

ANALYSIS OF UNEMPLOYMENT OF PERSONS WITH DISABILITIES IN THE TUZLA CANTON (2000-2019)

ANALIZA NEZAPOSLENOSTI OSOBA S INVALIDITETOM NA TUZLANSKOM KANTONU OD 2000-2019 GODINE

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ABSTRACT

The key problem for persons with disabilities in our region is unemployment. Unemployment is a phenomenon that indicates that persons are not in accordance with their abilities, knowledge and skills, able to find employment and receive a reasonable salary. One way to measure unemployment is through data collected by employment services. Therefore, the aim of the paper was the collection and analysis of data on unemployment trends of persons with disabilities obtained from the Employment Service of Tuzla Canton. The analysis of data in the paper presents the results of unemployment trends from 2005 to 2019, as well as the structure of unemployment of persons with disabilities by gender, age, educational level, status of disability and municipalities in the Tuzla Canton. The data obtained indicate that from 2000 to 2019 there was a decrease in the number of unemployed persons and that employment of persons with disabilities was increasing. These results are supported by active employment measures, but also by the trend of people leaving the state for employment in Western countries.

Key words: unemployment, disability, Tuzla Canton

SAŽETAK

Ključni problem osoba s invaliditetom na našim prostorima je nezaposlenost. Nezaposlenost je pojava koja ukazuje da osobe nisu sukladno svojim sposobnostima, znanjima i vještinama, u mogućnosti naći zaposlenje i primiti primjerenu platu. Jedan od načina mjerenja nezaposlenosti su podaci koje sakupljaju zavodi za zapošljavanje. S toga je i cilj rada bio prikupiti i analizirati podatke o kretanju nezaposlenosti osoba s invaliditetom dobivene od Službe za zapošljavanje Tuzlanskog kantona.

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Analizom podataka u radu su prezentirani rezultati kretanja nezaposlenosti od 2005 do 2019 godine, te struktura nezaposlenosti osoba s invaliditetom prema spolu, dobi, stepenu obrazovanja, statusu invalidnosti i općinama na Tuzlanskom kantonu. Dobiveni podaci ukazuju da je od periodu od 2000. godine do 2019. godine, došlo do smanjivanja broja nezaposlenih osoba, te da je zapošljavanje osoba s invaliditetom u porastu. U prilog ovakvih rezultata govore i aktivne mjere zapošljavanja, ali i trend odlaska osoba u potrazi za zaposlenjem u zapadne zemlje.

Ključne riječi: nezaposlenost, invaliditet, Tuzlanski kanton

INTRODUCTION

The key problem for persons with disabilities in our region is unemployment. Unemployment is a phenomenon that indicates that persons are not in accordance with their abilities, knowledge and skills, able to find employment and receive a reasonable salary. According to directives of the *International Labour Organisation* (ILO), the standard international definition of unemployment includes all persons over the age range determined to measure the economically active population who were unemployed during the reference period, were available for work at any time during the reference period, and were seeking employment (taking certain steps to find a job). Thus, the criteria on which the standard definition of unemployment is based relate only to an individual's activity during the reference period. All three criteria must be met simultaneously (Birsa, 2002). The criterion "jobless" serves to draw a clear line between employment and unemployment and to ensure that the two concepts are mutually exclusive. According to this criterion, a person will be unemployed if he or she has not worked even for one hour during the observation period, i.e. if he or she has been completely absent from work. The criterion "immediate availability for employment" means that a person must be able and willing to work if given a job/employment opportunity, which excludes those who cannot accept work because of certain obstacles (such as family responsibilities or illness) and job seekers who would start after a certain time (such as job seekers after graduation). The criterion "job-seeking" refers to the condition of active job search, which implies taking certain steps with the aim of finding paid employment or self-employment, not just an official statement of a person to look for a job (Relja et al., 2011). Structural changes in the labour market caused by globalization and modern technology, whose development is accelerating to an unpredictable scale, as well as financial and economic crises and an aging population, result in high permanent unemployment, with which governments around the world are fighting hard, without the prospect that in the near future they can achieve visible results (Buila, 2016). The labour force does not meet the needs of the modern market in a time of rapid technical and technological development. Completing an education and training for a particular occupation and job, or for obtaining a certain title, does not mean getting a definitive job or being permanently employed, because the modern labour market offers new challenges and requirements that require continuous improvement and acquisition of new knowledge and skills in line with today's needs (Perin, 2008). Training improves the qualification structure of job seekers, which also enhances their professional mobility and employment opportunities.

