

2015

Annual Review of Labour Relations and Social Dialogue Bosnia and Herzegovina

GORAN STANKOVIC
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- The year 2015 was marked by the Stabilisation and Association Agreement (SAA) between the EU and Bosnia and Herzegovina (BiH) that came into force on 1 June. In July, BiH adopted an agenda of reforms tackling the difficult socio-economic situation, the judiciary and the public administration.
- In 2015 the economy of BiH started to recover, showing slight GDP growth but unfortunately this did not have any positive effects on employment or salaries. The official unemployment rate is still at 43 per cent.
- In the Federation BiH (FBiH) a new Labour Code came into force in August 2015. This was adopted through urgent procedure without public discussion and without participation of social partners. Under the law workers' rights are reduced or even abolished and the law provided for the automatic cancelling of all existing collective agreement 90 days after it came into force. Currently, a slow and difficult process of negotiations regarding harmonisations of General and Branch collective agreements is taking place.
- In the Republika Srpska (RS), the Government adopted a draft version of a new Labour Code at the end of November. The Confederation of Trade Unions of RS, branch trade unions and workers in Republika Srpska have expressed strong concerns regarding the new law.
- In terms of tripartite social dialogue, there was no significant progress and no steps were taken towards the establishment of an Economic and Social Council at the state level of BiH due to the fact that there are no legal provisions on the representativeness of social partners on this level. There are tripartite bodies operating at regional and local entity levels.



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1. SOCIO-ECONOMIC DEVELOPMENTS

In 2015, GDP in BiH grew about 1.2 per cent and GDP per capita for 2015 was 7,384 BAM. This equals only 28 per cent of the average GDP of the EU-28. Total GDP in 2014 amounted to 28.395 million BAM (1 BAM = 0.51 Euro).

Unlike 2013, GDP growth in 2014 was the result of domestic demand rather than net exports. As part of flood recovery efforts, the investment was stimulated by payments. However, the stagnation of investments in the private sector continued. Private consumption in 2014 remained reduced due to continuing high unemployment and reduced wages. Industrial production in 2014 remained largely unchanged but the second quarter of 2015 showed some signs of increased activity. After an increase of the current account deficit in 2014 due to the strong growth of imports, an increase in exports and the cessation of imports related to flood reconstruction helped the current account deficit in the first quarter of 2015 to fall back from 7.6 per cent to 6.2 per cent of GDP. The significant trade deficit of about 25 per cent of GDP is mainly financed by the inflow of transfers, such as remittances, which rose to more than 11 per cent of GDP and from the export of services. Net foreign direct investment increased to around 3 per cent of GDP in 2014.

Partly because of increased financial assistance from the IMF, the net foreign currency reserves in mid-2015 reached the value of 30 per cent of GDP. The fiscal deficit in 2014 reached almost 3 per cent of GDP. Revenues from indirect taxes in the course of 2014 had a positive growth. Measures to increase fiscal discipline, together with the increase in excise duties on alcohol and tobacco contributed to the increase in revenue. The overall public debt in recent years grew steadily and by the end of 2014 reached 45.1 per cent of GDP. Payments for debt servicing in 2014 reached 5 per cent of GDP due to the increased issuance of short-term government securities to offset the lack of funds because of non-payment of a tranche by the IMF.

Inflationary pressure was reduced in the last two years. The main factor that led to lower inflation was the decline in the general level of

prices on the international market. Inflation in Bosnia and Herzegovina in 2015 was 0.25 per cent.

The average registered unemployment rate decreased slightly to 43 per cent in mid-2015 while the results of the annual labour force survey (using ILO methodology) showed that unemployment for the second consecutive year remained at 27.6 per cent. The significant difference between the number of those who are registered as unemployed and the number based on surveys point to a fairly large informal labour market. The structural nature of unemployment is visible through the high proportion of long-term unemployed, who make up about four-fifths of the total number of job seekers. In particular, a high proportion of the unemployed are young people (there is 63 per cent unemployment among young people aged between 15 and 24 years). The number of employees in public administration at all levels continued to rise, further inflating the public sector. It is estimated that every sixth inhabitant of Bosnia and Herzegovina lives below the general poverty line. This proportion is not surprising based on the number of unemployed and the low average salaries and pensions. The average net monthly salary in BiH in 2015 was 830 BAM (roughly € 400). According to UNDP data from 2007, the Gini-index is 0.362.

