# FREQUENTLY ASKED QUESTIONS

# **FAQ Contents**

1. B	OSNIA AND HERZEGOVINA AT A GLANCE	10
2. FI	IPA SUPPORT	11
0		
0		
3. IN	IVESTING IN B&H	
0	Why would a company choose B&H as a location for investing?	
	al Framework	13
0	What are the basic laws and regulations encouraging	
	foreign investors to invest in B&H?	
	us of Foreign Investors	
	What is the status of foreign investors?	
	What is the status of foreign citizens?	
	entives	
	What general incentives does B&H offer to foreign investors?	
0	Are there any customs incentives?	15
0		
	and with which countries?	
0	Who will insure my investment in B&H?	16
	&H ECONOMY (INDICATORS)	
Ban	king	
0		17
0	How many international banks are currently present in the B&H market?	17
0		
0		_
0		
	by business operators in B&H?	19
0	1.0	
Stati	istics	
0	What is the recent GDP trend?	19
0	What is the annual inflation rate in B&H?	20
0	What is the industrial production growth rate?	
	ck Exchange	
0	How many stock exchanges operate on the capital market?	20
	statisctics	21
0	What is the amount of the FDI recorded in the past few yeras?	21
0	FDI by sectors?	
Тор	investors	
0	Who are the top foreign investors in B&H?	22

5. SE	ETTING UP BUSINESS	23
Туре	es of Companies	
0	What types of companies are permitted by the B&H law?	23
Step	s for Establishing Company	23
0	How long does it take to register a business?	24
	What are the costs of registering a business?	
0	0 ( ) 1 ( ) 1 ( ) 1 ( ) 1 ( ) 1 ( ) 1 ( ) 1 ( ) 1	
6. TA	AX REGIME	25
	porate Income Tax	
	What is the corporate income tax rate?	
	onal Income Tax	
	What are the personal income tax rates?	
	Estate Transfer Tax	
	What are Real Estate Tax Rates and Property Transefr Tax Rate?	
	e Added Tax	
	What is the Value Added Tax rate?	
	ble Taxation Treaties	
	With which countries has B&H signed Double Taxation Treaties?	
	reciation, Accelerated Depreciation	
	Do taxpayers have the right to apply accelerated depreciation?	
0		
Ū	rates of fixed assets?	28
Exci	ses	
	What are excises?	
	Incentives	
	What are tax incentives in B&H?	
	Are profits transferred abroad taxed in B&H?	
	er Taxes	
	What is the withholding tax regulation?	
	al Security Contributions	
0001		
7 0	PPORTUNITIES FOR INVESTMENT	32
	atization	
	How is the privatization process regulated in B&H?	
0		32
0		
0	AAULI II II I I I I I II II II II II II II	
0		
0	14/1 - 1 - 1	
0	the state of the s	
_	kruptcykruptcy	
	cessions	
	What are concessions?	
0		
0	NAM	
0		
0		
U	vinat are the concessionalies obligations:	

8. LA	ND/REAL ESTATE	35
0	Can foreign investors acquire property in B&H?	35
0	What is the procedure of buying land by a foreign investor?	35
0	Where can I insure my property?	
0	Can I rent out my property in B&H?	
0	What is the price of buying or leasing office space?	
0	What is the price of land?	
0	What is the price of leasing or buying workshop	
	(production building)?	36
9. FC	PREIGN TRADE	37
Cust	oms Rates	37
0	How are imports customs regulated?	37
0	Which products can be imported duty free?	37
0	Are there any special import restrictions on equipment	
	that is part of foreign investment?	38
Trad	e Structure	
0	Which goods dominate B&H exports and imports?	38
0	Which countries are B&H's major foreign trade partners?	38
Free	Zones	39
0	What are Free Zones?	39
0	Are there any benefits of doing business in Free Zones?	39
0	What is the time period of land and facilities rentals	
	to Free Zone users?	39
	Trade Agreements	
0	Which countries have signed the Free Trade Agreement with B&H?	
0	Does B&H have preferences to export to other countries?	40
10.	EMPLOYMENT	
	loyment Relations	
0	Labor force	
0	How is the local labor force structured by activities?	
0	What is the unemployment rate in B&H?	
0	Which employment types are stipulated by the law?	
0	How can we employ a worker?	
0	How can we terminate employment?	
0	Is it possible to conclude a part time work contract?	
	Can the employer hire trainees or volunteers?	
	cand Residence Permits for Foreigners	
	How can foreigners obtain residence permits?	
	ective Contracts	
0	What are the collective contracts and what do they cover?	
0	Is the employer obliged to conclude a collective contract?	
	king Hours and Overtime Work	
	What are full time working hours?	
0	Are overtime working hours limited?	45

	ual Leave, Public Holidays45
0	What is the minimum annual leave?45
0	How long can a maternity leave last in B&H?45
	mum Wages45
0	Is there a minimum wage?45
0	In which cases are employees entitled to increased salaries?46
11.	WORKFORCE AND EDUCATION46
Edu	cational System46
0	How is the educational system organized in B&H?46
	What is the educational structure of unemployed population?
	What is the annual number of graduated students over the years?47
	bber of Universities and Students
	How many educational institutions are there in B&H?47  How many students are there in B&H?47
0	Is B&H participating in the Bologna Process?47
0	
U	Are there any loreign schools?47
12.	INFRASTRUCTURE49
	d and Railway Network49
	What is the total road network in B&H?49
0	The state of the s
Airp	orts49
0	How many airports exist in B&H and what is
	the connectivity of Sarajevo Airport?49
	r Transport50
0	What are the possibilities for river transportation in B&H?50
	d and Mobile Telephony50
	What is the fixed telephony infrastructure?50
	What is the number and coverage of mobile telephony operators?50
	Is the fixed telecommunication network digitalized and how many operators are
tł	nere?51
0	
	met
	What is the Internet availability and infrastructure?51
	How many internet users are there in B&H?52
0	What are the possibilities of internet access?
10	OPERATIONAL COSTS
13.	OPERATIONAL COSTS
0	The state of the s
0	
0	140 · · · · · · · · · · · · · · · · · · ·
0	•
0	What is the quality of water in B&H?56





# 1. BOSNIA AND HERZEGOVINA AT A GLANCE

Official name:	Bosnia and Herzegovina (locally Bosna i Hercegovina, most commonly abbreviated as B&H)	
Capital city:	Sarajevo (population 500.000)	
Other major cities:	Banja Luka, B&Hać, Mostar, Tuzla, Zenica	
Geographic location:	South Eastern Europe, borders with Croatia (932km), Serbia (312km) and Montenegro (215km).	
Area:	51.209 km²	
Population:	3.50 million	
Religions:	Muslim (44%), Orthodox Christian (32%), Roman Catholic (17%), others (7%)	
Ethnic groups:	Bosniaks, Serbs, Croats and others	
Languages:	Bosnian, Serbian, Croatian (all official)	
Administrative organization:	Two entities (Federation of B&H and Republic of Srpska) and Brcko district of B&H	
Government Structure:	B&H is a parliamentary democracy with a bicameral parliament (House of Representatives and House of Peoples), a three-member rotating presidency, a Council of Ministers, and Constitutional Court.	
GDP: 18.0 billion EUR (2019)		
GDP per capita:	5,168 EUR (2019)	
Currency:	Konvertibilna Marka (BAM-official; KM-common use)	
Exchange rate:	1 EUR = KM 1.95 (fixed exchange rate)	
Landforms:	A very hilly country with the Dinaric Alps dominating the landscape. The highest point, Mt. Maglić, rises to 2,387 m. Thick forests cover almost 50% of the land. In the north, along the Sava River valley, a hilly, fertile plain stretches east to west. The country has 23 km of coastline in the southwest of the country, providing access to the Adriatic Sea.	
Climate:  Winters can be very cold with a lot of snow, especially in and mountains. Summers are generally warm and comfo occasionally hot. Cooler temperatures in higher elevation		
Latitude/longitude:	e: 44° N, 18° E	
Time zone:	CET (GMT + 1 hour)	
Internet domain:	.ba	
Int. telephone ode:	+387	

# 2. FIPA SUPPORT

#### o What is FIPA?

Foreign Investment Promotion Agency in B&H is a state agency with the main objective of promoting B&H, creating a more conducive business environment, retaining the existing foreign investment, as well as FDI policy advocacy.

