



# **LABOUR MARKET MONITORING REPORT – FEDERATION OF BOSNIA AND HERZEGOVINA 2024**



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## 1. Introduction

As part of the implementation of the Second Employment Support Project, the Federal Employment Agency has approved the development of an advanced report on labor market monitoring.

The report collects data and analyses of the labor market, such as employment trends by sector, average wages by sector, education of workers in different sectors, as well as labor demand based on job vacancies and other relevant administrative and survey data (including employer surveys). This report is based on job vacancies data from the web portals of public employment services, and other administrative and survey data.

Monitoring of the labor market in the Federation of Bosnia and Herzegovina is carried out as a joint activity of the Federal Employment Service and the cantonal employment services in order to obtain the quantitative and qualitative data necessary to provide adequate information on trends in the labor market. In accordance with Article 8 of the Law on Mediation in Employment and Social Security of Unemployed Persons ("Official Gazette of the Federation of BiH", No. 41/01, 22/05 and 9/08), the Federal Employment Service instructs the cantonal employment services to periodically assess the labor market in order to obtain data and provide information on trends in the labor market, i.e. conducting labor market research. Based on the collected data, appropriate information/report is being prepared on the results of this activity at the level of the Federation of Bosnia and Herzegovina.

This report on the results of the labor market research 2024/2025, as a kind of analysis of trends and needs in the labor market in the Federation of Bosnia and Herzegovina, was prepared in the first quarter 2025, and primary and secondary data sources were used in its preparation.

In addition to the collection and processing of data from various sources of administrative data (Federal Employment Institute and Cantonal Employment Services, Federal Institute of Statistics, Tax Administration of the Federation of Bosnia and Herzegovina, etc.), as part of the labor market research, a survey of employers was organized and conducted in November and December 2024.

Namely, this document presents statistical data from the year 2024 on the state and tendencies of the labor market (employment and wages by activity, unemployment, the most numerous occupations on the records of employment services according to various parameters, occupations with the largest number of deregistration from the records of employment services, etc.), as well as the results of employer surveys (projections of employers for the year 2025 in relation to business and demand for labor - review of requested occupations, and the possibility of organizing training for unemployed people), which makes it a comprehensive report on labor market research - analysis of trends and needs in the labor market in the Federation of BiH 2024/2025.

Preparations for conducting employer surveys as part of the labor market research were carried out in the third quarter of 2024, through the preparation of the methodology and concept for the implementation of this activity, which were developed in the previous period with the support of the project "Improving labor market research", funded by the EU.

Also, in this report, a brief analysis of job vacancies published in 2024 by a representative private employment agency is presented.

In 2024, there had been continues growth in the number of employed persons and average wages, as well as in the collection of taxes and contributions, but also a decrease in the number of unemployed persons. However, certain consequences of inflation are still present.

In this context, it is important to mention the adoption of important decisions and regulations at the end of 2024. This primarily refers to the adoption of the Law on Internal Trade (Official Gazette of the Federation of Bosnia and Herzegovina No. 87/24 of November 6, 2024) which, among other things, established that sales facilities must be closed on Sundays, which caused numerous reactions. Part of the local self-government units immediately requested an exemption from this provision, and already in January 2025, a significant number of cities and municipalities requested to be exempted from the application of this provision of the aforementioned law, based on numerous requests from small employers in the field of trade, due to a significant loss of financial resources. Also, 30.12.2024. In 2008, the Government of the Federation of Bosnia and Herzegovina passed a Decision on the amount of the minimum wage in the net amount of 1,000.00 KM, which also caused numerous reactions from business entities, employers' associations, representatives of the academic community and parliamentarians. The results of these moves on the overall economic trends, as well as the concrete impact on the labor market, can realistically be expected at the end of the first quarter of 2025.

Labor market research is very important for the creation of employment policies and timely intervention measures on the labor market, especially bearing in mind the shocks and changes that occur in economic flows.

In accordance with its policy, the Federal Employment Institute publishes reports on its portal [www.fzzz.ba](http://www.fzzz.ba) and delivers it to institutions and organizations relevant to the field of employment and education, and uses the research findings, in accordance with its competences and in cooperation with the cantonal employment services, as inputs for creating policies and implementing activities to stabilize the situation on the labor market.

## 2. Key indicators of the labor market in the Federation of Bosnia and Herzegovina

In this part of the Report, an overview of the state of the labor market is given, based on the analysis of data available in the databases of the Federal Institute and cantonal employment services, the Federal Institute of Statistics, the Tax Administration of the Federation of Bosnia and Herzegovina, etc.

### ***Employment in the Federation of BiH in 2024***

According to data from the Federal Institute of Statistics, in the Federation of BiH in 2024, an average of 547,660 workers were employed, which is 6,399 workers more than the average in 2023 (541,261), or 1.2%.

Activities with the highest growth index in the number of employed persons in 2023 compared to 2022 are: Hotel and catering (4.2%), Administrative and auxiliary service activities (3.8%) and Construction (3.4%). Observed in absolute numbers in the Trade activity, the number of employed persons in 2024 compared to 2023 increased by 2,338. Also, a continuous and significant growth in the number of employed persons in the Health and Social Care sector was noticeable by 1,154 and Hotel and catering by 1,140.

The decrease in the index of the number of employed persons in 2024 compared to 2023 was recorded in the following activities in the largest proportion: Extraction of ores and stone (-6.2%), Manufacturing industry (-1.2%), and Public administration and defense (-0.3%).

**Table 1: Number of employed persons in the Federation of Bosnia and Herzegovina in 2023 and 2024 by activity<sup>1</sup>**

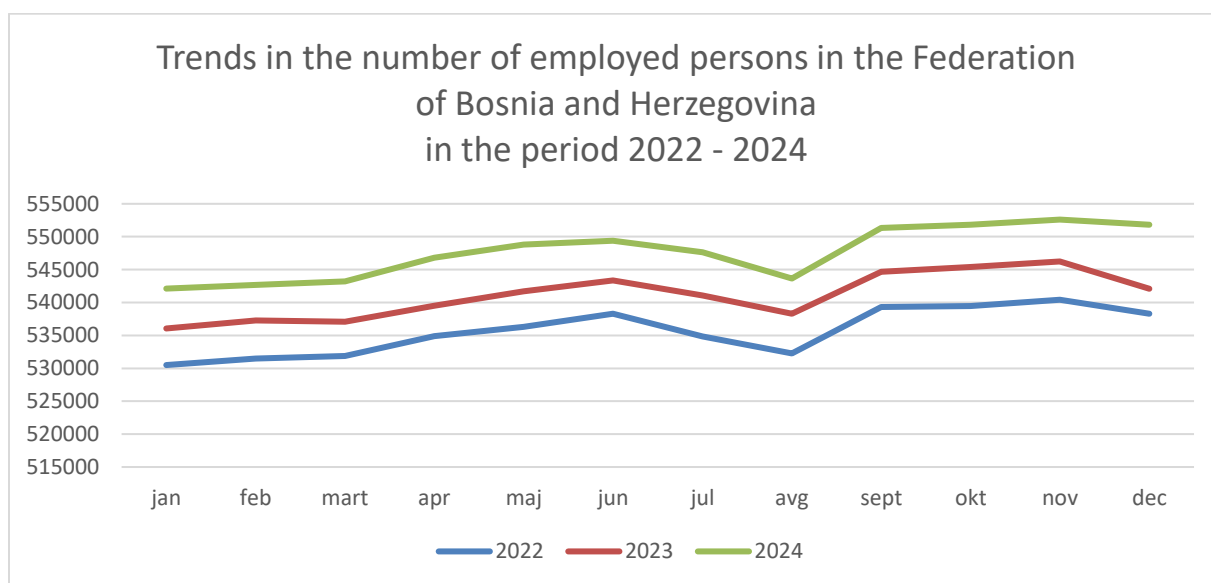
Areas - activities	Number of employed persons		Indices
	Ø 2024	Ø 2023	$\frac{Ø\text{-}2024}{Ø\text{-}2023}$
<b>TOTAL</b>	<b>547,660</b>	<b>541,261</b>	<b>101.2</b>
<b>A-Agriculture, forestry and fishing</b>	11,495	11,170	102.9
<b>B-Ore and stone extraction</b>	10,430	11,119	93.8
<b>C-Manufacturing industry</b>	104,233	106,230	98.1
<b>D-Production and supply of electricity, gas, steam and air conditioning</b>	8,490	8,496	99.9
<b>E-Water supply; waste water removal, waste management and environmental rehabilitation activities</b>	8,716	8,623	101.1
<b>F-Construction</b>	26,529	25,646	103.4
<b>G-Wholesale and retail trade; repair of motor vehicles and motorcycles</b>	100,730	98,392	102.4
<b>H-Transportation and storage</b>	25,526	25,296	100.9
<b>I- Hotel and hospitality industry</b>	28,455	27,315	104.2
<b>J-Information and Communications</b>	20,832	20,434	101.9
<b>K-Financial activities and insurance activities</b>	12,190	11,882	102.6
<b>L-Real estate business</b>	2,493	2,482	100.4
<b>M-Professional, scientific and technical activities</b>	18,984	18,561	102.3
<b>N-Administrative and support service activities</b>	14,733	14,190	103.8

<sup>1</sup>Data from the Federal Institute of Statistics, <http://fzs.ba/index.php/publikacije/saopcenjapriopcenja/trziste-rada-zaposlenost-nezaposlenost-i-place-2/>

O-Public administration and defense; mandatory social insurance	47,712	47,846	99.7
P-Education	46,448	45,457	102.2
Q-Health and social protection activities	38,490	37,336	103.1
R-Arts, Entertainment and Recreation	9,679	9,687	99.9
S-Other service activities	11,495	11,099	103.6

Observed in absolute numbers, the number of employed persons in the mining ore and stone extraction activity in 2024 compared to 2023 decreased by 689, and in the manufacturing industry by as many as 1,997.

**Chart 1** Number of employed person in the Federation of Bosnia and Herzegovina in the period 2022 - 2024



According to the structure of business activities, the number of employed persons in legal entities in 2024 compared to 2023 increased by 0.7% and in crafts and related activities by 4.9%.

Looking at the gender structure, women make up 44.5% of employed persons in the Federation of Bosnia and Herzegovina in 2024. In relation to the year 2023, a growth index of 2.2% is recorded for women.

**Table 2: Active population (employed + unemployed) in the Federation of BiH in 2024 by gender<sup>2</sup>**

Indicators	Q-2024		Q-2023		Indices	
					Q-2024 Q-2023	
	total	women	total	women	total	women
Active population (employed + unemployed)	807,958	400,670	818,421	403,422	99.9	99.9
Total employed persons - average	547,660	243,813	541,261	238,477	101.2	102.2
Employed in legal entities	484,141	216,605	480,715	212,461	100.7	102.0
Employed in crafts and related activities	63,519	27,208	60,546	26,016	104.9	104.6
Unemployed	260,298	156,857	277,160	164,945	94.0	95.0
Registered unemployment rate %	32.2	39.1	33.9	40.9		

<sup>2</sup>Data from the Federal Institute of Statistics, <http://fzs.ba/index.php/publikacije/saopcenjapriopcenja/trziste-rada-zaposlenost-nezaposlenost-i-place-2/>



At the time of writing this report, data on the employment rate according to data from the Labor Force Survey for 2024 conducted by statistical institutions in BiH is available for the third quarter of 2024 and is 43.3%, which is 0.2% more than the third quarter of 2023.

According to the data of the Tax Administration of the Federation of Bosnia and Herzegovina, among the employed persons on December 31, 2024. (544,345 employed persons), according to the age structure, the most numerous were workers between the ages of 36 and 45 (28.32%).<sup>3</sup>

Young people under the age of 30 make up 19.3% of the total number of employed persons, and workers aged 46 and over make up 41.3% of the total number of employed persons in the Federation of BiH as of December 31, 2024. year.

**Table 3: Number of employed persons in the Federation of BiH as of December 31, 2024. years by age and gender structure**

Age structure	Number of employed persons	% in number of employed persons	Age structure	%
up to 20	5,442	0.99	up to 30	19.2%
from 21 - 25	35,309	6.4		
from 26 - 30	65,403	11.86		
from 31 - 35	61,345	11.12	from 31 to 45	39.5%
from 36 - 45	156,184	28.32		
from 46 - 55	135,763	24.62	from 46 and over	41.3%
from 56 - 65	86,647	15.71		
of 66	5,359	0.97		
<b>TOTAL</b>	<b>551,452</b>	<b>100%</b>		<b>100%</b>

There is still an imbalance between supply and demand on the labor market, which is indicated as an obvious problem by the administrative data of the employment services, but also by the employers in the survey conducted as part of this research. Structural mismatch in terms of knowledge, skills, qualifications or regional distribution are just some of the problems faced by employers when finding the necessary workers. In addition to the shortage of certain professions, it is mostly pointed to the shortage of knowledge and skills for a specific workplace.

A large number of unqualified people, as well as those over 50 years of age, still participate in the working-age population and workforce, who, without programmatic or strategic interventions, face the risk of marginalization, long-term unemployment and reduced chances for employment. Employment in the informal economy still has a significant share in the total number of employed persons. As a result, this causes the problem of looking at the real rate of employment and unemployment, but also the problem of social status and the possibility of exercising rights from the employment relationship of persons working in such an environment. An additional problem is the importance of the share of inactive people in the working-age population.

The educational system plays a very important role in solving certain of the listed problems. Several secondary vocational schools participate in projects supported

<sup>3</sup>[https://pufbih.ba/v1/public/upload/files/Pres%20o%20radu%20PU%20FBIH%20za%202023%20god%20171\\_2024%20prezentovano\(1\).pdf](https://pufbih.ba/v1/public/upload/files/Pres%20o%20radu%20PU%20FBIH%20za%202023%20god%20171_2024%20prezentovano(1).pdf)

by various international organizations, which test the implementation of the dual system of education. Through cooperation with employers in the part related to practical teaching and the development of curricula adapted to the needs of business entities, as well as increasing the number of hours of practical teaching in secondary vocational education, it is possible to prevent a significant part of the problems on the labor market, considering the requirements for additional knowledge and skills that employers expect from the workforce and taking into account technological development. The results of this research show that a large number of employers are willing and offer resources for organizing training and professional training for certain professions.

All of the above, together with the active employment policy measures implemented by the Federal Employment Institute and cantonal employment services, along with their improvement based on evaluation findings, can to a certain extent influence the stabilization of conditions on the labor market and provide interventional support in the employment process.

Also in this context, it is necessary to emphasize the problem of migration of professional labor (both employed and unemployed) to the member states of the European Union, especially to Germany, Austria and Slovenia, but also to the Scandinavian countries. On social networks in Bosnia and Herzegovina, private employment agencies with offers for employment in various occupations (especially occupations from the medical, construction and metal sectors) in the mentioned countries and providing assistance in performing administrative tasks in the employment process are intensively advertised. The increase in the number of employed persons on a smaller scale compared to the decrease in the number of unemployed points to the fact that a certain part of the workforce is going abroad. However, this trend is decreasing, and in certain cantons a certain number of returnees from abroad has been recorded, due to a significant increase in costs and reduced opportunities for salary increases or to work in better-paid jobs in these countries

Seasonal employment of workers from Bosnia and Herzegovina in neighboring countries (Croatia and Montenegro) particularly affects the shortage of workers in the hotel and catering industry. Therefore, the implementation of training projects and professional training of unemployed persons for certain professions, as well as other measures of active employment policy, in accordance with the needs of domestic business entities and unemployed persons, faces the risk of departure of persons involved in the implementation of these projects and measures after the training and other form of intervention.

Consequently, overall labor market relations in the context of supply and demand are potentially destabilized, as well as overall demographic indicators, given the reduced birth rate, i.e. natural increase, and overall aging of the population. In this regard, it is important to emphasize that the Association of Employers of the Federation of Bosnia and Herzegovina and the Chamber of Commerce of the Federation of Bosnia and Herzegovina announced an increased demand for foreign labor and pointed to the need to liberalize the legislation regulating the employment of foreigners, so that the lack of domestic qualified labor, caused, among other things, by going abroad, could be compensated by the employment of foreign workers. The problem of the lack of manpower on the domestic labor market in certain industries could be reduced by providing more opportunities for employment of students for a certain number of working hours, as has been done in Germany,

Austria and other EU countries, and the benefit of such a move would be multiple. However, the work of student services in the Federation of BiH is not at a satisfactory level. Also, in neighboring Croatia, the employment of pensioners has been advocated for a long time as one of the ways to solve the problem of labor shortage in certain industries, which is also made possible by legal regulations in the Federation of Bosnia and Herzegovina.

