POST-2015 NATIONAL CONSULTATIONS IN BOSNIA AND HERZEGOVINA

CULTURE AND DEVELOPMENT

Final Report by the UN Country Team in Bosnia and Herzegovina
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IMPRESSUM

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"The actors involved in the consultation exercise are responsible for the choice and the presentation of the facts contained in this report and for the opinions expressed therein, which are not necessarily those of UNCT in Bosnia and Herzegovina and do not commit any of the UN system entities. The designations employed and the presentation of material throughout this report do not imply the expression of any opinion whatsoever on the part of UNCT in Bosnia and Herzegovina concerning the topic and findings of the report"
INTRODUCTORY OVERVIEW OF THE NATIONAL CONSULTATION PROCESS AND BACKGROUND
Introductory overview of the national consultation process

Lead agencies: UNESCO, UNFPA and UNDP with support from the UN RC Office

Institutional partner: Ministry of Civil Affairs of Bosnia and Herzegovina

Consultation period: July – October 2014

Consultations held with: 454 individuals\(^1\) - 263 female (58%) and 191 male (48%)

Consultations methods used: workshops, workshop questionnaires, citizens online questionnaire and focus groups with youth

Locations of consultations: online survey – countrywide; workshops and focus groups in Sarajevo, Banja Luka, Mostar, Tuzla, Zenica, Prijedor, Doboj, Bijeljina and Brčko

Bosnia and Herzegovina (BiH) conducted national Post-2015 consultations on the theme Culture for Development in the period July – October 2014. The consultation methods selected, namely, workshops, workshop participants questionnaires, online citizens survey (both questionnaires with many open ended questions) followed by 10 focus groups with youth provide extensive qualitative information on all six defined sub topics. From the beginning, the UN team favoured quality of responses over quantity thus the choice of consultation methods used. A total of 454 individuals were consulted and provided UN team with a wealth of data to further inform both national and global discussions on the role of culture and its impact on development. All methods used during consultations brought about a similar perception on most questions posed. Where variations were observed, they were presented as such in detailed analysis provided in Annexes of the final report.

Background

Rationale for consultations and prior relevant research and data

Bosnia and Herzegovina was not one of the 88 countries that had broad Post-2015 National Consultations in 2013. However, in preparation of the new United Nations Development Assistance Framework (UNDAF) 2015-2019 for BiH, the BiH United Nations Country Team (UNCT) conducted online survey in July 2013 with key national partners, UN staff, donors and citizens on key development priorities for the country for the next five years - a ‘mini’ Post-2015 consultations with feedback received from 654\(^2\) individuals. In total, 24 development areas/priorities were offered in the online questionnaire. Top 10 priorities identified by the respondents are: 1) Economic Development and Employment, 2) Rural and Local Development, 3) Agricultural Development, 4) Social Inclusion and Inequalities, 5) Fight Against Corruption and Organised Crime, 6) Water, Energy Efficiency and Environmental Sustainability, 7) Child Protection, 8) Justice, Rule of Law, Human Rights and Refugee Protection, 9) Education and 10) Health.

Apart from the ‘mini’ Post-2015 survey conducted with citizens and key partners, other complementary processes were also underway. The BiH UNCT in 2013 ventured into development of comprehensive

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\(^1\) Survey: 286, 170 female, 116 male; Workshops: 93, 59 female, 34 male; youth focus groups: 75, 34 female, 41 male

\(^2\) 120 from government counterparts, 41 from NGOs, 12 from international partners, and 98 responses from UN staff
Common Country Assessment (CCA) document with supporting citizens’ perceptions survey on stability, trust and potential drivers for conflict in the country and the region in the near future. Findings of this survey indicated that due to difficult economic situation and deepening political crisis, citizens’ unrests may be likely – a warning received six months prior to a series of citizens’ demonstrations and unrest that started in February 2014.

The Special Rapporteur in the field of cultural rights visited BiH in May 2013 upon the invitation of the BiH Council of Ministers. The purpose of the visit was to assess, in the spirit of cooperation and dialogue, both the achievements of Bosnia and Herzegovina and the remaining challenges in implementing cultural rights, understood as rights of all persons to express their identities and to access, participate in, and contribute to cultural life in all its aspects, without hindrances or fears. The Special Rapporteur addressed a number of key issues, in particular the right of all people to access and enjoy their cultural heritage as well as that of others, without discrimination. Focus and emphasis of the Report4 were on the writing and teaching of history, memorialisation processes, particularly through memorials and monuments, and the conditions put in place to ensure the free interaction of people, irrespective of background and status, through education, culture and the arts, sports and science.

A second wave of research on Intercultural Understanding in BiH was also conducted in early 2013, venturing into domains of citizens’ interpretations of culture and cultural identity, readiness for dialogue, social distance and trust, culture participation – a key study developed during the implementation of the 3.5 year MDG-F Programme Improving Intercultural Understanding in Bosnia and Herzegovina (Culture for Development) which ventures into in-depth understanding of the role of culture, the social fabric and intercultural dynamics in the country.

Given that the full National Post-2015 Consultations were not conducted in the country, UNCT in BiH particularly welcomed the opportunity to hold such consultations on the theme of Culture for Development. Recent positive experience of MDG-F Culture for Development Programme further supports good positioning of Bosnia and Herzegovina to conduct consultations on this topic, given that some sub-dimensions identified for Post-2015 Culture for Development consultations have been comprehensively explored by the BiH UNCT and national partners through this programme4.

The consolidated recommendations from this report together with other national and global consultations will feed into the report by UNDG on the outcome of A/Res/68/223 which will in turn inform the Open Working Group on Sustainable Development Goals as well as the report of the UN Secretary-General on the Post-2015 Development Programme to be issued in the fall of 2014.

The objective of the consultations was to allow a diversity of stakeholders to articulate their vision of culture, and its integration into the post-2015 development programme, including its role as a critical element of the human rights based approach, and to make recommendations in that regard. Beyond the focus on culture and the creative industries (“WHAT”), there was also an expectation from Member States for pragmatic proposals on how to make the emerging agenda pertaining to work (“HOW”). The so-called “means of implementation” (MoI) have been identified as an important component of the debate about the way forward.

Building on the framework of the UN General Assembly Resolution on Culture and Development, the national and global consultations on culture and development, which were co-led by UNESCO, UNFPA and UNDP, examined the contribution of culture to the following sub-themes:

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3http://www.ohchr.org/EN/Issues/CulturalRights/Pages/AnnualReports.aspx
4 Programme was conceived on the basis of strengthening the sector of culture and education with the purpose of achieving sustainable development and intercultural and tolerant society with the following specific goals: a) the building of capacity, the development and implementation of cultural policies and legal frameworks, b) the improvement of intercultural development, and c) nurturing the local economic development through cultural production, cultural tourism, and cultural heritage. The focus of the programme was to achieve influence in the area of education, to create partnerships between local governments and the private sector based on culture, and the development of creative production. The policy level intertwined with the grass-roots actions and projects aiming at vertical integration across governmental layers.
UNESCO Culture for Development Indicators (CDIS) Bosnia and Herzegovina’s Technical Report published in 2013 provided comprehensive data and indicators’ suite that informed discussions and debate based on evidence, facts and official statistics. Seven sub-dimensions have been explored in the Report: 1) Economy, 2) Education, 3) Gender Equality (levels and perceptions), 4) Communication (incl. freedom of expression), 5) Governance (policy, institutional framework, standard setting, CSO participation), 6) Social participation (culture participation, trust, freedom of self-determination), and 7) Heritage (heritage sustainability).

### Situational analysis of the six consultation sub-themes

#### Culture and Poverty Reduction
Role of culture as an economic driver needs to be further explored and debated in BiH. Perception of the culture sector as an ‘expense’ rather than ‘value-adding’ is deeply ingrained and needs to be addressed. According to UNESCO CDIS, contribution of culture sector is 5.72% of total GDP, a fact not well known widely and above global average. Share in employment (people employed in cultural activities) is 4.7%. In total, 2,810 people are employed in public cultural institutions (54.6% are women), 57.2% in culture-related jobs and 42.8% in administrative jobs. Support to creativity and cultural management needs to be valorised and improvements identified. Culture outreach and culture participation need to be further explored including whether intrinsic needs for culture (in terms of equality, accessibility, frequency and variety) for BiH citizens are being met.

#### Culture and Education
The education system in Bosnia and Herzegovina has been faced for twenty years with critical issues of structural fragmentation, politicisation, and drop in quality provision. There are pronounced differences in policy in the country between entities, cantons and municipalities relating to all key issues regarding education. Divided and mono-ethnic schools, multiple curricula, lack of respect for legal safeguards and fears regarding loss of identity in multi-ethnic schools are all highlighted. Intercultural and inclusive education as concepts are not comprehended and implemented in satisfactory manner. No systematic approach exists towards integrating principles of intercultural education into teaching and learning, which is essential for making inclusive societies.

In response to this situation, government partners from 14 education ministries and 9 pedagogical institutes with technical support from MDG-F Culture for Development Programme and UNICEF in the lead have jointly developed Indicators for Intercultural Education, Ethics Code and drafted Action Plan for monitoring and evaluation of education quality. Trainings for primary school teachers in intercultural education were delivered jointly with government partners and academia (85% participation rate at teacher training sessions). Outreach of this initiative however is still not country-wide. Other dimensions that indicate appreciation of cultural identity have been explored by UNESCO. Awareness and appreciation of cultural diversity can be fostered through educational programs. One of the indicators is linguistic diversity in primary and secondary schools that promote inter-culturality, according to data, BiH shows high linguistic diversity. Of total 630 annual instructional hours dedicated to languages, 280 (44.4%) are dedicated to official languages, 210 (33.3%) to the first foreign language and 140 hours (22.2%) to the second foreign language. In contrast, arts education that nurtures creativity and innovation strengthens creative and artistic talent and provides a basis for appreciation of cultural expressions and diversity is not greatly presented in BiH education system. Only 6.45% of teaching hours are dedicated to arts and this is quite low by international standards. About third of instructional hours is dedicated to languages, and majority of
Instructional time is dedicated to sciences (over 60%). While music, fine arts and film are fairly represented in the education system at technical, vocational and tertiary level, cultural management is not represented and taught in BiH education system.

**Culture, Gender Equality and Women’s Empowerment**

Gender equality and culture dimension is about exploring cultural values and norms and how these affect development of capacities and realisation of potential differently for women and men. Traditionally set gender roles are evident in modern and democratic BiH society and do affect women adversely. Although this adversity may not be easily visible in educational attainment statistics of women and men (especially with regard to primary and secondary education completion, and exceeding in tertiary education), gender gaps persist, most notably in pay and remuneration, political participation and decision making. While development of capacities might not be a key burning issue in Bosnia and Herzegovina in terms of gender equality, realisation of potential certainly is. In the world of work and in politics rules of engagement, conditions (including maternity leave among others) and opportunities are different for women and men. Entering old age and economic wellbeing after retirement is different for women and men, as are intergenerational and family relations, domestic and gender violence, provision of care for disabled and elderly, and the quality of life for women headed households in particular, among other issues. All these are underpinned by the cultural and traditional values in the country which deserve adequate attention and space for discussion and dialogue. Addressing culture roles that are impediment for gender equality and full realisation of potential of each individual are required.

**Culture, Sustainable Cities and Urbanization**

Urban transformation of towns in Bosnia and Herzegovina (BiH) in the last twenty years had undergone serious transition under the influence of various factors in physical, social and economic sphere. The population is the key influential factor in shaping urban form. It directly affects the size of the cities, cultural pattern of urban environment and character of urban activities which directly reflect on the urban space. The size of population in cities throughout the history of BiH was dependent on economic wellbeing, transportation links and military/strategic importance of cities, which changed according to the changing organization of the state.

The variability of demographic factors accompanied by an increase in population (migration due to economic, political and cultural influence) make the directions of future development in terms of the need for new construction of residential, business, sports, and other facilities of urban standard. The strongest impact on the urban transformation in the transition period in BiH had factors related to social processes (population, politics, economics, culture) in society which resulted in a shift of national systems in the Balkan region. Changes in the social relationships could not be followed through the legal system solution in the beginning of transition, which was reflected directly in the urban space in the form of illegal construction. The transformation of urban form under the influence of transition in BiH entails building adapted to the needs of private capital, the denationalization of construction land in urban areas and its evaluation according to market criteria, which resulted in the change of approach to the planning of urban space. Participation of owners and users of space in the process of decision-making has become an integral part of the planning process.

**Culture, Environment and Climate Change**

When talking about environment/climate change and culture in BiH, we have to keep in mind the economic and social status of its citizens. Environment ensures sources of sustenance for the poorest part of population; it affects their health and influences their vulnerability. On the other side, poverty also affects the environment in different ways: it forces the poor to destroy the environment and it encourages countries to promote economic growth at the expense of the environment, it encourages poor societies to decrease the importance of environmental issues and it also leads to unsuccessful resource allocation for solving such problems. We have witnessed all of these in BiH: relevant traditional knowledge and skill in sectors mostly affected by climate changes such as agriculture and forestry have faded out and are replaced by new ways of land use which bring more profit in a short-run; preservation of cultural sites and landscapes have not been given special protection from potential environmental damages; resilience of communities to disasters and climate change is at a very low level, which is unfortunately proven during the recent floods.
Less than 1% of BiH is considered to be protected areas and threats to biological diversity are numerous: development of the energy sector based on hydropower plants, without considering environmental impact, uncontrolled game hunting and trade, pollution etc. The main pressures on all types of landscapes and in all ecosystems are: uncontrolled urbanization, construction of roads and other infrastructure that lead to habitat degradation and fragmentation; diverting water flows for construction of hydro accumulation facilities combined with poor water management; water contamination with different industrial and agricultural pollutants; global climate change, etc; forest fires caused by inattention and negligence; uncontrolled waste disposal due to unregulated landfills etc. Prioritization of environmental issues may vary in relation to different social groups, as well as in relation to gender.

**Culture, Inclusion and Reconciliation**

Culture is recognised in BiH as a key for peace and security and inclusive social development. Intercultural Understanding in BiH 2013 study supported through the MDG-F Culture for Development Programme indicates that that the opinions of BiH citizens concerning multiculturalism are overall positive. Study findings reveal that BiH citizens most often associate culture with family upbringing, as well as with education and educational institutions. They also believe these aspects of culture to be the most important, and key factors/influencers in the development of their identities. BiH citizens believe that an improvement in intercultural understanding is necessary and they hold the BiH government and the political leaders as most responsible, while they hold the parents and schools to be the most responsible for spreading tolerance amongst children. The majority of BiH citizens are exposed to some extent to contact with other cultures, still many citizens rarely have a chance or do not have a chance at all to encounter individuals of different cultural backgrounds and heritages, and to form their opinions about them and their culture based on experience. People are inclined to act on the basis of mental heuristics such as stereotypes and prejudices.

There exist many stereotypes and prejudices in BiH as regards different cultural groups. About a fourth of participants reported negative feelings and opinions towards intercultural exchange. Interculturalism is often perceived as a risk to the survival of one’s own culture, as well as the mixing of cultures which produce new traditional facets which are minority facets in and of themselves, unwanted and endangering. Even though survey respondents stated that they believe it is important for young people to be exposed to the influences of other cultures aside from their own, BiH citizens evaluate the preservation of their own cultural tradition to be considerably more important than exposure to different cultural influences.

**The methodology of implementation of the consultations process**

The consultations on culture as a driver and an enabler of sustainable development were co-led by UNESCO, UNFPA and UNDP with technical and logistical support from the UN Resident Coordinator’s Office (UN RC Office). The consultations engaged a broad range of key identified stakeholders. All of the envisaged consultative sessions addressed cross-cutting issues - gender, human rights, role of youth\(^5\) and inequalities.

An external Consultant/Moderator was engaged to prepare workshop/sessions materials, facilitate workshops, guide stakeholders through participatory methods and analyse workshop discussions and workshop questionnaires\(^6\) filled up by the workshop participants at the end of the each workshop session. In addition to group consultations, an on-line questionnaire was developed jointly with the participating stakeholders.

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\(^5\) Youth comprise 18% of the world’s population (24% of BiH population) and represent a significant segment of the community. Young people can contribute to local development and prosperity; can be a bridge between cultures and between tradition and modernity. Youth have the interest, energy and passion to address issues and concerns, such as heritage management, sustainable tourism, local development and community involvement. Youth also have affinity for information and communication technologies to network and transcend geographical boundaries, are in the position to act as potent agents of positive social change that will yield greater economic and social well-being in the perspective of sustainable development for generations to come.

\(^6\) The content of thematic questionnaires had been defined before the implementation phase started. The questionnaires were not more than three pages long and contained 10 open-ended questions at most with a possibility to comment each section. Having completed the second part of every workshop (group phase of work), the participants filled out questionnaires, which were then collected for further data processing.
agencies and the UN RC Office and was used for opinion poll of citizens on key questions stemming from the 6 key sub-themes. The RC Office conducted the online survey using SurveyMonkey web solution and conducted the analysis of responses collected. Finally, 10 youth focus groups were conducted in order to obtain opinions of this group on all six sub-themes. Different information collection and dissemination methods were utilised to ensure maximum outreach and collection of qualitative responses. Detailed analysis of responses of each method used is provided in the Annexes to this report.

Key stakeholders who participated in the BiH Post-2015 national consultations on Culture for Development were:

- **Institutional counterparts**: BiH Ministry of Civil Affairs, entity ministries responsible for culture, education, environment and economic development, certain cantonal ministries, local authorities and representatives of cultural institutions.
- **Civil society/NGOs**: representatives of culture workers and culture industries, women’s groups, youth groups, groups representing interests of elderly, people with disabilities, and other vulnerable groups - representatives of minorities and underrepresented groups of the society.
- **UN agencies**: UNESCO, UNFPA, UNDP
- **General population**.

All consultation activities were conducted in the period July – October 2014 in the following chronological order: an opening conference and workshops - six one-day thematic workshops/round tables (using world café method) with up to 20 participants in each workshop (July 2014), on-line citizens’ survey (July-August 2014), focus groups with youth (October 2014). The closing conference at which the consultations findings and final report will be presented is planned to be held in November/December 2014, pending the consultations with government partners.

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*Focus groups with youth were conducted by the Prism Research company.*

*World Café* is a participatory method of conducting structural discussion among several participants who are organised in a way that they sit at several round tables (restaurant type) and every “group” analyses certain problems pertaining to certain specific area. It was originally planned that the participants change groups at their own discretion and contribute to the work of the group for which they believe they are the most knowledgeable. Every group had a “host” who is there from beginning until end and who, after the work is done, is in charge of reporting. The principle of work alone may be more or less formal. In the first case only one participant is speaking at the time while others are listening and in the second case all or several participants may speak at the same time and it is up to the “host” to decide which technique is the most effective and suitable. Nowadays this is one of the most successful participatory world methods of holding complex gathering and managing huge groups of participants. Work in focus groups – A group of 5 to 6 persons freely and openly discussed the ideas, questions and exchanged opinions. The moderator familiarizes the group with a theme, keeps the discussion alive and tries to prevent domination of one over the others or several of them over the group. Direct observations and discussions with workshop participants – these are (informal) conversations with participants of each workshop, around 20 persons who are (particularly) chosen based on their knowledge and experience in the field relevant to this process. In other words, during the group work, based on individual conversation s/he had with participants, the consultant tried to obtain information and opinions about certain issues as detailed as possible.

*The workshops were held at three locations – two each in Sarajevo, Banja Luka and Mostar.*

*On-line survey was promoted through official UN portals, Facebook, Twitter and other public WEB platforms in BiH.*
CULTURE AND POVERTY REDUCTION
Woman, 35 – 44 age group

“Special incentives for the culture industry should be created – working spaces/creative hubs need to be provided, with low rents, tax exemptions for some years, better international promotion... At present they are on their own, without any incentives, with the exception of a few privileged ‘artists’ who receive support regardless of their quality and potential.”

Man, 35 – 44 age group

“Develop and invest in private-public partnerships, adopt the law on electronic signature, place unused resources at disposal of independent undertakings in the domain of culture. For instance, there are numerous business premises owned by municipalities that are empty and unused (or just occupied by someone who conducts no economic activity whatsoever). Invest in culture management on the practical level; digitalize and commercialize cultural heritage (museums and archives); invest in projects that will ‘develop the market’ for specific segments of culture industry, define rules, procedures and financial aspects. Invest in projects that support art/culture critique.”

Woman, 35 – 44 age group

“All potentials are underutilized. Even such heavily frequented destinations as Mostar and Medjugorje are not well managed – tourist fees are nearly non-existent, the most visited sites do not offer original souvenirs etc. Some underutilized potentials include: Vjetrenica Cave, Herzegovina region (including the towns of Počitelj, Stolac, Trebinje, Kravice waterfall, Blidinje Lake, Ramsko Lake, Neretva River, Buna River, Hutovo Blato natural preserve), mountains offer no attractions, rivers are poorly managed, eco and agro tourism are poorly developed, adrenaline tourism also, there are other towns and areas that are insufficiently promoted/utilized, such as the towns of Bihać, Jajce, Višegrad, Travnik, Gradačac, Kupres, Buško Lake, mountains Prenj, Čvrsnica, Velež, medieval sites of Kraljeva Sutjeska/Bobovac etc. The list goes on...”

Woman, 45 – 54 age group

“... It is very important to attract children and the young people to old crafts, to preserve the tradition BiH is extensively known for (coppersmiths, tinsmiths, goldsmiths, shoemakers etc.). Traditional crafts should be linked with creative industries.”
Key consultations findings by sub-theme

Culture and Poverty Reduction

In BiH the perception of the culture sector as an ‘expense’ rather than ‘value-adding’ is deeply ingrained. According to UNESCO CDIS, contribution of culture sector is 5.72% of total GDP (above global average of 3-4%), a fact not well known widely in the country (only 16% of citizens surveyed confirmed they were aware of such contribution of culture sector in BiH). Further findings of the online survey are the following: 92% of respondents disagrees with the statement that the economic potentials of culture, cultural industries and cultural tourism are fully exploited in the country; 90% disagrees that BiH invests sufficiently in the sector of culture and cultural industries; 89% disagrees that the cultural and natural heritage is adequately managed in the country; 86% of respondents disagrees that BiH provides good business environment for entrepreneurial and cultural industries development. Further 92% agrees that culture sector and cultural industries can contribute to youth entrepreneurship and employment; 89% agrees that culture can be catalyst for development; 83% agrees that public-private partnerships are requirement for greater sustainability and better management of cultural heritage; 78% agrees that cultural heritage could be innovatively used for development of women’s entrepreneurship.

92% of respondents disagrees with the statement that the economic potentials of culture, cultural industries and cultural tourism are fully exploited in the country

90% of respondents disagrees that BiH invests sufficiently in the sector of culture and cultural industries

89% of respondents disagrees that the cultural and natural heritage is adequately managed in the country

89% of respondents agrees that culture can be catalyst for development

86% of respondents disagrees that BiH provides good business environment for entrepreneurial and cultural industries development

From all consultation methods applied, similar themes surfaced in terms of WHAT needs to be tackled and HOW: improvement of management cadre; inclusion of experts and quality managers in management of culture institutions and projects; further education, cooperation with leading global institutions for preservation of culture and tradition; increase of youth participation, increase of budgets for culture and finances for cultural industries; better promotion of cultural heritage in BiH; increase of awareness of local communities on the value of their cultural heritage; new laws and adequate implementation of existing ones, exchange of experiences with culture institutions of other countries; education of professionals in culture management; securing funding for interdisciplinary and cross-sector research; increase awareness of society at all levels on value and role of culture, cultural industries and culture heritage; increase role of the CSOs in culture; greater valorization and commercialisation of culture in BiH, increase culture participation of BiH citizens; greater protection of authorship rights, greater media promotion of cultural events and artists; greater promotion of IT, design and fashion industries; development of innovation zones; prevention of deterioration of cultural and historical monuments; mapping of culture heritage in BiH; lower taxes and other incentives for cultural industries; increased use of public-private partnerships in culture; increase in participation on international competitions, better exchange in the region, the EU and globally; promotion of entrepreneurship.

When asked what potentials BiH has which remain underutilized, the following themes were most frequently mentioned by the respondents: agro/rural tourism; gastronomy; natural resources; potable
water; winter tourism; mountain tourism; historical, natural and ethnological assets; cultural and religious diversity; hard-working and diligent people; potential of capable individuals; organic food production; rivers (rafting), forests, historical monuments/sites, spas; medieval tombstones (stećci); cycling and extreme sports; ethno villages, music, theaters, the spirit of the Balkans; national and nature parks; multiethnicity; youth potential; diaspora; brilliant individuals; the socialist heritage — our stories about young pioneers, volunteer work drives, and brotherhood and unity; crafts and linking of crafts with creative industries; clean air, medicinal waters; religious tourism; archeological sites.
Woman, 25 – 34 age group

*Education of children from preschool age greatly impacts their further development. Education reforms should not be imposed on generations who had already been shaped, instead the youngest age group, whose consciousness is still being formed should be targeted. Only after many years of such education one can expect noticeable results. Certainly, education of parents and persons in the immediate environment has a major impact as well.*

Woman, 35 – 44 age group

*“Challenge stereotypes, introduce clear procedures for reporting cases of molestation of girls or peer violence against either sex, as well as appropriate sanctions. Involve parents to the maximum possible extent into decision making and discuss the issues extensively (not just through Parent Councils), promote positive examples, organize (more frequent) visits to theatres, reading poetry in schools (by well-known writers, poets, actors) etc.”*

Man, 35-44 age group

*“A new culture policy is needed, a strategy for the development of the society for the next 5, 10 and 20 years. It needs to answer the questions where we are now as a community, where and what we want to be and how to achieve that. There are untapped resources that are wasting away, but that could be placed at disposal of alternative and independent cultural activities/groups/individuals; activities that would not be mandated by donors and by what is ‘in’ at the moment, but should be based on the real needs, mentality and traditions of BiH society.”*

Man, 45 – 54 age group

*“Increasing the budgets for culture – culture in BiH proved itself to be the salient factor of multicultural orientation, of integration, reconciliation, education, affirmation of human rights. Second: a systematic approach to incorporation of culture into the education system. Third: training of teachers, since teachers are often ultraconservative, poorly informed, and sometimes even nationalists or traditionalists.”*
**Culture and Education**

The education system in Bosnia and Herzegovina has been faced with critical issues of structural fragmentation, politicisation, and drop in quality provision for the past twenty years. There are pronounced differences in policy in the country between entities, cantons and municipalities relating to all key issues regarding education. Divided and mono-ethnic schools, multiple curricula, lack of respect for legal safeguards and fears regarding loss of identity in multi-ethnic schools are all evident. Intercultural and inclusive education as concepts are not comprehended and implemented in satisfactory manner. Only 6.45% of instructional hours are dedicated to arts and this is quite low by international standards. Cultural norms also play part how ready the institutions are to introduce life-skills education that includes comprehensive age-appropriate, gender-sensitive sexuality education, choices young people make that have impact on their education and their employment opportunities, among others.

The situation in the education sector is reflected in the responses collected via online citizen’s survey. Only 9% of respondents find that the current education system in BiH produces educated and ‘cultured’ young people; only 11% find education systems in BiH based on concepts of inclusivity and appreciation of cultural diversity; only 20% of respondents believes that the education system in BiH sufficiently contributes to promotion of gender equality in the society; 79% of respondents believes that education system in BiH does not encourage creativity, independent thinking and development of own ideas among pupils; 76% believes that not enough is done to expose pupils to greater contact and communication with children from other cultural and religious backgrounds; 69% finds that pupils through the education system are not sufficiently educated in life-skills, including responsible sexual behavior and reproductive health; and 87% of respondents find that socio-political situation has a great influence on creation of education plans and programmes in BiH. Respondents also recognized that the following topics should be more present in the teaching curricula: 95% supports subject Environmental protection; 93% Culture of living/lifestyles and skills; 89% Art; 88% Protection of cultural heritage; 86% Sexual and reproductive health; 82% Entrepreneurship; 79% Traditions of people in BiH; 79% Climate change; 73% Gender equality; 72% History of religions; 66% Culture management. Only 26% of respondents believe that Religion should be more present in the curricula.

- **9%** of respondents find that the current education system in BiH produces educated and sophisticated young people
- **11%** of respondents find education systems in BiH based on concepts of inclusivity and appreciation of cultural diversity
- **20%** of respondents believes that the education system in BiH sufficiently contributes to promotion of gender equality in the society

In terms of **WHAT** needs to be tackled and **HOW** in relation to education, the following key themes surfaced through all consultation methods: introduction of (above mentioned) themes even in pre-school education; further education of parents/the role of parents and family units; further education of media professionals; active participation of youth; more extracurricular activities for pupils; greater engagement of teachers to influence and improve pupils’ motivation to excel; regular revision and control of the quality of work of teachers and professors; increase of role of non-formal education; increase of interactive work with children and their engagement in interactive games, plays; continual education of teaching cadre; complete change of the current education plan/thorough revision of the same at all levels; increase standards of textbook content; improve status of teachers, fight the stereotypes in the educational system; set the minimum culture content in all education plans; develop a 3-step model: quality, competition and competence. A particular set of problems in education system highlighted by youth through focus group discussions are nepotism, corruption and bribery, unfair enrollment system, flawed examination processes/privileges for bribes, lack of quality education in comparison to EU standards, outdated textbooks, lack of connection between education content provided and the needs of job market, thus questioning the overall purpose of
education given the current issues. Inappropriate attitudes of some teaching staff which are not sanctioned by the system were also noted, such as discrimination of minority groups (Roma, children with disabilities) and open discouragement of female pupils from academic achievement given their perceived role to devote their entire lives to childbearing and housework. Furthermore, youth finds the educational system to reflect ethnic divisions in the society and as such serves for strengthening ethnic identities through emphasizing certain values of three dominant ones and not mentioning others almost at all. While educational system demands respect of differences and multi-ethnicity that claim is actually ‘respected’ by simply ignoring the others.
Man, 25 - 34 age group

„Following the global trends in environmental protection, funding new projects and their tight monitoring, expanding forested areas and green areas in cities, greater care and education about biodiversity, strict suppression of poaching and illegal exploitation of natural resources, which are widespread in BiH.“

Woman, 35 - 44 age group

“An adequate law on waste disposal: every person generates garbage, therefore everyone has to be a user of utility services; there can be no dumping of garbage into rivers nor its burning. This service should be charged directly with the electricity bills: nature is linked with energy. If plastic materials were recycled and bought back, it would reduce the quantities thrown away; same holds, for example, for metals. Illegal digging, landfilling and dredging of soil causes its destabilization. Instead of mitigating consequences, we should be addressing causes.”