#### o What can FIPA do for you?

FIPA helps you seize business opportunities in B&H by:

- Servicing potential and existing investors, especially in administrative matters
- Legal advice for foreign investors
- Providing all information related to B&H business environment
- Investor after-care
- Policy advocacy
- Analysis and presentation of attractive sectors for foreign investments

#### o What are FIPA activities?

- Generating new investments by promoting B&H as an attractive location for foreign investment
- Servicing potential and existing investors
- Providing of all information related to B&H business environment to potential and existing investors, especially those about available investment project and companies in privatization process
- Offering legal advice for foreign investors (FDI regulations, land ownership, taxation, employment, etc.)
- Corporate development support to foreign investors investor's aftercare (general services in post-investment phase, e.g. support in project implementation, co-operation with domestic private sector, etc.)
- Improving the business environment by identifying the main legal barriers
  to FDI, creating recommendations for their removal and taking part in
  their implementation. To carry out this activity FIPA cooperates with the
  Council of Ministers, Entity governments, Brcko district, Cantons and
  Municipalities, as well as with all other relevant organizations in B&H
  (Foreign Investors Council, international organizations and institutions,
  foreign trade associations, privatization agencies, chambers of commerce,
  private business associations and private and public companies)
- Analysis and presentation of attractive sectors for foreign investments such as: Agriculture, food processing, tourism, wood processing and furniture production, energy (production of electricity), metal processing,

- organic food and pure water, construction, textile, auto-components, ICT sector, etc.
- Cooperation with B&H Ministry of Foreign Affairs, diplomatic-consular networks and diaspora on FDI promotion abroad
- Work on creating presentations and producing materials essential for FIPA activities abroad. FIPA website contains all relevant information about foreign direct investment in B&H
- Publishing a monthly "FIPA Newsletter" (business and investment news)
- Creating and maintaining of investment projects and available locations data bases, etc.

# 3. INVESTING IN B&H

# o Why would a company choose B&H as a location for investing?

There are many reasons for investing in B&H, such as:

- Stable financial sector
- Excellent geographical location
- Favorable Trade and other Agreements
- Favorable Tax and Customs System
- Availability of skilled, educated, competitively priced and multilingual labor force that is familiar with international business
- Abundance of premises and sites, industrial zones, free trade zones
- B&H can be a successful platform to export to a market of app. 600 million people without customs duties.

# **Legal Framework**

# o What are the basic laws and regulations encouraging foreign investors to invest in B&H?

The main laws and regulations include three basic laws encouraging foreign investors:

- Law on the Policy of Foreign Direct Investment of B&H
- Law on Foreign Investment of FB&H
- Law on Foreign Investment of RS

Other Laws and Regulations which encourage foreign investors to invest in B&H:

- Law on Value Added Tax of B&H
- Law on Corporate Income Tax of FB&H
- Law on Corporate Income Tax of RS
- Framework Law on Registration of Business Entities in B&H
- Law on Registration of Business Entities of FB&H
- Law on Registration of Business Entities of RS
- Customs Tariff of B&H
- Customs Policy Law of B&H
- Decision on Implemental Regulations of the Customs Policy Law of B&H
- Decision on Harmonizing and Establishing Customs Tariffs of B&H

# **Status of Foreign Investors**

## o What is the status of foreign investors?

Regarding his investment the foreign investor enjoys equal status, rights and duties, as any domestic legal person. A foreign investor enjoys full legal security and legal protection in respect of rights acquired by virtue of the investment. Rights of foreign investor acquired in the moment of the business registration cannot be deteriorated by subsequent alteration of laws and other regulations.

Company with foreign investment enjoys equal legal status and carries on its business under equal conditions and in an equal manner as do domestic companies.

## o What is the status of foreign citizens?

Foreign citizens in B&H shall exercise the same rights and freedoms as citizens of B&H exercise in the country of the foreign citizen.

# **Incentives**

# o What incentives does B&H offer to foreign investors?

According to the Law on the Policy of Foreign Direct Investments of B&H, many incentives are offered to foreign investors, such as:

- National treatment of foreign investors, i.e., foreign investors have the same rights and obligations as residents of B&H;
- Foreign investors are entitled to open accounts in any commercial bank in domestic and/or any freely convertible currency on the territory of B&H;
- Foreign investors are entitled to freely employ foreign nationals, subject to the labor and immigration laws in B&H;
- Foreign investors are protected against nationalization, expropriation, requisition or measures having similar effects; such measures may take place only in the public interest in accordance with the applicable laws and regulations and against the payment of an appropriate compensation, i.e. compensation that is adequate, effective and prompt;
- Equipment being imported as part of share capital is exempt from paying customs duties (with the exception of passenger cars, slot and gambling machines);
- The rights and benefits of foreign investors granted and obligations imposed by the Law (mentioned above) cannot be terminated or

overruled by subsequent laws and regulations. Should a subsequent law or regulation be more favorable to foreign investor, the investor will have the right to choose the regime by which the investment will be regulated.

- Foreign investors may own real estate in B&H. Foreign investors enjoy the same property rights in respect to real estate as B&H legal entities.
- Foreign investors are entitled to transfer abroad, freely and without delay, in convertible currency, proceeds resulting from their investment in B&H.
- Free trade zones in B&H are part of the customs territory of B&H and have status of legal entity. According to the Law on Free Trade Zones of B&H, free trade zone founders may be one or more domestic and foreign legal entities or natural persons and establishment must be economically justified (the free zone establishment is considered economically justified if the submitted feasibility study and other evidence can prove that the value of goods exported from a free zone will exceed at least 50% of the total value of manufactured goods leaving the free zone within the period of 12 months). The users of free zone do not pay VAT and import customs. Investment in the free zone, transfer of profit and transfer of investment are free of charge.
- Incentives related to the taxes, customs, employment etc. are mentioned in the other relevant parts of the brochure.

## o Are there any customs incentives?

Equipment being imported as part of share capital is exempt from paying customs duties. This exemption does not refer to passenger vehicles, slot and gambling machines. In order to enjoy this benefit, the foreign investor should submit a written request for exemption from paying import duties to the competent customs authority (according to the place of seat of the company) along with the following documents:

- contract or other relevant document about the investment on the basis of which the equipment is being imported,
- proof of registration of the investment at the competent authority,
- specification of equipment with tariff number, tariff mark (with quantity indication), single and total value, certified by the investor,
- statement of the investor that the equipment is not older than 10 year age limit,
- certificate of the competent institution confirming that the imported equipment complies with the environmental and employment protection standards.

The Customs Office issues a decision within 15 days upon submission of the request.

# o Has B&H signed Agreements on Protection of Investments and with which countries?

Bosnia and Herzegovina has Agreements on Promotion and Protection of Investments with the following countries:

Albania	Austria	Belgium and Luxemburg	Belarus	Canada	China
Croatia	Czech Republic	Denmark	Egypt	Finland	France
Germany	Greece	Hungary	USA-DFC	Iran	Italy
Jordan	Kuwait	Lithuania	Macedonia	Malaysia	Moldova
Netherlands OPEC Fund		Pakistan	Portugal	Qatar	Romania
San Marino	Serbia	Slovakia	Slovenia	Spain	Switzerland
Sweden	Turkey	Ukraine	United Kingdom		

# o Who will insure my investment in B&H?

Foreign investors can insure their investment with the European Union Investment Guarantee Trust Fund for Bosnia and Herzegovina, administered by the Multilateral Investment Guarantee Agency (MIGA, member of the World Bank Group). Also, insurance is possible through insurance (international and domestic) companies existing in B&H.

# 4. B&H ECONOMY (INDICATORS) Banking

#### o What is the current situation in the banking sector of B&H?

After the implementation of the new monetary policy by the Central Bank in 1997 and the market entry of foreign banks, the financial sector - in which the banking sector dominates - experienced a stabilization and consolidation process. The consolidation process of the banking sector came mainly on the back of foreign direct investments through the acquisition of private - or already privatised - banks. In addition to the acquisition of existing banks, foreign strategic investors undertook sizeable greenfield investments in the banking sector. Number of banks has decreased compared to pevious period. At the beginning of 2020 there are 23 commercial banks. Only one bank in B&H is majority state-owned and 22 banks are predominantly privately owned with majority of foreign ownership. The stability of the banking sector in B&H has been maintained over a period of time. The banking legislation are recently adopted by the entities in the aim to strengthen and harmonize framework for banking operations in the country.

The total deposits at the end of 2019 amounted to 12.2 billion EUR and increased by 9.5% y-o-y. Growth of deposits was achieved in all sectors. Confidence of population in the banking sector has been preserved, so households deposits have reached the highest level in 2019 (6.8 billion EUR) keeping the largest share in total deposits with commercial banks (55.6% at the end of 2019). Credit activities were recorded a slight increase of 6.6% in last year. Total loans at the end of 2020 amounted to 10.62 billion EUR.. The liquidity, profitability and capitalisation of the banking sector can be assessed as satisfactory, and it can thus be concluded that the banking sector continues to be stable and safe.

# o How many international banks are currently present in the B&H market?

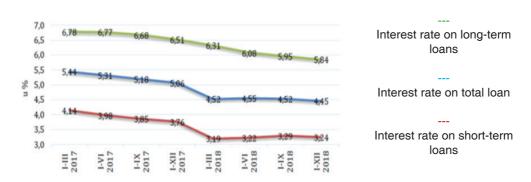
Many international banks have set up branch banks in B&H including: Addiko Bank AG, Dubai Islamic Bank, Islamic Development Bank, Komercijalna banka, NLB Group, Privredna banka Zagreb d.d. (takeover from Intesa Sanpaolo Group), ProCredit Holding, Raiffeisen Bank International, Sberbank, Steiermärkische Bank und Sparkassen, Ziraat Bankasi, Zagrebačka banka d.d. Zagreb (takeover from Unicredit). The list of banks is available on www.cbbh.ba (Central Bank of B&H). All commercial banks in B&H are included in the state deposit insurance program. The market entry of foreign banks supported the reform process in the banking sector and helped deepen financial intermediation.

