

**ANKETA O RADNOJ SNAZI ZA 2025 – godišnji prosjek
LABOUR FORCE SURVEY FOR THE 2025 – annual average**

Podaci objavljeni u ovom saopćenju dobijeni su kao godišnji prosjek na osnovu provedene Ankete o radnoj snazi (ARS) u prvom, drugom, trećem i četvrtom kvartalu 2025. godine.

Anketni podaci su prikupljeni anketiranjem osoba, članova domaćinstava/kućanstava koja su izabrana u uzorak. Anketiraju se svi rezidentni članovi privatnih domaćinstava/kućanstava.

Anketom je u 2025. godini obuhvaćeno 23.518 domaćinstava. Prosječna stopa neodziva u 2025. godini bila je 23,9%.

Anketa o radnoj snazi se od januara 2020. godine provodi kontinuirano. Od 2021. godine Anketa o radnoj snazi se provodi prema redizajniranoj metodologiji usklađenoj sa novom Regulativom Evropskog parlamenta i Vijeća (Regulativa EC broj 2019/1700 i 2019/2240).

U cilju usklađivanja sa EU regulativama i zahtjevima Eurostata, od 2020. godine se provodi postupak kalibracije pondera prema procjenama stanovništva po petogodišnjim starosnim grupama i spolu.

Glavni cilj ove Ankete je dobijanje podataka o tri osnovna, međusobno isključiva kontingenta radno sposobnog stanovništva: zaposlenih, nezaposlenih i osoba izvan radne snage.

Zbog prelaska na novu, redizajniranu metodologiju Ankete o radnoj snazi u 2021. godini došlo je do prekida serije podataka. Rezultati Ankete o radnoj snazi 2021-2025 nisu uporedivi sa rezultatima kontinuirane Ankete o radnoj snazi 2020 i rezultatima godišnjih anketa o radnoj snazi provedenih u periodu od 2006. do 2019. godine.

Napomena

U nekim slučajevima u ovom Saopćenju zbog zaokruživanja na hiljade zbirovi sabiraka u tabelama ne daju isti rezultat kao što bi bilo bez zaokruživanja. Također, zbog zaokruživanja decimala u nekim slučajevima zbir procenata nije jednak 100.

The data presented in this first release were obtained as an annual average based on the Labour Force Survey (LFS) carried out in the first, second, third and fourth quarters of 2025.

Survey data were collected by interviews, from persons, members of households randomly selected in the sample. All resident members of private householdss were surveyed.

The survey covered 23,518 households in 2025. The average non-response rate for the 2025. year was 23.9%.

The Labor Force Survey has been conducted continuously since January 2020. From 2021, the Labor Force Survey has been conducted according to a redesigned methodology in line with the new Regulation of the European Parliament and the Council (Regulation EC number 2019/1700 and 2019/2240).

In order to harmonize with EU regulations and Eurostat requirements, from 2020 the procedure of weight calibration according to population estimates by five-year age groups and sex is carried out.

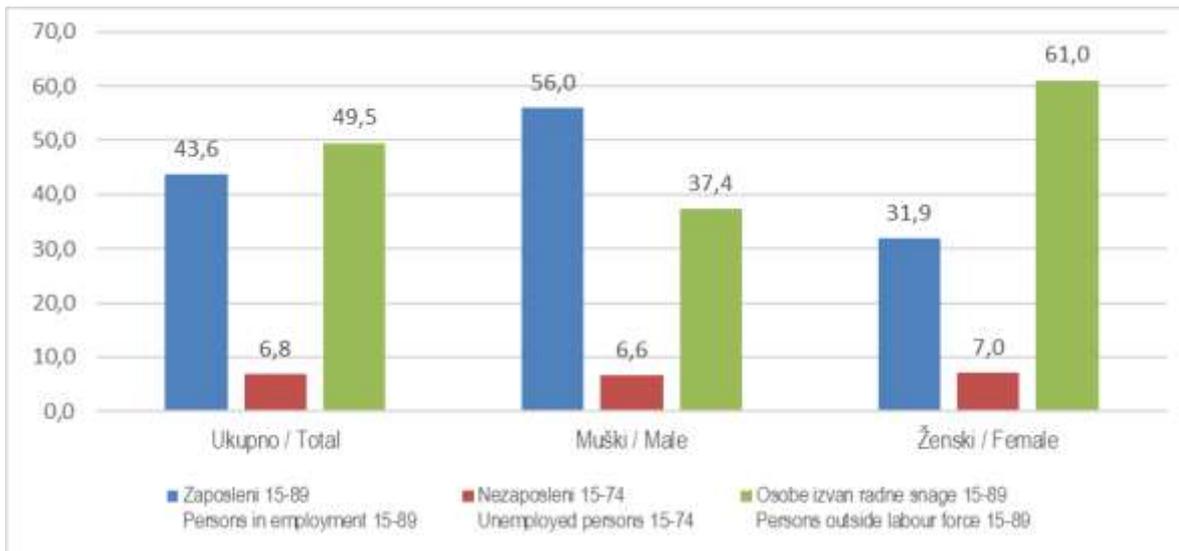
The main goal of this Survey is to provide data on three main, mutually exclusive segments of working age population: employed, unemployed and persons outside the labour force.

Due to the transition to the new, redesigned methodology of the Labour Force Survey in 2021, the data series was interrupted. The results of the Labour Force Survey 2021-2025 are not comparable with the results of the continuous Labour Force Survey 2020 and with the results of annual Labour Force Surveys conducted in the period from 2006 to 2019.

Note

Note: In some cases in this First Release, due to the rounding of thousands, the sums in the tables do not give the same result as it would be without rounding. Also, due to the rounding of decimals in some cases the sum of percentages is not equal to 100.

