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# **ANALYSIS OF VACANCIES COLLECTED THROUGH THE EMPLOYMENT SERVICES IN BOSNIA-PODRINJE CANTON DURING 2020**

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# INTRODUCTION

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# INTRODUCTION

## ANALYSIS OF VACANCIES COLLECTED THROUGH THE EMPLOYMENT SERVICE OF BOSNIA-PODRINJE CANTON DURING 2020

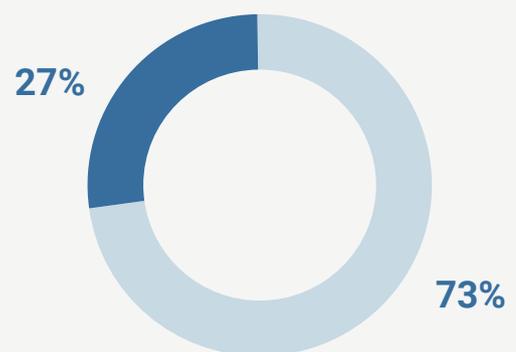
### STRUCTURE OF ECONOMY



### ADVERTISED JOBS



### VACANCIES BY SECTOR

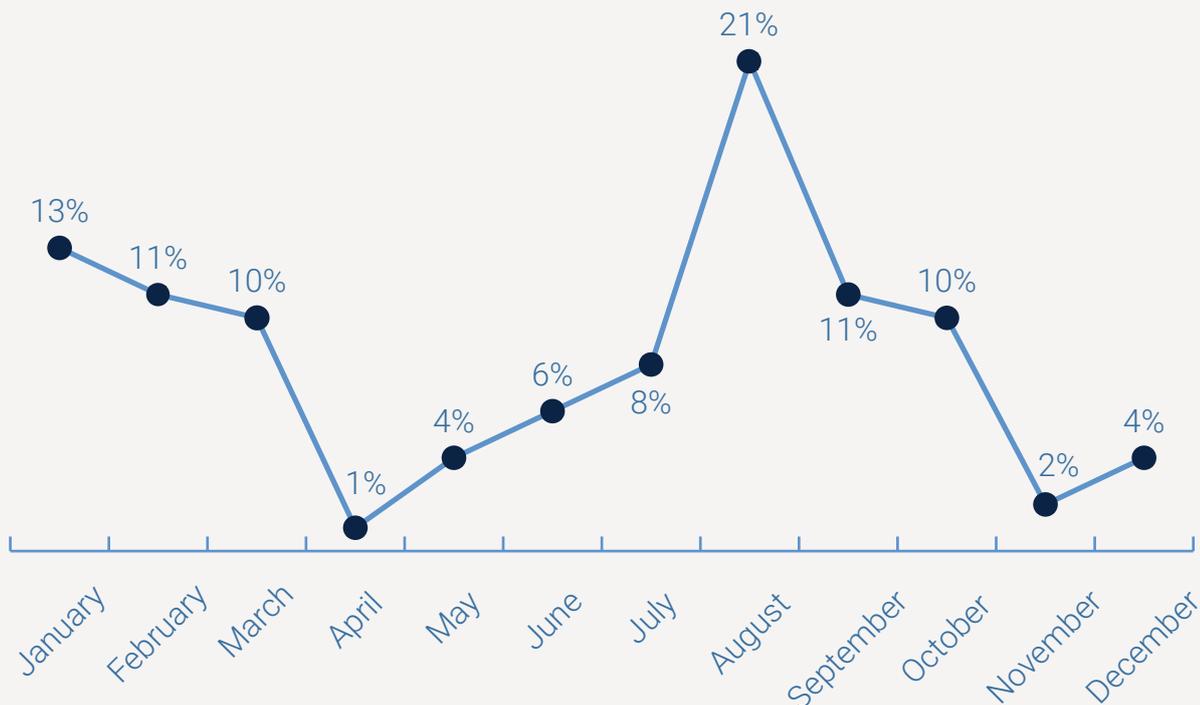


Public 

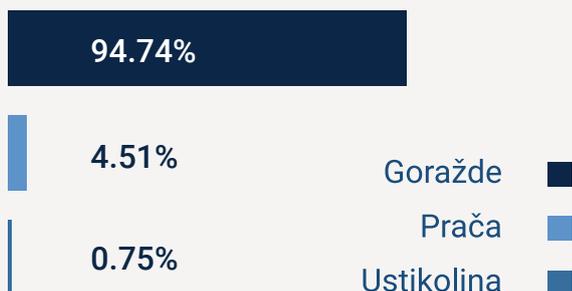
Private 

# INTRODUCTION

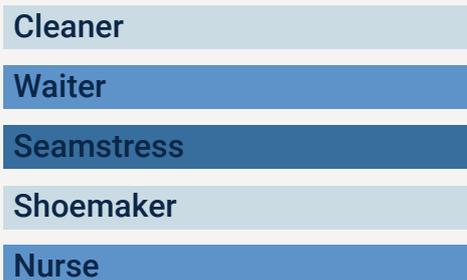
## VACANCIES PER MONTH IN 2020



## VACANCIES BY MUNICIPALITY



## MOST WANTED OCCUPATIONS



# INTRODUCTION

The need to consolidate information on published jobs has been cited as a priority of the European Union for Bosnia and Herzegovina in the last few years.

The Report on Bosnia and Herzegovina for 2019<sup>1</sup> states that BiH does not have a central database as a precondition for joining EURES - the European Network for Cooperation of Employment Services. It is stated that it is necessary to consolidate the data with the information published through public employment services, i.e. to create one point where all that information would be available. In this way, data on labour demand would be consolidated.

In the Report on Bosnia and Herzegovina for 2020 and 2021, accompanying the document Communication from the Commission to the European Parliament, the Council, the European Economic and Social Committee and the Committee of the Regions (Communication on the EU Enlargement Policy)<sup>2</sup>, ABILITY TO ASSUME THE OBLIGATIONS OF MEMBERSHIP, relating to Chapter 2 "Freedom of movement for workers", it is stated that in the reporting period no progress was made regarding the development of a nationwide database of vacancies.

This issue remained one of the few non-harmonised issues within the Working Group on Free Movement of Workers (Acquis Chapter 2).

