynist attitudes about women that manifest from subtle sexism to negative stereotypes that support the superiority of men and the inferiority of women. Statements such as: women prefer working with men (76.3% of women agree) or that a woman is wolf to woman (63.7% of women agree), which was also confirmed in the qualitative part of the research, are also indicators of internalized misogyny.

GENDER-BASED VIOLENCE

It is worrying that globally, 1 in 3 women worldwide has experienced some form of violence in her lifetime, and it is equally worrying that in BiH, 48% of women have been exposed to gender-based violence at some stage in their lives. Vulnerable groups – unemployed women and economically dependent women, as well as women without family or social support - are exposed to violence even more. Although violence constitutes a criminal offense under the entity-level Criminal Codes and the Laws on the Protection against Domestic Violence of the FBiH (2005) and the RS (2005), the implementation of these laws is still unsatisfactory. The imposed sanctions are low and the judicial processes need to be significantly improved. Because of all the above-mentioned, victims fail to report violence, they do not believe that the government institutions will protect them, and they fear for their lives and safety. A large number of femicide cases, unfortunately, also proves that women have reason to fear their abusers.

- ▶ **Violence is not a private matter:** The majority (88.3% of women and 83.4% of men) believes that gender-based violence is not a private matter, but a serious social, economic and health problem.
- ▶ **Speaking out in public:** The majority stated that they are encouraged (83.4% of women and 83.8% of men) to speak publicly about violence, which is progress because previously violence was considered a private matter of the family and that it was shameful to speak about it publicly.
- ▶ **Women are more exposed to violence:** There is a prevailing belief that more women than men are exposed to gender-based violence. (80.7% of women and 67.6% of men believe that marriages do not last because women no longer want to tolerate violence). Women are also disproportionately more exposed to sexism and misogyny, which was confirmed by the women in the focus groups.
- ▶ **Men are also victims of violence:** The majority of respondents (84.4% of women and 83.5% of men) believe that also men can be victims of gender-based violence. However, women emphasized in the qualitative part of the research that men feel more ashamed to report violence.
- ▶ **(Dis)trust in institutions:** The majority of respondents (89.2% of women and 84.3% of men) believe that women do not trust institutions, so they are discouraged from reporting gender-based violence. Women state that they are patronized and blamed for violence and that institutions are not sensitized enough to work with the survivors.
- ▶ **Stigma and guilt:** Due to the social norms and stigma, many women do not report violence. There is widespread belief (80.7% of women and 67.6% of men) that marriages end because women do not want to tolerate violence. In addition, during investigations and trials, women's integrity is questioned, and women often experience further emotional violence during interrogations because they are not trusted.

STRATEGIES FOR INCLUSION OF MORE WOMEN IN PUBLIC LIFE

Based on the analysis of the results, in relation to the challenge of improving the inclusion of women in public life, we singled out the following main conclusions and recommendations.

- ▶ It is necessary to provide systemic education on gender equality and empowerment of women and to integrate this knowledge into the education system and lifelong learning programmes.
- ▶ It is necessary to reach out to women in small local communities as they do not have available or adequate social services and communication opportunities that are accessible to women in large urban areas.
- ▶ It is necessary to strengthen the networking of women at all levels and connect women from different generations to learn from each other.
- ▶ It is necessary to offer mentoring support that can encourage women to start up their own business and to become more actively involved in public life and politics.
- ▶ It is necessary to strengthen partnerships for gender equality and ensure systemic support for the economic empowerment of women.
- ▶ It is necessary to introduce progressive social policies and provide high-quality and affordable public childcare, services, respite, day centres and facilities for people with disabilities, chronically ill and older family members.
- ▶ It is necessary to include men as allies in achieving gender equality.
- ▶ It is necessary to promote good practices and success stories.

Introduction

In this report, we present the main results of the Gender Equality Barometer of Bosnia and Herzegovina (BiH)², jointly initiated by the United Nations Development Programme (UNDP) and the Agency for Gender Equality of Bosnia and Herzegovina of the Ministry of Human Rights and Refugees of Bosnia and Herzegovina (Agency for Gender Equality of Bosnia and Herzegovina/MHRR BiH).

The main goal of the research was to explore the perceptions of men and women regarding gender equality, stereotypes, social gender norms, internalized misogyny, division of labour and power dynamics in both private and public spheres of life. More than twenty years after the first Gender Equality Barometer in BiH (Blagojević, 2002), this Barometer offers answers to additional questions and themes to portray a more comprehensive picture of the dynamics of gender relations and gender regimes in the context of Bosnia and Herzegovina.

In addition to the descriptive analysis, the paradigm of progressive critical realism³ was also used to further analyse opinions and attitudes in five thematic areas:

- **Perceptions of gender equality,**
- **Care economy and sharing responsibilities in the family,**
- **Equality in the workplace, the role of women in public life and politics,**
- **Gender-based violence,**
- **Strategies for including more women in public life.**

The Agency for Gender Equality of Bosnia and Herzegovina/MHRR BiH started the empowerment for gender equality process through the implementation of the Law on Gender Equality in BiH, which prescribes the obligation to establish institutional gender mechanisms and conduct research in the field of gender equality (Babović et al., 2013; Hasangić and Papović, 2020).⁴ International organizations conducted their complementary studies, such as: Baseline Study on Barriers to Political Participation of Women, UNDP, UN Women (Kadribašić et al. 2020); National Human Development Report on Social Inclusion in BiH, UNDP (2021); UNDP's study on How to Achieve Gender Equality at Universities in Bosnia and Herzegovina (Bakšić-Muftić et al. 2022); UNDP's study on Unmasking Workplace Inequality in Bosnia and Herzegovina (Elezović et al. 2023) and UN Women's Baseline Study on Care Economy (Arslanagić Kalajdžić et al. 2023). Domestic non-governmental organizations and institutions have also conducted research of discrimination at work (Ramić Marković, 2022) and perceptions and attitudes towards gender-based violence in higher education (Spahić Šiljak, Kovačević and Husanović. 2022; Osmić et al. 2022).

These studies have shown disparity between women and men in politics and in decision-making positions, a disparity in exercising the right to work and earnings, the right to health and social insurance, as well as a disproportionately greater exposure of women to gender-based violence, compared to men.

The participation of women in political life and decision-making positions continues to be relatively low. In the House of Representatives of the BiH Parliamentary Assembly, of all seats, only 16.67%

² The research was conducted by the professional agency for social research - Prism Research & Consulting.

³ The paradigmatic position of critical realism is characterized by methodological pragmatism, which enables the combination of different methodological tools in research (surveys, interviews, focus groups, etc.), along with the intersectional approach that the feminist standpoint theory insists on. In the interpretation of the obtained data, a dogmatic positivist position is not followed, but an interpretive paradigm that allows the respondents' answers to be seen in the dynamics of power relations that suppress the voices of marginalized and vulnerable groups and that respect social and cultural structures and processes and their impact on gender differences. For more information see: Grohmann, S., van Ingen, M., and Gunnarsson, L. (2020). *Critical Realism, Gender and Feminism: A Reader*. Routledge.

⁴ For more information see: Ministry of Human Rights and Refugees. Agency for Gender Equality. <https://arsbih.gov.ba/publikacije-2/> (Accessed on 30 September 2023).

are held by women. In the House of Representatives of the Federation Parliament, women are somewhat more represented, holding 26.53% of all seats, and only 18% of seats in the RS National Assembly.⁵ Nevertheless, there is some progress: after the last general election in BiH, a woman was elected to the BiH Presidency and another woman was appointed as chair of the BiH Council of Ministers of BiH for the first time ever.

Women who are active in public and/or political life are particularly vulnerable to gender-based stereotypes and are exposed to various forms of discrimination and harassment, including digital violence that includes very perfidious and subtle methods of harassment and intimidation that can lead even to physical violence. This requires further actions towards promoting women's leadership and building capacities of women for decision- and policy-making positions.

The disparity in exercising the right to work and earn a living and the right to quality and accessible health and social care affects gender equality. UNDP's 2020 Human Development Report on Social Inclusion in BiH shows that the Gross National Income per capita is USD 10,709 for women, compared to USD 19,917 for men, with women making 53.7% of men's income.⁶ There is a growing gender gap of 26% in the participation of men (63%) and women (37%) in the labour market (UNDP, 2023)⁷.

An additional challenge related to the quality and accessibility of social services or the lack thereof is the heavy reliance on women in the care sector due to traditional social norms that treat this work as an unpaid, gendered obligation intended for women. This means that women spend much more time doing housework than men, as recent studies conducted during and after the COVID-19 pandemic show (UNDP and UNICEF, 2022). In total, 75% of women spend more time than men doing household chores and caring for older and sick family members. The crisis took a disproportionately greater toll on women. Monitored daily, in addition to childcare, women spend 6-7 hours daily on housework, as shown by the research (Hasanagić and Papović, 2020; Arslanagić Kalajdžić et. al. 2023) and this Barometer.

The Gender Equality Barometer is the result of partnership between the Agency for Gender Equality of Bosnia and Herzegovina/MHRR BiH and UNDP on the establishment of continuity in assessing the gender equality situation in BiH. This is why it is important to research the perceptions of men and women, gender stereotypes, social norms and the sharing of labour and power in the private and public spheres of life, and to ensure, through a consistent methodological approach, quality and useful databases and analyses for future research.

The Gender Equality Barometer is also designed to support the work of the Women Forum for Development (WF4D), a platform launched in 2021 by UNDP and the Agency for Gender Equality of Bosnia and Herzegovina/MHRR BiH, for the networking of women leaders, activists, experts and practitioners who work in a joint effort and solidarity towards a more gender conscious and more equal society. More detailed insights into gender stereotypes, social norms, internalized misogyny, division of labor and power dynamics between men and women in the home and at work will contribute to a better understanding of the key strongholds of resistance to gender equality arising from patriarchal upbringing, unwritten rules, culture and in this way enable targeted action to effect change. This will speed up the removal of structural obstacles that slow down the work on achieving *de facto* gender equality despite many years of work on gender-responsive policies (*mainstreaming*), legislation, application of quotas and tireless work of the relevant institutions and the non-governmental sector.

5 IPU Parline. Global data on national parliaments. https://data.ipu.org/node/22/basic-information/about-parliament?chamber_id=13346. (Accessed on: 30 September 2023).

6 See: UNDP Bosnia and Herzegovina. <https://www.undp.org/bs/bosnia-herzegovina/rodna-ravnopravnost-i-osnazivanje-zena> (Accessed on: 30 September 2023).

7 See: Policies, Incentives and Affirmative Measures for Improving the Position of Women in the Labour Market in Bosnia and Herzegovina. <https://www.undp.org/bs/bosnia-herzegovina/publications/politike-akcije-i-privremene-mjere-za-unapredenje-polozaja-zena-na-trzistu-rada-u-bih> (Accessed on: 30 November 2023).

Research Methodology

Theoretical Bases of the Analysis

The analysis and interpretation of the research results depend largely on the methodology used for a given research theme. In this sense, for the Gender Equality Barometer, the application of progressive critical realism was the most suitable theoretical paradigm for the analysis and interpretation of the research results. This paradigmatic position makes it possible to see the social relations and processes of the possible social transformation and change through the results of the qualitative and quantitative part of the research. This methodological approach gives researchers the possibility of combining the methodological tools with which the complexity and intertwined nature of various socio-political and cultural factors and their impact on gender equality can be more easily grasped. There is a mutual connection between individuals and social structures that can limit human activity and force it only to reproduce the existing social structures or it can empower them and lead to transformation (morphogenesis). (Archer, 1995; Clegg, 2016; Albert et al. 2020; Grohmann 2020).

In addition, the feminist standpoint theory was applied in the methodological approach, in the qualitative part of the research, to move the entire process of communication and conducting focus groups from the established hierarchical relationship between the researchers and interlocutors to a horizontal relationship in which all participants are equally important, learn together, exchange opinions and together arrive at key insights regarding gender equality. This kind of relationship makes it possible to build trust in a short period of time and for women to be subjects, not objects, of research in the process of production of knowledge. This also means that knowledge is always socially constructed, that marginalized groups are also influenced by the context in which they live and that they better understand the proportions of discrimination and exclusion than privileged groups and that research always needs to take into account power relations and that the baseline is the life of the marginalized and their perspective (Blagojević, 1995, Walby, 2001; Harding; 2004).

Such research and methodological approaches not only bring new data and deconstruct the layers of gender inequality, but also provide space for a better understanding of different forms of oppression and exclusion, especially of vulnerable groups, which can serve as a good basis for transformative action at the level of policies and concrete activities.

The social and political structures of BiH, as well as its patriarchal culture, limit the activities of women. To this we should add the complex administrative structure of the state, along with constant political and economic tensions, the emigration of the young and working-age population and the parallel operation and interconnection of different gender regimes with the elements of pre-modernity, modernity and post-modernity. There is no clear boundary between these elements, but the mixture of all three is additionally colored by ethno-nationalism, re-traditionalization, neo-conservatism, anti-gender sentiments and propaganda, gender-based violence and insufficient representation of women in politics and decision-making positions.

With all the changes that have affected this society over the last two decades, gender regimes are reflected in the legal and institutional framework, which was an important pillar in the advancement of gender equality, but also in gender identities, gender roles and expectations, women's economic security and their leadership in business and politics.

Data Collection Methods

The Gender Equality Barometer is based on the analysis and interpretation of data collected through two main research methods:

1. CATI, a telephone survey conducted on a random and representative sample of citizens, 900 women and 900 men across BiH, aged over 18.
2. Qualitative research through 3 focus groups with women leaders and 7 focus groups with women who belong to vulnerable groups of population.

This mixed design of the used research methods is crucial for gender equality barometer research, because it not only brings numerical data, but also personal stories of women in local communities who interpret their reality from their own micro perspectives.

To be able to understand the dynamics of power in both private and public life, it is necessary to include qualitative data that can reveal how the micro-world of women works and moves in a social area that is not gender-sensitive and does not respond to the topics important for gender equality. A mixed research design also helps to gain a better insight into the process of data interpretation through the triangulation of qualitative and quantitative data. Also, the barometer observes, analyzes, interprets, and thus gives a special place to the differences that appear in the findings of the quantitative and qualitative parts of the research. These differences not only enabled a critical review of the discrepancies between the attitudes and practices of men and women, but also an important insight into the nuances of gender identities and the specificities of the gender regimes in BiH.

A more detailed description of the methodology of both research methods is provided in Annex 1 with detailed data on the sample of respondents used in the research.

Research Results

1. Perception of Gender Equality and Social Expectations

1.1. Gender Equality

Respondents were asked during the survey to assess the state of gender equality in BiH and its progress in the last two decades. 87.2% of men and 83% of women believe that gender equality in BiH has improved. Somewhat more respondents from urban areas, of younger ages, with higher levels of education and higher income, believe that gender equality has improved. This is expected, because those who are more knowledgeable and have higher income are better acquainted with and better understand gender equality. This also means that education and economic empowerment are key to further advancing gender equality.

In the qualitative part of the research, the women respondents also pointed out that *de jure* gender equality has improved, because numerous laws have been passed and the institutional gender mechanisms have been established in the country, but that the implementation of the legal norms is lacking. The mixed research method with the paradigm of progressive critical realism (Grohmann 2020) and the feminist standpoint theory (Blagojević, 1995, Harding, 2004) in such cases shows that the voices and experiences of the marginalized best show how social power structures work. Formally guaranteed equality can create the appearance that the situation is satisfactory and improved, but when the voices of the most vulnerable groups of society are considered in the analysis of every day life, the real picture of power relations becomes clearer.

Table 01: Opinions on the position of women since 2003 according to socio-demographic variables⁸

VARIABLES	VALUES	LABELS	P8.67. Overall, in your opinion, in what way has the position of women in our society changed compared to the period of around 20 years ago, more precisely, compared to 2003, when the Law on Gender Equality was adopted and 2006 when the Law on the Protection from Domestic Violence was adopted?	SIGNIFICANCE OF DIFFERENCES
TOTAL	All respondents		3.53	.
ENTITY	Federation BiH	A	3.51	
	Republika Srpska	B	3.57	
	Brčko District	C	3.33	
TYPE OF SETTLEMENT	Urban	A	3.53	
	Rural	B	3.52	
SEX	Man	A	3.71	B(.000)
	Women	B	3.35	
AGE	18 - 30	A	3.80	D(.000)
	31 - 50	B	3.75	D(.000)
	51 - 65	C	3.58	
	65+	D	3.38	
EDUCATION	No education and primary school	A	3.13	
	Secondary school	B	3.54	A(.001)
	College and university	C	3.57	A(.000)
EMPLOYMENT STATUS	Self-employed, (co)owners	A	3.66	
	Employed, public sector	B	3.76	D(.000)
	Employed, private sector	C	3.73	D(.000)
	Pensioners	D	3.37	
	Unemployed	E	3.60	
SOCIO-ECONOMIC STATUS OF HOUSEHOLD	Below 900 BAM	A	3.12	
	900-1500	B	3.47	A(.001)
	1500-2500	C	3.68	A(.000) B(.018)
	2500-3500	D	3.82	A(.000) B(.001)
RELIGIOUSNESS	Religious, practicing	A	3.54	
	Religious, not practicing	B	3.54	
	Gnostics	C	3.55	
	Atheists	D	3.36	
	Something else	E	3.53	

Scale: 1 Significantly worsened; 4- Significantly improved

⁸ The explanation of how the statistical significance of the differences of the proportion test in the columns is marked is provided at the beginning of Annex 3.

The Law on Gender Equality in BiH (LGE) was adopted in 2003, and amended in 2010. The Law requires institutional gender mechanisms and, accordingly, the following mechanisms were formed: the BiH Agency for Gender Equality of Bosnia and Herzegovina/MHRR BiH (2004), and the Gender Centers: Federation of BiH (2000) and the Republika Srpska (2001). The first BiH Gender Action Plan was adopted in 2006, while the first Action Plan for the implementation of the UN Security Council Resolution on Women, Peace and Security was adopted in 2010. The Laws on the Protection against Domestic Violence were adopted in the BiH Federation and the Republika Srpska entities in 2005. The Strategy for the Implementation of the Istanbul Convention and other documents and strategies relevant for gender equality were adopted in 2015.

However, the existence of the legal framework and institutional mechanisms that serve as a basis for the process of creating a gender-equal society is not enough to achieve equality and is disrupted by several complex challenges. One of the problems in polarized and ethnically divided BiH with a complex administrative structure is the legal harmonization with the LGE. Due to administrative but also political obstacles, it is difficult to make changes in the existing entity-level or cantonal legislation to fulfill the LGE requirements. Today, many institutions do not have sex segregated data, the LGE provisions are not consistently implemented, and there are no registers of survivors and perpetrators of gender-based violence.

In the qualitative part of the research, women spoke about their own understanding of gender equality which refers to equal rights, opportunities and freedoms that must be equally guaranteed to women and men. However, in their illustrations of this issue, the women respondents often emphasized the difference between women and men regarding the physical strength of men and the reproductive function of women.

When we say gender equality, for me it means that we, women, are equal to men in many ways. Physically, it can't be like that, but mentally, psychologically and in all other ways, we really can. I think we are also stronger than men. However, for me, gender equality in our country currently exists, but is not implemented. (FG42_TZ_BOŠ_RAN)⁹

In my opinion, gender equality, apart from being a basic human right for both women and men also represents the foundation on which all social norms of our society and all social systems should essentially be based... This means equal access to education for both men and women, equal status in society, equal access to health care, equal pay for women who perform the same or even higher volume of work than men. (FG31_NT_BOŠ_RAN)

All respondents concluded that formal gender equality in Bosnia and Herzegovina exists due to positive legal norms, such as the Law on Gender Equality in BiH, but these are not fully implemented in practice. Their experience and perceptions lead them to conclude that there is still a long way to go for a truly equal society.

I don't think we have yet reached a satisfactory level of equality. I think that women are still neglected, that they are not valued enough, that they are not loved enough, they are not cared for, and they are not appreciated. (FG7_DO_SRP_RAN)

⁹ Statements by the focus group respondents are coded in the following way: FG42_TZ_BOŠ_RAN – Focus group_respondent number 42_Tuzla_Bosniak_vulnerable group. The other designation: FG67_MO-BOŠ_LID – Focus group, respondent number 67_Mostar_Bosniak_Leader.

1.2. Social Expectations of Gender Roles

The women participants of the focus groups pointed out that social expectations of women and men in Bosnia and Herzegovina's society are different and that they correspond to the traditional understanding of gender roles carrying a double or triple burden for women.

The women explained that they do not have time to take care of themselves, because they invest their time and all other resources in the family.

A woman is expected to be a class teacher, a professor, a psychologist and so on, along with all which is less important, which is not considered a high position. As far as politics is concerned, if a woman was a minister, prime minister, that would be considered something terrible in the Balkans. (FG43_TZ_BOŠ_RAN)

As for women, women are simply overburdened. They take care of the family, children, work and have very little time for themselves, to think about themselves, much less to do some research, some hobbies, etc. While I was married, I was solely focused on my family, children and marriage. I completely neglected myself. (FG50_BL_SRP_RAN)

Double standards and social expectations are not only visible in the division of private and public life and assigned gender roles, but also in the body politics which is different for women and men with different beauty, body and dress code standards. The research confirms that in BiH, women are often judged for their physical appearance and their moral integrity is often publicly challenged if they wear "inappropriate" clothes.

However, women stated that such criticisms are made mostly by men. This is why, in order to avoid judgement and criticism, they raise the standards of beauty and appearance and are harsh towards other women, which is another indicator of internalized misogyny.

Women are generally not allowed to gain weight or be untidy anywhere in the world. Imagine if your colleagues came to work without makeup, or if they came in flat shoes. Women are expected to wear high heels and be dressed up as if they just jumped out of a magazine. It is much easier for men, excess weight, behavior and everything is tolerated. While everyone is ready to condemn a woman, both men and women, especially out of jealousy. (FG22_ZE_BOŠ_RAN)

Generally, women are exposed to public judgment and negative comments. If she's wearing a short skirt, look at what she's wearing, she looks cheap, or other names that describe a woman in a negative way. Whether she wore short clothes, whether she went out in the evening, whether she wore attractive clothes, these are all things that describe a woman negatively. (FG30_NT_BOŠ_RAN)

Research shows that men are also expected to play the traditional gender role and provide for the family, to be strong and courageous. If they do not meet these expectations, they are labeled as weaklings. However, the women stated that some men want to be perceived as dominant and have submissive wives, but at the same time they do not reject the financial contributions that women bring to the household budget.

Men don't like a dominant woman because they think that they should always be dominant and above all, they like a woman to be submissive because that's how society brought them up. I mean, they like to have a strong woman next to them, that she is ready for anything, earns money and fights, it's all true, but they don't like women to be more successful than they are, it's simply a tradition, and that's how it is in our country, I can't say that it is a custom, but I don't know how else I could call it, but they simply like to be dominant, or at

least a millimeter ahead of a woman, so there is not even the slightest chance that she is dominant, as if they are afraid that women will take their position and that we will switch roles. (FG6_RO_SRP_RAN)

If a man dresses up, then he's handsome, if a woman dresses up, then it's a bit of a sexist performance. Then they start talking about how she got into the media in the first place, achieved some status... When we look at it in the long term, I think we are moving forward. There is some progress. (FG61_MO-BOŠ_LID)

Social expectations are rooted in stereotypes about the characteristics of women and men. In the survey, women respondents attributed to women emotionality (59.9%), timidity (56.9%), tenderness (64.8%) and sensitivity (66.9%), but attributed roughness (64.6%) to men. It is interesting that women attribute some other characteristics to men and women in the highest proportion, such as rationality (58.2%), courage (54.5%) and determination (54.6%).

This is consistent with what the women in the focus groups also stated, which is that they think women are even more courageous than men and more determined because they fight for their families and must be strong enough to withstand all the hardships life brings to them.

1.3. Internalized Misogyny

Internalized misogyny is often used interchangeably with internalized sexism, although they are two different terms. Sexism is an ideology that rests on patriarchy and is reflected in the oppression of both women and men, while misogyny is a way to put this ideology into practice and is directed only against women (Manne, 2017). Internalized misogyny means that women are both victims and perpetrators at the same time. They are taught sexist behaviours and see other women as their competitors. This harms both them and other women who are exposed to sexism and misogyny. In patriarchal cultures, men implement the system of gender inequality in this way, and when women internalize such forms of oppression, the system continues to be maintained in this way even without the presence of men (David, 2013).

