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# ***Social Impact of Emigration and Rural-Urban Migration in Central and Eastern Europe***

## **Final Country Report**

### **Bosnia and Herzegovina**

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## **Acronyms**

BAM – Bosnian Mark  
BIH – Bosnia and Herzegovina  
BHAS – BiH Agency of Statistics  
CCI – Centre for Civic Initiatives  
CISO – Centre for Information, Counselling and Training  
DEP – Directorate of Economic Planning  
DIOC-E – Database on immigrants in OECD and non-OECD countries  
DPA – Dayton Peace Agreement  
ERRC – European Roma Rights Centre  
EC – European Commission  
EU – European Union  
FBIH – Federation BiH  
GDP – Gross Domestic Product  
IASCI – International Agency for Source Country Information  
IDDEA – Agency for Identification Documents, Registers and Data Exchange  
IDP – Internally Displaced Persons  
IMF – International Monetary Fund  
IOM – International Organisation of Migration  
LFS – Labour Force Survey  
LSMS – Living Standard Measurement Survey  
MDG – Millennium Development Goal  
MIPD – Multi-Indicative Planning Document  
MHRR – Ministry of Human Rights and Refugees  
MoU – Memorandum of Understanding  
NHDR – National Human Development Report  
OECD – Organisation for Economic Cooperation and Development  
OHR – Office of the High Representative  
PES – Public Employment Services  
RS – Republika Srpska  
SAP – Stabilisation and Association Process  
SEE – South East Europe  
UNDP – United Nations Development Fund  
UNECE – United Nations Economic Commission  
UNHCR – United Nations High Commissioner for Refugees  
USA – United States of America  
WDI – World Development Indicators

## **1. Socio-Economic and Political Overview**

Bosnia and Herzegovina (hereinafter: BiH) was one of the republics of the Former Yugoslavia with the most diverse population. According to the census in 1991, Bosnia and Herzegovina had 4,377,053 inhabitants. Today, the estimate of the inhabitants in the country is 3,843,126 (BHAS, 2011). Due to the fact that BiH has not had a Census since 1991, the accurate statistics on population trends are not available in the country.<sup>1</sup> The 1991 Census, which is still taken as basis for all governmental work outlined that approximately 31 % of the Bosnian population was Serb, 44 % was Bosniak and 17 % was Croat, with 5.5 % of the population considering themselves "Yugoslav" and 2.5 % belonging to other ethnic minorities such as Montenegrin, Ukrainian, Czech, Roma/Sinti, Jewish, etc. Bosnian society was characterised with high number of mixed marriages (approximately 27 %) across ethnic lines.

As a result of political turmoil and ethnic tensions, Bosnia and Herzegovina declared its independence from Yugoslavia in March 1992, which was soon followed by a war that lasted from 1992 to the end of 1995. The war was marked by mass population displacement of about half of the entire population of the country. The war ended by signature of the General Framework Agreement for Peace in Bosnia and Herzegovina (or the Dayton Peace Agreement – DPA) that was signed in Paris in December 1995. The DPA was accompanied by the BiH Constitution in the respective DPA Annex 4 as well as its other DPA Annexes, such as the Annex 7, on refugees and displaced persons.<sup>2</sup>

The integral part of the DPA, the BiH Constitution, was jointly signed by the representatives of BiH, Serbia and Croatia, the latter two countries acting as guarantors of peace in BiH. The Constitution provides for the establishment of a very complex and heavy state structure in Bosnia and Herzegovina, with a state level and two entities (the Federation of Bosnia and Herzegovina – FBiH, and the Republic of Srpska – RS). The entities have an asymmetric structure: FBiH is decentralised, i.e. further divided into 10 cantons (with full legislative, executive and judicial powers) and municipalities; while RS is centralised and has direct oversight over municipalities in its jurisdiction. The country's asymmetrical structure provides for three-tier fiscal system in FBiH and two-tier fiscal system in the RS. Graph 1 in Annex 7 outlines the complex Bosnian government structure.

The government structure sealed by the DPA was created primarily in order to satisfy the ethnic interests of the three "constituent peoples". The state level today has 9 ministries, 32 ministries at entity level (16 in FBiH and 16 in RS), 130 ministries at the cantonal level in FBiH, while there are 142 municipalities (79 municipalities and two cities in FBiH and 63 in RS) with their legislative and executive structure, the Brcko District government, with the total of 14 Assemblies across governance structures. This governance system has been developed to provide for a good inter-ethnic balance of the post-war society, however different studies and reports (such as the SIGMA reports in 2008 and 2010; successive EC Progress reports for 2007, 2008, 2009, 2010, 2011; World Bank 2007, 2009; etc.) conclude that it is very complex, costly, non-efficient and non-effective, burdened with different

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<sup>1</sup> It must be noted that the availability of data for Bosnia and Herzegovina is highly dependent on a variety of factors. Firstly, Bosnia and Herzegovina had the last census in 1991, and since then statistics have been highly dependent on individual projects or data collection interventions on specific subjects by international and local organisations or institutes. Bosnia and Herzegovina has not succeeded in conducting the Population and Housing Census in April 2011 due to lack of political consensus. The main subject of the debate between the political representatives of different ethnic groups was the article 48 of the Draft Census Law, which stipulates that the use of data on ethnic structure of the population from 1991 population census will be valid even after this census for the purpose of forming governments at all levels in Bosnia and Herzegovina, until full implementation of the Annex VII of the Dayton Peace Agreement, that is to say when all displaced persons will have returned to their original place.

Secondly, the division of competencies for country statistics reflects the constitutional divisions in the country. Currently, there are two main statistics offices at entity levels (in Republic of Srpska and in the Federation BiH) and the state level Agency of Statistics that has limited competencies. This is decisive factor for fragmentation of statistics in the country, reflected in incoherent methodologies for collection and aggregation of data, which do not allow for creation of consistent statistics system at the country level. Due to these factors, the data provided in this Report is a compilation of different reports and available sources used by different actors in the country.

<sup>2</sup> See the Annex 7 of the Dayton Peace Agreement at website:

[http://www.ohr.int/dpa/default.asp?content\\_id=375](http://www.ohr.int/dpa/default.asp?content_id=375)

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negative trends and decision making bottlenecks. This is especially vivid in the process of fiscal transfers from the Entity level to the lower tiers of government. While in RS the situation is slightly more straightforward as the Entity Government deals with municipalities directly, in FBiH the three-tier government is creating great losses of funds and provides for problematic tracking of allocation and expenditure of funds. Bosnia and Herzegovina has relied heavily on financial support and leadership by the international community, represented by the High Representative of international community. While support by bilateral donor governments, the EU support is picking pace to support the reformist processes through Instrument for Pre-Accession (IPA).

Recent indicators of development and democratisation of Bosnia and Herzegovina show bleak results. The EC Progress reports for 2009, 2010 and 2011 continuously point towards negative ethno-nationalist trends in the country, and the country's limited progress in implementing reforms required by the Stabilisation and Association Process (SAP) (European Commission, EU Progress Report 2009, 2010, 2011).

Bosnia and Herzegovina marked steady growth in the period between 2000-2007, which placed the country in the group of 25 fastest growing economies in the world (Causevic, 2009). However, repercussions of the global economic crisis and internal political challenges had significant negative effects on Bosnian economy, resulting in an increase of poverty. Since the beginning of 2009, the impact of the global crisis was estimated with a drop in GDP of -3% in 2009 (see Table 1 in Annex 1). In 2010, the Global Finance estimate of GDP growth was 0.5 %, whilst in 2011 the forecast for GDP growth is 3%. The Labour Force Survey (LFS) data show that the unemployment rate in BiH stood at 27.6% in 2010 and dropped slightly to 27.2% in 2011 (See Table 3 in Annex 1), being one of the highest in South Eastern Europe. Even today, the 1991 level of economy has not been reached yet and the official unemployment rate is around 45%<sup>3</sup> (See Annex 1 for more detailed overview of Bosnian development statistics).

In general, poverty is widespread, with 16% of Bosnian population living below the poverty line defined as 205 BAM (104 EUR) per month as per MDG Report, while 30% are just above it and growth is increasingly imbalanced (UNDP, 2011). The most vulnerable groups to poverty and social exclusion are elderly, children, people with disabilities and historically excluded groups of the population, such as national minority groups (World Bank, 2009). These groups suffer from various forms of exclusion, such as lack of access to health, education, services or participation in society (UNDP, 2011). The reports by the Centre for Civic Initiatives show that the population in general faces apathy by the current political and economic prospects of the country, which also is reflected in election turn outs, which are very low (CCI, 2009).

## **2. Main emigration and internal migration trends and patterns**

### **2.1. Main emigration trends**

Bosnia and Herzegovina has been traditionally prone to migration; however the most significant migration flows occurred in the last two decades. These migration trends in Bosnia and Herzegovina in the last two decades can be divided into three periods with quite distinct migration trends. The first period, which matches with the war 1992-95, was marked by mass population displacement of about half of the entire population of the country. Second period is post-war period 1996-2000, which was characterized by mass return (repatriation) of refugees from abroad, but also significant return of internally displaced people to their homes. Third period is period of voluntary emigration of the 21<sup>st</sup> Century.<sup>4</sup>

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<sup>3</sup> Though, more realistic estimated, based on the Labour Force Survey, say that this rate is actually 27%. The difference between the official and survey-based unemployment rates is due to the large informal employment.

<sup>4</sup> These three stages on the migration process will be explained in the following section separately. The three periods also differ in the availability of the data sources that can be used.

### **2.1.1. Conflict-induced emigration in the period 1992-1995**

Bosnia and Herzegovina went through a dramatic transition period. Its transition process started with declaration of independence from ex- Yugoslavia, which triggered a destructive four-year war. During the war in Bosnia in the period 1992-1995, about 105,000 persons were killed, and more than a half of its population was displaced<sup>5</sup>. Half of them, or 25% of total population were displaced internally, while another 25% of total population sought refuge in other countries (Ibreljic et al., 2006, p. 2). Consequently, the result was almost total division of population along ethnic lines<sup>6</sup>.

Tabeau and Bijak (2005), using UNHCR data, estimated that the total number of refugees from Bosnia at the end of 1992 (the first year of conflict) was around 1.8 million<sup>7</sup>. The number of internally displaced was estimated at 810,000. Additional large outflow of refugees was in 1995, after the Srebrenica massacre. Using UNECE reports, Ibreljic et al. (2006) provided the data about the stock of refugees from Bosnia and Herzegovina in 1996 by country of destination (Table 1, Annex 2). There is a difference between the figures provided by two different sources related to the data on refugees in neighbouring countries. As the UNHCR data are related to 1992 and to the UNECE data to 1996, this suggests that neighbouring countries were the first destination of refugees, but many of them moved to more remote countries, mainly Western Europe and USA, between 1992 and 1996. This is in line with generally observed patterns of forced migration, when people flee to neighbouring countries first, and then chose more distant destination attracted by economic opportunities (acting as push factors) or lack of prospects in the neighbouring countries (acting as pull factors).

### **2.1.2. Post-war return migration**

During the post-war period, emigration rates were significantly lower than during the war. One of the characteristics of migration patterns immediately after the war was repatriation of refugees, particularly from Western Europe. As Bosnians who emigrated during the war were not granted refugee, but “temporary protection” status in the EU, their repatriation started immediately after cessation of hostilities in the end of 1995, while the return of internally displaced persons to their pre-war places of living started only later in 1998. This created a new vulnerable group in Bosnia, officially named „refugees-internally displaced“, which were the ones who were repatriated from other countries to Bosnia and Herzegovina, but not to their pre-war place of living as they were not allowed to return there. In terms of figures, the return of refugees was significant in the three years following the war (1996-1999), mainly as a result of repatriation process. Around 40% of Bosnian refugees were repatriated (MHRR, 2006, p. 47). Out of this number, from Germany alone there were 194,000 returns. Besides return, there was significant emigration of Bosnian refugees from the Western European countries to the USA, Canada and Australia, accounting for around 18% of total refugees (Koning, 2008; see table 3 of Annex 2). After 1999, the return process was reduced. In total, it is estimated that around 449,000 people returned from abroad until the beginning of 2010 (UNHCR, 2010).

### **2.1.3. Voluntary migration of the 21<sup>st</sup> Century**

After the second period characterized by repatriation of refugees from their destinations of refuge back to Bosnia, which was creating positive net migration balance, the third period of migration that lasts from the beginning of the new century until now is characterized by voluntary type migration of workers, students, and migrants' family members. The net

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<sup>5</sup> As mentioned above, the pre-war population of BiH was 4.4 million, which means that the estimates about displacement during the war suggest that around 2.2 million people changed their place of living during the war.

<sup>6</sup> The result of such mass displacement of people, known as “ethnic cleansing”, can be clearly seen from the comparison of the pre-war and today's ethnic distribution of population, presented in the maps provided in Annex 3.

<sup>7</sup> Out of this number, 714,000 were in Croatia, 495,000 in Serbia and Montenegro (Federal Republic of Yugoslavia at that time), while 537,000 of refugees were outside of the ex-Yugoslavia.

migration balance (difference between emigration and immigration) in this period, owing to decrease in return of refugees, has become negative again. As the figures on emigration reported by different authors (e.g. Kupiszewski et al., 2009) show, the negative balance was more significant in the beginning of the period, and decreased towards the end of the first decade of this century, particularly as a result of significant decrease in emigration to the USA. On the other hand, emigration to Slovenia increased. According to the OECD database, on average, between 15,000 and 20,000 Bosnians were emigrating every year to the EU since 2000 (Table 7 of Annex 2). Using statistics of selected receiving countries, Kupiszewski et al. (2009) estimated emigration from Bosnia in 2001 to about 49,000, while in 2007 it was 30,000. They also reported that net migration from Bosnia was positive at around 63,000 for the period 2000-2007. Also, we can see from the figures on work permits issued by authorities of neighbouring countries to workers from BiH (Table 8 in Annex 2), that there is significant migration of workers to the countries of ex-Yugoslavia. The most interesting destination of these workers is Slovenia, but there is a large number of workers in Croatia and Montenegro as well. According to the experts' estimates<sup>8</sup>, the figures for migration to Croatia and Montenegro are somewhat larger, particularly in terms of circular migration, as a large number of temporary workers in construction and tourism sector work in these two countries over the summer season, and return to BiH. They are not recorded in the work permits figures, as both countries have large informal sector and many workers from BiH are employed without a contract.

Regarding the future trends of emigration from BiH, we could expect increase in emigration towards EU and USA, as both introduced more liberal visa regimes recently. The US Government brought the decision to facilitate visa regime with Bosnia, in terms of ensuring 10-year tourist visa to Bosnian citizens eligible to get the tourist visa to US. Also, on 7 November 2010 the EU granted visa facilitation to Bosnian citizens to states signatories of the Schengen agreement starting as of 15 December 2010.

#### **2.1.4. Data on the stock of migrants and main destinations**

According to estimates by the Ministry of Human Rights and Refugees reported in the BiH Migration Profile for 2011, at least 43.4% of the total population (or 1,669,000 people) from Bosnia and Herzegovina reside abroad (Ministry of Security, 2011, Table 6 of Annex 2). The largest number of emigrants from Bosnia lives in the United States today (350,000), Croatia (300,000), Germany (240,000) and Serbia, Austria and Slovenia (150,000 each). All the countries were traditionally destination countries of emigrants from Bosnia, particularly having large inflows of refugees during the war in 1990s and thus having already established strong diaspora communities in these countries. So we may expect that these countries will remain the main destinations in the future.

#### **2.2. Main internal migration trends**

Generally, the availability and the reliability of administrative data on the magnitude of internal migration in the last three years, since the full implementation of the laws regulating residence registrations within BiH, is very good. For this purpose, the IDDEEA<sup>9</sup> database is used to measure flows of internal migrants. Unfortunately, the data collected contain only information about migrant's age and sex. Although such figures show that predominantly rural municipalities experience losses of population as a result of migration, while predominantly urban municipalities experience gain from migration, it is not possible to see from such data clearly the destination of out-migration from rural municipalities (which

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<sup>8</sup> This is generally the view of all experts working on labour issues, such as the ones in the employment services and ministries of labour, who were interviewed for this report.

<sup>9</sup> IDDEEA is the Bosnian Agency for Identification Documents, Registers and Data Exchange.



proportion of this out-migration is to urban areas), or the source of in-migration to urban municipalities (how many migrants are from rural areas).<sup>10</sup>

According to the BiH Agency of Statistics - BHAS (2011), the total number of in/out-migration in 2010 was 35,603, which amounts around 1% of total population.<sup>11</sup> This number includes migrations between: municipalities, cantons and entities.<sup>12</sup>

### **2.2.1. War related internal displacement and return**

Specific feature of internal migration in BiH in the period covered was large displacement of people during the war, and subsequent return of internally displaced people, hence this section describes the main features of this type of internal migration. As mentioned above, displacement during the war in Bosnia affected more than half of the entire population. Around half of them (or 25% of total population) were displaced internally. Majority of this displacement was in the direction from rural to urban areas. The motive to move was not primarily economic, but primarily motivated by the availability of housing units in urban areas, which were less destroyed during the war. This was a direct outcome of war destruction of housing, whereby, around half of total housing units in the country were destroyed (MHRR, 2006). This has caused significant changes of demographic structure of largest cities in the country and increased the level of urban poverty. Yet, there is no evidence of crowding of these cities, since inflows of internal migrants from rural areas were offset by outflows of emigrants from the cities to other countries.

Obviously, the main factors affecting migration decision during the war were risks associated with the conflict. Only possibility for any analysis, which was generally used by all previous studies on this topic, was analysis of the data collected through the World Bank's Living Standard Measurement Survey (LSMS), conducted in 2001. This survey contains a module on migration during the war and allows for estimation of migration trends and demographic characteristics of migrants. The database of this survey was used by different authors, (Kondylis, 2008; Dimova & Wolff, 2009; Oruc, 2009) in their analyses of the migration from Bosnia and Herzegovina in that period and their impact. The results from Oruc (2009), who estimated the model of determinants of forced migration in BiH during the conflict using the LSMS data, suggest that the conflict-induced migration was positively self-selecting international migrants, which means that the ones who were more educated were also more likely to emigrate abroad during the conflict, while the less educated tended to move internally or stay in their homes.

The period following the war was characterised by return of internally displaced people. The return was the most significant in the period 1996-1999, when around 571,000 returns were registered. After this period, return started decreasing. The largest wave of return after that period was in 2002, when around 100,000 people returned. This figure dropped to 6,000 in 2005 (MHRR, 2006). According to the UNHCR (2010), around 580,000 of internally displaced persons returned to their pre-war places of living until 2007. The UNHCR figures on returnees to Bosnia and Herzegovina until 31 December 2010 shows that the number of returnees (both from abroad and of IDPs) to their pre-war homes comes to 1,029,056. The

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<sup>10</sup> Moreover, the statistics on internal migration that is based on the administrative data from recently established IDDEEA database on residence registers, does not allow us to cover longer period and to identify trends. For example, Statistical Office of the Republika Srpska entity has available data on internal migration since 2007, while Statistical Office of FBiH reports on internal migration since 2009 only. Moreover, it is not possible to relate internal migration data with the international migration data, as there are no data on international migration by region

<sup>11</sup> Estimated population of BiH is 3,843,126 (BHAS, 2010).

<sup>12</sup> The number of internal migrants to FBiH from RS in 2009 was 22,870, while outflows from FBiH to the RS amount to 12,044; which is marked as increase from 2009 for 5.1% or 11.3% in each entity respectively. In 2009, compared to 2008, both entities recorded decrease in total internal migration figures. On the other hand, number of emigrants from FBiH is 23,824 (increase by 5.2% compared to 2009), and from RS is 10,815 (increase by 8.7% compared to 2009). Net migration balance in FBiH in 2010 is therefore negative (-954), while in RS it is positive (1,229 migrants), although small in both cases. More detailed internal migration data, on each region, calculated by using the municipality level data, will be provided in the section 4, on the net gain/loss regions.

same report provides figure of 113,365 persons still internally displaced in Bosnia. Of these, around 8,000 displaced individuals still live in around 150 different collective centres, located in 50 municipalities in BiH.

## **2.3. Main characteristics of migrants**

### **2.3.1. International migrants**

A survey of 1,216 long-term migrants from Bosnia who visited the country during the holiday season, conducted by de Zwager and Gressmann (2009), provides a set of interesting findings about characteristics of migrants, as well as their remitting behaviour. According to this study, migrants from Bosnia predominantly belong to the most economically active part of the population. Still, there are differences in the age structure of migrants, according to destination country. In case of the EU countries as destination, the average age is 41 years, whereas it is for the neighbouring countries 37 years. The emigration predominantly involves entire families. Around 75% of migrants reside with their spouse in the destination country. Moreover, the number of family members living in the EU destination country is around 4, which is substantially higher than in neighbouring countries. Migration of entire families is to a large extent the result of forced emigration during the war. The surveyed emigrants are well integrated in the destination countries. Although they might have been irregular migrants at the beginning, they managed to regularize they stay relatively quickly (on average, in 2.4 years in EU, and 1.4 years in neighbouring countries). As a result, majority of them work in the formal sector. Although largely integrated into the destination countries, they still maintain strong links with the country. This can be seen from their regular visits home. Forecast period of migration is relatively long (31 years). Although more than a half of respondents from the survey replied that they intend to return, majority of them stated that they intend to return to BiH only after retirement in the destination country.

