



Bosnia and Herzegovina



Agency for Statistics of
Bosnia and Herzegovina

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WOMEN AND MEN

in Bosnia and Herzegovina



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Bosnia and Herzegovina

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Users are kindly requested to refer to the data source.

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FOREWORD

Agency for Statistics of Bosnia and Herzegovina in continuity is publishing the bulletin “Women and Men in BiH”, which includes data from a variety of statistical and other areas categorized by gender. The data briefly present the status of women and men in BiH society.

Through this publication, the Agency for Statistics of BiH seeks to give a specific contribution to the achievement of equality between the sexes.

The bulletin consists of the following chapters: population, health and mortality, education, information and communication technologies, labour force, research and development, social welfare, administration of justice and democracy, the rule of law and environment. The bulletin contains tabular and graphical presentation of data. This publication aims to achieve a better visual presentation of data, so the particular data are presented through pictures and infographics. This bulletin can serve as a source of information for all users interested in the status of women and men and gender equality in Bosnia and Herzegovina.

The Law on Gender Equality in Bosnia and Herzegovina is passed in 2003. The law regulates, promotes and protects gender equality and guarantees equal opportunities for all citizens, both in the public and private domain of society, and preventing direct and indirect discrimination based on gender.

Article 18 of the Law states that all statistical data and information collected, recorded and processed in state bodies at all levels, public services and institutions, public and private corporations and other entities, must be presented by gender.

Most data presented in this publication are the result of the survey carried out by the Agency for Statistics of BiH, as well as existing statistical documentation, and for them there is no specified data source. A small portion of the data is taken from other state and entity institutions whose name is listed under the tables and graphs.

We hope that this publication will contribute to improvement of gender equality and advancement of status of women in Bosnia and Herzegovina.

Vesna Ćužić, Director
Agency for Statistics of Bosnia and Herzegovina

BASIC CONCEPTS

Gender presents socially conditioned differences between women and men which are, in contrast to the biological and psychological differences, learned, changeable and dependent on different factors: culture, religion, social and political organization, economic situation, class, age, ethnicity, etc.

Gender statistics is a field that permeates all statistical areas. Its goal is identification, collection, dissemination, and analysis of statistical data disaggregated by sex, in order to understand how gender issues affect individuals and society in general. Gender statistics should represent part of the institutional mechanisms needed to develop gender equality policies. This statistics is important for monitoring and evaluation of the success and effectiveness of the development of gender-equal policies.

Gender equity means equal rights, responsibilities, and opportunities for women and men. Equity does not promote uniformity of women and men, but respects their right to be different.

Gender equality means an equal visibility, qualification, and participation of genders in all aspects of public and private life. Gender equality is an opposition to inequality between genders, rather than the differences between genders.

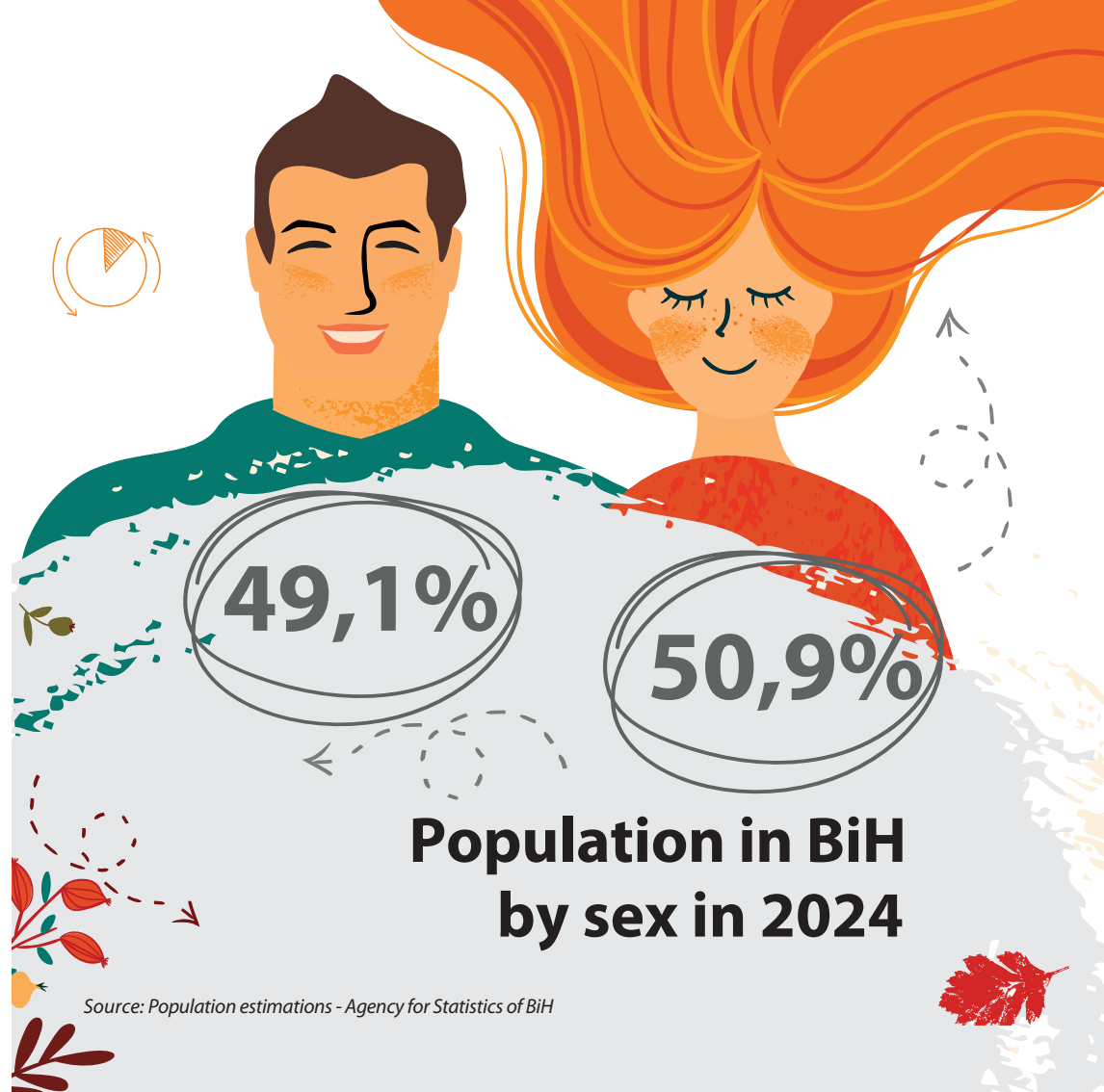
Gender based discrimination means favouritism, exclusion or restriction on the grounds of gender because of which the recognition, exercising, or enjoyment of a person's human rights and freedoms are impeded or denied.

Direct gender discrimination is a conscious and deliberate act (and its results) that favour one gender over the other, i.e. a person is treated less favourably than another person in the same or a similar situation, only based on gender.

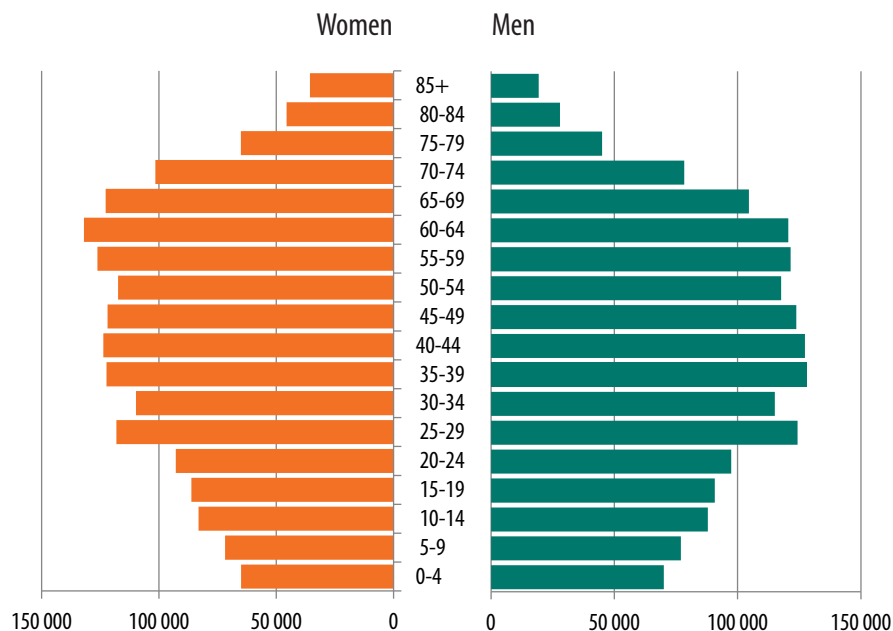
Indirect gender discrimination arises from social, economic, political, cultural, or other aspects creating situation of inequality, i.e. when an apparently neutral provision, criterion, or practice equal for all leads a person to disadvantaged position compared to the persons of the other gender.

Gender stereotypes come from (often-outdated) assumptions about the roles, capabilities, and characteristics of men and women. They can cause material or psychological brakes, which will deny choices to women or men or will incapacitate them to fully enjoy their rights.

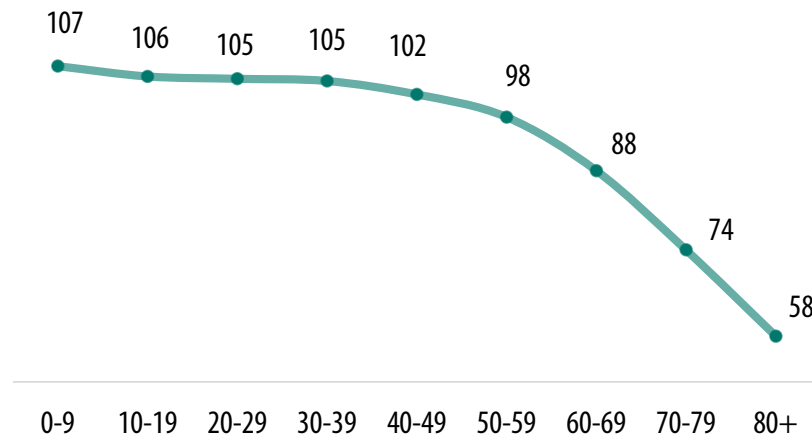
The Law on Gender Equality in Bosnia and Herzegovina was adopted in May 2003. Amendments to the Law were adopted in 2009, and in 2010 The Law on Gender Equality in Bosnia and Herzegovina – consolidated text („Official Gazette of Bosnia and Herzegovina“, no. 32/10) was adopted. According to the General Provisions, this law governs, promotes and protects gender equality and guarantees equal opportunities for all citizens in both public and private spheres of society, and prohibits direct and indirect discrimination on the grounds of gender. Full gender equality is guaranteed in all sectors of society, particularly in the fields of education, economy, employment, and labour, social and health care, sport, culture, public life and media, irrespective of marital or family status. Discrimination based on gender and sexual orientation is prohibited.



Population in BiH by sex, five-year age group and average age, in 2024



Masculinity coefficient by age groups in 2024



Masculinity coefficient is a relation between the number of men per 100 women.

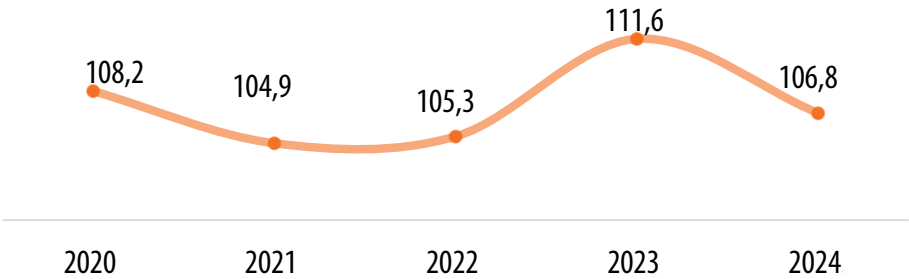
According to the 2024 population estimation data, the highest masculinity rate is noted in the age group of 0-19 years, where there is almost 106 men per 100 women. Approaching to the older age group, the masculinity rate has a tendency to decrease, and from 50 years or more, there are more women than men, and from that age, the masculinity coefficient decreases sharply. The lowest is in the age group 80+ where recorded value is 58, which means that in the latest age, there is 58 men per 100 women.

Source: Population estimations - Agency for Statistics of BiH

Live births and deaths in BiH

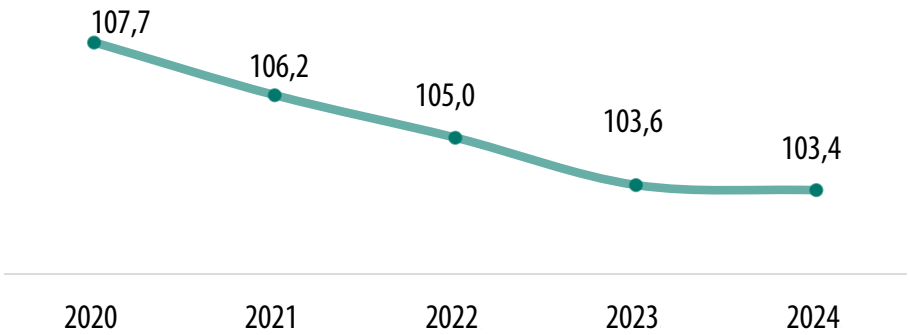
| | Live births | | | Deaths | | |
|------|-------------|--------|--------|--------|---------|--------|
| | Total | Girls | Boys | Total | Females | Males |
| 2020 | 27 255 | 13 089 | 14 166 | 44 427 | 21 387 | 23 040 |
| 2021 | 27 143 | 13 247 | 13 896 | 50 333 | 24 410 | 25 923 |
| 2022 | 26 687 | 12 997 | 13 690 | 41 296 | 20 148 | 21 148 |
| 2023 | 26 451 | 12 503 | 13 948 | 35 471 | 18 048 | 17 423 |
| 2024 | 26 037 | 12 589 | 13 448 | 36 423 | 17 904 | 18 519 |

The ratio of live births of boys and girls



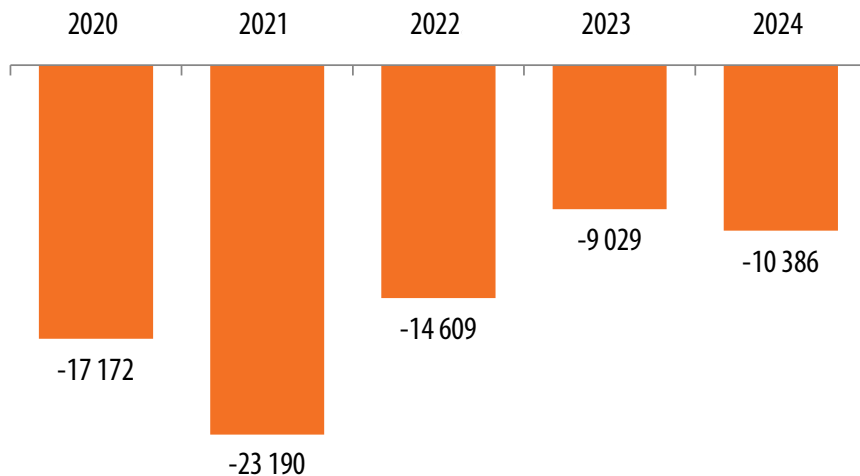
The ratio of live births of boys and girls represents the number of boys born per 100 girls born. In 2024, there were 100 girls born on 107 boys.