Men, 35 - 44 age group

“Remove illegally constructed buildings from areas regularly threatened by landslides, floods etc. Zoning projects should be coordinated with the needs of the population. Barriers and water-collection canals should be constructed... Illegal logging should be prevented.”

Woman, 55 - 64 age group

“Greening” of the energy sector, i.e. considerable reduction in generation and consumption of fossil fuels and energy from hydropower plants with accumulation reservoirs through considerable enhancement of energy efficiency and use of renewable energy sources.”
Culture, Environment and Climate Change

Bosnia and Herzegovina is renowned for its natural beauty, biodiversity and ecology, which are being damaged through a lack of environmental management and effective delivery of environmental services. In BiH, relevant traditional knowledge and skills in sectors mostly affected by climate changes such as agriculture and forestry have faded out and are replaced by new ways of land use which bring more profit in a short-run; preservation of cultural sites and landscapes have not been given special protection from potential environmental damages; resilience of communities to disasters and climate change is at a very low level, which was unfortunately proven during the May 2014 floods. Less than 1% of BiH territory is considered as protected areas while threats to biological diversity are numerous: development of the energy sector, based on hydropower plants, without consideration of the environmental impact, uncontrolled game hunting and trade, uncontrolled logging, pollution etc. The main pressures on all types of landscapes and in all ecosystems are: uncontrolled urbanization, construction of roads and other infrastructure that lead to habitat degradation and fragmentation; diverting water flows for construction of hydro accumulation facilities combined with poor water management; water contamination with different industrial and agricultural pollutants; global climate change and acidification of habitats; forest fires caused by inattention and negligence; uncontrolled waste disposal due to unregulated landfills etc.

Opinions collected through the online citizens survey confirm above findings: only 2% of respondents agrees that the citizens of BiH adequately care for and treat the existing natural heritage and natural potential; only 5% of respondents agrees that the natural heritage in BiH enjoys proper and satisfactory protection; only 10% agrees that BiH has sufficient number of national parks and protected areas in relation to its overall territory; 72% agrees that preservation of traditional knowledge and skills in agriculture production can contribute to more responsible use and environmental sustainability; 80% disagrees that sufficient finding is allocated for required natural heritage management and environmental protection; 92% respondents find that climate change effects are evident in BiH while 90% disagrees that BiH is sufficiently prepared for dealing with consequences resulting from climate change.

In terms of WHAT needs to be tackled and HOW in relation to environment and climate change, the following key themes surfaced through all consultation methods: greater focus on preventive action/measures; increase awareness about environment and climate change through education and media campaigns; strengthen regional cooperation; introduce the subject Ecology in schools; introduce greater system of penalties; support relevant projects and increase citizen participation; revise existing laws and ensure their full adherence; increase energy efficiency; introduce compulsory use of energy saving bulbs; reduce use of motor vehicles; increase capacities of decision makers responsible for environment; compulsory recycling, greater control of air pollution; promote and stimulate use of clean energy (electricity) heating; advocate for more responsible and sensible lifestyles; regulate waste disposal sites; address huge water system losses; enhance river protection and improve riverbeds maintenance; ban or charge the use of...
and production of plastic bags and packaging; increase production from renewable energy sources; build flood defense walls; purchase fire-fighting fleet of airplanes; consider planned flooding of designated uninhabited areas to increase control of flood damage; complete demining of the country; remove illegally built objects from protected areas and areas prone to landslides and floods; ‘green’ the energy sector.
Woman, 35 – 44 age group

“Freedom of movement and access throughout the city for persons with disabilities, green areas (parks, walking areas), playgrounds, cycling lanes...”

Woman, 35 – 44 age group

“More green areas, cycling lanes, walking lanes, parks for children, parks for pets, mini zoos, pools, outdoor and indoor sports courts, creative spaces (e.g. music pavilions etc.). Crossroads and traffic regulation should be planned better. Sarajevo should have modern cable car lines, better tram transport with more modern rails and trams. More trees and more flowers are needed, more pleasant sites that will add quality to the urban life.”

Woman, 56 – 64 age group

The problem of zoning plans is that they too are products of politics, not expertise. When the expertise becomes dominant, everything will be fine.”

Man, 55 – 64 age group

“Every demolished house (should be) replaced by a green area, a bench per retired person, only rural architecture permitted in villages, new housing developments to have a central square as a place of meeting (what Eliade calls 'the axis mundi') – cities need to be places of encounters, not of bypasses.”
**Culture, Sustainable Cities and Urbanization**

Urban transformation of towns in BiH in the last twenty years had undergone serious transition under the influence of various factors in physical, social and economic sphere. The population is the key influential factor in shaping urban form. It directly affects the size of the cities, cultural pattern of urban environment and character of urban activities which directly reflect on the urban space. The size of population in cities throughout the history of BiH was dependent on economic wellbeing, transportation links and military/strategic importance of cities, which changed according to the changing organization of the state. The strongest impact on the urban transformation in the transition period in BiH had factors related to social processes resulting from a shift of national systems in the Balkan region - changes in the social relationships could not be followed through the legal system solution in the beginning of transition, which was reflected directly in the urban space in the form of illegal construction. The transformation of urban form under the influence of transition in BiH entails building adapted to the needs of private capital, the denationalization of construction land in urban areas and its evaluation according to market criteria, which requires a change of approach to the planning of urban space.

The online citizens survey reveals the following findings: only 3% of respondents finds that institutions in BiH take into account potential and importance of culture and cultural activities during urban planning; only 4% considers cities in BiH as modern urban spaces; only 10% finds that development of cities takes into account protection of cultural and historical heritage; 16% believes that larger cities in BiH are welcoming to the new settlers; 73% disagrees that city centres and urban areas in BiH take into account needs of people with disabilities and elderly; 75% agrees that multiculturalist of cities contributes to their development, sustainability and economic prosperity; 75% also agrees that well planned urbanization (where applied) improves quality of life;76% agrees that development of culture tourism brings about sustainability of cities; and 89% agrees that in the process of urban planning the opinions, needs of women and men need to be taken equally into account.

- **3%** of respondents finds that institutions in BiH take into account potential and importance of culture and cultural activities during urban planning
- **4%** of respondents considers cities in BiH as modern urban spaces
- **10%** of respondents finds that development of cities takes into account protection of cultural and historical heritage
- **75%** of respondents agrees that well planned urbanization (where applied) improves quality of life
- **89%** of respondents agrees that in the process of urban planning the opinions, needs of women and men need to be taken equally into account

In terms of **WHAT** needs to be tackled and **HOW** in relation to urban planning and living, the following key themes surfaced through all consultation methods: more parks and green areas; more sports’ facilities, adjustment of urban spaces for people with disabilities, greater preservation of cultural and historical monuments; tourism development, more pedestrian areas and cycling lanes; development of new residential complexes and modernization of already existing urban environments; better roads and more parking space; establishment of public creative spaces, more opera, theatre and multimedia spaces; more and better children playgrounds and child-friendly areas; less concrete and more waste disposal baskets; use of renewable energy for lighting and public spaces; reduce pollution in towns, apply urban planning fit for modern living; improvement of urban planning cadre; continuous education of all employees in urban planning on importance of protection of cultural heritage; more professionals are needed – architects, archeologists, history of art experts; application of existing set of laws and sanctioning all that construct
without all required permissions; de-politicise the urban planning institutions – find a balance between the public, private and general wellbeing needs/requirements; denationalization of property; think global act local; improve dialogue with citizens on all urban matters.
CULTURE, GENDER EQUALITY AND WOMEN’S EMPOWERMENT
Woman, 25 – 34 age group

“Empower young girls, girls, young women and women as unique individuals that are in no way predestined for accepting a defined set of behaviors imposed by the society.”

Woman, 35 – 44 age group

“There is a lot of talk, but little actual work on this topic. We are witnesses that women are discriminated by employers, not only in BiH, but worldwide. Sadly, when a woman is interviewed for a job, employers (mainly) consider the candidate (even if the committee includes women) in terms of family, i.e. whether she will marry soon, if she is married whether she plans to have children, if she has children, or plans to have them, that entails pregnancy and maternity leaves, frequent absences from work etc. Employers need to be educated that a woman, as a mother has a potential of a serious candidate, because she would make every effort to provide for her family, as well as to ensure that these families bring forth new generations and youth, to extend the humankind. Unfortunately, people generally consider the short-term, while they live, although we should pay somewhat greater attention to our legacy to young generations and the message we are passing on. Furthermore, greater involvement of women in politics is needed, in line with the EU regulations, where the leading companies must ensure a balance for the underrepresented gender in top management. It must not be left to employers’ discretion whether women would be treated as less worthy (fewer chances for employment, for a management position or a promotion), but this must be enshrined in law (and strictly enforced).”

Woman, 65+ age group

“Introduction of new content programs from kindergartens to secondary schools which should implement a new approach to male-female relations.”
Culture, Gender Equality and Women’s Empowerment

Traditionally set gender roles are evident in modern and democratic BiH society that does affect women adversely. Although this adversity may not be easily visible in educational attainment statistics of women and men (on par for primary and secondary education completion, and women exceeding men in tertiary education), gender gaps persist, most notably in pay and remuneration, political participation and decision making. While development of capacities might not be a key burning issue in Bosnia and Herzegovina in terms of gender equality, realisation of potential certainly is. In the world of work and in politics conditions (including maternity leave among others) and opportunities are different for women and men. Entering old age and economic wellbeing after retirement is different for women and men, as are intergenerational and family relations, domestic and gender violence, provision of care for disabled and elderly, and the quality of life for women headed households in particular, among other issues.

The online citizens survey reveals the following findings: only 9% of respondents finds that there is sufficient number of women in the leading positions in BiH society; only 11% of respondents agrees with the statement that the problems of gender violence are adequately presented in media and the same percentage agrees that media adequately reports on gender equality; 19% finds that the content of films, music and literature adequately presents and promotes gender equality; a third of all respondents agrees that culture content in the country promotes gender stereotypes; 60% of respondents agrees that there is division of the typically male and female professions and 71% agrees that traditional values and religious practices in the country to a large degree influence gender dynamics.

9% of respondents finds that there is sufficient number of women in the leading positions in BiH society

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71% of respondents agrees that traditional values and religious practices in the country to a large degree influence gender dynamics.

From all consultation methods applied, similar themes surfaced in terms of WHAT needs to be tackled and HOW: education on gender equality of all generations; role of the media needs to be further explored; adaptation of curricula in primary and secondary schools, fighting stereotypes; creation of more choices for women to elevate them from unfavourable situations; changes in the family nucleus is necessary; application of international standards and greater adherence with the law on gender equality; prohibition of all kinds of discrimination; women need to support more other women; increase of quotas for women in politics; improvement of support services for women so that they may have more time for their development; encourage ambition in women of all generations; improve maternity conditions; conduct more awareness campaigns on gender equality and gender violence; improve prevention measures against gender and family violence and greater sanctioning of the same; greater application and use of gender statistics and analysis of data through gender equality lenses; greater use of gender sensitive language in media, textbooks and similar; change of culture content and how it presents the role of women in the society; greater participation of women in civic life; change of traditional family upbringing of boys and girls and favouring academic and professional development of boys and men over girls and women; despite declarative equality, men still have more opportunities and freedoms than women; abide by the principle equal pay for equal work.
CULTURE, INCLUSION AND RECONCILIATION
Woman, 15 – 24 age group

„I believe it is time for every man to start from himself with little things and, who knows, perhaps he might achieve something. We plant a seedling, a tree, enjoy the fruits of our labor, teach our children to respect nature, to respect everything around them, animals or humans, to teach each other solidarity even when we have differing views. We should work on making life worth living our priority, to have fun with what is around us and to try to both to extract and to do as much good as we can. Because no one will give us a good life if we ourselves do not make an effort.“

Woman, 45 – 54 age group

„BiH needs truth, justice and substantial reallocation of human resources – it is time for experts in positions of decision making, while all who are politically acceptable but incompetent should retire.“

Man, 45 – 54 age group

„Show no tolerance toward public display of disparagement, hate towards the other and different, punish all who use it for their personal promotion and for political purposes.“

Woman, 55 – 64 age group

„Imposing the will of the majority is the tyranny over the minority. An unjust peace is the seed for a future war. A child raised to hate will grow into a tyrant. Hatred is the greatest burden in any individual’s life. It eats the hater and hurts him more than the ones he hates, or, as the saying goes: ‘the vinegar hurts no one but the vessel that holds it.“
Culture, Inclusion and Reconciliation

Social fibre and trust among people living in BiH were severely damaged during the 1992-1995 war. Reconciliation process was never addressed comprehensively and limited actions were taken by different actors in this respect. Almost 20 years since the end of the war, for many, starting reconciliation process is belated and inappropriate. Instead, culture and intercultural dialogue are recognised in BiH as a key for peace and security and inclusive social development. From previous research on the topic it is found that the majority of BiH citizens are exposed to some extent to contact with other cultures, still many citizens rarely have a chance or do not have a chance at all to encounter individuals of different cultural backgrounds and heritages, and to form their opinions about them and their culture based on experience. People are inclined to act on the basis of mental heuristics such as stereotypes and prejudices.

The complexity of issues at hand are revealed through the online citizens survey: only 2% of respondents agree that institutions in BiH sufficiently promote inclusive society and contribute to the process of reconciliation; only 4% finds that minority groups and elderly are adequately involved in processes in BiH; 5% finds that there is sufficient culture content in BiH dedicated to promotion of peacebuilding and inclusive society; furthermore, only 5% believes that the BiH society is close to completion of the process of facing the past and that the BiH society is tolerant and inclusive; 6% agrees that media in BiH contribute to the reconciliation process in the country; 18% finds citizens of BiH open towards people different from themselves while 91% would say for themselves that they are open to others; 28% feels safe and welcomed in all parts of BiH; 83% agrees that the hate speech is frequent in BiH and 90% agrees that the hate speech is not sanctioned sufficiently; 82% agrees that culture has very important role in creation of inclusive and tolerant society in BiH; 88% agrees that respecting cultural diversity and promotion of intercultural and interreligious dialogue is of crucial importance for creation of inclusive and stable societies; and 88% also finds that BiH society is more involved with its past instead of the future.

2% of respondents agree that institutions in BiH sufficiently promote inclusive society and contribute to the process of reconciliation

4% of respondents finds that minority groups and elderly are adequately involved in processes in BiH

5% of respondents believes that the BiH society is close to completion of the process of facing the past and that the BiH society is tolerant and inclusive

88% of respondents agrees that respecting cultural diversity and promotion of intercultural and interreligious dialogue is of crucial importance for creation of inclusive and stable societies

90% of respondents agrees that the hate speech is not sanctioned sufficiently in BiH

From all consultation methods applied, similar themes surfaced in terms of WHAT needs to be tackled and HOW: process of reconciliation for some participants is belated and passé; there is a requirement to create adequate ‘spaces’ for increase of cooperation of citizens from different backgrounds and their exchange of experiences through common programmes and activities; increase use of culture as an instrument for peacebuilding and development of trust; tolerant cultural values need to be reaffirmed in families and introduced even in pre-school settings; culture needs to be used for affirmation of common values in BiH; better use of media and engagement of public figures for promotion of culture values and breaking stereotypes is needed; media organisations should develop own ideas and projects in order to reach critical mass for peacebuilding; media needs to focus more on positives than negatives in the society and take the leadership role for peacebuilding from the CSO; rural areas need to be enriched with cultural content of peacebuilding nature; education system needs to be adjusted, as well as curricula that will promote
interculturalism and tolerance; citizens who are not ethnically affiliated tend to be discriminated frequently and something needs to be done about it; through cultural content issues associated with disability needs to be brought closer to citizens in order to decrease discrimination and increase participation of children and people with disabilities and help out their carers; mechanisms for elderly generation to be more involved in civic life and decision making need to be developed; implementation of existing laws is crucial; increased participation of youth in dialogue and peacebuilding.
Overall Conclusion

The findings of the consultations in BiH indicate that citizens and professionals in the culture domain clearly recognize culture as a potential catalyst for comprehensive societal change at many levels – from sustainable economic development, income generation and jobs creation to environmental protection and preparedness for climate change; gender equality, change of gender stereotypes and women’s empowerment, improved urban and rural living; and peace, security and social inclusion.

The change implies transformational role of formal and informal education, transformational role of media including continuous awareness raising of general population, greater participation of youth and effective implementation of fairly well developed legislative framework in respective sectors but without comprehensive application of the same or appropriate enforcement mechanisms in place (e.g. penalty system for breach of the legislation). A need to further support capacities development of public servants, teachers, local leaders, media professionals and citizens was recognized as a key issue that needs to be urgently addressed in order for a transformational process to start and gain momentum.
Annex 1: Six workshops report

1st Workshop - BiH National “Post 2015 Culture for Development” Consultations on the theme “Culture and Education”

The 1st workshop titled “Culture and Education” was held on 3 July 2014 in the UN premises in Sarajevo. The workshop was attended by 20 participants, 12 women and 8 men. The group work was preceded by a plenary session and discussion which enabled the following conclusions to be drawn:

- The problem of illiteracy and early abandonment of school is not observed in BiH as that is the case in some other countries in the world.
- One of the fundamental issues in BiH is how to integrate culture into the general development framework as well as to consider how the policy, in a socio-political context, is defined as an “external factor”, influencing education?
- The existing culture development strategy and action plan can be used as a starting point to evaluate which initiatives referring to the MDGs have been achieved and what needs to be included on the Post-2015 Agenda.

Workshop findings

The participants were split into three groups. Groups 1 and 2 addressed the issue of how to integrate culture-related issues (art, cultural management, etc.) into education system. The discussion and group work produced the following conclusions:

- Education of the existing teaching staff in preschool and elementary educational institutions is needed.
- Culture should become a mandatory part of curricula in schools and it is necessary to introduce the models of experimental instructional hours with direct engagement of culture workers (writers, painters, actors, archaeologists, etc.) in education system.
- It is necessary to introduce teacher’s evaluation – how much attention they give to culture while teaching (the proposal is that the evaluation be done by pupils).
- It is necessary to introduce the subject titled “Culture for Development” into elementary and secondary education.
- It is necessary to set a minimum of cultural content in curricula.
- Planning and allocation of budget for cultural-educational purposes (direct allocation of funds to schools for the purpose of cultural education of pupils).
- Granting privileges to pupils who are regularly visiting cultural sites (for example, free annual ticket for museum).
- The subjects covering only one (view/version of) history, culture, religion, should be replaced with subjects where pupils from different cultures and religions learn from each other.
- It is necessary to develop the culture and education development strategy (ministries of education, culture and finances together).
- It is necessary to capitalize on the local communities networking potential.
- It is necessary to link institutions with schools for the purpose of regulating budget allocated for integration of culture into curricula that have to be standardised at the state level.

Group 3 generally addressed the issue of a connection between culture and education from several aspects. The discussion and group work produced the following conclusions:

- The mutual connection between culture and education is limited; the cultural segment should be developed within the education system so that new generations could adapt to new trends.
- The so-called issue of “commercialization of culture”, or change of the appropriate model/standard is very important.
- In BiH there is a problem of culture repertoire loss, and the question that arises is how to make culture accessible to public that it cultivated, how to consider the audience as a partner, and how to open education to culture in the way that they be equal (without appreciating culture more than education, they are connected and equal) and make the education accessible to students and set up the system to recognise and nurture artistic talent.
- The huge issue is also whether the education system is open or closed to system change (are we ready to accept changes?).
- It would be useful to create a development model following the so-called 3C principle – class (quality), competition, competence: our society should consider it in unison, linked by innovativeness.
- Copyrights are fundamental rights for culture promotion and one of the fundamental human rights, and should thus be given special attention.
- The culture should be integrated into education system which should be inseparable.
- There should be as many as possible educational methods, such as practical work (visits to theatres, libraries, museums, presentations of school lessons through interactive projects).
- Problem: our society does not recognize or value ideas and that’s why our creative people do not make money.
OVERALL CONCLUSION OF THE 1ST WORKSHOP – CULTURE AND EDUCATION

BiH needs programmes, projects and initiatives that would integrate the culture and cultural programmes into the existing curricula. By launching cooperation between all interested institutions and other (non)governmental subjects, and with the support of international institutions, the work on adapting and “updating” the entire education system (from curricula up to re-education of professionally engaged staff) under, and according to world trends must be intensified for the sake of promoting inter-cultural understanding, affirming the cultural potentials and utilizing them for development purposes in BiH. The educational methods must be reviewed and improved according to standards applied by the world’s developed countries in order to link education system of primarily young people (starting from preschool age) with adequate promotion and integration of culture and cultural policies into everyday lives of all citizens in BiH. It is necessary to constantly promote culture and potential that this or related branches of industry have and implement specific projects aimed at promoting copyright protection and implementing measures pertaining to legal provisions that already exist in that regard. It can be generally considered that the Cultural Policy Strategy in BiH is a well-designed document, which needs to be reviewed and harmonized with new trends and situations that exist in the country and worldwide.

2nd Workshop - BiH National “Post 2015 Culture for Development” Consultations on the theme “Culture and Poverty Reduction”

The 2nd workshop titled “Culture and Poverty Reduction” was held on 4 July 2014 in the UN premises in Sarajevo. The workshop was attended by 15 participants, 9 women and 6 men.

Workshop findings

The participants were split into four groups. Group 1 addressed the issue of how to attract cultural tourists and strategically focus on cultural tourism, and how to use this potential for the purpose of global development. The discussion and group work produced the following conclusions:

- The emphasis must be placed on local community as a basis for all activities.
- It is important to raise awareness about the importance of culture in local communities and to include responsible institutions into this process.
- In every local community an advisory professional body should be formed, tasked with setting standards that would rely on data bases pertaining to the range of cultural products offered at the market. The appropriate development programmes would be designed accordingly.
- It is important to link the education system with the cultural sector and work on promotion of cultural values among local population in order to promote the potential of cultural tourism.

Groups 2 and 3 addressed the issue of how to ensure higher participation in promotion of culture as a generator of the development. The discussion and group work produced the following conclusions:

- Greater engagement is required for development of the system of valorisation and commercialisation of culture in BiH. Although culture contributes to the overall development of BiH, citizens are still not familiar enough with the effect of such process.
- It is necessary to work on educating the local community about cultural heritage (spiritual, natural and material) through workshops, media, lectures and other types of promotion.
- It is necessary to establish links between various types of local communities in terms of (non)formal networks, for example by forming tourist cultural paths and other similar initiatives.
- It is necessary to work on greater culture participation of BiH citizens.
- Young people in BiH have no information about culture, its impact on and importance for their lives, and as far as this segment is concerned it is necessary to conduct a set of promotional campaigns in order to make the situation better.
- It is necessary to link various stakeholders in the cultural sector and work on quality promotion of the culture on common grounds.
- The funding issue may be resolved following the example of global movements and trends such as “1% for the culture”, where at least 1% of the total GDP at the BiH level would be allocated for the culture in general.

Group 4 tackled the issue of quality, accessibility, frequency and variety of cultural content in BiH, how to improve and exploit it for development purposes. The discussion and group work produced the following conclusions:

- The quality of cultural offer in BiH is fairly good (especially film); however that does not guarantee the market success. Commercial aspect of culture has not been taken into consideration and that is something that requires further work.
- There is a huge problem of copyright protection and poor media coverage of artists, thus promotional campaigns should be launched in that regard, in which process media play important role.
- There is a need to link artists and media as well as to have them jointly appearing at the market in certain segments of their activities.
• It is important to additionally promote industries such as IT, design and fashion, which are quite successful in BiH and export-oriented. Speaking of this segment it is necessary to work more on promotion of electronically made payments and business operations.

• At the regional level it would be good to organise IT, fashion or design incubators in order to give a chance to the artists to be more successful.

• It is necessary to establish innovation zones at the local level and link them with shopping centres that would sell local products.

• It is necessary to prevent deterioration of cultural-historical monuments and work more on commercialisation of the cultural heritage.

• There is a need to do online mapping of cultural heritage as well as to use new technologies following the example of New Zealand.

**OVERALL CONCLUSION OF THE 2ND WORKSHOP – CULTURE AND POVERTY REDUCTION**

The emphasis regarding the use of potential that the culture, together with other related economic branches, must rely be focused on local community as a nucleus. The development initiatives, specific programmes and projects must be based on needs and potentials that each and every local community has. It is necessary to additionally and intensively work on programmes of re-educating the citizens and improving the knowledge they have about use of cultural potentials and diversity of content. More efforts need to be vested into initiatives linked to the establishment of “system” of commercialisation and valorisation of cultural products. The role of media may be very important, but sufficient attention to the same is lacking; in future, initiatives should be directed at the development of cooperation among culture workers (primarily artists) and representatives of the “seventh power” in order to jointly and intensively venture into promotion of the cultural potential of BiH. Certain cultural sub-sectors and segments of cultural and creative industries must be given dedicated space and need to be strategically addressed in order to potentially link them through “clusterization” so that jointly they can address crucial issues such as participation at international markets or copyright protection, etc.

3rd Workshop - BiH National “Post 2015 Culture for Development“ Consultations on the theme “Culture, Environment and Climate Change”

The 3rd workshop titled “Culture, Environment and Climate Change” was held on 8 July 2014 in the premises of the Music Pavilion in Banja Luka. The workshop was attended by 18 participants, 10 women and 8 men. The group work was preceded by a plenary session and discussion which enabled the following conclusions to be drawn:

• It is important to link the problem of climate change and culture of living from the aspect of consequences and changes felt in everyday life, and design future development programmes and projects accordingly.

• In the post-war period in BiH the problem of “new “pollutions is not so present as was the case in the old system which had polluting industries that left incalculable consequences that we are recognising just now. In that regard, it is necessary to design development programmes aimed at using clean technologies and applying positive experiences from developed countries.

• It is necessary to work on a thorough approach to development in general, by complying with fundamental principles of sustainability, demanded by EU, along with simultaneous implementation of initiatives aimed at developing the small (clean) industries and (clean) cultural tourism, relieved of consequences caused by big (polluting) industrial systems. It is necessary to conduct initiatives and public campaigns advocating for clean BiH, prohibiting the development of polluting industries and transits and/or disposals of “waste” from developed countries.

• The resources management plans must strike a balance between restriction over the use of natural resources and introduction of harmful substances in and during the exploitation process; the culture in this segment can be used as a tool and instrument for promotion of sustainable management, especially of young people as well as of general public.

• The basic role of the culture in environmental protection and issues relative to climate changes should be viewed holistically and not separately. The culture should be exploited as a connector between the overall sustainable economic development and environmental protection and adaptation to climate changes, and the specific (promotional and educational) programmes and projects should be designed accordingly.

**Workshop Findings**

The participants were split into three groups. Group 1 focused on availability of institutional and infrastructure capacities in terms of meeting the demands of climate changes in BiH and how the culture, cultural industries and related activities may contribute to promotion of environmental protection and “environmental literacy” of the BiH population. The discussion and group produced the following conclusions:

• The institutional capacities as well as the legal framework in this field in BiH are fairly well defined and there exist conditions required for the implementation of specific programmes and projects.
• BiH does not have enough scientific-research institutions to meet specific demands and deal with problems on the field, such as the Institute for Biological Research.
• BiH has no system of tracking certain key elements related to the environment and climate changes. The activities of hydro-meteorological institutes are insufficient.
• The implementation of the projects and initiatives aimed at strengthening the existing capacities within the organisations dealing with these issues is needed.
• The recent catastrophic events in BiH (floods) proved that the system of water management facilities is obsolete and needs investments as a matter of priority. The destruction of natural barriers, serving as protection from potential floods, is present. The problem cannot be solved by building dikes and channels; on the contrary that make the situation even worse. Deforesting the area near rivers directly degrades the ecosystem itself and exposes the BiH population to risk of being flooded again. The promotional campaigns and implementation of certain activities regarding these issues are needed.
• The personnel policy must be updated in terms of profile of individuals dealing with these issues within the BiH institutions.
• In order to introduce certain environmental protection practices and following the example of other developed European countries, it is necessary to set up a rewards and punishments system.
• Special attention should be given to nurturing traditional skills and practices in the area of agriculture, especially farming in order to reduce negative effects that today’s way of doing these activities have on the environment.
• It is necessary to keep working on establishment of protected zones and integration of activities referring to the protection of the cultural-historical and natural heritage. It is necessary that the construction and cultural-historical heritage be accompanied by favourable offers that will promote values and foster preservation of natural resources.

Group 2 addressed education system, that is, curricula and their adequate development in terms of covering the relevant issues, and in which manner the culture, cultural industries and related activities may contribute to promotion of environmental protection and "environmental literacy" of the BiH population. The discussion and group work produced the following conclusions:
• BiH has intellectual resources, both the scientific staff and sufficient number of young people whose awareness is raised and who are willing to get involved into this process in a proper manner. On the other hand there is a great range and variety of cultural programmes, the exploitation of which for promotion purposes is crucial. The important segment of this process is that the promotional activities itself be adjusted to age and knowledge of public and audience that they are intended for.
• The link between the culture and environmental matters is evident since majority of monuments are located in nature, thus there should be a link between monument protection and nature protection activities.
• Generally speaking it is important to valorise the culture and related activities in BiH, and use the culture to promote environmental awareness.
• The ecology as a problem is fairly represented in the education system. However, those activities are not so evident and linked with general development in BiH. The appropriate strategies linking those two fields of activities and designing specific plans of duties and activities as to who does what and how should be initiated accordingly.
• Interactive educational materials such as lessons and interactive workshops (lessons held in nature, learning how to do planting and care for the nature, etc.) should be used more. Currently in BiH there are no lessons about ecology or related topics. It is necessary to use the potential of mass media much more.
• In general all the activities mentioned above should have the following outcomes: higher level of awareness of BiH population, increase in number of cultural products, higher level of environmental care, increase in number of cultural tourists (hiking, biking, climbing...), increase in the space and number of protected zones (from today’s 1% to the EU average of 8% of the territory), and the poverty reduction.
• Special attention must be given to rural areas and more financial funds should be allocated for these purposes.

