



Bosna i Hercegovina
Federacija Bosne i Hercegovine
FEDERALNI ZAVOD ZA ZAPOSŁJAVANJE



LABOUR MARKET RESEARCH IN THE FEDERATION OF BIH 2020/2021.



Funded by
the European Union

**IMPROVING LABOUR
MARKET RESEARCH**



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Sarajevo, February 2021

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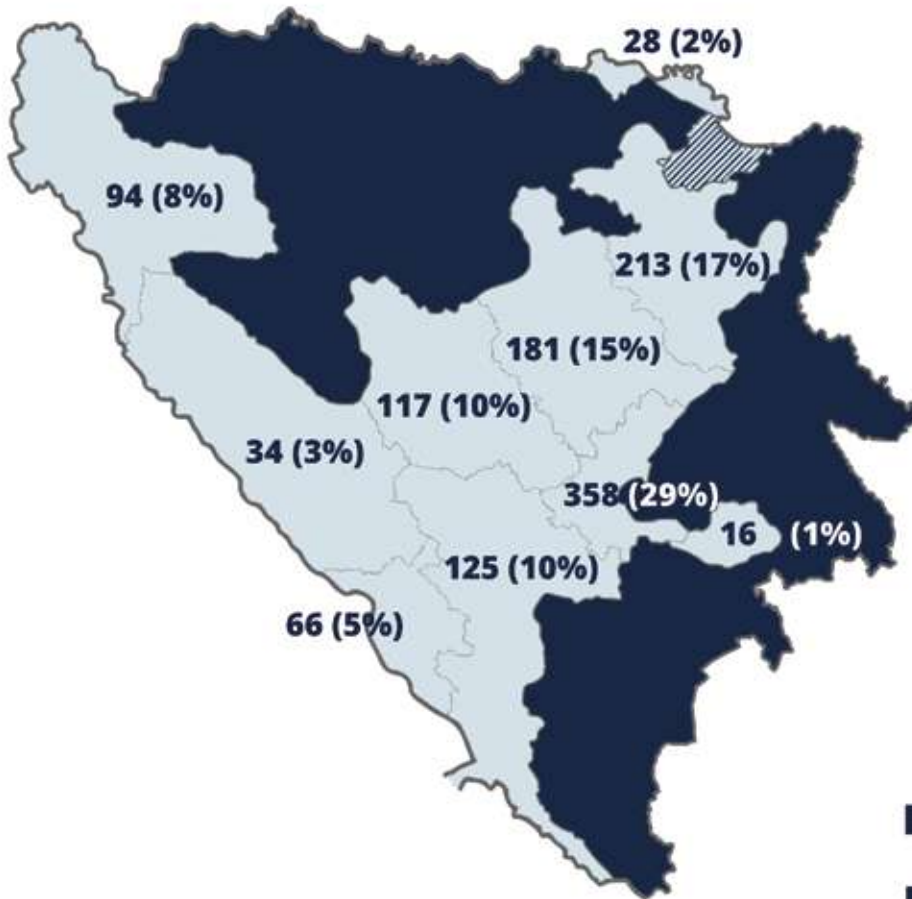
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An aerial photograph of a historic town, likely in the Balkans, featuring a prominent stone bridge with a large arch spanning a river. The town is built on a hillside, with numerous buildings and a mosque visible. A dark blue diagonal overlay covers the left side of the image, containing the title 'INTRODUCTION' in white capital letters, followed by a short horizontal line.

INTRODUCTION

INTRODUCTION

SAMPLE



1.232
employers

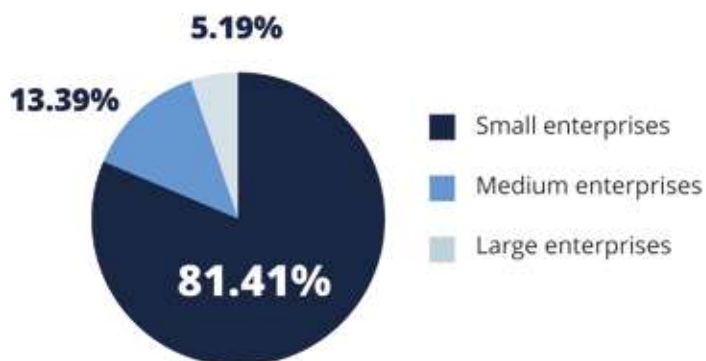
RESPONDENTS BY INDUSTRY



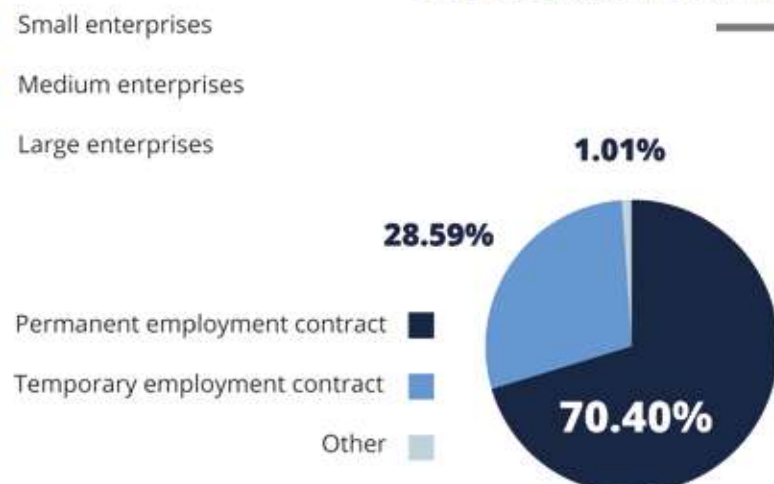
- 27% Manufacturing industry
- 24% Trade
- 11% Hotel business and hospitality industry

75.100 workers employed
in the surveyed companies

COMPANY SIZE

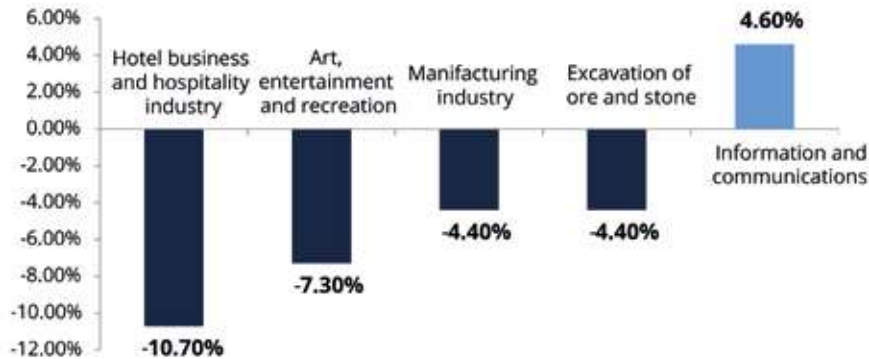


TYPE OF LABOR CONTRACT



INTRODUCTION

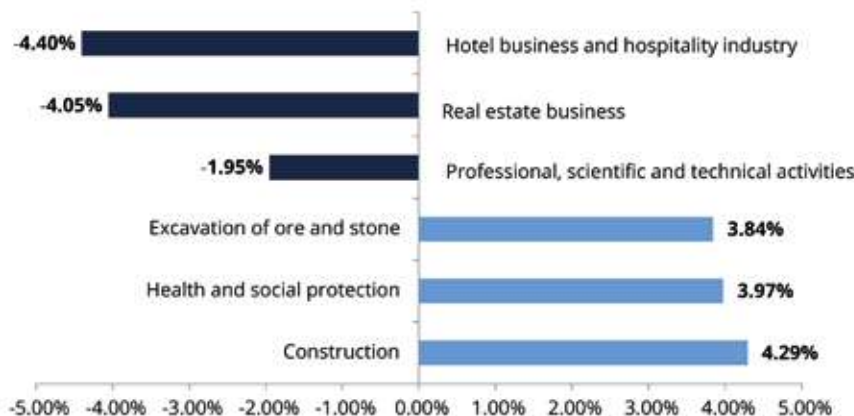
THE MOST SIGNIFICANT CHANGES IN THE EMPLOYMENT INDEX IN 2020 COMPARED TO 2019



10,70%

reduction of employment index in hotel business and hospitality industry in 2020 compared to 2019

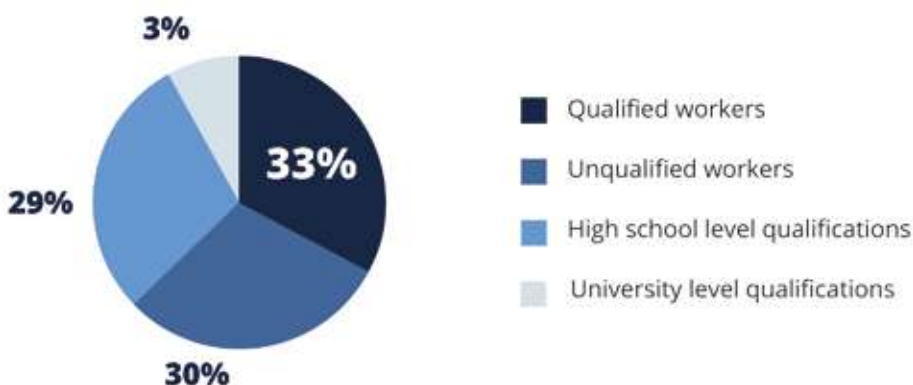
THE MOST SIGNIFICANT CHANGES IN THE WAGE INDEX IN 2020 COMPARED TO 2019



4,40%

reduction of wage index in hotel business and hospitality industry in 2020 compared to 2019

% OF UNEMPLOYED ACCORDING TO QUALIFICATION STRUCTURE IN 2020



33%

of persons with the 3rd degree high school level professional qualifications – qualified workers are unemployed

INTRODUCTION

The report on the results of the labour market research 2020/2021, as an analysis of the needs and trends in the labour market in the Federation of BiH, was prepared in late February 2021, with the pandemic COVID-19 still present, which affected the entire the world in the first quarter of 2020.

Preparations for the labour market research were made in December 2020, and the survey and collection of results was done in January 2021, through a synergy of the Federation Employment Service and cantonal employment services and support of the Improvement of Labour Market Research project, funded by the EU.

In order to prevent the spread of the virus and serious health consequences for the population, on March 18, 2020 the Government of the Federation of BiH passed the Decision on Declaring a State of Disaster caused by coronavirus (COVID-19) in the Federation of BiH (V number: 408/2020), and the Federation Civil Protection Headquarters and the Federation Ministry of Health adopted a number of orders and measures, including the measure of limited movement of people as well as the suspension of work for certain business activities that lasted until 30 June 2020.

At the very beginning the appearance of the virus and the declaration of the pandemic had a particularly negative impact on the catering and hotel industry in the Federation of BiH, as well as the processing industry and transport, but later on in the other activities as well. This period remained marked by the dismissal of workers, but also by a strong struggle to preserve jobs using all available resources and measures.

Various interventions and measures through laws and other regulations, from the level of the Federation to the municipal level (contribution subsidies, salary subsidies, establishment of the Guarantee Fund, moratorium on loans, suspension of calculation and payment of default interest on public revenues, abolition of corporate income tax and advance payment income, suspension of forced collection procedures, subsidies for employers in the field of tourism, suspension of rent fees, abolition of certain taxes, etc.) systematically mitigated the

consequences in the economy, but the overall events and duration of the global crisis have led to major consequences in the labour market.

In addition to the projections of employers regarding business, as well as the demand for labour, i.e. the projection of new employment of workers and an overview of required competencies of workers, the report also provides an overview of the most numerous occupations and a brief overview of the number of unemployed persons. Also, in this context, as an annex to the Report, a list of secondary schools in the Federation of BiH is attached, with an overview of both the number of enrolled students in the school year 2020/2021 and the total number of enrolled students in all fields.

The Federation Employment Service will publish this Report on its portal www.fzzz.ba and submit it to the institutions and organizations relevant in the field of employment and education, and take all necessary activities to stabilize the situation on the labour market, in accordance with its competencies.



A black and white photograph of a woman with dark hair, wearing a white button-down shirt, working at a sewing machine. She is looking down at her work with a focused expression. The background is slightly blurred, showing industrial elements like a ladder. A large yellow triangle is overlaid on the left side of the image, containing the title text.

EMPLOYMENT AND SALARIES IN THE FEDERATION OF BOSNIA AND HERZEGOVINA IN 2020

1. EMPLOYMENT AND SALARIES IN THE FEDERATION OF BOSNIA AND HERZEGOVINA IN 2020

In 2020, after a long period, the trend of growth in the number of employed persons in the Federation of Bosnia and Herzegovina from previous years stopped. According to the Federation Statistics Office, in the Federation of Bosnia and Herzegovina in 2020 there was an average of 520,162 employees, which, compared to the 2019 average (531,483), is less by 11,321 workers or 2.1%. The decrease in the index of the number of employees in 2020 compared to 2019 was recorded in the following activities: Hotels and restaurants (-10.7%), Arts, entertainment and recreation (-7.3%), Manufacturing and Mining ore and stone (-4.4%), Real estate (-4.1%), and Trade (-3.4%). In the Hospitality and catering industry, in April 2020, the number of unemployed decreased by as much as 25%, which means that every fourth worker in the hospitality industry lost their job at that time.

The highest growth index of the number of employees in 2020 (compared to 2019) was recorded in the following activities: Information and communication (4.6%), Administrative and support service activities (3.3%), Health and social work 2.1%) and Construction 1.4%.

Table 1: Number of employees in the Federation of BiH in 2019 and 2020 by activities ¹

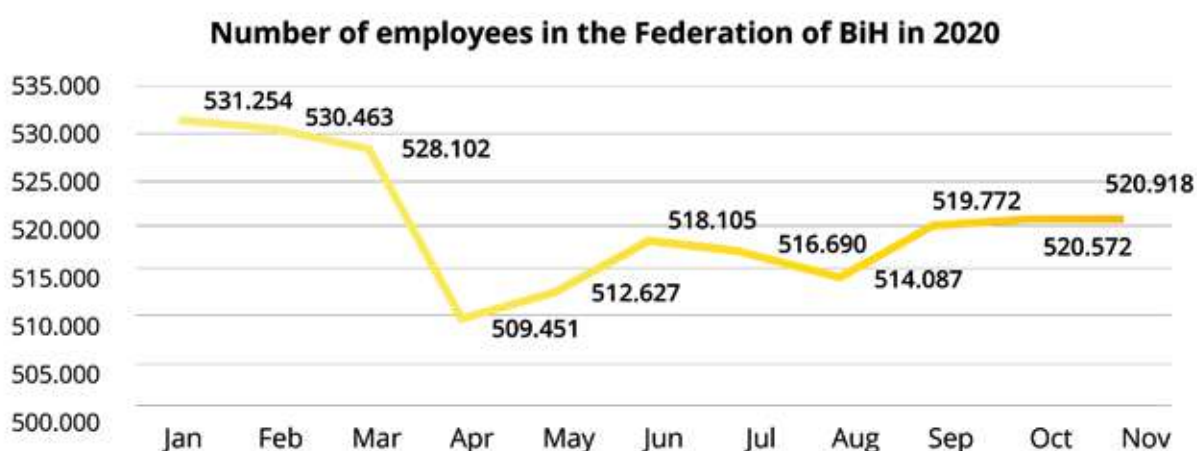
Activities		Number of employed		Index	
		θ 2020	θ 2019	XII 2020 θ 2019	θ 2020 θ 2019
	Total	520,162	531,483	97.8	97.9
A	Agriculture, forestry and fishing	10,743	10,989	97.2	97.8
B	Mining and quarrying	12,671	13,259	95.7	95.6
C	Manufacturing industry	101,729	106,385	96.0	95.6
D	Production and supply of electricity, gas, steam and air conditioning	8,645	8,724	97.9	99.1
E	Water supply; wastewater disposal, waste management and remediation activities	8,527	8,652	98.6	98.6
F	Construction	26,363	26,007	99.7	101.4
G	Wholesale and retail trade; repair of motor vehicles and motorcycles	95,570	98,951	95.3	96.6
H	Transport and storage	24,419	24,857	97.8	98.2
I	Accommodation and food service activities (hotels and restaurants)	24,473	27,414	85.6	89.3
J	Information and communication	16,224	15,509	108.1	104.6
K	Financial and insurance activities	12,070	12,115	100.3	99.6
L	Real estate business	3,073	3,206	91.1	95.9
M	Professional, scientific and technical activities	16,594	16,593	100.2	100.0
N	Administrative and support service activities	12,464	12,068	106,0	103,3
O	Public administration and defence; compulsory social insurance	48,228	48,077	100,4	100,3

¹ Data of the Federal Office for Statistics

P	Education	43.113	43.436	101,4	99,3
Q	Health and social work activities	35.360	34.627	103,1	102,1
R	Arts, entertainment and recreation	9.350	10.087	94,2	92,7
S	Other service activities	10.546	10.527	100,2	100,2

The first half of 2020 was marked by major changes caused by the SARS CoV 2 pandemic, i.e. COVID-19. The state of natural disaster in Bosnia and Herzegovina was declared on March 17, 2020. As in most other countries, measures were taken in Bosnia and Herzegovina to combat the pandemic, including lockdown, which disrupted a large number of foreign trade chains, burdened the budget, reduced taxes and contributions, laid off workers and caused many other disturbances in the economic activities.

Figure 1: Number of employees in the Federation of BiH in 2020



Observed in relative numbers in the manufacturing industry, where the number of employees decreased by 4.4%, this indicator is not recovering from the decline recorded in March, which is a long-term consequence. In absolute numbers, the number of employees in this industry was reduced by almost 5,000.

Figure 2: Decline in the number of employees in the industry C

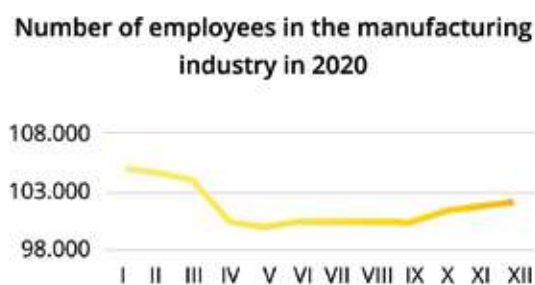
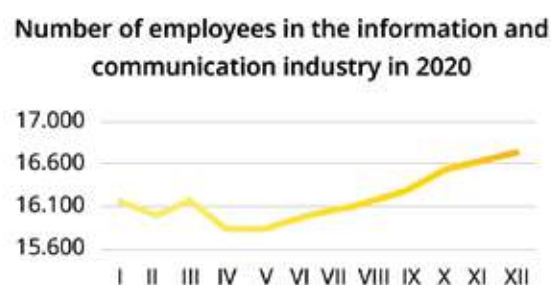


Figure 3: Growth in the number of employees in the industry J



Despite all of the problems caused by the COVID-19 pandemic, there is still a structural imbalance between supply and demand in the labour market, which is an obvious problem pointed out by employers in the survey conducted as a part of the labour market research. Inconsistencies in occupations, skills, qualifications or regional distribution are just some of the problems employers have faced in finding the workers they need. Except in a few cases of deficiency of a certain occupation, there is a general indication of a deficiency of knowledge and skills for a specific job.

Unfortunately, a large number of unskilled people still participate in the working-age population and labour force, who, without a program or strategic interventions, face the risk of marginalization, long-term unemployment and reduced employment opportunities.

It is to expect that employment in the informal economy in the total number of employees will continue to be one of the problems on the labour market, together with unfair competition among employers and disrespect for financial discipline. Consequently, there will remain the problem of perceiving the real employment and unemployment rate, but also the problem of social status and the possibility of exercising the rights of persons working in such an environment.

The education system plays a very important role in solving some of the listed problems. It is possible to improve them through cooperation with employers, in the part related to practical teaching and curriculum development, given the requirements for additional knowledge and skills that employers expect from the workforce and having in mind technological development. It is commendable that as part of this research, a significant number of employers expressed readiness and offered resources for organizing practical classes for secondary school and university students for certain occupations. The opportunity offered by international projects in this area should also be utilised.

All of the above, together with active employment policy measures implemented by the Federation Employment Service and cantonal employment services, for which satisfactory performance measurement activities have been initiated, can to a certain extent affect the stabilization of labour market conditions and provide intervention in the employment process, and thus prevent a further decline in employment.

Also, in this context, it is necessary to emphasize the problem of migration of skilled labour (both employed and unemployed) to EU countries, especially to Germany, Austria and Slovenia, which partially stopped in this period of the COVID-19 pandemic, but after the epidemiological circumstances improve it will be a major problem for the further development of the business sector and human resources in BiH. Consequently, the overall relations in the labour market and social security system (health insurance, pension and disability insurance, unemployment insurance) are potentially endangered. Signals coming from the FBiH Association of Employers already indicate the need for a more flexible legislation governing the employment of foreigners, in order to compensate for the lack of domestic skilled labour, among other things caused by departure of people, through hiring foreign workers.

Solving these problems in the labour market requires synergy of all relevant institutions that should lead to the improvement of the business environment in terms of adequate reduction of the burden of taxes and contributions, facilitating business start-ups, strengthening active employment policy measures (training, entrepreneurship, and employment of hard-to-employ categories), stimulating research, development and education.

Table 2: Active population (employed + unemployed) in the Federation of BiH by gender²

Indicators	θ 2020		θ 2019		Index	
					θ 2020 θ 2019	
	total	women	total	women	total	women
Active population (employed + unemployed)	841.743	405.645	845.053	404.511	99,6	100,3
Total employed	520.162	218.280	531.483	222.516	97,9	98,1
Employees in legal entities	462.410	194.181	471.849	197.294	98,0	98,4
Employees in crafts and related activities	57.752	24.099	59.634	25.222	96,8	95,5
Unemployed	321.581	187.365	313.570	181.995	102,6	103,0
Registered unemployment rate %	38,2	46,2	37,1	45,0		

² Data of the Federal Office for Statistics

The average net wages in the Federation of BiH in 2020 increased by 3.02% compared to 2019, and the average gross wages by 3.16%. The reason for the increase in the average net and gross wages in the Federation of BiH in 2020, despite the large number of layoffs, lies in the fact that most workers with lower wages lost their jobs.

By activities, the largest increase in the average net wages was recorded in the following activities: construction (4.29%), health and social work (3.97) and mining and quarrying (3.84%).

The largest decrease in the average net wages was recorded in the following activities: hotels and restaurants (-4.40%), real estate industry (-4.05%) and professional, scientific and technical activities (-1.95%). A similar ratio by industries was recorded for the average gross wages.

Table 3: Salaries in the Federation of BiH in 2020 by industries³	Net salary			Gross salary		
	Ø 2019	Ø 2020	Ø2020 Ø2019	Ø 2019	Ø 2020	Ø2020 Ø2019
A-Agriculture, forestry and fishing	899	912	1.45%	1,369	1,389	1.46%
B-Mining and quarrying	1,015	1,054	3.84%	1,561	1,623	3.97%
C-Manufacturing industry	677	693	2.36%	1,022	1,046	2.35%
D-Production and supply of electricity, gas, steam and air conditioning	1,691	1,691	0.00%	2,642	2,641	-0.04%
E-Water supply; wastewater disposal, waste management and remediation activities	917	931	1.53%	1,400	1,422	1.57%
F-Construction	630	657	4.29%	951	994	4.52%
G-Wholesale and retail trade; repair of motor vehicles and motorcycles	694	712	2.59%	1,054	1,087	3.13%
H-Transport and storage	894	888	-0.67%	1,369	1,360	-0.66%
I-Accommodation and food service activities (hotels and restaurants)	545	521	-4.40%	824	788	-4.37%
J-Information and communications	1,363	1,399	2.64%	2,131	2,191	2.82%
K-Financial and insurance activities	1,652	1,655	0.18%	2,593	2,602	0.35%
L-Real estate business	839	805	-4.05%	1,293	1,241	-4.02%
M-Professional, scientific and technical activities	1,075	1,054	-1.95%	1,675	1,641	-2.03%
N-Administrative and support service activities	613	627	2.28%	934	957	2.46%
O-Public Administration and Defence; compulsory social insurance	1,323	1,356	2.49%	2,054	2,108	2.63%
P-Education	954	982	2.94%	1,475	1,518	2.92%
Q-Health and social work activities	1,284	1,335	3.97%	1,998	2,086	4.40%
R-Arts, entertainment and recreation	732	720	-1.64%	1,123	1,103	-1.78%
S-Other service activities	1,064	1,092	2.63%	1,648	1,683	2.12%
Total FBiH	928	956	3.02%	1,427	1,472	3.16%

³ Data of the Federation Office for Statistics

An aerial photograph of a town and a fortress. The town is built on a hillside, with many houses and buildings. A river or stream flows through the town. In the foreground, there is a large, white, stone fortress with a dark roof. The fortress is surrounded by a wall and has a small gate. The background shows more houses and trees.

UNEMPLOYMENT IN THE FEDERATION OF BOSNIA AND HERZEGOVINA IN 2020

2. UNEMPLOYMENT IN THE FEDERATION OF BOSNIA AND HERZEGOVINA IN 2020

In 2020, the long-term trend of decreasing unemployment in the Federation of Bosnia and Herzegovina from previous years came to a halt. The average number of unemployed persons in 2020 was 313,570; compared to the 2019 average (321,581), it is lower by 8,011, or 2.55%.

In 2020, in the Federation of BiH, out of the total average number (321,581) of unemployed persons, 187,365 were unemployed women, which is an increase of 5,370 or 2.90% compared to the previous year. Of the total number of unemployed persons in the Federation of BiH in 2019, men made up 42% and women 58%.

Figure 4: Number of unemployed persons in the Federation of BiH in 2020



Table 4: : Overview of basic unemployment indicators in the Federation of BiH in 2020

Indicator	Jan	Feb	Mar	Apr	May	June	July	Aug	Sep	Oct	Nov	Dec
1. Number of employees	531,254	530,463	528,102	509,451	512,627	518,105	516,690	514,087	519,772	520,572	520,918	519,899
2. Number of unemployed	309,816	309,004	306,963	325,989	325,816	325,540	329,581	330,809	325,660	323,566	322,978	323,244
2.1. Women	179,953	179,394	178,565	190,162	189,445	192,448	191,736	192,679	189,323	188,305	188,198	188,169
3. Professionals	212,007	211,290	209,688	225,603	225,559	225,911	230,184	231,658	227,149	225,468	224,964	224,996
4. Unprofessional persons	97,809	97,714	97,275	100,386	100,257	99,629	99,397	99,151	98,511	98,098	98,014	98,248
5. First time job seekers	113,112	112,349	110,663	102,052	100,058	103,873	106,692	104,688	104,102	105,820	105,010	104,146
6. Logged in	11,892	8,626	8,012	23,317	9,924	11,976	13,826	10,578	15,137	10,613	8,814	8,928
6.1. Registered due to termination of employment	8,939	5,941	6,384	18,072	7,973	5,956	6,902	6,546	7,215	6,816	6,561	6,905
7. Deleted from the records	9,940	9,438	10,053	4,291	10,097	12,252	9,785	9,350	20,275	12,707	9,402	8,662
7.1. Deleted from the records due to employment	6,279	6,374	8,091	2,639	7,778	10,808	7,940	6,589	11,206	7,880	6,445	5,964
8. Beneficiaries of cash benefits	11,985	12,955	12,500	14,800	19,000	18,512	16,044	15,061	13,982	13,104	13,433	14,058
9. Health insurance users	212,353	211,649	210,212	225,294	225,307	224,328	226,790	222,739	220,108	224,741	225,104	225,867
10. Demobilized soldiers	40,927	40,776	40,579	41,331	40,914	41,173	40,957	40,518	40,213	40,506	40,459	40,618

According to the qualification structure of the registered unemployed persons, most are persons with three-year secondary education - skilled workers (32%), followed by non-qualified workers (29%) and persons with four-year secondary education (28%). Of the total number of the unemployed, persons with a university degree make up 8%.

The average number of unemployed professionals (VSS – higher education, VŠS – two-year post-secondary school education, SSS – secondary education, VKV – highly qualified worker, KV – qualified worker) in 2020 amounted to 222,873 and increased compared to 2019 by 9,001 or 4.2%. Also, in 2020, an average of 98,707 (32%) non-professional jobseekers (NSS – basic qualifications, NKV – non-qualified and PKV – semi-qualified) were registered; compared to 2019, that is a decrease by 1,051 or 1.05%.