The ratio of deceased men and women



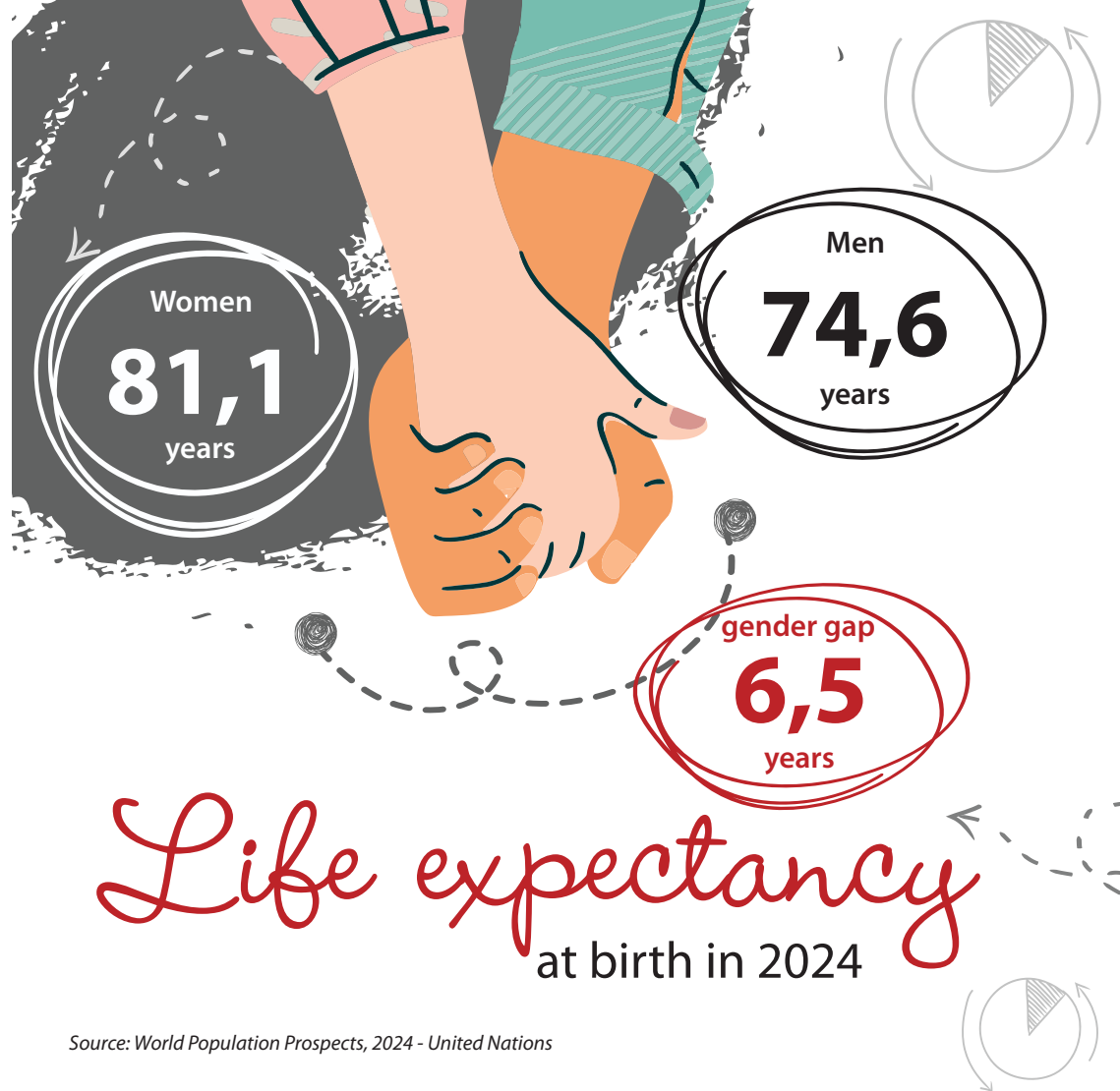
In 2024, around 950 more people died compared to the previous year. Regarding sex, 103 men died per 100 women in 2024.

Natural change of BiH population



Natural change is a difference between the number of live born and the number of dead persons in a given period, and it can be positive or negative.

Since 2009, there has been a trend of negative natural change in BiH. It means that in the reference year more people die than they are born.



Healthy LIFE YEARS

in 2021

67,5

Women

65,0

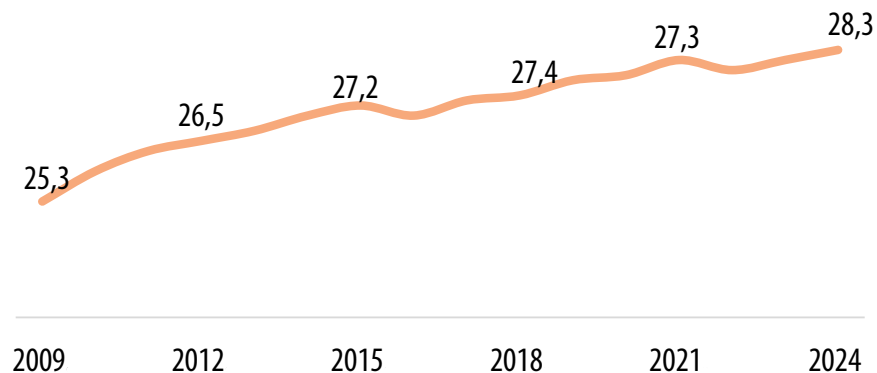
Men

Healthy life years is defined as the number of years that a person is expected to continue to live in a healthy condition, without disabilities. According to the Household Budget Survey in BiH, men are likelier to perceive their health as very good or good. In 2021 75% of women perceived their health as very good or good in comparison with 82% of men.

Source: Household Budget Survey in BiH - module Health and Social inclusion, 2021/2022 and Demography Statistics, BHAS

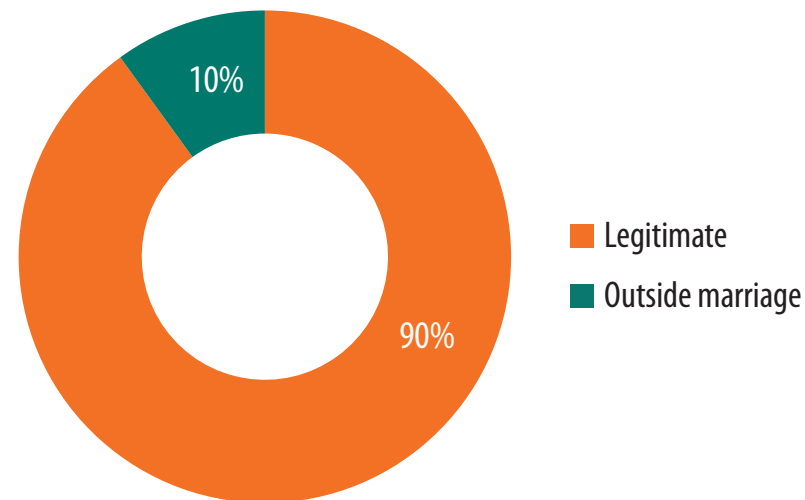
population

Average age of mother by childbirth of the first child



Average age of mother by childbirth of the first child increased in past fifteen years for 3 years.

Live births by parents' marital status in 2024



The category of live births outside marriage includes children with parents living together, but not married, as well as children whose parents are not living together.

Out of total number of live births outside marriage, 87% live with parents together, while 13% are children of parents are not living together. A percentage of live births whose parents are not living together is 1% in regards of total live births.

28,3
years

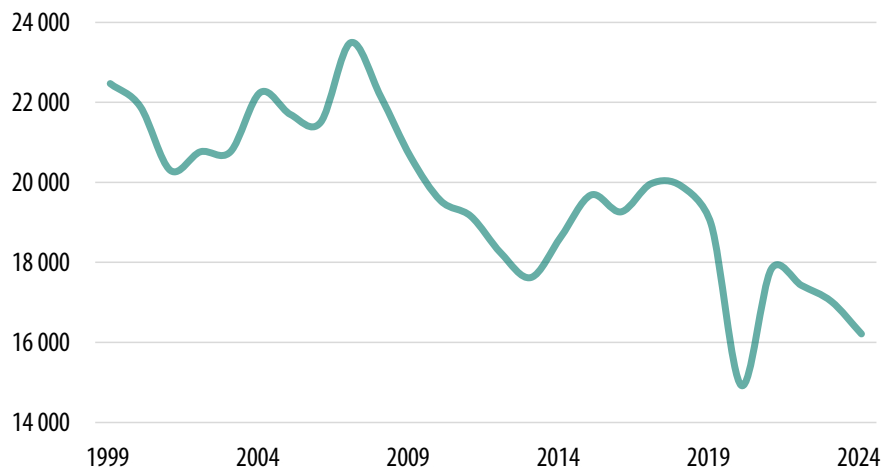
Average age of mother
by childbirth of the
first child in 2024

Live births by educational attainment of mother and father in 2024

| Educational attainment of mother | Educational attainment of father | | | |
|----------------------------------|----------------------------------|-------------------|--------------|------------------|
| | Total | Without education | Basic school | Secondary school |
| TOTAL | 26 037 | 179 | 884 | 17 579 |
| Without education | 226 | 108 | 38 | 28 |
| Basic school | 1 526 | 24 | 479 | 886 |
| Secondary school | 15 070 | 32 | 354 | 12 813 |
| Non-university high school | 1 362 | 1 | 5 | 749 |
| University degree | 5 371 | 2 | 7 | 2 416 |
| Master degree | 1 342 | – | – | 497 |
| Doctorate | 65 | – | – | 15 |
| Unknown | 1 075 | 12 | 1 | 175 |

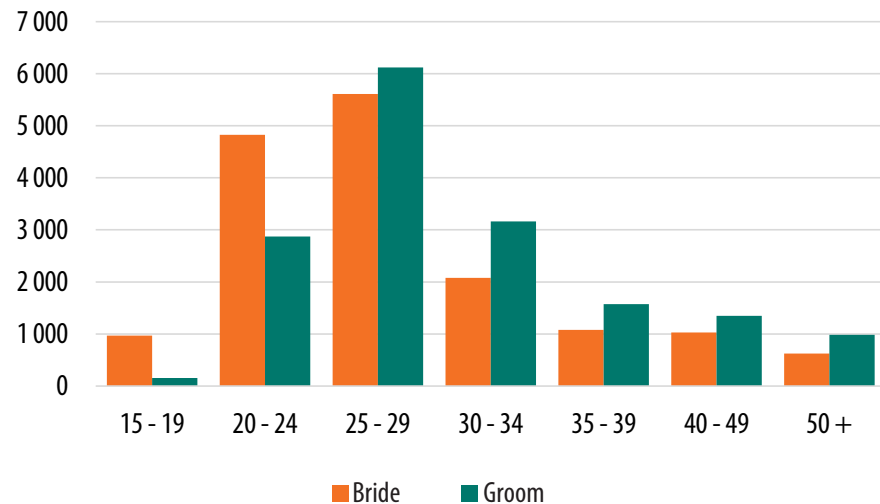
| Educational attainment of father | | | | |
|----------------------------------|-------------------|---------------|-----------|---------|
| Non-university high school | University degree | Master degree | Doctorate | Unknown |
| 974 | 4 253 | 729 | 68 | 1 371 |
| 1 | – | – | – | 51 |
| 2 | 12 | 1 | – | 122 |
| 317 | 1 155 | 105 | 6 | 288 |
| 401 | 152 | 36 | 4 | 14 |
| 143 | 2 550 | 190 | 24 | 39 |
| 91 | 341 | 379 | 24 | 10 |
| 8 | 17 | 12 | 10 | 3 |
| 11 | 26 | 6 | – | 844 |

Marriages in BiH in past 25 years period



In the last 25 years, the number of marriages in BiH has been in continuous decline, in 2024 there were 6 259 fewer marriages compared to 1999.

Marriages by sex and age groups in 2024

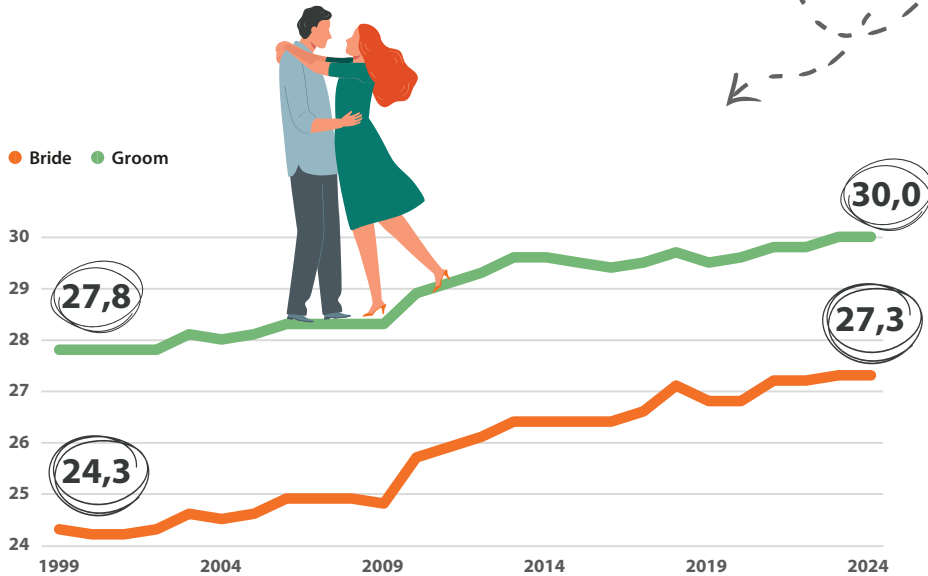


In 2024, 16,213 marriages were concluded, and the largest number was concluded between spouses aged 25 to 29.

The gender distribution shows that women tend to marry earlier than men.

Average age of bride and groom

at the time getting first married in past 25 years period



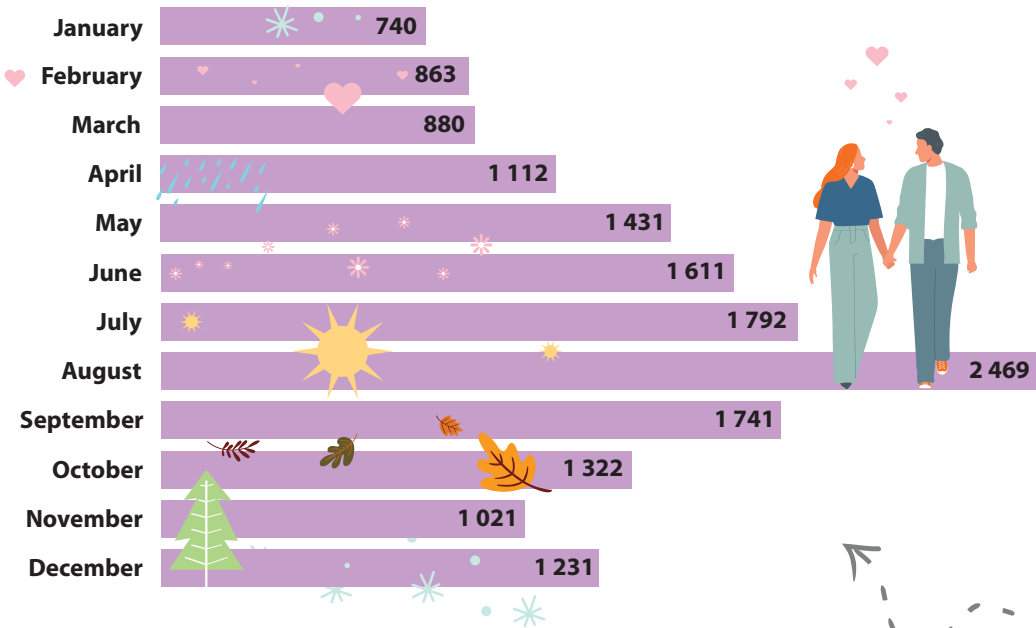
The average age of brides and grooms at the time of their first marriage has increased by about three years over the past 25 years.

Marriages by previous marital status of bride and groom in 2024

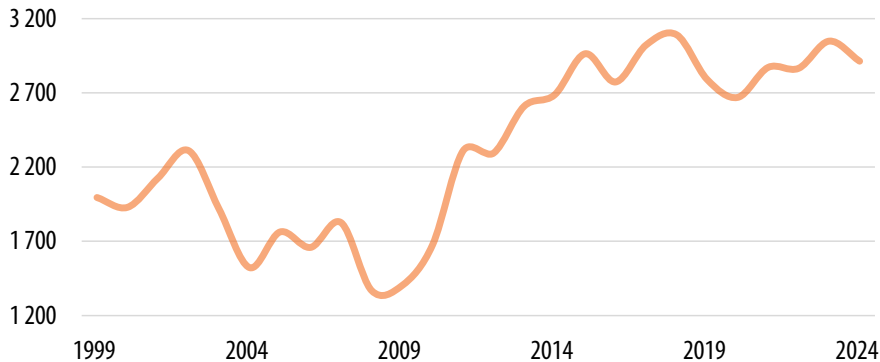
| Previous marital status of groom | Previous marital status of bride | | | | |
|----------------------------------|----------------------------------|---------------|----------|---------|---------|
| | Total | Never married | Divorced | Widowed | Unknown |
| TOTAL | 16 213 | 14 267 | 158 | 1 787 | 1 |
| Never married | 14 338 | 13 464 | 56 | 818 | — |
| Divorced | 168 | 33 | 39 | 96 | — |
| Widowed | 1 706 | 770 | 63 | 873 | — |
| Unknown | 1 | — | — | — | 1 |

Marriages

by month in 2024



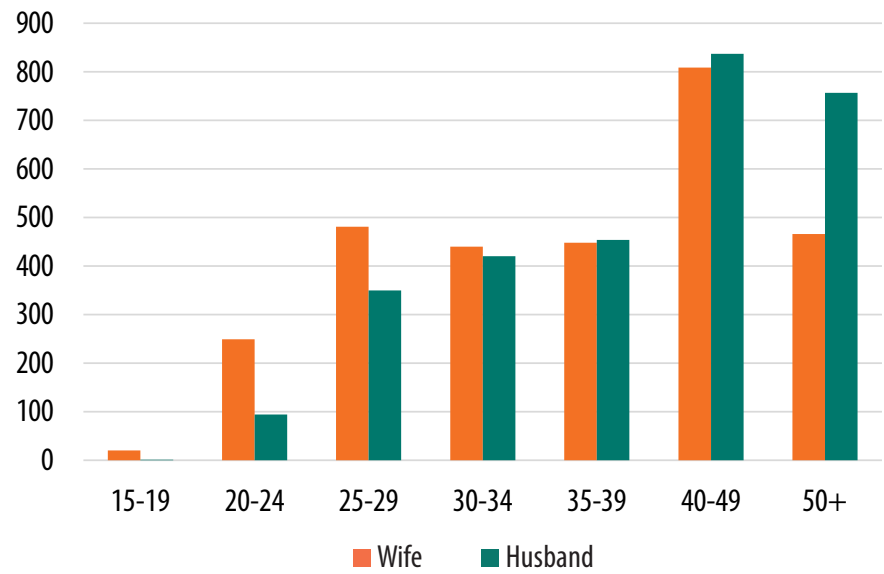
Divorces in BiH in past 25 years period



The number of divorces in Bosnia and Herzegovina has been increasing for the last 25 years, in 2024 there were more than 900 divorces compared to 1999.

