

ANALIZA TRŽIŠTA RADA U REPUBLICI SRPSKOJ

ANALYSIS OF THE LABOR MARKET IN THE REPUBLIC OF SRPSKA

Dragan Petrović

GD „Vrbas“ Laktaši, **Bosna i Hercegovina**
GD „Vrbas“ Laktaši, **Bosnia and Herzegovina**

Dijana Duronjić

Ekonomski fakultet Univerziteta u Banjoj Luci, **Bosna i Hercegovina**
Faculty of Economics, University of Banja Luka, **Bosnia and Herzegovina**

Dragan Mandić

Ekonomska škola Banja Luka, **Bosna i Hercegovina**
Vocational School of Economics, **Bosnia and Herzegovina**

Pregledni članak

DOI 10.1515/eoik-2017-0012, UDK 331.5(497.6)Republika Srpska)

Review paper

REZIME

Svjedoci smo da se indikatori tržišta rada Republike Srpske godinama pogoršavaju. Stope nezaposlenosti su i do tri puta veće od, ionako visokog, evropskog prosjeka, bez izgleda da će se ovakvo stanje uskoro promijeniti. Posebno je značajno pogoršanje stanja na tržištu rada lica mlađih od 30 godina. Javlja se značajan jaz između smanjenja broja nezaposlenih i povećanja broja zaposlenih lica iz ove populacije. Postavlja se pitanje: Gdje (i da li) nestaju mladi (obrazovani) ljudi sa tržišta rada Republike Srpske? Autori su nastojali dati analizu osnovnih pokazatelja na tržištu rada Republike Srpske, s ciljem uočavanja osnovnih tendencija i problema koji postoje na ovom tržištu, kao i potrebe za definisanjem adekvatnih mjera za njihovo rješavanje.

Ključne riječi: tržište rada, nezaposlenost, zaposlenost, Republika Srpska

JEL klasifikacija: E23, J21, J64

ABSTRACT

We are witnessing that the labor market indicators of the Republic of Srpska have been deteriorating for years. Unemployment rates are up to three times higher than the already high European average, with no prospect of changing the situation in the near future. Deterioration in the labor market with respect to people younger than 30 years of age bears particular significance. There is a notable gap between the reduction of unemployment rate and the increase of employed people from this population group. The question is: Where (and whether) are the young (educated) people disappearing from the labor market of the Republic of Srpska? The authors provide an analysis of the main indicators of the Republic of Srpska labor market, with the aim of recognizing the main tendencies and problems existing at the market, as well as the need to define adequate measures for their resolution.

Keywords: labor market, unemployment, employment, the Republic of Srpska

JEL classification: E23, J21, J64

¹GD „Vrbas“ Laktaši, e-mail: petrovic.id@gmail.com

²Faculty of Economics, University of Banja Luka, e-mail: dijana.duronjic@ef.unibl.org

³Vocational School of Economics, e-mail: mandic-dragan@hotmail.com

UVOD

Iako postoji sve veća tendencija ka automatizaciji i robotizaciji proizvodnje, još uvijek je nemoguće funkcionisanje procesa proizvodnje bez korištenja radne snage kao bitnog faktora proizvodnje. Mjesto na kom se sreću ponuda i tražnja za ovim faktorom proizvodnje jeste tržište rada. Tržište rada je dio kompleksnog nacionalnog tržišta i ima funkciju obezbjeđenja što veće zaposlenosti i efikasne alokacije radne snage po sektorima i djelatnostima, ali i teritorijalno. Tržište rada obezbjeđuje zapošljavanje u skladu sa realnom tražnjom za radnom snagom, ali i prema ponudi koja je specifična po profesionalnoj, starosnoj, polnoj ili teritorijalnoj strukturi. Nezaposlenost postoji u slučajevima devijacija, odnosno, nesavršenosti funkcionisanja tržišta rada, kada veći broj ljudi ne uspijeva pronaći posao, iako aktivno učestvuju u njegovom traženju. Nezaposleno lice je osoba koja u određenom periodu nema posla, iako ga aktivno traži i spremna je da radi.

Aktuelnost istraživanja ovog fenomena je jednaka i u fazi recesije, ali i u periodima ekonomskog uzleta. Svjetska finansijska kriza, koja se poslije eskalacije u SAD (druga polovina 2008. godine) prenijela u Evropu i cijeli svijet, ponovo aktuelizira probleme nezaposlenosti i načine prevazilaženja ove negativne makroekonomske pojave. Nezaposlenost i danas, čak mnogo više nego ranije, predstavlja ključni ekonomski i politički problem u svakoj državi.

Ni Republika Srpska nije ostala imuna na efekte Svjetske finansijske krize, tako da su trendovi rastuće nezaposlenosti primjetni i na našem tržištu rada u posljednjih deset godina. Spor oporavak privrede i slaba preduzetnička aktivnost svakako ne doprinose smanjenju stopa nezaposlenosti u Republici Srpskoj. Naša zemlja još uvijek nema zakonsko rješenje za ovaj problem, ali postoji prijedlog Plana o smjernicama, politika tržišta rada i aktivnim mjerama zapošljavanja u BiH za 2016. godinu, a u februaru 2017. godine Zavod za zapošljavanje Republike

INTRODUCTION

Although there is a growing tendency towards automation and robotization of production, it is still impossible to maintain production process without utilisation of workforce as an essential factor of production. A place where the supply and demand for this factor of production actually meet is - the labor market. The labor market is a part of a complex national market and serves to ensure higher employment and efficient allocation of labor (workforce) by sectors and industries, but also in terms of distribution across the state territory. Labor market provides employment in accordance with the real demand for workforce, but also in accordance with the supply that is specific with respect to professional, age, gender or territorial structure. Unemployment exists in cases of deviation, i.e. the imperfections of functioning of the labor market, when numerous people fail to find work, although actively involved in the search for one. An unemployed person is a person that has no work in a given period, despite the fact it is actively looking and prepared for work.

The actuality of the research of this phenomenon is equal both during the recession period, and in periods of economic upswing. The Global Financial Crisis, which, following its outbreak in the United States (second half of year 2008) shifted to Europe and the whole world, reinstated unemployment issues and methods to overcome such negative macroeconomic issue. Nowadays the unemployment, even more than before represents a key economic and political problem in any country.

The Republic of Srpska also failed to preserve itself from the effects of the Global Financial Crisis, which caused the rising unemployment trends to become evident in our labor market in the past ten years. Slow recovery of the economy and poor entrepreneurial activity certainly do not contribute to reducing unemployment in the Republic of Srpska. Our country still has no legal solution to this problem, but there is a proposal of a Plan on the Guidelines Labor Market Policies and Active Employment Measures in Bosnia and Herzegovina for 2016, and in February 2017 the Employment Agency of the Republic of

Srpske je usvojio Pravilnik o uslovima, kriterijumima i načinu sprovođenja mjera aktivne politike zapošljavanja u Republici Srpskoj. Dokumentom se definišu mjere aktivne politike, a koje se, između ostalog, odnose se na posredovanje u zapošljavanju, profesionalnu orijentaciju i savjetovanje, praćenje i analiza tržišta rada, subvencije u zapošljavanju, podršku samozapošljavanju, pripremu za zapošljavanje, dodatno obrazovanje i obuke, te javne radove. Kakvo je stanje na tržištu rada Republike Srpske i kakvi trendovi postoje u kretanju broja nezaposlenih stanovnika, nastojaće se odgovoriti u radu koji slijedi.

1. TEORIJSKI ASPEKTI NEZAPOSLENOSTI

Rad je ključni proizvodni faktor u većini konvencionalnih ili modernih teorija privrednog rasta i razvoja.⁴ Ovo ukazuje na fundamentalnu ulogu agregatne zaposlenosti u makroekonomskoj teoriji. Mogu se navesti brojni primjeri u kojima se zaposlenost, nezaposlenost, radna snaga ili rad porede ili dovode u direktnu vezu s drugim makroekonomskim veličinama. Jedan od najčešćih slučajeva predstavlja "trade off" između stope nezaposlenosti i stope inflacije, poznat kao Filipsova kriva (Phillips Curve)⁵. Prema ovoj zakonomjernosti, visoke stope nezaposlenosti prate niske stope inflacije, dok nisku nezaposlenost prati visoka inflacija. Međutim, ovi odnosi nisu predmet ovog istraživanja.

Nezaposlenost se može definisati kao razlika broja radno sposobnih osoba i broja zaposlenih radnika. Zavod za

Srpska adopted the Rulebook on the Conditions, Criteria and Method of Implementation of Active Employment Policy Measures in the Republic of Srpska. The document defines the active policy measures, which among other things relate to employment mediation, vocational guidance and counseling, monitoring and analysis of the labor market, subsidies to employment, support to self-employment, preparation for employment, further education and training, as well as public works. „What is the situation in the labor market of the Republic of Srpska?“ and „What are the movement trends of the unemployed population?“ are some of the questions that will hopefully be answered in the following paper.

1. THEORETICAL ASPECTS OF UNEMPLOYMENT

Work is a key factor of production in most conventional or modern theories of economic growth and development.⁴ This indicates a fundamental role of aggregate employment in macroeconomic theory. Numerous examples could be mentioned in order to compare, or bring into direct relation the terms such as employment, unemployment, workforce or work with other nominal sizes. One of the most common cases is a "trade off" between the unemployment rate and inflation rate, known as the Phillips curve⁵. According to this empirical model, high unemployment rates tend to follow low inflation rate, whereas low unemployment rate is accompanied by high inflation. However, these relations are not the subject of this research.

Unemployment can be defined as the difference between the number of working-age population and number of employed people. Institute of

⁴K. Marks je u svojim djelima rad smatrao glavnim proizvodnim faktorom. Uz kapital, rad i danas čini osnovu svake proizvodne funkcije. Pored toga, tehnički progres kao važan proizvodni čini-lac, organski je vezan za kvalitativne aspekte ljudskog rada.

⁵Ovaj "trade off" je krajem pedesetih godina prošlog vijeka prvi uočio A.V. Phillips, čuveni novozelandski ekonomista. Iako je doživjela mnoge kritike, čak i od eminentnih nobelovaca kao što su Felps i Friedman, njena aktuelnost nije izgubila na značaju. Vidjeti više u: Burda, M., Viploš, Č. (2001) Makroekonomija - Evropski udžbenik. Oxford University Press. Prevod: Popović D. (2004) Centar za liberalno-demokratske studije. Beograd, str. 280. i str. 290.; Colander D. (2016) Macroeconomics, McGraw-Hill Education; McConnell R. C., Brue L. S. (1996) Macroeconomics: Principles, Problems and Policies, McGraw-Hill, SAD, i dr.

⁴ In his works, K. Marx considered labor to be the main production factor. In addition to capital, labor forms the basis of every production function, even today. In addition, technical progress as an important production factor, is organically linked to the qualitative aspects of human labor.

