

Policy Areas	Values	Expected disbursement	Value	Loans - Treasury	Loans - WBIF	Grants - WBIF
Green and Digital Transition	261.392.433,08	déc-24	-	-	-	-
Private Sector Development	223.272.703,26	juin-25	-	-	-	-
Human Capital	234.164.054,64	déc-25	373.936.397,33	173.970.409,45	92.650.907,72	107.315.080,16
Fundamentals	257.761.982,62	juin-26	96.206.937,18	44.759.377,19	23.837.369,46	27.610.190,53
Total	976.591.173,60	déc-26	137.957.117,46	64.183.257,86	34.181.888,28	39.591.971,32
		juin-27	237.794.505,10	110.631.668,15	58.918.781,12	68.244.055,83
		déc-27	130.696.216,54	60.805.191,65	32.382.841,53	37.508.183,36
		Total	976.591.173,60	454.349.904,30	241.971.788,11	280.269.481,19

Policy area: Green and Digital Transition

Sub-area	Reform #	Title of the reform (Why are we doing it?)	Payment amount allocated per achieved step	Payment Conditions (quantitative and qualitative steps & associated payments)					Description of step and planned activities (what do we measure at the time of assessment?)	Source of verification for each step (incl. indicative data when the fact is available/published)	Responsibility	
				Baseline	Step	Step	Step	Step				
				Deadline (Period under review)	By Dec 2025	By June 2026	By Dec 2026	By June 2027				By Dec 2027
1.1. Secure and sustainable digital infrastructures	1.1.1.	Enable secure broadband, including 5G roll-out	1.815.225,23 €	No Framework Broadband Strategy in BH in place	Framework Broadband Strategy and coded Action Plan adopted by BH CoM					1.1.1.1. Create "Strategic development of Broadband for 2023-2027" which will create road map for establishment of a Broadband Competence Office (BCO) 1.1.1.2. Adopt Framework Broadband strategy	1.1.1.1.1. Webpage of the Responsible institution during public consultation or Official Gazette 1.1.1.1.2. Official Gazette or the webpage	Ministry of communication all levels
			Payment amount allocated for achieved step		1.815.225,23 €					The goal of the broadband strategy is to provide high-speed internet access to all citizens. This is particularly important in rural regions, where access to digital resources can help drive economic development and bridge the digital divide. The framework will also identify essential broadband infrastructure and stakeholders. Broadband internet security and the deployment of 5G networks are also essential. Full compliance the EU's 5G network cybersecurity tool will allow BH to create a strong and secure infrastructure that is prepared for future technological challenges and needs. It is of essential importance that each entity and state level government have the necessary resources and	1.1.1.2.1. Create national and entity level Action Plan for broadband infrastructure deployment, aligned with EU legislation 1.1.1.2.2. Create legal framework for creating bodies for coordination of broadband infrastructure deployment on all relevant governmental levels 1.1.1.2.3. Create Broadband Competence Office (BCO) that is staffed and trained to support broadband infrastructure. Training should include EU broadband initiative, broadband technologies, mapping, investment, rural and access for all technologies. 1.1.1.2.4. Create catalogue of existing broadband infrastructure on each level 1.1.1.2.5. Create 5G Broadband map based on existing broadband and other communication infrastructure including relevant indicators needed for planning and analysis, including white, grey and black areas with quality-of-service indicators	1.1.1.2.1. Official Gazette 1.1.1.2.2. Official Gazette 1.1.1.2.3. Council of Ministers Decision on Staffing and Recruitment, Supervision Plans, Supervision Reports, External audit on staff skills and training 1.1.1.2.4. Webpage of the Responsible institution to include public Catalogue, Official Gazette BH 1.1.1.2.5. Webpage of the Responsible institution
1.1. Secure and sustainable digital infrastructures	1.1.2.	Enable secure broadband, including 5G roll-out	3.630.450,46 €	no baseline, no broadband coordination	Bodies in place and staffed at all levels for coordination of broadband infrastructure deployment, aligned with EU legislation					1.1.2.1. Create national and entity level Action Plan for broadband infrastructure deployment, aligned with EU legislation 1.1.2.2. Create legal framework for creating bodies for coordination of broadband infrastructure deployment on all relevant governmental levels 1.1.2.3. Create Broadband Competence Office (BCO) that is staffed and trained to support broadband infrastructure. Training should include EU broadband initiative, broadband technologies, mapping, investment, rural and access for all technologies. 1.1.2.4. Create catalogue of existing broadband infrastructure on each level 1.1.2.5. Create 5G Broadband map based on existing broadband and other communication infrastructure including relevant indicators needed for planning and analysis, including white, grey and black areas with quality-of-service indicators	1.1.2.1. Official Gazette 1.1.2.2. Official Gazette 1.1.2.3. Council of Ministers Decision on Staffing and Recruitment, Supervision Plans, Supervision Reports, External audit on staff skills and training 1.1.2.4. Webpage of the Responsible institution to include public Catalogue, Official Gazette BH 1.1.2.5. Webpage of the Responsible institution	1.1.2.1. Ministry of communication all levels and ACT RS 1.1.2.2. Ministry of communication all levels and ACT RS 1.1.2.3. Ministry of communication all levels and ACT RS 1.1.2.4. Ministry of communication all levels, RAK BH 1.1.2.5. Ministry of communication all levels, RAK BH
			Payment amount allocated for achieved step		3.630.450,46 €							
1.1. Secure and sustainable digital infrastructures	1.1.3.	Enable secure broadband, including 5G roll-out	7.260.900,92 €	No baseline, no EU coordination on communication or infrastructure	Legislation across the country aligned with the EU Broadband Cost Reduction Directive, European Electronic Communications Code, and Gigabit Infrastructure Act					1.1.3.1. Legislative Framework at all levels in alignment with EU Broadband Cost Reduction Directive 1.1.3.2. Legislative Framework at all levels in alignment with European Electronic Communications Code 1.1.3.3. Legislative Framework at all levels in alignment with Gigabit Infrastructure Act	Official Gazette	1.1.3.1.1. Ministry of communication all levels, RAK BH and ACT RS 1.1.3.1.2. Ministry of communication all levels, RAK BH and ACT RS 1.1.3.1.3. Ministry of communication all levels, RAK BH and ACT RS
			Payment amount allocated for achieved step		7.260.900,92 €					The purpose of this reform is to enable the necessary public infrastructure in the field of information and communication technologies in order to create the necessary preconditions for a more dynamic development of electronic services for the economy and citizens and to ensure a high degree of digitization of business based on secure and confidential exchange of data and documents. The Broadband Cost Reduction Directive aims to secure and incentivise the roll-out of high-speed electronic communication networks by lowering the costs of deployment with a set of harmonised measures. European Electronic Communications Code seek to make broadband internet access and voice	1.1.3.4.1. Official Gazette 1.1.3.4.2. Webpage of the Responsible institution or Official Gazette 1.1.3.4.3. Webpage of the Responsible institution 1.1.3.4.4. Webpage of the Responsible institution 1.1.3.4.5. Webpage of the Responsible institution 1.1.3.4.6. Webpage of the Responsible institution	1.1.3.4.1. Ministry of communication all levels, Mech BH and ACT RS 1.1.3.4.2. Ministry of communication all levels and ACT RS 1.1.3.4.3. Ministry of communication all levels and ACT RS 1.1.3.4.4. Ministry of communication all levels, RAK BH and ACT RS 1.1.3.4.5. Ministry of communication all levels, RAK BH and ACT RS 1.1.3.4.6. Ministry of communication all levels, RAK BH
1.1. Secure and sustainable digital infrastructures	1.1.4.	Enable secure broadband, including 5G roll-out	7.260.900,92 €	Only 4G service in the country, No baseline	New Law on broadband security and 5G infrastructures roll-out implemented in compliance with the EU 5G Cybersecurity Toolbox at all levels					1.1.4.1. Legislative framework on law on broadband security in compliance with EU 5G Cybersecurity Toolbox 1.1.4.2. Create strategic plan for 5G implementation and 5G spectrum roadmap 1.1.4.3. 5G multi-band auction 1.1.4.4. Licensing approval for 5G spectrum based on harmonised EU Decision 1.1.4.5. Adopted resolution on 5G threat Centre 1.1.4.6. 5G Rollout with target of 33% household coverage	1.1.4.1. Official Gazette 1.1.4.2. Webpage of the Responsible institution or Official Gazette 1.1.4.3. Webpage of the Responsible institution 1.1.4.4. Webpage of the Responsible institution 1.1.4.5. Webpage of the Responsible institution 1.1.4.6. Webpage of the Responsible institution	1.1.4.1. Ministry of communication all levels, Mech BH and ACT RS 1.1.4.2. Ministry of communication all levels and ACT RS 1.1.4.3. Ministry of communication all levels and ACT RS 1.1.4.4. Ministry of communication all levels, RAK BH and ACT RS 1.1.4.5. Ministry of communication all levels, RAK BH and ACT RS 1.1.4.6. Ministry of communication all levels, RAK BH
			Payment amount allocated for achieved step		7.260.900,92 €					Activity 1.1.4.3. "5G multi-band auction" has the potential to be a great source of government revenue. For example, in Croatia, the total amount of RF spectrum fees achieved in the public auction was approx. 50 million EUR.		
Sub-area 1.1 TOTAL				5.445.679,60 €	7.260.900,92 €	7.260.900,92 €	7.260.900,92 €	0,00 €	0,00 €			
1.2. Digitalisation of public services	1.2.1.	Develop an e-governance framework	7.260.900,92 €	Current law not aligned with eIDAS 1 or eIDAS 2 Regulation	Adoption of the BH Law on electronic identity and trust services for electronic transactions in line with the EU Act and subsequent harmonized entity legislation. The law has to include the single supervisory body for the whole country in line with the eIDAS 2 Regulation					1.2.1.1. Legal Framework on electronic identity and trust services for electronic transactions aligned with eIDAS 2.0 regulation 1.2.1.2. Subsequent harmonized entity legislation to align with new BH Law on electronic identity and trust services for electronic transactions in line with the eIDAS 1.2.1.3. Create and operationalise the single supervisory body for the whole country in line with the eIDAS Regulation (Commission Implementing Decision (EU) 2023/2926 of the eIDAS Regulation, recital 4) 1.2.1.4. Acceptance of single supervisory body to eIDAS Network 1.2.1.5. Develop implementation plan for eIDAS certification by allowing trust providers to achieve eIDAS certification and requirements	1.2.1.1. Official Gazette 1.2.1.1.1. Council of Ministers Decision on Staffing and Recruitment Plan, Supervision Plans, Supervision Reports 1.2.1.1.2. eIDAS network webpage 1.2.1.1.3. Official Gazette	1.2.1.1. Ministry of communication all levels, Ministries of Internal Affairs at all levels, DODEA and ACT RS 1.2.1.1.2. Ministry of communication all levels, Ministries of Internal Affairs at all levels, DODEA and ACT RS 1.2.1.1.3. Ministry of communication all levels, DODEA, Ministry of Internal Affairs at all levels and ACT RS 1.2.1.1.5. Ministry of communication all levels, DODEA and ACT RS
			Payment amount allocated for achieved step		7.260.900,92 €							
1.2. Digitalisation of public services	1.2.1.	Develop an e-governance framework	3.630.450,46 €	Limited number of interoperability service available	Adoption and implementation of the interoperability framework enabling exchange of data between different administrative levels					1.2.1.1. Adoption of legal framework for interoperability framework enabling exchange of data between different administrative levels as mandatory data exchange protocol. To be aligned with Open Data Directive and e-Privacy Directive activities. 1.2.1.2. Create the interoperability working group on all administrative levels to create a priority list of data to part of interoperability framework 1.2.1.3. Developing and implementing interoperability framework infrastructure on different administrative levels	1.2.1.1. Official Gazette 1.2.1.2. Webpage of the responsible institutions 1.2.1.3. Ministry of communication all levels, Ministry of Justice at all levels, DODEA, Data owners and ACT RS	1.2.1.1. Ministry of communication all levels, Ministry of Justice at all levels, Ministries of Internal Affairs at all levels, DODEA, Data owners and ACT RS 1.2.1.2. Ministry of communication all levels, Ministry of Justice at all levels, DODEA, Data owners and ACT RS 1.2.1.3. Ministry of communication all levels, Ministry of Justice at all levels, DODEA, Data owners and ACT RS