Based on an analysis of a new DIOC-E database on immigrants to 31 OECD and 58 non-OECD countries in 2000, the report of Dumont et al. (2010, p. 24) shows that in the total stock of Bosnian immigrants to these countries, 51.4% of them are women, 11.9% are young people in the age 15-24, and the 11.2% of all Bosnian immigrants are tertiary educated<sup>13</sup>. Compared to the share of tertiary educated adults in Bosnia, which is 5%, the difference suggests an above average emigration of highly qualified people.<sup>14</sup> In terms of the destinations of tertiary educated migrants from Bosnia to other OECD countries, Katseli et al. (2006) reported that 39.5% of them migrate to the Americas (mainly to the USA), 45.8% to the EU, 5.3% to other OECD member from Europe, and the remaining 9.3% to Asia. The report of Bhargava et al. (2011, p. 24) on the emigration of physicians placed Bosnia among the top 30 countries, as their data from 2004 show that 12.2% of total number of physicians trained in the country resided abroad.

### **2.3.2. Internal migrants**

The data about age and sex structure of internal migrants show that the largest figure is for the age 20-29. Within this age group, the number of female migrants is almost twice as large of that of male. Besides this group, large migration is also in the age group of 30-39, where there are more male than female migrants. The total share of female in internal migration is 56% (BHAS, 2011). As this is the most economically active population, this may suggest, that a significant proportion of internal migrants move for the reasons related to the labour market. In addition, we can see that there is a large number of people of age 60 and above

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<sup>13</sup> In total population of BiH, according to estimates based on the HBS (there are no official figures), share of women is 51.1%, share of youth is 14.7% and share of tertiary educated is around 5% (BHAS, 2007).

<sup>14</sup> On the basis of an analysis of statistics from OECD Database on Expatriates and Immigrants, Katseli et al. (2006, p. 17) reported that in the EU-15, number of low educated adults from Bosnia was 182,651, or 12%. In Bosnia, this share is 10.2%. Also, he reported that the percentage of tertiary educated immigrants from Bosnia to EU-15 was 10.95%.

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who migrate internally. Majority of them are IDPs who returned to their pre-war place of living once they had retired.

According to the MHRR (2006) report, ethnic structure of internally displaced in Bosnia who registered their status as internally displaced persons is: Bosniaks 45.4%, Serbs 47.7%, Croats 6.5% and others 0.4%. Out of them, about 48% are male, and 52% are female. With regards to age, the largest proportion of internally displaced is working age individuals (64% of total number), while 18% of them are children of age 0-18 and 14% of them are of age 65 and above. With regards to their education, the report states that only around 2% of them have university degree, 26% have secondary or college education, 58% have less than secondary education, while 24% of them have no or unknown education. Only 17% of heads of displaced households are employed. More than 20% of them answered that they do not have any source of income (MHRR, 2006).

### **3. Nation-wide labour market and social development trends under the influence of emigration**

#### **3.1. Economic and labour market developments**

Two opposite trends characterize migration in Bosnia, both having negative impact on the labour market development. First is significant emigration of workforce, with high rates of brain drain. Second is low mobility of the workforce within the country, which hampers faster labour market adjustments, particularly in the situation of significant mismatch between skills produced by the education system in the country and labour market needs. For this reason, despite very high unemployment rates, BiH experiences a lack of specific skills in one region, while having registered unemployed people in another (DEP, 2011).

As reported previously, the stock of emigrants from Bosnia is as large as a half of the population residing in the country, which is a substantial loss of the labour force. This had a severe impact on the demographic trends in the country, including the lowest fertility rate in the world<sup>15</sup>, and ageing of population. The main characteristic of the labour market figures are a very low activity rate, which is about half of the EU average, and very high registered unemployment rates, which are generally around 45% (see Annex 1). However, official rates are probably overestimating<sup>16</sup> actual unemployment, since the LFS based unemployment rate is 27.6%<sup>17</sup> (BHAS, 2011). It is important to highlight that the unemployment rate was the highest among young persons aged 15 to 24 years. It was 57.5% in total, or 55.1% for men and 61.3% for women (BHAS, 2010). Gender continues to be a characteristic that influences employment prospects; hence, the rate of unemployment of women is 4.3 percentage points higher than that of men (29.9% compared to 25.6%). Unemployment affects especially vulnerable and marginalized groups (returnees, refugees, Roma population, IDPs). That is one of the most significant policy issues in the field of economic development and labour that BiH is facing now. Unfortunately, the analysis of the active labour market programmes reveals that there is no clear link between the vulnerable groups identified and groups targeted by these policies<sup>18</sup>.

According to the study of de Zwager and Gressmann (2010) on Bosnian emigrants, majority of migrants regularized their status in the countries of destination, which includes obtaining work permit. The main sectors of employment of these migrants in destination countries are

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<sup>15</sup> According to the UNFPA (2011), fertility rate in BiH in 2010 was 1.1, which is well below the EU average of 1.6.

<sup>16</sup> One of the reasons for very high official unemployment rates is that being registered with the employment services is a condition for eligibility to receiving different social benefits, so many people employed without contract or not looking for a job are registered with employment services.

<sup>17</sup> In 2010 it was 27.2%. Findings from the 2009 Labour Force Survey indicate that the unemployment rate was 24.1%, while during the same period in 2008 it was 0.7% lower. This suggests negative impact of the economic crisis on the unemployment levels in BiH.

<sup>18</sup> For example, one of the largest activation policies run by the Public Employment Services in the country already for several years is the support for employment of teaching assistants at higher education institutions, although this group was not identified as a vulnerable group by any study so far.

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construction, tourism and manufacturing. Large number of them had a job secured in the destination country prior to migration (42% of migrants to the ex-Yugoslav countries, and 60% of migrants to the EU). The fact that they managed to secure a job prior to migration was mainly a result of strong migrant networks.

There are not much data about the skill composition of migrants from Bosnia and Herzegovina. Some evidence, reported in the previous section, show that the emigration rate of tertiary educated individuals from Bosnia and Herzegovina to OECD countries is 28.6% and emigration rate of physicians is 12.7% (IOM, 2007, p.15), which may be significant to Bosnia and its economic growth. A study by Uvalic (2005) even states that more than 80% of PhD graduates emigrated from BiH. Unfortunately, despite the importance of emigration of highly skilled people from BiH, there are no studies that explore this issue, particularly with respect to the emigration of specific professions and the effect of such emigration on the labour market in the country.

There was no study on the potential impact of the returning migrants on the new business start-ups. Lianos (2005), using the World Bank's Migration and Remittances Survey, reported that 3.6% of remittances received by Bosnian households were spent on investments in business, while only 0.5% was spent on new business start-ups. In the study by de Zwager and Gressmann (2010), 6% of Bosnian migrants abroad stated that they invested in a business in BiH.<sup>19</sup>

Lianos (2005) reported on findings about the change of occupation and acquisition of additional qualifications by returnees. According to his findings, large number of returnees moved from agriculture to "other sectors" and construction, while a small number of them chose agriculture again or for the first time (Table 1, Annex 6). Thus, the agricultural sector has lost a large number of its employees as a result of migration. The similar situation is in manufacturing and construction. On the other hand, Public Administration sector has gained (Table 2, Annex 6). This means that emigration experience of individuals who worked in sectors such as agriculture, manufacturing and construction, results in change of their profession towards public administration after return.<sup>20</sup> Additionally, Lianos (2005) reported on findings about the acquisition of new skills by returnees (Table 3 in Annex 6). According to the figures reported, more than half of the returnees learnt a new language while abroad, and 1/3 of them reported having learnt new on-the-job skills.

Skill mismatch is primarily created as a result of delayed reforms of the educational system, which does not yet take into account today's labour market needs. Additional skills shortages are created as a consequence of the post-war ethnic and administrative division of the country that causes increased insecurity, ethnic discrimination of workers, and difficulties of transfer of social benefits between administrative territories. This results in very low mobility of labour force within the country. According to the available data from the BiH Labour and Employment Agency, the main number of work permits<sup>21</sup> issued to foreigners in terms of their qualifications is to tertiary educated, such as university teachers, engineers, pharmacists, and IT programmers. A study by GEA (2011) has shown that one of the consequences of emigration is evidence of shortage of specific skills in the construction industry, as people with these skills were attracted by opportunities in Croatia, Slovenia and Russia.

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<sup>19</sup> The figures about investments and new business start-ups between the two studies should not be contrasted, but only be used as complementary information, as the first one covers recipients of remittances residing in BiH, while the other one includes Bosnian migrants still residing abroad.

<sup>20</sup> This is not surprising, if we know that the public administration is the largest employer in BiH since the end of the war, mainly due to the fact that the Dayton Peace Agreement created very complicated state structure with 13 governments, 13 parliaments and many other bodies employing large number of people, but very often without clear division of competencies.

<sup>21</sup> This can serve as an indicator of skills shortages since, according to BiH law, a work permit to a foreigner can be issued only if there are no people having required qualifications registered in employment bureaus in BiH.

### **3.2. Social security**

Exercising employment rights and social security of Bosnian migrant workers abroad is dealt with by country-specific labour legislation. Bosnia and Herzegovina has signed Agreements on Social Security with eight countries so far, but also accepted agreements that ex-Yugoslavia signed with 13 countries before Bosnia and Herzegovina became an independent state. Agreements with countries cover health, pension, and unemployment insurance, while with some countries also child benefits and insurance for occupational injuries and diseases were covered (See Table 5, Annex 7). Analysis of signed agreements between Bosnia and Herzegovina and other countries reveals that the Agreements stipulate equal rights for migrant workers from Bosnia and local workers. The receiving country is obliged to provide for equal social and health insurance in accordance to the country's regulations. Annex 7a provides a case study of Social Security Agreement between Slovenia and BiH.

Bosnian social security system covers programmes of pension and disability insurance, health insurance and unemployment insurance. The social security system in BiH is complex, reflecting the general governance structure, whereby all segments of the social security remain the duty of entities, and in FBiH the duty of the cantons. The fragmented social security system, in which institutions in different administrative units do not have a harmonised legislation and approach to social security or simply do not have an agreement between institutions on reciprocity in social security in cases where citizens seek the portability of health or social assistance entitlements from one administrative unit to another or upon return from abroad, poses significant challenge to general population of the country and migrants and their families included<sup>22</sup>.

The returning migrants to Bosnia and Herzegovina may exercise their rights to pension system as stipulated by the Entity labour legislation (in Republika Srpska and in Federation BiH), according to which the calculation of pensions is made based on the insurance periods realised in countries with whom Bosnia and Herzegovina has a bilateral agreement on social insurance. According to regulations, any migrant worker who worked in some of EU states can fulfil his right to pension by collecting the years of employment from all countries where he/she worked and with which Bosnia has signed agreements for social security. The pension request is submitted to the country where the worker has residence. The country of residence collects information and confirmation of all countries where employment records exist in order to authorize the pension status of the migrant worker in that country. The countries from which most pensions for migrant workers come are Austria, Germany, Slovenia and Macedonia. For example, approximately 8,500 Bosnian citizens receive pensions from Slovenia, while currently 15,000 workers await for authorisation of their pension requests. The right to Slovenian pensions can be obtained for Bosnian workers whose last employment record was in Slovenia, however that last employment record needs to amount to one third of registered employment record. This means that many temporary workers are excluded. However, the research conducted for the purpose of this Report confirms the finding from the report on Social Protection and Social Inclusion in the Western Balkans published by the European Commission, which states that "There is also little data on the receipt of pensions from abroad which further complicates the situation regarding pension coverage and adequacy" (EC 2009a: 9). The only data on pensions, the Compiled statistics of the German Pension Insurance Fund (DRV-Bund), shows that, in 2009, there were 43,737 pension payments for Bosnian migrant workers in Germany (See Annex 7, Table 6).

Besides pensions, BiH (returning) migrants that belong to active labour force and families left behind migrants face significant challenges in obtaining health insurance in the country.

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<sup>22</sup> The social security system in BiH consists of the following institutions: State level: Ministry of civil affairs (which only has limited, coordination role); Republika Srpska: Ministry of Health and Social Welfare, Ministry of Labour and Veterans, Ministry of refugees and displaced persons, The Health Insurance Fund of RS; Federation BiH (all with pretty limited competencies due to competences of cantons): Federal Ministry of Labour and Social policy; Federal Ministry of Displaced persons and refugees; Federal ministry for issues of veterans and disabled veterans; Federal Ministry of health; 10 Cantons in the FBiH: Health Ministries, Ministries for veteran issues; Health Insurance Funds; Brcko District: Health Insurance Fund of Brcko District

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Returning migrants and families left behind migrants struggle with ensuring health security coverage due to above mentioned systematic challenges. In order to ensure social security upon return, a person needs to register with the Employment bureau as unemployed person in their place of return, unless a person secured employment upon return, in order to obtain health insurance. The migrant worker is required to register family at the place of employment abroad. In case where families are left behind, they need to follow the same process whereby a spouse of a migrant either seeks social security with status of officially unemployed person, or through employment. However, the difficulties persist as registering for health insurance needs to be done regularly (each three months), which was established as a measure to ensure that the Employment bureau or the employer are paying for health insurance (Zukic, n.d). As a result, many people do not have access to public healthcare services and pensions, and estimates indicate that around 20% of the population is without health insurance (Brozek, 2009, UNDP, 2007) .

### **3.3. Poverty and Social Exclusion**

Post conflict environments characterised by massive destruction of economy and disintegration of social threads, as experienced in Bosnia and Herzegovina, are featured with poverty and extreme social exclusion. According to UNDP (2007), half of the BiH population suffers from at least one form of exclusion, such as lack of access to health, education, services or participation in society.<sup>23</sup> Although Bosnia and Herzegovina has recorded considerable growth rates of its GDP, which had positive impact on the reduction of poverty in the country, it is estimated that the poverty affected 16% of people in 2010, which is an increase of 2% from the last available poverty data from 2007 (LSMS 2007). The increase in poverty is directly linked to the drop in GDP in 2009 by 2.82% in comparison to 2008, which directly influenced the increase in unemployment.

Social exclusion and poverty are strongly correlated with actual and potential migration in Bosnia and Herzegovina. So far, no substantial study on the effects of migration on poverty and social exclusion has been conducted in the country, but the statistics on different vulnerable groups (rural population, IDPs and refugees, minorities and women) indicate that these groups are most prone to social exclusion and poverty and potentially most willing to migrate within and outside of the country.

#### **3.3.1. Poverty and social exclusion of (potential) migrant populations**

The overview of the poverty trends for Bosnia and Herzegovina provided in this report is based on the UNDP Millennium Development Goals (MDG) 2010 Progress Report for Bosnia and Herzegovina and other relevant Poverty related studies, such as the World Bank/DEP 2009 Poverty Profile in BiH. Following the World Bank methodology, in order to track poverty over time, this report uses the 2001 LSMS-based poverty line in real terms – 205 KM per month per capita in 2007 prices. This means that the report uses a poverty line set at an initial point and then use prices (as disaggregated as possible) to create equivalent values of that line for other points in time (World Bank, 2009).

The UNDP report points to the big rural-urban and regional disparities, indicating that poverty is consistently higher among rural population (see Graph 1, Annex 1). The analysis of poverty data shows that the poverty increased from 2007 to 2010, especially among rural population. The disparities are especially visible in the extent of poverty, access to social welfare, health and education. Further, it has been found that poverty is in strong correlation with educational attainment, labour market status, and receipt of transfers, either private (remittances) or public. The disparities between rural and urban are significant and may be

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<sup>23</sup> The Laeken indicators and composite social exclusion index (HSEI) have been applied in the National Human Development Report (NHDR). The HSEI calculation was based on seven proxy indicators: population below the income poverty line, long-term unemployment, individuals lacking health insurance, those over 15 who have not completed primary school, individuals not voting in elections, individuals not participating in organized social activities, and households without a telephone.

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reflected in the rate of enrolment in pre-school education for example, while the rate of pre-school enrolment is 14.3% in urban, it is only 2.4% in rural areas (UNDP, 2010). The interview with the representative of the BiH Ministry of Human Rights and Refugees in BiH<sup>24</sup> reveals that persistent poverty in rural areas is a major drive for rural-urban migrations.

Another vulnerable category of migrants are refugees, IDPs and returnees. The statistics on poverty indicate that 37% of IDPs and refugees are poor and excluded, mainly due to the fact that they moved to new surrounding, lost their pre-war social networks and have higher difficulty to enter the labour market due to loss of social capital (Kondylis, 2008). The status of returnees is also very difficult, as majority of returnees do not have social or health insurance, while they face discrimination by local authorities. Due to these problems, estimated 50% of IDPs and returnees still pay for health services for their children even in cases where they have health insurance (UNICEF, 2008)<sup>25</sup>.

The effects of migration also influence the state of the vulnerable groups, such as children, women and elderly. These population groups are discussed separately in Chapter 5 of the Report.

### **3.3.2. Remittances**

As a consequence of large forced migration outflows during the war period in 1990s, Bosnia is among the leading countries in terms of receiving remittances as a share of GDP<sup>26</sup>. Annual inflows of international remittances, through banking system only, are around EUR 2 billion (BiH Central Bank, 2011). These remittance inflows are significant source of income for a large proportion of BiH population. Moreover, they are six times larger than foreign direct investments (FDI) and three times larger than development assistance to this country. The data about remittance inflows in the period 2001-2009, based on both BiH Central Bank's and the World Bank's estimates are presented in the table 1 of Annex 4. As we can see from the table, the World Bank generally estimates larger remittances inflows than BiH Central Bank. The main reason for this difference arises from the differences in estimated transfers through informal channels. According to the BiH Central Bank, they amount to 40% of total inflows, while de Zwager and Gressmann (2009, p.13) reported that only 22.5% of remittances is sent via formal channels. The World Network of Bosnian Diaspora<sup>27</sup> estimates these inflows to be at least 3 billion, as they estimate that majority of these remittances are sent as cash transfers through informal channels.

There is limited evidence on the use of remittances in Bosnia. The evidence generally suggests that majority of remittances are being used for consumption. Lianos (2005) reported the results from the survey of return migrants, which show that they mainly used their repatriated savings for current consumption, although a large proportion of them are also used for education of children (22.3%). Also, 27.8% of them answered they used these for savings, which probably means that they will be used for other purposes later. The detailed results from the Lianos (2005) study are presented in table 2 of Annex 4. In another analysis, de Zwager and Gressmann (2010, p.66), based on data from the IOM/IASCI survey conducted in 2009, reported that majority of Bosnian migrants remit money back home (67.3% of migrants from the EU, 55.1% of migrants from ex-Yugoslavia, and 63.6% migrants in United States, Canada and Australia). Average annual amount of remittances that migrants from the EU send to BiH is €2,800, while migrants from ex-Yugoslavia send considerably less, only €1,200. On average, these remittances are transferred in 4.4

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<sup>24</sup> Interview with Ms Saliha Djuderija, Assistant Minister of Human Rights and Refugees

<sup>25</sup> As discussed in the Section 3.2., health care services covered within one administrative unit (entity or canton) cannot be transferred to another unit (including from one canton to another). Persons insured in one administrative unit have different rights and different access and quality of health care, even in cases where they pay same amount of health insurance.

<sup>26</sup> In the World Bank's Global Economic Prospects for 2006, BiH with remittances as a share of GDP at 23% was placed 6<sup>th</sup> in the world, second after Moldova in this region. Today (World Bank, 2010) it is lower, mainly due to the growth of GDP, but it is still around 13% of GDP, placing BiH among top 20 countries.

<sup>27</sup> From interviews by different media with Senada Softic-Telalovic, ex. president of the Network.

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transfers. Majority of them (77%) are sent through informal channels. The most important purpose of remittances is to support parents (40%) and other family members (20%).

According to the analysis of the data collected through the LSMS survey conducted in 2001, remittances sent to Bosnia-Herzegovina are not pro-poor. Still, larger proportion of households with low educated head receives remittances, although slightly lower average amount compared to highly educated. Also, significantly larger number of female-headed households receives remittances than male-headed households. Households in rural areas receive more remittances, both in terms of proportion of households that receive them and in terms of average amount than households in urban areas. Also, remittances tend to increase inequality, as the average amount of remittances steadily increases from the poorest to the richest decile. Also, the proportion of households receiving remittances in each decile increases as we move from poorer to richer deciles. It can be concluded that remittances contribute to increasing inequality in the country as a whole, but reducing inequality between female and male headed households, as well as between rural and urban areas (see tables 3 and 4 of Annex 4).

The data from the Living in BiH 2004 Survey, used here for the purpose of the analysis of the impact of remittances on the poverty and inequality, show that approximately 33% of households in Bosnia-Herzegovina receive remittances. The average value of remittances received is about €51 per month.<sup>28</sup>

According to the LSMS 2004 data, the poverty rate based on nominal per capita consumption data and calculated as 60% of median consumption was 19.4%. When the nominal per capita remittances received are subtracted from the amount of consumption, it is 20.3%. This shows that remittances do not have significant impact on poverty in BiH. However, such an impact is still larger than the impact of social transfers, which reduce poverty by 0.6 percentage points only.<sup>29</sup>

### **4. Labour market and social development trends in net migration loss / gain regions**

#### **4.1. Identification of net migration loss / gain regions**

In the period between 1991 and 2010, Bosnia Herzegovina suffered mass emigration of its population during the three-year conflict, which was followed by a long period of negative natural increase of population. The result is the estimated decrease in population of the country from 4.3 to 3.8 million. The consequence of such a considerable loss of population is that each region in BiH is today a net loss region, compared to 1991. Consequently, this chapter will deal with the identification of the regions that suffered larger losses of population, combined with more severe impact of such losses on the economic and social developments in that region.

