

# JUSTMIG

## **Sustainable and socially just transnational sectoral labour markets for temporary migrants**

**Background report**

### **Bosnia and Herzegovina**

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## Introduction

Recognising the increasing importance of temporary transnational labour migration, the JUSTMIG project aims to examine trends and patterns of temporary labour mobility and employment of migrant workers on fixed-term or outsourced temporary contracts in selected manufacturing and service sectors in 6 EU countries, as well as the adaptation of industrial relations structures in the same 6 EU Member States and 3 EU Candidate Countries that are source countries for workers. The aim of the background report of the JUSTMIG project is to provide an assessment of the trends and dynamics of temporary labour migration from Bosnia and Herzegovina. The background report will provide both an overview of trends in outward labour migration and an assessment of the impact of outward migration on the labour market and industrial relations.

The report is based on two interviews, collection and analysis of statistical data on transnational migration, analysis of relevant policies and regulation, and information gathered through desk research on key issues and challenges faced by labour market and industrial relations institutions. The report is structured first to present the brief summary of relevant policies and regulations regarding migration focusing on outward labour migration, statistical data on migration, followed by conclusions and recommendations. In line with the intervention logic of the JUSTMIG project, the report links labour migration related information of three countries together: source, intermediate (both source and destination EU) and final destination countries.

## Brief summary of relevant policies and regulations regarding migration

Emigration from Bosnia and Herzegovina (BiH) to countries of the European Union (EU) has a long tradition, particularly since 1968 and bilateral agreement for guest workers between then West Germany and Yugoslavia. Since the end 1990s, temporary work from Bosnia and Herzegovina in the EU was taking the form of informal employment arrangements between workers and their ex-employers during the 1990s who they worked for before they were repatriated to Bosnia and Herzegovina. The practice of staying for a few months in an EU country on tourist visa and working informally was common, according to individuals and companies interviewed in previous research projects in BiH, although no systematic research and evidence was produced on this topic to offer more precise estimates of the magnitude of such labour mobility. Despite some benefits of earnings made and brought back to the country, such a mobility was widening the skills gaps, because these people were not actively seeking a job in BiH but rather relying on savings from temporary work abroad. Visa liberalisation agreement between the EU and BiH in 2010 allowed workers to stay for up to six months a year without a visa, which simplified and exacerbated these temporary work arrangements (IOM, 2022).

In addition to these temporary workers' mobility emphasised here, permanent emigration remains a persistent phenomenon. There are no exact figures about emigration flows, but different estimates suggest that BiH is losing a considerable share of its labour force due to emigration. This has substantial implications for both individuals and the country, also sparking discussions on the issue of integration of workers from BiH into EU labour markets (Schmitz-Pranghe et al., 2020). Since 2013, the trend was to a good extent driven by EU accession of Croatia, which provided freedom of movement and access to the EU labour market to at least 20% of BiH individuals possessing dual Croatian citizenship. Such movement is largely hidden in the EU statistics, as they were recorded as Croatian, not Bosnian, nationals.

When it comes to legislation relevant for labour mobility, it should be first noted that BiH signed bilateral agreements regulating employment of BiH citizens with Slovenia<sup>1</sup>, Serbia<sup>2</sup>, and Qatar<sup>3</sup>. The provisions of these agreements include: (i) conditions and scope of employment of BiH citizens in foreign countries; (ii) conditions and procedures for issuing a work permit; (iii) rights and obligations of employers and migrant workers; (iv) integration processes for inclusion in the labour market and in the society of the country of employment; (v) the method of exchanging information between the competent authorities for the implementation of the agreement; (vi) conditions for returning to the country of employment; (vii) monitoring and supervision of the implementation of the agreement by the competent authorities. In addition to agreements, there is also a Protocol on the Implementation of the Agreement Between the Council of Ministers of Bosnia and Herzegovina and the Government of the Republic of Slovenia on the Employment of Citizens of Bosnia and Herzegovina in the Republic of Slovenia<sup>4</sup>. The protocol establishes in more detail the mechanisms for selecting employees, establishing employment relationships, communication procedures between competent institutions in both countries and monitoring the execution of employment agreements. According to information collected during interviews, there are also memorandum of understanding signed with public employment services in Austria and Germany, which enable cooperation between institutions. In addition, in the previous period, there were also intentions to conclude a bilateral agreement with Croatia to protect workers that constantly emigrate to this country, both on a temporary and permanent basis.