At the same time, education helps the unemployed to make the most of their unemployment time and preserve their previously acquired knowledge and skills (Bejaković, 1998). Persons with disabilities belong to the so-called vulnerable group of persons, and speaking in the context of their employment, they belong to a group of hard-to-employ persons (Kiš-Glavaš, 2009). In March 2010, Bosnia and Herzegovina became a member state of the UN Convention on the Rights of Persons with Disabilities (CRPD or Convention) and the Optional Protocol to the Convention. Bosnia and Herzegovina has pledged to the CRPD the responsibility of taking all measures, endeavouring to promote, protect and ensure full and equal enjoyment of all human rights for all persons with disabilities, without any form of discrimination on the basis of disability (Ćerimović, 2012). Article 27 of the Convention on the Rights of Persons with Disabilities (United Nations, 2006) emphasizes the right for persons with disabilities to equal basis work/employment with other persons, including the right to earn a living from freely chosen or accepted work/job in the labour market and the working environment that is open, inclusive and accessible to persons with disabilities. In order for persons with disabilities to be able to get employed, the help of society is certainly needed, which is part of the social policy and general policy directed at persons with disabilities. Active and passive measures are being implemented to alleviate unemployment. Active measures, among other things, provide the unemployed with the acquisition of new knowledge and skills and information for finding a job, while passive measures mostly relate to substantive rights during unemployment. There are usually two ways to measure unemployment. The first is data from the Labour Force Survey, whose methodology is in line with the rules of the International Labour Organization (ILO) and the European Bureau of Statistics (Eurostat). Another way of measuring unemployment is by collecting data collected and processed by employment services. Therefore, the aim of this paper is to present the unemployment of persons with disabilities in the Tuzla area in the past 19 years. The paper will show the number of unemployed persons with disabilities in relation to gender, age, level of education, status of disability and municipalities in Tuzla Canton, as well as active measures provided to unemployed persons with disabilities.

MATERIAL AND METHODS

Sample of participant

The survey population is comprised of all persons with disabilities who are registered in the protocol of the Employment Service of Tuzla Canton.

Method of conducting research

The survey was conducted between November and December 2019. Data on the number of unemployed persons and active employment measures for persons with disabilities were collected from the Employment Service of Tuzla Canton. The Questionnaire and the Request for access to information were presented by the interviewers (students of PDS-motor disorders and chronic diseases, Faculty of Education and Rehabilitation) in November to a selected public institution. Within 15 days, the public institution granted access to the information and provided the available information.

Measuring instruments

A Questionnaire was created for research purposes. The Questionnaire referred to the collection of general data on unemployed persons with disabilities. The first block of questions pertains to socio-demographic characteristics, which included: the gender and age structure of the respondents, the municipality where the unemployed persons live, and the educational structure of the respondents. The second block of questions addresses issues specific to persons with disabilities, namely: disability status and types of restrictions. The third block of questions contains the collection of data on active employment measures.

Data processing methods

The obtained data were processed by the method of descriptive statistics.

RESULTS AND DISCUSSION

Bosnia and Herzegovina is a country that is facing a major unemployment problem both among the general population and among the disabled. Table 1 provides an overview of unemployed persons with disabilities who were registered in the protocol of the Employment Service in November 2019 in the Tuzla Canton. The obtained data are presented in relation to educational level, gender, and number of unemployed persons in the municipalities of Tuzla Canton.

