



TOWARDS A YOUTH POLICY IN FBIH

Survey on the Position and Needs of Youth in the Federation of BiH in 2013

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Towards a Youth Policy in FBiH

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Introduction

Two very comprehensive surveys were conducted in BiH after the signing of the Dayton Peace Agreement. The first survey was conducted in 2008, under the title “Youth Need a Youth Policy”, by the Commission for the Coordination of Youth Issues in BiH and the German Society for International Cooperation GIZ (at the time called GTZ). The survey was done as part of a platform for creating a national youth strategy, which has not been created to date. The second survey, commissioned by UNDP, was conducted in 2012, under the title “Voices of Youth”, using the same methodology as the previous survey, thus enabling a comparison of sorts between the two surveys, which indicate the continuing of negative trends in the position of youth in BiH.

The following analysis is the first comprehensive survey on the problems and needs of youth in BiH, prepared in a close cooperation of the government and the non-governmental sector, i.e. the Federal Ministry of Culture and Sports and the Institute for Youth Development KULT. The survey is based on the legal obligations stipulated in the Youth Law, and intended to serve as a basis for creating a youth strategy in FBiH. The survey was conducted in such a way so as to yield data that can easily be classified according to key areas for the youth population: education, employment, health protection, social policy, informing, participating in public life. The defined issues and needs should be used as a starting point by institutions whose competences include some of the aforementioned areas for which targeted programs are to be made, with concrete measures for finding solutions.

Since the aforementioned previous surveys yielded alarming data on the difficult position of youth in the period from 2008 to 2012, the following Survey predictably offers a similarly bleak image of the position of youth in FBiH, because sufficiently large institutional steps have not been made as yet. However, attention must be drawn to the alarming trend of negative growth, escalating of issues, and the obvious deterioration of the position of youth.

A short overview of the most significant results yielded by the survey clearly illustrates the negative trends. With regard to employment and the labor market, the **unemployment** rate among youth is around 67%, which is approximately 9% more than in 2008. The number of high school graduates decreased by 4400 over the past 3 years, from over 26 000 in 2010/2011 to less than 22 000 in 2012/2013. A third of young people **leave education too early**, mostly due to financial reasons. 88% of youth are not scholarship holders. Youth voice **pessimism** and reveal some of the potential causes for such an attitude. Only 5% of respondents do not believe that bribery is used to procure a position in the public sector. 21% expect a worsening in the future and 27% expect the situation

to stagnate. With regard to health protection, only 40% had a physical exam in the past 12 months, with half of them completing it only for procedural purposes, not as a regular exam. Youth **distrust doctors**, because they see medical workers as products of nepotism and not a professional approach to their field. 7% of respondents either do not have or do not know that they are eligible for **health insurance**. 23% of youth do not engage in recreational activities. **Cultural and sports activities** are expensive, if available at all, since smaller towns barely offer any. 37% would leave the country permanently, 40% for an extended period of time, and 9% have taken concrete steps towards **leaving the country**. 60% of youth cannot contribute to the household budget, and 23% live in households with an income lower than 1000 BAM. 29% of youth have no personal income, 27% opted out of answering, and 16% have a monthly income up to 200 BAM. Only 5% have a monthly income over 1000 BAM. 9% are married, and 7% have children. 7% of youth have independent housing, of which 2% are tenants and 5% are homeowners.

Still, notwithstanding the dismal statistics we briefly recounted, there are some encouraging indicators that may lead to the light at the end of the tunnel. Youth interest in non-formal education and lifelong learning is gradually increasing. The number of participants in non-formal training courses has increased by 10 % in comparison with 2008. Youth are also interested in independent entrepreneurship. 1 in 2 young people would like to start their own business, but to do so they need not only financial, but also advisory and educational support. 16% of them had an opportunity to participate in a business seminar for youth, and 79% would like to take part in a seminar. Usage and availability of the Internet almost doubled from 2008. Youth interest in politics is growing. According to the data of the Central Election Commission, the youth voter turnout for 2012 was 54%, which corresponds with the average voter turnout in BiH. However, the survey showed that as many as 70% of respondents would vote, if the elections were being held the following week.

Although youth largely do not believe that their position will improve, there are some who remain optimistic. A quarter of them believe that their position will improve up to an extent, and 22% believe that their position will improve significantly. They must not be dissuaded. This survey is only the first step taken in that direction. The Federal Ministry of Culture and Sports (which should soon add “youth” to its name) and the Institute for Youth Development KULT are determined to continue the partnership and cooperation with the government of FBiH, with the goal of completing all the stages of developing a youth strategy in FBiH and its subsequent consistent implementation.

Analysis of institutional frameworks and public policies

Formal education, non-formal education and lifelong learning

Introduction

Education is key to success, as well as a symbol of high social standing, a high standard of living, and wealth. Education can eradicate discrimination based on sex, origin, and all other differences among people. Therefore, education is an important segment of a society, especially if one considers the fact that most children and youth spend over a decade in the formal education system. Good education standards are conducive to a healthy development of individuals and lead into a brighter future. In addition to formal education, each individual is entitled to training and lifelong learning, which often have a positive impact on personality development.

The European Convention for the Protection of Human Rights states that "no person shall be denied the right to education", which is a universal human right. It also states that while performing all their functions pertaining to education, the state respects parents' rights to have their children attend classes that follow curricula that are not incongruous with their religious and philosophical beliefs. As a party to the Convention, BiH is obligated to provide access to education which complies with the recommendations of the Convention. The right to education is regulated in social and economic law. The Bologna¹ and Copenhagen² processes set education reform as one of the priorities for the governments of all member states. The Lisbon Strategy³ was passed in 2000 and expired in 2010. Its goal was to make the EU the most competitive and dynamic economy in the world, built on the foundation of knowledge. These strategic documents espouse education reform in both formal and non-formal education.

Education reform is widely considered to be the key activity for ensuring long-term stability of BiH. The Bologna process is the most important and comprehensive reform of European higher education. The goal of the Bologna process is recognition of qualifications of employees and students in the entire European Union, which enables greater mobility and higher chances of employment.

Nevertheless, implementing and applying the international standards on human rights in the educational sector, to which BiH agreed to, is challenging. Although international conventions require that the state respect parents' rights to provide their children with education in accordance with their religious and philosophical beliefs, this is not true for the entire territory of BiH, especially for minority communities, or minority ethnic groups, who are not guaranteed this right. Since BiH is aspiring towards EU membership, it must meet certain criteria in the youth education sector, set out in EU conventions and strategies. One of the problems with education in BiH is the long-standing practice of segregating children, in the so-called "two schools under one roof", a practice especially prevalent in the Federation of BiH.

The strategy for the integration of BiH into the EU defines measures for validating diplomas, improving linkages between the educational system and the labor market, including entrepreneurship. Higher education institutions must be harmonized with EU institutions in the same sector. The structure and form of higher education, as well as curricula, must be changed and adapted to conform to EU standards.

Problems in education are not limited to formal education. On the contrary, these problems manifest most

1 <http://ec.europa.eu/education/policies/educ/bologna/bologna.pdf>, Nov 4, 2013.

2 http://www.see-educoop.net/education_in/pdf/copenhagen-declaration-oth-srb-t02.pdf, Nov 4, 2013

3 <http://www.dei.gov.ba/dokumenti/default.aspx?id=4723&langTag=bs-BA>, Nov 4, 2013.

evidently after a young person has left the formal education system which does not correspond with the needs of the labor market, meaning that youth lack the knowledge and skills necessary for any particular profession. Non-formal and informal education can help youth find employment after leaving the formal education system. The education system must take on the obligation of building individuals' capacities based on competitiveness, which BiH can achieve through the EU pre-accession and accession funds.

The mismatch of the educational system and the labor market have consequences such as the "nationalization" of curricula leading to segregation or assimilation of particular ethnic groups, and the administrative fragmentation of the educational system on the level of BiH, with 14 ministries competent for education. In FBiH there are 11 ministries competent for education – 10 cantonal and one federal ministry.

There is an urgent need for an education reform in BiH, guided by the principles of the Bologna and Copenhagen processes. The legislative, institutional, strategic and financial public policies framework provide the groundwork for the education reform in the Federation of BiH and BiH.

An educational reform entails more than just the reform of the educational framework. Namely, its long-term sustainability is crucial.

Legal Framework

At state level Framework Law on Primary and Secondary Education in BiH, Framework Law on Higher Education in BiH, Framework Law on Secondary Vocational Education and Training in BiH, deal with education and training issues in BiH and FBiH. As a result of education reforms, the following documents were passed: *Bosnia and Herzegovina Pre-School Upbringing and Education – Strategic Development Laws*; Development Strategy of Vocational Education and Training of Bosnia and Herzegovina for 2007-2013 and *Strategic Directions for the Development of Education in Bosnia and Herzegovina with the Implementation Plan 2008-2015*. Also passed was the *Road Map and Action Plan for Inclusion of BiH in the EU Programme Lifelong Learning and Youth in Action and seven basic strategies and guidelines for the implementation of the Bologna process: Framework for Higher Education Qualifications in BiH*; *Standards and Guidelines for Quality Assurance in the Higher Education in BiH*; *Recommendation for Implementation of Quality Assurance in BiH*; *State Action Plan for Recognition of Qualifications in BiH*; *Model of the Addendum to Diploma*; *Manual for Users of the Model of the Addendum to Diploma*. At the level of BiH, the following were established: Agency for the Development of Higher Education and Quality Assurance, Center for Information and Recognition of Qualifications in Higher Education and the Agency for Preschool, Elementary and Secondary Education. Bodies for the coordination of the educational sector were established: Conference of Ministers of Education in BiH, Council for General Education). Also established was the Rectors' Conference of BiH, which sets forth and advocates the common interests of universities in BiH, cooperates with institutions in the education sector, and acts as an advisory body for implementing the higher education reform. There are four levels of education on BiH, preschool, primary, secondary and university education. All laws in entities, cantons and Brčko District should be harmonized with the regulations of the framework laws in BiH. Apart from framework laws, there is no state-level law that regulates general youth issues, because such laws exist at the level of entities and Brčko District.

The Youth Law of the Federation of BiH promotes the concept of lifelong learning through extracurricular activities. Lifelong learning subsumes formal (conventional, institutional education), non-formal education (e.g. improving communication skills), informal education, inter-generational education (exchange of knowledge in the family, among friends, reading).⁴

Lifelong learning is still in its infancy in FBiH. An initiative has been launched to pass the law on adult education in FBiH, which would regulate lifelong learning, the type of learning individuals engage in after leaving formal education. Youth who complete their education can also use lifelong learning for further training and specialization.

Institutional Framework

Given that the state of BiH has limited competencies, entity ministries of education have higher authority in decision-making. In the Federation of BiH, cantonal ministries make the majority of decisions on education.

The institutional state of the educational sector in BiH is a reflection of the state structure, on the basis of which all competencies in education are defined. The Agency for Preschool, Elementary and Secondary Education was founded in January of 2009, and has limited competencies.

The Federation of BiH consists of 10 cantons with cantonal ministries in charge of education making decisions related to the field of education, each within its legal framework. Additionally, on the federal level, the Federal Ministry of Education and Science is the eleventh ministry responsible for decision making in education, and coordinating and monitoring cantonal decisions on education.

The Federal Commission for the Coordination of Youth Issues is a standing commission of the House of Representatives of the Parliament of FBiH, which discusses and proposes new laws and acts regarding youth status issues and the role of family in the lives of youth, and provides recommendations for creating a federal youth policy. This Commission deals with all youth issues and therefore has the authority to influence the youth educational policy.

Cantonal ministries of education have full and undivided competencies in the field of education. The Federal Ministry of Education and Science is a federal level ministry without direct competencies in the field of education and is responsible for the coordination and cooperation among cantons. Cantons can decide on the competencies they wish to transfer to the federal Ministry, which means that the spectrum of functions performed by the federal Ministry is quite limited. According to the Law on Federal Ministries and other Bodies of the Federal Administration, the Federal Ministry of Education and Science is responsible for performing administrative, professional and other duties as defined by law, which relate to the Federal jurisdiction in the field of education and science. The Federal Ministry of Education and Science enforces the aforementioned legal framework on the level of BiH.

At the cantonal level, ministries of education and pedagogical institutes hold jurisdiction over the education sector. Cantonal assemblies have cantonal commissions on youth issues, whose competences include culture, sports and education. The commissions propose youth activities in accordance with their competencies. At least one member of the committee should be the member of a youth council. Cantonal ministries' jurisdictions include the educational policy, legislation, administration and funding, implementation of documents adopted at state or international level, and representing these administrative units during the entire educational reform process. Ten cantonal ministries (most of which are competent for education and science or culture and sports) and all seven pedagogical institutes are competent for education in their territorial unit. All pedagogical institutes except the Institute of Education in Mostar and the pedagogical Institute in Bihać, are independent legal entities functioning as part of cantonal ministries. Their size and capacities for performing their functions vary by canton. Directors of pedagogical institutes are routinely chosen through a public call for a civil servant position, with the exception of the Pedagogical Institute in Bihać, Institute of Education in Mostar and the Cantonal Pedagogical Institute in Mostar. The budgets of pedagogical institutes are usually part of the budget of the competent ministry. Ministries and pedagogical institutes in BiH are responsible for 381 elementary schools and 201 high schools. At the level of higher education there are six universities under the purview of cantonal ministries of education. The six universities comprise 65 faculties as independent legal entities. In FBiH, with the exception of the University of Tuzla, universities consist of legally independent faculties. Several cantons use the services of the Institute of Education in Mostar, and the Hercegovacko-neretvanski Canton has two pedagogical institutes. The Institute of Education cooperates with schools in the Posavski, Srednjobosanski, Hercegovacko-neretvanski, Zapadnohercegovački Canton and Canton 10.

Cantons are authorized to transfer competencies in the field of education to cities or municipalities in their canton, or to the Federation. The competencies of the Federation are determined by its responsibility for protecting education as a human right and are limited to coordinating cantons in the education sector. The Federal Ministry of Education and Science coordinates preschool, primary and secondary education, and is mostly related to participation in the educational reform process in BiH and cooperation among the state, Brčko

4 Guide to the Youth Law of BiH, Institute for Youth Development KULT, 2011.

District, entities and cantons. The basic competences of the Ministry as the coordinating body of the education reform are effectuated in involvement in activities on creating a legal framework for primary, secondary and higher education, professional tasks pertaining to the process of creating a common core for curricula, revising textbooks in BiH etc. The remaining functions of the Ministry mostly involve providing financial support for building, renovating and equipping educational institutions, supporting talented students and enhancing pupil/student standards and grading. The Ministry's Inspectorate is responsible for the verification and validation of diplomas and grade reports, and inspecting educational institutions in FBiH when necessary, independently or in cooperation with cantonal inspectors.

In keeping with the constitutional jurisdictions of cantons in creating the educational policy and legislation on education and ensuring access to education in cantons, the preschool, primary, secondary education, vocational training and universities are regulated by relevant cantonal laws. As for primary and secondary education, all ten cantons enforce the laws adopted or amended in keeping with the state Framework Law. Ministries of education and pedagogical institutes/institutes of education are in most cases parts of ministries. In cantons where pedagogical institutes do not exist as separate institutions, or their capacities are inadequate, their function is performed by one of the existing institutes, or the Federal Ministry of Education and Science. In higher education, administration is the responsibility of corresponding cantonal governments and ministries of education.

Opening primary schools falls under the purview of cantons or municipalities with permission from the Ministry of Education. Private and legal persons, domestic or international, can also open schools provided that they obtain permission from the Government or the ministries. High schools, general or vocational, can be either public or private, with public schools being opened by the canton, with the Government's permission. The number and location of schools are determined by the Government. The procedure of opening a school entails fulfilling conditions related to the number of students, funding, premises and equipment, teaching staff, curricula approved for use, and any other issue deemed significant by the Minister of Education. Primary and secondary schools with the status of public institutions are funded by cantonal, town or municipal budget, and other sources. Jurisdiction over opening universities and higher education institutions was assigned to cantonal governments and private or public persons with permission of the cantonal government. Higher education institutions are funded from the budget of their founder, and their own sources (self-funding).

School directors are responsible for management, organization and improvement of the school's functioning, ensuring the implementation of the Ministry's decisions, organizing pedagogical oversight of classes, making decisions in the hiring process of staff and expert associates, etc. The school director is chosen through a public call and named by the school Board. The Board and the Ministry can also relieve the director of his/her duty. Universities and higher education institutions are managed by a rector or dean, appointed and dismissed by the administrative board of the university or higher institution. In keeping with the rules set by the minister, the educational institution forms teaching and school organs with the purpose of engaging in activities towards the implementation of the curriculum, grading and enhancing student/teacher performances.

Activities at universities and higher education institutions that require expertise, such as adopting curricula and improving the educational process, are conducted by the Senate and the Faculty Council. The school board is responsible for the school's administration. Depending on whether the school was opened by the canton or municipality, members of the school board in public schools are appointed by the cantonal government or the municipal mayor, based on criteria and procedures set by the minister of education. The basic competencies of the school Board include adopting and implementing a yearly calendar, making decisions on allocating funds, issuing public calls for filling the position of the school director, appointing and dismissing him/her, adopting the Statute and other internal documents, implementing the Minister's decisions and orders, etc.

Some cantonal governments appoint supervisory boards for overseeing schools' functioning. Administrative boards of universities and higher education institutions are responsible for administration, whereas supervisory boards are authorized for overseeing the institutions' functioning. Members of administrative and supervisory boards are appointed and discharged by cantonal authorities. Administrative and professional oversight of a school's work is conducted by education inspectors from the Ministry of Education and pedagogical institutes/institutes for education. The duties of the educational inspector involve the application of laws and other regulation pertaining to preschool, primary, secondary education, vocational training and higher education, curricula, student/teacher standards, school's functioning, use of textbooks and teaching aids and implementing the Minister's decisions.

Expert overseers are responsible for monitoring the implementation of the curricula, the work done by the teaching staff, expert associates and directors, as well as assisting in planning and organizing educational activities, and evaluating students' progress. Administrative inspections of universities or higher education institutions are performed by the Ministry of Education.

The role of local level authorities is regulated separately by each canton and is mostly related to school building maintenance and financing a part of material expenses. In accordance with their authorizations regarding the public needs of citizens, the main responsibilities of municipalities in the education sector are the development, administration and funding of preschool education. Competences regarding primary and secondary schools include: appointing their representatives to school boards, organizing transportation, providing meals and accommodation to students; providing financial assistance for school buildings; competitions and other extracurricular activities. The competencies of local communities in the educational sector differ by canton.

The Agency for Standards and Grading in FBiH has been responsible for setting grading standards since it was established in 2000, dealing especially with external grading of primary school students and determining the standards for students' achievements in some subjects.

Public Policies Framework

We live in dynamic times with exigencies regarding knowledge and skills different than those 10 of 20 years ago. Today, foreign languages, computer and communication skills, technology education, entrepreneurship and social skills such as advocating and lobbying, teamwork and leadership, etc, are more important than ever. Formal education must be adapted to the newly arisen needs, although doing solely that is still not enough. These skills must be honed through non-formal education, which has for a long time now been recognized in the most important European strategies for the education sectors, and beyond. Furthermore, lifelong learning is an important segment of education, especially in developed countries where persons going through the third age are educating themselves and are open to new experiences. Informal learning also has its place in education strategies at the European and world level. Therefore, although formal education is still the most common and most well-known learning method, the benefits of non-formal, informal and lifelong learning are so significant that we must not disregard them. Today, the ability to think critically is highly valued, and it is primarily achieved through non-formal education during which participants are encouraged to adopt a critical approach.

In addition to world trends, education must meet the needs of the population on the territory for which the competent institution passes and/or implements laws. In the Federation of BiH it is necessary to improve the competitiveness of the labor force and increase employment rates, establish linkages between the education system and the labor market, improve the educational structure and IT infrastructure, increase the social inclusion of children returnees and children from rural areas, the poor and youth with developmental difficulties.

High school enrollment rates in BiH are 76.2%, with 54% of youth graduating without repeating years. Reasons given for early school leaving are lack of funds (34%), finding employment (27%) and agricultural work (7%). To some extent, students leave school due to obsolete teaching methods and ineffective grading, which is detrimental to youth's motivation to continue their education and progress in such an environment. As a result of education reforms, several strategies have been adopted on the level of BiH, stated in the introductory part of the topic Formal education, non-formal and lifelong learning. Entity and cantonal strategies must be harmonized with state level strategies. In January 2013, the Federation of BiH adopted the Strategic Directions for Developing Higher Education in FBiH 2012-2020. This strategy proposes that a council be formed for developing higher education in FBiH, which would be in charge of internal and other types of issues arising in the cantons and higher education institutions founded by the cantons with the support of the Federal Ministry of Education and Science. On the federal level there is no strategy for primary and secondary education and training, so the Federal Ministry uses state level strategies. Some cantons have education development strategies, while in others strategies are currently being developed. Given that BiH is moving towards EU integration and harmonizing standards in the field of education, education

strategies on all levels of government must be harmonized with EU standards. Strategies should be focused on the following goals:

- increasing enrollment rates in secondary education to 90%, and to 80% in general high schools and 4-year vocational high schools;
- providing the option of transferring from 3-year into 4-year vocational schools;
- introducing obligatory external high school graduation examination after 4 years of secondary education;
- developing broader, more flexible education that easily adapts to the conditions on the labor market;
- developing a qualifications framework for lifelong learning in accordance with the European Qualifications Framework⁵;
- providing more joint degree programs in cooperation with foreign higher education institutions.

Financial Framework

Education in FBiH is funded almost exclusively through the budgets of entities, cantons, and, in some cantons, municipality budgets. Therefore, there are eleven budgets which provide funding for education; one entity-level and ten cantonal-level budgets, including the budgets of some local communities. The Federation of BiH allocates 6% of the GNP for education, and it is recommended that this amount be increased. Budget allocations per student/pupil vary in different cantons, as do budget allocations for staff salaries in education. Funds for salaries and benefits are planned with regard to the number of employees, number of classes and hours, whereas according to European standards salaries and benefits are planned with regard to the number of students and pupils.

While utility expenses are planned, amortization of equipment and buildings are most often not planned. Similarly, funds for capital investments are in most cases not planned. BiH allocates 4% of education funds for capital investments, 88% for paychecks and 8% for material expenses. Therefore, in both entities, funds for paychecks and material expenses are vastly greater than funds for capital investments, and must be optimized. It is necessary to optimize education, in the sense of increasing the number of students and decreasing the number of classes and teachers relative to the number of students (1:20 in the EU, 1:14 in primary schools in BiH, which shows unwarrantedly high expenses per student). There is a noticeable lack of transparency in reporting and monitoring the effectiveness of education in accordance with international standards on all levels of government in BiH. The Federation of BiH and BiH must produce statistical data on education in compliance with the demands of the European Union and EUROSTAT, to establish baseline indicators for developing improved programs.

Local, cantonal and entity level governments provide some financial support to students through annual scholarships. The Federal Ministry of Education and Science and the Federal Ministry of Displaced Persons and Refugees award scholarships to students, with the Ministry of Displaced Persons and Refugees awarding scholarships to student returnees in Republika Srpska. 12% of youth in the formal education system are scholarship holders. Municipalities allocate 5% of their budget funds for scholarships, cantons 3%, non-domestic sources and the economy 2%, and the Federation of BiH around 1%.

The Federal Ministry of Transport and Communication instructed all public telecommunications operators to organize promotional competitions in developing software applications, for all high schools and universities on a bi-monthly basis, outside the scope of what is directly necessary for their business. In doing so, they give youth an opportunity to earn money to invest in their education, and gain insight into the development of the best prospective programmers to whom they might want to offer scholarships. Public companies under the purview of this Ministry sponsor and donate to youth education, and youth sports and cultural events.

5 European Qualifications Framework, available at www.vetbih.org

Employment, Addressing Unemployment and Youth Entrepreneurship

Introduction

Unemployment is the biggest problem of the society in BiH, affecting youth as well as other age groups. Although unemployment is defined differently and unemployment rates depend on the definition, the Agency for Statistics of BiH uses the definition of unemployment provided by the International Labor Organisation (ILO). According to ILO the standard international definition of unemployment comprises all persons above the specified age of economically active persons who (1.) were without work during the reference period, (2.) were available for work during the reference period, and (3.) were seeking work (taking specific steps to seek employment). Therefore, criteria for the standard definition of unemployment relates only to an individual's activity during a particular reference period. All three criteria must be met at the same time. According to statistical data of statistical agencies in BiH, the unemployment rate in BiH in 2012 was 28%. The rate determined in an unemployment survey in FBiH in 2012 was 29.4% (27.7% for men and 32.2% for women). According to the data of the Federal Agency for Statistics the average unemployment rate in FBiH in 2012 was 46.36% with a growth tendency of (0.90%) compared to the previous year.

According to a survey conducted in April 2013, the unemployment rate is highest for youth aged 15–24, at 59.1% (59.1% for men and 59.2 for women)⁶. The high youth unemployment rate in the Federation of BiH has a negative impact on the economy, work force competitiveness and puts youth in a disadvantaged position in the long-term. Youth make up 34.07% of the total number of unemployed citizens. Of all qualified individuals registered with employment agencies in FBiH, as much as 42,75% are seeking employment for the first time. The average number of qualified individuals seeking employment for the first time in 2012 is 2.64% higher than in 2011.

The conclusions of the 2012 European Commission Progress Report on BiH are not favorable:

- The unemployment rate in BiH is three times higher than that of the EU, even with the currently stagnating unemployment rates in the EU;
- Long-term unemployment rate in BiH is five times higher than the average long-term unemployment rate in the EU;
- Low work force activity is characteristic for women, youth (15–24), the 50–64 age group, and persons with primary education, or less.

There are many reasons for the current high unemployment rate in FBiH and BiH, some of which are:

- inadequate economic structure based on low value added sectors and dominated by the basic and raw materials sector;
- high unemployment rate inherited from the previous system, since the unemployment rate in 1991 was 24%;
- inadequate privatization process, in which the government did not focus on modernizing and restructuring the finances, organization and management of public companies, which resulted in the

6 Agency for Statistics of FBiH BiH, Labor Force Survey, July 2013.

- closing of approximately half of the companies, with an enormous loss of jobs;
- the informal labor market generates the highest number of jobs, and over 18% of workers in the informal market are youth;
- mismatch of the educational system and the labor market;
- inadequacy of the current employment programs in FBiH, mostly based on financing or co-financing internships, which does not lead to sustainable employment.

The consequences of unemployment impact the self-esteem and life standard of youth, as well as emigration from BiH into EU member states, or even outside the European continent. In that case youth often leave BiH permanently in search of a better life, causing "brain drain". From 2004 until today, 20 000 individuals with higher education, mostly youth, left BiH.⁷ The data of the Institute for Youth Development KULT shows that 150 000 young people have left BiH since the end of the war. 60% of youth want to leave BiH in search of jobs in wealthier countries with a more promising future. The reasons youth give for wanting to leave BiH are: corruption, unemployment, low life standards and lack of prospects. On the other hand, employers blame the current lack of employees on the following: underqualified labor force, lack of work experience (18.65 percent), lack of financial incentives (17.68 percent) and the tax policy (16.39%). Employers are most dissatisfied with the candidates' lack of experience (32.47%), and their qualifications (19.63%)⁸. Furthermore, as a consequence of unemployment, youth who work in the informal labor market lack the motivation to seek jobs in the formal labor market because of the many rejections they had previously faced, and due to their belief that the formal labor market is teeming with corruption, nepotism and violations of youth's rights. As much as one third of youth does not complete their secondary education, which leads to social exclusion and long-term poverty.

Legal Framework

Laws regulating employment are called Labor Laws in BiH. There is no law regulating labor at state level; such laws exist at entity and cantonal levels. Exceptions are the Law on Civil Service in Institutions of BiH, the Law on Labor in Institutions of BiH, which are state level laws applying only to state institutions. Entity level laws regulate labor at lower levels of government and the private and non-governmental sector.

The law regulating labor at the federal level is the **Labor Law of FBiH**. Issues pertaining to cantonal labor relations are regulated at cantonal level, with regulations harmonized with the federal law. Additionally, labor relations can be regulated by internal regulations of a company or organization, which in turn must be harmonized with the federal law. At cantonal level, the monitoring of the law's enforcement is the responsibility of cantonal inspections. The existing laws are not enforced on the federal level. Many young people work in the informal labor market without a contract, even for several years. High taxes discourage employers from signing contracts with youth, and youth do not leave the informal labor market due to the lack of employment opportunities. According to the **Act on Mediation in Employment and Social Security of Unemployed Persons**, mediation in employment can be performed by public employment agencies (Federal Employment Agency and cantonal employment agencies) and private agencies. Local level branches of the Employment Agency are employment bureaus, which directly communicate with unemployed persons. Youth have few chances of finding employment in the public sector, because the law requires at least 2 years of work experience in order to be eligible for a position in this sector. Since youth have no proof of work experience in the formal labor market, they often do not meet the criteria for public calls for filling positions in the public

7 According to Eurostat data EUROSTAT-a, <http://www.slobodnaevropa.org/content/odliv-mozgova-iz-bih-zbog-siromastva-i-nezaposlenosti/24716034.html>
8 Analysis of the labor market and employment in FBiH in 2011 with evaluations for 2012, Employment Agency Of FBiH, Sarajevo, 2012.

sector. **The Law on Volunteering of FBiH**, adopted in November 2013, will help youth in finding employment by ensuring that their volunteer work in their profession is recognized as work experience.

Pursuant to the Youth Law, the competent ministry in FBiH shall provide federal grants and transfers with the goal of promoting youth employment and entrepreneurship, particularly for youth without work experience. The Law treats employment as a segment of the youth sector.

Institutional Framework

The Ministry of Civil Affairs at state level is responsible for the sector of labor and employment, with the Department of Work, Employment, Healthcare, Social Protection and the Pension Fund. At state level, labor and employment are the within the purview of the Labor and Employment Agency of BiH. There are two other standing bodies within the Council of Ministers: Directorate for Economic Planning (DEP) and the Commission for the Coordination of Youth Issues in BiH. The Directorate for Economic Planning is in charge of issues regarding entrepreneurship, employment, labor market and social inclusion. In FBiH, the Government of FBiH shares the responsibility for employment with the cantons. The institutions competent for matters of labor and employment in FBiH are the Ministry of Labor and Social Policy, the Federal Employment Agency and the Inspection Service. The Federal Ministry of Development, Entrepreneurship and Craft also holds some competencies regarding employment, and incentivizes certain economic sectors. The activities of this Ministry are focused on developing entrepreneurship and crafts, applying innovations and introducing modern technologies in the entrepreneurship and craft sector. The main departments of the Ministry of Labor and Social Policy are the Department of Labor and Employment and the Department for the Implementation of Projects of Social-Financial Assistance, Training and Re-Employment. Responsibilities of the Federal Employment Agency are regulated by the Law on Employment and Unemployment of FBiH and entail the coordination, harmonization and keeping statistical records of the situation on the job market and unemployment in FBiH. Ten cantons in FBiH have cantonal ministries responsible for labor and employment issues, as well as labor and employment agencies, and one or more employment services. Cantonal employment services and the Federal Employment Agency are funded through payroll taxes, by allocating 70% of funds to the cantonal employment service and 30% for the Federal Employment Agency. Cantonal employment services are required to provide monthly reports for the Federal Employment Agency. Cantonal services are responsible for registering unemployed persons, collecting data, mediation in job seeking, implementation of active employment seeking measures, and providing social assistance to the unemployed. Although these are employment institutions, they lack the capacities for tailoring their work to youth needs. These institutions have an inadequate role and working conditions, along with underqualified staff and are only used by the governments as an inventory of citizens' social needs. The institutional framework in the field of labor and employment is not financially viable, efficient, or effective.

Public Policy Framework

Youth employment is an issue of increasing importance for governments and international organizations around the world, and is becoming a significant focal point of national strategies. The United Nations, the World Bank and the International Labor Organisation (ILO) are assuming the leading role in addressing the issue of youth unemployment and employment. With the goal of increasing accountability of national governments in solving the problem of youth unemployment, the United Nations, in cooperation with other organizations

and member states have passed several declarations. One of such declarations is the Millennium Declaration, inviting governments to “develop and implement strategies that give young people everywhere a real chance to find decent and productive work”. In 2002, the United Nations Secretary-General initiated the Youth Employment Network. Based on this Initiative, in December 2002, the General Assembly adopted the Resolution on Promoting Youth Employment. The Resolution encourages member states to prepare national reviews and action plans on youth employment. As a result of the Resolution, all UN member states were sent guidelines for preparing national reviews and action plans in March 2003, inviting governments to submit their action plans to the UN Secretariat no later than March 2004. In addition to the aforementioned initiatives, there are two more documents which contribute to the framework and provide references and guidelines appropriate for issues that need to be addressed in the field of youth employment. The Lisbon Declaration on Youth Policies and Programs defines the general framework for national youth policies and uses it to address issues of youth participation, development, education, employment, health, drug abuse and addiction. In the section on youth employment, the Declaration suggests that the national policies ensure equal opportunities for paid work for young men and women, and equal protection from discrimination. The Declaration puts emphasis on creating partnerships among public authorities, the private sector and educational institutions, together with civil society initiatives, with the goal of promoting youth employment. Governments should promote education and training for employment and ensure the continuous adaptation of education to the volatile economic sector. Educational and training institutions should provide youth with career counseling.

Governments should also invest in youth entrepreneurial capacities, providing them with skills and resources for starting their own businesses, with special focus on rural areas.

The European Union suggests that youth policies address different levels of government, primarily government institutions at state level, lower levels and local level. It has been acknowledged that youth policies in some countries of Southeastern Europe require strong support of Europe and that the EU must play an active role in promoting the recommendations of the Working Group on Young People within the Task Force of the Stability Pact. This Task Force recommends that countries in the region create national action plans on youth policy in cooperation with youth and youth organizations. The goals of the European Union with regards to youth employment are:

- increasing the youth activity rate to 70%, increasing youth employment and ensuring high-quality education and training for improving youth's ability to participate in the labor market;
- achieving equality of youth on the labor market;
- reducing the social exclusion of youth.

Educational and training institutions which provide youth training should also provide career counseling. Governments should help youth develop entrepreneurial skills and support their small businesses.

BiH adopted the Employment Strategy for 2010–2014, which acknowledges the high rate of youth unemployment as a problem. The main goal of the strategy with regard to youth employment was to reduce youth unemployment to 30% by 2014. Considering the 60% youth unemployment rate in BiH in 2013, this goal is not likely to be met in 2014. Youth unemployment in the 2008–2013 period is growing at a significant rate.

The document Work Program of the Government of the Federation of BiH during the 2011–2014 term of office, states as one of the government's policies the “developing of efficient mechanisms for providing youth with an opportunity to access the labor market and complete an internship”. The mechanism in question, for solving youth unemployment is an evaluation of the ongoing action of incentivizing through the Employment Agency and enhancing the existing system of mechanisms for providing incentives. Volunteering or doing an internship were offered as mechanisms for addressing youth unemployment. However, internship, or as law defines it, volunteering, is a short-term way of reducing the unemployment rate which spikes again after a completed internship of one year, at most, because youth do not remain employed in public service. Utilizing the knowledge and capital of the émigrés is another way the document proposes to solve this crucial problem faced by youth in FBIH and BiH. Émigrés can use the knowledge, ideas and capital generated in other countries, to create jobs

in BiH and provide employment opportunities for youth. Attracting foreign capital investments requires a highly productive, educated and competitive work force – a country's biggest advantage. It would also provide an atmosphere conducive to successful youth entrepreneurship. Given that the public sector has the capacities for creating and implementing programs for improving investments in the economy, and considering the fact that it spends 40% of the GNP, it bears the greatest responsibility for youth employment factors.

Activities of the Federal Employment Agency

The employment policy in FBIH is regulated by the Act on Mediation in Employment and Social Security of Unemployed Persons, the Employment Strategy for 2009–2013 and the Employment Action Plan in FBIH for 2010–2013. These documents treat youth and women as hard-to-employ categories.

The Federal Employment Agency is implementing or planning to implement the following youth employment programs.

1. **Employment co-financing program “Opportunities for all”** – the target group are youth without work experience, women, demobilized soldiers, long-term unemployed, members of the Roma community and other hard-to-employ categories of youth. The implementation period is 2013–2014. The project is funded by the Federal Employment Agency, with 12 500 000 BAM. The goals are to employ as many unemployed young persons as possible, with an emphasis on social and gender responsiveness, for the purpose of strengthening their competitiveness on the labor market, preventing long-term unemployment and helping them acquire work experience.
2. **Program of co-financing youth self-employment “Youth Entrepreneurship”** – the goal of the project is to encourage small businesses and the target group are youth registered with cantonal employment services. The project is funded with 1 450 000 BAM, by the Federal Employment Agency. The implementation period is 2013–2014.
3. **System of integrated centers for incubated development and consulting** – the goal of the project is to establish integrated centers for incubated development and consulting in cooperation with municipalities and other partners, and ensuring that potential entrepreneurs – users of the incubators – have the basic conditions for starting and running their own business during the first year. The target group are unemployed young people, regardless of age and level of education, registered with the Federal Employment Agency. The implementation period is 2013–2014 and the funds provided by the Federal Employment Agency are 2 800 000 BAM.

