COUNTRY FACT SHEET
Bosnia and Herzegovina
(April 2016)

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Table of Contents
I. CHECKLIST ...........................................................................................................................................1
   1. To do before the return:.......................................................................................................................1
   2. To do immediately after the return: ....................................................................................................1
II. HEALTH CARE........................................................................................................................................1
    1. Health care system..............................................................................................................................1
    2. Medical treatment and availability and costs of medication .............................................................2
III. LABOR MARKET AND EMPLOYMENT .........................................................................................3
    1. Labor market situation and assistance to find employment .............................................................3
    2. Ways/assistance to find employment ..................................................................................................3
    3. Unemployment assistance .................................................................................................................3
IV. HOUSING............................................................................................................................................4
    1. Housing situation...............................................................................................................................4
    2. Ways/assistance to find accommodation ..........................................................................................4
V. SOCIAL WELFARE...............................................................................................................................4
    1. Social welfare system..........................................................................................................................4
    2. Pension system...................................................................................................................................5
    3. Vulnerable Groups ..............................................................................................................................5
VI. EDUCATION........................................................................................................................................6
    1. Educational system.............................................................................................................................6
    2. Access and registration procedure, especially for returnees ............................................................6
    3. Costs, loans and stipends....................................................................................................................7
    4. Approval and verification of foreign diplomas ......................................................................................7
VII. CONTACT INFORMATION AND USEFUL LINKS ......................................................................8
I. CHECKLIST

1. To do before the return:
The returnee should:
   • request documents from the German authorities that might be needed later on. If children were born in Germany, it is obligatory to bring a certificate of birth.
   • get information concerning the arrival at the airport and the onward journey. From the airport returnees should use bus lines that carry passengers to all parts of BiH. The connection is well established and there is no deadlock. In Sarajevo, there are two bus stations. The only problem is transport in the late afternoon and evening.
   • check vaccinations (especially for children). For the citizens of Bosnia and Herzegovina it is not necessary to provide any proof of vaccination.
   • find a temporary accommodation. If the returnee does not own an apartment or house, he/she can rent available apartments. Temporary accommodation is overcrowded and there is no facility for accommodation in them (referring to the collective centers or apartments for people in social need).

2. To do immediately after the return:
The returnee should:
   • register with relevant authorities. There are two authorities/agencies in which returnees have to be registered in the Federation of Bosnia and Herzegovina. There is a Federal Ministry of Displaced Persons and Refugees and in the Republic of Srpska there is a Ministry for Refugees and Displaced Persons of the Republic of Srpska.
   • (re-) register for the health insurance and the pension insurance system. In order to be registered for health insurance and pension, the returnee needs to get a job. If a returnee has over 65 years of age or an underage child, according to the law he has the right to health insurance. It is best to turn to the organization "YOUR RIGHTS – VAŠA PRAVA" that provide free legal aid to help people to realize these rights.
   • apply for social welfare. The returnee should contact the Center for Social Work in the place of residence, in order to initiate the procedure and check whether a returnee has the right to social welfare. Contact services assisting with the search for jobs and housing.
   • apply for child care, schools or other educational institutions. Every child in Bosnia and Herzegovina is obligated to attend primary school. Public elementary and secondary schools are not paid except for purchase of books and school supplies. If the returnee’s child was born abroad, with the necessary certificate of birth of a child, a returnee is obligated to enroll the child in the register of citizens in the municipality of residence.

II. HEALTH CARE

1. Health care system
   a. General information on the health care system
      The right to health insurance is guaranteed to employed individuals, pensioners and their spouses, unemployed individuals and their relatives (married couples and children up to 15 years old who are registered at their municipal Center for Employment), disabled individuals, agricultural workers, and individuals currently receiving social welfare payments. Due to the difficult economic situation in Bosnia and Herzegovina, medical care in the public health sector is not completely free of charge. Patients must pay a small fee, the amount of which depends on the medical treatment provided.
   b. Access, especially for returnees
      Mentally disabled individuals, provided they meet eligibility requirements, also receive state health insurance. Eligibility must be confirmed by the State Medical Commission, which consists of medical experts who conduct a medical examination of the person.
c. Costs and Benefits