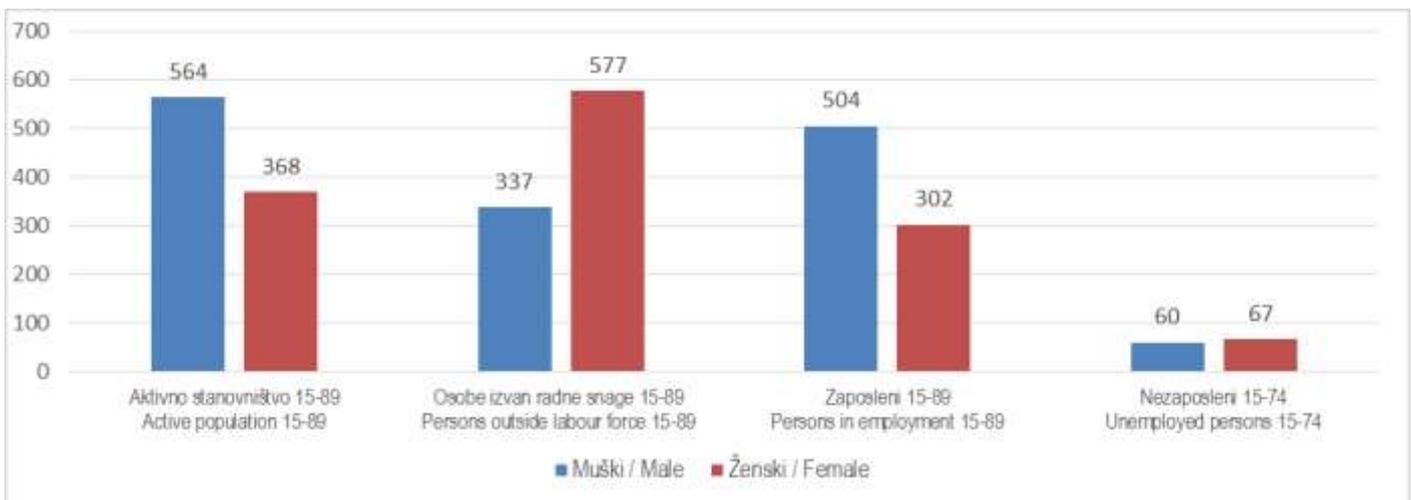
Grafikon 1. Struktura radno sposobnog stanovništva prema aktivnosti i spolu, godišnji prosjek 2025 (%)
Graph 1. Structure of working age population by activity and sex, annual average 2025 (%)



U 2025. godini u FBiH bilo je 1.847 hiljada radno sposobnog stanovništva od kojih je 933 hiljade ekonomski aktivno ili 50,5%, a 915 hiljada osoba je izvan radne snage ili 49,5%. Od ukupnog radno sposobnog stanovništva 806 hiljada je bilo zaposleno ili 43,6%, a 126 hiljada nezaposleno ili 6,8%.

In 2025, there were 1,847 thousand working age population in the FBiH, of which 933 thousand were economically active or 50.5% and 915 thousand persons outside the labour force or 49.5%. Of the total working-age population 806 thousand were employed or 43.6% and 126 thousand unemployed or 6.8%.

Grafikon 2. Radno sposobno stanovništvo prema aktivnosti i spolu, godišnji prosjek 2025 (u hiljadama)
Graph 2. Working age population by activity and sex, annual average 2025 (in "000")



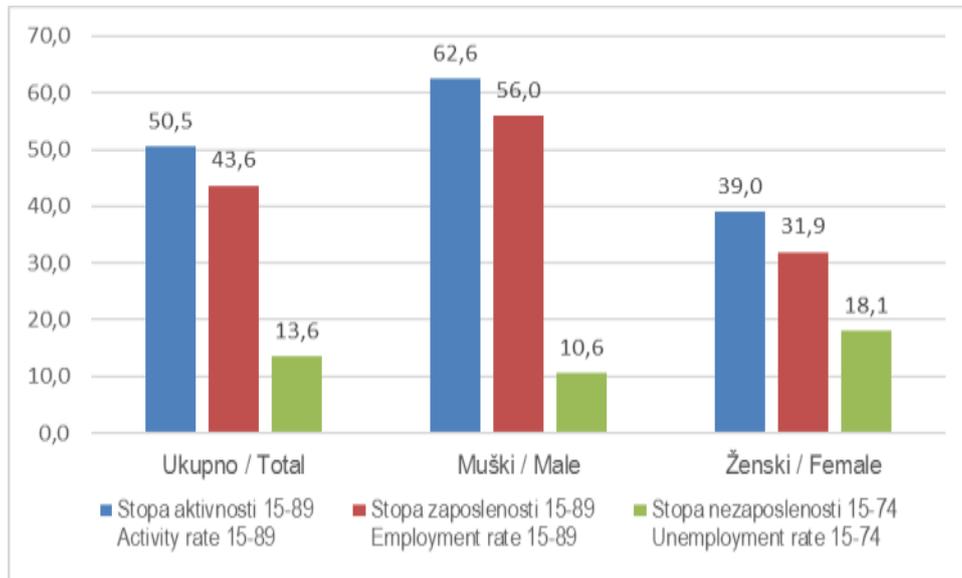
U strukturi aktivnog stanovništva 564 hiljade su muškarci ili 60,5%, a 368 hiljada su žene ili 39,5%, dok su u strukturi osoba izvan radne snage 337 hiljada muškarci ili 36,9%, a 577 hiljada su žene ili 63,1%.

U strukturi zaposlenih osoba 504 hiljade ili 62,6% su muškarci dok su 302 hiljade ili 37,4% žene. Od ukupnog broja nezaposlenih osoba 60 hiljada ili 47,3% su muškarci, a 67 hiljada ili 52,7% su žene.

In the structure of the active population, 564 thousand are men or 60.5% and 368 thousand are women or 39.5%, while in the structure of persons out of the labor force 337 thousand are men or 36.9%, and 577 thousand are women or 63.1%.

In the structure of employed persons, 504 thousand or 62.6% are men, while 302 thousand or 37.4% are women. Of the total number of unemployed persons, 60 thousand or 47.3% are men and 67 thousand or 52.7% are women.

Grafikon 3. Mjere aktivnosti stanovništva prema spolu, godišnji prosjek 2025 (%)
Graph 3. Measures of the population activity by sex, annual average 2025 (%)



U 2025. godini stopa aktivnosti bila je 50,5%, stopa zaposlenosti 43,6% i stopa nezaposlenosti 13,6%. Posmatrano prema spolu, više je aktivnih muškaraca u odnosu na broj aktivnih žena. Stopa aktivnosti muškaraca bila je 62,6% dok je stopa aktivnosti žena 39,0%. Isto se odnosi i na stopu zaposlenosti koja je za muškarce bila 56,0%, a za žene 31,9%. Stopa nezaposlenosti za muškarce bila je 10,6%, a za žene 18,1%.

In 2025, the activity rate was 50.5%, the employment rate 43.6% and the unemployment rate 13.6%. Observed by gender, there are more active men compared to the number of active women. The male activity rate was 62.6% while the female activity rate was 39.0%. The same applies to the employment rate, which was 56.0% for men and 31.9% for women. The unemployment rate for men was 10.6% and for women 18.1%.