In 2019, according to the age structure, the most numerous among the registered unemployed were persons aged between 30 and 49 (43%), followed by those over 50 (31%), and young people up to 30 (26%).

In accordance with the Law on Mediation in Employment and Social Security of Unemployed Persons and the Rulebook on Records in the Field of Employment, in 2020 in the Federation of BiH, 143,044 persons were registered in the records of employment services, which is 19,000 more compared to 2019. In the same period, on various grounds, 126,759 people were deregistered from the records of employment services in the Federation of BiH, which is 19,129 less than in 2019.

Also, in 2020, a total of 94,210 persons were deleted from the register of unemployed due to employment, while 87,993 persons included in the register upon termination of employment.

Table 5. Overview of basic indicators on changes in the records of unemployed persons in the Federation of BiH in 2020 (Source: Bulletin 12/20)

Canton	Number of total new registrations in the unemployment register	Number of persons deleted from the records	Number of registrations in unemployment records upon termination of employment	Reasons for termination of employment			Employed from the records
				Bankruptcy, liquidation, restructuring, privatization	Technological or organizational redundancy	Other (termination of a fixed-term contract, agreed termination of a contract, breach of duty, etc.)	
Una-Sana	13,052	12,168	6,086	42	1,700	4,344	6,552
Posavina Canton	1,392	1,288	847	0	549	298	849
Tuzla Canton	29,865	26,952	19,402	247	4,786	14,369	18,642
Zenica-Doboj Canton	25,992	24,140	18,483	108	5,387	12,988	17,220
Bosnian-Podrinje	1,377	1,238	976	1	218	757	997
Central Bosnian	18,235	16,325	9,084	309	3,493	5,282	9,421
Herzegovinian-Neretva	15,412	12,466	9,811	350	5,026	4,435	8,805
West Herzegovina	4,151	3,389	2,701	51	1,454	1,196	2,397
Sarajevo	30,942	26,192	24,999	0	9,478	15,521	21,318
Canton 10	2,626	2,601	1,821	44	534	1,243	1,792
Federation of BiH	143,044	126,759	94,210	1,152	32,625	60,433	87,993

Table 6: Overview of the most numerous occupations by canton, education and gender (by 31 Dec 2020)

CANTON	VSS ¹	TOTAL	WOMEN	VŠŠ ¹	TOTAL	WOMEN	SSS ¹	TOTAL	WOMEN	KV I VKV ¹	TOTAL	WOMEN
USC	Economist	240	122	Economist	100	41	Economic technician	1126	810	Salesman	2091	0
	Lawyer	203	100	Textile Technology Engineer	33	13	High school graduate	939	588	Car mechanic	805	0
	Nurse	125	51	Nurse	19	7	Mechanical technician	884	559	Tailor	749	0
	English teacher	77	30	Preschool teacher	17	7	Nurse	663	427	Cook	692	0
PC	Food Technology Engineer	76	30	Wood technology engineer	17	8	Agricultural technician	506	267	Locksmith	611	0
	Economist	18	11	Economist	18	15	Commercialist	111	70	Salesman	230	166
	Lawyer	9	5	Computer scientist	16	5	Nurse	106	76	Locksmith	186	1
	Professor of Physical and Health Education	7	1	Lawyer	11	9	Economist	97	78	Auto mechanic	137	1
TC	Computer scientist	7	0	Criminologist	7	4	Agricultural technician	89	50	Hairdresser	102	87
	Civil Engineer	7	1	Civil Engineer	7	7	Administrative officer	76	44	Textile seamstress	76	58
	Economist	770	564	Classroom teacher	52	48	High school graduate	2380	1736	Salesman	4864	4528
	Lawyer	678	506	Economist	43	28	Economic technician	2227	1903	Hairdresser	1368	1309
	Teacher	191	170	Lawyer	30	26	Nurse	2067	1586	Cook	1306	969
	Class teacher	171	157	Economic Officer	17	10	Mechanical technician	2052	825	Car mechanic	1271	13
	Social worker	166	147	Social worker	11	9	Chemical technician	937	795	Locksmith	1260	26

ZDC	Lawyer	494	379	Economist	80	53	Economic technician	2479	2031	Salesman	3290	2927
	Economist	457	332	Lawyer	34	26	High school graduate	1889	1354	Hairdresser	2060	1969
	Mechanical engineer	194	71	Preschool teacher	15	14	Mechanical technician	1045	449	Locksmith	1244	46
	English teacher	132	106	Mechanical Engineer	11	3	Nurse	962	758	Cook	1084	861
	Bosnian language teacher	97	87	Civil engineer	10	6	Textile technician	477	415	Car mechanic	862	12
	Lawyer	50	42	Preschool teacher	4	3	Economic technician	143	99	Seller	144	127
	Bachelor of Management	30	20	Lawyer	1	0	Mechanical technician	122	56	Tailor	139	109
	Mechanical engineer	29	16	History and geography teacher	1	1	Agricultural technician	118	68	Driver	71	2
	Agricultural engineer	13	9	Civil engineer	1	0	Administrative officer	103	59	Chemist	67	57
	Economist	11	4	Biology and chemistry teacher	1	1	Chemical technician	92	69	Hairdresser	63	49
CBC	Economist	165	91	Economist	281	185	High school graduate	1621	857	Seller	2594	1845
	Lawyer	116	71	Lawyer	55	34	Economic technician	1727	1287	Confectioner	567	485
	Agricultural engineer	43	23	Class teacher	33	15	Mechanical technician	845	422	Carpenter	382	62
	English language teacher	45	21	Food Technology Engineer	32	8	Electrical technician	144	22	Locksmith	957	29
	Social worker	41	20	Traffic engineer	35	5	Medical technician	869	627	Locksmith	135	2

HNC	Lawyer	367	279	Economist	238	162	Economic technician	1813	1238	Seller	2005	1601
	Economist	244	165	Lawyer	172	106	High school graduate	1697	1094	Hairdresser for women	901	849
	English teacher	167	135	Preschool teacher	73	73	Mechanical technician	836	257	Cook	864	510
	Agronomy engineer	129	77	Computer scientist	59	20	Tourist animator	573	344	Tailor	197	196
	Educator	84	79	Criminologist	57	25	Electrical technician	518	97	Weaver	168	155
	Economist	190	136	Economist	177	125	High school graduate	697	414	Merchant	1254	978
	Lawyer	131	89	Lawyer	44	32	Economist	960	685	Hairdresser	352	317
	Croatian language teacher	48	41	Class teacher	25	21	Mechanical technician	298	138	Locksmith	334	23
	English teacher	48	41	Preschool teacher	31	31	Electrical technician	184	43	Metal worker	315	43
	Educator	60	58	Physical therapist	19	16	Road traffic technician	96	37	Car mechanic	269	0
CS	Economist	1390	926	Economist	199	129	High school graduate	3506	2334	Seller	3169	2656
	Lawyer	1160	885	Lawyer	103	80	Economic technician	2229	1828	Hairdresser	998	921
	Political scientist	387	228	Preschool teacher	39	37	Mechanical technician	1712	644	Driver	941	22
	Social worker	386	351	Classroom teacher	22	21	Textile technician	746	617	Car mechanic	835	6
	Journalist	310	249	Civil engineer	22	11	Graphic technician	713	423	Locksmith	598	32
	Economist	58	39	Economist	31	23	High school graduate	382	228	Seller	370	298
	Lawyer	30	23	Lawyer	13	10	Economic technician	191	160	Electro-mechanic	211	44
	Educator	38	35	Textile Technology Engineer	11	6	Mechanical technician	125	47	Locksmith	165	11
	Social worker	30	25	Agronomic engineer	8	4	Economist	105	74	Car mechanic	162	1
	Teacher	23	23	Preschool teacher	4	4	Commercialist	82	63	Chemical laboratory assistant	142	131
C10												

¹Qualification: KV skilled worker (completed three years of high school), VKV highly qualified worker (completed three-year high school and master's exam), SSS secondary education (completed four-year high school), VŠS higher education (completed two-year university education), VSS university degree (completed university education)

Looking at the overview of the most numerous occupations by education on 31 December 2020 according to the records of the employment services in the Federation of BiH, economists and lawyers were the most numerous among persons with higher education, but they are also among the most numerous in the group of persons deleted from the records due to employment, while with the four-year secondary education, the most numerous are economic technicians and high school graduates. Among skilled workers, the most numerous are salesmen, hairdressers, car mechanics and drivers.

Table 7: Basic indicators on the labour market in the Federation of BiH	Year 2020.														
	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Ø2020	Ø2019	Ø2020 Ø2019
Total employees	531,254	530,463	528,102	509,451	512,627	518,105	516,690	514,087	519,772	520,572	520,918	519,899	520,162	531,483	-2.13%
Gross salary	1,477	1,436	1,457	1,446	1,438	1,469	1,498	1,462	1,480	1,481	1,489	1,532	1,472	1,427	3.16%
Net salary	958	934	947	940	935	953	971	949	961	961	966	993	956	928	2.98%
Unemployed Total	309,816	309,004	306,963	325,989	325,816	325,540	329,581	330,809	325,660	323,566	322,978	323,244	321,581	313,570	2.55%
Unemployed women	179,953	179,394	178,565	190,162	189,445	192,448	191,736	192,679	189,323	188,305	188,198	188,169	187,365	181,995	2.95%
Newly regis- tered Total	11,892	8,626	8,012	23,317	9,924	11,976	13,826	10,578	15,137	10,613	8,814	8,928	11,804	10,320	14.38%
Newly registered Women	5,580	4,015	3,941	13,386	5,060	9,207	7,412	5,385	7,070	5,362	4,515	4,127	6,255	4,971	25.83%
Registered upon termination of employment Total	8,939	5,941	6,384	18,072	7,973	5,956	6,902	6,546	7,215	6,816	6,561	6,905	7,851	6,858	14.48%
Registered upon termination of employment Women	4,119	2,667	3,144	10,190	3,973	3,026	3,790	3,419	3,585	3,401	3,280	3,100	3,975	3,223	23.32%
Deleted from the register Total	9,940	9,438	10,053	4,291	10,097	12,252	9,785	9,350	20,275	12,707	9,402	8,662	10,521	12,157	-13.46%
Deleted from the register Women	4,963	4,574	4,770	1,789	5,777	6,204	4,621	4,442	10,405	6,380	4,622	4,156	5,225	5,335	-2.06%
Deleted from the register due to employment Total	6,279	6,374	8,091	2,639	7,778	10,808	7,940	6,589	11,206	7,880	6,445	5,964	7,333	8,162	-10.16%

Deleted from the register due to employment Women	4,963	4,574	4,770	1,789	5,777	5,473	3,657	3,039	6,519	3,912	3,158	2,839	4,206	3,931	6.99%
Unemployed looking for a first time employment Total	113,112	112,349	110,663	102,052	100,058	103,873	106,692	104,688	104,102	105,820	105,010	104,146	106,047	118,694	-10.66%
Unemployed looking for a first time employment Women	76,422	76,061	75,110	69,403	68,255	70,057	71,162	70,053	69,584	70,436	70,067	69,621	71,353	79,683	-10.45%
Number of needed workers Total	2,937	2,718	2,021	493	1,853	2,195	1,297	2,069	3,173	2,177	1,275	1,903	2,009	3,722	-46.02%
Number of needed workers Women	1287	998	712	166	367	539	428	645	1395	901	436	954	736	1,322	-44.35%
Users of unemployment benefits Total	11,985	12,955	12,500	14,800	19,000	18,512	16,044	15,061	13,982	13,104	13,433	14,058	14,620	10,849	34.75%
Users of unemployment benefits Women	4,963	5,297	5,074	6,680	9,159	8,693	7,457	7,163	6,607	5,974	6,224	637	6,161	4,739	30.00%
Health insurance users Total	212,353	211,649	210,212	225,294	225,307	224,328	226,790	222,739	220,108	224,741	225,104	225,867	221,208	212,465	4.11%
Health insurance users Women	117,676	117,277	116,729	125,550	125,254	125,192	126,736	124,667	122,891	125,621	126,010	126,357	123,330	117,047	5.37%
Users of Pension and Disability Insurance	836	872	686	685	331	325	329	336	350	356	336	217	472	682	-30.85%



LABOUR MARKET SURVEY IN THE FEDERATION OF BOSNIA AND HERZEGOVINA 2020/2021

3. LABOUR MARKET SURVEY IN THE FEDERATION OF BOSNIA AND HERZEGOVINA 2020/2021

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), labour market research in the Federation of BiH is conducted as a joint activity of the Federation Employment Service and cantonal employment services in order to obtain quantitative and qualitative data necessary to provide adequate information on labour market developments. In accordance with its competencies, the Federation Employment Service instructs the cantonal employment services to conduct labour market research, and, based on data collected, prepares appropriate information on the results of this activity at the level of the Federation of BiH. During the processing and preparation of information on the results of the research, the use of data from individual companies participating in this process was provided exclusively for the purpose of labour market research.

Through research on labour market trends, cantonal employment services and municipal employment offices establish direct cooperation with employers, create preconditions for strengthening their primary function of employment mediation and collect important data necessary for the improvement of their services.

3.1. Aim and assignments of the research

The aim of the research is to collect information directly from employers on business operation and changes in employment during 2020, business estimates, need to hire new or lay off existing workers in 2021, as well as their structure by occupations, qualifications, education and skills. Also, the aim is to collect other relevant data needed to assess trends in the labour market: how to look for new workers and address redundancies, the reaction of employers in terms of business during the COVID-19 pandemic, opportunities to organize vocational training for unemployed and secondary school and university student internships in the companies, as well as the assessment of the quality of the public employment services in the Federation of BiH from the perspective of employers.

3.2. Research methodology and sample

For the labour market surveys in the Federation of BiH 2020/2021, the methodology of last year's survey was used, and the Federation Employment Service, based on a master sample of about 10,000 employers obtained from the Tax Administration of the Federation of BiH by stratified random sampling, selected a sample used in previous years, which consists of 1,288 employers registered in the Federation of BiH with five (5) or more employees, sorted into small, medium and large employers by activities, which regularly pay mandatory taxes and contributions. The use of the identical sample enables a longitudinal analysis of the results and consideration of the consequences of the COVID-19 pandemic in the labour market. This sample size, with a reliability level of 95%, gives results within an error margin of 2.54%. In accordance with the practice of international organizations (ETF, CEDEFOP), the sample does not include employers in the following activities: agriculture, forestry and fishing, public administration and defence, education, health and social protection.

With the support of the EU-funded project "Improvement of Labour Market Research", training of labour market research coordinators and interviewers from the cantonal employment services was organized, as well as the development of a manual for coordinators and interviewers. An electronic questionnaire was used during the survey, and data were entered into the database with the use of computers or tablets (CAPI / TAPI - Computer / Tablet Assisted Personal Interviewing). The survey process, coordinated by the Federation Employment Service, was conducted by 90 interviewers in the cantonal employment services. Due to the COVID-19 pandemic, the survey was conducted by telephone. The questionnaire for employers used in the Federation of BiH

served as the basis for labour market research conducted simultaneously by the Employment Service of the Brčko District of BiH and the Employment Service of Republika Srpska. Data collection was organized through a survey of employers from the sample conducted by adequately trained employees of cantonal employment services in the period from 11 to 29 January 2021.

The questions in the questionnaire were divided into three thematic units:

- General data;
- Recruitment, training and estimates of redundancies;
- Cooperation with the Federation Employment Service and the competent cantonal employment service.

The questionnaire was filled in by 1,232 employers out of the planned 1,288, which is an extremely good response from 94.63% of contacted employers, and represents an increase of 8% compared to the previous survey.

Table 8: Overview of the number of surveyed employers

Canton	Planned	Implemented	%	Legal entities with expressed needs for workers in 2021	Legal entities without the need for workers
Una-Sana	132	94	71,21	44	50
Posavina Canton	27	28	103,70	15	13
Tuzla Canton	213	213	100,00	113	100
Zenica-Doboj Canton	188	181	96,28	104	77
Bosnian-Podrinje	16	16	100,00	12	4
Central Bosnian	139	117	84,17	60	57
Herzegovinian-Neretva	134	125	93,28	67	58
West Herzegovina	69	66	95,65	29	37
Sarajevo	335	358	106,87	164	194
Canton 10	35	34	97,14	31	3
Federation of BiH	1.288	1.232	94,83	639	593

Out of a total of 1,232 surveyed employers, 639 or 51.86% expressed a need for new workers in 2021, which is a decrease of 4.6% compared to the last year's results.

The survey was mostly answered by company owners (34%), followed by management staff and company accounting officers (25% each).

Table 9: Position of persons who answered the questions in the company

Canton	Owner	Management	Human resources	Accounting	Other
Una-Sana Canton	32	26	11	25	0
Posavina Canton	10	7	3	8	0
Tuzla canton	83	54	9	51	16
Zenica-Doboj Canton	62	36	20	49	14
Bosnian-Podrinje	2	3	7	4	0
Central Bosnian	31	24	14	44	4

Herzegovinian-Neretva	41	23	17	36	8
West Herzegovina	21	13	3	20	9
Sarajevo	128	106	48	55	21
Canton 10	8	13	0	10	3
Federation of BiH	418	305	132	302	75
%	34%	25%	11%	25%	6%

The largest number of companies in the sample are limited liability companies (80%), followed by crafts (11%).

Table 10: Structure of employers by the type of organization

Canton	ULC	LP	LLC	JV	PI	PC	AC	Crafts	Cooper.	PHI	Bank
Una-Sana	4	0	68	3	2	3	0	14	0	0	0
Posavina Canton	0	0	24	0	0	1	0	3	0	0	0
Tuzla Canton	5	0	173	4	3	5	0	21	0	2	0
Zenica-Doboj Canton	1	0	140	4	3	2	2	27	0	2	0
Bosnian-Podrinje	0	0	10	4	1	1	0	0	0	0	0
Central Bosnian	1	0	99	3	1	0	0	12	0	1	0
Herzegovinian-Neretva	2	0	108	4	1	3	1	5	0	1	0
West Herzegovina	0	0	58	1	2	2	0	3	0	0	0
Sarajevo	4	1	275	12	3	0	6	53	1	2	1
Canton 10	0	0	31	0	1	0	0	1	0	1	0
Federation of BiH	17	1	986	35	17	17	9	139	1	9	1
%	1%	0%	80%	3%	1%	1%	1%	11%	0%	1%	0%

ULC – Company with unlimited joint and several liability

LP– Limited partnership

LLC– Limited Liability Company (d.o.o.)

JV– Joint Venture (d.d.)

PI– Public institution (JU)

PC– Public company (JP)

AC - Association of Citizens

Crafts - Crafts

Cooper. - Cooperative

PHI - Private health care institution

Bank - Bank

According to size, out of 1,232 employers covered by the survey, most are small and micro companies (81.41%) that employ up to 50 workers, followed by medium-sized companies (13.39%), while 5.19% were large employers, which employ over 250 workers - twice as much as in the previous survey.

This ratio of employers by size corresponds to the ratio of employers by size from the *master* sample.

Table 11: Sample by size of surveyed employers

Canton	Micro and small companies - up to 50 workers	Medium-sized companies - from 50 to 250 workers	Large companies - over 250 workers
Una-Sana Canton	81	12	1
Posavina Canton	22	4	2
Tuzla Canton	179	26	8
Zenica-Doboj Canton	143	27	11
Bosnian-Podrinje	12	0	4
Central Bosnian	87	19	11
Herzegovinian-Neretva	97	22	6
West Herzegovina	52	10	4
Sarajevo	302	39	17
Canton 10	28	6	0
Federation of BiH	1,003	165	64
%	81%	13%	5%

Observing the surveyed employers according to the duration of their existence, most of them are companies that have been operating for more than 20 years, 42%, followed by employers who have been operating between 11 and 20 years, 32%. Among the surveyed employers, 4% of companies have been operating for less than 3 years.

The average length of existence of the surveyed employer is 19 years.

Table 12: Length of existence of surveyed employers

Canton	Companies younger than 3 years	4-5 years	6-10 years	11-20 years	Companies older than 20 years
Una-Sana Canton	10	5	12	32	35
Posavina Canton	0	1	2	13	12
Tuzla Canton	9	15	25	60	104
Zenica-Doboj Canton	10	14	23	66	68
Bosnian-Podrinje	0	1	0	10	5
Central Bosnian	5	6	14	39	53
Herzegovinian-Neretva	2	7	15	34	67
West Herzegovina	2	4	6	18	36
Sarajevo	11	31	83	117	116
Canton 10	1	3	3	11	16
Federation of BiH	50	87	183	400	512
%	4%	7%	15%	32%	42%

At the time of the survey, the employers employed 75,100 employees, which was 14.4% of the total number of employees in the Federation of BiH on 31 December 2020 (520,493). Of these, 54% were men and 46% were women.

Most workers were employed with the employers from Sarajevo Canton - 8,773, followed by Tuzla Canton - 6,010 and Zenica-Doboj Canton - 5,645.

Table 13: Overview of the number of employees when surveyed by type of employment contract

Canton	Full time contract	Fixed-term contract	Trainees	Vocational training	Temporary and occasional jobs	Service contract	Total employees	Of which older than 60 years
Una-Sana	1.771	641	3	11	2	6	2.434	1
Posavina Canton	915	468	0	0	0	2	1.385	32
Tuzla Canton	12.505	3.713	10	31	0	26	16.285	319
Zenica-Doboj Canton	7.657	3.828	24	22	1	33	11.565	374
Bosnian-Podrinje Canton	1.763	737	53	1	0	31	2.585	53
Central Bosnian Canton	7.430	3.692	2	12	0	1	11.137	121
Herzegovinian-Neretva Canton	5.382	1.241	26	3	1	9	6.662	254
West Herzegovina Canton	3.045	805	2	0	25	21	3.898	91
Sarajevo Canton	11.992	6.183	37	38	31	38	18.319	585
Canton 10	593	237	0	0	0	0	830	22
Federation of BiH	53.053	21.545	157	118	60	167	75.100	1.852
%	70,40%	28,59%	0,21%	0,16%	0,08%	0,22%	100,00%	2,46%

Out of a total of 75,100 employees, 333 employers (27% of respondents) stated that they had 1,852 employees over the age of 60 or 2.4% of the total employees of all surveyed employers, whose jobs will be vacated in the period up to five (5) years.

According to the type of employment contract with the surveyed employers, most employees had a fixed-term contract 53,053 (70%) of which 60% were men and 40% women, while 21,545 (29 %) persons had a fixed-term contract, 57% men and 43% women.

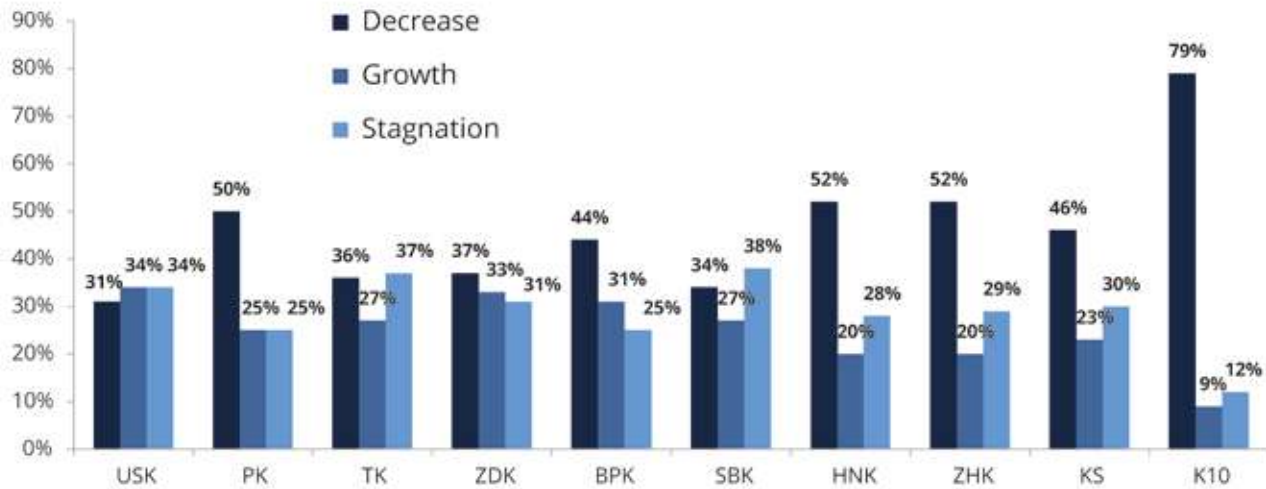
A total of 157 trainees were hired, and 167 people had a service contract with the surveyed employers.



BUSINESS TRENDS AND CHANGES IN THE NUMBER OF WORKERS IN 2020

YEAR 2020 (in retrospect)

ASSESSMENT OF FINANCIAL EFFECTS ON BUSINESS BY CANTON



39%

of newly employed were women

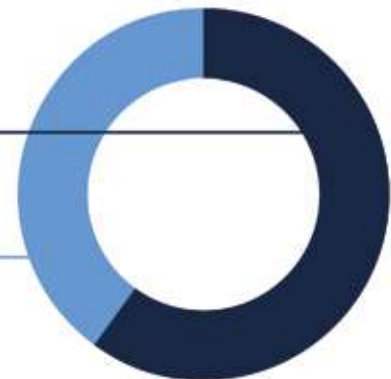
61%

of those who had their labor contracts terminated were women

CHANGES IN THE NUMBER OF WORKERS IN 2020

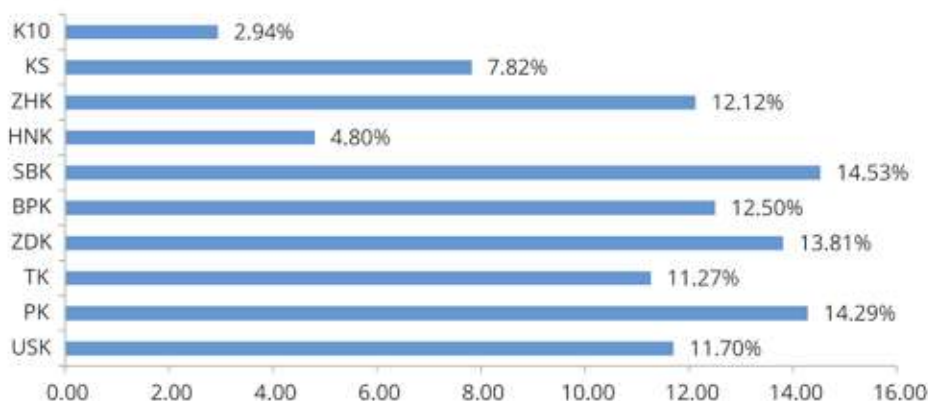
60% Termination of labor contract

40% Recruitment



4,076 workers employed in the surveyed companies, 6,058 employment contracts terminated

% OF EMPLOYERS WHO REINSTATED THEIR PREVIOUSLY DISMISSED WORKERS



GROWTH OF WAGES IN 2020

NO

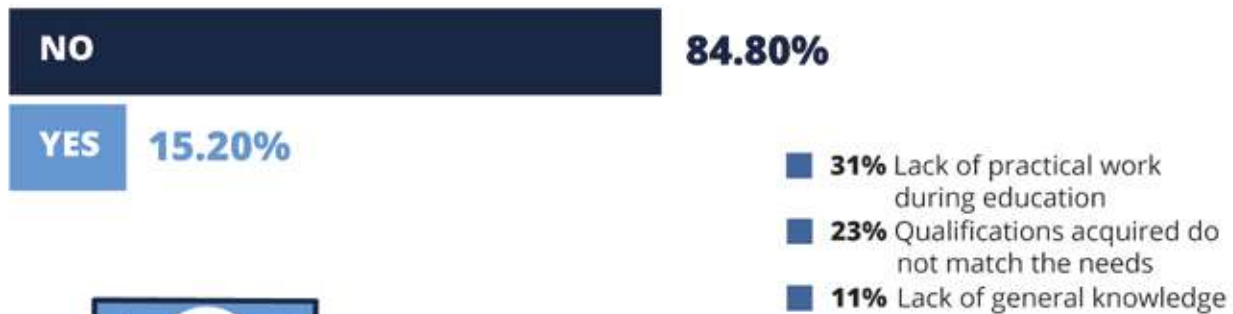
YES

24%

76%

YEAR 2020 (in retrospect)

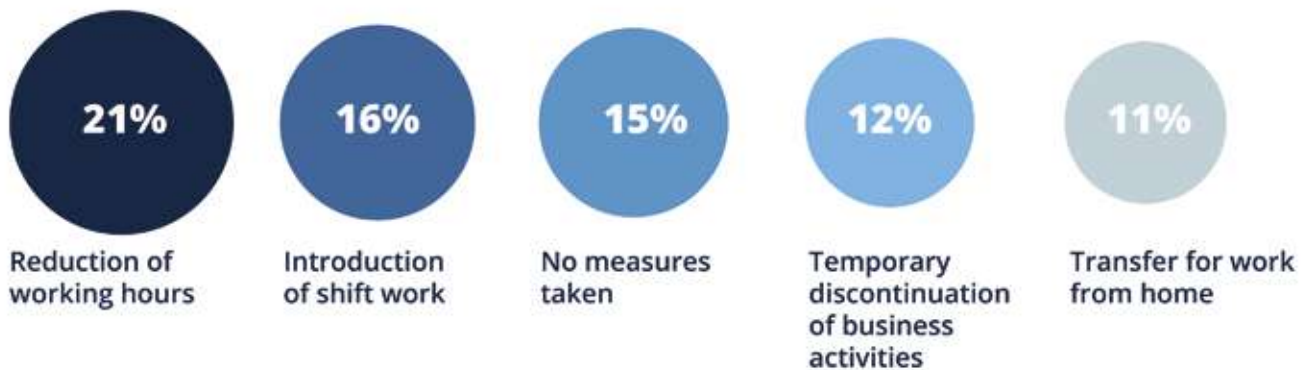
ARE YOU SATISFIED WITH THE QUALITY OF QUALIFICATIONS, KNOWLEDGE AND SKILLS OF THE WORKERS?