In order to implement this task, the project team, in cooperation with the employment services, collected available data on vacancies that employers submitted to the public employment services. Only a few

1 COMMISSION STAFF WORKING DOCUMENT Analytical Report Accompanying the document Communication from the Commission to the European Parliament and the Council Commission Opinion on Bosnia and Herzegovina's application for membership of the European Union

2 RADNI DOKUMENT OSOBLJA KOMISIJE Izvještaj o Bosni i Hercegovini za 2020. uz dokument Saopštenje Komisije Evropskom parlamentu, Vijeću, Evropskom ekonomskom i socijalnom odboru i Odboru regija Saopštenje o politici proširenja EU-a za 2020.

services that able to submit an overview of announced vacancies for the specified period, while others were not able to do so, mainly due to technical problems encountered in the process of collection, processing and storage of announced vacancies. This analysis focuses on one cantonal service - the Employment Service of Bosnia-Podrinje Canton, which can be used as an example of good practice in the Federation of BiH.

This report is a continuation of the labour market research, which in its first phase was based on a survey of employers for the purpose of creating a document labour market research in the Federation of BiH 2020/2021.

Unlike Republika Srpska, there is no consolidated database of advertised jobs in the Federation of BiH, so in order to make progress towards the EURES platform and EU recommendations, it is primarily necessary to consolidate advertised jobs at the level of the Federation of BiH. Technical preconditions for consolidation exist, i.e. a single information system has been established, in which advertisements are still not entered or they are not entered to an adequate extent.

# Structure of economy

As of 31 December 2019, the Bosnia-Podrinje Canton had 1476 registered business entities, of the following structure:

- Independent legal entities: 573,
- Business units within legal entities: 438,
- Craftsmen: 465.