1. Osnovne karakteristike radno sposobnog stanovništva prema aktivnosti i spolu

Principal working age population characteristics by activity and sex

u"hilj."
in"000"

	Ukupno / Total	Muški / Male	Ženski / Female
	θ 2025	θ 2025	θ 2025
Radno sposobno stanovništvo 15-89 <i>Working age population 15-89</i>	1.847	901	946
Radna snaga 15-89 <i>Labour force 15-89</i>	933	564	368
Zaposleni 15-89 <i>Persons in employment 15-89</i>	806	504	302
Nezaposleni 15-74 <i>Unemployed persons 15-74</i>	126	60	67
Osobe izvan radne snage 15-89 <i>Persons outside labour force 15-89</i>	915	337	577
Osobe 15-64 godina <i>Persons 15-64 years</i>	1.472	739	733
Stope / Rates (%)			
Stopa aktivnosti 15-89 <i>Activity rate 15-89</i>	50,5	62,6	39,0
Stopa zaposlenosti 15-89 <i>Employment rate 15-89</i>	43,6	56,0	31,9
Stopa nezaposlenosti 15-74 <i>Unemployment rate 15-74</i>	13,6	10,6	18,1
Udio stanovništva 15-64 godina <i>Share of population 15-64 age</i>	68,7	70,2	67,2

2. Radno sposobno stanovništvo prema aktivnosti, starosnim grupama i spolu

Working age population by activity, age groups and sex

u "hilj."
in "000"

	Radno sposobno stanovništvo Working age population	Radna snaga / Labour force			Osobe izvan radne snage Persons outside the labour force
		Ukupno Total	Zaposlene osobe Employed persons	Nezaposlene osobe Unemployed persons	
	Ø 2025	Ø 2025	Ø 2025	Ø 2025	Ø 2025
Ukupno / Total					
Ukupno / Total¹⁾	1.847	933	806	126	915
15 - 24	237	60	41	19	177
25 - 49	772	623	544	79	149
50 - 64	463	241	213	28	222
65+	376	9	8	((1))	367
15-64	1.472	924	798	126	548
Muški / Male					
Ukupno / Total¹⁾	901	564	504	60	337
15 - 24	121	41	29	12	81
25 - 49	393	367	334	33	25
50 - 64	225	151	136	14	74
65+	163	6	(5)	.	157
15-64	739	558	499	59	180
Ženski / Female					
Ukupno / Total¹⁾	946	368	302	67	577
15 - 24	115	19	12	(8)	96
25 - 49	379	256	211	45	123
50 - 64	238	90	77	13	148
65+	213	(3)	(3)	.	210
15-64	733	365	299	66	367
Struktura / Structure (%)					
Ukupno / Total					
Ukupno / Total	100,0	100,0	100,0	100,0	100,0
15 - 24	12,8	6,4	5,1	15,3	19,3
25 - 49	41,8	66,8	67,5	62,2	16,2
50 - 64	25,1	25,8	26,4	22,0	24,3
65+	20,3	0,9	1,0	((0,6))	40,1
15-64	79,7	99,1	99,0	99,4	59,9
Muški / Male					
Ukupno / Total	100,0	100,0	100,0	100,0	100,0
15 - 24	13,5	7,2	5,8	19,5	23,9
25 - 49	43,5	65,1	66,2	55,7	7,5
50 - 64	24,9	26,7	27,0	24,0	22,0
65+	18,0	1,0	(1,1)	.	46,5
15-64	82,0	99,0	98,9	99,2	53,5
Ženski / Female					
Ukupno / Total	100,0	100,0	100,0	100,0	100,0
15 - 24	12,2	5,3	3,9	(11,6)	16,6
25 - 49	40,1	69,5	69,8	68,0	21,3
50 - 64	25,2	24,4	25,4	20,1	25,7
65+	22,5	(0,8)	(0,9)	.	36,4
15-64	77,5	99,2	99,1	99,7	63,6

¹⁾ Ukupno radno sposobno stanovništvo starosti 15-89 godina / Total working age population aged 15-89

Ukupno radna snaga starosti 15-89 godina / Total labour force aged 15-89

Ukupno zaposleni starosti 15-89 godina / Total employed aged 15-89

Ukupno nezaposleni starosti 15-74 godine / Total unemployed aged 15-74

Ukupno osobe izvan radne snage starosti 15-89 / Total persons outside the labour force aged 15-89

3. Mjere aktivnosti stanovništva prema starosnim grupama i spolu

Measures of the population activity by age groups and sex

(%)

	Stopa aktivnosti <i>Activity rate</i>	Stopa zaposlenosti <i>Employment rate</i>	Stopa nezaposlenosti <i>Unemployment rate</i>
	0 2025	0 2025	0 2025

Ukupno / Total

Ukupno / Total	50,5	43,6	13,6
15 - 24 godine/years	25,4	17,2	32,2
25 - 49	80,7	70,6	12,6
50 - 64	52,0	46,0	11,5
65+	2,3	2,1	((8,2))
15 - 64	62,8	54,2	13,6
20 - 64	67,7	58,6	13,4
25 - 34	78,5	67,2	14,4
15 - 74	54,4	47,0	13,6
65 - 74	2,7	2,5	((8,2))

Muški / Male

Ukupno / Total	62,6	56,0	10,6
15 - 24 godine/years	33,5	23,9	28,6
25 - 49	93,5	85,1	9,1
50 - 64	67,0	60,6	9,5
65+	3,6	(3,3)	.
15 - 64	75,6	67,5	10,6
20 - 64	81,6	73,1	10,4
25 - 34	89,9	79,8	11,3
15 - 74	66,4	59,4	10,6
65 - 74	5,2	(4,7)	.

Ženski / Female

Ukupno / Total	39,0	31,9	18,1
15 - 24 godine/years	16,9	10,2	39,6
25 - 49	67,5	55,5	17,7
50 - 64	37,8	32,2	14,9
65+	(1,4)	(1,3)	.
15 - 64	49,9	40,8	18,2
20 - 64	53,8	44,1	18,1
25 - 34	66,5	54,0	18,9
15 - 74	42,5	34,8	18,1
65 - 74	(2,2)	(2,0)	.

