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**Annual Review
2012
on Labour Relations and Social Dialogue in South East Europe:
Bosnia and Herzegovina**

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1. Summary

In Bosnia and Herzegovina (BiH) the year 2012 was a year of economic and political stagnation as confirmed by indicators in this report. The official unemployment rate is over 44%, being the highest in Europe, the gross domestic product had no significant increase and there was also lack of investments. Official statistics were still not pub-

lished regarding the level of GDP for 2012 but since the local economy is dependent on the region and on the EU economies, no significant improvement can be expected. It is true for both, the side of job creation and economic recovery driven by the private sector, and for the fiscal side where State, entities and Cantons are struggling to meet their financial requirement and to start successful implementation of real austerity measures. BiH registered further borrowing from the IMF and public spending in relation to GDP is the highest in region while the public spending is also unproductive. The percentage of wages for workers employed in the public sector, in the GDP was 12.8%.

In the Federation of Bosnia and Herzegovina (FBiH), the Confederation of Independent Trade Unions of BiH held general protests of workers, demanding the adoption of the Labour Code, the Law on Strike and the Law on Occupational Safety and Health. After the protest, there were intensified negotiations about the Labour Code, while the other two pieces of legislation were placed on the agenda only by the end of the year. The Confederation of Trade Unions of Republika Srpska (RS) also organised massive protests against the announcement made by the RS Government to reduce by 10% salaries of employees of public administration and judicial bodies. All BiH trade unions are unanimous that additional savings should not be made at the expense of workers.

2. Socio-economic development

GDP in 2011 amounted nominally to 25,474.000 KM (1 KM = 0.51 €) and, compared with 2010, nominally it grew by 3.62 %, while its real growth was 1.26%. GDP per capita in 2011 amounted to 6,634 KM, i.e. 3,392 Euro. Uncertain recovery of economy, high budgetary deficit and the crisis in the Euro zone, with decrease of credit rating of a great number of Euro zone countries, have significant effect on the poor recovery and investments in BiH in 2012. FDI in the first three quarters of 2012 amounted to 56.7 million KM, which is over 250 million KM less than in the same period 2011. The banking sector accounted for a significant part of the net FDI inflows, while some increase was also evident in retail trade and real estate. Several projects are underway to upgrade transport infrastructure. The planned privatisation process has not advanced for the fifth consecutive year. The EU continues to be the BiH largest trading partner, with shares of 58% of total exports and 46.6% of total imports in the first eight months of 2012 (goods only). The other main trading partners were, once again, the countries of the CEFTA region. The current account deficit amounted to 1.7 billion KM in the first half of 2012. It was 11.8% higher than in the same period of 2011. The external public debt rose further by 5.1% year on year.

According to the data provided by the Agency for Statistics of BiH, annual inflation in Bosnia and Herzegovina in 2012 amounted to 1.8%. However compared with the trend of consumer inflation on average amounted to 3.7%. Average net salary in BiH in November 2012 (the most recent data) was 832.00 KM (average gross salary was 1.300,00 KM). In FBiH, average net salary in November was 837.84 KM. In RS the average salary was 819.00 KM for the same period.

Regarding the unemployment rate, BiH is in the worst position in Europe even if there is a great gap between official unemployment rate and the survey rate (using ILO methodology). The number of unemployed persons in BiH was 547,823 (estimated population is about 3.8 million). Survey (LFS) showed an increase in the unemployment rate to 28% in 2012 from 27.6% a year earlier. Unemployment was particularly high among the young population (63.1%). The very high unemployment rate and the sizeable difference between the registered and survey-based labour figures show the existence of a large informal labour market. The highest decline in employment was registered in construction, agriculture and manufacturing, whereas some employment growth was witnessed in real estate, mining and quarrying and financial intermediation.

The number of employees in the public administration continued to rise throughout 2011 and the first half of 2012.

Overall, very limited improvements have been made to the business environment, and significant administrative barriers remain for private-sector development. There have been no major changes in the structure of the economy; services accounted for 68.4% of gross value added, industry and construction for 26.7% and agriculture for 8.4%. The traditionally high share of public administration, education and health increased further.