#### o What are interest rates of commercial banks?

Commercial banks, which are the most active in lending, had a quite stable interest rate policy, so there were no large oscillations in the previous years. In period during 2015-2018, the reduction in total loans interest rate is evident. Data for 2018 and the beginning of 2019 indicate that the effective interest rates on loans to both the corporate and households show a slight downward trend.

The decrease in interest rates is mostly due to the high competition on the banking market and the weak demand for loans in previous periods, which means that a larger number of banks have opted for lower interest rates policy.

The average effective intrest rate on loans



Source: B&H Directorate for Economic Planning, B&H Economic Trends Annual Report 2018

# o What is the international credit rating of B&H?

Bosnia and Herzegovina signed the contract for sovereign credit rating reporting and monitoring with two international credit rating agencies, Standard & Poor's and Moody's Investors Service. In February 2018, Moody's Investors Service has affirmed sovereign credit rating on Bosnia and Herzegovina at "B3 with stable outlook". Standard & Poor's has upgraded sovereign credit rating of Bosnia and Herzegovina to "B with positive outlooks" (March 2019). On April 30, 2020, Standard and Poor's published an extraordinary assessment of the credit rating (due to the crisis caused by the COVID-19 virus pandemic). In comparison with the regular assessment from the beginning of March, the rating "B" has remained unchanged, while the outlook has been revised from positive to stable.

# o Which accounting and auditing standards must be met by business operators in B&H?

Companies are liable for keeping financial books, preparing and submitting accounting statements according to the provisions of the Law on Accounting, International Accounting Standards (IAS), International Financial Reporting Standards (IFRS), International Standards on Auditing (ISA).

# o Which international accounting and auditing companies exist in B&H?

Major companies operating in B&H are Deloitte, KPMG, Price water house Coopers (PWC) and others.

#### o What is the exchange rate policy in B&H?

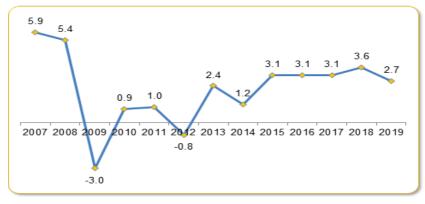
Central Bank of Bosnia and Herzegovina maintains monetary stability by issuing domestic currency according to the Currency Board arrangement with full coverage in freely convertible foreign exchange funds under fixed exchange rate 1 KM = 0.51129 eur, respectively 1 eur = 1.95583 KM. Central Bank defines and controls the implementation of monetary policy of Bosnia and Herzegovina. Central Bank supports and maintains appropriate payment and settlement systems.

# **Statistics**

#### o What is the recent GDP trend?

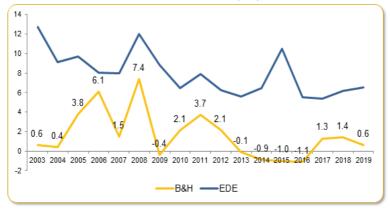
Before global financial and economic crisis Gross Domestic Product (GDP) in B&H has been raised with average real growth rate of 5%. After the world economic recovery and progress in 2013, natural disaster and floods in B&H in May 2014 has affected GDP growth rate that year. The real GDP growth in 2015 increased to 3.1% and keeps the same growth rate both in 2016 and in 2017. Nominal GDP in 2018 was 17.1 billion EUR, with real growth rate of 3.6%. Data for 2019 indicate GDP growth rate of 2.7%. B&H is expected to enter a recession in 2020, forecast to experience negative growth of -3.2% as it continue to grapple with the economic impacts of the COVID-19 pandemic.

# **REAL GDP GROWTH RATE (%)**



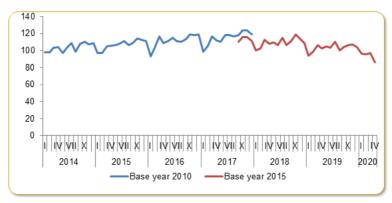
Source: Agency for Statistics of B&H, \*preliminary data for 2019

#### o What is the annual inflation rate (%) in B&H?



Source: Agency for Statistics of B&H, International Monetary Fund, April 2020 EDE (Emerging and Developing Europe)

#### Volume Index of Industrial Production in B&H – Total Industry



Source: Agency for Statistics of B&H

The recovery of industrial production was recorded in 2013 when the rate of change in cumulative production, relative to the previous year, was 6.7%. Because of natural disaster and floods in May 2014, year over year growth rate in 2014 was only 0.1%.

In the years after the flood, there was the recovery with increasing industrial production rates of 2.6% (in 2015), 4.3% (in 2016), 3.1% (in 2017) and 1.6% in 2018. Annual change rate of industrial production was negative in 2019.

Monthly statistic about Industrial production has been provided by Agency for Statistics of Bosnia and Herzegovina - www.bhas.ba.

# **Stock Exchange**

#### o How many stock exchanges operate on the capital market?

There are two stock exchanges in Bosnia and Herzegovina:

- Sarajevo Stock Exchange (SASE) www.sase.ba
- Banja Luka Stock Exchange (BLSE) www.blse.ba

## **FDI Statistics**

#### o What is the amount of FDI recorded in the past few years?

Flow of FDI in Bosnia and Herzegovina, by years, million EUR



Source: Central Bank of B&H (CBBH),

\* Preliminary FDI data for 2019 (Balance of Payments of B&H, March 2020)

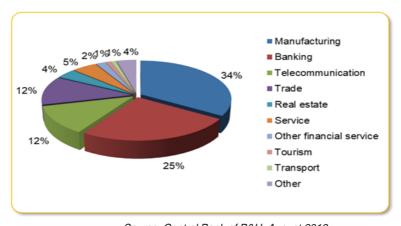
In 2007 B&H we attracted 1.3 billion EUR which is absolutely the highest amount recorded mainly thanks to the privatization of large state-owned enterprises. The global economic crisis hit the inflow of FDI in B&H in 2009. Unfortunately, mainly caused by slow economic recovery globally, which also reflected on investment worldwide, FDI in B&H in the period 2010-2013 were modest. In 2014 with 415 million EUR, FDI is 99.2% higher than in 2013. Unfortunately, FDI in B&H decreased in 2015 and 2016 and negative trend has stopped in 2017.

Based on preliminary data for 2019 investment growth confirmed positive trend during 2017 – 2019 and FDI in 2019 is 14,8% higher than in 2018 (Balance of Payments of B&H).

Regarding on-going projects and announced interest of potential foreign investors, we could be optimistic regarding FDI amount, but expectations are that pandemic COVID-19 will have reflected on FDI in B&H also. According the international institutions forecasts in the time of pandemic COVID-19, global FDI flows are expected to fall in 2020 and 2021.

#### o FDI by sectors?

#### May 1994 - Dec 2018 - Stock of FDI in December 2018 was 7.3 billion EUR



Source: Central Bank of B&H, August 2019
\* the graph structure is created according to data of FDI stocks classified by industry

# **Top Investors**

# o Who are the top foreign investors in B&H?

# Top investor countries in B&H Stock of FDI in December 2018, Total amount was 7,309 million EUR



Source: Central Bank of B&H

## Top foreign investors in B&H in 2019

According realised projects, the most important investors based on FIPA Selection of Foreign Investors in B&H for 2019 are:

Foreign company	Country	Domestic company	
Calcedonia Group	Italy /Luxembourg	Ella Textile d.o.o. Gradiška	
ELSTA-Mosdorfer Gesellschaft m.b.H.	Austria	Elsta Mosdorfer Bosnia d.o.o.Živinice	
PASS Automotive East GmbH	Germany	PASS d.o.o. Bijeljina	
PMP Industries	Italy	PMP Jelšingrad FMG a.d. Gradiška	
HIK GmbH	Germany	HIK-SM d.o.o. Sanski Most	
Cotta Collection AG	Liechtenstein	Sinkro d.o.o.Sarajevo	
Adriatic Metals PLC	United Kingdom	Eastern Mining d.o.o. Sarajevo/Vareš	
Al Thani Companies Group	UAE	Bosmal Arjaan by Rotana Sarajevo	
Delta Real Estate Group	Serbia	Delta Planet Banja Luka	
dm drogerie markt	Austria	dm drogerie markt d.o.o. B&H	

In the previous years, main energy projects have been realised by EFT International Investments Holdings Limited from United Kingdom. Also, significant number of new employees has been realised within activities of companies: BOXMARK, Cablex, Lattonedil, MANN+HUMMEL, Megle, Olip S.P.A, PASS Automotive East GmbH, Steelmin, Veritas AG, Zeraa Investment LLC and others foreign investors in B&H.

