

January 2012

**Annual Review
2011
on Labour Relations and Social Dialogue in South East Europe:
Bosnia and Herzegovina**

By Goran Stankovic*

Content

- **Summary**
- **Socio-economic developments**
- **Governmental policies and legislation**
- **Industrial relations**
- **Tripartite social dialogue**
- **Forecasts**

Annex - Information about:

- **Collective bargaining, social dialogue, social security, education & vocational training, employment, wages**
- **Trade unions and employer organizations**

* **Goran Stankovic**, legal advisor, Confederation of Trade Unions of Republic of Srpska

© Friedrich-Ebert-Stiftung
Regional Project for Labour Relations and
Social Dialogue in South East Europe
Tadeusa Kosciuska 8/5
11000 Belgrade, Serbia

E-Mail: fes@fessoe.de
Internet: www.fessoe.de

The text is available online:

www.fessoe.de

The views expressed in this publication are not necessarily those of the Friedrich-Ebert-Stiftung or of the organization for which the author works.

1. Summary

In preparing the report on labour relations and social dialogue in Bosnia and Herzegovina, it is important to note that Bosnia and Herzegovina consists of two entities (the Federation of Bosnia and Herzegovina - FBiH and the Republic of Srpska - RS) and Brcko District. According to the Constitutions of BiH and of the entities, the area of labour legislation is responsibility of the entities. According to the macroeconomic indi-

icators for 2011 the economy of Bosnia and Herzegovina has stagnated and is still in deep recession. Bosnia and Herzegovina as a small and open economy was more vulnerable to external shocks from the global financial crisis in the last three years. Inflexibility and the lack of competitiveness of the real sector in the new situation on the domestic and foreign markets, and political instability led the economy of Bosnia and Herzegovina to a very unfavourable position. The trend of negative developments persisted in 2011 in the field of foreign direct investments, budget deficit, increase of the cost of living, rising inflation and a constant increase of the number of unemployed.

At the same time, the average salary in Bosnia and Herzegovina has remained unchanged or has slightly increased, but taking into account the rise of the cost of living it is clear that the average salary is really much lower than in 2010. The minimum wage in 2011 has not changed either in the Federation of Bosnia and Herzegovina or the Republic of Srpska. When we take into account the fact that a large number of workers have lost their jobs, that the number of unemployed has increased, and that many workers have not received their wages for several months, we have a situation that has significantly increased the number of the poor in Bosnia and Herzegovina, which caused the growing economic and social problems in the country. What marked the end of 2011 is the political uncertainty caused by the lack of power at the state level. In fact, 14 months after the general elections in Bosnia and Herzegovina authorities have not established a government, nor have they adopted the budget at the state level for 2011, which greatly damages the economy in Bosnia and Herzegovina. Therefore, it is projected that the growth of gross domestic product (GDP) in 2012 will be close to zero. Political instability is hurting Bosnia and Herzegovina and damaging the attempts of BiH accession to the European Union.

The year 2011 has been marked by numerous violations and attacks on workers' and trade union rights, and by the lack of social dialogue, especially at the state level. Logging in Bosnia and Herzegovina has not experienced significant turbulence in 2011, there was no splitting and division of trade unions, or significant decline in the number of members so as to influence creation of the "yellow trade unions". All of its activity the union based on the preservation of existing jobs and workers' rights.

2. Socio-economic development

Slightly positive trends in the economy of Bosnia and Herzegovina began in the second quarter of 2010 and they still last. The nominal value of gross domestic product in Bosnia and Herzegovina is 12,556,923,000 € (per capita € 3,267) and compared with 2009 the real GDP grew by 1%. According to the estimates of the Directorate for Economic Planning of real GDP growth in 2011 it is expected to grow by 0.8%.

The inflow of direct foreign investment in Bosnia and Herzegovina in 2010 amounted to € 174,205,000, or 1.4% of gross domestic product (the Republic of Srpska had € 90.6 million, and during the first six months of 2011 direct foreign investments amounted to € 93 million, indicating a slight increase when compared to 2010). The largest portion of total foreign investment was directed toward the recapitalization of companies (71.2%), and the remainder (28.8%) was directed towards start-up companies.