With regards to institutional framework, the main institutions in charge of labour mobility are labour ministries and employment institutes. Specifically, some bilateral agreements involve supervisory or coordinating bodies. In the agreement with Slovenia, the institutions involved in the implementation of the agreement on behalf of BiH are the Ministry of Civil Affairs (MCA BiH) in cooperation with the competent institutions at the entity level<sup>5</sup>, and on behalf of the Republic of Slovenia the Ministry of Labour, Family and Social Affairs.<sup>6</sup> The main institution responsible for the implementation of the agreement in BiH is the Agency for Labour and Employment of Bosnia and Herzegovina (LEA BiH), and in the Republic of Slovenia it is the Employment Service of Slovenia. Key informants from the MCA BiH and LEA BiH explained that the ministry is acting as a coordinating body between the agency and the Council of Ministers of Bosnia and Herzegovina, while

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<sup>5</sup> According to the Constitution of Bosnia and Herzegovina, competences in the labour and employment sector mainly belong to the entities. The competent bodies for implementation of the agreement at the entity level are: The Federal Ministry of Labour and Social Policy in the Federation of Bosnia and Herzegovina, the Ministry of Labour and Veterans and Disability Protection of the Republic of Srpska in the Republic of Srpska, and the Government of the Brčko District of Bosnia and Herzegovina in the Brčko District of Bosnia and Herzegovina.

<sup>6</sup> Similar provisions regarding institutions involved in the regulation of employment in Serbia and Qatar are made in the applicable agreements with these countries, but the focus here is on bilateral agreements with countries covered by the JUSTMIG project.

the agency is involved with the actual implementation of the agreement, including mediation in issuing work permits and cooperation with the employment agency in a foreign country.

According to the agreement signed with Slovenia, migrant workers should have the right to equal treatment as nationals of the country of employment, especially in terms of: (i) working conditions, including salary and termination of the employment contract, as well as occupational health and safety; ii) freedom of association and membership in an organisation representing workers or employers or in any organisation whose members perform special occupations, including the benefits provided by those organisations, in accordance with regulation on public order and public safety; (iii) education and professional training. Evidence from desk research of media articles and interviews with stakeholders suggests that issues in the implementation of these agreements exist in practice, especially in Slovenia. Problems that were mentioned in media articles include overtime work, work-related injuries, envelope wages, and non-fulfilment of contractual obligations or an oral agreement with the employer. According to LEA BiH, regular on-site visits are organised to check upon the implementation of employment contracts in practice with employers in Slovenia. Also, workers are advised to contact trade union representatives if they have any issues with their employer, in addition to having the right to become a full member of the union. However, there is neither systematic provision of information nor a regular line of communication between these workers and LEA BiH that would help identifying issues more promptly. For example, one of the problems mentioned during the interview with LEA BiH is the practice of employers from Slovenia to conclude additional annexes to the main employment agreement that are not subject to review when the work permit is to be issued. Sometimes these additional annexes can be harmful for workers in the sense that they may reduce rights guaranteed in the main employment contract. However, LEA BiH does not collect such information regularly, but usually reacts only in the case a worker reports a violation of rights. Although workers have the possibility to contact LEA BiH or a representative of a trade union in Slovenia to check on these annexes, this is not happening often.

LEA BiH is also monitoring the organisation of job fairs organised by employers from Slovenia in BiH, where they inform individuals interested to work in Slovenia about previously identified harmful practices of employers and about the procedure for legal work-related emigration. If an employer was reported for violation of rights by emigrants, the company is blacklisted, and their requests for hiring workers from BiH are checked additionally. However, it is not completely clear whether a procedure to assure systematic assessment of employers from abroad exists and is being implemented. In addition, media articles mention cases where these black-listed employers have a practice of closing down a company and opening up a new one that is able to proceed with the hiring of workers from the same source country.

## Statistical data on migration

Data on the emigration of workers from BiH is scarce and are limited to the data that can be found in the Eurostat database. The existing figures are mainly based on the immigration statistics of countries that report to Eurostat. Although BiH has a well-developed centralised database and migration information system that can produce the majority of tables for migration statistics requested by Eurostat, it does not report any statistics yet. Based on the data available from Eurostat, in 2022 the total emigrant

stock of BiH's citizens was 469,181<sup>7</sup>. Out of that number, 198,551 emigrants resided in 6 observed countries<sup>8</sup> - primarily in Slovenia (99,666) and Austria (94,153). Since 2018 there has been a sharp increase in the total number of emigrants in the EU countries by over 50,000. The number of persons with valid residence permits increased from 412,945 in 2018 to 469,181 in 2022. Around a half of the increase was due to the increase in the number of emigrants in 6 observed countries - from 176,239 to 198,551. The highest relative increase was recorded in Slovenia (29%), while the stock of emigrants in Austria remained the same.