It is generally noted that in patriarchal cultures, women who are oppressed by power structures and norms that promote and maintain gender inequality often become oppressors of other women. Marina Blagojević characterized these tendencies in her academic works, as well as in the first Barometer in BiH, as **self-sacrificing micro-matriarchy**: “The basic characteristic of this gender regime model is that women’s power is best articulated in the private sphere, through an ambivalent process of self/sacrifice (2002, 10).” For example, when women reach the age of the elder matriarch of the family and thus acquire a status that brings greater power, especially over the younger women in the family, they tend to promote the stereotypes, norms and expectations that kept them disenfranchised and submissive in their younger ages.

Women in such societies, raised with such norms, often develop a certain amount of internalized misogyny. This can be subtle and take different forms, ranging from a negative view of the women around them and constant comparison with other women, a negative view of successful women, questioning of women’s potential, the limited possibility of mutual cooperation and solidarity among women, to negative stereotypes about women or stereotypes about the superiority of men in certain aspects. The women respondents in the focus groups described this as follows:

A woman is wolf to woman. I have a feeling that women are more jealous of other women who have achieved success than they are of men who have achieved the same success... When women politicians run campaigns, they somehow get attached to feminism, and when they achieve their goals and get a position, then they shift their focus to other things. (FG67_MO-BOŠ_LID)

This statement is one of the many that confirm the lack of solidarity but also how internalized misogyny and sexism affect prejudices and the creation of a negative charge among women. When a woman succeeds in politics after being supported by other women, she often distances herself from other women. Some research (Manne, 2017) shows that the psychological effects of internalized sexism and misogyny create low self-esteem but also affect prejudices against other women who are not successful.

It would be interesting to examine in future research to what extent the women's perception of each other as competitors results from their comparing themselves to other women in terms of physical appearance, attractiveness and romantic attention from men as opposed to achieved education, job and other achievements. Considering the latter, it would be interesting to examine whether women see other women as competitors more than they see men who strive for the same accomplishments. The former is often mentioned also in interviews. On the other hand, most women respondents stated that they do not mind when other women earn more than they do. As feminist and author Chimamanda Ngozi Adiche stated in her book *We Should All Be Feminists*:

“Because I am a woman, I am expected to aspire to marriage. I am expected to make my life choices always keeping in mind that marriage is the most important.... Why do we teach girls to aspire to marriage and we don't teach boys the same? We raise girls to see each other as competitors not for jobs or accomplishments, which I think can be a good thing, but for the attention of men.” (2014, 11)

The perpetuation of traditional gender roles that require women to prioritize the roles of wife and mother from an early age, along with the perception of most women that conventionally attractive women are more valued and that their being attractive is their most important asset, unlike men, can lead to competition among women and to the patterns of behaviour that reflect internalized misogyny.

For example, in this survey, the vast majority (97.1%) of women agreed with the statement “I would vote for another woman in the elections”. It should be recalled, for example, that while 78.9% of women mostly disagreed with the statement that women cannot be politicians, for example, because they have a family, 36.2% of women agree with the statement that “a woman is not aggressive enough to participate in politics”. This can be considered a less negative statement due to the specific image of political life in the Balkan countries, where machismo and aggressive power prevail.

Furthermore, a significant percentage of women (34.6%) agreed with the statement that men are ultimately wiser and more stable when it comes to making important decisions in politics or business.

This and other examples show the insidious nature of internalized misogyny and how it affects women's self-empowerment and support for other women. While general ideas about equality are accepted, more subtle statements or the statements that evoke certain cultural stereotypes paint a different picture. Therefore, while a smaller number of men and women respondents (6.8%) disagree with the statement that women are equally capable as men, or that women are to blame for violence (21.6%), they are more likely to agree with less overt, more subtle statements. Many men and women respondents (49.1%) believe that today there is too much talk about violence and that nothing should be said or joked about anymore, because it would be characterized as violence.

To measure the level of internalized misogyny in women as best as we can, we constructed the Internalized Misogyny Scale from a certain number of statements from the questionnaire. Based on face validity (impression and assessment of experts on whether certain items used in the questionnaire measure what they should measure), we included the following statements in this scale:

Table 02: Items/statements which are included in the Internalized Misogyny Scale

STATEMENTS/ITEMS	RESPONSES	TOTAL	SEX	
		All respondents	Men	Women
		(A)	(A)	(B)
		Quantity %	Quantity %	Quantity %
P5.49. Women do not vote for other women because they are jealous of other women's successes	Total disagree	51.2	50.4	51.9
	Total agree	48.8	49.6	48.1
P5.50. Women do not support other women because they are afraid of disapproved of by men	Total disagree	71.8	69.8	73.6
	Total agree	28.2	30.2	26.4
P5.51. Women do not support other women because they do not want to lose the positions they already hold	Total disagree	47.8	46.7	48.8
	Total agree	52.2	53.3	51.2
P5.53. Women do not support other women because that's how they've been taught and they do not know any other way	Total disagree	58.2	61.9	54.7
	Total agree	41.8	38.1	45.3
P6.54. Domestic violence is a private matter, it should not be discussed in public	Total disagree	85.9	83.4	88.3
	Total agree	14.1	16.6	11.7
P6.60. Nowadays, there is too much talk about violence against women and I have the impression that you shouldn't say or joke about anything because it would be understood as harassment	Total disagree	50.9	47.7	53.9
	Total agree	49.1	52.3	46.1
P14.84. Women strive to gain power and control over men	Total disagree	38.6	.0	38.6
	Total agree	61.4	.0	61.4
P14.85. Women use their sexuality to manipulate men	Total disagree	37.4	.0	37.4
	Total agree	62.6	.0	62.6
P14.86. There is truth in the saying that one should beware of women's evil	Total disagree	32.9	.0	32.9
	Total agree	67.1	.0	67.1
P14.87. If a woman cast Adam out of Paradise, she is able to drive a man out of his mind	Total disagree	33.0	.0	33.0
	Total agree	67.0	.0	67.0
P14.88. It annoys me when I hear a woman's shrill voice in parliament when serious political issues are being discussed	Total disagree	69.3	.0	69.3
	Total agree	30.7	.0	30.7

STATEMENTS/ITEMS	RESPONSES	TOTAL	SEX	
		All respondents	Men	Women
		(A)	(A)	(B)
		Quantity %	Quantity %	Quantity %
P14.89. If things do not go the way women want, women start playing the victim	Total disagree	40.1	.0	40.1
	Total agree	59.9	.0	59.9
P14.90. I feel uncomfortable if a woman talks about topics that are predominantly male, e.g. football, the military, finance	Total disagree	84.6	.0	84.6
	Total agree	15.4	.0	15.4
P14.91. I am not happy that a woman earns more than me	Total disagree	81.8	.0	81.8
	Total agree	18.2	.0	18.2
P14.92. If a woman gains power, then she does not respect a man	Total disagree	64.0	.0	64.0
	Total agree	36.0	.0	36.0
P14.93. Other women often speak - act as if a woman is wolf to woman	Total disagree	36.3	.0	36.3
	Total agree	63.7	.0	63.7
P14.94. Other women often say that a woman who has no children is unfulfilled	Total disagree	54.2	.0	54.2
	Total agree	45.8	.0	45.8
P14.95. I would vote for another woman in an election	Total disagree	2.9	.0	2.9
	Total agree	97.1	.0	97.1
P14.96. Other women often say that women in politics are figureheads	Total disagree	61.0	.0	61.0
	Total agree	39.0	.0	39.0
P14.97. Women often compare themselves to other women	Total disagree	17.0	.0	17.0
	Completely agree	83.0	.0	83.0
P14.98. Women often perceive other women as competitors	Total disagree	27.2	.0	27.2
	Total agree	72.8	.0	72.8
P14.99. Women prefer working with men than with other women	Total disagree	23.7	.0	23.7
	Total agree	76.3	.0	76.3

Then we calculated the Cronbach's alpha coefficient of internal consistency for the scale created in this way. The Cronbach's Alpha coefficient is a measure of internal consistency, that is, the reliability of a set of particles, questions, and statements in a scale. It can take on values between 0 and 1. The closer the Cronbach's Alpha coefficient is to 1, the more reliable the measurement scale. This coefficient is 0.83 and indicates a relatively high internal consistency of this scale. This means that we can use this scale as a relatively robust and reliable measure of tendencies towards internalized misogyny. For this reason, we constructed a composite score for this scale, for each woman respondent, by adding up the individual scores on the individual items included in the scale. All items are designed in such a way that a higher degree of agreement indicates a greater tendency towards attitudes that can be described as internalized misogyny. This means that a higher score on this scale means a higher presence of internalized misogyny.

Table 03 summarizes the main results on the internalized misogyny scale. The presented results refer only to women respondents, as only women were asked the questions from this section of the questionnaire.

As we can see in Table 03, the composite score is mostly in the range of response “mostly agree”. Observed by socio-demographic characteristics, women from the Republika Srpska show a slightly higher degree of agreement with the statements, that is, a higher score on the internalized misogyny scale, compared to women from the BiH Federation and the Brčko District of BiH. Although the differences are statistically significant, they are very small when it comes to women living in rural or urban areas. Younger women, aged between 18 and 34, have slightly lower scores, compared to older women respondents. That is, the highest scores on the scale of internalized misogyny are present in women over 55 years of age. Furthermore, significantly higher scores are present also among women who are less educated, pensioners, the unemployed and women with lower income in general, and finally, among women who are religious, regardless of their confession or whether they practice religion or not.

Table 03: Results on the Internalized Misogyny Scale – only women

VARIABLES	VALUES	LABELS	MEAN, ALL RESPONDENTS				SIGNIFICANCE OF DIFFERENCES- ONLY WOMEN
			19 - COMPLETELY DISAGREE	38 - MAINLY DISAGREE	57 - MAINLY AGREE	76 - COMPLETELY AGREE	
TOTAL	All respondents		53.80				
ENTITY	Federation BiH	A	52.66				
	Republika Srpska	B	55.20				A, C
	Brčko District	C	56.91				
TYPE OF SETTLEMENT	Urban	A	53.75				
	Rural	B	53.85				A
SEX	Man	A					
	Women	B	53.80				
AGE	18 - 34	A	52.84				A
	35 - 44	B	52.69				
	45 - 54	C	54.48				
	55 - 65	D	55.34				A, B, C, E
	65 +	E	54.83				A, B, C
EDUCATION	No education and primary school	A	55.97				C
	Secondary school	B	55.79				A, C
	College and university	C	52.23				
EMPLOYMENT STATUS	Self-employed, (co)owners	A	50.81				A, C
	Employed, public sector	B	53.59				A
	Employed, private sector	C	51.37				
	Pensioners	D	56.34				A, B, C, E
	Unemployed	E	55.10				A, B, C
SOCIO-ECONOMIC STATUS OF HOUSEHOLD	Below 900 BAM	A	56.05				B,C, D
	900-1500	B	54.90				C, D
	1500-2500	C	53.64				D
	2500-3500	D	51.51				
RELIGIOUSNESS	Religious, practicing	A	53.88				B, C, D
	Religious, not practicing	B	55.10				C, D
	Gnostics	C	51.88				
	Atheists	D	51.15				C
	Something else	E	55.57				A, B, C, D

1.4. Impact of Rooted Gender Regimes on the Achievement of Gender Equality in Practice

To examine the participants' perception of whether traditional gender norms, roles and different expectations of men and women affect the implementation of the principle of gender equality in public life, at the workplace and overall social awareness, we constructed the Gender Regimes Scale in the Gender Equality Barometer, similarly to the Internalized Misogyny Scale.

That Scale consists of the following items:

Table 04: Items/statements included in the Gender Regimes Scale

STATEMENTS /ITEMS	RESPONSES	TOTAL	SEX	
		All respondents	Men	Women
		(A)	(A)	(B)
		Quantity %	Quantity %	Quantity %
P1.14. Women have to sacrifice themselves more than men to succeed in politics	Total disagree	18.3	27.6	9.4
	Total agree	81.7	72.4	90.6
P1.15. Higher standards and expectations are set for women than for men in politics	Total disagree	34.1	49.2	19.6
	Total agree	65.9	50.8	80.4
P1.16. The public is often more critical of women than of men in politics	Total disagree	27.1	38.9	15.7
	Total agree	72.9	61.1	84.3
P1.20. I have no problem with a woman being my superior at my workplace	Total disagree	6.8	7.2	6.5
	Total agree	93.2	92.8	93.5
P1.22. In our society, beauty and looks of women are more valued than their intelligence and abilities	Total disagree	25.3	28.5	22.2
	Total agree	74.7	71.5	77.8
P1.24. If a woman shows the characteristics of a dominant personality, she is often characterized as "sharp-tongued"	Total disagree	30.2	40.2	20.6
	Total agree	69.8	59.8	79.4
P1.25. If a man shows gentleness and emotions, he is not considered a real man	Total disagree	62.9	60.8	64.9
	Total agree	37.1	39.2	35.1
P5.51. Women do not support other women because they do not want to lose the positions they already hold	Total disagree	47.8	46.7	48.8
	Total agree	52.2	53.3	51.2
P5.52. Women do not support other women because they still perceive men as more authoritative than women in decision-making positions	Total disagree	51.5	52.6	50.4
	Total agree	48.5	47.4	49.6
P5.53. Women do not support other women because that's how they've been taught and they do not know any other way	Total disagree	58.2	61.9	54.7
	Total agree	41.8	38.1	45.3

STATEMENTS /ITEMS	RESPONSES	TOTAL	SEX	
		All respondents	Men	Women
		(A)	(A)	(B)
		Quantity %	Quantity %	Quantity %
P6.59. When women report violence, the abusers are not punished, so women do not trust the institutions of the system (police, social welfare centers) to report violence	Total disagree	13.2	15.7	10.8
	Total agree	86.8	84.3	89.2
P6.61. Although it is less talked about, men are also exposed to violence, but more to verbal and psychological violence	Total disagree	16.1	16.5	15.6
	Total agree	83.9	83.5	84.4
P7.62. In job interviews, women are often asked if they are married and if they intend to have children	Total disagree	11.6	12.0	11.3
	Total agree	88.4	88.0	88.7
P7.63. Men are not asked about family and children in job interviews	Total disagree	25.3	31.9	18.7
	Total agree	74.7	68.1	81.3
P7.64. Women do not often get promoted at work due to family responsibilities, as employers estimate that women will not be able to be away from home for longer periods of time	Total disagree	19.9	22.6	17.3
	Total agree	80.1	77.4	82.7
P7.66. Women work in lower-paying occupations than men (education, social welfare, healthcare), and men in higher-paying occupations	Total disagree	34.1	41.8	26.8
	Total agree	65.9	58.2	73.2

Respondents' statements, such as: "When women show dominant personality traits, they are characterized as "sharp-tongued" and perceived negatively" (79.4% of women and 59.8% of men) and the statement: "Men who are mild-mannered and/or men who are sensitive or often express their emotions are perceived negatively as 'not very real' men" (35.1% of women and 39.2% of men), are an indicator of the influence of gender stereotypes on general attitudes and the perceived value of men and women who do not behave in accordance with these stereotypes.

Regarding equality in the workplace, men and women respondents were asked to say to what extent the traditional roles of child carer and housewife put women at a disadvantage in terms of employment opportunities and career advancement. The majority (88.7% of women and 88% of men) responded that women are asked at job interviews whether they plan to found a family and have children, while men are not asked such questions (81.3% of women and 68.1% of men). In addition, women and men respondents expressed their views on whether it bothers them to have women as superiors at work. The majority (93.5% of women and 92.8% of men) answered that they had no problem with it. Also, the majority (73.2% of women and 58.2% of men) agrees that women work in lower-paying occupations.

When it comes to public life, Gender Regimes Scale include the following items - statements:

"Women have to sacrifice themselves more than men to participate in public life and politics", (90.6% of women and 72.4% of men agree);

"The scale is set higher for women when it comes to participation in public life and politics" (80.4% of women and 50.8% of men agree)

"Our society emphasizes a woman's appearance more than her intelligence and skills." (77.8% of women and 71.5% of men agree)

Questions about the failure of institutional practices, established protocols, and social norms to adequately protect women who have reported violence, as well as the lack of discussion about men victims of verbal and emotional abuse examine the extent to which guidelines and policies regarding the protection of victims of violence have a tangible impact on those affected.

The Cronbach's alpha coefficient for this Scale shows an internal consistency of 0.61.

Table 05: Results on the Gender Regimes Scale – all respondents

VARIABLES	VALUES	LABELS	MEAN, ALL RESPONDENTS				SIGNIFICANCE OF DIFFERENCES- ALL RESPONDENTS	SIGNIFICANCE OF DIFFERENCES- ONLY MEN	SIGNIFICANCE OF DIFFERENCES- ONLY WOMEN
			15 - COMPLETELY DISAGREE	30 - MAINLY DISAGREE	45 - MAINLY AGREE	60 - COMPLETELY AGREE			
TOTAL	All respondents		44.77						
ENTITY	Federation BiH	A	44.94						
	Republika Srpska	B	44.56						
	Brčko District	C	43.52						
TYPE OF SETTLEMENT	Urban	A	44.87						
	Rural	B	44.70						
SEX	Man	A	42.76						
	Women	B	46.62				A		E
AGE	18 - 34	A	45.63				E		E
	35 - 44	B	44.57						E
	45 - 54	C	44.60						E
	55 - 65	D	45.18				E		E
	65 +	E	43.14					B, C	
EDUCATION	No education and primary school	A	44.24					C	
	Secondary school	B	44.87						A
	College and university	C	44.74						A
EMPLOYMENT	Self-employed, (co) owners	A	43.18						
	Employed, public sector	B	45.25				D		D
	Employed, private sector	C	45.20				D		D
	Pensioners	D	43.36						
	Unemployed	E	45.48				D		
SOCIO-ECONOMIC STATUS OF HOUSEHOLD	Below 900 BAM	A	44.18						
	900 - 1500	B	45.19						
	1500 - 2500	C	45.14						
	2500 - 3500	D	44.33						
RELIGIOUSNESS	Religious, practicing	A	44.51						
	Religious, not practicing	B	46.05						
	Gnostics	C	45.86						
	Atheists	D	44.66						
	Something else	E	43.34						0

As we can see in Table 05, the composite score is mostly in the range of the response “mostly agree”. Observed according to socio-demographic characteristics, women respondents and persons of both sexes aged between 18 and 34, higher educated persons, employed persons have slightly higher scores compared to older respondents, both women and men.

These results represent a broad overview of respondents' perceptions of the relationship between gender norms and stereotypes and progress in gender equality. Responses to specific questions on the items included in the Gender Regimes Scale are discussed in more detail in the rest of the report.

2. Care Economy and Sharing of Responsibilities in the Family

We, women are available to everyone: children, husbands, parents, everyone needs us, because we are socialized that way. (FG39_TZ_OST_RAN)

This statement captures the essence of the care economy for most women who were raised in traditional households where women are expected to be unconditionally available for their families. A woman invests her time, health, intellectual and other capacities in the family, and everyone in the family expects that from her. If she does not meet these expectations, she is not considered a good wife or mother. This is one side of the coin that depicts a **self-sacrificing micro-matriarchy**, and the other one is the acquisition of power through investment in the family (Blagojević, 1995). This is very common for post-socialist countries in transition where the **self-sacrificing micro-matriarchy** is reflected in the “intensive consumption of women’s human resources at the micro level, in the private sphere, in order to mitigate the negative consequences of the transformation of the public sphere into a neoliberal matrix”. (Blagojević, 2002, 10).

The Gender Equality Barometer measured attitudes towards the division of housework, childcare and the responsibility for caring for sick and older family members and people with disabilities, to explore how much time and resources women invest in unpaid work at home.

2.1. Division of Labour

Men and women respondents were asked which member of the household mostly took responsibility for certain chores and tasks. The options offered were “husband/father”, “wife/mother”, “wife/mother and husband/father equally”, “child/children”, “hired assistance”, “another household member” and “not applicable”. The results of greatest interest are the gender division of labour in relation to parents/spouses, as children and other household members were rarely mentioned as primarily responsible overall. “Hired assistance” was also a response with a very low percentage (less than 1%) for most tasks, except for minor repairs and maintenance, where “hired assistance” accounted for 10.3% of all the responses. “Not applicable” is the prominent response in the following categories: “Care for sick and older family members” (almost half of the participants chose this option, because they probably do not have these members in their households, which we did not verify through other questions), “firewood /heating material’ (19.2%) and “vehicle maintenance” (9.3%). In the case of heating, this is evidently due to the connection of households to the heat network, usually in urban areas, while rural residents often use firewood to heat their homes (30.3% of urban residents answered “not applicable”, compared to 10.8% of rural residents).

The results show the division of labour which is largely in line with the prevailing patriarchal ideas about what constitutes “women’s work” versus “men’s work”. Wives/mothers are mainly responsible for cooking, preparing, and reheating food, washing dishes, doing laundry, ironing and cleaning. Fathers/husbands are mainly responsible for wood/coal, vehicle maintenance, as well as for minor repairs and maintenance. For these traditionally gendered jobs, higher-income households tend to report a more egalitarian division of labour much more often than lower-income households, probably because income above 1,500 (BAM) means that both spouses are employed. The socioeconomic status variable did not show a statistically significant effect on the tendency to hire external assistance for tasks such as vehicle maintenance, repair and general maintenance.

The data shows that engaging children in household chores, such as cleaning, ironing, preparing firewood and vehicle maintenance is primarily determined by the level of education of men and women respondents, as people with only primary education and lower are more inclined to assign more of such household activities to children.

Women in focus groups reported spending a minimum of 2-3 hours daily on household chores, and when taking care of children, that number increases to a total of 6-7 hours, placing us among the countries where women spend the most time doing the unpaid work.

On weekends, housework takes 5-6 hours. Single mothers spend even more hours doing unpaid work, and together with mothers from other vulnerable groups (women with disabilities, such as women with intellectual disabilities), they must invest even more time in housework and childcare. Women spend most of their time washing dishes (49.6% wife/mother and 4.5% husband/father), washing clothes (66.5% wife/mother and 2.7% husband/father), ironing (60.9 % wife/mother and 2.1% husband/father), cleaning (49.1% wife/mother and 2.9% husband/father).

Similar findings are offered in the recently published Baseline Study on the Care Economy in Bosnia and Herzegovina (Arslanagić, Kalajdžić et al. 2023) as well as in an earlier study by the Agency for Gender Equality of Bosnia and Herzegovina/MHRR BiH, *The Impact of the Gendered Division of Family and Household Chores on the Professional Life of Working Women in Bosnia and Herzegovina* (Hasangić and Papović, 2020). BiH is among the countries with the highest rate of unpaid work, because many still believe that housework is the responsibility of women.

Table 06: Sharing of household chores

STATEMENTS/ITEMS	RESPONSES	TOTAL	SEX	
		All respondents	Men	Women
		(A)	(A)	(B)
		Quantity %	Quantity %	Quantity %
P4.37. Cooking, tidying-up or reheating ready-to-eat food on work days	Husband/father	2.5	3.9	1.2
	Wife/mother	53.8	55.5	52.1
	Equally both, both husband/father and wife/mother	23.6	23.1	24.1
	Children	1.8	1.0	2.6
	Paid third party assistance	.6	.6	.6
	You personally if you live alone	14.6	12.3	16.7
	Another household member	2.4	2.7	2.2
	(Do not read!) Not applicable	.6	.6	.5
	(Do not read!) Do not know or do not want to respond	.2	.3	.0
P4.38. Dishwashing	Husband/father	3.5	4.5	2.7
	Wife/mother	49.0	48.5	49.6
	Equally both, both husband/father and wife/mother	26.2	28.4	24.1
	Children	3.2	2.1	4.3
	Paid third party assistance	.5	.7	.3
	You personally if you live alone	14.9	12.4	17.3
	Another household member	1.4	1.9	.9
	(Do not read!) Not applicable	1.1	1.3	.9
	(Do not read!) Do not know or do not want to respond	.1	.2	.0

STATEMENTS/ITEMS	RESPONSES	TOTAL	SEX	
		All respondents	Men	Women
		(A)	(A)	(B)
		Quantity %	Quantity %	Quantity %
P4.39. Washing clothes	Husband/father	1.7	2.7	.8
	Wife/mother	66.6	66.8	66.5
	Equally both, both husband/ father and wife/mother	11.2	12.4	10.0
	Children	2.3	1.4	3.1
	Paid third party assistance	.6	.9	.3
	You personally if you live alone	14.5	12.1	16.8
	Another household member	1.9	2.2	1.6
	(Do not read!) Not applicable	1.0	1.0	1.0
	(Do not read!) Do not know or do not want to respond	.2	.5	.0
P4.40. Ironing	Husband/father	1.7	2.1	1.3
	Wife/mother	64.1	67.3	60.9
	Equally both, both husband/ father and wife/mother	11.2	12.2	10.3
	Children	3.5	1.3	5.7
	Paid third party assistance	1.3	1.3	1.2
	You personally if you live alone	13.3	10.1	16.4
	Another household member	1.3	1.6	1.1
	(Do not read!) Not applicable	3.2	3.6	2.9
	(Do not read!) Do not know or do not want to respond	.3	.4	.2

2.2. Household Management

The data indicates different practices in the division of household chores between men and women in terms of daily grocery shopping, managing household finances, minor repairs, firewood, and car maintenance. In those households in which the parents/spouses do not deal with household finances equally, it is more often stated that mothers/wives bear the responsibility. This is also the case with grocery shopping, as 40.4% of women and 46.7% of men report that in their households, they both do the daily grocery shopping, while 29.3% of women and 18.4% of men report that it is done by wife/ mother. Only 7% of women and 16.3% of men believe that the husband/father performs these tasks.