In a situation of clear lack of consistent statistical data, which does not allow comparison of all regions in BiH, limited evidence about characteristics of regions was used to identify three different regions that are particularly severely hit by loss of population during the conflict or in the post-conflict period. Each of the selected regions has some specific characteristics of migration, so through the description of these three regions we can draw conclusion on migration profile in entire Bosnia-Herzegovina. The three regions are Una-Sana Canton and Canton 10 in FBiH, and four municipalities in RS, namely Foca, Visegrad, Rudo and Cajnice, which geographically make up a single sub-region<sup>30</sup>. The selected regions were traditionally regions of large labour migration prior to the conflict in 1990s.

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<sup>28</sup> When compared to the average wage in BiH of around €415 per month (BHAS report for October 2011), and the poverty threshold of €122 per month (based on HBS 2007), the average amount of remittances can be considered as significant.

<sup>29</sup> Moreover, the amount of remittances received amounting to more than €1 billion per year is considerably larger than overall annual spending on social transfers, which is around €450 million.

<sup>30</sup> These three regions are marked in the map of Annex 5.



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The main geographic characteristic of these three regions is that all of them are located along the state border, with most of the municipalities being at the border. Also, municipalities were traditionally connected to centres other than the larger cities of BiH. Una-Sana Canton is much closer to Zagreb, the capital city of Croatia, than to Sarajevo, and thus is naturally more linked to Zagreb as a university, trade and health centre. Besides, this region is traditionally prone to migration not only to Croatia, but also to Slovenia and Western Europe. Canton 10 is bordering Una-Sana Canton and shares some common geographical characteristics of this region. In addition, this region is also close to Split, and is prone to migration of seasonal workers, particularly during the summer season.

Selected municipalities from the eastern part of BiH, on the other hand, are located on the opposite side of the country, and are at the border with Serbia and Montenegro. Similar to western regions close to Zagreb, these municipalities are close to Belgrade, capital of Serbia, and very much linked with it. Also, they are close to Montenegro and therefore prone to migration of seasonal workers. In addition to international emigration, all the selected regions are also regions of significant internal migration to other regions, since none of them has a large city that would be a destination of internal migrants within the same region. Therefore, vast majority of internal migration from municipalities in these regions is out-migration from the region, with negligible numbers of internal migrants who migrate within the region.

The available statistical data about region's demographic characteristics are presented in Table 1 of Annex 5. The figures, which have been taken from the entity level institutes of statistics, reveal significant losses of population in the selected regions between 1991 and 2009. In all these regions, losses are considerably above the total loss of population in the country, which amounts to 11.5%. These figures give support to the decision to select and analyse the three regions for which the data are presented here. Also, we see that the three regions differ in population, size of its territory and population density. For instance, Una-Sana canton and Canton 10 are very similar in their size, but Una-Sana's population density is close to the BiH average, while in the Canton 10 population density is only around 20% of the BiH level. In this Canton, three municipalities have population density even below 5 inhabitants per km<sup>2</sup>. In Foca region as well, population density is well below the national average. In addition, these two regions have negative birth rates (-4.30 in Foca region and -4.0% in Canton 10), which are even higher than the country average (-0.4%). Only Una-Sana Canton has a positive birth rate (2%).

According to the data presented in the table 1 of Annex 5, regions have quite distinct figures on the share of young (up to 15 years of age) and share of old people (65+) of the total population. For example, comparing Canton 10 and Una-Sana Canton, we see that in Canton 10, the share of young is 13.0%, while the share of old people is 21.7%. In contrary, the share of young in Una-Sana Canton is 19.8%, while the share of old people is 11.0%.<sup>31</sup> In Foca, share of young people of age 0-14 in population of the municipality dropped from 20% in 1991 to only 10% in 2007.

### **4.2. Labour market development in net migration loss / gain regions**

The main characteristics of the labour market in different regions analysed are presented in Table 2 of Annex 5. As we can see from the table, there are significant differences in some of the characteristics presented. First, all three regions have GDP per capita lower than the BiH average. In Canton 10 it is just over half of the national average. Second, poverty rates in Una-Sana and Canton 10 are slightly above the BiH rate, but in Foca region, this rate is very high and amounts to 37%. Third, employment rates in all three region are around half of the national average which is also very low (33.2%). Fourth, unemployment rates on the other hand are above the national average. Moreover, these cantons have low activity rates. The

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<sup>31</sup> This is only an estimate about the structure of population in FBiH. The same estimates for RS, or for BiH in total, are not available. According to the Census in 1991, the share of old people in population of BiH was 6.5%. This also suggests that the post-war demographic trends in all regions in BiH show the ageing of population.

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lowest activity rate is in the Canton 10. Hence, as the above-explained figures suggest, the labour market opportunities serve as an important factor of internal, but also for international migration in Bosnia.

The labour market in Bosnia is generally characterized by a low mobility of workers. As the total figures on internal migration show, a small proportion of total population is involved in internal migration. This particularly has negative impact on the labour market developments. For this reason, there are significant differences in the unemployment rates between different regions, which are relatively stable over a long period of time. In some cases, employment agencies report lack of certain skills in one region and unemployed people with the same skills in another region<sup>32</sup>. There are many reasons for this, besides the fact that there is a discrepancy in supply and demand at the labour market. Another reason may be found in the war and post-war demographic changes in population of each region. Namely, each of these regions faced significant war-related migration. The return of population in each region was dependent on the political changes in each region. The Canton 10 was a very ethnically mixed region before the war, but during and after the war, large numbers of Bosniak, Serbs and other nationalities other than Croats left the region, while the return is slow and often stalled. As in the other regions of BiH, majority of returnees are aged 60 or above. Similarly, the Foca region, which was very ethnically mixed faced vast changes in demographics – as almost entire Bosniak and nationalities other than Serbian were forced to leave during the conflict. Return of these ethnic groups is minimal. Finally, the Una-Sana Canton saw migration of Serb and Croat ethnic groups, and very slow return. In each region, which is generally facing high poverty and unemployment, the returnees find multiple obstacles to enter the (formal) labour market.

Regarding the specific characteristics of each region in terms of their migration patterns and their impact on the labour market developments, interviews with local experts have revealed the following:

1. **Una-Sana Canton.** As this canton is geographically close to Croatia and Slovenia, it traditionally records high emigration rates of workforce to these two countries. According to experts' estimates, up to 10,000 people emigrated from this canton to Croatia and Slovenia in the period after the war. People from this canton also emigrate temporarily to these two countries, as these counties have seasonal jobs available to these people. Still, Slovenia is now more attractive, because of higher wages, but also better protection of workers' rights. Also, there is a small number of emigrants to Italy and Austria. In terms of skills, majority of these people are construction workers and low skilled workers in tourism and related services.

This canton recorded a significant wave of emigration after the war, mainly of people from Velika Kladusa to the USA. It is estimated that around 50,000 people emigrated in a few years after the war.<sup>33</sup>

There are no official figures on the inflows of remittances, but as the stock of emigrants from this region is estimated to more than 100,000 people, they are expected to be significant. Also, there are significant inflows of pensions from abroad, particularly to "gastarbeiter" workers from Germany. Today, there are around 6,000 people receiving foreign pensions in this region<sup>34</sup>. Some of the remittances and pensions are invested, mainly in agriculture (through cooperation with large agri-industries placed in this region, such as Meggle, one of the largest producers of dairy products in BiH).

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<sup>32</sup> Taken from annual reports produced by DEP, and interview with, Mr. Rajko Klickovic, Deputy Minister of the RS Ministry of Labour.

<sup>33</sup> Majority of these people were members of Fikret Abdic's paramilitary forces who fought for establishing the Autonomous Province of Western Bosnia. After signing the Dayton Agreement, these people found themselves in a relatively hostile environment, since Una-Sana Canton was completely controlled by the BiH government forces they fought against during the war.

<sup>34</sup> Based on the interview with a local expert who estimated this number by using the data collected from local branches of banks.

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During the crisis, the return migration was also recorded. It is estimated that from Slovenia only, around 5,000 people returned since 2008. There is significant number of students who are studying abroad. The main destinations are Austria (Vienna and Salzburg) and to a lesser extent Croatia.

2. **Canton 10.** This canton was traditionally a region of large emigration, since 19th century to the USA, and then in 1960s to Germany. Also, during the war in '90ies, this canton suffered large loss of population, particularly two municipalities with pre-wars population of almost 100% Bosnian Serbs, who were ethnically cleansed from that region. Majority of these people are today in Banja Luka region. Also, a large number of Bosnian Croats emigrated to Croatia. The proximity to Croatia also increases the extent of seasonal migration of workers, mainly in tourism and construction sector, to the coastal areas.

Before the war, the region has recorded mass emigration of healthcare workers to Germany. Today, there is no evidence of large emigration of any specific skills, which would cause labour market shortages.

Bosnia and Herzegovina and Croatia signed the Agreement on dual citizenship in March 2007, which was ratified in October 2011 by the BiH Presidency, even though members of Croatian ethnic group possessed Croatian passport since the 1990ies. The Agreement recognised the possibility for dual citizenship in Bosnia and Croatia, which was one of the factors, besides the proximity to Croatia that has influenced emigration of labour force and students from these regions to Croatia.

3. **Foca region.** There is evidence of large emigration of people from this region to Vojvodina province in Serbia. In the last five years, there was no significant outflow of people from Visegrad. The largest outflow was recorded in the period 1998-2002, when around 5,000 people emigrated from Visegrad to Sarajevo, Bijeljina, and to a lesser extent to Serbia. This reduced population of the municipality from 18,500 to 13,500<sup>35</sup>. It is estimated that around 40% of students go to study in Serbia. There are no exact figures, but there is evidence that a large number of these people remain in Serbia after completion of studies.

This region also, due to the proximity to Serbia and Montenegro, has a large seasonal temporary emigration, mainly of construction and tourism workers to Montenegro, and for fruit picking jobs to Serbia.

### **4.3. Poverty and social exclusion in net migration loss / gain regions**

The net loss regions in Bosnia are characterized by GDP per capita below national average, higher poverty and unemployment rates, and lower level of urbanization. This implies lower population density and related material deprivation figures, so these regions are generally characterized by lower number of schools, doctors and hospital beds per 1000 inhabitants, as well as percentage of households with sewerage system. The analysis of available data from the three regions are presented in the Table 3 of Annex 5.

As may be seen in the Table 3 in Annex 5, numbers of doctors and hospital beds per 1000<sup>36</sup> inhabitants in the Una-Sana and the Canton 10 are below the national average. These two figures for Foca region are above the national average, thanks to the fact that one of the largest hospitals in BiH is placed in the town of Foca. In the case of number of students, only Una-Sana has a figure slightly above the national average, while it is well below for other two regions, Canton 10 and Foca region. Comparison of the net migration rates and number of students per 1000 inhabitants reveals that the net loss regions generally have the lowest number of students enrolled. The number of students enrolled is determined by the availability of higher education institutions, which exist in the Una-Sana Canton (University of

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<sup>35</sup> Interview with Ms. Koviljka Markovic, Head of department for economy in the Visegrad Municipal administration.

<sup>36</sup> These two figures are important indicators of development of a region, since health insurance in FBiH is canton specific, and the availability of health services is very often the reason for internal migration between cantons.

Bihac) and in Foca (this city hosts some Faculties of the University of Eastern Sarajevo<sup>37</sup>). Municipality level data reveal that the regional educational centres attract significant number of in-migrants, which indicate intra-regional migration flows in the direction of urban centres with larger number of schools.

Net loss regions are also characterized by a lower level of access to other basic services, such as sewerage system. This is in strong correlation with the population density, which suggests that the level of urbanization determines access to these services and affects out-migration.

As we have seen in chapter 4.2, the analysis of labour market data in the regions in focus of this paper shows generally higher unemployment rates than average in Bosnia and Herzegovina. Such high unemployment and poverty rates are closely linked to social exclusion and general apathy of the local population, and further analysis of data on the focus municipalities show low turnout of citizens in elections and events of importance to local development and decision making process (UNDP, 2010).

## **5. Impact of migration on vulnerable groups**

Bosnia and Herzegovina (BiH) is a country characterized by war and post-war reconstruction, and these factors have enormous influence on the migration perspective, especially in terms of war and post-war related migration as explained in the Chapter 2. The impact of migration on vulnerable groups must therefore be looked at from the perspective of these underlying characteristics of the country, especially impacts of war related migration.

### **5.1. Refugees**

Data on refugees has already been presented in the section 2.1.1. of this study. Majority of displaced persons and refugees lived in refugee camps or abandoned housing. The vulnerabilities that refugees have faced upon fleeing their homes during the war have primarily been those of integration in the new environments abroad. Refugees faced significant obstacles to exercising rights to work, education, health care, social assistance and documentation including travel documents, while this population also struggled to obtain durable livelihood solutions and obstacles to return and access rights in their pre-war settlements (UNHCR, 2011). Another challenge is the psychological wellbeing related to the perception of safety and feeling away from home, and especially the question of identity and belonging to the group and country. Refugees fleeing to other countries faced the problems with embedding themselves in the new environment, language, culture and social context. The study conducted among Bosnian refugees in the United States showed that Bosnian refugees suffer from different sources of distress, among which the following were highlighted:

“A lack of sufficient income for safe and adequate housing and other basic necessities was the single most common source of exile-related distress... Many described surviving on poverty-level incomes, and families with several children often lived in small, one-bedroom apartments that afforded little privacy. Adult children often helped out their parents financially when they could, but this often did not amount to much because many of the jobs people had found paid little better than the minimum wage” (Miller et.al., 2002: 350).

The study identified other sources of distress, such as the loss of social roles and the corresponding loss of meaningful activity, lack of environmental mastery (difficulty to adapt to new social environment); social isolation and the loss of community; loss of life projects (Miller et.al., 2002). The study found that the lack of adequate access to health and social protection and obstacles to securing legal residence in countries of destination were serious sources of distress.

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<sup>37</sup> This is a new university in RS set up during the war using facilities which were part of the University of Sarajevo

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Findings by Franz (2003) show Bosnian refugee women adapted more quickly than their male partners to their host environments abroad. The study found that due to the self-understanding and their traditional roles and social positions, women are not selective and willing to take on any jobs in order to secure livelihood for their families. On a contrary to women, men did not adapt as quickly as women to restrictions in the labour market and their loss of social status in host societies (Franz, 2003).<sup>38</sup>

### **5.2. Internally Displaced Persons (IDPs)**

Upon leaving their hometowns, IDPs primarily fled to communities where they belonged to an ethnic minority. In these communities they struggled with ensuring decent livelihoods due to lack of social networks and due to general poverty during and after the war. Generally, this category has the largest imbalance between sexes in favour of female, because they suffered the most significant losses of male household members during the war. Around 32% of IDP households are female-headed households. With regards to age, the largest proportion of internally displaced encompass working age individuals (64% of total number), while 18% of them are children of age 0-18 and 14% of them are of age 65 and above. Only 17% of heads of displaced households are employed. More than 20% of them do not have any source of income (MHRR, 2006). The UNHCR states that more than 100,000 IDPs still need durable solutions across the country (UNHCR, 2011). Those IDPs that live in collective centres, some 7,000 of them, remain in precarious situations; lacking adequate living conditions and requiring continued support. UNHCR confirms that the IDP population still living in collective centres include “persons who are physically and mentally challenged, others with chronic illnesses, the elderly without income or family support, and some who cannot return to their places of origin due to serious protection concerns” (UNHCR, 2011). The lack of adequate civil documents and proper registration with registry offices across the country generate many consequences, such as restricted access to health care, education, employment and other rights. Roma community is particularly affected by these problems, which are exasperated by lack of personal documents, various forms of discrimination and lack of access to employment (UNHCR, 2011).

### **5.3. Women**

#### **5.3.1. Women IDPs**

In general, women and children IDPs are “more vulnerable to different forms of exploitation and abuse being separated from family members and traditional support mechanisms or isolated from their communities” (Internal Displacement Monitoring Centre, 2008: p. 110). For a variety of reasons, especially due to loss of male heads of households, women take over the responsibility for their family's continued survival, which places them in the position to shoulder a greater burden in time of crisis. Women face general hardship, while children face risk of malnutrition, poor hygiene and sanitation, and lack of access to basic health care. The vulnerability of women and children IDPs is a combination of the conflict-related factors (such as social breakdown, lack of security, lack of food and shelter) and non-conflict factors which women and children face in terms of access to education, resources, health services, food, etc. The study conducted among women IDPs and refugees in Bosnia and Herzegovina confirmed that women show persistent levels of posttraumatic stress disorder (PTSD) and other mental-health problems in this population (Shmidt M., et al, 2008).

The studies on female-headed households place the main perspective on families whose male heads of families were victims of war, so there is no data on the impact of emigration

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<sup>38</sup> While Bosnia and Herzegovina was a refugee sending country, it has also received significant numbers of refugees from Croatia, Serbia, and Kosovo\* (This designation is without prejudice to positions on status, and is in line with UNSCR 1244/99 and the ICJ Opinion on the Kosovo declaration of independence). Today, BiH hosts close to 7,000 registered refugees from Croatia, and app. 400 refugees or asylum seekers from Kosovo\*. The UNHCR states that these refugees face serious obstacles to exercising their rights in home countries, while they also have serious obstacles to obtaining legal residence or naturalisation in Bosnia and Herzegovina

per se on the social vulnerability of those left behind. However, the data provided by UNHCR (2010b) for female-headed households indicate that, out of 113,4000 IDPs in 2010 (as per UNHCR, 2010b), 52% are female IDPs. UNHCR (2009) reports that large share of women, especially women victims of war, are still placed in collective centres. Women IDPs face lack of access to education, as due to traditional family roles and the need to provide subsistence to family they do not pursue education. This directly affects their future opportunities to find employment and social security. Data by Internal Displaced Monitor (2008) pointed out that women IDPs were by 27% less likely to have secondary education than displaced men. The female-headed households are also more dependent on different kinds of social assistance. The deprivation of women has a huge impact on the children in female-headed households, who are more exposed to risk of poverty and deprivation than those in male-headed households (the ratio is 23% to 18% respectively) (UNDP 2010, p. 25). The probability that a female-headed household receives remittances or pensions is twice higher than for the general population. UNDP estimates that female-headed households make up to 6% of families with children who receive such form of assistance (UNDP, 2010).

### **5.3.2. Women migrants**

Even though migration has been high in Bosnia and Herzegovina, there have been no specific studies that provide for correlation between emigration and social vulnerability of women and children left behind. As has been discussed in previous sections, women present 51.4% of immigrants from BiH in OECD countries. The data on age groups and sex of migrants shows that migration of women of age 20-24 is almost two times higher than that of men, while migration of women in age 15-19 and 25-29 is also higher albeit to a lesser extent than that of men. The research on the extent to which migration affected women in periods between and after the war and forced migrations has been limited by lack of consistent data on these population groups on migrants. The study on women migrants by Banu et al. (2009) shows that Bosnian women increasingly migrated to Germany and other European countries in the 1960ies, which contributed to changing their traditional roles in patriarchal society and improved their active participation in economic life. The new roles of women as breadwinners, increased their independence and creation of new roles of women in society (Banu et.al, 2009). After the war, the decision of Bosnian women to migrate was mainly supported by increased poverty, low living standard, insecurity and responsibility for family. However, there is a data gap on numbers of female migrants from Bosnia and Herzegovina abroad and their status in receiving countries today. Still, the study by Banu et al. concludes that "in many cases, women empower their position while living abroad, ensure better working conditions, wages, learn language and became main supporter for development of the home country" (Banu et. al, 2009: 7).

The only available study on returning migrants from abroad to Bosnia and Herzegovina (Koning, 2008) indicates that "[m]arried female returnees are often expected to take on the role of caring for the household, and may not engage in work activities and contribute less than the husband towards the family income" (Koning, 2008, p. 38). Women returnees at some instances may also get involved in income generating activities, especially if they are single heads of households (Koning, 2008).

### **5.4. Returnees**

The return in the post-war Bosnia and Herzegovina may be classified into three categories: the return to pre-war settlements where returnees compose an ethnic minority, and the return to pre-war settlements where returnees compose the ethnic majority (or the cities/communities where migrants returning to Bosnia and Herzegovina represent the majority). The return to pre-war settlements where returnees compose the ethnic minority is called the *minority return*.

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The third category of returnees are those returning refugees who do not return to their pre-war settlements, but decide to settle in some other region, commonly where their ethnic group composes the majority or where economic and social environment is most favourable.

Returnees coming back to their pre-war settlements where they represent the minority face many obstacles to integration that start with registration with local authorities to reclaim property. The Study on Returnees (Franz, 2010) noted “not only did local authorities discourage real return, but other obstacles such as intimidation, discrimination in employment and poor socioeconomic conditions made it difficult to return” (Franz, 2010: 54). The failure to fulfil the regulation to register with local authorities in 30 days upon arrival makes it difficult for returnees to access employment, education, and health insurance. However, many returnees are not aware of such regulation, and thus become victim of lack of information. The Human Rights House Foundation study (2010) indicates that returnees, especially those going back to regions where they represent the ethnic minority are marginalised and face lack of access to services and rights. There are no functional mechanisms for protection or positive discrimination of returnees, which would ensure fulfilment of their basic social needs. Displaced persons and returnees struggle with ensuring adequate social care and face “grave existential difficulties and often unbearable social situation in places of displacement and also in their pre-war places of residence after return” (BiH Ministry of Human Rights and Refugees, 2010).