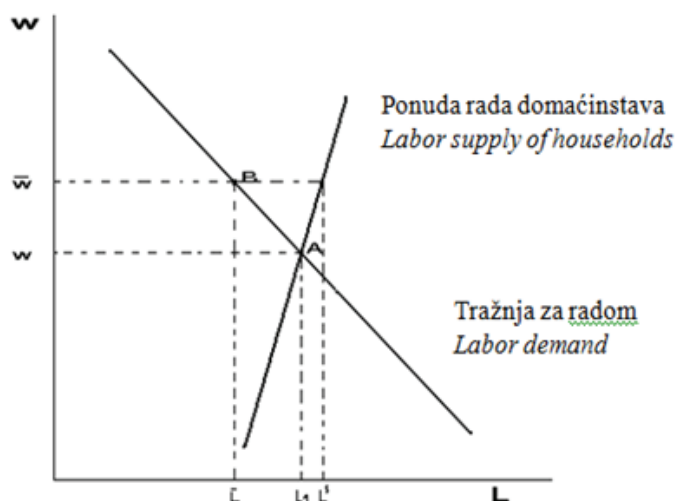
⁵ This "trade off" was, in the 1950's initially noted by A.V. Phillips, the famous economist from New Zealand. Although it has undergone much criticism even from eminent Nobel Prize winners such as Phelps and Friedman, its topicality has not lost any of its relevance. See more in Burda, M., Wyplosz, C. (2001) Macroeconomics - A European Text. Oxford University Press. Translation: Popović D. (2004) Center for Liberal-Democratic Studies. Belgrade, p. 280 and p. 290; Colander D. (2016) Macroeconomics, McGraw-Hill Education; McConnell R. C., L. Brue S. (1996) Macroeconomics: Principles, Problems and Policies, McGraw-Hill, USA, and others.

statistiku RS daje sljedeću definiciju nezaposlenosti:

„Nezaposlenim licem smatra se lice koje je prijavljeno na evidenciju Zavoda (za zapošljavanje) starosti od 15 do 65 godina, sposobno ili ograničeno sposobno za rad, koje nije u radnom odnosu ili koje nije na drugi način ostvarilo pravo na rad i koje aktivno traži posao, odnosno koje je raspoloživo za rad.“

Nezaposlenost u ovom smislu pretpostavlja postojanje dvije vrste nezaposlenosti, i to: voljnu i nevoljnu. Razlike između ovih varijacija nezaposlenosti se mogu objasniti analizom Slike 1. Vidljivo je da je ravnoteža tržišta rada u tački A (izjednačene ponuda i tražnja). U toj tački se pri realnoj zaradi (w) zapošljava ukupno (L_1) radnika. Na ovom nivou realne zarade i zaposlenosti postoji tzv. voljna nezaposlenost koju predstavlja razlika ukupne ponude rada i broja zaposlenih radnika ($L - L_1$). Nevoljna nezaposlenost je određena razlikom ($L_s - L^-$) i javlja se kada je realna zarada viša od zarade koja se postiže pri ravnoteži ponude i tražnje. Tako, pri realnoj zaradi w^- , ponuda rada je L_s , a tražnja za radom je manja i iznosi L^- jedinica. Nevoljna nezaposlenost postoji kada za dati nivo realne zarade ima radnika koji su voljni da rade, ali ne mogu naći posao.

Slika 1. Nevoljna nezaposlenost



Izvor: Burda, M., Viploš, Č. (2001) *Makroekonomija - Evropski udžbenik*. Oxford University Press Prevod: Popović D. (2004) *Centar za liberalno-demokratske studije*. Beograd

Statistics of the Republic of Srpska provides the following definition of unemployment:

“Unemployed person is a person registered with the (Employment) Bureau aged 15 to 65 years old, able or partially capable of work, which is unemployed or which has not otherwise exercised its right of work and is actively looking for a job, i.e. a person available for work.”

Unemployment in this sense presupposes the existence of two types of unemployment, namely: voluntary and involuntary. The differences between these variations in unemployment can be explained by analyzing Figure 1. It is evident that the balance of the labour market is at point A (equal supply and demand). At this point, in case of realistic earning (w) of a total of (L_1) workers is employed. At this level of real earning and employment, there is a so-called voluntary unemployment represented by the difference between the total labor supply and the number of employed workers ($L - L_1$). Involuntary unemployment is determined by the difference ($L_s - L^-$) and occurs when the real earning is higher than the earning that is achieved at equilibrium between supply and demand. Thus, with the real earning of w^- , work supply is L_s , while the demand for work is lower and amounts to L^- units. Involuntary unemployment exists when the workers who are willing to work for a specific level of real wages, but are unable find work.

Figure 1. Involuntary unemployment

Source: Burda, M., Viploš, Č. (2001) *Macroeconomics - European textbook*. Oxford University Press Translation: Popović D. (2004) *Center for Liberal-Democratic Studies*. White City

Zbog nemogućnosti idealnog funkcionisanja tržišta rada dolazi do različitih deformacija, koje prouzrokuju nekoliko oblika nezaposlenosti.⁶ *Frikciona nezaposlenost* je nezaposlenost lica između dva posla, osoba koje ulaze u posao ili onih koji se vraćaju na tržište rada. Ova vrsta nezaposlenosti se javlja zbog toga što nijedno tržište rada nije perfektno i osposobljeno da može promptno obavljati promjene radnog statusa. Ne može se u potpunosti izbjeći i najčešće je kratkoročna (Ilić, Zolak Poljašević; 2013). *Na strukturnu nezaposlenost* utiču promjene u strukturi tražnje ili tehnologije, čime se mijenjaju odnosi na strani ponude, a time i struktura tražnje za radom. Ova nezaposlenost utiče na konjunkturu nekih profesija i vještina, dok druge bivaju tržišno marginalizovane. Iako po definiciji srednjoročan, u nekim zemljama ona se manifestuje i kao trajni fenomen (nedovoljno razvijene zemlje), predstavljaći ozbiljan makroekonomski problem.

Ciklična nezaposlenost je razlika aktuelne i ravnotežne stope nezaposlenosti (zbir frikcionne i strukturne nezaposlenosti). Ciklična nezaposlenost se vezuje za periode ekonomskih kriza i recesija. U takvim situacijama dolazi do većih padova zaposlenosti i porasta stope nezaposlenosti koja i u najrazvijenijim privredama, dostiže i prestiže, dvocifrene vrijednosti⁷. Poseban oblik nezaposlenosti javlja se kod specifičnih poslova koji se obavljaju samo u toku radne sezone, dok van tog perioda dolazi do rasta nezaposlenosti. Ovaj vid nezaposlenosti naziva se *sezonska nezaposlenost*, i u pravilu je manja od frikcionne, strukturne i ciklične nezaposlenosti. Prisutna je u oblastima koje

Due to the inability of ideal functioning of labor market, numerous deformities occur causing several forms of unemployment⁶. *Friction unemployment* is a type of unemployment of people between jobs, people entering the job or the ones returning to the labor market. This type of unemployment occurs because no labor market is perfect and nor trained to promptly execute changes in employment status. It cannot be completely avoided and is usually of short-term (Ilić, Zolak Poljašević; 2013). *Structural unemployment* rate is structurally affected by changes in the demand structure or the technology, thus bringing the changes to the supply side, and hence the structure of the demand for labor. This unemployment affects the conjuncture of some professions and skills, whereas some others are marginalized at the market. Although it is, by definition, of medium-term, in some countries it is manifested as a lasting phenomenon (underdeveloped countries), thus posing as a major macroeconomic problem.

Cyclical unemployment is a difference between real unemployment rate and equilibrium unemployment rate (the sum of frictional and structural unemployment). Cyclical unemployment is linked to periods of economic crisis and recessions. In such situations, large drops of employment and increase in unemployment rate occur and in most developed economies it reaches and exceeds double-digits⁷. A special form of unemployment occurs in specific jobs that are performed only during the working season, which is why there is an increase in unemployment beyond that period. This type of unemployment is called *seasonal unemployment*, and is generally less than the frictional, structural and cyclical unemployment.

⁶ O vrstama nezaposlenosti vidjeti u: Mankju G. (2007) Principi ekonomije, Cengage Learning. Prevod: CID (2013) Ekonomski fakultet, Beograd, str. 611.; Burda, M., Viploš, Č. (2001) Makroekonomija - Evropski udžbenik. Oxford University Press Prevod: Popović D. (2004) Centar za liberalno-demokratske studije. Beograd, str. 86-93.; Colander D. (2016) Macroeconomics, McGraw-Hill Education; McConnell R. C., Brue L. S. (1996) Macroeconomics: Principles, Problems and Policies, McGraw-Hill, SAD, i drugi. Većina njih elaborira frikcionu, sezonsku, strukturnu i cikličnu nezaposlenost.

⁷ Finansijska i privredna kriza u SAD i cijelom svijetu, koja je eskalirala u drugoj polovini 2008. god. je uticala na rast stope nezaposlenosti u gotovo svim svjetskim privredama.

⁶ On the types of unemployment, refer to the following: Mankiw G. (2007) Principles of economy, Cengage Learning. Translation: CID (2013) Faculty of Economics, Belgrade, p. 611.; Burda, M., Wyplosz, C. (2001) Macroeconomics – A European Text. Oxford University Press Translation: Popović D. (2004) Center for Liberal-Democratic Studies. Belgrade, p. 86-93; Colander D. (2016) Macroeconomics, McGraw-Hill Education; McConnell R. C., L. Brue S. (1996) Macroeconomics: Principles, Problems and Policies, McGraw-Hill, USA, and others. Most of them elaborates frictional, seasonal, structural and cyclical unemployment.

⁷ The financial and economic crisis in the US and across the world, which has escalated in the second half of 2008. affected the unemployment rate in almost all of the world's economies.

su vezane za određene vremenske periode, kao npr. zaposlenost u turističkoj sezoni, ili u vrijeme intenzivnih poljoprivrednih radova i dr.

Uključivanjem adaptacija realnih zarada prema tržišnim i drugim uslovima određuju se *stvarna i ravnotežna nezaposlenost*. U bilo kojoj inflatornoj ili nekoj drugoj nepovoljnoj tržišnoj situaciji, radnici će iskoristiti sindikalnu infrastrukturu i tražiti da se nadnice prilagode novim okolnostima. Oni će uvijek nastojati da zaštite realnu vrijednost svojih nadnica. Ovo je npr. jedna od zakonomjernosti kojima se ograničavaju mogućnosti politike upravljanja tražnjom (npr. od strane centralnih monetarnih institucija). Tako se želje monetarnih vlasti za smanjenjem tražnje, preko smanjenja realnog nivoa nadnica, najčešće amortizuju otporima organizovanih sindikata. U suprotnom, agregatnom tražnjom, odnosno njenim smanjenjem ili povećanjem, mogle bi se idealno realizovati različiti makroekonomski ciljevi i transakcije.

Već je konstatovano da se strukturna i frikciona nezaposlenost ne mogu spriječiti, pa je nemoguće ostvariti perfektno stanje na tržištu rada, odnosno stanje pune zaposlenosti. Ekonomisti stanje pune zaposlenosti definišu kao nivo koji je blizu stoprocentne zaposlenosti, odnosno, pri nultoj cikličnoj nezaposlenosti. Stopa pune zaposlenosti jeste stopa prirodne nezaposlenosti, kada postoji ravnoteža na tržištu rada⁸. U toj poziciji privreda postiže potencijalni output.

Izračunavanje stope nezaposlenosti. U radu se za analizu koriste podaci Zavoda za statistiku Republike Srpske, prema čijoj metodologiji stopa nezaposlenosti predstavlja odnos broja nezaposlenih lica i ukupnog broja lica koja čine radnu snagu. Radnu snagu ili aktivno stanovništvo čine zaposlena i nezaposlena lica i oni predstavljaju ponudu na tržištu rada. Pored radne snage, postoji segment stanovništva koji je takođe radno sposoban, ali nisu aktivni na tržištu rada. Oni čine dio stanovništva koji je voljno nezaposlen, te ne preuzimaju nikakve aktivnosti u cilju traženja posla i nisu spremni da počnu da rade u naredne dvije sedmice ako bi im se posao ponudio. Lica koja imaju manje od 15 godina

It is present in areas which are related to specific time periods, such as employment in the tourist season or at the time of intensive agricultural works, etc.