It is estimated that every sixth citizen of BiH lives below the poverty line. This data should not be surprising given the number of unemployed persons and average wages and pensions. According to CIA and UNDP data, Gini Index for BiH is 0.36 (or 36.2) but this data is old since the analysis was done in 2007. BiH was not covered by later assessments. Likewise, according to the only available data, it is stated that the Gini-Coefficient for BiH for 2003 amounted to 0.32. This also indicates inequalities in the society. The HDI (Human Development Index) for BiH was 0,733 (74th place out of 187 countries covered by this survey).

3. Governmental policies and legislation

No substantial improvements can be reported in the complex legal system. Even though the standard of legislation is relatively high in some areas, implementation and application of laws in practice is often poor due to the weak enforcement capacity of key institutions. The rule of law is weak and the judicial system often does not function efficiently, is subject to obstruction by the parties. The long-lasting political stalemate had a negative impact on the country's economic and fiscal policy. The delays in adoption of the 2011 and 2012 State-level budgets and of the Global Frameworks for Fiscal Policies for the periods 2012-2014 and 2013-2015 increased the uncertainty over the short- and medium-term fiscal path. Despite the steps taken by the new central government as of February 2012, the consensus between the authorities at different government levels on the economic policy essentials has weakened.

This year was marked by local elections that brought about some changes in the power of some political parties. The situation is still dominated by nationalistic rhetoric in a great part of the country. Before and after the elections, the coalition that was in power encountered a crisis so that there have been restructurings of governments. This is particularly related to the FBiH where the voting on confidence to the current government was in progress, after which the government reconstruction would start. Policy making and legislation adoption is more complicated because of the ten cantons. In RS the situation is simpler, because it is more centralised. The current problems in this entity are related to the frequent strikes of budgetary users (workers coming primarily from the education and the judiciary sector). Strikes are caused by the decisions of the RS government to realize additional savings by reducing salaries in these sectors in an amount of 10%.

As far as adoption of essential laws is concerned, both at the state and at the entity level, there has been a progress. Of the laws referred to in the Road Map, the Law on Census of BiH was adopted and that the test census has already been conducted. This Law is very important since the last population census in Bosnia and Herzegovina was done in 1991, when BiH was a part of the former Yugoslavia. There is a lot of controversy and polemics regarding some provisions and options offered to citizens when it comes to declaration of ethnic affiliation. It was decided, at the suggestion of Eurostat, to postpone the Census in BiH until October 2013. Successful conducting of the Cen-

sus is a crucial precondition for the further progress of BiH and her association to the EU.

The Law on the Registration of Military Property and the Law on State Aid were either adopted, or in the process of adoption. There have been some steps towards the solution of the Judgment in the Case of *Sejdić – Finci v. Bosnia and Herzegovina* of the European Court of Human Rights, declaring the limitation of the House of Peoples of the Parliamentary Assembly and the Presidency of BiH to the so-called “constituent people” (Bosniacs, Croats and Serbs) as discrimination of those who do not declare affiliation with any ethnic group. The Constitution of BiH prevents the citizens who do not declare themselves as members of these three constituent peoples to run for the Presidency and the House of Peoples of the Parliamentary Assembly of BiH. This issue was one of the priorities in 2012 in the talks between political parties. By the beginning of 2013, the Canton of Sarajevo was the first to adopt the decision to implement the *Sejdic – Finci* Judgment.

Entity budgets were adopted on the last day of the deadline set by IMF, as condition for additional IMF loan. Furthermore, the House of Peoples of the Parliamentary Assembly of BiH adopted the Law on Budget of the State Institutions and International obligations of BiH for 2013. Budgets are spent exclusively for financing administration at all levels and attempts are being made to transfer the burden of necessary savings on the shoulders of workers. Not a single sustainable project was financed from these funds. The allocation for wages of civil servants in BiH is the highest in Europe compared to the GDP (12.8%). Last year, BiH had to repay 440 million KM of loans, and the next year it will amount to 770 million KM. At such pace, the 2014 repayment sum might exceed one billion KM.