Group 3 tackled the issue of awareness of BiH citizens on mutual connection of culture and climate changes and what can be done to promote the sustainable development in BiH, and to which extent. The discussions and group work produced the following conclusions:
• The most important is to include the environmental protection and climate changes topics into the education systems of BiH from preschool age up to the university.
• There are series of good practices and learned positive lessons throughout the world that might be used in BiH.
• It is necessary to keep raising the awareness through all types of media, using modern technologies (internet, various applications, etc.).
• The issues of linking the environmental protection and climate changes on one hand and culture on the other must be addressed strategically and not on ad hoc basis. The initiatives cannot be individual and personal, but have to pass through institutional channels and be integrated into strategic documents across governmental layers in BiH.
OVERALL CONCLUSION OF THE 3RD WORKSHOP – CULTURE, ENVIRONMENT AND CLIMATE CHANGE

BiH needs initiatives that would holistically consider the role of culture in the process of environmental protection and climate change. Development programmes and projects need to improve the understanding of culture as a connector between the overall economic development and environmental protection. In BiH it is necessary to update human resources policy in relation to the the profile of people dealing with these issues within the BiH institutions and carry out initiatives aimed at strengthening the existing and creating new capacities. In order to introduce certain environmental protection practices and following the example of other developed European countries, it is necessary to set up a rewards and penalties system. Special attention must be given to rural areas including allocation of additional funds in order to nurture traditional skills and practices in the area of agriculture. It is necessary to keep working on the establishment of protected areas and integration of activities related to the protection of cultural-historical and natural heritage. In (non)formal educational institutions the interactive educational materials, such as lessons and interactive workshops, must be used to a greater extent and the emphasis must be placed on projects and programmes that support such use. It is necessary to keep raising the awareness through all types of media and though use of new technologies. Linking the environmental protection and climate change on one hand and culture on the other must be addressed strategically and not on an ad hoc basis.

4th Workshop - BiH National “Post 2015 Culture for Development“ Consultations on the theme “Culture, Inclusion and Reconciliation”

The 4th workshop titled “Culture, Inclusion and Reconciliation” was held on 9 July 2014 on the premises of the Music Pavilion in Banja Luka. The workshop was attended by 15 participants, 9 women and 6 men. The group work preceded by the plenary session and discussion which enabled the following conclusions to be drawn:

- Speaking about the reconciliation process in BiH today is redundant. Contextually this should be defined in the manner that the problem is viewed through the prism of inclusion and provision of room to enhance cooperation among members of various cultural backgrounds in BiH, exchange of experience, implementation of joint programmes and the like.
- The problem in BiH boils down to a lack of trust and mutual understanding and therefore promotional campaigns need to be launched aimed at fighting the creation and continuation of stereotypes and prejudices, which open a door to the language of hatred.

Workshop Findings

The participants were split into three groups. Group 1 generally addressed the issue of integrating culture into inclusion and reconciliation process, and to which extent the culture-related principles are respected in the reconciliation process. The discussion and group work produced the following conclusions:

- While reviewing the culture in BiH the focus must be on dispersion of culture throughout BiH. Projects and initiatives need to be implemented which will end the practice of the so-called centralism under which all events are taking place in three geographical centres – Sarajevo, Mostar and Banja Luka, which mirrors the current disunion of the country and is in direct contradiction to what the culture should represent. The implementation of such initiatives would contribute to higher fluctuation of people, exchange of experiences and positive practices and would directly contribute to the use of culture for inclusion and reconciliation purposes.
- The culture should be promoted as an instrument for building the overall trust. The culture must be viewed from the aspect of the culture of living and not only from the aspect of cultural content. The culture needs to be viewed from the aspect of social responsibility even among the youngest generations and thus the initiatives aimed at reaffirming cultural values even in preschool institutions should be carried out.
- The projects that will promote use of culture as reaffirmation of common values in BiH are needed for the purpose of improving the overall conditions of coexistence and exploiting potentials that the culture has.
- It is necessary to use media and engage public figures in setting a cultural values standard. The media capacities must be reinforced in terms of promoting the cultural values and ending the stereotypes and prejudices, relieving the civil society as a basic driver of those activities. Media must start developing their own ideas and projects and work on those activities so that they reach general public and this can be done only by greater engagement of the public BH RTV system.
- There is small volume of positive content in media (less than 10%). Over 60% of content is negative and some 30% is of neutral content. Media must be empowered to start focussing on different (positive) content. Development and implementation of different kind of projects is required in which media would be more directly involved, with expert support from governmental bodies, NGOs and other subjects, during implementation of such initiatives. In comparison to public broadcasting agencies and programmes, all other types communication channels have considerably smaller outreach.
- Initiatives and projects that would stimulate development of communication skills of BiH citizens are required. Unfortunately a fairly large number of ideas remain unimplemented due to lack of such skills. This is generally an issue for the BiH citizens.
Group 2 focused on general use of culture and cultural programmes in the inclusion and reconciliation process in BiH, as well as with certain positive and negative aspects of this segment. The discussion and group work produced the following conclusions:

- In BiH we are witnessing the erroneous perception of culture and the possibilities it offers either through media or through wider social prism of cultural expressions. The general culture of living is disregarded and there is a realistic problem of educating the youngest population about cultures of “others” (minorities, etc.) which is also present at the institutional level. In BiH for example there are no initiatives promoting voluntarism, which proved to be very good practice in developed countries worldwide. The young people, through their (non) formal education, almost remain ignorant of the overall cultural heritage of BiH (the example is the organisation of excursions, etc.)
- All cultural content in BiH is mostly available in larger towns in BiH, while smaller towns, and especially rural areas are not covered by (the most important) cultural events and projects.
- How and to which extent the representatives of minorities get involved in these and similar initiatives primarily depend on the minorities itself. Some are more and some less proactive. Currently 17 different cultural minorities are recognised in BiH.
- The education system and curricula, must be reviewed and adjusted to the current needs of the BiH society in terms of the relationship between the culture and inclusion process. The initiatives are needed that will strengthen the youth cultural centres, social work centres and other institutions that are directly involved with population. The educational institutions must provide more room for education aimed at familiarisation with various (other and different) cultures. The cultural content must be increased and more importance needs to be given to out-of-school activities.
- There is a question of what to do with the people who are politically (ethnically) undeclared given their continuous and uncontrolled exposure to various kinds of discrimination on a daily basis.
- The initiatives are required aimed at working with families having the children with special needs. This is a particular problem in BiH. In most cases parents do not want to admit that their children have special needs. As far as this segment is concerned the culture and cultural programmes should be exploited to a much higher degree than was the case so far.
- It is necessary to pay attention to pre-school children and the role of the family in elementary upbringing of young people. It is necessary to put an end to certain elitist approach to cultural activities among children (ballet, music, dance) in BiH (non)formal educational institutions because they currently operate as closed or semi-closed systems “reserved” only for children from wealthy families.

Group 3 addressed the issue of general compliance with the inclusion principle in BiH and its linking with culture and related topics. The discussion and group work produced the following results:

- In BiH there are sufficient institutional capacities dealing with these issues and it may be noted that the legislative framework is also harmonised with international standards (of the European Union as well as of the United Nations) to a great extent. Unfortunately the crucial problem is the implementation of certain legal provisions, so the orientation of the future initiatives and projects should have that in mind.
- BiH population, especially vulnerable categories of the population (persons with special needs, elderly, etc.) are not given sufficient attention and they are generally not properly informed. The entire system of support to these categories of the population (which formally does not exist) is over-divided and the activities carried out within its scope are not coordinated. It is sufficient to analyse the fact of how many physical (architectural) barriers that should be removed exist even in the cultural institutions, posing a barrier to people with special needs.
- More attention should be given to implementation of initiatives and projects that keep general public informed, primarily through media or other activities such as workshops, WEB, etc.
- It is necessary to engage culture workers, especially public figures, to get more involved in the work with vulnerable categories of the society (such as the Roma people, persons with special needs, children, elderly).

OVERALL CONCLUSION OF THE 4TH WORKSHOP – CULTURE, INCLUSION AND RECONCILIATION

The problem in BiH boils down to a lack of trust and mutual understanding. Promotional campaigns aimed at fighting the creation and continuation of stereotypes and prejudices should be launched. It is necessary to use media and engage public figures in setting the cultural values standard in the more suitable manner. The media capacities must be reinforced in terms of promoting the cultural values and ending the stereotypes and prejudices, relieving the civil society as a basic driver of those activities. It is necessary to carry out initiatives that would allow the young people to get familiar with the entire cultural heritage of BiH through (non)formal education. All cultural content in BiH is mostly available in larger towns in BiH, while smaller towns, and especially rural areas are not covered by (the most important) cultural events and projects. Projects and initiatives are needed aimed at ending the practice of the so-called centralism under which everything is taking place in three geographical centres – Sarajevo, Mostar and Banja Luka. The implementation of those initiatives would contribute to higher fluctuation of people, exchange of experiences and positive practices and would directly contribute to exploitation of culture for inclusion and reconciliation purposes. The education system and curricula must be reviewed and adjusted to the current needs of the BiH society in terms of
relationship between the culture and inclusion process. The initiatives strengthening the youth cultural centres, social work centres and other institutions that are directly dealing with population should be carried out. The educational institutions must provide more room for education aimed at greater familiarisation with various (other and different) cultures. The cultural content must be increased and much more importance needs to be given to out-of-school activities. The initiatives aimed at working with families having the children with special needs are required. The BiH population, especially vulnerable categories of the population (persons with special needs, elderly, etc.), are not given sufficient attention, thus the projects focusing on these issues are needed. More attention should be given to implementation of initiatives and projects that keep the general public informed, primarily through media or other activities such as workshops, WEB, etc.

5th Workshop - BiH National “Post 2015 Culture for Development“ Consultations on the theme “Culture, Sustainable Cities and Urbanisation”

The 5th workshop titled “Culture, Sustainable Cities and Urbanization” was held on 14 July 2014, in the premises of the Town Hall in Mostar. The workshop was attended by 13 participants, 10 women and 3 men.

Workshop Findings

The participants were split into two groups. Group 1 addressed the issue of the manner in which an adequate legal framework may secure protection of culture, including tangible and intangible cultural heritage in the city planning and development process. The discussion and the group work produced the conclusions below:

- Preferable measures in the segment of promotion of overall conditions for protection of (in)angible cultural heritage and its integration in the city development process, primarily refer to the following:
  - Education – as a matter of priority, cultural heritage should be built into the curricula (in a form of visiting cultural and historical monuments, organisation of excursions, etc.)
  - Continued training of all personnel of the administrative authorities in importance of cultural heritage and culture in general in the city area development planning.
  - Strengthening the capacity of employees with the technical institutions dealing with the issue of the urban area development.

- A huge problem BiH is facing is the lack of personnel in the key fields related to this matter – architecture, art history and archaeology.

- It is necessary to reach general consensus through increased private sector participation in presentation of cultural (in)angible heritage and promotion of the role of such and related activities in the city and urbanisation development planning process.

- BiH legislation on this matter is quite good, however, there is no adequate sanctioning system in place, nor are there sufficient activities to secure legal compliance. It is necessary to develop additional initiatives, such as the introduction of added tax (a so-called user rent) which is to be allocated to the institutions protecting cultural heritage. There is a need to develop an overall rent collection system and define a modus as to how to correlate it with the urban area development.

- Public campaigns should be organised on a regular basis and the region positive practices applied, including organised meetings in the neighbouring countries (and beyond) aimed at promoting national (cultural and other) products.

- Increased involvement of the NGO sector in the initiatives and projects aimed at preservation of cultural heritage and utilisation of cultural resources for development is required.

- There is a need for a better general communication between all bodies, institutions and stakeholders involved in the process and dealing with this issue.

- There are examples of positive practices in BiH which pertain to the work with youth on cultural heritage preservation. One of them is an initiative of the FBiH Ministry of Education and Sports which announces competition for the best essay on European heritage at the end of every year. The initiative is run across all 10 cantons in the Federation of BiH and is used a model for a similar initiative in the Republika Srpska.

Group 2 focused on the extent to which BiH urbanisation in general takes into account potentials and importance of culture and the related activities in the process of elaboration of preliminary projects and working out the future concepts of living in urban environments. Discussions and the group work produced the following conclusions:

- The general basis is a so called urban morphology, which cannot be simply reduced to the urban environment development planning, but it rather reflects and mirrors the general BiH society.

- A town is a mirror of the society and the BiH towns exactly portrait the BiH society.

- In general, towns in BiH have not been adequately taken care of. When it comes to urbanism, we talk about planning primarily, without essence though, because, unfortunately, there is a lack of the required skills and experts to tackle this issue properly. There is a huge and evident problem of education which requires additional initiatives and projects to solve this very problem.
The participants were split into two groups. Group 1 addressed the issue of the BiH legislative framework in the context of gender equality and its integration into other fields relevant for the issue concerned. The discussion and the group work produced the conclusions below:

- Better coordination is required at all decision-making levels and in all interested institutions, so as to have cultural heritage properly “inserted” in the physical planning documents.
- There is also a problem of politicization (lobbying) by certain interest groups in order to gain political points, directed at certain cultural heritage and initiatives are therefore required to eliminate such behaviour.
- Denationalisation is the second major problem in this segment and obstructs the development.
- In BiH, people are capable of identifying the problems, but not of solving them easily. The fundamental principle to be followed should be – Think globally, act locally.
- On one hand, there should be a better vertical harmonisation between all parties involved in the process and, on the other, priorities should be properly defined with regard to those assets whose ambient value is larger and inform the lower level decision makers accordingly, thus enabling setting priorities and obligations smoothly.
- In BiH, a serious issue of balancing private interests and group interests of more general social importance need to be addressed. Awareness of the population, young persons in particular, should be raised in this regard.
- These types of meetings (workshops organised within the consultations at the national level) should be turned into public discussions with citizens.

**OVERALL CONCLUSION OF THE 5™ WORKSHOP – CULTURE, SUSTAINABLE CITIES AND URBANISATION**

In relation to interconnection between culture and urbanisation in BiH, key focus should be placed on education in order to integrate (topic of) cultural heritage into the curricula and to work out specific projects and programmes accordingly. Continued training of all personnel of the administrative authorities in importance of cultural heritage and culture in general in the urban development planning is required. It is also required to strengthen the capacity of employees of the technical institutions dealing with urban development issues. It is necessary to reach general consensus through increased private sector participation in promotion of cultural (in)tangible heritage and its inclusion in the city and urban development planning process in BiH. It is necessary to develop additional initiatives and projects aimed at organisation of regular public campaigns through meetings at the regional level and beyond, towards promotion of national (cultural and other) products. There is a need for initiatives to stimulate the NGO sector to become more involved in the projects aimed at preservation of cultural heritage and utilisation of cultural resources as a vehicle for development. There is a need for a permanent and better general communication between all bodies, institutions and stakeholders involved in this process. Considering that BiH is definitely lacking the skills and experts required in the fields related to this issue (architecture, art history, archaeology and similar) and that there is a huge and evident problem of education, further initiatives and projects are needed to solve this issue. Better coordination is required at all levels of decision-making and all interested institutions to integrate cultural heritage in the physical planning documentation. There is also a need for a better vertical harmonisation between the key actors in this process and for setting strict priorities regarding the assets with larger ambient value and for informing all decision making levels accordingly. Such meetings (workshops organised within the scope of the national consultations) should be turned into public discussions with citizens.

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**6th Workshop - BiH National “Post 2015 Culture for Development“ Consultations on the theme “Culture, Gender Equality and Women’s Empowerment“**

The 6th workshop titled “Culture, Gender Equality and Women’s Empowerment” was held on 15 July 2014, in the premises of the Town Hall in Mostar. The workshop was attended by 12 participants, 9 women and 3 men. The Group work was preceded by a plenary session and discussion which enabled the following conclusions to be drawn:

- In BiH, there still exist strong language barriers, that is, unwillingness to comply with gender equality standards. There are still typical male and female professions and stereotypes deeply rooted in tradition and cultures of the BiH peoples. The language sensibilisation initiatives are very important and should therefore be worked out and implemented in the future.
- The role of media is crucial in the entire process. The media themselves are still using stereotyped and unchanged names of professions, thus inappropriately promoting gender inequality in BiH. Initiatives are therefore needed to develop the media employees’ capacity to use the gender sensitive language in their communication.
- In BiH, special attention should be paid to different positions (proved by the two groups at the workshop) on the introduction of subjects related to religion and religious teaching at schools and their influence on gender inequality.

**Workshop Findings**

The participants were split into two groups. Group 1 addressed the issue of the BiH legislative framework in the context of gender equality and its integration into other fields relevant for the issue concerned. The discussion and the group work produced the conclusions below:

- The Law on Gender Equality is in place in BiH, however, it has not been implemented adequately, nor has it been integrated into other fields, such as healthcare, education and social policy. It is therefore important to carry out initiatives to secure amendments and supplements to the existing legislative provisions and to strengthen the work of courts and prosecutor’s offices with regard to sanctioning those non-compliant with these provisions.
Ongoing education of the population at all levels and the use of the media for that purpose is important for promotion of the gender equality non-compliance issue in BiH.

- Measures to secure compliance with the gender equality principle and subjects related to sexual and reproductive health must be built into the curricula.
- Initiatives to secure adequate healthcare (such as various benefits and discounts for pregnant women) should be taken, which particularly refers to minority and vulnerable categories of the population (the Roma people, rural population, older women and similar).
- Campaigns promoting gender equality should be organised to prevent domestic violence and gender-based violence, using all available resources, especially cultural events and performances, the media, TV programmes, cultural-artistic programmes and similar.

Group 2 tackled the issue of the extent to which the BiH education system is “prone” to gender inequality and what else could be done in that respect (particularly with regard to curricula and individual data processing for men and women), and which steps should be taken to equal the women’s rights with men’s rights to allowances, political participation, decision-making process and similar. The discussion and the group work produced the following conclusions:

- The issue of data processing and disaggregation needs to be addressed and ensure compliance with the gender equality principle that should be applied in all spheres of social activities in BiH.
- Two key problems related to this issue have been recognised in the education systems of BiH — gender sensitive language is not used in everyday education and educational programmes do not empower women, instead, they strengthen gender stereotypes which are present everywhere in the BiH society.
- The BiH education systems do not include sexual and reproductive health education as a subject and certain steps should be taken in that regard.
- A system to punish all those non-compliant with the legal regulations on this matter should be formulated and certain solutions imposed through a so-called “feedback” system which would initially be coercive however, in due time, it would be generally accepted with regard to the women’s role in the decision making process and in other spheres of social activities as well.
- The issue of adjustment of the education systems to challenges concerning adherence to the gender equality principle has to be approached from two aspects, because it is not sufficient to only modify the existing curricula, but to also establish a system providing young people with the opportunity to develop their critical opinion on this and the related issues.
- Contradictions and our reality should be taken into account in BiH, which is particularly important for young people and the future generations. Future initiatives and projects should be implemented in such a manner, thus securing observance of cultural diversities and different positions on many issues of general social importance.

OVERALL CONCLUSION OF THE 6TH WORKSHOP – CULTURE, GENDER EQUALITY AND WOMEN’S EMPOWERMENT

The role of the media in the process of educating the population in regard to observance of the gender equality principles in BiH is vital and future initiatives and projects should be developed with this in mind. Initiatives are required to develop the media employees’ capacity not only in using the gender sensitive language in their communication, but also in promoting this issue. The Law on Gender Equality does exist in BiH, however, it has not been implemented adequately, nor has it been integrated into other fields, such as healthcare, education and social policy. Therefore, it is important to take initiatives which might lead to the implementation of the existing legal provisions and strengthen the work of courts and prosecutor’s offices with regard to sanctioning those non-compliant. Ongoing education of the population at all levels and the use of the media for that purpose is important for promotion of the gender equality non-compliance issue in BiH. Measures to secure compliance with the gender equality principle and subjects related to sexual and reproductive health must be built into the curricula. Campaigns promoting gender equality should be organised to prevent domestic violence and gender-based violence, using all available resources, especially cultural events and performances, the media, TV programmes, cultural-artistic programmes and similar. The issue of data processing and disaggregation needs to be addressed and ensure compliance with the gender equality principle that should be applied in all spheres of social activities in BiH and the future programmes and projects developed accordingly. Gender sensitive language is not used in everyday education and educational programmes do not empower women, instead, they strengthen gender stereotypes which are present everywhere in the BiH society. In this regard, the education system should be “refreshed” and teachers re-trained.
Annex 2: Analysis of responses from workshops questionnaires

Summary of results from the questionnaire for the thematic area - Culture and Education

The first workshop entitled ‘Culture and Education’ was held on 04 July 2014 at the UN premises in Sarajevo. The workshop was attended by 20 participants, 12 women and 8 men. The questionnaire was filled by a total of 14 persons, 9 women and 3 men. The questionnaire contained a total of 9 open questions.

1. To what extent the education system in BiH is able to respond to the requirements of new global trends regarding inclusive and interculturally-based principles and what can be done in this regard?
2. To what extent were the education systems in BiH based on the concept of respect for intercultural differences and what can be done in that regard?
3. To what extent and in what ways does the socio-political situation and general circumstances affect the development of curricula and how to avoid interference by such 'external' factors?
4. How to integrate the topics related to arts, culture and culture management into the education system and curricula?
5. How represented are global issues - gender equality, climate change issues - are in the curricula?
6. Cultural norms as a barrier to the education system reform or a generator of new approaches?
7. How to reform the education system to contribute to gender equality?
8. What messages do the culture content in BiH convey to young people on gender roles and gender relations?
9. To what extent does technological progress enrich and enhance the cultural engagement of men/women/young boys/girls?

CONCLUSIONS

- In the opinion of most respondents, the education systems in BiH have a very limited or almost no ability to respond to the requirements of new global trends regarding inclusive and interculturally based principles. Consequently, efforts should continue on the development of institutional and personal capacities (educators), and on the drafting of new strategic document, with the involvement of the general public (in public fora) in addressing this issue.

- In the opinion of nearly all respondents, the teaching systems in BiH are insufficiently or not at all based on the concept of respect for inter-cultural diversity. In this context, it is necessary to harmonize curricula and syllabi, and particular attention needs to be devoted to the education in the field of catechism and religion. Namely, a number of respondents believe that it is a priority to introduce a single study subject that treat and cover all cultures equally. An additional training of teachers in this domain is also needed.

- According to the opinions of most, the socio-political situation has a major and negative impact on formulation of the curricula in BiH. In order to resolve this issue, it requires the primacy of the education profession and professionalization of the entire process of development of curricula and syllabi. Various professional institution need to have greater autonomy in their decision-making and activities to avoid unnecessary politicization of the overall process.

- As regards the question how to incorporate the topics related to arts, culture, culture management etc. into the educational systems in BiH, the responses prevalent with most respondents are: through an analysis of the current situation and development of an adequacy strategy and raising awareness of these issues, through training of educators, mutual two-way visits between schools and culture institutions.

- As regards the question of the degree of representation of global issues - gender equality, climate change issues, most respondents agree that these issues are incorporated little, or not at all (particularly the issue of climate change). A certain number of respondents have not responded to this question.

- As regards the question how they see cultural norms, as a barrier to reforming the education system or as a generator of new approaches, the respondents were divided, with some 50% seeing them as a positive factor, while the rest views them either as negative, or misunderstand the question context, or they see the positive side, but upon meeting some conditions.

- Regarding the question on how to reform the education system to contribute to gender equality, the respondents proposed the following: conduct the analysis of the contents of the textbooks in current use, promote positive norms through practical work, initiate public debates, and promote the family as a nucleus of social activity. A number of respondents failed to respond to this question.

- Two-thirds of respondents believe that cultural contents in BiH convey to young people inadequate or bad messages on gender roles and gender relations, while one-third believe that there are positive forward progress in this segment, or that the messages were of high quality.

- Regarding the question of the extent to which technological progress enriches and enhances the cultural engagement of men/women, young men/girls, respondents believe that this occurs to a considerable extent (citing
before all else an example of effects of the social Internet networks), although a number believe that women should be more broadly involved and use their potential in more effective ways.

Summary of the results of the questionnaire for thematic area – Culture and Poverty Reduction

The second workshop entitled ‘Culture and Poverty Reduction’ was held as planned on 04 July 2014 at the UN premises in Sarajevo. The workshop was attended by 15 participants, 9 women and 6 men. The questionnaire was filled in by a total of 11 persons, 8 women and 2 men. The questionnaire contained a total of nine open questions:

1. What potentials in BiH we can use to create an environment conducive to development of creative industry?
2. What are the barriers in BiH for general development to be established and based on the potential offered by creative society?
3. How to attract culture tourists and establish a strategic orientation towards culture tourism?
4. What are the current practices and how to achieve the greater benefits from tourism for local communities (Mostar, Višegrad, Jajce... the need to establish the systems and coordination between the culture and tourist workers)?
5. What is the current institutional framework and what should be done to improve the cooperation of all interested parties in the domain of culture industries?
6. How to use culture heritage, old traditions, natural wealth ad other potentials for promotion of culture in BiH?
7. How to ensure greater participation in the promotion of culture as a driver of development?
8. What is the quality, access, frequency and variety of cultural programs in BiH and how can they be improved and used for developmental purposes?
9. How can cultural heritage be used in innovative ways for development of women’s entrepreneurship?

CONCLUSIONS

- In the opinion of a majority of respondents, potentials which we in BiH may exploit to create an environment for the development of creative industries include: cultural, historical and natural heritage, cultural diversity and the educators (artists, designers, creative thinkers) that we have.
- When asked about the barriers in BiH to establish and base the general development on the potentials offered by creative society, most respondents agree that these include primarily a complicated bureaucracy, poor cooperation between various stakeholders and institutions and generally poorly developed awareness about the importance of culture in BiH. These causes are accompanied by the lack of funding, neglect by community leaders and inadequate command of required skills.
- Most respondents agree that an orientation on culture tourism could attract culture tourists through a more comprehensive involvement of local communities, primarily through raising awareness on the importance of this potential and through cooperation of the tourist sector with culture institutions, by using the BiH diplomatic network abroad to promote culture, as well as by more extensive application of modern IT (Internet) tools and exploiting media services in general.
- When asked about current practices and ways to obtain greater tourism benefits for local communities, several respondents agreed that the current practices are unacceptable and poor, while others, without commenting on the current situation, agree that the priority is to establish coordination between culture and tourist workers, to update existing databases and commercialize available culture-tourism offering. Several respondents refrained to responding to this question.
- Regarding the question on the current institutional framework and what needs to be done to enhance the cooperation of all stakeholders in the domain of culture industry, the respondents are divided. While some believe that setting common long-term goal is the priority, others take the view that most actions and initiatives need to be entrusted to the local level and handled there. Most agree that a greater degree of coordination between stakeholders in needed to enable more effective action in this regard. Several respondents refrained from responding to this question.
- As regards the question about ways to benefit from cultural heritage, traditional trades, natural resources and other possibilities for promotion of culture in BiH, most respondents agree that efforts must be made to raise general awareness of citizens about this issue, through merging cultural and historic assets into a BiH tourist offering, additional education of the general public about this topic, organization of various public shows and events for promotional purposes, and event through linking the national into the regional cultural and historical offering.
- The views differed also on the question how to ensure greater participation in the promotion of culture as a driver of development, although it is possible to conclude that greater investment in culture and creative industries is required, that the local level ought to play a greater role in this process, that the promotion of these issues among the citizens needs to be intensified, as well as supplementary training of the existing workers, and that the role of the media in the entire process needs to be greater.
Summary of the results of the questionnaire for thematic area – Culture, Environment and Climate Change

The third workshop entitled ‘Culture, Environment and Climate Change’ was held on 08th July 2014 on the premises of the Music Pavillion in Banja Luka. The workshop was attended by 18 participants, 10 women and 8 men. The questionnaire was filled in by a total of 15 persons, 8 women and 7 men. The questionnaire contained a total of seven open questions.

1. To what extent are the people in BiH aware of the interconnections between culture, climate change and their mutual influences, and what more can be done, and how, to promote sustainable (cultural) development of BiH?
2. To what extent do the education system in BiH, i.e. the curricula and syllabi of elementary and secondary schools deal with the topics of environmental pollution/protection and climate change?
3. Do we possess adequate institutional and infrastructural capacities to respond to the demands of climate change in BiH (particularly in the light of recent events - 2014 floods)?
4. How can culture, culture industry and related activities contribute to the promotion and concrete efforts to preserve environment and to spreading 'environmental literacy' among BiH population?
5. What and how much is being done, and what can be done better, in the domain of protection of cultural heritage from adverse impact of climate change, and how much (inter-institutional) cooperation is there, and do we possess adequate knowledge in this regard?
6. How can culture programs contribute to better dissemination of information about the significance of the gender perspective in environmental issues?
7. Are you aware of the actions that you, as an individual, can take to mitigate climate change and global warming?

CONCLUSIONS

• Seven respondents did not answer the question to what extent the people in BiH were aware of the links between culture and climate change and of their mutual influences, and what else can be done, and how, to promote sustainable (cultural) development of BiH, while among the others the predominant view is that the majority of the population is totally unaware of the connection between these two themes. In this regard, more needs to be done to raise awareness of citizens and to introduce these themes into schools and the education system.

• Six respondents failed to provide an answer to the question to what extent the education system in BiH, i.e. the curricula of elementary and secondary schools, deal with the topics of environmental pollution/protection and climate change, while the predominant view among the others is that it is insufficient. The problem is detected not so much in the theory, but in practical application of acquired knowledge.

• As regards the question whether we in BiH possess sufficient institutional and infrastructural capacities to respond to the demands of climate change, most respondents agree that we do not, and that the lack of scientific research institutions, shortage of qualified staff in those that exist and the lack of coordination between the institutions and bodies that deal with these issues were recognized as crucial problems.

• Seven respondents failed to provide an answer to the question how culture, culture industry and related activities can contribute to the promotion of and concrete activities on preservation of the environment and spreading 'environmental literacy' in BiH, while the predominant opinion among the others is that culture industry needs to be a driver of social change in BiH, and that there is an absolute need for greater engagement of the media in this segment. Continuous promotional activities are needed to build awareness among the citizens.

• As many as eight respondents did not provide an answer, or responded with 'I don't know' to the question what and how much is done, and what can be done better, in the field of protection of cultural heritage from adverse impact of climate change, how much (inter-institutional) cooperation there is, and whether we possess sufficient knowledge in this segment, while the predominant view among the others is that there are insufficient efforts in this regard and that additional education and capacity building efforts are necessary.
As many as ten respondents either did not respond, or answered 'I don't know' to the question on the ways culture programs could contribute to dissemination of information about the significance of the gender perspective in environmental matters, while the rest believe that this should occur only through a holistic approach, with additional education, info-documentary and entertainment programs and artistic production.

