

ANALIZA STRUKTURE NEZAPOSLENOSTI VISOKOOBRAZOVANIH KADROVA U REPUBLICI SRPSKOJ I MJERE ZA NJEZINO SMANJENJE

ANALYSIS OF THE UNEMPLOYMENT STRUCTURE OF HIGHLY EDUCATED PERSONNEL IN THE REPUBLIC OF SRPSKA AND MEASURES FOR ITS REDUCTION

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Prethodno saopštenje

DOI 10.1515/eoik-2015-0001, UDK 331.548-057.191 (497.6 RS)

Preliminary report

REZIME

Ovaj rad ima za cilj da analizira strukturu nezaposlenih visokoobrazovanih kadrova u Republici Srpskoj. Kroz ovu strukturu analiziraćemo nezaposlenost visokoobrazovanih kadrova, kao i slobodna radna mjesta po polu i zanimanjima u Republici Srpskoj, što će pokazati da više od 1/2 kadrova, nakon završenog fakulteta, završava na Zavodu za zapošljavanje. Ovim istraživanjem doći ćemo do podataka koji govore koliko vremenski traje nezaposlenost visokoobrazovanih kadrova na Zavodu za zapošljavanje, odnosno koliko dugo visokoobrazovani kadrovi čekaju svoj prvi posao. Detaljnije ćemo se baviti analizom nezaposlenosti po regijama u Republici Srpskoj. Nećemo izostaviti ni nadležne institucije u Republici Srpskoj koje su posrednici za uspostavljanje ravnoteže između visokoobrazovanih kadrova i tržišta rada. U ovom radu posebno će biti interesantno istražiti nezaposlenost visokoobrazovanih kadrova iz područja ekonomije. Problem nezaposlenosti u Republici Srpskoj naročito je izražen u zadnjih nekoliko godina (2009, 2010, 2011, 2012, 2013. i 2014). On se produbljuje sve više zbog neusklađene upisne politike od strane nadležnog Ministarstva i nemogućnosti tržišta rada da apsorbira kadrove u realnom i javnom sektoru. Nećemo se baviti samo analizom nezaposlenosti u Republici Srpskoj. Predložićemo i mjere za smanjenje nezaposlenosti visokoobrazovanih kadrova. Najprije konstatujemo da se današnje druš-

ABSTRACT

The paper aims to analyse the structure of unemployed highly educated staff in the Republic of Srpska. As indicated, such structure shall enable analysis of unemployment of highly educated staff as well as of vacant jobs on the basis of gender and profession, thus demonstrating that more than 1/2 of the staff after graduation finds themselves at the Employment Agency. This survey shall provide data indicating the unemployment duration of highly educated staff, i.e. the time they spend waiting for their first job at the Employment Agency. Unemployment analysis throughout various regions of the Republic of Srpska shall be addressed in detail. Likewise, the relevant institutions of the Republic of Srpska, acting as proxies between highly educated people and the labour market, shall be integrated in the analysis. The paper shall be particularly focused on assessment of unemployment of highly educated people from the field of economy. The problem of unemployment in the Republic of Srpska has been particularly pronounced with the last few years (2009, 2010, 2011, 2012, 2013 and 2014). It is constantly deepened due to the inadequate enrolment policy by the Ministry and the inability of the labour market to absorb the staff in the real and the public sector. The analysis is not based exclusively on the Republic of Srpska. The measures to reduce unemployment of highly educated people in the Republic of Srpska shall also be introduced. It is evident that today's soci-

tvo širom svijeta suočava sa golemom nezaposlenošću, a u tom kontekstu kao ogroman problem nameće se nezaposlenost visokoobrazovanih kadrova u Republici Srpskoj, koja će biti u fokusu ovog rada.

Ključne riječi: nezaposlenost, tržište rada, visokoobrazovani kadrovi, smanjenje nezaposlenosti, Zavod za zapošljavanje, struktura nezaposlenosti.

UVOD

Korijeni i posljedice problema nezaposlenosti daleko su dublji od individualnog položaja nezaposlenog pojedinca. Kroz ekonomsku teoriju i praktična dešavanja, sve do izbijanja Velike depresije, nije se mnogo pažnje poklanjalo problemu nezaposlenosti. Nije bar u tolikoj mjeri, u kojoj nezaposlenost svojim obilježjima, uzrocima i posljedicama, to zahtijeva u kulturnom, ekonomskom, socijalnom pa i političkom smislu.

Prisustvo mladih u kompleksu problema nezaposlenosti ne bi trebalo da se svodi na kvantitativno mjerenje ponude i tražnje školovanih mladih ljudi, na tržištu rada u Republici Srpskoj. Izbor da li će se uopšte tražiti posao, kao i odnos između rada i dokolice (pojam koji se odnosi na sve aktivnosti van tržišta rada) veoma je kompleksan i zavisi uglavnom, od izbora kombinacije odnosa rada i slobodnog vremena, koja pruža najveće zadovoljstvo. Taj izbor prisutan je u procesu odlučivanja u kome učestvuje svaki pojedinac kao ličnost ili kao pripadnik radne snage.

Na taj način, tržište rada valorizuje vrijednost stanovništva kao radne snage određuje uslove rada, dinamiku i strukturu zaposlenosti i nezaposlenosti. Istraživanja su pokazala da je u kontekstu izloženih aspekata funkcionisanja tržišta radne snage, jasno da se problem nezaposlenosti u Republici Srpskoj ne može riješiti bez oživljavanja poslovnog ambijenta i preduzetništva. Ključni cilj je smanjenje nezaposlenosti, prvenstveno mladih visokoobrazovanih ljudi, a to zahtijeva izradu projekata, zasnovanih na analizi

ety faces massive unemployment, including the unemployment of highly educated people in the Republic of Srpska, which represents an enormous issue, and is after all, the focus of the paper itself.

Keywords: unemployment, labour market, highly educated staff, reduction of unemployment, Employment Agency, unemployment structure.

INTRODUCTION

The roots and consequences of the unemployment problem reach far deeper than the individual impact of an unemployed person. The unemployment problem has not been addressed to a major extent in economic theory and practice until the Great Depression. Leastwise not as much as the unemployment features, causes and consequences should have been addressed in terms of cultural, economic, social and even political aspect.