5%

of employees reduced their workers' wages

MEASURES TAKEN MOST FREQUENTLY AS A RESPONSE TO THE CRISIS CAUSED BY THE COVID-19 PANDEMIC



MOST FREQUENTLY USED ACTIVE EMPLOYMENT POLICY MEASURES



9%

of employers used the active employment policy measure "Employing Women in 2020"

4. BUSINESS TRENDS AND CHANGES IN THE NUMBER OF WORKERS IN 2020

4.1. Business volume and financial effects in 2020

A total of 1,210 employers or 98% of surveyed employers answered the question about the volume of business in 2020.

Growth in production, sales and services was recorded by 26% of employers in the sample, 37% less than in the previous year's survey. A stagnation of business volume was recorded by 32%, while a decline was recorded by 43% of employers, which is an increase of 35% compared to the previous year's survey.

At the cantonal level, as many as 79% of employers in Canton 10 reported a decline in business volume, followed by the Herzegovina-Neretva and West Herzegovina cantons with 52% of employers. When it comes to business growth, the best result was recorded in Una-Sana and Zenica-Doboj Canton, where only 34% and 33% of employers respectively said that they recorded an increase in business volume in 2020.

Table 14: Estimation of business volume (production, sales, services) in 2020

Canton	Total	Decrease	%	Increase	%	Stagnation	%
Una-Sana	93	29	31%	32	34%	32	34%
Posavina Canton	28	14	50%	7	25%	7	25%
Tuzla Canton	211	76	36%	57	27%	78	37%
Zenica-Doboj Canton	178	65	37%	58	33%	55	31%
Bosnian-Podrinje Canton	16	7	44%	5	31%	4	25%
Central Bosnian Canton	117	40	34%	32	27%	45	38%
Herzegovinian-Neretva	125	65	52%	25	20%	35	28%
West Herzegovina Canton	66	34	52%	13	20%	19	29%
Sarajevo Canton	342	159	46%	80	23%	103	30%
Canton 10	34	27	79%	3	9%	4	12%
Federation of BiH	1,210	516	43%	312	26%	382	32%

When it comes to assessing the financial effects of businesses in 2020 at the level of the Federation of BiH, the majority of employers (43%) stated that they had a decrease, which represents an increase of 34% compared to the previous year and corresponds to data from business volumes; all indications show a deterioration and destabilization of large-scale economic opportunities. Only 24% of employers had an increase in financial effects, which is a decrease of 39%.

This question was answered by 1,207 employers or 98% of the sample.

Table 15: Estimation of financial effects of business operations in 2020

Canton	Total	Decrease	%	Increase	%	Stagnation	%
Una-Sana	93	30	32%	29	31%	34	0,37
Posavina Canton	28	14	50%	7	25%	7	0,25
Tuzla Canton	211	78	37%	53	25%	80	0,38
Zenica-Doboj Canton	177	68	38%	53	30%	56	0,32
Bosnian-Podrinje Canton	16	7	44%	6	38%	3	0,19
Central Bosnian Canton	116	38	33%	30	26%	48	0,41
Herzegovinian-Neretva	125	65	52%	25	20%	35	0,28
West Herzegovina Canton	65	32	49%	9	14%	24	0,37
Sarajevo Canton	342	156	46%	72	21%	114	0,33
Canton 10	34	27	79%	3	9%	4	0,12
Federation of BiH	1.207	515	43%	287	24%	405	34%

At the cantonal level, as many as 79% of employers in Canton 10 reported a decline in financial effects in 2020. Only 38% of employers in the Bosnian-Podrinje Canton, as the largest share of respondents at the cantonal level, stated that they had an increase in financial effects.

4.2. Changes in the number of workers in 2020

In 2020, employers reported 10,134 changes in the number of employees, most of which were related to the termination of employment contracts (60%) and the employment of workers (40%), which is inversely proportional to the data from the previous year.

Table 16: Changes in the number of employees in 2020

Canton	Employed	Women	Termination of employment contract								Total changes	Total Women
			Dismissed	Women	Retired	Women	Other	Women	Total - termina- tion of employ- ment contract	Women		
Una-Sana Canton	284	119	262	156	12	3	4	0	278	159	562	278
Posavina Canton	129	78	208	152	0	0	0	0	208	152	337	230
Tuzla Canton	473	257	771	436	34	13	13	0	818	449	1291	706
Zenica-Doboj Canton	355	215	502	249	16	7	14	5	532	261	887	476
Bosnian-Podrinje Canton	126	77	262	96	6	1	0	0	268	97	394	174
Central Bosnian Canton	848	401	1095	572	29	18	383	259	1507	849	2355	1250
Herzegovinian-Neretva	516	108	605	178	28	10	5	0	638	188	1154	296
West Herzegovina Canton	120	13	222	35	1	0	2	0	225	35	345	48
Sarajevo Canton	1195	511	1470	548	67	14	3	0	1540	562	2735	1073
Canton 10	30	8	34	7	1	0	9	7	44	14	74	22
Federation of BiH	4,076	1,787	5,431	2,429	194	66	433	271	6,058	2,766	10,134	4,553
% of the total number of changes	40%	39%	54%	53%	2%	1%	4%	6%	278	159	100%	45%

A negative ratio between the total number of employees and the total number of workers whose employment contracts were terminated in 2020 was recorded in almost all cantons. The only exception, with a minimal positive ratio, was recorded in Una-Sana Canton.

There are almost 2,000 more terminations in relation to new employments, which was not recorded in the previous multi-year research of this type, which indicates the extent of problems in the economy and labour market caused by the COVID-19 pandemic.

Table 17: Changes in the number of employees in 2020

Canton	Em- ployed	Women	Terminat- ed em- ployment contract	Women	Difference (employees - terminated employment con- tract)- Total	Women
Una-Sana Canton	284	119	278	159	6	-40
Posavina Canton	129	78	208	152	-79	-74
Tuzla Canton	473	257	818	449	-345	-192
Zenica-Doboj Canton	355	215	532	261	-177	-46
Bosnian-Podrinje Canton	126	77	268	97	-142	-20
Central Bosnian Canton	848	401	1507	849	-659	-448
Herzegovinian-Neretva	516	108	638	188	-122	-80
West Herzegovina Canton	120	13	225	35	-105	-22
Sarajevo Canton	1195	511	1540	562	-345	-51
Canton 10	30	8	44	14	-14	-6
Federation of BiH	4,076	1,787	6,058	2766	-1,982	-979
%	40%	39%	60%	61%	-	-

Also, 10% of employers stated that they were informed that workers whose employment contracts had been terminated in 2020 left Bosnia and Herzegovina. Most of them were in Sarajevo Canton (26) and Zenica-Doboj Canton (24).

Table 18: Answers of employers on whether workers left BiH upon termination of their employment contracts

Canton	Yes	No	I dont know	Total
Una-Sana Canton	11	45	38	94
Posavina Canton	9	9	10	28
Tuzla Canton	18	99	96	213
Zenica-Doboj Canton	24	71	86	181
Bosnian-Podrinje Canton	2	9	5	16
Central Bosnian Canton	14	58	45	117
Herzegovinian-Neretva	9	59	57	125
West Herzegovina Canton	9	25	32	66
Sarajevo Canton	26	124	208	358
Canton 10	7	15	12	34
Federation of BiH	129	514	589	1.232
%	10%	42%	48%	100%

After the state of natural disaster was no longer in force, as of 30 June 2020, and there came to a certain stabilization of opportunities during the summer season, some employers re-hired workers who were previously dismissed due to the COVID-19 pandemic and worsening economic conditions.

Only 10% of employers stated that they had re-employed the workers they previously dismissed.

Table 19: Number of employers who returned previously dismissed workers to work

Canton	Yes	No	No answer	Total
Una-Sana Canton	11	45	38	94
Posavina Canton	4	14	10	28
Tuzla Canton	24	92	97	213
Zenica-Doboj Canton	25	72	84	181
Bosnian-Podrinje Canton	2	9	5	16
Central Bosnian Canton	17	55	45	117
Herzegovinian-Neretva	6	59	60	125
West Herzegovina Canton	8	26	32	66
Sarajevo Canton	28	113	217	358
Canton 10	1	20	13	34
Federation of BiH	126	505	601	1,232
%	10%	41%	49%	100%

Having in mind wages as one of the important motivating factors on the labour market, the cause of leaving or accepting certain jobs, but also a factor that is one of the first to be affected in crisis situations, employers answered the question regarding wage growth in 2020.

A total of 1,173 employers or 95% of the respondents answered this question. Of that, 24% stated that they had a wage increase, mostly an increase of 10% compared to the previous year, and 76% of employers had no increases in wages.

Table 20: Wage growth in 2020

Canton	Yes	Up to 10%	Up to 20%	More than 20%	No	Total
Una-Sana Canton	17	13	3	1	0	17
Posavina Canton	14	9	2	2	77	91
Tuzla Canton	44	43	1	0	14	58
Zenica-Doboj Canton	49	45	4	0	164	213
Bosnian-Podrinje Canton	5	4	1	0	128	133
Central Bosnian Canton	31	24	2	4	11	42
Herzegovinian-Neretva	24	21	2	0	85	109
West Herzegovina Canton	16	13	3	0	101	117
Sarajevo Canton	78	62	13	1	49	127
Canton 10	8	7	1	0	258	266
Federation of BiH	286	241	32	8	887	1,173
%	24%	21%	3%	1%	76%	100%

According to industries, the largest growth of wages in 2020 (33%) was recorded in industry C - Manufacturing, and in industry G - Trade (23%).

Table 21: Number of employers with wage growth in 2020 by industries

Canton	B	C	D	E	F	G	H	I	J	L	M	N	R	S	Ukupno
Una-Sana	0	7	0	0	0	2	1	2	2	0	2	1	0	0	17
Posavina Canton	0	7	0	0	0	5	0	2	0	0	0	0	0	0	14
Tuzla Canton	1	15	0	2	7	10	1	1	1	0	3	0	1	2	44
Zenica-Doboj Canton	0	18	1	0	6	7	4	2	1	1	7	1	0	1	49
Bosnian-Podrinje Canton	0	3	0	0	0	1	0	1	0	0	0	0	0	0	5
Central Bosnian Canton	1	14	0	1	4	7	0	3	0	0	0	1	0	0	31
Herzegovinian-Neretva	1	9	0	0	2	7	1	0	3	0	0	0	0	1	24
West Herzegovina Canton	0	5	0	1	3	4	0	1	0	0	2	0	0	0	16
Sarajevo Canton	0	14	0	0	11	21	3	1	9	1	12	3	0	3	78
Canton 10	0	3	0	0	1	2	1	0	0	0	1	0	0	0	8
Federation of BiH	3	95	1	4	34	66	11	13	16	2	27	6	1	7	286
%	1%	33%	0%	1%	12%	23%	4%	5%	6%	1%	9%	2%	0%	2%	100%

B – Mining

C – Manufacturing industry

D – Production and supply of electricity

E – Water supply

F – Construction

G – Trade

H – Traffic, storage

I – Catering

J – Information and communication

L – Real estate activities

M- Professional, scientific and technical activities

N – Administrative and support service activities

R – Arts, entertainment and recreation

S – Other service activities

According to the size of the companies, in relation to the number of employers with reported wage growth, this indicator records mainly growth in micro and small companies (74%), but in relation to the total number of surveyed companies of this size, only 21% showed wage increase, while 38 % of large companies recorded a wage growth.

Table 22. Number of employers with wage growth in 2020 by company size

Canton	Micro and small companies - up to 50 workers	Medium-sized companies - from 50 to 250 workers	Large companies - over 250 workers
Una-Sana Canton	14	2	1
Posavina Canton	9	4	1
Tuzla Canton	33	7	4
Zenica-Doboj Canton	34	11	4
Bosnian-Podrinje Canton	4	0	1
Central Bosnian Canton	16	10	5
Herzegovinian-Neretva	20	4	0
West Herzegovina Canton	9	4	3
Sarajevo Canton	66	7	5
Canton 10	6	2	0
Federation of BiH	211	51	24
%	74%	18%	8%

4.3. (Dis)satisfaction with the quality of knowledge and skills of workers

Just over 15% of employers said they were not satisfied with the quality of qualifications, knowledge and skills of their employees.

Table 23: Satisfaction with the quality of qualifications, knowledge and skills of workers with whom employers had the opportunity to cooperate

Canton	YES	NO
Una-Sana	79	14
Posavina Canton	21	7
Tuzla Canton	194	15
Zenica-Doboj Canton	150	28
Bosnian-Podrinje Canton	13	3
Central Bosnian Canton	87	27
Herzegovinian-Neretva	109	15
West Herzegovina Canton	60	5
Sarajevo Canton	277	62
Canton 10	27	6
Federation of BiH	1.017	182
%	85%	15%

As a reason for dissatisfaction with the quality of qualifications, knowledge and skills of candidates, the employers point out the lack of practical work during education (31%), as well as the fact that the acquired qualifications of candidates do not meet the needs of employers (23%).

Table 24: Reasons for dissatisfaction with the quality of qualifications, knowledge and skills of workers

Canton	O1	O2	O3	O4	O5	O6	O7	O8
Una-Sana	7	11	5	1	3	6	5	0
Posavina Canton	5	6	2	0	0	0	0	0
Tuzla Canton	7	13	4	0	2	8	3	1
Zenica-Doboj Canton	14	23	10	3	3	8	3	3
Bosnian-Podrinje Canton	1	2	1	0	1	0	0	0
Central Bosnian Canton	19	23	10	3	2	7	8	0
Herzegovinian-Neretva	5	10	4	1	3	2	4	2
West Herzegovina Canton	4	3	0	0	0	0	0	1
Sarajevo Canton	32	36	10	3	3	7	12	28
Canton 10	4	6	2	3	4	4	0	0
Federation of BiH	98	133	48	14	21	42	35	35
%	23%	31%	11%	3%	5%	10%	8%	8%

O1 Acquired qualifications do not meet the needs

O2 Lack of practical work during education

O3 Nedostatak opšteg znanja

O4 Lack of IT skills

O5 Lack of knowledge of foreign languages

O6 Lack of organizational skills

O7 Lack of social skills

O8 Other

Employers also point out the lack of motivation, initiative and work habits, and lack of interest in further education of workers.

4.4. Response to the crisis caused by the COVID-19 pandemic

In response to the crisis caused by the COVID-19 pandemic, through the possibility of multiple choice of options offered, employers stated that they mostly applied part-time work (21%).

A total of 16% of employers opted for the introduction of shift work. There is a significant share of those who stated that they did not take any measures (15%).

As many as 12% stated that they had had a temporary suspension of business, and 1% that they stopped working completely.

Table 25: Overview of measures in response to the crisis caused by the COVID 19 pandemic

Canton	O1	O2	O3	O4	O5	O6	O7	O8	O9	O10	O11
Una-Sana	37	10	20	7	13	3	11	16	1	18	2
Posavina Canton	14	4	10	1	4	1	1	3	1	6	0
Tuzla Canton	40	10	30	10	25	4	12	34	1	95	10
Zenica-Doboj Canton	71	32	42	8	22	17	8	28	3	46	18
Bosnian-Podrinje Canton	6	4	3	1	3	0	2	3	0	6	1
Central Bosnian Canton	36	6	27	11	9	8	8	15	1	28	10
Herzegovinian-Neretva	53	26	50	11	17	6	1	36	1	14	7
West Herzegovina Canton	35	16	15	11	9	4	5	20	3	6	4
Sarajevo Canton	99	105	92	25	37	20	8	61	4	60	51
Canton 10	16	7	20	2	6	3	3	9	0	4	4
Federation of BiH	407	220	309	87	145	66	59	225	15	283	107
%	21%	11%	16%	5%	8%	3%	3%	12%	1%	15%	6%

O1 Reduction of working hours	O6 Improving online sales
O2 Transition to work from home	O7 Deferment of debt repayment
O3 Introduction of shift work	O8 Suspension
O4 Wage reduction	O9 Complete closure
O5 Dismissal of workers	O10 No action taken
	O11 Other

As other measures, employers pointed out, among other things:

- Establishment of COVID teams or crisis headquarters;
- enabling work so that physical distance is maintained (placement in business premises),
- use of disinfectants and wearing masks;
- regular testing of workers on SARS Cov 2;
- sending workers on annual leave;
- introduction of meetings via internet platforms;
- Use of credit funds of the Development Bank, etc.

According to the results of the survey, 25% of surveyed employers used the measures of active employment policy in 2020, which were implemented by the Federation Employment Service and the cantonal employment services.

4.5. Use of active employment policy measures

Out of a total of 1,232 surveyed employers, 308 (25%) used active employment policy measures, mostly incentives based on the measure Opportunity for All 2020 (30%), then the measure Service in cooperation with employers 2020 (22%), and the First Work Experience 2020 intended for young people persons without work experience (13%), and the measure Employment of Women 2020 (9%).

Table 26: Overview of measures / programs used by employers in 2020

Canton	O1	O2	O3	O4	O5	O6	O7	O8	O9	O10	O11	O12	Total
Una-Sana Canton	0	8	1	0	1	2	1	1	0	2	1	0	17
Posavina Canton	0	7	0	0	0	1	1	1	0	2	0	0	12
Tuzla Canton	4	11	3	0	0	2	1	2	1	3	0	2	29
Zenica-Doboj Canton	6	18	3	0	0	5	3	6	0	15	0	5	61
Bosnian-Podrinje Canton	1	2	3	0	0	0	0	0	0	7	0	1	14
Central Bosnian Canton	1	7	5	0	0	6	1	2	0	7	0	2	31
Herzegovinian-Neretva	6	3	1	1	0	0	1	1	2	8	0	1	24
West Herzegovina Canton	3	6	0	1	0	2	3	0	0	6	0	0	21
Sarajevo Canton	17	29	0	1	1	9	2	4	0	3	0	10	76
Canton 10	1	2	2	0	0	1	3	0	0	14	0	0	23
Federation of BiH	39	93	18	3	2	28	16	17	3	67	1	21	308
%	13%	30%	6%	1%	1%	9%	5%	6%	1%	22%	0%	7%	100%

O1 First work experience 2020

O2 Opportunity for all 2020

O3 Periodic employment 2020

O4 Contribution 500 2020

O5 Public works 2020

O6 Employment of women 2020

O7 New opportunity 2020

O8 Looking for an employer 2020

O9 Recruitment of demobilized combatants

O10 Service in cooperation with employers 2020

O11 Training and work

O12 Other

Based on these measures, employers employed 807 people in 2020, of which 32% were employed under the measure Opportunity for All 2020, followed by: Service in Cooperation with Employers 2020 (21%), First Work Experience 2020 (12 %) and Periodic Employment 2020 (10%).

Table 27: Overview of the number of persons employed through measures / programs used by employers in 2020

Canton	O1	O2	O3	O4	O5	O6	O7	O8	O9	O10	O11	O12	Total
Una-Sana Canton	0	5	1	0	3	1	1	0	0	6	0	0	17
Posavina Canton	0	14	0	0	0	5	0	5	0	13	0	0	37
Tuzla Canton	2	69	22	0	0	2	0	5	1	7	0	2	110
Zenica-Doboj Canton	18	51	4	0	0	30	8	11	0	34	0	14	170

Bosnian-Podrinje Canton	2	6	22	0	0	0	0	0	0	31	0	1	62
Central Bosnian Canton	0	49	16	0	0	6	1	5	0	17	0	2	96
Herzegovinian-Neretva	16	8	3	0	0	0	20	1	17	8	0	8	81
West Herzegovina Canton	3	16	0	2	0	3	3	0	0	12	0	0	39
Sarajevo Canton	51	35	0	1	8	16	4	5	0	6	0	10	136
Canton 10	1	2	12	0	0	1	5	0	0	38	0	0	59
Federation of BiH	93	255	80	3	11	64	42	32	18	172	0	37	807
%	12%	32%	10%	0%	1%	8%	5%	4%	2%	21%	0%	5%	100%

O1 First work experience 2020

O2 Opportunity for all 2020

O3 Periodic employment 2020

O4 Contribution 500 2020

O5 Public works 2020

O6 Employment of women 2020

O7 New opportunity 2020

O8 Looking for an employer 2020

O9 Recruitment of demobilized combatants

O10 Service in cooperation with employers 2020

O11 Training and work

O12 Other

Within the research, 250 or 20% of all surveyed employers participated in the implementation of active employment policy measures, and they assessed aspects of employer participation in these measures with ratings ranging from 1 (completely dissatisfied) to 5 (completely satisfied). The general rating of satisfaction with the programs / measures is 4.53, which can be considered a considerably good in the observed time context.

Table 28: Average assessment of individual aspects of active employment policy measures

Canton	O1	O2	O3	O4	O5	O6
Una-Sana Canton	4,53	4,87	4,67	4,87	4,33	4,53
Posavina Canton	4,89	4,78	4,78	5,00	4,67	4,89
Tuzla Canton	4,31	4,42	4,32	4,19	3,80	4,20
Zenica-Doboj Canton	3,76	4,14	3,65	4,08	3,39	3,92
Bosnian-Podrinje Canton	4,92	4,92	4,92	5,00	4,92	4,92
Central Bosnian Canton	4,17	4,04	3,96	4,18	3,92	4,17
Herzegovinian-Neretva	4,11	4,50	4,39	4,65	4,59	4,41
West Herzegovina Canton	3,63	4,13	4,13	4,00	3,56	3,94
Sarajevo Canton	4,39	4,46	4,12	4,15	4,12	4,24
Canton 10	4,63	3,81	3,69	4,50	3,88	3,94
Federation of BiH	4,33	4,41	4,26	4,46	4,12	4,32

O1 Application procedure

O2 Duration of the employment co-financing period

O3 Amount of subsidy

O4 Manner of justifying funds

O5 Execution of contractual obligations - from FZZ / Service

O6 Overall assessment of satisfaction with the program / measures

Out of a total of 308 or 25% employers who participated in the implementation of active employment policy measures, 79% assessed their general satisfaction with these measures as 4 (satisfied) or 5 (completely satisfied).

Table 29: Participation of employers who rated certain aspects of active employment policy measures with 4 (satisfied) and 5 (completely satisfied)

Canton	O1	O2	O3	O4	O5	O6
Una-Sana Canton	93%	100%	93%	100%	80%	93%
Posavina Canton	100%	89%	100%	100%	89%	100%
Tuzla Canton	88%	96%	92%	85%	73%	85%
Zenica-Doboj Canton	66%	82%	60%	74%	54%	68%
Bosnian-Podrinje Canton	100%	100%	100%	100%	100%	100%
Central Bosnian Canton	67%	67%	59%	70%	74%	70%
Herzegovinian-Neretva	79%	89%	79%	89%	79%	74%
West Herzegovina Canton	69%	81%	75%	75%	63%	81%
Sarajevo Canton	88%	90%	80%	75%	71%	81%
Canton 10	94%	65%	65%	88%	59%	71%
Federation of BiH	81%	85%	76%	81%	70%	79%

O1 Application procedure

O2 Duration of the employment co-financing period

O3 Amount of subsidy

O4 Manner of justifying funds

O5 Execution of contractual obligations - from FZZ / Service

O6 Overall assessment of satisfaction with the program / measures

Also, of those who did not participate in the implementation of active employment policy measures / programs, 42% of answers stated that employers did not consider the option to use ALM programs and measures, while as many as 27% failed to apply for participation in measures for technical reasons.

Table 30: Main reasons for not using active employment policy measures

Canton	O1	O2	O3	O4	Total
Una-Sana Canton	4	37	19	17	77
Posavina Canton	0	8	10	1	19
Tuzla Canton	15	84	59	9	167
Zenica-Doboj Canton	14	70	29	28	141
Bosnian-Podrinje Canton	0	0	0	4	4
Central Bosnian Canton	17	38	22	17	94
Herzegovinian-Neretva	4	32	63	5	104
West Herzegovina Canton	3	30	7	8	48
Sarajevo Canton	51	99	46	95	291
Canton 10	0	6	4	3	13
Federation of BiH	108	404	259	187	958
% of the total respondents	11%	42%	27%	20%	100%

O1 We had no information on ALM programs and measures

O2 We have not considered using ALM programs and measures

O3 We were unable to apply for technical reasons

O4 Other

Under the option other, employers mostly stated:

- they did not have the need to employ workers;;
- uncertainty and withdrawal of incentives due to the consequences of the COVID-19 pandemic;
- unavailability of public calls at a time when they needed workers;
- they have no need for incentives;
- they do not meet the requirements, etc.



CURRENT LACK OF WORKERS AND NEED FOR TRAINING



5. CURRENT LACK OF WORKERS AND NEED FOR TRAINING

During the survey, 301 employers (24% of respondents) stated that at the time of the survey there was a shortage of workers of a certain profile or problems in hiring workers.

Table 31: Number of employers with expressed needs for hiring new workers at the time of the survey

Canton	Number of surveyed employers	Number of employers with expressed needs at the time of the survey	% in relation to the total number of respondents in FBiH	% in relation to the total number of respondents in the canton
Una-Sana Canton	94	22	7%	23%
Posavina Canton	28	10	3%	36%
Tuzla Canton	213	52	17%	24%
Zenica-Doboj Canton	181	48	16%	27%
Bosnian-Podrinje Canton	16	3	1%	19%
Central Bosnian Canton	117	27	9%	23%
Herzegovinian-Neretva	125	25	8%	20%
West Herzegovina Canton	66	11	4%	17%
Sarajevo Canton	358	86	29%	24%
Canton 10	34	17	6%	50%
Federation of BiH	1.232	301	24%	

Despite the large number of registered unemployed persons of different qualifications, employers still point out certain problems when finding new workers. This chapter presents answers related to the reasons that make it difficult for employers to find adequate workers.

It was a question with a scale from 1 (strongly disagree) to 5 (strongly agree) and multiple choice of answers offered, which were divided into two categories:

- factors related to the society
- Factors related to individuals.