Most respondents believe that climate change is happening.

Some 50% of respondents consider themselves adequately informed about climate change and their potential impact, while the other half believe they are not.

All respondents noticed climate changes in the region where they come from.

All respondents agree that there are insufficient efforts in BiH to respond to the requirements imposed by climate change.

Most (80%) respondents are aware of the measures that they themselves, as individuals, can take to mitigate climate change and global warming, while the remaining 20% are not. Among the majority who responded in the affirmative, the predominant initiatives include: acting through their own occupations, use of ‘smart’ modes of transport, more efficient use of various appliances, reduced generation of household waste, energy efficiency and its promotion, influencing others etc.

Summary of the results of the questionnaire for thematic area – Culture, Inclusion and Reconciliation

The fourth workshop entitled 'Culture, Inclusion and Reconciliation' was held as planned on 09 July 2014 on the premises of the Music Pavillion in Banja Luka. The workshop was attended by 15 persons, 9 women and 6 men. The questionnaire was filled in by a total of 11 persons, 5 women and 6 men. The questionnaire contained a total of eight open questions:

1. To what extent has culture in BiH been used inadequately in the inclusion and reconciliation process and what can be done to improve this process?
2. To what extent can culture and cultural events help counter or eradicate hate speech and promote reconciliation of homogenous monoethnic communities in BiH?
3. To what extent is the principle of inclusion respected in BiH institutions and what more can be done in terms of promotion of this aspect through culture activities?
4. To what extent BiH is not promoted as an integral whole in the cultural milieu (particularly as regards to appearances abroad)?
5. What is the way to ensure better cooperation of all stakeholders in the sector of culture in BiH in order to ensure the greatest possible effectiveness of the inclusion and reconciliation process among the various groups in the country?
6. How can joint appearances of different (monoethnic) culture associations from BiH abroad can be achieved to promote its values and culture?
7. To what extent are cultural programs in BiH gender inclusive?
8. How young men and women see the issue of gender equality in the process of inclusion, reconciliation and inter-religious dialogue?

CONCLUSIONS

The opinion of most respondents is that culture has been inappropriately used in the inclusion and reconciliation process in BiH. Some of the fundamental reasons were the unequal media presence and interpretation of information disseminated to the citizens at large, and the difficulty of acquainting the general public with other (and different) cultures. In this regard, additional educational efforts are necessary, as well as capacity building on all levels of society and broader and more substantive integration of the media into the entire process.

Regarding the question how culture and cultural events may help counter or eradicate hate speech and promote reconciliation of homogenous monoethnic communities in BiH, most respondents agree that culture could and should be used for this purpose to a considerably greater extent than has been the case to date. The fundamental problem is seen in the fact that the new technologies (Internet, i.e. web portals and various social networks), used primarily by young people, are used inadequately and inappropriate content is possible because of poor administration. The majority hold the opinion that the role of the media is crucial in this segment as well.

There are two types of views in response to the question regarding the extent to which the principle of inclusion is observed in BiH institutions and what more can be done to use culture activities for promotion in this regard - little/insufficient and declaratively 'yes', but in practice 'no'. Culture activities should be used more adequately for advocacy and promotion of the principle of inclusion, particularly with regard to vulnerable groups and in underdeveloped communities.

From the answers received from several respondents who dealt with the question to what extent BiH was not promoted as an integral whole in the cultural milieu (particularly as regards to appearances abroad) in the cultural
Summary of the results of the questionnaire for thematic area – Culture, Sustainable Cities and Urbanization

The fifth workshop entitled 'Culture, Sustainable Cities and Urbanization' was held on 14th July 2014 on the premises of Mostar City Hall. The workshop was attended by 13 participants, 10 women and 3 men. The questionnaire was filled by a total of 10 persons, 8 women and 1 man. The questionnaire contained a total of 9 open questions.

1. To what extent is cultural heritage and culture in general used for planning the development of cities and urban areas in BiH?
2. How well is the significance of culture and cultural diversity recognized in BiH in regard to organization of city management and citizen relations, as well as the development of the concept of modern culture cities, and what more can be done on this issue in BiH?
3. To what extent does the urbanization in BiH take into account the potential and significance of culture and related activities in the process of developing project concepts and of visualization of the future model of living in urban areas?
4. How are immigrants from other areas accepted in BiH and is there, and to what extent, any acculturation, assimilation or cultural repression of other and different cultures?
5. Does the institutional and infrastructural degree of development in BiH cities even permit a discussion on the topic of BiH cities and the trends in global metropolises in 21st century?
6. To what extent is a participative approach applied in the urbanization process in BiH, versus 'power and influence' and what can be done in this regard, and how can culture be used to spread 'literacy' among citizens about these issues?
7. In what ways can an appropriate legal framework ensure protection of culture, including the material and immaterial cultural heritage in the (urban) planning process?
8. How can gender perspective be incorporated into the planning process for the development of cities and urban areas?
9. Do you know what actions can you, as an individual, take to preserve cultural heritage and diversity in cities?

CONCLUSIONS

To the question about how cultural heritage and culture in general in BiH are used in the planning process for the development of cities and urban areas, a (smaller) part of respondents agree that these aspects are used exclusively as 'input' data in the drafting of spatial-planning documents, without any special significance, while another (larger) group believe that this occurs only to a very limited extent, insufficiently or not at all. In addition, there is a prominent matter of inappropriate categorization of culture assets. None of the respondents suggested any possible solution for this problem.

With regard to the recognition of the significance of culture and cultural diversity in terms of organization of city management and citizen relations, as well as the development of the concept of modern culture cities, and what else could be done on this issue in BiH, most respondents agree that in BiH developmental potential of culture is not recognizes. The solutions are seen in greater employment of new young experts, stronger links between the representatives of city administrations and the citizens, in implementation of continuous promotional campaigns.
and education efforts on the importance of cultural heritage and on its role in the development and modernization of cities (particularly with regard to use of clean technologies), as well as through joint project implementation by the government and NGO sectors.

- As regards the extent to which urbanization in BiH in general takes into account the potential and significance of culture and related activities in the development of project concepts and visualization of future models of living in urban areas, most respondents agree that the significance of culture in the urbanization process is often ignored, and that its developmental potential is not recognized. The solution is found in a strategic approach to this segment (the intersection between urbanization and culture), and in more comprehensive education of technical specialists who would lead the changes in this field in BiH society.

- Regarding immigrants from other regions into urban areas in BiH, as well as the way they are received, and whether and to what extent there is acculturation, assimilation or cultural repression of other and different cultures, opinions differ. A half of respondents find no problems in this domain and believe that immigrants are generally well-accepted, and that the problems of acculturation, assimilation or cultural repression are either non-existent, or, if they exist, they are no more exceptional then elsewhere in the world. The other half of respondents believe that, paradoxically, acculturation, assimilation or cultural repression happen to the domicile urban inhabitants who, in time, succumb to immigrants’ cultural dominance, and that, in effect, these two social categories coexist in a constant state of tension.

- On the question whether the institutional and infrastructural degree of development in BiH cities even permits a discussion on the topic: 'BiH cities and the trends of global metropolises in the 21st century', the respondents' opinions are divided, with one-third expressing a negative view, the second had an affirmative opinion, or at least stressed the need to have such discussions, while the remaining third provided personal non-committal statements along the lines that this could be possible if the process would involve educated and professional people. In general, on the basis of the responses received, it is very hard to formulate a common conclusion for this question.

- To the question about the extent of application of the participative approach in the urbanization process in BiH, versus the role of 'power and influence', and about possible actions in this aspect, and about how to use culture to spread ‘literacy’ among the citizens in this regard, most respondents agree that the ‘power and influence’ still prevail and that BiH has a long way to go in this area. The solutions are sought in introduction of a system of sanctions for those who violate the laws in this sector, in further education of citizens, in promotional campaigns, better cooperation of NGO and the government sector and in a greater involvement of professional associations/public in the process.

- Most respondents agree that an appropriate legal framework could ensure protection of culture, including material and immaterial cultural heritage in the planning process, not just by being in place, but through daily practical application and enforcement. Capacity building of young experts should be continued, a system of sanctions for those who violate the laws should be put in place, the role and scope of action of institutions in this domain should be defined more clearly, by adoption of some laws that have been in the legislative procedure for a long time and that are necessary for appropriate resolution of issues in this domain.

- With regard to the question in the domain of gender equality, i.e. how gender perspective can be incorporated into the planning process of the development of cities and urban areas, as in most questionnaires in other five thematic areas, most respondents either provided no response or misunderstood the question when answering. The responses received lead to a conclusion that the solution is to be found in abandoning the current practice of favoring the patriarchal system and in the development of a society that would extend equal possibilities for all, with city areas as the leaders of such development. On the other hand, the issue of gender equality should be addressed on the level of the entire system that governs land management and use, since the ownership, and consequently the decision power, are in the hands of men.

- Nearly all respondents are acquainted with the concept of ‘sustainable cities’, and all respondents believe that in the development of a city/municipality preservation of cultural heritage should have significance and receive funding; also, all respondents agree that it is possible to reconcile the demands of the market and the protection of cultural heritage and diversity in BiH cities/municipalities.

- Nearly all respondents agree that BiH does not do enough to protect the cultural heritage in cities/municipalities.

- Nearly all respondents are aware of the measures that they, as individuals, can take to preserve cultural heritage and diversity in cities, and these include continued participation in educational workshops and transfer of acquired knowledge to others, promotional activities, personal practicing of traditional customs, personal engagement at the workplace, participation in public debates and taking part in citizens’ initiatives, as well as the cooperation with inspection bodies.
Summary of the results of the questionnaire for thematic area – Culture, Gender Equality and Women’s Empowerment

The sixth workshop entitled 'Culture, Gender Equality and Women’s Empowerment' took place on 15th July 2014 on the premises of Mostar City Hall. The workshop was attended by 12 participants, nine women and 3 men. The questionnaire was filled in by a total of seven people, six women and one man. The questionnaire contained a total of seven open questions:

1. To what extent and in what ways can culture and culture-related activities be used to promote gender equality in BiH?
2. How can family nuclei, as the original embodiments of norms, values and traditions, contribute to gender equality in BiH?
3. What steps are to be taken to equalize the rights of women relative to men in terms of compensation, political participation, decision making etc?
4. What more can be done and in what way to use culture to counter family and gender-based violence in BiH?
5. To what extent is the education system in BiH 'biased' towards gender equality and what more can be done in that regards (particularly within the curricula and on occasion of individual data processing for men and women)?
6. To what extent is data processing on the basis of the principles of gender equality applied in BiH and what can be improved in this field?
7. How do young men and women see the influence of prevailing cultural norms on gender equality?

CONCLUSIONS

- In the opinion of most respondents, culture and culture-related activities could and need to be used much more to promote gender equality in BiH. Primarily the media, Internet (social networks etc.) should be used more extensively. The activities must target citizen education and promotion of these issues in public, and primarily in schools, in order to achieve an affirmative shift in awareness.
- Regarding the steps to be taken to equalize the rights of women vis-a-vis men in terms of compensation, political participation and decision-making in BiH, nearly all respondents agree that these should be based on an introduction of mandatory 'quotas' in the sense of minimum number of women who must be represented in given structures, whether on election lists or in decision-making bodies, on a generally broader involvement of women in political life and on promotion of greater participation of women in decision making through education and promotional campaigns.
- To the question what else can be done and how culture can be used to combat family and gender-based violence in BiH, all respondents agree that, in general, gender equality must be more extensively promoted through various cultural programs (films, plays, TV, Internet networks), along with the implementation of positive discrimination in favor of women when it comes to employment, as well as for stricter penalties against offenders and criminal prosecution of assailants.
- In the view of most respondents, the education system in BiH lacks a gender-equality 'bias', and a solution to this situation is seen in the introduction of study subjects in schools that would treat this area or through existing initiatives (such as study subjects 'Healthy Lifestyles'), in the promotion of equal treatment of boys and girls and in use of gender sensitive language, with corresponding revisions and adaptation of the learning matter.
- Regarding the question to what extent the data in BiH statistics is processed in compliance with the principles of gender equality and what can be improved in this regard, some respondents (three, i.e. 42%) failed to provide answers, while the prevailing view among others was that this only happens very rarely, and that gender-based classifications need to be introduced across all categories, and statisticians should be trained in this area to learn compliance with this principle.
- Concerning the question whether young men and women perceive the influence of prevailing cultural norms on gender equality, the predominant view is that young people are not fully aware of this issue. The influence of the family and of social networks in this regard must not be underestimated, and it is necessary to work much more to promote education of young girls (particularly in rural areas), to implement peer education programs and discuss these topics through (extra)curricular activities.
Annex 3: Analysis of responses of the online citizens survey

About this survey:
This survey is a part of the consultation process conducted in Bosnia and Herzegovina on the topic **Culture for Development** within the framework of the global initiative and the consultations on the global Post 2015 Development Agenda. The survey was conducted through the SurveyMonkey web site, with respondents filling in the online questionnaire with a total of 26 open and closed questions. The survey was promoted in electronic media and on social networks between 10th July and 15th August 2014. Completing the survey took 20 minutes on average. The survey dissemination method that was used had an impact on the number of respondents and in combination with a total sample of 286 responses does not provide over 95% certainty that it reflects the views of the entire population in Bosnia and Herzegovina fully and in accordance with the official statistical rules. However, the survey’s worth lies in the number and quality of respondents’ responses to many of the open questions (in some cases even over 40% of the total number of respondents), which indicates the commitment of the respondents to contribute to the consultations on the Culture for Development topic in BiH. The most frequent profile of the survey respondents were employed persons with university degrees aged between 25 and 54, with a keen interest in the culture and development topic.

1. DEMOGRAPHICS

<table>
<thead>
<tr>
<th></th>
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</thead>
<tbody>
<tr>
<td>Total respondents: 286</td>
<td>Distribution of respondents by age</td>
</tr>
<tr>
<td>116 Men</td>
<td>65+ 2.1%</td>
</tr>
<tr>
<td>59.4%</td>
<td>55-64 12.2%</td>
</tr>
<tr>
<td>170 Women</td>
<td>45-54 17.1%</td>
</tr>
<tr>
<td></td>
<td>35-44 30.1%</td>
</tr>
<tr>
<td></td>
<td>25-34 29.7%</td>
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<tr>
<td></td>
<td>15-24 8.7%</td>
</tr>
</tbody>
</table>

Respondents distributed by gender and age

<table>
<thead>
<tr>
<th>15-24</th>
<th>25-34</th>
<th>35-44</th>
<th>45-54</th>
<th>55-64</th>
<th>65+</th>
</tr>
</thead>
<tbody>
<tr>
<td>8.8%</td>
<td>8.6%</td>
<td>8.7%</td>
<td>32.9%</td>
<td>19.8%</td>
<td>15.3%</td>
</tr>
</tbody>
</table>

Analysis of responses to questions 1 and 2:
A total of 59.4% of women and 40.6% of men participated in the survey. The gender distribution varied between FBiH (M 37%/W 63%) and RS (M 45.5%/W 54.5%). Most respondents belong to the age groups 35 – 44 (30.1%) and 25 – 34 (29.7%), thus accounting for nearly 60% of the entire sample. The share of the youth – the 15 – 24 age group was low (8.7%) and was not in line with expectations, since the survey was conducted online and promoted through electronic media and social networks. Only four persons aged over 65 took part in the survey. There are statistical variations by age and geographic location for the 15 – 24 (FBiH 9.9%; RS 4.5%) and the 45 – 45 age groups (FBiH 16%, RS 20.5%).
Question 3: You live in: Una-Sana Canton; Posavina Canton; Tuzla Canton, Zenica-Doboj Canton, Bosnia Podrinje Canton; Central Bosnia Canton; Herzegovina-Neretva Canton; West Herzegovina Canton; Sarajevo Canton; Canton 10; Republika Srpska, Brčko District; I live abroad.

Question 4: Would you describe the municipality where you live as: Urban; Semi-urban; Rural?

Geographic distribution of respondents

<table>
<thead>
<tr>
<th>Location</th>
<th>Women</th>
<th>Men</th>
</tr>
</thead>
<tbody>
<tr>
<td>Federation BiH</td>
<td>114</td>
<td>67</td>
</tr>
<tr>
<td>Republika Srpska</td>
<td>48</td>
<td>40</td>
</tr>
<tr>
<td>Brčko District</td>
<td>2</td>
<td>0</td>
</tr>
<tr>
<td>Outside BiH</td>
<td>6</td>
<td>9</td>
</tr>
</tbody>
</table>

Distribution of respondents by urban/semi-urban and rural criteria

<table>
<thead>
<tr>
<th>Category</th>
<th>Women</th>
<th>Men</th>
</tr>
</thead>
<tbody>
<tr>
<td>Urban</td>
<td>60.5%</td>
<td></td>
</tr>
<tr>
<td>Semi-urban</td>
<td>32.9%</td>
<td></td>
</tr>
<tr>
<td>Rural</td>
<td>6.6%</td>
<td></td>
</tr>
</tbody>
</table>

Analysis of the responses to questions 3 and 4:
According to respondents’ responses, 63% are from FBiH, 30.8% from RS, 0.7% from Brčko District and 5.2% live abroad. The share of respondents by gender and geographic distribution was as follows: women (67.1% FBiH/28.2% RS/1.2% DB/3.5% abroad) and men (57.7% FBiH/34.5% RS/0% DB/7.8% abroad). 60.5% of respondents live in urban areas (FBiH 58.6%/RS 67%/DB 0%/abroad 53.3%), 32.9% in semi-urban (FBiH 35.9%/RS 27.3%/0% DB/33.3% abroad) and 6.6% in rural areas (FBiH 5.5%/RS 5.7%/100% DB/13.2% abroad). No major differences in responses by gender and urban/rural criteria were identified.

Question 5: Your education: Completed primary school; Completed secondary school; completed higher education (2 years post secondary);Completed university degree; Completed masters’ degree; Completed PhD, Something else

Distribution of respondents by gender and education level

<table>
<thead>
<tr>
<th>Education Level</th>
<th>Women</th>
<th>Men</th>
</tr>
</thead>
<tbody>
<tr>
<td>Completed primary school</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>Completed secondary school</td>
<td>12.9%</td>
<td></td>
</tr>
<tr>
<td>Completed higher education (2 years post secondary)</td>
<td>4.9%</td>
<td></td>
</tr>
<tr>
<td>Completed university degree</td>
<td>50.7%</td>
<td></td>
</tr>
<tr>
<td>Completed masters’ degree</td>
<td>25.9%</td>
<td></td>
</tr>
<tr>
<td>Completed PhD</td>
<td>5.6%</td>
<td></td>
</tr>
</tbody>
</table>
Something else (5 responses): Postgraduate specialist study (W); FCE Certificate at Cambridge University (W); in part-time studies (W); Full-time professor at university (M); In undergraduate studies (M).

Analysis of responses:
As many as 82.2% of respondents (86.2% of women and 77.6% of men) who took this survey have university, master’s or doctoral degrees, which is considerably above the general working age population in BiH (7.9% in 2009). The survey dissemination method, as well as the topic covered by the survey certainly contributed to this sample, as well as to a large number of substantive and comprehensive responses to open questions in the survey. No differences in the university and higher-level education in the geographic distribution of respondents were identified (84% FBiH, 83% RS), although by the urban/rural criteria, 57.9% of respondents have university or master’s degrees, which is again considerably above the BiH average.

Question 6: You are: Employed full time; Unemployed; Inactive; Pensioner; Employed half-time; Housewife; Student; Other

Distribution of respondents by gender and employment status

- Employed full time:
  - Women: 78.8%
  - Men: 72.4%
- Unemployed:
  - Women: 0.7%
  - Men: 12.1%
- Inactive:
  - Women: 0.0%
  - Men: 1.7%
- Pensioner:
  - Women: 2.4%
  - Men: 2.6%
- Employed half time:
  - Women: 6.5%
  - Men: 3.4%
- Housewife:
  - Women: 0.3%
  - Men: 0.6%
- Student:
  - Women: 5.3%
  - Men: 7.8%

Something else (10 responses):
Women: 1) Trainee-intern; 2) temporary employee; 3) Employed half-time and student;
Men: 1) Activist in NGO sector; 2) Intern; 3) Independent artist – writer; 4) Owner of a private firm; 5) CAN YOU IMAGINE, PROFESSOR – UNEMPLOYED...?????, 6) Self-employed; 7) Independently employed.

Analysis of responses:
A total of 81.4% of respondents are employed (76.4% in full-time employment, 5.2% in half-time employment). Due to the dissemination method, the survey sample is not representative of the entire BiH population, but it might be representative for the highly-educated and employed population in BiH. No large differences in employment by gender and urban/rural criteria were identified. In the 15-24 age group, 24% of respondents are employed full time, 4% half-time, while 56% are students. Employed respondents by age group: 25 – 34 years – 70.6%, 35 – 44 years – 74%, 45 – 54 years – 91.8% and 55 – 64 years – 91.4%.

2. CULTURE AND EDUCATION

Question 7: To what extent you agree or disagree with the following statements:

(all respondents)  Agree  Neither agree nor disagree  Disagree  Do not know

Education systems in BiH are based on the notions of inclusion and respect for intercultural diversity  11.02%  22.04%  62.86%  4.08%

The socio-political situation and the environment affect the development of the curricula and syllabi in BiH  87.50%  5.65%  4.84%  2.02%

The cultural norms in BiH society changed for the better significantly over the course of last 20 years  9.39%  16.73%  69.39%  4.49%

Existing cultural norms in BiH society may serve to generate a new approach to education  24.29%  20.65%  48.18%  6.88%

The education system in BiH stimulates creativity and development of students’ own ideas and reflections  6.88%  12.55%  79.35%  1.21%

The education system in BiH does not sufficiently contribute to affirmation of the gender equality in the society.  46.75%  29.27%  19.92%  4.07%

The education system in BiH prepares students solidly with life-pertinent skills, including responsible sexual behavior and reproductive health.  4.45%  19.84%  69.23%  6.48%

The education system in BiH produces well-trained and sophisticated young people.  9.31%  34.41%  54.25%  2.02%

The education system in BiH insufficiently exposes pupils to contacts and communication with children from other cultural and religious communities.  

Informal education in BiH may offer young people better-quality access to information about the culture of living/life styles and skills than the formal education.

**Analysis of responses:**

Some differences are identified in the responses by gender, age, urban/rural criteria and the FBiH/RS aspect – details about these variations may be found below.

- A total of 87% of respondents (FBiH 92%/RS 78%) believe that the socio-political situation impacts the development of curricula and syllabi in BiH.
- 63% of respondents (50% among 15 – 24 age group) believe that the education systems are not based on the notions of inclusion and respect for intercultural differences.
- 79% of respondents (82% of women/75% of men/94% of the youth 15 – 24), believes that the education system in BiH does not stimulate creativity and development of students’ own ideas and reflections.
- 76% of respondents (66% of respondents from rural areas) find that BiH insufficiently exposes students to contacts and communication with the children from other cultural and religious communities.
- 69% of respondents (66% from FBiH/75% from RS/82% of the youth 15 – 24/60% from the rural population/68% from the urban population/74% from the semi-urban population) believe that the education system in BiH does not adequately prepare students in the domain of life skills, including responsible sexual behavior and reproductive health.
- 61% of respondents (74% of women/55% of men/64% from FBiH/56% from RS/59% from the urban population/69% from the rural population) find that informal education in BiH may offer young people better-quality access to information about the culture of living/life styles and skills than the formal education.
- 69% of respondents (66% of women/63% of men/50% of the youth 15 – 24) believe that the cultural norms in BiH society did not change for the better in the past 20 years.
- 20% of respondents (11% of youth 15 – 24/19% from FBiH/25% from RS/22% from the urban population/12% from the rural population) find that the education systems in BiH are based on the notions of inclusion and respect for intercultural diversity.
- And lastly, only 9% of respondents (without major variations in responses) believe that the education system in BiH produces well-educated and sophisticated young people.

**Question 8:** In your opinion, the following topics should be more prominent in the curricula and syllabi in BiH:

<table>
<thead>
<tr>
<th>(all respondents)</th>
<th>Agree</th>
<th>Neither agree nor disagree</th>
<th>Disagree</th>
<th>Do not know</th>
</tr>
</thead>
<tbody>
<tr>
<td>Gender equality</td>
<td>73.09%</td>
<td>22.09%</td>
<td>4.02%</td>
<td>0.80%</td>
</tr>
<tr>
<td>Culture of living/life styles and skills</td>
<td>93.52%</td>
<td>4.86%</td>
<td>0.81%</td>
<td>0.81%</td>
</tr>
<tr>
<td>Sexual and reproductive health</td>
<td>85.83%</td>
<td>11.34%</td>
<td>2.02%</td>
<td>0.81%</td>
</tr>
<tr>
<td>Environmental protection</td>
<td>95.58%</td>
<td>2.81%</td>
<td>0.80%</td>
<td>0.80%</td>
</tr>
<tr>
<td>Climate change</td>
<td>79.27%</td>
<td>15.85%</td>
<td>3.25%</td>
<td>1.63%</td>
</tr>
<tr>
<td>Protection and preservation of cultural heritage</td>
<td>88.57%</td>
<td>9.80%</td>
<td>0.82%</td>
<td>0.82%</td>
</tr>
<tr>
<td>Culture management</td>
<td>66.12%</td>
<td>24.79%</td>
<td>4.55%</td>
<td>4.55%</td>
</tr>
<tr>
<td>History of religions</td>
<td>72.43%</td>
<td>17.70%</td>
<td>8.23%</td>
<td>1.65%</td>
</tr>
<tr>
<td>Traditions of the peoples in BiH</td>
<td>79.18%</td>
<td>9.39%</td>
<td>9.80%</td>
<td>1.63%</td>
</tr>
<tr>
<td>Religious education</td>
<td>25.94%</td>
<td>21.34%</td>
<td>50.21%</td>
<td>2.51%</td>
</tr>
<tr>
<td>Entrepreneurship</td>
<td>82.38%</td>
<td>11.89%</td>
<td>4.10%</td>
<td>1.64%</td>
</tr>
<tr>
<td>Arts</td>
<td>88.84%</td>
<td>9.09%</td>
<td>1.65%</td>
<td>0.41%</td>
</tr>
</tbody>
</table>

**Optional response ‘Something else’ (30 suggestions)**

**Women:** 1) Soft skills – computer skills, practical command of foreign languages, effective communication, leadership and followership, critical thinking; 2) Personalized curricula, that would identify predispositions and abilities of all students by the age of 12, and subsequently guide them to develop their special talents to the maximum possible extent; 3) respect for differences, information about minority groups: ethnic minorities, persons with disabilities, children and youth without parental care; 4) love towards animals, ways to treat animals, prevention of cruelty towards animals – all in order to build character; 5) condemnation of genocide and all war crimes and crimes against humanity committed in BiH and committed whenever and wherever in the world; 6) ethical norms, both in the general and in the professional sense; 7) If such fields were to be introduced as separate study subjects, perhaps they should not be graded; as a related matter, study subjects such as music, art and sports should be reformed; 8) Critical thinking and reflection; 9) communication and communication systems; 10) significance of knowledge and education; 11) more modern books as required reading; 12) insistence on active command of foreign languages for improved mobility, formal and informal education; 13) etiquette.

**Men:** 1) etiquette, true values; 2) role and significance of civil society; 3) social inclusion; 4) actions in case of natural disasters; 5) life in the modern world in general; 6) world, or general, history; 7) gender and such foolishness should be dropped, not the catechism.
but religious instruction – Catholics should instruct children in churches, Muslims in mosques; 8) sports; 9) Philosophical and anthropological group of study subjects, logic and foundations of psychology; 10) study the fundamental values of the family, respect, honesty, diligence (former study subject DOMESTIC SCIENCE); 11) moral education; 12) real technical education; 13) water – its role in all aspects of life; 14) include more sports and physical and health education, enhanced quality of instruction – swimming, gymnastics, and other underrepresented sports; 15) European Union and its system; 16) Use of information and communications technologies in education; 17) Homeland War 1992-1995.

**Analysis:**

Certain variations in responses by gender, age, urban/rural criteria and the FBiH/RS aspect were identified – details about these variations may be found below.

According to the respondents’ views, all study subjects except religious education should be more represented in the curricula and syllabi in BiH.

- 95% of respondents agree about the topic ‘Environmental Protection’;
- 93% of respondents agree about the topic ‘Culture of living/life styles and skills’ (80% from the rural population/96% from the urban population/83% of the youth 15 – 24/92% from FBiH/99% from RS);
- 89% of respondents agree about the topic ‘Arts’ (67% of the youth 15 – 24);
- 88% of respondents agree about the topic ‘Protection and Preservation of Cultural Heritage’ (91% from FBiH/86% from RS/83% of the youth 15 – 24);
- 86% of respondents agree about the topic ‘Sexual and Reproductive Health’ (84% from FBiH/91% from RS/73% from the rural population/87% from the urban population);
- 82% of respondents agree about the topic ‘Entrepreneurship’ (61% of the youth 15 – 24/85% from FBiH/78% from RS/80% from the rural population/85% from the urban population);
- 79% of respondents agree about the topic ‘Traditions of the Peoples in BiH’ (81% of women/76% of men/82% from FBiH/74% from RS/67% of the youth 15 – 24);
- 73% of respondents believe that the topic ‘Gender Equality’ should be more represented (77% from FBiH/67% from RS/83% of the youth 15 – 24/69% from the rural population/73% from the urban population);
- 72% of respondents agree about the topic ‘History of Religion’ (67% of the youth 15 – 24/67% from the rural population/75% from the urban population/75% from FBiH/69% from RS);
- 66% of respondents believe that the topic ‘Management in Culture’ should be more represented in the curricula and syllabi in BiH (71% of women/60% of men/61% of the youth 15 – 24/73% from FBiH/52% from RS/87% from the rural population/61% from the urban population);
- 26% of respondents agree that the topic ‘Religious education’ should be more represented in the curricula and syllabi in Bosnia and Herzegovina (29% of women/22% of men/44% of the youth 15 – 24/30% from FBiH/18% from RS/20% from the rural population/26% from the urban population).