The involvement of young people in such problem should not be reduced to merely quantitative measurement of the supply and demand for young people in the Republic of Srpska. The choice on whether to search for a job, as well as the work-leisure ratio (term that refers to any activity outside the labour market) is very complex and depends mainly on the combination of work and leisure that provides the greatest satisfaction. The selection is usually made in the decision-making process that involves every person, whether in terms of a workforce or as an independent individual.

That way, the labour market performs workforce valorisation of the population, determines working conditions, dynamics and employment and unemployment structure. Studies have shown that in terms of the demonstrated aspects of the labour market functioning, it is clear that the unemployment problem in the Republic of Srpska cannot be resolved without reestablishment of the business environment and entrepreneurship. The key objective is to reduce unemployment, primarily of highly educated young people, which requires the development of projects on the ba-

dugoročnih razvojnih i privrednih procesa. Dakle, ti projekti moraju ponuditi veći obim proizvodnje u Republici Srpskoj, koji će kreirati pojačanu potražnju za visokokvalifikovanom radnom snagom, što bi rezultiralo masovnim zapošljavanjem.

Takođe se može govoriti o situaciji u kojoj bi se strogo vodilo računa o „upisnoj“ akademskoj politici, odnosno o njenom usklađivanju sa potrebama tržišta rada u Republici Srpskoj. Na taj način bi obrazovna strategija i odgovarajuća upisna politika usklađena sa tržištem rada, doprinijela značajnom smanjivanju nezaposlenosti. Ne treba zanemariti ni priliku koja se pruža sa penzionisanjem dijela starije generacije u zasluženu penziju, što bi sigurno doprinijelo da se mladi visokoobrazovani kadrovi brže zapošljavaju.

ANALIZA TRŽIŠTA RADA U BOSNI I HERCEGOVINI

Analizirajući tržište rada u BiH kao funkcionalni element tržišne privrede, možemo vidjeti da je prema podacima Ankete o radnoj snazi u 2013. godini, tržište rada u BiH, pokazivalo znakove blagog oporavka. Međutim, BiH i dalje karakteriše veoma niska mobilnost radne snage uz visok udio nefleksibilnog i neaktivnog radno sposobnog stanovništva. Takvo sagledavanje strukture, dinamike zaposlenih, nezaposlenih i stvarnih potreba tržišta rada od ključnog je značaja za koncipiranje adekvatnog programa promjena koji će se odnositi na obrazovne programe i samu upisnu politiku, koji će se kao takvi morati prilagoditi potrebama tržišta rada. Istraživanje se bavi stanjem tržišta rada u Bosni i Hercegovini i entitetima kroz prikupljene administrativne podatke (kao izvor) i kroz analizu podataka predstavljenih u Anketi o radnoj snazi. Analizirani administrativni podaci pokazuju da je prema posljednjim procjenama Agencije za statistiku u BiH, procijenjen radni kontingent stanovništva na oko 67% od ukupnog broja stanovništva. (Agencija za statistiku BiH [BHAS], 2014).

sis of the analysis of long-term development and business processes. Therefore, these projects are to offer a higher production volume in the Republic of Srpska, which would consequently generate increased demand for highly qualified workforce, thus resulting in mass employment.

Likewise, one of the issues that should be addressed is the situation in which the academic enrolment policy as well as its compliance with the requirements of the labour market in the Republic of Srpska would be strictly regulated. In doing so, the regulated admission policy harmonized with the labour market would significantly reduce unemployment. The possibility of having the senior staff leaving for a well deserved retirement should by no means be neglected, therefore certainly contributing to employment of young highly educated people.

LABOUR MARKET ANALYSIS IN BOSNIA AND HERZEGOVINA

Analyzing the labour market in Bosnia and Herzegovina (BH) as a functional element of market economy, from the Workforce Survey in 2013 it is clear that the labour market in BH did provide some indication of slight recovery. However, BH is still characterised by a very low level of the workforce mobility with a high proportion of inflexible and inactive working population. Such review of the structure, dynamics of employed and unemployed people as well of the actual needs of the labour market is crucial for designing an adequate program of change that would relate to educational programs and enrolment policy which would have to adapt to the labour market requirements. The study assessed the state of the labour market in Bosnia and Herzegovina and its entities on the basis of data collected in the form of administrative data (as source) and analysis of the data presented in the Workforce Survey. The analyzed administrative data indicate that, according to the latest estimates made by the Agency for Statistics of Bosnia and Herzegovina (BHAS), an estimated working population contingent amounts to about 67% of the total population. (Agencija za statistiku BiH [BHAS], 2014).

Tabela 1

Stanje tržišta rada u BiH u 2013. godini (BHAS, 2014).

Table 1

Labour Market in Bosnia and Herzegovina in 2013 (BHAS, 2014)

	Bosna i Hercegovina [Bosnia and Herzegovina]	Federacija BiH [Federation of BH]	Republika Srpska [Republic of Srpska]	Brčko disrikt BiH [Brčko District, BH]
Ukupno registrovana zaposlenost [Total registered employment]	685.887	435.113	238.640	16.254
Ukupno registrovana nezaposlenost [Total registered unemployment]	552.461	388.704	151.290	12.467
Stopa registrovane nezaposlenosti [Registered unemployment Rate]	44,6%	47,2%	38,8%	43,4%

Radno sposobno stanovništvo čine aktivno i neaktivno stanovništvo. Zaposlena i nezaposlena lica čine raspoloživu radnu snagu, odnosno ekonomski aktivno stanovništvo. U BiH u 2013. godini aktivno stanovništvo činilo je 1.133.091 lice od čega je 821.600 zaposlenih, a 311.491 nezaposlenih lica dok je broj neaktivnih lica iznosio 1.485.032. Nedovoljna iskorišćenost ljudskih potencijala jedne zemlje ima direktan uticaj na njenu privredu i nacionalni dohodak, što rezultira niskim životnim standardom i siromaštvom (Mastilo i Rajak 2014, str. 386).

Tri osnovna pokazatelja koja pružaju informacije i omogućavaju poređenje stanja na tržištu rada su stopa aktivnosti, stopa zaposlenosti i stopa nezaposlenosti. Analiza navedenih pokazatelja za BiH data je u narednoj tabeli.