Some other projects of the Federal Employment Agency are: Program for strengthening the competitiveness on the labor market through gaining work experience, retraining and additional training, Program of co-financing Golden Badge for 50 persons and internships for persons with high schools, vocational training, post-secondary education and specialists, for 360 persons.

Active policy measures aimed exclusively at youth in 2012:

1. The program to co-finance employment of youth without work experience, who were given a chance to acquire work experience, for 875 young persons. The budget was 4.782.250 BAM and its implementation finished in 2012.
2. The program to co-finance employment of youth without work experience “400+” which was part of joint activities of the Federal Agency and the UNDP Development Program, implemented and part of the YERP (Youth Employment and Retainment Program). It employed 323 persons, including 129 women. The

- program was implemented from 2010 to 2012.
3. The program to co-finance self-employment of youth without work experience “Youth Entrepreneurship” – the goal of this program was to encourage self-employment of 145 youth registered as unemployed in FBIH by co-financing the expenses of starting and running a business during the first year. The program had a budget of 1 015 000 BAM and by the end of 2012 had awarded 463 000 BAM. The program was finished in 2012, and 99 young people participated. Evaluation three months after the expiration of the contract shows that 64 persons continued running their business, while 35 did not.
 4. The goal of the Program for strengthening the competitiveness on the labor market was to provide youth without work experience the chance for professional training and acquiring work experience in their field, this strengthening their competitiveness on the labor market. This program had a budget of 4 554 000 BAM, including 4 140 000 for co-financing professional training and providing work experience for 1000 unemployed young persons. 414.000 KM was intended for long-term unemployed, women, Roma population, members of fallen soldiers’ families, persons with disabilities, single parents, former addicts, parents of children with special needs, victims of violence and former residents of the homes for children without parental care.

Other activities aimed at young people are:

1. Job fairs – supporting the 4th job fair for students and graduates of technical and technological faculties JobFair ‘12 – Seize the Opportunity.
2. Work during school breaks in Germany – included 200 students from BiH in 2013, who mostly worked in hotels, restaurants and consulting. Pay and working conditions are regulated by German law and foreign students working in Germany have the same rights as German workers.
3. Activities aimed at students and the educational system – the Federal Agency in cooperation with cantonal services establishes a system of regular informing in primary and secondary schools in FBIH, to inform students on the importance of higher education and participating in the labor market. Professional informing is conducted by employees of municipal employment bureaus and career counselors CISO (Centre for Informing, Counseling and Training)⁹.
4. Cooperation with the non-governmental sector – the Federal Agency cooperates with non-governmental organizations whose goal is to improve the position of youth when it comes to employment.

Financial Framework

One of the more significant projects on youth employment currently being implemented is the Youth employment Project. YEP is in its second stage of implementation which will last until 2014. It is supported by the Swiss Agency for Development (SDC) and the Austrian Agency for Development (ADC), and is implemented by the German consultancy company GOPA in cooperation with the Employment Agency of FBIH and the Employment Agency of RS. Clubs for youth employment have been opened, with the aim of helping persons in the 18-30 age group who have been registered as unemployed for at least six months, to learn the techniques of active job seeking. In addition to these clubs, four forums on youth employment were organized, including the key actors in the employment sector. It is estimated that the project has employed 500 young people in BiH and established a better cooperation between the private sector, unemployed youth and entity employment agencies.

More significant funding for employment programs is mostly provided by foreign agencies of national ministries of EU member states, and less so by the FBIH of cantonal budget, due to lack of funds. The government's lack of funds for capital investments and youth employment is a consequence of an inadequate allocation of budget

9 CISO centres were formed as part of the YERP – Youth Employability and Retention Program in BiH, with the goal of providing services for youth under the age of 30.

funds, as 60% of the budget is spent on social assistance, leaving a small percent for capital investments which could propel the economy.

According to the Employment Strategy of the Federation of BiH, it is “necessary to increase investments in physical capital, especially infrastructure and technology due to the need to modernize production processes and the economy in general. Investing in physical infrastructure and new technologies must be accompanied by a similar level of investments in the knowledge and skills of the labor force that will be required to use the new infrastructure and technologies”¹⁰. Although the strategy acknowledges the need for increased investments in the labor force and development of the economy, it does not provide concrete recommendations as to the exact percentage of the budget that should be allocated to employment. At federal and cantonal level, the government provides funds in the form of investment incentives. Those funds, however, are limited. The European Union adopted a 960 billion¹¹, Euro long-term budget for 2014–2020, including 6 billion in youth employment investments in 2014 and 2015.

In addition to funds provided by the Federal Employment Agency, the cantonal employment services use their funds or other institutions’ funds to implement employment programs intended for youth. Cantonal employment services are often unable to implement financially more substantial programs of active employment policies, due to the so-called passive measures which entail the allocation of funds for social and financial security during unemployment.

Healthcare and Preventive Care, Reproductive Health of Youth

Introduction

Health is a prerequisite for progress in any society, and investing in a healthcare system is a long-term investment. Health is the state of complete physical, psychological and social well-being, not merely the absence of health or weakness. Therefore, health demands a multidisciplinary approach, not only in the area of healthcare, but also education, economy, transportation, etc. According to data provided by the World Health Organisation, the extent to which health is influenced by the healthcare system is only 10%, with the rest resulting from other circumstances: living conditions, access to clean water, education, etc.

Youth should be approached as a vulnerable segment of society because in the process of transitioning from childhood into youth, behavioral patterns change significantly.

Youth in FBIH and BiH are affected by war and the post-war period in BiH, which makes them particularly susceptible to health risks. Risks that youth are vulnerable to are: abuse of psychoactive substances, alcohol and tobacco products, poor mental health with an increased suicide rate in the youth population group, poor physical health caused by a lack of physical activities, peer violence, lack of information on sexual and reproductive health, risk of HIV/AIDS and sexually transmitted diseases.

10 Employment Strategy of FBIH 2009–2013.
11 <http://balkans.aljazeera.net/vijesti/odobren-dugorocni-budzet-eu-do-2020>, Nov 27, 2013.

There are institutions and associations that deal with youth health issues, but most of them are not sufficiently receptive of youth, resulting in a distrust of such institutions and their staff. Youth do not trust medical workers and fear stigmatization in their community, which is particularly noticeable in HIV/AIDS testing and counseling. Nevertheless, there is a growing number of qualified medical workers who are trustworthy, straightforward and a source of adequate information.

Poverty and an unfavorable social-economic situation are detrimental to youth health. 10% of youth in BiH do not have health insurance. The complicated process of applying for healthcare, which can be used only in a particular canton or entity, decreases the domestic mobility of youth. Distrust of health workers in their local communities leads youth to engage in risky health behavior. Health care institutions often lack adequate facilities, which exacerbates the problem, resulting in youth losing faith in the public healthcare system, although they often cannot afford treatment in private health care institutions.

In conclusion, the healthcare sector, like other areas, lacks a programmatic approach to solving youth issues. Meager financial funds allocated for youth by all government levels are also a factor.

Legal Framework

There are four laws at state level that regulate the issue of healthcare and indirectly deal with youth health. *The Law on Prevention and Combat Against the Abuse of Narcotics, Law on the Basics of Road Traffic Safety, Gender Equality Law, Framework Law on Primary and Secondary Education in BiH* are laws which indirectly touch upon youth issues.

In the Federation of BiH the healthcare sector is regulated by 15 laws, including the Youth Law of FBiH, which contains articles pertaining to youth health issues. The following laws regulate youth health:

- **Health Care Act** – regulates the competencies of FBiH and the cantons in the area of health care. This law provides for activities for the purpose of prevention and education citizens on health issues. The Law encompasses the entire population of the Federation of BiH, with special focus on the primary health protection of children and youth, and women, before, during and after giving birth.
- **Law on Health Insurance** – regulates the health insurance of youth and children through the beneficiary's family, and obligatory health insurance until the age of 15. Youth over 15 years of age can receive insurance through their family by the age of 26 if they are full time students. This law provides for health protection for persons unable to live and work independently, but is no gender differentiation, or measures specific to youth.
- **Law on principles of social protection, protection of civilian victims of war and protection of families with children** – defines the categories of children and youth who are entitled to social protection (children without parental care, educationally and physically neglected children, children with developmental difficulties caused by the situation in the family, disabled persons and persons with physical and mental disabilities, and persons with negative social behavior). The Law provides for financial assistance and developing skills for everyday life and labor. It provides the framework and definitions of social protection on the level of FBiH, while giving cantons competencies over regulating social protection.
- **Family law** – regulated the protection of the health of children and youth in the family, and the obligations of parents or caretakers. If parents are unable to protect children from different forms of violence or vices, the Law stipulates measures allowing for the person to be entrusted to the care of an institution, or a

different family, and, in extreme cases, terminating parental rights in a court procedure, if that is deemed to be in the best interest of the child.

- **Labor Law** – strict in the area of youth and employment. Youth aged 15-18 are entitled to special protection during employment. A person under the age of 18 cannot sign a contract which would endanger their health, moral values or development. Under this law, youth aged 15-18 are protected from hard physical labor, overtime, working underground, under water or performing any other task that entails risk and could negatively impact the psychological and physical development of youth in this age bracket. Penalties for violating any of those articles in the Law are regulated in the Criminal Law.
- **Law on Limited Use of Tobacco Products** – this law prohibits the use of tobacco products in educational institutions, facilities for children and students, medical facilities, social facilities and other public institutions. The sale of tobacco is prohibited in sales outlets less than 100 m away from preschools and school, and on the premises of sports and recreational facilities. Selling tobacco products to minors under 15 years of age is prohibited. This age limit is lower in FBiH than in RS, in compliance with the recommendation of the World Health Organization, prohibiting the sales of tobacco products to persons under the age of 18.
- **Youth Law** – the law was passed in 2010, and regulates issues related to youth life, position, and activities in FBiH. The law defines for the first time the age span of youth in FBiH (15-30 years old). This law recognizes social care, healthcare, preventive care and reproductive health of youth as areas pertaining to the youth sector. The law regulates the process of developing entity, local and cantonal youth strategies, which are to be developed on the basis of a previously conducted survey on the position and needs of youth.

Other laws regulating youth health are: *Pension and Disability Insurance Act, Law on Protection from Domestic Violence Law on the Protection of Persons with mental Disorders Criminal Law, Criminal Procedure Code, Law on the Basics of Road Traffic Safety, Law on Displaced Persons – Refugees and Expellees – Returnees to FBiH.*

It should be pointed out that healthcare is non-transferable. This fact has caused major issues for persons who work in a canton different than the one where they are registered for healthcare. Although arrangements have been made between the entities and among cantons, they have not been implemented due to a lack of administrative and financial support.

During the process of EU integration, BiH will have to harmonize administrative, legal, and managing systems and institutions with EU standards. Currently, entities hold competences in the healthcare sector in BiH, and cantons in FBiH.

Institutional Framework

At state level, health care issues are coordinated by the Department of Health of the Ministry of Civil Affairs of BiH. The Ministry is responsible for providing reports for international institutions, coordinating the work of healthcare institutions at entity level and collecting data for health indicators. Still, the entities hold the majority of competencies over healthcare.

Healthcare in FBiH was decentralized, and the majority of competencies, functions and responsibilities were transferred to cantons. The Federal Ministry of Health provides the framework laws at the level of FBiH, determines the needs for health services and coordinates cantonal activities. Cantonal ministries of health are responsible for canton-specific health legislature.

The Federal Institute of Health Insurance and Reinsurance and cantonal institutes of health insurance are

responsible for the cantonal organization of health insurance. There are 11 public health institutes in FBIH, one at entity level and 10 cantonal institutes. The Federal Public Health Institute is a scientific and educational institution that gathers data on the health condition of the population and needs in healthcare, performs analyses, planning, developing norms, standards, laws and regulations in cooperation with cantonal institutes. Although the structure of these healthcare institutions is identical in all cantons, there are cantons without hospital centers or hospitals.

Some cantons have counseling centers for reproductive and sexual health, supported by a project implemented by UNFPA in partnership with state, entity and local authorities and representatives of the non-governmental sector, whose organization differs by canton. In some cantons, the counseling centre is part of the community health centre, while in others it is part of a non-governmental organization.

Also significant are mental health centers, which are part of community health centers, and include activities such as combating violence against women and children and peer violence, providing education and assistance to victims of violence, educating youth on domestic violence, mental health, gender equality, youth counseling and addiction prevention programs. Still, most youth do not use the services of such centers because they are not welcoming enough to youth, who are prejudiced against such programs.

The more sensitive areas of health care, are those which require involvement of representatives of the non-governmental sector, at least as counselors, so as to make the centers more open to young people and combat their distrust of medical workers in community health centers and hospitals.

Public Policies Framework

The World Program of Action for Youth is an international document passed in 1995, tackling issues of youth policy and youth health, and youth's susceptibility to certain high-risk behaviors. This is the most important official document regulating the youth health policy on a world level, which showed that this issue should be approached separately with regards to youth population and obligates the governments to take steps in that direction.

The directions for action in this program are related to passing regulations on basic health services, developing health insurance, promoting health services, informing youth on HIV and AIDS, promoting good hygiene, preventing diseases and illnesses among youth, ending sexual abuse of youth and improving their eating habits. Additional regulations of child and youth health are provided in international documents on human rights, obligating signatory countries to protect the human rights of children and youth. Strategic documents of the World Health Organization contain regulations on youth health. WHO passed the Framework Convention on Tobacco Control in 2003, enacting standards for the prevention of tobacco smoking and protection of children from the detrimental effects of tobacco smoking.

UN started a program on HIV/AIDS, which comprises a series of measures for preventing these diseases, particularly among youth, as a high-risk group.

As a party to all these conventions, BiH is obligated to incorporate the guidelines from these conventions into its laws, and abiding by them.

The clearest and most systematic document of the EU setting the priorities for youth health is the White Paper New Impetus for European Youth, which is a new framework for cooperation among EU member states and other European countries, including the element of youth in sector policies. While the document does not deal with youth health directly, it provides recommendations for improving health care structures and services with the goal of creating "youth friendly" services. WHO adopted the declaration Health for All in the 21st Century, which sets the following priorities: youth health, advancing mental health, decreasing the number of injuries from violence and accidents, healthy and safe physical environment, combating harmful effects of alcohol, drugs and cigarettes, healthy environment, etc.

There are several conventions directly or indirectly related to youth health on a global level, some of which

are: Universal Declaration of Human Rights, Convention on the Rights of the Child, International Covenant on Economic, Social and Cultural Rights, International Covenant on Civil and Political Rights, Convention on the Elimination of All Forms of Discrimination Against Women, Convention Against Discrimination in Education, Convention on the Minimum Age for Admission to Employment, etc. Therefore, youth health is not neglected on a global level.

The Joint United Nations Program on HIV/AIDS – UNAIDS, was initiated in 1966, with the goal of preventing HIV/AIDS in youth, because over 50% of new infections appear in youth from 10 to 24 years old.

BiH adopted the resolution Health Care for All Citizens of BiH, which is the only document at state level dealing with healthcare, while the Department for Healthcare is responsible for the coordination of different levels of government. Like in other sectors, entities hold more competences, and in FBIH cantons hold more competences in the healthcare sector.

Strategies in FBIH for the healthcare sector, which impact youth directly or indirectly are:

- **Strategic Plan for Healthcare Development in FBIH from 2008 to 2018** – the purpose of the document is to clearly define the vision and goals for developing a modern, high-quality, rational and financially sustainable healthcare system, which, according the many domestic and international experts entail the establishing of integrated health care with a simultaneous and efficient quality and expenditure control, and responsible managing of available resources;
- **Strategy for developing primary health protection** – health protection reform is a priority, with an emphasis on family medicine, which provides the groundwork necessary for future successful development;
- **Strategy for the Promotion of Reproductive and Sexual Health 2010-2019;**
- **Action Plan Against Substance Abuse in FBIH 2012-2013;**
- **Strategy for the prevention, treatment and control of malignant neoplasms in BiH;**
- **The Policy and Strategy for the Protection and Promotion of Mental Health in FBIH;**
- **Policy for Improving Child Nutrition in FBIH.**

Most of these strategies recognize that youth are a particularly vulnerable category of the population.

Different cantons use different mechanisms for improving youth health. For instance, in the Bosanskopodrinjski Canton, youth are active in the Youth Forum of Bosanskopodrinjski Canton Goražde. One of the goals of the Forum was to improve youth economic and health standards. A Youth Advisory Committee functions as part of the cantonal government in the Zeničko-Dobojski Canton. One of the Committee's goals is to improve the position and standards of youth and activities for the implementation of European guideline regarding the position of youth. One of the Committee's tasks is to prepare youth projects in all segments of society, including youth health. Tuzlanski Canton has and Advisor on Youth Issues. Unfortunately, several cantons do not use any of the mechanisms that would enable them to accord more attention to the health of youth as a particularly vulnerable population category.

Financial Framework

Public funds invested in healthcare are in greater part spent on administrative and material expenses, which is a common problem in public administration in BiH. Modernization and improvements of the healthcare system

are mostly funded by foreign agencies and international organizations in cooperation with the government of FBiH and BiH. The current healthcare system is funded mostly by cantonal budgets, as well as some projects supported by the Federal Ministry of Health. Many persons are not eligible for state funded healthcare proscribed by law. Employed persons contribute 18% of their gross salary to health insurance, while 17% of the population in FBiH do not have health insurance. As previously stated, 10% of youth do not have health insurance, which leads those who can afford it to seek healthcare in the private sector, try to access healthcare in the public sector through informal payments or simply do not seek healthcare, which results in long-term consequences.

Social Position of Youth

Introduction

The social position of youth is the position an individual holds in a certain social group or social structure, due to his/her origin, economic power or personal competences and education. Social position determines values, rights, power and expected behavior, including certain norms and limitations. Like education, social position is associated with success, wealth and power.

The approach to measuring social exclusion can be based on the assumption of the connectedness of three types of underprivileged spaces: work (unemployment and lack of participation on the labor market), financial (poverty), and the socio-cultural space (social isolation). Exclusion entails pertaining to all three spaces simultaneously, i.e. being poor, socially isolated and unemployed¹².

The system in BiH and its entities does not recognize the specific social needs of youth, or specific youth categories such as youth with disabilities, Roma youth, or youth from homes for children without parental care. There are two types of social policies: social policies for alleviating poverty and social exclusion and the policies intended to improve the social-economic position of youth. The Government needs to identify the groups and individuals who need social assistance, and are below the poverty threshold. A 2001 survey on poverty showed that 15% of the population of FBiH is poor.¹³ 19,5% of the population of BiH are poor.

On the other hand, the government should develop policies and measures for socially excluded youth – a group of youth who are much closer to the poverty threshold due to their specific situation. Socially excluded youth have little to no influence in decision making, and they are not informed even on decisions that have a directly impact their lives. The entire youth population is a vulnerable category, and as such are closer to the poverty threshold than the adult population.

Youth are transitioning into maturity and should solve their existential issues, housing, starting a family, with the government providing assistance by creating and implementing measures and policies.

According to the General Social Exclusion Index (HSEI) based on 7 main indicators (standard, health, education,

12 Study «Why Am I Excluded», Institute for Youth Development KULT, 2013, p.9.
13 Living Standards Measurement Survey – LSMS.

participation in society and access to services), 50,32% of BiH population is socially excluded in at least one of these ways. The Index of Extreme Social Exclusion (HSEI-1) is a more extreme form of HSEI and is evaluated at 21.85%, which signifies exclusion from basic processes and needs. The Index of Long-term Social Exclusion (HSEI-1) measures the population groups with limited opportunities for improving their situation, which puts them at risk of long-term social exclusion. This index shows that 47% of the population is at risk of long-term social exclusion. Even though the data applies to the entire population of BiH, youth exclusion indicators are also very high. Namely, the report on human development included youth in the 15-25 age group, and showed that this group is among the most socially excluded ones.

Legal Framework

BiH is party to international conventions on human rights, which obligate it to provide social aid for vulnerable categories of the populations. As a signatory of the European Social Charter, BiH is obligated to ensure the effective realization of rights to social benefits and provide a source of livelihood for persons who are unable to support themselves whether by working or in any other way. Additionally, the Dayton Peace Agreement guarantees all persons in BiH the highest degree of internationally acknowledged human rights and basic freedoms, including the right to social aid. The Constitution of BiH guarantees social assistance. The Constitution of FBiH stipulates that FBiH will ensure the implementation of the highest level of internationally acknowledged rights and freedoms. The European Social Charter is part of the Constitution of FBiH, and binding to all courts, administrative bodies and other bodies.

Competencies in social policies can be exercised in cooperation or separately by each canton, with the Government of FBiH providing constant coordination. The Constitution of FBiH states that cantons hold all competences that have not been explicitly assigned to the Government of BiH, and cantonal competencies include the competencies for implementing social policies. This mechanism for diffusing responsibility results in an unequal and inconsistent access to rights of citizens in FBiH. The Constitution of FBiH is not clear on cantonal competencies and the Government's competencies, which causes ambiguities in overseeing and providing social assistance, and a deficient application of entity laws at cantonal and municipal levels. A Conclusion of the Government and Parliament of FBiH stipulates that drafts of all legal regulation must not discriminate against persons with disabilities by denying them rights on the basis of the cause of their disability, which is typical of laws regulating the rights of persons disabled during the war and congenital and acquired disability. This is the cause for significant differences in the amount of benefits for defenders and war-disabled veterans, as well as the differences between Brčko District and the entities. These benefits are mostly intended to alleviate poverty but have caused a significant dependency on entitlements. Social issues and aid in FBiH are regulated by the Law on Basics of Social Protection, Protection of Civilian Victims of War and Families with Children. Cantons can expand the rights but must comply with the minimum stipulated by federal law. However, not all cantons have passed appropriate laws, or they adopted laws which regulate only one type of rights – social protection – with rights of families with children and civilian victims of war left out of cantonal laws (Hercegovačko-neretvanski, Posavski and Livanjski Canton). The federal law regulating social issues does not stipulate penalties for cantons that fail to harmonize their laws with the federal law. Regulating the ways of accessing rights provided under the federal law was left at the discretion of cantons, which means that the ability of citizens to receive social protection depends on the financial power of cantons. This leads to the conclusion that the social policy in FBiH is not regulated by law and that citizens are discriminated on the basis of their location. In the past four years, the issue of social protection of persons with disabilities has been regulated by law, and, equally importantly, in a sustainable way. Conditions have been produced for these persons to enter the labor market, which is particularly significant for youth. The reform of this issue has made great strides, more so than reforms in certain other areas.

Institutional Framework

State level ministries competent for the social framework policy are the Ministry of Civil Affairs of BiH, the Ministry of Human Rights and Refugees of BiH and the Ministry of Justice of BiH.

- **Ministry of Civil Affairs** – responsible for determining the basic principles for the coordination of activities, harmonizing activities of entity institutions and defining strategies;
- **Ministry of Human Rights and Refugees** – responsible for the implementation of international conventions and other documents on human rights and basic freedoms, and promoting the protection of personal and common rights;
- **Ministry of Justice** – responsible for ensuring that legislation on all levels is harmonized with the state’s international obligations.

In the Federation of BiH, social policy is in the purview of the **Federal Ministry of Labor and Social Policy of the Government of FBiH** and cantonal ministries. The Federal Ministry is responsible for monitoring the implementation of laws and supervises the harmonization and application of federal law on a cantonal level. However, practice shows that this ministry plays practically no role in ensuring a harmonized level of rights and social protection on cantonal levels in the Federation. The Federal Ministry of Labor and Social Policy does not oversee the implementation of law on cantonal levels, nor does it take action against cantons and cantonal ministries which violate federal law by regulating social protection at cantonal level. Naturally, this is caused by the fact that the federal law does not stipulate penalties for cantons that fail to harmonize their laws with federal laws. Some cantons have laws that have not been harmonized with federal law. It is legally possible for cantonal laws to overstep federal laws, for instance by including certain canton-specific endangered groups as beneficiaries of social protection. Cantonal laws can also include other types of social aid, in addition to those stipulated by law.

There are centers for social work and social protection at the level of cantons and local communities. Since the housing policy affects youth’s social position, it must be noted that the field of housing policy, and urban planning and spatial planning are in the jurisdiction of the Federal Ministry of Physical Planning and the Federal Ministry of Labor and Social Policy. In the Federation of BiH cantons hold more competencies for housing issues than the Federation. Social youth policy demands a multi-sectoral approach, since it comprises several different segments under the competencies of several ministries.

Public Policies Framework

The most important segments of youth social policy are social assistance and protection, housing policy and social exclusion.

The European Social Charter, to which BiH is a party, is an international convention, binding for entities and cantons, and obligates BiH to ensure social assistance for persons who are unable to earn income through their own work or otherwise. Additionally, the Dayton Agreement guarantees all persons in BiH the highest degree of internationally recognized human rights and basic freedoms, including the right to social assistance. The Constitution of BiH and the Constitution of FBiH guarantee the right to social assistance.

Law on Basics of Social Protection, Protection of Civilian Victims of War and Families with Children refers to the Convention on the Rights of the Child, stating that: “social protection of the child, in keeping with the Convention

on the Rights of the Child, is undertaken in the best interest of the child”¹⁴. Additionally, the federal law also calls upon the principles of humanism, solidarity and civic moral.

Although 60% of BiH budget funds are allocated to social assistance, not all parts of BiH, especially Cantons, allocate the same amount. Municipalities with more limited funds also have limited capacities for providing financial support to socially endangered families and youth, and funding the housing policy and other segments of social policy. Although the system in FBiH is more sophisticated than the system of social protection of Republika Srpska, due to its decentralization, it is nevertheless less successful. Practice shows that the structure of the system in FBiH does not allow for effective channeling of social transfers. The biggest problem is the percentage of people on welfare who are not socially endangered and are taking the place of those who truly need the help of the social protection system. Among those who are left out, many are young people, while war disabled soldiers, recipients of merit pensions, etc., are granted more privileges.

An example of a strategy for youth housing policies in FBiH, is the Sarajevo Canton, which implemented a project in support of a specific youth group in 2005, when the Cantonal Ministry of Housing Policy deposited over 4 million KM in several banks, intended for loans with favorable terms for addressing the housing needs of youth who contributed to science, professional fields, culture and sports, and are under 35 years old (pursuant to Article 42 of Youth Law of FBiH).

Some municipalities (e.g. Bihać, in its Strategy for 2010–2015) included among the goals of their local strategy the need to address youth housing through providing home loans.

Activities of the Federal Ministry of Labor and Social Policy

The Federal Ministry of Labor and Social Policy participated in passing strategic documents aimed at improving the position of persons with disabilities: the Disability Policy in BiH, adopted by the Council of Ministers in 2008 and Strategies for Equalizing Opportunities for Persons with Disabilities in FBiH 2011–2015, adopted in 2011. This document ensures a multidisciplinary approach of responsible social agents to issues of vital interest to persons with disabilities within the framework of advancing human rights and other rights, without such efforts being contained to providing social protection rights, as was the case previously.

This strategic document puts heavy emphasis on youth whose medical, educational and professional rehabilitation is still possible and who need to be given an opportunity to lead an independent, dignified life based on their work and within their capabilities.

Strategies and action plans pertaining to the area of social protection of marginalized groups are strategically planned in the Development Strategy of Bosnia and Herzegovina; the Social Inclusion Strategy of Bosnia and Herzegovina; the Council of Europe Action Plan to promote the rights and full participation of people with disabilities in society: improving the quality of life of people with disabilities in Europe 2006–2015; drafting and passing the Law on Professional Rehabilitation, Training and Employment of persons with disabilities in FBiH, and establishing the Fund for professional rehabilitation and employment of persons with disabilities, Law on establishing the Institute for Medical Evaluation, Regulations on the criteria and procedure of medical evaluations in compliance with the ICF¹⁵.

The Ministry’s competences include activities related to the application and implementation of the Action plan to promote the rights and full participation of people with disabilities in Europe 2006–2015. Activities implemented for the purpose of promoting the quality of life of persons with disabilities are both long and short-term. The recommendations of this Action Plan are: increasing the level of support for women and girls with disabilities, caring for people with disabilities for minorities and migrants. The strategy for equalization of opportunities for persons with disabilities 2011–2015 include all 15 recommendations of the Action Plan.

14 Law on Basics of Social Protection, Protection of Civilian Victims of War and Families with Children, Article 11.
15 ICF – International Classification of Functioning, Disability and Health.

A law on social protection in FBiH, currently in the legislative process, will provide mechanisms for preventing welfare dependency of all social categories. Working materials have been prepared for the Law on Establishing a Manner of Compensation of Obligations Incurred Upon the Law on Basics of Social Protection of Persons with Disabilities and Civilian Victims of War. This law will introduce into the system the theretofore excluded groups, including single parents, mostly women, as well as unemployed work force, with women being a significant portion of it. A social sector reform will greatly improve the position of persons with disabilities, including children, youth and adults, thus contributing to fulfilling all the tasks from the recommendations. Paving the way for the development of social services in the area of social protection of persons with disabilities and senior citizens would create the possibility to employ young people, especially girls and hard-to-employ categories of middle aged women. Additionally, youth has the option of volunteering in the social sector in order to gain the necessary experience in professional, expert, public and social work. Implementing penalties for juvenile delinquents provides an opportunity for community service. However, neither entities nor the state have laws which adequately define these areas.

Financial Framework

Social protection is funded by cantonal budgets. However, amounts allocated by cantons differ, which results in a discriminatory treatment of the population in some cantons. Funds for social inclusion of youth are mostly awarded to NGO projects supported by international organizations. The Social Inclusion Foundation in BiH was founded in 2010 with the goal of contributing to the social inclusion of vulnerable population categories, including youth. The Foundation was established as part of the Swiss NGO Support Programme in BiH, with the financial support of the Open Society Fund BiH and the Swiss Agency for Development and Cooperation. This is a non-profit, non-governmental organization which funds social inclusion projects in BiH. Non-governmental organizations support the social inclusion of youth through individual programs and projects. These programs are most frequently funded by the EU or European foundations whose aim it is to increase the level of social participation of youth in Europe.

Youth Participation and Mobility

Introduction

Youth participation and mobility are prominently featured in The European Charter on the Participation of Young People in Local and Regional life. This European Convention defines active youth participation as having the right, means, opportunity and support in strengthening their influence on decision making and their participation in activities which contribute to building a better society. Active participation of youth in society is the guiding principle for creating youth policies and strategies. The most relevant law regulating all youth issues, including participation and mobility, is the Youth Law of FBiH. This law guarantees youth participation in youth representative bodies, primarily youth councils, at local, cantonal, and federal level. Through these bodies youth will be able to participate in decision-making processes, creating youth policies and strategies and other processes that concern them. Another law relevant to youth is the Law on Volunteering of FBiH, which regulates the rights and obligations of volunteers, and defines volunteering as

an “activity of interest to the Federation of BiH, which contributes to the improvement of life quality, active involvement of citizens in social processes, and to the development of a more humane and equal democratic society.”¹⁶ Many international conventions treat youth participation as a priority and a basic principle of youth work. The most relevant document for this issue is the White Paper of the European Union from 2001, which states that a country’s priority is “ensuring that young people are consulted and more involved in the decisions which concern them and, in general, the life of their communities.”¹⁷ Youth participation is one of the 11 indicators of youth policy provided by the Council of Europe for evaluating the degree to which national youth policy have been developed. Youth participation is connected with youth mobility in that active youth are more likely to participate in different exchange programs. Through mobility, youth gain practical experiences that they can use as examples of good practice in their local community. “Mobility is the concept of youth travel, domestically or abroad, for the purpose of gaining new knowledge, skills, intercultural exchanges, expanding horizons, etc. This concept is important for youth development and in many countries it manifests in the form of special programs with the support of government institutions.”¹⁸

Legal Framework

There is currently no law, or draft, intended to regulate the position of youth and their participation in youth bodies, or youth mobility. At state level there is the Commission for the Coordination of Youth Issues within the Ministry of Civil Affairs of BiH, consisting of representatives of governmental and non-governmental institutions. Representatives of youth organizations or non-governmental organizations that deal with youth issues can be appointed members of the Commission¹⁹. The Commission for the Coordination of Youth Issues represents the youth of BiH in the country and abroad. The Youth Law of FBiH and the Law on Volunteering regulate youth participation and mobility. These two laws, as previously noted, are the cornerstone laws on youth issues in FBiH, since they regulate the general position of youth in the Federation of BiH. The Law on Volunteering was passed to protect volunteers during volunteer work. This law regulates volunteering conditions, the rights and obligations of volunteers and organizers of volunteering, as well as penalties for violating the law. The passing of the Law on Volunteering contributed to the youth work sector in FBiH. The most significant aspect of the law is that volunteering in one’s profession, provided that certain legal conditions are met, is recognized as work experience. Volunteering at least 20 hours a week, for a minimum of three months is recognized as work experience. The lack of work experience was one of the biggest obstacles youth faced when applying for most positions, and employers often cite lack of experience as the cause behind the scarcity of professionals. The goal of this law is to facilitate youth in gaining the necessary work experience. The Law on Youth regulates issues related to the life, position and activities of youth in FBiH. One of the goals of this law is to “strengthen youth participation and inclusion (...) based on the established participation mechanisms.”²⁰ The Law stipulates that all levels of government should, while acting within their competencies, organize public debates and consultations with the participation of youth councils in the process of adopting sector youth policies, youth action programs, youth strategies and budget items that concern youth. Therefore, the law guarantees youth the right to get involved in the decision-making process on issues that concern them. Youth officers should also contribute to youth participation through informing, motivating youth, etc. Youth representative bodies in FBiH are called youth councils and can be formed at local and cantonal level, with the Youth Council of FBiH expected to be formed soon. Youth councils are equivalent to youth committees in

16 Law on Volunteering of FBiH, Article 2.
17 European Commission, New Impetus for European Youth , White Papers, 2001.
18 Youth need a youth policy!, analysis of the position of youth and the youth sector in BiH, 2008, p.62.
19 After the forming of the Youth Council of FBiH, members of the Commission from NGOs should be nominated from this legal and legitimate representative body for youth in FBiH.
20 Youth Law of FBiH.

Republika Srpska, and the Youth Council of FBiH will be equivalent to the Youth Committee of Republika Srpska. Local level youth councils comprise youth organizations, i.e. organizations that have administrative boards with 2/3 of membership being young people. Non-governmental organizations that deal with youth issues cannot be members of the youth council because they do not have the requisite percentage of youth people on their administrative boards. Local level youth councils are formed with 50% of local youth organizations, but with at least three youth associations from the list kept by the municipality's youth department. The Youth Council of FBiH is formed by cantonal youth councils of over 50% cantons in FBiH.

Youth space is part of a youth policy, and as stipulated in the Youth Law, local governments are responsible for providing youth with space appropriate for their needs. These spaces are managed by youth councils, and can be used by other organizations in the municipality. Youth space greatly contributes to youth participation at local level through organizing different events important to youth.

The Youth Law treats youth mobility as part of the youth sector – “youth mobility and cooperation”. Mobility should be recognized as such in local, cantonal and regional youth strategies.

Institutional Framework

The Ministry of Civil Affairs of BiH with the Commission for the Coordination of Youth Issues is the competent body at state level. However, since there is no law that directly regulates youth issues in BiH, this ministry does not have significant competencies regarding youth issues.

The Youth Law states that one of the 16 ministries in the Government of FBiH is to include “youth” in its title; namely the Federal Ministry of Culture and Sports. The law on ministries is currently undergoing amendment, which will change the name of this ministry into the Federal Ministry of Culture, Sports and Youth, and invest it with competencies that will allow it to oversee all the projects conducted by other ministries and related to youth. The Federal Ministry of Justice is responsible for overseeing the implementation of the Youth Law.

Some cantons assign youth issues to their ministries, as is the case with the Ministry of Education, Science and Youth of the Sarajevo Canton. Cantonal ministries in other cantons, which deal with youth issues, are ministries of education, science, or culture and sports. Cantonal ministries in charge of youth issues are encouraged to add “youth” to their title, to emphasize their competencies in the youth sector.

Youth councils at local and cantonal level are the institutional framework for youth, representing the interests of youth organizations and youth. Municipal councils' youth committees also deal with youth issues and comprise municipal councils and representatives of cantonal youth councils. Youth council representatives participate in expert working groups for creating, updating and monitoring local and cantonal youth strategies.

Pursuant to the Youth Law, the Government of FBiH shall establish a youth committee of FBiH, as an inter-ministerial body whose members will be representatives of ministries and youth councils in FBiH. The youth committee will provide recommendations for programmatic action of institutions and ministries in FBiH dealing with youth issues.

Additionally, municipalities can voluntarily establish a Youth Advisory Committee, whose members will comprise youth from youth organizations and non-governmental organizations that deal with youth issues, with the aim of connecting youth and the local government. For instance, the Youth Advisory Committee can make decisions on allocating the local community's funds for youth projects. Members of the Committee are youth who have experience with the youth sector, most frequently representatives of youth organizations, NGOs that deal with youth issues or institutions pertinent to youth.

Public Policies Framework

The European Charter on the Participation of Young People in Local and Regional life and White Papers of the European Union recommend active participation of youth in the process of making decisions which impact that particular population group.