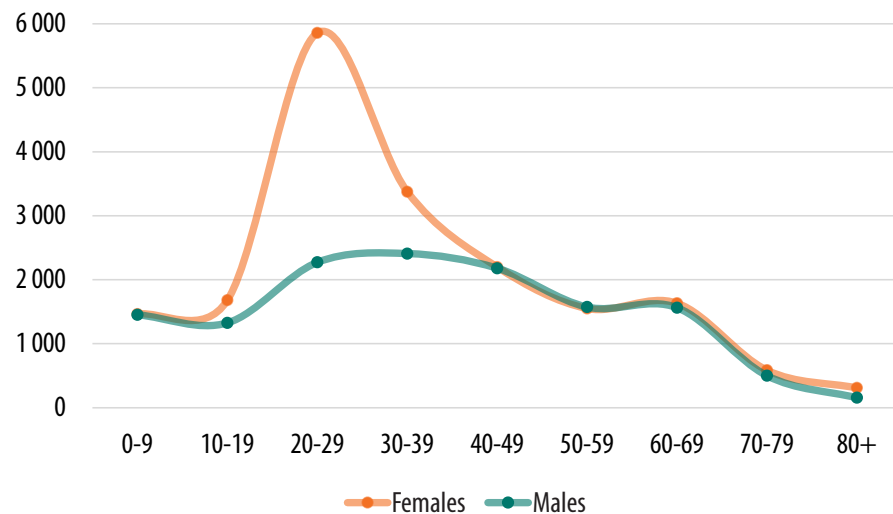


Divorces by sex and age groups in 2024



In 2024, 2,913 marriage ended with divorce.
The biggest number of divorces happend in the age group 40-49, both in women and men.

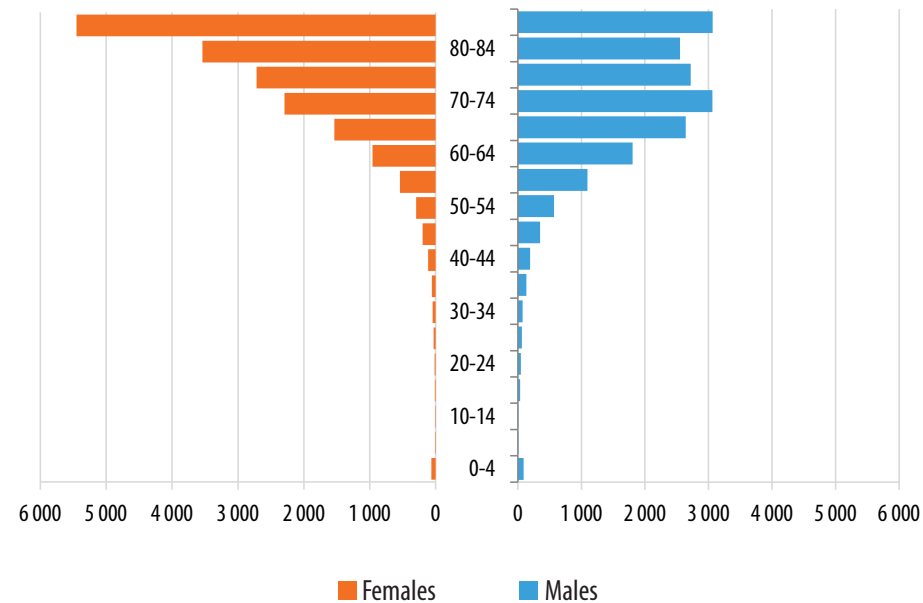
Internal migration in Bosnia and Herzegovina in 2024



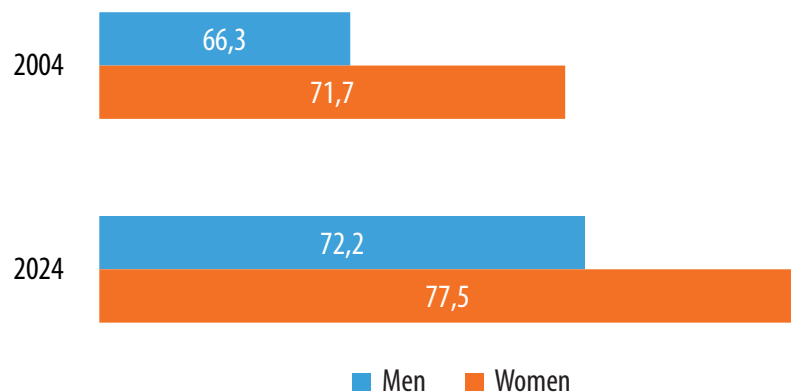
Data relates to internal migrations of the population in Bosnia and Herzegovina in 2024. All population is included, by sex and age structure, which registered the change of their residence, including migrations between the entities and Brcko District.

During 2024 in BiH the number of immigrants/emigrants was 32 080, out of which 58% of women and 42% of men.

Deaths by age groups and sex in 2024



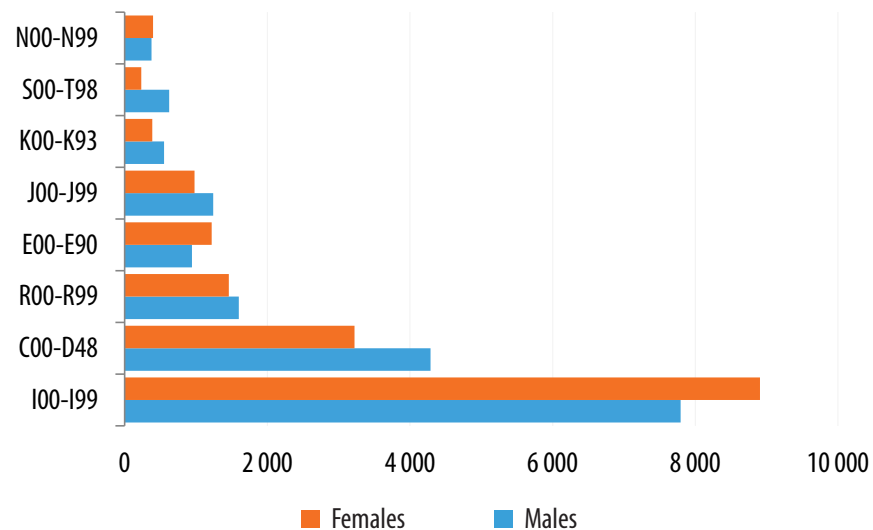
Average age of deaths in past 20 years



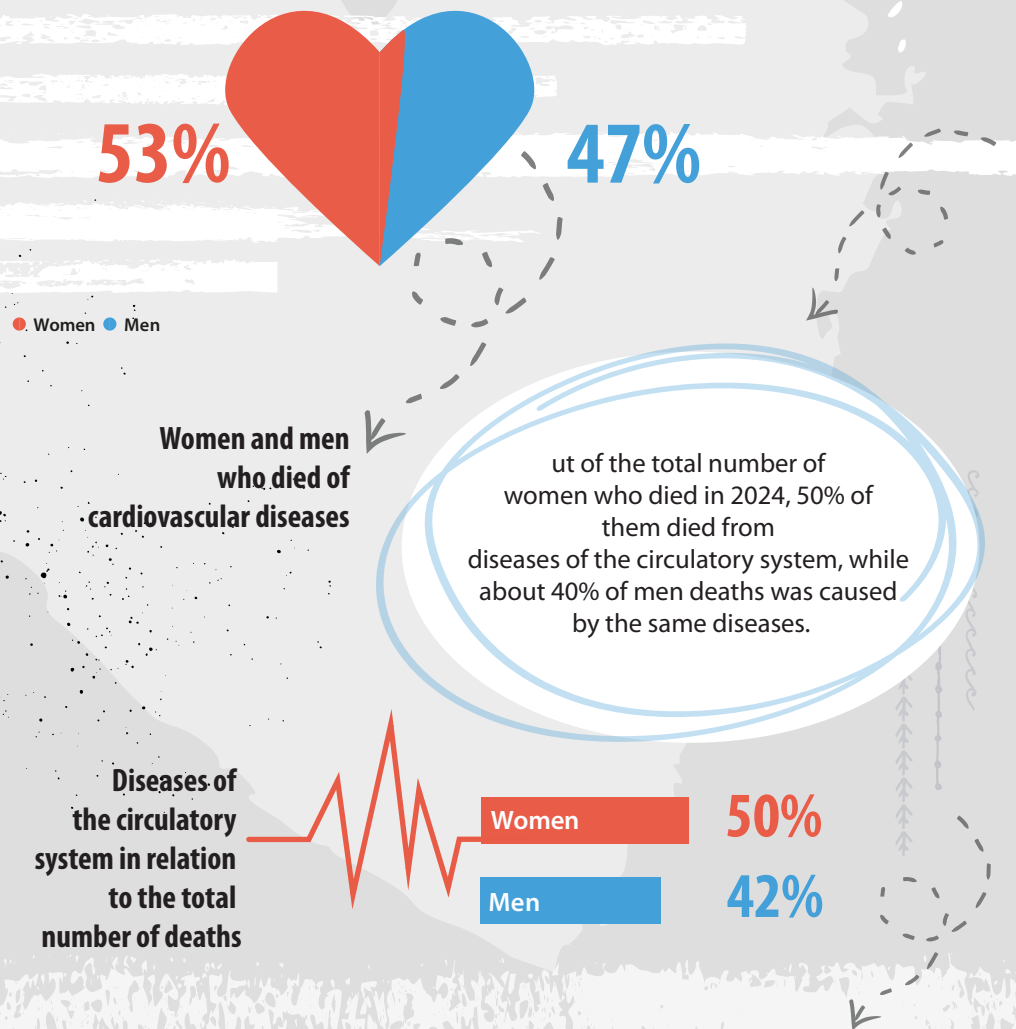
The average age of the deceased is increasing, so in the last twenty years it has increased by 6 years.

Women live on average of 5.3 years longer than men.

Deaths by sex and cause of death in 2024



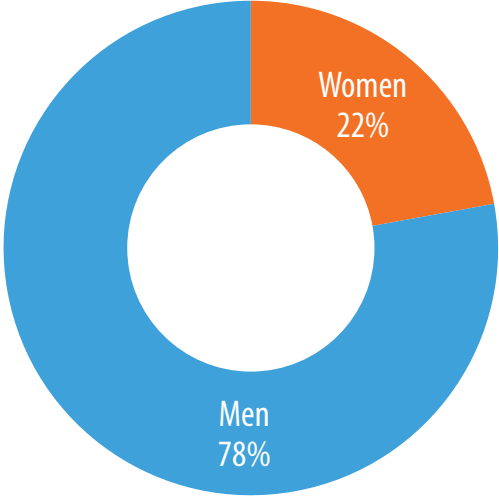
| | |
|-----------|---|
| I00-I99 | Diseases of the circulatory system |
| C00-D48 | Neoplasms |
| R00-R99 | Symptoms, signs and ill-defined conditions |
| E00-E90 | Endocrine, metabolic and nutritional diseases |
| J00-J99 | Diseases of the respiratory system |
| K00-K93 | Diseases of digestive system |
| S00-T98 | Injuries and intoxications |
| N00 - N99 | Diseases of the genitourinary system |



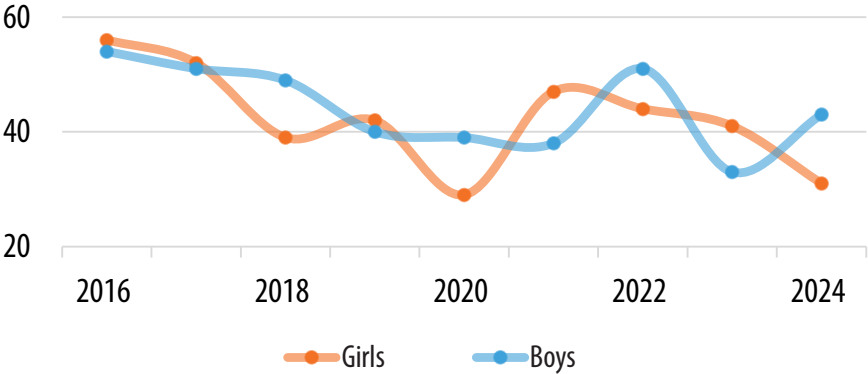
Violent deaths by type and sex

| | | Total | Accident | Suicide | Murder | Unknown |
|------|---------|-------|----------|---------|--------|---------|
| 2020 | ALL | 871 | 398 | 346 | 42 | 85 |
| | Females | 213 | 107 | 76 | 10 | 20 |
| | Males | 658 | 291 | 270 | 32 | 65 |
| 2021 | ALL | 929 | 446 | 375 | 31 | 77 |
| | Females | 216 | 100 | 93 | 9 | 14 |
| | Males | 713 | 346 | 282 | 22 | 63 |
| 2022 | ALL | 861 | 403 | 336 | 24 | 98 |
| | Females | 219 | 109 | 72 | 12 | 26 |
| | Males | 642 | 294 | 264 | 12 | 72 |
| 2023 | ALL | 845 | 416 | 316 | 24 | 89 |
| | Females | 206 | 108 | 71 | 8 | 19 |
| | Males | 639 | 308 | 245 | 16 | 70 |
| 2024 | ALL | 845 | 440 | 271 | 33 | 101 |
| | Females | 229 | 136 | 60 | 12 | 21 |
| | Males | 616 | 304 | 211 | 21 | 80 |

Number of suicides by sex in 2024

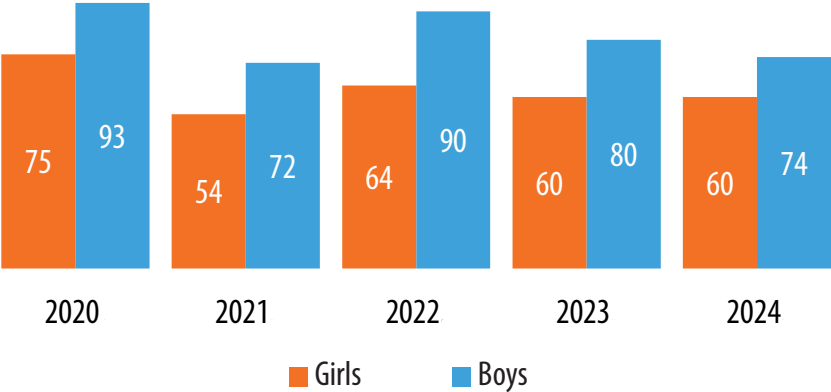


Stillbirths by sex



A stillborn child is every child born or taken out from mother`s body who exhibits no sign of life, where pregnancy has lasted more than 22 weeks and weight at childbirth has been 500 grams or more.

Infant deaths by sex



Dead infants are considered children who died under one year of age.

Health care workers in public health care institutions in 2024

| | Women | Men |
|----------------------------|--------|-------|
| TOTAL | 23 922 | 8 617 |
| Physicians | 5 591 | 3 238 |
| Dentists | 604 | 237 |
| Pharmacists | 487 | 67 |
| Nurses | 11 681 | 3 354 |
| Physiotherapists | 784 | 489 |
| Dental technicians | 179 | 79 |
| Laboratory technicians | 1 293 | 330 |
| Pharmaceutical technicians | 425 | 54 |
| Other health care workers | 2 878 | 769 |

In 2024, women made up 3/4 of the total number of health care workers in public health care institutions in BiH.

There were 63% female physicians compared to 37% of male physicians, while there were 78% of female nurses having higher, upper or secondary level of education compared to male nurses.

