

## THE IMPACT OF TOURISM, SPORTS TOURISM AND OTHER SELECTIVE FORMS OF TOURISM ON EMPLOYMENT IN SARAJEVO CANTON

Hodžić Amer<sup>1</sup>, Tarik Huremović<sup>2</sup>

<sup>1</sup>An independent researcher, Sarajevo, Bosnia and Herzegovina

<sup>2</sup> Faculty of Physical Education and Sports, University of Tuzla, Bosnia and Herzegovina

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### Abstract

Today, tourism represents a strong and important economic branch, whether it concerns economically developed and underdeveloped countries as well as developing countries. It can increase employment in almost all countries, regardless of their level of development. Today's moment is marked by pronounced global crises, which again have a strong negative impact on the economic and social aspects of society, both globally and locally. Tourism, due to its characteristics and the positive effects it achieves in the process of realizing all activities in its area, can greatly reduce the percentage of unemployment in local communities. This positive effect of reducing unemployment is reflected in the possibility of employment for all categories of the unemployed, and particularly vulnerable groups of the unemployed such as people with disabilities, women, young people, the long-term unemployed, etc. Encouraging tourism in states or certain regions can have a favourable positive effect on employment within the territory. the same. For countries and regions that have developed tourism and that do not have pronounced problems with unemployment, activities through tourism increase the country's balance of payments as additional income through exports. Underdeveloped regions and countries and developing countries, by increasing activities through tourism, in addition to being an important source of income, realize a particularly important positive effect through the reduction of unemployment rates in them. Many developed countries, among which Austria is the leader, as a highly developed tourist destination for a long time, institutionally, have realized and use the potential offered by tourism to increase employment and actively use it to reduce the unemployment rate. Unfortunately, in our country and its tourist regions, where tourism is often one of the most important economic branches, this has not been done and they still record high rates of unemployment. Tourism in Bosnia and Herzegovina and Sarajevo Canton is a sector that can make a significant contribution to faster economic development. In our country and its regions and cantons, there are great potentials for increasing tourism activities, which will generate a greater number of jobs in tourism as well as tourism-related economic branches. To successfully solve the problem of unemployment in Bosnia and Herzegovina, its regions and cantons, positive experiences of tourism development through selective forms of tourism can be used, also using models of successful experiences from the world and the countries of the European Union.

**Keywords:** tourism, unemployment, selective forms of tourism, European Union unemployment, Sarajevo Canton unemployment.

### INTRODUCTION

Tourism is an important branch of the economy, a type of economic activity in which people temporarily stay outside their permanent place of residence for the purpose of rest, recreation, engaging in or observing sports competitions and sports-recreational activities, leisure, treatment, education, tours of cultural-historical or natural sights. Many countries around the world, whether they are economically developed or not, build their total economic product to a large extent or rely on economic activities in tourism area. The basic functions of modern tourism are divided into social - economic and non-economic. The social functions of tourism act in the direction of meeting the needs of individuals and groups of people in terms of acquiring new knowledge, findings, experiences, etc. and are mostly directly related to the main motives for movements within tourism. If we

further consider the abovementioned social functions of tourism, we can divide them into 2 directions of action: direct influence on people in which they satisfy their health, recreational and cultural needs. Indirect influence on the social community in the educational, social, and political space. The non-economic (social) functions of tourism are all of them functions that have a related effect on the tourists themselves and society, which, as a rule, do not strive to achieve economic goals. These functions first appeared in a historical sense, so it is considered that tourism cannot exist without non-economic motives and functions stand out in the theoretical explanation (Galičić & Laškarin, 2016). The economic (economic) functions of tourism include all its activities that are aimed at extremely economic goals and that result in certain economic results. The basic economic effects, which are realized by the development of tourism, are: activation of tourist potentials, employment of

transport capacities, increase of employment, activation of underdeveloped areas, improvement of foreign exchange balance, etc. For this work, which analyses the natural social space of Sarajevo Canton, it was necessary to collect recently published scientific works with similar social and natural geographical features of the community, and later to study them and use the conclusions as guidelines for this work. Many authors have recently explored this area of the relationship between tourism and society. Sarajevo as a tourist destination has a favorable tourist-geographical position because it is located on an important European tourist corridor. At the same time, Sarajevo is the capital of Bosnia and Herzegovina and therefore the most important geographical, geo-traffic, political, cultural and tourist center (Hodžić & Huremović, 2022). For a better understanding of these relationships in our immediate environment, the relationship between the economy and society in transition was very precisely investigated in the doctoral dissertation of the author Angelkova (2012), which investigates the area of transformations of society today as a whole, which again causes radical changes in rural areas and represents a big problem. Rural areas face high unemployment, insecure and low incomes, and a drastic reduction in living standards. Additional pressure is created by surplus labour from industry struggling to survive. Especially in rural areas, there is inefficient access to education, markets, and market information, as well as basic health and social services. Through many years of transition in this region, economic activity was reduced. Such opportunities, in turn, stimulated the need to find solutions that contribute to the better development of society. It should be emphasized that the researched area was viewed from the area of rural communities, but similar or almost equal negative effects of the transition of society are also manifested in urban areas. Based on extensive research, he concludes that one of the effective ways to solve unemployment and degradation of rural communities is sports tourism. Sports tourism is based on the tourist's need to spend time in nature engaging in various sports activities: hiking, walking, cycling, horseback riding, etc. It is based on the practice of sports activities in a pleasant environment, but not necessarily in the context of competition: levels of physical fitness, results and classification are irrelevant. Sports tourism combines participation in sports activities with numerous other pleasures, such as contact with nature, the beauty of nature and landscape, exceptionally good food, interesting people and cultures. Sports and tourism are activities with a large economic impact, which can generate financial

profit in many ways. Sports tourism includes travel for recreation, competition, adventure, health/nature, education, socialization/entertainment. There are similarities between sports and tourism, but also essential differences. Tourism is an activity based on experience, and sport is an activity based on achievements (results). By nature, sport is competitive, and the rewards for winning awards or achieving successful results become greater as the level of competition increases. Some sports activities are directly related to tourism, such as: skiing and other snow sports, alpinism (climbing), swimming, all types of hiking, mountain climbing, cycling, "air" sports, hunting, football, tennis, baseball, basketball, handball, volleyball, field hockey and motoring. For residents of rural areas to be able to use the benefits of sports tourism in terms of positive development, it is necessary to provide sports tourists with adequate sports infrastructure, transportation, accommodation, and equipment.

### **Tourism**

Today, the general conceptual definition of tourism, by the World Tourism Organization (UNWTO, 2008), is accepted in most countries, according to which tourism includes all activities resulting from the travel and stay of persons outside their usual environment for no longer than one year for vacation, business travel and other unrelated reasons. with activities for which they would receive any compensation in the place they visit. The basic unit for the study of tourism is a tourist, i.e., any person (traveller) who spends at least 24 hours on a trip outside his place of permanent residence (domicile), but no longer than one year, and the trip (which has the characteristics of a temporary stay and which he embarked on voluntarily) undertaken for rest, leisure, recreation and relaxation, family, health, business, professional and similar reasons. UNWTO defines a tourist as a visitor, i.e., a person who travels outside his environment for less than 12 months and the main purpose of his trip is not related to performing some lucrative activity in the place he visits.

