

MAP OF ECONOMIC POTENTIALS

ZENICA-DOBOJ CANTON



Zenica, October 2020

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ABBREVIATIONS/ABBREVIATIONS

ha	hectare
thous./thousand	thousand/thousand
IPZ	individual employment plan
JU	Public Institution
kg	kilogram
KM	convertible mark
km	kilometer
km ²	square kilometer
pcs.	piece
Skilled	skilled worker
m	meter
m ²	square meter
m ³	cubic meter
million	million
mlr.	billion
MWh	megawatt hours
NKV	unskilled worker
NSS	lower education
VAT	value added tax
PKV	semi-skilled worker
s/km ²	inhabitants per square kilometer
Sm ³	standard cubic meter
SSS	secondary education
t	tons
VKV	Highly skilled workers
VSS	University degree
VŠS	Higher education
TPP	Thermal Power Plant
ZDC	Zenica-Doboj Canton
FB&H	Federation of Bosnia and Herzegovina
RS	Republic Srpska
BD B&H	Brcko District of Bosnia and Herzegovina
B&H	Bosnia and Herzegovina
FIPA	Agency for the Promotion of Foreign Investments of Bosnia and Herzegovina
SMEs	small and medium enterprises

I. INTRODUCTION

A short note by the Prime Minister

Dear readers,

I am pleased to have the opportunity to address the readers of this publication, which contains a cross-section of the economic potentials of Zenica-Doboj Canton, focusing on infrastructure, industrial, natural, tourist and other resources.

Creating the best possible environment for the work of the economy and attracting investments is among the key priorities of the Government of Zenica-Doboj Canton. In the middle of the last decade, pioneering incentive programs in the economy were launched in this canton, such as support for the establishment of new companies and crafts, subsidizing the initial costs of production investments and construction of production facilities, innovations and patents, and introduction of international quality standards. The effects of these measures are now visible in the macroeconomic indicators of the Federation of B&H and the state of B&H, where Zenica-Doboj Canton is highly positioned on the production and export scales.

Recently, we have focused on strengthening the competitiveness of companies by supporting the introduction of new technologies, procurement of equipment and education of the workforce, and especially the development of business zones in order to create conditions for more extensive investment attraction. The government is taking a number of measures to bring the enrollment policy of colleges and vocational schools in line with the needs of the labor market, but also for the unemployed to acquire the necessary knowledge and skills, through special retraining and retraining programs, and thus enable the economy to achieve quality employment.

The area that today administratively includes the Zenica-Doboj Canton in the past system was known for developed heavy industry, metal processing and mining. Unfortunately, many companies have not survived the challenges of ownership and market transition, but there are many more companies that have successfully overcome the challenges and become part of large global groups, such as "ArcelorMittal" Zenica, "Mann+Hummel" Tesanj, "Natron Hayat" Maglaj, Cement factory "Kakanj", which today are among the largest exporters in B&H. The new strength of our economy is the fast-growing companies "HIFA", "AS Group", "Prevent", MI "MADI", "OVAKO", "Alma Ras" and many others. Thanks in large part to our support programs, in recent years we have recorded a strong step forward in agriculture and poultry, and ZDC is a leader in raspberry production, breeding and processing of poultry and greenhouse production. Macroeconomic indicators and balance sheets of these companies confirm that the Zenica-Doboj Canton is the backbone of the B&H economy.

We also have significant deposits of metallic and non-metallic mineral raw materials, large reserves of coal and forest, and significant hydro potential of rivers. There are also significant potentials for the development of various forms of tourism (fair, spa and health tourism, winter, speleological, cultural-historical, hunting and fishing, adventure, transit, etc.).

We want to maintain our leading positions using the comparative advantages of our canton, of which the extremely favorable geographical position is especially important, because our canton is located in the heart of Bosnia and Herzegovina, on the main route of the railway and road corridor 5c. Our firm commitment is to remain a partner and service to the economy, and to put all available resources in the function of development and creating the most favorable environment for attracting investment.

mr.sc. Mirza Ganić, prime minister of Zenica-Doboj Canton

II. INFORMATION ABOUT ZDC

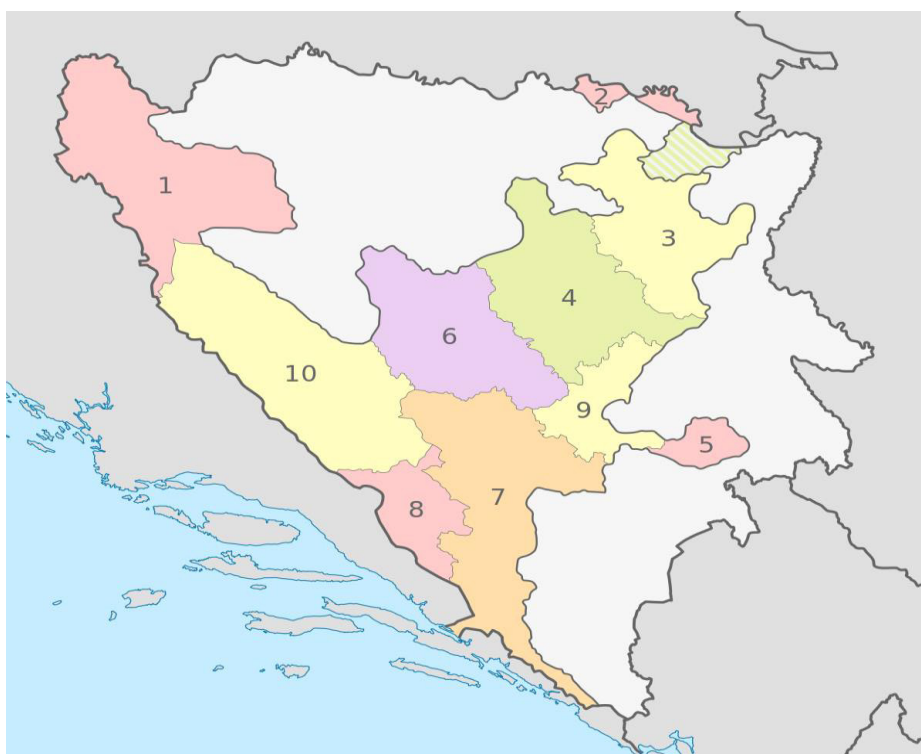
II.1. Position, geographical map, information about Canton

Zenica-Doboj Canton (ZDC) is located in the central part of the state of Bosnia and Herzegovina (B&H), which, according to the provisions of the Dayton Agreement, consists of the Federation of B&H (FB&H), Republic Srpska (RS) and Brčko District (DB B&H).

It covers an area¹ of 3344.1 km² and the largest, Zenica-Doboj Canton, ranks fourth in the Federation of Bosnia and Herzegovina. It is located between 17°44'38" and 18°50'11" meridians, and 43°54'13" and 44°43'41" parallels (in geographical coordinates, according to the geodetic reference system of the State Institute for Geodetic Administration), i.e. Between 6,479,595 m and 6,566,872 m along the x-axis, and between 4,862,166 m and 4,953,741 m along the y-axis (in projected coordinates).²

In the northeast and north, this Canton borders with the Republic Srpska, in the northeast and east with the Tuzla Canton, in the south with the Sarajevo Canton, in the southwest and west with the Central Bosnia Canton, and in the east with the Republic Srpska.

Figure 1. Position of ZDC within Bosnia and Herzegovina



As one of the 10 federal administrative units within the Federation of Bosnia and Herzegovina, Zenica-Doboj Canton has ten municipalities: Breza, Doboj South, Kakanj, Maglaj, Olovo, Tešanj, Usora, Vareš, Zavidovići, Zepče and two cities: the city Visoko and the city of Zenica.

The city of Zenica is also the administrative seat of ZDC.

¹ Statistics of Zenica-Doboj Canton in 2020, Federal Office of Statistics

² Strategic Plan for Rural Development for the area of ZDC, Faculty of Agriculture and Food Sarajevo, in cooperation with ZDC and the Regional Department for structural interventions in the field of agriculture in the region of Sicily, within the Regional Integrated Program for Social and Economic Cooperation - PRICES, funded by the Government of the Republic of Italy and its regions within the "Program for maintaining regional cooperation - APQ Balkans"

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Figure 2. Map of ZDC³



Table 1. Statistics of ZDC⁴

Total Surface cca km ²			
Bosnia and Herzegovina			51209,2
Federacy of Bosnia and Herzegovina			26110,5
Zenica-Doboj Canton			3344,1
Surface of Cities/Municipalities			
No.	City/Municipality	City/Municipality Code ⁵	Surface cca km ²
1.	Breza	10.189	72,9
2.	Doboj South	11.266	10,2
3.	Kakanj	10.448	377,0
4.	Maglaj	10.634	252,4
5.	Olovo	10.715	407,8
6.	Tešanj	11.045	155,9
7.	Usora	11.622	49,8
8.	Vareš	11.100	390,1
9.	Visoko City	11.126	230,8
10.	Zavidovići	11.177	556,4
11.	Zenica City	11.185	558,5
12.	Žepče	11.207	282,3

³ Zenica-Doboj Canton Development Strategy for the period of 2016–2020.

⁴ Zenica-Doboj Canton Statistics for 2020, FEDERAL BUREAU OF STATISTICS

⁵ Ibid

II.2. General information, economic indicators, local governments

Table 2. General information about ZDC in 2019.⁶

Population – estimate mid 2019 in thousands	358
City of Zenica, population, estimate mid- 2019. in thousands	109
<i>Teritorial organization, as on 31 December, 2019</i>	
Cities	2
Municipalities	10
Inhabited places	619
Number of employees – average amount annually	84.169
Average monthly paid off net earning, in KM	806
Average monthly gross earning, in KM	1.229
Industrial production volume index 2019/2018	93,6
Coverage of imports by exports, %	92,5
Imports per Capita, EUR	2576
Export per Capita, EUR	2384

Economic indicators – Cross-Sectional Data

■	3344,1 Surface in km ²
■	358.292 Population (in 2019.)
■	251.083 Working age population (as of 2019)
■	138.476 Active population
■	992 Import (in millions €) 2019.
■	918 Export (in millions €) 2019.
■	412 Average pay (€) 2019.

84.169
employed

54.307
unemployed

Local self-governments

According to the final results of the 2013 census, there were a total of 364.433 inhabitants in the ZDC area, and the average population density was 109,5 inhabitants/km². Compared to 1991, the population decreased by 112.514 inhabitants.

Table 3. Finals results of the 2013 (population) census in ZDC⁷

City/Municipality	364.433
Breza	14.168
Doboj-South	4.137
Kakanj	37.441
Maglaj	23.146
Olovo	10.175

⁶ Zenica-Doboj Canton Statistics, 2020, FEDERAL OFFICE ZA STATISTIKU

⁷ Zenica-Doboj canton by numbers 2019, FEDERAL OFFICE ZA STATISTIKU

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Tešanj	43.063
Usora	6.603
Vareš	8.892
Visoko City	39.938
Zavidovići	35.988
Zenica City	110.663
Žepče	30.219

In the period from 2014 to 2019, there was a decrease in the number of inhabitants present in the ZDC area by 9.9 %. In the same period, there was a noticeable decrease in the number of inhabitants in all cities / municipalities of ZDC, and it was especially pronounced in the municipalities of Vareš (by 20.5 %), Olovo (by 19 %), Doboju-Jug (by 17 %), Kakanj (by 15 %), the city of Zenica (by 14 %) and the municipality of Tešanj (by 10 %).

Table 4. Estimate population in period 2014–2019 in ZDC

	2014	2015	2016	2017	2018	2019
Breza	13.787	13.634	13.829	13.726	13.654	13.538
Doboj-South	4.939	4.932	4.057	4.053	4.063	4.078
Kakanj	43.606	42.909	37.225	37.155	37.168	37.079
Maglaj	23.267	23.202	22.932	22.875	22.845	22.730
Olovo	11.546	11.365	9.707	9.609	9.451	9.334
Tešanj	48.629	48.772	43.333	43.456	43.675	43.796
Usora	6.839	6.838	6.520	6.483	6.440	6.393
Vareš	9.877	9.676	8.345	8.158	8.026	7.855
Visoko City	40.156	39.982	39.549	39.501	39.361	39.242
Zavidovići	37.164	37.495	35.557	35.419	35.287	35.087
Zenica City	127.034	126.871	109.950	109.679	109.443	109.323
Žepče	31.059	31.015	30.027	29.979	29.937	29.837
TOTAL:	397.813	396.732	361.031	360.093	359.350	358.292

II.3. Location, road distance of ZDC administrative headquarters, traffic

- Zenica is the administrative seat of ZDC and is located on Corridor 5c, which connects Central and Eastern Europe with the Adriatic Sea and the Mediterranean.
- Distance from Sarajevo International Airport is 45 minutes by car.
- Distance from Tuzla International Airport is 2 hours and 10 minutes by car.
- The city is connected by railway with Europe and ports: Ploče on the Adriatic Sea and Brčko, on the Sava River.

Road distance from major cities

Zagreb	334 km
Beograd	314 km
Budapest	492 km
Vienna	707 km
Munich	1334 km

Table 5. Overview of the road section on Corridor 5C in the ZDC area ⁸

No.		Road Section	Length of Road Section (km)
n/a	In the area of Zenica-Doboj Canton, a total of 43.73 kilometers of motorway on Corridor 5c has been built so far, namely sections:	Visoko – Podlugovi, Dobrinje – Visoko, Kakanj – Dobrinje, Bilješevo – Kakanj, Gorica – Bijelešvo, Drivuša – Gorica and Klopče – Drivuša.	43,73
n/a	In the area of Zenica-Doboj Canton, a total of 17.65 kilometers of motorway on Corridor 5c are currently under construction, as follows:	Klopče – Donja Gračanica, Donja Gračanica – Tunnel Zenica, Ponirak-Vraca (tunnel Zenica) and Vranduk – Ponirak.	17,65
n/a	In the area of Zenica-Doboj Canton, projects with a total length of 53.6 kilometers of motorway on Corridor 5c are being prepared, namely sections:	Nemila – Vranduk, Poprikuše – Nemila, Ozimice – Poprikuše, Medakovo – Ozimice i Putnikovo brdo – Medakovo.	53,6
n/a	TOTAL length of Corridor 5c planned through ZDC	Putnikovo brdo – Podlugovi.	114,98

Table 6. Overview of main roads in the Canton⁹

No.	Highway sign (No. of section)	Road Section	Length of Road Section (km)
1	M4 (8)	Teslić (gr.ent. Barići) – Karuše	16.418
2	M5 (D13)	Kaonik – Lašva	1.219
3	M17 (4)	Doboj – Karuše	0,264
4	M17 (5)	Karuše – Ozimica	29.485
5	M17 (6)	Ozimica – (Nemila) Topčić polje	23.993
6	M17 (7)	Nemila (Topčić polje) – Lašva	32.597
7	M17 (D07)	Lašva – Bilješevo	4.330
8	M18 (8)	Vitalj – Olovo	13.773
9	M18 (9)	Olovo – Semizovac	9.548
TOTAL (km)			131.627

Table 7. Overview of regional roads in the Canton¹⁰

No.	No. of road	Road Section	Length of Road Section (km)
1	R 413a	Čajdraš – Ovnak (granica kantona)	11,50
2	R 441	Zenica – Vjeterenice (granica kantona)	10,00
3	R 443	A1 – Visoko – Kiseljak (granica kantona)	11,00
4	R 444	Podlugovi – Breza – Vareš – Podkamensko	50,12
5	R 444a	Vareš – Pogar – Ratanj (Kraljeva Sutjeska)	20,63
6	R 445	Nemila – Zenica – Lašva – Bilješevo – Kakanj – Čatići – Visoko – Podlugovi	71,00
7	R 465	M17 – Žepče – Zavidovići – Maglaj – granica FB&H	40,00
8	R 466	Čatići – Kraljeva Sutjeska – Lipnica – Ponijeri – Kamenica – Zavidovići	65,90
9	R 467	Zavidovići – Ribnica – Olovo – Han Pijesak (granica FB&H)	86,10
10	R 468	Olovske Luke – Sokolac (granica FB&H)	9,00
11	R 469	Ribnica – Banovići (granica kantona)	3,80
12	R 473	Nemila – Bistričak – Teslić (granica FB&H)	19,50

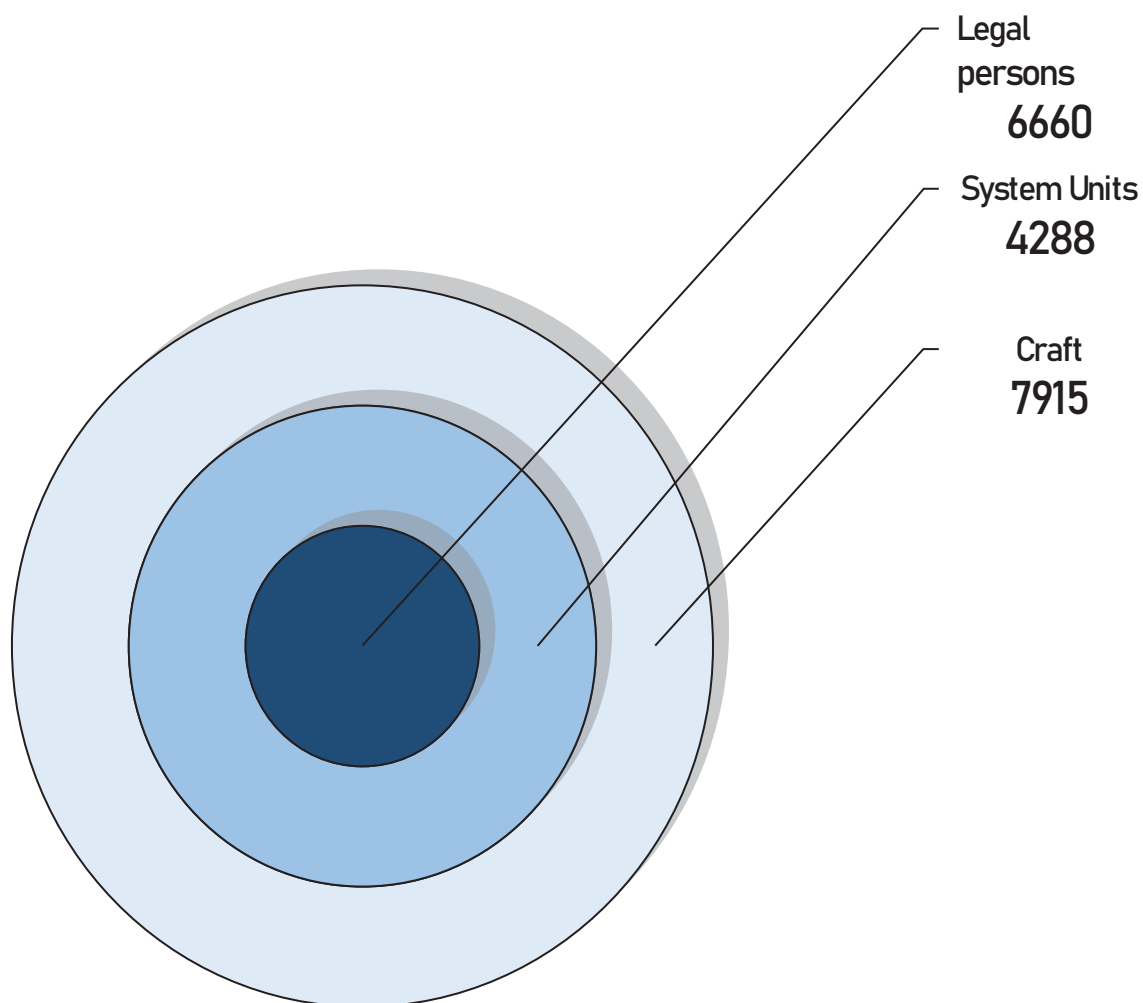
⁸ Public Company Highways of the Federation of Bosnia and Herzegovina d.o.o. Mostar, Narcisa Livnjak-Borić, mail from 24/07/2020⁹ Ibid¹⁰ Ministry of Physical Planning, Transport and Communications and Environmental Protection ZDK, Cantonal Directorate for Roads (12-23-10505/20 from 01/07/2020)

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13	R 474	M17 - Novi Šeher - Tešanj - Jelah - granica FB&H	37,50
14	R 457	Zenica - Arnauti - Ribnica - Donji Kakanj	26,00
15	R 474a	Alibegovački most - Sivša - Mlinište - Ularice - Makljenovac - Vila	14,40
Total (km)			476,45

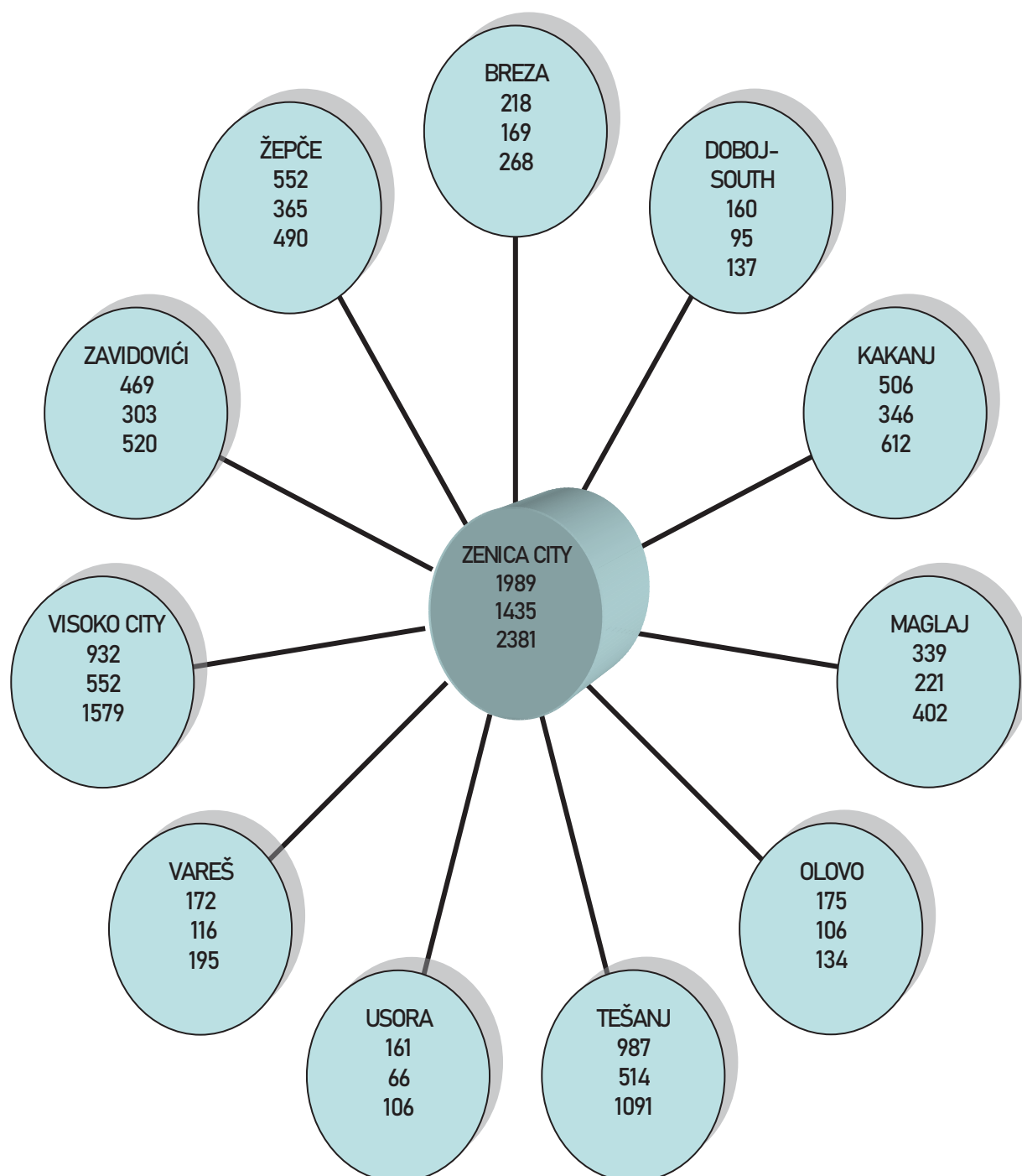
III. REGISTERED BUSINESS ENTITIES

Figure 3. Total number of registered business entites in ZDC; classified by activities¹¹



¹¹ Federal Bureau of Statistics, 2020

Figure 4. Number of registered business entities by areas of KD B&H 2010 and cities/municipalities, situation as 31/12/2019¹² (*basic legal entities, constituent units, crafts*)



¹² Federal Bureau of Statistics, 2020

IV. KEY SECTORS AND POTENTIALS

IV.1. METAL PROCESSING SECTOR



The metal processing sector is one of the largest export sectors in the state of Bosnia and Herzegovina and in the Zenica-Doboj Canton. In the B&H economy, the metal processing sector accounts for 25 % of total production and accounts for more than 1/3 of total exports.¹³ In 2019, Zenica-Doboj Canton realized exports worth 1.79 billion. KM and is the leading canton in the total export of FB&H, noting that the largest exporters in both FB&H and ZDC are companies from the metal processing sector, namely: ArcelorMittal Zenica d.o.o. Zenica, FAD d.d. company for the production of auto parts, Tešanj, which indicates that the Zenica-Doboj Canton has significant capacities in the field of metal processing industry.