In this context, it is important to mention the adoption of important decisions and regulations at the end of 2024. This primarily refers to the adoption of the Law on Internal Trade (Official Gazette of the Federation of Bosnia and Herzegovina No. 87/24 of November 6, 2024) which, among other things, established that sales facilities must be closed on Sundays, which caused numerous reactions. Part of the local self-government units immediately requested an exemption from this provision, and already in January 2025, a significant number of cities and municipalities requested to be exempted from the application of this provision of the aforementioned law, based on numerous requests from small employers in the field of trade, taking into account data on reduced traffic, due to a significant loss of financial resources. Also, 30.12.2024. The Government of the Federation of Bosnia and Herzegovina passed the Decision on the amount of the lowest salary for 2025 in the net amount of 1,000.00 KM, which represents an increase of as much as 61.% compared to the same data from 2024. This move caused numerous reactions from business entities, employers' associations, representatives of the academic community and parliamentarians. The results of these moves on overall economic trends, as well as a concrete impact on the labor market, can be expected at the end of the first quarter of 2025 .

Solving the overall problems on the labor market requires the synergistic action of all relevant institutions that should lead to the improvement of the business environment in terms of adequate reduction of the burden on the basis of taxes and contributions, increase of wages and improvement of working conditions, facilitation of starting business activities, strengthening of measures of active employment policy (training - professional training, entrepreneurship, employment of more difficult to employ categories of unemployed persons), connection of educational institutions and business entities in the context of practical training, attraction of foreign investments, especially for medium and large enterprises, and establishment of technological innovation parks and business zones and stimulating research and development.

### ***Wages in the Federation of BiH in 2024***

Among the many factors that determine the demand for labor are wages and the price of labor. The labor market, the value of wages and the standard of living are inextricably linked factors. According to the data of the Federal Bureau of Statistics, the average net salary in the Federation of Bosnia and Herzegovina in 2024 was 1,373 KM and increased by 8.9% compared to 2023, which indicates a certain slowdown in growth because in 2023, compared to 2022, a growth of 13.2% was recorded. The average gross salary was 2,140 KM and is higher by 9.2%.

In nominal terms, the highest average net salary in 2024 was recorded in the following activities: Electricity production and supply (2,054 KM), Information and communications (2,050 KM) and Financial and insurance activities (2,029 KM) .

The highest percentage increase in the average net salary was recorded in the following activities: Education (11.3%), Agriculture, Forestry and fishing (10.9%), Health and social protection (10.8%), Mining and quarrying (10.3%). In 2024, as well as in the previous year, there was no activity in which a decrease in the average net salary was recorded. A similar ratio by industry was recorded for the average gross salary.

**Table 4: Net and gross salaries in the Federation of BiH in 2024 by activity – monthly average in KM <sup>4</sup>**

Areas - activities	Net salary			Gross wages		
	Ø 2024	Ø 2023	Ø 2024 Ø2023	Ø 2024	Ø 2023	Ø 2024 Ø2023
<b>TOTAL</b>	<b>1.373</b>	<b>1,261</b>	<b>108.9</b>	<b>2.140</b>	<b>1,959</b>	<b>109.2</b>
<b>A-Agriculture, forestry and fishing</b>	1,268	1,143	110.9	1,962	1,769	110.9
<b>B-Ore and stone extraction</b>	1,595	1,453	109.8	2,452	2,223	110.3
<b>C-Manufacturing industry</b>	1,073	986	108.8	1,634	1,501	108.9
<b>D-Production and supply of electricity, gas, steam and air conditioning</b>	2,054	1,978	103.8	3,358	3,225	104.1
<b>E-Water supply; waste water removal, waste management and environmental rehabilitation activities</b>	1,215	1,141	106.5	1,872	1,756	106.6
<b>F-Construction</b>	1,008	940	107.2	1,551	1,443	107.5
<b>G-Wholesale and retail trade; repair of motor vehicles and motorcycles</b>	1,048	973	107.7	1,629	1,504	108.3
<b>H-Transportation and storage</b>	1,238	1,179	105.0	1,923	1,823	105.5
<b>I- Hotel and hospitality industry</b>	820	757	108.3	1,247	1,160	107.5
<b>J-Information and Communications</b>	2,050	1,906	107.6	3,240	3,002	107.9
<b>K-Financial activities and insurance activities</b>	2,029	1,894	107.1	3,220	2,996	107.5
<b>L-Real estate business</b>	1,203	1,169	102.9	1,898	1,826	103.9
<b>M-Professional, scientific and technical activities</b>	1,602	1,463	109.5	2,519	2,294	109.8
<b>N-Administrative and support service activities</b>	1,140	1,073	106.2	1,791	1,680	106.6
<b>O-Public administration and defense; mandatory social insurance</b>	1,856	1,693	109.6	2,920	2,656	109.9
<b>P-Education</b>	1,392	1,251	111.3	2,182	1,954	111.7
<b>Q-Health and social protection activities</b>	1,834	1,655	110.8	2,872	2,573	111.6
<b>R-Arts, Entertainment and Recreation</b>	1,054	980	107.6	1,645	1,522	108.1
<b>S-Other service activities</b>	1,451	1,369	106.0	2,264	2.129	106.3

<sup>4</sup> Data from the Federal Institute of Statistics, <http://fzs.ba/index.php/publikacije/saopcenjapriopcenja/trziste-rada-zaposlenost-nezaposlenost-i-place-2/>

### 3. Registered unemployment in the Federation of BiH in 2024

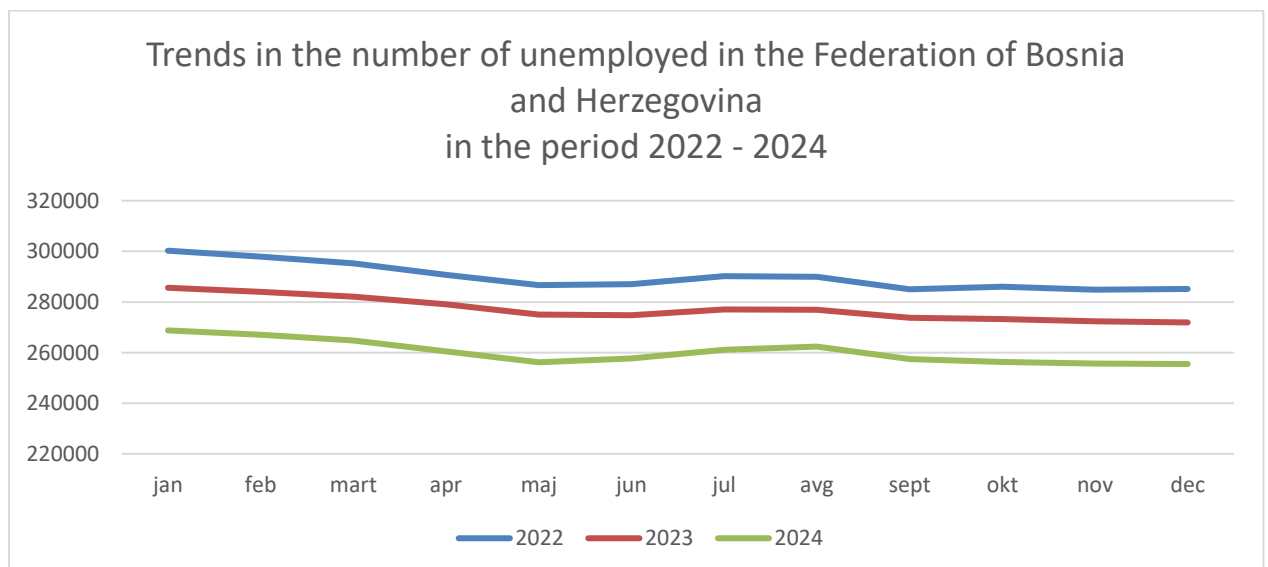
The average number of unemployed people in 2024 was 260,281, which is 16,879, or 6% , lower than the average for 2023 (277,160). At the time of writing this report, data on the unemployment rate according to data from the Labor Force Survey for 2024 conducted by statistical institutions in BiH is available for the third quarter of 2023 and is 13.9%, which is 1.7% less than in the same quarter of 2023 .

The rate of registered unemployment in the Federation of Bosnia and Herzegovina in 2024 was 32.2% and is 1.7% lower than the previous year.

**Table 5: Overview of basic indicators of unemployment in the Federation of Bosnia and Herzegovina in 2024**

Indicators	Jan	February	March	April	May	June	July	August	September	Oct	New	December
Number of employed	542,116	542,688	543,231	546,825	548,795	549,382	547,620	543,667	551,326	551,839	552,607	551,842
Number of unemployed	268,769	267,069	264,744	260,500	256,169	257,641	261,154	262,371	257,483	256,275	255,720	255,482
Women	160,878	159,786	158,873	156,822	154,640	155,349	157,920	159,050	155,274	154,685	154,442	154,298
Persons looking for employment for the first time	75,294	100,994	99,688	97,947	96,047	98,111	99,340	99,058	98,320	97,434	96,456	95,464
Registered	10,487	8,129	8,089	10,224	9,397	11,679	14,864	11,968	9,531	9,969	8,338	7,702
Registered upon termination of employment	7,661	5,967	5,769	6,271	5,850	6,203	8,434	7,450	6,549	6,885	6,246	5,978
Deregistered	13,622	9,829	10,414	14,468	13,728	10,207	11,351	10,751	14,419	11,177	8,893	7,940
Deregistered due to employment	5,980	5,749	6,648	6,443	6,563	5,873	4,532	4,426	10,730	6,865	5,651	4,861
Beneficiaries of financial compensation	11,830	11,561	11,474	10,731	10,810	10,752	12,113	12,876	12,305	11,678	11,518	12,100
Health insurance beneficiaries	191,522	187,919	185,730	182,615	179,019	179,900	183,249	184,507	181,241	181,159	181,147	181,656
Demobilized defenders	33,621	32,972	32,629	32,287	31,980	31,892	31,739	31,598	31,284	30,967	30,794	30,725

**Chart 2 Number of unemployed persons in the Federation of Bosnia and Herzegovina in the period 2022 - 2024**



In 2024, unemployment in the Federation of Bosnia and Herzegovina (in all cantons) decreased by 6% compared to 2024.

**Table 6: Overview of the average number of unemployed in 2023 and 2024 by cantons**

	USC	PC	TC	ZDC	BPC	CBC	HNC	WHC	CS	K10
<b>2023</b>	28,323	3,806	66,161	50,589	2,820	30,097	26,210	10,443	53,062	5,650
<b>2024</b>	26,434	3,583	61,314	47,236	2,566	29,979	24,754	9,980	48,986	5,449
<b>Difference</b>	-1.889	-223	-4.847	-3.353	-254	-118	-1.456	-463	-4.076	-201
<b>%</b>	-6.7%	-5.9%	-7.3%	-6.6%	-9.0%	-0.4%	-5.6%	-4.4%	-7.7%	-3.6%

In the Federation of BiH in 2024, out of the total average number (260,281) of unemployed persons, 103,447 were men, which is 8,768 or 7.8% less than the previous year, and 156,835 were unemployed women, which is 8,110 or 4.9% less than the previous year.

Of the total number of unemployed persons in the Federation of BiH in 2024, men make up 39.7%, and women make up 60.3%.

The decrease in the number of unemployed was recorded in all professional qualifications. In 2024, an average of 176,587 (67.9%) professional persons seeking employment were recorded in the Federation of BiH, and compared to 2023, this number was 12,718 or 6.7% lower. Also, in 2024, 83,694 (32.1%) non-professional persons seeking employment were recorded, and compared to 2023, there were 4.7% fewer.

**Table 7: Qualification structure of registered unemployed persons in 2023 and 2024**

Professional qualification	Unprofessional persons			Professionals				
	Low skilled	Unskilled	Semi-skilled	Skilled	Secondary education	Highly skilled	University	University degree
Average number of unemployed people in 2023.	312	83,565	3,977	87,205	76,181	653	4,828	20,438
Average number of unemployed people in 2024.	279	79,948	3,467	81,586	71,516	504	4,452	18,529
<b>Difference</b>	<b>-33</b>	<b>-3.617</b>	<b>-510</b>	<b>-5.619</b>	<b>-4.665</b>	<b>-149</b>	<b>-376</b>	<b>-1.909</b>
<b>%</b>	<b>-11%</b>	<b>-4%</b>	<b>-13%</b>	<b>-6%</b>	<b>-6%</b>	<b>-23%</b>	<b>-8%</b>	<b>-9%</b>

According to the age structure in 2024, the most numerous among the registered unemployed were people aged between 50 and 60 (68,803 or 26.4%), followed by young people under 30 (55,502 or 21.3%). Compared to 2023, the number of unemployed has decreased in all age groups, except for the group of unemployed between the ages of 50 and 60, where a growth of 0.5% was recorded.

**Table 8: Age structure of registered unemployed persons in 2023 and 2024**

Age structure	up to 30 years old	from 30 to 40 years old	from 40 to 50 years old	from 50 to 60 years old	aged 60 and over
Average number of unemployed people in 2023.	60,797	54,520	60,034	68,458	33,351
Average number of unemployed people in 2024.	55,502	49,532	54,968	68,803	31,476
<b>Difference</b>	<b>-5.295</b>	<b>-4.988</b>	<b>-5.066</b>	<b>345</b>	<b>-1.875</b>
<b>%</b>	<b>-8.7%</b>	<b>-9.1%</b>	<b>-8.4%</b>	<b>0.5%</b>	<b>-5.6%</b>

Looking at the structure of unemployed persons according to the duration of unemployment, the worrying fact is that a significant majority belong to long-term unemployed persons, which leaves room for doubt that to a certain extent these are inactive persons who use the application to the register of unemployed persons and the status of unemployed persons exclusively to acquire certain social rights.

According to the duration of unemployment, the largest number of people on the records are those who have been unemployed for more than five (5) years, namely 46.8%.

**Table 9: Structure of registered unemployed persons in 2023 and 2024 according to duration of unemployment**

Structure by periods of unemployment	up to 12 months	13 - 24 months	25 - 36 months	37 to 60 months	from 60 months and more
Average number of unemployed people in 2023.	65,923	31,715	21,126	30,496	127,900
Average number of unemployed people in 2024.	63,253	29,577	18,590	26,979	121,882
<b>Difference</b>	<b>-2.670</b>	<b>-2.138</b>	<b>-2.536</b>	<b>-3.517</b>	<b>-6.018</b>
<b>%</b>	<b>-4.1%</b>	<b>-6.7%</b>	<b>-12.0%</b>	<b>-11.5%</b>	<b>-4.7%</b>

In accordance with the Law on mediation in employment and social security of unemployed persons and the Ordinance on records in the field of employment, in 2024 in the Federation of BiH, 120,377 applications were made to the records of employment services .

136,799 deregistrations were made from the records of employment services in the Federation of Bosnia and Herzegovina . Of these, a total of 74,321 deregistrations from the unemployment register due to employment were recorded, while 79,263 applications to the unemployment register were simultaneously registered after termination of employment .

**Table 10: Overview of basic indicators on changes in the labor market in the Federation of Bosnia and Herzegovina in 2024 - registrations and deregistrations of unemployed persons by cantons**

Canton	Total number of newly registered person registered as unemployed	The number of persons deregistered from the register	Number of registered users unemployment records upon termination of employment	Reasons for termination of employment			The number of persons deregistered from the register due to employment
				Bankruptcy, liquidation, restructuring, privatization	Technological or organizational redundancy	Other (termination of fixed-term contract, mutual termination of contract, breach of work obligation, etc.)	
Una-Sana	10,736	12,715	6,327	8	1,145	5,174	5,422
Posavina	1,203	1,455	625	10	87	528	888
Tuzla	25,731	29,760	17,687	40	2,477	15,170	16,093
Zenica-Doboj	30,627	34,740	14,715	33	1,701	12,981	10,119
Bosnian-Podrinje	1,146	1,526	790	9	111	670	1,044
Central Bosnian	11,300	11,965	7,314	6	790	6,518	8,033
Herzegovina-Neretva	10,678	11,639	8,080	238	2,427	5,415	8,384



West Herzegovina	3,862	4,263	2,562	94	945	1,523	2,468
Sarajevo Canton	22,582	26,067	19,502	0	3,566	15,936	20,398
Canton 10	2,512	2,669	1,661	52	282	1,327	1,472
<b>TOTAL</b>	<b>120,377</b>	<b>136,799</b>	<b>79,263</b>	<b>490</b>	<b>13,531</b>	<b>65,242</b>	<b>74,321</b>

**Table 11: Overview of deregistered persons from the records of employment services due to employment in the Federation of Bosnia and Herzegovina in 2024 by qualification structure**

Professional qualification	University degree	University	Secondary school	Low skilled	Highly skilled	Skilled	Semi-skilled	Unskilled
Number of people deregistered from the unemployment register due to employment - total	14,765	2,439	25,756	38	123	22,163	326	8,711
Number of people deregistered from the unemployment register due to employment - women	10,687	1,659	13,908	32	50	8,777	152	4,895

Looking at the overview of the most numerous occupations by educational qualification as of 31.12.2024, in the records of employment services in the Federation of BiH, among persons with higher education qualifications, the most numerous were economists (2,513) and lawyers (1,882), while with a secondary education of the 4th level, the most numerous were high school graduates (9,897) and economic technicians (9,750). These persons are also the most numerous among those who were deregistered from the unemployment register due to employment. Among skilled workers, the most numerous are salespeople (15,490), followed by hairdressers (6,253), locksmiths, car mechanics and drivers. The supply on the labor market still exceeds the demand for these occupations.

