

**Question 1:**

Searching the Internet for the Law on Volunteering of FBiH, apart from other search results, I came across your website and I wanted to ask you what to do when a privately held company advertises vacancies for volunteers, or apprenticeship vacancies since I am an apprentice! Namely, this is a clear breach of the Law and the exploitation of labour force, however, what to do if I decide to begin a voluntary service at that company? Frankly, I need a job, but is it really necessary for all of us who allegedly need to be familiar with these very laws which are being violated, to keep our heads down and let ourselves be exploited in all possible ways? I have already acquired one year and a half of work experience, and I would eagerly like to continue working in my profession in order to take the bar exam, and since the corresponding vacancies are mostly rare, or largely occupied in advance, it seems to me that I have no other choice but to accept anything and everything that is being offered. I would kindly appreciate your advice.

Answer:

Unfortunately, volunteering in FBiH has not been properly regulated. Thus, the Law on Volunteering of FBiH has not been adopted yet.

The status of volunteers-apprentices is currently governed only by the Labour Law of FBiH, Article 28 ([please follow the link here](#)), which is unfortunately still in force and it serves as a legal ground for advertising vacancies. Thus, advertised vacancies are not inconsistent with the Law, however this can be interpreted as a hole in the Law. According to this Law, and this is the part you should draw your attention to, the time limit for a voluntary service cannot exceed one year. And sadly, this does not mean that you have gained employment. Making amendments and changes to this Law has been initiated, but once again the authorities have not excluded volunteers, so essentially nothing will change prior to adoption of the Law on Volunteering of FBiH. We are considerably committed to excluding volunteers from the Labour Law and adopting the Law on Volunteering. We have been actively involved in its creation and promotion.