That this is a strategically important branch for the development of the Canton is indicated by the fact that the development strategies of ZDC and the Development Strategy of the City of Zenica define strategic goals with a focus on the development and encouragement of metal processing sector.

The metal processing sector is dominated by a large number of medium and small enterprises, but also several large companies, with the possibility for large companies to integrate existing primary producers for the production of products with higher added value, high quality and competitive prices. The main export markets for companies in this sector are EU countries (Germany, Italy, the Netherlands, Austria).



¹³ https://fmeri.gov.ba/media/1385/Development_strategy_of_metal_and_electric_sector_FB&H_in_the_perid_2015-2025.pdf

Further growth of the metal sector and improvement of the competitiveness of companies in this sector should ensure new investments, whether they are direct investments, long-term investment loans or other appropriate sources of financing.

Considering:

- ❖ Tradition in the metal and steel industry;
- ❖ Competitive cost structure;
- ❖ Workforce training;
- ❖ Excellent infrastructure and friendly business environment;
- ❖ Strong connection between: educational institutions, SMEs and the Metallurgical Institute "Kemal Kapetanović";

Zenica-Doboj Canton is a canton worthy of the attention of investors in the metal processing sector.

The most important companies in the metal processing sector of ZDC:

ARCELORMITTAL ZENICA d.o.o. ZENICA
MANN+HUMMEL BA d.o.o. TEŠANJ
RM-LH d.o.o. ZENICA
KRIVAJA METALI d.o.o. ZAVIDOVIĆI
EAGLE TECHNOLOGY d.o.o. ŽEPČE
IMACO SYSTEMTECHNIK d.o.o. USORA
PREIS USORA d.o.o. USORA



ArcelorMittal Zenica is the largest producer of long steel products in the Balkans with a production capacity of almost one million tons per year, as well as the largest foreign investor in the country, with over 150 million euros invested so far. It is one of the key drivers of the economy in B&H, with more than 2.400 directly employed workers, while about 10.000 of them still indirectly depend on the company's operations. In 2014, ArcelorMittal Zenica was named the largest exporter in the country.

The company ArcelorMittal Zenica organizes its production in Koksara, Agglomeration, Blast Furnace, Converter Steel, Steel Rolling Mill, Energy, as well as the Department of Transport and Central Service. The basic product range includes corrugated concrete steel, rolled wire and wire products, such as reinforcing wire, lattice girders and classic concrete steel.

The company's priorities are:

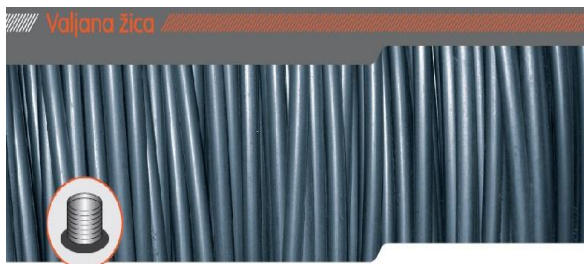
- Health and safety at work and environmental protection
- Increase production
- Complete cost control
- Long-term and sustainable business model in terms of products and customer relationships.

In 1998, the company received the ISO 9001 certificate for the quality management system (International Organization for Standardization), and since 2010 it has certificates for the

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environmental management system ISO 14001 and OHSAS 18001 for the health management system and employee protection.

Aware of its impact on the environment and the importance of environmental protection, the company ArcelorMittal Zenica invests in a continuous environmental program by implementing numerous projects in the field of environmental protection using the best currently available technologies and has so far invested almost 50 million euros. ArcelorMittal Zenica's markets are: Slovenia, Croatia, Serbia, Macedonia, Montenegro, Albania, Kosovo, Greece, Turkey, Bulgaria, Romania, Hungary, Austria, Czech Republic, Poland, Italy, Cyprus and Malta.



MANN+ HUMMEL

The Company MANN+HUMMEL BA started operating in 1974 on the basis of a licensed agreement with one of the most famous European filter manufacturers MANN+HUMMEL from Germany. Until 2005, the company operated under the name "UNICO Filter", after which in the same year it became part of the German group "MANN+HUMMEL". The company's production and sales range consists of filters and filter elements for air, oil and fuel purification for cars, trucks, buses, agricultural and construction machinery. Customers of

MANN+HUMMEL BA products are renowned OEMs from around the world. The products are marketed under the IAM market under two Brands, MANN-FILTER and WIX Filters.



General information about the company

Name:	RM-LH d.o.o. Zenica, Company for production, trade and services
Headquarters:	Business Zone Zenica 1, Zmaja od Bosne bb
Year of foundation:	1997
Annual income in 2019:	5.609.695,00 KM
Main activity:	Installation of industrial machinery and equipment
Number of employees:	The company currently employs 165 workers
The value of exports is	5.052.898,00 KM in 2019.
Business potentials:	The company performs the largest volume of work in FR Germany, where it sends workers to work according to the detachment system. In addition, the company performs operations in B&H, as well as in other countries, and in recent years the most current projects besides Germany are certainly operations at the shipyard in the Republic of Finland.
The most important export products and services:	Steel structures, manufacturing and installation services of industrial plants
Export markets:	Germany, Austria, France, Slovenia

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Krivaja Metali d.o.o. Zavidovići is a company founded by the purchase of a part of the Profit Center "Metalna industrija" which operated as an integral part of IP "Krivaja" d.o.o. Zavidovići. Company "Krivaja Metali" d.o.o. Zavidovići is 100 % privately owned. Since May 2007, it has been operating under the name: Company for design, production, trade and services "KRIVAJA METALI" d.o.o. Zavidovići.

KRIVAJA METALI d.o.o. Zavidovići today, employs 130 workers and has about 8000 m² of space in industrial halls and 14,500 m² of storage space with the necessary infrastructure - roads and railways. The industrial halls are 120 m long and 15-20 m wide, supplied with the necessary bridge cranes and appropriate machines for metal processing and machine building.

The company has its headquarters and production facilities in the municipality of Zavidovići. Products of the company Krivaja Metali doo Zavidovići: steel structures, cladding and roofing of buildings, equipment for construction and mining, silos, tanks, transport equipment, and equipment for dedusting and degassing. The services of this company are: design and construction, metal machining, sandblasting and painting.





EAGLE TECHNOLOGY d.o.o. ZEPCE

Main activity: Manufacture of metal structures and parts of structures (activity code 25-11).

Number of employees: 34 (thirty-four employees).

Annual income in 2019: 3,915,089 KM.

The most important export products: sludge extraction machine, off-shore containers, vacuum, pumps ...

Export markets: Norway, Germany, Austria.

Value of exports in 2019: 3.687.028 KM.

Business potential: Expand on of the market to other European countries.



ZENICA-DOBOJ CANTON

A new factory of the Norwegian company "Eagle Technology" was opened in Žepče, which manufactures specialized machines for the oil, marine and other industries. The factory worth over one million euros was built on 2,400 square meters, of which 1,300 meters is production area.

Eagle Technology is a supplier of high quality / cheap engineering and production, located in Norway and Bosnia.

The company's mission is based on continuous efforts to increase customer satisfaction. Eagle Technology and the Eagle AS Group are reliable partners to many clients thanks to their reliable performance and efforts to make collaboration as efficient as possible. Together with customers, they recognize the value of preserving the environment and continuously develop new products with the goal of creating new and valuable resources from what is generally considered to be waste.

The Executive Director of Eagle Technology Bosnia - a member of the Management Board is Mr. Ivo Klarić.

The company operates according to following certificates: ISO 9001: 2015, EN 13445-4: 2016 and AD 2000 Merkblatt HP0, DIN EN ISO 3834-3: 2006, as well as a certificate of conformity of the Factory Production Control (FPC) and a certificate of welding in accordance with EN 1090-1 .

More information about the company and business is available on the company's website:

<https://eagletechnology.no/>



Name	IMACO Systemtechnik d.o.o. Usora
Headquarters	Žabljak bb 74230 Usora
Founded in	2015
Annual income for 2019	23.578.854,13 KM

Main activity	25.62 activity code - metal machining 46.18. - intermediation in trade specialized in certain products or groups of other products
Number of employees	130
The most important export product and services	<ul style="list-style-type: none"> - Cable confection for industrial machines - Installation of low voltage and control cabinets and switchboards for industrial machines in various industries. - Manufacture and assembly of various assemblies that are components or subassemblies for industrial machines for various purposes, as well as manufacture and assembly of complete machines. - IMACO Systemtechnik doo owns CNS machines on which part for assemblies, spare parts and tools for industrial machines are made. - IMACO Systemtechnik doo also offers its customers sheet metal products, namely: bending, welding and protection of sheet metal positions by painting, electro-polishing or anodizing.
Export markets	The products which are placed 100% on the foreign market of Germany, Austria and Czech Republic are individual and assembly products for the machine industry.
The value of exports in 2019	13.935.817,28 EUR



The slogan of Imaco Systemtechnik d.o.o. Usora: Yes, we are your reliable partner!

The company's mission is to become the most sought-after system partner in the production of complex assemblies and machine units for industry in Europe. The goal of Imaco Systemtechnik d.o.o. Usora is to be recognizable in the market not only as a supplier but also as a system customer support.

Imaco Systemtechnik d.o.o. in 2020 and the following period, plans to mechanically strengthen metal processing with additional and newer technology, as well as to improve the production of machines and machine assemblies. Since the employees are recognized by the

ZENICA-DOBOJ CANTON

company as the most important link of production, throughout these years the training of the employees, has been and will be the ultimate goal for the company.



PREIS USORA
WELDED CONSTRUCTIONS

PREIS Usora d.o.o.
Zabljak bb, Usora
Zenica - Dobo
Bosnia & Herzigowina

Telefon: +387 (0)32 891 022
Fax: +387 (0)32 891 022
E-Mail: info@preis.ba
Web: www.preisgroup.com

Name: Preis Usora d.o.o.

Headquarters: Žabljak bb, Usora

Founded in: 2014

Annual income in 2019: 12.334.198,39 KM

Main activity: production of metal structures

Number of employees: 160,

The most important export products and services: production of metal parts for transformers and metal processing

Export markets: EU

Value of exports in 2019: 12.064.392,86 KM

More information about the company and business is available on the website:
www.preisgroup.com.



Preis Usora is a member of the Preis Group Austria. Welded constructions in Preis today cross the boundaries of simple description. A wide range of methods and products are applied, using the most advanced technologies. The same modern technologies are applied to other steel structures in Preis, such as: cutting, machining, sandblasting, painting and coating. With the latest investments in production improvement at Preis, great advances have been made in 21st century technology.

The company is certified according to DIN EN 15085-2 (GL1) - for welding plates made of carbon and stainless steel, aluminum, pipes and threaded bolts for railway structures and EN IS 0 3834-2.



IV.2. WOOD PROCESSING SECTOR

60 % of the country's surface is covered by (mostly high) forests, so if we look at the ratio of total forest area to the state's surface, Bosnia and Herzegovina is one of the most forested countries in Europe.

ZENICA-DOBOJ CANTON

The total area of forests and forest land occupies 64.61 % of the territory of Zenica-Doboj Canton, of which 47 % of forest land is state-owned and 17.6 % of the territory of the Canton is privately owned.¹⁴

Thanks to the (significant) raw material potential, ZDC has developed a strong wood industry, with the largest foreign trade surplus in the Canton, and, as such, is one of the strategic branches of the economy of this canton.

This sector has had a positive growth trend for many years and is one of the brightest examples of ZDC economy, because it is environmentally friendly, with huge raw material potentials, decades of tradition and traditionally export-oriented, with the possibility of redirecting production to a higher degree of finalization.

Given the richness of raw material potential, and the developed wood industry ZDC in which there are significant amounts of wood residues from the production of veneer, sawn timber and furniture, biomass can and should become a significant export product ZDC which has its place in the demanding EU market.

In addition to the stated potential of biomass (pellets, briquettes and wood chips), it can be used in cogeneration plants to produce the necessary heat for production processes, as well as for electricity production.¹⁵

Some companies from this sector in ZDC, have many years of experience in the export of products of higher stages of processing to EU countries, have international certificates, are holders of prestigious awards for product design and quality at international fairs.

The largest export markets of this sector from ZDC are: Italy, Serbia, Croatia, Germany, Switzerland, Sweden, Austria, Netherlands.

All of the above indicates the great potential of the wood industry ZDC, which represents a sector of possible significant investment activities.

The most important companies in the wood processing sector of ZDC:

NATRON-HAYAT d.o.o. MAGLAJ
BUDO-EXPORT d.o.o. ŽEPČE
SECOM d.o.o. VISOKO
ARTISAN d.o.o. TEŠANJ
KRIVAJA-TMK d.o.o. ZAVIDOVIĆI

¹⁴ Spatial plan of Zenica-Doboj Canton (2009-2029)

¹⁵ Publication "Wood biomass-fuel of the future", Sarajevo 2018 UNDP with the Czech Embassy in B&H



natron-hayat d.o.o.
MAGLAJ



GENERAL VIEW OF FACTORY NATRON-HAYAT MAGLAJ

1.1. General Information

Company Name	„Natron- Hayat” d.o.o. Maglaj
Headquarters	Liješnica bb; 74 250 Maglaj
Year of the foundation	2005
Annual income in 2019	100.945.705 KM
Main Activity	Proizvodnja celuloze, papira i papirnih proizvoda
Number of employees 31/12/2019.	880
Web address and e-mail	www.natron-hayat.ba i natron-hayat@natron-hayat.ba

1.2. Product range and export markets

Product range	Cellulose papers (Semi extensible, Standard kraft, MG paper)	Packaging made of recycled paper (Šrenc, Fluting and testliner paper)	Pulp-based paper products (Bags, sacks with/without handles, shopping bags and finished papers)	Paper products based on waste paper (corrugated board)
Export markets	<ul style="list-style-type: none"> - Africa, - America, - Australia i Oceanija, - Asia, - Central Europe, - Southeast Europe, - South Europe - West Europe 	<ul style="list-style-type: none"> - Southeast Europe 	<ul style="list-style-type: none"> West Europe; - North Europe; - Central Europe; - South Europe; - South-east Europe 	<ul style="list-style-type: none"> - Southeast Europe

ZENICA-DOBOJ CANTON

1.3. Business Potentials

Increasing production capacity in the basic industry, especially in the processing industry, due to the ban on the use of plastic bags in the European Union.



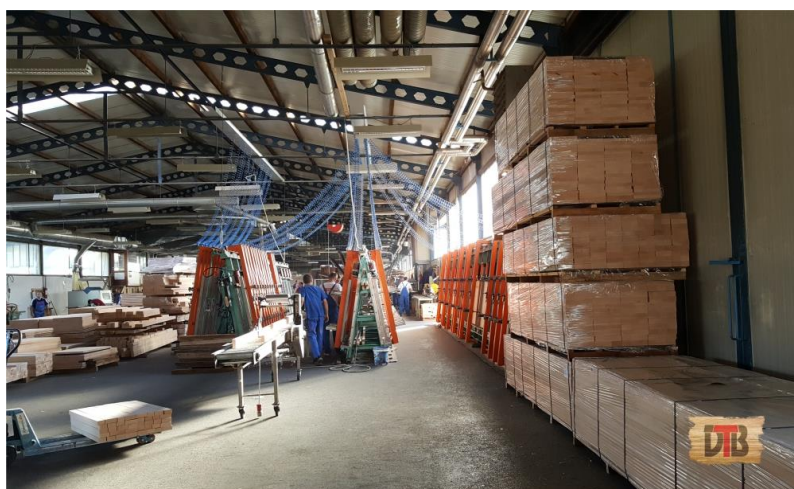
The company has existed since 1974, when, with the development of technology and modernization, it slowly grew into a large company for the production of panels and elements for solid furniture and briquette production. The company is family-owned and 90 % export-oriented. It is one of the leading companies in the Zenica-Doboj Canton in the production of high quality solid wood panels. The company is located on about 30,000 m² of production and business space. It employs 180 workers.

The company's headquarters are Grabovica bb, 72230 Žepče. The company is located near the Highway M-17, section Zenica - Doboj.

They also hold the FSC[™] (FSC-C112505) certificate, which represents the seriousness of the product and the company itself and has facilitated the company's entry into the European market.

Production of BUDO-EXPORT d.o.o. Žepče works on the principle of independent delivery of raw materials from forest warehouses, with its own trucks - barriers. Then the primary production (sawmill) where the logs are cut and prepared for drying in the known dryers (Mühlböck, Nigos) and the further final process of processing the dry elements into the final product - board. Finalization of production, i.e. the production of solid panels and elements used for the production of expensive furniture is done on machines, the German manufacturer WEINIG. It is one of the leading manufacturers of woodworking machines in the wood industry. Since the wood industry is subject to constant research and planning, it is subject to constant changes in the production process due to the modernization of machines and other production machines that participate directly in production.

The company's products are: beech width boards in A/B and B/C quality of various dimensions, length beech width boards in A/B and B/C quality of various dimensions, oak width boards in B/C quality of various dimensions, length width boards made of oak in B/C quality of various dimensions, beech briquette Ø 80 mm.



SECOM D.O.O. VISOKO

Secom d.o.o. was founded more than 20 years ago in Visoko as a private company. With more than 20 years of experience, primarily the quality of products, they have established themselves as one of the leaders in the field of wood industry in Bosnia and Herzegovina. By investing in state-of-the-art technology, they have managed to complete the production process from log entry to furniture production. The company is located on approximately 50,000 m², in two locations and employs 150 workers.

The company applies European and world quality management standards in their production capacities, so that all products of SECOM d.o.o. Visoko are manufactured to the strictest management standards. The company operates according to ISO 14001, ISO 9001 and FSC™ CoC.

ZENICA-DOBOJ CANTON

It is a reputable company in the field of production of glued beech boards, furniture and briquettes according to customer requirements in the domestic and EU market. The company's management joins the general efforts to achieve optimal consumption of natural resources with its overall impact and to avoid soil, air and water pollution and endanger the health of humans, plants or animals.

After many years of experience in the wood industry, Secom d.o.o. it also specializes in the production of solid wood furniture, mostly oak and beech. They export their furniture products to the EU market, and mostly to the German market, which is very demanding. In addition to quality, the company also offers to customers compliance with defined delivery as well as compliance with special performance requirements. Production capacities for the furniture of approx. 6.000 m² consists of an automatic paint shop with several CNC machines. The production offer includes:

- solid glued panels in quality standards AB, BB, KK length 900-2000 mm, thickness 40,43 and 45 mm;
- Zinc plates of AB, BB, KK quality and maximum length 5000 mm, width 1300 mm and thickness 18,20,27,40,43 and 45 mm.

Slab production extends to approx. 25,000 m². In addition to panel and board production, they also have their own wood drying facilities. The capacity of the dryer is approx. 1,200 m³.

Secom d.o.o. produces beech briquettes from sawdust humidity 8 +/- 2 %. The briquettes have dimensions of fi 70 mm, and the annual production of briquettes is 5000 tons.



ARTISAN[®]

The Artisan factory was created from the traditional carpentry Čostović, which poured all its love for wood and 50 years of experience in its processing into it.

Artisan specializes in the manual production of high-quality solid wood furniture and it is the insistence on manual, artisan work that distinguishes us from others.

They gained their first experiences by making furniture for Dutch and British designers, and in 2007, in collaboration with regional designers, they launched their first collection.

Since then, they have tried to justify the philosophy they follow with every collection, every piece of wood, the vision of the designer and the touch of diligent master hands.

They have the following certificates: ISO 9001: 2015 Certificate, FSC COC Certificate.

Stores: Australia, Austria, Belgium, Bosnia and Herzegovina, Bulgaria, Denmark, Dominican Republic, England, France, Greece, the Netherlands, Hong Kong - China, South Korea, Canada, Kazakhstan, China, Cyprus, Lebanon, Luxembourg, Macedonia, Hungary, Mexico, Germany, New Zealand, Poland, Romania, Russia, USA, Singapore, Slovakia, Slovenia, Serbia, Taiwan, Czech Republic, Spain, Sweden, Switzerland.





KRIVAJA-TMK d.o.o. ZAVIDOVIĆI

1884

The tradition of the wood industry in this area began a long time ago with two companies Gregerson & Söhne and Eisler und Ortlieb, which were the first to recognize the abundance of forest wealth in the Zavidović area. The Eisler und Ortlieb factory was described as one of the largest and most modern plants in Europe at the time.

1949

The industrial company “Krivaja” Zavidović, the parent company, was born on the back of those two companies and in the following years it became one of the largest and most famous companies in the former Yugoslavia.