Enabling adaptation of real earnings according to the market and other conditions determines *actual and equilibrium unemployment*. In an inflationary or any other unfavorable market situation, the workers will use the union infrastructure and require that their earnings are adjusted to new circumstances. They will always try to protect the real value of their earnings. This is one of regularities which limit the possibilities of demand management policies (e.g. by the central monetary institutions). Thus, the desires of the monetary authorities to reduce demand through reduction of real earnings are usually absorbed by resistance of organized unions. Otherwise, by means of aggregate demand and its decrease or increase, various macroeconomic objectives and transactions could be ideally implemented.

It has already been stated that structural and frictional unemployment cannot be prevented. Therefore, it is impossible to achieve a perfect balance on the labor market, or the state of full employment. The state of full employment, defined by the economists as a level that is close to 100% employment, or at zero percent of cyclical unemployment. The full employment rate is the natural rate of unemployment when there is a balance in the labor market⁸. In such position, the economy achieves its potential output.

Calculation of the unemployment rate. The paper, for its analysis, used the data of the Institute of Statistics of the Republic of Srpska, according to whose methodology the unemployment rate represents the ratio of the unemployed and total number of workforce. Workforce or active population comprises employed and unemployed persons and they constitute a supply at the labor market. In addition to workforce, there is a segment of the working-age population that is not active at the labor market. They form a part of the population that is voluntarily unemployed and do not take any action in order to search for work and are not ready to start work within two weeks should they be offered a job. People aged under 15 years of age and

⁸Prirodna stopa ne daje garanciju ostvarenja pune iskorišćenosti kapaciteta.

⁸ The natural rate does not guarantee full capacity utilization.

i radno nesposobne starije osobe se ne mogu svrstati u potencijalnu radnu snagu.

Ipak, postoje određeni faktori koji djeluju na visinu stope nezaposlenosti. Mnogi od njih su veoma nepostojani i vrlo teško se kvantifikuju. U tranzicionim zemljama, ali sve više i u najrazvijenijim privredama, dolazi do porasta angažovanja radnika koji nisu prijavljeni (tzv. rad "na crno"). Zaoštravanje globalne konkurencije djeluje na privredne aktere koji i na ovaj način redukuju svoje troškove u cilju postizanja višeg stepena konkurentnosti. Suprotno, privremeno zaposleni radnici se ubrajaju u grupu definitivno zaposlenih radnika (što nije slučaj), pa se na taj način smanjuje realna nezaposlenost. Problemi se javljaju i u apatiji koju radnici ispoljavaju, kada ne nađu posao, pa ga onda više i ne traže, ili precijenjenosti stope nezaposlenosti, zato što se neke osobe izjašnjavaju kao nezaposlene, traže posao, ali ga istinski ne žele. Postoje i neke druge deformacije na tržištima rada pojedinih zemalja. One uglavnom zavise od stepena razvijenosti tržišta rada, opšte društveno-ekonomske situacije, uređenja institucija, funkcionisanja demokratije, itd.

2. ANALIZA (NE)ZAPOSLENOSTI U REPUBLICI SRPSKOJ

2.1. OSNOVNI MAKROEKONOMSKI POKAZATELJI ZA REPUBLIKU SRPSKU

Republika Srpska prostire se na površini od 24 641 km², sa populacijom od približno 1 415 776 stanovnika (podaci Zavoda za statistiku za 2015. godinu). U 2015. godini, BDP proizvod po glavi stanovnika iznosio je 6 465 KM, odnosno 3 306 € (prosječan godišnji kurs KM/EUR=1,9558, izvor: Centralna banka Bosne i Hercegovine). Istovremeno, podaci EUROSTAT-a pokazuju da je BDP po glavi stanovnika za zemlje EU28 u 2015. godini iznosio 28 900 €, a u 2016. godini 29 000 €, dok za zemlje EU-15 ta vrijednost dostiže 33 400 € u 2015, odnosno 33 500 € u 2016. godini.

incapacitated elderly people cannot be classified as a potential workforce.

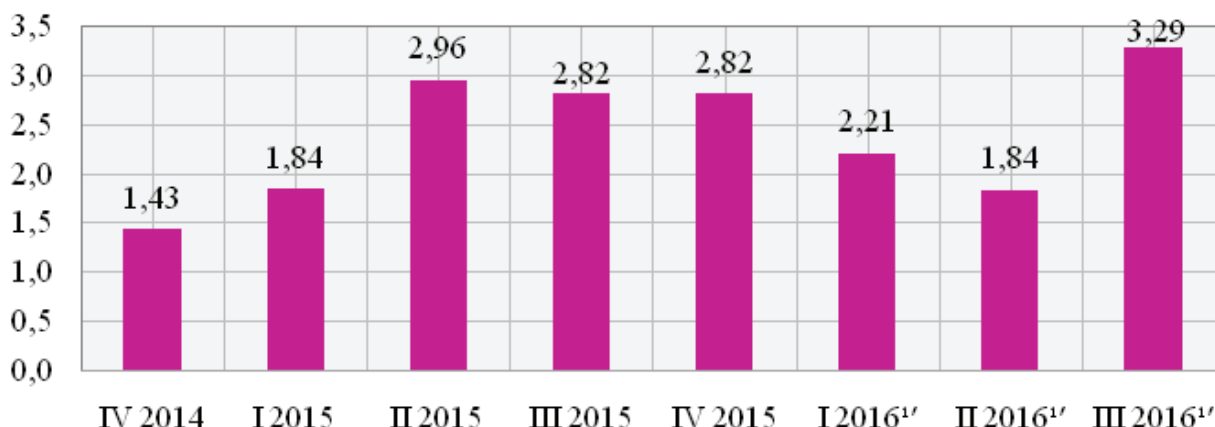
However, there are certain factors that affect the unemployment rate. Many of them are very unstable and very difficult to quantify. In transition countries, but increasingly in most developed economies, there is an increase in hiring employees without registering them (i.e. the "black labor"). Sharpening of global competition affects the economic actors who try to reduce their costs in doing so, in order to achieve a higher level of competitiveness. In contrast, temporary employees are included in a group of full-time employees (which is not the case), thus reducing the real unemployment. The problems occur in the form of apathy that workers demonstrate upon failing to find a job, which is why they stop searching for one, or due to overvaluation of unemployment, due to some people identifying themselves as unemployed, as people searching for a job, but actually not wanting to find one. There are some other distortions on the labor markets of individual countries. They mainly depend on the level of development of the labor market, overall social and economic situation, development of institutions, level of functioning of democracy, etc.

2. (UN)EMPLOYMENT ANALYSIS IN THE REPUBLIC OF SRPSKA

2.1. MAIN MACROECONOMIC INDICATORS FOR THE REPUBLIC OF SRPSKA

The Republic of Srpska covers an area of 24 641 km², with a population of about 1,415,776 (data from the Institute of Statistics of RS for 2015). In 2015, GDP per capita amounted to 6465 BAM or € 3306 (Annual average exchange rate BAM / EUR = 1.9558, source: Central Bank of Bosnia and Herzegovina). At the same time, Eurostat data show that the GDP per capita in the EU28 countries in 2015 amounted to € 28900, and € 28900 in 2016, while the EU-15 boast the amount of € 33 400 in 2015, and 33 500 € in 2016.

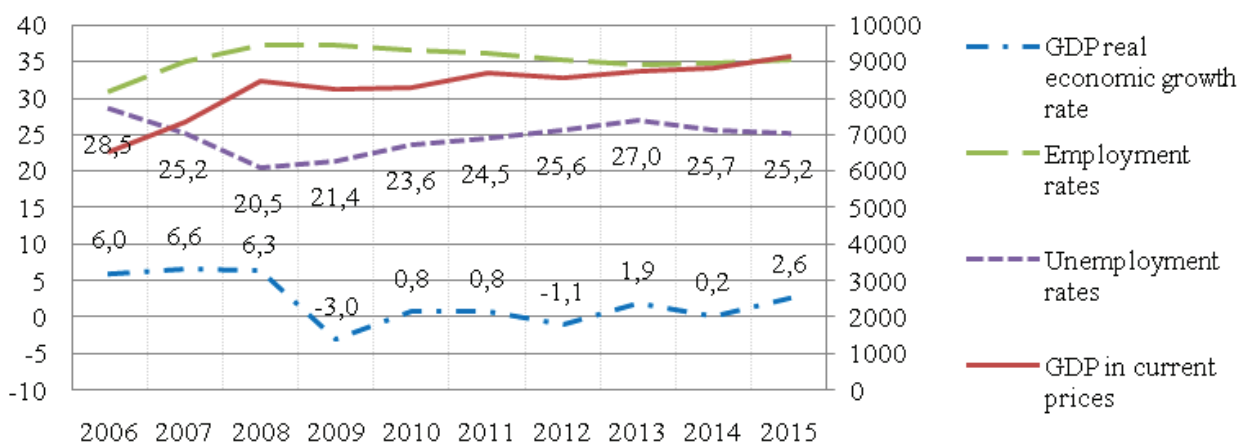
Grafik 1. Stope realnog rasta BDP-a, promjene u odnosu na isto tromjesečje prethodne godine



Izvor: Mjesečni statistički pregled Zavoda za statistiku RS, novembar 2016, preuzeto sa: <http://www.rzs.rs.ba>

Grafik 1. pokazuje da su u posljednje dvije godine stope realnog rasta BDP-a u Republici Srpskoj veće u odnosu na isto tromjesečje prethodne godine, tako da u 2015. godini stopa realnog rasta dostiže maksimalnu vrijednost od 2,6% u periodu poslije Svjetske finansijske krize (Grafik 2.). Izuzimajući 2009. godinu, kao godinu početka Svjetske finansijske krize, kada stopa realnog rasta dostiže rekordno nizak nivo (-3%), negativna stopa realnog rasta ostvarena je jedino u 2012. godini, kada je iznosila -1,1%. Ukoliko posmatramo BDP u tekućim cijenama, primjetan je blagi trend rasta nakon perioda Svjetske finansijske krize.

Grafik 2. Kretanje makroekonomskih pokazatelja (u % desno, u hiljadama lijevo)



Izvor: Autorova obrada podataka preuzetih iz Statističkog godišnjaka 2016, Zavoda za statistiku RS, <http://www.rzs.rs.ba>

Chart 1. Growth rate of real GDP, changes in relation to the same quarter of the year before

Source: Monthly statistical review of the Institute of Statistics of RS, November 2016, available at: <http://www.rzs.rs.ba> 1) estimation

Chart 1 shows that the real growth rates of GDP in the Republic of Srpska in the past two years are higher than those from the same quarter of the year before. Therefore, real growth rate in 2015 reaches a maximum value of 2.6% in the period following World Financial Crisis (Chart 2). With the exception of 2009, as the year of the beginning of the Global Financial Crisis, when the real growth rate reached a record low (-3%), negative real growth rate was recorded only in 2012, when it stood at -1.1%. If we were to look at GDP at current prices, there has been a slight upward trend after a period of Global Financial Crisis.

Chart 2: Trends of macroeconomic indicators (shown in % on the right, in thousands on the left)

Source: Author's processing of data taken from the Statistical Yearbook 2016, Institute of Statistics of Republic of Srpska, <http://www.rzs.rs.ba>

Mjerena indeksom potrošačkih cijena, inflacija je bila u granicama normale do 2013. godine, kada je stopa inflacije bila 0%, a zatim u narednim godinama javlja se negativna stopa inflacije.

