



LABOUR MARKET RESEARCH IN BOSNIA AND HERZEGOVINA 2020/2021.

THEMATIC REPORT

WOMEN IN LABOUR MARKET 2020/2021



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**IMPROVING LABOUR
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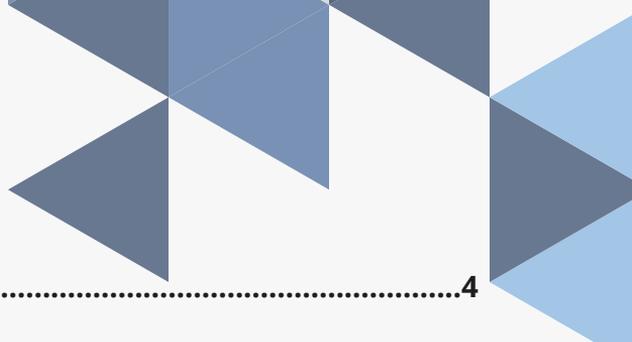
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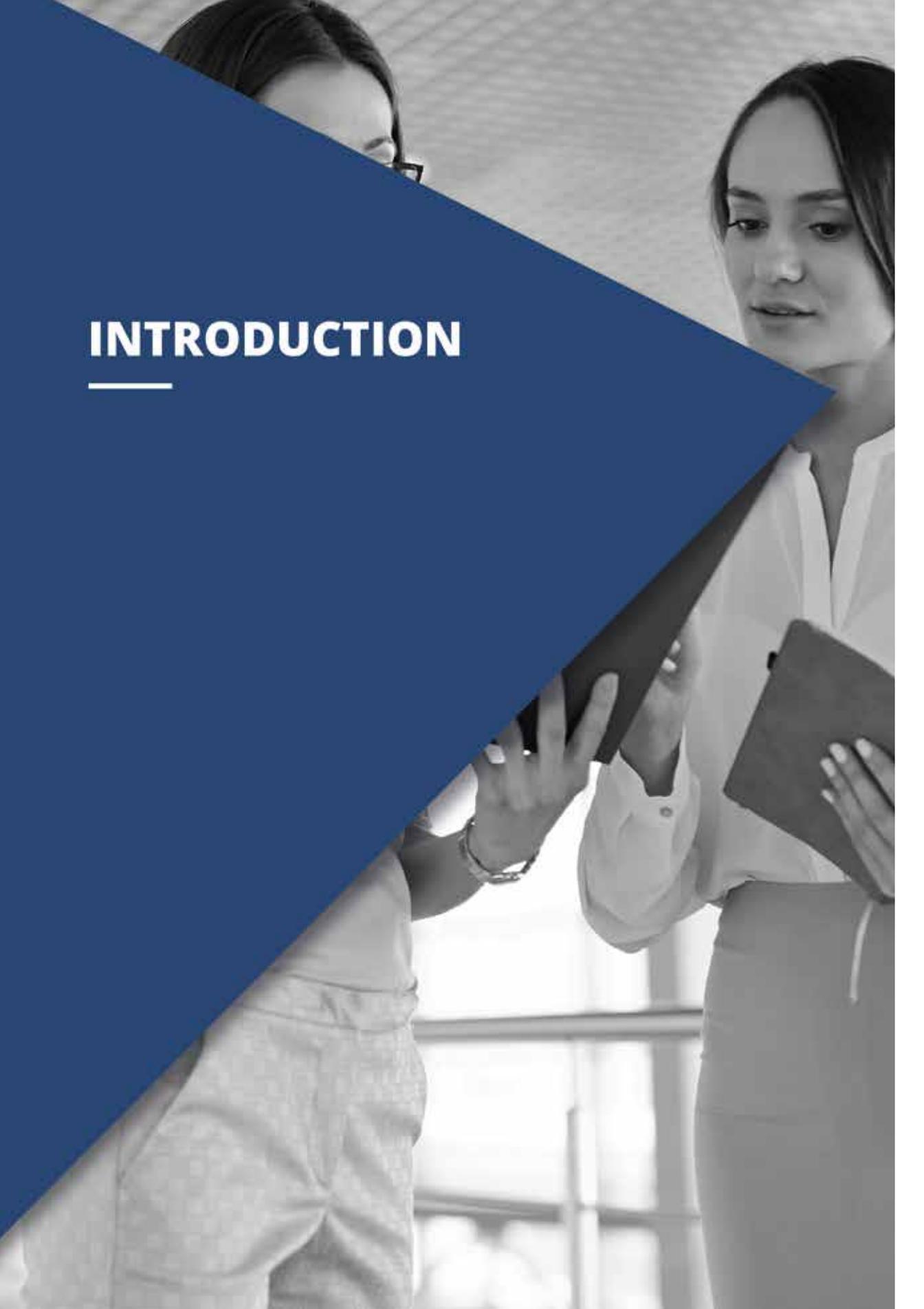
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GLOSSARY

Surveying	Data collection strategy which allows the collection of quantitative data that can later be analyzed using descriptive and inferential statistics. The survey is usually conducted using a questionnaire on a pre-selected sample of employers. Through the survey process, employers provide answers to pre-defined questions, which can also represent the subjective attitudes of employers. Data collected on a random sample can be generalized for the entire population.
Activity	An activity is a combination of resources such as equipment, work, production techniques, information networks or products that result in certain goods or services. The activity is determined by the input of the product (goods or services), the production process and the output of the product.
Classification of activities	Classification of activities is one of the basic statistical norms used in recording, collecting, processing, analyzing, disseminating and presenting data important for the state of a particular economy, and for analyzing and directing social and economic development and its structural changes. The Classification of Activities of Bosnia and Herzegovina - KD BiH is based on the Statistical Classification of Economic Activities in the EU - NACE Rev.1.1 and is comparable to the International Standard Industrial Classification of All Economic Activities of the United Nations.
Small enterprises (legal entities)	Business entities whose average number of employees in the year for which the financial report is submitted is up to 49, and whose average value of business assets at the end of the business year or total annual income is within the limits defined by law.
Employers	For the purpose of this research, an employer is an organization, institution, agency, company, non-profit association, which has five (5) or more employees and pays mandatory taxes and contributions regularly.
Business result	The sum of all the various effects of the enterprise (i.e. products and services). It is expressed through: quantity of products and services, income and profit.

Termination of employment contract	This term includes termination of employment relationship on different grounds. Employment relationship ends when the employment contract signed between the employee and the employer regulating their mutual relationship ceases to be valid. A wider definition of the cessation of contractual relations between the employer and the employee, for the purpose of this research, includes termination of employment contact, retirement, and all other reasons for termination of employment relationship in the analyzed period.
Medium enterprises (legal entities)	Business entities whose average number of employees in the year for which the financial report is submitted is from 50 to 249, and whose average value of business assets at the end of the business year or total annual income is within the limits defined by law.
Sampling	Based on the master sample of the total population of employers, a sample of employers with five (5) or more employees, sorted into small, medium and large employers by activities, which regularly pay mandatory taxes and contributions, was selected for labor market surveys using the stratified random sample method.
Large enterprises (legal entities)	Business entities whose average number of employees in the year for which the financial report is submitted is 249 and more, and whose average value of business assets at the end of the business year or total annual income is within the limits defined by law.
Occupation	An occupation is a set of jobs and work tasks (jobs) that are so closely related and interconnected in their content and type that they are performed by a single executor who possesses the appropriate knowledge, abilities and skills. In statistics, an occupation means a job (work place) performed by a person in order to earn a living.
Employees	Employees are all persons who have established an employment relationship with the employer, for a definite or indefinite period of time, regardless of the length of working hours and the ownership of the legal entity. Employees include trainees, persons on maternity leave and sick leave, and persons who are absent from work for any reason until the termination of employment.