1952

Already in the early '50s, the production of prefabricated houses based on light prefabricated building elements and laminated glued wood began. From the very beginning until today Krivaja-TMK d.o.o. has established it self as a leader in prefabricated construction in the region.

1987

From the late 1970s to the early 1990s, Krivaja built a prefabricated building in almost every part of the planet. In Skopje, in just five months, 2,060 apartments and 53 other facilities were installed; in Turkey an additional 700, and thousands of square meters in Iraq and other parts of the world.

At Krivaja Homes, you are partners with a team of experts in the field (architects, engineers, designers, craftsmen, and all dedicated sales staff).

The company has been successfully building houses since the 1950s and they have built over 1.5 million square feet of living space worldwide, from the Caribbean to Norway.

With a long tradition in home construction, they strive to be not only the builders of the client's home, but also the realizers of his dreams.





Krivaja TMK d.o.o. Zavidovići products are: houses, carpentry, windows and doors (balcony, interior, exterior), glued laminated wood, light construction boards.

IV.3. AGRICULTURE AND FOOD SECTOR

Agriculture in Zenica-Doboj Canton plays an important role and represents a significant potential for economic development, thanks to the favorable climate, water and soil quality. The total arable land in 2018 in ZDC covers 47,125 ha, which is 0.8 % more arable land compared to 2014 (46,741 ha).

The municipalities of Žepče, Doboj-South and Breza have a high cultivation of arable land, while Olovo and Vareš have the lowest.

Table 8. Overview of arable land according to the method of use by cities/municipalities of ZDC in 2018¹⁶

Cities/ Municipalities	Ploughland, gardens and orchards in ha				Uncultivated arable land and gardens	% uncultivated land
	Ploughland in TOTAL	Arable land	Rest- ploughland	Fallow ¹⁷		
Breza	1.611	1.541	40	0	30	1,9
Doboj-South	515	514	0	0	1	0,2
Kakanj	3.038	1.692	35	0	1.311	43,2
Maglaj	5.545	952	82	11	4.500	81,2
Olovo	2.908	162	18	0	2.728	93,8
Tešanj	7.795	5.646	25	600	1.524	19,6
Usora	3.521	3.153	10	3	355	10,1
Vareš	1.779	193	34	0	1.552	87,2
Visoko City	5.752	4.027	150	2	1.573	27,3
Zavidovići	6.856	2.885	104	70	3.797	55,4
Zenica City	6.358	2.855	191	0	3.312	52,1
Žepče	1.447	1.061	386	0	0	0,0
Z D C	47.125	24.681	1.075	686	20.683	43,9

Existing natural conditions are significant prerequisites for organizing agricultural activities in various areas of primary agricultural production such as crop production (vegetable growing, fruit growing, fodder plant production), production of medicinal plants, beekeeping, animal husbandry.

¹⁶ Socio-economic indicators by municipalities for 2019, Federal Institute for Development Programming, Sarajevo

¹⁷ <https://www.savjetodavna.hr/2016/07/21/ugar-kako-ga-odrzavati/>

ZENICA-DOBOJ CANTON

The number of registered agricultural holdings (crafts) in ZDC is constantly increasing, so in 2019 their number was 7.3 times higher than in 2014.

Table 9. Number of registered agricultural holdings in ZDC in 2019¹⁸

	2014	2017	2018	2019
Number of registered agricultural holdings that registered their activity according to the Trades and Crafts Act (main activity)	133	800	967	969

Also, in the period 2014-2019 the number of employees in the agriculture and forestry sector also increased the number of employees in 2019 was 2.122 which is 40,6 % more than in 2014.

Table 10. Number of employees in agriculture and forestry in ZDC in the period 2014-2019. years¹⁹

	2014	2017	2018	2019
Number of employees in agriculture and forestry	1.509	2.000	2.130	2.122

Thanks to natural resources and agricultural activities, a strong food industry has been developed in ZDC. In the field of food production, Zenica-Doboj Canton is the absolute B&H leader in the production and processing of chicken meat, and the production of bottled drinking water (carbonated and non-carbonated), bakery and confectionery industry, as well as meat and meat products and cured meat products, honey, etc. are significant. Over 70 companies which operate in the production of food products in ZDC generate annual revenues of over 450 million KM.

It is enough to mention AS Group, Brovis, Madi, Perutnina as the largest companies in the food industry ZDC, to see the strength of ZDC in the field of food industry.

Assumptions for the development of this sector based on:

- ❖ Wealth of agricultural land;
- ❖ Water richness;
- ❖ Favorable climatic conditions;
- ❖ Possibilities of significant increase in the volume of ecological-organic food production;
- ❖ Possibilities of regionalization of production in livestock;
- ❖ Availability of skilled and cheap labor and a long tradition in agriculture;
- ❖ Existing processing capacities,

provide significant opportunities to potential investors.

The most important companies in the food sector of ZDC:

AS HOLDING TEŠANJ
MADI d.o.o. TEŠANJ
BROVIS d.d. VISOKO
PERUTNINA PTUJ d.o.o. BREZA

¹⁸ Statistical data, Federal Bureau of Statistics, Sarajevo

¹⁹ Ibid



The beginnings of this company are connected with the company AS Jelah, which started its business in 1988, as an independent trade store, while in 1995, the initial business grew into a private company.

AS Holding, was founded in 2016 as an umbrella company with efficient corporate governance mechanisms that applies to 16 members.

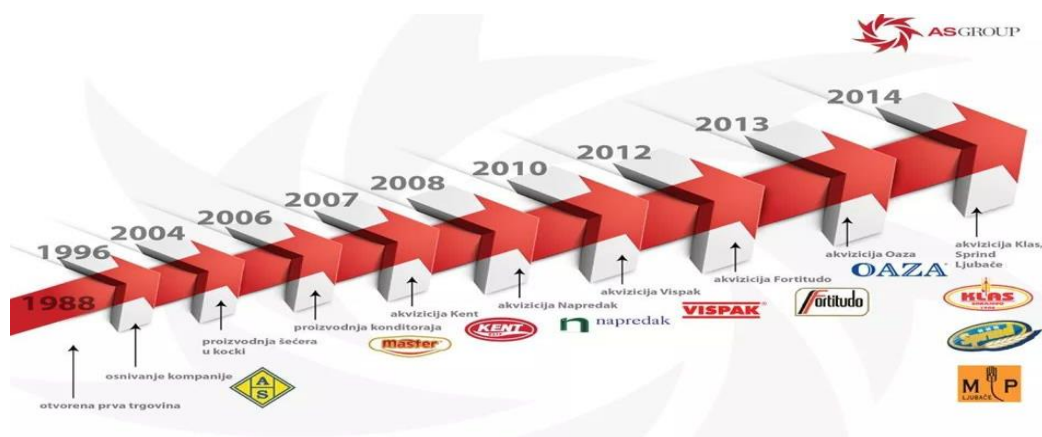
In 2018, AS Holding recorded the greatest success in its operations to date. Through additional investments and development, the company retained existing customers and acquired new ones, expanded capacities and made breakthroughs into new markets, with the application of new technologies and an increase in the number of employees.

By strengthening their brands, developing new businesses, products and services, the company wants to be a generator and driver of the development of the domestic economy and one of the largest business systems in the region.

It creates paths to success by delivering and exchanging knowledge, ideas and services in all business spheres, relying on the rich experience, exceptional commitment and high moral standards of its employees while maximizing the synergistic effects of joint action of system members.

Under the "umbrella" of AS Holding is 16 companies whose brands are highly positioned and well known to consumers in B&H as well as in Europe and the world. Zlatna džezva, Oaza, Tops, Zlatni puder, Tuzlanska so are just some of the over 2000 products in their portfolio. For several years continuously, they have occupied the highest places in the overall ranking of the largest companies in B&H.

Together with its members, it employs over 4.500 people, with a tendency to grow in all three business divisions: food, trade and textiles.



ZENICA-DOBOJ CANTON

Brends:



coffee



water and drinks



biscuits and cakes



salt, soups and spices



milling, noodle and baking



pasta



cream



spreads confectionery



Name: "MADI" d.o.o. Tešanj

Headquarters: Tešanj, Business zone Villa no. 16

Foundation year: 1989

Annual income in 2019: 148.781.992,00KM.

Number of employees: 600.

The most important export products: fresh and frozen chicken meat and semi-durable products.

The most important export markets: the countries of the Western Balkans.

Export value: 7.177.715,00 KM.

Potential markets: EU countries.

Certificates: HALAL, HACCP and ISO 9001: 2015.

Awards: multiple holder of the title of "largest meat industry in B&H" and numerous acknowledgments for product quality.

Value chain: the latest technology in the industry and constant investment, more than 170 transport units, 150 subcontractors, closed and controlled internal supply system "from egg to table", strict supervision of the entire system with 9 food technologists and 21 veterinarians, internal laboratory, social responsibility towards the wider community, partnership and creation of a system of common values with employees, suppliers and customers.

The company MADI was founded in 1989 in Tešanj as a family business and still operates in that form of ownership.

Aware of the importance of responsible process management and the need for continuous improvement the company permanently invests in technology, equipment and education. This approach resulted in 1st place in the meat industry of Bosnia and Herzegovina.

Today, the company MADI has 600 directly employed persons, and through a subcontracting network of 150 subcontractors, about 500 additional persons are indirectly employed.

A completely rounded chain of cultivation, production and delivery allows everything that is produced today, to be tomorrow on the shelves of retail stores throughout B&H, and wider, guaranteeing the highest quality for the customer.

The production portfolio consists of 5 categories: chicken (fresh and frozen), shaped products (chicken kebabs and burgers), semi-permanent and smoked program (parisers, hams, hot dogs, sausages), canned program (pâtés, spreads, cold cuts) and from 2020 the newest program of a fermented/permanent beef (sudzuk, tea sausage and SPECIAL beef sausage based on kulen).

„Madi“ believes its quality and reliability are recognized and valued by costumers, so maintaining their trust is the task of every employee who are the real strength and proud of the company.



Products of the company "MADI" d.o.o. Tešanj

Complex "MADI" d.o.o. Tešanj within the industrial zone



Breeding farms

MADI incubator and veterinary station



- ❖ The company started operating in June 1965. within IPK Sarajevo under the name poultry farm "Dobrinje".
- ❖ In November 2001, the company was successfully privatized by AKOVA GROUP.
- ❖ Registered under the name BROVIS DD VISOKO, headquarters Dobrinje bb Visoko, with a commitment to poultry meat production from. On 16/07/2020 the total number of employees is 456.
- ❖ The strategy that has been applied is planned development with the aim of achieving an integrated production system.
- ❖ The plan was realized in 2005 when the poultry slaughterhouse started working.
- ❖ Today, Brovis is a modern poultry center that has a complete production system based on the principle *"from farm to fork"*.
- ❖ The integrated system enables complete control of all production segments.
- ❖ Confirmation of the successful operation of the system is confirmed by standards in the field of quality, food safety and environmental management: HALAL, HACCP, ISO 9001 and ISO 14001.
- ❖ Production units that make up the integrated system are: reprocentre (parent flocks), incubator station, poultry slaughterhouse, feed factory, subcontractor network for broiler fattening, professional supervision of farms and rendering plant with wastewater treatment system.
- ❖ The company Brovis d.d. Visoko today operates with 115 subcontractors from all over Bosnia and Herzegovina.
- ❖ Annual income in 2019 - over 117 million KM.
- ❖ Value of exports in 2019 - over 2.5 million KM.
- ❖ The most important export products and services: all chicken meat products (fillet, drumstick, chicken thighs, wings, liver, grill chicken, fodder, as raw materials in the meat processing industry).
- ❖ Export markets: Serbia, Croatia and Macedonia, Turkey.
- ❖ Business potentials - new markets and new customers.

In the coming period, Brovis d.d. Visoko plans to expand/modernize its production facilities, create conditions for opening new markets and preserve existing ones. Also, one of the main goals of the company is improving of working conditions for employees, educating workers and introducing new technologies.



General information about the company

Name:	PERUTNINA PTUJ-BH d.o.o. Birch
Headquarters:	Potkrajaska bb, 71370 Breza
Year of foundation:	2004
Annual income in 2019:	KM 73 million
Main activity:	10.13 - Manufacture of meat and poultry meat products
Number of employees:	338 workers
The most important export Products and services:	The company PPBH does not currently export due to the coverage of the region by the companies Perutnina Ptuj, i.e. subsidiaries, but our goal is certainly the EU market in the future.
Export markets:	Target market of EU, UEA and CEFTA members

ZENICA-DOBOJ CANTON

Business potentials: Market spreading based on the natural taste products, quality, innovation and originality, development of safe and healthy eating habits among consumers.



IV.4. TEXTILES, CLOTHING, LEATHER AND FOOTWEAR SECTOR

The textile, clothing, leather and footwear industry is one of the traditional branches of the ZDC manufacturing industry. This industrial sector in ZDC is characterized by: business tradition, experienced workforce, significant installed capacity, product quality, labor cost in relation to the environment, geographical proximity to the European Union market, production flexibility, adaptability to delivery times, secure energy supply, road infrastructure, non-existence of export quotas.

In the total production of the processing industry in the Zenica-Doboj Canton, the textile and leather industry employs a total of over 6,600 employees and participates in the total number of employees in the Zenica-Doboj Canton with close to 10 %.²⁰

The largest exporter in B&H, according to the consolidated business results, for many years in a row is a company that operates in the area of ZDK, Prevent BH d.o.o. High and cooperates with renowned global manufacturers in the automotive industry.²¹

Regardless of the fact that it is a low-accumulation branch, the potentials of the textile, clothing, leather and footwear industry in ZDC lie in:

- ❖ starting basic production,
- ❖ development of domestic products and brands and their export,
- ❖ transfer of knowledge and technology through work,
- ❖ production of products of added value,
- ❖ clustering,

and represent significant opportunities for potential investors.

The most important companies in the textile, clothing, leather and footwear sector of ZDC:

²⁰ Development Strategy for municipality Visoko (2015-2021)

²¹ IBID

KOTEKS d.o.o. TEŠANJ
 ALPINA-BROMY d.o.o. TEŠANJ
 ALMA-RAS d.o.o. OLOVO
 BONTEX d.o.o. MAGLAJ
 TRENDTEX d.o.o. DOBOJ SOUTH



Koteks d.o.o. Tešanj is a company for the purchase, trade and export of raw hides (beef, cow, calf, sheep, goat and goat hides) in Bosnia and Herzegovina and the region, and the production of leather and textile clothing, fashion and work clothing and footwear, safety equipment, leather haberdashery and equipment for the army, police and special services (dedicated equipment). The company was founded in 1994, whose founder is Muharem Sejdić, one of the leading names in leather in B&H, and much wider.

Top quality leather, professional workmanship, modern design and products functionality are the elements that determine the production and which have enabled this company to last successfully. In more than two decades of the company's existence, excellent business relations have been established with suppliers and customers, while its hard working efforts have gained the trust of customers.

Koteks d.o.o. operates and products, i.e. performs its business activities in accordance with the following standards: ISO 14001-2004; OHSAS 18001-2007; ISO 9001:2015 and Halal certificate BAS 1049:2010, and is the only company in the region that is certified halal certificate for raw hides. Business beliefs with which the company Koteks d.o.o. Tešanj operates are:

- recovery and prosperity of the leather industry,
- creation of new quality Bosnian products,
- employees as the most valuable capital,
- compliance with the law and “fairplay”,
- meeting the requirements of domestic and foreign customers, and domestic suppliers,
- joint work of all partners and employees who lead to one goal,
- joint decision-making among business partners.

The total number of employees is about 200, and more than 100 of them are workers highly skilled for the production of various leather products.

For almost two decades the company has been developing positive relations and mutual cooperation with its business partners, employees and the entire community.

The vision is to be the leading leather industry in Bosnia and Herzegovina with the aim of producing high quality products and creating new values, which is planned to be achieved by applying modern technologies, meeting and improving environmental standards in accordance with sustainable development, creating a quality and educated workforce, and timely and responsible fulfillment of obligations to suppliers and customers.

ZENICA-DOBOJ CANTON



Alpina - Bromy d.o.o.
74260 TEŠANJ
Ul.Braće Kotorić br. 118

Alpina-Bromy d.o.o. was founded in 2008 in Tešanj.

It was established by the joint investment of Suad Roša as the owner of Bromi, BH and Alpine d.o.o. Jury, Slovenia.

Annual revenue in 2019 was 9 mill. KM.

The main activity is footwear production.

The number of employees is 320 workers.

The company produces fashion footwear for famous customers in Europe.

The most of the products are exported to Slovenia and Germany and they also work for customers in Switzerland, France and others.

The company is currently working on introducing a new program in footwear production.

It is an injection molded program which has a wider application in footwear, including protective footwear, comfortable footwear, sports footwear and leisure footwear.

The production of glued footwear would remain in the capacity of 1500 pairs per day, and the production of injection molded footwear approximately 1600 pairs.





ALMA ✕ RAS

ALMA RAS started its work in Olovo nineteen years ago. It was symbolically founded on Women's Day in 1998 and since then it has been known as an unavoidable place for fans of quality fine underwear and sleeping program. Since the year the company was founded, it has recorded constant growth and development - from a small, family workshop to a brand leader in the domestic, Bosnian market, and today it employs over 1,000 workers in five production plants. One of the key business policies is the care of employees, employee satisfaction, as well customers' satisfaction. Alma Ras is rapidly becoming one of the most famous companies in Bosnia and Herzegovina with a wide distribution network through wholesale and its own retail boutiques. With the careful placement of brands in other markets, the hearts of customers in the regional and European markets have been won, starting from Montenegro, Macedonia, Kosovo, all the way to Slovenia and Denmark.

"The touch I love"

Alma Ras created its position exclusively thanks to its high level of quality and recognizable image. By selecting high-quality natural materials of European origin as well as following world fashion trends, tailored to customer needs, the company soon built a recognizable image in terms of quality and style.

"Brands for the whole family"

The creative team of the Alma Ras brand is always inspired by a woman and situations in which she finds herself every day, from dreamily drinking morning coffee in her favorite pajamas or preparing for work, to going out in irresistible and comfortable underwear that will emphasize their femininity. On the other hand, the men's brand „Manners“ emphasizes the sophisticated style and character of a real man. Playful motifs on pajamas and underwear delighted even the youngest, so within the Alma Ras brand, a special AR Kids line is dedicated to children. These brands are represented in retail Alma Ras and Manners boutiques, while customers of larger retail chains and shopping centers will be greeted by the AR Family brand, which is characterized by a perfect price-quality ratio.

MISSION - Bring innovation, comfort and quality into your life.

VISION - To be a modern and innovative leader in the textile industry.

ZENICA-DOBOJ CANTON



BONTEX

Name: "Bontex" Maglaj d.o.o.

Headquarters: Liješnica bb, 74250 Maglaj

Year of foundation: 2004

Annual income in 2019: 4,168,580 KM

Main activity: Manufacture of clothing and other wearing apparel and accessories

Number of employees: 214 workers

The most important export products and services: sewing shirts and shirts to measure and according to the customer's wishes

Export markets: Switzerland, Austria, Italy, Croatia

Value of exports in 2019: 3,246,166 KM

Business potentials: expansion of the company through acquisition with companies that do business with the governments of the surrounding countries.

Production company "Bontex" Maglaj d.o.o. It is 100 % privately owned by Mr. Husić Senajid.

The product range is based on shirts: fashion, work, tailor-made shirts, work pants and suits for medical staff, Mainly the products are exported to foreign markets. "Bontex" Maglaj does business with the Swiss companies "Weder Meier" and "Albiro" on the principle of Lohn

business what is reflected in many years of cooperation, prior planning of market needs, the possibility of meeting deadlines, and the production of shirts at an enviable level, in a highly demanding market. All fashionable men's and women's clothing, which is produced outside the concluded contracts with business partners, is exclusively at the request of the customer. The wider range includes all fashion pieces of clothing from shirts, blouses, T-shirts, jackets, pants, skirts, prom dresses and the like, so the company aims to establish its own fashion brand that would become recognizable in the countries of the region. In addition to the CEO, the company's management consists of very professional and trained employees, capable of responding to organizational and production challenges.

This production is ecologically justified, located in a populated area, surrounded by a multitude of planted agricultural areas. Bontex d.o.o. Maglaj has certificates:

ISO 9001: 2015, SA 8000: 2014, A + 2020.



TRENDTEX Group was founded in 1996 and started production with a dozen workers in the production plant in Tešanj. Today, the group consists of the parent company HMT in Germany and production plants in Tešanj, Bileća and Trebinje in B&H, as well as production plants in Prijepolje and G. Milanovac in Serbia.

The main activity is the production and confection of work clothes. The entire production program is exported to the European market: Germany, Sweden, Denmark, France, Italy and Poland. After 20 years of successful work, good organization of the company, pre-arranged export business, with the mediation of the parent company HMT in Germany, TRENDTEX has become a leader in the region in the production of work suit for the European market, with a weekly production of 100.000 units of workwear.

The HMT system employs 2.000 people in its factories and subcontractors, which provides security for the employment of more production workers.

Trendtex is in the process of introducing BSCI standards that deal with the protection of workers at work.



IV.5. MINING

The energy potential of ZDC is mainly based on the brown coal reserves of Zenica, Kakanj and Breza. The characteristic of all three exploitation fields in ZDC is that they contain deposits separated as separate units. In addition to brown coal, there are lignite reserves in the municipality of Maglaj. Depending on the vertical position of the coal seams, in relation to the surface, some parts of the exploitation field are exploited in the pit, and others in the surface. An overview of reserves is given in the following table:

Table 11. Overview or ore reserves (in tons) by level of exploration by cities/municipalities²²

Locality/reservoir	Geological reserves	Off-balance reserves	Exploitation reserves	Potential reserves
Breza (2006)	77.105.529	36.387.874	41.412.655	78.000.000
Kakanj (2007)	249.460.409	55.968.000	159.308.778	127.604.196
Zenica (2006)	282.924.568	119.830.669	163.063.230	1.042.722.518
Total	1.083.536.997	364.439.417	650.376.775	2.174.930.778

The area of mining and quarrying activity in ZDC records positive results. Business entities in this activity, in 2018, realized exports of 1,98 million KM, which is a higher export by 257,6 % compared to 2017.

At the same time, lower imports of approximately KM 213,74 million were recorded, ie by 4,9 % compared to 2017. In 2018, the volume index of industrial production for the mining and quarrying activity was 98,4, and the total coal production in 2018 was higher by 37,9 %

²² Spatial plan of Zenica-Doboï Canton (2009-2029.)

compared to 2015. The number of employees was 4.718 and achieved a growth of 1,7 % compared to 2017, with a simultaneous increase in the average net salary of 1,9 %, so that in 2018 it amounted to 1.072 KM.