The European Charter on the Participation of Young People states that “local and regional authorities should support those associations or groups which favor the mobility of young people (young workers, students, or volunteers) through exchange policies, and develop networking policies (and an awareness of European citizenship.)”

In addition to international conventions, youth participation and mobility are promoted by laws in BiH. The laws in FBiH and Republika Srpska, which regulate youth issues, support youth participation through establishing youth bodies for representing the interests of youth and youth organizations. These laws also support youth mobility for the purpose of exchanging experiences, acquiring new knowledge and skills, intercultural exchange, etc.

Financial Framework

Youth in Action (YiA) is an international program of the European Union, promoting mobility and youth participation. The goal of this program is to prepare youth for active European citizenship, develop solidarity and tolerance among European youth, enabling them to participate in shaping the future of Europe. The lifespan of the program is 2007-2013, and it after which it will be continued for the period of 2014-2020, under the title Erasmus+ program.

Pursuant to the Youth Law of FBiH, local communities shall provide a youth space, financial support for youth councils, youth advisory committees, if such bodies exist, and youth projects. In doing so, local communities encourage youth participation in decision making and active involvement in the communities' social life.

Pursuant to the Youth Law of FBiH, the Youth Council of FBiH will have the financial and technical support of the Federation of BiH.

Federal ministries provide some financial support for different youth programs. For instance, the Federal Ministry of Energy, Mining and Industry supports programs of organizations and private persons for individual special activity, plan for hiring interns and volunteers, and indirectly through giving permits to companies which support youth in terms of culture, sports and other issues of interest to youth which improve their living standard. Furthermore, the Federal Ministry of Culture and Sports supports youth activities in culture and sports. However, there is not concrete program for youth because of fixed funding for scholarships, interns, grants, etc.

Informing and Meaningful Leisure Time

Introduction

For the government to provide favorable conditions for an active involvement of youth, youth must first be made aware of their opportunities for: participation in youth representative bodies, activism in various youth organizations, non-governmental and governmental organizations, internships, training courses, exchanges, scholarships, etc. Information is akin to knowledge; it is power that a young person can harness in the interest of their personal growth. All valuable data becomes information. Meaningful leisure time is useful, even necessary, for youth to develop their personalities and contribute to society. Leisure time spent in a meaningful way leads to new knowledge, skills and contacts they can use to further themselves.

Youth informing, like participation, is a principle of youth policy. National information centers comprise the European Youth Information and Counseling Agency (ERYICA). ERYICA authored the European Youth Information Charter of 2004, detailing the scope of work related to informing youth. The Charter is the fundamental document for regulating youth information in the EU. General youth information work covers “all topics that interest young people, and can include a spectrum of activities: informing, counseling, advising, guiding, supporting, befriending, coaching and training, networking, and referral to specialized services”.²¹ Youth information activities can be provided by youth information centers, informing through other bodies, or via electronic or other types of media. The principles of the Charter are the basis for minimal standards and quality criteria that every country needs in order to adopt a comprehensive, harmonized and coordinated approach to youth information work which constitutes part of a youth policy. This Charter accords special attention to information centers which should be easily accessible to youth, and offer a friendly atmosphere welcoming to youth.

Information most useful to youth is related to opportunities for employment, education and spending meaningful leisure time. Information channels most frequently used by youth are social networks such as Facebook and Twitter, as well as television. They are somewhat less likely to turn to printed media and the radio for information. Still, each youth strategy must take into account the youth’s preferred way of obtaining information, so as to successfully define the strategy segment on informing.

The Youth Law of FBIH supports informing and advising youth, including informing them about opportunities for engaging in meaningful leisure time through different activities tailored to different youth groups.

Legal Framework

Given that there is no state-level youth law, the basic law which regulates the needs and rights of youth is the Youth Law of FBIH:

The Youth Law of BiH makes several references to youth informing:

- **strengthening youth participation and inclusion and their informing at all decision-making levels in the Federation based on the established participation mechanisms;**
- **youth shall have the right to obtain timely and truthful information on all issues that regard them (Article 6);**

21 European Youth Information Charter, 2004.

- **the Government of the Federation shall define and establish federal grants and transfers through the competent ministries for the improvement of individual areas specific for youth issues and youth sector, with focus on promotional campaigns and provision of information to youth²².**

According to this law, informing is an area pertaining to the youth sector. Along with competent government bodies, youth councils are obligated to strengthen youth participation and youth informing.

According to the legal definition of youth work, meaningful, creative and planned leisure time pertains to youth work and constitutes part of the youth sector.

Competent ministries at federal and cantonal levels, and local authorities, have a legal obligation to strengthen the capacities of youth work. Informing youth and planning creative leisure time for them are among the tasks of competent institutions proscribed by law.

Institutional Framework

At state level, youth issues are in the purview of the Ministry of Civil Affairs. Although with limited capacities and without a legal framework, the Ministry is the only state level organ with youth issues in its purview, including youth informing and leisure time. The Federal Ministry of Culture and Sports is in charge of implementing the Youth Law and has a much broader purview than the Ministry of Civil Affairs. This ministry is also responsible for the process of adopting a sectoral youth policy, programmatic action for youth, a youth strategy and budget items concerning youth issues. The Youth Centre of the Federal Ministry of Culture and Sports conducts activities which promote cooperation with youth in the field of culture and sports, and monitors the implementation of existing programs in the field, while finding new ways for engaging youth in sports and culture. This Centre cooperates with other federal ministries, non-governmental organizations and institutions that deal with youth issues, as well as competent cantonal bodies and organs. With regard to youth informing at the level of FBIH, the Federal Commission for the Coordination of Youth Issues has the role of proposing measures for improving the youth informing policy and transparency, and monitoring the implementation of European documents and conventions on youth issues, including the European Youth Information Charter.

Cantonal ministries, mostly ministries of education, science or culture and sports, are in charge of passing cantonal youth strategies.

Cantonal commissions for youth issues can propose activities related to culture and sports, youth leisure time and certain mechanisms for improving youth informing. Local authorities are also responsible for passing youth policies and strategies. All youth policies and strategies should include youth informing and leisure time, as well as previously defined segments of youth policy. It is important to note that youth strategies on any level need to be based on a research of the current position and needs of youth. Namely, it is important to determine the ways in which youth acquire information, so as to adapt information systems to youth, and determine the needs and interests of youth so as to cooperate with non-governmental organizations in creating youth-tailed content.

Public Policies Framework

The most important strategic document in the area of informing is the European Youth Information Charter. Some of the sixteen principles of this charter are²³:

- **Youth information centers shall be open to all young people without exception and be easily accessible.**
- **Youth information services shall be free of charge and objective;**
- **Youth information centers and services seek to guarantee the equality of access to information for all**

22 Youth Law of FBIH, Article 23.
23 European Youth Information Charter, 2004.

- young people, regardless of their situation, origin, gender, religion or social category. Special attention should be paid to disadvantaged groups and to young people with specific needs;**
- **The information available shall be based on the requests of young people and on their perceived information needs. It should cover all topics that could interest young people and should evolve in order to cover new topics. Youth information centers should be creative and innovative in their choice of strategies, methods and tool;**
 - **Young people shall have the opportunity to participate, in appropriate ways, in different stages of youth information work, which can include: indentifying information needs, the preparation and delivery of information, managing and evaluating information services and projects and peer group activities;**
 - **Youth information centers shall cooperate with other youth services and structures, especially in their geographical area, and shall network with intermediaries and other bodies that work with young people.**

Youth informing in most countries is the responsibility of youth information centers, and in some, it is conducted by non-governmental organizations in cooperation with the government.

As stated in the Youth Law of FBIH, informing is an important segment of a youth policy. Youth must be provided with timely, correct information on issues of interest to them. By informing them, the government involves youth through their representative bodies (youth councils) in the decision-making process regarding issues of interest to youth.

The European Charter on the Participation of Young People in Local and Regional Life, in the section regarding policies on sports, leisure time and social life, emphasizes that "local and regional authorities should support organized socio-cultural activities – run by youth associations and organizations, youth groups and community centers – which, together with the family and school or work, are one of the pillars of social cohesion in the municipality or region; these are an ideal channel for youth participation and the implementation of youth policies in the fields of sport, culture, crafts and trades, artistic and other forms of creation and expression, as well as in the field of social action".

As stated in the Youth Law of FBIH, leisure time is one of the action programs for youth that should be implemented as a common effort of non-governmental organizations, youth organizations, youth councils and other institutions in the youth sector.

Financial Framework

Youth informing and meaningful leisure time are funded to an extent by local authorities through implementing youth strategies. Some local communities use youth centers and local youth organizations to inform them and provide youth of different ages with creative activities. Meaningful leisure time is most often provided by youth centers and youth organizations. Youth informing and leisure time are funded through the local community's youth strategy or NGO funds, provided by international donors.

One of the principles of the European Youth Information Charter is that funding, regardless of its source, must not in any way impede the ability of information centers or youth services to abide by all the principles in the Charter.

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Survey results

Methodology

The following data are the result of a survey on the needs and position of youth conducted between May 1 and July 31, 2013, in the Federation of BiH.

Data was collected by using two statistical methods – quantitative and qualitative, and the results were presented as a combination of the data produces by these two methods. The quantitative methods entailed a face-to-face survey, which is one of the most reliable ways of collecting data. The interviewers, also young people, chose their interviewees at randomly, among the pool of persons between the age of 15 and 30, by selecting every fifth apartment/house in a community, and interviewing the person whose last birthday was closest to the date of the interview.

Using this method, 943 respondents were selected, which constitutes a representative sample of youth (persons ages 15-30), as all young people in FBiH were equally likely to be included in the sample. In selecting the sample, certain criteria related to demographic characteristics were met, resulting in a sample with an equal number of men and women and an approximately equal number of youth from rural and urban areas.

Representativeness of the sample was ensured by selecting respondents randomly and by the size of the sample, i.e. the number of surveyed youth, which is 943. A sample of this size has a sampling error of 3% with a 95% reliability. There will be a sampling error in every survey conducted on a population segment and not the entire population, because the results we get from a sample of the entire population entail assessments that need not be 100% precise and must have a certain level of sampling error. For this survey, it means that all results can be higher or lower by 3%. For instance, if we state that 67.1% of youth in FBiH are unemployed, it means that we can claim with 29% certainty that the percentage of the unemployed is somewhere between 64.1% and 70.1% (67,1% ± 3%).

SPSS, a program package for statistical analysis, was used for analyzing the obtained data. The data analyzed, while respecting all data comparability criteria, were compared to the data of EUROSTAT, the Statistical office of the European Union. Whenever possible, the data was compared to the results obtained during the survey on the position and needs of youth conducted in BiH in 2008. This survey will henceforth be referred to as “Survey 2008”. The goal of the comparisons was to gain insight into the position of youth in FBiH relative to the position of youth in EU member states, and the position of youth in BiH in 2008.

In addition to the aforementioned databases, the survey includes data from state institutions: the Institute for Statistics of the Federation of BiH and the Agency for Statistics of Bosnia and Herzegovina.

The qualitative part of the survey was conducted by using focus groups in which youth representatives (aged 15-30) discussed all issues important to youth, and provided specific explanations of some of the results as well as recommendations for further work on improving the position of youth, for all participants in the process. Four focus groups were held as part of the survey. The focus group participants were selected through a public call published on www.mladi.org keeping in mind the criteria of equal gender representation, type of area (rural and urban) and the status of their involvement in the NGO sector, as differences between active and inactive youth were assumed.

The results of the quantitative part of the research were presented in tables and charts, with brief explanations. In order to further clarify the qualitative results, statements by the participants of focus groups were also provided, while respecting their anonymity.

		ENTIRE SAMPLE	URBAN AREAS	RURAL AREAS
Number of respondents		943	389	554
SEX	Men	49%	47%	51%
	Women	51%	53%	49%
WORK STATUS	Employed	17%	18%	16%
	Unemployed	25%	23%	27%
	Pupils and students	54%	54%	55%
	Others (inactive)	4%	5%	3%
MARITAL STATUS	Single	88%	87%	88%
	Married	9%	10%	9%
	Other	3%	3%	3%
AGE	15-19	51%	49%	52%
	20-24	32%	30%	32%
	25-29	18%	21%	16%
HOUSEHOLD MEMBERS	1	1%	1%	1%
	2	7%	11%	5%
	3	23%	24%	23%
	4	42%	44%	40%
	5	17%	12%	20%
	6+	10%	8%	11%

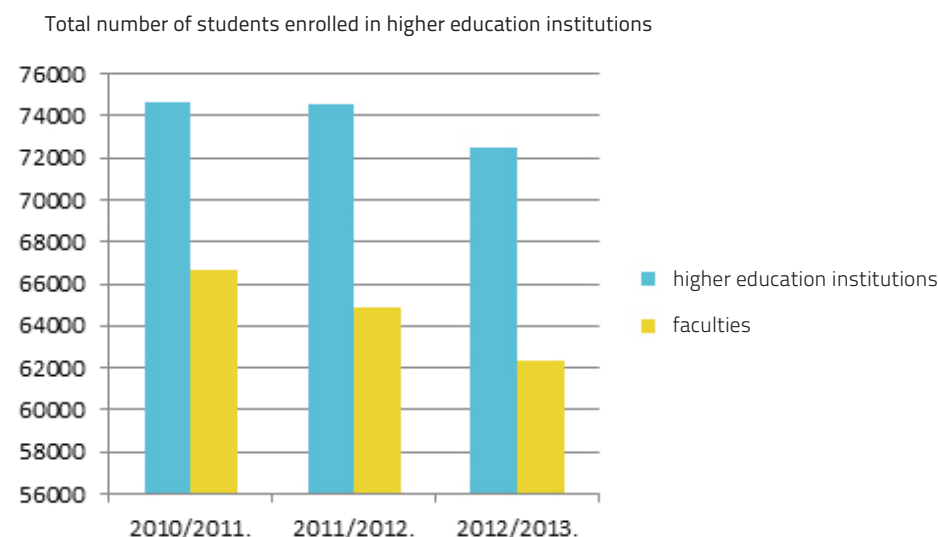
General Data

Baby boom generations are starting their primary, secondary and higher education. In addition, it is estimated that from 1995 until today, over 150 000 young people have left Bosnia and Herzegovina.

One of the many consequences of the demographic trend of an aging population, which was caused, among other things, by low or negative birth rates in BiH in the last two decades, is the decrease of the number of young people in the education system. Another reason for this decrease is youth leaving BiH. The Institute for Youth Development KULT estimates that over 150 000 young people have left BiH between 1995 and 2003.

The data of the Institute for Statistics of FBiH show that 72 460 students were enrolled in higher education institutions in the 2012/2013 academic year, of which 86% in state-funded faculties, 11% in privately owned faculties, and 3% in art academies, faculties of religious studies and post-secondary education.

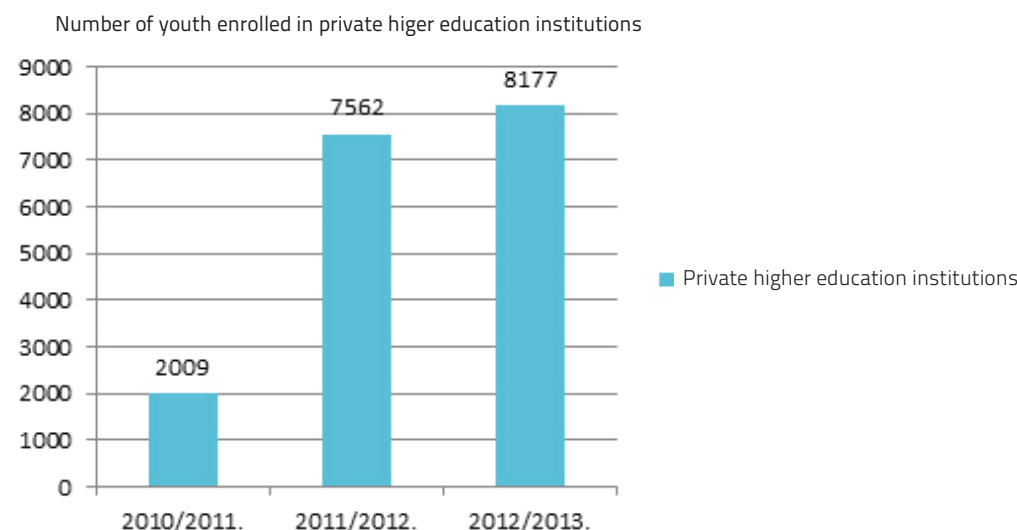
Chart 1. Changes in the number of students enrolled in higher institutions



Source: Institute for Statistics of FBiH

It is interesting to note the significant 12% decrease in the number of enrollments in public universities compared to the 2010/2011 academic year, and the increase in enrollments in private higher education institutions, which quadrupled in the 2012/2013 academic year, compared to 2011.

Chart 2: Changes in the number of students enrolled in private higher education institutions



Source: Institute for Statistics of FBiH

Discussions in focus groups show that youth opinions are divided on the issue of private higher education

institutions. Some consider that the government should not have given permits to private universities, while others claim that such institutions contribute significantly to higher education.

All agree that competent institutions should monitor the quality of work in private higher education institutions. "Private universities are a problem, everyone is given permits without any type of quality control, and if someone couldn't graduate from a state university, they can do it at a private one, and it's valued the same. That needs to change, state and private university diplomas should not be seen as equal." (Bihać, male)

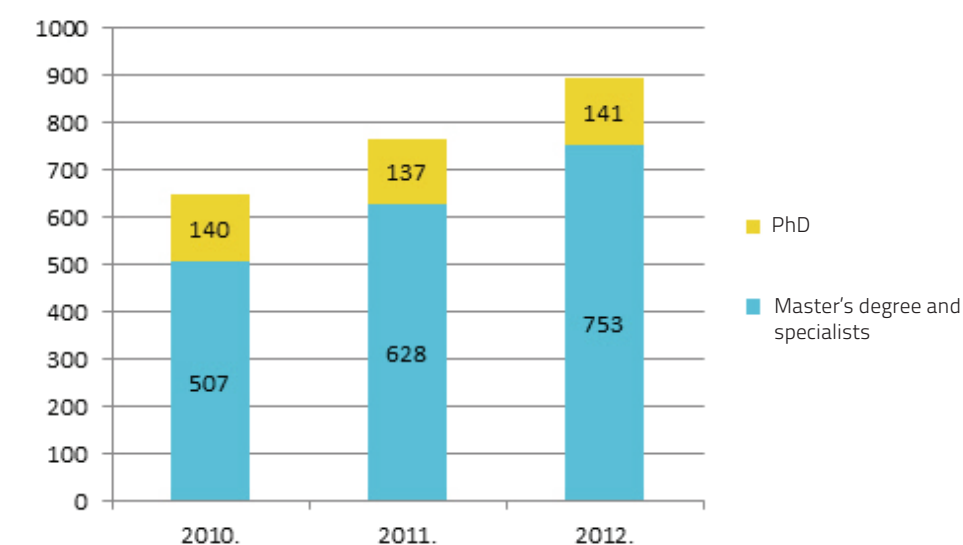
"There are prestigious private universities too, with students from around the world coming here to study." (Tuzla, female)

"My brother is studying at a private university, he's close to graduating and they're very advanced. When I see what they do at that university and compare it to my state university education, I can say that they are far ahead." (Sarajevo, male)

"The problem here is a lack of evaluation of public and private schools. Evaluations would show who is doing what better, and then let them keep doing it. (Sarajevo, male)

The number of persons with a Master's degree is on the rise, while the number of persons with a PhD has remained approximately the same. With respect to the staff in higher education institutions, we may note the data from UNESCO's publication Science, Technology and Economic Development in South Eastern Europe, which states that 79% of research engineers, 81% of scientists with a Master's degree and 75% of PhD holders left the country.

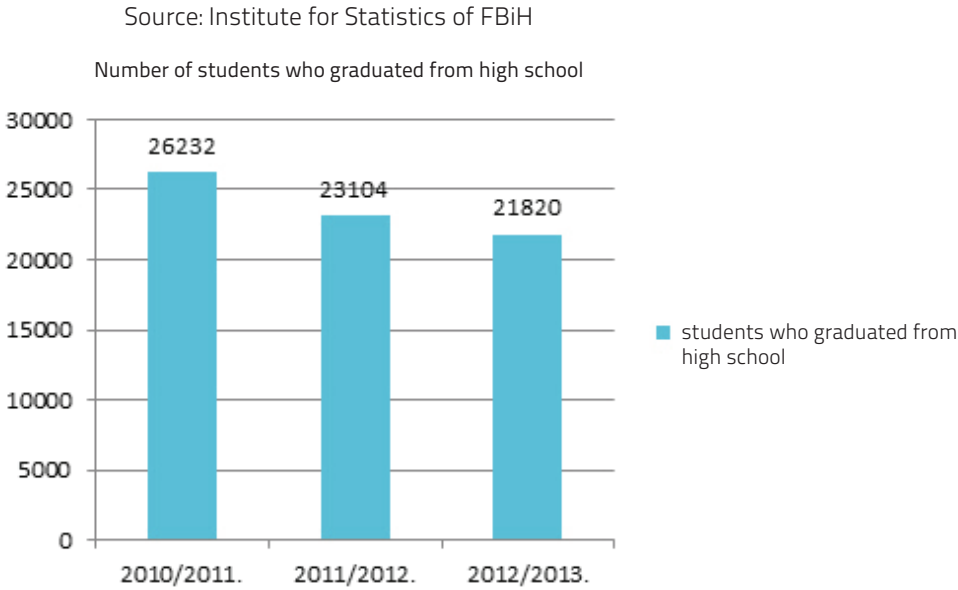
Chart 3. Changes in the number of persons holding an academic title



Source: Institute for Statistics of FBiH

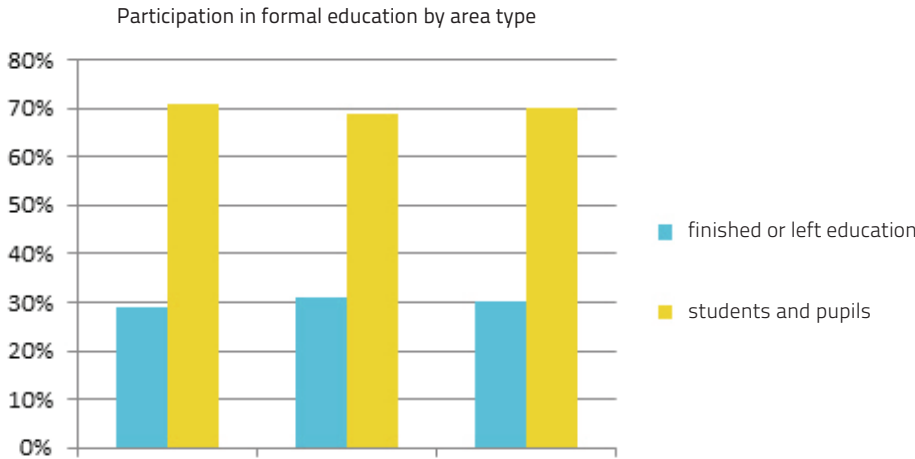
The number of youth graduating from high school is declining. In the last three years the number of high school students has decreased by 4412. Results show that similarly to the time when the 2008 survey was conducted, the highest number of students graduate from technical, vocational and similar schools (72%), general high schools (25%), and teacher-training, art and religious schools (3%). The number of students with developmental difficulties enrolling in high school has remained unchanged over the last 3 years.

Chart 4: Changes in the number of students who graduated from high school



Out of the total number of young people in FBiH aged 15-30, 30% of them finished or left education, while 70% are included in the formal education system, without any significant differences between rural and urban areas, but with a gender difference – there is 10% more women in formal education as compared to men.

Chart 5: Participation in the formal education system (% of youth in the 15-30 age group)



Source: Institute for Youth Development KULT, Survey on the Position of Youth in FBiH (2013)

Choosing the Field of Study

Most students are interested in studying social sciences and humanities.

When it comes to choosing a field at higher education institutions, there have not been significant changes since 2008. Most students are studying social sciences and humanities. However, while in 2008 there was no

difference between smaller and larger towns in BiH regarding the choice of studies, the 2013 survey results show that the number of rural youth studying social sciences and humanities is 12% lower than in urban youth who study in the same fields.

At the same time, there is an increase in the percentage of rural youth studying natural and technical sciences, from 8% in 2008, to 15% in 2013. On the other hand, the number of urban youth studying in the same fields has dropped, changing the ratio of rural and urban youth who study natural and technical sciences, so that in 2013 there were more rural youth studying in these fields, compared to urban youth (in the 2008, it was the other way around).

On the other hand, according to analyses and surveys of the Federal Employment Agency, the demand on the labor market is highest for the following professions: computer engineer, electrical engineer, mechanical engineer, biochemists, construction worker, welders, sewer/seamstress and retail worker/sales representative. Professions with the highest number of unemployed young persons are economy, law and social work.

There was no discrepancy between rural and urban youth enrolled in MA and PhD programs in 2008, whereas in 2013 the there are 2% more rural youth enrolled in MA and PhD programs, compared to urban youth.

Table 1: Current level of education of pupils and students
(% of youth in the 15-29 age group, enrolled in high schools and higher education institutions)

	Urban areas FBiH (2013)	2008.*	Rural areas FBiH (2013)	2008*	FBiH (2013)	BiH (2008)*
Vocational high school – three years	1%	3%	3%	9%	2%	8%
High school – four years	37%	32%	47%	40%	43%	38%
Post-secondary education – two years of additional education	3%	9%	1%	7%	2%	7%
Faculty – Social Sciences and Humanities	36%	32%	24%	32%	29%	32%
Faculty – Natural and Technical Sciences	11%	13%	15%	8%	13%	9%
Faculty – Medicine and Dentistry	4%	10%	2%	3%	3%	4%
Masters of PhD programs	3%	1%	5%	1%	4%	1%

Source: Institute for Youth Development KULT, Survey on the Position of Youth in FBiH (2013)
*Compared to survey in BiH (2008)

There are more women than men enrolled in universities, and gender-based differences are noticeable in choice of university. There are still professions defined as “male” and “female”.

Gender-based differences are noticeable in higher education, with percentages in favor of women, as 12% more women take part in higher education. The difference decreased by double compared with 2008, when 24% more women were enrolled in higher education institutions, as compared to men.

Out of a total of 24 faculties in FBiH in 2013, 15 of them have a higher, often significantly so, percentage of women enrolled.

It is interesting to note that gender strongly influences the choice of university. In FBiH, some professions are still labeled as typically male or female.

The following tables show the differences in enrollments per faculty, with respect to gender:

Table 2: Faculties preferred by men (% of men and women enrolled in particular faculties)

Faculty	Men	Women
Information Technology	90%	10%
Sports and Physical Education	84%	16%
Engineering and Computer Science	82%	18%
Engineering	76%	24%
Criminal Justice Studies, Criminology and Safety Studies	75%	25%
Polytechnic	74%	26%
Mining – Geology – Civil Engineering	69%	31%
Electrical Engineering	67%	33%
Forestry	67%	33%
Civil Engineering	64%	36%
Transportation and Communication	62%	38%
Veterinary Science	61%	39%

Source: Institute for Statistics of FBiH

Table 3: Faculties preferred by women (% of men and women enrolled in particular faculties)

Faculty	Women	Men
Faculty of education and rehabilitation	85%	15%
Faculty of Pharmacy	83%	17%
Faculty of Mathematics	66%	34%
Faculty of technology	64%	36%
Faculty of Philosophy	60%	40%
Faculty of Pedagogy	59%	41%
Faculty of Medicine	59%	41%
Faculty of Metallurgy	58%	42%
Faculty of Architecture	57%	43%
Faculty of Dentistry	57%	43%

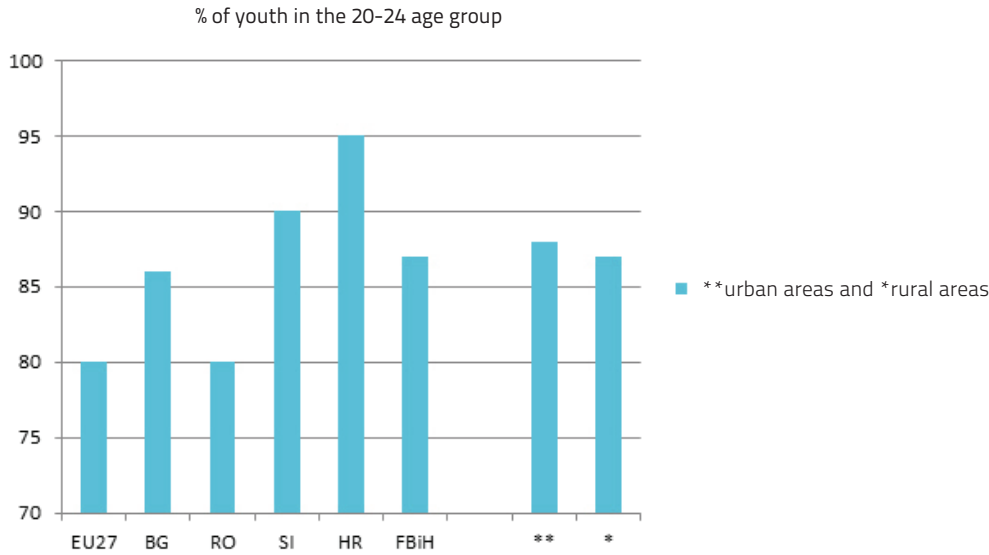
Source: Institute for Statistics of FBiH

The percentage of persons in the 15-24 age group with a 4-year high school diploma or a diploma from a higher education institution in FBiH corresponds to the percentage in EU member states.

Youth in the 20-24 age group with a 4-year high school diploma or a diploma from a higher level institution increased from 78% to 80% from 2006 to 2012. The average for FBiH in 2013 as compared to the 2008 increased from 68% to 87%, placing FBiH above the EU average. However, neighboring countries such as Slovenia (90%) and Croatia (95%) still have a higher average than FBiH.

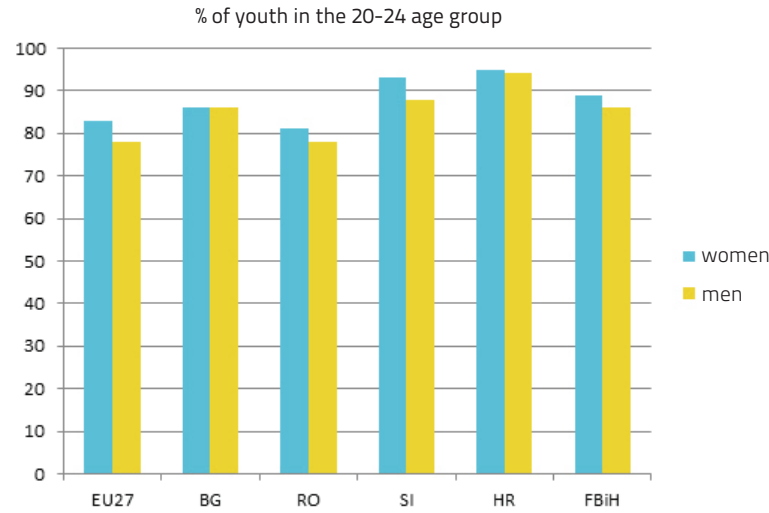
The difference in the percentage of urban as compared to rural youth who finished a 4-year high school or completed a higher level of education is a mere 1%.

Chart 6: Percentage of youth between 20 and 24 who finished a 4-year high school or a higher level of education



Source: Eurostat (2012), Institute for Youth Development KULT, Survey on the Position of Youth in FBiH (2013)

Chart 7: Percentage of women and men in the 20-24 years of age, who completed 4 years of high school education or a higher level of education

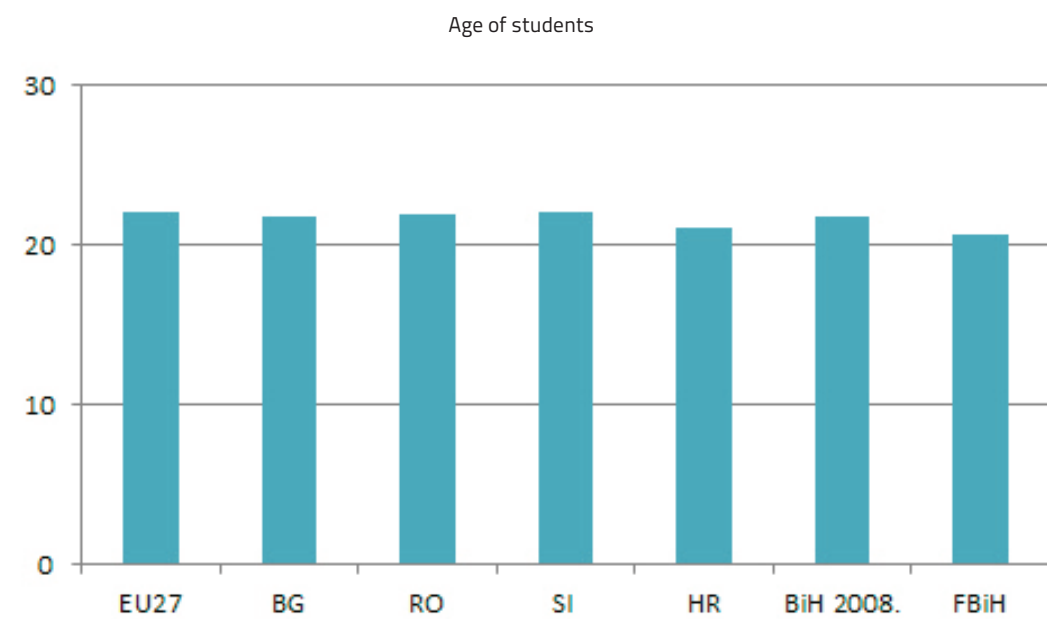


Source: Eurostat (2012); Institute for Youth Development KULT, Survey on the Position of Youth in FBiH (2013)

Average age of university students

The average age of students in higher education is 20.6, which does not differ significantly from the average age in EU member states. The average age of students does not differ significantly for men and women, or in rural and urban areas.

Chart 8: Average age of students in higher education in FBiH



Source: Eurostat (2011), Institute for Youth Development KULT, Survey on the Position of Youth in FBiH (2013)

Early school leaving

Compared to the average in EU member states, FBiH has an above-average number of youth leaving education.

According to EU criteria, youth between 15 and 24 years of age who have completed at most a 3-year high school and did not continue their education (formal or informal) are considered to be early school leavers. In EU member states in 2012, approximately 13% of youth leave education system early, whereas in BiH, the percentage is higher – 33% in 2013. Rural and urban area differ by 2%, i.e. there are 2% more school leavers among rural youth, compared with urban youth.

Chart 9: youth between 15 and 24 years of age who have completed at most a 3-year high school and did not continue their education

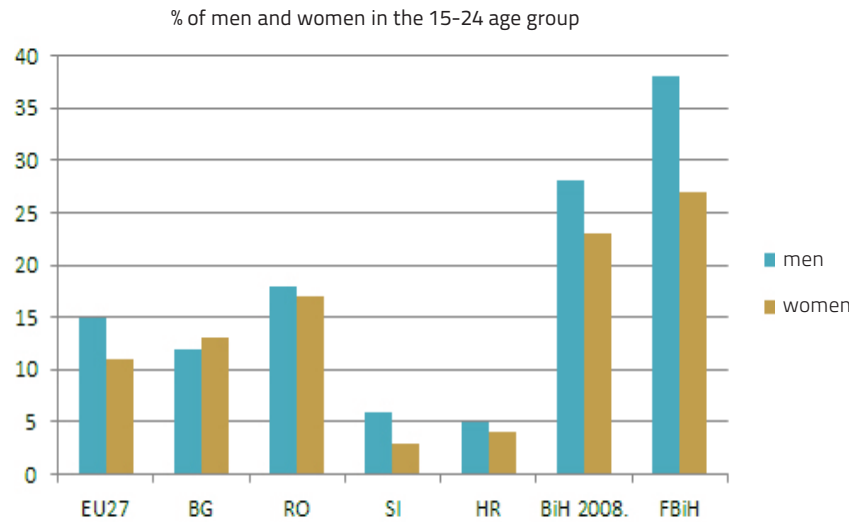


Source: Eurostat (2012), Institute for Youth Development KULT, Survey on the Position of Youth in FBiH (2013)

Men are more likely to leave education early, remaining at the level of a 3-year high school education.

The number of respondents who finished 3 years of high school and did not continue their education is 11% higher in men than in women. In FBiH, 38% of young men and 27% of women belong to the category of early school leavers. The difference between men and women in the EU is 4%, and less in some countries, such as Bulgaria, Romania and Croatia, where the difference is 1%.

Chart 10: men and women between 15 and 24 years of age who have completed a 3-year high school and did not continue their education



Source: Eurostat (2012), Institute for Youth Development KULT, Survey on the Position of Youth in FBiH (2013)

Financial difficulties are still the most frequent reason why youth do not continue education. With the addition of those who did not continue education because they found employment, it can be concluded that more than half of young people who do not continue education, do so directly or indirectly due to money issues.

The reasons why youth do not continue education are most frequently of financial nature. The survey conducted in 2008 in BiH reached the same conclusion. It is worrying that 25% of youth who do not continue education state that their reason was that they “didn’t see the point”. This answer, in an almost identical percentage, was given in the 2008 survey as well.

