



Finansira
Evropska unija

Women and Security? Naturally, Completely!

The Position of Women in the Security and Defence Sector in BiH



Udruženje "Mreža policijskih službenica"
"Policewomen's Network" Association



Centar za sigurnosne studije - BiH
Centre for Security Studies - BH



Centre for
European
Security Studies

2026

The Position of Women in the Security and Defence Sector in BiH

Authors:

Benjamin Plevljak

Aida Kržalić

Kristina Jozić

Denis Hadžović

Sarajevo, 2026



Finansira
Evropska unija

Women and Security? Naturally, Completely!

PUBLISHER

Centre for Security Studies, Sarajevo

FOR THE PUBLISHER

Denis Hadžović, president

AUTHORS

Benjamin Plevljak

Aida Kržalić

Kristina Jozić

Denis Hadžović

TRANSLATION

Sanita Milić

PRINT

Sonic Studio, Sarajevo

FOR PRINTING COMPANY

Emir Džinović

CIRCULATION

150 copies

PLACE AND YEAR

Sarajevo, 2026

**This publication was produced with the financial support of the European Union.
Its contents are the sole responsibility of the Centre for Security Studies and do not necessarily
reflect the views of the European Union.**

ISBN 978-9958-857-16-4

CIP zapis dostupan u COBISS sistemu Nacionalne i univerzitetske biblioteke BiH pod

ID brojem **68476166**

ABSTRACT

Context and purpose of the research

The publication “The Position of Women in the Security and Defence Sector in BiH” was produced within the framework of the initiative “Women and Security? Naturally, Completely!”, funded by the European Union and implemented by the Centre for Security Studies as the main implementer, along with partner organizations, the “Women’s Police Network” Association and the Centre for European Security Studies. The objective is to improve the position of women in the security sector through a better understanding and application of United Nations Security Council Resolution 1325 “Women, Peace and Security” in society, as well as to ensure more gender-sensitive oversight of the security sector in Bosnia and Herzegovina. The full and equal inclusion of women in decision-making processes is in line with the fundamental principles of Resolution 1325. This is not only a matter of gender equality, but also a strategic instrument for conflict prevention, peacebuilding, and strengthening societal resilience. The role of women in security and defence institutions is essential for the development of inclusive and legitimate public policies. Their presence broadens decision-making perspectives, strengthens the trust of citizens, and enhances transparency in the post-conflict context of Bosnia and Herzegovina.

Methodology and scope

The research covers 25 institutions within the security and defence sector (13 police institutions, the Ministry of Defence and the Armed Forces of Bosnia and Herzegovina, the Ministry of Security of Bosnia and Herzegovina, the Indirect Taxation Authority, etc.), making it the most comprehensive review of its kind in Bosnia and Herzegovina. It is based on primary, i.e. empirical data collected through structured questionnaires distributed to institutions at the state, entity, and cantonal levels, with the reference date set as of 30 June 2024. The questionnaires covered the gender structure of employees by categories, hierarchical positions and ranks, as well as recruitment and promotion procedures, the composition of selection commissions, additional training, budgets allocated for gender-related issues, the existence of formal gender equality mechanisms, etc. Although the research was comprehensive, the data collection process encountered one major challenge. Some institutions submitted incomplete or imprecise data, while four did not respond at all (the Intelligence-Security Agency of Bosnia and Herzegovina, the Ministry of Internal Affairs of the Republika Srpska, the Police Administration of the Ministry of Internal Affairs of Sarajevo Canton, and the Ministry of Internal Affairs of the West Herzegovina Canton). In certain aspects, this challenge limited the full scope of the analysis.

Key findings

A total of 23.471 persons are employed in the institutions analysed (approximately 33.000 in total if institutions that did not submit data are also taken into account). The average staffing level of systematized posts stands at around 75%, (with extremes ranging from 56% in certain agencies to 90% in the Ministry of Internal Affairs of Canton 10).

The Armed Forces of Bosnia and Herzegovina employ the largest number of personnel (8.478), while the Agency for Forensic Examinations and Expertise employs the smallest number (29).

Women account for only 21% of the total workforce, significantly below the legally prescribed 40%, and are predominantly assigned to administrative duties. In police structures, the situation is even more imbalanced - out of 8.918 police officers, 955 are women, or 11%. The highest share of women police officers was recorded in the State Investigation and Protection Agency - SIPA (17%), while the lowest was recorded in the Ministry of Internal Affairs of the Central Bosnia Canton (7%). On the other hand, women hold only 4% of senior police officer positions. The findings point to pronounced gender imbalances and insufficient staffing levels, which may undermine the legitimacy and effectiveness of institutions.

Recommendations and strategic implications

The research highlights the urgent need to move from declarative commitments to systemic reforms aimed at achieving gender equality. The recommended measures include strengthening gender-sensitive human resource management, introducing mandatory affirmative measures in recruitment and promotion processes, and ensuring consistent institutional and parliamentary oversight of the implementation of equality policies. The findings may serve decision-makers as a tool for identifying weaknesses in existing policies and for designing targeted improvement measures. Parliamentary and independent oversight bodies should make use of empirical data to strengthen gender-sensitive oversight of the security and defence sector, while civil society, the academic community, and the media are provided with a solid basis for advocacy and critical monitoring of the implementation of obligations stemming from the “Women, Peace and Security” Agenda. Enhanced cooperation between institutions, civil society, and international partners is also essential in order to operationally implement the said Agenda. As such, the publication is not merely a presentation of the current state of affairs, but a call for strategic reflection and action towards building an effective and inclusive security and defence sector grounded in gender equality and democratic accountability.

Relevance for democratization and resilience

The issue of the position of women in the security and defence sector has direct implications for the quality of democratic governance and the trust of citizens in it. The exclusion of women from decision-making does not represent only a gender deficit, but also limits the capacity of society to effectively respond to contemporary threats. In an environment of almost constant political and security challenges in Bosnia and Herzegovina, systematic monitoring and strengthening of gender equality in the security and defence sector is a necessary condition for building a more legitimate and resilient system of protection. Such an approach contributes to more inclusive policies and the strengthening of social trust, thereby achieving more sustainable security governance in line with the objectives of UN Security Council Resolution 1325 and the broader “Women, Peace and Security” Agenda.

CENTRE FOR SECURITY STUDIES

Keywords: security, defence, police, women, gender equality, UN Security Council Resolution 1325, Agenda “Women, Peace and Security”, inclusiveness, institutional reforms, democratization, resilience.

TABLE OF CONTENTS

| | |
|--|------|
| FIGURES | i |
| TABLES | iii |
| LIST OF ABBREVIATIONS | viii |
| INTRODUCTION | 1 |
| OVERVIEW OF THE STATUS OF WOMEN | 7 |
| MINISTRY OF DEFENSE OF BOSNIA AND HERZEGOVINA AND THE ARMED FORCES OF BOSNIA AND HERZEGOVINA | 7 |
| MINISTRY OF DEFENSE OF BOSNIA AND HERZEGOVINA | 7 |
| ARMED FORCES OF BOSNIA AND HERZEGOVINA | 8 |
| INDIRECT TAXATION AUTHORITY | 14 |
| MINISTRY OF SECURITY OF BiH | 16 |
| BORDER POLICE OF BiH | 17 |
| STATE INVESTIGATION AND PROTECTION AGENCY (SIPA) | 22 |
| DIRECTORATE FOR COORDINATION OF POLICE BODIES OF BiH (DCPB BiH) | 26 |
| SERVICE FOR FOREIGNERS AFFAIRS (SFA) | 29 |
| AGENCY FOR EDUCATION AND PROFESSIONAL TRAINING (AEPTM) | 31 |
| AGENCY FOR FORENSIC EXAMINATIONS AND EXPERTISE (AFEE) | 32 |
| AGENCY FOR POLICE SUPPORT (APS) | 33 |
| POLICE OF BRČKO DISTRICT BiH (PBD BiH) | 34 |
| FEDERAL POLICE ADMINISTRATION (FPA) | 38 |
| MINISTRY OF INTERNAL AFFAIRS OF UNA-SANA CANTON (MIA USC) | 40 |
| POLICE ADMINISTRATION OF MIA USC (PA MIA USC) | 41 |
| MINISTRY OF INTERNAL AFFAIRS OF POSAVINA CANTON (MIA PC) | 46 |
| MINISTRY OF INTERNAL AFFAIRS OF TUZLA CANTON (MIA TC) | 50 |
| POLICE ADMINISTRATION OF THE MINISTRY OF INTERNAL AFFAIRS OF TUZLA CANTON (PA MIA TC) | 51 |
| MINISTRY OF INTERNAL AFFAIRS OF ZENICA-DOBOJ CANTON (MIA ZDC) | 55 |
| POLICE ADMINISTRATION OF THE MINISTRY OF INTERNAL AFFAIRS OF ZENICA-DOBOJ CANTON (PA MIA ZDC) | 56 |
| MINISTRY OF INTERNAL AFFAIRS OF THE BOSNIAN-PODRINJE CANTON (MIA BPC) | 60 |
| MINISTRY OF INTERNAL AFFAIRS OF THE CENTRAL BOSNIA CANTON (MIA CBC) | 64 |
| MINISTRY OF INTERNAL AFFAIRS OF CANTON SARAJEVO (MIA CS) | 68 |

CENTRE FOR SECURITY STUDIES

MINISTRY OF INTERNAL AFFAIRS OF HERZEGOVINA-NERETVA CANTON (MIA HNC) 69

MINISTRY OF INTERNAL AFFAIRS OF CANTON 10 (MIA C10) 72

OTHER ASPECTS OF GENDER EQUALITY 76

 APPLICATION OF AFFIRMATIVE MEASURES IN CALLS FOR THE RECRUITMENT OF CADETS 76

 CHANNELS FOR PUBLISHING PUBLIC CALLS FOR THE RECRUITMENT OF CADETS 77

 EXISTENCE AND ROLE OF GENDER FOCAL POINTS..... 78

 AFFIRMATIVE MEASURES IN INTERNAL PROMOTION PROCEDURES OF POLICE OFFICERS 79

 MAINTAINING GENDER-SENSITIVE STATISTICS ON EMPLOYEES 80

 GENDER DIMENSION OF TRAINING AND PROFESSIONAL DEVELOPMENT RECORDS 80

 BUDGET ALLOCATIONS FOR GENDER ISSUES 81

 PROGRAMMES OF MEASURES FOR THE ADVANCEMENT OF GENDER EQUALITY 81

SYNTHESIS OF SELECTED FINDINGS AND CONCLUDING REMARKS..... 83

 RECOMMENDATIONS 87

SOURCES..... 89

FIGURES

| | |
|--|----|
| FIGURE 1 - PERCENTAGE DISTRIBUTION OF MALE AND FEMALE EMPLOYEES BY CATEGORY (MOD BIH) | 7 |
| FIGURE 2 - PERCENTAGE DISTRIBUTION OF MALE AND FEMALE EMPLOYEES BY CATEGORY (AF BIH) | 8 |
| FIGURE 3 - PERCENTAGE DISTRIBUTION OF MALE AND FEMALE EMPLOYEES BY CATEGORY (ITA) | 14 |
| FIGURE 4 - PERCENTAGE DISTRIBUTION OF MALE AND FEMALE EMPLOYEES BY CATEGORY (ITA) | 15 |
| FIGURE 5 - PERCENTAGE DISTRIBUTION OF MALE AND FEMALE EMPLOYEES BY CATEGORY OF STAFF (ITA) | 15 |
| FIGURE 6 - PERCENTAGE DISTRIBUTION OF MALE AND FEMALE EMPLOYEES BY CATEGORY (MS BIH) | 16 |
| FIGURE 7 - PERCENTAGE DISTRIBUTION OF MALE AND FEMALE EMPLOYEES BY CATEGORY (BP BIH) | 17 |
| FIGURE 8 - PERCENTAGE DISTRIBUTION OF MALE AND FEMALE EMPLOYEES BY CATEGORY (SIPA) | 22 |
| FIGURE 9 - PERCENTAGE DISTRIBUTION OF MALE AND FEMALE EMPLOYEES BY CATEGORY (DCPB BIH) | 26 |
| FIGURE 10 - PERCENTAGE DISTRIBUTION OF MALE AND FEMALE EMPLOYEES BY CATEGORY (SFA) | 29 |
| FIGURE 11 - PERCENTAGE DISTRIBUTION OF MALE AND FEMALE EMPLOYEES BY CATEGORY (AEPTM) | 31 |
| FIGURE 12 - PERCENTAGE DISTRIBUTION OF MALE AND FEMALE EMPLOYEES BY CATEGORY (AFEE) | 32 |
| FIGURE 13 - PERCENTAGE DISTRIBUTION OF MALE AND FEMALE EMPLOYEES BY CATEGORY (APS) | 33 |
| FIGURE 14 - PERCENTAGE DISTRIBUTION OF MALE AND FEMALE EMPLOYEES BY CATEGORY (PBD BIH) | 34 |
| FIGURE 15 - PERCENTAGE DISTRIBUTION OF MALE AND FEMALE EMPLOYEES BY CATEGORY (FPA) | 38 |
| FIGURE 16 - PERCENTAGE DISTRIBUTION OF MALE AND FEMALE EMPLOYEES BY CATEGORY (MIA USC) | 40 |
| FIGURE 17 - PERCENTAGE DISTRIBUTION OF MALE AND FEMALE EMPLOYEES BY CATEGORY (PA MIA USC) | 41 |
| FIGURE 18 - PERCENTAGE DISTRIBUTION OF MALE AND FEMALE EMPLOYEES BY CATEGORY (MIA PC) | 46 |
| FIGURE 19 - PERCENTAGE DISTRIBUTION OF MALE AND FEMALE EMPLOYEES BY CATEGORY (MIA TC) | 50 |
| FIGURE 20 - PERCENTAGE DISTRIBUTION OF MALE AND FEMALE EMPLOYEES BY CATEGORY (PA MIA TC) | 51 |
| FIGURE 21 - PERCENTAGE DISTRIBUTION OF MALE AND FEMALE EMPLOYEES BY CATEGORY (MIA ZDC) | 55 |

| | |
|--|----|
| FIGURE 22 - PERCENTAGE DISTRIBUTION OF MALE AND FEMALE EMPLOYEES BY CATEGORY (PA MIA ZDC) | 56 |
| FIGURE 23 - PERCENTAGE DISTRIBUTION OF MALE AND FEMALE EMPLOYEES BY CATEGORY (MIA BPC) | 60 |
| FIGURE 24 - PERCENTAGE DISTRIBUTION OF MALE AND FEMALE EMPLOYEES BY CATEGORY (MIA CBC) | 64 |
| FIGURE 25 - PERCENTAGE DISTRIBUTION OF MALE AND FEMALE EMPLOYEES BY CATEGORY (MIA CS) | 68 |
| FIGURE 26 - PERCENTAGE DISTRIBUTION OF MALE AND FEMALE EMPLOYEES BY CATEGORY (MIA HNC) | 69 |
| FIGURE 27 - PERCENTAGE DISTRIBUTION OF MALE AND FEMALE EMPLOYEES BY CATEGORY (MIA C10) | 72 |
| FIGURE 28 - APPLICATION OF AFFIRMATIVE MEASURES IN CALLS FOR THE RECRUITMENT OF CADETS (N = 14 INSTITUTIONS) | 76 |
| FIGURE 29 - CHANNELS FOR PUBLISHING PUBLIC CALLS FOR THE RECRUITMENT OF CADETS (N = 14 INSTITUTIONS) | 77 |
| FIGURE 30 - EXISTENCE OF GENDER FOCAL POINTS (N = 24 INSTITUTIONS) | 78 |
| FIGURE 31 - AFFIRMATIVE MEASURES IN INTERNAL PROMOTION PROCEDURES OF POLICE OFFICERS (N = 13 INSTITUTIONS) | 79 |
| FIGURE 32 - MAINTAINING GENDER-SENSITIVE STATISTICS ON EMPLOYEES (N = 24 INSTITUTIONS) | 80 |
| FIGURE 33 - GENDER DIMENSION OF TRAINING AND PROFESSIONAL DEVELOPMENT RECORDS OF POLICE OFFICERS (N = 13 INSTITUTIONS) | 80 |
| FIGURE 34 - BUDGET ALLOCATIONS FOR GENDER ISSUES (N = 17 INSTITUTIONS) | 81 |
| FIGURE 35 - POSSESSION OF PROGRAMMES OF MEASURES FOR THE ADVANCEMENT OF GENDER EQUALITY (N = 13 INSTITUTIONS) | 82 |

TABLES

TABLE 1 - THE LAST FIVE PUBLIC RECRUITMENT CALLS FOR ADMISSION TO MILITARY SERVICE..... 9

TABLE 2 - DATA ON SELECTION COMMISSIONS FOR THE LAST FIVE PUBLIC RECRUITMENT CALLS FOR ADMISSION TO MILITARY SERVICE 9

TABLE 3 - DATA ON THE LAST FIVE INTERNAL RECRUITMENT CALLS FOR ADMISSION TO MILITARY SERVICE 10

TABLE 4 - DATA ON SELECTION COMMISSIONS FOR THE LAST FIVE INTERNAL RECRUITMENT CALLS FOR ADMISSION TO MILITARY SERVICE 10

TABLE 5 - DATA ON THE LAST FIVE PUBLIC RECRUITMENT CALLS FOR CADET TRAINING 11

TABLE 6 - DATA ON SELECTION COMMISSIONS FOR THE LAST FIVE PUBLIC RECRUITMENT CALLS FOR CADET TRAINING 11

TABLE 7 - DATA ON THE LAST FIVE PUBLIC RECRUITMENT CALLS FOR SCHOLARSHIPS FOR FINAL-YEAR HIGH SCHOOL STUDENTS IN BIH 12

TABLE 8 - DATA ON SELECTION COMMISSIONS FOR THE LAST FIVE PUBLIC RECRUITMENT CALLS FOR SCHOLARSHIPS FOR FINAL-YEAR HIGH SCHOOL STUDENTS IN BIH 12

TABLE 9 - DATA ON INTERNAL COMMISSIONS OR WORKING GROUPS ESTABLISHED FOR ANY PURPOSE IN THE MOD AND AF BIH OVER THE LAST THREE CALENDAR YEARS 12

TABLE 10 - TRAINING OF PROFESSIONAL MILITARY PERSONNEL AND OTHER CATEGORIES OF EMPLOYEES IN THE LAST THREE YEARS 13

TABLE 11 - PEACEKEEPING MISSIONS AND PARTICIPATION OF PERSONNEL (MOD BIH) .. 13

TABLE 12 - PARTICIPATION IN OPM FROM 2020 TO 2024 BY GENDER (AF BIH)..... 13

TABLE 13 - REPRESENTATION OF WOMEN – POLICE OFFICERS BY RANK (BP BIH) 18

TABLE 14 - THE LAST THREE RECRUITMENT CALLS FOR ADMISSION OF CADETS TO THE RANK OF POLICE OFFICER (BP BIH) 18

TABLE 15 - SELECTION COMMISSIONS FOR THE LAST THREE RECRUITMENT CALLS FOR ADMISSION OF CADETS TO THE RANK OF POLICE OFFICER (BP BIH)..... 19

TABLE 16 - THE LAST TWO RECRUITMENT CALLS FOR ADMISSION OF CADETS TO THE RANK OF JUNIOR INSPECTOR (BP BIH)..... 19

TABLE 17 - SELECTION COMMISSIONS FOR THE LAST TWO RECRUITMENT CALLS FOR ADMISSION OF CADETS TO THE RANK OF JUNIOR INSPECTOR (BP BIH)..... 19

TABLE 18 - DATA ON THE LAST THREE INTERNAL RECRUITMENT CALLS FOR PROMOTION OF POLICE OFFICERS (BP BIH)..... 20

TABLE 19 - DATA ON SELECTION COMMISSIONS FOR INTERNAL PROMOTION OF POLICE OFFICERS FOR THE LAST THREE CALLS (BP BIH)..... 20

TABLE 20 - INTERNAL COMMISSIONS OR WORKING GROUPS IN THE LAST THREE YEARS (BP BIH) 20

TABLE 21 - PEACEKEEPING MISSIONS AND PARTICIPATION OF POLICE OFFICERS (BP BIH) 21

TABLE 22 - TRAINING OF POLICE OFFICERS IN THE LAST THREE YEARS (BP BIH) 21

TABLE 23 - REPRESENTATION OF WOMEN – POLICE OFFICERS BY RANK (SIPA) 23

TABLE 24 - THE LAST THREE RECRUITMENT CALLS FOR ADMISSION OF CADETS TO THE RANK OF POLICE OFFICER (SIPA) 23

TABLE 25 - SELECTION COMMISSIONS FOR THE LAST THREE RECRUITMENT CALLS FOR ADMISSION OF CADETS TO THE RANK OF POLICE OFFICER (SIPA)..... 23

TABLE 26 - THE LAST THREE RECRUITMENT CALLS FOR ADMISSION OF CADETS TO THE RANK OF JUNIOR INSPECTOR (SIPA)..... 24

| | |
|---|----|
| TABLE 27 - SELECTION COMMISSIONS FOR THE LAST THREE RECRUITMENT CALLS FOR ADMISSION OF CADETS TO THE RANK OF JUNIOR INSPECTOR (SIPA) | 24 |
| TABLE 28 - DATA ON THE LAST THREE INTERNAL RECRUITMENT CALLS FOR PROMOTION OF POLICE OFFICERS (SIPA)..... | 24 |
| TABLE 29 - DATA ON SELECTION COMMISSIONS FOR INTERNAL PROMOTION OF POLICE OFFICERS FOR THE LAST THREE CALLS (SIPA)..... | 25 |
| TABLE 30 - INTERNAL COMMISSIONS OR WORKING GROUPS IN THE LAST THREE YEARS (SIPA) | 25 |
| TABLE 31 - TRAINING OF POLICE OFFICERS IN THE LAST THREE YEARS (SIPA) | 25 |
| TABLE 32 - THE LAST THREE RECRUITMENT CALLS FOR ADMISSION OF CADETS TO THE RANK OF POLICE OFFICER (DCPB BIH)..... | 27 |
| TABLE 33 - SELECTION COMMISSIONS FOR THE LAST THREE RECRUITMENT CALLS FOR ADMISSION OF CADETS TO THE RANK OF POLICE OFFICER (DCPB BIH)..... | 27 |
| TABLE 34 - THE LAST THREE RECRUITMENT CALLS FOR ADMISSION OF CADETS TO THE RANK OF JUNIOR INSPECTOR (DCPB BIH) | 27 |
| TABLE 35 - SELECTION COMMISSIONS FOR THE LAST THREE RECRUITMENT CALLS FOR ADMISSION OF CADETS TO THE RANK OF JUNIOR INSPECTOR (DCPB BIH)..... | 27 |
| TABLE 36 - DATA ON THE LAST THREE INTERNAL RECRUITMENT CALLS FOR PROMOTION OF POLICE OFFICERS (DCPB BIH) | 28 |
| TABLE 37 - DATA ON SELECTION COMMISSIONS FOR INTERNAL PROMOTION OF POLICE OFFICERS FOR THE LAST THREE CALLS (DCPB BIH) | 28 |
| TABLE 38 - TRAINING OF POLICE OFFICERS IN THE LAST THREE YEARS (DCPB BIH)..... | 28 |
| TABLE 39 - PEACEKEEPING MISSIONS AND PARTICIPATION OF POLICE OFFICERS (DCPB BIH) | 29 |
| TABLE 40 - INTERNAL COMMISSIONS OR WORKING GROUPS IN THE LAST THREE YEARS (SFA)..... | 30 |
| TABLE 41 - TRAINING OF EMPLOYEES IN THE LAST THREE YEARS (SFA)..... | 30 |
| TABLE 42 - REPRESENTATION OF WOMEN – POLICE OFFICERS BY RANK (PBD BIH) | 35 |
| TABLE 43 - THE LAST THREE RECRUITMENT CALLS FOR ADMISSION OF CADETS TO THE RANK OF POLICE OFFICER (PBD BIH)..... | 35 |
| TABLE 44 - SELECTION COMMISSIONS FOR THE LAST THREE RECRUITMENT CALLS FOR ADMISSION OF CADETS TO THE RANK OF POLICE OFFICER (PBD BIH)..... | 35 |
| TABLE 45 - THE LAST THREE RECRUITMENT CALLS FOR ADMISSION OF CADETS TO THE RANK OF JUNIOR INSPECTOR (PBD BIH)..... | 36 |
| TABLE 46 - SELECTION COMMISSIONS FOR THE LAST THREE RECRUITMENT CALLS FOR ADMISSION OF CADETS TO THE RANK OF JUNIOR INSPECTOR (PBD BIH) | 36 |
| TABLE 47 - DATA ON THE LAST THREE INTERNAL RECRUITMENT CALLS FOR PROMOTION OF POLICE OFFICERS (PBD BIH) | 36 |
| TABLE 48 - DATA ON SELECTION COMMISSIONS FOR INTERNAL PROMOTION OF POLICE OFFICERS FOR THE LAST THREE CALLS (PBD BIH)..... | 36 |
| TABLE 49 - INTERNAL COMMISSIONS OR WORKING GROUPS IN THE LAST THREE YEARS (PBD BIH) | 37 |
| TABLE 50 - TRAINING OF POLICE OFFICERS IN THE LAST THREE YEARS (PBD BIH) | 37 |
| TABLE 51 - PEACEKEEPING MISSIONS AND PARTICIPATION OF POLICE OFFICERS (PBD BIH) | 37 |
| TABLE 52 - REPRESENTATION OF WOMEN – POLICE OFFICERS BY RANK (FPA)..... | 39 |
| TABLE 53 - TRAINING OF POLICE OFFICERS IN THE LAST THREE YEARS (FPA)..... | 39 |
| TABLE 54 - PEACEKEEPING MISSIONS AND PARTICIPATION OF POLICE OFFICERS (FPA).. | 39 |
| TABLE 55 - REPRESENTATION OF WOMEN – POLICE OFFICERS BY RANK (PA MIA USC) ... | 42 |
| TABLE 56 - THE LAST THREE RECRUITMENT CALLS FOR ADMISSION OF CADETS TO THE RANK OF POLICE OFFICER (PA MIA USC)..... | 42 |

CENTRE FOR SECURITY STUDIES

TABLE 57 - SELECTION COMMISSIONS FOR THE LAST THREE RECRUITMENT CALLS FOR ADMISSION OF CADETS TO THE RANK OF POLICE OFFICER (PA MIA USC)..... 43

TABLE 58 - THE LAST THREE RECRUITMENT CALLS FOR ADMISSION OF CADETS TO THE RANK OF JUNIOR INSPECTOR (PA MIA USC) 43

TABLE 59 - SELECTION COMMISSIONS FOR THE LAST THREE RECRUITMENT CALLS FOR ADMISSION OF CADETS TO THE RANK OF JUNIOR INSPECTOR (PA MIA USC) 43

TABLE 60 - THE LAST THREE INTERNAL RECRUITMENT CALLS FOR PROMOTION OF POLICE OFFICERS (PA MIA USC)..... 44

TABLE 61 - DATA ON SELECTION COMMISSIONS FOR INTERNAL PROMOTION OF POLICE OFFICERS FOR THE LAST THREE CALLS (PA MIA USC)..... 44

TABLE 62 - INTERNAL COMMISSIONS OR WORKING GROUPS IN THE LAST THREE YEARS (PA MIA USC) 44

TABLE 63 - TRAINING OF POLICE OFFICERS IN THE LAST THREE YEARS (PA MIA USC) 45

TABLE 64 - PEACEKEEPING MISSIONS AND PARTICIPATION OF POLICE OFFICERS (PA MIA USC) 45

TABLE 65 - REPRESENTATION OF WOMEN – POLICE OFFICERS BY RANK (MIA PC) 47

TABLE 66 - THE LAST THREE RECRUITMENT CALLS FOR ADMISSION OF CADETS TO THE RANK OF POLICE OFFICER (MIA PC) 47

TABLE 67 - SELECTION COMMISSIONS FOR THE LAST THREE RECRUITMENT CALLS FOR CADETS TO THE RANK OF POLICE OFFICER (MIA PC) 48

TABLE 68 - THE LAST THREE RECRUITMENT CALLS FOR CADETS TO THE RANK OF JUNIOR INSPECTOR (MIA PC) 48

TABLE 69 - SELECTION COMMISSIONS FOR THE LAST THREE RECRUITMENT CALLS FOR CADETS TO THE RANK OF JUNIOR INSPECTOR (MIA PC) 48