			Payment amount allocated for achieved step		3.630.450,46 €					Public administrations should save time, reduce costs, increase transparency, and improve both data quality and the delivery of public services. Public administrations should provide key interoperable user-centric digital public services to businesses and citizens, at national and union levels, supporting the free movement of		
1.2. Digitalisation of public services	1.2.1.	Develop an e-governance framework	7.260.900,92 €	Law on Protection of Personal Data ("Official Gazette of BH" number: 12/25)	Legislation aligned with Open Data Directive and e-Privacy Directive					1.2.1.1. Legal Framework on Open Data Directive mandating Open Data by design on all new IT systems and services 1.2.1.2. Create the Open Data working group on all administrative levels to create a priority list of data sets to migrate from different data sources 1.2.1.3. Create Open Data portal for all administrative levels including open data catalog, offer open data sets to migrate from different data sources 1.2.1.4. Legal Framework on e-Privacy Directive 1.2.1.5. Impact analysis of e-privacy directive and GDPR on existing government services 1.2.1.6. Implementation of changes as required by e-Privacy Directive on existing government services	1.2.1.1. Official Gazette 1.2.1.2. Official Gazette 1.2.1.3. Webpage with public online cataloging 1.2.1.3.1. Official Gazette 1.2.1.3.2. Official Gazette 1.2.1.3.3. Official Gazette 1.2.1.3.4. Official Gazette 1.2.1.3.5. Official Gazette 1.2.1.3.6. Official Gazette	1.2.1.1. Ministry of communication all levels, Ministry of Justice at all levels, DODEA, Data owners and ACT RS 1.2.1.1.2. Ministry of communication all levels, Ministry of Justice at all levels, DODEA, Data owners and ACT RS 1.2.1.1.3. Ministry of communication all levels, Ministry of Justice at all levels, DODEA, Data owners and ACT RS 1.2.1.1.4. Ministry of communication all levels, Ministry of Justice at all levels, DODEA, Data owners and ACT RS 1.2.1.1.5. Ministry of communication all levels, Ministry of Justice at all levels, DODEA, Data owners and ACT RS 1.2.1.1.6. Ministry of communication all levels, Ministry of Justice at all levels, DODEA, Data owners and ACT RS
			Payment amount allocated for achieved step		7.260.900,92 €					The Open Data Directive and e-Privacy Directive will promote transparency in data allowing for an increase in public administration efficiency. The Open Data Directive focuses on the economic aspects of the re-use of		
1.2. Digitalisation of public services	1.2.1.	Develop an e-governance framework	3.630.450,46 €	No digital wallet operational at this time.	Digital Identity Wallet Framework in place, including Architecture and Reference Framework					1.2.1.1. Legal Framework aligned with EU Digital Identity Wallet Framework including Architecture and Reference Framework 1.2.1.2. Create and operationalise the single supervisory body for the whole country in line with the eIDAS Regulation (Commission Implementing Decision (EU) 2023/2926 of the eIDAS Regulation, recital 4) 1.2.1.3. Create and operationalise the single supervisory body for the whole country in line with the eIDAS Regulation (Commission Implementing Decision (EU) 2023/2926 of the eIDAS Regulation, recital 4) 1.2.1.4. Acceptance of single supervisory body to eIDAS Network 1.2.1.5. Develop implementation plan for eIDAS certification by allowing trust providers to achieve eIDAS certification and requirements	1.2.1.1. Official Gazette 1.2.1.1.1. Council of Ministers Decision on Staffing and Recruitment Plan, Supervision Plans, Supervision Reports 1.2.1.1.2. eIDAS network webpage 1.2.1.1.3. Official Gazette	1.2.1.1. Ministry of communication all levels, Ministry of Justice at all levels, Ministries of Internal Affairs at all levels, DODEA, Ministry of Internal Affairs at all levels and ACT RS 1.2.1.1.2. Ministry of communication all levels, Ministry of Justice at all levels, DODEA, Data owners and ACT RS 1.2.1.1.3. Ministry of communication all levels, Ministry of Justice at all levels, DODEA, Data owners and ACT RS 1.2.1.1.4. Ministry of communication all levels, Ministry of Justice at all levels, DODEA, Data owners and ACT RS 1.2.1.1.5. Ministry of communication all levels, Ministry of Justice at all levels, DODEA, Data owners and ACT RS
			Payment amount allocated for achieved step		3.630.450,46 €					The EU Digital Identity Wallet allows you to manage and determine when and with whom your data is shared. It is a secure and simple means for EU citizens, residents, and businesses to verify their identities when using digital services. The platform will allow citizens to securely store, share and reuse essential digital documents, as well as electronically sign or seal them. It will facilitate the public sector's digital transformation, allowing for greater access to digital services, including across borders. Business will find it easier to provide online services across Europe since the wallet ensures safe authentication for all potential customers in the EU.		
1.2. Digitalisation of public services	1.2.1.	Develop an e-governance framework	10.891.351,38 €	No digital wallet operational at this time	National Digital Identity Wallet in compliance with new Digital Identity Framework in place					1.2.1.1. Create implementation plan for Digital Identity Wallet Framework 1.2.1.2. Minimum of one Mutual Recognition Agreement (MRA) with another WB country should be included in the Digital Identity Wallet implementation, as evidence of cross-border interoperability and alignment with the goals of the Balkan Identity Wallets 1.2.1.3. Create services to support Digital wallet and allow creation and sharing digital documents 1.2.1.4. Create action plan and responsibilities for action plan tasks and entity level CSRTs in line with NIS2 requirements	1.2.1.1. Implementation Plan 1.2.1.1.2. Council of Ministers Decision formal adoption of implementation Plan Including relevant Ministries 1.2.1.1.3. Webpage promoting Digital Wallet 1.2.1.1.4. Webpage promoting Digital Wallet	1.2.1.1.1. Ministry of communication all levels, Ministry of Internal Affairs at all levels, DODEA, Data Owners and ACT RS 1.2.1.1.2. Ministry of communication all levels, Ministry of Internal Affairs at all levels, DODEA, Data Owners and ACT RS 1.2.1.1.3. Ministry of communication all levels, Ministry of Internal Affairs at all levels, DODEA, Data Owners and ACT RS 1.2.1.1.4. Ministry of communication all levels, Ministry of Internal Affairs at all levels, DODEA, Data Owners and e-governance and ACT RS
			Payment amount allocated for achieved step		10.891.351,38 €					The platform will enable clients to safely obtain, store and share important digital documents and electronically sign or seal documents. Providing the documents needed to open a new bank account, enroll in university abroad, or apply for your next dream job will be both easy and secure. And your privacy will always be respected, you control what data is shared and who has access to it. It will facilitate the public sector's digital transformation, allowing for greater access to digital services.		
Sub-area 1.2 TOTAL				7.260.900,92 €	0,00 €	7.260.900,92 €	18.152.261,36 €	0,00 €				
1.3. Cybersecurity	1.3.1.	Set up a comprehensive framework for cyber resilience (introducing requirements of NIS2 Directive and strengthening relevant institutions at all levels of government)	3.630.450,46 €	No NIS2 directive at this time	The point of contact in the sense of NIS2 Directive is established					1.3.1.1. Adoption of legal framework for NIS2 Directive 1.3.1.2. Create the point of contact to enable cross-border cooperation between authorities based on NIS2 Directive 1.3.1.3. Operationalized and educate team in part of NIS2 contact point 1.3.1.4. Adoption of legal framework for cybersecurity laws based on NIS 2	1.3.1.1. Official Gazette 1.3.1.1.1. Council of Ministers Decision on Staffing and Recruitment Plan, Supervision Plans, Supervision Reports Training Reports 1.3.1.1.2. Official Gazette	1.3.1.1.1. Ministry of Security BH, Ministry of communication all levels, Ministry of interior all levels 1.3.1.1.2. Ministry of Security, Ministry of interior all levels 1.3.1.1.3. Ministry of Security, Ministry of interior all levels 1.3.1.1.4. Ministry of Security, Ministry of interior all levels
			Payment amount allocated for achieved step		3.630.450,46 €					NIS2 requires that all cybersecurity incidents be reported, whether or not the attack affected the entity's operations. This is to assist authorities in better monitoring and responding to any threats. The NIS2 requirement that each EU member state appoint a central point of contact for compliance and a coordinating computer security incident response team (CSIRT) for incident reporting, as well as a competent authority. The directive describes in great detail the process of reporting incidents that have significant effects. Failure to report an incident is a criminal offence.	1.3.1.2.1. Official Gazette 1.3.1.2.2. Official Gazette 1.3.1.2.3. Council of Ministers Decision on Staffing and Recruitment Plan, Supervision Plans, Supervision Reports, External audit of CSIRT team. 1.3.1.2.4. Audit report by Certified SMS Auditors	1.3.1.2.1. Ministry of communication all levels, Ministry of Security, Ministry of interior all levels, and ACT RS 1.3.1.2.2. Ministry of communication all levels, Ministry of Security, Ministry of interior all levels 1.3.1.2.3. Ministry of communication all levels, Ministry of Security, Ministry of interior all levels 1.3.1.2.4. Ministry of communication all levels, Ministry of Security, Ministry of interior all levels
1.3. Cybersecurity	1.3.1.	Set up a comprehensive framework for cyber resilience (introducing requirements of NIS2 Directive and strengthening relevant institutions at all levels of government)	7.260.900,92 €	Two CSIRT exist with unclear roles and responsibilities. Ref: https://it-csr.org/hr/road-introduction-directory/plan/01/01-04/ ; Ministry of Security of Bosnia and Herzegovina CSIRT team	State and entity-level CSIRTs are operational in line with NIS2 requirements and reach SMS model FIRST membership maturity profile. Clear coordination mechanisms are set out among the CSIRTs in the country					1.3.1.2. Adoption of legal framework for State and entity-level CSIRTs in line with NIS2 requirements. Clear coordination mechanisms among the CSIRTs in the country is mandatory 1.3.1.3. Create, educate and ensure capability and capacity of CSIRT teams in line with NIS2 requirements 1.3.1.4. State and entity-level CSIRTs reach SMS model FIRST membership maturity profile	1.3.1.2.1. Official Gazette 1.3.1.2.2. Official Gazette 1.3.1.2.3. Council of Ministers Decision on Staffing and Recruitment Plan, Supervision Reports, External audit of CSIRT team. 1.3.1.2.4. Audit report by Certified SMS Auditors	1.3.1.2.1. Ministry of communication all levels, Ministry of Security, Ministry of interior all levels, and ACT RS 1.3.1.2.2. Ministry of communication all levels, Ministry of Security, Ministry of interior all levels 1.3.1.2.3. Ministry of communication all levels, Ministry of Security, Ministry of interior all levels 1.3.1.2.4. Ministry of communication all levels, Ministry of Security, Ministry of interior all levels
			Payment amount allocated for achieved step		7.260.900,92 €					NIS2 requires that all cybersecurity incidents be reported, whether or not the attack affected the entity's operations. This is to assist authorities in better monitoring and responding to any threats. The new Directive focuses a multiple-stage approach to incident reporting, affected entities have less hours from the time they first become aware of an incident to submit an early warning to the CSIRT, during which time they can also		