Table 07: Household management

STATEMENTS /ITEMS	RESPONSES	TOTAL	SEX	
		All respondents	Men	Women
		(A)	(A)	(B)
		Quantity %	Quantity %	Quantity %
P4.42. Daily shopping of food and other necessities	Husband/father	11.6	16.3	7.0
	Wife/mother	24.0	18.4	29.3
	Equally both, both husband/ father and wife/mother	43.5	46.7	40.4
	Children	3.9	3.5	4.3
	Paid third party assistance	.7	.6	.7
	You personally if you live alone	14.4	12.6	16.1
	Another household member	1.1	.9	1.4
	(Do not read!) Not applicable	.8	.8	.8
	(Do not read!) Do not know or do not want to respond	.1	.2	.0
P4.45. Preparation of firewood for the apartment/ house	Husband/father	43.7	50.1	37.6
	Wife/mother	4.9	2.0	7.7
	Equally both, both husband/ father and wife/mother	15.4	13.6	17.1
	Children	3.4	2.9	3.8
	Paid third party assistance	1.2	.9	1.5
	You personally if you live alone	10.5	10.8	10.2
	Another household member	1.4	.9	1.9
	(Do not read!) Not applicable	19.2	18.4	19.9
	(Do not read!) Do not know or do not want to respond	.2	.3	.2
P4.46. Minor repairs and works	Husband/father	56.7	66.2	47.5
	Wife/mother	5.4	2.2	8.5
	Equally both, both husband/ father and wife/mother	9.8	7.6	11.8
	Children	4.6	4.9	4.3
	Paid third party assistance	10.3	5.7	14.7
	You personally if you live alone	10.5	11.3	9.6
	Another household member	1.8	1.1	2.5
	(Do not read!) Not applicable	.7	.4	1.0
	(Do not read!) Do not know or do not want to respond	.2	.3	.0

STATEMENTS /ITEMS	RESPONSES	TOTAL	SEX	
		All respondents	Men	Women
		(A)	(A)	(B)
		Quantity %	Quantity %	Quantity %
P4.47. Car maintenance	Husband/father	55.3	60.3	50.4
	Wife/mother	4.2	2.1	6.3
	Equally both, both husband/ father and wife/mother	8.9	8.0	9.8
	Children	6.0	6.5	5.6
	Paid third party assistance	5.3	5.8	4.9
	You personally if you live alone	9.8	11.3	8.3
	Another household member	.9	.7	1.2
	(Do not read!) Not applicable	9.3	5.0	13.5
	(Do not read!) Do not know or do not want to respond	.2	.4	.1
P4.48. Managing the household budget/finance	Husband/father	10.4	16.6	4.4
	Wife/mother	21.2	16.8	25.5
	Equally both, both husband/ father and wife/mother	49.7	50.4	48.9
	Children	2.0	1.6	2.4
	Paid third party assistance	.0	.0	.1
	You personally if you live alone	15.5	13.5	17.3
	Another household member	.7	.6	.9
	(Do not read!) Not applicable	.3	.3	.4
	(Do not read!) Do not know or do not want to respond	.2	.2	.1

Women from vulnerable groups stated that they do most of the housework and do not have the resources to pay someone to do it for them, while men do not believe that they should be involved in the care work and maintenance of the household.

In principle, ninety percent of things are done by us, women. We come home from work and continue working because [housework] is waiting for us, and most men lie down when they come home from work and say, 'I worked.' And what did I do? (FG14_MO_BOŠ_RAN)

I have to eat lunch every day... Well, it takes up to 6-7 hours a day. Work hours plus that. It's so long, but it makes me happy. I don't know if that was the upbringing, if it was a military academy when we were brought up, I don't know (FG61_MO-BOŠ_LID)

Here, from my personal experience, I can say that I am currently cleaning and cooking for one person and earning for one person less. There was such a shift after I got divorced because there was no other way... Extreme patriarchal upbringing and that's exactly it, the man wouldn't clean, he wouldn't turn on the machine, he wouldn't. He didn't do anything. Not a single thing. And on the other hand, he didn't mind my making money. (FG58_BI-SRP_LID)

As is the case with most people, I do most of the housework, i.e. 99% of the work... While my husband works and thinks that because he brings money, he does not have to participate in other chores at home, while I am expected to raise the children, help them at school and so on. (FG5_RO_SRP_RAN)

Our mothers mostly raise male children in the way, 'let me do it' or 'let your sister do it', 'don't, you're a man, you don't have to do it', 'let me do it'. (FG36_NT_BOŠ_RAN)

I come from a patriarchal family where dad is the head of the house. Although my parents are highly educated, the patriarchal way of upbringing remained. I look at my parents, and my dad is always somehow at the head of the table, my mom serves food to him, warms up the tea, among the most banal things. It's not just me. I talk to my friends and see that it is the same. (FG50_BL_SRP_RAN)

Although the respondents state that they share housework, based on these statements it can be said that men only “help”, but do not share the work. Women are primarily responsible for this work and are expected to do most of the house chores and care work. Interestingly, the overall survey results show that even in high-income households where both spouses work full-time, women are usually responsible for housework, although it seems reasonable to expect a more equal sharing. Furthermore, although higher income levels provide the opportunity to hire outside help for such work, such arrangements are rare even among high-income earners. The above, in combination with qualitative data, indicates that traditional gender roles still prevail in all layers of society. Even when they are equal to their partners in terms of employment, income and qualifications, women are still held to traditional expectations and patriarchal gender roles.

As can be seen in the responses from the qualitative analysis, this division of work is attributed to patriarchal norms that are transmitted from one generation to another through upbringing and socialization. Women respondents in both groups in the qualitative part of the research state that their spouses take woman's obligations to perform housework literally, regardless of whether they are employed or have a career.

2.3. Care for Children and Older Family Members

Most families in BiH do not use childcare services (UNDP, 2021, Čavalić, 2022., Arslanagić Kalajdžić et al. 2019; 2023) for economic reasons, but also due to the absence and/or lack of adequate and affordable childcare services. Many families cannot afford expensive kindergartens and rely on family members (mainly mothers, grandmothers, and aunts) for assistance. Mostly women do most of the childcare work and therefore have no time for anything else.

It is interesting that a significant percentage of men and women respondents in the research declared that both men and women take care of children and older family members together. However, there are discrepancies in the findings of the focus group interviews, indicating differences between declared and actual practices in everyday life. Furthermore, the question was not broken down into specific follow-up questions to determine what they meant by childcare, whether it meant bringing children to school or sporting activities or all the rest, including helping them with homework, school projects, attending parent-teacher meetings, buying clothes, as well as women's emotional investment in children. When we add to this the common practice of women taking sick leave to care for sick children, it is more than obvious that women invest significantly more time in these activities than men.

Table 08: Care for children, sick or older household members

STATEMENTS /ITEMS	RESPONSES	TOTAL	SEX	
		All respondents	Men	Women
		(A)	(A)	(B)
		Quantity %	Quantity %	Quantity %
P4.43. Childcare	Husband/father	1.4	2.4	.3
	Wife/mother	21.2	18.7	23.5
	Equally both, both husband/father and wife/mother	43.5	46.8	40.4
	Children	.9	.2	1.5
	Paid third party assistance	.1	.1	.1
	You personally if you live alone	6.4	4.8	7.8
	Another household member	.5	.5	.6
	(Do not read!) Not applicable	25.5	25.6	25.3
P4.44. Caring for sick and/or older household members	(Do not read!) Do not know or do not want to respond	.7	.9	.4
	Husband/father	3.0	5.0	1.1
	Wife/mother	13.9	9.6	17.9
	Equally both, both husband/father and wife/mother	32.1	35.4	29.0
	Children	2.4	1.7	3.0
	Paid third party assistance	.1	.0	.2
	You personally if you live alone	6.3	5.3	7.3
	Another household member	.8	.6	.9
(Do not read!) Not applicable	41.3	42.0	40.7	
(Do not read!) Do not know or do not want to respond	.2	.3	.0	

Although taking care of sick and older family members, where applicable, is generally stated as an equally shared work, the women interviewed in the focus groups think differently about it and believe that mainly women take care of sick and older family members. In addition to economic reasons, women also express gender essentialism, claiming that women take care of sick and older family members because they have more empathy. **Gender essentialism is, therefore, reflected in the fact that many perceive women as more emotional and sensitive than men, and caring for children and sick persons is attributed to women as part of a woman’s duty, because women are by their “nature” more inclined to care for others than men.** Women show more empathy, but socialization patterns and cultural norms that guide women from an early age to care for others should be considered.

The feminist ethics of care (Jaggar 1991) values women’s work in the private sphere as an equal ethical effort of men’s work in the public sphere. Virginia Held (2006) therefore defines care as a practice and value, not as a virtue, because there is a risk that it is then not considered as work, but a natural characteristic of women. Although women are motivated by socialization to care for their family and its members, they also produce work. In traditional societies, men are supposed to be strong father figures, and since care involves so much invisible and unpaid work, including emotional work, women are expected to do that part of the invisible work.

Women from vulnerable groups especially state that they and other women do most of the care work, willingly and unwillingly. Many of them are poor and cannot afford to pay for any service and are often left to fend for themselves.

In terms of care, I think women are more involved, because women have more developed empathy than men, and regardless of whether it is a family member or someone from the neighborhood, whether it is paid or unpaid [work]. (FG48_BL_SRP_RAN)

By the way, I am a professional career and I work with a group of old and frail people. First, my father-in-law and mother-in-law died, they had been sick and I had cared for both of them. I also work in a home for the elderly and infirm, and there, in ninety percent of cases, women visit parents and infirm people, and men account for ten percent. Although, there are exceptions. There are cases where male children take care of their parents, but I tell you that it is only in ten percent of cases. (FY19_MO_HR_RAN)

In my environment, there are always women who are entrusted with the care of the elderly and sick. Here, in my example, when I worked, whenever the child was sick, it was somehow implied that I would ask for sick leave and that I would stay with and care for the child. While he wants to help me now and then, and will tidy up and wash the dishes, it is not a problem for him. But when the child is sick, I am the one who will take care of it, somehow, he always thinks that I will do it better. (FG27_ZE_BOŠ_RAN)

3. Equality in the Workplace

3.1. Employment

The respondents in the research were presented with a series of statements regarding gender-specific differences in employment and career advancement, and they were asked to what extent they agreed with each of these statements. The aim was to assess the perceptions and experiences of men and women regarding career advancement. Also, the goal was to examine to what extent perceptions and attitudes on these topics are based on traditional gender roles that dictate that women are primarily responsible for childbearing and raising children and only then for work and career. Also, the goal was to examine the degree of reluctance of employers to hire women who are likely to have children soon and go on maternity leave. The respondents were also asked about their opinions and experiences regarding parental leave.

Most women (88.7%) in the survey stated that they are asked during job interviews about their marital status and plans about having children, and the women in the focus groups said the same.

During the job interview, I was asked about my boyfriend and when I plan to get pregnant. My answer was that I didn't know, and then they asked me approximately when. I was in shock. (FG58_BI-SRP_LID)

When I was about to get married, I went for a job interview. When I told them that I was planning to get married, it was an obvious mistake, because I realized that they perceived me through the prism of being a woman who was going to have children and take maternity leave... (FG25_ZE_BOŠ_RAN)

Based on the analysis of the responses, generally, this is not a situation that men often find themselves in, although 31.9% of men stated that they disagree with the statement that men are not asked about their marital status and plans about having children during the process of recruitment by potential employers.

When it comes to job advancement, responses are more even, with over 80% of men and women respondents agreeing that women are less likely to be promoted due to employers' concerns that their family and household responsibilities would reduce their productivity at work.

I will give the example of my cousin who was supposed to be promoted to the position of general manager, and they immediately demoted her when she said that she had just gotten married and they told her that she was going to have children and take maternity leave, and she was discriminated against. FG27_ZE_BOŠ_RAN

A slightly higher percentage of women (88.8%) than men (84.8%) agreed with the statement that men should also take parental leave. However, the respondents state that they know of only one or two cases of men taking parental leave, and that these men were under pressure and exposed to ridicule. So, this is an area where the gap between the idea of parental leave in theory and practice seems to be significant. The question remains whether the more frequent practice of taking paternity leave in the workplace would also change the social perception of this issue.

Table 09: Job interview, career advancement and parental leave

STATEMENTS /ITEMS	RESPONSES	TOTAL	SEX	
		All respondents	Men	Women
		(A)	(A)	(B)
		Quantity %	Quantity %	Quantity %
P7.62. In job interviews, women are often asked if they are married and if they intend to have children	Total disagree	11.6	12.0	11.3
	Total agree	88.4	88.0	88.7
P7.63. Men are not asked about family and children in job interviews	Total disagree	25.3	31.9	18.7
	Total agree	74.7	68.1	81.3
P7.64. Women do not often get promoted at work due to family responsibilities, as employers estimate that they will not be able to be away from home for longer periods of time	Total disagree	19.9	22.6	17.3
	Total agree	80.1	77.4	82.7
P7.65. Also, men should take parental leave after the birth of their child	Total disagree	13.1	15.2	11.2
	Total agree	86.9	84.8	88.8
P7.66. Women work in lower-paying occupations than men (education, social welfare, healthcare), and men in higher-paying occupations	Total disagree	34.1	41.8	26.8
	Total agree	65.9	58.2	73.2

Regarding gender-based differences in the level of income and the choice/availability of occupations and career paths, there were significant differences in the attitudes of men and women respondents. 41.8% of men disagreed with the statement that women tend to work in lower-paying jobs than men such as education, social welfare and health, while men work in more lucrative jobs. On the other hand, 73.2% woman agreed with this statement. This is also an indicator that not only is there a feminization of occupations and a feminization of poverty, because women work in lower paying jobs, but also, in order to reconcile career and private life, women choose jobs that leave them more time for family, and these are the jobs in the above-mentioned areas. This means that gender-based segregation in occupations and jobs also affects the level of income. The International Labour Organization states in its report that an average wage in men-dominated occupations is USD 30 per hour, and in women-dominated occupations the wage is USD 20 per hour (ILO, 2018).

Table 10: Attitudes about occupations

STATEMENTS/ITEMS	RESPONSES	TOTAL	SEX	
		All respondents	Men	Women
		(A)	(A)	(B)
		Quantity %	Quantity %	Quantity %
P10.69. Some people say there are women-dominated and men-dominated occupations? How much do you agree or disagree with that statement?	Total disagree	52.0	45.0	58.0
	Total agree	48.0	55.0	42.0
P11.70. It has been noticed recently that women are generally less present than men in occupations in the fields of science, technology, engineering, mathematics, etc.?	Total disagree	34.6	40.1	28.7
	Total agree	65.4	59.9	71.3

Table 11. Level of income and availability of occupations

VARIABLES	VALUES	LABELS	P10.69. Some people say there are women dominated and men-dominated occupations? How much do you agree or disagree with that statement?	SIGNIFICANCE OF DIFFERENCES	P11.70. It has been noticed recently that women are generally less present than men in professions in the fields of science, technology, engineering, mathematics, etc.?	SIGNIFICANCE OF DIFFERENCES
TOTAL	All respondents		2.81		3.62	
ENTITY	Federation BiH	A	2.81		3.62	
	Republika Srpska	B	2.84		3.61	
	Brčko District	C	2.44		3.63	
TYPE OF SETTLEMENT	Urban	A	2.79		3.53	
	Rural	B	2.85		3.73	A
SEX	Man	A	3.06	B	3.46	
	Women	B	2.57		3.77	A
AGE	18 - 30	A	3.07	D	3.53	
	31 - 50	B	3.08	C,D	3.59	
	51 - 65	C	2.76		3.64	
	65+	D	2.69		3.64	
EDUCATION	No education and primary school	A	2.94		3.87	C
	Secondary school	B	2.96	C	3.75	C
	College and university	C	2.68		3.49	
EMPLOYMENT STATUS	Self-employed, (co)owners	A	2.64		3.60	
	Employed, public sector	B	2.89		3.50	
	Employed, private sector	C	3.09	D	3.52	
	Pensioners	D	2.68		3.60	
	Unemployed	E	2.91		3.98	B, C, D
SOCIO-ECONOMIC STATUS OF HOUSEHOLD	Below 900 BAM	A	2.58		3.68	C, D
	900-1500	B	2.70		3.81	
	1500-2500	C	2.97	A, B	3.51	
	2500-3500	D	2.94		3.37	
RELIGIOUSNESS	Religious, practicing	A	2.97	D	3.58	
	Religious, not practicing	B	2.83	D	3.46	
	Gnostics	C	2.63		3.82	
	Atheists	D	2.32		3.59	
	Something else	E	2.89	D	3.68	

SCALE: 1-Mainly disagree; 2-Somewhat disagree; 3-Neither disagree nor agree; 4-Mainly agree; 5-Completely agree; Responses 6-Cannot decide and 7-Do not know/do not want to respond were not included in calculation

A more significant difference in the respondents' perceptions of the choices of career for men and women exists in the responses to the question about the representation of women in STEM. The majority of men (59.9%) and an even higher percentage of women (71.3%) agree that women are less represented in these occupations. It is interesting that a higher percentage of women notice the absence of women in these occupations. Applying the methodological approach of progressive critical realism (Grohmann 2020), it is possible to take a more comprehensive look at social power structures and their influence on the gender dynamics of relations. In this case, social structures are designed to exclude women from the positions of power and occupations that bring higher earnings and economic well-being. Men still dominate the STEM fields and notice less that women are underrepresented, and women see this from the perspective of those who are just getting involved in these fields on a larger scale, facing great obstacles and prejudices, which is confirmed by the numerous studies conducted at the global level.

The fact is that the number of women choosing STEM fields is growing, but the ratio is still almost two-thirds in favour of men. Global Diversity Practice organization monitors the representation of women at the global level and according to the available data for the Western European countries and America, the number of women in STEM occupations is less than 30% (22% of women work in artificial intelligence jobs, 16% work as engineers). Considering that in America, where there are

greater opportunities for development and advancement, only 19% of women were employed as teaching staff in mathematics departments, and in other countries even less, and that surveyed scientists in the Yale University Study from 2012 stated that they would rather hire men than women, women still face major barriers to success in STEM occupations.

When asked whether there are “men-dominated occupations” and “women-dominated occupations”, a larger percentage of men (55%) and a smaller percentage of women (42%) agree that there are typical men- and women-dominated occupations. This is then reflected in the representation of women in the fields of education, care, health, and social welfare, which are generally jobs that women also perform in the private sphere.

As for systemic differences, it is interesting to what extent the reactions of men and women are shaped by generalized perceptions of the world around them, as opposed to the specific experience of working in the above-mentioned fields, because this can have a significant impact on the perceived assessments of the share of men and women in certain areas of the labour market.

Another question is whether men may notice systemic differences less because of a tendency to see them as effects of natural preferences and interests, rather than as a consequence of women’s choices being narrowed on a gender basis and influenced by gender stereotypes, social pressures, structural obstacles in institutions and certainly by the lack of support.

In the end, it would be worth further researching whether this division into men’s and women’s jobs refers only to the perception of the physical characteristics that make men able to perform more difficult physically demanding jobs, and to what extent this division also includes the perceived differences in the psychology and intellectual capacities of women and men.

3.2. Career Development

The men and women respondents were asked to select factors which have the greatest influence on decisions about career choices and career development, including the choice of future profession and education that includes secondary school and university. Among the options offered about who has the most influence on the choice and the field of education and the career path, 56.7% of women and 52.4% of men answered that they make such decisions independent of others. The second are the opportunities offered to them (15.2% of women and 20.3% of men), which is conditioned by the family’s economic situation and the choice of studies offered in the environment in which they live. And the third is the role of the father (9.6% of women and 8.8% of men) who, more than the mother, has the authority to direct the children’s careers. In patriarchal societies, fathers have more authority and since they used to be more educated and better informed than mothers in most families, they chose the school and occupations for their children. The discursive practices of family life in BiH are best shown through the following statement: “Sons do not have to get a university degree because they can earn a living by digging soil, and daughters have to earn a degree because they cannot perform any job, especially the one that requires physical strength”.

These responses confirm that the opportunities offered to the pupil and student population in schools, such as STEM laboratories and programmes of information and communication technologies (ICT), the inclusion of girls in these programmes, the promotion of examples of good practice and mentoring, can significantly influence career choices (UNDP, Bakšić-Muftić et al. 2022).

Table 12. Factors that influence career development

VARIABLES	VALUES	LABELS	You alone	Father	Mother	Brother	Sisters	Peers	Opportunities	Something/ someone different?	(Don't read) Do not know/do not want to answer
TOTAL	All respondents		54.6	9.2	6.5	0.7	0.6	1.3	17.7	9.1	0.4
ENTITY	Federation BiH	A	53.1	9.5	7.3	0.2	0.5	1.5	17.2	10.2	0.5
	Republika Srpska	B	57.3	8.4	5.2	1.5	0.7	0.9	18.3	7.5	0.1
	Brčko District	C	51.3	13.2	6.3	0.0	0.0	0.0	21.1	6.0	2.1
TYPE OF SETTLEMENT	Urban	A	55.1	7.5	6.3	0.7	0.5	1.1	18.8	9.7	0.2
	Rural	B	54.1	10.5	6.7	0.7	0.6	1.4	16.8	8.7	0.5
SEX	Man	A	52.4	8.8	5.9	0.9	0.1	1.9	20.3	9.4	0.4
	Women	B	56.7	9.6	7.2	0.4	1.1	0.7	15.2	8.8	0.4
AGE	18 - 30	A	57.3	8.5	6.0	0.7	0.0	2.4	12.3	12.3	0.5
	31 - 50	B	51.7	8.8	7.9	0.4	0.9	1.0	21.2	8.0	0.1
	51 - 65	C	55.1	8.2	5.8	0.6	0.6	1.4	19.1	8.6	0.6
	65+	D	57.7	12.5	5.1	1.3	0.5	0.5	12.8	9.2	0.5
EDUCATION	No education and primary school	A	39.4	14.2	11.2	0.8	1.7	2.6	10.4	17.4	2.2
	Secondary school	B	54.3	9.4	6.7	1.0	0.3	1.1	19.2	7.7	0.3
	College and university	C	56.4	8.5	5.9	0.4	0.7	1.3	17.2	9.5	0.3
EMPLOYMENT STATUS	Self-employed, (co) owners	A	57.3	6.3	7.2	0.0	0.0	0.0	22.0	7.2	0.0
	Employed, public sector	B	56.6	8.6	6.1	0.3	0.0	0.4	19.2	8.3	0.4
	Employed, private sector	C	51.6	8.8	7.1	0.5	0.4	2.1	19.1	10.2	0.1
	Pensioners	D	55.3	11.4	5.3	0.9	0.3	1.5	15.7	9.3	0.3
	Unemployed	E	55.9	8.4	8.3	1.1	1.6	0.0	15.4	8.4	1.0
SOCIO-ECONOMIC STATUS OF HOUSEHOLD	Below 900 BAM	A	55.8	11.4	5.7	1.0	0.5	1.0	13.5	10.9	0.3
	900-1500	B	52.4	11.0	7.1	0.6	0.9	0.4	19.0	8.2	0.4
	1500-2500	C	53.5	7.7	7.0	0.5	0.6	1.5	20.0	9.2	0.0
	2500-3500	D	56.1	9.7	6.2	1.0	0.2	1.3	17.2	8.2	0.0
RELIGIOUSNESS	Religious, practicing	A	54.2	9.4	6.8	0.7	0.2	1.2	17.5	9.8	0.2
	Religious, not practicing	B	52.5	9.4	7.9	0.0	2.3	1.0	17.9	8.4	0.4
	Gnostics	C	57.5	8.7	4.5	2.4	1.5	0.7	17.8	6.8	0.0
	Atheists	D	60.4	8.5	4.1	0.0	1.0	2.6	15.3	6.6	1.5
	Something else	E	56.1	7.3	5.3	0.0	0.0	2.1	19.0	9.1	1.0

3.3. Men's and Women's Leadership

Table 13 shows data on respondents' answers to a series of questions concerning opinions and attitudes related to leadership.

