



РЕПУБЛИКА СРПСКА  
ЈУ ЗАВОД ЗА ЗАПОШЉАВАЊЕ  
РЕПУБЛИКЕ СРПСКЕ  
Пале



# LABOUR MARKET RESEARCH IN REPUBLIKA SRPSKA 2020/2021.

## THEMATIC REPORT

### CONSEQUENCES OF THE COVID-19 PANDEMIC



Funded by  
the European Union

**IMPROVING LABOUR  
MARKET RESEARCH**





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**LABOUR MARKET RESEARCH  
IN REPUBLIKA SRPSKA 2020/2021.**

**CONSEQUENCES OF THE COVID-19 PANDEMIC**

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**Publisher:**

Public Employment Service of Republika Srpska

**Publishing Office:**

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**Publication:** 300 copies

This report was developed with the technical support of the project „Strengthening the capacity of labour market institutions by improving the methodology of labour market research“, funded by the European Union and implemented by consortium NIRAS IC Sp zoo, GOPA Worldwide Consultants, GOPA mbH Germany and Employment Service of France.

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**Pale, june 2021**



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# INTRODUCTION

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## CONSEQUENCES OF THE COVID-19 PANDEMIC

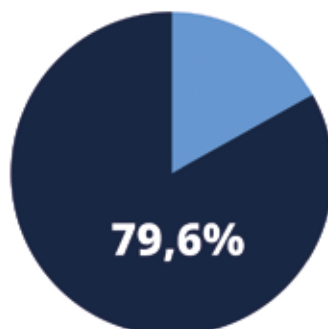
### SAMPLE



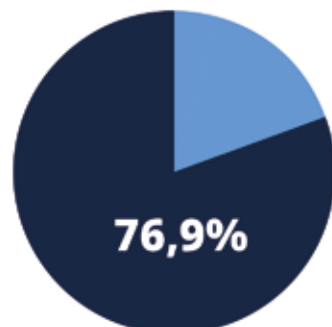
### IMPACT ASSESSMENT OF THE COVID-19 PANDEMIC IN 2020

**82%**

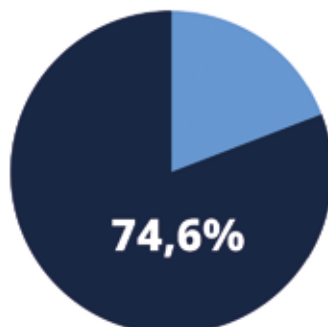
of employers assessed the consequences of the COVID-19 pandemic on financial results in 2020 as negative



Scope of production and service provision



Presence in existing markets and cooperation with existing clients



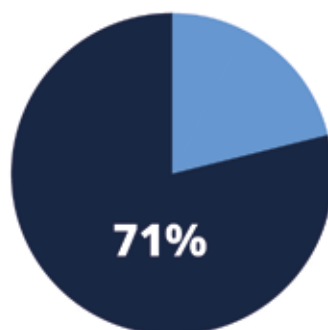
Plans for expansion into new markets and establish cooperation with new clients in the current year

# CONSEQUENCES OF THE COVID-19 PANDEMIC

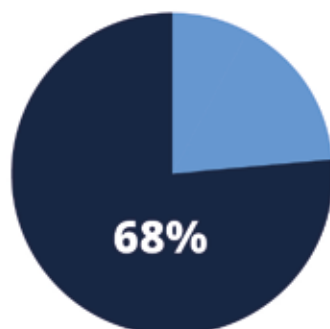
## EXPECTED CONSEQUENCES OF THE "COVID-19" PANDEMIC IN 2021

# 74%

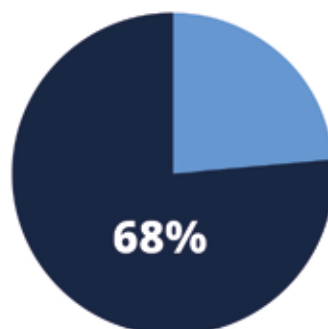
of employers expect **negative** consequences of the COVID-19 pandemic on financial results **in 2021**



