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## **EUROPEAN SOCIAL CHARTER**

6<sup>th</sup> National Report  
on the implementation  
of the European Social Charter  
submitted by

## **THE GOVERNMENT OF BOSNIA AND HERZEGOVINA**

Articles 1, 9, 10 and 20 for the period  
01/01/2011 – 31/12/2014

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*BOSNIA AND HERZEGOVINA*

*THE SIXTH REPORT OF BOSNIA AND HERZEGOVINA ON  
THE IMPLEMENTATION OF THE EUROPEAN SOCIAL CHARTER  
/REVISED/*

*ARTICLES 1, 9 AND 20  
(GROUP 1 – EMPLOYMENT, TRAINING AND EQUAL OPPORTUNITIES)*

*REPORTING PERIOD:  
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## INTRODUCTION

Bosnia and Herzegovina ratified the European Social Charter (revised) on 7 October 2008 and is delivering its Sixth Report on the implementation of accepted provisions of the European Social Charter (revised) in accordance with Article 21 thereof.

This Report includes provisions of the European Social Charter (revised) from the first thematic group (employment, training and equal opportunities) relating to articles: 1, 9 and 20, which Bosnia and Herzegovina accepted ratifying the Charter, for the period 2011-2014, and gives answers to the Conclusions (2012) of the European Committee for Social Right.

The Report was prepared in accordance with the new reporting system, which was adopted by the Committee of Ministers of the Council of Europe on 31 October 2007, and in accordance with the form for reports to be submitted on the implementation of accepted provisions of the European Social Charter (revised)<sup>1</sup> and concentrates on all relevant information on adopted measures for the purpose of its implementation, on the following in particular:

- 1) the legal framework – any laws or regulations, collective agreements or other provisions that contribute to such application;
- 2) measures taken (administrative arrangements, programmes, action plans, projects etc.) to implement the legal framework;
- 3) pertinent figures, statistics or any other relevant information enabling an evaluation of the extent to which these provisions are applied.

All instructions derived from the interpretation of articles of the Charter given by the European Committee for Social Right and summed up as the Digest of the Case Law were taken into account so that the subject-matter of the provisions can be fully clear.

The Sixth Report of Bosnia and Herzegovina for the thematic group (employment, training and equal opportunities) contains updated information on the legislative framework from the previous reports and relevant explanations or information on developments in practice during the reporting period. This report also contains answers to all the questions that the European Committee of Social Rights submitted in its Conclusions (2012) in relation to particular provisions.

In accordance with Article 23 of the European Social Charter (revised), copies of this Report will be transmitted to relevant employers' organizations and trade unions:

- The Confederation of Independent Trade Unions of Bosnia and Herzegovina,
- The Confederation of Trade Unions of the Republika Srpska

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<sup>1</sup>Adopted by the Council of Europe Committee of Ministers on 26 March 2008.

- The Trade Union of Brčko District of Bosnia and Herzegovina,
- The Association of Employers of Bosnia and Herzegovina,
- The Association of Employers of the Federation of Bosnia and Herzegovina,
- The Confederation of Association of Employers of the Republika Srpska
- The Association of Employers of Brčko District of Bosnia and Herzegovina.

### **Article 1 – The right to work**

With a view to ensuring the effective exercise of the right to work, the Parties undertake:

1. to accept as one of their primary aims and responsibilities the achievement and maintenance of as high and stable a level of employment as possible, with a view to the attainment of full employment;
2. to protect effectively the right of the worker to earn his living in an occupation freely entered upon;
3. to establish or maintain free employment services for all workers;
4. to provide or promote appropriate vocational guidance, training and rehabilitation.

### **Article 1, para. 1- Policy of full employment**

**The European Committee on Social Rights (ECSR) concludes that the situation in Bosnia and Herzegovina is not in conformity with Article 1§1 of the Charter on the ground that that it has not been established that employment policy efforts have been adequate in combating unemployment and promoting job creation.**

BiH

In the field of employment the 2010-2014 Employment Strategy of BiH and Employment Strategies of Entities were adopted in Bosnia and Herzegovina (hereinafter: BiH). Also, the "Disability Policy in BiH" has expressed a commitment to provide better job opportunities to people with disabilities, which is specifically defined both in entity policy documents and action plans for people with disabilities.

The 2010 - 2014 BiH Employment Strategy was adopted on 14 July 2010 at the 128th session of the Council of Ministers. Government entities and BD are responsible for the implementation of the 2010 - 2014 Employment Strategy of BiH.

Projects in the field of labour and employment implemented in the reporting period:

1. „Youth Employment Project“ (YEP) – II phase is in progress;
2. "2012-2015 Decent Work Country Programme for Bosnia and Herzegovina" - on-going.

The report on the evaluation of the implementation of 2010 - 2014 Employment Strategy of BiH was prepared on the basis of reports submitted by competent entity institutions. Specifically, the FBiH implemented the 2009-2013 Employment Strategy of FBiH and the 2010-2013 Employment Action Plan of FBiH, which is based on the Strategy. Taking measures and pursuing priorities under the 2010-2013 Employment Action Plan of FBiH means the implementation of objectives of the 2010 - 2014 Employment Strategy of BiH.

The Federation Employment Institute carried out measures under the Employment Action Plan of FBiH through its programs, its own funds and funds from the Federation Budget in cooperation with cantonal employment services.

For the achievement of goals set forth in the 2011-2015 Employment Strategy of RS and the Employment Strategy of BiH in the RS, the RS Government adopted 2011 and 2012 Employment Action Plans.

The Action Plans envisage specific measures and activities for the achievement of strategic objectives set. One of the most important activities envisaged in the 2011 Employment Action Plan was "Subsidies for Employers to Create New Jobs."

The 2010-2014 Employment Strategies in BiH were implemented by governments of Entities and BD and their competent authorities together with social partners.

The Ministry of Civil Affairs and the Labour and Employment Agency do not have the authority to design or implement active labour market policies at the BiH level.

An increase in employment contributes to GDP growth and poverty reduction and enables payment of more contributions and better functioning of the Pension and Health Insurance Funds.

Since the data on population from the last, 2013 census of population, households and apartments remains to be unavailable, the Statistics Agency of BiH has estimated the population of BiH at 3,832,000 (30 June 2013).

The table below shows changes in 2011-2013 gross domestic product in BiH, as well as real GDP growth rates in the period.

#### Gross domestic product – GDP

Date	Nominal GDP (mil. BAM)	Nominal GDP (mil. USD)	GDP per capita in BiH (BAM)	GDP Per capita in BiH (USD)	Real GDP (growth rate %)	Number of inhabitants (000)	Average exchange rate BAM/USD
2011	25,772.0	18,329.0	6,712.0	4,773.0	0.9	3,840.0	1.4061
2012	25,734.0	16,901.0	6,709.0	4,406.0	-1.2	3,836.0	1.5227
2013	26,297.0	17,845.0	6,862.0	4,657.0	2.4	3,832.0	1.473

**Source:** Statistics Agency of BiH

In 2006, in order to obtain internationally comparable data on the labour market, statistical institutions in Bosnia and Herzegovina (the BiH Statistics Agency, the Federation Institute of Statistics of FBiH and the Republika Srpska Institute of Statistics) began to carry out the Labour Force Survey on a yearly basis based on standards, regulations and definitions of the International Labour Organisation and Eurostat.

According to the Labour Force Survey, the total population of BiH was 2,982,000 (1,922,000 in FBiH, 1,001,000 in the RS and 59,000 in BD) in 2014, of which the work force makes 67.8% or 2,021,000 inhabitants of the total population (69% or 1.327 million in FBiH, 65.4% or 655,000 in the RS, 66.4% or 39,000 in BD).

The economically active population (labour force) in BiH comprised 1,120,000 persons. In the labour force in BiH, 812,000 persons were employed, while 308,000 people were unemployed. Compared to previous years the number of active population in BiH decreased (from 1,127,000 in 2011 to 1,120,000 in 2014). In 2014 the number of active persons decreased by 1.1% compared to 2013. The data shows that less than half of the working age population over 15 years of age in BiH is active with noticeable differences between the sexes. The activity rate had a downward trend in the period 2011-2014 (from 44.0% to 43.7%). According to 2014 LFS the activity rate was 43.7%, which showed a great difference between activities by sexes (55% for men and 33% for women) and was very high compared to international standards. The activity rate was the highest in the group of people aged 25-49 and has a tendency to increase (in 2011 it amounted to 70.6%, while in 2014 it amounted to 73.2%).

As part of the workforce, the number of employed persons in BiH in 2014 decreased by 1.2%, while the number of unemployed persons also decreased by 1% compared to 2013. The employment rate is higher compared to 2013 by 0.1% and in 2014 it was 31.7%. The employment rate decreased in 2014 compared to 2011 (31.9% vs. 31.7%).

In this category a gender difference was particularly interesting and in 2014 it amounted to 41.2% for men and 22.7% for women.

The unemployment rate in 2014 compared to 2013, remained unchanged and amounted to 27.5% (31.2% for men and 25.2% for women). The unemployment issue in BiH is mainly related to long-term unemployment. Long-term unemployment refers to the number of people with continuous periods of unemployment extending for a year or longer. In BiH long-term unemployment tends to increase. In 2011 it amounted to 22.3%, while in 2014 it was 23.4%. In comparison with EU countries, the long-term unemployment rate is extremely high. In the EU 28 the long-term unemployment has also increased, but not exceeding double-digit amount, and in 2011 it was 4.2%, while in 2014 it rose to 5.1%. Since in BiH the share of long-term unemployment did not change significantly in the 2011-2014 period, there is a need of evaluation of passive and active employment policies, as well as creating new mechanisms for labour and social integration. The unemployment rate in the 2011-2014 period was the highest among young people aged 15-24 years and shows an increasing tendency (from 56.4% to 61%).

In 2014 the number of inactive persons in BiH amounted to 1,445,000, which shows that the inactivity affects more than half of the working age population in BiH (56.3% in 2014). It is particularly important to note that the issue of inactivity should be put in focus because of its size, since the number of inactive persons was higher than labour force. Compared to 2013, the number of inactive persons in 2014 decreased by 1.4%. The inactivity affects especially women, young people aged 15-24, people aged 50-64 and people with less education. In 2014, 66.9% of working age women in BiH was inactive. The inactivity rate is particularly strong among young women aged 15-24 and women aged 24-49, which makes a significant reserve of labour force that may be activated with active measures.



The following table presents results of the Labour Force Survey concerning basic characteristics of the population of BiH and its Entities for the period 2011-2014 by activity and gender.

### Population by activities and gender

(000)

Bosnia and Herzegovina	<i>Total</i>				<i>Male</i>				<i>Female</i>			
	2011	2012	2013	2014	2011	2012	2013	2014	2011	2012	2013	2014
<b>1. Total population (3+6+7)</b>	<b>3,057</b>	<b>3,038</b>	<b>3,050</b>	<b>2,982</b>	<b>1,498</b>	<b>1,485</b>	<b>1,495</b>	<b>1,453</b>	<b>1,559</b>	<b>1,553</b>	<b>1,555</b>	<b>1,529</b>
2. Population fit for work	2,561	2,566	2,598	2,565	1,244	1,238	1,268	1,242	1,317	1,328	1,330	1,324
3. Active population (4+5)	1,127	1,130	1,133	1,120	695	698	701	683	432	432	432	437
4. Employed	816	814	822	812	513	514	515	511	303	300	307	301
5. Unemployed	311	317	311	308	181	184	186	172	129	133	125	136
6. Inactive	1,434	1,436	1,465	1,445	549	540	566	559	885	896	899	886
7. Population under 15	496	472	452	417	254	247	228	212	242	225	225	205
8. Population aged 15-64	2,062	2,049	2,079	2,021	1,032	1,018	1,046	1,013	1,030	1,031	1,033	1,008
Federation of BiH	<i>Total</i>				<i>Male</i>				<i>Female</i>			
	2011	2012	2013	2014	2011	2012	2013	2014	2011	2012	2013	2014
<b>1. Total population (3+6+7)</b>	<b>1,943</b>	<b>1,955</b>	<b>1,958</b>	<b>1,922</b>	<b>955</b>	<b>956</b>	<b>963</b>	<b>933</b>	<b>988</b>	<b>1,000</b>	<b>995</b>	<b>989</b>
2. Population fit for work	1,611	1,633	1,656	1,642	783	788	809	792	828	844	846	850
3. Active population (4+5)	678	693	692	691	431	440	440	428	247	252	252	264
4. Employed	480	490	501	495	312	318	321	317	168	171	180	178
5. Unemployed	198	203	191	196	119	122	119	110	79	81	72	86
6. Inactive	933	940	964	950	352	348	369	364	581	592	594	586
7. Population under 15	332	323	302	281	172	168	153	142	160	155	149	139
8. Population aged 15-64	1,332	1,336	1,358	1,327	663	661	681	658	670	675	677	669
Republika Srpska	<i>Total</i>				<i>Male</i>				<i>Female</i>			
	2011	2012	2013	2014	2011	2012	2013	2014	2011	2012	2013	2014
<b>1. Total population (3+6+7)</b>	<b>1,052</b>	<b>1,021</b>	<b>1,033</b>	<b>1,001</b>	<b>513</b>	<b>498</b>	<b>503</b>	<b>491</b>	<b>539</b>	<b>522</b>	<b>530</b>	<b>509</b>
2. Population fit for work	898	882	891	873	436	424	433	425	463	458	458	448
3. Active population (4+5)	430	418	422	410	251	245	249	243	178	173	173	167
4. Employed	324	311	308	305	193	187	186	186	131	124	122	119
5. Unemployed	105	107	114	105	58	58	63	58	47	49	51	47
6. Inactive	469	464	469	463	185	179	184	182	284	284	285	281
7. Population under 15	154	139	142	128	77	74	70	66	76	65	72	62
8. Population aged 15-64	689	673	681	655	349	337	345	335	340	336	336	320
Brčko District of BiH	<i>Total</i>				<i>Male</i>				<i>Female</i>			
	2011	2012	2013	2014	2011	2012	2013	2014	2011	2012	2013	2014
<b>1. Total population (3+6+7)</b>	<b>62</b>	<b>62</b>	<b>60</b>	<b>59</b>	<b>30</b>	<b>31</b>	<b>30</b>	<b>29</b>	<b>32</b>	<b>31</b>	<b>30</b>	<b>30</b>
2. Population fit for work	52	52	51	51	25	25	25	25	27	26	26	26
3. Active population (4+5)	(19)	(19)	(19)	19	(13)	(12)	(12)	12	(7)	(7)	(7)	7
4. Employed	(12)	(13)	(12)	12	(8)	(8)	(8)	(8)	(4)	(4)	(4)	(4)
5. Unemployed	(8)	(6)	(7)	(7)	(5)	(4)	(4)	(4)	(3)	(2)	(3)	(3)
6. Inactive	32	33	32	32	12	13	13	13	20	19	19	19

7. Population under 15	(10)	(10)	(9)	(8)	(5)	(5)	(5)	(4)	(5)	(5)	(4)	(4)
8. Population aged 15-64	(41)	(40)	(40)	39	20	20	20	20	(20)	(20)	(20)	(19)
() less reliable data												

**Source:** Statistics Agency of BiH, 2013 and 2014 Labour Force Surveys

The table below presents rates of activity, employment and unemployment in BiH and Entities by gender in the period 2011-2014.

### Rates of activity, employment and unemployment in BiH and Entities by gender

Activity rate													%
	BiH			FBiH			RS			BD			
	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	
2011	44.0	55.9	32.8	42.1	55.0	29.8	47.8	57.6	38.6	37.4	50.8	25.0	
2012	44.0	56.4	32.6	42.4	55.9	29.9	47.4	57.8	37.9	36.7	48.0	25.8	
2013	43.6	55.3	32.5	41.8	54.4	29.8	47.4	57.5	37.8	36.7	48.3	25.3	
2014	43.7	55.0	33.0	42.1	54.0	31.0	47.0	57.3	37.2	37.0	48.1	26.3	

Employment rate													
	BiH			FBiH			RS			BD			
	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	
2011	31.9	41.3	23.0	29.8	39.9	20.3	36.1	44.4	28.3	22.9	31.6	(14.6)	
2012	31.7	41.5	22.6	30.0	40.4	20.3	35.3	44.1	27.2	24.8	33.4	(16.4)	
2013	31.6	40.6	23.0	30.3	39.7	21.3	34.6	42.9	26.7	23.7	32.6	(14.9)	
2014	31.7	41.2	22.7	30.2	40.1	20.9	34.9	43.6	26.7	23.9	32.1	16.0	

Unemployment rate													
	BiH			FBiH			RS			BD			
	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	
2011	27.6	26.1	29.9	29.2	27.6	32.1	24.5	23.0	26.5	39.0	37.7	(41.4)	
2012	28.0	26.4	30.7	29.4	27.7	32.2	25.6	23.8	28.2	32.5	30.4	(36.3)	
2013	27.5	26.5	29.0	27.6	27.1	28.4	27.0	25.3	29.5	35.5	32.5	(41.0)	
2014	27.5	25.2	31.2	28.4	25.7	32.7	25.7	23.8	28.4	35.4	(33.3)	39.2	

() less reliable data

**Source:** Statistics Agency of BiH, 2013 and 2014 Labour Force Survey

The table below presents long-term unemployment rates in BiH and EU 28 in the period 2011-2014 and rates of activity, employment and unemployment of young people aged 15-24 in BiH in the same period.

### Long-term unemployment rates in BiH and EU 28 by gender

							%
	BiH			EU 28			
	Total	Male	Female	Total	Male	Female	
2011	22.3	21.0	24.3	4.2	4.2	4.1	
2012	23.1	21.6	25.5	4.7	4.7	4.7	
2013	22.9	21.9	24.7	5.2	5.2	5.1	
2014	23.4	21.5	26.4	5.1	5.1	5.1	

**Source:** Statistics Agency of BiH, 2013 and 2014 Labour Force Surveys, Eurostat Unemployment rate EU-28, 2005-2014

Rates of activity, employment and unemployment of young people aged 15-24 in BiH, by Entities and gender

Activity rate				%
Bih	FBih	RS	BD	

	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female
<b>2011</b>	31.4	38.8	23.3	31.2	38.2	23.6	31.8	40.0	23.0	30.4	(39.9)	(20.7)
<b>2012</b>	29.4	37.7	20.9	29.1	36.8	21.2	30.6	40.8	20.4	20.5	(21.5)	.
<b>2013</b>	28.3	36.3	19.4	27.7	35.8	18.8	30.2	38.2	21.5	(20.3)	(28.3)	((11.7))
<b>2014</b>	29.3	34.6	23.3	28.8	34.1	23.1	30.8	36.0	24.5	(21.1)	(26.9)	((14.5))

Employment rate												
	BiH			FBiH			RS			BD		
	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female
<b>2011</b>	13.2	16.9	9.2	12.6	15.9	9.0	14.9	19.5	9.9	(8.9)	((10.5))	.
<b>2012</b>	10.8	14.1	7.5	9.6	12.3	6.8	14.0	18.5	9.4	(7.3)	((10.4))	.
<b>2013</b>	11.6	14.9	7.9	11.4	14.7	(7.7)	12.3	(15.5)	(8.9)	((6.2))	((9.5))	.
<b>2014</b>	10.9	13.5	8.1	10.0	12.4	(7.4)	13.4	(16.1)	(10.1)	((6.1))	.	.

Unemployment rate												
	BiH			FBiH			RS			BD		
	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female
<b>2011</b>	57.9	56.4	60.5	59.7	58.4	62.0	53.2	51.3	56.8	70.9	73.8	(65.2)
<b>2012</b>	63.1	62.6	64.0	67.1	66.7	67.8	54.3	54.5	54.0	64.4	51.6	(78.6)
<b>2013</b>	59.1	59.1	59.2	58.9	58.8	59.1	59.2	59.4	58.7	69.3	(66.3)	(77.3)
<b>2014</b>	62.7	61.0	65.4	65.3	63.6	68.1	56.5	55.2	58.7	71.3	72.1	(69.6)

() less reliable data

(( ))unreliable data

. extremely unreliable data

**Source:** Statistics Agency of BiH, 2013 and 2014 Labour Force Surveys

As mentioned above, the data from the Labour Force Survey shows that in BiH less than half of the working age population are active persons, i.e. those that participate in the labour market as employed or unemployed persons. The educational structure of persons in employment in 2014 shows that 63.7% of them were with completed secondary education and that this data had a growing tendency in the period 2011-2014. Then, persons with academic education (19%) and persons with primary or lower education (17.3%) followed in 2014. Unemployed persons in BiH were mostly those with completed secondary education (68.3%), followed by persons with elementary education or less (19.7%) and persons with a university degree (12%) in 2014. At the same time data from 2014 survey shows lower educational structure of inactive people over 15 years of age: there is almost 59.3% persons among them with primary education or less, then 36% persons with secondary education and 4.7% of persons with higher education. It should be noted that the figures quoted in the period 2011-2014 did not significantly change.

Numbers of working population according to educational structure can be seen from the following table.

Employed, unemployed and inactive persons by their highest education level, gender and Entities in the period 2011-2014

Employed persons in BiH by their highest education level												
	Total				Male				Female			
	2011	2012	2013	2014	2011	2012	2013	2014	2011	2012	2013	2014
<b>Total</b>	<b>816</b>	<b>814</b>	<b>822</b>	<b>812</b>	<b>513</b>	<b>514</b>	<b>515</b>	<b>511</b>	<b>303</b>	<b>300</b>	<b>307</b>	<b>301</b>
Primary school and less	165	168	161	141	95	95	94	80	70	73	66	60
Secondary school and less	509	511	507	517	342	350	340	351	167	162	167	166
Two years and four years of university, master and PhD degree	142	135	154	154	76	70	81	79	66	65	73	75

Employed persons in FBiH by their highest education level												
	Total				Male				Female			
	2011	2012	2013	2014	2011	2012	2013	2014	2011	2012	2013	2014
<b>Total</b>	<b>480</b>	<b>490</b>	<b>501</b>	<b>495</b>	<b>312</b>	<b>318</b>	<b>321</b>	<b>317</b>	<b>168</b>	<b>171</b>	<b>180</b>	<b>178</b>

Primary school and less	78	87	85	69	48	50	50	41	30	36	36	28
Secondary school and less	306	312	317	325	213	219	219	225	93	93	98	100
Two years and four years of university, master and PhD degree	96	91	99	102	51	49	52	52	45	42	47	49
<b>Employed persons in RS by their highest education level</b>												
	<b>Total</b>				<b>Male</b>				<b>Female</b>			
	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>
<b>Total</b>	<b>324</b>	<b>311</b>	<b>308</b>	<b>305</b>	<b>193</b>	<b>187</b>	<b>186</b>	<b>186</b>	<b>131</b>	<b>124</b>	<b>122</b>	<b>119</b>
Primary school and less	85	78	73	70	45	42	43	38	39	36	30	32
Secondary school and less	196	192	182	185	124	126	116	122	71	66	67	63
Two years and four years of university, master and PhD degree	44	42	53	50	24	19	28	25	(20)	(22)	26	25
<b>Employed persons in DB by their highest education level</b>												
	<b>Total</b>				<b>Male</b>				<b>Female</b>			
	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>
<b>Total</b>	<b>12</b>	<b>13</b>	<b>12</b>	<b>12</b>	<b>8</b>	<b>(8)</b>	<b>8</b>	<b>(8)</b>	<b>4</b>	<b>(4)</b>	<b>(4)</b>	<b>(4)</b>
Primary school and less	2	(3)	(3)	(2)	2	(3)	(2)	(2)	1	((1))	((1))	((0,5))
Secondary school and less	8	(7)	(7)	(8)	5	(5)	(5)	(5)	3	(3)	(2)	(3)
Two years and four years of university, master and PhD degree	2	(2)	(2)	(2)	1	(1)	(1)	(1)	1	(1)	(1)	((1))
<b>Employed persons in BiH by their highest education level</b>												
	<b>Total</b>				<b>Male</b>				<b>Female</b>			
	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>
<b>Total</b>	<b>311</b>	<b>317</b>	<b>311</b>	<b>308</b>	<b>181</b>	<b>184</b>	<b>186</b>	<b>172</b>	<b>129</b>	<b>133</b>	<b>125</b>	<b>136</b>
Primary school and less	68	62	63	61	39	37	39	31	29	25	25	30
Secondary school and less	217	226	217	211	130	135	134	126	87	90	83	85
Two years and four years of university, master and PhD degree	26	29	31	37	(12)	(12)	(13)	15	(14)	(17)	(18)	21
<b>Employed persons in FBiH by their highest education level</b>												
	<b>Total</b>				<b>Male</b>				<b>Female</b>			
	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>
<b>Total</b>	<b>198</b>	<b>203</b>	<b>191</b>	<b>196</b>	<b>119</b>	<b>122</b>	<b>119</b>	<b>110</b>	<b>79</b>	<b>81</b>	<b>72</b>	<b>86</b>
Primary school and less	44	38	39	41	26	23	26	(21)	(18)	(15)	(13)	(21)
Secondary school and less	139	148	134	134	86	93	86	81	53	56	48	53
Two years and four years of university, master and PhD degree	(15)	(17)	17	21	(7)	(6)	(7)	(8)	(8)	(11)	(10)	(13)
<b>Employed persons in RS by their highest education level</b>												
	<b>Total</b>				<b>Male</b>				<b>Female</b>			
	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>
<b>Total</b>	<b>105</b>	<b>107</b>	<b>114</b>	<b>105</b>	<b>58</b>	<b>58</b>	<b>63</b>	<b>58</b>	<b>47</b>	<b>49</b>	<b>51</b>	<b>47</b>
Primary school and less	21	22	(21)	(17)	(11)	(13)	(11)	(9)	(10)	(9)	(10)	(8)
Secondary school and less	74	74	79	73	42	40	46	42	32	33	34	31
Two years and four years of university, master and PhD degree	(10)	(12)	(13)	(15)	(5)	(5)	(6)	(7)	(6)	(6)	(7)	(8)
<b>Employed persons in DB by their highest education level</b>												
	<b>Total</b>				<b>Male</b>				<b>Female</b>			
	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>

<b>Total</b>	<b>(8)</b>	<b>(6)</b>	<b>(7)</b>	<b>(7)</b>	<b>(5)</b>	<b>(4)</b>	<b>(4)</b>	<b>(4)</b>	<b>(3)</b>	<b>((2))</b>	<b>(3)</b>	<b>(3)</b>
Primary school and less	((3))	.	((3))	((2))	((2))	.	((2))	((1))	.	.	((1))	((1))
Secondary school and less	(4)	(3)	(3)	(4)	(3)	(2)	(2)	(2)	(1)	(1)	(1)	(1)
Two years and four years of university, master and PhD degree	.	((1))	((1))	(1)	.	.	((0,3))	((0,3))	.	((0,3))	((0,3))	((0,4))
<b>Employed persons in BiH by their highest education level</b>												
	<b>Total</b>				<b>Male</b>				<b>Female</b>			
	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>
<b>Total</b>	<b>1,434</b>	<b>1,436</b>	<b>1,465</b>	<b>1,445</b>	<b>549</b>	<b>540</b>	<b>566</b>	<b>559</b>	<b>885</b>	<b>896</b>	<b>899</b>	<b>886</b>
Primary school and less	873	864	860	856	267	265	266	264	606	599	594	593
Secondary school and less	504	510	539	520	245	237	261	255	259	272	278	266
Two years and four years of university, master and PhD degree	57	63	67	68	37	38	40	40	20	24	27	28
<b>Inactive persons in FBiH by their highest education level</b>												
	<b>Total</b>				<b>Male</b>				<b>Female</b>			
	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>
<b>Total</b>	<b>933</b>	<b>940</b>	<b>964</b>	<b>950</b>	<b>352</b>	<b>348</b>	<b>369</b>	<b>364</b>	<b>581</b>	<b>592</b>	<b>594</b>	<b>586</b>
Primary school and less	556	552	558	558	162	162	169	166	394	390	389	392
Secondary school and less	343	348	363	348	169	163	178	174	174	186	185	174
Two years and four years of university, master and PhD degree	34	39	43	44	21	23	23	24	(13)	(16)	21	20
<b>Inactive persons in RS by their highest education level</b>												
	<b>Total</b>				<b>Male</b>				<b>Female</b>			
	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>
<b>Total</b>	<b>469</b>	<b>464</b>	<b>469</b>	<b>463</b>	<b>185</b>	<b>179</b>	<b>184</b>	<b>182</b>	<b>284</b>	<b>284</b>	<b>285</b>	<b>281</b>
Primary school and less	295	291	281	278	97	96	90	91	198	195	191	188
Secondary school and less	151	151	166	162	72	69	78	76	79	81	88	86
Two years and four years of university, master and PhD degree	22	22	(22)	23	15	14	(16)	(15)	(7)	(8)	(6)	(7)
<b>Inactive persons in DB by their highest education level</b>												
	<b>Total</b>				<b>Male</b>				<b>Female</b>			
	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>
<b>Total</b>	<b>32</b>	<b>33</b>	<b>32</b>	<b>32</b>	<b>12</b>	<b>13</b>	<b>(13)</b>	<b>13</b>	<b>20</b>	<b>19</b>	<b>19</b>	<b>19</b>
Primary school and less	21	(21)	21	20	7	(7)	(7)	(7)	14	14	14	13
Secondary school and less	(10)	(10)	(10)	(10)	(4)	(5)	(5)	(5)	(5)	(5)	(5)	(6)
Two years and four years of university, master and PhD degree	((1))	(1)	((1))	((1))	((1))	(1)	(1)	((1))	((1))	((0,5))	.	.