The Helsinki Committee for Human Rights in BiH report found that the returnees struggling to secure work and decent livelihood condition also due to lack of appropriate action of the government to ensure sustainable return, cause the new wave of migration (Helsinki Committee for Human Rights in BiH, 2007).

Access of returnees to health services in their area of return is hampered by the fact that returnees who are in a minority situation in their area of return feel uncomfortable to be treated by local doctors for fear of discrimination and prefer to travel back to their area of displacement or places where they belong to majority. However, due to the fragmented and complex health system caused by the division of competencies between entities, and in FBiH between cantons, it is difficult to transfer health entitlements from one entity to another and even from one canton to another. Also, the returnees face the problem of unpaid health contributions by employers, which limits their financial possibility to meet their obligations.

The lack of access to adequate health care in the area of return is a serious obstruction to return especially for elderly displaced persons (Helsinki Committee for Human Rights, 2007). Different reports of UNHCR, Internal Displacement Monitoring Centre (IDMC) recorded complaints of Bosniak returnees about “routine mistreatment in hospitals and health centres in RS. They say doctors frequently refuse to treat Bosniak patients, or slap charges on them for treatments that are supposed to come free of charge under their insurance policies” (IDMC, 2007). Due to the lack of access to health care, returnees to either entity keep their registration in the entity where they represent majority in order to make sure they will be able to get adequate health care. This is confirmed by the recent EU progress report which emphasizes that “discrimination in access to employment, health care, pension rights and slow pace of demining, remain barriers to the sustainable return and local integration of IDPs” (EC, 2011: 20).

Besides, returnees face significant psychical barriers to accept and endure integration to new social, economic, and political environments that are transformed by war. Return, thus, signifies adaptation to new social relations in the community from which they migrated during the war. The study by Eastmond (2006), finds that returnees from abroad, who have sorted out the legal residence and citizenship in some of the destination countries make decision to return easier, thanks to established social networks and legal grounds for return to that country if need be. Nevertheless, the study indicates that primary age group which returns are elderly – persons who are close to retirement or already retired (Eastmond, 2006).

## **5.5. Children**

Statistics reveal that around 19,000 minors (3,000 between the ages 0-5 and 16,000 aged between 5 and 18) are IDPs (Internal Displacement Monitoring Centre, 2008). IDP children living in collective centres face “increased level of learning and psychological difficulties...affecting especially those children who have been living there for extended periods of up to 10 years” (Internal Displacement Monitoring Centre, 2008: p. 110). These difficulties are further exacerbated by the trauma that displaced children face “including mourning the missing and killed, lack of financial resources and separation from closely related persons” (Internal Displacement Monitoring Centre, 2008: p. 110). IDP children also face higher health and nutrition risks, which affect their development and wellbeing.

The decision of families with children to return to their pre-war settlements depends on a number of factors, before all the economic and social security, and the educational prospects of their children. Different reports, such as one of the Norwegian Refugee Council (2004) and the Human Rights House Foundation (2010) conclude that the discrimination in the educational institutions hamper return of displaced persons and refugees, and this is especially in the rural areas where the returnees compose minority in the post-war social context. The most striking form of segregation in education has been the functioning of the so-called “two schools under one roof”. These schools have initially been established as means for integration of children of different ethnic background into the same school. However, these schools have become places where there is no communication or mixing between children of different ethnic background as the school systems belonging to different ethnic groups are organised in such a manner that there are no overlaps between classes. Such schools keep children divided on ethnic grounds and, deprive children of the opportunity to communicate and/or meet each other (Human Rights House Foundation, 2010). The segregation in schools and lack of opportunities to receive education respecting the rights of minority returnee children is a major negative factor for affecting their psychosocial embeddedness (Koning, 2008) and creates disadvantages for minority returnee children (Internal Displacement Monitoring Centre, 2008).

These factors cause splitting of families, whereby one parent returns to the pre-war settlement and the other parent remains in the place of displacement to enable children to continue education. Unfortunately, no concrete data or estimates on quantity of children who are facing these problems are available. Another approach returning families take is that a child travels long distances in order to be able to follow curriculum corresponding to their own ethnicity (Internal Displacement Monitoring Centre, 2008).

Children returning to the pre-war settlements or returning to the country from abroad also face significant challenges in recognition of their education documents (such as diplomas, certificates, etc) upon return. This is especially visible with University diplomas from abroad, which are extremely difficult to get recognised by local Universities or employment institutions (see also Chapter 6).

There are no specific studies or reports that deal with children left behind from Bosnia and Herzegovina, which influences negatively the evidence of the status of children belonging to this group. However, an interview with the representative of the BIH Ministry of Human Rights and refugees reveals that families (mothers or grandparents primarily) take care of majority of children left behind.<sup>39</sup>

## **5.6. Elderly**

The UNDP (2012) report identifies elderly as being at highest risk of poverty and social exclusion in Bosnia and Herzegovina, and statistics show that 28.8% of single-member households over 65 are poor.

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<sup>39</sup> Interview with Ms Saliha Djuderija, BIH Ministry of Human Rights and Refugees



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Following the pattern of lack of specific data correlating migration and vulnerable groups, there are no data focusing on effects of migration on elderly, especially in terms of assistance to elderly from migrant children. Still the IASCI (2009) report and the interview with the representative of the Ministry of Human Rights and Refugees and the Social Inclusion Fund<sup>40</sup> point that the main reason for remitting to Bosnia is support of parents from (e)migrant children.

Returning migrants to Bosnia and Herzegovina, especially the older population, have rather small chance to get employment due to various reasons linked to general socio-economic and labour market situation, but also discrimination and lower employment opportunities in their pre-war settlements for those returning. In general, it is predominantly the elderly who want to return to pre-war settlements. The elderly usually return on their own, while their children remain in places of displacement or in emigration. The return significantly affects well-being of elderly due to social disintegration in their new environment. The Internal Displacement Monitoring Centre (2008) report points towards difficulties to access adequate health care in the area of return, which poses significant problems to returnee elderly population. While this age group often succeeds in ensuring pension in their return municipalities, those who do get pensions as IDPs usually get the lowest pension benefits. This is due to the fact that by leaving their homes and employment during the war, they were not in the position to fulfil the necessary number of years in employment to secure pension (Internal Displacement Monitoring Centre, 2008). This places them in double vulnerability, as they did not leave their settlements and jobs voluntarily, and upon return they cannot ensure decent standard of living. Another group of elderly are the people who do not succeed in realising the rights to pension due to lack of knowledge on bureaucratic procedure, lack of documents, etc. The UNHCR process of re-registration of IDPs in BiH revealed, "2,467 are elderly without any source of income" (Council of Europe, Commissioner for Human Rights, 2008, p. 14).

The study by Eastmond (2006) finds that children take care of their elderly in return areas through remittances and ensuring care for them through paid care. Also, the elderly often receive extensive care from their social environment - neighbours, extended family, etc. (Saliha Djuderija, Ministry of Human Rights and Refugees, 2011).

### **5.7. Roma**

First difficulty in dealing with Roma is lack of reliable statistics on Roma population and their livelihood, which creates obstacles to any clear analysis of their migration experience. For example, different estimates of Roma population in BiH prior the war goes between 8.864 members of the Roma national minority (1991 Census) to 50 -60,000 (Specialist Group concerning Roma from the Council of Europe, 1996). The Minority Rights Group considers the number of Roma to be around 40-50,000, while Organisation for Security and Co-operation in Europe (OSCE) Mission to Bosnia and Herzegovina estimates that there are between 10,000 to 60,000 Roma in BiH today.

Due to war, a great percentage of Roma left their pre-war settlements and fled either to other regions within the country or abroad. There are no specific records on the number of Roma IDPs, refugees or returnees. However, there is evidence of brutal treatment of Roma during the war, and the European Roma Rights Centre (2004) Report states that 30,000 Roma in BiH were subjected of ethnic cleansing.

The lack of data on migration status of Roma is mainly due to the fact that the Roma population inherently struggle with personal documents and property rights, and UNDP (2010a) report indicates that 87,6% of adult Roma in BiH do not possess any documents. UNHCR (2010a) reports that majority of stateless citizens in BiH (9,661 persons) are actually Roma, which may be the consequence of difficulties when dealing with state authorities, e.g. Roma are often refused the needed documents to register them as citizens. The lack of

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<sup>40</sup> From an interview with Ms Saliha Djuderija, BiH Ministry of Human Rights and Refugees and Ms Ranka Ninkovic-Papic, Social Inclusion Fund

personal documents affects access to health insurance and social welfare, but also access to employment and education. This is especially relevant for Roma, whereby 70% of Roma cannot provide for their basic physical existence (Global Children Foundation, 2011). Today, only 5,4% of Roma families get some kind of social assistance, and 34.3% of Roma have health insurance. Roma people also struggle in finding employment, and a research on Roma shows that only 2.3% of Roma are employed (UNICEF, 2011). Besides, the Roma returnees in general “experienced more difficulties than other returnees in claiming pre-war possessions, although the situation seems to vary according to the municipalities. This is especially true for those who cannot provide legal entitlements for their pre-war accommodation because they lived in informal settlements or in social housing that was destroyed” (Council of Europe, 2009). The Council of Europe also pointed that the “reconstruction of destroyed Roma properties has allegedly been slower than for other groups of the population and the authorities have sometimes not been very responsive to Roma requests for return of possessions or rehabilitation of damaged housing” (Council of Europe, 2008: 18). There have been many cases of hostility and violence against Roma returnees, as well as “frequent instances of looting of Roma properties, which discouraged many of them to exercise their right to return. (Council of Europe, 2009; p. 24).

Roma women face especially difficult circumstances. Over 90% of Roma women do not have any access to health, social protection or employment. Roma girls drop out of school very early, and the ratio on school attendance between Roma girls and boys is 3:7 (UNDP; 2011). Finally, it is important to say that of the 4-6% of children not attending school at all, the majority are Roma and displaced children (Internal Displacement Monitoring Centre, 2008). Due to social exclusion and multiple vulnerabilities of the Roma population and particularly the Roma women and girls, they are especially vulnerable to trafficking. The World Bank (2007) reported that IOM has assisted a large percentage, if not the majority of victims who were Roma.

## **6. Policy responses**

### **6.1. Encouragement of circular migration**

Bosnia is still predominantly a country of emigration. Despite that, the country does not have clearly defined policy regarding emigration of its nationals, neither policies aiming at attraction of return or other types of involvement of its diaspora in development of the country. The Draft Law on Diaspora, prepared by the BiH Ministry for Human Rights and Refugees, is waiting for acceptance at the BiH Parliament for about two years already.

The first document that dealt with migration policy of Bosnia was the Migration and Asylum Strategy 2008-2011 (Ministry of Security, 2008). The Strategy has defined the country's policies in the fields of immigration, asylum, border control and trafficking, primarily in order to achieve compliance with the EU requirements. Unfortunately, this strategy does not cover the issue of emigration, as the most important for this country. Policies and legislation dealing with migrants in Bosnia and Herzegovina are listed in Annex 7. However, the analysis indicates that the implementation of the legislation and provision of legal remedies are weak components in the chain of protection of migrants. Closely linked to this is the legislation on immigration. Within the visa facilitation requirements, Bosnia and Herzegovina was tasked to harmonise legislation in line with EU security policies; therefore Bosnia and Herzegovina adopted relevant legislation tackling the issues of border control, (illegal) immigration and statistics.

In order to combat the problem of illegal labour emigration of its nationals, Labour and Employment Agency of Bosnia signed Agreements on temporary employment of Bosnians with Croatia, Serbia and Slovenia. Besides this, BiH Labour and Employment Agency started negotiations with authorities from Serbia and Qatar on an agreement that would regulate the rights of temporary workers from BiH in these countries. The negotiations were completed in 2010, the texts of the agreements are drafted and the signing all three agreements is expected soon.

## **6.2. Reintegration of IDPs and refugees (including forced returnees)**

### **6.2.1. Response of the BiH government: institutional and policy framework**

The end of the war in BiH saw around two million people who no longer lived in their pre-war places of residence. That is why the Dayton Peace Agreement (DPA) placed imperative on ensuring protection of rights of refugees and IDPs, through its constitutional articles. The DPA and its Annexes IV (Constitution of BiH) and VII (Agreement on Refugees and DPs), deal extensively with the rights of IDPs and refugees. Annex VII deals specifically with refugees and IDPs, while rights of these populations are also stipulated in the BiH Constitution. The DPA also included the 1951 Convention relating to the Status of Refugees and the 1967 Protocol as integral parts of the document.

Bosnian government adopted the Law on Refugees from BiH and DPs in BiH<sup>41</sup>, which stipulates principles and rights for refugees and DPs, including right to property, but also acquisition and cessation of the refugee/DP status. Due to the governmental framework set out in the BiH Constitution, this Law is a framework law, which needs to be further elaborated and adopted by entities in form of their own laws, which are harmonized with the framework state law. Both entities passed their Laws on Displaced Persons and Returnees respectively. However, the Functional Review of the Return Sector found that the harmonization of Laws to the state laws had not been completed in the RS, while in FBiH, the law was harmonized only due to the imposition of the Office of the High Representative (OHR). (European Commission, 2005: 30). The Functional review concludes that such situation was a reflection of the limited power of the state level over mandate of entities. Other visible shortcomings of the legislation are the different definitions of target groups (e.g. returnees) in the texts and the unclear framework for duration of the returnee status. The state law stipulated that the status ceases six months upon return. However, in RS it is permanent, while the lack of the definition of the returnee in the FBiH Law does not provide for any time framework for returnees.

One of the most fundamental provisions of the Peace Agreement was to solve the property issue as per the Property Laws of BiH. In order to speed up the process of implementation of the Property laws, the OHR led the adoption of the Property Law Implementation Plan (PLIP), which aimed to ensure that property rights are recognised and enforceable for every individual in the country, without regard to political considerations (OHR, 2000). This Plan was adopted in 1999. This Plan was the response to visible obstruction of minority return by local authorities in return areas, and it focused on implementation of individual right to property. As the result of the implementation of the Plan, 93% of 216,026 real property restitution claims have been successfully processed (Haider, 2010). However, the reality in the return areas is that there are cases where houses were returned just to be sold to new inhabitants that now represent the majority in the return area. Also, there have been exchanges of housing between the ethnic groups instead of return (Tuathail, 2005).

Besides, the Bosnian institutional framework provides for strong focus on refugees and IDPs, through state level Ministry of Human Rights and Refugees (MHRR), Ministries for refugees and DPs in both entities, cantonal ministries with return portfolio within their mandate, portfolios within municipal governments, regional centres of the State level MHRR. The BiH government also established the state-level Return Fund (RF) and the State Commission for Displaced Persons and Refugees (SCDPR). (See Annex 7b for overview of the institutional framework for refugees and DPs). However, the functional review of the Return sector (2005) found that, while the coordination between all these institutions does exist, the “efficiency and efficacy are lacking, transparency and best practices suffer and that overall resources could be allocated better (EC, 2005).

The BiH government, with support from the Return and Reconstruction Task Force led by OHR and UNHCR, developed the Strategy for Implementation of Annex 7 of the Dayton Peace Agreement, in 2003. This Strategy outlines framework for return of IDPs and refugees to their pre-war homes. However, main shortcoming of the strategy is the fact that it rather

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<sup>41</sup> Law on Refugees from BiH and Displaced Persons in BiH, BiH Official Gazette (OG) 23/99, 21/03 and 33/03

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enlists desired goals than stipulating actions and measures that would constitute full-fledged strategy. The reason for that was found to be the failure of parties drafting the Strategy (different levels of government) to agree on ways and means towards the stated objectives (EC, 2005). The implementation of the Strategy in the period of 2003-2007 saw around 618 million BAM (app. 320 million EUR) of investment in reconstruction and return of “around 31,500 families (around 130,000 persons), which per a returnee family amounts to almost 20,000 [BAM, or over 10,000 EUR]” (MHRR, 2008: 21).<sup>42</sup> The allocations and achieved results initiated the revision of the Strategy in 2008.

The revised Strategy was adopted in the same year, and it was complemented with funds in amount of 38.9 million BAM (approximately, 20 Million EUR) allocated to the Return Fund, with the aim to improve conditions for sustainable return, increased employment, education, health and social protection. The Revised strategy had the aim to focus on ensuring sustainable return of refugees and DPs. The revised strategy rightly pointed out to decreasing donor funds for return, but noted to increase of governmental budgets for this goal, amounting to 150 million BAM (app. 7,5 million EUR) in 2008. The implementation of the Revised strategy brought a number of lessons learnt, among which it is important to highlight the fact that “due to partial and fragmented interventions in the field, costs of sustainable return per a returnee family are high. Transition to a "project approach" in the implementation of the return process and concentration of assistance to micro-localities of return would decrease significantly those costs, thus resulting in more beneficiaries that would be covered by available funds” (MHRR, 2010: 35). For this reason, but also due to the fact that the Revised Strategy did not bring desired results, the BiH government embarked in developing the new Revised strategy in June 2010. Implementation of measures of this Strategy has been ongoing. However, the EU progress reports for 2011 assesses that, while some steps have been taken to implement segments of the revised Strategy focusing on funding for vulnerable groups living in collective centres; the Strategy still has not achieved to put in place the procedures for allocations of return assistance (EC, 2011).

Besides the BiH legislation, a regional Declaration titled “Sarajevo Declaration on Refugee Returns” was signed by Croatia, Bosnia and Herzegovina, Serbia and Montenegro in January 2005 to facilitate the return and integration of refugees and IDPs. The deadline set by the Declaration was the end of 2006. Due to the fact that the return is still high on the agenda of all these governments, there have been many bilateral and joint meetings between the countries to reinforce the discussion and seek solutions for remaining refugees and IDPs. However, the report on implementation of the Declaration prepared by OSCE, concluded that, upon 18 months of its implementation, the Declaration did not show much success beyond the mere meetings and exchanges between the governments of the three states (OSCE, 2006).

Other relevant measures adopted to support return are primarily measures for ensuring equal educational rights to all. The temporary agreement on meeting special needs and rights of children returnees was adopted in 2002 by BiH authorities with support from the Office of the High Representative. This Agreement laid out six key objectives for sustainable return, and one objective, for example, was to “enable children-returnees to attend classes of the so-called “national group of teaching subjects”<sup>43</sup> according to curricula and syllabi of their choice, whereas other teaching subjects will be taught according to local curricula”. Consequently to this Agreement, “returnee teachers were hired, and a larger number of schools offer to their minority returnee children separate classes on certain subjects such as language and literature, history, geography and religious instruction” (Internal Displacement Monitoring Centre, 2008: 127). However, these measures have been interpreted differently in different regions in the country, and the so called “two schools under one roof” were established, allowing for segregation of children based on ethnic and religious affiliation or

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<sup>42</sup> The Revised Strategy states that “renovation costs per a housing unit amounted in average to around KM 11,000 (55%), while around KM 9,000 (45%) in average was invested in the measures towards the return sustainability, with participation of domestic institutions in funding sustainability of return amounting to around KM 447 million (72%), and of foreign donors KM 170.7 (28%) (MHRR, 2008: 21)

<sup>43</sup> These subjects are: mother language, geography and history

belonging to one of the constituent peoples. The consequences are gloomy as such schools perpetuate “non-integration, mistrust and fear of the ‘other’” (Human Rights House Foundation, 2010: p. 13). Unfortunately, such practice is still present in schools in Bosnia and Herzegovina, and the NGO Report reports that there are 54 divided schools in the country. The Parliament of the FBiH adopted a Resolution to establish multi-ethnic school departments in the schools that are organized in such a manner in February 2010. However, no changes in the structure of schools have yet been implemented. Continuation of such practice provides a big obstacle for reconciliation and reintegration of children.

Bosnian authorities also adopted a range of measures for protection of national minorities. The State Law on the Protection of Rights of Persons belonging to National Minorities was adopted in 2003 and amended in October 2005. This Law stipulates the possibility to introduce positive measures for national minorities in the field of employment and also stipulates establishment of the Council of National Minorities. Following this legislation, the Republika Srpska passed a Law on the Protection of Rights of Persons belonging to National Minorities of Republika Srpska in 2004. Also, the Federation of Bosnia and Herzegovina adopted the Law on the Protection of Rights of Persons belonging to National Minorities of the Federation in 2008. Thanks to the pressure from the EU and other international actors, the Anti-discrimination Law was also adopted in 2009.

The discrepancy between the formal mechanisms and guarantees of rights and the reality of implementation and fulfilment of these rights (the difference between the *de jure* and *de facto*) is the ultimate challenge in Bosnia and Herzegovina. This discrepancy has serious repercussions on lives of especially vulnerable groups and those returnees going back to their pre-war settlements.

### **6.2.2. Donor support to return and reintegration of refugees and IDPs**

The role of the international community in enabling return of refugees and IDPs in Bosnia and Herzegovina was huge, both in political and financial terms. The international community under the leadership of OHR and UNHCR, established the Refugee Return Task Force (RRTF), gathering donors, UN agencies and other international organisations. This Task Force had the primary role in coordination of donor assistance to return process, but also leadership role in policy making in this sector. This Task Force ceased its work in 2003.

Donor allocations for emergency assistance and reconstruction in Bosnia and Herzegovina amounted to an average of €27.5 million (or 9% of total contribution) in years after the end of the war until 2006, since when planned allocations dropped to only €9 million and less (or 2.1% of total contribution in the following years (UNDP, 2006: 86). This significant decrease in funds reflected positive impacts of the Property Law Implementation Plan and related reconstruction that was implemented in the country after the war. However, the donor funds still were granted to projects and interventions towards sustainable integration of returnees, and support to projects that developed capacities, measures, and policies for local development, citizen participation, social inclusion, etc.