**Question 9:**

Do you have suggestions on how to improve affirmation of gender equality, gender relations, cultural engagement, lifelong learning and/or responsible views and behaviors of young people in the BiH education system?

**Analysis of responses:**

The survey yielded many qualitative responses. A total of 98 persons responded to question 9, 54 women (55%) and 44 men (45%). Most responses were given by the members of 25 – 34 and 35 – 44 age groups.

**Key words:** introduction of these issues into preschool education; education of parents/roles of parents and families; role of the media; active participation of young people; introduction of the study subject ‘Culture’ into the education system in elementary school; student exchanges; extracurricular activities/projects; greater engagement of elementary/secondary school teachers in influencing young people and their motivations; regular review and monitoring of teachers; the role of informal education; interactive work with children/interactive games; theater plays; theater workshops; supplementary education of training staff; development of strategies stimulating linking and joint cooperation of the education and cultural institutions; complete overhaul of the curriculum/substantial revision of the curricula and syllabi on all levels; raising the standards regarding the contents of textbooks; enhancing the status of teachers; challenging the stereotypes in the teaching system.

**Selected responses:**

**Man, 15 – 24 age group**

“Have better, better educated, more moral parents in a healthy marriage, i.e. have a healthy and strong family. The family is the driver of society. If we have no equality, better behavior and more responsible views in the family, how can we expect that its members will act better in the community?”

**Woman, 25 – 34 age group**

Education of children from preschool age greatly impacts their further development. Education reforms should not be imposed on generations who had already been shaped, instead the youngest age group, whose consciousness is still being formed should be targeted. Only after many years of such education one can expect noticeable results. Certainly,
education of parents and persons in the immediate environment has a major impact as well.”

**Man, 25 – 34 age group**

Provide young people with opportunities to point out all these facts through art... Theater, film, concerts, photography, painting, sculpture, camping etc. ... As well as journalism, lobbying, promotions, summits, workshops, little schools for the youngest, but not incidentally, in one city one day, in another a month later, but a real mass campaign, as for the elections, just unceasing... One should plan to have a concrete event in one place every 7 days. CULTURE is the basis of a society’s superstructure, but we in BiH have three theaters!!!”

**Man, 25 – 34 age group**

“A comprehensive program should be developed, since the existing proposals imply additional burden on the students in the process of education. E.g. through introduction of one class period when greater attention would be devoted to the topics outside the conventional teaching process. Certainly, the topics could and should be age-adapted. Also, some of the mentioned topics should not be studied solely during such class period. The culture of dialogue, inclusive approach, affirmation of creativity and similar topics should be represented generally within teaching and exist as working principles of sorts.”

**Woman, 35 – 44 age group**

“No. I believe that society provides equal opportunities to men and women, at least in Republika Srpska. This is not a problem at all.”

**Woman, 35 – 44 age group**

“Strive to minimize the influence of turbo-folk – it is a cancer of our society, for gender equality and gender relations, for culture and for social behavior of both the young and the elderly. Listening to turbo-folk should be ‘embarrassing.”

**Woman, 35 – 44 age group**

“Challenge stereotypes, introduce clear procedures for reporting cases of molestation of girls or peer violence against either sex, as well as appropriate sanctions. Involve parents to the maximum possible extent into decision making and discuss the issues extensively (not just through Parent Councils), promote positive examples, organize (more frequent) visits to theatres, reading poetry in schools (by well-known writers, poets, actors) etc.”

**Man, 35-44 age group**

“A new culture policy is needed, a strategy for the development of the society for the next 5, 10 and 20 years. It needs to answer the questions where we are now as a community, where and what we want to be and how to achieve that. There are untapped resources that are wasting away, but that could be placed at disposal of alternative and independent cultural activities/groups/individuals; activities that would not be mandated by donors and by what is ‘in’ at the moment, but should be based on the real needs, mentality and traditions of BiH society.”

**Man, 45 – 54 age group**

“Increasing the budgets for culture – culture in BiH proved itself to be the salient factor of multicultural orientation, of integration, reconciliation, affirmation of human rights. Second: a systematic approach to incorporation of culture into the education system. Third: training of teachers, since teachers are often ultraconservative, poorly informed, and sometimes even nationalists or traditionalists.”

**Man, 55 – 64 age group**

“Each of these topics requires a systematic approach. Partial actions to date proved completely ineffective and brought enormous spending of funds and energy, but no results.”

**Woman, 65+ age group**

“Introduce innovations in the existing education system, following the examples of other (more developed) countries.”

### 3. CULTURE, ECONOMIC DEVELOPMENT AND POVERTY REDUCTION

**Question 10:** To what extent do you agree or disagree with the following statements:

<table>
<thead>
<tr>
<th>(all respondents)</th>
<th>Agree</th>
<th>Neither agree nor disagree</th>
<th>Disagree</th>
<th>Do not know</th>
</tr>
</thead>
<tbody>
<tr>
<td>Culture may be a driver of development.</td>
<td>88.98%</td>
<td>8.05%</td>
<td>2.12%</td>
<td>0.85%</td>
</tr>
<tr>
<td>BiH adequately manages its cultural and natural heritage.</td>
<td>0.43%</td>
<td>9.40%</td>
<td>88.89%</td>
<td>1.28%</td>
</tr>
<tr>
<td>BiH adequately promotes its cultural, natural and tourist offer.</td>
<td>0.00%</td>
<td>13.56%</td>
<td>84.75%</td>
<td>1.69%</td>
</tr>
<tr>
<td>BiH invests adequately in the sector of culture and culture industry.</td>
<td>0.00%</td>
<td>6.81%</td>
<td>90.21%</td>
<td>2.98%</td>
</tr>
<tr>
<td>BiH offers a suitable business environment for the development</td>
<td>0.85%</td>
<td>10.64%</td>
<td>85.53%</td>
<td>2.98%</td>
</tr>
</tbody>
</table>
of entrepreneurship and culture industry.

<table>
<thead>
<tr>
<th>Analysis of responses: Certain variations in responses by gender, age, urban/rural criterion and the FBiH/RS aspect were identified – details about these variations may be found below.</th>
</tr>
</thead>
<tbody>
<tr>
<td>• 92% of respondents (100% of the youth 15 – 24/80% from the rural population/94% from the urban population) agree that the sector of culture and culture industry may contribute to entrepreneurship and youth employment;</td>
</tr>
<tr>
<td>• 89% of respondents (94% of the youth 15 – 24) believe that culture can be a driver of development;</td>
</tr>
<tr>
<td>• 83% of respondents (89% from FBiH/75% from RS/67% from the rural population/86% from the urban population) agree that private-public partnership in the domain of culture are necessary for better management and sustainability of cultural assets;</td>
</tr>
<tr>
<td>• 78% of respondents (82% of women/72% of men/81% from FBiH/75% from RS/73% from the rural population/81% from the urban population) agree with the statement that cultural heritage can be used in innovative ways for the development of women’s entrepreneurship;</td>
</tr>
<tr>
<td>• 72% of respondents (67% from FBiH/77% from RS/60% from the rural population/722% from the urban population/76% of the youth 15 – 24) agree with the statement that BiH is a suitable destination for short weekend trips (2-3 days);</td>
</tr>
<tr>
<td>• 61 % of respondents (53% of the youth 15 – 24/50% from the rural population/60% from the urban population/66% from the semi-urban population) agree that BiH is a suitable destination for longer trips and vacations (longer than 7 days);</td>
</tr>
<tr>
<td>• 92% of respondents (94% of women/87% of men/100% of the youth 15 – 24) disagree that the economic potential of culture, culture industry and culture tourism is fully exploited in BiH;</td>
</tr>
<tr>
<td>• 90% of respondents (82% of the youth 15 – 24) disagree that BiH is investing sufficient funds in the sector of culture and culture industry;</td>
</tr>
<tr>
<td>• 89% of respondents (94% of the youth 15 – 24) disagree with the statement that BiH manages its cultural and natural heritage adequately;</td>
</tr>
<tr>
<td>• 86% of respondents (93% from the rural population/84% from the urban population) disagree that BiH offers a suitable business environment for the development of entrepreneurship and culture industry;</td>
</tr>
<tr>
<td>• 85% of respondents (76% of the youth 15 – 24) believe that BiH does not promote its cultural, natural and tourist offer adequately;</td>
</tr>
<tr>
<td>• only 6% of respondents (0% of the youth 15 – 24/0% from the rural population/3% from FBiH/11% from RS) agree that cultural and development programs are implemented with full respect for personal, social and economic needs of the persons in the third age of life.</td>
</tr>
</tbody>
</table>

| Cultural heritage may be used in innovative ways for the development of women’s entrepreneurship. | 78.06% | 13.50% | 3.38% | 5.06% |
| Cultural and developmental programs are implemented with full respect for personal, social and economic needs of persons in the third age of life. | 5.56% | 18.80% | 64.53% | 11.11% |
| Economic potential of culture, culture industries and culture tourism is fully exploited in BiH. | 0.85% | 5.98% | 91.88% | 1.28% |
| BiH is a suitable destination for short weekend trips (2-3 days). | 71.73% | 17.30% | 8.44% | 2.53% |
| BiH is a suitable destination for longer trips and vacations (longer than 7 days). | 61.02% | 19.92% | 15.25% | 3.81% |
| The sector of culture and culture industry may contribute to entrepreneurship and youth employment. | 91.91% | 5.11% | 2.13% | 0.85% |
| Public-private partnerships in the sector of culture are necessary for better management and sustainability of cultural assets. | 83.47% | 9.75% | 2.12% | 4.66% |

Question 11: Did you know that culture and culture industry contribute nearly 6% of the gross national product in BiH (relative to, e.g. agriculture, which accounts for 9.5%), while the global average is 3.4%?

**Analysis of responses:**

Only 16.5% of respondents knew that the share of culture and culture industry in GDP was nearly 6%, men (19.4%) more than women (14.4%), and residents from urban (19.9%) more than those from rural areas (13.3%). Only 6% of the young people in the 15 – 24 age group provided an affirmative response to this question.

Question 12: Do you have a suggestion how to improve the management of cultural assets in BiH

**Analysis of responses:**

The survey yielded many qualitative responses. A total of 92 persons responded to question 12, 52 women (57%) and 40 men (43%). Most responses were provided by 25 – 34 and 35 – 44 age groups.

**Key words:** strengthening the management personnel – involve specialists and managers in governance of culture
institutions and projects; education, cooperation with leading world organizations for preservation of culture and tradition; increase youth participation; increase the budget for culture; promote the cultural treasures of BiH; raise awareness of local communities about their own value in terms of the cultural heritage they own; depolitization of this sector; adoption and enforcement of laws; exchange of experiences with culture institutions of other countries; train staff for in culture management; secure funding for interdisciplinary and intersectoral research and activities; set criteria for identification of persons competent to work in culture; raise awareness of all levels of society about cultural values; greater role of civil society organizations.

Select responses:

**Woman, 25 – 34 age group**

“Appoint competent and educated people to management positions and follow the example of the countries where management of cultural assets is on a higher level (no need to go further than Croatia), but first of all adopt and enforce appropriate legislation to safeguard and protect cultural assets from decay and theft.”

**Men, 25 - 34 age group**

There must be strong communication between local communities, higher levels of government and civil society organizations and individuals active in the sector. Efforts should not be reduced to writing strategies and cataloguing some assets, but cooperation and openness of institutions needs to be promoted. People need to be trained to use cultural assets to advantage, to benefit from them and promote them.”

**Woman, 35 - 44 age group**

“Culture assets need to be managed differently. All cultural assets should have better management, promotion and side attractions and the principle of funding cultural assets exclusively from the budget should be revised – cultural assets should strive to attain 50:50 funding ratio – 50% from the budget, 50% from own sources generated from adequate sale of tickets, solid programs and content, quality and original souvenirs available exclusively at specific sites (e.g. the National Museum should have a café, souvenir shop with original offerings, starting from miniature standing tombstones, cooperation with other museums and new contents and exhibitions, guides and a tour program for visitors lasting at least two hours, specialized/thematic tours – any museum in the U.S or U.K. could serve as a model of management of a cultural asset – there are good practices in the world, but they are not implemented in BiH. It is shameful that museums and galleries are riddled with debts while assets decay because these institutions are run by inadequate people who do not know how or do not want to introduce modern methods of cultural asset management.”

**Women, 45 – 54 age group**

“Secure regular cofinancing from the budget of BiH for culture institutions that belong to all citizens of BiH; urgently develop a plan for management of assets in the sector of culture, to be implemented by all levels of administration in BiH; urgently develop and adopt a BiH development strategy, with one goal to safeguard and promote BiH cultural values; ensure transparent selection of managers of culture institutions on all levels of administration (select experts, not politically suitable cadres); ensure regional and broader cooperation with similar institutions; create a ministry of culture on the state level...”

**Woman, 55 – 64 age group**

“Culture policy in BiH is a document drafted for use at a single conference. A concrete long- and short-term plan is required, with specific tasks, deadlines, persons accountable for implementation and budgets for all activities, as well as stimulative and destimulative measures... The current culture policy is a wish list of a closed circle of people from the institutions of urban culture.”

**Question 13:** Do you have a suggestion how to better stimulate the development of culture industry in BiH:

**Analysis of responses:**

A total of 84 persons responded to question 13, 43 women (52%) and 41 men (49%). Most responses were provided by 25 – 34 and 35 – 44 age groups.

**Key words:** education; financial assistance; legal exemptions; lower taxes or other types of benefits for persons interested to work in culture industry; increase youth participation; private-public partnerships; involvement of NGO sector; right people in right positions; participation in international tenders/competitions; education of culture officials and orientation on partnership with private sector; linking with the region, EU and globally; targeted media promotions; general promotion of entrepreneurship.

**Select answers:**

**Woman, 35 - 44 age group**

“Special incentives for the culture industry should be created – working spaces/creative hubs need to be provided, with low rents, tax exemptions for some years, better international promotion... At present they are on their own, without
“Develop and invest in private-public partnerships, adopt the law on electronic signature, place unused resources at disposal of independent undertakings in the domain of culture. For instance, there are numerous business premises owned by municipalities that are empty and unused (or just occupied by someone who conducts no economic activity whatsoever). Invest in culture management on the practical level; digitalize and commercialize cultural heritage (museums and archives); invest in projects that will ‘develop the market’ for specific segments of culture industry, define rules, procedures and financial aspects. Invest in projects that support art/culture critique.”

“Circumvent bureaucratic instances that hinder the development of culture and support directly those local culture organizations (associations) that already achieved good results and that can account (and document) how they spent previous funding.”

Question 14: In your view, which potentials does BiH have that remain underutilized:

Analysis of responses:
The survey yielded many qualitative responses. A total of 127 persons responded to question 14, 68 women (54%) and 59 men (46%). Most responses were provided by 25 – 34 and 35 – 44 age groups.

Key words: agro/rural tourism; gastronomy; natural resources; potable water; winter tourism; mountain tourism; historical, natural and ethnological assets; diversity of cultures and religions; hard-working and diligent people; potential of capable men; organic food production; rivers (rafting), forests, historical monuments/sites, spas; medieval standing tombstones; youth, cycling and extreme sports; ethno villages, music, theaters, the spirit of the Balkans; national and nature parks; multiethnicity; youth potential; diaspora; brilliant individuals; Bosnian pyramids; the socialist heritage – our stories about young pioneers, volunteer work drives, and brotherhood and unity; trades and linking of trades with creative industries; clean air, medicinal waters; religious tourism; archeological sites.

Select responses:

Man, 15 – 24 age group
“Nature and history are the greatest treasure of BiH. We have nature the like of which cannot be found anywhere in the world; we have old towers, fortresses, mosques, churches, structures from different eras, from the Roman Empire all through SFR Yugoslavia. We have considerable potential. BiH could be an ideal destination for culture and nature tourism, but also for winter tourism in the region.”

Woman, 25 – 34 age group
“Nature and culture tourism – so many medieval towns which attract tourists everywhere in Europe, only here they are decaying (from Počitelj to Bobovac and Jajce), nature parks and mountain lakes that need only to be made a bit more accessible and be better marketed.”

Woman, 35 – 44 age group
“Kebab as our national dish. It’s not funny – Italians got rich and much better known because of the dish that their poor people ate, and today there are pizzerias all over the world – even the Turks have begun to call their autochthonous dish that resembles pizza – ‘Turkish pizza’. And kebab is also tastier than pizza. They should be prepared in vast quantities and exported and people should somehow be stimulated to open kebab shops around the world, they should receive shameless marketing and I am sure that the effort would have paid off in the end. And the culture of eating is culture, too. On a separate note, regarding medieval monuments and architecture – there are so many known, but unexcavated sites in BiH that it constitutes a heaven for archeologists, but no one funds that, instead Germans come and excavate on our sites. Therefore, archeology should be intensified.”

Woman, 35 – 44 age group
“All potentials are underutilized. Even such heavily frequented destinations as Mostar and Medjugorje are not well managed – tourist fees are nearly non-existent, the most visited sites do not offer original souvenirs etc. Some underutilized potentials include: Vjetrenica Cave, Herzegovina region (including the towns of Počitelj, Stolac, Trebinje, Kravice waterfall, Blidinje Lake, Ramsko Lake, Neretva River, Buna River, Hutovo Blato natural preserve), mountains offer no attractions, rivers are poorly managed, eco and agro tourism are poorly developed, adrenaline tourism also, there are other towns and areas that are insufficiently promoted/utilized, such as the towns of Bihać, Jajce, Višegrad, Travnik, Gradacac, Kupres, Buško Lake, mountains Prenj, Čvrsnica, Velež, medieval sites of Kraljeva Sutjeska/Bobovac etc. The list goes on...”
### 4. CULTURE, GENDER EQUALITY AND EMPOWERMENT OF WOMEN

#### Question 15: To what extent you agree or disagree with the following statements:

<table>
<thead>
<tr>
<th>(all respondents)</th>
<th>Agree</th>
<th>Neither agree nor disagree</th>
<th>Disagree</th>
<th>Do not know</th>
</tr>
</thead>
<tbody>
<tr>
<td>Division of male and female gender roles is one of the important aspects of culture in BiH.</td>
<td>30.80%</td>
<td>33.04%</td>
<td>31.70%</td>
<td>4.46%</td>
</tr>
<tr>
<td>Men and women in BiH are equal and enjoy equal opportunities.</td>
<td>19.56%</td>
<td>25.33%</td>
<td>53.33%</td>
<td>1.78%</td>
</tr>
<tr>
<td>Women in BiH have equal access to jobs and working conditions, salaries and promotion as men.</td>
<td>20.89%</td>
<td>22.22%</td>
<td>53.33%</td>
<td>3.56%</td>
</tr>
<tr>
<td>Traditional values and religious practices affect gender relations to a great extent.</td>
<td>71.11%</td>
<td>20.00%</td>
<td>6.67%</td>
<td>2.22%</td>
</tr>
<tr>
<td>The media in BiH (print and electronic) contribute and adequately report on gender equality.</td>
<td>11.16%</td>
<td>34.82%</td>
<td>48.21%</td>
<td>5.80%</td>
</tr>
<tr>
<td>Affirmation of gender equality is adequately institutionalized in BiH.</td>
<td>18.92%</td>
<td>27.93%</td>
<td>44.59%</td>
<td>8.56%</td>
</tr>
<tr>
<td>There is sufficient number of women in leadership positions in BiH society.</td>
<td>9.42%</td>
<td>12.11%</td>
<td>71.30%</td>
<td>7.17%</td>
</tr>
<tr>
<td>There is a division into typically/traditionally ‘male’ and ‘female’ occupations.</td>
<td>59.82%</td>
<td>31.25%</td>
<td>6.70%</td>
<td>2.23%</td>
</tr>
<tr>
<td>Gender equality is adequately represented and affirmed in films, music, literature and fine arts.</td>
<td>18.83%</td>
<td>33.18%</td>
<td>38.12%</td>
<td>9.87%</td>
</tr>
<tr>
<td>Gender-based violence issues are adequately represented in print and electronic media.</td>
<td>11.21%</td>
<td>30.94%</td>
<td>50.67%</td>
<td>7.17%</td>
</tr>
<tr>
<td>Most cultural content in BiH promotes stereotypes about gender roles and gender relations.</td>
<td>30.32%</td>
<td>41.18%</td>
<td>20.36%</td>
<td>8.14%</td>
</tr>
</tbody>
</table>

#### Analysis of responses:

Certain variations in responses by gender, age, urban/rural criterion and the FBiH/RS aspect were identified – details about these variations may be found below.

- 71% of respondents (73% of women/68% of men/65% of the youth 15 – 24) agree with the statement that traditional values and religious practices affect gender relations to a great extent;
- 60% of respondents (64% of women/54% of men/76% of the youth 15 – 24/79% from the urban population/58% from the rural population) agree with the statement that there is a division into typically/traditionally ‘male’ and ‘female’ occupations;
- Respondents’ opinions are divided regarding the statement that the split into male and female gender roles is a vital aspect of culture in BiH: one-third of respondents agree with the statement, another third disagrees, while 33% of respondents provide a neutral response to this question. The variations were founded in the responses from FBiH relative to RS, with 38% of respondents from FBiH and 16% of those from RS agree with the statement on gender roles, as well as 37% of women and 23% of men.
- 45% of respondents do not believe that affirmation of gender equality is adequately institutionalized in BiH (48% from FBiH/35% from RS);
- Nearly one-third of respondents (30%) agree with the statement that most cultural content in BiH promotes stereotypes on gender roles and gender relations.
- Only 21% of respondents (16% of women/23% of men/0% of the youth 15 – 24) agree with the statement that women in BiH have equal access to jobs and working conditions, salaries and promotions as men.
- 20% of respondents (12% of women/30% of men/6% of the youth 15 – 24/18% from FBiH/24% from RS) agree with the statement that men and women in BiH are equal and enjoy equal opportunities;
- 19% of respondents (16% of women/23% of men/6% of the youth 15 – 24) agree with the statement that gender equality is adequately represented and affirmed in films, music, literature and fine arts;
- Just 9% of respondents (15% from the rural population/9% from the urban population/8% from FBiH/14% from RS) agree with the statement that there is sufficient number of women in leadership positions in BiH society;
- 11% of respondents (9% of women/14% of men/10% from FBiH/15% from RS/31% from the rural population/9% from the urban population) agree with the statement that (print and electronic) media in BiH contribute and adequately report on gender equality.
• 11% of respondents (6% of the youth 15 – 24) agree with the statement that the gender-violence issues are adequately presented in print and electronic media.

**Question 16:**
In your opinion, which of these elements and to which extent, can influence greater equality of women in BiH (mark: 1-lowest, 5-highest):

<table>
<thead>
<tr>
<th>(all respondents)</th>
<th>5</th>
<th>4</th>
<th>3</th>
<th>2</th>
<th>1</th>
<th>Average mark</th>
</tr>
</thead>
<tbody>
<tr>
<td>Tradition and customs</td>
<td>26.48%</td>
<td>16.89%</td>
<td>22.37%</td>
<td>11.87%</td>
<td>22.37%</td>
<td>3.13</td>
</tr>
<tr>
<td>Education</td>
<td>88.44%</td>
<td>6.67%</td>
<td>2.22%</td>
<td>1.78%</td>
<td>0.89%</td>
<td><strong>4.80</strong></td>
</tr>
<tr>
<td>Gender roles</td>
<td>30.84%</td>
<td>17.29%</td>
<td>29.91%</td>
<td>8.41%</td>
<td>13.55%</td>
<td>3.43</td>
</tr>
<tr>
<td>Religion</td>
<td>24.09%</td>
<td>16.82%</td>
<td>21.36%</td>
<td>11.82%</td>
<td>25.91%</td>
<td>3.01</td>
</tr>
<tr>
<td>Heritage</td>
<td>18.81%</td>
<td>19.72%</td>
<td>38.07%</td>
<td>13.30%</td>
<td>10.09%</td>
<td>3.24</td>
</tr>
<tr>
<td>Origins</td>
<td>22.58%</td>
<td>21.20%</td>
<td>31.34%</td>
<td>10.14%</td>
<td>14.75%</td>
<td>3.27</td>
</tr>
<tr>
<td>Society/prevalent cultural norms</td>
<td>46.82%</td>
<td>24.55%</td>
<td>15.00%</td>
<td>9.55%</td>
<td>4.09%</td>
<td><strong>4.00</strong></td>
</tr>
<tr>
<td>Family units/nuclei</td>
<td>54.05%</td>
<td>21.62%</td>
<td>18.02%</td>
<td>4.95%</td>
<td>1.35%</td>
<td>4.22</td>
</tr>
<tr>
<td>Ruling policies</td>
<td>38.12%</td>
<td>23.77%</td>
<td>17.94%</td>
<td>7.17%</td>
<td>13.00%</td>
<td>3.67</td>
</tr>
<tr>
<td>Working environment</td>
<td>41.36%</td>
<td>33.18%</td>
<td>20.00%</td>
<td>3.64%</td>
<td>1.82%</td>
<td><strong>4.09</strong></td>
</tr>
<tr>
<td>The way women are presented in the media/public</td>
<td>52.94%</td>
<td>27.60%</td>
<td>13.12%</td>
<td>4.52%</td>
<td>1.81%</td>
<td><strong>4.25</strong></td>
</tr>
<tr>
<td>Economic status</td>
<td>62.61%</td>
<td>23.87%</td>
<td>8.11%</td>
<td>3.60%</td>
<td>1.80%</td>
<td><strong>4.42</strong></td>
</tr>
</tbody>
</table>

**Something else (8 suggestions)**

**Women:** 1) It is necessary to place more competent women to leadership positions on all levels of administration in BiH; 2) the Law on Gender Equality and its consistent enforcement (with provisions for hefty sanctions and training of police officers for such type of action – some work in this regard had already been done and I felt the positive effects personally).

**Men:** 1) become a normal state; 2) age; 3) education, but quality education by high-quality instructors – the current ones are no good; 4) the desire of women to be truly equal is crucial – in BiH they are the great majority!

**Note:** two comments were extremely offensive and have not been directly quoted in this annex.

**Analysis:**

There are minor variations in responses by urban/rural respondent criteria, as well as in the responses of the youth (15 – 24) relative to the entire sample.

In the respondents’ opinion, certain elements/factors have greater or lesser influence on the equality of women in BiH. As many as 88% of respondents awarded the mark of (5) to education, resulting in an average mark of 4.8 (out of maximum 5), and they believe that it can have most influence on the equality of women in BiH (4.6 from the rural population/4.9 from the urban population). The next is the view that economic status may lead to greater equality of women (average mark 4.4, the average mark from youth – 4.9), as well as the way women are presented in the media/public (average mark 4.3), and an important role of family units/nuclei (average mark 4.2 – from rural areas average mark is 3.8, while from the urban areas the average mark is 4.3). The working environment and society (average mark 4.1, marked from the youth – 4.4) and the prevailing cultural norms (average mark 4.0, from the youth – 3.8) also may strongly impact the status of women in BiH.

The role of religion was assessed worst as a factor that may lead to an improved status of women in BiH (average mark 3.0, 2.9 by women, 3.1 by men, 2.8 by the youth), as well as the role of the tradition and customs (average mark 3.1, 3.0 by women, 3.1 by men). Heritage and origins were also less recognized as factors that can lead to improved status of women (average marks of 3.2 and 3.3, respectively).

**Question 17:**
Do you have a suggestion for measures or changes that could contribute to increased gender equality in BiH society:

**Analysis of responses:**

A total of 51 persons responded to question 17, 28 women (55%) and 23 men (45%). Most responses were provided by 25 – 34 and 35 – 44 age groups.

**Key words:** education of all generations, role of the media; adaptation of the curricula for elementary and secondary schools; shaking up stereotypes; opportunities for choices that will not place women in unfavorable position; changes in the family; compliance and enforcement of the Law on Equality; ban on discrimination; women should support other women more; implementation of international standards in practice; greater involvement of women in politics, economic independence; increasing the required quota of women in politics; strengthening of all related services, to give women as much time as possible to devote themselves to their own development; stimulate ambition in the female part of the population across all age groups.

**Select responses:**

**Woman, 25 – 34 age group**

“Training of children and youth that will shake up the stereotypes on women’s roles in the family and in the workplace.”
**Woman, 25 – 34 age group**

“Empower young girls, girls, young women and women as unique individuals that are in no way predestined for accepting a defined set of behaviors imposed by the society.”

**Woman, 25 – 34 age group**

“Opportunities for choices that will not place women in unfavorable position relative to men, more kindergartens, more programs for adequate stimulation of children, more meaningful community programs, tax relief.”

**Man, 25 – 34 age group**

“Changes in the family, education of parents in innovative ways (because obsolete education methods produce no effects among our people), influencing the media and policies...”

**Women, 35 – 44 age group**

“There is a lot of talk, but little actual work on this topic. We are witnesses that women are discriminated by employers, not only in BiH, but worldwide. Sadly, when a woman is interviewed for a job, employers (mainly) consider the candidate (even if the committee includes women) in terms of family, i.e. whether she will marry soon, if she is married whether she plans to have children, if she has children, or plans to have them, that entails pregnancy and maternity leaves, frequent absences from work etc. Employers need to be educated that a woman, as a mother has a potential of a serious candidate, because she would make every effort to provide for her family, as well as to ensure that these families bring forth new generations and youth, to extend the humankind. Unfortunately, people generally consider the short-term, while they live, although we should pay somewhat greater attention to our legacy to young generations and the message we are passing on. Furthermore, greater involvement of women in politics is needed, in line with the EU regulations, where the leading companies must ensure a balance for the underrepresented gender in top management. It must not be left to employers’ discretion whether women would be treated as less worthy (fewer chances for employment, for a management position or a promotion), but this must be enshrined in law (and strictly enforced).”

“The problem (in BiH) is that, after women graduate – the maternity leave has not been regulated in the best fashion, and neither has the return to work after maternity leave, sanctions for employers who fire women for getting pregnant must be draconic – single mothers must have support in securing their livelihood and finding adequate jobs, compensation for the same job, same level of education, same level of responsibility must be equal as for men, there should be more women in leadership positions and in politics, while society must by proactive to ensure that such changes actually occur. Violence against women and children should also be punished draconically, while the society must be sensitized to recognize and react to violence.”

**Men, 55 – 64 age group**

“ Solely and exclusively affirmation of the system of values and of fundamental values acquired in the family.”

“A legal quota for women in the government on all levels.”