Tabela 1. Indeks potrošačkih cijena (prethodna godina = 100)

2009	2010	2011	2012	2013	2014	2015
99,6	102,5	103,9	102,1	100,0	98,8	98,6

Izvor: Autorova obrada podataka preuzetih iz Statističkog godišnjaka 2016, Zavoda za statistiku RS, <http://www.rzs.rs.ba>

Measured by consumer price index, inflation was within normal boundaries until 2013, when the inflation rate was 0%, followed by a negative inflation rate in the coming years.

Table 1. Consumer price index (Previous year = 100)

2009	2010	2011	2012	2013	2014	2015
99,6	102,5	103,9	102,1	100,0	98,8	98,6

Source: Author's processing of data taken from the Statistical Yearbook 2016, Institute of Statistics of Republic of Srpska, <http://www.rzs.rs.ba>

2.2. KRETANJE (NE)ZAPOSLENOSTI U REPUBLICI SRPSKOJ

Stope nezaposlenosti su imale rastući tren u periodu nakon 2008. godine, pa sve do 2013. godine, što je i razumljivo, uzimajući u obzir efekte Svjetske ekonomske krize na koju ni Republika Srpska nije bila imuna. Nakon 2013. godine, dolazi do blagog pada stopa nezaposlenosti, pri čemu ona u 2015. godini iznosi, i dalje visokih, 25,2% (Grafik 2.) Podaci Zavoda za statistiku RS zasnivaju se na evidencijama Zavoda za zapošljavanje RS, tako da je stvarna stopa nezaposlenosti sigurno veća od zvanično prikazane, s obzirom na to da sva lica koja traže zaposlenje ne moraju biti prijavljena Zavodu. Poredeći podatke za Evropsku uniju, u kojoj je u 2015. godini nezaposlenost iznosila 9,4%, a u 2016. godini 8,5%, prema podacima EUROSTAT-a, skoro trostruko veća stopa nezaposlenosti navodi na brigu. Ipak, ono što još više zabrinjava jeste pad broja lica koja traže zaposlenje koji nije praćen adekvatnim rastom broja zaposlenih.

Tabela 2. Kretanje broja (ne)zaposlenih

	Zaposleni	Nezaposleni	Rast broja zaposlenih u odnosu na prethodnu godinu	Rast broja nezaposlenih u odnosu na prethodnu godinu	Saldo (Razlika broja povećanja zaposlenih i smanjenja nezaposlenih)
2011	238956	153535	-	-	-
2012	238178	153458	-778	-77	-855
2013	238640	149284	462	-4174	-3712
2014	241544	142675	2904	-6609	-3705
2015	245975	135585	4431	-7090	-2659
sep 2015	248783	137502	2808	1917	4725
mar 2016	249610	135690	827	-1812	-985
sep 2016	257001	128464	7391	-7226	165

Izvor: Autorova obrada podataka preuzetih iz Statističkog godišnjaka 2016, Zavoda za statistiku RS, <http://www.rzs.rs.ba>

2.2. (UN)EMPLOYMENT TRENDS IN THE REPUBLIC OF SRPSKA

Unemployment rates had an increasing trend in the period following year 2008 until 2013, which is understandable, taking into account the effects of the Global Economic Crisis to which neither the Republic of Srpska was immune. After 2013, there was a slight decline in the unemployment rate, wherein in 2015 it amounts to, still high 25.2% (Chart 2) Information obtained from Institute of Statistics of RS are based on the records of the Employment Bureau of the Republic of Srpska, so that the actual unemployment rate is certainly higher than officially presented, considering that all job seekers do not have to necessarily be registered to the Department. Comparing the data for the European Union, where the unemployment rate in 2015 amounted to 9.4% and in 2016 to 8.5%, based on Eurostat data, almost triple unemployment rate leads to concern. However, what is even more worrying is the decline in the number of job seekers, which is not accompanied by adequate employment growth.

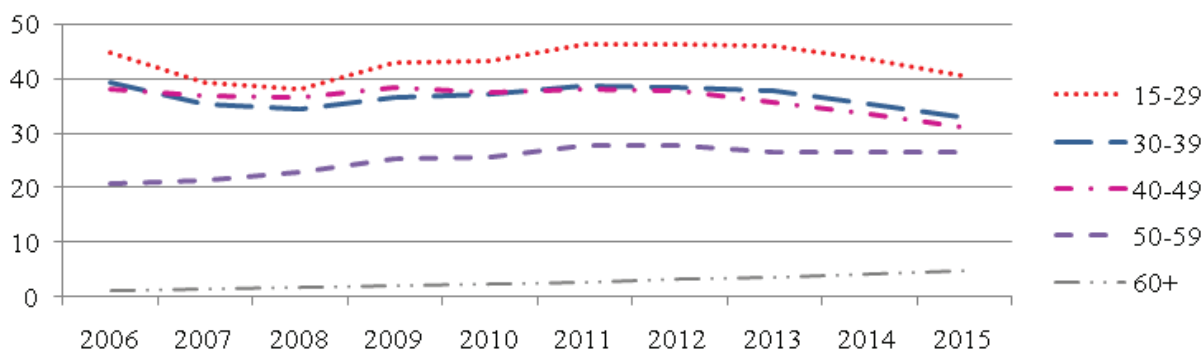
Table 2. Changes in number of (un)employed people

	Zaposleni	Nezaposleni	Rast broja zaposlenih u odnosu na prethodnu godinu	Rast broja nezaposlenih u odnosu na prethodnu godinu	Saldo (Razlika broja povećanja zaposlenih i smanjenja nezaposlenih)
2011	238956	153535	-	-	-
2012	238178	153458	-778	-77	-855
2013	238640	149284	462	-4174	-3712
2014	241544	142675	2904	-6609	-3705
2015	245975	135585	4431	-7090	-2659
sep 2015	248783	137502	2808	1917	4725
mar 2016	249610	135690	827	-1812	-985
sep 2016	257001	128464	7391	-7226	165

Source: Author's processing of data taken from the Statistical Yearbook 2016, Institute of Statistics of Republic of Srpska, <http://www.rzs.rs.ba>

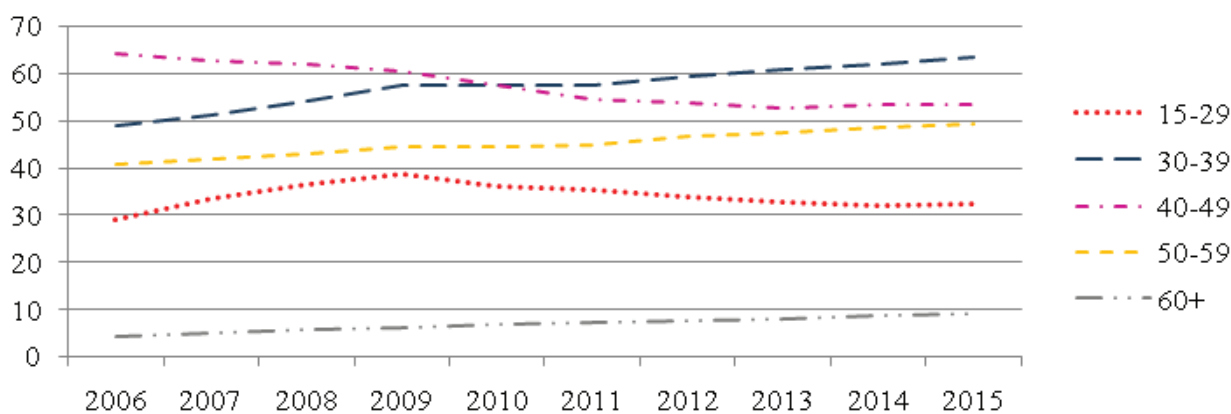
Primjećujemo da je razlika u broju lica koja su pronašla zaposlenje i onih koji su prestali da traže posao u 2013. godini 3 712 stanovnika, u 2014. godini 3 705 stanovnika, a u 2015. godini 2 659 stanovnika (Tabela 2). Postavlja se pitanje šta se desilo sa više od 10 000 radno sposobnog stanovništva, koje niti više traži posao, niti su našli zaposlenje. Iako ne postoje zvanični statistički podaci o odlasku radne snage na rad u inostranstvo, svjedoci smo svakodnevnog (trajnog) iseljavanja radno sposobnog stanovništva, posebno mladih i visokoobrazovanih kadrova, u čije znanje je ulagala Republika Srpska, a koji će tu investiciju iskoristiti za povećanje bogatstva neke druge (evropske) privrede. Razloge za ovakav trend svakako možemo uvidjeti iz sljedećih grafika.

Grafik 3. Lica koja traže zaposlenje prema starosnim grupama (u hiljadama)



Izvor: Autorova obrada podataka preuzetih iz Statističkog godišnjaka 2016, Zavoda za statistiku RS, <http://www.rzs.rs.ba>

Grafik 4. Lica koja traže zaposlenje prema starosnim grupama (u hiljadama)



Izvor: Autorova obrada podataka preuzetih iz Statističkog godišnjaka 2016, Zavoda za statistiku RS, <http://www.rzs.rs.ba>

difference in the number of people who found employment, and those who have stopped looking for work in 2013 amounts to 3712, in 2014 to 3705 and to 2659 in 2015 (Table 2). The question that remains is: What happened to more than 10 000 working-age population which are no longer looking for a job, nor have they managed to find any employment? Although there are no official statistics about workforce leaving the country to work abroad, we are witnessing daily (permanent) migration of the working age population, particularly of the young and highly educated people, whose knowledge was funded by the Republic of Srpska, and the people emigrating from RS shall use such investment to increase the wealth of some other (European) economy. The reasons for this trend can certainly be seen from the following graph.

Chart 3. Persons seeking employment by age groups (in thousands)

Source: Author's processing of data taken from the Statistical Yearbook 2016, Institute of Statistics of Republic of Srpska, <http://www.rzs.rs.ba>

Chart 4. Persons seeking employment by age groups (in thousands)

Source: Author's processing of data taken from the Statistical Yearbook 2016, Institute of Statistics of Republic of Srpska, <http://www.rzs.rs.ba>

Primjećujemo da najveći broj lica koja traže zaposlenje pripada upravo starosnoj grupi 15 - 29 godina. Primjetan je trend pada broja lica iz ove starosne grupe koja traže zaposlenje od 2011. godine. Mogli bismo zaključiti da se lica iz ove starosne grupe više zapošljavaju, međutim, Grafik 4. pokazuje da je primjetan i trend smanjenja broja zaposlenih iz ove starosne grupe. Analiza podataka pokazuje da je nakon 2012. godine, broj lica koji prestaje da traži zaposlenje veći od rasta broja lica koji su zaposleni u ovoj starosnoj grupi. Gdje su nestali mladi (obrazovani) ljudi iz RS koji su tražili posao, ako nisu pronašli zaposlenje u Republici Srpskoj? Ako izuzmemo (vjerovatno jako mali) broj onih koji su pronašli zaposlenje u FBiH ili Distriktu, ostali su mogli ili da pređu u višu starosnu grupu (što se, zbog zakona prirode, odnosi na manji broj lica iz posmatrane starosne grupe) ili da zaposlenje nađu u nekoj od perspektivnih evropskih ili drugih zemalja kojima nedostaje radna snaga.

Za lica koja pripadaju starosnoj grupi 30 - 39 godina, ovaj trend je primjetan u 2014. i 2015. godini. Za starosnu grupu 40 - 49 godina, u toku posmatranog perioda (2007 - 2015 godine) povećanje broja lica koji su zaposleni prevazilazi broj lica koji su se odjavili sa Zavoda za zapošljavanje samo u 2009. godini.