Table 13. Men's and women's leadership

STATEMENTS/ITEMS	RESPONSES	TOTAL	SEX	
		All respondents	Men	Women
		(A)	(A)	(B)
		Quantity %	Quantity %	Quantity %
P1.18. Women cannot have both family and political career	Total disagree	79.7	80.5	78.9
	Total agree	20.3	19.5	21.1
P1.20. I have no problem with a woman being my superior at my workplace	Total disagree	6.8	7.2	6.5
	Total agree	93.2	92.8	93.5
P1.21. Women are just as capable as men of making key decisions in leadership positions in the economy and in public offices	Total disagree	6.8	9.7	4.1
	Total agree	93.2	90.3	95.9
P1.22. In our society, beauty and looks are more valued in women than intelligence and skills	Total disagree	25.3	28.5	22.2
	Total agree	74.7	71.5	77.8
P1.28. Large companies are better managed by men than women	Total disagree	59.3	53.8	64.5
	Total agree	40.7	46.2	35.5
P1.29. Women are better at running small family businesses because it leaves them with more time for their families	Total disagree	24.3	27.4	21.3
	Total agree	75.7	72.6	78.7
P1.30. When it comes to negotiating and making difficult political or business decisions, men are still calmer and wiser	Total disagree	61.8	58.0	65.4
	Total agree	38.2	42.0	34.6

The concept of women's and men's leadership in the workplace is related to gender stereotypes both in terms of the perception of differences in character and innate abilities, and in terms of the expected role of a woman as a mother who is responsible for the household and family in a patriarchal society. This connection has been very well researched in BiH (Milinović, 2017; Spahić Šiljak, 2019). Research has shown that the biggest barriers for women are structural obstacles, gender stereotypes and self-stereotypes.

In this research, over 90% of men and women agreed with the following two statements:

“Women are just as capable as men of making key decisions in leadership positions, both in business and in public life” and “I have no problem having a woman as my immediate superior at work”. Apparently, the declarative support and trust that women can be as good leaders as men is not a picture of the real situation in society, because women are underrepresented in decision-making and leadership positions, which will be discussed more in Chapter 4.

When these declarative statements and support are contextualized and concretized, it becomes clear that there are no women in key leadership positions. So, for example, 46.2% of men and 35.5% of women agreed with the statement: “Large companies are better managed by men than

women”, although previously the majority stated that men and women are equally capable of holding decision-making and leadership positions. This is also consistent with gender stereotypes of women’s and men’s innate characteristics and social expectations. When further analyzing more specific statements, such as: “Women manage small/family businesses better because it leaves them more time for the family”, it is evident that the degree of agreement is significantly increased. Two-thirds, i.e., 72.6% of men and 78.7% of women, agreed that women are better suited to run smaller family businesses, because in that way, they have more time for the family, which speaks in favour of the fact that women still direct their career paths according to the family, not their preferences and wishes.

Another issue that gives clearer insights into how much gender stereotypes are still present in career choices and women’s leadership is related to women’s capabilities. A total of 42% of men and 34.6% of women agreed with the statement:

“When it comes to negotiations and making difficult political or business decisions, men are more rational and wiser.” It is interesting that men agree more with this statement that they are more rational and more capable of making difficult decisions, which further confirms gender stereotypes about typical men’s and women’s characteristics and capabilities, which are rooted in established divisions of gender roles and social expectations.

It is interesting to compare this with the responses in the section on political leadership, where close to 80% of men and women declaratively disagree with the statement that women cannot have both a political career and a family. It has already been shown that statements regarding the inherent capacity of women and men are consistent with the general support for gender equality and leadership. However, as soon as one moves away from general and declarative statements, it becomes clear that gender stereotypes are deeply rooted and that, unfortunately, there is a large disparity between declarative and actual support for women to reach leadership positions.

4. Women in Public Life and Politics

4.1. Engagement in Public Life and Politics

The Gender Equality Barometer examines women's engagement in public life and politics and how gender is related to women's level of interest in politics and women's participation in political parties, activism, civic engagement and grassroots organizations. Special attention is paid to participation in political life and how it is influenced by gender-specific social and cultural expectations. Unfortunately, a very small percentage of women and men are active in politics and civil society. Of the total number of respondents, 8.9% of women and 13.7% of men are members of political parties. 12.9% of women and 14.9% of men are involved in non-governmental organizations. Those who are engaged in humanitarian associations account for a slightly higher percentage (17% of women and 20.6% of men), while 22.1% of men and 10% of women are active in sports organizations. Although it is often believed that women participate more in the work of non-governmental organizations, especially at the local level, this research shows that men are more active in public life in all fields, from politics to sports.

Further, the extent to which women and men are willing to support other women to advance in their careers and/or leadership was examined. Most women respondents, 97.1%, said that they would vote for a woman in the elections, and 87.7% of women and 74.6% of men believe that increased representation of women in politics could lead to more progressive and just politics.

Table 14. Engagement of women and men in public life and politics

VARIABLES	VALUES	LABELS	P2.29. Political party		P2.30. Non-governmental organization/ civic association		P2.31. Humanitarian organization or association		P2.32. Sports club or association		P2.33. Trade union		P2.34. Cultural and artistic society		P2.35. Informal civic activism beyond associations and organizations	
			Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No
TOTAL	All respondents		11.3	88.7	13.9	86.1	18.7	81.3	15.9	84.1	15.3	84.7	7.0	93.0	12.4	87.6
ENTITY	B&H Federation	A	10.6	89.4	15.7	84.3	20.1	79.9	16.3	83.7	16.4	83.6	6.3	93.7	13.3	86.7
	Republika Srpska	B	12.0	88.0	10.3	89.7	16.4	83.6	15.4	84.6	13.5	86.5	8.2	91.8	10.7	89.3
	Brčko District	C	20.5	79.5	19.5	80.5	18.3	81.7	12.8	87.2	15.1	84.9	9.7	90.3	13.6	86.4
TYPE OF SETTLEMENT	Urban	A	12.2	87.8	16.7	83.3	22.3	77.7	20.4	79.6	20.1	79.9	8.0	92.0	12.6	87.4
	Rural	B	10.6	89.4	11.7	88.3	16.1	83.9	12.5	87.5	11.7	88.3	6.3	93.7	12.2	87.8
SEX	Man	A	13.7	86.3	14.9	85.1	20.6	79.4	22.1	77.9	16.1	83.9	7.2	92.8	15.3	84.7
	Women	B	8.9	91.1	12.9	87.1	17.0	83.0	10.0	90.0	14.5	85.5	6.9	93.1	9.6	90.4
AGE	30 - 18	A	8.2	91.8	12.4	87.6	24.9	75.1	17.3	82.7	7.2	92.8	7.0	93.0	11.7	88.3
	50 - 31	B	12.9	87.1	14.7	85.3	19.1	80.9	18.8	81.2	20.1	79.9	7.3	92.7	12.9	87.1
	65 - 51	C	10.6	89.4	14.3	85.7	18.2	81.8	15.1	84.9	18.4	81.6	6.6	93.4	12.9	87.1
	+65	D	12.1	87.9	12.6	87.4	11.7	88.3	8.6	91.4	7.2	92.8	7.3	92.7	10.9	89.1
EDUCATION	No education and primary school	A	9.2	90.8	4.9	95.1	9.0	91.0	3.2	96.8	3.2	96.8	5.9	94.1	4.1	95.9
	Secondary school	B	9.4	90.6	8.6	91.4	15.9	84.1	12.3	87.7	10.1	89.9	5.5	94.5	9.3	90.7
	College and university	C	13.1	86.9	19.6	80.4	22.5	77.5	20.5	79.5	21.3	78.7	8.5	91.5	16.0	84.0
EMPLOYMENT STATUS	Self-employed, (co)owners	A	12.8	87.2	17.5	82.5	26.4	73.6	24.9	75.1	0.0	100.0	10.0	90.0	24.2	75.8
	Employed, public sector	B	18.4	81.6	21.2	78.8	29.0	71.0	22.9	77.1	50.0	50.0	10.0	90.0	14.1	85.9
	Employed, private sector	C	7.3	92.7	10.9	89.1	17.7	82.3	18.4	81.6	6.3	93.7	5.7	94.3	10.6	89.4
	Pensioners	D	13.1	86.9	13.2	86.8	11.8	88.2	10.3	89.7	7.5	92.5	7.1	92.9	12.7	87.3
	Unemployed	E	7.1	92.9	9.4	90.6	14.0	86.0	7.1	92.9	1.7	98.3	5.3	94.7	8.9	91.1
SOCIO-ECONOMIC STATUS OF HOUSEHOLD	Below 900 BAM	A	9.9	90.1	7.2	92.8	13.6	86.4	6.1	93.9	3.3	96.7	6.6	93.4	9.9	90.1
	1500-900	B	11.6	88.4	11.7	88.3	11.8	88.2	10.1	89.9	8.7	91.3	5.7	94.3	9.8	90.2
	2500-1500	C	11.9	88.1	14.7	85.3	19.9	80.1	18.9	81.1	21.1	78.9	7.5	92.5	12.4	87.6
	3500-2500	D	12.0	88.0	20.2	79.8	24.2	75.8	18.8	81.2	19.2	80.8	7.6	92.4	16.8	83.2
RELIGIOUSNESS	Religious, practicing	A	12.8	87.2	13.5	86.5	19.0	81.0	16.0	84.0	15.7	84.3	7.6	92.4	12.4	87.6
	Religious, not practicing	B	8.3	91.7	14.7	85.3	18.1	81.9	15.5	84.5	13.2	86.8	4.4	95.6	10.4	89.6
	Gnostics	C	9.1	90.9	17.1	82.9	20.0	80.0	18.4	81.6	14.6	85.4	7.2	92.8	13.6	86.4
	Atheists	D	9.6	90.4	16.1	83.9	17.6	82.4	16.3	83.7	21.3	78.7	6.3	93.7	14.1	85.9
	Something else	E	8.0	92.0	10.3	89.7	16.2	83.8	13.9	86.1	9.6	90.4	4.7	95.3	10.8	89.2

4.2. Expectations and Double Standards

One of the causes of insufficient representation of women in politics is criticism and expectations from women to adhere to certain standards of behaviour, personal characteristics and appearance. In patriarchal societies, men are also expected to fulfil their gender roles, but this is far more demanding for women who must reconcile private life and career, who have to be beautiful but not too attractive, who have to be smart but not too smart, who should be decisive but not too much so as not to be characterized as too grumpy or “bossy”. (Alice Eagly & Steven Karau, 2002; Northouse, 2013; Spahić Šiljak, 2019).

The respondents stated that these unrealistic expectations, double standards and criticism prevent women from running for office and seeking the necessary improvements.

There is a general perception that the bar for women who want to enter politics is set too high in many ways – including the expectations placed on them. The public perception of women politicians is another factor that negatively affects the more active participation of women in political life, from questioning society to misogynistic media coverage, to online comments and digital harassment. All the above affects the formation of very different experiences of women and men in politics.

For the purposes of measuring gender stereotypes in this research, we created a scale of gender stereotypes in public life. This was done with the aim of using a composite scale in the analysis, instead of analyzing individual statements, which will provide more reliable measurement indicators. The main goal is the same: to assess whether men and women respondents perceive imbalances in expectations, criticism and public perception when comparing men and women public figures and whether these imbalances are seen as part of the reason why women are discouraged from entering and participating more actively in public life.

As in the case of other measurement scales constructed for the purposes of this research, the scale of gender regimes in public life consists of many statements that, according to face validity analysis, indicate a greater or lesser presence of gender stereotypes shown in the Table below.

Table 15. Women and public and political life

STATEMENTS /ITEMS	RESPONSES	TOTAL	SEX	
		All respondents	Men	Women
		(A)	(A)	(B)
		Quantity %	Quantity %	Quantity %
P1.15. Higher standards and expectations are set for women than for men in politics	Total disagree	34.1	49.2	19.6
	Total agree	65.9	50.8	80.4
P1.16. The public is often more critical of women than of men in politics	Total disagree	27.1	38.9	15.7
	Total agree	72.9	61.1	84.3
P1.17. Women are not aggressive enough to engage in politics	Total disagree	66.0	68.2	63.8
	Total agree	34.0	31.8	36.2
P1.26. When a woman engaged in politics and public life is criticized, the focus is on her private life and not on the content of her statements or what she does	Total disagree	33.4	41.6	25.6
	Total agree	66.6	58.4	74.4
P1.27. When a man engaged in politics is criticized, his private life is rarely in focus, but what and why he said or did something is analyzed	Total disagree	31.0	38.9	23.4
	Total agree	69.0	61.1	76.6

The calculated Cronbach's alpha coefficient of internal consistency for this scale is 0.76, which is relatively moderate result.

As seen in the Table below, the average response to individual statements indicates that the responses were quite mixed, with the average response being mostly around the "neither agree nor disagree" response. However, there is quite a large standard deviation in the responses. The continuation of the analysis indicated certain reasons for deviations in the responses.

Table 16: Scale of gender stereotypes in public life

VARIABLES	VALUES	LABELS	MEAN, ALL RESPONDENTS				SIGNIFICANCE OF DIFFERENCES - ALL RESPONDENTS	SIGNIFICANCE OF DIFFERENCES - ONLY MEN	SIGNIFICANCE OF DIFFERENCES - ONLY WOMEN
			4 - COMPLETELY DISAGREE	8 - MAINLY DISAGREE	12 - MAINLY AGREE	16 - COMPLETELY AGREE			
TOTAL	All respondents		11.52						
ENTITY	Federation BiH	A	11.62						B
	Republika Srpska	B	11.38						
	Brčko District	C	10.90						
TYPE OF SETTLEMENT	Urban	A	11.35						
	Rural	B	11.65				A		
SEX	Man	A	10.39						
	Women	B	12.58				A		
AGE	18 - 30	A	11.75						E
	31 - 50	B	11.41						E
	51 - 65	C	11.34						
	55 - 65	D	11.65						E
	65 +	E	11.26					B, C	
EDUCATION	No education and primary school	A	11.64					C	
	Secondary school	B	11.52						A
	College and university	C	11.52						A
EMPLOYMENT STATUS	Self-employed, (co)owners	A	10.86						
	Employed, public sector	B	11.69						D
	Employed, private sector	C	11.35						D
	Pensioners	D	11.25						
	Unemployed	E	12.18				A, C,D		D
SOCIO-ECONOMIC STATUS OF HOUSEHOLD	Less than 900 KM	A	11.72						
	900 - 1500	B	11.58						
	1500 - 2500	C	11.78				D		A, B
	2500 - 3500	D	11.09						
RELIGIOUSNESS	Religious, practicing	A	11.46						
	Religious, not practicing	B	11.96				E		E
	Gnostics	C	11.95				E		E
	Atheists	D	11.37						
	Something else	E	10.57						

The Table above shows that, in general, respondents who live in rural areas, who are women, who are unemployed, who belong to middle class income, who are religious and who do not practice religion, and who are also agnostics, show a slightly higher degree of agreement with the statements, compared to other categories.

If we look at men and women separately, the results are somewhat different. When it comes to men, those who live in rural areas, who are unemployed, who belong to middle class income, and who are religious and who do not practice religion, as well as agnostics, show a slightly higher degree of agreement with the statements.

Regarding women, the difference in their responses to these questions is significantly more dispersed. Women from the FBiH, below 45 years of age, with secondary school and university degrees, employed but also those unemployed, those who belong to middle class income, who are agnostics or atheists, show a slightly higher degree of agreement with the statements.

An analysis by individual statement gives us a somewhat better insight into the research results on this issue.

36.2% of women and 31.8% of men believe that women are not aggressive enough to engage in politics, which explains the way politics and politicians are perceived. In addition, 90.6% of women and 72.4% of men believe that women must sacrifice themselves more than men in order to be successful in politics, but also that social expectations are different. A large percentage of women (80.4%) and a smaller percentage of men (50.8%) state that society sets higher standards and expectations for women than for men. The public is also more critical of women in politics, according to 84.3% of women and 61.1% of men. 39% of women respondents believe that women in politics are just “figureheads”, without real power. All these stereotypes affect and discourage women who have decided to engage in politics and leadership positions.

Most men (58.4%) and women (74.4%) agreed with the statement that criticism of women public figures and/or women politicians was directed at their private lives and was less focused on statements and actions related to the performance of duties. In total 76.6% of women and 61.1% of men agreed with the statement that when it comes to men public figures, statements and actions related to their duties take center stage in criticism, while their private lives were rarely targeted.

4.3. Solidarity and Support

One of the issues highlighted both in the survey and in the focus group discussions is the lack of support and solidarity among women. This is mostly reflected in the voting and the election of women to decision-making positions. Less than half of the respondents (48.1% of women and 49.6% of men) cited jealousy of other women’s success as one of the reasons for the lack of support, and that women want to keep their current positions and therefore do not make their voices heard in support of other women. This is in accordance with the results of research in the world that shows that the phenomenon of the “queen bee”, the “only one”, prevents women from advancing, because there is no solidarity and mutual support and women see other women as a threat, not as allies. (Duguid, 2011, Spahić Šiljak, 2019).

The focus groups confirmed this by the statement that “a woman is wolf to woman” and that trying to remain in positions of power, they often behave insensitively and do not show understanding for other women.

Another reason is that women find men’s authority more relevant and attractive than women’s authority, which has its roots in the centuries-old acceptance of men’s authority in science, politics, and public life in general. Women’s authority is still being built and many women, but also men, are not ready to accept women as authority in a certain field, and if they do accept it, they compare women to men, saying that a woman is professional and good enough as a man in that field.

Table 17. Solidarity and women’s support

STATEMENTS/ITEMS	RESPONSES	TOTAL	SEX	
		All respondents	Men	Women
		(A)	(A)	(B)
		Quantity %	Quantity %	Quantity %
P5.49. Women do not vote for other women because they are jealous of other women’s successes	Total disagree	51.2	50.4	51.9
	Total agree	48.8	49.6	48.1
P5.50. Women do not support other women because they are afraid of being disapproved of by men	Total disagree	71.8	69.8	73.6
	Total agree	28.2	30.2	26.4
P5.51. Women do not support other women because they do not want to lose the positions they already have	Total disagree	47.8	46.7	48.8
	Total agree	52.2	53.3	51.2

P5.52. Women do not support other women because they still perceive men as more authoritative than women in decision-making positions	Total disagree	51.5	52.6	50.4
	Total agree	48.5	47.4	49.6

Gender stereotypes are deeply embedded in the social and cultural fabric of Bosnia and Herzegovina's society and play a significant role in preventing the advancement of women in decision-making and leadership positions. As Table 02 shows, 67.1% of women respondents agree with the statement that they should "beware of women's evil". This result may partly explain why women are still often restricted to the private sphere of life and why they face obstacles when applying for leadership positions. Other statements which show the manipulative nature of a woman if she cannot get what she wants are also worrying, such as the statement: "If things do not go the way women want, women start playing the victim", according to 59.9% of women respondents.

When we add to this that 62.6% of women respondents believe that women use their sexuality to manipulate men, to advance and climb the social ladder, women often face the challenge of having to justify and defend their merit-based success achieved as the result of work, not of their sexuality and appearance.

Even today, many respondents believe that a woman can make a man lose his mind, similar to how Eve made Adam disobey God's command and because of which they were thrown out of Paradise. 67% of women respondents agree with the statement "If a woman cast Adam out of Paradise, she is able to drive a man out of his mind". This is a huge percentage of women respondents who believe that women are manipulative and should not be trusted.

The echo of these stereotypes about women's power through sexuality continues to negatively affect women who want to engage in public life and leadership positions. Also, there is additional pressure on women because they are constantly under the radar of public criticism and the pressure to fight for their successes and demonstrate that they are good enough and capable as men.

5. Gender-Based Violence

Gender-based violence still affects every society in the world. Every third woman experiences some form of violence during her lifetime. This statistic is alarming, because gender-based violence is not only a problem of human rights violations, but also a major health, economic and social problem that costs society and destroys the dignity of persons. In the focus groups, the women referred also to statistical data from other research that almost every second woman experiences some form of gender-based violence. The research by the World Health Organization shows that almost 30% of women have been exposed to physical and/or sexual violence by an intimate partner or non-partner sexual violence, or both. Vulnerable groups – unemployed women and economically dependent women and women without family or social support - are even more affected. Similar data is provided by the OSCE’s research on gender-based violence in BiH (2019), which shows that 48% of women are exposed to gender-based violence at some stage in their lives.

5.1. Amplifying Victim-Blaming Discourse

We included in this research a series of questions about gender-based violence to explore the perceptions and attitudes of men and women respondents and to examine whether, and if so, to what extent they blame victims or perpetrators. Fortunately, the majority of women (79.1%) and 77.6% of men agree that women are not to blame for violence, but almost one quarter of respondents believe that women are to blame for violence because they talk too much and wear provocative clothes. Women are scrutinized in relation to their bodies, they are judged and blamed for exposing their bodies “inappropriately”. If they wear short skirts, they are blamed for rape, with comments that they asked for it or deserved it. This is consistent with double moral standards imposed on women, which examines women instead of perpetrators of violence. When women are exposed to such criticism and expectations regarding their bodies and sexuality, they are pressured to internalize the victim’s guilt discourse and therefore, they suffer from violence in silence. One of the reasons why women remain silent when they experience violence is that they believe that they would be blamed and questioned.

Table 18: Attitudes and statements on gender-based violence

STATEMENTS/ITEMS	RESPONSES	TOTAL	SEX	
		All respondents	Men	Women
		(A)	(A)	(B)
		Quantity %	Quantity %	Quantity %
P6.54. Domestic violence is a private matter, it should not be discussed in public	Total disagree	85.9	83.4	88.3
	Total agree	14.1	16.6	11.7
P6.55. Women are to blame for violence, because they talk too much and dress provocatively	Total disagree	78.4	77.6	79.1
	Total agree	21.6	22.4	20.9
P6.56. When I hear that a neighbor is beating a woman, I am ready to report it to the police	Total disagree	7.4	7.8	7.0
	Total agree	92.6	92.2	93.0
P6.57. I feel safe and encouraged to speak openly and publicly about sexual harassment / gender-based violence /discrimination	Total disagree	16.4	16.2	16.6
	Total agree	83.6	83.8	83.4
P6.58. Marriages today often end in divorce because women do not want to suffer	Total disagree	25.7	32.4	19.3
	Total agree	74.3	67.6	80.7

The focus group discussion shows how women understand sexism, misogyny and gender-based violence and highlights the victim-blaming culture that prevents women from speaking up about it. The most intriguing survey questions about this theme were: “These days there is too much talk about violence against women, and I have a feeling that remarks or jokes should not be made because they would be perceived as harassment.” The majority of men (52.3%) and women (46.1%) believe that the public exaggerates and overemphasizes gender-based violence, which is why it is not easy for men to comment or make jokes for fear of being recognized as sexists or misogynists. Similar attitudes are confirmed in recent research conducted at universities in the Balkans (Ćeriman and Spahić Šiljak, 2022), where the respondents noticed that overemphasizing gender-based violence kills joy, because people who like to joke and use jokes as part of their culture and defence mechanism, do not like and do not want to accept that sexist jokes are no longer acceptable.

State institutions are not gender sensitive, especially policemen and policewomen who are supposed to protect victims and not to be mere state agents using disciplinary approaches to establishing social control (Foucault, 1975). Disciplinary institutions, as Foucault explains, reinforce gendered norms of men’s power, authority and dominance. The victim-blaming discourse (Nelson, 2016) reinforces traditional gender norms and each time a police officer or any other representative of the state apparatus tells the victims that they should understand their male partners who are naturally aggressive or bad-tempered and that no harm would have been done if they had not been provoked - they blame the victims.