(.) less reliable data

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**Source:** Statistics Agency of BiH, 2013 and 2014 Labour Force Surveys

According to the Labour Force Survey, the structure of persons in employment by status in employment shows that in the period 2011-2014 people in paid employment have the highest share: in 2011 - 74.7%, in 2014 - 76.9%. The share of self-employed persons in 2011 and 2014 was 19.9% and 19%, respectively, while the share of unpaid family workers in 2011 and 2014 was 5.3% and 3.9% respectively.

## Persons in employment by status in employment in BiH and its Entities by gender

(000)

Persons in employment by status in employment in BiH												
	Total				Male				Female			
	2011	2012	2013	2014	2011	2012	2013	2014	2011	2012	2013	2014
<b>Employed</b>	<b>816</b>	<b>814</b>	<b>822</b>	<b>812</b>	<b>513</b>	<b>514</b>	<b>515</b>	<b>511</b>	<b>303</b>	<b>300</b>	<b>307</b>	<b>301</b>
Paid employment	610	591	613	625	385	374	380	391	225	217	233	234
Self-employment	163	185	170	155	117	129	124	112	46	56	47	43
Unpaid family workers	43	38	(39)	(32)	12	11	(11)	(9)	31	27	(27)	(24)

Persons in employment by status in employment in FBiH												
	Total				Male				Female			
	2011	2012	2013	2014	2011	2012	2013	2014	2011	2012	2013	2014
<b>Employed</b>	<b>480</b>	<b>490</b>	<b>501</b>	<b>495</b>	<b>312</b>	<b>318</b>	<b>321</b>	<b>317</b>	<b>168</b>	<b>171</b>	<b>180</b>	<b>178</b>
Paid employment	395	387	399	413	251	250	251	261	143	137	148	152
Self-employment	73	90	87	74	57	64	64	54	(16)	(26)	23	20
Unpaid family workers	(12)	(12)	(15)	((8))	((3))	((4))	((6))	.	(8)	(9)	(9)	((5))

Persons in employment by status in employment in RS												
	Total				Male				Female			
	2011	2012	2013	2014	2011	2012	2013	2014	2011	2012	2013	2014
<b>Employed</b>	<b>324</b>	<b>311</b>	<b>308</b>	<b>305</b>	<b>193</b>	<b>187</b>	<b>186</b>	<b>186</b>	<b>131</b>	<b>124</b>	<b>122</b>	<b>119</b>
Paid employment	207	195	206	203	128	118	124	124	79	77	82	78
Self-employment	87	91	79	78	57	62	57	55	29	29	(22)	(23)
Unpaid family workers	(31)	(25)	(23)	(24)	(8)	(7)	(5)	(6)	(23)	(18)	(18)	(18)

Persons in employment by status in employment in DB												
	Total				Male				Female			
	2011	2012	2013	2014	2011	2012	2013	2014	2011	2012	2013	2014
<b>Employed</b>	<b>(12)</b>	<b>(13)</b>	<b>12</b>	<b>12</b>	<b>(8)</b>	<b>(8)</b>	<b>8</b>	<b>(8)</b>	<b>(4)</b>	<b>(4)</b>	<b>(4)</b>	<b>(4)</b>
Paid employment	(9)	(9)	8	(9)	(5)	(5)	(5)	(6)	(3)	(3)	(3)	(3)
Self-employment	(3)	(4)	(4)	(3)	(2)	(3)	(3)	(2)	((1))	((1))	((1))	((1))
Unpaid family workers	.	.	.	.	.	.	.	-	.	-	-	-

( ) less reliable data

(( ))unreliable data

. extremely unreliable data

- not found

**Source:** Statistics Agency of BiH, 2013 and 2014 Labour Force Surveys

If we look at the structure of persons in employment in BiH by economic activity in the period 2011-2014, we will notice that the largest share was in the service sector and it was 51.5% and 57% in 2011 and 2014 respectively, which shows a growing trend. After the service sector the largest share of employees was in industry and construction of 28.9% in 2011 against 34% in 2014, then in the agricultural sector of 19.6% in 2011 against 9% in 2014. The figures show that the share of employees in the service sector was increasing from year to year, while the share of employees in the industry, especially in agriculture, was decreasing.

## Persons in employment by economic activity in BiH and its Entities by gender

(000)

Persons in employment by economic activity in BiH												
	Total				Male				Female			
	2011	2012	2013	2014	2011	2012	2013	2014	2011	2012	2013	2014
<b>Total</b>	<b>816</b>	<b>814</b>	<b>822</b>	<b>812</b>	<b>513</b>	<b>514</b>	<b>515</b>	<b>511</b>	<b>303</b>	<b>300</b>	<b>307</b>	<b>301</b>
Agricultural sector	160	167	155	139	97	99	96	86	63	68	59	53
Non-agricultural sector	236	247	245	244	186	197	195	195	49	50	50	48
Service sector	420	399	422	430	230	218	223	230	190	182	198	200

Persons in employment by economic activity in FBiH												
	Total				Male				Female			
	2011	2012	2013	2014	2011	2012	2013	2014	2011	2012	2013	2014

<b>Total</b>	<b>480</b>	<b>490</b>	<b>501</b>	<b>495</b>	<b>312</b>	<b>318</b>	<b>321</b>	<b>317</b>	<b>168</b>	<b>171</b>	<b>180</b>	<b>178</b>
Agricultural sector	53	66	64	(44)	37	39	41	(30)	16	27	(22)	(15)
Non-agricultural sector	161	168	165	169	128	136	133	136	33	31	32	32
Service sector	266	256	273	282	148	143	147	152	118	113	126	131
<b>Persons in employment by economic activity in RS</b>												
	<b>Total</b>				<b>Male</b>				<b>Female</b>			
	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>
<b>Total</b>	<b>324</b>	<b>311</b>	<b>308</b>	<b>305</b>	<b>193</b>	<b>187</b>	<b>186</b>	<b>186</b>	<b>131</b>	<b>124</b>	<b>122</b>	<b>119</b>
Agricultural sector	106	99	90	93	59	58	54	55	47	41	(36)	38
Non-agricultural sector	72	77	77	72	57	58	60	57	16	18	(17)	(16)
Service sector	146	136	141	140	78	70	72	74	68	65	69	66
<b>Persons in employment by economic activity in DB</b>												
	<b>Total</b>				<b>Male</b>				<b>Female</b>			
	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>
<b>Total</b>	<b>12</b>	<b>13</b>	<b>12</b>	<b>12</b>	<b>8</b>	<b>(8)</b>	<b>8</b>	<b>(8)</b>	<b>4</b>	<b>(4)</b>	<b>(4)</b>	<b>(4)</b>
Agricultural sector	1	((2))	(2)	((2))	1	((2))	(1)	((1))	0	.	.	.
Non-agricultural sector	2	(3)	(3)	(3)	2	(2)	(2)	(2)	0	((0,4))	((0,3))	((0,4))
Service sector	8	(8)	8	8	5	(5)	(4)	(4)	3	(3)	(3)	(4)

( ) less reliable data

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. extremely unreliable data

**Source:** Statistics Agency of BiH, 2013 and 2014 Labour Force Surveys

In the reporting period 2011-2014, more than 80% of unemployed persons in BiH sought jobs for more than 12 months, as a consequence of the post-war situation and the transitional economy in our country. Looking at the educational structure, a share of persons with primary education or less in unemployment in BiH in the period 2011-2014 was 29.2% in 2011 against 30.2% in 2014, followed by a share of persons with secondary education of 29.9% in 2011 against 28.9% in 2014, while persons with completed high school had the lowest share in unemployment of 15.4% in 2011 against 19.3% in 2014.

#### Rate of unemployment by education level and gender in BiH and its Entities

													%
<b>Rate of unemployment by education level and gender in BiH</b>													
	<b>Total</b>				<b>Male</b>				<b>Female</b>				
	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	
<b>Total</b>	<b>27.6</b>	<b>28.0</b>	<b>27.5</b>	<b>27.5</b>	<b>26.1</b>	<b>26.4</b>	<b>26.5</b>	<b>25.2</b>	<b>29.9</b>	<b>30.7</b>	<b>29.0</b>	<b>31.2</b>	
Primary school and less	29.2	26.9	28.2	30.2	29.0	27.9	29.0	27.9	29.4	25.5	27.0	33.1	
Secondary school and less	29.9	30.6	30.0	28.9	27.6	27.9	28.3	26.3	34.2	35.8	33.2	33.9	
Two years and four years of university, master and PhD degree	15.4	17.9	16.9	19.3	13.8	14.5	14.3	16.2	17.1	21.2	19.6	22.2	
<b>Rate of unemployment by education level and gender in FBiH</b>													
	<b>Total</b>				<b>Male</b>				<b>Female</b>				
	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	
<b>Total</b>	<b>29.2</b>	<b>29.4</b>	<b>27.6</b>	<b>28.4</b>	<b>27.6</b>	<b>27.7</b>	<b>27.1</b>	<b>25.7</b>	<b>32.1</b>	<b>32.2</b>	<b>28.4</b>	<b>32.7</b>	
Primary school and less	36.3	30.5	31.6	37.5	35.3	31.3	34.4	33.8	37.7	29.3	(27.3)	42.3	
Secondary school and less	31.2	32.3	29.7	29.2	28.7	29.8	28.2	26.6	36.4	37.5	32.8	34.5	
Two years and four years of university, master and PhD degree	13.5	15.7	14.9	17.0	(12.2)	(11.3)	(11.7)	(13.2)	(15.0)	(20.3)	(18.1)	20.7	
<b>Rate of unemployment by education level and gender in RS</b>													
	<b>Total</b>				<b>Male</b>				<b>Female</b>				
	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	
<b>Total</b>	<b>24.5</b>	<b>25.6</b>	<b>27.0</b>	<b>25.7</b>	<b>23.0</b>	<b>23.8</b>	<b>25.3</b>	<b>23.8</b>	<b>26.5</b>	<b>28.2</b>	<b>29.5</b>	<b>28.4</b>	
Primary school and less	19.6	21.8	(22.6)	(19.8)	(19.4)	(23.3)	(20.5)	(19.1)	(19.9)	(19.9)	(25.4)	(20.6)	

less												
Secondary school and less	27.4	27.7	30.4	28.3	25.3	24.3	28.4	25.5	30.9	33.5	33.6	33.0
Two years and four years of university, master and PhD degree	19.2	22.0	20.2	23.3	(16.8)	(21.4)	(18.5)	(21.8)	(21.8)	(22.5)	(21.9)	(24.7)

Rate of unemployment by education level and gender in DB												
	Total				Male				Female			
	2011	2012	2013	2014	2011	2012	2013	2014	2011	2012	2013	2014
<b>Total</b>	<b>39.0</b>	<b>(32.5)</b>	<b>35.5</b>	<b>35.4</b>	<b>37.7</b>	<b>(30.4)</b>	<b>(32.5)</b>	<b>(33.3)</b>	<b>(41.4)</b>	<b>(36.3)</b>	<b>(41.0)</b>	<b>39.2</b>
Primary school and less	(55.8)	((37.5))	(46.7)	(51.1)	(49.8)	((29.9))	(42.4)	(44.7)	(68.1)	((52.0))	(56.0)	(65.2)
Secondary school and less	35.3	31.9	(31.8)	(32.2)	(35.1)	(32.2)	(28.8)	(32.1)	(35.8)	(31.3)	(37.3)	(32.3)
Two years and four years of university, master and PhD degree	.	((24.0))	(26.5)	(23.3)	.	((22.2))	((24.9))	((17.0))	.	((26.2))	((28.9))	((32.3))

( ) less reliable data

(( ))unreliable data

. extremely unreliable data

**Source:** Statistics Agency of BiH, 2013 and 2014 Labour Force Surveys

Looking at administrative sources, the total labour force in BiH increased in the 2011-2014 period and in 2011 there were 1,220,726 active people, while in 2014 that number rose to 1,251,234 persons, which indicates an increase in the number of active persons by 2.5%. Within the workforce the number of employed persons was higher and in 2014 it was 56.1%. The number of employed persons amounted to 691,036 persons in 2011 against 701,627 people in 2014, an increase of employed persons in 2011-2014 being 1.5%. The number of registered unemployed persons in 2011 amounted to 529,690 people against 549,607 people in 2014. It shows that in BiH in the period 2011-2014 the number of registered unemployed persons increased by 3.8%. The share of registered unemployed persons in the active population in BiH in 2014 amounted to 43.9%.

The share of women and men in the total number of employed persons in 2014 amounted to 41.3% and 58.7%, respectively. It is evident that the structure of the labour force in the 2011-2014 period did not significantly change and that the number of employed persons and registered unemployed persons of both sexes had a growing trend.

#### Active population by gender in BiH and its Entities according to administrative sources

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Active population according to administrative sources												
	BiH			FBiH			RS			BD		
	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female
<b>2011</b>	1,220,726	673,683	547,043	811,837	447,292	364,545	389,300	214,849	174,451	23,644	13,099	10,455
<b>2012</b>	1,230,029	675,187	554,842	822,183	451,092	371,091	155,607	214,918	176,485	23,964	13,271	10,693
<b>2013</b>	1,242,582	680,277	562,305	823,817	450,926	372,891	389,930	212,839	177,091	24,280	13,538	10,742
<b>2014</b>	1,251,234	682,423	568,812	835,014	454,946	380,068	387,463	211,055	176,408	28,590	16,058	12,532

Employed population according to administrative sources												
	BiH			FBiH			RS			BD		
	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female
<b>2011</b>	691,036	410,440	280,596	440,747	266,983	173,764	238,956	135,945	103,011	11,813	7,485	4,328
<b>2012</b>	686,852	406,277	280,575	437,331	263,882	173,449	238,178	135,025	103,153	11,719	7,460	4,259
<b>2013</b>	690,088	406,528	283,560	435,113	262,008	173,105	238,640	134,004	104,636	11,780	7,543	4,237
<b>2014</b>	701,627	412,049	289,578	443,587	265,965	177,622	241,544	135,488	106,056	16,329	10,233	6,096

Unemployed population according to administrative sources												
	BiH			FBiH			RS			BD		
	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female
<b>2011</b>	529,690	263,243	266,447	371,090	180,309	190,781	150,344	78,904	71,440	11,831	5,614	6,127
<b>2012</b>	543,177	268,910	274,267	384,852	187,210	197,642	153,225	79,893	73,332	12,245	5,811	6,434



<b>2013</b>	552,494	273,749	278,745	388,704	188,918	199,786	151,290	78,835	72,455	12,500	5,995	6,505
<b>2014</b>	549,607	270,374	279,234	391,427	188,981	202,446	145,919	75,567	70,352	12,261	5,825	6,436

*Source: BiH Labour and Employment Agency, Federation Employment Institute, RS Employment Institute, DB Employment Institute*

According to administrative sources, the registered unemployment rates in BiH are extremely high. According to administrative sources, as many as 43.9% of the total number of active population in BiH were unemployed in 2014: 39.6% of active men and 49.1% of active women. The following table shows the registered unemployment in the period 2011-2014, expressed in percentages.

Registered unemployment rates in BiH and its Entities by gender for the period 2011-2014

Registered unemployment rates												
	BiH			FBiH			RS			BD		
	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female
<b>2011</b>	43.4	39.1	48.7	45.7	40.3	52.3	38.6	36.7	41.0	50.0	42.9	58.6
<b>2012</b>	44.2	39.8	49.4	46.8	41.5	53.3	39.1	37.2	41.6	51.1	43.8	60.2
<b>2013</b>	44.5	40.2	49.6	47.2	41.9	53.6	38.8	37.0	40.9	51.5	44.3	60.6
<b>2014</b>	43.9	39.6	49.1	46.9	41.5	53.3	37.7	35.8	39.9	42.9	36.3	51.4

*Source: BiH Labour and Employment Agency, Federation Employment Institute, RS Employment Institute, DB Employment Institute*

Regarding the qualification structure, the largest number of registered unemployed persons in Bosnia and Herzegovina in 2014 were highly skilled and skilled persons - 192,748 people (compared to 2011, their number increased by 1.1%), followed by unskilled persons - 151,412 persons (compared to 2011, their number decreased by 6.5%) and people with secondary education - 145,559 people (compared to 2011, their number increased by 14.1%). Among the registered unemployed persons in 2014 in BiH, the number of persons with higher education - 7,709 people (compared to 2011, their number increased by 4.1%) was the least, followed by semi-skilled persons - 11,989 persons (compared to 2011, their number decreased by 13.8%) and persons with university degrees - 40,191 people (compared to 2011, their number increased by 59.5%).

The share of female population in BiH in 2014 among the registered unemployed persons amounted to 50.8% or, in absolute terms, 279,234 females. Compared to 2011, the number of unemployed females in 2014 increased by 4.8%. In the female population the largest number of unemployed persons in BiH were persons with secondary school - 85,949 people (compared to 2011, their number increased by 8.4%), followed by unskilled females - 80,155 (compared to 2011, their number decreased by 5%) and skilled and highly skilled persons - 76 706 females (compared to 2011, their number increased by 0.6%). In the following table we can see the educational structure of registered unemployed persons in BiH and its Entities.

Educational structure of registered unemployed persons in BiH and its Entities for the period 2011-2014

Registered unemployed persons by education and gender								
	BiH				FBiH			
	2011	2012	2013	2014	2011	2012	2013	2014
<b>Total</b>	529,690	543,177	552,494	549,607	367,515	377,707	388,704	391,427
Male	263,243	268,910	273,749	270,374	178,724	183,205	188,918	188,982
Female	266,447	274,267	278,745	279,234	188,791	194,501	199,786	202,446
<b>4 year univivers.</b>	25,198	31,710	37,249	40,191	16,498	20,484	24,015	25,599
Male	9,015	11,236	13,035	13,757	5,583	6,899	8,027	8,398
Female	16,183	20,474	24,215	26,433	10,915	13,585	15,988	17,201
<b>2 year univivers.</b>	7,402	7,547	7,742	7,709	4,794	5,101	5,366	5,519

Male	2,808	2,833	2,932	2,915	1,696	1,793	1,914	1,984
Female	4,593	4,714	4,810	4,794	3,098	3,309	3,452	3,534
<b>Secondary</b>	127,580	136,890	142,309	145,559	88,043	92,615	97,181	100,240
Male	51,250	54,693	57,971	59,610	34,585	37,052	39,483	40,909
Female	79,294	82,198	84,338	85,949	53,458	55,563	57,698	59,331
<b>(Highly) skilled</b>	190,637	192,872	194,782	192,748	129,467	131,585	134,613	135,241
Male	114,559	116,046	117,590	116,042	76,799	78,198	80,322	80,396
Female	76,244	76,826	77,143	76,706	52,668	53,388	54,291	54,845
<b>Semi-skilled</b>	13,903	13,183	12,684	11,989	9,810	9,276	9,113	8,765
Male	7,934	7,495	7,228	6,792	5,839	5,592	5,516	5,247
Female	6,044	5,695	5,456	5,197	3,972	3,684	3,597	3,518
<b>Unskilled</b>	162,007	160,976	157,788	151,412	118,904	118,646	118,415	116,064
Male	77,667	76,615	74,997	71,258	54,224	53,672	53,656	52,047
Female	84,340	84,361	82,792	80,155	64,680	64,973	64,759	64,017
	<b>RS</b>				<b>DB</b>			
	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>
<b>Total</b>	150,344	153,225	151,290	145,919	11,831	12,245	12,500	12,261
Male	78,905	79,894	78,836	75,567	5,614	5,811	5,995	5,825
Female	71,440	73,332	72,455	70,352	6,217	6,434	6,505	6,436
<b>4 year univivers.</b>	7,983	10,404	12,309	13,687	717	821	925	905
Male	3,138	3,999	4,644	5,014	294	338	364	345
Female	4,845	6,405	7,665	8,673	423	484	561	559
<b>2 year univivers.</b>	2,457	2,313	2,248	2,062	151	132	128	128
Male	1,034	973	948	863	78	67	70	68
Female	1,423	1,340	1,299	1,200	73	65	58	60
<b>Secondary</b>	39,014	40,647	41,433	41,588	3,488	3,629	3,695	3,732
Male	15,325	16,236	17,040	17,248	1,340	1,405	1,448	1,453
Female	23,689	24,411	24,393	24,340	2,148	2,224	2,247	2,279
<b>(Highly) skilled</b>	57,075	57,113	55,849	53,395	4,095	4,174	4,260	4,111
Male	35,320	35,397	34,760	33,263	2,440	2,452	2,505	2,383
Female	21,921	21,716	21,089	20,132	1,655	1,722	1,755	1,729
<b>Semi-skilled</b>	3,886	3,713	3,378	3,033	207	194	192	191
Male	1,928	1,808	1,617	1,448	93	96	95	97
Female	1,958	1,905	1,762	1,585	114	106	97	94
<b>Unskilled</b>	39,930	39,036	36,074	32,153	3,173	3,295	3,299	3,195
Male	22,075	21,481	19,827	17,731	1,369	1,462	1,514	1,479
Female	17,855	17,555	16,247	14,422	1,804	1,833	1,786	1,716

**Source:** BiH Labour and Employment Agency, Federation Employment Institute, RS Employment Institute, DB Employment Institute

## FBiH

In an earlier report, the Federation of BiH (hereinafter: FBiH) described provisions of the Law on Mediation in Employment and Social Security of Unemployed Persons ("Official Gazette of BiH" no. 55/00, 41/01, 22/05, 9/08) and they are still unchanged. Strategic documents that were valid in this reporting period were listed and described in the previous report.

The response to the conclusion of the Committee given to the Committee is now complemented by the following information:

In the reporting period (2011-2014) the Federation Employment Agency, in cooperation with the cantonal employment services, was continuously implementing active employment policies through programs tailored to the needs of the labour market in accordance with the Law on Mediation in Employment and Social Security of Unemployed Persons and strategic documents of the Federation of Bosnia and Herzegovina mentioned in the previous report and

they are: the 2009-2013 FBiH Employment Strategy and the 2010-2013 FBiH Action Plan for Employment.

Objectives of the BiH 2010-2014 Employment Strategy were also achieved through active employment policy measures implemented by the Federation Employment Agency in cooperation with the employment services.

The Federation continues efforts in the fight against unemployment and improving job creation and in September 2014 the Federation Government adopted the Strategy for Strengthening the Mediation Function of the Public Employment Services in the FBiH. The implementation is expected in the coming period up to 2020 depending on strategic measures/activities described in the Framework Action Plan. The strategy was developed in collaboration with key beneficiaries and users of services provided by Public Employment Services, the unemployed and the business sector.

The Strategy defines three strategic goals:

1. Quick and accurate exercise of rights arising from unemployment status
2. Efficient integration of the unemployed into the labour market and
3. Development of human resources and other capacities of public employment services in line with new working methods.

The Strategy consists of the following parts: Regulatory framework and institutional mandate of employment services; Key challenges in the operation of public employment services; Conclusions of the situational analysis; Strategic part: objectives, priorities and measures; Framework Action Plan.

The situational analysis of the public employment services has concluded that the exercise of the rights arising from the status of unemployment is a major issue in employment services. This especially applies to the administration of health insurance of the unemployed, cash benefits in the event of unemployment, but also to many other rights arising from the unemployment status. The scope of these jobs simply does not allow employment services to devote to their primary function - mediating in employment. For this reason, the quick and accurate exercise of rights arising from unemployment status has been identified as the first strategic objective of the development of the mediation function in employment.

A separation of active job-seekers from those who are registered for the exercise of other rights and the even distribution of resources according to institutional mandate of Public Employment Services were identified as top priorities in the achievement of this objective.

One of the key challenges facing the services in the coming period is the effective integration of the unemployed into the labour market, which is another strategic objective. This is of the utmost importance to the reduction of the currently very high share of long-term unemployed persons and to ensuring that in the future the smallest possible number of people become long-term unemployed.

The Strategy concludes that the objective cannot be achieved without introducing a new organization of work in the public employment services. The general principles on which, among other things, a proposal of future organization of work is based are as follows:

- Delineation of employment officer and IT jobs from counselling services and mediation services through the introduction of the counter systems and specialized consulting services;
- Introduction of a funnel system in the treatment of the unemployed by introducing methods of group information and quickly identification of needs of individuals, before individual counselling, which will reduce the time required to perform individual interviews;
- Development of standardized tools that will be used by counsellors at every stage and developed so that the unemployed person can be "guided" in completing the data on the skills, aspirations, personal preferences for taking a job etc.;
- Establishment of supporting IT tools, which will reduce the pressure on the "physical form" of information, basic counselling and mediation;
- The reduction of all types of reporting by and contacting the unemployed for formalities and redirecting onto the development of services that lead to their self-activating and preventing work in the informal economy;
- Development of new forms of cooperation with key target groups of employers and adapting services to their specific needs;
- Introduction of permanent forms of job fairs and other forms of mutual contacts between employers and active job seekers;
- Continuous work on identifying and developing potentials of the unemployed for individual and / or group self-employment (e.g. youth, women's cooperatives etc.) and cooperation with all levels of government in adapting supporting instruments (adequate technical and financial assistance);

Finally, as the third strategic objective, it was concluded that it was necessary to work on the development of human resources and other capacities of public services in line with new working methods. This primarily relates to the improvement of knowledge and skills of employees in public services, introduction of objective-oriented management and performance management, the development of modern information technology support and positioning of the institutes as expert and relevant labour market institutions in the Federation.

The Federation Employment Institute, in cooperation with the cantonal employment services, continuously carries out an active employment policy through programs tailored to the needs of the labour market in accordance with the Law on Mediation in Employment and Social Security of Unemployed Persons and strategic documents of the Federation of Bosnia and Herzegovina mentioned in the previous report and they are: the 2009-2013 FBiH Employment Strategy and the 2010-2013 FBiH Action Plan for Employment.

Objectives of the BiH 2010-2014 Employment Strategy were achieved through active employment policy measures, with an emphasis on gender and social sensitivity, carried out by the Federation Employment Institute in cooperation with the employment services.

In accordance with the legislation, strategic documents and financial capabilities, the Federation Employment Institute fulfilled its obligations to create conditions for improving the quality of labour supply in the labour market, for encouraging demand for labour as well as for gaining trust and for successful cooperation of partners in the labour market. With regard to statutory priorities, upon the fulfilment of obligations relating to material and social security of the unemployed, the Federation Employment Institute channelled available funds into programs of active employment policy, which included a significantly higher number of people in 2014 than in earlier period, thanks to funds from the budget which the Federation Government appropriated for this purpose.

A lack of demand for labour is still evident and the labour market situation was also influenced by the May and August 2014 natural disasters, when a lot of businesses were flooded. Unofficial data indicates the damage from natural disasters (infrastructure, residential

buildings, agricultural land, jobs) in the amount of 4 billion, almost 40% being damage to the economy, while 40,000 jobs in BiH were jeopardized directly and indirectly.

However, despite this, FBiH recorded a growth of almost 2% in 2014 compared to the number of the employed in 2013. BiH is the only country in the region that in recent years has increased the number of the employed and it can be concluded that the programs implemented by the Federation Employment Institute contributed to the increase in employment.

Specifically, in FBiH there were 389,601 employed persons on average in 2006 and in 2014 the average number of employees rose to 443,587. In 2014, the largest increase in employment of 5.4% was registered in the catering and hotel industry and manufacturing industry in which the number of employed persons increased by 7.3 % in one year. After years of stagnation and even a decline, the number of employed persons in the construction industry increased.

The number of persons included in the active employment policy measures had been increasing from year to year, so in 2014 they involved nearly 16,000 people.

In order to measure effects of active employment policy measures, the Federation Employment Institute uses its own capacities for monitoring and evaluation and put together achievements in its annual reports and also in individual information papers on the implementation of particular measures using various evaluation methods.

## RS

In accordance with the Law on Mediation in Employment and Unemployment Rights, the employment policy in the Republika Srpska (hereinafter: RS) is designed in planning and development documents of RS. These documents are: the Economic Policy of the RS Government for each calendar year and the RS 2011- 2015 Employment Strategy.