Table 32: The most significant reasons for the lack of workers of certain profiles

Canton	Factors related to the society				Factors related to the individual						
	O1	O2	O3	O4	O5	O6	O7	O8	O9	O10	O11
Una-Sana Canton	3,07	3,88	3,59	2,57	3,67	3,85	3,41	2,53	2,31	1,54	1,92
Posavina Canton	3,00	3,90	4,22	3,11	4,00	3,80	3,80	3,80	3,30	3,11	2,89
Tuzla Canton	3,06	3,43	3,29	2,86	3,66	3,73	3,61	3,34	2,82	2,32	2,52
Zenica-Doboj Canton	3,21	3,44	3,15	2,59	3,42	3,54	3,42	3,21	2,74	2,69	2,39
Bosnian-Podrinje Canton	2,33	2,33	3,67	2,33	3,67	3,00	2,33	2,33	2,33	3,00	2,33
Central Bosnian Canton	3,83	4,15	4,08	3,50	4,59	4,27	4,31	4,21	2,80	2,50	2,67
Herzegovinian-Neretva	2,60	3,55	3,33	2,00	3,80	4,00	4,00	3,06	2,46	2,80	2,88
West Herzegovina Canton	2,29	3,00	2,88	2,43	4,36	4,60	4,70	3,75	2,29	2,57	1,71
Sarajevo Canton	2,89	3,47	3,57	2,77	3,71	3,80	3,65	3,29	2,70	2,59	2,37
Canton 10	3,50	4,50	3,88	2,47	4,56	4,44	4,44	3,13	2,75	2,38	1,63
Federation of BiH	2,98	3,56	3,56	2,66	3,94	3,90	3,77	3,27	2,65	2,55	2,33

O1 – Lack of incentives

O5 – Lack of staff with the required occupation

O9 – Dissatisfaction of the candidate with the offered height of wages

O2 – Tax policy (high allocations)

O6 – Lack of staff with knowledge and skills needed for the job

O10 – Candidate dissatisfaction with working hours and working conditions

O3 – General economic conditions

O7 – Lack of staff with appropriate work experience

O11 – Distance of the job from the place of residence of the candidate

O4 – Insufficient labour force information

O8 – Individual lack of interest in working in a specific job

When it comes to social factors, as a significant reason that affects the shortage of workers, employers mostly point out high allocations for taxes and contributions and general economic conditions, with an average score of 3.56, which is 0.51 more than the previous year.

When it comes to factors related to the individual, most employers cite the lack of staff with the required occupation with an average grade of 3.94 and the lack of staff with knowledge and skills required for the job with a score of 3.90, which is an increase for 0.36 compared to the previous year and which indicates a chronic problem of mismatch between supply and demand in the labour market.

In addition to the above, as limiting factors related to the individual, employers point out: lack of necessary work experience (3.77 - an increase of 0.39 compared to the previous year) and lack of interest of individuals to work in a particular job (3.27).

Employers expressed their greatest dissatisfaction with job candidates due to the lack of technical - professional knowledge and skills, and the lack of initiative and creativity of job candidates.

Employers also point out dissatisfaction with the lack of IT, organizational, analytical and planning skills among job candidates.

Table 33: Reasons for dissatisfaction with the quality of qualifications, professional knowledge and skills of job candidates

Canton	O1	O2	O3	O4	O5	O6	O7	O8
Una-Sana	4,20	3,36	3,27	3,55	2,82	3,43	3,53	3,50
Posavina Canton	3,70	2,50	3,00	2,00	3,00	3,50	3,00	-
Tuzla Canton	3,31	2,30	2,64	2,65	2,71	2,74	3,00	2,50
Zenica-Doboj Canton	3,43	2,67	2,74	3,00	2,81	2,77	2,82	2,94
Bosnian-Podrinje Canton	2,33	2,33	2,33	2,33	2,33	2,33	2,33	2,33
Central Bosnian Canton	4,19	3,50	3,70	3,22	3,56	3,33	4,00	1,67
Herzegovinian-Neretva	3,81	3,29	3,09	3,40	3,45	3,31	3,22	-
West Herzegovina Canton	4,10	2,89	2,13	2,25	2,38	2,13	2,70	2,00
Sarajevo Canton	3,41	2,79	2,41	2,55	2,61	2,65	2,89	2,33
Canton 10	4,31	3,38	3,31	3,31	3,31	2,25	3,13	3,67
Federation of BiH	3,68	2,90	2,86	2,83	2,90	2,84	3,06	2,62

O1 – Lack of technical-professional knowledge and skills

O2 – Lack of computer skills and IT skills

O3 – Lack of foreign language skills

O4 – Lack of Project management skills

O5 – Lack of organizational, analytical and planning skills

O6 - Lack of social skills (communication, teamwork, negotiation, empathy)

O7 – Initiative and creativity

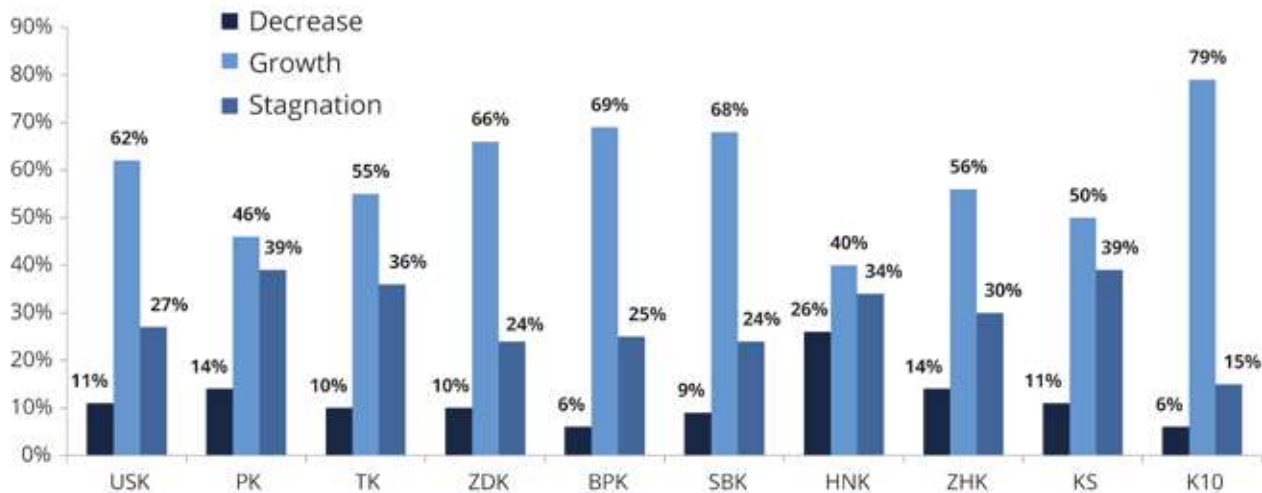
O8 - Other

BUSINESS ASSESSMENT IN 2021

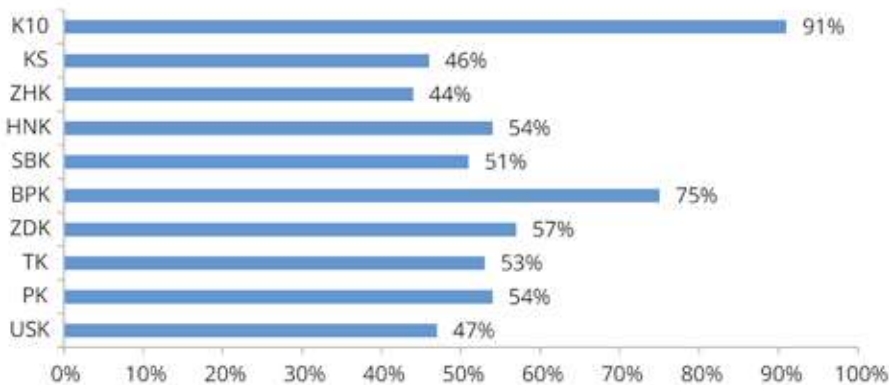


YEAR 2021 (projections)

ASSESSMENT OF FINANCIAL EFFECTS ON BUSINESS BY CANTON IN 2021

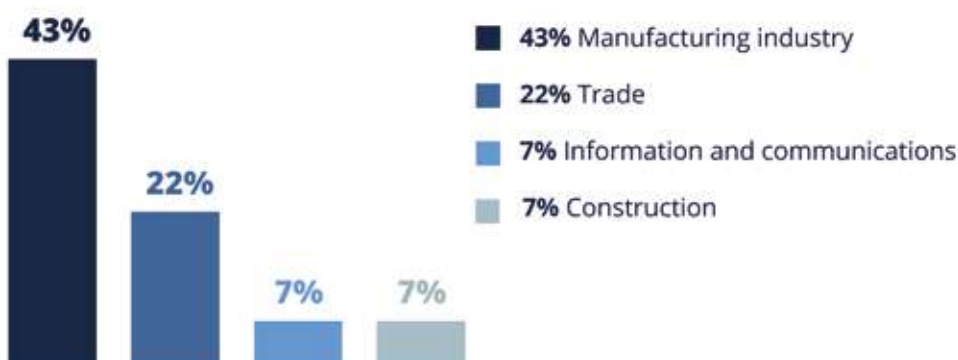


% OF EMPLOYERS THAT EXPRESSED THE NEED TO EMPLOY NEW WORKERS IN 2021



The surveyed employers expressed demand for 4,560 workers.

% OF WORKERS IN DEMAND BY INDUSTRY



YEAR 2021 (projections)

READINESS ON THE PART OF THE EMPLOYERS TO EMPLOY WORKERS FROM SOME OF THE CATEGORIES OF HARDER TO EMPLOY WORKERS (%)

22%

Youth with no work experience

20%

Women

17%

Persons above 40 years of age

32%

of employers in Sarajevo Canton are ready to employ workers from some of the harder to employ categories

MANNER OF RESOLVING REDUNDANCIES (%)

61,82%



Termination of labor contract

12,73%



Redeployment on another job with the same employer

7,27%



Reduction of working hours

7,27%



Cooperation with cantonal employment services

NEEDS FOR ADDITIONAL TRAINING OF WORKERS ON THE PART OF THE EMPLOYERS THAT ARE PLANNING TO INTRODUCE NEW TECHNOLOGIES (%)



45%

of employers in FBiH are ready to offer training for specific tasks during working hours



21%

of employers at the level of FBiH are ready to offer training for the unemployed

6. BUSINESS ASSESSMENT IN 2021

6.1. Estimation of business volume and financial effects of business operation and estimation of wage growth in 2021

A total of 1,195 employers or 97% of surveyed employers answered the question about the assessment of the volume of business in 2021.

Growth in production, sales and services is planned by 57% of employers in the sample, which indicates optimism, i.e. the expectation and hope of the employer that the business environment will improve. Stagnation of business volume is expected by 31%, while a decline is expected by 12% of employers.

At the cantonal level, the growth of production, sales and services is most expected by employers in Canton 10 (79%) and Bosnia-Podrinje Canton (75% of employers), and Zenica-Doboj and Central Bosnia Cantons (67%).

Table 34: Estimation of business volume (production, sales, services) in 2021

Canton	Total	Decline	%	Growth	%	Stagnation	%
Una-Sana Canton	82	10	12%	52	63%	20	24%
Posavina Canton	28	4	14%	13	46%	11	39%
Tuzla Canton	211	20	9%	116	55%	75	36%
Zenica-Doboj Canton	177	18	10%	119	67%	40	23%
Bosnian-Podrinje Canton	16	1	6%	12	75%	3	19%
Central Bosnian Canton	116	10	9%	78	67%	28	24%
Herzegovinian-Neretva	125	32	26%	52	42%	41	33%
West Herzegovina Canton	66	8	12%	38	58%	20	30%
Sarajevo Canton	340	35	10%	174	51%	131	39%
Canton 10	34	2	6%	27	79%	5	15%
Federation of BiH	1,195	140	12%	681	57%	374	31%

When it comes to assessing the financial effects of business in 2021, at the level of the Federation of BiH, the majority of employers (56%) stated growth, and 32% of employers stated stagnation. Only 12% of employers expect a decline in financial effects in 2021.

The question was answered by 1,196 employers or 97% of the sample.

Table 35: Estimation of financial effects of business operations in 2021

Canton	Total	Decline	%	Growth	%	Stagnation	%
Una-Sana	82	9	11%	51	62%	22	27%
Posavina Canton	28	4	14%	13	46%	11	39%
Tuzla Canton	211	21	10%	115	55%	75	36%
Zenica-Doboj Canton	177	18	10%	117	66%	42	24%
Bosnian-Podrinje Canton	16	1	6%	11	69%	4	25%
Central Bosnian Canton	117	10	9%	79	68%	28	24%
Herzegovinian-Neretva	124	32	26%	50	40%	42	34%
West Herzegovina Canton	66	9	14%	37	56%	20	30%
Sarajevo Canton	341	38	11%	171	50%	132	39%
Canton 10	34	2	6%	27	79%	5	15%
Federation of BiH	1,196	144	12%	671	56%	381	32%

At the cantonal level, the growth of financial effects of business is most expected in Canton 10 (79% of employers) and Bosnia-Podrinje Canton (69% of employers), and Central Bosnia (68%) and Zenica-Doboj Canton (66%).

Having in mind wages as one of the important motivating factors in the labour market, the reason for leaving or accepting certain jobs, but also one of the first factors to be affected in crisis situations, employers answered the question related to wage growth assessment in 2021.

Thus, 1,184 employers or 96% of respondents answered this question. Of these, 43% said they estimated wage growth at 10% compared to the previous year, while 57% of employers did not expect wage growth. Out of the total number of respondents per canton, 68% of the surveyed employers from Canton 10 stated that they would increase wages in 2021, followed by 57% of the surveyed employers from Posavina and 53% of the surveyed employers from Zenica-Doboj Canton.

Table 36: Estimated wage growth in 2021

Canton	YES	Up to 10%	Up to 20%	More than 20%	NO	Total
Una-Sana	36	29	4	1	58	94
Posavina Canton	16	13	2	1	12	28
Tuzla Canton	90	87	3	0	120	210
Zenica-Doboj Canton	95	88	7	0	81	176
Bosnian-Podrinje Canton	11	11	0	0	5	16
Central Bosnian Canton	55	45	9	1	60	115
Herzegovinian-Neretva	36	31	4	0	88	124
West Herzegovina Canton	26	25	1	0	36	62
Sarajevo Canton	125	106	16	1	200	325
Canton 10	23	16	7	0	11	34
Federation of BiH	513	451	53	4	671	1.184
%	43%	38%	4%	0%	57%	100%

Looking at sectors, wage growth is expected in 2021 in the first place in sectors C - Manufacturing (32%), and G - Trade (22%).

Table 37: Number of employers with an estimate of wage growth in 2021 by sectors

Canton	B	C	D	E	F	G	H	I	J	K	L	M	N	R	S	Total
Una-Sana Canton	2	11	0	0	1	8	1	6	2	0	0	4	0	1	0	36
Posavina Canton	0	8	0	0	0	5	0	2	1	0	0	0	0	0	0	16
Tuzla Canton	3	35	0	1	4	15	7	10	1	0	0	8	1	2	3	90
Zenica-Doboj Canton	0	30	1	2	13	19	10	5	2	0	0	10	1	0	2	95
Bosnian-Podrinje Canton	0	6	0	0	1	2	0	1	0	0	0	1	0	0	0	11
Central Bosnian Canton	1	26	0	1	5	10	3	7	0	0	0	0	1	1	0	55
Herzegovinian-Neretva	1	12	0	0	4	8	3	2	3	0	0	0	2	0	1	36
West Herzegovina Canton	0	5	0	0	3	9	2	3	0	0	0	2	0	2	0	26
Sarajevo Canton	0	22	0	0	14	33	5	14	12	1	1	13	6	0	4	125
Canton 10	0	10	0	0	1	5	2	3	1	0	0	1	0	0	0	23
Federation of BiH	7	165	1	4	46	114	33	53	22	1	1	39	11	6	10	513
%	1%	32%	0%	1%	9%	22%	6%	10%	4%	0%	0%	8%	2%	1%	2%	100%

B – Mining

C – Manufacturing industry

D – Production and supply of electricity

E – Water supply

F – Construction

G – Trade

H – Traffic, storage

I – Catering

J – Information and communication

K- Financial activities and insurance

L – Real estate activities

M- Professional, scientific and technical activities

N – Administrative and support service activities

R – Arts, entertainment and recreation

S – Other service activities

According to the size of the companies, micro and small companies (77%) dominate among employers who estimated wage growth. In relation to the total number of surveyed micro and small companies, the share of these companies with planned wage growth is 39%, while 52% of the total number of surveyed large companies indicated that they planned salary growth.

Table 38: Number of employers with estimated wage growth in 2021 by company size

Canton	Micro and small companies - up to 50 workers	Medium-sized companies - from 50 to 250 workers	Large companies - over 250 workers
Una-Sana Canton	33	2	1
Posavina Canton	11	4	1
Tuzla Canton	74	13	3
Zenica-Doboj Canton	70	18	7
Bosnian-Podrinje Canton	8	0	3
Central Bosnian Canton	34	12	9
Herzegovinian-Neretva	27	8	1
West Herzegovina Canton	19	6	1
Sarajevo Canton	98	20	7
Canton 10	20	3	0
Federation of BiH	394	86	33
%	77%	17%	6%

EMPLOYMENT AND TRAINING NEEDS IN 2021



7. EMPLOYMENT AND TRAINING NEEDS IN 2021

The need for employment in 2021 was expressed by 639 surveyed employers, 52% of the total respondents. These employers expressed the need to employ 4,728 workers in 2020, of which 66% refers to new jobs and 34% to vacant positions.

7.1. Expressed employment needs in 2021 by sectors

Out of a total of 1,232 surveyed employers, 639 or 52% expressed an estimate of the need to employ 4,560 workers in 2021 (which is 168 or 3.5% less than last year's survey), of which 3,012 (66%) are estimated to refer to newly created, and 1,548 (34%) to vacant positions.

These data indicate that employers have certain degree of optimism about the stabilization of opportunities in the economy in the coming period.

The largest number of employers with estimated employment needs in 2021, in relation to the number of total surveyed employers in the Federation of BiH, come from the Sarajevo Canton (13%), followed by Tuzla and Zenica-Doboj Cantons. Also, the largest number of wanted workers is in these cantons.

The largest number of employers with expressed employment needs in relation to the number of total surveyed employers in the canton was recorded in Canton 10 (91%) and Bosnia-Podrinje Canton (75%).

Table 39: Number of employers which expressed needs for hiring new workers in 2021

Canton	Number of surveyed employers	Employers with expressed needs	% in relation to the total number of respondents in FBiH	% in relation to the total number of respondents in the canton	Newly-created jobs	Vacant positions	Total number of workers required
Una-Sana Canton	94	44	4%	47%	90	104	194
Posavina Canton	28	15	1%	54%	161	46	207
Tuzla Canton	213	113	9%	53%	631	355	986
Zenica-Doboj Canton	181	104	8%	57%	644	233	877
Bosnian-Podrinje Canton	16	12	1%	75%	26	93	119
Central Bosnian Canton	117	60	5%	51%	290	140	430
Herzegovinian-Neretva	125	67	5%	54%	351	56	407
West Herzegovina Canton	66	29	2%	44%	54	12	66
Sarajevo Canton	358	164	13%	46%	660	476	1.136
Canton 10	34	31	3%	91%	105	33	138
Federation of BiH	1.232	639	52%		3.012	1.548	4.560

The greatest needs for new employment, 43%, were expressed in the manufacturing industry, which is 4% more than in the last year's research.

It is followed by the needs in the Trade sector, with 22%, and the Information and communication sector, with 7%, where a significant increase was recorded from the last year's 90 to 336 estimated needs for workers.

Table 40: Number of required workers according to the estimate of employers in 2021 by sectors

Canton	B	C	D	E	F	G	H	I	J	K	L	M	N	R	S	Total
Una-Sana Canton	4	73	0	4	24	16	0	35	18	0	0	5	0	11	4	194
Posavina Canton	0	118	0	0	0	81	0	6	0	0	0	0	2	0	0	207
Tuzla Canton	100	377	0	0	54	337	33	43	2	0	10	10	2	15	3	986
Zenica-Doboj Canton	0	596	8	16	72	86	28	25	10	0	0	27	4	0	5	877
Bosnian-Podrinje Canton	0	87	0	1	21	3	0	2	0	0	0	1	4	0	0	119
Central Bosnian Canton	0	278	0	3	25	72	13	24	5	0	0	0	10	0	0	430
Herzegovinian-Neretva	2	166	0	1	12	177	4	10	20	0	2	1	8	1	3	407
West Herzegovina Canton	0	17	0	2	6	21	0	6	1	0	0	11	0	2	0	66
Sarajevo Canton	0	146	0	0	95	206	24	48	278	40	40	73	172	0	14	1.136
Canton 10	0	87	0	0	3	21	6	15	2	0	0	1	0	3	0	138
Federation of BiH	106	1.945	8	27	312	1.020	108	214	336	40	52	129	202	32	29	4.560
%	2%	43%	0%	1%	7%	22%	2%	5%	7%	1%	1%	3%	4%	1%	1%	100%

B – Mining

C – Manufacturing industry

D – Production and supply of electricity

E – Water supply

F – Construction

G – Trade

H – Traffic, storage

I – Catering

J – Information and communication

K – Financial activities and insurance

L – Real estate activities

M- Professional, scientific and technical activities

N – Administrative and support service activities

R – Arts, entertainment and recreation

S – Other service activities



According to the size of the company, out of a total of 4,560 workers estimated to be needed by the surveyed in 2021, 36% refers to the needs of large companies, followed by micro and small companies (35%) and medium-sized companies (29%).

Table 41: Number of required workers according to employers estimates in 2021 according to company size

Canton	Micro and small companies - up to 50 workers	Medium-sized companies - from 50 to 250 workers	Large companies - over 250 workers
Una-Sana	131	33	30
Posavina Canton	23	114	70
Tuzla Canton	246	186	554
Zenica-Doboj Canton	213	300	364
Bosnian-Podrinje Canton	44	0	75
Central Bosnian Canton	235	97	98
Herzegovinian-Neretva	132	191	84
West Herzegovina Canton	59	7	0
Sarajevo Canton	427	332	377
Canton 10	67	71	0
Federation of BiH	1.577	1.331	1.652
%	35%	29%	36%

7.2. Expressed needs for employment in 2021 according to education and occupation

According to education, the surveyed employers expressed the greatest needs for workers with three-year secondary education (skilled workers), namely 62%. This is followed by the demand for workers of four-year secondary education (secondary school qualifications) - 16%, and for employees with higher education (university level qualifications) - 13%.

Table 42: Expressed needs for workers in 2021 according to education

Canton	Unqualified, primary school level qualifications, semi-qualified	Qualified, highly qualified	Secondary school qualifications	University level qualifications	Total
Una-Sana Canton	41	71	56	26	194
Posavina Canton	4	140	57	6	207
Tuzla Canton	84	770	110	22	986
Zenica-Doboj Canton	79	669	94	34	876
Bosnian-Podrinje Canton	11	20	86	2	119
Central Bosnian Canton	65	357	5	3	430
Herzegovinian-Neretva	87	206	67	47	407
West Herzegovina Canton	0	25	34	7	66
Sarajevo Canton	67	451	191	427	1.136

Canton 10	9	110	7	12	138
Federation of BiH	447	2.819	707	586	4.560
%	9%	62%	16%	13%	100%

As in the previous years, it was confirmed that there is a high demand among surveyed employers for workers with three-year secondary education (by 5% higher compared to 2019/2020), as well as the demand for employees with higher education (4% more compared to research from the previous year). Demand for persons with four-year secondary education decreased by 8%.

According to the expressed needs of the surveyed employers, in 2021 salespersons-traders will be the most sought-after workers compared to the previous year. This occupation takes the first position, while last year it was seamstress, which now occupies the second position in terms of the number of the needs expressed by the surveyed employers.

Although, due to the consequences of the COVID-19 pandemic, the catering and hotel sector suffered great consequences, according to the results of this research, waiters and cooks are still among the occupations with strong demand from employers in the Federation of BiH.

Also, employers showed great demand for drivers, locksmiths, shoemakers, welders, security guards, carpenters, butchers, call centre operators and confectioners, and there was a demand for 240 (auxiliary) workers for simple jobs.

Table 43: Overview of the five (5) occupations with the highest expressed demand by cantons

Canton	Qualification ¹	Occupation 1	No.	Occupation 2	No.	Occupation 3	No.	Occupation 4	No.	Occupation 5	No.
USC	VSS, VŠS	Developer	9	Designer	9	Civil engineer	2	Mechanical Engineer	2	Accountant Veterinarian Commercial-ist	each 1
	SSS, KV	Waiter	25	Cook	22	Mechanical technician	18	Mason Operator of sanding and polishing machines for wood	11	Construction technician	10
PC	VSS, VŠS	Electrical engineer	3	Economist	2	Graphic designer	1				
	SSS, KV	Leather seamstress	70	Salesman-merchant	50	Truck driver	22	Carpenter	12	Locksmith Waiter	each 10
TC	VSS, VŠS	Economist	8	Mechanical Engineer	7	Road traffic engineer	2	Commercialist	2	Architect Lawyer Veterinarian	each 1
	SSS, KV	Seller	266	Tailor	210	Shoemaker	50	Locksmith	42	Confectioner	40
ZDC	VSS, VŠS	Computer scientist	6	Electrical engineer	5	Mechanical Engineer	5	Economist, Commercialist	po 4	Civil engineer	3
	SSS, KV	Leather seamstress	231	Locksmith	56	Welder	44	Driver	37	Salesman-trader Mason	33
BPC	VSS, VŠS	Civil engineer	1	Technological engineer	1						
	SSS, KV	Apparatus	40	Presser	35	Truck driver	4	Security guard	4	Baker Mason Carpenter	each 3

	VSS, VŠS	Technological engineer	1									
CBC	SSS, KV	Shoemaker	77	Machine tool server	30	Driver	26	Mason Operator of sanding and polishing machines for wood	po 22	Waiter Carpenter	each 21	
HNK	VSS, VŠS	Computer scientist	15	Economist	9	Mechanical engineer	5	Commercialist	4	Civil engineer Electrical engineer	each 2	
	SSS, KV	Salesman-trader	97	Waiter	20	Galvanizer	15	Cook	15	Seamstress	10	
ZHK	VSS, VŠS	Civil engineer	2	Image and sound editor	2	Journalist	1	Accountant-leader	1			
	SSS, KV	Auto mechanic	20	Presser	10	Operator of a machine for making plastic products	5	Construction machine operator	4	Waiter	4	
	VSS, VŠS	IT developer, Developer	66	Civil engineer	30	Architect	20	Economist	13	Mechanical Engineer	11	
KS	SSS, KV	Seller	176	Truck driver	51	Security guard	40	Waiter Butcher Carpenter Call center operator	po 35	Electrical Appliance Repairer	25	
	VSS, VŠS	Developer	2	Master of pharmacy	2	Accountant	1	Commercialist	1	Marketing Manager	1	
K10	SSS, KV	Seller	36	Waiter	20	Cook	13	Baker Mason Carpenter Truck driver	po 4	Installer Forest Tractor Driver	each 4	

¹Qualification: NK/NSS/NKV (unqualified, primary school level qualifications, semi-qualified), KV/VKV (qualified, highly qualified), SSS (secondary school qualifications), VSS/VŠS (University level qualifications)

For occupations with university education, the greatest demand is for workers in the IT field and this confirms the growth in the number of employees in Information and Communication throughout 2020, a year marked by the COVID-19 pandemic, all due to increased digitalization of business processes and of the strengthening of the presence of information technology in society in general.

This is followed by the expressed demand for architects, electrical engineers, mechanical and civil engineers and economists.