### **Tourism - sports tourism and other selective forms of tourism**

Tourism + sport + sports competitions + sports recreational manifestations and events = Sports tourism basic arithmetic operation regardless of the order the result is the same. Economically developed and underdeveloped countries, through the sum of the above activities, see the result as the

possibility of solving problems: lack of investment, reduction of unemployment, increase in exports, increase in utilization of existing capacities, natural resources, positive change in the generally accepted image of the country. As stated in the first sentences

of this paper, many countries of the world are trying to increase the level of employment and consequently reduce the level of unemployment through the development of tourism UNWTO (2019) and all forms of selective tourism.

**Table 1.** UNWTO tourism and all forms of selective tourism

<b>UNWTO Report of the Committee on Tourism and Competitiveness</b>	
Cultural tourism	Business tourism
Ecotourism	Gastronomic tourism
Rural tourism*	Coastal, maritime and tourism on internal waters*
Adventurous tourism*	City tourism
Health tourism	Mountain tourism*
Wellness tourism*	Tourism of education*
Medical tourism	Sports tourism
The star mark (*) implies: UNWTO in its definition for this area of selective tourism lists some of the sports activities for this form of selective tourism.	The star mark (*) implies: UNWTO in its definition for this area of selective tourism lists some of the sports activities for this form of selective tourism.

Source: Created by the author based on: Report of the Committee on Tourism and Competitiveness UNWTO (2019)

**Table 2.** Other characteristics of tourism and specific forms of tourism

<b>Other characteristics of tourism and specific forms of tourism</b>	
-its activities overlap and complement other economic branches of the state or region.	-the development of this economic branch does not require large financial resources from the government (the government nevertheless shapes the framework within which the tourist activity will take place and realizes the necessary infrastructure)
-it consists of many different tourist products and services which, with the development of specific forms of tourism, this number of services and products is constantly expanding.	-activities in the tourism segment are highly decentralized with a great possibility of regional and destination connections.
-tourism is an economic branch that is realized throughout the year, and through specific forms of tourism, the frequency of tourist visits becomes constant and the character of "seasonality" of tourism disappears, activities in the field of tourism are realized every day, 7 days a week and within a time frame of twenty-four hours.	-an economic branch that, if well managed, has little negative impact on the environment.
-is a labour-intensive branch and provides greater employment opportunities for: young people, women (compared to men), persons living in rural areas, persons with disabilities and gives all unemployed persons of all qualifications a significantly greater opportunity for employment.	-an economic branch which, to the greatest extent, represents an inclusive economic branch with equal opportunities for every individual of the community, small, medium, or large business entity.
-activities in tourism are mainly carried out through the realization of services and products through small and medium-sized enterprises as well as through larger enterprises.	

Source: (Blažević & Vuković, 2001)

Due to its many characteristics, tourism represents a strong lever for development and income

generation in a country, region, or tourist destination. Over the past decade, tourism has

experienced continuous expansion and diversification to become one of the largest and fastest growing economic sectors in the world. The growth of tourism is caused by a series of recent phenomena both globally and locally, which consequently stimulated the growth of the economy globally. Tourism, which consists of inbound and domestic tourism, represents a large part of the gross domestic product for many economies around the world. Tourism also creates millions of direct and indirect jobs, with a high proportion of women and young people employed. Most tourism enterprises (about 80%) are micro, small and medium-sized enterprises (MSMEs), which again largely employ women and young people. Women make up 54% of the workforce in tourism (compared to 39% in the total economy). Tourism is the world's third largest export category in 2019 after fuel and chemicals, and ahead of automotive products and food production (UNWTO, 2020) due to its characteristics, tourism is classified as an export economic branch. These presented statistical data of the World Tourism Organization presented through a report prepared by the UNWTO. organization from 2020 "Tourism Highlights", in terms of the importance and characteristics of tourism, we should also add the facts presented in the report of the European Parliament from 2022, which provides the following information: "EU tourism industry in the narrower sense of meaning and definition (traditional providers of vacation and tourism services) consists of 2.3 million enterprises, primarily small and medium-sized enterprises (SMEs), employing an estimated 12.3 million people. In 2018, the "travel and tourism" sector directly contributed 3.9% to EU GDP and accounted for 5.1% of the total workforce (equal to approximately 11.9 million jobs). When taking into account its close links with other economic sectors, the figures of the tourism sector grow significantly (10.3% of GDP and 11.7% of total employment, which is equal to the number of 27.3 million workers (Pernice, 2022). Other characteristics of tourism and specific forms of tourism that are significant from the point of view of economy and society can be formulated in the following way, tourism today presented by Table 2.:

### **Unemployment concept and phenomenon**

In the simplest terms, the main cause of unemployment is the lack of jobs where individuals could be employed. In other words, unemployment occurs when the supply of labour is greater than the demand for labour. Unemployment can be classified according to different points of view. The traditional division of types of unemployment according to

their causes most often distinguishes between normal, structural, and cyclical unemployment (Burgess, 1994). Until the nineteenth century, unemployment was viewed exclusively through its consequence - poverty and misery, and not as an independent problem that must be investigated and solved. It was only at the beginning of the twentieth century that the opinion was expressed that unemployment is not only a problem of the individuals who are affected by it, but also a problem of the economy, and that research should be focused on the causes of this phenomenon. Along with inflation, unemployment is one of the most difficult economic problems because it means the absence of production and income, causes high fiscal costs, contributes to significant "degradation" of human capital, increases inequality (inequality) in society, and causes significant psychological burdens, leaving a feeling of uselessness and hopelessness. (Jakovljević, 2002). Social policy is responsible for explaining part of the unemployment, since it indirectly determines the supply and demand of certain occupational groups or individuals with certain skills on the labor market. Through its supply and demand mechanisms, the labor market creates inequalities in the distribution of wages among certain groups of people. One of the possible consequences of different wages is the poverty of a certain group of people (Škare, 2001). According to an OECD study from 1994, the phenomenon of widespread unemployment in all OECD countries has one root cause: unsuccessful adaptation to changes. Managerial skills, education and professional training are not able to keep up with the increasing demands of a more technologically advanced economy. Companies have not sufficiently increased their productivity, and workers are not sufficiently educated.

The phenomenon of unemployment is extremely complex and any attempt to explain it unilaterally is futile. The macroeconomic and fiscal policies of a country or region are responsible for creating the general conditions in which the labour market functions. The regulations that determine the standards and rules of functioning of the entire market indirectly determine the supply and demand of labour. If we hold everything else constant, the greater the production of goods and services, the more labour is required to produce them. Since economic development and employment go hand in hand, laws and taxes that discourage business operations will reduce the need for labour (Block, 1981). It is necessary for the economy of a certain country to be consistent, but at the same time extremely flexible to be able to adapt to all changes,

including changes in the labour market. (Mortimer & Peterson, 1994).