INTRODUCTION

WOMEN IN LABOUR MARKET

SAMPLE

2.564

employers at the level of Bosnia and Herzegovina surveyed

78.3%

small enterprises in the sample

30.0%

in activity Wholesale and retail trade; repair of motor vehicles and motorcycles

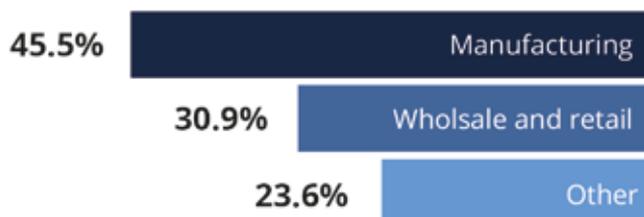
EMPLOYMENT OF WOMEN IN 2020



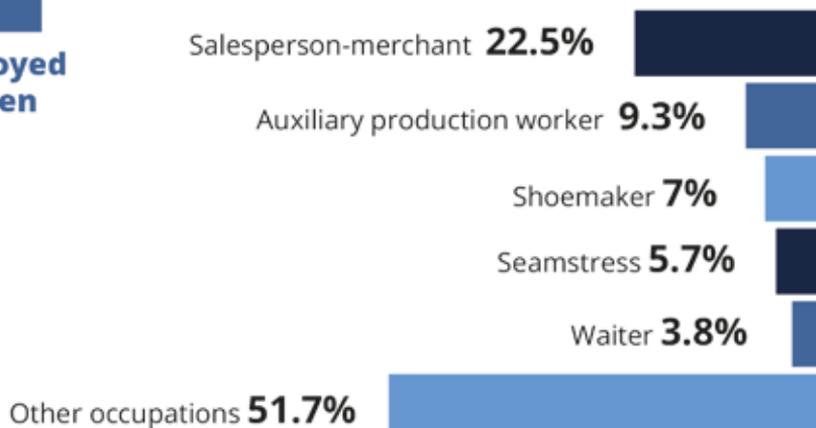
37%

of all newly employed workers are women

INDUSTRIES WITH THE HIGHEST PERCENTAGE OF NEWLY EMPLOYED WOMEN



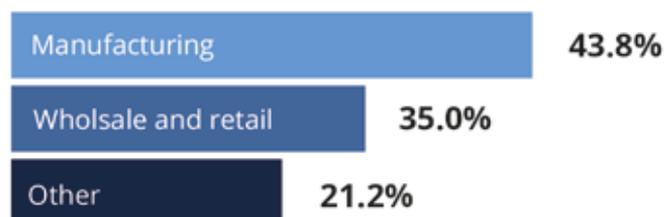
THE MOST SOUGHT AFTER OCCUPATIONS AMONG WOMEN



WOMEN IN LABOUR MARKET

TERMINATION OF EMPLOYMENT CONTRACTS AMONG WOMEN

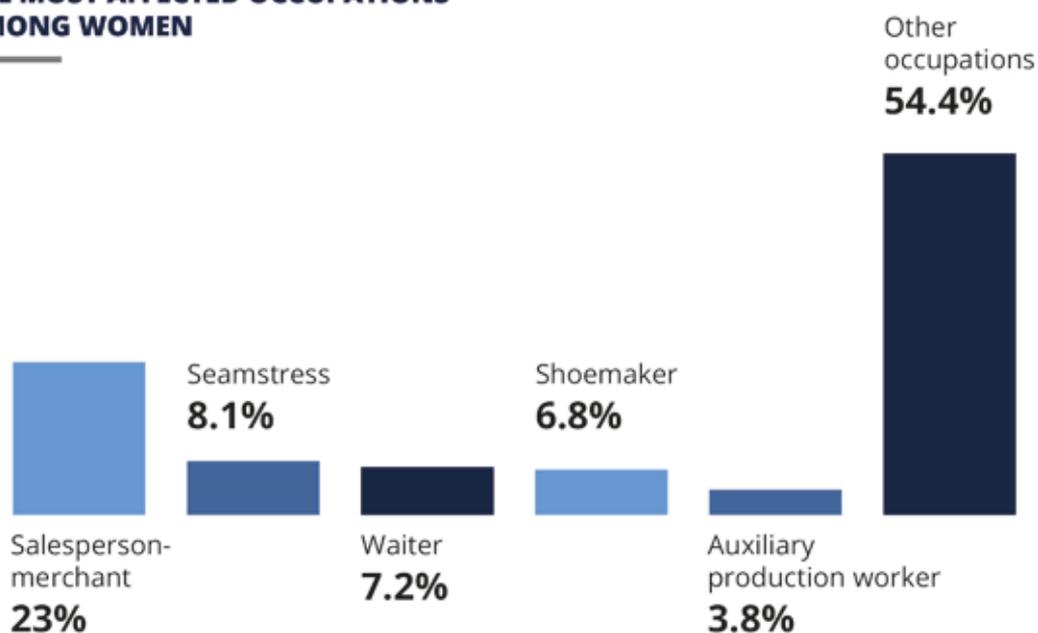
INDUSTRIES WITH THE HIGHEST PERCENTAGE OF NEWLY EMPLOYED WOMEN



40%

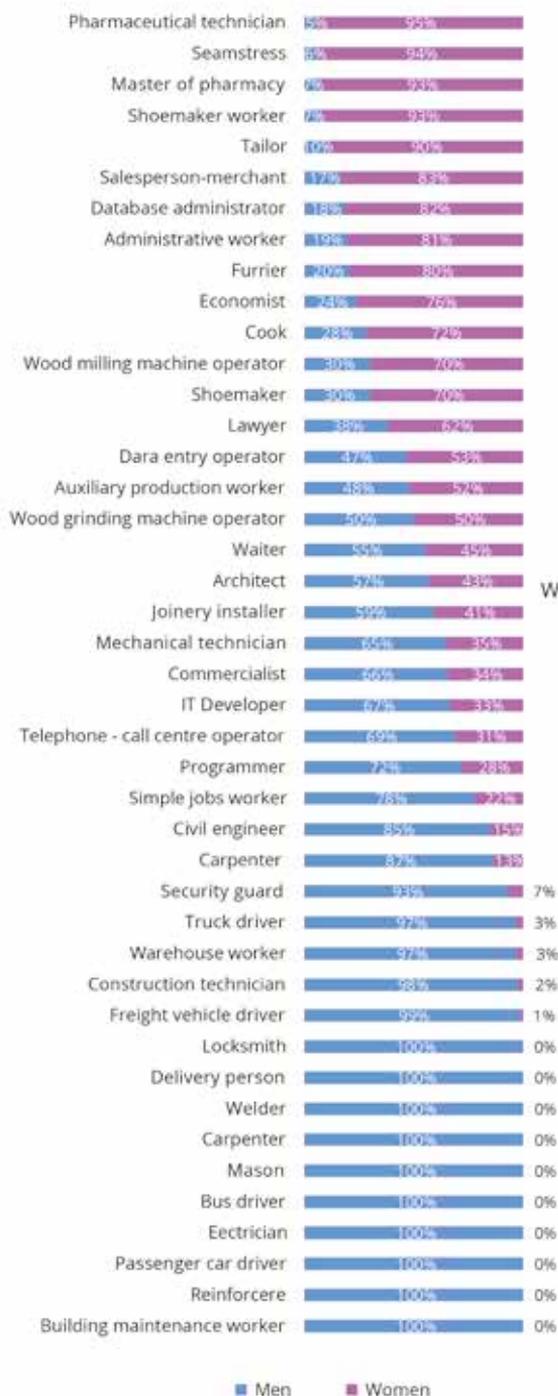
of all terminations of employment contracts