Table 1. Overview of unemployed persons with disabilities by municipalities, gender and educational level for November 2019

Persons with disabilities		Total	Educational level							
			VSS	VŠS	SSS	NSS	VKV	KV	PKV	NKV
Banovići	Total	13	0	0	1	0	0	5	0	7
RVI	Women	0	0	0	0	0	0	0	0	0
Banovići	Total	58	1	1	4	0	0	30	10	12
OSI	Women	28	1	1	2	0	0	14	4	6
Čelić	Total	51	0	0	0	0	0	17	3	31
RVI	Women	0	0	0	0	0	0	0	0	0
Čelić	Total	5	0	0	0	0	0	0	3	2
OSI	Women	0	0	0	0	0	0	0	0	0
Doboj Istok	Total	29	0	0	2	0	0	13	1	13
RVI	Women	0	0	0	0	0	0	0	0	0
Doboj Istok	Total	41	0	0	8	0	0	18	0	15
OSI	Women	15	0	0	6	0	0	5	0	4
Gračanica	Total	51	0	1	2	0	1	17	7	23
RVI	Women	0	0	0	0	0	0	0	0	0
Gračanica	Total	89	0	2	6	0	1	36	11	33
OSI	Women	30	0	1	4	0	0	18	1	6
Gradačac	Total	94	0	0	5	0	0	30	12	47
RVI	Women	2	0	0	0	0	0	1	0	1
Gradačac	Total	41	0	0	3	0	0	20	7	11
OSI	Women	13	0	0	0	0	0	6	1	6
Kalesija RVI	Total	32	0	0	1	0	0	19	0	12

	Women	1	0	0	0	0	0	1	0	0
Kalesija	Total	31	0	0	4	1	0	11	3	12
OSI	Women	14	0	0	2	1	0	2	1	8
Kladanj	Total	23	0	0	1	0	0	10	1	11
RVI	Women	1	0	0	0	0	0	0	0	1
Kladanj	Total	11	0	0	4	0	0	6	1	0
OSI	Women	5	0	0	4	0	0	1	0	0
Lukavac	Total	39	0	0	8	0	0	12	0	19
RVI	Women	0	0	0	0	0	0	0	0	0
Lukavac	Total	75	3	0	16	0	0	32	1	23
OSI	Women	34	3	0	9	0	0	14	0	8
Sapna	Total	30	0	0	0	0	0	9	0	21
RVI	Women	1	0	0	0	0	0	0	0	1
Sapna	Total	9	0	0	2	0	0	2	0	5
OSI	Women	3	0	0	1	0	0	2	0	0
Srebrenik	Total	41	1	0	1	0	0	10	3	26
RVI	Women	2	1	0	0	0	0	0	1	0
Srebrenik	Total	67	1	0	11	0	0	32	10	13
OSI	Women	27	1	0	5	0	0	12	2	7
Teočak	Total	23	0	0	1	0	0	3	1	18
RVI	Women	0	0	0	0	0	0	0	0	0
Teočak	Total	14	0	0	1	0	0	4	1	8
OSI	Women	1	0	0	0	0	0	0	0	1
Tuzla	Total	143	2	0	15	0	0	64	4	58
RVI	Women	4	0	0	1	0	0	1	0	2
Tuzla	Total	266	8	0	51	0	4	161	6	36
OSI	Women	102	4	0	21	0	0	60	3	14
Živinice	Total	67	0	1	5	0	0	25	2	34
RVI	Women	2	0	0	0	0	0	1	0	1
Živinice	Total	43	0	1	6	0	0	24	7	5
OSI	Women	14	0	0	3	0	0	8	1	2
Total	Total	636	3	2	42	0	1	234	34	320
number	Women	13	1	0	1	0	0	4	1	6
RVI										
Total	Total	750	13	4	116	1	5	376	60	175
number	Women	286	9	2	57	1	0	142	13	62
OSI										
Total	Total	1386	16	6	158	1	6	610	94	495
number	Women	299	10	2	58	1	0	146	14	68

Legend: VSS-university degree; VŠS-college degree; SSS-high-school degree; NSS-lower educational degree; VKV-highly qualified; KV-qualified; PKV-partly qualified; NKV-non-qualified
RVI-disabled war veteran; OSI- other persons with disabilities