TABLE 70 - THE LAST THREE INTERNAL RECRUITMENT CALLS FOR PROMOTION OF POLICE OFFICERS (MIA PC)..... 48

TABLE 71 - SELECTION COMMISSIONS FOR INTERNAL PROMOTIONS ON THE LAST THREE CALLS (MIA PC)..... 49

TABLE 72 - INTERNAL COMMISSIONS OR WORKING GROUPS IN THE LAST THREE YEARS (MIA PC) 49

TABLE 73 - PEACEKEEPING MISSIONS AND PARTICIPATION OF POLICE OFFICERS (MIA PC) 49

TABLE 74 - REPRESENTATION OF WOMEN OFFICERS BY RANK (PA MIA TC)..... 52

TABLE 75 – THE LAST THREE RECRUITMENT CALLS FOR ADMISSION OF CADETS TO THE RANK OF POLICE OFFICER (PA MIA TC) 52

TABLE 76 - SELECTION COMMISSIONS FOR THE LAST THREE RECRUITMENT CALLS FOR ADMISSION OF CADETS TO THE RANK OF POLICE OFFICER (PA MIA TC) 52

TABLE 77 - THE LAST THREE RECRUITMENT CALLS FOR CADETS TO THE RANK OF JUNIOR INSPECTOR (PA MIA TC) 53

TABLE 78 - SELECTION COMMISSIONS FOR THE LAST THREE RECRUITMENT CALLS FOR CADETS TO THE RANK OF JUNIOR INSPECTOR (PA MIA TC) 53

TABLE 79 - THE LAST THREE INTERNAL RECRUITMENT CALLS FOR PROMOTION OF POLICE OFFICERS (PA MIA TC) 53

TABLE 80 - SELECTION COMMISSIONS FOR INTERNAL PROMOTIONS ON THE LAST THREE CALLS (PA MIA TC) 54

TABLE 81 - INTERNAL COMMISSIONS OR WORKING GROUPS IN THE LAST THREE YEARS (PA MIA TC)..... 54

TABLE 82 - TRAINING OF POLICE OFFICERS IN THE LAST THREE YEARS (PA MIA TC)..... 54

TABLE 83 - PEACEKEEPING MISSIONS AND PARTICIPATION OF POLICE OFFICERS (PA MIA TC)..... 54

TABLE 84 - REPRESENTATION OF WOMEN – POLICE OFFICERS BY RANK (PA MIA ZDC) ... 57

| | |
|---|----|
| TABLE 85 - THE LAST THREE RECRUITMENT CALLS FOR ADMISSION OF CADETS TO THE RANK OF POLICE OFFICER (PA MIA ZDC) | 57 |
| TABLE 86 - SELECTION COMMISSIONS FOR THE LAST THREE RECRUITMENT CALLS FOR ADMISSION OF CADETS TO THE RANK OF POLICE | 57 |
| TABLE 87 - THE LAST THREE RECRUITMENT CALLS FOR ADMISSION OF CADETS TO THE RANK OF POLICE OFFICER (MIA ZDC) | 58 |
| TABLE 88 - THE LAST THREE INTERNAL RECRUITMENT CALLS FOR PROMOTION OF POLICE OFFICERS (MIA ZDC)..... | 58 |
| TABLE 89 - SELECTION COMMISSIONS FOR THE LAST THREE RECRUITMENT CALLS FOR CADETS TO THE RANK OF JUNIOR INSPECTOR (PA MIA ZDC) | 58 |
| TABLE 90 - SELECTION COMMISSIONS FOR INTERNAL PROMOTIONS ON THE LAST THREE CALLS (PA MIA ZDC) | 58 |
| TABLE 91 - POLICE OFFICER TRAININGS IN THE LAST THREE YEARS (PA MIA ZDC) | 59 |
| TABLE 92 - PEACEKEEPING MISSIONS AND PARTICIPATION OF POLICE OFFICERS (PA MIA ZDC) | 59 |
| TABLE 93 - REPRESENTATION OF WOMEN – POLICE OFFICERS BY RANK (MIA BPC)..... | 61 |
| TABLE 94 - THE LAST THREE RECRUITMENT CALLS FOR ADMISSION OF CADETS TO THE RANK OF POLICE OFFICER (MIA BPC)..... | 61 |
| TABLE 95 - SELECTION COMMISSIONS FOR THE LAST THREE RECRUITMENT CALLS FOR ADMISSION OF CADETS TO THE RANK OF POLICE OFFICER (MIA BPC) | 62 |
| TABLE 96 - THE LAST THREE RECRUITMENT CALLS FOR CADETS TO THE RANK OF JUNIOR INSPECTOR (MIA BPC)..... | 62 |
| TABLE 97 - SELECTION COMMISSIONS FOR THE LAST THREE RECRUITMENT CALLS FOR CADETS TO THE RANK OF JUNIOR INSPECTOR (MIA BPC)..... | 62 |
| TABLE 98 - THE LAST THREE INTERNAL RECRUITMENT CALLS FOR PROMOTION OF POLICE OFFICERS (MIA BPC)..... | 63 |
| TABLE 99 - SELECTION COMMISSIONS FOR INTERNAL PROMOTIONS ON THE LAST THREE CALLS (MIA BPC) | 63 |
| TABLE 100 - INTERNAL COMMISSIONS OR WORKING GROUPS IN THE LAST THREE YEARS (MIA BPC)..... | 63 |
| TABLE 101 - TRAINING OF POLICE OFFICERS IN THE LAST THREE YEARS (MIA BPC)..... | 64 |
| TABLE 102 - THE LAST THREE RECRUITMENT CALLS FOR ADMISSION OF CADETS TO THE RANK OF POLICE OFFICER (MIA CBC) | 65 |
| TABLE 103 - SELECTION COMMISSIONS FOR THE LAST THREE RECRUITMENT CALLS FOR CADETS TO THE RANK OF POLICE OFFICER (MIA CBC)..... | 65 |
| TABLE 104 - THE LAST THREE RECRUITMENT CALLS FOR CADETS TO THE RANK OF JUNIOR INSPECTOR (MIA CBC) | 65 |
| TABLE 105 - SELECTION COMMISSIONS FOR THE LAST THREE RECRUITMENT CALLS FOR CADETS TO THE RANK OF JUNIOR INSPECTOR (MIA CBC) | 66 |
| TABLE 106 - THE LAST THREE INTERNAL RECRUITMENT CALLS FOR PROMOTION OF POLICE OFFICERS (MIA CBC)..... | 66 |
| TABLE 107 - SELECTION COMMISSIONS FOR INTERNAL PROMOTIONS ON THE LAST THREE CALLS (MIA CBC)..... | 66 |
| TABLE 108 - TRAINING OF POLICE OFFICERS IN THE LAST THREE YEARS (MIA CBC) | 67 |
| TABLE 109 - PEACEKEEPING MISSIONS AND PARTICIPATION OF POLICE OFFICERS (MIA CBC) | 67 |
| TABLE 110 - INTERNAL COMMISSIONS OR WORKING GROUPS IN THE LAST THREE YEARS (MIA CS) | 69 |
| TABLE 111 - REPRESENTATION OF WOMEN OFFICERS BY RANK (MIA HNC)..... | 70 |
| TABLE 112 – THE LAST THREE RECRUITMENT CALLS FOR ADMISSION OF CADETS TO THE RANK OF POLICE OFFICER (MIA HNC)..... | 70 |

CENTRE FOR SECURITY STUDIES

| | |
|--|----|
| TABLE 113 - SELECTION COMMISSIONS FOR THE LAST THREE RECRUITMENT CALLS FOR ADMISSION OF CADETS TO THE RANK OF POLICE OFFICER (MIA HNC) | 71 |
| TABLE 114 - THE LAST THREE RECRUITMENT CALLS FOR CADETS TO THE RANK OF JUNIOR INSPECTOR (MIA HNC)..... | 71 |
| TABLE 115 - TRAINING OF POLICE OFFICERS IN THE LAST THREE YEARS (MIA HNC)..... | 71 |
| TABLE 116 - REPRESENTATION OF WOMEN OFFICERS BY RANK (MIA C10) | 73 |
| TABLE 117 – THE LAST THREE RECRUITMENT CALLS FOR ADMISSION OF CADETS TO THE RANK OF POLICE OFFICER (MIA C10)..... | 73 |
| TABLE 118 - SELECTION COMMISSIONS FOR THE LAST THREE RECRUITMENT CALLS FOR ADMISSION OF CADETS TO THE RANK OF POLICE OFFICER (MIA C10)..... | 73 |
| TABLE 119 - THE LAST THREE RECRUITMENT CALLS FOR CADETS TO THE RANK OF JUNIOR INSPECTOR (MIA C10)..... | 74 |
| TABLE 120 - SELECTION COMMISSIONS FOR THE LAST THREE RECRUITMENT CALLS FOR CADETS TO THE RANK OF JUNIOR INSPECTOR (MIA C10)..... | 74 |
| TABLE 121 - THE LAST THREE INTERNAL RECRUITMENT CALLS FOR PROMOTION OF POLICE OFFICERS (MIA C10)..... | 74 |
| TABLE 122 - SELECTION COMMISSIONS FOR INTERNAL PROMOTIONS ON THE LAST THREE CALLS (MIA C10)..... | 74 |
| TABLE 123 - INTERNAL COMMISSIONS OR WORKING GROUPS IN THE LAST THREE YEARS (MIA C10) | 75 |
| TABLE 124 - TRAINING OF POLICE OFFICERS IN THE LAST THREE YEARS (MIA C10)..... | 75 |
| TABLE 125 - PEACEKEEPING MISSIONS AND PARTICIPATION OF POLICE OFFICERS (MIA C10)..... | 75 |
| TABLE 126 - EXPLANATION OF AFFIRMATIVE MEASURES BY INSTITUTIONS THAT RESPONDED POSITIVELY | 77 |
| TABLE 127 - INSTITUTIONS WITH GENDER FOCAL POINTS AND THEIR NUMBER | 79 |
| TABLE 128 - INSTITUTIONS WITH THE HIGHEST AND LOWEST NUMBER OF EMPLOYEES (N = 25 INSTITUTIONS)..... | 83 |
| TABLE 129 - INSTITUTIONS WITH THE HIGHEST AND LOWEST OCCUPANCY RATES RELATIVE TO THE TOTAL NUMBER OF SYSTEMATIZED POSITIONS (N = 24 INSTITUTIONS; MIA TC EXCLUDED)..... | 83 |
| TABLE 130 - INSTITUTIONS WITH THE HIGHEST AND LOWEST PERCENTAGE REPRESENTATION OF WOMEN (N = 25 INSTITUTIONS) | 84 |
| TABLE 131 - INSTITUTIONS (WHOSE OVERALL STAFF STRUCTURE INCLUDES POLICE OFFICERS) WITH THE HIGHEST AND LOWEST PERCENTAGE REPRESENTATION OF WOMEN (N = 13 INSTITUTIONS) | 84 |
| TABLE 132 - COMPARATIVE OVERVIEW OF THE REPRESENTATION OF WOMEN IN THE STATUS OF POLICE OFFICER IN TWO RESEARCH CYCLES..... | 85 |
| TABLE 133 - COMPARATIVE OVERVIEW OF THE REPRESENTATION OF WOMEN IN SENIOR POLICE OFFICER STATUS IN TWO RESEARCH | 86 |

LIST OF ABBREVIATIONS

AEPTM – Agency for Education and Professional Training
AF BiH – Armed Forces of BiH
AFEE – Agency for Forensic and Expert Examinations
BiH – Bosnia and Herzegovina
BP BiH – Border Police of BiH
CSS – Centre for Security Studies
DCPB BiH – Directorate for Coordination of Police Bodies of Bosnia and Herzegovina
EU – European Union
FPA – Federal Police Administration
ISA BiH – Intelligence-Security Agency of Bosnia and Herzegovina
ITA – Indirect Taxation Authority
MIA BPC – Ministry of Internal Affairs Bosnian-Podrinje Canton Gorazde
MIA C10 – Ministry of Internal Affairs Canton 10
MIA CBC – Ministry of Internal Affairs Central Bosnia Canton
MIA CS – Ministry of Internal Affairs Canton Sarajevo
MIA HNC – Ministry of Internal Affairs Herzegovina-Neretva Canton
MIA PC – Ministry of Internal Affairs Posavina Canton
MIA RS – Ministry of Internal Affairs Republika Srpska
MIA TC – Ministry of Internal Affairs Tuzla Canton
MIA USC – Ministry of Internal Affairs Una-Sana Canton
MIA WHC – Ministry of Internal Affairs West Herzegovina Canton
MIA ZDC – Ministry of Internal Affairs Zenica-Doboj Canton
MOD BiH – Ministry of Defence of BiH
MS BiH – Ministry of Security of BiH
PA MIA CS – Police Administration of the Ministry of Internal Affairs Canton Sarajevo
PA MIA TC – Police Administration of the Ministry of Internal Affairs Tuzla Canton
PA MIA USC – Police Administration of the Ministry of Internal Affairs Una-Sana Canton
PA MIA ZDC – Police Administration of the Ministry of Internal Affairs Zenica-Doboj Canton
PBD BiH – Police of Brčko District of BiH
PSA – Police Support Agency
Resolution – United Nations Security Council Resolution 1325 “Women Peace and Security”
SFA – Service for Foreigners Affairs

CENTRE FOR SECURITY STUDIES

SIPA – State Investigation and Protection Agency

WPS Agenda – “Women, Peace and Security” Agenda

INTRODUCTION

The publication “The Position of Women in the Security and Defence Sector in BiH” was developed within the framework of the initiative “Women and Security? Naturally, Completely!”, funded by the European Union (EU). The initiative is implemented by the Centre for Security Studies (CSS) as the main project implementer, together with partner organizations, the “Women’s Police Network” Association (Sarajevo, BiH) and the Centre for European Security Studies (Groningen, The Netherlands). The objective of the initiative is to improve the position of women in the security sector through a better understanding and application of United Nations Security Council Resolution 1325 “Women, Peace and Security” (Resolution) in society, as well as to ensure more gender-sensitive oversight of the security sector in BiH.

One of the four core pillars of the Resolution, upon which the “Women, Peace and Security” Agenda (WPS Agenda) is based, is ensuring the full, equal, and meaningful participation of women at all levels of decision-making, including within security sector institutions in the broadest sense. Why is such participation important?

Women’s participation in decision-making processes represents a fundamental element of democratic governance and a key prerequisite for the development of inclusive and legitimate public policies. The inclusion of women enables decisions to be grounded in a broad range of experiences, needs, and perspectives, thereby enhancing their relevance, quality, and social acceptance. In the context of the Resolution and the WPS Agenda, women’s participation is recognized not only as a matter of gender equality, but also as a strategic instrument for conflict prevention, peacebuilding, and strengthening societal resilience. This confirms that the exclusion of women from decision-making does not constitute only a democratic deficit, but also directly limits society’s capacity to adequately respond to complex security and political challenges.

Specifically, the participation of women in security institutions represents one of the key prerequisites for building an effective, accountable, and democratically legitimate security sector. Their presence in the police, armed forces, judiciary, and oversight mechanisms contributes to a more comprehensive understanding of security threats and societal needs, particularly those related to human security, violence prevention, and the protection of vulnerable groups. In the context of a post-conflict society such as BiH, women’s participation further strengthens citizens’ trust in security institutions, enhances institutional transparency, and contributes to the development of policies that are sensitive to gender-specific concerns. In line with the Resolution and the accompanying WPS Agenda, women’s participation is not merely a matter of gender equality, but also a strategic security interest aimed at sustainable peace and long-term stability.

The publication also reflects the continuous, long-standing efforts of CSS in monitoring and improving the position of women in the security and defence sector in BiH. For reference, under the previous project “Police and Human Rights in BiH”, also funded by the EU and implemented

during 2020 and 2021, CSS presented the study “The Position of Women in Police Agencies in BiH”.

The findings of that study indicated an insufficient representation of women in the police sector. Out of the total number of employees in the 16 police agencies covered by the research, nearly 20% were women. The majority of them were employed in administrative positions, while only 9% held the status of police officers. The analysis of representation by police ranks showed that women were predominantly concentrated in the lowest police ranks - most commonly at the ranks of policewomen and senior policewomen - and that they were insufficiently represented in senior structures.

This publication has a broader institutional scope than the previously mentioned study. In addition to police structures, it also includes the Ministry of Defence and the Armed Forces of BiH, the Ministry of Security of BiH and the remaining administrative organizations within its remit, as well as the Indirect Taxation Authority. Accordingly, the publication provides insight into the position of women across 25 institutions within the security and defence sector, making it the most comprehensive overview of its kind in BiH.

The research is based on primary, i.e. empirical data, collected through structured questionnaires distributed to institutions at the state, entity, and cantonal levels. The questionnaires were designed to enable the collection of comparable, accurate, and verifiable data on institutional capacities and practices, with a focus on gender structure and gender-sensitive policies. They covered factors such as the number and structure of employees by employment status, hierarchical levels, and ranks, with clear gender-disaggregated data, as well as information on recruitment and promotion procedures, the functioning of Commissions, additional training, budget allocations, and the existence of formal mechanisms for gender-related issues. In this way, the aim was to obtain data that would allow for the most objective insight into the degree of institutional integration of gender equality principles, as well as the identification of structural patterns and potential gaps in practice at different levels.

The questionnaires requested that institutions provide data as of the reference date of 30 June 2024.¹ The process of data collection, i.e., requesting the information, began at the end of August 2024, and institutions submitted their responses until the end of April 2025. While acknowledging the comprehensiveness of the questionnaires, as well as their sufficiently clear structure, the research team faced one main challenge during the comparison and processing of the collected data. Namely, institutions submitted data that were insufficiently precise or did not provide data at all, thus complicating or, in some aspects, preventing a comprehensive final analysis. In addition, four institutions did not submit any data for various reasons, some of which are known to the research team. These are the Intelligence-Security Agency of Bosnia and Herzegovina (OSA BiH), the Ministry of Internal Affairs of Republika Srpska (MIA RS), the

¹ Certain institutions have submitted specific data for the year 2025.

Police Administration of the Ministry of Internal Affairs of Sarajevo Canton (PA MIA CS), and the Ministry of Internal Affairs of West Herzegovina Canton (MIA WHC).

The publication consists of four main parts. Following the introduction, the next chapter presents the status of women in 25 institutions under review. The order in which the institutions are presented follows the constitutional structure of Bosnia and Herzegovina, starting with those at the state level and concluding with cantonal ministries of internal affairs. Essentially, this chapter presents all research findings, primarily quantitative data collected through structured questionnaires are displayed in graphical and tabular form. For example, readers will have the opportunity to familiarize themselves with the level of staffing of a given institution in relation to the systematized number of positions, the gender structure across categories of employees, the representation of women within the hierarchy of police ranks, women's participation in training programs or in various commissions established within the institution, and so forth. This approach to presenting the collected data posed a challenge in terms of volume and the objective burden of extensive graphical and tabular displays; however, the intention of the research team was to enable readers to consider each institution individually.

Unlike the second chapter, the third chapter, entitled "Other Aspects of Gender Equality," provides a synthesis of data for the analyzed institutions in areas such as the use of affirmative measures during public recruitment processes to fill vacant positions, the maintenance of gender-sensitive statistics, budgetary allocations for gender-related initiatives, the existence of programs and measures for gender equality, and similar aspects.

Finally, the fourth chapter presents a synthesis of selected research findings from the second chapter, along with the concluding remarks. Given the extensive volume of data collected resulting from the diversity of research aspects, the synthesis focuses on key indicators such as the total number of employees in the analyzed institutions, their average level of staffing, the representation of women within the overall workforce structure, and similar factors. Although certain parts of this chapter place a stronger emphasis on the police sector, this is due to the research team's comparative analysis with the findings of a CSS study conducted in 2021, published under the title "The Position of Women in Police Agencies in BiH". In this way, a concise five-year overview of the representation and status of women in the police sector in BiH was produced. At the same time, the final chapter also contains a set of recommendations, primarily addressed to institutions within the security and defense sector.

The conducted research shows that within the 25 institutions of the security and defense sector of BiH, there are 23.471 employees (which, if previously unaccounted institutions are included, could amount to approximately 33.000²).

² OSA BiH has approximately 700 employees, MIA RS 6.842 (of whom around 5.500 are police officers), PA MIA CS 1.554 (of whom 1.311 are police officers), and MIA WHC 470 (of whom approximately 290 are police officers). The data were obtained through an analysis of secondary sources available online: media articles (Tuzlanski.ba and

The average level of staffing of systematized positions stands at 75% [with extreme values ranging from 90% in the Ministry of Internal Affairs of Canton 10 (MIA C10) to 56% in the Agency for Forensic Examinations and Expertise (AFEE)], with a tendency toward further decline due to announced waves of retirements, primarily within police structures.

As expected, the Armed Forces of Bosnia and Herzegovina (AF BiH) employ the largest number of staff, with 8.478 employees, while the smallest workforce is recorded in the Agency for Forensic Examinations and Expertise (AFEE), with only 29 employees. Women account for just 21% of the total workforce, significantly below the legally prescribed 40% and are predominantly assigned to administrative positions. Within the police structures of these institutions, the imbalance is even more pronounced: out of 8.918 police officers, only 955 are women (11%). The share of female police officers is highest in the State Investigation and Protection Agency (SIPA) at (17%), and lowest in the Ministry of Internal Affairs of the Central Bosnia Canton (MIA CBC) at (7%), while women occupy only 4% of senior positions among police officers. These findings point to marked gender disparities and insufficient staffing levels within the security and defense sector, which may negatively affect the legitimacy and effectiveness of institutions. At the same time, they clearly highlight the urgent need to move beyond declarative commitments toward systemic and measurable reforms, including the strengthening of gender-sensitive human resource management, the introduction of mandatory affirmative measures, and consistent institutional and parliamentary oversight, in order to enhance the efficiency, legitimacy, and democratic character of the sector.

Despite the aforementioned primary challenge related to the harmonization and processing of the collected data, as well as the fact that four security-sector institutions did not submit their data, the publication offers a socially relevant and analytically grounded insight into the status and patterns of women's participation in the security and defense sector of BiH. It is based on the most comprehensive set of institutional data collected to date from different levels of government. The social relevance of this research stems from the fact that the position of women in the security sector is not solely a matter of institutional equality, but has direct implications for the quality of democratic governance, public trust in security institutions, and the overall resilience of society to contemporary security challenges, risks, and threats. In the context of the almost continuous security, political, and social challenges facing BiH, a systematic assessment of the level of implementation of gender equality principles represents a necessary step toward building a more inclusive and legitimate security sector.

Social relevance is further reflected in the publication's alignment with the objectives of the Resolution and the broader Women, Peace and Security (WPS) agenda, which emphasize that women's participation in security structures is not only a normative obligation but also a key factor in the effectiveness of security policies and practices. By identifying structural patterns, levels of representation, and institutional practices, the publication contributes to demystifying

Radio Free Europe), official documents of the Government of Sarajevo Canton, and a CSS study from 2024. See the bibliography for more information.

formal commitments to gender equality and enables a clearer distinction between declarative and substantive implementation of international and domestic obligations in this field. In doing so, it creates space for informed public debate and policy advocacy grounded in empirical evidence rather than solely in normative assumptions.

From a scientific and professional perspective, the research represents a contribution to the limited body of domestic literature addressing the intersection of gender issues, security, and institutional governance in BiH. The use of primary data obtained directly from institutions, along with their systematization and analysis within a qualitative research approach, allows for a deeper understanding of institutional dynamics and practices that often remain outside the scope of traditional normative or descriptive analyses.

Accordingly, the publication not only documents the current state of affairs but also provides a foundation for further research, comparative analyses, and longitudinal monitoring of progress in the implementation of the Resolution and the WPS agenda.

The research findings have clear implications for a wide range of stakeholders. For decision-makers and leadership within security-sector institutions, the publication can serve as a tool for identifying weaknesses in existing policies and practices, as well as a basis for designing targeted measures aimed at advancing gender equality. Parliamentary oversight mechanisms and independent bodies may use the findings as an empirical foundation for strengthening gender-sensitive oversight of the security sector. At the same time, civil society organizations, the academic community, and the media are provided with a reliable basis for advocacy, public information, and critical scrutiny of the extent to which international and domestic obligations in the field of Women, Peace and Security are being fulfilled. Moreover, the publication has the potential to contribute to enhanced cooperation between institutions, civil society, and international partners, particularly in the context of further implementation of the Resolution and the WPS agenda in Bosnia and Herzegovina. As such, it represents not merely an overview of the current situation, but also a call for strategic reflection and action aimed at building a security sector that is simultaneously effective, inclusive, and grounded in the principles of gender equality and democratic accountability.

Finally, the CSS research team sincerely extends its gratitude to all institutions that made a valuable contribution to this study, recognizing the importance of cooperation with civil society organizations in the process of strengthening transparency, accountability, and the overall quality of security sector governance. Such cooperation represents one of the key pillars of the contemporary concept of security sector governance and reform, which implies institutional openness to independent analysis, data sharing, and the inclusion of diverse societal actors in processes of assessment and public policy improvement.

In the context of BiH, where the security sector is institutionally complex and multi-layered, cooperation between civil society and institutions carries additional value. It enables not only the collection of relevant and credible data, but also the building of mutual trust, the enhancement of understanding of shared challenges, and the development of policies and practices grounded in

the real needs of society and its citizens. Institutional participation in such research processes contributes to strengthening democratic oversight of the security and defense sector, while also confirming their willingness to engage in initiatives aimed at greater inclusiveness, gender equality, and alignment with international standards, including the objectives of the Resolution and the broader WPS agenda. In this way, institutional contributions to this research transcend a purely analytical framework and become an integral part of a broader process of strengthening good governance in the security and defense sector of BiH, in which civil society and institutions act as complementary rather than opposing actors.

OVERVIEW OF THE STATUS OF WOMEN

MINISTRY OF DEFENSE OF BOSNIA AND HERZEGOVINA AND THE ARMED FORCES OF BOSNIA AND HERZEGOVINA

MINISTRY OF DEFENSE OF BOSNIA AND HERZEGOVINA

Overall staffing level: 76%

Total share of women: 42%

As of 30 June 2024, the Ministry of Defense of Bosnia and Herzegovina (MOD BiH) employs a total of 296 persons, of whom 124 are women (42%). There are 14 appointed officials in total, with only 2 women holding such positions (14%). With regard to professional military personnel assigned to the MOD BiH, out of a total of 46 individuals, only 4 are women (9%). The largest group of employees consists of civil servants, numbering 144 in total, among whom 68 are women (47%). A notable imbalance is observed among civil servants in senior positions, where only 1 woman is represented out of a total of 9 positions (11%). In the category of employees/support staff, 83 individuals are recorded, with women accounting for 59% (49 women).

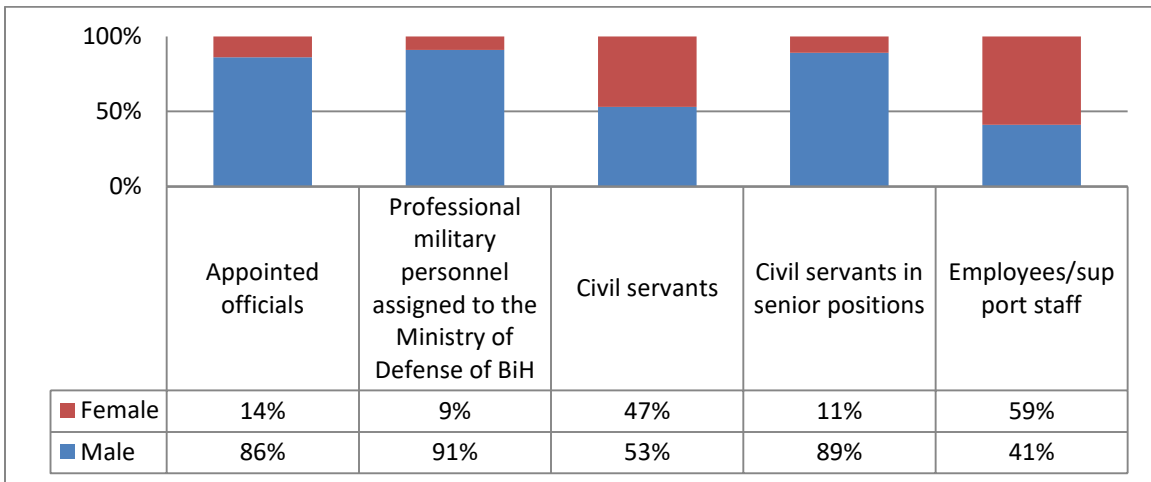


Figure 1 - Percentage distribution of male and female employees by category (MoD BiH)

ARMED FORCES OF BOSNIA AND HERZEGOVINA

Overall staffing level: 80%

Total share of women: 11%

Professional military personnel: 10% women

The Armed Forces of Bosnia and Herzegovina (AF BiH) employ a total of 8.478 personnel, of whom 908 are women (11%). The largest share of employees consists of professional military personnel, totaling 7.895, among whom 756 are women (10%). When disaggregated by categories of professional military personnel, i.e. by rank, 3.673 individuals serve at the rank of soldier, of whom 459 are women (12%). The non-commissioned officer (NCO) ranks comprise 2.574 personnel, with 152 women (6%). There are 1.642 officers in total, including 145 women (9%). The rank of general is held by 13 individuals, with no women represented.³ Among civilian personnel, 583 employees are recorded, of whom 152 are women (26%). With regard to personnel holding command and senior positions, there are 2.379 such posts in total, of which 142 are held by women (6%).