Table 12. Coal production in ZDC – period: 2015–2018²³

Broun coal mine	2015. (in t)	2016. (in t)	2017. (in t)	2018. (in t)
Breza	473.126,00	541.639,00	676.544,85	729.695
Kakanj	1.008.054,00	962.557,00	1.301.193,00	1.108.566
Zenica	266.263,98	313.193,68	415.989,00	571.876
Total	1.747.443,98	1.817.380,68	2.393.762,85	2.410.137

Considering the state of the electricity market, it can be said that coal, in addition to hydro potential, is the most significant domestic energy potential, thus mining will continue to play significant role in the overall economic development of ZDC.

In ZDC, the production of electricity is almost entirely performed in TPP Kakanj, with smaller production in TPP Natron-Hayat. The following table shows the data on electricity production in ZDC in thermal power plants for a three-year period.

Table 13. Data on electricity production in ZDC in the period 2015–2017. year ²⁴

Thermal power plant	Production 2015. (MWh)	Production 2016. (MWh)	Production 2017. (MWh)
TE "Kakanj" Kakanj	1.926.900	2.093.800	2.546.467,0
TE "Natron-Hayat" Maglaj	169.250,7	125.620	162.643,0
Total	2.096.150,7	2.219.420,0	2.709.110,0

In the area of ZDC, concessions have been granted for the construction of 13 mini hydro power plants, there are 25 solar power plants, and 2 new solar power plants of SE "Hifa Benz" Tešanj and "Sami promet" Visoko are also planned.

Natural gas and oil are provided by import, and the distributor for natural gas is JP "Visoko Ekoenergija" d.o.o. High. Gas is also delivered to direct consumers connected to the gas pipeline, and the total amount of consumed natural gas is 45,000 (1000 Sm³). The public company ZENICAGAS was established in the city of Zenica for the needs of future distribution of natural gas.

These facts indicate that ZDC has the conditions for further growth of production and investment in the field of energy and mining.

The most important companies in the field of mining and energy of ZDC:

JP ELEKTROPRIVREDA BiH – ZD RMU BREZA
JP ELEKTROPRIVREDA BiH – ZD RMU KAKANJ
JP ELEKTROPRIVREDA BiH – ZD RMU ZENICA
EASTERN MINING d.o.o. Sarajevo – Podružnica VAREŠ
GEOMET d.o.o. OLOVO

²³ Information on the state of economy in ZDC for 2018., The Government of ZDC, 2019

²⁴ Information on the state of economy of ZDC for year 2018, The Government of ZDC, 2019



Brown coal mine "Breza" d.o.o. The mine has existed since 1907. Before the war, the Breza brown coal mine was one of the modern and well-equipped mines, with a long-term mining tradition, capable and educated mining staff with a production concentration of production at one export opening, equipped with modern equipment for coal extraction and transport. During the war it was on the front line, exposed to frequent destruction.

The "Breza" mine in Breza has a Directorate and Plants. The main activity of the Plant is excavation, processing, maintenance and transport of coal, and the employees of the Directorate perform for the needs of part of the Company: design, development, general, legal and personnel affairs, commercial, financial and planning analytical work and other professional administrative and similar tasks.

The Directorate consists of four sectors:

1. Technical sector
2. Sector for design, development and new activities
3. General, legal and personnel affairs sector
4. Economic sector

Sector managers are also assistant directors. Each sector contains different services, and further the services are divided into departments. The plants come from the technical sector, as follows:

1. „Sretno“ plant
2. „Kamenice“ plant
3. Coal Processing Plant
4. Plant "PK Koritnik II"

With the properties of coal that RMU "Breza" has, the current and future competition will not significantly affect the possibilities of selling coal. With certain technological solutions, in terms of improving the structure of the range in favor of the so-called large assortments, RMU "Breza" will be a competitor to other coal mines with many customers.

The basic comparative properties of brown coal give the advantage of ZD RMU "Breza" to be competitive in the market of energy coal and larger assortments for smaller furnaces and households are: high calorific value of coal, high combustion of coal, low humidity of coal, low concentration of sulfur in coal. in relation to competition, geographical position, traffic communications, etc.

Subsidiary RMU "Breza" d.o.o. Breza has been owned by JP "Elektroprivreda B&H" d.d. Sarajevo since 2009 after the reorganization.

Rationalization of coal production according to the balance needs of PE "Elektroprivreda B&H" d.d. Sarajevo in the future, then a quality solution of the technological redundancy of workers and rationalization of costs that will be invested so far in ZD RMU "Breza" d.o.o. Breza by JP "Elektroprivreda B&H" d.d. Sarajevo through recapitalization in the total amount of 35.718.801,58 KM and planned new investments of 38.811.198,42 KM as well as the qualitative properties of coal, provide a secure basis for profitable business ZD RMU "Breza" d.o.o. Breza in the coming period. ZD RMU "Breza" d.o.o. to date, Breza has a total of 1204 employees, of which 296 are disabled from work and war, of which 17 are unassigned, and all others are employed with the remaining working capacity.

According to the three-year plan of ZD RMU "Breza" d.o.o. Breza for 2020, it is planned to realize the production of 646.625 weaving, of which the sale of JP "Elektroprivreda B&H" d.d.

Sarajevo is planned in the amount of 500.000 tons of energy small coal and the rest is planned for sale to third parties as larger assortments (piece, cube, nut and beans). The realized monthly production in July 2020 is 41.138,00 weaving.

RMU "Breza" is related to underground exploitation and this fact results in the production of the highest quality brown coal in Bosnia and Herzegovina, and is considering the export and projects of processing and enrichment of coal with the ultimate goal, the construction of coal briquetting plants. Such a project is basically ecological in nature, with the intention of paying much more attention to environmental protection projects in the future.

For this reason, a multidisciplinary team from the ranks of its own staff will be formed in the mine in the future, which will realize everything planned and plan everything that will contribute to the progress and development of the mine in the area.



JP ELEKTROPRIVREDA BiH d.d. - Sarajevo,
Zavisno društvo Rudnik mrkog uglja "KAKANJ" d.o.o.-Kakanj



The Kakanj brown coal mine was founded in 1902. It has existed in its current organizational form since 2010. After the merger of the company into the concern JP "Elektroprivreda B&H", it was registered as a subsidiary of the Brown Coal Mine "Kakanj", ie as a limited liability company.

ZD RMU "Kakanj" operates as a single legal entity. Parts of the Company are organized into plants and economic units, as follows:

- two production plants: "Haljinići" and PK "Vrtlište";
- two service facilities: "Separation" and "Maintenance" and
- one economic unit: "Professional services"

Sectors, services, groups and work units are organized in plants and economic units. The plants are organized with the basic task of producing and processing coal and representing the production unit. Economic unit "Professional Services" - the Directorate performs service activities consisting of administrative, technical and financial affairs and it is organized by sectors and services.

The headquarters of ZD RMU "Kakanj" is in Alija Izetbegovića Street No. 17.

The main activity of the Company is the extraction and briquetting of brown coal and its sale.

The main function of the mine is to provide sufficient quantities of coal for the needs of the Kakanj thermal power plant for the production of electricity.

The company is also registered for quarrying stone, gravel and sand, production of various types of equipment and tools, wholesale and retail of various types of products and brokerage, as well as for performing other activities according to the Decision on Standard Classification of Activities in the Federation of B&H.

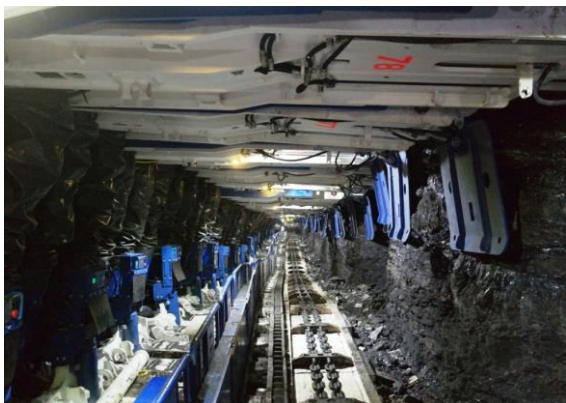
Until 2009, ZD RMU "Kakanj" operated as an independent legal entity and had 2.126 employees, and from 31/07/2020 RMU "Kakanj" has 1.582 employees.

The total income for 2019 amounted to 69.607.597,75 KM.

RMU "Kakanj" d.o.o. Kakanj has no products or services for export.

The main goal of ZD RMU "Kakanj" is to preserve production and fulfill the basic function, ie to provide sufficient quantities of coal for the needs of the thermal power plant Kakanj.

ZENICA-DOBOJ CANTON



JP ELEKTROPRIVREDA BiH - ZD RMU ZENICA

Zenica brown coal mine d.o.o. - Zenica started working on May 5, 1880. Today it operates within the Concern JP Elektroprivreda B&H d.d. - Sarajevo as a subsidiary of the Brown Coal Mine "Zenica" d.o.o. - Zenica. Zenica brown coal mine d.o.o. - Zenica produces coal in three pit capacities, namely: Stara jama, Raspotočje and Stranjani, and it processes coal in the Separation plant. Ancillary activities are performed through work units and services.

The Zenica mine has the largest balance (A+B+C1) and potential (C2+D1) reserves of brown coal in the Zenica-Sarajevo coal basin. It is the highest quality coal that has undergone the most complete metamorphosis in the direction of conversion to hard coal, so that the coal of the main coal seam of the pit "Raspotočje", can be treated as younger hard coal according to the upper thermal energy value.

The total reserves in the exploitation fields are today estimated at about 956 million tons, of which the balance reserves are approximately 177 million tons, potential (C2+D1) 720 million tons and currently off-balance sheet approximately 57 million tons of coal.

After the million-dollar production of coal, which was realized by the Zenica Mine in the period 1980-1991 production experienced the largest decline in 1994 and during the war mechanized equipment for wide foreheads remained in the oldpits.

In the period from 1980 to 1993, in the pit plants "Stara jama" and "Raspotočje", the exploitation was performed by the wide-head method with the use of mechanized hydraulic equipment, while in the pit "Stranjani" the exploitation was performed with the chamber excavation method. The total production from all three pit plants was on average 80,000 tons/month.

In order to preserve continuity in production in all three pit plants, from the period from 1993 to 2017, the continuation of exploitation was carried out using the chamber excavation method, which is still used today, as an alternative method. In 2017, the procurement and installation of mechanized wide-head equipment in the "Raspotočje" plant was performed. The value of the investment is estimated at close to 40 million KM. The procurement was performed through the Managing Company JP EP B&H d.d. -Sarajevo.

Status features:

Company: JP Elektroprivreda B&H d.d. - Sarajevo, Subsidiary brown coal mine "Zenica" d.o.o. - Zenica

Abbreviated company: JP Elektroprivreda BiH d.d. - Sarajevo, ZD RMU „Zenica“ d.o.o.-Zenica.



Company name: Eastern Mining d.o.o.

Headquarters: Tisovci bb, 71330 Vareš, Bosnia and Herzegovina

Year of establishment: 2013

Annual income in 2019: In 2019, 8.110.959 BAM were spent, and in the period from 2017 to 2020, over 30 million BAM

Main activity: Exploration and exploitation of mineral resources.

Number of employees: 40 in the company and 100-120 people employed in subcontractors.

The most important export products and services: Mineral concentrates.

Export Markets: Defined in the Feasibility Study expected.

Value of exports in 2019: Planned start of production in the second half of 2022

Business potentials: The focus of activities for 2020 will be on further geological research, both on existing concessions and in the wider regional area, all with the aim of increasing the confirmed ore reserves and extending the life of the new mine. The results of the research program will determine the economic justification and possible timeframe for the start of further work, including conceptual studies and possible development on projects. The opening

ZENICA-DOBOJ CANTON

of a mine that will be important on the world market will be of great importance for B&H, especially for the municipality of Vareš. This will bring new employment opportunities - direct and indirect, economic development and benefits for the wider community. From the beginning, the project was conducted in accordance with good international practice and all legal regulations of B&H. All the activities are carried out with the support of municipal authorities and other participants at the cantonal, entity and state levels.



Plans for the period 2020-2022 years include:

- obtaining a license for exploitation,
- completion of feasibility studies,
- development of the main mining project,
- start of preparatory works for opening mines and ore processing plants, and obtaining a permit for performing works according to the mining project.
- The current plan is to open a mine and start production in 2022.
- The expected number of employees is 350, based on the results of a preliminary study for the start and continuous operation of the mine, and ore processing.
- The new plant will process 800.000 tons of ore annually, and produce three types of concentrate that will be sent for further processing outside B&H.



MINECO



GEOMET d.o.o. OLOVO

A company called Geomet d.o.o. Olovo, based in Olovo, B&H, has been operating since 2014. The company for exploitation, production and trade "GEOMET" from Olovo is the client of the main project, for the opening of the mine in Olovo, and for the account with the capital of the English company MINECO, Limited - Croydon, United Kingdom.

Mineco is an international group focused on the natural resources sector and operates in three key areas: commodity trading, base metal mining, and metal smelting and refining.



The Olovo Mineco company acquired concession in 2012, and in 2018 it received the first new exploitation license issued in Bosnia and Herzegovina in more than thirty years. The target production is 120.000 t of cerussite lead ore. Currently, the mine employs 120 workers.

The mine is located 5 kilometers from the town of Olovo. Mineralization in the area has been known since Saxon times, however the first commercial extraction attempt, begun in the late 1980s, but it was stopped in 1992.

The Lead deposit is a high-quality mineralization of fibrous species with more than 25 separate structures. Cerussite ore is a product of the oxidation of primary sulfide mineralization, which can still be found in traces in some parts of the deposit. The plant was successfully commissioned in the fall of 2019 and is currently growing to its target production level.



IV.6. CONSTRUCTION

The construction industry, due to the specifics of its products that are the foundation of industrial production, but also the lives of people in general, has positioned itself as one of the dominant sectors of the economy ZDC.²⁵

Great potentials of this sector in ZDC are capacities for production of extractive materials (stone, sand, gravel, mortar, concrete, etc.) as well as production of construction materials of processing type (brick, tile, cement, lime, concrete accessories, construction carpentry, installation materials, etc.) which is organized in independent companies.

In the construction sector in ZDC, most of the work is performed by legal entities, although there is an increase in the share of work performed by natural persons.

The growth parameters in the construction sector for 2018 compared to 2017 are as follows:

- the total value of construction works amounted to KM 149,7 million, and it increased by 17,7%;
- the number of employees amounted to 3.959, which increased by 6,7%;
- the average net salary increased by 5 %.²⁶

Table 14. Value of construction works performed in the period 2016–2018. year (in 000 KM)²⁷

	2016.			2017.			2018.		
	TOTAL	Legal persons	Natural person	TOTAL	Legal person	Natural person	TOTAL	Legal persons	Natural person
Constructin works performed (in 000 KM)	127.220	123.116	4.104	149.752	143.428	6.324	152.631	150.920	1.711
Structure %	100	96,8	3,2	100	95,8	4,2	100	98,9	1,1

Construction companies in the ZDC area deal with all types of work. At the same time, there is an evident increase in the number of specialized construction companies in the field of civil engineering, which is becoming more and more interesting due to large infrastructure projects in B&H. The construction sector is dominated by a large number of medium and small companies, but also several large companies.

The main areas in which ZDC companies operate are:

Building construction (design and construction):

- residential buildings, family houses, purpose-built buildings, apartment blocks, etc.
- public facilities (facilities of health, culture, administration, trade, catering, transport, etc.)
- commercial facilities (industrial and agricultural facilities).

Civil engineering (design and construction):

- roads, structures, bridges, dams, tunnels, silos, water towers, etc.²⁸

Construction companies ZDC perform works and export products to the markets: Montenegro, Croatia, Slovenia, Hungary, Serbia, Germany, Austria, France, Sweden, Switzerland, Luxembourg, Belgium, the Netherlands, etc.

There is a lot of potential and opportunities for investing in the construction sector in ZDC, especially when it comes to investing in infrastructure projects, such as:

²⁵ Development Strategy of the Construction Material industry of the Federal of B&H, 2016–2025

²⁶ Situational analysis for the Development Strategy of Zenica-Doboj Canton for the period 2021–2027

²⁷ Zenica-Doboj Canton in figures 2019 and 2020, Federal Bureau of Statistics

²⁸ Guide for investors city of Zenica

- ❖ corridor 5c,
- ❖ reconstruction of the railway network, and
- ❖ investments in the construction of hydropower and thermal power facilities.

The most important companies in this sector are:

TC HEILDELBURG KAKANJ
 IGM doo VISOKO
 UGARAK doo VISOKO
 ALMY doo ZENICA
 TERMO BETON doo BREZA



Company name: Cement factory Kakanj d.d. Kakanj

Headquarters: Selima ef. Merdanovića 146, 72240 Kakanj

Year of establishment: 1978

Annual income in 2019 (cement production only): 73 million KM

Main activity: cement production

Number of employees: 198

The most important export products: cement

Export markets: Croatia and Montenegro

Value of exports in 2019: 18 million KM

The most important potential of company is vertical integration, which means the production of cement and aggregates from which concrete is ultimately made. This is the direction in which the company will continue to look for opportunities to expand its network and expand, both in B&H and in the entire region.

The Kakanj Cement Factory (TCK) has been one of the most successful companies in Bosnia and Herzegovina for years, as well as in the entire region. The production of gray "gold", cement, began in December 1978, and since then all products and services of this company have had the epithet of top quality in the construction industry. During the privatization in 2000, *Kakanj Cement Factory* joined the world prestigious *HeidelbergCement Group*, which operates on 5 continents in more than 60 countries and at more than 3.000 production sites, where they have cement plants, concrete plants, quarries and asphalt bases. This German giant has been present in Croatia for almost three decades, during which it has been supplying the Croatian market with high-quality cement produced in neighboring Hungary.

A lot of energy, effort and money have been invested to make one of the brightest European examples of clean production work in the heart of the Balkans today. To date, the *Kakanj Cement Factory* has invested around 200 million KM (100 million euros) in the

modernization of the factory, environmental protection and business expansion. Dust emissions from the factory's main chimney have been reduced by as much as 99 %. The green areas within the factory circle cover more than 100,000 m² and include orchards, parks and a fish lake.

Sustainable development is deeply embedded in the business philosophy of the *Kakanj Cement Factory* just as the cement it produces is woven into all pores of modern life, from streets, sidewalks, bridges, to homes, kindergartens, schools and skyscrapers.

Entrepreneurial spirit, long-term planning, proper prioritization and visionary view of the future are the main features of this cement manufacturer. Following this approach in business, the company was pioneer in many ways. The *Kakanj Cement Factory* is the first company in B&H to be successfully privatized in a major privatization. TCK is the first company in B&H to build and implement an integrated management system for quality, environment, and health and safety at work in accordance with the requirements of ISO 9001, ISO 14001, OHSAS 18001, and additionally harmonized its product with the requirements of European standards EN 197-1 and EN 197-2. This means that TCK has a recognizable quality in the European market, responsible approach to the environment (work in an environmentally friendly way), and social responsibility, when it comes to its own staff, but also all those who on any basis are within the circle of TCK.

Through the *HeidelbergCement Group*, TCK became the first company from BiH to be a member of the *World Business Council for Sustainable Development* (WBCSD), which means that TCK has a responsible approach to using all resources (raw materials, energy, human).

It is the first company in B&H to meet the criteria and win the 3A Gold Certificate of Creditworthiness. It was one of the first or very first council to provide selfless assistance during the floods in B&H and Croatia.

It is one of the first from B&H which makes acquisitions in the EU where 6 years ago it bought as many as 7 plants for concrete production in Croatia in Zagreb, Vinkovci, Osijek, Đakovo, Valpovo and Slavonski Brod) which operate within the company TBG Beton based in Zagreb. TBG BH with top knowledge of production and distribution of transport concrete is a perfect partner in all phases of construction projects, from initial development to final result. It is a company that provides intelligent site logistics with a wide range of all types of ready-mixed transport concrete, its transport to the destination, and its installation by auto-pumps. *TBG Beton* performs each project task in an environmentally appropriate and technologically superior way.

Tvornica cementa Kakanj supplies the Croatian market with its gray "gold" through the company Dunav-Drava cement based in Zagreb. The *Kakanj Cement Factory* is also the first company in B&H to launch the *Open Day event*, which has been symbolically depicting the openness of its business and communication for 16 years. On that day, the factory becomes the happiest place in the entire region because thousands and thousands of citizens, especially the youngest ones, enjoy the factory circle in an entertainment program.

Today, the *Kakanj Cement Factory* operates according to the highest European standards and criteria. It is very modern factory in functional and environmental aspects, extremely successful and efficient, which uses the best available world technology, and works in accordance with all local laws and EU norms.

The *Kakanj Cement Factory* is one of the important carriers of the overall social life in the local community. It understands the community's needs and actively contributes to the improvement of the quality of life of all members of society, and through his social engagement it contributes to the well-being and development of the community. The company actively participates in local economic development, educational programs, various charitable actions and other projects aimed at improving the community.



*...uslov **kvalitetne** gradnje!*

- ❖ Company name: Construction material industry IGM d.o.o. Visoko
- ❖ Abbreviated name of the company: IGM d.o.o.Visoko
- ❖ Headquarters: Ciglanska bb, 71305 Donje Moštre, Visoko
- ❖ Contact: +387/32/740-300, +387/32/740-527, +387/32/460-164
- ❖ Webmail: www.igm.ba
- ❖ Main activity: Main activity: Manufacture of expanded polystyrene-styrofoam
- ❖ Other activities: Manufacture of expanded polystyrene-styrofoam EKOPOR, Manufacture of aluminum and PVC joinery, Manufacture of burglar, fire, smoke, metal doors, Manufacture of wood products, Construction and sale of residential and commercial premises, Trade in building materials, consumer goods
- ❖ Number of employees: 239
- ❖ Revenue in 2019: 34.921.865,00 KM
- ❖ Export in 2019: 1.375.592,00 KM
- ❖ Export markets: Montenegro, Croatia, Slovenia, Hungary, Serbia

ZENICA-DOBOJ CANTON

- ❖ Export products: Brick products, styrofoam products



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UGARAK-Produkt d.o.o. It has been operating successfully since August 1996. The founder of the company is Mr. Džemil Ugarak with his brothers. Production takes place in three production halls, with a total area of 4360 m², at the location of Dobrinje, Visoko.

The main activity of the company is the production of high quality raw materials (PVC profiles from REHAU Germany, Aluminum profiles from FE-AL Široki Brijeg and Schüco Germany, around GU and Schüring Germany) and installation of high quality PVC joinery and aluminum locksmiths according to customer orders and wishes. The company produces all types and dimensions of windows with and without blinds, doors, shop windows, hanging glass facades, conservatories, business facilities, interior and exterior window sills. UGARAK-Produkt products are characterized by an extremely attractive design, easy opening, anti-burglary protection, extremely high degree of sound and heat insulation, simple maintenance, as well as exceptional durability. In addition to quality products, the company tends to offer the best possible service as well.