The RS Employment Strategy sets priorities for the 2011-2015 employment policy. It defines strategic objectives, operational objectives, programs and expected results to be achieved in the time line. The overall objectives of the strategy corresponds to Guideline No. 17 of the European Employment Strategy for the implementation of employment policies aiming at achieving full employment, improving quality and productivity at work and strengthening social and territorial cohesion. The Employment Strategy aims at specific target groups and they are the youth, women, older workers, people at risk of unemployment, and vulnerable groups such as Roma, the youth with disabilities and young people who receive benefits from social welfare schemes.

Overall economic trends and the state of the economy are key factors that determine new employment opportunities and significantly influence the overall situation of unemployment in the RS.

The 2013 monthly analysis and comparative indicators of unemployment showed a gradual stabilization of the situation in this area. This trend continued in 2014, so as of 31 December 2014 there were 142,675 unemployed persons registered, which was 4.4% less compared to the same period of 2013.

If we look at the annual average, the decline was 3.6% less than in the previous year.

In the given four-year period, there was a decrease in unemployment for almost all levels of education, except for the IV and VII level, for which an increase in the number of registered unemployed persons was reported.

According to the data, persons with the third level of education have the largest share in the total registered unemployment and it was 35.59% in 2014. Compared to 2011, the share of this level of education was less by 0.7%.

The second group - by the number of the unemployed - includes persons with the IV degree of education. In their case, as already stated, an increase in the number of registered unemployed persons in the reporting period of 2.95% was recorded.

A large number of unskilled workers was registered as unemployed in Employment Offices and this share in the four-year period ranged from 25.91% in 2011 to 21.57% in 2014, indicating a decrease of 4.34%.

The share of persons with the VII level of education in the total number of unemployed persons in 2014 amounted to 9.32%. Compared to 2011, this number increased by 2.76%. Further, there was an increase in the number of persons with master degrees.

In the period from 2011 to 2014, the percentage of unemployed women was somewhat less than 50% of the total number of registered unemployed persons. Their share ranged from 47.58% in 2011 to 48.35% in 2014, indicating a slight increase of 0.77%.

With regard to supply and demand for certain professions and occupations the number of people in individual occupations within particular education levels is important, too.

Most registered people with the III level of education were in the following professions: shop attendants and related occupations (8,858), metal workers (8813), mechanics and machinists (5,998) and catering workers and related occupations (5,402).

Most registered people with the IV level of education were in the following professions: financial workers and economic technicians (7530), mechanics and machinists (5,481), grammar school graduates (4,628), electricians and energy experts (3,694), catering workers and related occupations (2,137 ) and health workers (2,045).

Most registered people with the VI level (two-year university) of education were in the following professions: financial professionals and economists (687), industrial organization engineers and related occupations (200) and lawyers (163).

Most registered people with the VII level (four-year university) of education were in the following professions: economists and financial professionals (3,792), lawyers (1,719) and engineers of agriculture (559). Further, a large number of registered persons were educated in the field of educational professions – class teachers (808), physical education teachers (495), English language teachers (382), pre-school teachers (284), pedagogues (267), Serbian language teachers (256), geography teachers (219).

The total number of unemployed persons registered as of 31 December 2014 was classified according to the duration of unemployment from the last unemployment registration. 25.0% of the total number of unemployed persons in 2014 were waiting for a job for 1 to 3 years and 24.0% were waiting for a job for up to 1 year. 15.3%, 10.1% and 7.7%. of persons were waiting for a job for 3 to 5 years, 5 to 7 years and 7 to 9, respectively. 17.9% of the total number of unemployed persons were waiting for a job over 9 years.

If the duration of unemployment is reviewed from the point of level of education, it can be seen that persons with the third level of education were waiting longest and they make a

group of active job seekers that was the largest - 50.772 persons. Also unskilled workers and persons with secondary education were waiting long for a job. While persons with university degrees are the fastest in getting a job, it can be concluded that, although the number of unemployed people with higher education increased, the level of education had a significant impact on the duration of unemployment.

Persons aged 30-44 years were the largest age group in the total number of unemployed persons registered (51,825) and the smallest age group was persons aged 55-65 (14,750). However, a review of their waiting time indicates that the duration of unemployment increases with age. The following data confirms it:

- Persons aged 15-29 were the largest age group waiting for a job for up to 1 year: 17,149 or 40% of the total number of registered persons, while only 1,928 persons aged 55-65 years, accounting for 13% of the total number of persons of the same age, were waiting for a job for up to 1 year.
- Persons aged 15-29 years were the largest age group waiting for a job for 1 to 3 years: 14,997 or 35%.
- The situation of these groups on records changed here, so 14% of persons aged 15-29 and 15% of persons aged 55-65 were waiting for a job 3 to 5 years.
- Most people who were waiting for a job 5 to 7 and 7 to 9 years were persons aged 55-65 (12%).
- Least people who were waiting for a job more than 9 years were persons aged 15-29 age (2%), and most people who were waiting for a job more than 9 years were persons aged 45-54 (30%).

Period of waiting for a job by age of the unemployed registered in 2014

Waiting (years)	15-29				30-44				45-54				55-65				TOTAL
	Total	% of total	Female	% of women	Total	% of total	Female	% of women	Total	% of total	Female	% of women	Total	% of total	Female	% of women	
0-1	17,149	40%	8,005	39%	10,566	20%	4,906	18%	4,546	14%	1,967	12%	1,928	13%	543	10%	34,18
1-3	14,997	35%	7,132	34%	11,838	23%	5,733	21%	6,092	19%	2,817	17%	2,712	18%	902	17%	35,63
3-5	5,991	14%	2,867	14%	8,558	17%	4,338	16%	5,056	15%	2,521	16%	2,250	15%	821	15%	21,85
5-7	3,022	7%	1,490	7%	5,795	11%	3,025	11%	3,791	12%	1,915	12%	1,825	12%	699	13%	14,43
7-9	1,447	3%	780	4%	4,300	8%	2,247	8%	3,513	11%	1,802	11%	1,784	12%	708	13%	11,04
9 +	774	2%	474	2%	10,768	21%	6,481	24%	9,722	30%	5,148	32%	4,251	29%	1,666	31%	25,51
Total	43,380		20,748		51,825		26,730		32,720		16,170		14,750		5,339		142,67

*Source: RS Employment Institute*

A review of the number of people registered, both the people without work experience and people who were dismissed on various grounds, and the people who de-register gives very important indicators of the dynamics of changes in the overall situation in the records. The review is important from the point of view of monitoring the situation and trends in the labour market.

In 2014 a total of 61,731 persons or a monthly average of 5,144 persons registered in the records of the RS Employment Service. Compared to the previous year, the number of newly registered persons decreased by 6.1%.

A review of the numbers according to previous work experience indicates that a total of 24,358 persons with no work experience registered in 2014, which is 2.8% less compared to last year, when 25,054 people with no work experience registered.

Further, the number of registered persons who had work experience reduced in 2014 by 8.2% compared to the previous year. A total of 37,373 and 40,701 persons who had work experience registered in 2014 and 2013, respectively.

Of the total number of registered persons who had work experience (37,373), people who had their contracts for temporary employment terminated had the largest share - 12,082 persons or 32.3% of the total number of registered persons with work experience. Compared to 2013 their number decreased by 11.5%.

A large number of people who registered as unemployed were persons who terminated employment voluntarily (9,085), but compared to the last year, their number decreased by 2.7%. 9,053 people registered upon termination of employment due to organizational changes (redundancy –layoff), which is 10.7% less compared to the last year, when 10,133 persons registered.

A comparative review of 2013 and 2014 data indicates that the number of people whose employment was terminated because of bankruptcy proceedings decreased by 34.6%.

In the context of the foregoing it is necessary to emphasize that there is no sense in summing up monthly reports relating to the total number of newly registered unemployed persons annually because in some monthly reports the same people repeatedly register and de-register.

Further, it is necessary to take into account the fact that the data of persons with work experience related to the time of registration and not the time of dismissal that reflects characteristics of layoff from earlier periods with the reasons for layoff from that period.

Interpreting results obtained as the sum of monthly reports makes sense only if it is a measure of comparison with results from the same period of the last year which serves to monitor relative movement of certain indicators of the situation in this area.

A comparative overview of reasons for striking the unemployed off from the records in the period from 2011 to 2014

Година	Запослење	Обављање приватне дјелатности	Укључивање на редовно школовање	Стицање услова за пензију	Трајна неспособност	Стицање вишег степена стручне спреме	Нередовно јављање	Изддржавање казне затвора	Преселење	Смрт	Рад на црно	Регистр. пољоп. газдинство	Одбијање запослења у свом занимању	Остали законски основи	УКУПНО
2011	24.506	457	174	3.658	264	1.254	22.677	47	1.979	578	12	94	15	605	56.320
2012	27.702	666	192	3.583	314	1.297	22.037	72	2.059	541	9	33	94	939	59.538
2013	27.996	864	198	3.409	282	1.230	23.105	51	2.158	530	11	15	13	1.188	61.050
2014	31.675	996	182	3.549	320	1.091	22.527	53	2.397	558	4	208	2	1.545	65.107

Source: RS Employment Institute



The table above presents a comparative overview of persons struck off from the records and the reasons for striking them off from the records in the period from 2011 to 2014.

A total number of persons struck off from the records of unemployed persons was 65,107 or an average of 5,425 per month in 2014. The total number in 2014 compared to 2013 increased by 6.6%, when the number was 61,050.

A review of the causes of striking off from the records indicates that the largest number of persons were struck off due to some form of employment (32,671). Compared to 2013, this number increased by 13.2 %.

The second group consists of 22,527 people or 34.6% of the total number of persons who were struck off from the records of unemployed persons due to irregular reporting.

In 2014, 3,549 persons who met requirements for retirement were struck off, which was 4.1% more than in the same period last year, when 3,409 persons met requirements for retirement.

An administrative unemployment rate is calculated as a ratio of the unemployed to the total labour force, which is a sum of the employed and unemployed in the RS. It is calculated in March and September of the current year, when the Department of Statistics publishes data on the number of the employed in the RS.

According to 2014 September data, when the number of the unemployed amounted to 143,955 and the number of the employed was 243,102, the administrative unemployment rate was 37.2%. Compared to the same period last year, the administrative employment rate was reduced by 1.1%.

A survey unemployment rate is calculated as a ratio of unemployed persons and the active population, where the numbers of unemployed persons and the active population are derived from a sample of respondents in the RS. It is based on the Labour Force Survey, which is conducted annually by the Institute of Statistics. The latest data refer to 2014, according to which the unemployment rate was 25.7%, which was 13% less compared to 2013.

The discrepancy between administrative and survey rates is the result of different methodological approaches to defining parameters for calculation. According to the recommendations of the ILO, survey employment implies that the employed are:

- persons who performed some paid work (in cash or in kind) for at least 1 hour during the reference week
- household members who help run the family business or agricultural holding without direct fees (unpaid household members).

Labour supply – the population and labour force

RS population makes up 35% of the total population in BiH, which is equivalent to approximately 1,155,000 (49.2% men / women 50.8%), of which 969,000 people are over 14 years of age and 186,000 under 15 years of age. Working age population (15-64 years of age) makes up 66% of the total population. It turns out that the number of total population decreases at a rate of -1.2% per year.

The age patterns reveal nothing extraordinary compared to comparable states and foreign regions. Two main features characterize the demographic development: a sharp decline in the population under 15 years of age of 9.2% (men - 9.3% and women - 9.1%) from 2006-2007

and a growth of 6.9% of the population between 50 and 64 years of age (men - 9.7% and women -4.4%). Labour supply in RS is characterized by a vast majority of working-age population that has a loose or no connection with the labour market. Only 35% of the working population were employed<sup>2</sup>, 12% were unemployed and 53% were inactive. A high rate of people who have a low degree of connection with the labour market poses a threat to future economic growth and labour supply with adequate and high-quality qualifications.

The employment rate in the RS was significantly lower (45%) compared to the EU (64.3%). A particularly low employment rate was present among young people aged 15-24 (13.4%) compared with other age groups (25-49 years of age: 57.6%, 50-64 years of age: 40.4%) and with the average EU 15-24 years of age (36.3%). The employment rate for young people increased by 3.1% in 2007 compared to 2006<sup>3</sup>. As a rule, there was a great disproportion in employment in terms of gender (21.2%<sup>4</sup>), (EU27: 14.5%) and individual age groups (15-24 years of age: 13.2%, 25-49 years of age: 21.8%, 50-64 years of age: 24.9%). The employment rate for women (31.3%) was much lower compared to the EU27 average (57.1%), too.

The general unemployment rate (15-64) in the RS was high (26.8%) compared to the EU average (7.9%). Women had higher unemployment rates than men (women - 29.7%, men - 24.9%). Among young people, unemployment was higher (56.5%) than in other age groups: 25-49 years of age: women - 32.50% and men 23.7% (50-64 years of age: 16.4%). The long-term unemployed affected 21.3% of the population, which was 101,700 persons, while most of them were unemployed for more than 12 months. One of major challenges in terms of labour supply in the RS was that more than half (53% / 463,000) of working-age population was inactive and not or very limitedly associated with the labour market. Women are more often more inactive than men (281,000 women/ 182,000 men).

A low level of educational in the RS provides little basis for the offer of highly skilled workers with high level of mobility and capabilities that meet the needs of the labour market.

In addition, a large group of inactive and unemployed people with low level of education in the transition to the labour market face greater difficulties in re-entering the formal labour market, due to the high requirements in terms of qualifications and education. This situation causes a disparity between the needs of the labour market and labour supply and leads to serious danger to economic growth.

According to data of the RS Employment Institute, the group of persons under 30 registered as unemployed in the period from 2011 to 2014 was characterized by the following:

- a continued decline in the number of young people on the records: from 46,158 persons in December 2011 to 43,380 persons in December 2014.
- in the given four-year period, there was a decrease in unemployment of people with all levels of education, except for people with the IV and VII level of education, where we can see an increase in the number of registered unemployed persons.
- a high share of persons with the third level of education (skilled workers) and the fourth level of education (secondary school) - together about 70%
- a share of young university graduates in the total number of young people is 20%

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<sup>2</sup> According to 2014 LFS.

<sup>3</sup> According to 2014 data.

<sup>4</sup> Gender disparity refers to differences in the employment between men and women.

- there were 9% of unskilled and semi-skilled workers on the records of persons in this age group.

Out of 153,535 persons registered in December 2011, people under 30 made 30.0%, while in December 2014 their share was 30.4%.

An overview of the number of unemployed people under 30 registered at the Employment Institute by the level of education as of 31 December, 2011 - 2014

Year	Levels of education							Total
	1st	2nd	3rd	4th	5th	6th	7th	
2011	6,001	390	17,318	14,406	42	660	7,341	46,158
2012	5,547	343	16,837	15,359	36	469	7,500	46,091
2013	4,602	273	15,681	16,107	25	354	8,792	45,834
2014	3,828	216	14,040	16,245	18	219	8,814	43,380

*Source: RS Employment Institute*

When it comes to the employment of this group of the unemployed, the share of young people in the total number of employees registered amounted to about 44% in 2014.

The employment situation

RS Key Economic Indicators, 2011-2014

	2011	2012	2013	2014
Nominal GDP (BAM million), current prices	8,682	8,594	8,688	8,944
Nominal GDP growth (%)	4.4	-1	1.1	3
Inflation rate (CPI)	3.9	2.1	1	1.6
Real GDP growth (%)	0.8	-1	0.9	2
GDP per capita (BAM)	6,073	6,013	6,134	6,343
Industrial production growth rate (%)				
Trade balance (% of GDP)	55.9	52.9	57.4	59.7
Average net salary (BAM)	809	818	809	827
Average gross salary (BAM)	1,326	1,349	1,333	1,334
Employment rate (Statistics Agency)	36.1	35.3	34.6	34.9
Unemployment rate (official)	38.8	38.9	38.3	37.2
Unemployment rate (Statistics Agency)	24.5	25.6	27.0	25.7

*Source: 2014 RS Economic Policy*

In the last four years the total number of registered employed persons in RS declined from 324,000 in 2011 to 305,000 registered employed persons in 2014, which was about 6% less than in 2011.

Employment by economic activities in RS

	2011		2012		2013		2014	
All	Number	%	Number	%	Number	%	Number	%
Employment in agricultural sector	106,000	32.6	99,000	31.7	90,000	29.1	93,000	30.4

(% of the total employment)								
Employment in industry (% of the total employment)	72,000	22.3	77,000	24.7	77,000	25.1	72,000	23.8
Employment in service sector (% of the total employment)	146,000	45.1	136,000	43.6	141,000	45.8	140,000	45.8
Total:	324,000	100	311,000	100	308,000	100	305,000	100

**Source:** RS Statistics Institute, 2011,2012, 2013, 2014 Labour Force Survey

Based on what was observed, there were differences between the employment of men and women. The group consisting of men was equally distributed between the main sectors, while the group consisting of women was represented less in the industry and more in the service sector. This confirms the traditional pattern of existence of typically male and female occupations. The pattern should be addressed when designing the employment policy for women in order to reduce this gap in terms of employment between men and women.

#### Employment by main economic activities and gender

Male	2011		2012		2013		2014	
	Number	%	Number	%	Number	%	Number	%
Employment in agricultural sector (% of the total employment)	59,000	30.4	58,000	31.1	54,000	28.9	55,000	29.6
Employment in industry (% of the total employment)	57,000	29.4	58,000	31.2	60,000	32.4	57,000	30.5
Employment in service sector (% of the total employment)	78,000	40.2	70,000	37.7	72,000	38.7	74,000	39.8
Total:	193,000	100	187,000	100	186,000	100	186,000	100
Female	2011		2012		2013		2014	
	Number	%	Number	%	Number	%	Number	%
	Number	%	Number	%	Number	%	Number	%
Employment in agricultural sector (% of the total employment)	47,000	35.9	41,000	32.7	36,000	29.4	38,000	31.6
Employment in industry (% of the total employment)	16,000	11.9	18,000	14.8	17,000	14.1	16,000	13.3
Employment in service sector (% of the total employment)	68,000	52.2	65,000	52.5	69,000	56.5	66,000	55.1
Total:	131,000	100	124,000	100	122,000	100	119,000	100

**Source:** RS Statistics Institute, 2011,2012, 2013, 2014 Labour Force Survey

Statistics show that 25.5% of the estimated number working-age people were registered as self-employed in 2014. It is evident that there were more men (29.6%) than women (19.0%) among those who chose to be self-employed.

#### Self-employment in RS

Self-employment	2011	2012	2013	2014
Self-employment of the total working-age population (% of total employment)	26.8%	29.2%	25.7%	25.5%

Self-employed male (% of total employment)	29.7%	33.0%	30.4%	29.6%
Self-employed female (% of total employment)	22.5%	23.6%	18.4%	19.0%

*Source: RS Statistics Institute, 2011,2012, 2013, 2014 Labour Force Survey*

Mediating in employment and carrying out active employment measures, the Employment Institute facilitated recruitment in the reporting period for the following unemployed: in 2011, 24,966; in 2012, 28,368; in 2013, 28,860 and 32,671 in 2014, totalling to 114,865 persons.

Of this number, 12,229 persons were recruited in the reporting period through projects funded by the Government amounting to BAM 47,598,338.72.

These statistics suggest that significant efforts on the implementation of employment policy were made in the reporting period.

## **BD**

The enforcement of the Law on Employment and by-laws of the Institute were reflected in the following:

Mediation in employment is one of the basic functions of the Employment Institute of BD, which has to improve constantly at organizational and substantial level. The first practical steps were taken in the second half of 2010 through the Youth Employability and Retention Programme in BiH, which was funded by the Government of the Kingdom of Spain, under the auspices of the UN, and it was manifested in the furnishing of CISO Centre and human resources capacity building by the project that trained counsellors to work in the centre. CISO Centre (Centre for Information, Counselling and Training) was opened and started operating on 5 May 2011 and the project was completed in November 2012. CISO courses of training - workshops, motivational seminars, training in writing a CV and cover letter and in job interviews - were attended by a significant number of people. Thus, CISO had a significant number of users, but that number is steadily decreasing because the work of CISO centre is conditional upon optimal office space which the Institute is still lacking, which hinders the progress of work of the Institute.

Information on employment requirements and opportunities: counsellors - instructors were developed through the work of CISO Centre within the "Youth Employability and Retention Programme", which involved intensive communication with the unemployed when vacancies were notified by employers, including pre-selection of persons requested by employers, counselling of long-term unemployed persons about training, retraining and additional training for a known employer or for the labour market, the socialization of unemployed persons and their active involvement in the labour market and the like. During the project implementation a large number of people used the counselling services and made individual employment plans. "The Youth Employability and Retention Programme in BiH" Facebook profile publishes vacancies for the whole of BiH, the most interesting information and tips.

Vocational guidance and counselling on career choice is a measure that the Institute strengthens through contacts with educational institutions in BD. This activity targets the groups of young people having completed eight-year primary school and secondary school. The main goal is to inform a great number of graduates from eight-year primary school and

secondary school about the situation on the labour market, thus helping young people to avail of the professional guidance and career orientation to chose occupations in demand in the labour market. This approach is a first step toward better control of structural unemployment. When it comes to information related to career guidance, it was done in four secondary schools and 540 students of final grade of Grammar School, Technical School, the School of Economics and Agricultural / Medical School were informed. Presentations on vocational guidance were also held for a total of 626 students of final grade in 10 primary schools.

Organizing professional training, training and preparation for employment are program activities of the Institute, whose goal is to address structural unemployment through formal and informal training for known employer and / or the labour market. It seems that in the future more attention will be paid to training, retraining and additional training and less to active measures through co-funding of employers in order to achieve better results: better long-term employment and reduction of unemployment, which is a good practice of the EU seen from the projects implemented in BiH.

In the context of such developments, at the invitation of the EU Delegation in BiH, the Employment Institute submitted the "Posavina for Life Long Learning" project proposal, which was approved and supported by the EC, in the amount of about EUR 84,000 and the Institute provided its own share of about EUR 12,500. In addition to BD, partners of the Institute as the project implementer were educational institutions, employers' associations and the non-governmental sector in the region of Posavina - Bosanski Samac, Orasje, Pelagićevo and Donji Zabar. The project aims to create a legal and institutional framework for the introduction of lifelong learning as the most effective method of solving the structural and overall unemployment, relevant to the needs of employers and the labour market. The project is coming to an end and, in April 2015, the Employment Institute will submit a final report on the implementation to the European Commission, and the studies will serve as a basis for the achievement of the project objectives in the region of Posavina.

Implementation of programs and measures of active employment policy is one of the regular activities of the Institute, which aims to reduce unemployment through support programs for employers that hire new employees. In the reporting period, the Institute carried out active measures envisaged in the action programme and measures under active employment policy of the Government of BD funded from the budget. It should be noted that the main purpose of active measures carried out by the Institute is long-term employment. This is achieved by making top priority lists of employers that accept conditions under public invitations.

It is important to note that a number of projects that are being implemented in BiH, one of these projects showing the good practices of EU countries, show that the linear budgeting should be gradually replaced by program budgeting, which is an EU standard, which includes raising the efficiency of budgetary spending and monitoring of outputs and outcomes of the spending of budgetary funds for each program task.

It should be noted that, in addition to the funds collected by the Institute on the basis of contribution rates for unemployment, financial support to the implementation of the Law on Employment and Unemployment Rights is provided to the Employment Institute by the District in the form of budget grant for the whole period of its existence.

One of the responsibilities of the Employment Institute is enabling the exercise of the right to health care based on unemployment, which is one of the rights arising from unemployment in accordance with the law. Due to the nature of this responsibility, it should be vested in the

Health Insurance Fund in the coming period, following the model in the neighbouring and EU countries.

When it comes to the situation of the active job seekers records in recent years, there have been no significant changes in the number of registered unemployed persons. The number of unemployed persons as of 31 December 2014 was 12,194 persons, this being a daily variable. It should be noted that, when it comes to active job seekers, the data on the unemployed does not reflect the real situation of unemployment for several reasons:

- A considerable number of persons who are entitled to health care based on unemployment are registered as unemployed persons although they are not interested in seeking a job actively. So, in the foreseeable future, these persons should start exercising this right directly in the Health Insurance Fund, following the model in the neighbouring countries,
- Persons who receive social benefits on various grounds, who are not active in the labour market, should exercise this right directly with the relevant institutions of the District, without having to be registered with the Employment Institute,
- Work in the shadow economy, and this is based on comparative data between statistical and survey unemployment rates, which we should begin to address, *inter alia*, on the basis of dialogue between the social partners,
- Incentives in agriculture should not be made conditional on the registration of incentive beneficiaries as unemployed persons at the Employment Institute.

According to the standards of Eurostat (European Statistics Agency), working-age population is the population aged 15 to 65 and in BD working-age population makes about 63% of the total population.

The EU countries have created an obligation that not less than 70% of the working population should be at the labour market, which is directly related to the amount of funds that are allocated for social benefits to beneficiaries.

When it comes to unemployment in BD, there were no significant changes in the number of unemployed persons in the reporting period.

In BD, the number of employed persons in the reporting period showed a trend of slow growth until 2010. Since 2011, the number of employees has been stagnant or a bit smaller in 2013.

The largest number of persons is employed in the sector of trade and catering, then agriculture and food industry.

#### Changes in the unemployment records-mediation

No.	Application feature	Striking off			
		2011	2012	2013	2014
1	2	3	4	5	6
1.	Get struck off for finding a job	911	786	708	1.569

2.	Having given up active search for employment /irregular reporting	1,759	1,386	819	1,438
3.	Get struck off for working not registered	55	51	91	45
4.	Get struck off for other criteria (change of place of residence, retirement, going to school, death and the like.).	637	302	170	1,579
Total:		3,362	2,525	1,788	4,631

**Source:** BD Employment Institute

On the basis of mediation in employment, including recruitment on the basis of active measures, 1,569 people were struck off from the records in fiscal 2014, which is an increase of 861 person as compared to 2013.

Persons who do not regularly report to the Institute by deadlines set were struck off from the active records as having given up active search for employment and by this criterion 1,438 persons were struck off from the records. Striking off from the register is effective for a period of three months, so the largest number of persons struck off from the register by this criterion come back to the Employment Institute to register after the expiration of three months.

Persons found by inspectors to be working not registered in appropriate funds were struck off from the register for a period of 6 months and in fiscal 2014, 45 people were struck off from active records on these grounds, which is less than in the previous fiscal year when 46 persons were struck off.

Striking off from the register for other criteria in fiscal 2014 increased, so 1,579 persons, compared to 1,409 persons in the previous year were struck off (criteria for striking off: the change of place of residence, retirement, going to school, death and the like.).

The planned preparation for the labor market, delivered through non-formal courses of training, works as training of unemployed persons for greater mobility in the labour market. Training for acquiring new knowledge and skills was based on the interests of the unemployed who were selected through a poll and it was training in information technologies, bookkeeping, foreign languages, aimed at raising the overall competence of the unemployed.

### Employment of interns

The program task of employing interns is almost a regular program task of the Institute aimed at employment of the youth as especially vulnerable target groups.

#### 2010/2011 program for long-term employment of interns

Target group	Institute				Employer			
	Number		BAM/ Month	Institute Total	Number		BAM/ Month	Employers Total
	People	Months			Peopl	Months		
1	2	3	4	5	6	7	8	9
VII level	18	12	1,140	246,240	18	12	1,140	246,240
VI level	3	9	912	24,624	3	9	912	24,624
	10	6	760	44,840	10	6	760	44,840



IV level	8	6	760	34,757	-	-	-	-
TOTAL	39	-	-	350,461	31	-	-	315,704

**Source:** *BD Employment Institute*

Implementing the 2010 work program, in October of the same year, the Employment Institute announced a public invitation to employers to hire interns. The invitation favoured the employers who agreed to keep the interns in the jobs after completion of apprenticeship, which meant providing long-term employment. The response and support of employers for this program task was good, but all activities were not brought to an end by 31 December 2010 and they continued and were completed in 2011.

The result of this program activity was hiring of 39 interns, 18 of which being trainees with VII level of education for a period of 24 months, three of which being interns with VI level of education for a period of 18 months, 10 of which being interns with IV level of education for a period of 12 months and 8 of which being interns with IV level of education for a period of 6 months.

When hiring interns with VII, VI and IV levels of education, the Institute provided the gross salary for the period of 12, 9 and 6 months, respectively. Employers provided the gross salary for the remaining hiring period of interns.

The total funds allocated for this program task by the Institute amounted to BAM 350,461, while employers incurred a liability in the amount of BAM 315,704 on these grounds.

In fiscal year 2012, the Employment Institute of the BD Government implemented a program for hiring trainees, where the Government provided significant funds.

When it comes to their qualifications, trainees with VII level of education were mainly recruited, where the BD took into account the national representation, in accordance with Article 20 of the Statute of the District.

#### Employment of older persons

The program task of employing older people is a regular program task of the Institute.