Foreign trade exchange of Bosnia and Herzegovina in the first half of 2011 is much better balanced than in the previous period. The coverage of imports with exports is 54%. The data show that exports increased by 19.8% and imports by 9.2%. Total imports in Bosnia and Herzegovina is 6,982,686,000 € and export is 3,638,719,000 €.

The fiscal deficit in Bosnia and Herzegovina in 2010 was 4.5%. The main causes of the fiscal deficit are reduction in overall economic activity as well as the continued long-

term practice of excessive public spending. The total external debt of Bosnia and Herzegovina is 3,150,000,000 €, or 24% of gross domestic product. In 2011, there were no significant activities related to the privatization of remaining state-owned enterprises. In 2011 inflation rate in Bosnia and Herzegovina has been 4%, and it is significantly higher than in 2010, while the cost of living compared to the year 2010 has increased by 7%.

Most of the prices of food products grew by 9.1%, housing costs and utilities by 9.4%, transport costs by 11.7%. The average net salary in Bosnia and Herzegovina in the third quarter amounted to € 417.43 and was higher by 2.5% compared to the year 2010. The average net salary in the Federation of Bosnia and Herzegovina is 420 €, and in the Republic of Srpska € 413.84. The minimum wages are defined in the entities by Collective Agreements, in the Federation it is € 184.47, and in the Republic of Srpska € 189.20, while in the Brcko District, it is not fixed.

In 2011, the number of employees in Bosnia and Herzegovina amounted to 693,359, and the number of the unemployed was 529,994 (in 2010 there were 517,004 unemployed people). In the Federation of Bosnia and Herzegovina the number of the employed is 441,115, while 367,512 are unemployed. In the Republic of Srpska there are 239,998 employed and 150,971 unemployed people. In Bosnia and Herzegovina in 2011, the number of unemployed people increased and the number of the employed decreased. The rate of employment in Bosnia and Herzegovina 31.9% (29.8% in the Federation of BiH, 36.1% in the Republic of Srpska, 22.9% in Brcko District), and the unemployment rate is 27.6% (29.2% in the Federation of BiH, 24.5% in the Republic of Srpska and 39% in Brcko District). According to the ILO methodology, the unemployment rate in Bosnia and Herzegovina is 27.6%, compared to 2010 when it was 27.2%. In Bosnia and Herzegovina 48% of the population lives below the poverty line, while 18% are in the critical category. The causes of the increasing number of the poor are economic crisis, high unemployment and a price increase. In Bosnia and Herzegovina there is no statistics that deals with the Gini coefficient. There are only UNDP and World Bank statistics. According to the latest published data from 2007, the ratio was 0.36.

3. Governmental policies and legislation

This year in Bosnia and Herzegovina was marked by inability to form government at the state level as well as by the absence of agreement on a comprehensive reform of the Constitution of Bosnia and Herzegovina. Pressured by the budget imbalance of 2009 and conditions of the Stand-By Arrangement with the IMF, the authorities have taken certain fiscal policy measures and carried out structural reforms that had a restrictive character. The required 10% savings were realized through cuts of certain allocations for budget users and reducing the transfers for social benefits for certain categories of population; whereas there were no changes in the tax policy, the rates of VAT and direct taxes remained unchanged and there was no reduction of pensions. These measures resulted in maintaining financial and monetary stability. However, the budget is still not sustainable, and the quality of public finances remains low.

In June 2008, Bosnia and Herzegovina signed a Stabilisation and Association Agreement with the EU, but has made limited progress in implementing the reforms required for the accelerated process of obtaining status of a candidate state. The reason for this is lack of consensus among political leaders over the main priorities for the reform.

Significant progress has been made in the implementation of the Sarajevo Declaration, in the field of intellectual property, transport, some progress has also been made in the field of market surveillance and consumer protection, food safety, veterinary and sani-

tary policy, fisheries, financial control, and in the field of justice, freedom and security. Limited progress has been made in meeting the political criteria, public administration reform, justice, freedom of movement of persons, services, agriculture and rural development, information society and media.