4. Radno sposobno stanovništvo prema aktivnosti
Working age population by activity

	Ø 2024 u"hilj." <i>in"000"</i>	Ø 2025 u"hilj." <i>in"000"</i>	2025 2024
Radna snaga 15-89 <i>Labour force 15-89</i>	920	933	101,4
Zaposleni 15-89 <i>Persons in employment 15-89</i>	788	806	102,3
Nezaposleni 15-74 <i>Unemployed persons 15-74</i>	132	126	95,9
Osobe izvan radne snage 15-89 <i>Persons outside labour force 15-89</i>	927	915	98,7

Aneks I / Appendix I

Intervali povjerljivosti osnovnih karakteristika radno sposobnog stanovništva prema aktivnosti
Confidentiality intervals for principal characteristics of the working age population by activity

	Procjena <i>Estimation</i>	Standardna devijacija <i>Standard deviation</i>	Donja 95% granica povjerljivosti <i>Lower 95% CL</i>	Gornja 95% granica povjerljivosti <i>Upper 95% CL</i>	u"hilj." <i>in"000"</i>
					Koeficijent varijacije % <i>Coef. of Variation %</i>
					Ø 2025
Radno sposobno stanovništvo 15-89 <i>Working age population 15-89</i>	1.847	0	1.847	1.847	0,0
Radna snaga 15-89 <i>Labour force 15-89</i>	933	6	921	944	0,6
Zaposleni 15-89 <i>Persons in employment 15-89</i>	806	7	793	819	0,8
Nezaposleni 15-74 <i>Unemployed persons 15-74</i>	126	6	116	137	4,4
Osobe izvan radne snage 15-89 <i>Persons outside labour force 15-89</i>	915	6	903	926	0,7
Osobe 15-64 godina <i>Persons 15-64 years</i>	1.472	0	1.472	1.472	0,0
Stope / Rates (%)					
Stopa aktivnosti 15-89 <i>Activity rate 15-89</i>	50,5	0,3	49,8	51,1	0,6
Stopa zaposlenosti 15-89 <i>Employment rate 15-89</i>	43,6	0,4	42,9	44,3	0,8
Stopa nezaposlenosti 15-74 <i>Unemployment rate 15-74</i>	13,6	0,6	12,5	14,7	4,2

Metodologija Ankete o radnoj snazi

Od 2021. godine Federalni zavod za statistiku u saradnji sa Agencijom za statistiku Bosne i Hercegovine i Republičkim zavodom za statistiku Republike Srpske je počeo sa primjenom nove, redizajnirane metodologije Ankete o radnoj snazi. Redizajn ankete odvija se na osnovu i u skladu s novom Regulativom Evropskog parlamenta i Vijeća, koja je stupila na snagu 1. januara 2021. godine.

Novi evropski propisi zahtijevaju od zemalja EU da primjenjuju nove redizajnirane koncepte i metode u Anketi o radnoj snazi 2021. godine. Statističke institucije u Bosni i Hercegovini kao članice evropskog statističkog sistema, paralelno sa ostalim evropskim zemljama, prilagođavaju se promjenama u evropskom zakonodavstvu.

Cilj revizije metodologije je poboljšati sadržaj Ankete kako bi se omogućilo preciznije praćenje trendova na tržištu rada, s obzirom na stalne promjene u njegovoj dinamici i strukturi. Uvođenje novog standardiziranog upitnika osigurava poboljšanje ukupnog kvaliteta i međunarodne uporedivosti. Metodološke promjene mogu imati uticaj na ključne indikatore Ankete o radnoj snazi, poput stopa zaposlenosti, nezaposlenosti i neaktivnosti.

Zbog prelaska na novu, redizajniranu metodologiju Ankete o radnoj snazi u 2021. godini došlo je do prekida serije podataka. Rezultati Ankete o radnoj snazi iz 2021-2025 godine nisu uporedivi sa rezultatima kontinuirane Ankete o radnoj snazi iz 2020. godine i rezultatima godišnjih anketa o radnoj snazi provedenih u periodu od 2006. do 2019. godine.

Pravna osnova

Anketa o radnoj snazi se provodi na osnovu Zakona o statistici u Federaciji Bosne i Hercegovine (Službene novine FBiH br.63/03 i 9/09).

Anketa o radnoj snazi se provodi u skladu sa standardima i preporukama Međunarodne organizacije rada (International Labour Organisation - ILO), kao i sa regulativama Evropskog statističkog ureda (EUROSTAT): Regulativa (EU) 2019/1700 Evropskog parlamenta i Vijeća od 10. oktobra 2019. godine i Provedbena regulativa Komisije (EU) 2019/2240 od 16. decembra 2019. godine, kada je riječ o metodologiji, organizaciji, proceduri uzorkovanja, dizajnu upitnika i definicijama zaposlenosti i nezaposlenosti.

Usklađenost metodologija, definicija i klasifikacija sa međunarodnim standardima omogućava da se veliki broj podataka dobijenih iz Ankete o radnoj snazi može upoređivati sa ekvivalentnim podacima iz drugih zemalja, naročito evropskih.

Cilj Ankete o radnoj snazi

Na osnovu podataka prikupljenih Anketom o radnoj snazi, vrši se praćenje, mjerenje i ocjenjivanje ekonomskih i društvenih kretanja u Bosni i Hercegovini. Glavni cilj Ankete o radnoj snazi je dobijanje podataka o tri osnovna, međusobno isključiva kontingenta stanovništva: zaposlenih, nezaposlenih i osoba izvan radne snage. Kada je riječ o zaposlenima, Anketa o radnoj snazi registruje njihov profesionalni status (samozaposlenici, zaposlenici i pomažući članovi), oblik svojine u kojoj rade, prava koja ostvaruju na poslu, zanimanje i djelatnost, broj radnih sati itd. U slučaju nezaposlenih osoba, Anketa o radnoj snazi ispituje metode traženja posla, dužinu traženja posla, prethodno radno iskustvo itd. Osim navedenih kategorija, istražuju se i demografske, socioekonomske, obrazovne i druge karakteristike stanovništva.

New Labour Force Survey methodology

From January 2021, the Federal Institute of Statistics in cooperation with the Agency for Statistics of Bosnia and Herzegovina and the Republic Institute of Statistics of the Republika Srpska began to apply the new, redesigned methodology of the Labour Force Survey. The redesign of the survey is taking place on the basis of and in accordance with the new Regulation of the European Parliament and the Council, which entered into force on 1st January 2021.

New European regulations require EU countries to apply new redesigned concepts and methods in the 2021 Labour Force Survey. Statistical institutions in Bosnia and Herzegovina, as members of the European statistical system, in parallel with other European countries, are adapting to changes in European legislation.

The aim of the revision of the methodology is to improve the content of the Survey in order to enable more accurate monitoring of trends in the labour market, given the constant changes in its dynamics and structure. The introduction of a new standardized questionnaire ensures an improvement in overall quality and international comparability. Methodological changes may have an impact on key Labour Force Survey indicators, such as employment, unemployment and inactivity rates.

Due to the transition to the new, redesigned methodology of the Labour Force Survey in 2021, the data series was interrupted. The results of the Labour Force Survey 2021-2025 are not comparable with the results of the continuous Labour Force Survey 2020 and with the results of annual Labour Force Surveys conducted in the period from 2006 to 2019.