Patients must pay a small fee, the amount of which depends on the medical treatment provided. Health care is free of charge for individuals in the following categories:

- Children up to the age of 15;
- Children between 16 and 18 years old who attend school;
- Students up to 25 years old;
- Pregnant women and women after delivery until their baby is one year old;
- Minors over 15 years who do not attend school must pay voluntary insurance if they are not covered by another method;
- Individuals older than 65;
- Social welfare beneficiaries;
- Individuals suffering from tuberculosis and other epidemic diseases;
- Individuals suffering from a mental disorder (eligibility requires examination by a special medical commission);
- Individuals in need of dialyses;
- Patients with diabetes using insulin regularly (eligibility requires completion of an examination of the special medical commission);
- Patients suffering from malignant diseases;
- Transplant patients;
- Individuals suffering from dystrophy.

- It is important to note that all individuals who fall in one of the categories mentioned above must contact their municipal or cantonal health insurance office with supporting documentation in order to prove their right to receive free health care.
- All citizens of Bosnia and Herzegovina, regardless of whether or not they can obtain health insurance through a pension or social welfare, have the option of purchasing voluntary or voluntary extended health insurance.
- The users of health insurance have the majority of medicines free of charge. Only in some specific medicines are paid participation.

2. Medical treatment and availability and costs of medication

a. Medical facilities and doctors

The public health care system in Bosnia and Herzegovina is organized on three levels. The first level of health care is provided by local first aid centers (ambulanta) which offer limited medical treatment. These facilities are located in municipalities that are unable to support a community health center. The staff of the first aid center (ambulanta) is generally limited to one general practitioner and three or four nurses. The first aid centers (ambulantas) are primarily for first aid and preventative medicine.

The second level of health care is provided by community health centers (dom zdravlja). Usually, "dom zdravlja" are staffed by one team of general practitioners in addition to several specialists and dentists. "Dom zdravlja" often provide services in the following medical fields: general medicine; pediatric; gynecology; tuberculosis control; occupational health; dentistry; epidemic diseases; psychiatric treatments; ears, nose and throat; ophthalmology and radiology. “Dom zdravlja” also offer pre-employment physical examinations, regular medical checkups for workers and assessments of temporary disabilities for workers. Since 2008 a Family Medicine system is in place: every family has its own family doctor that should be approached initially by patients before being referred to a specialist.

The third level of health care is provided by general and specialized hospitals (General Hospital and Clinical University Center in Sarajevo, Clinical Hospital Center in Banja Luka and other hospitals at cantonal/regional level). General hospitals provide health care services for individuals suffering from diseases that cannot be treated at health centers. Specialized hospitals provide health care services for individuals of different age groups that focus on a particular medical specialty. Compared with European standards, the equipment of these institutions is satisfactory. All common surgical operations and clinical treatments are available in these facilities.

Patients can be treated by a hospital outside of their canton/region of residence subject to prior approval by the relevant Insurance Funds. The International Organization for Migration in Bosnia and Herzegovina is able to provide useful information, advice and referrals for treatment in Bosnia and Herzegovina.

b. Procedures of admission

To access the Medical centers for examination and treatment, the patient must have a certified health card from the Health Insurance Institute.

- Federation of Bosnia and Herzegovina: **Federal Ministry of Health**, Sarajevo, Tel: +387 33 664 635; Fax: +387 33 226 637; E-mail kab.moh@bih.net.ba Guide for patients (http://www.kcus.ba/vodic_za_pacijente)
- Republic of Srpska: **Ministry of Health and Social Protection**, Banja Luka, Tel: + 387 51 339 458; 339 484; E-mail mszs@mszs.vladars.net
- **Public Fund of Health Insurance**, Zdravke Korde 4, 78000 Banja Luka, Tel: + 387 51 216
 III. LABOR MARKET AND EMPLOYMENT