### Unemployment division

Long-term unemployment is basically cyclical unemployment and structural unemployment and a

**Table 3.** Types of unemployment, signs, and reasons.

combination of both phenomena of unemployment. Cyclical unemployment is often caused by recession. Structural unemployment occurs when workers' skills no longer meet the needs of the labour market. (Mrnjavac, 1996).

Types of unemployment	Signs	Reasons
<b>Natural unemployment</b>	In society, there is a certain, as a rule, small percentage of unemployed citizens, due to the market laws of demand and supply in the labour market. In general, the situation on the labour market in the country is stable.	Businesses that grow and change may occasionally hire or downsize staff.
<b>Frictional unemployment</b>	According to the methodology in many professional works - a type of natural unemployment. There is high volatility of unemployment indicators in certain industries, less often in the national economy.	An inefficient recruitment system does not allow companies to quickly find suitable specialists, and applicants - the best place to work. Administrative difficulties associated with moving the applicant from one city to another. Macroeconomic trends, which cause changes in citizens' priorities related to work in different sectors.
<b>Structural unemployment</b>	Imbalance of supply and demand in the labour market in different industries.	Development of technology, modernization of production that requires the involvement of new personnel with different qualifications. Deficiencies in the national education system.
<b>Cyclical unemployment</b>	People cannot find work because there are few vacancies.	Crisis trends at the level of the national economy.

*Source: the author's work according by [puntomarinero.com/types-of-unemployment-and-causes](http://puntomarinero.com/types-of-unemployment-and-causes)*

### METHODOLOGY

To achieve the research goals of this paper, a standardized procedure was carried out, based on the principles of the scientific method, which collects relevant exact data and then analyses them. A combination of primary field research, in Sarajevo Canton and secondary (desk research) method of collecting data and information related to the same research area was applied. Due to the lack of a single register of sports facilities and sports infrastructure, the method of field research (fieldwork) was applied. The secondary (desk research) method for this research is data collected through the available Statistical Reports of the Sarajevo Canton and official information of the Sarajevo Canton Tourist Board, with information collected through social networks related to the Sarajevo Canton Tourist Board and the macro environment, and the same are then considered through categorization, classification, comparison, and analysis. The official

data, databases, and reports of the relevant public institutions of the Sarajevo Canton, the Institute for Informatics and Statistics of the Sarajevo Canton, the Federal Statistical Office, the public institution "Employment Service" of the Sarajevo Canton, the Federal Employment Office Sarajevo, the Planning Institute were also used. of the development of Sarajevo Canton, private non-governmental institutions and associations, media, sports associations. The research covered the administrative boundaries of the Sarajevo Canton, which consists of 9 municipalities: Centar, Hadžići, Ilidža, Ilijaš, Novi Grad, Novo Sarajevo, Stari Grad, Trnovo and Vogošća. A major problem in collecting the necessary exact information was the lack of official statistical reports, imprecise tourism reports for individual months and years. Methodology of statistical monitoring of tourist movements in Sarajevo Canton, which is currently used (it was changed during the research) does not provide basic information related to contemporary trends. On the

official website of the Statistical Office, there is a very small number of published cumulative data related to tourism and the trend of employment and unemployment of the population by year. statistical numbers for the same month or year in large differences in amounts (DSSC,2020).

However, the necessary data were collected through the extraction of missing numbers and data through official published reports and charts of the statistical institutes as well as other available official sources. Although the tourist board has an obligation to publish statistical data related to the movement of tourists on the official website of the tourist board of Sarajevo Canton, only one report was published for only one year cumulatively (AOTS, 2012). Due to the limitations and difficulties related to the collection of precise data for the needs of research and realization of this work, through the gathered information and data it is very evident that many local partners express interest and a certain number of them provide real and concrete help in terms of development and statistical monitoring trends in tourism in Sarajevo Canton (LDS, 2016). The research covers the area with collected data related to:

- Demographic characteristics of Sarajevo Canton.
- Natural geographical features of Sarajevo Canton.
- Accommodation tourist infrastructure of Sarajevo Canton; period from 2011 to 2021
- Arrival and overnight stays of tourists in Sarajevo Canton by month of the year; period from 2017 to 2021 (SRKS, 2021)
- How tourists arrive in Sarajevo Canton; period from 2017 to 2021
- Sports and recreation infrastructure of Sarajevo Canton in the function of tourism and sports and recreation tourism
- Sports tourism and sports recreation services available to tourists in Sarajevo Canton
- Sports and sports recreation competitions in Sarajevo Canton; period from 2017 to 2022.
- Unemployment of the population of Sarajevo Canton; period from 2018 to 2021.
- Structure of unemployed persons by age in Sarajevo Canton; the period from 2018 to 2021
- Structure of unemployed persons by gender and professional training in Sarajevo Canton; period 2019/20.
- Structure of unemployed persons, length of time waiting for employment in Sarajevo Canton, 2019.

## RESULTS AND DISCUSSION

### Demographic characteristics of the Canton.

The total number of inhabitants in Sarajevo Canton, listed in the Statistical Bulletin of the Institute for Informatics and Statistics from 2021, totals: 420,496 inhabitants, of which 274,879 inhabitants are in the City of Sarajevo (SA, 2021). Canton Sarajevo is the most economically developed canton in the Federation of Bosnia and Herzegovina, but as in other less developed cantons in the Federation of Bosnia and Herzegovina, a significant incidence of unemployment is characteristic. Unemployment manifests itself significantly in all age groups. Unemployment itself represents a major social problem both globally and locally. Losses in the economy of every social community through unemployment represent large losses within it, which is exactly the case with Sarajevo Canton.

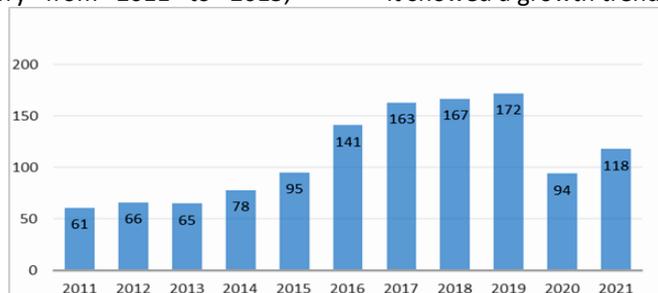
### Natural geographical features of Sarajevo Canton.

The tourist destination of Sarajevo Canton, the capital of Bosnia and Herzegovina, has its comparative advantages, a wide range of hotels and catering facilities, sports and recreational infrastructure, a variety of non-boarding offers and many sports, cultural and tourist events. Igman, Bjelašnica and Trebević represent special natural geographical and specific climatic areas which are again not fully utilized for tourist purposes. The Canton of Sarajevo has natural resources, many natural sources of drinking water and thermal mineral waters that have long been used for spa purposes. They are insufficiently used from the point of view of tourism, sports tourism, and other specific forms of tourism (promotion of tourist destinations and creation of new tourist products) as well as environmental protection (use of thermal waters for ecologically clean heating). In terms of development and strategies, the Canton of Sarajevo, through its professional and academic platform of opportunities and knowledge, works insufficiently synergistically to exploit its natural geographical features and resources. The attempt of this work is to modestly increase the fund of works from this field, which could eventually be used as guidelines in tourism development policies with all the positive effects that can generate an increase in employment and consequently affect the reduction of the unemployment percentage of all unemployed categories.