THE MOST AFFECTED OCCUPATIONS AMONG WOMEN

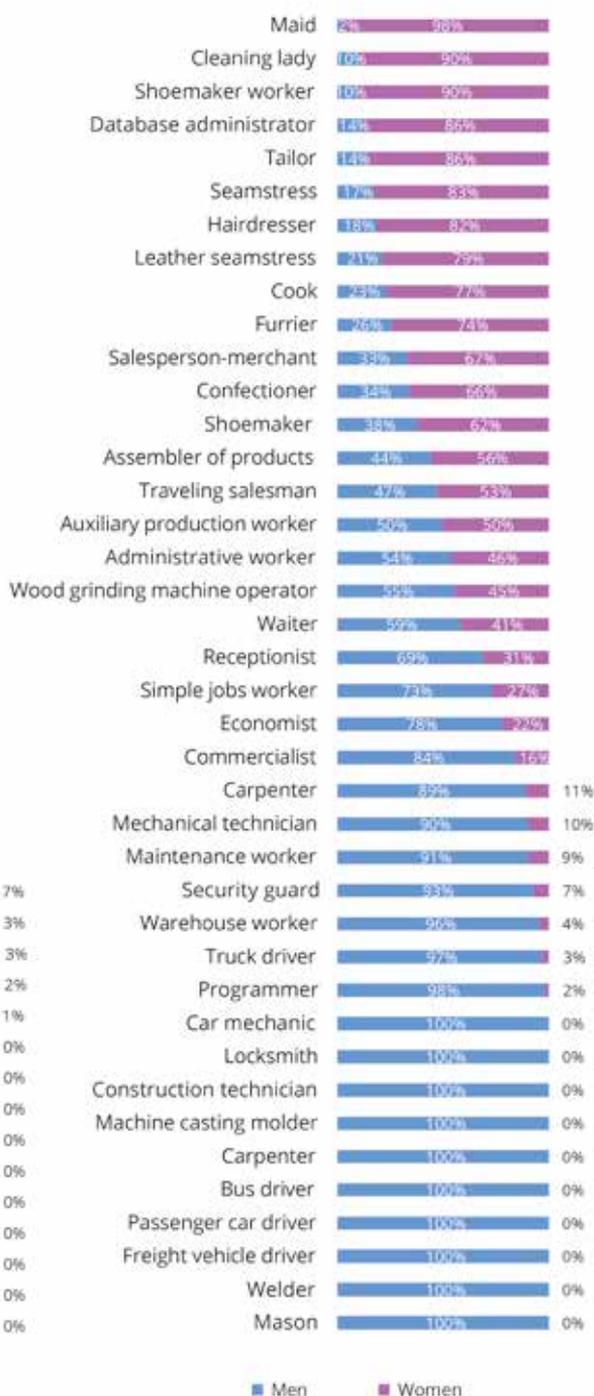


Share of males and females in the number of

A) New employments by occupation



B) Employment contract terminations by occupation



INTRODUCTION

At the end of 2020 and the beginning of 2021, the Federation Employment Service, the Employment Service of Republika Srpska and the Employment Service of the Brčko District of BiH conducted labour market research using a mutually agreed methodology, including a survey questionnaire. The aim of the research is to look at the current situation in terms of the challenges that employers faced in 2020, and to examine the demands of the labour market for workers in 2021. After individual research was conducted and results were presented by entity and Brčko District Employment Services, a consolidated report was created to show the data at the level of Bosnia and Herzegovina. In this context, this report relies on the consolidated report, but thematically it deals with the questions concerning women in the labour market in Bosnia and Herzegovina. All employment services used a stratified sampling approach, with activity (sector) and size of the enterprise as the key stratification variables. A total of 2,429 employers at the level of Bosnia and Herzegovina were surveyed. Small enterprises prevail in the sample (78.34%), which actually reflects the actual situation of the economy. Medium enterprises make up 15.89% and big enterprises make up 5.76% of the sample.

Table 1. Sample by size of surveyed employers

Size	FBiH	RS	Brčko District	Total - BiH	Percentage
Small enterprises	1.003	695	205	1.903	78,34%
Medium enterprises	165	209	12	386	15,89%
Big enterprises	64	74	2	140	5,76%
Total	1.232	978	219	2.429	100,00%

The largest percentage of enterprises in the sample falls into activity G - Wholesale and retail trade; repair of motor vehicles and motorcycles (30.0%), C - Manufacturing (24.7%) and H - Transport and storage (7.0%). These three activities make up 61.7% of the surveyed employers.

Table 2. Sample by activity of surveyed employers

Djelatnost	FBiH	RS	Brčko District	Total - BiH	Percentage
A: Agriculture, forestry and fishing	-	-	8	8	0,3%
B: Mining and quarrying	10	16	-	26	1,1%
C: Manufacturing industry	322	250	28	600	24,7%
D: Production and supply of electricity, gas, steam and air conditioning	1	13	-	14	0,6%
E: Water supply; wastewater disposal, waste management and remediation activities	28	25	2	55	2,3%
F: Construction	119	86	14	219	9,0%
G: Wholesale and retail trade; repair of motor vehicles and motorcycles	304	323	102	729	30,0%
H: Transport and storage	74	71	25	170	7,0%
I: Accommodation and food service activities (hotels and restaurants)	132	26	2	160	6,6%
J: Information and communication	46	34	6	86	3,5%
K: Financial and insurance activities	8	6	1	15	0,6%
L: Real estate business	9	14	2	25	1,0%
M: Professional, scientific and technical activities	104	86	16	206	8,5%
N: Administrative and support service activities	34	16	1	51	2,1%
O: Public administration and defence; compulsory social insurance	-	-	1	1	0,0%
Q: Health and social work	-	1	5	6	0,2%
P: Education	-	-	1	1	0,0%
R: Arts, entertainment and recreation	18	8	4	30	1,2%
S: Other service activities	23	3	1	27	1,1%
All activities	1.232	978	219	2.429	100,0%

The survey of employers had a question that monitors new employments and different ways of termination of employment contracts in 2020 (compared to 2019), where each employer was expected to answer the questions on the number of newly employed workers and those whose employment contract was terminated (lay-offs, termination of employment contract and retirement). The number of newly employed persons and the number of those whose employment contract was terminated were collected from a selected number of occupations of interest, but the employers were allowed to list other occupations. Besides occupation, the employers disaggregated the information on the number of newly employed and laid off employees by gender. The data disaggregated by gender serve as basis for the creation of this thematic report.

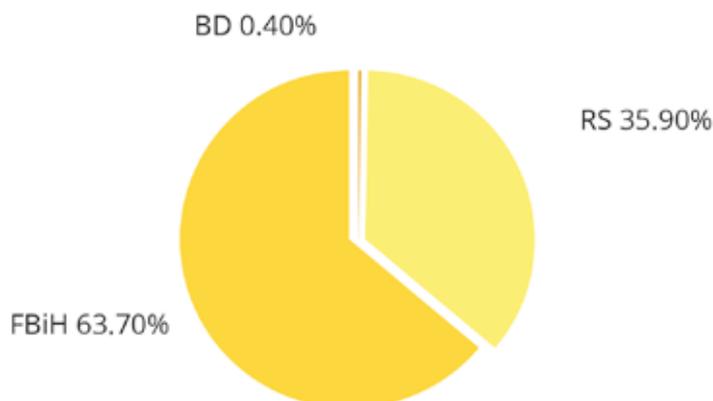




NEW EMPLOYMENTS IN 2020

NEW EMPLOYMENTS IN 2020

In 2020, the enterprises in the sample employed 8,721 workers. The highest percentage of new employments (63.7%) was realized in the Federation of Bosnia and Herzegovina and Republika Srpska (35.9%). Employment in the Brčko District accounts for 0.4% of total employment.



Grafikon 1. New employments by entity, percentage of newly employed workers

EMPLOYMENT OF WOMEN

At the level of the economy of Bosnia and Herzegovina, women accounted for 37% of the total number of newly employed workers. The percentage of newly employed women by entities is 32.7% in Republika Srpska, 36.4% in the Brčko District and 39.4 in the Federation of Bosnia and Herzegovina.