Table 4: Reasons youth give for leaving education

Respondents	FBIH 2013	BiH 2008
Due to financial reasons	34%	43%
I found permanent employment	27%	14%
I didn't see the point	25%	26%
Due to obligations in agricultural activities at home	7%	14%
Due to obligations in the household (house chores)	5%	4%

Source: Institute for Youth Development KULT, Survey on the Position of Youth in FBIH (2013)

During conversations with focus groups, participants offered various opinions in explanation of such answers, supporting the statement that education is of “no use”.
“Many of my schoolmates will not continue their education, they will not attend university because it’s useless.” (Visoko, female)
“I didn’t want a university degree, what do I need that for, it’s a waste of money and doesn’t improve my chances of finding a job later on.” (Kakanj, male)
“I have yet to see anyone who went to university with me get a job.” (Ilidža, male)
“Ultimately, what’s worthwhile here? People who have jobs are high school graduates, retail workers, hair dressers, sales representatives”. (Sarajevo, female)
“I am a certified lawyer. I have enrolled in a Masters program, but I can’t finish it because I have to pay more, and I don’t have money. I don’t know what to do with it anyway.” (Sarajevo, female)

Youth scholarships

Although most youth leave the education system for financial reasons, financial assistance for youth in the education process is insufficient. 88% of youth in FBIH do not have a scholarship.

Out of 10% of youth who are scholarship holders, 5% receive a municipal scholarship, 3% cantonal scholarship and 2% receive a scholarship from another source (from abroad or from a company). Monthly scholarships most frequently amount to 100 or 200 BAM (64%). 27% of youth receive a 100 BAM a month.

The focus group participants consider the financial assistance provided to students during their education insufficient, leaving many talented students unable to fulfill their potential, due to the unfavorable social-economic situation. They believe that there are not enough scholarships, that the amounts are inadequate, and call for greater transparency in awarding scholarships (they suspect that there is corruption and nepotism in the process). Several participants of the focus group made an interesting comment along the lines of differentiating

between scholarships which are essentially entitlements and scholarships given as a reward for excellence in education. In any case, there is an obvious need for determining detailed criteria for awarding scholarships.

Education in terms of employment

Youth do not believe that education they have acquired will help them find a job in their profession. This negative opinion has been present for at least 5 years.

Only 30% of youth in FBIH believe that the education they have acquired or are acquiring will help them find employment in their profession. Rural and urban youth have an equally negative opinion on the ability of the current formal education system in BiH to provide the skills and knowledge necessary for finding employment in their profession. A survey conducted by GTZ in 2008 yielded similar results, which leads to the conclusion that the situation has not changed for the better with respect to this issue.

Table 5: Youth opinion on the usefulness of their education in finding employment in their profession

	BiH*	FBIH	Larger towns BiH	Towns FBIH	Smaller towns BiH	Rural areas FBIH
Not at all	10%	9%	7%	7%	11%	10%
Slightly useful	14%	11%	10%	12%	15%	11%
Somewhat useful	37%	45%	44%	46%	37%	45%
Very useful	27%	30%	26%	29%	14%	30%
Do not know	12%	4%	14%	5%	13%	4%

Source: Institute for Youth Development KULT, Survey on the Position of Youth in FBIH (2013), Survey in BiH (2008)

Youth believe that the formal education process does not provide them with opportunities to acquire skills and knowledge necessary for working, regardless of profession, which makes them reluctant to work immediately after graduating from high school and university. They believe that this situation was caused primarily by a lack of practical classes, not enough jobs, unregulated labor market, and claims that the teaching staff are not staying on top of world trends and progress in science.

“When you get a job in your profession, only then do you realize what your job is. The education system is too broad, in the end you don’t have the knowledge you need. (Kakanj, male)

“What bothers me most is when professors tell us that when they were young they had to know so much more, and that they lowered the criteria for us. Well, why did you lower the criteria?” (Visoko, female)

“We need a curriculum and we need to follow it, and revise it every five years, for instance, because millions of new things are discovered every day while we are using books that are over 50 years old. Professors do not keep pace with the times and are holding us back. (Travnik, male)

Quality of classes

Youth see the lack of practical classes as the biggest disadvantage in the field of formal education and consider it to be the most pressing issue.

According to youth, the following are the biggest issues: lack of practical classes, broad curricula, relationship with students and incompetence of teachers and professors, and a lack of scholarships and loans, especially in higher education.

Respondents of the 2008 survey also stated that the lack of practical classes is one of the biggest problems: 19% of urban youth and 21 of youth from smaller towns cited lack of practical classes as a problem that needs to be addressed immediately.

Table 6: Youth opinions on the biggest problems in formal education

	FBiH	Gradska naselja	Vangradska naselja
Lack of practical classes	32%	29%	34%
Teaching staff unqualified and have poor relationships with students	20%	23%	18%
Too broad curricula	20%	18%	21%
Lack of scholarships/loans	13%	13%	14%

Source: Institute for Youth Development KULT, Survey on the Position of Youth in FBiH (2013)

During focus group discussions, youth explained the problem of practical classes. They cite many examples of consequences of the lack of such classes in their formal education, providing them with little to no opportunity for practical work. All participants agree that more practical classes are necessary to prepare students for the labor market. They see the large number of students as problematic, and the main reason behind the lack of practical classes and professors’ inability to dedicate enough time to teaching. They consider that faculties must be better equipped for practical classes to be viable at their own premises, instead of in public institutions (e.g. in medical professions), where practical work, if there is any, is often “for show”.

“I am a lab worker and I have never even laid eyes on a syringe in school. All we are taught is theory, and we write it down like in primary school.” (Sarajevo, female)

“I’d either kill someone or put their life in danger. I had no practical training. (Konjic, female)

“We do have practical classes to complement theory, but we work with instruments so outdated that they are no longer used anywhere, so that knowledge will be useful to us after graduating. (Sarajevo, female)

“We can’t say that our educational system is that bad compared to other countries, but the problem here is that we don’t put to practical use all the theoretical knowledge we’ve acquired over 15 years of education.” (Travnik, male)

Perception of the education system

Youth believe that the education system is riddled with pressing problems that must be addressed as soon as possible.

An additional problem closely related with the inability to conduct practical classes is the lack of equipment and technical conditions of schools/faculties, and a broad curriculum. Youth consider that new equipment and well-

equipped classrooms are crucial for a quality teaching process for all vocational subjects, regardless of profession. The participants pointed out and explained other problems in formal education such as the mismatch of the educational system and labor market, outdated methods, techniques and information, unqualified teachers, incursion of politics and “business” in the education system. They know many professors who are also active in politics and/or have a private business, which they consider a conflict of interest. They think that the student-teacher relationship varies by professor, and cite many negative examples, but many positive ones as well, such as teachers and professors who treat students respectfully. They would appreciate it if professors treated students with more respect.

The mismatch between the labor market and education and all other services is staggering. For instance, there is a Department of Production, people have graduated from it, but it turns out that the law does not recognize “producer” as a profession”. (Travnik, male)

“I don’t know anything about the most important subject in my school, that I’m supposed to have 8 times a week, because the teacher tells us we don’t have to come to class.” (Kakanj, female)

“Faculties don’t have anyone overseeing professors. We need an umbrella institution to oversee their work.” (Sarajevo, male)

“Children should be steered in the direction they have proclivities for. This would solve the mismatch on the market, because a lot of children would gravitate towards vocational schools.” (Zenica, female)

“There are no faculties for professions that are in high demand, like computer science for instance. I have a lot of friends who are in IT and they tell me that there is only one faculty in BiH specifically for computer science, while others teach something else, that just detracts from your main studies”. (Sarajevo, female)

“Politics needs to be left out of education. None of the faculties report on anything they’ve spent. So, we don’t know their budget, we don’t know anything, which causes confusion over how much particular things cost. It breeds nepotism and a whole family is employed in one school.” (Sarajevo, male)

The higher education system is seen as very corrupt. Youth consider corruption to be present in all areas of higher education, starting with hiring the academic staff, to corruption regarding paying for passing exams or even buying diplomas.

“We all know about it and there is nothing we can do.” (Konjic, female)

“I know the price of a BA degree at my faculty. It’s 25 000 BAM, and it’s common knowledge who you need to give it to”. (Sarajevo, male)

“I have personally seen how many “gifts” one of the professors at my faculty received. I went in his assistant’s office and saw a lot of expensive bottles of liquor. We’re talking bottles that go up to 300 KM and didn’t even bother trying to hide them somewhere. So much for overseeing the work of professors. You get the impression that they have no superiors.” (Sarajevo, male)

“I have to give an example. A few days ago we had an exam, and at the end the teaching assistant said “Those of you who have the book can come to my office next week to talk about retaking the exam, and those of you who don’t have the book, come buy it.” (Mostar, male)

Students do not report instances of corruption because they have no positive experiences of reported corruption being appropriately sanctioned. They are also concerned about their own academic success, because they have heard of students who “never passed exams” because they reported professors’ breach of regulations and law. They suggest more frequent anti-corruption campaigns and providing phone lines for reporting corruption in the education system.

They are calling for changes in the way in which exams in front of an examination board are conducted, because they believe that the professor who caused them to ask for such an exam should not be on the board. The participants of focus groups think that regulations in the higher education system are not that bad, but they are disregarded, not enforced and a large number of blatant violations are not penalized.

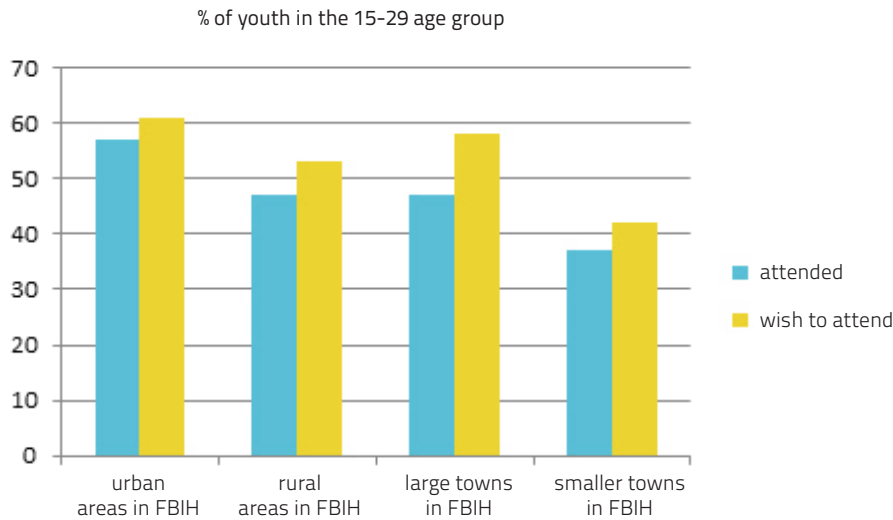
Focus group participants claim that students should be informed on their rights and what constitutes corruption. They state that, to begin with, they would be satisfied with the current laws and regulations being enforced.

Participation in informal education

Through participating in non-formal education, youth compensate for the inadequacies of formal education, increasing their chances of employment. Non-formal education is gaining popularity, and deservedly so.

In 2013, the percentage of youth taking part in some sort of non-formal education (a course or other type of training outside formal education) increased by almost 10% compared to 2008. The number of rural youth in FBiH in 2013 who were taking part in some type non-formal education is approximately the same as the number of youth in larger towns in BiH who participated in non-formal education in 2008. There is still a significant, 10% gap, between rural and urban youth participating in non-formal education, and, like in 2008, the number of young people who wish to take part in non-formal education programs is higher than the number of those who do participate. Even with this significant increase in youth participation, the percentage of rural youth who take part in non-formal education is under 50%, whereas for urban youth it is 57%. There is clearly a need for more variety in non-formal education, and better channels for informing youth, particularly in rural areas. It is therefore necessary to provide the means for developing non-formal education and making it accessible to all those who wish to take part.

Chart 11: Youth participation in non-formal education



Source: Institute for Youth Development KULT, Survey on the Position of Youth in FBiH (2013), Survey in BiH (2008)

Focus discussions make it clearer why youth choose to participate in non-formal education with increasing frequency. They consider it very useful and believe that it teaches them more than formal education. They point out the need to have more non-formal education programs available to more young people, one the priorities in youth work. All those who participated in any type of informal education would recommend it to everyone. They value the interesting way in which knowledge is imparted, learning with practical examples, the opportunity to express their own opinion, and resulting with positive elements such as spending time with different people, getting to know them and exchanging a plethora of useful information. They believe that informal education adds to their competitiveness on the labor market.

“Informal education gives an advantage over competition, because after graduation everyone else is on the same level, but you know more than what they taught you at your university. It is the only way forward and increases my chances of finding employment. (Jajce, female)

“Informal education is very helpful, but it should be controlled so it won’t veer off course. NGOs are often associated with the negative image of illegally appropriating funds. But I took part in quite a few seminars and as a result found a job. I’ve learned a lot, I didn’t have the courses I needed at university, I learned it through NGOs.” (Travnik, male)

“I would definitely advise all young people to look for an NGO, regardless of their field of study, there has to be a related NGO, and they should go there, and improve their knowledge.” (Sarajevo, male)
“As for those NGOs, I am completely uninformed, I have no idea how those people learn what, where, how. There is no one to tell me that.” (Sarajevo, female)

“I applied for a training course that lasted 10 days, from 10 a.m. to 4 p.m., and in those 10 days I learned more than in the three years I spent at university. I’m not exaggerating, it truly happened. For the first time we held a camera, conducted a survey, learned about the editing process. (Zenica, female)
“Thanks to informal education, I have learned many things that will be useful throughout my life, and I’ve also made acquaintances which led to employment. I’ve traveled through Europe and seen a lot. Wean I first started, my peers teased me, saying I was putting on airs, pretending to care about causes. Now it’s different. When they realized how many places I’ve visited, and that I was even able to make some money through NGOs, then they started asking if they could do it too. Hold up, that’s not how it works. First you have to put in some effort.” (Bihać, male)

“I think we should find a way of showing all young people how nice it is to get involved, be active, volunteer. It is best that it comes from us, youth who already are active. We should organize more similar activities; draw in inactive youth, so we can explain it to them. I’m sure many more would become active.” (Sarajevo, female)
“The only thing I dislike is that not all students have the opportunity to volunteer. I did volunteer, representatives of an organization used to come to my school, looking for volunteers, but a limited number of them. There are not enough opportunities, there should be more.” (Konjic, female)

Knowledge of foreign languages

87% of youth claim that they speak English well enough to communicate. 34% claim the same for German.

Table 7: Self-reported knowledge of foreign languages for the 15-29 age group

	FBiH	Rural area	Urban areas	BiH (2008)
English	87%	87%	87%	63%
German	34%	34%	34%	22%
Spanish	9%	10%	9%	6%
French	9%	7%	10%	2%
Turkish	9%	10%	8%	1%
None	8%	7%	9%	25%
Arabic	5%	4%	5%	1%
Italian	3%	4%	3%	3%
Other	2%	1%	3%	1%
Russian	2%	1%	2%	4%

Source: Institute for Youth Development KULT, Survey on the Position of Youth in FBiH (2013), Survey in BiH

LABOR MARKET

Definitions of terminology

Reference period time period during which data was collected. Most data refers to economic activities of persons during a calendar week, from Monday until Sunday, which is called a reference week. Some data refers to other time periods (four weeks or a year, in compared to the reference week).

Workforce comprises all persons 15 years old and over, divided into two basic categories: labor force (economically active) and economically inactive population.

Labor force or active population includes both the employed and the unemployed.

Employed persons are persons 15 years old and over, who, during the reference week: a) worked at least an hour for wages or compensations, regardless of their formal status b) were not working but have a job they are going back to.

Contingent employment comprises: (a) employed persons (persons who receive pay or compensation for their work); (b) self-employed (employers who manage a business and employ one or more workers, or persons who work alone and have no employees); (c) non-paid helping household members (persons who work in a family business).

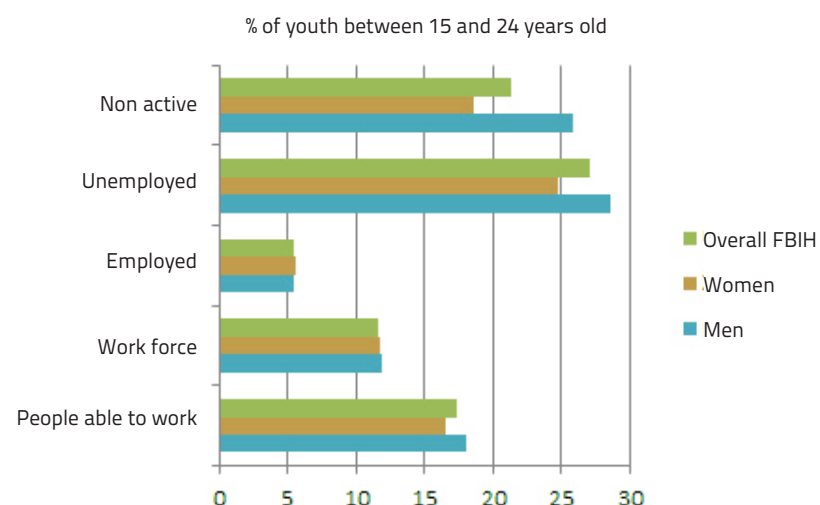
Unemployed persons are 15 years old, or over, who (a) did not receive pay or compensation for any activity; (b) during four weeks (reference weeks and three prior weeks) were actively seeking a job or have found one and will start working in the near future; (c) could start working within the following two weeks if offered employment.

Inactive population are all persons 15 years old and over who did not work in the reference week and who did not engage in job seeking activities of any kind during four weeks (reference week and three prior weeks), and persons who could not start working within two weeks if offered a job.

Youth participation on the labor market

In keeping with the given definitions, and using data provided by the Agency for Statistics, the chart given below presents the participation of youth in the 15-24 age group in certain categories used as descriptors of the labor market.

Chart 12: Youth on the labor market



Source: Agency for Statistics of FBiH, Labor Force Survey (2012)

Data shows that the 15-24 age group of youth participate in the workforce with 17.3%. The participation rate for this age group is 11.8%, comprising 7.5% men and 4.3% women.

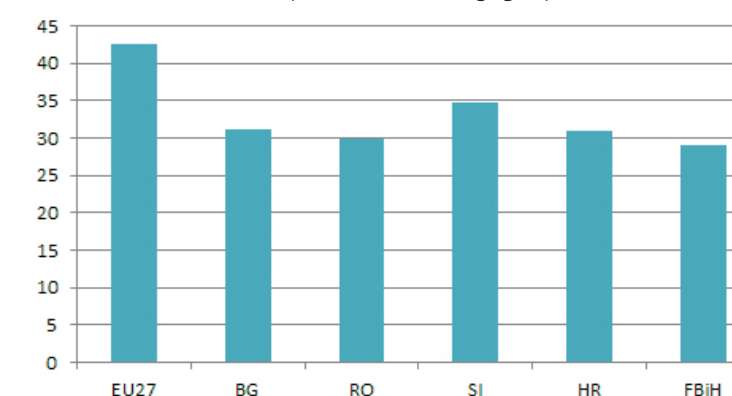
The participation of women in this age group, relative to the entire female population is 11.7%, and for men, relative to the entire male population it is 11.9%.

Youth activity rate / youth participation rate in youth force

Youth participation in the youth labor force is presented as a percentage of employed and unemployed young persons in the 15-24 age group; in FBiH it is 29.1% and has a declining tendency (in 2010 it was 32.8%, and in 2011 it was 31.2%). Youth participation in youth work force, i.e. youth activity rate is 13.5% lower compared to the average in EU member states, almost 2% lower than the activity rate of Croatian youth, and 5.7% lower than Slovenian youth.

Chart 13: Youth activity rates

% youth in the 15-24 age group

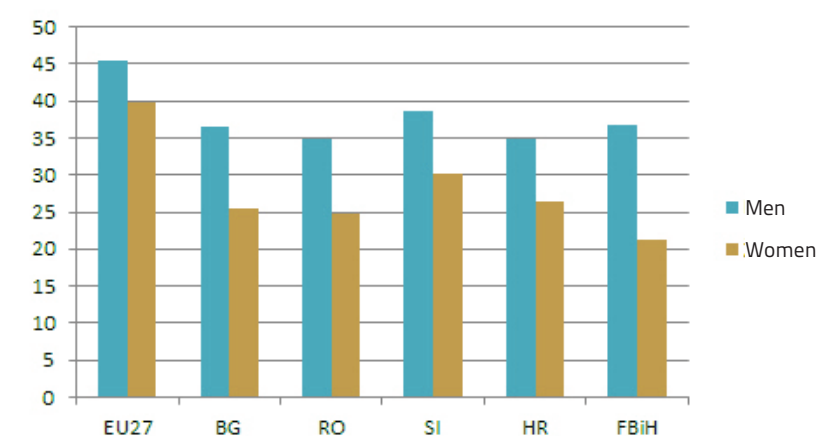


Source: Eurostat (2012), Agency for Statistics of FBiH, Labor Force Survey (2012)

Men are 15.6% more active, which is higher percentage than in any EU member state. The average difference in the activity of men and women in EU member states is 5.8%.

Chart 14: Activity rates of men and women

% of youth in the 15-24 age group



Source: Eurostat (2012), Agency for Statistics of FBiH, Labor Force Survey (2012)

Youth opinions on opportunities on the labor market

The topic of youth employment opportunities caused most discussions in focus groups and was brought up frequently. Youth see unemployment as the root of all other problems. Unemployed youth are economically dependent, at high risk of poverty, cannot find independent housing, do not marry or have children, which leads to many problems in the functioning of a society. Youth feel that they are left to their own devices in the employment process. Parents often do not provide adequate support, because of dire economic conditions, but also because parents are not “modern” enough so they often feel that they should be the ones helping parents.

“I am Jane Doe, university educated economist, I am 30 years old and have been registered as unemployed for four years. I support myself with my mother’s pension. I don’t see myself finding a job, I don’t see any prospects for employment.” (Sarajevo, female)

“Our parents are not 21st century parents. They don’t understand that you can no longer find a job you’ll remain at until you retire.” (Kakanj, female)

Youth consider well-paid jobs to be good jobs, not ones they would prefer to do. As stated previously, they believe that the education system has not prepared them for the labor market, neither by providing the adequate type and level of knowledge, nor by teaching them techniques for active job seeking (schools do not teach writing CVs, motivation statements, taking part in job interviews and similar skills necessary for finding employment).

“I’d rather have a well paid job, than one I love doing. I am aware of the situation.” (Visoko, female)

“When I was in school, no one told me how to write a CV, and I wish they had.” (Sarajevo, male)

They know very few persons who found a job in their profession after finishing formal education. Only rare individuals in highly-sought after professions found employment they were qualified for. They believe that corruption is at its worst in the labor market.

“We know that even when we apply for a position, we won’t get it because the public call is just for show, and someone is already employed there.” (Sarajevo, female)

“I know a lot of people who got a job by pulling strings. My brother is one of them.” (Ilijaš, female)

They claim that there is a mismatch between the education system and the labor market. They also stated that laws regulating the relationship between employment and education are disregarded. They believe that the labor market is chaotic and most professions have been devalued by the vast number of unemployed individuals.

“Apparently anyone can do almost everything, people with a high school education can do jobs that call for higher education, and vice versa.” (Bihać, male)

“Economists are now retail workers stacking items on shelves, medicine devolved into carrying around bags, selling medication. We don’t need anything – buy for 1 BAM, sell for 2, that’s how this country works. Whoever bothered with getting a university diploma, just wasted their time.” (Sarajevo, female)

Participants who are active in the NGO sector have a more optimistic view of their prospects for employment (some work in their field of expertise, outside that field, part time, unregistered...), and rely on experiences and skills acquired through volunteer work. They think they have a better chance of finding employment in non-governmental and international organizations where the hiring process is less corrupt. They are generally more confident and knowledgeable, although they certainly do not think that their future will be bright. They think

there are not enough openings on the labor market even if they were to agree to any job at all.

Besides corruption, which they consider ubiquitous, they are bothered by the lack of manners of potential employers during the interview process, reflected in questions of an overly personal nature, discriminatory questions, such as questions about their marital status, whether or not they have children, are planning a pregnancy, etc, as well as not letting them know the outcome of the interview. They also state that applying to job advertisements by public institutions is expensive because they are required to send notarized copies of documents which they do not get back if they are not hired, and believe that state institutions should return documents to applicants who are not hired.

“Every public call I’ve seen demands at least one of two years of work experience, but we are not given the opportunity to acquire that experience, to start working, at least as volunteers or interns.” (Jajce, female)

“Here we have capitalism at its worst, you do the work of three people for a meager pay. (Goražde, female)

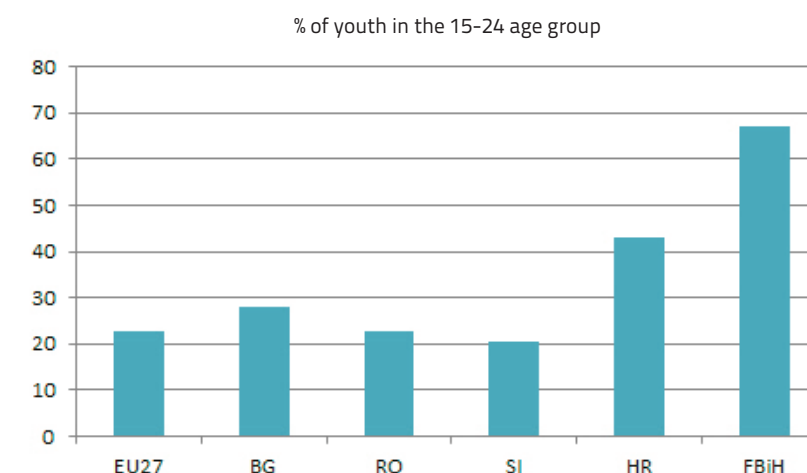
Youth unemployment

The youth unemployment rate in FBiH is higher than in any EU member state, and higher than in some non-EU states. Youth unemployment in FBiH is 67.1%, which is higher than the EU youth unemployment rate by 44.3%.

The youth unemployment rate for the 15-24 age group in Germany, Netherlands, Austria, Norway and Switzerland is below 10%. The average unemployment rate for the same age group in EU member states is 22.8%. In BiH, the unemployment rate is 67.1%.

According to EUROSTAT data, the position of youth in FBiH is less favorable than that of any of their peers in 33 countries from which EUROSTAT collects data, because the youth unemployment rate in BiH is higher than the highest rate in all the other surveyed countries (Macedonia has the second highest unemployment rate, at 53.9%).

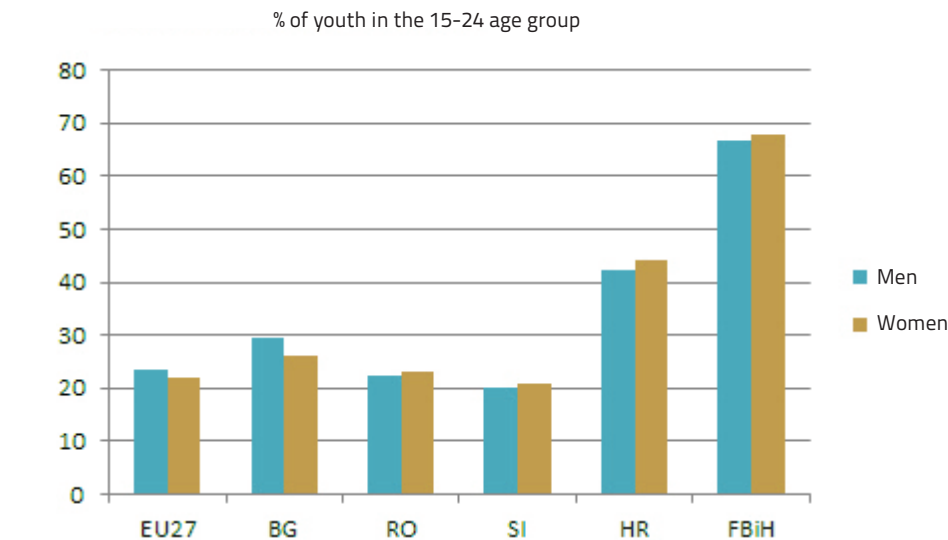
Chart 15: Youth unemployment rate



Source: Eurostat (2012), Agency for Statistics of FBiH, Labor Force Survey (2012)

The unemployment rate of young women is 1.1% higher than that of men. The gender difference in the unemployment rate in EU member states is 1.4% (men have a 1.4% higher unemployment rate than women).

Chart 16: Unemployment rate of young men and women



Source: Eurostat (2012), Agency for Statistics of FBiH, Labor Force Survey (2012)

According to data of the Agency for Statistics of BiH, the unemployment rate for men in the 15-24 age group is 66.7%, and for women 67.8%.

The adult unemployment rate in BiH is 24.2%, which means that the youth unemployment rate (15-24) is almost 3 times higher than the adult unemployment rate (25+). For every employed adult, there are 3 unemployed young persons between the age of 15 and 24.

Status of employed youth

26% of employed youth did not sign a contract with their employer. Employed youth, upon finishing schools or university, spent on average 12 months seeking employment.

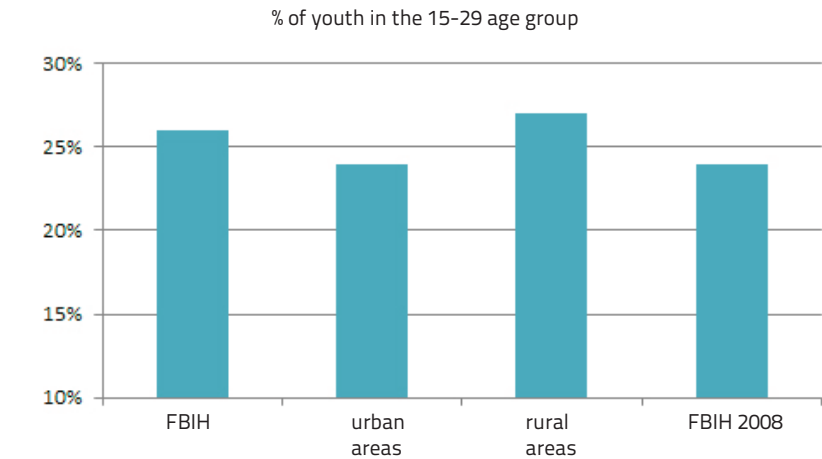
The informal labor market in FBiH is as present today as it was in 2008, when 24% of employed youth had not signed a contract with their employer, to define their rights and obligations. Results of the 2013 survey show that 26% of employed youth are not under any type of contract. Of the total number of employed youth, 30% men and 27% women signed an indefinite contract, 24% of men and 11% of women signed fixed-term contract, 7% urban and 3% rural youth have internship contracts. The percentage of temporary service contracts and trial period contracts is very low.

“I was hired without having to pull strings, in a public company, just by applying when they issued a public call. I know no one believes me, but that’s really what happened.” (Sarajevo, female)

“I worked briefly, in my trade. But the company went bankrupt, and I’ve had no work since.” (Ilidža, male)

“To this day I can’t regulate my status, because I spent six years working without being registered. I lost all the rights I had with the Employment Bureau and I have no insurance”. (Bugojno, female)

Chart 17: Percentage of unemployed youth without a contract with the employer



Source: Institute for Youth Development KULT, Survey on the Position of Youth in FBiH (2013), Research in BiH (2008)

Harmonization of education and job position

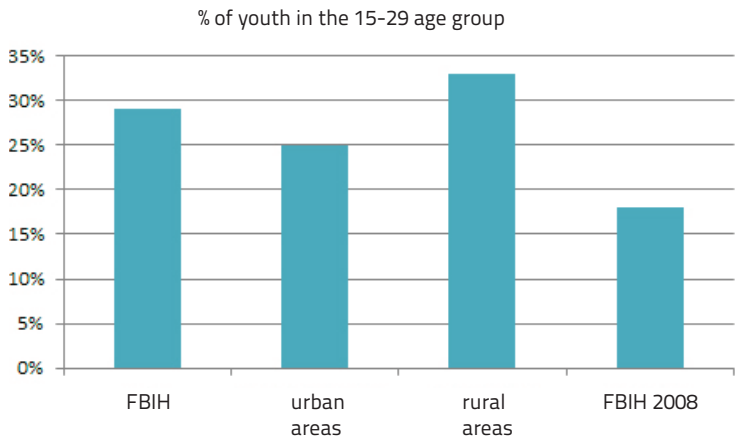
The number of youth working at jobs they were not educated for is on the rise. More than half of employed youth are not working in their profession. This percentage is higher in rural areas.

Their unfavorable position in the labor market leads youth to accept any type of job offered, regardless of whether or not they were trained and educated for it. 33% of urban and 25% of rural youth hold jobs that are completely unrelated to their profession. It is difficult to draw conclusions on how successful youth can be in jobs they were not trained for, but it can be safely assumed that youth whose jobs are unrelated to their education lack the skills and knowledge to work in that particular area.

24% of youth state that their positions are “not really” related to their profession, while 5% of them cannot determine whether or not they are working in their profession.

If we compare this data on the number of youth who work outside their profession with the data obtained in the 2008 survey, we can conclude that the number of youth working outside their profession is on the rise, as it increased from 18% to the current 29% in FBiH.

Chart 18: Percentage of youth working outside their profession



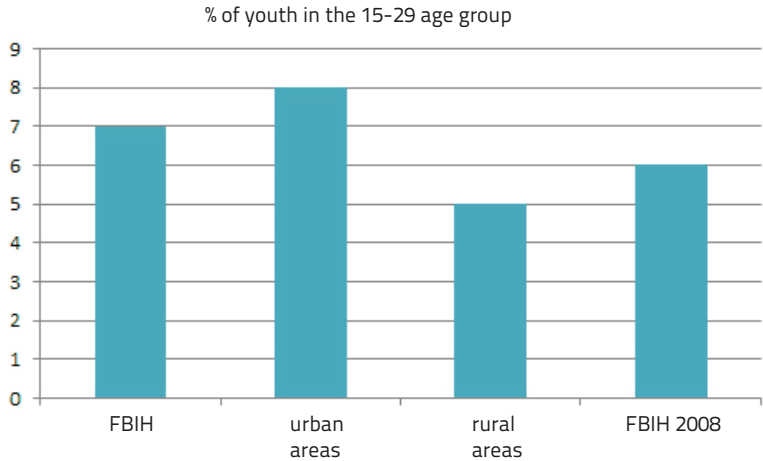
Source: Institute for Youth Development KULT, Survey on the Position of Youth in FBiH (2013), Research in BiH (2008)

Youth are divided on the issue of working outside the profession for which they were formally educated. Some believe that hiring unqualified persons is unacceptable, whereas some consider that the era of formal qualifications is over, and that practical knowledge and skills are valued above all else. Some see it as an increase in the number of opportunities for employment and emphasize that flexibility is very important in finding employment.

Mobility on the labor market

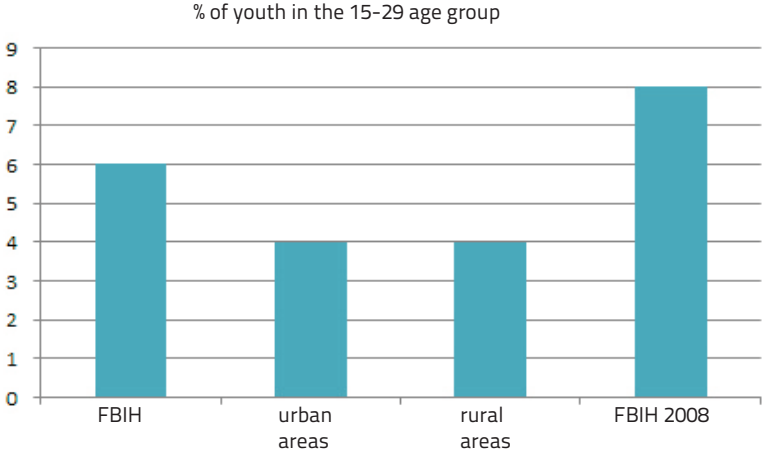
Jobs for youth are scarce in the entire FBiH, which is evident from the low percentage of youth who worked outside their municipality. Only 3% of urban and 1% of rural youth had an opportunity to work outside their municipality. 5% of youth worked outside their municipality for less than one year. 2% of youth worked outside of BiH.

Chart 19: Youth who worked outside their municipality



Source: Institute for Youth Development KULT, Survey on the Position of Youth in FBiH (2013), Survey In BiH (2008)

Chart 20: Youth who worked outside BiH



Source: Institute for Youth Development KULT, Survey on the Position of Youth in FBiH (2013)

Such low mobility rates could indicate that youth do not want to work outside the municipality they live in.

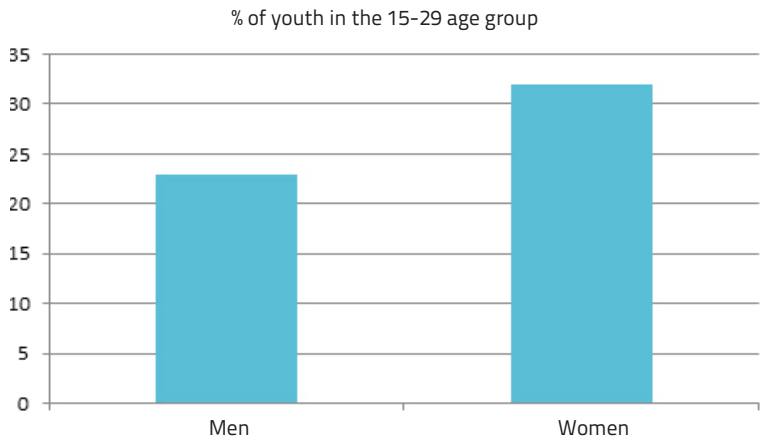
During focus group discussions, most youth claim that they would work in another municipality if their income were high enough to cover living expenses in that municipality.

