



## Bosnia-Herzegovina

### ***Impact of COVID-19 outbreak in the EFFAT Sectors and measures taken to deal with the consequences of the pandemic***

*EFFAT affiliates: PPDIVUT BIH, SSRPPIFBIH*

#### Governmental measures:

Bosnia-Herzegovina is currently waiting for concrete measures from government and employers. Some measures have been already proposed, such as postponement of payment of the taxes and contributions and of bank loan instalments, for both legal and private persons.

The government has adopted some measures that were suggested by medical experts, however, PPDIVUT BIH urges the relevant authorities to introduce, jointly with employers, maximum protective measures for workers in the trade (shops), as they have direct contact with all customers. They estimate that the measures taken so far are not sufficient to protect the health of this category of workers.

They also strongly object that, in this difficult situation, the government and employers are not giving enough importance to their social partner, i.e. to trade unions, as they believe that this cooperation is needed now more than ever, in order to help manage this difficult situation.

#### Impacts in the EFFAT Sectors and specific measures adopted to deal with them:

##### **Agriculture sector:**

##### **Food, Drink and Tobacco sector:**

##### **HRCT sector:**

The hospitality sector in Bosnia is already being impacted, as hotels and restaurants are closing because of cancellations from abroad. With Italy being strategically important for the tourism industry, it is clear that this summer will be difficult.

The hotels and restaurants that are still open are working at a lower capacity and sending workers on collective holiday leave, with some workers getting their employment contracts terminated.

There are two categories of workers: those on sick leave due to Coronavirus and those who have been sent home due to the complete closure or reduced quantity of production. For those who are on sick leave, their compensation/wages are defined by the law, while for other workers the law still does not define their right to wages. Trade unions are demanding that the government urgently takes action to protect workers and jobs, defining the percentage (or amount) that the state will contribute toward wages, and how much is still to be covered by employers.



### Measures adopted in specific companies:

#### [PPDIVUT Request for cooperation HR](#)

Company example: Boxmark Leather d.o.o. is a company in Lukavac which employs about 850 workers, over 450 of whom are organised by EFFAT affiliates PPDIVUT BIH. The company director sent a notice to workers that they are being sent home due to the closure of the production plant from 23 March to 5 April 2020. The notice further states that the company has taken this decision to protect the health of workers and their families, but it does not state if workers will receive any financial compensation for the stated period out of work. In addition, the director avoids communications with PPDIVUT BIH, exacerbating this difficult situation. In these challenging times, unions without social dialogue have to be very careful when taking any union actions.

For more information on the measures adopted in transnational companies please check the main page