Policy area: Private Sector Development

Sub-area	Reform #	Title of the reform (Why are we doing it?)	Payment amount allocated per achieved step	Payment Conditions (quantitative and qualitative steps & associated payments)					Description and clear definition of what each step entails (what do we measure at the time of assessment?)	Source of verification for each step (incl. indicative date when the data is available/published)	Responsibility	
				Baseline	Step	Step	Step	Step				
				Deadline (Period under review)	By Dec 2025	By June 2026	By Dec 2026	By June 2027	By Dec 2027			
2.1. Business environment	2.1.1.	Strengthen governance and management and increase the efficiency and transparency of public enterprises, including POEs	7.260.900,92 €	The Register of Public Enterprises (RPE) was established by the adoption of the Regulation on the Transparency of Financial Relations between the Republic of Serbia, its local self-government units and public enterprises (Official Gazette of RS 14/13), on the basis of which the RPE is obliged and authorized to establish and manage the RPE Register, but without regular updates to ensure that the information is current and reliable, which	POEs registers at entity level is regularly updated and publicly available					2.1.1.1.1 Drafting and adoption of the rubric on the register of POEs 2.1.1.1.2 Register of POEs operational and publicly available The content of the rubric includes the list of information and the manner in which it should be filled out, as well as responsibility for filling the register. Content of the rubric will be based on the OECD Guidelines on Corporate Governance of State-Owned Enterprises. Making the register of Publicly Owned Enterprises (POEs) publicly available enhances transparency. Citizens, stakeholders, and oversight bodies can access information about POEs, promoting accountability. Regular updates ensure that the information is current and reliable, which is essential for informed decision-making and public trust. The step and activities related to maintaining and publicizing the register of POEs are	2.1.1.1.1 Official gazette of FBiH, RS and BD 2.1.1.1.2 Website of the register	GRB, GRS, GBD
			Payment amount allocated for achieved step		7.260.900,92 €							
2.1. Business environment	2.1.1.	Strengthen governance and management and increase the efficiency and transparency of public enterprises, including POEs	7.260.900,93 €	In BiH there is no legislation related to POEs management to address climate considerations	Legislation related to POEs management to address climate considerations by providing guidelines for business planning and reporting of POEs is signed					2.1.1.2.1 Development and adoption of guidelines for business planning and reporting of POEs The guidelines relate to transparency, fair treatment of shareholders and other investors, stakeholder relations and responsible business conduct, disclosure and transparency, and the responsibilities of supervisory boards of state-owned enterprises. These guidelines are prescribed by the OECD Guidelines. This approach ensures POEs align with sustainable development goals, enhancing transparency, accountability, and resilience while supporting national and international climate commitments. Integrating climate considerations into POE management through aligned legislation ensures that public enterprises contribute to national and global sustainability goals. The steps include reviewing and updating legislation, providing clear guidelines for business planning and reporting, and establishing robust monitoring and	2.1.1.1.1 Official gazette of FBiH, RS and BD	2.1.1.1.1 Development and adoption of guidelines for business planning and reporting of POEs GRB, GRS, GBD
			Payment amount allocated for achieved step		7.260.900,92 €							
2.1. Business environment	2.1.1.	Strengthen governance and management and increase the efficiency and transparency of public enterprises, including POEs	10.891.351,98 €	In BiH there is no Regulation related to POEs governance and transparency aligned with best practice (OECD guidelines) including state ownership strategy, monitoring market distortions, providing guidelines for business planning, procurement and reporting, addressing climate considerations	Regulation related to POEs governance and transparency aligned with best practice (OECD guidelines) including state ownership strategy, monitoring market distortions, providing guidelines for business planning, procurement and reporting, addressing climate considerations					2.1.1.3.1 Amendments to the Law on Public Enterprises in FBiH and to the Law on Public Enterprises of RS to align them with the OECD guidelines Aligning legislation related to POEs governance and transparency with best practices such as OECD guidelines enhances governance, builds stakeholder trust, ensures compliance, promotes sustainable practices, and mitigates risks by developing a clear state ownership strategy, implementing robust governance and monitoring mechanisms, standardizing business planning, procurement, and reporting processes, and ensuring alignment with OECD guidelines. POEs can achieve better performance, transparency, and sustainability. A foundational step is to define the objectives of state ownership. These may include delivering financial returns, ensuring public service provision, or advancing long-term public goals like sustainability and climate resilience. Develop	2.1.1.3.1 Official gazette of FBiH, RS and BD, 2.1.1.3.2 Official Gazette of BiH, RS, FBiH, Tables of Concordance providing an overview of compliance of a draft/ proposal of a legal act with the secondary sources of the EU law	2.1.1.3.1 GRB, GRS, GBD, FBiH, NARS, BDA
			Payment amount allocated for achieved step		10.891.351,98 €							
2.1. Business environment	2.1.1.	Strengthen governance and management and increase the efficiency and transparency of public enterprises, including POEs	7.260.900,92 €	In BiH POEs Oversight Units did not conduct and published annual report on POEs impact on economy including fiscal risk assessment stemming from direct and contingent POEs liabilities and state guarantees.	POEs Oversight Units published annual report on POEs impact on economy including fiscal risk assessment stemming from direct and contingent POEs liabilities and state guarantees.					2.1.1.4.1 Development and adoption of the rubric for annual reporting on POEs impact on economy including fiscal risk assessment stemming from direct and contingent POEs liabilities and state guarantees. The guidelines will be prepared in accordance with the OECD Guidelines on Corporate Governance of State-Owned Enterprises (OECD Guidelines). Establishing annual reports on the economic impact of POEs by oversight coordination units and reports on fiscal risk assessment of POEs by ministries of finance is crucial for transparency, accountability, informed decision-making, and risk management. Implementing this involves establishing a robust reporting framework, conducting comprehensive fiscal risk assessments, compiling and reviewing the report, ensuring public access, and using the findings for continuous improvement. This approach aligns with international practices and enhances the effective governance and management of public enterprises.	2.1.1.4.1 Official gazette of FBiH, RS and BD	2.1.1.4.1 GRB, GRS, MF, RS, MF, FBiH
			Payment amount allocated for achieved step		7.260.900,92 €							
2.1. Business environment	2.1.1.	Strengthen governance and management and increase the efficiency and transparency of public enterprises, including POEs	10.891.351,98 €	The level of harmonization of state aid legislation in BiH is partial, the legislative framework is partially harmonized with European standards and SAA obligations, enforcement is not uniform among entities, the operational capacities of the State Aid Council remain weak, the transparency of aid allocation and the quality of reporting are limited.	State aid legislation fully harmonized with European standards (consistent enforcement of state aid rules throughout the country, strengthen the operational capacities of the State Aid Council, align existing aid schemes with SAA obligations, establish benchmarks to transparency of aid allocation and increase quality of reporting					2.1.1.5.1 Law on State Aid aligned with the most recent EU acquis 2.1.1.5.2 Adopt pending implementing legislation on State Aid in signing existing programmes/schemes of the State aid in BiH. 2.1.1.5.3 Comply with obligations under Article 71(6) of the SAA by making with progress in aligning the aid and schemes with the acquis 2.1.1.5.4 Establish benchmarks to transparency of aid allocation 2.1.1.5.5 Increase quality of reporting on state aid harmonizing state aid legislation with European standards involves ensuring consistent enforcement, strengthening the State Aid Council, Administrative bodies entrusted with implementing, aligning aid schemes with SAA obligations, establishing transparency benchmarks, and improving the quality of reporting. This	2.1.1.5.1 Official Gazette of BiH, Tables of Concordance providing an overview of compliance of a draft/ proposal of a legal act with the secondary sources of the EU law 2.1.1.5.2 Official Gazette of BiH, RS, FBiH, Tables of Concordance providing an overview of compliance of a draft/ proposal of a legal act with the secondary sources of the EU law 2.1.1.5.3 Submit to internal market and competition, CPM, MPTER self assessment 2.1.1.5.4 Submit to internal market and competition, CPM, MPTER self assessment 2.1.1.5.5 Report of reduction of POE arrears aggregated by the relevant entity ministry	2.1.1.5.1 GRB, GRS, GBD, FBiH, NARS, BDA 2.1.1.5.2 GRB, GRS, GBD, FBiH, NARS, BDA 2.1.1.5.3 GRB, GRS, GBD, FBiH, NARS, BDA 2.1.1.5.4 GRB, GRS, GBD, FBiH, NARS, BDA 2.1.1.5.5 Report of reduction of POE arrears aggregated by the relevant entity ministry
			Payment amount allocated for achieved step		10.891.351,98 €							
2.1. Business environment	2.1.1.	Strengthen governance and management and increase the efficiency and transparency of public enterprises, including POEs	14.521.801,84 €	Annual report 2020/21 POEs impact on economy including fiscal risk assessment	POEs arrears reduced by 30% in comparison to baseline 2023					2.1.1.6.1 Publish reports on POEs by Oversight coordination units 2.1.1.6.2 Report of reduction of POE arrears aggregated by the relevant entity ministry Reducing POEs arrears by 30% compared to the 2023 baseline is crucial for enhancing financial stability, reducing creditor confidence, improving operational efficiency, and fostering economic growth. Achieving this reduction involves conducting a comprehensive financial assessment, implementing financial restructuring and optimization strategies, improving operational efficiency, strengthening financial governance and oversight, engaging stakeholders, and establishing robust monitoring and reporting frameworks. These steps ensure a systematic and sustainable approach to arrears reduction, aligning POEs with best practices and enhancing the overall financial health. Oversight units are required to publish an annual report on the impact of state-owned enterprises on the economy, including an assessment of the fiscal risk arising from the	2.1.1.6.1 Oversight coordination units 2.1.1.6.2 Report of reduction of POE arrears aggregated by the relevant entity ministry	2.1.1.6.1 GRB, GRS, GBD, FBiH, NARS, BDA 2.1.1.6.2 Report of reduction of POE arrears aggregated by the relevant entity ministry
			Payment amount allocated for achieved step		14.521.801,84 €							
2.1. Business environment	2.1.1.	Strengthen governance and management and increase the efficiency and transparency of public enterprises, including POEs	10.891.351,98 €	In BiH there is no public private partnership in effect for the management of airport infrastructure	At least one public private partnership in effect for the management of airport infrastructure					2.1.1.7.1 Decision by one or more governments/authorities to call for public tender for a public private partnership or concession 2.1.1.7.2 Procedure for public private partnership or concession finalized in line with the provisions of respective Law on Public Private Partnership Establishing a Public-Private Partnership for the management of airport infrastructure is important for improving efficiency, leveraging private sector expertise, sharing risks, and fostering economic growth. Achieving this involves conducting a feasibility study, structuring a balanced Public-Private Partnership agreement, ensuring transparent tendering process, finalizing the agreement through negotiation, and implementing a robust monitoring framework. This systematic approach ensures that the Public-Private Partnership delivers significant benefits to both public and private stakeholders while enhancing the quality	2.1.1.7.1 Submit to internal market and competition, PPP plan published by relevant entity Ministry 2.1.1.7.2 Information on concluded contract on Public-Private Partnership for an airport	GRB, GRS, GBD, Cantonal Governments
			Payment amount allocated for achieved step		10.891.351,98 €							
2.1. Business environment	2.1.2.	Simplify and harmonise requirements to register and operate country-wide	10.891.351,98 €	In Bosnia and Herzegovina, there is no legislation by which the entities would adopt and implement the necessary harmonized regulations that enable mutual recognition of licenses and certificates.	Entities adopt and implement the necessary harmonized regulation allowing mutual recognition of licenses and certificates between them					2.1.2.1.1 Establish a list of licenses and certificates that to be required between the entities needed for companies to register and/or operate country-wide. 2.1.2.1.2 Adopt and implement legislation providing for mutual recognition of licenses and certificates between entities. 2.1.2.1.3 Establish effective monitoring and evaluation mechanisms by adoption of by-law Adopting and implementing harmonized regulation for mutual recognition of licenses and certificates is crucial for facilitating trade, enhancing labor mobility, promoting economic growth, ensuring consumer protection, and fostering regulatory cooperation. To achieve this goal, a structural approach is essential. First, engaging stakeholders including governments, all entity levels, professional associations, industry and consumer associations would ensure broad consensus and address challenges. When developing a robust	2.1.2.1.1 Self assessment by respective government 2.1.2.1.2 Self assessment by respective government 2.1.2.1.3 Evaluation report by respective government	GRB, FBiH, GBD
			Payment amount allocated for achieved step		10.891.351,98 €							
2.1. Business environment	2.1.2.	Simplify and harmonise requirements to register and operate country-wide	6.830.450,46 €	E-registration in Bosnia and Herzegovina is partially implemented but not fully functional across all authority levels. Qualified electronic signatures and digital IDs are available, enabling legally valid e-signatures. Some regions have online business registration platforms, but infrastructure challenges and lack of full integration between courts and entities remain. Public access to company registration data is provided online, though data	E-registration enabled and functional across all respective levels of authority, including all excursions related to e-signature stamps, enabling insight into company registration data					2.1.2.2.1 Adoption of an amended Law on E-signatures at the state level, aligned with EU acquis 2.1.2.2.2 Adoption and implementation by laws Enabling and implementing a registration systems across all levels of authority enhances efficiency, transparency, and accessibility in business registration processes. By establishing the necessary regulatory framework, developing a supportive regulatory framework, providing training and capacity building, ensuring a phased rollout strategy, and implementing robust monitoring and evaluation mechanisms, the transition to digital registration systems. This transformation not only improves government service delivery but also contributes to a more competitive and attractive business environment, fostering economic growth and development. The first step involves establishing the necessary regulatory framework for the implementation of e-signatures, starting with the adoption of a Framework Law on e-signatures. This law will	2.1.2.2.1 Official Gazette of BiH, Tables of Concordance providing an overview of compliance of a draft/ proposal of a legal act with the secondary sources of the EU law 2.1.2.2.2 Official Gazette of BiH, RS, FBiH, Tables of Concordance providing an overview of compliance of a draft/ proposal of a legal act with the secondary sources of the EU law	2.1.2.2.1 GRB, FBiH, GBD, FBiH, NARS, BDA 2.1.2.2.2 GRB, GRS, GBD, FBiH, NARS, BDA
			Payment amount allocated for achieved step		6.830.450,46 €							
2.1. Business environment	2.1.2.	Simplify and harmonise requirements to register and operate country-wide	10.891.351,98 €	In BiH systems and frameworks for accession are partially in place, with active reforms and capacity-building programs underway, but full accession has not yet been achieved as several legal, technical, and operational conditions remain to be fulfilled.	Accession to the Common Transit Convention					2.1.2.3.1 Accession to the Common Transit Convention 2.1.2.3.2 Decision on the ratification of the Convention on common transit procedure Common Transit simplifies customs procedure for goods in transit between countries, reducing administrative burdens and delays, improving the speed and reliability of customs clearance, promoting smoother trade flows across borders. The IT tool used for Common Transit (NCTS) includes risk assessment features to detect and mitigate potential security threats associated with cross-border movements of goods, ensuring compliance with international customs regulations and standards, reducing the risk of penalties and delays. Accession to the Common Transit Convention will allow Bosnia and Herzegovina to streamline customs procedures, ensure security and compliance, support trade facilitation agreements, and improve data exchange and visibility in transit operations. By implementing a robust legal and regulatory framework,	2.1.2.3.1 Submit to internal market and competition, CTE working party invitation to Bosnia and Herzegovina to become a party to the Convention 2.1.2.3.2 Official Gazette of BiH	2.1.2.3.1 GRB, GRS, GBD, FBiH, NARS, BDA 2.1.2.3.2 GRB, GRS, GBD, FBiH, NARS, BDA
			Payment amount allocated for achieved step		10.891.351,98 €							
2.1. Business environment	2.1.3.	Facilitate free movement of goods and services through reduced formalities, harmonization of regulatory frameworks and mutual recognition of professional qualifications	10.891.351,98 €	There is a validated strategy for quality infrastructure at the country level, no have the Accreditation Law, the Market Surveillance Law, and consumer protection legislation been adopted and implemented in BiH in line with the latest EU acquis.	Country wide strategy for the quality infrastructure adopted, Law on Accreditation, Law on Market Surveillance and Consumer Protection legislation in BiH in line with the latest EU acquis adopted and implemented					2.1.3.1.1 Development of the Quality Infrastructure Strategy 2.1.3.1.2 Law on Accreditation aligned with the EU acquis adopted and implemented 2.1.3.1.3 Law on Market Surveillance aligned with the EU acquis adopted and implemented 2.1.3.1.4 Consumer Protection legislation aligned with the EU acquis adopted and implemented Strengthening law on accreditation, market surveillance, and consumer protection ensures that products are safe, reliable, and meet consumer expectations. Aligning with EU quality standards ensures market access for domestic products in the EU and other international markets. By conducting thorough assessments, aligning legislation with international standards, strengthening institutional capacity, implementing effective enforcement mechanisms, and engaging stakeholders, BiH can create a conducive regulatory environment that supports sustainable growth, competitiveness, and integration into global markets.	2.1.3.1.1 Quality Infrastructure Strategy prepared by MPTER BiH 2.1.3.1.2 Official Gazette of BiH, Tables of Concordance providing an overview of compliance of a draft/ proposal of a legal act with the secondary sources of the EU law 2.1.3.1.3 Official Gazette of BiH, Tables of Concordance providing an overview of compliance of a draft/ proposal of a legal act with the secondary sources of the EU law 2.1.3.1.4 Official Gazette of BiH, Table of Concordance providing an overview of compliance of a draft/ proposal of a legal act with the secondary sources of the EU law	2.1.3.1.1 MPTER BiH, COBIB, GRB, GRS, GBD, FBiH, NARS, BDA 2.1.3.1.2 GRB, GRS, GBD, FBiH, NARS, BDA 2.1.3.1.3 GRB, GRS, GBD, FBiH, NARS, BDA 2.1.3.1.4 GRB, GRS, GBD, FBiH, NARS, BDA
			Payment amount allocated for achieved step		10.891.351,98 €							
2.1. Business environment	2.1.3.	Facilitate free movement of goods and services through reduced formalities, harmonization of regulatory frameworks and mutual recognition of professional qualifications	7.260.900,92 €	The agreement on freedom of movement with EU was not ratified	The three CRM mobility agreements signed by WB6 leaders on 3 Nov. 2022 in Berlin: on Freedom of Movement with Austria, Czechs, and on Recognition of Higher Education Qualifications, and on Recognition of Professional Qualifications for Doctors of Medicine, Dentists and Architects, as well as the Agreement on Mutual Recognition of Professional Qualifications for Nurses, Veterinary Surgeons, Pharmacists and Midwives signed in Tirane on 17					2.1.3.2.1 CRM mobility agreement signed by WB6 leaders on 3 Nov. 2022 in Berlin on Freedom of Movement with Italy 2.1.3.2.2 CRM mobility agreement signed by WB6 leaders on 07 Oct 2023 in Tirane on Agreement on Mutual Recognition of Professional Qualifications for Nurses, Veterinary Surgeons, Pharmacists and Midwives adopted and ratified The agreements signed by WB6 leaders on freedom of movement with Italy, Czechs, recognition of higher education qualifications, and recognition of professional qualifications aim to foster regional integration, facilitate mobility, and enhance professional opportunities within the Western Balkans. The adoption and	2.1.3.2.1 Official Gazette of BiH 2.1.3.2.2 CRM mobility agreement signed by WB6 leaders on 07 Oct 2023 in Tirane on Agreement on Mutual Recognition of Professional Qualifications for Nurses, Veterinary Surgeons, Pharmacists and Midwives adopted and ratified	CoM BiH, FBiH, BiH Presidency