Assessing the number of first residence permits issued in comparison to the total number of residence permits is important for understanding migration patterns. First residence permits issued are a good approximation of outflows. According to data from Eurostat, in 2022 there were 47,871 first permits issued to citizens of BiH in the EU. Out of that number, 18,570 first permits were issued in 6 observed countries - the most in Slovenia (13,994), Austria (3,606), and Slovakia (661). Compared to 2018, there was a slight decrease in the number of first permits in the EU (from 53,566 to 47,871), observed also in 6 observed countries (from 19,974 to 18,570). By country, the decrease was observed in Slovenia (from 15,714 to 13,994); however, the number slightly increased in Austria (from 3,504 to 3,606). In relation to emigrant stock numbers, this suggests that the total outflow of workers from BiH have slightly decreased in the case of the EU (from 13% to 10%), and on average in six observed countries (from 11% to 9%). It only remained stable in Austria (at 4%). However, the ratio in Slovenia and especially in Slovakia is still much higher than the EU average.

Data from Eurostat on first permits issued to foreign nationals offer the possibility to explore the reasons for emigration, disaggregated into four main categories, including family, education, employment, and other reasons. The number of workers migrating to the EU for employment reasons in 2022 is slightly lower than in 2018. However, after the sharp drop in 2020 (from 35,764 in 2019 to 18,353 in 2020), the number has increased by over 10,000. In absolute terms, the number of first permits for employment reasons over the last 5 years (2018-2023) decreased from 32,984 to 29,281 in the EU. At the same time, a slight decrease was recorded in 6 observed countries (from 12,717 to 11,655).

The highest decrease was experienced in Slovenia (from 11,811 to 10,333), while the highest increase was in Slovakia (from 446 to 627). In relative terms, the share of first permits for employment reasons both in the EU, Slovenia, and Slovakia, as well as for the average of 6 observed countries, remained stable. However, it increased in Austria and the Netherlands. The share of labour emigration for employment reasons for citizens of BiH (see Figure 1) in Slovakia (95%), Slovenia (74%), and the average for 6 observed countries (63%) is higher than the EU average (61%).

The available data reveals that 78% of labour migrants from BiH to the six observed countries are having their first employment permits issued for more than 12 months, while only 3% are permitted to stay between 3 and 5 months. This indicates that labour migrants from BiH are seeking longer-term opportunities in six observed countries rather than short-term and temporary jobs. Still, temporary migrants make up a notable share of 22% (see Figure 2).

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<sup>7</sup> Data for Denmark and Greece are available for 2021 only, and these figures were included in the total for the EU in 2022.

<sup>8</sup> The observed countries are: Austria, Estonia, Finland, the Netherlands, Slovakia, and Slovenia. Bosnia and Herzegovina is placed together with Austria and Slovenia in the same triad, and our research focuses more on these two countries.

For the purpose of this research, we approximated the temporary labour immigrants with those who have first-time residence permits for employment reasons shorter than 1 year. According to Eurostat, there has been a decrease in temporary labour migrants from BiH in the EU (from 22,669 in 2018 to 18,288 in 2022). At the same time, the decrease was recorded in 6 observed countries (from 4,686 to 2,552). In relative terms, the share of temporary labour immigrants decreased from 45% to 38% in the EU and from 37% to 22% in 6 observed countries (see Figure 3). According to the bilateral agreement signed with Slovenia and the previously mentioned protocol for implementation of the agreement, employment contracts have to be signed for a period of twelve months, while residence permits are issued for a period of three years. As confirmed by LEA BiH representatives, all labour migrants from BiH to Slovenia who legally established their employment relationship are doing so on a more permanent than temporary basis. Examples of renewal of residence permits and employment contracts are often the case when it comes to workers from BiH in Slovenia.

In addition to employment, there are also other reasons for citizens of BiH to emigrate to the six observed countries. As it can be seen in Figure 4, employment is the main reason for 63% of those who had their first permits issued in 2022 in one of the six observed countries. Another important reason is family (30%), followed by education (4%) and some other unspecified reasons (3%). If we look into the structure of first-issued permits by reason in two countries in a triad, we can spot differences between the main reasons for emigrating to Austria compared to Slovenia (see Figure 5). The main reason for citizens of BiH to emigrate to Austria in 2022 was family (61%), followed by other reasons (16%), employment (15%), and education (8%). On the contrary, employment was the main reason for emigration to Slovenia for 74% of those who had their permit issued in 2022 for the first time. Family as a reason for emigration to Slovenia was recorded in 23% of cases, while only 3% was devoted to education. Key informants from LEA BiH explained that recently the trend in emigration to Slovenia includes not just emigration of male workers and subsequently emigration of family members for reunification, but also cases of joint emigration of spouses for employment with the same employer.