Different projects supported by donors, such as the European Commission and various bilateral donors have contributed to improvement of livelihood of returnee population and integration of IDPs. It is worth mentioning that, the EU contribution to return and reconstruction through programmes of OBNOVA, CARDS, and IPA was substantial (See Annex 8 for overview of the EU assistance to return within the Democratic Stabilisation Portfolio).

### **6.3. Development of net migration loss/gain regions**

The political situation in BiH, where two entities operate independently, with almost no coordination of activities, as well as further division of the Federation BiH entity, affects the regional development policies. As described in Chapter 4, there are significant differences in the levels of development indicators between different regions in BiH. Still, there is no

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national policy aiming at reduction of disparities in regional development. The only policy in the Federation BiH is that the entity uses a small part of its budget to support Cantons (primarily Posavina and Gorazde) with large budget deficits, but instructions how that transfer should be used are missing.

As regards EU programmes, unfortunately BiH is not yet eligible for funds under regional or rural development components. There are only two components available to BiH which are Transition Assistance and Institution Building, and Cross-Border Cooperation.<sup>44</sup> The Cross-Border Cooperation component consists of three bilateral cross-border cooperation programmes, with Serbia, Montenegro and Croatia. First call for project with Montenegro was launched in 2009, and funded 12 projects. None of the projects funded did address problems of migration directly, although three of them were related to youth employment, which might have indirect impact of reduction of migration of youth from BiH. Second call for cross-border cooperation projects with Montenegro was announced in April 2011, and two with Serbia and Croatia in October 2011. As none of these projects were implemented yet, it is not possible to report any evaluation of their results.

The European Union has funded two regional development projects in BiH so far. Both projects were implemented in two phases. The first project was Quick Impact Facility Project and the second was European Union support for Regional Economic Development in Bosnia and Herzegovina (EU RED). The Quick Impact Facility Project Phase I (EUQIF 1) was implemented in the period 1999-2002, while the Project Phase II (EUQIF II) 2002-2004. The first phase of the EURED was implemented in the period 2004-2005, and second in the period 2005-2007. The funds of EUR 11.2 million were provided to 48 local and regional projects. According to the description of the project, available at the website of the EU Delegation to BiH, it is estimated that the creation of 2,000 new jobs was supported through these projects.

As explained previously, analyses of the migration and its impact on the regions are lacking; therefore there are no policies addressing the problem of high emigration from a particular region. Due to the problem of lack of available data, and possibly of lack of understanding of the extent of problems arising from high emigration, none of the regional development strategies has directly addressed the problem of high migration.

### **6.4. Support to vulnerable groups related to migration**

Bosnia and Herzegovina is signatory of a number of conventions and other International Human rights documents, which have become a vital part of the BiH Constitution, and thus integral part of the legal framework of the country. Annex 1 of the Constitution deals with the social rights as prescribed by the International Agreement on economic, social and cultural rights, which Bosnia and Herzegovina signed in 1993. Bosnia and Herzegovina also signed the European Social Charter in 2004, taking on the obligations outlined in the Charter. However, the Charter has not been ratified by the Parliament yet.

Upon expiration of the Mid-term Development Strategy in 2007, Bosnia and Herzegovina started development of the country Development Strategy under the leadership of the Directorate for Economic Planning (DEP). This Development strategy was supposed to be accompanied with the Social Inclusion Strategy, and the two documents would represent the overall country's development framework. However, due to political struggle the adoption of these strategies has been discarded. Instead, the Governments in Federation BiH and in the Brcko District have each adopted only their Strategies for Social Inclusion. Republika Srpska is in the process of designing its own Development Strategy, which will also cover social inclusion perspective. Besides these overarching strategies, the government has adopted and/or drafted a range of sector-specific strategies that are enlisted in Annex 7.

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<sup>44</sup> The funds available under the first component in the period 2010-2012 are €315 million, while under second component are €16.3 million.

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The Social Inclusion strategies in FBiH and in Brcko District do not pay special attention to the matters of migration or any of the vulnerable categories we discuss in the report. Still, among measures, this document focuses on protection and inclusion of vulnerable groups, such as families with more than two children, elderly persons, people unable to work, i.e. people with disabilities, unemployed people, people with low education level (Social Inclusion Strategy, p. 13). The implementation of the strategies is in its initial stages, and it is too early to assess their success.

The Social Inclusion Fund (SIF) was established (and registered as an NGO) as a response to the needed reforms in 2010. The SIF works towards “prevention and reduction of causes and effects of social exclusion and poverty in Bosnia and Herzegovina through participation and support to the promotion of partnership of stakeholders from the governmental, non-governmental and private sectors”. The Fund provides direct support to the identified most vulnerable groups of population, such as persons with disabilities, families with several children and children from vulnerable groups, youth, unemployed and newly unemployed (SIF 2011: 11), through supporting financially the civil society organizations dealing with vulnerable groups. The SIF is supported by donors (Open Society Fund and Swiss Development Cooperation) and cooperates with the Directorate for Economic Planning.<sup>45</sup>

The Roma Strategy of Bosnia and Herzegovina was adopted by the Council of Ministers in July 2008. This strategy was followed by adoption of the Roma Health Action Plan in July 2008. Also, the BiH government adopted Action Plans on employment and housing for the Roma population. This strategic framework, together with the Action Plan for education for Roma and other minorities that was adopted in 2004, enabled Bosnia and Herzegovina to participate in the Decade of Roma Inclusion 2005–2015, and the membership started in September 2008. The process of drafting the Roma strategy and its related Action Plans is a good example of participatory approach to policy-making in Bosnia and Herzegovina. This process was strongly supported by the international community, primarily the Council of Europe, but also by local stakeholders.

The EU progress report 2011 assesses that there has been progress in implementation of the Roma Action Plan measures for housing and employment, but that there is very little progress in implementation of the Action Plan on health. Further, the report states that there was limited coordination among different government levels and lack of monitoring mechanisms for implementation of action plans. Particularly limited was the success of cantons and municipalities to “adopt, analyse and revise by-laws and introduce provisions to protect the Roma in the areas of employment, health, housing, and education” (EC, 2011: 19).

### **6.5. Best practice examples of policy responses**

The establishment of the Social Inclusion Fund has been a great step forward in terms of provision of social protection and inclusion services to most vulnerable groups. Financial support to civil society organisations and their work with vulnerable groups has been of great assistance to the final users.

The process of development of the Roma Strategy can be marked as a positive practice. Active inclusion of civil society organisations, representatives of the Roma community, experts and government representatives presented a strong motivational factor for all included to contribute to the document.

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<sup>45</sup> In the first year of its work, the SIF provided total financial contributions for projects amounting to 775,682.74 BAM (app. 388,000 EUR), accompanied with the financial contributions for projects from local sources in amount of 387,667.27 BAM (app. 198,000 EUR). The sum of all financial funds that were allocated to implemented NGO projects in the first round of funding amounted to 1,163,350.01 BAM (app. 630,000 EUR) (SIF, 2011).

## **7. Key challenges and policy suggestions**

### **7.1. Key challenges**

Bosnia and Herzegovina today faces a range of migration challenges and challenges linked to socio-economic and political impacts on vulnerable groups to migration. The analysis conducted for the purpose of this Report points to the following most important challenges faced by Bosnia and Herzegovina today:

- The current political stalemate (e.g. inability of political leaders to form the Government at the state level since the general elections in October 2010, and lack of joint vision and agreement on approach to EU accession related reforms by political elites) influences negatively the socio-economic prospects of the country, and further disintegrates the society along ethnic lines. Political struggles affect adoption of important state level strategy frameworks, such as the Country Development Strategy and the Social inclusion strategy. These issues pose important challenges for adequate development of the country that ensures protection of vulnerable groups, such as returnees and minorities. This situation also influences the apathy and frustration of citizens, thus increasing inclination for emigration.
- Policy-making processes in the country are highly influenced by the EU and international community's support and push. Nevertheless, the adopted policies and legislation are largely not implemented due to lack of funds or motivation of the government to ensure quality implementation.
- The social protection and inclusion system provides inconsistent, unequal and generally poor access to social protection services. This is due to interlinked problems of inconsistent legislation and service provider system in the two Entities; unclear roles and reciprocity of services between the entities, and poor collaboration between different governmental levels. Also, the social protection system struggles with funds and capacities to adequately target social protection responses based on human rights principles.
- The country lacks of reliable statistical data on migration and its impacts on the society. The fact that the country has not had a census since 1991 worsens the task of consolidation and analysis of data and social indicators.
- With support from the International Community, Bosnia and Herzegovina has had consolidated efforts to facilitate the sustainable return of IDPs and refugees to their pre-war settlements. However, these groups need further support in terms of employment, housing, social protection and inclusion and security. This is due to the fact that returnees face significant segregation, discrimination and social exclusion, especially in areas where minority return is happening. Such situation affects returnee children extensively, due to challenges in recognition of diplomas acquired elsewhere, and due to segregation and discrimination in educational system. These challenges result in either *ghettoization of ethnic minorities, social exclusion and marginalisation of these groups*, or finally the decision of many returnees to *leave their return areas forever* in search for more stable and sustainable livelihood.
- With implementation of Property legislation, significant steps forward were made to solve the issue of property and legal documents, majority of IDPs and have managed to solve the property and legal rights. Nevertheless, these groups have not returned to their pre-war homes factually but only to reclaim the property and immediately sell or exchange for property in the areas where they are part of the ethnic majority.
- The women affected by migrations in Bosnia and Herzegovina, and especially women victims of war, face serious challenges related to social exclusion, poverty and security.
- The Roma community faces most significant discrimination in Bosnia and Herzegovina, and is the group most exposed to poverty. Challenges faced by returnee population are further exacerbated for Roma returnees, who struggle with exercising even their basic



rights to housing, social and health protection due to lack of personal documents and excessive discrimination of this group.

## **7.2. Policies to be taken by different actors**

### **7.2.1. Migration related policies to be taken by different actors**

1. BiH should improve migration statistics, including both flow and stock data. International community, and EU in particular, could help countries in the region by providing them national level data on immigration besides the ones available through EUROSTAT, which could lead to establishment of consular registers of these countries in the main destination countries of their emigrants (mainly EU countries).
2. Once the statistical data are improved, support to research on the migration topics should be provided. BiH lacks research activities and capacities in general. High rates of emigration of PhD graduates combined with the fact that the R&D expenditures dropped from 1.6% before the war to 0.08% today make it necessary that the state government, with support of international donors, including the EU, should invest in research and capacity building, with key topics of research clearly identified (e.g. research of circular migration, mapping of diaspora in order to understand its potential, research of the use of remittances, or virtual return of highly educated emigrants). Cooperation between BiH and destination countries can also include activities that would improve cooperation of local higher education institutions and diaspora, by promoting joint research activities by Bosnians at home and abroad.
3. BiH does not yet have a migration policy developed. The current strategy of migration does not clearly present the state policy, and deals with immigration only, although the country is predominantly experiencing emigration. Additionally, besides having a number of different institutions dealing with different aspects of migration established, BiH still needs to create a coordination mechanism that would implement its migration policy.
4. In order to decrease brain drain, particularly of youth, BiH should develop policies targeting this group. The specific policies targeting youth may include active labour market measures for youth, subsidies for purchase of apartments by young couples (which existed before the war), and other measures. .
5. Policies related to increasing positive impact of emigration, targeting emigrants while they are still abroad, should focus on activities aiming at increasing links between diaspora and the home country. These activities are expected to result in the increased remittances inflows and stronger ties between the emigrant groups and the country. The coordination of the activities by different actors should be led by the Ministry of Human Rights and Refugees, or by the Ministry of Diaspora that needs to be established;
6. Activities that would attract larger inflows and support channelling of remittances in productive investments, such as development of mutual funds between diaspora's home country associations and local communities in the home country; establishment of diaspora development agency that would operate at the regional level and provide assistance to potential investors of the diaspora for starting businesses and investing in the home country while abroad;
7. There should also be policies aiming at promoting circular migration and attracting return of these emigrants. Current policies in place, such as complicated procedure of validation of formal qualifications gained abroad and lack of any support at return act rather as obstacles for return of Bosnian emigrants. The newly established state-level agency for higher education should take its role in removing this obstacle for return of highly skilled workforce. The BiH government could provide loans scheme with low interest rate for business start-ups by returnees. This could be supported by governments of destination countries as well.

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8. The EU also can take its role, particularly in terms of promotion of circular migration and return of migrants. EU member states should introduce labour market arrangements that would facilitate circular migration, through bilateral labour and social security agreements, such as the one signed between Slovenia and Bosnia, allowing accumulation of periods of contributions for social security in different countries (EU and countries of origin of migrants), and allowing portability of pensions and other social benefits to circular migrants and returnees.
9. Finally, the government should focus on development of regions particularly severely hit by high rates of emigration and migration to other areas within BiH. Also, rural development and agricultural policies should be promoted in order to retain people in these areas. Incentives for highly skilled people to go to rural areas (particularly staff to work in local hospitals, school, businesses that generate large employment in these areas, and public administration) through active labour market policies should be provided.

### **7.2.2. Policies regarding social impact of migration to be taken by different actors**

The policies that may improve social impact of migration are the following:

- All relevant local and international political stakeholders should invest efforts to finally overcome the political blockade that is present, especially in the area of sustainable return.
- Social protection and inclusion system should be further supported to ensure protection of vulnerable groups. Adoption of the state-level Country Development Strategy and its accompanying Social Inclusion Strategy would ensure that the development process follows the country's EU accession aspirations and even more importantly, include implementing measures for support to the most vulnerable.
- Functional systems and measures for development of the country depend on reliable demographic and social statistics. Local government, with support by international community should find the best compromise for the Law, which would allow the Census as soon as possible.
- On-going efforts should be invested by relevant Ministries dealing with return and IDPs (BiH Ministry of Human Rights and Refugees, Entity and cantonal ministries respectively) to deliver upon the promises made by political elites to ensure sustainable and viable return and especially solving the issues and closing down collective centres in the country.
- International community, especially the EU, should continue putting pressure on Bosnian government to finalize the open issues of return as stipulated in the Annex 7 of the Dayton Peace Agreement.
- Support to business-start up and incentives to employers who employ returning migrants, especially those members of aging population would be beneficial. Such measures should go together with skills-acquisition and re-skilling courses.

In regard to especially vulnerable groups, the following measures should be taken:

- Programmes for inclusion into the employment market should be developed for general population in the country, and particularly for vulnerable groups to migrations. These programmes should include educative courses and trainings; business start-up support and incentives for employers who employ members of vulnerable groups. Such measures should largely assist good integration of the vulnerable groups to migration, and ensure their social inclusion.
- More favourable active labour market measures to women, especially female-headed households should be designed. Such measures designed for women to increase their

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skills and capacities would influence positively their employability. This would, in turn increase their social inclusion and chances, thus discouraging them to migrate.

- Consistent and favourable bylaws in both entities should be adopted to ensure that recognition of diplomas from foreign educational institutions is possible and that it complies with the Bologna process and the Lisbon Recognition convention.
- The Roma Strategy and its accompanying Action Plans should be fully implemented by the governments at all levels of Bosnia and Herzegovina. Special measures should be taken to ensure right to citizenship and access to personal documents to Roma groups.

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**Annex 1: Bosnia and Herzegovina – statistics**

Table 1. Gross Domestic Product of Bosnia and Herzegovina

	2004	2005	2006	2007	2008	2009	2010*
Nominal GDP (in millions of KM)	15,946	17,157	19,272	21,778	24,717	24,004	24,750
Nominal GDP (in millions of USD)	10,121	10,909	12,358	15,234	18,492	17,054	16,758
GDP per capita (in KM)	4,150	4,464	5,015	5,668	6,433	6,247	6,440
GDP per capita (in USD)	2,634	2,839	3,216	3,965	4,813	4,438	4,361
Real GDP (growth rate in %)	6.3	3.9	6.0	6.2	5.7	-3.0	0.9
Population (in thousands)	3,842	3,843	3,843	3,842	3,842	3,843	3,843

Source: Central Bank of Bosnia and Herzegovina, 2010

Following the World Bank methodology, in order to track poverty over time, this report uses the 2001 LSMS-based poverty line in real terms – 205 KM per month per capita in 2007 prices. This means that the report uses a poverty line set at an initial point and then use prices (as disaggregated as possible) to create equivalent values of that line for other points in time (World Bank, 2009).

Table 2: Overview of poverty indicators for the period 2000-2015

Indicator	Year				Data source
	2000/2001	2007/available year	2010	2015	
Percentage of people living under the poverty line	19,1	14,0	16,0	9,0	2001 LSMS, ASBiH; 2007 HBS for 2007 ASB; 2001 and estimate for 2015
Poverty gap %	4,6	< 0,5	< 0,5	< 0,3	2001, 2007 WDI 2010 2001 and estimate for 2015

Source: MDG Progress Report for Bosnia and Herzegovina for 2010; UNDP BiH

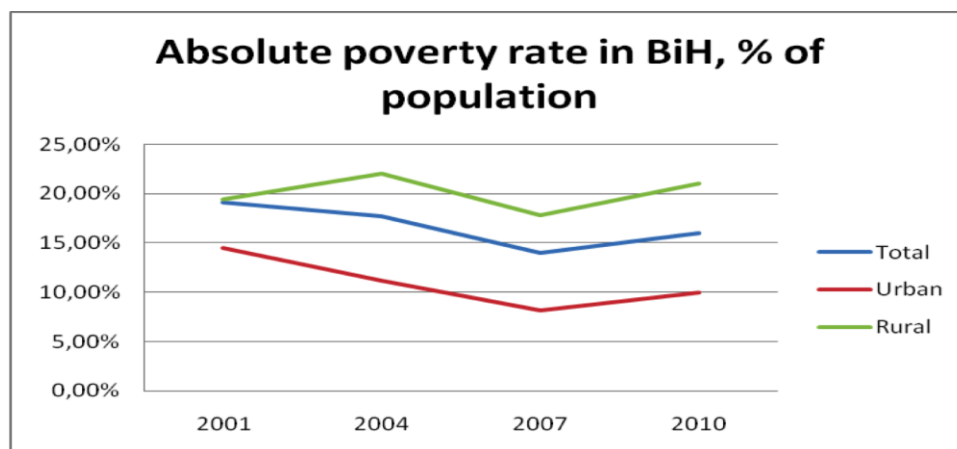
Table 3. Labour force Survey data (2011)

Indicator	data
Unemployment rate by ILO definition n 2010	27,6%
Unemployment rate by ILO definition n 2011	27,2%
Average net wages in BiH in KM (2010)	798
GDP per capita in KM (2010)	6,371
GDP in millions of KM (2010)	24,486

Source: BIH Agency of Statistics 2011

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Graph 1: Overview of the absolute poverty rate in BiH



Source: MDG Progress Report for Bosnia and Herzegovina for 2010; UNDP BiH

Table 4. Major indicators of the labour force in BiH for the period 2006-2009

Indicators	2006	2007	2008	2009
Total population (in 000)	3,372	3,315	3,211	3,129
Working age population (in 000)	2,733	2,725	2,649	2,594
Dependency ratio, current	3.2	2.9	2.6	2.6
Dependency ratio, age	0.2	0.2	0.2	0.2
Activity rate (%)	43.1	43.9	43.9	43.6
Employment rate (%)	29.7	31.2	33.6	33.1
Unemployment rate (%)	31.1	29.0	23.4	24.1
Registered unemployment rate (%)	44.6	43.1	41.6	45.9

Source: Labour Force Survey in BH 2006-2009

Source: Bajramovic, 2010

Table 5. Employment rate, unemployment rate, inactivity rate in BiH by gender for period 2006-2009

Rate and gender	2006	2007	2008	2009
<b>Employment rate</b>				
Total	29.7	31.2	33.6	33.1
Men	39.9	42.3	44.9	43.2
Women	20.0	20.8	23.1	23.7
<b>Unemployment rate</b>				
Total	31.1	29.0	23.4	24.1
Men	28.9	26.7	21.4	23.1
Women	34.9	32.9	26.8	25.6
<b>Inactivity rate</b>				
Total	56.9	56.1	56.1	56.4
Men	43.8	42.3	42.9	43.8
Women	69.2	69.0	68.4	68.1

Source: Labour Force Survey 2006-2009

Source: Bajramovic, 2010

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Table 6. Average gross and net wages and pensions – in BAM

Year	Month	Gross wage				Net wage				Pensions		
		FBiH	RS	Brčko	BiH	FBiH	RS	Brčko	BiH	FBiH	RS	Brčko
1998	12	507	258	...	454	329	172	...	296	153	...	...
1999	12	551	314	...	503	374	216	...	343	174	87	...
2000	12	607	387	...	539	413	277	...	372	176	115	...
2001	12	652	444	792	598	443	309	504	408	170	105	...
2002	12	710	528	1,031	660	483	347	676	446	189	120	138
2003	12	771	576	1,057	717	524	379	695	484	192	133	148
2004	12	785	643	1,076	748	533	423	707	505	203	166	169
2005	12	820	707	1,050	798	558	465	676	538	221	190	188
2006	12	887	793	1,048	869	603	521	674	586	238	215	208
2007	12	974	875	1,088	935	662	585	684	630	284	230	243
2008	12	1,105	1,132	1,139	1,113	751	755	730	752	340	309	310
2009	12	1,204	1,204	1,194	1,204	792	788	769	790	346	335	326
2010	12	1,223	1,199	1,234	1,217	804	784	797	798	341	321	316

Source: Central Bank of Bosnia and Herzegovina, 2010

Table 7. Comparison of unemployment figures for BiH from different sources

Indicator		Latest available data		
Unemployment rate (%)	ILO definition	24.1 (2009); 29.9 (2010)		Registered unemployment, according to official statistical records, i.e. the records of employment bureaus.
	Registered	42.7 (2009)	BHAS employment statistics	
Unemployment rate of the 15-24 age group (%)		47.5 (2009)	e) BHAS Labour Force Survey 2009	ILO Methodology.