**Accommodation tourist infrastructure**

In the period from 2011 to 2022, in research that related to the numbers of registered business entities in the Canton of Sarajevo, it is evident that the number of registered business units moved on a milder upward trajectory from 2011 to 2015,

ranging from 61 to 95 registered business units. In the period from 2015 to 2019, the number of registered business units reached its maximum of 172 in the observed period of 11 years. Due to the strong global impact of the COVID-19 pandemic in the period from 2020 to 2021, the number of registered business units fell to 94, and during 2021, it showed a growth trend again to 118 (Graph 1).



**Graph 1.** Number of registered business units (tourist units) Sarajevo Canton

**3.1.4 Arrival and overnight stays of tourists in Sarajevo Canton by month of the year**

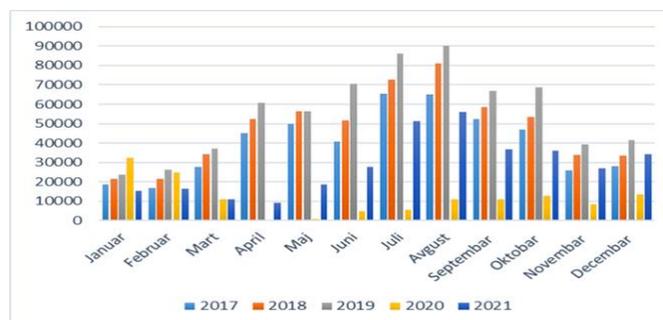
Analysing the collected data (Graph 2), the arrival and overnight stays of tourists in Sarajevo Canton by month in the period from 2017 to 2021, it is easy to see that the number of tourist arrivals in Sarajevo Canton shows distinct seasonality. Following the official report by the UNWTO (2020), which states: "The year 2019 was another year of strong growth in tourism worldwide for the tenth year in a row. Tourism through the growth of guest arrivals in 2019 recorded an increase compared to 2017 by +7% and compared to 2018 by +6%". Following these exact data for the year 2019, an additional partial analysis

of statistical data related to the utilization of tourist accommodation facilities in Sarajevo Canton was made. During the entire 2019 tourist year, the utilization of accommodation capacity was 25.9%. During the last 3 months of 2019, the utilization of accommodation capacities was: October 30.30%, November 16.76%, and December 18.62%, so that the average utilization of tourist accommodation capacities in percentages for the mentioned three months of 2019 in Sarajevo Canton was: 21.89% (BHAS, 2023). For the sake of comparison, in the surrounding countries had the average utilization of tourist accommodation capacities for the mentioned 3 months of 2019 at the following values (Eurostat, 2023):

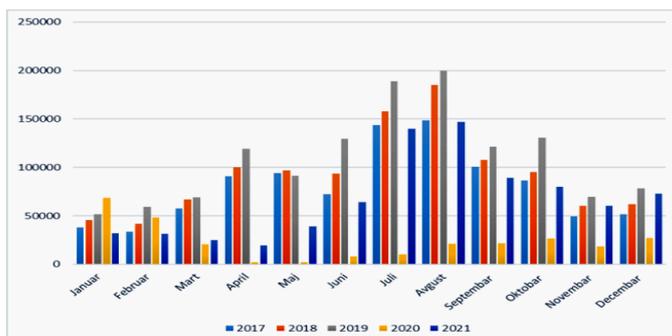
**Table 4.** Average utilization of tourist accommodation capacities in the surrounding countries.

Croatia 36.56%,	Serbia 30.06%,
North Macedonia 35.2%,	Montenegro 24.9%,

Source: (ES. 2023)



**Graph 2.** Arrival of tourists in the period from 2010 - 2021.



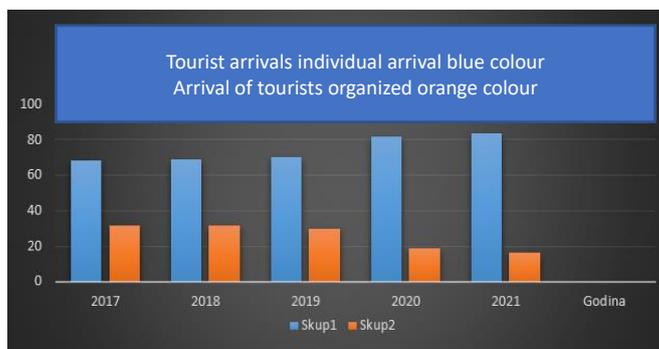
**Graph 3.** Number of overnight stays by tourists in the period from 2010 to 2021.

Calculations between numbers of tourist arrivals and the number of overnight stays, it is clearly noticeable that the average stay of tourists in Sarajevo Canton is below or equal to 2 days.

### 3.1.5 How tourists arrive in Sarajevo Canton

The data collected and analysed through this research (Chart 4.) clearly show the predominance

of independently organized visits by tourists to Sarajevo Canton. Only in 2017, a slightly higher number of tourists visiting the Canton of Sarajevo in the form of organized tourist arrivals (31.65%) was recorded, the trend was approximately maintained throughout 2018 as well as 2019. After that, the amount dropped to the level of (16.37%). Tourist visits to Sarajevo Canton are expressed in percentages.



**Graph 4.** Ways of tourist arrivals in Sarajevo Canton

## 3.2 Sports and sports recreation tourism Canton of Sarajevo

### 3.2.1 Sports and recreation infrastructure of Sarajevo Canton in the function of tourism and sports and recreation tourism

For the purposes of this work, a register of all sports and sports recreation facilities (sports and recreation training grounds, tracks, halls, fields, sports recreation areas, wire ropes, etc.) within the administrative geographical area of Sarajevo Canton was created for the first time. It is important to emphasize that through this research it was established that: the Olympic Committee of BiH, the Ministry of Civil Affairs of BiH (responsible for the areas of health and social protection, pensions, science and education, work and employment, culture and sports, geodetic, geological, and meteorological affairs). Of the Federal Ministry of Culture and Sports, the Ministry of Culture and Sports of the Canton of Sarajevo, the Tourist Board of the Canton of Sarajevo, the Agency for Statistics

of BiH, the Federal Bureau of Statistics, the Cantonal Bureau of Statistics of Sarajevo, nor the information available from the Institute for Development Planning of the Canton of Sarajevo, does not have exact statistical data on sports the recreational infrastructure that it owns, nor the sports and recreation infrastructure that exists in Sarajevo Canton. There is also no possibility of obtaining these data in summary through any of the above-mentioned institutions for statistical monitoring in the territory of Bosnia and Herzegovina, with a note that this is also a legal obligation for them (BHAS, 2004). A specific number of 16 different sports and sports-recreational spaces have been established, which are accompanied by adequate sports-recreational infrastructure as well as accommodation infrastructure, which is visibly represented by Graph 1. Number of registered business units (tourist units) Sarajevo Canton. Functional technical systems exist at all sports and recreation facilities, sports and recreation infrastructure, fields, tracks, etc. that enable their use, and maintenance is organized through

organized services and services financed through the public or private sector. Ownership of the sports and recreation infrastructure, facilities and sports and recreation areas are the property of the Canton of Sarajevo (Ministry and Services of the Canton of Sarajevo and municipalities of the Canton of Sarajevo) and a part of it is privately owned. Accordingly, it can be concluded that the sports and recreation infrastructure is mostly owned by the

public sector, while a smaller number of facilities and sports and recreation areas are privately owned (golf course, equestrian clubs, and tennis courts in part). The functional sports and recreation infrastructure, facilities and sports and recreation areas of Sarajevo Canton are presented in this paper through Table 5.