Still on the negative side, the EU countries reviewed on several occasions the visa-free regime, introduced in 2010 for the citizens of BiH in most of the European Union member-states.

RS adopted a new Law on Contributions, while such reforms still need to be done in FBiH. At the initiative of the Association of Employers, there were negotiations on modifications of direct taxation policy in FBiH in order to reduce companies’ from their burden. In the Federation of BiH, mediation as a method of dispute resolution has not taken root, while it has been the case in RS for several years now.

4. Industrial Relations

Compared to the 2011 Report there were limited progress. Even ten years after it had become full member of the Council of Europe, BiH has not met three most important accession obligations: to ensure the compatibility of all laws with the European Convention on Human Rights; to ensure independence and effectiveness of judiciary and finally to continue with the reform of education, and to end ethnically based segregation and discrimination in the education system.

In the FBiH, the Confederation of Independent Trade Unions of BiH held general protests of workers, demanding, inter alia, the adoption of the Labour Code, the Law on Strike, and the Law on Occupational Safety and Health. After the protest, there were intensified negotiations about the Labour Code, while the other two pieces of legislation were placed on the agenda only by the end of the year.

The Confederation of Trade Unions of RS also organised massive protests against the announcement made by the RS Government to reduce by 10% salaries of employees

of public administration and judicial bodies. All BiH trade unions are unanimous that additional savings should not be made at the expense of workers.

The trend of violations of human and worker's rights is still noticeable in numerous companies and it gained an additional push in the cusp of global economic crisis given that the breaches of workers' rights were "justified" by the crisis. A major problem is caused by some multinational companies that neither allow their employees to organise in trade unions, nor permit them to join the existing trade union organisations. These same companies fully respect all workers' rights in their respective countries and in the EU. In BiH these rights are violated simply because of author's impunity since there are no adequate laws and legal measures, and because of the incompetence of relevant state institutions.

Internal savings were growing each year (even in the situation of economic crisis, when it was dropping in all the countries of the region) while on the other hand companies were facing more and more insolvency problems in their daily operations. It seems that the links between commercial banks and companies in BiH have been broken, and that there are no adequate credit lines stimulate the production. On the other hand, commercial banks seek ways to maximise their profit while mainly refusing participation in high risk project.

5. Tripartite social dialogue

There are no significant changes comparing to 2011. Economic and social councils are still active at the entity level and at the level of cantons in FBiH. In 2010 and 2011 there was a project funded from the EU funds with the aim of establishing the economic and social council at the State level. The project was conceived and led by an international nongovernmental organisation. Trade unions and employers' associations were just the participants in the project. This attempt of establishing the state-level Economic and Social Council failed, just like the earlier initiatives launched by trade unions and employers' associations.

6. Forecasts

GDP should increase slightly (0.8% in 2013; 1,8% in 2014) and it will be insufficient for job creation in the economy. Any significant improvement is hardly possible because of deep roots of economic problems and dependency on the EU economy. The decrease of unemployment rate and increase of salaries are not expected. The purchase power for the majority of the population will certainly be weakened. There might be further rise of prices of food, fuel, energy and communal services. Macro-economic analyses indicate that in 2013 inflation in BiH should be between 1.6% - 1,8%. The FDI inflow will remain weak since no particular barriers to investment have been removed and no efforts were made to make from BiH a place to be for investors. An increase in absolute value of FDI might occur but it will still be very far from what it should and could be. A tourism sector is one of rare bright spots and further positive developments can be expected.

2013 will be marked also by Croatia's Accession to the EU and BiH is not adequately prepared for this important change regarding one of the major trade partners. It might negatively affect BiH exports to Croatia.

Annex of data

- **Collective bargaining system**

Collective bargaining in BiH is guaranteed by the Constitution of BiH, the European Social Charter, the ILO Conventions, as well as by entity Labour Codes. The most important level of collective bargaining in BiH is the entity level because it is at this level that General Collective Agreements, which guarantee minimum rights and obligations of both workers and employers, are agreed and signed. In Republika Srpska, parties involved in collective bargaining and concluding of the General Collective Agreement are: the RS Government, the Confederation of Trade Unions of RS, and the Union of Associations of Employers of RS. In the Federation of BiH, they are: the FBiH Government, the Confederation of Independent Trade Unions of BiH and the Employers' Association of the Federation of BiH.