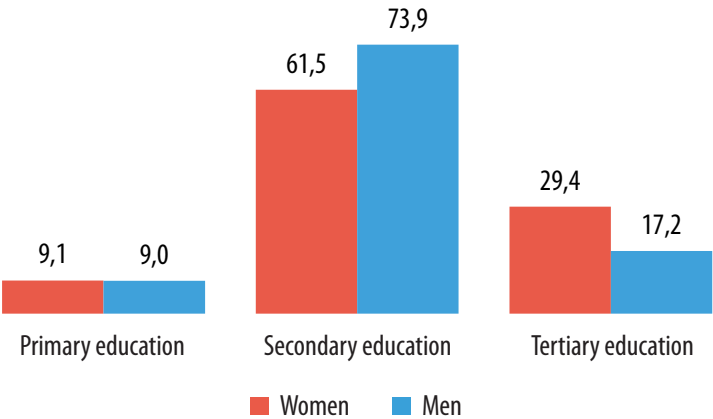
Source: Institute for Public Health of Federation BiH, Institute for Public Health of Republika Srpska and Department for Health and other services of Brčko District Government

Children, pupils and students in pre-school, primary, secondary and tertiary education

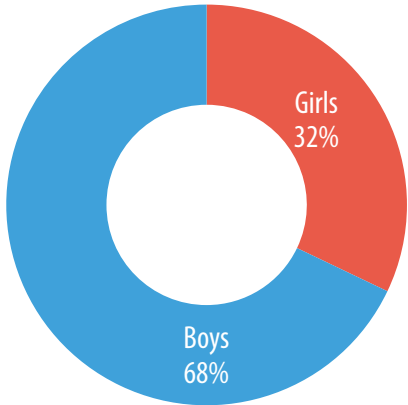
| | Pre-school education | | Primary education | |
|------------|----------------------|--------|-------------------|-------------|
| | Girls | Boys | Female pupils | Male pupils |
| 2022/2023. | 21 809 | 24 287 | 126 708 | 133 629 |
| 2023/2024 | 22 339 | 24 563 | 124 642 | 131 701 |
| 2024/2025 | 24 583 | 26 252 | 122 356 | 129 400 |

| | Secondary education | | Tertiary education | |
|-----------|---------------------|-------------|--------------------|---------------|
| | Female pupils | Male pupils | Female students | Male students |
| 2022/2023 | 54 482 | 53 454 | 52 294 | 33 854 |
| 2023/2024 | 54 303 | 53 437 | 45 271 | 29 745 |
| 2024/2025 | 54 479 | 53 578 | 49 990 | 32 485 |

Educational attainment in 2024



Children with disabilities in preschool institutions in the school year 2024/2025

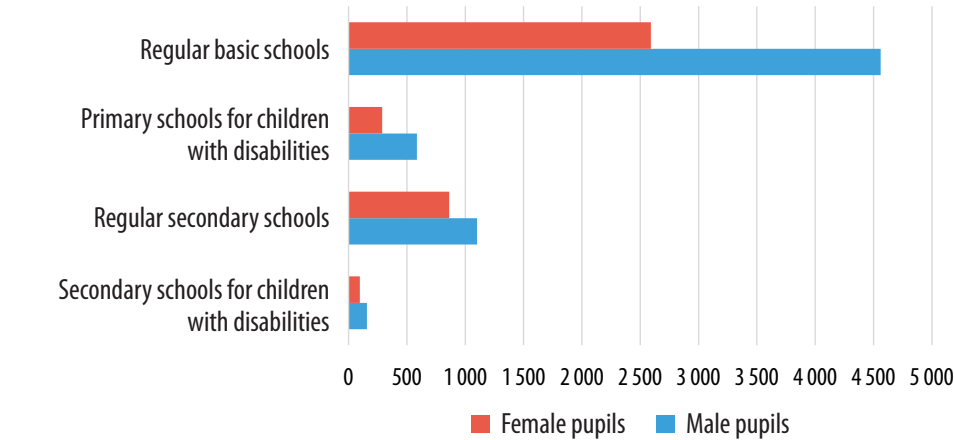


Source: Labour Force Survey in BiH, 2024

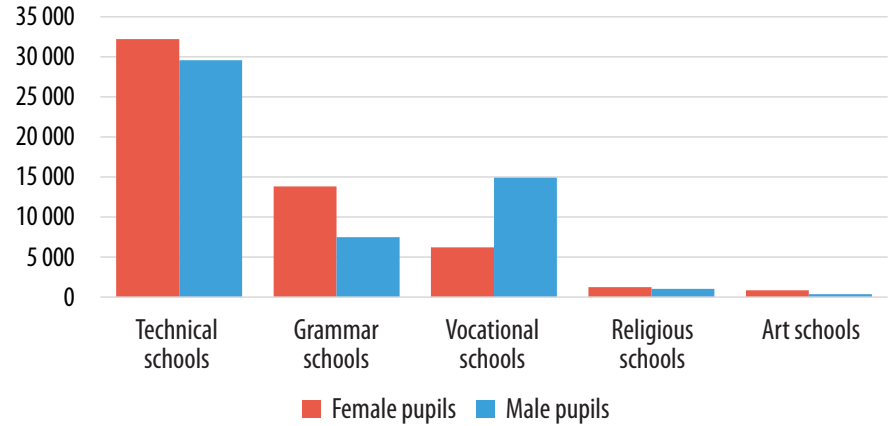
Pupils enrolled in first grade of primary and secondary schools in the school year 2024/2025

| | Primary education | | Secondary education | |
|--|-------------------|--------|---------------------|-------------|
| | Girls | Boys | Female pupils | Male pupils |
| Regular schools | 13 266 | 14 240 | 14 478 | 15 415 |
| Schools for children with disabilities | 32 | 60 | 34 | 49 |

Children with disabilities in primary and secondary education in the school year 2024/2025



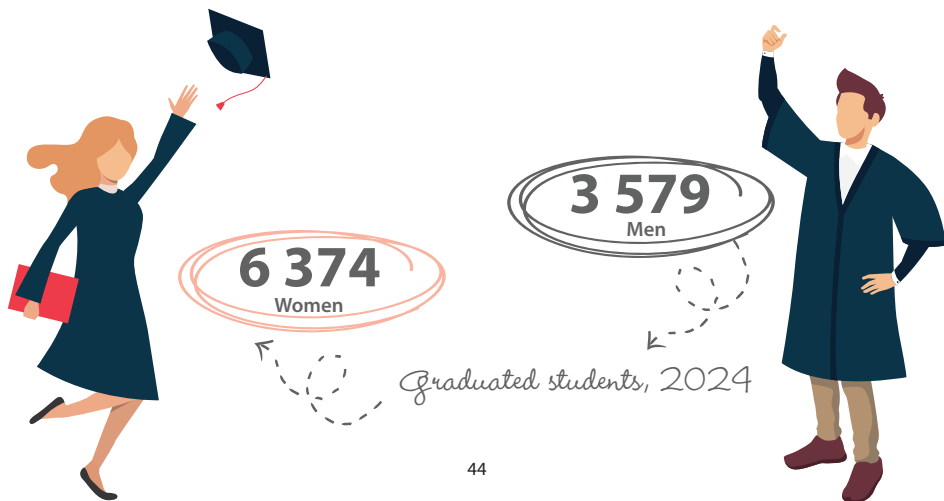
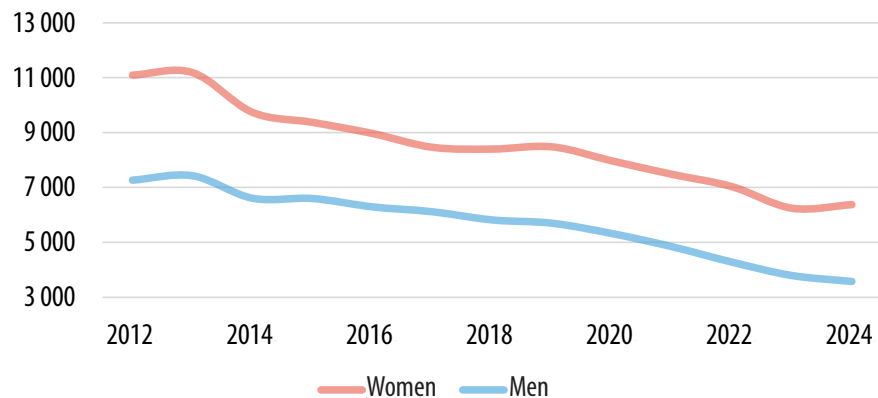
Pupils in secondary schools by the type of school in the school year 2024/2025



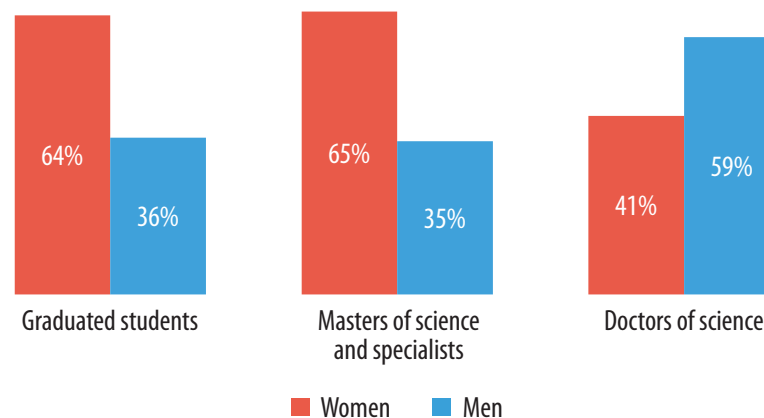
In the school year 2024/2025 more than a half of secondary school students attended technical schools, while every fifth secondary school student attended grammar school.

Differences in gender representation are the highest in vocational schools, where 70% are boys. In other types of secondary schools, the percentage of girls is higher.

Graduated students

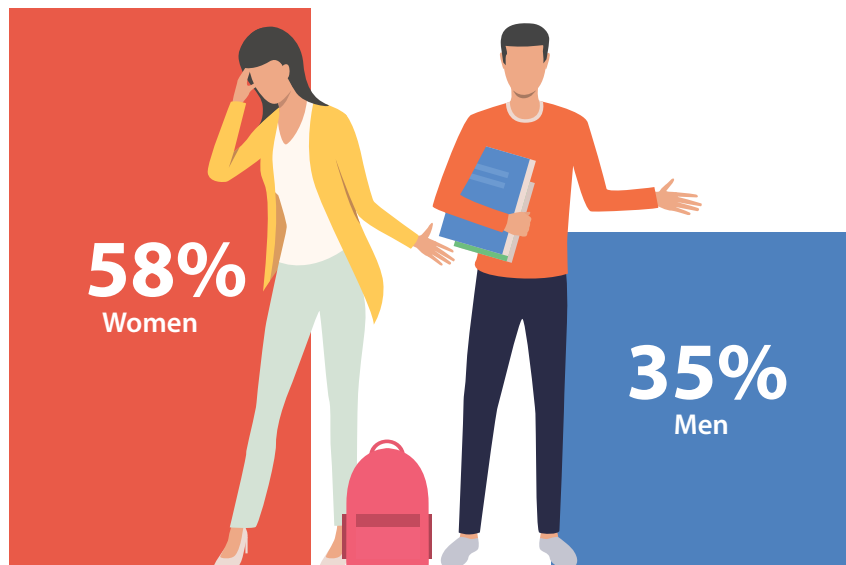


Graduated students, masters of science, specialists and doctors of science on high schools institutions in 2024



Note: Data includes persons who have acquired the titles according to old program and Bologna compliant program.

Share of tertiary students in the fields of Education, Health and welfare, Humanities and Social sciences in 2024



Gender segregation exists in higher education in BiH, where more than a half of women study in the area of education, health and social protection, and humanities and social science, comparing to 1/3 of men involved in this specific fields of higher education.

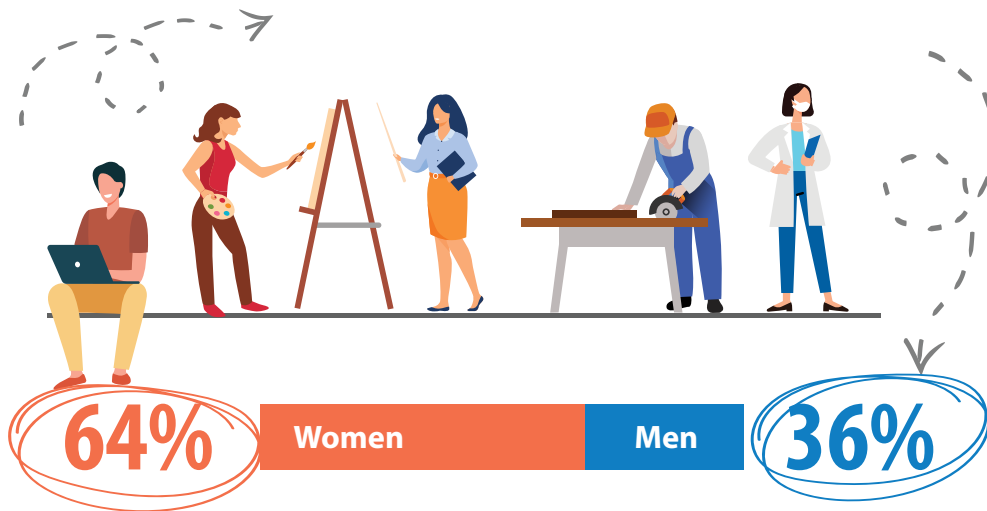
The EIGE Dictionary of gender terms defines gender segregation in education as differences in the patterns of representation of women and men in different areas of education.

Share of graduated students masters and doctors of science by sex and education field in 2024

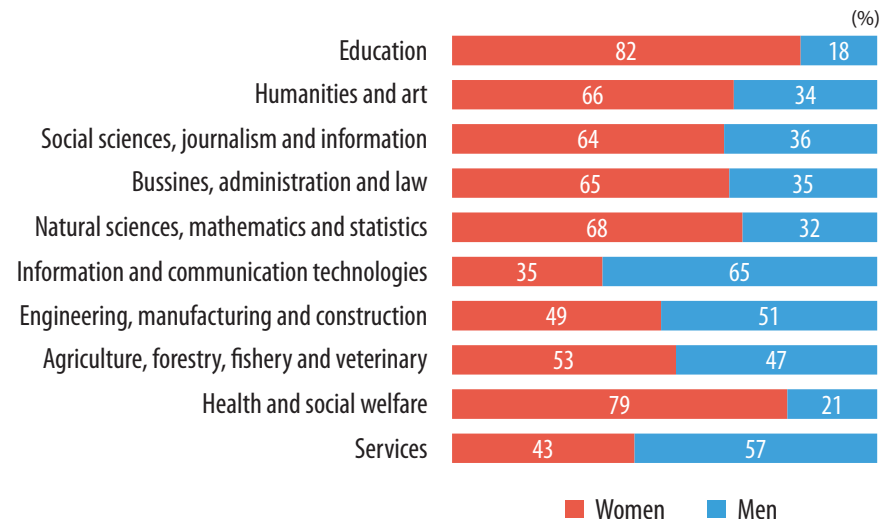
| Field | (%) | |
|---|-------|-----|
| | Women | Men |
| Education | 14 | 6 |
| Humanities and art | 7 | 7 |
| Social sciences, journalism and information | 10 | 10 |
| Business, administration and law | 17 | 16 |
| Natural sciences, mathematics and statistics | 4 | 3 |
| Information and communication technologies | 4 | 14 |
| Engineering, manufacturing and construction | 9 | 17 |
| Agriculture, forestry, fishery and veterinary | 2 | 3 |
| Health and social welfare | 27 | 13 |
| Services | 5 | 11 |

In 2024, the largest number of women completed their tertiary education in the fields of Health and Social Welfare, Business, Administration and Law, and Education. Men, on the other hand, predominately graduated in Engineering, Manufacturing and Construction, Business, Administration and Law, and Information and Communication Technologies.

Graduated students, masters and doctors in 2024

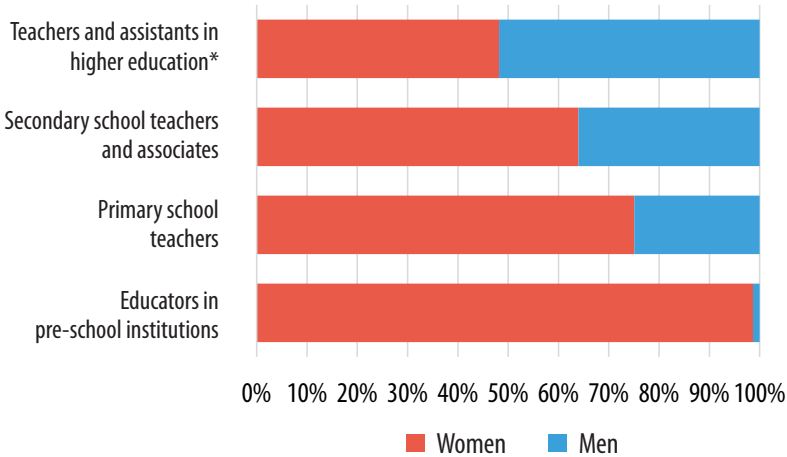


Distribution of graduated students masters and doctors of science by education field in 2024



In 2024, the highest number of diplomas was obtained in the field of Health and Social Welfare, of which 79% were earned by women and 21% by men. This was followed by the field of Business, Administration and Law, completed by 65% women and 35% men.

Employees in all education levels in the school year 2024/2025



***Note:** The total number of teaching staff does not correspond to the actual number of natural persons, considering that teachers and assistants may teach at two or more education institutions.

In Bosnia and Herzegovina, almost all educators in pre-school institutions are women (99%). Going towards higher levels of education, the gender structure of teaching staff is changing in a way that women are more common in primary and secondary education, while more than a half of teachers and assistants in the institutions of higher education are men.

Educational indicators by sex in 2024

| | Women | Men |
|---|-------|------|
| Young persons not in employment, education or training (NEET) | 14,0 | 15,3 |
| Early leavers from education and training | 2,5 | 5,0 |
| Tertiary education attainment | 32,6 | 21,3 |

Persons not in employment, education or training (NEET) is the indicator which provides information on young people aged 15–24 who were not employed nor included in education or training during the four weeks preceding the Labour Force Survey. Data is expressed as a percentage of the total population of the same age group and gender. This indicator provides a measure of the youth population most at risk of being marginalised from the labour market and underutilising their skills.

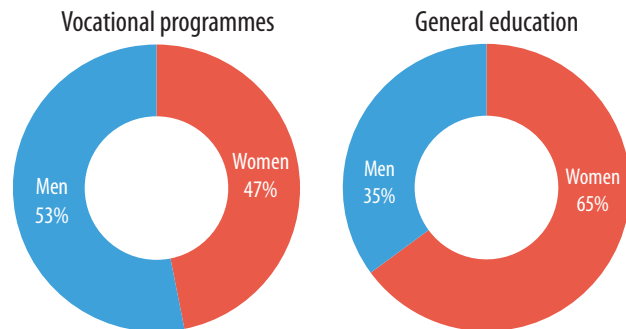
Early leaving from education and training is defined as the percentage of the population aged 18–24 with at most lower secondary education who were not in further education or training during the four weeks preceding the Labor Force Survey.

