



**BOSNIA AND HERZEGOVINA  
MINISTRY FOR HUMAN RIGHTS AND REFUGEES**

**ANNEX 1:  
TABULAR PRESENTATION OF STATISTICS OF THE TENTH REPORT  
OF BOSNIA AND HERZEGOVINA ON IMPLEMENTATION OF THE  
EUROPEAN SOCIAL CHARTER /REVISED/**

**GROUP I: EMPLOYMENT, TRAINING AND EQUAL OPPORTUNITIES  
„ARTICLES 1, 9 AND 20“**

**REPORTING PERIOD:  
JANUARY 2015 – DECEMBER 2018**

**SARAJEVO, DECEMBER 2019**

## I. APPLICATION OF THE RATIFIED PROVISIONS OF ESC/R/ IN BOSNIA AND HERZEGOVINA

### Article 1 – The right to work

#### Article 1 paragraph 1 - Policy of full employment

**Table 1**

Rates of unemployment, long-term unemployment and activity by age group and sex in percentages, 2015-2018					
Bosnia and Herzegovina					
	Age group/ sex	2015	2016	2017	2018
Unemployment rate	<b>15-74</b>	<b>27.9</b>	<b>25.5</b>	<b>20.7</b>	<b>18.5</b>
	male	25.9	22.6	19.0	17.3
	female	30.9	30.2	23.3	20.5
Long-term unemployment rate	<b>15-74</b>	<b>22.8</b>	<b>21.7</b>	<b>17.0</b>	<b>15.2</b>
	male	21.2	19.2	15.4	14.1
	female	25.2	25.7	19.4	17.1
Activity rate	<b>15-74</b>	<b>48.3</b>	<b>47.6</b>	<b>47.6</b>	<b>46.8</b>
	male	59.5	59.4	58.3	58.1
	female	37.3	36.0	37.0	35.5

Source: BiH Statistics Agency

**Table 2**

Rates of unemployment, long-term unemployment and activity by age group and sex in percentages, 2015-2018					
Federation of Bosnia and Herzegovina					
	Age group/ sex	2015	2016	2017	2018
Unemployment rate	<b>15-74</b>	<b>29.1</b>	<b>25.6</b>	<b>20.1</b>	<b>19.2</b>
	male	27.1	22.9	19.3	17.8
	female	32.4	30.1	21.5	21.5
Activity rate	<b>15-74</b>	<b>46.4</b>	<b>44.9</b>	<b>44.5</b>	<b>43.7</b>
	male	57.9	57.5	56.1	55.9
	female	35.1	32.7	33.0	32.2

Source: BiH Statistics Agency

**Table 3**

Rates of unemployment, long-term unemployment and activity by age group and sex in percentages, 2015-2018					
Republika Srpska					
	Age group/ sex	2015	2016	2017	2018
Unemployment rate	<b>15-74</b>	<b>25.5</b>	<b>25.1</b>	<b>21.2</b>	<b>17.4</b>
	male	23.8	21.8	18.3	16.4
	female	28.1	29.9	25.3	18.9
Activity rate	<b>15-74</b>	<b>52.3</b>	<b>52.8</b>	<b>53.8</b>	<b>52.3</b>
	male	62.8	63.0	62.7	61.9
	female	41.9	42.5	44.8	42.0

Source: BiH Statistics Agency

**Table 4**

Rates of unemployment, long-term unemployment and activity by age group and sex in percentages, 2015-2018					
Brčko District					
	Age group/ sex	2015	2016	2017	2018
Unemployment rate	15-74	(30.4)	33.3	(27.1)	(19.9)
	male	(27.1)	(28.9)	(24.7)	(18.3)
	female	(36.2)	(39.6)	(31.2)	(22.7)
Activity rate	15-74	42.2	45.3	42.5	44.1
	male	56.2	53.5	54.1	57.0
	female	32.3	37.2	31.0	31.7

Source: BiH Statistics Agency

\* ( ) less reliable data,  $10\% \leq CV < 20\%$ **Table 5**

Rates of unemployment, long-term unemployment and activity by age group and sex in percentages, 2015-2018					
Bosnia and Herzegovina					
	Age group/ sex	2015	2016	2017	2018
Unemployment rate	15+	27.7	25.4	20.5	18.4
	male	25.8	22.5	18.9	17.2
	female	30.7	30.0	23.1	20.3
Employment rate	15+	31.9	32.2	33.9	34.3
	male	40.9	42.5	43.2	44.1
	female	23.2	22.4	24.9	25.0
Activity rate	15+	44.1	43.1	42.6	42.1
	male	55.1	54.9	53.3	53.2
	female	33.5	32.1	32.4	31.4

Source: BiH Statistics Agency

**Table 6**

Rates of unemployment, long-term unemployment and activity by age group and sex in percentages, 2015-2018					
Federation of Bosnia and Herzegovina					
	Age group/ sex	2015	2016	2017	2018
Unemployment rate	15+	29.1	25.6	20.0	19.2
	male	27.1	22.9	19.2	17.8
	female	32.4	30.1	21.5	21.5
Employment rate	15+	30.2	30.5	32.2	31.9
	male	39.4	41.1	41.7	42.0
	female	21.4	20.6	23.1	22.5
Activity rate	15+	42.6	41.0	40.2	39.5
	male	54.0	53.4	51.6	51.1
	female	31.7	29.5	29.3	28.7

Source: BiH Statistics Agency

**Table 7**

Rates of unemployment, long-term unemployment and activity by age group and sex in percentages, 2015-2018					
Republika Srpska					
	Age group/ sex	2015	2016	2017	2018
Unemployment rate	15+	25.2	24.8	21.0	17.2
	male	23.4	21.6	18.0	16.3
	female	27.7	29.5	25.1	18.5
Employment rate	15+	35.2	35.5	37.3	38.7
	male	44.0	45.4	46.5	47.7
	female	26.8	26.0	28.7	29.7
Activity rate	15+	47.1	47.2	47.2	46.7
	male	57.5	57.9	56.7	56.9
	female	37.1	36.9	38.3	36.5

Source: BiH Statistics Agency

**Table 8**

Rates of unemployment, long-term unemployment and activity by age group and sex in percentages, 2015-2018					
Brčko District					
	Age group/ sex	2015	2016	2017	2018
Unemployment rate	15+	(30.3)	33.1	(26.9)	(19.8)
	male	(26.9)	(28.9)	(24.6)	(18.3)
	female	(36.2)	(39.0)	(31.1)	(22.5)
Employment rate	15+	27.6	27.2	28.1	31.5
	male	37.3	34.5	37.1	41.4
	female	18.1	(20.1)	(19.2)	22.0
Activity rate	15+	39.6	40.6	38.5	39.3
	male	51.0	48.5	49.2	50.6
	female	28.4	33.0	27.9	28.4

Source: BiH Statistics Agency

\* ( ) less reliable data,  $10\% \leq CV < 20\%$ **Table 9**

Employment rate by age group and sex in percentages, 2015-2018					
Bosnia and Herzegovina					
	Age group/ sex	2015	2016	2017	2018
Unemployment rate	15+	31.9	32.2	33.9	34.3
	male	40.9	42.5	43.2	44.1
	female	23.2	22.4	24.9	25.0
	15-74	34.9	35.4	37.8	38.1
	male	44.1	45.9	47.2	48.1
	female	25.8	25.1	28.4	28.2

Source: BiH Statistics Agency

**Table 10**

Employment rate by age group and sex in percentages, 2015-2018					
Federation of Bosnia and Herzegovina					
	Age group/ sex	2015	2016	2017	2018
Unemployment rate	<b>15+</b>	<b>30.2</b>	<b>30.5</b>	<b>32.2</b>	<b>31.9</b>
	male	39.4	41.1	41.7	42.0
	female	21.4	20.6	23.1	22.5
	<b>15-74</b>	<b>32.9</b>	<b>33.4</b>	<b>35.6</b>	<b>35.3</b>
	male	42.2	44.4	45.3	45.9
	female	23.7	22.8	25.9	25.2

Source: BiH Statistics Agency

**Table 11**

Employment rate by age group and sex in percentages, 2015-2018					
Republika Srpska					
	Age group/ sex	2015	2016	2017	2018
Unemployment rate	<b>15+</b>	<b>35.2</b>	<b>35.5</b>	<b>37.3</b>	<b>38.7</b>
	male	44.0	45.4	46.5	47.7
	female	26.8	26.0	28.7	29.7
	<b>15-74</b>	<b>38.9</b>	<b>39.6</b>	<b>42.3</b>	<b>43.2</b>
	male	47.9	49.3	51.2	51.7
	female	30.1	29.8	33.5	34.1

Source: BiH Statistics Agency

**Table 12**

Employment rate by age group and sex in percentages, 2015-2018					
Brčko District					
	Age group/ sex	2015	2016	2017	2018
Unemployment rate	<b>15+</b>	<b>27.6</b>	<b>27.2</b>	<b>28.1</b>	<b>31.5</b>
	male	37.3	34.5	37.1	41.4
	female	18.1	(20.1)	(19.2)	22.0
	<b>15-74</b>	<b>30.8</b>	<b>30.2</b>	<b>31.0</b>	<b>35.3</b>
	male	40.9	38.0	40.7	46.6
	female	20.6	(22.5)	(21.3)	24.5

Source: BiH Statistics Agency

\* ( ) less reliable data,  $10\% \leq CV < 20\%$ **Table 13**

Public expenditures for passive and active employment measures in the labour market as a share in BiH GDP					
Year	2015	2016	2017	2018	
Active measures in % of GDP	0.13	0.19	0.21	0.23	<sup>1</sup>
Passive measures in % of GDP	0.25	0.22	0.23	0.20	

Source: BiH Labour and Employment Agency; Federation of BiH Employment Institute; Republika Srpska Employment Institute; Brčko District of BiH Employment Institute

**Table 14**

Working age population by activity, age group and sex in BiH
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<sup>1</sup> Calculations by the BiH Labour and Employment Agency;

	Working age population		Work force									Inactive persons		
			Total			Employed persons			Unemployed persons					
	2018	2019	2017	2018	2019	2017	2018	2019	2017	2018	2019	2017	2018	2019
<b>Structure</b>														
<b>Total</b>														
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
15-24	14.2	12.7	10.7	10.9	10.7	7.3	8.2	8.4	23.9	23.0	23.0	16.5	16.6	14.2
25-49	31.7	29.2	56.7	55.0	50.9	56.5	54.4	50.0	57.7	57.7	55.8	15.2	14.8	13.4
50-64	29.5	30.6	29.6	31.3	33.9	32.6	34.1	36.3	18.1	19.0	21.0	28.4	28.2	28.2
65+	24.6	27.5	2.9	2.7	4.5	3.6	3.3	5.3	.	.	.	39.8	40.4	44.2
15-64	75.4	72.5	97.1	97.3	95.5	96.4	96.7	94.7	99.7	99.8	99.8	60.2	59.6	55.8
<b>Male</b>														
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
15-24	15.4	14.4	11.8	11.7	11.1	8.3	9.1	8.8	27.0	24.1	25.3	20.1	19.7	17.9
25-49	32.9	29.9	54.9	53.6	49.5	55.2	53.6	48.9	53.8	54.0	53.4	9.8	9.3	8.9
50-64	29.8	30.2	30.5	32.1	35.1	33.2	34.3	37.4	19.0	21.5	21.0	26.9	27.2	25.0
65+	21.8	25.5	(2.8)	(2.5)	4.3	(3.4)	(3.0)	5.0	.	.	.	43.2	43.8	48.2
15-64	78.2	74.5	97.2	97.5	95.7	96.6	97.0	95.0	99.8	99.6	99.7	56.8	56.2	51.8
<b>Female</b>														
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
15-24	13.1	11.2	9.0	9.6	10.2	5.7	6.6	7.8	20.0	21.5	20.5	14.2	14.6	11.7
25-49	30.5	28.6	59.6	57.2	53.1	58.6	55.8	51.8	62.8	62.8	58.4	18.8	18.3	16.6
50-64	29.3	30.9	28.3	30.1	32.1	31.7	33.7	34.6	16.9	(15.7)	21.0	29.4	28.9	30.4
65+	27.2	29.3	(3.2)	(3.1)	4.7	(4.0)	(3.9)	5.8	.	-	-	37.6	38.2	41.4
15-64	72.8	70.7	96.8	96.9	95.3	96.0	96.1	94.2	99.7	100.0	100.0	62.4	61.8	58.6

Source: BiH Statistics Agency, 2019 Labour Force Survey

( ); less reliable data

(( )); unreliable data

•; extremely unreliable data

- ; no occurrence

**Table 15**

<b>Activity measures by age groups</b>					
Activity rate		Employment rate		Unemployment rate	
<b>Total</b>					
<b>BiH</b>		42.1		35.5	15.7
<b>FBiH</b>		39.1		31.9	18.4
<b>RS</b>		47.8		42.2	11.7
<b>DB</b>		30.1		22.9	24.1
<b>Female</b>					
<b>BiH</b>		32.9		26.7	18.8
<b>FBiH</b>		29.3		23.0	21.7
<b>RS</b>		40.1		34.2	14.7
<b>DB</b>		17.8		12.8	27.8
<b>Male</b>					
<b>BiH</b>		51.7		44.6	13.6
<b>FBiH</b>		49.7		41.6	16.3
<b>RS</b>		55.3		50.0	9.5
<b>DB</b>		43.7		33.9	22.5