**Table 12: Overview of the most numerous occupations by canton, educational qualification and gender (status – 31.12.2024.)**

CANTON	University degree	TOTAL	University	TOTAL	High school	TOTAL	Qualified and highly qualified	TOTAL
USC	Economist	148	Economist	64	Economic technician	787	Salesman	1.410
	Lawyer	91	Food Technology Engineer	17	Mechanical technician	628	Auto mechanic	558
	Nurse	84	Mechanical Engineer	11	High school graduate	584	A tailor	550
	Physiotherapist	41	Lawyer	10	Agricultural technician	374	Cook	493
	English teacher	38	Nurse	8	Nurse	345	A locksmith	369
PC	Lawyer	8	Lawyer	10	Commercialist	91	Salesman	179
	Economist	6	Social Worker	9	Economist	66	A locksmith	162
	Social worker	6	Informatics Specialist	9	Agricultural technician	65	Auto mechanic	105
	Agronomist	5	Economist	8	Nurse	64	Hairdresser	77
	Criminalist	3	Physiotherapy Specialist	7	High school graduate	64	Textile seamstress	64
TC	Economist	472	Economist	23	Economic technician	2.053	Salesman	3.958
	Lawyer	367	Classroom Teacher	17	High school graduate	1.768	Hairdresser	1.497
	Educator	107	Lawyer	17	Mechanical technician	1.536	Cook	1.090



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	Social worker	107	Sports Coach	6	Nurse	1.505	A tailor	1.037
	Chemical engineer	93	Mother Language Teacher	6	Chemical technician	750	A locksmith	929
<b>ZDC</b>	Lawyer	311	Economist	52	Economic technician	2096	Salesman	2732
	Economist	305	Lawyer	26	High school graduate	1541	Hairdresser	1926
	Mechanical engineer	129	Preschool Teacher	12	Mechanical technician	870	Cook	920
	English teacher	72	Classroom Teacher	7	Nurse	785	A locksmith	918
	Nurse	69	Civil Engineer	7	Textile technician	472	A tailor	721
<b>BPC</b>	Lawyer	20	Preschool Teacher	4	Economic technician	113	A tailor	118
	Psychologist	11	History Teacher	3	Mechanical technician	90	Salesman	94
	Economist	9	Food Technology Engineer	1	Agricultural technician	77	Chemist	61
	Mechanical engineer	9	Biology Teacher	1	High school graduate	74	Hairdresser	51
	Criminalist	8	Economist	1	Chemical technician	61	Motor vehicle driver	44
<b>CBC</b>	Economist	91	Economist	179	High school graduate	1.049	Salesman	2.220
	Lawyer	75	Lawyer	90	Nurse	940	A locksmith	793
	Forestry engineer	33	Nurse	52	Economic officer	715	Hairdresser	773
	Criminalist	31	Road Traffic Engineer	48	Mechanical technician	693	Auto mechanic	678
	Dentist	26	Physiotherapy Specialist	44	Economic technician	498	Cook	550
<b>HNC</b>	Lawyer	241	Economic Officer	177	Economic technician	1.342	Salesman	1.363
	Economist	175	Lawyer	134	High school graduate	1.244	Hairdresser for women	787
	English teacher	111	Computer Science Specialist	77	Mechanical technician	596	Cook	637
	Agronomist	101	Criminalist	63	Tourist animator	476	A locksmith	572
	Criminalist	79	Physiotherapy Specialist	57	Electrical technician	421	Auto mechanic	501
<b>WHC</b>	Economist	197	Economist	143	Economist	808	Merchant	988
	Educator	92	Lawyer	31	High school graduate	588	Hairdresser	316
	Lawyer	81	Computer Science Specialist	18	Mechanical technician	280	Metal turning	280
	English teacher	50	Classroom Teacher	18	Electrical technician	170	A locksmith	280
	Teacher	24	Preschool Teacher	16	Road traffic technician	92	Cook	231
<b>CS</b>	Economist	1.067	Economist	134	High school graduate	2.694	Salesman	2.263
	Lawyer	673	Lawyer	58	Economic technician	1.649	Hairdresser	826
	Political scientist	295	Preschool Education Teacher.	35	Mechanically technician	1.307	Motor vehicle driver	793
	Social worker	222	Homeschool Teacher	17	Textile technician	561	Auto mechanic	630
	Journalist	202	Civil Engineer	14	Nurse	510	A locksmith	447
<b>C 10</b>	Economist	43	Economist	19	High school graduate	291	Salesman	283
	Teacher	24	Food Technology Engineer	11	Economic technician	121	Electrical mechanic	216
	Educator	18	Lawyer	5	Mechanical technician	117	A locksmith	176
	Social worker	17	Civil Engineer	3	Economist	88	Auto mechanic	135
	Lawyer	15	Agronomist	2	Forestry technician	80	Chemical laboratory technician	112

## ***Occupations with the largest number of deregistrations from the records of public employment services in the Federation of BiH in 2024 due to employment***

In 2024, in the structure of KV workers, according to the number of deregistrations due to employment from the records of the employment services in the Federation of BiH, people with the profession of salesperson were the most frequently deregistered due to employment. They are followed by car mechanics, hairdressers, welders, cooks and drivers. In the structure of workers with SSS, in terms of the number of deregistrations from the records of employment services due to employment, the most are economic technicians, high school graduates, nurses and mechanical technicians.

Among people with VSS, the most deregistered from the employment records were economists, lawyers and mechanical engineers, but also people with different teaching professions, which was caused by the registration of a large number of teaching staff for a fixed-term employment relationship, and then re-registration on the unemployment records after the employment relationship ended. The above creates a false impression of a continuous high demand for this staff. The following is a tabular overview of the five occupations by professional qualification and cantons that are the most deregistered from the records of unemployed persons due to employment.

**Table 13: Overview of occupations according to the number of deregistrations from employment service records due to employment**

CANTON	University degree	TOTAL	University	TOTAL	High school	TOTAL	Qualified and highly qualified	TOTAL
USC	Economist	110	Economist	10	Mechanical technician	278	Seller	320
	Homeroom teacher	64	Wood technology engineer	4	Economic technician	219	Mechanic	190
	Lawyer	57	Textile technology engineer	4	High school graduate	186	Chef	121
	Nurse	45	Physical education and health education teacher	4	Nurse	172	Locksmith	107
	English language teacher	45	Preschool teacher	4	Road traffic technician	81	Hairdresser	99
PC	Lawyer	8	Computer scientist	14	Electrical technician	54	Seller	51
	Computer scientist	5	Economist	10	Agricultural technician	45	Hairdresser	33
	Social worker	4	Preschool teacher	6	Commercialist	40	Locksmith	26
	Doctor of Dentistry	3	Lawyer	6	Economic technician	35	Mechanic	21
	Criminalist	3	Social worker	6	Nurse	28	Textile seamstress	17
TC	Economist	299	Homeroom teacher	71	Mechanical technician	727	Seller	773
	Homeroom teacher	233	Economist	11	Nurse	700	Mechanic	457
	Lawyer	231	Computer science teacher	10	High school graduate	590	Welder	453
	Medical doctor	189	Technical culture teacher	8	Economic technician	537	Hairdresser	421
	Bosnian language professor	150	Civil engineer	5	Electrical technician	271	Truck driver	326
ZDC	Economist	237	Economist	17	Economic technician	789	Hairdresser	659
	Homeroom teacher	229	Preschool teacher	16	High school graduate	672	Seller	647

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	Lawyer	207	Homeroom teacher	9	Nurse	508	Welder	402
	Mechanical engineer	142	Math teacher	7	Mechanical technician	375	Mechanic	376
	Bosnian language professor	125	Professor of religious studies	4	Road traffic technician	232	Chef	339
<b>BPC</b>	Economist	27	Textile technology engineer	1	Economic technician	66	Tailor	53
	Psychologist	17	/	/	Agricultural technician	65	Passenger car driver	26
	Lawyer	14	/	/	Mechanical technician	54	Hairdresser	21
	Mechanical engineer	11	/	/	High school graduate	42	Welder	18
	Bosnian language professor	8	/	/	Chemical technician	42	Plastics equipment operator	19
<b>CBC</b>	Economist	38	Economist	59	Nurse	402	Seller	447
	Forestry engineer	27	Lawyer	36	High school graduate	298	Mechanic	281
	Lawyer	26	Mechanical engineer	23	Economic officer	183	Hairdresser	259
	Medical doctor	24	Nurse	20	Mechanical technician	177	Welder	151
	Doctor of Dentistry	11	Computer scientist	18	Computer electronics technician	142	Chef	144
<b>HNC</b>	Economist	171	Economist	12	Economic technician	429	Seller	366
	Lawyer	168	Lawyer	12	High school graduate	406	Chef	306
	Homeroom teacher	120	Homeroom teacher	11	Tourist animator	186	Hairdresser	177
	English language teacher	94	Class teacher	10	Electrical technician	176	Mechanic	164
	Criminalist	94	Preschool teacher	9	Construction technician	149	Waiter	155
<b>WHC</b>	Preschool teacher	62	Economist	24	Economic technician	251	Seller	182
	Economist	58	Criminalist	16	High school graduate	116	Chef	96
	Pedagogue	40	Nurse	11	Nurse	57	Hairdresser	58
	Criminalist	30	Homeroom teacher	8	Electrical technician	41	Mechanic	45
	Lawyer	29	Computer scientist	7	Mechanical technician	32	Waiter	30
<b>CS</b>	Economist	602	Economist	36	High school graduate	850	Seller	576
	Lawyer	446	Civil engineer	8	Mechanical technician	535	Hairdresser	305
	Social worker	171	Lawyer	7	Economic technician	475	Mechanic	291
	Medical doctor	163	Homeroom teacher	6	Electrical technician	286	Motor vehicle driver	285
	Political scientist	146	Preschool teacher	6	Graphic technician and Nurse	219	Chef	171
<b>C 10</b>	Preschool teacher	35	Agricultural engineer	2	High school graduate	120	Seller	75
	Economist	17	Textile technology engineer	1	Forestry technician	70	Electromechanic	62
	Lawyer	14	Telecommunications engineer	1	Hotel and tourism technician	39	Chef	49
	Pedagogue	14	Mechanical engineer	1	Commercialist	37	Mechanic	35
	Criminalist	12	Music teacher	1	Mechanical technician	31	Locksmith	30
<b>FBiH</b>	Economist	1473	Economist	169	High school graduate	3299	Seller	2861
	Lawyer	1159	Homeroom teacher	99	Economic technician	2851	Mechanic	1874
	Homeroomteacher	778	Lawyer	68	Mechanical technician	2372	Hairdresser	1728
	Medical doctor	488	Preschool teacher	45	Nurse	2086	Chef	1401
	English language teacher	468	Computer scientist	38	Electrical technician	1112	Welder	1100

## 4. Labour market demand in the Federation of BiH in 2024

### ***Vacancy data collected by the Public Employment Service in the Federation of BiH***

For the purpose of the implementation of the Second employment project, Federal Employment Institute has provided the analytics for the Vacancies collected by the Public employment service in the Federation of BiH in year 2024. There were a total of 43,248 job positions collected through job vacancies by cantonal PES in year 2024 and which are collected in different formats.

Unfortunately, all cantonal employment services record job vacancies with a certain amount of the same data but in different formats and sections, and not all advertisements are recorded in electronic format, but are posted on bulletin boards and as images on social networks, which makes it difficult to systematically collect, record and adequately analyze the demand for workers through public employment services. This chapter deals with data on job vacancies published through cantonal employment services in 2024, which are stored in electronic format. The data consist of the 11,767 job vacancies, that are published in electronic form via web portals/websites of cantonal employment services, which express demand for the 23,360 job positions in Federation of BiH, or 54% out of total 43,248 job positions collected by cantonal PES.

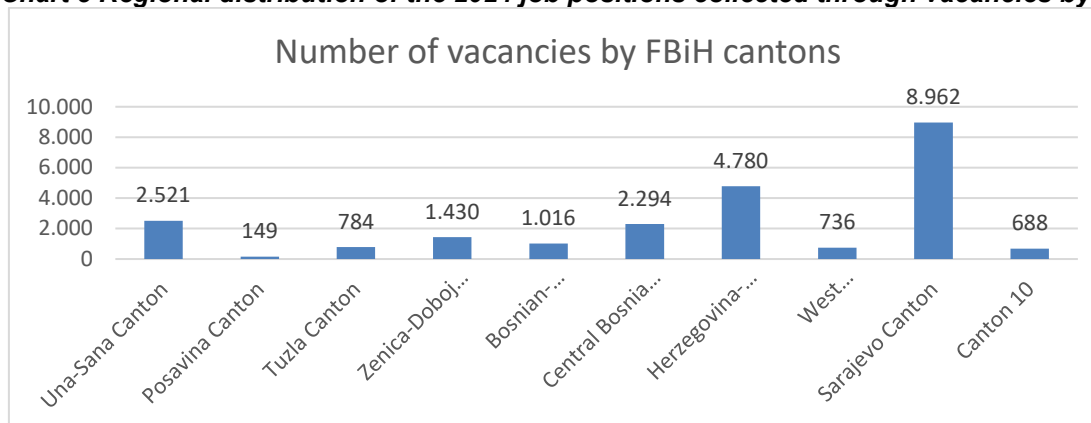
Also, it is important to mention that, when it comes to Tuzla PES, the Cantonal service had limitation in collecting and addressing the available vacancy data, since the usage of the PES web portal in this Canton had started in August 2024. Therefore, the data submitted by the Tuzla PES are incomplete, and refers to the period of approximately 7-8 months. The intensive usage of the available PES web portal should significantly improve the scope of collected vacancies in terms of number and structure.

The Federal Employment Institute compiled the data on:

- Name of the company that published the vacancy
- Type of business in which the company is registered
- Vacancy publish date
- City/Municipality for which the vacancy is applicable
- Job title for the potential applicants (uncategorized)
- Number of required workers
- Required qualifications/Educational background for the participants, and
- Cantonal Public employment service that published/collected the vacancy.

All the submitted data had been compiled and unified, and reclassified under ISCO-08 occupational standard, with added columns for required level of skills for the participants and referring month, for the reporting purposes. As presented in Chart 3, the collected data, in terms of regional distribution covered the territory of the Federation of BiH:

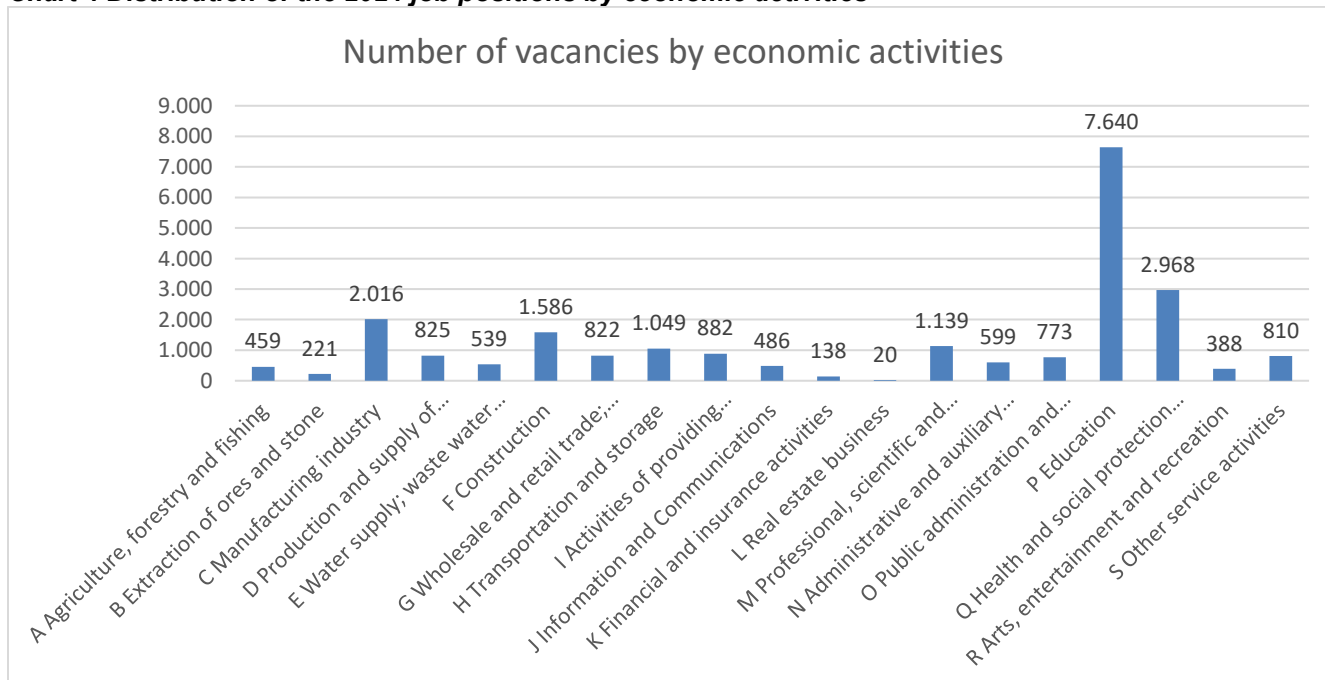
**Chart 3 Regional distribution of the 2024 job positions collected through vacancies by PES**



Based on the data presented in Figure 3, almost half of the demand for labor is concentrated in the Sarajevo (38%) and Herzegovina-Neretva Canton (20%). These results can be attributed to the high level of economic activity in these two cantons of the Federation of Bosnia and Herzegovina, but also to the greater commitment of the employment services from these cantons to record all advertisements in electronic format. However, the number of collected job vacancies is surprisingly low in the Tuzla Canton, and probably does not reflect the fact that this canton is the second largest, both in terms of total population and people who could be considered active participants in work. As written above, the use of the PES web portal in the Tuzla Canton started in August 2024. The overall territorial distribution of collected job vacancies indicates that the process of collecting job vacancies could be further improved in several public employment services, especially in Tuzla (03\_TK) and Zenica-Doboj (04\_ZDK).