Da je najveći broj mladih koji zaposlenje nalazi van granica Republike Srpske možemo zaključiti na osnovu Grafika 5. i 6. Primjetan je trend pada broja lica koja traže zaposlenje do 30. godine starosti, za sve starosne grupe, ali i trend smanjenja broja zaposlenih iz ovih starosnih grupa. Posebno izražena razlika primjetna je za starosne grupe 25-29 godina, koju čine najvećim dijelom visokoobrazovani ljudi, nakon završetka fakulteta.

Jedan od razloga za ovakav trend može se vidjeti iz Grafika 7. Najveći broj nezaposlenih lica provede više od 3 godine tražeći posao, na osnovu evidencija Zavoda za zapošljavanje (Statistički

We note that the largest number of job seekers belongs to the group ranging from 15 to 29 years of age. Ever since 2011 it is evident that the number of employment-seeking people from this age group has been on a decline. We could conclude that people from this age group tend to find work easier than others. However, Chart 4 shows a noticeable decline of employees from this age group. Analysis of the data shows that after 2012, the number of people who cease to seek employment is higher than the number of employed people from this age group. Where did young (educated) employment-seeking people from the Republic of Srpska go, if they failed to find employment in the Republic of Srpska? With the exception of (probably very few) those who have found employment in Federation of Bosnia and Herzegovina or in the District of Brčko, the rest could have been moved to a higher age group (which, due to the laws of nature, refers to a small number of individuals from the observed age group) or to find employment in one of the prospective European or other countries lacking workforce.

For people belonging to the age group 30 - 39, this trend is noticeable in 2014 and 2015. For the age group 40 - 49 years of age, during the observed period (2007 - 2015) an increase in the number of employed people is higher than the number of people who have unsubscribed from the Department Bureau only in year 2009.

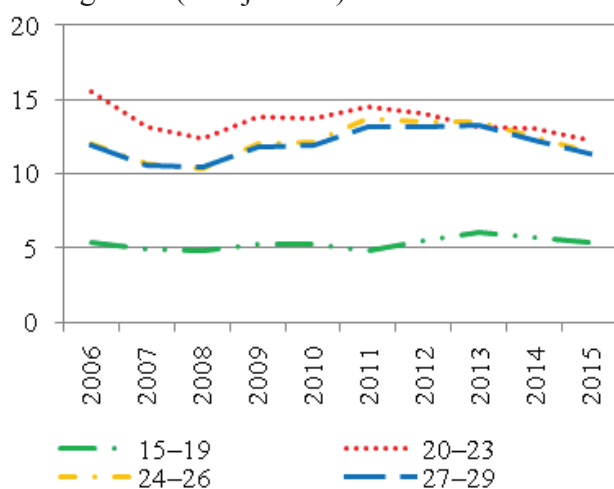
That fact of the majority of young people finds employment outside of the borders of the Republic of Srpska can be concluded on the basis of Charts 5 and 6. There has been a downward trend in the number of job seekers up to 30 years of age, for all age groups, but also the trend of reducing the number of employed people from these age groups. It is particularly noticeable that there is a significant difference for the age groups 25-29 years old, consisting mostly of highly educated people, following their graduation.

One of the reasons for such trend can be seen from Chart 7. Most of the unemployed people spend more than 3 years looking for a job, based on the records of the Employment Bureau (Statistical Yearbook 2016, Institute of Statistics

godišnjak 2016, Zavod za statistiku RS). Najmanji je broj onih koji posao uspiju naći u periodu između 6 – 11 mjeseci. Skoro duplo veći broj je onih koji nađu posao u prvih 6 mjeseci traženja posla, dok ostali čekaju na posao između 1 i 3 godine. Na žalost, ne postoje statistički podaci o dužini perioda potrebnog za pronalaženje prvog posla, ali svakako da sve upućuje na to da bi rezultati išli u prilog pomenutim trendovima.

Grafik 5. Lica koja traže zaposlenje starosti od 15 - 30 godina (u hiljadama)

Grafik 6. Lica koja su zaposlena starosti od 15 - 30 godina (u hiljadama)

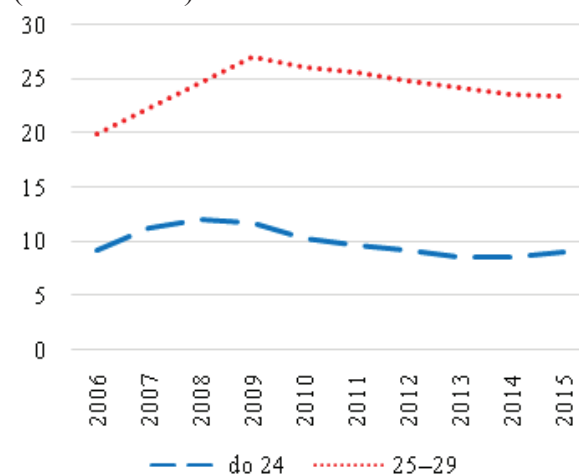


Izvor: Autorova obrada podataka preuzetih iz Statističkog godišnjaka 2016, Zavoda za statistiku RS, <http://www.rzs.rs.ba>

of the Republic of Srpska). The smallest group is comprised of people who manage to find the job in the period 6 – 11 months from the moment of starting looking for one. As for the people who manage to find a job within the first 6 months of searching, there are almost double of that number, whereas others usually wait for a job between 1 and 3 years. Unfortunately, there are no statistics on the length of time required to find the first job, but the data available suggests that the results would be in favor of the aforementioned trends.

Chart 5. People seeking employment aged 15 - 30 years (in thousands)

Chart 6. People employed, aged 15 - 30 years (in thousands)



Source: Author's processing of data taken from the Statistical Yearbook 2016, Institute of Statistics of Republic of Srpska, <http://www.rzs.rs.ba>

Grafik 7. Dužina perioda traženja posla nezaposlenih lica (u hiljadama)

Chart 7. The length of the job search by unemployed people (in thousands)



Izvor: Autorova obrada podataka preuzetih iz Statističkog godišnjaka 2016, Zavoda za statistiku RS, <http://www.rzs.rs.ba>

Source: Author's processing of data taken from the Statistical Yearbook 2016, Institute of Statistics of Republic of Srpska, <http://www.rzs.rs.ba>

2.3. ANALIZA (NE)ZAPOSLENOSTI PREMA STEPENU OBRAZOVANJA

U 2016. godini, najveći broj stanovnika, evidentiran u evidenciji Zavoda za zapošljavanje Republike Srpske, koji je tražio zaposlenje bio je kvalifikovan ili je imao srednju stručnu spremu (Grafik 8) Najmanji broj je visokokvalifikovanih lica (oko 1 000), dok je 14 594 lica sa visokom stručnom spremom u januaru 2016. godine tražilo zaposlenje, pri čemu je tokom cijele godine postojao trend smanjenja broja lica sa visokom stručnom spremom koja traže zaposlenje (u novembru je broj dostigao cifru od 13 507 lica). Ukupan broj lica koji je tražio zaposlenje u 2016. godini ima trend pada tokom godine. Primjetno je na osnovu podataka iz Grafika 9. da je broj lica koji traži zaposlenje manji za sve stepene obrazovanja u odnosu na isti period u 2015. godini. Najviše kvalifikovanih lica je prestalo da traži zaposlenje u 2016. godini u odnosu na isti period 2015. godine.

Ukoliko posmatramo posljednju deceniju, primjetićemo rastući trend kada je u pitanju broj lica koja traže zaposlenje sa visokom stručnom spremom (Grafik 10.). Interesantno je da je rast broja zaposlenih lica sa visokom stručnom spremom daleko značajniji. Jedan od razloga može da bude što lica koja se obrazuju na visokoškolskoj instituciji istovremeno mogu da budu zaposlena, te je napredovanje na poslu jedan od razloga za nastavak školovanja, pri čemu lica ne moraju prekidati radni odnos (i samim tim povećati broj lica koji traži zaposlenje).

Primjetan je pad broja visokokvalifikovanih, kvalifikovanih, polukvalifikovanih i nekvalifikovanih radnika koji traže posao, ali isto tako i smanjenje broja lica sa pomenutim stepenom obrazovanja koja su zaposlena. Kao posljedica postojanja strukturne nezaposlenosti u Republici Srpskoj, te povećane tražnje za radnicima ovog stepena obrazovanja u inostranstvu, sve više lica pokušava da problem nezaposlenosti riješi traženjem zaposlenja u nekoj od evropskih zemalja.

2.3.(UN)EMPLOYMENT ANALYSIS PER EDUCATION LEVEL

In 2016, most of the employment-seeking population registered with the Employment Bureau of the Republic of Srpska was either qualified or had secondary vocational education (Chart 8) The least of that number is made of highly-qualified people (around 1000), whereas 14 594 people with a university degree sought employment in January 2016. It should be noted that there was a declining trend in terms of the number of employment-seeking people with a university degree throughout the entire year (in November, the number has reached the figure of 13,507 people). As for the total number of people who sought employment in 2016, there is a downward trend present throughout the year. Based on the data from the Chart 9, it is notable that the number of people seeking employment decreased for all education levels compared to the same period in 2015. Such trend applies most to the qualified people who ceased seeking employment in 2016 compared to the same period in 2015.

In the last decade, one can clearly see a growing trend when it comes to the number of university educated job seekers (Chart 10). It is interesting that the increase in the number of employed people with university education is much more notable. One of the reasons may be that people who are being educated at university can be employed at the same time, being in the situation where the promotion at work is one of the reasons for the continuation of education, while the people do not have to interrupt their employment (thus increasing the number of job-seeking people).

There is a notable decrease in the number of highly qualified, skilled, semi-skilled and unskilled workers looking for work, but also a drop in the number of employed people of the given education levels. As a result of the structural unemployment in the Republic of Srpska, as well as due to increased demand for employees of the aforementioned education level in the countries abroad, an increasing number of people try to resolve the unemployment issue by seeking employment in one of the European countries.