At the branch level, the respective branch trade unions and respective employers' associations conclude the collective agreements in both entities. Specific characteristic of collective agreements in the Federation of BiH are collective agreements that are concluded at the cantonal level, which primarily pertain to budgetary users and must be in line with the General Collective Agreement and with respective branch agreements. In both entities, collective agreements may also be concluded at the company level, of course, provided that there is an organized form of trade union organization in the given company.

Currently, there is a trend in BiH, especially advocated by the associations of employers, to reduce the scope of rights regulated by the General Collective Agreements and to bargain most of the rights and obligations at the branch or enterprise level. The trade unions are unanimous in their condemnation of such efforts since they believe that it is the General Collective Agreements that represent the last line of defence of workers' rights and that their reduction would lead to radical reduction of workers' and union rights.

Collective agreements are generally not harmonised with General Collective Agreement (especially in FBiH) several years after their adoption.

- **System of tripartite social dialogue**

The system of tripartite social dialogue is organized through the work of the Economic and Social Councils at the level of entities. They involve the representatives of the entity governments, largest confederations of trade unions and entity associations of employers. In RS, the representativeness of trade unions and associations of employers is legally regulated by the Amendments to the Labour Code. In FBiH, this issue has not yet been legally regulated, so the decisive factor for participation in tripartite social dialogue is the number of members of trade unions or associations of employers. In FBiH, new Labour Code, which is to be adopted, envisages the representativeness through trade unions and through employers' associations.

- **Social security systems**

According to the law, all registered employees should be 100% covered by health and pension insurance, as well as by unemployment insurance. However, in the years following the war, there has been a marked presence of grey economy, as well as the practice of many companies of not paying the contributions for their employees. It is impossible to obtain accurate data on the number of such workers. According to the official rate, unemployment in BiH is above 40%, i.e. about 44%. According to the survey unemployment rate (applying ILO methodology), unemployment rate is about 28%. Furthermore, there are many employed persons whose contributions for pension and health insurance funds are not paid. These funds are on the verge of existence, and

with an increase in the number of beneficiaries of pension funds, the future is dark, unless urgent reform of the system is introduced. Currently, the ratio of workers vs. Pensioners is about 1.2:1 which is unsustainable even in much stronger economies.

- **Education and vocational training**

As demonstrated by increasing unemployment rate, the education system, including VET activities, is by far insufficient and incapable of providing the workforce with skills that are needed to find a job on the labour market. Cooperation between the education system and employers is still weak and the proper functioning of the labour market continues to be hampered by structural rigidities and the weak performance of the education and training system.

The entities and Brčko District are, inter alia, competent for regulating of the area of education as an integral part of the social policy. In the FBiH all powers in the area of education are within the exclusive competence of the cantons. Education and training is not a significant item, nor are they a priority in the programmes of any of the governments. The process of the education reform in BiH is proceeding at an uneven and slow pace, and is mainly focused on the adoption of the necessary legislation in the area of preschool, elementary, secondary, higher and vocational education. Elementary education is compulsory and according to the new reformed law it consists of 9 years. The secondary education is voluntary (except in the Canton of Sarajevo, where it is compulsory as of 2010).

Furthermore, in all these years BiH has been faced with the phenomenon of unequal access to education, as well as with the non-existence of national curricula and syllabi. Higher education system is going through a transformation by means of introduction of the Bologna Process. There is an increase in the number of enrolled university students, but the problem occurs after they complete their studies according to the Bologna system. Ethnically based and divided educational systems still prevent the achievement of full inclusiveness in education.

Life-long learning is incorporated in the strategy of vocational training in BiH and policies, as well as goals of development of the system of life-long learning have been defined, but this type of education is not yet systematically developed and none of envisaged goals and defined measures has been met by September 2010.