The endeavour of the Institute to use the program activity and a public invitation to employers to hire older persons and give jobs to 15 men over 50 and 15 women over 45, as hard-to-employ target groups, for a period of twelve months, with an obligation of the Institute to reimburse the employers for a total gross wage for employees from the target group in the monthly gross amount of BAM 600 was well supported by employers.

The aim of the program task is to help this, hard-to-employ target group to get closer to pension. Compared to the previous fiscal year, in 2011 employers expressed increased interest in hiring older persons.

Eighteen men and 14 women of the age defined got jobs for a period of 18 months, where the Institute pays gross salary of the employees for 12 months and the employer pays gross salary of the employees for 6 months, which was achieved through ranking employers who accepted these conditions under the public invitation in the top priority list.

The total funds allocated for this program task by the Institute amounted to BAM 216,000, while employers incurred a liability in the amount of BAM 115.200 on these grounds.

The total funds allocated for this program task by the Institute amounted to BAM 338,400, while employers incurred a liability in the amount of BAM 169.200 on these grounds.

The intention of the Institute is to use the program activity and a public invitation to employers to hire older persons and give jobs to 15 men over 50 and 15 women over 45, as had-to-employ target groups, for a period of twelve months, provided that the employers will keep them in the jobs and pay their gross wages for not less than 6 months, which was well supported by employers.

Nine men and 20 women of the age defined got jobs for a period of 18 months, where the Institute paid gross salaries of the employees for 12 months and the employer paid gross salaries of the employees for 6 months, which was achieved through ranking employers who accepted these conditions under the public invitation in the top priority list.

The total funds allocated for this program task by the Institute amounted to BAM 214,020, while employers incurred a liability in the amount of BAM 107,010 on these grounds.

The intention of the Institute was to use the program activity and a public invitation to employers to hire older persons and give jobs to 12 men over 50 and 12 women over 45, as had-to-employ target groups, for a period of twelve months, provided that the employers would keep them in the jobs and pay their gross wages for not less than 6 months, which was well supported by employers.

Employment of persons with long-term unemployment, i.e. target groups of people with III to VII level of education, is a program task aimed at long-term employment. For this program task, a public invitation was published and the application deadline was extended twice because employers expressed moderate interest.

#### Employment of long-term unemployed persons

Target group	Institute				Employer			
	Number		BAM/ Month	Institute Total	Number		BAM/ Month	Employers Total
	People	Months			People	Months		
1	2	3	4	5	6	7	8	9
VII level	1	12	1,140	13,680	1	12	1,140	13,680
	11	12	1,140	150,480	11	6	1,140	75,240
	25	12	1,140	342,000	-	-	-	-
VI level	1	9	700	6,300	1	3	700	2,100
	2	9	700	12,600	-	-	-	-
IV level	12	6	600	43,200	12	3	600	21,600
	25	6	600	90,000	-	-	-	-
III level	1	18	200	3,600	-	-	-	-
	13	6	600	46,800	13	3	600	23,400
	2	6	600	7,200	-	-	-	-
<b>TOTAL</b>	<b>93</b>	<b>-</b>	<b>-</b>	<b>715,860</b>	<b>38</b>	<b>-</b>	<b>-</b>	<b>136,020</b>

*Source: BD Employment Institute*

Employment of long-term unemployed persons and other persons registered with the Employment Institute is a program task aimed at employment of long-term unemployed persons, with the Institute co-funding 2/3 of the gross salaries of employees and the employers co-funding 1/3 of the gross salaries of persons employed, by specific target groups. This program task received good support from employers and about 260 employers applied.

The total appropriated funds provided by the Employment Institute for 174 long-term unemployed persons from all target groups registered with the Employment Institute were BAM 1,015,308, while employers incurred a liability in the amount of BAM 507,654 for the same target groups of long-term unemployed.

Employment of long-term unemployed persons and other persons registered with the Employment Institute is a program task aimed at employment of long-term unemployed persons as hard-to-employ target group. This program task received good support and about 260 employers responded to the public invitation. Due to limited resources the number of employers that were supported under this public invitation was just over 90, where the Employment Institute BAM 876,600 owed to the employers on the basis of employment of 154 persons.

Tailor-made retraining / additional training of the structurally unemployed is a regular program task of the Institute.

Professional development – Retraining / additional training

Indicator application		Tailor-made retraining, 2014					
		Plan			Implemented/contracted		
		People	Government	Institute	People	Institute– 80% - BAM	Employer 20% - BAM
			BAM	BAM			
1		2	3	4	5	6	7
1.	Welders	50	100,000	100,000	5	18,000	4.500
		-	-	-	5	16,000	4.000
TOTAL		50	100.000	100,000	10	34,000	8,500

*Source: BD Employment Institute*

A public invitation to employers under program task “Retraining / additional training” received a poor response of employers. Two employers applied, one of them not meeting requirements under the invitation. The employer that met the requirements took 10 people for retraining in welding and accepted the condition to finance 20% of the costs of retraining, and 80% will be funded by the Institute. Program task “Retraining / additional training” will be continued in the current fiscal year.

In fiscal 2014, the Employment Institute of the BD Government implemented the Government's program of self-employment, for which the Government appropriated the amount of BAM 410,000 in the 2014 budget. The self-employment program was endorsed by the Institute's Steering Board in accordance with the proposal of the Commission. Data on the number of businesses set up in the sector of manufacturing and services, the structure and the total amount is shown in the following table.

Government's program of self-employment, 2014

S e c t o r	Businesses	People	Amount in BAM
Manufacturing	12	12	176,300
Services trades	17	17	215,200

<b>T o t a l :</b>	<b>29</b>	<b>29</b>	<b>391,500</b>
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*Source: BD Employment Institute*

In this program task, in addition to the provision requiring that an unemployed person who was supported in starting a business for self-employment, cannot register with the Employment Institute in the next 24 months, thereby committing to maintain the business, the Employment Institute monitors maintaining of the business through the employer's provision of a proof of paid salaries and related liabilities incurred each month for the duration of the contract. Data on fulfilment of contractual obligations in the first three months after signing the contract are summarized in the following table.

Government's program of self-employment - monitoring of the business viability, 2014

S e c t o r	Number of the employed	Period of providing accounts of money spent		
		January	February	March
Businesses set up on the basis of self-employment	29	28	28	25
Number of employers that have not paid salaries	-	1	1	4
Total :	29	29	29	29

*Source: BD Employment Institute*

The largest number of businesses set up on the basis of self-employment were viable during the first three months of monitoring, which can be seen from the table above, which was a good indicator.

Employment of active persons in all target groups registered with the Institute was a program task aimed at employment/increase in the number of the employed/self-employment of unemployed persons and at support to employers who hired them with an emphasis on long-term employment. This program task was very well supported by employers which can be seen from the fact that a significant number of employers applied upon a public invitation. Due to limited resources the total number of employers could not be supported. On this basis, the Employment Institute has incurred a liability in the amount of BAM 341,730, owed to 46 employers based on the employment of 58 persons.

#### **Article 1, para. 2 – An occupation freely entered upon (anti-discrimination, prohibition of forced or compulsory labour, other aspects)**

##### Prohibition of discrimination in employment

##### BiH

The Law on Prohibition of Discrimination ("Official Gazette" No. 59/09) is a law that was passed at the state level and sets the framework for implementation of equal rights and opportunities for all persons in BiH. This Law applies to actions of all public bodies at the state, entity, canton and BD levels, municipal institutions and bodies and legal persons with public authorities as well as all legal and natural persons, in all areas of life. There is no entity

laws prohibiting discrimination, but the Law on Prohibition of Discrimination prescribes that all laws and delegated legislation in BiH at all levels will be brought in line with the Law on Prohibition of Discrimination.

So, Article 24 of the Law on Prohibition of Discrimination (transitional and final provisions) provides that this Law will apply in the event of discrepancies between other laws and this Law in proceedings under this Law. The same provision of the Law on Prohibition of Discrimination provides also that all laws and delegated legislation will be brought in line with provisions of this Law within a year after its entry into force. The procedure of bringing other laws in BiH in line with the Law on Prohibition of Discrimination has been carried out only partially. One of the ways is that, when laws are drafted at the state level, the Ministry for Human Rights and Refugees of Bosnia and Herzegovina provides opinions and points to the need for bringing each particular law in line with the Law on Prohibition of Discrimination. Furthermore, the Ministry for Human Rights and Refugees, in cooperation with the OSCE Mission to BiH, the EU Delegation in BiH and other national and international organizations, are working on the plans how the laws in BiH could be brought in line with the Law on Prohibition of Discrimination.

In addition, drafting amendments to the Law on Prohibition of Discrimination started based on the concluding observations and recommendations of the European Commission. The objective of this exercise is a full harmonization of this Law with *acquis communautaire*. The difficulties encountered in the appointment of a working group for drafting the amendments were removed and finally they started drafting. Article 2 of the Law on Prohibition of Discrimination provides a definition of discrimination and grounds for discrimination. While drafting amendments to the Law on Prohibition of Discrimination, the specific provision of the Law respecting age, disability and sexual orientation as the grounds of discrimination will be reviewed. Once the Law on Prohibition of Discrimination has been fully harmonized with *acquis communautaire*, further actions will be taken to bring other laws in line with this Law.

The valid Law on Prohibition of Discrimination prescribes that in complaints seeking protection against discrimination the alleged offender has a duty to prove that the principle of equal treatment or prohibition of discrimination has not been breached. In cases when a person considers that s/he suffered consequences of discrimination due failure of reasonable accommodation, burden of proof lies with the respondent.

Number of received discrimination cases sorted by number of specific discrimination cases, grounds for discrimination, the number of individuals involved and specific courts in Bosnia and Herzegovina adjudicating the cases in 2013 and 2014

COMPETENT COURT	AREA / GROUNDS	Number of cases	Number of persons
CANTONAL COURT OF BIHAĆ	Justice and administration	2	1
	Employment, dismissal		
CANTONAL COURT OF LIVNO	Justice and administration	1	11
	Employment, dismissal	1	2
CANTONAL COURT OF MOSTAR	Employment, access to employment, occupation and self-employment	1	2
	Equal participation in public life by all citizens	1	1
CANTONAL COURT OF NOVI TRAVNIK	Education, science and sports	1	1
	Employment, dismissal	1	1
	Employment, access to employment, occupation and self-employment	3	3
	Employment, access to employment, occupation and self-employment	1	1
CANTONAL COURT OF ODŽAK	Employment, access to employment, occupation and self-employment	1	1
CANTONAL COURT OF SARAJEVO	Equal participation in public life by all citizens	2	2
	Housing, access to housing	1	1
	Employment, dismissal	1	1

	Employment, access to employment, occupation and self-employment	3	4
CANTONAL COURT OF TUZLA	Employment, dismissal	1	1
	Employment, access to employment, occupation and self-employment	2	2
	Membership in professional organizations	1	1
CANTONAL COURT OF ZENICA	Goods and services meant for the public and public places	1	1
	Employment, access to employment, occupation and self-employment	1	1
DISTRICT COURT OF BANJA LUKA	Family law	2	3
DISTRICT COURT OF BIJELJINA	Family law	1	1
	Employment, dismissal	1	1
	Employment, working conditions	1	1
MUNICIPAL COURT OF GORAŽDE	Employment, compensation	1	1
	Employment, access to employment, occupation and self-employment	1	1
MUNICIPAL COURT OF JAJCE	Equal participation in public life by all citizens	1	2
	Social welfare – social security	1	1
	Employment, dismissal	1	1
	Employment, access to employment, occupation and self-employment	1	1
	Employment, working conditions	1	1
MUNICIPAL COURT OF KONJIC	Employment, dismissal	1	3
MUNICIPAL COURT OF LIVNO	Performing of economic activities	2	2
	Employment, access to employment, occupation and self-employment	1	1
MUNICIPAL COURT OF LUKAVAC	Justice and administration	1	1
MUNICIPAL COURT OF MOSTAR	Equal participation in public life by all citizens	1	1
	Employment, promotion	1	1
	Employment, dismissal	1	1
MUNICIPAL COURT OF ORAŠJE	Employment, access to employment, occupation and self-employment	1	1
MUNICIPAL COURT OF SARAJEVO	Equal participation in public life by all citizens	8	274
	Performing of economic activities	1	1
	Education, science and sports	1	3
	Housing, access to housing	1	1
	Employment, compensation	4	9
	Employment, promotion	2	3
	Employment, dismissal	1	6
	Employment, access to employment, occupation and self-employment	6	11
MUNICIPAL COURT OF TRAVNIK	Employment, working conditions	4	5
	Equal participation in public life by all citizens	1	2
	Education, science and sports	1	1
MUNICIPAL COURT OF ZENICA	Employment, dismissal	1	1
	Justice and administration	1	2
MUNICIPAL COURT OF ŠIROKI BRIJRG	Employment, access to employment, occupation and self-employment	1	1
	Employment, compensation	1	1
MUNICIPAL COURT OF ŽEPČE	Employment, access to employment, occupation and self-employment	1	1
BASIC COURT OF BANJA LUKA	Family law	5	6
BASIC COURT OF BIJELJINA	Public information and the media	1	1
	Family law	2	2
	Housing, access to housing	1	1
	Employment, access to employment, occupation and self-employment	2	2
	Employment, working conditions	2	6
BASIC COURT OF NOVI GRAD	Employment, promotion	1	2
BASIC COURT OF PRIJEDOR	Employment, promotion	1	1
	Employment, dismissal	1	1
BASIC COURT OF PRNJAVOR	Justice and administration	1	1
BASIC COURT OF SOKOLAC	Employment, access to employment, occupation and self-employment	1	1
BASIC COURT OF SREBRENICA	Education, science and sports	1	2
BASIC COURT OF TREBINJE	Employment, access to employment, occupation and self-employment	1	1
	Employment, working conditions	2	2
BASIC COURT OF VIŠEGRAD	Employment, access to employment, occupation and self-employment	2	2
COURT OF BIH	Equal participation in public life by all citizens	1	1
	Justice and administration	1	1
	Employment, compensation	2	4
	Employment, promotion	2	2

<b>SUPREME COURT OF FBIH</b>	Employment, dismissal	2	2
	Employment, access to employment, occupation and self-employment	1	1
	Equal participation in public life by all citizens	1	1
	Justice and administration	4	4
<b>SUPREME COURT OF REPUBLIKE SRPSKE</b>	Employment, compensation	2	2
	Family law	1	1
	Employment, dismissal	1	1
	Employment, access to employment, occupation and self-employment	1	1

Source: High Judicial and Prosecutorial Council (HJPC) BiH

An overview of complaints registered in 2012, 2013 and 2014 with  
the BiH Ombudsman for Human Rights

No.	TYPES OF DISCRIMINATION	TOTAL 2012	TOTAL 2013	TOTAL 2014	TOTAL
1.	Harassment	9	4	4	17
2.	Sexual harassment	0	1	0	1
3.	Mobbing	81	69	69	219
4.	Segregation	1	1	1	3
5.	Issuing orders and assistance to others while discriminating	2	2	0	4
6.	Incitement to discrimination	2	1	2	5
7.	On the grounds of race	0	0	0	0
8.	On the grounds of skin colour	2	0	0	2
9.	On the grounds of language	1	0	5	6
10.	On the grounds of religion	2	1	2	5
11.	On the grounds of ethnicity	26	15	22	63
12.	On the grounds of national and social origin	30	19	19	68
13.	On the grounds of affiliation with a national minority	3	3	3	9
14.	On the grounds of political or other beliefs	14	8	5	27
15.	On the grounds of financial status	1	5	4	10
16.	On the grounds of membership in a trade union or any other association	3	4	6	13
17.	On the grounds of education	19	13	12	44
18.	On the grounds of social status and sex	13	14	25	52
19.	On the grounds of sexual expression or sexual orientation	4	48	11	63
20.	Other	33	34	42	109
<b>TOTAL</b>		<b>246</b>	<b>242</b>	<b>232</b>	<b>720</b>

*Source: Annual report - BiH Ombudsman for Human Rights*

Of the total number of cases received by the Ombudsman for Human Rights in 2012, 77 cases involved violations of the rights of persons with disabilities, while 75 and 71 complaints involving violations of the rights of persons with disabilities were received in 2013 and 2014, respectively.

According to the Ombudsman reports, "the complains were observed to have been filed for the following reasons: findings about and assessment of health, non-payment of disability living allowance, determination of termination of the entitlement to disability allowance, non-payment of disability and orthopaedic allowance, mistakes in the recognition of rights arising from disability, prolonged appellate proceedings, non-payment of costs of accommodating persons with disabilities in institutions, complaints involving costs of the Institute for Work Ability Assessment, failure to meet legal deadlines while deciding on entitlements, architectural barriers, housing, refusal of co-funding in procurement of orthopaedic aids, the right to health care, placement into other jobs due to reduced work capacity, inadequate protection of the rights of veterans and others. "

In 2009 BiH ratified the UN Convention on the Rights of Persons with Disabilities and the Optional Protocol and established the Council for Persons with Disabilities, which started operation in 2011.

In BiH, persons with disabilities exercise their rights at the level of Entities and BD.

In June 2015, the Council for Persons with Disabilities officially sent to the Ministry for Human Rights and Refugees a proposal for amendments to the Law on Prohibition of Discrimination, reasoning that the current law does not cite disability as grounds of discrimination.

Article 14 of the Law on Labour in the Institutions of BiH ("Official Gazette" no. 26/04, 7/05, 48/05, 60/10, 32/13) prescribes that, while concluding an employment contract, an employer may not request the employee to provide information which is not directly related to the nature of the work activity performed by the employee. Paragraph 2 of this article provides that a female candidate who has applied for a publicly published vacancy or a female employee already employed with the employer may not be requested to take a pregnancy test.

Article 63a, paragraph 8, item b) of the Law on Civil Service in BiH Institutions ("Official Gazette", Nos. 19/02, 35/03, 4/04, 17/04, 26/04, 37/04, 48/05, 2/06, 32/07, 43/09, 8/10, 40/12) provides that a fine ranging from BAM 200.00 to 800.00 will be imposed for a misdemeanour on a civil servant who engages in gender or sexual orientation-based discrimination or violence or harassment or sexual harassment or any other form of discrimination defined by law.

Relevant provisions of the Law on Service in the Armed Forces of BiH are as follows: Article 140, paragraph 1 of the Law on Service in the Armed Forces of BiH ("Official Gazette", Nos. 88/05, 53/07, 59/09, 74/10, 42/12) providing that an active duty military person is selected to attend courses of training or professional development, while paragraph 2 provides that the active military person will be relieved of duty if the courses of training or professional development last more than one year.

Paragraph (3) of this article provides that an active military person assigned to attend courses of training or professional development in order to change his/her military occupational specialty is relieved from duty regardless of the duration of courses of training or professional development, while paragraph 4 provides that the active military person's time spent in courses of training or professional development is credited against service time, the person enjoying entitlements arising from the rank and post from which he/she was sent to attend courses of training or professional development and that he/she will be promoted in accordance with requirements under this Law.

Article 141 of the Law on Service in the Armed Forces of Bosnia and Herzegovina provides that the BiH Ministry of Defence may award scholarships to college and secondary school students in order to fill posts or enrol cadets in military-educational institutions. In order to fill military posts in the Armed Forces active military personnel may be assigned to attend colleges, as well as other types of schools in the country and abroad. The conditions and manner of scholarship awarding are prescribed by the Minister of Defence.

Regarding obligations after education, Article 142 of the Law on Service in the Armed Forces provides that cadets, active military personnel and military scholarship holders who attend school in order to fill posts in the army will be assigned to appropriate positions upon completion of their education. The above-mentioned military scholarship holders can serve in their civilian capacity if the scholarship contract stipulates so. Further, military scholarship



holders who did not complete their education through their own fault or failed to join the Military after graduation are obliged to refund the BiH Ministry of Defence for the education expenses. The Minister of Defence determines the amount of education expenses in each individual contract with a student/cadet. Article 143 of the Law on Service in the Armed Forces of Bosnia and Herzegovina provides that the cadets and military scholarship holders who completed their education in secondary schools and colleges are required to spend in the service twice as much as they spent in education or getting scholarship, unless the contract stipulates otherwise. Paragraph 2 of this article provides that active military personnel assigned for education and training are required to serve in the army twice as much as they spent in education and training, unless the contract stipulates otherwise. Paragraph 3 of this article provides that the cadets who graduate from flight school as pilots are an exception and are obliged to serve for a period of ten years of completion of the education, unless the contract stipulates a longer period.

It follows from the above that the minimum time limit after education is not proportionate to the duration of education, while the expenses are. The reason for the double period in relation to the duration of education prescribed for the military person obliged to service is reflected in the fact that the expenses of education and training of military personnel are very high and a proportion of those expenses is borne by the Ministry of Defence.

#### FBiH

The new Law on Employment of Foreigners ("FBiH Official Gazette" No. 111/12) was passed at the time of the preceding report.

Compared to the previous Law on Employment of Foreigners the new law transposes certain provisions from the state-level Law that regulate the issuing of work permits, the method of determining the entity quota of work permits for foreigners, exceptions not requiring work permits etc. The novelty is that the first step is a work permit issued to a foreigner and only then a residence permit can be issued. The reason for this solution is the requirement that the alien has to meet under the Law on Movement and Stay of Aliens and Asylum.

Article 4 of the new Law on Employment of Foreigners provides that foreigners under this law cannot be placed at a disadvantage on the basis of sex, sexual orientation, marital status, family responsibilities, age, pregnancy, language, religion, political or other opinion, ethnicity, social origin, property, birth, race, colour or other personal characteristics.

Furthermore, according to Article 6 of the Law the foreigners employed with domestic legal and natural persons have the same rights, obligations and responsibilities as employed nationals of the Federation in accordance with the legislation governing labour and employment, the collective agreement and the rulebook on labour relations, unless otherwise provided by international agreements.

Terms used in this Law to denote a gender, whether used in the masculine or feminine gender, denote both male and female gender.

Pursuant to Article 8 of the Law, a work permit is the basis for the conclusion of the above-mentioned contracts.

According to Article 10 of the Law, an employment contract or contract for temporary and occasional works with foreigner cannot be concluded by an employer before the foreigner is granted temporary residence. A foreigner cannot start working in the Federation on the basis of work permit prior to obtaining a temporary residence permit.

In addition, this Law regulates other issues not regulated by the law of Bosnia and Herzegovina, such as requirements for granting a work permit, manner and procedure of employment, termination of work permits, procedures in the event of termination and cancellation of residence permit, the coordination between the cantonal employment offices and the Service for Foreigners' Affairs of the Ministry of Security and the like.

In comparison to the previous law, the new Law still requires, as the previous law did, that a cantonal employment office cannot issue a work permit to a foreigner unless there are no individuals who meet the requirements under the request for a work permit who are registered as unemployed in the employment office covering the seat of the employer.

Another authority deciding on appeal lodged against decisions on the work permit has been designated instead of cantonal ministries responsible for labour and employment and now it is the Federation Ministry of Labour and Social Policy.

In the meantime, since the adoption of the new Law on Employment of Foreigners, the Law on Movement and Stay of Aliens at the level of BiH ("Official Gazette" No. 87/12) has been amended. In this regard, certain different solutions were introduced at the state level, but FBiH bears it in mind and, in situations where provisions of the Law on Employment of Foreigners is in conflict with provisions of the Law on Movement and Stay of Aliens, the latter is applied.

FBiH passed a new Labour Law which was published in the "FBiH Official Gazette" No. 62/15 dated 12 August 2015 and came into force on 20 August 2015.

The Law includes also a provision that explicitly prohibits discrimination against employees and persons seeking employment with regard to gender, sexual orientation, marital status, family responsibilities, age, disability, pregnancy, language, religion, political or other opinion, nationality, social origin, property, birth, race, colour, membership or non-membership in political parties and trade unions, health status or any other personal characteristic. Discrimination is prohibited in relation to requirements for employment and selection of candidates for a particular job, working conditions and all rights arising from employment, training, retraining and professional development, job promotion and cancelling the employment contract.

The new Labour Law defines also direct and indirect discrimination and the prohibition of harassment or sexual harassment, gender-based violence and systematic harassment in the workplace or in connection with work - mobbing.

Protection in discrimination cases is provided in a way that a worker or a person seeking employment can contact the employer and ask for protection within 15 days of learning of discrimination. If the employer does not comply with a request within 15 days, the employee may file a complaint with the competent court within a further period of 30 days. These provisions were introduced in the Law at the request of employers who believe that very often, particularly in larger employers, the responsible person does not know of someone being discriminated against until a lawsuit for discrimination has been filed. New solutions

could facilitate a faster and more efficient elimination of discrimination and the pressure on the courts, where proceedings are lengthy, would be reduced. The deadline of 15 days for filing a request for protection from discrimination to the employer is not preclusive as it does not result in a loss of the right to judicial protection.

In the event of litigation involving discrimination, the burden of proof that there has been no discrimination lies on the employer and if the court finds that the complaint is well founded, the employer will provide and ensure the rights that have been denied and compensate for the loss caused by discrimination.

Further, the Law on Mediation in Employment and Social Security of Unemployed Persons includes the provision that, based on this law, no person can be put at a disadvantage because of race, colour, sex, language, religion, political or other opinion, national or social origin, property, birth or any other circumstance, membership or non-membership in a political party, or membership or non-membership in the union or physical and mental impairments.

In case of discrimination, a person whose rights have been violated can file a lawsuit for the infringement to the competent court. In court proceedings the burden of proof of discrimination lies on the employer. If, in proceedings before the court, it is found that the complaint is well founded the employee will order his/her reinstatement and ensuring or restoring of all labour rights arising from the contract of employment.

In practice, this means that the court finds whether the complaint is well founded and the burden of proof that there has been no discrimination lies on the defendant and if the court finds that the complaint is founded it will order the employer to ensure and provide the employee with all rights arising from employment.

Further, penal provisions of the Law on Mediation in Employment and Social Security of Unemployed Persons prescribe fines to be imposed both on legal persons and the responsible person in the legal persons who acts contrary to the legal provisions prohibiting discrimination and any person who believes that he/she is discriminated against under Article 2 of this Law may seek compensation at the competent court.

According to the Law on Employment of Foreigners, foreigners subject to this law cannot be placed at a disadvantage on the basis of sex, sexual orientation, marital status, family responsibilities, age, pregnancy, language, religion, political or other opinion, national affiliation, social origin, property, birth, race, colour or any other personal characteristic.

For the purpose of this Law, employment means any employment for a fixed period under an employment contract/ hiring for temporary and occasional jobs under an employment contract.

The Cantonal Employment Service cannot issue a work permit to a foreigner if there is an unemployed person who meets the requirements under the request for work permit registered in the employment office covering the seat of the employer, except in the case of the unemployed person's refusing the job.

As after this Law had been passed, the BiH Law on Movement and Stay of Aliens was amended, in a situation where there is a collision of the Law on Employment of Foreigners

with the Law on Movement and Stay of Foreigners in FBiH, the provisions of Law on Movement and Stay of Aliens is applied.

In addition to these laws, there are other laws that cite the BiH citizenship as a requirement for jobs in the area they cover and then they are applied as *lex specialis* in relation to the above-mentioned laws. However, this Ministry is not competent to respond to this question. Article 44 of the Law on Mediation in Employment and Social Security of Unemployed Persons provides that entitlements of unemployed persons under this Law shall cease, *inter alia*, if "he/she fails to accept a suitable job without good reason".

According to Article 3b, the Employment Service shall cease keeping an unemployed person in the main registration files if this person, *inter alia*, refuses a suitable job.

This attitude of the legislator is an attempt to reduce unemployment as much as possible and for the unemployed to take advantage of every possibility of employment offered, so it appears that the above-mentioned situation related to the termination of entitlements should not be seen, even indirectly, as a restriction on the right to work especially when appropriate job was offered.

In addition, any person who believes that he/she was subjected to discrimination that Article 2 of the Law on Mediation in Employment and Social Security of Unemployed Persons explicitly prohibit it, can claim damages at the competent court.

So, an emphasis is placed on the refusal of a suitable job, i.e. a job that corresponds to the professional title, occupation, skills, experience and other characteristics and circumstances.

The passage of the Law on Vocational Rehabilitation, Training and Employment of Disabled Persons ("Official Gazette of BiH", No. 9/10) created the minimum legal preconditions for improving general requirements for employment of this category of persons in the Federation.

The Law defines two forms of employment of persons with disabilities and they are: employment under general requirements, which means employment in the open labour market (in the state bodies, the judiciary, local government bodies, public services, institutions, funds, public companies, companies and other legal entities that are not established for employment of persons with disabilities) and employment under special requirements/employment, i.e. in an institution or a company established to employ persons with disabilities and employment in organizations of persons with disabilities and self-employment.

The greatest impact on improving the general conditions of employment of persons with disabilities is certainly made with the application of Article 18 of the Law, which imposes a duty on all entities that employ people who fulfil general requirements to employ a certain number of disabled persons in relation to the total number of employees, or otherwise they have an obligation to pay to the Fund an amount of 25% of the average wage in the Federation, i.e. special contribution for each person to be mandatory employed. A significant shift is noticed in this sense, which is reflected in a more responsible approach to this obligation, as well as greater involvement of inspection bodies to monitor fulfilment of this obligation.