The following statements are the proof of the victim-blaming game.

We all know how difficult it is for a woman to admit that she has experienced violence and to report it to the police. The very thought of deciding to take that step is difficult since women have always misbehaved and that women are always the culprit. For this reason, as well as for many other reasons, I do not trust institutions. I also had a bad experience with the police when they returned my husband, had detained him, and then brought him back to me. One policeman said to me: “Come on, he loves you, he told me in the car that he loves you.” I was shocked. I asked him if he beats his wife to prove that he loves her. (FG15_ MO_HRP_RAN)

Non-implementation of the existing legislation on domestic violence, as well as under capacitated and insufficiently sensitised police officers, who often discourage women from reporting violence and suing perpetrators, are cited as key problems. The focus group discussions gave a clear message about the need for continuous training of police officers to protect victims, but also about the system that should continue to help women to realize their guaranteed rights, such as the right to alimony.

“Violence is a living organism that spreads and grows every day and takes on new forms.” So, the forms of assistance should be new and better and stronger every day, but we are just stagnating, so these people cannot even follow these trends of violence because they were not trained for what was done ten years ago, so they cannot be trained for this today. (FG14_ MO_BOŠ_RAN)

5.2. Prototype of Women Who Experienced Violence

There is no specific profile of women who experience violence, because women and men from all social strata can be victims of gender-based violence. Domestic violence is usually perpetrated by partners or other family members. However, some research (Goh, J. X. et al. 2022) suggests that a certain type of women who are “unconventionally attractive” are more exposed to violence. Even people’s perception of the credibility of reports of gender-based violence depends on it; the participants are less likely to trust women who are “unconventionally attractive” than they are to trust reports of violence against women who are “conventionally attractive”. (ibid.)

The women in focus groups also mention that women who are beautiful and attractive are more exposed to gender-based violence.

I think that physically beautiful women, as much as I have seen in my environment, from girls to women of our age, have a lifelong problem because of men who cannot be with them, and because of girls who will never look like them and are therefore jealous. There were two or three girls around me who were fantastic as workers, fantastic as colleagues, but they were beautiful and were always someone's target. (FG53_BI-SRP_LID)

Stereotypes about women and their leadership skills fall into this picture, as 71.5% of men and 77.8% of women in the survey believe that women are judged for their beauty and how they look, not by their brightness and competences. Focusing on women's bodies and beauty instead of their capacities and competencies reinforces gender prejudices and exposes women to unfair treatment, as well as to harassment and violence.

It would be interesting to explore further the connection between conventionally attractive women and gender-based violence in the context of BiH, as well as the interlinkage between valuing women for their beauty and appearance and gender-based violence.

The above statement shows the perception of internalized misogyny among and around women, that is, it confirms that other women see conventionally attractive women as competition for men's attention, which is part of the problem. This is consistent with the section on "internalized misogyny" elaborated earlier, where over 72.8% of women respondents said that women often see other women as competitors, and that women often compete with other women.

5.3. Fear and Stigma: Silence is (Not) Golden

Victims are afraid of the perpetrator, even when they call the police to stop the violence and save their lives and the lives of their children, not necessarily to prosecute the perpetrator. Most women (89.2%) and men (84.3%) believe that women do not trust the government institutions that do not punish abusers and perpetrators of violence. There is also fear of reprisal for reporting violence, the fear of judgment, the fear of blame, the fear of abandonment, the fear of being declared unstable and insane. As explained by women psychotherapists at the safe houses (women respondents in focus groups), many women come to safe houses just to find out whether they have gone crazy, because their partners use subtle forms of psychological violence, so they are not sure that they are victims and need confirmation and clarification.

Some women in the focus groups stated that they are scared when they must be out late at night, because they are afraid that men will harass them regardless of their appearance and clothing. Young women in other research admit that they always carry a self-defence tool when they walk alone late at night or enter neighbourhoods with a lower level of security.

I'm a student, I live in Sarajevo, and when I need to go to the first gas station at 11:00 p.m. to top up my phone credit, I'm afraid... in Sarajevo, when I'm alone, I always make sure that I am back home before 11:00 p.m. because I have this fear and I've had a couple of bad situations in with which I realized that appearance, clothes I was wearing or anyone else was wearing was not a trigger for men. For an immoral man and a psychopath, they are not really a trigger. (FG33_NT_BOŠ_RAN)

Women are harassed in public places and carry some self-defence tool in their bags. The latest campaign "What do I carry in my bag?" (launched by the Safe city women activists in Croatia) showed that women deliberately carry some self-defence tools. They are afraid of harassment, especially if they are walking alone and when they are in some part of the city that is not safe.

Social stigma prevents many women from reporting violence, because they will be labelled as “those women” or “poor women” who were unable to protect themselves and who did not respect the dictate of moral standards of proper behaviour and appearance. Women who report violence, especially sexual violence, are more scrutinized than the perpetrators. Once they report violence, every segment of their lives is scrutinized to find something that can justify gender-based violence. In addition, women do not want to expose their parents and children to embarrassing situations, because the shame and blame culture harms women.

Another reason why women do not report violence is that institutions do not adequately protect them and that women are afraid of retaliation from men whom they report for violence. One woman in the focus group shared her experience from the institution where the victim of violence was undergoing divorce proceedings.

I remember when I was in an institution, there was a woman with a child and a man whom she was divorcing. He literally beat her in front of the security staff, the institution, the municipality. Only a couple of us, women, stood up to help that woman. The men, the security, the institution, all failed her, the woman suffered very serious injuries. When such things happen, we don't trust the institutions. (FG43_TZ_BOŠ_RAN)

Research confirms that lack of institutional support, mild punishments for perpetrators and the shame and blame culture prevent women from reporting gender-based violence.

However, a woman from focus group shared her experience with divorce and the election campaign. She wanted to stand for election and was under pressure to endure violence at home and to keep quiet about it because of her public image as a future politician. The saying “silence is golden” should be reconsidered in such situations and women should be freed from stigma of remaining silent after violence and injustice done to their bodies and dignity. The woman decided to run in the election and when her woman colleague found out that she wanted to leave her husband, her advice was that she should be patient. A divorced woman is not desirable in politics. A divorced man in politics is not judged by the same standards as a divorced woman and he can pursue a career and still be desirable as a partner, but a divorced woman faces double standards.

When a woman who should be your support, who can give you a piece of advice, a more experienced woman, says “you have to suffer”, and I say “why do I have to suffer anyway, he lives in one house, I live in another, we are married only on paper.” Well, then it's not marriage. And she just tells me, “you're still young, you'll get over it”. (FY20_ MO_HR_RAN)

It is interesting to look at this through the prism of the responses about the differences between men and women politicians, where a significant portion of respondents (74.4% of women and 58.4% of men) agreed with the statement that women in politics are questioned more from the perspective of their private lives than from what they do or say within the scope of their duties. A colleague's advice in the response above is consistent with this statement.

The divorce rate in BiH is not as high as it is in other countries (15 out of 100), but the majority (80.7% of women and 67.6% of men) in the survey believe that today's marriages do not last long because women no longer want to tolerate domestic violence. On the one hand, this is encouraging, because society no longer dominantly preaches that women should stay in a violent marriage, and on the other, it is alarming that gender-based violence is still perceived as one of the main causes of divorce. This means that BiH also needs systemic prevention and protection measures, as well as individual empowerment of women and men to live lives free of violence.

6. Strategies for Inclusion of More Women in Public Life

6.1. Interest in Politics

Although women and men are not very interested in engagement in public life and politics, the Gender Equality Barometer revealed that both women (87.7%) and men (74.6%) believe that equal gender representation brings fairness and quality into politics. However, a small percentage of respondents in the survey state that they are members of a political party (8.9% of women and 13.7% of men), sports organizations (10% of women and 22.1% of men) or civil society organizations (12.9% of women and 14.9% of men).

The smallest gap between the participation of women and men is in non-governmental or civil society organizations, although the percentages are very low. It should also be noted that some respondents may be engaged in these activities simply as part of their working life, because those who work in the public sector are often formally involved in the work of non-governmental organizations, and in some occupations, such as those in education and healthcare in BiH, citizens, both men and women, are very well unionized.

A fairly large percentage of respondents (17% of women and 20.6% of men) are involved in humanitarian organizations or associations, although the gap between men and women is still exists.

Furthermore, the responses to this question analyzed by socio-demographic category reveal socio-demographic groups in which the overall involvement in public life is lower.

It is not surprising that rural respondents, both men and women, report less involvement in all activities, except in informal civic activism, because they do not have access to as many options as urban residents. Furthermore, there is a rising trend of involvement as the average income class increases, with a significant difference in the highest income category (monthly average of 2,500-3,000 BAM). This is also not surprising, since socioeconomic privilege naturally plays a role in participation in public life and community, as there are fewer barriers and more opportunities for those who are not forced to actively engage in the “economy of survival.”

When it comes to men and women respondents’ interest in politics, which includes following political developments, discussing politics with others, voting, or attending events, as shown below, 56.6% of men and 54% of women answered that they are very or somewhat interested in politics in general.

Table 19: Interest in politics

STATEMENTS/ITEMS	RESPONSES	TOTAL	SEX	
		All respondents	Men	Women
		(A)	(A)	(B)
		Quantity %	Quantity %	Quantity %
P3.36. To what extent are you interested in politics?	Not at all interested	26.0	26.2	25.9
	Little	18.7	17.2	20.1
	Somewhat	37.6	34.1	40.9
	Very interested	17.7	22.5	13.1
	Total	100.0	100.0	100.0

6.2. Activism and Networking

The women in the focus groups also addressed the issues of activism and networking and shared their concerns about the low level of engagement and the general lack of interest in participating in any form of organized activities. The women respondents gave some suggestions as to how to motivate women to get involved in public life, to run for leadership positions also in politics, and to become more active citizens in civil society organizations. Since most of them started as local community activists, they believe that building a network of local organizations should be the first step towards greater engagement of women in public and political life. In this regard, the Women Forum for Development, which gathers around 1,800 women leaders throughout BiH, represents the good practice of UNDP and the Agency for Gender Equality of Bosnia and Herzegovina/MHRR BiH and provides a foundation for future work on gender equality.

Furthermore, local organizations can help to engage more young people (18-30 years of age), due to their accessibility and greater presence in the life of the local community. As seen in the responses of the focus group participants, many women who express concern for the emancipation of younger women state that standing up for themselves, not only in terms of awareness of emancipation for gender equality, but also in terms of building enough self-awareness and self-esteem to speak up and participate in different activities, comes with experience and years. As they grew older, they had greater opportunities for further education and acquisition of skills and networking, which helped them further establish themselves.

However, it took time and women believe that it is important to start empowering women as early as possible, so that they can unlock their potential and build self-confidence.

I think that, first of all, certain organizations should be formed at the local level throughout the country regarding these issues and that it should be transparent, that it should be productive and that in this way, we, the middle-aged population, can really help young women in our country, and thus we could set a wonderful example to the wider society by fighting against various stereotypes and allow some younger people to continue where we left off. That is one of the suggestions. (FG1_RO_SRP_RAN)

Women also express their concerns for women who are less privileged and need to be reached, inspired to learn, and encouraged to engage in civil society networks to improve their lives and leave abusive relationships. The Barometer shows that socioeconomic privileges play a key role in whether women will be more involved and engaged in public life. Therefore, access and programmes for women who earn lower income, who have a lower level of education and who belong to vulnerable groups of society are a key part of the fight for women's human rights.

6.3. Education

Education is mentioned as one of the prerequisites for engaging women in public life. Women proposed different types of education for empowering women and building their self-confidence and raising awareness of gender equality. The women leaders admitted that the informal education organized by various international organizations and civil society organizations from BiH helped them to improve their skills and competences, but also to build self-confidence. In traditional societies, daughters are not encouraged to speak publicly to express their views, so many women respondents in the focus groups emphasized the relevance of informal education as a source of empowerment and encouragement to engage in public life. Formal education from primary school to university does not offer education on gender equality (Spahić Šiljak, Kovačević and Husanović, 2022), with a few exceptions that include a limited number of men and women students of social sciences and humanities who can have classes related to these topics. In addition, informal education was and still is the main source of empowerment for gender equality.

Now I will get deeper into it, starting with how a woman's self-confidence is built from a young age, which is very difficult to fix later... But I think that schools, lectures and courses would definitely help. Various lectures helped us to see how women are treated in society. Something we used to take for granted is something we now think about. Believe me, as soon as I see a public meeting, I immediately think: "Oh, God, there are almost no women here; so, this means that there is a need to develop a certain awareness, especially among young women, that they have capabilities, that they can achieve a lot, and then provide them with training in order to engage. (FG72_ISA_SRP_LID)

When I look back at who I was ten, twelve years ago, I realize how difficult it was for me to speak in public at all, to know how to present myself and establish myself, let alone express my opinion. All those lectures, all those training courses, all that I did in the past twelve years helped me a lot, and now I have no problem talking about any topic. Education, education, education. (FG71_TEŠ_BOŠ_LID)

However, some women who are active in smaller local communities' state that they are under social pressure when they leave the imposed gender role. Although it is nowadays common for women to drive cars, it is not common for women in small local communities to participate in the activities that are not closely related to family responsibilities. If they drive their children to school and take care of the family, it is socially acceptable, but when they undertake additional education or have hobbies, they are under the scrutiny of the environment. They also believe that it is easier for men whose movements are not monitored, because they can come and go without anyone questioning their activities.

I think everything is much easier for them than for us, women. You said, a woman says something, and someone else "packs" it a little differently and it is approved. Everything is much more difficult for us, the path is thornier. Here I am as a wife, mother of two little girls. Wherever I appear, even in my own community, whenever I start a car to go somewhere, they say "aah, she's leaving again". I mean, it doesn't affect me, but I am saying what the situation is generally. In the meantime, men can do whatever they want. (FG73_VI_BOŠ_LID)

6.4. Mentoring

In her book "Women Mentoring Women: Strategies and Stories To Lift As We Rise", (2022), Michelle Ferguson explains why it is important for women to have mentors in business, politics and activism. Mentoring is useful for both parties because both men and women mentors learn in the process. Mentoring also creates a channel for future women leaders, which means that in the future, more women in leadership positions can achieve better results, and that through participatory learning and leadership everyone can benefit.

For the women in the focus groups, it is not an easy answer on how to reach women in small local communities. Many women in rural areas do not have access to education and mentoring programmes. Some do not have internet access. They also work hard on their agricultural lands and for their families, so any additional activity can seem like a burden and can cause a negative reaction from their families and the environment, which would put them under additional pressure, especially if there are no additional support systems.

Some women do not have the freedom to do what they want, for example, to attend or travel to seminars. Their husbands do not want to have enlightened wives who would ask them questions, look for a partnership and leave them after they have learned that violence is not part of a healthy marriage.

I think that somehow the first step would be to reach out to these women. Again, I am speaking from my point of view from a rural area. I mean, we're not that far from an urban area, but there are really areas where nothing is available to women. (FG69_VI_BOŠ_LID)

Many women have formal education, but beyond that, they are not interested in acquiring skills and competencies that can make them fit for managerial positions.

Perhaps, mentoring is one of those ways. That ignorance kind of goes in two directions. First, when we talk specifically about women, they don't even know how to approach these organizations, to start volunteering and the like because it is seen as a closed circle... And on the other hand, there is ignorance among young women who are still not aware of how much they can benefit from working with some older women who are activists. Because somehow, there is still an attitude that a university degree that we earned should now be enough for us to achieve some goal or something. They are not aware at all that today it is one of the very basic starting points, and the rest of the list really needs to be upgraded. Young women somehow don't have the awareness of how to do it in the first place, and it's actually very important for them. (FG75_SA_SRP_LID)

6.5. Improved Social Policies

Good social policy and support are key factors for women who have to work and want to work, or who want to be active in public life and politics. Women still take care of the family, children, older and sick family members, and they do not receive any remuneration for it.

If women lack social and economic security, they are more likely to stay in abusive relationships or leave their jobs to care for children and sick or older family members. Women in the focus groups emphasized the importance of affordable childcare services:

For me, but also for all the women I know who are alone and need a job and any kind of support, kindergarten is a big problem. This also applies to the impossibility of paying for kindergarten, which has now become unrealistically expensive. Kindergarten costs me as much as the rent. One salary cannot cover both rent and kindergarten. A single mother cannot work. Because the kindergarten is open until five in the afternoon, and we work in two shifts. (FG58_BI-SRP_LID)

What many women respondents in the focus groups stated as an important measure in the empowerment of women is the improvement of social and economic rights, which should be accompanied by the availability of services for children and older people. In this way, women, especially those from vulnerable groups, would feel that they have support and space for self-actualization. If a woman spends most of her time at work and after that does all the housework and takes care of children and other family members, she does not have time left for other activities, such as training, which is necessary for women to get empowered and stand up for themselves and their rights.

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Annex 1 – Description of Data Collection Methodology

Conceptual Methodological Framework

This study required the methodology in which the following data collection methods were used:

1) Quantitative research

It was necessary to conduct quantitative research in order to assess public perceptions, gender norms, people's attitudes and practices (measured and declared use of time and power relations in households), work and participation in public life.

The aim of the research was to include a nationally representative sample of 1,800 respondents throughout BiH.

2) Qualitative research

It was necessary to conduct 10 focus groups (each with 7 to 12 women members) with women leaders (three focus groups with leaders in at least three locations: Sarajevo, Mostar, Banja Luka) as well as women representatives of the most vulnerable groups of women (single parents, women with disabilities and chronic patients, older people, the rural poor, Roma men/Roma women, minority returnees).

Below is a description of the methodology for each of these data collection methods.

Quantitative Survey

Interview Method

We used the two main data collection methods: CATI telephone surveys for random recruitment of respondents, combined with CAWI (Computer Aided Web Interviewing) for self-administered questionnaires.

Households with landline telephones, as well as individuals with mobile phones, were randomly selected from the databases of registered landline telephone numbers of each telecom operator in Bosnia and Herzegovina. The complete management of the sample was automatically controlled by professional CATI software: Survey System.

The interviewers used professional software for reading the questions, answering them and recording the responses. The flow of the questionnaire was controlled by the professional CATI software.

Bearing in mind that the flow of the questionnaire in both CATI and CAWI surveys was controlled by software, logical control, and control of the consistency of the responses was performed automatically; the interviewers and respondents did not make mistakes. There are no missed responses because the questionnaire was stopped if the response to the previous question was not recorded.

In addition, the CATI method enabled the best quality control of the interviewers' work, as supervisors monitored them in real time and all their calls were recorded for evaluation and training purposes.

Structure and Design of the Questionnaire

The questionnaire was designed by Prism Research and Consulting in cooperation with the associate professor Zilka Spahić Šiljak and the UNDP team. The questionnaire was designed in accordance with the main purpose and goals of this research. The questionnaire was designed for an average interview length of 20 minutes.

Prism Research and Consulting organized a pilot study to test the final questionnaire on a random sample of at least 40 respondents across BiH.

Prism Research and Consulting used pre-testing as a final instrument check – a questionnaire implemented by administering a survey with actual respondents who reflect the national population or among those who qualify for the pre-test questions. It is ensured that:

- Different people, including project managers, interviewers, supervisors and respondents understand the questions, instructions and response choices uniformly.
- Questions are culturally appropriate.
- Questions are likely to produce variability in response.
- No problem with translations.
- The instructions are clear.
- Skip patterns are correctly defined.
- Skip patterns can be easily tracked.
- Response choices are mutually exclusive and exhaustive.
- No leading or two-way questions.
- The questions are not overly burdensome.
- The length of the survey is in accordance with what was planned.
- The following guidelines were used to test the questionnaire:
 - Write down feedback as soon as you hear it. Do not wait until the end of the survey to write it down.
 - Identify questions that were difficult for the respondent to understand.
 - Identify specific words or phrases in the questions that were difficult for the respondents.
 - Identify questions, grids or patterns of question skipping that respondents found difficult to navigate.
 - Response choices that were missing from the questions.
 - Any errors in the questionnaire in wording, skip patterns or instructions.
 - Any other problem with the questionnaire that caused concern.
 - Cultural sensitivity with wording or concepts.

Sampling Methodology and Procedure

The sampling strategy for this research was based on the following requirements:

1. A total of at least 1,800 respondents/households, 900 men and 900 women, were interviewed
2. The survey was conducted through a combination of mobile/landline phone samples

To identify a representative, random sample of adult citizens in Bosnia and Herzegovina, Prism Research and Consulting used data from the latest population census, conducted in 2013.

For the purposes of this research, a multistage random stratified probability sample was designed. The sample was first stratified by geographic region. For sample stratification purposes, Prism Research and Consulting used 18 geographic regions. In the BiH Federation, there are 12 geographic regions, 5 in the regions and municipalities where ethnic Croats are the majority (Posavina, Zenica-Doboj and Central Bosnia cantons/municipalities in which ethnic Croats are the majority, Neretva-Herzegovina Canton/municipalities in which ethnic Croats are the majority, West Herzegovina Canton and Canton 10), 7 in the regions and municipalities where ethnic Bosniaks are the majority (Una-Sana Canton, Tuzla Canton, Zenica-Doboj Canton, Bosnian-podrinje Canton Goražde, Central Bosnia Canton/municipalities where ethnic Bosniaks are the majority, Neretva-Herzegovina Canton/municipalities in which ethnic Bosniaks are the majority, Sarajevo Canton).

In the Republika Srpska, there are 5 geographic regions where ethnic Serbs are the majority (Banja Luka/northwest, Doboj/north, Bijeljina/northeast, Pale/east, and Trebinje/southeast).

The Brčko District of Bosnia and Herzegovina was treated as a separate region - the 18th region.

The random selection of respondents was based on the Random Digit Dialing (RDD) method of selecting mobile and landline phone numbers. According to the Telephone Numbering Plan for all telecom operators in Bosnia and Herzegovina, published by the BiH Communications Regulatory Agency, there are more than 6.3 million possible mobile phone numbers in BiH. 3.7 million are occupied. From a total of 6.2 million numbers (plus landline phone numbers from publicly available phone numbers, using the RDD procedure, we created a sample of 19,186 numbers to complete 1800 interviews. Thus, the response rate was 5.7%).

The interviewers were required to place up to five household calls at different times of the day, weekday and weekend day to conduct the interviews. If the interviewer could not get an interview, the interviewer tried the survey on the first next number from the database.

In the case of landline telephone numbers, after the interviewer selected a household, he/she asked if there were any household members who were 18+ years of age living permanently in that household. If there was more than one eligible respondent, the interviewer randomly selected respondents for an interview using the last-birthday selection method.

For all interviewers, all the contacts they made were recorded in a specially designed contact sheet. Data from this sheet was used to calculate response rates.

Prism Research and Consulting provided appropriate weights for the correction of the sample by gender, age, region and type of settlement distribution.

In the Table below, we present the realized structure of the sample for this research according to the main socio-demographic variables.

In testing the significance of the differences between men and women respondents, that is, between the percentage of responses in columns for individual responses to individual questions, we used the z test of column proportions. In the cells where statistically significant differences were identified, the letters A and B are written, indicating columns A - men and B – women respondents.

The interpretation of those marks in the Table is described below in English and our language.

Rezultati su zasnovani na dvostranim testovima. Za svaki značajni par, ključ kategorije sa manjim udjelom kolone pojavljuje se u kategoriji s većim udjelom kolone.

Nivo značaja za velika slova (A, B, C): .05 Napomena: 1,2”

1. Testovi su prilagođeni za sva poređenja kolona unutar reda svake unutrašnje podtablele koristeći Bonferronijevu korekciju.

2. Broj ćelija u nekim kategorijama nije cijeli broj. Oni su zaokruženi na najbliže cijele brojeve prije izvođenja testova proporcija kolona.

Results are based on two-tailed tests. For each significant pair, the key of the category with the smaller column share appears in the category with the larger column share.

Significance level for capital letters (A, B, C): .05 Note: 1.2”

1. Tests were adjusted for all column comparisons within a row of each internal subtable using the Bonferroni correction.

2. The number of cells in some categories is not a whole number. They were rounded to the nearest whole number before performing column proportion tests.

To make it easier to identify the responses where there are statistically significant differences in the responses of men and women respondents, we marked the cells in red for men respondents, and in yellow for women respondents, depending on where there is a statistically significant difference in proportions in the responses by the sex variable.