1. Labor market situation and assistance to find employment

a. Labor force

According to data from an employment survey from April 2013 in B&H labor force numbered 1,133,091 persons and there were 1,485,032 inactive persons. Among the labor force there were 821,600 persons in employment and 311,491 unemployed persons. Among persons in employment, there were 38,569 unpaid family workers. The unemployment rate was 27.5% (26.5% for men and 29% for women). Many people are employed in the private sector, although they are registered as unemployed by the Center for Employment, therefore the statistical data is not fully accurate.

b. Average income

In Bosnia and Herzegovina in July 2014, the average net salary was 836 BAM (429 EUR), and the average gross salary 1,299 BAM (666 EUR).

c. Unemployment rate

The unemployment rate is 27.5% (26.5% for men and 29% for women).

2. Ways/assistance to find employment

Every citizen in the Federation of Bosnia and Herzegovina and in the Republic of Srpska must be registered at the public institution Center for Employment which gives support to job-seekers. For further Information, contact the following institutions and websites:

- Federation of Bosnia and Herzegovina,
  Employment Institute, DjokeMazalića 3, 71 000 Sarajevo, Tel: + 387 33 562 900
- Republic of Srpska,
  Employment Institute, Pale, SrpskihRatnika 44, Tel/Fax: +387 57 223 107:
  E-mail: info@zzzrs.net
  - http://www.posao.ba/#home
  - http://www.job.ba/
  - http://bih.boljiposao.com/
  - http://posao.banjaluka.com/

3. Unemployment assistance

In order to be notified of future employment possibilities (even if he/she does not apply for financial assistance) every citizen in the Federation of Bosnia and Herzegovina and in the Republic of Srpska must be registered at the Center for Employment. Individuals who are registered as unemployed at the municipal Center for Unemployment are entitled to financial support under the following specific conditions: The reason for termination of the previous employment (in Bosnia and Herzegovina) must not have been the claimant’s own fault; the claimant must have contacted the Municipal Center for unemployment within 30 days of employment cessation; the claimant must have paid taxes regularly for unemployment for a period of at least 8 months continuously or for a non-continuous period of 8 months during the 18 months prior to the claim for unemployment assistance. Benefits that unemployed persons can obtain are determined by the place of residence in the period of war in BiH and the number of years that they have worked. One of the documents that the person must provide is the claim for unemployment assistance to the relevant institution in the canton to which the person is returning.

For example: the Central Municipality of Sarajevo requires recipients to have:
- usable household surface living space of less than 44M²;
- total monthly earnings per household member of less than 58.5 BAM (29 EUR).

The age of the claimant and disability are also taken into consideration. Decisions are made on a case-by-case basis and, approval can take two months or longer. In the Federation of BiH financial assistance that is granted to unemployed persons amounts to 40% of the average wage that was paid in the last three months of employment.

In the Republic of Srpska the financial assistance depends on the length of the employment period: For an unemployed person that has worked up to 15 years, the financial assistance that is granted amounts to 35% of the average wage that the person has obtained during the last three months of employment.
For an unemployed person that has worked for more than 15 years, financial assistance is granted with 40% of average wage of last three months of employment.

The financial assistance cannot be lower or higher than 20% of the average wage in the Republic of Srpska in the previous year in accordance with the data of Republic Institute for statistics of Republic of Srpska.

The Financial assistance fee is paid on a monthly basis.

IV. HOUSING

1. Housing situation
   a. Average rent, running costs/utilities (e.g. electricity, water, etc.)
      Housing rental costs in Bosnia and Herzegovina vary depending on location and size of the accommodation. In some major cities in the Federation of Bosnia and Herzegovina (e.g. Sarajevo), the cost for renting a two-room apartment is between 350 BAM (175 EUR) and 1000 BAM (500 EUR) per month. In the suburbs of major cities and in the center of smaller towns, rent varies between 200 BAM (100 EUR) and 350 BAM (175 EUR).
      In the Republic of Srpska rent is the highest in Banja Luka region where renters pay between 350 (175 EUR) and 600 (300 EUR) BAM per month, while in smaller towns rent for a two-room-apartment ranges from 200 BAM (100 EUR) to 350 BAM (175 EUR).
      Rental or purchase of real estate is generally conducted through private real estate agencies or on an individual basis. Relevant information on available houses/apartments is available through advertisements in daily/weekly local newspapers, internet adds, local radio and TV stations, etc.
   b. Supply and demand
      There is a large amount of apartments to rent especially in major cities in BiH and certainly supply is higher than the demand. Furthermore, there are also a lot of real estate agencies that are renting apartments.
   c. Housing facilities for returnees / social housing
      In Bosnia and Herzegovina there is no possibility of granting social housing for returnees.