Population of working age includes active and inactive population. Employed and unemployed individuals represent available workforce, i.e. economically active population. In 2013, active population of Bosnia and Herzegovina included 1,133,091 people, of which 821 600 were employed and 311 491 were unemployed, while the number of inactive individuals was 1,485,032. Insufficient utilisation of human resources of a country has a direct impact on its economy and national income, which results in a poor living standard and poverty (Mastilo & Rajak 2014, p. 386).

The three basic indicators that provide information and enable comparison of the labour market are the activity rate, employment and unemployment rates. The following table contains the analysis of the above indicators for Bosnia and Herzegovina.

Tabela 2

Mjere aktivnosti stanovništva u BiH u periodu od 2008. do 2013. godine (BHAS, 2014)

Table 2

Population activity rates in Bosnia and Herzegovina from 2008 to 2013 (BHAS, 2014)

	2008	2009	2010	2011	2012	2013
Stopa aktivnosti (%) [Activity rate (%)]	43,9	43,6	44,6	44,0	44,0	43,6
Stopa zaposlenosti (%) [Employment rate (%)]	33,6	33,1	32,5	31,9	31,7	31,6
Stopa nezaposlenosti [Unemployment rate (%)]	23,4	24,1	27,2	27,6	28,0	27,5

Prema podacima Ankete o radnoj snazi u 2013. godini u BiH anketna stopa nezaposlenosti iznosila je 27,50% i značajno je manja u odnosu na registrovanu koja iznosi 44,60%. U periodu od 2008. do 2012. godine anketna stopa nezaposlenosti je kontinuirano rasla što je posljedica uticaja ekonomske krize, a zatim u 2013. godini se smanjila za 0,5% u odnosu na 2012. godinu, ali u odnosu na 2008. godinu bila je viša za 4,1%.

Istovremeno stopa zaposlenosti u posmatranom periodu smanjivala se iz godine u godinu. To je pokazatelj pogoršanja većine makroekonomskih tokova za BiH. U 2013. godini stopa zaposlenosti iznosila je 31,6% što je bilo za 2% manje u odnosu na 2008. godinu. Pritom podaci pokazuju da je manje od polovine radno sposobnog stanovništva, iznad 15 godina starosti u BiH aktivno (svega 43,6%) sa uočljivim razlikama među polovima. Tako muškarci u ovoj skupini čine 62%, a žene 38%.

U poređenju sa međunarodnim standardima, registrovana statistička stopa aktivnosti od 43,6% u 2013. godini bila je na vrlo niskom nivou.

Detaljnija analiza broja nezaposlenih, uz Anketu o radnoj snazi, pokazuje da je najveći broj registrovanih nezaposlenih lica u Bosni i Hercegovini sa srednjom školom (tabela 3.). Prema obrazovnoj strukturi nezaposlenosti najveći udio 69,7% čine lica sa završenom srednjom školom, 20,3% su lica sa osnovnim obrazovanjem i niže, dok je 10,1% završilo višu školu, fakultet, akademiju, magisterij ili doktorat. Iz prikazanih podataka u tabeli br. 3. uočava se da se broj nezaposlenih koji su završili višu školu, fakultet, akademiju, magisterij ili doktorat povećava u periodu od 2008 do 2013. godine, što ukazuje na povećanje nezaposlenosti visokoobrazovnih kadrova u BiH. Međutim, povećanju nezaposlenosti visokoobrazovnih kadrova doprinosi i nedovoljna aktivnost mladih na tržištu rada tokom školovanja.

According to the Workforce Survey from 2013, the unemployment rate in BH was 27.50% and was significantly lower in comparison to the registered one amounting to 44.60%. In the period from 2008 to 2012 the surveyed unemployment rate increased steadily as a result of the impact of the economic crisis, followed by a decrease by 0.5% in year 2013 when compared to year 2012. However when the result from 2013 is compared to the ones from 2008, the unemployment rate has still increased by 4.1%.

Simultaneously, the employment rate in the given period kept decreasing constantly, which represents a decline in numerous macroeconomic indicators for Bosnia and Herzegovina. The employment rate amounted to 31.6% in 2013, which is 2% less than the same indicator in 2008. The data indicates that less than half (43.6% to be more precise) of the working age population above 15 years of age in Bosnia and Herzegovina is active, with noticeable differences between the sexes. Namely, men comprise 62% of the group, while women amount to 38%.

When compared to international standards, the activity rate of 43.6% in 2013 was at a very low level.

A more detailed analysis of the unemployed personnel, alongside with the Workforce Survey brings us to the conclusion that the individuals with secondary education comprise the largest portion of registered unemployed people in Bosnia and Herzegovina. (Table 3). According to the educational structure of unemployment, the largest share - 69.7% is comprised of the people with secondary school diploma, 20.3% of people graduated from primary school or have no education at all, while 10.1% graduated from high school, college, faculty, obtained master's degree or doctoral degree. Data from the table No.3 indicate an increase in the number of unemployed people who graduated from high school, college, faculty, obtained master's degree or doctoral degree in the period from 2008 to 2013, directly referring to an increase in unemployment of highly educated personnel in BiH. However, the increase in unemployment of highly educated personnel is partially caused by inactivity of the young people in the labour market during their education process.

Tabela 3

Nezaposleni prema najvišoj završenoj spremi u BiH u periodu od 2008 do 2013 (BHAS, 2014)

Školska sprema [Education level]	2008	2009	2010	2011	2012	2013
Ukupno [Total]	272.000	272.000	315.000	311.000	317.000	311.000
Osnovna škola i manje [Primary school or less]	67.000	67.000	67.000	68.000	62.000	63.000
Srednja škola [Secondary school]	191.000	191.000	224.000	217.000	226.000	217.000
Viša, visoka škola, magisterij, doktorat [college, faculty, master's degree, doctoral degree]	13.000	14.000	24.000	26.000	29.000	31.000
	Struktura (%) [Structure (%)]					
Ukupno [Total]	100,00	100,0	100,0	100,0	100,0	100,0
Osnovna škola i manje [Education level]	24,7	24,7	21,2	21,8	19,5	20,3
Srednja škola [Secondary school]	70,3	70,2	71,2	69,9	71,3	69,7
Viša, visoka škola, magisterij, doktorat [college, faculty, master's degree, doctoral degree]	5,0	5,1	7,6	8,3	9,2	10,1