The presented data were retrieved from the Eurostat, and we highlight here that these data may have some obstacles in recording the magnitude of emigration from BiH. First of all, these data rely solely on the immigration statistics of countries that report to Eurostat. Secondly, the data include only registered immigrants who applied for residence permits. Evidence from interviews conducted with stakeholders reveals that misuse of reported reasons for emigration may happen, and tracing these flows is particularly difficult. As already mentioned, another important aspect of the emigration of workers from BiH is dual citizenship, particularly for those with Croatian citizenship. Representatives of LEA BiH confirmed that the prerequisite for their mediation of employment in Slovenia is for a person to hold BiH citizenship. Those who emigrate using the citizenship of other countries are not handled by LEA BiH, nor are they requesting such mediation.

Detailed emigration statistics of workers from BiH are not publicly available, and there are challenges in tracking and consolidating data at the level of the country, as reported by key informants. When it comes to the internal data that exists in LEA BiH, key informants reveal that it is possible to trace information on the profiles of workers demanded by employers in Slovenia by analysing vacancy data. Data on profiles of workers and their occupation or qualification, as well as sectors of their employment, are not collected by LEA BiH. Another important issue for LEA BiH is that the institution is not connected to any database of records of unemployed persons that are in the mandate of employment institutes at the entity level, and they are not able to capture data about

labour migrants from these databases. This also prevents the agency from providing prompt information about the available workforce to potential employers from foreign countries.

Key informants highlighted several times that emigration started to influence the domestic labour market, particularly in sectors such as construction and health care. Data on the trend of employment per sector (Figure 6) indicate that sectors recording the highest average increases of workers in the period 2012-2021 were: manufacturing; wholesale and retail trade; repair of motor vehicles and motorcycles; and accommodation and food service activities. However, information gathered through interviews showed that workers in manufacturing and construction, as well as in the hospitality sector, are those who are emigrating towards western European countries, causing skill gaps in the domestic labour market.

Skill gaps that arise due to emigration are reflected in employers' requests for hiring foreign workers in specific occupations. The last available data on work quotas for foreigners<sup>9</sup> indicates a rise in the total number of permits, reaching 6,073 work permits for 2024, of which 3,623 are for new employment. Out of those for new employment, 1,550 are in construction, 762 in manufacturing, and 14 in health and social protection activities. Although the bilateral agreement with Slovenia prescribed that the country of origin may, in accordance with its legal regulations, limit the employment of certain groups of occupations for which, based on the analysis of the situation and needs in the labour market of the country of origin, it is estimated that their departure to the country of employment would threaten the situation in the labour market of the country of origin, such analysis is not conducted by LEA BiH. In addition, informants from MCA BiH revealed that current work quotas for foreigners are used at a level of 61%, indicating an information mismatch in the labour market caused by the low availability and quality of data on unemployed persons at the registers.

Social dialogue in Bosnia and Herzegovina is under-developed and under-utilised (Numanović, 2022). Besides ensuring proper frequency of tripartite meetings, there were no substantial improvements of the social dialogue since 2020. For example, in the Federation of Bosnia and Herzegovina (FBiH), the FBiH Employers' Association unilaterally terminated the FBiH General Collective Agreement in March 2018 (Decision on Termination of the General Collective Agreement for the territory of the FBiH, art. 1) and although social dialogue continued in 2020 there is still no consensus on the new general collective agreement (Fairwork, 2023). Social partners lack capacities and influence to deal with the most important issues of the domestic labour force, so it should not be expected that they can get involved in the labour emigration issues. According to desk research, none of the social partners had the issue of labour emigration in their mandate and did not mention taking part in any activity aimed at dealing with these issues. Within the country, a range of services to temporary migrants is provided by international organisations and local NGOs instead of government institutions (Hendow et al., 2024). For example, legal assistance to temporary migrants currently in BiH is provided by the NGO Vaša prava BiH.<sup>10</sup> This organisation is involved in providing support to temporary migrants returning under readmission agreements. Desk research did not provide conclusive evidence that the organisation also provides legal services to temporary labour migrants from BiH still abroad, which will be further verified through subsequent interviews and workshops.

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<sup>10</sup> <https://pravnapomoc.app/>

## Conclusion and final comments

The labour migration from BiH has substantial implications for both individuals and the country, sparking discussions on the challenges and opportunities of such trends, as well as of the issue of integration of workers from BiH into EU labour markets (Schmitz-Pranghe et al., 2020). BiH has entered into bilateral agreements with Slovenia, Serbia, and Qatar to regulate the employment of its citizens in these countries. These agreements cover various aspects such as employment conditions, work permit issuance procedures, rights and obligations of employers and workers, integration processes, information exchange mechanisms, conditions for returning to the home country, and monitoring of agreement implementation. Equal treatment of migrant workers, as outlined in the agreements, includes aspects like working conditions, freedom of association, and education and professional training. However, evidence from desk research and stakeholder interviews suggests that various challenges in the practical implementation of these agreements remain. These challenges highlight potential gaps between agreement provisions and their enforcement in practice, indicating areas where improvements may be necessary to ensure the rights and protections of BiH migrant workers in destination countries.