**Table 5.** Functional sports and recreation infrastructure, facilities and sports and recreation areas of Sarajevo Canton.

Ordinal number	Sports and recreation infrastructure, facilities, and spaces	Ownership of infrastructure and facilities	Maintenance of infrastructure and facilities
1	Paragliding Mountains of Sarajevo Canton.	Property of KS	Association of citizens
2	Fishing areas	Property of KS	Canton of Sarajevo / Association of citizens - sports clubs
3	Naturally sport hunting grounds,	Property of KS	Canton of Sarajevo /Hunting societies
4	Tennis courts	Ownership of KS / Private ownership	Canton of Sarajevo / Private services
5	Paths for trail running mountain running	Property of KS	Mountaineering societies and sports associations
6	Ski lifts, Cable cars - Ski and snowboard trails,	Property of KS	Canton of Sarajevo- sports clubs and associations
7	Bobsleigh and luge track (PARTIALLY FUNCTIONING)	Property of KS	Sarajevo Canton - sports club / association
8	Tracks for cross-country skiing and Nordic walking	Property of KS	Sarajevo Canton - sports clubs and associations
9	Football stadiums and football fields	Property of KS	Canton of Sarajevo
10	Ice rinks	Property of KS	Canton of Sarajevo
11	Equestrian clubs. Hippodrome (OUT OF FUNCTION)	Private property/	Private services / Sarajevo Canton
12	Golf course	Private property	Private service
13	Sports halls	Ownership of KS / Private ownership	Canton of Sarajevo / Private services
14	Biking trails for mountain biking	Property of KS	Sarajevo Canton - sports clubs and associations
15	swimming pools	Ownership of KS / Private ownership	Canton of Sarajevo / Private services
16	Athletic stadiums, athletic fields, tracks	Property of KS	Sarajevo Canton - sports clubs and associations
17	Alpinism, sport climbing	Property of KS	Sarajevo Canton - Mountaineering societies and sports associations
18	Ski jumps (OUT OF FUNCTION)	Property of KS	Canton of Sarajevo

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Source: Created by the author based on the data collected during the research.

The sports and recreation infrastructure of Sarajevo Canton, combined with the natural geographical features and resources, is not used enough or in some cases it is used very little. If we look at the graph of tourist visits in the winter months to Sarajevo Canton, we will see that the number of tourist visits in the winter months is the lowest. When we look through the framework of potential and built facilities and infrastructure intended for snow sports, the conclusion is clearly imposed that the tourist community of Sarajevo Canton and Sarajevo Canton itself must and should invent new strategies and new tourist products, in order to make better use of the existing sports and recreation infrastructure in development of tourism and greater tourist visits, which will consequently increase the utilization of the tourist potentials that the Canton of Sarajevo has at its disposal. Also, the Canton of Sarajevo with its sports infrastructure that it owns, and which was devastated during the war belongs to a tourist destination that does not properly valorise all its possibilities in that segment as well. Namely, the bobsleigh and luge track located on Mount Trebević, which is damaged, is still the venue for summer training sessions of sports clubs from abroad on segments of the track that are in good condition (Dizdar, 2018).

### 3.2.2 Sports tourism and sports recreation services available to tourists in Sarajevo Canton.

Through the research, the existence of 20 available, commercially organized sports and sports-recreational activities, as well as the offer of recreational training through the support of sports schools, sports clubs, as well as sports-recreational registered units from the private sector, were specifically recorded and are available to tourists and visitors to the sports and tourism destinations of Canton. Sarajevo. Also, for this segment of economic activities within the Canton of Sarajevo, it was not possible to use the officially published data of any of the statistical institutions that exist on the territory of Bosnia and Herzegovina, and whose legal obligation is to do so and publish periodically. Available sports and recreational sports activities, as well as offers of sports and recreational training available to tourists in Sarajevo Canton, on a commercially organized offer and realization by sports trainers, clubs, associations, federations, etc., are not accompanied by adequate fiscal monitoring, (only a part of the equipment renters and the service provider) so that the service providers do not issue adequate fiscal or other forms of confirmation of payment for the service provided. Regardless of the stated limits in terms of collecting data related to commercially organized sports and sports and recreational activities, available to tourists in the Canton of Sarajevo, the same was realized and the exact statistical numbers and data are presented through the following numbering table 6.

**Table 6.** Commercially organized sports and sports recreation activities, available to tourists in Sarajevo Canton

<b>Sports and sports-recreational commercial services available online in Canton of Sarajevo (Mountaineering, alpinism, golf, ski school, riding school and so on. The cumulative number of all available services</b>	<b>Service provider number cumulative number</b>
20. various sports activities and sports and recreation area services (available through commercial offer: sports clubs, schools, sports associations, sports trainers, and sports teachers)	119. total cumulative number of all service providers

Source: Created by the author based on the data collected during the research.

### 3.2.3 Sports and sports recreation competitions in Sarajevo Canton

For the purposes of this work, a register of all sports, sports and recreation competitions, sports and recreation events, as well as all activities related to the promotion of sports tourism within the administrative geographical area of the Sarajevo Canton, was created for the first time. It is necessary to emphasize that through this research, it was established for this segment that an adequate

statistical document was not established or published, which would contain summary data on the number of held sports, sports and recreation competitions, fair manifestations, etc... For applying for the organization of some of the large format's competitions for each city, local community, and state, it is very important to have a portfolio that contains data on successfully organized competitions by the city, region and state, which were successfully organized and realized in the past in that area using the existing sports infrastructure.

Precisely because of the existence of sports infrastructure (Table 5.) for winter sports on the Bjelašnica and Igman mountains) where the XIV Winter Olympic Games were once held and the existence of tourist and other capacities (Graf 1), the European Olympic Committee (EYOF) assigned Sarajevo to host the European EYOF 2019 youth festival. Sports and recreational mountain running competitions held on the territory of Sarajevo Canton showed a special resistance to the challenges of the Covid 19 Pandemic. They were held continuously in the period from 2020 to 2022. The number of participants in each of the organized races ranged from 200 to 640 competitors who came from around 30 countries. In addition to competitions and trainings intended for mountain running, Sarajevo Canton hosts the "Igmanski March" memorial campaign once a year. During 2017, 9 sports competitions and activities with over 2,200 competitors and participants were held in the

hall in the Novo Sarajevo municipality, namely in rhythmic gymnastics, futsal, judo, archery.