Table 3

Number of unemployed people by education level in Bosnia and Herzegovina from 2008 to 2013 (BHAS, 2014)

TRŽIŠTE RADA REPUBLIKE SRPSKE

Da bi se izvršila analiza stanja tržišta rada u RS dat je pregled nezaposlenih lica prema kvalifikacionoj strukturi u periodu od 2010. do 2013. godine. Analiza pokazuje da je broj nezaposlenih u kategorijama: NK, PK-SS, KV, SSS i VKV u 2013. godini iznosio 133.849 i da se smanjio za 3.059 u odnosu na 2010. godinu kada je iznosio 136.908. Međutim, broj nezaposlenih visokoobrazovanih kadrova (VŠS, VSS, magistri i doktori) značajno je porastao u istom periodu. U 2013. godini iznosio je 15.435, a u odnosu na 2010. godinu (za koju je relevantan podatak 8.712) bio je viši čak za 77,17%. (Zavod za zapošljavanje RS, 2014).

LABOUR MARKET OF THE REPUBLIC OF SRPSKA

In order to analyse the labour market status in the Republic of Srpska, a summary of the unemployed by their qualification has been provided for the period 2010-2013. The analysis indicated that the number of unemployed individuals (uneducated, elementary school, skilled workers, secondary school and highly skilled workers) in 2013 (133,849 unemployed) decreased by 3,059 of unemployed individuals compared to 2010 (136,908 unemployed), and that the number of unemployed highly educated individuals (college degree, university degree, master's and PhD) increased significantly in 2013 (15,435) compared to 2010 (8,712), which depicts an increase of about 77.17% (Employment Bureau of the Republic of Srpska, 2014).

Tabela 4
Pregled kvalifikacione strukture nezaposlenih lica u Republici Srpskoj 2010-2013 (BHAS, 2014)

Table 4
Summary of the education level of unemployed individuals in the Republic of Srpska for 2010-2013 (BHAS, 2014)

Stepen stručnog obrazovanja [Education level]	Godina							
	2010		2011		2012		2013	
	Broj [Number]	%	Broj [Number]	%	Broj [Number]	%	Broj [Number]	%
NK [Uneducated]	39.606	27,20	39.787	25,91	38.247	24,92	33.989	22,77
PK-NSS [Elementary School]	3.910	2,69	3.804	2,48	3.612	2,35	3.155	2,11
KV [Skilled Worker]	54.307	37,29	55.673	36,26	55.605	36,23	53.579	35,89
SSS [Secondary School]	37.397	25,68	39.896	25,98	41.316	26,92	41.830	28,02
VKV [Highly Skilled worker]	1.688	1,16	1.634	1,06	1.444	0,94	1.296	0,87
VŠS [College]	2.447	1,68	2.430	1,58	2.238	1,46	2.171	1,45
VSS [University]	6.152	4,22	10.076	6,56	10.731	6,99	12.820	8,59
Magistri [Master's Degree]	109	0,07	234	0,15	264	0,17	439	0,29
Doktori [PhD]	4	0,00	1	0,00	1	0,00	5	0,00
Ukupno [Total]	145.620		153.535		153.458		149.284	

U ukupnoj strukturi nezaposlenih visokoobrazovanih kadrova najviše je nezaposlenih mladih ljudi starosne dobi od 25 do 35 godina. Stanje nezaposlenosti visokoobrazovanih kadrova nije bolje ni u zemljama u našem okruženju. Primjer Hrvatske je skoro podudaran. Tako se može uočiti da u Hrvatskoj sve veći broj osoba stiže univerzitetsku diplomu, ali i da se iz godine u godinu povećava broj mladih osoba (20-29 godina) u statusu nezaposlenih lica. Podaci govore da je u 2012. godini registrovana nezaposlenost visokoobrazovanih mladih ljudi starosne dobi (20-29) iznosila oko 17.000 (Obadić i Majić 2013, str. 106). To je, između ostalog, indikator koji pokazuje da nezaposlenost visokoobrazovanih, naročito mladih kadrova postaje jedan od ključnih za današnju ekonomiju i čitavo društvo.

People aged 25 - 35 years comprise the highest percentage of unemployed personnel in the overall structure. The issue of unemployment of highly educated personnel is similarly grave in the neighbouring countries. The situation in Croatia is almost identical. Therefore, it can be noted that in Croatia there is an increase of people obtaining a university degree, but also accompanied by an analogous increase in the number of unemployed young people (aged 20-29). Data indicated that in 2012, the registered unemployment of highly educated young people aged 20-29 amounted to approximately 17,000 (Obadić & Majić 2013, p. 106). This is, among other things, one of the indicators showing that unemployment of highly educated people, especially of young people, becomes one of the key factors for today's economy and the entire society.

Vratimo se analizi strukture nezaposlenih u Republici Srpskoj. Najviše nezaposlenih lica sa VII stepenom obrazovanja je registrovano u sljedećim strukama i zanimanjima: finansijski radnici i dipl. ekonomisti (3.727), diplomirani pravnici (1.577) i diplomirani inženjeri poljoprivrede (518). Takođe, veliki je i broj registrovanih lica sa zanimanjima iz oblasti prosvjetne struke – profesori razredne nastave, profesori fizičkog vaspitanja, profesori engleskog jezika, diplomirani pedagozi, vaspitači, dipl.geografi, profesori srpskog jezika.

Prethodna analiza nezaposlenosti prema kvalifikacionoj strukturi u periodu od 2010. do 2013. godine ukazuje dijelom na posljedice svjetske ekonomske krize. One su pored unutrašnjih ekonomskih problema vjerovatno izrazito negativno uticale na zaposlenost visokoobrazovanih kadrova. Naime, u posmatranom periodu izrazito je povećana ponuda visokoobrazovanih kadrova na tržištu rada.

STANJE PONUDE I POTRAŽNJE ZA VISOOBRAZOVANIM KADROVIMA U REPUBLICI SRPSKOJ

Istraživanjima stvarnog stanja ponude i tražnje mladih visokoobrazovanih kadrova u skladu sa potrebama tržišta rada i stvarnim položajem mladih u društvu, želi se zapravo predstaviti realno stanje o statusu i položaju mladih. To možemo sagledati kroz prizmu stvarnih potreba domaćih poslodavaca za dodatnim zapošljavanjem. Akcenat je da se zapravo prepoznaju deficitarne kvalifikacije i kompetencije koje su potrebne na tržištu rada.