Scope of production and service provision

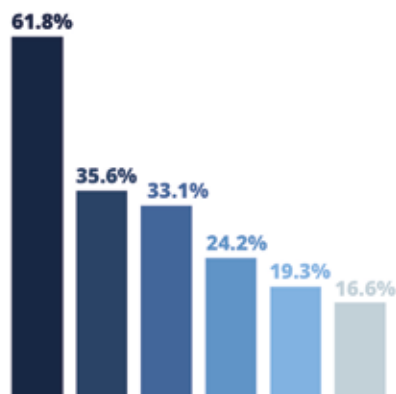


Presence in existing markets and cooperation with existing clients



Plans for expansion into new markets and establish cooperation with new clients in the current year

## ASSISTANCE OF COMPETENT INSTITUTIONS



- 61.8% Delayed payment of utility costs, contributions, loans or taxes
- 35.6% Access to cash-based or short-term financing
- 33.1% Amendments to the Labor Code and bylaws during the crisis
- 24.2% Expansion of measures of social protection of employees
- 19.3% Price control of basic products
- 16.6% Other

# INTRODUCTION

The aim of this customized report is to offer useful information to support the designing of labour market policy in the context of the consequences of the COVID-19 pandemic and the measures that employers consider necessary to maintain the number of workers from the time before the pandemic begins.

The research of the labour market carried out by the Employment Service of Republika Srpska began in October 2020, with the preparations of the questionnaire. In October and November, questionnaires were tested, sampling conducted, and regional coordinators and interviewers trained to conduct the survey. Data were collected from 1 to 31 December 2020.

The sampling method used in this research is a stratified sampling approach, with the key stratification variables being sector (KD2010 activity classification) and company size. A total of 978 responses were collected from employers in Republika Srpska.

**Table 1. Basic characteristics of the sample**

<b>Employers in total</b>	<b>978</b>	<b>100.0%</b>
<b>Number and percentage of employers by size</b>		
Small enterprises (up to 50 employees)	695	71.1%
Medium enterprises (from 50 to 250 employees)	209	21.4%
Big enterprises (over 250 employees)	74	7.6%
<b>By activity</b>		
B (Mining and quarrying)	16	1.6%
C (Manufacturing)	250	25.6%
D (Production and supply of electricity, gas, steam and air conditioning)	13	1.3%
E (Water supply; sewerage, waste management and remediation activities)	25	2.6%
F (Construction)	86	8.8%
G (Wholesale and retail trade; repair of motor vehicles and motorcycles)	323	33.0%
H (Transport and storage)	71	7.3%
I (Accommodation and food service activities - hotels and restaurants)	26	2.7%
J (Information and communication)	34	3.5%



K (Financial and insurance activities)	6	0.6%
L (Real estate activities)	14	1.4%
M (Professional, scientific and technical activities)	86	8.8%
N (Administrative and support service activities)	16	1.6%
Q (Health and social work activities)	1	0.1%
R (Arts, Entertainment & Recreation)	8	0.8%
S (Other service activities)	3	0.3%