Source: MDG Progress Report for Bosnia and Herzegovina for 2010; UNDP BiH

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Table 8: Development at the labour market

	Year 2007	Year 2007	Year 2008	Year 2009	Year 2010	Year 2011	Year 2012
	Level	Rate of change					
1. Population (in thousands) LFS	3,842	0,00	0,00	0,00	-0,03	-0,01	0,00
2. Population (growth rate in %)	-	0,00	0,00	0,00	-0,03	-0,01	0,00
3. Working-age population (persons) <sup>46</sup> LFS	2,725	-0,3	-2,8	-2,1	-1,8	-1	0
4. Participation rate (working age population in total population)	-	71	69	68	69	70	71
5. Employment, persons <sup>47</sup> LFS	850	4,8	4,7	-3,5	-1,3	0,1	3
6. Employment, hours worked <sup>48</sup>	n/a	n/a	n/a	n/a	n/a	n/a	n/a
7. Employment (growth rate in %)	-	4,8	4,7	-3,5	-1,3	0,1	3
8. Public sector employment (persons, national statistics)	202	-1,5	-4,5	1,7	0,9	1,5	3,0
9. Public sector employment (growth in %)	-	-1,5	-4,5	1,7	0,9	1,5	3,0
10. Unemployment rate <sup>49</sup> LFS	29	-6,7	-19,3	2,8	2,9	-15	-15
11. Labour productivity, persons <sup>50</sup>	2,8	13,3	4,9	7,9	4,5	6,0	9,7
12. Labour productivity, hours worked <sup>51</sup>	n/a	n/a	n/a	n/a	n/a	n/a	n/a
13. Compensation of employees (net wages in KM)	645	12,2	16,6	4,4	4,9	5,2	6,2

Source: Directorate for Economic Planning: Economic and fiscal programme 2010-2012 (December 2009)

<sup>46</sup>

Age group of 15-64 years

<sup>47</sup>

Occupied population, domestic concept national accounts definition

<sup>48</sup>

National accounts definition

<sup>49</sup>

Harmonised definition, Eurostat; levels

<sup>50</sup>

Real GDP per person employed (LFS)

<sup>51</sup>

Real GDP per hour worked

**Annex 2. International migration from BiH**

Table 1. Data on IDPs, Refugees and stateless persons

2011 UNHCR figures for Bosnia and Herzegovina			
TYPE OF POPULATION	ORIGIN	JAN 2011	DEC 2011
		TOTAL IN COUNTRY	TOTAL IN COUNTRY
Refugees	Croatia	6,000	5,000
	Serbia (Kosovo*)	120	50
	Various	20	20
Asylum-seekers	Serbia (Kosovo*)	260	150
	Various	30	60
Returnees (refugees)	Bosnia and Herzegovina	500	500
IDPs	Bosnia and Herzegovina	103,600	92,400
Returnees (IDPs)	Bosnia and Herzegovina	1,000	1,200
Stateless	Stateless	9,400	8,500
Others of concern	Bosnia and Herzegovina	1,900	1,400
	Bosnia and Herzegovina	43,100	39,600
<b>Total</b>		<b>165,930</b>	<b>148,880</b>

Source: UNHCR, 2011, <http://www.unhcr.org/cgi-bin/texis/vtx/page?page=49e48d766>

Table 2. Number of refugees from BiH in the countries of Europe in 1996.

Country	Nb. of refugees	Country	Nb. of refugees
Former Yugoslavia	441,938	Italy	10,000
Serbia and Montenegro	253,383	Hungary	8,500
Croatia	171,383	Belgium	6,000
Slovenia	12,172	Albania	5,000
FYR of Macedonia	5,000	Greece	3,000
Outside of former Yug.	600,878	Spain	2,500
Germany	320,000	Turkey	2,500
Austria	80,000	Slovak Republic	1,596
Sweden	57,230	Luxembourg	1,500
Switzerland	24,000	Finland	1,200
Denmark	19,500	Czech Republic	911
Netherlands	16,000	Ireland	600
France	15,000	Liechtenstein	396
United Kingdom	13,000	Bulgaria	250
Norway	11,895	Poland	240

Source: Ibreljic et al. (2006)



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Table 3. Number of returnees to BiH in the period 1996-2010

TOTAL BOSNIA AND HERZEGOVINA										
Year	REFUGEES					DISPLACED PERSONS				
	BOS	CRO	SER	OTH	TOTAL	BOS	CRO	SER	OTH	TOTAL
1996	76,385	3,144	8,477	33	88,039	101,402	505	62,792	42	164,741
1997	74,756	33,568	11,136	820	120,280	39,447	10,191	8,452	205	58,295
1998	78,589	23,187	6,765	1,459	110,000	15,806	4,325	9,139	300	29,570
1999	18,440	6,299	6,332	579	31,650	24,907	6,760	11,315	403	43,385
2000	7,633	4,834	5,303	837	18,607	36,944	7,779	14,175	449	59,347
2001	4,642	4,244	9,155	652	18,693	48,042	5,960	25,734	436	80,172
2002	12,592	5,933	18,220	389	37,134	41,511	5,319	23,215	730	70,775
2003	5,257	2,852	5,482	421	14,012	21,861	2,267	16,023	152	40,303
2004	976	450	942	74	2,442	12,976	1,028	3,888	56	17,948
2005	805	151	314	3	1,273	3,540	437	1,177	10	5,164
2006	1,098	146	158	17	1,419	3,121	233	826	4	4,184
2007	1,359	1,579	121	3	3,062	3,002	618	895	1	4,516
2008	880	23	55	8	966	509	12	183	11	715
2009	788	33	55	9	885	200	6	91	2	299
2010	866	21	11	5	903	167	4	105	1	277
<b>TOTAL</b>	<b>285,066</b>	<b>86,464</b>	<b>72,526</b>	<b>5,304</b>	<b>449,365</b>	<b>353,435</b>	<b>45,444</b>	<b>178,010</b>	<b>2,802</b>	<b>579,691</b>

Source: UNHCR (2010)

Table 4. Review of BH Refugees – per Recipient Countries

Recipient Country of Refugees from BiH 1992 - 1995	Recorded Number of BiH Refugees 1992 - 1995	Changed Country of Reception*	Repatriation to BiH 1996 – 2005	Current Number of BiH Refugees in Host Country, 2005
Australia	15,000	0	800	14,200
Austria	86,500	5,500	10,100	70,900
Belgium	5,500	0	500	5,000
Czech Republic	5,000	1,000	1,000	3,000
Denmark	17,000	0	1,600	15,400
France	6,000	100	900	5,000
Greece	4,000	400	600	3,000
The Netherlands	22,000	2,000	4,000	16,000
Croatia	170,000	52,000	56,000	62,000
Italy	12,100	2,000	2,000	8,100
Canada	20,000	1,000	600	18,400
Hungary	7,000	1,000	2,500	3,500
FYR Macedonia	9,000	4,800	3,750	450
Norway	12,000	1,300	2,500	8,200
Germany	320,000	52,000	246,000	22,000
USA	20,000	1,000	1,500	17,500
Slovenia	43,100	23,200	15,000	4,900
Serbia and Montenegro	297,000	50,000	110,000	137,000
Spain and Portugal	4,500	1,000	1,000	2,500
Sweden	58,700	0	1,900	56,800
Switzerland	24,500	2,600	11,000	10,900
Turkey	23,500	17,800	4,650	1,050
Great Britain and Ireland	4,100	100	1,000	3,000

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Other Countries	13,500	1,200	1,100	11,200
<b>TOTAL</b>	<b>1,200,000</b>	<b>220,000</b>	<b>480,000</b>	<b>500,000</b>

\* This number is the difference between record number of refugees in 1992-95 and current (2005) number of refugees in that country minus those who were repatriated to BiH. So, instead of being described as “changed country of reception” as in the original document, it would be more precise to describe it as “net change of the stock of refugees, excluding return to BiH”.

Source: MHRR, 2006.

Table 5: International migration in BiH, 1992-1999, according to foreign statistics (in thousands)

Year	To Croatia	From Croatia	To Germany	From Germany	To other countries	From other countries <sup>a</sup>	Total to CETs and CEMEs <sup>b</sup>	Total from CETs and CEMEs <sup>b</sup>
1992	29.28	2.13	75.68	4.22	7.22	0.99	112.18	7.35
1993	45.04	2.66	107.42	10.41	47.91	0.31	200.37	13.38
1994	26.36	1.52	68.70	16.63	45.34	0.18	140.40	18.33
1995	35.63	1.18	55.47	15.80	32.07	0.35	123.17	17.33
1996	36.45	0.83	11.18	27.36	28.12	7.54	75.76	35.73
1997	42.89	0.95	6.97	84.12	23.72	6.81	73.58	91.89
1998	39.49	1.17	8.48	97.74	17.84	5.08	65.81	103.99
1999	..	..	10.46	33.46	..	..	..	..

Sources: See sources for Croatia, Germany and other countries in Annex I.

<sup>a</sup> Data for the states of the former Yugoslavia were first published in 1998 in Belgium, in 1994 in Denmark and in 1995 in Italy. Austrian data are available only from 1996 on.

<sup>b</sup> CETs = countries with economies in transition; CEMEs = countries with established market economies.

Source: E-W Migration Report, p. 59

Table 6. Data about stock of immigrants from BiH in main destination countries, different sources, in 2011

Country	Estimates	Official data	Source of official data
USA	350000	120655	US Census Bureau
Croatia	300000	262620	Agency of Statistics of Croatia
Germany	240000	240000	Agency of Statistics of Germany
Serbia	150000	131108	Agency of Statistics of Serbia
Austria	150000	133585	EUROSTAT
Slovenia	150000	97142	Agency of Statistics of Slovenia
Sweden	80000	56127	Agency of Statistics of Sweden
Switzerland	60000	59222	Agency of Statistics of Switzerland
Australia	60000	37898	Ministry of Immigration and Citizenship of Australia
Canada	50000	28735	Agency of Statistics of Canada
Italy	40000	29066	Agency of Statistics of Italy
Denmark	23000	22338	Agency of Statistics of Denmark
Norway	16000	15918	Agency of Statistics of Norway

Source: BiH Ministry of Security, 2011

Note: According to the experts' estimates, less than 10% of actual emigrants deregister from the IDDEEA Central Register of Residence when they emigrate. Therefore, the Ministry of Human Rights and Refugees uses estimates of immigrants in each receiving country made by BiH ambassadors and other diplomatic staff there, as well as official data on immigrants

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from Bosnia published by statistical agencies of different countries. When we compare figures from the same country, the ambassador's estimate is generally higher than the receiving country's official records of population with citizenship of Bosnia and Herzegovina. One possible explanation, provided by an ex-ambassador, is that people in embassies have an incentive to provide higher figure that it actually is, because it increases the importance of a particular embassy. On the other hand, experts' opinion is that the official figures from statistical agencies underestimate the actual figure, for different reasons. In the country where the interviewed ambassador was appointed, the figure on ethnic origin was calculated from the Census data, where only every fifth person interviewed during the Census was asked about her/his ethnic origin. Consequently, the actual figure is probably somewhere between the figures from the two different sources. As the BiH Ministry of Human Rights and Refugees (MHRR) relied more on official data from statistical agencies in receiving countries in one year, while more on estimates by ambassadors and other sources (such as diaspora organizations) in another year, very often reported figures on diaspora in a particular country of destination changes rapidly between two consecutive years, although there was no significant population move during the period. For this reason, MHRR started reporting both official figures and estimates in the BiH Migration Profile 2011.

Table 7. Inflows of immigrants from Bosnia, in thousands

Year	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008
<b>Country</b>										
Australia	2,593	1,731	1,578	1,42	0,478	0,242	0,189	0,175	0,134	0,19
<b>Austria</b>	<b>3,648</b>	<b>3,868</b>	<b>5,994</b>	<b>4,866</b>	<b>5,383</b>	<b>5,36</b>	<b>4,626</b>	<b>3,214</b>	<b>3,026</b>	<b>2,914</b>
Belgium	0,047	0,028	0,075	0,076	0,09	0,113	0,099	0,101	0,08	„
Canada	2,809	0,987	0,871	0,466	0,265	0,18	0,215	0,253	0,251	0,246
Czech Republic	0,042	0,028	0,055	0,078	0,055	0,261	0,381	0,366	0,554	0,669
Denmark	0,224	0,278	0,281	0,386	0,332	0,124	0,074	0,082	0,081	„
Finland	0,058	0,041	0,044	0,048	0,04	0,07	0,05	0,074	0,122	0,146
France	0,213	0,243	0,333	0,518	0,566	1,227	0,972	0,589	0,506	0,444
<b>Germany</b>	<b>10,222</b>	<b>10,421</b>	<b>12,656</b>	<b>10,489</b>	<b>8,437</b>	<b>7,987</b>	<b>7,026</b>	<b>6,579</b>	<b>6,377</b>	<b>6,154</b>
Hungary	„	„	„	„	„	„	0,011	0,031	0,018	0,079
<b>Italy</b>	„	<b>1,797</b>	„	<b>2,954</b>	„	<b>2,437</b>	<b>1,436</b>	<b>1,556</b>	<b>2,584</b>	„
Japan	„	„	„	„	„	„	„	0,065	0,041	0,049
Luxembourg	0,082	0,064	0,093	0,063	0,069	0,07	0,052	0,043	0,054	0,053
New Zealand	„	„	„	„	„	„	„	0,002	0,005	0,01
Norway	0,546	0,355	0,247	0,277	0,13	0,133	0,16	0,133	0,147	0,198
Slovak Republic	„	„	„	„	0,02	0,023	0,01	0,017	0,035	0,025
Spain	0,077	0,143	0,121	0,098	0,069	0,191	0,164	0,188	0,157	0,169
Sweden	0,97	1,224	1,042	1,174	1,401	0,872	0,641	1,058	0,584	0,607
Turkey	0,925	0,751	0,619	0,606	0,619	0,624	0,707	0,69	0,576	0,576
United States	<b>5,412</b>	<b>11,525</b>	<b>23,594</b>	<b>25,329</b>	<b>6,155</b>	<b>10,552</b>	<b>14,074</b>	<b>3,789</b>	<b>1,569</b>	<b>1,491</b>
<b>Total</b>	<b>27,868</b>	<b>33,484</b>	<b>47,603</b>	<b>48,848</b>	<b>24,109</b>	<b>30,466</b>	<b>30,887</b>	<b>19,005</b>	<b>16,901</b>	<b>14,02</b>

Source: OECD International Migration Database. Countries for which there were no data are excluded from the table.

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Table 8. Work permits issued to BiH nationals by neighbouring countries

<b>Country</b>	<b>2008</b>	<b>2010</b>
Bulgaria	11	3
Montenegro	15614	n/a
Croatia	7214	3754
Macedonia	n/a	54
Romania	n/a	n/a
Slovenia	43604	19185
Serbia	254	168
Turkey	89	n/a

Source: CPESSEC 2009 and 2011 Statistical Bulletins

Annex 3. Internal migration in BiH

Figure 1. Maps of ethnic composition of population in BiH municipalities before and after the war

Map 1. Before the war

Map 2. After the war

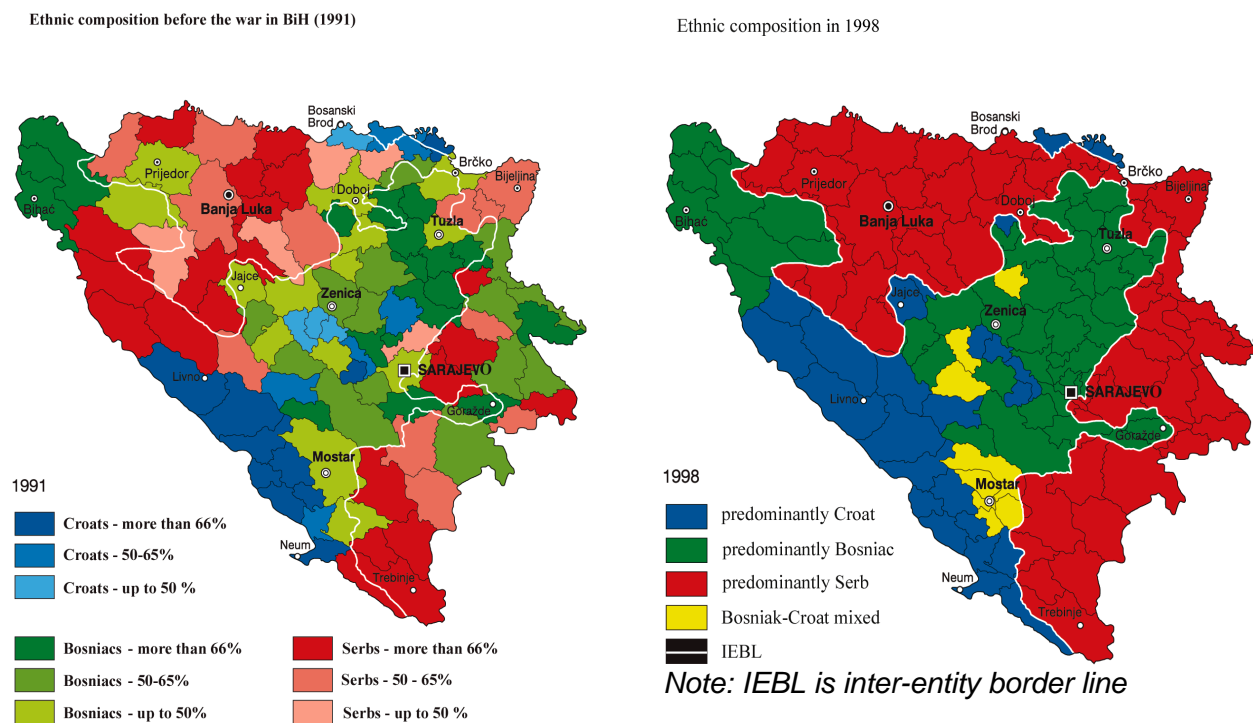


Table 1. Net migration balance by municipality and region for 2007-2010 - RS

Municipality	2007	2008	2009	2010	Net	Average
Banja Luka	909	1,038	1,206	1161	4,314	1,079
Gradiska	48	-19	23	23	75	19
Istocni Drvar	76	65	-62	-6	73	18
Jezero	-13	12	-16	-17	-34	-9
Knezevo	-151	-226	-119	-155	-651	-163
Kozarska Dubica	-77	-43	-59	-74	-253	-63
Kostajnica	-6	0	-1	11	4	1
Kotor Varos	-97	-77	-81	-47	-302	-76
Krupa na Uni	-14	7	-14	-8	-29	-7
Kupres	-2	13	-14	2	-1	0
Laktasi	394	347	266	263	1,270	318
Mrkonjic Grad	-97	-103	-83	-98	-381	-95
Novi Grad	-127	-88	-108	-89	-412	-103
Ostra Luka	0	51	5	14	70	18
Petrovac	46	79	74	76	275	69
Prijedor	85	157	25	-12	255	64
Prnjavor	-25	-137	-78	-49	-289	-72
Ribnik	-67	-79	-19	-35	-200	-50
Srbac	-5	-287	-42	-70	-404	-101
Celinac	-38	-58	-61	-90	-247	-62
Sipovo	-32	-41	-45	-40	-158	-40

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<b>Region Banjaluka</b>	<b>807</b>	<b>611</b>	<b>797</b>	<b>760</b>	<b>2,975</b>	<b>744</b>
<i>Brod</i>	-19	-7	1	-30	-55	-14
<i>Vukosavlje</i>	11	11	13	-1	34	9
<i>Derventa</i>	-96	-20	-68	-54	-238	-60
<i>Doboj</i>	-1	54	43	57	153	38
<i>Modrica</i>	-32	-16	-25	-12	-85	-21
<i>Petrovo</i>	-62	-52	-39	-26	-179	-45
<i>Teslic</i>	-80	-76	-10	13	-153	-38
<i>Samac</i>	-72	-51	-85	-19	-227	-57
<b>Region Doboj</b>	<b>-351</b>	<b>-157</b>	<b>-170</b>	<b>-72</b>	<b>-750</b>	<b>-188</b>
<i>Bijeljina</i>	647	667	700	772	2,786	697
<i>Bratunac</i>	-117	-102	-61	-67	-347	-87
<i>Vlasenica</i>	-179	-566	-106	-119	-970	-243
<i>Donji Zabar</i>	4	-4	-1	43	42	11
<i>Zvornik</i>	-528	287	-84	-121	-446	-112
<i>Lopare</i>	-148	-64	-95	-49	-356	-89
<i>Milici</i>	-31	-54	-38	-38	-161	-40
<i>Osmaci</i>	-24	4	-32	-44	-96	-24
<i>Pelagicevo</i>	-69	8	18	54	11	3
<i>Srebrenica</i>	-62	128	-125	-86	-145	-36
<i>Ugljevik</i>	-45	-88	-47	-13	-193	-48
<i>Sekovici</i>	-46	-12	-67	-28	-153	-38
<b>Region Bijeljina</b>	<b>-598</b>	<b>204</b>	<b>62</b>	<b>304</b>	<b>-28</b>	<b>-7</b>
<i>Visegrad</i>	-88	-90	-35	-56	-269	-67
<i>Istocna Ilidza</i>	165	168	69	106	508	127
<i>Istocni Stari Grad</i>	5	-29	-14	-2	-40	-10
<i>Istocno Novo Sarajevo</i>	259	283	343	338	1,223	306
<i>Novo Gorazde</i>	-34	126	-65	-26	1	0
<i>Pale</i>	123	-75	95	85	228	57
<i>Rogatica</i>	-83	17	-50	-2	-118	-30
<i>Sokolac</i>	-38	71	-29	-37	-33	-8
<i>Trnovo</i>	-19	-52	5	-22	-88	-22
<i>Han Pijesak</i>	7	0	-18	6	-5	-1
<b>Region East Sarajevo</b>	<b>297</b>	<b>419</b>	<b>301</b>	<b>390</b>	<b>1,407</b>	<b>352</b>
<i>Kalinovik</i>	-39	9	-15	-15	-60	-15
<i>Rudo</i>	-29	-2	-28	-20	-79	-20
<i>Foca</i>	-48	-24	-62	-31	-165	-41
<i>Cajnice</i>	-30	-12	1	-28	-69	-17
<b>Region Foca</b>	<b>-146</b>	<b>-29</b>	<b>-104</b>	<b>-94</b>	<b>-373</b>	<b>-93</b>
<i>Berkovici</i>	-12	-39	5	2	-44	-11
<i>Bileca</i>	-39	-28	-42	-47	-156	-39
<i>Gacko</i>	5	-25	-33	-17	-70	-18
<i>Istocni Mostar</i>	6	14	3	8	31	8
<i>Ljubinje</i>	-16	-1	-29	-9	-55	-14
<i>Nevesinje</i>	-127	5	13	-28	-137	-34
<i>Trebinje</i>	119	133	71	32	355	89
<b>Region Trebinje</b>	<b>-64</b>	<b>59</b>	<b>-12</b>	<b>-59</b>	<b>-76</b>	<b>-19</b>

Source: RS Institute of Statistics, Annual internal migration reports for 2007, 2008, 2009, and 2010.