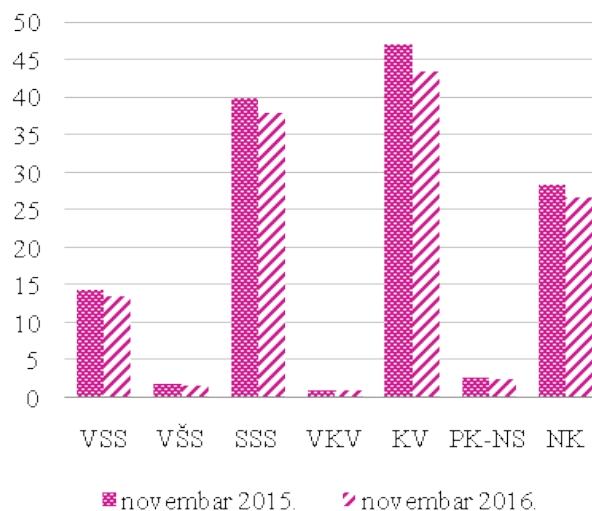
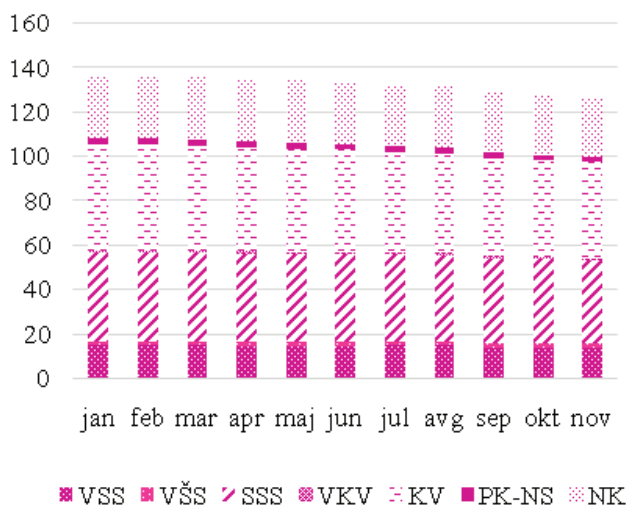
Grafik 8. Lica koja traže zaposlenje u 2016. godini prema stepenu obrazovanja (u hiljadama)

Grafik 9. Lica koja traže zaposlenje (u hiljadama)

Chart 8. People seeking employment in year 2016 presented by education level (in thousands)

Chart 9. People seeking employment (in thousands)

VSS – Univ. edu, VŠS – 2-year univ.edu; SSS – Second. Vocational school, VKV – highly skilled, KV – skilled, PK-NS – partially skilled, NK - unskilled



Izvor: Autorova obrada podataka preuzetih iz Statističkog godišnjaka 2016, Zavoda za statistiku RS, <http://www.rzs.rs.ba>

Izvor: Mjesečni statistički pregled Zavoda za statistiku RS, novembar 2016, <http://www.rzs.rs.ba>

Source: Author's processing of data taken from the Statistical Yearbook 2016, Institute of Statistics of Republic of Srpska, <http://www.rzs.rs.ba>

Source: Monthly statistical review of the Institute of Statistics of RS, November 2016, available at: <http://www.rzs.rs.ba>

Nakon 2007. godine, dolazi do blagog rasta broja lica sa srednjom stručnom spremom koja traže zaposlenje, sve do 2013. godine, kada ovaj broj počinje da opada. Istovremeno, upravo najviše lica sa srednjom stručnom spremom je zaposleno u posmatranom periodu. Primjećuje se smanjenje broja zaposlenih u periodu nakon 2009. godine, pa do 2013. godine, kada dolazi do blagog povećanja broja zaposlenih lica sa srednjom stručnom spremom.

Najveći broj doktora nauka, magistara i zaposlenih sa visokom stručnom spremom zaposleno je u sektoru obrazovanja, javne uprave i odbrane, zdravstvene zaštite i socijalnog rada. Slična slika javlja se i kada posmatramo zaposlene se višom stručnom spremom. Zaposleni sa srednjom stručnom spremom u najvećem broju slučajeva su zaposleni u sektoru trgovine, prerađivačkoj industriji, javnoj upravi i odbrani, te djelatnostima zdravstvene

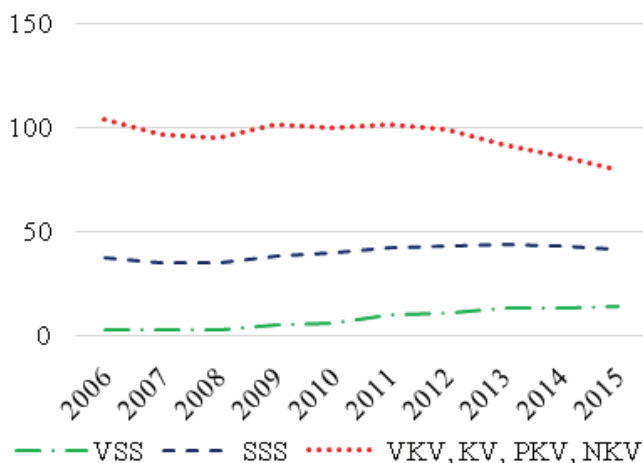
Following year 2007, there was a slight increase in the number of people with secondary vocational education seeking for employment. The trend lasted until 2013, when it began to decline. At the same time, most people with secondary vocational education were employed in the reporting period. Note the reduction in the number of employees in the period following 2009 which lasted until 2013, when there was a slight increase in the number of employees with secondary vocational education.

Most of PhDs, Magisters (Masters) and university-educated employees were employed in the sectors of education, public administration and defense, health care and social services. Similar situation applies when we analyze the two-year post-secondary school employees. Employees with secondary vocational education are primarily employed in trade sector, manufacturing industry, public administration

Grafik 10. Lica koja traže zaposlenje prema stepenu obrazovanja (u hiljadama)

Grafik 11. Zaposleni prema stepenu obrazovanja (u hiljadama)

VSS – Univ. edu, VŠS – 2-year univ.edu; SSS – Second. Vocational school, VKV – highly skilled, KV – skilled, PK-NS – partially skilled, NK - unskilled



Izvor: Autorova obrada podataka preuzetih iz Statističkog godišnjaka 2016, Zavoda za statistiku RS, <http://www.rzs.rs.ba>

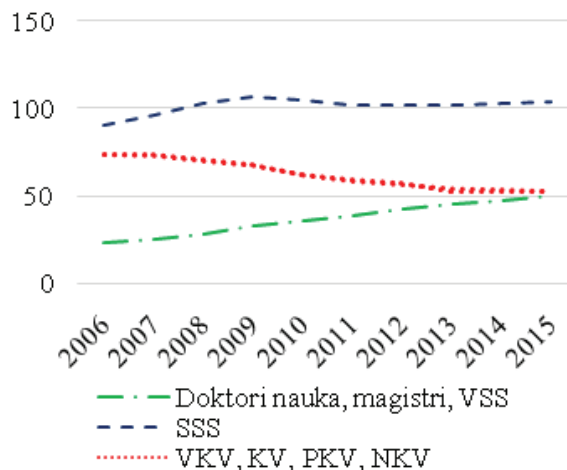
zaštite i socijalnog rada. Radnici sa nižom stručnom spremom najviše se zapošljavaju u prerađivačkoj industriji, sektoru trgovine i građevinarstvu. Visoko kvalifikovani radnici najčešće rade na poslovima proizvodnje i snadbijevanja električnom energijom, te prerađivačkoj industriji, dok su kvalifikovani i polukvalifikovani radnici najviše zaposleni u prerađivačkoj industriji, trgovini i građevinarstvu. Nekvalifikovani radnici su zaposleni pretežno u sektorima prerađivačke industrije, poslovanja nekretninama, snadbijevanja vodom, rudarstva i građevinarstva.

2.4. ANALIZA (NE)ZAPOSLENOSTI PREMA POLU I PODRUČJU RADA

U Republici Srpskoj od 2007. godine postoji stalni trend pada radno sposobnog stanovništva. Smanjenje broja stanovnika, kao posljedica ratnih dešavanja na ovim prostorima, te kontinuirano smanjenje, a od 2003. godine trend negativnog prirodnog priraštaja (Statistički godišnjak 2016, Zavod za statistiku RS), samo su od nekih razloga koji dovode do ovakvog izgleda ove krive (Grafik 12). Do privremenog rasta u raspoloživoj radnoj snazi dolazi 2013. i 2015. godine, više pod uticajem rasta ponude muškaraca, nego

Chart 10. People seeking employment, shown per level of education (in thousands)

Chart 11. Employed people per level of education (in thousands)



Source: Author's processing of data taken from the Statistical Yearbook 2016, Institute of Statistics of Republic of Srpska, <http://www.rzs.rs.ba>

and defense, health care and social services. Employees with primary education are mainly employed in the manufacturing industry, the retail sector and the construction industry. Highly skilled workers are usually working in the production and supply of electricity and the processing industry, whereas skilled and semi-skilled workers are mostly employed in manufacturing, trade and construction. Unskilled workers are employed mainly in the sectors of manufacturing industry, real estate, water supply, mining and construction.

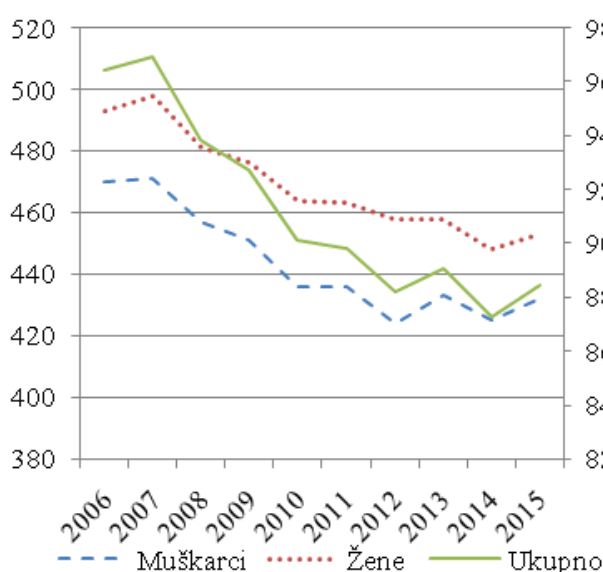
2.4. ANALYSIS OF (UN)EMPLOYMENT BY GENDER AND FIELD OF WORK

In the Republic of Srpska, ever since 2007 there has been a constant trend of declining numbers of working-age population. Reduction in the number of inhabitants as a consequence of warfare in the region, as well as the continuous decrease of population, and since year 2003 the trend of negative natural growth (Statistical Yearbook 2016, Institute of Statistics of RS) are only some of the reasons that lead to such appearance of this curve (Chart 12). A temporary increase in the available workforce was registered in 2013 and 2015, more affected by the growth of available men than women. Although Chart 12 shows that

žena. Iako se uočava na Grafiku 12. da je radno sposobno stanovništvo⁹ pretežno ženskog pola, stope zaposlenosti muškaraca su skoro duplo veće od stopa zaposlenosti žena (Grafik 13.), dok su stope nezaposlenosti žena veće od stopa nezaposlenosti muškaraca. Razloge možemo tražiti u, još uvijek, tradicionalnom shvatanju uloge žene kao majke i domaćice. Primjetan je rast nezaposlenosti i muškaraca i žena u periodu nakon 2009. godine, uz blago smanjenje stopa nakon 2013. godine.

Grafik 12. Radno sposobno stanovništvo (u hiljadama)

Grafik 13. Stope (ne)zaposlenosti prema polu



Izvor: Autorova obrada podataka preuzetih iz Statističkog godišnjaka 2016, Zavoda za statistiku RS, <http://www.rzs.rs.ba>

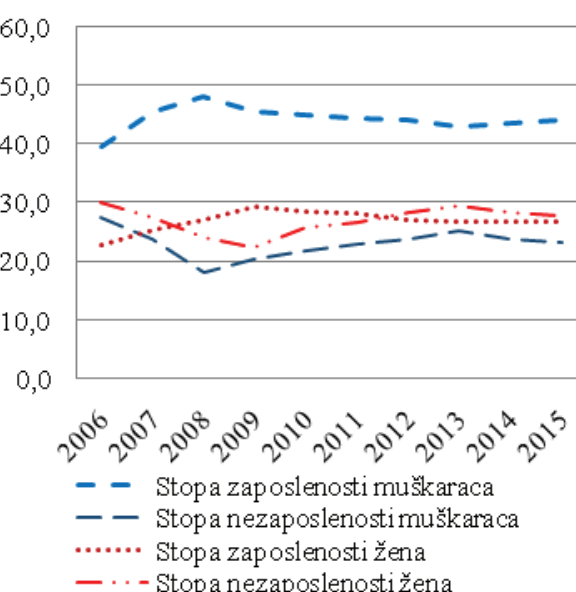
Iako bi jedno od rješenja problema velike nezaposlenosti moglo biti samozapošljavanje, trendovi koji postoje posljednjih godina i nisu ohrabrujući. Skoro duplo veći je broj onih koji su zaposleni kod privrednih subjekata u odnosu na one koji su se usudili da se bave preduzetničkom aktivnošću. Grafik 15. pokazuje da su muškarci znatno hrabriji kada je u pitanju pokretanje sopstvenog biznisa, tako da je nešto više od 70% samozaposlenih muškog pola. Od ukupno zaposlene populacije muškaraca, oko 30% se odlučuje na pokretanje sopstvenog biznisa, dok se na ovakav vid zaposlenja odlučilo oko 20%

⁹ Prema definiciji Zavoda za statistiku, radno sposobno stanovništvo obuhvata sva lica stara 15 i više godina.

the working-age population⁹ is predominantly female the employment rate of men is almost twice the rate of female employment (Chart 13), while women's unemployment rates are higher than the male unemployment rate. The reasons for such occurrence can be found in the still-present traditional understanding of a woman's role as a mother and a housewife. There is a noticeable rise in unemployment among both men and women in the period following year 2009, with a slight decrease of the rates after year 2013.