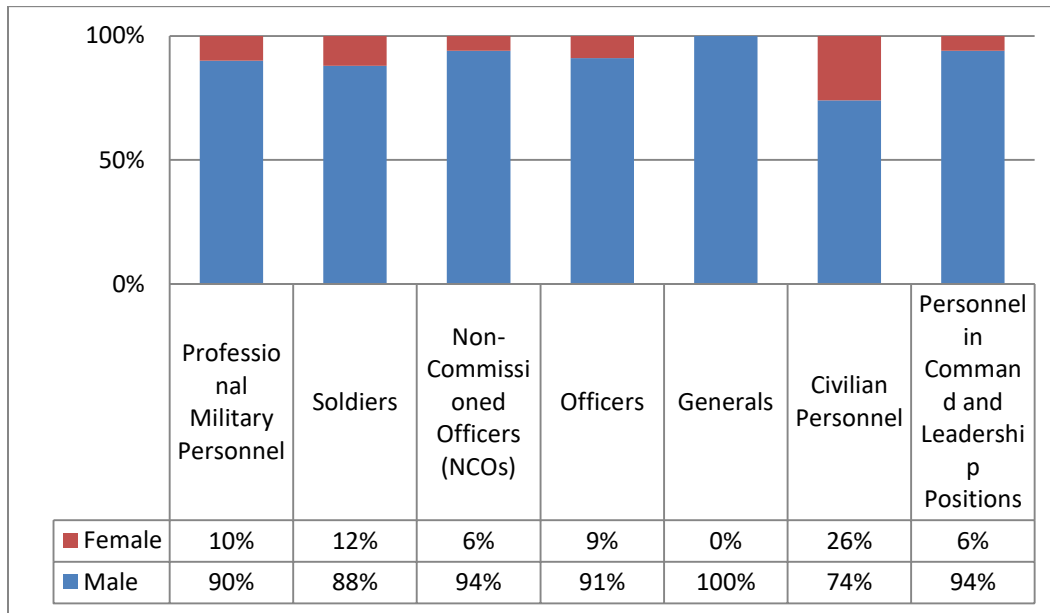


Figure 2 - Percentage distribution of male and female employees by category (AF BiH)

³ According to an official note from the Ministry of Defence of BiH, dated 30 June 2024, six positions at this rank were filled, all of which were occupied by men.

CENTRE FOR SECURITY STUDIES

| Year of Recruitment Call | Rank | Total Applicants | Number of Female Applicants | Total Candidates in Training | Number of Female Candidates | Total Admitted to Professional Military Service | Number of Women Admitted to Professional Military Service |
|---------------------------------|-------------------|-------------------------|------------------------------------|-------------------------------------|------------------------------------|--|--|
| 2024. | Soldier | 965 | 154 | 349 | 43 | 347 | 43 |
| 2023. | Soldier | 746 | 134 | 261 | 38 | 261 | 38 |
| 2023. | Soldier | 578 | 85 | 401 | 58 | 401 | 58 |
| 2022. | Second Lieutenant | 249 | 42 | 66 | 16 | 66 | 16 |
| 2021. | Second Lieutenant | 320 | 73 | 69 | 15 | 68 | 15 |

Table 1 - The last five public recruitment calls for admission to military service

| Total Number of Commission Members | Number of Female Commission Members |
|---|--|
| 6 | 2 |
| 6 | 2 |
| 6 | 2 |
| 6 | 2 |
| 6 | 2 |

Table 2 - Data on selection commissions for the last five public recruitment calls for admission to military service

The Position of Women in the Security and Defence Sector in BiH | 2026

| Year of Recruitment Call | Rank | Total Applicants | Number of Female Applicants | Total Candidates in Training | Number of Female Candidates in Training | Total Admitted to Professional Military Service | Number of Women Admitted to Professional Military Service |
|--------------------------|-------------------|------------------|-----------------------------|------------------------------|---|---|---|
| 2023 | Second Lieutenant | 67 | 9 | 27 | 8 | 27 | 8 |
| 2023 | Corporal | 117 | 16 | 43 | 7 | 43 | 7 |
| 2023 | Corporal | 101 | 11 | 47 | 7 | 47 | 7 |
| 2022 | Corporal | 212 | 14 | 54 | 6 | 54 | 6 |
| 2022 | Corporal | 150 | 9 | 57 | 6 | 57 | 6 |

Table 3 - Data on the last five internal recruitment calls for admission to military service

| Total Number of Commission Members | Number of Female Commission Members |
|------------------------------------|-------------------------------------|
| 6 | 2 |
| 6 | 2 |
| 6 | 2 |
| 6 | 2 |
| 6 | 2 |

Table 4 - Data on selection commissions for the last five internal recruitment calls for admission to military service

CENTRE FOR SECURITY STUDIES

| Year of Recruitment Call | Total Applicants | Number of Female Applicants | Total Candidates Who Gained Cadet Status | Number of Female Cadets |
|---|-------------------------|------------------------------------|---|--------------------------------|
| R. Serbia 2024. | 17 | 5 | 5 | 1 |
| R.S. North Macedonia 2024. | 21 | 1 | 5 | 0 |
| Hellenic Republic (Greece) 2024. | 3 | 0 | 2 | 0 |
| Republic of Türkiye 2024. | 28 | 4 | 12 | 0 |
| R. Austria 2024. | 13 | 2 | 6 | 2 |

Table 5 - Data on the last five public recruitment calls for cadet training

| Total Number of Commission Members | Number of Female Commission Members |
|---|--|
| 3 | 0 |
| 3 | 0 |
| 3 | 0 |
| 3 | 0 |
| 3 | 0 |

Table 6 - Data on selection commissions for the last five public recruitment calls for cadet training

| Year of Recruitment Call | Total Applicants | Number of Female Applicants | Total Candidates Who Gained Military Scholarship Status | Number of Female Scholarship Recipients |
|--------------------------|------------------|-----------------------------|---|---|
| 2024. | 4 | 0 | 4 | 0 |
| 2023. | 7 | 1 | 2 | 1 |

Table 7 - Data on the last five public recruitment calls for scholarships for final-year high school students in BiH

| Total Number of Commission Members | Number of Female Commission Members |
|------------------------------------|-------------------------------------|
| 3 | 0 |
| 3 | 0 |

Table 8 - Data on selection commissions for the last five public recruitment calls for scholarships for final-year high school students in BiH

| | 2021 | 2022 | 2023 |
|--|------|------|------|
| Total Number of Established Commissions or Working Groups | 100 | 101 | 135 |
| Total Number of Members of All Commissions or Working Groups | 576 | 581 | 796 |
| Total Number of Women Members of All Commissions or Working Groups | 90 | 78 | 120 |

Table 9 - Data on internal commissions or working groups established for any purpose in the MOD and AF BiH over the last three calendar years

CENTRE FOR SECURITY STUDIES

| Year | Total Participants | Number of Female Participants |
|-------------|---------------------------|--------------------------------------|
| 2021 | 680 | 75 |
| 2022 | 870 | 87 |
| 2023 | 710 | 83 |

Table 10 - Training of professional military personnel and other categories of employees in the last three years (MOD BiH)

| Name of Peacekeeping Mission | Total Number of Participants (Male/Female Personnel) | Number of Female Participants (Police Officers) |
|-------------------------------------|---|--|
| BH CON | 142 | 4 |
| MINUSMA | 4 | 1 |
| MONUSCO | 12 | 0 |
| EU TM | 15 | 1 |

Table 11 - Peacekeeping Missions and Participation of Personnel (MOD BiH)

| OPM | Total Number of Participants (Male/Female Personnel) | Number of Female Participants (Police Officers) |
|---|---|--|
| Afghanistan | 285 | 32 |
| Democratic Republic of the Congo | 11 | - |
| Mali | 4 | 2 |
| Central African Republic | 28 | 3 |
| Austria | 1 | - |
| Belgium | 6 | - |
| Croatia | 1 | - |
| North Macedonia | 1 | - |
| Germany | 1 | - |
| Russia | 1 | - |
| United States | 3 | - |
| United Kingdom | 1 | - |

Table 12 - Participation in OPM from 2020 to 2024 by Gender (AF BiH)

INDIRECT TAXATION AUTHORITY

Overall Staffing Level: 70%

Total Share of Women: 45%

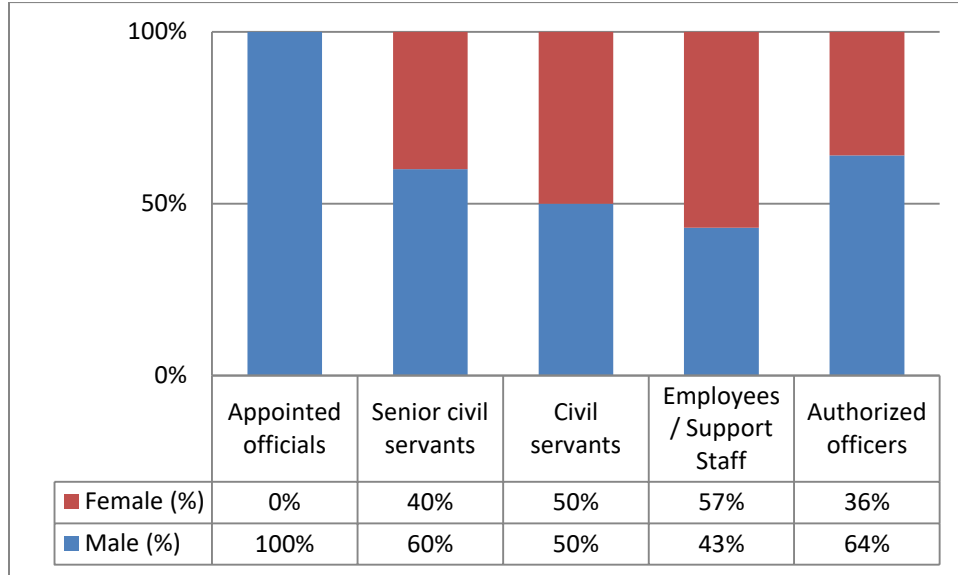


Figure 3 - Percentage distribution of male and female employees by category (ITA)

At the Indirect Taxation Authority, a total of 2.338 employees are employed, of whom 1.293 are men (55%) and .,045 are women (45%). Among civil servants, there are 1.063 individuals, including 577 women (54%). There are five senior civil servants, of whom two are women (40%). On the other hand, there are 1.269 employees in other positions (such as independent officers, specialist officers, etc.), with 466 women (37%). Regarding authorized officers, there are 1.653 in total, of whom 1.052 are men (64%) and 601 are women (36%).

CENTRE FOR SECURITY STUDIES

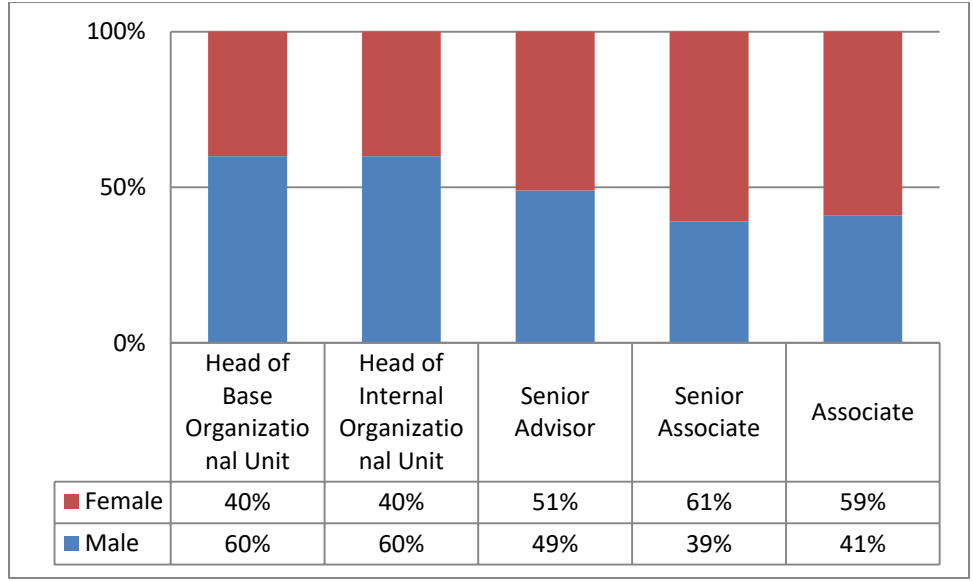


Figure 4 - Percentage distribution of male and female employees by category (ITA)

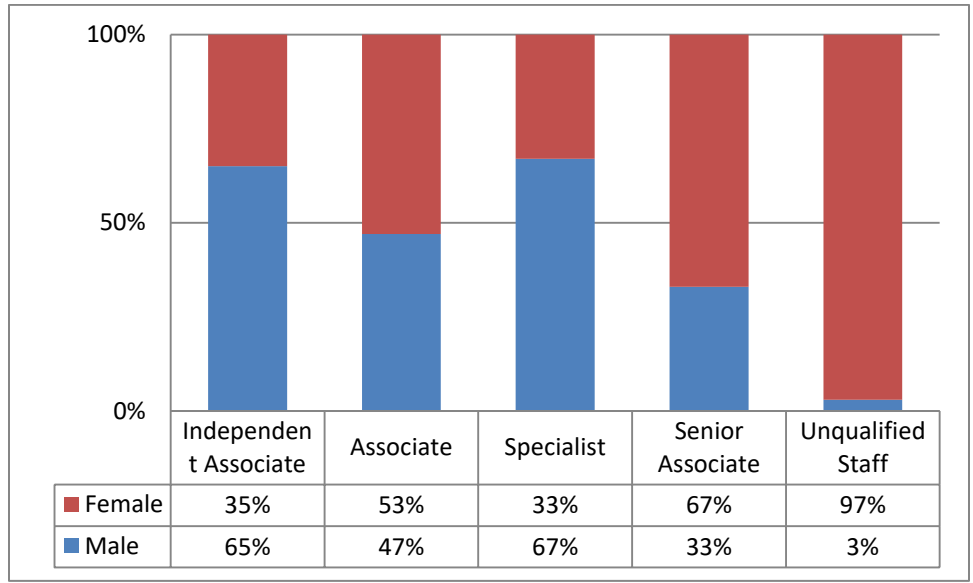


Figure 5 - Percentage distribution of male and female employees by category of staff (ITA)

MINISTRY OF SECURITY OF BiH

Overall Staffing Level:72%

Total Share of Women: 56%

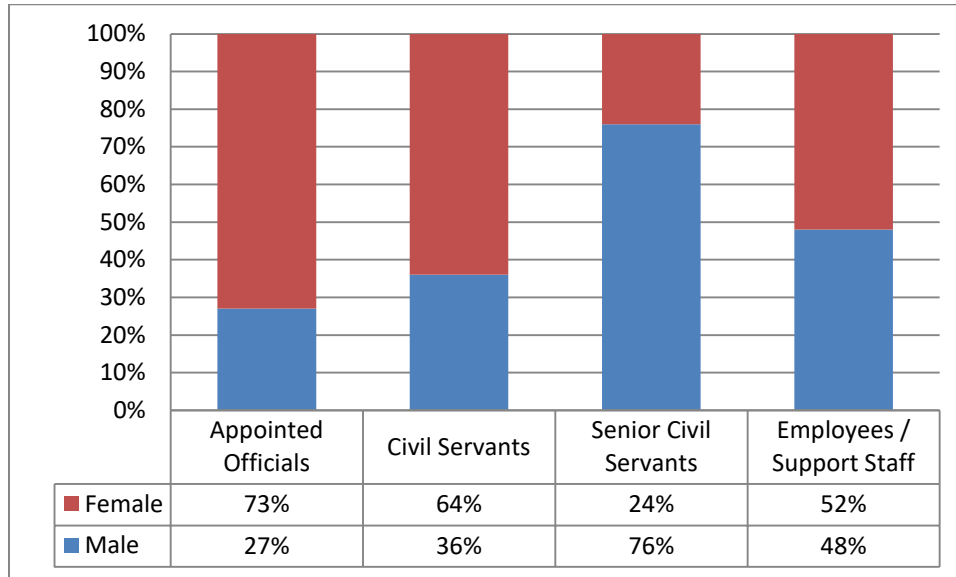


Figure 6 - Percentage distribution of male and female employees by category (MS BiH)

According to the provided data, the Ministry of Security of BiH employs a total of 186 persons⁴, of whom 82 are men (44%) and 104 are women (56%). In the category of appointed officials, there are 11 individuals, including 3 women (27%). The largest group of employees consists of civil servants, totaling 103, of whom approximately 64% are women. However, among senior civil servants, there are 8 employees, with 2 women (25%). In the category of employees/support staff, 64 individuals are recorded, with a nearly balanced gender distribution: 31 men (48%) and 33 women (52%).

⁴ During the processing of the data, certain errors were identified. The data presented in the charts were provided directly by the Ministry and are displayed in their original form, without any intervention regarding their accuracy.

BORDER POLICE OF BiH

Overall Staffing Level: 77%

Total Share of Women: 16% women

Police Officers: 10% women

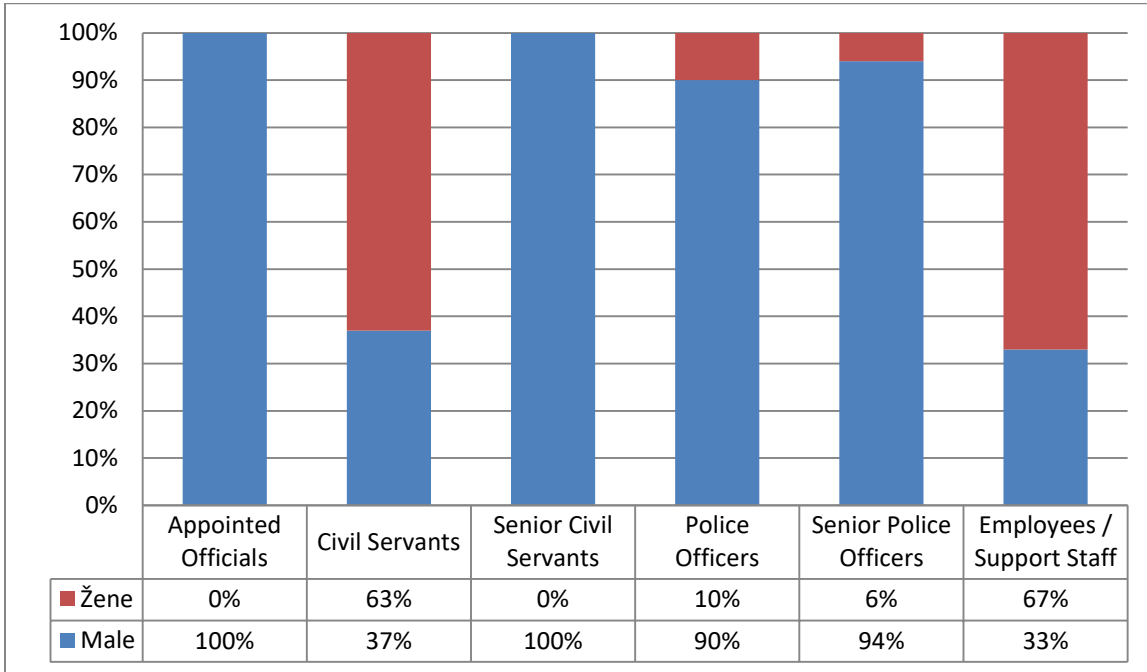


Figure 7 - Percentage distribution of male and female employees by category (BP BiH)

The Border Police of BiH employs a total of 2.029 persons, of whom 325 are women (16%). All appointed officials are men. There are 40 civil servants, including 25 women (63%). Among senior civil servants, there is 1 man in this category. There are 1.829 police officers, of whom 1.641 are men (90%) and 188 are women (10%). Among senior police officers, there are 52 individuals, including 3 women (6%). Numerically, women are most represented at the rank of police officer, with 124 women, accounting for 66% of all female police officers. In the category of employees/support staff, there are 159 persons in total, with women forming the majority: 106 women (67%).

| Rank | Number of Women in Rank | % of Women in Total Number of Personnel in Rank |
|--|-------------------------|---|
| Policewomen | 124 | 11% |
| Senior Policewomen | 16 | 8% |
| Sergeant (female) | 4 | 5% |
| Senior Sergeant (female) | 1 | 2% |
| Junior Inspector (female) | 13 | 11% |
| Inspector (female) | 13 | 12% |
| Senior Inspector (female) | 12 | 17% |
| Independent Inspector (female) | 4 | 7% |
| Chief Inspector (female) | 1 | 7% |
| Police General Inspector (female) | 0 | 0% |
| Chief Police General Inspector (female) | 0 | 0% |

Table 13 - Representation of women – police officers by rank (BP BiH)

| Year of Recruitment Call | Total Applicants | Number of Female Applicants | Total Admitted Cadets | Number of Female Cadets |
|--------------------------|------------------|-----------------------------|-----------------------|-------------------------|
| 2023. | 624 | 107 | 120 | 24 |
| 2020. | 1.658 | 259 | 100 | 15 |
| 2018. | 1.695 | 236 | 100 | 12 |

Table 14 - The last three recruitment calls for admission of cadets to the rank of police Officer (BP BiH)

CENTRE FOR SECURITY STUDIES

| Year of Recruitment Call | Total Number of Commission Members | Number of Female Commission Members |
|---------------------------------|---|--|
| 2023. | 5 | 2 |
| 2020. | 5 | 1 |
| 2018. | 5 | 0 |

Table 15 - Selection Commissions for the Last Three Recruitment Calls for Admission of Cadets to the Rank of Police Officer (BP BiH)

| Year of Recruitment Call | Total Applicants | Number of Female Applicants | Total Admitted Cadets | Number of Female Cadets |
|---------------------------------|-------------------------|------------------------------------|------------------------------|--------------------------------|
| 2023. | 170 | 42 | 25 | 6 |
| 2020. | 519 | 103 | 22 | 6 |

Table 16 - The Last Two Recruitment Calls for Admission of Cadets to the Rank of Junior Inspector (BP BiH)

| Year of Recruitment Call | Total Number of Commission Members | Number of Female Commission Members |
|---------------------------------|---|--|
| 2023. | 5 | 2 |
| 2020. | 5 | 1 |

Table 17 - Selection Commissions for the Last Two Recruitment Calls for Admission of Cadets to the Rank of Junior Inspector (BP BiH)

| Rank of Promotion | Total Applicants | Number of Female Applicants | Total Promoted | Number of Women Promoted |
|-----------------------------|------------------|-----------------------------|----------------|--------------------------|
| Senior Police Officer, 2025 | 111 | 11 | 26 | 2 |
| Senior Inspector, 2024 | 49 | 5 | 26 | 2 |
| Senior Sergeant, 2024 | 23 | 0 | 20 | 0 |

Table 18 - Data on the Last Three Internal Recruitment Calls for Promotion of Police Officers (BP BiH)

| Rank, Year | Total Number of Commission Members | Number of Female Commission Members |
|-----------------------------|------------------------------------|-------------------------------------|
| Senior Police Officer, 2025 | 3 | 0 |
| Senior Inspector, 2024 | 3 | 1 |
| Senior Sergeant, 2024 | 3 | 0 |

Table 19 - Data on selection Commissions for Internal Promotion of Police Officers for the Last Three Calls (BP BiH)

| Year | Total Number of Commissions | Total Number of Members | Number of Female Members |
|------|-----------------------------|-------------------------|--------------------------|
| 2021 | 2 Procurement Commissions | 5 Members and Secretary | 1 |
| 2022 | 2 Procurement Commissions | 5 Members and Secretary | 1 |
| 2023 | 2 Procurement Commissions | 5 Members and Secretary | 1 |

Table 20 - Internal Commissions or Working Groups in the Last Three Years (BP BiH)

CENTRE FOR SECURITY STUDIES

| Name of Peacekeeping Mission | Total Number of Participants (Male/Female Personnel) | Number of Female Participants (Police Officers) |
|-------------------------------------|---|--|
| UN - SOUTH SUDAN | 5 | 5 |
| UNMIL - LIBERIA | 3 | 0 |
| MISSION CONGO | 1 | 0 |
| MISSION - CYPRUS | 5 | 2 |

Table 21 - Peacekeeping Missions and Participation of Police Officers (BP BiH)

| Year | Total Participants | Number of Female Participants |
|-------------|---------------------------|--------------------------------------|
| 2021 | 756 | 158 |
| 2022 | 698 | 116 |
| 2023 | 1.052 | 119 |

Table 22 - Training of Police Officers in the Last Three Years (BP BiH)

STATE INVESTIGATION AND PROTECTION AGENCY (SIPA)

Overall Staffing Level: 78%

Total Share of Women: 27%

Police Officers: 17% women

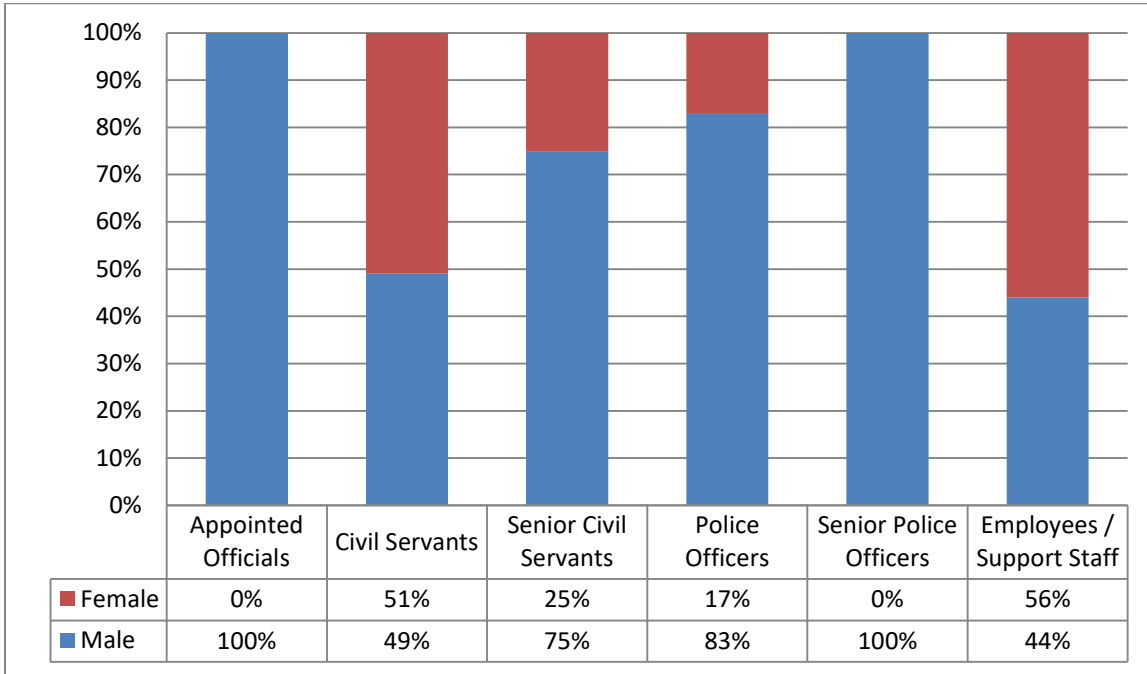


Figure 8 - Percentage Distribution of Male and Female Employees by Category (SIPA)

The State Investigation and Protection Agency (SIPA) employs a total of 742 persons, of whom 540 are men (73%) and 202 are women (27%). There are 72 civil servants, of whom 37 are women (51%). Among senior civil servants, there are four individuals, including one woman (25%). SIPA has 540 police officers, of whom 92 are women (17%). Among senior police officers, there are 14 individuals, with no women represented. Numerically, women are most represented at the rank of inspector, with 32 women, accounting for 35% of all female police officers. In the category of employees/support staff, there are 130 individuals in total, with women forming the majority: 73 women (56%).