Analizirajući stanje nezaposlenosti mladih u BiH kao i poredeći ga sa ostalim tržišnim ekonomijama, uočavamo veoma visoku stopu nezaposlenosti, praćenu relativno niskom stopom neaktivnosti mladih. Većina mladih nakon završenih fakulteta ne radi, ili radi u zoni sive ekonomije, neki rade mizerne poslove dok studiraju. Neki produže svoje studiranje, pa tako čekaju previše dugo na svoje prvo zaposlenje. Pored toga, istraživanja pokazuju da skoro svaki peti mladi visokoobrazovani

If we would refer back to the analysis of the unemployment structure in the Republic of Srpska. Most of unemployed people which graduated from university belong to the following professions: financial professionals and graduate economists (3727), law graduates (1577) agricultural engineers (518). Likewise, a large number of unemployed people belong to the educational field - class teachers, Physical Education teachers, English teachers, Bachelors of Education, Pre-School teachers, Bachelors of Geography, Serbian language teachers.

Previous analysis of unemployment by qualification structure in the period from 2010 to 2013 partly shows the consequences of the global economic crisis. Such consequences, in addition to internal economic problems, have had an extremely negative impact on the employment of highly qualified personnel. More specifically, the number of highly educated people in the labour market increased significantly within the reporting period.

SUPPLY - DEMAND OF HIGHLY-EDUCATED STAFF IN THE REPUBLIC OF SRPSKA

The actual intent behind the survey of the actual supply and demand for young highly educated staff in line with the requirements of the labour market and the actual status of young people in the society, is to actually present the real situation on the status and position of young people today. The above can be perceived through the prism of the actual needs of local employers for additional workforce. The emphasis is to actually recognize scarce qualifications and competencies that are needed in the labour market.

Through the analysis of the situation regarding youth unemployment in BiH as well as by comparing it to other market economies, a very high unemployment rate is easily noted, followed by a relatively low rate of youth inactivity. Most young people fail to start working after they graduate from the university. Some manage to find employment in the gray economy, some find miserably paid jobs while studying, some extend their studies, which causes them to wait extensively for their first job. In addition, studies show

kadar ne traži posao, ili traži bilo kakav posao bez obzira na svoju kvalifikovanost. U takvim uslovima, u mnogim zemljama kvalifikovani nezaposleni su primorani da prihvataju poslove ispod njihovog nivoa kvalifikacija, pa je visok nivo skrivene nezaposlenosti vezane za neodgovarajuće kvalifikacije neizbježan, odnosno, radi se o zaposlenosti sa višim kvalifikacijama zaposlenih u odnosu na tražene kvalifikacije (Krstić i Šoškić 2012, str. 249).

Bosna i Hercegovina bilježi konstantni pad rejtinga u pogledu kategorije lakoće poslovanja, uz smanjenje stranih direktnih investicija i pad kreditnog rejtinga. To je posljedica svjetske ekonomske krize, ali i nepreduzimanja neophodnih ekonomskih reformi. Bosna i Hercegovina je prema zvaničnim statističkim podacima imala ukupnu stopu nezaposlenosti mladih od 54% u 2012. godini, čak 57,9% u 2013. godini.

Ovako visoka nezaposlenost mladih u Republici Srpskoj i BiH, direktno je povezana sa ukupnom stopom nezaposlenosti koja se odražava kroz ekonomsku (ne)aktivnost u cjelokupnom privrednom sistemu, pa i samoj državi. Zato smatramo da je samo nastojanje da se smanji stopa nezaposlenosti mladih u BiH borba protiv vjetrenjača. Ona kao takva predstavlja društveni problem koji sadrži socijalnu, psihološku i ekonomsku dimenziju.

Današnja situacija na tržištu rada dodatno je otežana usljed neusklađenosti ponude i potražnje rada, kao i slabe mobilnosti radne snage. To se, s druge strane, ogleda u povećanoj strukturalnoj nezaposlenosti, naročito kroz nedostatak adekvatnih programa i projekata za zapošljavanje mladih. To predstavlja dodatni razlog zbog koga se većina mladih odlučuje na dodatno sticanje novih znanja kroz razne vidove školovanja ili odlazak u druge zemlje.

Pored toga, nameće se važan problem neusklađenosti obrazovnih programa sa zahtjevima tržišta rada, kao i spor razvoj sektora obrazovanja.

Ogromna i opasna nezaposlenost u Republici Srpskoj proizvede negativne efekte na

that nearly one in five of young highly educated staff does not look for work regardless of their level of expertise. In such conditions, many qualified unemployed individuals from numerous countries are forced to accept jobs below their skill level. Therefore, a high level of hidden unemployment related to inadequate qualification is imminent, i.e., the employment of employees with higher qualifications in relation to the qualifications required (Krstić & Šoškić 2012, p. 249).

Bosnia and Herzegovina has recorded a constant drop in the rating with respect to ease of doing business, accompanied by a reduction in foreign direct investment and the decline in credit rating. This is a direct consequence of the global economic crisis, but also due to inability to implement the necessary economic reforms. Bosnia and Herzegovina, according to official statistics had an overall youth unemployment rate of 54% in 2012, and 57.9% in 2013.

Such high youth unemployment rate in the Republic of Srpska and BiH is directly linked to the overall unemployment rate, which is reflected onto the economic (in)activity of the entire economic system, and even of the country itself. Therefore, we believe that any attempt to reduce the rate of youth unemployment in BiH is a futile attempt, or in other words, "tilting at windmills". As such, it is a social problem, which includes social, psychological and economic aspect.

Today's labour market situation has been additionally aggravated both due to disharmony between supply and demand, and the low workforce mobility. On the other hand, this is reflected in the increased structural unemployment, particularly through the lack of adequate programs and projects for youth employment. It is an additional reason why most young people decide on further acquisition of new knowledge through various forms of education or by immigrating to other countries.

Moreover, an important issue is raised - disharmony of educational programs with labour market requirements, as well as the slow development of the education sector.