As of the end of 2012 records showed that about 200 persons with disabilities got jobs and more than 500 people with disabilities remained in their jobs, while in 2012 about 300

unemployed persons with disabilities were included in various programs of vocational rehabilitation (*Source: 2012 Performance Report of the Fund for Vocational Rehabilitation and Employment of Persons with Disabilities*).

A particular difficulty is still the fact that the Law does not define the entity that will continuously supervise payment of contributions. In this sense, activities were carried out to amend the Law on Vocational Rehabilitation, Training and Employment of Disabled Persons ("Official Gazette of the Federation BiH", No. 9/10), but the exercise has not been completed yet.

It is important to mention that in 2013, Decision No. 02-34/2-2561/13 dated 23 September 2013 was issued by the Federation Ministry of Labour and Social Policy to appoint the Commission for the Determination of Requirements for the Start-up of a Company to Employ Persons with Disabilities and the Supervision of Professional Work of Institutions, Companies, Sheltered Workshops and Work Centres, after which a significant upward trend was observed in the establishment of companies for the employment of people with disabilities, which are, in order to acquire this status, under an obligation to hire at least 40% of disabled people with at least 60% disability, people with at least 70% bodily impairment - at least three people with such impairment if it has resulted in reduced ability to work - and people with light and moderate mental retardation. In this regard, during the application of the Law, the Fund supported the hiring of 894 people with disabilities, 418 persons being employed after fulfilling general requirements and 476 persons being employed after fulfilling special requirements. An important fact is that of the total number of employed persons, 578 people were hired under permanent contracts (*Source: a response to a query by the Fund for Vocational Rehabilitation and Employment of Persons with Disabilities of FBiH, No. 02-35-1-2882/15 dated 17 June 2015*).

This matter is dealt with in detail in a whole section of the 2011-2015 Strategy for Equalization of Opportunities for Persons with Disabilities in FBiH: Vocational Rehabilitation and Employment, which was adopted as an official document in both Houses of the FBiH Parliament in July 2011 with a view to creating conditions for the implementation of new approaches to disability which were defined in the Disability Policy in BiH.

In order to exercise the right to work by persons with disabilities, taking into account the severity of the disability, the established principles of openness, inclusion and accessibility are the main objectives that should have been achieved by applying a multisectoral approach in the period 2011-2015 and they are:

- Facilitate the integration of persons with disabilities in the labour market,
- Encourage the employment of persons with disabilities in the open market through the implementation of incentive measures,
- Enable people with severe disabilities to get a job under sheltered conditions,
- Encourage continuous development of persons with disabilities in order to facilitate their employment,
- Increase interests of persons with disabilities in employment,
- Establish a network of institutions that will enable people with disabilities to get and keep a job.

In order to achieve the above-set objectives a series of measures and activities that should have been implemented by a number of public institutions and non-governmental organizations was envisaged and they were: the adoption of the Law on Professional Rehabilitation, Training and Employment of Persons with Disabilities, ensuring its consistent enforcement, monitoring and public reporting on the degree of implementation and effects, training of persons with disabilities and employers in discrimination in employment and ways to prevent it, establishment of a register of unemployed and employed persons with disabilities etc.

In an effort to keep the focus in all institutions of the Federation, to the fullest extent possible, on this document, which is extremely important for people with disabilities, and to create for the future an adequate environment for the discharge of tasks planned, the Federation Ministry of Labour and Social Policy evaluated the implementation of the Strategy for the period 2011 - 201, on which a report was submitted to the FBiH Government that adopted it at the 114th meeting, held on 13 May 2014.

In this sense, after intensive negotiations, an agreement was reached with UNICEF BiH to start a joint evaluation process, revise the Strategy and draft a new document for the period 2016 - 2020, which should result in a greater involvement of all actors of society in the implementation of the measures and activities set forth in this document and in a significant progress in improving the general and special conditions for the employment of persons with disabilities and the prevention of all forms of discrimination against such persons in employment.

The employment situation of persons with disabilities in FBiH is possible to present only as a ratio of the number of unemployed persons with disabilities, including all persons with any form of disability, and regardless of the cause of its origin, against the total number of unemployed persons in the Federation, for the reporting period 2011-2014, because there is no centralized records on the number of employees with disabilities, and the statistics available do not reflect the actual employment of this group.

Accordingly, the following table is an extract from the register of unemployed persons of the Federation Employment Institute - the database available on its website, in which the number and percentage of registered unemployed persons with disabilities is put in relation to the total number of registered unemployed persons in FBiH.

Ratio of the number of unemployed people with disabilities against the total number of unemployed people in FBiH

<b>Year</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>
<b>Total number of unemployed people in the BiH Federation</b>	371090	384852	391942	392265
<b>Total number of unemployed</b>	10092	9934	9761	8619

people with disabilities				
% unemployed people with disabilities in the total number of unemployed people	2,72%	2,58%	2,49%	2,19%

*Source: Federation Employment Institute*

As discussed above, these data relates to people with disabilities, who are registered at the relevant employment offices according to their place of residence as persons actively seeking job.

An analysis of the data above brings us to a conclusion that there is an upward tendency in employment of persons with disabilities, if taking into account the assumption that the reduction in the number of this category of persons in the records of employment services is caused by employment, bearing in mind the fact that they are economically active population. Further, we can note that in the reporting period the total number of unemployed persons increased, whereas this did not occur with the category of persons with disabilities and therefore the decrease recorded in this population was quantitatively more important.

Given the Law on Vocational Rehabilitation, Training and Employment of Persons with Disabilities entered into force in 2010, the Fund for Vocational Rehabilitation and Employment of Persons with Disabilities was established in 2011 and only in 2012 the process of awarding incentive funds officially started for hiring persons with disabilities through public calls, both in terms of funding and co-funding of programs and projects for the employment of persons with disabilities and funding based on paid taxes and contributions for employees with disabilities, the aforementioned reduction in the number of persons with disabilities registered with the employment services can be interpreted primarily as a consequence of this process.

The registration procedure of companies employing persons with disabilities started in 2013 and in this year, the Federation Ministry of Labour and Social Policy issued decisions on fulfilment of requirements (licences) to three commercial companies for employment of persons with disabilities, while the number increased in 2014, so 26 licences were issued, with an obligation of each of these companies that at least 40% of the total number of employees should be persons with disabilities with the degree of disability 60% (70% physical impairment) and more or at least 3 employees belonging to this group.

It can be concluded that there is an upward tendency in the employment of persons with disabilities, both in the companies that employ these persons when fulfilling general requirements and in companies which specialize in employment of persons with disabilities.

RS

The right to free choice of occupation is provided in the following legislation:

- Labour Law - Consolidated text ("Official Gazette" No. 55/07), which governs the manner and procedure of concluding a contract of employment between employee and

employer, working time, vacation and leave, pay and employment-based benefit, protection of labour rights, conclusion and implementation of collective agreements, settlement of disputes between employees and employers, participation of employees and trade unions in protecting employees' rights, termination of employment contracts, supervision over the implementation of laws and other rights and obligations arising from employment in the territory of RS (the Law on Labour Relationships ("RS Official Gazette" No. 25/93, 14/94, 15/96, 21/96, 3/97, 10/98) was repealed on the date of entry into force of this Law).

- Law on Mediation in Employment and Unemployment Insurance ("RS Official Gazette", No. 30/10, 102/12), which governs mediation in employment, employment in public works, unemployment insurance, responsibilities and funding of employment services, rights of unemployed persons and conditions for their exercise and other issues of importance for organized employment in the RS (the Law on Employment ("RS Official Gazette" No. 54/05, 64/06) was repealed on the date of entry into force of this Law).
- Law on Employment of Foreign Nationals and Stateless Persons („RS Official Gazette“ No. 24/09, 117/11), which lays down specific conditions and procedures and the procedure of employment of foreign citizens and stateless persons in the RS.
- Law on Vocational Rehabilitation, Training and Employment of People with Disabilities - consolidated text („RS Official Gazette“ No. 37/12), which governs the rights, conditions and procedures of professional rehabilitation, training and employment of persons with disabilities and reduced working capacity, the establishment of organizations and business institutions, enterprises and other organizations dealing with vocational rehabilitation and employment of disabled persons under general and special requirements.

All these laws prohibit discrimination on all grounds that include sexual orientation and disability and forced labour.

Labour inspector supervise the application of provisions of the Labour Law prohibiting discrimination. When a worker is discriminated against he/she may seek protection with labour inspectors and file a complaint at the competent court. The Ministry does not have information on the number of discrimination cases before the courts and the Ombudsman.

In accordance with Article 5 of the Law on Mediation in Employment and Unemployment Rights (RS Official Gazette No. 30/10, 102/12), while the Law, regulations and by-laws of the Institute and other organizations that deal with employment are being applied, no person may be discriminated against because of race, colour, sex, language, religion, political or other opinion or affiliation, ethnic or social affiliation or background, financial status, membership or non-membership in a trade union, political organizations or associations, as well as physical or mental health condition if conditions of a job permit it, or any other circumstances which do not comply with the principle of equality of citizens before the law.

The loss of unemployment benefits on the basis of non-acceptance of an offered job is regulated in Article 54(1)(m) of the Law and the unemployed person would be struck off from the register if that person rejects the offered jobs at the place of residence or at a distance of 50 km from the place of residence, which suits his professional qualifications and working abilities.



Employment of foreigners in the RS is regulated by the Law on Employment of Foreigners and Stateless Persons ("RS Official Gazette of RS" No. 24/09, 117/11).

Responding to the question of the Committee we can say that foreign nationals and stateless persons have access to job in the form of measures and activities of the competent authorities arising from the following provisions of the RS Law on Employment of Foreign Nationals and Stateless Persons:

Article 4. In addition to the general requirements established by law, terms and conditions of certain collective agreements and by-laws of the employer, a foreigner must meet one specific requirement and that is to have a work permit for the conclusion of employment contract issued by the RS Employment Institute.

Article 5. (1) A work permit is a permit for paid work of aliens. (2) At the request of an employer who employs a foreigner, a work permit for an employment contract with the foreigner is issued in the form of decision by the Employment Institute's Office competent according to the headquarters of the employer, based on the quota of work permits in the RS. (3) Annual quotas for the RS are determined by the Institute, with the approval of the RS government. 4) Work permits under annual quota are issued firstly for extension of existing work permits and then for new jobs.

BD

Labour inspector supervise the application of provisions of the Labour Law prohibiting discrimination. When a worker is discriminated against he/she may seek protection with labour inspectors and file a complaint at the competent court. The Ministry does not have information on the number of discrimination cases before the courts.

### **Article 1, para. 3 – Free employment services for all workers**

#### **BiH**

In accordance with the legislation and adopted policies that regulate the discharge, enlistment and transfer of personnel in the system of defence, the Ministry of Defence makes plans for discharge and enlistment of servicemen of the Armed Forces and the Plan of Staff Recruitment in the Ministry of Defence for each coming calendar year. The plans of enlistment and movement of personnel in the defence system is followed and implement by developing a budget request for each coming, as well as by drafting the Budget Framework (BF), which is planned through the dynamics of employment.

Planning of human resources development, the Ministry of Defence adopted a measure and that was the Development Policy of the Function of Human Resources Planning in the Ministry of Defence and the Armed Forces of BiH, whose purpose is to define a framework for the systematic arrangement of human resources/manpower planning in the Ministry of Defence and the Armed Forces of BiH .

#### **FBiH**

The Federation Employment Institute and ten cantonal Employment Services deal with employment in the Federation. The Law determines responsibilities of the Institute and services and provides *inter alia* for the manner of coordination. The Federation Employment

Institute is responsible for: following, harmonizing and coordinating the work of employment services in the implementation of policy and measures determined in the field of employment and social security for the unemployed.

According to Article 25 of the Law on Mediation in Employment and Social Security of Unemployed Persons ("BiH Official Gazette" nos. 55/00, 41/01, 22/05, 9/08), mediation includes all actions and measures taken in accordance with the law with a view to connecting unemployed persons seeking employment, as well as employed persons who seek a job change, with employers who need employees to take a job, i.e. to conclude the contract of employment.

Article 27(1) of the Law on Mediation in Employment and Social Security of Unemployed Persons provides that mediation services provided by the employment service are free of charge. In this connection, the services keep necessary documentation, perform mediation, advertise vacancies either on the notice board or while counselling the unemployed and the like. That is, all mediation services are free of charge for both unemployed persons and persons seeking a job change and employers.

In contrast to this, Article 27(2) provides that the services under paragraph 1 above provided by private agencies are free to job seekers.

The Law on Mediation in Employment and Social Security of Unemployed Persons provides that the authorities of the Federation Institute are the Steering Committee and Director General. The Steering Committee of the Federation Institute consists of seven members. The Steering Committee is not composed of representatives of trade unions and employers' associations, but of people whose abilities, experience and qualifications suit the needs of the Federation Institute.

However, the Law provides that the Federation Institute has an Advisory Committee. According to Article 4c of the Law it is appointed by the Steering Committee of the Federation Institute and it has seven members, including two representatives of trade unions and employers each and one representative of the Federation Ministry of Labour and Social Affairs, the Federation Institute and the Chamber of Commerce of Federation each.

The aim of establishing this Committee is to comply with ILO Convention No. 88 the Organisation of the Employment Service, 1948, which provides for the appointment of one or more advisory committees for the co-operation of representatives of employers and workers in the organisation and operation of the employment service. However, the Committee has not been appointed yet.

Further, the website of the Federation Employment Institute provides a possibility of employers' registering free of charge and publishing job vacancies. At the same time, the unemployed receive notifications about these vacancies by e-mail on daily basis. In addition to the official e-mail, the Federation Employment Institute communicates with the unemployed mostly through the official Facebook profile of the Institute.

In order to improve the functionality of the website, there has been an option that allows job seekers to put their CV for free on this website which can be viewed by registered employers seeking employees, which represents an improvement of the function of mediation in employment.

The Federation Employment Institute posts a monthly statistical bulletin on its website <http://www.fzzz.ba/bilten/bilteni-2015>, which is translated into English. Further, the website presents an overview of basic indicators of the labour market on: <http://fzzz.ba/fbih-statistika/godina-2015-federacija-bih>.

#### An overview of basic indicators of the labour market in FBiH, 2014.

Indicators		Jan	Feb	March	Apr	May	June	July	Aug	Sept	Oct.	Nov	Dec
1.	The employed**	436,410	438,011	439,496	442,111	443,155	443,752	444,506	444,597	446,417	448,001	447,873	448,720
2.	Job seekers-Total	394,856	394,350	391,838	388,408	386,801	387,405	389,861	394,168	391,856	392,646	392,675	392,265
2.1.	Female	202,224	202,015	201,573	200,526	200,121	200,618	202,645	205,379	203,486	203,981	203,772	203,009
3.	First time job seekers	172,866	172,085	170,988	169,551	168,467	170,072	172,229	173,774	174,867	175,197	174,511	173,062
4.	Qualified persons	267,595	267,078	265,243	262,565	261,398	262,548	265,804	270,300	268,404	269,416	269,591	269,242
5.	Unqualified persons	127,261	127,272	126,595	125,843	125,403	124,857	124,057	123,868	123,452	123,230	123,084	123,023
6.	Registered persons in the month	9,939	7,158	6,749	6,651	5,785	9,817	12,418	12,636	10,592	10,420	8,796	8,612
7.	Persons registered who got job	4,090	4,628	5,681	6,659	4,611	6,414	6,791	5,786	9,437	5,966	5,365	4,905
8.	Employment terminated	3,826	2,405	2,357	2,373	2,341	2,338	3,539	4,834	2,834	3,185	3,018	3,421
9.	Struck off persons in the month	7,025	7,664	9,261	10,081	7,392	9,213	9,962	8,329	12,904	9,630	8,767	9,022
10.	Persons receiving unemployment benefits	11,323	11,900	11,785	10,694	10,107	10,067	9,917	11,200	11,541	10,764	10,162	9,783
11.	Persons having health insurance	255,499	255,730	254,337	249,477	250,404	249,829	250,308	253,137	254,380	256,336	256,933	257,594
12.	Demobilised servicemen	65,303	65,071	64,146	63,272	62,838	62,337	61,626	61,423	60,814	60,450	60,231	60,205

**Source:** Federation Employment Institute

Article 5 of the Law determines that the Federation Employment Institute aggregates and keeps summary records in the field of labour and employment of interest for the FBiH and proposes measures and necessary funding for the development and functioning of a single information system.

Within their competences the Employment Services collect data on unemployed persons and send them to the Federation Employment Institute.

The employers needing employees and job-seekers can seek help of the employment services in finding the necessary people/a job.

Further, the Employment Services periodically evaluates labour market as instructed by the Federation Employment Institute for the purpose of obtaining data and providing information on labour market trends.

In addition, the Employment Services are required to submit reports in the manner and terms provided for in a by-law of the Federation Employment Institute.

According to Article 14 of Law, the Employment Services keep necessary records, including *inter alia* records on each unemployed person and individual records on people who got a job.

The law provides that the Employment Services submit a monthly report on their work to the Federation Employment Institute.

The Decree on Private Agencies for Mediation ("FBiH Official Gazette" nos. 28/09, 48/99), provides for cooperation with private employment agencies mainly through exchange of information, joint projects and activities such as job fairs, promoting of job clubs etc. The website of the Federation Employment Institute has logos/links of private employment agencies, which facilitates unemployed persons' search for vacancies.

The Decree on Private Agencies for Mediation provides that any legal person registered as a company may perform activities of mediation in employment as a private agency.

Private agency licences are issued and revoked by the Federation Ministry of Labour and Social Policy.

The licence is issued on the basis of the documentation that a company is required to submit under the Decree on Private Agencies for Mediation to the Federation Ministry for consideration, after which, if the company has fulfilled all requirements laid down in the Decree, the Ministry issues a Decision allowing the company to carry out activities of mediation in employment.

Further, the Decree governs cooperation between private agencies and public employment services. According to the Decree, a private agency is required to send all information on the mediation in employment of unemployed persons and their employment to the Cantonal Employment Service, within five days of recruitment of the persons in whose employment it mediated, so that the person can be struck off from the register of unemployed persons.

Private agencies will establish cooperation with the Employment Services in the following areas:

1. exchange of information, other than information that is considered confidential pursuant to Article 15 of the Law on Mediation in Employment and Social Security of Unemployed Persons;
2. joint projects and activities.

Cooperation among private agencies, the Federation Employment Institute and Employment Services is governed in detail by the Protocol on Cooperation. However, this Ministry has no information whether and to what extent the above-described cooperation is in place.

## **RS**

Free employment services are provided for in the Law on Mediation in Employment and Unemployment Rights ("RS Official Gazette" nos. 30/10, 102/12), which provides for mediation in employment, employment in public works, unemployment insurance, jobs and mode of funding of employment services, rights of unemployed persons and conditions for their exercise and other matters of importance for structured employment in the RS (the Law on Employment ("RS Official Gazette" nos. 54/05, 64/06) was repealed on the date of entry into force of this Law). The Law determines that, for mediation in employment and other activities for unemployed persons, a public employment service (bureaus) will be established and the provisions are:

## Holders of the function of employment mediation

Article 6. Public authorities, as well as organizational, professional and other activities in the field of employment in the RS under this Law shall be performed by the Institute.

Article 7 (1) The Institute is a public institution established in accordance with the law.

(2) The founder of the Institute is the Government.

(3) The Articles of Incorporation and the Rulebook on Internal Structure of the Institute govern in detail tasks of the Institute, the organization of work and other matters of importance to the work of the Institute.

Mediation services are free of charge for the unemployed. The Law bans private agencies engaged in the business of employment from charging the unemployed for their services.

In 2014, 32,671 persons were struck off from the records of the RS Employment Institute for the reason of employment and self-employment. This number increased by 3,811 persons or 13.2%, compared to 2013. The number of employees registered with the Institute who found job was 21% higher compared to the employment plan set forth in the 2014 Work Programme, which envisaged that 27,000 persons got job in 2014 through the intermediary function of the Institute and active policy measures.

Of the total number of struck off persons (32,671), the Employment Institute helped 26,936 people to find a job, the percentage being 80%. In 2014, employers filed 13,973 reports on the need for workers with the Institute.

A review of employment of persons who got a job while on records of the Employment Institute by level of education shows that, of the total number of employees, 65.6% of people have the third (11,130) and fourth (10,296) educational level, which groups are the most numerous in the register. 6,766 and 499 persons with the seventh and sixth level of education, respectively, got a job.

Observing the four-year period we can see a decrease in the number of employees of lower level of education, while the upward trend is higher in persons with secondary school and four-year university education (level six and seven). In the period from 2011 to 2014, the highest growth rate was in the recruitment of people with four-year university degree by about 7.0%, while the largest rate of decline was in the total number of recruited skilled workers by around 5.2%. These data suggests the growing demand from employers for persons with higher level of education.

### Employment of persons who got a job while on records of the Employment Institute by sector activities

Activity	2011		2012		2013		2014	
A	621	2.50%	800	2.80%	734	2.54%	1,089	3.33%
B	36	0.10%	35	0.10%	29	0.10%	11	0.03%
C	437	1.80%	384	1.40%	268	0.93%	507	1.55%
D	6,549	26.20%	6,485	22.90%	6,891	23.88%	7,091	21.70%
E	266	1.10%	552	1.90%	420	1.46%	700	2.14%
F	2,384	9.60%	2,575	9.10%	2,231	7.73%	2,620	8.02%
G	4,717	18.90%	4,683	16.50%	4,651	16.12%	5,407	16.55%
H	2,048	8.20%	2,348	8.30%	2,447	8.48%	2,382	7.29%

I	688	2.80%	711	2.50%	711	2.46%	881	2.70%
J	330	1.30%	411	1.40%	394	1.37%	358	1.10%
K	420	1.70%	543	1.90%	421	1.46%	693	2.12%
L	753	3.00%	1495	5.30%	1001	3.47%	1,157	3.54%
M	1,665	6.70%	1,937	6.80%	2,193	7.60%	2,434	7.45%
N	926	3.70%	1108	3.90%	787	2.73%	1143	3.50%
O	2,876	11.50%	3,999	14.10%	5324	18.45%	5,688	17.41%
P	1	0.00%	1	0.00%	1	0.00%	18	0.06%
Q	15	0.10%	12	0.00%	7	0.02%	10	0.03%
0	231	0.90%	289	1.00%	351	1.22%	482	1.48%
<b>TOTAL</b>	<b>24,963</b>	<b>100.00%</b>	<b>28,368</b>	<b>100.00%</b>	<b>28,860</b>	<b>100.00%</b>	<b>32,671</b>	<b>100.00%</b>
Workers needed	10,714		9,488		13,092		14,015	

**Source:** RS Employment Institute

Key:

A - Agriculture, hunting and forestry

B – Fishing

C - Mining and quarrying

D - Manufacturing

E - Electricity, gas and water supply

F - Construction

G - Trade

H – Food and beverage establishments

I - Transport, storage and communication

J - Financial intermediation

K - Real estate, renting and business activities

L Public administration and defence; mandatory social insurance

M - Education

N - Health and social work

O - Other public, community, social and personal services

P - Private households with employed persons

Q - Extra-territorial organizations and bodies

0 - Unknown

Observed over the four-year period, there were no significant changes in the total number of employed persons by sector activities. During the reporting period, the highest number of persons was employed in the manufacturing industry, then in public, community, social and personal service activities and in trade.

Reviewing the sectorial representation of employees in 2014, it can be said that 85.51% of the total number of the employed is in the real economy such as manufacturing industry: 7,091 persons or 21.7%, other community, social and personal services: 5,688 persons or 17.4%, trade: 5,407 persons or 16.6%, construction: 2,620 persons or 8.0%, food and beverage establishments: 2,382 persons or 7.3%, agriculture, hunting and forestry: 1,089 persons or 3.3%, transport, storage and communications: 881 persons or 2.7%, gas, electricity and water supply: 700 persons or 2.1%, real estate, renting and business activities: 693 persons or 2.1%, mining: 507 persons or 1.6% and financial intermediation: 358 persons or 1.1%. The remaining 14.49% are employed by employers who are financed from the budget: in education: 2,434 persons or 7.5%, public administration and defence, compulsory social-insurance: 1,157 persons or 3.5%, health care and social protection: 1,143 persons or 3.5%.

According to the ECSR's 2012 Conclusions, we are giving the following answer with regard to this provision. In the reporting period, important efforts were made to implement the employment policy. The Employment Institute's mediation and implementation of active employment measures in the reporting period facilitated the following employment: 2011- 24,966 persons; 2012- 28,368 persons; 2013- 28,860 persons and 2014 – 32,671 persons, totalling to 114,865

persons. Of these, 12,229 persons were employed in the reporting period through projects funded by the Government amounting to BAM 47,598,338.72.

According to the ECSR's 2012 Conclusions, we are giving the following answer with regard to this provision: the Steering Committee, which directs the RS public employment service, consists of representatives of the RS Trade Union Alliance and the Employers' Union of RS, which are representatives of workers and employers in the RS, respectively.

**BD**

Article 6 of the Law on Employment provides: "The activities of employment, professional, organizational and other activities in the field of employment prescribed by this Law shall be performed by the Institute.

The Institute shall perform activities in the field of employment prescribed by this Law free of charge for persons seeking employment and employers, unless otherwise provided by law.

Activities in the field of employment may be performed by employment agencies (hereinafter: Agency)."

Although the Law on Employment provides that activities in the field of employment may be performed by the Institute and agencies, there are no agencies that perform these activities in BD. In BD, the number of employees in the reporting period had a trend of slow growth until 2010. Since 2011, the number of employees has been stagnant or declining a bit in 2013. Most of people are employed in trade, food and beverage establishments, agriculture and food industry.

In the reporting period, important efforts were made to implement the employment policy. The implementation of active employment measures in the reporting period facilitated the following employment: 2011- 165 persons; 2012- 519 persons; 2013- 314 persons and 2014 - 124 persons, totalling to 1,122 persons.

The Steering Committee of the BD Employment Institute consists of representatives of trade union of Brcko District and employers' associations, which are representatives of workers and employers in Brcko District, respectively.

#### **Article 1, para. 4 - Vocational guidance, training and rehabilitation**

**BiH**

Article 53 of the Law on Labour in the Institutions of BiH ("Official Gazette", Nos. 26/04, 7/05, 48/05, 60/10, 32/13) (hereinafter: the Labour Law) provides that , in accordance with the needs of employment, an employer may provide an employee with education, training and in-service training. Further, in accordance with his abilities and the needs of employment, an employee is obliged to undergo education, training, and in-service training in a way the employer deems appropriate for the employee to be able to perform jobs in a satisfactory manner, but also, when introducing changes or new methods or organization of work, the employer is obliged to provide to the employee education, training and in-service training which the employer shall deem necessary for the employee's performance of tasks in a satisfactory manner.

The terms and method of education, training and in-service training, duration, compensation and responsibilities of employees shall be regulated by an employer's by-law.

Pursuant to Article 50 of the Labour Law the employee is entitled to compensation for the costs of in-service training and training in the particular job standards.

As for the compensation, it is regulated by the Law on Salaries and Allowances in the Institutions of BiH and delegated legislation.

Further, in relation to an employee who has sustained an injury at work or occupational disease, the Law on Labour in the Institutions of BiH, more precisely Article 46, provides that there shall be additional and comprehensive evaluation of the capabilities of an employee who has suffered a work-related injury or occupational disease, in terms of appropriate forms of education, training and development programme, which would enable the employee to regain his/her working capabilities.

The Labour Law regulates work of people employed for the first time in the field in which they have received their education, with the purpose of professional training or independent work, i.e. work of trainees.

We note that Article 55 of the Law provides that an employer may, if the State exam or work experience is prescribed in the law or the book of rules on employment or other book of rules as a condition for working in a particular profession, the employer may engage a person with necessary formal education on a voluntary basis without employing them.

The Law on Civil Service in the Institutions of BiH ("Official Gazette" Nos. 19/02, 35/03, 4/04, 17/04, 26/04, 37/04, 48/05, 2/06, 32 / 07, 43/09, 8/10, 40/12) (hereinafter: the Law on Civil Service) provides for the right of civil servants to be encouraged and supported in advancing career and professional development through training and other means.

Article 49 regulates the professional education and training of civil servants in the way that civil servants shall have the duty to make permanent efforts with regard to their in-service and further training as well as study and research and that civil servants shall be entitled and obligated to participate in training and educational activities/seminars. A decision regarding the participation of civil servants in seminars and other forms of training shall be made by his supervising civil servant or a person designated under the by-laws taking into account at the same time that the equal representation of all civil servants has to be accomplished.