In terms of economic activities, the collected vacancies show the increased demand for the Education personnel.

**Chart 4 Distribution of the 2024 job positions by economic activities**



It is evident from the presented chart that the majority of the collected job vacancies address the demand for additional employment in the fields of: (P) Education and (Q) Health and social protection activities. These findings should be interpreted with caution, since there could be other, non-economic factors that could significantly contribute to this kind of high demand in this area of activities.

First important factor is the common practice and obligation of the various public agencies to publish the available job vacancies via the Public employment service in the Federation of BiH, while this is not the case within the formal (private) sector, since the private entrepreneurs' use various employments channels (recommendations and direct contacts, private employments agencies etc.).

The second important factor is the common practice of the educational institutions in the Federation of BiH to employ the Education personnel in public elementary and secondary education institutions on the basis of part-time contracts, usually for the period of no more than 9 months (period with the on-going classroom teaching engagement). In these cases, the employment contract ends at the end of the school year, and job advertisements are published again at the beginning of the next school year.

This is observable in the submitted PES vacancy analytics, if we compare the total number of published vacancies and compare it with the available official statistics. Based on the information provided by the BiH Ministry of Civil Affairs, the official number of teaching staff in primary and secondary education in the year 2024 had been 24,630 (15,991 primary teachers and 8,639 teachers engaged in secondary education). This indicates that the vacancies collected by the FBiH PES cover 31.02% of the available job positions or, in other words, approximately one third of the engaged teaching staff in 2024 is reemployed by the PES vacancies. It is also notable to mention that, based on the official data published for the year 2024, more than 75% of the teaching personnel in elementary schools consists of women (12,069 female teachers out of 15,991 in total).

Based on these findings, it can be concluded that in the coming period, public employment services need to achieve better communication with private sector employers and promote more efficient publication of vacancies by private entrepreneurs.

Table 13 shows the available job positions collected by the FBH Public employment service in 2024, classified by the ISCO-08 Occupational standards.

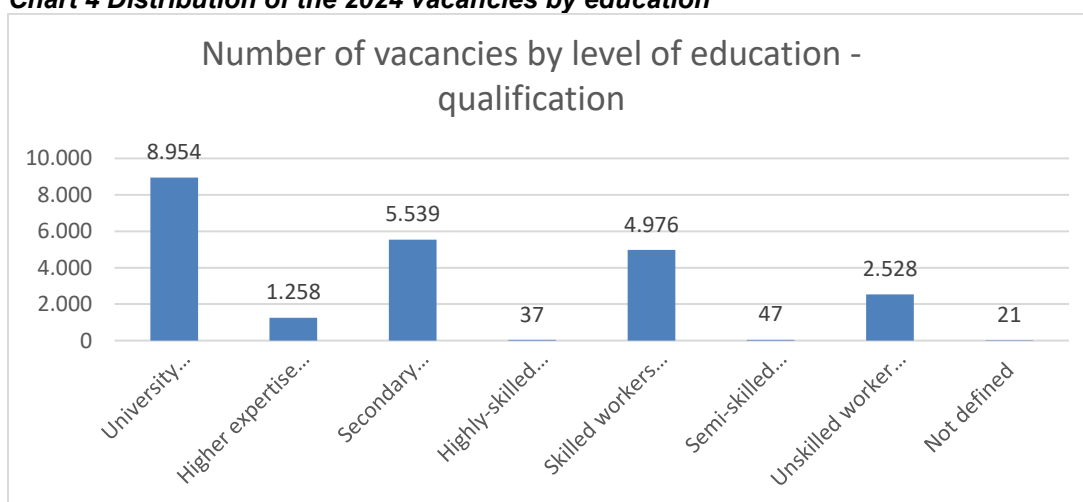
**Table 14: Distribution of the PES 2024 vacancies by ISCO-08 Occupational standards**

<b>ISCO-08 Level III Occupations</b>	<b>No of job positions</b>
Teaching Professionals	6,686
Health Associate Professionals	1,667
Cleaners and Helpers	1,341
Building and Related Trades Workers (excluding Electricians)	1,092
Labourers in Mining, Construction, Manufacturing and Transport	1,083
Food Processing, Woodworking, Garment and Other Craft and Related Trades Workers	1,015
Health Professionals	1,009
Personal Services Workers	1,001
Sales Workers	915
Science and Engineering Associate Professionals	778
Drivers and Mobile Plant Operators	716

Business and Administration Professionals	677
Business and Administration Associate Professionals	576
Customer Services Clerks	476
Electrical and Electronics Trades Workers	471
Handicraft and Printing Workers	459
Stationary Plant and Machine Operators	446
Science and Engineering Professionals	399
Metal, Machinery and Related Trades Workers	390
Numerical and Material Recording Clerks	343
Protective Services Workers	311
Legal, Social and Cultural Professionals	279
Food Preparation Assistants	248
Legal, Social, Cultural and Related Associate Professionals	209
Assemblers	205
Refuse Workers and Other Elementary Workers	106
Agricultural, Forestry and Fishery Labourers	95
Other Clerical Support Workers	76
General and Keyboard Clerks	71
Market-oriented Skilled Forestry, Fishery and Hunting Workers	47
Information and Communications Technicians	39
Information and Communications Technology Professionals	35
Commissioned Armed Forces Officers	29
Not defined	21
Chief Executives, Senior Officials and Legislators	20
Personal Care Workers	14
Other	15
<b>Total FBH</b>	<b>23,360</b>

Based on the educational background, the collected vacancies show the significant demand for the highly educated persons.

**Chart 4 Distribution of the 2024 vacancies by education**



These data should also be interpreted taking into account the limitations mentioned above. In other words, if the data on the employment of teaching staff were excluded, these data would indicate a significantly higher percentage of demand for



job seekers with secondary education and skilled workers. It is important to note that the high demand is generated mainly in the public sector, as can be seen in Table 15.

**Table 15: Vacancy labor demand by activity and educational background**

Number of advertised jobs by activity and level of education	University education (VSS)	Higher expertise (VŠS)	Highly-skilled worker (VKV)	Skilled workers (KV)	Semi-skilled worker (PK)	Secondary education (SSS)	Unskilled worker (NK)	Not defined	Total
A Agriculture, forestry and fishing	69	18	1	46		148	177		<b>459</b>
B Extraction of ores and stone	29			40		13	139		<b>221</b>
C Manufacturing industry	61	17	2	899	20	642	375		<b>2,016</b>
D Production and supply of electricity, gas, steam and air conditioning	242	6	1	172	2	377	4	21	<b>825</b>
E Water supply; waste water removal, waste management and environmental rehabilitation activities	45	2	1	80	2	48	361		<b>539</b>
F Construction	112	4		946	5	305	214		<b>1,586</b>
G Wholesale and retail trade; repair of motor vehicles and motorcycles	64	2		488		211	57		<b>822</b>
H Transportation and storage	73	5		575		344	52		<b>1,049</b>
I Activities of providing accommodation and preparing and serving food (hotel and catering)	31	1	1	523	1	163	162		<b>882</b>
J Information and Communications	184	3		36		257	6		<b>486</b>
K Financial and insurance activities	80	2		7		38	11		<b>138</b>
L Real estate business	1			3		16			<b>20</b>
M Professional, scientific and technical activities	182	4	2	410		475	66		<b>1,139</b>
N Administrative and auxiliary service activities	91	17		96		155	240		<b>599</b>
O Public administration and defence; mandatory social insurance	347	53		51	1	280	41		<b>773</b>
P Education	5,973	958	18	111	9	252	319		<b>7,640</b>
Q Health and social protection activities	1,219	156	10	121	1	1,228	233		<b>2,968</b>
R Arts, entertainment and recreation	57	1		87		229	14		<b>388</b>
S Other service activities	94	9	1	285	6	358	57		<b>810</b>
<b>Total</b>	<b>8,954</b>	<b>1,258</b>	<b>37</b>	<b>4,976</b>	<b>47</b>	<b>5,539</b>	<b>2,528</b>	<b>21</b>	<b>23,360</b>

It is observable that the high demand for highly educated workers is generated mainly in sectors consist of the public employers:

- P Education
- Q Health and social protection activities and
- O Public administration and defence; mandatory social insurance

If the selected sectors would be removed, while focusing on the sectors dominated by the private companies, the demand in terms of qualifications, presented in Chart 4, would be changed significantly, as presented in the Table 15.



**Table 16: Sectorial influence on the labor demand in terms of qualification**

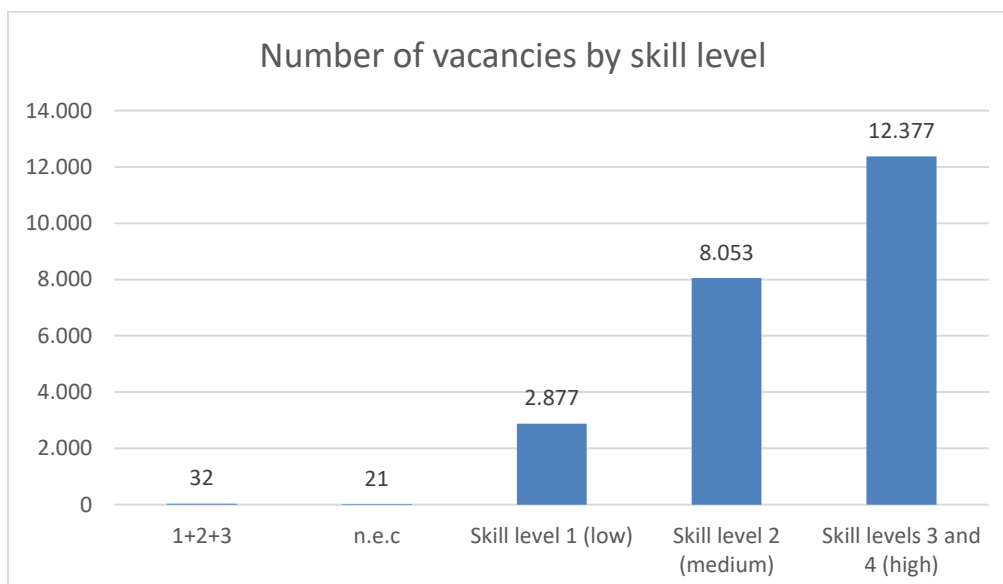
<b>Demanded qualifications (%)</b>	<b>With sectors O, P &amp; Q</b>	<b>Without sectors O, P &amp; Q</b>	<b>Diff</b>
University education (VSS)	38.33%	11.81%	<b>-26.52%</b>
Higher expertise (VŠS)	5.39%	0.76%	<b>-4.63%</b>
Highly-skilled worker (VKV)	0.16%	0.08%	<b>-0.08%</b>
Skilled workers (KV)	21.30%	39.18%	<b>17.88%</b>
Secondary education (SSS)	23.71%	31.55%	<b>7.84%</b>
Semi-skilled worker (PK)	0.20%	0.30%	<b>0.10%</b>
Unskilled worker (NK)	10.82%	16.15%	<b>5.33%</b>
Not defined	0.09%	0.18%	<b>0.09%</b>
<b>Total</b>	<b>100.00%</b>	<b>100.00%</b>	

Also, looking at location, excluding employers and jobs from the three sectors mentioned, the number of advertised jobs in Sarajevo increases from 38% to 42%, and in Herzegovina-Neretva Canton from 20% to 21%.

Once the influence of the public sector is excluded, by excluding the activities of O, P and Q (Education, Public administration and Health and social protection) from the Table 14, the highest labor demand would be observable in the Manufacturing (17%), Construction industry (13%), Professional, scientific and technical activities (10%), Transportation (9%) and Hotel and Catering (7%).

The collected vacancies also indicates the high demand for the highly skilled labor, as presented in Chart 5.

**Chart 5 Distribution of the 2024 vacancies by demanded level of skills**



It is evident that the labor demand is focused mainly on the workers with significant level of skills, University educated persons in public, and Highly-skilled workers in construction and manufacturing business.

**Table 17: Advertised job positions by activity and Cantons**

Number of advertised jobs by industry and Canton	Una-Sana Canton	Posavina Canton	Tuzla Canton	Zenica-Doboj Canton	Bosnian-Podrinje Canton	Central Bosnia Canton	Herzegovina-Neretva Canton	West Herzegovina Canton	Sarajevo Canton	Canton 10	Total
A Agriculture, forestry and fishing	60		17	44	6	216	20	1	38	57	<b>459</b>
B Extraction of ores and stone			59	148		1		8	5		<b>221</b>
C Manufacturing industry	39		178	20		695	41	71	924	48	<b>2,016</b>
D Production and supply of electricity, gas, steam and air conditioning	120		119	106	3	37	165	2	273		<b>825</b>
E Water supply; waste water removal, waste management and environmental rehabilitation activities	8		32	96	12	53	100		238		<b>539</b>
F Construction	38		92	17	17	218	262	218	680	44	<b>1,586</b>
G Wholesale and retail trade; repair of motor vehicles and motorcycles	35	3	15	6	25	28	25	101	579	5	<b>822</b>
H Transportation and storage	29	1	52	4		51	447	13	452		<b>1,049</b>
I Activities of providing accommodation and preparing and serving food (hotel and catering)	48		13	4	9	25	340	38	398	7	<b>882</b>
J Information and Communications	35	45	11	12	30	23	108	11	190	21	<b>486</b>
K Financial and insurance activities				18	4	5	6	7	98		<b>138</b>
L Real estate business								2	18		<b>20</b>
M Professional, scientific and technical activities	70		12	14	208		520	40	271	4	<b>1,139</b>
N Administrative and auxiliary service activities	39		34	1	2		53	2	468		<b>599</b>
O Public administration and defence; mandatory social insurance	125	32	32	35	234	13	58	1	80	163	<b>773</b>
P Education	1,655	59	46	376	334	700	1,603	17	2,627	223	<b>7,640</b>
Q Health and social protection activities	212	9	53	483	100	112	637	93	1,212	57	<b>2,968</b>
R Arts, entertainment and recreation	8		6	16	5	2	31	9	311		<b>388</b>
S Other service activities			13	30	27	115	364	102	100	59	<b>810</b>
<b>Total</b>	<b>2,521</b>	<b>149</b>	<b>784</b>	<b>1,430</b>	<b>1,016</b>	<b>2,294</b>	<b>4,780</b>	<b>736</b>	<b>8,962</b>	<b>688</b>	<b>23,360</b>

Table 18 provides an overview of advertisements published through public employment services in the Federation of BiH, and it can be concluded that on average two job positions were advertised per advertisement.

**Table 18: Number of collected vacancies by activity and Cantonal PES**

Number of collected vacancies by activity and Cantonal PES	Una-Sana Canton	Posavina Canton	Tuzla Canton	Zenica-Doboj Canton	Bosnian-Podrinje Canton	Central Bosnia Canton	Herzegovina-Neretva Canton	West Herzegovina Canton	Sarajevo Canton	Canton 10	Total
A Agriculture, forestry and fishing	23		8	32	4	24	16	1	24	11	<b>143</b>
B Extraction of ores and stone			35	24		1		4	5		<b>69</b>
C Manufacturing industry	25		63	8		85	16	51	334	31	<b>613</b>
D Production and supply of electricity, gas, steam and air conditioning	36		37	89	2	19	140	2	29		<b>354</b>
E Water supply; waste water removal, waste management and environmental rehabilitation activities	6		13	62	7	41	44		46		<b>219</b>
F Construction	19		24	14	6	35	132	74	246	11	<b>561</b>
G Wholesale and retail trade; repair of motor vehicles and motorcycles	20	3	11	4	17	8	23	75	291	5	<b>457</b>
H Transportation and storage	6	1	32	3		2	185	12	57		<b>298</b>
I Activities of providing accommodation and preparing and serving food (hotel and catering)	26		7	4	9	15	204	29	181	5	<b>480</b>
J Information and Communications	23	5	4	12	9	9	58	4	102	17	<b>243</b>
K Financial and insurance activities				6	4	5	6	7	78		<b>106</b>
L Real estate business								2	12		<b>14</b>
M Professional, scientific and technical activities	17		9	5	58		193	2	143	4	<b>431</b>
N Administrative and auxiliary service activities	32		20	1	2		43	2	155		<b>255</b>
O Public administration and defence; mandatory social insurance	81	28	4	7	49	13	38	1	18	120	<b>359</b>
P Education	1,336	52	42	362	282	587	1,487	5	901	183	<b>5,237</b>
Q Health and social protection activities	113	5	31	370	38	81	272	50	370	35	<b>1,365</b>
R Arts, entertainment and recreation	7		3	16	5	2	26	4	63		<b>126</b>
S Other service activities			8	26	15	40	195	47	72	34	<b>437</b>
<b>Total</b>	<b>1,770</b>	<b>94</b>	<b>351</b>	<b>1,045</b>	<b>507</b>	<b>967</b>	<b>3,078</b>	<b>372</b>	<b>3,127</b>	<b>456</b>	<b>11,767</b>

## ***Labor market demand based on the Employers survey data***

As part of the monitoring of the labor market in the Federation of Bosnia and Herzegovina, which is carried out as a joint activity of the Federal Employment Office and the cantonal employment services in order to obtain quantitative and qualitative data necessary for providing adequate information on trends in the labor market, a survey of employers was organized on an adequately representative sample. One of the tools that is often used to identify current and future demand in the labor market is the employer survey, which includes data on employers' needs for workers, their occupations and skills. The rationale for such research is based on the assumption that employers know their needs for workers best.