Chart 12. Population of working age (in thousands)

Chart 13. (Un)employment rates per gender



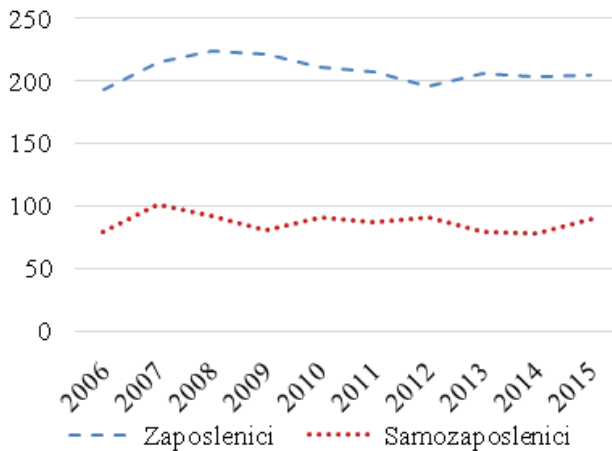
Source: Author's processing of data taken from the Statistical Yearbook 2016, Institute of Statistics of Republic of Srpska, <http://www.rzs.rs.ba>

Although one of the solutions to the high unemployment rate problem could be self-employment, trends that have existed over the recent years and are not quite encouraging. There is almost nearly double the number of those employed in business entities compared to those who dared to engage in entrepreneurial activity. Chart 15 shows that men are considerably more courageous when it comes to launching their own business, so that more than 70% of self-employed people are men. Out of the total employed population of men, about 30% decides to start their own business, while only about 20% of women (Statistical Yearbook 2016, Institute

⁹ According to a definition from the Institute of Statistics of Republic of Srpska, population of working age includes all people aged 15 or more.

Grafik 14. Zaposleni prema području rada (u hiljadama)

Grafik 15. Samozaposleni prema polu (procenat u ukupnoj samozaposlenosti)



Izvor: Autorova obrada podataka preuzetih iz Statističkog godišnjaka 2016, Zavoda za statistiku RS, <http://www.rzs.rs.ba>

žena (Statistički godišnjak 2016, Zavod za statistiku RS).

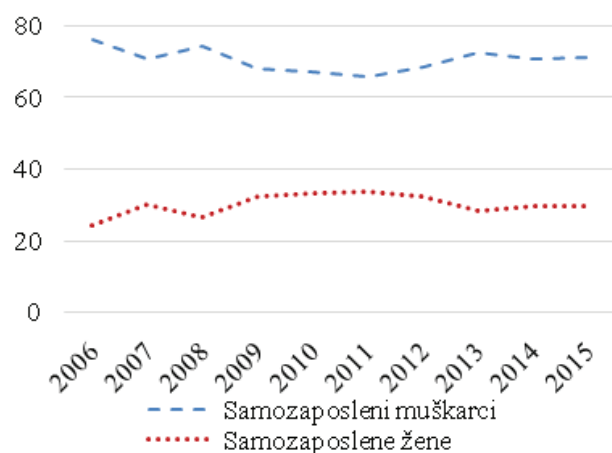
Žene su pretežno zaposlene u uslužnim djelatnostima (više od 50% zaposlenih žena), a zatim u poljoprivrednim djelatnostima (prosječno 30% zaposlenih žena). Zaposlenost muškaraca u sva tri sektora (poljoprivredne, nepoljoprivredne i uslužne djelatnosti) je prilično ravnomjerna, ali ipak najveći broj muškaraca radi u uslužnim djelatnostima.

2.5. ZAPOSLENOST PREMA OBLIKU SVOJINE I SEKTORU

Iako je većinsko stanovništvo zaposleno u privatnom sektoru (nešto više od 130 000 hiljada radnika, odnosno preko 50% zaposlenog stanovništva), postoji sve izraženiji trend rasta broja zaposlenih u preduzećima koja su u javnom vlasništvu nakon 2009. godine. Očigledno da Svjetska finansijska kriza i rast nezaposlenosti nakon nje nije uticala na rast zaposlenosti u državnim preduzećima. S druge strane, javlja se smanjenje broja zaposlenih u privatnim preduzećima nakon 2009. godine, pa sve do 2013. godine, kada se primjećuje blagi rast zaposlenosti u privatnom sektoru.

Chart 14. Employed by field of work (in thousands)

Chart 15. Self-employed by sex (percentage in relation to total self-employment)



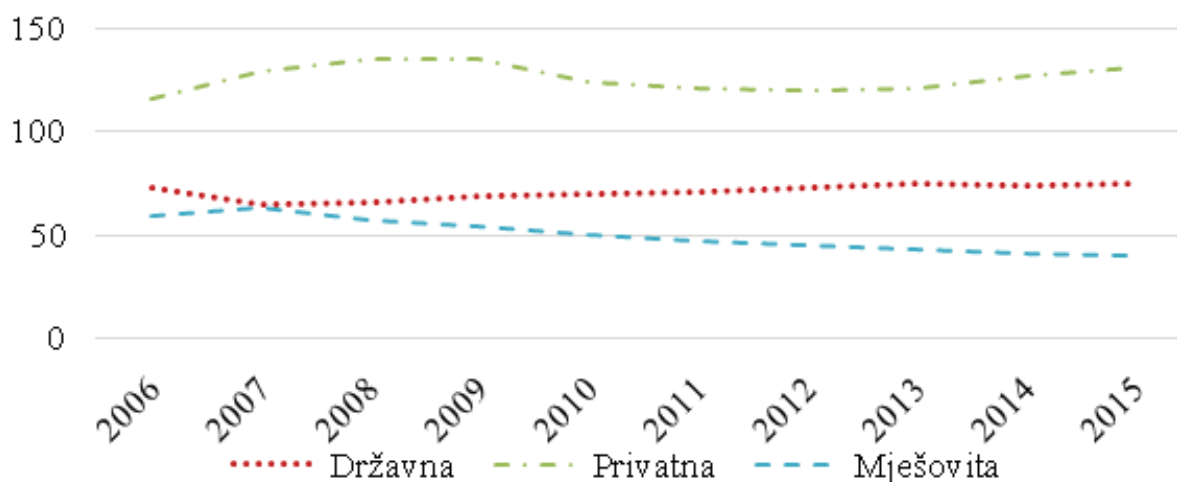
Source: Author's processing of data taken from the Statistical Yearbook 2016, Institute of Statistics of Republic of Srpska, <http://www.rzs.rs.ba>

of Statistics of Republic of Srpska) have decided to undertake this method of employment.

Women are mostly employed in service activities (more than 50% of employed women) and in agriculture (average of 30% of women employed). The employment of men in all three sectors (agricultural, non-agricultural and service activities) is fairly uniform, with the largest percentage of men working in service activities

2.5. EMPLOYMENT BY TYPE OF OWNERSHIP AND SECTOR

Although the majority of the population is employed in the private sector (slightly more than 130 000 people, or over 50% of the employed population), since 2009 there is an increasing trend of growth in the number of employees in public enterprises. Obviously the global financial crisis and rising unemployment that followed did not affect the growth of employment in state enterprises. On the other hand, there is a reduction in the number of employees in private enterprises following year 2009 until 2013, when a slight increase in employment in the private sector can be noted.

Grafik 16. Zaposleni prema obliku svojine (u hiljadama)**Chart 16.** Employees according to type of ownership (in thousands)

Izvor: Autorova obrada podataka preuzetih iz Statističkog godišnjaka 2016, Zavoda za statistiku RS, <http://www.rzs.rs.ba>

U 2015. godini, najveći broj stanovnika bio je zaposlen u prerađivačkoj industriji (oko 49 857 radnika), a zatim u trgovini na veliko i malo (42 595 radnika), pri čemu je primjetan trend smanjenja broja zaposlenih u ovim djelatnostima. Kao što je već primjećeno u Grafiku 16, izrazit je trend povećanja broja zaposlenih u javnoj upravi i odbrani, te sektorima obrazovanja i djelatnosti zdravstvene zaštite i socijalnog rada. Trend smanjenja broja zaposlenih primjećuje se i u sektoru turizma, saobraćaju i građevinarstvu.

Najmanji broj zaposlenih je u sektoru poslovanja nekretninama, i taj broj ima izražen trend smanjenja (u odnosu na 2006. godinu broj zaposlenih je tri puta manji), dok djelatnosti koje se odnose na administrativne poslove, te na umjetnost, zabavu i rekreaciju bilježe rast broja zaposlenih.

Značajan trend porasta broja zaposlenih od 2006. godine primjećuje se u finansijskim djelatnostima i djelatnostima osiguranja, te sektoru rudarstva, informacija i komunikacija.

Source: Author's processing of data taken from the Statistical Yearbook 2016, Institute of Statistics of Republic of Srpska, <http://www.rzs.rs.ba>

In 2015, the majority of the population was employed in manufacturing industry (around 49,857 employees), followed by the wholesale and retail trade (42,595 employees), with the notable trend of reducing the number of employees in these sectors. As already noted in Chart 16, the increase in the number of employees in public administration and defense, education, health and social services is evident. The decreasing trend in the number of employees is observed in the sectors of tourism, transport and construction.

The least number of employees is in the real estatesector, with a pronounced downward trend (the number of employees is three times less in comparison to year 2006), whereas the activities related to administrative affairs and arts, entertainment and recreation have registered an increase in the number of employees.

A significant increase in the number of employees since 2006, has been noted in the financial and insurance activities and mining, information and communication.

ZAKLJUČAK

Ekonomski troškovi nezaposlenosti, ali i neekonomске konsekvence imaju negativne implikacije na poziciju radne snage. Uglavnom, nezaposlenost razara mnoge dijelove društvene zajednice, a ponekad postaje i uzrok političkih nestabilnosti i nasilnih promjena u postojećim društvenim sistemima. Upravo zbog toga se rješavanje problema nezaposlenosti postavlja kao jedan od glavnih ciljeva ekonomskih politika i predmet zakonskih propisa u mnogim zemljama. U našoj zemlji, na žalost, još uvijek ne postoji adekvatan pristup rješavanju ovog problema. Dokaz za to nalazimo u analizi trenutnog stanja na tržištu rada Republike Srpske.