Table 3. Percentage of newly employed women by entity/district

Entity/District	Newly employed workers		
	Total	Women	Share of women (%)
FBiH	5.558	2.188	39,4%
RS	3.130	1.024	32,7%
BD	33	12	36,4%
Total	8.721	3.224	37,0%

Of the total number of newly employed women, the highest percentage (45.5%) were employed in the manufacturing industry (C) and 30.9% in the wholesale and retail trade; and repair of motor vehicles and motorcycles (G). A total of 76.4% of new female workers were employed in these two activities in 2020.

Table 4. New employments of women in 2020 by activity

Activity	New employments of women in 2020				
	FBiH	RS	BD	Total - BiH	%
A: Agriculture, forestry and fishing*	-	-	7	7	0,2%
B: Mining and quarrying	2	15		17	0,5%
C: Manufacturing industry	1.018	447	1	1.466	45,5%
D: Production and supply of electricity, gas, steam and air conditioning	3	14	-	17	0,5%
E: Water supply; wastewater disposal, waste management and remediation activities	2	20	0	22	0,7%
F: Construction	2	5	0	7	0,2%
G: Wholesale and retail trade; repair of motor vehicles and motorcycles	716	277	3	996	30,9%
H: Transport and storage	19	30	1	50	1,6%
I: Accommodation and food service activities (hotels and restaurants)	108	29	0	137	4,3%
J: Information and communication	83	48	0	131	4,1%
K: Financial and insurance activities	-	2	-	2	0,1%
L: Real estate business	-	4	-	4	0,1%
M: Professional, scientific and technical activities	29	72	-	101	3,1%
N: Administrative and support service activities	90	7	-	97	3,0%
R: Arts, entertainment and recreation	105	53	-	158	4,9%
S: Other service activities	11	1	-	12	0,4%
Total	2.188	1.024	12	3.224	100,00%

* Activity not covered by research in FBiH and RS

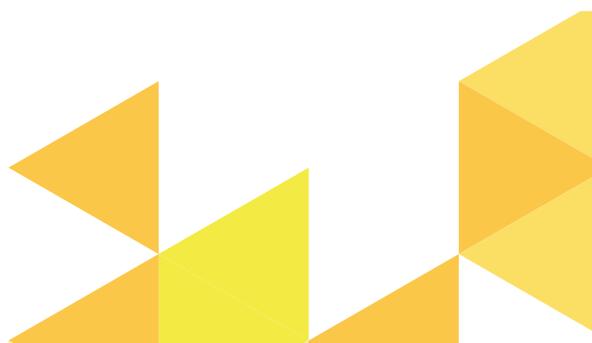
The highest percentage of new employments of women was in big enterprises (55%), with 21.7% in small and 22.8% in medium enterprises. Although big enterprises make up a small percentage of the total number of enterprises, their role and importance in job creation is not to be neglected, especially in the context of the employment of women.

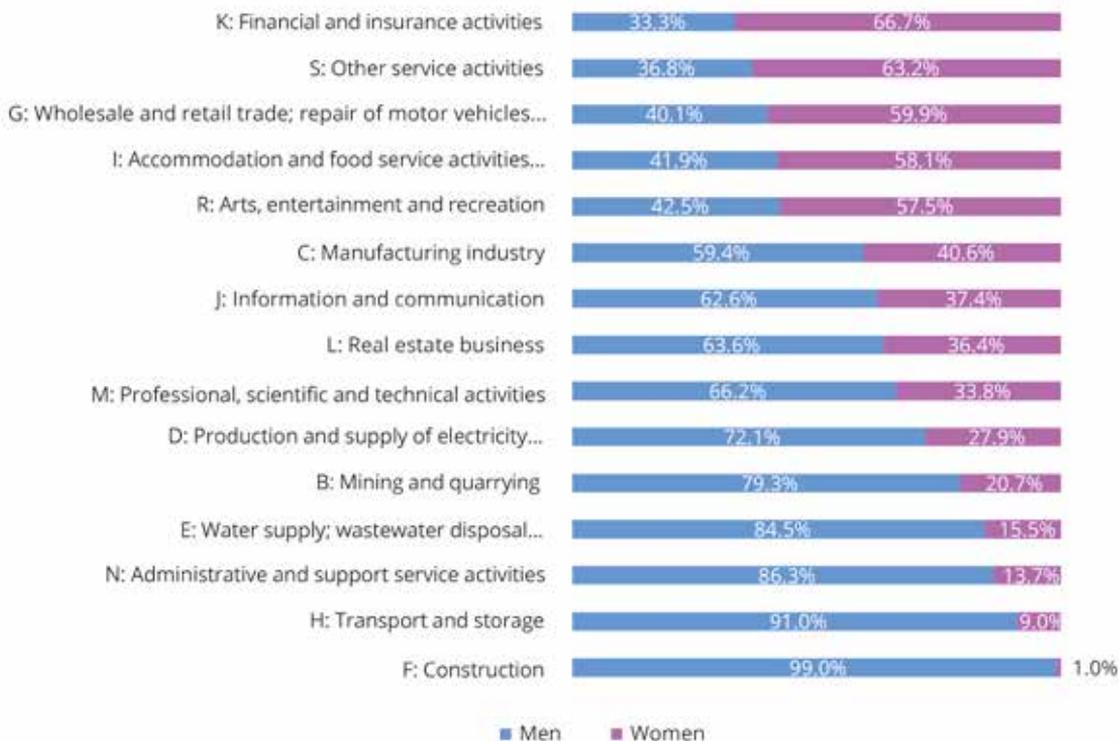
Table 5. New employments of women in 2020 by enterprise size

Size	New employments of women in 2020				
	FBiH	RS	BD	Total - BiH	% ¹
Small	460	229	12	701	21,7%
Medium	442	292	0	734	22,8%
Big	1.286	503		1.789	55,5%
Total	2.188	1.024	12	3.224	100,0%

¹ Versus total number of new employments

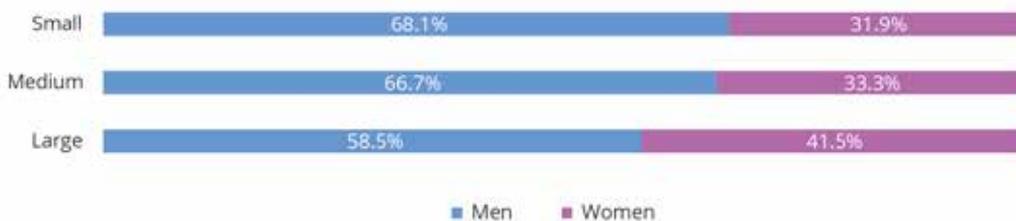
As to the number of new employments in particular activities, women prevail in financial and insurance activities (they make up 66.7% of new employments in this activity), other service activities (63.2%), wholesale and retail trade; repair of motor vehicles and motorcycles (59.9%), accommodation and food service activities (58.1%), arts, entertainment and recreation (57.5%). In other activities the representation of women is below 50%, while their representation is very low in F (Construction); H (Transport and storage); N (Administrative and support service activities) and E (Water supply; wastewater disposal, waste management and remediation activities – below 15.5% in each activity).





Graph 2. Percentage representation of women in new employments by activity, percentage of women and men in corresponding category

Looking at new employments in different size enterprises, women make up 41.5% of new employments in big enterprises, 33.3% in medium enterprises and 31.9% in small enterprises.



Graph 3. Percentage representation of women in new employments by enterprise size, percentage of women and men in corresponding category

In the three activities where women make up the highest percentage of new workforce, according to the information for February 2021 available from the Agency for Statistics of Bosnia and Herzegovina, salaries are lower than the average (KM 961). Those activities are trade (G), hotel and catering industry (I) and arts, entertainment and recreation (R). In the other two activities, financial and insurance activities (K) and other service activities (S), salaries are above the average salary in February 2021, and women make up between 63% and 67% of new employments in these activities.