In 2011, Republic of Srpska adopted the Law on Mediation in Employment and Rights during Unemployment, The Employment Strategy of Republic of Srpska for the period 2011-2015, the Law on Professional Rehabilitation and Training of Disabled Persons, draft Law on Pension and Disability Insurance, Law on the Rights of the Families of Fallen Soldiers and War Invalids.

Little progress was recorded in the field of establishing a functioning market economy. No progress was made in the area of free movement of capital, public procurement and environmental protection. Bosnia and Herzegovina has actively participated in regional cooperation and it has further developed relations with its neighbours. Cooperation with the Hague tribunal was rated satisfactory, and cooperation between the courts and prosecutors' offices of Bosnia and Herzegovina, Serbia and Croatia continued.

Key priorities in the process of integration and harmonization of the Constitution remain the ruling of the European Court of Human Rights in the case of "Sejdić-Finci", the adoption of the Law on State Aid and the Law on Population Census, and the adoption of the Global Framework for the fiscal period 2011-2013.

Bosnia and Herzegovina committed itself when it signed an agreement with the IMF worth € 1.2 billion to help repay the amount received during several years. When the economy of Bosnia and Herzegovina begins to recover, any surplus of the taxes will be directed to repay the loan of Bosnia and Herzegovina taken from the IMF with interest on the added amount. The return period is five years and every year the amount of € 250 million should be reduced. This will completely limit Bosnia and Herzegovina in accelerated recovery of the economy, and the problem becomes even greater when we consider that Bosnia and Herzegovina has stronger economy only compared to Kosovo, and that is far from meeting the economic trends for EU membership.

4. Industrial Relations

Labour legislation in Bosnia and Herzegovina, social dialogue and collective bargaining are at the level of entities and Brcko District. In individual cases, such as in the Federation negotiations are held at the cantonal level. In the Republic of Srpska the negotiations on the new Law on Pension and Disability Insurance were held, where the Government of RS proposed to raise the age limit from 40 to 45 years of previous service for retirement, and to introduce the reduction of 4% for each year of early retirement. The union has categorically rejected this suggestion and in the case of its adoption the union announced all aspects of trade union activities including union struggles and protests. Interestingly, the association of employers has rejected the Draft Law on Pension and Disability Insurance, which is seldom the case that the union and employers are at the same side. The Republic of Srpska has adopted the Strategy on employment for the period 2011-2015, while in the Federation the negotiations for the adoption of the amendment to the Labour Law are still not completed. The Republic of Srpska is for 2012 announcing the adoption of a new Labour Law with a tendency to reduce workers' rights. Numerous strikes marked 2011, through which workers wished to exercise their rights guaranteed by law and collective agreements. The most often reason for organizing strikes are unpaid wages and contributions for pension and health insurance.

In 2011 strikes were organized in the Republic of Srpska Railways, where the rail services were suspended for 20 days, in "Kosmos" in Banja Luka, "FMD Jelšingrad" Prnjavor, "Hidrogradnja" Sarajevo, "Nova forma" Šamac and "Krivaja" Zavidovići. In Federation of BiH there were strikes of police organized in some cantons of the Federation, and in "Neimarstvo" Trebinje. The main reasons for strike are numerous irregularities that took place in the privatization process. In most of the privatized companies the basic workers' and union rights are not respected. This is also the case with multinational companies that have come to Bosnia and Herzegovina, where workers are treated differently compared to workers in their countries of origin.