Regarding the willingness of employers to hire unemployed person from one of the harder-to-employ or specific categories, with the possibility of multiple-choice answers, the largest number expressed willingness to employ young people without work experience (22%), followed by women (20%), those older than 40 (17%), demobilized soldiers and unskilled workers (9% each) and persons with disabilities (6%). The highest demand and readiness of employers for employment in all categories was recorded in the Sarajevo Canton (32%)

Table 44: Willingness of employers to hire some of the harder-to-employ categories of workers

Canton	O1	O2	O3	O4	O5	O6	O7	O8	O9	O10
Una-Sana Canton	6	6	5	2	20	36	40	35	16	1
Posavina Canton	2	3	0	6	9	14	21	16	12	6
Tuzla Canton	15	19	19	21	36	58	68	48	37	5
Zenica-Doboj Canton	21	12	10	19	44	89	102	65	24	6
Bosnian-Podrinje Canton	4	3	4	2	3	11	13	7	3	0
Central Bosnian Canton	5	6	4	6	18	56	69	46	25	2
Herzegovinian-Neretva Canton	24	11	14	6	28	61	60	53	29	5
West Herzegovina Canton	12	9	2	3	9	43	41	35	17	1
Sarajevo Canton	61	64	91	66	71	164	159	142	68	17
Canton 10	7	8	8	6	12	24	27	25	13	0
Federation of BiH	157	141	157	137	250	556	600	472	244	43
%	6%	5%	6%	5%	9%	20%	22%	17%	9%	2%

O1 People with disabilities

O2 Victims of violence

O3 People from the orphanage

O4 Members of the Roma population

O5 Demobilized fighters

O6 Women

O7 Young persons without work experience

O8 Persons older than 40

O9 Unskilled workers

O10 Immigrants (legal immigrants with the necessary documents)

7.3. Expected redundancies in 2021

According to the answers of the surveyed employers, the expected redundancy of workers in 2021 is not a matter for concern.

Table 45: Expected redundancies

Canton	Occupation	Qualification ¹	No.	Reason
Una-Sana Canton	Waiter	KV	9	Reducing the volume of business
	Salesman-trader	KV	5	Reducing the volume of business
Posavina Canton	Designer	SSS	4	Reducing the volume of business
Tuzla Canton	Mechanical technician	SSS	2	Reducing the volume of business
	Cook	KV	1	Reducing the volume of business
	Baker	KV	2	Reducing the volume of business
	Salesman-trader	KV	3	Reducing the volume of business
Zenica-Doboj Canton	Mechanic	KV		Reducing the volume of business
	Tailor	KV		Change in the business system
	Butcher	KV	2	Reducing the volume of business
Bosnian-Podrinje Canton	Tailor	KV	80	Reducing the volume of business
Central Bosnian Canton	Truck driver	KV	4	Reducing the volume of business
	Tailor	KV	2	Change in the business system
	Electrical technician	SSS	1	Closing the company
	Facade master	KV	2	Completion of seasonal work
	Worker for simple jobs	NKV	2	Change in the business system
	Carpenter	KV	2	Completion of seasonal work
	Mechanic	KV	1	Reducing the volume of business
	Shoemaker	KV	5	Reducing the volume of business
	Tailor	KV	4	Change in the business system
	Butcher	KV	2	Reducing the volume of business
	Salesman-trader	KV	1	Reducing the volume of business
	Economist	VSS	1	Closing the company
Herzegovinian-Neretva Canton	Seller	KV	3	Reducing the volume of business
West Herzegovina Canton	Administrator	VSS	1	Reducing the volume of business
	Car paint	KV	1	Reducing the volume of business
Sarajevo Canton	Beautician	SSS	3	Because of the epidemic
	Waiter	KV	3	Reducing the volume of business
	Cook	KV	1	Reducing the volume of business
	Locksmith	KV	2	Reducing the volume of business
	Seller	KV	2	Reducing the volume of business
	Hairdresser	KV	1	Reducing the volume of business
	Electrician	KV	1	Reducing the volume of business
	Administrative worker	SSS	4	Reducing the volume of business
	IT service	SSS	1	Reducing the volume of business
	Marketing expert	VSS	1	Change in the business system
	Production worker	NK	1	Reducing the volume of business
	Bookkeeping worker	SSS	1	Reducing the volume of business
Canton 10	Accountant	VSS	1	Change in the business system
	Production worker	NK	1	Reducing the volume of business

¹Qualification: NK/NSS/NKV (unqualified, primary school level qualifications, semi-qualified), KV/VKV (qualified, highly qualified), SSS (secondary school qualifications), VSS/VŠS (University level qualifications)

The following is an overview of the number of employers who indicated how they deal with redundancies.

Table 46: Number of employers by way of resolving redundancies

Canton	Relocation to another job with the same employer	Relocation of workers to another organizational unit with the same employer	Training, additional training, retraining	Shortening working hours	Cooperation with cantonal employment services	Termination of employment contract	Other
Una-Sana Canton	2	0	0	1	2	3	0
Posavina Canton	0	0	0	0	0	2	0
Tuzla Canton	0	0	0	0	0	2	0
Zenica-Doboj Canton	1	0	1	1	0	2	0
Bosnian-Podrinje Canton	0	0	0	0	0	1	0
Central Bosnian Canton	1	0	0	1	1	6	0
Herzegovinian-Neretva Canton	1	0	0	1	1	0	0
West Herzegovina Canton	0	0	0	0	0	2	0
Sarajevo Canton	1	2	0	0	0	15	2
Canton 10	1	1	0	0	0	1	0
Federation of BiH	7	3	1	4	4	34	2

7.4. Needs for additional training of workers and the possibility of organizing practical classes for students and training for the unemployed

The need for additional training of workers in accordance with their plans for the introduction of new technologies in the work process, i.e. changes in technology and work organization, was stated by 411 employers (33% of respondents), 328 less than last year.

Table 47: Needs for additional training and qualification of workers for employers who plan to introduce new technologies in the work process

Canton	O1	O2	O3	O4	O5	O6	Ukupno
Una-Sana Canton	2	1	0	6	0	0	9
Posavina Canton	0	0	0	1	1	0	2
Tuzla Canton	9	4	6	25	11	0	55
Zenica-Doboj Canton	10	6	8	23	6	1	54
Bosnian-Podrinje Canton	1	1	1	6	2	0	11
Central Bosnian Canton	8	2	4	27	5	1	47
Herzegovinian-Neretva Canton	4	2	6	18	11	3	44
West Herzegovina Canton	6	3	4	13	3	0	29
Sarajevo Canton	23	9	17	60	27	9	145
Canton 10	3	1	4	4	2	1	15
Federation of BiH	66	29	50	183	68	15	411
%	16%	7%	12%	45%	17%	4%	100%

O1 – Acquisition of special skills in a verified institution - computer work)
 O2 – Acquisition of special skills in a verified institution - foreign languages
 O3 – Acquisition of special skills in a verified institution - project management

O4 – Training for specific jobs within the workplace
 O5 – Additional training and retraining within a verified institution
 O6– Other

The majority of employers stated the need for additional training of workers to perform specific jobs within the workplace (45%). A large number of employers stated the need for additional training or retraining (17%), while the need for training in the field of IT was expressed by 16% of employers.

In the context of the possibility of supporting the organization of practical classes, 433 employers or 35% of the total respondents stated that they had opportunities (mentor, equipment, space and materials) and were ready to accept students for practical classes, mostly for the following occupations: economist, waiter, cook, salesman, car mechanic, locksmith, seamstress, administrative worker, driver, veterinarian, reinforcement worker, economic technician and cashier.

Table 48: Number of employers willing to offer practical training for pupils and students in 2021

Canton	Number of employers
Una-Sana Canton	22
Posavina Canton	13
Tuzla Canton	55
Zenica-Doboj Canton	71
Bosnian-Podrinje Canton	10
Central Bosnian Canton	51
Herzegovinian-Neretva Canton	33
West Herzegovina Canton	25
Sarajevo Canton	132
Canton 10	21
Federation of BiH	433
%	35%

The following is an overview of the occupations for which the employers are willing to provide practical training.

Table 49: Occupations for which employers are willing to offer practical training by cantons

Canton	Occupation 1	Occupation 2	Occupation 3	Occupation 4	Occupation 5
Una-Sana Canton	Waiter	Cook	Seller - trader	Veterinarian	
Posavina Canton	Waiter	Seller - trader	Economic technician	Cook	Cashier
Tuzla Canton	Auto mechanic	Waiter	Locksmith	Seller - trader	
Zenica-Doboj Canton	Cook	Waiter	Tailor	Locksmith	
Bosnian-Podrinje Canton	Waiter	Cook	Passenger car driver	Reinforcer	
Central Bosnian Canton	Cook	Economic technician	Waiter	Auto mechanic	
Herzegovinian-Neretva Canton	Waiter	Economist	Cook	Seller - trader	
West Herzegovina Canton	Waiter	Cook	Auto mechanic	Economist	
Sarajevo Canton	Economist	Cook	Waiter	Baker	
Canton 10	Waiter	Cook	Administrative worker	Economist	

For this purpose, 119 or 29% of employers are willing to offer reimbursement between 100 and 200 KM, and 19% reimbursement between 200 and 300 KM.

Less than 10% of employers are willing to offer an amount higher than 300 KM and a fee for food and insurance.

Table 50: The amount of reimbursement that employers are willing to offer to students in practical classes

Canton	0 KM	up to 100 KM	100-200 KM	200-300 KM	Other
Una-Sana Canton	3	5	7	5	2
Posavina Canton	3	6	1	3	0
Tuzla Canton	21	17	10	4	2
Zenica-Doboj Canton	17	26	18	7	1
Bosnian-Podrinje Canton	2	0	6	2	0
Central Bosnian Canton	5	14	18	7	3
Herzegovinian-Neretva Canton	6	1	5	10	8
West Herzegovina Canton	5	5	5	8	1
Sarajevo Canton	23	19	42	25	15
Canton 10	1	0	7	6	7
Federation of BiH	86	93	119	77	39
%	21%	22%	29%	19%	9%

Also, in the context of adult training, 243 employers or 20% of the total respondents stated that they had opportunities and were ready to organize training, vocational training and development of unemployed persons.

Employers have mostly pointed out the possibility of providing training for unemployed people for the following occupations: economist, waiter, cook, salesman, car mechanic, mechatronics - CNS operator, computer scientist, electrician, hairdresser, carpenter, seamstress, locksmith, administrative worker.

Table 51: Number of employers willing to provide training for unemployed persons (mentor, equipment) in 2021

Canton	YES
Una-Sana Canton	6
Posavina Canton	1
Tuzla Canton	41
Zenica-Doboj Canton	42
Bosnian-Podrinje Canton	7
Central Bosnian Canton	18
Herzegovinian-Neretva Canton	21
West Herzegovina Canton	10
Sarajevo Canton	76
Canton 10	21
Federation of BiH	243
%	21%

The following is an overview of occupations for which employers are willing to provide training for the unemployed.

Table 52: Occupations for which employers are willing to provide training for unemployed people by cantons

Canton	Occupation 1	Occupation 2	Occupation 3	Occupation 4	Occupation 5
Una-Sana Canton	Waiter	Cook	Auto mechanic	Mechatronics - CNC operator	Seller - trader
Posavina Canton	Treasurer	Waiter	Cook	Administrative worker	Administrator
Tuzla Canton	Waiter	Auto mechanic	Economist	Locksmith	
Zenica-Doboj Canton	Economist	Tailor	Welder - Welder	Locksmith	
Bosnian-Podrinje Canton	Waiter	Cook	Image and sound editor	Journalist	
Central Bosnian Canton	Cook	Waiter	Seller - trader	Carpenter	
Herzegovinian-Neretva Canton	Economist	Electrician	Waiter	Mechatronics - CNC operator	
West Herzegovina Canton	Economist	Graphic designer	Computer scientist	Commercialist	
Sarajevo Canton	Economist	Civil Engineer	Cook	Hairdresser	
Canton 10	Waiter	Cook	Administrative worker	Economist	

Out of 243 employers which declared to be ready to provide training to unemployed persons, 31% would award reimbursement of up to 100 to 200 KM per person, and 26% between 200 to 300 KM.

Table 53: Amount of reimbursement that employers are willing to offer to unemployed persons during training

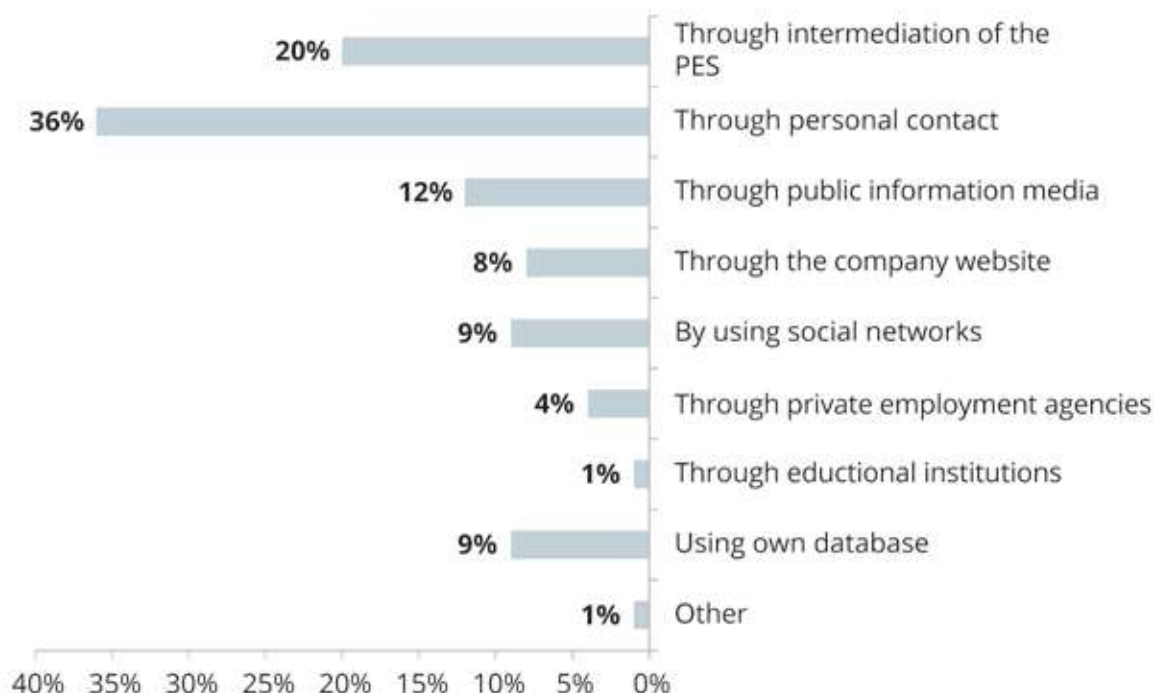
Canton	0 KM	Up to 100 KM	100-200 KM	200-300 KM	Other
Una-Sana Canton	3	0	2	0	1
Posavina Canton	0	0	0	1	0
Tuzla Canton	4	17	12	3	4
Zenica-Doboj Canton	6	10	16	4	6
Bosnian-Podrinje Canton	1	0	5	1	0
Central Bosnian Canton	1	3	4	4	3
Herzegovinian-Neretva Canton	1	0	5	5	7
West Herzegovina Canton	2	1	3	4	0
Sarajevo Canton	8	7	23	22	12
Canton 10	0	1	3	10	7
Federation of BiH	26	39	73	54	40
%	11%	17%	31%	23%	17%



COOPERATION WITH PUBLIC EMPLOYMENT SERVICES IN THE FEDERATION OF BIH

COOPERATION WITH PUBLIC EMPLOYMENT SERVICES IN FBIH

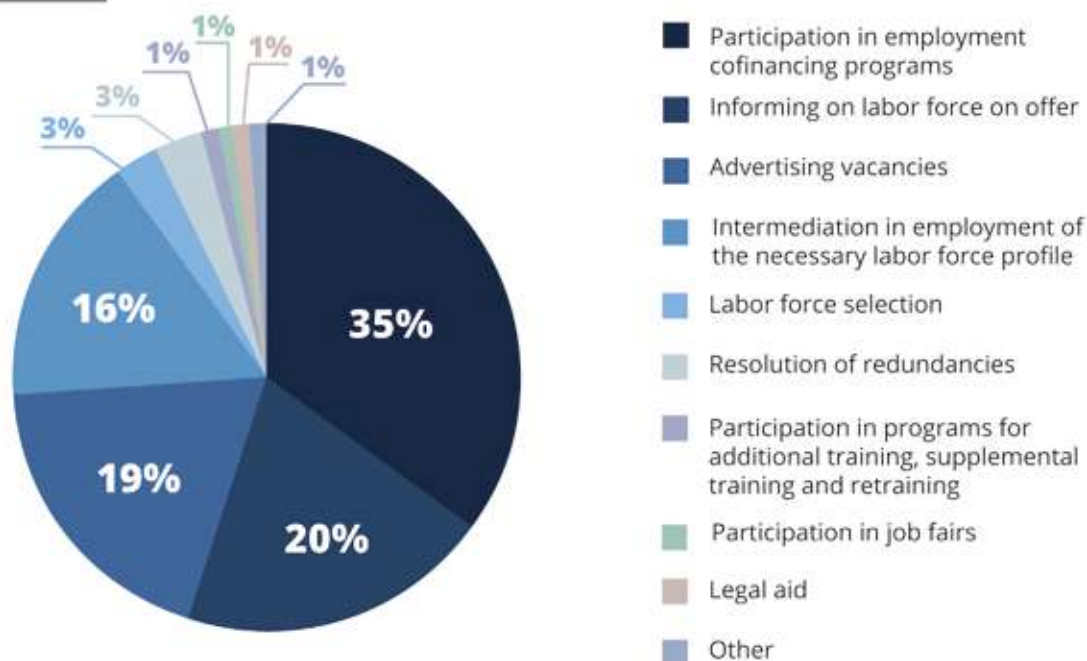
MANNER OF SEEKING NEW EMPLOYEES



87%

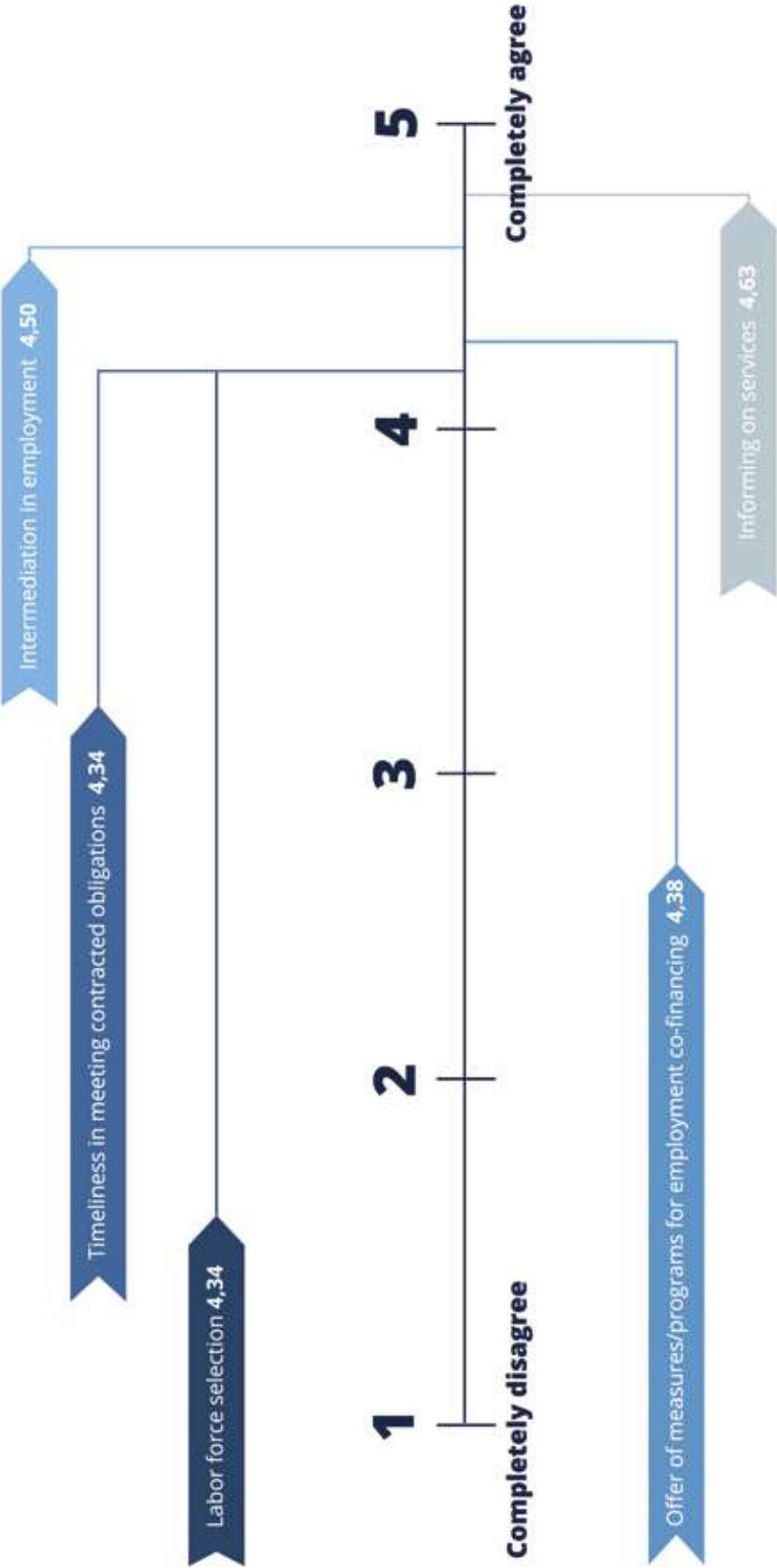
of employers in Gorazde Canton are using services of intermediation in employment through PES

FORM OF COOPERATION REALIZED WITH CANTONAL SERVICES (%)



COOPERATION WITH PUBLIC EMPLOYMENT SERVICES IN FBIH

SATISFACTION RATING FOR COOPERATION BY SERVICES
(ON THE SCALE FROM ON 1 – IN FULL AGREEMENT, TO 5 – COMPLETELY DISAGREE)



8. COOPERATION WITH PUBLIC EMPLOYMENT SERVICES IN THE FEDERATION OF BIH

When it comes to the modality of looking for new workers and mediation in employment, the surveyed employers, with a multiple choice of offered answers, stated that most often they look for workers through personal contacts (36%), while 20% use public employment services. Employment mediation services through public employment services are mostly used by the surveyed employers in the Bosnia-Podrinje Canton (87% of the total respondents in the canton), followed by Posavina Canton (57%), Herzegovina-Neretva Canton (55%) and Central Bosnia Canton (48 %). It should be noted here that this is a random sample which represents all employers, not just those which cooperated with the Federation Employment Service and cantonal employment services. In addition to the above, 12% of the total surveyed employers mention advertising in the media, and 9% use social networks and their own databases.

Table 54: How to look for new workers

Canton	O1	O2	O3	O4	O5	O6	O7	O8	O9
Una-Sana Canton	32	71	16	16	15	4	0	13	1
Posavina Canton	16	21	10	3	7	1	0	5	0
Tuzla Canton	79	170	35	39	35	5	6	45	5
Zenica-Doboj Canton	76	129	47	34	39	1	4	29	1
Bosnian-Podrinje Canton	14	13	3	1	1	0	0	1	0
Central Bosnian Canton	56	92	24	20	20	4	2	38	3
Herzegovinian-Neretva Canton	69	94	31	13	17	11	4	16	1
West Herzegovina Canton	13	51	27	15	10	4	5	32	0
Sarajevo Canton	138	244	91	60	66	65	5	24	14
Canton 10	17	28	6	10	7	1	0	16	0
Federation of BiH	510	913	290	211	217	96	26	219	25
%	20%	36%	12%	8%	9%	4%	1%	9%	1%
O1 – Through the mediation of the employment bureau					O5 – Using social networks				
O2 – Personal contacts					O6 – Through private employment agencies				
O3 – Through the media					O7 – Through educational institutions				
O4 – Via the company's website					O8 – Using your own database				
					O9 – Other				

In the context of cooperation with cantonal employment services, out of 712 employers who answered this question, most employers (35%) pointed out that they participated in the implementation of employment co-financing programs, followed by information on labour supply (20%) and job advertising (20%). Employment mediation services of the required workforce profile were used by 16% of the surveyed employers.

Table 55: Form of cooperation achieved with cantonal employment services

Canton	O1	O2	O3	O4	O5	O6	O7	O8	O9	O10
Una-Sana Canton	5	5	1	0	15	1	0	0	2	1
Posavina Canton	5	15	4	6	7	0	0	0	4	0
Tuzla Canton	9	14	11	0	26	0	0	1	1	1
Zenica-Doboj Canton	30	32	28	5	44	2	1	2	0	3
Bosnian-Podrinje Canton	3	2	5	0	15	0	0	0	0	0
Central Bosnian Canton	19	26	16	2	28	1	4	1	3	0
Herzegovinian-Neretva Canton	18	26	13	1	18	0	0	2	8	1
West Herzegovina Canton	7	2	3	1	16	0	0	0	0	0
Sarajevo Canton	34	19	27	2	63	1	4	2	0	4
Canton 10	8	4	4	1	15	0	0	1	1	0
Federation of BiH	138	145	112	18	247	5	9	9	19	10
%	19%	20%	16%	3%	35%	1%	1%	1%	3%	1%

O1 – Advertising vacancies

O2 – Information on labour supply

O3 – Mediation in hiring the required workforce profile

O4 – Labour force selection

O5 – Participation in employment co-financing programs

O6 – Participation in additional, additional training, retraining programs

O7 – Participation in the employment fair

O8 – Legal aid

O9 – Resolving redundancies

O10 – Other

Reviewing cooperation with the cantonal employment services, and satisfaction with the services they provide, on a scale from 1 (completely dissatisfied) to 5 (completely satisfied), the following table shows the average ratings for each of the services.

Table 56: Assessment of satisfaction with the cooperation achieved with the cantonal employment services

Canton	O1	O2	O3	O4	O5	O6	O7	O8	O9	Average
Una-Sana Canton	4,75	4,75	4,27	4,65	4,33	4,55	3,75	4,00	4,25	4,37
Posavina Canton	4,65	4,80	4,80	4,20	3,90	4,75	2,70	4,35	4,47	4,29
Tuzla Canton	4,56	4,41	4,06	4,21	3,88	3,97	4,16	4,08	4,21	4,17
Zenica-Doboj Canton	4,21	4,10	3,95	3,79	3,04	3,57	3,38	3,63	3,77	3,72
Bosnian-Podrinje Canton	4,94	4,94	4,88	4,94	4,81	4,88	4,56	4,75	4,63	4,81
Central Bosnian Canton	4,66	4,53	4,22	4,29	3,67	4,00	3,77	4,04	4,05	4,14
Herzegovinian-Neretva Canton	4,77	4,56	4,55	4,03	3,96	4,44	3,89	4,55	4,37	4,35
West Herzegovina Canton	4,61	4,33	4,43	4,82	4,23	4,61	4,33	4,63	4,70	4,52
Sarajevo Canton	4,32	4,09	3,95	4,34	3,86	4,20	4,00	3,85	3,91	4,06
Canton 10	4,83	4,44	4,33	4,50	3,91	4,47	3,27	4,00	3,73	4,16
Federation of BiH	4,63	4,50	4,34	4,38	3,96	4,34	3,78	4,19	4,21	4,37

O1 – Information on services

O2 – Employment mediation

O3 – Labour force selection

O4 – Offer of measures / programs for co-financing employment

O5 – Training program offer

O6 – Promptness in fulfilling contractual obligations

O7 – Participation in the employment fair

O8 – Legal aid

O9 – Support in solving the problem of redundancy

The Employment Service of Bosnia-Podrinje Canton received the highest average grade in all assessed parameters (4.81). The surveyed employers rated the service information service (4.63), employment mediation service (4.50) and offer of active employment policy measures / programs (4.38). Information on services was rated with grade 5 (completely satisfied) or grade 4 (satisfied) by 91% of the surveyed employers, mediation services by 89% and offer of active employment policy measures / programs by 85% of the surveyed employers.