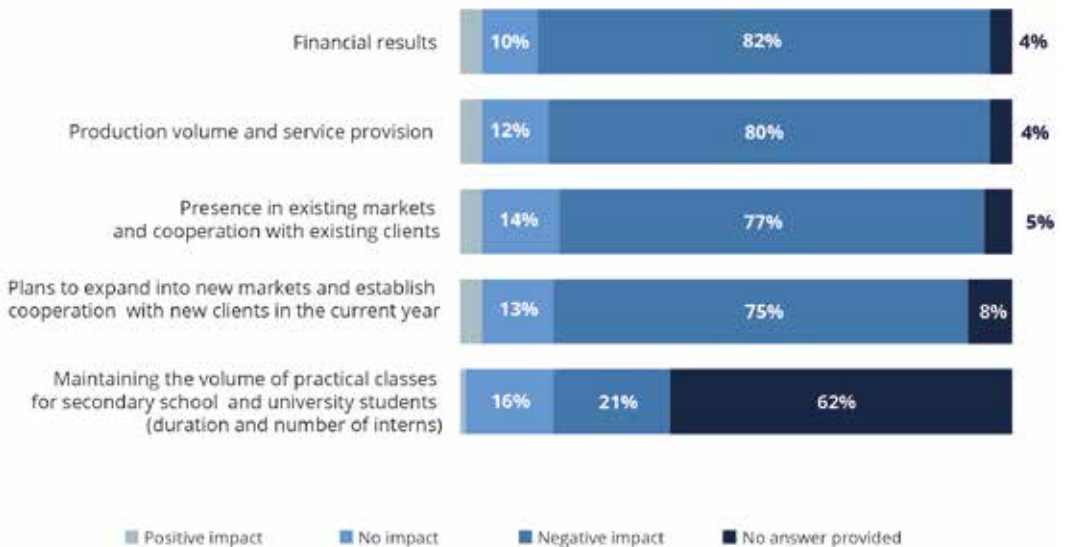


# **ASSESSMENT OF IMPACT OF THE COVID-19 PANDEMIC IN 2020**

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# ASSESSMENT OF IMPACT OF THE COVID-19 PANDEMIC IN 2020

The consequences of the COVID-19 pandemic on the financial result of the companies' operations in 2020 compared to 2019 were assessed by 81.6% of the employers as negative. Other areas analyzed in this questionnaire were assessed to have a predominantly negative impact: production volume and service provision (79.6%), presence in existing markets and cooperation with existing clients (76.9%), plans to expand into new markets and establish cooperation with new clients in the current year (74.6%). The pandemic also had a negative impact on maintaining the volume of practical classes for secondary school and university students (duration and number of interns), with 62.4% of employers not answering this question because the largest percentage of employers do not have the opportunity to organise practical classes



**Graph 1.** How would you assess the consequences of the COVID-19 pandemic on your company in 2020 compared to 2019, in the following segments?

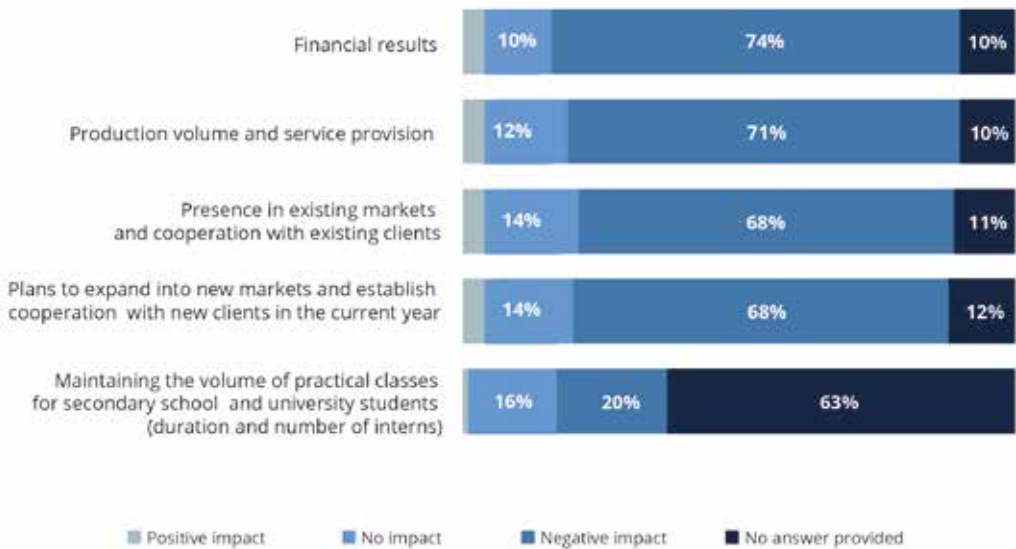
# EXPECTED CONSEQUENCES OF THE COVID-19 PANDEMIC IN 2021

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## EXPECTED CONSEQUENCES OF THE COVID-19 PANDEMIC IN 2021

The largest percentage of the employers assessed that the expectations regarding the consequences of the pandemic in 2021 compared to the current 2020 were negative, in all observed areas. However, a more optimistic view of the situation in 2021 is noticeable.



**Graph 2.** How would you assess the consequences of the COVID-19 pandemic on your company in 2021 compared to 2020, in the following segments?