Workplace abuse

13% of youth have experienced some form of abuse in the workplace, which impacted their physical and psychological health, or the health of their colleagues.

It is questionable whether youth are aware of all the different forms of workplace abuse, considering the fact that 28% stated that they are not paid regularly. 9% more women than men are not paid regularly.

Chart 21: Percentage of young men and women who are not paid regularly for their work

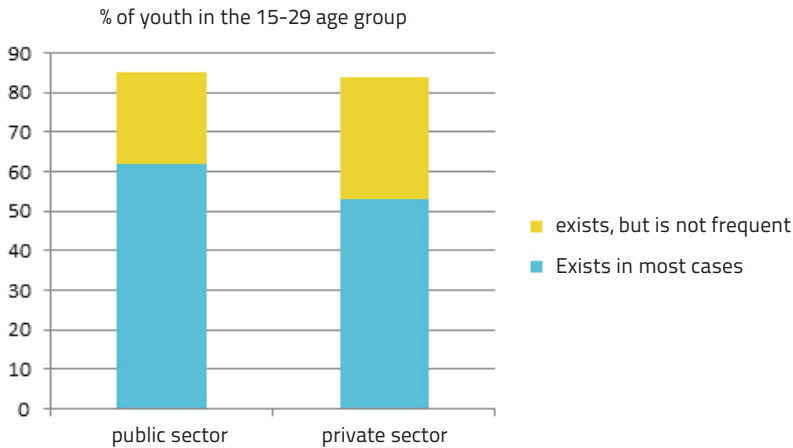


Source: Institute for Youth Development KULT, Survey on the Position of Youth in FBiH (2013)

Perception of bribery and corruption in finding employment

Only 5% of youth believe that bribery cannot procure a job in the public sector, and 7% think the same of the private sector. 62% of youth believe that taking and offering bribes is a commonplace occurrence in the public sector, and 53% think the same of the private sector. Youth believe that offering and taking bribes does take place, but not frequently, 23% for the public sector and 31% for the private sector.

Chart 22: Perception of bribing employers for obtaining a position



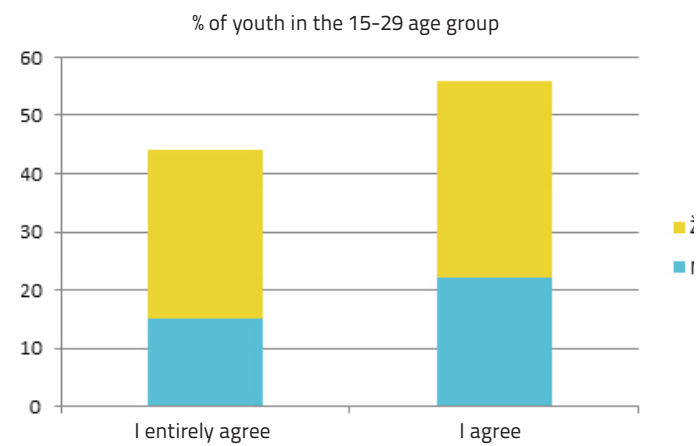
Source: Institute for Youth Development KULT, Survey on the Position of Youth in FBiH (2013)

During focus studies on the topic of corruption, most youth stated that they personally know individuals who used bribery to get employment. On a scale of 1 to 10, they rated the corruption in the public sector with 9 and in the private sector with 5, meaning that private company owners do care about whether the person they are hiring is capable of doing a certain job. They believe that private companies prefer recommendations by someone they trust.

Perception of the discrimination of women on the labor market

21% of young men and 9% of young women believe that women are not discriminated against in the labor market. A higher percentage of youth agree that women are discriminated against (63% of women and 37% of men).

Chart 23: View of the discrimination of women and girls in the labor market



Source: Institute for Youth Development KULT, Survey on the Position of Youth in FBiH (2013)

During focus group discussions, youth state that they have noticed discriminatory practices in the job seeking process, and think that job applications should be coded (without names, sex or age clearly stated on them). They are aware that it would not eradicate corruption and discrimination, but believe that it would “at least decrease the number of occurrences to an extent”.

“You can encounter all types of discrimination when seeking employment, such as gender discrimination. Job adverts often state the preferred sex of applicants although both men and women are capable of doing the advertised job equally well.” (Bihać, male)

“And the questions they ask you if you manage to get to the interview stage... They asked me if I had children and I was planning to get pregnant. That’s discriminatory and probably against the law as well.” (Sarajevo, female)

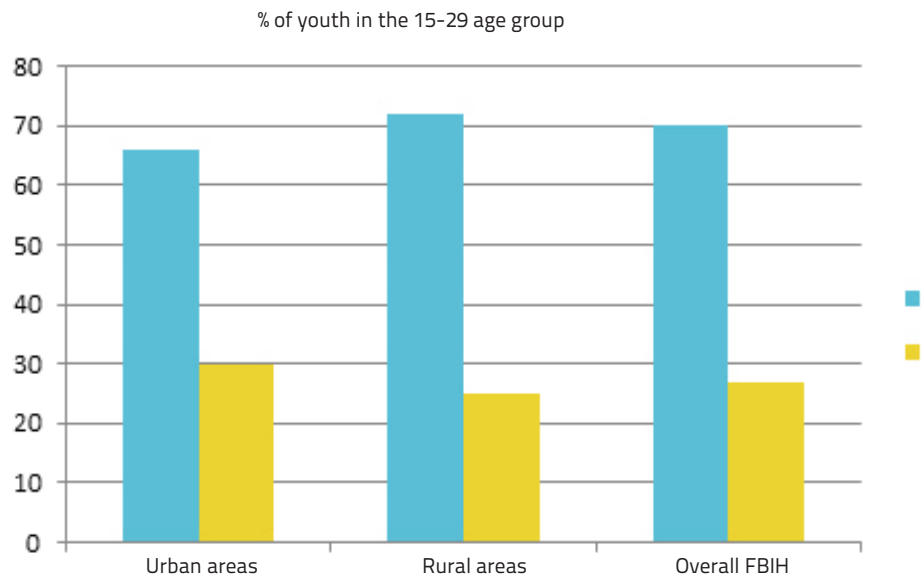
“Of course women are discriminated against, just look at maternity leave benefits. Women who were unemployed are in an even worse situation, because they receive no financial assistance after giving birth, although they most likely need it.” (Goražde, female)

Government employment programs

Although government employment programs aimed at youth have been in force continuously and for quite some time, it seems that they are not reaching youth in an optimal way, because 70% of them have never heard

of a government employment program intended for youth, and only 8% were beneficiaries of such programs. 6% more rural youth than urban youth are unfamiliar with such programs.

Chart 24: Familiarity with government employment programs



Source: Institute for Youth Development KULT, Survey on the Position of Youth in FBiH (2013)

Data collected during focus discussions show that youth who are familiar with government employment programs, are also familiar with the programs of the employment agency, i.e. the option of completing an internship, but they believe that the number of opportunities given by such programs are insufficient for addressing such a high unemployment rate. They are also extremely dissatisfied with the work of employment services. They believe that the government’s employment services are not doing as much as they could to help youth find employment, and even the work that they do, they do inadequately. Corruption is perceived as rampant throughout the entire process. Youth are particularly dissatisfied with the work of the Employment Agency and say that it should change its name to “Agency for registering the unemployed”, because they say that they know of no one who found work through the Agency, although that is precisely its purpose. They provided many examples of receiving inadequate or incorrect information upon inquiring, and they say that the Agency does not keep them informed on anything.

“I asked for specific information on when the public call for hiring interns through the Employment Agency will be published, and I was told that it would not be published in the following three months. Later I found out that it was published about 20 days after I’d asked.” (Ilijaš, female)

“I was told to find an employer myself, who would let me do my internship. What kind of help is that if I have to go door to door, asking someone to hire me for a year, and then, of course, fire me.” (Sarajevo, female)

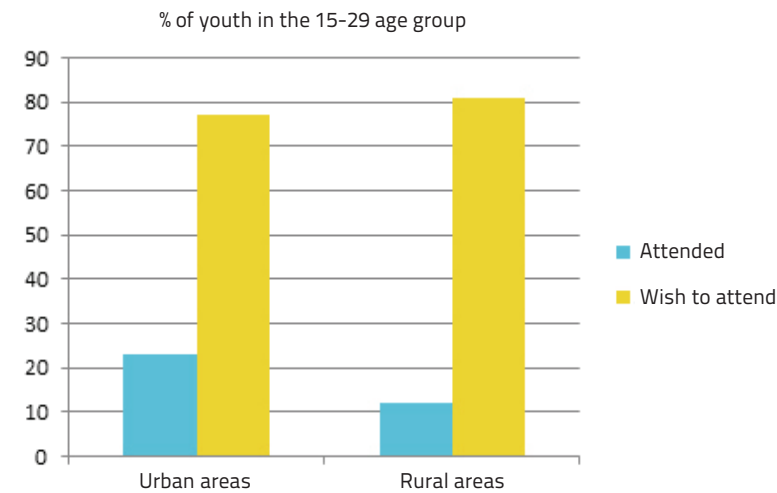
“I’m not sure if that’s actually good. It seems to me that only employers benefit from it because they get workers they don’t pay, and I’ve heard of cases where interns were not given the entire amount provided for them by the government, so employers made money off them. Yes, you do get some work experience, but after a year, you are guaranteed to be fired and the employer will hire another free worker.” (Konjic, female)

Business training for youth

79% of youth think that they would benefit from business training. An average of 16% of youth had an opportunity to take part in a business seminar

12% of rural and 23% of urban youth participated in a youth seminar. 61% of them state that the seminar was useful or extremely useful. The percentage of youth who took part in a business seminar is far surpassed by those who believe that they would benefit from a business training course, because 79% of youth have a positive opinion on this issue.

Chart 25: Youth who participated and wish to participate in a youth seminar



Source: Institute for Youth Development KULT, Survey on the Position of Youth in FBiH (2013)

Youth opinion on self-employment

One in two young people would start their own business, but require support, not only financial, but advisory and educational as well.

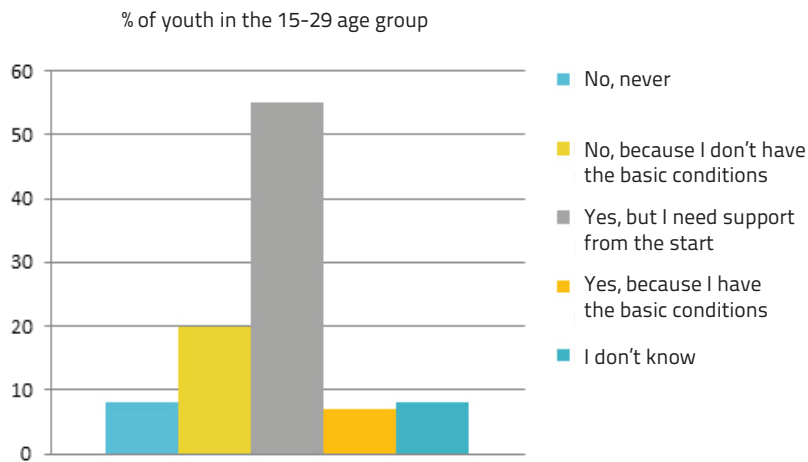


Chart 26: Youth attitudes towards starting a business

Source: Institute for Youth Development KULT, survey on the position of youth in FBiH (2013)

Most focus group participants rate favorably both self-employment programs and incentives for starting a business. Complicated administrative procedure is a drawback, as youth believe it takes at least 6 months to complete the paperwork for registering a business, on which they would spend most of the capital. They consider taxes "horrible" and laws unfavorable for entrepreneurship. They consider youth entrepreneurship as a "very good thing" and are very interested in starting their own business, while emphasizing that they would need support in the form of initial capital, knowledge on managing a business, etc. They consider a "business incubator" to be a good idea. Youth agree that there is a need for more self-employment programs, more information and support so youth would have the courage to start their own business. "Public calls and incentives need to be promoted better, the PR needs to be more adequate. Generally, promotions come down to sparse information that youth often don't understand. Social networks should be used in promoting these incentives. Bureaucracy is another problem, and to address it youth should be facilitated in starting a business, for which they will need a lot of initial capital." (Travnik, male) "There need to be clear rules on who gets what, to reduce misuse. Also – education, because youth do not really understand how the private sector functions. They expect profit immediately. I know, I have my own business. And I am very satisfied with being self employed." (Bihać, male)

HEALTHCARE

Physical examination

Only 40% of youth in BiH had a physical examination in the previous 12 months, half of them for purposes other than a regular checkup.

The table presented below shows the frequency of physical exams in youth in FBiH. Little over 40% of youth had a physical exam in the previous year, both rural and urban, but with a difference in genders, 7% more young men than women had a physical exam in the previous 12 months.

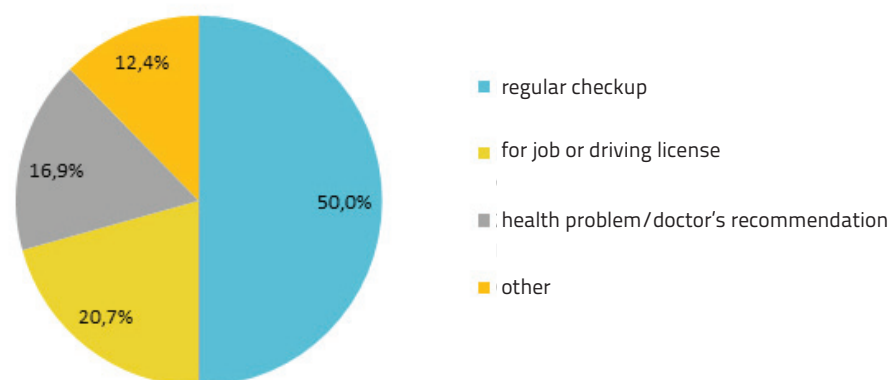
Table 8: Frequency of physical examinations of youth in the 15-29 age group

		GENDER OF RESPONDENTS		
		MALE	FEMALE	TOTAL
When was your last physical exam	Less than a month ago	8%	3%	6%
	In the previous three months	9%	10%	9%
	In the previous six months	14%	10%	12%
	In the previous year	15%	16%	16%
	More than a year ago	20%	19%	20%
	I don't remember	25%	25%	25%
	Never	7%	12%	9%
	I prefer not to reply	2%	4%	3%

Source: Institute for Youth Development KULT, Survey on the Position of Youth in FBiH (2013)

Unlike the 2008 survey, in which only 8% of youth who had a physical examination in the past 12 months gave “regular checkup” as a reason, the results shown below provide an overview of reasons why youth have physical exams. The increase in the number of respondents whose reason was “regular checkup” does not necessarily indicate a raising of consciousness on health self-care, because the results provided below reflect the reasons on only 40% of youth who had a physical exam in the previous 12 months, which leaves 60% of those who had one more than a year ago or never.

Chart 27: Reasons for a physical examination (answers by youth who had a physical exam in the previous 12 months)



Source: Institute for Youth Development KULT, Survey on the Position of Youth in FBiH (2013)

Health Services

Only 11% of youth are aware that their local communities offer health services organized and intended specifically for youth, and only 9% used the services, with 6% of them having used the services only once or twice.

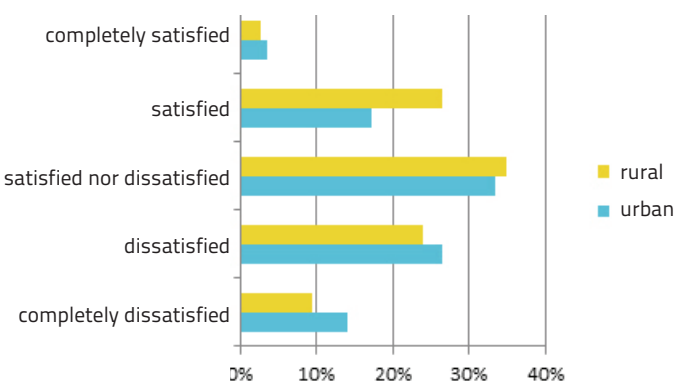
Discussions in focus groups clearly reveal that youth need specific, youth-tailored health services. The most frequently stated need is psychological counseling, but sufficiently discreet, and preferably not in a healthcare facility. This is particularly needed in smaller communities where “everyone knows everyone”. Youth provided a negative example of a psychologist in the community health centre in a small local community. He is approachable and professional, but he has to inform the school of every visit, including reasons, which prevents youth from using his services.

They believe that youth have an equally pressing need for counseling on reproductive and sexual health, which they currently find in the non-governmental sector, although with more difficulties in rural areas.

40% of urban youth are unsatisfied with health services provided by community health centers in their local communities (municipalities), while rural youth are slightly less dissatisfied (33%). The table below shows respondents' level of satisfaction with health services in the public sector.

Chart 28: Satisfaction of youth with health services provided by the community health centre in their municipality

Source: Institute for Youth Development KULT, Survey on the Position of Youth in FBiH (2013)



They explain their dissatisfaction by a distrust of doctors, because they believe that corruption is most rampant in the hiring process in the health sector, resulting in an unqualified workforce. They also believe that doctors did not have enough practical work during their education, and they have no confidence in their level of experience.

Another big issue which must be addressed institutionally, is the conflict of interest caused by private practices of doctors who work in the public sector. Almost all participants of focus groups commented on this practice.

They are generally dissatisfied with the medical staff and lack of medical supplies (no reagents, anti-tetanus shots, not enough medical imaging and test machines. They claim that medical staff are often rude to patients, verbally abusive, discriminatory, open to bribery, etc.

“If I trusted them, I wouldn’t go to the dentist in Zagreb. When someone gets sick in Bihać, they see a doctor in Zagreb, why be at the mercy of our doctors? An acquaintance of mine is clueless, his dad bought him the degree, and he’s going to be a doctor. Okay, I can’t say that he’s totally clueless, but his knowledge is superficial and not enough to save someone’s life.” (Bihać, male)

“There is a medical high school as part of a technical school in Goražde. I was horrified when I found out that anyone can get a diploma as a part-time student. This part-time education costs 500 KM per grade and you finish fairly quickly. So, anyone who pays can be a nurse, and work in a hospital or community health centre.” (Goražde, female).

“My sister is diabetic. She studied at the university in Bihać and happened to run out of insulin. She went to a clinic in Bihać, took all the paperwork and test results saying she’s diabetic. They wouldn’t give her insulin. Luckily, the receptionist was also a diabetic and gave her her own ampoule, otherwise she would have fallen into a coma and died. It’s absurd that she can only get insulin in Ključ.” (Ključ, female).

Health insurance

7% of youth do not have, or do not know if they have health insurance, which is similar to the results of the 2008 survey, which showed that 10% of youth did not have health insurance.

Youth mostly access health care through parents/guardians (58%) but not additional insurance (private in BiH or abroad) because they cannot afford it. Since focus groups included youth from different cantons, they gave examples of different types of regulation in cantons, expressing dissatisfaction at such discrepancies. In some cantons, despite the existence of health insurance, users have to pay an additional 30 BAM for “stamps” so their doctor would see them for free. In the Sarajevo Canton this is not the case, so students often see a doctor in Sarajevo with someone else’s health insurance card (cards of students insured in the Sarajevo Canton). They believe the system is unfair and is forcing them to be dishonest as well.

One in every eight couples have difficulties conceiving. The public health system does not offer free IVF treatments.

An important issue in the area of reproductive health in Europe and in FBiH is an increase in youth who are having difficulties conceiving and need special, legally regulated health care. One of the focus group participants explained her experience.

“The inability to access certain healthcare services in public health institutions is problematic and drives you to the private sector. IVF, for instance, which is very expensive. A Decision of the Government of FBiH clearly states that two IVF procedures are covered by healthcare. No one has managed to take advantage of that right, and there are many couples in BiH who have difficulties conceiving. My husband and I joined forces with many other

couples who have the same problem. We wrote applications, appeals, petitions... Nothing worked. We can't have a child that we want so much." (Sarajevo, female)

Gynecological exam

The care of women from BiH for their reproductive health is at a alarmingly low level. Only 48% of young women out of a small pool of respondents who were willing to answer questions on reproductive care had had a gynecological exam in the previous 12 months.

58% of participants did not want to answer the question on how old they were when they had their first gynecological exam. The data is worrying and indicative of the conservative attitude of young women on the topics of sexual and reproductive health. The average age at which participants who answered had their first gynecological examination is 19. Data on the regularity of gynecological examinations is worrying because 67% refuse to answer the question of how many gynecological exams they had had in the previous 12 months. Out of participants who answered, 17% had no exam, 13.1% had an exam once and 8% had an exam two times.

Intimate relations

Intimate relations and sexual health are a taboo topic among youth in FBiH, which increases the risk of sexually transmitted infections and unplanned pregnancies.

Like questions on sexual and reproductive health, questions on sexual activity of youth also caused discomfort. 23% of youth did not want to answer if they are sexually active or not.

Respondents' replies indicate that men (41%) are more sexually active than women (23%), and that they have more partners than women, as shown in the table below. Young men in rural areas change partners more often than men in urban areas (by 5%), and are the highest risk group in terms of STIs.

Focus groups discussions confirm the data obtained:

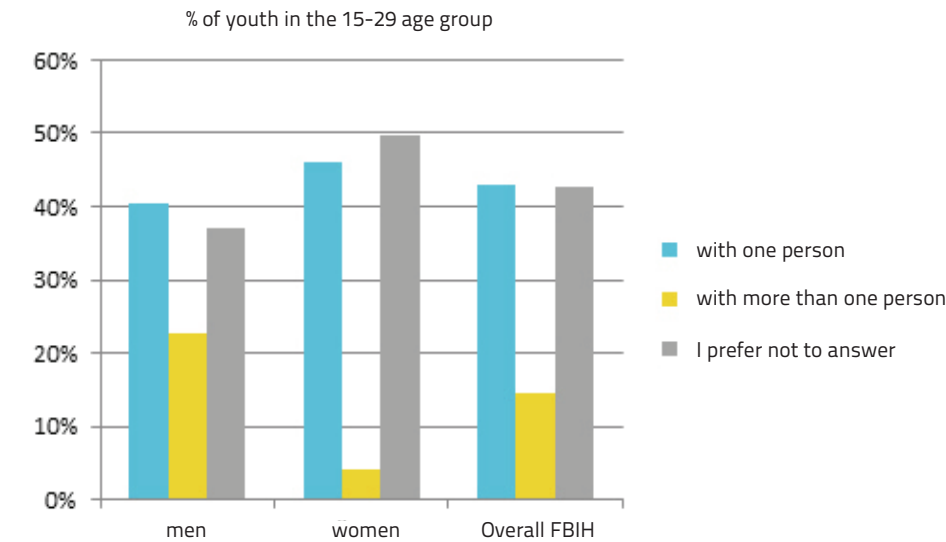
"In rural areas, it's necessary to have more education on several topics, especially on sexual and reproductive health (including educating parents)".

"For instance, I didn't have that problem with my parents, because my father talked to me about sex when I got to an appropriate age, but I am definitely an outlier. Most of my friends could never discuss this with their parents. (Sarajevo, male)

"I think it's time we stopped giggling at the mention of the word 'sex' or anything on that topic, which is how my class behaves now. We should learn about it in school, have a separate subject, or at least in biology classes or something similar. (Sarajevo, female)

"Of course I'm interested in sexual and reproductive health, like in many other topics. We are still in the process of developing, everything interests us, and not everyone can discuss it with their parents." (Visoko, female)

Chart 29: Answer the question: In the past 6 months, did you have intimate relations with one or more persons?



Source: Institute for Youth Development KULT, Survey on the Position of Youth in FBiH (2013)

Engaging in recreational activities

Youth in BiH do not spend enough time engaging in recreational activities for promoting health and fitness

23% of youth, rural and urban equally, do not engage in recreational activities at all. If we add the percentage of youth who engage is recreational activities once a week or less frequently, we reach a number of 48% of youth who do not dedicate enough time to these health-promoting activities.

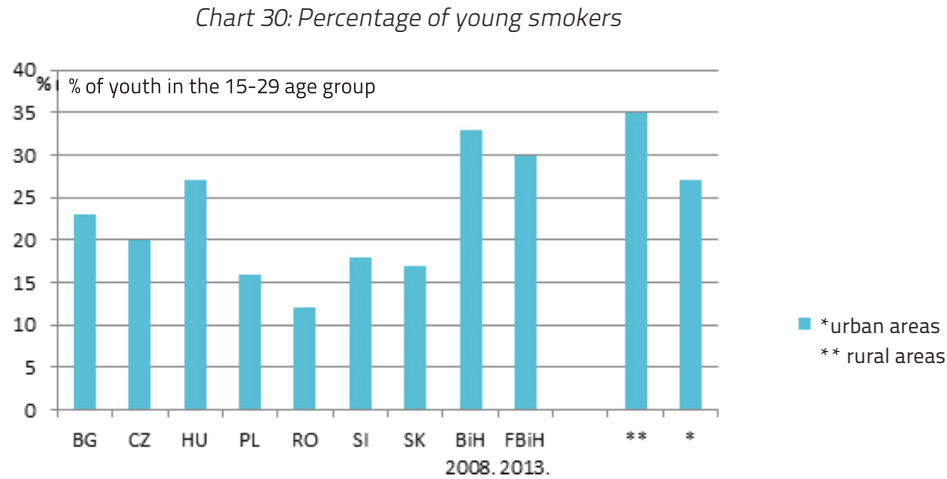
Women engage in such activities less, 55% of respondents never exercise, or exercise very rarely (14% once a week, 9% less than once a week).

Smoking

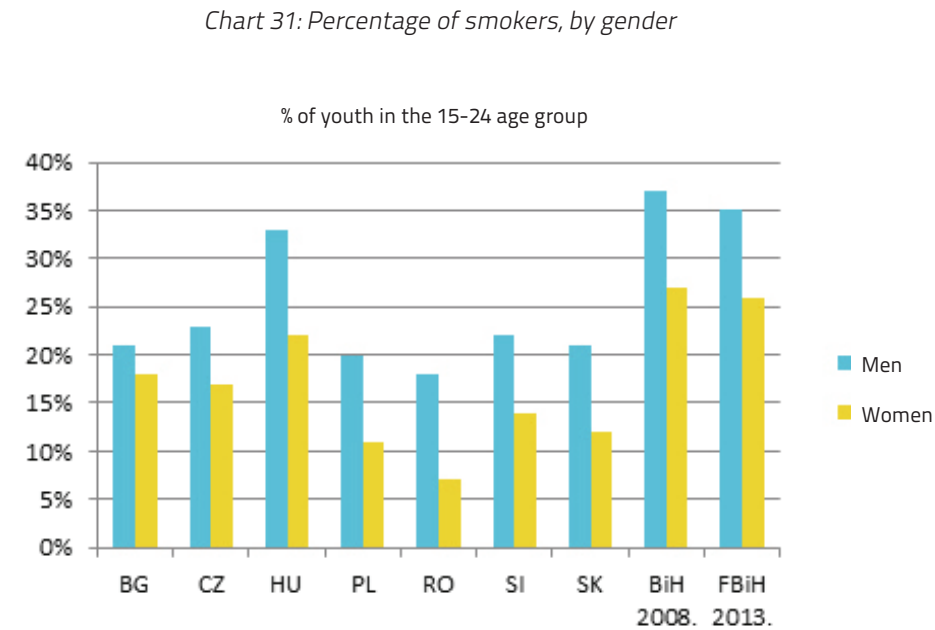
It is worrying that in FBiH 30% of youth in the 15-24 age group smoke daily, 16% smoke more that 10 cigarettes a day, 3% of which smoke more than 20 cigarettes a day and 4% more than 30 cigarettes a day.

According to world health standards, smoking is one of the biggest risk factors because it causes numerous difficult and often incurable illnesses. The consequences of smoking are particularly severe in long-term smokers, who started smoking early in life.

The number of young smokers in BiH has not decreased significantly compared to 2008, and is significantly higher than the EU average, especially in urban areas, where 35% of youth smoke, 8% more than in rural areas.



Source: Eurostat (2012), Institute for Youth Development KULT, Survey on the Position of Youth in FBiH (2013)



Source: Eurostat (2012), Institute for Youth Development KULT, Survey on the Position of Youth in FBiH (2013)

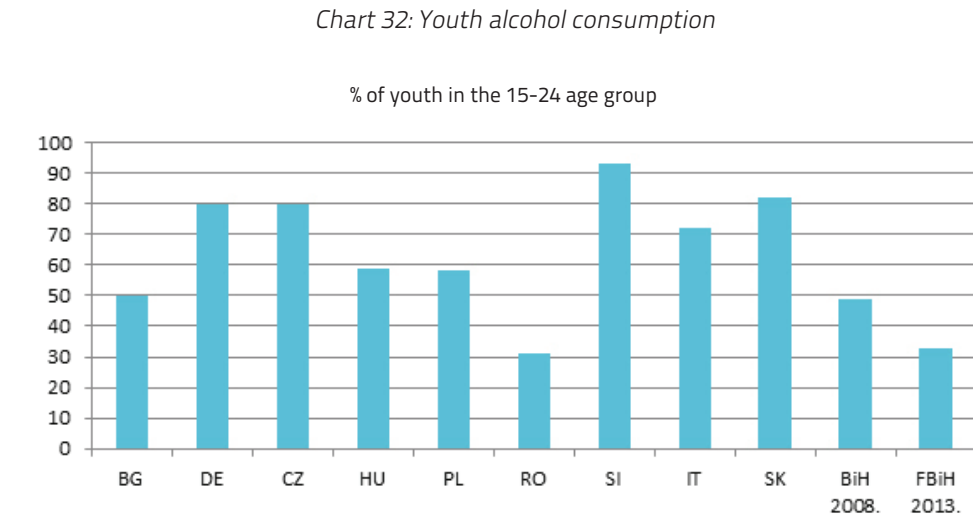
In most EU member states, there are more male smokers than there are female ones. The situation is the same in FBiH, where there are 9% more male smokers than female, which puts men in a higher-risk group when it comes to this harmful habit.

Alcohol consumption

Youth in BiH drink alcohol much less than their peers in EU member states. 42% of men and 25% of women aged 15-24 in the previous 30 days consumed alcoholic beverages once or several times.

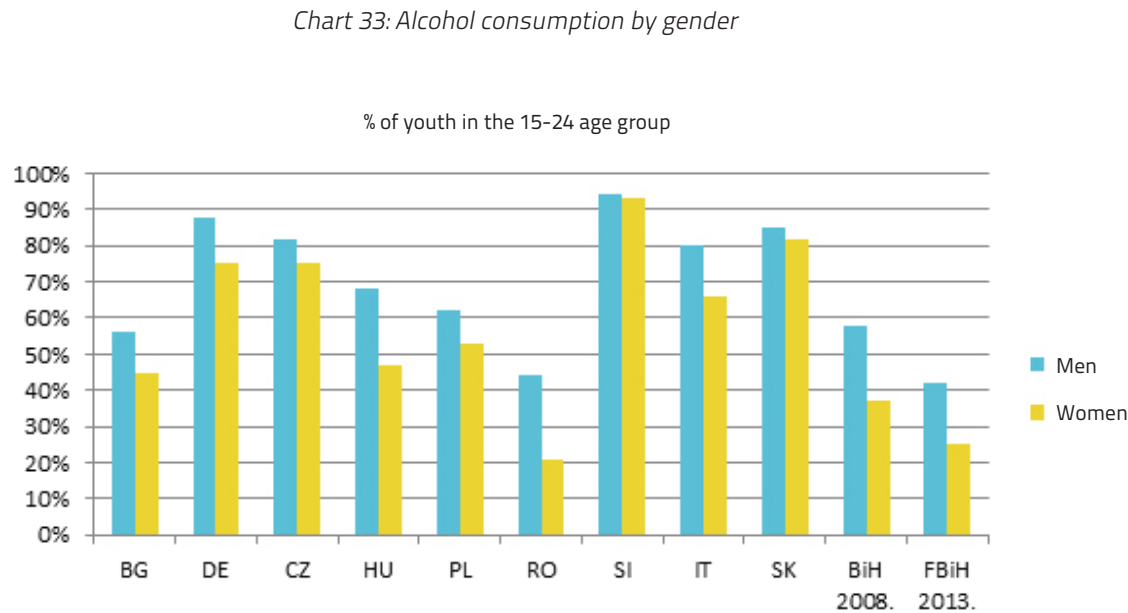
Although the percentage of youth in BiH who drink alcoholic beverages can seem favorable when compared to

EU member states, there is a problem related to alcohol consumption in FBiH, as 33% of youth consume alcohol.



Source: Eurostat (2012), Institute for Youth Development KULT, Survey on the Position of Youth in FBiH (2013)

Young men are also at higher risk with regard to alcohol consumption, as 6% have consumed alcohol more than 10 times in the previous month, as compared to 2% women. 9% consumed alcohol four to six times, and 15% two to three times.



Source: Eurostat (2012), Institute for Youth Development KULT, Survey on the Position of Youth in FBiH (2013)

Substance abuse

87% urban and 95% rural youth state that they do not use drugs.

The data provided should be taken with a grain of salt, because the percentage of youth who abuse substances is probably higher. Reports by federal institutions, such as the Ministry of Internal Affairs, indicate that the percentage of drug users among youth is higher than the percentage provided here, which leaves open the possibility that respondents in this survey were not willing to answer the question truthfully, although the survey was anonymous. In any case, the issue of drug abuse among youth must not be pushed to the sideline.

Table 9: Substance abuse

% of youth in the 15-29 age group		AREA TYPE		
		Urban	Rural	Total
How often have you used drugs in the last month / marijuana, hashish, ecstasy, etc.)?	I do not use drugs	87%	93%	91%
	Not once	6%	4%	5%
	Only once	3%	%	1%
	2-3 times	1%	1%	1%
	Over 10 times	1%	0%	%
	I prefer not to reply	3%	1%	2%

Source: Institute for Youth Development KULT, Survey on the Position of Youth in FBIH (2013)

It is interesting to note that 48% of youth did not want to reveal the amount of the monthly incomes in their households. A more detailed analysis shows that youth from households with higher incomes were more willing to answer the question; over half of those who answered live in households with a monthly income of over 1000 BAM. The rest of youth who answered the question live in households with monthly incomes of up to 600 BAM (9%), up to 800 BAM (7%), and up to 1000 BAM (7%). Considering that most young people (82%) live in households with three, four, or five members, we can conclude that their families are struggling with finances.

The table below shows that most young people either have no income, or have an income of about 200 BAM. A significant percentage of youth chose not to answer the question. Young people’s reluctance to reveal their personal or household incomes is interesting and warrants further analysis so as to determine whether youth are uncomfortable discussing money because they don’t have it.

Table 10: Total monthly income of youth in FBIH

% youth in the 15-29 age group	Men	Women	Total FBIH
No income	27%	31%	29%
Up to 200 BAM	14%	17%	16%
201 - 400 BAM	8%	7%	8%
401 - 600 BAM	9%	8%	8%
601 - 1000 BAM	9%	7%	8%
1001 - 1400 BAM	3%	2%	3%
Over 1600 BAM	1%	3%	2%
Does not wish to answer	28%	25%	27%

Source: Institute for Youth Development KULT, Survey on the Position of Youth in FBIH (2013)

Youth do not want to divulge how much money they had at their disposal in the previous three months, i.e. how much they themselves spent. 31% chose not to answer, 37% had less that 200 BAM over the course of those three months, and 15% had between 200 and 400 BAM.

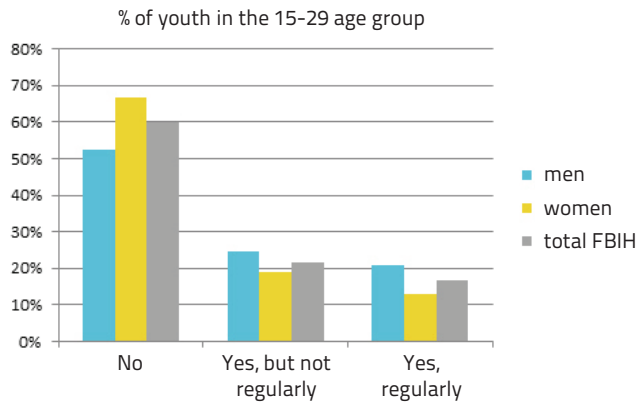
Furthermore, 58% of youth cannot manage to continuously set aside a certain sum of money, regardless of gender or the type of area they live in.

SOCIAL POLICY

Money and youth

60% of youth in FBIH, especially women, cannot contribute to the household budget. Those who manage to contribute have low incomes which precludes them from saving money.

Only 17% of youth are able to regularly contribute to the household budget and 22% of youth contribute irregularly.



60% of youth, both rural and urban are unable to contribute. Young girls are in a particularly unfavorable position, since 67% cannot contribute, compared to 52% of men.