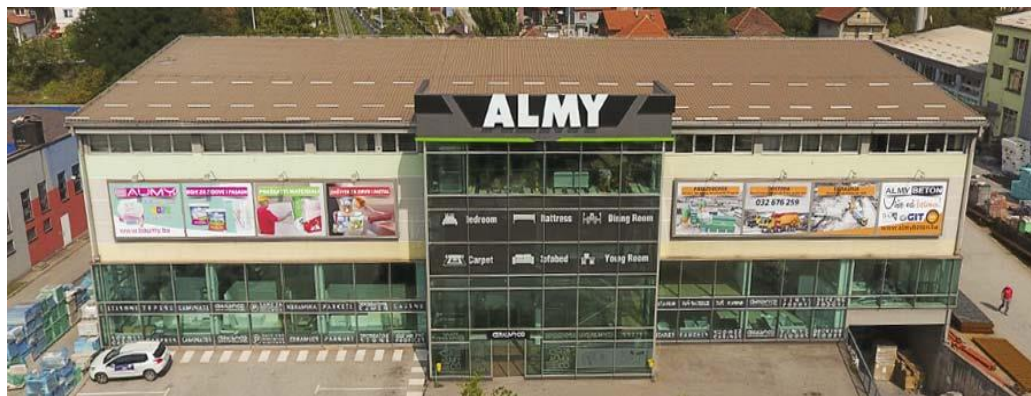
The company's production processes are fully automated and equipped with new software that is constantly updated and ready to meet all technological requirements of the market. Aware of the constant development of new technology, the company plans to research the procurement of completely new lines for the production of thermal glass and iron fences, as well as complete lines for the production of aluminum windows and facades.

The factory has a certificate of quality management system series ISO 9001: 2015, CE mark, Credit rating AA + as the most successful company in Bosnia and Herzegovina for 2019. The success of this company is measured by the satisfaction of customers what is the high priority and this is evidenced by the annual revenue in 2019, which amounts to 12,680,632.00 KM. The company UGARAK-Produkt has its representative offices in Sarajevo and Germany (Munich) and here in Bosnia and Herzegovina it has 101 employees.

The most important export products are PVC and aluminum products such as doors, windows, facades, shutters, mosquito nets, fences, etc. The total value of exports in 2019 is 9,101,297.00 KM.

For the foreign market, 71% of production is produced in the following countries: Germany, Austria, France, Sweden, Switzerland, Luxembourg, Belgium, the Netherlands, etc., with a tendency to expand sales in the American and Asian markets.





Almy d.o.o. Zenica was founded back in 1989 as a private company of the Begić family. The dominant logo in the company's logo - row by row of walls with a roof, which vividly shows that the experts and employees of this company build, create and enrich practically every new working day with new values.

The beginning of the independent activity of the Begić family began in the seventies when Mr. Ismet Begić entered the world of business as an independent trucking company. In the late 1980s, he founded a manufacturing, transportation and trade company called Almy. The company employed about fifteen workers, had several trucks at its disposal, and a smaller plant for the production of concrete accessories.

A clear vision of management, dedication and professional approach of employees to the work, have contributed to the company Almy to grow into a company that is known as a B&IH leader in the production of concrete and concrete accessories.

The company has its own plants for the production of concrete in Sarajevo, Zenica and Zavidovići, which are equipped with the most modern technology, in accordance with European standards. In addition to production, the company's activities are focused on trade, transport of goods and catering. Trade activities include wholesale and retail of petroleum products, wholesale and retail of oils, lubricants and tires, and wholesale and retail of construction materials and related products.

Today, Almy has hundreds of employees, with an emphasis on young and highly educated staff. Significant funds have been invested in infrastructure, so that the company owns over 10 business facilities with over 50,000 m² of indoor office space and over 20.000 m² of storage space, 3 bau centers and several warehouses of construction materials, 5 gas stations in Zenica, Zavidovići and Sarajevo and motel Almy in Zenica, 6 concrete bases as well as the largest concrete accessories factory in Bosnia and Herzegovina. The mechanization of our company includes over 150 trucks for the transport of all types of cargo, and 25 smaller commercial vehicles. In addition to all the above, they have successfully built a new factory for the production of powder materials, paints and facades under the BAUMY brand.

What makes Almy different from other companies is the large number of business partners who have recognized them as a safe and responsible business partner, and some of them are: SHELL, ALPET, PIRELLI, HIFA OIL, CEMEX, LUX, MAKITA, IGM, 3E, BOSCH, VARTA, RIGIPS, KRONO, VALDOM, FRAGMAT, KASTAMONU, AKFIX, etc.

However, the greatest value is the highly educated and motivated team of employees who start the company and who put the trust and satisfaction of their customers first.

In order to maintain the leading position on the market, and thus preserve the trust of customers, in March 2004 they successfully implemented the European quality and environmental management system according to the ISO 9001:2000 standard, and in 2008 the system was recertified according to the ISO 9001:2008 standard.

Almy d.o.o. Zenica and the ALMYBETON® brand are the winners of the prestigious certificate on factory control of concrete production, issued by the GIT Institute for Construction, Building Materials and Non-Metals from Tuzla.

Complete factory production is performed according to new BAS standards that are harmonized with EU standards: BAS EN 206-1:2002, BAS EN 206-1 / A1:2006 and BAS EN 206-1 / A2:2007. *The company is the winner of the QUDAL - Quality gold medal for the production of concrete and concrete accessories.*

Through more than three decades of business, the company attaches great importance to the employment of young, educated staff, scholarships for students, and also contributes to the local and wider community through participation in various socially engaged projects, and appears as a sponsor or donor in culture, sports and religion.

Almy harmonizes its business and partnerships according to ISO standards, which guarantee the quality of products and services. All of the above is a guarantee for safety and satisfaction in doing business with the company, and therefore the slogan of the company is: "choose the best, the company Almy..."



TERMOBETON

Termo-beton d.o.o. is a company for construction, trade and services founded on April 17, 1996 in Breza. The founders of the company are Frljak Sabit, B.C.E and Turbo Ahmed, B.C.E. The main activity of the Company is construction (civil engineering and building construction), production of concrete and precast concrete, as well as reinforced concrete structures. Concrete is produced at two locations in Breza, in two concrete factories with production halls in which prefabricated products are produced, such as: reinforced concrete pipes concrete, drains, curbs, concrete slabs, reinforced concrete gabions, reinforced concrete oily liquid purifiers, manholes according to the system PERFECT, production of prefabricated hall construction ranges 12-24 m and others.

The company has successfully performed a large number of jobs, of which the works on: Islamic Center in Breza, Art Gallery in Sarajevo, Corridor 5c, i.e. sections of the Sarajevo -

ZENICA-DOBOJ CANTON

Zenica and Sarajevo-Tarčin highways, water treatment plant in Dabrovine, Sports hall in Breza, city highway in Zenica, production halls: “Pakom” Visoko, “H-Aki” Visoko, “Lišćevica” Ilijaš, etc., pedestrian bridge over the river Misoča in Ilijaš, and many other facilities.

During their work, the company gained a large number of business partners: Euro-asphalt (Sarajevo), Strabag (Sarajevo), Hering (Široki Brijeg), Integral Inženjering (Banja Luka), A3 (Široki Brijeg), Putovi (Grude), Bausystem (Sarajevo), Bihexo (Sarajevo), Rehau (Sarajevo), Zaimović (Kakanj), Tranzit-export (Sarajevo).

In 2009, the founders of Termo-beton d.o.o. bought Sanex d.o.o. which dealt with the exploitation of quartz sand, all with the aim of completing the process of production of concrete and various concrete and reinforced concrete products.

The company has enviable means of work, infrastructure and employs 88 workers with a tendency to increase that number.

They are currently working on several important projects, such as: continuation of works on the construction of the highway, section Zenica-Klopče, reconstruction of the Na-ma Sarajevo department store, Pakom production hall in Visoko, South transfer hall Sarajevo, IX transfer hall Sarajevo, production facility “Pretis” Vogošća, Memorial Novi Grad Sarajevo, etc.

During 2011, they completed training and received certificates for the Quality, Environmental and Occupational Health and Safety Management System, in accordance with the requirements of the EN ISO 9001:2008 standard; and EN ISO 14001:2009, and continuously continue to recertify the same.

The company’s strategy is to achieve sustainable and profitable growth through:

- investing in employees and market opportunities;
- building long-term and reliable partnerships;
- expanding the market for their products and services;
- performing high quality construction works.



The company’s mission is:

- be a reliable partner for providing services,
- building infrastructure that will bring long-term benefits to its customers and the community in which we live and work,
- create an environment that will be safe and desirable to work with.

The vision of the company is:

To be an innovator in the segment of medium-sized companies in the construction sector.



V. BUSINESS ZONES

As a segment of entrepreneurial infrastructure, business zones are an important instrument of competitiveness in attracting foreign investment, generating exports and new employment, and as such significantly participate in the realization of economic goals of Zenica-Doboj Canton, Federation B&H and Bosnia and Herzegovina as a whole, and raising productivity and efficiency. improving the technological level of production and entrepreneurship.

Aware of the importance of business zones, cities and municipalities of Zenica-Doboj Canton, in an effort to improve the capacity of business zones, offer investors in the business zones of Zenica-Doboj Canton the following benefits:

- ❖ Benefits of paying the agreed land price and land development costs;
- ❖ Securing construction and other permits and approvals in an accelerated administrative procedure;
- ❖ Possibility to adjust the particle size according to the needs of investors;
- ❖ Subsidizing certain costs;
- ❖ Professional assistance and cooperation in the development and implementation of the investment;
- ❖ Use of synergetic effects of business in Industrial Zones;
- ❖ Strategic locations, since: With the completion of the construction of Corridor 5c, the Industrial Zones of Zenica-Doboj Canton are becoming the most competitive space for investments in the region.

There are 40 business zones in the area of Zenica-Doboj Canton. Of the total number, 57,5% are green business zones, 37.5 % are brown business zones, and 5 % are mixed business zones.



ZENICA-DOBOJ CANTON

Table 15. Business zones in ZDC²⁹

Municipality/City	Business Zones	Surface (ha) and ownership	Type of industrial
Breza	Potkraj - ŠAŠ	23,7 - private property	green
	Potkraj - Bretex	2,7 - private property	brown
	Rudnik mrkog uglja Breza	20,9 - state property	brown
Doboj South	Matuzići	5,57 - mixed	green
	Mravići	13 - private property	green
	Karuše	61,8 - private property	green
Kakanj	Modrinje	4,3 - public	green
	Vrtlište	5,43 - public	green
Maglaj	Misurići	6 - private	green
	Liješnica	16 - private	green
	Novi Šeher	14 - private	green
Olovo	Tvornički krug drvne industrije ex "Prominvest" doo Konjic	9,2 - private	brown
	Tvornički krug drvne industrije "Prominvest" doo Konjic	3 - private	brown
	Privredna zona uz JZU BRC "Aquaterm" Olovo	0,68 - public	brown
	Privredna zona uz JZU BRC "Aquaterm" Olovo	0,69 - public	brown
	Kovan MI PJ Olovo	2,75 - private	brown
	Danac	4,59 - mixed	green
Tešanj	Bukva - Vila	59,5 - mixed	brown
	Ciglane - Glinište	91 - mixed	brown
	Ekonomija	13,2 - mixed	brown
Usora	Žabljak	27,37 - private	green
	Srednja Omanjska	51,31 - mixed	green
Vareš	Šijakovo	1,5 - state property	green
	Kram	2,4 - state property	green
	Prnjavor	1,7 - state property	green
	Kapitalna	0,08 - state property	brown
	Stacionar	0,06 - state property	brown
	Dole	1,4 - state property	brown
Visoko	Ozrakovići	27,22 - private	green
	Kula Banjer	5 - mixed	green

²⁹ Industrial zones in ZDC – instrument for improving SME entrepreneurship, investment and employment

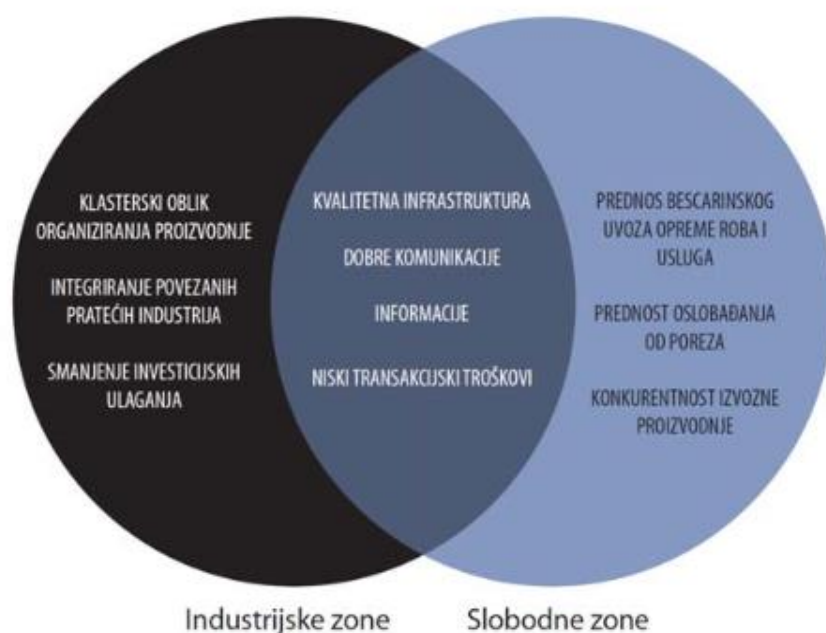
	Topuzovo polje	0,03 - private	mixed
	Čekrečije	55 - private	green
Zavidovići	Ekonomija Batvice	20,16 - public	green
Zenica	Zenica I	33,64 - public	green
	Nemila	3,48 - mixed	green
	Trokuće	1 - private	green
Žepče	Polja	11,2 - mixed	green
	XP Žepče	10 - mixed	mixed
	Golubinja	29,1 - private	brown
	Radovlje	9,4 - mixed	green

V.1. FREE ZONES

Free zones in B&H are part of the customs territory of Bosnia and Herzegovina and have the status of a legal entity. In accordance with the Law on Free Zones of B&H, the founder of a free zone may be one or more domestic or foreign legal and natural persons registered in B&H. Free zone users do not pay VAT and import duties on equipment that will be used for production. Investments in free zones, transfer of profits and transfer of investments are free. The establishment of a free zone is economically justified if on the basis of the attached study on the economic justification of the establishment of a free zone and other attached evidence it can be estimated that the value of goods exported from the free zone will exceed at least 50% of the total value of goods leaving the free zone of 12 months.

There is one free zone in the area of Zenica-Doboj Canton, and that is the free (duty free) zone Topuzovo Polje, located along the regional road R-445 Visoko - Kakanj and next to the highway M17 Sarajevo - Zenica, and was formed as a legal entity in 1997. In addition to this oldest free zone in B&H, the Visoko customs terminal is also available to investors.

Figure 5. Common and special characteristics of industrial and business zones³⁰



³⁰ What are business zones? Center for Innovation and Entrepreneurship (CIP), University of Zenica

V.2. CUSTOMS TERMINALS

A customs terminal is a place where a customs authority (customs offices at border crossings for international road freight transport and customs offices) performs customs supervision, control and customs clearance of goods.

A customs terminal cannot exist within a free zone.³¹

In the area of ZDC, there are branches of customs terminals in Zenica, Tešanj and Visoko, which greatly facilitate the business of businesses in their vicinity.

VI. EDUCATION, EDUCATIONAL SYSTEM AND HEALTHCARE

VI.1. EDUCATION - UNIVERSITY OF ZENICA

The foundation for the decades-long tradition of higher education in Zenica was laid back in 1959, when the Technical High School began operating, which in 1969 grew into the Faculty of Metallurgy. In the same year, the Hasan Brkić Metallurgical Institute was formed in Zenica, which later changed its name, after its long-term director, to the Kemal Kapetanović Metallurgical Institute.

Accelerated economic development of the metal processing industry in those years and the continuous need for staff of various technical professions, in 1973 led to the introduction of new directions at the Faculty of Metallurgy: Mechanical Engineering, Mechanical Engineering and General Mechanical Engineering, which created the conditions for the conditions for establishment of the Faculty of Mechanical Engineering in 1977 in Zenica. For decades after their establishment, these faculties were the backbone of higher education in Zenica and the source of numerous professional staff.

The Pedagogical Academy was formed in Zenica in 1994, which years later grew into the Faculty of Philosophy. With the development of new study programs, the Faculty of Metallurgy was transformed into the Faculty of Metallurgy and Materials, and later into the Faculty of Metallurgy and Technology. The post-war period and the need of the economy for the introduction of new study programs and the formation of new faculties, led to the idea of the need to establish the University of Zenica, and it was formed in October 2000.

In the past twenty years, the University of Zenica has taken one of the leading positions among higher education institutions in Bosnia and Herzegovina, as an institution that contributes to the overall progress of the city of Zenica, the region and the entire country through scientific research and teaching. The University of Zenica is one of the eight public universities in B&H and has eight faculties, with corresponding study programs, as follows:

Faculty of Metallurgy and Technology:

First cycle study programs:

Metallurgy

Materials: Direction for metallic materials;

Materials: Direction for non-metallic materials;

Chemical engineering;

Master's degree:

Master of Metallurgy

Master of Metal Materials;

Master of Non-Metallic Materials;

Master of Chemical Technology;

Doctoral study:

Doctor of technical sciences of a certain scientific field

³¹ Decision on Customs Terminal, Official Gazette of B&H No. 11/16

Faculty of Mechanical Engineering:

First cycle study programs:

Engineering product design
 Production technology management;
 Engineering ecology;
 Maintenance;
 General mechanical engineering;

Master's degree:

Master of Mechanical Engineering

Doctoral study:

Doctor of technical sciences in a certain scientific-
 professional field

Faculty of Philosophy:

First cycle study programs:

Classroom teaching
 English language and literature;
 German language and literature;
 Turkish language and literature;
 Mathematics and Informatics;
 Bosnian, Croatian, Serbian language and literature;
 Cultural studies;

Master's degree:

Master's degree in a specific professional field

Doctoral study:

Doctor of social sciences in a certain scientific-professional
 field

Faculty of Economics:

First cycle study programs:

Company management
 Accounting and auditing management;
 Master of Economics
 PhD in Economics

Master's degree:

Doctoral degree:

Faculty of Law:

First cycle study program:

Law, general direction

Master's degree:

Master of Law

Doctoral degree:

PhD in Law

Faculty of Medicine:

First cycle study programs:

General direction of health care (concept 4+1+3)
 General medicine (concept 6 years)

Master's degree:

Master of Health Care and Management

Polytechnic Faculty:

First cycle study programs:

Civil Engineering
 Manufacturing business, Technologies in metal
 processing;
 Manufacturing business, software engineering;
 Manufacturing business, Wood processing
 technologies;
 Manufacturing business, Industrial design of
 metal products;
 Manufacturing business, Industrial design of
 wood products;

Faculty of Islamic Pedagogy:

First cycle study programs:	Islamic religious education Social pedagogy; Arabic language and literature; Preschool education;
Master's degree:	Master of Religious Education Master of Social Pedagogy; Master of Preschool Education;
Doctoral degree:	PhD in humanities of a certain scientific-professional field PhD in social sciences in a certain scientific-professional field.

The existing study programs profile experts in various fields and in accordance with the needs of the labor market.

VI.2. EDUCATIONAL SYSTEM

Name of the secondary school	Qualification/title	(Degree)
JU Gimnasium "Muhsin Rizvić" Breza	Social Sciences IP ³² Mathematical Informatics IP Science IP Information and Communications Technology IP Science IP	IV IV IV IV IV
JUMixed High school "M. Mak Dizdar" Breza	Economic technician Electric Power technician Mining technician Gas Technician and plumber Hairdresser- wigmaker	IV IV IV III III
JU Gimnazija "Muhsin Rizvić" Kakanj	Linguistic IP Science IP Mathematical Informatics IP Social sciences IP	IV IV IV IV
JU Srednja tehnička škola "K. Kapetanović" Kakanj	Economic technician Banking technician Electric Power technician Mechanical technician Road traffic technician	IV IV IV IV IV
JU Mješovita srednja škola Kakanj	Mining technician Construction technician Business Legal technician	IV IV IV

³² IP is an optional area

	Welder	III
	Locksmith	III
	Motor Vehicle Driver	III
	Electrician	III
	Hairdresser	III
	Seller	III
	Chef	III
JU Gimnazija "Edhem Mulabdić" Maglaj	Science OPT	IV
	Social Science OPT	IV
	Linguistics DP	IV
	Information and communication technology OPT	IV
JU Mješovita srednja škola Maglaj	Economical technician	IV
	Electric Power technician	IV
	General Chemistry technician	IV
	Road traffic technician	IV
	Mechanical technician	IV
	Seller	III
	Hairdresser- Wigmaker	III
	Electromechanic	III
	Electrician	III
	Welder	III
	Metal turning technician	III
	Locksmith	III
	Pulp and paper manufacturer	III
	Textile confectioner-tailor	III
	Semi-qualified bookbinder	III
JU Mješovita srednja škola "Musa Ćazim Ćatić" Olovo	Economical technician	IV
	Agricultural technician	IV
	Physiotherapeutic technician	IV
	Chef	III
	Gimnasium (Science OPT)	IV
	Gimnasium (Mathematical-Informatics OPT)	IV
	Gimnasium (Social science OPT)	IV
	Gimnasium (Linguistics OPT)	IV
Gimnazija "Musa Ćazim Ćatić" Tešanj	Linguistics OPT	IV
	Social sciences OPT	IV
	Science OPT	IV
	Mathematical-Informatics OPT	IV
	Information and communication technology OPT	IV
Srednja tehnička škola Tešanj	Economical technician	IV
	Nurse-technician	IV
	Pharmaceutical technician	IV
	Laboratory technician	IV
	Electrical Power technician	IV
	Mechanical technician	IV
	Construction technician	IV

JU Mješovita srednja škola Tešanj

Electrical Computing technician	IV
Business Legal technician	IV
Mechatronics technician	IV
Woodworking technician	IV
Road traffic technician	IV
Agricultural technician	IV
Food technician	IV
Veterinary technician	IV
Textile technician	IV
Physiotherapeutic technician	IV
Catering technician	IV
Processor of metal cutting	III
CNC machine operator	III
Welder	III
Chef	III
Hairdresser	III
Tailor	III
Motor vehicle driver	III
Car mechanic	III
Electrician	III
Mechanic	III
Merchant	III
Florist	III

JU Mješovita srednja škola "NORDBAT-2" Vareš

Gymnasium (Science OPT)	IV
Gymnasium (Social sciences OPT)	IV
Economical technician	IV
PTT Traffic Technician	IV
Physiotherapeutic technician	IV
Motor vehicle driver	III

JU Gimnazija "VISOKO" Visoko

Linguistics OPT	IV
Social Sciences OPT	IV
Science IP	IV
Mathematical-Informatics IP	IV
Information and Communication technologist OPT	IV
Pedagogy OPT	IV