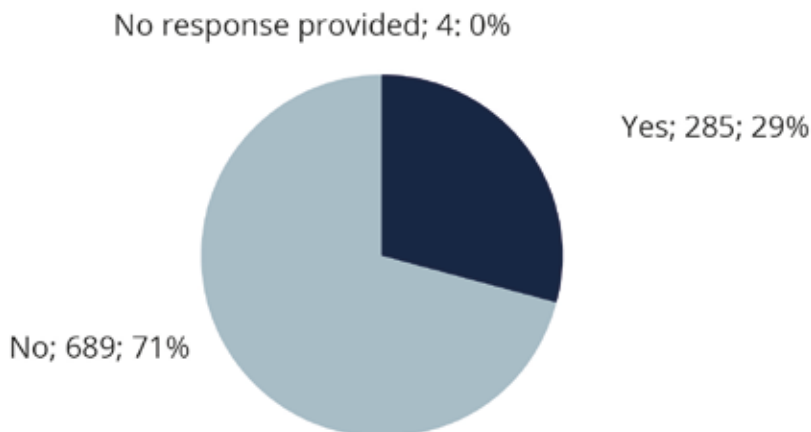
# ASSISTANCE FROM COMPETENT INSTITUTIONS

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## ASSISTANCE FROM COMPETENT INSTITUTIONS

As of December 2020, 285 employers from the sample, 29.1%, received assistance from the competent institutions for re-employment or retention of existing workers. Four employers did not answer this question (0.4%).

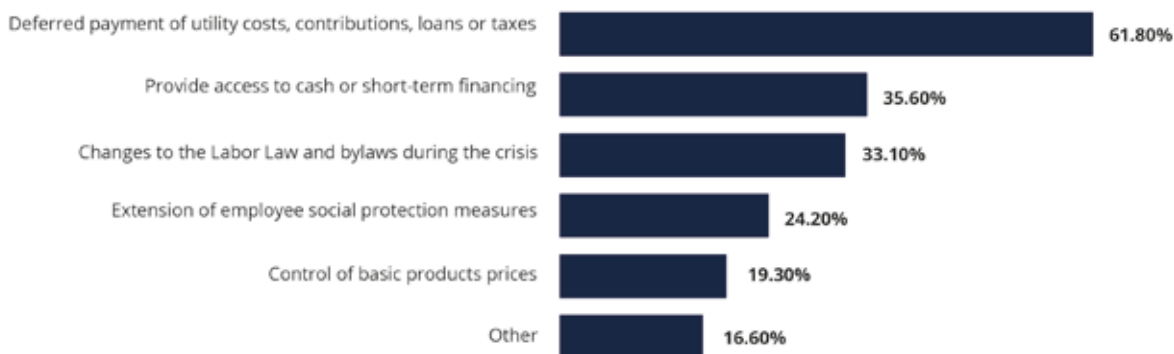


**Graph 3.** Have you so far received assistance from the competent institutions for re-employment or retention of existing employees?

Of the total number of employers who answered the question about the assistance options that the competent institutions should offer to companies in order to reduce the consequences of the crisis caused by the pandemic, the largest percentage of the employers (61.8%) believe that the competent institutions should introduce deferred payment of utility costs, contributions, loans or taxes.

A total of 35.6% believe that it is necessary to provide access to cash or short-term financing, and 33.1% of employers believe that changes to the Labor Law and bylaws are needed during the crisis.





Note: In relation to the total number of employers which answered this question (961)

**Graph 4.** Choose a maximum of three options of assistance that you believe the competent institutions should offer to companies in order to reduce the consequences of the COVID-19 crisis



# KEY CONCLUSIONS

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## KEY CONCLUSIONS

- The consequences of the COVID-19 pandemic on almost all aspects of business were assessed by the employers as negative from the perspective of the financial result, volume of production and provision of services, presence in existing markets and cooperation with existing clients, plans to expand into new markets and establish cooperation with new clients in the current year.
- The pandemic also had a negative impact on maintaining the volume of practical classes for secondary school and university students (duration and number of students).
- The largest percentage of employers assessed that the expectations regarding the consequences of the pandemic in 2021 in relation to the current year, 2020, were negative, in all observed areas. However, a more optimistic view of the situation in 2021 is noticeable.
- As of December 2020, 285 employers from the sample (29.1%) received assistance from the competent institutions for re-employment or retention of existing workers. Four employers did not answer this question (0.4%).
- Of the total number of employers which answered the question about the assistance options that the competent institutions should offer to companies in order to reduce the consequences caused by the pandemic, the largest percentage of the employers (61.8%) believe that the competent institutions should introduce deferred payment of utility costs, contributions, loans or taxes. A total of 35.6% believe that it is necessary to provide access to cash or short-term financing, and 33.1% of the employers believe that changes to the Labor Law and bylaws are needed during the crisis.