By conducting surveys of employers, the cantonal employment service, i.e. municipal employment offices, achieve direct cooperation with employers, create prerequisites for strengthening their primary function of mediation in employment and collect important data necessary for improving their services, developing policies and providing support on the labor market.

The goal of this part of the research is to collect information directly from employers about the business and needs and problems in employment during 2024, as well as the stated business assessments, the needs for hiring new or dismissing existing workers in 2025, as well as their structure by occupations, qualifications, professional training and skills.

Also, the goal is to collect other relevant data needed to analyse the trends in the labor market: the way to search for new workers and solve redundant workers, the possibility of organizing professional training for unemployed people within business entities, as well as the assessment of the quality of services of public employment services in the Federation of Bosnia and Herzegovina from the perspective of employers.

Survey methodology was used to examine the attitudes of employers in the Federation of Bosnia and Herzegovina in 2024/2025. Based on the population of 10,632 employers registered in the Federation of Bosnia and Herzegovina who had five (5) or more employees, sorted into small, medium and large employers by activity, obtained from the Tax Administration of the Federation of Bosnia and Herzegovina, the Federal Employment Agency selected a sample of 1,655 employers (with an expected response rate of 80%) using the stratified random sampling method. This sample size, for a confidence level of 95%, gives results within a margin of error of 2.5%. In accordance with the practice of international organizations (ETF, CEDEFOP), the sample does not include employers from the following activities: Agriculture, forestry and fishing; Public administration and defence; Education; Health and social protection.

The research methodology has been harmonized at the level of Bosnia and Herzegovina, so the questionnaire used in the Federation of BiH is identical to the questionnaire used in the survey of employers conducted by the Employment Agency of Republic of Srpska and the Employment Agency of the Brčko District of BiH.

During the survey, an electronic questionnaire was used, with immediate data entry into the database using a computer or tablet (CAPI/TAPI Computer/Tablet Assisted Personal Interviewing). The survey process was carried out with the coordination of

the Federal Employment Institute by about 90 adequately trained interviewers from the cantonal employment services.

Data collection was organized in the period from 28.10. until 31.12.2024. year.

The questions in the questionnaire were classified into the following thematic units:

- General information;
- Assessment of business operations and difficulties in hiring workers in 2023
- Business and employment forecast for 2024
- Possibilities of organizing training for unemployed persons;
- Cooperation with the Federal Employment Office and cantonal employment services.

After analyzing the quality of the collected data, the responses from 1,350 employers were usable and were used to present the results and draw conclusions. The employer response rate was 82%, and the number of questionnaires collected was in line with the number required for a valid analysis.

Most employers were surveyed in Sarajevo Canton (311 or 23.0% of the sample) and Tuzla Canton (287 or 21.3% of the sample), which is in line with the size and economic power of these two cantons.

The largest number of entities in the sample are limited liability companies (78.1%), with the largest share of those registered in Sarajevo Canton (241) and Tuzla Canton (225) as economic centers, followed by crafts (15.5%), which are also most represented in these two cantons.

In this report, certain data are tabulated by activity groups as follows: Construction (F), Industrial Activities (B, C, D, and E), Trade (G) and Service Activities (H, I, J, K, L, M, N, R, and S).

Looking at the groups of activities, out of 1,350 employers included in the survey, most employers are from Service activities (33.9%). Employers from Industrial Activities (30.4%) and Trade (25.9%) and Construction (9.9%) follow.

**Table 19: Structure of employers by activity**

Canton	Construction	Industrial activities	Trade	Service activities	Total
Una-Sana	11	40	32	43	126
Posavina	3	10	7	6	26
Tuzla	36	99	66	86	287
Zenica-Doboj	18	74	44	59	195
Bosnian-Podrinje	1	10	3	2	16
Central Bosnian	11	54	33	35	133
Herzegovina-Neretva	11	33	41	54	139
West Herzegovina	7	17	30	21	75
Sarajevo	30	53	84	144	311
Canton 10	5	20	9	8	42
<b>Federation of BiH</b>	<b>133</b>	<b>410</b>	<b>349</b>	<b>458</b>	<b>1,350</b>
<b>%</b>	<b>9.9%</b>	<b>30.4%</b>	<b>25.9%</b>	<b>33.9%</b>	<b>100.0%</b>

According to size, of the 1,350 employers covered by the survey, the majority are small companies, with 10 to 50 employees (50.1%). Micro companies, which have up to 10 employees, are 34.4% of the total number of respondents. Medium-sized companies are followed by 12.0%, while large employers, employing over 250 workers, account for 3.4%.

## ***Problems in employing and finding needed workers in 2024***

During the survey, as many as 571 employers (42.3% of those surveyed) declared that in 2024 they had problems in hiring and finding the necessary workers of a certain profile, which is still 4.9% less than in 2023, but still indicates a pronounced problem of mismatch between supply and demand on the labor market.

Despite the large number of recorded unemployed persons of various qualifications, employers point out that in 2024 they had certain problems when hiring and finding new workers. A particularly affected group of activities is Construction, where 53.4% of employers stated that they had problems finding the necessary workers in 2024. Difficulties in finding workers in 2024 are recorded in 46.1% of surveyed employers from Industrial activities, 38.1% of employers from Trade and 38.9% from Service activities.

This chapter presents answers related to the reasons that make it difficult for employers to find adequate workers, the number of such workers, and which occupations had this situation.

**Table 20: Number of employers with problems hiring and finding the necessary workers in 2024 by activity groups**

Activities	Yes	%	No	%	Total
Construction	71	53,4%	62	46,6%	133
Industrial activities	189	46,1%	221	53,9%	410
Trade	133	38,1%	216	61,9%	349
Service activities	178	38,9%	280	61,1%	458
<b>Total</b>	<b>571</b>	<b>42,3%</b>	<b>779</b>	<b>57,7%</b>	<b>1.350</b>

The aforementioned 571 employers had problems hiring and finding 3,620 workers in appropriate occupations in 2024. According to their professional qualifications, they had the greatest problems hiring and finding skilled workers (74.0%) and workers with secondary education (13.5%).

**Table 21: Problems in hiring and finding the necessary workers in 2024 by professional qualifications**

Stručna sprema	Number of persons	%
Unskilled - without schooling and incomplete primary school	215	5,9%
Semi-skilled, Low skilled - primary school	87	2,4%
Skilled workers, highly skilled - secondary school up to 3 years, master's exam	2.677	74,0%
Secondary education - high school of 4 years or more and gymnasium	489	13,5%
University degree - 1st degree of faculty, professional study and college	9	0,2%
Higher expertise - college (graduate), academy	134	3,7%
Master's degree	9	0,2%
<b>Total</b>	<b>3.620</b>	<b>100,0%</b>

Employers had the most difficulties in 2024, as in the previous year, in hiring and finding salespeople - 297 or 8.2%. In contrast to previous years, the occupation of truck driver is in second place based on difficulties in employment and finding - 245 or 6.8%, which indicates an increased demand for labor in the field of Transportation.

This is followed by difficulties in hiring waiters in 6.5% of cases, tailors in 5.1% of cases, workers for simple jobs in 4.9% of cases, auxiliary workers in production in 4.3% of cases, carpenters in 3.6% of cases, etc.

Table 22: Overall overview of occupations that employers had difficulty recruiting in 2024

Occupation	Number of persons	%
Seller - trader	297	8,2%
Truck driver - cargo vehicle	245	6,8%
Waiter	236	6,5%
A tailor	185	5,1%
Worker for simple jobs	176	4,9%
Assistant worker in production	155	4,3%
Carpenter	132	3,6%
Cook	124	3,4%
Bricklayer	115	3,2%
A locksmith	110	3,0%
Warehouse worker - storekeeper - warehouseman	104	2,9%
Armourer	95	2,6%
Welder - welder	94	2,6%
Carpenter	87	2,4%
A tailor	53	1,5%

In Construction, employers had problems hiring and finding the following occupations: carpenter (19.4% of the total number of workers required in 2024 in this industry), carpenter (16.3%) and reinforcement worker (12.0%). In the Industrial Activities group, employers had problems hiring and finding seamstresses (12.7%), production assistants (7.2%) and workers for simple tasks (6.5%). In Trade, these were salespeople (28.4%), warehouse workers (10.5%), waiters (7.5%), and in the Service Activities group, waiters (19.5%), cooks (13.0%) and truck drivers (9.3%).

Table 23: Overview of the 10 most numerous occupations with which employers had difficulty hiring by activity group in 2024

Occupation	No. of persons	%	Occupation	No. of persons	%
<b>Construction - Total</b>	<b>583</b>	<b>16,1%</b>	<b>Industrial activities - Total</b>	<b>1.457</b>	<b>40,2%</b>
Carpenter	113	19,4%	A tailor	185	12,7%
Bricklayer	95	16,3%	Assistant worker in production	105	7,2%
Armourer	70	12,0%	Worker for simple jobs	95	6,5%
Worker for simple jobs	36	6,2%	Carpenter	83	5,7%
A locksmith	26	4,5%	A locksmith	76	5,2%
Electrician	26	4,5%	Truck driver	69	4,7%
Facader	22	3,8%	Welder - welder	67	4,6%
Construction manager. machines	22	3,8%	A tailor	53	3,6%
Truck driver	21	3,6%	Seller - trader	52	3,6%
Construction technician	17	2,9%	Galvanizer	50	3,4%
<b>Trade - Total</b>	<b>696</b>	<b>19,2%</b>	<b>Service activities - Total</b>	<b>884</b>	<b>24,4%</b>
Seller - trader	198	28,4%	Waiter	172	19,5%
Storekeeper - magazine manager	73	10,5%	Cook	115	13,0%
Waiter	52	7,5%	Truck driver - cargo vehicle	82	9,3%
Truck driver - cargo vehicle	42	6,0%	Seller - trader	46	5,2%
Worker for simple jobs	31	4,5%	Bus driver	46	5,2%
Truck driver	31	4,5%	Call center operator	32	3,6%
Commercialist	28	4,0%	Assistant worker in production	26	2,9%
Auto mechanic	22	3,2%	Cleaner - cleaner	23	2,6%
Assistant worker in production	22	3,2%	A lawyer	20	2,3%
Pharmacy technician	10	1,4%	Security guard	20	2,3%



As reasons for obstacles and problems in hiring and finding the necessary workers, the surveyed employers, who stated that they had obstacles in hiring and finding workers, particularly point to the lack of interest of individuals in working in a specific job (60.3%). Also, these employers largely point to the lack of staff with the required profession (49.9%), which indicates a structural and geographical mismatch between supply and demand on the labor market.

A significant share also points to the lack of staff with appropriate work experience (37.5%) and the lack of staff with professional knowledge and skills required for the job (35.4%).

The inability to meet the needs for workers in certain professions in production should, among other things, be sought in the overall economic circumstances and the conditions offered for work, as well as in the limitations related to the educational system or the competence of the workforce.

**Table 24: Reasons that presented obstacles to employment and finding the necessary workers in 2024**

Reasons	No. of employers	%
Lack of personnel with the required occupation	285	49,9%
Lack of personnel with the professional knowledge and skills required for the job	202	35,4%
Lack of personnel with appropriate work experience	214	37,5%
Lack of individuals' lack of interest in working in a specific job	344	60,2%
Candidates' dissatisfaction with the offered salary	58	10,2%
Candidates' dissatisfaction with working hours and working conditions	45	7,9%
Distance of the job from the candidate's place of residence/residence	34	6,0%
Lack of incentives for training and employment	20	3,5%
Tax policy (high allocations for taxes and contributions)	60	10,5%
General economic conditions	67	11,7%
Insufficient information about the workforce	14	2,5%

**Note:** 571 employers had obstacles in hiring and finding the necessary workers, and answered this question. Percentages represent the percentage of the selected answer in relation to this number of employers.

With the possibility of multiple choices of the offered options, 202 or 35.4% of the surveyed employers indicated that their obstacle in hiring and finding workers was the lack of staff with professional knowledge and skills. Of that number, 64.4% of employers point out that workers lacked the ability to learn and adapt. This is followed by lack of social competence (23.8%), lack of entrepreneurship and self-initiative (20.3%) and lack of communication skills in a foreign language (15.8%).

**Table 25: The most common knowledge and skills that workers lack according to the EU competence framework**

Competences according to the EU framework	No of employer	%
Communication in the mother tongue	16	7,9%
Communication in a foreign language	32	15,8%
Mathematical literacy and basic competences in science and technology	23	11,4%
Digital competences	30	14,9%
Adaptability / Learning ability	130	64,4%
Interpersonal and social competences	48	23,8%
Entrepreneurship and self-initiative	41	20,3%
Sustainable business practices / Green skills	10	5,0%
Remote working	1	0,5%
Other	25	12,4%



## Estimated employment demand in the Federation of BiH in 2025

The need for employment in 2025 was expressed by 876 employers, or 64.9% of the total of 1,350 respondents. The listed employers expressed the need to employ 5,601 workers.

Of the total of 1,350 surveyed employers, 876 (64.9%) expressed a need to hire new workers, which is 95 or 12.2% more employers compared to the previous survey. The listed employers estimate that they will need to hire 5,601 workers, which is 841 or 17.7% more compared to the survey for the period 2023/2024. On average, one employer out of the listed 876 expressed a need to hire 6.39 new workers in 2025, which is 0.3 more compared to 2024. Calculated on the total population of employers from which the sample was selected, it can be concluded that there is an increase in the number of employers with a need to hire new workers by 5%, but also an increase in the estimated number of workers needed in 2025 by 10% compared to estimates for 2024. As a percentage by activity group, 74.4% of surveyed employers from Construction are planning new employment in 2025, and 71.2% of employers from Industrial activities.

**Table 26: Number of employers with stated needs for hiring new workers in 2025 by activity group**

Evaluation	Construction	%	Industrial activities	%	Trade	%	Services activities	%	Total
Yes	99	74.4%	292	71.2%	201	57.6%	284	62.0%	876
No	34	25.6%	118	28.8%	148	42.4%	174	38.0%	474
<b>Total</b>	<b>133</b>	<b>100.0%</b>	<b>410</b>	<b>100.0%</b>	<b>349</b>	<b>100.0%</b>	<b>458</b>	<b>100.0%</b>	<b>1,350</b>

Looking at the cantons, out of the total demand for 5,601 workers, the largest demand for workers in 2025 will be the surveyed employers in the Tuzla Canton for 1,964 workers or 35.1% and the Zenica-Doboj Canton for 888 workers or 15.9% of the total estimated need for workers in 2025.

Looking at individual activities, the largest estimated need for new employment of workers in 2025, 33.8%, was reported in the Manufacturing industry, followed by Trade 19.5%, Construction 15.8% and Accommodation 9.1%.