With an insight into Table 1 and data obtained from the Employment Service of Tuzla Canton, in November 2019, 1386 persons with disabilities were registered as unemployed, of which 299 were women. 636 unemployed persons have the status of disabled war veterans, while the number of unemployed persons of other disability statuses (peacetime disabled military persons, disabled persons and civilian victims of war, categorized youth, disabled workers and others) is 750, of which 376 persons are qualified, regarding the educational level. The other most numerous persons who are unemployed are non-qualified (175), then persons with high-school degree (116), followed by persons who are partly qualified (60), persons with a university degree (13), persons with a college degree (4), and, at the end, we have persons with lower educational degree (1). Out of the total number, 286 are women. Regarding the educational level there are 142 qualified women, 62 non-qualified women, 57 women with a high-school degree, 13 partly qualified women, 9 women with a university degree, two women with a college degree, and only one woman with lower educational degree. The total number of unemployed disabled war veterans is 636. Regarding the educational level, 320 disabled war veterans are non-qualified, 234 disabled war veterans are qualified, 42 disabled war veterans have a high-school degree, 34 disabled war veterans are partly qualified, three disabled war veterans have a university degree, two disabled war veterans have a college degree and one disabled war veteran is highly qualified. The total number of disabled female war veterans is 13. Regarding the educational level, six of them are non-qualified, four of them are qualified, while one disabled female war veteran has a university degree, one disabled female war veteran has a high-school degree and one disabled female war veteran is partly qualified. The municipality of Tuzla is at the top when it comes to the unemployment of person with disabilities, with a total of 409 unemployed persons with disabilities - 143 disabled war veterans and 266 other persons with disabilities. The municipality of Tuzla is followed by the municipality of Gračanica, with a total of 140 unemployed persons with disabilities - 51 disabled war veterans and 89 other persons with disabilities. The above mentioned municipalities are followed by the municipality of Gradačac, with a total of 135 unemployed persons with disabilities - 94 disabled war veterans and 41 other persons with disabilities. The municipality of Kladanj is the municipality with the least number of unemployed persons with disabilities, 34 in total - 23 disabled war veterans and 11 other persons with disabilities.

Table 2 provides an overview of unemployed persons by type of disability/impairment and disability status in the Tuzla Canton in 2019.

Table 2. Overview of unemployed persons by type of disability/impairment and disability status in the Tuzla Canton in 2019.

Type of disability/impairment	Total	Women	Disability status					
			RVI	Peacetime disabled military persons	Disabled workers	Categorized youth	Disabled persons and civilian victims of war	Other disabled persons
Speech and voice	62	29	1	0	0	46	0	15
Com. physical disability/imp	206	38	134	0	13	21	7	31
Mental and physical disability/imp	38	10	4	0	1	14	0	19
Mental disability/imp	136	42	7	3	5	95	0	26
Other disabilities/imp	252	45	99	3	26	21	7	96
Other physical disability/imp.	597	97	380	3	32	22	38	122
Hearing	47	24	1	0	0	33	0	13
Eyesight	48	14	10	0	1	14	5	18
TOTAL:	1386	299	636	9	78	266	57	340

Legend: RVI-disabled war veterans; Com. physical disability/imp.-Combined physical disability/impairment

Table 2 shows that most unemployed persons are disabled persons with other physical disabilities/impairments (597), of which 97 are women. Regarding the disability status, there are 380 unemployed disabled war veterans, followed by other disabled persons (122), disabled persons and civilian victims of war (38), categorized youth (22), and three peacetime disabled military persons. Regarding the combined physical disability/impairment, there is a total of 206 registered unemployed persons, of which 38 were women. According to the disability status, the most numerous are disabled war veterans (134), followed by other disabled persons (31), categorized youth (21), disabled workers (13), and the disabled persons and civilian victims of war (7). We have 136 registered unemployed persons with a mental disability/impairment in the Tuzla Canton area, of which 42 are women. Most of them are categorized youth (95), other disabled persons (26), disabled war veterans (7), disabled workers (5), while three persons are peacetime disabled military persons. The next largest group is the group of unemployed persons with speech and voice disabilities/ impairments (62). Out of the total number, there are 29 women, and the most numerous persons by disability status are categorized youth (46), other persons with disabilities and disabled war veterans.