# 5. SETTING UP BUSINESS

# **Types of Companies**

Setting up a business in B&H is regulated by:

- Company Law of the Federation of B&H
- Company Law of Republic of Srpska
- Law on the Takeover of Joint Stock Companies
- Company Law of the Federation of B&H
- Company Law of Republic of Srpska
- Law on the Takeover of Joint Stock Companies

# o What types of companies are permitted by the B&H law?

Types of companies:

- Unlimited Joint Liability Company (d.n.o. / o.d.)
- Limited Liability Company (d.o.o.)
- Joint-Stock Company (d.d. / a.d.)
- Limited Partnership (k.d.)

# **Steps for Establishing Company**

The main steps involved in establishing a business based on foreign investment in B&H are:

#### Federation of B&H:

- 1) Establishment Contract (made by notary)
- 2) Payment of initial capital
- 3) Registration at the competent court
- 4) Making a company stamp
- 5) Opening a bank account in a commercial bank
- 6) Registration of the company and staff at the Tax Administration
- 7) The statement of the company founder about fulfilement of all requirements for starting activity (submit to the Competent Inspection Department) / and start business

#### Republic of Srpska

- 1) Verification of the founding act by a notary
- 2) Payment of initial capital
- 3) Registration request submit to the APIF RS
- 4) Making a company stamp
- 5) Opening a bank account in a commercial bank
- 6) Registration of the company and staff at the Tax Administration / and start business

# o How long does it take to register a business?

In FB&H, according to the Law, court registration procedure of establishing a business takes up to 5 days, and in RS up to 3 days.

# o What are the costs of registering a business?

The costs are as follows:

#### Federation of B&H:

Administrative costs: cca. 500 EUR

Lawyer and notary costs: cca. 500 – 1,000 EUR

#### Republic of Srpska

Administrative and notary costs: cca. 150 EUR (first establishment)

#### Brcko district

Administrative and notary costs: cca. 1,000 EUR

#### o Can a foreign investor have a representative office in B&H?

A company may choose to set up a representative office in order to gain experience and gain a better perception of the size and potential of the B&H market.

It is important to remember that a representative office doesn't have the status of a legal entity – it is an extension of its parent company. It may only engage in non-profit making activities. Accordingly, a representative office may engage in any of the following functions: market research, promotional and informative activities representing the company.

A representative office is restricted from signing contracts on behalf of the parent company.

# 6. TAX REGIME

# **Corporate Income Tax**

## o What is the corporate income tax rate?

Corporate income tax rate is 10% on the whole territory of Bosnia and Herzegovina.

# o Which items are included in the corporate income tax base?

- In RS, for the purpose of computing, the tax base includes all revenue from whatever source derived whether in cash or in kind or whether related or unrelated to the legal person's economic activity except for revenues specified in Law on profit tax of RS. In the case of revenue received in the form of property (other than cash) or services, the amount of revenue is equal to the market price of the property or services received.
- In FB&H, the tax base is determined in the tax balance, alignment of of expenditures and revenues and capital gains / losses reported in the financial statements. The tax base is calculated as the profit shown in the financial statements, increased by non-deductible expenses and other non-deductible items, and reduced by non-taxable items. Any income and capital gains earned by the taxpayer shall be included in the tax base, except for items that are not included in accordance with Law on the Corporate Income Tax. Income tax is calculated by multiplying the tax base with the rate of income tax.

## **Personal Income Tax**

### o What are the personal income tax rates?

In B&H, personal income tax is regulated at entity level. Brcko district has its own Law on Personal Income Tax that regulates this type of tax for the district.

In FB&H, personal income tax is 10% on net wage according to gross model. There is a deduction to the total amount of income for resident taxpayers for basic personal deduction as set out in the Law on Personal Income Tax, as well as other bases for basic personal deduction.

In RS personal income tax is 10 % on net wage in accordance with gross model. Also, in Republic of Srpska there are deductions to the total amount of income for resident taxpayers for basic personal deduction as set out in the Law on Personal Income Tax, as well as other bases for basic personal deduction.

Personal income tax in Brcko district is 10% on net wage in accordance with gross model as well.

# Real Estate (Transfer) Tax

#### o What are Real Estate Tax Rates and Property Transefr Tax Rate?

Federation of B&H: Property transefr tax rate is 5%. The tax base is the value of the property estimated by the commission appointed by the local tax administration office (according to the seat of the property). Payer of property transfer tax is most often the seller of the property (depending on the location of the property being sold). Only in Canton Sarajevo and Hercegovačko-neretvanski Canton the buyer is the payer of property transfer tax.

Republic of Srpska: Real estate tax rate is to 0.10% of the estimated market value of real estate for real estate which is directly responsible for production activities (facilities for the production and storage facilities for raw materials, intermediate products and final products), and the tax rate is to 0.20% of the estimated market value real estate to other real estate.

Brcko district: The tax rate on real estate cannot be less than 0.05% of the appraised value of real estate, and shall not exceed 1,0% of the appraised value

of real estate. For all administrative units the obligation to pay taxes arises in the moment of concluding the sale contract.

# **Value Added Tax**

#### o What is the Value Added Tax rate?

Value added tax (VAT) rate is flat rate of 17% in B&H.

Companies submit the application for VAT at the Indirect Taxation Authority of Bosnia and Herzegovina (in Headquarters in Banja Luka or in Regional Centers; Sarajevo, Tuzla, Mostar, Banja Luka).

# **Double Taxation Treaties**

# o With which countries has B&H signed Double Taxation Treaties?

Bosnia and Herzegovina has Agreements on avoidance of double taxation with the following countries:

Albania	Algeria	Austria	Azerbaijan	Belgium
Montenegro	Czech Republic	Turkey	Finland	France
Greece	Germany	Croatia	Holland	Iran
Ireland	Italy	Jordan	Kuwait	Qatar
China	Cyprus	Hungary	Malaysia	Macedonia
Moldova	Norway	Pakistan	Poland	Romania
Slovakia	Slovenia	Serbia	Spain	Sweden
United Kingdom Sri Lanka and Northern Ireland		United Arab Emirates		

# **Depreciation, Accelerated Depreciation**

# o Do taxpayers have the right to apply accelerated depreciation?

Yes, taxpayers have the right to apply accelerated depreciation.

In the Federation of B&H, accrued depreciation is recognized when determining

the tax base by applying proportional method of depreciation on fixed assets.

Tax deductible depreciation rates of fixed assets are as follows:

- a) buildings 5%
- b) roads, municipal facilities, railways 10%
- c) equipment, vehicles, plant 15%
- d) equipment for water management, water and sewage systems 15%
- e) hardware, software and equipment for environmental protection 33.3%
- f) growing crops 15%
- g) basic herd 40% and
- h) intangible assets 20%

Depreciation expenditure is recognized for tax purposes only when own fixed assets are in use, by which the taxpayer conducts business.

If the purchase price of the property is less than BAM 1,000.00, its purchase value can be fully deducted in the year in which the property is acquired.

The taxpayer is entitled to accelerated depreciation of fixed assets, serving the purpose of pollution of air, water, land and noise reduction.

Accelerated depreciation can be up to 50% higher than the rate mentiod in text above. The total cost of depreciation can not exceed the purchase value.

In RS, the Rule Book prescribes the determination of depreciation deductions, as well as the guidance regarding the normal period of operation and entry values of depreciable assets and the treatment of depreciable assets that are temporarily or permanently removed from operation.

Depreciation is subject to the following means:

- Buildings and facilities
- Plant and equipment

#### o Which methods are used to calculate the depreciation rates of fixed assets?

Depreciation rates are calculated according to:

- a) Proportional
- b) Functional and
- c) Digressive method

### **Excises**

#### o What are excises?

An internal tax imposed on the production, sale, or consumption of a commodity or the use of a service within a country: e.g. excises on tobacco, liquor, coffee.

#### Tax Incentives

#### o What are tax incentives in B&H?

In the Federation of B&H:

Law on the Corporate Income Tax enables following incentives.

- The taxpayer who invests, from its own funds, in production equipment more than 50% of the total profit in the current tax period, shall be reduced of the obligation of the calculated tax for 30% of the amount in the year of investment.
- The taxpayer who in a period of 5 consecutive years makes investments from its own funds, in the total amount of 10 million EUR, starting with the first year when taxpayer has to invest at least 2 million EUR, shall be reduced of the obligations of the calculated income tax for 50% of the amount in the year of investment.
- The taxpayer is entitled to a tax-deductible expense in the double amount of the gross wage paid to newly employees if meets the following conditions:
- duration of the employment contract must be at least for a period of 12 months with full-time working hour,
- New employee was not employed with the taxpayer or a related person in the previous five years.

#### In the Republic Srpska:

A taxpayer who in the territory of the Republic of Srpska invests in equipment, facilities and real estate for carrying out production activities in the amount of more than 50% of realized profit (the tax base) for current tax period, the income tax liability shall be reduced by of 30%.

# o Are profits transferred abroad taxed in B&H?

Foreign investors are entitled to transfer abroad, freely and without delay, in freely convertible currency proceeds resulting from their investment in B&H.