JU Mješovita srednja škola "Hazim Šabanović" Visoko

Economic technician	IV
Hotel-tourism technician	IV
Mechanical technician	IV
Agricultural technician	IV
Construction technician	IV
Electrical technician of computer technology and automation	IV
Road traffic technician	IV
Textile technician- confectioner	IV
Car mechanic	III
Welder	III

	Locksmith	III
	Hairdresser	III
	Electromechanic	III
	Electrical installer	III
	Car mechanic	III
Madrasa "Osman ef. Redžović"		
Visoko	Graduate of Madrasa	IV
Franciscan Classial Gymnasium		
Visoko	High School Graduate	IV
JU Gymnasium "Rizah Odžević"		
Zavidovići	Social Sciences OPT	IV
	Science OPT	IV
	Mathematical Informatics OPT	IV
	Linguistics IP	IV
	Information and communication technology OPT	IV
JU Secondary Tehcnical School		
Zavidovići	Electrical technician of technology and automation	IV
	Economical technician	IV
	Architectural technician	IV
	Construction technician	IV
	Mechanical technician for computer control of machines	IV
	Forestry technician	IV
	Agricultural technician	IV
JU Mixed High School		
Zavidovići	Road traffic technician	IV
	Physiotherapeutic technician	IV
	Seller	III
	Textile confectioner-technician	III
	Electrical installer	III
	Welder	III
	Motor vehicle driver	III
	Hairdresser/Wigmaker	III
	Carpenter	III
	Handler of construction machinery	III
	Chef	III
	Auto electrician	III
	Mechatronics technician	IV
JU First Gymnasium in Zenica	Social Sciences OPT	IV
	Science IP	IV
	Mathematical Information OPT	IV
	Information-communication OPT	IV
JU Second Gymnasium in Zenica	Linguistics OPT	IV
	Pedagogy OPT	IV
	Social Sciences OPT	IV
	Science OPT	IV
Catholic School Center "Sveti Pavao"		
General Gyimnasium Zenica	Linguistics OPT	IV

ZENICA-DOBOJ CANTON

	Chemistry-Biology IP	IV
	Social Sciences IP	IV
	Sports IP	IV
	Informatics and information technology OPT	IV
JU Secondary Music School	General musician	IV
	Musician pianist	IV
	Accordionist musician	IV
	Musician clarinetist	IV
	Musician flutist	IV
	Musician trumpeter	IV
	Musician tympanist	IV
	Musician solo singer	IV
	Musician violinist	IV
	Musician violist	IV
	Muzičar guitarist	IV
JU School of Economics Zenica	Economical technician	IV
	Banking technician	IV
	Financial technician	IV
	Commercialist	IV
	Hotel and tourism technician	IV
JU Medical School Zenica	Nurse- technician	IV
	Dental technician	IV
JU Technical School Zenica	Electrical Energy technician	IV
	Electrical electronics technician	IV
	Electrical technician of computer technology and automation	IV
	Mechanical technician	IV
	Mechanical technician for computer control of machines	IV
	Road traffic technician	IV
	Architectural technician	IV
	Geodetic technician (surveyor)	IV
	Metallurgical technician	IV
JU Mixed Secondary School "Mladost" Zenica	Construction technician	IV
	Mechatronics technician	IV
	Textile technician	IV
	Motor vehicle driver	III
	Ceramist - terrazzo	III
	Mason - facade - insulator	III
	Reinforcer - concrete mixer	III
	Dry construction fitter	III
	Electromechanic	III
	Electrical installer	III
	Electrician	III
	Electronic - mechanic	III
	Telecommunication electrician	III
	Textile confectioner - tailor	III
	Hairdresser-wigmaker	III

JU Mixed Industrial High School

Mechanical energy technician	IV
Mining technician	IV
General Chemistry technician	IV
Auto electrician	III
Auto mechanic	III
Locksmith	III
Chemical laboratory assistant	III
Central heating installer	III
Gas technician and plumber	III
CNC machine operator	III
Handler of construction machinery	III
Mining machine operator (surfacemine)	III
Welder	III

**JU Mixed High school
Zenica**

Veterinary technician	IV
Agricultural technician	IV
Food technician	IV
Business- Legal technician	IV
Catering technician	IV
Ecological technician	IV
Forestry technician	IV
Chef	III
Shop asistent	III
Butcher	III
Confectioner	III

**JU Secondary School for
Vocational Education and
work traning Zenica**

PK locksmith	III
PK florist	III
PK car painter	III
PK confectioner of textile - tailor	III
Qualified confectioner of textile - tailor	III
Qualified locksmith	III

**Richmond Park International
Secondary School Zenica**

Social Sciences IP	IV
Science IP	IV

Mixed High School Žepče

General Gymnasium	IV
Medicinal technician-Nurse	IV
Economic technician - Commercialist EU VET	IV
Commericalist - economist	IV
Textile technician - confectioner	IV
Road traffic technician	IV
Hotel- tourism technician	IV
Car mechanic	III

	Car mechanic/ tinsmith	III
	Hairdresser/wigmaker	III
	Hairdresser	III
	Motor vehicle driver	III
Catholic School Centre Don Bosko Žepče	General Gymnasium	IV
	Mechatronics Technician/Electrical technician	IV
	Agrotourism technician	IV
	Electrician/electromechanic	III
	Welder/locksmith	III
Music School "Katarina Kosača – Kotromanić" Žepče	Musician - guitarist	IV
	Musician - violinist	IV
	Musician - flutist	IV
	Musician - flutist	IV
	Musician - singer	IV
	Musician - theorist	IV
	Musician - accordionist	IV
	Musician - trumpet player	IV
	Musician - percussionist	IV
	Musician - clarinetist	IV
Mješovita srednja škola Stjepana Radića Usora	General Gymnasium	IV
	Mechatronics Technician	IV
	Car mechanic	III
	Car electrician	III
	CNC operator	III
	Hairdresser	III

VI.3. HEALTHCARE

Hospital health care, in the area of ZDC, is provided in the Cantonal Hospital Zenica and the General Hospital Tešanj, as well as in two hospitals in Žepče and Olovo. In all cities within the Canton, there are Health Centers, which are in charge of the primary level of health care. In addition to the above, in the Zenica-Doboj Canton there is the Institute for Health and Food Safety, as the umbrella institution in health care in the Canton.³³

Outpatient health care is organized through 99 points and 242 primary health care offices, and through 29 points of specialist-consultative services. The number of registered private health care institutions is increasing: in 2017 there were 152 private institutions, and in 2013 there were 119.³⁴

In the field of health in 2018, there were 3,837 workers. Of these, 25.6 % are non-health staff³⁵, noting that, at the level of primary health care, an insufficient number of doctors is

³³ J.U. Institute for Health and Food Safety Zenica, "Information on the health status of the population and the organization of health in the Zenica-Doboj Canton in 2017" [https://www.zdk.ba/component/jdownloads/category/193-10-sjednica-viii-saziva-skupstine-18-06-2019?Itemid=0/08-INFORMACIJA_O_ZDRAV_STANJU_STANOV_I_ORGAN_ZDRAVSTVA_ZDK_2017%20\(2\).pdf](https://www.zdk.ba/component/jdownloads/category/193-10-sjednica-viii-saziva-skupstine-18-06-2019?Itemid=0/08-INFORMACIJA_O_ZDRAV_STANJU_STANOV_I_ORGAN_ZDRAVSTVA_ZDK_2017%20(2).pdf)

³⁴ Zenica-Doboj Canton, Development Strategy of Zenica-Doboj Canton for the period 2021 - 2027, "SITUATIONAL ANALYSIS", April 2020

³⁵ J.U. Institute for Health and Food Safety Zenica, "Information on the health status of the population and the organization of health in the Zenica-Doboj Canton in 2017"

evident, since that 50 % of total number of doctors are at the level of secondary health care, and 80 % of health problems should be addressed at the primary level.³⁶

There are emergency medical services at the health centers. What is important in health care, and represents a link between primary and secondary health care are emergency centers within cities in the Canton³⁷, so it is necessary to open Emergency Centers, for example, in Tešanj, Žepče and Vareš, which will be well equipped and medical staff, and, thus, a large number of health emergencies could be resolved in the shortest possible time.³⁸

Intentions and priority activities for the development of health care in the area of Zenica-Doboj Canton are directed/related to the transformation of the Cantonal Hospital Zenica into a University Hospital, and then, when all conditions are met in the University Clinical Center, to provide tertiary health services to the population to the growing needs of the population for tertiary health care.

The development of the University Clinical Center in the Canton would strengthen the institutional role and development of the Medical Faculty of the University of Zenica, and thus, in an adequate way, educate the staff of doctors and highly educated nurses, which is necessary to improve the quality of health services. Within the Medical Faculty of ZDC, there are plans for the establishment of Centers for Healthy Aging, which should be strategically developed and implemented, so that the authorities and society as a whole, recognize and implement them.³⁹

The ZDC Health Insurance Institute is of great importance in the ZDC health system.

Its activities are, among other things, aimed at implementing the policy of development and improvement of health care provided by compulsory health insurance, planning and raising funds for compulsory health insurance, and payment for services to health institutions, activities related to exercising the rights of insured persons, timely and legal exercising their rights, and providing professional assistance in exercising their rights and protecting their interests, as well as all other tasks related to exercising the rights from the compulsory health insurance of ZDC as a governing body. The Institute has a total of 12 branches located in the cities/municipalities of ZDC.

The coverage of the population with health insurance varied over the years and increased from 85,15 % in 2009 to 92,96 % in 2018. According to the Analysis of the situation and needs of young people in the Zenica-Doboj Canton (2017), young people mainly use public health insurance through parents/guardians (48 %), and about 20 % of young people are insured through employment bureaus. About 22 % of young people have insurance paid by the employer, and 2 % of young people have additional insurance (private in B&H or abroad).

Table 16. Coverage of the population with health insurance in ZDC by years ⁴⁰

	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
Coverage of the population with health insurance	85,15	82,47	86,29	86,65	86,90	86,75	85,90	94,24	93,39	92,96

³⁶ J.U. Institute for Health and Food Safety Zenica, "Information on the health status of the population and the organization of health in the Zenica-Doboj Canton in 2017" <https://www.zdk.ba/component/jdownloads/category/193-10-session-VIIIconvocation-of-the-assembly-18-06-2019?Itemid=0/08-information-on-health-status>

³⁷ Ibid

³⁸ It is recommended that activities be taken to address these issues, given that in a wide area such as Zenica-Doboj Canton there are no Emergency centers within cities, and there is a strong demand for it.

³⁹ Data collected from the management of The University of the Faculty of Medicine in Zenica

⁴⁰ Health Insurance and Reinsurance Institute of the Federation of B&H

VII. INCENTIVES AND BENEFITS FOR INVESTORS

Potential investors in Zenica-Doboj Canton have a number of incentives and benefits at their disposal, from different levels of government.

VII.1. NATIONAL LEVEL⁴¹

In accordance with the Law on Foreign Direct Investment Policy in B&H ("Official Gazette of B&H", No. 17/98, 13/03, 48/10 and 22/15), foreign investors are guaranteed the following:

- National treatment of foreign investors, ie foreign investors have the same rights and obligations as residents of Bosnia and Herzegovina.
- Foreign investors have the right, for the purpose of their investments, to open accounts with any commercial bank in the territory of Bosnia and Herzegovina in domestic or freely convertible currency.
- Foreign investors will have the right to freely employ foreign nationals from abroad, unless otherwise provided by the laws in Bosnia and Herzegovina on labor and immigration.
- Foreign investors are protected from nationalization, expropriation, requisition and measures with equal effect; such measures may be taken only in the public interest, in accordance with applicable laws and regulations, with the payment of appropriate compensation.
- Foreign investors have the same property rights over real estate as BH. legal entities.
- Foreign investors have the right to transfer abroad, freely and without delay, in a freely convertible currency, the profits resulting from their investment in Bosnia and Herzegovina.

The rights and privileges granted to foreign investors and the obligations arising from the Law on Foreign Direct Investment Policy may not be revoked or annulled with the entry into force of subsequently enacted laws and bylaws. If such subsequently enacted laws and bylaws are more favorable to foreign investors, they have the right to choose the regime that will be applicable to their investment.

Customs benefits

Foreign investment will be exempt from customs duties and customs duties, except for passenger cars, slot machines and games of chance.

- Equipment for production that is not produced in Bosnia and Herzegovina, which is imported for new or expansion of existing production, modernization of production, introduction of new or modernization of existing production technology, and which performs direct production activity, is exempt from import duties.
- Production means and other equipment belonging to a company that definitively ceases its activity in another state and is moved to the customs territory of Bosnia and Herzegovina in order to perform a similar activity are exempt from the payment of import duties.
- If the company being moved is an agricultural holding, the animals on it are also exempt from import duties on importation.

In order to use the customs privilege for foreign investments, with a written request for exemption from payment of import duties, the beneficiary of the privilege shall submit to the customs authority competent for the place of residence of the beneficiary of the privilege:

⁴¹ FIPA

- the contract or other appropriate investment act under which the equipment for which relief from import duties is sought is imported,
- proof of registration of a foreign deposit with the competent state authority,
- specification of equipment according to tariff codes and names from the Customs Tariff of B&H, with indication of the quantity and individual and total value, certified by the beneficiary,
- statement of the investor that the equipment is not older than 10 years,
- a certificate that the imported equipment meets the standards regarding the protection of the human environment and other standards in the field of occupational safety, issued by the institution or other body competent for the field of that activity.

The customs service shall make a decision within 15 days from the day of submitting the request.

VII.2. LEVEL OF ENTITY⁴²

Federation of B&H

According to the provisions of the F B&H Law on Profit Tax, foreign investors enjoy the following benefits:

- A taxpayer who invests from his own funds in production equipment in the amount of more than 50 % of the realized profit of the current tax period, the liability of the calculated income tax is reduced by 30 % of the amount in the year of investment.
- A taxpayer who in the period of five consecutive years makes an investment from his own funds in the total amount of 20 million KM, with the fact that in the first year he invests 4 million KM, the liability of calculated income tax is reduced by 50 % in the years of investment.
- The taxpayer is entitled to a tax-deductible expense in the amount of twice the amount of gross salary paid to newly hired employees if he meets the following conditions, as follows:
 - the duration of the employment contract must be at least for a period of 12 months full-time and
 - the newly hired employee has not been employed by a taxpayer or a related party in the previous five years.

USEFUL LINKS:

http://www.fipa.gov.ba/informacije/povlastice/strani_investitori/default.aspx?id=141&langTag=bs-BA

VII.3. CANTONAL LEVEL

The Government of ZDC, through the ministries, proves through various continuous incentive measures that it is committed to improving the business environment and strengthening the competitiveness of companies. In the middle of the last decade, the Government launched programs such as: regression of administrative costs when starting a business and registering a company, regression of interest on investment loans, incentives for construction of new plants and employment, introduction of quality standards, capacity building in tourism and the like.

Ministry of Economy ZDC

⁴² FIPA – Agency for the Promotion of Foreign Investments of Bosnia and Herzegovina

ZENICA-DOBOJ CANTON

The Ministry of Economy of ZDC annually allocates funds in the total amount of approximately 2,400,000.00 KM for incentives in the economy. According to the Program of Expenditure of Budget Funds in 2019 - Subsidies to private companies and entrepreneurs are distributed to applicants through a public call, according to the table below.

Table 17: Subsidies to private companies and entrepreneurs of the Ministry of Economy ZDC for 2019.⁴³

No	Program name	Amount of funds eligible cca /KM/
1.	DEVELOPMENT OF ECONOMIC COMPETITIVENESS	1.240.000,00
2.	DEVELOPMENT OF ENTREPRENEURSHIP AND ENTREPRENEURIAL CULTURE	425.000,00
3.	DEVELOPMENT OF TOURIST INFRASTRUCTURE AND OFFER	286.000,00
4.	OTHER	439.000,00
	TOTAL:	2.400.000,00

The Ministry of Economy of ZDC, through the program of subsidizing costs for starting business ideas and registration of business entities in 2019, has allocated 100.000,00 KM for 10 beneficiaries of incentives. The approved funds can be used for the costs of business registration, procurement of production machines and equipment necessary for starting a business, and equipping and reconstruction of premises.⁴⁴

In addition, the Ministry of Economy of ZDC regularly approves annual incentives for the costs of organizing and building business zones in the area of ZDC. From 2009, when the program of support for the construction of business zones was launched, until 2017, the Government of ZDC has allocated a total of 3 million KM for business zones. Only in the year 2019, close to 900.000,00 KM was allocated.⁴⁵

Credit-guarantee fund of the Government of Zenica-Doboj Canton

The Credit Guarantee Fund⁴⁶ is an ex post state aid program, intended for small and medium-sized businesses from the Zenica-Doboj Canton. The operational holder of the Credit and Guarantee Fund Project is the Expert Service for Development and International Projects of the Government of Zenica-Doboj Canton. The public invitation for submitting applications for approval of loans intended for business activities of companies in the area of Zenica-Doboj Canton defines the credit conditions⁴⁷ as follows:

- The maximum loan amount is 100.000,00 KM of which up to 40 % can be used for working capital.
- The interest rate of approved loans is 6 months Euribor + 2.5%

Loans will be approved for a maximum period of four (4) years, which includes a grace period of 24 (twenty four) months.

Ministry of Agriculture, Forestry and Water Management ZDC

The Ministry of Agriculture, Forestry and Water Management of ZDC annually allocates funds in the total amount of approximately 3.000.000,00 KM for incentives in agriculture. According to the Conclusion on changes to the Program of spending the budget of the Zenica-

⁴³ Budget Expenditure Program in 2019 - Subsidies to private companies and entrepreneurs, and relevant public invitation

⁴⁴ Ministry of Labor, Social Policy and Refugees ZDC, "Information on the situation in the field of employment in ZDK for 2019", p.22;

⁴⁵ <https://www.zdk.ba/vijesti/item/7908-potpisani-ugovori-sa-sedam-opcina-i-gradova-887-000-km-za-organizaciju-i-izgradnju-poslovnih-zona-u-zdk>

⁴⁶ Official Gazette of B&H, No. 79/14

⁴⁷ Public call for applications for approval of loans intended for business activities of companies in the area of Zenica-Doboj Canton

Doboj Canton for incentives in agriculture for 2020, applicants are required to meet general and special criteria, in order to exercise the right to incentives. Incentives for agriculture are distributed to applicants through the Public Call, according to the table below.

Table 18: Incentives in agriculture of the Ministry of Agriculture, Forestry and Water Management ZDC for 2020. ⁴⁸

	Type of production	Estimate of amount in BAM
A	PRODUCTION SUPPORT MODEL	
A/1	ANIMAL PRODUCTION (Support for broiler breeding, keeping of laying hens, registration of cattle farms, registered sheep and goat production, registered pig production)	1.243.000,00
A/2	PLANT PRODUCTION (Support for the production of vegetable seedlings, agricultural production in greenhouses and hothouses, production of raspberries, blackberries (conventional production) and strawberries produced on the principles of organic production, production of cucumbers-gherkins, certification of organic agricultural production, establishment of new berry orchards (from 1 dunam and more), establishment of stone, apple and stone fruit (from 2 - 10 dunams)	1.151.000,00
B	MODEL OF SUPPORT TO PROCESSORS AND PURCHASERS (Support to purchasers / processors of milk from the area of ZDK, purchasers / processors of chicken meat, purchasers of fresh fruits and vegetables (excluding berries))	435.000,00
C	CAPITAL INVESTMENT MODEL (Support for procurement of agricultural machinery, procurement of greenhouses (minimum area 100m ²))	52.000,00
D	MODEL OF OTHER TYPES OF SUPPORT (Support to projects in the field of beekeeping, Financing of fairs and exhibitions in 2020, Media promotion of agricultural production, Unrealized requests from the previous period and assistance in special circumstances)	119.000,00
TOTAL (A+B+C+D)		3.000.000,00

Ministry of Labor, Social Policy and Refugees ZDC

The Ministry of Labor, Social Policy and Refugees ZDC co-finances the employment young people without work experience with varying degrees of education, from skilled workers to graduates. The target group are unemployed persons under the age of 35, without work experience in the profession, registered in the records of the Employment Service at least 1 day before the employer's application for the Public Call and who are actively looking for work. The program provides co-financing the employment of young unemployed persons with a university degree for a period of 12 months, and co-financing the employment of young unemployed persons with a high school education and skilled workers for a period of 6 months. The basic monthly amount of incentives is 350,00 KM for both groups, and it includes part of the costs of mandatory contributions and/or part of the net salary. The basic amount of incentives can be increased by 50,00 KM per month for the candidates who have been on the unemployment register for more than 6 months. Also, the Government of ZDC through this Ministry co-financed employment and self-employment projects in some municipalities.

VII.3.1. JU ZDK EMPLOYMENT SERVICE⁴⁹

1. EMPLOYMENT CO-FINANCING PROGRAMS FINANCED BY THE FEDERAL EMPLOYMENT OFFICE

The program is implemented with the aim of employing persons from the unemployment register in FB&H with special social and gender sensitivity. It is one of the ways to prevent

⁴⁸ Program for spending the funds of the Budget of Zenica-Doboj Canton for incentives in agriculture for 2020, and the relevant public calls

⁴⁹ Ministry of Labor, Social Policy and Refugees ZDC, "Information on the situation in the field of employment in ZDC for 2019", pp. 25-31

long-term unemployment, preserve and improve working abilities, and to create conditions for strengthening the competitiveness of young people without work experience. and gaining first work experience. With the distribution of funds in the total amount of 6.938.317,77 KM in 2019 in were approved for Zenica-Doboj Canton. The program includes the following measures:

First work experience 2019

The aim of this measure is to gain the first work experience for young unemployed persons up to the age of 30, as follows:

- for persons with secondary education (III and IV degree), with employment for a period of 6 months. The Institute pays/reimburses the employer the amount of 360,00 KM per month - 390,00 KM;
- for persons who have completed the first cycle according to the Bologna Process (180/240 ECTS) and the second cycle (300 ECTS) with employment for a period of 12 months. The Bureau pays/reimburses the employer the amount of 420,00 KM - 450,00 KM per month.

Opportunity for all 2019 - the possibility of extended co-financing of employment

The measure implies co-financing the employment of persons registered as unemployed 1 day before the submission of the employer's application to the Public Invitation, regardless of work experience, gender, age and level of education, for a longer period, exclusively with employers from the private sector. The Institute pays/refunds to the employer monthly:

- the amount of 360 KM for the previous month for a period of 6 months, or
- the amount of 360 KM for the previous month for the first 6 months and the amount of 180 KM for last month for the next 6 months within the extended co-financing (6+6).

Periodic employment 2019

The measure implies co-financing the employment of persons registered in the unemployment register 1 day before the submission of the employer's application to the Public Invitation, regardless of work experience, age and level of education with employment for up to 6 months. The Institute pays/reimburses the employer the amount of 360,00 KM per month.