Table 6. Average salaries by activity and percentage representation of women in new employments

Activity	Average salaries (February 2021) ¹	Percentage representation of women in new employments ²
A: Agriculture, forestry and fishing	804 -	n.o.
B: Mining and quarrying	1112 +	20,70%
C: Manufacturing industry	724 -	40,60%
D: Production and supply of electricity, gas, steam and air conditioning	1471 +	27,90%
E: Water supply; wastewater disposal, waste management and remediation activities	889 -	15,50%
F: Construction	668 -	1,0%
G: Wholesale and retail trade; repair of motor vehicles and motorcycles	719 -	*59,90%
H: Transport and storage	828 -	9,00%
I: Accommodation and food service activities (hotels and restaurants)	581 -	*58,10%
J: Information and communication	1384 +	37,40%
K: Financial and insurance activities	1558 +	*66,70%
L: Real estate business	803 -	36,40%

¹ Agency for Statistics of Bosnia and Herzegovina (2021). Average net monthly salaries paid to employees, February 2021 http://www.bhas.gov.ba/data/Publikacije/Saopštenja/2021/LAB_04_2021_02_1_BS.pdf

² Data from Graph 2.

M: Professional, scientific and technical activities	1042 +	33,80%
N: Administrative and support service activities	658 -	13,70%
O: Public administration and defense; compulsory social insurance	1336 +	n.o.
P: Education	996 +	n.o.
Q: Health and social work	1261 +	n.o.
R: Arts, entertainment and recreation	716 -	*57,50%
S: Other service activities	1076 +	*63,20%

+ Average salary above average in February (KM 961)

- Average salary below average in February (KM 961 KM)

* Women make up more than 50% of new employments in the activity n.c. – activity not covered by research

NEW EMPLOYMENTS BY GENDER AND OCCUPATION

The most common occupations among women are: salesperson - merchant, auxiliary production worker, shoemaker, seamstress, waitress and shoemaker - maker of upper parts of footwear. These six occupations make up 51.1% of all newly employed women in 2020. According to ILOSTAT³ DATA, research shows that many occupations throughout the world are divided by gender and that some occupations are dominated by women (such as personal care workers, health associate professionals, cleaners and helpers, clerks, health professionals, customer services clerks and others).

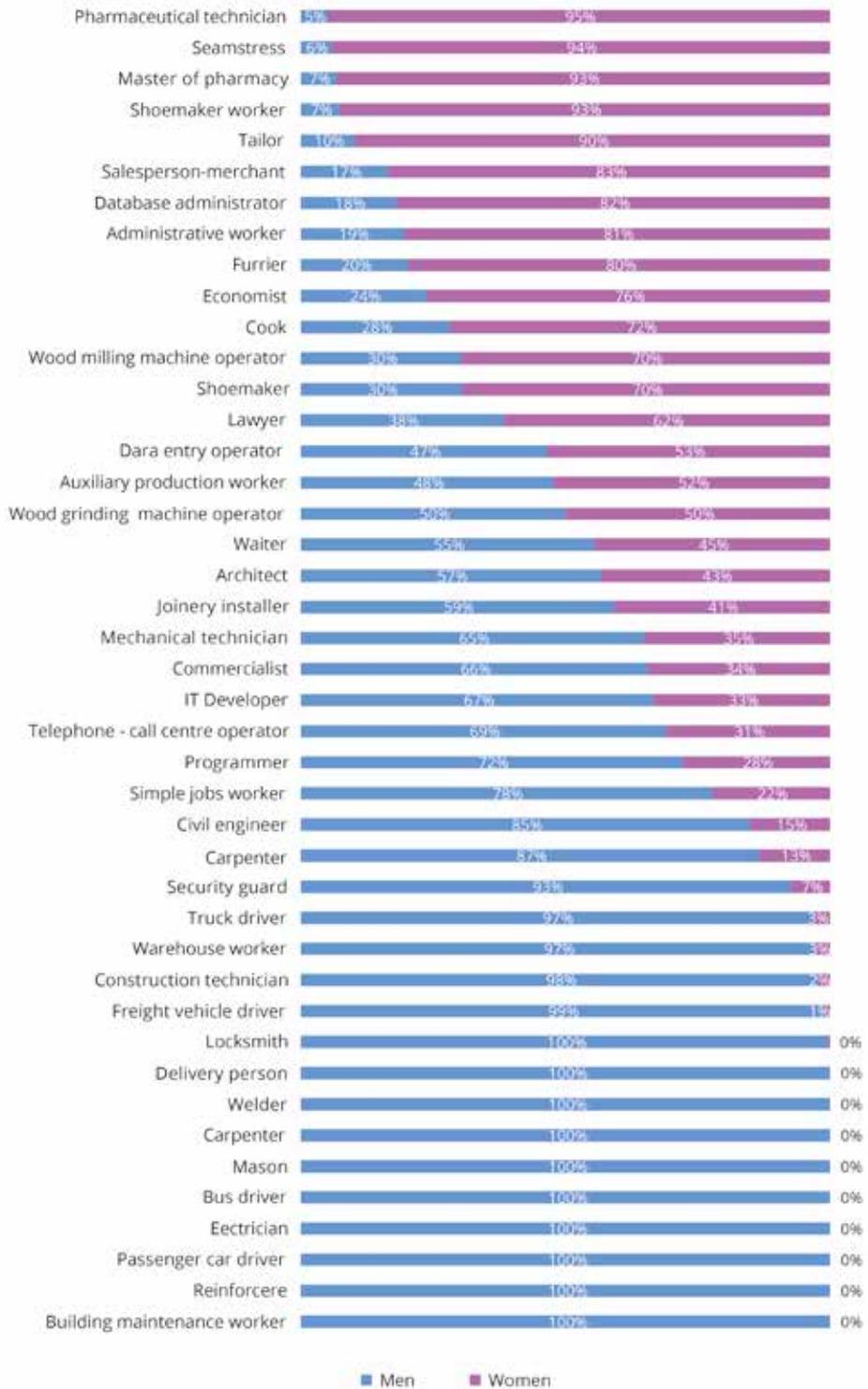
Table 7. Most common occupations among women

Occupation	FBiH	RS	BD	Total - BiH	Percentage	Cumulative
Salesperson-merchant	590	135	0	725	22,5%	22,5%
Auxiliary production worker	102	197	0	299	9,3%	31,8%
Shoemaker	219	8	0	227	7,0%	38,8%
Seamstress	152	32	0	184	5,7%	44,5%
Waitress	110	13	0	123	3,8%	48,3%
Shoemaker - maker of upper parts of footwear	90	0	0	90	2,8%	51,1%
Simple worker	50	35	0	85	2,6%	53,8%
Cook	57	22	0	79	2,5%	56,2%
Tailor	46	25	0	71	2,2%	58,4%
Administrative worker	31	30	1	62	1,9%	60,3%
Economist	22	39	0	61	1,9%	62,2%
Mechanical technician	1	45	0	46	1,4%	63,6%
Furrier	43	0	0	43	1,3%	65,0%
Security guard	43	0	0	43	1,3%	66,3%
Master of pharmacy	26	16	0	42	1,3%	67,6%
Database administrator	41	0	0	41	1,3%	68,9%

³ ILO (2020). These occupations are dominated by women. Source: <https://ilostat.ilo.org/these-occupations-are-dominated-by-women/>

Wood grinding and polishing machine operator	20	21	0	41	1,3%	70,2%
Pharmaceutical technician	2	26	10	38	1,2%	71,3%
Telephone - call centre operator	0	37	0	37	1,1%	72,5%
Commercialist	7	24	0	31	1,0%	73,4%
Other occupations	536	319	1	856	26,6%	100,0%

Occupations considerably dominated by women are: pharmaceutical technician (95% of all new employments), seamstress (94%), master of pharmacy (93%), shoemaker (93%), tailor (90%), while there are no women working in the following occupations: locksmith, delivery person, welder, carpenter, bus driver, electrical technician, passenger vehicle driver, rebar worker and building manager. For comparison purposes, International Labour Organisation data shows that women dominate in sales with 52% participation, while in the sample for Bosnia and Herzegovina salespersons – merchants make up 83% of new employments.