There are 64.1 companies per 1,000 inhabitants in the Canton, which is 1.6 less than the FBiH average. Compared to other cantons in the FBiH, the Bosnia-Podrinje Canton has the lowest number of legal entities (0.9% in relation to the total number of legal entities in FBiH), as well as the smallest number of crafts (0.9% in relation to the total number of craftsmen in FBiH)<sup>1</sup>.

Goražde can be considered a predominantly industrial city. In the area of the city of Goražde, the total industrial area of business zones covers almost one million square meters. The largest industrial zone in the Canton is in the territory of the city of Goražde. Entrepreneurial zones are: "Pobjeda" (501,937 m<sup>2</sup>), "Vitkovići" (236,123 m<sup>2</sup>), "Bekto Goražde" (45,061 m<sup>2</sup>), "Splavište" (72,975 m<sup>2</sup>), and there is also a plan to build another industrial zone, "Haldište" (129,743 m<sup>2</sup>).

The Pale-Prača municipality has plans to build the "Vinčica" business zone, but its relations with the Ministry of Defense of BiH have still not been resolved, as a prerequisite for its construction. There is a Decision of the Government of the Federation of BiH on granting the former "Hrenovica" barracks for the temporary use by Pale municipality from 13 September 2018, however, there have been no significant changes in the development of this business zone.<sup>2</sup>

1 DEVELOPMENT STRATEGY OF BOSNIA-PODRINJE GORAŽDE CANTON 2021-2027, January 2021.  
2 Ibid.

# Number of jobs announced vacancies in the Bosnia-Podrinje Canton in the course of 2020

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# Number of jobs announced vacancies in the Bosnia-Podrinje Canton in the course of 2020

In 2020, a total of 133 announced vacancies were submitted by employers looking for workers through the Cantonal Employment Service. These 133 announcements were submitted by 79 legal entities (company, institution, or association) that were looking for workers, which indicates that the Employment Service is in contact with a very small number of business entities.

The average number of job announced vacancies is about 11 per month, or 0.4 per day. It is important to add that in the course of 2020 the number of employed people dropped from 7,083 in 2019 to 6,882 in 2020.

Information on the total number of workers requested by employers could not be obtained automatically, given that some job descriptions included the number of workers needed and others did not. However, the number of workers required is undoubtedly much higher than the number of job vacancies. For example, in October 2020, 1,000 people were sought for the position of “apparatus operator” (UNIS GINEX d.d. Goražde).

**Table 1.** Total and average number of job vacancy announcements and required workers

Category	Announced vacancies
Total	133
Monthly average	11
Daily average	0,4

## Division of job announced vacancies by type of employers – public and private

In order to draw adequate conclusions about the type of employers that the Service works with, it was necessary to perform certain data preparation. As there was no classification of legal entities into public and private, the researchers tried to filter the data with the least possible error. Thus, all legal entities that had a.d., d.o.o. or trade-in their name were classified as private, while companies that have the addition of public institutions, public companies, preschools, municipalities, and the like in their name were classified as public. For companies where a description of this nature was lacking, the Bisnode web service was used with the aim of identifying the legal status.

The problem the analysis faced was that there was a multitude of employers with similar names. For example, in some cases, the names of the institution are given in quotation marks, in other cases without, or permutations were made in certain names, with or without an appendix or the place where the employer operates. Such entries had to be sorted in order to enable an analysis of the number of employers and also sorted by type (public or private).

As can be seen from the analysis, the largest number of advertisements and the number of required workers come from the public sector (72.93%), which have the obligation to publish their announcements through the Employment Service, so we can conclude that only 36 employers contacted the Service “voluntarily”.

**Table 2.** Number of announced vacancies and required employees according to type of company

Type of company	Number	Percentage
Public	97	72,93%
Private	36	27,07%
Total	133	100,00%

## Number of job announced vacancies by months and type of employer

A significant drop in job vacancies is noticeable after the proclamation of the COVID-19 pandemic in March 2020. However, it is interesting that the highest number of vacancies was published in August 2020 (21%), which was generated by the public administration with 26 announced vacancies.

This trend was mainly influence by the education sector, in which the number of employees increased from 441 in 2019, to 469 in 2020<sup>1</sup>. These are cyclical movements in the education system present in all cantons that have been the subject of this analysis.