When it comes to unions in Bosnia and Herzegovina, it is important to note that there were no divisions, but a drop in membership, since a large number of workers lost their jobs, especially in the sector of economy. The fact is that there are many companies that are undergoing bankruptcy, in many enterprises wages are irregular, and workers do not receive them for several months or even years. So there is a significant difference between the number of union members and the paying union members. The current challenges that the trade unions are faced with are related to the observance of fundamental human, labour and trade union rights, especially in the private sector, and the preservation of existing rights, since governments and employers want to change the legal provisions at the expense of workers, and under the pretext of the global economic crisis. Umbrella association of trade unions in Bosnia and Herzegovina, the Confederation of Trade Unions of Bosnia and Herzegovina, which consists of the Union of Autonomous Trade Unions of Bosnia and Herzegovina, the Trade Unions of Republic of Srpska and the Union of Brcko District has not yet been granted the right to attend meetings of the Parliament of Bosnia and Herzegovina, where the attention is focused on the issues concerning the rights of workers, as well as those relating to European integration. As indicated earlier in 2011 there were divisions within the union, but in some companies and institutions "yellow unions" have appeared as a direct consequence of the difficult economic situation and the dissatisfaction with the efforts of the union to overcome it. Under such circumstances, employers exert pressure and mobbing over the employees, since they see it as an opportunity to gain control over trade unions and workers in general or at least they try to split the union. Unfortunately, the workers have large loans and are under constant pressure and fear of easily losing their jobs and employers find them as easy victims who agree to their terms. When it comes to employers' associations in Bosnia and Herzegovina, there is a Union of Association of Employers', which consists of Associations of Employers' of Federation of BiH, the Confederation of Employers of the Republic of Srpska and Association of Employers of Brcko District. However, it is not only the Union of Association of Employers of the Republic of Srpska which is the only representative employers' association there that is in the Employers' Union at the level of Bosnia and Herzegovina. Currently, there are negotiations about affiliating the Employers' Union of the Republic of Srpska in the Union of Employers of Bosnia and Herzegovina.

5. Tripartite social dialogue

Bosnia and Herzegovina has no facilities for carrying out social dialogue at national level. Although trade unions have for a long time advocated for the establishment of the Economic and Social Council at the state level, it has not happened. There were attempts to establish some interim solutions, but could not obtain the consent of all three social partners. Due to the absence of the Economic and Social Council at the national level, the social dialogue has remained incomplete. For now, the social dialogue exists only at the entity level, through the Economic and Social Council of the Republic of Srpska and the Economic and Social Council of the Federation of Bosnia and Herzegovina, while in the Brcko District social dialogue is mainly declarative. The Republic of Srpska passed a special Law on Economic and Social Council. Economic and Social

Councils have also been established in some cantons in the Federation of BiH. It is important to increase the impact and importance of the Economic and Social Council. Most legal documents are discussed there before being sent to the Parliament, or they can be returned for revision.

6. Forecasts

Bosnia and Herzegovina does not expect bright future or any significant improvement of the current difficult situation in 2012 and 2013. The country is emerging from war, its economy has been destroyed, the transition has not been implemented, and it has a large number of citizens who are poor and on the verge of poverty and the GDP does not show a significant increase. The crisis has engulfed Bosnia and Herzegovina even before the recession, and in front of it lays great challenges. It is necessary to provide much more support to the economy, provide new investments, economic recovery and create new jobs. The first step towards this goal should be the functioning of a government at the state level, after 14 months since the general elections, and facing all the challenges that lie ahead of us on our way to join the European Union.

Annex of data

System of collective bargaining

The collective bargaining in BiH is guaranteed by the Constitution of BiH, the European Social Charter, the ILO Conventions, as well as the Entity Labour Laws. The most important level of collective bargaining in BiH is at the Entity level because it is at this level that General Collective Agreements, which guarantee the minimum rights and obligations of both workers and employers, are reached and signed. In the Republic of Srpska the parties 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, whereas 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 collective agreements in both Entities are concluded by the respective branch trade unions and respective employers' associations. The specific characteristic of collective agreements in the Federation of BiH are the collective agreements that are concluded at the cantonal level, which primarily pertain to budget users and must be in accordance with the General Collective Agreement and respective branch agreements. Collective agreements may in both Entities also be concluded at the company level, naturally, provided that there is an organized form of a trade union organization in the given company. Currently there is a trend in BiH, especially advocated by associations of employers, to reduce the scope of rights regulated by the General Collective Agreements and 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 defence of workers' rights and that their reduction would lead to a radical reduction of workers' and union rights.

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, i.e. the Federation of BiH and the Republic of Srpska. They involve the representatives of the Entity governments, the largest confederations of trade unions and the Entity associations of employers. In the Republic of Srpska the representativeness of trade unions and associations of employers is legally regulated by the Amendments to the Labour Law. In the FBiH this issue has not yet

been legally regulated, so that the decisive factor for participation in the tripartite social dialogue is the number of members of trade unions or associations of employers.