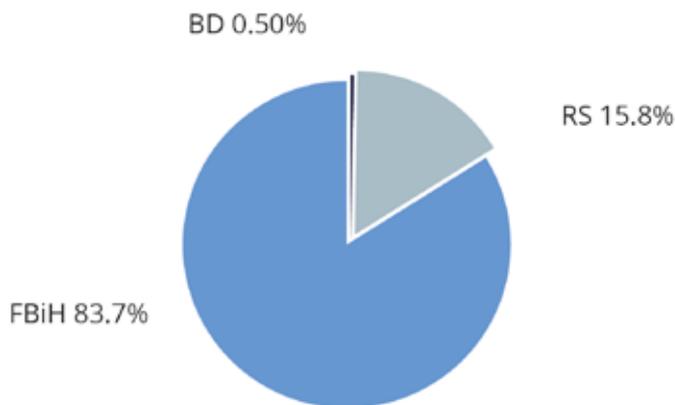
Graph 4. Percentage of new employments by gender and occupation (occupations with more than 30 newly employed workers)



TERMINATION OF EMPLOYMENT CONTRACTS IN 2020

TERMINATION OF EMPLOYMENT CONTRACTS IN 2020

In 2020, the enterprises from the sample had 10,446 terminations of employment contracts (lay-offs, contract terminations and retirements). The highest percentage of contract terminations (83.7%) was in the Federation of Bosnia and Herzegovina, and in Republika Srpska it was 15.8%. The number of employment contract terminations in the Brčko District makes up 0.1%.



Graph 5. Employment contract terminations by entity, percentage of employees

EMPLOYMENT CONTRACT TERMINATIONS AMONG WOMEN

Women make up 39.7% of the total number of employees whose employment contract expired in 2020. By entities, women make up 41.9% of all employees in the Federation of Bosnia and Herzegovina whose contract expired in 2020, while in Republika Srpska and the Brčko District the percentages are lower, 29.0% in RS and 12.2% in BD.

Table 8. Number of employees with employment contract termination in 2020

Entity/District	Employment contract termination		
	Total	Women	Percentage of women
FBiH	8.748	3.663	41,9%
RS	1.649	479	29,0%
BD	49	6	12,2%
Total	10.446	4.148	39,7%

Of the total number of women affected by employment contract termination in 2020, the highest percentage (43.8%) come from the manufacturing activities (C), and 35% from wholesale and retail trade; repair of motor vehicles and motorcycles (G). In these two activities a total of 78.8% of women were laid off in 2020.

Table 9. Number of women affected by termination of employment contract in 2020 by activity

Activity	FBiH	RS	BD	Total - BiH	Percentage
B: Mining and quarrying	13	19		32	0,8%
C: Manufacturing industry	1.590	224	1	1.815	43,8%
D: Production and supply of electricity, gas, steam and air conditioning	2			2	0,0%
E: Water supply; wastewater disposal, waste management and remediation activities	5	4	1	10	0,2%
F: Construction	7	11	0	18	0,4%
G: Wholesale and retail trade; repair of motor vehicles and motorcycles	1.343	106	3	1.452	35,0%
H: Transport and storage	3	19	0	22	0,5%
I: Accommodation and food service activities (hotels and restaurants)	348	52	0	400	9,6%
J: Information and communication	38	5	0	43	1,0%
K: Financial and insurance activities	13		0	13	0,3%
L: Real estate business	5	14	0	19	0,5%
M: Professional, scientific and technical activities	37	9	0	46	1,1%
N: Administrative and support service activities	85	6	0	91	2,2%
O: Public administration and defense; compulsory social insurance			1	1	0,0%
R: Arts, entertainment and recreation	164	9	0	173	4,2%
S: Other service activities	10	1	0	11	0,3%
Total	3.663	479	6	4.148	100,0%

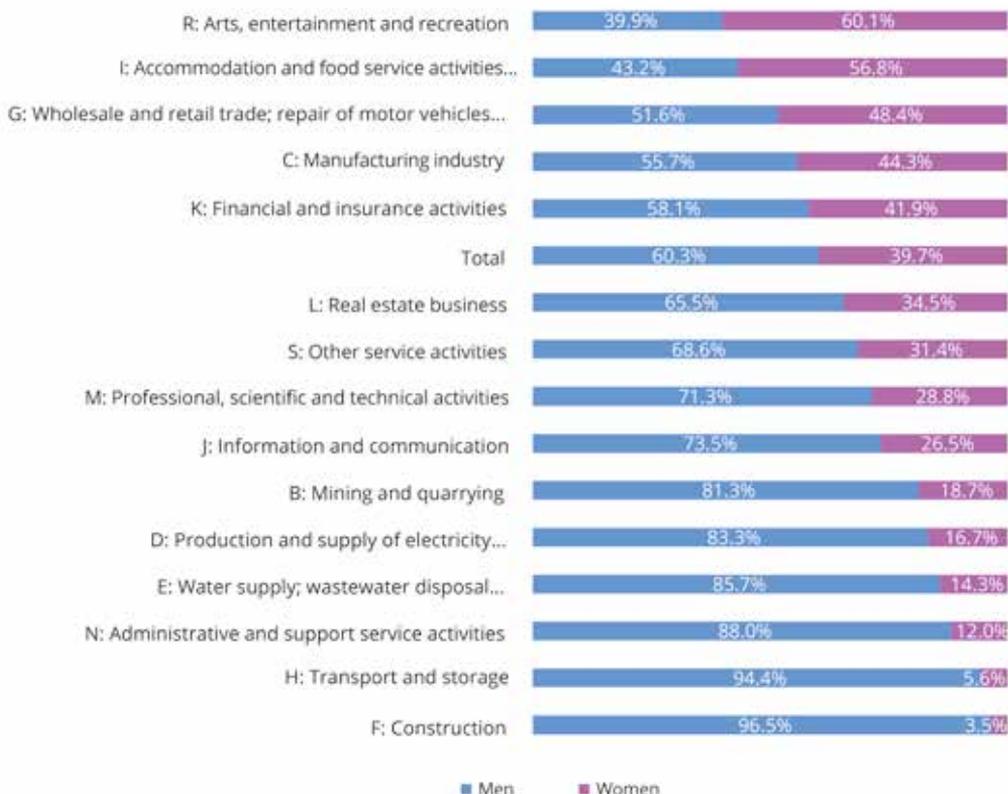
The highest percentage of employment contract terminations was reported in big enterprises (65%), followed by 17.8% in small enterprises and 17.2% in medium enterprises. Therefore, big enterprises were less flexible when sustaining crisis shocks, but they are a very important factor in the retention of jobs, especially those for women. In addition to the high percentage of employment of women in big enterprises, as indicated earlier, the highest percentage of lay-offs is also recorded in these enterprises.