2. Ways/assistance to find accommodation
   The main websites for renting apartments are:
   http://www.olx.ba/
   http://prostor.ba/ponuda/2-786/iznajmljivanje
   http://www.metropolanekretnine.ba/

V. SOCIAL WELFARE

1. Social welfare system
   a. General information on the welfare system
      The laws on basic social welfare, social welfare of civil victims of the war and social welfare of families with children in Bosnia and Herzegovina provide social welfare benefits for every person who is unable of taking care of herself or himself or who is without basic financial means and who does not have any relatives to take care of him/her.
      Individuals who suddenly find themselves in need due to forced migration, repatriation, deceased family members, illness, natural disaster, and/ or release from prison, are also included in the social welfare system in Bosnia and Herzegovina. Approval of claims and the subsequent social welfare services are provided through the municipal Center’s for Social Welfare.
      A returnee’s status is equal to that of other citizens of Bosnia and Herzegovina when applying for social welfare benefits. She/he must contact the municipal Center for Social Welfare in the municipality in which the returnee registered residential status upon return to Bosnia and Herzegovina.
      In the Federation of Bosnia and Herzegovina, social welfare benefits include: medical insurance for the claimant and his/ her family members; financial assistance amounting to 114 BAM (57 EUR) for one member household + 10% for each additional household member; 50 BAM (25 EUR) per month for utilities (water, sewage, electricity etc.), however, some cantons and municipalities are unable provide such commitments (for example the Center Municipality of Sarajevo). Additional benefits differ between cantons and municipalities.
      In the Republic of Srpska, social welfare assistance includes medical insurance for the
claimant and his/ her family members and financial assistance amounts up to 41 BAM (21 (EUR) per household member.

b. Access especially for returnees
To be eligible for welfare benefits
For example: the Central Municipality of Sarajevo requires recipients have:
Usable household surface living space of less than 44M²;
- Total monthly earnings per household member of less than 58.5 BAM (29 EUR).
- The age of the claimant and disability are also taken into consideration.
Decisions are made on a case-by-case basis and, approval can take two months or longer after submission of the required documents, in part due to the verification process. Once a claim is approved, payment is sporadic due to lack of funds. As a result of this unreliability, returnees and local citizens are unable to depend on social welfare funds and support as a means of survival.
For further information contact the following institutions:
- **Federation of Bosnia and Herzegovina**
  Ministry of Labor and Social Policy, Marka Marulića br 2, 71000 Sarajevo, Tel: +387 33 661 772, E-mail: info@fmrsp.gov.ba
- **Republic of Srpska**
  Ministry of Health and Social Welfare, Trg Republike Srpske 1, 78000 Banja Luka, Tel: ++387 51 339 486, Fax: +387 51 339 652, E-mail: ministarstvo-zdravlja@mzsz.vladars.net

2. Pension system
a. General information on the pension system
There are two pension funds in BiH. Every citizen of the Federation of Bosnia and Herzegovina and the Republic of Srpska who obtained a pension in Bosnia and Herzegovina before migration has the right to be included in the pension system upon return to Bosnia and Herzegovina. Returnees who did not obtain a pension before migrating can register and start up the procedure for obtaining pension benefits. Returnees and other citizens who fulfill the conditions from the Law on Pensions and Insurance of Invalids, which are detailed below, can begin the procedure to obtain a pension.