**Woman, 65+ age group**

“Introduction of new content programs from kindergartens to secondary schools which should implement a new approach to male-female relations.”

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**5. CULTURE, SUSTAINABLE CITIES AND URBAN PLANNING**

**Question 18:** To what extent do you agree or disagree with the following statements:

<table>
<thead>
<tr>
<th>(all respondents)</th>
<th>Agree</th>
<th>Neither agree nor disagree</th>
<th>Disagree</th>
<th>Do not know</th>
</tr>
</thead>
<tbody>
<tr>
<td>Development of modern cities and urban areas in BiH takes into account the protection of cultural and historical heritage.</td>
<td>10.28%</td>
<td>27.57%</td>
<td>57.94%</td>
<td>4.21%</td>
</tr>
<tr>
<td>Cities in BiH may be described as modern, urban communities.</td>
<td>4.21%</td>
<td>31.78%</td>
<td>63.55%</td>
<td>0.47%</td>
</tr>
<tr>
<td>Urban planning of cities enhances the quality of life/living.</td>
<td>74.65%</td>
<td>10.80%</td>
<td>13.15%</td>
<td>1.41%</td>
</tr>
<tr>
<td>Multiculturality of cities contributes to their development, sustainability and economic prosperity.</td>
<td>75.12%</td>
<td>15.49%</td>
<td>7.04%</td>
<td>2.35%</td>
</tr>
<tr>
<td>City centres and urban areas in BiH are to a great extent adapted to the needs of persons with disabilities and those in the third age of life.</td>
<td>7.91%</td>
<td>17.21%</td>
<td>72.56%</td>
<td>2.33%</td>
</tr>
<tr>
<td>Major cities in BiH are welcoming/open to those who move in.</td>
<td>16.28%</td>
<td>45.12%</td>
<td>34.42%</td>
<td>4.19%</td>
</tr>
<tr>
<td>Institutions in BiH take the potential and significance of culture into account when planning city development.</td>
<td>3.27%</td>
<td>22.90%</td>
<td>67.29%</td>
<td>6.54%</td>
</tr>
<tr>
<td>Development of culture tourism leads to sustainable cities.</td>
<td>76.06%</td>
<td>15.02%</td>
<td>4.23%</td>
<td>4.69%</td>
</tr>
</tbody>
</table>
The views, positions and needs of both men and women should be equally taken into account in the planning process for the development of cities and urban areas.

| 89.30% | 7.91% | 0.47% | 2.33% |

**Analysis of responses:**
Certain variations in responses by gender, age, urban/rural criterion and the FBiH/RS aspect were identified – details about these variations may be found below.

- 89% of respondents (79% from the rural population/89% from the urban population/93% from the semi-urban population) agree with the statement that the views, positions and needs of both men and women should be equally taken into account in the planning process for the development of cities and urban areas;
- 76% of respondents (94% of the youth 15 – 24/62% from the rural population/75% from the urban population/81% from the semi-urban population) agree that the development of culture tourism leads to sustainable cities;
- 75% of respondents (78% of women/71% of men/63% of the youth 15 – 24/80% from FBiH/65% from RS) believe that multiculturality of cities contributes to their development, sustainability and economic prosperity;
- 73% of respondents (77% of women/66% of men/81% of the youth 15 – 24/76% from FBiH/67% from RS) disagree with the statement that city centres and urban areas in BiH are to a great extent adapted to the needs of persons with disabilities and those in the third age of life;
- 16% of respondents believe that major cities in BiH are welcoming/open to those who move in;
- 10% of respondents believe that the development of modern cities and urban areas in BiH takes the protection of cultural and historical heritage into account;
- 4% of respondents believe that the cities in BiH may be described as modern, urban communities;
- And only 3% of respondents agree with the statement that the institutions in BiH take the potential and significance of culture and related activities in the process of planning development of cities;

**Question 19:**
From your perspective, what would you want incorporated into the urban-planning documents in the future development of BiH:

**Analysis of responses:**
A total of 86 persons responded to question 19, 48 women (56%) and 38 men (44%). Most responses were provided by 25 – 34 and 35 – 44 age groups.

**Key words:** more parks, sports fields, developed beaches on rivers, youth centers; adaptation of the environment for persons with disabilities and persons of advanced age; preservation of cultural and historical monuments; development of tourism; suitable pedestrian paths, cycling lanes, suitably constructed roads with reserved underground spaces for future technical improvements of the city, more green areas and zones of creativity (where citizens may express their artistic messages, thoughts etc.); squares, opera, road infrastructure, environmental centers, filters; playgrounds, child- and family-friendly sites; less concrete, more garbage cans; recreational centers in the open – artificial rocks for rock climbers; use of renewable energy sources, reduction of permitted building heights, creation of „zones“ with similar contents; improvement of parking areas; reduction of pollution in cities; planned construction; cities adapted to the modern way of life; multimedia centers – concert halls; construction fully harmonized with the natural, cultural and historic heritage; every demolished house replaced by a green area, a bench per retired person; more humane style of construction.

**Select responses:**

**Man, 15 – 24 age group**

“Suitable pedestrian paths, cycling lanes, suitably constructed roads with reserved underground spaces for future technical improvements of the city, more green areas and zones of creativity (where citizens may express their artistic messages, thoughts etc.).”

**Women, 35 – 44 age group**

“Freedom of movement and access throughout the city for persons with disabilities, green areas (parks, walking areas), playgrounds, cycling lanes...”

“More green areas, cycling lanes, walking lanes, parks for children, parks for pets, mini zoos, pools, outdoor and indoor sports courts, creative spaces (e.g. music pavilions etc.). Crossroads and traffic regulation should be planned better. Sarajevo should have modern cable car lines, better tram transport with more modern rails and trams. More trees and more flowers are needed, more pleasant sites that will add quality to the urban life.”

**Men, 35 – 44 age group**

“Programs related to rewarding ways to spend free time for city dwellers: green areas, pedestrian and cycling paths, reduction of automobile traffic, use of renewable energy sources, reduction of permitted building heights, creation of „zones“ with similar contents. E.g. in Sarajevo, Marijin Dvor area is ideal for a ‘cultural industry’ zone: galleries and studios, workshops, production studios, reading rooms and bookstores.”
**Woman, 56 – 64 age group**

“The problem of zoning plans is that they too are products of politics, not expertise. When the expertise becomes dominant, everything will be fine.”

**Man, 55 – 64 age group**

“Every demolished house replaced by a green area, a bench per retired person, only rural architecture permitted in villages, new housing developments to have a central square as a place of meeting (what Eliade calls ‘the axis mundi’) – cities need to be places of encounters, not of bypasses.”

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**Question 20:**

Do you have an example or a suggestion of interesting mix of traditional and modern in the urban communities in BiH:

**Analysis of responses:**

A total of 46 persons responded to question 20, 24 women (52%) and 22 men (48%). Most responses were provided by 25 – 34 and 35 – 44 age groups.

**Key words:** events, architecture (design should incorporate traditional elements, but modern ones as well); promotion of cultural and historical monuments and heritage in urban areas; Jajce is, I believe, among good examples, although a smaller town it is a very fine example in my view; Andric-grad; eco village EcoNatura in Lohovo, although it is in a rural area; ethnic restaurants; Bašćaršija, Stari Grad, Sarajevo; traditional facilities and services with modern infrastructure and communications; fashion shows of medieval dress; vacation facilities (hotels) with elements of traditional design – preservation of traditional downtown areas; the heart of the town of Bosanska Krupa; architecture by Amir Vuk Zec; Bihać – downtown Gradačac – downtown Travnik.

**Select responses:**

**Woman, 35 – 44 age group**

“Both traditional and modern are completely normal things that exist side by side and are necessarily intermingled – do they even require special efforts to be brought together?”

**Woman, 45 – 54 age group**

“Traditional is modern. It is necessary to ensure revitalization, protection and promotion of all traditional cultural and historical movable and immovable assets in BiH, with active participation of the institutions on all levels of administration.”

**Man, 55 – 64 age group**

“Old urban downtown areas should be protected and used for tourism, while development should be directed towards new parts of the city. Here we tear down old buildings in unique urban areas and introduce structures that have no links with their urban vicinity. A city must employ people with greater expertise and integrity in the bodies that pass regulatory plans.”

**Woman, 65+ age group**

“Old crafts, their preservation from oblivion, training of the youth to take up such work – self-employment and support of local communities.”

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**6. CULTURE, ENVIRONMENT AND CLIMATE CHANGE**

**Question 21:** To what extent do you agree or disagree with the following statements:

<table>
<thead>
<tr>
<th>(all respondents)</th>
<th>Agree</th>
<th>Neither agree nor disagree</th>
<th>Disagree</th>
<th>Do not know</th>
</tr>
</thead>
<tbody>
<tr>
<td>Attitude towards nature and natural heritage is a part of a society’s culture.</td>
<td>96.70%</td>
<td>1.89%</td>
<td>0.94%</td>
<td>0.47%</td>
</tr>
<tr>
<td>Natural heritage in BiH is adequately protected by the existing legal framework.</td>
<td>5.21%</td>
<td>27.01%</td>
<td>54.03%</td>
<td>13.74%</td>
</tr>
<tr>
<td>BiH institutions earmark sufficient funding for adequate protection of natural heritage and for environmental protection.</td>
<td>0.95%</td>
<td>7.58%</td>
<td>79.62%</td>
<td>11.85%</td>
</tr>
<tr>
<td>Inhabitants of BiH care sufficiently and treat appropriately the existing natural resources and their potential.</td>
<td>2.38%</td>
<td>4.76%</td>
<td>91.43%</td>
<td>1.43%</td>
</tr>
<tr>
<td>Effects of global climate changes may be felt in BiH as well.</td>
<td>91.98%</td>
<td>4.25%</td>
<td>1.42%</td>
<td>2.36%</td>
</tr>
<tr>
<td>BiH is adequately prepared for the consequences of global climate change.</td>
<td>1.90%</td>
<td>3.32%</td>
<td>90.05%</td>
<td>4.74%</td>
</tr>
<tr>
<td>BiH has a satisfactory number of national parks and protected areas in relation to its total surface area.</td>
<td>9.48%</td>
<td>19.91%</td>
<td>62.09%</td>
<td>8.53%</td>
</tr>
<tr>
<td>Preservation of traditional knowledge and skills in agriculture</td>
<td>72.38%</td>
<td>16.67%</td>
<td>5.24%</td>
<td>5.71%</td>
</tr>
</tbody>
</table>

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contributes to more responsible consumption and to strengthening of environmental sustainability

Analysis of responses:
Certain variations in responses by gender, age, urban/rural criterion and the FBiH/RS aspect were identified – details about these variations may be found below.

- 97% of respondents (86% from the rural population/98% from the urban population) agree that the attitude towards nature and natural heritage is part of a society’s culture.

- 92% of respondents (100% of the youth 15 – 24/86% from the rural population) believe that the impact of global climate changes can be felt in BiH;

- 90% of respondents (77% from the rural population/93% from the urban population/94% of the youth 15 – 24) disagree with the statement that BiH is adequately prepared for the consequences of global climate change.

- 80% of respondents (88% of the youth 15 – 24/82% from FBiH/74% from RS/81% from the urban population) disagree that BiH institutions earmark sufficient funding for adequate management of natural heritage and environmental protection;

- 72% of respondents (75% from FBiH/68% from RS/81% of the youth 15 – 24) agree that preservation of traditional knowledge and skills in agriculture contributes to more responsible consumption and to strengthening of environmental sustainability.

- 10% of respondents (8% of women/11% of men/0% of the youth 15 – 24/88% from FBiH/19% from RS/15% from the rural population/10% from the semi-urban population) agree that BiH has an adequate number of national parks and protected areas relative to its total surface area;

- 5% of respondents (0% of the youth 15 – 24) believe that the natural heritage in BiH is adequately protected by the existing legal framework.

- Only 2% of respondents (21% from the rural population/1% from the urban population/4% from FBiH/0% from RS/0% of the youth 15 – 24) agree with the statement that inhabitants of BiH adequately care for and have appropriate attitude towards existing natural resources and their potential.

### Question 22:
State the way/s to influence awareness about the importance of environmental protection and preparedness for the consequences of climate change in BiH:

Analysis of responses
A total of 81 persons responded to question 22, 45 women (55%) and 36 men (45%). Most responses were provided by 25 – 34 and 35 – 44 age groups.

**Key words:** Preventive action; education; media campaigns; joint cooperation; higher fines; introduce a study subject on Environment; support relevant projects with maximum participation of citizens; introduce awareness about the environment and about climate change; revise relevant laws and ensure their full enforcement; introduce saving light bulbs, increase energy efficiency, reduce vehicle use; place conditions in credit lines; reinforce education of decision-makers.

Select responses:

**Woman, 15 – 24 age group**
"Preventive action – education of children from kindergarten. A number of government media campaigns on this topic. Joint cooperation to exchange good experiences with NGOs involved in environmental protection and with state institutions. Much higher fines for those who discard garbage where it is not permitted."

**Man, 25 – 34 age group**
"Stricter sanctions and their full enforcement (inspections that are effective and cover all areas), continued education of the young and development of the sense of caring for nature from the young age, changes of environmental protection policies."

**Woman, 35 – 44 age group**
"Education, through the media, brochures, introduction of saving light bulbs, increase of energy efficiency, reduced vehicle use, fuel restrictions and taxes, or at least tax cars for entering urban city areas (introduction of fees), cycling lanes and increased awareness of drivers of cyclists as participants in the traffic, education of citizens about the disposal of waste matter, detergents, medicines. Medicines in particular, because, to my knowledge, only once a year there is a drive to deposit (dispose of) medicines in local pharmacies, which should be a continued process, people need to be educated not to spill antibiotics and other potentially hazardous medicines into the sink or throw them into garbage containers. Next, disposal of batteries, computer waste, I am not aware that there are measures, nor places where these could be disposed of. Then the sorting of waste in households, paper, glass, cans, leftover food, reduced use of plastic bags, use of biodegradable bags, investments into recycling plants (which, in addition to the environmental, have an economic aspect as well), checking heating fuels, controlling of major polluters, drastic fines for littering, tossing waste through home or car windows etc. In the context of the consequences of climate change, to begin with explicit ban on
construction in flood protection areas, to be followed by investment into flood protection systems, river dikes etc.”

Man, 35 – 44 age group
„Integrate the topic into the curricula for entrepreneurship, incorporate appropriate conditions into credit lines, entrepreneurship development grants and local economic development, promote clear benefits and quantitative indicators for BiH from the activities undertaken to date on environmental protection and preparedness for climate change.”

Man, 45 – 54 age group
„Raising public awareness, constant promotional campaigns, increase in capacity, increased budget allocations, constant efforts to address environmental issues in practical terms, reinforced education of decision-makers, stricter sanctions (temporarily), faster transposition of EU legislation into BiH legislation, and many other measures...”

Woman, 55 – 64 age group
„Education (formal and informal); conduct research into possible changes and consequences (invest into scientific research), and into mitigation and recovery programs; publish the study findings through all media.”

Man, 55 – 64 age group
„Education of the young from the beginning of their schooling, with participation in individual and mass environmental activities – education in recycling home waste to create habits for action in the home and the broader community. Education in preserving the water in springs and creeks through environmental drives and excursion trips to unpolluted nature.”

Question 23: In your opinion, what are the priority activities and/or domains for action in BiH:

Analysis of responses:
A total of 76 persons responded to question 23, 41 women (54%) and 35 men (46%). Most responses were provided by 25 – 34 and 35 – 44 age groups.

Key words: prevention; waste disposal sites!! recycling of garbage and control of air pollution; education and enforcement; regulations, education; new modes of heating – electric heating instead of burning coal or wood; raising awareness of citizens; more responsible consumption; following the global trends in environmental protection; adequate laws on waste disposal; sorting and recycling of waste, banning plastic packaging (or imposing surcharges); regulation of heating in urban areas, urgent addressing of enormous leakages in public water supply systems, protection of rivers; clearing river beds and adjacent land; use of renewable energy sources; demining; dikes, procurement of Canadair firefighting planes, planned flooding of certain areas to control flood damage; removal of illegally constructed building from areas regularly threatened by landslides or floods; initiation of campaigns, raising awareness about the gravity of consequences that may be caused by climate change; ‘greening’ of the energy sector.

Select responses:
Woman, 25 – 34 age group
„High mountain landscapes, natural refuges, river canyons, lakes, swamps (Bardača, Hutovo Blato, Livno Valley, Duvo Valley, Glamoč Valley, Gacko Valley), primordial forests, alpinetums, aquarinetums, Klek Peninsula...; protection from ‘Upper Horizons’-type projects12, from hydro and thermal power plants.”

Man, 25 – 34 age group
„Following the global trends in environmental protection, funding new projects and their tight monitoring, expanding forested areas and green areas in cities, greater care and education about biodiversity, strict suppression of poaching and illegal exploitation of natural resources, which are widespread in BiH.”

Woman, 35 – 44 age group
“An adequate law on waste disposal: every person generates garbage, therefore everyone has to be a user of utility services; there can be no dumping of garbage into rivers nor its burning. This service should be charged directly with the electricity bills: nature is linked with energy. If plastic materials were recycled and bought back, it would reduce the quantities thrown away; same holds, for example, for metals. Illegal digging, landfilling and dredging of soil causes its destabilization. Instead of mitigating consequences, we should be addressing causes.”

Men, 35 – 44 age group
“Remove illegally constructed buildings from areas regularly threatened by landslides, floods etc. Zoning projects should be coordinated with the needs of the population. Barriers and water-collection canals should be constructed... Illegal

12 A contentious project proposal for construction of seven hydropower plants in the upper reaches of the Neretva River in south-central BiH.
logging should be prevented.”

“The same strategy as for culture. What we want in 20 years in terms of energy generation and consumption. Stop any new energy sector projects pursuing traditional modes of generation. Simplify procedures for solar and wind energy generation; ban imports of used cars that fail to meet the strictest norms; develop cycling in cities, primarily through building real infrastructure; reforestation, mountaineering as parts of the education system... there is a lot that can be done; development of agriculture – introduce taxes on untilled and untended land, ban logging and exports of logs and semi-finished wood products (such as planks)...”

**Man, 45 - 54 age group**

“ Initiation of campaigns, raising of awareness on the gravity of consequences that climate change might cause, adaptation to changes, economize on all resources where economizing is possible, responsible management of procedures and installations that contribute to increased GHG emissions, increasing awareness of decision-makers, other measures. Rein in energy lobbies and demand their greater involvement in combating the consequences of climate change, regulate transport and increase use of renewable energy sources. Make public transport available to all.”

**Woman, 55 - 64 age group**

“Greening” of the energy sector, i.e. considerable reduction in generation and consumption of fossil fuels and energy from hydropower plants with accumulation reservoirs through considerable enhancement of energy efficiency and use of renewable energy sources.”

### 6. CULTURE, INCLUSION AND RECONCILIATION

**Question 24:** To what extent do you agree or disagree with the following statements:

<table>
<thead>
<tr>
<th>(all respondents)</th>
<th>Agree</th>
<th>Neither agree nor disagree</th>
<th>Disagree</th>
<th>Do not know</th>
</tr>
</thead>
<tbody>
<tr>
<td>BiH society is tolerant and inclusive.</td>
<td>5.39%</td>
<td>26.47%</td>
<td>66.67%</td>
<td>1.47%</td>
</tr>
<tr>
<td>Respect of cultural diversity and promotion of intercultural and interreligious dialogue are of vital importance for development of more inclusive and stable societies.</td>
<td>87.86%</td>
<td>8.25%</td>
<td>2.43%</td>
<td>1.46%</td>
</tr>
<tr>
<td>BiH society is more concerned with the past than with the future.</td>
<td>88.35%</td>
<td>9.22%</td>
<td>1.46%</td>
<td>0.97%</td>
</tr>
<tr>
<td>BiH society is near the end of the process of confronting its past.</td>
<td>4.88%</td>
<td>18.05%</td>
<td>72.20%</td>
<td>4.88%</td>
</tr>
<tr>
<td>Culture plays an exceptionally important role in the process of creation of an inclusive and tolerant society in BiH.</td>
<td>81.95%</td>
<td>12.68%</td>
<td>3.41%</td>
<td>1.95%</td>
</tr>
<tr>
<td>BiH (print and electronic) media contribute to the reconciliation process in BiH.</td>
<td>5.83%</td>
<td>12.62%</td>
<td>80.10%</td>
<td>1.46%</td>
</tr>
<tr>
<td>Hate speech in BiH has become very frequent.</td>
<td>83.25%</td>
<td>8.87%</td>
<td>6.40%</td>
<td>1.48%</td>
</tr>
<tr>
<td>Hate speech is inadequately penalized in BiH.</td>
<td>90.24%</td>
<td>5.37%</td>
<td>2.93%</td>
<td>1.46%</td>
</tr>
<tr>
<td>Citizens of BiH are open towards persons who are different.</td>
<td>17.65%</td>
<td>35.78%</td>
<td>43.63%</td>
<td>2.94%</td>
</tr>
<tr>
<td>I am open towards persons who are different.</td>
<td>90.73%</td>
<td>7.32%</td>
<td>0.49%</td>
<td>1.46%</td>
</tr>
<tr>
<td>BiH institutions sufficiently promote inclusive society and contribute to the reconciliation process.</td>
<td>2.45%</td>
<td>20.10%</td>
<td>74.02%</td>
<td>3.43%</td>
</tr>
<tr>
<td>There are many similar elements in the cultures of the BiH peoples.</td>
<td>85.29%</td>
<td>10.29%</td>
<td>3.43%</td>
<td>0.98%</td>
</tr>
<tr>
<td>I feel secure and welcome in all parts of BiH.</td>
<td>28.29%</td>
<td>30.24%</td>
<td>39.02%</td>
<td>2.44%</td>
</tr>
<tr>
<td>School exchanges of students may contribute to creation of inclusive and open society.</td>
<td>89.76%</td>
<td>6.83%</td>
<td>0.98%</td>
<td>2.44%</td>
</tr>
<tr>
<td>Members of minority groups and persons with disabilities are adequately involved in all major processes in BiH society.</td>
<td>3.90%</td>
<td>14.15%</td>
<td>78.05%</td>
<td>3.90%</td>
</tr>
<tr>
<td>Persons of the third age of life/the elderly are adequately involved in all major processes in BiH society.</td>
<td>4.43%</td>
<td>17.73%</td>
<td>72.41%</td>
<td>5.42%</td>
</tr>
<tr>
<td>A strong influence of women and women’s NGOs in affirmation of peace and in reconciliation is evident in BiH.</td>
<td>13.73%</td>
<td>37.75%</td>
<td>42.16%</td>
<td>6.37%</td>
</tr>
<tr>
<td>There is sufficient culture content in BiH dedicated to affirmation of peace and inclusive society.</td>
<td>4.88%</td>
<td>29.27%</td>
<td>61.46%</td>
<td>4.39%</td>
</tr>
<tr>
<td>I believe that other priorities, such as economic development and enhancing employment opportunities, are more important for the future of BiH than the reconciliation process.</td>
<td>36.45%</td>
<td>40.89%</td>
<td>21.18%</td>
<td>1.48%</td>
</tr>
</tbody>
</table>

**Analysis of responses:**

Certain variations in responses by gender, age, urban/rural criterion and the FBiH/RS aspect were identified – details about these variations may be found below.

- 88% of respondents (79% from the rural population/86% from the urban population/96% from the semi-urban...
population) agree with the statement that BiH society is more concerned with the past than with the future;
- 82% of respondents (87% of the youth 15 – 24/85% from FBiH/77% from RS/54% from the rural population/83% from the urban population/85% from the semi-urban population) agree that culture has an exceptionally important role in the process of creation of an inclusive and tolerant society in BiH;
- 85% of respondents (88% from FBiH/80% from RS/62% from the rural population/87% from the urban population/87% from the semi-urban population) agree that there are many similar elements in the culture of the BiH peoples;
- 88% of respondents (91% of women/86% of men/100% of the youth 15 – 24/64% from the rural population/90% from the urban population) agree that respect for cultural diversity and promotion of intercultural and interreligious dialogue are of crucial importance for creation of more inclusive and stable societies;
- 90% of respondents (95% from FBiH/82% from RS/70% from the rural population/91% from the urban population/91% from the semi-urban population) agree that school exchanges of students may contribute to creation of inclusive and open society;
- 83% of respondents (80% of women/90% of men/94% of the youth 15 – 24/85% from FBiH/77% from RS/77% from the rural population/80% from the urban population/89% from the semi-urban population agree with the statement that hate speech has become very frequent in BiH;
- 90% of respondents (94% from FBiH/85% from RS/69% from the rural population/89% from the urban population/97% from the semi-urban population) agree with the statement that hate speech is insufficiently penalized in BiH;
- 91% of respondents (77% from the rural population/90% from the urban population/94% from the semi-urban population) agree with the statement ‘I am open towards persons who are different;’
- 18% of respondents (10% of women/28% of men/31% from the rural population/19% from the urban population/13% from the semi-urban population) agree with the statement that citizens of BiH are open towards persons who are different;
- 28% of respondents (26% of women/32% of men/19% of the youth 15 – 24/27% from FBiH/32% from RS/23% from the rural population/33% from the urban population/21% from the semi-urban population) feel secure and welcome in all parts of BiH;
- 14% of respondents (6% of the youth 15 – 24/0% from the rural population/13% from the urban population/17% from the semi-urban population) agree with the statement that a strong influence of women and women’s NGOs in affirmation of peace and in reconciliation is evident in BiH;
- 6% of respondents (5% of women/7% of men/13% of the youth 15 – 24/0% from the rural population/6% from the urban population) agree that the BiH (print and electronic) media contribute to the reconciliation process in BiH;
- 5% of respondents (3% of women/8% of men/6% of the youth 15 – 24/6% from FBiH/5% from RS/0% from the rural population/7% from the urban population) agree that BiH society is tolerant and inclusive;
- 5% of respondents (2% of women/9% of men/6% of the youth 15 – 24/5% from FBiH/5% from RS/0% from the rural population/4% from the urban population/6% from the semi-urban population) agree with the statement that BiH society is near the the end of the process of confronting its past;
- 5% of respondents (3% of women/7% of men/6% of the youth 15 – 24/4% from FBiH/6% from RS/0% from the rural population/6% from the urban population/3% from the semi-urban population) believe that there is sufficient culture content in BiH dedicated to affirmation of peace and inclusive society;
- 4% of respondents (4% of women/3% of men/0% of the youth 15 – 24/3% from FBiH/6% from RS/8% from the rural population/6% from the urban population/0% from the semi-urban population) believe that there is sufficient culture content in BiH dedicated to affirmation of peace and inclusive society;
- 4% of respondents (3% of women/6% of men/0% of the youth 15 – 24/4% from FBiH/6% from RS/15% from the rural population/6% from the urban population/0% from the semi-urban population) believe that persons in the third age of life/elderly persons are adequately included into all major processes in BiH society;
- 2% of respondents (3% of women/1% of men/0% of the youth 15 – 24/3% from FBiH/1% from RS/0% from the rural population/3% from the urban population/1% from the semi-urban population) agree with the statement that BiH institutions sufficiently promote inclusive society and contribute to the reconciliation process;
- 36% of respondents agree with the statement ‘I believe that other priorities, such as economic development and enhancing employment opportunities, are more important for the future of BiH than the reconciliation process.’ 21% disagree and as many as 41% are neutral – no major variations in responses to this statement were identified.

<table>
<thead>
<tr>
<th>Question 25: In your opinion, which of the following elements, and to what extent, may contribute to creation of an inclusive and tolerant society in BiH (5 is the highest, 1 is the lowest ranking)</th>
<th>(all respondents)</th>
<th>5</th>
<th>4</th>
<th>3</th>
<th>2</th>
<th>1</th>
<th>Average mark</th>
</tr>
</thead>
<tbody>
<tr>
<td>Tradition and customs</td>
<td>30.05%</td>
<td>20.20%</td>
<td>27.59%</td>
<td>11.33%</td>
<td>10.84%</td>
<td>3.47</td>
<td></td>
</tr>
<tr>
<td>Inclusive education</td>
<td>73.66%</td>
<td>16.10%</td>
<td>7.80%</td>
<td>1.46%</td>
<td>0.98%</td>
<td>4.60</td>
<td></td>
</tr>
<tr>
<td>Religion</td>
<td>28.22%</td>
<td>13.86%</td>
<td>26.73%</td>
<td>10.89%</td>
<td>20.30%</td>
<td>3.19</td>
<td></td>
</tr>
<tr>
<td>Category</td>
<td>1%</td>
<td>2%</td>
<td>3%</td>
<td>4%</td>
<td>5%</td>
<td>Total</td>
<td></td>
</tr>
<tr>
<td>----------------------------------------------------</td>
<td>------</td>
<td>------</td>
<td>------</td>
<td>------</td>
<td>------</td>
<td>-------</td>
<td></td>
</tr>
<tr>
<td>Culture</td>
<td>72.55</td>
<td>15.69</td>
<td>8.33</td>
<td>1.96</td>
<td>1.47</td>
<td>4.56</td>
<td></td>
</tr>
<tr>
<td>Sports</td>
<td>73.66</td>
<td>13.66</td>
<td>6.34</td>
<td>3.41</td>
<td>2.93</td>
<td>4.52</td>
<td></td>
</tr>
<tr>
<td>Working together</td>
<td>83.82</td>
<td>10.78</td>
<td>3.92</td>
<td>0.49</td>
<td>0.98</td>
<td>4.76</td>
<td></td>
</tr>
<tr>
<td>Family units/nuclei</td>
<td>65.69</td>
<td>17.65</td>
<td>12.25</td>
<td>1.96</td>
<td>2.45</td>
<td>4.42</td>
<td></td>
</tr>
<tr>
<td>Media</td>
<td>72.06</td>
<td>20.59</td>
<td>1.96</td>
<td>2.94</td>
<td>2.45</td>
<td>4.57</td>
<td></td>
</tr>
<tr>
<td>NGOs active in the development of the reconciliation process</td>
<td>51.23</td>
<td>21.18</td>
<td>15.27</td>
<td>8.87</td>
<td>3.45</td>
<td>4.08</td>
<td></td>
</tr>
<tr>
<td>Public figures speaking out in favor of open and inclusive dialogue</td>
<td>63.24</td>
<td>17.65</td>
<td>12.25</td>
<td>3.92</td>
<td>2.94</td>
<td>4.34</td>
<td></td>
</tr>
<tr>
<td>Gender equality</td>
<td>50.25</td>
<td>22.66</td>
<td>16.75</td>
<td>6.90</td>
<td>3.45</td>
<td>4.09</td>
<td></td>
</tr>
<tr>
<td>Positioning of BiH as a multicultural tourist destination</td>
<td>64.18</td>
<td>17.91</td>
<td>13.43</td>
<td>1.49</td>
<td>2.99</td>
<td>4.39</td>
<td></td>
</tr>
<tr>
<td>Support of the governing structures in BiH</td>
<td>63.90</td>
<td>18.05</td>
<td>8.78</td>
<td>3.41</td>
<td>5.85</td>
<td>4.31</td>
<td></td>
</tr>
<tr>
<td>Economic development</td>
<td>86.27</td>
<td>8.33</td>
<td>3.92</td>
<td>0.49</td>
<td>0.98</td>
<td>4.78</td>
<td></td>
</tr>
</tbody>
</table>

**Something else (8 suggestions)**

**Women:**
1) prohibition of denial of genocide, war crimes and crimes against humanity, prohibition against extolling war criminals; 2) economy, sports and culture bring people together.