For the purposes of the research, it was extremely important to present exact statistical data related to the number of sports competitions and matches held at the Hills Hotel Sarajevo, which represents the best example of a successful combination of sports competitions and an increase in the utilization of the hotel's accommodation capacity. As the extraction of statistical data for the research area on the number of held sports competitions was limited by the fact that there was no summary or partial statistical data, an additional, detailed collection of all data on all held sports and sports recreation competitions, events, etc., was started, in the period of 1 from January to September 1, 2022, which were published via the Facebook social network by the tourist board of Sarajevo Canton on its corresponding official profile on that social network. We present all the collected and processed data in summary table 7.

**Table 7.** Match competitions (supporting teams at competitions) In summary

<i>Match, competitions, marathons, skiing, running, and trail running, hockey championships, march etc. (Supporting teams at competitions)</i>	
<i>Total number competitions and other sports and recreational competitions and sports event</i>	<i>Total numbers of partners</i>
22	30 partners with the Canton Sarajevo and Sarajevo and the Kanton Sarajevo tourist board.

Source: Created by the author based on data collected during the research

On the territory of the municipalities of Sarajevo Canton, 22 competitions with 3 mass marches from the World, European, Balkan, and national championships and competitions were held in 8 months on the existing sports infrastructure and sports facilities. The number of participants ranged from several dozen to several thousand. We do not have the cumulative number of visitors and spectators within the Canton of Sarajevo, because statistical monitoring of these figures does not exist.

### 3.3 Unemployment of the population of Sarajevo Canton

#### 3.3.1 Unemployment of the population of Sarajevo Canton period from 2018 to 2021

For the purposes of this research and work, 4 years were considered. 2018/19. The year 2019 was a record year for tourism globally and locally in terms of achieved results, and 2018 was a reference point. The year 2020 was marked by the effects of the Covid 19 pandemic, while the year 2021 represented a reference point for the recovery of the economy and tourism. we present through table 8:

**Table 8.** Number the unemployed person Canton Sarajevo month December: 2018, 2019, 2020 and 2021.

Year	2018	in 2019	in 2020	in 2021
<b>Sarajevo Canton total number of unemployed</b>	62,561	58,746	63496	57,965
<b>Percentage amount of unemployment KS</b>	29.7%,	27.8%,	31.21%,	27.53%,

\*Note: Statistical data for the year 2018 were taken as data presented from the document: "Strategy for the Development of the Canton of Sarajevo 2021-2027." For that same year, the "Analytical and Statistical Yearbook of the Federal Employment Agency Sarajevo 2019" provides a number of 63,649 unemployed. Bulletin statistical

review March/March 2018 Public institution "Employment Service" of Sarajevo Canton reports the number of 65,222 unemployed.

Source: Created by the author based on data collected during the research, statistical reports used: Agency for Statistics BiH, Federal Statistical Office, Sarajevo Cantonal Statistical Office, Sarajevo Canton Development Planning Office, Federal Employment Office, and Sarajevo Canton Employment Service (NZP, 2021).

In order to compare the obtained statistical values of percentage unemployment in the area of Sarajevo Canton, presented in this table, we list the statistical percentage values of unemployment in the area of the European Union: 2018, the amount is 10.8%; for 2019, the amount of unemployment is 10.4%, for 2020, this amount is 11.3%, and for 2021, the total percentage amount of the unemployed was 11.1%. So, unemployment in Sarajevo Canton is more than twice as much as unemployment in EU countries.

For the purposes of this research and work, 4 years were considered. 2018/19. The year 2019 was a record year for tourism globally and locally in terms of achieved results, and 2018 was a reference point. The year 2020 was marked by the effects of the Covid 19 pandemic, while the year 2021 represented a reference point for the recovery of the economy and tourism. we present through table number 9, related to the researched area: "Structure of unemployed persons by age in Sarajevo Canton":

### 3.3.2 Structure of unemployed persons by age in Sarajevo Canton

**Table 9.** Structure of unemployed persons by age in Sarajevo Canton

		<b>Age structure of the unemployed Canton of Sarajevo</b>					
<b>Years</b>	<b>In total</b>	<b>15 - 19</b>	<b>20-29</b>	<b>30-39</b>	<b>40-49</b>	<b>50-59</b>	<b>60-65</b>
<b>2018</b>	61 719	1301	13 503	15 335	13 043	13 507	5030
<b>in 2019</b>	58 746	1171	11,927	13,973	12 518	13,973	5184
		Age structure of the unemployed Canton of Sarajevo					
		Up to 25 years		Up to 35 years	From 35 to 65 years		
<b>in 2020</b>	63496	7,473, or 11.77%		22,029, or 34.69%	41 476 or 65.31%		
<b>in 2021</b>	57,965	6,164, or 10.11%		19,832, or 32.52%	38 133 or 67.48%		
Note: For the years 2018, 2019, 2020 and 2021, the values and results in the table should be considered as data established with the fact of the presence of differences in the amounts of the total number of unemployed in Canton Sarajevo, presented through official statistical reports: "Development Strategy of Canton Sarajevo 2021- 2027." Institute for Development Planning of Canton Sarajevo; "Analytical and statistical yearbook of the federal employment office Sarajevo 2019"; Statistical review bulletin, March 2018. Public institution "Employment Service"; Statistical bulletin public institution "Sarajevo Cantonal Employment Service" 01. 2021; Statistical bulletin public institution "Sarajevo Cantonal Employment Service", 05. in 2021.							

Source: Compiled by the author based on data collected during the research, statistical reports used: Agency for Statistics BiH, Federal Bureau of Statistics, Cantonal Bureau of Statistics Sarajevo, Bureau for Development Planning of Canton Sarajevo, Federal Employment Bureau, and Employment Service of Canton Sarajevo.

Through the statistical processing of the obtained and then classified data using the table presented above, a statistical calculation of the percentage of the age segment, the unemployed in the category of 50 to 65 years of age, was made. For 2018, that number is a total of 18,537 or 30.035% of the unemployed in that age segment in Sarajevo Canton. For 2019, that number is a total of 19,157, or 32.61%, unemployed in that age segment in Sarajevo Canton. The analysis of the results for the segment of unemployed persons for 2018 and 2019

showed a decrease in the total number of unemployed persons in the Canton of Sarajevo during 2019. For the age structure (50 to 65 years), during 2019 compared to 2018, there was a reverse process of increasing the number of unemployed persons in the age group segment (50 to 65 years old). The statistical calculation established the average amount for the two observed years (2018/19) in the amount of 31.3%, for unemployment of the age structure (50 to 65 years). The obtained average percentage amount was used

to calculate the unemployment percentage values within the age segment (from 35 to 50 years) for 2020 and 2021, assuming that, the unemployment of the age segment (from 50 to 65 years) very likely had the same projections throughout 2020 and 2021. So that the percentage amount of unemployment of people aged 35 to 50 for 2020 is 34.%. For persons aged 35 to 50 without employment in Sarajevo Canton, the percentage value for 2021 is 36.18%. Unemployment of the age contingent (50 to 65 years) 31.3%.