The data on labour migration from BiH to EU countries, primarily sourced from the Eurostat, reveal an important and evolving phenomenon. Despite being limited in scope, the data indicates a substantial increase in total emigrant stock, reaching 469,181 in 2022, with Slovenia and Austria hosting the largest numbers among observed countries. Analysis of first residence permits highlights fluctuations in migration patterns, with employment being an important driver for regular migration, especially to Slovenia. However, challenges persist in data collection, relying solely on reported immigration statistics and potentially overlooking unregistered immigrants. Additionally, factors like dual citizenship further complicate the tracking of emigration trends. Detailed emigration statistics, particularly concerning workers, remain elusive, and while some information exists in LEA BiH internal records, it is still rather limited. Internally, the lack of comprehensive data collection by LEA BiH inhibits understanding emigration patterns fully. Harmonisation and integration of different databases on unemployed impedes provision of timely information to potential foreign employers, exacerbating the challenges in accurately assessing available workforce resources.

Despite data indicating significant increase in employment across various sectors, interviews with key informants reveal that workers in manufacturing, construction, and hospitality are emigrating to Western European countries, exacerbating skill shortages domestically. This emigration-induced skill gap is further evidenced by the rising demand for imported workers in specific occupations, as reflected in the increasing number of work permits issued, particularly in construction and manufacturing. Despite provisions in the bilateral agreements that limit the employment of certain occupational groups with a purpose of protecting the domestic labour market, data that would help identification of such occupations is not collected by BiH authorities. Moreover, due to the low availability and quality of data for analysis of mismatch in the labour market do not exist and do not inform work quotas estimates, which results in the underutilization of current work quotas for foreigners.

Based on the limited analysis of the labour migration trend and its implications for BiH, several recommendations can be put forward to address the challenges and opportunities associated with integrating BiH workers into EU labour markets. First, there is a need to improve practical implementation of currently signed bilateral agreements with



destination countries to ensure the rights and protections of BiH migrant workers. This could involve closer monitoring of agreement implementation and addressing any gaps between agreement provisions and their enforcement in practice. The same then should apply to future bilateral agreements to be signed with other key destination countries, which is strongly recommended. Second, efforts should be made to improve data collection methods and enhance their harmonisation and interoperability of different databases between relevant institutions, such as LEA BiH and employment institutes. The improved quality and coverage of data is needed to accurately assess emigration trends and the availability of the domestic workforce, as well as to inform related policies such as the ones on addressing skill shortages exacerbated by emigration, particularly in sectors like manufacturing, construction, and hospitality. Third, capacities of both government institutions and other social partners need to be strengthened to make them able to monitor and address the needs of temporary migrant workers abroad. Finally, BiH authorities should consider conducting analyses to evaluate the impact of emigration on the domestic labour market and explore measures to mitigate any adverse effects, such as the underutilization of work quotas for foreigners.

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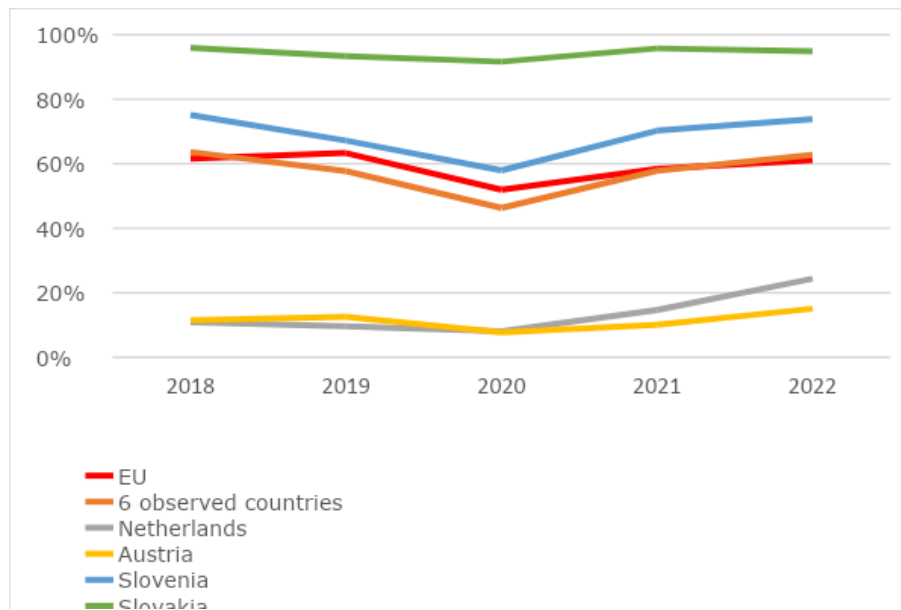
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## Annexes

