
Gender-Responsive Budgeting as an Instrument for Improving the Position of Women in the Labor Market in Bosnia and Herzegovina

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Context / Challenge

- Women in Bosnia and Herzegovina have an unequal position compared to men (about 37% of women actively participate in the labour market).
- They face large number of challenges, such as informal employment, precarious work, difficulties in balancing work and family responsibilities and the consequences of adverse demographic trends.
- The question of the economic role of women and their financial security is one of the current challenges for Bosnian society
- Women's economic empowerment is addressed predominantly by the non-governmental sector.

Context / Challenge

- The role of the NGO sector is to work in cooperation with government institutions to raise social awareness about the importance of educated and empowered women.
- The Role of Gender-Responsive Budgeting:
- Integration into Plans, Targeted Employment Measures, Transparency
- Challenges: Non-systemic Implementation
Data and Monitoring

Evidence / Experience

- Out of the 2.88 million working-age people in Bosnia and Herzegovina, approximately 1.37 million participate in the labor force.
- Men account for the majority of the labor force, with 840.000 men (61%), compared to 530.000 women (39%).
- Long-term unemployment remains a significant concern, with women accounting for a substantial proportion of those who have been unemployed for extended periods.
- If the vertical structure within the female unemployed population is analyzed, the share of unemployed women seeking a job for four or more years is 49% or 52,000 of the total number of unemployed women. (Agency for Statistics of BiH – Labor Force Survey)

Evidence / Experience

- Share in Unemployment: Women consistently account for nearly 60% of the total registered unemployed population in BiH.
- Labor Force Inactivity: Women represent 62.7% of the population outside the labor force, primarily due to unpaid care and domestic work.
- Employment Rate: In the total structure of employed persons, men make up 63%, while women account for only 37% (According to data, a total of 1.162 million people are employed, of which 428.000 are women and 734.000 are men).
- Due to GRB criteria, women's participation in active labor market measures ranges between 45% and 52% of total allocated budget funds.

Evidence / Experience

- Women's employment measures
- Measures for Starting a Business (Self-Employment):
- "Entrepreneurship for Women" and Local and Cantonal Grants
- Incentives for Employers Hiring Women (Co-financing):
- Long-term Unemployed Women, Women over 40 and Women with No Work Experience (First Work Experience)
- Training and Retraining Programs (Enhancing Employability):
- Care Economy and Training for a Known Employer.

Recommendations

Policy recommendations

- Improving access to training and retraining programs through active labor market policies would significantly help economically inactive women re-enter the labor market and find employment.
- Future initiatives and activities by the authorities and the NGO sector should aim to achieve the mission that an increase in educated women will also result in an increase in employed women.

Recommendations

Policy recommendations

- Due to current position of women we should create some objectives as follows: increase the level of women's participation in the labor market, increase the level of education of women in the labor market and women who are outside the labor force but are part of the working-age population, measures which can formalize informal work and measures which can reduce the time required to find employment.
- Policy makers need to be aware of importance of gender-responsive budgeting in achieving some objectives and visible changes in the labor market.

Key Takeaways

Main messages

- Educated women should actively advocate for and help achieve their civil, social, political, and economic rights.
- Women in BH society, if they want to achieve their own financial independence and ensure adequate financial security for their families, need to invest more time and other resources in personal financial literacy and entrepreneurial education and education in general.
- Gender-responsive budgeting, combined with investments in education and active labour market policies, represents an effective mechanism for increasing women's economic participation and participation in the labor market.

Thank you

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