Legal basis

The Labour Force Survey is conducted on the basis of the Law on Statistics of the Federation of Bosnia and Herzegovina (Official Gazette of FBiH No. 63/03 and 9/09).

The Labour Force Survey is conducted in accordance with the standards and recommendations of the International Labour Organization (ILO), as well as with the regulations of the European Statistical Office (EUROSTAT): Regulation (EU) 2019/1700 of the European Parliament and of the Council of 10 October 2019 and Commission Implementing Regulation (EU) 2019/2240 of 16 December 2019, when it comes to methodology, organization, sampling procedure, questionnaire design and definitions of employment and unemployment.

The compliance of methodologies, definitions and classifications with international standards allows a large number of data obtained from the Labour Force Survey to be compared with equivalent data from other countries, especially European ones.

The aim of the Labour Force Survey

Based on the data collected by the Labour Force Survey, economic, social trends in Bosnia and Herzegovina are monitored, measured and evaluated. The main goal of the Labour Force Survey is to obtain data on three basic, mutually exclusive contingents of the population: employed, unemployed and persons outside the labour force. When it comes to employees, the Labour Force Survey registers their professional status (self-employed, employees and unpaid auxiliary members), the form of ownership in which they work, their employment rights, occupation and activity, number of working hours, etc. In the case of unemployed persons, The Labour Force Survey examines job search methods, length of job search, previous work experience, etc. In addition to the above categories, demographic, socioeconomic, educational and other characteristics of the population are also investigated.

Referentni period (period posmatranja)

Anketa o radnoj snazi se od januara 2020. godine provodi kao kontinuirano istraživanje. Svaka sedmica u toku godine je referentna sedmica, nakon koje slijedi sedmica anketiranja. Referentna sedmica obuhvata cijelu kalendarsku sedmicu (od ponedjeljka do nedjelje). Status radne snage se određuje u odnosu na referentnu sedmicu, pa se ta sedmica naziva i posmatranom.

Za svako domaćinstvo u uzorku određena je sedmica posmatranja. Budući da se jedno domaćinstvo u uzorku pojavljuje četiri puta, razmak između dva uzastopna pojavljivanja u uzorku, tj. anketiranja ne može biti manji od tri mjeseca.

Period posmatranja za prvi kvartal 2025. godine sastoji se od 13 referentnih sedmica i traje u periodu od 30. decembra 2024. godine do 30. marta 2025. godine.

Period posmatranja za drugi kvartal 2025. godine sastoji se od 13 referentnih sedmica i traje u periodu od 31. marta 2025. godine do 29. juna 2025. godine.

Period posmatranja za treći kvartal 2025. godine sastoji se od 13 referentnih sedmica i traje u periodu od 30. juna 2025. godine do 28. septembra 2025. godine.

Period posmatranja za četvrti kvartal 2025. godine sastoji se od 13 referentnih sedmica i traje u periodu od 29. septembra 2025. godine do 28. decembra 2025. godine.

Definicije

Pri izradi metodologije Ankete o radnoj snazi korištene su definicije i preporuke objavljene u regulativama Eurostata:

Regulativa (EU) 2019/1700 Evropskog parlamenta i Vijeća od 10. oktobra 2019. godine i Provedbena regulativa Komisije (EU) 2019/2240 od 16. decembra 2019. godine.

Jedinica posmatranja u Anketi je domaćinstvo koje živi u stambenoj jedinici izabranoj u uzorak, a **jedinica anketiranja** je član slučajno izabranog domaćinstva.

Osnovni sociodemografski podaci prikupljeni su o svim osobama u izabranom domaćinstvu, dok se o radnoj aktivnosti prikupljaju podaci za osobe starosti 15-89 godina.

Ciljna populacija u Anketi o radnoj snazi su:

- osobe koje žive ili namjeravaju živjeti u anketiranom privatnom domaćinstvu na teritoriji Federacije Bosne i Hercegovine godinu dana ili duže;
- osobe koje su članovi anketiranog privatnog domaćinstva, koje žive u inostranstvu, ali namjeravaju da se vrate i da žive u anketiranom domaćinstvu na teritoriji Federacije Bosne i Hercegovine godinu dana i duže.

Radno sposobno stanovništvo obuhvata sve osobe starosti od 15 do 89 godina i podjeljeno je u dvije kategorije: aktivno stanovništvo ili radnu snagu (zaposlene i nezaposlene osobe) i osobe izvan radne snage.

Radnu snagu ili aktivno stanovništvo čine sve zaposlene osobe starosti od 15 do 89 godina i nezaposlene osobe starosti od 15 do 74 godine.

Osobe izvan radne snage su osobe starosti od 15 do 89 godina koje nisu svrstane u zaposlene ili nezaposlene stanovništvo, odnosno sve osobe koje u referentnoj sedmici nisu obavljale nijedan plaćeni posao, nisu aktivno tražile posao ili nisu bile u mogućnosti da počnu da rade u roku od dvije sedmice nakon isteka referentne sedmice.

Zaposlene osobe se definiraju kao osobe starosti od 15 do 89 godina (u navršenim godinama na kraju referentne sedmice) koje su tokom referentne sedmice pripadale jednoj od sljedećih kategorija:

- osobe koje su tokom referentne sedmice radile najmanje jedan sat za plaću ili dobit, uključujući pomažuće članove domaćinstva;
- osobe s poslom ili poslovanjem koje tokom referentne sedmice privremeno nisu radile, ali su povezane sa svojim poslom, pri čemu su sljedeće grupe povezane s poslom:
 - osobe koje ne rade zbog godišnjeg odmora ili praznika, odredbi o radnom vremenu, bolovanja, porodijskog odsustva,
 - osobe koje učestvuju u obuci/osposobljavanju u vezi sa poslom,
 - osobe na roditeljskom odsustvu koje primaju i/ili imaju pravo na dohodak ili naknadu povezanu s poslom ili čije bi roditeljsko odsustvo trebalo trajati tri

Reference period (observation period)

The Labour Force Survey has been conducted since January 2020 as a continuous survey. Each week during the year is a reference week, followed by a survey week. The reference week covers the entire calendar week (Monday to Sunday). The status of the labour force is determined in relation to the reference week, so that week is also called the observed one.

A week of observation was determined for each household in the sample. Since one household appears in the sample four times, the interval between two consecutive appearances in the sample cannot be less than three months.

The observation period for the first quarter of 2025 consists of 13 reference weeks and lasts from December 30, 2024 to March 30, 2025.

The observation period for the second quarter of 2025 consists of 13 reference weeks and lasts from March 31, 2025 to June 29, 2025.

The observation period for the third quarter of 2025 consists of 13 reference weeks and lasts from Jun 30, 2025 to September 28, 2025.