CENTRE FOR SECURITY STUDIES

| Rank | Number of Women in Rank | % of Women in Total Personnel in Rank |
|--|--------------------------------|--|
| Policewomen | 6 | 26% |
| Senior Policewomen | 7 | 13% |
| Sergeant (Female) | 4 | 15% |
| Senior Sergeant (Female) | 0 | 0% |
| Junior Inspector (Female) | 27 | 21% |
| Inspector (Female) | 32 | 25% |
| Senior Inspector (Female) | 13 | 14% |
| Independent Inspector (Female) | 3 | 9% |
| Chief Inspector (Female) | 0 | 0% |
| Police General Inspector (Female) | 0 | 0% |
| Chief Police General Inspector (Female) | 0 | 0% |

Table 23 - Representation of Women – Police Officers by Rank (SIPA)

| Year of Recruitment Call | Total Admitted Cadets | Number of Female Cadets |
|---------------------------------|------------------------------|--------------------------------|
| 2022. | 10 | 2 |
| 2019. | 8 | 3 |
| 2017. | 18 | 2 |

Table 24 - The Last Three Recruitment Calls for Admission of Cadets to the Rank of Police Officer (SIPA)

| Year of Recruitment Call | Total Number of Commission Members | Number of Female Commission Members |
|---------------------------------|---|--|
| 2022. | 5 | 1 |
| 2019. | 5 | - |
| 2017. | 5 | - |

Table 25 - Selection Commissions for the Last Three Recruitment Calls for Admission of Cadets to the Rank of Police Officer (SIPA)

| Year of Recruitment Call | Total Admitted Cadets | Number of Female Cadets |
|--------------------------|-----------------------|-------------------------|
| 2022. | 10 | 4 |
| 2020. | 10 | 3 |
| 2020. | 10 | - |

Table 26 - The Last Three Recruitment Calls for Admission of Cadets to the Rank of Junior Inspector (SIPA)

| Year of Recruitment Call | Total Number of Commission Members | Number of Female Commission Members |
|--------------------------|------------------------------------|-------------------------------------|
| 2022. | 5 | - |
| 2020. | 5 | 1 |
| 2020. | 5 | 1 |

Table 27 - Selection Commissions for the Last Three Recruitment Calls for Admission of Cadets to the Rank of Junior Inspector (SIPA)

| Rank of Promotion | Total Applicants | Number of Female Applicants | Total Promoted | Number of Women Promoted |
|-----------------------|------------------|-----------------------------|----------------|--------------------------|
| Senior Inspector | | | 5 | - |
| Inspector | | | 11 | 3 |
| Independent inspector | | | 7 | 1 |

Table 28 - Data on the Last Three Internal Recruitment Calls for Promotion of Police Officers (SIPA)

CENTRE FOR SECURITY STUDIES

| Total Number of Commission Members | Number of Female Commission Members |
|---|--|
| 3 | - |
| 3 | - |
| 3 | - |

Table 29 - Data on selection commissions for Internal Promotion of Police Officers for the Last Three Calls (SIPA)

| Year | Total Number of Commissions | Total Number of Members | Number of Female Members |
|-------------|------------------------------------|--------------------------------|---------------------------------|
| 2021 | 13 | 71 | 27 |
| 2022 | 15 | 89 | 34 |
| 2023 | 15 | 84 | 29 |

Table 30 - Internal Commissions or Working Groups in the Last Three Years (SIPA)

| Year | Total Participants | Number of Female Participants |
|-------------|---------------------------|--------------------------------------|
| 2021 | 256 | 74 |
| 2022 | 297 | 86 |
| 2023 | 306 | 98 |

Table 31 - Training of Police Officers in the Last Three Years (SIPA)

DIRECTORATE FOR COORDINATION OF POLICE BODIES OF BiH (DCPB BiH)

Overall Staffing Level: 64%

Total Share of Women: 14%

Police Officers: 8% women

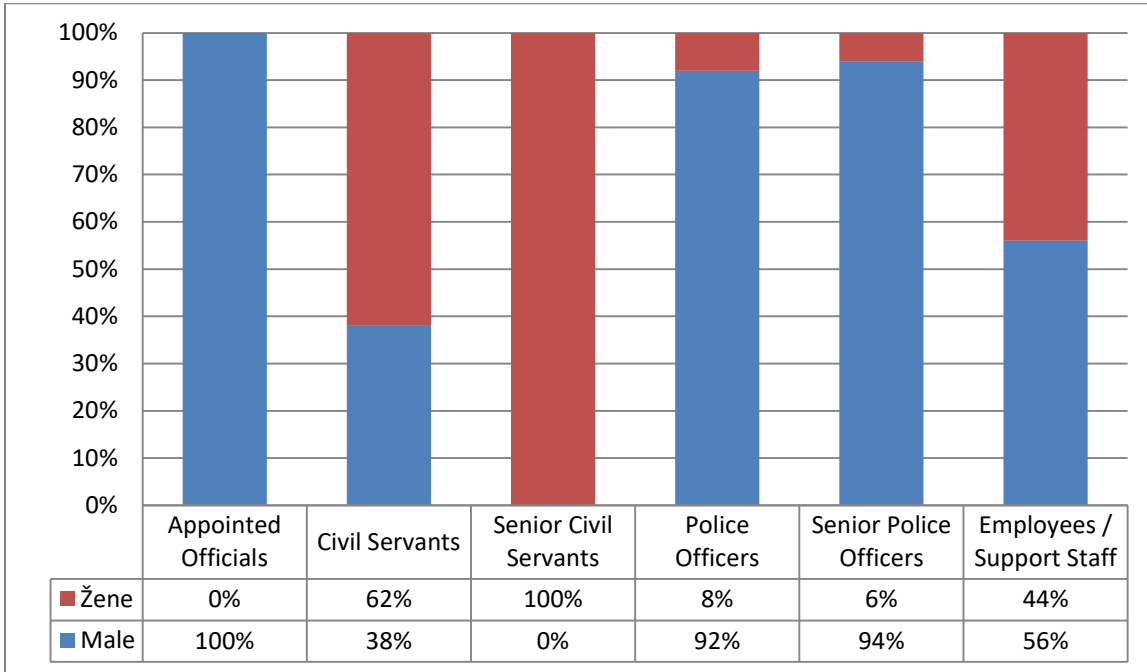


Figure 9 - Percentage Distribution of Male and Female Employees by Category (DCPB BiH)

The Directorate for Coordination of Police Bodies of BiH (DCPB BiH) employs a total of 823 persons, of whom 705 are men (86%) and 118 are women (14%). There are 50 civil servants, of whom 31 are women (62%). One of the two senior civil servant positions is filled, and the occupant is a woman. DCPB BiH has 726 police officers, of whom 59 are women (8%). Among senior police officers, there are 67 individuals, including 4 women (6%). In the category of employees/support staff, there are 154 persons in total, of whom 67 are women (44%). Due to a significant quantitative discrepancy in the data provided, particularly regarding the representation of women in the hierarchy of police ranks, this information will not be presented.

CENTRE FOR SECURITY STUDIES

| Year of Recruitment Call | Total Admitted Cadets | Number of Female Cadets |
|---------------------------------|------------------------------|--------------------------------|
| 2021. | 50 | 7 |
| 2017. | 50 | 8 |
| 2014. | 45 | 3 |

Table 32 - The Last Three Recruitment Calls for Admission of Cadets to the Rank of Police Officer (DCPB BiH)

| Year of Recruitment Call | Total Number of Commission Members | Number of Female Commission Members |
|---------------------------------|---|--|
| 2021. | 5 | 0 |
| 2017. | 5 | 0 |
| 2014. | 5 | 0 |

Table 33 - Selection Commissions for the Last Three Recruitment Calls for Admission of Cadets to the Rank of Police Officer (DCPB BiH)

| Year of Recruitment Call | Total Admitted Cadets | Number of Female Cadets |
|---------------------------------|------------------------------|--------------------------------|
| 2017. | 5 | 1 |

Table 34 - The Last Three Recruitment Calls for Admission of Cadets to the Rank of Junior Inspector (DCPB BiH)

| Year of Recruitment Call | Total Number of Commission Members | Number of Female Commission Members |
|---------------------------------|---|--|
| 2017. | 5 | 0 |

Table 35 - Selection Commissions for the Last Three Recruitment Calls for Admission of Cadets to the Rank of Junior Inspector (DCPB BiH)

| Rank of Promotion | Total Applicants | Number of Female Applicants | Total Promoted | Number of Women Promoted |
|-----------------------|------------------|-----------------------------|----------------|--------------------------|
| Inspector | | | 25 | 3 |
| Senior Police Officer | | | 11 | 2 |
| Junior inspector | | | 18 | 1 |

Table 36 - Data on the Last Three Internal Recruitment Calls for Promotion of Police Officers (DCPB BiH)

| Total Number of Commission Members | Number of Female Commission Members |
|------------------------------------|-------------------------------------|
| 6 | 0 |
| 6 | 1 |
| 6 | 1 |

Table 37 - Data on selection commissions for Internal Promotion of Police Officers for the Last Three Calls (DCPB BiH)

| Year | Total Participants | Number of Female Participants |
|------|--------------------|-------------------------------|
| 2021 | 5 | 2 |
| 2022 | 10 | 4 |
| 2023 | 15 | 4 |

Table 38 - Training of Police Officers in the Last Three Years (DCPB BiH)

| Name of Peacekeeping Mission | Total Number of Participants (Male/Female Personnel) | Number of Female Participants (Police Officers) |
|------------------------------|--|---|
| UNMISS SOUTH SUDAN | 10 | 1 |
| UNFICYP CYPRUS | 4 | 2 |

Table 39 - Peacekeeping Missions and Participation of Police Officers (DCPB BiH)

SERVICE FOR FOREIGNERS AFFAIRS (SFA)

Overall Staffing Level: 75%

Total Share of Women: 36%

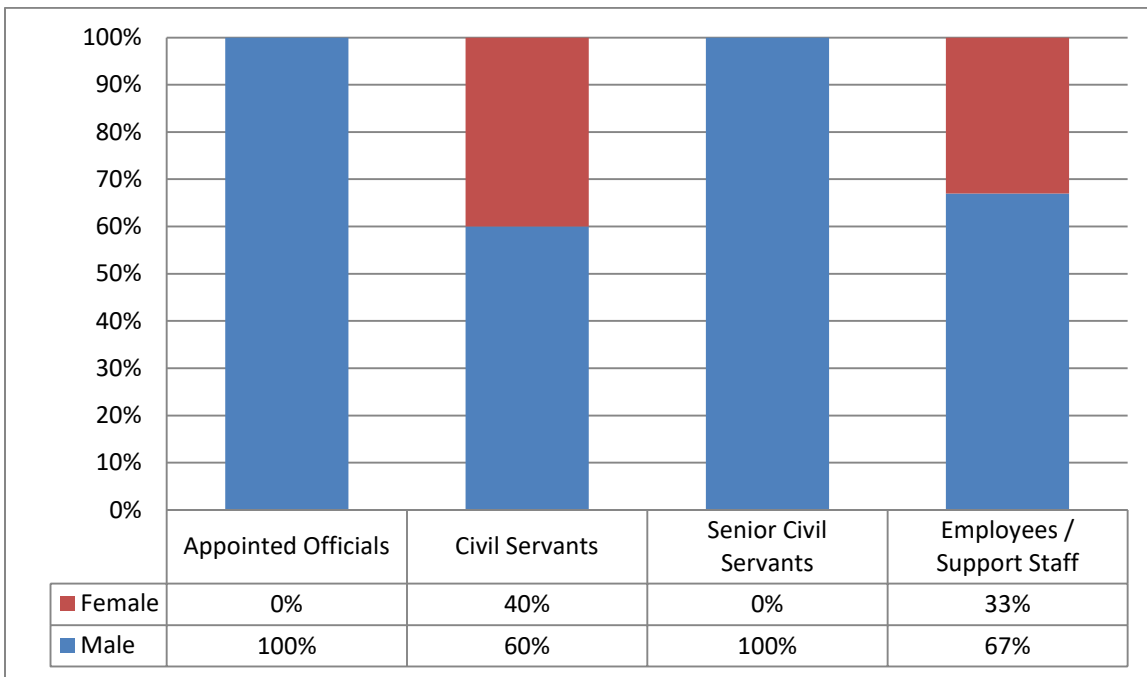


Figure 10 - Percentage Distribution of Male and Female Employees by Category (SFA)

As of 30 June 2024, the Service for Foreigners Affairs (SFA) employs a total of 234 persons, of whom 85 are women (36%). All three appointed officials are men. There are 119 civil servants, including 48 women (40%). All three senior civil servant positions are held by men. In the category of employees/support staff, there are 112 persons, of whom 37 are women (33%).

| Year | Total Number of Commissions | Total Number of Members | Number of Female Members |
|------|-----------------------------|-------------------------|--------------------------|
| 2021 | 4 | 12 | 7 |
| 2022 | 4 | 12 | 7 |
| 2023 | 4 | 12 | 5 |

Table 40 - Internal Commissions or Working Groups in the Last Three Years (SFA)

| Year | Total Participants | Number of Female Participants |
|------|--------------------|-------------------------------|
| 2021 | 165 | 58 |
| 2022 | 220 | 84 |
| 2023 | 249 | 88 |

Table 41 - Training of Employees in the Last Three Years (SFA)

AGENCY FOR EDUCATION AND PROFESSIONAL TRAINING (AEPTM)

Overall Staffing Level: 71%

Total Share of Women: 46%

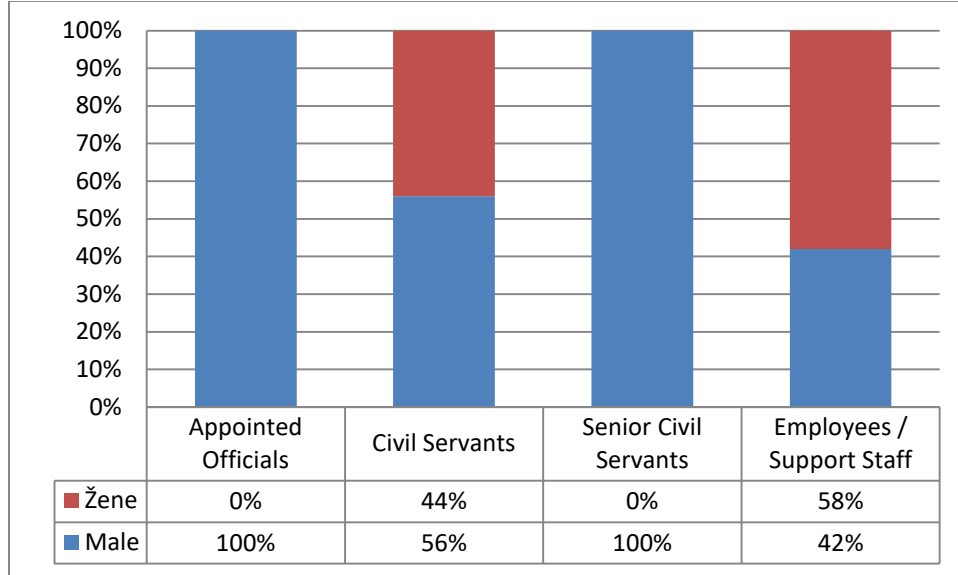


Figure 11 - Percentage Distribution of Male and Female Employees by Category (AEPTM)

The Agency for Education and Professional Training (AEPTM) employs a total of 46 persons, of whom 21 are women (46%). Both appointed official positions are held by men. There are 32 civil servants, with women representing 44% of this category (14 women). The staffing plan prescribes three senior civil servant positions, of which only one is currently filled, and it is occupied by a man. In the category of employees/support staff, there are 12 persons, of whom 7 are women (58%).

AGENCY FOR FORENSIC EXAMINATIONS AND EXPERTISE (AFEE)

Overall Staffing Level: 56%

Total Share of Women: 48%

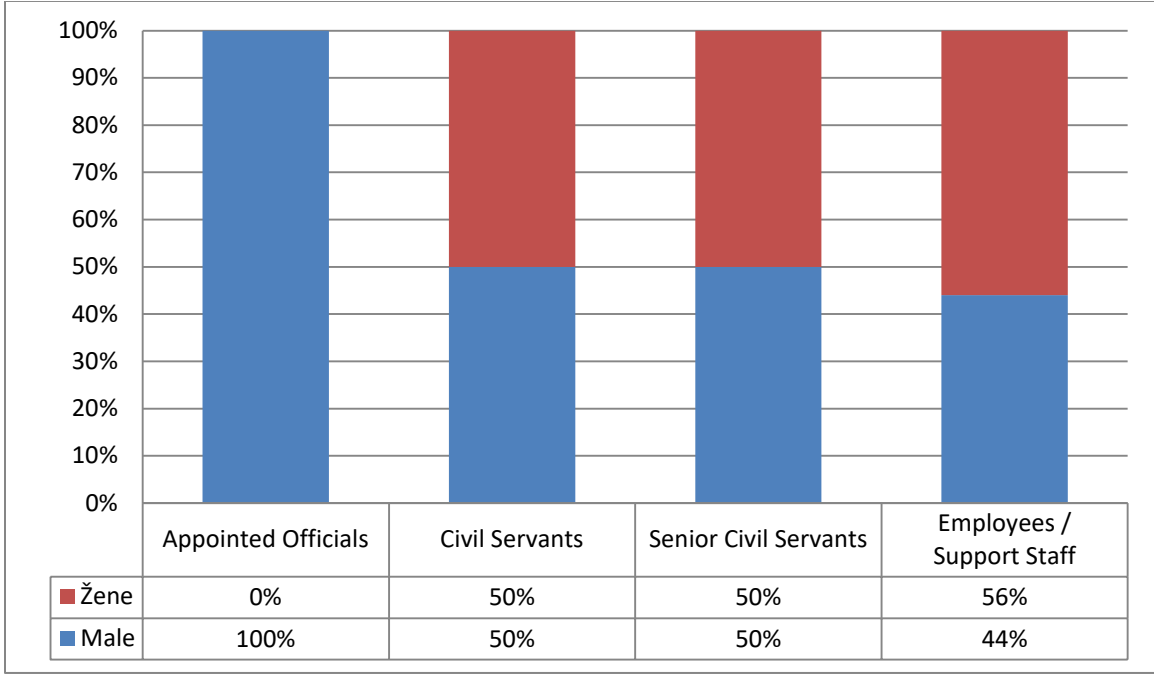


Figure 12 - Percentage Distribution of Male and Female Employees by Category (AFEE)

The Agency for Forensic Examinations and Expertise (AFEE) employs a total of 29 persons, with a nearly equal gender distribution: 14 women (48%). Both appointed official positions are held by men. There are 18 civil servants, with men and women equally represented, and the same applies to the two senior civil servant positions. In the category of employees/support staff, there are 9 persons, of whom 5 are women (56%).

AGENCY FOR POLICE SUPPORT (APS)

Overall Staffing Level: 71%

Total Share of Women: 53%

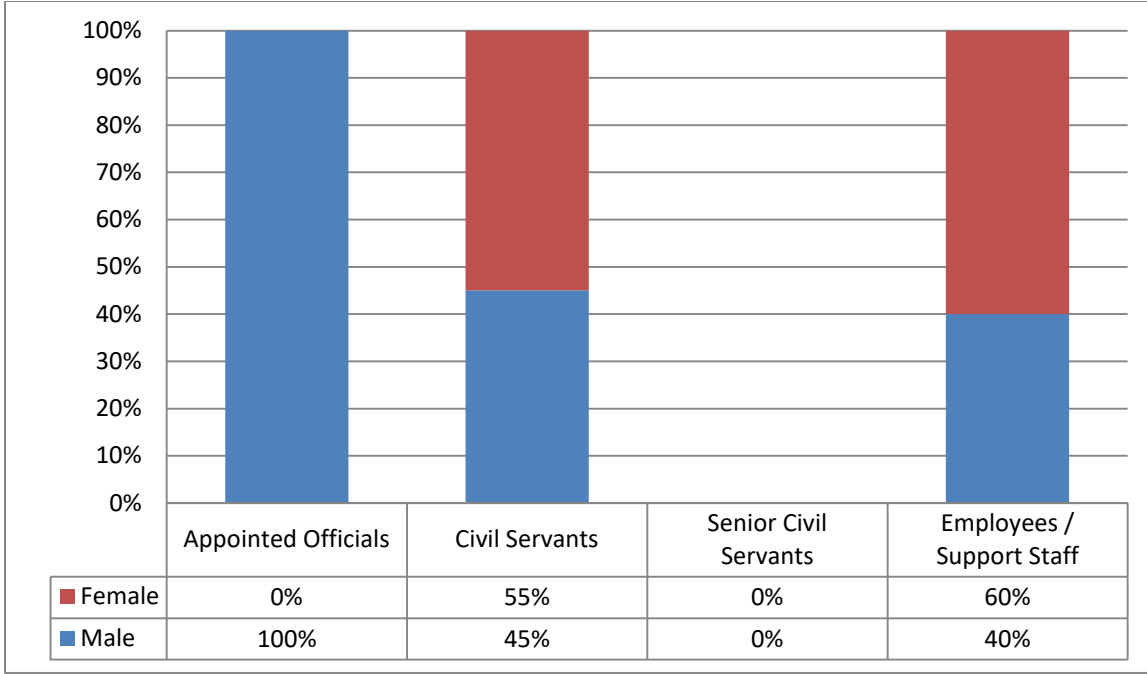


Figure 13 - Percentage Distribution of Male and Female Employees by Category (APS)

As of 30 June 2024, the Agency for Police Support (APS) employed a total of 34 persons, of whom 18 were women (53%). Both appointed official positions are held by men. There are 22 civil servants, with women representing 55% of this category (12 women). The staffing plan prescribes three senior civil servant positions, none of which are currently filled. In the category of employees/support staff, there are 10 persons, of whom 6 are women (60%).

POLICE OF BRČKO DISTRICT BiH (PBD BiH)

Overall Staffing Level: 83%

Total Share of Women: 18%

Police Officers: 9% women

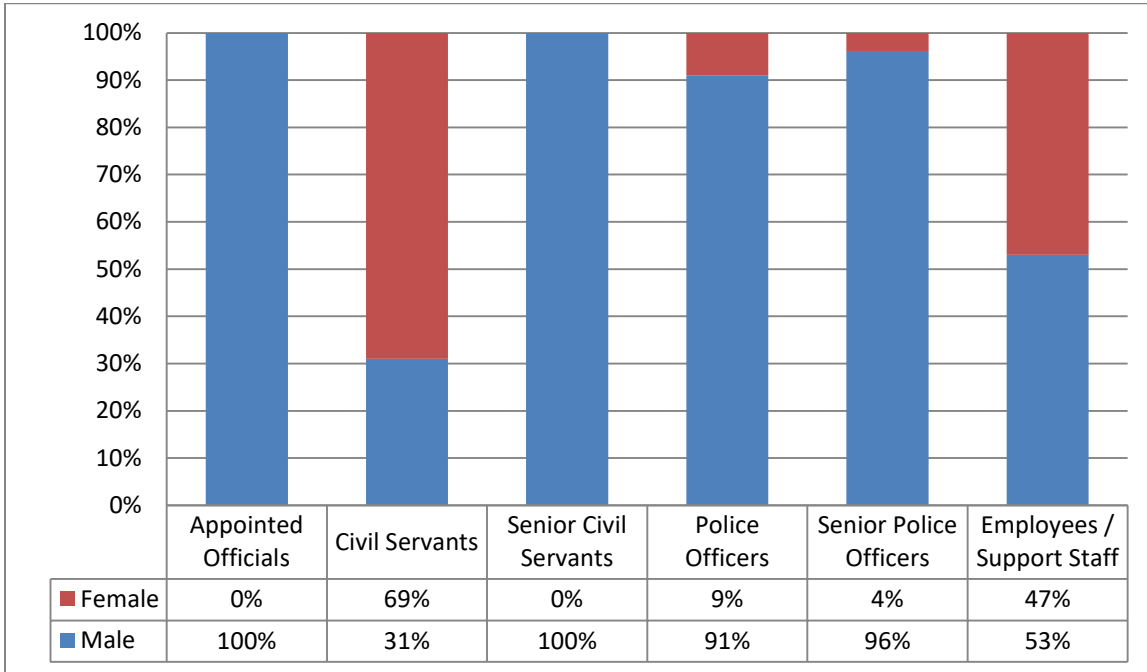


Figure 14 - Percentage Distribution of Male and Female Employees by Category (PBD BiH)

According to the data provided by the Police of Brčko District of BiH (PBD BiH), this police institution employs a total of 276 persons, of whom 49 are women (18%). All three appointed official positions are held by men. In the category of civil servants, out of a total of 34 persons, 20 are women (69%). However, the single senior civil servant position is held by a man. There are 224 police officers, of whom 20 are women (9%). The underrepresentation of women is particularly evident in senior police positions, where only one woman is among 28 police officers. Numerically, women are most represented at the rank of senior police officer, with 7 women, accounting for 35% of all female police officers. Among employees/support staff, 9 women are employed (47%), compared to 10 men (53%).

CENTRE FOR SECURITY STUDIES

| Rank | Number of Women in Rank | % of Women in Total Personnel in Rank |
|--|--------------------------------|--|
| Policewomen | 1 | 100 |
| Senior Policewomen | 7 | 13 |
| Sergeant (Female) | 1 | 4 |
| Senior Sergeant (Female) | 1 | 3 |
| Junior Inspector (Female) | 6 | 11 |
| Inspector (Female) | 3 | 12 |
| Senior Inspector (Female) | 1 | 7 |
| Independent Inspector (Female) | 0 | 0 |
| Chief Inspector (Female) | 0 | 0 |
| Police General Inspector (Female) | 0 | 0 |
| Chief Police General Inspector (Female) | 0 | 0 |

Table 42 - Representation of Women – Police Officers by Rank (PBD BiH)

| Year of Recruitment Call | Total Applicants | Number of Female Applicants | Total Admitted Cadets | Number of Female Cadets |
|---------------------------------|-------------------------|------------------------------------|------------------------------|--------------------------------|
| 2023. | 36 | 10 | 9 | 3 |
| 2020. | 130 | 25 | 16 | 4 |
| 2017. | 123 | 23 | 12 | 2 |

Table 43 - The Last Three Recruitment Calls for Admission of Cadets to the Rank of Police Officer (PBD BiH)

| Year of Recruitment Call | Total Number of Commission Members | Number of Female Commission Members |
|---------------------------------|---|--|
| 2023. | 5 | 1 |
| 2020. | 5 | 2 |
| 2017. | 5 | 2 |

Table 44 - Selection Commissions for the Last Three Recruitment Calls for Admission of Cadets to the Rank of Police Officer (PBD BiH)

| Year of Recruitment Call | Total Applicants | Number of Female Applicants | Total Admitted Cadets | Number of Female Cadets |
|--------------------------|------------------|-----------------------------|-----------------------|-------------------------|
| 2023. | - | - | - | - |
| 2020. | - | - | - | - |
| 2017. | 127 | 29 | 7 | 2 |

Table 45 - The Last Three Recruitment Calls for Admission of Cadets to the Rank of Junior Inspector (PBD BiH)

| Year of Recruitment Call | Total Number of Commission Members | Number of Female Commission Members |
|--------------------------|------------------------------------|-------------------------------------|
| 2017. | 5 | 2 |

Table 46 - Selection Commissions for the Last Three Recruitment Calls for Admission of Cadets to the Rank of Junior Inspector (PBD BiH)

| Rank of Promotion | Total Applicants | Number of Female Applicants | Total Promoted | Number of Women Promoted |
|-------------------|------------------|-----------------------------|----------------|--------------------------|
| Junior inspector | 91 | 16 | 8 | 2 |
| Junior inspector | 9 | 3 | 1 | - |
| Junior inspector | 17 | 4 | 1 | - |

Table 47 - Data on the Last Three Internal Recruitment Calls for Promotion of Police Officers (PBD BiH)

| Total Number of Commission Members | Number of Female Commission Members |
|------------------------------------|-------------------------------------|
| 4 | 1 |

Table 48 - Data on selection commissions for Internal Promotion of Police Officers for the Last Three Calls (PBD BiH)

CENTRE FOR SECURITY STUDIES

| Year | Total Number of Commissions | Total Number of Members | Number of Female Members |
|-------------|------------------------------------|--------------------------------|---------------------------------|
| 2021 | 48 | 177 | 45 |
| 2022 | 36 | 106 | 15 |
| 2023 | 50 | 170 | 48 |

Table 49 - Internal Commissions or Working Groups in the Last Three Years (PBD BiH)

| Year | Total Participants | Number of Female Participants |
|-------------|---------------------------|--------------------------------------|
| 2021 | 187 | No data |
| 2022 | 324 | No data |
| 2023 | 554 | No data |

Table 50 - Training of Police Officers in the Last Three Years (PBD BiH)

| Name of Peacekeeping Mission | Total Number of Participants (Male/Female Personnel) | Number of Female Participants (Police Officers) |
|--|---|--|
| UNFICYP - Cyprus (2009, 2010, 2014, 2015, 2021, 2022) | 1 | - |
| UNFICYP - Cyprus (2017, 2018) | 1 | - |
| UNMIS - South Sudan (2017, 2018, 2019) | 1 | - |
| UNFICYP - Cyprus (2023, 2024) | 1 | 1 |

Table 51 - Peacekeeping Missions and Participation of Police Officers (PBD BiH)

FEDERAL POLICE ADMINISTRATION (FPA)

Overall Staffing Level: 70%

Total Share of Women: 22%

Police Officers: 12% women

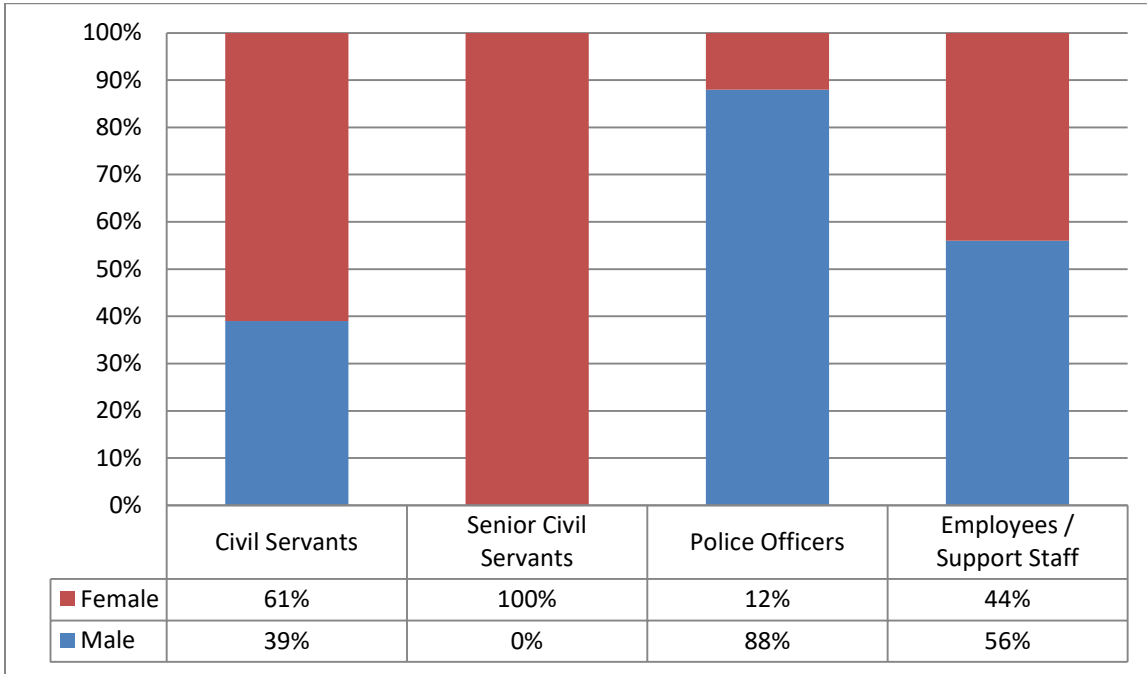


Figure 15 - Percentage Distribution of Male and Female Employees by Category (FPA)

Although the data provided is imprecise, the Federal Police Administration (FPA) employs approximately 750 persons, of whom around 22% are women. Among civil servants, there are 61 employees in total, of whom 37 are women (61%). All three filled senior civil servant positions are held by women. In the category of police officers, there are 535 employees, including 473 men (88%) and 62 women (12%). Numerically, women are most represented at the rank of police officer, with 15 women, accounting for 24% of all female police officers. In the category of employees/support staff, there are 154 persons, of whom 67 are women (44%).