Then we have persons with visual/eyesight impairments, 48 of them are on the employment register and 14 of them are women - the most numerous by disability status are other disabled persons (18), followed by categorized youth (14), disabled war veterans (10), disabled persons and civilian victims of war (5), and one disabled worker. In the penultimate place there are persons with hearing disabilities /impairments, a total of 47 of them, of which 24 are women - the categorized youth is the most numerous by disability status and consists of 33 persons, followed by other disabled persons (13) and one disabled war veteran. Persons with mental and physical disabilities/impairments are the least numerous in the employment records (38), there are 10 women - the most numerous persons by disability status are other disabled persons (19), categorized youth (14), four disabled war veterans and one person is a disabled worker. Table 3 provides an overview of unemployed persons with disabilities in the Tuzla Canton in 2000, 2003, 2005 and 2019.

Table 3. Overview of unemployed persons with disabilities in the Tuzla Canton in 2000, 2003, 2005 and 2019.

Educational level	2000	2003	2005	2019
NKV	803	959	972	495
PKV	196	211	223	94
KV	803	952	952	610
VKV	10	33	36	6
NSS	0	0	0	1
SSS	184	190	201	158
VŠS	5	7	6	6
VSS	6	9	8	16
Total:	2.007	2.361	2.398	1.386

Legend: VSS-university degree; VŠS-college degree; SSS-high-school degree; NSS-lower educational degree; VKV-highly qualified; KV-qualified; PKV-partly qualified; NKV-non-qualified

The number of persons with disabilities in the Tuzla Canton who were registered in the protocol of the Employment Service for the year 2000 was 2361, for the year 2003 it was 2361, and for the year 2005 it was 2398. Comparing these results with those of 2019, it can be concluded that there was a significant reduction in the number of persons with disabilities on the protocol of the Employment Service of the Tuzla Canton. The analysis of the results in Table 3 shows that in 2005, the majority of unemployed persons with disabilities were mostly non-qualified (972), followed by persons who were qualified (952), partly qualified persons (233), persons with an university degree (8) and persons with a college degree (6). In 2019, the most unemployed persons with disabilities were qualified workers. In the area of Tuzla Canton in 2000, a total of 24 persons with disabilities were employed through the Employment Service of Tuzla Canton, 21 of them were disabled war veterans. By 2005, that number had increased to 149, of which 88 were disabled war veterans.

According to the data obtained for research purposes and data obtained from the Employment Service of Tuzla Canton, from December 2014 to December 2019, 391 persons were dismissed from the protocol of the Employment Service for the past 5 years, out of which 194 persons belong to the category of disabled war veterans. From these data we can see that the employment of persons with disabilities through the Employment Service of Tuzla Canton has a slight growing tendency.

Such results could have been influenced by co-financing programs, as the Employment Service of Tuzla Canton, in cooperation with the Federal Bureau for Employment, annually implements co-financing programs for employment and self-employment in which it increases the estimated amount for co-financing employment for employment of persons with disabilities by 10%. In this regard, the experience of the Department for the implementation of the aforementioned programs of the Employment Service is that there is not much employment of persons with disabilities under this measure. In their view, the reason for this is that the Fund for Vocational Rehabilitation and Employment of Persons with Disabilities of Bosnia and Herzegovina allocates much more funds for this purpose than the Federal Bureau and the largest number of persons with disabilities are employed through their programs. Also, the decline in the number of unemployed persons may have been influenced by the trend of mass departure/immigration of the population to Western countries, including a significant number of persons with disabilities.

Table 4 provides an overview of persons with disabilities by age and level of education for the month November 2019.

Table 4. Overview of persons with disabilities by age and level of education for the month November 2019