Source: BiH Statistics Agency, 2019 Labour Force Survey

**Table 16**

<b>Working age population by subjective employment status and sex in BiH (structure)</b>						
	Total		Male		Female	

	2017	2018	2019	2017	2018	2019	2017	2018	2019
<b>EMPLOYED</b>									
<b>Total</b>	<b>100.0</b>								
Employed	86.0	89.7	86.2	87.1	91.0	87.8	84.1	87.5	83.7
Unemployed	7.3	5.3	6.4	9.7	6.1	7.5	(3.4)	(3.9)	(4.6)
Students	((0.5))	((0.3))	((0.5))	((0.5))	•	((0.5))	((0.6))	((0.6))	•
Housewives	(3.7)	(2.4)	(3.1)	•	•	•	(9.7)	(6.3)	(8.0)
Pensioners	(2.0)	(1.8)	(3.3)	(2.1)	(2.0)	(3.5)	(1.8)	(1.4)	(3.0)
Unfit for work	•	((0.2))	((0.2))	•	((0.3))	•	•	•	•
Others	((0.3))	((0.3))	((0.3))	•	•	•	•	•	•
<b>UNEMPLOYED</b>									
<b>Total</b>	<b>100.0</b>								
Employed	-	-	-	-	-	-	-	-	-
Unemployed	91.6	89.7	89.5	98.3	97.3	98.6	83.1	79.2	79.5
Students	•	•	•	•	•	•	•	•	•
Housewives	(6.6)	(8.1)	(8.2)	-	•	•	(15.1)	(19.2)	(16.9)
Pensioners	•	•	•	•	•	•	•	•	•
Unfit for work	•	-	•	-	-	•	•	-	•
Others	•	•	•	•	•	•	•	•	•
<b>INACTIVE</b>									
<b>Total</b>	<b>100.0</b>								
Employed	•	-	•	•	-	•	-	-	-
Unemployed	11.9	12.9	11.1	14.3	13.9	11.8	10.3	12.2	10.6
Students	14.8	14.9	12.8	18.2	17.9	16.1	12.5	13.0	10.6
Housewives	23.9	23.3	23.4	•	•	•	39.6	38.4	39.5
Pensioners	37.0	38.0	40.6	58.1	59.3	61.6	23.0	24.2	26.1
Unfit for work	10.9	9.6	9.8	7.9	7.8	8.0	12.9	10.7	11.1
Others	(1.5)	1.3	(2.2)	(1.4)	(1.0)	(2.4)	(1.6)	(1.5)	(2.1)

Source: BiH Statistics Agency, 2019 Labour Force Survey

<b>Working age population by subjective employment status and sex in FBiH (structure)</b>									
	<b>Total</b>			<b>Male</b>			<b>Female</b>		
	2017	2018	2019	2017	2018	2019	2017	2018	2019
<b>EMPLOYED</b>									
<b>Total</b>	<b>100,00</b>								
Employed	87,0	91,7	91,2	88,2	92,5	91,7	85,0	90,1	90,2
Unemployed	7,3	(5,1)	(4,8)	8,9	(5,8)	(5,7)	(4,4)	(3,9)	(3,4)
Students	((07,))	•	((0,4))	•	•	•	•	•	•
Housewives	(2,8)	(1,6)	(1,7)	-	-	-	(7,7)	(4,3)	(4,6)
Pensioners	(1,7)	((0,9))	(1,5)	(1,8)	•	(1,5)	((1,6))	•	((1,4))
Unfit for work	•	•	•	•	•	•	•	•	•
Others	•	•	•	•	•	•	•	-	•
<b>UNEMPLOYED</b>									
<b>Total</b>	<b>100,00</b>								
Employed	-	-	-	-	-	-	-	-	-
Unemployed	92,5	89,6	89,7	97,9	97,1	98,7	84,4	79,4	79,1
Students	•	•	•	•	•	•	•	•	•
Housewives	(5,7)	(8,4)	(7,9)	-	-	-	(14,2)	(19,9)	(17,1)
Pensioners	•	•	•	•	•	•	-	-	•
Unfit for work	•	-	•	-	-	•	•	-	•
Others	•	•	•	•	•	•	•	-	-
<b>INACTIVE</b>									
<b>Total</b>	<b>100,00</b>								
Employed	-	-	-	-	-	-	-	-	-
Unemployed	12,0	12,7	11,2	14,5	14,3	11,7	10,4	11,6	10,8
Students	14,5	15,0	12,4	18,7	18,1	15,8	11,7	13,1	10,2
Housewives	26,6	27,1	26,3	-	-	-	44,1	44,2	43,5
Pensioners	36,4	35,9	39,9	58,9	60,1	64,3	21,6	20,5	23,9

Unfit for work	8,9	8,2	8,6	6,5	6,5	7,1	10,4	9,3	9,5
Others	(1,6)	(1,2)	(1,6)	(1,4)	((1,0))	((1,0))	(1,7)	(1,4)	(2,0)

Source: BiH Statistics Agency, 2019 Labour Force Survey

Working age population by subjective employment status and sex in RS (structure)									
	Total			Male			Female		
	2017	2018	2019	2017	2018	2019	2017	2018	2019
<b>EMPLOYED</b>									
<b>Total</b>	<b>100.0</b>								
Employed	84.6	87.3	80.0	85.7	89.1	82.8	82.9	84.3	75.7
Unemployed	(7.0)	(5.5)	(8.2)	(10.5)	(6.4)	(9.6)	((1.7))	(3.9)	(6.1)
Students	•	•	•	•	•	•	•	•	•
Housewives	(5.1)	(3.5)	(5.0)	•	•	•	(12.7)	(8.9)	(12.1)
Pensioners	(2.4)	(3.0)	(5.7)	(2.7)	(3.5)	(6.1)	((2.0))	((2.2))	(4.9)
Unfit for work	•	•	•	-	•	•	•	-	•
Others	•	•	•	•	•	•	•	•	•
<b>UNEMPLOYED</b>									
<b>Total</b>	<b>100.0</b>								
Employed	-	-	-	-	-	-	-	-	-
Unemployed	90.2	90.3	88.7	99.0	97.8	98.1	81.5	80.1	80.1
Students	•	•	•	•	•	•	•	•	•
Housewives	(8.2)	(7.1)	(9.3)	-	-	•	(16.4)	(16.9)	(16.9)
Pensioners	•	•	•	-	•	-	•	•	•
Unfit for work	-	-	-	-	-	-	-	-	-
Others	•	•	•	•	-	-	-	•	•
<b>INACTIVE</b>									
<b>Total</b>	<b>100.0</b>								
Employed	•	-	-	•	-	-	-	-	-
Unemployed	10.9	13.3	10.2	12.9	12.9	10.8	9.7	13.5	9.8
Students	15.5	14.9	13.9	17.6	17.6	16.9	14.1	13.0	11.6
Housewives	18.6	16.0	17.9	•	•	•	31.0	26.8	31.4
Pensioners	38.5	42.7	42.6	57.5	58.6	57.7	25.9	31.9	30.9
Unfit for work	15.0	11.7	11.9	10.5	(9.7)	9.1	18.0	13.0	14.1
Others	(1.4)	(1.5)	(3.5)	((1.4))	((1.0))	(5.1)	((1.4))	(1.8)	(2.2)

Source: BiH Statistics Agency, 2019 Labour Force Survey

Working age population by subjective employment status and sex in BiH BD (structure)									
	Total			Male			Female		
	2017	2018	2019	2017	2018	2019	2017	2018	2019
<b>EMPLOYED</b>									
<b>Total</b>	<b>100.0</b>								
Employed	79.5	83.6	86.6	77.7	85.9	86.1	82.8	79.3	87.6
Unemployed	(15.6)	((7.3))	(9.2)	(20.1)	((8.0))	(10.9)	•	•	•
Students	•	•	•	•	•	•	•	•	•
Housewives	•	•	•	•	-	-	•	•	•
Pensioners	•	((3.1))	•	•	((3.9))	•	•	•	•
Unfit for work	•	•	•	-	•	•	•	-	-
Others	•	•	-	•	•	-	•	•	-
<b>UNEMPLOYED</b>									
<b>Total</b>	<b>100.0</b>								
Employed	-	-	-	-	-	-	-	-	-
Unemployed	92.6	80.3	94.5	98.1	95.9	98.7	84.9	(58.5)	87.0
Students	•	•	•	•	-	•	•	•	-
Housewives	•	((16.6))	•	-	•	-	•	((37.7))	•
Pensioners	-	•	-	-	-	-	-	•	-
Unfit for work	-	-	•	-	-	-	-	-	•
Others	•	•	-	-	•	-	•	-	-
<b>INACTIVE</b>									

<b>Total</b>	<b>100.0</b>								
Employed	-	-	•	-	-	•	-	-	-
Unemployed	(22.5)	(12.7)	19.9	(29.8)	(17.9)	27.5	(17.4)	(9.2)	(15.1)
Students	12.9	12.9	10.0	(14.0)	14.9	(11.2)	(12.1)	(11.6)	9.3
Housewives	(19.1)	24.2	22.6	-	•	-	(32.3)	39.9	36.7
Pensioners	31.9	30.6	32m3	44.1	48.1	45.3	(23.4)	(18.9)	(24.2)
Unfit for work	(11.6)	18.4	(14.2)	(10.7)	(16.8)	(14.5)	(12.3)	19.5	(14.1)
Others	•	((1.2))	•	•	•	•	•	•	•

Source: BiH Statistics Agency, 2019 Labour Force Survey

**Table 17**

<b>Structure of working age population by education level and gender in BiH</b>				
<b>Total</b>				
	<b>Employed</b>	<b>Unemployed</b>	<b>Inactive</b>	<b>Total</b>
<b>Primary school and lower</b>	16.1	(14.2)	51.4	36.4
<b>Secondary school and specialization</b>	68.0	74.1	43.2	54.1
<b>Two years and four years of university, master and PhD degree</b>	16.0	11.7	5.4	9.6
<b>Total</b>	100.0	100.0	100.0	100.0
<b>Female</b>				
<b>Primary school and lower</b>	19.3	(14.8)	59.8	46.2
<b>Secondary school and specialization</b>	60.2	69.9	36.2	44.7
<b>Two years and four years of university, master and PhD degree</b>	20.5	15.3	4.0	9.1
<b>Total</b>	100.0	100.0	100.0	100.0
<b>Male</b>				
<b>Primary school and lower</b>	14.0	(13.7)	39.2	26.2
<b>Secondary school and specialization</b>	72.8	77.8	53.3	63.7
<b>Two years and four years of university, master and PhD degree</b>	13.2	(8.5)	7.5	10.1
<b>Total</b>	100.0	100.0	100.0	100.0

Source: BiH Statistics Agency, 2019 Labour Force Survey

( ); less reliable data

**Table 18**

<b>Persons in employment by economic activity and sex in BiH</b>			
	<b>Female</b>	<b>Male</b>	<b>Total</b>
<b>Agricultural activities</b>	20.5	16.4	18.0
<b>Non-agricultural activities</b>	16.9	40.9	31.7
<b>Service sector</b>	62.6	42.7	50.3
<b>Total</b>	100.0	100.0	100.0

Source: BiH Statistics Agency, 2019 Labour Force Survey

Groups of economic activities (NACE Rev. 2): agricultural (A), non-agricultural (B, C, D, E, F), service sector (G, H, I, J, K, L, M, N, O, P, Q, R, S, T, U)

**Table 19**

<b>Structure of unemployed persons by duration of job seeking in BiH</b>			
	<b>Total</b>	<b>Male</b>	<b>Female</b>
	2019	2019	2019
<b>Structure</b>			
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
<b>They got a job</b>	•	•	•
for less than 6 months	13.2	(12.6)	(14.0)
for 6 to 11 months	9.5	(10.8)	(8.2)
for 12 to 23 months	15.2	(15.1)	(15.4)
for 24 to 59 months	23.8	26.5	20.9
for 60 to 119 months	17.4	(17.5)	(17.3)
for 120 months and more	19.6	(16.2)	23.3

Source: BiH Statistics Agency, 2019 Labour Force Survey

•; extremely unreliable data

( ); less reliable data

**Table 20**

<b>An overview of expenditures for passive measures in the labour market of the Federation of BiH (2015-2018)<sup>2</sup></b>				
<b>Passive measures</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>
Cash benefits	BAM 48,545,489	BAM 48,078,881.07	BAM 51,915,106	BAM 48,960,818
Health insurance	BAM 23,374,373	BAM 22,849,370.40	BAM 22,183,277	BAM 21,232,354
Pension and disability insurance	BAM 3,605,576	BAM 1,173,548.54	BAM 2,526,807	BAM 1,336,694
Transfers to services by the Institute – lacking amounts and the Social Care Programme	BAM 13,822,379,66	BAM 16,342,854,11	BAM 11,178,969,38	BAM 5,221,251,19
<b>Total</b>	<b>BAM 89,347,818</b>	<b>BAM 88,444,654.12</b>	<b>BAM 87,804,159</b>	<b>BAM 76,751,117</b>