SOCIO-DEMOGRAPHIC VARIABLES		TOTAL		SEX			
		All respondents		Men		Women	
				(A)		(B)	
		N	Quantity %	N	Quantity %	N	Quantity %
ENTITY	BiH Federation	1118	62.0	574 B	64.9	544	59.2
	Republika Srpska	649	36.0	293	33.1	357 A	38.8
	Brčko District	36	2.0	17	2.0	19	2.0
TYPE OF SETTLEMENT	Urban	776	43.0	394	44.6	382	41.5
	Rural	1028	57.0	490	55.4	538	58.5
AGE	18 – 34	513	28.4	258	29.2	255	27.7
	35 – 44	336	18.6	175	19.8	161	17.5
	45 – 54	301	16.7	169 B	19.1	131	14.3
	55 – 65	336	18.6	151	17.1	185	20.1
	65 +	318	17.6	131	14.8	188 A	20.4
EDUCATION	No education and primary education	96	5.3	17	1.9	79 A	8.6
	Secondary education	804	44.7	436 B	49.5	368	40.1
	College and university	899	50.0	428	48.6	471	51.3
EMPLOYMENT STATUS	Self-employed, (co)owners	108	6.0	74 B	8.4	35	3.8
	Employed, public sector	406	22.6	209	23.7	197	21.5
	Employed, private sector	589	32.8	345 B	39.3	244	26.6
	Pensioners	393	21.9	180	20.4	213	23.2
	Unemployed	300	16.7	72	8.2	229 A	24.9
RELIGIOUSNESS	Religious and practicing	1206	69.4	577	68.6	628	70.1
	Religious and not practicing	172	9.9	75	8.9	97	10.8
	Gnostics	131	7.5	64	7.6	67	7.4
	Atheists	142	8.2	75	8.9	67	7.5
	Something else	87	5.0	50	6.0	37	4.2

Organization of Collected Data

For the purposes of this research, a team of 20 CATI interviewers and 2 data collection supervisors was organized. They were managed by the field work manager and the quality control manager.

These interviewers were well trained and experienced in conducting CATI surveys.

All interviewers and coordinators participated in one full-day training.

Quality Control

Quality control of interviewers' work was organized by monitoring and evaluating their interviews in real time. For each day, for each interviewer, a minimum of 10% of randomly selected interviews were fully monitored. In addition to these, all interviews were audio recorded and kept for further quality control.

Data Processing and Analysis

100% of the questionnaires were checked for coherence and completeness. The supervisor also checked each questionnaire (for accuracy of skip forms and completeness).

Complete data entry and processing was performed at the head office of Prism Research & Consulting.

Data analysis was conducted using PASW Statistics 22.0 (Social Science Software), a professional survey software package.

Prism Research and Consulting was able to conduct all types of statistical analyses, including descriptive and multivariate analysis techniques.

Qualitative Data Collection – Focus Groups

Research Design

Prism Research and Consulting conducted a total of 10 focus groups: 3 focus groups with women leaders and 7 focus groups with representatives of the most vulnerable groups:

1. single parents
2. women with disabilities and chronically ill women
3. older people
4. rural poor
5. Roma
6. minority returnees
7. internally displaced persons from collective accommodation

All focus groups were held in different cities and municipalities across BiH, in an online format.

Recruitment

The following recruitment criteria were used for each focus group:

1. To be an eligible member of the target vulnerable group
2. Respondents from different geographic locations: both entities plus the Brčko District, all ethnic groups
3. Respondents balanced according to age, sex
4. Minimum 8/10 participants per group, optimally 8 participants per group.
5. Persons are verbally skilled and productive in expressing their opinions

We present in the Tables below the socio-demographic structure of all focus groups.

Focus groups with women leaders

NUMBER OF PARTICIPANTS	NAME	AGE			SEX	ETHNICITY	LEVEL OF EDUCATION	CITY	DATE
		18-30	31-50	51-65					
6	BOJANA		42		F	SERB	UNIVERSITY DEGREE	BIJELJINA	12 APRIL 2023
	BILJANA			53	F	SERB	UNIVERSITY DEGREE	BIJELJINA	
	DRAGANA		46		F	SERB	UNIVERSITY DEGREE	BIJELJINA	
	DEJANA	25			F	SERB	UNIVERSITY DEGREE	BIJELJINA	
	JELENA Đ.	30			F	SERB	UNIVERSITY DEGREE	BIJELJINA	
	JELENA R.		31		F	SERB	UNIVERSITY DEGREE	BIJELJINA	

NUMBER OF PARTICIPANTS	NAME	AGE			SEX	ETHNICITY	LEVEL OF EDUCATION	CITY	DATE
		18-30	31-50	51-65					
8	IFETA			66	F	OTHER	UNIVERSITY DEGREE	MOSTAR	13 APRIL 2023
	SEADA			62	F	BOSNIAK	UNIVERSITY DEGREE	MOSTAR	
	DANIJELA			55	F	CROAT	UNIVERSITY DEGREE	MOSTAR	
	ALDIJANA		46		F	BOSNIAK	UNIVERSITY DEGREE	MOSTAR	
	AZEMINA		49		F	BOSNIAK	UNIVERSITY DEGREE	MOSTAR	
	TEA		37		F	CROAT	UNIVERSITY DEGREE	MOSTAR	
	DIJANA		36		F	CROAT	UNIVERSITY DEGREE	MOSTAR	
	AIDA	23			F	BOSNIAK	UNIVERSITY DEGREE	MOSTAR	

NUMBER OF PARTICIPANTS	NAME	AGE			SEX	ETHNICITY	LEVEL OF EDUCATION	CITY	DATE
		18-30	31-50	51-65					
7	ČAMILA			53	F	BOSNIAK	PRIMARY SCHOOL	SARAJEVO	14 APRIL 2023
	MEDINA		45		F	BOSNIAK	SECONDARY SCHOOL	SARAJEVO	
	MERIMA	30			F	BOSNIAK	UNIVERSITY DEGREE	SARAJEVO	
	SUADA				F	BOSNIAK	UNIVERSITY DEGREE	SARAJEVO	
	ROKSANDA			65	F	SERB	UNIVERSITY DEGREE	SARAJEVO	
	ELDINA		31		F	BOSNIAK	SECONDARY SCHOOL	SARAJEVO	
	DAJANA	28			F	BOSNIAK	UNIVERSITY DEGREE	SARAJEVO	

Focus Groups with Women Members of Vulnerable Groups

No.	Name and family name of woman participant	Age			Sex	Ethnic background	Level of education / secondary school, college, university degree	City	Type of vulnerable group
		18-30	31-50	51 - 65					
1	IVANA		36		F	SERB	University degree	ROGATICA	Unemployed, chronically ill
2	NADA	25			F	SERB	-	ROGATICA	Unemployed
3	DANIJELA	28			F	SERB	Secondary school	ROGATICA	Unemployed, refugee
4	SANJA	19			F	SERB	University degree	ROGATICA	Unemployed
5	DRAGANA	21			F	SERB	Secondary school	ROGATICA	Student, parents unemployed
6	MLADENKA		31		F	SERB	University degree	ROGATICA	Unemployed, single mother

No.	Name and family name of woman participant	Age			Sex	Ethnic background	Level of education / secondary school, college, university degree	City	Type of vulnerable group
		18-30	31-50	51 - 65					
1	NADA			65	F	SERB	Secondary school	DOBOJ	Older, socially vulnerable person
2	KOVILJKA		50		F	SERB	Secondary school	DOBOJ	Refugee
3	VESNA			54	F	SERB	Secondary school	DOBOJ	Chronic patient, older person
4	JELENA		48		F	SERB	University degree	DOBOJ	Single mother
5	DANIELA		44		F	SERB	Secondary school	DOBOJ	Socially vulnerable, refugee
6	ZORKA		39		F	SERB	-	DOBOJ	Socially vulnerable, refugee
7	VELDA		35		F	SERB	Secondary school	DOBOJ	Chronic patient, child with developmental difficulties

No.	Name and family name of woman participant	Age			Sex	Ethnic background	Level of education / secondary school, college, university degree	City	Type of vulnerable group
		18-30	31-50	51 - 65					
1	ARNELA		44		F	BOSNIAK	University degree	MOSTAR	Single mother
2	IVANA	30			F	CROAT	Secondary school	MOSTAR	Victim of violence, unemployed
3	INDIRA		41		F	BOSNIAK	Secondary school	MOSTAR	Victim of violence, single mother
4	EMANUELA	30			F	BOSNIAK	Secondary school	MOSTAR	Victim of violence, single mother
5	ILMA	27			F	BOSNIAK	Secondary school	MOSTAR	Orphan, unemployed, disabled, victim of violence
6	MIRA		43		F	CROAT	Secondary school	MOSTAR	Victim of violence, single mother of 4 children
7	HELENA		36		F	CROAT	University degree	MOSTAR	Single mother

No.	Name and family name of woman participant	Age			Sex	Ethnic background	Level of education / secondary school, college, university degree	City	Type of vulnerable group
		18-30	31-50	51 - 65					
1	AMRA		38		F	BOSNIAK	Secondary school	ZENICA	Unemployed, mother of 3 children
2	ERNA		39		F	BOSNIAK	University degree	ZENICA	Single mother
3	INGA		44		F	BOSNIAK	Secondary school	ZENICA	Single mother
4	AMELA	30			F	BOSNIAK	Secondary school	ZENICA	Unemployed, mother of 2 children
5	ALMEDINA		31		F	BOSNIAK	University degree	ZENICA	Unemployed
6	AMELA		39		F	BOSNIAK	Secondary school	ZENICA	The only employed family member, socially vulnerable
7	MELIHA	23			F	BOSNIAK	Secondary school	ZENICA	Unemployed, socially vulnerable, husband outside BiH
8	FATIMA			53	F	BOSNIAK	Secondary school	ZENICA	Unemployed

No.	Name and family name of woman participant	Age			Sex	Ethnic background	Level of education / secondary school, college, university degree	City	Type of vulnerable group
		18-30	31-50	51 - 65					
1	TANJA		36		F	OTHER	University degree	NOVI TRAVNIK	Unemployed
2	AZIZA	25			F	BOSNIAK	University degree	NOVI TRAVNIK	Unemployed
3	DŽEMILA	28			F	BOSNIAK	University degree	NOVI TRAVNIK	Unemployed
4	AJLA	19			F	BOSNIAK	Secondary school (STUDENT)	NOVI TRAVNIK	Unemployed
5	EDINA	21			F	BOSNIAK	Secondary school (STUDENT)	NOVI TRAVNIK	Unemployed, socially vulnerable
6	SELMA		31		F	BOSNIAK	Secondary school	NOVI TRAVNIK	Unemployed, single mother
7	SABINA			51	F	BOSNIAK	Secondary school	NOVI TRAVNIK	Unemployed, socially vulnerable, lives alone, chronically ill
8	BELMA	21			F	BOSNIAK	Secondary school (STUDENT)	NOVI TRAVNIK	Parents unemployed, student, unemployed

No.	Name and family name of woman participant	Age			Sex	Ethnic background	Level of education / secondary school, college, university degree	City	Type of vulnerable group
		18-30	31-50	51 - 65					
1	AIDA		45		F	BOSNIAK	University degree	TUZLA	Refugee
2	MIRELA		47		F	BOSNIAK	University degree	TUZLA	Disability
3	ALEKSANDRA			52	F	OTHER	University degree	TUZLA	Minority
4	BINASA		34		F	BOSNIAK	Secondary school	TUZLA	Single mother
5	AZELMA			55	F	BOSNIAK	Secondary school	TUZLA	Refugee
6	BELMA		47		F	BOSNIAK	University degree	TUZLA	Single mother and chronically ill
7	BINASA			60	F	BOSNIAK	Secondary school	TUZLA	Unemployed older person, from rural area
8	NERMINA		47		F	BOSNIAK	Secondary school	TUZLA	Unemployed, chronically ill

No.	Name and family name of woman participant	Age			Sex	Ethnic background	Level of education / secondary school, college, university degree	City	Type of vulnerable group
		18-30	31-50	51 - 65					
1	SANJA		39		F	SERB	Secondary school	BANJA LUKA	Disability
2	TANJA		32		F	SERB	Secondary school	BANJA LUKA	Single mother
3	IVANA		34		F	SERB	Secondary school	BANJA LUKA	Single mother of a child with developmental difficulties
4	BOJANA		43		F	SERB	University degree	BANJA LUKA	Unemployed
5	IRENA		39		F	SERB	Secondary school	BANJA LUKA	Unemployed
6	ALEKSANDRA		41		F	SERB	University degree	BANJA LUKA	Single mother
7	JOVANA		37		Ž	SERB	University degree	BANJA LUKA	Single mother
8	BORJANA		33		F	SERB	University degree	BANJA LUKA	Unemployed, chronically ill

Moderation

All focus groups were moderated by experienced men and women moderators, two women researchers, with the help of a full-time researcher who administered and prepared, and monitored the process.

Organization

All online focus groups were organized using the professional 3Cc online platforms and were audio/video recorded.

The participants received gifts for their participation.

Discussion Guide

Prism Research and Consulting, in cooperation with the female researcher, associate professor Zilka Spahić Šiljak, PhD and UNDP Office in BiH developed Discussion Guides for these focus groups after the key areas, themes and questions were discussed together with the representatives of the UNDP team and Prism Research and Consulting. Focus groups lasted about 90-120 minutes on average.

Analysis of Results

Transcripts were made on the basis of audio-recorded conversations, which were used for the analysis of the Barometer's integrated consolidated report together with the quantitative research data.

Annex 2 – Instruments Used in Research

Survey Questionnaire

Contact

U1. Good morning/afternoon/evening, I am calling you from the Prism Research agency, a professional public opinion polling agency. Currently, for the purposes of the United Nations Development Programme, we are conducting a very important research on the position of men and women in our society. The research is conducted on a representative sample of 1,800 men and women in BiH, who are over 18 years of age. Your phone number was randomly selected from the database of all possible phone numbers in BiH. Participation in the research itself is completely anonymous, because we do not care about the identity of our respondents at all. So, can we start? **(Interviewer. Enter one response!)**

1. Accepts – go to U2
2. Refuses – go to the end

U2. Interviewer: Do not ask the respondent! Enter one response. Type of phone number? **QUOTA CALCULATIONQUESTION!**

1. Landline – go to U3
2. Mobile – go to U6

U3. Since it is research on a random sample of citizens, it is very important to us that in each household we reach, we select a person who is over 18 years of age and a member of the household, using the method of random selection. We do this by usually choosing the person whose last birthday date is closest to today's survey date. How many people over the age of 18 are there in your household?

(Interviewer: enter!) __

U4. Could you, please, tell me the months each of these members were born in? **Interviewer: It is possible to enter more than one answer! INTERVIEWER! WHEN ENTERING THE MONTH OF BIRTH, IMMEDIATELY DETERMINE THE RESPONDENT WHO WAS BORN IN THE MONTH OF THE SURVEY THAT IS CLOSEST TO THE DATE OF THE SURVEY. IF THERE ARE SEVERAL MEMBERS OF THE HOUSEHOLD BORN IN THE SAME MONTH, ENTER THE OTHERS UNDER "SOMETHING ELSE". AMONG MULTIPLE PERSONS BORN IN THE SAME MONTH, SELECT THE HOUSEHOLD MEMBER WHOSE DATE OF BIRTH IS CLOSEST TO THE SURVEY DATE.**

1. January
2. February
3. March
4. April
5. May
6. June
7. July
8. August
9. September
10. October

11. November
12. December
13. Something else? If there is more than one member of the household born in one month? Write down the number of the month! ___
14. Something else? If there is more than one member of the household born in one month? Write down the number of the month! ___
15. Something else? If there is more than one member of the household born in one month? Write down the number of the month! ___

U5. It seems that the closest to today's date is the household member who was born in the month of (READ THE MONTH FROM THE PREVIOUS QUESTION!)? Can we talk to that person now? **(Interviewer. Enter one response!)**

1. Yes
2. Refusing
3. Call later
4. Something else

U6. Please, tell me exactly how old you are? **(Interviewer. Enter!) ___**

U7. Interviewer: Don't ask a question. Enter the age category! QUOTA CALCULATION QUESTION!

1. 18 - 30
2. 31 - 50
3. 51 - 65
4. 65+

U8. Sex? (Do not ask the respondent. Enter one response!) QUOTA CALCULATION QUESTION!

1. Man
2. Woman

U9. Please indicate where you currently live. In the BiH Federation, the Republika Srpska or the Brčko District? **(Interviewer. Enter one response!)**

1. BiH Federation, **go to U10**
2. Republika Srpska, **go to U11**
3. Brčko District, **go to U12**

U10. Only for the BiH Federation! Which canton in the BiH Federation do you live in? **(Interviewer. Enter one response!) QUOTA CALCULATION QUESTION!**

1. Una-Sana
2. Posavina
3. Tuzla
4. Zenica-Doboj
5. Bosnian-Podrinje (Goražde)
6. Central-Bosnian
7. Herzegovina-Neretva
8. West-Herzegovina

9. Sarajevo
10. Canton 10 (Livno)

U11. Only for the Republika Srpska! Which region of the Republika Srpska do you live in? **(Interviewer. Enter one response!) QUOTA CALCULATION QUESTION!**

1. Banja Luka
2. Doboј
3. Bijeljina
4. Foča-Pale
5. Trebinje

U12. In which municipality do you live? **(Interviewer. Enter the municipality from the drop-down list!) ___**

U13. Do you live in a city or a village? **(Interviewer. Enter one response!) QUOTA CALCULATION QUESTION!**

1. City
2. Village

SECTION 1: Perceptions and stereotypes about women in public life and politics through the prism of men and women in BiH, MEN AND WOMEN

14-28. P1. We will start with the questions about the perception of women in public life and politics in general. Now I'm going to read some statements to you and please, tell us whether you completely disagree, mostly disagree, mostly agree or strongly agree with those statements? **ROTATE THE ORDER OF READING THE STATEMENTS! (Interviewer: Ask each statement individually! For each statement, enter one of the responses from the proposed response scale!)**

1. Completely disagree
2. Mostly disagree
3. Mostly agree
4. Strongly agree
5. **Do not read!** Cannot decide
6. **Do not read!** Do not know or do not want to answer

14. Women have to sacrifice themselves more than men to succeed in politics ___
15. Higher standards and expectations are set for women than for men in politics ___
16. The public is often more critical of women than men in politics ___
15. Women are not aggressive enough to engage in politics ___
16. Women cannot have a family and a political career ___
17. Greater participation of women leads to higher quality and fairer politics ___
18. I have no problem with a woman being my superior in my workplace ___
19. Women are just as capable as men of making key decisions in leadership positions in business and in public offices ___
20. Women in our society value beauty and appearance more than intelligence and skills ___
21. In men, a pushy and dominant personality is more valued than dedication to work and skills ___
22. If a woman shows the characteristics of a dominant personality, she is often characterized as "sharp-tongued" ___

23. If a man shows gentleness and emotions, he is not considered a real man ___
24. When a woman engaged in politics and public life is criticized, the focus is on her private life and not on the content of her statements and what she does ___
25. When a man engaged in politics is criticized, his private life is rarely in focus, but what and why he said or did something is analyzed ___
26. Large companies are still better managed by men than women ___
27. Women manage small family businesses better because it leaves them more time for the family ___
28. When it is necessary to negotiate and make difficult political or business decisions, men are still calmer and wiser ___

29-35. P2. Are you currently a member or in any way actively involved in the work of the following groups or organizations that I am going to mention? **ROTATE THE ORDER OF READING THE ITEMS! (Interviewer: Ask each item individually! For each item, enter one of the responses from the proposed response scale!)**

1. Yes
 2. No
 3. **Do not read!** Do not know or do not want to answer
29. Political party ___
 30. Non-governmental organization / association of citizens ___
 31. Humanitarian organization or association ___
 32. Sports club or association ___
 33. Union ___
 34. Cultural and artistic society ___
 35. Informal civic activism beyond associations and organizations ___

36. P3. To what extent are you interested in politics? Not at all interested, a little, somewhat or very interested? **(Interviewer: Read everything and enter one response!)**

1. Not at all interested
2. Little
3. Somewhat
4. Very interested
5. **Do not read!** Do not know or do not want to answer

SECTION 2: Use of time related to topics such as the division of household labour, the care economy, the services that would be most useful for dealing with the topics related to the care economy, the reliance and strength of family ties, neighborhood ties, and intergenerational ties and solidarities, especially among women, MEN AND WOMEN

37-48. P4. Who in your household is most often responsible for performing the following chores and tasks in your household? Is it husband/father, wife/mother, equally both, children, paid third party assistance, you personally if you live alone, or any other member of the household? **ROTATE THE ORDER OF READING THE STATEMENTS! (Interviewer: Ask each statement individually! For each statement, enter one of the responses from the proposed response scale!)**

1. Husband/father
2. Wife/mother
3. Equally both, husband/father and wife/mother
4. Children
5. Paid third party assistance

6. You personally if you live alone
 7. Some other member of the household
 8. **Do not read!** Not applicable
 9. **Do not read!** Do not know or do not want to answer
38. Cooking, tidying-up or reheating ready-to-eat food on work days ___
 39. Washing dishes ___
 40. Doing laundry ___
 41. Ironing ___
 42. House/apartment cleaning ___
 43. Daily shopping of food and necessities ___
 44. Childcare _____
 45. Caring for sick and/or older household members ___
 46. Preparation of firewood for an apartment/house ___
 47. Minor repairs and works ___
 48. Car maintenance ___
 49. Managing the household budget/ finances ___

49 - 53. P5. Now we will read some statements to you. Please, tell us whether you completely disagree, mostly disagree, mostly agree or strongly agree with these statements? **ROTATE THE ORDER OF READING THE STATEMENTS! (Interviewer: Ask each statement individually! For each statement, enter one of the responses from the proposed response scale!)**

1. Completely disagree
 2. Mostly disagree
 3. Mostly agree
 4. Strongly agree
 5. **Do not read!** Cannot decide
 6. **Do not read!** Do not know or do not want to answer
49. Women do not vote for other women because they are jealous of the success of other women ___
 50. Women do not support other women because they are afraid of being disapproved of by men ___
 51. Women do not support other women because they do not want to lose the positions they already hold ___
 52. Women do not support other women because they still perceive men as more authoritative than women in decision-making positions ___
 53. Women do not support other women because they are taught that way and do not know any other way ___

SECTION 3: Perception, attitudes, social norms and reported practices of gender equality, including gender-based violence, and the willingness to report violence and to intervene when witnessing violence, MEN AND WOMEN

54 - 61. P6. Now I will read you some statements related to violence. Please, tell us whether you completely disagree, mostly disagree, mostly agree, or strongly agree with these statements? **ROTATE THE ORDER OF READING THE STATEMENTS! (Interviewer: Ask each statement individually! For each statement, enter one of the responses from the proposed response scale!)**

1. Completely disagree
2. Mostly disagree
3. Mostly agree
4. Strongly agree
5. **Do not read!** Cannot decide
6. **Do not read!** Do not know or do not want to answer

54. Domestic violence is a private matter, it should not be discussed in public ___
55. Women are to blame for violence, because they talk too much and dress provocatively ___
56. When I hear that a neighbor is beating a woman, I am ready to report it to the police ___
57. I feel safe and encouraged to speak openly and publicly about sexual harassment / gender-based violence / discrimination ___
58. Marriages often end in divorce today because women do not want to tolerate ___
59. When women report violence, the perpetrators are not punished, so women do not trust the institutions of the system (police, social welfare centers) to report violence ___
60. Nowadays, there is too much talk about violence against women and I have the impression that you shouldn't say or joke about anything because it would be perceived as harassment ___
61. Although it is less talked about, men are also exposed to violence, but more verbal and psychological ___

62 – 66. P7. Now I will now read you some statements. Please, tell us whether you completely disagree, mostly disagree, mostly agree, or strongly agree with these statements? **ROTATE THE ORDER OF READING THE STATEMENTS! (Interviewer: Ask each statement individually! For each statement, enter one response from the proposed response scale!)**

1. Completely disagree
2. Mostly disagree
3. Mostly agree
4. Strongly agree
5. **Do not read!** Cannot decide
6. **Do not read!** Do not know or do not want to answer

62. In job interviews, women are often asked if they are married and if they intend to have children ___
63. Men are not asked about family and children during job interviews ___
64. Women do not often get promoted at work due to family responsibilities, because employers estimate that they will not be able to be away from home for longer periods of time ___
65. Men should also take parental leave after the birth of their child ___
66. Women work in lower-paying occupations than men (education, social welfare, healthcare), and men in higher-paying occupations ___