**Men:**
1) become a normal state; 2) free factories from politicians and appoint experts in their places while we still have any experts at all, in 10 years we will not have even them (the experts); 3) education before all, and in particular the segment that is not in the curriculum and syllabus. The one that is transferred in the direct contacts with students, primarily through expression of personal views of teaching staff; 4) media promotion of simple, positive examples, not excesses; 5) tolerance.

**Note:** one comment was extremely offensive and has not been directly quoted in this annex.

**Analysis of responses:**

In the respondents’ opinion, certain elements/factors have greater or lesser influence on creation of an inclusive and tolerant society in BiH. The highest average mark of 4.8 (out of maximum 5) was awarded to economic development, which was recognized by respondents as the key factor for the development of an inclusive and tolerant society in BiH. Next in line are: working together (4.8), inclusive education (4.6), media (4.6) and sports (4.5). Somewhat lower average marks were awarded for the following responses: family units/nuclei (4.4), positioning of BiH as a multicultural tourist destination (4.4), public figures speaking out in favor of open and inclusive dialogue (4.3), support of governing structures in BiH (4.3), non-governmental organizations (4.1) and gender equality (4.1).

The responses that were marked lowest as factors that may contribute to creation of inclusive and tolerant society in BiH were tradition and customs (3.5) and religion (3.2).

For women, the top five factors are: 1) economic development (4.8); media (4.7); sports (4.6); inclusive education (4.6); and 5) culture (4.5).

For men, the top five factors are: 1) economic development (4.8); 2) inclusive education (4.6); 3) culture (4.6); 4) media (4.5) and 5) sports (4.4).

For the youth, top 5 factors are: 1) working together (5); 2) economic development (4.9); 3) positioning of BiH as a multicultural tourist destination (4.9); 4) shared by inclusive education and media (4.8); and 5) shared by culture and NGOs (4.7).

For FBiH population, the top five factors are: 1) economic development (4.9); 2) working together (4.8); 3) media (4.7); 4) shared by inclusive education and sports (4.8); and 5 culture (4.6).

For RS population, the top five factors are: 1) shared by economic development and working together (4.7); 2) inclusive education (4.6); 3) culture (4.7); 4) media (4.5); and 5) sports (4.5).

For the rural population, the top five factors are: 1) media (4.4); 2) working together (4.3); 3) positioning of BiH as a multicultural tourist destination (4.2); 4) economic development (4.1); and 5) sports (4.1).

For the urban population, the top five factors are: 1) working together (4.9); 2) economic development (4.8); 3) inclusive education (4.7); 4) shared by culture and media (4.8); and 5) sports 4.5.

**Question 26:** Any other comments you would like to share

**Analysis of responses:**

A total of 28 persons responded to question 26, 11 women (39%) and 17 men (61%). Most responses were provided by 25 – 34 and 35 – 44 age groups.
Select responses:

**Women, 15 – 24 age group**

“...”

**Women, 35 – 44 age group**

“...”

**Man, 35 – 44 age group**

“...”

**Woman, 45 – 54 age group**

“...”

**Man, 45 – 54 age group**

“...”

**Man, 45 – 54 age group**

“...”

**Woman, 55 – 64 age group**

“...”

**Woman, 55 – 64 age group**

“...”
Annex 4: Analysis of youth focus groups

INTRODUCTION

Prism Research, the agency for marketing, media and social research, has conducted a qualitative research for the needs of the project “Consultation on the topic of culture and development” in October 2014. The research was financed by the United Nations Population Fund (UNFPA).

United Nations (UN) has adopted 8 Millennium Development Goals in 2000. The idea is to accomplish these goals until 2015. The goals that have been specified for the period from 2000 until 2015 are: eradicating extreme poverty and hunger, providing elementary education for everyone, increasing the equality of women and men, reducing the death rate of infants, improving the health maternity, fight against HIV/AIDS and malaria, supporting the sustainability of environment and global partnership for development. The United Nations are currently conducting consultations in relation to new goals that should be specified for the period after 2015. The first circle of consultation started in 2013 and Bosnia and Herzegovina (BiH) was selected to participate in the second circle on the topic “Culture and Development”. The UN agencies: UNESCO (The United Nations Educational, Scientific and Cultural Organization), UNFPA (United Nations Population Fund), UNDP (United Nations Developing Programme) are named as leading UN agencies for this process. This research is a step in the process of consultations with young people on the mentioned topic. The research was conducted in the period of October 2nd – October 10th, 2014. In this period, 10 group discussions were held in 9 municipalities in Bosnia and Herzegovina. Different categories of young people (18 – 25 years) from BiH participated in the focus group discussions; youth activists, nongovernmental organizations and religious communities’ members, members of vulnerable categories of citizens, youth center service users, pupils and students. This Report presents the main findings of this research.

METHODOLOGY

For conducting consultation on the topic of culture and development, the qualitative research method was used. Focus group was utilized as a qualitative method that in this research. Within the framework of this research, 10 group discussions altogether were conducted.

Recruitment

The recruitment of participants for focus groups is based on the following basic criteria:

1. Geographic distribution – secure the representation of participants from the Federation BiH and Republika Srpska and Brčko. In order to fulfill this criterion, four focus groups were held in Federation BiH, four in the Republika Srpska and two in Brčko District.

2. Age – this research implied consultations with young people on the topic of “Culture and development”. Because of that, all participants were between 18 and 25 years old.

3. Sex – It was taken into account that the equal number of men and women were present in every focus group.

4. Activity in religion community and religious affiliation - Focus groups with young people of different religious affiliations active in different religion communities in both entities as well as in Brčko District.

5. High school pupils and students - Focus groups with high school pupils and students were held in both entities as well as in Brčko District.

6. Youth center service users and members of nongovernment organizations - Focus groups with youth center service users and members of nongovernment organizations were held in both entities as well as in Brčko District.

7. Vulnerable categories of citizens - Focus groups with members of vulnerable categories of citizens (Roma people, disabled citizens, etc.) were held in both entities as well as in Brčko District.

8. Settlement – It was taken into account that the participants settled in urban areas as well as participants from a rural area were represented.

Guide

Focus group guide was created in cooperation of Prism Research and the client on the basis of the Questionnaire used in quantitative research on the same topic. The Guide for focus groups can be found in the appendix of the Report.

Focus groups

Ten focus groups were held during this research altogether. Focus groups were held from October 2nd to October 10th, 2014. As it was previously mentioned, four focus group discussions were held in Federation Bosnia and Herzegovina, namely in Sarajevo, Tuzla, Zenica and Mostar. Also, four focus groups were held in the following cities in Republika Srpska: Prijedor, Banja Luka, Doboj and Bijeljina. Finally, two focus groups were held in Brčko. Focus groups were held in accordance with the following plan:
Focus groups in Federation of Bosnia and Herzegovina

<table>
<thead>
<tr>
<th>Locations</th>
<th>Participants</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Sarajevo</td>
<td>Younger adults from religious groups, of different sex and religious affiliation, 18 – 25 years old</td>
</tr>
<tr>
<td>2. Mostar</td>
<td>High school pupils and students, of different sex and place of living, 18 – 25 years old</td>
</tr>
<tr>
<td>3. Tuzla</td>
<td>Youth center services users, young members of nongovernment organizations/youth associations, of different sex and place of living, 18 – 25 years old</td>
</tr>
<tr>
<td>4. Zenica</td>
<td>Younger adults from vulnerable groups of citizens (Roma people, disabled population, other socially excluded groups), of different sex and place of living, 18 - 25 years old</td>
</tr>
</tbody>
</table>

Focus groups in Republika Srpska

<table>
<thead>
<tr>
<th>Locations</th>
<th>Participants</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Prijedor</td>
<td>Younger adults from religious groups, of different sex and religious belonging, 18 – 25 years old</td>
</tr>
<tr>
<td>2. Banjaluka</td>
<td>High school pupils and students, of different sex and place of living, 18 – 25 years old</td>
</tr>
<tr>
<td>3. Doboj</td>
<td>Youth center services users, young members of nongovernment organizations/youth associations, of different sex and place of living, 18 – 25 years old</td>
</tr>
<tr>
<td>4. Bijeljina</td>
<td>Younger adults from vulnerable groups of citizens (Roma people, disabled population, other socially excluded groups), of different sex and place of living, 18 - 25 years old</td>
</tr>
</tbody>
</table>

Focus groups in Brčko District

<table>
<thead>
<tr>
<th>Locations</th>
<th>Participants</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. group</td>
<td>Younger adults from religious groups, of different sex and religious affiliation, 18 – 25 years old</td>
</tr>
<tr>
<td></td>
<td>High school pupils and students, of different sex and place of living, 18 – 25 years old</td>
</tr>
<tr>
<td>2. group</td>
<td>Youth center services users, young members of nongovernment organizations/youth associations, of different sex and place of living, 18 – 25 years old</td>
</tr>
<tr>
<td></td>
<td>Younger adults from vulnerable groups of citizens (Roma people, disabled population, other socially excluded groups), of different sex and place of living, 18 - 25 years old</td>
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</tbody>
</table>

Focus groups were managed by a moderator from Prism Research agency. Groups were organized in easily accessible places for participants. Participants’ involvement was voluntary, but they received individual money atonement. During these focus groups, no problems were recorded. Participants agreed on the conversation being recorded by dictation machines. Audio materials were forwarded to professional typists who created transcripts. Together with the observations and impressions of moderators’ material, the qualitative analysis of this report was done and written.

Considering the data analysis from focus groups, the qualitative analysis consisting of several phases was recommended, based on the content of the participants’ responses. First, detail reading of the response on every item or a group of question is done and the dominant attitudes of the examinees are determined based on this. The categorization of the responses is done on the basis of affinity and differences in participants’ responses. Then, the main and the most dominant attitudes are listed in the report as well as the topics in which the participants differ. In both cases, it is a rule that in the description of results, the conclusions of examinees are illustrated by their quotes. It should be mentioned that in this kind of research, the statistical analysis is not recommended since the number of examinees is not significant.

RESULTS

The results of the research are represented following the standard research form of the focus groups analysis. For every question or a group of questions for which the analysis is done, the participants’ responses were compared and based
on the biggest correspondence the main conclusion for that question was reached. If diversity or mismatch in the participants’ response was present, it was emphasized in the report. Every conclusion that is reached for individual questions is in accordance with research practice, and it is illustrated by relevant quotes of the participants.

Culture and Education

On the question “What comes to your mind first when you think about education in BiH?” most of the participants of all focus groups regardless of the current level of education of finished degree listed corruption, nepotism, “fixing” (using acquaintances for enrolling at colleges, paying for passing certain exams of other privileges during education).

“Education is corruption. That is the first that comes to my mind. Then nepotism, fixing (passing exams through some acquaintances, enrolling to certain colleges or high school with the help of acquaintances)”
(Alma, Tuzla)

“When the education is mentioned, the first thing that comes to my mind is fixing. Every college can be finished without any knowledge.”
(Mladen, Banja Luka)

“It is said that Medicine cannot be enrolled without connections.”
(Laura, Mostar)

“I think of confusion and enforcement when education is mentioned because if we start from the preschool period, then higher education, the children are forced to do some things, learn some things.”
(Josip, Sarajevo)

Persons with a certain level of disability as well as persons belonging to national groups that are not a majority talk about discrimination that they have witnessed or to which they were directly exposed. Other participants did not mention that as a problem, and, as they say, they did not notice discrimination towards other pupils or students.

“There is also much discrimination. I was lucky to finish school and college, but I faced a lot of discrimination by students and professors.”
(Adnan, Zenica)

“I went to school but they did not want to accept me at first. Maybe because I am a member of Roma people.”
(Adnan, Zenica)

“I was at surgery two years before I started the elementary school and after the surgery I started elementary school and I finished it without any problem. I did not go to a school for disabled children although I have muscle dystrophy. Teachers knew about it, and they understood completely but when I started high school that is when problems appeared. Discrimination between people with disability and people who are completely capable of attending any school became visible. Directors were asking me directly why do I need school when I will not benefit from it, “Why do you need school, don’t trouble yourself for no reason?””
(Teodor, Bijeljina)

When talking about the quality of classes and teaching personnel, the participants consider that the quality of teachers and quality of the program at institutions of high education is at a satisfying level when compared with private universities in Bosnia and Herzegovina. However, when comparing them with universities in Europe and the rest of the world, all participants find that the educational system in BiH is lacking quality. Older professors do not follow the latest scientific and technical achievements. Poor technical equipment at colleges, as well as outdated textbooks, are listed as the biggest disadvantages of high education. High school pupils think that the way in which they are obtaining knowledge is poor. The arguments they use to back this statement are that the lessons are too detailed, that the practical classes are not sufficiently used; students are not required to understand what they have learned but only to reproduce what is written in the textbook or what the teachers have delivered.

“I’m finishing pedagogy and I realize how much we lack in education matter in comparison with other countries. I had the opportunity to go to Denmark and to see the situation in other countries, and I realize that they have more possibilities to learn, practically before everything else. And not just theory.”
(Karmela, Banja Luka)

“It is wrong to equalize state and private colleges. I study pharmacy in Banja Luka and I think that it is a big mistake to equalize state and private colleges.”
(Sandra, Doboj)

“The only objection to our educational system is the lack of practical classes. Everything comes down to theory because the lack of financial means. At colleges that is a big lapse.”

(Olja, Doboj)

“You literally learn things as a song. I took one exam four times and gave up. I learned but not exactly as it is written in the book but in my own words but professor did not allow me to pass the exam although everything I said was accurate.”

(Nazif, Zenica)

“There are teachers who don’t explain things well and when we later do things graphically, we don’t have examples of how to do it. Half of us do not even know that because that wasn’t explained to us earlier. They try a lot with students with an average grade of 4 or 5 and hardly with the rest of us.”

(Milica, Banja Luka)

“There are only theoretical classes and even that theoretical classes are mostly outdated. Considering high school education, it isn’t on a satisfying level. Practical classes hardly exist. In high school, I haven’t learned anything particular that I should know in my profession.”

(Marko, Doboj)

As the main problems in the educational system, young people list insufficiency of learned knowledge for areas for which they went to school. Young people say that they leave schools only with diplomas with which they can only apply in the unemployment service. Besides that, almost all participants in all cities acknowledge that they cannot find an employment for which they went to school. As a consequence of everything mentioned, young people are more and more questioning the purpose of education.

“We don’t have motivation to go to school because we know that we will not find an employment later. We finish school and we know that later comes workbook and unemployment bureau (recording of unemployed people). Unless you have some connections. People finish colleges and 90 percent of students who don’t have connections will end up at the unemployment bureau. And then what?”

(Karmela, Banja Luka)

“Well, similar to what Karmela said. Motivation. Myself, I am planning to leave the college exactly because of that. I know that I will not have an opportunity to find a job and I already saw how everything work. Everything is done through connections, and I am not motivated.”

(Dolores, Banja Luka)

“Young people are losing will for continuing the studies. And another problem is that the working force market is not regulated.”

(Mirza, Tuzla)

“Rarely anyone has a job for which they are educated, or in what they have graduated. Or they don’t have a job at all.”

(Krčar, Prijedor)

“If I already know what I want to do in life, some subjects do not mean anything to me and still I have to be good at those subjects.

(Robert, Mostar)

Besides the fundamental problem that young people recognize in majority of cases, the participants of focus groups who are studying acknowledge the problem of the educational plan and program not being adjusted. As a consequence of this fact, the young people are prevented from moving freely when considering colleges. Exams passed on the colleges are not accepted at the same colleges at other universities in BiH.

“Not being adjusted in a sense of an educational plan and program. Every canton has its plan and program. There is no ministry of education at the state level.”

(Ibrahim, Tuzla)

“I wanted to transfer to a college in Sarajevo but not one of my passed exams from University in Tuzla would be accepted. I would have to start from the beginning; to pass all the exams.”
Specifically now, at colleges there is the Bologna Process, but in practice that’s not true at all. There is no enough personnel; and there is not enough material, some books, for example, there is no access to online library and things like that.

On the question “In your opinion, is educational system in BiH capable of following the modern trends in the world concerning the inclusion of different cultural groups and respecting intercultural differences?” young people answer that the system as such is not capable of following world trends and that this question is only mentioned declaratively. Regarding the appliance of the solutions for everyone who wants to go to school to be integrated in the educational system – that stays at the level of teachers and students.

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When they talk about the gender equality in the educational system, the majority of participants recognize that there are no differences between men and women. Men and women are treated the same when applying for a school as well as during their education. Besides that, there are stereotypes that intrude the division on men and women jobs (men and women schools). So participants mention that there are a insignificant number of women in schools for certain professions of mechanical of civil engineering just like there is a small number of men who attend school for hairdressers or trade high school. When talking about the high education, the differences are less expressed.

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Focus group participants consider that in regards to new cultural identities, especially the ones related to sexual orientation, there is neither understanding nor acceptance, especially among the high school students.

“There is a particular discrimination by pupils.”
(Nermin, Prijedor)

“This is a pretty much conservative environment so we are light years away from accepting homosexuals, gay prides etc. We leave intimacy to people in their four walls…”
(Sandra, Doboj)

“I think that they don’t follow. There is a lot of prejudice about what music does someone listens, what someone is wearing; I think that they don’t follow those trends and that there is discrimination on every step.”
(Teodor, Bijeljina)

“Yes. People are divided a lot without looking at the peoples’ characteristics but rather on towards what someone is directed and what someone likes.
(Marijana, Brčko)

When they talk about the working force market and the needs for working force young people are candid and they emphasize that the educational system does not support the needs of the market.

“I think that it does not follow trends sufficiently.”
(Milan, Doboj)

“It looks to me that colleges only want to accept as much as possible students so that they can earn as much money as they can.”
(Melisa, Tuzla)

“I think that they don’t follow. Here, there is that high school center, trade high school, medical high school, vocations are dying out; high school for mechanical engineering, high school for electrical engineering; we don’t need as much people with trade high school, we probably need something else. Or, let’s say that you have college degrees and today every other girl is studying to be a teacher. Will we have so many children for all those teachers?! Seriously, we need to ask ourselves if we need that. Do we need so much lawyers, economist, or perhaps we need more doctors.”
(Milijana, Bijeljina)

“They only want to accept as many as possible students to get as much as much as possible money and they don’t care if we need those professions and they don’t follow the trends at all. They don’t have the plan of what professions are lacking.”
(Marijana, Brčko)

“They look only for their benefit and not the benefit of the students.”
(Kenan, Brčko)

The changes that participants would make in educational system are related firstly on defining the professions required in the BiH economy. In accordance with that they would publish the advertisement for accepting the students in high schools and colleges. Besides that, it is necessary to change the way of teaching, as well as the majority of teaching personnel; it is necessary to give the opportunity to young teachers. Students and pupils often mention insufficient technical equipment of schools for conducting the teaching process, and that represents a significant problem for them, especially when considering learning practical knowledge. They consider that it is necessary to secure more financial means for education from the budget.

“I think that it is necessary to adjust the number of enrolled students at colleges with the number of working places because it is unusual that for example, the Faculty of Law enrolls 400 students and the annual average of those who finish it is 200 students. We, in one city, have 50 of them and we can’t hire them.”
(Sandra, Doboj)

“Considering the educational system, it should be adjusted that people are finishing profiles that are required on the job market. They are finishing those profiles, there are a lot of economists, lawyers and they cannot find jobs. There are no more craftsmen here, and crafts have died out. No one is going to school for welder or for locksmith
“anymore and that is what is required for some company to develop its industry; the most required people are the one who are capable of doing those jobs.”
(Teodor, Bijeljina)

“The quality of education. We have mentioned this already. The bigger financial support is required. “
(Ana, Mostar)

“I think that in vocational professions in a way should be guaranteed a job; that majority of pupils from practical classes stay where they have done their practical.”
(Aldina, Brčko)

“Better equipment because we use computers from ten years ago.”
(Milica, Banja Luka)

The majority of participants believe that educational system only declaratively requires respecting differences and multi-ethnicity but the situation in reality is different. The educational system is adjusted to constitutional nations and as such serves for strengthening national identities through emphasizing certain values of three dominant nations while it does not speak about others almost at all. Participants think that system demands respect of differences and multi-ethnicity claim that the respect is based on ignoring the others.

“It’s not demanded. It can be connected with previous questions. If it can be worked at dismissal of the plagiarists, professors without the degrees, and if they stop producing students who already hate someone from pre-school education until the end of high school when person is formed; I think that children should be taught in some other way. It is more important to know how Bosniaks greet, what is the name of the patriarch, than to read a book.”
(Ibrahim, Tuzla)

“I lived in Subotica and spend three grades in time of war there and when the war ended I came here. The multi-ethnicity is tremendous there; they have classes in different languages. The classes are performed on Hungarian, Serbian, and that doesn’t happen here. I haven’t noticed that Croatian language was introduced anywhere, that ijekavski is spoken exclusively and that the letter is in Croatian language. That is not represented here.”
(Teodor, Bijeljina)

“It demands but it’s not like that.”
(Boro, Prijedor)

“It demands but I don’t know if they respect that. Apparently they respect it but behind the back that looks differently.”
(Dolores, Banja Luka)

“Multi-ethnicity is that we are all together, one besides the others but that we don’t communicate. They go to school together, and all the mother tongues are separated. The right of everyone’s letter and language is respected. Everyone has the right to choose the letter of documents of their preference.”
(Durđa, Brčko)

“I think that the system doesn’t demand it; it depends from person to person who will respect it.”
(Luka, Doboj)

“Everyone talks that it should be done. And I know the cases when it was different from what they are saying. When projects are done for helping the Romani people, then it is a different story.”
(Adnan, Zenica)

As a way to change that, young people most often mention workshops in which the participants of all nationalities would participate if that is possible. As a positive example of recognizing an exceptional cooperation, young people mention providing help during the flood that struck BiH in May of this year. All participants of focus groups that had the opportunity to help or the ones who required the help emphasize that in that situation it wasn’t important who belongs to which national groups, if he is a believer of not, if the person is man or woman. The only important thing is to help those who need the help as soon as possible. They think that projects that would include bigger number of young people would improve the situation when respecting differences is the matter.
“Now, when these problems occurred, the floods, it did not matter who someone is but rather to work together. The one and the others helped.”
(Nermin, Prijedor)

“The problem is that people doesn’t know each other. Just when we had seminars and when we are all together for three days there are some tensions but immediately after it disappears. Everyone is sitting together, eating, drinking. The problem is that we allow the media to form our opinion, politicians to form our opinion. And we should break free from that.”
(Ibrahim, Tuzla)

“That everyone’s right is respected; if we are to respect ones right then we will do it to everyone else.”
(Durđa, Brčko)

“In Mostar, specifically, the problem is that the Bosniaks and Croatian schools are separated. And even if in one grammar school Bosniaks and Croats are together, their programs are divided.”
(Ana, Mostar)

Topics that are related to art, culture, science or management in culture are very little represented in the educational system. These topics are hardly spoken of except when the educational institutions that are vocationally directed towards the art or the culture are in focus.

“Especially when you said art, culture because that is least important matter, and little is invested in that and people are not as much interested for that.”
(Olja, Doboj)

“I think they haven’t. Professors are strictly holding on to what they are supposed to teach. And there are no classes that go beyond that framework.”
(Ajdin, Zenica)

“I think that not very much is spoken about the culture. I think that when it comes to classes the teaching process is directed towards some subjects that are less relevant rather than to culture, art…”
(Milijana, Bijeljina)

“Purely formal. They mention it and then just move on.”
(Vanja, Prijedor)

“Perhaps at art colleges or academies. That is where it is done mostly.”
(Lejla, Tuzla)

Topics such as culture and art are left to the pupils themselves, and if they want, they can deal with that after regular classes. Focus groups participants mention that they don’t have the support in securing material means that they need and the biggest thing that they can expect is to get classrooms or rooms in certain culture centers to use for certain period of time.

“I practice break dance for ten years now, from elementary school. We never had a place for practice. They chased us away from the school hall because that’s not a place for practicing break dance.”
(Aco, Tuzla)

“They are devoted to it to a certain amount but they don’t involve their pupils enough.”
(Teodor, Bijeljina)

“Natural sciences such as math or physics are more appreciated and they only supported pupils that were good at that.”
(Ana, Mostar)

Focus group participants from Sarajevo more often mention that they had the opportunities to deal with topics that are related to the culture and art unlike the participants from other places in BiH.

“Yes, going to theatres, cinemas, museums. I think the culture events are represented. I also finished high school were there were a lot of extra curriculum activities of the artistic character.”
(Medina, Sarajevo)
“It depends from school to school. Some school more, some less.”
(Josip, Sarajevo)

Topics that deal with the gender equality are not present in the educational plan and program; young people find out about these topics through informal education, extra curriculum activities, associations, non-government organizations, etc.

“I don’t know if that was mentioned. I didn’t know about that topic until I attended the workshops in Sarajevo that were organized by the CURE organization. So, only through non-government sector.”
(Durđa, Brčko)

“If we talk about the formal education, informal education in essence is emphasizing that story…”
(Josip, Sarajevo)

“Those kinds of topics are not analyzed because they are not considered to be as contested factor…”
(Sandra, Doboj)

“There is only a little bit of that.”
(Arnela, Zenica)

“I think that the attention is not given to these topics.”
(Milijana, Bijeljina)

When they talk about the examples of gender equality, young people mostly mention that they have heard or saw certain teachers telling women that they should not try us much during their education and they will devote their live to raising children and house works. Attitudes like this are not results of the educational plan and program but they are rather exclusively attitudes of the persons who have spoken them.

“I remember one professor who told female students that it doesn’t matter how many colleges they finish; that the kitchen is what awaits them in life. I remember that.”
(Nazif, Zenica)

As a suggestion for modernization of educational system with the goal of strengthening the gender equality, young people mention better education of teaching personnel about these topics, organizing workshops as a part of teaching process as well as the bigger involvement of teacher in the process of informal education where it is dealt with gender equality.

“I would include informal education into the framework of the regular classes.”
(Durđa, Brčko)

“Educate teachers and professors firstly; to train them for the work with children that they can inform them that there is equality and not that the girls are less capable of boys; that they talk about the girls being capable of doing everything that boys can do.”
(Milijana, Bijeljina)

“That should also start from elementary school. Personnel should be trained to teach equally boys and girls. I sometimes read that men are better at math because teachers work with more on the classes. That should be avoided.”
(Mirza, Tuzla)

Cultural institutions or what’s left of them, as the young people claim, are essentially sending messages of inequality. As a reason for that, young people identify the mentioned institutions and pieces of arts that mostly show the reflection of the current state of the society. When talking about the gender roles, women are largely perceived as mothers and housewives and men as the provider for the family. When talking about gender roles, men are attributed the characteristics of the stronger sex that has more rights in comparison to female. Jobs that require physical strength or being often absent from home are for men. Women are attributed the jobs of teacher, nurse, caregiver etc. Besides that, young people notice that this kind of role division on male and female gender is changing. As they say, cultural institutions are sending the message of equality more often.
“In these cultural aspects it was proclaimed that man is the head of the house, he is providing everything that family needs and mother is in the house, etc.”
(Luka, Doboj)

“I think that it remained more traditionally here. We are taught in school and in family about that; that the man is the one who should work and that the woman is the one who should sit at home and give birth to children.”
(Arnela, Zenica)

“Theater plays and movies are showing the current state. They just want to show it like that; that a woman is making pie and gives birth to children.”
(Miki, Tuzla)

“In the majority of cases woman is housewife and man is feeding the family.”
(Bojana, Prijedor)

“Woman is always a housewife and man is some successful man who provides for the entire family.”
(Laura, Mostar)

“Now that is changing a bit.”
(Dolores, Banja Luka)

“One kind of change that can be seen is that man and woman work in comparison to past times where woman sat at home and man worked.”
(Josip, Sarajevo)

New technologies, internet, mobile phones and others are primarily used for providing information; they have the role of media for transferring news on a certain event. According to the claims, young people are not using new technologies for improving their involvement in cultural events; mostly everything comes down to obtaining information on different events.

“Concerning the information and where something will happen is good. But the unfortunate thing is that the young people are more likely to decide to stay at the computer rather than go out somewhere.”
(Ajdin, Zenica)

“Besides this information there cannot be done anything else, at least not when the internet is concerned.”
(Milijana, Bijeljina)

“Youth is not interested in that (culture).”
(Vanja, Prijedor)

Young people think that they have influence on creating a culture. Besides that, the majority of young people state that they have inherited the culture from their ancestors and that the young people are not interested in changing the culture.