2. STATE POLICY AND LEGISLATION

On 1 June 2015, the Stabilisation and Association Agreement between the EU and BiH came into force. In July, BiH adopted an agenda of reforms tackling the difficult socio-economic situation, the judiciary and public administration. The BiH Presidency and leaders of the 14 political parties represented in the Parliamentary Assembly of Bosnia and Herzegovina signed and adopted the declaration on undertaking reforms for the advancement of European integration. BiH still failed to implement the judgment of the European Court of Human Rights in the Sejdic-Finci ruling, according to which the BiH Constitution is not in conformity with the European Convention on Human Rights.

The country is in the initial stage when it comes to reform of public administration, while the judicial system made certain progress by adopting the Justice Sector Reform Strategy, committing repeatedly to judicial reforms within structural dialogue with the EU. Some preparatory activities have been undertaken in the fight against corruption, through adoption of the Strategy and Action Plan to combat corruption in the period 2015-2019. Cooperation and coordination between different levels of government is still very weak and underdeveloped.

The standby arrangement with the IMF, agreed in 2012, expired on 30 June 2015 and the last tranche of loans was disbursed in July 2014. The program did not proceed as planned due to delays in the implementation of the previously agreed structural reforms. Negotiations are under way for a new IMF agreement.

The official census results, conducted in households and dwellings, are still not available even though it was already two years ago that Bosnia and Herzegovina conducted a census. The year was marked by protests by workers in FBiH, RS and Brcko District. In FBiH a protest was held due to the adoption of the new Labour Code that reduced workers' rights and invalidated the existing collective agreements. The protest was attended by over 12,000 trade unions members. In Republika Srpska, a public protest was held during the celebration of International Labour Day on 1 May with over 5,000 representatives of

workers saying "No to a new Labour Code" and sending a clear message to the Government of RS and to employers that they will not allow a decline of workers' rights. A number of strikes, especially in the private sector, were held due to unpaid salaries and unpaid employers' contributions for health insurance and retirement funds.

In the entity of RS, the Agency for Peaceful Settlement of Labour Disputes RS has been established, resolving more than a thousand individual and collective labour disputes in the last two years. From 1 January 2016 pensions in RS are financed through the state budget and payment of the pensions is made through the entity treasury. The adoption of the new Law on Bankruptcy Procedure, which will be a more effective way to protect workers' rights in bankrupt enterprises, is in the final stage. In early 2015, the RS Government established two working bodies, the Committee on Public Sector Reform and the Committee on Economic System Reforms, which have the task of preparing a set of legal regulations in their fields. A series of reforms were conducted in RS in order to reduce the time and cost of business registration and establish a unified company registry system in order to improve the business climate.

3. INDUSTRIAL RELATIONS

In the entity of FBiH, the new Labour Code came into force in the middle of August 2015. The law was adopted in urgent procedure, without public debate and without participation by social partners and with only the minimum number of Members of Parliament required. The Government of FBiH had adopted the draft law in response to the interests of business and the requirements of the IMF and other international financial institutions. Workers' rights are diminished or even abolished under the new law and 90 days after the effective date of the new law, all existing collective agreements were automatically cancelled.

The trade unions of FBiH were not given the opportunity to participate in the drafting of the law through genuine social dialogue. The trade unions suggested 26 amendments but none were integrated into the law. Currently in FBiH, a slow and difficult process of negotiations regarding harmonisations of General and Branch collective agreements is taking place but employers have no interest in concluding new collective agreements since they are given the opportunity under the new law to set their own internal regulations governing all issues arising from employment. Not surprisingly, the adoption of the law was accompanied by a large public protest of workers and union members.

In the Republika Srpska, the Government of RS adopted a draft version of a new Labour Code at the end of November. The Confederation of Trade Unions of RS, branch trade unions and workers in the Republika Srpska have expressed strong objections to the Government of the RS about the new law. The trade unions in RS demanded revision and amendments to the existing Labour Code rather than the adoption of a new law. As of now, the draft text of the Labour Code provides for the reduction of workers' rights, the abolition of collective bargaining, enabling employers to fully self-decide all the rights arising from employment, flexible working time and employment, and full marginalisation of the trade unions.

According to the draft law, collective agreements will be decentralized and hence employers would independently decide on

salaries and working conditions, such as entitlements, pay raises, redundancy notice period, breaks during working time, bonuses, transport, and so forth. It is anticipated that temporary contracts will be used more often and for longer periods of time, if not indefinitely, in some cases.