b. Access, especially for returnees
Eligibility/Requirements
Pensions in both entities are approved automatically for individuals who have accumulated 40 years of work. At the age of 65, men and women in both entities are eligible for a pension if they have accumulated 20 years of work, in Republic Srpska it is 15 years of work. However, women in the Republic of Srpska are subject to different pension regulations than in the Federation of Bosnia and Herzegovina. Women in the Republic of Srpska are automatically approved for pension payment after 35 years of work and are eligible for a pension at the age of 60.
It is also possible to collect a pension for disability resulting from an occupational accident or illness regardless of accumulated years of work experience. If a pensioner who obtained a disability pension passes away, his/her pension can be transferred to the spouse and child that did not finalize education (if the child is a student he/she must provide certificate that he/she has passed exams during the school year).

3. Vulnerable Groups
a. General information on vulnerable groups
Roma remain the most vulnerable group in the country, facing widespread discrimination in employment, education, and political representation. Lack of a free and universal birth registration system means that many Roma are not on the national public registry that records births, deaths, and marriage. This impedes their access to public services, including health care.
Bosnia and Herzegovina needs to undertake further reforms to ensure that the protection of the freedom of speech and the rights of persons belonging to minorities, including Roma and lesbian, gay, bisexual, transgender and intersex (LGBTI) people, are respected in practice, not just enshrined in law.

b. Assistance for vulnerable persons
The “Vaša prava BiH” remains the main source of free legal aid for the beneficiaries, and therefore is vital in assisting individuals in the return, relocation and reintegration process, asylum seekers and minorities to exercise their rights in the future.
Given that the services provided by VAŠA PRAVA BiH are provided for the most deprived population segments in BiH who cannot pay for a private lawyer to exercise their rights, legal information can also be found under the following link: http://www.wds.worldbank.org/external/default/WDSContentServer/WDSP/IB/2007/07/26/000011823_20070726132405/Rendered/PDF/36458.pdf

VI. EDUCATION

1. Educational system
   a. General information on the system
      Education becomes compulsory when a pupil turns seven until he or she has reached the age of fifteen. When that period of eight years of education is finished, students can choose whether they will attend secondary school or not. Secondary education is provided by general, vocational and technical secondary schools. Pupils graduating from general secondary schools, art schools and theology schools obtain the certificate of secondary school and can enroll in any faculty or academy by passing the qualification examination prescribed by the institution or vocational school. Home schooling is illegal. Compulsory education is free of charge but parents need to pay for the books, transportation to the school (bus transportation) and food for their children. The only nationwide test is “Matura”, which is taking place at the end of the secondary school (age 18 and 19) and it prepares for higher education.
      The Republic of Bosnia and Herzegovina has eight universities: the University of Sarajevo, the University of Banja Luka, the University of Tuzla, the University of Džemal Bijedić (East Mostar), the University of Mostar (West Mostar), the University of Bihać, the University of Zenica and the University of East Sarajevo. All higher education activities are subject to national (Republic Srpska) or cantonal (in the Federation of B&H) laws on higher education.

<table>
<thead>
<tr>
<th>Educational level</th>
<th>Age</th>
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<tbody>
<tr>
<td>Kindergarten</td>
<td>3-7</td>
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<tr>
<td>Primary level</td>
<td></td>
</tr>
<tr>
<td>e.g. elementary school, etc.</td>
<td>7-15</td>
</tr>
<tr>
<td>Secondary level</td>
<td></td>
</tr>
<tr>
<td>high school</td>
<td>15-19</td>
</tr>
<tr>
<td>vocational training</td>
<td>15-18</td>
</tr>
<tr>
<td>Higher education</td>
<td></td>
</tr>
<tr>
<td>e.g. college, university, professional school, etc.</td>
<td>from 19</td>
</tr>
</tbody>
</table>