**Table 27: Percentage of workers in demand in 2025 by individual activities and cantons**

Canton	B	C	D	E	F	G	H	I	J	K	L	M	N	R	S	Total
<b>USC</b>	1%	28%	0%	1%	31%	17%	4%	10%	1%	1%	0%	4%	2%	0%	1%	362
<b>PC</b>	0%	49%	0%	1%	6%	34%	2%	5%	0%	0%	0%	2%	0%	0%	0%	94
<b>TC</b>	1%	24%	3%	0%	19%	22%	9%	4%	10%	0%	1%	3%	1%	0%	3%	1,964
<b>ZDC</b>	0%	56%	0%	2%	10%	10%	2%	7%	0%	0%	0%	11%	1%	0%	0%	888
<b>BPC</b>	0%	86%	0%	1%	6%	4%	0%	3%	0%	0%	0%	0%	0%	0%	0%	140
<b>CBC</b>	0%	47%	1%	2%	14%	16%	2%	12%	2%	0%	0%	1%	1%	0%	1%	481
<b>HNC</b>	1%	17%	0%	2%	8%	23%	3%	26%	10%	1%	4%	1%	3%	0%	0%	672
<b>WHC</b>	1%	24%	0%	0%	25%	31%	5%	8%	3%	0%	0%	3%	0%	1%	0%	309
<b>CS</b>	0%	25%	0%	0%	13%	23%	3%	11%	6%	0%	2%	6%	10%	0%	1%	493
<b>K10</b>	1%	60%	0%	0%	12%	16%	4%	3%	1%	0%	0%	3%	0%	2%	0%	198
<b>F BiH</b>	1%	34%	1%	1%	16%	20%	5%	9%	6%	0%	1%	4%	2%	0%	1%	<b>5,601</b>
<b>%</b>	<b>1%</b>	<b>34%</b>	<b>1%</b>	<b>1%</b>	<b>16%</b>	<b>20%</b>	<b>5%</b>	<b>9%</b>	<b>6%</b>	<b>0%</b>	<b>1%</b>	<b>4%</b>	<b>2%</b>	<b>0%</b>	<b>1%</b>	<b>100%</b>
B – Mining						G – Shop						L – Real estate business				
C – Manufacturing industry						H – Transportation, storage						M – Professional, scientific and technical activities				
D – Production and supply of electricity						I – Accommodation						N – Administrative and support service activities				

E – Water supply	J – Information and communications	R – Arts, Entertainment and Recreation
F – Construction	K – Financial and insurance activities	S – Other service activities

Observing the groups of activities, of the total reported, the greatest estimated need for new employment of workers in 2025, namely 36.7%, was reported in Industrial activities.

**Table 28: Percentage of required workers in 2025 by activity groups**

Canton	Construction	Industrial activities	Trade	Service activities	Total
Una-Sana	31%	30%	17%	22%	362
Posavina	6%	50%	34%	10%	94
Tuzla	19%	28%	22%	30%	1,964
Zenica-Doboj	10%	58%	10%	22%	888
Bosnian-Podrinje	6%	87%	4%	3%	140
Central Bosnian	14%	50%	16%	20%	481
Herzegovina-Neretva	8%	21%	23%	49%	672
West Herzegovina	25%	25%	31%	19%	309
Sarajevo	13%	25%	23%	39%	493
Canton 10	12%	60%	16%	12%	198
<b>Federation of BiH</b>	<b>16%</b>	<b>37%</b>	<b>20%</b>	<b>28%</b>	<b>5,601</b>

The largest number of employers with estimated employment needs in 2025 compared to the total number of surveyed employers in the Federation of Bosnia and Herzegovina was found in Tuzla Canton (25.1%), followed by Zenica-Doboj Canton (14.3%) and Sarajevo Canton (13.9%).

The majority of employers with expressed needs for new employment are from the Manufacturing industry (30%) and Trade (23%).

**Table 29: Percentage of employers with stated needs for employment of new workers in 2025 by individual activities and cantons**

Canton	B	C	D	E	F	G	H	I	J	K	L	M	N	R	S	Total
<b>USC</b>	1%	30%	0%	2%	13%	22%	5%	14%	1%	1%	0%	6%	3%	1%	2%	88
<b>PC</b>	0%	44%	0%	6%	6%	25%	6%	6%	0%	0%	0%	6%	0%	0%	0%	16
<b>TC</b>	1%	31%	0%	0%	15%	23%	10%	7%	4%	0%	0%	5%	1%	1%	1%	220
<b>ZDC</b>	1%	42%	0%	2%	10%	19%	5%	10%	0%	0%	1%	6%	2%	1%	0%	125
<b>BPC</b>	0%	57%	0%	7%	7%	14%	0%	14%	0%	0%	0%	0%	0%	0%	0%	14
<b>CBC</b>	1%	33%	1%	5%	13%	20%	5%	14%	2%	0%	1%	2%	1%	1%	1%	87
<b>HNC</b>	1%	23%	1%	1%	5%	25%	4%	22%	6%	1%	2%	5%	4%	1%	0%	111
<b>WHC</b>	2%	21%	0%	2%	10%	41%	8%	8%	2%	0%	0%	5%	0%	2%	0%	61
<b>CS</b>	0%	18%	0%	0%	12%	20%	4%	12%	7%	1%	1%	15%	7%	1%	3%	122
<b>K10</b>	3%	44%	0%	0%	9%	22%	6%	3%	3%	0%	0%	6%	0%	3%	0%	32
<b>Federation of BiH</b>	<b>1%</b>	<b>30%</b>	<b>0%</b>	<b>2%</b>	<b>11%</b>	<b>23%</b>	<b>6%</b>	<b>11%</b>	<b>3%</b>	<b>0%</b>	<b>1%</b>	<b>6%</b>	<b>2%</b>	<b>1%</b>	<b>1%</b>	<b>876</b>

B – Mining	G - Shop	L – Real estate business
C – Manufacturing industry	H – Transportation, storage	M – Professional, scientific and technical activities
D – Production and supply of electricity	I – Accommodation	N – Administrative and support service activities
E – Water supply	J – Information and communications	R – Arts, Entertainment and Recreation
F – Construction	K – Financial and insurance activities	S – Other service activities

According to the stated estimates of employment in 2025, out of a total estimated 5,601 workers, employers will mostly employ Skilled workers (67.8%), followed by workers with Secondary education (16.6%).

The following is an overview of the structure of workers whose employment is estimated by employers in 2025, by canton and qualification:

**Table 30: Expressed needs for workers in 2025 according to qualifications and cantons**

Canton	Unskilled	Semi-skilled	Skilled, highly skilled	Secondary education	University, University degree	Total	%
Una-Sana	4%	10%	65%	16%	6%	362	6.5%
Posavina	0%	2%	70%	24%	3%	94	1.7%
Tuzla	4%	1%	71%	16%	8%	1,964	35.1%
Zenica-Doboj	11%	3%	68%	15%	3%	888	15.9%
Bosnian-Podrinje	1%	0%	72%	24%	4%	140	2.5%
Central Bosnian	12%	3%	75%	6%	3%	481	8.6%
Herzegovina-Neretva	7%	0%	56%	22%	16%	672	12.0%
West Herzegovina	3%	3%	74%	12%	8%	309	5.5%
Sarajevo	2%	1%	55%	27%	14%	493	8.8%
Canton 10	3%	0%	79%	12%	6%	198	3.5%
<b>Federation of BiH</b>	<b>6%</b>	<b>2%</b>	<b>68%</b>	<b>17%</b>	<b>8%</b>	<b>5,601</b>	<b>100.0%</b>
<b>%</b>	<b>5.8%</b>	<b>1.9%</b>	<b>67.8%</b>	<b>16.6%</b>	<b>8.0%</b>	<b>100.0%</b>	

As in previous years, there was a high demand among surveyed employers for workers with secondary vocational education of III and IV degrees, i.e. Skilled workers (67.8%) and workers with Secondary education (16.6%). The highest estimated demand for workers in 2025 was reported in the Tuzla Canton (35.1%), followed by the Zenica-Doboj Canton (15.9%).

According to the expressed needs of the surveyed employers, salespeople will be the most sought-after workers in the Federation of Bosnia and Herzegovina in 2025, as in previous years.

In second place in terms of the number of planned employment is the occupation of truck driver, which last year was in sixth place in terms of estimated demand for workers, indicating an increased demand for this type of workforce by as much as 67% compared to 2024. According to the estimated demand for workers, i.e. the expressed needs for employment in 2025 are followed by waiters, auxiliary workers in production, workers for simple tasks, tailors, masons, carpenters, cooks, storekeepers, locksmiths, armourers, welders, carpenters, economists, etc.

**Table 31: Overview of the estimated most sought-after occupations in 2025**

Interest	Number of people	%
Seller - merchant	426	7.6%
Truck driver - cargo vehicle	324	5.8%
Waiter	292	5.2%
Production assistant worker	249	4.4%
Simple worker	239	4.3%
Tailor	224	4.0%
Mason	203	3.6%
Carpenter	181	3.2%
Chef	169	3.0%
Warehouse worker - warehouseman	162	2.9%
Locksmith	145	2.6%
Reinforcer	132	2.4%
Welder	127	2.3%
Joiner	108	1.9%
Economist	81	1.6%

The following is an overview of the 12 most sought-after occupations in the Federation of BiH in 2025 by estimated number of workers and by activity groups.

**Table 32: Overview of the estimated most sought-after occupations in 2025 by activity group**

Interest	No. of people	%	Interest	No. of people	%
<b>Construction</b>	<b>883</b>	<b>15.8%</b>	<b>Industrial activities</b>	<b>2,054</b>	<b>36.7%</b>
Mason	183	20.7%	Tailor	218	10.6%
Carpenter	163	18.5%	Production assistant	186	9.1%
Simple worker	102	11.6%	Locksmith	110	5.4%
Reinforcer	72	8.2%	Simple worker	109	5.3%
Construction technician	38	4.3%	Joiner	93	4.5%
Locksmith	35	4.0%	Welder - welder	92	4.5%
Electrician	27	3.1%	Truck driver - cargo vehicle	81	3.9%
Welder - welder	27	3.1%	CNC operator	73	3.6%
Plastic surgeon	26	2.9%	Mechanical technician	71	3.5%
Electrical engineer	25	2.8%	Seller - merchant	65	3.2%
Mechanical technician	25	2.8%	Tailor	54	2.6%
Tinsmith	21	2.4%	Carpentry fitter	50	2.4%
<b>Trade</b>	<b>1,093</b>	<b>19.5%</b>	<b>Service activities</b>	<b>1,571</b>	<b>28.0%</b>
Seller - merchant	307	28.1%	Waiter	240	15.3%
Warehouse worker	115	10.5%	Chef	155	9.9%
Truck driver - cargo vehicle	77	7.0%	Truck driver - cargo vehicle	155	9.9%
Mechanic	54	4.9%	Call center operator	76	4.8%
Deliverer	43	3.9%	Computer scientist	62	3.9%
Commercialist	43	3.9%	Electrical engineer	62	3.9%
Waiter	41	3.8%	Economist	59	3.8%
Simple worker	35	3.2%	Bus driver	57	3.6%
Master of Pharmacy	27	2.5%	IT Developer	55	3.5%
Production assistant	24	2.2%	Seller - merchant	54	3.4%
Pharmaceutical technician	22	2.0%	Maid	54	3.4%
Pastry chef	20	1.8%	Production assistant	33	2.1%

According to the needs expressed by employers in this survey, the most sought-after occupations with a higher education qualification in 2025 will be: salespeople (426 or 7.6% of the total needs expressed). In second place in terms of the number of planned employment is the occupation of truck driver (324 or 5.8%), and in third place in terms of demand are waiters (292 or 5.2%). In terms of the number of expressed needs for employment, they are followed by auxiliary workers in production, workers for simple tasks, seamstresses, bricklayers, carpenters, cooks, warehouse workers, locksmiths, reinforcement workers, welders, carpenters.

The demand for occupations with a higher education degree in 2025 is significantly lower compared to other workers, and the most demanded occupations will be: workers from the IT sector (electrical engineers, system engineers, programmers, IT developers, etc.), then economists, lawyers, mechanical engineers, masters of pharmacy and civil engineers.

**Table 33: Overview of the estimated most sought-after occupations in 2025 by canton**

Canton	University degree occupations	Number	Secondary education, skilled occupations	Number
Una-Sana	Economist Mechanical engineer	5 3	Mason	47
			Seller - merchant	36
			Waiter	30
			Carpenter	25
			Chef	23
			Reinforcer	14
Posavina	Economist Graphic designer Lawyer	1 1 1	Locksmith	16
			Electrician	13
			Treasurer	10
			Seller	7
			Truck driver	7
Tuzla	Electrical engineer Economist Lawyer Master of Pharmacy Journalist Chemical technology engineer	57 25 19 14 8 7	Seller	173
			Truck driver - cargo vehicle	124
			Warehouse worker	76
			Mason	75
			Production assistant	71
			Telephone operator - call center operator	70
			Computer scientist	58
Zenica-Doboj	Mechanical engineer Economist Lawyer Accountant	9 6 4 3	Tailor	155
			Seller	60
			Welder – welder	54
			Truck driver - cargo vehicle	48
			Locksmith	39
Bosnian-Podrinje	Mechanical engineer Lawyer	3 2	Waiter	39
			Mechanical technician	30
			Plastic surgeon	25
			Metal grinder	12
			Electrical engineer	10
			Joiner	10
Central Bosnian	Mechanical engineer Economist Lawyer	5 3 2	Mechatronics technician - CNC operator	7
			Seller – merchant	43
			Waiter	40
			Truck driver - cargo vehicle	33
			Locksmith	27
			Joiner	25
			Tailor	22
Herzegovina-Neretva	IT developer Economist Master of Pharmacy Mechanical engineer Computer scientist	54 17 8 5 5	Waiter	83
			Truck driver - cargo vehicle	44
			Chef	43
			Reinforcer	35
			Maid	33
			Locksmith	25
West Herzegovina	Economist Programmer Lawyer Road traffic engineer	11 6 2 2	Carpenter	30
			Truck driver - cargo vehicle	25
			Seller – merchant	22
			Packer	20
			Operator of machines for making plastic products	17
			Mechanic	14
Sarajevo	Civil engineer Economist Mechanical engineer Programmer Master of Pharmacy Real estate agent	12 9 8 4 4 4	Production assistant	44
			Seller	42
			Warehouse worker	30
			Commercialist	25
			Carpentry fitter	25
			Waiter	24
Canton 10	Civil engineer Master of Pharmacy Lawyer	2 2 2	Metal construction fitter	40
			Seller	25
			Food technician	20
			Truck driver - cargo vehicle	18
			Waiter	10

According to the size of the company, out of a total of 5,601 workers that the surveyed employers expressed as an estimated need in 2025, 1,839 workers or 32.8% relate to the needs of small companies, followed by medium-sized companies with 25.7%, which indicates a tendency to increase the share of estimated labor demand in the segment of small and medium-sized companies.

**Table 34: Percentage of required workers by canton and size of employer**

Canton	Micro companies – up to 10 employees	Small companies – from 10 to 50 employees	Medium-sized companies – from 50 to 250 employees	Large companies – over 250 employees
Una-Sana	48%	31%	22%	0%
Posavina	16%	47%	27%	11%
Tuzla	21%	37%	22%	20%
Zenica-Doboj	20%	33%	20%	27%
Bosnian-Podrinje	8%	26%	51%	14%
Central Bosnian	22%	24%	21%	33%
Herzegovina-Neretva	23%	43%	24%	10%
West Herzegovina	16%	26%	46%	12%
Sarajevo	28%	25%	26%	22%
Canton 10	24%	18%	58%	0%
<b>Federation of BiH</b>	<b>23%</b>	<b>33%</b>	<b>26%</b>	<b>19%</b>

1,150 employers responded to the question related to employers' willingness to hire a person from one of the more difficult to employ or specific categories, with the possibility of multiple choice of answers. The largest number expressed their willingness to employ young people without work experience (856 employers), while the least are willing to employ migrants as a potential new workforce on the labor market in the Federation of Bosnia and Herzegovina. 239 employers expressed their willingness to employ people with disabilities, and 373 employers of demobilized combatants, although there are elderly people in that category. 434 expressed their willingness to employ people over 50, and 400 employers would give employment opportunities to women from rural areas.

**Table 35: Willingness of employers to employ one of the more difficult to employ categories of workers**

Category of persons	Yes	%	No	%	No answer	%
People with disabilities	239	17.7%	911	67.5%	200	14.8%
Victims of violence	198	14.7%	952	70.5%	200	14.8%
Residents of homes for neglected children	176	13.0%	974	72.1%	200	14.8%
Roma	160	11.9%	990	73.3%	200	14.8%
Demobilized soldiers	373	27.6%	777	57.6%	200	14.8%
Women from rural areas	400	29.6%	750	55.6%	200	14.8%
Young people without work experience	856	63.4%	294	21.8%	200	14.8%
Older than 50 years old	434	32.1%	716	53.0%	200	14.8%
Unskilled workers	486	36.0%	664	49.2%	200	14.8%
Immigrants	54	4.0%	1096	81.2%	200	14.8%

In the context of the lack of workers on the labor market, with the possibility of multiple choices of the offered options, 223 surveyed employers or 16.5% expressed the need to employ students and 104 employers or 7.7% for the



employment of foreigners and thus presented the possibility of solving the problem of engaging the missing workers.

At the same time, 1,075 employers claim that they have no need to employ students or foreigners. According to the opinion of the majority of respondents, the main challenge in this method of solving the shortage of workers is the legally limited possibilities when hiring students and foreigners, as well as the long and complex procedure related to the employment of foreigners.