Also the introduction of the concept of "readiness", an increase in overtime hours, and full liberalization in the process of layoffs, without any obligation to determine the procedure of responsibility, is part of the legislation. Collective agreements would be limited in duration to three years, and, similar to FBiH, the existing collective agreements would become void upon the expiry of six months from the date the law becomes effective. The trade unions' role would be completely marginalized.

A trend towards violation and disrespect of basic human and workers' rights in a number of enterprises in BiH is noticeable. This trend has gained additional momentum in the midst of the global economic crisis, providing "justification" to the violation of workers' rights. Another problem is that some multinational companies do not allow workers to organize in trade unions or to organize new members.



4. TRIPARTITE SOCIAL DIALOGUE

In terms of tripartite social dialogue in Bosnia and Herzegovina, there was no significant progress in 2015 and no steps were taken for the establishment of an Economic and Social Council at the national level of BiH due to the fact that there are no legal provisions on the representativeness of the social partners at this level. A particular problem is that the Association of Employers of BiH represents the interests of employers only from the Federation BiH. Tripartite socio-economic councils operate at the entity levels (RS and FBiH) and in some cantons in FBiH. Since 2014 in Republika Srpska, social dialogue has been in a stalemate due to the conflict over the new Labour Code. As mentioned above, after the adoption of the new Labour Code in the FBiH, unfruitful negotiations between employers and trade unions representatives about the harmonisation of the General and Branch Collective Agreements started.

5. FORECASTS

The positive economic trend of 2015 should continue into next year, bearing in mind that investment in infrastructure projects and the energy sector should expand in 2016 and subsequent years. Continued growth in exports and foreign investments is expected, which should lead to growth in GDP, a slight decline in the unemployment rate and increased private consumption. The increased

economic activity should hopefully lead to an increase in the minimum wage and employment. Republika Srpska plans for the coming year to set aside funds for action plans of employment (about 20 million BAM) to help reduce the high unemployment rate, especially in the private economy and among young people. The Employment Strategy 2016-2020 for RS is expected to be adopted.

BiH is negotiating with the IMF about a new agreement which should encourage macroeconomic stability but the executive authorities will have to commit to reforms in public administration and the judiciary. In the Federation BiH, after the adoption of the new Labour Code, the trade unions are expecting to struggle in the process of harmonizing collective agreements in order to restore at least some part of the reduced workers' rights. In Republika Srpska, the adoption of the new draft Labour Code with all its consequences for workers' rights will be a challenge for the Confederation of Trade Unions of RS. The Confederation of Trade Unions of RS will certainly use all means to preserve workers' rights.

It is surely expected that 2016 will be marked again by strikes and protests in both the public and private sectors.

Local elections are scheduled for 2 October 2016 and the outcomes will largely define the future economic and political situation in BiH.

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 at the entity level (FBiH and SSRS) because it is at this level that General Collective Agreements, which guarantee minimum rights and obligations of both workers and employers, are negotiated and signed. In Republika Srpska, parties involved in collective bargaining and conclusion 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 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 collective agreements in both entities. A specific characteristic of collective bargaining in the Federation BiH are collective agreements 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 if there is an organized trade union in the company.

Currently, there is a trend in BiH, particularly 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 as 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 a radical reduction of workers' and union rights.

Lower level collective agreements generally have not been harmonised with the 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 FBiH and RS. They involve representatives of the entity governments, the 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 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, the new Labour Code envisages regulation of the representativeness of trade unions and employers' associations.

- **Social security systems**

According to the law, all registered employees should be 100 per cent 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 a 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 per cent, estimated at about 43 per cent. According to survey data the unemployment rate (applying ILO methodology) is 27.6 per cent. Furthermore, there are many employed persons whose contributions for pension and health insurance funds have not been paid. These funds are teetering on the verge of existence and with an increase in the number of beneficiaries of pension funds the future is dismal 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 the 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 of FBiH and RS and Brčko District are, inter alia, competent for regulating the area of education as an integral part of the social policy. In FBiH all powers in the area of education are within the exclusive competence of the cantons. Education and training is not a significant item and they are not a priority in the programmes of any of the governments. The process of 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 newly reformed law it consists of nine years. 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. The 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 its policies, and the goals of development of a 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 had been met by September 2010.