CENTRE FOR SECURITY STUDIES

| Rank | Number of Women in Rank | % of Women in Total Personnel in Rank |
|--|--------------------------------|--|
| Policewomen | 15 | 17 |
| Senior Policewomen | 5 | 8 |
| Sergeant (Female) | 6 | 12 |
| Senior Sergeant (Female) | 4 | 7 |
| Junior Inspector (Female) | 13 | 15 |
| Inspector (Female) | 11 | 10 |
| Senior Inspector (Female) | 6 | 11 |
| Independent Inspector (Female) | 2 | 9 |
| Chief Inspector (Female) | 0 | 0 |
| Police General Inspector (Female) | 0 | 0 |
| Chief Police General Inspector (Female) | 0 | 0 |

Table 52 - Representation of Women – Police Officers by Rank (FPA)

| Year | Total Participants | Number of Female Participants |
|-------------|---------------------------|--------------------------------------|
| 2021 | 282 | 37 |
| 2022 | 335 | 34 |
| 2023 | 501 | 70 |

Table 53 - Training of Police Officers in the Last Three Years (FPA)

| Name of Peacekeeping Mission | Total Number of Participants (Male/Female Personnel) | Number of Female Participants (Police Officers) |
|-------------------------------------|---|--|
| Cyprus | 2 | 0 |
| South Sudan | 1 | 0 |

Table 54 - Peacekeeping Missions and Participation of Police Officers (FPA)

MINISTRY OF INTERNAL AFFAIRS OF UNA-SANA CANTON (MIA USC)

Overall Staffing Level: 81%

Total Share of Women: 63%

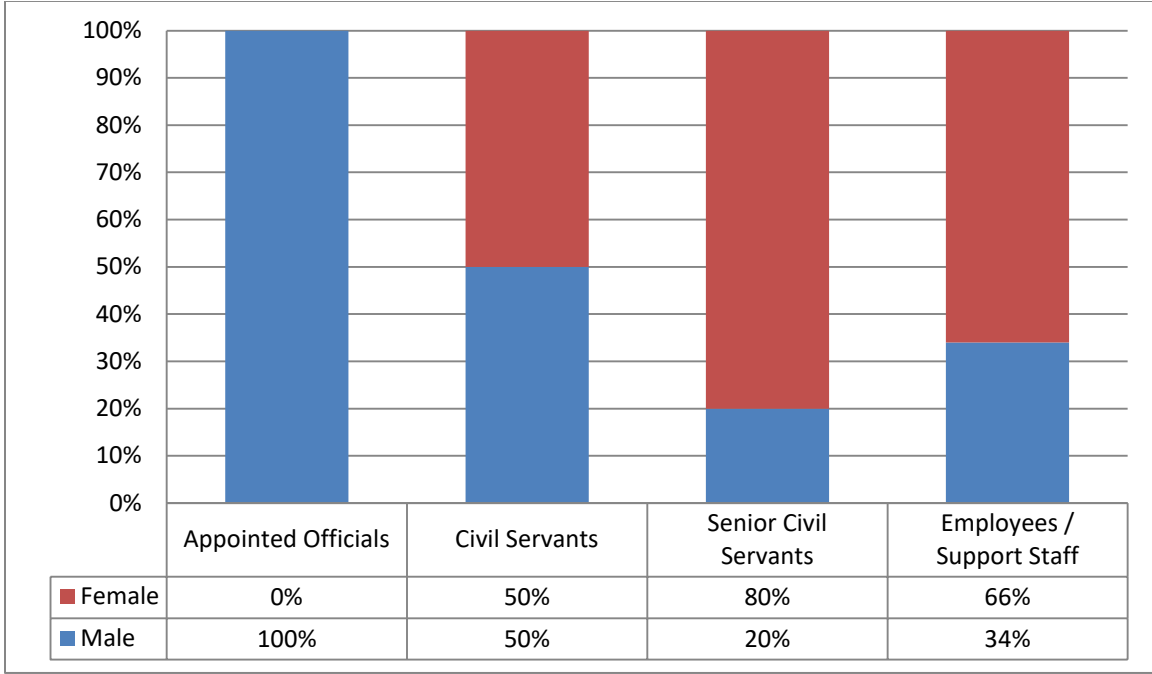


Figure 16 - Percentage Distribution of Male and Female Employees by Category (MIA USC)

As of 30 June 2024, the Ministry of Internal Affairs of Una-Sana Canton (MIA USC) employed a total of 177 persons, of whom 112 were women (63%). The single appointed official position is held by a man. Among civil servants, there are 30 employees, including 15 women (50%). Four out of five senior civil servant positions are held by women (80%). In the category of employees/support staff, there are 141 persons, of whom 93 are women (66%).

POLICE ADMINISTRATION OF MIA USC (PA MIA USC)

Overall Staffing Level:83%
Total Share of Women: 13%
Police Officers: 9% women

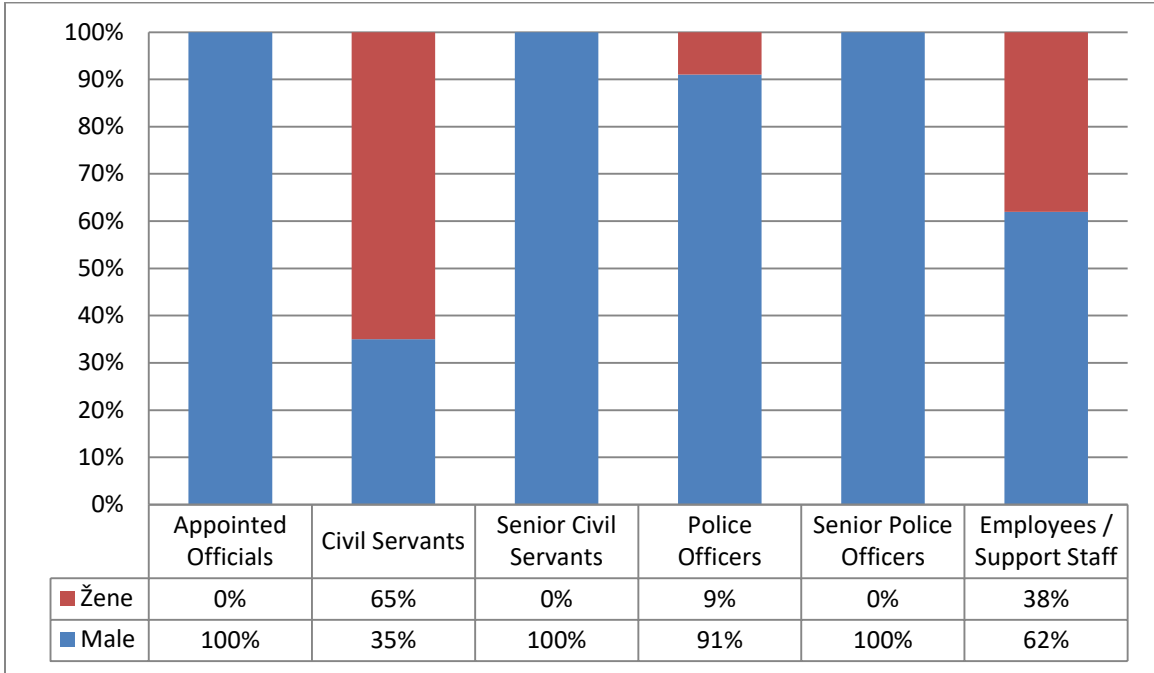


Figure 17 - Percentage Distribution of Male and Female Employees by Category (PA MIA USC)

The Police Administration of MIA USC (PA MIA USC) employs a total of 860 persons, of whom 109 are women (13%). Among civil servants, there are 17 employees, including 11 women (65%). The single senior civil servant position is held by a man. PA MIA USC has 761 police officers, of whom 67 are women (almost 9%). All 16 senior police officer positions are held by men. Numerically, women are most represented at the lowest police rank, that of police officer, with 25 policewomen, accounting for 37% of all female police officers. In the category of employees/support staff, there are 81 persons, of whom 31 are women (38%).

| Rank | Number of Women in Rank | % of Women in Total Personnel in Rank |
|--|-------------------------|---------------------------------------|
| Policewomen | 25 | 10 |
| Senior Policewomen | 17 | 11 |
| Sergeant (Female) | 6 | 6 |
| Senior Sergeant (Female) | 3 | 4 |
| Junior Inspector (Female) | 10 | 14 |
| Inspector (Female) | 4 | 8 |
| Senior Inspector (Female) | 1 | 3 |
| Independent Inspector (Female) | 0 | 0 |
| Chief Inspector (Female) | 1 | 20 |
| Police General Inspector (Female) | 0 | 0 |

Table 55 - Representation of Women – Police Officers by Rank (PA MIA USC)

| Year of Recruitment Call | Total Applicants | Number of Female Applicants | Total Admitted Cadets | Number of Female Cadets |
|--------------------------|------------------|-----------------------------|-----------------------|-------------------------|
| 2023. | 176 | 47 | 69 | 15 |
| 2022. | 274 | 47 | 37 | 10 |
| 2021. | 275 | 54 | 67 | 5 |

Table 56 - The Last Three Recruitment Calls for Admission of Cadets to the Rank of Police Officer (PA MIA USC)

CENTRE FOR SECURITY STUDIES

| Year of Recruitment Call | Total Number of Commission Members | Number of Female Commission Members |
|---------------------------------|---|--|
| 2023. | 5 | 2 |
| 2022. | 5 | 2 |
| 2021. | 5 | 2 |

Table 57 - Selection Commissions for the Last Three Recruitment Calls for Admission of Cadets to the Rank of Police Officer (PA MIA USC)

| Year of Recruitment Call | Total Applicants | Number of Female Applicants | Total Admitted Cadets | Number of Female Cadets |
|---------------------------------|-------------------------|------------------------------------|------------------------------|--------------------------------|
| 2023. | 42 | 11 | 10 | 3 |
| 2016. | 93 | 17 | 5 | 2 |
| 2015. | 203 | 44 | 14 | 4 |

Table 58 - The Last Three Recruitment Calls for Admission of Cadets to the Rank of Junior Inspector (PA MIA USC)

| Year of Recruitment Call | Total Number of Commission Members | Number of Female Commission Members |
|---------------------------------|---|--|
| 2017. | 5 | 2 |
| 2016. | 5 | 2 |
| 2015. | 5 | 2 |

Table 59 - Selection Commissions for the Last Three Recruitment Calls for Admission of Cadets to the Rank of Junior Inspector (PA MIA USC)

| Rank of Promotion | Total Applicants | Number of Female Applicants | Total Promoted | Number of Women Promoted |
|-------------------|------------------|-----------------------------|----------------|--------------------------|
| Senior inspector | 8 | 0 | 2 | 0 |
| Sergeant | 13 | 2 | 7 | 1 |
| Junior inspector | 36 | 3 | 8 | 0 |

Table 60 - The Last Three Internal Recruitment Calls for Promotion of Police Officers (PA MIA USC)

| Total Number of Commission Members | Number of Female Commission Members |
|------------------------------------|-------------------------------------|
| 4 | 1 |
| 3 | 0 |
| 3 | 0 |

Table 61 - Data on selection commissions for Internal Promotion of Police Officers for the Last Three Calls (PA MIA USC)

| Year | Total Number of Commissions | Total Number of Members | Number of Female Members |
|------|-----------------------------|-------------------------|--------------------------|
| 2021 | 3 | 16 | 9 |
| 2022 | 3 | 16 | 9 |
| 2023 | 2 | 13 | 7 |

Table 62 - Internal Commissions or Working Groups in the Last Three Years (PA MIA USC)

CENTRE FOR SECURITY STUDIES

| Year | Total Participants | Number of Female Participants |
|-------------|---------------------------|--------------------------------------|
| 2021 | 1.395 | 83 |
| 2022 | 1.127 | 76 |
| 2023 | 349 | 45 |

Table 63 - Training of Police Officers in the Last Three Years (PA MIA USC)

| Name of Peacekeeping Mission | Total Number of Participants (Male/Female Personnel) | Number of Female Participants (Police Officers) |
|---|---|--|
| 2001-2003-IPTF - Timor | 1 | 0 |
| 2004-2006 - UN Liberia | 1 | 0 |
| 2007-2009 - UN Liberia | 1 | 0 |
| 2010 - 2012 - UNFCYP - Cyprus | 1 | 0 |
| 2012 - 2014 - UNMISS – South Sudan | 3 | 0 |
| 2013 - 2015 - S. Sudan | 1 | 0 |
| 2014 - 2017 - S. Sudan | 1 | 0 |
| 2015 - 2017 - S. Sudan | 2 | 1 |
| 2017 - 2019 - S. Sudan | 1 | 0 |
| 2018 - 2020 - S. Sudan | 1 | 0 |
| 2020 - 2022 - S. Sudan | 1 | 1 |
| 2022 - 2024 - S. Sudan | 1 | 0 |
| 2023 - 2025 - S. Sudan | 1 | 1 |

Table 64 - Peacekeeping Missions and Participation of Police Officers (PA MIA USC)

MINISTRY OF INTERNAL AFFAIRS OF POSAVINA CANTON (MIA PC)

Overall Staffing Level: 77%

Total Share of Women: 23%

Police Officers: 12% women

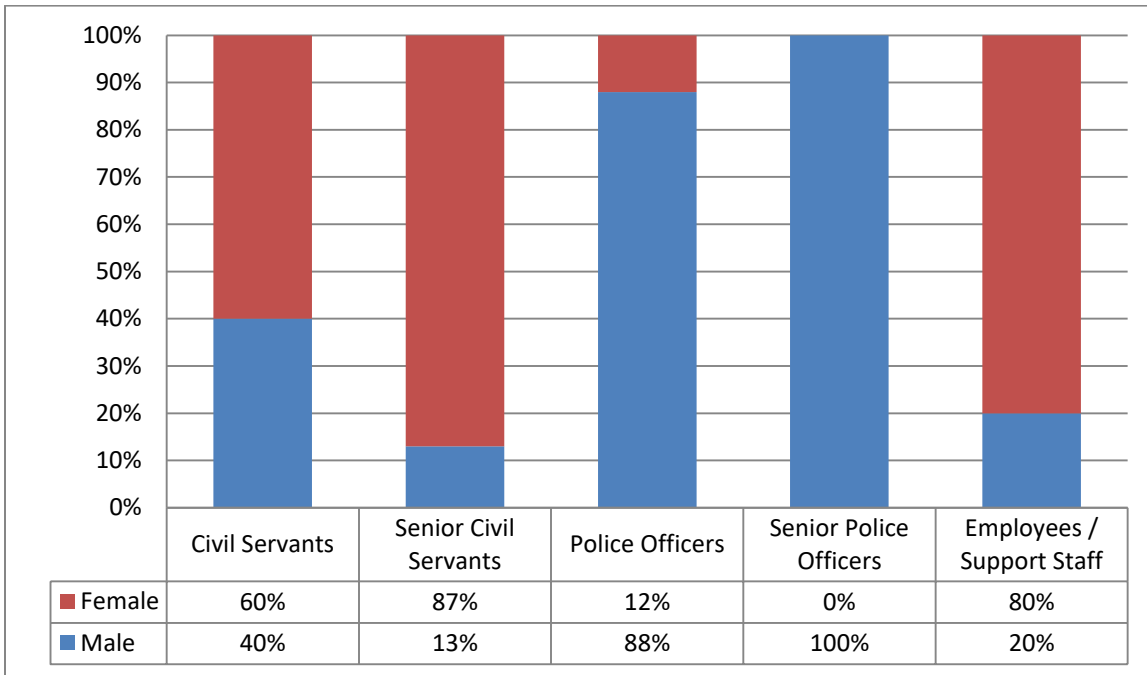


Figure 18 - Percentage Distribution of Male and Female Employees by Category (MIA PC)

The Ministry of Internal Affairs of Posavina Canton (MIA PC) employs a total of 230 persons, of whom 56 are women (23%). In the civil servant category, there are 20 employees, including 12 women (60%). Among senior civil servants, there are 8 positions, with women occupying nearly all of them 7 in total (87%). The total number of police officers is 174, of whom 21 are women (12%). Among the 18 senior police officer positions, all are held by men. Numerically, women are most represented at two police ranks equally: Police Officer – 6; and Junior Inspector – 6. In the category of employees/support staff, there are 35 persons, of whom 28 are women (80%).

CENTRE FOR SECURITY STUDIES

| Rank | Number of Women in Rank | % of Women in Total Personnel in Rank |
|--|--------------------------------|--|
| Policewomen | 6 | 13 |
| Senior Policewomen | 4 | 10 |
| Sergeant (Female) | 3 | 33 |
| Senior Sergeant (Female) | 0 | 0 |
| Junior Inspector (Female) | 6 | 25 |
| Inspector (Female) | 2 | 17 |
| Senior Inspector (Female) | 0 | 0 |
| Independent Inspector (Female) | 0 | 0 |
| Chief Inspector (Female) | 0 | 0 |
| Police General Inspector (Female) | 0 | 0 |

Table 65 - Representation of Women – Police Officers by Rank (MIA PC)

| Year of Recruitment Call | Total Applicants | Number of Female Applicants | Total Admitted Cadets | Number of Female Cadets |
|---------------------------------|-------------------------|------------------------------------|------------------------------|--------------------------------|
| 2022. | 47 | 15 | 18 | 4 |
| 2022. | 41 | 18 | 10 | 1 |
| 2020. | 33 | 6 | 10 | - |

Table 66 - The Last Three Recruitment Calls for Admission of Cadets to the Rank of Police Officer (MIA PC)

| Year of Recruitment Call | Total Commission Members | Female Commission Members |
|--------------------------|--------------------------|---------------------------|
| 2022. | 6 | 3 |
| 2022. | 6 | 3 |
| 2020. | 6 | 3 |

Table 67 - Selection commissions for the Last Three Recruitment Calls for Cadets to the Rank of Police Officer (MIA PC)

| Year of Recruitment Call | Total Applicants | Female Applicants | Total Admitted Cadets | Female Cadets |
|--------------------------|------------------|-------------------|-----------------------|---------------|
| 2022. | 21 | 9 | 3 | 2 |
| 2018. | 8 | 3 | 2 | 1 |

Table 68 - The Last Three Recruitment Calls for Cadets to the Rank of Junior Inspector (MIA PC)

| Year of Recruitment Call | Total Commission Members | Female Commission Members |
|--------------------------|--------------------------|---------------------------|
| 2022. | 6 | 3 |
| 2018. | 6 | 3 |

Table 69 - Selection Commissions for the Last Three Recruitment Calls for Cadets to the Rank of Junior Inspector (MIA PC)

| Promotion Rank | Total Applicants | Female Applicants | Total Promoted | Female Promoted |
|-----------------------|------------------|-------------------|----------------|-----------------|
| Independent Inspector | 1 | 0 | 1 | 0 |
| Inspector | 9 | 1 | 1 | 0 |
| Senior Sergeant | 6 | 0 | 6 | 0 |

Table 70 - The Last Three Internal Recruitment Calls for Promotion of Police Officers (MIA PC)

CENTRE FOR SECURITY STUDIES

| Total Commission Members | Female Commission Members |
|---------------------------------|----------------------------------|
| 3 | 0 |
| 3 | 0 |
| 3 | 0 |

Table 71 - Selection Commissions for Internal Promotions on the Last Three Calls (MIA PC)

| Year | Total Commissions | Total Members | Female Members |
|-------------|--------------------------|----------------------|-----------------------|
| 2021 | 13 | 49 | 25 |
| 2022 | 13 | 53 | 29 |
| 2023 | 13 | 45 | 20 |

Table 72 - Internal Commissions or Working Groups in the Last Three Years (MIA PC)

| Name of Peacekeeping Mission | Total Number of Participants (Male/Female Personnel) | Number of Female Participants (Police Officers) |
|-------------------------------------|---|--|
| UNMIS | 1 | 0 |
| UNMISS | 1 | 0 |

Table 73 - Peacekeeping missions and participation of police officers (MIA PC)

MINISTRY OF INTERNAL AFFAIRS OF TUZLA CANTON (MIA TC)

Overall Staffing Level: Not possible to determine

Total Share of women: Approximately 66%

Institution’s Note: Data were completed as of 20 September 2024, in accordance with a regulation that is no longer in force.

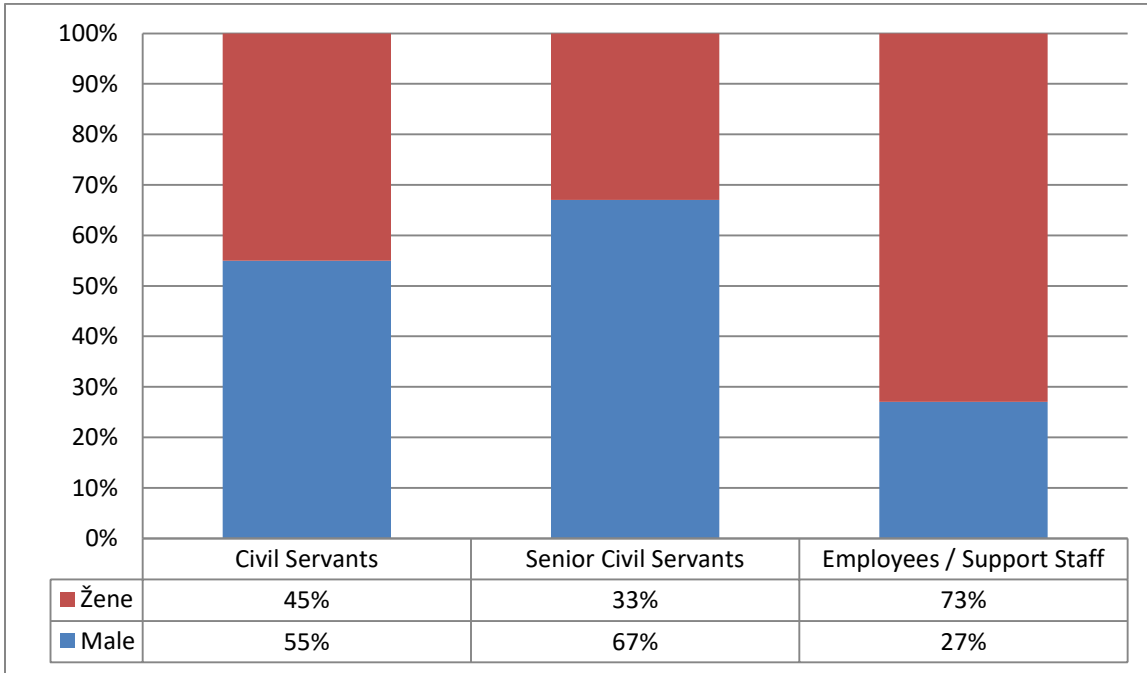


Figure 19 - Percentage distribution of male and female employees by category (MIA TC)

Although imprecise data were submitted, the Ministry of Internal Affairs of Tuzla Canton (MIA TC) employs approximately 250 staff members, of whom women constitute a significant majority, accounting for approximately 66%. According to the submitted data, there are a total of 38 civil servants, of whom 17 are women, representing 45%. In senior civil service positions, men also predominate, with women occupying 6 out of 18 such positions (33%). The category of employees/support staff comprises 194 individuals, within which women form the majority, numbering 142 or 73%.

POLICE ADMINISTRATION OF THE MINISTRY OF INTERNAL AFFAIRS OF TUZLA CANTON (PA MIA TC)

Overall Staffing Level: oko 84%

Total Share of Women: Approximately 15%

Police Officers: 13% women

Institution’s Note: Data were completed as of 19 September 2024.