Table 57: Participation of employers who rated certain forms of cooperation with cantonal employment services with 4 (satisfied) and 5 (completely satisfied)

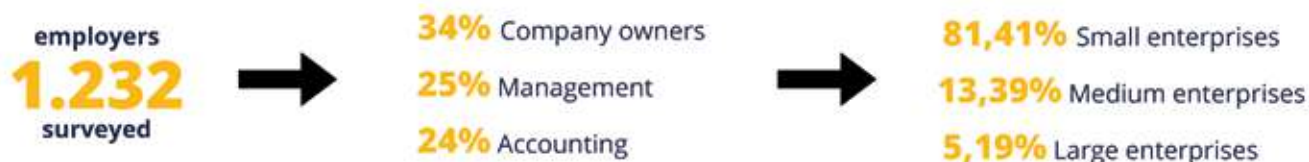
Canton	O1	O2	O3	O4	O5	O6	O7	O8	O9	Average
Una-Sana Canton	88%	92%	82%	88%	78%	91%	63%	71%	75%	81%
Posavina Canton	90%	90%	95%	70%	50%	95%	95%	70%	74%	81%
Tuzla Canton	93%	89%	76%	83%	69%	76%	80%	70%	79%	79%
Zenica-Doboj Canton	76%	79%	67%	66%	40%	55%	44%	48%	60%	59%
Bosnian-Podrinje Canton	100%	100%	94%	100%	94%	100%	81%	82%	76%	92%
Central Bosnian Canton	95%	88%	78%	78%	62%	80%	61%	68%	76%	76%
Herzegovinian-Neretva Canton	95%	88%	93%	81%	58%	81%	61%	95%	75%	81%
West Herzegovina Canton	94%	93%	86%	100%	85%	94%	89%	88%	90%	91%
Sarajevo Canton	88%	77%	69%	84%	58%	78%	60%	46%	57%	69%
Canton 10	94%	94%	93%	100%	55%	88%	36%	57%	45%	74%
Federation of BiH	91%	89%	83%	85%	65%	84%	67%	70%	71%	78%



GENERAL DATA FROM THE RESEARCH

CONCLUSION

SAMPLE



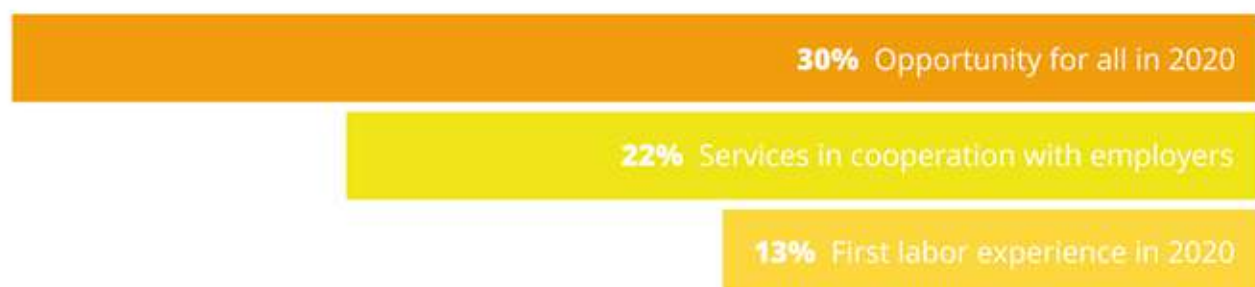
CHANGES IN THE NUMBER OF WORKERS IN 2020



ARE YOU SATISFIED WITH THE QUALITY OF QUALIFICATIONS, KNOWLEDGE AND SKILLS OF THE WORKERS



MOST FREQUENTLY USED ACTIVE EMPLOYMENT POLICY MEASURES



CONCLUSION

NEEDS FOR RECRUITMENT IN 2021

52%

of employers are of the opinion that they will need to recruit

PROFESSIONAL QUALIFICATIONS

- 9% Unqualified, primary school level qualifications, semi-qualified
- 62% Qualified, highly qualified
- 16% Secondary school qualifications
- 13% University level qualifications

INDUSTRIES

- 43% Manufacturing industry
- 22% Trade
- 7% Information and communication
- 7% Construction

MANNER OR RESOLVING REDUNDANCIES

61,82%



Termination of labor contract

12,73%



Redeployment on another job with the same employer

7,27%



Reduction of working hours

7,27%



Cooperation with cantonal employment services

TRAINING FOR UNEMPLOYED PERSONS

31%



23%



17%



21%

of employers are ready to provide training for unemployed persons

- are ready to offer compensation to unemployed persons during training in the amount of **BAM 100-200**
- are ready to offer compensation to unemployed persons during training in the amount of **BAM 200-300**
- are ready to offer compensation to unemployed persons during training in the amount of up to **BAM 100**

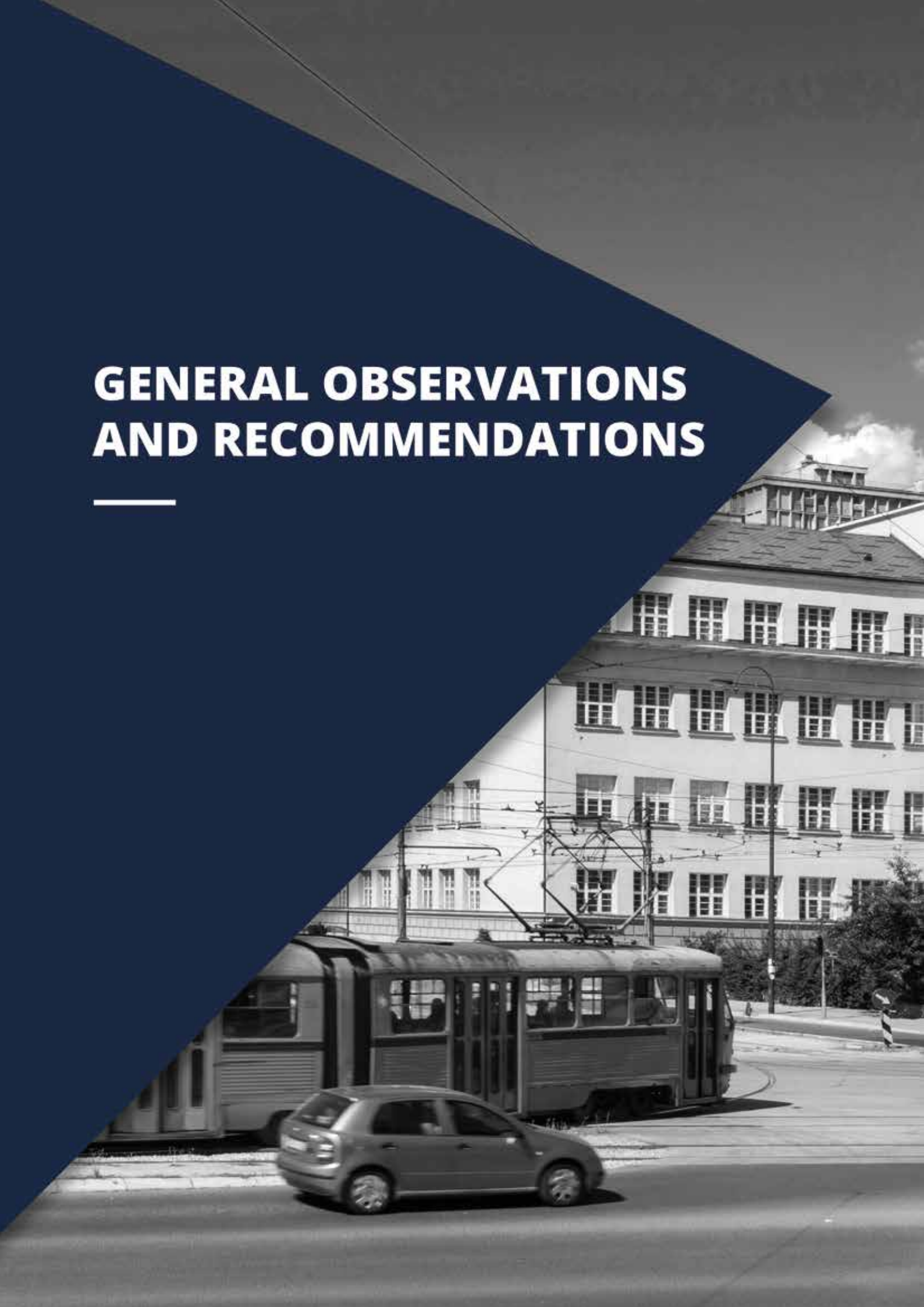
9. GENERAL DATA FROM THE RESEARCH

- Research of labour market trends (survey of employers) in the Federation of BiH as a regular activity was conducted by the Federation Employment Service and cantonal employment services in the period 11-29 January 2021;
- The survey of employers needs included 1,232 employers registered in the Federation of BiH with five or more employees (199 more than last year), of which 639 or 52% expressed the need to employ 4,560 workers in 2021, which is 168 less than in the last year's survey;
- Most surveyed companies are those that have been operating for more than 20 years (42%), and 4% are those that have been operating for less than three (3) years;
- Employers from the sample employed 75,100 workers at the time of the survey, or 14.4% of the total employees in the Federation of BiH in December 2020 - by gender 54% of men and 46% of women, and a significant majority of workers (70.40%) had a permanent employment contract. Of the total number of employees in the surveyed employers, 1,852 workers or 2.4% were older than 60 years;
- The largest number of surveyed employers are limited liability companies (80%), followed by crafts (11%);
- There is an evident decline in the volume of business with the majority of surveyed employers in 2020 (43%), as well as a decline in financial effects (43%). Only 26% of the surveyed employers had an increase in the volume of business, and only 24% of employers had an increase in the financial effects of their operations, which is a decrease of more than 35% compared to last year. Wage growth in 2020 is recorded by 24% of employers, mostly up to 10%;
- In 2020, the surveyed employers recorded a negative result between employers and workers whose employment was terminated. There were 4,076 new employees (40%), and 6,058 (60%) terminations. A total of 129 or 10% of the surveyed employers stated that they knew that workers whose employment had been terminated left Bosnia and Herzegovina, and 126 or 10% of employers stated that employees had returned to employment after previous dismissal;
- Regarding the response to the COVID-19 crisis, employers mainly applied part-time work (21%). A total of 16% of employers opted for the introduction of shift work, 15% of employers did not take any measures, and 1% of employers stopped working completely;
- Dissatisfaction with the quality of qualifications, professional knowledge and skills of employees during the survey was expressed by 182 employers or 15%;
- Employers expressed the greatest dissatisfaction with the lack of practical work during education (31%), and 23% of employers believe that the acquired qualifications of workers do not meet the needs of employers. This suggests that the activities of public employment services have to co-finance vocational training, development and training, but also a need for closer cooperation between the business sector and educational institutions;
- Active employment policy measures were used by 25% of the surveyed employers, who employed 807 people on the basis of these measures. They mostly used the following measures: Opportunity for all 2020 (30%), Service in cooperation with employers 2020 (22%), First work experience intended for young people without work experience (13%) and Employment of women 2020 (9%). The general rating of satisfaction with the measures is 4.53, which can be considered a considerably good rating;
- During the survey, 301 employers or 24% stated that at the time of the survey there was a shortage of workers of a certain profile and problems in hiring workers. As a significant reason for the lack of workers, from the domain of social factors, on a scale of 1 to 5, employers mostly point out high taxes and contributions and general economic conditions (average score 3.56). When it comes to factors related to individuals, the largest number of employers cite the lack of staff with the required occupation (average grade 3.94) and staff with knowledge and skills needed for the job (average grade 3.90) as the reason for the lack of workers, which indicates a chronic problem of mismatch between supply and demand in the labour market. In addition to the above, as a limiting factors related to individuals, employers point out the following: lack of necessary work experience (3.77) and lack of interest of individuals for work in a particular job (3.27);
- Regarding job candidates, employers expressed the greatest dissatisfaction with the lack of technical and professional knowledge

and skills, and the lack of self-initiative and creativity of job candidates. Employers also point out dissatisfaction with the lack of IT, organizational, analytical and planning skills among job candidates;

- Out of a total of 1,232 surveyed employers, 639 (52%) expressed the need to employ a total of 4,560 workers in 2021, 66% of which refer to newly created jobs and 34% to vacant positions;
- Most employers estimate that in 2021 they will have an increase in business volume (57%) as well as an increase in financial effects (56%), and wage growth is foreseen by 43% of employers, mostly up to 10%;
- The highest expressed need for employment of new workers in 2021, in relation to the total number of required workers in the Federation of BiH, is expressed in the Sarajevo Canton (13%), Tuzla (9%) and Zenica-Doboj Canton (8%);
- The greatest needs for new employment are expressed for occupations in manufacturing (43%), trade (22%) and Information and communication (7%);
- According to education, the surveyed employers expressed the greatest needs for workers with three-year secondary education (skilled and highly skilled workers), 62%. This is followed by the demand for workers with four-year secondary education (SSS), 16%, and workers with higher education (VSS), 13%;
- According to the needs employers stated in this research, the most sought-after occupations with secondary education in 2021 are: salesman, seamstress, driver, locksmith, welder, shoemaker, security guard, carpenter, butcher, call centre operator, pastry cook;
- According to the needs employers stated in this research, the most sought-after occupations with higher education are: IT expert, mechanical engineer; civil engineer, electrical engineer, economist, architect, graphic designer, master of pharmacy, commercialist, veterinarian;
- Regarding the readiness of employers to hire unemployed persons from one of the more difficult-to-employ categories in 2021, with the possibility of choosing more categories, the largest number expressed readiness to employ young people without work experience (22%), followed by women (20%), those older than 40 years (17%), demobilized soldiers and unskilled workers (9% each) and persons with disabilities (6%);
- The need for additional training of workers in accordance with their plans to introduce changes in technology and work organization was stated by 411 employers, i.e. 33% of the respondents. The majority of employers stated the need for additional training of workers in specific jobs in their workplace (45%). A large number of employers stated the need for additional training and retraining (17%), followed by the need for IT skills - computer work (16%);
- In the context of the possibility of organizing practical classes, 433 employers or 35% of the total surveyed employers have the opportunity and are ready to accept students for practical classes, with 22% willing to allocate reimbursement up to 100 KM, 29% from 100 to 200 KM, 19% from 200 to 300 KM and 9% more than 300 KM, mostly for the following occupations: economist, waiter, cook, salesman, car mechanic, locksmith, seamstress, administrative worker, driver, veterinarian, reinforcement, economic technician and treasurer. A total of 21% of employers are not willing to allocate funds to compensate students for internships;
- In the context of the possibility of organizing training for unemployed persons, 243 employers or 20% of surveyed employers have the possibility and are ready to provide conditions for training of unemployed persons, with 17% willing to allocate reimbursement up to 100 KM, 31% from 100 to 200 KM, 23% from 200 to 300 KM and 17% more than 300 KM, mostly for the following occupations: economist, waiter, cook, salesman, car mechanic, mechatronics - CNS operator, computer scientist, electrician, hairdresser, carpenter, seamstress, locksmith, administrative worker;
- With the possibility of listing more options, the surveyed employers point out that they most often look for new employees through personal contacts (36%), followed by public employment services in the form of employment mediation (20%), advertising in the media (12%), and 9% each using social networks and their own database;
- In the context of cooperation with cantonal employment services, employers mostly point out that they cooperate within the participation in the implementation of employment co-financing programs (35%), information about labour supply (20%), advertising vacancies (19%) and employment mediation (16%).

GENERAL OBSERVATIONS AND RECOMMENDATIONS



10. GENERAL OBSERVATIONS AND RECOMMENDATIONS

- The results presented in this report were collected in January 2021, and should be viewed in the context of the overall social situation and the consequences caused by the COVID-19 pandemic;
- Following the declaration of a pandemic by the World Health Organization, in order to prevent the spread of the virus and serious health consequences for the population, the Government of the Federation of BiH adopted a Decision declaring a state of disaster caused by corona virus (COVID-19) in the Federation of BiH (V number: 408 / 2020 of March 18, 2020), and the Federation Civil Protection Headquarters issued a series of orders, including restriction of movement, as well as the suspension of certain activities to suspend work;
- Catering and hotel industry is the first line of business that felt the consequences in February 2020, given the smaller number of tourists and cancelled overnight stays of tens of thousands of guests from countries affected by the pandemic, but also other countries where pandemic protection measures were introduced. In addition to the catering and hotel sector, employers from the manufacturing industry (especially exporters, manufacturers of furniture, automotive parts, textile industry), transport sector, but also small and micro enterprises and craftsmen;
- In accordance with the law, during 2020 public employment services had to determine priorities for funds for material and social security of unemployed persons (cash benefits during unemployment), in order to mitigate the consequences of the coronavirus pandemic in the labour market, and in 2020, due to the increase in the number of beneficiaries of unemployment benefits (by 35% annually) temporarily suspended the implementation of active employment policy measures;
- After the priorities established by the law, it is necessary to implement measures to co-finance employment and training (in order to prevent long-term unemployment, preserve and improve the working abilities of unemployed persons). Also, it is necessary to consider the implementation of a measure that would include the beneficiaries of cash benefits at an early stage for their faster return to the labour market, and continue to provide support through co-financing self-employment and on-the-job training for specific jobs in accordance with employers' needs;
- Based on the needs of the employers stated in this research (both from the aspect of demand for workers of certain occupations and from the aspect of required knowledge and skills), stronger contacts with employers need to be initiated in order to prompt action and effective mediation in employment of workers with occupations for which employers have expressed a need for. In accordance with the expressed needs, the measures of active employment policy need to be adjusted, especially the measure focused on on-the-job training in situations when the worker with the required occupation is not in the register of unemployed persons;
- Based on the expressed readiness of employers to organize practical classes for secondary school and university students, it is necessary to initiate local partnerships for employment and strengthen the dialogue between employment services, employers and educational institutions, which would agree on the solutions at the local and cantonal level regarding enrolment policies, curricula, organization of practical classes in business companies and other issues related to education and the labour market;
- In accordance with the above, in the forthcoming period, as far as possible, it is necessary to continue examining the trends and needs in the labour market, and maintain the focus on employers from the private sector. The next survey of employers will cover issues related to the key needs of employers to maintain and increase employment as well as issues related to the necessary knowledge and skills of workers, and use all available sources of information from other institutions;
- Regularly monitor trends in the labour market (labour needs, layoffs, vulnerable activities, etc.) and provide an adequate software solution for entering and processing survey data;
- Submit research results to Federation and cantonal governments, as well as relevant ministries and institutions and other interested organizations;
- Improve employment mediation services in employment services (advertising vacancies, contacting employers, profiling, selection of candidates...) and use / improve technolog-

ical solutions within the information system for performing these activities and regular statistical reporting;

- Improve communication with employers in analysing current problems with the aim of finding opportunities to support public employment services, improve cooperation and

mitigate the consequences of the COVID-19 pandemic;

- Continue training of interviewers and labour market research coordinators in cantonal employment services.



ANNEX TO THE LABOR MARKET RESEARCH REPORT

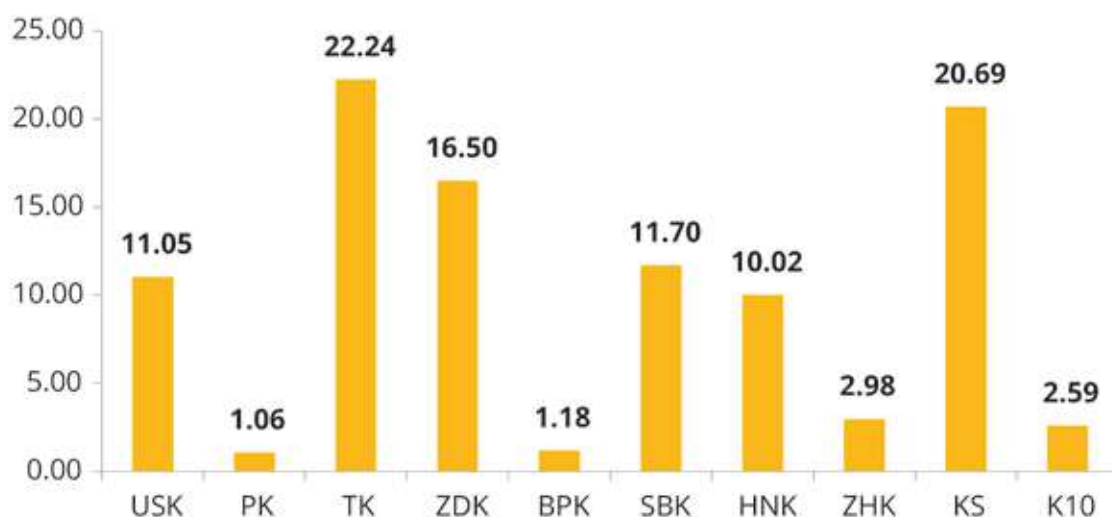


OVERVIEW OF THE NUMBER OF PUPILS IN SECONDARY SCHOOLS IN FBiH

% OF PUPILS IN SECONDARY SCHOOL BY CANTON

66.980

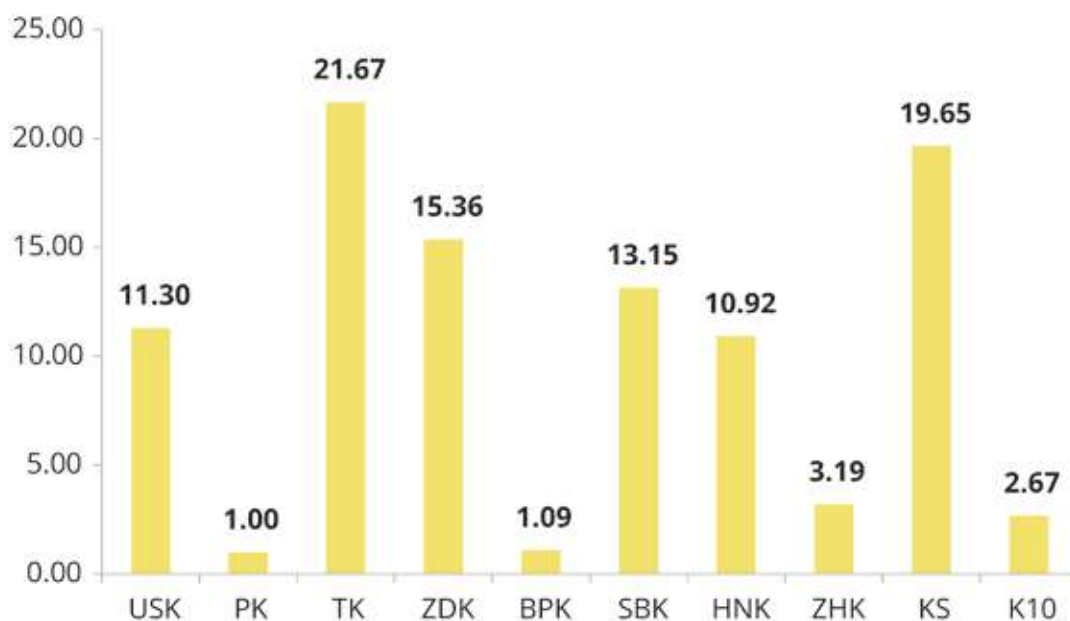
pupils in secondary schools in FBiH



% OF PUPILS ENROLLED IN THE FIRST GRADE OF HIGH SCHOOL BY CANTON

18.595

pupils enrolled in the first grade of secondary school in FBiH

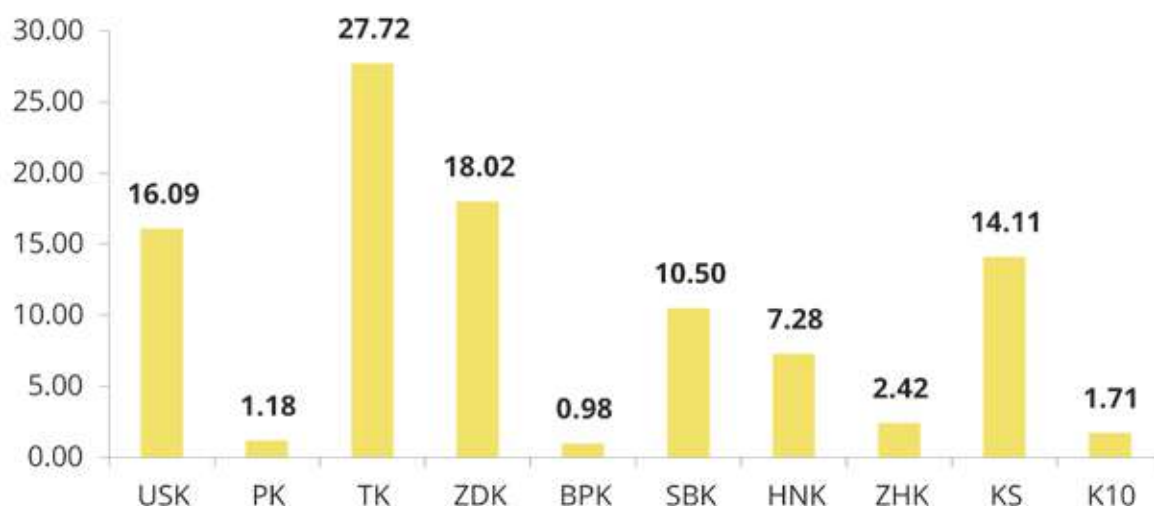


OVERVIEW OF THE NUMBER OF PUPILS IN SECONDARY SCHOOLS IN FBiH

% OF PUPILS IN THREE-YEAR SECONDARY SCHOOLS BY CANTON

13.948

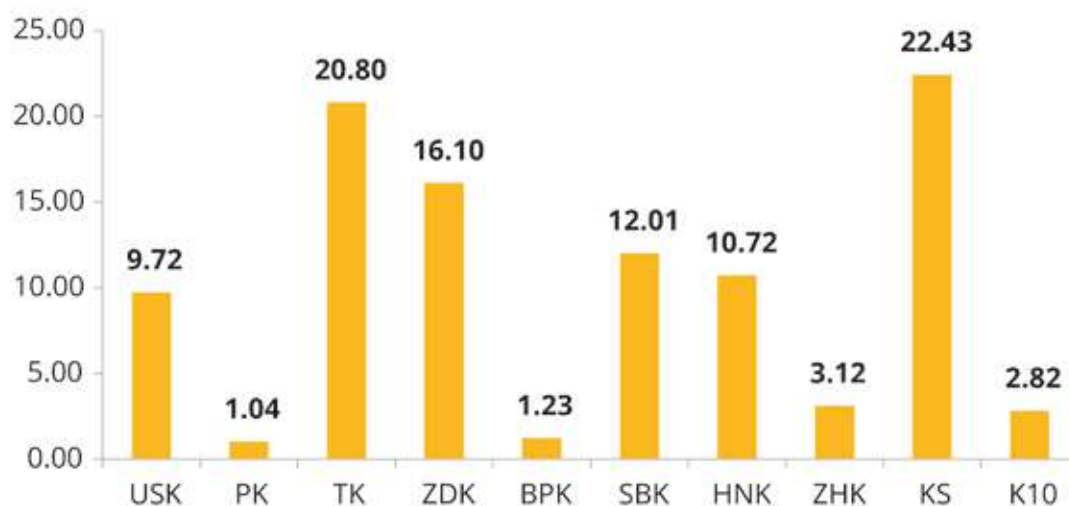
pupils in three-year secondary schools in FBiH



% OF PUPILS IN FOUR-YEAR SECONDARY SCHOOLS BY CANTON

53.019

pupils in four-year secondary schools in FBiH



OVERVIEW OF THE NUMBER OF STUDENTS IN SECONDARY SCHOOLS IN THE FEDERATION OF BIH IN THE SCHOOL YEAR 2020/2021 BY MAJORS

In order to see a broader picture of the labour market developments, in addition to collecting information through a survey of employers, information related to the education sector, specifically secondary education, was also collected.

During the preparation of the labour market research and employers' surveys, the Federal Employment Service requested from the cantonal ministries of education data on secondary schools, majors studied in these schools, the total number of students attending these courses and the number of students enrolled in these schools in 2020/21.

After receiving the requested data from the cantonal ministries of education, the Federal Employment Service, in addition to the Labour Market Research Report, prepared an overview of the received data. According to the available information, this is the first time that data on secondary schools, majors and the total number of students attending these classes can be viewed in one place, with a separate number of students enrolled in the 2020/21 school year.

The above information is extremely important for students in the final grade of primary school when choosing occupations and enrolment in secondary schools, and in a broader sense indicates trends in labour supply in the labour market. These data can be compared with the most numerous occupations on the records of employment services, as well as with the data on the demand for workers expressed by employers.

Enrolment policy dictates the supply of labour, its quality and quantity, and on the other hand information related to labour demand should influence the enrolment policy, primarily through indicators of surplus and deficit occupations, required knowledge and skills for certain jobs, and the willingness of employers to cooperate in organizing practical classes, which should be taken into account when developing curricula and determining enrolment policy in educational institutions.

Synergistic action and continuous dialogue of educational institutions, employment agencies and employers, both at the local and higher level, can certainly avoid adverse effects on the labour market and indirectly positively affect the social and employment status of residents in terms of improving employability versus real and potential opportunities.