Contributions 500 - 2019

The measure implies co-financing the employment of persons registered in the unemployment register the day before the submission of the employer's application to the Public Invitation, regardless of work experience, age and level of education for a period of 6 months. The Institute pays/reimburses the employer the amount of 500,00 KM per month exclusively for mandatory contributions.

New Opportunity 2019

The measure implies co-financing the employment of unemployed persons with the establishment of employment for a period of up to 6 months, as follows:

- a person aged 40+ registered in the unemployment register 1 day before the submission of the employer's application to the Public Call, regardless of gender, level of education and period of unemployment,
- persons registered in the unemployment register for at least 12 months 1 day before the submission of the employer's application to the Public Invitation, regardless of gender, age and level of education,
- persons with lower qualification or without qualification, registered in the unemployment register 1 day before the submission of the employer's application to the Public Call, regardless of gender, age and period of unemployment.

The Institute pays / reimburses the employer the amount of 450,00 KM per month.

Employment of women 2019

The measure implies co-financing the employment of women, registered in the unemployment register 1 day before the submission of the employer's application to the Public Invitation, regardless of education, work experience and age, and the Institute pays/reimburses the employer monthly:

- the amount of 420,00 KM for the previous month for women with secondary (III and IV degree), and lower education, for a period of 6 months, and
- the amount of 420,00 KM for the previous month for women with higher (VI degree), or higher education (VII degree) for a period of 12 months.

I am looking for an employer in 2019

The measure implies co-financing the employment of persons registered as unemployed 1 day before taking over the Employer Search Form, regardless of work experience, age and level of education, with employment for a period of 6 months or a period of 12 months. The Institute pays/refunds to the employer monthly:

- the amount of 420,00 KM for the previous month for a period of 6 months, or
- the amount of 420,00 KM for the past month for the first 6 months and ½ subsidies, ie. 210,00 KM for the past month for the next 6 months within the extended co-financing (6+6).

Service in joint projects 2019

Employment and training to increase competencies and acquire additional knowledge and skills of persons, regardless of work experience, gender, age and level of education, registered as unemployed, through the Service's partnership with the employer and other organizations and institutions. The monthly amount of co-financing of employment per person cannot exceed 450,00 KM. The monthly amount of co-financing the training from the funds of the Bureau/Service for increasing the competencies and acquiring additional knowledge and skills of unemployed persons, without the obligation to employ, cannot exceed 200,00 KM per person. The employment co-financing period can last a maximum of 12 months, and the training co-financing period can last a maximum of 4 months.

2. SELF-EMPLOYMENT CO-FINANCING PROGRAM START UP 2019

The objective of the Program is to encourage unemployed persons to begin self-employing, to engage into activities as well as to employ other persons from the register of unemployed in these activities. From the total amount of ZDC funds, 1.541.848,39 KM were approved for the program. The program includes the following measures:

Entrepreneurship for Youth 2019

Co-financing of self-employment of young people, up to 30 years of age, regardless of gender, work experience and level of education, registered in the unemployment register 1 day before submitting the application to the Public Invitation, in order to start and register a trade/company. Youth Employment Bureau, i.e. beneficiaries of funds, with which a contract on co-financing of self-employment is concluded, regardless of the type of activity, in the next 12 months pays incentive funds in the amount of 420,00 KM (per month). The basic amount of co-financing is increased by 10 % for persons with an individual employment plan (IEP).

Entrepreneurship for Women 2019

Co-financing of self-employment of women, regardless of age, work experience and level of education, registered in the unemployment register the day before submitting the application

to the Public Call, for the purpose of starting and registering a trade/company. Youth Employment Bureau, ie. beneficiaries of funds, with which a contract on co-financing of self-employment is concluded, regardless of the type of activity, in the next 12 months pays incentive funds in the amount of 420,00 KM (per month). The basic amount of co-financing is increased by 10 % for persons with an individual employment plan (IEP).

Entrepreneurship for all 2019

Co-financing of self-employment of persons, regardless of gender, age, work experience and level of education, registered in the unemployment register the day before submitting the application to the Public Call, for the purpose of starting and registering a trade/company. The Employment Bureau will provide unemployed persons, i.e. beneficiaries of funds, with which a contract on co-financing of self-employment is concluded, regardless of the type of activity, in the next 12 months to pay incentive funds 390,00 KM (per month). The basic amount of co-financing is increased by 10 % for persons with an individual employment plan (IEP).

3. PROGRAM "TRAINING AND WORK 2019"

The program aims to increase the employability of the unemployed through training with a well-known employer and providing employment opportunities. The employer is obliged to hire at least 60 % of the persons who have completed the training. Through the needs of a specific employer, but also for an open labor market, it is encouraged to solve the problem of adjusting the workforce and meeting the real needs of the labor market. The target group consists of unemployed persons registered in the records of the Service 1 day before the conclusion of the training contract between the employer and the unemployed person, regardless of work experience, age and level of education. During the training, the unemployed person remains registered in the records of the Service. The program provides co-financing of training and employment costs, as follows:

Variant A

- training lasting up to 3 months and employment lasting 6 months.

The monthly amount of training co-financing is 351,60 KM per person. The employer is obliged to hire, for a period of at least 6 months, at least 60 % of persons who have completed the training, after which the Office pays the employer a one-time amount of 600,00 KM per person.

Variant B

- training lasting up to 3 months and employment lasting 12 months.

The monthly amount of training co-financing is 351,60 KM per person. The employer is obliged to hire at least 60 % of persons who have completed the training for a period of 12 months. For persons with whom the employer concludes an employment contract, he is obliged to keep them in employment for at least 6 months, free of charge by the Bureau. After the expiration of 6 months, the Institute pays/reimburses the employer the amount of 500,00 KM per month for the previous month for an additional 6 months for each person employed under the Program. For the implementation of the Program, funds in the amount of 2.000.000,00 KM are provided for the entire territory of the Federation of B&H.

Table 19. Review of implemented programs/measures for co-financing employment and self-employment according to public calls in 2019⁵⁰

Name of the program/measure	Funded by	Spent funds in KM	Number of employees
First work experience	Federal Employment Service (FZZZ)	376.092,00	86

⁵⁰ Information on the situation in the field of employment in the area of ZDC for 2019, Ministry of Labor, Social Policy and Refugees of ZDC

Opportunity for all- the possibility of extended co-financing of employment	FZZZ	2.329.992,00	804
Periodic employment	FZZZ	508.608,00	248
Contribution 500	FZZZ	30.300,00	17
New opportunity		151.680,00	56
Employment of women	FZZZ	740.376,00	234
"I am looking for an employer"	FZZZ	493.543,00	141
Service in joint projects	FZZZ	1.040.747,67	250
Self-employment co-financing program „Start up“ (entrepreneurship for young people, women, and others)	FZZZ	1.148.208,00	237
"Traning and work" program	FZZZ	n/a	n/a
Program for co-financing the employment of children of martyrs and fallen soldiers	Council of Ministers of B&H	n/a	n/a
TOTAL:		6.937.049,63	2.110

VII.4. MUNICIPAL LEVEL



MUNICIPALITY OF BREZA

The calculation of the fee for the arrangement of the city construction land is done in accordance with the Decision on the construction land of the municipality of Breza.⁵¹

If the usable area of a production, auxiliary or agricultural facility is larger than 500 m², the fee for the arrangement of urban construction land is determined in the amount of 30 % of the fee for residential facilities referred to in Article 58, depending on the zone in which the facility is located.⁵² During the construction of production facilities, an agreement may be concluded with the investor on the manner and conditions of payment of fees determined by the provisions of this Decision.⁵³ During the construction of residential, business and business facilities, an agreement may be concluded with the investor on the manner and conditions of payment of fees determined by the provisions of the said Decision, if the amount of fees exceeds 50.000,00 KM, provided that fees must be paid no later than the use permit.⁵⁴



⁵¹ Decision on construction land ("Official Gazette of the Municipality of Breza, No. 6/17/19)

⁵² Ibid 59

⁵³ Ibid 60

⁵⁴ Department of Economy of the Municipality of Breza, mail from 28.07.2020.



MUNICIPALITY OF DOBOJ SOUTH

The Municipal Decision on Communal Taxes, Article 10, exempts from the obligation to pay the communal tax⁵⁵:

- Each newly established company, whether a legal or natural person, whose activity is production and agriculture, is released in 100 % of the obligation to register and pay utility fees to a prominent company for the first year of operation (the first year starts from the date of registration) and 50 % in the second year of operation,
- Each newly established company, whether legal or natural person, for all economic activities (except banks, savings banks, exchange offices, insurance, reinsurance, bookmakers, microcredit organizations) is released in 100 % of the obligation to register and pay utility fees for a prominent company for the first year business (the first year begins to run from the date of receipt of the decision on registration) and 30% in the second year of business.

The Municipality of Doboj South helps the economic sector through certain projects that are of an occasional nature, depending on the available funds in the municipal budget.



MUNICIPALITY OF KAKANJ

The Municipality of Kakanj offers investors the following benefits:

- Reimbursement of establishment costs for newly established entities (for natural persons 100,00-500,00 KM depending on the activity and for limited liability companies cca 1.500,00 KM).
- In the year of registration of the company, the tax on a prominent company for the current year is exempt from payment (approximately 400.00 KM - 1.500,00 KM depending on the location and activity). In addition to the exemption in the first year, which applies to all

⁵⁵ Municipality of Doboj Jug, "Delivery of data on incentives and benefits", number: 02-24-541-1 / 20 from 03.06.2020.)

entities, the production activity is also exempted in the second year of operation, 50 % of the amount of the tax liability for a prominent company.

- For newly built production and business facilities (production halls, plants), investors acquire the right to return part or the total amount of funds paid in the name of rent and arrangement of city construction land, depending on the size of the facility from 30 % to 100 % of the paid amount and a maximum of 50.000,00 KM.
- The project "Start your own business" which includes co-financing the start-up and maintenance of small businesses - companies - d.o.o., crafts and related activities, retail trade in other goods in specialized stores, etc. Beneficiaries of this incentive are unemployed persons from the municipality of Kakanj, who are on the records of the Employment Bureau, and plan to register the activity, and natural/legal persons who registered the activity in the current year, and were previously on the records of the Employment Bureau. Incentive funds are intended for: reimbursement of mandatory contributions - PIO, health insurance and unemployment insurance, for registered activity - a period of 24 months (the first year in the amount of 100 %, and the second year 50 %), co-financing the costs of starting a registered activity (procurement of machinery, equipment and raw materials necessary for the registered activity) in the amount of up to 3.000,00 KM.
 - Co-financing of employment costs in accordance with the needs of entrepreneurs and craftsmen from the municipality of Kakanj - this type of incentive enables employment of unemployed persons from the municipality of Kakanj for a period of 12 months. Beneficiaries of this incentive are entrepreneurs and craftsmen (except for trade and catering) registered in the municipality of Kakanj, who regularly pay their obligations based on public revenues and who have hired new workers in the current year or need to hire them.
 - Support to employment of persons with disabilities - funds are intended for co-financing the purchase of raw materials, financing the lease of business premises and overhead costs to companies and business units registered in the municipality of Kakanj that employ people with disabilities over 50 % from the municipality of Kakanj.⁵⁶
 - Project "Co-financing the costs of purchasing new machines and other equipment in order to expand business and increase the number of employees" where the right to allocate incentives is exercised by craftsmen.
 - Farmers are supported through the reimbursement of the costs of mandatory contributions, and crafts through the reimbursement of the costs of establishing the activity.

Funds were allocated from the Budget of the Municipality of Kakanj to finance the vocational training of 29 persons with a university degree.⁵⁷



⁵⁶ Municipality of Kakanj, Department of Economy, Urbanism and Environmental Protection: "Data on incentives and benefits for investors from the Municipality of Kakanj", no: 04/1-615/20 od 23.06.2020

⁵⁷ Ministry of Labor, Social Policy and Refugees ZDK, "Information on the situation in the field of employment in ZDK for 2019", p. 24;



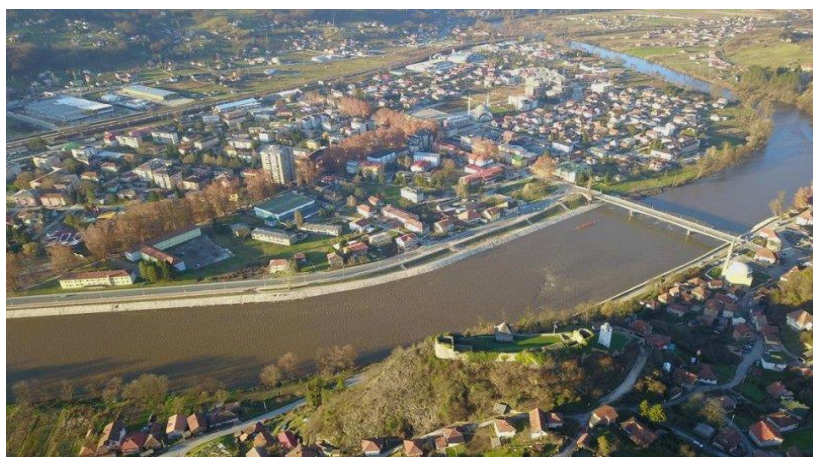
MUNICIPALITY OF MAGLAJ

The Municipality of Maglaj, with the BFC certificate, offers all interested investors information on the official website www.maglaj.ba, in the menu Investors - Center for Investors or Eng. version invest in Maglaj.^{58 59}

Maglaj Municipality has established an office for local economic development. The Office for Local Economic Development (KLER) is a driver of local self-government development and a factor in increasing the industrial, cultural and human potential of the Municipality.⁶⁰

Benefits and incentives from the municipal level:

- A newly established company, whether a legal or natural person, whose activity is production and agriculture, is released in 100 % of the obligation to register and pay the utility tax on a prominent company for the first year of business (the first year starts from the day of obtaining the registration decision). Every newly established company, whether legal or natural person, for all other economic activities (except banks, savings banks, exchange offices, insurance, reinsurance, bookmakers, microcredit organizations, etc.) is released in 50 % of the obligation to report and pay utility fees on a prominent company for the first year of business (the first year begins to run from the date of receipt of the decision on registration).⁶¹
- Every year, in the first half of the year, the Municipality of Maglaj announces a Public Invitation for the selection of candidates for start-up training within the "STARTER" Project. The subject of the Public Invitation is the selection of candidates for start-up training within the Project "Starter - an educational program to improve opportunities for self-employment", which is implemented by the Municipality of Maglaj. The Municipality of Maglaj, as the main financier of the Project, provides financial support in the amount of 3.000 – 5.000 KM (depending on the quality of the project) for the best rated competitors, subject to the registration of an independent business in the Municipality of Maglaj.



⁵⁸ Municipality of Maglaj, Nermin Bešlić, mail 01.07.2020

⁵⁹ <http://invest.maglaj.ba/opste.html>

⁶⁰ <http://invest.maglaj.ba/opste.html>

⁶¹ Article 11 of the Decision on communal taxes and tariffs of taxes on a prominent company and other communal taxes (Official Gazette of the Municipality of Maglaj "number: 3/13)



MUNICIPALITY OF OLOVO

"The municipality of Olovo has not adopted a special decision on benefits for investors. For all obligations of the investor to the Municipality (fees, charges) that are the revenue of the Municipality, unless according to *lex specialis* laws they do not belong or are shared with higher levels of government, the Municipal Council decides separately for each investor according to the seriousness and the way the investor presents himself".⁶²



MUNICIPALITY OF TEŠANJ

„The decision on investment benefits in the municipality of Tešanj (Official Gazette of the Municipality of Tešanj 9/19) determines the benefits for investors who in the municipality of Tešanj begin construction of a business facility, lease office space or start performing activities in their production or service processes use advanced information technologies, CNC machines or software applications for machine operation and other digital purposes.

Benefits refer to the refund of all municipal taxes and fees (administrative fees and charges, connection fees for water supply, sewerage and heating, utility fees, landscaping fees, fees for the use of road land, firefighting fees) for investments with high added value and developed supply chain. These are activities with higher product finalization and a longer value chain.

Refunds are made once a year, for all investors who apply for the benefits."⁶³

„Municipality of Tešanj through the project „Support to the development of your h start-up ideas“ supports:"⁶⁴

- “Newly opened business entities through reimbursement of the costs of registration of activities, subsidizing part of the gross salary, part of the costs of procurement of equipment, furnishing of premises, procurement of equipment and raw materials;
- Existing startups where the purchase of equipment is subsidized as well as the costs of improving knowledge and skills."⁶⁵

⁶² Merisa Kaljanac, dipl.oec, Assistant Mayor of Olovo, Economic Affairs Service, mail 26.06.2020.)

⁶³ Decision on investment benefits in the municipality of Tešanj (Official Gazette of the Municipality of Tešanj 9/19)

⁶⁴ Public competition for the selection of beneficiaries of grant funds under the Project "Support to the development of start-up ideas of young people" in the municipality of Tešanj in 2019.

⁶⁵ Ministry of Labor, Social Policy and Refugees ZDC, "Information on the situation in the field of employment in ZDC for 2019", p. 24;

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„The total planned funds for the implementation of the project „Support to the development of start-up ideas for young people“ amount to 86.200,00 KM, of which 60.000,00 KM is planned to support new startups, while 25.000,00 KM is planned to support existing startups. Reimbursement funds approved per user may not exceed 10.000,00 KM.“⁶⁶



MUNICIPALITY OF USORA

The Municipality of Usora has adopted the Economic Development Stimulus Program, which included persons under 40 years of age and women regardless of age in terms of co-financing the opening of business entities and for this purpose is allocated 30.000,00 KM annually.

The program of incentives for economic development by supporting entrepreneurs in the first and second year of their business through multiple payments is implemented every year in the municipality of Usora. The funds for the realization of the program are planned in the budget of the municipality of Usora.

Encouragement of registered agricultural holdings and registered trades in the field of agriculture is done through the Program of financial incentives for the improvement of primary agricultural production, which is adopted every year.

According to the Decision on Utility Fees ("Official Gazette of the Municipality of Usora", No. 10/14 and 01/18), natural and legal persons who register a production activity are exempted from the obligation to pay the utility fee to a prominent company, as follows: for the first two years 100 % and for the third year 50 % of the total utility fee. The same Decision stipulates that war invalids over 50 % of disability pay a utility fee to a prominent company in the amount of 50 % of the prescribed fee if the war invalid registered a basic, additional or additional activity as a natural person.

A clear vision of the economic development of the municipality of Usora is given through the establishment and equipping of business zones Žabljak and Srednja Omanjska.“⁶⁷

⁶⁶ Guidelines for the applicant for the implementation of the Project "Support to the development of youth start-up ideas".

⁶⁷ Municipality of Usora, "Data delivery", number: 02-11-236 / 20 dated 24 June 2020.



MUNICIPALITY OF VAREŠ

The Municipality of Vareš, in providing benefits and encouragement of every form of construction, excluded the 1st and 2nd zones when zoning construction land, so that we have zones from 3rd to 6th, as well as other construction land, which reduces the amount of revenue of the Municipality, based on rent and utility fees, which amount to:

Table 20. Utility fee

No.	NAME	Amount KM/m ² per month			
		III zone	IV zone	V zone	VI zone
1.	Utility fee for indoor and outdoor production space	0,10	0,06	0,03	0,015
2.	Utility fee for business premises	0,16	0,10	0,05	

Table 21. Rent

No.	NAME	Amount KM/m ² for singular use				
		III zone	IV	V	VI	Other land
1.	Utility fee for indoor and outdoor production space	20,00	15,00	10,00	5,00	3,50

Annuity payment can be approved in installments.⁶⁸



⁶⁸ Municipality of Vareš, "Data delivery", act number: 02-1021 / 20 from 24.07.2020



CITY OF VISOKO

The City of Visoko provides investors with the following benefits:⁶⁹

A)

- For the first year of business, a legal or natural person (businessman) is exempt from paying the tax on a prominent company in 100 % and for the second year of business is exempt from paying the tax for highlighting the company in 50 % of the total tax liability.
- Natural persons who are registered for the activity „sole trader“ and who will pay a fee for highlighting the company in the amount of 50,00 KM, regardless of the seat of the store.
- Individuals who are registered to provide accommodation services (rooms in the household, apartments in the household and holiday homes) who will also pay a fee for highlighting the company in a fixed amount of 50,00 KM, regardless of the seat of the accommodation capacity.

B)

In the Decision on city administrative fees, the amounts of administrative fees have been reduced in a number of procedures related to the procedures for issuing work permits, eg: manufacturing trades, services of providing accommodation in the household.

C)

The decision on the amount and manner of payment of fees for the convenience of use and arrangement of city and other construction land in the city of Visoko, defines that the amount of fee for the convenience of use of construction land per 1 m² of usable area for construction of business, production, storage, auxiliary and agricultural facilities zones are reduced as follows: 40 % for the area of buildings of 500 m² - 1000 m², or 60 % for the area of buildings larger than 1000 m².

USEFUL LINKS:

<http://visoko.gov.ba/ba/investirajte-u-visoko/za%C5%A1to-visoko.aspx>

<http://visoko.gov.ba/ba/grad/legislativa.aspx>



⁶⁹ City of Visoko, Delivery of data, number: 04 / 1-02-68 / 20 from 08.06.2020.



MUNICIPALITY OF ZAVIDOVIĆI

Transfer for stimulating employment and economic development ⁷⁰ of the municipality of Zavidovići on an annual level amounts to 50.000,00 KM.⁷¹ Beneficiaries of measures from this Program can be micro, small and medium subjects of small business defined by Article 4, paragraph (1), item a), b) and c) of the Law on Encouraging the Development of Small Business („Official Gazette of Zenica-Doboj Canton“, number: 7/16), and the funds are intended for:

- Subsidizing the costs of training new employees in the first employment for jobs in manufacturing;
- Subsidizing business improvement;
- Interest rate subsidies for business loans;
- Development of women's entrepreneurship;
- Subsidizing part of the costs of renting office space in the municipality of Zavidovići.



CITY OF ZENICA

The City of Zenica implements a number of measures and activities that affect the improvement of the economy in order to encourage employment and strengthen the competitiveness of crafts, micro, small and medium enterprises in the City of Zenica.

Through Public Calls, incentives from the program of measures for the improvement of the economy are continuously awarded.

The budget of the City of Zenica for 2019 envisages over 300.000,00 KM for the implementation of the following measures⁷²:

⁷⁰ Municipality of Zavidovići, Program for spending funds from the "Transfer to stimulate employment and economic development" in 2019, number: 03-14-1214 / 19 from 05/10/2019 years. –

⁷¹ Almir Mustafić, Head of the Department for Development, Entrepreneurship, Tourism and Ecology of the Municipality of Zavidovići, mail from 02/06/2020

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- Incentive for the development of existing crafts, micro, small and medium enterprises;
- Incentive for „My first business in the City of Zenica - START UP“⁷³
- Incentive for strengthening and development of women's entrepreneurship;
- Incentive for the development of entrepreneurship of young people up to 35 years.