Uočava se trend kontinuiranog rasta stopa nezaposlenosti nakon 2008. godine, pa sve do 2013. godine, kada dolazi do blagog pada stope nezaposlenosti, čija vrijednost u 2015. godini iznosila visokih 25,2%. Poređenja radi, evropski prosjek za istu godinu bio je 9,4%. U skladu sa ekonomskom teorijom, pad nezaposlenosti praćen je rastom zaposlenosti, ali ono što iznenađuje jeste razlika koja se javlja u broju lica koja su pronašla zaposlenje i onih koji su prestali da traže posao. Za posljednje tri godine posmatranja, ova cifra dostiže zbirnu vrijednost od preko 10 000 ljudi. Da li je zaista moguće da je ovoliki broj ljudi za tako kratak period odlučio da postane radno neaktivan? Trend koji se javlja u društvu, posebno kod osoba mlađih od 30 godina, je traženje zaposlenja i trajno iseljavanje iz Republike Srpske i Bosne i Hercegovine. Razlozi za takva kretanja mogu se uočiti iz analize u radu. Najveći broj lica koja traže zaposlenje pripada upravo starosnoj grupi 15 - 29 godina. Od 2008. godine postoji jasan trend smanjenja broja zaposlenih iz ove starosne grupe. Najveći broj nezaposlenih lica provede više od 3 godine tražeći posao u Republici Srpskoj, a na žalost, ne postoje statistički podaci o dužini perioda potrebnog za pronalaženje prvog posla. Vjerovatno je da bi statistika bila poražavajuća.

Najveći broj stanovnika u 2016. godini, evidentiran u evidenciji Zavoda za zapošljavanje Republike Srpske, koji je tražio zaposlenje, bio je kvalifikovan ili je imao srednju stručnu

CONCLUSION

The economic costs of unemployment, but also non-economic consequences have negative implications on the position of the workforce. Basically, the unemployment is devastating many segments of the community and sometimes causes political instability and violent changes in the existing social systems. This is why the resolution of the unemployment issue is imposed as one of the main objectives of economic policy and the subject of legislation in many countries. Unfortunately, in our country there is no adequate approach to solving this problem yet. The evidence of such claim is found in the analysis of the current situation on the labor market of the Republic of Srpska.

There is a trend of continuous growth of unemployment in the period from 2008 to 2013, when there was a slight decline of the unemployment rate, the value of which amounted to a high 25.2% in 2015. By comparison, the European average for the same year was 9.4%. According to economic theory, the decline in unemployment was accompanied by employment growth, but what is surprising is the difference that occurs in the number of people who have found employment and those who have stopped looking for one. For the last three years of observation, this figure reaches a cumulative value of over 10,000 people. Is it really possible that so many people in so short a period decided to become inactive in terms of work? The trend that occurs in society, particularly among people younger than 30 years of age, is - seeking employment and permanent emigration from the Republic of Srpska and Bosnia and Herzegovina. The reasons for such trends can be seen from the analysis provided in this paper. A majority of job seekers belongs to the age group 15-29 years of age. Since 2008 there has been a clear trend of reducing the number of employees from this age group. Most of the unemployed people spend more than three years looking for work in the Republic of Srpska, and unfortunately, there are no statistics on the length of time required to find their first job. It is likely that such statistics would be devastating.

In 2016, most of the population looking for a job, registered with the Employment Bureau of the Republic of Srpska, was either skilled or had a secondary vocational education, while the majority

spremu, dok je najviše zaposleno lica sa srednjom stručnom spremom. U pogledu rodne strukture, radno sposobno stanovništvo je pretežno ženskog pola, ali su stope zaposlenosti muškaraca skoro duplo veće od stopa zaposlenosti žena. Samozapošljavanje u Republici Srpskoj je još uvijek na niskom nivou, a pretežno se na preduzetničku aktivnost odlučuju pripadnici muškog pola. Žene su većinom zaposlene u uslužnim djelatnostima.

Trend rasta zaposlenosti u javnim preduzećima nije prekinula ni Svjetska finansijska kriza, ni rast nezaposlenosti nakon nje. Ipak, još uvijek je većina stanovništva zaposlena u privatnom sektoru. U 2015. godini, najveći broj stanovnika bio je zaposlen u prerađivačkoj industriji i sektoru trgovine. Izrazit je trend povećanja broja zaposlenih u javnoj upravi i odbrani, te sektorima obrazovanja i djelatnosti zdravstvene zaštite i socijalnog rada, dok se trend smanjenja broja zaposlenih primjećuje u prerađivačkoj industriji i sektoru trgovine, ali i u sektoru turizma, saobraćaju i građevinarstvu.

Sprovođenje aktivnih politika zapošljavanja je nadležnost Zavoda za zapošljavanje RS. Međutim, trenutni sistem praćenja i ocjene efekata postojećih programa se ne sprovode tako da je moguće donošenje konkretnih prijedloga za unapređenje ovih mjera. Postojećim aktivnim politikama zapošljavanja dominiraju mjere sufinansiranja zapošljavanja i samozapošljavanja, dok se u proteklom periodu nedovoljna pažnja poklanjala mjerama obuke, te savjetodavnim uslugama nezaposlenim licima. Dodatno obrazovanje i obuka radne snage kao mjera aktivne politike zapošljavanja, omogućava očuvanje postojeće zaposlenosti, ali i poboljšanje profesionalne mobilnosti nezaposlenih, u cilju lakšeg zaposlenja.

Preduslov za unapređenje institucionalnog okvira i mjera aktivnih politika zapošljavanja jeste sprovođenje ekonomskih reformi, poboljšanje poslovnog okruženja i adekvatne makroekonomske mjere. Same mjere aktivne politike zapošljavanja nisu dovoljne za rješavanje problema nezaposlenosti u Republici Srpskoj.

of people employed had secondary vocational education. In terms of gender structure, the working age population is predominantly female, but the employment rate of men is almost double compared to the employment rate of women. Self-employment in the Republic of Srpska is still at a low level. The entrepreneurial activity is still a venture predominantly chosen by men. Women are primarily working in the service industry.

The trend of employment growth in the public sector was not interrupted by the Global Financial Crisis, nor by the unemployment increase that followed. Still, the majority of the population is employed in the private sector. In 2015, most of the population was employed in the manufacturing industry and in the retail sector. There is a distinct trend of increasing the number of employees in public administration and defense, education sectors, health and social security, whereas the trend of reducing the number of employees can be observed in the manufacturing industry and the retail sector, but also in tourism, transport and construction.

The implementation of active employment policies is the jurisdiction of the Employment Bureau of Republic of Srpska. However, the current system of monitoring and evaluating the effects of the existing programs is not implemented in such a way to enable possible adoption of specific proposals for the improvement of these measures. Existing active employment policies are dominated by measures of employment co-financing and self-employment, whereas insufficient attention was paid to measures of training and advisory services to the unemployed throughout the previous period. Additional education and training of the workforce as a measure of the active employment policy enables preservation of existing employment, but also improves the professional mobility of the unemployed, in order to facilitate employment.

A precondition for the improvement of the institutional framework and measures of active employment policy is the implementation of economic reforms, improvement of the business environment and appropriate macroeconomic measures. Active employment policy measures by themselves are insufficient to solve the problem of unemployment in the Republic of Srpska.

Literatura

1. Burda, M, Viploš, Č. (2001) *Makroekonomija - Evropski udžbenik. Oxford University Press* Prevod: Popović D. (2004) *Centar za liberalno-demokratske studije. Beograd*
2. *Zvanični podaci EUROSTAT, dostupno na veb-sajtu: <http://ec.europa.eu/eurostat>*
3. Ilić G, Zolak Poljašević B. (2013). *Unapređenje kvaliteta radne snage u funkciji smanjenja strukturne nezaposlenosti u Republici Srpskoj. Acta Economica No 19. Ekonomski fakultet Univeziteta u Banjoj Luci*
4. Mankju G. (2007) *Principi ekonomije. Cengage Learning. Prevod: CID (2013) Ekonomski fakultet, Beograd*
5. *Mjesečni statistički pregled Zavoda za statistiku RS, novembar 2016, dostupno na veb-sajtu: <http://www.rzs.rs.ba>*
6. McConnell R. C, Brue L. S. (1996) *Macroeconomics: Principles, Problems and Policies. McGraw-Hill, SAD*
7. *Statistički godišnjak 2016, Zavod za statistiku RS, dostupno na veb-sajtu: <http://www.rzs.rs.ba>*
8. Colander D. (2016) *Macroeconomics. McGraw-Hill Education*

Literature

1. Burda, M., Wyplosz, C. (2001) *Macroeconomics – A European Text. Oxford University Press. Translation: Popović D. (2004) Center for Liberal-Democratic Studies. Belgrade*
2. *Official data of EUROSTAT, available at: <http://ec.europa.eu/eurostat>*
3. Ilić G., Zolak Poljašević B. (2013). *Improving the quality of the workforce as a function of reducing structural unemployment in the Republic of Srpska(orig. Unapređenje kvaliteta radne snage u funkciji smanjenja strukturne nezaposlenosti u Republici Srpskoj). Acta Economica No. 19 The Faculty of Economics, University of Banja Luka*
4. Mankiw G. (2007) *Principles of economy, Cengage Learning. Translation: CID (2013) Faculty of Economics, Belgrade*
5. *Monthly statistical review of the Institute of Statistics of RS, November 2016, available at: <http://www.rzs.rs.ba>*
6. McConnell R. C., Brue L. S. (1996) *Macroeconomics: Principles, Problems and Policies. McGraw-Hill, SAD*
7. *Statistical Yearbook 2016, Institute of Statistics of Republic of Srpska, available at: <http://www.rzs.rs.ba>*
8. Colander D. (2016) *Macroeconomics. McGraw-Hill Education*

Appendix.
Table 3. Employment per sectors

Sector	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
Manufacturing industry	59114	58488	56874	52951	48816	46372	45968	45844	48935	49857
Wholesale and retail trade; repair of motor vehicles and motorcycles	49112	53193	54028	54308	49344	47447	45902	44750	41983	42595
Public administration and defence; mandatory social security	19391	20213	21062	22708	22444	22394	23198	23681	23843	24135
Education	17902	18540	18837	19516	20126	20778	21156	21484	21917	22314
Health care and social security	13946	14138	14208	14449	14784	15394	16350	16755	16785	17054
Accommodation, catering, hotel and hospitality industry	16730	17756	16660	15090	12848	11840	11330	11345	11181	11602
Transportation and storage	11972	12665	11870	12036	11512	11316	11032	10970	11479	11570
Construction	13196	13946	15152	15278	13763	12590	11702	11003	10970	11072
Agriculture, forestry and fishing	8340	8354	8349	8468	8176	8159	7816	7788	8307	8345
Production and supply of electric power, gas, steam and air conditioning	7056	6659	6907	6999	7101	6952	7114	7166	7565	7832
Professional, science and technical activities	6566	6970	7141	7224	6752	6880	6938	7084	6809	7130
Finance and insurance	2814	3304	3799	5180	5122	5252	5616	5664	5608	5608
Mining and quarrying	3803	4595	4970	4711	4841	4918	4932	4866	5155	5288
Information and communication	4532	4764	4788	4968	5030	5034	5106	5088	5081	5168
Other Service activities	5142	5336	4745	4269	3619	3410	3754	4491	4748	4981
Water supply; sewerage; waste management and remediation of environment	4004	4236	4448	4602	4524	4498	4566	4637	4828	4788
Art, entertainment and recreation	1498	1815	2036	2503	2355	2500	2540	2814	3123	3293
Administrative and support services	1470	1833	2200	2520	2540	2599	2550	2540	2719	2850
Real estate	1551	1431	1131	854	756	623	608	670	508	493
IN TOTAL	248139	258236	259205	258634	244453	238956	238178	238640	241544	245975

Source: Author's processing of data taken from the Statistical Yearbook 2016, Institute of Statistics of Republic of Srpska, <http://www.rzs.rs.bad>