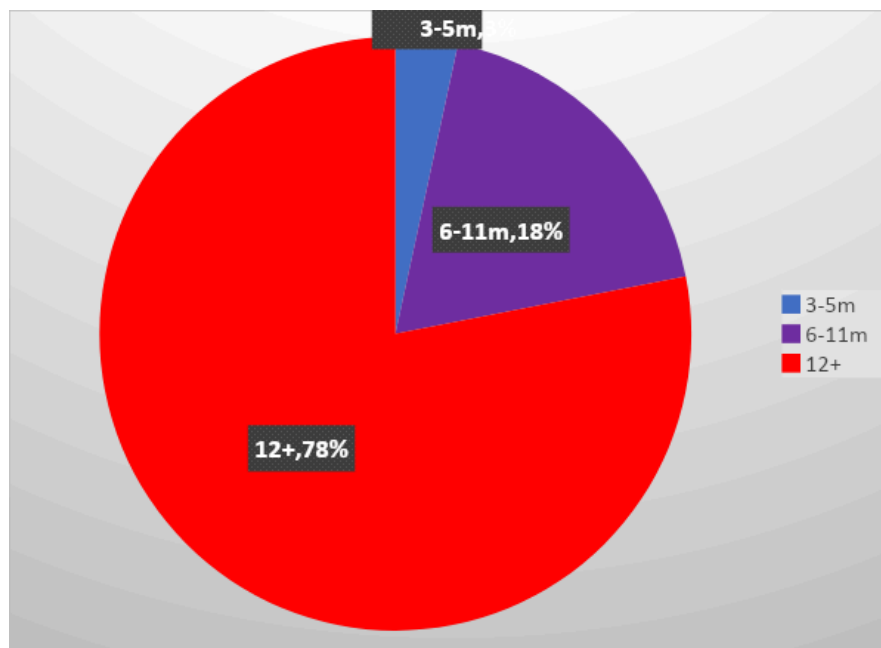
### Figures

Figure 1: Share of first permits for employment reasons



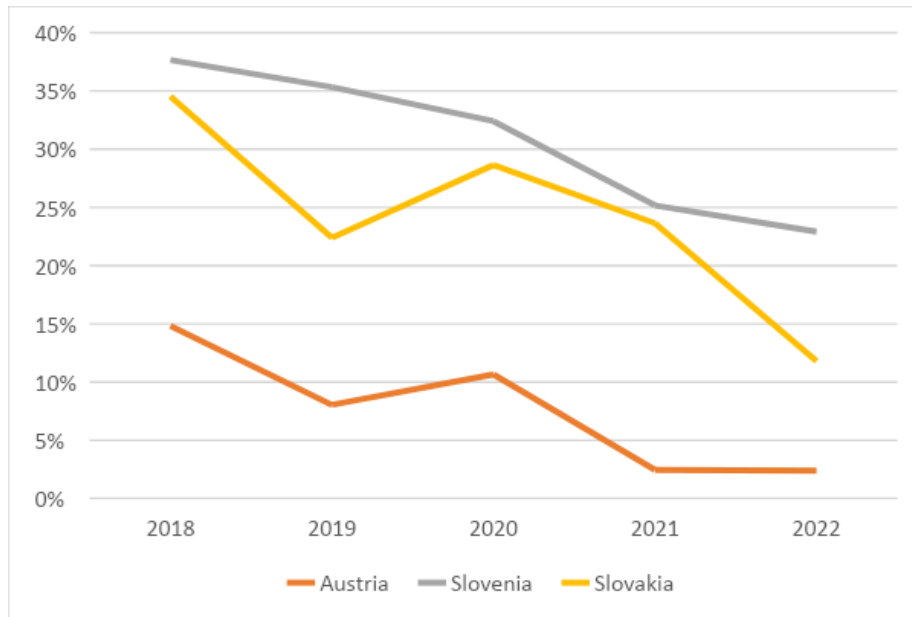
Source: Own calculations using data from Eurostat

Figure 2: First employment permits issued to citizens of Bosnia and Herzegovina, by duration in 6 observed countries, 2022