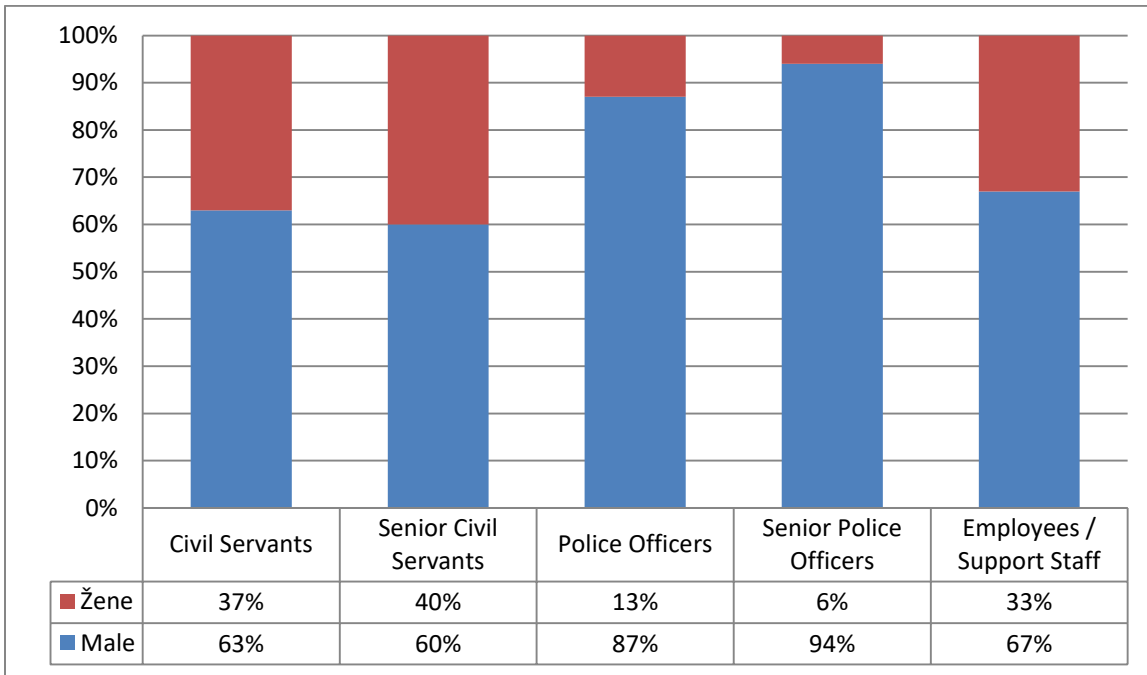


Figure 20 - Percentage distribution of male and female employees by category (PA MIA TC)

The Police Administration of the Ministry of Internal Affairs of Tuzla Canton (PA MIA TC) employs a total of approximately 1.550 staff members. Across all categories, women number 230, representing approximately 15%. There are 19 civil servants, of whom 7 are women (37%). Among the five senior civil servants, two are women (40%). There are 1.404 police officers, with women accounting for 13% (180 individuals). Of the 88 senior police officer positions, 5 are held by women (6%). Numerically, women are most represented in the lowest police rank, that of policewoman, totaling 58 or 32% of all police officers. Regarding employees/support staff, there are 129 individuals in PA MIA TC, of whom 43 are women (33%).

| Rank | Number of Women in Rank | % of Women in Rank |
|---------------------------------|-------------------------|--------------------|
| Policewoman | 58 | 20 |
| Senior Policewoman | 53 | 12 |
| Sergeant | 16 | 10 |
| Senior Sergeant | 1 | 1 |
| Junior Inspector | 24 | 20 |
| Inspector | 25 | 20 |
| Senior Inspector | 3 | 5 |
| Independent Inspector | 0 | 0 |
| Chief Inspector | 0 | 0 |
| General Police Inspector | 0 | 0 |

Table 74 - Representation of Women Officers by Rank (PA MIA TC)

| Year of Recruitment Call | Total Applicants | Number of Female Applicants | Total Admitted Cadets | Number of Female Cadets |
|--------------------------|-------------------------|-----------------------------|-----------------------|-------------------------|
| 2022. | 501 | 83 | 160 | 34 |
| 2019. | Data unavailable | Data unavailable | 79 | 10 |
| 2018. | 425 | 75 | 59 | 8 |

Table 75 – The Last Three Recruitment Calls for Admission of Cadets to the Rank of Police Officer (PA MIA TC)

| Year of Recruitment Call | Total Commission Members | Female Commission Members |
|--------------------------|--------------------------|---------------------------|
| 2022. | 5 | 1 |
| 2019. | Data unavailable | Data unavailable |
| 2018. | 5 | 1 |

Table 76 - Selection Commissions for the Last Three Recruitment Calls for Admission of Cadets to the Rank of Police Officer (PA MIA TC)

CENTRE FOR SECURITY STUDIES

| Year of Recruitment Call | Total Applicants | Female Applicants | Total Admitted Cadets | Female Cadets |
|---------------------------------|-------------------------|--------------------------|------------------------------|----------------------|
| 2022. | 161 | 49 | 40 | 8 |
| 2018. | Data unavailable | Data unavailable | 10 | 1 |
| 2016. | Data unavailable | Data unavailable | 20 | 1 |

Table 77 - The Last Three Recruitment Calls for Cadets to the Rank of Junior Inspector (PA MIA TC)

| Year of Recruitment Call | Total Commission Members | Female Commission Members |
|---------------------------------|---------------------------------|----------------------------------|
| 2022. | 5 | 1 |
| 2019. | Data unavailable | Data unavailable |
| 2018. | Data unavailable | Data unavailable |

Table 78 - Selection Commissions for the Last Three Recruitment Calls for Cadets to the Rank of Junior Inspector (PA MIA TC)

| Promotion Rank | Total Applicants | Female Applicants | Total Promoted | Female Promoted |
|------------------------------|-------------------------|--------------------------|-----------------------|------------------------|
| Junior Inspector | 141 | 29 | 30 | 5 |
| Senior Police Officer | 147 | 21 | 100 | 14 |
| Sergeant | 83 | 16 | 58 | 9 |

Table 79 - The Last Three Internal Recruitment Calls for Promotion of Police Officers (PA MIA TC)

| Total Commission Members | Female Commission Members |
|--------------------------|---------------------------|
| 3 | - |
| 3 | - |
| 3 | - |

Table 80 - Selection Commissions for Internal Promotions on the Last Three Calls (PA MIA TC)

| Year | Total Commissions | Total Members | Female Members |
|------|-------------------|---------------|----------------|
| 2021 | 54 | 168 | 32 |
| 2022 | 54 | 162 | 38 |
| 2023 | 56 | 166 | 36 |

Table 81 - Internal Commissions or Working Groups in the Last Three Years (PA MIA TC)

| Year | Total Participants | Number of Female Participants |
|------|--------------------|-------------------------------|
| 2021 | 2421 | 221 |
| 2022 | 3604 | 385 |
| 2023 | 2067 | 307 |

Table 82 - Training of Police Officers in the Last Three Years (PA MIA TC)

| Name of Peacekeeping Mission | Total Number of Participants (Male/Female Personnel) | Number of Female Participants (Police Officers) |
|------------------------------|--|---|
| Liberia (UNMIL) | 10 | 1 |
| Haiti (UNMISTAH) | 6 | 1 |
| Sudan (UNMIS) | 2 | 1 |
| South Sudan (UNMISS) | 5 | 3 |
| Cyprus (UNFICYP) | 3 | 1 |
| East Timor (UNMISET) | 10 | 0 |

Table 83 - Peacekeeping Missions and Participation of Police Officers (PA MIA TC)

MINISTRY OF INTERNAL AFFAIRS OF ZENICA-DOBOJ CANTON (MIA ZDC)

Overall Staffing Level: 76%

Total Share of Women: 71%

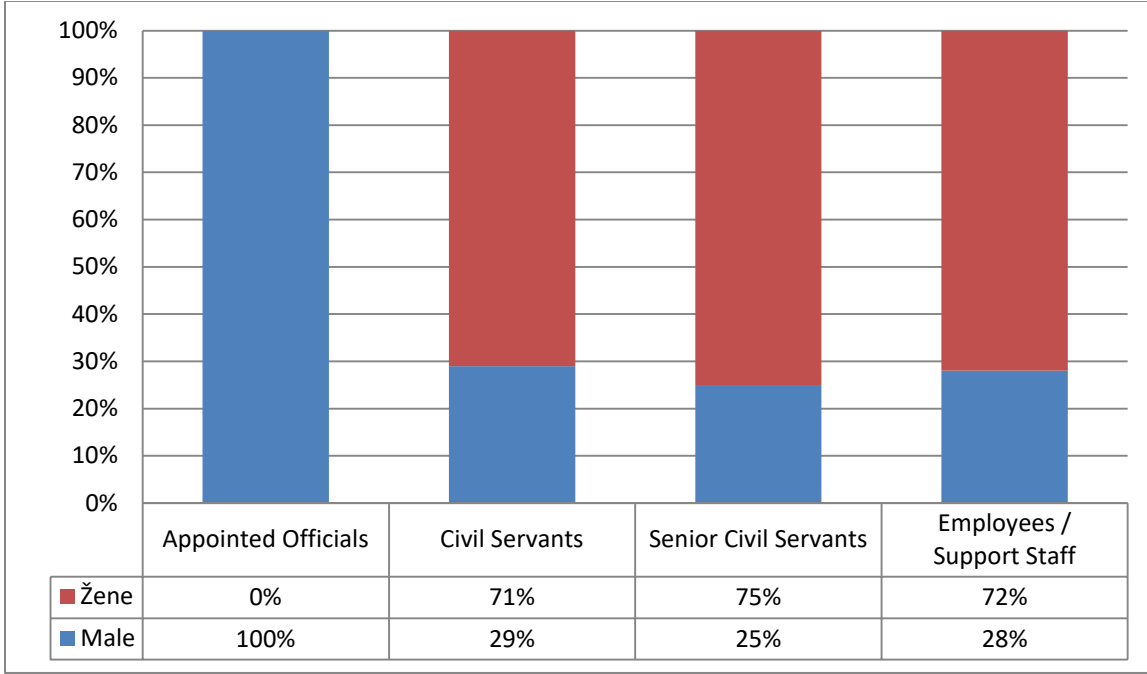


Figure 21 - Percentage Distribution of Male and Female Employees by Category (MIA ZDC)

As of 30 June 2024, the Ministry of Internal Affairs of Zenica-Doboj Canton (MIA ZDC) employed a total of 194 staff members, of whom 138 were women (71%). One appointed official is male. Regarding civil servants, a total of 45 individuals are employed, of whom 32 are women (71%). Among senior civil servants, there are four individuals in total, with three women (75%). In the category of employees/support staff, there are 148 individuals, of whom 106 are women (72%).

POLICE ADMINISTRATION OF THE MINISTRY OF INTERNAL AFFAIRS OF ZENICA-DOBOJ CANTON (PA MIA ZDC)

Overall Staffing Level: 73%

Total Share of Women: 18%

Police Officers: 12% women

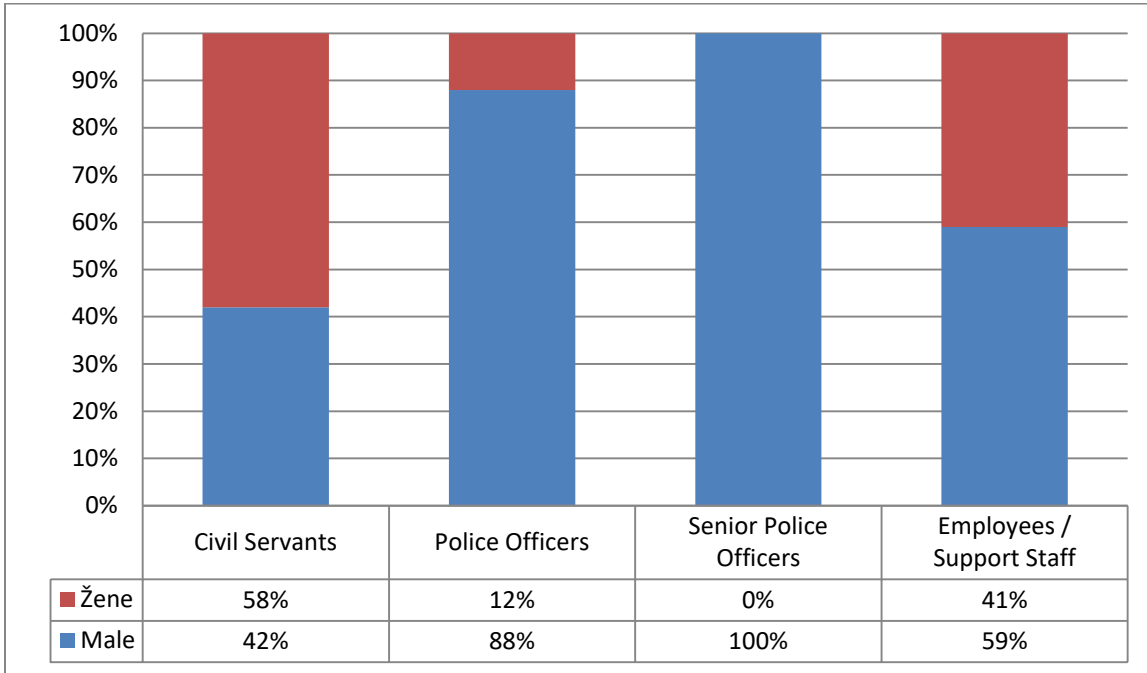


Figure 22 - Percentage Distribution of Male and Female Employees by Category (PA MIA ZDC)

According to the submitted data, the Police Administration of the Ministry of Internal Affairs of Zenica-Doboj Canton (PA MIA ZDC) employs 1.186 staff members, of whom 213 are women, representing 18%. There are 19 civil servants, with women accounting for 58% (11 individuals). Senior civil servant positions are currently vacant. Regarding police officers, there are a total of 938, of whom 108 are women, approximately 12%. Among senior police officer positions, 11 in total, all are occupied by men. Numerically, women are most represented in the rank of policewoman, totaling 30 or 28% of all police officers in PA MIA ZDC. The category of employees/support staff comprises 229 individuals, of whom 94 are women (41%).

CENTRE FOR SECURITY STUDIES

| Rank | Number of Women in Rank | % of Women in Total Personnel in Rank |
|--|--------------------------------|--|
| Policewomen | 30 | 14 |
| Senior Policewomen | 27 | 10 |
| Sergeant (Female) | 14 | 10 |
| Senior Sergeant (Female) | 6 | 5 |
| Junior Inspector (Female) | 8 | 17 |
| Inspector (Female) | 19 | 23 |
| Senior Inspector (Female) | 3 | 8 |
| Independent Inspector (Female) | 1 | 6 |
| Chief Inspector (Female) | 0 | 0 |
| Police General Inspector (Female) | 0 | 0 |

Table 84 - Representation of Women – Police Officers by Rank (PA MIA ZDC)

| Year of Recruitment Call | Total Admitted Cadets | Number of Female Cadets |
|---------------------------------|------------------------------|--------------------------------|
| 2022. | 107 | 16 |

Table 85 - The Last Three Recruitment Calls for Admission of Cadets to the Rank of Police Officer (PA MIA ZDC)

| Year of Recruitment Call | Total Number of Commission Members | Number of Female Commission Members |
|---------------------------------|---|--|
| 2024. | 5 | 1 |
| 2023. | 5 | 0 |
| 2020. | 5 | 2 |

Table 86 - Selection Commissions for the Last Three Recruitment Calls for Admission of Cadets to the Rank of Police Officer (PA MIA ZDC)

| Year of Recruitment Call | Total Admitted Cadets | Number of Female Cadets |
|--------------------------|-----------------------|-------------------------|
| 2022. | 15 | 3 |

Table 87 - The Last Three Recruitment Calls for Admission of Cadets to the Rank of Police Officer (MIA ZDC)

| Rank of Promotion | Total Applicants | Number of Female Applicants | Total Promoted | Number of Women Promoted |
|-----------------------|------------------|-----------------------------|----------------|--------------------------|
| Senior Police Officer | | | 24 | 4 |
| Sergeant | | | 25 | 1 |
| Senior inspector | | | 3 | 0 |

Table 88 - The Last Three Internal Recruitment Calls for Promotion of Police Officers (MIA ZDC)

| Year of Recruitment Call | Total Commission Members | Female Commission Members |
|--------------------------|--------------------------|---------------------------|
| 2024. | 5 | 1 |
| 2023. | 5 | 0 |
| 2020. | 5 | 2 |

Table 89 - Selection commissions for the Last Three Recruitment Calls for Cadets to the Rank of Junior Inspector (PA MIA ZDC)

| Total Commission Members | Female Commission Members |
|--------------------------|---------------------------|
| 3 | 0 |
| 3 | 1 |
| 3 | 1 |

Table 90 - Selection commissions for Internal Promotions on the Last Three Calls (PA MIA ZDC)

CENTRE FOR SECURITY STUDIES

| Year | Total Participants | Female Participants |
|-------------|---------------------------|----------------------------|
| 2021 | 1147 | 218 |
| 2022 | 1169 | 205 |
| 2023 | 842 | 178 |

Table 91 - Police Officer Trainings in the Last Three Years (PA MIA ZDC)

| Name of Peacekeeping Mission | Total Number of Participants (Male/Female Personnel) | Number of Female Participants (Police Officers) |
|-------------------------------------|---|--|
| UN Mission, South Sudan | 1 | 0 |
| UN Mission, Haiti | 1 | 0 |
| UN Mission, Liberia | 1 | 0 |
| UN Mission, Liberia | 1 | 0 |
| UN Mission, South Sudan | 1 | 0 |
| UN Mission, Haiti | 1 | 0 |

Table 92 - Peacekeeping Missions and Participation of Police Officers (PA MIA ZDC)

MINISTRY OF INTERNAL AFFAIRS OF THE BOSNIAN-PODRINJE CANTON (MIA BPC)

Overall Staffing Level: 65%

Total Share of Women: 19%

Police Officers: 9% women

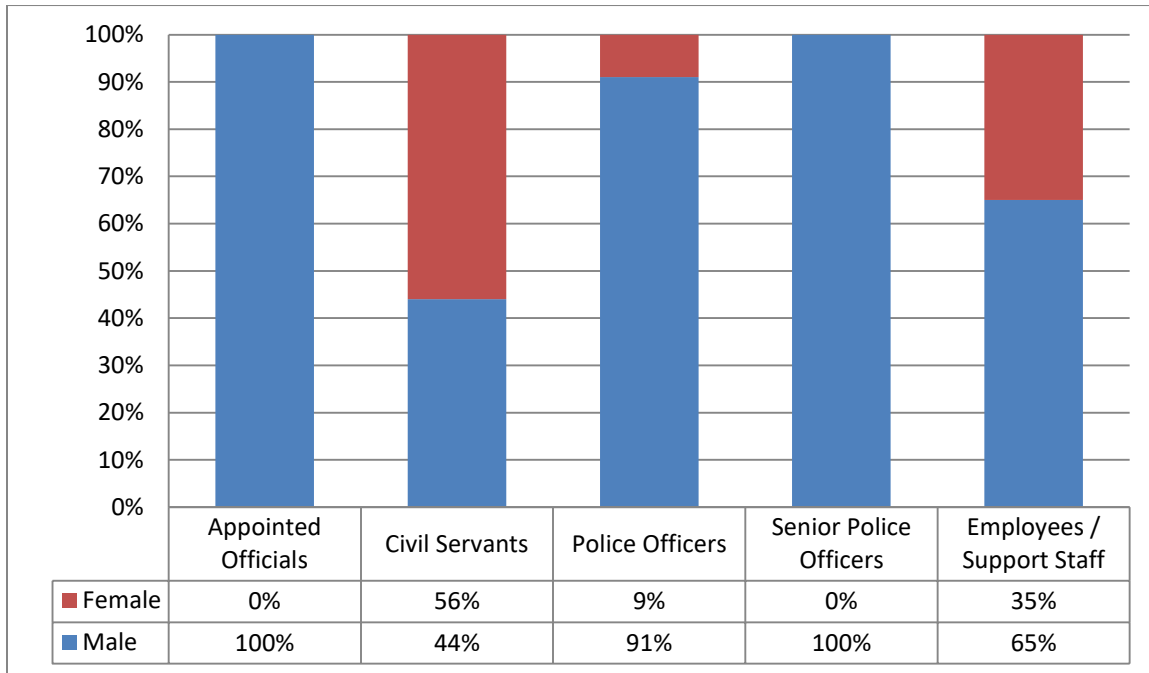


Figure 23 - Percentage Distribution of Male and Female Employees by Category (MIA BPC)

As of 30 June 2024, according to the submitted data, the Ministry of Internal Affairs of the Bosnian-Podrinje Canton Goražde (MIA BPC) employs a total of 216 persons, of whom 40 are women (19%). In the category of appointed officials, two male persons are recorded. Regarding civil servants, a total of 18 persons are employed, including 10 women (56%). There are 144 police officers in total, of whom 13 are women (9%). Among senior police officers (Senior ranks), four persons are recorded, all of whom are men. In numerical terms, women are most represented in the rank of Senior Police Officer (Senior Constable), with five women, accounting for 38% of all female police officers within MIA BPC. In the category of employees/support staff, there are 48 persons in total, including 17 women (35%).

CENTRE FOR SECURITY STUDIES

| Rank | Number of Women in Rank | % of Women in Total Personnel in Rank |
|----------------------------------|--------------------------------|--|
| Policewomen | 1 | 5 |
| Senior Policewomen | 5 | 11 |
| Sergeant (Female) | 0 | 0 |
| Senior Sergeant (Female) | 1 | 5 |
| Junior Inspector (Female) | 1 | 10 |
| Inspector (Female) | 4 | 33 |
| Senior Inspector (Female) | 1 | 11 |
| Independent Inspector | 0 | 0 |
| (Female) | 0 | 0 |
| Chief Inspector (Female) | 0 | 0 |

Table 93 - Representation of Women – Police Officers by Rank (MIA BPC)

| Year of Recruitment Call | Total Applicants | Number of Female Applicants | Total Admitted Cadets | Number of Female Cadets |
|---------------------------------|-------------------------|------------------------------------|------------------------------|--------------------------------|
| 2023. | | | 17 | 2 |
| 2017. | | | 10 | 1 |
| 2009. | | | 27 | 1 |

Table 94 - The Last Three Recruitment Calls for Admission of Cadets to the Rank of Police Officer (MIA BPC)

| Year of Recruitment Call | Total Commission Members | Female Commission Members |
|--------------------------|--------------------------|---------------------------|
| 2024. | 5 | 1 |
| 2023. | 5 | 2 |
| 2017. | 5 | 2 |
| 2009. | 5 | 2 |

Table 95 - Selection Commissions for the Last Three Recruitment Calls for Admission of Cadets to the Rank of Police Officer (MIA BPC)

| Year of Recruitment Call | Total Applicants | Female Applicants | Total Admitted Cadets | Female Cadets |
|--------------------------|------------------|-------------------|-----------------------|---------------|
| | | | 4 | - |
| | | | 3 | 1 |
| | | | 3 | - |

Table 96 - The Last Three Recruitment Calls for Cadets to the Rank of Junior Inspector (MIA BPC)

| Year of Recruitment Call | Total Commission Members | Female Commission Members |
|--------------------------|--------------------------|---------------------------|
| 2023. | 5 | 2 |
| 2017. | 5 | 2 |
| 2009. | 5 | 2 |

Table 97 - Selection commissions for the Last Three Recruitment Calls for Cadets to the Rank of Junior Inspector (MIA BPC)

CENTRE FOR SECURITY STUDIES

| Promotion Rank | Total Applicants | Female Applicants | Total Promoted | Female Promoted |
|--|------------------|-------------------|----------------|-----------------|
| 2023 – from Senior Police Officer to Senior Inspector | | | | 2 |
| 2022 – Senior Sergeant; from Inspector to Chief Inspector | | | | 4 |
| 2021 – from Senior Police Officer to Independent Inspector | | | | - |

Table 98 - The Last Three Internal Recruitment Calls for Promotion of Police Officers (MIA BPC)

| Total Commission Members | Female Commission Members |
|--------------------------|---------------------------|
| 2023. – 3 | - |
| 2022. – 3 | - |
| 2021. – 3 | - |

Table 99 - Selection Commissions for Internal Promotions on the Last Three Calls (MIA BPC)

| Year | Total Commissions | Total Members | Female Members |
|------|-------------------|---------------|----------------|
| 2021 | 4 | 20 | 8 |
| 2022 | 3 | 11 | 4 |
| 2023 | 4 | 16 | 9 |

Table 100 - Internal Commissions or Working Groups in the Last Three Years (MIA BPC)

| Year | Total Participants | Number of Female Participants |
|------|--------------------|-------------------------------|
| 2021 | 86 | 6 |
| 2022 | 60 | 7 |
| 2023 | 62 | 19 |

Table 101 - Training of Police Officers in the Last Three Years (MIA BPC)

MINISTRY OF INTERNAL AFFAIRS OF THE CENTRAL BOSNIA CANTON (MIA CBC)

Overall Staffing Level: 81%

Total Share of Women: 21%

Police Officers: 7% women

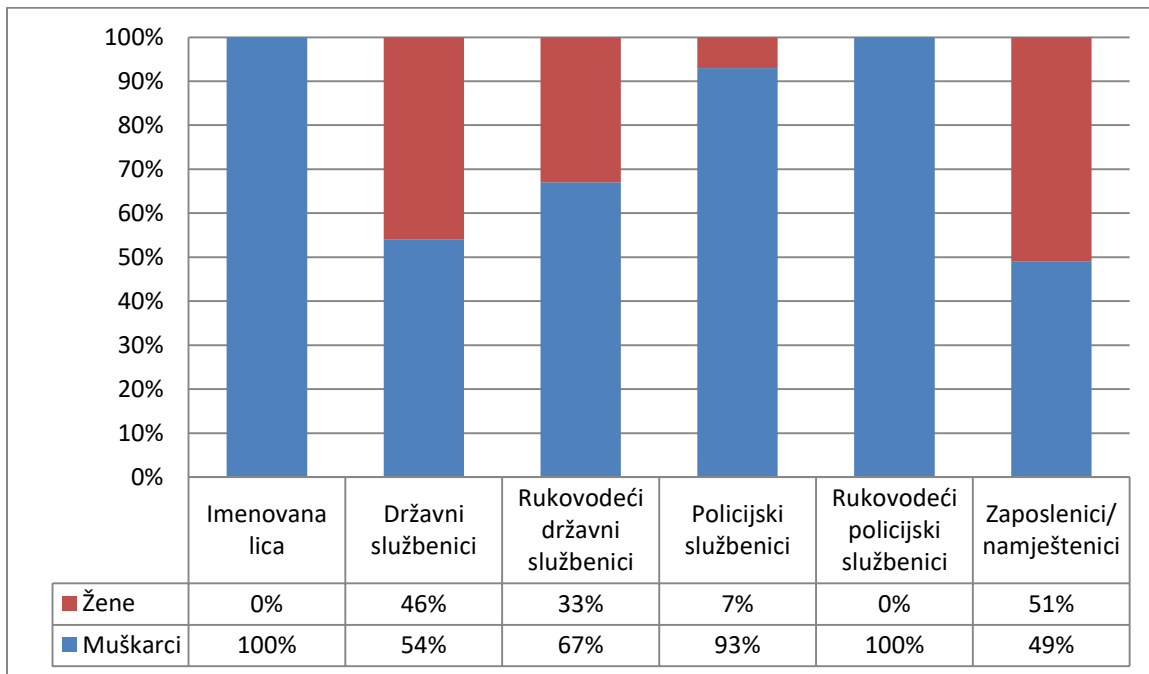


Figure 24 - Percentage Distribution of Male and Female Employees by Category (MIA CBC)

The Ministry of Internal Affairs of the Central Bosnia Canton (MIA CBC) employs a total of 1,056 persons, of whom 217 are women (21%). The single appointed official position is held by a man. With regard to civil servants, a total of 63 persons are employed, including 29 women (46%). Of the three senior civil servant (senior) positions, one is held by a woman (33%).