Tertiary education attainment is the indicator defined as percentage of the population aged 30-34 who have successfully completed tertiary education (faculties/academy/university).

Gender gap in tertiary education attainment presents a difference between tertiary attainment of men and women. In BiH in 2024, 11,3 pp more women completed tertiary education.

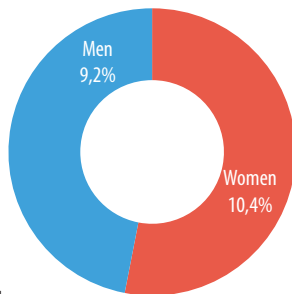
Source: Labor Force Survey in BiH, 2024

Students by type of secondary education in 2024/2025



Vocational education is designed for learners to acquire specific knowledge, skills and competences about a particular occupation or trade. Vocational education includes vocational, technical, religious and art secondary schools. **General education** includes grammar schools.

Share of people participating in formal and non-formal education and training in 2024



Source: Labor Force Survey in BiH, 2024

Share of internet users by sex in the period 2020-2025



Data refer to Internet users of the age group 16-74.

The group of Internet users consists of persons who have used the Internet in the last three months prior to the survey.

The number of people of both sexes who use the internet is constantly increasing.

Source: Survey on the usage of information and communication technologies in households and by individuals, 2025

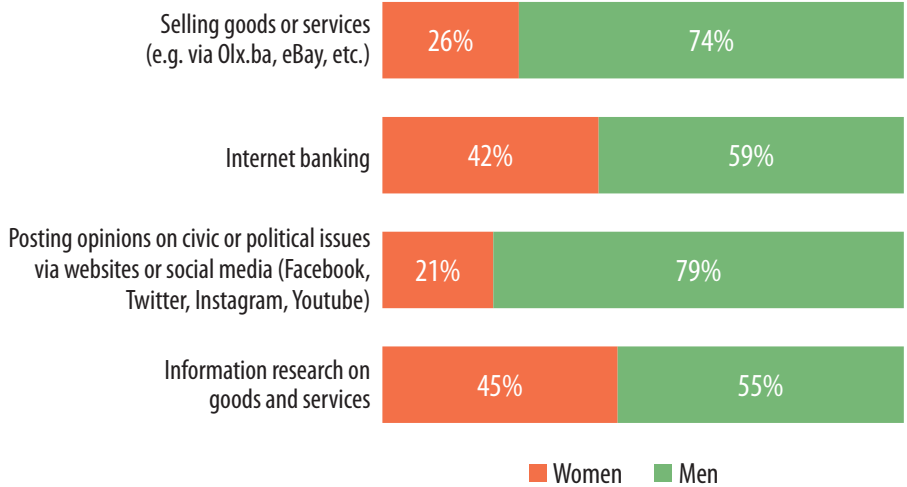
Reasons for Internet use for private purposes, by sex, in 2025

| | (%) | |
|--|-------|------|
| | Women | Men |
| Sending and receiving e-mails | 42,0 | 58,0 |
| Internet phone and video calls | 44,3 | 55,7 |
| Social media use | 43,5 | 56,5 |
| Sending messages via Skype, Messenger, WhatsApp, Viber, etc. | 44,1 | 55,9 |
| Information research on goods and services | 45,1 | 54,9 |
| Reading websites, online newspapers and magazines | 43,6 | 56,4 |
| Posting opinions on civic or political issues via websites or social media (Facebook, Twitter, Instagram, Youtube) | 21,3 | 78,7 |
| Information research on health | 44,1 | 55,9 |
| Selling goods or services (e.g. via Olx.ba, eBay, etc.) | 26,2 | 73,8 |
| Internet banking | 41,5 | 58,5 |

Data in the table are related to individuals who have used the Internet in the last three months before the survey.

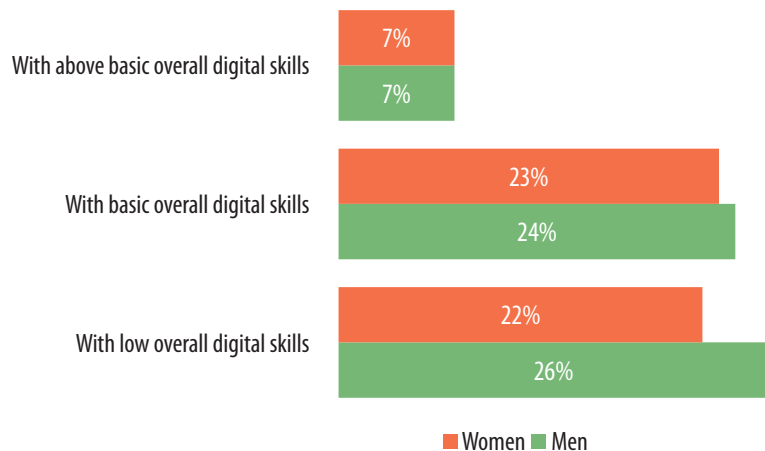
Source: Survey on the usage of information and communication technologies in households and by individuals, 2025

Reasons for Internet use for private purposes, for which the major sex differences occur, in 2025



Source: Survey on the usage of information and communication technologies in households and by individuals, 2025

Individuals' level of digital skills in 2023

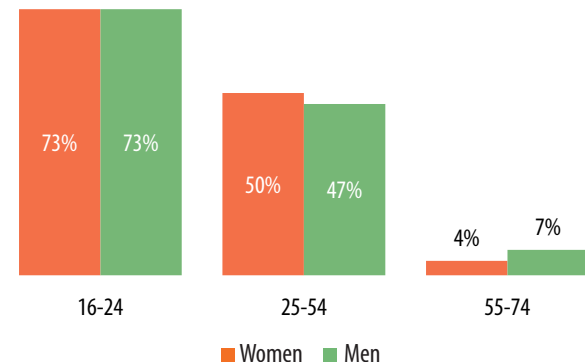


Digital skills are indicators based on selected activities related to internet or software use performed by individuals aged 16-74 in four specific areas: information, communication, problem solving and software skills. According to the complexity of activities performed, two levels of skills ("basic" and "above basic") are computed for each of the four dimensions.

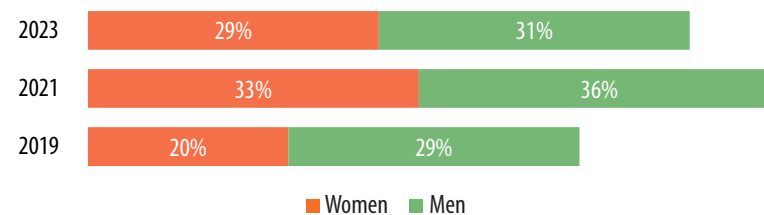
Data for computing this indicator are collected every two years through an additional survey module in the Survey on usage of information and communication technologies and they were collected for the last time in 2023.

Source: Survey on the usage of information and communication technologies in households and by individuals, 2025

Individuals with basic or above basic overall digital skills by age groups in 2023



Individuals with basic or above basic overall digital skills in 2019, 2021 and 2023



Bosnia and Herzegovina is below the EU-27 average. In 2023, in the EU an average 55% of women (BiH - 29%) and 57% of men (BiH - 31%) had basic or higher digital skills.

Izvor: Istraživanje o korištenju informaciono-komunikacionih tehnologija u domaćinstvima i pojedinačno, 2025.

Principal population characteristics by activities and sex in 2024



Activity rate represents a ratio between labour force and working age population.

Employment rate represents a ratio between employed and working age population.

Unemployment rate represents a ratio between unemployed persons and labour force.

Labour Force Survey is a regular survey conducted by the Agency for Statistics of BiH. Continuous Labour Force Survey in Bosnia and Herzegovina was implemented starting from January 2020, according to new methodology harmonized with EU regulation.

The sample size in 2024 was 42 867 households.

Source: Labour Force Survey in BiH, 2024

Structure of working-age population by activity and age groups in 2024

| | Working-age population | Labour force | | Persons outside the labour force |
|-------|------------------------|------------------|--------------------|----------------------------------|
| | | Employed persons | Unemployed persons | |
| Women | | | | |
| 15-24 | 11,9 | 3,9 | 10,9 | 16,1 |
| 25-49 | 39,0 | 67,5 | 71,3 | 21,3 |
| 50-64 | 25,1 | 27,3 | 17,7 | 24,7 |
| 65+ | 24,0 | 1,2 | • | 37,9 |
| Men | | | | |
| 15-24 | 13,2 | 5,4 | 18,2 | 23,4 |
| 25-49 | 42,8 | 65,3 | 58,8 | 8,7 |
| 50-64 | 25,1 | 27,7 | 22,3 | 21,8 |
| 65+ | 18,9 | 1,6 | • | 46,1 |

Symbols: • - extremely inaccurate data

Source: Labour Force Survey in BiH, 2024

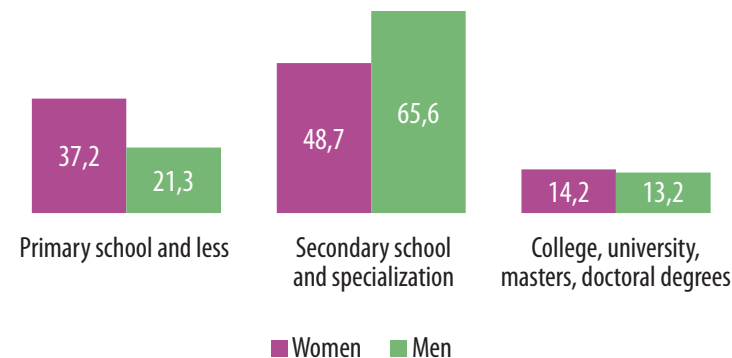
Working age population includes all persons aged 15 and over and it covers two categories: economically active population or labour force (employed and unemployed) and economically inactive population (persons outside the workforce).

Labour force, or the economically active population, is composed of the employed and unemployed population.

Persons outside the labour force are all persons of 15 years of age or older who did not performed any paid work in the reference week, did not actively look for a job or were not able to start working within two weeks after the end of the reference week.

Source: Labour Force Survey in BiH, 2024

Structure of working-age population in BiH by the highest education level attained in 2024



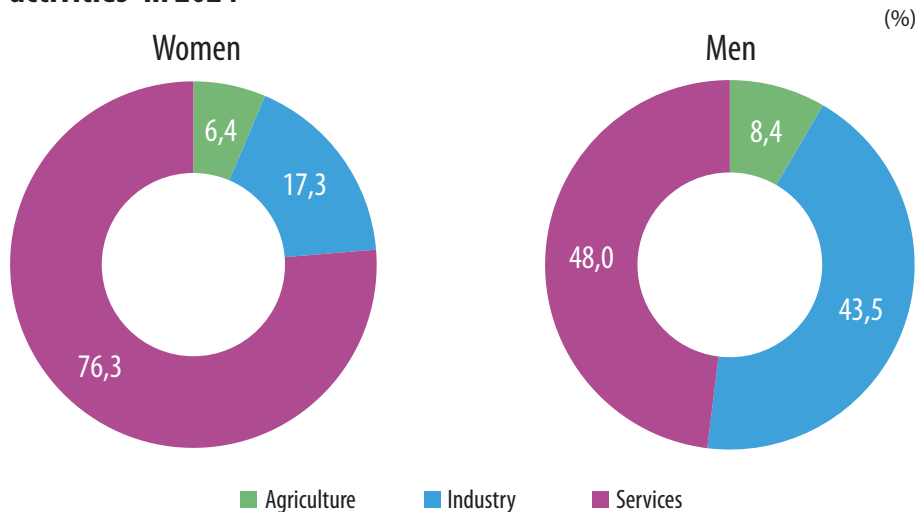
Structure of persons in employment by employment status in 2024

| | Women | Men |
|-----------------------|-------|-------|
| Employees | 89,3 | 85,5 |
| Self-employed persons | 8,1 | 13,8 |
| Unpaid family workers | (2,6) | (0,7) |

Symbol: () - less accurate estimate

Source: Labour Force Survey in BiH, 2024

Structure of persons in employment by groups of sections of economic activities¹ in 2024



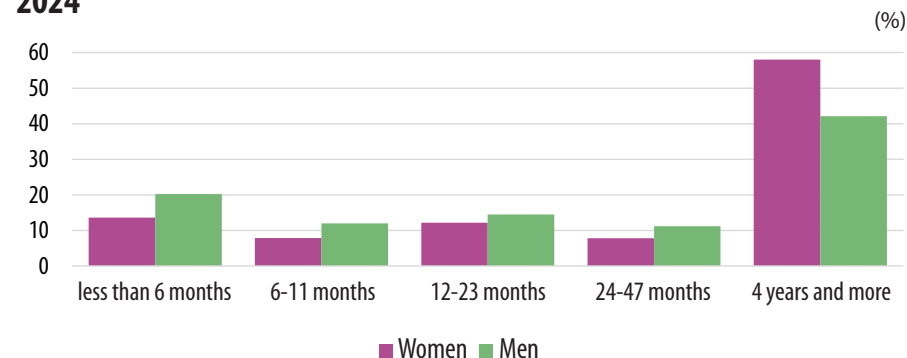
¹ **Groups of sections of economic activities** (NACE Rev 2):
agriculture (A),
industry (B, C, D, E, F) and
services (G, H, I, J, K, L, M, N, O, P, Q, R, S, T, U)

Source: Labour Force Survey in BiH, 2024

Average hours usually worked per week on main job by groups of sections of economic activities in 2024

| | Women | Men |
|-------------|-------|------|
| TOTAL | 41,2 | 41,9 |
| Agriculture | 39,0 | 43,1 |
| Industry | 41,3 | 41,9 |
| Services | 41,4 | 41,6 |

Structure of unemployed persons by duration of unemployment in 2024

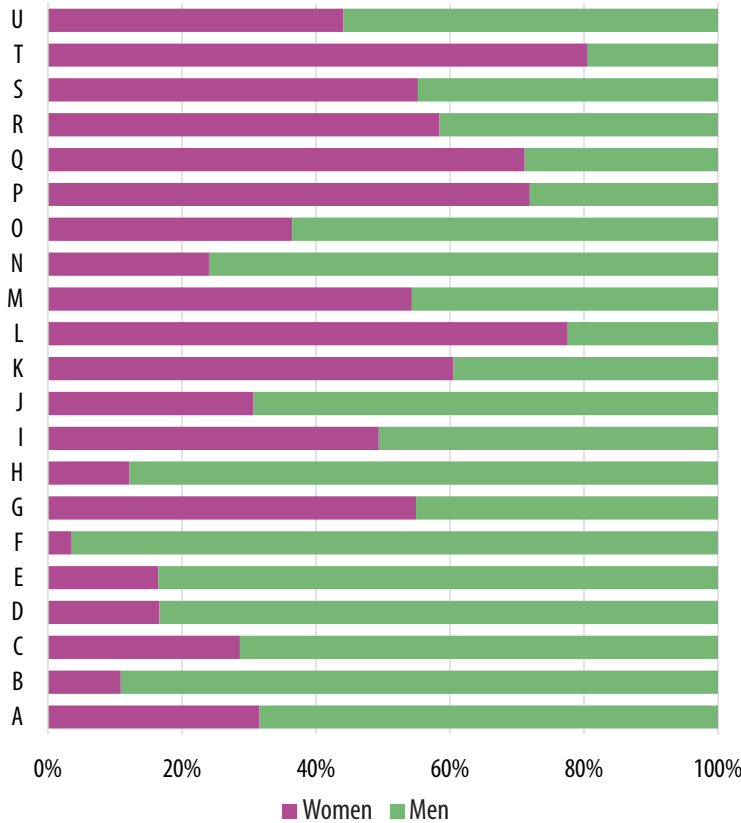


Source: Labour Force Survey in BiH, 2024

Sections of economic activities according the Classification of Economic Activities (NACE Rev 2)

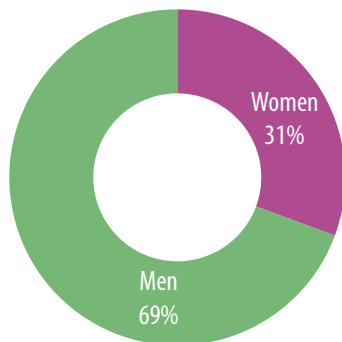
| | |
|---|--|
| A | Agriculture, forestry and fishing |
| B | Mining and quarrying |
| C | Manufacturing |
| D | Electricity, gas, steam and air conditioning supply |
| E | Water supply, sewerage, waste management and remedia tion activities |
| F | Construction |
| G | Wholesale and retail trade |
| H | Transportation and storage |
| I | Accommodation and food service activities |
| J | Information and communication |
| K | Financial and insurance activities |
| L | Real estate activities |
| M | Professional, scientific and technical activities |
| N | Administrative and support service activities |
| O | Public administration and defence; compulsory social security |
| P | Education |
| Q | Human health and social work activities |
| R | Arts, entertainment and recreation |
| S | Other service activities |
| T | Activities of households as employers |
| U | Activities of extraterritorial organisations and bodies |

Employed people by the sections of economic activities in 2024



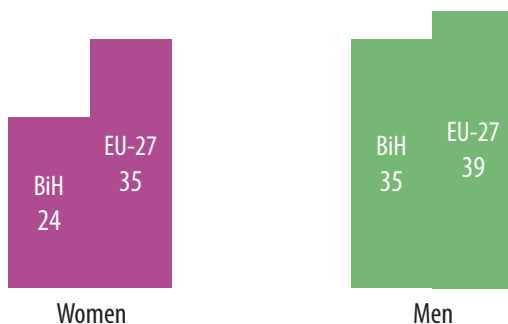
Source: Labour Force Survey in BiH, 2024

Employed persons in ICT sector in 2024



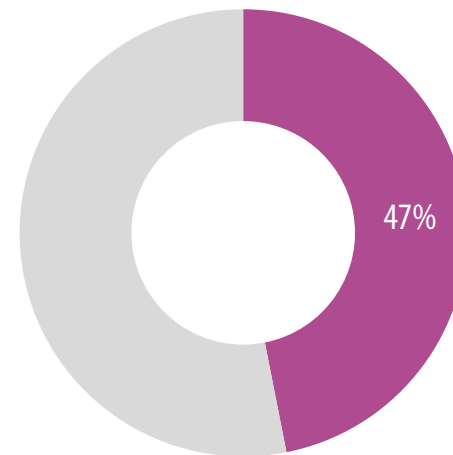
Source: Labour Force Survey in BiH, 2024

Duration of working life in years in BiH and EU-27 in 2024



Source: Labour Force Survey in BiH, 2024 and Demografy statistics

Share of women with young children who were employed full time in 2024



In 2024, there were less than half of women (47%) with children under the age of 6 who were employed full time. The share of employed women having young children is slightly increasing compared to previous years and in the last five years, this share has increased by 5 percentage points.