67.P8. Overall, in your opinion, in what way has the position of women in our society changed compared to the period of around 20 years ago, more precisely, compared to 2003, when the Law on Gender Equality was adopted and 2005, when the Law on the Protection from Domestic Violence was adopted? Has it significantly worsened, somewhat worsened, neither worsened nor improved, somewhat improved or significantly improved compared to the period prior to 2003-2005? **(Interviewer. Enter one response!)**

1. Significantly worsened
2. Somewhat worsened
3. Neither worsened nor improved
4. Somewhat improved

5. Significantly improved
6. **Do not read!** Cannot decide
7. **Do not read!** Do not know or do not want to answer

SECTION 4: Education and career choices for women and men, MEN AND WOMEN

68.P9. What is the highest level of education that you have achieved so far? **(Interviewer. Read everything and enter one response!)**

1. No education or formal education
2. Completed elementary school
3. Completed secondary school, craft
4. Completed secondary school, gymnasium or technical school
5. Completed post-secondary school, two years
6. A university degree
7. A master's degree
8. A doctorate degree
9. **Do not read!** Do not know or do not want to answer

69.P10. Some people say that there are female-dominated and male-dominated occupations? How much do you agree or disagree with that statement? **(Interviewer. Read everything and enter one response!)**

1. Completely disagree
2. Mostly disagree
3. Neither agree nor disagree
4. Mostly agree
5. Strongly agree
6. **Do not read!** Cannot decide
7. **Do not read!** Do not know or do not want to answer

70.P11. It has been noticed recently that women are generally less present than men in occupations in the fields of science, technology, engineering, mathematics, etc.? Some say that because of this, it is necessary for women to be more encouraged and directed towards these occupations so that they are more represented. To what extent do you agree with that? **(Interviewer. Read everything and enter one response!)**

1. Completely disagree
2. Mostly disagree
3. Neither agree nor disagree
4. Mostly agree
5. Strongly agree
6. **Do not read!** Cannot decide
7. **Do not read!** Do not know or do not want to answer

72.P12. When choosing your career, that is, your education, who, in your opinion, had the strongest influence on your choice of secondary school and what to study? **(Interviewer: Read everything and enter only one response!)**

1. You alone
2. Father
3. Mother
4. Brothers

5. Sisters
6. Peers
 1. Offered opportunities
 2. Something/someone else?
9. **Do not read!** Do not know or do not want to answer

SECTION 5: Levels of negative gender stereotypes with an emphasis on internalized misogyny by women, and levels of solidarity and cooperation among women. **WOMEN ONLY**

73-83. P13. We are interested in your opinion on some characteristics of men and women. I am going to read them to you now. I will ask you to tell me whether these characteristics apply mainly to men, mainly to women or they apply equally to both. **ROTATE THE ORDER OF READING ITEMS! (Interviewer: Ask each item individually! For each item, write one of the responses suggested below!)**

1. Mainly refers to men
2. Mainly refers to women
3. It applies equally to men and women
4. **Do not read!** Cannot decide
5. **Do not read!** Do not know or do not want to answer

73. Sensitivity__
74. Reasonableness __
75. Tenderness __
76. Rudeness __
77. Permissiveness__
78. Strictness __
79. Sensitivity __
80. Timidity __
81. Indecision __
82. Courage __
83. Determination __

84-102. P14. We will start with questions about the relationship between the sexes in general. Now I am going to read some statements to you and please, tell us whether you completely disagree, mostly disagree, mostly agree, or strongly agree with those statements? **ROTATE THE ORDER OF READING THE STATEMENTS! (Interviewer: Ask each statement individually! For each statement, enter one of the responses from the proposed response scale!)**

1. Completely disagree
2. Mostly disagree
3. Mostly agree
4. Strongly agree
5. **Do not read!** Cannot decide
6. **Do not read!** Do not know or do not want to answer

84. Women strive to gain power and control over men __
85. Women use their sexuality to manipulate men __
86. There is truth in the saying that one should beware of women's evil __
87. If a woman cast Adam out of Paradise, she is able to drive a man out of his mind__
88. It annoys me when I hear a woman's shrill voice in parliament when serious political issues are being discussed __
89. If things do not go the way women want, women start playing the victim __

90. I feel uncomfortable if a woman talks about issues that are predominantly men's issues, e.g. football, military, finance ___
91. I am not happy that a woman earns more than me ___
92. If a woman gains power, she does not respect a man ___
93. Other women often speak - act as if a woman is wolf to woman ___
94. Other women often say that a woman who has no children is unfulfilled ___
95. I would vote for another woman in an election ___
96. Other women often say that women in politics are figureheads ___
97. Women often compare themselves to other women ___
98. Women often perceive other women as competitors ___
99. Women prefer working with men than with other women ___
100. Employers are reluctant to hire younger women because they will be absent from work due to maternity leave and child sickness ___
101. Mothers-in-law often perceive their daughters-in-law as an enemy ___
102. Daughters-in-law often perceive their mothers-in-law as an enemy ___

Socio-Demographic Questions

103.D1. How many members are there in your household? Please, list all household members, regardless of age, sex and age, including yourself? **(Interviewer: Enter the number!)**__

104.D2. Of that number, please, tell me how many children are under the age of 18? **(Interviewer: Enter the number or "0" if there are no children!)**__

105.D3. What is your current employment status? Are you... **(Interviewer: Read everything and enter one response!)**

1. Owner of the company, co-owner of the company with employees
2. Worker in agriculture with or without employees
1. Owner, co-owner of the company, self-employed, without other employees
2. Employee in the public sector (civil service or public company)
3. Employed privately, duly registered
4. Employed privately, undeclared, illegal work
5. Pensioner
6. Pupil/student
7. Housewife
8. Permanently incapacitated for work
9. Unemployed, looking for a job
10. Unemployed, not looking for a job
11. **Do not read!** Do not know / do not want to answer

106.D4. Please, tell us your total net monthly income or salary, if you have any personal income? I will now read you the income ranges and please, tell me when I should stop. **(Interviewer: Read everything and enter one response!)**

1. Below 200 BAM
2. 201-300 BAM
3. 301-400 BAM
4. 401-500 BAM
5. 501-700 BAM
6. 701-900 BAM
7. 901-1,500 BAM

8. 1,501-2,500 BAM
9. 2,501-3,500 BAM
10. 3,501 – 5,000 BAM
11. More than 5,000 BAM
12. **Do not read!** No income
13. **Do not read!** Do not know / do not want to answer

107.D5. And can you, please, tell what the total net monthly income of your entire household is when all household incomes from all sources of income are added up? **(Interviewer: Read everything and enter one response!)**

1. Below 200 BAM
2. 201-300 BAM
3. 301-400 BAM
4. 401-500 BAM
5. 501-700 BAM
6. 701-900 BAM
7. 901-1500 BAM
8. 1,501-2,500 BAM
9. 2,501 do 3,500 BAM
10. 3,501 – 5,000 BAM
11. 5,001 – 10,000 BAM
12. More than 10,000 BAM
13. **Do not read!** Do not know / do not want to answer

108.D6. What is your current marital status? **(Interviewer: Read everything and enter one response!)**

1. Single
2. Married
3. Divorced
4. Widower/widow
5. You cohabit with your partner
6. **Do not read!** Do not know / do not want to answer

109.D7. How would you describe your religiosity? Are you... **(Interviewer: Read everything and enter one response!)**

1. Religious person, go to D8
2. Agnostic, go to D11
3. Atheist, go to D11
4. Something else? Please, specify! go to D11
- _____
7. **Do not read!** Do not know / do not want to answer, go to D11

110.D8. What is your religion? **(Interviewer: Read everything and enter one response!)**

1. Orthodox
2. Islam
3. Catholicism
4. Something else? Please, specify!
- _____
5. **Do not read!** Do not know / do not want to answer

111.D9. Do you practice religion? **(Interviewer: Read everything and enter one response!)**

1. Yes, go to D10
2. No, go to D11
3. **Do not read!** Do not know / do not want to answer, D11

112.D10. How often? **(Interviewer: Read everything and enter one response!)**

1. Daily
2. Several times/days a week
3. Several times/days a month
4. Several times/days a year
5. **Do not read!** Do not know / do not want to answer

113 - 120.D11. Could you, please, tell me if you consider yourself a member of any of the following social groups that I will read to you? ROTATE READING ORDER! **(Interviewer: Ask each statement individually! For each statement, enter one of the responses from the proposed response scale!)**

1. Yes
2. No

113. Single parent ___

114. Persons with disabilities or chronic diseases ___

115. Relatively poor ___

116. Members of the Roma community ___

117. Members of the LGBTI community ___

118. You live in collective accommodation ___

119. Internally displaced persons ___

120. Members of an ethnic minority in the place of your return after the war ___

121. D12. The end. Thank you very much for participating in this research.

Focus Group Guide

Focus Groups with Women Leaders

STRUCTURE:

1. Introduction – presentation of the project and women participants, rules, consent (10 min)
2. Gender equality? (5 min)
3. Women in public life and politics, perceptions, expectations (20 min)
4. Division of household responsibilities and the economy of care (20 min)
5. Work and economic independence (15 min)
6. Gender-based violence (15 min)
7. Summarizing key arguments and final thoughts (10 min)

INTRODUCTION

Introduce yourself and say that this research is conducted by the professional Prism agency for the purposes of the United Nations Development Programme (UNDP). The aim of the research is to measure the perceptions maintained by women and men in BiH of gender roles, gender stereotypes, sharing of work in the private sphere, education, economic status and the participation of women in decision-making positions.

Thank you for accepting to participate in this focus group and share your perceptions and attitudes on these important issues, because your experience in the local community is valuable and can best answer the questions of this research.

In the methodological approach, we follow a feminist paradigm that shifts the entire research process from a hierarchical relationship between the researcher and interlocutor towards a horizontal relationship in which all the participants are equally important, learn together, exchange opinions and together arrive at key insights into the situation in BiH in relation to gender equality.

The research is anonymous and everything you say during the focus group discussions will be used only for research purposes, without specifying your personal information. The recording of the interview will be deleted from the archive and only the transcripts will be kept.

If you agree to participate, please say so.

RULES

I would ask everyone to follow the established rules, to listen to each other, to speak by raising your hand in Zoom or if we have connection difficulties, to write in the chat.

Note: although I know that you have experience with focus groups, it is not redundant to remind you once again that this is not an interview in which I ask questions and you answer, but rather a form of conversation with general questions. The goal is to develop a discussion and that you refer to each other, address each other and not just me as the facilitator of the process.

1. Gender Equality

There are many questions in front of us that we should talk about, so let's start off with each of you saying what gender equality means to you.

2. Women in Public Life and Politics, Perceptions

1. Let's start from women in public life and politics, are they equal, what challenges do they face when they decide to run for office and what are the expectations of women and men in leadership positions?

2. What kind of criticism do women get and which do men get? When a woman shows dominance and assertiveness, how is she judged?
3. When a man is assertive and dominant, how is he perceived?
4. Whom would you rather have as your boss, a man or a woman?
5. Is there solidarity among women in politics, do they vote for women, do they support them, and if not, what do you think are the key reasons?

3. Sharing Household Responsibilities and the Economy of Care

1. We are aware of the kind of society and culture we live in and that women still carry a double or even a triple burdened, because there is no redistribution of responsibilities in the private sphere of life. Based on your experiences in working with women, what is the situation in BiH, is there a shift in the division of responsibilities, and which responsibilities are mostly performed by women and which by men, and what are the social expectations?
2. How many hours a day do you spend on average doing housework?
3. Who in your family and environment takes care of old and sick family members the most?

4. Work and Economic Independence

1. Are women more than men exposed to discrimination in getting a job and promotion and do they get paid the same as men do?
2. What about the requirement that a woman must say whether she is planning a family and that she must hide her pregnancy?
3. Parental leave, is there a shift towards men taking leave and do you know anything about it in your environment?
4. Is it important for women to be in STEAM fields and what is the situation in this regard in BiH?
5. Do women inherit property and do you know the percentage of women who own property in the world today?

5. Gender-Based Violence

1. Violence is discussed more often, in 2005 the laws on the protection against domestic violence were adopted in the FBiH and the RS, and it seems that there has never been more violence than now.
2. What do you think are the key causes of gender-based violence, including domestic violence?
3. Are women encouraged to report and is the awareness of citizens, men and women, such that they will report violence if it happens in their neighborhood? If not, why?
4. Have you ever reported violence and if so, what happened?

6. Social Expectations of Women and Men and Internalized Misogyny

1. What are the social expectations of women and men in the BiH society?
2. What forms of misogyny do you recognize in your environment, that is, how is intolerance towards women reflected in public life (comments, etc.)?
3. How does misogyny affect women's self-awareness and self-confidence?
4. How encouraged or discouraged are women to resist misogyny and policies of exclusion in public life? E.g. when someone attacks them because of the way they speak, the way they dress and when their private life is exposed to the public instead of discussing the content of what they do and what they stand for?
5. Are men still expected to earn for the family and fight back if they are physically assaulted and they fail to do that, what kind of criticism do they usually receive?

In the end, summarize the key segments of the discussion and thank the women participants.

Focus Groups with Women Members of Vulnerable Groups

STRUCTURE:

1. Introduction – presentation of the project and women participants, rules, consent (10 min)
2. On gender equality (5 min)
3. Mapping the situation of vulnerable groups of women (20 min)
4. Sharing of responsibilities and the economy of care (15 min)
5. Women in public life and politics, perceptions, expectations (20 min)
6. Social expectations (15 min)
7. Summarizing the key arguments and final thoughts (10 min)

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In the methodological approach, we follow a feminist paradigm that shifts the entire research process from a hierarchical relationship between the researcher and interlocutor towards a horizontal relationship in which all the participants are equally important, learn together, exchange opinions and together arrive at key insights into the situation in BiH in relation to gender equality.

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I would ask everyone to follow the established rules, to listen to each other, to speak by raising your hand in Zoom or if we have connection difficulties, to write in the chat.

Note: although I know that you have experience with the focus groups, it is not redundant to remind you once again that this is not an interview in which I ask questions and you answer, but rather a form of conversation with general questions. The goal is to develop a discussion and that you refer to each other, address each other and not just me as the facilitator of the process.

Now I would like to ask you to briefly introduce yourselves, tell us your name and family name, the organization you come from and the topics/projects you deal with, and which vulnerable group do you belong to?

1. Gender Equality

1. There are many questions before us that we should discuss, so let's see if you are familiar with the work of the Women Forum for Development (WF4D)?
2. **Follow-up question:** Have you heard of any of the thematic areas that the Forum deals with, e.g. transformative leadership, dignified work, the economy of care-social innovation and knowledge production?
3. To begin with, I would like to hear from you how you understand gender equality?

2. Mapping the Situation of Vulnerable Groups of Women

1. Which groups of women do you work with the most?
2. What are the problems that especially women from vulnerable groups are facing?

Follow-up questions:

1. To what extent are the women from vulnerable groups that you belong to and work with economically dependent?
2. What difficulties do they have in getting a job, are they the same difficulties that other women face or are there additional difficulties and challenges?
3. What about the realization of social and health services?
4. Do people with disabilities and developmental and learning difficulties receive adjusted health care and medical examinations, especially gynecological examinations?
5. What was the situation during the COVID pandemic, was the provision of health services even more difficult for these groups?
6. How did the pandemic affect your health?
7. Do vulnerable groups have adjusted housing and public transport?
8. Do they have adjusted learning aids and teaching in schools and faculties?
9. Do you think women from vulnerable groups are more exposed to gender-based violence than other women?
10. Is it more difficult for women who belong to vulnerable groups than for men or maybe women cope better than men?

3. Sharing Responsibilities and the Economy of Care

1. We are aware of the kind of society and culture we live in and that women still carry a double, even triple burden, because there is no redistribution of work in the private sphere of life. Based on your experiences in working with women, what is the situation in BiH, is there a shift in the division of responsibilities, and which responsibilities are mostly performed by women and men?
2. How many hours a day do you spend on average doing housework?
3. Who in your family and environment takes care of old and sick family members the most?
4. Do women from vulnerable groups also do more housework than men?
5. What do you think is needed to relieve women and more evenly distribute unpaid and socially unrecognized work?

4. Women in Public Life and Politics, Perceptions

1. Next, I would like to discuss your engagement in non-governmental organizations and/or informal groups and political engagement.
2. Do women's NGOs that also care for vulnerable groups in their programmes really represent their interests?
3. Do you think that men and women politicians represent your interests and the interests of vulnerable groups?
4. Are there any politicians in your local community and at higher levels of government who stand out in protecting your rights and interests?
5. What do you think in general about whether women in positions of power act in solidarity, whether they support each other?
6. If not, what are the causes?
7. Is there solidarity and understanding towards the most vulnerable groups of people that you work with and care for and/or belong to?
8. Would you engage politically to help women who belong to vulnerable groups?
9. Why is a small number of women engaged not only in politics, but also in the NGO sector and other informal organized groups?

10. Are they equal, what challenges do they face when they decide to run for office and what are the expectations of women and men in leadership positions?
11. What kind of criticism do women get, and what kind of criticism do men get? When a woman shows dominance and assertiveness, how is she perceived?
12. When a man is assertive and dominant, how is he perceived?
13. Whom would you rather have as your boss, a man or a woman?
14. What do you think could motivate you to engage in making a change that you would like to see in your society and what can generally be helpful for women to engage more in politics and the non-governmental sector? (e.g. grants, mentoring...)
15. What about men, do they need to engage more in gender equality?

5. Social Expectations of Women and Men and Internalized Misogyny

1. What are the social expectations of women and men in the BiH society?
2. Is a man still expected to earn for the family and fight back if he is physically assaulted and if he fails to do so, what kind of criticism does he usually receive?

Follow-up questions:

1. How are men perceived who are nice, who do not use force.... What labels and nicknames do they get in society?
2. What forms of sexism (gender-based insults) and misogyny do you recognize in your environment, that is, how is intolerance towards women in public life reflected, especially towards women who belong to vulnerable groups (comments on appearance, way of dressing, etc.)?
3. Do negative comments affect women's self-confidence?
4. How can women fight against stereotypes and negative comments?
5. What kind of support do women from vulnerable groups need to cope with stereotypes and insults?
6. Finally, is there anything I did not ask that you consider important to mention and add to this discussion?
- 7. In the end, summarize the key segments of the discussion and thank the women participants.**

Annex 3 – Cross-Tabular Overview of Results

This Annex provides a cross-tabular overview of the results based on sex of the men and women respondents, as this is the main variable of the analysis in this report.

However, in order to see how the responses of men or women respondents are related to other socio-demographic variables of interest for this research, we had to divide the entire sample of respondents into men and women respondents and then separately analyze for each sample the relationship between responses to individual questions and socio-demographic variables. Since this cross-tabular overview of the results takes up a lot of space, we have prepared it in a separate file that can be viewed by all those who are interested in a somewhat more detailed analysis.

In testing the significance of the differences between men and women respondents, that is, between the percentage of responses in columns for individual responses to individual questions, we used the z test of column proportions. In the cells where statistically significant differences were identified, the letters A and B are written, indicating columns A - men and B – women respondents.

The interpretation of those marks in the Table is described below both in English and in our language.

Results are based on two-sided tests. For each significant pair, the key of the category with the smaller column proportion appears in the category with the larger column proportion.

Significance level for upper case letters (A, B, C): .051,2

1. Tests are adjusted for all pairwise comparisons within a row of each innermost subtable using the Bonferroni correction.

2. Cell counts of some categories are not integers. They were rounded to the nearest integers before performing column proportions tests.

Rezultati su zasnovani na dvostranim testovima. Za svaki značajni par, ključ kategorije sa manjim udjelom kolone pojavljuje se u kategoriji s većim udjelom kolone.

Nivo značaja za velika slova (A, B, C): .05 Napomena: 1,2”

1. Testovi su prilagođeni za sva poređenja kolona unutar reda svake unutrašnje podtabele koristeći Bonferronijevu korekciju.

2. Broj ćelija u nekim kategorijama nije cijeli broj. Oni su zaokruženi na najbliže cijele brojeve prije izvođenja testova proporcija kolona.

In order to make it easier to identify responses where there are statistically significant differences in the responses of men and women respondents, we marked the cells in red for men respondents, and in yellow for women respondents, depending on where there is a statistically significant difference in proportions in the responses by the sex variable.

		TOTAL		SEX			
		All respondents		Men		Women	
		(A)		(A)		(B)	
		N	%	N		N	%
P1.14. Women have to sacrifice themselves more than men to succeed in politics	Total disagree	325	18.3	238 B	27.6	86	9.4
	Total agree	1450	81.7	625	72.4	825 A	90.6
P1.15. Higher standards and expectations are set for women than for men in politics	Total disagree	598	34.1	422 B	49.2	176	19.6
	Total agree	1158	65.9	436	50.8	722 A	80.4
P1.16. The public is often more critical of women than men in politics	Total disagree	478	27.1	336 B	38.9	142	15.7
	Total agree	1288	72.9	529	61.1	760 A	84.3
P1.17. Women are not aggressive enough to engage in politics	Total disagree	1160	66.0	589	68.2	571	63.8
	Total agree	599	34.0	275	31.8	324	36.2
P1.18. Women cannot have both family and political career	Total disagree	1416	79.7	702	80.5	714	78.9
	Total agree	361	20.3	170	19.5	191	21.1
P1.19. An increased participation of women leads to higher quality and fairer politics	Total disagree	326	18.7	215 B	25.4	111	12.3
	Total agree	1423	81.3	632	74.6	791 A	87.7
P1.20. I have no problem with a woman being my superior at my workplace	Total disagree	123	6.8	63	7.2	59	6.5
	Total agree	1671	93.2	817	92.8	854	93.5
P1.21. Women are just as capable as men of making key decisions in leadership positions in the economy and in public offices	Total disagree	122	6.8	85 B	9.7	37	4.1
	Total agree	1673	93.2	794	90.3	879 A	95.9
P1.22. In our society, beauty and looks are more valued in women than intelligence and skills	Total disagree	450	25.3	249 B	28.5	200	22.2
	Total agree	1326	74.7	624	71.5	701 A	77.8
P1.23. Man's pushy and dominant personality is more valued than dedication to work and skills	Total disagree	544	31.0	313 B	36.6	230	25.8
	Total agree	1207	69.0	543	63.4	664 A	74.2
P1.24. If a woman shows the characteristics of a dominant personality, she is often characterized as "sharp-tongued"	Total disagree	538	30.2	350 B	40.2	188	20.6
	Total agree	1243	69.8	522	59.8	721 A	79.4

P1.25. If a man shows gentleness and emotions, he is not considered a real man	Total disagree	1124	62.9	533	60.8	590	64.9
	Total agree	663	37.1	344	39.2	320	35.1
P1.26. When a woman engaged in politics and public life is criticized, the focus is on her private life and not on the content of her statements or what she does	Total disagree	578	33.4	350 B	41.6	229	25.6
	Total agree	1154	66.6	491	58.4	663 A	74.4
P1.27. When a man engaged in politics is criticized, his private life is rarely in focus, rather, what and why he said or did something is analyzed	Total disagree	535	31.0	329 B	38.9	207	23.4
	Total agree	1191	69.0	516	61.1	675 A	76.6
P1.28. Large companies are better managed by men than women	Total disagree	1032	59.3	457	53.8	575 A	64.5
	Total agree	709	40.7	392 B	46.2	317	35.5
P1.29. Women are better at running small family businesses because it leaves them with more time for their families	Total disagree	421	24.3	230 B	27.4	191	21.3
	Total agree	1313	75.7	608	72.6	704 A	78.7
P1.30. When it comes to negotiating and making difficult political or business decisions, men are still calmer and wiser	Total disagree	1096	61.8	500	58.0	596 A	65.4
	Total agree	677	38.2	362 B	42.0	316	34.6
QUESTION P2							
P2.29. Political party	Yes	203	11.3	121 B	13.7	82	8.9
	No	1598	88.6	762	86.2	836 A	90.9
	(Do not read!) Do not know or do not want to respond	3	.2	1	.1	2	.2
P2.30. Non-governmental organization / civic association	Yes	250	13.9	131	14.9	119	12.9
	No	1554	86.1	753	85.1	801	87.1
	(Do not read!) Do not know or do not want to respond	0 ¹	.0	0 ¹	.0	0 ¹	.0
P2.31. Humanitarian organization or association	Yes	338	18.7	182 B	20.6	156	17.0
	No	1464	81.2	700	79.2	764 A	83.0
	(Do not read!) Do not know or do not want to respond	2	.1	2	.2	0 ¹	.0