Chart 34: Youth who contribute to the household budget, by gender

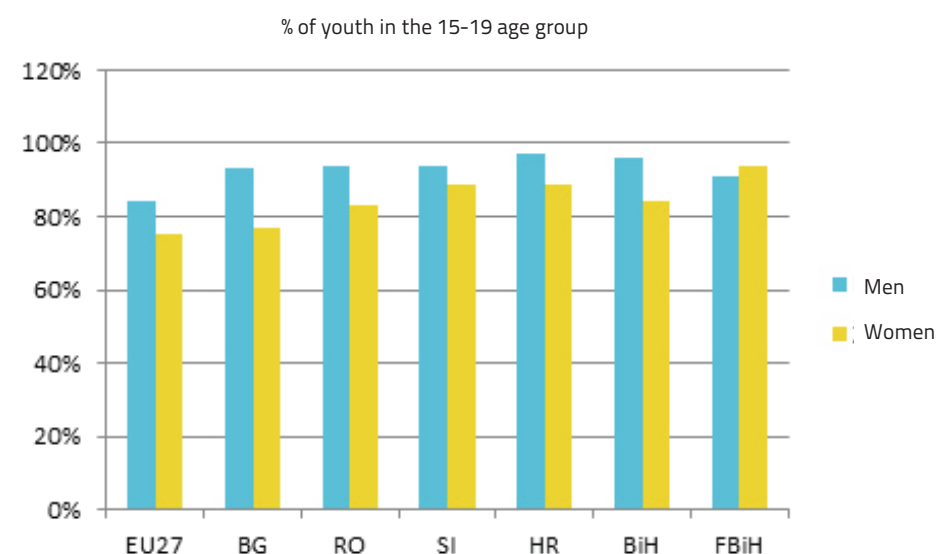
Source: Institute for Youth Development KULT, Survey on the Position of Youth in FBIH (2013)

Starting a family and housing situation of youth

9% of youth in FBIH are married, 7% have children, mostly one (43%) or two (24%).

Housing, or the ability to afford independent housing, is an important indicator of the life quality of youth. The percentage of youth with independent housing is around 10% lower than the EU average, as 93% of youth in the 18-24 age group are tenants, live with their parents, or houses/apartments owned by their parents. Therefore, only 7% of youth are independent with regard to their housing situation, the 2% who are tenants but live separately from their parents, and the 5% of those who live in a house of apartment they own.

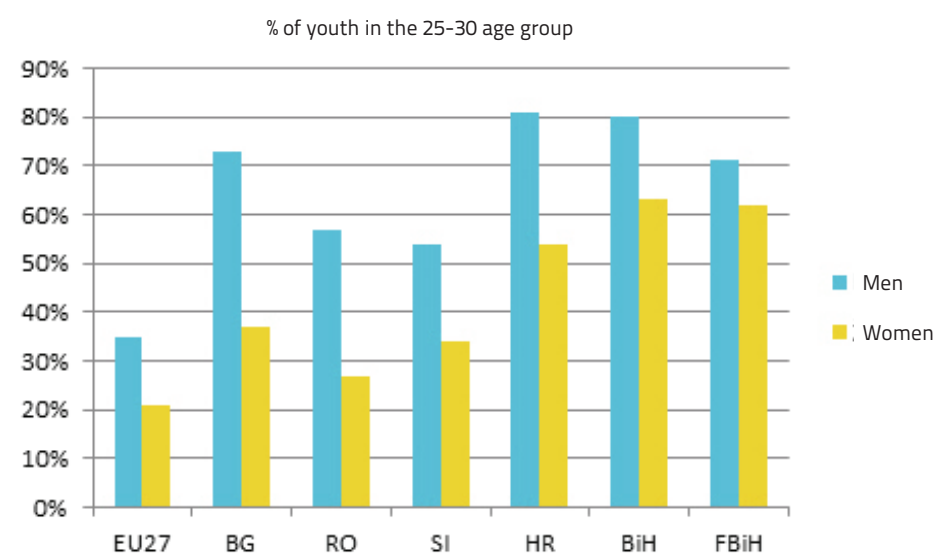
Chart 35: Percentage of young men and women in the 18-24 age group who do not have independent housing



Source: Eurostat (2012), Institute for Youth Development KULT, Survey on the Position of Youth in FBiH (2013)

Youth in the 25-30 age group are in a slightly more favorable position, since 23% of youth from this group live in their own house or apartment, and 8% live as tenants, separately from their parents. However, this average is far below the EU average.

Chart 36: Percentage of young men and women in the 25-30 age group who do not have independent housing



Source: Eurostat (2012), Institute for Youth Development KULT, Survey on the Position of Youth in FBiH (2013)

Youth under the age of 25 give almost no thought to housing, i.e. having their own apartment. The idea of having an apartment is a wish of theirs but they do not have a specific plan, and do not know how to fulfill that wish. Most participants believe that having their own apartment is almost impossible, and that they will give it serious thought sometime in the future "if I find a job and can take out a loan".

Even older participants of focus groups do not have their own apartment. While they do want one, they do not believe that conditions will be favorable for buying one. They only hope for inheritance and 30-year loans, which they fear.

As a possible solution, they propose that the government co-fund loans for youth housing, providing an option of turning rent into purchase, because "the neighboring countries are doing it successfully".

Self-evaluation of living standard

Most youth rate their current living standard as good (46%) and mediocre (31%). Living standard rating is affected by age, as dissatisfaction with it grows with age. Youth under 20 are more satisfied than youth who are a few years older. The reason is probably parental influence and care, absence of any financial obligations, not actively participating in the labor market. The difference is also noticeable when it comes to civil activism. Both inactive and active youth identify problems easily and clearly articulate their dissatisfaction with the current position of youth in FBiH. However, inactive youth do not see a way out of that situation and find comfort in the fact that "it could be worse", using false equivalencies such as "we are lucky, children in Africa have nothing to eat". On the other hand, active youth make comparisons with more developed European countries, which is certainly more relevant.

Youth outlook

Youth believe that their future will be much better than the present (41%) or slightly better than the present (27%). 20% of youth do not expect anything to change in the future, whereas 9% of youth expect their future to be worse than the present.

Youth have a more negative outlook on the future of the entire society, since 21% of them expect it to be worse than the present. 27% do not expect anything to change, 25% of youth believe that the future will be somewhat better, and 22% believe that it will be much better than the present.

The belief of youth that their future will be better than the future of the society in general could be explained by the fact that many young people are considering leaving FBiH, and many are already taking concrete steps towards leaving.

"I already spent three months with my cousin in Sweden. He immediately found me a job in the company where he works. The money I made there was enough for me to live on here for the rest of the year. Now we are trying to find a way for me to stay permanently." (Sarajevo, male)

"I can't wait to leave and I would never come back, not even on vacation. I'm trying to find a way to leave, so we will see." (Konjic, female)

"Of course I would leave. If not for me then for the children I hope to have one day. Perhaps I will marry someone abroad. A lot of my friends got married that way." Sarajevo, female)

"I often think about how this society forces you to be selfish and unfair. Give everything to me, who cares about others? Too many examples show that it a good way of achieving something in life. There is no other way." (Sarajevo, male)

Life quality indicators

Youth consider unemployment and low wages to be the economic factors that impact the quality of their life the most.

Over 70 percent of youth think that unemployment and low wages impact their quality of life the most. These are followed by the low quality of formal education, inadequate health care, inadequate social protection and assistance system, and the inability to influence political decision making. Over 60% of youth consider these factors as greatly or entirely responsible for the quality of their life.

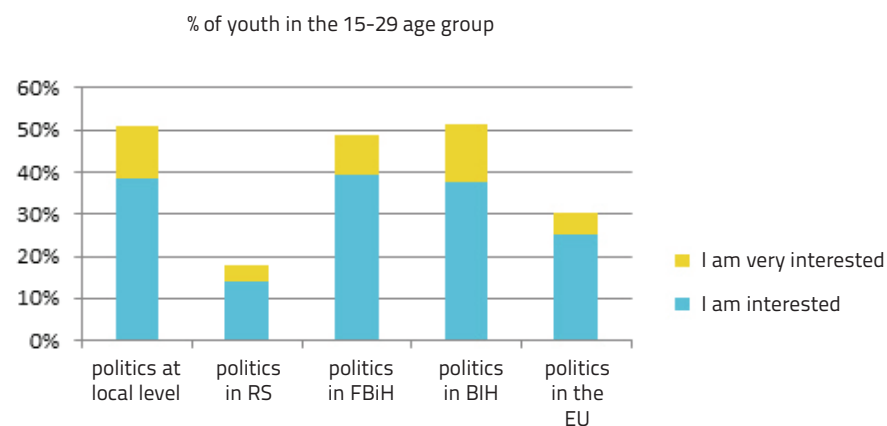
YOUTH PARTICIPATION

Interest in politics

One in two young people in FBiH have no interest in politics.

Of those with an interest in politics, most are interested in local, BiH and FBiH politics (50%). It is interesting to note that youth in FBiH are less interested in politics of Republika Srpska (18%), whereas 30% of youth find EU politics interesting. The interest is approximately the same among men and women, and among rural and urban youth.

Chart 37: Youth interest in politics



Source: Institute for Youth Development KULT, Survey on the Position of Youth in FBiH (2013)

Focus group discussions show that youth interest in politics has increased over time. Youth from the youngest age group, while aware of the importance of youth participation in politics are not involved themselves nor do they trust the political system of the country. They consider all parties corrupt and do not consider any

acceptable. They are interested in participating in politics if they “find a party that speaks to their interests”. This group leaves the impression of adopting an overall negative attitude towards political parties and politicians in general, without previously critically evaluating the political platforms and plans of particular political parties. Youth do not re-examine their opinion.

Older participants are somewhat more invested in following the work of politicians, but are mostly not politically involved. As their reason, they state a complete lack of trust in politicians and a lack of any party whose ideas they agree with. They voted in the election, but only so “someone wouldn’t appropriate their vote or annul their voting ballot”. Unlike the younger age group, they seem more aware of the issue of nationalism.

“Nationalist outbursts of all political parties horrify me, and I don’t want to embarrass myself.” (Sarajevo, male)

“None of the political parties are offering an adequate solution for my problems, because all they’re offering is: vote and we’ll see about that.” (Ilidža, male)

Youth who tried to get politically involved state that the experience was disappointing.

A handful of youth who participated in focus groups were politically active but have stopped, because they decided it was causing them more harm than good.

“People identify you with what the party says or does. I personally disagreed with some of the actions of the party I was in, but was still called out on it by friends and acquaintances in my community, so I gave up.” (Goražde, female)

“While working on the political platform of a party I was in, all they talked about was how they’re going to fire all young people once they are in power, and take the jobs themselves. I didn’t like that, and I left the party.” (Ključ, female)

Active youth are more interested in politics

One of the focus groups comprised youth active in different civil society organizations. This group shows a significantly higher level of interest in politics. They are more politically involved and follow the programs of political parties.

“I left the non-governmental sector for the governmental sector because I was sick of seeing people simply get away with things. Now I can participate on a wider spectrum. I can lobby, sometimes even twist arms.” (Bugojno, female)

“Youth should get involved in politics because it is the most efficient way of affecting change. You can change anything through politics.” (Bihać, male)

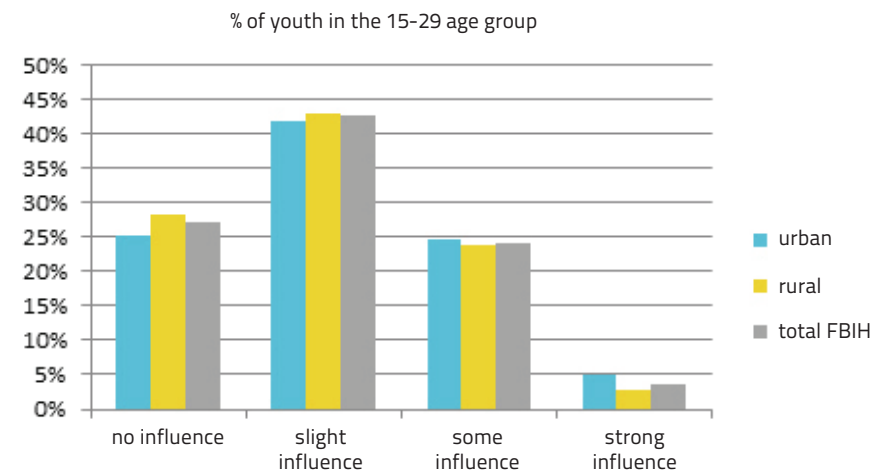
Participation in elections

Youth comprise 21.4% of the electorate in BiH. During last elections held in October 2012, a little over half of youth voted (54.6%) which is similar to the general turnout (56.5%)

An analysis of the turnout at the local elections, held on October 7, 2012, showed that 54.6% of youth voted, or more precisely: 334 215 youth voted out of a total of 612 527 young people. The data includes all persons from the age of 18 (voting age) to 30, the upper limit of the youth group, as stipulated in the Youth Law of FBiH (Central Election Committee BiH, 2012).

Comprising 21% of the electorate, youth could significantly change election results. However, youth are still not voting at full capacity, mostly due to the belief that their vote will not make a difference or because they do not know which party to vote for. However, every year the percentage of young voters increases, along with youth interest for participating in elections, 70% of youth stated that they would vote if the elections if they were being held the following week.

Chart 38: Youth opinion on whether they can influence local level decision-making



Source: Institute for Youth Development KULT, Survey on the Position of Youth in FBİH (2013)

Youth and ways of participating in decision-making

Previously presented data clearly shows that youth do not believe that they can affect decision making. They usually consider the different ways an individual can influence decision making to be inefficient. They believe that contacting a politician, i.e. decision-maker, personally is the least effective method of participation, followed by participation in public demonstrations, being active in a political party and signing petitions, whereas working in NGOs and voting in the elections were seen somewhat more favorably. Youth do not have much better opinions on other forms of participation.

Youth’s skepticism over their ability to affect change by participating is evident in the low percentage of youth who have engaged in some form of participation in the previous 12 months.

Table 11: participation of youth from 15 to 24 years of age in certain forms of activism

	Not once	1-2 times	3-5 times	More than 5 times
Contacted a politician	86%	8%	3%	3%
Participated in a public gathering	67%	23%	6%	3%
Signed a petition	60%	30%	8%	3%
Participated in public debates	78%	15%	4%	2%
Written an article, for example in student newspaper, an organization’s paper or online	85%	9%	3%	4%
Participated in public debates on the municipal budget	85%	10%	3%	2%

Source: Institute for Youth Development KULT, Survey on the Position of Youth in FBİH (2013)

In rural areas fewer youth were included in the aforementioned activities in the previous 12 months, up to 13% in some forms of participation (signing a petition or contacting a politician) which is a significant indicator for the government that they should accord more attention to involving rural youth, i.e. create programs to motivate youth to get involved in decision-making processes.

“It’s hard to make our voices heard.” (Sarajevo, female)

This statement perhaps best describes the attitude youth have on participation. They have a need to be included and asked for their opinion, at least when it comes to issues which directly affect them, of their local community issues, but they state that no one is asking for their opinion.

“We need and want to be asked about what happens in our city and even county, but our opinions are not that dominant, which is a big problem, because our opinions are often overlooked.” (Kakanj, female)

Youth are generally not sufficiently informed on the ways and opportunities for participation in decision making. They do not participate in public debates, discussions, open sessions of the municipal assembly, nor do they feel familiar with such a way of civil participation. They consider protests to be the most effective way of expressing civil opinions and view this form of participation in very positive light. However, these statements should be observed in the light of the situation at the time the focus groups were held (civil protests over the JMBG (Unique Master Citizen Number). They also recognize signing petitions as a form of participation, but have differing opinions on whether it is efficient.

“Yes to petitions. I think it’s great when I can participate in decision making. But what we sign must be efficient and implemented.” (Sarajevo, female)

“You can make a difference if you get involved in the right way. My colleagues and I organized petitions and got part of the funding meant for religious buildings in our local community to be allocated to youth.” (Sarajevo, male)
Several examples were given of unsuccessful petitions, and some young people believe that it is not an efficient way of participation.

Active youth

In the previous five years, youth organizations have managed to include the highest number of youth in their activities, with significant differences between rural and urban youth.

The percentage of youth who are active members of political or non-political organizations increased significantly since 2008. Youth organizations have made most progress, currently including 33% of youth in FBİH. However, rural areas have a much lower youth membership rate; youth membership in organizations is 17% higher in urban youth. Political parties and their youth wings, and religious organizations are equally successful in involving youth in both rural and urban areas, while environmental organizations, and to some extent human rights and humanitarian aid organizations have more active members in urban areas. Differences by gender are negligible, except in human rights and humanitarian aid organizations, where women are slightly more active than men.

Table 12: Percentage of youth between 15 and 29 years of age – membership in organizations

	FBiH	Urban areas	Rural areas	BiH 2008
Youth organizations or associations	33%	43%	26%	6%
Youth wings of political parties	14%	14%	14%	3%
Religious organizations	11%	10%	11%	3%
Political party	17%	18%	17%	4%
Environmental organizations, i.e. organizations for the protection of the environment	11%	16%	7%	4%
Human rights or humanitarian aid organizations	13%	16%	11%	5%
Professional organizations, e.g. agricultural associations, business or employee associations	4%	3%	4%	2%

Source: Institute for Youth Development KULT, Survey on the Position of Youth in FBiH (2013)

The percentage of youth who are not members of the aforementioned organizations, but have participated in the organizations’ activities or have worked for them, is somewhat higher than the percentage of youth who are members, which is especially true for environmental organizations and human rights and humanitarian aid organizations.

YOUTH MOBILITY

Over half of young people in BiH did not have an opportunity to go abroad in the previous 12 months. Those who did travel, most frequently visited neighboring countries.

86% urban youth and 80% rural youth who had visited other cities in FBiH most frequently went to Sarajevo, Mostar, Zenica and Tuzla. Most frequent reasons are tourism (66%) and visiting friends (16%).

43% of rural and 53% of urban youth had an opportunity to travel abroad. The countries visited were most frequently neighboring ones: Croatia and Montenegro, and Serbia and Slovenia. Others are Turkey, Germany, Austria and Italy.

Rural youth are very clearly less mobile than urban youth.

When the Council of the EU declared BiH one of the visa-exempt countries, BiH youth were given more opportunities for mobility. However, financial limitations are still the main reason why BiH youth do not travel more often.

Youth in focus groups expressed a wish to travel for different reasons. In addition to tourist visits, many young people would like to take part in student exchange programs to study, learn about new cultures and gain new experiences.

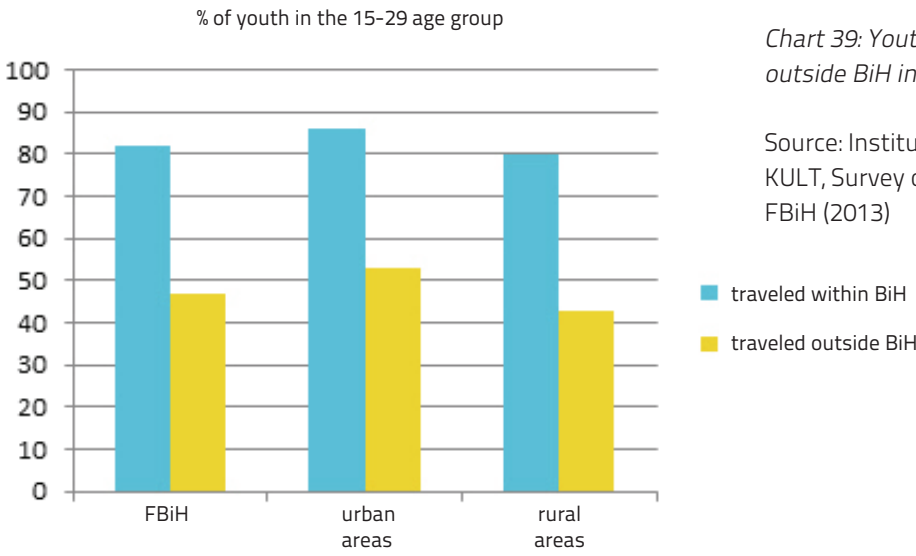


Chart 39: Youth who traveled within or outside BiH in the previous 12 months

Source: Institute for Youth Development KULT, Survey on the Position of Youth in FBiH (2013)

Organized traveling

Three out of four young persons in FBiH did not have an opportunity to travel as part of an organized youth mobility program.

A relatively low percentage of youth in FBiH have the opportunity to travel as part of youth-specific programs, such as summer schools, study visits, etc. Compared to the data from 2008, there has been an increase in the number of young people who travel in this manner. It is important to note that most of the trips were organized by the non-governmental sector, and not the government. However, the percentage of youth taking part is still low, averaging at 29% of youth who participated in an excursion. Excursions within entities are the second most common program youth take part in, while student exchanges are as rare as they were in 2008. Rural youth are in a particularly unfavorable position when it comes to such programs, as they participate much less frequently in organized youth mobility programs.

Table 13: The percentage of youth between 15 and 24 years of age who took part in organized youth mobility programs

	FBiH	Urban areas	Rural areas	BiH 2008
Student exchange	3%	5%	2%	1%
Summer school	10%	14%	8%	2%
Volunteer or other type of youth camp	19%	25%	14%	5%
School in nature	12%	14%	11%	5%
Study visits	12%	13%	11%	4%
Excursion within the entity	27%	30%	25%	10%
Excursion to another entity	19%	21%	17%	6%
Excursion abroad	29%	32%	26%	12%

Source: Institute for Youth Development KULT, Survey on the Position of Youth in FBiH (2013)

Leaving the country

As many as 37% of youth would leave the country permanently if they were given a chance, while 40% would leave for an extended period of time, and 9% have already undertaken concrete steps towards leaving.

Most youth see leaving the country as the only way towards a brighter future. Many are willing to leave BiH permanently or for a prolonged period of time. Youth would leave the country immediately for temporary work abroad, studies or taking up permanent residence in another country. Rural youth are willing to leave the country, especially for temporary work.

Table 14: Reasons for which youth would leave the country immediately upon being given an opportunity

% youth between 15 and 29	FBiH	Urban areas	Rural areas
For studies	69%	68%	70%
For temporary work	70%	66%	73%
For taking up permanent residence	60%	56%	62%

Source: Institute for Youth Development KULT, Survey on the Position of Youth in FBiH (2013)

More than half of young people in FBiH have had neighbors who left the country at some point in the previous seven years, and 45% of youth have a member of extended family who left the in the previous seven years and 26% have a member of immediate family who left in the previous seven years.

Youth often cite nationalism and religious intolerance and a reason for leaving BiH permanently.

When providing additional explanations, youth stated several reasons why they would leave BiH permanently. Besides “their future and the future of their children” which is a very commonly given reason, they also give reasons related to nationalism and religious intolerance which they believe is very present in the society in BiH. Another reason for leaving is because other countries “have a more regulated” legal system.

YOUTH INFORMATION

Media selection

The Internet is the most common type of media youth use as a source of information. The most interesting topics are education, employment and opportunities for spending leisure time.

Youth most often use the Internet as a source of information, and are mostly interested in education, employment and opportunities for spending leisure time. They are less interested, although not entirely uninterested in information on loans, business, politics and social protection.

Youth most frequently use television as a source of information on politics, especially local-level politics. Television, in addition to the Internet, is the medium youth use to stay informed, especially on topics such as health care and culture.

Table 15: Media youth use as a source of information on specific topics

	None	TV	Radio	Newspaper	Internet
Education	7%	44%	12%	26%	79%
Employment	18%	28%	14%	34%	66%
Politics	23%	23%	16%	25%	38%
Local level politics	27%	38%	17%	18%	35%
Health care	20%	42%	8%	16%	44%
Leisure time	11%	33%	11%	18%	74%
Social protection and aid	34%	31%	7%	11%	33%
Loans	46%	20%	6%	10%	34%
Business	34%	24%	6%	15%	48%
Culture	9%	52%	20%	29%	68%
Scholarships	28%	22%	7%	19%	60%

Source: Institute for Youth Development KULT, Survey on the Position of Youth in FBiH (2013)

11% of youth never read daily newspapers, and 21% of them never read weekly newspaper, whereas 66% of youth read newspapers (daily and weekly) from time to time.

Youth-tailored information services

22% urban and 15% rural youth used an information service tailored to youth in the previous three months. 65% of them did not use such services, while 16% are not aware that information services tailored to youth exist.

Internet usage

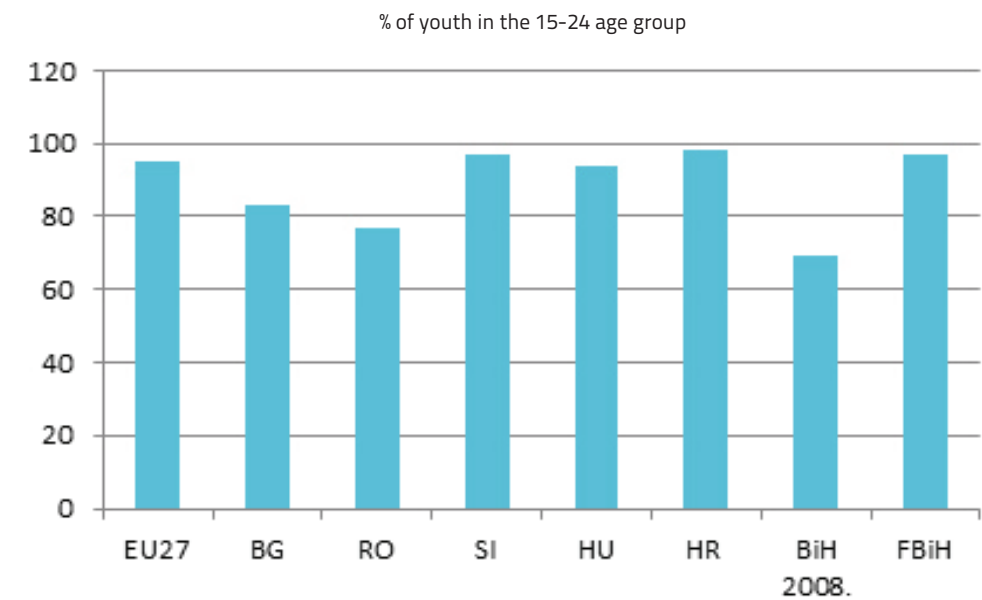
Youth in FBiH use the internet as much as their peers in the EU

When it comes to the number of internet access points, FBiH has achieved great progress compared to data from 2008, when only 30% of youth had internet access in their homes. At the moment, 92% of youth have Internet access in their households, where most of them (88%) use it. From 2008 onwards, significant changes have been made to the infrastructure with respect to the Internet and the IT field in general. The emergence of private companies, which expanded the Internet network, offered competitive prices thus enabling easier Internet access. The “Facebook revolution” also made a significant impact, heralding the age of burgeoning popularity of social networks, which particularly interest young people.

The percentage of youth who used the internet in the previous three months is at the level of EU youth, and

higher than the percentages in some countries such as Romania and Bulgaria, which was not the case previously. Most youth use the computer for general purposes and the Internet every day (61%) or almost every day (32%).

Chart 40: Percentage of youth who used the internet in the previous three months



Source: Eurostat (2012), Institute for Youth Development KULT, Survey on the Position of Youth in FBiH (2013)

Attitude towards the media

The majority of youth in FBiH distrust the media. They consider them biased because they are influenced by political parties.

During focus studies, youth expressed a distrust of information provided by the media and are generally dissatisfied with the content of media. They dislike the amount of time the media dedicate to reporting on negative stories.

“I don’t like how bleak everything is in the media, every time the news begin with murders and reality shows. No educational programs, only aggressive cartoons, turbo folk...” (Travnik, muško)

“You can tell who runs what. Just watch three different television stations report on the same event and you’ll know which politician own which TV station.” (Konjic, female)
Youth think that the issue of media responsibility is not accorded enough attention and is extremely damaging, especially for youth.

“The media try to sell you the story that it’s so easy to get money, without any pain, work or effort, through showing certain idolized figures.” (Sarajevo, female)

“When someone is arrested for drug trafficking, they don’t say that they’ll be sentenced to 15 years in prison, they say that the drugs were worth 40 000 BAM, his car 100 000 BAM and his house 200 000 BAM.” (Živinice, male)

LEISURE TIME

Usage of leisure time

Youth spend the majority of their free time helping their parents with household chores, grocery shopping or helping in their parent’s business or in agriculture. 82% of women and 61% of men did household chores in their free time at least 3-5 times a week during the reference period.

Rural youth spend more time helping their parents in agricultural work of businesses, 47% of them did so 3-5 times a week and every day, compared to 29% of urban youth.

Youth spend the least amount of their free time on cinema or the theatre, 79% urban and 89% rural youth did not go to the theatre in the previous month, and an average of 75% did not go to the cinema in the previous month.

12% of urban and 9% rural youth in the previous three months visited casinos and betting shops at least 3-5 times a week or every day, of which 17% men and 4% women.

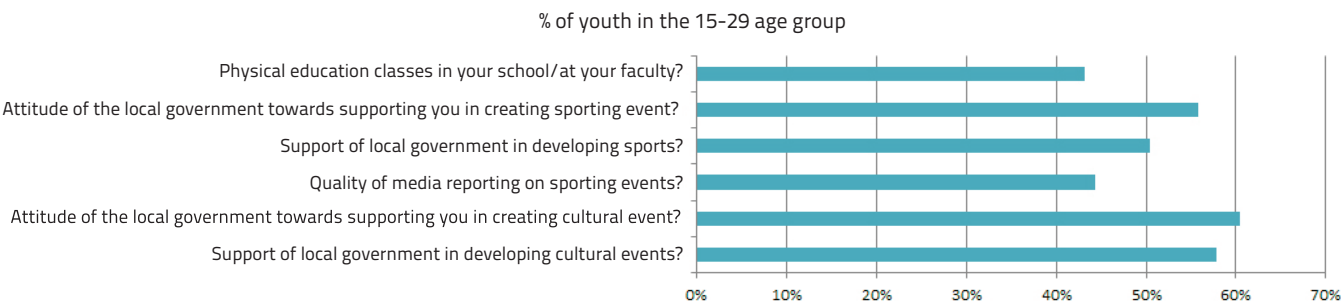
At least 3-5 times a week or once a day, 31% of rural and 21% of urban youth spent their free time engaging in religious practices. During that same time approximately 10% of them attended cultural events and 9% attended sporting events.

Activities that youth most often engage in during their leisure time are: spending time in cafes, watching television, taking walks.

Satisfaction with support of culture and sports

Youth are predominantly unsatisfied with the local government’s support for developing and creating different cultural and sporting events.

Chart 41: Percentage of youth who are unsatisfied with the support for culture and sports



Source: Institute for Youth Development KULT, Survey on the Position of Youth in FBiH (2013)

Not enough sports, cultural and other activities for youth, especially in smaller communities

Youth generally consider sports, cultural, and other activities to be inaccessible, because they are expensive, provided that they even exist, or in smaller communities non-existent.

“Actually, nothing is offered to us. Youth spend most of their time online and in cafes. Maybe this situation is not our fault. Maybe the scarcity of all types activities is why we don’t engage in them. (Visoko, female)

“The number of cultural events decreases by the year. There are no more big concerts by foreign musicians. In Belgrade they get Madonna and Beyoncé, and we don’t even get Parni Valjak.” (Sarajevo, male)

“Schools don’t educate youth on culture. We have no continuous culture, we have a festival culture. “Culture backpack” in primary schools is a useful concept where for every age group we literally decide what level of culture and cultural knowledge they can acquire and then include it in their education”. (Travnik, male)

“They tore down a youth centre in Banovići, and built a mosque.” (Živinice, male)

YOUTH IDENTITY

Youth in BiH feel a stronger attachment to religion than people or state they belong to. Half of youth in FBiH would not marry outside their nationality.

56% of youth from rural areas and 41% of youth from urban areas state that they care strongly about their religion. 42% of urban and 33% of rural youth care about religion. 12% of urban and 9% of rural youth are place accord little to no importance to their religion.

Rural youth generally feel strongly about all elements of nationality, statehood and religiousness. 46% of them state that they are very attached to BiH, 42% to their local community, 40% to the nationality they belong to, and 19% to their entity. In rural youth the percentages are somewhat smaller: 31% are attached to BiH, 40% their local community, 32% their nationality, and 11% their entity.

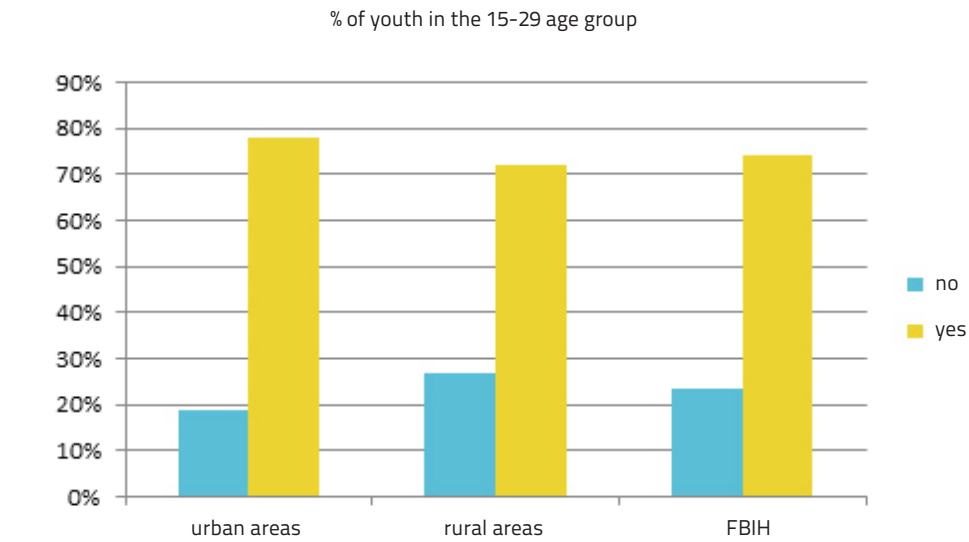
Both rural and urban youth state that they are not attached to the EU, 8% rural and 5% urban youth state that the EU is very important to them.

Table 16: Youth answer to how attached they are to certain elements of belonging

	Important and very important		Very little or not at all	
	Urban areas	Rural areas	Urban areas	Rural areas
Your nationality	75%	83%	22%	15%
Your religion	82%	89%	15%	9%
Entity	44%	58%	54%	40%
Municipality	83%	83%	15%	15%
Bosnia and Herzegovina	74%	80%	23%	18%
European Union	20%	26%	76%	72%

Source: Institute for Youth Development KULT, Survey on the Position of Youth in FBiH (2013)

Chart 42: Youth with friends of a different nationality that they regularly socialize with

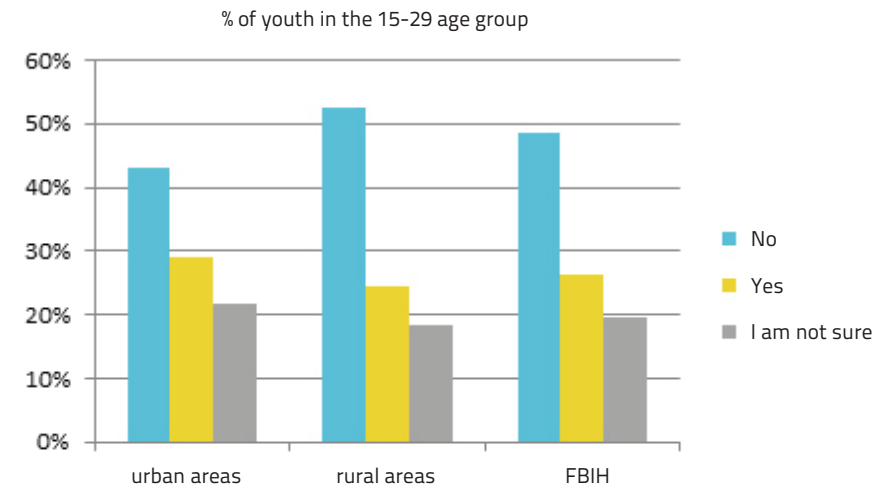


Source: Institute for Youth Development KULT, Survey on the Position of Youth in FBiH (2013)

Still, nationality was seen as an important criterion in choosing a spouse; 43% urban and 53% rural youth would not marry outside their nationality, and 22% of urban and 18% of rural youth are not certain if they would marry a person of different nationality, whereas 26% stated that they would.

15% more women stated that they would not marry a person of different nationality.

Chart 43: Willingness of youth to marry a person of different nationality



Source: Institute for Youth Development KULT, Survey on the Position of Youth in FBiH (2013)

Youth in focus groups who stated that they would not marry a person of different nationality could not provide a concrete explanation as to why. They gave vague reasons such as “we are different” and “we wouldn’t agree on important issues”, and showed that they fear rejection by those close to them, and the society in general.

Youth whose parents are of different nationalities state that they consider it a great advantage in terms of a more liberal outlook on issues related to nationality and tolerance in general. However, they point out that it has caused them to face different obstacles and uncomfortable experiences while interacting with others, from making friends, to seeking employment.