The final decision on participation of civil servants in seminars and other forms of training organized by the Civil Service Agency is made by the Civil Service Agency of BiH upon prior opinion of the institution. Planning, conditions, manner and procedure of determining the participation of civil servants in seminars and other forms of training are organized by the Civil Service Agency of BiH, which was established by this law.

#### Continuing professional training

In addition to the Framework Law on Vocational Education and Training ("BiH Official Gazette" No. 63/08), which provides *inter alia* for opportunities for professional development and training of adults, the BiH Ministry of Civil Affairs together with the competent authorities initiated the drafting of two documents "Standards and Principles of Adult Education of BiH" ("BiH Official Gazette" No. 39/14) and "The 2014-2020 Strategic Development Platform of



Adult Education in the Context of Lifelong Learning in BiH" ("BiH Official Gazette" No. 96/14), which the Council of Ministers adopted in 2014. The adopted documents are the framework for educational authorities that do not have their own laws in the field of adult education / lifelong learning to draft and pass them. Until now, three cantons have adopted their own laws on adult education. RS adopted the Law on Adult Education in 2009 and founded the Institute for Adult Education in 2010.

The Strategic Directions of Education Development of BiH (2008-2015) is a document that provides guidance for all levels of education. So far, the implementation of this document has made a progress in the development of qualifications framework, which is an instrument for the recognition and validation of qualifications in BiH and beyond, then in the field of vocational education (occupational standards, modular curricula, the nomenclature of occupations, teacher training). As already mentioned, adult education is governed in the two new documents. In addition to the areas above, special attention is devoted to entrepreneurial learning because the sense of entrepreneurship is a key competence identified to be significant in terms of self-employment, the development of small businesses and SMEs (Small and Medium Enterprises), which is a prerequisite for growth, employment and competitiveness. To this end, the 2012-2015 Strategy of Entrepreneurial Learning in Education Systems of BiH with Action Plan, which envisages the inclusion of entrepreneurial learning as a key competence both in curricula of formal education and training programs in lifelong learning, was adopted.

As for the training programs and training are concerned, the German Society for International Cooperation (GIZ) has created a web portal, which is a kind of register of suppliers of adult education in BiH ([www.obuke.ba](http://www.obuke.ba)). Secondary vocational schools are still dominant in providing training and retraining. In addition to training in foreign languages and IT, there are also courses of training for other professions, depending on the local labour market demand (tailors for car seat covers; CNC technicians in metal and wood industry, welders, roofers and others).

If a company organizes training in order to satisfy its needs for scarce skills, costs are covered by the company. On the basis of the Principles and Standards for Adult Education in BiH, there is a possibility of recognizing the certificates issued by companies by the appropriate certification authorities that the competent authorities should establish.

#### Guidance and training of persons with disabilities

The Law on Vocational Education (Article 8, paragraph (7), which defines the development and content of curricula) governs education of children with special needs under adjusted programs of vocational secondary schools adopted by relevant educational authorities. According to the information provided by educational competent authorities in the 2014 Fact Sheet on the Implementation of the Framework Law on Vocational Education and Training of BiH, which the Ministry of Civil Affairs prepares every year, children with special needs are educated in three-year vocational schools for the following professions: kitchen assistant, pastry chef, tailor etc. The competent educational authorities believe that this area has to be further improved. There is a lack of adequate training of teachers in inclusion.

#### The right to vocational guidance

As stated in the 2012 Conclusions of the Committee, section (Article 9) (right to vocational guidance) the Development Strategy of Vocational Education and Training for the 2007-2013

period has already expired. In this regard, the Ministry of Civil Affairs initiated the preparation of information on the implementation of vocational education. The information with conclusions was adopted by the Council of Ministers in June 2015. One of the conclusions refers to the necessity of designing a new strategic document for vocational education, which the Ministry of Civil Affairs will initiate after consulting relevant education authorities, employment sector and social partners. When it comes to the implementation of the Strategy, the following can be summarized: the implementation of the Strategy achieved results in the passage of laws, occupational standards, nomenclature of occupations, modular curricula and other documents which promote a reform of vocational education in the spirit of EU standards. Its implementation is of great importance when one considers that the highest percentage of the working age population (48%) is with secondary education, which is a potential that needs to be utilized through lifelong learning, which will result in higher employment and greater social inclusion or poverty reduction. It is noted that there is still a mismatch between secondary vocational education with the labour market demand and the needs of society as a whole. Empowering people by developing their skills throughout life is one of the priorities of the EU 2020 Strategy and the SEE 2020 Strategy and strategic documents for education in BiH. All initiatives in education are in the spirit of smart, sustainable and inclusive growth. It is necessary to continue to build a flexible, adaptable and on-going professional education especially for marginalized and vulnerable groups.

Transfers of personnel of the Ministry of Defence and BiH Armed Forces resulted from the process of defence reform in BiH, which resulted in the passage of the Law on Defence of BiH and the Law on Service in the Armed Forces of BiH (December 2005) and the adoption of the Decision of the BiH Presidency on the size, structure and locations of the BiH AF (mid-2006). These reform laws and regulations dissolved Entity ministries of defence and Entity armed forces and established a single Ministry of Defence and Armed Forces of BiH.

The employees of the Entity ministries of defence and military personnel from the Entity ministries of defence and Entity armed forces who could not be taken over by the BiH Ministry of Defence and the Armed Forces at the time retired under favourable terms in accordance with the then Entity legislation, were transferred into Entity authorities or joined NATO Trust Fund I for BiH, the implementation of which lasted from June 2006 to 30 September 2009 (2,860 persons). After that, starting from 2010, the Ministry of Defence and Armed Forces of BiH faced the transition process and taking care of personnel that was needed due to the application of Article 101, Paragraph 1 of the Law on Service in the Armed Forces of BiH (transition and discharge from military service due to non-fulfilment of age and length of service requirements), so NATO Trust Fund II (NATO – Perspective Program for BiH), which was implemented in the period from 1 October to 31 December 2013, assisted and reintegrated into civilian life 2,634 discharged military personnel (1,693 people were assisted in agriculture, 891 people were assisted in businesses, 9 people were assisted in employment and 41 people were assisted in education).

During the implementation of NATO - Perspective Program for BiH, the BiH Ministry of Defence and the Armed Forces of BiH successfully completed the process of transition capacity building and training for independent performance in the future, so from the beginning of 2014 they have been implementing their own "Perspective" program of transition and taking care of discharged personnel.

To this end, a series of important activities were carried out and they were: updating and improvement of program by-laws in the area of transition and taking care of personnel

(Transition Policy, updated on 27 June 2013, "Perspective" Transition Program, updated on 29 September 2013, the Rulebook on Transition, updated on 10 October 2013 and the Operational Guidelines for Assisting Discharged Personnel with Transition Patterns, adopted on 16 December 2013), a high quality review of personnel in transition until 2024 was drafted and completed, appropriate transition capacities (Personnel Transition Department and four recruitment and transition centres in: Sarajevo, Banja Luka, Capljina and Tuzla) were established and trained and the BiH MoD funds for 2014 (66 persons in transition) and 2015 (90 persons in transition) were planned and appropriated for the transition.

In 2014, simultaneously with the implementation of the "Perspective" transition program and solutions for discharged personnel, the Ministry of Defence and Armed Forces, in cooperation with international partners, developed and implemented a two-year international "Prevention" project, with the aim of building the component of mental health and psycho-social assistance and its capacities in the MoD and BiH AF, especially of the staff deployed in peacekeeping missions or collective security missions.

Employees of the Entity ministries of defence and military personnel of the Entity ministries of defence and Entity armed forces, which then could not be absorbed by the Ministry of Defence and the Armed Forces of BiH were taken care of by retiring under favourable terms in accordance with the then Entity legislation, employing in Entity authorities or transferring through the first NATO Trust Fund (NATO Trust Fund I for BiH), the implementation of which lasted from June 2006 to 30 September 2009 (2,860 persons).

## FBiH

The Labour Law ("Official Gazette of BiH", No. 62/15) specifies and defines the duty of employees to undergo training, retraining and professional training only in case of change or introduction of new methods or organization of work. In other cases, in accordance with its needs, an employer may enable employee's training, retraining and professional training, in which case terms and conditions are stipulated in the collective agreement and the Rules of Employment of the employer. The type of training and the needs of the employer reflect in an obligation of the employer to pay the costs of organizing the training. These provisions were entirely taken over from the previous Labour Law ("Official Gazette of FBiH 43/99, 32/00, 29/03).

Article 6 of the Law on Employment of Foreigners provides that foreigners employed with domestic legal and natural persons have the same rights, obligations and responsibilities as employed nationals of the Federation in accordance with the legislation governing labour and employment, the collective agreement and the rulebook on labour relations, unless otherwise provided by international agreements..

In 2011, the Federation Employment Institute completed the implementation of the Programme of Training, Additional Training and Retraining initiated in 2010.

The program provided funds for the training of 2,194 persons, namely: IT training for 1,482 persons, training of 364 persons for employment with a specific employer and training of 348 persons to keep their current job.

In addition, the Project of Support of Networks for Social Security and Employment (SSNESP) was implemented with a view to supporting mediation in hiring, in the period from 2010 to 2014, of about 6,000 people who actively sought job and had lost the entitlement to receive cash

benefits or were people in need (people with disabilities, demobilized soldiers, people who were actively seeking job, registered with the employment services in the Federation and identified as vulnerable and hard-to-employ category etc.).

The project was funded by the Federation Employment Institute and from loans taken from the International Development Association (IDA) and implemented in cooperation with the Federation Ministry of Labour and Social Policy - Unit for the Implementation of Socio-Economic Support, Training and Redeployment Projects (PIU SESER).

A larger number of users than the targeted number in objectives of the project were supported, so 7,146 persons were included, of which 4,033 people were employed, 1,639 people were self-employed, while 1,474 people attended the appropriate training (34% in skill training, 12% received additional training, 25% received retraining, 28% received professional education and training).

In 2012, the Federation Institute implemented a number of training programs with the USAID and SIDA-funded FIRMA project on the basis of the Partnership Agreement. They were:

- "Vocational training and recruitment of turners and CNC operators" - 40 people
- "Vocational training and recruitment of upholsterers" - 600 persons
- "Vocational training and recruitment of blacksmiths, CNC operators and mechatronics" - 100 people.

Upon completion of training all the persons were employed.

In 2013, in cooperation with national and international partners, the Federation Employment Service was involved in the „Establishment of the Centre for Adult Education and Vocational Training and Employment of CNC operators, turners and metal cutters".

Then, "Training and recruitment of cobblers" project was implemented for 80 persons who got a job with employers manufacturing footwear upon completion of training.

Further, the program of training of 55 unemployed people in operating a volumetric apparatus and a presser was implemented and they got jobs after the training.

"Training and employment of chemical technicians / galvanizers" project was implemented for 20 unemployed persons who were employed after completing training.

In 2014 the implementation of the Programme of Preparation for Employment through Training, Retraining and Professional Development started. The goal of the Programme of Preparation for Employment through Training, Retraining and Professional Development was to provide preparation for employment in a particular business setting and give jobs to at least 70% of people who successfully completed the training. This program was focused on the unemployed who did not have the necessary knowledge and skills, especially when it comes to new methods and technologies of work in industries (metal processing, wood processing, textile, tourism and hospitality, manufacturing industry in the broadest sense), but also in the medical sector, construction, food sector and the like. Training, retraining and professional development for specific employers, but also for the open labour market, encourages solving of the issue of workforce of adaptation and meeting the real demand of labour market. Further, this program promotes the importance of lifelong learning and investment in new knowledge and skills both

among the workers and the employers. This program received applications for co-funding of training for 1,618 persons/ employment of 1,312 people.

Further, the following projects were implemented:

- "Vocational training and employment of tailors and sewists" for 120 people
- "Vocational training in sewing and equalizing the leather and in assembling requiring specific skills in the production of hand brakes for the automotive industry and employment of the trained people" for 90 people
- "Training and recruitment of people who use MIG, MAG, TIG, CO2 welding processes" for 10 people
- "Reducing the imbalance between supply of and demand for labour and improving competences, competitiveness and employment of the labour force in Gorazde" - for 200 unemployed people to become plastics process workers.
- "Training and recruitment of tailors, people who sew textile, mechanics, warehouse workers" - for 180 people
- "Training and recruitment of welders and CNC operators" for 30 people
- "Training and employment of makers and installers of PVC and aluminium doors and windows" for 30 people
- "School for professional development of nannies for better competitiveness in the labour market" for 20 people
- "Training and recruitment of chemical engineers and coil coaters" for 60 people.

On the basis of the Programme of Preparation for Employment through Training, Retraining and Professional Development, when an employer applied for the program and when the training is organized at the workplace, the Federation Employment Agency provides funding for transportation costs, food, taxes, insurance of the unemployed persons and part of the costs of training (the trainer, supplies) for up to 3 months.

On the proposal of the Federation Ministry of Education and Science, at the 111th session held on 24 April 2014, the FBiH Government agreed on the Draft Law on the Principles of Adult Education of FBiH. The Draft Law on the Principles of Adult Education of FBiH was passed by the FBiH House of Representatives at its 31st regular session held on 8 July 2014. The text of this bill was drafted by an interagency working group, the process being led and the meetings of the Working Group being moderated by the Federation Ministry of Education and Science. The rules and regulations for the implementation of this Law should be enacted by the competent cantonal ministries of education by drafting their own laws on adult education or bringing the existing laws in line with its provisions, as well as by the adoption of bylaws.

Another activity of the Federation Ministry of Education and Science taken in 2014 in the framework of implementation of these measures was the implementation of "In Support of Programs for Adults to Complete Primary School with a Focus on Women" Program. A public invitation was published for the program, two applications were selected and two schools that implement programs of subsequent acquisition of basic adult education with a focus on the female population were supported.

In addition to these activities, it is necessary to emphasize that the following Cantons have enacted laws on adult education:

Una-Sana Canton

In 2013 the Adult Education Law was passed and all by-laws relating to adult education were enacted. The line ministry established a registry of institutions dealing with adult education, in

which institutions implementing programs for adult education and training that met the legal requirements for performing this activity were entered. Some of the teachers were trained in designing and implementing curricula for adult education. The first private institutions for adult education was founded and entered in the register.

#### Zenica-Doboj Canton

The Adult Education Law was passed at the 60th session of the Assembly of Zenica-Doboj Canton held on 13 August 2014, thus creating the prerequisites for the development and implementation of adult education and training programs in the Zenica-Doboj Canton.

Sarajevo Canton, Bosnia-Drina Canton and Tuzla Canton produced a draft law on adult education and sent them to the parliament for deliberation.

Programs of training, retraining and professional training in most cantons are implemented in secondary schools, organized by the employment services or within international projects being implemented in cooperation with cantonal ministries of education and the cantonal employment services.

In 2014, the Federation Ministry of Education and Science worked in an interministerial working group and developed "The 2015 – 2020 Strategic Directions for the Development of Career Orientation in the FBiH", which was carried by the Government at the 143rd meeting held on 10 December 2014. This document defines the following as one of the objectives: Provide (career) monitoring and counselling for vulnerable and at risk groups. These groups include people with disabilities and the achievement of this objective should contribute to provision of advisory services and monitoring in choosing a school or college / career and monitoring in working life to enable easier employment and job retention / managing one's career and professional development.

#### RS

The RS Constitution guarantees that everyone has the right to education under equal conditions. This constitutional safeguard permeates all laws governing education in the RS. There is no law in this area in RS to contain discriminatory provisions.

In 2010 the RS National Assembly adopted the 2010 - 2014 Strategy for Education Development (hereinafter: the Strategy). The starting point of the strategy is the concept of lifelong education, that is, the concept of "learning society". The Strategy implementation was a series of strategic projects that should respond in the planned period from 2010 to 2014 with objectives set and values of the education system of RS.

The Law on Primary Education (Official Gazette of RS. 74/08, 71/09, 104/11,33/14) provides that 'Every child has equal access to and equal opportunities in primary education and education without discrimination on any grounds.', and that 'foreign nationals and stateless persons are entitled to education in accordance with the conventions and agreements BiH concluded with other countries or international organizations.' In primary education, teachers and other school staff may not be discriminated against on the grounds of race, sex, language, religion, political or other opinion, national or social origin on the basis of disability or on any other grounds. "In primary education, religious freedom, tolerance and culture of dialogue will be protected".

The Law on Secondary Education (Official Gazette of RS 74/08, 106/09, 104/11, 33/14) provides that "Foreign nationals and stateless persons have the right to acquire education in accordance with the law and applicable regulations, as well as conventions and agreements BiH concluded with other countries or international organizations." and that "in secondary education, children shall not be discriminated against in access to education on the grounds of race, colour, sex, language, religion, political or other opinion, national or social origin, disability or on any other grounds. "

#### Measures taken to apply the legal framework

As regards the enrolment policy in secondary schools, the following activities were carried out – The primary measure to address the issue of unemployment is the enrolment policy, which is aimed at reducing the rate of total unemployment in the RS. Since 2007 the Ministry of Education and Culture of the Republika Srpska has been carrying out a survey among ninth grade students of primary schools of the Republika Srpska in order to have an insight in wishes and plans of students concerning enrollment in secondary schools. For the purpose of better informing students about professions and occupations they can be taught for in secondary schools, the "Guide to Occupation" as a reference to assist students in choosing professions and in career orientation. In this regard, the Minister of Education and Culture appointed the Enrollment Policy-Making Commission for Students of the First Grade of Secondary School for a period of four years. Also representatives of the social partners relevant to planning and enrollment policy-making are appointed on the Commission. Enrollment in secondary school is regulated in Articles 43 to 55 of the Law on Secondary Education in RS. Article 44 provides, *inter alia*, "that the school board shall propose to the founder a draft plan of enrollment for the next school year no later than 28 February. In drafting the plan enrollment, the school board shall take into consideration an opinion of the social partners. In the name of the founder, the Minister shall adopt a plan on enrollment in public schools for the next school year by 31 March. The founder of a private school shall submit a plan of student enrollment to the Ministry for approval by 31 March."

In school year 2010/2011, in the Republika Srpska there were 92 secondary schools and they were: 88 secondary schools founded by the Government of RS and 4 private secondary school. 13,903 students completed the ninth grade of primary school in 2010/2011. Of that number, 9,889 students filled in the questionnaire and the poll was conducted among 43 employers in the Republika Srpska 79% employers of the total number of surveyed employers expressed readiness to take trainees.

Since 2011, within the "Choose School – Choose Your Future" programme The Shortage Occupations Fair has been organized with an the aim to present labor market demand to students of the ninth grade of primary school help them in choosing occupation. Thus, on 11 May 2011 scarce occupations were presented and they are: baker, florist, construction technician, locksmith and industrial designer. Schools and employers set up stands in the hall where the students could see how practical work in school looked like, which materials were used in practical work, which skills were needed to perform certain tasks and the final products of particular occupations. The students and teachers of vocational courses, as well as employers answered questions about schooling and employment. The Shortage Occupation Fair has been organized in cooperation with the Ministry of Education and Culture with the support of Swiss Labor Assistance.

When planning student enrolment for school year 2014/15, the Ministry received official information on the number of the unemployed persons registered in the Employment Institute of RS, for all profession, level of education and the number of persons who got job in the

previous year by occupation and local government. This approach to enrolment planning sought to align educational and physical capacities of schools and expressed interests of students with the labour market needs at the local community level. In order to raise the quality of education, the Commission aligned the enrolment policy with needs of higher education institutions so that they can continue their educational work.

The difficulties that occurred in connection with the alignment of education and the labour market was that students showed no interest in professions for which there was demonstrated need and willingness of employers to provide scholarships. There are professions that students are not interested in at all. In previous years, there was no interest in occupations in the field of geology, mining and metallurgy and in this school year, 24 students to make one class were enrolled for occupation of a mining technician. Thus, there is an evident issue of disproportionality between desires of students and needs in the labour market that can be eliminated with an interdisciplinary approach, because it is a pervasive issue that touches all segments of society, whose solving requires long term engagement because only such an approach can make a high quality enrolment policy.

The Rulebook on the Plan of Enrolment of Students in the First Year of Secondary School ("RS Official Gazette" 37/14, 40/14) determines the number of students, classes and classes of courses in grammar schools, professions and occupations in secondary vocational and technical schools and special schools as well as occupations in religious schools and departments in art schools in the academic year 2014/15.

Guidelines according to which the Ministry prepared the enrolment policy are:

- Establishment of cooperation with the business community and employers in the local community in order for the enrolment policy to respond to the needs of labour market,
- Reviewing the situation of the unemployed registered at the Employment Institute of the Republika Srpska, in order to obtain precise information about the actual number of unemployed persons by professions and occupations for the purpose of making the enrolment policy,
- Work on vocational guidance of primary school students,
- Organizing meetings of students in primary and secondary schools in the form of "days of vocational guidance " or "open door days"
- Creation of conditions for the organization of practical training in companies,
- Continuing work on the development of curricula for the occupations needed in the labour market, as well as modernization of existing curricula and guidance of schools and local communities to make realistic proposals for enrolment plan,
- The Minister cooperated with all social partners and used good practices of the neighbours while making the enrolment policy. The enrolment policy of public and private higher education institutions is followed continuously.

Every year the RS Government decides on the number of students who will enrol in the first year of 1st, 2nd and 3rd cycle of studies. For privately-owned higher education institutions, the Ministry issues individual decisions for each higher education institution every year. When making the enrolment policy, the Ministry takes into account the objectives of the 2010 – 2014 Education Development Strategy, statistics in possession of the Employment Institute, data on the number of students in certain programs of study, data on the number of students completing four-year secondary school, data of the Chamber of Commerce on the needs of employers for staff with a university degree, data on the age structure of teachers in schools, information on unverified teaching staff. Since academic year 2008/09, in connection with the



strategic objectives to increase the number of students in natural science and engineering sciences and to make an enrolment policy in line with labour market demand, the Government of Republika Srpska has been identifying occupations/study programs in demand and encouraging students to enrol. The following shortage occupations were identified in the period between academic year 2008/09 and 2011/12: teachers of mathematics, physics and computer science, mechanical engineer, electrical engineer and engineer of geodesy. As of academic year 2011/12 the Government of RS identified mathematics and physics study programs to be programs that produce shortage occupations in the labour market. In this connection the Government of RS tasked the Ministry to provide financial assistance to students who enrol in these studies. The Ministry set specific requirements that students must meet to obtain the financial assistance. However, an analysis shows that the planned number of students in these study programs has not been achieved. At the same time, the number of enrolled students in other study programs was the planned number. In addition, the analysis reveals that the overall measures of the RS Government targeting students who study for shortage occupations have not resulted in a significant increase in the enrolment rate as planned or a significant reduction in the difference in the graduation rate compared to other study programs, particularly to social sciences.

#### Education of children with special needs

In the RS, children with special needs are included in primary school in regular classes (inclusion) and teachers work with these students according to specific, individually tailored programs. In the RS, there are four centres for education of children with disabilities to which, based on the degree of disability officially established, mainly children with severe to profound disabilities, who need daily care and rehabilitation besides professional and educational services.

In accordance with available interested special education teachers, the Ministry, in cooperation with the Republic Pedagogical Institute, implements the "Mobile Teams to support inclusive education of children with psychophysical developmental disabilities in mainstream primary and secondary schools" Project. In primary schools, special education teachers support students with psychophysical developmental problems and teachers who work with them. Given the number of students with physical development problems constantly increases, there is a growing number of schools that have a need for support of the Mobile Team. Due to insufficient financial resources, which is reflected in the lack of interest of special education teachers working in the mobile team and the lack of teachers, the Ministry is not able to include all schools in the project (special education teachers are paid BAM 10,00 per hour - five hours a week + transport costs in the amount of daily public transport ticket per day when the Mobile Team member come to school). In school year 2013/2014, 40 members of the Mobile Team provided support to students and teachers in this project in 49 primary schools and in school year 2014/2015, 34 members of the Mobile Team provided assistance in 44 primary schools..

The Ministry approves hiring of assistants who provide assistance to children with severe physical and mental disabilities. The assistants provide assistance to students during school classes. They work part-time with a pay grade of employees with secondary education. In primary schools, we had 13, 21, 37 and 57 assistants in school year 2011/2012, 2012/2013, 2013/2014 and 2014/2015, respectively.

"The Inclusive Education in the Republika Srpska" Project was implemented to cover 23 and 26 primary schools in 2013 and 2012, respectively. Using the methodology of Index for Inclusion, which aims to reduce and eliminate barriers to learning, we implemented 29 projects.

A round table titled "Inclusive Education in RS - the Situation and Prospects" was held in Banja Luka in August 2012.

The secondary school students of RS are educated in mainstream schools and special educational institutions.

Chapter V of the Law on Primary Education (Official Gazette of RS 74/08, 71/09, 104/11, 33/14) governs education of students with psychophysical disabilities in special classes and special schools. It provides *inter alia* that 'children with psychophysical disabilities acquire primary education in mainstream schools and are taught according to their curricula adjusted to their individual needs, in accordance with Article 19 of this Law. The Minister shall enact the curriculum of primary education for pupils with mild and modest psychological disabilities, for blind and visually impaired students and students with impaired hearing.

The Law on Secondary Education (Official Gazette of RS 74/08, 106/09, 104/11, 33/14) provides that 'children with special educational needs have the right to secondary education'. Education of children and young people with special educational needs is an integral part of a unified educational system and that education of students with special educational needs takes place in mainstream schools or special schools. The Minister enacts curricula for students with special needs for each type and degree of disability.

The basic concept of the curricula for students with difficulties in physical and mental development is based on a modular approach to the development of curricula, which ensures the complementarity of the programmes with the programs of mainstream vocational schools. which enables schooling of children with special needs in mainstream schools and existing specialized institutions in the Republika Srpska. This allows mobility between the two modes of education. The basis of these curricula are modules giving enough opportunities for the acquisition of knowledge, skills, aptness and attitudes by students with special educational needs and thus provide a good basis for further education or employment in the open economy, sheltered workshops and other institutions.

The following special curricula have been enacted for students with special needs in primary schools:

- for the blind and visually impaired students
- for students with impaired hearing
- for mildly retarded students
- for moderately retarded students.

Number of students with special needs who are included in mainstream classes

	Total	Female
2010/2011	1,284	528
2011/2012	1,198	478
2012/2013	1,095	471
2013/2014	1,057	435
2014/2015	1,290	508

**Source:** Annual School Activity Plan in RS

Secondary vocational schools have special curricula developed for students with special needs in some professions and occupations:

- mildly retarded pupils
- students with impaired hearing
- visually impaired students.

Curriculum for students with impaired hearing:

<i>Industry/trade</i>	<i>Occupation</i>
Geodesy and civil engineering	Brick layer - painter
Textile and leather processing	Tailor Cobbler Haberdasher
Chemistry, non- metal and printing industries	Chemical operator
Agriculture and food processing	Baker
Other activities	Hairdresser

Curriculum for students with impaired sight:

<i>Industry/trade</i>	<i>Occupation</i>
Textile and leather processing	Tailor
Agriculture and food processing	Florist - Gardener
Economics, law, trade	Business and legal technician
Health	physiotherapy technician

**Source:** Annual School Activity Plan in RS

Number of students with special needs who are included in mainstream classes

	Total	Female
2010/2011	290	114
2011/2012	483	182
2012/2013	497	164
2013/2014	403	192
2014/2015	376	133

**Source:** Annual School Activity Plan in RS

Twelve children with visual impairment and 9 children with hearing impairments enrolled in school year 2014/2015.

RS adopted the 2012-2015 Strategy for Promoting Social Status of Persons with Disabilities in the RS. The following objectives were set:

- Bringing in line existing laws and regulations in education with the principles of international documents dealing with disability
- Improving the work in mainstream schools / kindergartens to follow inclusive principles and the establishment of resource centres and service providers support the mainstream educational system, all based on the principle of promoting the student's abilities and potentials and continuous monitoring of achievements throughout the schooling

- Provide financial support to educational institutions in order to achieve high-quality and affordable education and upbringing of children and students with special needs and developmental problems
- Continuous monitoring and support for the child / student from birth to school age and beyond, and linking and networking of various institutions, resource centres (health, education) at the local level through service providers
- Improving the work of teachers / educators, professional associates and others who work with children / pupils with disabilities and special needs
- Provide better physical access to educational and other institutions and adequate equipment in accordance with standards and modern trends
- Better availability of textbooks and accompanying literature with more concrete and simpler content, richly illustrated textbooks, textbooks better adapted to children and students with different disabilities and developmental problems
- Activating the media in order to develop positive attitudes towards education of children / students with disabilities
- Improvement of studies for university students with disabilities

## Adult education

Adult education in RS is carried out in accordance with the Law on Adult Education (Official Gazette of RS 59/09, 1/12). Adult education is part of a unified education system of RS, which provides education, professional development and training of adults.