The vast and dangerous unemployment in the Republic of Srpska creates negative ef-

demografskom, a naročito na socijalnom planu. Mlade nezaposlene osobe, sa nerješanim egzistencijalnim pitanjima, se manje odlučuju za stvaranje porodice i rađanje djece, pa se time pogoršava starosna struktura populacije.

USKLAĐENOST OBRAZOVANJA I TZV. UPIŠNE POLITIKE SA TRŽIŠTEM RADA U REPUBLICI SRPSKOJ

Generalno posmatrano u Republici Srpskoj postoji problem neusklađenosti školovanja, odnosno „upisne“ politike sa tržištem rada i njegovim potrebama. To nije samo lokalni ili nacionalni problem, jer se manifestuje i mnogo šire, pa se može konstatovati čak i da je to generalni problem zemalja u tranziciji. Zvanični statistički podaci ukazuju na činjenicu da je veliki broj mladih visokoobrazovanih kadrova u RS suočen sa izborom uglavnom niskokvalifikovanih i niskoproduktivnih poslova. To je, između ostalog, posljedica neusklađenih obrazovanih programa sa zahtjevima tržišta rada.

Neusklađenost izbora škola i fakulteta među mladim studentima i đacima, kao i ponude obrazovnih profila od strane školskih univerzitetskih ustanova, što se često predstavlja kao „upisna politika“, sa tržištem rada, vodi ka još većoj neusklađenosti ponude radne snage sa tražnjom na tržištu rada, a to vodi ka porastu nezaposlenosti mladih. Ovakva situacija ukazuje na to da postojeće tržište rada nije u mogućnosti da apsorbuje relativno veliki broj obrazovanih mladih kadrova, naročito dijela popularnih zanimanja novih generacija koje konkurišu na tržištu rada.

Mladi se, takođe, suočavaju i sa nepovoljnim regulatornim okvirom sistema zapošljavanja naslijeđenim iz posljednje decenije 20. vijeka. U tom kontekstu tranzicijske zemlje koje su imale sličnu situaciju, bile su prinuđene da provode brže i efikasnije reforme u sistemu obrazovanja, kako bi prevazišle prethodne i novonastale teškoće. Danas je u sličnom položaju i Republika Srpska i BiH. Dakle, neophodne su joj sveobuhvatne

measures on both demographic and particularly on social level. Young unemployed people with outstanding existential issues, are less likely to create a family and have children, thereby deteriorating the age structure of the population.

COMPLIANCE OF ENROLMENT POLICIES WITH THE LABOUR MARKET IN THE REPUBLIC OF SRPSKA

In general, the Republic of Srpska suffers from disharmony between education and “enrolment” policy in relation to the labour market and its requirements. It is not a simple local or national issue, since it is manifested in a much broader aspect, meaning that it represents a general problem in transition countries. Official statistics indicate that a large number of young, highly educated people in the Republic of Srpska are forced to work at primarily low-skilled and poorly paid jobs. Among other reasons, it is, among other reasons, the consequence of unadjusted educational programs which remain uncoordinated with labour market demands.

Disharmony in the selection of schools and faculties existing among young students, as well as educational profiles offered by the schools or universities, which is often represented as “enrolment policy”, with the labour market itself leads to even greater mismatch between workforce supply and demand existing in the labour market, which consequently leads to an increase in youth unemployment. Such situation indicates that the current labour market is unable to absorb relatively large number of educated young people, particularly of popular vocations of new generations appearing at the labour market.

Young people are also faced with unfavourable regulatory framework of the employment system inherited from the last decade of the 20th century. In this context, the transition countries that experienced similar situations were forced to implement faster and more efficient reforms of the education system, in order to overcome the previous and newly arising difficulties. Nowadays, similar situation exists in the Republic of Srpska and in Bosnia and Herzegovina. Therefore, it is evident that an instant

reforme obrazovnog sistema, kao i tržišta rada, i to odmah.

comprehensive reform of both the education system, as well as of the labour market is an imperative.

MJERE ZA SMANJENJE NEZAPOSLENOSTI VISOKOOBRAZOVANIH KADROVA

ACTIONS TO BE TAKEN TO REDUCE UNEMPLOYMENT OF HIGHLY EDUCATED PEOPLE

Mjere koje se obično preduzimaju na tržištu rada u cilju smanjenja nezaposlenosti dijele se najčešće na pasivne i aktivne. Aktivne mjere za cilj imaju podsticaj, odnosno povećanje potražnje za radnom snagom kroz realizaciju različitih projekata koji treba da obezbijede nova radna mjesta, prekvalifikacije, dokvalifikacije i stručno osposobljavanje zaposlenih i nezaposlenih lica. Pasivne mjere realizuju se pružanjem socijalne i materijalne zaštite nezaposlenim licima. U Republici Srpskoj mjere aktivne politike realizuju se posredstvom Zavoda za zapošljavanje u skladu sa Strategijom o zapošljavanju koju usvaja Vlada, kao i akcionim planom zapošljavanja za tekuću godinu, programom rada Zavoda i zvaničnom Ekonomskom politikom RS.

The measures usually taken on the labour market in order to reduce unemployment are manifested as passive and active. Active measures aim to incite incentive, i.e. to encourage increase in workforce demand through implementation of various projects to provide jobs, retraining, regular and additional training of employed and unemployed personnel. Passive measures are implemented by providing social and financial care for those unemployed. In the Republic of Srpska, active measures are implemented by the Employment Agency in accordance with the Employment Strategy adopted by the Government, as well as in line with the Employment Action Plan for 2013, the Work program of the Employment Agency and the Economic Policy of the Republic of Srpska.

Postojeće mjere za smanjenje nezaposlenosti u RS su nedovoljne, jer su većinom usmjerene na subvencionisanje plata i samozapošljavanje. Dakle, potrebno je pokrenuti aktivnosti u pravcu povećanja obima proizvodnje, tj. otvaranja novih radnih mjesta i privlačenja direktnih stranih investicija i afirmisati i razvijati sve projekte koji će proizvesti novu vrijednost, kao i novo zapošljavanje.

Existing measures intended to reduce unemployment in RS are clearly insufficient since they are aimed at subsidizing wages, salaries and self-employment. Therefore, it is necessary to initiate activities in order to increase the production volume, i.e. create new jobs and attract foreign direct investment, as well as to promote and develop any projects that would result in new values and new jobs.