Table 17: Frequency of attending places of worship

	FBiH	Urban areas	Rural areas
Never	9,4%	12,6%	7,3%
Once or twice a year – on major religious holidays a	21,9%	20,1%	23,0%
Sometimes during the year	27,2%	27,3%	27,0%
At least once of twice a month	10,9%	13,9%	8,9%
Regularly, every Sunday	11,0%	11,5%	10,7%
Regularly, several times a week	12,6%	7,5%	16,0%
I prefer not to answer	7,0%	7,0%	7,1%

Source: Institute for Youth Development KULT, Survey on the Position of Youth in FBiH (2013)

Men more frequently stated that they visit places of worship during major religious holidays, while women chose “sometimes during the year” Youth agree that religious beliefs are a very personal issue that should not be manipulated for political purposes. They also agree that there are too many places of worship built at the expense of other, more necessary buildings. When discussing nationality and religion, it should be noted that youth believe the media play a significant role in creating national and religious tensions, often through hate speech, which they consider to be another example of the oft neglected responsibility of the media.

Recommendations

Introduction

Problems of FBiH youth, as well as the possible measures are recommendations to solve them, are described in the following text with regards to fields relevant to youth. Nevertheless, it is important to point out several basic findings that one has to have in mind when observing and interpreting each recommendation.

- All institutions at all levels need to work on improving the position of youth. The complexity of the position of youth and their needs require a planned, organized and joint coordinated action of various government and public institutions. Youth problems are related to all fields of life and they are often transferred and intertwined from one field to another. For example, inadequate education causes youth unemployment, the consequence of which is a bad socio-economic position of youth. Among all, it is reflected in the housing dependence of youth, which leads to difficulties when they try to start their own families. Therefore, the only objective path towards improving the position of youth in FBiH is joint action based on a commonly conceived and run youth policy. Although the Federal Ministry of Culture, Sports and Youth is officially in charge of youth care, this does not amnesty other ministries to not have a planned youth care system under their

jurisdiction. Furthermore, all other Federal ministries whose work covers youth issues are obliged to prepare special youth programs and plan a budget for them.

- All government youth programs and measures must be realistic and specific, with a strong monitoring and evaluation component. The adoption of the FBiH Youth Law in early 2010 helped define a legal framework of youth work. According to the mentioned Law, all levels of government must design specific programs and measures for planning youth work, defined by the youth strategy document. Former experiences of local authorities who had, or still have valid youth strategy document, show how important it is to have a realistically possible youth strategy, with clear and precise activities that will directly help improve certain youth issues. The problem with former youth strategies was that they were too ambitious with plans that realistically could not have been met, which is why they mostly remained just writings on a piece of paper. Therefore, monitoring and evaluation represents one of the most important components for future youth strategies, as well as for action plans that should be the product of these strategies. It is necessary to emphasize that youth do not expect “a miracle”, only for authorities to keep their promises.
- Enforcement of the FBiH Youth Law needs to be ensured, followed by introduction of a system of determining responsibility and sanctions against institutions and/or individuals who do not abide by the Law.

It is important for the institutions to take responsibility for the position of youth in FBiH, especially because the FBiH Youth Law has prescribed certain legal responsibilities for them. During the focus group discussions, youth emphasized that, for starters, they would be satisfied if the responsibilities prescribed by the mentioned Law were fulfilled. The adoption of the FBiH Youth Law has increased awareness of youth about their rights, and it is clear that youth do not want the Law to be followed only nominally. In case of negligence of legal prescriptions, it is necessary to publicly name the responsible institutions and/or individuals and to apply the provided sanctions.

Formal and non-formal education, lifelong learning

NOTE 1

Discrepancy between the educational system and current and future labour market needs in BiH and EU leads youth to a long-term unfavourable position, and makes BiH economy uncompetitive.

Key problems and challenges

- The educational system is not coordinated with the labor and employment sector, i.e. with labor market demands.
- The lack of practical education in the system of formal education causes youth to lack qualification for

future work, no matter the profession. Thus, after completing their education, youth are left without the knowledge and skills required for labor market participation.

- The knowledge youth acquire through the system of formal education is not applicable at the current labor market, which leads to high and long-term unemployment of youth.
- The unemployment rate and labor force inefficiency is extremely high.
- Secondary school education in professional schools is highly specialized, i.e. non-flexible and is change unfriendly and not adaptable to labor market needs.
- The educational system prepares youth for professions that do not exist at the labor market, and it does not prepare them for current professions available.
- Youth support in professional orientation is insufficient, especially after their enrolment in secondary schools, when it is most needed.
- There is no organized assistance system within the system of formal education. Youth support is mostly concerned with their transfer to the labor market (not with techniques of seeking employment).
- The educational system does not offer enough internship possibilities. It leaves youth unprepared for work engagement, but also without work experience in work field where this is a statutory condition.
- An inadequate educational process leaves youth unmotivated for starting their own businesses.
- Reform delays in the educational system lead the youth population to a long-term unfortunate position, while the low level of efficiency makes BiH economy uncompetitive.
- There are no human resource development policies.

Recommendations and possible measures

- A human resource development program should be designed in FBiH as the most important segment of development strategies.
- Harmonize current FBiH strategic documents such as: Employment Strategy, Strategic Directions of High Education Development in FBiH from 2012 to 2022, FBiH Development Strategies 2010–2020.
- Design important missing strategic documents for harmonizing the educational system with the labor market.
- Stop hyper production of future staff in certain fields for which there is no need at the labor market by introducing enrolment quotas.
- Create a constant and institutional link between the educational system, academic community, business community and institutions responsible for following labor market trends and other executive government institutions that need to be involved.
- Introduce education possibilities into the educational system for new, modern professions required by the labor market in BiH and EU.
- Provide modern infrastructure and equipment for educational institutions.
- Develop a system of professional orientation of students starting with primary school.
- Provide programs for continuous professional development of current teaching and management staff, monitoring work of educational institutions and usage of new teaching methods.
- Define the role of state in organizing and encouraging research, technological development and innovativeness, following EU methods.
- Connect the educational system with business communities and public sector for the sake of providing practical components in education, as well as internships. Increase practical in comparison with theoretical education.
- Stimulate employer to actively cooperate with schools and universities.
- Ensure the recognition of practical education and internship during schooling years as partial work experience.
- Develop less specialized, more flexible education systems in secondary professional schools, which will serve quick adaptation requirements of the labor market.
- Introduce into education curricula the possibility of offering help and support to youth during their transition periods (from school to work) and support programs for professional orientation of youth.

- Strengthen cooperation within the educational system between schools and universities, including the promotion of good practice examples.

NOTE 2

Education policy priorities still are increasing the level of youth education, youth entrepreneurship development, with the aim of creating a highly educated and highly competitive work force.

Key problems and challenges

- Number of youth enrolled in secondary schools and universities is decreasing.
- The percentage of youth, especially young males, who are leaving the educational system, i.e. youth from 18–24 years old, who have completed only secondary professional schools and have not continued their education in FBiH, is 33%, which is far above the average of EU countries (13%). This causes the occurrence of a high percentage of underqualified work force with little chance of finding employment at the labor markets of BiH, the region or EU.
- At the same time, FBiH is not behind EU member countries when it comes to the amount of people between 20 and 24 who have completed secondary schools or higher education, but this youth is mostly unemployed.
- Youth are not motivated to continue education, due to the aspect of corruption in education and employment, the perception of the BiH work force market, which is not based on competence.
- The number of corruption and bribery reports is extremely low.
- Students completing secondary education do not, in most cases, acquire required general knowledge and skills, nor are they adequately prepared for the labor market or the continuation of education.
- The quality of knowledge young people acquire through their formal education is questionable, especially when it comes to private higher education institutions.
- Most students are studying social sciences and humanities.
- It is estimated that students study 5–7 years in average before obtaining a degree.
- Students leave their studies usually after the first year of studies.
- Financial difficulties are the most common reason why youth leave their studies.
- Possessing qualifications acquired after a weak formal education leads to social exclusion and poverty of youth, accompanied by all other risks occurring with this problem, closing the circle of underdevelopment in a community.
- The educational staff structure is unsatisfactory in all sectors – public, private and non-governmental – including the low level of computer skills and inadequate knowledge of foreign languages.
- Plans and programs were identified as the most problematic segment of the educational system, because they only fit the staff currently working in schools and universities, offering a low level of knowledge, i.e. only the required amount of theoretical knowledge that is out of date compared to modern science and technology.
- Youth entrepreneurship is not covered by programs of educational institutions, which is why youth are not developing an entrepreneur spirit.
- There are no program measures for promoting student standards to ensure equality in availability of education and prevention of poverty and social exclusion.
- Education curricula are incompatible, internally in BiH, in preschool, primary, general and secondary professional levels of education and training, but also in education and training of adults, as well as in lifelong education.
- There is complete negligence of the concept of lifelong learning, which is highly developed in Europe and

- at global level as a response to fast social changes and transition into a “knowledge society”, but also because of a constant need for the acquisition of knowledge and new skills.
- A framework of qualifications is not developed for lifelong learning according to the so-called European Qualifications Framework.

Recommendations and possible measures

- It is necessary to prevent the problem of unemployment through interventions in the educational system, following the examples of developed countries.
- Develop less specialized, more flexible education in secondary professional school, which can quickly adapt to the needs of the labor market.
- Ensure the creation of a productive work force in the future and ensure strong and valuable requalification programs for existing youth with unusable knowledge, according to the needs of local and foreign labor markets.
- Increase enrolment into secondary schools to 90% (general high schools and four-year professional schools to 80%).
- Connect higher education with scientific research work.
- Ensure systematic learning of foreign languages and use of IT technology.
- Strengthen links between formal and non-formal education, i.e. find a model for certain skills and knowledge acquired through non-formal education to be recognized by formal education.
- Create a unique quality standard of teaching and introduce independent commissions for strict quality control in education, both in private and in public educational institutions.
- Attain objectivity in grading students.
- Create a safer environment for students when dealing with reports of corruption in education, conducting strong anti-corruption campaigns and raising awareness of youth in general about battling corruption in education.
- Sanction proved cases of corruption and publicly draw attention to successful cases in battling corruption.
- Ensure European equal valuation of professions and knowledge of youth through the European synchronized ECTS scoring, i.e. to ensure equal recognition of diplomas so as to increase mobility of youth during and after the education process.
- Develop a unique system of three cycles of studies by implementing MA and PhD studies.
- Modernize teaching as soon as possible at all levels of education.
- Create completely new, contemporary teaching curricula.
- Make continuous professional development of teaching staff and management board in educational institutions mandatory.
- Enable greater representation of students and their participation in decision making processes.
- Make more scholarships available to youth and make a difference between scholarships that serve as social incomes for youth with a bad economic status and scholarships that are given as a reward for good results in school.
- Promote continuation of schooling through promotional campaigns, especially among marginalized groups (Roma children, youth with development difficulties, poor people, illiterate and unqualified people), and give them special support in their efforts to continue their education.
- Make possible development of a collective core of teaching curricula in preschool, primary, secondary general and professional education and training, education and training of adults and lifelong education.
- Develop criteria and standards for lifelong education and training at FBIH level.
- Responsible educational authorities at all levels need to ensure systematic development of a new, live service market for additional and non-formal education, in order to meet basic demands for adopting the concept of lifelong learning.
- Develop and promote lifelong learning and education of adults and socially excluded youth aged up to 30 years.
- Enable systematic research and promotion of youth entrepreneurship in order for youth to gain knowledge and skills necessary for starting their own business.

NOTE 3

Many flaws of reform activities required by the Bologna Process, which would introduce BiH into European higher education space, are stopping the process of European integrations, which (among all) creates the lack of necessary staff.

Key problems and challenges

- There is no university in BiH that is currently in the register of accredited higher education institutions²⁴, which means that BiH university diplomas are not recognized in EU (data acquired from the Agency for Development of Higher Education and Quality Assurance, HEA BiH).
- Only a small number of faculties and colleges offer classes and teaching agendas concerned with EU law, economy, policy, institutions and languages in their BA and MA studies, although EU integrations are a long-term strategy of the country.
- There is no regulation book on academic titles and professions.
- There is a delay in setting up common (EU) education standards.
- The Bologna Process is not being implemented successfully, causing problems in education and the entire process is moving further away from joining EU standards.
- The process of equalizing criteria of higher education institution work with those of EU is not being conducted.
- The level of availability and use of information technology is very low at all levels of education.
- Possibilities of understanding and knowing modern technological processes are limited.
- Professor and student knowledge of foreign languages is extremely low, which is an obstacle in conducting research of professional literature, but also in active participation in EU programs of development and exchange in higher education (in programs such as Erasmus).
- Long-term sustainability of the educational system is not developed, something which would help overcome current political, administrative and other obstacles.
- General Education Law is not implemented in coordination with different levels of government.
- Budget funding for education is inadequate and they are not oriented towards investments in the education system, which are necessary for much needed improvements.
- The already limited budget for education is spent inadequately.
- Educational institutions, especially of higher education, are often subject to political abuse.
- The birth-rate in BiH is constantly decreasing. Now, compared to the European average, BiH already has too many classes and teachers compared to the number of pupils, which means that expenditure per pupils is already unjustifiable.
- Smaller municipalities and those with a small budget will not be able to fulfill their obligations, nor will they be able to organize additional activities in schools due to uneven fiscal and staff capacities.
- Reporting and monitoring funding effectiveness are not developed in education according to international standards – at local, cantonal and federal levels.
- Statistical data on education is not monitored according to procedures and requests of the European Commission and EUROSTAT.

Recommendations and possible measures

- An objective revision of what has been done so far in implementing Bologna-based curricula should be

24 Recent media reports have shown that the first institutions were registered in November, but none of them were from FBIH. More about this at: <http://studomat.ba/univerziteti-u-bih/univerzitet-u-sarajevu/17042/>

conducted, insisting on identifying flaws and shortcomings, trying to amend them as soon as possible, in order to complete the integration process of universities according to the Bologna process. univerziteta u skladu s bolonjskim procesom.

- Design and adopt a regulation book on academic titles and professions.
- Get involved actively in systematically introducing European standards, European dimensions and European activities into the BiH educational system.
- Increase campaigns against corruption and bribery in the educational system at all levels, including campaigns for raising awareness of youth on all forms of corruption and bribery that may occur in the educational system.
- Clearly define concepts conflict of interests of individuals and implementation of educational policies and legally regulate this issue. Special attention must be placed on the influence of political parties on employment policies for key positions in educational institutions and the atmosphere within the educational system.
- One of the priorities should also be development of international cooperation and exchange, but also more "joint degrees" programs, which are conducted collectively in domestic and foreign institutions of higher education. These programs, along with automatic recognition of diplomas, ensure high quality at the same time, and they stimulate mobility of students and professors.
- Implement the Lisbon Convention on the Recognition of Qualifications in higher education through work in Centers for Informing and Recognition of Documents.
- Establish and develop a system of monitoring and quality assurance, both in secondary and higher education.
- Public spending in the educational system should be based on EU standards and principles. In accordance with this, it is necessary to adequately monitor the process of public funds expenditure in the educational system.
- Establish a system of management and financing of educational institutions, which will allow better support to schools in terms of financial, material and technical aid, but also communication and technological modernization.
- It is necessary to establish a system of reporting and monitoring efficiency of financing in education.
- Revision and coordination of education financing frameworks, primarily based on formulas per pupil/student, are essential processes, because current mechanisms are often unjust and ineffective, but also not transparent in higher education, and thus present an opportunity for discrimination and at the same time cause huge losses of already insufficient public funds that are awarded for education.
- It is necessary to increase funding for certain fields and activities in education, such as secondary professional education and training or education quality improvement.
- Educational institutions should, in cooperation with statistical offices, work on developing educational statistics at certain levels, according to the procedures and demands of the European Commission and EUROSTAT.
- Statistical offices should, besides gathering standard educational data, monitor some key indicators through the Labor Force Survey (LFS) as well.
- Coordination policies, strategies and plans for education development need to have a clear perspective of regional development and European integrations.
- Equalize work criteria of higher education institutions to those of EU, aiming to raise the quality of education.
- Improve mobility of students to help them continue any form of studies by acknowledging foreign educational qualifications, period of studies and passed exams.
- Establish better coordination of public administration in the educational sector.

NOTE 4

Participation in non-formal education helps youth compensate what formal education lacks and increases their chances of getting a job. Non-formal education should have a more significant role.

Non-formal education is an organized process of learning and education whose objective is improvement, specialization and supplementing skills, knowledge and abilities according to special programs conducted by

education organizers (regular schools, training centers, companies, agencies, etc.).

Key problems and challenges

- Participation of youth in non-formal education is increasing significantly, but non-formal education programs are not accessible to all youth equally.
- Youth are not adequately informed about the possibilities of non-formal education.
- Participation of youth from rural areas in non-formal education is 10% less than that of youth from urban areas (Institute for Youth Development KULT, 2013)
- 61% of BiH youth would like to participate in non-formal education (Institute for Youth Development KULT, 2013)
- There is no official policy that would deal with the issue of non-formal education in context of support and affirmation of the existing ones, and in developing capacities of organizations that are already conducting non-formal education programs.
- The link and cooperation between formal and non-formal education is not adequately developed, i.e. the formal education system does not recognize non-formal education as a support to its work.
- There is no "umbrella organization" that would perform any sort of quality control of organizations conducting programs of non-formal education.
- The level of awareness about the importance of knowledge acquired through non-formal education is very low, which is especially harmful when knowledge and skills acquired through non-formal education is set in the labor market context.
- There is doubt about the validity of knowledge acquired through non-formal education.

Recommendations and possible measures

- Legally regulate the field of non-formal education through which, apart from its affirmation, mechanisms would be set for controlling the quality of trainings performed in programs of non-formal education.
- Non-formal education is cost-effective, which is an important argument for its wide use, considering the fact that there are budget limitations in the educational system.
- Make presumptions for creating a valuation system and acknowledging competences acquired through non-formal and formal education to improve employment opportunities.
- Establish partnerships with all interested parties: competent educational authorities and institutions, statistical systems, employers, syndicates, educational services providers, academic community, civil society and others.
- Increase offers of non-formal education programs and make it equally accessible to all youth.
- Enrich thematically non-formal education programs, i.e. by enriching programs and contents. Currently, non-formal education is reduced to IT and foreign language courses.
- Create a system of non-formal education which would help companies employ qualified workers and make youth mobility easier at the European labor market.
- Conduct campaigns to raise awareness about the importance of non-formal education, including other promotional activities the aim of which is presenting non-formal education more adequately.

Employment and measures for tackling unemployment, youth entrepreneurship

NOTE 5

Extremely high levels of youth unemployment cause youth departure from FBiH, because most of them see no alternative to departure from their homeland in order to find work and better life standards in general.

Key problems and challenges

- Unemployment rate among youth 15 to 24 years old is 67.1 %, of those 66.7% for men and 67.8 % for women. (LFS – Statistics Agency of BiH, 2012).
- One of the general objectives of the Employment Strategy in BiH 2010-2014, which deals with the issue of “youth unemployment shall be reduced to 30% by 2014” will not be accomplished (Agency for Labor and Employment of Bosnia and Herzegovina).
- The problem of high unemployment is seen by youth as the source of all other problems.
- Only 17.8% of the unemployed population has been unemployed less than 12 months; 11.8% have been unemployed more than two years, and all others have been unemployed more than five years.
- The highest unemployment rate of the total population was registered in persons with secondary or lower education (72.9%). 18.7% of unemployed persons are those with primary education. 8.3 % of total unemployed persons are those with higher education (LFS 2012).
- There are no new job openings available for the new labor force, which is increasing.
- Large state companies that used to be the main employment sources are either out of business or are working with drastically reduced capacities.
- Processes of establishing new companies and developing entrepreneurship are not intense enough to alleviate great losses of work places.
- There is no network of social security and assistance for unemployed youth.
- From 1995-2012 around 150,000 youth left BiH.
- As many as 77% of youth would leave FBiH, 37% of these would like to leave for good and 40% for a longer period.
- The birth rate in FBiH is still decreasing.
- There is a lot of prejudice about youth as individuals who “do not want to work and want to live on the expense of their parents”.

Recommendations and possible measures

- Development, design and implementation of youth employment policies and programs should be based on regular studies about youth unemployment, which would take into consideration current trends and demands of the labor market.
- Create sustainable networks of social security and assistance for youth groups living at the edge of poverty.
- Development and design, followed by implementation of policy related to the increase of the BiH birth rate.

- Work on developing a youth entrepreneur spirit by promoting youth entrepreneurship, organizing trainings for creating business plans, through adequate stimulations for starting youth businesses, through establishing business incubators, etc.

NOTE 6

Until authorities become legally and financially responsible for their unemployed citizens, economic development will not be the priority, and employment sector policies will stay undeveloped.

Key problems and challenges

- Economic development is not the priority of decision makers, because they do not have any obligations towards their unemployed citizens.
- There are no budget funds for the unemployed (social welfare/payments during period of unemployment) like the ones awarded in developed European countries.
- The cooperation level of all relevant participants is very low in the field of economic development – both in horizontal and vertical directions, which causes massive under utilization of current resources.
- There is no program or structured approach to improving the current state. Policies or plans of action for youth employment are scarce.
- Support to the process of establishing and developing new companies is inadequate.
- Authorities have not focused on financial, organizational and management restructuring and modernization of public companies, which has resulted in the demise of more than half of them and caused many people to lose their jobs.
- The real growth rate of GDP in BiH for 2012 was negative (-0.5%), which endangers existing work places as well, while it is almost impossible to talk about the perspective for higher employment rates (Central Bank of BiH).
- The lack of policies, delays in implementation of reforms, especially in education, leads the youth population into an ungrateful position in a long-term perspective, which makes the BiH economy uncompetitive.
- Measures related to the active labor market are inadequately designed and targeted, with little or no impact on key causes of youth unemployment.
- Incompetence of government support systems and the lack of assistance to youth for their transition from unemployment to employment causes a high level of youth inactivity.
- Work experience of at least a year, and usually even longer, is a condition listed in most job ads, which makes it even harder for youth to find their “first job”, because they do not have a chance to gain this experience.
- Reliable data is not gathered about youth in the educational system and youth in the labor market, nor are indicators and trends being monitored at the labor market.
- Current capacities are being used inadequately, especially when it comes to employment services that are not acting as mediators between supply and demand of services at the labor market.
- There are not adequate measures of monitoring and evaluation of former and current strategies and programs of youth employment²⁵, which causes these programs to stay unchanged through time and the same mistakes keep being repeated.
- Identify responsible institutions and/or individuals, continually follow their work and results and regularly report the public about their activities.

²⁵ An impact audit was performed («Managing the Youth Employment Programme in FBiH»), which shows all the weaknesses of this programme. This could be the starting point in creating measures for the planned FBiH Youth Strategy, helping revise this programme, because through it, for now, most of youth budget funds are being awarded. This audit is available at: http://parlamentfbih.gov.ba/dom_naroda/bos/parlament/propisi/EL_materijali/Izvj%20RU%20Upravl%20Progr%20zaposl%20mladih.pdf.

- Although around 150,000 youth have already left BiH, certain employment services are developing employment programs based on youth departure from the country (e.g. mediating program of employing nurses in Germany, conducted by the Agency for Labor and Employment of BiH).

Recommendations and possible measures

- Determine a long-term, mid-term and short-term economic vision and development strategy for FBiH, with special emphasis on the role of youth.
- Improve the business environment and give support to establishment and development of small and medium companies.
- Implement current and develop new, specific policies, strategies and action plans of youth employment at Federation, cantonal and municipality levels.
- Makes concrete steps towards organizational usage of existing natural, human and other resources.
- Integrate issues related to youth employment into all other development plans.
- Improve local economic development (strengthen social dialogue at local level).
- Establish partnerships between public sector, private sector and educational institutions, along with civil society initiatives and youth NGOs, aiming to promote and develop youth employment policies.
- Increase involvement of youth NGOs in issues related to youth labor market.
- Promote the Law on Volunteering of FBiH adopted in late 2012 and ensure its implementation.
- Consider introducing incentive measures related to taxes for companies hiring youth. This measure should carefully be directed at groups of unemployed youth who are in an ungrateful position.
- Improve and enrich the concept of programs subsidizing youth employment. Put an emphasis on monitoring during program implementation to get indications about misuse of such programs.²⁶ Evaluation of former programs is fairly negative. They are mostly linked to significant losses of dead capital due to bad choices – of companies and youth.
- Special attention should be given to youth who are not in the education system or the labor market. Most of the assistance and more attention should be directed at less educated youth and more sensitive youth groups.
- Promote education and trainings oriented towards employment and ensure that education continually adapts to the economic environment.
- Consider introducing networks of social security for youth groups with a high poverty risk.
- Ensure that youth get access to training, work practice and other employment measures.
- Public employment services should revise their current work approach and introduce significant improvements in terms of quantity and quality of current activities.

NOTE 7

Competences need to become the only criterion for employment. Bribery, corruption, nepotism, ethic and political acceptability, discrimination on various terms and the big presence of “illegal work” are the greatest problems of youth at the current labor market of FBiH, which need to be treated seriously.

Key problems and challenges

- 62% of youth consider that the practice of bribery is common in efforts to secure employment in the public sector, while 53% of youth think this is also the case in the private sector (Institute for Youth Development KULT, 2013).

26 See footnote 2.

- Most young people know someone who has been employed through bribery, especially for positions they are not competent to work on, which creates a feeling of hopelessness for youth.
- The labor market in BiH does not work on the basis of competence. Corruption, nepotism, ethnic, political, social and other types of corruption are widespread. There is a lack of transparency in employment procedures. These are some of the main obstacles in finding employment for youth.
- 26% of employed youth have no contracts with their employers (Institute for Youth Development KULT, 2013).
- Labor laws are not being enforced or recognized in the private sector. Youth are being employed illegally, without any work contracts.
- Many youth are employed in the non-formal sector, working low-quality jobs, without basic employment rights, and jobs in the formal sector are unavailable to them long-term.
- 28% of employed youth state that they do not receive their salaries regularly, 9 % of them are women (Institute for Youth Development KULT, 2013).
- Labor laws are not recognized or enforced by state-owned companies. Additionally, corruption and required work experience remain the two biggest obstacles for youth in finding employment in the public sector.
- Youth legislative policies are missing, which need to ensure maintenance of equal payment possibilities for youth, as well as equal protection from work discrimination.
- Legislative regulations related to minimum wages and required work experience are unfavorable for youth.
- 63% of women and 37% of men believe that women and girls are being discriminated against at the labor market (Institute for Youth Development KULT, 2013).
- The situation at the labor market has a great impact on youth motivation to continue secondary education, which leads them into a vicious circle of social exclusion and poverty.

Recommendations and possible measures

- Legally regulate the issue of youth employment in the public sector, as well as in state-owned companies.
- Ensure maximum transparency of the employment process, especially in the public sector.
- Youth policies should ensure equal opportunities for paid work, for both young women and men, and they should ensure equal protection from discrimination.
- Consider introducing tax relief for companies hiring youth.
- Consider introducing separate minimum wages for initial contracts for youth.
- Consider introducing “atypical employment contracts” for hiring endangered youth groups.
- Ensure that youth get access to information and education on their rights related to work conditions.
- The objective of tax and income policies should be to reduce the informal labor force market.
- Conduct youth encouragement campaigns for them to report discrimination and abuse cases at the workplace.
- Sanction any form of labor market discrimination and corruption.
- Establish a channel for directing attention towards issues youth employed in the informal sector are facing.
- Increase the role of labor syndicates in advocating interests of this large group of workers in the informal sector.
- Initiate the establishment of associations for youth employed in the informal sector and give them proper support and assistance.
- Emphasize positive examples of youth employment.

NOTE 8

Youth employment opportunities must be expanded, and the great potential of youth entrepreneurship must be recognized and highly included into all government programs of youth employment.

Key problems and challenges

- Youth awareness about the possibilities of youth entrepreneurship is growing. Many young people would start their own business, but they need support to do so, not just financially, but counseling and education.
- Educational institutions do not contribute to systematic promotion of youth entrepreneurship, nor do they offer youth required work skills. Schools and university teach very little or no entrepreneurship principles.
- Youth entrepreneurship development programs are missing.
- There is not enough support for development of small or middle companies in general, support in knowledge, information and financial assistance.
- There is no tax relief for youth starting their own businesses.
- The government is not creating any research programs for new employment possibilities. Processes and institutional ways of thinking related to youth employment are not following European trends.
- Youth mobility at the labor market is extremely low.
- Youth are not well prepared for the labor market and they do not possess adequate skills for finding jobs, especially the less educated youth.
- There are no programs for professional and career orientation.
- There is no precise system to accept and lead youth after they finish schooling, a system which would offer orientation and counseling.
- 79% of youth believe that business trainings would be of great use to them. In average, 16% of youth had a chance to participate in some sort of business seminar (Institute for Youth Development KULT, 2013).

Recommendations and possible measures

- Strengthen and improve incentive programs for youth trying to start their own business.
- Improve approach to information and enable offering assistance in high-quality information about labor market business possibilities.
- Simplify bureaucratic procedures related to youth entrepreneurship and funding related to starting private businesses.
- Consider possibilities about adopting a special youth entrepreneurship law.
- Youth entering the world of youth entrepreneurship, apart from financial assistance in initial capital, need to be institutionally ensured through assistance in counseling, legal aid, accounting and similar other aids at the start of their work. Additionally, it would be ideal to instantly introduce and connect youth with potential customers and other business partners at the start of their business.
- Make entrepreneurship a sustainable option for youth.
- Chose high-quality ideas for youth entrepreneurship, based on careful analyses of needs at specific fields, and incite youth to start their own businesses in required fields, fields that have a business perspective and that are sustainable (e.g. development of livestock farming, agriculture, ecology, tourism, organic production and similar fields in rural areas).
- Offer youth a possibility to learn directly from successful entrepreneurs. Youth support systems should

be create capacities for recognizing potential entrepreneurs amongst youth and focus their further assistance on this group of young people.

- Educational and training institutions for youth should provide counseling for career selection.
- Adjust school curricula to upgrade offered professions currently available to young women.
- Improve access of youth to information about the labor market.
- Upgrade skills of youth in seeking jobs and provide counseling and orientation via public employment services.
- Pay special attention to improving skills and qualifications of unqualified or under-qualified youth.
- Upgrade job seeking skills through trainings, counseling and orientation.
- Create environments that will enable a transition from informal to formal employment and which will create more work possibilities for young workers of the formal sector.
- Youth who have just finished school need to get assistance for the first 12 months after completing their education. The same technique should be applied for those who have left school earlier. The first 12 months after schooling are critical and, if young people find a job in this period, or an internship or additional training, they will have better chances to cross the bridge between school and work.
- Introduce professional orientation and counseling into the educational system.
- Improve the quality of formal education and increase flexibility and responses of formal education to the changes and demands of the current labor market.
- Introduce entrepreneurship into the educational system through the curricula and develop entrepreneurship models. Nevertheless, apart from theoretical knowledge, more opportunities for practical work should be provided through simulations resembling real life situations.

Health and preventive protection, reproductive health of youth

NOTE 9

It is necessary to change regulative frames, which would ensure equal access to health protection and insurance, optimal coverage through preventive measures, and which would respond to health needs of sensitive groups.

Key problems and challenges

- 60% of youth have not done their physical examination in the last 12 months (Institute for Youth Development KULT, 2013).
- The differing structure of health protection in FBIH, as well as the division of responsibility between cantonal funds, presents a true problem for youth in accomplishing their right to have health insurance. Health insurance rights can be achieved only in a specific canton of FBIH in which this person is registered,

while this right cannot be practiced in other cantons, due to administrative and procedural obstacles. This mainly concerns students, but also other young people seeking employment or trying to start a family in places that do not belong to their canton.

- Only 11% of youth know that their local community provides health services organized and intended specifically for youth, while only 9% of youth confirmed to have used these services, 6% claiming to have used them only one or twice (Institute for Youth Development KULT, 2013).
- In light of this, it is necessary to examine the impossibility of youth to look for advice or get a medical exam in some other community different than the one they come from, for the purpose of ensuring information confidentiality and avoid stigmatization. This refers especially to communities that are conservative and not open to issues such as reproductive health, addiction, etc.
- Due to the lack of adequate institutions in local communities where they are able to get information, the impossibility of using health insurance in closer urban centers in another canton makes youth give up on medical exams or counseling. As a consequence of this state, youth expose themselves to great risks, which often results in unwanted pregnancies, sexually transmitted diseases and other similar problems. This structure of limits health insurance and its consequences are contrary to the standards supported by EU, i.e. to free mobility of persons.
- Part of the youth population in FBiH, about 7% of them, does not have health insurance (Institute for Youth Development KULT, 2013). Additionally, financial unavailability of health services for the poor is a common reason for delaying requests for health services, up to the point when the symptoms of the disease have progressed and the treatment costs more.

Recommendations and possible measures

- One of the basic human rights is the right to equal access to healthcare. In this context, it is necessary to adjust legislation in a way that ensures equal access to health services for all citizens, including youth (and, among them, representatives of vulnerable groups). This implies ensuring healthcare rights within all FBiH by designing a law on health insurance at Federal level or through inter-cantonal agreements, which would regulate this issue.
- Establish discreet psychological counseling service for youth outside of health institutions, which would guarantee youth discretion, especially in smaller places where "everybody knows everybody".
- It is necessary to ensure a minimal package of health services for youth, no matter what their status is. It is necessary to get recommendations from the EU Youth White Book (A New Impetus for Youth).
- Another important field in which it is necessary to ensure availability of healthcare for all citizens is physical inaccessibility to health services for certain categories of citizens.
- Apply mechanisms related to tobacco and tobacco products control, following the example of EU states and recommendations of WHO given in the document "The Convention on Tobacco Control".
- It is necessary to strengthen legislation on limited alcohol consumption, which would especially refer to youth, and which would be in accordance with the Recommendation of the European Council 2001/458/EC, from 5 June 2001.
- Complete implementation and strengthening of the state Law on Battling and Prevention of Drug Abuse is necessary. This especially refers to regulations related to education, in all spheres, concerning the prevention and combating drug abuse.
- It is necessary to regulate articles within the Law on Protection Against Family Violence which specifically discuss punishment for violence children.
- Complete implementation of regulations defining reproductive health and the inclusion of regulations on sexual health within education laws.
- Include into education laws regulations discussing HIV/AIDS prevention, and include into healthcare laws regulations discussing improvement of healthcare for persons with HIV/AIDS.
- Following guideline from the Green Book on mental health.

NOTE 10

Development plans, strategies and action programs of health institutions must have a component related to youth issues.

Key issues and challenges

- Poverty and a bad health condition usually form a vicious circle. Unemployment and bad socio-economic health determinants result in poor health of the population, mostly of youth.
- There is a lack of coordination between the health sector and other sectors, especially with social and educational sectors, in the process of addressing and working on the issue of youth health.
- There is a lack of coordination within the health sector, in the field of promoting youth health and healthy life styles in particular.
- Counseling health services, especially in sexual and reproductive health, are mostly covered by NGOs in coordination with youth. Nevertheless, NGO are having more and more difficulties surviving, because many international organizations who used to be their most important donors.
- Youth participation in decision making spheres is very low, although there are certain mechanisms, both in legal regulations and organizational form, which represent youth issues. Mechanisms at all levels are inadequate and unclear when it comes to youth participation in processes of planning, preparation, implementation and evaluation of programs and projects related to youth health issues.
- Youth participation is characterized by a "weak voice" of youth through their organizations. Although they have been recognized as an important factor in the youth health sector, there is no partnership approach or stronger support by the authorities.
- There is a lack of program action and budgeting by authorities in solving youth health issues, which creates bad coordination and an undeveloped partnership approach.

Possible measures and recommendations

- Developing a federal level youth policy that will include youth health as a priority.
- Creating and implementing a youth policy and strategy for youth health at cantonal levels, in complete coordination with other youth-related sectors.
- Identifying (or creating if there are none), institutions and organizations at federal and cantonal levels, that would be responsible for implementing youth health strategies, with youth councils being included in its work.
- Improving upon areas of special interest to youth (sexual and reproductive health, peer violence, mental health, drug abuse, alcohol abuse, use of tobacco products), through creating specific policies and strategies.
- Open communication channels and ensure a higher level of cooperation and coordination of joint programs and activities of all key participants within the healthcare sector, and connect it to the social and educational sector, with the primary goal of furthering the coordinated efforts in this area.
- Youth must be involved in the planning, preparation, implementation and evaluation of programs related to youth health, at federal, cantonal and municipal levels. It is necessary to develop methods and techniques to enable the involvement of youth in the implementation of education and health related programs.

NOTE 11

All public institutions, especially those that are part of the education system, must be responsive to youth needs related to health.