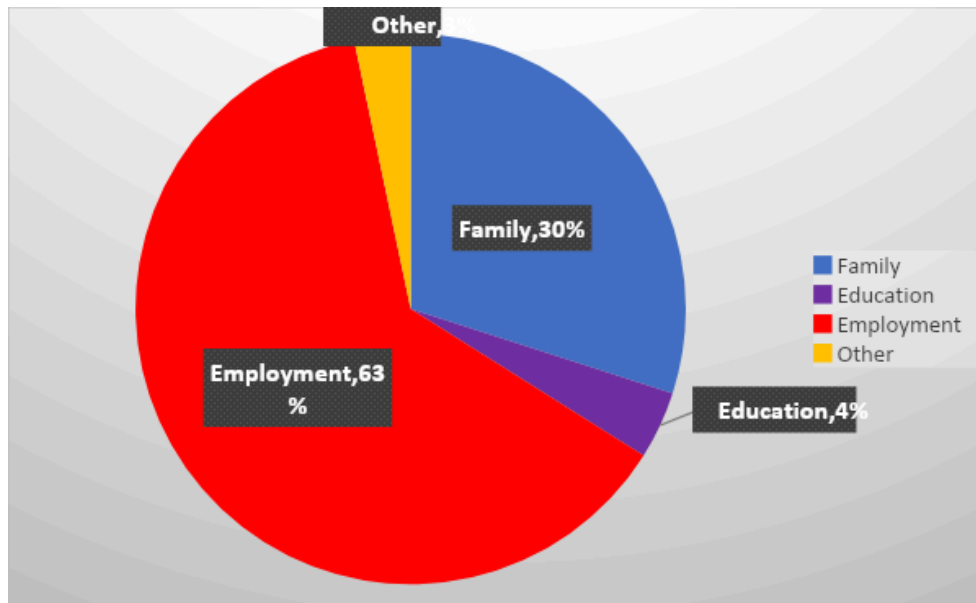
Source: Own calculations using data from Eurostat

Figure 3: Share of temporary labour emigrants from Bosnia and Herzegovina in selected countries



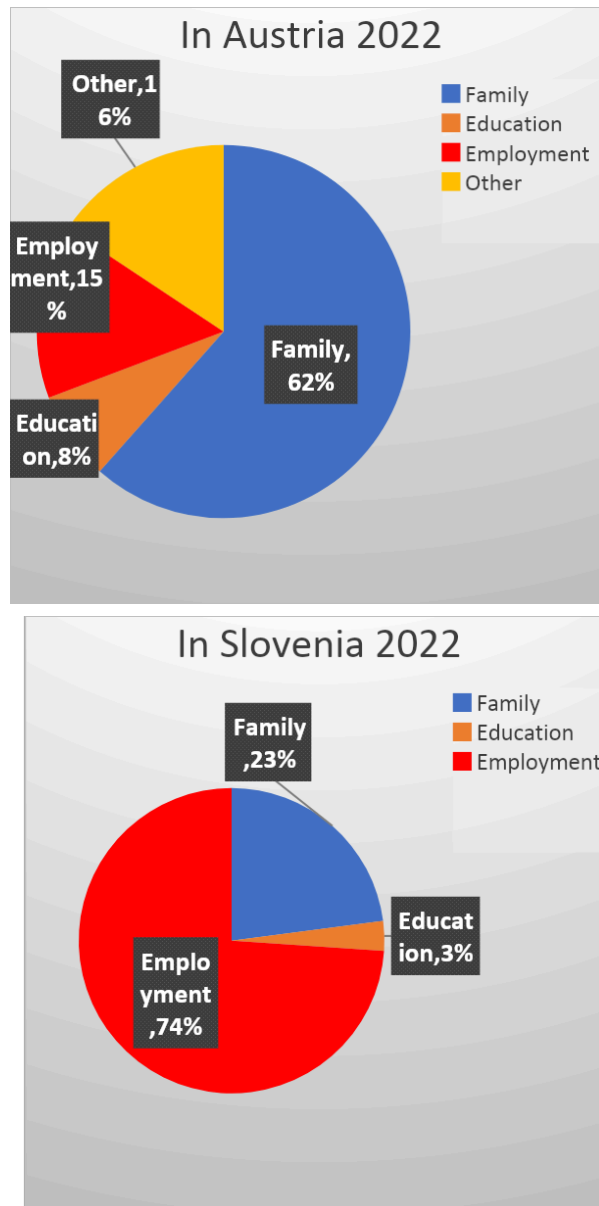
Source: Own calculations using data from Eurostat