CENTRE FOR SECURITY STUDIES

In terms of police officers, the Ministry employs a total of 719 officers, of whom 48 are women (7%). Among the three senior police officer positions, there are no women. As the MIA CBC did not provide data on the gender structure of police officers by rank hierarchy, this information cannot be presented. In the category of employees/support staff, 274 persons are employed, of whom 140 are women (51%).

| Year of Recruitment Call | Total Applicants | Number of Female Applicants | Total Admitted Cadets | Number of Female Cadets |
|---------------------------------|-------------------------|------------------------------------|------------------------------|--------------------------------|
| 2023. | 327 | 61 | 137 | 15 |
| 2019. | 380 | 66 | 36 | 3 |
| 2017. | 312 | 47 | 46 | 5 |

Table 102 - The Last Three Recruitment Calls for Admission of Cadets to the Rank of Police Officer (MIA CBC)

| Year of Recruitment Call | Total Commission Members | Female Commission Members |
|---------------------------------|---------------------------------|----------------------------------|
| 2023. | 5 | 1 |
| 2019. | 5 | 1 |
| 2017. | 5 | 1 |

Table 103 - Selection Commissions for the Last Three Recruitment Calls for Cadets to the Rank of Police Officer (MIA CBC)

| Year of Recruitment Call | Total Applicants | Female Applicants | Total Admitted Cadets | Female Cadets |
|---------------------------------|-------------------------|--------------------------|------------------------------|----------------------|
| - | - | - | - | - |
| 2019. | 162 | 42 | 6 | 2 |
| - | - | - | - | - |

Table 104 - The Last Three Recruitment Calls for Cadets to the Rank of Junior Inspector (MIA CBC)

| Year of Recruitment Call | Total Commission Members | Female Commission Members |
|--------------------------|--------------------------|---------------------------|
| - | - | - |
| 2019. | 5 | 1 |
| - | - | - |

Table 105 - Selection Commissions for the Last Three Recruitment Calls for Cadets to the Rank of Junior Inspector (MIA CBC)

| Promotion Rank | Total Applicants | Female Applicants | Total Promoted | Female Promoted |
|---|------------------|-------------------|----------------|-----------------|
| Senior Police Officer, Sergeant, Senior Sergeant | 33 | 3 | 13 | 1 |
| Senior Police Officer, Sergeant, Senior Sergeant, Inspector | 52 | 6 | 11 | 1 |
| Senior Police Officer, Sergeant, Senior Sergeant, Junior Inspector, Independent Inspector | 69 | 10 | 12 | 2 |

Table 106 - The Last Three Internal Recruitment Calls for Promotion of Police Officers (MIA CBC)

| Total Commission Members | Female Commission Members |
|--------------------------------|---------------------------|
| 3 members and 3 deputy members | 0 |
| 3 members and 3 deputy members | 0 |
| 3 members and 3 deputy members | 0 |

Table 107 - Selection Commissions for Internal Promotions on the Last Three Calls (MIA CBC)

CENTRE FOR SECURITY STUDIES

| Year | Total Participants | Number of Female Participants |
|-------------|---------------------------|--------------------------------------|
| 2021 | 227 | 38 |
| 2022 | 375 | 43 |
| 2023 | 208 | 27 |

Table 108 - Training of Police Officers in the Last Three Years (MIA CBC)

| Name of Peacekeeping Mission | Total Number of Participants (Male/Female Personnel) | Number of Female Participants (Police Officers) |
|-------------------------------------|---|--|
| UNFICYP-CYPRUS -2015 | 1 | 0 |
| UNFICYP-CYPRUS-2021 | 1 | 0 |
| UNMISS-SOUTH SUDAN-2016 | 1 | 0 |
| UNMISS-SOUTH SUDAN-2022 | 1 | 0 |
| UNMISS-SOUTH SUDAN-2023 | 2 | 0 |

Table 109 - Peacekeeping Missions and Participation of Police Officers (MIA CBC)

MINISTRY OF INTERNAL AFFAIRS OF CANTON SARAJEVO (MIA CS)

Overall Staffing Level: 76%

Total Share of Women: 50%

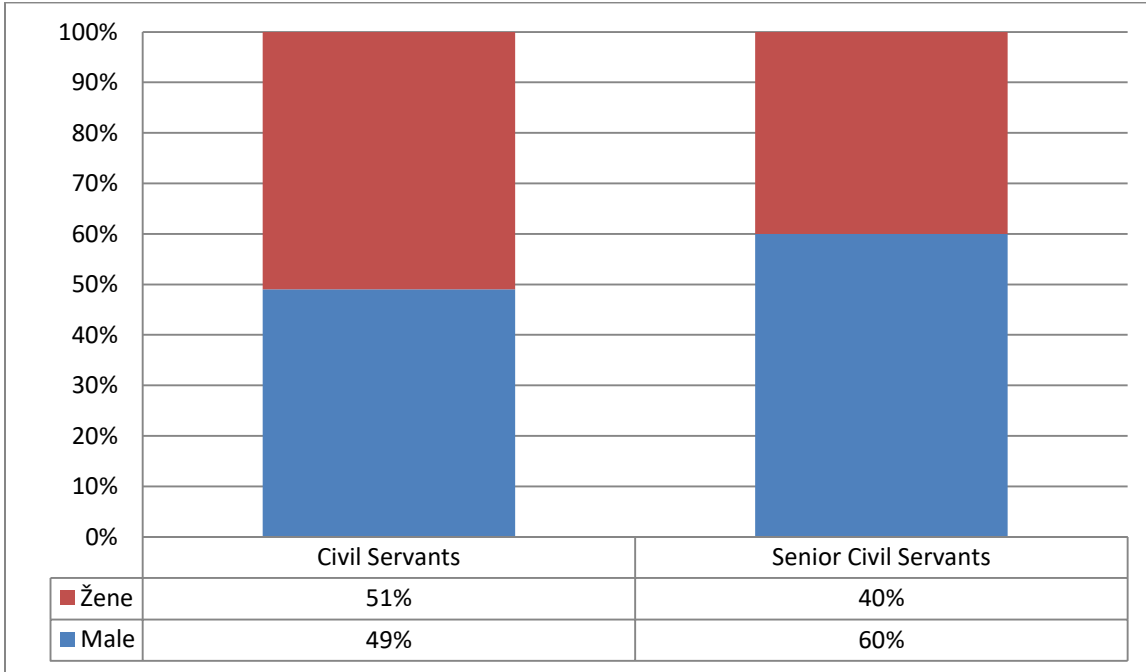


Figure 25 - Percentage Distribution of Male and Female Employees by Category (MIA CS)

According to the provided information of the Ministry of Internal Affairs of Canton Sarajevo (MIA CS), in this institution are employed 64 persons, of which 32 are women (50%).⁵ In the category of civil servants there are 59 persons, of which 30 are women (51%). When it comes to senior civil servants, there are five persons, of which two are women (40%).

PA MIA CS did not provide any data, explaining that, according to legal provisions, part of the Rulebook on internal organization of MIA CS related to the Police Administration is exempt from publication. However, in the document “Work Program of the Government of Canton Sarajevo for the period from 01.01. to 31.12.2025” it is stated that PA MIA CS has 1.554 employees, out of 2.436 systematized positions (64% staffing level). Of the mentioned number of employees, 1.311 are police officers, 57 are civil servants, and 186 are employees/administrative staff.

⁵ These are incomplete data. Namely, according to the document “Work Program of the Government of Canton Sarajevo for the period from 01.01. to 31.12.2025”, from February 2025, 320 positions in MIA CS are filled, of which 62 are civil servants and 258 are employees/administrative staff. The document is available at: link <https://vlada.ks.gov.ba/sites/default/files/2025-07/NOVI%20-%20ProgramradaVladeKantonaSarajevoza2025.godinu.pdf?utm>

| Year | Total Commissions | Total Members | Female Members |
|------|-------------------|---------------|----------------|
| 2021 | 6 | 47 | 19 |
| 2022 | 2 | 16 | 6 |
| 2023 | 8 | 51 | 29 |

Table 110 - Internal Commissions or Working Groups in the Last Three Years (MIA CS)

MINISTRY OF INTERNAL AFFAIRS OF HERZEGOVINA-NERETVA CANTON (MIA HNC)

Overall staffing: approximately 67%

Total share women:28%

Police officers: 8% women

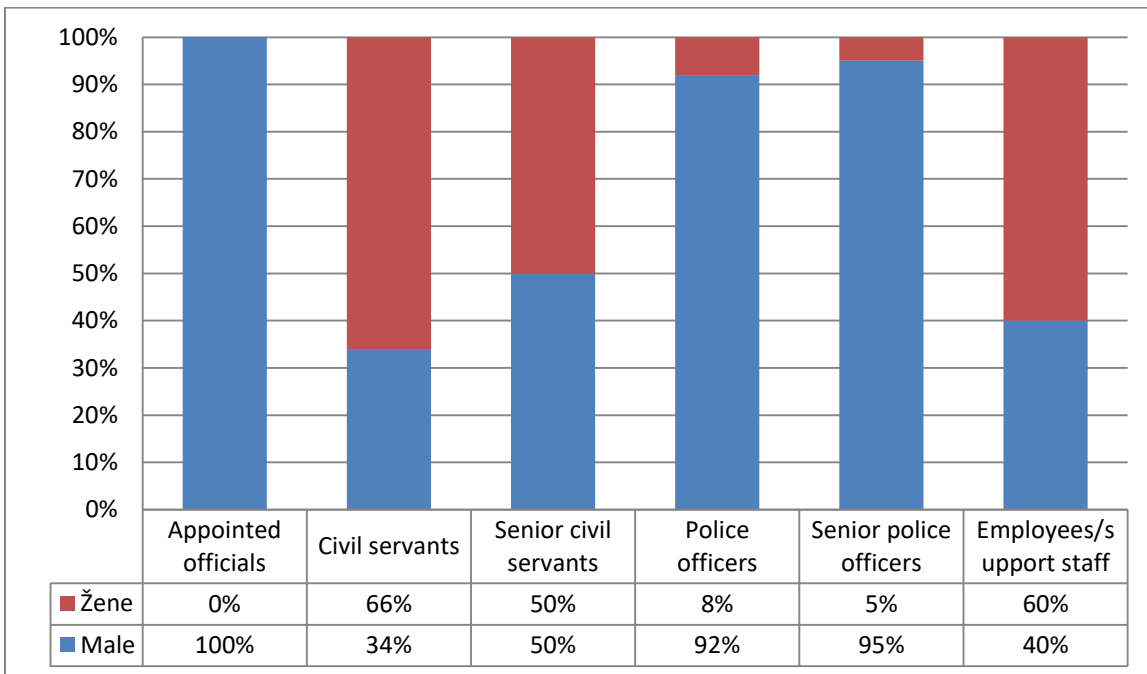


Figure 26 - Percentage distribution of male and female employees by category (MIA HNC)

Although MIA HNC did not provide complete data, processing of the available data shows that this institution could have 889 total employees, of which 248 are women (28%). On the positions of appointed officials, there are two persons, both men. Regarding civil servants, there are 44 in total, of whom 29 are women (66%).

In the category of senior civil servants, there are two persons, with equal representation of men and women. There are 551 police officers in total, with women representing almost 8% (43 women). Among senior police officers, there are 57 persons, of whom only 3 are women (5%). Numerically, women are most represented in the rank of inspector, with 13 women or 30% of all female police officers in MIA HNC). In the category of employees/support staff, there are 292 persons, of whom 176 are women (60%).

| Rank | Number of Women in Rank | % of Women in Rank |
|----------------------------------|-------------------------|--------------------|
| Policewomen | 0 | 0 |
| Senior Policewomen | 1 | 1 |
| Sergeant (Female) | 1 | 1 |
| Senior Sergeant (Female) | 1 | 2 |
| Junior Inspector (Female) | 11 | 18 |
| Inspector (Female) | 13 | 18 |
| Senior Inspector (Female) | 4 | 8 |
| Independent Inspector | 1 | 5 |
| (Female) | 0 | 0 |
| Chief Inspector (Female) | 0 | 0 |
| Police General Inspector | 0 | 0 |

Table 111 - Representation of Women Officers by Rank (MIA HNC)

| Year of Recruitment Call | Total Applicants | Number of Female Applicants | Total Admitted Cadets | Number of Female Cadets |
|--------------------------|------------------|-----------------------------|-----------------------|-------------------------|
| 2023. | 558 | | 130 | 38 |
| 2016. | | | 75 | 8 |
| 2010. | | | 22 | |

Table 112 – The Last Three Recruitment Calls for Admission of Cadets to the Rank of Police Officer (MIA HNC)

CENTRE FOR SECURITY STUDIES

| Year of Recruitment Call | Total Commission Members | Female Commission Members |
|---------------------------------|---------------------------------|----------------------------------|
| 2023. | 5 | 2 |
| 2016. | 5 | 2 |
| 2010. | 5 | 2 |

Table 113 - Selection Commissions for the Last Three Recruitment Calls for Admission of Cadets to the Rank of Police Officer (MIA HNC)

| Year of Recruitment Call | Total Applicants | Female Applicants | Total Admitted Cadets | Female Cadets |
|---------------------------------|-------------------------|--------------------------|------------------------------|----------------------|
| 2023. | 480 | | 30 | 7 |
| 2016. | | | | |

Table 114 - The Last Three Recruitment Calls for Cadets to the Rank of Junior Inspector (MIA HNC)

| Year | Total Participants | Number of Female Participants |
|-------------|---------------------------|--------------------------------------|
| 2021 | | |
| 2022 | | |
| 2023 | 87 | 13 |

Table 115 - Training of Police Officers in the Last Three Years (MIA HNC)

MINISTRY OF INTERNAL AFFAIRS OF CANTON 10 (MIA C10)

Overall Staffing Level: 90%

Total Share of Women: 29%

Police Officers: 14% women

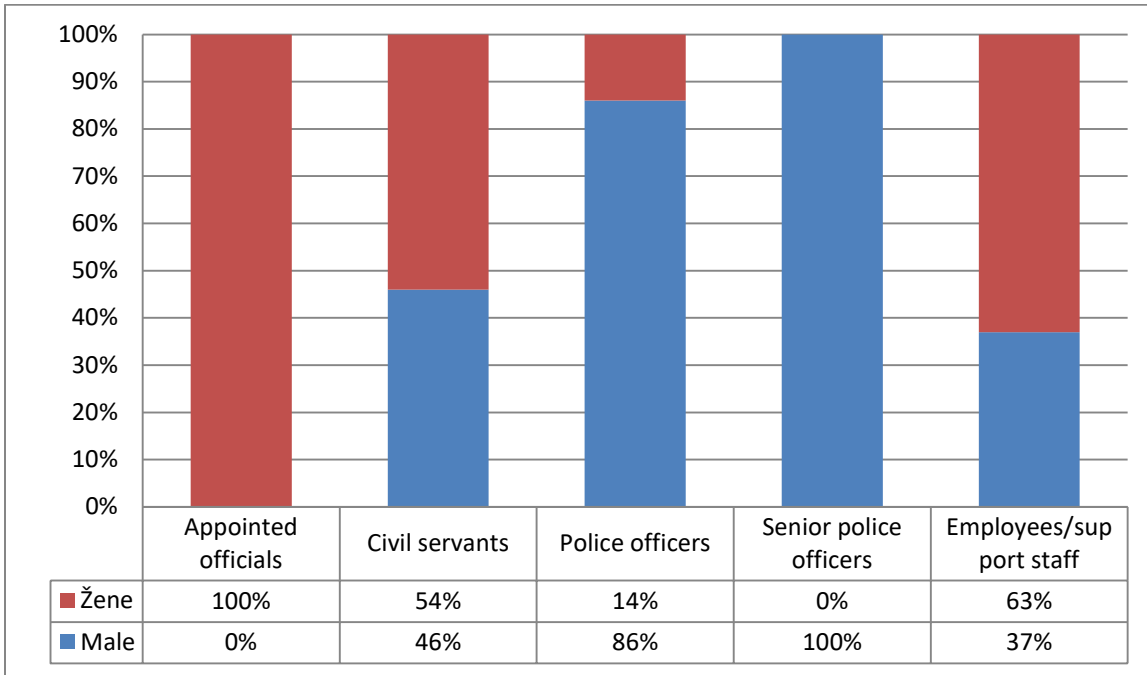


Figure 27 - Percentage distribution of male and female employees by category (MIA C10)

Despite somewhat imprecise data, this institution employs 538 persons, of whom 155 are women (29%). According to these data, one appointed official is a woman. Regarding civil servants, there are 37 in total, of whom 20 are women (54%). One planned position for a senior civil servant is unfilled. There are 373 police officers in total, of whom 54 are women (14%). Among senior police officers, there are 9 persons, with no women represented. Numerically, women are most represented in the rank of police officer, with 29 women (54%) of all female police officers in MIA C10). In the category of employees/administrative staff, there are 127 persons, of whom 80 are women (63%).

CENTRE FOR SECURITY STUDIES

| Rank | Number of Women in Rank | % of Women in Rank |
|----------------------------------|--------------------------------|---------------------------|
| Policewomen | 29 | 19 |
| Senior Policewoman | 3 | 11 |
| Sergeant (Female) | 5 | 11 |
| Senior Sergeant (Female) | 0 | 0 |
| Junior Inspector (Female) | 6 | 13 |
| Inspector (Female) | 3 | 30 |
| Senior Inspector (Female) | 7 | 27 |
| Independent Inspector | 1 | 5 |
| (Female) | 0 | 0 |
| Chief Inspector (Female) | 0 | 0 |

Table 116 - Representation of Women Officers by Rank (MIA C10)

| Year of Recruitment Call | Total Applicants | Number of Female Applicants | Total Admitted Cadets | Number of Female Cadets |
|---------------------------------|-------------------------|------------------------------------|------------------------------|--------------------------------|
| 2022. | 121 | 22 | 55 | 10 |
| 2022. | 93 | 19 | 44 | 13 |
| 2018. | 72 | 10 | 47 | 4 |

Table 117 – The Last Three Recruitment Calls for Admission of Cadets to the Rank of Police Officer (MIA C10)

| Year of Recruitment Call | Total Commission Members | Female Commission Members |
|---------------------------------|---------------------------------|----------------------------------|
| 2022. | 5 | 2 |
| 2022. | 5 | 2 |
| 2018. | 5 | 1 |

Table 118 - Selection Commissions for the Last Three Recruitment Calls for Admission of Cadets to the Rank of Police Officer (MIA C10)

| Year of Recruitment Call | Total Applicants | Female Applicants | Total Admitted Cadets | Female Cadets |
|--------------------------|------------------|-------------------|-----------------------|---------------|
| 2022. | 56 | 26 | 5 | 2 |
| 2022. | 51 | 4 | 5 | 0 |
| 2018. | 40 | 4 | 10 | 2 |

Table 119 - The Last Three Recruitment Calls for Cadets to the Rank of Junior Inspector (MIA C10)

| Year of Recruitment Call | Total Commission Members | Female Commission Members |
|--------------------------|--------------------------|---------------------------|
| 2022. | 5 | 2 |
| 2022. | 5 | 2 |
| 2018. | 5 | 1 |

Table 120 - Selection Commissions for the Last Three Recruitment Calls for Cadets to the Rank of Junior Inspector (MIA C10)

| Promotion Rank | Total Applicants | Female Applicants | Total Promoted | Female Promoted |
|-----------------------|------------------|-------------------|----------------|-----------------|
| Senior Police Officer | 32 | 1 | 13 | 1 |
| Senior Inspector | 17 | 6 | 17 | 6 |
| Chief Inspector | 1 | 1 | 1 | 1 |

Table 121 - The Last Three Internal Recruitment Calls for Promotion of Police Officers (MIA C10)

| Total Commission Members | Female Commission Members |
|--------------------------|---------------------------|
| 3 | 0 |
| 3 | 1 |
| 3 | 0 |

Table 122 - Selection Commissions for Internal Promotions on the Last Three Calls (MIA C10)

CENTRE FOR SECURITY STUDIES

| Year | Total Commissions | Total Members | Female Members |
|-------------|--------------------------|----------------------|-----------------------|
| 2021 | 32 | 112 | 36 |
| 2022 | 24 | 83 | 29 |
| 2023 | 12 | 60 | 12 |

Table 123 - Internal Commissions or Working Groups in the Last Three Years (MIA C10)

| Year | Total Participants | Number of Female Participants |
|-------------|---------------------------|--------------------------------------|
| 2021 | 181 | 46 |
| 2022 | 322 | 48 |
| 2023 | 820 | 167 |

Table 124 - Training of Police Officers in the Last Three Years (MIA C10)

| Name of Peacekeeping Mission | Total Number of Participants (Male/Female Personnel) | Number of Female Participants (Police Officers) |
|-------------------------------------|---|--|
| Cyprus | 2 | 1 |
| South Sudan | 1 | 1 |

Table 125 - Peacekeeping Missions and Participation of Police Officers (MIA C10)

OTHER ASPECTS OF GENDER EQUALITY

Within this chapter, the research findings are presented concerning the extent to which certain aspects of the principle of gender equality are applied in recruitment processes, professional advancement and training, as well as in institutional human resource management. The focus is placed on the existence and implementation of affirmative measures aimed at increasing women’s participation, both in the recruitment of new personnel (cadets) and in internal promotion procedures.

The chapter also addresses issues related to institutional practices in gender-sensitive data collection and statistical record-keeping, the existence of designated gender focal points, and the manner in which a gender perspective is integrated into budget planning and the procurement of official equipment. The research findings further examine the alignment of institutional practices with the Law on Gender Equality of Bosnia and Herzegovina, particularly in the context of adopting and implementing action programmes aimed at reducing gender imbalance within institutions.

APPLICATION OF AFFIRMATIVE MEASURES IN CALLS FOR THE RECRUITMENT OF CADETS

Out of 14 relevant institutions, only 3 reported applying affirmative measures to encourage women to apply for public recruitment calls: MoD BiH, SIPA, and PA MIA ZDC. Of these, the MoD BiH and SIPA apply such measures continuously, i.e., in all public calls, while the PA MIA ZDC applies them in selected calls only. Examples of affirmative measures include statements in the vacancy announcement such as: “We encourage women to apply for this position,” or “In the event of equal qualifications and achieved results, preference will be given to candidates of the underrepresented gender.”

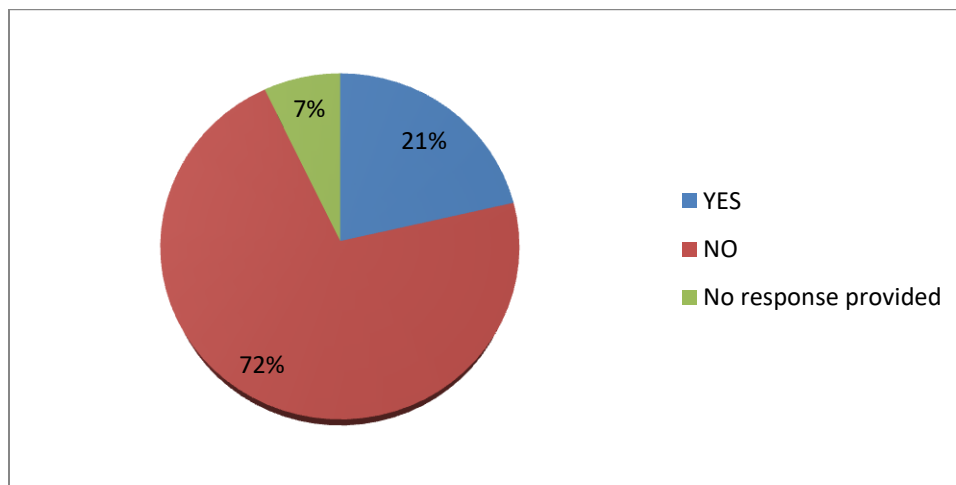


Figure 28 - Application of affirmative measures in calls for the recruitment of cadets (n = 14 institutions)

| Institution | Explanation |
|-------------------|---|
| MOD BiH | Applied in all calls. Preference is given to the underrepresented gender in cases of an equal number of points. |
| SIPA | Applied in all calls. Preference is given to female candidates in cases of an equal number of points. |
| PA MIA ZDC | Applied in selected calls. Promotional video materials are used to promote the police profession and encourage women to apply. |

Table 126 - Explanation of affirmative measures by institutions that responded positively

CHANNELS FOR PUBLISHING PUBLIC CALLS FOR THE RECRUITMENT OF CADETS

The analysis of institutional responses shows that public calls for the recruitment of cadets are predominantly published in daily newspapers and on official websites, while social media platforms are almost entirely neglected as an information channel. The exception is the Federal Police Administration (FPA), which is the only institution that reported using social media for this purpose.

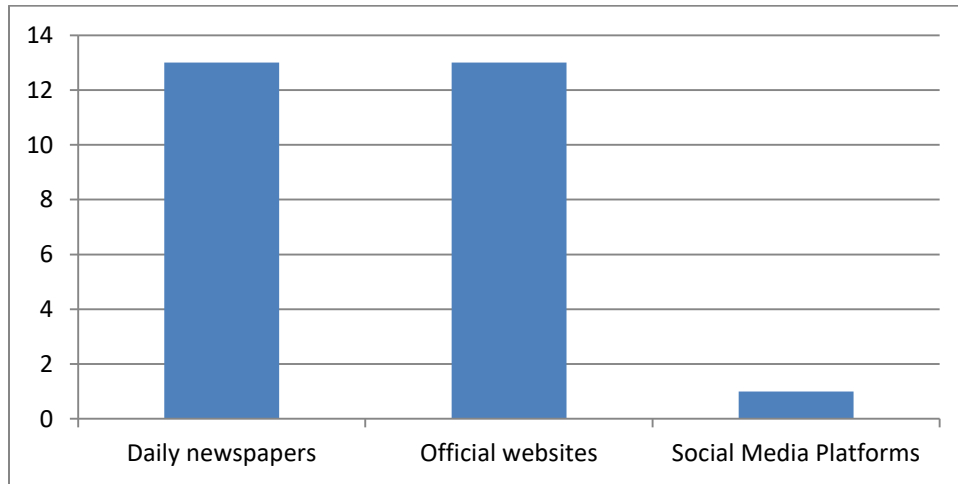


Figure 29 - Channels for Publishing Public Calls for the Recruitment of Cadets (n = 14 institutions)

EXISTENCE AND ROLE OF GENDER FOCAL POINTS

In response to the question regarding the existence of a designated gender focal point, 8 out of 24 institutions answered affirmatively. A larger number of institutions reported that they do not have an appointed gender focal point or failed to provide an answer to this question, including several ministries of internal affairs and police administrations at the state, entity, and cantonal levels.

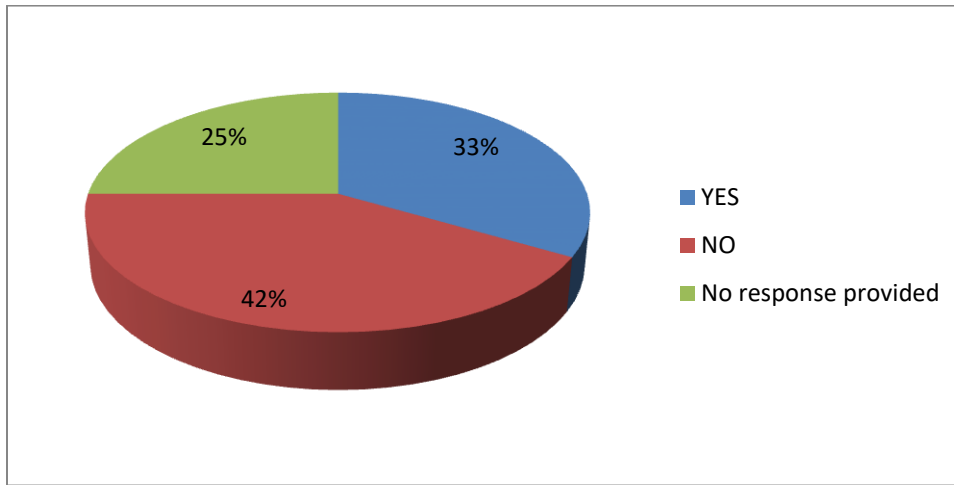


Figure 30 - Existence of Gender Focal Points (n = 24 institutions)

Among the institutions that reported having gender focal points, the number of appointed persons varies, as do the scope and content of their activities. In some cases, focal points were formally appointed; however, no specific activities were recorded for the observed period of 2022 and 2023. In other institutions, the activities of gender focal points included monitoring and analysing the state of gender equality, drafting regular reports, initiating amendments and the adoption of internal acts, and participating in coordination and inter-institutional bodies.

Additionally, some focal points were involved in conducting and organizing training sessions, developing and implementing curricula, and integrating a gender perspective into educational and normative processes. Their activities also included participation in drafting secondary legislation and internal rulebooks, cooperation with competent institutions and international mechanisms, as well as engagement in the implementation of the Gender Action Plan of BiH and relevant international resolutions. In certain cases, gender focal points were appointed after the observed period, with no recorded activities for 2022 and 2023.

| Institution | Number of Gender Focal Points |
|-------------|--|
| MoD BiH | 1 gender focal point; 7 focal points within organizational units and 7 deputies |
| AF BiH | 8 |
| BP BiH | 2 |
| SIPA | 7 |
| DCPB BiH | No response provided |
| SFA | 2 |
| AEPTM | 2 |
| MIA CBC | No valid response provided |

Table 127 - Institutions with Gender Focal Points and Their Number

AFFIRMATIVE MEASURES IN INTERNAL PROMOTION PROCEDURES OF POLICE OFFICERS

Out of 13 relevant institutions, only SIPA applies affirmative measures in internal vacancy announcements for the promotion of police officers. In internal calls, the selection commission refers to the provisions of the Law on Gender Equality of BiH, encourages female officers to apply, and stipulates preference for female candidates in cases where equal conditions are met.