Source: Labour Force Survey in BiH, 2024

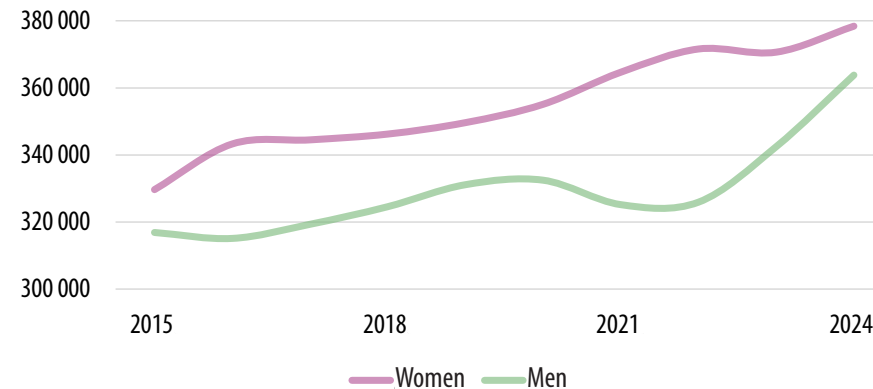
Unemployed disabled people registered in the employment bureaus in BiH

| | Women | | | | |
|---------------------------------|-------|-------|-------|-------|-------|
| | 2020 | 2021 | 2022 | 2023 | 2024 |
| TOTAL | 1 851 | 1 886 | 1 950 | 1 905 | 1 746 |
| War invalids | 83 | 91 | 86 | 83 | 77 |
| Other persons with disabilities | 1 768 | 1 795 | 1 864 | 1 822 | 1 669 |

| | Men | | | | |
|---------------------------------|-------|-------|-------|-------|-------|
| | 2020 | 2021 | 2022 | 2023 | 2024 |
| TOTAL | 7 137 | 6 884 | 7 234 | 6 850 | 6 297 |
| War invalids | 4 546 | 4 339 | 4 599 | 4 291 | 3 930 |
| Other persons with disabilities | 2 591 | 2 545 | 2 635 | 2 559 | 2 367 |

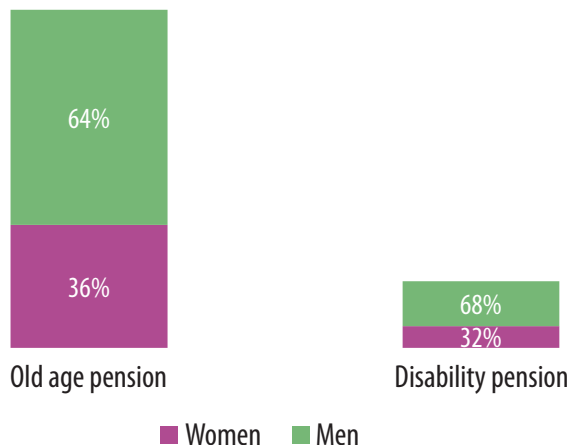
Source: Labour and Employment Agency of Bosnia and Herzegovina

Pension beneficiaries in BiH



Source: Federal pension and disability insurance institute and Fund for pension and disability insurance of Republika Srpska

Beneficiaries of old age and disability pension by sex in 2024



Three types of pension are paid in BiH: old age, disability and survivors' pension. Republika Srpska Pension and Disability Insurance Fund does not classify the survivors' pension beneficiaries by gender because in certain cases there are more than one person entitled to receive the pension of a deceased beneficiary. On the other hand, most recipients of family pensions in the Federation of BiH are women. Because of this, the total number of pensioners includes a higher number of female pensioners.

Source: Federal pension and disability insurance institute and Fund for pension and disability insurance of Republika Srpska

Employees engaged in research and development by sector in 2024

| | Women | Men |
|------------------------|-------|-------|
| TOTAL | 1 866 | 1 587 |
| Researchers | 1 506 | 1 363 |
| Technicians | 159 | 133 |
| Other supporting staff | 201 | 91 |
| BUSINESS SECTOR | 281 | 202 |
| Researchers | 170 | 110 |
| Technicians | 58 | 67 |
| Other supporting staff | 53 | 25 |
| GOVERNMENT SECTOR | 81 | 48 |
| Researchers | 57 | 35 |
| Technicians | 7 | 1 |
| Other supporting staff | 17 | 12 |
| HIGHER EDUCATION | 1 500 | 1 330 |
| Researchers | 1 277 | 1 211 |
| Technicians | 92 | 65 |
| Other supporting staff | 131 | 54 |
| NON-PROFIT SECTOR | 4 | 7 |
| Researchers | 2 | 7 |
| Technicians | 2 | - |
| Other supporting staff | - | - |

Researchers engaged in reseach and development by field of science in 2024

| | Women | Men |
|-----------------------------|-------|-------|
| TOTAL | 1 506 | 1 363 |
| Natural sciences | 230 | 237 |
| Engineering and Technology | 323 | 396 |
| Medical and Health sciences | 304 | 131 |
| Agricultural sciences | 104 | 97 |
| Social sciences | 313 | 308 |
| Humanities | 232 | 194 |

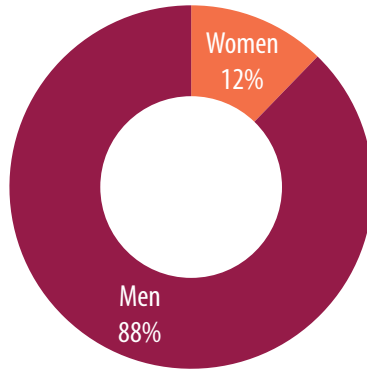
Research and development comprise systematic creative work aimed at increasing knowledge about nature, man, culture and society and its use in practice. Data include employees working full-time and part-time.

Researchers engaged in research and development by age in 2024

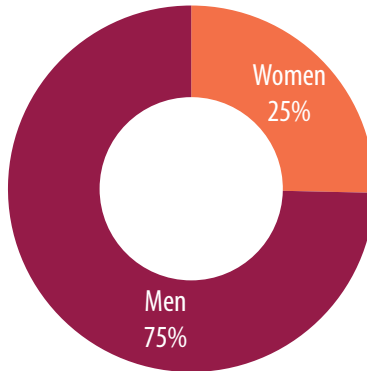
| | Women | Men |
|--------------|-------|-------|
| TOTAL | 1 506 | 1 363 |
| 25 and under | 5 | 15 |
| 25-34 | 359 | 222 |
| 35-45 | 459 | 360 |
| 45-54 | 405 | 445 |
| 55-64 | 252 | 268 |
| 65 and more | 26 | 53 |

Researchers are professionals engaged in the creation of new knowledge, methods and systems, and also in the management of the projects concerned.

Registered patents in the period 2023-2024

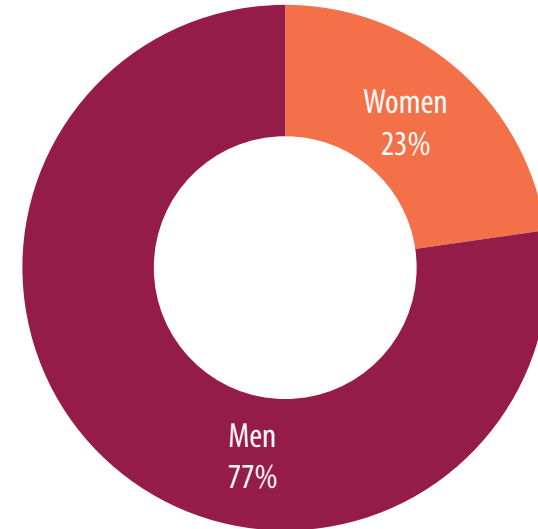


Registered copyrights and related rights in the period 2023-2024



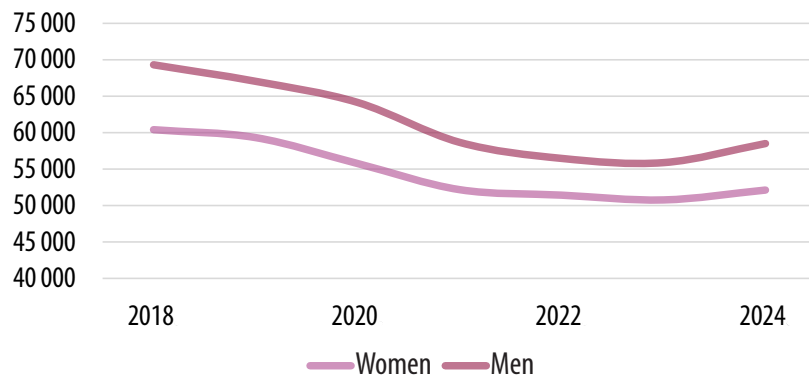
Source: Institute for Intellectual Property of BiH

Members of the Presidency Board of the Academy of Sciences and Arts of Bosnia and Herzegovina by sex in 2025

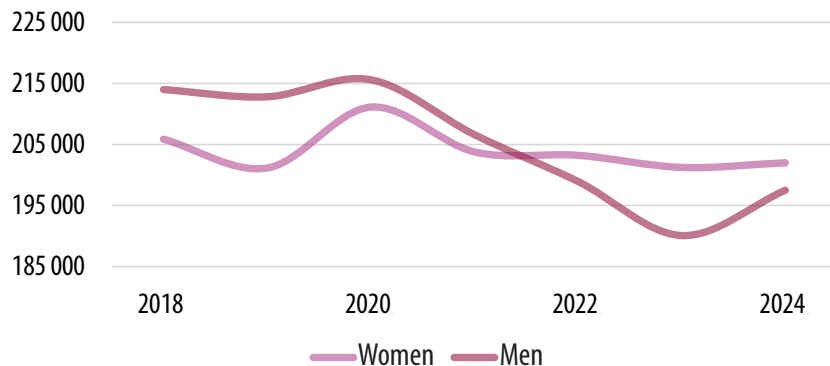


Source: Academy of Sciences and Arts of Bosnia and Herzegovina

Minor social welfare beneficiaries



Adult social welfare beneficiaries

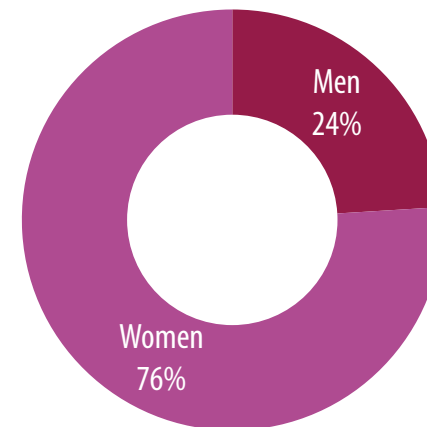


Social welfare beneficiary is every person who has used certain forms and measures of social welfare and social work services, once or several times during the reference year.

Minor social welfare beneficiaries are divided in following groups: minor beneficiaries disadvantaged by family situation, physically and mentally handicapped minors, minors with behavioural and personality disorders, mentally ill persons and minor beneficiaries in need of different social and protective services.

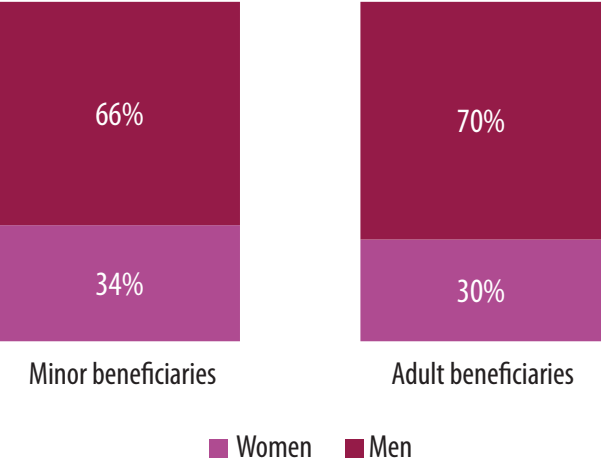
Adult social welfare beneficiaries are divided in following groups: beneficiaries of subventions (for rents, heating, funeral), physically and mentally disabled and persons not having a sufficient income to support themselves.

Employees in the social welfare institutions in 2024

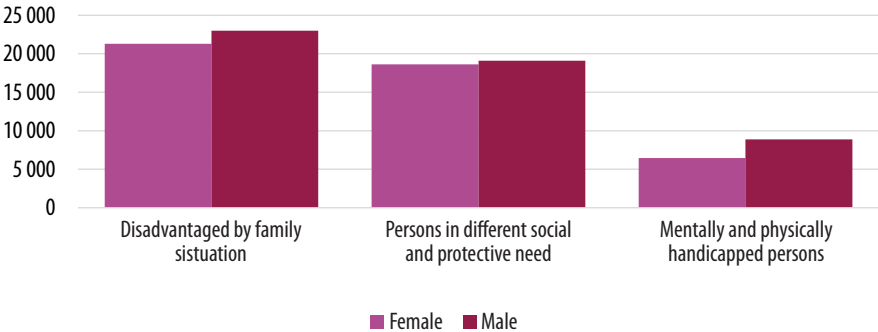


3/4 of employees in social welfare centres are women in past ten years.

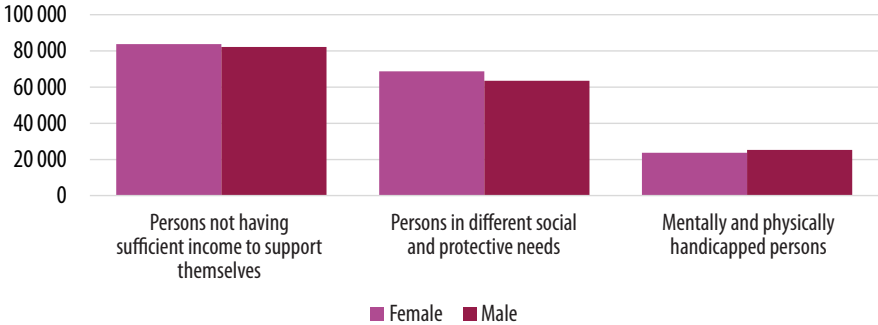
Sex structure of social welfare beneficiaries with socially unacceptable behaviour in 2024



Minor beneficiaries of social welfare by type of category and sex in 2024



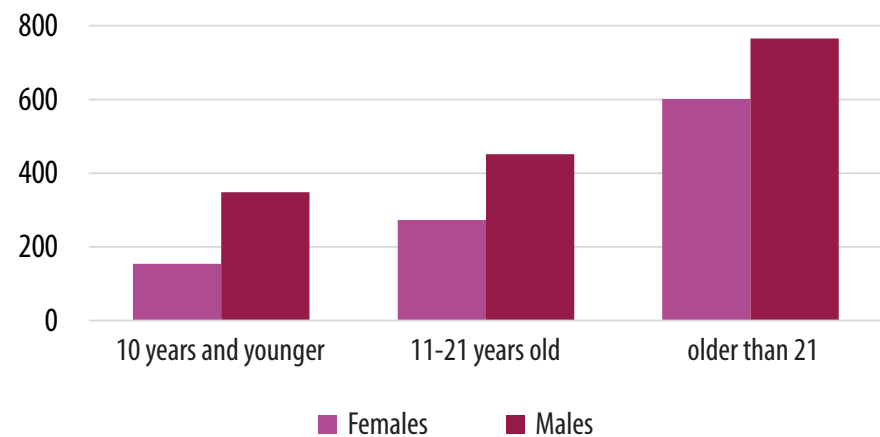
Adult beneficiaries of social welfare by type of category and sex in 2024



Residents of institutions for children and adolescents without parental care by sex and age groups

| | | Total | Age of beneficiaries | | | | | |
|------|---------|-------|----------------------|-----|------|-------|-------|-----|
| | | | 0-2 | 3-6 | 7-10 | 11-14 | 15-17 | 18+ |
| 2022 | TOTAL | 1 013 | 59 | 150 | 172 | 228 | 257 | 147 |
| | Females | 492 | 29 | 74 | 70 | 97 | 149 | 73 |
| | Males | 521 | 30 | 76 | 102 | 131 | 108 | 74 |
| 2023 | TOTAL | 953 | 70 | 144 | 190 | 208 | 214 | 127 |
| | Females | 484 | 33 | 76 | 82 | 89 | 139 | 65 |
| | Males | 469 | 37 | 68 | 108 | 119 | 75 | 62 |
| 2024 | TOTAL | 881 | 47 | 136 | 180 | 221 | 189 | 108 |
| | Females | 438 | 30 | 61 | 81 | 90 | 118 | 58 |
| | Males | 443 | 17 | 75 | 99 | 131 | 71 | 50 |

Beneficiaries of social welfare institutions for physically and mentally disabled children, adolescents and adults by sex and age groups in 2024



6 018

Females

8 974

All

2 956

Males

Beneficiaries of social welfare institutions

for adult person
in 2024

Guardianship, foster care and adoption as forms of social protection by age in 2024

| Forms of social protection | | Total | Age groups | | | | |
|----------------------------|---------|-------|------------|-----|------|-------|-------|
| | | | 0-2 | 3-5 | 6-10 | 11-14 | 15-18 |
| Guardianship | TOTAL | 1 444 | 65 | 172 | 345 | 430 | 432 |
| | Females | 689 | 25 | 90 | 157 | 201 | 216 |
| | Males | 755 | 40 | 82 | 188 | 229 | 216 |
| Foster care | TOTAL | 450 | 28 | 55 | 102 | 140 | 125 |
| | Females | 230 | 15 | 21 | 58 | 74 | 62 |
| | Males | 220 | 13 | 34 | 44 | 66 | 63 |
| Adoption | TOTAL | 17 | 8 | 4 | 5 | - | - |
| | Females | 8 | 4 | 2 | 2 | - | - |
| | Males | 9 | 4 | 2 | 3 | - | - |

Out of total children in the system of guardianship, 5% are children with special needs.