## **Other Taxes**

#### o What is the withholding tax regulation?

In FB&H, the taxpayer is obliged to calculate and pay withholding tax on gross amount of:

- dividends or allocation of profits;
- interest or its functional equivalent under financial instruments and arrangements;
- royalties and other intellectual property rights;
- for management, technical and educational services (including fees for market research services, tax consulting, auditing services and consulting services);
- fee for the lease on the basis of lease movable and immovable property:
- compensation for entertainment and sports events;
- insurance premiums for the insurance or reinsurance of risks in the Federation;
- charges for telecommunications services;
- Other fees for services, but only for non-residents of countries with which there is no signed agreement on avoidance of double taxation.

The withholding tax is paid at the tax rate of 10%, and for dividends the rate is 5%, tax rate may be lower in the case of application of the Agreement on Avoidance of Double Taxation.

In RS, withholding tax applies to the following revenue payments:

- Payment of interest:
- Payment for entertainment or sporting activities carried out in RS regardless whether the revenue is received by the entertainer or sportsman or by another person;
- Payment for the performance of management, consulting, financial, technical or administrative services, if the revenue is from a resident or if the revenue is paid by or included in the books and records of a permanent establishment in RS if such payment is deducted for the purpose of determining tax base;
- Payment in the form of insurance premiums for the insuring or reinsuring of risks in Republic of Srpska;
- Payment for telecommunication services between Republic of Srpska and a foreign state;
- Payment of royalties;
- Payment of lease for movable property;
- Payment for dividends and share in profits.

The tax to be withheld from revenue payments to a foreign legal person is 10% of the total revenue paid.

# **Social Security Contributions**

In the FB&H there are contributions paid by the employer and those paid by the employee.

In Republic of Srpska as well as in the Federation of B&H, contributions are calculated on the basis of gross wage. Gross wage includes net wage earned by regular employment, multiplied by determined coefficient, plus contributions and taxes.

In Brcko district, pension insurance contributions are regulated by entity laws.

### a) Employee's Share:

- FB&H: 17% for pension insurance, 12.5% for health insurance, 1.5% for unemployment insurance (in total: 31% on gross wage).
- RS: 18,5% for pension insurance, 12% for health insurance, 0.8 % for unemployment insurance, 1.7% for child protection (in total: 33% on gross wage)
- Brcko district: 17% for pension insurance for employers who apply FB&H law and 18% for pension insurance for employers who apply RS law, 12% for healt insurance and 1.5% for unemployment insurance (in total 30.5 or 31.5% on gross wage).

#### b) Employer's Share:

- FB&H: 6% for pension insurance, 4% for health insurance, 0.50% for unemployment insurance (in total: 10.50% on gross wage).
- Brcko district: 6% for pension insurance (in total: 6% on gross wage for employers who apply FB&H Law).
- In RS no such contributions are paid.

# 7. OPPORTUNITIES FOR INVESTMENT

# **Privatization**

#### o How is the privatization process regulated in B&H?

A Framework Law on Privatization of Enterprises and Banks in B&H recognized the right of the Entity to privatize enterprises and banks located in its territory, that are not privately owned, and to take the proceeds of privatization in accordance with regulations adopted by respective Entity parliament.

The above-mentioned laws are not applicable in case of natural resources, public goods, cultural and historical sites or monuments that are lent to enterprises for their use.

#### o How is the privatization process managed in B&H?

In the FB&H, privatization process is conducted by the Federation Privatization Agency and by cantonal privatization agencies, while in the Republic of Srpska it is the responsibility of the Investment and Development Bank of the Republic of Srpska.

# o Who can be a buyer in the privatization process?

Domestic and foreign natural persons and legal entities may be buyers in privatization process.

# o Which methods of privatization are used?

The privatization methods are as follows:

- sale of shares on the stock exchange,
- sale by means of a tender (the most common method for sale of company),
- acceptance of a public offer for takeover,
- direct selection of a buyer.
- sale to the employees of the company, and
- · combination of the above methods.

#### o What payment instruments are used in the privatization procedure?

In the process of privatization the payment instrument is cash.

#### o What is the process of restructuring?

Companies prepare their privatization programs that include:

- Background information on company and its business operations;
- Proposal of privatization model;
- Proposal of method of payment;
- · Opening balance sheet.

#### o What results have been achieved in privatization so far?

Privatization of many strategic companies is underway. Privatization of state monopolies: telecoms, energy: utilities – electricity, etc. is ongoing process.

# **Bankruptcy**

The bankruptcy system has created an array of new opportunities for both foreign and local investors, offering under extremely convenient conditions an office and production space for launching new businesses, as well as abundant opportunities for restructuring and improving of existing businesses or production programs. Advantages of bankruptcy are:

- The process is predictable, transparent, court-approved, and definitive.
- Bankruptcy laws supersede other competing provisions of law.
- The law works quickly, according to strictly established deadlines.
- It can rehabilitate a reorganized business, reviving or improving its
  production and ability to compete, creating work for its managers and
  employees, placing ongoing orders for suppliers of goods and services
  to the company, periodically purchasing or replacing equipment, and
  generally restoring the enterprise to the marketplace

# **Concessions**

#### o What are concessions?

Concessions in Bosnia and Herzegovina are granted for exploiting natural resources or constructing infrastructure facilities and other public goods in general use (such as the use of forests, highways, major roads and accompanying infrastructure facilities, railroads, water channels, ports and airports, waterways, exploring and/or use of energy and other mineral raw materials, crude oil and

natural gas, use of construction land, use of agricultural land, hotels and other tourism facilities, etc).

#### o What is the procedure of obtaining approval for a concession?

Upon proposal from the Commission for Concessions, the Government shall grant a concession to the most favorable bidder having met and satisfied all the criteria set in public invitation and being of a higher rank compared to all other bidders.

The Commission shall, as promptly as possible, be notified of the selection of successful bidder.

The Commission shall receive a copy of Concession Contract as well as copies of all project documentation in its final form.

#### o What is the duration of a concession contract?

Contract may not be concluded for a term exceeding 30 years; however, if there are special circumstances that involve investments requiring a longer term, the contract period may be extended, but it may not exceed 50 years. The contract may be renewed for a term not exceeding the half of the original term.

The supervision, control and monitoring of the entirety of the activities of the concessionaire over the term of the contract of concession is done by the Commission for Concessions of B&H.

# o Which rights do concessionaires enjoy?

The Concessionaire has the right to own and use the assets and property made available by the Conceding Party in accordance with the Concession Contract.

# o What are the concessionaires' obligations?

The share capital of the Concessionaire shall be held by persons listed in tender documentation. Not more than 30% of voting rights can be transferred, directly or indirectly, without approval of the Commission. The Concessionaire may not perform any activity other than that described in Concession Contract.

The Concessionaire shall prepare standard services contracts regulating business relationship between the Concessionaire and users of services, subject to approval of the Commission.

# 8. LAND/REAL ESTATE

#### o Can foreign investors acquire property in B&H?

Foreign investors have the same property rights in respect to real estate as the legal entities of Bosnia and Herzegovina.

#### o What is the procedure of buying land by a foreign investor?

After the signing of a sales contract and the certification of signatures of the contracting parties by the public notary, the land and new owner are registered in the Land Register.

Requests for land registry extracts, as well as requests for alterations in land register records, are submitted to the land register offices located in courts, specifically municipal courts in FB&H and district commercial courts in RS.

If some of the data necessary for submitting a request are unknown, e.g. plot number, land register folder, cadastre municipality name, these can easily be obtained in the land register office.

# o Where can I insure my property?

Foreign investors can insure their properties at many insurance companies. For a list of leading insurance companies in B&H, please contact FIPA directly.

# o Can I rent out my property in B&H?

A foreign investors can rent out their B&H property without any requirement to obtain a rental license from the authorities, but can be limited by a signed contract.

## o What is the price of buying or leasing office space?

Prices od real estate aleays depend on a number of factors such as: location, condition and equipment, age, current market situation.

Prices of bying/leasing office space are ranging as follows:

Leasing office space (without ground floor): 5 EUR/m<sup>2</sup> – 20 EUR/m<sup>2</sup> per month

Buying office space:

Central position 1500 EUR/m<sup>2</sup> – 3000 EUR/m<sup>2</sup> Peripheral position 500 EUR/m<sup>2</sup> – 2000 EUR/m<sup>2</sup>

#### o What is the price of land?

Price of agricultural land: 2 EUR/m<sup>2</sup> – 25 EUR/m<sup>2</sup>
Price of construction land: 25 EUR/m<sup>2</sup> – 700 EUR/m<sup>2</sup>

# o What is the price of leasing or buying workshop (production building)?

Prices of leasing/buying workshop (production building) are:

Leasing production building: 2 EUR/m<sup>2</sup> – 10 EUR/m<sup>2</sup> per month Buying production building: 50 EUR/m<sup>2</sup> – 1000 EUR/m<sup>2</sup>

### 9. FOREIGN TRADE

#### **Customs Rates**

#### o How are imports customs regulated?

Customs Policy Law of B&H regulates import and export customs issues.