Adult education can be: formal, non-formal and informal. Formal adult education is an educational process carried out in educational institutions of primary and secondary education tailored to the needs and abilities of adults. Non-formal adult education is an organized process of learning and education focused on training, specialization and complementing of knowledge, skills and abilities following portions of formal educational programs (modules) and special programs for the acquisition of knowledge, skills and abilities, which can be organized in educational institutions and specialized organizations that meet requirements under the program they follow. Informal learning implies self-education, professional development and acquisition of knowledge and skills outside educational institutions and specialized organizations of adult education.

Adult education is based on the following principles:

- a) lifelong learning,
- b) cost-effective use of educational opportunities, proximity and accessibility of education to all on equal terms, in accordance with their abilities,
- c) freedom and autonomy in the choice of style, content, form and methods of education,
- d) respect for diversity and inclusion of people with special needs,
- e) professional and moral responsibility of anagogical staff,
- f) guarantees for high quality of the educational offer
- g) respect for the personality and dignity of each participant in adult education

Adult education aims to:

- a) acquire at least primary education,
- b) train for employment of adults who have no formal education,
- c) facilitate further education and training /providing the opportunity of further training, retraining and continuous professional development throughout their working lives and d) facilitating education and acquisition of knowledge and skills that correspond to individual abilities, affinities and age of individuals.

General interest in adult education is defined in the Plan of Adult Education adopted by the RS Government for a period of one year at the recommendation of the Institute of Adult Education. In the preparation of the Plan for Education, the Department is required to obtain an opinion of the Employment Institute, the Chamber of Commerce of RS, the Association of Employers, organs of local self-government and relevant ministries.

The Education Plan:

- a) determines the priority areas of adult education,
- b) defines the infrastructure necessary for carrying out activities in adult education,
- c) regulates the allocation of educational programs to local governments taking into account the cost-effective use of existing educational facilities, the number of student, developmental characteristics of the particular area, ensuring equal conditions for acquiring knowledge and for adult training and access to education,
- d) determines the approximate amount of funds needed for its implementation,
- e) determines which ministries are competent for the implementation of the Education Plan and
- f) determines programs for and time schedules of the Plan implementation.

Primary and secondary schools, which are registered for adult education and specialized in adult education, and organizations such as workers' universities, training centres, language schools, driving schools and other legal persons fulfilling the conditions stipulated in the individual program for adult education may engage in adult education as everyday activity or activity accompanying everyday activity.

Formal adult education programs can be implemented by education providers that are licenced to perform a specific programme.

Adult education programs shall determine:

- a) the name of the program,
- b) content of courses,
- c) method of teaching,
- d) the duration of the program and examination,
- d) the staff, didactic conditions and space for teaching and professional qualification or occupation, knowledge and skills acquired when completing the program,
- f) terms of enrolment, progress and completion of the program and
- g) the method of evaluation of students' performance.

The formal programs of adult education include:

- a) elementary adult education,
- b) programs for acquiring secondary school qualifications,
- c) programs for the acquisition of first occupation,
- d) programs of retraining,
- e) programs of training and
- f) programs of professional development.

The retraining program includes the differences between occupational courses in the already acquired qualifications and occupational courses in the qualifications to be acquired when completing the retraining program.

The training program determines the minimum knowledge and skills necessary for a specific occupation.

The professional development program determines an extended scope of the special knowledge and skills in a particular area in relation to the current qualifications of candidates.

Non-formal programs include:

- a) programs to protect the environment and ecology,

- b) programs in foreign languages,
- c) training programs for computer work,
- d) entrepreneurship and management,
- e) programme of work in a profession,
- f) programs to get knowledge of science and technology,
- g) programs of creative and artistic expression and
- h) other knowledge, skills and abilities.

Educational programs or parts of programs of adult education designed with a view to introducing organizational changes, implementing modern technologies, meeting market demand for occupations and the like can be introduced and checked in pilot programs on the proposal of the school, the Association of Employers, Employment Institute or other stakeholders.

Adult education programs implemented through practical work can be implemented with employers and other education providers and are regulated in a contract.

To acquire elementary education and first occupation adults do not pay tuition fees.

When pursuing other forms of adult education and training, the education costs are borne by the students, their employers, the Employment Institute or other interested legal and natural persons.

The Institute for Adult Education, as an administrative organization within the Ministry of Education and Culture, monitors and improves adult education. The Institute keeps the Register of Providers.

Currently, there are 38 providers providing training for a total of 60 occupations. The number of students in the training is 1806 and 2943 students completed the training.

In addition to the regulations in the field of education, also labour and employment regulations provide and guarantee appropriate vocational training, additional training and rehabilitation. They are:

- Labour Law - consolidated text ("Official Gazette" No. 55/07)
- Law on Mediation in Employment and Unemployment Rights ("RS Official Gazette", No. 30/10 and 102/12)
- Law on Vocational Rehabilitation, Training and Employment of Disabled Persons- consolidated text (RS Official Gazette No. 37/12).

Articles 25- 27 of the Labour Law provides for additional training, professional education and professional development of employees at the expense of the employer. Article 21 of the Law on Mediation in Employment and Unemployment Rights provides for the right on vocational training and preparation for employment, which means the measures offering persons out of work separate programs to acquire the necessary knowledge to work in certain posts. This measure is provided free of charge by the Employment Institute.

Articles 6-10 of the Law on Professional Rehabilitation, Training and Employment of Disabled Persons establishes the right to professional rehabilitation of persons with disabilities, the manner and the procedure of granting that right, which is funded by the Fund for Vocational Rehabilitation or other competent Republic's authorities.

In accordance with the Law on Mediation in Employment and Unemployment Rights, the employment policy in RS is designed in planning and development documents of RS. These documents are: the Economic Policy of the Government of RS for each calendar year and the 2011- 2015 Employment Strategy of RS. All these documents set the goal of full employment in the RS.

All forms of discrimination are prohibited by the Labour Law, the Law on Mediation in Employment and Unemployment Rights and the Law on Vocational Rehabilitation, Training and Employment of Disabled Persons.

In labour and employment relations, the Constitution guarantees to all people the right to work and freedom of work, prohibits forced labour and determines that everyone is free to choose his vocation and occupation and has access to a job or office on an equal footing, that an employment may not be terminated contrary to the will of employee except in the manner and under conditions specified by law and collective agreements and that everyone shall have the right to remuneration in accordance with the law and collective agreements. Employees have the right to limited working hours, daily and weekly rest and paid annual leave and absences, in accordance with the law and collective agreements. Employees have the right to protection at work, while young people, women and disabled persons shall enjoy special protection.

## **BD**

Chapter III of the Labour Law is dedicated to the education, training and development. Article 18 of the Labour Law reads:

- (1) An employer may, in accordance with the needs of employment, provide education, training and in-service training.
- (2) An employee shall be required, in accordance with his abilities and the needs of employment, to get education, training, and in-service training in a way the employer deems appropriate for the employee to be able to perform jobs in a satisfactory manner.
- (3) When introducing changes or new methods or organization of work, the employer shall be required to provide to the employee education, training and in-service training which the employer shall deem necessary for the employee's performance of tasks in a satisfactory manner.
- (4) The terms and method of education, training, and in-service training, duration, financial support and responsibilities of employees shall be regulated by an employer's by-law.

The planned preparation for the labour market, delivered through non-formal education courses, operates toward training of unemployed persons with long-term unemployment, as a target group which is set up in a programming task of the Employment Institute in fiscal year 2011-2014. Training for acquiring new knowledge and skills is carried out in IT and bookkeeping to raise the overall competence in order to facilitate search for employment of this target group.

This course of training is a product of almost daily market demand by employers hiring unemployed people with IV to VII level of education.

Application feature		2011			
		Planned		Implemented	
		Number	Amount in BAM	Number	Amount in BAM
1		2	3	4	5
1.	IT training – ECDL package	110	63,000	57	34,800
2.	IT training – OFICCE package	20	6,400	17	6,332
3.	Bookkeeping training	25	11,160	23	8,568
<b>Total:</b>		<b>155</b>	<b>80,560</b>	<b>97</b>	<b>49,700</b>

*Source: BD Employment Institute*

#### 2012 preparation for the labour market

Application feature		2012			
		Planned		Implemented	
		Number	Amount in BAM	Number	Amount in BAM
1		2	3	4	5
1.	IT training – ECDL package	20	7,000	28	6,552
2.	Entrepreneurship training for start-up founders	20	6,000	22	5,968
3.	Bookkeeping training	40	15,000	12	3,540
<b>Total:</b>		<b>80</b>	<b>28,000</b>	<b>62</b>	<b>16,060</b>

*Source: BD Employment Institute*

#### 2013 preparation for the labour market

Application feature		2013			
		Planned		Implemented	
		Number	Amount in BAM	Number	Amount in BAM
1		2	3	4	5
1.	Entrepreneurship training	20	10,000	12	6,000
2.	IT training - office package, programming languages, graphic design, e-business	116	40,400	-	-
3.	Bookkeeping training	10	3,500	-	-
4.	English course	10	4,000	-	-
<b>Total:</b>		<b>12</b>	<b>50,400</b>	<b>12</b>	<b>6,000</b>

*Source: BD Employment Institute*

#### 2014 preparation for the labour market

Application feature		2014			
		Planned		Implemented	
		Number	Amount in BAM	Number	Amount in BAM



<b>1</b>		<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>
1.	IT training - office package, programming languages, graphic design, e-business	30	5,000	23	4,577
2.	Bookkeeping training	50	18,000	61	17,512
3.	English course	30	7,000	-	-
<b>T o t a l :</b>		<b>110</b>	<b>30,000</b>	<b>84</b>	<b>22,089</b>

*Source: BD Employment Institute*

## **ARTICLE 9 – The right to vocational guidance**

With a view to ensuring the effective exercise of the right to vocational guidance, the Parties undertake to provide or promote, as necessary, a service which will assist all persons, including the handicapped, to solve problems related to occupational choice and progress, with due regard to the individual's characteristics and their relation to occupational opportunity: this assistance should be available free of charge, both to young persons, including schoolchildren, and to adults.

### **BiH**

Vocational guidance and training of military personnel:

The Law on Service in the Armed Forces of BiH ("Official Gazette", No. 88/05, 53/07, 59/09, 74/10, 42/12) regulates the right and obligation to vocational guidance and training as follows: Article 140 - the right to education and training of active military personnel; Article 141 - scholarships for university students and students of secondary schools (military fellows) in order to fill in military posts or enrol cadets in military educational institutions.

In the reporting period (2011-2014), 13,363 employees and servicemen of the Ministry of Defence BiH and the Armed Forces of BiH attended various types of training in the country and abroad (courses, seminars, conferences, workshops, study tours, including military exercises abroad etc.) We note that this figure covers participants of different forms of training and includes employees and servicemen of the Ministry of Defence and the Armed Forces who were repeatedly assigned to various types of training.

A specific type of training of servicemen of the Armed Forces were courses of training in supporting civilians in disaster management and they were:

- Training in supporting civilians in fire fighting and
- Training in supporting civilians in flood relief.

### **FBiH**

The Paid Educational Leave Convention, 1974 (No. 140) is fully integrated in the Labour Laws of FBiH. Article 31 of the Labour Law regulates the issue of education, training and in-

service training. This article provides that the employer may, in accordance with the needs of employment, provide the employee with education, training and in-service training. An employee shall be required, in accordance with his abilities and the needs of employment, to get education, training and in-service training. The terms and method of education, training, and in-service training under paragraphs 1 and 2 of this article shall be regulated in a collective agreement or rulebook.

An earlier report described provisions of the Law on Mediation in Employment and Social Security of Unemployed Persons ("Official Gazette of BiH" no. 55/00, 41/01, 22/05, 9/08) and they have remained unchanged. Also strategic documents that are valid for this reporting period were listed and described in the previous report, except for the 2014 to 2017 Strategy for Strengthening the Mediation Function of the Public Employment Services of FBiH for the period. The Strategy's objectives are:

- quick and accurate exercise of rights arising from unemployment;
- effective integration of the unemployed into the labour market;
- capacities of employment services built in line with new working methods and reputation built up as an asset.

Appropriations for passive measures and the administration thereof, which prevents efficient implementation of employment mediation, is still present as one of the major problems faced by the public employment services of the FBiH.

In 2013 there were 541 employees in the cantonal employment services in the FBiH, of which 243 employees were in the administration (headquarters), while 298 of them worked in municipal offices. Available analyses show that only about 50% of the total employees in the cantonal employment services are employed in jobs dealing with the unemployed. Due to the large number of unemployed persons per employee in the offices (estimated 1,300 unemployed persons per employee), the employment services focus on enabling the exercise of unemployment rights without building necessary capacities for mediation in employment and provision of individual counselling services, which is actually supposed to be the primary function.

Representatives of the Federation Employment Institute participated in drafting the Strategic Directions of Career Orientation Development of the Federation, with the Federation Ministry of Education and Science being the lead agency. The document entitled "The 2015-2020 Strategic Directions of Career Orientation Development of the Federation" was produced in 2014 and the Federation Government adopted it at the 143 meeting held on 10 December 2014. The goal of the Strategic Directions of Career Orientation Development of the Federation was to establish guidelines for actions to improve and develop the activities of career guidance into an inter-connected and efficient system and the ultimate outcome of this process should be adequate support to each individual to successfully make decisions regarding choice of profession and manage development of his own career.

Public employment services in the Federation provide their services to schoolchildren, students, the unemployed, job seekers and employers.

In the previous four years, within the projects funded by international institutions: the Youth Employability and Retention Programme of Bosnia and Herzegovina (YERP) and the Youth Employment Programme (YEP), the cantonal employment services established ten (10)

Information, Counselling and Training Centres (ICTC/CISO) at the following locations: Sarajevo, Tuzla, Mostar, Zenica, Bihać, Goražde, Odžak, Livno, Široki Brijeg and Vitez and 13 job clubs to assist young job seekers in the following towns: Goražde, Tuzla, Kalesija, Živinice, Jajce, Novi Travnik, Travnik, Busovača, Fojnica, Bugojno, Cazin, Kakanj and Sarajevo. In 2014, twenty-one (21) persons performing duties in the CISO and clubs for job search.

<b>Number of organizational units of public employment services in charge of information, counselling and training</b>				
	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>
Municipal Offices	78	78	78	78
CISO	9	10	10	6
Job Clubs	1	7	8	13

The goal of CISOs and job clubs is to provide information, individual counselling and training for active job-seekers up to 30 years old and in special cases up to 35 years old in order to build competencies for employment. The difference between CISOs and job clubs is in the methodology and duration of workshops. The CISOs hold one-day and two-day workshops, while the job clubs have three-week activities. The tables below present data on the number of users of group information and workshops on active job search during the reporting period.

In the period from 2011 to 2014, the CISOs and job clubs provided 13,564 and 1,737 unemployed people with training for active job search, respectively. Further, in the reporting period, 44,060 unemployed persons attended sessions of group information about the rights and obligations arising from unemployment and 8,762 persons attended sessions of information about active job searching and counselling in municipal employment offices.

Every year, employment services carry out activities aimed at unemployed persons (in employment offices, Information, Counselling and Training Centres and job clubs).

Thus, for example, in 2014 in municipal employment offices in the FBiH, 9,758 unemployed persons attended sessions of group information about the rights and obligations arising from unemployment, while 3,063 people attended sessions of information about the techniques of active job seeking, writing resumes and cover letter, preparation for the labour market and interviews with employers. These activities are carried out in eight cantonal employment offices as in previous years.

An overview of the number of users of group information in municipal employment offices in the FBiH

No.	Canton	Group information – general (number of users)	Group information about active job searching (number of users)
1.	Una-Sana Canton	446	351
2.	Posavina Canton	n/a <sup>5</sup>	n/a

<sup>5</sup> The Employment Service of Posavina Canton failed to submit data.

3.	Tuzla Canton	1,251	280
4.	Zenica-Doboj Canton	2,012	1,784
5.	Bosnia-Drina Canton	23	20
6.	Middle Bosnia Canton	5,210	520
7.	Herzegovina-Neretva Canton	328	-
8.	Western Herzegovina Canton	0	0
9.	Sarajevo Canton <sup>6</sup>	488	108
10.	Canton 10	0	0
TOTAL		9,758	3,063

**Source:** FBiH Employment Institute

The Information, Counselling and Training Centres' information sessions were attended by 2,177 people, workshops for writing resumes and cover letter were attended by 962, workshops preparing for the interview with the employer were attended by 931, while 731 people used individual counselling and drafting of individual employment plan. The information about regular migrations was given to 1,966 people. 181 users of CISOs' services got a job.

#### The number of users of CISOs' services

No.	Canton (town)	Information session	Workshops for writing resumes and cover letter	Workshops for interview with employer	Individual counselling/ employment plan	Information about regular migrations	Recruited people
1.	Una-Sana Canton (Bihać)	260	225	225	73	258	37
2.	Posavina Canton (Odžak)	172	124	50	58	-	103
3.	Zenica-Doboj Canton (Zenica)	548	474	408	369	221	52
4.	Tuzla Canton (Tuzla)	353	116	116	104	353	157
5.	Middle Bosnia Canton (Vitez)	0	64	0	39	19	4
6.	Bosnia-Drina Canton (Goražde)	109	84	77	-	-	30
7.	Herzegovina-Neretva Canton (Mostar)	68	68	68	38	-	n/a
8.	Sarajevo Canton (Sarajevo)	890	887	401	221	890	115
9.	Western Herzegovina Canton (Grude)	n/a	n/a	n/a	n/a	n/a	n/a
10.	Canton 10 (Livno)	18	18	18	107	19	30
TOTAL		2,418	2,060	1,363	1,009	1,706	528

**Source:** FBiH Employment Institute

<sup>6</sup> The data are not complete, the Employment Service failed to submit data for all municipal employment offices.

Employment services carry out activities aimed at schoolchildren and education system.

The Federation Employment Institute, in cooperation with the cantonal employment services, established a system of regular vocational information in primary and secondary schools in the Federation in order to inform schoolchildren about the importance of choice of further education and labour market inclusion. In 2014, the activities of vocational information<sup>7</sup> included 288 primary schools with 10,984 students and 151 secondary schools with 10,192 students. In Zenica-Doboj Canton, the professional information included 9,596 students. Further, in some cantons, professional information was organized at universities.

When it comes to the implementation of specific programs of vocational guidance for people with disabilities, the public employment services did not carry out these activities in the reporting period. People with disabilities had access to regular programs and measures. The Federation Employment Institute annually appropriates 10% of funds planned for active employment policy for funding activities of the Fund for Vocational Rehabilitation and Employment of Persons with Disabilities.

Due to the inability to appropriate funds for refurbishing premises of the employment services, the cost of refurbishing were covered through international projects in the reporting period.

#### Users of career information

No.	Canton (town)	The total of primary schools covered	The total of students informed	The total of secondary schools covered	The total of students informed
1.	Una-Sana Canton (Bihać)	49	2,986	23	2,786
2.	Posavina Canton (Odžak)	n/a	n/a	n/a	n/a
3.	Zenica-Doboj Canton (Zenica)	66		35	
4.	Tuzla Canton (Tuzla)	6	618	5	516
5.	Middle Bosnia Canton (Vitez)	43	2,895	24	3,187
6.	Bosnia-Drina Canton (Goražde)	6	281	3	295
7.	Herzegovina-Neretva Canton (Mostar)	45	593	27	261
8.	Sarajevo Canton (Sarajevo)	61	3,433	26	2,933
9.	Canton 10 (Livno)	12	178	8	214
10.	Western Herzegovina Canton (Grude)	0	0	0	0
TOTAL		288	10,984	151	10,192

*Source: FBiH Employment Institute*

**RS**

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<sup>7</sup> The total does not include data for the West Herzegovina Canton, which does not carry out this activity. The Employment Service of Posavina Canton failed to submit data

The RS legislation provides that conditions and manner of education are closer governed by collective agreements and rulebooks of employment.

This matter is left to employers and workers to regulate it because in this way specific characteristics of certain branches of economy and enterprises and needs for education and training in accordance with the needs of employers can be appreciated more.

Adult education in RS is regulated by the Adult Education Law, whose implementation is in the initial stage where the necessary bodies are being set up and their programmes drafted. In accordance with Article 28 of the Law any learner who has a job is entitled to be absent from work for education and training, depending on the complexity and duration of the curriculum, in accordance with the law, collective agreements and employment by-laws.

In September 2011, organized by DVV International, in cooperation with the Adult Education Institute, the fourth seminar was held within the "Train the Trainers for Educational Work with Adults".

In September 2011, the "Connecting adult education with economic entities and labour market needs assessment" round table was held.

In September 2011, primary adult education started in two municipalities in RS. In accordance with the Adult Education Law, this type of education operates in six other municipalities in RS. Primary adult education is carried out according to the Adult Education Curriculum, which envisages that primary education programs for adults can be implemented through three triads of which the first triad lasts 18 working weeks, the second triad lasts 36 working weeks, while the third triad lasts 54 working weeks. This method of adult education implies the attendance of adult learners in classes and assessing their learning in classes and this form of organized primary education was the first of its kind since the enactment of the Adult Education Law. The learners do not pay a fee for education and the funds for their education are appropriated in the budget of the Republika Srpska.

In 2011, the Adult Education Institute published two vocational training programs: for winemakers and grape growers and for carers of elderly and disabled persons. Prior to this, based on the needs expressed by employers, it published programs for the following: sewists, fruit growers, beekeepers, as well as a training program for nurses working in radiotherapy.

In 2011, 34 education providers were given a licence to implement the program of adult education: 26 ones for secondary education and eight ones for primary adult education.

In June 2012, the third seminar titled "Certification of informally acquired competencies" was organized by the German Society for International Cooperation (GIZ).

In June 2012 the Plus Program organized a meeting with representatives of employers where they discussed modalities of active involvement of representatives of employers in development and functioning of the system of informal education in BiH.

In 2012, the following training programs were approved: for plumbers, chimney sweepers, concrete workers, construction machinery operators, carpenters, brick layers, painters, therapeutic riding coaches, stable boys, riding trainer, riding school instructor, diggers in the mine, bakers and people for making upper parts of shoes.

In 2013, within "The professional training of young people in the RS" project, the Adult Education Institute organized training for 72 learners who had the status of unemployed persons and came from marginalized groups, such as persons who were beneficiaries of the Social Welfare Centre and young people from rural areas (Bijeljina, Zvornik, Lopare, Ugljevik, Gradiska, Kozarska Dubica, Srbac and Laktaši). The learners attended e Adult Education Centre in Bijeljina attended the courses of training for construction machinery

operators, plumbers and painters attended in the Adult Education Centre in Bijeljina, while they attended the courses of training for bakers, painters and plumbers in the "Primus" School for Adult Education of Gradiska. Thanks to this project, a significant number of learners acquired qualifications for their first occupation by attending the training. As the largest portion of the programs was practical work performed with employers in the jobs for which the learners were being trained, they could acquire knowledge that met labour market demand.

The first phase of the 'Support to Adult Education' project funded by the German Federal Ministry for Economic Cooperation and Development and the Swiss Agency for Development and Cooperation was completed at the end of 2013. Within the project, the Adult Education Institute took part in the development of an instrument called the Competency Passport in a working line titled 'Certification of informally acquired education'. During the two-year period, there was an adjustment of informally acquired competences developed by the German Institute for Adult Education in 2002 under the name Profilpas. The instrument was linguistically, culturally and socio-economically adjusted to domestic environment and saw the light of day as the Competency Passport.

The Competency Passport is an instrument designed for the identification and validation of informal learning. There are various certificates of education and certificates of training to document and validate what is learned during training and professional development. However, knowledge and skills acquired through everyday tasks, hobbies and assignments within the family are not validated and are often ignored by those who own them. The Competency Passport allows individuals to systematically examine their lives, to remember the activities pursued and to identify, with the help of consultants, the knowledge and skills acquired by pursuing various activities.

The implementation of STARS - Strengthening Adult Education and Vocational Schools in BiH Project funded by the EU (IPA 2009) started in July 2013. This project deals with adult education and particularly with training of 21 teachers working in secondary technical and vocational schools (from 21 schools) and 11 unemployed pedagogues registered as unemployed, with the aim of strengthening the capacity of adult education in secondary technical and vocational schools and reducing unemployment. The ministries responsible for education and employment services were included in the project implementation (consultation, selection of candidates).

In 2014, among others, the following programs were developed for training of: metalworkers, upholsterers, painters and operators of CNC machines for woodworking. We believe that there is no need to repeat the same text on pages 53, 54, 55 and 56 when it comes to continuing training.

The Law on Mediation in Employment and Unemployment Rights regulates the possibility of professional training of unemployed persons.

Article 6 determines that (1) vocational rehabilitation and training include procedures and actions necessary for the training of disabled persons for the previous or corresponding new job in order to preserve his work and general ability.

Article 7 determines that (1) vocational rehabilitation and training are carried out under general and special conditions.

(2) Vocational rehabilitation and training under general conditions are considered rehabilitation and training is organized and carried out in the mainstream education system.

(3) Vocational rehabilitation and training under special conditions are performed in vocational rehabilitation institutions (hereinafter: Institution) according to custom-made or special programs if necessary due to the type and severity of disability or the outcome of the rehabilitation process.

Article 8 determines that (1) the duration of vocational rehabilitation and training depends on work ability and the complexity of its organization and performance. (2) Practical training for work in the course of vocational rehabilitation is organized by the Institution.

Article 9 determines that (1) vocational rehabilitation and training under Article 6 § 1 of the Law is provided for a disabled employee by the employer, while it is provided for the unemployed by the RS Employment Institute. (2) The entities referred to in paragraph 1 of this Article conclude a contract on vocational rehabilitation and training with the Institution. (3) The contract referred to in paragraph 2 of this Article contains:

- a) a description of measures and activities, i.e. a job description and individual operations,
- b) the manner of practical and theoretical performance of measures and activities,
- c) the duration of the contract,
- d) the necessary funds and
- e) other conditions for the implementation of certain measures and activities.

In order to implement the functions of vocational guidance, with a view to taking preventive actions in the labour market as well as to taking measures to align supply and demand, the Employment Institute established direct cooperation with the Ministry of Education and Culture, on the issues of defining and making an enrolment policy, in particular. These activities are primarily focused on career information of students in primary and secondary schools as well as university students. Further, professional assistance was given to other people who were thinking about choosing some form of education or employment. These activities were carried out within the CISOs and included information relevant to the choice of occupation as follows:

- what to know and what is especially important for the choice of future profession,
- active labour supply in the labour market in the RS,
- age and qualification structure of the active labour force,
- the most numerous professions on the records of the Employment RS
- the number of employed and unemployed by professions and occupations,
- information on secondary schools and universities in the RS.

In school year 2013/2014, this activity covered about 4,200 students in 192 classes throughout the RS.

The career information and counselling in school year 2012/2013 covered 2,448 students from 104 classes in primary and secondary schools in RS and contained information about the education and the labour market, the number of unemployed persons who are actively seeking job, the number of unemployed young persons up to 30 years of age actively seeking job, the most numerous occupations on the records of the Institute, the number of unemployed by professions and occupations, as well as examinations prepared by all municipalities in RS.

According to the 2012 Conclusions of the Committee we are giving the following answer



regarding this provision. The RS Government established the Centre for Vocational Rehabilitation and Employment of Disabled Holding Company of Banja Luka in 2011, which began the work in 2012 to create conditions for the process implementation. The institution does not work at full capacity as they have not created the material assumptions yet. Persons with disabilities go to the Federation and neighbouring countries through the vocational rehabilitation process.

In the RS, there is no separate strategy for employment of persons with disabilities, but there is one unified Employment Strategy which identifies persons with disabilities as a target category. In the reporting period the Fund for Vocational Rehabilitation and Employment of Disabled Persons of RS stimulated recruitment of persons by refunding contributions, which supported sustainability of employment of the disabled.