Canton	Town-municipality	Name of the school	Qualification title/occupation (major)	Qualification level - degree	The number of students enrolled in the first grade in the school year 2020/21	The total number of students enrolled in this field in the school year 2020/21	TOTAL ENROLLED IN FIRST GRADE IN SCHOOL	TOTAL STUDENTS AT SCHOOL
USK	BIHAĆ	Public Institution Gymnasium Bihać	Gymnasium graduate	IV	110	408	110	408
		PI Medical School Bihać	EU VET Medical Technician	IV			150	674
			General laboratory technician	IV	150	674		
			General chemical technician	IV				
		PI Mixed High School Bihać	Economic technician - commercial direction of EU VET	IV	0	21	60	245
			Economic Technician - Banking and Insurance, EU VET	IV	20	42		
			Economic technician - financial direction EU VET	IV	0	17		
			EU VET tourism technician	IV	19	76		
			Waiter / chef	III	0	21		
			Merchant	III	0	33		
			Chef EU VET	III	21	35		
		PI Mechanical-traffic mixed high school Bihać	Mechanical technician programmer CNC machine	IV	24	88	128	403

				Road traffic technician	IV	25	98		
				Gas and plumber	III	18	54		
				Auto mechanic	III	21	61		
				The driver of motor vehicles	III	21	67		
				CNC operator	III	19	36		
			PI Mixed electrical and wood processing high school Bihac	EU VET computer technician	IV	39	175	83	368
				EU VET Information Technology Technician	IV	25	47		
				EU VET Electricity Technician	IV	0	24		
				EU VET Electronics Technician	IV	0	63		
				Electrician	III	19	59		
			PI Art School Bihac	A general musician	IV	8	28	20	64
				A soloist on an instrument	IV	7	18		
				Art technician for applied painting	IV	5	18		
BOSANSKA KRUPA			PI Gymnasium Bosanska Krupa	General Gymnasium	IV	20	66	20	66
			PI Mixed High School "Safet Krupic" Bosanska Krupa	Forestry technician	IV	0	36	105	397

			Wood processing technician-designer CNC programmer EU VET	IV	17	75		
			Mechanical technician for computer design	IV	21	90		
			Mechanical technician programmer CNC machine	IV	25	77		
			Carpenter	III	20	38		
			Installer of central heating	III	10	24		
			Gas and plumber	III	0	27		
			Welder	III	12	30		
	MUNICIPALITY BOSANSKI PETROVAC	PI Mixed High School Bosanski Petrovac	Gymnasium	IV	15	72	57	203
			EU VET Economic Technician	IV	25	41		
			Forestry technician	IV	0	46		
			CNC operator	III	17	31		
			Commercial	III	0	13		
	BUŽIM	PI Mixed High School "Bužim"	Gymnasium	IV	20	70	20	70
			Mechanical technician for computer design	IV	25	94	136	354
			Agricultural technician	IV	11	35		
			Installer of central heating	III	23	23		
			Textile confectioner-tailor	III	9	26		
			EU VET dealer	III	25	65		

			Auto mechanic	III	22	45	
			Locksmith	III	0	24	
			Gas and plumber	III	21	42	
CAZIN	PI Gymnasium Cazin		PI Gymnasium Cazin	IV	54	256	54
	JU I Srednja škola Cazin		EU VET computer technician	IV	25	97	297
			Mechanical technician for computer design	IV	25	93	
			Mechanical technician programmer CNC machine	IV	24	98	
			Road traffic technician	IV	25	99	
			Textile confectioner-tailor	III	18	45	
			The driver of motor vehicles	III	23	76	
			Locksmith	III	14	53	
			Tinsmith	III	16	16	
			Auto mechanic	III	26	52	
			Central heating / gas and plumber	III	27	27	
			EU VET CNC machine operator	III	24	24	
			Electrician	III	24	69	
			Hairdresser	III	26	84	
	PI II High school Cazin		Economic technician	IV	25	91	156
			Business - legal technician EU VET	IV	23	98	
			EU VET architectural technician	IV	25	69	

		EU VET construction technician	IV	0	30	
		Catering technician EU VET	IV	18	78	
		EU VET tourism technician	IV	19	81	
		EU VET dealer	III	16	55	
		Chef EU VET	III	19	68	
		Ceramist	III	11	11	
		Masonry-facade-insulator	III	0	11	
		Religious school	IV	53	219	219
KLJUČ	PI Madrasa "Džemaludin Čaušević" Cazin					
	PI Mixed secondary school "Pr. Omer Filipović" Ključ	Gymnasium	IV	15	63	241
		Economic Technical School	IV	0	49	
		Mechanical Engineering School	IV	0	50	
		Wood processing technician-designer CNC programmer EU VET	III	36	56	
		Waiter	III	14	14	
		Textile vocational school tailor EU VET	III	0	9	
SANSKI MOST	PI Gymnasium Sanski Most	Gymnasium	IV	21	77	77

		PI Mixed High School Sanski Most	Mechanical technician programmer CNC machine	IV	25	105	167	635
			Medical technician	IV	25	134		
			EU VET Power Technician	IV	0	67		
			EU VET Economic Technician	IV	21	43		
			Road traffic technician	IV	27	55		
			Electrician	IV	0	45		
			Waiter EU VET	III	0	10		
			CNC operator	III	0	26		
			Auto mechanic	III	26	47		
			Hairdresser	III	0	47		
			Seller	III	20	20		
			Locksmith	III	23	36		
		PI Agricultural High School	EU agricultural technician VET-phytopharmacist	IV	8	27	16	78
			Agricultural technician	IV	0	16		
			Veterinary technician	IV	8	35		
	VELIKA KLADUŠA	PI Gymnasium Velika Kladuša	General major	IV	38	201	38	201
		PI and High school "Dr. Husein Džanić" Velika Kladuša	Road traffic technician	IV	25	95	175	517
			Mechanical technician for computer design	IV	25	98		
			The driver of motor vehicles	III	25	51		
			Auto mechanic	III	25	71		

				Gas and plumber	III	25	69	
				Installer of central heating	III	25	80	
				Electrician	III	25	53	
				Locksmith	III	0	0	
			PI II secondary school Velika Kladuša	Economic technician	IV	25	93	497
				Business Law technician	IV	25	94	
				EU VET food technician	III	25	44	
				EU VET agricultural technician	III	0	18	
				EU VET dealer	III	25	75	
				Chef EU VET	III	25	70	
				EU VET baker	III	25	67	
				Fruit-grower-wine-maker	III	20	36	
USC TOTAL							2101	7398
PC		ORAŠJE	School centre fra. M Nedić Orašje	Economic technician financial accounting department	IV	24	91	136
				Economic technician - commercial direction	IV	22	22	
				Business and legal direction	IV	0	23	
			Vocational high school Orašje	Electrical technician	IV	25	100	311
				Agricultural technician	IV	0	62	
				Medical technician	IV	25	74	

CNC operator		III	25	50	
	Waiter	III	0	12	
	Cook	III	0	13	
ODŽAK	High school Pere Zečevića Odžak	IV	25	45	266
	Computer technician			65	
	Agricultural technician	IV	20	37	
	Mechanical technician	IV	0	24	
	Economic technician computer science	IV	0	21	
	Business Law technician	IV	0	26	
	Textile technician-clothing designer	IV	0	24	
	CNC operator	III	20	20	
	Business Secretary	III	0	20	
	Locksmith	III	0	16	
	Florist-gardener	III	0	12	
	Electrician	III	0	21	
PK UKUPNO				186	713
TC	BANOVIĆI	IV	20	81	658
	PI Mixed High School Banovići				
	Gymnasium	IV	25	107	
	Economic technician	IV	25	97	
	Power technician	IV	26	38	
	Mechanical technician for computer design	IV	0		
	Mechanical technician operator for CNC machines	IV	20	16	
	Mechanical technician	IV	0	0	
	Nurse technician	IV	26	86	

			Mining technician	IV	0	33	
			Merchant	III	14	48	
			Electrician	III	0	7	
			Electro mechanic	III	22	51	
			Welder	III	19	59	
			Auto mechanic	III	0	0	
			The driver of motor vehicles	III	0	12	
			Surface mine mining mechanic	III	0	23	
ČELIĆ	PI Mixed High School Čelić		Business Law technician	IV	17	64	203
			Economic technician financial computer department	IV	0	8	
			Nurse technician	IV	0	35	
			Food processor	III	7	30	
			Auto mechanic	III	10	27	
			Welder	III	13	39	
			Gas and plumber	III	0	0	
			Tinsmith	III	0	0	
			Installer of central heating	III	0	0	
DOBOJ EAST	PI Mixed High School Doboj East		Gymnasium - general gymnasium	IV	14	66	333
			Economic technician	IV	11	26	
			Power technician	IV	25	89	
			Food technician	IV	0	23	
			Motor vehicle driver	III	35	93	
			Merchant	III	11	11	

GRAČANICA		Tailor	III	0	25		
	PI Gymnasium Dr. "Mustafa Kamarić" Gračanica	General gymnasium	IV	35	183	60	252
		IT Gymnasium	IV	25	69		
	PI Mixed High School Gračanica	Mechanical technician for computer design	IV	25	75	395	1420
		Mechanical technician operator for CNC machines	IV	28	122		
		Mechatronics technician	IV	0	20		
		Power technician	IV	25	61		
		Economic technician in the field of finance and computer science	IV	19	73		
		Business Law technician	IV	22	56		
		Banking and insurance	IV	0	21		
		Nurse technician	IV	27	98		
		Dental technician	IV	25	78		
		Pharmaceutical technician	IV	20	85		
		Dental nurse technician	IV	0	26		
		Tourist technician	IV	0	11		
		Road safety technician	IV	26	102		
		Construction technician	IV	25	51		

	Architectural technician	IV	0	32	
	Auto mechanic	III	26	59	
	Welder	III	24	73	
	Electro mechanic	III	0	21	
	Electrician	III	27	53	
	Hairdresser	III	27	85	
	Merchant	III	16	38	
	Cook	III	0	39	
	The driver of motor vehicles	III	20	58	
	Tailor	III	13	35	
	Terrace potter	III	0	25	
	Mason	III	0	7	
	Auto electrician	III	0	16	
	Locksmith	III	0	0	
GRADAČAC	PI Gymnasium "Mustafa Novalić" Gradačac	IV	49	240	240
	Mechanical technician for computer design	IV	0	63	342
	Mechanical technician operator for CNC machines	IV	28	58	
	Nurse technician	IV	25	151	
	Textile technician-clothing designer	IV	21	86	
	Agricultural technician	IV	24	30	
	Food technician	IV	0	62	
					1164

			Architectural technician	IV	31	55		
			Construction technician	IV	0	24		
			Economic technician	IV	30	79		
			Computer technician	IV	25	67		
			Power technician	IV	24	67		
			Metal turner	III	13	49		
			Auto mechanic	III	18	69		
			Locksmith	III	9	19		
			The driver of motor vehicles	III	14	28		
			Car body shop	III	0	6		
			Tailor	III	23	60		
			Fruit-grower	III	26	58		
			Milk processor	III	0	10		
			Electrician	III	14	45		
			Cook	III	0	33		
			Auto electrician	III	17	45		
			Baker	III	0	0		
			Florist	III	0	0		
	PI Mixed High School Kalesija		Gymnasium	IV	0	15	177	613
			Mechanical technician operator for CNC machines	IV	16	68		
			Mechanical technician for computer design	IV	15	43		
			Veterinary technician	IV	19	52		
			Economic technician	IV	18	45		

			Nurse technician	IV	32	126	
			Auto mechanic	III	18	52	
			Installer of central heating	III	11	43	
			Hairdresser	III	24	74	
			Welder	III	14	58	
			Merchant	III	10	37	
			Baker	III	0	0	
KLADANJ	PI Mixed High School "Musa Ćazim Ćatić"	Kladanj	General gymnasium	IV	7	60	185
			Economic technician	IV	8	42	
			Forestry technician	IV	0	0	
			Welder	III	7	30	
			Auto mechanic	III	7	18	
			Hairdresser	III	9	35	
LUKAVAC	PI Mixed High School Lukavac		General gymnasium	IV	13	68	371
			Nurse technician	IV	61	303	
	PI Mixed Secondary School of Economics and Chemistry Lukavac		Economic technician financial and accounting	IV	0	5	288
			Economic technician of business informatics	IV	18	53	
			Chemical technician in pharmaceutical production	IV	11	71	

		Business Law technician	IV	0	46	
		Hairdresser	III	23	73	
		Merchant	III	4	10	
		Business Secretary	III	8	30	
	PI Mixed Secondary Electro-Mechanical School Luka-vac	Mechanical technician for computer design	IV	0	23	415
		Mechanical technician operator for CNC machines	IV	23	69	
		Road traffic technician	IV	16	70	
		Computer technician	IV	25	63	
		Power technician	IV	0	23	
		Welder	III	15	59	
		The driver of motor vehicles	III	17	52	
		Auto mechanic	III	12	12	
		Electrician	III	17	44	
SAPNA	PI Mixed High School Sapna	General gymnasium	IV	0	0	199
		Mechanical technician for computer design	IV	12	70	
		Agricultural technician	IV	0	0	
		Economic technician financial accounting department	IV	21	84	
		Installer of central heating	III	7	22	
		Welder	III	6	14	

			Ceramist- terrazzo	III	0	9		
SREBRENİK	PI Mixed High School Srebrenica		General gymnasium	IV	20	79	271	1005
			Mechanical technician for computer design	IV	23	90		
			Mechanical technician operator for CNC machines	IV	22	81		
			Agricultural technician	IV	0	0		
			Economic technician financial computer department	IV	16	72		
			Economic technician business informatics	IV	0	12		
			Economic technician commercial direction	IV	0	18		
			Business Law technician	IV	18	75		
			Power technician	IV	0	0		
			Computer technician	IV	27	108		
			The driver of motor vehicles	III	26	83		
			Auto mechanic	III	22	61		
			Welder	III	22	69		
			Locksmith	III	0	10		
			Installer of aluminium and PVC windows and doors	III	0	7		
			Hairdresser	III	25	84		
			Cook	III	10	48		
			Merchant	III	15	62		
			Electrician	III	25	46		

TEOČAK	PI Mixed High School Teočak	Economic technician	IV	9	38	46	149
		Electrical energy technician	IV	14	52		
		Locksmith	III	0	0		
		Welder	III	6	24		
		Auto mechanic	III	5	23		
		Electrician	III	12	12		
TUZLA	PI Gymnasium "Meša Selimović" Tuzla	General gymnasium	IV	69	323	111	478
		Language Gymnasium	IV	0	16		
		Mathematical-Informatics Gymnasium	IV	0	28		
		Gymnasium of information technologies	IV	42	111		
	PI Gymnasium "Ismet Mujezinović" Tuzla	General gymnasium	IV	35	145	78	315
		Pedagogical Gymnasium	IV	0	11		
		Language Gymnasium	IV	11	46		
		Medical Gymnasium	IV	32	113		
	PI Catholic School Center "St. Francis" General Gymnasium	General gymnasium	IV	28	135	28	135
	PI Behram Beg Madrasa Tuzla	Religious school	IV	128	510	128	510

	JPI Secondary School of Economics and Trade Tuzla	Economic technician financial-computer direction	IV	23	57	65	243
		Economic technician commercial direction	IV	10	38		
		Economic technician banking and insurance	IV	9	25		
		Business Law technician	IV	12	65		
		Customs technician	IV	11	58		
		Economic technician business informatics	IV	0	0		
		Merchant	III	0	0		
	PI Secondary Medical School Tuzla	Nurse technician	IV	146	602	317	1179
		Nurse	IV	29	121		
		Pharmaceutical technician	IV	27	114		
		Physiotherapeutic technician	IV	30	119		
		Paediatric nurse	IV	29	86		
		Obstetrician-gynaecological nurse-technician	IV	27	50		
		Dental nurse-technician	IV	29	87		
	PI High School of Music "Č.M."	A general musician	IV	16	45	39	109
		A musician	IV	23	64		

		PI Mixed High School of Electrical Engineering Tuzla	Computer technician	IV	108	338	273	827
		EU VET Electronics Technician	IV	25	78			
		Electric power technician	IV	44	113			
		Mechatronics technician	IV	48	154			
		Electronics telecommunications	III	0	13			
		Auto electrician	III	27	72			
		Electrician	III	21	59			
		PI Mixed Secondary School of Civil Engineering and Geodesy Tuzla	IV	25	88	96	303	
		Construction technician	IV	17	42			
		Geodetic technician	IV	18	45			
		Painting designer	IV	5	24			
		Graphic designer	IV	20	58			
		Terrace potter	III	8	19			
		Masonry-facade-insulator	III	3	12			
		Building envelope insulator	III	0	15			
		PI Mixed Chemical High school Tuzla	IV	15	38	67	303	

				Chemical technician nutritionist	IV	0	25		
				Chemical technician in the pharmaceutical industry	IV	34	148		
				Graphic technician web designer	IV	18	92		
			PI Mixed Secondary Mechanical School Tuzla	Mechanical technician for computer design	IV	21	59	106	381
				Mechanical technician operator for CNC machines	IV	21	116		
				Mechanical technician of automation and robotics	IV	0	16		
				Car mechanic diagnostician	III	21	60		
				Welder	III	22	67		
				Auto mechanic	III	0	0		
				Installer of central heating	III	21	63		
				Gas and plumber	III	0	0		
			PI Mixed Mining High School Tuzla	Geological technician	IV	0	3	11	34
				Mining technician	IV	0	11		
				Surface mine mining mechanic	IV	11	20		
			PI Mixed Secondary Traffic School Tuzla	PI Mixed Secondary Traffic School Tuzla	IV	35	145	117	476

			PTT traffic technician	IV	14	57		
			Road safety technician	IV	36	152		
			The driver of motor vehicles	III	20	77		
			Auto mechatronics	III	12	45		
		PI Mixed High School Tuzla	Veterinary technician	IV	16	56	95	325
			Textile technician	IV	0	0		
			Cosmetic technician	IV	25	93		
			Hairdresser	III	54	150		
			Shoemaker	III	0	0		
			Tailor	III	0	26		
		PI School of Tourism and Hospitality Tuzla	Tourist technician	IV	8	41	45	157
			Waiter	III	0	0		
			Confectioner	III	0	0		
			Cook	III	37	116		
ŽIVINICE		PI Gymnasium Živinice	General gymnasium	IV	60	291	60	291
			IT Gymnasium	IV	0	0		
		PI Mixed High School Živinice	Power technician	IV	51	165	358	1231
			Mechanical technician for computer design	IV	30	114		
			Wood processing technician on CNC machines	IV	0	0		
			Agricultural technician	IV	16	66		
			Forestry technician	IV	15	28		

			Nurse technician	IV	85	343	
			Pharmaceutical technician	IV	0	0	
			Electrician	III	26	81	
			Auto mechanic	III	28	77	
			Electrical technician	III	0	25	
			Welder	III	25	76	
			Installer of central heating	III	0	0	
			Carpenter	III	19	44	
			Upholsterer	III	28	70	
			Fruit-grower-wine-maker	III	0	14	
			Florist gardener	III	10	26	
			Hairdresser	III	25	102	
		PU Richmond Park International Secondary School	General gymnasium	IV	33	103	103
TC TOTAL					4029	14895	
ZDC	BREZA	Gymnasium "Muhsin Rizvić"	Gymnasium	IV	35	133	133
		Mixed Secondary school "Mehmedalija Mak Dizdar"	Electrical electronics technician	IV	22	132	353
			Mining technician	IV	13	72	
			Economic technician	IV	22	84	
			Locksmith	III	0	0	
			Electrician	III	7	7	
			Gas plumber	III	0	0	
			Electromechanic	III	7	7	

			Financial technician	IV	19	67		
			Commercialist	IV	18	60		
			Hotel tourism technician	IV	17	80		
		Medical School Zenica	Nurse technician	IV	110	570	132	680
			Dental technician	IV	22	110		
		Technical School Zenica	Electrical energy technician	IV	0	24	133	510
			Electro computer automation technician	IV	23	90		
			Architectural technician	IV	22	88		
			Road traffic technician	IV	22	93		
			Metallurgical technician	IV	22	43		
			Electrical electronics technician	IV	22	65		
			Mechanical technician for computer control of machines	IV	22	66		
			Geodetic technician	IV	0	41		
		Mixed Secondary School "Mladost"	Mechatronics technician	IV	17	72	173	647
			Textile technician confectioneer	IV	12	76		
			Construction technician	IV	12	66		
			The driver of motor vehicles	III	44	137		
			Terrace potter	III	0	21		

			Concrete reinforcement	III	0	0	0	
			Dry construction fitter	III	0	0	19	
			Masonry-facade-insulator	III	0	0	0	
			Electrician	III	11	11	35	
			Electronic communication	III	11	11	21	
			Hairdresser	III	44	44	131	
			Textile confectioner-tailor	III	22	22	58	
			Electronic mechanic	III	0	0	11	
			Electromechanic	III	0	0	0	
			Electrician	III	0	0	0	
	Mixed Industrial High School		Mechanical energy technician	IV	20	20	55	400
			General chemical technician	IV	10	10	28	
			Mining technician	IV	0	0	24	
			Geological technician	IV	11	11	11	
			Auto mechanic	III	11	11	35	
			Auto electrician	III	11	11	27	
			Car body painter	III	0	0	0	
			Welder	III	22	22	65	
			Installer of central heating	III	0	0	19	
			Gas and plumber	III	11	11	32	
			Locksmith	III	11	11	42	
			Smelter	III	0	0	0	

			Chemical laboratory assistant	III	0	11		
			Geo driller	III	0	0		
			Construction and handling machine operator	III	11	18		
			Miner in underground exploitation	III	0	0		
			CNC machine operator	III	11	22		
			Surface mining operator	III	0	11		
	Mixed High school		Agricultural technician (NPP mode)	IV	11	38	93	370
			Food Technician (NPP mode)	IV	6	33		
			Veterinary technician (NPP mode)	IV	18	58		
			Ecological technician (NPP mode)	IV	0	11		
			Business-legal technician (curriculum mode)	IV	13	80		
			Catering technician (curriculum mode)	IV	6	28		
			Forestry technician (NPP mode)	IV	0	8		
			Chef (modular curriculum)	III	20	61		
			Waiter (modular curriculum)	III	0	0		
			Butcher (modular NPP)	III	5	5		

				Confectioner (modular NPP)	III	7	23		
				Baker (modular NPP)	III	0	0		
				Merchant (modular curriculum)	III	7	25		
			High school for vocational education and work training	PK Candle maker	III	0	9	5	22
				PK Car painter	III	0	4		
				Locksmith	III	0	4		
				PK confectioner textile tailor	III	5	5		
				Skilled confectioner textile tailor	IV	0	0		
				KV locksmith	IV	0	0		
KAKANJ		Gymnasium "Muhsin Rizvić"	Gymnasium		IV	57	290	57	290
		Secondary technical school "Kemal Kapetanović"	Economic technician	IV	22	123	110		440
			Banking technician	IV	0	22			
			Electrical electronics technician	IV	44	114			
			Mechanical technician	IV	22	90			
			Road traffic technician	IV	22	91			
		Mixed High school	Mining technician	IV	9	60	163		527
			Construction technician	IV	11	33			
			Business legal technician mod NPP	IV	22	86			

			The driver of motor vehicles	III	22	60		
			Welder	III	22	66		
			Locksmith	III	12	42		
			Electrician	III	22	64		
			Seller	III	10	23		
			Cook	III	11	23		
			Hairdresser (NPP mode)	III	22	70		
	MAGLAJ	Gymnasium "Edhem Mulabdić"	Gymnasium	IV	43	152	43	152
		Mixed High school	Economic technician	IV	15	49	148	464
			General chemical technician	IV	17	54		
			Electrical energy technician	IV	22	97		
			Road traffic technician	IV	22	46		
			Mechanical technician	IV	20	43		
			Electrician	III	0	15		
			Electromechanic	III	0	24		
			Seller	III	11	11		
			Welder	III	11	37		
			Locksmith	III	11	30		
			Textile confectioner-tailor	III	7	23		
			Hairdresser-Wig maker PK	III	11	25		
			Bookbinder	III	1	1		
			Metal turner		0	0		

VAREŠ		MSS "Nord-bat-2"	Gymnasium	IV	17	50	44	127
			Commercialist	IV	0	0		
			Physiotherapeutic technician	IV	21	38		
			PTT traffic technician	IV	0	7		
			The driver of motor vehicles	III	6	32		
VISOKO		Gymnasium Visoko	Gymnasium	IV	60	314	60	314
		MŠŠ "Hazim Šabanović"	Economic technician	IV	22	111	241	870
			Electrical technician of computer technology and automation	IV	44	187		
			Mechanical technician	IV	0	49		
			Road traffic technician	IV	22	48		
			Textile technician	IV	19	63		
			Construction technician	IV	20	40		
			Hotel tourism technician	IV	21	69		
			Agricultural technician	IV	18	39		
			Seller	III	0	71		
			Hairdresser	III	22	23		
			Locksmith	III	8	34		
			Welder	III	10	42		
			Electromechanic	III	11	17		
			Electrician	III	7	58		
			Auto mechanic	III	17	19		
			Auto electrician	III	0	0		

			Parquet carpenter	III	0	0	0	
			Masonry-facade-insulator	III	0	0	0	
			Textile confectioner	III	0	0	0	
			Cook	III	0	0	0	
		Madresa "Osman ef. Redžović"	Madrasa graduate	IV	76	230	76	230
		Franciscan Classical Gymnasium	Classical Gymnasium	IV	16	132	16	132
	ZAVIDOVIĆI	Gymnasium "Rizah Odžević"	Gymnasium	IV	21	172	21	172
		Secondary technical school	Wood finishing technician	IV	0	0	84	351
			Economic technician	IV	20	79		
			Electrical technician of computer technology and automation	IV	21	87		
			Architectural technician	IV	21	53		
			Mechanical technician for computer control of machines	IV	0	46		
			Forestry technician	IV	11	11		
			Agricultural technician	IV	11	58		
			Construction technician	IV	0	17		
		Mixed High school	Road traffic technician	IV	11	74	166	541

				Physiotherapeutic technician	IV	22	72		
				Mechatronics technician	IV	11	23		
				Seller	III	11	33		
				Auto mechanic	III	12	33		
				The driver of motor vehicles	III	11	42		
				Welder	III	22	65		
				Electrician	III	11	34		
				Textile confectioner-tailor	III	11	35		
				Hairdresser	III	22	62		
				Carpenter	III	11	24		
				Auto electrician	III	11	23		
				Construction and handling machine operator	III	0	11		
				Cook	III	0	10		
ZDC TOTAL						2857	11051		
BPC	GORAŽDE	JU Secondary technical school "Hasib Hadžović" Goražde		Mechanical technician of CNC technology	IV	24	54	72	303
				Mechanical technician for computer control of machines (CNC)	IV	0	24		
				Chemical technician-general direction	IV	0	20		
				Chemical technician, biotechnology direction	IV	0	25		

				Chemical technology technician	IV	0	18		
				Electrical energy technician	IV	0	13		
				Electrical technician of informatics and computer science	IV	0	50		
				Construction technician	IV	0	37		
				Road traffic technician	IV	0	14		
				PTT traffic technician	IV	24	24		
				Nurse technician	IV	24	24		
			PI Mixed High School "Enver Pozderović" Goražde	Plastic processor	IV	42	139	66	290
				Business Law technician	IV	24	95		
				Electronics mechanic / electrical communications	IV	0			
				Metal cutting machine	IV	0	56		
				Chef technologist	IV			65	196
			PI Vocational high school "Džemal Bijedić" Goražde	Plastic processor	III	19	33		
				Business Law technician	IV	23	23		
				Electronics mechanic / electrical communications	III	23	23		
				Metal cutting machine	III	0	18		