P2.32. Sports club or association	Yes	287	15.9	195 B	22.1	92	10.0
	No	1516	84.0	688	77.8	828 A	90.0
	(Do not read!) Do not know or do not want to respond	1	.0	1	.1	0 ¹	.0
P2.33. Trade union	Yes	276	15.3	143	16.1	133	14.5
	No	1528	84.7	741	83.9	787	85.5
	(Do not read!) Do not know or do not want to respond	0 ¹	.0	0 ¹	.0	0 ¹	.0
P2.34. Cultural and artistic society	Yes	127	7.0	63	7.2	64	6.9
	No	1677	93.0	821	92.8	856	93.1
	(Do not read!) Do not know or do not want to respond	0 ¹	.0	0 ¹	.0	0 ¹	.0
P2.35. Informal civic activism beyond associations and organizations	Yes	223	12.4	135 B	15.3	88	9.6
	No	1579	87.5	747	84.5	832 A	90.4
	(Do not read!) Do not know or do not want to respond	2	.1	2	.2	0 ¹	.0
QUESTION P3							
P3.36. To what extent are you interested in politics?	Not at all interested	468	26.0	231	26.2	237	25.9
	Little	336	18.7	151	17.2	185	20.1
	Somewhat	676	37.6	301	34.1	375 A	40.9
	Very interested	318	17.7	198 B	22.5	120	13.1
	Total	1798	100.0	882	100.0	917	100.0
QUESTION P4							
P4.37. Cooking, tidying-up or reheating ready-to-eat food on work days	Husband/father	45	2.5	34 B	3.9	11	1.2
	Wife/mother	970	53.8	491	55.5	479	52.1
	Equally both, both husband/father and wife/mother	426	23.6	204	23.1	222	24.1
	Children	33	1.8	9	1.0	24 A	2.6
	Paid third party assistance	11	.6	5	.6	6	.6

	You personally if you live alone	263	14.6	109	12.3	154 A	16.7
	Another household member	43	2.4	24	2.7	20	2.2
	(Do not read!) Not applicable	10	.6	6	.6	5	.5
	(Do not read!) Do not know or do not want to respond	3	.2	3	.3	0 ¹	.0
P4.38. Dishwashing	Husband/father	64	3.5	39 B	4.5	24	2.7
	Wife/mother	885	49.0	429	48.5	456	49.6
	Equally both, both husband/father and wife/mother	473	26.2	251 B	28.4	222	24.1
	Children	58	3.2	19	2.1	39 A	4.3
	Paid third party assistance	9	.5	6	.7	3	.3
	You personally if you live alone	269	14.9	109	12.4	159 A	17.3
	Another household member	25	1.4	17	1.9	8	.9
	(Do not read!) Not applicable	20	1.1	12	1.3	8	.9
	(Do not read!) Do not know or do not want to respond	2	.1	2	.2	0 ¹	.0
P4.39. Washing clothes	Husband/father	30	1.7	24 B	2.7	7	.8
	Wife/mother	1202	66.6	590	66.8	612	66.5
	Equally both, both husband/father and wife/mother	201	11.2	109	12.4	92	10.0
	Children	41	2.3	13	1.4	29 A	3.1
	Paid third party assistance	11	.6	8	.9	3	.3
	You personally if you live alone	262	14.5	107	12.1	155 A	16.8
	Another household member	34	1.9	20	2.2	15	1.6
	(Do not read!) Not applicable	18	1.0	9	1.0	9	1.0
	(Do not read!) Do not know or do not want to respond	4	.2	4	.5	0 ¹	.0
P4.40. Ironing	Husband/father	30	1.7	18	2.1	12	1.3
	Wife/mother	1156	64.1	595 B	67.3	560	60.9

	Equally both, both husband/father and wife/mother	202	11.2	108	12.2	95	10.3
	Children	64	3.5	12	1.3	52 A	5.7
	Paid third party assistance	23	1.3	12	1.3	11	1.2
	You personally if you live alone	240	13.3	90	10.1	151 A	16.4
	Another household member	24	1.3	14	1.6	10	1.1
	(Do not read!) Not applicable	59	3.2	31	3.6	27	2.9
	(Do not read!) Do not know or do not want to respond	5	.3	4	.4	2	.2
P4.41. Cleaning house/apartment	Husband/father	34	1.9	26 B	2.9	8	.9
	Wife/mother	860	47.7	408	46.2	452	49.1
	Equally both, both husband/father and wife/mother	507	28.1	284 B	32.1	223	24.2
	Children	65	3.6	16	1.8	49 A	5.3
	Paid third party assistance	48	2.6	17	2.0	30	3.3
	You personally if you live alone	252	14.0	105	11.9	147 A	16.0
	Another household member	29	1.6	22 B	2.5	8	.8
	(Do not read!) Not applicable	7	.4	4	.4	4	.4
	(Do not read!) Do not know or do not want to respond	2	.1	2	.2	0 ¹	.0
P4.42. Daily shopping of food and other necessities	Husband/father	209	11.6	144 B	16.3	65	7.0
	Wife/mother	432	24.0	163	18.4	269 A	29.3
	Equally both, both husband/father and wife/mother	784	43.5	413 B	46.7	371	40.4
	Children	70	3.9	31	3.5	39	4.3
	Paid third party assistance	12	.7	5	.6	7	.7
	You personally if you live alone	259	14.4	111	12.6	148 A	16.1
	Another household member	20	1.1	8	.9	13	1.4
	(Do not read!) Not applicable	14	.8	7	.8	8	.8

	(Do not read!) Do not know or do not want to respond	2	.1	2	.2	0 ¹	.0
P4.43. Childcare	Husband/father	25	1.4	21 B	2.4	3	.3
	Wife/mother	382	21.2	165	18.7	217 A	23.5
	Equally both, both husband/father and wife/mother	785	43.5	413 B	46.8	372	40.4
	Children	16	.9	2	.2	13 A	1.5
	Paid third party assistance	1	.1	1	.1	1	.1
	You personally if you live alone	115	6.4	43	4.8	72 A	7.8
	Another household member	10	.5	4	.5	6	.6
	(Do not read!) Not applicable	459	25.5	226	25.6	233	25.3
	(Do not read!) Do not know or do not want to respond	12	.7	8	.9	4	.4
P4.44. Caring for sick and/or older household members	Husband/father	54	3.0	44 B	5.0	10	1.1
	Wife/mother	250	13.9	85	9.6	165 A	17.9
	Equally both, both husband/father and wife/mother	579	32.1	313 B	35.4	267	29.0
	Children	43	2.4	15	1.7	28	3.0
	Paid third party assistance	2	.1	0 ¹	.0	2	.2
	You personally if you live alone	114	6.3	47	5.3	67	7.3
	Another household member	14	.8	6	.6	8	.9
	(Do not read!) Not applicable	746	41.3	372	42.0	374	40.7
	(Do not read!) Do not know or do not want to respond	3	.2	3	.3	0 ¹	.0
P4.45. Preparation of firewood for the apartment/house	Husband/father	789	43.7	443 B	50.1	346	37.6
	Wife/mother	88	4.9	18	2.0	71 A	7.7
	Equally both, both husband/father and wife/mother	277	15.4	120	13.6	157 A	17.1
	Children	61	3.4	26	2.9	35	3.8
	Paid third party assistance	22	1.2	8	.9	14	1.5

	You personally if you live alone	190	10.5	96	10.8	94	10.2
	Another household member	26	1.4	8	.9	18	1.9
	(Do not read!) Not applicable	346	19.2	163	18.4	183	19.9
	(Do not read!) Do not know or do not want to respond	4	.2	3	.3	1	.2
P4.46. Minor repairs and works	Husband/father	1023	56.7	586 B	66.2	437	47.5
	Wife/mother	98	5.4	20	2.2	78 A	8.5
	Equally both, both husband/father and wife/mother	176	9.8	67	7.6	109 A	11.8
	Children	83	4.6	44	4.9	39	4.3
	Paid third party assistance	186	10.3	51	5.7	135 A	14.7
	You personally if you live alone	189	10.5	100	11.3	89	9.6
	Another household member	33	1.8	10	1.1	23 A	2.5
	(Do not read!) Not applicable	13	.7	4	.4	10	1.0
	(Do not read!) Do not know or do not want to respond	3	.2	3	.3	0 ¹	.0
P4.47. Car maintenance	Husband/father	997	55.3	533 B	60.3	464	50.4
	Wife/mother	76	4.2	18	2.1	58 A	6.3
	Equally both, both husband/father and wife/mother	160	8.9	71	8.0	90	9.8
	Children	109	6.0	57	6.5	52	5.6
	Paid third party assistance	96	5.3	51	5.8	45	4.9
	You personally if you live alone	176	9.8	100 B	11.3	76	8.3
	Another household member	17	.9	6	.7	11	1.2
	(Do not read!) Not applicable	168	9.3	45	5.0	124 A	13.5
	(Do not read!) Do not know or do not want to respond	4	.2	4	.4	1	.1
P4.48. Managing the household budget/finance	Husband/father	187	10.4	147 B	16.6	40	4.4
	Wife/mother	383	21.2	148	16.8	235 A	25.5

	Equally both, both husband/father and wife/mother	896	49.7	446	50.4	450	48.9
	Children	36	2.0	14	1.6	22	2.4
	Paid third party assistance	1	.0	0 ¹	.0	1	.1
	You personally if you live alone	279	15.5	119	13.5	159 A	17.3
	Another household member	13	.7	6	.6	8	.9
	(Do not read!) Not applicable	6	.3	2	.3	3	.4
	(Do not read!) Do not know or do not want to respond	3	.2	2	.2	1	.1
QUESTION P5							
P5.49. Women do not vote for other women because they are jealous of other women's successes	Total disagree	891	51.2	424	50.4	467	51.9
	Total agree	851	48.8	418	49.6	433	48.1
P5.50. Women do not support other women because they are afraid of being disapproved of by men	Total disagree	1247	71.8	587	69.8	660	73.6
	Total agree	491	28.2	254	30.2	237	26.4
P5.51. Women do not support other women because they do not want to lose the positions they already hold	Total disagree	823	47.8	390	46.7	433	48.8
	Total agree	898	52.2	445	53.3	454	51.2
P5.52. Women do not support other women because they still perceive men as more authoritative than women in decision-making positions	Total disagree	891	51.5	445	52.6	446	50.4
	Total agree	840	48.5	401	47.4	439	49.6
P5.53. Women don't support other women because that's how they've been taught and they don't know any other way	Total disagree	1008	58.2	517 B	61.9	491	54.7
	Total agree	725	41.8	318	38.1	406 A	45.3
QUESTION P6							
P6.54. Domestic violence is a private matter, it should not be discussed in public	Total disagree	1522	85.9	722	83.4	800 A	88.3
	Total agree	249	14.1	143 B	16.6	106	11.7
P6.55. Women are to blame for violence, because they talk too much and dress provocatively	Total disagree	1390	78.4	670	77.6	720	79.1
	Total agree	384	21.6	193	22.4	190	20.9

P6.56. When I hear that a neighbor is beating a woman, I am ready to report it to the police	Total disagree	131	7.4	67	7.8	63	7.0
	Total agree	1640	92.6	798	92.2	842	93.0
P6.57. I feel safe and encouraged to speak openly and publicly about sexual harassment / gender-based violence / discrimination	Total disagree	285	16.4	137	16.2	148	16.6
	Total agree	1452	83.6	711	83.8	741	83.4
P6.58. Marriages today often end in divorce because women do not want to suffer	Total disagree	446	25.7	274 B	32.4	172	19.3
	Total agree	1292	74.3	571	67.6	721 A	80.7
P6.59. When women report violence, the abusers are not punished, so women do not trust the institutions of the system (police, social welfare centers) to report violence	Total disagree	233	13.2	135 B	15.7	98	10.8
	Total agree	1525	86.8	722	84.3	803 A	89.2
P6.60. Nowadays, there is too much talk about violence against women and I have the impression that you shouldn't say or joke about anything because it will be understood as harassment	Total disagree	889	50.9	410	47.7	480 A	53.9
	Total agree	859	49.1	449 B	52.3	411	46.1
P6.61. Although it is less talked about, men are also exposed to violence, but more to verbal and psychological violence	Total disagree	282	16.1	144	16.5	139	15.6
	Total agree	1476	83.9	725	83.5	751	84.4
QUESTION P7							
P7.62. In job interviews, women are often asked if they are married and if they intend to have children	Total disagree	199	11.6	98	12.0	101	11.3
	Total agree	1512	88.4	723	88.0	789	88.7
P7.63. Men are not asked about family and children in job interviews	Total disagree	420	25.3	263 B	31.9	157	18.7
	Total agree	1240	74.7	561	68.1	679 A	81.3
P7.64. Women do not often get promoted at work due to family responsibilities, as employers estimate that they will not be able to be away from home for longer periods of time	Total disagree	348	19.9	191 B	22.6	156	17.3
	Total agree	1400	80.1	655	77.4	745 A	82.7
P7.65. Men should also take parental leave after the birth of their child	Total disagree	233	13.1	132 B	15.2	101	11.2
	Total agree	1541	86.9	733	84.8	808 A	88.8

P7.66. Women work in lower-paying occupations than men (education, social welfare, healthcare), and men in higher-paying occupations	Total disagree	593	34.1	353 B	41.8	240	26.8
	Total agree	1148	65.9	492	58.2	656 A	73.2
QUESTION P8							
P8.67. Overall, in your opinion, in what way has the position of women in our society changed compared to the period of around 20 years ago, more precisely, compared to 2003?	Total worsened	204	14.9	90	12.8	114 A	17.0
	Total improved	1165	85.1	611 B	87.2	554	83.0
	Total	1369	100.0	701	100.0	667	100.0
QUESTIONS P10 AND P11							
P10.69. Some people say there are women- and men-dominated occupations? How much do you agree or disagree with that statement?	Total disagree	793	52.0	319	45.0	474 A	58.0
	Total agree	733	48.0	390 B	55.0	343	42.0
P11.70. It has been noticed recently that women are generally less present than men in occupations in the fields of science, technology, engineering, mathematics, etc.?	Total disagree	416	34.6	250 B	40.1	166	28.7
	Total agree	786	65.4	374	59.9	412 A	71.3
QUESTION P12							
P12.72. When choosing your career, from your education to employment, who, in your opinion, had the strongest influence on your choice?	You alone	984	54.6	463	52.4	522	56.7
	Father	166	9.2	78	8.8	88	9.6
	Mother	118	6.5	52	5.9	66	7.2
	Brothers	12	.7	8	.9	3	.4
	Sisters	10	.6	1	.1	10 A	1.1
	Peers	23	1.3	17 B	1.9	6	.7
	Offered opportunities	319	17.7	179 B	20.3	140	15.2
	Something/someone else?	165	9.1	83	9.4	81	8.8
	(Do not read!) Do not know or do not want to respond	7	.4	3	.4	4	.4

	Total	1804	100.0	884	100.0	920	100.0
QUESTION P13							
P13.73. Emotionality	Mainly refers to men	11	1.2	0 ^{1,2}	.0	11	1.2
	Mainly refers to women	551	59.9	0 ^{1,2}	.0	551	59.9
	Equally refers to both men and women	355	38.5	0 ^{1,2}	.0	355	38.5
	(Do not read!) Cannot decide	3	.4	0 ^{1,2}	.0	3	.4
	(Do not read!) Do not know or do not want to respond	0 ¹	.0	0 ^{1,2}	.0	0 ¹	.0
P13.74. Rationality	Mainly refers to men	84	9.1	0 ^{1,2}	.0	84	9.1
	Mainly refers to women	296	32.2	0 ^{1,2}	.0	296	32.2
	Equally refers to both men and women	536	58.2	0 ^{1,2}	.0	536	58.2
	(Do not read!) Cannot decide	3	.4	0 ^{1,2}	.0	3	.4
	(Do not read!) Do not know or do not want to respond	1	.1	0 ^{1,2}	.0	1	.1
P13.75. Tenderness	Mainly refers to men	19	2.1	0 ^{1,2}	.0	19	2.1
	Mainly refers to women	597	64.8	0 ^{1,2}	.0	597	64.8
	Equally refers to both men and women	302	32.8	0 ^{1,2}	.0	302	32.8
	(Do not read!) Cannot decide	2	.3	0 ^{1,2}	.0	2	.3
	(Do not read!) Do not know or do not want to respond	0 ¹	.0	0 ^{1,2}	.0	0 ¹	.0
P13.76. Roughness	Mainly refers to men	594	64.6	0 ^{1,2}	.0	594	64.6
	Mainly refers to women	22	2.3	0 ^{1,2}	.0	22	2.3
	Equally refers to both men and women	289	31.4	0 ^{1,2}	.0	289	31.4
	(Do not read!) Cannot decide	13	1.4	0 ^{1,2}	.0	13	1.4
	(Do not read!) Do not know or do not want to respond	3	.3	0 ^{1,2}	.0	3	.3
P13.77. Permissiveness	Mainly refers to men	102	11.1	0 ^{1,2}	.0	102	11.1
	Mainly refers to women	521	56.6	0 ^{1,2}	.0	521	56.6

	Equally refers to both men and women	293	31.9	0 ^{1,2}	.0	293	31.9
	(Do not read!) Cannot decide	2	.2	0 ^{1,2}	.0	2	.2
	(Do not read!) Do not know or do not want to respond	2	.2	0 ^{1,2}	.0	2	.2
P13.78. Strictness	Mainly refers to men	344	37.3	0 ^{1,2}	.0	344	37.3
	Mainly refers to women	133	14.5	0 ^{1,2}	.0	133	14.5
	Equally refers to both men and women	432	47.0	0 ^{1,2}	.0	432	47.0
	(Do not read!) Cannot decide	9	1.0	0 ^{1,2}	.0	9	1.0
	(Do not read!) Do not know or do not want to respond	1	.2	0 ^{1,2}	.0	1	.2
P13.79. Sensitivity	Mainly refers to men	20	2.1	0 ^{1,2}	.0	20	2.1
	Mainly refers to women	615	66.9	0 ^{1,2}	.0	615	66.9
	Equally refers to both men and women	283	30.7	0 ^{1,2}	.0	283	30.7
	(Do not read!) Cannot decide	2	.2	0 ^{1,2}	.0	2	.2
	(Do not read!) Do not know or do not want to respond	1	.1	0 ^{1,2}	.0	1	.1
P13.80. Timidity	Mainly refers to men	69	7.5	0 ^{1,2}	.0	69	7.5
	Mainly refers to women	523	56.9	0 ^{1,2}	.0	523	56.9
	Equally refers to both men and women	313	34.0	0 ^{1,2}	.0	313	34.0
	(Do not read!) Cannot decide	9	1.0	0 ^{1,2}	.0	9	1.0
	(Do not read!) Do not know or do not want to respond	5	.6	0 ^{1,2}	.0	5	.6
P13.81. Indecision	Mainly refers to men	183	19.9	0 ^{1,2}	.0	183	19.9
	Mainly refers to women	316	34.4	0 ^{1,2}	.0	316	34.4
	Equally refers to both men and women	407	44.2	0 ^{1,2}	.0	407	44.2
	(Do not read!) Cannot decide	8	.8	0 ^{1,2}	.0	8	.8
	(Do not read!) Do not know or do not want to respond	6	.6	0 ^{1,2}	.0	6	.6
P13.82. Courage	Mainly refers to men	161	17.5	0 ^{1,2}	.0	161	17.5

	Mainly refers to women	256	27.8	0 ^{1,2}	.0	256	27.8
	Equally refers to both men and women	502	54.5	0 ^{1,2}	.0	502	54.5
	(Do not read!) Cannot decide	1	.1	0 ^{1,2}	.0	1	.1
	(Do not read!) Do not know or do not want to respond	1	.1	0 ^{1,2}	.0	1	.1
P13.83. Determination	Mainly refers to men	150	16.4	0 ^{1,2}	.0	150	16.4
	Mainly refers to women	262	28.5	0 ^{1,2}	.0	262	28.5
	Equally refers to both men and women	503	54.6	0 ^{1,2}	.0	503	54.6
	(Do not read!) Cannot decide	3	.3	0 ^{1,2}	.0	3	.3
	(Do not read!) Do not know or do not want to respond	2	.2	0 ^{1,2}	.0	2	.2
QUESTION P14							
P14.84. Women strive to gain power and control over men	Total disagree	347	38.6	0 ^{1,2}	.0	347	38.6
	Total agree	551	61.4	0 ^{1,2}	.0	551	61.4
P14.85. Women use their sexuality to manipulate men	Total disagree	333	37.4	0 ^{1,2}	.0	333	37.4
	Total agree	558	62.6	0 ^{1,2}	.0	558	62.6
P14.86. There is truth in the saying that one should beware of women's evil	Total disagree	295	32.9	0 ^{1,2}	.0	295	32.9
	Total agree	602	67.1	0 ^{1,2}	.0	602	67.1
P14.87. If a woman cast Adam out of Paradise, she is able to drive a man out of his mind	Total disagree	296	33.0	0 ^{1,2}	.0	296	33.0
	Total agree	601	67.0	0 ^{1,2}	.0	601	67.0
P14.88. It annoys me when I hear a woman's shrill voice in parliament when serious political issues are being discussed	Total disagree	615	69.3	0 ^{1,2}	.0	615	69.3
	Total agree	272	30.7	0 ^{1,2}	.0	272	30.7
P14.89. If things do not go the way women want, women start playing the victim	Total disagree	361	40.1	0 ^{1,2}	.0	361	40.1
	Total agree	540	59.9	0 ^{1,2}	.0	540	59.9
P14.90. I feel uncomfortable if a woman talks about predominantly male topics, e.g. football, the military, finance	Total disagree	768	84.6	0 ^{1,2}	.0	768	84.6
	Total agree	140	15.4	0 ^{1,2}	.0	140	15.4

P14.91. I am not happy that a woman earns more than me	Total disagree	402	81.8	0 ^{1,2}	.0	402	81.8
	Total agree	90	18.2	0 ^{1,2}	.0	90	18.2
P14.92. If a woman gains power, then she does not respect a man	Total disagree	574	64.0	0 ^{1,2}	.0	574	64.0
	Total agree	323	36.0	0 ^{1,2}	.0	323	36.0
P14.93. Other women often speak - act as if a woman is wolf to woman	Total disagree	326	36.3	0 ^{1,2}	.0	326	36.3
	Total agree	572	63.7	0 ^{1,2}	.0	572	63.7
P14.94. Other women often say that a woman who has no children is unfulfilled	Total disagree	490	54.2	0 ^{1,2}	.0	490	54.2
	Total agree	413	45.8	0 ^{1,2}	.0	413	45.8
P14.95. I would vote for another woman in an election	Total disagree	26	2.9	0 ^{1,2}	.0	26	2.9
	Total agree	882	97.1	0 ^{1,2}	.0	882	97.1
P14.96. Other women often say that women in politics are figureheads	Total disagree	536	61.0	0 ^{1,2}	.0	536	61.0
	Total agree	342	39.0	0 ^{1,2}	.0	342	39.0
P14.97. Women often compare themselves to other women	Total disagree	153	17.0	0 ^{1,2}	.0	153	17.0
	Total agree	748	83.0	0 ^{1,2}	.0	748	83.0
P14.98. Women often perceive other women as competitors	Total disagree	248	27.2	0 ^{1,2}	.0	248	27.2
	Total agree	663	72.8	0 ^{1,2}	.0	663	72.8
P14.99. Women prefer working with men than with other women	Total disagree	208	23.7	0 ^{1,2}	.0	208	23.7
	Total agree	671	76.3	0 ^{1,2}	.0	671	76.3
P14.100. Employers are reluctant to hire younger women because they will be absent from work due to maternity leave and child sickness	Total disagree	149	16.6	0 ^{1,2}	.0	149	16.6
	Total agree	747	83.4	0 ^{1,2}	.0	747	83.4
P14.101. Mothers-in-law often perceive their daughters-in-law as an enemy	Total disagree	436	49.6	0 ^{1,2}	.0	436	49.6
	Total agree	444	50.4	0 ^{1,2}	.0	444	50.4
P14.102. Daughters-in-law often perceive their mothers-in-law as an enemy	Total disagree	409	46.9	0 ^{1,2}	.0	409	46.9
	Total agree	463	53.1	0 ^{1,2}	.0	463	53.1