- **Employment and unemployment**

| | 2010 (As of 30.09) | 2011 (As of 30.09) | 2012 (As of 30.09) |
|-------------------------------------|-----------------------|-----------------------|-----------------------|
| Number of employed persons | 680,135 | 693,359 | 688,318 |
| Number of unemployed persons | 517,004 | 529,994 | 545,508 |
| Unemployment rate | 43.2 % | 43.3 % | 44.2 % |
| Survey unemployment rate | 27.2 % | 27.6 % | 28.0 % |
| Survey employment rate | 32.5 % | 31.9 % | 31.7 % |

Source: Agency for Statistics of BiH; Labour Force Survey 2012 – Final results

- **Average monthly salaries**

| Year | Average monthly salary (EUR) |
|----------------|------------------------------|
| 2008 | 384.50 |
| 2009 | 403.92 |
| 2010 | 408.01 |
| 2011 | 417.21 |
| 2012 (IX 2012) | 420.79 |

Source: Agency for Statistics of BiH; Press Release – Average paid net salaries in 2012

- **Gender pay gap**

There is a noticeable wage gap between men and women in BiH, which is primarily the consequence of traditional distribution of employment in some sectors and levels of education. The analysis of wage differences shows significant gender differences in all wage classes, with the exception of the highest and lowest wage classes, where the number of male and female employees is approximately the same. The wage difference between men and women is largest in non-industrial sector, and smallest among clerks.

As regards the amounts, the largest difference in wages is found in the category of the population without degree, where the difference is 88.5 Euro in favour of men. The wage gap is reduced as the education level goes up, so that at the level of the secondary school diploma the gap is 57.6 Euro. Women with university degree earn on average 92% of net wages of their male colleagues. According to the research conducted by the Agency for Gender Equality of BiH, the BiH gender gap is larger than the EU average. According to the research done in the Agency for Gender Equality in BiH, the gender gap in BiH is above the EU average.

- **Monthly minimum wage (Euro)**

| | 2008 | 2009 | 2010 | 2011 | 2012 |
|--------------------------|--------|--------|-----------------|--------|--------|
| Federation of BiH | 175.37 | 184.00 | 184.00 | 190.00 | 190.00 |
| Republika Srpska | 127.82 | 163.61 | 189.18 | 189.18 | 189.18 |
| | | | (as of July) | | |

Source: General Collective Agreement for the Territory of FBiH and General Collective Agreement of RS

- **Actual weekly working ours**

The Labour Codes and the General Collective Agreements at the entity level of BiH defined the weekly working hours of employees as including the total of 40 hours with the mandatory 12 consecutive hours of rest between two working days. It also includes the 24 consecutive hours of rest in the course of one week. Employees may work overtime, but law limits the number of overtime working hours. If required by the nature of work, the full-time working hours can be redistributed but in such a way that the average working hours can be no longer than 52 hours per week, and for seasonal jobs no longer than 60 hours per week. If a redistribution of working hours is introduced, the average working hours in the course of one year may not be longer than 40 hours per week.

- **Normal work /atypical work**

| Year | Number of persons in full time employment | % Of total number of employed |
|------|---|-------------------------------|
| 2007 | 758,000 | 89.28 |
| 2008 | 645,000 | 72.47 |
| 2009 | 789,000 | 88.65 |
| 2010 | 755,000 | 89.56 |
| 2011 | 732,000 | 89.7 |
| 2012 | 686,000 | 84.3 |

Source: Agency for Statistics of BiH; Labour Force Survey 2012 – Final results

| Year | Self-employed | | Unpaid family members | | Employed on part-time basis |
|------|---------------|--------|-----------------------|---------|-----------------------------|
| | Total | % wome | Total | % womer | |
| 2007 | 193,000 | 26.94 | 37,000 | 70.27 | 91,000 |
| 2008 | 197,000 | 27.41 | 48,000 | 68.75 | 102,000 |
| 2009 | 176,140 | 27.40 | 58,039 | 68.90 | |
| 2010 | 175,440 | 29.78 | 47,265 | 73.03 | 87,000 |
| 2011 | 163,000 | 28.22 | 43,000 | 72.09 | 84,000 |
| 2012 | 185,000 | 30.20 | 38,000 | 71.05 | 128,000 |