2.2. Access to finance	2.2.1.	Put in place a system to financially support innovative startups and MSMEs	3.630.450,46 €	Country-wide smart specialisation strategy and a new 2026-2031 strategy and action plan for scientific development are not adopted	Country-wide smart specialisation strategy and a new 2026-2031 strategy and action plan for scientific development are adopted	<p>2.2.1.2.1. The development of a Smart Specialisation Strategy of BH</p> <p>2.2.1.2.2. Adoption of a Smart Specialisation Strategy of BH</p> <p>2.2.1.2.3. Development of 2026-2031 strategy and action plan for scientific development</p> <p>2.2.1.2.4. Adoption of 2026-2031 strategy and action plan for scientific development are adopted</p> <p>A country-wide Smart Specialisation Strategy ensures that innovation efforts are targeted towards sectors and areas where the country has competitive advantages and potential for growth. Adopting a smart specialisation strategy is a complex but essential process for regional development and innovation. Through carefully planned steps, active stakeholder engagement, and continuous monitoring of progress, it is possible to develop and implement a strategy that maximizes regional potentials and contributes to sustainable economic growth. The process of dialogue with stakeholders (EDP) for the smart specialisation strategy</p>	<p>2.2.1.1. Official gazette of BH, reports from GIP and WIG for development of RS</p> <p>2.2.1.2. Official gazette of BH</p> <p>2.2.1.2.3. Reports from MSTEHE of RS and MES of FBH</p> <p>2.2.1.2.4. Official gazette of FBH, RS,</p>	<p>2.2.1.1. BH (DEP and WIG) for development of the Smart Specialisation Strategy of BH,</p> <p>2.2.1.2.2. GJM BH</p> <p>2.2.1.2.3. MEE FBH, MSTEHE RS, Carinthian Governments</p> <p>2.2.1.2.4. Viada FBH, Viada RS</p>
				Payment amount allocated for achieved step	3.630.450,46 €			
2.2. Access to finance	2.2.1.	Put in place a system to financially support innovative startups and MSMEs	7.260.900,92 €	Regulatory impact assessment is applied across the country and has been expanded to cover the impact on SMEs, though it is not conducted consistently.	Improve the regulatory impact assessment in process of drafting regulations to cover the impact on SMEs, in accordance with competences	<p>2.1.1.1.5. Development of methodology in accordance with The OECD Best Practice Principles on Regulatory Impact Assessment</p> <p>Regulatory impact assessment is applied across the country and has been expanded to cover the impact on SMEs, though it is not conducted consistently. By systematically integrating SME considerations into the regulatory drafting process through enhanced RIA practices, policymakers can create a more supportive regulatory environment. This approach not only reduces compliance costs and administrative burdens on SMEs but also promotes their growth, innovation, and resilience in the broader economy. Adoption of the methodology in accordance with the OECD Best Practice Principles on Regulatory Impact Assessment will probably lead to a consistent assessment of impacts on SMEs in regulatory impact assessments during the early stages of law-making.</p>	<p>2.1.1.1.1. SUGMA report, Subcommittee on internal market and competition, self assessment of relevant ministries</p>	<p>2.1.1.1.1. GJM BH, GFBH, GRS, GIBD</p>
				Payment amount allocated for achieved step	7.260.900,92 €			
2.2. Access to finance	2.2.1.	Put in place a system to financially support innovative startups and MSMEs	1.815.225,23 €	The laws governing investment funds have existed within entities for a long time. Although there are no laws on investment funds at the cantonal level, there is significant support for MSMEs approved by the Carinthian Governments.	Framework for Strategic guidelines for harmonization of entity's support for SMEs and entrepreneurship is adopted, in particular startups and MSMEs in digital sector	<p>2.2.1.4.1. Analysis of existing entity support to small and medium-sized enterprises, especially startups and small and medium-sized enterprises in the digital sector</p> <p>2.2.1.4.2. Development of strategic guidelines for harmonization of entity's support for SMEs and entrepreneurship in particular startups and MSMEs in digital sector</p> <p>2.2.1.4.3. Analyse the effects of the application of the new legal framework for alternative investment funds is planned for the coming period, which will be a further guide for the improvement of the legal framework.</p> <p>The laws governing investment funds have existed within entities for a long time. Although there are no laws on investment funds at the cantonal level, there is significant support for MSMEs approved by the Carinthian Governments. As a first step in preparing strategic guidelines, an analysis will be conducted to establish a solid foundation for analysing the legislative framework and practices at all levels in Bosnia and Herzegovina.</p>	<p>2.2.1.4.1. ERP, Yearly report for SMEs RS</p> <p>2.2.1.4.2. Official gazette of FBH, RS</p> <p>2.2.1.4.3. ERP, Yearly report for SMEs RS</p>	<p>2.2.1.4.1. MODOC FBH, PMF FBH, MEE RS, Carinthian Governments</p> <p>2.2.1.4.2. MODOC FBH, PMF BH, MEE RS, AICT RS</p> <p>2.2.1.4.3. MODOC FBH, PMF FBH, MEE RS, MIF RS</p>
				Payment amount allocated for achieved step	1.815.225,23 €			
Sub-area 2.2. TOTAL			12.766.576,61 €	0,00 €	3.630.450,46 €	0,00 €	0,00 €	
Policy area GRAND TOTAL			99.837.387,64 €	18.152.252,30 €	36.304.504,50 €	32.674.054,14 €	36.304.504,50 €	