Source: FBiH Employment Institute

**Table 21**

<b>An overview of other expenditures for measures in the labour market of the Federation of BiH (20015-2018)</b>				
	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>
<b>Amounts for the Fund of Professional Rehabilitation</b>	BAM 1,395,000	BAM 1,295,000	BAM 2,012,000	BAM 3,792,250

Source: FBiH Employment Institute

**Table 22**

<sup>2</sup> Activity Report of the BiH Employment Institute 2015, 2016, 2017 and 2018

<b>An overview of expenditures for active employment measures in the labour market of the Federation of BiH (2015-2018)</b>				
<b>Active measures</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>
<b>Co-funding programmes for employment, self-employment and training (Institute)</b>	BAM 21,765,857	BAM 20,960,352	BAM 15,996,694	BAM 31,539,297
<b>Funding programmes for employment, self-employment and training (Services, Institute and other partners)</b>	BAM 4,478,000.06	BAM 7,753,541.06	BAM 8,154,965.00	BAM 9,382,270.88
<b>Total</b>	<b>BAM 26,243,857</b>	<b>BAM 28,713,893.06</b>	<b>BAM 24,151,659</b>	<b>BAM 40,921,568</b>

Source: FBiH Employment Institute

**Table 23**

<b>RATES OF ACTIVITY, EMPLOYMENT AND UNEMPLOYMENT IN THE REPORTING PERIOD IN THE REPUBLIKA SRPSKA, 2015-2016</b>						
	<b>2015</b>			<b>2016</b>		
	<b>Total</b>	<b>M</b>	<b>F</b>	<b>Total</b>	<b>M</b>	<b>F</b>
<b>Activity rate</b>	47.1	57.5	37.1	47.2	57.9	36.9
<b>Employment rate</b>	35.2	44.0	26.8	35.5	45.4	26.0
<b>Employment rate (15-64)</b>	43.7	52.9	34.3	45.2	55.2	34.6
<b>Employment rate</b>	47.9	57.8	37.7	49.3	60.4	37.7
<b>Unemployment rate</b>	25.2	23.4	27.7	24.8	21.6	29.5
<b>Unemployment rate (15-24)</b>	56.5	52.1	65.1	52.3	47.5	62.0

Source: RS Employment Institute, 2018 Labour Force Survey

**Table 24**

<b>RATES OF ACTIVITY, EMPLOYMENT AND UNEMPLOYMENT IN THE REPORTING PERIOD IN THE REPUBLIKA SRPSKA, 2017- 2018</b>						
	<b>2017</b>			<b>2018</b>		
	<b>Total</b>	<b>M</b>	<b>F</b>	<b>Total</b>	<b>M</b>	<b>F</b>
<b>Activity rate</b>	47.2	47.2	38.3	46.7	56.9	36.5
<b>Employment rate</b>	37.3	37.3	28.7	38.7	47.7	29.7
<b>Employment rate (15-64)</b>	48.0	48.0	37.9	50.2	59.2	40.2
<b>Employment rate (20-64)</b>	51.8	51.8	40.9	53.8	63.3	43.3
<b>Unemployment rate</b>	21.0	21.0	25.1	17.2	16.3	18.5
<b>Unemployment rate</b>	46,2	46,2	55,6	35,2	29,8	48,0

(15-24)						
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Source: RS Employment Institute, 2018 Labour Force Survey

**Table 25**

<b>EXPENDITURES FOR PASIVE AND ACTIVE EMPLOYMENT MEASURES IN THE LABOUR MARKET – REPUBLIKA SRPSKA EMPLOYMENT INSTITUTE</b>				
	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>
<b>Passive measures</b>	BAM 16,997,546	BAM 16,810,748	BAM 15,141,591	BAM 14,374,102
<b>Active measures</b>	BAM 11,019,332	BAM 9,726,618	BAM 10,673,338	BAM 12,809,908

Source: RS Employment Institute

**Table 26**

<b>Labour Force Survey – ACTIVITY RATES OF BIH INHABITANTS BY ENTITIES (%)</b>					
		<b>BiH</b>	<b>Federation of BiH</b>	<b>Republika Srpska</b>	<b>Brčko District of BiH</b>
<b>Activity rate (%)</b>	2017	42.6	40.2	47.2	38.5
	2018	42.1	39.5	46.7	39.5
<b>Employment rate (%)</b>	2017	33.9	32.2	37.3	28.1
	2018	34.3	31.9	38.7	31.5
<b>Unemployment rate (%)</b>	2017	20.5	20.0	21.0	26.9
	2018	18.4	19.2	17.2	19.8

Source: Brčko District of BiH Employment Institute

**Table 27**

<b>NUMBER OF THE UNEMPLOYED AND THE EMPLOYED IN THE BRČKO DISTRICT OF BIH (2015-2018)</b>						
	2015	2016	2017	2018	Difference 2015-2018	Difference 2017-2018
<b>Number of the unemployed</b>	12,197	11,909	11,021	9,354	-2,843	-1,667
<b>Number of the employed</b>	16,506	16,921	17,149	17,544	+1,038	+395

Source: Brčko District of BiH Employment Institute

**Table 28**

<b>ACTIVE EMPLOYMENT MEASURES IN THE FBIH, 2015</b>				
<b>No.</b>	<b>PROGRAMME</b>	<b>GOALS</b>	<b>MEASURES</b>	<b>NUMBER OF UNEMPLOYED PERSONS INCLUDED</b>

1.	<b>Co-funding programmes for employment and gaining the first work experience, 2015</b>	Co-funding of employment of persons registered as unemployed in the FBiH, aiming at giving the possibility to young people to gain the first work experience period for 6 months if they completed secondary school and for 12 months if they graduated from university. Further, the last introduced measure co-funds employment of persons 40 + registered as unemployed with the Institute for at least 24 months.	Strengthening of competitiveness in the labour market – First work experience	1,090
			Opportunity for all 2015	3,980
			Seasonal employment	505
			Co-funding of employment of hard-to-employ persons – work voucher	256
<b>TOTAL:</b>			<b>5,831</b>	
2.	<b>Programme Start Up 2015</b>	Provision of incentives for self-employment and employment of unemployed persons in newly opened businesses.	-	517
3.	<b>Programme of Public Works</b>	Co-funding of employment of unemployed persons for up to 3 months with an employer/contractor for public works, with a view to carrying out activities of general public interest.	-	585
4.	<b>Co-funding programmes for employment and self-employment of Roma</b>	Co-funding of employment and self-employment of Roma registered as unemployed in the FBiH, considering their social, gender and other vulnerability, in order to strengthening of competitiveness in the labour market. <sup>3</sup>	-	45
5.	<b>Co-funding programmes for employment and self-employment in the field of agriculture<sup>4</sup></b>	Incentive for self-employment and employment in newly and already registered businesses in the field of agriculture. The length of co-financing is 36 months.	-	459
6.	<b>Funding of projects together with other organizations and institutions</b>	Total 12 projects for training and employment of unemployed people from different sectors (tailors,		520 (of which 438 got a job)

<sup>3</sup> The programme was implemented in accordance with the Memorandum of Understanding on the implementation of the BiH Action Plan for Roma employment, No. 01-49-1-2720-2 / 15 of 30 December 2015. The Ministry of Human Rights and Refugees of BiH, as the line ministry, concluded a Memorandum with the FBiH Employment Institute, the Republika Srpska Employment Institute and the Brcko Employment Institute. The programme was implemented in 2016.

<sup>4</sup> The programme was funded by the FBiH Employment Institute and the FBiH Ministry of Agriculture, Water Management and Forestry.

		seamstresses, welders, CNC operators, manufacturers and installers of PVC joinery, parquet manufactures etc.).		
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Source: FBiH Employment Institute

**Table 29**

<b>ACTIVE EMPLOYMENT MEASURES IN THE FBIH, 2016</b>				
<b>No.</b>	<b>PROGRAMME</b>	<b>GOALS</b>	<b>MEASURES</b>	<b>NUMBER OF UNEMPLOYED PERSONS INCLUDED</b>
1.	<b>Co-funding programmes for employment, 2016</b>	Co-funding of employment of at least 4.000 persons registered as unemployed in the FBiH regardless of age, qualifications or work experience, especially considering their social, gender and other vulnerability, in order to strengthening of competitiveness in the labour market.	Opportunity for all, 2016 (regardless of age, qualifications and work experience for a period of 6 months)	3.057
			Recurrent/seasonal employment (regardless of age, qualifications and work experience, for a period of 6 months)	262
			Co-funding of employment of hard-to- employ persons – work voucher (persons 40 + registered as unemployed for at least 24 months.)	508
<b>TOTAL:</b>				3,827
2.	<b>Programme of preparation for work through training, vocational training and additional training – Training for Job</b>	Programme of preparation for work through training, vocational training and additional training, in a particular business environment provided that the employer will retain at least 70% of trained persons for a period of 6 months.	-	390 (of which 297 got jobs)
3.	<b>Funding of projects together with other organizations and institutions</b>	A total of 12 projects in which the unemployed attended various types of training and some of the trained unemployed persons got jobs.	-	1,287 attended the training, while 130 got jobs.
4.	<b>Decree on Incentives for Employment</b> <sup>5</sup>	Employment of young persons under 30 and	-	2,262 (on the grounds of

<sup>5</sup> Decree on Incentives for Employment FBiH (FBiH Official Gazette 95/15, 32/16, 48/16) was passed by the FBiH government. The FBiH Ministry of Development, Entrepreneurship and Crafts, the FBiH Employment Institute, the

		self-employment of unemployed persons		incentives for employment of young persons without relevant work experience)  1,525 (on the grounds of incentives for self-employment, that is, starting and registering a business)
			<b>TOTAL:</b>	3,787
5.	<b>Programme of cantonal employment services</b>	A total of 11 programmes funded by own funds or funds or support of other institutions		1,338

Source: FBiH Employment Institute

**Table 30**

**ACTIVE EMPLOYMENT MEASURES IN THE FBIH, 2017**

No.	PROGRAMME	GOALS	MEASURES	NUMBER OF UNEMPLOYED PERSONS INCLUDED
1.	<b>Co-funding programme for employment, 2017</b>	Co-funding of employment for persons registered as unemployed, considering their social, gender and other vulnerability, in order to strengthening of competitiveness in the labour market, preventing	First work experience 2017	1,196
			Work voucher 2017 <sup>6</sup>	2,087
			Recurrent/seasonal employment 2017 <sup>7</sup>	1,037
			Public works 2017 <sup>8</sup>	108

Cantonal Employment Services, the FBiH Tax Administration and the FBiH Inspectorate Administration participated in the implementation of the Decree.

<sup>6</sup> For unemployed persons 40 + registered as unemployed with the Institute for at least 24 months, persons with disabilities, members of the household in which no member is employed, members of families of killed militarys and other specific categories of unemployed persons, who will get jobs for a period of at least six months. The goal is to use "vouchers" and motivate unemployed persons to seek employment with employers in order to get integrated in the labor market and to end long-term unemployment.