Import customs rates are harmonized with the EU Nomenclature. Depending on the type of products, customs rates are being reduced to 90%, 75% or 50% of the previous rate, while customs rates will be completely eliminated for some products. The reduction of customs rates is valid only for goods originating from the EU, not all the goods being imported from EU. Customs protection is still provided for agricultural products for which customs rates will mostly be paid as previously.

#### o Which products can be imported duty free?

Under the provisions of the Customs Policy Law, the following goods are exempt from custom duties: equipment being imported as a part of foreign investment, except for passenger cars, slot and gambling machines; production equipment that are not produced in Bosnia and Herzegovina, imported for the new or expansion of existing production, modernization of production, the introduction of new or modernization of the existing production technology, and carrying out the direct manufacturing activity, equipment for military and police forces of the Entities financed entirely by donors; equipment for reconstruction projects in B&H that have been approved by the Council of Ministers and are fully financed by donors or by international community.

The equipment that makes part of a foreign investment cannot be lent, pledged as a guarantee, rented or given up without previous consent of the customs administration. If such equipment is lent, pledged as a guarantee, rented or given up, corresponding customs duty would have to be paid on it.

The following items are also exempt from import duties: fixed assets, industrial inventory and equipment imported on the basis of transfer of business activities from abroad to B&H, intermediate materials to be used for manufacturing of goods for export, advertising material, samples, catalogues, goods for charity and humanitarian agencies, etc.

Incentives and exemptions from payment of custom duties when putting the goods in free circulation are determined and granted by the Council of Ministers of B&H. All goods that may be exempt from payment of customs duties are stated in the Annex 4 to the on Customs Policy Law.

# o Are there any special import restrictions on equipment that is part of foreign investment?

Equipment imported as foreign investment must not be older than 10 years. A certificate issued by the authorized body needs to be provided, confirming that the equipment meets necessary standards on environmental protection and protection at work.

#### **Trade Structure**

#### o Which goods dominate B&H exports and imports?

Top Exported Products in the period January - December 2019, classified by SITC (Standard International Trade Classification) section and division:

- Miscellaneous manufactured articles (27.4%)
- Manufactured goods classified chiefly by material (23.7%)
- Machinery and transport equipment (16.9%)
- Crude materials, except fuels (9.2%)
- Mineral fuels and lubricants (8.1%)
- Chemicals (8.0%)
- Food and Live animals (5.0%)
- Animal and vegetable oils and fats (1.1%)
- Beverages and tobacco (0.7%)

Top Imported Products in the period January - December 2019, classified by SITC (Standard International Trade Classification) section and division:

- Manufactured goods classified chiefly by material (22.8%)
- Machinery and transport equipment (21.6%)
- Mineral fuels and lubricants (14.0%)
- Chemicals (12.6%)
- Food and Live animals (12.8%)
- Miscellaneous manufactured articles (10.6%)
- Crude materials, except fuels (2.5%)
- Beverages and tobacco (2.2%)
- Animal and vegetable oils and fats (0.9%)

#### o Which countries are B&H's major foreign trade partners?

B&H's major foreign trade partners in the period January – December 2019 are: Germany, Italy, Serbia, Croatia, Slovenia, Austria, China, Turkey, Hungary, Poland, USA, France, Russia, Czech Republic and the Netherlands.

#### **Free Zones**

#### o What are Free Zones?

The free zones are part of the customs territory of B&H managed by the founder of the free zone.

#### o Are there any benefits of doing business in Free Zones?

The users of free zone do not pay VAT and import customs. Investment in the free zone, transfer of profit and transfer of investment are free of charge.

The imports of equipment that will be used for manufacturing within the free zone are exempt from paying customs duties and fees.

# o What is the time period of land and facilities rentals to Free Zone users?

The Contracting parties agree upon the time period of land and facilities rentals to free zones users.

### **Free Trade Agreements**

# o Which countries have signed the Free Trade Agreement with B&H?

Bosnia and Herzegovina signed the Central European Free Trade Agreement (CEFTA) with the following countries: Albania, Serbia, Moldova, Montenegro, Macedonia, UNMIK/Kosovo.

B&H has also signed a Free Trade Agreement with Turkey.

#### o Does B&H have preferences to export to other countries?

The Stabilization and Association Agreement (SAA) between the EU and B&H enters into force on Jun 1, 2015. The SAA establishes a close partnership between the EU and B&H and deepens the political, economic and trade ties between the two parties. It is from now on the main framework for the relations between the EU and B&H

B&H also has generalized system of preferences with USA, New Zealand, Switzerland, Norway, Japan, Russia, Kazakhstan, Belarus, Canada and Australia.

Furthermore, B&H has preferential export regime with Iran.

## **10. EMPLOYMENT**

### **Employment Relations**

#### o Labour Force

B&H benefits from a rather well-educated population and a qualified labor force that responds to the requirements of the economic structure of the country. Creativity of the people has been approved many times by winning international awards for innovations and patents. Bosnia and Herzegovina is one of the most rewarded countries in this domain per capita.

Of all employees in December 2019, women accounted for 43.3%

#### o How is the local labor force structured by activities?

Activities	December 2019	I-XII 2019 I-XII 2018
Agriculture, forestry and fishing	19,550	100.8
Mining and quarrying	17,966	101.8
Manufacturing	167,374	101.2
Electricity, gas, steam and air conditioning supply	17,777	101.0
Water supply; sewerage, waste management and remediation activities	13,773	102.8
Construction	40,254	104.2
Wholesale and retail trade; repair of motor vehicles and motorcycles	154,071	102.7
Transportation and storage	38,860	103.7
Accommodation and food service activities	43,058	105.3
Information and communication	22,574	107.2
Financial and insurance activities	18,353	101.9
Real estate activities	3,951	108.8
Professional, scientific and technical activities	25,311	101.5
Administrative and support service activities	16,280	106.7
Public administration and defence; compulsory social security	75,725	102.2
Education	68,737	101.6
Human health and social work activities	54,933	102.5
Arts, entertainment and recreation	14,698	102.7
Other service activities	17,135	105.0

Source: Agency for Statistics of B&H

#### o What is the unemployment rate in B&H? (%)



Source: Agency for Statistics of B&H

#### o Which employment types are stipulated by the law?

Various forms of employment status are admissible within limits under the laws: permanent (no fixed duration), temporary, fixed duration, casual, seasonal, part-time and probationary.

#### o How can we employ a worker?

Employment is based on the employment contract signed for an indefinite or definite period. After the signing of the contract, the employer is obliged to register the employee at the Pension-Disability Fund, as well as the Health Insurance Fund.

#### o How can we terminate employment?

Employers in B&H are allowed to terminate individual employment for a variety of reasons, including poor performance, misconduct, and on economic, technical or organizational grounds.

Small companies with fewer than 30 employees are not required to consult on dismissals, nor are they required to have works councils. Larger employers have to consult with their works council or trade unions where five or more employees face dismissal. In the event of dismissal, severance equal to one-third of monthly salary for each year of service is payable.

#### o Is it possible to conclude a part time work contract?

Yes, the employment contract may be concluded for part-time work. The employee is entitled to social insurance and to all the rights arising from the employment contract in proportion to the time spent at work.

#### o Can the employer hire trainees or volunteers?

The employer may hire a trainee or volunteer, for the period determined as the training or volunteering duration by the law for a specific profession. Both contracts are concluded in written form.

### **Work and Residence Permits for Foreigners**

#### o How can foreigners obtain residence permits?

Residence and movement of foreign nationals is regulated by the Law on Foreigners of B&H.

For the purpose of this Law, the residence of foreigners shall refer to:

- a) Visa residence,
- b) Non-visa residence,
- c) Temporary residence,
- d) Permanent residence.

A temporary residence permit may be issued for legitimate reasons such as: family reunification, education. humanitarian reasons, work with work permit, work without a work permit.

The costs are as follows:

- for issuance of temporary residence permit: 50 EUR;
- for issuance of permanent residence permit: 100 EUR.

#### o How can foreigners obtain work permits?

When a foreigner intends to reside in B&H for the purposes of paid employment, he/she must have a work permit issued by an authority in charge of foreigner employment affairs in accordance with the provisions of laws.

Work permit may be issued to a foreigner upon the request of legal or natural person offering employment. Depending on the place of residence or the seat of employer, the work permit shall be issued by authority competent for matters of foreigner employment of the Federation of Bosnia and Herzegovina, Republika Srpska or Brcko district of Bosnia and Herzegovina.

Work permit shall be issued by the competent authority on the basis of established work permit quota (Work permit quota) or as permit outside the quota (Work permits outside the quota), in accordance with the Law on Foreigners of B&H, as well as in accordance with regulations pertaining to the issuance of work permits. Work permit shall be issued for a specific post and/or for a specific type of job. Work permit may not be issued to a period longer than one year. Within the annual quota of work permits, the Council of Ministers shall determine occupations allowing for employment of foreigners, as well as the number of work permits for each occupation and establish the territorial division of work permits according to the needs.