Treba posvetiti pažnju i ranjivoj zaposlenosti koja prema definiciji Međunarodne organizacije rada (ILO, 2009b) obuhvata samozaposlene i pomažuće članove domaćinstva, pri čemu samozaposleni obuhvataju vlasnike preduzeća, radnji, samozaposlene i poljoprivrednike. Ranjiva zaposlenost treba da ukaže na zaposlenost na nesigurnim poslovima, najčešće u neformalnom sektoru, s niskim zaradama i niskom produktivnošću, s niskim nivoom zaštite na radu i u lošim radnim uslovima, a veoma često su u pitanju i poslovi bez plaćenog osnovnog zdravstvenog i socijalnog osiguranja (Krstić i Šoškić 2012, str. 230).

Additional attention should be paid to vulnerable unemployment, which according to the definition of the International Labour Organisation (ILO, 2009b), includes the self-employed and unpaid family workers, where the self-employed personnel include owners of companies, shops, self-employed personnel and farmers. Vulnerable unemployment should indicate employment regarding precarious work, mostly related to the informal sector, characterised by low wages and low productivity, low level of health & safety and poor working conditions. Likewise, it is very common that such jobs lack basic health insurance and social security (Krstić & Šoškić 2012, p. 230).

Povećanje stope zaposlenosti i stope participacije mladih

Povećanje stope zaposlenosti i stope participacije mladih osoba je jedan od važnijih ciljeva reformi. Naime, sve veći broj osoba stiču diplomu, ali ne i radno iskustvo, što otežava njihov ulazak na tržište rada. Kako bi se taj problem riješio, postoje programi koji nastoje omogućiti mladim osobama da nakon diplomiranja steknu radno iskustvo, kao i da povećaju participaciju i zaposlenost mladih osoba. Jedan od njih je „Projekat podrške sticanju radnog iskustva mladih u svojstvu pripravnika“. Cilj Projekta je da omogući mladim i obrazovanim kadrovima srednje, više i visokostručne spreme bez radnog iskustva da se uključe u radni proces i steknu iskustvo koje im je potrebno, kao uslov za zasnivanje radnog odnosa u određenoj djelatnosti, jer nedostatak radnog iskustva dovodi do dugotrajne nezaposlenosti mladih osoba.

Rješavanje problema dugotrajne nezaposlenosti

Dugoročna nezaposlenost odnosi se na vrijeme provedeno u traženju posla, pa lice koje aktivno traži posao godinu dana i duže svrstavamo u dugoročno nezaposlene. Dva osnovna indikatora koja se koriste da opišu stanje dugoročne nezaposlenosti su: stopa dugoročne nezaposlenosti koja se definiše kao procentualno učešće dugoročno nezaposlenih u aktivnom stanovništvu i procentualno učešće dugoročno nezaposlenih u nezaposlenim (Krstić i Šoškić 2012, str. 250).

Dugoročna nezaposlenost u RS u 2013. godini iznosi $(149.284 - 37.867) / 149.284 * 100 = 74,63\%$ (Zavod za zapošljavanje RS, 2014). To znači da je izrazito visok udio lica koja aktivno traže posao duže od godinu dana u kategoriji nezaposlenih. To takođe ukazuje na nisku tražnju za radom u dužem vremenskom periodu, odnosno na slabo kreiranje novih radnih mjesta. Prema tome, jedan od strateških ciljeva privrede Republike Srpske i BiH je smanjenje dugoročne nezaposlenosti, naročito iz razloga što se

Increase in Unemployment rate and youth participation

The increase in the unemployment rate and youth participation rate is one of the most important objectives. In fact, there is an increasing number of people who manage to graduate, but who lack work experience, which hinders their presence on the labour market. To solve this problem, various programs have been developed seeking to provide work experience to young people after graduation, as well as to increase the participation and employment of young people. One of such programs is the “Project to support providing work experience to young people as interns.” The aim of the project is to enable young and educated staff lacking work experience to be involved in the work process and gain the experience which is required as a precondition for employment in the sector, since the lack of experience leads to long-term youth unemployment.

Resolving long-term unemployment problem

Long-term unemployment refers to the time spent in searching for a job, meaning that the person actively seeking for a job for one year or longer is classified as a long-term unemployed person. The two main indicators used to describe the state of long-term unemployment are: long-term unemployment rate, which is defined as the percentage share of long-term unemployed people in the active population, and the percentage of the long-term unemployed people in the unemployed population (Krstić & Šoškić 2012, p. 250).

Long-term unemployment in RS in 2013 amounts to $(149.284 - 37.867) / 149.284 * 100 = 74,63\%$ (Zavod za zapošljavanje, RS, 2014). The data indicate a very high proportion of people actively looking for a job for more than a year. It also indicates low long-term workforce demand, i.e. poor job creation. Therefore, one of the strategic objectives of RS is to reduce long-term unemployment particularly because the prolongation of the unemployment period of an individual directly

sa povećanjem dužine čekanja na zaposlenje smanjuje vjerovatnoća nalaženja posla.

reduces the probability of finding a job for the given person.

ZAKLJUČAK

BiH i njeni entiteti od 2008. godine suočavaju se sa posljedicama globalne ekonomske i finansijske krize koja je proizvela ogromnu nezaposlenost.

Kriza je uticala da neka preduzeća ne mogu dalje održavati svoje poslovanje, što je dovelo do smanjenja raspoloživih radnih mjesta. RS se suočila posebno sa padom realnog sektora, odnosno većine proizvodnih aktivnosti, kao i sa značajnim smanjenjem faktora stvaranja nove vrijednosti, što je rezultiralo da se slobodna radna mjesta zadrže na približnom istom nivou. U RS i BiH galopirajuće se povećao broj visokoškolskih ustanova (posebno u privatnom sektoru) što je vodilo do porasta zvaničnog stepena obrazovanja radne snage. Dakle, u 2011. godini u RS bilo je 12.741 visokoobrazovanih kadrova bez zaposlenja, što je u odnosu na 2010. godinu više za 46,25 %. Poređenje sa 2013. godinom, kada je bilo 15.435 visokoobrazovanih kadrova, pokazuje da se broj visokoobrazovanih u 2013. godini u odnosu na 2010. povećao za 77,17 %, a u odnosu na 2011. za 21,14 %.