Social security systems

According to the law, all registered employees in BiH should be 100% covered by health and pension insurance, as well as unemployment insurance. However, in the years following the war, there has been a marked presence of grey economy, as well as the practice on the part of many companies of not paying the contributions for their employees regularly. It is impossible to obtain accurate data on the number of such workers because they vary on a monthly basis.

Education and vocational training

The Constitution of BiH stipulates that the Entities and Brcko District are inter alia competent for regulating the area of education as an integral part of the social policy, and the Constitution of the FBiH stipulates that all powers in the area of education are within the exclusive competence of the cantons (10 cantons). The Entities and Brcko District are bound to regulate the area of education in accordance with the framework legislation adopted at the BiH level. 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. The 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 this year). There is a recorded decline in the number of students enrolled in secondary schools and their number is 146,919 in 2010-11 academic year as compared to the number of 154,666 students in 2008-09 academic year. In addition, in 2010 BiH still faced the phenomenon of unequal access to education as well as the existence of national curricula and syllabi. The higher education is going through a transformation by means of introduction of the Bologna Process. There is a recorded increase in the number of enrolled university students, but the problem occurs after they complete their studies according to the Bologna system. The fact is that the official nomenclature of occupations in BiH still does not include those occupations for which students are trained upon completion of one of the cycles of education under the new system.

The RS has introduced a new classification of occupations in the masculine and the feminine gender. In addition, there is still a clear gap between supply and demand in the labour market arising from inadequate coordination of economic planning policies and the education system, which significantly increases the unemployment rate among young people. The lifelong learning is incorporated into the Vocational Education Strategy in BiH, the policies have been defined and the objectives set for the development of the lifelong learning system, but this type of education has not yet been systematically developed and none of the formulated objectives and measures have been met or taken until September 2010. Besides, the adult education and training does not represent an important segment of, and is not a priority in the program of any of the governments, and accordingly there is no clear responsibility for taking of measures at any of the levels of government. Before the war there were three adult training centres in BiH. Today there is only one centre of this type operating in BiH. In the Labour and Employment Agency of BiH they believe that the establishment of centres for retraining and additional training is a demanding task from the financial perspective. They also note that the informal education system has not been regulated in terms of defining of the training programs and recognition of their certificates in BiH and abroad.

Gender differences in wages

There is a noticeable wage gap between men and women in BiH, which is primarily the consequence of the traditional distribution of employment by certain 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 class, 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 a diploma, where the difference is € 88.5 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. Women with university degrees 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. Laws in both entities guarantee equal pay for work of equal value.

Actual weekly working hours

The Labour Laws 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 and the 24 consecutive hours of rest in the course of one week. In the RS break of 30 minutes is calculated into the regular work time. Employees may work overtime, but the number of overtime work hours is limited by the law. If demanded 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.

Migration

In BiH there are no statistics on migrations of BiH citizens within the domestic labour market. However, the fact is that due to the fragmentation of the internal labour legislation and social security systems the movement of workers within the labour market in BiH remains at a very low level. It is only possible to obtain the data on the number of work permits issued to foreign nationals in BiH.

Coverage of collective agreements

In the General Collective Agreements in both the Federation of BiH and Republic of Srpska it is stipulated that they are binding and 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. The 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.

Relevant current collective agreements

The most important collective agreement in the Federation of BiH is the General Collective Agreement for the territory of the Federation of BiH, 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 are 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. It should be noted that 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 force in the area of administration, education, police and health care, signed between the respective trade unions and the cantonal line ministries. In the Republic of Srpska there is the General Collective Agreement, signed this year between the RS Government, the Union of Associations of Employers of RS and the Confederation of Trade Unions of RS, and there are also 14 branch collective agreements in force. The Brcko District has so far not had a general collective agreement due to specific characteristics of the organization of the District itself. The employers were given freedom to act in accordance with one of the entity's collective agreements.

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 55%. There is a higher trade union density in the public sector, whereas in the private sector trade unions are most frequently present only in those companies that used to have organized trade unions before they were privatized, while it is seldom 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.

Employers' association density

There are no accurate data on 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, whereas the Union of Associations of Employers of Republic of Srpska, which is comprised of 13 branch associations of employers, has 430 affiliated companies from the real sector.