People with disabilities who got a job in the period 2011-2014 by types of disability

<b>TYPES OF DISABILITY</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>TOTAL:</b>
<b>Wartime veterans with disabilities</b>	188	170	133	88	<b>579</b>
<b>Blind and visually impaired persons</b>	4	4	4	8	<b>20</b>
<b>Deaf persons and persons with hearing impairments</b>	6	2	0	13	<b>21</b>
<b>Civilian victims of war</b>	0	9	0	9	<b>18</b>
<b>Persons with mental retardation</b>	22	15	4	11	<b>52</b>
<b>People having dystrophy</b>	0	39	3	1	<b>43</b>
<b>Amputees</b>	1	9	0	21	<b>31</b>
<b>Paraplegics</b>	2	12	1	11	<b>26</b>
<b>People disabled at work</b>	0	3	0	8	<b>11</b>
<b>Others</b>	0	0	0	0	<b>0</b>
<b>TOTAL:</b>	<b>223</b>	<b>263</b>	<b>145</b>	<b>170</b>	<b>801</b>

*Source: RS Fund for Vocational Rehabilitation and Employment of Disabled Persons P.I.*

An overview of monetary stimulus and contribution refund in the period 2011-2015

<b>YEAR</b>	<b>MONETARY STIMULUS (BAM)</b>	<b>CONTRIBUTION REFUND (BAM)</b>	<b>TOTAL</b>
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<b>2011</b>	698,464.00	2,210,769.00	<b>2,909,233.00</b>
<b>2012</b>	835,844.52	2,583,786.98	<b>3,419,631.50</b>
<b>2013</b>	299,256.65	2,853,806.19	<b>3,153,062.84</b>
<b>2014</b>	412,100.00	2,987,632.41	<b>3,399,732.41</b>
<b>TOTAL:</b>	<b>2,245,665.17</b>	<b>10,635,994.58</b>	<b>12,881,659.75</b>

*Source: RS Fund for Vocational Rehabilitation and Employment of Disabled Persons P.I.*

In the period 2011-2014, in accordance with the Law on Vocational Rehabilitation, Training and Employment of Disabled Persons, the Fund for Vocational Rehabilitation and Employment of Disabled Persons funded hiring of 801 disabled people, with a total of BAM 2,245,665.17 for employment, self-employment and economic support, which means informal employment of disabled persons in agricultural activities in rural areas. The funds were distributed in all 6 regions of RS although there is a great discrepancy in terms of the number of jobs, so the regions of Banja Luka and Prijedor provided 56% of total jobs, the region of Trebinje only 4%. Regarding the structure of jobs, most jobs were in agriculture (48%), followed by the services sector (30%) and manufacturing (22%).

With regard to the program of vocational rehabilitation, in 2013 and 2014 the Fund appropriated BAM 360,000.00 to fund the newly established Centre for Vocational Rehabilitation and Employment of Disabled Persons, with the aim of requirement meeting and capacity building to perform vocational training of disabled persons, in accordance with the law.

## **BD**

According to Article 2 of the Law on Employment, the activity of employment is the following:

- 1) mediation in employment;
- 2) information about employment conditions and opportunities;
- 3) vocational guidance and counselling in choosing an occupation;
- 4) organization of occupational development, training and preparation for employment;
- 5) implementation of programmes and measures of active employment policy;
- 6) jobs of organization, management and administration of the exercise of unemployment-related entitlements under this Law.

Article 11 of the Law defines vocational guidance and counselling on career choices and says that they mean: "..... advising and informing in order to assist the unemployed in the choice of profession and employment, as well as providing support to young people, unemployed people and employees, individually or in groups, in education, training and vocational rehabilitation, while choosing or changing of occupation or business."

These tasks are to be performed by the Institute and Agency, but for the time being this activity is performed in BD exclusively by the Employment Institute.

Articles 13 and 14 of the Employment Law provides for vocational development, training and preparation for employment. Article 13 of the Employment Law reads: "Vocational training,

development and preparation for employment are considered as activities which give the unemployed and the employed the possibility to acquire under special programme additional knowledge and skills for performing tasks in their jobs, different qualifications, additional qualifications, necessary knowledge and skills for certain jobs, for handling of tools and equipment and means of protection at work.

According to this Law, retraining is considered the change of the current occupation, which provides, through theoretical and practical training, new knowledge and skills needed for the same or lower level of qualifications. For the purpose of this Law, additional training shall ensure, through theoretical and practical training, new knowledge and skills needed for higher level qualifications within a particular occupational group."

Vocational training is held at the request of the employer or the labour market. The training costs are borne by the employer in the former case and by the Employment Institute in the latter case, in accordance with by-laws of the Institute. The Institute can bear costs of training for the employer in accordance with by-laws of the Institute.

Vocational training, additional training and retraining of the unemployed for a known employer are programme tasks of the Fund and the achievements are shown in the table below.

Vocational training, additional training and retraining

Application feature		Retraining for a known employer - 2014.					
		Plan			Implemented/contracted		
		Numb er of perso ns	Govern	Fund	Numb er of perso ns	Fund – 8o% - BAM	Employer 20% - BAM
			BAM	BAM			
1		2	3	4	5	6	7
1.	Welders	50	100,000	100,000	5	18,000	4,500
		-	-	-	5	16,000	4,000
TOTAL		50	100,000	100,000	10	34,000	8,500

*Source: BD Employment Institute*

A public call to employers under programme task „Retraining / additional training“ received a weak response of employers: two employers applied, one of which did not meet the requirements from the call. The employer that met the requirements wanted to have 10 people retrained for a welder and accepted the condition to fund 20% of the costs of retraining, while 80% was to be funded by the Institute. Programme task „Retraining / additional training“ will continue in the current fiscal year.

## **Article 20 - The right to equal opportunities and equal treatment in matters of employment and occupation without discrimination on the grounds of sex.**

With a view to ensuring the effective exercise of the right to equal opportunities and equal treatment in matters of employment and occupation without discrimination on the grounds of

sex, the Parties undertake to recognise that right and to take appropriate measures to ensure or promote its application in the following fields:

- a access to employment, protection against dismissal and occupational reintegration;
- b vocational guidance, training, retraining and rehabilitation;
- c terms of employment and working conditions, including remuneration;
- d career development, including promotion.

**The European Committee on Social Rights (ECSR) concludes that the situation in Bosnia and Herzegovina is not in conformity with Article 20 of the Charter on the ground that:**

- **the right to equal opportunities and equal treatment in matters of employment and occupation without discrimination on the grounds of sex is not guaranteed in practice,**
- **women are prohibited from working underground (in mines).**

Equal rights

## **BiH**

All persons in the recruitment process are equal regardless of their sex and this provision is detailed in Articles 86.d, 86.e and 86.f of the Law on Labour in the Institutions of BiH („BiH Official Gazette“ 26/04, 7/05, 48/05, 60/10, 32/13).

So, the Law on Labour in the Institutions of BiH has a provision prohibiting discrimination on the grounds of sex. Regarding remuneration, the Labour Law provides for remuneration based on employment: salary and other benefits in accordance with the law, without prescribing the difference in the amount of remuneration on any grounds. The remuneration is prescribed by the Law on Salaries and Allowances in the Institutions of BiH and delegated legislation thereof.

Further, the Law on Civil Service in the Institutions of BiH („BiH Official Gazette“ 19/02, 35/03, 4/04, 17/04, 26/04, 37/04, 48/05, 2/06, 32/07, 43/09, 8/10, 40/12) provides that, while appointing specific selection committees to administer public open competitions, the Civil Service Agency of BiH takes into account the equal representation of the sexes, as required by Article 24 of this Law.

With regard to disciplinary responsibility, an employee shall be disciplinary responsible for breaches of official duties prescribed by this law, *inter alia* for discrimination and gender- or sexual orientation- based violence, gender-based harassment and sexual harassment and any other form of discrimination, in accordance with the Law on Civil Service in the Institutions of BiH, which is punishable by a fine in the amount of BAM 200.00 to BAM 800.00 (Article 63a.)

The Law on Gender Equality of BiH and the Law on Prohibition of Discrimination provides for the right of victims of gender-based discrimination to compensation. A claim may be filed by victims of discrimination in special proceedings for protection from discrimination that is conducted in accordance with the Law on Prohibition of Discrimination. There are no

restrictions on the amount of compensation granted to victims, but the court in each case determines the amount of pecuniary and non-pecuniary damage.

Damages rules are determined in the Law on Obligations and the damages could be recovered for damage, lost profit or/and mental suffering. The first two are based on the actual damage and costs and the latter is based on an assessment of the court based on the findings of experts.

The Law on Gender Equality of BiH and the Law on Prohibition of Discrimination are *lex specialis* in relation to other laws prohibiting discrimination when it comes to protection against discrimination. In all cases, people may initiate appropriate proceedings for protection against discrimination in accordance with the provisions of these laws.

In addition, a number of laws at all levels of government in BiH are harmonized with the Gender Equality Law of Bosnia and Herzegovina. One of the primary intentions when these laws were harmonized was to determine the prohibition of discrimination on grounds of sex (among other grounds for discrimination) in addition to other specific goals to harmonize these laws. This approach ensures that the proceedings that can be initiated in accordance with the harmonized laws also include protection against discrimination.

This approach was also confirmed by the Law on Prohibition of Discrimination, which provides that any person or group of persons who consider to be discriminated against may seek protection of their rights through the existing judicial and administrative proceedings. Therefore, today, before bringing an action for establishing discrimination, every victim of discrimination can previously exhaust remedies set forth in other substantive laws.

There is no ban on women's hiring in particular occupations besides the ban on employment of women in mines.

Article 13 of the Gender Equality Law of BiH provides that prohibited discrimination on the grounds of gender at work and in employment is defined as failure to pay equal wages and other benefits for the same work or work of equal value and there is no information that the women do not receive equal pay for equal work or work of equal value, which is not a case in some EU countries.

The Gender Agency, the Gender Centre of FBiH and the Gender Centre of RS monitor and examine violations of the Law on Gender Equality committed by an act, action or inaction of authorities or legal persons and take action to eliminate them in accordance with this Law and the Unified Rules for Consideration of Requests of Citizens for Examination of Violations of the Law on Gender Equality of BiH (hereinafter: the Unified Rules). The Unified Rules define the procedure of receiving and processing applications for examination of violations.

Each submission is subject to preliminary examination which determines the procedural assumptions for the examination of the case, i.e. completeness and admissibility.

A submission will be rejected if, at any stage of the proceedings, it is established that the same case is reviewed and was reviewed by the Gender Agency, the Gender Centre of FBiH or the RS Gender Centre, or which is submitted in proceedings or was submitted in proceedings at any court in BiH or subject of international investigation or settlement.

Rights under the Law on Gender Equality in Bosnia and Herzegovina can be protected in separate proceedings for protection against discrimination in accordance with the Law on Prohibition of Discrimination ("Official Gazette of BiH", No. 59/09).

Once the submission has been taken into consideration, activities can be taken settle the dispute peacefully. Grounds for peaceful settlement of disputes are the laws on mediation in BiH.

The Gender Agency or the Gender Centres advise clients of legal remedies afforded in the legal system of BiH for protection against gender-based discrimination, i.e. violations of gender equality.

In the examination of a submission, the Gender Agency or the Gender Centres send oral or written requests to collect all relevant information necessary for making recommendations to the competent authority how it should eliminate disputes. The relevant authorities and other state institutions, employers and other legal and natural persons are obliged to provide all necessary information and access to the documentation requested by the Gender Agency, the Gender Centre of FBiH and the RS Gender Centre forthwith and not later than within 15 days.

If the examination proves that the resolution of the situation necessitates amendment to certain laws, policies or practices, or gender, the Gender Agency will make a recommendation to the competent authority in order to rectify the situation.

The 2014 annual report on the results of activities carried out by the Institution of Ombudsman gives *inter alia* the number of cases where recommendations were issued segregated by individual groups of rights.<sup>8</sup> There were no gender equality-related recommendations, but the Institution of Ombudsman issued 21 labour-related recommendations.

In 2014 the Agency for Gender Equality received three requests for the initiation of an investigation into violations of the rights guaranteed by the Law on Gender Equality and the requests were forwarded to the entity gender centres because had jurisdiction over them.

Article 16 the Law on Gender Equality of BiH provides that everyone has equal rights to social welfare regardless of gender.

The Ministry of Defence and the Armed Forces of BiH have all services and jobs formally and legally open to women. Job or military position descriptions do not determine a particular sex of incumbent (male-female) as a requirement for appointment. However, there are jobs that include increased physical exertion (e.g. in armoured and mechanized units), which is known to women and they do not apply for such jobs. Representation of women in any type of job depends exclusively on the personal choice of women themselves, as well as on the fact whether they meet the legal requirements to perform certain tasks.

Article 28(1) of the Law on Service in the Armed Forces of BiH defines that professional military personnel and persons who wish to join the armed forces are treated with full respect for the principles of transparency, fairness and equal opportunities. There will be no

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<sup>8</sup> The annual report on the results of activities carried out by the Institution of Ombudsman for human rights of BiH

discrimination on any grounds such as sex, race, colour, language, religion, political or other opinion, national or social origin, association with a national minority, property, birth or other status.

Article 68 of the Rulebook on Enlistment in Military Service provides that active military personnel and persons who apply for enlistment in the Army of BiH are treated with full respect for the principles of transparency, fairness and equal opportunities, and there will be no discrimination on any grounds.

In addition, Article 69 of the Rulebook requires that the equal representation of sexes should be taken into account during the selection of candidates for enlistment in military service, according to the Law on Gender Equality, and that this provision should be cited in the published vacancy.

Finally, it should be noted that Article 19 of the Rules on enlistment in military service provides that during the appointment of selection committees for military service gender representation *inter alia* should be taken into account.

The Council of Ministers adopted the 210-2013 Action Plan for the implementation of UN Security Council Resolution - UNSCR 1325. BiH was the first country in the region to adopt the Action Plan for the Implementation of UNSCR 1325. In accordance with the AP, the Ministry of Defence of BiH continuously carried out activities in the field of gender equality in the reporting period and the AP was incorporated in the annual work plans of the Ministry of Defence.

In the previous period, representatives of the BiH MoD, as members of the Interdepartmental Working Group, in cooperation with other relevant institutions participated in the drafting of a new action plan for the implementation of UN Resolution 1325 in BiH for the period 2014-2017, which was adopted by the Council of Ministers in July 2014. BiH MO incorporated Activity: „Implementation of the Action Plan for Implementation of UNSCR 1325 in BiH until 2014“ and, in 2014, the Program Activity: "Monitoring, Analysis and Implementation of Activities in Gender Equality" in annual work plans. The latter was developed in program sub-activities taken over from the Action Plan for Implementation of UNSCR 1325 in BiH in the period 2014 to 2017. When drafting new laws and regulations as well as when updating existing legislation, organizational units of the BiH MoD and the Joint Staff of the Armed Forces make sure that they were same harmonized with the Law on Gender Equality.

The Armed Forces of BiH adopted "Standard Operating Procedures for the Contact Persons Designated in the BiH AF for Gender Issues" with the aim of gender mainstreaming in the BiH AF. These procedures regulate the role and task of the contact persons in the commands and units of the Armed Forces of BiH and the manner of reporting.

It was the BiH AF among the institutions of BiH and among the countries of the Western Balkans that first appointed contact persons for gender equality and also brought the first SOPs. Further, BiH MoD introduced the ethical line and the code of conduct for servicemen of BiH AF. With the help of the British Embassy in Sarajevo and the Kingdom of Norway, BiH AF and the Training Centre for Peace Support Operations of BiH AF developed an indicative program of training for security sector - "Prevention of Sexual Violence in Armed Conflict". The program was adopted in September 2014. BiH MO incorporated Activity: „Implementation of the Action Plan for Implementation of UNSCR 1325 in BiH until 2014“ and, in 2014, the Program Activity: "Monitoring, Analysis and Implementation of Activities

in Gender Equality" in annual work plans. The latter was developed in program sub-activities taken over from the Action Plan for Implementation of UNSCR 1325 in BiH in the period 2014 to 2017. When drafting new laws and regulations as well as when updating existing legislation, organizational units of the BiH MoD and the Joint Staff of the Armed Forces make sure that they were same harmonized with the Law on Gender Equality.

When it comes to gender equality and the current representation of women in the Ministry of Defence and the Armed Forces of BiH it can be concluded that the situation is satisfactory if one takes into account the situation in this regard in other countries where the representation of women in the armed forces ranges from 0.02% to 15%. There is a recommendation that 10% of women should be in the total number of enlisted candidates at each enlistment. It is important to emphasize that there is an evident trend of increased interest of female persons in enlistment in the Armed Forces of BiH 10% of women: from 23 female candidates at the first enlistment to 595 female candidates at the last enlistment. According to the latest analysis of the data in the BiH MoD in 2014, in the total number of employees in the BiH AF, 5.4% are female professional soldiers and 23.6% are female civilian personnel serving in the Armed Forces of BiH. There are 6.6% of women in the total number of professional soldiers and civilian personnel in the BiH AF. The highest percentage of female professional soldiers is among PRIVATES, which is connected with the rejuvenation of the BiH AF. The smallest percentage of female professional soldiers is among officers.

In its statements and newsletters the Agency for Statistics of BiH provides data on average monthly salaries at the state and entity levels. The legislation provides for general prohibition of discrimination in respect of equal pay for equal work and, generally, it is respected in practice.

According to the Agency for Statistics, the results of the 2014 Labour Force Survey show that the unemployment rate in BiH was 27.5% (men: 25.2% and women: 31.2%), as it was in 2013 (men: 26.5% and women: 29%). In 2012, the unemployment rate was 28% (men: 26.4% and women: 30.7%), while in 2011 the unemployment rate was 27.6% (men: 26.1% and women: 29.9 %).

Activity and employment rates according to data from the 2014 Survey amounted to 43.7% and 31.7%, respectively, while in the previous year they were 43.6% and 31.6%, respectively. In 2012, the activity and employment rates stood at 44% and 31.7%, respectively, and in 2011 they were 44% and 31.9%, respectively. The rates were significantly higher for men than for women. The activity and employment rates were the highest in the age group of 25 to 49 years old: in 2014 they were 73.2% and 53.3%, respectively, in 2013, 71.9% and 52.7%, respectively, in 2012 71.6% and 52.2%, respectively, and in 2011 70.6% and 52.1%, respectively.

The structure of employed persons by status in employment shows that persons in paid employment (employees) had the highest participation of 77% (of which 37.4% were women) in 2014. The share of self-employed persons was 19.1% (including 27.7% of women), and unpaid family workers was 4% (including 75% of women). Compared to previous years the situation did not change significantly.

The structure of employed persons by sector of activity in BiH shows that there were the largest share of persons employed in the service sector 52.9% (including 46.5% of women),



followed by the industrial sector 30% (including 19.7% of women ) and in the agricultural sector 17.1% (including 38.1% of women) in 2014.

However, there are jobs that are better paid than others, according to the survey website plata.ba. The highest net salaries were recorded for employees in senior management positions such as managing directors, marketing manager, country manager, etc., but the representation of women in these positions is extremely small, i.e. they are rarely appointed to these positions.

## **FBiH**

In 2014 the Federation Ministry of Education and Science carried out the "Support to programs that allow adults to complete primary school with a focus on women" programme. That program was implemented through the Ministry's public invitation and, on the basis of application responding to the Public Call, the Ministry are supported two schools that implemented programs of subsequent acquisition of basic adult education with a focus on women.

In most cantons, programmes of training, retraining and vocational training were implemented in secondary schools, organized by the employment services or in the context of international projects implemented in cooperation with cantonal ministries of education and cantonal employment services.

According to available information, adult education centres are in Gracanica (Tuzla Canton), Tešanj (Zenica-Doboj Canton), Siroki Brijeg (Western Herzegovina Canton) and Cazin (Una-Sana Canton).

Relevant documents that were produced in FBiH in the past, in which a need for strategically designed development of career guidance in the Federation was identified were:

1. Strategy of strengthening the mediation function in public employment services in FBiH (2014)
2. The Operational Plan to implement the measures and recommendations contained in the analysis of the situation in the field of secondary education, with proposed measures for the harmonization of education with the needs of the economy (2011)
3. A Situational Analysis of the possibilities of acquiring work experience of young people in FBiH with recommendations (2013)
4. Strategic directions for the development of higher education in FBiH from 2012 to 2022.

These documents recognize the importance of the development of career guidance in FBiH in order to achieve a better alignment of education and the labour market, improving the results of the educational process, development of human resources and reducing the number of young people at risk of long-term unemployment and thus of social exclusion.

In case of dismissal of employees due to discrimination, all provisions of the Labour Law ("Official Gazette of FBiH" 62/15) defining the court's competences in the case of wrongful dismissal apply. If the court finds that the dismissal is illegal it may order the employer to

reinstate the employee if he so requests and to pay to him a compensation in the amount that the employee would have received if he had worked and to compensate him for the damage.

In earlier statements, he emphasized that under current regulations is ensured equal wages for men and women performing the same tasks. The way of determining the salary to be determined by branch collective agreements and applies to certain positions prevents different payment salaries for the same jobs. Comparison paid pursuant to that individual salary payments are not public, it is not possible.

Earlier reports pointed out that the current regulations ensure equal pay to be given to men and women performing equal tasks. The way of determining the salary in branch collective agreements that is applicable to certain jobs prevents different pay for equal work. Pursuant to provision that individual salary payments are not public, comparison of pays is not possible.

The Law on Mediation in Employment and Social Security of Unemployed Persons contains a provision according to which no person, under this law, can be put at a disadvantage because of race, colour, sex, language, religion, political or other opinion, national or social origin, property, birth or any other circumstance, membership or non-membership in a political party, or membership or non-membership in a trade union, or physical and mental impairments.

The penal part of this Law prescribes fines for misdemeanours committed by legal persons and responsible persons in the legal person when they act contrary to this provision, and any person who believes that he/she was discriminated against contrary to Article 2 of this Law may seek compensation for damage at the competent court.

These provisions apply to all cases of discrimination arising in connection with the matter is regulated by this Law, and, inter alia, this is the right to material and social security of the unemployed.

When it comes to additional information on safeguards of equal pay for work of equal value, it should be noted that wages in FBiH are solely related to the position and as such are determined by the Law on Salaries and Allowances in State Authorities of FBiH („Official Gazette BiH“ 45/10).

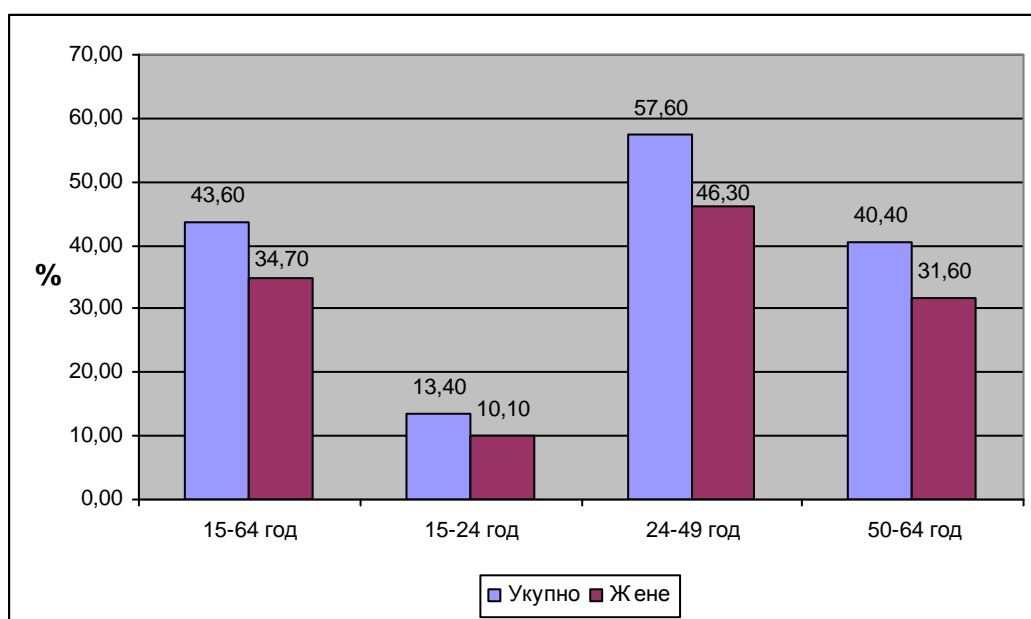
## **RS**

In 2013, the RS Government adopted the 2010-2012 Report on the progress in the application of normative and legal standards for gender equality in the field of labour and employment in the RS put together by the Gender Centre of the RS Government. The report was prepared with a view to analysing the situation of women in the labour market of RS and a task to throw light on one of the most important segments of the social position of women, which directly affects the advancement of gender equality. The report focuses on the valid international and domestic legal framework, statistics, indicators and trends in the forms and types of violations of women's rights in labour relations in the recruitment process. Recommendations for the advancement of women's position in the labour market were made with an intention to get relevant actors in the field of employment and labour relations familiar with the obligations and opportunities for active participation in empowerment, protection and support of women in the labour market in RS.

The Employment Strategy gives special emphasis: on active participation of young people in the labour market by increasing possibilities for integration in the labour market for this target group, on increasing the employment rate for women by focusing on the improvement of access to market and increased employment opportunities for the unemployed and inactive women, on increasing employment rates for older workers by improving the flexibility and employability of older workers and enabling them to improve its capabilities to respond to labour market demand, on combating inactivity and on ensuring the social inclusion of the working age population that is at risk of long-term unemployment or inactivity by preventing long-term unemployment and including in the labour market, in particular, and on increasing employability of marginalized groups into the labour market.

Supervision of the implementation and application of the Labour Law is performed by the Republican Labour Inspection. Article 180, para. 1, subpara. 24 of the Labour Law provides for a fine ranging between BAM 1,000 and 10,000 to be imposed on an employer that fails to ensure equality of employees at work and equality of unemployed persons who apply for employment; the same fine is provided for the offense committed by the employer when refusing or reducing the salary or salary compensation owed to an employee by law, the collective agreement, rulebook and employment.

Employment rates by gender and age groups in 2014



**Source:** RS Statistics Agency, 2014 Labour Force Survey

The unemployment rate in the RS is significantly lower (45%) than in EU (64.3%). A particularly low employment rate is among young people aged 15-24 (13.4%) compared to other age groups (25-49: 57.6%, 50-64: 40.4%) and the EU average (36.3%). The employment rate for young people has increased by 3.1% from 2006 to 2007<sup>9</sup>.

Typically, there is a great disproportion in terms of employment from the point of equality (21,2%<sup>10</sup>), (EU27 14,5%) and the individual age groups (15-24: 13.2%, 25-49: 21.8%, 50-64:

<sup>9</sup> According to 2010 statistics.

24.9%). The employment rate for women (31.3%) is also much lower than the EU27 average (57,1%).

The general unemployment rate ( 15-64 ) in the RS is high ( 26.8 % ) compared to the EU average (7.9%). Women have higher unemployment rate than men (women: 29.7, men: 24.9 %). Among young people, unemployment is higher (56.5 %) than in other age groups: 25-49 women 32.50 %, men 23.7 % ( 50-64: 16.4 %).

21.3 % of the population is long-term unemployed, which makes 101,700 persons, most of them being unemployed more than 12 months.

One of the main challenges in the labour supply in the RS is that more than half (53 % / 463,000) working age persons is inactive, who are not or are very limited connected with the labour market. Women are more often inactive than men (281,000 women / men 182.000).

Focusing on unemployment and inactivity of women

The main challenges with regard to the inclusion of women in the labour market in the RS include:

- Significantly lower activity rates and high rates of inactivity,
- The disparity between the sexes in terms of unemployment,
- The disparity in the level of educational of women compared with men

Women aged 15–64 by status

Activity rate	Employment rate	Unemployment rate	Inactivity rate
49.4	34.7	29.7	57.6

**Source:** RS Statistics Agency, 2014 Labour Force Survey

A major concern in the RS is a low rate of labour market participation among women. The employment rate among women is very low ( 34.7 % ) and the rate of inactivity is very high (57.6 % ) as compared with the male population (employment rate is 52.0 % and inactivity rate is 56.17%) as well as with the EU average (employment rate is 57.1 % and inactivity rate is 29.9 %). The rate of women who got a job while on records of the RS Employment Institute is about 44.5 % (2014).

Unemployed and inactive women by age brackets in 2014

Age bracket	Unemployed women	Inactive women
15-24	8,000	40,000
24-49	32,000	45,000
50-64	7,000	77,000
Total	47,000	162,000

**Source:** RS Statistics Agency, 2014 Labour Force Survey

**BD**

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<sup>10</sup> The gender disproportion is defined as the difference between the employment rates of men and women.

BD adopted the 2015-2016 Action Plan to improve the status of women and promote gender equality.

Article 4(1) of the BD Labour Law prohibits any form of discrimination with regard to the person seeking employment and reads: "Any person seeking employment and any person who is employed shall not be discriminated against on grounds of race, colour, sex, language .... "

Certain benefits and the protection of women concerning motherhood, including pregnancy, childbirth and the postnatal period are not considered discrimination. The Labour Law governs in detail the work of pregnant women, new mothers and mothers with children with special needs. Thus, an employer cannot refuse to hire a woman who is pregnant or fire her because she is pregnant or on maternity leave; then, a pregnant woman or a mother with a child under two may work overtime only with a written statement giving her consent to such work.

#### Women on underground work

In 1993 BiH ratified the ILO Convention No. 45 Convention concerning the Employment of Women on Underground Work in Mines of all Kinds and it has been transposed into the labour legislation that is applied in the FBiH, RS and BD.

Bosnia and Herzegovina has taken an initiative to denounce the ILO Convention. However, Article 7 of the Convention provides that a Member which has ratified this Convention may denounce it after the expiration of ten years from the date on which the Convention first comes into force. Since the Convention entered into force on 30 May 2007, BiH will be able to denounce the Convention in the period 30 May 2017- 30 May 2018 and it is going to do it.

We note that also the relevant Entity and BD authorities suggested that this Convention should be denounced.