2. Access and registration procedure, especially for returnees
   In the Federation of Bosnia and Herzegovina, education is under the jurisdiction of each Canton separately. In Sarajevo, the acceptance of pupils to elementary and secondary schools is in accordance with guidelines laid out by the Cantonal Ministry for Education, Science and Information.
   The Roma community suffers from a legacy of discrimination that has contributed to widespread poverty, unemployment, homelessness and a lack of access to education. Access of children with physical disabilities has not been resolved by removing physical barriers to their access to school buildings. Children with disabilities also continue to suffer from a lack of quality mainstream education due to low capacities of schools and teachers to meet the specific requirements for their education. The systems emerging mainstream inclusive education and the system supporting institutions with children with disabilities continue to exist in parallel.
   Pupils who have finished the 1st to 4th classes of a primary school abroad may continue their education in Republic of Srpska without additional requirements. If a pupil completed his/her 5th to 8th class of a primary school abroad or 1st to 4th class of a high school abroad, exams covering the difference in curricula must be taken.
   If a pupil has already finished secondary school abroad, he/she may continue his/her studies in
a higher education institute in the Federation of Bosnia and Herzegovina, provided there is no significant difference between curricula. If a significant difference in curricula exists, the pupil must take exams to bridge the difference.

Necessary Documents for school enrollment:
- Application and birth certificate;
- Photocopy of the original certificate of the last grade;
- Authenticated translation of the certificate of last grade attended abroad (only one copy);
- Authenticated translation of all certificates relevant to the continuation of education.

When the difference in curricula is significant and it would be difficult for the student to follow lessons, the educational board of the school may require exams. Requests to continue schooling in Republic of Srpska are approved within 2 to 10 working days. Pupils from abroad who did not have BIH language classes in their previous school must pass a language exam.

Competent institution for further information:
**Federacija Bosne i Hercegovine**, Ministry of Education, Science, Culture and sport, Ante Starčevića bb, Mostar; Tel +387 36 355 700, Fax: +387 36 355 742, Web: www.fmon.gov.ba, E-mail: info@fmon.gov.ba, kabinet@fmon.gov.ba

**Republic of Srpska**, Ministry of Education and Culture, Trg republike Srpske 1, 78000 Banja Luka, Tel: +387 51 338 461; Fax: +387 51 338 853 E-mail: mp@mp.vladars.net

3. Costs, loans and stipends

a. General information
There are almost no opportunities to receive a student loan in the Federation of Bosnia and Herzegovina.

b. Access and requirements to stipends and/or loans for covering tuition Scholarship and Tuition
Each faculty at the beginning of the school year, depending on available funds, offers to new students an opportunity to apply for a scholarship. Selection is based on the school results, minimum average grade required 4.0 out of maximum 5.0. Some universities may additionally require a preliminary exam.

In a small number of cases it is possible to obtain a scholarship from a humanitarian NGO (e.g. children without parents) or from a municipality (i.e. in general the student must be at the top of his/her class with an evaluation of 9.5 and live with his/her family under the poverty line).

A state-funded student (whose costs of education are covered by the Government of the Federation of Bosnia and Herzegovina) should pay a small tuition-fee for his education. Depending on the discipline studied, the tuition fee is different and can range from 100 BAM (50 EUR) for one year for a Student on scholarship to 3000 BAM (1500 EUR) per year for a self-payer student.

Competent institutions for further information:
**Federacija Bosne i Hercegovine**, Ministry of Education, Science, Culture and sport, Ante Starčevića bb, Mostar; Tel +387 36 355 700, Fax: +387 36 355 742, Web: www.fmon.gov.ba, E-mail: info@fmon.gov.ba, kabinet@fmon.gov.ba

**Republic of Srpska**, Ministry of Education and Culture, Trg republike Srpske 1, 78000 Banja Luka, Tel: +387 51 338 461; Fax: +387 51 338 853 E-mail: mp@mp.vladars.net

Conditions for enrolment in private universities in Bosnia and Herzegovina are the same as for those funded by the government (depending in which region the university is registered).

The costs of studying at private universities in Bosnia and Herzegovina are between 2500 KM and 10000 KM (1250 EUR and 5000 EUR) per year.

4. Approval and verification of foreign diplomas
In the Federation of Bosnia and Herzegovina a few cantonal ministries do not charge fees to issue certificates attesting the equivalence of foreign diplomas. Cantonal ministries are charging fees for these certificates, between 600 BAM (300 EUR) and 800 BAM (400 EUR).