### 3.3.3 Structure of unemployed persons by gender and professional training in Sarajevo Canton

The research for the purposes of this work and the collection of all statistical data for the segment of the structure of unemployed persons by gender and professional qualification also determined the need to use more statistical databases that were used to obtain exact statistical numbers as well as for the other researched segments in this work.

Based on the exact numbers presented in the table, numbers are visible that in some segments of women's unemployment reach amounts of almost 100 percent, such as the unemployment of women with (NSS) lower vocational education: 97.2%; 98.52%. The lowest percentages of unemployed women were found in the qualification segments (VKV) Highly qualified worker with a percentage of 26.82%; 28.1% and (KV) skilled worker 49.0%; 50.11%. The average total unemployment of women for 2019 and 2020 is 62.29% (**NZP, 2021**). The average total unemployment of women with higher education for 2019 and 2020 is 69.9%. The

percentage figures for unemployment of women in the category of higher and higher education in the territory of the EU countries for 2018 is 6.0 8%; for 2019, the amount of unemployment is 5.0%, for 2020, this amount is 6.0%, and for 2021, the total percentage number of unemployed women with a higher and higher degree of education was again 6.0% (EurostatII, 2023) . Percentage amounts for unemployment of women in the basic professional category reserves in the territory of EU countries, the amount for 2018 is 17%; for 2019, that amount is 17%, for 2020 that amount is 17%, and for 2021 the total percentage number of unemployed women with a basic level of education was again 18% (WB,2022). The results obtained through this segment of the research show the results of the labour market and current policies and implementation of the project in the sphere of employment of the unemployed in Sarajevo Canton, as well as in the segment of unemployment of elderly people and in the segment of women's unemployment. Women and older categories of the unemployed are the most present in the statistical numbers of the unemployed in Sarajevo Canton. As in the previous segment of the research, the experiences of developed tourism countries in terms of the development of sports and other specific forms of tourism are easily applicable here as a solution to the high percentage of female unemployment, which are easily applicable through the support of the Canton of Sarajevo in terms of project creation and implementation and support for the same in terms of: retraining, education, part-time employment, retraining and seasonal employment programs with appropriate support.

**Table 10.** Unemployment in the Canton of Sarajevo in 2019 and 2020. Unemployed persons by professional qualification and gender

Year	Total unemployed	Higher vocational education VSS	Higher vocational education of VŠS	Secondary vocational education SSS	Lower vocational education NSS	Highly qualified VKV worker	Skilled worker KV	Semi-skilled PKV worker	Unqualified NKV employee
in 2019	58,746	7,887	579	18,564	271	261	15,009	276	15,899
Women	36,879	5,512	401	11,953	267	70	7,521	154	11,001
in 2020	63,496	9,521	603	20,241	250	249	16,304	281	16,047
Women	39,241	6,693	410	12,760	243	70	8,001	154	10,910
Share of unemployment among women in relation to	62.78%	69.89%	69.26%	64.39%	98.52%	26.82%	50.11%	55.7%	69.19%

<b>total unemployment in percentages in Sarajevo Canton 2019</b>										
<b>Share of unemployment among women in relation to total unemployment in percentages in Sarajevo Canton 2020</b>	61.8%	70.0%	67.9%	63.0%	97.2%	28.1%	49.0%	54.8%	67.9%	

Source: Created by the author based on data collected during the research, statistical reports used: Agency for Statistics BiH, Federal Statistical Office, Sarajevo Cantonal Statistical Office, Sarajevo Canton Development Planning Office, Federal Employment Office, and Sarajevo Canton Employment Service.

### 3.3.4 Structure of unemployed persons, length of time waiting for employment in Sarajevo Canton

Through the statistical processing of the obtained and then classified data through the table presented above, a statistical calculation of numbers and percentages was made regarding the length of waiting in the records of unemployed persons of the Canton of Sarajevo until they find a job, by cumulative length of waiting categories: from less than six to 12 months, then from 1 to 2 years and the category from 2 to 9 years and over, for 2019. The lowest percentage amount is in category B. of persons who have been waiting for employment for 1 to 2 years. This is followed by category A. unemployed persons who are waiting for employment from 1 month to 12 months. The largest percentage belongs to category C, people who have been waiting for employment from 2 to 9

years, and even more, are the most numerous 34.515%.

In the introductory part of this paper, about the types of unemployment, the incidence and causes of long-term unemployment are explained, perhaps automatically the conclusion would be imposed that the category of long-term unemployed persons is represented by the category of 9 years and over, however, this is category C marked in the table, which includes all the unemployed people waiting for employment from 2 to 9 years and more. If we compare the obtained values presented in table number 7, with statistical data related to long-term unemployment in some countries of the European Union: Austria 31.4%; Croatia 37%; Czech Republic 28.2%; France 29.6%; Hungary 31.3% and Poland 26.6% (OECD, 2022). The incidence of long-term unemployment in Sarajevo Canton is twice as high as the incidence of the same in the mentioned countries of the European Union.

**Table 11.** Structure of unemployed persons, length of time waiting for employment in Sarajevo Canton

2019	Period spent on hold number of months			Period spent on waiting no. months		Years					Total no. <b>58,746</b> unemployed
	< 6	6 - 9	9 - 12	12-18	18-24	2-3	3-5	5-7	7-9	>9	
											Canton of Sarajevo
<b>2019</b>	9,936	2,689	1,940	3,749	2,376	4.227	5,856	4.274	3,423	20,276	<b>58,746</b>
<b>Number of people on waiting list per period</b>	A. The total number of unemployed who have been waiting for employment for less than 1 year is: <b>14,565</b> people.			B. The total number of unemployed who have been waiting for employment for 1 to 2 years is: <b>6125</b> people		C. The total number of unemployed who have been waiting for employment for longer than 2 years to 9 years and more is: <b>38,056</b> people. <b>20,276</b> over 9 years					A+B+C <b>58,746</b>

<b>Percentage of pending amount per period</b>	A. The total number of unemployed who have been waiting for employment for less than 1 year as a percentage. 24.79%	B. Total number of unemployed waiting for employment from 1 to 2 years in percentage 10.42%	C. The total number of unemployed people who have been waiting for employment for longer than 2 years to 9 years and even more in percentage: <b>64.78%</b> <b><u>34.515% over 9 years</u></b>	A+B+C 100 %
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Source: Compiled by the author based on data collected during the research, statistical reports used: Agency for Statistics BiH, Federal Bureau of Statistics, Cantonal Bureau of Statistics Sarajevo, Bureau for Development Planning of Canton Sarajevo, Federal Employment Bureau and Employment Service of Canton Sarajevo

## CONCLUSION

The Canton of Sarajevo is the most populated and economically developed canton in the Federation of Bosnia and Herzegovina. Sarajevo, capital of Bosnia and Herzegovina, has natural geographical riches and peculiarities, which together with the existing accommodation and tourist facilities and significant sports and sports recreation infrastructure and facilities, such as many natural sports and recreation areas, represent a very attractive tourist destination. If we also state the facts that Sarajevo Canton with its cultural and historical heritage combined with a number of important festivals and cultural events, which are known globally, seen through the prism of history, art, sports heritage, represents a unique tourist destination that should and must valorised everything more mentioned in terms of tourism development, especially the development of specific forms of tourism, which would surely increase the number of tourist visits to the Canton of Sarajevo and the consequent positive effect on increasing the utilization of all existing tourist capacities and increasing employment.