<sup>7</sup> For unemployed persons regardless of age, qualifications or work experience, provided that they will get jobs for a period of up to 6 months. The goal is to help the unemployed persons to get integrated in the labor market and to prevent long-term unemployment and to provide employers with the workforce to meet their needs. An employer concludes with the Institute and the Service an Agreement on co-funding the employment of a certain number of persons for a maximum period of six months. Employment contracts concluded by the employer individually with unemployed persons are, in principle, repeatedly concluded, from a minimum of one to a maximum of six months within the duration of the Employment Co-funding Agreement;

<sup>8</sup> For unemployed persons regardless of age, qualifications or work experience, registered on the unemployment register before the date of employer's submission of application in accordance with the Public Invitation, provided that they will get jobs for a period of up to 3 months. The goal is to engage unemployed persons from the FBiH unemployment register for the following: mitigation of the social consequences of unemployment, job search motivation and integration into the labor market through limited employment and socially beneficial work (e.g. environmental protection and conservation, rehabilitation of illegal landfills, repairing of roads, eliminating the consequences of natural disasters, social protection, assistance to elderly and infirm people, protection of cultural monuments, educational programmes etc.).

		long-term unemployment, and preserving and improving working ability.		
	<b>TOTAL:</b>			4,428
2.	<b>Co-funding programme for employment, 2017 PLUS</b>	The same goals as in the previous program.	First work experience 2017 PLUS	678
			Work voucher 2017 PLUS	725
			Recurrent/seasonal employment 2017 PLUS	2,100
			Public works 2017 PLUS	81
	<b>TOTAL:</b>			3584
3.	<b>Co-funding programme for employment, Start Up 2017</b>	Provision of incentives for unemployed persons in the FBiH regardless of age and qualifications for self-employment for a period of 12 months with the possibility of co-funding employment of others in newly opened businesses for a period of 6 months.	-	580
4.	<b>Co-funding programme for self-employment, Start Up PLUS 2017</b>	The same goals as in the previous program.	-	95
5.	<b>Programme of preparation for work through training – Training for job, 2017</b>	Programme of preparation for work through training, vocational training and additional training, in a particular business environment with a focus on the unemployed who do not have knowledge and skills, especially when it comes to new methods and technologies of work in the corporate sector.	-	569 ( of which 511 persons got jobs with the employers where they had been trained)
6.	<b>Co-funding programme for employment of Roma, 2017</b>	Co-funding of employment and self-employment of Roma registered as unemployed in the FBiH, considering their social, gender and other vulnerability, in order to strengthening of competitiveness in the labour market.	-	55
7.	<b>Funding of projects together with other organizations and institutions</b>	-	-	1,019
8.	<b>Programme of cantonal employment services</b>	-	-	1,846

Source: FBiH Employment Institute

**Table 31**

<b>ACTIVE EMPLOYMENT MEASURES IN THE FBiH, 2018</b>				
<b>No.</b>	<b>PROGRAMME</b>	<b>GOALS</b>	<b>MEASURES</b>	<b>NUMBER OF UNEMPLOYED PERSONS INCLUDED</b>
1.	<b>Co-funding programme for employment, 2018</b>	Co-funding of employment of persons registered as unemployed in the FBiH, considering their social, gender and other vulnerability, and preserving and improving working ability.	First work experience 2018 ( young people under 30 )	948
			Employment of women 2018	1,397
			Opportunity for all 2018 – the possibility of extended employment co-funding <sup>9</sup>	5,289
			Contributions 500 - 2018 <sup>10</sup>	103
			Recurrent/seasonal employment 2018	1,727
			Public works 2018 <sup>11</sup>	178
			I'm looking for an employer 2018 <sup>12</sup>	457
			Serving in joint projects <sup>13</sup>	649
2.	<b>Co-funding programmes for self-employment</b>	Provision of incentives for unemployed persons in FBiH regardless of age and qualifications, for self-employment for a	Entrepreneurship for the youth (under 30)	-
			Entrepreneurship for women	-
			Entrepreneurship for	-

<sup>9</sup> The measure includes employment of persons regardless of age, qualifications or work experience, for a longer period, i.e. for 6 or 12 months, provided that the employer is supported by refunding ½ of the subsidy after sixth until the 12th month of the co-funding period, the employers coming exclusively from the private sector. The goal of this measure is to help the unemployed persons to get integrated in the labor market and to prevent long-term unemployment, providing support to the employer by a possibility of extended employment co-funding.

<sup>10</sup> The measure includes co-funding of employment of unemployed persons regardless of age, qualifications or work experience, provided that they will get jobs for a period of up to 6 months. The goal of this measure is to help the unemployed persons to get integrated in the labor market and to prevent long-term unemployment, by supporting the employer to provide higher pays to employees, i.e. supporting the employers coming exclusively from the private sector by refunding paid contributions in the amount of BAM 500.00.

<sup>11</sup> The measure includes employment of unemployed persons regardless of age, qualifications or work experience, provided that they will get jobs for a period of up to 3 months. The goal of this measure is to provide employment of persons registered as unemployed in the territory of the Federation of BiH, for the following: mitigation of the social consequences of unemployment, job search motivation and integration into the labor market through limited employment and socially beneficial work (e.g. environmental protection and conservation, rehabilitation of illegal landfills, repairing of roads, eliminating the consequences of natural disasters, social protection, assistance to elderly and infirm people, protection of cultural monuments, educational programmes etc.).

<sup>12</sup> The measure includes employment of unemployed persons regardless of age, qualifications or work experience, provided that they will get jobs for a period of 6 or 12 months, registered as unemployed before the date of downloading Employer Search Form TP. The goal of this measure, which is focused on the unemployed persons, is to help the unemployed persons to get integrated in the labor market and to prevent long-term unemployment, to enhance job search motivation and activity, with the help of the Employer Search Form TP, the duration of which is limited to 60 days of downloading from web portal [www.fzzz.ba](http://www.fzzz.ba);

<sup>13</sup> The goal of this measure is to support the development of partnerships of cantonal employment services with employers and other organizations and institutions, by co-funding of employment, training to increase competencies and gain additional knowledge and skills, adult education, lifelong learning etc.

		period of 12 months with the possibility of co-funding employment of others in newly opened businesses for a period of 6 months.	all	
			<b>TOTAL:</b>	1,087
2.	<b>Training for Job Programme, 2018</b>	Programme of preparation for work through training, vocational training and additional training, in a particular business environment with a focus on the unemployed who do not have knowledge and skills, especially when it comes to new methods and technologies of work in the corporate sector.	-	75 (of which 65 persons got jobs with the employers where they had been trained)
3.	<b>Funding of projects together with other organizations and institutions</b>	-	-	800
4.	<b>Programme of cantonal employment services</b>	-	-	2,257
5.	<b>Co-funding programme for employment and self-employment of Roma, 2018</b>	-	-	85

Source: FBiH Employment Institute

**Table 32<sup>14</sup>**

<b>Projects of the RS Employment Institute, 2015</b>				
<b>Name of the project</b>	<b>Target group</b>	<b>Persons employed</b>	<b>Allocated funds</b>	<b>Effects achieved (% of persons retained in jobs after the expiry of contracts under project)</b>
<b>Funding project for employment and self-employment of children of fallen RS Army soldiers, veterans and war veterans with disabilities "Together for getting a job"</b>	Children of fallen soldiers, veterans and war veterans with disabilities	704	3,304,600	56%
<b>Project in support of employment of people 45 +</b>	People 45 +	543	1,669,600	58%
<b>Project in support of employment in industries</b>	People from non-skilled workers to bachelors	1,444	3,528,000	73%
<b>Project in support of the employment of Roma</b>	Roma	40	252,000	33%
<b>Total – projects, 2015</b>		<b>2,731</b>	<b>8,754,200</b>	

<sup>14</sup> Tabular overview of active employment policy measures in Republika Srpska by year

<b>2016 projects of the RS Employment Institute</b>				
<b>Name of the project</b>	<b>Target group</b>	<b>Persons employed</b>	<b>Allocated funds</b>	<b>Effects achieved (% of persons retained in jobs after the expiry of contracts under project)</b>
<b>Funding project for employment and self-employment of children of fallen RS Army soldiers, veterans and war veterans with disabilities “Together for getting a job”</b>	Children of fallen soldiers, veterans and war veterans with disabilities	584	3,037,750	53%
<b>Project in support of employment of people 45 +</b>	People 45 +	286	1,143,250	50%
<b>Project in support of the employment of young people with bachelor’s degree as trainees</b>	Young people with bachelor’s degree	466	3,425,432.40	62%
<b>Project in support of employment in industries</b>	People from non-skilled workers to bachelors	1,326	5,151,600	62%
<b>Project in support of the employment of Roma</b>	Roma	32	178,000	28%
<b>Total – projects, 2016</b>		<b>2694</b>	<b>12,936,032.40</b>	
<b>2017 projects of the RS Employment Institute</b>				
<b>Name of the project</b>	<b>Target group</b>	<b>Persons employed</b>	<b>Allocated funds</b>	<b>Effects achieved (% of persons retained in jobs after the expiry of contracts under project)</b>
<b>Funding project for employment and self-employment of children of fallen RS Army soldiers, veterans and war veterans with disabilities “Together for getting a job”</b>	Children of fallen soldiers, veterans and war veterans with disabilities	613	2,971,000	54%
<b>Project in support of self-employment</b>	All people registered with the Institute	381	1,844,000	48%
<b>Project in support of employment of young people with bachelor’s degree as trainees</b>	Young people with bachelor’s degree	384	2,537,853.81	55%
<b>Project in support of employment of people 50 +</b>	People 50 +	277	1,100,000	60%
<b>Project in support of employment of Roma</b>	Roma	28	155,000	29%
<b>Total – projects, 2017</b>		<b>1,683</b>	<b>8,607,853.81</b>	
<b>2018 projects of the RS Employment Institute</b>				
<b>Name of the project</b>	<b>Target group</b>	<b>Persons employed</b>	<b>Allocated funds</b>	<b>Effects achieved (% of persons retained in jobs after the expiry of contracts under project)</b>

<b>Project in support of employment in industries by paying incentives in the amount of taxes and contributions paid</b>	People from non-skilled workers to bachelors	2,703	4,102,656.24	
<b>Funding project for employment and self-employment of children of fallen RS Army soldiers, veterans and war veterans with disabilities "Together for getting a job"</b>	Children of fallen soldiers, veterans and war veterans with disabilities	537	2,666,000	
<b>Project in support of employment of special target group</b>	Women victims of domestic violence, Women in rural areas and persons who lack up to 3 years of old-age pension insurance	378	1,602,000	
<b>Project in support of the employment of young people with bachelor's degree as trainees</b>	Young people with bachelor's degree	1049	6,685,040.14	
<b>Programme of training, vocational training and additional training</b>	All people registered with the Institute	167	279,482.22	
<b>Project in support of employment of Roma</b>	Roma	32	184,000	
<b>Total – projects, 2018</b>		<b>4,866</b>	<b>15,519,178.60</b>	

Source: RS Employment Institute

**Table 33**

<b>ADMINISTRATIVE UNEMPLOYMENT RATE IN THE BRČKO DISTRICT OF BIH</b>				
	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>
<b>Number of citizens of Brčko District (15-65)</b>	58,869	57,688	57,607	57,550
<b>Number of the unemployed</b>	12,197	11,909	11,021	9,354
<b>Rate</b>	20.71	20.64	19.13	16.25

Source: Brčko District of BiH Employment Institute

**Table 34**

<b>BENEFICIARIES OF THE RIGHT TO FINANCIAL BENEFITS IN THE BRČKO DISTRICT OF BIH</b>					
<b>Application feature</b>	<b>Planned/Paid in BAM</b>				
	<b>Paid</b>			<b>2018</b>	
	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>Planned</b>	<b>Paid</b>
Beneficiaries of the right to financial benefits	589	531	647	552	604
Gross amount paid for financial benefits	1,033,922	768,750	834,557	920,460	821,906

Source: Brčko District of BiH Employment Institute

**Table 35**

<b>BENEFICIARIES OF THE RIGHT TO PURCHASE MISSING YEARS OF SERVICE IN THE BRCKO</b>
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DISTRICT OF BIH					
Application feature	Planned/paid amounts in BAM				
	Paid			2018	
	2015	2016	2017	Planned	Paid
Beneficiaries of the right to purchase missing years of service	77	30	69	96	78
Gross amount paid for missing years of service	84,219	67,597	80,331	185,000	121,938.24

Source: Brčko District of BiH Employment Institute

**Table 36**

ACTIVE EMPLOYMENT MEASURES CARRIED OUT IN THE BRČKO DISTRICT OF BIH			
2015			
NO.	PROGRAMMES	PERSONS	FUNDS
1.	Employment programme for older persons (men 50+, women 45+)	20	141,580.00
2.	Persons on the active register of the Employment Institute	75	619,200.00
3.	Young people with university degree without work experience	28	341,463.36
4.	Programme of active employment measures	142	1,207,840.32
5.	Employment of Roma 2015	2	18,000.00
6.	Self-employment programme in the Brcko District of BiH – 2015	74	1,041,670.00
<b>TOTAL:</b>		<b>341</b>	<b>3,369,753.68</b>
2016			
1.	Employment programme for older persons (men 50+, women 45+)	60	186,516.00
2.	Persons on the active register of the Employment Institute	58	503,880.48
3.	Employment of Roma 2016	1	6,000.00
4.	Self-employment programme in the Brcko District of BiH – 2016	54	484,500.00
<b>TOTAL:</b>		<b>173</b>	<b>1,180,896.48</b>
2017			
1.	Employment programme for unemployed persons from the categories of hard-to-employ persons (older persons, persons with disabilities, young people under 30)	124	858,548.40
2.	Employment of Roma, 2017	4	24,000.00
3.	Self-employment programme in the Brcko District of BiH – 2017	78	704,600.00
<b>TOTAL:</b>		<b>206</b>	<b>1,587,148.40</b>
2018			
1.	Employment programme for unemployed persons from the categories of hard-to-employ persons (older persons, persons with over 50% disability, children of fallen soldiers, war veterans with disabilities, young people under 30) I and II JP	131	715,443.00
2.	Roma – Preparation for labour market	1	2,000.00
	Employment of Roma 2018	2	12,000.00
3.	Self-employment programme in the Brcko District of BiH – 2018	51	577,800.00
<b>TOTAL:</b>		<b>194</b>	<b>1,298,800.00</b>

Source: Brčko District of BiH Employment Institute

**Table 37**

No	Employment programmes of the Brčko District of BiH Employment Institute, 2015-2018
1.	Preparation for labour market
2.	Labour Market and Education System Alignment Programme - Career Guidance and Counselling
3.	Employment programme for unemployed persons from the categories of hard-to-employ persons (older persons, persons with over 50% disability, children of fallen soldiers, war

	veterans with disabilities, young people under 30)
4.	Employment of Roma
5.	Self-employment programme in the Brčko District of BiH