The observation period for the fourth quarter of 2025 consists of 13 reference weeks and lasts from September 29, 2025 to December 28, 2025.

Definitions

The methodology of the Labour Force Survey used definitions and recommendations published in Eurostat regulations:

Regulation (EU) 2019/1700 of the European Parliament and of the Council of 10 October 2019 and Commission Implementing Regulation (EU) 2019/2240 of 16 December 2019.

The observation unit in the Labour Force Survey is a household living in a housing unit selected in the sample, and the **survey unit** is a member of a randomly selected household.

Basic sociodemographic data were collected on all persons in the selected household, while data on work activity were collected for persons aged 15-89.

The target population in the Labour Force Survey is:

- persons who live or intend to live in the surveyed private household on the territory of the Federation Bosnia and Herzegovina for a year or longer;
- persons who are members of the surveyed private household, who live abroad, but intend to return and live in the surveyed household on the territory of the Federation Bosnia and Herzegovina for a year and longer.

The working age population includes all persons aged 15-89 and is divided into two categories: active population or labour force (employed and unemployed persons) and persons outside the labour force.

The labour force or active population consists of all employed persons aged 15-89 and unemployed persons aged 15-74.

Persons outside the labour force are persons aged 15 to 89 who are not classified as employed or unemployed, ie all persons who did not perform any paid work in the reference week, did not actively look for a job or were not able to start working within two weeks after the end of the reference week.

Employed persons comprise persons aged 15 to 89 (in completed years at the end of the reference week) who, during the reference week, were in one of the following categories:

- persons who during the reference week worked for at least 1 hour for pay or profit, including contributing family workers;
- persons with a job or business who were temporarily not at work during the reference week but had an attachment to their job, where the following groups have a job attachment:
 - persons not at work due to holidays, working time arrangements, sick leave, maternity or paternity leave,
 - persons in job-related training,
 - persons on parental leave, either receiving and/or being entitled to job-related income or benefits, or whose parental leave is expected to be 3

mjeseca ili kraće,

- sezonski radnici izvan sezone koji su nastavili redovno obavljati zadaće i dužnosti u vezi sa poslom ili poslovanjem, isključujući ispunjavanje pravnih ili administrativnih obaveza,

- osobe koje privremeno ne rade iz drugih razloga ako je očekivano trajanje odsutnosti tri mjeseca ili kraće, te

(c) osobe koje proizvode poljoprivredne proizvode većinom namijenjene prodaji ili razmjeni.

Osobe koje sudjeluju u proizvodnji za vlastite potrebe, volonteri, neplaćeni pripravnici i pojedinci koji sudjeluju u drugim oblicima rada, nisu uključeni u zaposlenost po osnovu tih aktivnosti. U Anketi o radnoj snazi se ne uzima u obzir formalni status osobe koja se anketira, već se radni status te osobe određuje na osnovu stvarne aktivnosti obavljane u referentnoj sedmici.

Prema Klasifikaciji profesionalnog statusa zaposlenih, oni se dijele na samozaposlene osobe, zaposlenike i pomažuće članove u porodičnom poslu.

Samozaposlene osobe su osobe koje rade samostalno u vlastitom preduzeću, ustanovi, privatnoj radnji ili na poljoprivrednom imanju, kao i osobe koje obavljaju samostalnu profesionalnu djelatnost ili neki drugi posao za svoj račun. Samozaposlene osobe same određuju uslove svoga rada (kao i rada svojih zaposlenih) i snose rizik za svoj posao.

Samozaposlene osobe sa zaposlenima definirane su kao osobe koje rade u vlastitom preduzeću, ustanovi, privatnoj radnji ili na poljoprivrednom imanju radi ostvarivanja dobiti od proizvedene robe ili usluge i koje zapošljavaju najmanje još jednu osobu.

Samozaposlene osobe bez zaposlenih definirane su kao osobe koje rade u vlastitom preduzeću, ustanovi, privatnoj radnji ili na poljoprivrednom imanju radi ostvarivanja dobiti od proizvedene robe ili usluga i koje ne zapošljavaju nijednu drugu osobu.

Samozaposlene osobe koje rade u vlastitom preduzeću, ustanovi, privatnoj radnji ili na poljoprivrednom imanju smatrat će se zaposlenima ako su tokom referentne sedmice:

- radile u vlastitom preduzeću, ustanovi, privatnoj radnji ili na poljoprivrednom imanju u svrhu ostvarivanja profita čak i ako preduzeće ne ostvaruje profit;
- provele vrijeme u vlastitom preduzeću, ustanovi, privatnoj radnji ili na poljoprivrednom imanju, čak i ako nije izvršena prodaja, nisu pružene profesionalne usluge ili se ništa nije proizvodilo;
- prisustvovala kongresu ili seminaru;
- bile u procesu osnivanja preduzeća, privatne radnje, ustanove ili poljoprivrednog imanja, preduzimajući inicijativu kupovine ili instaliranja opreme, iznajmljivanja poslovnog prostora u pripremi za započinjanje novog posla.

Zaposlenici su osobe koje rade za poslodavca u bilo kojem obliku svojine (javni ili privatni), bez obzira na to da li imaju formalni ugovor o zaposlenju ili rade na osnovu usmenog dogovora. Članovi domaćinstva koji pomažu u obavljanju porodičnog posla i koji su plaćeni za svoj rad smatraju se zaposlenicima.

Pomažući članovi domaćinstva (neplaćeni) su osobe koje pomažu drugom članu domaćinstva u vođenju porodičnog posla ili poljoprivrednog imanja, a da pri tome nisu plaćene za taj rad. Ove osobe smatraju se zaposlenima bez obzira što nisu plaćene za svoj rad, jer od svog rada imaju koristi i vidu određenih beneficija (smještaj, hrana i sl.).

Nezaposlene osobe se definiraju kao osobe starosti od 15 do 74 godine:

- koje u toku referentne sedmice nisu bile zaposlene, tj nisu obavljale nijedan plaćeni posao;
- koje su trenutno raspoložive za plaćeni rad, odnosno bile su raspoložive za plaćeni rad u roku od dvije sedmice nakon referentne sedmice kao zaposlenici ili samozaposlenici;
- koje aktivno traže posao, odnosno preduzele su aktivnosti traženja posla tokom četiri sedmice koje su prethodile referentnoj sedmici ili su pronašle posao na kojem će početi raditi najkasnije u roku od tri mjeseca nakon referentne sedmice.