Key issues and challenges

- Youth do not have a sufficiently developed feeling of responsibility for their own health. Therefore, when it comes to youth education with an impact on health, institutions must act together.
- Youth's needs with regards to healthcare differ from adults' and therefore necessitate a different approach by medical workers. While important for adults too, issues related to sexual and reproductive health, different addictions, mental health and disease prevention are most often youth issues. A lack of sensitivity and friendly approach of medical staff is the most common problem
- There are several institutions and associations that deal with youth health, especially of vulnerable groups. But most institutions are faces with the fact that their services are not welcoming to youth and do not offer confidentiality and youth friendly services. Therefore, youth do not use these services, in fear of losing anonymity and being marginalized or isolated in the community.
- The great potential of peer education is neglected.
- Curricula for medical workers on different educational levels are outdated and do not reflect current needs and standards in youth work, or approach to youth.
- Youth do not trust medical workers and fear being stigmatized in their community, which is particularly obvious in sexual and reproductive health counseling, including HIV/AIDS tests and psychological counseling, particularly in smaller communities. This is the foremost reason why youth avoid this type of health service, although at local level they have access to services in family medicine clinics and clinics for youth and children in community health centers.
- The problem is compounded by the fact that many institutions do not have facilities appropriate for providing youth with the services they need.
- University and high school curricula are not appropriately tailored for acquiring communication skills and increasing sensitivity to youth-specific issues
- Youth are not correctly or sufficiently informed on the risks and causes of disease..
- A particularly pronounced problem is the growing number of couples who have difficulties conceiving. Law on treating infertility in FBIH has not yet been adopted. (a Draft law on treating infertility by bio-medically assisted fertilizations was adopted at the 19th Session of the House of Representatives of the Parliament of BiH, held on April 11, 2013, and at the 15 Session of the House of Representatives of the Parliament of BiH, held on June 27, 2013.

Recommendations and possible measures

- It is necessary to consider changing educational plans and programs in the sense of introducing health education in primary and secondary schools (with an emphasis on sexual and reproductive health, family planning, addiction, mental health of young people, alcoholism, domestic violence and healthy lifestyles, etc.).

- Important support to the introduction of health education in primary and secondary schools is provided by the so-called peer education, which should find its place in the formal education system.
- Curriculum and medical specialization programs must be modernized and adapted to today's needs of young people, with special emphasis on health promotion and disease prevention.
- It is necessary to carry out continuous education of health professionals in the health system with young people (e.g., reproductive health , STD , HIV / AIDS , substance abuse , other addictive diseases , healthy lifestyles , domestic violence , youth mental health issues) .
- Expand programs in formal education at all levels to acquire the skills to work on health promotion and disease prevention among young people.
- Improve curricula to develop sensitivity to the problems of health workers towards the young and vulnerable groups within this population.
- It is necessary to continue promoting and support the work with scholars and work in educational institutions or within the social sector.
- Ensure staff sensitivity for health needs of young people, and ensure the implementation of a friendly approach towards young people at all levels of health care.
- Through continuous education of health professionals, it is necessary to raise the skills and knowledge relating to the understanding of youth health and to remove the stigma and discriminatory behavior towards vulnerable groups or patients from vulnerable or very vulnerable groups.
- It should provide a greater number of targeted programs for young people, especially vulnerable and extremely vulnerable groups, and their presence in the community.
- Encourage cooperation between the primary healthcare sector, the Institute for Public Health and non-governmental organizations that would, through joint activities, offer preventive and promotional programs at the local community level.
- Health promotion and disease prevention need a wider scope and quality and to be implemented in coordinated and multi-sectoral manner.
- Necessary continuous anti-smoking campaign and campaign to prevent the use of drugs and alcohol.
- Introduce, through media, quality content on the topic of risk and prevention in health.
- Increase within the sectors of primary health care the number of targeted programs aimed at young people, especially vulnerable and extremely vulnerable groups.
- Urgently adopt a law on fertility treatment by biomedical assisted procreation and to ensure that everyone has an equal possibility of exercising rights in accordance with the law.
- To build an infrastructure that will enable an increase in leisure time spent on recreational activities (jogging, bike paths, walkways, etc.)

Social position of youth

NOTE 12

The position of young people requires a multi-sectoral approach and cooperation of relevant institutions for social policy, education, labor and employment, health care and youth work, which is a precondition for sustainable policy of their social inclusion.

Key Problems and Challenges

- The total youth population is a vulnerable group and much closer to the poverty threshold than the adults.

Young people in the Federation, that is 60% of them, especially young women, cannot contribute their household budget. Those who manage to contribute earn little and generally fail to save money (Institute for Youth Development KULT, 2013).

- Young people who live in households below the poverty line are an extremely vulnerable group, in most cases education drop-outs, who get employed in the informal sector, which does not provide security, and they have very little basis for independence, housing resolution and having a family.
- There are many vulnerable young people for whom there is no specially developed support program: the young returnees to certain parts of the country, young people with disabilities in development and health, or with physical or mental disabilities. Then the young people who belong to other minority groups such as Roma or young single parents.
- Although small, the proportion of young people who live in wealthy families creates enormous social differences among youth, causing a range of psychosocial problems, for the poor youth and their parents.
- Within the existing legal framework in the social security system, there are no clear guidelines for cooperation between the competent institutions for education, labor and employment, health, sports and culture, both on a legal basis or on the basis of specific strategies and programs.
- The social sector is extremely conditioned by the efficiency of the employment sector, active and specific employment policies and the development of small and medium enterprises. These policies are currently undeveloped.

Possible measures and recommendations

- The social position of youth requires a multi-sectoral approach and cooperation of institutions competent for the educational system, work and employment, healthcare, sports, culture, i.e. for youth work. We can give an example here of the German Framework Law on Children and Youth, which is part of the almanac of social laws and which requires this type of cooperation.
- Competent government institutions must ensure that the entire state apparatus, i.e. responsible institutions, develop policies through coordination in different fields relevant to youth.
- Decision makers must set the basic directions of action of social policies, especially regarding youth, using accurate and reliable information about their position.
- Promotion of active labor market policies and development of coherent and comprehensive strategies for life-long learning, the result of which is increased integration of the labor market, especially long-term for the unemployed and high-risk groups in terms of poverty and social exclusion.
- Guarantee that the system of social protection offers enough security to all beneficiaries for them to have minimal incomes to live a dignified life, simultaneously removing danger of inactivity at the labor market.
- Focus on exterminating poverty and social exclusion amongst children, which is a key step towards battling intergenerational inheritance of poverty, including initiatives in early education periods into this process, which would allow children and poor families to get better assistance.
- Reduce the level of poverty and social exclusion. Increase participation of returnees and ethnic minorities at the labor market, equalizing their work status with the majority of the population.
- Create long-term housing policies implying favorable crediting conditions²⁷, based on professional and birth-rate models, or other cheap and effective methods, high-quality health services and long-term protection services, special and regular education and life-long learning opportunities, including the crossover from schooling to employment, with a special emphasis on youth leaving school with bad qualifications or without any qualifications.
- Establish institutional frameworks that will enable policy inclusions. These frameworks imply sustainable integration programs for specific populations, such as people with special needs, single mothers, Roma youth, returnees, people with criminal histories, drug addicts.

²⁷ This recommendation should be approached with great care. Having in mind the budget funds and the fact that youth housing is not recognized by youth as their primary problem, this recommendation should not be set as one of the priorities. Housing policies are expensive and they can be used by only a small amount of youth, implying that such a policy cannot solve the primary problems of youth.

- Create efficient mechanisms for preventing further occurrence and widening of social differences between youth, especially through the framework of educational and health systems.

NOTE 13

Current system of social aid and protection is not able to recognize and respond to needs of households with inadequate incomes and they are particularly not able to respond to complex issues faced by sensitive groups.

Key issues and challenges

- There are no clear criteria about the living conditions which define what poverty is. Consequentially, the criteria for selecting beneficiaries of social aid are not clear enough.
- The current beneficiary selection mechanism of social protection is inadequate, mostly because it is based on the principle of funds distribution through traditionally defined categories and it cannot recognize actual needs of youth, as well as specific population groups (disabled people or people leaving homes for abandoned children, Roma youth, etc.).
- The legal framework is uncoordinated and there is a lack of legal resolutions in FBiH, where responsibilities are not clearly defined between the FBiH government and the cantons, which results in vagueness when it comes to control of providing social aid. The entity law at cantonal and municipal levels are not being enforced properly.
- The system of social aid is administered by a fragmented and expensive administrative and legal apparatus, the cause of which is ineffective expenditure of public funds.
- Categorical approach to division of public funds for social protection programs has a very negative impact and discourages employment, i.e. the level of work force activity on the labor market.
- Most people receiving social aid are not from the poor category, while most of those who do need aid do not receive it.

Possible measures and recommendations

- The social system has to be reformed in order to include those who actually need help into programs of social protection.
- It is necessary to harmonize standards, regulations and policies between different administrative units, the basis of which would be the rule that funds should be awarded based on actual needs.
- Effectiveness of social aid services should be improved through organizational reforms and simplification of procedures in social work centers, in accordance with international standards.
- The usual approach in social policy should be rejected and a new, more sensitive to specific and modern needs and interests of youth need to be established urgently.
- Governments should develop a mechanism that can recognize the households, social groups and individuals who really need help, individuals who are below the defined poverty threshold.
- Governments should develop policies and measures that will focus on youth as a specific population category whose social status is different than that of other adults.
- It is necessary to establish mechanisms for selecting beneficiaries of social aid based on the evaluation of

assets. The basis for defining a sustainable and effective social policy is to define the actual social status of the population. The highly developed informal economy and large quantity of unregistered incomes make this task hard to do. This type of approach would solve the problem of poverty more efficiently than the existing system based on categorical approach. Experiences of other transitional countries are a great example how to operationally pull this off.

NOTE 14

Slow resolving of young people’s housing problems has negative effects on all other aspects of life and community development.

Key Problems and Challenges

- An important indicator of young people’s life quality is housing status, e.g., the possibility of independence in housing. 70 % of young people aged between 25 and 30 years have not resolved their housing issue, which is 35 % higher than the average of EU countries (Institute for Youth Development KULT, 2013).
- In addition to employment, housing independence is the most important factor when it comes to having a family. Young people without government support in adequate housing policies hampered the formation of family and independence.
- Declining birth rates in the Federation of BiH continued in the period 2008–2012. The lowest birth rates in the year 2012 have Bosansko-podrinjski, Canton 10 and Posavina Canton. The largest decline in the birth rate was recorded in the Central Bosnia Canton, from 10.4 in 2008 to 9.1 in 2012 (Federal Bureau of Statistics).
- Government institutions at all levels do not have appropriate policies for the depopulation in question.
- The current residential area in the Federation is characterized by a lack of affordable housing in the cities, the lack of public housing stock, a large number of young people who are living as tenants or with parents.
- Appropriate housing policies that would address the needs of young people are not widespread.

Recommendations and possible measures

- Create long-term housing policies that include crediting under favorable conditions on the basis of personnel and procreation models.
- Increase access to the most vulnerable groups and those with the greatest risk of social exclusion to decent housing.
- Provide housing construction through public-private partnerships.
- Apply best practices from EU countries by building so-called social housing. They should also do research on the real needs of the construction of housing for young people, and accordingly build living spaces that they would finance themselves or with the support of the Canton and the Federation, and that young people could redeem by paying rent.

Active participation of young people in public life, civil society and voluntary work.

NOTE 15

Application of the Federal Law on Youth, adopted in 2010, which regulates the participation of young people in activities of public interest, must come to life in order to influence that decision-making and public policy becomes an integral part of youth policy.

Key Problems and Challenges

- Federal Law on Youth is not implemented equally successfully in different municipalities and cantons, which slowed down the formation of the Youth Council and the Federal Youth Council.
- So far the 43 established municipal and 4 cantonal youth councils do not have the same support of local and cantonal authorities’ representatives.
- There is no independent body to monitor the operation and evaluation of youth councils themselves, but neither the openness of the authorities towards cooperation with the youth councils.
- There is no control of the influence of political parties on the youth councils, which is contrary to the Federal Law on Youth.
- Young people are not aware of their rights and responsibilities in society and cannot take advantage of their rights, for example, employment.
- The principle of youth participation is not accepted in society; young people are largely marginalized and have no ability to represent their needs in public policy. Mechanisms of youth participation prescribed by the Federal Law on Youth are observed mainly at the nominal level.
- Institutional dialogue between the youth and the government, which is planned to be realized through the establishment of youth councils, has not yet reached a satisfactory extent, because the young are still not recognized as equal partners from the authorities.

Recommendations and possible measures

- It is necessary to provide immediate and concrete support for the faster formation of the Federal Youth Council.
- Ensure that all levels of government properly implement the Federal Law on Youth, to promote the importance of the implementation of legal provisions and the consequences of not implementing, contained in the criminal provisions of the Act.
- Adopt laws on student organizations that will define the mode of student organizations at the university level, giving clear support and responsibilities of institutions, a way of networking and relationship with decision-making bodies such as the Senate, Rector’s Office, etc.
- Institutional support for young people in budget planning for youth, the creation of youth policies, youth work, information and participation of young people in government and parliamentary committees on

- matters of youth , as well as networks of youth organizations and youth representation .
- Ensure the participation of young people in the planning, development, implementation and evaluation of measures relating to the improvement of their position.
- Adopt a systemic framework for development of cooperation between governmental and non-governmental sectors, based on partnerships. Provide co- financing activities and youth in full cooperation with the government sector.
- Program stimulation and promotion of the introduction of young people to their rights and responsibilities in society.
- Promote the Federal Law on Youth and the Law on Volunteering.

NOTE 16

Government institutions approach to improving the position of youth is not efficient, effective and economical

Key Problems and Challenges

- A lack of understanding among decision makers and among young people on the participation of young people, the development of civil society and voluntary work.
- Institutions have been inefficient in dealing with issues and problems of youth.
- There is no programmatic access to the activities of public institutions and relevant ministries towards youth, an approach that would have noticeable effects.
- The current allocation of resources is achieved through non-transparent process and the criteria are questionable when evaluating projects for young people and the allocation of financial resources at all levels.
- Imprecise deadlines for awarding public funds adversely affect the planning and development of projects for young people. Some calls are open to the public in mid-year or later for projects in the current year.
- A lack of analysis of the performance of consumption of resources and the effects of the so-called cost-benefit analysis, and reporting.
- Most financial resources for youth participation, in the last ten years, are invested in international organizations.
- Low level of coordination between local governments and international development programs with a view to optimal prioritization of goals, which would necessarily lead to more efficient, more effective and economical use of funds.
- Missing promotion of the principles of co-management.
- A lack of public spaces for youth in local communities.
- A low level of youth work.
- Lack of youth access non-formal education and youth work.

Recommendations and possible measures

- Program stimulation and promotion of the process of devising strategies for young people at the local level.
- Promote the principles of co-management.
- Provide public spaces for young people at the level of local government and regional centers.
- Local governments, with support from higher levels of government must facilitate the creation of appropriate spaces for young people. To ensure the sustainability of these “centers” for young people, to ensure the participation of young people in the management of these centers, as well as staff training.
- Enable the use of other public spaces for youth.
- To undertake investment in the construction of modern and multimedia space for youth.

- Analyze the criteria for selection of projects to be funded on the basis of conformity with a particular youth policy and research, and youth participation in decision-making and defining priorities.
- Facilitate the participation of youth in the work of the legislative authority.
- Provide advice on the position of the executive power of youth.
- Enable the application of the principle of joint management.
- Provide more funding for the work and projects of youth associations, with transparent public tenders and participation of youth in decision-making about the allocation of these funds.
- Increase budgetary allocation for youth organizations and projects designed exclusively for young people.
- To enrich curricula and methodology in primary and secondary schools, which will develop the skills of young people and their entrepreneurial spirit, which is a prerequisite for the active participation of young people in society. Topics include: critical thinking, public speaking and presentation skills, raising self-esteem, etc. Ensure the provision of sufficient information on the importance and opportunities for active participation of young people in society. Due to the lack of human resources, include in the preparation of these amendments curricula organizations that work with young people and have experience in this field. In addition, to provide the necessary training for teachers and educators.
- Encourage all levels of government to apply different methods of consultation and dialogue forms with different categories of young people during design and evaluation of public policies.
- Facilitate the development of peer education as a model of youth participation. Provide mechanisms, resources for the work of peer educators and trainers in schools and local communities.
- The process of devising strategies for young people at the local level should be improved and more promoted.

NOTE 17

Young people can better represent their interests and try more to get involved in the decision-making process.

Key Problems and Challenges

- Very low level of youth involvement in the NGO sector.
- A very low level of youth participation in the activities of the NGO sector at the local level.
- Young people do not know enough about the mechanisms of active participation and use them rarely.
- Every other young person in the Federation of Bosnia and Herzegovina is uninterested in politics.
- Rate of young people in election turnout is unsatisfactory.
- Young people are not willing to volunteer nor is it promoted.
- There is insufficient promotion of the active role of young people in society.
- Promotion of youth work is not widespread either.
- Networking of youth associations is missing.

Recommendations and possible measures

- To popularize youth activism and their participation in society, particularly through available public electronic media, radio and TV shows to invest in printed youth magazines, and competitions in certain areas of activism, for example, competition for the best youth project, a project of the student council in certain areas, etc.
- Create a public campaign on the need for greater participation of young people in the activities of public importance .

- Programmed stimulation and promotion of the involvement of young people in non-governmental associations. In addition, put a criterion dealing with youth activism as an advantage in competitions for employment in public institutions, etc.
- Programmed stimulation and promotion of profiling and networking of youth associations.
- Programmed stimulation and promotion of the development of volunteering and youth engagement.
- Programmed stimulation and promotion of the acceptance of youth participation in society and the general public, and a greater understanding of this topic in decision making.
- Programmed stimulation and promotion of media contents on youth participation in society and raising awareness of their needs.
- Programmed stimulation and promotion of the training of the non-governmental sector on the process of creating a youth policy.
- Programmed stimulation and promotion of the training of the non-governmental sector on methods of advocacy and lobbying.
- Programmed stimulation and promotion of the activities associations.
- Provide more support from government at all levels of formal education projects and peer

Mobility, information and counseling for young people.

NOTE 18

Governments at all levels must provide knowingly planned and purposeful support to young people with the aim of involving young people in community life and to provide an opportunity for young people to create their own future.

Key Problems and Challenges

- Underdeveloped programmes to support young people in their integration and involvement in social life, as well as to promote their voluntary participation and cooperation, information and involvement in the work associations.
- Underdeveloped planned and purposeful program activities for young people, concerning their extracurricular education.
- A lack of activities and programs related to the development of abilities, skills and knowledge, as well as the social engagement of young people.
- There is no planned and purposeful youth policy in relation to the creative, artistic, sporting and cultural activities with young people.
- Working with young people is an unfamiliar topic to the general public.
- Underdeveloped activities and programs relating to the welfare of young people, their social and health care, and their counseling.
- There are no programs designed for specific groups of young people.
- Weak and developmental initiatives and programs concerning international youth work, inter-cultural

cooperation and exchanges.

- A lack of professional orientation programs. Youth counseling is not institutionally organized and developed. Most government programs for youth counseling are conducted by schools, health clinics and centers for social work.
- Lack of facilities for young people, their activities and youth work.
- There are no institutions dealing with informing young people, and which are supported by government institutions.
- In its legal acts of the authorities have not defined or structured youth work, youth mobility, information and counseling.
- Although working with young people is most concerned by non-governmental organizations, the basic problem and the risk are the lack of standards in youth work, and the lack of quality assurance mechanisms, and certification of those who are engaged in this activity.
- There is no multi-sectoral approach in relation to issues relating to youth work, youth mobility, information and advisory work.
- The problems of informing young people are not given the deserved attention.
- Young people do not have confidence in the informational services, especially public. They find them politically dependent.
- There is no subject on the position of young people in the media, which negatively affects their informedness.
- Young people think that there is a problem of major media responsibilities to which no one pays attention, which caused extensive damage, especially among young people (inadequate and degrading activities in the media are too negative, and there are very few positive examples, etc.).
- The problem of hate speech that is present every day in the media has a very detrimental effect on the development of attitudes among young people on different topics.
- Youth policies are not being implemented.
- Nor the FBH, nor the cantons have their youth policy, or specific measures for youth work, youth mobility, information and counseling.
- A unique database of institutions and organizations dealing with youth issues in the Federation is not made.
- There are no major youth programs supported by the government in the field of youth work and information, except smaller separate projects, which applies to all levels of government.
- There is no programmatic approach to funding projects that meet the needs of young people, leading to a lack of continuity in the work on a specific problem.
- Projects for young people are not isolated from the broader budget item intended for the financing of non-governmental organizations as a whole, or the field of youth work, youth mobility, information and counseling, located under the "grants for youth organizations" as part of the youth policy.
- The processes to compete and decide on the financing of specific projects are often not transparent, and there are no clear criteria for the allocation of funds that track an adequate scoring system.
- Informal groups do not have the possibility to apply with their projects, making them unable to contribute the improvement and development in the areas of youth mobility and youth work.
- In almost all cases, monitoring and evaluation of the effects of projects is at a very low level and is reduced to the obligation to submit a bill for the money spent, not proving their allotted spending.
- Lack of coordination between authorities and international donors when approving projects.

Recommendations and possible measures

- It is necessary to develop an appropriate legal and institutional framework for youth work, youth informing and activities related to youth tourism, with clearly defined mechanisms and bodies that are responsible for dealing with these areas, such as the establishment of youth departments within the executive branch, in accordance with the Federal Law on Youth.
- Stimulate and promote youth work, which is a planned, purposeful and conscious support to young people through their voluntary participation.
- Establish standards in relation to work with young people, as well as mechanisms for quality assurance.

- Stimulate the strengthening of institutional capacity in relation to the position of youth issues.
- Ensure the existence of educated youth officers in all institutions and at all levels of government.
- Stimulate the establishment of a program of studying youth work on certain social faculties.
- Create a database with relevant ministries that would gather information and monitor trends related to young people.
- Adopt a programmatic approach to financial and other support to youth work, youth tourism and consulting.
- To provide young people with access to public areas and support youth counseling by qualified personnel.
- Conduct a mapping of all councils and services offered for young people and make a database.
- Develop a strategy for consulting young people with identified needs and existing resources.
- Ensure the participation of youth in decision making about the best and / or priority activities.
- Develop special information policy towards youth.
- Stimulate the opening of youth information centers with qualified staff.
- Ensure that public services, radio and television have more information about the youth and their position, and activities for young people, as well as specific advice for young people on issues that are of importance to them.
- Provide funds for youth media, youth media projects (web portals, magazines, radio shows, etc.).
- Provide resources for youth media projects such as websites, magazines, radio and TV programs, etc.
- Provide information to youth on programs at the international level.
- Implement a strong campaign to combat hate speech in the media and apply stricter sanctions for media outlets and individuals who spread hate speech.

NOTE 19

Stimulation of cultural exchange and tourism within the country to promote local economic development, together with international exchanges encourages quality youth development.

Key Problems and Challenges

- Underdeveloped youth tourism, including program activities of youth recovery and their staying outdoors, although such tourism is the most cost effective, taking into account the required minimum investment.
- General lack of resorts and youth hostels, as an essential prerequisite for the development of youth tourism.
- Under promoted local economic development because a lack of stimulation in cultural exchange between young people and the development of cultural tourism at the national level.
- Youth mobility is rather low. More than half of young people from the Federation have not had the opportunity to travel abroad in the past 12 months. Those who have traveled most often went to the country next door (Institute for Youth Development KULT, 2013).
- Lack of cultural exchange policies at the international level prevents a quality development for youth.
- A lack of public and media space for programs that promote different cultures and cultural models.

Recommendations and possible measures

- Introduce a program of mutual visits of students or grades of individual schools in order to promote different cultures.
- Program to stimulate partnerships between public and private as well as public and non-governmental sectors in relation to youth tourism.
- Program to stimulate and provide funds for scholarships for young people at prestigious universities abroad, as well as study visits.
- Promote international student identification card (ISIC) and to develop similar products for youth.
- Allow the use of dormitories and other similar objects to stimulate and promote youth tourism.
- It is recommended to invest in the development of public facilities for youth tourism and training of young people such as hostels and resorts in major cities and tourist attractive destinations. Federation has a chance for local economic development in youth tourism, especially bearing in mind that this type of tourism does not require large financial investments, BiH has resources such as beautiful nature and unemployed youth.
- Authorities in the Federation at all levels should be in cooperation with the Youth Councils involved in various international programs and projects aimed at young people. When it comes to participation in international programs for young people, often the case is that young people have the necessary human resources to participate in certain projects, but they lack the financial and physical resources and therefore can not meet the criteria for participation in certain programs. At the same time the authorities have the financial and physical, but do not have the human resources and also can not meet the criteria for participation, which ultimately results in poor utilization of international opportunities for young people.

Culture, sports, free time

NOTE 20

Lack of adequate access to government institutions in the areas of sport and culture is a direct neglect of young talents.

Key Problems and Challenges

- The success of young people in relation to culture and sports happens despite the lack of these areas. The lack of organization in the fields of sports and culture is a direct neglect of young talents.
- There is no strategy or strategic development and investment in the field of culture and sports. There is

no strategic thinking or are not realized in practice , but it all comes down to the individual ad hoc , partial , cultural and sporting activities for young people , which are usually of short duration .

- There is no programmatic access to government institutions and ministries to youth culture, sports and youth leisure. The monitoring of the effectiveness of existing government measures is disabled.
- Lacking adequate institutional capacity for culture, sport and leisure for young people. At most levels there is no adequate institutional capacity to deal with young people, youth policy, youth work.
- There is poor coordination and cooperation among different levels of government in the vertical and the horizontal plan, the precipitating multi-sectoral approach to youth issues, as required by the needs and problems of young people.
- Calls for the funding of non-governmental organizations and associations, sports associations take place without clear criteria and strategic priorities and insufficient resources.
- Financing activities of non-governmental organizations, particularly those that have within their work the possibilities of youth leisure, is still dependent on international donors, and there is a questionable quality of work because there are no standards in youth work and informal education, and no official, certified training in this field.
- Financial problems are reflected in insufficient budget allocations for the areas of culture, sport and leisure for young people, as well as the lack of support in terms of infrastructure and basic conditions for the work of youth associations.
- Only wealthier municipalities may use the facilities and infrastructure for the youth in the field of sport, culture and leisure. Very rarely do local governments make subsidies and integrate these areas into the formal education system. Most often these obligations are left in schools through curricular activities, competitions, etc. or organized sporting and cultural events.
- Most cities lack the resources and infrastructure such as sports facilities, equipment, youth hostels, and facilities for youth leisure, and where there is any, there is a noticeable lack of their availability to the general youth population.
- Young people are not sufficiently informed about the programs and services in the areas of culture, sport and leisure that exist for them.
- Underdeveloped information system for collecting data on young people within the relevant government institutions, data is not collected on young people's problems and needs, e.g., trends.
- There is a disproportionately large lack of cultural facilities and general facilities for young people in rural areas and smaller towns compared to more developed areas.
- Physical education is not provided at colleges.
- Sports clubs have coaches who do not have professional qualifications.

Recommendations and possible measures

- Developing cultural habits should be one of the main pillars of school education. Recommended model "backpack of culture" has been successfully applied in developed countries , basically meaning that in the framework of the education system for every age the appropriate level of cultural facilities that would become an integral part of the course is determined (visits to museums, cultural events etc.) .
- It is necessary to increase the cooperation between schools and non-governmental organizations, and allow the use of school facilities for the leisure time of young people and their activism, especially in the field of culture and sports.
- Intensify the work of school sections and increase the volume of extra-curricular activities that would attract more young people.
- Work on the involvement of parents in planning leisure activities of their children.
- Create a strategic framework for the development of culture, sport and leisure for young people within the youth strategies at different levels with measures, with a multi-sectoral approach; provide greater

efficiency and maximum utilization of existing resources.

- It is necessary to provide greater financial allocations for youth projects and organizations in the field of culture, sport and leisure through special funds at all levels of government. Desegregation of budget funds in special funds for culture, sport and leisure happens to uneven distribution of the budget. Most often, sports associations receive most of the funds for Culture, Sport and Leisure, creating an imbalance in the development of different segments.
- Adopt youth programs in the fields of culture, sport and leisure.
- Provide support especially to talented young individuals through scholarships.
- It is necessary to create a permanent school leagues for boys and girls in several mass sports, at all levels of government, so that they include a large number of young people, and also to carry out the popularization of sports.
- It is necessary to give more support and better coordination for special regular youth competitions in the field of cultural and artistic expression, such as acting, dancing, performances, art exhibitions, popular music, graffiti, photography, sculpture, comics, and other activities of interest to young.
- Enable young people with free access to gyms and fields.
- To university centers - provide special centers and clubs for recreational sports activities of students, as well as for their leisure and subsidies to support the use of other resources and institutions in which the students are involved in sports. Also , introduce free or at a reduced cost visits to museums , theatres , cinemas , etc.
- Government institutions should support the promotion and informing of young people about all the opportunities and services that exist for them in the areas of culture , sport and leisure through the media, information centers , " information points " , web pages , etc.
- At all relevant institutions employ / engage (existing) at least one person in charge of youth issues in the field of culture and sports and youth work .
- Establish the body to support young people in order to enable efficient coordination of youth projects and activities and the funds allocated for these purposes in these areas.
- Facilitate the creation of youth centers and restore the former youth centers original purpose.
- Create an information system on youth and youth associations and regularly collect data on youth activities and the direct and indirect beneficiaries of budget funds.
- Develop better communication between relevant institutions and the young.
- Special status of students with access to cultural and sporting events.
- Organizing a program for regular students' group visits to cultural institutions.
- To promote youth activism and involvement of young people in the youth associations.
- Grants to enable young people to use the space for organizing concerts, theatre, art and sporting events.
- Following the EU to introduce a "culture capital" or "youth city", in the framework of which this would be intensified during the year, cultural activities, especially cultural activities of one city's youth.
- Install additional physical education lessons not only in primary and secondary schools, but also in programs of higher education institutions.

NOTE 21

Lack of legal regulation of support of government institutions in the field of youth work, their leisure and culture and sports has created a stereotype on young people.

- There is no specific legal framework to ensure the mechanisms related to the development of culture, sport and leisure for young people, and which would result from certain obligations and investments in these areas.
- There is no suitable legal framework to stimulate the work of youth associations, which limits their activities related to culture, sports and general youth work.
- There is no adequate control of the work of many sports betting and other places whose activity is

gambling and games of chance. 12 % of young people from urban areas and 9 % of young rural residents in the past month, at least three to five times a week or every day visit sports books / casinos , of which 17 % of men and 4 % of women (Institute for Youth Development KULT , 2013) .

- Unspecified providing of minimum facilities and support to young people at the local and regional level.
- Due to the lack of organized legal support to young people from government institutions, the young are generally viewed as irresponsible persons.
- There is no standardization of content and minimal opportunities for young people in primary and secondary schools in relation to sports, culture and leisure time.
- Insufficient communication between government institutions and young people and their representatives. Young people are not involved in creating content related to sports and culture.
- There are, in most cases, the efforts of local youth councils to provide public spaces for young people, which occur as problems with non-formal education and youth participation and youth work in general and is a violation of the Federal Law on Youth.

Recommendations and possible measures

- It is necessary to create an appropriate legal and institutional framework for the areas of culture, sport and leisure for young people, with clearly defined mechanisms and bodies that are responsible for dealing with these areas.
- It is necessary to build and renovate sports halls and grounds and ensure their maximum use for recreational sports activities to youth and sports associations and clubs.
- Legal regulations should specify establishment of school and student sports union.
- In the municipal, cantonal and federal public appeals for funding and co-financing, NGO projects should be determined in advance and budget separated for projects particularly in the field of culture, especially sports and youth leisure.
- Projects of culture, sport and leisure should be created in accordance with the real and specific needs of specific communities, which should be established by a valid research.
- Legally define the field of culture in the FBiH.
- In regularizing the field of culture it is necessary to pay attention to the needs of different age groups, to recipients and creators of culture in the field of culture.

Overview of the legal institutional mechanisms of youth policy in the FBiH

“Youth” or “the young” in the Federation are people aged between 15 – 30.

Youth association is an association whose membership and management bodies are two-thirds (2/3) young people , whose activities and statutory actions are mostly aimed at youth , and which shall be established, registered, operate and cease to exist in accordance with the law on the basis of which it was registered.

Youth Council is the umbrella group of young people, based on voluntary membership of youth associations, which represents the interests of young people and youth associations.

Youth Officer is a civil servant who is qualified to work with young people and has certified knowledge of youth policy.

Youth policy represents the overall institutional mechanisms of government concerns towards youth.

Youth strategy is a document of government institutions with the programmed approach to youth, which includes defined problems and needs of young people, strategic courses of action and objectives, strategies and measures to achieve the objectives of the strategy.

Youth Action Program is a program that is created by authorities in collaboration with the youth sector on the basis of expert research and youth strategy and contains clearly defined needs, a way of solving problems, goals, outcomes of activities, duration of implementation, budget and responsible subjects, in order to improve the situation of young people in a given area.

Youth Commission is a permanent working body of the Parliament of the FBiH which is confirmed by both of the Houses of Representatives and which, within their jurisdiction, is dealing with youth issues. At least one member of the commission comes from the FBiH Youth Council.

FBiH Youth Counseling is an interdepartmental body formed by the FBiH Government and which is actively participating in executive functions of relevant ministries and institutions in FBiH. At least 50 % of the members of the Counseling will be representatives of the Youth Council.

Areas of the youth sector are contained in the Act 25 of the Federal Law on Youth: education, employment , social security, health and preventive care , housing , youth work and youth leisure , active participation of young people in public life , youth mobility , information and consulting , training for youth work, youth tourism , cultural, sporting , ethical and environmental activities , working with young people with special needs and other issues of interest to youth .

Institutional care for young people is defined and established in the Law on Youth, which was passed in June 2010. In accordance with the Law on Youth, the responsibility of providing support to young people falls to all levels of government in the Federation. All levels of government in the Federation have the obligation to define, adopt and implement a youth strategy.

Municipal and city level governments are obliged to independently appoint an official for youth issues, while the cantonal authorities shall specify the officer or department for youth to the competent ministry. The competent federal ministry determines the procedure of training and certification of Youth. The Institute for Youth Development KULT created a catalogue of questions for written and oral examination for candidates who will continue to take the exam for the position of youth officer, and will sign an agreement on cooperation with the Agency for Civil Service in order to improve the above mentioned activities.

Municipal, cantonal and federal levels of government are required to self-insure minimum measures for youth

work and youth activities as well as the mechanisms and capacities that include :

- Ensuring adequate space for the young and the payment of the costs of its maintenance
- Ensuring budget items related to youth issues
- Determination of the competent services for youth issues
- Providing annual grants for youth projects
- Professional Development and Training of Youth
- The establishment of youth commissions at the municipal council or the cantonal assembly as a permanent working body whose work will involve participation of representatives of the youth council
- The establishment of professional bodies working to create and monitor the implementation of youth strategies on which will participate representatives of youth councils
- Research on the problems and needs of young people with the objective of adopting a strategy
- Support of the work of the youth councils

The cantons are responsible for self- definition, adoption and implementation of youth programs and that program is established and implemented by ministry under its jurisdiction which has one of the fields of interest to young people, and plans special funds when adopting the budget for the completion of these tasks. Federation will ensure that each ministry, which will carry in its name the words “and youth”, is responsible for the coordination of tasks associated with youth, and enforcement of the Act shall be done by the Youth Council. The competent ministry will be responsible for cooperation with other ministries and institutions in the Federation to study the problems and needs of young people as well as defining and proposing federal youth strategy. The Federation is responsible for defining and implementing the adoption of the program of action for youth, and the respective programs will be established and implemented by the ministry responsible for some of the areas of interest for young people. Government of the Federation shall report to FBiH Parliament on the status of youth, and the report is made by the Federal Youth Council.

List of abbreviations

ADC	Austrian Development Cooperation
AIDS	Acquired Immunodeficiency Syndrome
ARS	Labor Force Survey
BDP	Gross Domestic Product
bh.	Bosnian-Herzegovinian
BiH	Bosnia and Herzegovina
CISO	Centres for Information, Counselling and Training
CV	Curriculum Vitae
DEP	Directorate for Economic Planning
ECTS	European Credit Transfer and Accumulation System
ERYICA	European Youth Information and Counselling Agency
EU	European Union
EUROSTAT	Statistical Office of the European Communities
FBiH	Federation of Bosnia and Herzegovina
GIZ	German Society for International Cooperation
GOPA	Gesellschaft für Organisation, Planung und Ausbildung (Society for Organization, Planning and Training)
GTZ	German Agency for Technical Cooperation
HEA	Agency for Development of Higher Education and Quality Assurance
HIV	Human Immunodeficiency Virus
HSEI	General Social Exclusion Index

ISIC	International Student Identification Card
IT	Information Technology
JMBG	Unique Master Citizen Number
JU	Public Institution
KM	Bosnian Convertible Marka
KV	Vocational Qualification
MKF	International Classification of Functioning, Disability and Health
NVO	Non-governmental Organization
RS	Republika Srpska
RVI	War-disabled Combatants
SDC	Swiss Agency for Development and Cooperation
SOM	Youth Advisory Council
SPSS	Statistical Package for Social Sciences
SSS	High School Degree
STD	Sexually Transmitted Diseases
TK	Tuzla Canton
UN	United Nations
UNAIDS	Joint United Nations Programme on HIV/AIDS
UNDP	United Nations Development Program
UNESCO	United Nations Educational, Scientific and Cultural Organization
VSS	Two-year Post-secondary Education
VŠS	University Degree
WHO	World Health Organisation
YEP	Youth Employment Programme
YERP	Youth Employability and Retention Programme
YiA	Youth in Action



Institute for Youth Development



Federal Ministry of Culture and Sports