#### **Collective Contracts**

#### o What are the collective contracts and what do they cover?

Collective contracts regulate the rights, obligations and responsibilities arising from employment, mutual relationship among the parties to the collective contract and other matters of importance to the employee and the employer. There is a General Collective Agreement of FB&H and General Collective Agreement of RS.

There are also Special Collective Agreements concluded for a specific sector or a group of jobs between the trade union and the representative association of employers.

#### o Is the employer obliged to conclude a collective contract?

The General Collective Agreements are obligatory, while Special Collective Agreements are voluntary.

### **Working Hours and Overtime Work**

#### o What are full time working hours?

Full time working hours are limited to 40 hours per week. The working week lasts 5 days (Monday-Friday).

#### o Are overtime working hours limited?

In case of force major (fire, earthquake, flood) or sudden increase in the volume of work, as well as in other similar cases of emergency need, an employee, at the request of the employer, is obliged to work longer hours than his/her full work hours (overtime work), up to 10 hours weekly.

### **Annual Leave, Public Holidays**

#### o What is the minimum annual leave?

The minimum annual leave is 20 working days, according to labor laws of B&H.

#### o How long can a maternity leave last in B&H?

During pregnancy, confinement and care of the baby, the woman is entitled to maternity leave in the duration of one year without interruption.

### Minimum Wages

#### o Is there a minimum wage?

Minimum net and gross wage is defined by The General Collective Agreement and the Labor Law for the territory of the Federation of Bosnia and Herzegovina. The average net wage was 470,90 EUR in the period January – December 2019. The Labor Law of Republika Srpska specifies that the lowest salary for the coming year shall be determined by the Government on the proposal of the Economic and Social Council.

#### o In which cases are employees entitled to increased salaries?

An employee is entitled to increased salary for intensified hardships of work, overtime work and night work, and for work on Sundays or holidays or any other day which is in the law determined to be a non-working day, in accordance with the collective agreement, rulebook or employment contract.

# 11. WORKFORCE AND EDUCATION Educational System

#### o How is the educational system organized in B&H?

Primary education consists of nine compulsory years. High school (secondary) education consists of three to four years, split into (i) general education providing access to university; (ii) four-year technical education preparing individuals for the labour market and providing an opportunity for access to university; and (iii) three-year vocational education.

#### o What is the educational structure of unemployed population?

Registered unemployment by qualification in B&H, December 2019

TOTAL, December 2019	401,846
University qualification	34,599
Two-year college	6,622
Secondary	114,053
Highly skilled and skilled	128,565
Semi-skilled	7,237
Unskilled	110,770

Source: Agency for Statistics of B&H

#### o What is the annual number of graduated students over the years?

Graduates, Masters of Science, Specialists and Doctors of Science on High Schools Institutions in B&H, in 2018/2019.

	Total graduated students	Total masters of science and specialists	Total doctors of science
В&Н	14,220	3,336	193

Source: Agency for Statistics of BiH, Education Statistics, November 2019

#### **Number of Universities and Students**

#### o How many educational institutions are there in B&H?

A growing number of young people are entering university; participation in higher education is comparable with EU levels, and far above levels in other countries in the region.

	Number of institutions
Pre-school education (school year 2018/2019)	359
Primary education (school year 2018/2019)	1,755*
Secondary education (school year 2018/2019)	313
Higher education (school year 2018/2019)	49*

<sup>\*1,755</sup> active regular basic schools (central and self-contained with satellite schools and departments) and 48 basic schools for children with special needs. \*\*In the academic year 2018/2019, in the territory of B&H, were 49 higher education institutions, out of which 10 are public and 39 private. Source: Agency for Statistics of B&H (BHAS); Centre for Information and Recognition of Qualifications in Higher Education

#### o How many students are there in B&H?

In the academic year 2018/2019 on the territory of B&H were 87,696 students in higher education institutions (first cycle, integrated I and II cycle and candidates for graduation) and 117,475 pupils attended 313 secondary schools..

#### o Is B&H participating in the Bologna Process?

Yes, B&H is signatory to the Bologna Declaration, thus a part of single European system of higher education.

#### o Are there any foreign schools?

Investors who would like to come with their family have a choice of international schools - from kindergartens to MBA studies. Some international universities also provide a possibility of various distance-learning programs.

#### Selected international schools:

School	Language	Contact		
QSI International School of Sarajevo	English	www.qsi.org		
The International School of Sarajevo	English and Bosnian	www.internationalschool.ba		
International Burch University (IBU)	English	www.ibu.ebu.ba		
International University of Sarajevo	English	www.ius.edu.ba		
American University in B&H: Sarajevo, Banja Luka, Mostar and Tuzla	English	www.aubih.edu		
The Sarajevo School of Science and Technology	English	www.ssst.edu.ba		
French School of Sarajevo	French	www.mission-laique.asso.fr www.aefe.fr		
UWC United World College in Mostar (UWCiM)	English	www.uwcmostar.ba		

All information about Higher Education and authorised institutions are available on <a href="https://www.cip.gov.ba">www.cip.gov.ba</a> - Centre for Information and Recognition of Qualifications in Higher Education and <a href="https://www.hea.gov.ba">www.hea.gov.ba</a> - Agency for Development of Higher Education and Quality Assurance

### 12. INFRASTRUCTURE

### **Road and Railway Network**

#### o What is the total road network in B&H?

The total length of the country's road network is approximately 24,796 km and the total length of the arterial highway network amounting to 3,970 km (source: Framework Transport Strategy of Bosnia and Herzegovina 2015-2030). The length of European roads (E-roads) amounts to a total of 547 km (E-65, E-73, E-661, E-761 and E-762) and so far, app. 200 km of motorway have been completed. The construction of the Zenica-Sarajevo-Tarčin, Međugorje-Bijača and Svilaj-Odžak motorway sections was completed as part of the pan-European transport Corridor Vc, the most significant transportation project in B&H that goes from the Port of Ploče, via Sarajevo and Brčko to Budapest, Hungary (335 km). More than 56% of the population of B&H lives in the zone where the construction of this Corridor is proposed, while 63% of the total GDP is generated there. The important connections Banja Luka - Doboj and Bosanska Gradiška – Banja Luka have been completed, as a parts of other motorway directions. There are currently ten under-construction highway projects across the country.

#### o What is the railway transportation potential?

The railway network is made of 1,030 km of railroad track, 9% of which is double-track and 76% electrified. There are two main railway routes: the north-south Samac-Sarajevo-Capljina (Ploce) railway route and Bosanski Novi/ Novi Grad-Doboj-Tuzla-Zvornik route connecting the west to the east of the country. Bosanski Novi/Novi Grad-Bihac-Martin Brod, on the north corridor, links Central and Northern Croatia and Northwest B&H with the Port of Split on the Adriatic Coast. 14 km of Belgrade-Bar line goes through the eastern part of RS.

### **Airports**

#### How many airports exist in B&H

B&H has 4 airports – Sarajevo, Tuzla, Mostar and Banja Luka. In 2019, a total of 20,900 airport operations were performed at four international airports in B&H, of which 13,671 or 65.41% at Sarajevo Airport, 3,928 or 18.79% at Tuzla Airport, 2,563 or 12.26% at Banja Luka Airport and at Mostar airport 738 or 3.53%. A comparative statistical review of air operations performed during 2018 and 2019 shows an increase in 2019 by 1,036 or 5.21% in total. The total number of transported passengers is 1,919,592. A comparative overview of transported passengers during 2018 and 2019 shows an increase of 223,494 or 13.18% in total during 2019. In 2019 the total cargo transported by air is 2,234.59 t, and total of 404 tons of mail was transported by air.

(Source: Directorate of Civil Aviation, www.bhdca.gov.ba)

The distances between Sarajevo and major European cities are as follows:

Sarajevo – Belgrade 206 km

Sarajevo – Brussels 1310 km

Sarajevo - Budapest 407 km

Sarajevo – Frankfurt 1013 km

Sarajevo - Istanbul 930 km

Sarajevo – Ljubljana 389 km

Sarajevo - London 1620 km

Sarajevo – Munich 708 km

Sarajevo - Paris 1349 km

Sarajevo – Prague 755 km

Sarajevo – Rome 516 km

Sarajevo – Vienna 511 km

Sarajevo – Zurich 859 km

Sarajevo - Zagreb 288 km

### **River Transport**

#### o What are the possibilities for river transportation in B&H?

The River Sava has 333 km of navigable water; as a tributary to the Danube, it is part of the European waterway network – VII Trans European Transport Corridor. Two Sava River ports are operational: Brcko and Bosanski Samac/Samac.

### Fixed and Mobile Telephony

### o What is the fixed telephony infrastructure?

The telephony infrastructure covers the whole territory of B&H. There are nearly 728,322 fixed direct telephone lines in operation in B&H. The network is of great quality and high reliability, because there is more than 115 years long tradition of it in B&H.