Policy area: Human Capital

Sub-area	Reform #	Title of the reform (Why are we doing it?)	Payment amount allocated per achieved step	Payment Conditions (quantitative and qualitative steps & associated payments)					Description and clear definition of what each step entails (what do we measure at the time of assessment?)	Source of verification for each step (incl. indicator data when the Gov is available/published?)	Responsibility
				Baseline	Step	Step	Step	Step			
				Deadline (Period under review)	By Dec. 2025	By June 2026	By Dec. 2026	By June 2027			
1.1 Education	3.1.1	Increase share of children enrolled in early childhood education and care services country-wide	14.521.801,84 €	Enrollment rate for children aged 3 to 5 years was 47.3% in the 2023/2024 school year. Source: Agency for Statistics of BiH	60% of children in the year prior to school entry enrolled in early childhood education and care services (ECEC)				1.1.1.1 Need assessment of preschool institutions to ensure access to educational programs for children in the year prior to school entry. 1.1.1.2 Feasibility study. 1.1.1.3 Based on the need assessment and feasibility study, planning and implementation of the construction of new preschool institutions and facilities in areas with insufficient capacity. 1.1.1.4 Ensuring sufficient funds, based on the feasibility study, for the expansion of existing public preschool institutions and the construction of new facilities. 1.1.1.5 Professional development of educational staff and directors of educational institutions. 1.1.1.6 Public awareness campaigns. 1.1.1.7 Implementation of programs for children in the year prior to school entry from the beginning of March to the end of May countrywide.	3.1.1.1 Report on the results of the assessment of the need for preschool institutions and preparation of recommendations for improving access to educational programs for children one year prior to school entry. 3.1.1.2 Detailed Financial Projections Report 3.1.1.3 Official government records on the planning and execution of the construction of new preschool institutions or facilities. 3.1.1.4 Financial records from relevant government departments of budgetary	3.1.1.1 Ministry of Civil Affairs, Ministry of Education and Culture of Republika Srpska, Cantonal Ministries of Education, Department of Education of the Brčko District Government 3.1.1.2 Ministry of Civil Affairs, Ministry of Education and Culture of Republika Srpska, Cantonal Ministries of Education, Department of Education of the Brčko District Government 3.1.1.3 Ministry of Civil Affairs, Ministry of Education and Culture of Republika Srpska, Cantonal Ministries of Education, Department of Education of the Brčko District Government and local self-government units (LSG) of the Republika Srpska and FBiH as founders of preschool institutions. 3.1.1.4 Ministry of Civil Affairs, Ministry of Education and Culture of Republika Srpska, Cantonal Ministries of Education, Department of Education of the Brčko District Government
		Payment amount allocated for achieved step			14.521.801,84 €						
1.1 Education	3.1.1	Increase share of children enrolled in early childhood education and care services country-wide	14.521.801,84 €	2023/2024 school year, the enrollment rate of children aged 3 to 5 years in preschool institutions in Bosnia and Herzegovina is 5.7%. Source: Agency for Statistics	50% enrollment for children 3-5				1.1.1.1 Need assessment of preschool institutions to ensure access to educational programs for children aged 3 to 5 years. 1.1.1.2 Feasibility study. 1.1.1.3 Based on the need assessment and feasibility study, planning and implementation of the construction of new preschool institutions/new preschool facilities suitable for children aged 3-5 years in areas with insufficient capacity. 1.1.1.4 Ensuring sufficient funds, based on the feasibility study, for the expansion of existing public preschool institutions and the construction of new facilities. 1.1.1.5 Professional development of educational staff and directors of educational institutions. 1.1.1.6 Public awareness campaigns. 1.1.1.7 Implementation of systematic monitoring of the number of children aged 3-5 in preschool.	3.1.1.1 Report on the Comprehensive Assessment of the Needs of Preschool Institutions for Providing Adequate Care Tailored to Children Aged 3-5 Years. 3.1.1.2 Detailed Financial Projections Report 3.1.1.3 Official government records on the planning and execution of the construction of new preschool institutions or facilities, including building permits, construction contracts, progress reports, and completion certificates issued by relevant authorities.	3.1.1.1 Ministry of Civil Affairs, Ministry of Education and Culture of Republika Srpska, Cantonal Ministries of Education, Department of Education of the Brčko District Government 3.1.1.2 Ministry of Civil Affairs, Ministry of Education and Culture of Republika Srpska, Cantonal Ministries of Education, Department of Education of the Brčko District Government and local self-government units (LSG) of the Republika Srpska and FBiH as founders of preschool institutions. 3.1.1.3 Ministry of Civil Affairs, Ministry of Education and Culture of Republika Srpska, Cantonal Ministries of Education, Department of Education of the Brčko District Government
		Payment amount allocated for achieved step			14.521.801,84 €						
1.1 Education	3.1.1	Increase share of children enrolled in early childhood education and care services country-wide	14.521.801,84 €	2023/2024 school year, the enrollment rate of children aged 0-2 years in preschool institutions in Bosnia and Herzegovina is 5.7%. Source: Agency for Statistics	15% enrollment for children 0-2				1.1.1.1 Comprehensive assessment of the needs of preschool institutions to ensure adequate space and care, particularly tailored to the needs of the youngest children, aged 0 to 2 years. 1.1.1.2 Feasibility study. 1.1.1.3 Based on the need assessment and feasibility study, planning and implementation of the construction of new preschool institutions/new preschool facilities suitable for children aged 0-2 years in areas with insufficient capacity. 1.1.1.4 Ensuring sufficient funds, based on the feasibility study, for the expansion of existing public preschool institutions and the construction of new facilities. 1.1.1.5 Professional development of educational staff and directors of educational institutions. 1.1.1.6 Public awareness campaigns. 1.1.1.7 Implementation of systematic monitoring of the number of children aged 0-2 in preschool.	3.1.1.1 Report on the Comprehensive Assessment of the Needs of Preschool Institutions for Providing Adequate Care Tailored to Children Aged 0-2 Years. 3.1.1.2 Detailed Financial Projections Report 3.1.1.3 Official government records on the planning and execution of the construction of new preschool institutions or facilities, including building permits, construction contracts, progress reports, and completion certificates issued by relevant authorities.	3.1.1.1 Ministry of Civil Affairs, Ministry of Education and Culture of Republika Srpska, Cantonal Ministries of Education, Department of Education of the Brčko District Government 3.1.1.2 Ministry of Civil Affairs, Ministry of Education and Culture of Republika Srpska, Cantonal Ministries of Education, Department of Education of the Brčko District Government and local self-government units (LSG) of the Republika Srpska and FBiH as founders of preschool institutions. 3.1.1.3 Ministry of Civil Affairs, Ministry of Education and Culture of Republika Srpska, Cantonal Ministries of Education, Department of Education of the Brčko District Government
		Payment amount allocated for achieved step			14.521.801,84 €						
1.1 Education	3.1.2	Increase quality of primary, secondary and higher education country-wide, including by aligning core curricula with labour market needs	7.260.900,92 €	Curricula based on learning outcomes, including digital skills in line with the EU DigComp framework, have not yet been systematically introduced and applied in Bosnia and Herzegovina; only partial reforms and pilot initiatives exist in certain administrative units	Introduction and application by relevant authorities within the country of curricula based on learning outcomes, including those that concern digital skills (in line with the EU document Digital Competence Framework for Citizens (DigComp))				1.1.2.1 Analysis and recommendations for harmonized adoption of core curricula in line with the Digital Competence Framework for Citizens (DigComp). 1.1.2.2 Adoption of Core Curricula based on student learning outcomes including those that concern digital skills in line with the Digital Competence Framework for Citizens (DigComp). 1.1.2.3 Development of comprehensive training and capacity-building programs for teachers to effectively implement core curricula, including digital skills components. 1.1.2.4 Developing educational resources, materials, and guidelines to support the implementation of core curricula based on learning outcomes. 1.1.2.5 Establishment of a monitoring and evaluation system to assess the implementation of core curricula, and relevant training, resources, guidelines	3.1.1.1 Benchmarking Report 3.1.1.2 Revised core curricula based on learning outcomes in line with Digital Competence Framework for Citizens (DigComp) 3.1.1.3 The content of programs for teachers to effectively implement the core curricula, including digital skills components. 3.1.1.4 Education resources for teachers which support the implementation of core curricula. 3.1.1.5 Reports from relevant educational	3.1.1.1 Ministry of Civil Affairs, Ministry of Education and Culture of Republika Srpska, Cantonal Ministries of Education, Department of Education of the Brčko District Government 3.1.1.2 Ministry of Civil Affairs, Ministry of Education and Culture of Republika Srpska, Cantonal Ministries of Education, Department of Education of the Brčko District Government 3.1.1.3 Ministry of Civil Affairs, Ministry of Education and Culture of Republika Srpska, Cantonal Ministries of Education, Department of Education of the Brčko District Government 3.1.1.4 Ministry of Civil Affairs, Ministry of Education and Culture of Republika Srpska, Cantonal Ministries of Education, Department of Education of the Brčko District Government 3.1.1.5 Reports from relevant educational
		Payment amount allocated for achieved step			7.260.900,92 €						
1.1 Education	3.1.2	Increase quality of primary, secondary and higher education country-wide, including by aligning core curricula with labour market needs	10.891.351,38 €	In 2022, the ICT resource mapping of primary and secondary schools in Bosnia and Herzegovina conducted by UNICEF and the relevant education authorities showed that more than 30% of schools in the country are not connected to the internet, which means that approximately 70% of schools are disconnected. Source: UNICEF Bosnia and Herzegovina, Press Release – Intersectoral Advisory Board, March 4	200 schools / year covered with internet until full coverage with Wi-Fi available throughout the school				1.1.2.1 A thorough assessment of the existing infrastructure and ICT equipment provision in schools (pre-primary, primary, secondary, higher education, VET) to determine the availability and quality of internet access. 1.1.2.2 Provision of funding to school for the acquisition of essential equipment and internet services. 1.1.2.3 Establishing partnerships with telecommunications companies to improve internet access in schools. 1.1.2.4 Regular monitoring of the number of schools with full coverage with Wi-Fi accessible throughout the school.	3.1.2.1 Assessment report 3.1.2.2 Official documents between relevant authorities confirming the allocation of funds to schools. 3.1.2.3 Signed contracts between school authorities and telecommunications companies that define cooperation and plans for improving internet access. 3.1.2.4 Official reports from the competent educational authorities about the progress of school internet coverage.	3.1.2.1 Ministry of Civil Affairs, Ministry of Education and Culture of Republika Srpska, Cantonal Ministries of Education and the Government of the Brčko District of BiH Department of Education 3.1.2.2 Ministry of Civil Affairs, Ministry of Education and Culture of Republika Srpska, Cantonal Ministries of Education and the Government of the Brčko District of BiH Department of Education 3.1.2.3 Ministry of Civil Affairs, Ministry of Education and Culture of Republika Srpska, Cantonal Ministries of Education and the Government of the Brčko District of BiH Department of Education 3.1.2.4 Ministry of Civil Affairs, Ministry of Education and Culture of Republika Srpska, Cantonal Ministries of Education and the Government of the Brčko District of BiH Department of Education
		Payment amount allocated for achieved step			10.891.351,38 €						
1.1 Education	3.1.2	Increase quality of primary, secondary and higher education country-wide, including by aligning core curricula with labour market needs	10.891.351,38 €	No data available (Dot of a total of 36,867 teachers in primary and secondary education in Bosnia and Herzegovina (Source: Agency for Statistics of BiH), 14,759 teachers (80% have been trained in digital skills)	30% of teachers in primary and secondary education exposed to training in Digital Skills in line with EU best practice				1.1.2.1 Needs assessment to identify the current level of digital skills among teachers in primary and secondary education. 1.1.2.2 Develop professional training programs for primary and secondary education teachers in digital skills in line with EU best practices. 1.1.2.3 Development of Digital Skills educational programs tailored to the needs of teachers in primary and secondary education based on EU best practices. 1.1.2.4 Implementation of Digital Skills educational programs customized to the specific requirements of education in primary and secondary education, in line with EU best practices. 1.1.2.5 Establishment of a monitoring system to monitor the coverage of primary and secondary school teachers who have successfully completed training in digital skills and they use them in their everyday work	3.1.2.1 Self-assessment report 3.1.2.2 The content of the professional training program for primary and secondary education teachers in digital skills in line with EU best practices. 3.1.2.3 Content of training prepared for professional development of teachers in Digital Skills 3.1.2.4 Report by educational institutions assessing the percentage of teachers who have been involved and successfully completed training in KS	3.1.2.1 Ministry of Civil Affairs, Ministry of Education and Culture of Republika Srpska, Cantonal Ministries of Education and the Government of the Brčko District of BiH Department of Education, Institute for Pedagogical Institutes, Republika Pedagogical Institute of the Republic of Srpska, Pedagogical Institute of the Government of the Brčko District of BiH Department of Education, Institute for Pedagogical Institutes, Republika Pedagogical Institute of the Republic of Srpska
		Payment amount allocated for achieved step			10.891.351,38 €						
1.1 Education	3.1.2	Increase quality of primary, secondary and higher education country-wide, including by aligning core curricula with labour market needs	7.260.900,92 €	An adequate Law on Quality Assurance in Higher Education of Republika Srpska, aligned with the Constitutional Court of BiH decision (U-3721), has not been adopted.	KS Law on Quality assurance in Higher Education enters into force				1.1.2.1 Adoption of the Law on the Agency for Higher Education of Republika Srpska 1.1.2.2 Publication of the Law on the Agency for Higher Education of Republika Srpska in the Official Gazette	3.1.2.1 Minutes of the National Assembly of Republika Srpska 3.1.2.2 Publication in the official gazette	3.1.2.1 Ministry of Civil Affairs, National Assembly of Republika Srpska, President of RS 3.1.2.2 Ministry of Civil Affairs, National Assembly of Republika Srpska, Official gazette of Republika Srpska
		Payment amount allocated for achieved step			7.260.900,92 €						
1.1 Education	3.1.2	Increase quality of primary, secondary and higher education country-wide, including by aligning core curricula with labour market needs	7.260.900,92 €	No higher education quality assurance agency in Bosnia and Herzegovina is accredited as a member of ENQA.	Accreditation of at least two agencies as members of ENQA				1.1.2.3 Self-assessment evaluation reports of agencies. 1.1.2.4 Detailed action plans outlining specific steps and indicators for achieving membership in ENQA 1.1.2.5 Final evaluation report by the ENQA Review Panel on compliance with the Standards and Guidelines for Quality Assurance in the European Higher Education Area (ESG) 1.1.2.6 Reaching a conclusion of compliance with the ESG by two agencies and confirmation of accession to ENQA membership. Achieving accreditation by the European Association for Quality Assurance in Higher Education (ENQA) is crucial for ensuring that quality assurance processes meet international standards. Membership in ENQA provides agencies with access to valuable resources, expertise, and networks, enhancing their credibility and facilitating international collaboration in quality assurance practices. Accreditation processes involve self-assessment evaluations, action planning, and external evaluations by the ENQA Review Panel. It requires	3.1.2.5 Self-assessment reports 3.1.2.6 Two action plans with defined specific steps for achieving membership in ENQA 3.1.2.5 ENQA Review Panel report 3.1.2.6 Confirmation of accession to ENQA membership	3.1.2.5 Ministry of Civil Affairs, The Agency for the Development of Higher Education and Quality Assurance and the Agency for Higher Education of Republika Srpska 3.1.2.6 Ministry of Civil Affairs, The Agency for the Development of Higher Education and Quality Assurance and the Agency for Higher Education of Republika Srpska 3.1.2.5 Ministry of Civil Affairs, ENQA Review Panel 3.1.2.6 Ministry of Civil Affairs, ENQA Committee
		Payment amount allocated for achieved step			7.260.900,92 €						
1.1 Education	3.1.3	Improve the link between VET and private sector and decrease the skills mismatch	14.521.801,84 €	No data available	At least 40% of second-year VET students should benefit from substantial exposure (at least 20% of programme) to work-based learning (EA strategic framework)				1.1.3.1 Conduct an in-depth analysis of existing vocational education and training programs to determine the extent of work-based learning opportunities currently available and the number of students utilizing these opportunities. 1.1.3.2 Develop a detailed plan based on the assessment results to increase the scope of work-based learning. 1.1.3.3 Establish working group composed of representatives from relevant institutions for the development of standards and qualifications in VET – vocational education as part of development of the Qualification Framework in Bosnia and Herzegovina 1.1.3.4 Development of new curricula, collaboration with employers to provide work-based learning programs and design support systems for students in accordance with the mandate of educational governing	3.1.1.1 In-Depth Analysis Report on Vocational Education and Training Programs 3.1.1.2 Strategic Development Plan 3.1.1.3 Qualification Framework in Bosnia and Herzegovina 3.1.1.4 New curricula Framework 3.1.1.5 Training Program Evaluation Report 3.1.1.6 Progress and Impact Evaluation Report on Student Learning Outcomes	3.1.1.1 Ministry of Civil Affairs, Ministry of Education and Culture of Republika Srpska, Cantonal Ministries of Education and Government of Brčko District of Education Employer's Association, Chamber of Education of Republika Srpska 3.1.1.2 Ministry of Civil Affairs, Ministry of Education and Culture of Republika Srpska, Cantonal Ministries of Education and Government of Brčko District of Education 3.1.1.3 Ministry of Civil Affairs, Ministry of Education and Culture of Republika Srpska, Cantonal Ministries of Education and Government of Brčko District of Education 3.1.1.4 Ministry of Civil Affairs, Ministry of Education and Culture of Republika Srpska, Cantonal Ministries of Education and Government of Brčko District of Education 3.1.1.5 Ministry of Civil Affairs, Ministry of Education and Culture of Republika Srpska, Cantonal Ministries of Education and Government of Brčko District of Education 3.1.1.6 Ministry of Civil Affairs, Ministry of Education and Culture of Republika Srpska, Cantonal Ministries of Education and Government of Brčko District of Education
		Payment amount allocated for achieved step			14.521.801,84 €						
1.1 Education	3.1.3	Improve the link between VET and private sector and decrease the skills mismatch	7.260.900,92 €	There is currently no quality assurance framework for adult education in place, in line with competences.	Quality assurance framework for adult education in place, in line with competences				1.1.3.1 Analysis of existing adult education programs and assessment of available resources, policies, and practices in the field of adult education, at the level of competent educational authorities. 1.1.3.2 Defining clear goals and standards to ensure quality in adult education including key competencies and skills that adult learners need to acquire through education. 1.1.3.3 Development of a framework for quality assurance of adult education at the level of competent educational authorities. 1.1.3.4 Development of policies to ensure consistent implementation of quality standards in adult education at the level of competent educational authorities	3.1.3.1 Comprehensive program evaluation report 3.1.3.2 Goals and Standards Definition Report for Adult Education 3.1.3.3 Adult Education Quality Assurance Framework Report 3.1.3.4 Report on the Monitoring of Utilization of Quality Standards in Adult Education at the level of competent educational authorities	3.1.3.1 Ministry of Civil Affairs, Ministry of Education and Culture of Republika Srpska, Cantonal Ministries of Education and Government of Brčko District of Education 3.1.3.2 Ministry of Civil Affairs, Ministry of Education and Culture of Republika Srpska, Cantonal Ministries of Education and Government of Brčko District of Education 3.1.3.3 Ministry of Civil Affairs, Ministry of Education and Culture of Republika Srpska, Cantonal Ministries of Education and Government of Brčko District of Education 3.1.3.4 Ministry of Civil Affairs, Ministry of Education and Culture of Republika Srpska, Cantonal Ministries of Education and Government of Brčko District of Education
		Payment amount allocated for achieved step			7.260.900,92 €						
1.1 Education	3.1.3	Improve the link between VET and private sector and decrease the skills mismatch	10.891.351,38 €	No data available (According to the Agency for Statistics of BiH, in the 2023/2024 school year the total number of teachers in secondary vocational and technical schools was 8,613.)	Professional development of teachers and trainers to match new competence requirements				1.1.3.1 Professional development programs for teachers and trainers to develop necessary competencies at the level of competent educational authorities. 1.1.3.2 Provide necessary resources and support systems to facilitate access to professional development opportunities for all teachers and trainers to the level of competent educational authority. 1.1.3.3 Implementing and conducting tailored professional development programs for teachers and trainers to professionally develop and reach new competencies at the level of competent educational authority.	3.1.3.1 Professional Development Programs Implementation Report 3.1.3.2 Support Systems Report for Professional Development 3.1.3.3 Impact analysis of professional development initiatives on teacher skills and competencies.	3.1.3.1 Ministry of Civil Affairs, Ministry of Education and Culture of Republika Srpska, Cantonal Ministries of Education and Government of Brčko District of Education 3.1.3.2 Ministry of Civil Affairs, Ministry of Education and Culture of Republika Srpska, Cantonal Ministries of Education and Government of Brčko District of Education 3.1.3.3 Ministry of Civil Affairs, Ministry of Education and Culture of Republika Srpska, Cantonal Ministries of Education and Government of Brčko District of Education
		Payment amount allocated for achieved step			10.891.351,38 €						