• **Employment and unemployment**

	2011 (As of 30.09)	2012 (As of 30.09)	2015 (As of 30.09)
Number of employed persons	693,359	688,318	716,230
Number of unemployed persons	529,994	545,508	539,703
Registered unemployment rate	43.3 %	44.2 %	44 %
Survey unemployment rate	27.6 %	28.0 %	27.0 %
Survey employment rate	31.9 %	31.7 %	31.2 %

Source: Agency for Statistics of BiH; Labour Force Survey 2015 – Final results

• **Average monthly salaries**

Year	Average net monthly salary (EUR)
2009	403.92
2010	408.01
2011	417.21
2012	420.79
2015	425.64

Source: Agency for Statistics of BiH; Press Release – Average paid net salaries in 2015

• **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 the non-industrial sector and smallest among clerks.

Regarding the differential amounts, the largest difference in wages is found in the category of persons without a degree, where the difference is € 88.50 in favour of men. The wage gap is reduced as the education level goes up so that at the level of secondary school diploma the gap is € 57.60. Women with a university degree earn on average 92 per cent of net wages of their male colleagues. According to research conducted by the Agency for Gender Equality of BiH, the BiH gender gap is larger than the EU average.

- **Monthly minimum wage (€)**

	2009	2012	2013	2014	2015
Federation BiH	184.00	184.00	190.00	190.00	190.00
Republika Srpska	163.61	189.18	189.18	189.18	189.18

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

- **Actual weekly working hours**

The Labour Codes and the General Collective Agreements at the entity level of BiH define the weekly working hours of employees as including the total of 40 hours with a mandatory 12 consecutive hours of rest between two working days. It also includes 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	89.70
2012	686,000	
2013	679,000	

Source: Agency for Statistics of BiH; Labour Force Survey 2013 – Final results

Year	Self-employed		Unpaid family members		Employed on part-time Sa basis
	Total	% women	Total	% women	
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 2013 – Final results

- **Migration**

Data not available

- **Human Development Index**

Year	Index	International ranking
2007	0.706	
2008	0.710	
2009	0.709	
2010	0.710	68
2011	0.733	74
2012	0.742	

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, with the amendments pertaining to the amount of the minimum wage and there have been 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 private 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 entity ministries are in force.

At the cantonal level there are collective agreements in force in public administration, education, police and health care, signed between the respective trade unions and the cantonal 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 15 branch collective agreements in force. Brčko District has not adopted a general collective agreement due to the specific characteristics of the district in which 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, the level of trade union density in BiH, according to estimates, is currently approximately 50 per cent. When making this estimate, one definitely needs to note that accurate data on trade union membership are not available, which is a 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 the membership fee, as one indicator of membership, is either irregular or it is not as 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 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 accurate records of actual membership.

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

- **Employer's organizations density**

There are no accurate data on membership in the national-level 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.

- **Workplace representation**

According to law, workers in Bosnia and Herzegovina are given the opportunity to be represented at work through trade union organizations and Works Councils. 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. the branch. 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 trade union statute. Employers cannot be members of a trade union.

As for the employees' councils, i.e. Works 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, an employees' council can be organized upon request of the trade union or a minimum 20 per cent employees of a single employer; in RS, the decision on establishment of a workers' council can be made by a 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 if there is no organized trade union within an employer, powers and obligations of the trade union are assumed by the workers' council (RS), and if there is no employees' council in FBiH, its rights and powers are assumed by the trade union. 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 the 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 the Confederation of Trade Unions of BiH is comprised of the Confederation of Independent Trade Unions of FBiH, the 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	Name in English	Membership in intl. organizations
Sindikat metalaca BiH	Trade Union of Metal Workers BiH	IndustriAll-ETU
Sindikat BH Pošta	Trade Union of BiH 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 BiH 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 petrohemijske BiH	Independent Trade Union 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	Trade Union of Secondary and High Education, Nursing, Science and	EI

kulture BiH	Culture BiH	
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	Name in English	Membership in intl. 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 and 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 Media 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 Telekom RS	Trade Union of Telecom RS	EUROFEDOP

SINDIKAT BRČKO DISTRIKTA (TRADE UNION OF BRČKO DISTRICT)

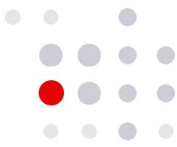
- **Employer's Organisations**

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

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



About the Author

Goran Stankovic is a Legal Advisor for the Confederation of Trade Unions of Republic of Srpska

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