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Table 2. Net migration balance by municipality and canton for 2009-2010 – FBiH

Municipality	2009	2010
<i>Bihac</i>	-50	-19
<i>Bosanska Krupa</i>	-65	-116
<i>Bosanski Petrovac</i>	-55	-99
<i>Buzim</i>	-38	-119
<i>Cazin</i>	-56	-150
<i>Kljuc</i>	-49	-139
<i>Sanski Most</i>	-101	-186
<i>Velika Kladusa</i>	-38	-72
<b>Una-Sana region</b>	<b>-452</b>	<b>-900</b>
<i>Domaljevac-Samac</i>	-7	-32
<i>Odzak</i>	-15	-8
<i>Orasje</i>	-66	-85
<b>Posavina region</b>	<b>-88</b>	<b>-125</b>
<i>Banovici</i>	-33	-62
<i>Celic</i>	-45	-56
<i>Doboj-Istok</i>	-35	-16
<i>Gracanica</i>	-26	-76
<i>Gradacac</i>	-71	-95
<i>Kalesija</i>	-11	15
<i>Kladanj</i>	-74	-93
<i>Lukavac</i>	-61	-118
<i>Sapna</i>	-48	-106
<i>Srebrenik</i>	-31	-36
<i>Teocak</i>	-9	-24
<i>Tuzla</i>	43	39
<i>Zivinice</i>	27	-64
<b>Tuzla region</b>	<b>-374</b>	<b>-692</b>
<i>Breza</i>	-42	-160
<i>Doboj-Jug</i>	-10	9
<i>Kakanj</i>	-60	-100
<i>Maglaj</i>	-30	-78
<i>Olovo</i>	-87	-200
<i>Tesanj</i>	4	-119
<i>Usora</i>	-7	-15
<i>Vares</i>	-68	-149
<i>Visoko</i>	-61	-119
<i>Zavidovici</i>	-132	-153
<i>Zenica</i>	-164	-180
<i>Zepce</i>	-44	-91
<b>Zenica-Doboj region</b>	<b>-709</b>	<b>-1355</b>
<i>Foca</i>	-13	6
<i>Gorazde</i>	-70	-100
<i>Pale</i>	-6	14
<b>Bos. Podrinje region</b>	<b>-89</b>	<b>-80</b>

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<i>Bugojno</i>	-24	-58
<i>Busovaca</i>	-19	-46
<i>Dobretici</i>	5	-2
<i>Donji Vakuf</i>	-40	-57
<i>Fojnica</i>	-45	-105
<i>Gornji Vakuf-Uskoplje</i>	-60	-121
<i>Jajce</i>	-18	-110
<i>Kiseljak</i>	-29	-42
<i>Kresevo</i>	-8	-37
<i>Novi Travnik</i>	-14	-90
<i>Travnik</i>	-90	-149
<i>Vitez</i>	-1	-72
<b>Central Bosnia region</b>	<b>-343</b>	<b>-889</b>
<i>Capljina</i>	13	-129
<i>Citluk</i>	-6	-45
<i>Jablanica</i>	-9	-23
<i>Konjic</i>	-127	-227
<i>Grad Mostar</i>	42	190
<i>Neum</i>	-16	-26
<i>Prozor</i>	-62	-111
<i>Ravno</i>	20	21
<i>Stolac</i>	-37	-128
<b>Neretva region</b>	<b>-182</b>	<b>-478</b>
<i>Grude</i>	-20	-90
<i>Ljubuski</i>	-28	-102
<i>Posusje</i>	-28	-50
<i>Siroki Brijeg</i>	-15	-74
<b>West Herzegovina region</b>	<b>-91</b>	<b>-316</b>
<i>Sarajevo Centar</i>	-60	-159
<i>Hadzici</i>	51	168
<i>Ilidza</i>	212	419
<i>Ilijas</i>	51	192
<i>Novi Grad</i>	174	246
<i>Novo Sarajevo</i>	89	137
<i>Stari Grad</i>	-44	-91
<i>Trnovo</i>	-15	-30
<i>Vogosca</i>	220	300
<b>Sarajevo region</b>	<b>678</b>	<b>1182</b>
<i>Bosansko Grahovo</i>	-19	9
<i>Drvar</i>	-26	-12
<i>Glamoc</i>	-7	-35
<i>Kupres</i>	-16	-42
<i>Livno</i>	-33	-88
<i>Tomislavgrad</i>	-17	-90
<b>Canton 10 region</b>	<b>-118</b>	<b>-258</b>

Source: FBiH Institute of Statistics, Annual internal migration reports for 2009 and 2010.



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**Annex 4. Remittances**

Table 1. Inflows of remittances to Bosnia, in EUR million

	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
Annual inflows (BiH Central Bank-CBBH)	1026	1005	1008	1185	1186	1262	1417	1289	1069	1033
Annual inflows (World Bank-WB)	1127	1131	1297	1536	1514	1645	2001	2028	1951	1607
GDP (EUR million)	6,453	7,119	7,498	8,140	8,758	9,838	11,117	12,618	12,254	12,500
% of GDP (CBBH)	15.90	14.13	13.45	14.55	13.54	12.83	12.74	10.22	8.72	8.27
% of GDP (WB)	17.48	15.89	17.30	18.87	17.28	16.72	18.00	16.07	15.92	12.86

*Source: BiH Ministry of Security, 2011*

Table 2. Uses of Remittances, based on the BiH Survey on Migration and Remittances, 2005

Remittances Were Used for	Number	Percent
Savings	156	27.8
Investment in Business	20	3.6
Education of children	125	22.3
Food and Clothing	170	30.3
Medical Expenses	8	1.4
Education	6	1.1
Buying Property	9	1.6
Home Repair	39	7.0
Wedding, Celebration, Funeral	-	-
Buying Land	10	1.8
Buying a Car	2	0.4
Starting a new Business	3	0.5
Charity	2	0.4
Other	11	2.0
Sum	561	100

*Source: Lianos, 2005*

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Table 3. Recipients of remittances by category in 2001

Criteria	Number of recipients (% of households)	Average amount received (EUR)
All	33.50	100.54
Poor households	28.32	52.98
Non-poor households	34.32	105.98
Household head has primary education	32.34	83.27
Household head has secondary education	30.48	105.93
Household head has tertiary education	26.03	104.92
Rural households	36.40	112.24
Other urban households	32.37	86.85
Capital city households	31.87	105.22
Female headed households	44.74	98.39
Male headed households	29.61	101.69

*Source: Own calculations based on LSMS data, 2001*

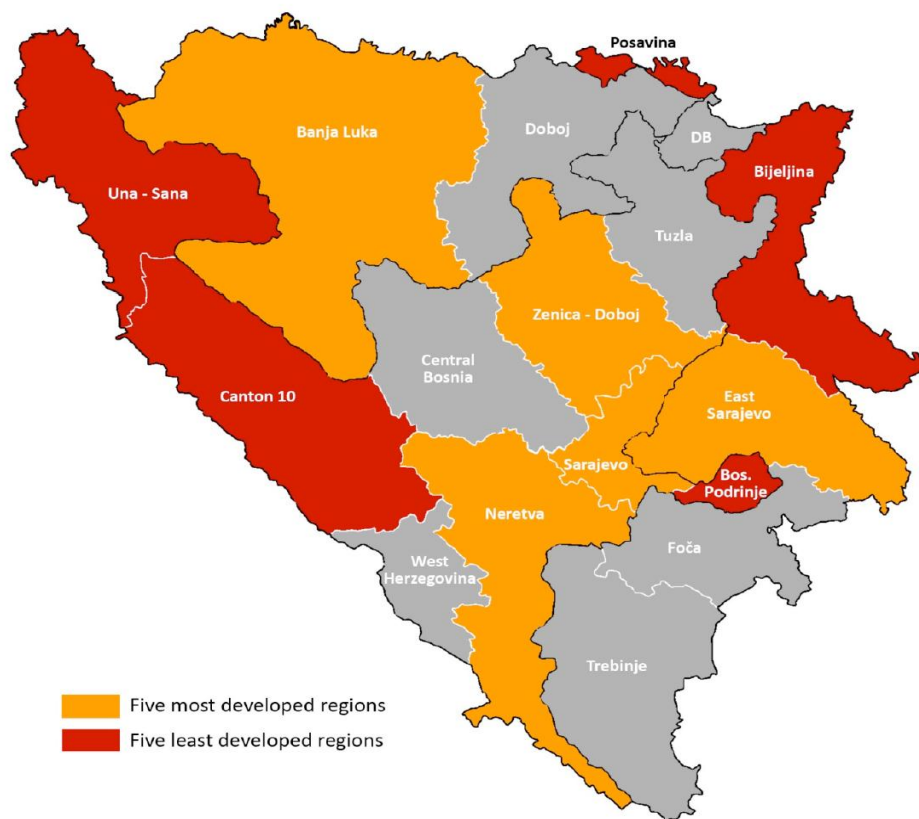
Table 4. Recipients of remittances by decile in 2001

Criteria	decile										Average
	1	2	3	4	5	6	7	8	9	10	
Number of recipients (%)	27.4	33.6	30.8	35.2	37.6	36.6	38.2	34.0	35.4	26.3	33.5
Average amount received per year (EUR)	51.7	74.6	62.6	103.5	83.0	106.7	107.3	107.2	140.5	169.6	100.5

*Source: Own calculations based on LSMS 2001 data*

Annex 5. Regional analysis of migration in Bosnia and Herzegovina

Figure 1. Map of regions in BiH, used in UNDP (2010)



Source: UNDP, 2010

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Table 1. Main demographic characteristics of selected regions in BiH, 1991 - 2009

Region	Population 1991	Population 2009	Difference 2009-1991	% loss	Size	No. of municipalities	Density	Rate of natural increase
(1)	(2)	(3)	(4)	(5)= -(4)/(2)	(6)	(7)	(8)= (3)/(7)	(9)
Foca region <sup>52</sup>	82,239	57,269	-24,970	30.36	2,216	4	37.1	-4.30
Foca	40,513	24,584	-15,929	39.32	1,115.0	1	22.0	-2.64
Visegrad	21,199	18,492	-2,707	12.77	448	1	41.3	-4.00
Rudo	11,571	9,144	-2,427	20.97	343	1	26.3	-7.66
Cajnice	8,956	5,079	-3,877	43.29	275	1	18.5	-7.28
Una-Sana	344,527	288,114	-56,413	16.37	4,125.0	8	69.8	2.00
Canton 10	115,726	81,369	-34,357	29.69	4,934.7	6	16.5	-4.00
BiH	4,377,033	3,843,126	-503,907	11.51	51,197	142	75.1	-0.4

Sources: Demography reports published by the entity level institutes of statistics (these data are available at [www.fsz.ba](http://www.fsz.ba) and [www.rzs.rs.ba](http://www.rzs.rs.ba))

Table 2. Main economic characteristics of selected regions in BiH, 2010

Region	GDP per capita	Poverty rate	Employed	Unemployed	Activity rate	Employment rate	Unemployment rate	Employees per one pensioner
Foca region	5667	37	6,443	4,710	30.9	17.9	42.2	n/a
Una-Sana	4060	19.5	34,634	36,277	30.7	15.0	51.2	1.7
Kanton 10	3953	19.6	9,676	8,464	25.8	13.8	46.7	1.7
BiH	6,371	18.6	683.399	522.052	44.6	33.2	43.3	1.3

Source: Annual reports published by the entity level institutes of statistics (these data are available at [www.fsz.ba](http://www.fsz.ba) and [www.rzs.rs.ba](http://www.rzs.rs.ba))

<sup>52</sup> Since there are no official data at regional level in RS, the figures for four selected municipalities in RS (Foca, Visegrad, Cajnice, Rudo) are collected and provided here. But, for the purpose of comparison with other two selected regions for which regional level data are available, the municipality level figures were summed up and presented in the tables under "Foca region".



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**Annex 6. Acquisition of human capital abroad, based on the BiH Survey on Migration and Remittances**

Table 1. Number of interviewed returnees to BiH by sector of employment before and after migration, 2005

Before	After																		Total
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	
1. Agriculture	41	0	1	8	0	14	2	1	3	1	0	1	1	1	0	2	0	90	166
2. Fishing	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	2
3. Mining	0	0	3	1	0	0	1	0	0	0	0	1	0	0	0	0	0	6	12
4. Manufacturing	14	0	0	5.7	0	9	1	5	4	0	0	1	1	0	0	3	0	40	135
5. Electr., Gas, Water	0	0	0	2	7	2	2	1	0	0	0	0	0	0	0	0	0	9	23
6. Construction	6	1	3	4	0	53	1	2	2	0	0	5	0	0	1	1	0	51	130
7. Trade, Repairs	2	0	0	6	0	2	17	1	2	0	0	2	1	1	0	0	0	11	45
8. Hotels+Restaurants	0	0	0	3	0	2	2	21	0	0	1	1	0	0	0	0	0	7	37
9. Transport Comm.	3	0	0	4	0	10	2	2	23	0	0	1	0	0	2	0	0	11	58
10. Financial Services	0	0	0	0	0	1	1	1	0	7	1	5	0	0	0	0	0	2	18
11. Real Estate	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1
12. Public Adm.	0	0	0	1	1	2	0	0	0	1	0	17	0	0	0	1	0	7	30
13. Education	0	0	0	0	0	0	1	0	0	0	0	1	3	0	0	1	0	3	9
14. Health, Social Work	1	0	0	1	0	0	1	1	0	0	0	2	0	10	1	0	0	0	17

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15. Other Services	0	0	0	1	0	1	1	1	0	0	0	1	0	0	2	0	0	1	8
16. Private House hold	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	2	4
17. Extra-Territ. Org.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
18. Other	7	0	0	16	4	14	13	8	10	0	1	12	5	0	1	1	1	74	167
Total	74	2	7	105	12	110	45	44	44	9	5	50	11	12	7	10	1	314	862

*Source: Lianos, 2005*

Further explanation of the table: "Table 1 show the mobility across sectors of employment of 862 individuals before migration and after their return. According to this table 166 individuals were employed in Agriculture before migration. After their return 41 of them are employed in Agriculture again, 125 are employed in other sectors and 33 who were employed in other sectors before migration, are now employed in Agriculture. Thus, overall, Agriculture has lost 192 (=166-74) individuals. Similar calculations can be made for the other sectors. In general, Agriculture, Manufacturing and Construction show the more substantial losses in this sample and Hotels and Restaurants, and Public Administration show gains. The largest difference is in the category "other" which has twice as much employment after return" (Lianos, 2005).

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Table 2. Professional status of returnees before and after migration, 2005

Before	After													Total
	1	2	3	4	5	6	7	8	9	10	11	12	13	
1.Senior Official Manager	10	2	1	1	∅	∅	∅	∅	∅	∅	∅	1	∅	15
2. Professional	4	55	3	8		2	6	0	4	0	0	4	6	95
3. Technician	4	3	22	6	3	0	1	5	2	0	0	7	5	57
4. Clerk	0	6	1	28	2	0	5	1	3	0	0	9	7	64
5..Service or Sales Worker	1	2	0	2	4	1	7	3	3	0	0	10	5	55
6. Stilled Agric. Worker	1	1	0	0	0	4	2	1	5	0	0	1	1	16
7. Craft worker and Related	1	2	0	1	4	2	50	1	3	0	0	16	8	88
8.Plant or Machine Operator	6	6	2	1	3	0	6	15	4	0	0	5	7	55
9.Unskilled Worker	0	1	0	0	6	2	2	8	52	0	0	41	18	130
10. Armed Forces	0	0	1	0	0	0	0	0	0	0	0	1	0	2
11. Student	1	1	2	3		0	0	0	0	0	1	3	0	12
12. Unemployed	6	7	3	1	1	0	12	5	6	0	1	32	10	85
13. Other	3	2	3	3	2	2	6	3	11	0	0	9	25	71
<b>Total</b>	<b>37</b>	<b>88</b>	<b>38</b>	<b>54</b>	<b>50</b>	<b>13</b>	<b>97</b>	<b>42</b>	<b>93</b>	<b>0</b>	<b>2</b>	<b>139</b>	<b>92</b>	<b>745</b>

Source: Lianos, 2005

Further explanation of the table: "Table 2 which shows the changes in Professional status can be read in a similar fashion. What is important here is that craft worker and related jobs are increasing after return whereas the category "unskilled workers" is reported by a substantially lower number. However it is to be noted that more people are reporting that they are unemployment after their return than before they left" (Lianos, 2005).



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Table 3. Additional qualifications acquired during migration, 2005

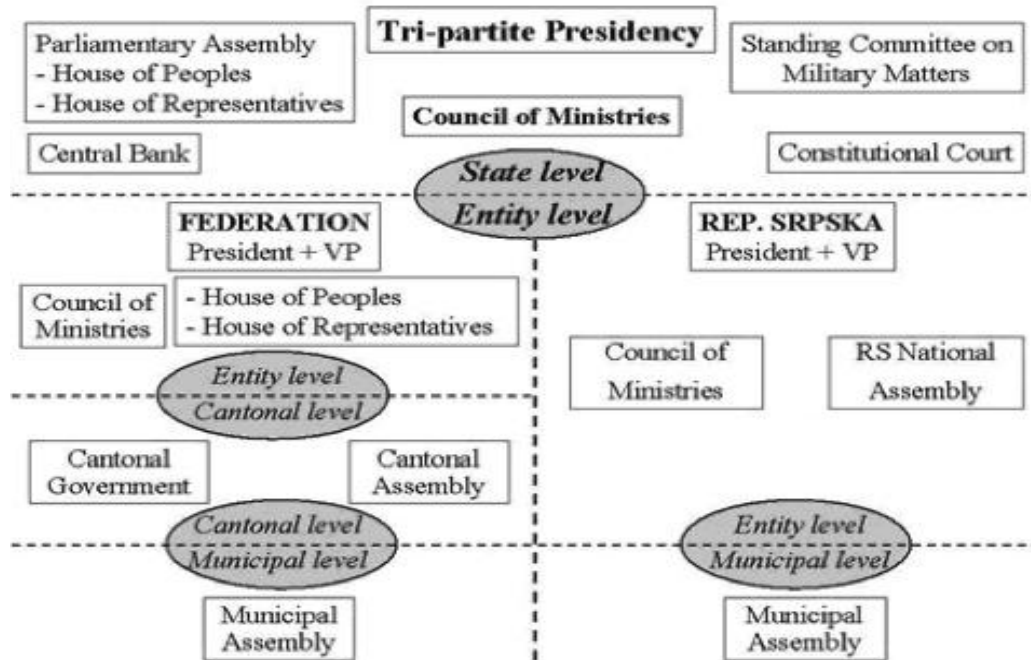
Type of Qualification	Number		
	YES	NO	Percent of Yes
New Language	464	446	51%
Mastering a new Profession	122	788	13.4%
New Skills on the job	292	618	32,1%
New Skills (with exams)	40	870	4,4%
Enhancement of Education	14	896	1,5%
<b>Additional Qualification</b>	<b>634</b>	<b>276</b>	<b>69.7</b>

*Source: Lianos, 2005*

Further explanation of the table: "Table 3 show the acquisition of additional qualification while abroad as reported by migrants that have return home. According to this table the majority of migrants has reported learning a new language, but only one third has learned new skills on the job" (Lianos, 2005).