“I think that young people have influence on culture. Considering that we have an access to everything and that with little money we can be creative, yes. We can contribute to the culture.”
(Irma, Zenica)

“Young people are creating it by adapting to the society in which they are. In that way, they build their own culture.”
(Melisa, Tuzla)

“Perhaps there are young people like that but they lack support.”
(Bojana, Prijedor)

“I think that young people have influence of creating the culture. Specifically in last couple of years since social networks became popular. For example, a lot of young people started different things like some plays, organ donating even, some humanitarian and cultural actions and things like that.”
(Martina, Mostar)
“Majority inherited while other choose and create their culture. That is a question of personal identity; what I want to be and how I want to be established.”
(Elmir, Sarajevo)

“Yes, we inherit, because later that is just upgraded.”
(Ceca, Doboj)

“I think that we inherit the culture but people are adjusting in regards to time. We have inherited it but since time is modernized so are the people as well.
(Emira, Sarajevo)

“Due to their lack of interest, young people are mostly inheriting culture. Everyone has the possibility to change something, but that’s the thing of personal attitude whether that will happen. “
(Sandra, Doboj)

Culture, Gender Equality and Women’s Empowerment
According to the claims of the young people, culture and cultural activities can be used for promoting gender equality by organizing certain events: plays, workshops, sports events, ecological actions, etc. in which men and women would equally participate. In that way, it will be shown to each of them that they are equally capable of performing all tasks given to them. Besides that, the art should start to present woman in a different way, as an active member of the community who is prepared to answer all demands and responsibilities that are given to her. Currently, woman is presented as a hard working member of the household but not as an active participant in the life of the community. That should be changed, young people claim.

“I was recently as a gathering where 40 people attended; in the organization of that gathering five men and five women participated where everyone has done everything. There were no differences among us.”
(Nedim, Brčko)

“Plays that are performed now show the action in which woman is the one in the kitchen. When the action would change a bit, it would be different. To use more modern, today’s life sphere where women work as well (that is, they are active in the community).”
(Milan, Banja Luka)

“Let’s say, showing more often contents like that in which the equality is promoted and that we are all exposed to that kind of content.”
(Sanja, Mostar)

“I think that the bigger media attention should be given to that; to talk about that topic more and that parents themselves start to educate their children from an early age about that.”
(Milijana, Bijeljina)

“By organizing some events that support the dialog among people; dialog for overcoming the differences among people.”
(Mirza, Tuzla)

Family, as well as a place of origin, where people adopt the norms, values and traditions is still not contributing to the gender equality. Young people claim that traditional raising still favors men than women. Although declaratively they argue that the both sexes are equal, still the man is looked at as the one to whom more is allowed. Despite traditional values that are dominant in society, young people witness some changes that go in favor of gender equality as well.

“I think until recently we have been raised in patriarchal manner. My mum often says that man is older (has more rights and freedom). Whatever, man is older. In essence, she provided for me the same as for my brother, she denied me nothing but…”
(Medina, Sarajevo)

“It cannot be positive if we live the life from 50 years ago.”
(Duđa, Brčko)
“The man is the one who is privileged.”
(Milica, Banja Luka)

“Yes, the same. As a male child, he is always allowed more.”
(Ana, Mostar)

“Now mostly positive. Before, women couldn’t say anything. Men were the ones who determined everything. Now is different but it all depends from home to home. At my place it is normal to listen both of the sides, to talk together and reach some conclusion.”
(Bojana, Prijedor)

Ruling cultural norms that young men and women are noticing when considering gender equality, sexual and reproduction rights and life skills are giving men more freedoms and rights. As focus groups participants claim, gender equality in all life segments is not noticeable; men are freer regarding sexual rights and the less pressure is on men concerning giving birth to children, that is starting their own family. Life skills that are expected from women are those skills that will define woman as good mother and wife and men to have a skill that will enable him to earn enough money for the entire family.

“Well, for a woman to be good mother and housewife and man to be ready for work.”
(Jelena, Doboj)

“I think that it is harder for a woman. The family is always saying that if she gives everything for the career - she will remain alone. All parents would say that. And it is thought that it is nonsense that a woman is alone, without children.”
(Arnela, Zenica)

“Still, it is more looked at how the daughter behaves; because of neighbors, firstly.”
(Vanja, Prijedor)

“Women are given those skills of a housewife. For men, it is important that is it strong.”
(Sanja, Mostar)

“Woman is expected to know how to cook, although men need that cooking...But she needs to know that.”
(Milica, Banja Luka)

“If a woman wants to be a car mechanic, a hunter etc. she has to work hard to do it. I wonder if some man would take his car to a female car mechanic?!”
(Durđa, Brčko)

When talking about the media report on the matters of gender equality, young people mostly connect that with crime column and situations in which woman is a victim of a certain type of abuse.

“Media does not report a lot about that. They report mostly about negative things.”
(Arnela, Zenica)

“That rarely happens. The biggest attention is given to crime column.”
(Zerina, Tuzla)

“I think that media does not report about these issues, the discussion is only about the physical violence of man over woman...”
(Milijana, Bijeljina)

“I think that that is not spoken of at all.”
(Ana, Mostar)

Typical stereotypes about the roles of men and women that young people are noticing concerning the employment, promotions, and wages in BiH culture, media and education are almost identical to those that appear in traditional areas. It is considered that women don’t succeed not because of their professional quality but rather because of other things that are not related to the professional skills they own.
“There are a lot of commercials that promote women in household circumstances. For example, in a commercial for detergent for washing dishes, woman is always a housewife. Why is that?! That’s because the environment in which we are living.”
(Sandra, Doboj)

“Men jobs are construction, electrical engineering. All these are jobs that require some amount of dominance. Women jobs are a nurse, a cook, a teacher.”
(Sanja, Mostar)

“I think that when a man succeeds thinks that he has done it with his own knowledge and skills while if one part of women succeed, there is instantly a stereotype that she slept with the director, her boss and that’s the reason why she is there.”
(Olja, Doboj)

“We and my friend finished college. We apply for the job of manager in some company and we both get a job. I will have a lower salary than he does. And no matter who gets the job, I will have a lower salary because I’m a woman. And it is like that in every sphere of life and at every job, from doctor to hairdresser.”
(Lejla, Tuzla)

“Women need to work harder to accomplish something.”
(Laura, Mostar)

When they talk about person of male or female gender that they would mention them as a role model, young people were restrained and they think that there aren’t a lot of people in BiH that could be taken as a role model. Mostly there are politicians or athletes.

„Aleksandra Pandurević.“
(Olja, Doboj)

“Minister of Education in Sweden, Aida Hadžialić.”
(Mirza, Tuzla)

„Slobodan Pavlović, businessman.“
(Teodor, Bijeljina)

„Željka Cvijanović, the prime-minister of RS-a.“
(Nemanja, Banja Luka)

Young people think that religion, traditional values and practicing religion have a negative influence on gender equality in BiH. Majority of participants think that the religion and traditional values don’t give the equal rights to men and women. Men are in a privileged position and have more rights and freedom. Participants mention that even in the religious ceremonies men have dominant and privileged position because in majority of cases men have the leading role.

“Concerning the Islamic religion we know that women have the inferior position through centuries. Through time, the information about the social influence of women is lost. They are mothers: and they live at home and that’s the beginning and the end of the story.”
(Sandra, Doboj)

“They definitely have.“
(Mladen, Banja Luka)

“In a negative way. All our religions are patriarchal. On top of all religions are men.”
(Marija, Brčko)

Family violence can be prevented; and young people claim, by strengthening repressive apparatus, by better informing about the cases of violence, by training people exposed to violence about their rights and possibilities that they have. Economic empowering of women, constant education from the earliest ages about the family violence until the end of education should lead to a decrease in family violence.
“Education and women independence; not allow to be dependent in a family.”
(Olja, Doboj)

“The fear of reporting the violence is present. And there should be a law that the violence can be reported.”
(Ajdin, Zenica)

“It is necessary to inform people more about that.”
(Sabina, Tuzla)

“I think that the police should be given more authority.”
(Ibrahim, Tuzla)

“To increase punishment prescribed by the law”
(Vanja, Prijedor)

“Women should clearly say what’s going on and that’s it.”
(Karmela, Banja Luka)

“Perhaps to talk about that in the society so that people wouldn’t be ashamed.”
(Marijana, Brčko)

“I think that a project should be done in the media, on television, or radio, to enable women to recognize the violence. I think that media attention should be given on television to inform women what they have and what are their rights if they leave the house of the violator and where to go.”
(Milijana, Bijeljina)

Young people claim that the best way of promoting gender equality is spending time together and by joint participation in certain activities. New technologies can influence the strengthening gender equality in a way to transfer the news in a different way, to talk more about positive examples of gender equality but to change the way of reporting on roles of women in society as well.

“Spending time together, meeting other people.”
(Ibrahim, Tuzla)

“When positive information is present in media.”
(Sabina, Tuzla)

“Organizing some joined work action, introducing clubs...”
(Nermin, Prijedor)

“There, women could show that they can equally cope with men.”
(Bojana, Prijedor)

“Yes, the best would be through activities. When the floods happened everyone was united and joined, men and women...”
(Kenan, Brčko)

Culture and Poverty Reduction
Touristic offer and BiH culture are insufficiently promoted; young people think that almost nothing is known about the touristic offer of BiH. Culture and tourism are entirely neglected. The reason for that, as young people say, lies in the fact that insufficient attention is given to cultural and touristic values by government institutions that should take care about that. Touristic offer and culture of neighboring countries is promoted a lot more, and young people know more about the attractions of neighboring countries than about the attractions in BiH.

“I think that’s not enough.”
(Boban, Doboj)

“I think that inadequate people are working in our touristic agencies.”
(Jelena, Doboj)
“About certain things a little bit.”
(Arnela, Zenica)

“The country didn’t do anything on promotion of tourism expect those two or three videos.”
(Ibrahim, Tuzla)

“I think that that’s insufficient.”
(Teodor, Bijeljina)

“No. Those are mostly the same destination. There is nothing new.”
(Vanja, Prijedor)

“I think that the primacy is given to political problems and that due to the very fact it cannot focus on any other thing.”
(Elmir, Sarajevo)

“Because our country is in disorder. They don’t understand how much is tourism important economic factor and how much money it can earn.”
(Durđa, Brčko)

Young people are convinced that BiH culture and touristic offer have enough potential to contribute more to the budget and can be achieved in a way to fix the places that will be presented as touristic offer. As an example, they mention fixing Olympic mountains around Sarajevo and strengthening touristic offer through winter tourism. Besides that, young people think that it is necessary to pay more attention to culture in a way to talk affirmatively about BiH culture and that culture becomes part of the touristic offer.

“A little bit more awareness of the BiH citizens and expertise of the personnel and financial investment.”
(Sandra, Doboj)

“It is strange for me, that Olympic facilities are destroyed and still aren’t reconstructed. If I have a ski jump ramp on Jahorina I will organize a tournament where ten bet ski jumpers will come and attract 20000 people. With that, all hotel capacity will be full, and people who work there would have a lot of work. It is all connected.”
(Melisa, Tuzla)

“It is necessary to create a project that enables visiting all those touristic places that were important through history, through nations’ identity, to present the difference and what bring people together. A lot of things are bringing people together. The cuisine is very interested; we have an interesting cuisine; we have old recipes that are left out.”
(Teodor, Bijeljina)

“Only investment of the country in construction of some touristic objects...”
(Mladen, Banja Luka)

Young people would be interested in promotion of culture and other values in the easiest way when they would be adequately paid for that job or if they had other benefit from it. Besides that, young people lack information about our cultural and touristic potential; it is necessary to educate and inform young people about these things in order for them to spread that information.

“I think that young people should be firstly familiar with what we have.”
(Ajdin, Zenica)

“I would do something only if they would pay me.”
(Boro, Prijedor)

“Well, you first need to what you have in the country; that’s the most important thing. And when you know that you can do something for that.”
(Brane, Mostar)

“In financial way. That doesn’t have to be big means but you have to know that you would have some sort of support...”
(Durđa, Brčko)
On the question “How it is possible to use what is part of BiH tradition and culture so that young people become more business oriented, to start their own businesses?” young people answer that they should inform themselves first and then to start their own business. Cuisine, traditional vocations, traditional clothes are areas for which young people think that would be interested and based on which they could start their own businesses.

“From household: knitting, crochet and handiwork.”
(Ceca, Doboj)

“That can be a creative industry, where they produce handwork from our tradition; like knitting with wool and many other things.”
(Miki, Tuzla)

“To open some restaurant with traditional food.”
(Nermin, Prijedor)

“Shrines could be used. We have beautiful nature where active tourism can be organized but for that it takes a whole crew to do it. That cannot be done by individuals.”
(Marija, Brčko)

“Rural tourism.”
(Vladimir, Brčko)

Culture, Sustainable Cities and Urbanisation
Under the urbanization, young people considering managing cities, building new residential complexes and modernization of already existing urban environments; Expanding cities areas, assimilation of suburban areas in a way of concentrating citizens on a certain area. Very little number of people mentions that the way of living and relation with joined values that people living in one place are sharing is also included. Building and strengthening cultural institutions is often mentioned in the context of urbanization.

“Upgrading and building some new objects”
(Marko, Doboj)

“The term urbanization itself is related to the city center and suburban areas planning.”
(Sabina, Tuzla)

“Managing.”
(Zekija, Bijeljina)

“Organizing the city.”
(Vanja, Prijedor)

“Urbanization of individual cities is a plan of the city.”
(Robert, Mostar)

“Reconstructing old parts of the city – modernization. Building new facades, parks and planting trees.”
(Elmir, Sarajevo)

Focus group participants consider that urbanization in BiH is not functioning in the right way and that the current cities development is negatively affecting the preservation of cultural-historical heritage and in that way young people are deprived of information on values that were cherished in some city or are still admired. This is not affecting the gender equality – the focus groups participants think.

“Bad, slow, inefficient, nothing”
(Olja, Doboj)

“All are somehow, especially young people are burdened with things that are far from urbanization.”
(Miki, Tuzla)

“I will say that it is very bad. There are plans, ideas but nobody specifically does anything in that aspect.”
(Teodor, Bijeljina)
“There, where the new building is, was old Bosnian house, and they destroyed it. And big ugly granite building is there.”
(Sabina, Tuzla)

“We have stećci and they build a road and left stećci on both sides of the road.”
(Musa, Mostar)

“By destroying these monuments, the next generations will not know what was there.”
(Karmela, Banja Luka)

Young people think that BiH cities are not cultural or modern environments. According to their claims of the majority of participants as modern and urban areas they consider only big cities in BiH – Sarajevo, Banja Luka, Mostar and Tuzla. For other places they say that they are not modern or cultural.

“Sarajevo, Banja Luka, Mostar and Ženica. By mentioning every one of these cities I can associate them with something about them.”
(Kristina, Sarajevo)

“All cities in Bosnia and Herzegovina are not cultural and modern environments.”
(Josip, Sarajevo)

Majority of participants consider that only bigger cities in BiH are multicultural and that that multiculturalism could help in cities development. Multiculturalism could be emphasized as an example of what should be seen during touristic visiting of certain places (different traditions, believes, ceremonies...). Besides that, multiculturalism could represent a certain kind of safety for persons who are not members of majority national groups and encourage people to start their lives in one such community without any fear. This could, in young people’s opinion, lead to an increased number of investments, starting of business but also income of mean from tourism.

“We cannot say that for all cities but Doboj is definitely multicultural.”
(Sandra, Doboj)

“Tuzla is multicultural city.”
(Miki, Tuzla)

“Yes but these bigger cities and these smaller places like Prijedor are not.”
(Nermin, Prijedor)

“Well, it can. In a way that one company owner who is Catholic can and should hire first and second and third, and other confessions but in essence in smaller cities where one population is dominant that’s not the case.”
(Josip, Sarajevo)

“Here’s a typical example, in Ševarlije, suburban area of Doboj, where Bosanka was open. That’s the fruit processing factory in which some Turkish company invested and the structure of employed people is mixed.
(Ceca, Doboj)

“It can encourage that person who comes from somewhere else to bring some idea. In that way many kinds of business were created, so I support multiculturalism.”
(Damir, Brčko)

Focus groups participants consider that city cultural institutions are not adjusted for people of third life age nor to the people with disability. Only some institution has the ramp for the help for people who are in the wheelchairs. Besides that, they mentioned nothing else.

“The access points are not enabled for the at all.”
(Marko, Doboj)

“And cultural institutions are not adjusted for people of third life age not to the people with disability.”
(Ajdin, Zenica)
“Not really.”
(Nermin, Prijedor)

“The access ramps have been constructed.”
(Dušan, Brčko)

“I have a little. But I was specifically focused on the physical approach.”
(Muhamed, Sarajevo)

When they talk about accepting immigrants from other countries and the way these immigrants are assimilated into the society, young people think that immigrants are accepted. On additional question if they have friends or an acquaintance who is an immigrant, nobody answered affirmatively. By accepting they mostly mean ignoring, that is, if people are left alone they are automatically accepted. Majority of young people think that immigrants should take the first steps in order to be accepted in the society. When they talk about the differences in accepting immigrants in urban or rural areas, majority of focus groups participants think that rural areas would easier and more quickly accepted the immigrants than urban areas. Rural areas are smaller and are more directed towards their citizens. People are in bigger scale interdependent and help each other more than that is the case in urban areas.

“We are generally uninterested.”
(Jelena, Doboj)

“The city is a bigger area; however in rural areas neighbor looks after the other neighbor.”
(Adnan, Zenica)

“A lot of people came from the Middle East to colleges and they are functioning perfectly well.”
(Miki, Tuzla)

“Well, I wouldn’t say that they are accepted. They all keep to themselves. Here, in Bijela, one Chinese went to school, and children accept him in an exceptional way but that’s just one case.”
(Marijana, Brčko)

“People that come from other region are always looked as a potential threat; with that you take away my territory.”
(Damir, Brčko)

“In rural areas people are forced to rely on each other. The arrival of a new member automatically means his involvement in that community.”
(Elmir, Sarajevo)

“They are perhaps even more accepted in rural areas. I know because I live my entire life in rural areas and when someone comes from other regions he is nicely accepted.”
(Jelena, Doboj)

Culture, Environment and Climate Change

Young people precisely mention that the way of living and the relations with natural resources have an effect on climate changes. They connect very well that the way of living is burdening natural balance and that that is manifested from time to time, and last unwanted example were the floods. Besides that, they consider that majority of friend and acquaintances of their age are not aware of the fact the way they are living contributes to the climate changes. Only when some disaster of bigger margins occurs they see the connection, but they forget it quickly.

“Unfortunately I think that we don’t pay any attention at that. It is connected but in a negative sense; that we are guilty of changes. No one every organized themselves to clean the riverbed of the Spreča River.”
(Jelena, Doboj)

“We are destroying out nature and that is why these climate changes are occurring. No one look after anything.”
(Ajdin, Zenica)

“Yes. Concerning the climate change, our industry is like that and we as individuals as well for using cars that we use; old cars that don’t have filters, we dispose chemical waste where we get the opportunity.”
(Toedor, Bijeljina)
“We don’t have any culture for environment since no one cares where he is dumping trash; we just dump it where we get a chance.”
(Martina, Mostar)

“Well done, some individuals. It is hard to generalize. They are more unaware than they are aware.”
(Kristina, Sarajevo)

The best way for this to change and for young people to become aware of the connection between the culture of living and climate changes is education and informing young people about these topics. Young people think that laws regulating these matters must me more severe and must be implemented better. Focus groups participants mention that the education on climate changes happen only in elementary schools and very little in high schools. In elementary school, this problem is talked about through classes of “Nature Study” and in secondary education that matter is related to the classes of biology. Besides that, in schools, especially elementary, there are ecological extra curriculum activities that deal with this topic in a wider and intensive way. These extra curriculum activities in high schools are not devoted so much to their work, and their work is symbolic and their work is reflected through the annual action of cleaning the rivers or school environment. Cultural institution should through their work and in a way that is adjusted to young people talk about these issues. Young people consider that they need workshop in which they would acquire required knowledge but to see as well the consequences of unconsciously done actions towards the environment.

“I think that during education more attention should be given to this, and I think that legal regulations must be better when this is concerned.”
(Ibrahim, Tuzla)

“That happens more in elementary school because high schools are departmentalized.”
(Jelena, Doboj)

“To create some educations where everyone could listen about that and where everyone could learn and hear how nature is important and how much we need it.”
(Nejra, Prijedor)

“Well, they should start writing tickets for dumping trash in the rivers.”
(Martina, Mostar)

“Punishments are legally determined but no one respects that nor is anyone punished.”
(Olja, Doboj)

“I have an example from my elementary education. They talked to us a lot about ecology and preserved nature. I remember that teacher insisted that we had actions for cleaning the city several times a year.”
(Medina, Sarajevo)

Culture, Inclusion and Reconciliation
On the question “Do you know what reconciliation is? young people answer that that is increasing the level of compromise among people of different national belonging, accepting others and different ones, finding certain solutions that don’t offend other people. Culture is as they say, barely or hardly at all using for the purpose of reconciliation. When they talk about the improvement of using culture for the purpose of reconciliation, focus groups participants emphasize that the improvement is possible and is necessary to achieve it by organizing certain cultural events which would attract members of all national groups not only as observers but as participants as well.

“Considering reconciliation, it is not used at all. There are no projects, no organized seminars, no organized joined gathering to present the difference that should be loved, respected and appreciated.”
(Toedor, Bijeljina)

“Poorly. More should be done.”
(Milijana, Banja Luka)

“In some cases it is even abused.”
(Marija, Brčko)
“In our city, especially when we started to come back to Brčko, everyone used culture and things like that, workshops. It’s bad to say but we couldn’t connect any other way. I know that was popular for five or six years. Now, that rarely happens.”
(Sabuha, Brčko)

“We organized volunteering action where one thousand people volunteered on 65 projects. Young people from Travnik’s seminary for the first time worked with students from medresa. One such institution went step ahead and connected people of different confessions in order for them to do good things together.”
(Josip, Sarajevo)

“I think that more such events should be organized; events where young people are gathering, student exchange. People get connected, and they meet...”
(Olja, Doboj)

When they talk about the culture and cultural events young people mention that the both should contribute to reconciliation and to reducing the hate speech, but currently that’s not happening. Also, young people talk about how cultural events contribute only a bit to reducing hate speech and empowering reconciliation. As a reason for this, they see the fact that these cultural events are currently organized only for individual national group and that the members of other national groups don’t feel welcome in these events.

“I think that it has positive effects. That happens rarely but I think that it does have an effect.”
(Olja, Doboj)

“Yes, it has an effect but there are small number of these events.”
(Zekija, Bijeljina)

“Maybe to support more than to reduce.”
(Marijana, Brčko)

“It is funny to me that if some event is happening in the city, for example, Bosniaks open doors days; that day only Bosniaks attend. You cannot see any Orthodox, a Christian. And then, oh look at them, they’re performing something and singing. Then the second day is for Orthodox people and you can’t see any Bosniaks there. That’s nonsense to me, if we are reconciled - let’s rebuild that culture together.”
(Haska, Brčko)

“Reality is represented. We cannot run from reality and have a goal of being culturally aware.”
(Kristina, Sarajevo)

Majority of focus groups participants consider that young people can be included into the work of cultural institution on voluntary basis. Young people see this way of inclusion as exploitation and besides that, they consider that their ideas are not sufficiently recognized and that they are not equal with older members even when they actively participate in the work of some cultural institutions. Besides that, not even young people are interested to be included in the work of cultural institution since they don’t see the purpose of that.

“Yes, they are open for young but only for exploitation, on a voluntary basis.”
(Melisa, Tuzla)

“Perhaps only on a voluntary basis; they are exploited for their own purpose.”
(Aleksandar, Brčko)

“On a voluntary basis, yes.”
(Josip, Sarajevo)

“The first question that follows the presentation of an idea is: “And you really think that you are a competent person for that?” And what’s there left for me then to discuss?!“
(Milica, Banja Luka)

“Young people don’t show that they are interested.”
(Sanja, Mostar)
“When young people are somewhere - they want to change something. And that is where the conflict appears.”
(Damir, Brčko)

When considering an inclusion of women and men in the work of cultural institutions, young people think that there are no differences and that both are equally accepted.

On the question “How young people see the matter of gender equality in the process of reconciliation and interreligious dialogue?” all participants mention that communities in which the gender equality is emphasized are more ready for a compromise and consequently are entering quickly into dialog with different people and they easy come to the dialog and reconciliation.

“Probably it is like that. We can hear more opinions and the goal is reached easier. I think that’s OK.”
(Bojana, Prijedor)

“Ares that are more susceptible, that think that men and women are equal perhaps saw that those religions are also equal.”
(Sanja, Mostar)

“Well, I think they do because if there is gender equality there will be equality in other things as well.
(Marijana, Brčko)

“Yes, because the very gest of men that the woman is equal is a symbol of their adjustment. Adjustment leads towards reconciliation.”
(Kristina, Sarajevo)

CONCLUSION

When talking about educational system in Bosnia and Herzegovina first association that comes to the mind of young people are corruption, nepotism and inefficiency of the educational system. Only members of minority groups (Roma people, people with a certain level of disability) suggest that the educational system is discriminatory. As the main fault of the educational system, young people mention the lack of practical knowledge they should acquire during their education. This is especially evident in high schools. Furthermore, the lack of adequate technical equipment that is necessary to the teaching process.

The main problem for young people in the educational system represents the inability of finding suitable professions after finishing formal education; that’s where they see the lack of acquired knowledge during their education.

According to the claims of young people, the educational system in Bosnia and Herzegovina does not have the possibility to adequately follow the trends in world related to inclusion of different cultural groups, gender equality and change on the market of workforce. Firstly, educational system should be adjusted to the need of the labour market; then upgrading the method of teaching process and employ teachers who are willing to follow the latest scientific and technical achievements in the area of their teaching.

Educational system declaratively demands respecting differences and multiculturalism, however according to young people, that is part of upbringing of every individual. Young people consider that the educational system is adapted and directed towards strengthening national identities of majority nations and to ignoring the minorities. As a way of changing this, young people most often mention workshops in which members of all nationalities would participate if that is possible.

Topics that are related to art, culture, science or management in culture are very little represented in the educational system. Topics such as culture and art are left to the pupils themselves and if they want, they can devote their time to that after regular classes.

Topics that deal with the gender equality are not present in the educational plan and program; young people find out about these topics through informal education. As a suggestion for modernization of the educational system with the goal of strengthening the gender equality, young people mention better education of teaching personnel about these topics.

Cultural institutions are mostly sending messages of inequality. As a reason for that, young people identify the mentioned institutions and pieces of arts that mostly show the reflection of the current state of the society. When talking about the gender roles, women are largely perceived as mothers and housewives and men as the provider for
the family. When talking about gender roles, men are attributed the characteristics of the stronger gender that have more rights in comparison to female gender.

New technologies, internet, mobile phones and others are mostly used for providing information; they have the media role for transferring news regarding a certain event. Young people think that they have influence on creating the culture. Besides that, the majority of young people state that they have inherited the culture from their ancestors and that the young people are not interested in changing the culture.

Culture and cultural activities can be used for promoting gender equality by organizing certain events: plays, a workshop, sports events, ecological actions, etc. in which men and women would equally participate. In that way, it will be shown to each of them that they are equally capable to perform all tasks given to them.

Family, as a place of origin where people adopt the norms, values and traditions is still not contributing to the gender equality. Young people claim that traditional raising still favors men than women.

Typical stereotypes about the roles of men and women that young people are noticing concerning the employment, promotions, and wages in BiH culture, media and education are almost identical to those that appear in traditional areas.

Young people think that religion, traditional values and practicing religion have a negative influence on gender equality in BiH. Majority of participants claim that the religion and traditional values don’t give the equal rights to men and women.

Family violence can be prevented, young people claim, by strengthening repressive apparatus, by better informing about the cases of violence, by education people exposed to violence about their rights and possibilities that they have and economic empowering of women.

Young people argue that the best way of promoting gender equality is by spending time together and joint participation in certain activities and they think that new technologies can influence the strengthening gender equality.

Touristic offer and BiH culture are insufficiently promoted; young people think that almost nothing is known about the touristic offer of BiH. Culture and tourism are entirely neglected. The reason for that, as young people say, lies in the fact that insufficient attention is given to cultural and touristic values by government institutions (ministries before anyone else) that should take care about that.

Focus groups participants are convinced that BiH culture and touristic offer have enough potential to contribute more to the budget and in a way determine the places that will be presented as touristic offer.

Young people would be interested in promotion of culture and other values in the easiest way when they would be sufficiently compensated for that job or if they had some other benefit from it. Cuisine, traditional vocations, traditional clothes, are areas for which young people think that would be interested and based on which they could start their businesses.

Under the urbanization, young people consider managing cities, building new residential complexes and modernization of already existing urban environments, as well as expanding city areas, and assimilation of suburbs in a way of concentrating citizens in a particular area.

Focus group participants consider that urbanization in BiH is not functioning in the right way and that the current cities development is negatively affecting the preservation of cultural-historical heritage and in that way young people are deprived of information about the place where they live.

According to the claim of the majority of participants BiH cities are not cultural and modern environments. They consider only big cities in BiH as modern and urban areas.

Focus groups participants believe that city cultural institutions are neither adjusted for elderly nor for people with disability. When they talk about accepting immigrants from other countries and the way these immigrants are assimilated into the society, young people think that immigrants are accepted. By accepting they mostly indicate ignoring - if people are left alone they are automatically accepted. When they talk about the differences in accepting immigrants in urban or rural areas, majority of focus groups participants think that rural areas would accept the immigrants much easier and faster than people in urban areas.
Young people precisely suggest that the way of living and the relations with natural resources have an effect on climate changes. They understand very well that the human lifestyle is burdening the natural balance which is manifested from time to time. The best way for this to change and for young people to become aware of the connection between the culture of living and climate changes is education and informing young people about these topics. Young people think that laws regulating these matters must be more rigorous and must be better implemented. Focus groups participants mention that the education on climate changes happens only in elementary schools and is very limited in high schools.

While defining reconciliation young people mention that it is increasing the level of compromise among people of different national belonging, accepting others and different ones, finding reliable solutions that do not offend other people. Culture is as they say, barely or hardly at all using for the purpose of reconciliation. When they talk about the improvement of using culture for the purpose of reconciliation, focus groups participants emphasize that improvement is possible and it is necessary to achieve it by organizing cultural events which would attract members of all national groups not only as observers, but as participants as well.

When they talk about the culture and cultural events young people mention that those should contribute to reconciliation and reducing the hate speech. However, that is not happening currently. As a reason for this, they see the fact that these cultural events are organized only for individual national group, and they serve to strengthen the national identities and not for meeting others and different.

Majority of focus groups participants consider that young people can be included into the work of cultural institution on a voluntary basis, and this way of inclusion seems like exploitation to young people. When considering an inclusion of women and men in the work of cultural institutions, young people feel that there are no differences, and that both are equally accepted.

All participants mention that communities in which the gender equality is emphasized are eager for a compromise and the dialog that leads to reconciliation.