3.1 Education	3.1.3	Improve the link between VET and private sector and decrease the skills mismatch	14.521.801,84 €	Baseline values are currently not available, they will be determined after the implementation of the planned tracer study activity.	15% of VET students employed within a year after VET graduation	Increasing the employment rate of vocational education and training graduates within a year of completing their studies is one of the possible steps in solving the problem of employment and skills mismatch. Ensuring that vocational education and training programs are aligned with industry needs helps students transition smoothly into the workforce, contributing to economic growth and development. Monitoring employment outcomes provides valuable insight into the effectiveness of VET programs and aids in improving vocational schools, industry stakeholders, career counselling services, employment service, employment governmental agencies must work together to achieve this goal. This involves aligning curricula with labour market demands, providing career guidance and support, fostering partnerships with employers, and promoting entrepreneurship among graduates. Regular monitoring and evaluation of employment trends help refine educational strategies and improve student outcomes. Currently, Bosnia and Herzegovina lacks a system to monitor the employment of these students, and invest	3.1.3.4.1 Official reports from government agencies responsible for labour market analysis and development policies 3.1.3.4.2 Curriculum Harmonization Report for Secondary Education 3.1.3.4.3 Directions for the Development of Career Guidance Documents at the level of competent educational authorities 3.1.3.4.4 Tracer studies report;	3.1.3.4 Ministry of Civil Affairs, Ministry of Education and Culture of the Republic of Srpska, Cantonal Ministries of Education and the Government of the Federation of Bosnia and Herzegovina, Federal Employment Office, RS Employment Office, Cantonal Employment Service, Career Guidance Documents at the level of competent educational authorities 3.1.3.4 Ministry of Civil Affairs, Ministry of Education and Culture of the Republic of Srpska, Cantonal Ministries of Education and the	
Sub-area 2 TOTAL				7.260.900,92 €	32.676.054,14 €	14.521.801,84 €	58.087.207,35 €	21.792.702,76 €	
3.2 Labour	3.2.1	Increase access to decent work throughout the country, including through piloting and full roll-out of the Youth Guarantee	3.630.450,46 €	0	SLC survey on income and living conditions) and Labor Survey are introduced for regular implementation	3.2.1.1.1. Action plan for SLC (survey on income and living conditions) implementation prepared and accepted 3.2.1.1.2. Fieldwork Preparation (logistics, data collection schedules, and materials), Data Collection (systematically and consistently across all respondents), and Quality Control Measures (to ensure data accuracy and reliability) 3.2.1.1.3. Data Processing and Analysis 3.2.1.1.4. Reporting and Dissemination Statistics	3.2.1.1.1. Statistical agencies workshop 3.2.1.1.2. Statistical agencies annual report 3.2.1.1.3. Calculated indicators in accordance with the EU SLC methodology, prepared microdata datasets for transmission to EUROSTAT 3.2.1.1.4. A quality report on the survey produced, basic social inclusion and poverty indicators calculated, and longitudinal indicators developed.	3.2.1.1. Agency for Statistics of BiH, Institute of Statistics of the Republic of Srpska, FBiH Institute for Statistics 3.2.1.1.2. Agency for Statistics of BiH, Institute of Statistics of the Republic of Srpska, FBiH Institute for Statistics 3.2.1.1.3. Agency for Statistics of BiH, Institute of Statistics of the Republic of Srpska, FBiH Institute for Statistics 3.2.1.1.4. Agency for Statistics of BiH, Institute of Statistics of the Republic of Srpska, FBiH Institute for Statistics	
3.2 Labour		3.2.1	Increase access to decent work throughout the country, including through piloting and full roll-out of the Youth Guarantee	3.630.450,46 €	0	European Union Statistics on Income and Living Conditions (SILC) is a statistical tool used by the European Union to collect and analyse data on income, living conditions, and social exclusion. It provides essential	3.2.1.2.1. Assessment of Current Capacity 3.2.1.2.2. Development of Action Plans and Strengthening Inspectorate Capacities 3.2.1.2.3. Stakeholder Engagement 3.2.1.2.4. Promotion of Compliance Assistance and Voluntary Cooperation 3.2.1.2.5. Enhanced inspection field work 3.2.1.2.6. Decreasing informal employment, and benefits for society by enhancing social protections for workers, and fostering sustainable economic growth.	3.2.1.2.1. Report of the performance audit of the Inspectorate of RS, FBiH and BSH, Service for Foreigners' Affairs of Bosnia and Herzegovina 3.2.1.2.2. Evaluated the current capacity of labor inspection agencies at the entity, and cantonal levels to determine the baseline number of inspections conducted annually, serving as an indicator of readiness for increasing labor inspection activities. 3.2.1.2.3. Workers for coming year 3.2.1.2.4. Developed action plans outlining specific targets, objectives, and timelines for increasing the	3.2.1.2. Inspectorate of RS, FBiH and BSH, Service for Foreigners' Affairs of Bosnia and Herzegovina 3.2.1.2.3. Inspectorate of RS, FBiH and BSH, Service for Foreigners' Affairs of Bosnia and Herzegovina 3.2.1.2.4. Inspectorate of RS, FBiH and BSH, Service for Foreigners' Affairs of Bosnia and Herzegovina 3.2.1.2.5. Inspectorate of RS, FBiH and BSH, Service for Foreigners' Affairs of Bosnia and Herzegovina
3.2 Labour		3.2.1	Increase access to decent work throughout the country, including through piloting and full roll-out of the Youth Guarantee	3.630.450,46 €	In 2023, the Inspectorate conducted 27.646 internal inspections, achieving 540.3% of its plan, with 12% of inspections identifying irregularities, a 1.5% increase from the previous year.	Total number of regular labor inspectors throughout the country increased by 25%	In Bosnia and Herzegovina, the labor market faces several challenges that highlight the need for strengthened labor inspections. Despite existing labor laws, concerning trends such as widespread informal employment, insufficient enforcement of workplace safety regulations, and gaps in legal compliance persist.	3.2.1.2.5. Inspectors RS, FBiH and BSH, Service for Foreigners' Affairs of Bosnia and Herzegovina 3.2.1.2.6. Inspectors RS, FBiH and BSH, Service for Foreigners' Affairs of Bosnia and Herzegovina	3.2.1.2.5. Inspectorate of RS, FBiH and BSH, Service for Foreigners' Affairs of Bosnia and Herzegovina 3.2.1.2.6. Inspectorate of RS, FBiH and BSH, Service for Foreigners' Affairs of Bosnia and Herzegovina
3.2 Labour		3.2.1	Increase access to decent work throughout the country, including through piloting and full roll-out of the Youth Guarantee	3.630.450,46 €	Discharge the public employment services (PES) from administrative duties related to health insurance at all levels	In RS process finalized, in FBiH and BDBH not	3.2.1.1.1. Conduct analysis of the legal framework 3.2.1.1.2. Make necessary legal amendments (the new Law on Employment Mediation and Social Security of Unemployed Persons and Amendments to the Law on Health Insurance) 3.2.1.1.3. Provide support to the health insurance Fund during transition period and taking up new beneficiaries 3.2.1.1.4. Communication and Outreach towards new Health Insurance Fund beneficiaries	3.2.1.1.1. Analyze of the legal framework 3.2.1.1.2. Official Gazette 3.2.1.1.3. Work plan and annual report of the Health Insurance Fund 3.2.1.1.4. Work plan and annual report of the Health Insurance Fund	3.2.1.1.1. FBiH Ministry of Labour and Social Policy (coordinating in the reporting process), Public Employment Services RS, FBiH and BDBH 3.2.1.1.2. Ministry of Civil Affairs of BiH 3.2.1.1.3. Ministry of Labour and Social Policy, Government of Brčko District of Bosnia and Herzegovina 3.2.1.1.4. Work plan and annual report of the Health Insurance Fund 3.2.1.1.5. FBiH Ministry of Labour and Social Policy (coordinating in the reporting process), Public Employment Services RS, FBiH and BDBH, Cantonal employment services, Ministry of Labour and Social Policy, Government of Brčko District of Bosnia and Herzegovina
3.2 Labour		3.2.1	Increase access to decent work throughout the country, including through piloting and full roll-out of the Youth Guarantee	3.630.450,46 €	Establish continuous data exchange between the PES and Centres for Social Work for activation of vulnerable groups / users of social assistance	No progress	Public employment services have traditionally served as institutions through which unemployed individuals could access various rights and benefits. This approach has led to the creation of a client base that does not necessarily require the core services of employment services – job placement assistance. Therefore, a key aspect of employment services reform is to strengthen the grants of rights from unemployment status. One of	3.2.1.1.5. Ensured effective communication with stakeholders regarding the decision to discontinue PES from Health insurance administrative duties and reinstated potential discontinuation of	3.2.1.1.5. Inspectorate of RS, FBiH and BSH, Service for Foreigners' Affairs of Bosnia and Herzegovina 3.2.1.1.6. Inspectorate of RS, FBiH and BSH, Service for Foreigners' Affairs of Bosnia and Herzegovina
3.2 Labour		3.2.1	Increase access to decent work throughout the country, including through piloting and full roll-out of the Youth Guarantee	3.630.450,46 €	3.630.450,46 €	3.630.450,46 €	3.630.450,46 €	3.630.450,46 €	
3.2 Labour		3.2.1	Increase access to decent work throughout the country, including through piloting and full roll-out of the Youth Guarantee	3.630.450,46 €	In 2023, a total of 80,000 unemployed persons were employed from the registers of the Federal Employment Service, the Employment Service of the Republic of Srpska, and the Employment Service of Brčko District of BiH. Compared to 2022, this represents a decrease of 13,75% persons or 12.2% of the total employed, 52,154 (52.7%) were women and 46,846 (47.3%) were men. Per entities: 2023: 23,234 persons were recruited from the	Number of members of vulnerable groups receiving mediation services by PES staff increased by 10%	3.2.1.1.1. Develop a clear, methodologically aligned, and publicly accessible baseline for employment mediation services 3.2.1.1.2. Facilitate the process for employers in need of workers. The Employment Service should enable entities' submission of worker recruitment procedures and make paperwork as easy as possible. 3.2.1.1.3. Implement procedure for counsellors to conduct pre-selection of unemployed individuals (with which they are conducting advisory work based on employer requests submitted for mediation, ensuring thorough screening to match candidates' profiles with job requirements effectively. 3.2.1.1.5. Implement procedure that suitable candidates, vetted by advisors, will be referred to employers for those from vulnerable groups, offer participation in Active Labor Market Programs (ALMPs).	3.2.1.1.1. Annual reports 3.2.1.1.2. Annual reports 3.2.1.1.3. Annual reports 3.2.1.1.4. Annual reports 3.2.1.1.5. Annual reports 3.2.1.1.6. Annual reports 3.2.1.1.7. Annual reports	3.2.1.1.1. Ministry of Civil Affairs of BiH (coordinating in the reporting process), Public Employment Services RS, FBiH and BDBH, Cantonal employment services, Ministry of Labour, War Veterans and Disabled Persons Protection of the Republic of Srpska, FBiH Government of Labour and Social Policy, BDBH 3.2.1.1.2. Public Employment Services RS, FBiH and BDBH, Cantonal employment services, Ministry of Labour, War Veterans and Disabled Persons Protection of the Republic of Srpska, FBiH Ministry of Labour and Social Policy, BDBH 3.2.1.1.3. Public Employment Services RS, FBiH and BDBH, Cantonal employment services, Ministry of Labour, War Veterans and Disabled Persons Protection of the Republic of Srpska, FBiH Ministry of Labour and Social Policy, BDBH 3.2.1.1.4. Public Employment Services RS, FBiH and BDBH, Cantonal employment services, Ministry of Labour, War Veterans and Disabled Persons Protection of the Republic of Srpska, FBiH Ministry of Labour and Social Policy, BDBH 3.2.1.1.5. Public Employment Services RS, FBiH and BDBH, Cantonal employment services, Ministry of Labour, War Veterans and Disabled Persons Protection of the Republic of Srpska, FBiH Ministry of Labour and Social Policy, BDBH 3.2.1.1.6. Public Employment Services RS, FBiH and BDBH, Cantonal employment services, Ministry of Labour, War Veterans and Disabled Persons Protection of the Republic of Srpska, FBiH Ministry of Labour and Social Policy, BDBH 3.2.1.1.7. Public Employment Services RS, FBiH and BDBH, Cantonal employment services, Ministry of Labour, War Veterans and Disabled Persons Protection of the Republic of Srpska, FBiH Ministry of Labour and Social Policy, BDBH
3.2 Labour		3.2.1	Increase access to decent work throughout the country, including through piloting and full roll-out of the Youth Guarantee	14.521.801,84 €	15% increase of women and all other vulnerable groups targeted by ALMPs	14.521.801,84 €	14.521.801,84 €	14.521.801,84 €	
3.2 Labour		3.2.1	Increase access to decent work throughout the country, including through piloting and full roll-out of the Youth Guarantee	3.630.450,46 €	In RS process finalized, in FBiH and BDBH not	Improve PES registers of active and inactive job seekers by including Quality Assurance indicators	3.2.1.1.1. Adopt the Law on Employment Mediation and Social Security of Unemployed Persons in FBiH 3.2.1.1.2. Based on activities from holistic PES mediation strategy identify key performance indicators (keep 3.2.1.1.5) 3.2.1.1.3. Develop performance management system 3.2.1.1.4. Staff Training and Guidelines: Provide training to staff members responsible for delivering employment services on the importance of PES and how to adhere to performance standards. Develop guidelines and protocols for implementing performance indicators in their daily work. 3.2.1.1.5. Regular Monitoring, Sanctions and Evaluation	3.2.1.1.1. Law published on Official Gazette 3.2.1.1.2. Annual work report and workshop (coordinating in the reporting process), Public Employment Services RS, FBiH and BDBH 3.2.1.1.3. Annual work report and workshop 3.2.1.1.4. Annual work report and workshop 3.2.1.1.5. Annual work report and workshop	3.2.1.1.1. FBiH Ministry of Labour and Social Policy (coordinating in the reporting process), Public Employment Services RS, FBiH and BDBH, Cantonal employment services 3.2.1.1.2. Ministry of Civil Affairs of BiH 3.2.1.1.3. Public Employment Services RS, FBiH and BDBH, Cantonal employment services 3.2.1.1.4. Public Employment Services RS, FBiH and BDBH, Cantonal employment services 3.2.1.1.5. Public Employment Services RS, FBiH and BDBH, Cantonal employment services
3.2 Labour		3.2.1	Increase access to decent work throughout the country, including through piloting and full roll-out of the Youth Guarantee	14.521.801,84 €	0	At least 20% of beneficiaries of YG are employed within 6 months after completion	14.521.801,84 €	14.521.801,84 €	
3.2 Labour		3.2.1	Increase access to decent work throughout the country, including through piloting and full roll-out of the Youth Guarantee	14.521.801,84 €	n/a	Ratio of job counsellors in Public Employment Services to job seekers is reduced to 1:500	14.521.801,84 €	14.521.801,84 €	
Sub-area 2 TOTAL				10.891.891,38 €	3.630.450,46 €	32.676.054,14 €	29.043.028,68 €	0,00 €	
3.3 Social protection system	3.3.1	Harmonise parental leave rights country-wide and implement the social card	1.815.225,23 €	No progress	Action plan for country-wide harmonization and strengthening of parental leave in place, in accordance with competitiveness				
3.3 Social protection system		3.3.1	Harmonise parental leave rights country-wide and implement the social card	1.815.225,23 €	1.815.225,23 €				
3.3 Social protection system		3.3.1	Harmonise parental leave rights country-wide and implement the social card	7.260.900,92 €	Preparatory activities	Adopt pending legislation and regulation to implement social card			
3.3 Social protection system		3.3.1	Harmonise parental leave rights country-wide and implement the social card	7.260.900,92 €	7.260.900,92 €				