Figure 4: Structure of first permits by reasons in 2022 in 6 observed countries



Source: Own calculations using data from Eurostat

Figure 5: Structure of first permits by reasons in 2022 in 2 related countries



Source: Own calculations using data from Eurostat

Figure 6: Employment per industry sector in Bosnia and Herzegovina, 2012-2021

Sector	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	Trend
MINING AND QUARRYING	19,902	19,494	19,040	18,816	18,360	18,699	19,013	18,530	17,619	16,346	
MANUFACTURING	120,877	122,088	139,999	140,762	150,177	159,871	167,785	171,418	165,277	169,825	
ELECTRICITY, GAS, STEAM AND AIR CONDITIONING SUPPLY	17,299	17,086	17,104	17,452	17,797	18,070	18,377	18,408	17,841	17,654	
WATER SUPPLY; SEWERAGE, WASTE MANAGEMENT AND REMEDIATION ACTIVITIES	13,021	13,130	12,718	13,063	12,907	13,034	13,789	13,985	13,728	13,770	
CONSTRUCTION	35,025	31,486	35,139	34,439	35,828	37,395	37,540	39,382	40,016	41,151	
WHOLESALE AND RETAIL TRADE; REPAIR OF MOTOR VEHICLES AND MOTORCYCLES	104,094	100,872	130,171	132,568	139,504	145,349	149,036	153,513	149,469	150,430	
TRANSPORTATION AND STORAGE	31,650	31,661	36,270	36,167	36,213	38,168	38,770	39,759	38,057	38,381	
ACCOMMODATION AND FOOD SERVICE ACTIVITIES	7,146	8,036	30,756	31,339	34,163	35,733	35,977	37,846	33,227	34,844	
INFORMATION AND COMMUNICATION	18,692	17,488	18,006	18,833	19,005	20,406	21,518	22,741	23,857	26,291	
REAL ESTATE ACTIVITIES	2,299	2,094	2,682	3,681	3,634	3,711	3,630	3,394	3,333	3,729	
PROFESSIONAL, SCIENTIFIC AND TECHNICAL ACTIVITIES	16,276	15,140	20,242	20,384	20,859	22,443	22,362	23,708	23,635	24,859	
ADMINISTRATIVE AND SUPPORT SERVICE ACTIVITIES	8,963	8,933	9,983	10,934	11,807	13,085	13,917	15,669	15,084	16,362	
EDUCATION	2,796	2,996	3,961	5,240	4,944	5,110	5,220	5,290	5,235	5,529	
HUMAN HEALTH AND SOCIAL WORK ACTIVITIES	2,599	3,165	5,046	5,436	5,684	6,341	6,939	8,369	8,572	8,504	
ARTS, ENTERTAINMENT AND RECREATION	NA	NA	NA	NA	NA	9,496	9,552	9,663	8,640	8,632	
OTHER SERVICE ACTIVITIES	1,697	1,607	8,483	8,531	9,107	9,264	9,533	10,190	9,708	9,970	

Source: Own calculations using data from the Institute for Statistics of Bosnia and Herzegovina

## Semi-structured interview questionnaire for social partners and labour market actors

Introduce the main aims:

The main aim of the background report is to provide a short, up-to-date state of the art overview of the presence and relevance of migrant workers in temporary employment in different sectors of the countries included in the JUSTMIG project. For source countries, the background report provides both an overview of outward labour migration trends and an assessment of the labour market impact of outward migration.

Based on the information in the background report, two sectors will be chosen for in-depth study in the JUSTMIG project (either metal-automotive OR food processing AND social-elderly care OR retail).

### **RELEVANT POLICIES AND REGULATIONS REGARDING MIGRATION**

**What are the relevant policies and main regulations informing work/establishing employment relation and residency permits of temporary migrant workers (both EU and non-EU)**

- regulations of practical importance,
- problems in implementation etc.
- concerns of workers, others
- public statements of relevant actors (appropriate-inappropriate regulation, monitoring etc.)

### **STATISTICAL DATA ON LABOUR MIGRATION**

**Sectoral presence of migrant workers, in both general services and manufacturing sectors (if data available - also for 4 subsectors). Knowledge on: main destination countries and bases of assessments**

**Reflection on data sources and quality - assessment-discussion with relevant authority**

- Sources of data (registry data, surveys) - methodology employed, its strengths and weaknesses
- Reliability and quality of data

### **SPECIFIC CASES OF OUTWARD LABOUR MIGRATION**

- Are there observable skills gaps due to outmigration in the domestic labour market?
- What is the general sectoral situation in Bosnia and Herzegovina: (e.g. sector growth/contraction, lack of certain professions, influx of workers from non-EU countries)

- Is there evidence of particular sectoral flows to JUSTMIG destination countries (for general manufacturing and services)

## **FINAL COMMENTS**

Attempt to summarise together with interviewee, reflecting especially on (emerging) challenges for labour market institutions-social partners stemming from rising trends in temporary migrant employment

Also ask about countries in the triad - if of special interest, what way is it interesting etc.

*Last but not least, ask about the availability of microdata, and its use. Also inquire about and collect any relevant material, e.g. collective agreement, internal or public report dealing with any of the issues addressed or that might be useful for the report. Inquire also about materials, books etc. related to the economic history of the sector in your country (from sectoral respondents), main companies, products, markets, division of labour, changes in technology etc.*