The priority areas of each measure relate to the employment of new workers through tax subsidies and contributions for a period of 12 months and increase competitiveness through the procurement of fixed assets and equipment.⁷⁴

In addition to the above measures, the City of Zenica periodically implements a program of training candidates and improving the quality of the workforce in the metal processing sector. This project envisages the transfer of knowledge and technology, and the final result of the project is to increase the competitiveness of unemployed people in the local labor market and increase the employment rate. Also, the City of Zenica, through BBI Bank, periodically provides interest-free credit lines that aim to provide financial support to small businesses, which ultimately affects the labor market.

The City of Zenica also supports the improvement of agricultural production through public calls in the annual amount of over 600.000,00 KM.⁷⁵



MUNICIPALITY OF ŽEPČE

The Municipality of Žepče participates in subsidizing the initial investment costs for production and business facilities that are being built in the Municipality of Žepče.

„The amount of rent per m² of usable area of the building and the amount of the fee for arranging construction land per m² of usable area of the building to be built on city construction land in the Business Zone „Polja“-Industrial Zone is reduced by 75 % of the calculated amount.“⁷⁶

⁷² http://www.zenica.ba/aktuelnosti/javni-pozivi/news/javni-poziv-za-dodjelu-poticaja-iz-programa-mjera-za-unaprjeđenje-privrede-za-2019-godinu-na-području-grada-zenica/tx_news_pi1%5Bcontroller%5D=News&tx_news_pi1%5Baction%5D=detail&cHash=e32daa2b30dc0830b2b72c99f549d256

⁷³ https://www.zenica.ba/aktuelnosti/javni-pozivi/news/javni-poziv-za-dodjelu-poticaja-iz-programa-mjera-za-unaprjeđenje-privrede-za-2019-godinu-na-području-grada-zenica-za-moj-prvi-biznis-u-gradu-zenica-start-up/tx_news_pi1%5Bcontroller%5D=News&tx_news_pi1%5Baction%5D=detail&cHash=c136bfce048208d0eb3d45d7a3fc74c4

⁷⁴ Ministry of Labor, Social Policy and Refugees ZDK, "Information on the situation in the field of employment in ZDK for 2019", p. 23;

⁷⁵ Program of measures for the improvement of agricultural production in 2019 in the area of the City of Zenica

⁷⁶ Decision amending the Decision on construction land number 01-23-229 / 14 dated 31.12.2014.

The amount of rent per m² of usable area of the production facility and the amount of the fee for arranging construction land per m² of usable area of the facility to be built on city and other construction land in the municipality of Žepče shall be reduced from the calculated amount as follows:

75 %	For companies that employ over 200 workers
60 %	For companies that employ 100 to 200 workers
50 %	For companies that employ 50 to 100 workers
40 %	For companies that employ 30 to 50 workers
30 %	For companies that employ up to 30 workers

„The investor of the production and business facility is obliged to prove the employment of workers within two years from the issuance of the use permit, and otherwise he is obliged to pay the rent for the arrangement of construction land in full.“⁷⁷

Since 2018, the Municipality of Žepče, in cooperation with UNDP, has introduced four grant lines of incentives for small and medium enterprises and crafts⁷⁸: incentives for self-employment (registration of crafts and Ltd.), incentives for newly established entities to purchase equipment, incentives for performances at fairs in B&H, an incentive for training and new employment.

In addition, the municipality of Žepče, every year in the budget plans funds for self-employment and registration of crafts and agricultural activities⁷⁹ and realizes public calls in the field of employment and self-employment.⁸⁰

Newly established craftsmen in the municipality of Žepče are exempt from paying municipal taxes and fees for up to one year.⁸¹

USEFUL LINKS

<https://www.razepce.com/images/dokumenti/InvestSazetakBiH2.pdf>

<https://invest.razepce.com/investiraj-u-zepce/zasto-investirati-u-zepce/>

<https://invest.razepce.com/wp-content/uploads/2018/06/ZEPCE-POTICAJI-2018.pdf>



⁷⁷ Articles 38 and 49 of the Decision on Construction Land (Official Gazette of the Municipality of Žepče, No. 7/10)

⁷⁸ Municipality of Žepče, Department of Economy and Finance, Mustafa Dervišević, "Data delivery", mail from 24/06/2020

⁷⁹ Municipality of Žepče, Department of Economy and Finance, Mustafa Dervišević, "Data delivery", mail from 24/06/2020

⁸⁰ Ministry of Labor, Social Policy and Refugees ZDK, "Information on the situation in the field of employment in ZDK for 2019", p. 24;

⁸¹ Municipality of Žepče, Department of Economy and Finance, Mustafa Dervišević, "Data delivery", mail from 24/06/2020

VIII. UTILITIES

Local governments are the founders and majority owners of utility companies, with the exception of the company „ALBA Zenica“ d.o.o. Zenica, which is jointly owned by a foreign partner and local government. The provision of communal services in the Canton is performed by communal companies. Utility companies perform utility activities of individual and joint utility consumption.

Communal activities of individual communal consumption are: drinking water supply, drainage and water purification, collection and transportation of municipal waste from residential and business premises to the landfill, disposal of municipal waste.

Communal activities of common communal consumption are: drainage of atmospheric waters, maintenance of cleanliness in public areas and streets, maintenance of public areas, maintenance of cemeteries, decorating, disposal of municipal waste generated within the activities of common communal consumption, cleaning and clearing snow and ice from public areas, local roads and sprinkling sand and salt on streets and local roads.

All communal activities are of public interest and are performed as public services, which meets the needs of urban society and they are an indispensable condition for life and work of citizens, economic and other entities.⁸²

Table 22. Database of utility companies from the area of ZDC⁸³

No.	Company name	Address	E-mail	Tel.	Website
1.	JP "Komunalno" d.o.o. Breza	ZAVNOBIH-a br.6, 71370 Breza	jpkbreza@gmail.com	032 783 615	www.jpkbreza.com
2.	JKP "Vis" d.o.o. Dobo Jug	Trg 21. Mart br.2, 74203 Dobo Jug	jkpvis@hotmail.com	032 699 391	www.dobojjug.ba/contents/60?s=22
3.	JP "Vodokom" d.o.o. Kakanj	Alije Izetbegovića 51/II, 72240 Kakanj	vodokom@bih.net.ba	032 557 952	www.vodokom.ba
4.	JP "Grijanje" d.o.o. Kakanj	Alije Izetbegovića 51, 72240 Kakanj	info@grijanje.co.ba	032 554 838	www.grijanje.co.ba
5.	KJD "Maglaj" d.o.o. Maglaj	Ulica mladih 4, 74250 Maglaj	kjddoomaglaj@bih.net.ba	032 603 523	www.kjdmaglaj.com
6.	JKP "Bioštica" d.o.o. Olovo	Školska br.3, 71340 Olovo	biostica@bih.net.ba	032 828 430	n/a
7.	JP "RAD" d.d. Tešanj	Trg Žrtava 3. avgusta bb, 74260 Tešanj	kprad@bih.net.ba	032 650 566	www.rad-tesanj.ba
8.	JP "Toplana" d.d. Tešanj	Bukva bb, 74260 Tešanj	toplana@bih.net.ba	032 650 508	https://toplana-tesanj.com/bs/
9.	JKP "Usora" d.o.o. Usora	Sivša bb, 74230 Usora	jqp.usora@tel.net.ba	032 899 250	www.usora.com/contents/78-Javna-poduzeca
10.	JKP "Vareš" d.o.o. Vareš	Put mira 33, 71330 Vareš	jkpvares@bih.net.ba	032 843 054	n/a
11.	JP "Vareš-stan" d.o.o. Vareš	Korovinjići br.1, 71330 Vareš	stanovi1997@outlook.com	032 843 048	n/a
12.	JP "Visoko Ekoenergija" d.o.o. Visoko	Kakanjska 4, 71300 Visoko	visgas@bih.net.ba	032 735 299	www.visoko-ekoenergija.com.ba
13.	JKP "Visoko" d.o.o. Visoko	Naselje Luke II br.16, 71300 Visoko	info@jkpvisoko.ba	032 738 600	www.visoko.gov.ba/ba/grad/tokalna-samouprava/javna-preduze%C4%87a/jkp-visoko-doo-visoko.aspx
14.	JKP "Gradska groblja" d.o.o. Visoko	Mule Hodžića 108, 71300 Visoko	jkpgg@bih.net.ba	032 735 001	www.gradskagroblja.ba
15.	JKP "Radnik" d.o.o. Zavidovići	Podubravljice 3, 72220 Zavidovići	kpradnik@bih.net.ba	032 870 441	www.jkpradnik.ba
16.	"ALBA Zenica" d.o.o. Zenica	Sarajevska bb, 72000 Zenica	alba_ze@alba.ba	032 442 851	www.alba.ba/zen/

⁸² „Significance and role of utility companies in environmental protection in the Zenica–Doboj Canton“, Chamber of Commerce of ZDC, Zenica, 2019.

⁸³ Ibid, p. 66–67

17.	JP "Vodovod i kanalizacija" d.o.o. Zenica	Bistua Nuova 17, 72000 Zenica	info@vikze.ba	032 209 334	www.vikze.ba
18.	JP "Grijanje" d.o.o. Zenica	Bilmišće 107, 72000 Zenica	uprava@grijanjezenica.ba	032 423 097	www.grijanjezenica.ba
19.	JP "Tržnica" d.o.o. Zenica	Maršala Tita 48, 72000 Zenica	trznica2000@bih.net.ba	032 401 573	www.trznicazenica.ba
20.	PD "Regionalna deponija Mošćanica" d.o.o. Zenica	Mošćanica bb, 72000 Zenica	regdepze@bih.net.ba	032 446 361	www.rdm.ba
21.	JP "Gradsko groblje" d.o.o. Zenica	Školska 1, 72000 Zenica	gradskogroblje.ze@hotmail.com	032 401 496	www.zenica.ba/centar-za-investitore/javna-preduzeca/
22.	JP "Parking servis" d.o.o. Zenica	Muhameda Seida Serdarevića br.1, 72000, Zenica	jpparkingservis@gmail.com	032 465 476	www.parkingservis.ba
23.	JP za prostorno planiranje i uređenje grada "Zenica" d.o.o. Zenica	Mehmedalije Tarabara 15, 72000 Zenica	ze.plan@bih.net.ba	032 460 910	www.jpzenica.ba
24.	JKP "Zenicatrans-voz putnika" d.o.o. Zenica	Aleja Šehida bb, 72000 Zenica	zenicatranspp@gmail.com	032 402 457	www.zenicatrans.ba
25.	JP za "Upravljanje i održavanje sportskih objekata" d.o.o. Zenica	Aleja Šehida bb, 72000 Zenica	info@sportskiobjekti.ba	032 209 709	www.sportskiobjekti.ba
26.	JP "Zenicagas" d.o.o. Zenica	Muhameda Seida Serdarevića br.1, 72000, Zenica	lejmana.durmis@zenicagas.ba	032 465 632	n/a
27.	JP "Komunalno" d.o.o. Žepče	Željeznička 3, 72230 Žepče	jp.komunalno.zepce@tel.net.ba	032 888 300	www.komunalno-zepce.com



IX. INFRASTRUCTURE SUPPORT TO INVESTORS

In the area of Zenica-Doboj Canton, there is a developed infrastructural support with the aim to facilitate the development of entrepreneurship, both at the local and cantonal level.

IX.1. CHAMBERS

- The Chamber of Commerce of Zenica-Doboj Canton is an independent, non-governmental, non-profit, public legal association, for legal and natural persons who perform economic activity in the ZDC. The Chamber of Commerce of ZDC gathers

the most representative economic entities from the area of ZDC, and membership in it is voluntary. The main role of the ZDC Chamber of Commerce is to represent the interests of members of the Chamber and the economy as a whole, before the executive and administrative authorities and other partners, in order to influence the process of creating, enacting and implementing laws and regulations in the field of business. The Chamber also provides information, education, training, promotion, issuance of certificates of origin, register of employers with practical work/practical training, networking, as well as other services that contribute to the smooth running of business processes and improving the competitiveness of ZDC companies.

- The Chamber of Trades and Crafts of Zenica-Doboj Canton was established with the aim of representing the interests of all craftsmen and persons performing related activities in the area of ZDC. The Chamber operates in the area of 12 local governments in the Canton. Members of the Chamber of Trades and Crafts of the Canton become craftsmen and persons performing related activities in the Canton on the day of entry in the Register of Crafts. The Chamber is: an independent, non-governmental, public-law and professional-business organization.⁸⁴

Table 23. Chambers in ZDC

Chambers	Telephone	Fax	Mail	Website	Address	Headquarters	Area of operation
Chamber of Commerce of Zenica-Doboj Canton	032 465 851	032 465 852	pkzedo@bih.net.ba	www.pkzedo.ba	Mehmedalije Tarabara 15	Zenica	ZDC
Chamber of Crafts of Zenica-Doboj Canton	032 246 227	032 246 227	obrtnici@yahoo.co.uk	www.obkomzdk.ba	Mehmedalije Tarabara 15	Zenica	ZDC

IX.2. DEVELOPMENT AGENCIES

- REZ is a Regional Development Agency operating in the Central B&H region. The platform for the establishment of the Agency was a partnership of governmental and non-governmental institutions. The Agency's mission is to improve the capacity of all stakeholders in an effort to improve the economic performance of the Central B&H region by supporting the use of economic development funds and supporting the development of small and medium enterprises in order to strengthen the region's competitiveness and create new jobs.⁸⁵
- Zenica Development Agency (ZEDA) was established by the City of Zenica, with the aim of economic development, assistance to SME development and the creation of a favorable environment that leads to the overall development of the community or region. ZEDA implemented, was a partner and co-financier on projects in the field of: development and promotion of entrepreneurship, creating favorable conditions for domestic and foreign investments in the economy, strengthening competitiveness and export potential of SMEs, building entrepreneurial infrastructure and environment, introduction of product safety control system, ecology - sustainable development and energy efficiency, human resources, tourism, etc.⁸⁶ At the level of the City of Zenica, ZEDA carries out activities related to: Business Zone Zenica 1; Business incubator Zenica BIZ; Businesspoint Zenica - center for entrepreneurs and investors; LIND Product Safety Testing Laboratory; Impulse Creative Center ICC.

⁸⁴ www.obkomzdk.ba

⁸⁵ www.rez.ba

⁸⁶ www.zeda.ba

- Development Agency Žepče (RAŽ) is the initiator of changes in the municipality of Žepče. The key role of the Žepče Development Agency is in: identifying new development opportunities; defining local strategies; performing local marketing activities; promoting the entrepreneurial spirit, helping and directing the development of small, medium and large entrepreneurs through education and business consulting programs, project management, attracting domestic and foreign investment; participation in European Union assistance programs; establishment of business zones and incubators, business, innovation and technology parks, development of human resources for the needs of the private sector, and has a special role in the development of rural areas through the development of agriculture and tourism. Within the Žepče Development Agency, there is a Center for Investors that works on the principle of "one stop shop-all in one place". Foreign and domestic companies wishing to invest or reinvest in the municipality of Žepče have access to: Database of investment locations; Supplier database; Labor base.⁸⁷
- Development Agency, RAZ d.o.o. Zavidovići is a professional non-profit organization, founded to support small and medium-sized enterprises, as well as the overall social, economic and cultural development of the Municipality of Zavidovići. Development agency RAZ d.o.o Zavidovići is a service of the Municipality of Zavidovići and the Association of Independent Businessmen Zavidovići.⁸⁸ The Business Incubator operates within RAZ Zavidovići.
- The Tešanj Municipality Development Agency (TRA) is working to build the image of a competitive local community and to design the economic growth of the Tešanj municipality. TRA activities are structured in the following eight areas of work: Project Management - domestic and foreign donor funds; Databases, research analyzes, expert studies and statistical indicators; Public-private dialogue and the Council for Local Economic Development; Promotion of economic potentials, territorial marketing, attraction of investments and stimulation of exports; Training and education; Rural development and agriculture; Environmental protection and cleaner production; Energy resource efficiency.⁸⁹

Table 24. Development agencies in ZDC

Agencies	Telephone	Fax	Mail	Website	Address	Headquarters	Area of operation
Regional Development Agency for Central Bosnia	032 462 161	032 441 230	info@rez.ba	www.rez.ba	Štrosmajerova 11/3	Zenica	ZDK
ZEDA Zenica	032 449 410	032 449 415	info@zeda.ba	www.zeda.ba	Zmaja od Bosne b.b.	Zenica	Zenica
RAŽ Žepče	032 880 273	032 880 273	razpce@gmail.com	www.razpce.com	Ulica Prva bb	Žepče	Žepče
RAZ Zavidovići	032 878 404	032 878 404	info@raz.ba	www.raz.ba	Ul.Radnička 13 (Omladinsko naselje)	Zavidovići	Zavidovići
TRA Tešanj	032 650 608	032 650 608	tra@tra.ba	www.tra.ba	Trg Alije Izetbegovića br 11	Tešanj	Tešanj

IX.3. EMPLOYERS' ASSOCIATIONS

Employers' associations are non-governmental organizations that operate at the local and/or cantonal level in order to protect the interests of entrepreneurs, their members.

Table 25. Employers' associations in ZDC⁹⁰

Associations	Telephone	Fax	Mail	Website	Address	Headquarters	Area of operation
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⁸⁷ www.razpce.com

⁸⁸ www.raz.ba

⁸⁹ www.tra.ba

⁹⁰ Data for employers' associations collected in the period 2018-2020

Employers Associations BREZA	061 177 238	032 785 463	kazaz@bih.net.ba		Kahve 103	Breza	Breza
Association of businessmen DOBOJ-JUG	061 619 045		maid_buljubasic@hotmail.com		Matuzići bb	Doboj Jug	Doboj Jug
Associations of Employers of the municipality KAKANJ	032 558 666	032 558 666	upok.kakanj@gmail.com	www.upok.ba	ul. Rudarska bb	Kakanj	Kakanj
Employers' associations MAGLAJ	061 417 251		elpromz@bih.net.ba		Aleja Ljiljana bb	Maglaj	Maglaj
Employers's Association "15. Maj" MAGLAJ	061 412 626			www.facebook.com/Udru%C5%BEenje-poslodavaca-15-Maj-Maglaj	Tržni centar bb	Maglaj	Maglaj
Association of Independent Businessmen-Entrepreneurs Olovo	061 469 393		usp-olovo@hotmail.com		Branilaca 17	Olovo	Olovo
Association of Businessmen "Business Cnter" JELAH/TEŠA NJ	032 655 760	032 655 760	udruzenje@biznistesanj.ba	www.biznistesanj.ba	Nesuha Mešića bb	Tešanj	Tešanj
USORA Employers Association	063 286 342		up-usora@hotmail.com	www.poslodavci.usora.com	Srednja Omanjska bb	Usora	Usora
Association of employers VEREŠ	061 388 597		upvares@gmail.com		Benići 32	Vareš	Vareš
Association of Independent Businessmen ZAVIDOVIĆI	061 166 728		km.market@bih.net.ba		Abdul Vehaba Ilhamije bb	Zavidovići	Zavidovići
Association of Employers ZENICA	032 221 960	032 221 960	upzenica@gmail.com	www.upzenica.ba	Vojvodića put bb	Zenica	Zenica
Association of Entrepreneurs and Employers ZEPČE	032 888 058	032 888 058	upipzepce@gmail.com	www.upipzepce.com	Stjepana Radića bb	Žepče	Žepče
Association of ZDC employers' associations	032 221 960	032 221 960	upzenica@gmail.com	www.upzenica.ba	Vojvodića put bb	Zenica	ZDK
ZE-DO Employers Group	032 406 333		gpze-do@upfbih.ba	www.upfbih.ba	Zmaja od Bosne bb	Zenica	ZDK

IX.4. OTHER FORMS OF INFRASTRUCTURAL SUPPORT TO ENTREPRENEURSHIP

In addition, there are other forms of infrastructural support for entrepreneurship in the area of ZDC.

IX.4.1. Business incubators

In the area of ZDC, business incubators have been established in the cities/municipalities: Zenica, Zavidovići and Žepče in order to provide support to entrepreneurs under favorable conditions in relation to the market, through business consulting services and management services in the initial phase of business.

Table 26. Business incubators in ZDC⁹¹

Name	Area m ²	Number of user companies	Current number of user	Number of employees	Business services for customers
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⁹¹ www.zeda.ba; www.raz.ba/poslovni-inkubator/; www.opcina-zepce.com, 30.03.2020

		in 2014	companies		
BlZ – Business incubator Zenica –Business Zone Zenica 1	3.155	26	30	200	Yes
Business incubator Zavidovići	750	11	9	40	Yes
Business incubator Žepče	950				

IX.4.2. Technology parks

The Agency for Economic Development ZEDA Zenica has established TechnoPark in Zenica, in order to support cooperation in the transfer of knowledge and technology between scientific institutions and the economy. Companies that want to improve their own product or improve the manufacturing technology, can use the experts and infrastructure of TechnoPark, develop their own idea and then realize it in their production facilities. In TechnoPark Zenica, departments for energy and sustainable development, metallic and non-metallic materials, and excellence in wood processing have been established.

X. FINAL MESSAGE

The main indicators and trends of economic trends in Bosnia and Herzegovina suggest that, in terms of total production and turnover, export earnings, number of employees, ZDC is a canton of great economic and business potential, and as such is very attractive to investors, especially because:

- Geostrategic position and proximity to the European market - ZDC is located on the route of the highway "Corridor 5c" (port of Ploče - Budapest), which in the future will connect Central and Eastern Europe with the Adriatic Sea and the Mediterranean. Close to the port of Brčko, the port of Ploče, as well as the airports in Sarajevo and Tuzla.
- Wealth of resources - Large reserves of coal and other minerals, water potential, forest wealth and quality wood assortment, agricultural land.
- Lower labor costs - Relatively low labor costs compared to other countries in Central and Southeast Europe.
- Low tax rates - Given that tax reform in B&H is still ongoing, and that only the new Law on Profit Tax has been adopted, which has not increased the tax rate, B&H still has much lower tax rates compared to other European countries.
- A wide range of benefits at the cantonal and local government level that potential investors can use.
- Industrial and craft tradition - Some industries in ZDC are well developed and have a long tradition and a comparative, competitive advantage. The most successful are: metal, wood and textile-leather industry.
- Potential for the development of various types of tourism (cultural-historical, spa, health, river, mountain, rural, hunting).
- Stable currency - The exchange rate of the convertible mark is pegged to the euro (1 euro is 1,95583 KM). A stable currency has secured B&H the lowest inflation rate in Southeast Europe.
- Potentials of business zones, and developed organizations to support the development of entrepreneurship.
- Public-private partnership established.
- Flexible and well-organized education system that educates a dynamic and qualified workforce according to the needs of companies, with the possibility of education in order to adapt to the needs of modern business processes.
- Export orientation of companies from the area of ZDC.
- Perspective of B&H's accession to the European Union.



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