**Table 36: Percentage of employers with stated needs for employment of students or foreigners**

Canton	Student employment	Employment of foreigners	There is no need to hire students or foreigners
Una-Sana	9%	6%	85%
Posavina	7%	11%	81%
Tuzla	10%	8%	82%
Zenica-Doboj	16%	7%	77%
Bosnian-Podrinje	24%	18%	59%
Central Bosnian	17%	6%	78%
Herzegovina-Neretva	24%	11%	65%
West Herzegovina	33%	11%	56%
Sarajevo	15%	4%	81%
Canton 10	26%	13%	62%
<b>Federation of BiH</b>	<b>16%</b>	<b>7%</b>	<b>77%</b>

Based on the answers of the surveyed employers, the expected surplus of workers in 2025 is not a concern. Only 43 or 3.2% of the surveyed employers declared that they will have a surplus of workers. Below is an overview of the number of employers by canton who have indicated how they deal with redundant workers.

Employers will generally deal with excess workers by assigning them to another position and canceling the employment contract.

The need for additional training of workers in 2025 was stated by 303 employers (22.4% of those surveyed), which is 2% more than in 2024. According to the groups of activities, the largest number of employers with expressed needs for additional training of workers is from the group of Industrial activities (11% of the total number of surveyed employers).

**Table 37: The number of employers who in 2025 will need additional training of workers according to activity groups**

Activity group	Number of employers	% of total number of employers
Construction	25	1.9%
Industrial activities	103	7.6%
Trade	78	5.8%
Service activities	97	7.2%
<b>Total</b>	<b>303</b>	<b>22.4%</b>

The above-mentioned employers have the greatest need for organizing training for specific jobs that would be carried out within the employer's workplace, followed by computer work training, as well as retraining and retraining.

With the possibility of multiple choices of the offered options, employers expressed the need for additional training of workers as follows:

**Table 38: Percentage of employers with a stated need for additional training and training of workers by type of training**

Type of training required	Number of employers	%
Training for specific jobs that would be carried out within the workplace with the employer	255	18.9%
Computer work or other IT training	32	2.4%
Foreign languages	18	1.3%
Driving a high category vehicle	14	1.0%
Project management	26	1.9%
Retraining and retraining	28	2.1%
Other	24	1.8%
I will have no need for additional worker training	1,047	77.6%

The structure of employers with stated needs for training by cantons, with the possibility of choosing several options, looks as follows.

**Table 39: Percentage of employers with an expressed need for additional training and training of workers at employers who plan to introduce new technologies into the work process by canton**

Canton	O1	O2	O3	O4	O5	O6	O7	Total
Una-Sana	53%	8%	8%	3%	11%	13%	5%	26
Posavina	100%	0%	0%	0%	0%	0%	0%	5
Tuzla	65%	8%	4%	4%	8%	4%	6%	39
Zenica-Doboj	69%	4%	6%	0%	9%	9%	4%	51
Bosnian-Podrinje	35%	0%	6%	12%	12%	18%	18%	10
Central Bosnian	55%	16%	5%	9%	7%	7%	2%	31
Herzegovina-Neretva	67%	14%	4%	2%	4%	8%	0%	37
West Herzegovina	60%	8%	4%	6%	6%	8%	6%	32
Sarajevo	79%	5%	2%	0%	0%	0%	14%	56
Canton 10	65%	5%	5%	5%	10%	5%	5%	16
<b>Federation of BiH</b>	64%	8%	5%	4%	7%	7%	6%	303

O1 – Training for specific tasks at the employer's workplace	O4 – Driving a high category vehicle
O2 - Work on a computer or other IT training	O5 – Project Management
O3 – Foreign languages	O6 – Retraining and retraining
	O7 – Other

In the context of adult training, 1,046 surveyed employers or 77.5% of the total respondents stated that there is no opportunity to organize training for unemployed persons. Nevertheless, 304 employers or 22.5% of the total respondents stated that they are ready and have the opportunity to organize training, professional training and development of unemployed persons.

According to the cantonal schedule, there are the most such employers in Tuzla Canton (93), then in Zenica-Doboj (48) and Sarajevo Canton (37), and they



represent a solid basis for conducting training, with the fact that it is necessary to take into account the type and different ways of conducting training.

**Table 40: Percentage of employers who have the possibility to organize training, professional training and advanced training for unemployed persons in 2025 by cantons**

Canton	Yes, we can provide a mentor, equipment, space and materials	No, we do not have the possibility to organize training
Una-Sana	16%	84%
Posavina	8%	92%
Tuzla	32%	68%
Zenica-Doboj	25%	75%
Bosnian-Podrinje	88%	13%
Central Bosnian	22%	78%
Herzegovina-Neretva	23%	77%
West Herzegovina	29%	71%
Sarajevo	12%	88%
Canton 10	17%	83%
<b>Federation of BiH</b>	<b>23%</b>	<b>77%</b>

During the survey, employers mostly highlighted the possibility of providing training for 2,055 unemployed persons.

The following is an overview of occupations and the number of unemployed persons for whom employers are willing to provide training by canton.

**Table 41: The most numerous occupations for which employers are willing to provide training for unemployed persons by canton**

Canton	Occupations	Number of students
Una-Sana	Bricklayer, welder, carpenter, mechanical technician, electrical technician, heating installer, storekeeper, carpentry fitter, etc.	102
Posavina	Pastry chef, locksmith, mechanical technician, tinsmith, graphic designer	50
Tuzla	Waiter, welder, seamstress, shopkeeper, heating installer, mason, truck driver, food technician, technologist, master of pharmacy, chemical technology engineer, CNC operator, machinist, economist, tailor, car mechanic, etc.	643
Zenica-Doboj	Tailor, locksmith, cook, waiter, carpenter, shopkeeper, CNC operator, car mechanic, welder, economic technician, electrical fitter, master of pharmacy, computer technician, mason, mechanical engineer, etc.	341
Bosnian-Podrinje	CNC operator, metal grinder, mechanical technician, plastic artist, furniture fitter, truck driver, etc.	88
Central Bosnian	CNC operator, tailor, waiter, carpenter, wood technician, welder, salesperson, maid, journalist, administrative worker, etc.	152
Herzegovina-Neretva	Pharmaceutical technician, galvanizer, pipeline fitter, locksmith, IT developer, chef, warehouseman, carpenter, sanitary technician, accountant, etc.	137
West Herzegovina	Carpenter, electrical appliance repairman, electronics technician, car mechanic, chef, waiter, packer, plastics machine operator, CNC operator, etc.	217
Sarajevo	Salesman, salesman, truck driver, bookkeeper, carpenter, security guard, economist, machine technician, armourer, car mechanic, etc.	227
Canton 10	Metal structure fitter, warehouse worker, electrical appliance repairman, car mechanic, CNC operator, carpentry fitter, electrician, etc.	98

### ***Vacancy data collected by the MojPosao.ba (Kolektiv d.o.o. – private employment agency)***

According to the web portal MojPosao.ba, the demand for workers has decreased for the second year in a row. In their report published in April 2025<sup>5</sup>, they state that workers in sales, transport and hospitality are still the most in demand. Also, the labor market at the beginning of 2025 was marked by a sharp decline in demand for workers that continued throughout the first quarter, so the recovery of the labor market is uncertain.

According to the labor market analysis conducted by the MojPosao.ba portal, a total of 10,162 job advertisements were published in 2024, through which 21,918 job positions were advertised. Compared to the previous year, 2023, there was a decrease in the number of advertisements of 4%, or a decrease in the number of advertised jobs of 12%. Looking at the overall job posting market in BiH, the number of job postings fell by 6% compared to 2023. According to them, this is the second year in a row that the number of job postings has decreased, which shows a trend of decreasing demand for workers in the BiH labor market. The general assessment of labor market trends according to the MojPosao.ba analysis is that the demand for workers in 2024 has decreased and that the negative trend is expected to continue in 2025. This decline indicates a slowdown in economic activity in BiH, which is a consequence of global developments.

Looking at all advertised job positions, in BiH and abroad, i.e. by location, slightly more than half of the jobs are from Sarajevo, and only 13% are from another entity, while in third and fourth place in terms of the number of advertised jobs are Tuzla (8%) and Herzegovina-Neretva Cantons (5%). If we look at only the Federation of BiH level, Sarajevo accounts for 70% of advertised job positions, Tuzla (11%) and Herzegovina-Neretva Cantons (8%). On the other hand, according to the analyzed vacancies via PES, Sarajevo accounts for 38% of advertised job positions, and in second place is Herzegovina-Neretva Canton (21%).

The labor market analysis by MojPosao.ba shows that in 2024, the most sought-after categories were workers in the commercial/sales, transport, warehousing and logistics, and hospitality and tourism categories, which were also at the top of the list in 2023. Although these categories are still at the top of the list of most sought-after, it is important to emphasize that compared to the previous year, the demand for workers in commercial/sales and transport, warehousing and logistics has decreased. This means that, although workers from these categories are still most sought after, employers advertised fewer jobs in 2024 than in 2023. On the other hand, the demand for workers in the hospitality and tourism industry has increased, which can be directly linked to the increase in the number of tourists to BiH, considering that BiH recorded a record number of tourist arrivals and overnight stays in 2024.

Among the categories that recorded the largest decline in demand for workers are administrative services, IT and manufacturing. The trend of declining demand in the IT sector, which has been going on for the second year, can be linked to stabilization after the previous multi-year growth and global trends in this sector. Among the categories that experienced the largest increase in demand, they also highlight

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<sup>5</sup> <https://www.mojposao.ba/post/analiza-trzista-rada-2024-potraznja-za-radnicima-pala-nastavak-negativnog-trenda-se-ocekuje-i-u-2025-mojposaoba/5238?page=1>

biotechnology and pharmaceuticals, craft services and healthcare. This suggests that the labor market is not decreasing evenly, but rather restructuring and changes in the demand for specific worker profiles are occurring.

On the other hand, the demand for jobs has increased slightly compared to the previous year (+1%), and employers received over 358,000 job applications through this job web platform.

Sales, call center, and manufacturing workers had the most job opportunities in 2024. This is the list of the 10 most in-demand occupations in 2024 from MojPosao:

- Tradesman / Salesperson
- Call center agent
- Sales representative / Sales promoter
- Production workers
- Waiter / Bartender
- Driver
- Warehouse worker
- Administrative workers
- Accountant / Finance officer
- Chef

Half of the occupations on this list fully match the most sought-after occupations from the employer survey conducted by PES in the Federation of BiH in 2024, which are: Tradesman / Salesperson, Call center agent, Production assistant worker, Waiter, (Truck) Driver, Warehouse worker, Accountant / Finance officer (Economist) and Chef.

The occupation of salesman/salesperson took first place in 2024, while the call center agent remains among the most in-demand, although it fell to second place in 2024. The occupation of sales representative sales promoter remains in third place. The occupations waiter/bartender, driver, warehouse worker, accountant/finance officer, and production worker are still present on the list of most sought-after jobs with minor changes in the ranking, while administrative workers and cooks are new to the list. The occupations sales manager/sales manager and nurse/technician have dropped out of the top 10 most sought-after jobs in 2023.

Employers posted the largest number of jobs in 2024 in the following categories:

- Commercial - Sales (38%)
- Transport - Warehousing & Logistics (9%)
- Hospitality & Tourism (8%)
- Electrical Engineering - Mechanical Engineering (8%)
- Craftsmanship (6%)
- Economics, Finance & Accounting (5%)
- Manufacturing (5%)
- Healthcare (3%)
- Construction (2%)
- Administrative & Related Services (2%)

The dominance of the sales sector in the most in-demand job categories continues in 2024 - 38% of all posted jobs come from the commercial/sales category. The categories of transportation, warehousing & logistics and hospitality & tourism retained their second and third place, respectively, compared to 2023 in terms of the number of posted jobs.

At the same time, according to the advertisements collected by PES, with the exception of advertised job positions from Education, Public Administration and Health - where employers from the public sector dominate, observing the activity, the situation is as follows: Manufacturing industry (17%), Construction (13%), Professional, scientific and technical activities (10%), Transport (9%), Hotel and catering -Hospitality & Tourism (7%), Wholesale and retail trade (7%), Other service activities (7%), Administrative and auxiliary service activities (5%), Information and Communications (4%) etc.

According to MojPosao.ba, Craft services climbed to a high 5th place, indicating a significant increase in demand for craft occupations.

Also, in 2023, healthcare and construction were not among the top 10 categories, while in 2024 they entered the list of most sought-after.

The manufacturing sector falls from 5th to 7th place compared to the previous year. Similar to the first two categories, the demand for workers in manufacturing has also decreased by 32% compared to the previous year, but manufacturing is still on the list of the most sought-after job categories. The decline in demand for workers in manufacturing in 2024 reflects the broader picture of the slowdown in industrial activity in BiH. The reduced volume of industrial production, lower exports and high operating costs have resulted in a more cautious approach to employment in this sector, which is further confirmed by labor market data.

The greatest interest in work in 2024 was recorded in the categories: Administrative and similar services, Commercial and sales, Transport - Warehousing and logistics, and Economics, finance and accounting.

Of the total number of ads, in 2024, 5% of ads are with a foreign location. Compared to the same period last year, the number of ads with a foreign location remained at the same level. For work abroad in 2024, the most sought-after profiles of workers from the categories are: Electrical Engineering - Mechanical Engineering Transport - Storage and Logistics, Craftsmanship Services, Construction and Hospitality and Tourism. When it comes to countries looking for our workers, the most represented are still: Croatia, Germany, Slovenia, Serbia and the UAE, while the demand for our workers in Austria decreased compared to last year.

Women are more active in job search in 2024 on MojPosao.ba platform. In 2024, the MojPosao.ba portal recorded 7% more visitors compared to 2023.

According to the report from this private job advertiser, during 2024, employers received 358,370 job applications via the MojPosao.ba portal. When it comes to the structure of visitors by gender on the portal in the past year, more than half of the visits come from women (60%), and this percentage has increased compared to the previous year.

MojPosao.ba operates within the company Alma Career BH, specializing in job advertising services, recruitment and selection of workers, and labor market research and development projects. Alma Career BH is part of the Alma Career group, which operates in 15 European countries.

In the upcoming period, for the purposes of analyzing labor market trends, a comparison with another private job advertiser will be made.

## 5. Counseling and mediation in employment the Public Employment Services in Federation BiH

In accordance with the Law on Employment Mediation and Social Security of Unemployed Persons, cantonal employment services are responsible for employment mediation, cooperation with educational institutions, professional orientation of the unemployed and other persons in choosing a profession, vocational training of the unemployed and retraining of employees whose work is no longer needed, encouraging the creation of new jobs and undertaking other incentive measures. The Federal Employment Institute monitors, coordinates, harmonizes and provides assistance in implementing the above activities. According to the Rulebook on Employment Records ("Official Gazette of the Federation of BiH", No. 74/18), cantonal employment services carry out group information activities, individual counseling, individual consultations and activities for the purpose of preparing for work with the aim of actively seeking work and finding employment faster for unemployed persons. These activities are carried out in all cantonal employment services, which include 79 municipal bureaus.

**Table 42: Overview of the number of employees in the employment bureaus of the FBiH**

Kanton	Number of bureaux	Heads of bureau	Counselors	Officer/ clerk	Number of unemployed persons	The ratio of the number of counselors to the number of unemployed
Una-Sana	8	8	12	11	25.883	1:2.157
Posavina	3	3	2	1	3.464	1:1.732
Tuzla	13	13	24	22	60.459	1:2.519
Zenica-Doboj	12	8	29	13	46.476	1:1.602
Bosnian-Podrinje	3	1	3	3	2.417	1:806
Central Bosnian	12	12	26	7	29.454	1:1.132
Herzegovina-Neretva	9	11	15	13	24.440	1:1.629
West Herzegovina	4	4	10	4	9.721	1:972
Sarajevo	9	9	20	18	47.747	1:2.387
Canton 10	6	6	7	2	5.421	1:774
<b>TOTAL</b>	<b>79</b>	<b>75</b>	<b>148</b>	<b>94</b>	<b>255.482</b>	<b>1:1.726</b>

In 2024, in municipal employment offices in the Federation of BiH there were 75 heads of offices, 148 counselors for work with unemployed persons and 94 clerks in the work of registrars and advisory services. Compared to 2023, the number of counselors has decreased by ten, further deepening the disproportion between the unemployed and the number of people providing individual counseling, which means that on average one counselor has 1,726 clients, and one officer has 2,718.

**Table 43: Overview of the number of unemployed persons involved in individual counseling activities**

Canton	Individual counseling - total	Individual Employment Plan (IEP)				Number of persons who found employment
		Easily employable	Medium-skilled	Harder to employ	Total	
Una-Sana	6.866	914	92	23	1.029	431
Posavina	548	260	114	61	435	141
Tuzla	25.477	1.591	1.786	708	4.085	1.949
Zenica-Doboj	8.983	3.653	2.172	439	6.022	2.142
Bosnian-Podrinje	566	151	409	6	566	558
Central Bosnian	6.598	485	1.580	152	2.217	3.800
Herzegovina-Neretva	10.520	5.086	2.582	294	7.962	7.913
West Herzegovina	5.517	572	191	71	864	2.250
Sarajevo	21.777	732	438	281	11.089	16.343
Canton 10	242	194	27	18	239	131
<b>TOTAL</b>	<b>87.094</b>	<b>13.638</b>	<b>9.391</b>	<b>2.053</b>	<b>34.508</b>	<b>35.658</b>

In 2024, 87,094 unemployed persons were provided with individual counseling services (34% out of total unemployed persons). Of the total number of people who were provided with individual counseling services, an individual employment plan was developed for 34,508 persons, and 35,658 persons found employment.