Workplace representation

Workers in Bosnia and Herzegovina are, according to the law, given the opportunity to be represented at work through trade union organizations and works 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 worker that is employed can become a member of the trade union upon signing of the membership application form, whereby he/she accepts the rights and obligations arising from the Statute and other acts of the trade union. Employers can not be members of the trade union. As for the employees' councils or works councils, their organization is regulated by the Entity laws. In order for the works council to be formed, the employer must have at least 15 workers in permanent employment. In the FBiH the works council can be organized upon request of the trade union or not less than 20% of employees of a single employer, and in the RS the decision on establishment of the works council can be made by no less than one third of the total number of workers of a single employer. The rights and obligations of works councils and trade unions, as well as the obligations of employers to these representatives of employees, are laid down in the legal regulations and trade union acts. It is also stipulated that, in case that there is no organized trade union at an employer, the powers and obligations of the trade union are assumed by the works council (RS), that is in case of absence of the works council, its rights and powers are assumed by the trade

union (FBiH). In general there is a low level of organization of works councils in BiH, especially in RS, so that the works councils are organized sporadically. Workers still have more confidence in trade unions as their legitimate representatives, which is partly a consequence of the long standing tradition of trade union organization. Generally, the problem with failure to organize works councils and reduced activity of workers in trade unions is a consequence of denying the workers' representatives of their legal right to participate in the co decision process.

Trade unions

At the state level in Bosnia and Herzegovina 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 Brcko District.

Name	Name in English	Number of Members	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 Unions	Name in English	Membership in International Organizations
Sindikat metalaca BiH	Trade Union of Metal Workers BiH	IMF, EMF
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	PSI, EPSU
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	ICEM
Sindikat građevinarstva i IGM BiH	Independent Trade Union of Construction and Building 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	ITGLWF
Sindikat elektroenergetskih radnika BiH	Trade Union of Electricity Workers BiH	PSI
Sindikat radnika komunalne privrede u FBiH	Trade Union of Utility Workers in FBiH	PSI, EPSU

Samostalni sindikat radnika nafte i petrohemijske industrije BiH	Independent TU of Oil and Petrochemical Workers BiH	
Samostalni sindikat radnika u finansijskim organizacijama BiH	Independent Trade Union of Financial Organizations' 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	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 Higher 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 Unions	Name in English	Membership in International Organizations
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 and Services RS	UNI
Sindikat zdravstva i socijalne zaštite RS	Trade Union of Health Workers of RS	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 Media and Graphic Workers RS	
Sindikat građevinarstva i stambeno-komunalne djelatnosti RS	Trade Union of Construction, Housing and Communal Services of RS	PSI
Sindikat saobraćaja i veza RS	Trade Union of Traffic and Connections RS	
Sindikat uprave RS	Trade Union of Administration RS	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	PSI
Sindikat finansijskih organi-	Trade Union of Financial Or-	WOW

zacija RS	ganizations RS	
Sindikata tekstila, kože i obuće RS	Trade Union of Textile, Leather and Footwear RS	ITGLWF
Sindikata Telekomata RS	Trade Union of Telecom RS	EUROFEDOP

SINDIKAT BRČKO DISTRIKTA (TRADE UNION OF THE BRČKO DISTRICT)

Associations of employers

At the state level there is the Employers' Association of BiH, whose members are the Employers' Association of the Federation of BiH, the Confederation of Employers of RS and the Association of Employers of the BiH Brčko District. Representative association in Republika Srpska is the Union of Associations of Employers of RS.

Name	Name in English	Number of Members	Membership in International Organizations
Asocijacija poslodavaca BiH	Employers' Association of BiH		UEAPME

Name	Name in English	Membership in National Organizations	Membership in International Organizations
Udruženje poslodavaca u FBiH	Employers' Association of the Federation of BiH	APBiH	
Savez poslodavaca RS	Confederation of Employers of RS	APBiH	
Udruženje poslodavaca Brčko distrikta	Association of Employers of the Brčko District	APBiH	
Unija udruženja poslodavaca RS	Union of Associations of Employers of Republika Srpska		