Source: Agency for Statistics of BiH; Labour Force Survey 2012 – Final results

- **Migration**

Data not available

- **HDI**

| Year | Index | International ranking |
|-------|-------|-----------------------|
| 2007. | 0.706 | |
| 2008. | 0.710 | |
| 2009. | 0.709 | |
| 2010. | 0.710 | 68 |
| 2011. | 0.733 | 74 |

Source: <http://hdr.undp.org/en/statistics/>

- **Gini-coefficient**

| Year | Index | International ranking |
|-------|-------|-----------------------|
| 2007. | 36,3 | 68 |

Source: http://www.indexmundi.com/bosnia_and_herzegovina/distribution_of_family_income_gini_index.html

- **Collective agreement coverage**

The General Collective Agreements, both in the Federation of BiH and in RS, stipulate that they are binding and that they apply to all workers and employers. No collective agreement concluded at the branch or company level may grant lesser rights than those stipulated in the General Collective Agreements. Differences between the public and private sector are especially pronounced in the area of implementation of the existing collective agreements and it is a fact that the provisions of agreements are more frequently violated in the private than in the public sector.

- **Ongoing important collective bargaining agreements**

The most important collective agreement in the FBiH is the General Collective Agreement signed by the three social partners in 2005. So far it has been amended twice, the amendments pertaining to the amount of the minimum wage, and there were ongoing negotiations of social partners on more substantial amendments. In addition to the General Collective Agreement, there are also 23 branch collective agreements in force. In some branches, mainly in the real sector, the collective agreements have not yet been fully harmonized with the General Collective Agreement due to the absence of respective sectoral employers' associations, so that the agreements signed with the line ministries are in force. At the cantonal level there are collective agreements in the area of administration, education, police and health care in force, signed between the respective trade unions and the cantonal line ministries. In RS there is the General Collective Agreement, signed in 2012 between the RS Government, the Union of Associations of Employers of RS and the Confederation of Trade Unions of RS. There are also 14 branch collective agreements in force. Brčko District has not adopted general collective agreement due to specific characteristics of its organization where employers were free to act in accordance with the collective agreements in force in one of the two entities of BiH.

- **Trade union density**

Although there are no official data that could accurately indicate the actual number of members of trade unions, and the ratio between this number and the number of registered employees, according to the existing estimates the level of trade union density in BiH is currently approximately 50%. When making this assessment, one definitely needs to have in mind the aforementioned fact that accurate data on the trade union membership are not available, which is the consequence of the existence of great number of firms where workers have not received their salaries for several years or months, so that the payment of membership fee, as one indicators of membership, is either irregular, or it is not regular to the extent it should be, given the actual number of members of trade unions in those firms. In addition, there are workers who are members of trade unions, and who, due to economic problems in their companies, are in a sort of "waiting" status and who do not receive any salary, and, consequently, cannot pay their membership fees. It is for these reasons that records on paid membership fees cannot be treated as meritorious records of actual membership.

There is a higher trade union density in the public sector, whereas, in the private sector, trade unions most often exist only in the companies that used to have organized trade unions before they had been privatized, whereas it is rarely the case in newly established private companies that employers allow union organization of workers. Especially prominent were the problems that organization of trade unions faced in multinational companies that have entered the BiH market.

- **Employer's organizations density**

There are no accurate data on the membership in the Employers' Association of BiH. As for the entity associations, according to the latest available data the Employers' Association of the Federation of BiH has approximately 1,000 collective and individual members, while the Union of Associations of Employers of Republika Srpska, which comprises 13 branch employers' associations, has 430 affiliated companies from the real sector.