The entity or the cantonal Ministry of Education recognizes the final certificates and other documents related to the continuation of education. Verification of diplomas/certificates of graduation from higher education institutes/universities abroad is the responsibility of the Federation of Bosnia and Herzegovina Higher Education Institute that are in charge for the relevant field of study. Verification process takes maximum 2 months period.

A written request for verification is to be submitted to the corresponding faculty in the Republic.
of Srpska including the following documents:

- Original diploma certified with an Apostille stamp;
- Officially verified translation of previous education certificates;
- Translated curriculum of the university attended abroad.

It is important to note that there is no state regulation on the fees charged for diploma notification. Each faculty may determine its own fees. Fees for certification vary from one faculty to another; for example, the University in East Sarajevo charges a tax of 400 BAM (200 EUR).

### VII. CONTACT INFORMATION AND USEFUL LINKS

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<tr>
<th>International Organization for Migration – IOM</th>
<th>Informationen on medical treatment:</th>
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<tbody>
<tr>
<td>Mission in Sarajevo</td>
<td>Föderation Bosnien Herzegowina</td>
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<tr>
<td>UN House</td>
<td>Federal Ministry of Health, Sarajevo</td>
</tr>
<tr>
<td>Zmaja od Bosne bb</td>
<td>Tel: +387 33 664 635 ; Fax: +387 33 226</td>
</tr>
<tr>
<td>Sarajevo</td>
<td>637.E-mail: kab.moh@ bih.net.ba</td>
</tr>
<tr>
<td><a href="mailto:iomsijmission@iom.int">iomsijmission@iom.int</a></td>
<td>Guide for patients:</td>
</tr>
<tr>
<td>+387 33 293 400</td>
<td><a href="http://www.kcus.ba/vodic_za_pacijente">http://www.kcus.ba/vodic_za_pacijente</a></td>
</tr>
<tr>
<td>+387 33 293 726</td>
<td></td>
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<td><a href="http://www.iom.int">www.iom.int</a></td>
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<tr>
<td><a href="mailto:eselilmbegovic@iom.int">eselilmbegovic@iom.int</a></td>
<td></td>
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<tr>
<td>+387 33 293 713</td>
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| Federation of Bosnia and Herzegovina,         | Legal aid network in support of minorities and asylum seekers etc.: |
| Employment Institute, DjokeMazalića 3, 71 000| Vaša prava BiH                                      |
| Sarajevo, Tel: +387 33 562 900                | Safeta Hadžića 66a                                 |
|                                              | 71000 Sarajevo                                     |
|                                              | Tel. +387 33 789 105                               |
| Republic of Srpska,                          | Fax. +387 33 789 106                              |
| Employment Institute, Pale, SrpskihRatnika    | www.vasaprava.org                                 |
| 44, Tel/Fax: +387 57 223 107:                 |                                                    |
| E-mail: info@zzzrs.net                       |                                                    |
| Main websites for job seeking are:           |                                                    |
|                                              | http://www.posao.ba/#!home                        |
|                                              | http://www.job.ba/                                |
|                                              | http://bih.boljiposao.com/                        |
|                                              | http://posao.banjaluka.com/                       |

| Information on the education system           |                                                    |
| Federation of Bosnia and Herzegovina         |                                                    |
| Federal Ministry of Education, Science,      |                                                    |
| Culture and Sport/Ministarstvo obrazovanja,  |                                                    |
| nauke, kulture i sporta, Ante Starčevića bb, |                                                    |
| Mostar; Tel +387 36 355 700, Fax: +387 36 355 |                                                    |
| 742, Web: www.fmon.gov.ba, E-mail: info@fmon.gov.ba, kabinet@fmon.gov.ba |

| Republik Srpska:                            |                                                    |
| Ministry of Education and Culture, Trg      |                                                    |
| Republike Srpske 1, 78000 Banja Luka,       |                                                    |
| Tel: +387 51 338 461; Fax: +387 51 338 853   |                                                    |
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