Counselors in ten (10) cantonal employment services developed 34,508 individual employment plans (IEP) with unemployed persons. Individual plans are updated as needed, and in most cases every 6 months. The individual employment plan (IEP) according to Article 17 of the Rulebook on Employment Records ("Official Gazette of the Federation of BiH", No. 74/18) is a binding document that defines the activities and obligations of the unemployed person and the employment service, as well as the deadlines for their implementation.

When it comes to group information and group training of unemployed persons for active job search, in 2024 there was an increase of 5.4% in the implementation of info seminars. The total number of unemployed persons who participated in info seminars is 6,710, while 1,187 persons participated in the second form of group counseling. Employment services that do not conduct separate info seminars inform beneficiaries about their rights and obligations individually during the first triage.

**Table 44: Overview of the number of unemployed persons involved in group information/training**

<b>Canton</b>	<b>Info seminars (number of participants)</b>	<b>Other workshops (number of participants)</b>
Una-Sana	196	77
Posavina	1	0
Tuzla	1.314	0
Zenica-Doboj	1.518	988
Bosnian-Podrinje	44	0
Central Bosnian	1.202	9
Herzegovina-Neretva	62	113
West Herzegovina	0	0
Sarajevo	0	0
Canton 10	2.373	0
<b>TOTAL</b>	<b>6.710</b>	<b>1.187</b>

In the context of advertising job vacancies through employment mediation as the exclusive competence of employment services, according to statistical reports of cantonal employment services in 2024, 43,248 job positions were recorded that were advertised based on requests for mediation or submitted job vacancies. That is 30% less than last year. These vacancies were advertised on bulletin boards, web portals and sites, and social networks. In addition to employers from the private sector, the aforementioned job vacancies also come to a significant extent from employers from the public sector. Namely, according to the Regulation on the Procedure for Recruitment in the Public Sector in the Federation of BiH ("Official Gazette of the Federation of BiH", No. 13/19), institutes, agencies, directorates and administrative organizations under other names, legal entities with public authorities delegated by federal regulations, as well as public institutions and public enterprises are obliged to submit a public job vacancy to the public employment service, in addition to daily newspapers and their website (if any), no later than the day of its publication. The employment service publishes the submitted public advertisement via its website.

According to the feedback collected, 13,014 persons were successfully placed in employment. It is highly likely that a significant number of people find employment based on information received from employment services, but without any recorded feedback on this.

***Table 45: Overview of the number of advertised jobs, unemployed persons referred to employers and employment mediations carried out***

The number of job vacancies advertised based on requests for mediation or job vacancies submitted through the PES	Number of successfully completed mediations based on mediation requests, advertisements published through the Service or advertisements from other sources
43.248	13.014



## 6. Conclusions

Positive trends in the labor market continued in the Federation of BiH in 2024. Although at a reduced intensity, the number of employees and the average salary continued to increase, and the number of unemployed people in the labor market continued to decrease.

In 2024, the average number of employed persons (547,660) increased by 6,399 or 1.2% compared to 2023, and the average number of unemployed persons (260,281) decreased by 16,879 or 6%. It is evident that emigration has a significant impact on these labor market indicators.

In this context, it is necessary to emphasize the problem of migration of professional labor (both employed and unemployed) to the member states of the European Union, especially to Germany, Austria and Slovenia, but also to the Scandinavian countries. On social networks in Bosnia and Herzegovina, private employment agencies with offers for employment in various occupations (especially occupations from the health, transport, construction and metal sectors) in the mentioned countries and providing assistance in performing administrative tasks in the employment process are intensively advertised.

The increase in the number of employed persons on a smaller scale compared to the decrease in the number of unemployed points to the fact that a certain part of the workforce is going abroad.

However, this trend is decreasing, and in certain cantons a certain number of returnees from abroad has been recorded, due to a significant increase in costs and reduced opportunities for salary increases or to work in better-paid jobs in these countries

Seasonal employment of workers from Bosnia and Herzegovina in neighboring countries (Croatia and Montenegro) particularly affects the shortage of workers in the hotel and catering industry.

The activities with the highest growth index in the number of employees in 2023 compared to 2022 are: Hotels and catering (4.2%), Administrative and support service activities (3.8%) and Construction (3.4%).

Observed in absolute numbers in the Trade activity, the number of employees in 2024 compared to 2023 increased by 2,338. Also, a continuous and significant increase in the number of workers in the Health and social protection activities by 1,154 and Hotels and catering activities by 1,140 is noticeable.

Among the many factors that determine the demand for labor are wages and the price of labor. The labor market, the value of wages and the standard of living are inextricably linked factors. According to data from the Federal Institute of Statistics, the average net salary in the Federation of BiH in 2024 amounted to 1,373 KM and increased by 8.9% compared to 2023, which indicates a certain slowdown in growth, as in 2023, compared to 2022, a growth of 13.2% was recorded.

In 2024, according to the level of education, 74,321 people were deregistered from the unemployment register due to employment, which is 1.2% less compared to 2023, of which the majority were people with secondary education (35%), followed by qualified workers (with lower secondary education 30%) and people with a university degree (20%).



Looking at the overview of the most numerous occupations by educational qualification as of 31.12.2024, in the records of employment services in the Federation of BiH, among persons with higher education qualifications, the most numerous were economists (2,513) and lawyers (1,882), while with a secondary education of the 4th level, the most numerous were high school graduates (9,897) and economic technicians (9,750).

These persons are also the most numerous among those who were deregistered from the unemployment register due to employment. Among skilled workers, the most numerous are salespeople (15,490), followed by hairdressers (6,253), locksmiths, car mechanics and drivers. The supply on the labor market still exceeds the demand for these occupations.

Analyzing the vacancies collected in PES, it is evident that, in 2024, the cantonal employment services collected vacancies for 43,248 job positions in various formats (almost 30% less than in 2023), of which 23,360 were published in electronic format via web portals/web pages, or 54% out of total 43,248 job positions collected by cantonal PES.

This report analyzed advertisements collected and published in electronic format via web platforms. The most jobs advertised via web platforms were in the field of Education (33%), followed by the field of Health (13%).

However, if we exclude these two sectors where employers are predominantly from the public sector, as well as the Public Administration sector, specifically Education (which has a seasonal demand pattern), we get data that the most jobs were advertised in the Manufacturing industry (17%), Construction (13%), Professional and technical activities (10%), Transportation (9%), Hotel and Catering (7%), Wholesale (4%) etc., and that instead of highly educated people (who are most in demand in Education, but also Public Administration and Health), qualified workers with lower secondary education (39%) and workers with completed secondary education (32%) are most in demand.

Also, looking at location, excluding employers and jobs from the three sectors mentioned, the number of advertised jobs in Sarajevo increases from 38% (including three mentioned sectors, to 42%, and in Herzegovina-Neretva Canton from 20% to 21%).

The employer survey is also one of the tools used to assess the state of the labor market. The employer survey at the end of 2024 included 1,350 employers registered in the Federation of BiH with five or more employees (from all sectors except: Agriculture, forestry and fishing; Public administration and defense; Education; Health and social protection), of which 876 or 64.9% estimated - expressed the need to employ 5,601 workers in 2025.

Of the total number of respondents, 571 employers (42.3%), mostly in Construction and Industrial activities, stated that in 2024 they had problems in employing and finding 3,620 needed workers of a certain profile. According to professional qualifications, they had the greatest problems in employing and finding skilled workers (74%) and workers with secondary education (13.5%).

They had the most difficulties in finding and employing salespersons – 8.2%, truck drivers – 6.8%, waiters – 6.5%, seamstresses – 5.1%, workers for simple tasks – 4.9%, auxiliary workers in production – 4.3%, carpenters – 3.6%, cooks – 3.4%, bricklayers – 3.2%, etc.

The most common reasons for problems in employment were: individuals' lack of interest in working in a specific job (60.2%), lack of personnel with the required profession (49.9%), and lack of personnel with appropriate work experience (37.5%).

Employers who pointed out that the obstacle in hiring and finding workers was the lack of staff with professional knowledge and skills (35.4 of them), according to the EU competence framework, the most emphasized is the lack of learning ability and adaptability (64.4%), followed by the lack of interpersonal and social skills (23.8%), entrepreneurship and self-initiative (20.3%), communication in a foreign language (15.8%) and digital competence (14.9%).

Out of a total of 1,350 surveyed employers, 876 (64.9%) expressed the need to hire new workers, which is 95 or 12.2% more employers compared to the previous survey.

The mentioned employers estimate that they will need to hire 5,601 workers, which is 841 or 17.7% more than the research for the period 2023/2024. Estimated for the total population of employers from the target group (more than 10,000 employers), the need for employment of more than 43,000 workers is expected for these employers.

Looking at individual sectors, the highest estimated demand for workers, as much as 33.8%, is expected in the Manufacturing Industry, followed by Trade with 19.5%, Construction with 15.8% and Hospitality with 9.1%.

According to the employment estimates for 2025, out of the total estimated 5,601 workers, employers will employ the most skilled workers (67.8%), followed by workers with secondary education (16.6%).

According to the needs expressed by employers in this survey, the most sought-after occupations with a medium and lower education in 2025 will be salespersons (426 or 7.6% of the total needs expressed). In second place in terms of the number of planned employment is the occupation of truck driver (324 or 5.8%), and in third place in terms of demand are waiters (292 or 5.2%).

In terms of the number of expressed needs for employment, they are followed by auxiliary workers in production, workers for simple tasks, seamstresses, bricklayers, carpenters, cooks, warehouse workers, locksmiths, reinforcement workers, welders, carpenters.

The demand for occupations with a higher education degree in 2025 is significantly lower compared to other workers, and the most demanded occupations will be: workers from the IT sector (electrical engineers, system engineers, programmers, IT developers, etc.), then economists, lawyers, mechanical engineers, masters of pharmacy and civil engineers.

According to labor market research and analysis of advertised jobs in the representative private employment agency web portal MojPosao.ba, sales, call center, and manufacturing workers had the most job opportunities in 2024.

On the web portal MojPosao.ba employers posted the largest number of jobs in 2024 in the following categories: Commercial - Sales (38%), Transport - Warehousing & Logistics (9%), Hospitality & Tourism (8%), Electrical Engineering - Mechanical Engineering (8%), Craftsmanship (6%), Economics, Finance &

Accounting (5%), Manufacturing (5%), Healthcare (3%), Construction (2%), Administrative & Related Services (2%).

It is evident that on the web portals of private employment agencies, almost exclusively only jobs from private employers are advertised.

The 10 most in-demand occupations in 2024 on this web portal were: Salesperson, Call center agent, Sales representative / Sales promoter, Production workers, Waiter, Driver, Warehouse worker, Administrative workers, Accountant / Finance officer and Chef.

Half of the occupations on this list fully match the most sought-after occupations from the employer survey conducted by PES in the Federation of BiH in 2024, which are: Salesperson, Call center agent, Production assistant worker, Waiter, (Truck) Driver, Warehouse worker, Accountant / Finance officer (Economist) and Chef.

Analyzing all available data, i.e. administrative data from cantonal PES on individuals deregistered from the unemployment register due to employment, as well as data from employer surveys and data from private employment agencies, it is evident that sales workers are the most sought-after on the labor market.

Also, if we exclude the areas of Education and Health, as well as Public Administration from the advertisements collected through PES, all three of the above data sources registered a significant demand for workers in the field of production, i.e. manufacturing industry, transport and warehousing, catering and other services.

In the coming period, and as soon as possible, it is necessary to introduce the practice that all vacancies published through employment services must be in electronic format according to a standardized form, which will enable a simple and complete analysis of labor demand.

## 7. Recommendations

The recommendations resulting from the results of the labor market research, based on the employer survey and analysis of vacancies published in PES and private web portals, are mainly related to the subsequent activities of the public employment services, but they encourage the use of the report results for other purposes as well. The recommendations are divided into three key groups: mediation in employment, policy development and cooperation with key actors.

### ***Employment intermediation***

- Develop and implement a uniform advertising format in electronic format for all cantonal employment services in the Federation of BiH that will be user-friendly and adequate for analyzing the demand for workers.
- Actively work on increasing the quantity and quality of advertised job vacancies on the websites/web portals of public employment services, for the purpose of better mediation, monitoring and analysis of employment needs, and use/improve technological solutions within the information system for performing these activities.
- Create conditions for cooperation with private employment agencies in terms of exchanging vacancies.
- Use the collected administrative data, job vacancy advertisements from PES and private employment agencies to analyse the demand for labor on the labor market.
- Continuously improve employment mediation services in employment services (contacting employers and candidates, profiling and categorization of unemployed persons, selection of candidates...), and more significantly link mediation and individual counselling services and their integration into financial incentives, i.e. active employment measures.
- Within the framework of employment services, create an annual work plan - cooperation with employers, which would include priority activities with established indicators (visits to employers, organizing informative meetings with employers, presentation of active employment policy measures, organizing employment fairs, online promotion of services for employers, advertising job vacancies via web portals, employer surveys, participation in employment fairs, etc.).
- On the basis of the expressed needs of employers in the framework of surveys (both from the aspect of demand for workers of certain professions and from the aspect of required knowledge and skills), initiate contact of employment services with employers in order to present the offer of services with which employers would overcome the challenges they have in engaging the workforce (advertising vacancies, help in finding and selecting workers - employment mediation, participation in measures of active employment policy, participation in employment fairs, strengthening cooperation with employers' associations, business and trade associations chambers, etc.).
- If there are no persons with the knowledge and skills required by employers on the records of public employment services, inform employers of active employment measures that are planned to be implemented in the coming

period, with special emphasis on training within the workplace or another form of professional training, and look at the possibilities for the engagement of workers in this way.

### ***Policy development***

- Strengthen socio-economic dialogue with the aim of finding solutions and quality implementation of reforms and strategic goals in the field of the labor market, all in accordance with EU guidelines.
- Improve communication with employers in analysing current problems related to the competence of the workforce in order to find opportunities to support public employment services, improve cooperation and mitigate the consequences of the mismatch between supply and demand on the labor market.
- Continuously improve measures of co-financing of employment and on-the-job training for specific jobs carried out by public employment services (in order to prevent long-term unemployment, preserve and improve the working abilities of unemployed persons) in accordance with the stated needs of employers, especially in situations where workers with the required occupation and skills are not on the register of unemployed persons, but also to improve the employability of unemployed persons.
- Create active employment policies for the fastest possible return to work of unemployed persons - beneficiaries of cash benefits.
- Strengthen active employment policies focused on training, professional training and improvement of unemployed persons in accordance with the expressed needs of employers, and gradually include measures that will encourage employment and self-employment in the field of circular economy, green and digital jobs, as well as encouraging employment and self-employment of returnees from abroad, all in accordance with strategic documents in the field of employment, as well as EU guidelines and recommendations of the International Labor Organization (ILO) and World Bank (WB).
- Regularly monitor labor market trends (labor needs, layoffs, endangered industries, etc.) and, in accordance with these trends and findings, develop plans for the coming year and create new or improve existing adequate intervention measures and services for unemployed persons and employers, especially taking into account the adoption of key decisions regarding the minimum net wage.

### ***Cooperation with key partners***

- On the basis of the expressed willingness of employers to organize training, professional training and improvement of unemployed persons, to initiate project activities at the local level independently or through local partnerships for employment, and to strengthen the dialogue between employment services, employers and educational institutions, where solutions at the local and cantonal level related to education and the labor market would be agreed upon.

- Strengthen the cooperation of public employment services, with educational institutions and ministries of education through the exchange of information and data on the state of the labor market, when creating an enrolment policy, developing career orientation, organizing better practical classes for certain professions, etc.
- Improve and adapt enrolment policies and curricula of educational institutions (especially secondary vocational education) in accordance with technological development and the needs of employers, with continuous promotion of lifelong learning and adult education.
- On the basis of information on labor needs and the situation in the records of the employment services, within the framework of the cantonal governments, improve the scholarship system for students in deficit occupations at the cantonal level.
- Strengthen the cooperation of public employment services with the ministries of labor, entrepreneurship, youth and economy, as well as with international projects through synergistic action and implementation of strategic activities in the field of employment, especially in measures of active employment policy, use of financial resources and international funds, improvement of services for employers and unemployed persons (digitalization, simplification of procedures, etc.) and strengthening of institutional capacities.
- Promote information collected through labor market research, and encourage its dissemination, publication on web portals and deliver it to relevant federal and cantonal ministries and institutions and other interested organizations.
- In the analysis of the labor market, include the analysis of job advertisements published through public employment services on an annual basis, while the survey of employers can be conducted on a three- or five-year basis, in accordance with the practices of other countries.
- Establish regular cooperation with employers' associations and chambers of commerce for the purpose of exchanging information, achieving quality cooperation, organizing and implementing joint projects, employment fairs and solving different segments of problems on the labor market.
- Strengthen cooperation with scientific and research institutions so that the data collected in the framework of labor market research are analysed from different perspectives and used for the development of policies and services.