



Labour and Employment Agency of
Bosnia and Herzegovina

Public Employment Services – Facing the Challenge of Skill Shortages

Lugano, September 2024



- About Bosnia and Herzegovina



Area: 51,209 km²

Population: 3,531,159 permanent residents

Capital: Sarajevo

Official Languages: Bosnian, Serbian, Croatian

Official Scripts: Latin alphabet, Cyrillic alphabet

Official Currency: Convertible Mark (KM)

Administrative-Territorial Organization of Bosnia and Herzegovina:

Federation of Bosnia and Herzegovina

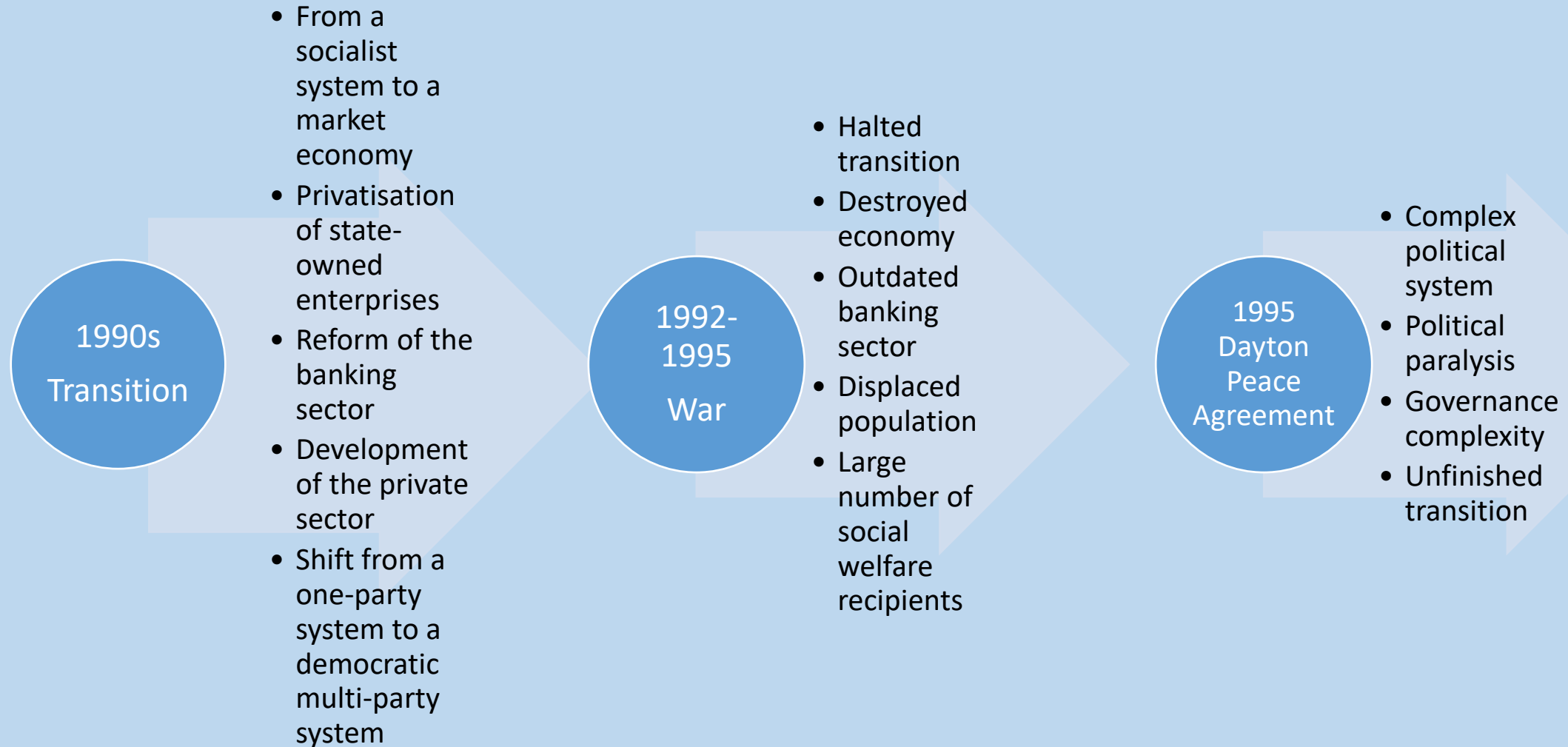
Republika Srpska

Brčko District of BiH.

The Federation of BiH is further divided into 10 cantons.