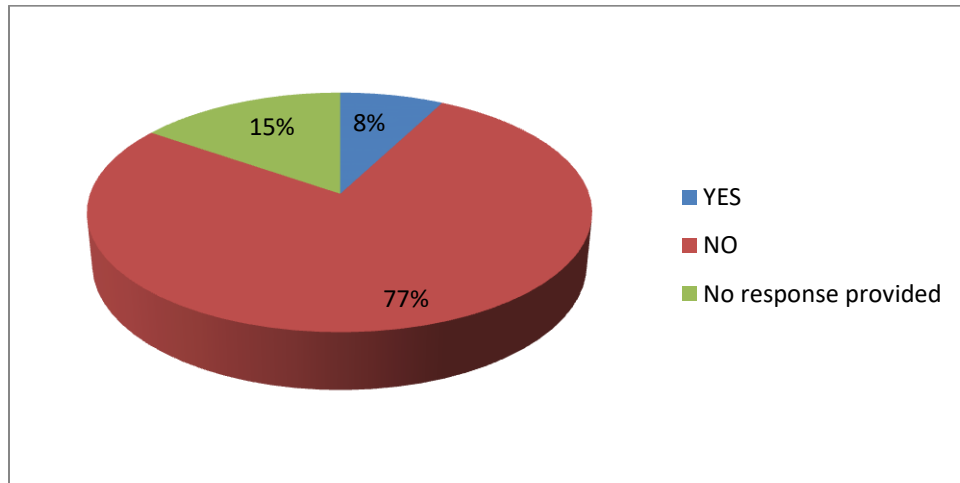


Figure 31 - Affirmative Measures in Internal Promotion Procedures of Police Officers (n = 13 institutions)

MAINTAINING GENDER-SENSITIVE STATISTICS ON EMPLOYEES

When asked whether institutions maintain gender-sensitive statistics, including records of employees and their job classification, 16 out of 24 institutions (67%) responded affirmatively. The Ministry of Security of BiH (MS BiH) and AEPTM responded negatively.

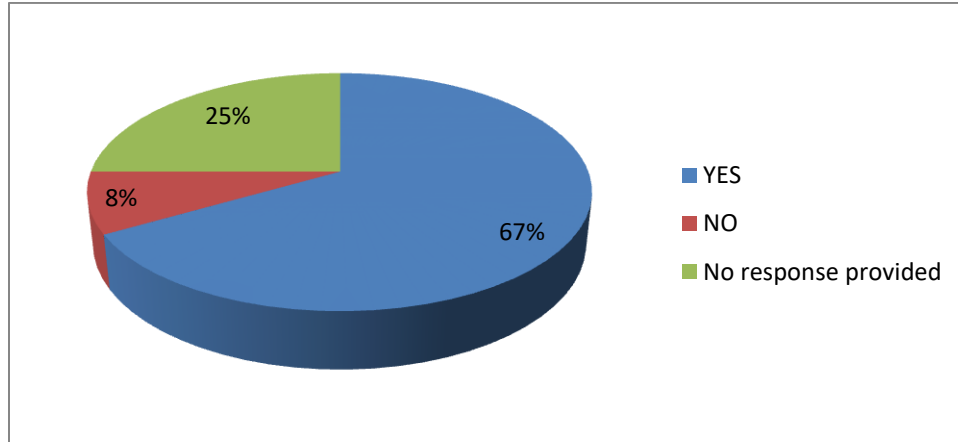


Figure 32 - Maintaining Gender-Sensitive Statistics on Employees (n = 24 institutions)

GENDER DIMENSION OF TRAINING AND PROFESSIONAL DEVELOPMENT RECORDS

In response to the question of whether institutions maintain an internal database on additional training (e.g., seminars, courses, workshops, etc.) completed by police officers, 10 out of 13 relevant institutions answered affirmatively. An affirmative response had an additional question regarding whether such databases include gender-based categorization. Five institutions responded positively to this follow-up question..

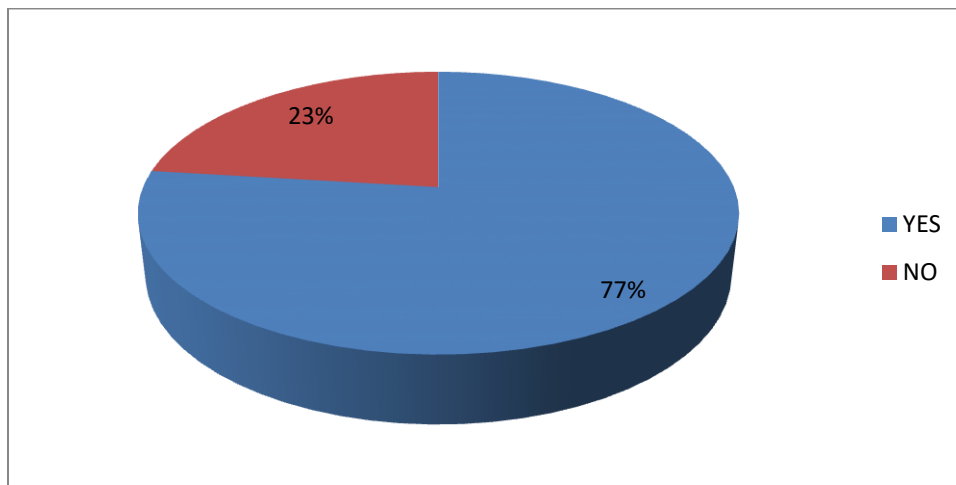


Figure 33 - Gender Dimension of Training and Professional Development Records of Police Officers (n = 13 institutions)

BUDGET ALLOCATIONS FOR GENDER ISSUES

One of the questionnaire items concerned budget allocations in 2023 for gender-related issues on any basis, including, for example, the production of promotional video materials featuring women police officers. The responses of 17 selected institutions were analysed, including state-level police agencies, the Police of Brčko District of BiH (PBD BiH), the Federal Police Administration (FPA), and cantonal ministries of internal affairs (as well as those police administrations that are budgetarily separate, i.e., independent from the ministries). Of these institutions, only the FPA reported that financial resources had been allocated or spent for gender-related purposes during the observed year, without providing further explanation..

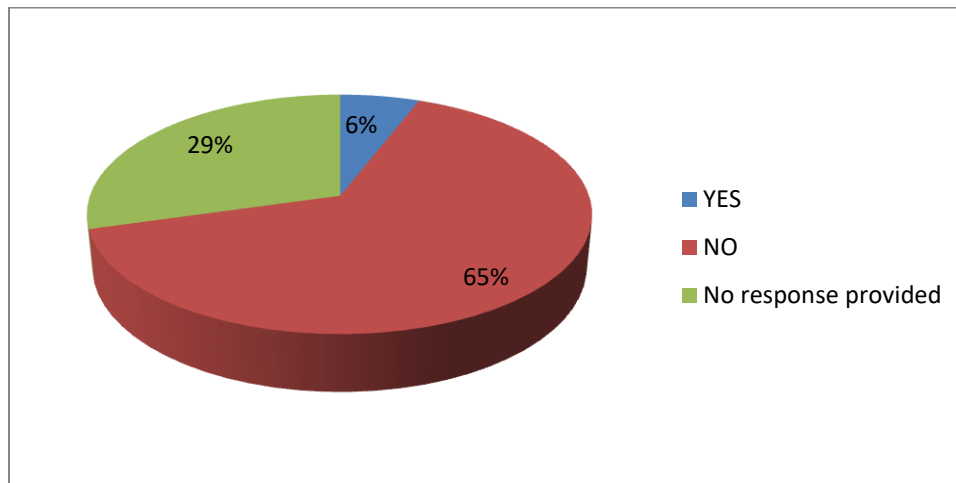


Figure 34 - Budget Allocations for Gender Issues (n = 17 institutions)

PROGRAMMES OF MEASURES FOR THE ADVANCEMENT OF GENDER EQUALITY

Given the underrepresentation of female police officers across police agencies at all levels in BiH, the responses of 13 police institutions were analysed regarding the existence of programmes of measures aimed at achieving gender equality, specifically moving toward the statutory target of 40% representation of the underrepresented gender in accordance with the Law on Gender Equality of BiH. Only SIPA and the Federal Police Administration (FPA) responded affirmatively.

SIPA adopted the “Guidelines for Achieving Gender Equality in the State Investigation and Protection Agency”, based on the “Policy for Achieving Gender Equality” of the Ministry of Security of BiH. The objective of these Guidelines is to integrate the principle of gender equality into the agency’s scope of work, including development policies and strategies, and to define roles and responsibilities in the process of upholding democratic principles and fundamental human rights. The document also prescribes a set of measures for integrating gender equality

principles, aimed, inter alia, at ensuring their systematic, uniform, and transparent implementation.

On the other hand, the FPA adopted the Human Resources Management Strategy for the period 2019–2024 in 2019, which, among other issues, addressed the unfavourable age and gender structure of police officers. The Strategy foresees the adoption of annual action plans. The first action plan (2020) introduced measures to increase the percentage of female police officers, including media campaigns, public outreach activities, and transparent recruitment procedures designed to attract young, qualified, and educated personnel.

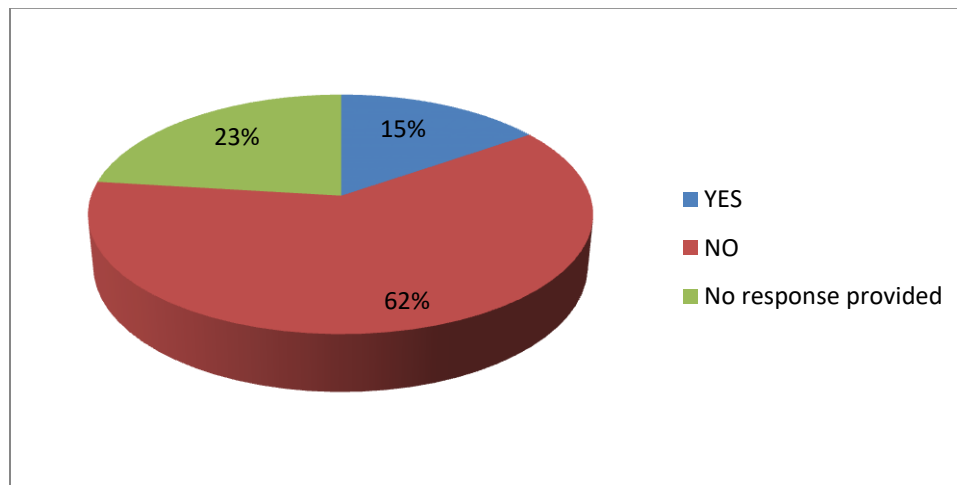


Figure 35 - Possession of Programmes of Measures for the Advancement of Gender Equality (n = 13 institutions)

SYNTHESIS OF SELECTED FINDINGS AND CONCLUDING REMARKS

According to the collected empirical data, a total of 23.471 persons are employed across 25 analysed institutions within the security and defence sector. It is important to reiterate that the research did not include the Intelligence-Security Agency of BiH (OSA BiH), the Ministry of Internal Affairs of Republika Srpska (MIA RS), the Police Administration of the Ministry of Internal Affairs of Sarajevo Canton (PA MIA CS), nor the Ministry of Internal Affairs of West Herzegovina Canton (MIA WHC). Had these institutions provided data, the total number of employees in the security and defence sector could be estimated at approximately 33.000.

| Highest Number of Employees | Number | Lowest Number of Employees | Number |
|-----------------------------|--------|----------------------------|--------|
| AF BiH | 8.478 | AEPTM | 46 |
| ITA | 2.338 | PSA | 34 |
| BP BiH | 2.029 | AFEE | 29 |

Table 128 - Institutions with the Highest and Lowest Number of Employees (n = 25 institutions)

The average occupancy rate relative to the systematized number of positions across the analysed institutions amounts to 75%. The most fully staffed institution is the MIA C10 (90%), while AFEE has the lowest occupancy rate (56%). Considering that the data in this publication primarily refer to 2024, and that a significant number of personnel retired during the previous year, with similar trends expected in the current year, particularly within police structures, it can reasonably be assumed that the current occupancy rate is even lower. Even if one sets aside the possibility that, in some cases, staffing systematization may have been overly ambitious, the fact remains that security and defence institutions are understaffed, with evident negative trends in personnel numbers. These trends are largely conditioned by staff retirement and insufficient recruitment dynamics. In the future, this may adversely affect the quality of institutional performance and the overall security situation in BiH.

| Highest Occupancy | Percentage | Lowest Occupancy | Percentage |
|----------------------|------------|------------------|------------|
| MIA C10 | 90 | MIA CBC | 65 |
| PA MIA TC | 84 | DCPB BiH | 64 |
| PBD BiH i PA MIA USC | 83 | AFEE | 56 |

Table 129 - Institutions with the Highest and Lowest Occupancy Rates Relative to the Total Number of Systematized Positions (n = 24 institutions; MIA TC excluded)

Out of 23.471 employees, women account for 21%, or 4.893. When this percentage is considered in light of the provisions of the Law on Gender Equality of BiH, which stipulates that equal representation in public institutions exists when one gender is represented at a minimum of 40%, the security and defence sector remains only halfway toward achieving this standard. In percentage terms, women are most represented in the MIA ZDC (excluding PA MIA ZDC), and least represented in the AF BiH.

Among institutions that include police officers within their overall staff structure, women are proportionally most represented in the MIA C10, and least represented in the PA MIA USC.

| Highest Representation | Percentage | Lowest Representation | Percentage |
|------------------------|------------|-----------------------|------------|
| MIA ZDC | 71 | AF BiH | 11 |
| MIA TC ⁶ | 66 | PA MIA USC | 13 |
| MIA USC ⁷ | 63 | DCPB BiH | 14 |

Table 130 - Institutions with the Highest and Lowest Percentage Representation of Women (n = 25 institutions)

| Highest Representation | Percentage | Lowest Representation | Percentage |
|------------------------|------------|-----------------------|------------|
| MIA C10 | 29 | PA MIA USC | 13 |
| MIA HNC | 28 | DCPB BiH | 14 |
| SIPA | 27 | PA MIA TC | 15 |

Table 131 - Institutions (whose overall staff structure includes police officers) with the Highest and Lowest Percentage Representation of Women (n = 13 institutions)

On the other hand, a deeper disaggregation of the data shows that women in the security and defence sector are predominantly employed in its administrative segment. They remain underrepresented in positions that directly perform core security functions. For example, within the 13 analysed police institutions, out of a total of 8.918 police officers, 955 are women, representing 11%.⁸ Conversely, in “non-police” positions (civil servants and other employees), women account for 53%, confirming that gender and employment status categories are not independent. Rather, there exists a stable structural pattern in the allocation of positions within police structures.

Policewomen are proportionally most represented in SIPA and least represented in the MIA CBC. This finding fully corresponds with the 2021 CSS research publication “The Position of Women in Police Agencies in BiH”, where SIPA and MIA CBC were likewise identified as the institutions with the highest and lowest representation of women holding police officer status.

⁶ Does not include PA MIA TC.

⁷ Does not include PA MIA USC.

⁸ If the analysed secondary data from open sources for the MIA RS, the PA MIA CS and MIA WHC, were added to this number of police officers, the total number of police officers in BiH could amount to approximately 16.000. Although this is an insufficiently precise aggregate estimate, it is lower than the figure established in the 2021 CSS research publication “The Position of Women in Police Agencies in BiH”, which identified 16.660 police officers in BiH at that time. At the same time, it is not possible to precisely determine the number or percentage representation of female police officers in relation to the presented aggregate number, as the research team does not have access to gender-disaggregated data for the three aforementioned police institutions. However, assuming that the percentage representation of female police officers has remained approximately the same as reported in the 2021 CSS research for those institutions (MIA RS – 9%; PA MIA CS – 10%; and MIA WHC – 7%), the total number of female police officers could be around 1.600, or approximately 10% of the aggregate number of police officers. Although these figures should be treated with caution, and when compared to the previous research (which recorded 1.501 female police officers or 9%), it may be concluded that there has been a certain numerical increase in women’s representation. However, particular caution is required when interpreting the increase in percentage terms, as it is not based on positive structural progress, but rather on workforce attrition, predominantly affecting male personnel.

From the perspective of rank hierarchy, the majority of female police officers are concentrated in the lowest police rank - police officer. This finding again aligns with the results of the 2021 research.

| Research (2026) | | | | Research (2021) | | | |
|------------------------|------------|------------------------|------------|----------------------------------|-------------------------|-----------------------|--------------------------|
| Highest representation | Percentage | Lowest Representation | Percentage | Highest representation | Percentage ⁹ | Lowest Representation | Percentage ¹⁰ |
| SIPA | 17 | MIA CBC | 7 | SIPA | 16 | MIA CBC | 6 |
| MIA C10 | 14 | MIA HNC and DCPB BiH | 8 | FPA | 11 | PBD BiH | 6 |
| PA MIA TC | 13 | PBD BiH and PA MIA USC | 9 | MIA TC ¹¹ i MIA CS | 10 | MIA HNC | 6 |

Table 132 - Comparative Overview of the Representation of Women in the Status of Police Officer in Two Research Cycles

Women are also underrepresented in senior police officer positions. According to the data submitted by 13 police institutions, out of a total of 367 such positions, women account for only 4%. Although women constitute approximately 11% of the overall police workforce in the analysed institutions, further analysis indicates that this disproportionality is not coincidental, but rather reflects a stable structural pattern in the distribution of leadership positions. Such a pattern points to the existence of certain barriers that limit women’s advancement to higher hierarchical ranks. Institutions that have women serving in senior police positions include: BP BiH (6%), DCBT BiH (6%), PA MIA TK (6%), MIA HNC (5%), and PBD BiH (4%). When analysing comparable data in relation to the previously mentioned CSS research, a general downward trend in the representation of women in senior police positions can be observed, with positive exceptions in DCBT BiH and the MIA HNC. The most striking case is SIPA, which in both research cycles recorded the highest percentage of women in police officer status; however, according to the recent research, it has lost women in senior police positions. This finding calls for additional qualitative analysis of institutional and career barriers.

⁹ For comparative purposes, percentages are rounded to the nearest whole number.

¹⁰ See footnote 9

¹¹ In order to eliminate possible terminological ambiguities, in the 2021 research, “MIA TC” refers to MIA TC and PA MIA TC. The same applies to “MIA CS”, “MIA USC” and “MIA ZDC”. In this research, police administrations were considered separately in relation to the four corresponding cantonal ministries.

| Institution | Research (2026) | Research (2021) | Trend |
|-------------------|--|--|-------|
| | Percentage of women among senior police officers | Percentage of women among senior police officers | |
| BP BiH | 6 | 7 | ↓ |
| SIPA | 0 | 8 | ↓ |
| DCBT BiH | 6 | 0 | ↑ |
| PBD BiH | 4 | 4 | → |
| FPA | 0 ¹² | 8 | ↓ |
| PA MIA USC | 0 | 10 | ↓ |
| MIA PC | 0 | 0 | → |
| PA MIA TC | 6 | 10 | ↓ |
| PA MIA ZDC | 0 | 0 | → |
| MIA BPC | 0 | 0 | → |
| MIA CBC | 0 | 9 | ↓ |
| MIA HNC | 5 | 0 | ↑ |
| MIA C10 | 0 | 6 | ↓ |

Table 133 - Comparative Overview of the Representation of Women in Senior Police Officer Status in two research

Comparing the defence and police sectors, it can be concluded that the position of women is broadly similar in terms of their representation. As noted in the previous chapter, 10% of personnel in the AF BiH hold the status of professional military personnel. Nearly 61% of them are concentrated in the lowest rank – soldier, while only 6% occupy command and senior positions.

The implementation of institutional measures aimed at advancing gender equality remains limited. Of the 14 relevant institutions, only three (MOD BiH, SIPA and PA MIA ZDC) encourage women to apply for public recruitment calls for police officers and professional military personnel through the use of affirmative measures, and only SIPA applies such measures in internal promotion procedures. Budget allocations for gender-related issues are almost non-existent. In 2023, only the FPA recorded specific budget lines for gender initiatives. Furthermore, among 13 police institutions, only SIPA and the FPA have adopted internal policies/documents aimed at achieving the statutory target of 40% representation of the underrepresented gender. The fact that most other police institutions lack such internal policies suggests that gender equality issues are often treated in a declarative manner. However, the mere existence of such documents does not necessarily guarantee success, as illustrated by the example of SIPA and the loss of women in senior police positions. Nevertheless, their existence does indicate a more serious institutional approach to addressing these issues.

On the other hand, only 67% of institutions maintain gender-sensitive statistics on employees, and only 8 out of 24 institutions have appointed gender focal points. These deficiencies in institutional infrastructure demonstrate that current efforts toward gender equality remain fragmented and often superficial.

¹² FPA reported that it does not have any senior police officers.

In conclusion, the findings of this research point to the need for a more comprehensive and strategically grounded approach to reform within the security and defence sector of BiH. The insufficient and uneven representation of women, particularly in operational and leadership positions, is not merely a matter of gender equality, but has direct implications for institutional legitimacy, quality of governance, and the overall effectiveness of the security and defence sector. The international normative framework on “Women, Peace and Security” clearly emphasizes that the full and meaningful participation of women is a prerequisite for more inclusive, accountable, and resilient security policies. Therefore, addressing the identified gender disproportionalities requires a shift from declarative commitments to systematic and measurable institutional measures, including gender-sensitive human resource planning, affirmative recruitment and promotion policies, and the strengthening of internal gender equality infrastructure. Such an approach represents not only a normative and legal obligation, but also a key precondition for strengthening public trust and ensuring the long-term resilience of the sector in the face of contemporary and future challenges.

RECOMMENDATIONS

- **Implement affirmative measures:**

It is recommended that all institutions enable affirmative recruitment measures - for example, that public calls for police officers explicitly invite women to apply and that, in cases of equal qualifications, preference be given to female candidates. This would encourage more women to enter the security sector, as is continuously practiced by the Ministry of Defence of BiH and SIPA. The same approach should be applied to internal promotion competitions (currently only SIPA has such a practice).

- **Develop strategic gender equality programs:**

All institutions should develop and implement action plans with concrete targets (such as achieving 40% women) and defined timelines. Examples of good practice exist in SIPA and the FPA. The plans should cover recruitment approaches, training, transparent promotion, and a system for monitoring implementation. The FPA Human Resources Management Strategy (2019–2024) предусматривает annual action plans with media campaigns and public outreach to increase the number of female police officers—such measures should also be adopted in other institutions.

- **Invest in promotion and visibility:**

Institutions should regularly carry out educational and promotional campaigns highlighting the roles and achievements of women in security (through the media, social networks, and school programmes). For example, the FPA was the only institution that used social networks to recruit candidates. Through media and public appearances, a positive image of women’s careers in the military and police should be built, which will reduce stereotypes and increase interest in applications. The importance of social networks is again emphasized, given their central role in the everyday lives of the younger population, particularly in terms of access to information.

- **Strengthen gender culture and structures:**

Each institution must appoint a contact person for gender issues with clear responsibility for monitoring gender equality. At present, only a small number of institutions have such persons. These contact persons should regularly analyse data, prepare reports, initiate amendments to internal procedures, and participate in inter-institutional forums for gender equality.

- **Improve records and analytics:**

It is necessary to ensure the mandatory maintenance of comprehensive databases with sex-disaggregated data on all employees, candidates, and training activities. This includes the regular presentation of the composition of employees by sex and rank, as well as monitoring promotion and training. Accurate statistics will enable the adoption of targeted measures and the monitoring of their effects (the study's conclusions indicate deficiencies in record-keeping in some institutions).

- **Ensure budgetary resources:**

Where objectively possible, institutions should also plan funds for gender initiatives (training, campaigns, etc.). Dedicated investments are necessary for the implementation of initiatives aimed at increasing the representation of women. Without specific resources, plans may remain only on paper.

- **Transparency and democratic oversight of the police:**

In accordance with the standards of democratic policing, police institutions have an obligation of full openness towards the public. Citizens have the right to access basic information on the work of the police, including the number of employees, the sex-disaggregated structure, distribution by rank, and the implementation of gender equality measures. Withholding such data by invoking internal acts or exceptions to disclosure represents a practice contrary to democratic policing and directly undermines public trust. It is necessary to introduce mandatory, regular, and public publication of annual reports of police institutions with sex-disaggregated data. At the same time, legislative bodies, especially commissions for security and gender equality, must consistently and more actively exercise civilian and parliamentary oversight, with a particular focus on the representation and position of women.

SOURCES

Primary sources

Agency for Forensic Examinations and Expertise. Response to the request of the Center for Security Studies via electronic mail, 23 August 2024 (unpublished document).

Police Support Agency. Official letter no. 15-3-06-162-3/24 of 26 August 2024 (unpublished document).

Agency for Education and Professional Training of Personnel. Official letter no. 19-3-50-308-2/24 of 4 October 2024 (unpublished document).

Directorate for Coordination of Police Bodies. Response to the request of the Center for Security Studies via electronic mail, 9 October 2024 (unpublished document).

State Investigation and Protection Agency (SIPA). Official letter no. 16-11-14-6276-2/24 of 9 September 2024 (unpublished document).

Federal Police Administration. Response to the request of the Center for Security Studies via electronic mail, 25 October 2024 (unpublished document).

Border Police of BiH. Official letter no. 17-05-3-04-3-3830-7/24 of 30 January 2025 (unpublished document).

Ministry of Defence of BiH. Official letter no. 06-33-1-2554-7/24 of 23 December 2024 (unpublished document).

Ministry of Security of BiH. Official letter no. 12-04-6-7578-4/24 of 21 November 2024 (unpublished document).

Ministry of Internal Affairs of the Herzegovina-Neretva Canton. Response to the request of the Center for Security Studies via electronic mail, 24 September 2024 (unpublished document).

Ministry of Internal Affairs of Canton 10. Response to the request of the Center for Security Studies via electronic mail, 19 September 2024 (unpublished document).

Ministry of Internal Affairs of Sarajevo Canton. Official letter no. 01-9-45-6-2365/25 of 14 April 2025 (unpublished document).

Ministry of Internal Affairs of Posavina Canton. Official letter no. 02-1-30-263/24-2 of 19 September 2024 (unpublished document).

Ministry of Internal Affairs of Central Bosnia Canton. Response to the request of the Center for Security Studies via electronic mail, 17 September 2024 (unpublished document).

Ministry of Internal Affairs of Tuzla Canton. Official letter no. 08-03/2-336/24 of 5 December 2024 (unpublished document).

Ministry of Internal Affairs of Una-Sana Canton. Response to the request of the Center for Security Studies via electronic mail, 8 April 2025 (unpublished document).

Ministry of Internal Affairs of Zenica-Doboj Canton. Response to the request of the Center for Security Studies via electronic mail, 8 October 2024 (unpublished document).

Ministry of Internal Affairs of the Bosnian-Podrinje Canton Goražde. Official letter no. 07-01-30-490/25 of 23 January 2025 (unpublished document).

Police of the Brčko District of BiH. Official letter no. 14.05-04.12-66866/24 of 18 September 2024 (unpublished document).

Service for Foreigners' Affairs. Official letter no. 18.1.1-07.6-17029/24 of 3 September 2024 (unpublished document).

Police Administration of the Ministry of Internal Affairs of Una-Sana Canton. Official letter no. 05-04/04-2-04-119/24 of 10 October 2024 (unpublished document).

Police Administration of the Ministry of Internal Affairs of Zenica-Doboj Canton. Response to the request of the Center for Security Studies via electronic mail, 17 September 2024 (unpublished document).

Indirect Taxation Authority. Response to the request of the Center for Security Studies via electronic mail, 12 September 2024 (unpublished document).

Secondary sources

Katić, G. (2025, 26 June). BiH has more police than the EU, and RS wants 'auxiliary' forces. Radio Free Europe. Retrieved from <https://www.slobodnaevropa.org/a/mup-rs-pomocna-rezervna-policija/33455769.html>

Plevljak, B., & Kržalić, A. (2021). The position of women in police agencies in BiH. Center for Security Studies. Retrieved from <https://css.ba/wp-content/uploads/2021/08/Polozaj-zena-u-policijskim-agencijama-u-BiH-PUBLIKACIJA-FINALNA.pdf>

Tandara, D. (2024). How much does public security cost us? A comparative analysis of budget items for ministries of internal affairs and police agencies in BiH for 2015 and 2023. Center for Security Studies. Retrieved from <https://css.ba/wp-content/uploads/2024/01/CSS-DT-Koliko-nas-kosta-javna-sigurnost.pdf>

Tuzlanski.ba. (2020, 3 October). In Bosnia and Herzegovina 22,227 people on "state payrolls". Retrieved from <https://tuzlanski.ba/vijesti/bih/u-bosni-i-hercegovini-22-227-ljudi-na-drzavnim-jaslama/558534?utm>

Government of Sarajevo Canton. (2025). Programme of Work of the Government of Sarajevo Canton for the period 01 January–31 December 2025. Retrieved from <https://vlada.ks.gov.ba/sites/default/files/2025-07/NOVI%20-%20ProgramradaVladeKantonaSarajevoza2025.godinu.pdf?utm>

Law on Gender Equality in Bosnia and Herzegovina ("Official Gazette of BiH", no. 16/03 and amendments "Official Gazette of BiH" no. 102/09, consolidated text "Official Gazette of BiH" no. 32/10). (2003/2010). Retrieved from <http://www.sluzbenilist.ba/page/akt/xIzjg2Utoj0=>