Ako uzmemo u obzir samo visokoobrazovanu radnu snagu, vidjećemo da se sve veći broj osoba prijavljuje na Zavod za zapošljavanje, odnosno da više od 2/3 osoba nakon završenog obrazovanja umjesto na radno mjesto, odlazi na evidenciju Zavoda za zapošljavanje. Pri tome, najveći broj diplomiranih kadrova dolazi iz društvenih nauka, među kojima je najviše mladih sa diplomom ekonomske struke (posebno onih koji su završili privatne stručne ekonomske ili menadžerske studije itd.) što značajno otežava zaposlenje svih.

Praksa je pokazala da se od dugotrajno nezaposlenih kadrova, najbrže zapošljavaju oni koji su nezaposleni do 2 godine. Dok se od onih koji su nezaposleni duže od 5 godina zaposli svega 5 %. Cilj politike zapošljavanja je smanjiti učešće dugotrajno nezaposlenih

CONCLUSION

Since year 2008, BiH and its entities have faced the consequences of the global economic and financial crisis that resulted in unprecedented unemployment.

The crisis has caused that some companies cannot continue to sustain their business, which led to a decline in jobs available. Republic of Srpska was faced with falling real sector, a decrease in production activities, with a significant reduction in the creation of new values, which eventually resulted in stagnation of the jobs available. In RS and BiH the number of education institutions (mostly in the private sector) increased rapidly, which led to an increase in the education level of the workforce. In 2011, there were 12,741 highly educated unemployed people in RS, which, when compared to 2010 (8,712), represents an increase of more than 46.25%. Comparing this with year 2013, when there were 15,435 highly educated staff, it is clear that the number of highly educated people in 2013 increased by 77.17%, when compared to 2010, i.e. by 21.14% when compared to year 2011.

If only highly skilled workforce is taken into consideration, it is clear that an increasing number of people continues to enlist with the Employment Agency, i.e. more than 2/3 of the staff find themselves at the Employment Agency, instead of starting work, after completing their education. The largest number of graduated highly educated personnel belongs to the field of social sciences, of which the majority is comprised of economy graduates (especially students who graduated from the private faculties of economic expert studies such as management, etc.), which significantly complicates the employment procedure for all.

Practice has shown that of all long-term unemployed personnel, the ones who manage to find employment are those who have been unemployed for up to 2 years, while the percentage of those who have been unemployed for more than 5 years amounts to only 5%. The aim is to reduce the

osoba, a to se može postići kroz provođenje mjera aktivnih politika i projekata zapošljavanja na državnom nivou. Tako, na primjer, od 2012. godine na Univerzitetu u Istočnom Sarajevu, (Fakultet poslovne ekonomije Bijeljina) odlukom nadležnog ministarstva smanjuje se upisna kvota ekonomskog zanimanja. Dakle, u 2006. godini upisano je 400 kandidata, 2009. godine 200 kandidata, dok je 2014. upisano svega 160. Slična situacija je i na Ekonomskim fakultetima u Brčkom i Istočnom Sarajevu gdje je na dijelu značajno smanjene upisne kvote. Ovo se sprovodi zarad zvaničnog usklađivanja obrazovanja i politike zapošljavanja što je od izuzetne važnosti za RS. Međutim, uporedo sa takvom „upisnom politikom“ neprekidno raste broj privatnih fakulteta ekonomskih struka i upisne kvote na njima se povećavaju o čemu država ne vodi dovoljno računa. Zato takav pristup i nije postigao željene efekte, jer u 2013. godini povećan je broj nezaposlenih visokoobrazovanih kadrova u RS u odnosu na 2010. godinu za čak 77,17 %, o čemu je bilo riječi.

Zaključujemo da je globalna ekonomska i finansijska kriza ostavila duboki trag na bosanskohercegovačkom tržištu rada, a posebno na sve brojnije nezaposleno stanovništvo. Država BiH i njeni entiteti moraju rješavati problem visoke nezaposlenosti, prevashodno većom aktivnošću Zavoda za zapošljavanje, nadležnih ministarstava i Vlada, Agencije za rad i zapošljavanje BiH, Agencije za visoko obrazovanje BiH, kao i sprovođenjem sve većeg broja aktivnih dugoročnih politika, projekata i strategija zapošljavanja. Svi zajedno treba da doprinesu da se usklade, prije svega, ponuda i tražnja za visokoobrazovanom radnom snagom, pogotovo onom na polju društvenih nauka. Za takav scenario neophodno je smanjenje ogromne korupcije, koja je naročito pri zapošljavanju (mito, darovi, političko zapošljavanje).

share of long-term unemployed personnel, which can be achieved by implementing the measures of active employment policies and projects at the state level. Therefore, for example, since 2012, at the University of East Sarajevo, Faculty of Business Economics in Bijeljina, the decision of the relevant Ministry, the quota of economic vocation has been reduced, resulting in only 160 candidates, unlike having 400 candidates in 2006, and 200 candidates in 2009. The situation is similar with the Faculties of Economics in Brčko and East Sarajevo where the enrolment quotas have been significantly reduced. All this should be performed in order to align education and employment policy which is of great importance for the RS. However, simultaneously with the above, the number of private economics faculties has been increased, including the high enrolment quotas at such faculties institutions, which the state paid no attention to. With respect to the above, the desired effect was not achieved, which is why in 2013 the number of unemployed highly educated people in the RS was increased by 77.17% compared to 2010, which represents a great danger to our society.

It can be concluded that the global economic and financial crisis has left a deep mark on the labour market and the unemployed individuals in Bosnia and Herzegovina. The State and its entities are to solve the problem of massive unemployment and force the greater level of activity of Employment Agency, relevant ministries and Government, Labour and Employment Agency of Bosnia and Herzegovina, Agency for Development of Higher Education of Bosnia and Herzegovina, as well as through implementation of an increasing number of active long-term policies, projects and strategies of employment. The entire community, including the above institutions is to contribute to match the supply and demand for highly educated workforce, particularly in the field of social sciences, as well as to reduce the great level of corruption in employment (bribes, gifts, employment initiated via certain political parties).

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