• Transition and Specifics of BiH





- The Triple Paradox in the Labor Market

A large number of workers are leaving the country

A large number of registered unemployed persons

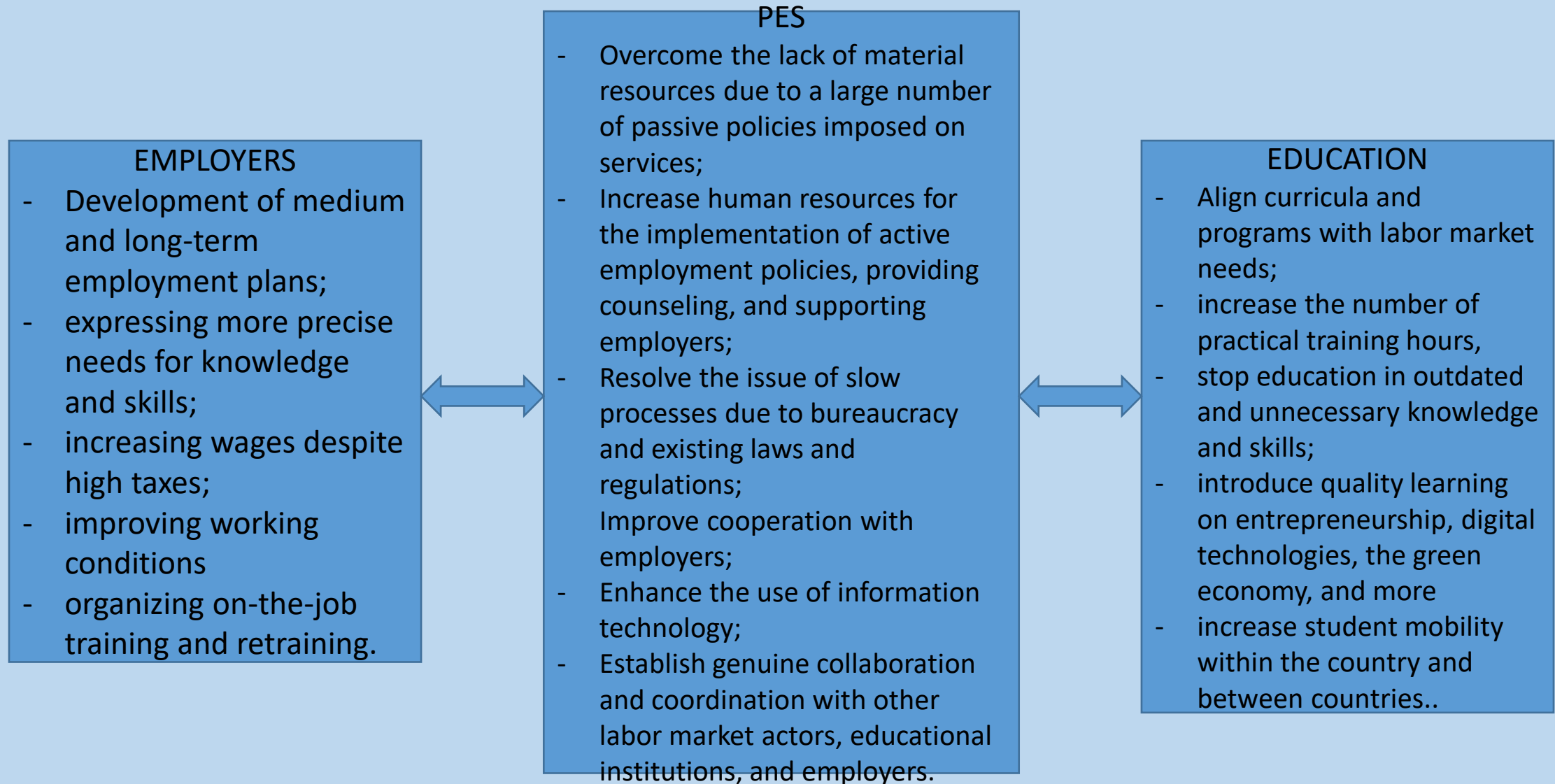
High demand for workers, including foreign workers



