



TEŠANJ MUNICIPALITY



LABOUR FORCE

Human resources as the driver of development

- ➔ Educated and available labour force within 100 km
- ➔ Over 120.000 available workers in key sectors of production and services
- ➔ 60,000 people with secondary school education and 5,000 with university education
- ➔ High degree of adaptation to the demands of the market

In the period of 2011-2014, the Tešanj Municipality invested 85,000 EUR through the "Best Business Ideas for Youth" programme, which resulted in founding 23 companies employing 47 workers.

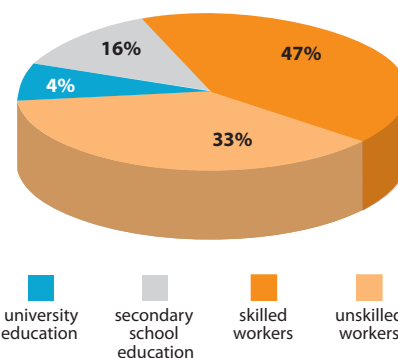
Available labour force

In the period of 2010-2015, there was an increase in the number of the employed by 29%, currently amounting to approximately 10,460 (March 2015). There are 7,655 people immediately available as labour force.

- ➔ 35,490 (73 %) working population
- ➔ 41.30 % of available skilled workers (mainly in the field of metal and wood processing sectors)
- ➔ 3.48 % of available people with university education (mainly economists and lawyers)
- ➔ In the past 6 years over 2 million KM have been invested in scholarships of students.

Gross labour costs in the territory of the Tešanj Municipality is approximately 45 % lower in comparison to the average in FBiH and BiH, while in comparison to the rest of the Zenica-Doboj Canton the gross salaries are approximately 26 % lower.

- ➔ Average net salary: KM 573 (EUR 292)
- ➔ Average gross salary: KM 916 (EUR 468)



Qualification structure of the unemployed

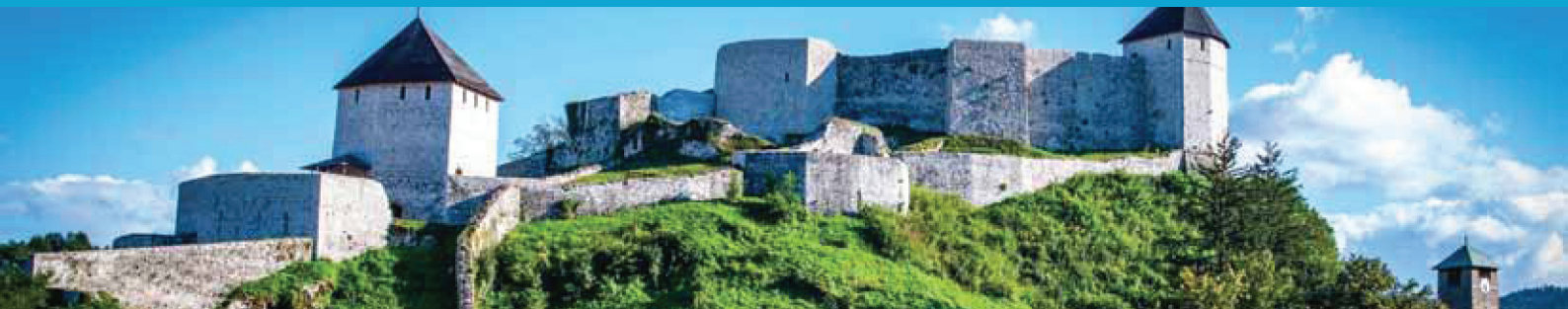
Education

There are approximately 2500 students getting educated in three secondary schools in Tešanj. Schools are well equipped for the practical work of students. There are also four university centres within 100 km – Zenica, Tuzla, Banja Luka and Doboj.

Training and retraining are carried out in line with the demands of the labour market in the Adult Education Centre Tešanj and ARTECO Technology Centre for Wood Processing.



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Why Adult Education Centre Tešanj?

The Adult Education Centre Tešanj operates through the Tešanj Municipality Development Agency, offering programmes and training in line with the needs of metal, wood, food and textile industry. The Adult Education Centre Tešanj operates in the following areas:

- ➔ Knowledge management;
- ➔ Competencies, knowledge, skills;
- ➔ Business consulting;
- ➔ Analysis, studies, research;
- ➔ Support to technology development;
- ➔ Adult education;
- ➔ Additional training in accordance with the needs of the economy

The Centre has available specialised resources, equipment and machines for the implementation of the approved training programmes. Currently, the most popular programmes are the following:

- ➔ CNC operator
- ➔ Mechatronics technician
- ➔ Lathe operator
- ➔ Welder



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Training and retraining programmes are available not only to companies which apply modern technologies and are mainly export-oriented but also to individuals at affordable and often subsidised price.

Services provided by COBITES concerning the labour force:

- ➔ Information on situation on labour market per sector;
- ➔ Information on programmes of employment and retraining;
- ➔ Support in identifying skilled labour force;
- ➔ Coordination of activities of retraining and training, and networking with relevant institutions;
- ➔ Cooperation with secondary schools, education centres, universities and institutes;
- ➔ Information on available incentives for employment and mediation in exercising the rights;
- ➔ Information on the applicable labour legislation.



COBITES – Competitive Business -
Based on Investment, Trade and Export Service Centre

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