Source: Brčko District BiH Employment Institute

**Table 38**

Programme to support the employment of Roma in the Republika Srpska						
Year	Self-employment		Employment with an employer		Total	
	Persons employed	Allocated funds	Persons employed	Allocated funds	Persons employed	Allocated funds
2015	12	96,000	28	156,000	40	252,000
2016	5	22,000	27	156,000	32	178,000
2017	1	5,000	27	150,000	28	155,000
2018	8	40,000	24	144,000	32	184,000
<b>Total</b>	<b>26</b>	<b>163,000</b>	<b>106</b>	<b>606,000</b>	<b>132</b>	<b>769,000</b>

Source: RS Employment Institute

**Table 39**

Programme to support the employment of special target categories in industries						
Year	Self-employment		Employment with an employer		Total	
	Persons employed	Allocated funds	Persons employed	Allocated funds	Persons employed	Allocated funds
2018	90	450,000	288	1,152,000	378	1,602,000
<b>Total</b>	<b>90</b>	<b>450,000</b>	<b>288</b>	<b>1,152,000</b>	<b>378</b>	<b>1,602,000</b>

Source: RS Employment Institute

### Article 1 paragraph 3 - Free employment services

**Table 40**

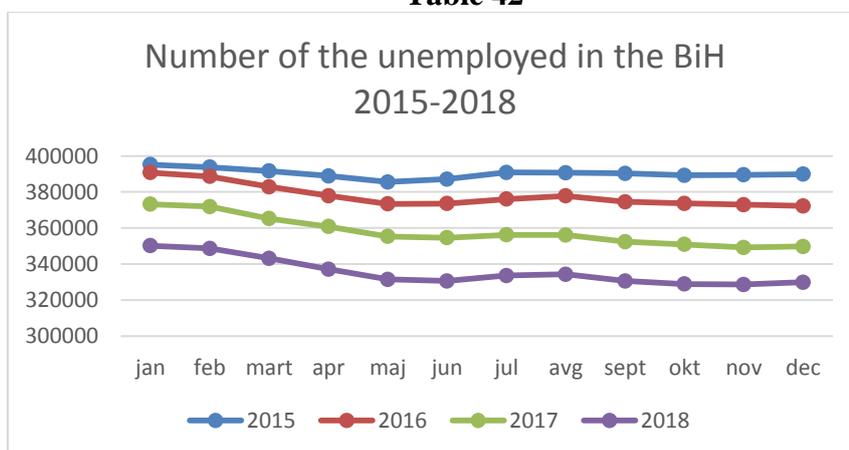
Unemployed persons by sex and qualification in BiH										
Year	Qualification structure									
	Total	Women	VSS	VŠS	SSS	NSS	VKV	KV	PKV	NKV
2018	451,698	249,233	37,740	6,667	126,811	1,119	2,055	146,037	7,572	123,697
2017	489,360	262,167	40,247	6,949	136,421	1,271	2,383	161,200	8,323	132,567
2016	521,357	272,608	42,313	7,338	144,816	1,416	2,686	174,122	9,043	139,624
2015	541,817	278,474	42,421	7,454	147,500	1,517	3,032	184,866	9,735	145,292
2014	549,522	279,199	40,199	7,707	145,545	1,618	3,356	189,373	10,368	151,356
2013	552,461	278,722	37,263	7,742	142,311	1,744	3,681	191,035	10,938	157,748
2012	543,388	274,244	31,703	7,546	136,898	1,879	3,811	189,064	11,302	161,186

Source: BiH Labour and Employment Agency

**Table 41**

An overview of the number of unemployed persons registered in the Federation of BiH in the period 2015-2018				
Month	2015	2016	2017	2018
January	395,133	390,738	373,214	350,217
February	393,787	388,606	371,915	348,639
Mart	391,663	382,879	365,255	343,207
April	388,848	377,926	360,807	337,127
May	385,540	373,378	355,290	331,519
June	387,103	373,548	354,626	330,647
July	390,822	376,078	356,193	333,610
August	390,659	377,826	356,115	334,315
September	390,281	374,500	352,398	330,579
October	389,276	373,657	350,914	328,895
November	389,471	372,902	349,226	328,663
December	389,865	372,207	349,699	329,907

Source: FBiH Employment Institute

**Table 42**

Source: FBiH Employment Institute

**Table 43**

Numerical indicators of the unemployed in the reference period in the Republika Srpska				
Month	2015	2016	2017	2018
January	143,707	136,349	126,372	114,357
February	143,840	136,056	126,095	113,429
Mart	142,804	135,690	124,527	112,333
April	141,138	134,527	123,138	110,619
May	139,677	133,979	120,868	108,128
June	140,294	133,041	120,036	107,034
July	140,133	131,927	118,896	106,423
August	138,220	130,781	117,820	104,022
September	137,502	128,464	116,936	100,981
October	135,569	126,909	116,274	98,986
November	135,115	126,274	115,347	97,193
December	135,585	125,906	114,364	96,005
<b>Yearly average</b>	<b>139,465</b>	<b>131,659</b>	<b>120,056</b>	<b>105,793</b>

Source: RS Employment Institute

**Table 44<sup>15</sup>**



Source: RS Employment Institute (Yearly average)

**Table 45**

Level of education	2015		2016		2017		2018	
	Number	%	Number	%	Number	%	Number	%
<b>1 – Unskilled</b>	28,498	21.02	26,610	21.13	23,997	20.98	19,316	20.12
<b>women</b>	12,816	19.50	12,063	19.63	11,007	19.28	8,963	18.24
<b>2 – Semi-skilled Primary</b>	2,686	1.98	2,399	1.91	2,162	1.89	1,737	1.81
<b>women</b>	1,386	2.11	1,227	2.00	1,135	1.99	925	1.88
<b>3 – Skilled</b>	47,319	34.90	43,301	34.39	38,481	33.65	31,620	32.94
<b>women</b>	17,921	27.26	16,459	26.78	15,029	26.33	12,677	25.79
<b>4 – Secondary</b>	39,781	29.34	37,574	29.84	34,739	30.38	30,139	31.39
<b>women</b>	23,280	35.42	21,985	35.77	20,599	36.09	18,174	36.98
<b>5 – Highly skilled</b>	1,046	0.77	939	0.75	791	0.69	603	0.63
<b>women</b>	144	0.22	116	0.19	101	0.18	74	0.15
<b>6 - 1 2-year university</b>	1,784	1.32	1,595	1.27	1,409	1.23	1,203	1.25
<b>women</b>	1,015	1.54	915	1.49	813	1.42	716	1.46
<b>7 – 1 4-year university</b>	13,790	10.17	12,748	10.13	12,063	10.55	10,674	11.12
<b>women</b>	8,767	13.34	8,236	13.40	7,942	13.91	7,144	14.54
<b>7 – 2 Master’s degree</b>	676	0.50	733	0.58	707	0.62	691	0.72
<b>Women</b>	398	0.61	453	0.74	443	0.78	470	0.96
<b>8 – Doctoral degree</b>	5	0	7	0	15	0.01	22	0.02
<b>Women</b>	5	0	7	0	8	0.01	6	0.01

<sup>15</sup> Educational structure of unemployed persons - The table gives the yearly average of the number of people with vocational education against the total number of unemployed, i.e. the movement of qualification and gender structure of unemployed persons - active supply in the period 2015-2018

<b>TOTAL</b>	<b>135.585</b>	<b>100</b>	<b>125.906</b>	<b>100</b>	<b>114.364</b>	<b>100</b>	<b>96.005</b>	<b>100</b>
<b>women</b>	65,732	100	61,461	100	57,077	100	49,149	100
<b>% women</b>	48.48		48.81		49.91		51.19	

Source: RS Employment Institute

**Table 46**

<b>Registered people in the Brčko District of BiH Employment Institute by qualification 2015-2018</b>									
<b>Application feature Level:</b>		<b>Year</b>							
		<b>2015</b>		<b>2016</b>		<b>2017</b>		<b>2018</b>	
		<b>Number</b>	<b>%</b>	<b>Number</b>	<b>%</b>	<b>Number</b>	<b>%</b>	<b>Number</b>	<b>%</b>
		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>
<b>7</b>	<b>Total</b>	1,291	10.65	1,224	10.27	1,104	10.01	974	10.41
	<b>Women</b>	790	-	768	-	684	-	624	-
<b>6</b>	<b>Total</b>	104	0.86	85	0.71	73	0.66	55	0.58
	<b>Women</b>	51	-	44	-	33	-	29	-
<b>4</b>	<b>Total</b>	3,633	29.98	3,593	30.17	3,387	30.73	2,902	31.02
	<b>Women</b>	2,263	-	2,253	-	2,163	-	1,913	-
<b>2</b>	<b>Total</b>	-	-	-	-	-	-	-	-
	<b>Women</b>	-	-	-	-	-	-	-	-
<b>5</b>	<b>Total</b>	52	0.43	54	0.45	42	0.38	35	0.37
	<b>Women</b>	8	-	7	-	5	-	4	-
<b>3</b>	<b>Total</b>	3,879	32.01	3,768	31.63	3,513	31.87	2,967	31.71
	<b>Women</b>	1,649	-	1,632	-	1,586	-	1,397	-
<b>2</b>	<b>Total</b>	194	1.60	193	1.62	174	1.57	141	1.50
	<b>Women</b>	94	-	95	-	81	-	73	-
<b>1</b>	<b>Total</b>	2,965	24.47	2,992	25.12	2,728	24.75	2,280	24.37
	<b>Women</b>	1,614	-	1,640	-	1,477	-	1,242	-
<b>Total</b>	<b>Total</b>	12,118	100	11,909	100	11,021	100	9,354	100
	<b>Women</b>	6,469	-	6,439	-	6,029	-	5,282	-

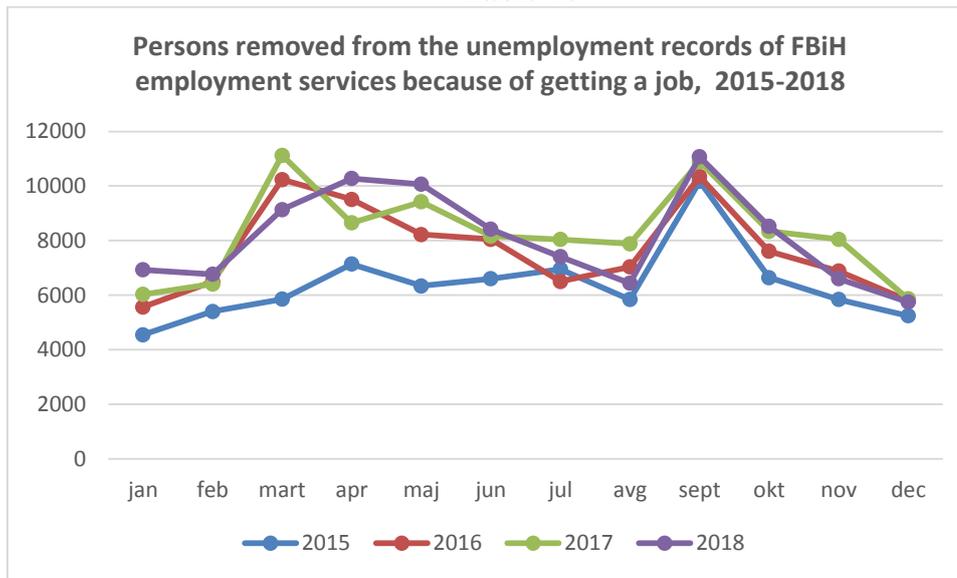
Source: Brčko District of BiH Employment Institute

**Table 47**

<b>Tabular monthly summary of the number of persons removed from the records of the unemployed in the Federation of BiH because of getting a job, 2015-2018</b>				
<b>Month</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>
January	4,552	5,568	6,027	6,931
February	5,403	6,493	6,408	6,765
March	5,854	10,234	11,126	9,136
April	7,140	9,509	8,651	10,277
May	6,338	8,225	9,423	10,067
June	6,603	8,047	8,165	8,415
July	6,955	6,502	8,044	7,411
August	5,842	7,035	7,886	6,438
September	10,173	10,345	10,893	11,070
October	6,645	7,610	8,342	8,521
November	5,841	6,886	8,047	6,605
December	5,246	5,809	5,865	5,749