Annex 7. BiH institutional and legal setting relevant for migration

Graph 1. Bosnia and Herzegovina state structure



Source: [www.Oscebih.org](http://www.Oscebih.org)

Table 1: BiH Strategic framework for Visa, border control, asylum and migration

	<b>VISA, BORDER CONTROL, ASYLUM AND MIGRATION</b>	
<b>Bosnia and Herzegovina</b>	Integrated Border Management Strategy and July 2008 Action Plan for the Implementation of Integrated Border Management Strategy	Adopted
	2008-2011 Immigration and Asylum Strategy and Action Plan	Adopted
	Road Map of Visa Regime Liberalization	Adopted
	BiH Strategy of Institutional and Legal Framework Harmonisation with EU in the Areas of Immigration and Asylum	Adopted
	<b>FIGHT AGAINST ORGANIZED CRIME AND TERRORISM, POLICE, DRUGS, MONEY LAUNDERING</b>	
<b>Bosnia and Herzegovina</b>	2009-2013 Strategy for the Prevention of Money Laundering and Terrorist Activities Financing in BiH and Action Plan	Strategy adopted
	BiH Strategy for Combating Organized Crime (2009-2014) and AP for the Implementation of Strategy for Combating Organized Crime	Adopted
	2009-2013 National Strategy for Narcotics Control, Prevention and Combating of Narcotics Abuse in BiH and Action Plan	Adopted
	BiH Strategy for the Prevention and Fight Against Terrorism (2009-2012)	Being designed
	2008-2012 Action Plan for Prevention of Trafficking in Humans in BiH	Adopted
	Action Plan for Struggle against Car Thefts	Adopted
	Plan of Civil-Military Cooperation in Case of Response to Terrorist Attacks and Rehabilitation of Their	Adopted

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	Consequences, the Fight Against Financing of Terrorism, Cyber terrorism	
	Community Policing Strategy in BiH	Adopted
	Plan of Proceeding in Relation to Obligations under Civil Aviation Security Program	Plan designed
<b>Republika Srpska</b>	Strategy of combating illegal employment	Adopted
	2008 - 2012 Strategy for Narcotics Control and Combating of Narcotics Abuse in the Republika Srpska and 2009 – 2012 Action Plan for Implementation of the Strategy of Narcotics Control, Prevention and Combating Abuse of Narcotic Drugs in the Republika Srpska	Strategy adopted

**International Treaties Ratified by Bosnia and Herzegovina<sup>53</sup>**

- ✓ 1951 Convention relating to the Status of Refugees and its 1967 Protocol (Ratified: 01/09/1993)
- ✓ C97 Migration for Employment Convention (Revised), 1949 (Succession: 02/06/1993)
- ✓ International Covenant on Civil and Political Rights (Succession: 06/03/1992)
- ✓ International Covenant on Economic Social and Cultural Rights (Succession: 06/03/1992)
- ✓ Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment (Succession: 01/09/1993)
- ✓ Convention on the Elimination of All Forms of Discrimination Against Women Succession: (01/10/1993)
- ✓ Convention on the Political Rights of Women
- ✓ Convention on the Rights of the Child (Succession: 06/03/1992)
- ✓ Convention on the Prevention and Punishment of the Crime of Genocide. (Succession: 29/12/1992)
- ✓ International Convention on the Elimination of All Forms of Racial Discrimination (Succession: 16 July 1993).
- ✓ Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families (Accession: 01/06/2003)
- ✓ United Nations Convention against Transnational Organized Crime, with Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children and with Protocol against Smuggling of Migrants by Land, Air and Sea (Accession: 24/04/2002)

Table 2: Strategic framework for European Integration

Integration Strategy of BiH into the European Union	Adopted
Elaborated action plan for implementation of priorities from the European Partnership Document 2008-2012	Adopted
Elaborated action plan for implementation of the Interim Agreement and the SAA for the period 1 July 2008- 31 December 2009	Adopted
Program of Measures for Implementation of the Interim Agreement / SAA for the Period 1 January 2010- 31 December 2011	Adopted
Communication Strategy for Informing Public about Accession of BIH to the EU	Adopted

<sup>53</sup> Source: International Office of Migration; Migration Profile for Bosnia and Herzegovina; IOM 2007

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Program of priorities in the legislative harmonization activities for the implementation of the European Partnership and the Interim Agreement	Adopted
Plan and program of education and professional training of civil servants in BiH in the process of EU integration	Adopted
Strategy for the Application of Decentralized Implementation System (DIS) for the Management of Assistance Programs of the European Union in Bosnia and Herzegovina	Adopted
DIS Road Map for IPA components I and II	Referred to the Council of Ministers

Table 3: Sector strategies and action plans relevant for human rights and minority protection

<b>State level</b>	<b>PUBLIC ADMINISTRATION REFORM</b>	
	Public Administration Reform Strategy of BiH	Adopted
	Action Plan 1 for the implementation of the 2006 Strategy for Public Administration Reform	Adopted
	Action Plan 2 for the implementation of the Strategy for Public Administration Reform	under preparation
<b>Entity level: RS</b>	Strategy for development of local self-government in the RS for the period 2009-2015	Adopted
	Justice	
<b>State level</b>	BiH Community Policing Strategy	Adopted
	Strategy for Justice Sector Reform in Bosnia-Herzegovina and 2009-2013 Action Plan	Adopted
	National Strategy for War Crimes Prosecution	Adopted
	Care of Court Users Strategy in Bosnia and Herzegovina	Adopted
	Action Plan for the Reduction of Backlog Cases	Adopted
	Transitional Justice Strategy	design stage
	Strategy of the Ministry of Justice of BiH 2009-2011	Adopted
	2007-2012 Strategy of the High Judicial and Prosecutorial Council of BiH *	Adopted
<b>HUMAN RIGHTS AND MINORITIES PROTECTION</b>		
<b>State level</b>	2007-2010 National Strategy for Combating Violence against Children	Adopted
	2002-2010 BH Action Plan for Children	Adopted
	2002-2010 BH Revised Action Plan for Children for the period 2008-2010	The draft action plan
	2005 BiH Roma Strategy	Adopted
	Action Plan for Roma Employment, Housing and Health Care	Adopted
	2004 Plan of Action on the educational needs of Roma and other ethnic minorities	Adopted
	2006-2010 Juvenile Justice Strategy	Adopted
	Gender Action Plan of Bosnia and Herzegovina	Adopted
	Disability Policy in BiH / Disability Strategy in BiH	Adopted
<b>Entity level: RS</b>	2009-2013 Strategy of the Gender Center for the fight against domestic violence in the RS	Draft Strategy adopted
	Strategy for Improvement of the Social Status of Persons with Disabilities in the RS	Under preparation
	Action Plan for the Implementation of Strategy for Improvement of the Social Status of Persons with Disabilities in the RS	Under preparation

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		on
<b>Entity Level: FbiH</b>	2008 – 2013 Strategy for People with Disabilities in the FbiH	Being designed
	2010-2014 Strategy for Equalizing Opportunities of People with Disabilities	Draft
	2009.-2010 Strategy for the prevention of domestic violence with Action Plan for FbiH	Adopted

Table 4: Employment and social policies

<b>EMPLOYMENT AND SOCIAL POLICIES</b>		
<b>State level</b>	2010-2014 BiH Employment Strategy	In the process of preparation and adoption
	2008-2013 BiH Social Inclusion Strategy	Being designed
	BiH Health Information System Strategy	Being designed
<b>Entity level: RS</b>	RS Employment Strategy	Draft, referred to the RS Government
	Republika Srpska Program for Returnees Employment Support	Adopted
	2009-2015 Strategy for Mental Health Development in the RS	Adopted
	2009-2014 Strategy for improving social protection for children without parental care	Adopted
	Strategy for Pension System Reform in the Republika Srpska / RS Strategy for Pension and Disability Insurance Reform	In the final stage of designing and adoption
<b>Entity level: FBiH</b>	FBiH Employment Strategy and Action Plan for Implementing of the Strategy	Adopted /working group for AP has been formed
	FBiH Youth Health Strategy	Adopted
	2008-2018 Strategic Plan of Health Care Development in FBiH	Adopted
	Mental Health Policy in FBH	Draft prepared
	FBiH Strategy for Pension System	In the stage of designing and adoption
	Strategic Plan of Primary Health Care Development in FBiH	Adopted
	FBiH Strategy for Strategy for Pension and Disability Insurance FBiH	In the stage of designing
<b>Brčko District</b>	2008 - 2013 Brcko District of BiH Strategy for Health Care Development	In the stage of adoption

Table 5. List of countries with which Bosnia signed Agreement on Social Protection

<b>Country</b>	<b>Date signed</b>	<b>Topics covered</b>
Agreement signed between SFR Yugoslavia and:		
Bulgaria	18.12.1957.	n/a*
Denmark	22.06.1977.	n/a
France	05.01.1950	n/a
Luxembourg	13.10.1954.	n/a
Italy	14.11.1957.	n/a
Germany	12.10.1968.	n/a
Netherlands	11.05.1977.	n/a

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Norway	22.11.1974.	n/a
Poland	16.01.1958.	n/a
Slovakia	22.05.1957.	n/a
Sweden	30.03.1978.	n/a
Switzerland	08.06.1962.	n/a
United Kingdom	24.05.1958.	n/a
Agreement signed between Bosnia-Herzegovina and:		
Austria	01.11.2001.	Health insurance, pension insurance, unemployment insurance, insurance for occupational injuries and diseases
Belgium	18.10.2007.	Health insurance, pension insurance, unemployment insurance, child benefits, insurance for occupational injuries and diseases
Croatia	01.11.2001.	Health insurance, pension insurance, unemployment insurance, insurance for occupational injuries and diseases
Hungary	24.12.2008.	Health insurance, pension insurance, unemployment insurance, insurance for occupational injuries and diseases
Macedonia	15.02.2006.	Health insurance, pension insurance, unemployment insurance, child benefits, insurance for occupational injuries and diseases
Slovenia	20.09.2007.	Health insurance, pension insurance, unemployment insurance, child benefits,
SR Yugoslavia (Serbia and Montenegro)	01.01.2004.	Health insurance, pension insurance, unemployment insurance, child benefits, insurance for occupational injuries and diseases
Turkey	01.09.2004.	Health insurance, pension insurance, unemployment insurance, insurance for occupational injuries and diseases

\* Official documents are not available.

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Table 6. Pensions for Bosnian workers from German Pension Insurance Fund

<b>BOSNIA</b>																
<b>Pensions in payment on 31.12. of the reference year, total pensions (including child raising benefits)</b>																
Table: 903.00 G Number of pensions and pure child raising benefits according to nationality of the insured persons, to domestic payment or payment abroad, to contract* or non-contract* pensions according to type of pension																
As from 2003: Table: 903.00 G Distribution of number of pensions according to type of pension, to domestic payment or payment abroad, to contract* or non-contract* pensions and to the nationality of the insured person																
Nationality of the insured	Pension payments according to Social Code VI										Pure child raising benefits	Among the cases of columns 1 and 9 are :				
	TOTAL	Invalidity pensions		Old-age pensions		Survivors' pensions				Payments abroad		Domestic payments				
		Men	Women	Men	Women	Total	Among:			Total		Among them: in the country of the insured		Non-contract pensions	Contract pensions	
							Widow's pensions	Widower's pensions	Orphans' pensions	Non-contract pensions		Contract pensions	Non-contract pensions			Contract pensions
<b>2009</b>	43737	2796	1414	23365	4930	11232	10002	338	875	10	509	29604	448	28092	3311	10313
<b>2008</b>	40640	2968	1235	21931	4260	10246	9126	271	837	10	501	28091	437	26558	25980	9373
<b>2007</b>	37969	3107	1087	20771	3678	9326	8273	240	803	10	496	26809	440	25251	25980	8529
<b>2006</b>	35277	3273	974	19348	3196	8486	7459	214	806	10	488	25235	440	23722	25980	7802
<b>2005</b>	32400	3376	877	17712	2776	7659	6656	191	806	10	469	23545	420	22097	25980	6932
<b>2004</b>	29514	3466	756	16026	2398	6868	5894	163	806	10	468	21748	407	20310	25980	6046
<b>2003</b>	26497	3570	691	14246	2039	5951	5049	130	768	10	498	19540	432	18164	25980	5357
<b>2002</b>	24028	3540	618	12756	1779	5335	4464	113	755	10	417	1788	362	1655	25980	4847
<b>2001</b>	21943	3616	563	11445	1564	4755	3902	95	756	10	322	16398	281	15147	25980	4460
<b>2000</b>	19645	3586	504	10033	1321	4201	3415	72	712	10	209	14817	184	13630	25980	3995

\*Contract pensions: Pensions based on supranational or bilateral social insurance agreement with another country  
 Non-contract pensions: Pensions which are not contract pensions. Correspond to pensions paid to non EU-countries and without any bilateral agreement

Source: Compiled from the Statistics of the German Pension Insurance Fund (DRV-Bund), Time series Table 903.00 G RV

### **Annex 7a. Social security of migrant workers from Bosnia in Republic of Slovenia**

In Slovenia, 38,761 work permits were issued to citizens of BiH by the end of February 2010. With relation to high number of migrant workers from Bosnia in Slovenia, these two countries signed Agreement on Social Security in 2007, marking the start of more focused protection of migrant workers in this country. However, the migrant workers from Bosnia residing in Slovenia could not claim full benefits due to unclear fifth Act. Namely, this Act, stipulated that all migrant workers who lose their jobs in Slovenia have the right to an unemployment fee amounting to 450 EUR. However, this Act further states that only those migrant workers who have permanent residence in Slovenia may exercise such right. However, out of 45,000 Bosnian migrant workers in Slovenia, only 15-20% of them have a permanent residence in Slovenia. This means that the workers who do not have permanent residence in Slovenia at time when they lose employment do not have any legal grounds for unemployment benefits. Based on strong lobbying of migrant workers in Slovenia but also Slovenian Workers Union, amendments to the Agreement were adopted in 2010, making it possible for workers from Bosnia to exercise their rights obtained from working in Slovenia, in accordance with the law of the State at whose territory the rights are acquired. This Amendment provides the necessary clarification of the status of migrant workers, stipulating that in cases where a user has either a permanent or temporary residence in the country, that person will be entitled to financial benefits.



**Annex 7b: Policy and institutional framework for refugees and returnees and migration in Bosnia and Herzegovina**

Annex VII of the DPA stipulates that:

**Article I - Rights of Refugees and Displaced Persons**

1.) All refugees and displaced persons have the right freely to return to their homes of origin. They shall have the right to have restored to them property of which they were deprived in the course of hostilities since 1991 and to be compensated for any property that cannot be restored to them. The early return of refugees and displaced persons is an important objective of the settlement of the conflict in Bosnia and Herzegovina. The Parties confirm that they will accept the return of such persons who have left their territory, including those who have been accorded temporary protection by third countries.

2.) The Parties shall ensure that refugees and displaced persons are permitted to return in safety, without risk of harassment, intimidation, persecution, or discrimination, particularly on account of their ethnic origin, religious belief, or political opinion.

4.) Choice of destination shall be up to the individual or family, and the principle of the unity of the family shall be preserved. The Parties shall not interfere with the returnees' choice of destination, nor shall they compel them to remain in or move to situations of serious danger or insecurity, or to areas lacking in the basic infrastructure necessary to resume a normal life. The Parties shall facilitate the flow of information necessary for refugees and displaced persons to make informed judgments about local conditions for return.

BiH Institutional framework for refugees and DPs in BiH is presented in Table 1 below.

Table 1. State/Municipality system for refugees and DPs in BiH

Tasks	State/municipality	Entity/canton	
	BiH	FBiH	RS
Municipality Selection	SCDPR decides on municipalities of return.	FBiH MDPR presents plan with municipalities selected to Federation Parliament.	RS MRDP presents plan with municipalities to RS National Assembly for adoption
Public Calls for Applications	Municipalities of return announce public calls. BiH MHRR organises promotional campaigns.	Cantonal Ministries	RS MRDP and municipalities launch public call.
First List of Potential Beneficiaries & Appeals procedure	Municipal commission.	Cantonal ministries, municipal bodies of displacement and return, and association of returnees.	Municipal commission.
Final Decision on Beneficiary List & Appeals procedure	Municipal commission. BiH MHRR reviews, through its databases.	FBiH MDPR makes the final decision and decides on appeals	RS MRDP makes the final decision and decides on appeals.
Damage Assessment	Municipalities.	FBiH MDPR.	RS MRDP.

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Implementing Modalities	Municipalities decide on: donation of construction materials (self-help); or donation of construction materials + building (key-on-hand).	FBiH MDPR. Donation of construction materials (self-help).	RS MRDP through Reconstruction Directorate. Donation of construction materials (self-help).
Construction Implementer	Municipal commissions decide if: - construction works are done by municipal services; or - by a contracted third party (construction company).	Final beneficiary.	Final beneficiary.
Contract Signatures	Final beneficiary and municipality, if they are implementers; or Final beneficiary, municipality and construction company (tri-partite agreement).	Final beneficiary, municipality of return and FBiH MDPR (tri-partite agreement).	Final Beneficiary, municipality of return and RS MRDP (tri-partite agreement).
Monitoring	BiH MHRR.	FBiH MDPR and municipalities.	RS MRDP and municipalities.

*Source: Functional Review of the Return Sector, EU, 2005*

**Annex 8. EU Allocations for democratic stabilisation (within which the return process is funded)**

Table 1: Bosnia and Herzegovina Programme Allocation for 2002-2004 (million €)

Sector	2002	2003	2004	TOTAL
JUSTICE & HOME AFFAIRS	16.5	18.0	25.5	58.0
ADMINISTRATIVE CAPACITY BUILDING	10.5	12.0	23.5	44.0
ECONOMIC & SOCIAL DEVELOPMENT	13.4	2.4	14.1	29.9
ENVIRONMENT, NATURAL RESOURCES	6.5	10.1	1.4	18.0
<b>DEMOCRATIC STABILISATION</b>	<b>25.0</b>	<b>20.5</b>	<b>7.5</b>	<b>50.0</b>
<b>TOTAL ALLOCATION</b>	<b>71.9</b>	<b>63.0</b>	<b>72</b>	<b>199.9</b>

Source: EU; [http://ec.europa.eu/enlargement/how-does-it-work/financial-assistance/cards/statistics2000-2006\\_en.htm#1](http://ec.europa.eu/enlargement/how-does-it-work/financial-assistance/cards/statistics2000-2006_en.htm#1)

Table 2: CARDS Programme Allocation for 2005-2006 (million €)

Sector	BiH
Justices & Home Affairs	25
Administrative Capacity Building	28
Economic & Social Development	37
Environment, Natural Resources	0
<b>Democratic Stabilisation</b>	<b>5</b>
Other	5
<b>TOTAL ALLOCATION</b>	<b>100</b>

Source: EU; [http://ec.europa.eu/enlargement/how-does-it-work/financial-assistance/cards/statistics2000-2006\\_en.htm#1](http://ec.europa.eu/enlargement/how-does-it-work/financial-assistance/cards/statistics2000-2006_en.htm#1)

**Annex 9. Information about the interviews**

<b>Name</b>	<b>Institution</b>	<b>Function/ Area of expertise</b>	<b>Type of consultation</b>	<b>Date of consultation</b>
Ms. Aida Kondo	BiH Agency of Statistics	Author of migration statistics reports	Personal interview	29.03.2011. 1 hour
Mr. Rajko Vranjes	RS Institute of Statistics	Author of migration statistics reports	Personal interview	05.07.2011. 1 hour
Mr. Rajko Kklickovic	RS Ministry of Labour	Deputy Minister	Personal interview	07.09.2011. 30 minutes
Mr. Mujo Begic		Local migration expert from Una-Sana Canton	Phone interview	27.10.2011. 30 minutes
Ms. Koviljka Markovic	Department of Economy, Visegrad Municipality	Head of Office	Phone interview	03.11.2011. 30 minutes
Ms. Ksenija Sucic	Ministry of Labour and Social Protection	Head of Office of General Affairs	Phone interview	27.10.2011. 30 minutes
Ms. Zlata Smajic	BiH Ministry of Human Rights and Refugees, Sector for Diaspora	Author of the emigration chapter of the BiH Migration Profile	Personal interview	01.04.2011. 1 hour
Mr. Faruk Arslanagic	BiH Ministry of Security	Editor of BiH Migration Profile	Personal interview	29.03.2011. 1 hour
Ms. Alma Sunje	IOM	Migration expert/Program manager on the Youth Employment and Retention Project	Personal interview	20.04.2011. 40 minutes
Ms. Zvezdana Jelic	BiH Labour and Employment Agency	Labour market data analyst	Personal interview	04.04.2011. 1 hour
Mr. Elvedin Fetic	BiH Border Police	Migration data analyst	Personal interview	01.04.2011. 1 hour
Prof. Vjekoslav Domljan	University of Mostar	Key expert for the BiH Development Strategy, Author of several regional development strategies	Personal interview	18.04.2011. 1 hour
Ms Saliha Djuderija	BIH Ministry of Human Rights and Refugees	Assistant Minister	Personal interview	08.04. 2011 1.5 hour
Ms Ranka Ninkovic-Papic	Social Inclusion Fund	Director	Personal interview	12. 04. 2011 1 hour
Mr Sulejman	Federation BIH	Assistant	Personal	08.04.2011

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Alijagic	Ministry of Refugees and Displaced Persons	Minister	interview	20 minutes
Ms Dijana Marin	RS Ministry of Health and Social Policy	SPIS Consultant	Personal interview	12. September 2011
Ermina Porca	UNICEF	Social Policy Officer	Personal interview	October, 2011