NOVA BILA	High school Travnik	Economist	IV	8	25	89	275
		Cook	III	0	5		
		Nurse / technician	IV	40	124		
		Pharmaceutical technician	IV	15	50		
		Medical laboratory technician	IV	9	9		
		Physiotherapeutic technician	IV	17	62		
KISELJAK	High school Ivan Goran Kovačić	General gymnasium	IV	10	44	81	263
		Language Gymnasium	IV	3	19		
		Sports Gymnasium	IV	5	5		
		Economist	IV	39	90		
		Commercialist	IV	8	47		
		Clothing designer	IV	3	16		
		Administrative Secretary	IV	13	42		
	High school Fojnica	Nurse / technician	IV	32	150	69	307
		Pharmaceutical technician	IV	8	52		
		Physiotherapeutic technician	IV	6	17		
		Dental assistant	IV	0	10		
		Hotel and tourism technician	IV	0	37		
		Cook	III	10	19		
		Hairdresser	III	9	22		

VITEZ	High school Vitez	General gymnasium	IV	29	122	85	297
		Economist	IV	18	75		
		Vehicle and vehicle technician	IV	0	13		
		Computer technician	IV	17	17		
		Food technician	IV	5	5		
		Cook	III	6	21		
		Heating and air conditioning installer	III	0	25		
		Auto mechanic	III	0	9		
		Car mechanic or heating and air conditioning installer	III	10	10		
	Mixed High school Vitez	General gymnasium	IV	0	15	55	165
		Electrical technician of computer science and informatics	IV	15	33		
		Road traffic technician	IV	11	31		
		Hairdresser	III	11	41		
		The driver of motor vehicles	III	18	45		
KREŠEVO	High school Kreševo	Computer technician	IV	0	38	0	154
		Road traffic technician	IV	0	25		
		Vehicle and vehicle technician	IV	0	12		
		Chemical technician	IV	0	5		
		Electrician	III	0	14		
		Auto mechanic	III	0	24		
		CNC operator	III	0	26		

			Self-propelled construction machine operator	III	0	10		
NOVI TRAVNIK	High school Novi Travnik	High school Novi Travnik	High school Novi Travnik	IV	16	39	78	326
			Tehničar za računarstvo	IV	22	166		
			Elektrotehničar	IV	9	9		
			Automehaničar	IV	0	10		
			Kozmetički tehničar	IV	0	15		
			Tehničar cestovnog prometa	IV	31	87		
	High school Jaskova Gotovca	High school Jaskova Gotovca	Theoretical direction	IV	1	16	11	54
			Pilot	IV	0	6		
			Violinist	IV	2	5		
			Trumpeter	IV	1	7		
			Accordionist	IV	5	11		
			Guitarist	IV	2	7		
			Solo singer	IV	0	2		
	Mixed High school Novi Travnik		Computer technician constructor on computer	IV	6	6	78	212
			Mechanical technician for computer control of machines (CNC)	IV	6	13		
			Road traffic technician	IV	15	42		
			Seller	III	8	20		
			CNC machine operator	III	9	45		
			Welder / locksmith	III	15	39		
			Motor vehicle driver	III	19	47		

BUSOVAČA	High school Busovača	General gymnasium	IV	16	48	83	211
		Science Gymnasium	IV	0	4		
		Road traffic technician	IV	26	56		
		Vehicle and vehicle technician	IV	0	6		
		Heating and air conditioning installer	III	0	0		
		Auto mechanic	III	9	15		
		Hotel and tourism technician	IV	0	2		
		Catering cooking technician	IV	11	24		
		Cook	III	0	11		
		Hairdresser	III	21	45		
	Mixed High school Busovača	Computer technician constructor on computer	IV	14	34	58	214
		Mechanical technician for computer control of machines	IV	7	27		
		Economic technician	IV	10	41		
		Banking technician	IV	6	27		
		Agricultural technician	IV	6	39		
		Auto mechanic	III	4	17		
		Welder / locksmith	III	11	29		
TRAVNIK	Catholic School Center Petar Barbaric	General gymnasium	IV	36	131	36	131
	Mixed Secondary technical school Travnik	Welder-machine locksmith	III	0	26	195	517

			Computer technician-constructor	IV	0	10		
			Welder, car mechanic	III	19	19		
			Welder	III	21	48		
			CNC machine operator	III	26	54		
			Welder Electromechanic	III	0	16		
			Auto electrician, Electromechanic	III	21	21		
			Electrical technician of computer science and informatics	IV	24	149		
			Electrical electronics technician	IV	0	19		
			Information technology electrician	IV	46	98		
			Textile confection technician	IV	20	20		
			Textile technician constructor Modeller	IV	0	19		
			Construction technician	IV	18	18		
	Mixed secondary school of economics and catering Travnik		Economic technician-commercial technician	IV	13	47	93	238
			Business IT technician	IV	13	28		
			Hotel tourism technician	IV	17	13		
			Hairdresser	III	36	66		
			Seller	III	14	84		

	Elči Ibrahim -pašina ma- drasa	Madrasa graduate	IV	116	447	116	447
	Mixed High school Travnik	General gymnasium	IV	39	159	263	798
		Philological Gymna- sium	IV	16	58		
		IT Gymnasium Math- ematical Informatics Gymnasium	IV	21	48		
		Laboratory technician	IV	32	32		
		Dental technician	IV	30	30		
		Nurse / technician	IV	125	471		
GORNJI VAKUF - USKOPLJE	High school Uskoplje	General gymnasium	IV	23	120	74	311
		Electrical technician	IV	20	65		
		Computer technician	IV	13	13		
		Mechatronics techni- cian	IV	0	16		
		Nurse / technician	IV	18	79		
		Electrician	III	0	18		
	Mixed High school Gornji Vakuf	General gymnasium	IV	13	52	102	282
		Mechanical technician for computer control of machines	IV	25	74		
		Electrical technician of computer science and informatics	IV	18	73		
		Nurse / technician	IV	21	21		
		Hairdresser	III	25	49		

		Auto mechanic	III	0	8	
		Welder	III	0	5	
BUGOJNO	Secondary technical school Bugojno	Computer technician constructor on computer	IV	0	16	318
		Mechanical technician programmer on CNC machines	IV	18	43	
		Electrical technician of computer science and informatics	IV	34	98	
		Electrical technician of computer technology and automation	IV	9	34	
		Economic technician, construction technician	IV	0	9	
		Economic technician	IV	0	30	
		Construction technician	IV	0	19	
		Computer technician, computer technician and automation electrician	IV	0	12	
		Electrical technician of computer science and informatics, economic technician	IV	0	23	
		Renewable energy and electronics electrician, construction technician	III	0	15	

			Renewable energy and electronics technician, computer technician and automation electrician	III	19	19		
	Vocational high school Bugojno	Vocational high school Bugojno	Vocational high school Bugojno	IV	48	174	127	375
			Vozač motornih vozila	III	27	65		
			Plinski i vodoinstalater	III	4	14		
			Operater na CNC mašini	III	5	17		
			Automehaničar	III	13	30		
			Elektroinstalater	III	7	20		
			Elektromehaničar	III	8	25		
			Prodavač	III	15	30		
	Mixed High school Bugojno		General gymnasium	IV	64	207	158	522
			Nurse / technician	IV	94	315		
FOJNICA	Secondary Mixed school Zijah Dizdarević		General gymnasium	IV	0	13	207	603
			IT Gymnasium	IV	22	43		
			Nurse / technician	IV	71	249		
			Physiotherapeutic technician	IV	36	146		
			Pharmaceutical technician		30	56		
			Electrical technician of computer technology and automation	IV	23	45		

				Wood finishing technician	IV	16	28		
				Carpenter	III	0	9		
				Auto mechanic	III	9	14		
				General gymnasium	IV	12	46	78	188
	DONJI VAKUF	Mješovita srednja škola Donji Vakuf							
				Computer technician constructor on computer	IV	14	41		
				Electrical technician IT	IV	19	19		
				Welder, gas and plumber and central heating installer, car mechanic, CNC machine operator	III	17	44		
				Cook	III	16	38		
CBC TOTAL								2445	7834
HNC	GRAD MOSTAR	Gymnasium Mostar		General gymnasium	IV	42	186	42	186
		Gymnasium fra. Grge Mar-tića		General program	IV	82	292	95	342
				Language program	IV	13	50		
		Jozo Marti-nović High School of Economics		Economist	IV	19	78	31	129
				Economist-business informatics	IV	12	12		
				Commercialist	IV	0	22		
				Administrative Officer	IV	0	17		

	Ruđer Bošković High School of Electrical Engineering	Electrical technician	IV	18	61	75	241
		Electrical technician	IV	16	52		
		Computer technician	IV	34	115		
		Electronics	III	3	6		
		Electromechanic	III	4	7		
	Juraj Dalmatinac High School of Civil Engineering	Building construction technician	IV	16	62	68	263
		Computer technician in construction	IV	8	34		
		Geodesy and geoinformatics technician	IV	10	30		
		Interior architecture designer	IV	34	133		
		Dry construction fitter	III	0	4		
	Sisters of Mercy Medical School	Nurse technician	IV	40	181	116	407
		Physiotherapeutic technician	IV		46		
		Medical laboratory technician	IV		22		
		Pharmaceutical technician	IV	21	40		
		Medical beautician	IV		16		
		Dental nurse technician	IV		10		
		Dental technician	IV	25	25		
		Hairdresser	III	30	67		

		Faust Vranić High School of Mechanical Engineering	Computer technician-CNC programmer	IV	14	89	41	204
			Computer technician in mechanical engineering	IV		7		
			Web designer	IV		35		
			Graphic technician designer	IV	14	30		
			Car mechanic	III	8	19		
			Operator for CNC machines	III	5	15		
			Air conditioning, air conditioning and water heating installer	III	0	9		
		Mostar Secondary Traffic School	Road traffic technician	IV	12	49	59	168
			Logistics and forwarding technician	IV	10	38		
			Postal and telecommunications traffic technician	IV	11	11		
			Communication technology technician	IV	0	8		
			Computer operator in traffic	IV	0	11		
			Air traffic controller	IV	10	19		
			Auto mechanic	IV	8	19		
			Motor vehicle driver	IV	8	13		

High school of tourism and catering	Hotel and tourism technician	IV	18					59					211				
			15					32					64				
	Nutritionist technician	IV	15					32					64				
	Cook	III	21					6					23				
	Waiter	III	0					14					13				
	Special department	III	5					5					54				
Gabrijel Jurkić High School of Fine Arts	Painting designer	IV	5					11					13				
	Cypriot designer	IV	4					8					8				
	Graphic designer	IV	4					0					19				
	Textile and clothing designer	IV	0					3					54				
	Industrial and adver- tising designer	IV	0					2					4				
Music school Ivan pl. Zajc	Preparatory music singer	I	3					21					5				
	II preparatory theoret- ical direction	I	2					11					1				
	II preparatory music singer	I	4					4					3				
	Theoretical direction	IV	6					2					189				
	Musician singer	IV	1					21					5				
	Musician	IV	2					11					1				
	Musician violinist	IV	0					4					3				
	Musician flutist	IV	1					4					189				
	Musician clarinetist	IV	0					3					38				
Gymnasium Mostar	General gymnasium	IV	38					189					189				
Druga Gymna- sium Mostar	Philological Gymnasium	IV	20					115					218				

			Mathematical-Infor- matics Gymnasium	IV	14	94		
			Language and transla- tion Gymnasium	IV	9	9		
		PI High School of Economics and Tourism	Economic and IT tech- nician	IV	14	24	44	161
			Economic technician	IV	13	48		
			Hotel tourism techni- cian	IV	9	49		
			Waiter	III	0	9		
			Cook	III	8	31		
		Medical high School	Nurse technician	IV	40	160	80	358
			Pharmaceutical tech- nician	IV	0	64		
			Dental nurse	IV	0	21		
			Dental technician	IV	20	20		
			Laboratory technician	IV	20	43		
			EU VET Medical Tech- nician 3	IV	0	26		
			Physiotherapeutic technician	IV	0	24		
		PI High School of Mechanical Engineering and Traffic	Mechanical technician for computer con- struction	IV	18	40	81	265
			Mechanical technician programmer on CNC machines	IV	18	57		
			Robotics technician	IV	0	11		
			Road traffic technician	IV	18	68		
			Auto mechanic	III	6	22		

			CNC machine operator	III	3	15	
			The driver of motor vehicles	III	18	40	
			Construction and handling machine operator	III	0	12	
		Karadžo-beg's madrasa	SSS	IV	242	61	61
		PI Secondary Electrical	Electrical information technology technician	IV	59	228	340
			Electrical information technology technician	IV	25	81	
			Tehničar telekomunikacija	IV	0	17	
			Elektromonter mreža i postrojenja	III	14	14	
		PI Secondary Construction School Mostar	Architectural technician	IV	16	54	213
			Construction IT technician	IV	16	66	
			Interior design technician	IV	17	81	
			Ceramist	III	0	12	
		PI Secondary Textile and Agricultural School	Cosmetic technician	IV	12	12	67
			Hairdresser	III	12	12	
			Hairdresser	III	0	34	
			PKV florist-gardener	III	3	3	
			PKV tailor	III	0	3	

ČAPLJINA	High school Čapljina	Skilled tailor	III	0	3		
		General gymnasium	IV	18	76	87	330
		Power technician	IV	0	51		
		Computer technician in mechanical engi- neering	IV	24	36		
		Hotel and tourism technician	IV	0	27		
		Economist	IV	15	39		
		Agricultural techni- cian-general direction	IV	0	6		
		Agricultural techni- cian-phytopharmacist	IV	0	13		
		Auto mechanic	III	5	5		
		CNC operator	III	9	9		
		Electromechanic	III	0	10		
		Cook	III	16	54		
		Waiter	III	0	4		
STOLAC	High school Stolac	General gymnasium	IV	14	59	60	204
		Economist	IV	8	35		
		Computer technician in mechanical engi- neering	IV	13	36		
		Cook	III	6	10		
		Economist	III	9	35		
		Electrical technician	III	10	24		
		Cook	III	0	5		
		General gymnasium	IV	13	63	30	109
		Economic technician	IV	6	35		

			Hotel and tourism technician	IV	11	11		
PROZOR	High school Prozor	CNC operator	III	0	10	78	266	
		Locksmith	III	0	8			
		Plumber	III	20	29			
		Economist	IV	5	23			
		Seller	III	0	5			
		Cook	III	10	18			
		Hotel and tourism technician	IV	15	79			
		Hairdresser	III	0	4			
		General gymnasium	IV	28	90			
ČITLUK	High school dr.fra. Slavko Barbarić in Čitluk	General gymnasium	IV	60	209	192	559	
		Economist	IV	14	59			
		Business Informatics	IV	42	66			
		Hotel and tourism technician	IV	27	105			
		Cook	III	32	74			
		Waiter	III	11	19			
		Seller	III	0	9			
		Auto mechanic	III	0	7			
		Plumber	III	6	11			
JABLANICA	High school Jablanica	General gymnasium	IV	9	63	46	215	
		Hotel tourism technician	IV	8	46			
		Economic technician	IV	20	65			

			Cook	III	9	41		
KONJIC	PI "HIGH SCHOOL" Konjic		General gymnasium	IV	20	142	217	897
			Mathematical-Informatics Gymnasium	IV	18	18		
			Nurse technician	IV	19	84		
			Obstetric gynaecological nurse technician	IV	0	10		
			EU VET agricultural technician	IV	0	21		
			Agricultural technician	IV	0	15		
			Food technician	IV	0	15		
			Economic technician	IV	37	141		
			Hotel and tourism technician	IV	21	21		
			Tourist technician	IV	0	35		
			Electrical energy technician	IV	20	82		
			Electrical computer technician	IV	0	18		
			Mechanical technician	IV	17	48		
			Wigmaker	III	0	38		
			Electromechanic	III	11	30		
			Seller	III	8	38		
			Locksmith	III	5	28		
			Auto mechanic	III	9	24		
			Cook	III	11	23		
			Waiter	III	6	14		
			Theoretical direction	IV	6	20		
			Instrumental direction	IV	9	32		
HNC TOTAL						2030	6711	

ZHC	ŠIROKI BRIJEG	Vocational high school	Mechatronics technician	IV	27	27	184	546
			Electrical technician	IV	0	65		
			Computer technician for mechanical engineering	IV	24	97		
			Pharmaceutical technician	IV	31	48		
			Economist	IV	31	92		
			Commercialist	IV	0	64		
			Logistics and forwarding technician	IV	0	22		
			Road traffic technician	IV	28	28		
			Electrician	III	0	10		
			Auto mechanic	III	19	19		
			CNC operator	III	0	14		
			Cook	III	0	21		
			Waiter	III	22	22		
			Hairdresser	III	0	15		
			Auxiliary salesman	II	2	2		
	LJUBUŠKI	Vocational high school Ruđer Bošković Ljubuški	Economist	IV	10	58	151	570
			Economic technician	IV	23	92		
			Mechatronics technician	IV	31	101		
			Agro tourism	IV	22	89		
			Medical technician	IV	30	144		
			Carpenter	III	10	26		
			Chef / waiter	III	25	59		

			Auxiliary salesman	III	0	1		
GRUDE		High school Antun Branko Šimić	Economic technician	IV	27	92	116	396
			Commercial technician	IV	0	15		
			Construction technician	IV	14	57		
			Geodetic technician	IV	14	14		
			Nurses	IV	34	135		
			Pharmaceutical technician	IV	18	57		
			Chef / waiter	III	9	26		
POSUŠJE		Vocational high school Posušje	Economist	IV	39	125	143	482
			Computer technician in mechanical engineering	IV	10	88		
			Electrical technician	IV	20	20		
			Nurse - technician	IV	30	97		
			PT technician	IV	0	25		
			CNC operator	III	30	89		
			Cook	III	12	29		
			Hairdresser	III	0	6		
			Auxiliary salesman	II	2	3		
WHC TOTAL							594	1994
CS	SARAJEVO	First Gymnasium	Gymnasium	IV	118	450	142	497
			The field of information technology	IV	24	47		

	Second Gymnasium	Gymnasium	IV	64	343	158	575
		Gymnasium-IB middle Year Program	IV	57	161		
		Bilingual area (b / h / s and German)	IV	13	25		
		The field of information technology	IV	24	46		
	Third Gymnasium	Gymnasium	IV	116	439	142	553
		The field of information technology	IV	26	114		
	Fourth Gymnasium	Gymnasium	IV	45	191	85	310
		The field of information technology	IV	40	119		
	Fifth Gymnasium	Gymnasium	IV	43	183	111	442
		Gymnasium-sports orientation	IV	45	166		
		The field of information technology	IV	23	93		
	Gymnasium Dobrinja	Gymnasium	IV	47	236	47	236
	The first Bosniak Gymnasium	Gymnasium Curriculum A	IV	67	275	111	460
		Gymnasium by NPIP Cambridge International Center	IV	44	185		

	Catholic School Center-General Real Gymnasium	Gymnasium	IV	60	222	60	222
	Gymnasium Obala	Gymnasium	IV	74	234	135	494
		Bilingual area (b / h / s and German)	IV	21	87		
		Bilingual area (b / w / s and French)	IV	17	51		
		The field of information technology	IV	23	122		
	Secondary school of music	A general musician	IV	16	54	36	133
		Ballet dancer	IV	3	7		
		A solo musician	IV	17	72		
	High school of applied arts	Visual graphic artist for advertising graphics	IV	9	33	49	164
		Art technician for graphic art equipment and book illustration	IV	8	28		
		Art design technician in metal	IV	8	22		
		Art technician for applied painting	IV	8	30		
		Art technician for applied sculpture	IV	8	22		
		Art technician for textile design	IV	8	29		

	Secondary medical school Jezero	Obstetric gynaecological nurse technician	IV	23	92	140	575
		Psycho-geriatric nurse technician	IV	48	198		
		Physiotherapeutic technician	IV	45	191		
		Paediatric nurse technician	IV	24	94		
	Secondary medical school Jezero	Nurse technician	IV	64	286	133	556
		Pharmaceutical and cosmetic technician	IV	24	107		
		Laboratory technician	IV	24	94		
		Sanitary-ecological technician	IV	21	69		
	Dental High School	Dental technician	IV	68	300	91	395
		Dental nurse	IV	23	95		
	Catholic School Center-Medical High School	Nurse technician	IV	30	123	60	235
		Physiotherapeutic technician	IV	30	112		
	Secondary school of economics	Economic technician	IV	115	474	139	543
		Banking technician	IV	24	69		
	Electrical Engineering School of Energy	Electrical energy technician	IV	92	358	141	490
		Electrician	III	23	57		

			Electromechanic	III	12	42		
			Electrician	III	14	33		
	Electrical Engineering High School		Electrical technician of computer science and informatics	IV	48	195	143	572
			Electronics and automation electrician	IV	47	187		
			Telecommunication electrician	IV	48	190		
	Secondary Mechanical Technical School		Computer technician constructor on computer	IV	33	177	60	296
			Mechanical technician for computer control of CNC machines	IV	27	119		
	High school for traffic and communications		PTT traffic technician. Unique profession with an elective area - postal technology communication technology	IV	20	92	178	582
			Road traffic technician - general - internal transport	IV	20	91		
			Auto mechanic	IV	35	104		
			Auto electrician	IV	25	81		
			The driver of motor vehicles	IV	23	51		
			Car body painter	IV	12	31		
			Car paint	IV	10	33		
			Construction and handling machine operator	IV	33	99		

High school metal occupations	High school metal occupations	IV	4	28	103	311
	Mašinski tehničar-i zbornog područja zrakoplov i motor	IV	1	30		
	Tehničar mehatronike	IV	7	45		
	Plinski i vodoinstalater	III	11	30		
	Automehaničar	III	12	26		
	Instalater centralnog grijanja	III	12	39		
	Operator na CNC alatnim mašinama za obradu skidanjem strugotina	III	21	44		
	Zlatar draguljar	III	12	24		
	Optičar	III	13	25		
	Zavarivač	III	10	20		
Railway School Center	Electronics and automation electrician	IV	8	32	67	229
	Logistics and forwarding technician	IV	4	25		
	Railway traffic technician	IV	0	12		
	Electronics telecommunications	III	11	36		
	Electrician	III	12	31		
	Welder	III	5	21		
	Hydraulic and pneumatic mechanic	III	9	26		
	Traffic transport operator	III	11	39		
	Rail vehicle mechanic	III	7	7		

	Secondary Civil Geodetic School	Architectural technician	IV	23	133	117	414
		Construction technician	IV	23	82		
		Geodetic technician-geometer	IV	46	133		
		Ceramist-floor layer	III	12	32		
		Painter	III	13	34		
	Secondary technical school of graphic design and multimedia technologies	Graphic technician					
			IV	91	381	91	381
	High school for environment and wood design	Woodworking technician - programmer on CNC machines	IV	24	91	104	377
		Environmental technician	IV	18	79		
		Forestry technician	IV	6	48		
		Horticulture technician	IV	7	17		
		Nursery	III	12	40		
		Place	III	13	30		
		Carpenter	III	12	39		
		Upholsterer-decorator	III	12	33		

		High school of agriculture, nutrition, veterinary and service activities	Food technician	IV	24	87	198	648
			Veterinary technician	IV	22	84		
			Nutritionist technician	IV	20	86		
			Cosmetic technician	IV	23	93		
			Fruit-grower-wine-maker	III	11	32		
			Dairy	III	8	29		
			Florist-gardener	III	24	49		
			Butcher	III	12	34		
			Baker	III	25	75		
			Hairdresser	III	25	75		
			Farmer	III	4	4		
		High school for leather, textiles and design	Textile and clothing designer	IV	23	67	69	265
			Textile technician modeller - constructor	IV	20	91		
			Tailor	III	25	85		
			Dry cleaner	III	1	22		
		Business-commercial and trade high school	Business-commercial and trade high school	IV	24	101	86	314
			Komercijalni tehničar	IV	12	90		
			Aranžer	IV	8	29		
			Trgovac	III	42	94		
		Vogošća High School Center	Vogošća High School Center	IV	28	130	100	412

			Computer technician constructor on computer	IV	15	75		
			Mechanical technician for computer control of machines (CNC)	IV	18	80		
			Seller	III	10	38		
			Auto mechanic	III	13	44		
			Car body shop	III	8	24		
			Welder / locksmith	III	0	0		
			Operator on CNC machine tools for scraping	III	8	21		
		Hadžići High School Center	Gymnasium - general gymnasium	IV	14	82	189	658
			Computer technician- constructor	IV	17	78		
			Architectural technician	IV	18	75		
			Tourist technician	IV	23	73		
			Auto mechanic	III	12	50		
			Gas and plumber	III	12	25		
			Locksmith	III	18	53		
			Carpenter	III	10	21		
			Painter	III	11	22		
			Cook	III	13	40		
			Textile confectioner	III	15	55		
			Ceramist-floor layer	III	0	24		
			Hairdresser	III	26	60		

		High School Center "Nedžad Ibrišimović" Ilijaš	Gymnasium-general gymnasium	IV	23	76	113	427
			Gymnasium-area of information technologies	IV	24	93		
			CNC machine operator	IV	17	92		
			Car mechanic	III	12	37		
			Welder / locksmith	III	0	16		
			Seller	III	13	27		
			Hairdresser	III	0	21		
			Beautician	III	12	46		
			Mualim / a	IV	12	19		
		Gazi-Husrevbeg Madrasa		IV	118	488	118	488
		School for secondary vocational education and work training	Auxiliary florist, decorator, painter, cook, waiter, bookbinder, advertising graphic artist	III	27	85	27	85
		Center for blind and partially sighted children and youth	Physiotherapeutic technician	III	3	12	8	28
			Business Secretary	III	5	12		
			Telephone operator	III	0	4		
		Hearing and Speech Rehabilitation Center	Textile technician model-constructor, mechanical technician, graphic technician	IV	3	9	12	14

				III	9	5		
			Textile technician model-constructor, mechanical technician, graphic technician					
		PU Gymnasium "Richmond Park College" Sarajevo	Gymnasium	IV	19	101	19	101
		PU International Gymnasium "Richmond Park International Secondary School"	Gymnasium	IV	16	128	16	128
		Persian-Bosnian college with boarding school	Gymnasium	IV	0	12	6	26
			Gymnasium area of information technology	IV	6	14		
		Private international Gymnasium "Bloom"	Gymnasium	IV	5	14	5	14
		Gymnasium of the University Sarajevo School of Science and Technology	Gymnasium	IV	24	116	24	116
		International Gymnasium SEDEF	Gymnasium	IV	13	52	13	52

Private institution		Gymnasium									
School Center Marif											
Schools of Sarajevo (Schools "Maarif" Sarajevo)											
CS TOTAL											
C 10											
KUPRES		High school "Kupres"		General gymnasium		7		57		24	
				Commercialist		17		17			
				Forestry technician		0		17			
				Economic technician		0		20			
LIVNO		Vocational high school Silije S. Kranjčević		Electrical engineering directions		8		25		148	
				Mechanical engineering directions		8		21			
				Catering and tourist directions		16		58			
				Electro technical		41		158			
				Mechanical		23		76			
				Catering and tourist directions		21		80			
				Medical		31		144			
				Agricultural food		0		8			
DRVAR		High school Drvar		Economic and business information		18		38		31	
				Economist		0		41			
				Seller		0		15			
				Locksmith		0		8			
				Tailor		13		13			

TOMISLAV-GRAD	Vocational high school Tomislavgrad	Physiotherapeutic technician	IV	26	26	116	446
		Power technician	IV	13	34		
		Mechanical technician	IV	14	14		
		Chemical technician	IV	21	21		
		Electromechanic	III	23	57		
		Locksmith	III	8	27		
		Auto mechanic	III	11	11		
		Food technician	III		19		
		Agricultural technician	III		17		
		CNC programmer	III		26		
		Seller	III		28		
		Hairdresser	III		18		
		Agro tourism technician	IV		19		
		Mechatronics technician	IV		45		
		Nurse	IV		46		
		Cook	IV		17		
		Economist	IV		21		
	Marko Marulić Gymnasium	General direction	IV	70	290	70	290
LIVNO	Secondary School of Economics Livno	Economist-business informatics	IV	3	38	24	122
		Economic programmer	IV	8	23		
		Economist banking and insurance	IV	5	22		
		Commercialist	IV	8	39		

		Gymnasium Livno	General direction	IV	66		66	0
GLAMOČ		Secondary school "Tin Ujević"	General gymnasium	IV	3	25	18	82
			Agro tourism techni- cian	IV	0	8		
			Forestry technician	IV	15	49		
C10 TOTAL							497	1736
FBiH UKUPNO							18.595	66.980