Reported, accused and convicted juvenile persons

| | Reported | | Accused | | Convicted | |
|------|----------|-----|---------|-----|-----------|-----|
| | Women | Men | Women | Men | Women | Men |
| 2020 | 24 | 386 | 2 | 118 | 1 | 106 |
| 2021 | 35 | 380 | 5 | 86 | 1 | 68 |
| 2022 | 34 | 392 | 10 | 81 | 5 | 73 |
| 2023 | 23 | 368 | 7 | 108 | 7 | 71 |
| 2024 | 28 | 295 | 8 | 68 | 9 | 47 |

The most of accused juvenile persons in 2024 were accused for criminal offence against property and life and body. Out of 56 imposed criminal sanctions to juvenile persons in 2024, almost all were corrective measurements and three cases were juvenile imprisonment.

Source: Agency for Statistics of BiH - Crime Statistics

Reported, accused and convicted adult persons

| | Reported | | Accused | | Convicted | |
|------|----------|--------|---------|-------|-----------|-------|
| | Women | Men | Women | Men | Women | Men |
| 2020 | 1 702 | 14 555 | 690 | 9 041 | 621 | 8 051 |
| 2021 | 2 167 | 16 374 | 689 | 8 002 | 625 | 7 517 |
| 2022 | 2 063 | 15 559 | 728 | 8 116 | 680 | 7 649 |
| 2023 | 1 990 | 13 919 | 680 | 8 152 | 604 | 7 629 |
| 2024 | 1 953 | 13 948 | 645 | 7 191 | 591 | 6 630 |

Out of total number of criminal reports pertaining to known adult perpetrators in 2024, almost 90% are related to men. In the case of both registered and convicted adult persons, criminal offences against property were the most numerous.

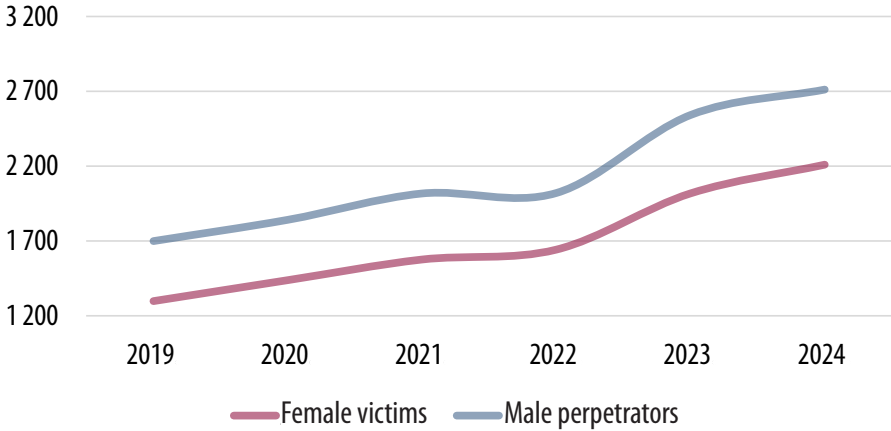
Source: Agency for Statistics of BiH - Crime Statistics

Reported, accused and convicted criminal cases of family violence by perpetrators' and vicims' sex

| | 2023 | | | | 2024 | | | |
|--------------|--------------|-------|---------|-----|--------------|-------|---------|-----|
| | Perpetrators | | Victims | | Perpetrators | | Victims | |
| | Women | Men | Women | Men | Women | Men | Women | Men |
| | Reported | | | | | | | |
| TOTAL | 271 | 2 541 | 2 017 | 643 | 303 | 2 711 | 2 209 | 726 |
| Under 18 | 3 | 19 | 139 | 119 | 3 | 12 | 137 | 127 |
| 18-30 | 105 | 820 | 670 | 111 | 105 | 859 | 725 | 131 |
| 31-50 | 106 | 1 077 | 662 | 106 | 118 | 1 156 | 710 | 115 |
| 51-64 | 32 | 422 | 271 | 137 | 38 | 455 | 339 | 140 |
| 65+ | 10 | 159 | 184 | 90 | 17 | 155 | 174 | 125 |
| Not recorded | 15 | 44 | 91 | 80 | 22 | 74 | 124 | 88 |
| | Accused | | | | | | | |
| TOTAL | 67 | 897 | 801 | 227 | 70 | 1 017 | 876 | 242 |
| Under 18 | - | - | 50 | 36 | - | 2 | 48 | 41 |
| 18-30 | 31 | 321 | 276 | 41 | 23 | 317 | 294 | 36 |
| 31-50 | 27 | 373 | 251 | 33 | 27 | 456 | 276 | 36 |
| 51-64 | 7 | 144 | 121 | 63 | 11 | 171 | 118 | 49 |
| 65+ | 1 | 54 | 71 | 40 | 9 | 59 | 85 | 42 |
| Not recorded | 1 | 5 | 32 | 14 | - | 12 | 55 | 38 |
| | Convicted | | | | | | | |
| TOTAL | 56 | 729 | 615 | 180 | 44 | 802 | 722 | 180 |
| Under 18 | - | - | 31 | 34 | - | - | 47 | 31 |
| 18-30 | 26 | 248 | 214 | 36 | 19 | 276 | 238 | 36 |
| 31-50 | 22 | 303 | 188 | 22 | 14 | 342 | 243 | 21 |
| 51-64 | 5 | 126 | 95 | 44 | 6 | 139 | 105 | 42 |
| 65+ | 3 | 44 | 67 | 34 | 5 | 42 | 59 | 37 |
| Not recorded | - | 8 | 20 | 10 | - | 3 | 30 | 13 |

Source: High Judicial and Prosecutorial Council of BiH

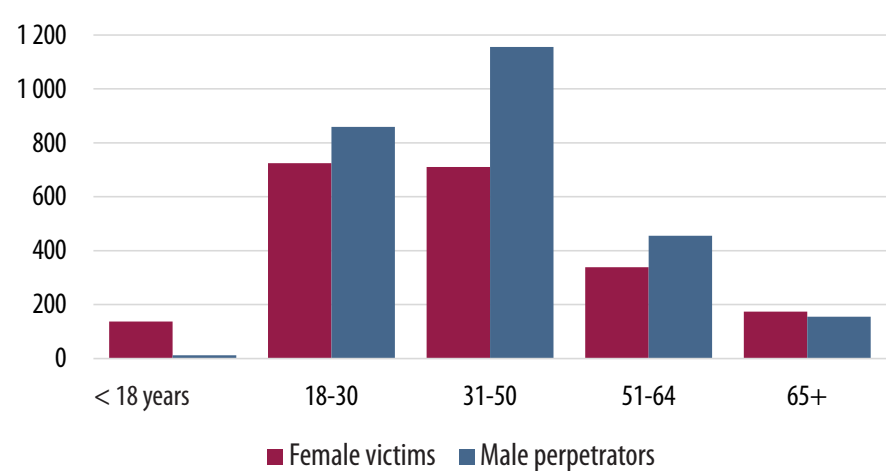
Reported cases of domestic violence by the sex of the victim and the perpetrator



In last 6 years, number of female victims of domestic violence has increased, as well as the number of male perpetrators. From the total number of reported cases of domestic violence, only 27% of the cases was processed in 2024.

Source: High Judicial and Prosecutorial Council of BiH

Reported cases of domestic violence by the age groups of the victim and the perpetrator, 2024



Almost half of the reported male perpetrators of domestic violence are men aged 31 to 50, while the majority of female victims fall into the age category up to 50 years.

Source: High Judicial and Prosecutorial Council of BiH

Protective measures issued under the Laws on protection from domestic violence in BiH in 2024

| Type of protective measure issued | Number of protective measures issued | Persons to whom protective measures were issued | | |
|--|--------------------------------------|---|-------|-----|
| | | Men | Women | n/a |
| Removal from the apartment* | 100 | 91 | 8 | 1 |
| Prohibition of approaching the victim of violence | 307 | 277 | 26 | 4 |
| Prohibition of harassing and stalking a person exposed to violence | 188 | 173 | 12 | 3 |
| Mandatory psychosocial treatment | 51 | 49 | 2 | - |
| Compulsory addiction treatment | 38 | 37 | 1 | - |

** Removal from the apartment, house or any other residential premises, and prohibition of returning to the dwelling.*

Data refer to the Law on Protection from Domestic Violence in the Federation of BiH, Republica Srpska and Brčko District, and include children too. Data marked as n/a were not recorded in the CMS system.

Source: High Judicial and Prosecutorial Council of BiH

Reported, accused and convicted cases of crimes against sexual freedom and morals/sexual integrity, by sex of perpetrator and victim

| | 2023 | | | | 2024 | | | |
|--------------|--------------|-----|---------|-----|--------------|-----|---------|-----|
| | Perpetrators | | Victims | | Perpetrators | | Victims | |
| | Women | Men | Women | Men | Women | Men | Women | Men |
| | Reported | | | | | | | |
| TOTAL | 34 | 301 | 219 | 27 | 18 | 323 | 225 | 25 |
| Under 18 | 7 | 34 | 107 | 13 | 4 | 26 | 112 | 12 |
| 18-30 | 11 | 120 | 48 | 3 | 6 | 115 | 52 | 5 |
| 31-50 | 9 | 53 | 18 | 5 | 2 | 64 | 11 | 2 |
| 51-64 | - | 44 | 3 | - | 2 | 52 | 4 | 2 |
| 65+ | - | 22 | 7 | - | - | 33 | 4 | - |
| Not recorded | 7 | 28 | 36 | 6 | 4 | 33 | 42 | 4 |
| | Accused | | | | | | | |
| TOTAL | 7 | 107 | 104 | 17 | 4 | 106 | 77 | 12 |
| Under 18 | - | - | 63 | 6 | 2 | - | 38 | 5 |
| 18-30 | 2 | 40 | 20 | 3 | 1 | 45 | 20 | 3 |
| 31-50 | 3 | 33 | 5 | 4 | 1 | 24 | 5 | 1 |
| 51-64 | - | 20 | 1 | - | - | 20 | 1 | 2 |
| 65+ | - | 12 | 1 | - | - | 16 | 2 | - |
| Not recorded | 2 | 2 | 14 | 4 | - | 1 | 11 | 1 |

continued

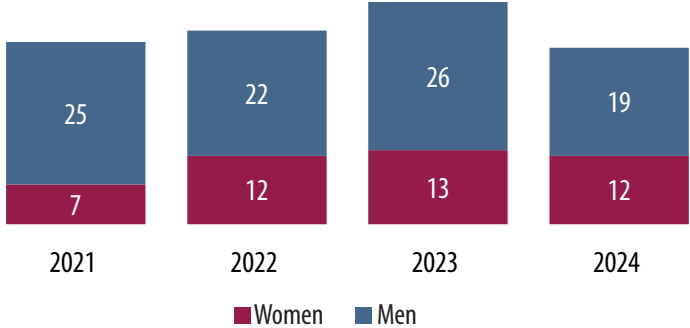
| | 2023 | | | | 2024 | | | |
|--------------|--------------|-----|---------|-----|--------------|-----|---------|-----|
| | Perpetrators | | Victims | | Perpetrators | | Victims | |
| | Women | Men | Women | Men | Women | Men | Women | Men |
| | Convicted | | | | | | | |
| TOTAL | 3 | 130 | 97 | 15 | 5 | 115 | 89 | 18 |
| Under 18 | - | 2 | 62 | 10 | - | - | 44 | 13 |
| 18-30 | 1 | 46 | 17 | 1 | 2 | 45 | 23 | 2 |
| 31-50 | 1 | 37 | 5 | 1 | 2 | 35 | 7 | 1 |
| 51-64 | - | 34 | 2 | - | - | 25 | 1 | - |
| 65+ | - | 9 | - | - | - | 7 | 2 | - |
| Not recorded | 1 | 2 | 11 | 3 | 1 | 3 | 12 | 2 |

The data comprise the following crimes: Crimes against sexual freedom and morals (Crime of trafficking in human beings included) according to the Criminal Code of the Federation Bosnia and Herzegovina and Criminal Code of the Brcko District of Bosnia and Herzegovina; Crimes against sexual integrity, Crimes of sexual abuse and exploitation of a child and Crimes of trafficking in human beings according to the Criminal Procedure Code of Republika Srpska.

The largest number of victims are females under the age of 18, while the largest number of perpetrators are males 18-30 years.

Source: High Judicial and Prosecutorial Council of BiH

Murders by sex of the victim in BiH



Reported perpetrators of criminal offenses of homicide, rape, bribery and drug possession by sex in 2024

| Criminal offenses | Women | Men |
|----------------------|-------|-------|
| Intentional homicide | 6 | 35 |
| Rape | - | 27 |
| Sexual assault | 2 | 82 |
| Bribery | 4 | 103 |
| Drug possession | 133 | 3 853 |
| Drug trafficking | 59 | 1 055 |

Source: Ministry of Interior of Federation on BiH, Ministry of Interior of Republika Srpska and Ministry of Interior of Brčko District

Number of calls to SOS lines for victims of domestic violence

There are two active SOS phone lines for reporting domestic violence in BiH - **1264 for Republika Srpska and 1265 for the Federation of BiH.**

These lines receive calls almost exclusively by women.

In 2023 and 2024 there were 12.500 calls in total.

Number of victims of violence against women and domestic violence in safe houses in BiH

| | Victims of violence against women and domestic violence in safe houses in BiH |
|------|---|
| 2021 | 610 |
| 2022 | 461 |
| 2023 | 494 |
| 2024 | 499 |

There are 8 active safe houses in BiH: “Fondacija lokalne demokratije” in Sarajevo, “Udruženje žene” in Banja Luka, “Žene BiH” in Mostar, “Viva žene” in Tuzla, “Budućnost” in Modriča, “Žene sa Une” in Bihać, “Medika” in Zenica and “Lara” in Bjeljina.

Data in the table include women and children accommodated in safe houses in BiH.

Source: Agency for Gender Equality of BiH

Administration of justice by the institution type and sex in 2024

| | Female judges | Male judges |
|--|---------------|-------------|
| BiH Court | 25 | 24 |
| Supreme Court of Federation BiH | 33 | 13 |
| Supreme Court of Republika Srpska | 16 | 5 |
| High Commercial Court | 4 | 3 |
| Cantonal Courts | 104 | 36 |
| Regional Coutrs | 72 | 33 |
| Municipal Courts | 255 | 158 |
| Courts of first instance | 121 | 70 |
| Brčko District Court of first instance | 9 | 11 |
| Brčko District Appeal Court | 2 | 4 |

According to 2024 data, representation of women in BiH Courts was 65%.

Source: High Judicial and Prosecutorial Council of BiH

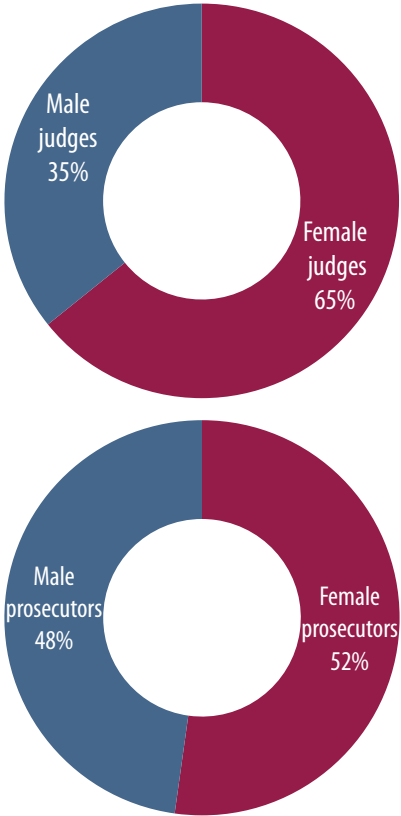
Prosecutors` offices by the institution level and sex in 2024

| | Female prosecutors | Male prosecutors |
|---|--------------------|------------------|
| BiH Country Prosecutors | 27 | 31 |
| Prosecutors' office of Federation BiH | 6 | 5 |
| Prosecutors' office of Republika Srpska | 6 | 6 |
| Cantonal Prosecutors' offices | 101 | 92 |
| Regional Prosecutors' offices | 43 | 36 |
| Brčko District Prosecutors' office | 4 | 4 |

According to 2024 data, representation of women in Prosecutors` offices in BiH was 52%.