• Labor Market Situation in BiH - 2023

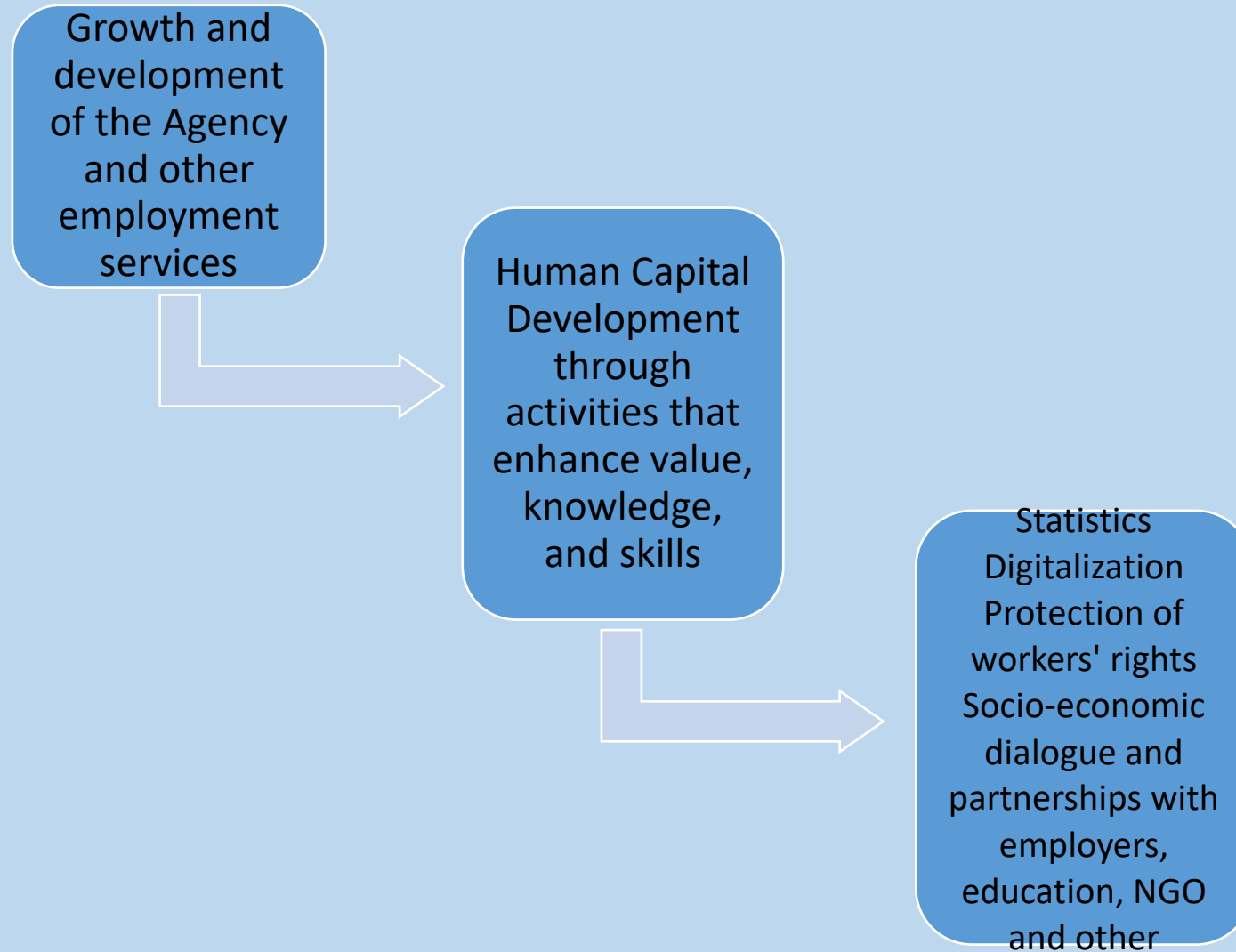
- In 2023, the labor market in Bosnia and Herzegovina continued to experience a decline in unemployment.
- The survey unemployment rate was 13.5%, with higher rates for women (18.2%) than for men (10.4%).
- Unemployment was highest among young people (aged 15-24), at 27.4%.
- The inactivity rate in the labor market: 51.6%, indicating that every second person in the labor market is neither seeking employment nor working.
- The qualification structure of the unemployed showed that the largest group consisted of skilled workers (31.4%), followed by unskilled workers (28.7%) and individuals with secondary education (28.2%). Among women, the highest percentage of unemployed had secondary education (31.5%).
- Significant structural imbalance manifested through a mismatch between labor supply and demand in terms of occupations, education, qualifications, and regional distribution.

Human Capital Development and Improving the situation - Key Challenges





- # Coordination and Future Steps





- **Coordination and Future Steps**
- Aligning with EU standards and principles.
- Collaboration with international organizations and institutions.
- Applying best practices from other post-conflict and post-transition countries.
- Suggestions for cooperation are welcome.



Thank you for your attention!

Labour and Employment Agency of Bosnia and Herzegovina

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