3.3 Social protection system	3.3.1	Harmonise parental leave rights country-wide and implement the social card	14.521.801,84 €	0			820% of the beneficiaries of social transfers covered by the social card to ensure targeting of social benefits in line with needs			
				Payment amount allocated for achieved step				14.521.801,84 €		
Sub-area 3 TOTAL				9.876.126,33 €	0,00 €	0,00 €	14.521.801,84 €	0,00 €		
Policy area GRAND TOTAL				27.228.376,45 €	36.306.504,59 €	47.156.855,97 €	101.632.612,87 €	21.782.702,76 €		

3.3.1.3.1. Pilot Implementation and Evaluation
3.3.1.3.2. Scaling Up and Expansion
3.3.1.3.3. Public Awareness and Capacity Building

The current state of Bosnia and Herzegovina's social protection system underscores the need for concerted efforts to streamline regulations, enhance data systems, and improve service delivery mechanisms. By implementing comprehensive reforms, competent authorities in Bosnia and Herzegovina aim to reduce socio-economic disparities, and ensure fair and equitable access to social benefits for all citizens, in line with international commitments. These reforms are essential for creating a more efficient, transparent, and inclusive social welfare system.

3.3.1.3.1. Annual report of the low Ministry
Launched pilot projects in selected municipalities and cantons to test the functionality, usability, and effectiveness of the social card platform.
Gathered feedback from users, service providers, and administrators to identify strengths, weaknesses, and areas for improvement.
Evaluated the pilot's impact on reducing errors, improving targeting, enhancing cost-effectiveness,

3.3.1.3.1. The Ministry of Civil Affairs of BiH (coordinating in the reporting process), Federal Ministry of Labor and Social Policy, responsible cantonal ministries and the Ministry of Health and Social Protection of Republika Srpska
3.3.1.3.2. Federal Ministry of Labor and Social Policy, responsible cantonal ministries and the Ministry of Health and Social Protection of Republika Srpska
3.3.1.3.3. Federal Ministry of Labor and Social Policy, responsible cantonal ministries and the