**Table 3.** Number of announced vacancies by months and type of company (private and public)

Month	Public		Private		Total	Percentage
	Number	Percentage	Number	Percentage		
1	15	15%	2	6%	17	13%
2	9	9%	6	17%	15	11%
3	7	7%	6	17%	13	10%
4	1	1%	0	0%	1	1%
5	3	3%	2	6%	5	4%
6	4	4%	4	11%	8	6%
7	8	8%	2	6%	10	8%
8	26	27%	2	6%	28	21%
9	9	9%	6	17%	15	11%
10	9	9%	4	11%	13	10%
11	3	3%	0	0%	3	2%
12	3	3%	2	6%	5	4%
Total	97	100%	36	100%	133	100%

1 Bosnia-Podrinje Canton - fzs.ba

# Number of announced vacancies and number of required workers by municipalities

Most announced vacancies (94.7%) refer to Goražde and only 5.3% to Prača and Ustikolina. This is not surprising having in mind the basic socio-economic parameters, according to which the City of Goražde has 20,153 inhabitants, Ustikolina-Foča 1,821 inhabitants, and Pale-Prača 804<sup>1</sup>. Therefore, the largest number of legal entities in the canton is registered in Goražde, and only Goražde has developed business zones in the canton.

**Table 4.** Number of job vacancy announcements by location

Town	Number	Percentage
Goražde	126	94,74%
Prača	6	4,51%
Ustikolina	1	0,75%
Total	133	100,00%

1 According to a survey dated 30 June 2020 (Cantons in numbers 2021)

# Occupations in demand

Since information on the number of required workers was not available, the following analysis shows the most common occupations that appeared in the database (with a frequency greater than 1). This analysis serves only as a framework for understanding the occupations in demand because the number of workers required is lacking. For example, as previously stated, one entry, the working position of an “apparatus operator”, completely changed the picture of the required occupations in the Canton, so it can be concluded that this occupation was the most sought after in 2020 because one employer requested 1000 workers in October 2020.

**Table 5.** Occupations in highest demand – frequency of occurrence in announcements

Remark: does not reflect the number of required workers

Occupation/workplace	Occurrence in announcements
Cleaner	15
Doctor of medicine	12
Adviser	8
Nurse	5
Cook	5
Production worker	4
Janitor	4
Unit leader	3
Treasurer	3
Manager	3
Driver	3
Teaching staff	3
Courier	2
Inspector	2
Intern	2
Commercialist	2
Machine controller	2
Educator/pedagogue	2
Coordinator	2
Waiter	2
Director	2
Pediatrician	2

# CONCLUSIONS AND RECOMMENDATIONS

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PHOTO: Julian Nyča, CC BY-SA 4.0

# Conclusions and recommendations

In 2020, a total of 133 announced vacancies were submitted by employers looking for workers through the Cantonal Employment Service. These 133 announcements were submitted by 79 legal entities that were looking for workers, which indicates that the Employment Service is in contact with a very small number of business entities.

The largest number of announcements come from the public sector (72.93%), which is obliged to announce its vacancies through the Employment Service.

Most announced vacancies (94.7%) refer to Goražde and only 5.3% to Prača and Ustikolina. Regardless of such a picture, the Service does not have any significant space for the development of its services in the other two municipalities due to the socio-economic structure and low development potential.

The analysis of the entire work process of the Employment Service showed that there is significant progress, especially in the area of individual counseling of unemployed persons, which includes their profiling. It is necessary to connect the management process and the process of mediation, i.e. reporting the needs for workers, through active employment measures. It is particularly important to establish procedures for providing services related to reporting employment needs, especially since employers are required to report them by law.

Recommendations related to the management of databases on announced vacancies are the following:

- The forms for entering the announcements do not have obligatory fields, which must be changed.
- Generally, the database should be expanded with information on the number of required workers, type of education, type of company (private or public), size and activity. This information would ensure a better analysis.
- Entries should be standardised with the help of drop-down menus to avoid giving similar names, especially when entering occupations/jobs and company names.