Aktivno traženje posla uključuje aktivnosti praćenja oglasa za posao, objavljivanje oglasa ili javljanje na oglase, objava ili ažuriranje CV-a (biografije) na internetu, kontaktiranje poslodavca direktno, raspitivanje o poslu kod prijatelja, rodbine ili poznanika, stupanje u kontakt sa Zavodom za

months or less,

- seasonal workers during the off-season, where they continue to regularly perform tasks and duties for the job or business, excluding fulfilment of legal or administrative obligations,

- persons temporarily not at work for other reasons where the expected duration of the absence is 3 months or less, and

(c) persons that produce agricultural goods whose main part is intended for sale or barter.

Persons in own-use production work, voluntary workers, unpaid trainees and individuals involved in other forms of work are not included in employment on the basis of those activities. The Labour Force Survey does not take into account the formal status of the person being interviewed, but the employment status of that person is determined on the basis of the actual activity performed in the reference week.

According to the International Classification of Status in Employment, they are divided into self-employed persons, employees and contributing family workers.

Self-employed persons are persons who work independently in their own company, institution, private shop or on an agricultural farm, as well as persons who perform independent professional activity or some other job for their own account. Self-employed persons determine the conditions of their work (as well as the work of their employees) and bear the risk for their work. Self-employed persons with employees are defined as persons who work in their own enterprise, institution, private shop or on an agricultural farm for the purpose of making a profit from the goods or services produced and who employ at least one other person.

Self-employed persons without employees are defined as persons who work in their own enterprise, institution, private shop or on an agricultural farm for the purpose of making a profit from the goods or services produced and who do not employ any other person.

Self-employed persons working in their own enterprise, institution, private shop or on an agricultural farm will be considered employed if during the reference week:

- worked in their own company, institution, private shop or on an agricultural farm for the purpose of making a profit, even if the company does not make a profit;
- spent time in their own company, institution, private shop or farm, even if no sales were made, no professional services were provided or nothing was produced;
- attended a congress or seminar;
- were in the process of establishing a company, private shop, institution or agricultural farm, taking the initiative to purchase or install equipment, rent business premises in preparation for starting a new business.

Employees are persons who work for an employer in any form of ownership (public or private), regardless of whether they have a formal employment contract or work on the basis of an oral agreement. Household members who help with family work and who are paid for their work are considered employees.

Contributing family workers (unpaid) are persons who assist another household member in running a family business or farm without being paid for the work. These persons are considered employed regardless of the fact that they are not paid for their work, because they benefit from their work in the form of certain benefits (accommodation, food, etc.).

Unemployed persons comprise persons aged 15 to 74 who were:

- during the reference week not employed;
- currently available for work, i.e. were available for paid employment or self-employment before the end of the 2 weeks following the reference week and
- actively seeking work, i.e. had either carried out activities in the four-week period ending with the reference week to seek paid employment or self-employment or found a job to start within a period of at most 3 months from the end of the reference week.

Active job search includes activities such as studying job advertisements, placing or answering job advertisements, placing or updating CVs online, contacting employers directly, asking friends, relatives or acquaintances, contacting a public employment service, contacting a private employment

zapošljavanje, stupanje u kontakt sa privatnom agencijom za zapošljavanje, učestvovanje u testiranju, razgovoru ili ispitivanju kao dio postupka zapošljavanja i pripreme za osnivanje preduzeća. Samo osoba koja je u prethodne četiri sedmice preduzimala jedan od aktivnih koraka s ciljem pronalazjenja posla može se smatrati nezaposlenom osobom.

Djelatnost se odnosi na proizvodnju ili usluge koje se obavljaju/pružaju u lokalnoj jedinici poslovnog subjekta u kojem je anketirana osoba zaposlena.

Djelatnosti se šifriraju prema Klasifikaciji djelatnosti Europske unije (NACE Rev.2). Rezultati Ankete o radnoj snazi prikazani u Saopćenju odnose se na glavne grupe područja djelatnosti:

- Poljoprivredne djelatnosti (A);
- Nepoljoprivredne djelatnosti (B, C, D, E, F);
- Uslužne djelatnosti (G, H, I, J, K, L, M, N, O, P, Q, R, S, T, U).

Stopa aktivnosti je udio aktivnog stanovništva (radne snage) u ukupnom radno sposobnom stanovništvu.

Stopa neaktivnosti je udio osoba izvan radne snage (neaktivnog stanovništva) u ukupnom radno sposobnom stanovništvu.

Stopa zaposlenosti je udio zaposlenih osoba u ukupnom radno sposobnom stanovništvu.

Stopa nezaposlenosti je udio nezaposlenih osoba u ukupnom aktivnom stanovništvu.

Prikupljanje podataka

Od januara 2021. godine statističke institucije u Bosni i Hercegovini primjenjuju novu, redizajniranu metodologiju Ankete o radnoj snazi. Uvođenjem nove, redizajnirane metodologije o radnoj snazi izmijenjen je metodološki instrumentarij za prikupljanje podataka.

Periodika provođenja Ankete o radnoj snazi je ostala ista. Anketa se provodi kontinuirano, tokom cijele godine, sa kvartalnom objavom rezultata, a prikupljanje podataka se vrši putem CAPI metode (Computer-assisted personal interviewing) i CATI metode (Computer-assisted telephone interviewing).

Zbog prelaska na novu, redizajniranu metodologiju Ankete o radnoj snazi u 2021. godini došlo je do prekida serije podataka. Rezultati Ankete o radnoj snazi iz 2021-2025 godine nisu uporedivi sa rezultatima kontinuirane Ankete o radnoj snazi iz 2020. godine i rezultatima godišnjih anketa o radnoj snazi provedenih u periodu od 2006. do 2019. godine.

Uzorak

Anketa o radnoj snazi se provodi na slučajnom uzorku privatnih domaćinstava. Od 2006. do 2019. godine uzorak za Anketu bio je posebno definisan za svaku godinu, tj. nije bilo ponovljenog anketiranja odnosno panelnog dijela uzorka. Od 2020. godine uvedena je panelna komponenta u uzorak te se domaćinstva anketiraju u dva uzastopna kvartala, izostavljaju iz uzorka naredna dva kvartala te ponovo anketiraju u još dva uzastopna kvartala (rotaciona shema 2-(2)-2). Na ovaj način se omogućava vremensko praćenje i posmatranje promjena stanja na tržištu rada i to u tromjesečnoj i godišnjoj dinamici.

Kao okvir za izbor uzorka koristi se Glavni okvir uzorka koji je stratifikovan prema entitetima/distriktu i tipu naseljenog mjesta (gradsko i ostalo).