Age	Educational level											Total Women
	NK	PK	KV	VKV	NS S	SSS	VŠS- 1	VŠS- 2	VSS -1	VSS- 2	VSS- 3	
15-18	4	0	6	0	0	0	0	0	0	0	0	10
	2	0	4	0	0	0	0	0	0	0	0	6
19-20	4	0	2	0	0	4	0	0	0	0	0	10
	1	0	0	0	0	0	0	0	0	0	0	1
21-24	9	0	18	0	0	16	0	0	2	0	0	45
	4	0	4	0	0	8	0	0	2	0	0	18
24-27	5	0	6	0	0	12	0	0	1	0	0	24
	1	0	3	0	0	6	0	0	1	0	0	11
28-30	3	0	25	0	1	8	0	0	4	0	0	41
	2	0	9	0	1	7	0	0	3	0	0	22
31-35	13	1	53	0	0	14	0	0	1	1	0	83
	5	0	23	0	0	4	0	0	0	1	0	33
36-40	15	5	60	0	0	9	0	0	2	0	0	91
	6	1	27	0	0	3	0	0	1	0	0	38
41-45	64	8	55	0	0	13	0	0	1	0	0	141
	9	2	15	0	0	7	0	0	1	0	0	34
46-50	100	23	123	1	0	20	1	0	0	0	0	268
	10	5	23	0	0	4	1	0	0	0	0	43
51-55	125	20	142	2	0	35	0	0	2	0	0	326
	16	3	22	0	0	9	0	0	0	0	0	50
55-60	104	23	104	0	0	24	2	0	1	0	0	258
	6	1	15	0	0	9	1	0	0	0	0	32
61-65	50	11	19	3	0	3	3	0	0	0	0	89
	7	2	1	0	0	1	0	0	0	0	0	11
Over 65	0	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0	0
Total	496	91	613	6	1	158	6	0	14	1	0	1386
	69	14	146	0	1	58	2	0	8	1	0	299

Legend: VSS-university degree; VSS-1-university degree first cycle; VSS-2-university degree second cycle; VSS-3-university degree third cycle; VŠS-1-college degree first cycle; VŠS-2-college degree second cycle; SSS-high-school degree; NSS-lower educational degree; VKV-highly qualified; KV-qualified; PKV-partly qualified; NKV-non-qualified

Table 4 shows that by age structure the most numerous are persons aged 51-55 (326 persons), of which 50 women. 268 persons are aged 46-50, of which 43 women, 258 persons are aged 55-60, of which 32 women, and 130 persons are aged 30 or below, of which 58 women. The most persons on the employment protocol of the Employment Service are qualified (613), of which 146 women, and most of these persons are aged 51-55 (142), of which 22 women.

This is followed by a total of 496 non-qualified persons, of which 69 women and most of them are aged 51-55 (125), of which 16 women. Then we have persons with high-school degree (158), of which 58 women and most of them are aged 51-55, while only one woman with lower educational degree is aged 28-30.

In relation to the age structure of unemployed persons with disabilities, in Tuzla Canton, the most numerous persons are aged 31-40 (937), followed by persons aged 41-50 (743), persons aged 51-60 (252), and at the end, persons aged 30 or below (223), which are most often given employment opportunities (Majstorović, 2006).

It can be noticed from the data presented that, from 2000 to 2019, there has been a decrease in the number of unemployed persons from the protocols of Employment Services, and that employment of persons with disabilities is on an increasing level.

CONCLUSION

A large number of people with disabilities after completing their education, as well as after completing vocational training for work in various occupations, are not given employment opportunities, and the majority of them remain unemployed and registered at the Employment Services without being able to exercise one of their basic rights, namely, the right to work and to be employed. The aim of this paper is to present the unemployment status of persons with disabilities in the Tuzla Canton in relation to their disability status, age, gender, educational level, and municipalities over the past nineteen years. The number of persons with disabilities in the Tuzla Canton who were registered in the protocols of the Employment Service for the year 2000 was 2007 persons, for 2003 it was 2361 persons, and for 2005 it was 2398 persons, while in November 2019 a total of 1386 unemployed persons with disabilities were registered. At present, the largest number of unemployed persons is the group of persons with physical disabilities. The results indicate that there has been a significant reduction in the number of persons with disabilities from the protocols of the Employment Service of Tuzla Canton. The decrease in the number of unemployed persons was also influenced by active employment measures, and from December 2014 to December 2019, 391 persons were dismissed from the protocol of the Employment Service due to employment, of which 194 persons belong to the category of disabled war veterans. Also, the decrease in the registered number of unemployed is influenced by the trend of our population departing/immigrating to Western countries. This trend also includes persons with disabilities.

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