**The conclusion related to the accommodation and tourism infrastructure can be formulated as follows:** Canton Sarajevo has quality accommodation facilities that are unfortunately not used enough and range in percentage amounts for Canton Sarajevo from 21.89% to 25.9% (record tourist year 2019).

The conclusion related to the number of tourist arrivals in the observed period through this paper shows that the number could be much higher. Specifically, the number of arrivals throughout the months of the year shows a marked seasonality, the lowest number of tourist arrivals is in the months: November December January and Sarajevo Canton has significant sports and recreation infrastructure in the surrounding mountains, so it is not used enough. The length of stay of tourists in Sarajevo Canton, established through this work, is almost 2

days. The arrival of tourists in the Canton of Sarajevo and the city of Sarajevo itself, represented by graph 4, shows that visits are organized through tourist arrangements created and then sold by the tourist board of the Canton Sarajevo and tourist agencies on the tourist market is 16.37%. So, the conclusion is clearly imposed that the tourist association of the Cantons of Sarajevo and Tur. operators registered in Sarajevo Canton, must and should do much more.

**Conclusion for sports and recreation infrastructure and facilities and sports and sports and recreation competitions in Sarajevo Canton.** After this research, we can formulate as follows: Canton of Sarajevo has significant sports and recreation infrastructure and facilities that are owned by Canton of Sarajevo and the associated municipalities of Canton of Sarajevo, and a smaller part is privately owned. Varied and attractive sports tourism infrastructure and facilities that are also nowhere near used for the purpose of developing tourism and sports tourism. There is no statistical monitoring of the existing infrastructure and facilities. There is no register of sports and recreation facilities in the Canton of Sarajevo (the Ministry of Culture and Sports of the Federation and the Ministry of Culture and Sports of the Canton of Sarajevo should legally have records and appropriate registers).

Through this work, a framework register of the existing sports and recreation infrastructure and facilities was established. Also, through this work, a register of available commercially organized sports and sports recreation services available to tourists in Sarajevo Canton was established. Neither in this segment does there exist an established register nor such a unified offer, which is presented through the Sarajevo Canton Tourist Board. In addition, all commercially available sports and sports recreation services are available to tourists, apart from the absence of statistical monitoring, there is also no fiscal monitoring of their implementation. Only a

small number of stakeholders issue adequate invoices for the services rendered, so that precisely because of the deficiencies in monitoring, the Canton of Sarajevo is additionally losing income through the realization of services from this tourist segment. The recognizability and attractiveness of a certain tourist destination in the world today is mostly built based on sports, sports and recreational competitions and other types of events (concerts, festivals, exhibitions, fairs, etc.) Canton Sarajevo has a lot to offer in this area, from well-known festivals to well-known and popular sports competitions, etc. This segment is also underutilized. It should be noted that the Sarajevo Canton Government has supported many sports and recreational sports competitions, festivals, concerts, exhibitions, and fairs in the past period. Considering the above, the fact that there is no adequate statistical monitoring in this segment is hard to understand. Every tourist destination should have a portfolio of already organized and realized sports competitions, events, festivals, congresses, etc. Sarajevo Canton also in this segment does not have a statistical monitoring of what has been done nor an adequate portfolio of everything organized and realized in the field of sports tourism or other specific forms of tourism.

**The conclusion for the unemployment of the population of Sarajevo Canton can be formulated as follows:** Unemployment rates in the Sarajevo Canton in the period of 4 observed years range from 27.53% to 31.21%. The unemployment rate in Sarajevo Canton is almost 3 times higher than in EU countries. The highest unemployment rates in the observed period were established in the age structure of unemployed persons from 35 to 65 years old and ranged in percentage amounts from 65.31% to 67.48%. Through this paper, the percentages of total unemployment of women and unemployment of women in Sarajevo Canton are presented, which range from 61.8% to 62.78%. Unemployment among women in EU countries is 17%. The incidence of female unemployment is 4 times higher in the Sarajevo Canton when compared to female unemployment in the countries of the European Union. The percentage of unemployed in the Sarajevo Canton in the segment of waiting time in the records until the establishment of an employment relationship was also determined. It was found that this percentage amount is 64.78%, which is twice the percentage amount of long-term unemployment in some countries of the European Union.

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**General conclusion:** tourist activities in the Canton of Sarajevo during the observed years 2018, 2019, 2020 and 2021 have had an impact on the tourism economy throughout the mentioned period. In that period, there was an increase in the number of registered tourist units in 2019 compared to 2018, and 2020 brings a decrease in the number of them due to the impact of the pandemic, while 2021 leads to an increase in the number of registered tourist units due to the restoration of tourism. Sports and sports recreation tourism was a generator of tourist visits during the Pandemic (Covid 19). The year 2019, a record year in terms of achieved tourism results in the Canton of Sarajevo, brought through the frequency of tourism certainly a decrease in the unemployed in the Canton of Sarajevo for the age structure of the unemployed up to 35 years of age, but for the age structure of the unemployed over 35 years, that is, mainly the age structure of 50 to 65 years, it brought the reverse change of the increase unemployment of older age groups, by comparing statistical results for 2018 and 2019. The same conclusion can be established by comparing statistical results from 2020 (the time of the Covid 19 pandemic) and 2021. Tourism, along with other economic activities that they support, reduces the total number of unemployed in Sarajevo Canton within the framework of the "traditional" tourist offer and sold tourist products. Through the introductory parts of this paper, the concepts of sports and sports recreation tourism as well as other specific forms of tourism (through the offer and new tourist products), the designed development policy and the creation of modern projects for employment in Sarajevo Canton, based on the development of sports and other specific forms of tourism, can reduce the levels unemployment of all age structures, especially women and the older workforce. The Canton of Sarajevo should work on the creation and implementation of projects and support for the unemployed in the sense of retraining, education, part-time employment, and seasonal employment programs with appropriate support based on the reputation and experiences of developed tourist countries. On this path, Sarajevo Canton must without delay develop adequate statistical monitoring of tourism, sports and recreational sports competitions, events, festivals, congresses, etc. (statistical monitoring of all selective forms of tourism), fiscal monitoring of tourist activities suitable for modern developed countries.

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Correspondence:

Amer Hodžić

Email: [amerhodzicsa@gmail.com](mailto:amerhodzicsa@gmail.com)