Dizajn uzorka je dvoetafni stratifikovani. Uzorak je podijeljen na 4 nezavisno odabrana poduzorka, rotacijske grupe ili panela. Primarne jedinice uzorkovanja (PSU) u Glavnom okviru su teritorijalne jedinice sastavljene od jednog ili nekoliko susjednih popisnih krugova. Za njihov izbor primijenjena je metoda uzorka sa vjerovatnoćom proporcionalnoj veličini (PPS), pri čemu je kao mjera veličine PSU korišten broj stambenih jedinica (nastanjenih i nenastanjenih) iz baze Popisa stanovništva, domaćinstava i stanova 2013. Sekundarne jedinice izbora uzorka (SSU) – stambene jedinice nastanjene privatnim domaćinstvima, iz pomenutog okvira birane su metodom slučajnog uzorka.

agency, taking a test, interview or examination as part of a recruitment process and making preparations to set up a business.

Only a person who has taken one of the active steps in the previous four weeks with the aim of finding a job can be considered an unemployed person.

The economic activity refers to the production or services that are performed / provided in the local unit of the business entity in which the surveyed person is employed.

The activities are coded according to the EU Classification of Economic Activities (NACE Rev.2). The results of the Labour Force Survey presented in the Release refer to the main activity groups:

- Agricultural activities (A);
- Non-agricultural activities (B, C, D, E, F);
- Service activities (G, H, I, J, K, L, M, N, O, P, Q, R, S, T, U).

The activity rate is the share of the active population (labour force) in the total working age population.

The inactivity rate is the share of persons outside the labour force (inactive population) in the total working age population.

The employment rate is the share of employed persons in the total working age population.

Unemployment rate is the share of unemployed persons in the total active population.

Data collection

From January 2021, statistical institutions in Bosnia and Herzegovina switched to a new, redesigned methodology of the Labour Force Survey. With the introduction of a new, redesigned methodology on action, the methodological tools for data collection have been changed.

The periodicity of the Labour Force Survey remained the same. The survey is conducted continuously, throughout the year, with quarterly publication of results, and data collection is done through the CAPI method (Computer-assisted personal interviewing) and CATI method (Computer-assisted telephone interviewing).

Due to the transition to the new, redesigned methodology of the Labour Force Survey in 2021, the data series was interrupted. The results of the Labour Force Survey 2021-2025 are not comparable with the results of the continuous Labour Force Survey 2020 and with the results of annual Labour Force Surveys conducted in the period from 2006 to 2019.

Sample

The labour force survey is conducted on a random sample of private households. From 2006 to 2019, the sample for the Survey was defined separately for each year, ie. there was no repeated survey or panel part of the sample. Since 2020, a panel component has been introduced in the sample and households are surveyed in two consecutive quarters, excluded from the sample for the next two quarters, and re-surveyed in two more consecutive quarters (rotation scheme 2- (2) -2). In this way, it is possible to monitor and observe changes in the situation on the labour market in quarterly and annual dynamics.

The Master sample frame, which is stratified by entities/district and type of settlement (urban and other), is used as the sampling frame.

The sample design is two-stage stratified. The sample was divided into 4 independently selected subsamples, rotating groups or panels. Primary sampling units (PSUs) in the Main sample frame are territorial units composed of one or more adjacent census districts. The sample method with probability proportional size (PPS) was used for their selection, whereby the number of housing units (inhabited and uninhabited) from the 2013 Census of Population, Households and Dwellings database was used as a measure of PSU size. Secondary sample selection units (SSUs) - units inhabited by private households were selected from the mentioned sample frame by the method of random sampling.

Procedura ponderisanja

Procedura ponderisanja provodi se radi izračuna procjena za cijelu populaciju. Time se kompenzira uticaj dizajna i veličine uzorka, te uticaj neodgovora domaćinstava na Anketi. U prvoj fazi ponderisanja izračunati su ponderi izbora jedinica u uzorak iz obje etape uzorkovanja (PSU i SSU). U drugoj fazi se vrši korekcija pondera zbog neodgovora jedinica iz uzorka. U finalnoj fazi, ponderi se kalibriraju na procjene stanovništva po petogodišnjim starosnim grupama i spolu.

Klasifikacije

Prilikom šifriranja i obrade podataka dobijenih Anketom o radnoj snazi korištene su sljedeće klasifikacije:

- Klasifikacija djelatnosti KD BiH 2010, koja sadržajno i strukturno u potpunosti odgovara EU statističkoj klasifikaciji djelatnosti NACE Rev. 2, uporedivo sa Klasifikacijom djelatnosti Ujedinjenih naroda (ISIC Rev.4),
- Klasifikacija zanimanja u FBiH 2008, koja sadržajno i strukturno u potpunosti odgovara Međunarodnoj standardnoj klasifikaciji zanimanja (ISCO - 08),
- Međunarodna standardna klasifikacija obrazovanja (ISCED – 2011),
- Klasifikacija polja obrazovanja (ISCED-F 2013), koja dopunjava Međunarodnu standardnu klasifikaciju obrazovanja (ISCED - 2011),
- Međunarodna klasifikacija statusa u zaposlenosti (ISCE - 93).

Znakovi

- () podatak je manje siguran - koeficijent varijacije (CV) $10\% \leq CV < 20\%$
- (()) podatak je nesiguran - koeficijent varijacije (CV) $20\% \leq CV < 30\%$
- podatak je ekstremno nesiguran - koeficijent varijacije (CV) $CV \geq 30\%$
- nema pojave

The weighting procedure

The weighting procedure is performed to calculate estimates for the entire population. This compensates for the impact of sample design and size, and the impact of household nonresponse to the Survey. In the first weighting phase, the weights of unit selection to the sample from both sampling stages (PSU and SSU) were calculated. In the second phase, the weight correction is performed due to non-response of the units from the sample. In the final phase, the weights are calibrated to population estimates by five-year age groups and gender.

Classifications

The following classifications were used in the encoding and processing of data obtained by the Labour Force Survey:

- Classification of Economic Activities KD BiH 2010 that is, in its content and structure, comparable to the EU Classification of Economic Activities NACE Rev.2 and to the United Nations Classification of Activities (ISIC Rev.4);
- Classification of Occupation in FBiH 2008 that is, in its content and structure, comparable to the International Classification of Occupations (ISCO-08);
- International Standard Classification of Education (ISCED 2011);
- Classification of the Field of Education (ISCED-F 2013), which complements the International Standard Classification of Education (ISCED - 2011);
- International Classification of Status in Employment (ISCE – 93).

Symbols

- () the data are less certain if the coefficient of variance (CV) $10\% \leq CV < 20\%$
- (()) the data are uncertain if the coefficient of variance (CV) $20\% \leq CV < 30\%$
- the data are extremely uncertain if the coefficient of variance (CV) $CV \geq 30\%$
- no occurrence

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