- **Workplace representation**

According to the law, workers in Bosnia and Herzegovina are given the opportunity to be represented at work through trade union organizations and workers' councils. The

trade union membership is voluntary and a worker becomes a trade union member by registering for membership in the trade union of the respective activity, i.e. branch in the trade union organization. Any employed worker can become a member of a trade union upon signing membership application form, whereby he/she accepts the rights and obligations arising from the Statute and other acts of the given trade union. Employers cannot be members of a trade union. As for the employees' councils, i.e. workers' councils, their organization is regulated in entity laws. In order for an employees' council to be formed, the employer must have at least 15 workers employed on a full-time basis. In FBiH, employees' council can be organized upon request of trade union or minimum 20% employees of a single employer; in RS, decision on establishment of a workers' council can be made by minimum one-third of the total number of workers of a single employer. Rights and obligations of employees' councils and trade unions, as well as the obligations of employers towards these representatives of employees, are laid down in the legal regulations and trade union acts. It is also stipulated that, in case there is no organized trade union within an employer, powers and obligations of the trade union are assumed by workers' council (RS), i.e. in case of absence of the employees' council, its rights and powers are assumed by trade union (FBiH). In general, there is a low level of organization of employees' councils in BiH, and especially so in RS, and they are organized only sporadically. Workers still have more confidence in trade unions as their legitimate representatives, which is partly due to the long-standing tradition of organizing in trade unions. Generally, the problem of low level of organization in employees' councils and of the low activity of workers in trade unions is a consequence of the fact that workers' representatives are denied their legal right to participate in co-decision processes.

- **Trade unions**

In Bosnia and Herzegovina, at the state level, there is the Confederation of Trade Unions of BiH, which is comprised of the Confederation of Independent Trade Unions of BiH, Confederation of Trade Unions of RS and the Trade Union of Brčko District.

| Name | English name | Membership | Membership in international organizations |
|------------------------------------|--------------------------------------|------------|---|
| Konfederacija sindikata BiH | Confederation of Trade Unions of BiH | 223.000 | ITUC, observer status in ETUC |

| SAVEZ SAMOSTALNIH SINDIKATA BiH (CONFEDERATION OF INDEPENDENT TRADE UNIONS OF BOSNIA AND HERZEGOVINA) | | |
|--|--|----------------------------------|
| Branch trade union | English name | Membership in int. organizations |
| Sindikat metalaca BiH | Trade Union of Metal Workers BiH | IndustriAll-ETU |
| Sindikat BH Pošta | Trade Union of BH Post | UNI |
| Sindikat državnih službenika i namještenika u FBiH | Independent Trade Union of Workers of State Administration FBiH | EPSU/PSI |
| Samostalni sindikat osnovnog obrazovanja i odgoja BiH | Independent Trade Union of Primary School Education and Nursing BiH | EI |
| Sindikat radnika rudnika uglja BiH | Trade Union of Miners BiH | |
| Samostalni sindikat šumarstva, prerade drveta i papira BiH | Independent Trade Union of Forestry, Wood Processing and Paper in BiH | BWI |
| Samostalni sindikat radnika hemije i nemetala BiH | Independent Trade Union of Chemistry and Non-metal Workers BiH | IndustriAll-Global Union |
| Sindikat građevinarstva i IGM BiH | Independent Trade Union of Building and Construction Materials Industry in BiH | BWI |
| Sindikat saobraćaja u FBiH | Traffic Trade Union in FBiH | |