Source: FBiH Employment Institute

**Table 48**



Source: FBiH Employment Institute

**Table 49**

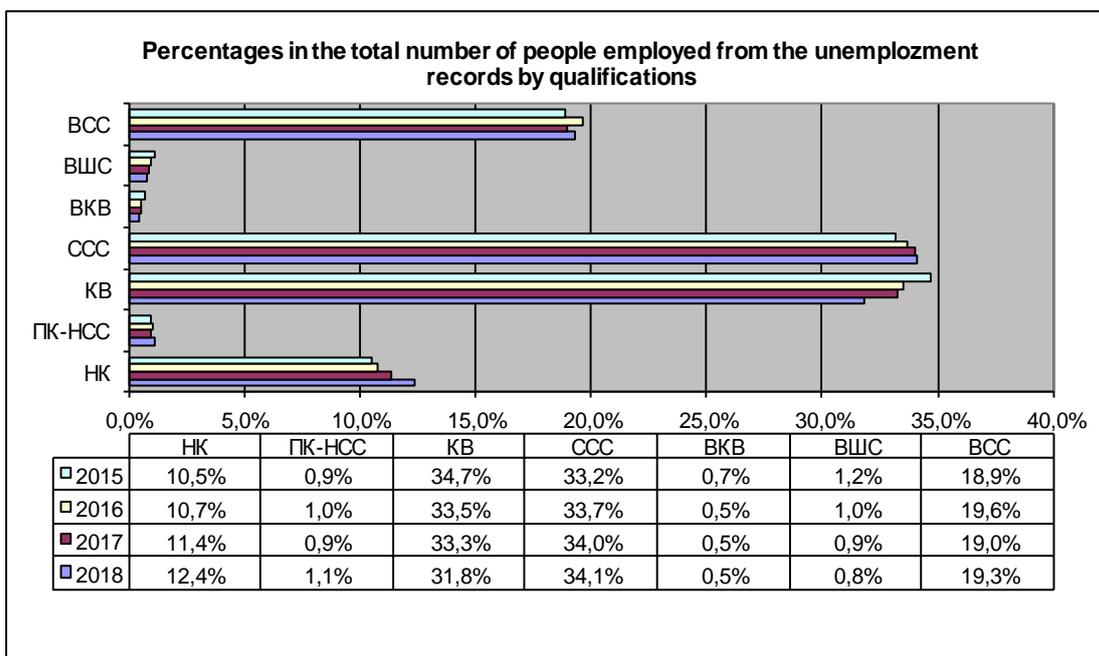
Year	Number of jobs advertised via requests for mediation or via job advertisements published by employment offices	Number of advertised jobs which employment office found in different sources (internet, newspaper etc.)	Number of persons referred to employer via requests for mediation, via advertisements published by employment office or via advertisements from different sources	Number of successful mediations based on requests for mediation or advertisements published by employment office or via advertisements from other sources
2016	30,050	22,813	54,491	25,198
2017	34,120	22,118	57,752	32,341
2018	45,466	24,164	67,625	29,364

Source: FBiH Employment Institute

**Table 50**

Comparative review of the employed from the records of RS Employment Institute by qualifications									
Year	Level:	Qualification structure							Total
		1	2	3	4	5	6	7	
2015	<b>Total</b>	<b>3,619</b>	<b>326</b>	<b>12,003</b>	<b>11,478</b>	<b>236</b>	<b>399</b>	<b>6,532</b>	<b>34,593</b>
	<b>Women</b>	1,350	137	3,823	5,691	20	237	4,166	<b>15,424</b>
	<b>% women</b>	37.3%	42.0%	31.9%	49.6%	8.5%	59.4%	63.8%	<b>44.6%</b>
2016	<b>Total</b>	<b>4,093</b>	<b>377</b>	<b>12,786</b>	<b>12,839</b>	<b>201</b>	<b>370</b>	<b>7,485</b>	<b>38,151</b>
	<b>Women</b>	1,724	168	4,012	6,360	22	203	4,798	<b>17,287</b>
	<b>% women</b>	42.1%	44.6%	31.4%	49.5%	10.9%	54.9%	64.1%	<b>45.3%</b>
2017	<b>Total</b>	<b>4,499</b>	<b>370</b>	<b>13,180</b>	<b>13,475</b>	<b>207</b>	<b>342</b>	<b>7,502</b>	<b>39,575</b>
	<b>Women</b>	1,771	160	4,075	6,581	24	198	4,849	<b>17,658</b>
	<b>% women</b>	39.4%	43.2%	30.9%	48.8%	11.6%	57.9%	64.6%	<b>44.6%</b>
2018	<b>Total</b>	<b>5,371</b>	<b>473</b>	<b>13,796</b>	<b>14,775</b>	<b>196</b>	<b>331</b>	<b>8,377</b>	<b>43,319</b>
	<b>Women</b>	2,268	216	4,539	7,305	24	188	5,501	<b>20,041</b>
	<b>% women</b>	42.2%	45.7%	32.9%	49.4%	12.2%	56.8%	65.7%	<b>46.3%</b>

**Table 51**



Recruitment of persons from activity records for the period 2015.-2018

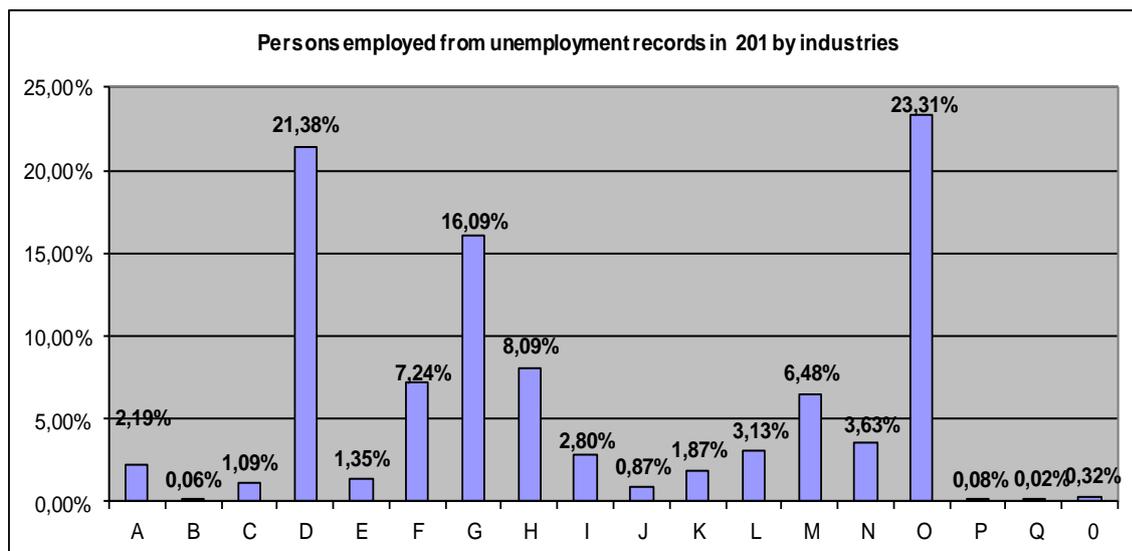
Source: RS Employment Institute

**Table 52**

Activity	2015		2016		2017		2018	
<b>A</b>	969	2.80%	1,099	2.88%	927	2.34%	950	2.19%
<b>B</b>	18	0.05%	22	0.06%	5	0.01%	28	0.06%
<b>C</b>	316	0.91%	379	0.99%	480	1.21%	471	1.09%
<b>D</b>	7,545	21.81%	9,207	24.13%	9,285	23.46%	9,260	21.38%
<b>E</b>	269	0.78%	442	1.16%	340	0.86%	584	1.35%
<b>F</b>	2,775	8.02%	2,897	7.59%	3,217	8.13%	3,135	7.24%
<b>G</b>	6,430	18.59%	6,349	16.64%	6,548	16.55%	6,968	16.09%
<b>H</b>	2,909	8.41%	3,133	8.21%	3,350	8.46%	3,504	8.09%
<b>I</b>	961	2.87%	1,116	2.93%	1,248	3.15%	1,212	2.80%
<b>J</b>	347	1.00%	328	0.86%	359	0.91%	377	0.87%
<b>K</b>	734	2.12%	646	1.69%	765	1.93%	812	1.87%
<b>L</b>	766	2.21%	1,280	3.36%	1,174	2.97%	1,357	3.13%
<b>M</b>	2,519	7.28%	2,485	6.51%	2,538	6.41%	2,809	6.48%
<b>N</b>	931	2.69%	1,227	3.22%	1,184	2.99%	1,573	3.63%
<b>O</b>	6,698	19.36%	7,371	19.32%	8,006	20.23%	10,098	23.31%
<b>P</b>	1	0.00%	1	0.00%	13	0.03%	33	0.08%
<b>Q</b>	10	0.03%	18	0.05%	19	0.05%	8	0.02%
<b>0</b>	395	1.14%	151	0.40%	117	0.30%	140	0.32%
<b>Total</b>	<b>34,593</b>	<b>100.00%</b>	<b>38,151</b>	<b>100.00%</b>	<b>39,575</b>	<b>100.00%</b>	<b>43,319</b>	<b>100.00%</b>

Source: RS Employment Institute

**Table 53**



Source: RS Employment Institute

**Table 54**

**Number of unemployed persons deregistered from Brčko District of BiH Employment Institute 2015-2018**

Reason for deregistration	Number of deregistered persons			
	2015	2016	2017	2018
Deletion because of getting a job (employment contract, temporary and occasional employment contract, employment contract, self-employment)	1,416	1,802	2,469	2,187

Source: Brčko District of BiH Employment Institute

**Table 55**

**FINANCIAL ALLOCATIONS FOR ACTIVE EMPLOYMENT MEASURES IN THE LABOUR MARKET IN THE REPUBLIKA SRPSKA**

	2015	2016	2017	2018
<b>Active measures Total:</b>	BAM 11,019,332	BAM 9,726,618	BAM 10,673,338	BAM 12,809,908
<b>Institute's funds</b>	BAM 5,519,332	BAM 5,226,618	BAM 6,173,338	BAM 11,809,908
<b>RS Budget</b>	BAM 5,500,000	BAM 4,500,000	BAM 4,500,000	BAM 1,000,000

Source: RS Employment Institute

**Article 1 paragraph 4 - Vocational guidance, training and rehabilitation**

**Table 56**

<b>ADALT EDUCATION IN THE REPUBLIKA SRPSKA – STATISTICS</b>					
<b>School year</b>	<b>Total</b>	<b>I grade</b>	<b>II grade</b>	<b>III grade</b>	<b>IV grade</b>
2015/2016	1217 /587 F/	441 /203 F/	200 /101 F/	274 /152 F/	302 /131 F/
2016/2017	1202 /609 F/	361 /173 F/	188 /93 F/	345 /183 F/	308 /160 F/
2017/2018	531 /272 F/	287 /133 F/	70 /39 F/	111 /63 F/	63 /37 F/

Source: Republika Srpska Ministry of Education and Culture

**Table 57**

<b>PROGRAMS OF TRAINING, FURTHER TRAINING AND RETRAINING IN THE REPUBLIKA SRPSKA</b>						
<b>Year</b>	<b>Training by certified institution</b>		<b>In-house training</b>		<b>Total</b>	
	<b>Employed persons</b>	<b>Allocated funds</b>	<b>Employed people</b>	<b>Allocated persons</b>	<b>Persons</b>	<b>Funds</b>
2018	20	58,982.22	147	220,500	167	279,482.22
<b>Total</b>	<b>20</b>	<b>58,982.22</b>	<b>147</b>	<b>220,500</b>	<b>167</b>	<b>279,482.22</b>

Source: RS Employment Institute

**Table 58**

<b>No.</b>	<b>Year</b>	<b>Total of primary schools included</b>	<b>Total of students informed</b>	<b>Total of secondary schools included</b>	<b>Total of students informed</b>
1.	2015	238	12,032	138	15,816
2.	2016	227	12,592	124	15,978
3.	2017	226	6,535	122	12,669
4.	2018	290	7,307	192	8,255
<b>TOTAL</b>		<b>981</b>	<b>38.466</b>	<b>576</b>	<b>52,718</b>

Source: FBiH Employment Institute

## Article 9 – The right to vocational guidance

**Table 59**

<b>An overview of funds for the Fund for the Vocational Rehabilitation and Employment of Persons with Disabilities of the Federation of BiH (2015-2018)</b>				
	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>
<b>Funding for the Vocational Rehabilitation Fund</b>	BAM 1,395,000	BAM 1,295,000	BAM 2,012,000	BAM 3,792,250

Source: FBiH Employment Institute

**Table 60**

<b>Projects with other institutions FBiH Employment Institute</b>				
<b>Name of the project</b>	<b>Partners of the FBiH</b>	<b>Total funds</b>	<b>Share by</b>	<b>Number</b>

/programme	Employment Institute in the implementation of the project / programme	provided (BAM)	the Institute	of beneficiar. (training/employ)
A project of work integration, training and economic empowerment of people with Down syndrome (2016)	BiH Youth Employment Project, Association Of Parents of Children with Down Syndrome, Local Community Foundation	97,601	19,000	5
Recruitment project for educational rehabilitation and pedagogues and equipping their cabinets (2016)	Public institution Kindergarten of Ljubuški, Municipality of Ljubuški	60,200	19,200	2
Co-financing of employment of appropriate professional staff for children with disabilities in primary education in regular education in FBiH (2017)	Ministries of education and employment services of all cantons	546,985	546,985	100
Training "Assistance to Disabled Children in Educational Institutions" (2017)	Social and Educational Centre SEC	18,450	18,450	108
Programme for co-financing employment of appropriate professional staff for children with disabilities in primary education in mainstream teaching (2018)	Cantonal ministries of education		550,000	90
Training of special needs assistants in educational institutions (2018)	Social Education Centre SEC		17,280	80