Table 10. Number of women affected by termination of employment contract in 2020, by enterprise size

Size	FBiH	RS	BD	Total - BiH	Percentage of women
Small	547	185	6	738	17,8%
Medium	581	131	0	712	17,2%
Big	2.535	163	0	2.698	65,0%
Total	3.663	479	6	4.148	100,0%

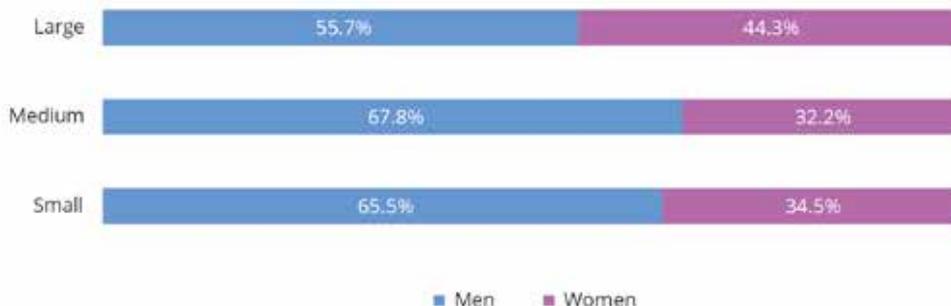
As to the number of contract terminations in individual activities, the highest percentage of laid-off female workers was reported in arts, entertainment and recreation, where women make up 60.1% of laid-off workers, followed by accommodation and food service activities (56.8%) and wholesale and retail trade; repair of motor vehicles and motorcycles (48.4%). In construction (F) and transport and storage (H) women make up a significantly low percentage of laid-off workers. This was to be expected because those are activities dominated by traditional male occupations.





Graph 6. Percentage representation of women and men in total number of employees affected by employment contract termination, by activity, percentage of women and men in corresponding activity

As regards employment termination in different size enterprises, women make up 44.3% of employment contract terminations in the workforce of big enterprises, 32.3% in medium enterprises and 34.5% in small enterprises.



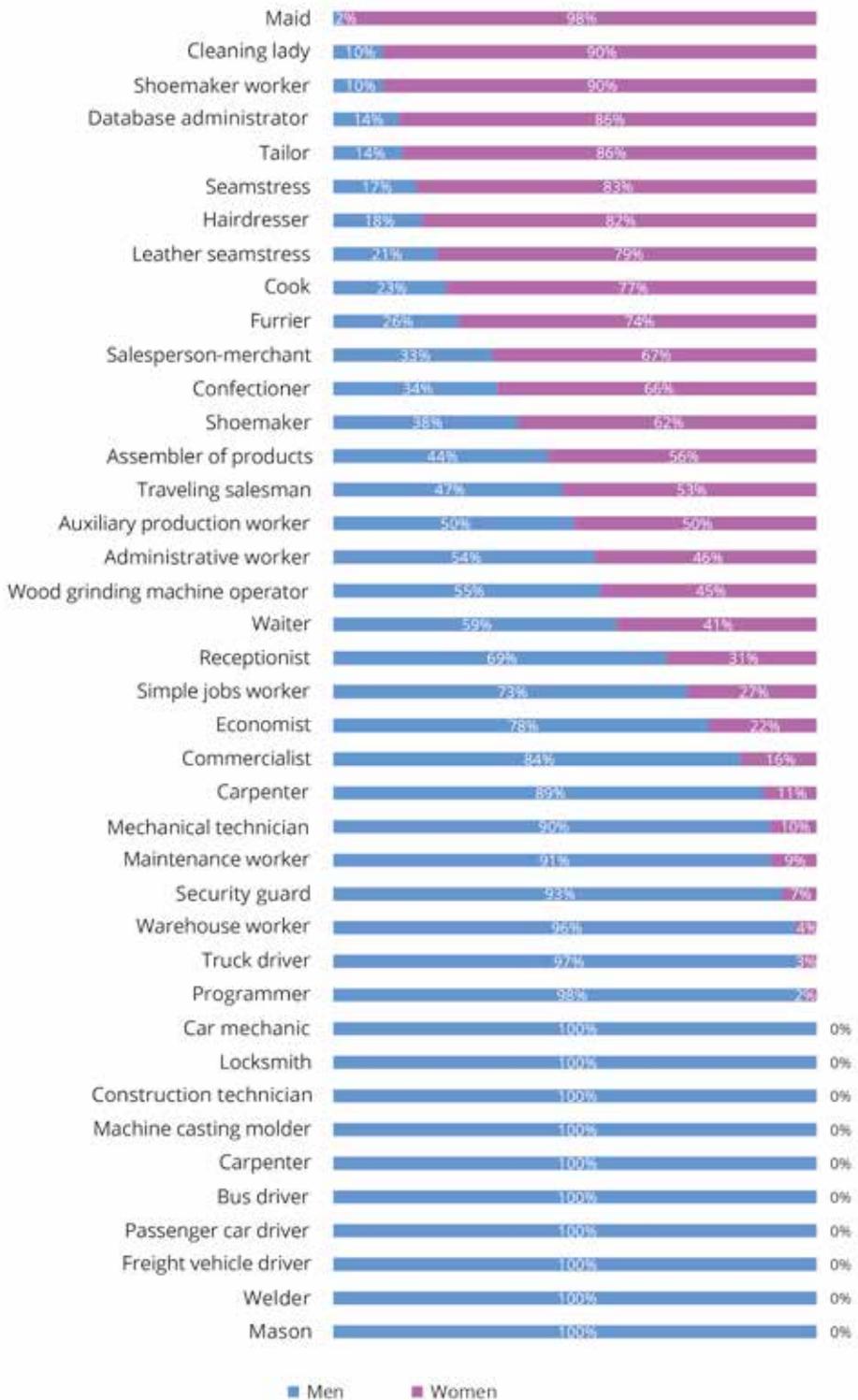
Graph 7. Percentage representation of women and men in total number of employees affected by employment contract termination, by enterprise size, percentage of women and men in corresponding category

EMPLOYMENT CONTRACT TERMINATIONS BY GENDER AND OCCUPATION

These occupations were the worst affected by termination of contracts in 2020 among women: saleswoman-merchant, seamstress, waitress, shoemaker and auxiliary production worker. These five occupations make up 50.6% of all lay-offs among women.

Table 11. Worst affected occupations among women

Occupation	FBiH	RS	BD	Total - BiH	Percentage	Cumulative
Saleswoman - merchant	905	51	0	956	23,0%	23,0%
Seamstress	284	47	3	334	8,1%	31,1%
Waitress	274	25	0	299	7,2%	38,3%
Shoemaker	281	0	0	281	6,8%	45,1%
Auxiliary production worker	138	89	0	227	5,5%	50,6%
Cook	130	28	0	158	3,8%	54,4%
Shoemaker - maker of upper parts of footwear	112	0	0	112	2,7%	57,1%
Leather seamstress	110	0	0	110	2,7%	59,7%
Simple worker	86	17	0	103	2,5%	62,2%
Maid	89	9	0	98	2,4%	64,6%
Administrative worker	48	23	1	72	1,7%	66,3%
Assembler of products from different materials	54	0	0	54	1,3%	67,6%
Tailor	34	14	0	48	1,2%	68,8%
Hairdresser	45	0	0	45	1,1%	69,8%
Security guard	42	0	0	42	1,0%	70,9%
Furrier	40	0	0	40	1,0%	71,8%
Traveling saleswoman	29	11	0	40	1,0%	72,8%
Other occupations	962	165	2	1.129	27,2%	100%
Total	3.663	479	6	4.148	100,0%	-



Graph 8. Percentage of men and women in total number of employment contract terminations (occupations with more than 30 newly employed workers)

As regards occupations, women make up 90% of laid off employees among maids, cleaners and shoemaking workers. These jobs indicate that those are traditional female occupations, therefore the percentage of women in the total number of employment contract terminations for women is significantly high in these occupations.

Occupations such as database administrator, tailor, seamstress, hairdresser, leather seamstress, cook, furrier, saleswoman – merchant, confectioner, shoemaker, assembler of products from different materials, traveling saleswoman and auxiliary production worker made up more than 50% of contract terminations for women.

No women were laid off among car mechanics, locksmiths, construction technicians, molders, carpenters, bus, passenger vehicle and freight vehicle drivers, welders and bricklayers. These are traditional male occupations and employment contract terminations mainly affect men.