# o What is the number and coverage of mobile telephony operators?

There are 3 telecom operators for mobile GSM technology:BH Telecom (Sarajevo), Telekom Srpske (Banja Luka) and HT Mostar (Mostar). Also, there are five operators who are registered as providers of public mobile telephone service and provide mobile telephony services on the basis of commercial agreements concluded with the licensees for GSM services (Logosoft, Blicnet, Telrad Net, Elta Kabel and Dasto Semtel) .All providers are present on the whole

territory of B&H and they cover more than 98% of the territory and population. The number of prepaid subscribers (2,785,943) is still several times higher than the number of postpaid subscribers (969,578). The number of mobile subscribers in Bosnia and Herzegovina as of December 31st 2019 was 3,755,521 which is 7.84% higher than in 2018.

# o Is the fixed telecommunication network digitalized and how many operators are there?

The fixed telecommunication network is more than 98% digitalized and uses copper pairs and DECT, as well as optics for large users, while the transfer is based on optics using PDH and SDH technology. In December 2019, B&H has three (3) licenced Fixed Telephony operators and twelve (12) licenced providers of Fixed Public Telephone Services.

# o What is the penetration of the mobile telecommunication network?

The level of penetration (number of mobile subscribers per 100 inhabitants) of mobile telephony in B&H 106.35% at the end of 2019, based on GSM, UMTS and LTE technology. UMTS networks (Universal Mobile Telecommunications System - based on the 3GSM standard in 2019) cover more than 95.0% of the population in Bosnia and Herzegovina. The number of installed 3G base stations, as of December 31st 2019, was 3,349 for three main service providers. Source: Annual report of the Communications Regulatory Agency for the year 2019, March 2020) The introduction of the 4G network is in progress and mainly refers to covering large urban areas.

### **Internet**

#### o What is the Internet availability and infrastructure?

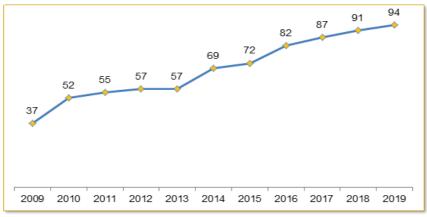
Internet as a service has been completely liberalized since 2002 and there are 65 Internet Service Providers (ISP) in addition to existing telecom operators, providing various services of Internet access using different technologies.

Detailed information of importance to the sector is available within Annual Report of the Communications Regulatory Agency: www.rak.ba

#### o How many internet users are there in B&H?

Iln 2019, there were 746,271 Internet subscribers in B&H, while the estimates say that in the same year there were 3.3 million Internet users. There was a growth in the number of Internet users of 4.23% in 2019 compared to 2018. This shows that the Internet usage rate in B&H for 2018 was 90.49 and in 2019 was 94.32%.

Internet users penetration diagram



Source: The Communications Regulatory Agency

#### o What are the possibilities of internet access?

Generally speaking, both smaller and larger cities in B&H are following the trend of reducing the total number of dial-up subscribers while at the same time, the total number of broadband Internet access subscribers has seen a rise. The number of broadband subscribers reached 99.95% of the total number of Internet subscribers. The structure of broadband connections is still lead by the ADSL access with 55.46% of broadband internet access subscribers. The number of fixed wireless connections increased by 28.65% in 2019 compared to 2018.

#### o Internet subscribers by type of access for 2012-2019

Year	Dial-up	FWA	Cabel	ADSL	Rented lines	FTTH	Other	Total
2012.	84.314	62.621	127.424	277.295	1.389	315	353	553.711
2013.	3.219	65.164	153.544	294.505	1.435	297	498	518.662
2014.	2.304	61.367	181.753	360.772	1.318	374	348	608.236
2015.	1.739	59.326	200.972	372.767	1.254	428	240	636.726
2016.	1.447	61.019	213.640	385.316	1.233	960	170	663.775
2017.	231	65.335	234.006	398.136	1.144	1.363	363	700.578
2016.	1.447	61.019	213.640	385.316	1.233	960	170	663.775
2017.	231	65.335	234.006	398.136	1.144	1.363	363	700.578
2018.	319	47,367	244,728	404,795	1,031	17,511	934	716,685
2019.	384	60,936	239,551	413,902	980	30,231	287	746,271

Source: Annual report of the Communications Regulatory Agency for the year 2019, March 2020

#### o Types of service

The development of broadband Internet and liberalization of the telecommunications market have conditioned the service package offers that have merged several offers into a single package: Internet, fixed telephone services, mobile telephone services and TV. The most subscribers used Triple-Play bundle (fixed telephony, internet and television).

As of December 31st 2019 in B&H services were provided by 38 licensees for television broadcasting, which is done via terrestrial broadcasting, and 152 licensees for radio broadcasting. In addition, the audio-visual services were provided by 61 licensees for television broadcasting, which is done via other electronic communications networks. Source: Annual report of the Communications Regulatory Agency for the year 2016, March 2020)

### 13. OPERATIONAL COSTS

We would like to emphasize that it is necessary to check all services expenses for a specific location and according to the specific requirements. Operational costs are shown only for approximate estimates. Prices shown are in the range according the price lists of the provider, defined in accordance with various technical specifics.

Monthly review of AVERAGE CONSUMER PRICES IN B&H is available on www.bhas.ba (Agency for Statistics of B&H) - Montly publication

#### o What is the price of electricity in B&H?

The price of electricity is defined with tariff and price of kW/h. Tariff rates are determined by Entities Regulatory Commission for Electricity, and information are available on:

www.ferk.ba - Regulatory Commission for Electricity in Federation B&H www.reers.ba - The Regulatory Commission for Energy of Republic of Srpska.

The price of electricity is determinate with tariff groups, season and higher/lower daily tariffs.

Price of electricity in B&H	Higher	Lower
May 2020	with all taxes included	with all taxes included
Average	0,10 EUR/kWh	0,05 EUR/kWh

Source: Agency for Statistics of B&H, Monthly review of Average Consumer Prices in B&H in December May 2020

The average price of electricity for industry from group of customers IC, without VAT, in the first half of 2019 amounted to 6.61 EUR cent/kWh. For non-household consumers (defined as medium-size consumers with an annual consumption within the range of 500 MWh < consumption < 2 000 MWh) electricity prices during the first half of 2019 were 0.9% higher compared to the prices from first half of 2018. (Source: Agency for Statistics of B&H, Multi-domain stats, Environment and Energy, Prices of electricity and natural gas, January-June 2019).

#### o What is the price of gas in B&H?

The price of natural gas	With all taxes included
Average, May 2020*	0.36 EUR/m3
Average, January - June 2019**	11.91 EUR/GJ

Source: \* Agency for Statistics of B&H, Monthly review of Average Consumer Prices in B&H
\*\* Multi-domain stats, Environment and Energy, Prices of electricity and natural gas, January-June 2019

On January 1st 2020, Sarajevo gas d.o.o. Sarajevo applies a new, lower invoice price up to: 0.499 € / Sm3 for large economy, ie 0.505 € / Sm3 for small economy and 0.397 € / Sm3 for household.

#### o What are the costs of telephone?

The Communications Regulatory Agency of B&H (CRA) has brought the Decision on prices of roaming services in public mobile communications networks in accordance with the Agreement on Reducing the Price of Roaming Services in Public Mobile Communications Networks in the Western Balkans region. Reduced tariffs are applied from July 1, 2019, with the entry into force of the Agreement. From July 1, 2021, all tariffs should be removed, under the concept "Roam like at Home".

Mobile telephony, monthly subscription prices are from 2.392 up to 89.731 EUR with VAT. Call rates within BiH are 0.102 EUR/min with VAT.

International calls are divided into three zones: neighbouring, European and non-European countries.

International calls to neighbouring countries: from 0.169 to 0.412 EUR/min. International calls to other European countries: from 0.240 up to 0.412 EUR/min. International calls to non-European countries: from 2.09 to 5.982 EUR/min

Users in BiH also use integrated service packages (duo, trio and quatro) that contain landline and mobile telephony, internet and television services, while the monthly subscription rates range from 20.27 EUR with VAT up to 65.803 EUR with VAT. Source: Communications Regulatory Agency of Bosnia and Herzegovina (April 2019);

Average prices according Agency for Statistics of B&H, Average consumer prices in Bosnia and Herzegovina in May 2020:

- Average price of monthly telephone subscription was 6.64 EUR.
- Average price of mobile phone usage within own fixed network was 0.102 EUR/min.

Source: Agency for Statistics of B&H, Average consumer prices in B&H in May 2020:

#### o What are the prices of water in B&H?

Water charges are determined at local level and thus are different from one municipality to another. The water price consists of: water, sanitation, PVN (Special Water Compensation) for water consumption and PVN for water protection (depending of the level of pollution of wastewater).

Average monthly price in May 2020, of Water supply was 0.511 EUR/m3 and Sewerage services was 0.256 EUR/m3. (Source: Agency for Statistics of B&H, Average consumer prices in Bosnia and Herzegovina in May 2020).

#### o What is the quality of water in B&H?

B&H has an exceptionally high quality of drinking water. Water from the tap is safe to drink as well as most places in the mountains or fountains in towns or along the side of the road.