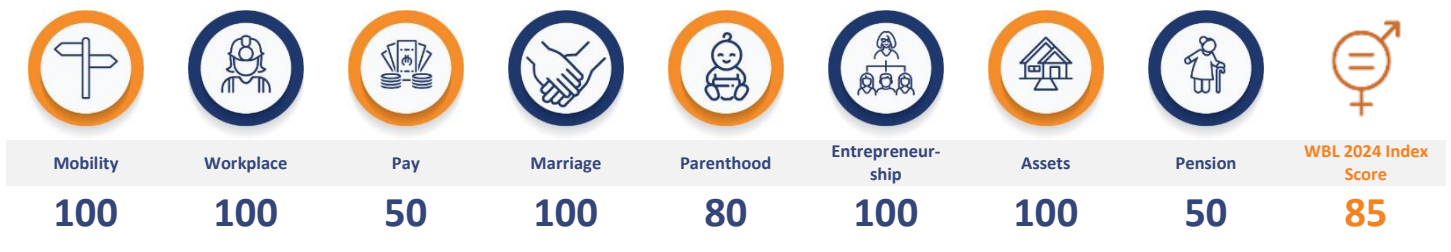


Bosnia and Herzegovina

Women, Business and the Law 2024 (WBL2024) presents an index covering 190 economies and structured around the life cycle of a working woman. In total, 35 questions are scored across eight indicators. Overall scores are then calculated by taking the average of each indicator, with 100 representing the highest possible score. Data refer to the laws and regulations that are applicable to the main business city (Sarajevo). Different rules may apply in other jurisdictions so local legislation should be reviewed. Based on this approach, **Bosnia and Herzegovina scores 85.0 out of 100.0**. The overall score for Bosnia and Herzegovina is lower than the regional average observed across Europe and Central Asia (85.8). Within the Europe and Central Asia region, the maximum score observed is 96.9 (Cyprus).

Bosnia and Herzegovina - Scores for *Women, Business and the Law 2024*



Relative Strengths

When it comes to constraints on freedom of movement, laws affecting women's decisions to work, constraints related to marriage, constraints on women starting and running a business, and gender differences in property and inheritance, Bosnia and Herzegovina gets a perfect score.

Areas for Improvement

When it comes to laws affecting women's pay, laws affecting women's work after having children, and laws affecting the size of a woman's pension, Bosnia and Herzegovina could consider reforms to improve legal equality for women.

For example, one of the lowest scores for Bosnia and Herzegovina is on the indicator measuring laws affecting women's pay (the WBL2024 Pay indicator). To improve on the Pay indicator, Bosnia and Herzegovina may wish to consider allowing women to work at night in the same way as men, and allowing women to work in an industrial job in the same way as men.

Recent Reforms

No reforms were observed during the past year (October 2nd, 2022 – October 1st, 2023).



Further data details for Bosnia and Herzegovina are available at:
<https://wbl.worldbank.org/en/data/exploreconomies/bosnia-and-herzegovina/2024>



| | QUESTION | ANSWER | LEGAL BASIS |
|------------------|--|--------|--|
| Mobility | Can a woman choose where to live in the same way as a man? | Yes | No restrictions could be located |
| | Can a woman travel outside her home in the same way as a man? | Yes | No restrictions could be located |
| | Can a woman apply for a passport in the same way as a man? | Yes | Law on Travel Documents, Arts. 3, 8, 16 and 19; Issuance of Biometric Passports |
| | Can a woman travel outside the country in the same way as a man? | Yes | No restrictions could be located |
| Workplace | Can a woman get a job in the same way as a man? | Yes | No restrictions could be located |
| | Does the law prohibit discrimination in employment based on gender? | Yes | Law on Gender Equality, Arts. 12 and 13 |
| | Is there legislation on sexual harassment in employment? | Yes | Law on Gender Equality, Arts. 3(2) and 5(2); Law on Prohibition of Discrimination, Arts. 4 and 6(a); Act on Prevention of Harassment at Work |
| | Are there criminal penalties or civil remedies for sexual harassment in employment? | Yes | <i>Criminal:</i> Law on Gender Equality, Art. 29 <i>Civil:</i> Law on Gender Equality, Art. 23(2); Law on Prohibition of Discrimination, Art. 12(1)(c); Act on Prevention of Harassment at Work, Art. 9 |
| Pay | Does the law mandate equal remuneration for work of equal value? | Yes | Law on Gender Equality, Art. 13 |
| | Can a woman work at night in the same way as a man? | No | Labor Code, Art. 41(5) |
| | Can a woman work in a job deemed dangerous in the same way as a man? | Yes | No restrictions could be located |
| | Can a woman work in an industrial job in the same way as a man? | No | Labor Code, Art. 59 |
| Marriage | Is the law free of legal provisions that require a married woman to obey her husband? | Yes | No applicable provisions could be located |
| | Can a woman be head of household in the same way as a man? | Yes | No restrictions could be located |
| | Is there legislation specifically addressing domestic violence? | Yes | Law on Protection from Domestic Violence in the Federation of Bosnia and Herzegovina; Law on Protection from Domestic Violence of the Republika Srpska |
| | Can a woman obtain a judgment of divorce in the same way as a man? | Yes | Family Law, Arts. 41-42 |
| | Does a woman have the same rights to remarry as a man? | Yes | No restrictions could be located |
| Parenthood | Is paid leave of at least 14 weeks available to mothers? | Yes | Labor Code, Art. 62 |
| | Does the government pay 100% of maternity leave benefits? | Yes | Law on Social Protection in Canton Sarajevo, Art. 170 |
| | Is paid leave available to fathers? | Yes | Labor Code, Art. 53 (1) |
| | Is there paid parental leave? | No | No applicable provisions could be located |
| | Is dismissal of pregnant workers prohibited? | Yes | Labor Code, Art. 60 |
| Entrepreneurship | Does the law prohibit discrimination in access to credit based on gender? | Yes | Law on Gender Equality, Art. 15; Law on Protection of Users of Financial Services, Art. 5 |
| | Can a woman sign a contract in the same way as a man? | Yes | No restrictions could be located |
| | Can a woman register a business in the same way as a man? | Yes | No restrictions could be located |
| | Can a woman open a bank account in the same way as man? | Yes | No restrictions could be located |
| Assets | Do men and women have equal ownership rights to immovable property? | Yes | Family Law, Arts. 251 and 252 |
| | Do sons and daughters have equal rights to inherit assets from their parents? | Yes | Inheritance Law, Arts. 10 and 11 |
| | Do female and male surviving spouses have equal rights to inherit assets? | Yes | Inheritance Law, Arts. 10 and 11 |
| | Does the law grant spouses equal administrative authority over assets during marriage? | Yes | Family Law, Arts. 252 and 253 |
| | Does the law provide for the valuation of nonmonetary contributions? | Yes | Family Law, Arts. 251-253 |
| Pension | Is the age at which men and women can retire with full pension benefits the same? | Yes | Law on Pension and Disability Insurance, Art. 40 |
| | Is the age at which men and women can retire with partial pension benefits the same? | No | Law on Pension and Disability Insurance of 21 February 2018, Arts. 142, 143 and 145 |
| | Is the mandatory retirement age for men and women the same? | Yes | Labor Code, Art. 94 |
| | Are periods of absence due to childcare accounted for in pension benefits? | No | No applicable provisions could be located |