4.3 Fight against corruption	4.3.1	Fight against corruption	7.260.900,92 €	Not aligned with merit principles and EU standards, SD and entry level (SIGMA 2024)	Align with merit principles and EU standards the state and entry level laws and BD on civil service recruitment, promotion and dismissal, to which cantonal level laws are adapted to	4.3.1.2.1. Draft and adopt mutually harmonized amendments to CSL at state, BD BH and entry level in line with EU Standards and SIGMA recommendation 4.3.1.2.2. Cantonal law adapted and harmonized with FBH law	4.3.1.2.1. Official gazette 4.3.1.2.2. Official gazette	4.3.1.2.1. MSt (BH, F BH), RS MALS and Parliaments BH, F BH, RS, BG, BH 4.3.1.2.2. Cantonal Parliaments	
				Payment amount allocated for achieved step	7.260.900,92 €	A functioning system in place for the prevention and repression of conflicts of interest, notably by aligning the legislative framework with European standards, at all levels of government, by setting up an independent and professional Commission for the Conflict of Interest at the state level, and by setting up functioning and independent anticipation bodies at the entry and cantonal levels	4.3.1.3. Commission on COI at state level established and functional 4.3.1.3.1. Entry Laws drafted and adopted harmonized with state law 4.3.1.3.3. Setting up independent and functional anticipation bodies at entry and cantonal levels	4.3.1.3.1. Official gazette 4.3.1.3.2. Official gazette 4.3.1.3.3. Official gazette	4.3.1.3.1. Mst, Parliamentary Assembly BH 4.3.1.3.2. Mst of F BH, RS and BD and Parliaments F BH and RS 4.3.1.3.3. Entry and cantonal authorities
4.3 Fight against corruption	4.3.1	Fight against corruption	7.260.900,92 €	The state-level Law on the prevention of conflict of interest, adopted in March 2024 (EC Report 2024)		With the adoption of the law on conflict of interest at the state level, the first step was taken in establishing a robust legal framework aligned with international standards for preventing conflicts of interest. In the following period, the focus will be on the establishment of a commission for the prevention of conflicts of interest and the consistent and complete implementation of the law. To this end, anti-corruption efforts, new legislation needs to be adopted at all levels on the declaration of assets and conflicts of interest in line with international standards, in particular relevant OECD recommendations. Particular attention will be paid to ensuring that commissions at all levels are independent from political influence/interference, including	4.3.1.4.1. Drafted and adopted Law on public procurement in line with EU Acquis 4.3.1.4.2. Drafted and adopted Law on Concessions in line with EU Acquis 4.3.1.4.3. Drafted and adopted Laws on Concession at entry and cantonal level in line with EU Acquis 4.3.1.4.4. Drafted and adopted Laws on PPP at entry and cantonal levels in line with EU Acquis	4.3.1.4.1. Official gazette 4.3.1.4.2. Official gazette 4.3.1.4.3. Official gazette 4.3.1.4.4. Official gazette	4.3.1.4.1. Public Procurement Agency, BH MoFFER, BH CoM, Parliamentary Assembly BH 4.3.1.4.2. Public Procurement Agency, MoFFER Parliamentary Assembly BH 4.3.1.4.3. Entry and Cantonal authorities and Parliaments 4.3.1.4.4. Entry and Cantonal authorities and Parliaments
				Payment amount allocated for achieved step	7.260.900,92 €	Respective legislation covering public procurement, concessions and public private partnerships is brought in line with EU Acquis, and the Public Procurement Review Bodies at the state and entities level adequately staffed in order to fulfil their mandate	4.3.1.4.1. Drafted and adopted Law on public procurement in line with EU Acquis 4.3.1.4.2. Drafted and adopted Law on Concessions in line with EU Acquis 4.3.1.4.3. Drafted and adopted Laws on Concession at entry and cantonal level in line with EU Acquis 4.3.1.4.4. Drafted and adopted Laws on PPP at entry and cantonal levels in line with EU Acquis	4.3.1.4.1. Official gazette 4.3.1.4.2. Official gazette 4.3.1.4.3. Official gazette 4.3.1.4.4. Official gazette	4.3.1.4.1. Public Procurement Agency, BH MoFFER, BH CoM, Parliamentary Assembly BH 4.3.1.4.2. Public Procurement Agency, MoFFER Parliamentary Assembly BH 4.3.1.4.3. Entry and Cantonal authorities and Parliaments 4.3.1.4.4. Entry and Cantonal authorities and Parliaments
4.3 Fight against corruption	4.3.1	Fight against corruption	10.891.351,38 €	Legislation on competition policy is not implemented and harmonized with European standards (EC Report 2024)	Legislation on competition policy is implemented and harmonized with European standards	4.3.1.5.1. Law on Competition drafted 4.3.1.5.2. Law on Competition adopted	4.3.1.5.1. Draft law 4.3.1.5.2. Official gazette	4.3.1.5.1. MoFFER, Competition council 4.3.1.5.2. Parliamentary Assembly	
				Payment amount allocated for achieved step	10.891.351,38 €	BH legislation on competition policy, including state aid is aligned and implemented at all levels of government in line with EU Acquis requirements and all administrative bodies entrusted with implementing it, including the BH Competition Council and BH State Aid Council, are based only upon professionalism in their decision-making in compliance with the EU Acquis, perform their duties and exercise their powers to an optimal	4.3.1.5.1. Law on Competition drafted to ensure that decision-making processes in the Competition Council are EU Acquis compliant, based only upon professionalism, impartiality and transparency, fully independent from political and other external influence as well as other relevant issues 4.3.1.5.2. Law on State Aid amendments to ensure that decision-making processes in the State Aid Council are EU Acquis compliant, based only upon professionalism, impartiality and transparency, fully independent from political and other external influence as well as other relevant issues	4.3.1.5.1. Official gazette 4.3.1.5.2. Official gazette	4.3.1.5.1. MoFFER, CoM, Parliamentary Assembly CoM 4.3.1.5.2. MoFFER, CoM, Parliamentary Assembly CoM
4.3 Fight against corruption	4.3.1	Fight against corruption	10.891.351,38 €	BH legislation on competition policy, including state aid is not aligned and implemented at all levels of government in line with EU Acquis		4.3.1.6.1. Law on Competition amended to ensure that decision-making processes in the Competition Council are EU Acquis compliant, based only upon professionalism, impartiality and transparency, fully independent from political and other external influence as well as other relevant issues 4.3.1.6.2. Law on State Aid amendments to ensure that decision-making processes in the State Aid Council are EU Acquis compliant, based only upon professionalism, impartiality and transparency, fully independent from political and other external influence as well as other relevant issues	4.3.1.6.1. Official gazette 4.3.1.6.2. Official gazette	4.3.1.6.1. MoFFER, CoM, Parliamentary Assembly CoM 4.3.1.6.2. MoFFER, CoM, Parliamentary Assembly CoM	
				Payment amount allocated for achieved step	10.891.351,38 €	performance of the previous three years (2021, 2024, 2025), based on the data provided by the authorities to the Commission's Organized Crime and Corruption Track Record (OCCTR) e-platform	An increase in the number of investigations, confirmed indictments and convictions is demonstrated in cases of corruption, including at high level	4.3.1.7.1. Analysis of gaps, analysis of trends in indictments and convictions, target setting, / develop action plan of measures legislative, operational, resources planning, horizontal and vertical cooperation, international assistance 4.3.1.7.2. Improved human and material/technical capacities of the institutions taking part in the fight against organized crime 4.3.1.7.3. Monitoring of disciplinary accountability, including for individual judges and prosecutors 4.3.1.7.4. Use of international operational assistance, EUROPOL, ENACT, etc. 4.3.1.7.5. RS amendments to allow focus of Special Departments (resolving possible overlaps in the competences of the department for economic crime and the special department for combating corruption, organized and the most serious forms of economic crime) 4.3.1.7.6. Setting up for Federation BH Organized crime corruption department in Prosecutor office	4.3.1.7.1. Published Analysis 4.3.1.7.2. Number of investigations, number of indictments, number of convictions, on the basis of HPC Data and EC reporting 4.3.1.7.3. HPC Report 4.3.1.7.4. HPC Report 4.3.1.7.5. HPC Report 4.3.1.7.6. Official report
4.3 TOTAL			29.043.693,68 €	0,00 €	10.891.351,38 €	25.413.152,24 €	0,00 €		
									4.4 Fight against organized crime
4.4 Fight against organized crime	4.4.1	Strengthen the fight against organized crime by improving institutional cooperation among law enforcement agencies and with prosecutors' offices and courts; establishing specialised multi-agency investigation teams for complex cases; and implementing strategic, intelligence-led approach to fighting organized crime, leading to increase in convictions.	10.891.351,38 €	No reports on use of intelligence-led policing	Increased number of investigations through the use of intelligence-led policing approach or joint investigation teams is demonstrated	4.4.1.2.1. Develop a proactive and bilateral response to specific forms of organized crime 4.4.1.2.2. Strengthen cooperation among law enforcement agencies, notably by establishing specialised multi-agency investigation teams for complex cases involving economic crime, corruption and organized crime, improving mutual access to databases and the secure exchange of information, strengthening financial investigations and establishing a framework for joint 4.4.1.2.3. Strengthening of the capacities of LEA for IIP	4.4.1.2.1. Report on the implementation of the Strategy Against Organized Crime – mechanism established 4.4.1.2.3. MoS Reports	4.4.1.2.1. Prosecutors, LEAs, MoS 4.4.1.2.2. CoM, entry governments 4.4.1.2.3. MoS	
				Payment amount allocated for achieved step	10.891.351,38 €	Organized crime and Corruption track-record Platform 2023	An increase in financial investigations is demonstrated	4.4.1.3.1. Improve cooperation between ITA, Tax Administration and Prosecutors by establishing coordination body of tax administration 4.4.1.3.2. Improving cooperation between prosecutors and LEAs through adoption of instructions on financial investigations 4.4.1.3.3. Improve cooperation between ITA, Tax Administration and Prosecutors by establishing coordination body of tax administration	4.4.1.3.1. Coordination body established and operative 4.4.1.3.2. Number of investigation/indictments/convictions Organised crime and Corruption track-record Platform
4.4 Fight against organized crime	4.4.1	Strengthen the fight against organized crime by improving institutional cooperation among law enforcement agencies and with prosecutors' offices and courts; establishing specialised multi-agency investigation teams for complex cases; and implementing strategic, intelligence-led approach to fighting organized crime, leading to increase in convictions.	14.521.801,84 €	Organized crime and Corruption track-record Platform 2023	Increased number of investigations, confirmed indictments and convictions is demonstrated in cases of organized and serious crime	4.4.1.4.1. Improved human and material/technical capacities of the institutions taking part in the fight against organized crime 4.4.1.4.2. Strengthen cooperation among law enforcement agencies, notably by establishing specialised multi-agency investigation teams for complex cases involving economic crime, corruption and organized crime, improving mutual access to databases and the secure exchange of information, strengthening financial investigations and establishing a framework for joint 4.4.1.4.3. Strengthening of the capacities of LEA for IIP	4.4.1.4.1. Number of investigation/indictments/convictions Organised crime and Corruption track-record Platform	4.4.1.4.1. Prosecutors, LEAs, MoS	
				Payment amount allocated for achieved step	14.521.801,84 €	Follow up Reports (HPC Report)	Cases of threats and violence against journalists and media workers are transparently and effectively registered and followed up by police and judiciary	4.5.1.1.1. Adopt procedures for prosecutor's office and law enforcement agencies, in relation to dealing with reports of criminal offences committed against journalists, editors, media workers, as well as persons who perform tasks of public information in the field of information. 4.5.1.1.2. Regularly follow up and report to the public about criminal acts of threats and violence against journalists and media workers to including the result of institutional follow-up 4.5.1.1.3. Situational analysis on capacities of BH institutions to counter disinformation and foreign manipulations and interference	4.5.1.1.1. Procedures Adopted 4.5.1.1.2. Reports 4.5.1.1.3. Analysis
4.5 Fundamental rights	4.5.1	Fundamental rights	14.521.801,84 €	Defamation is not decriminalized across the country	Defamation is decriminalized across the country	4.5.1.2.1. Amendments to Criminal Code RS to decriminalize defamation Abolished 4.5.1.2.2. Amendments to Criminal Code RS to decriminalize defamation Adopted	4.5.1.2.1. Official Gazette 4.5.1.2.2. Official Gazette	4.5.1.2.1. MoS RS 4.5.1.2.2. Parliaments RS	
				Payment amount allocated for achieved step	10.891.351,38 €				

4.5	Fundamental rights	4.5.1	Fundamental rights	10.891.351,38 €	The steering boards of public broadcasters are not fully composed, the debts of entity broadcasters with BHRT are not settled, and BHRT has not a sustainable fee collection system – a new BH Law on Public Broadcasting System not adopted (EC Report 2024)	The steering boards of public broadcasters are fully composed, the debts of entity broadcasters with BHRT are settled, and BHRT has a sustainable fee collection system by adopting a new BH Law on Public Broadcasting System					4.5.1.3.1. Members of public broadcasters appointed 4.5.1.3.2. Agreement on settling the debts of entity broadcasters with BHRT 4.5.1.3.3. Working group for drafting a new Law on Public Broadcasting System established 4.5.1.3.4. New law drafted and adopted 4.5.1.3.5. Entity Laws on PBS harmonised in line with state-level law The implementation of this step should ensure a functional, independent and self-sustaining system of public broadcasting in BiH. In this sense, in addition to adopting a new legal Framework, it is necessary to ensure the resolution of mutual debts and the appointment of management personnel. A sustainable fee collection system implies a functional system that ensures the functioning of the public broadcasting system.	4.5.1.3.1. Decisions on appointment 4.5.1.3.2. Agreement on debt settlement 4.5.1.3.3. Decision on establishment of WG 4.5.1.3.4. Report to EC on approved document or publish in official gazette. 4.5.1.3.5 Report to EC on approved document or publish in official gazette.	Parliaments BiH, F BiH and RS, PSD BiH, RS, F BiH, BiH CoM, FBiH Government, CoM 4.5.1.3.1. Parliaments BiH, F BiH and RS 4.5.1.3.2. PSD BiH, RS, F BiH, BiH CoM/MiC, RS/FBiH Government 4.5.1.3.3. CoMBiH, MiC, CoA, RS/FBiH ministers of communication 4.5.1.3.4. CoM, Parliamentary Assembly 4.5.1.3.5 Entity parliaments
				Payment amount allocated for achieved step	10.891.351,38 €								
4.5	Fundamental rights	4.5.1	Fundamental rights	10.891.351,38 €	Legislation ensuring the enjoyment of freedom of expression, assembly and association is not in place and enforced across the country, and no restrictive proposals are launched (EC Report 2024)	Legislation ensuring the enjoyment of freedom of expression, assembly and association is in place and enforced across the country, and no restrictive proposals are launched					4.5.1.4.1. Analysis to identify legislation in BiH that undermines the effective enjoyment of the freedom of expression, assembly and association 4.5.1.4.2. Adopted/judicial legislation to address identified areas where effective enjoyment is undermined 4.5.1.4.3. Laws on fundamental freedoms are aligned with European standards	4.5.1.4.1. Public reporting 4.5.1.4.2. Official Gazette	4.5.1.4.1. BiH MoI, FBiH, RS, and BD MoI, in cooperation with civil society organizations 4.5.1.4.2. Entity and cantonal governments, MoI (BD is already covered) 4.5.1.4.2. Entity/cantonal governments
				Payment amount allocated for achieved step					10.891.351,38 €				
4.5 TOTAL					21.413.353,22 €	0,00 €	0,00 €	0,00 €	21.782.702,76 €				
4.6	Visa Policy	4.6.1	Alignment of visa policy with the list of EU countries for which a visa is required, especially regarding countries that pose an irregular migration or security risk to the EU.	7.260.900,92 €	Not aligned with EU visa policy, in particular with regard to third countries presenting irregular migration or security risks to the EU (EC Report 2024)	Terminate at least one visa-free agreement with a country which is visa required for the EU					4.6.1.1. Terminating visa-free agreements with country which is visa required for the EU - one in 2025 4.6.1.2. Bosnia and Herzegovina will introduce additional security measures to better screen visa-free arrivals	Official Gazette Council of Ministers	
				Payment amount allocated for achieved step	7.260.900,92 €								
4.6	Visa Policy	4.6.1	Alignment of visa policy with the list of EU countries for which a visa is required, especially regarding countries that pose an irregular migration or security risk to the EU.	7.260.900,92 €	Not aligned with EU visa policy, in particular with regard to third countries presenting irregular migration or security risks to the EU (EC Report 2024)	Terminate at least one visa-free agreement with a country which is visa required for the EU					4.6.1.1. Terminating visa-free agreements with country which is visa required for the EU - one in 2026 4.6.1.2. Bosnia and Herzegovina will introduce additional security measures to better screen visa-free arrivals	Official Gazette Council of Ministers	
				Payment amount allocated for achieved step	7.260.900,92 €								
4.6	Visa Policy	4.6.1	Alignment of visa policy with the list of EU countries for which a visa is required, especially regarding countries that pose an irregular migration or security risk to the EU.	7.260.900,92 €	Not aligned with EU visa policy, in particular with regard to third countries presenting irregular migration or security risks to the EU (EC Report 2024)	Terminate at least one visa-free agreement with a country which is visa required for the EU					4.6.1.1. Terminating visa-free agreements with countries which are visa required for the EU - one in 2027 4.6.1.2. Bosnia and Herzegovina will introduce additional security measures to better screen visa-free arrivals	Official Gazette Council of Ministers	
				Payment amount allocated for achieved step	7.260.900,92 €				7.260.900,92 €				
4.6 TOTAL					7.260.900,92 €	0,00 €	7.260.900,92 €	0,00 €	7.260.900,92 €				
Policy area GRAND TOTAL					136.541.893,23 €	12.706.576,61 €	18.152.332,30 €	50.826.396,43 €	39.834.953,05 €				