Source: FBiH Employment Institute

**Table 61**

AN OVRVIEW OF THE NUMBER OF PERSONS WITH DISABILITIES AND WAR WETERANS WITH DISABILITIES EMPLOYED THROUGH EMPLOYMENT PROGRAMMES OF THE RS EMPLOYMENT INSTITUTE 2015-2018									
2015		2016		2017		2018		TOTAL	
Perso ns with disabili ties	War weteran s with disabili ties	Persons with disabili ties	War weteran s with disabili ties	Persons with disabili ties	War weteran s with disabili ties	Persons with disabili ties	War weteran s with disabili ties	Persons with disabili ties	War weteran s with disabili ties
2	38	3	19	4	44	2	24	11	125

Source: RS Employment Institute

**Table 62**

**NUMBER OF SECONDARY SCHOOL AND UNIVERSITY STUDENTS INCLUDED IN VOCATIONAL GUIDANCE ACTIVITIES IN RS**

<b>EDUCATIONAL INSTITUTIONS</b>			
<b>Year</b>	<b>Vocational technical school</b>	<b>Vocational school</b>	<b>Secondary schools for students with disabilities</b>
2015/2016	25,900	6,287	118
2016/2017	25,394	6,162	137
2017/2018	24,999	5,832	125

Source: Ministry of Education and Culture of the Republika Srpska

**Table 63**

<b>Overview of the number of trainees included in internship co-financing programmes of the FBiH Employment Institute, 2015-2018</b>				
	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>
<b>Total number of unemployed persons included in internship programmes, 2015-2018</b>	1,744	2,737	2,023	1,314

Source: FBiH Employment Institute

**Table 64**

<b>PROGRAMME IN SUPPORT OF EMPLOYMENT OF YOUNG PEOPLE WITH BACHELOR'S DEGREE AS TRAINEES IN THE REPUBLIKA SRPSKA</b>						
	<b>Trainees with bachelor's degree – children of fallen soldiers</b>		<b>Trainees with bachelor's degree</b>		<b>Total</b>	
<b>Year</b>	<b>Persons employed</b>	<b>Allocated funds</b>	<b>Persons employed</b>	<b>Allocated funds</b>	<b>Persons</b>	<b>Funds</b>
<b>2016</b>	154	1,401,754.40	312	2,023,478	466	3,425,432.40
<b>2017</b>	87	828,400	297	1,709,453.81	384	2,537,853.81
<b>2018</b>	144	1,348,212.55	905	5,336,827.59	1,049	6,685,040.14
<b>Total</b>	<b>385</b>	<b>3,578,366.95</b>	<b>1,514</b>	<b>9,069,759.40</b>	<b>1,899</b>	<b>12,648,326.35</b>

Source: RS Employment Institute

**Table 65**

<b>An overview of the number of Job Search Club users in the Federation of BiH (2015-2018)</b>		
<b>No.</b>	<b>Year</b>	<b>Users</b>
1.	2015	364
2.	2016	919
3.	2017	800
4.	2018	1,138
<b>TOTAL</b>		<b>3,221</b>

Source: FBiH Employment Institute

**Table 66**

<b>An overview of the number of CISO users in the Federation of BiH (2015-2018)</b>		
<b>No.</b>	<b>Year</b>	<b>Users</b>
1.	2015	1,521
2.	2016	2,107
3.	2017	8,051
4.	2018	593
<b>TOTAL</b>		<b>12,272</b>

Source: FBiH Employment Institute

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

**Table 67<sup>16</sup>**

<sup>16</sup> Groups of activity's section, Classification of Economic Activities KD BH 2010: agriculture (A), industry (B,C,D,E,F), services (G,H,I,J,K,L,M,N,O,P,Q,R,S,T,U). Source: Gender Center of the Republika Srpska

A Agriculture, forestry and fishing

B Mining and quarrying

C Manufacturing

D Electricity, gas, steam and air- conditioning production and supply

E Water supply; sewerage, waste management and remediation activities

F Construction

G Wholesale and retail trade; repair of motor vehicles and motorcycles

H Transportation and storage

I Accommodation and food service activities

J Informacije i komunikacije / Information and communication

K Financial and insurance activities

L Real estate activities

M Stručne, naučne i tehničke djelatnosti / Professional, scientific and technical activities

N Administrativne i pomoćne uslužne djelatnosti / Administrative and support service activities

O Javna uprava i odbrana; obavezno socijalno osiguranje / Public administration and defence; compulsory social security

P Education

Q Human health and social work activities

R Arts, entertainment and recreation

S Other service activities

U Activities od extraterritorial organisations and bodies.

Просјечне нето плате запослених у пословним субјектима према подручјима дјелатности, 2016.

Average net wages of employees in business entities by section of activity, 2016

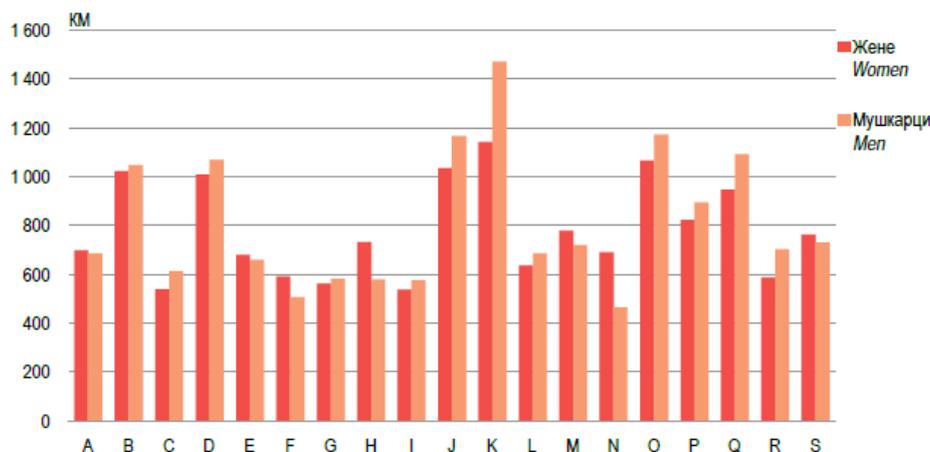


Table 68

**Programme I.3 Work, employment and access to resources (2016)**

**Measure I.3.1: Improving the legal and regulatory framework for labour, employment and access to resources, including rural development, agriculture and animal husbandry, in terms of gender equality and the advancement of rural women's position**

Activities	Implementation and effects
Giving an opinion on the compliance of laws and regulations with the Law on Gender Equality of Bosnia and Herzegovina and other legal gender equality standards in labour, employment and access to resources, including all other areas / departments that directly or indirectly affect the economic status of women and the position of rural women.	<ul style="list-style-type: none"> <li>- Laws and regulations concerning the areas concerned from the Program of Activities of the National Assembly were analysed;</li> <li>- Opinions and initiatives with recommendations for compliance with the standards for gender equality were given for the Law on Consumer Protection in the Republika Srpska, the Law on Banks of the Republika Srpska, the Law on Peaceful Settlement of Labour Disputes, the Law on Incentives, the Law on Employment Incentives, the 2016-2020 Employment Strategy of the Republika Srpska and the 2017 Employment Action Plan, the 2016-2020 Strategy for the Small and Medium-Sized Enterprises Development of the Republika Srpska, the Decree on Conditions and Criteria for Allocation of Funds Earmarked for Tourism Development.</li> </ul>
Alignment of the new Labour Law with gender equality standards.	Previously introduced standards for gender equality were maintained and improved, with particular emphasis on the provisions governing discrimination on the grounds of sex in labour and employment.
Alignment of the Rulebook on the Allocation of Incentives in Agriculture and Rural Development and the Rules on the IRB Placement with gender equality standards.	Previously introduced gender equality standards were retained.

**Measure I.3.2: Promoting gender equality in labour, employment and access to resources,**

<b>including promoting the role, importance and contribution of rural women</b>	
<b>Activities</b>	<b>Implementation and effects</b>
Implementation of the Equally for Rural Women Campaign LEADER: Gender Centre PARTNER: UN Women	- 15 October - International Day for Rural Women was marked. - Promotional materials of the Equally for Rural Women Campaign were printed and distributed. - Presentation of the final evaluation of the Action Plan for the Advancement of Rural Women in the Republika Srpska by 2015 was held at the Administrative Centre of the Government of the Republika Srpska.

<b>Programme I.3 Labour, employment and access to resources, 2017</b>	
<b>Measure I.3.1: Improvement of the legal and institutional framework for gender equality in labour, employment and access to resources</b>	
<b>Planned</b>	<b>Implemented</b>
Giving an opinion on the compliance of laws and regulations with the Law on Gender Equality of Bosnia and Herzegovina and other legal gender equality standards in labour, employment and access to resources, including all other areas / departments that directly or indirectly affect the economic status of women and the position of rural women.  LEADER: Gender Centre PARTNER: Ministries of the Republika Srpska, Committee of Equal Opportunities of the National Assembly of the Republika Srpska	Pursuant to the authority under Article 27 and in conjunction with Article 24 of the Law on Gender Equality of BiH, which provides that, before referral for passage following the legal process, all authorities at all levels are obliged to submit all laws and regulations within their competence to the gender mechanisms in order to comply with the provisions of the Law on Gender Equality of Bosnia and Herzegovina and with Article 17, paragraph 1, item ž) of the Rules of Procedure of the Government of the Republika Srpska (Official Gazette of the Republika Srpska, No. 10/09), which oblige all drafters of laws and regulations to submit them the Gender Centre for opinion, before sending them for adoption to the Government, the Gender Centre gave opinions on the following laws and regulations in 2017: <ol style="list-style-type: none"> <li>1. Draft Law on Amendments to the Law on the Chamber of Agricultural Engineers,</li> <li>2. Draft Law on Amendments to the Law on the Small and Medium-Sized Enterprises Development,</li> <li>3. Draft Law on resolving the issue of redundancy in companies under restructuring,</li> <li>4. Proposal of the Law on Food and Beverage Establishments,</li> <li>5. Proposal of the Law on Amendments to the Law on Health Chambers,</li> <li>6. Proposal of the Law on Tourism,</li> <li>7. Proposal of the Law on Representation in Insurance and Mediation in Insurance and Reinsurance,</li> <li>8. Proposal of the Law on Protection of Persons Reporting Corruption,</li> <li>9. Proposal of the Law on Amendments to the Law on Railways of the Republika Srpska under urgent procedure,</li> <li>10. 2017-2021 Draft Strategy for the</li> </ol>

	Development of Local Self-Government in the Republika Srpska, 11. Proposal of 2017-2026 Strategy for Improvement of Social Position of Persons with Disabilities in the Republika Srpska with action plans, 12. Proposal of the Decree on Conditions and Criteria for Allocation of Funds Earmarked for Tourism Development.
Alignment of laws and regulations governing labour, employment and status of employees of the police and other services of the Ministry of Internal Affairs of the RS with the Law on Gender Equality of Bosnia and Herzegovina and other legal gender equality standards in labour, employment and access to resources  LEADER: Ministry of Internal Affairs PARTNER: Gender Centre	Article 4, paragraph 4 of the Law on Police and Internal Affairs equalizes grammatical terms used in this law to denote masculine and feminine gender. It is a legal obligation of the Ministry of Internal Affairs of the RS to take Measure to implement equal gender representation in the staff structure in the ministry.
<b>Measure I.3.2 Specific programmes for gender equality in labour, employment and access to resources</b>	
<b>Planned</b>	<b>Implemented</b>
Expert and consultative support in the development of programme of measures by partner institutions at the RS and local levels to improve gender equality in labour, employment and access to resources  LEADER: All partners PARTNER: Gender Centre	The Gender Centre participated in the initial activities of developing the 2018-2022 Strategy for the Development of Women's Entrepreneurship in the Republika Srpska.
Participation in programmes of partner institutions and organizations on request  LEADER: All partners PARTNER: Gender Centre	The Gender Centre contributed to the work of the Council for Women's Entrepreneurship of the Regional Chamber of Commerce, through regular consultations, exchange of information and active participation in Council's meetings.
Increasing the number of women employed in the Special Anti-Terrorism Unit (SAJ)  LEADER: Ministry of Internal Affairs, SAJ	In 2017, in addition to recruitment of 5 girls referred to in point 6, a policewoman was recruited in SAJ in the post of police officer for SAJ security.
Ensuring adequate conditions for members of the Special Anti-Terrorism Unit for smooth performance of their regular tasks and duties  LEADER: Ministry of Internal Affairs, SAJ	In 2017, SAJ members were provided with a changing room and adequate personal hygiene facilities.
Placement of female graduates of police academy cadets in the posts of specialist police officers  LEADER: Ministry of Internal Affairs	In 2017, five (5) girls were placed in the posts of specialist police officers in SAJ.
<b>Measure I.3.3 Monitoring of the gender equality situation in labour, employment and access to resources: statistical and administrative data, analyses, indicators and research</b>	
<b>Planned</b>	<b>Implemented</b>
Supporting the development of gender monitoring indicator system, on request.  LEADER: Line ministries	- 2015-2016 Report of the Gender Centre on the Progress in the Implementation of the Gender Equality Standards in Labour and Employment in the Republika Srpska, adopted by the Government