| | | |
|---|---|--------------------------|
| Sindikat BH Telecoma | Trade Union of BH Telecom | UNI |
| Sindikat tekstila, kože obuće i gume BiH | Trade Union of Textile, Leather, Footwear and Rubber Industry BiH | IndustriAll-Global Union |
| Sindikat elektroenergetskih radnika BiH | Trade Union of Electricity Workers BiH | EPSU/PSI |
| Sindikat radnika komunalne privrede u FBiH | Trade Union of Utility Workers in FBiH | EPSU/PSI |
| Samostalni sindikat radnika nafte i petrohemije BiH | Independent TU of Oil and Petrochemical Workers BiH | |
| Samostalni sindikat radnika u finansijskim organizacijama BiH | Independent Trade Union of Financial Organization's Workers BiH | UNI |
| Unija sindikata policije u FBiH | Union of Police Trade Unions in FBiH | CESP |
| Nezavisni strukovni sindikat radnika zaposlenih u zdravstvu BiH | Independent Trade Union of Health Service Employees BiH | EPSU/PSI |
| Sindikat radnika željeznica BiH | Trade Union of Railway Workers BiH | ITF |
| Sindikat radnika trgovine BiH | Trade Union of Trading BiH | UNI |
| Sindikat grafičkih, izdavačkih i medijskih radnika BiH | Trade Union of Graphic, Media and Publishing Workers BiH | UNI |
| Sindikat srednjeg i visokog obrazovanja, odgoja, nauke i kulture BiH | Trade Union of Secondary and High Education, Nursing, Science and Culture BiH | EI |
| Sindikat hrvatskih telekomunikacija Mostar | Trade Union of Croatian Telecommunications Mostar | UNI |
| Sindikat penzionera BiH | Trade Union of Pensioners BiH | |
| Sindikat hrvatske pošte Mostar | Trade Union of Croatian Post Mostar | |

SAVEZ SINDIKATA RS (CONFEDERATION OF TRADE UNIONS OF REPUBLIKA SRPSKA)

| Branch trade union | Naziv na engleskom | Membership in int. organisations |
|---|--|---|
| Sindikat metalske industrije i rudarstva RS | Trade Union of Metal Industry and Mining RS | |
| Sindikat trgovine, ugostiteljstva, turizma i uslužnih djelatnosti RS | Trade Union of Trading, Catering, Tourism Services RS | UNI |
| Sindikat zdravstva i socijalne zaštite RS | Trade Union of Health Workers of RS | EPSU/PSI |
| Sindikat obrazovanja, nauke i kulture RS | Trade Union of Education, Science and Culture of RS | EI |
| Sindikat šumarstva, prerade drveta i papira RS | Trade Union of Forestry, Paper and Wood Processing RS | |
| Sindikat medija i grafičara RS | Trade Union of Medias and Graphic Workers RS | |
| Sindikat građevinarstva i stambeno-komunalne djelatnosti RS | Trade Union of Construction, Housing and Communal Services of RS | EPSU/PSI |
| Sindikat saobraćaja i veza RS | Trade Union of Traffic and Connections RS | |
| Sindikat uprave RS | Trade Union of Administration RS | EPSU/PSI |
| Sindikat pravosuđa RS | Trade Union of Judiciary RS | |
| Sindikat poljoprivrede i prehrambene industrije RS | Trade Union of Agriculture and Food Industry RS | |
| Sindikat radnika unutrašnjih poslova RS | Trade Union of Internal Affairs Workers of RS | EPSU/PSI |
| Sindikat finansijskih organizacija RS | Trade Union of Financial Organizations RS | WOW |
| Sindikat tekstila, kože i obuće RS | Trade Union of Textile, Leather and Footwear RS | IndustriAll-Global Union |
| Sindikat Telekoma RS | Trade Union of Telecom RS | EUROFEDOP |

SINDIKAT BRČKO DISTRIKTA (TRADE UNION OF BRČKO DISTRICT)

- **Employer's Organisations**

At the state level, there is the Association of Employers of BiH; its members are the Association of Employers of FBiH, The Union of Associations of Employers of RS, and the Association of Employers of Brčko District BiH. In RS, the Union of Associations of Employers is vested with representative status.

| Name | English name | Membership | Membership in int. organisations |
|------------------------------------|-------------------------------|------------|----------------------------------|
| Asocijacija poslodavaca BiH | Employers' Association of BiH | | UEAPME |

| Name | English name | Membership in nat. organisation | Membership in int. organisations |
|--|--|---------------------------------|----------------------------------|
| Udruženje poslodavaca u FBiH | Employers' Association of the Federation BiH | APBiH | |
| Savez poslodavaca RS | Federation of Employers' Associations of RS | APBiH | |
| Udruženje poslodavaca Brčko distrikta | Association of Employers of B District | APBiH | |
| Unija udruženja poslodavaca RS | Union of Associations of Employers of RS | | |