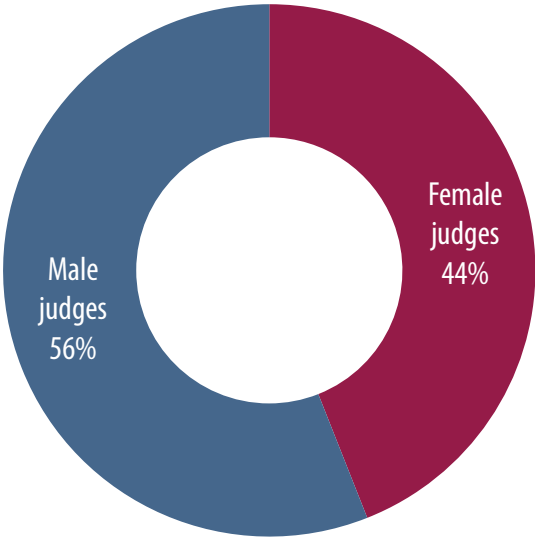
Source: High Judicial and Prosecutorial Council of BiH

Administration of justice and prosecutors`s offices in BiH in 2024



Source: High Judicial and Prosecutorial Council of BiH

Sex structure of judges of Constitutional Courts of BiH, Federation BiH and Republica Srpska on date November 1st 2025



Source: Constitutional Court of BiH, Constitutional Court of Federation BiH and Constitutional Court of Republica Srpska

Elected candidates in Local Elections 2024 by sex structure

| | Women | % of women | Men | % of men |
|---|-------|------------|-------|----------|
| TOTAL | 731 | 22 | 2 588 | 78 |
| Mayors | 8 | 6 | 134 | 94 |
| Municipal/city councils and assemblies of municipalities/cities | 723 | 23 | 2 454 | 77 |

The table shows consolidated data of Local Elections 2024.

According to data from the Central Election Commission of Bosnia and Herzegovina, **one in five women is elected** to municipal and city councils and assemblies in BiH. In the 2024 Local Elections, there was an increase of about 15% in the number of elected women compared to the previous local elections.

In BiH, only eight women lead municipalities or cities (six municipal mayors and two city mayors), specifically in the municipalities of Drvar, Bosansko Grahovo, Istočni Drvar, Jezero, Novo Sarajevo, and Novo Goražde, and in the cities of Zavidovići and Čapljina.

Source: Central Election Comission of BiH

Elected candidates in Local Elections 2024 by sex and age

| | Women | | Men | |
|---|-----------------------|-----------------------|-----------------------|-----------------------|
| | Up to 30 years of age | Above 30 years of age | Up to 30 years of age | Above 30 years of age |
| TOTAL | 116 | 615 | 224 | 2 364 |
| Mayors | - | 8 | - | 134 |
| Municipal/city councils and assemblies of municipalities/cities | 116 | 607 | 224 | 2 230 |

Source: Central Election Comission of BiH

Ministers in the Council of Ministers in BiH, Federation BiH Government and Republika Srpska Government (on date 30/11/2025)

| | Women | Men |
|-----------------------------|-------|-----|
| Council of Ministers of BiH | 2 | 8 |
| Federation BiH Government | 4 | 12 |
| Republika Srpska Government | 4 | 12 |

In the Council of Ministries BiH there is only one female minister in the Ministry of Civil Affairs of BiH. Chairman of the Council of Ministers of BiH is women.

Source: Council of Ministers of BiH, Federation BiH Government and Republika Srpska Government

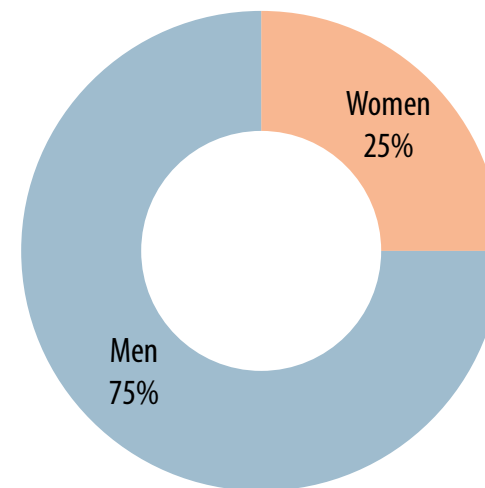
Benefitiaries of parental and maternity leave in institution on BiH level

| | 2020 | 2021 | 2022 | 2023 | 2024 |
|-------|------|------|------|------|------|
| Women | 256 | 253 | 216 | 221 | 203 |
| Men | 11 | 12 | 12 | 7 | 7 |

According to the “Law on Civil Service in the Institutions of Bosnia and Herzegovina”, since 2013 a father has the right to use paternal leave instead of a mother, starting 60 days after the child is born.

Source: Ministry of Finance and Treasury of BiH

Participation in diplomatic missions by sex in 2024



Women make up one quarter of ambassadors and consuls general in Bosnia and Herzegovina’s diplomatic–consular missions.

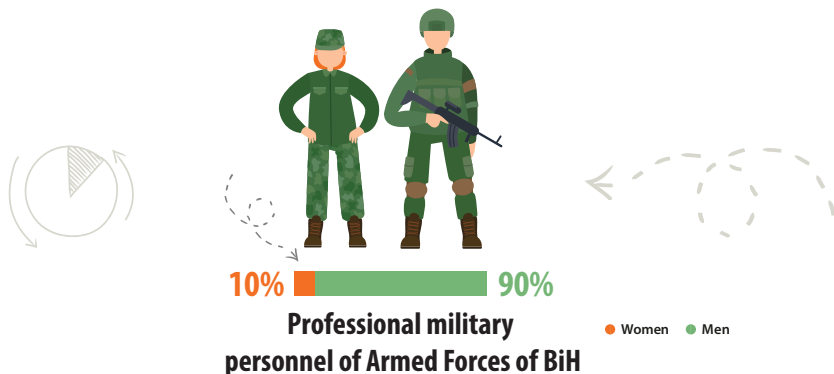
This ratio has remained almost the same over the past ten years.

Source: Ministry of Foreign Affairs of BiH

Civilians serving in the Armed Forces of BiH and professional military personnel of Armed Forces of BiH in 2022 and 2024

(%)

| | Women | | Men | |
|------------------------------------|-------|------|------|------|
| | 2022 | 2024 | 2022 | 2024 |
| Civil servants | 25 | 26 | 75 | 74 |
| Generals | - | - | 100 | 100 |
| Military officers | 7 | 9 | 93 | 91 |
| Military non-commissioned officers | 5 | 6 | 95 | 94 |
| Soldiers | 11 | 13 | 89 | 87 |



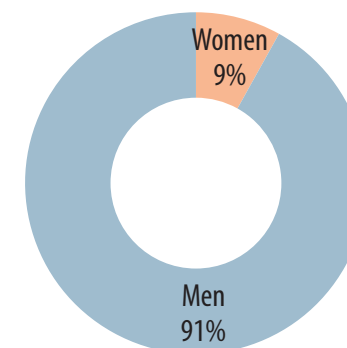
Source: Ministry of Defence of BiH

Members of Boards of Public broadcaster and Communications Regulatory Agency of BiH in 2024

| | Women | Men |
|---|-------|-----|
| Radio and Television of Bosnia and Herzegovina (BHRT) | 1 | 3 |
| Communications Regulatory Agency of BiH | 3 | 4 |

Source: BiH Public Broadcasting Service and BiH Communications Regulatory Agency

Members of highest decision-making body of sports federations in BiH in 2023

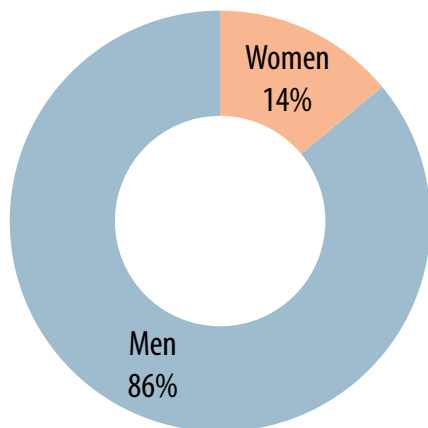


Data are based on a sample of top ten most funded Olympic sports in BiH and they include following sport federations: taekwondo, cycling, judo, athletic, tennis, boxing, basketball, ice hockey, skating and volleyball.

No woman is a president or chairman deputy of decision-making body of sports federation.

Source: European Institute for Gender Equality (EIGE) Gender Statistics Database - Women and men in decision-making

Share of Board members of largest listed companies in BiH in 2023

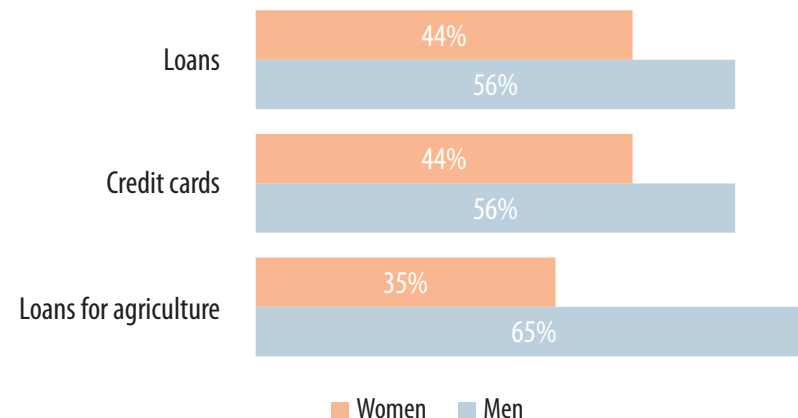


Data in the chart were obtained based on gender structure of decision-making bodies of ten top-ranked companies in BiH stock market in 2023. Management structure of chosen companies in 2023 was made out of 14% of women and 86% of men.

Only one company had a female president, while the remaining nine companies had male presidents.

Source: European Institute for Gender Equality (EIGE) Gender Statistics Database - Women and men in decision-making

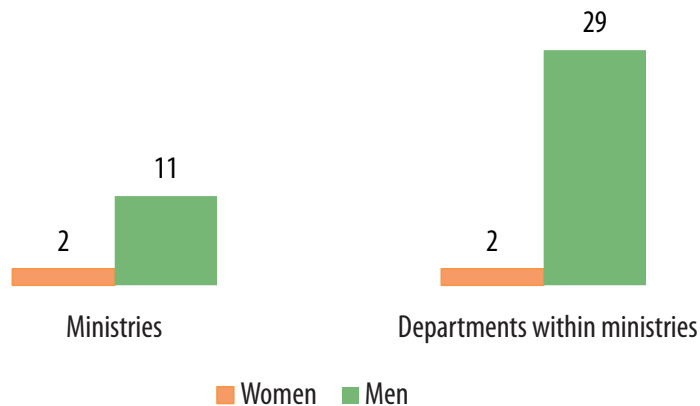
Credit holders by type of credit and credit card holders - May 2025



Analysis of data from the Central Credit Register of business entities and individuals in BiH indicates the existence of certain gender differences in access to credit. Men constitute the majority of approved loan recipients, with a share of 56%, while women account for 44%. The same ratio is observed among credit card users. At the time of registration, information on the purpose of the credit is not mandatory and is available for only 47% of loans; therefore, the data refer only to these cases.

Source: Central bank of BiH

Ministers and managers in environment, energy and agriculture sectors in all authority levels in BiH in 2025

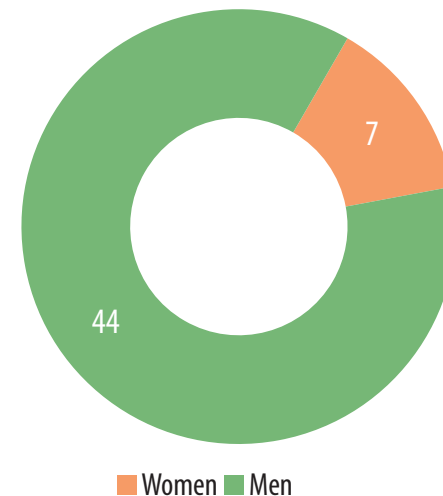


At the level of BiH, FBiH and RS, there are a total of 13 ministries responsible for the areas of environment, energy, and agriculture, in which only 2 ministers were women in 2025.

Only 2 women headed a total of 31 sectors within these ministries, which is even fewer than in 2022, when 4 women served as sector heads.

Source: Official web sited of listed ministries

Share of women in environment sectors' special bodies at all authority levels in 2025



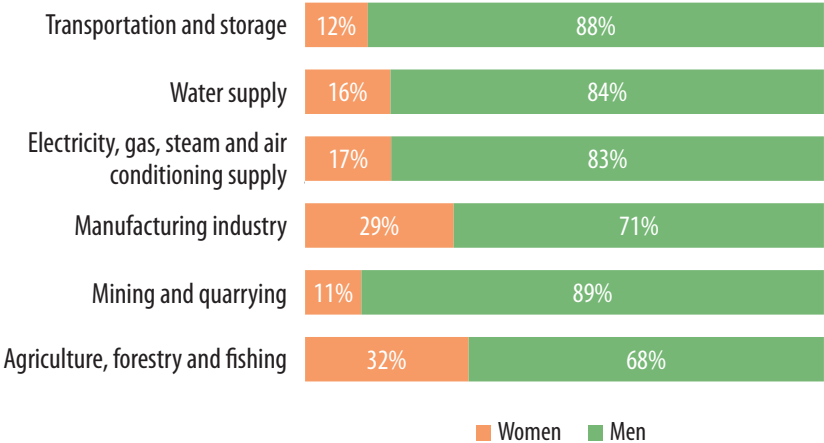
At the levels of BiH, FBiH and RS there are seven boards and commissions in total that are in charge of environment, transport and energy. In 2025, as in previous years, none of these boards or commissions were presided by a woman. Out of total of 51 members, there were only seven female members (14%).

Source: Parliament of BiH, Parliament of Federation BiH and National Assembly of Republika Srpska

In 2025, there were no female directors of public institutions in the energy sector at all levels of authority. There was only one female member of Supervisory Boards out of total number of 25 members.

Source: Independent System Operator in Bosnia and Herzegovina, EP BiH Electricity Supply, Electricity Supply of Republika Srpska and Electricity Supply of HZ HB

Employed in environment sector in 2024

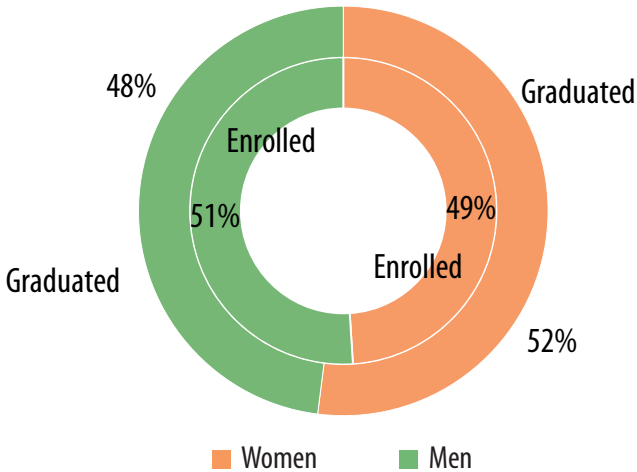


Data from the 2024 Labour Force Survey in BiH show that 39% of employed persons worked in fields that are directly or indirectly related to the environment and climate change. This represents an overall increase of 21% compared to 2021. The largest growth occurred among men: the number of employed men in these fields has increased by 24% over the past four years, while the increase among women was only 12%.

Out of the total number of employed women, only one quarter worked in areas associated with the environment and climate change (including agriculture), while almost half of all employed men in BiH (47%) worked in these fields.

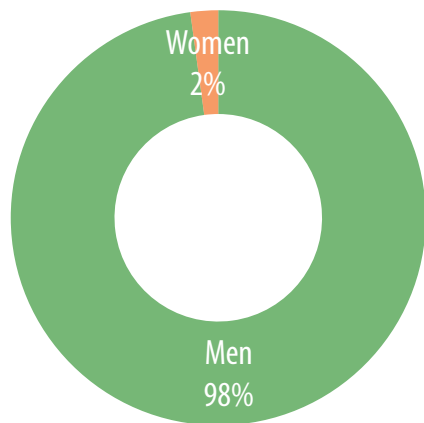
Source: Labour Force Survey in BiH, 2024

Students at all levels of high education in the fields of climate change and environment in 2023/2024



There are no significant gender differences when choosing high education in areas of climate change and environment - an almost equal number of women and men in BiH enroll in and graduate from these fields.

Reported adults for the group of criminal offences against the environment in 2024



Source: Agency for Statistics of BiH - Crime statistics



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Bosnia and Herzegovina



Agency for Statistics of
Bosnia and Herzegovina