OCCUPATIONS: NET WINNERS AND LOSERS

Given that in 2020 employers both hired and fired employees of different occupations, the difference between the number of employed workers and those who were laid off gives the best insight in the change of the number of employees for a particular occupation as well as an insight into which occupations are net “winners” (more new employments than contract terminations) or “losers” (fewer new employments than contract terminations). In general, on the sample level, it can be concluded that in 2020 there were more contract terminations than new employments (difference of 1,725 employees in the sample). Men made up 63% of new employees in 2020, but were also significantly represented in the number of workers whose employment contracts were terminated (60.3%). Although the total number of new employments and contract terminations for women was smaller in absolute numbers, women were more significantly affected by the COVID-19 pandemic that marked 2020. The total negative difference between new employments and the number of employees affected by employment contract termination was 1,725 employees, 53.6% of them women and 46.4% men.

Table 12. Total number of new employments and employment contract terminations by gender

Change	Men		Women		Total	
	Total	%	Total	%	Total	%
New employments	5.497	63,0%	3.224	37,0%	8.721	100,0%
Employment contract terminations	6.298	60,3%	4.148	39,7%	10.446	100,0%
Difference	-801	46,4%	-924	53,6%	-1.725	100,0%

The following occupations were the biggest net “winners”, meaning that there were more newly employed women than those whose contract was terminated: data entry operator (11% of positive contribution to the reduction of difference between new employments and employment contract terminations), auxiliary production worker (8%), economist (5%), telephone – call centre operator (4%), master of pharmacy (4%) and mechanical technician (4%).

Table 13. Female occupations – net winners

Occupation	New employments	Employment contract terminations	Difference	Percentage ¹
Data entry operator	100	0	100	11%

Auxiliary production worker	299	227	72	8%
Economist	61	14	47	5%
Telephone – call centre operator	37	0	37	4%
Master of pharmacy	42	8	34	4%
Mechanical technician	46	13	33	4%
Pharmaceutical technician	38	8	30	3%
Commercialist	31	8	23	2%
Tailor	71	48	23	2%
Programmer	24	1	23	2%
Carpentry fitter	18	0	18	2%
Cashier	21	4	17	2%
IT Developer	19	6	13	1%
Lawyer	21	9	12	1%
Wood grinding and polishing machine operator	41	29	12	1%
Upholsterer	15	3	12	1%
Architect	13	4	9	1%
Economic technician	14	6	8	1%
Accountant	15	7	8	1%
Machine tool operator	10	2	8	1%
Administrative employee – clerk	7	0	7	1%
Cleaner	7	0	7	1%
Electrical engineer	7	0	7	1%
Wood model builder	6	0	6	1%
Carpenter	18	12	6	1%
Car mechanic	5	0	5	1%
Graphic designer	6	1	5	1%
Packer	5	0	5	1%

Procurement clerk	6	1	5	1%
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¹ In relation to the difference observed (924 more contract terminations than newly employed women), to be interpreted as occupations which narrow the gap between the number of newly employed workers and lay-offs in favour of new employments).

The following occupations were the biggest net “losers”, meaning that there were fewer newly employed women than those whose contract was terminated: saleswoman – trader (25% of negative contribution to the reduction of difference between new employments and employment contract terminations), waitress (19%), seamstress (16%), leather seamstress (9%), maid (9%) and cook (9%).

Table 14. Female occupations – net losers

Occupation	New employments	Employment contract terminations	Difference	Percentage ¹
Loan clerk	0	5	-5	-1%
Machine tool operator	0	5	-5	-1%
Receptionist	11	18	-7	-1%
Administrative worker	62	72	-10	-1%
Simple worker	85	103	-18	-2%
Cleaner	15	35	-20	-2%
Shoemaker – maker of upper parts of footwear	90	112	-22	-2%
Confectioner	3	31	-28	-3%
Hairdresser	10	45	-35	-4%
Traveling saleswoman	5	40	-35	-4%
Shoemaker	227	281	-54	-6%
Assembler of products from different materials	0	54	-54	-6%
Cook	79	158	-79	-9%
Maid	14	98	-84	-9%
Leather seamstress	25	110	-85	-9%

Seamstress	184	334	-150	-16%
Waitress	123	299	-176	-19%
Saleswoman - merchant	725	956	-231	-25%

¹ In relation to the difference observed (924 more contract terminations than newly employed women), to be interpreted as occupations which widen the gap between the number of newly employed workers and lay-offs in favour of lay-offs).

CONCLUSIONS



CONCLUSIONS

This report is a thematic research report based on the research that the Federation Employment Service, the Employment Service of Republika Srpska and the Employment Service of the Brčko District of BiH conducted at the end of 2020 and the beginning of 2021. The report specifically deals with questions relating to men and women separately. Since there is a limited number of such questions (disaggregation by gender within specific professions), the report itself is a good starting point to understand the position of women and men in certain professions in the labour market, especially in the context of new employments and employment contract termination. However, future research should improve the research methodology in order to better highlight data analysis which takes into account gender differences. The following conclusions can be drawn from this thematic report:

- At the level of the economy of Bosnia and Herzegovina, women made up 37% of the total number of newly employed workers. This result might point to two possible conclusions: employers hire men more often than women, or women are not active enough in the labour market. At any rate, it is necessary to take appropriate measures to encourage higher participation of women in the labour market.
- The highest percentage of newly employed women is in the manufacturing activities and trade (76.4% of new employments in 2020), and big enterprises are an important factor in the employment of women (55% of newly employed women were hired by big enterprises).
- An analysis of occupations which hire women shows that women most often find jobs as: salesperson – trader, auxiliary production worker, shoemaker, seamstress, waitress and shoemaker – maker of upper parts of footwear. These five occupations account for 51.1% of the number of newly employed women in 2020.
- Professions where women significantly dominate are: pharmaceutical technician (95% of all new employments), seamstress (94%), master of pharmacy (93%), shoemaking worker (93%), tailor (90%), while the following professions do not have any women employed: locksmith, delivery person, welder, carpenter, bricklayer, bus driver, electrical technician, passenger vehicle driver, rebar worker and building manager. These results indicate that women most often find jobs in the so called traditional female professions, and that the education system should promote gender neutral professions.
- Women make up 39.7% of the total number of employees whose

employment contract expired in 2020. Manufacturing industry and trade are the two activities with the biggest number of women whose employment contract expired in 2020 (78.8%), while big enterprises have the highest number of employment contract terminations (65%). These enterprises have the highest percentage of new employments.

- Looking at the number of employment contract terminations in individual activities, the highest percentage of laid off female employees is in arts, entertainment and recreation, where women account for 60.1% of laid off employees in this activity, followed by accommodation and food service activities (56.8%) and wholesale and retail trade; repair of motor vehicles and motorcycles (48.4%). Women make up a significantly low percentage of laid off employees in construction (F) and transport and storage (H). This percentage was expected since those are activities dominated by traditional male professions.
- The following occupations were the most affected by contract termination among women in 2020: salesperson – merchant, seamstress, waitress, shoemaker and auxiliary production worker. These five occupations make up 50.6% of all employment contract terminations among women.
- At the level of occupations the percentage of laid off women among maids, cleaners, shoemaking workers is over 90%. These very occupations indicate that they are traditional female occupations, therefore the percentage of women whose employment contracts were terminated is significantly high. Occupations such as database administrator, tailor, seamstress, hairdresser, leather seamstress, cook, furrier, salesperson – merchant, confectioner, shoemaker, assembler of products from different materials, traveling salesperson and auxiliary production worker account for more than 50% of employment contract terminations for women. In occupations such as car mechanic, locksmith, construction technician, molder, carpenter, bus, passenger vehicle and freight vehicle driver, welder and bricklayer, no women were among laid off employees. These are traditional male occupations and contract termination mostly affects men.
- Women were worse affected by the COVID-19 pandemic that marked the year 2020. The results of this study emphasize the need to promote a single approach and relation to women in the labour market through appropriate policies and in the education system.