<p>PARTNER: Gender Centre</p>	<p>of the Republika Srpska (Conclusion No. 04/1-012-2-2680/17 dated 26 October 2017), contains specific indicators for monitoring of the gender equality situation in labour, employment and access to resources, which are available in the statistical bulletins "Wages, Employment and Unemployment" and "Labour Force Survey" by the RS Statistics Institute: the employed by gender; the employed in businesses by vocational/professional education level and gender; the employed by age and gender; persons seeking employment by vocational/professional education level, the employed by sex and municipalities of the Republika Srpska, structure of working age population by activity. In addition to the statistical indicators, the report contains findings of research on gender inequalities in the Republika Srpska, with indicators specific to education, labour and employment, income, assets and unpaid work in household and care economy.</p> <ul style="list-style-type: none"> <li>- The Gender Centre prepared data for the purposes of the Report on the Implementation of the EU Act for Small and Medium-Sized Enterprises - SME Policy Index at the request of the RS Ministry of Industry, Energy and Mining.</li> <li>- In 2017, the Gender Centre prepared data for the 2016 Annual Report On Small and Medium-Sized Enterprises, Crafts and Entrepreneurship in the Republika Srpska, at the request of the Ministry of Industry, Energy and Mining of the Republika Srpska.</li> </ul>
<p><b>Measure I.3.4 Promotion of gender equality in labour, employment and access to resources</b></p>	
<p><b>Planned</b></p>	<p><b>Implemented</b></p>
<p>Participation in campaigns and events of partner institutions and organizations, on request</p> <p>LEADER: All partners PARTNER: Gender Centre</p>	<ul style="list-style-type: none"> <li>- On 15 December 2017, the Ministry of Industry, Energy and Mining of the Republika Srpska, the Chamber of Commerce of the Republika Srpska, the Regional Chamber of Commerce of Banja Luka, the Gender Centre of the Government of the Republika Srpska and the RS Agency for Development of Small and Medium Enterprises are in partnership organized the "First International Conference on Women's Entrepreneurship in the Republika Srpska" in the Administrative Centre of the Government of the Republika Srpska. The aim of the conference was to exchange experiences in women's entrepreneurship development and to improve the cooperation of women entrepreneurs in the region.</li> <li>- The Gender Centre participated in the conference "The Role of the Woman in the Security Sector, Challenges and Shifts", which was held on 28 November 2017, organized by the Ministry of the Internal Affairs of the Republika Srpska in cooperation with the Embassy of the United Kingdom and Northern Ireland in BiH.</li> </ul>

<p>Informing the media and the public about recruitment of women police officers in SAJ</p> <p>LEADER: Ministry of Internal Affairs, SAJ PARTNER: The media</p>	<p>The RS MIA Public Relations Department informed the public about recruitment of women police officers in SAJ in 2017 and regularly monitors and reports on their activities.</p>
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In 2017, as part of the implementation of the Rural Development and Rural Women Program of the Annual Operational Plan of the Republika Srpska, the following measures and activities were implemented:

<b>Programme I.4 Rural development and rural women 2017</b>	
<b>Measure I.4.1 Improving the legal and institutional framework for gender equality in rural development, agriculture and animal husbandry and improving the position of rural women</b>	
<b>Planned</b>	<b>Implemented</b>
<p>Giving an opinion on the compliance of laws and regulations with the Law on Gender Equality of Bosnia and Herzegovina and other legal gender equality standards in rural development, agriculture and animal husbandry and improving the position of rural women in terms of gender equality and position of rural women.</p> <p>LEADER: Gender Centre PARTNER: Ministries in the Government of Republika Srpska Committee of Equal Opportunities of the National Assembly of Republika Srpska</p>	<p>Pursuant to the authority under Article 27 and in conjunction with Article 24 of the Law on Gender Equality of BiH, which provides that, before referral for passage following the legal process, all authorities at all levels are obliged to submit all laws and regulations within their competence to the gender mechanisms in order to comply with the provisions of the Law on Gender Equality of Bosnia and Herzegovina and with Article 17, paragraph 1, item ž) of the Rules of Procedure of the Government of the Republika Srpska (Official Gazette of the Republika Srpska, No. 10/09), which oblige all drafters of laws and regulations to submit them the Gender Centre for opinion, before sending them for adoption to the Government, the Gender Centre gave opinions on the following laws and regulations in 2017:</p> <ol style="list-style-type: none"> <li>1. Draft Law on Amendments to the Law on the Chamber of Agricultural Engineers,</li> <li>2. Draft Law on Amendments to the Law on the Tobacco Law,</li> <li>3. Proposal of Decree on Conditions and Criteria for Allocation of Funds Earmarked for Tourism Development,</li> <li>4. Decree on Criteria for Allocation of Funds Earmarked for Tourism Development and Proposal for a Decision on a Temporary Measure for Trade in Logs and Firewood.</li> </ol>
<p>- Drafting and adoption of the Rulebook on Conditions and Manner of Using Incentive Funds</p> <p>LEADER: Ministry of Agriculture, Forestry and Water Management PARTNER: Gender Centre</p>	<p>- The Rulebook on Conditions and Manner of Granting Monetary Incentives for the Development of Agriculture and Rural Development with elements of affirmative action for rural women (equal participation in all measures of support, additional co-funding rate of 5% for women managing agricultural holdings, women under 40 and highly educated women) was adopted.</p> <p>- The Rulebook has been in force since April 2017.</p>
<b>Measure I.4.2 Specific programmes for gender equality and improving the position of rural women</b>	

<b>Planned</b>	<b>Implemented</b>
<p>Development of the Programme of the Gender Centre and the Ministry of Agriculture, Forestry and Water Management for Gender Equality of Rural Women of the Republika Srpska</p> <p>LEADER: Gender Centre, Ministry of Agriculture, Forestry and Water Management PARTNER: UN Women</p>	<p>- Proposal of the 2018-2020 Program for Gender Equality of Rural Women of the Republika Srpska was prepared and agreed on by the Gender Centre and the Ministry.</p> <p>- Programme goals and measures were presented to women's non-governmental organizations operating in rural areas of the Republika Srpska at a meeting held on 18 October 2017 in Banja Luka, which was organized on the occasion of International Rural Women's Day - 15 October.</p>
<p>Implementation of measures in support of associations</p> <p>LEADER: Ministry of Agriculture, Forestry and Water Management PARTNER: Rural Women's Associations</p>	<p>- Number of applications submitted: 2</p> <p>- Appropriated amount: BAM 17,895.20.</p> <p>- 5% incentive for women managing agricultural holdings:</p> <ul style="list-style-type: none"> <li>• Number of applications submitted: 23</li> <li>• Appropriated amount: BAM 24,591.39</li> </ul>
<p>Implementation of measures in support of co-operatives</p> <p>LEADER: Ministry of Agriculture, Forestry and Water Management PARTNER: Women's cooperatives</p>	<p>- Number of applications submitted: 21</p> <p>- Appropriated amount: BAM 200,345.03</p>
<p>Training on opportunities to use incentives provided by the RS MAFWM and other Government's support measures</p> <p>LEADER: Ministry of Agriculture, Forestry and Water Management</p>	<p>- Number of training courses: 27</p> <p>- Number of training participants: 4,709, of which 1,056 were women</p>
<p>Professional training courses within competence of the MAFWM</p> <p>LEADER: Ministry of Agriculture, Forestry and Water Management</p>	<p>- Number of training courses for women: 5</p> <p>- Number of participants: 108.</p>
<p>Expert and consultative support in the development of programme of measures by partner institutions at the RS and local levels to improve gender equality and position of rural women</p> <p>LEADER: All partners PARTNER: Gender Centre</p>	<p>- In 2017, in cooperation of the Gender Centre with the Ministry of Agriculture, Forestry and Water Management, efforts for the economic empowerment of rural women continued through a gender-sensitive budgeting and a programme entitled: "Forming a Gender Team and Initiating an Innovative Gender Action for Gender-Sensitive Budgeting at the Regional Level". The activities will be carried out in the municipalities gravitating to Banja Luka, from September 2017 to September 2018, with the intention that this model will later be applied throughout the territory of Republika Srpska, and they imply:</p> <ul style="list-style-type: none"> <li>• Establishment of a rural women's support network through regional units of advisory service and representatives of local communities, which would be coordinated by the Ministry of Agriculture and the Gender Centre of the Republika Srpska, be able to analyse the needs of rural women and, accordingly, would create an</li> </ul>

	<p>impact on gender-sensitive programming of measures (whether funded from local, regional, national budgets or even from the budgets of donors and other organizations);</p> <ul style="list-style-type: none"> <li>• Implementation of training programs for representatives of the Ministry and local communities that form a support network in terms of mastering the following methods: <ul style="list-style-type: none"> <li>- Method of rapid end-user needs assessment with emphasis on identifying the needs of rural women;</li> <li>- Method of gender responsive programming and budgeting;</li> <li>- Strategic planning methods at local level with emphasis on participatory approach in planning and implementation of local development plans;</li> <li>- Gender-sensitive monitoring and evaluation methods.</li> </ul> </li> </ul>
<p>Participation in programs of partner institutions and organizations on request</p> <p>LEADER: All partners PARTNER: Gender Centre</p>	<p>The Ministry of Agriculture, Forestry and Water Management organized and the Gender Centre took an active part in the first training programme outlined above, held in Banja Luka, in December 2017.</p>
<p><b>Measure I.4.3 Monitoring of gender equality situation in rural areas: statistical and administrative data, analyses, indicators and research</b></p>	
<b>Planned</b>	<b>Implemented</b>
<p>Establishing repositories of good practices in promoting gender equality and the position of rural women</p> <p>LEADER: Gender Centre PARTNER: UN Women</p>	<p>- Reports and analyses on the position of rural women, gender-based budget analyses in rural development and reports on the mid-term and final evaluation of the impact of the Action Plan for the Gender Equality Promotion in Rural Areas in Serbian and English are available on the Gender Centre website on the Government of the Republika Srpska portal.</p>
<p><b>Measure I.4.4 Promoting gender equality in rural areas, including promoting the role, importance and contribution of rural women</b></p>	
<b>Planned</b>	<b>Implemented</b>
<p>Equally for Rural Women Campaign</p> <p>LEADER: Gender Centre PARTNER: Line ministries of the Republika Srpska Local self-government units JLS Gender Equality Commissions UN Women Non-governmental organisations</p>	<p>- On the occasion of International Rural Women's Day, on 15 October, the Equally for Rural Women Campaign continued throughout the territory of Republika Srpska. With the support of UN WOMEN, promotional and informational materials (info graphics, datebooks, stickers, umbrella, and backpacks) were prepared, printed and distributed to all RS ministries, the National Assembly of Republika Srpska, all local government units, social work centres, non-governmental organizations and the media – a total of 381.</p> <p>- On this occasion, on 18 October 2017, with UN WOMEN's support, a meeting was organized in Banja Luka with women's NGOs from the Republika Srpska, with 52 participants. This</p>

	meeting was organized to recapitulate the results and to present the new 2018-2020 Rural Gender Equality Programme of the Republika Srpska and a new programme from the Ministry of Agriculture, Forestry and Water Management.
Participation in campaigns and events of partner institutions and organizations, on request  LEADER: All partners PARTNER: Gender Centre	- At the request of "Snop" (Sheaf) NGO Rogatica, as part of UN WOMEN's support, we supported an event in Rogatica to reward women from 11 rural communities who participated in the "From Challenge to Development Opportunity" project.

Source: Gender Centre RS

**Table 69**

STATISTICS ON THE EMPLOYMENT RATE BY SEX IN THE REPUBLIKA SRPSKA 2015-2016						
	2015			2016		
	Total	Male	Female	Total	Male	Female
<b>Activity rate</b>	47.1	57.5	37.1	47.2	57.9	36.9
<b>Employment rate</b>	35.2	44.0	26.8	35.5	45.4	26.0
<b>Employment rate (15-64)</b>	43.7	52.9	34.3	45.2	55.2	34.6
<b>Employment rate (20-64)</b>	47.9	57.8	37.7	49.3	60.4	37.7
<b>Unemployment rate</b>	25.2	23.4	27.7	24.8	21.6	29.5
<b>Unemployment rate (15-24)</b>	56.5	52.1	65.1	52.3	47.5	62.0

STATISTICS ON THE EMPLOYMENT RATE BY SEX IN THE REPUBLIKA SRPSKA, 2017-2018						
	2017			2018		
	Total	Male	Female	Total	Male	Female
<b>Activity rate</b>	47.2	47.2	38.3	46.7	56.9	36.5
<b>Employment rate</b>	37.3	37.3	28.7	38.7	47.7	29.7
<b>Employment rate (15-64)</b>	48.0	48.0	37.9	50.2	59.2	40.2
<b>Employment rate (20-64)</b>	51.8	51.8	40.9	53.8	63.3	43.3
<b>Unemployment rate</b>	21.0	21.0	25.1	17.2	16.3	18.5
<b>Unemployment rate (15-24)</b>	46.2	46.2	55.6	35.2	29.8	48.0

Source: RS Ministry of Labour and Protection of Veterans and People with Disabilities