



eurostat

Compact guides

Enlargement countries

Labour market statistics

2014 edition

eurostat 

Introduction

The process of enlargement

The European Union (EU) currently consists of 28 Member States, whilst there is an ongoing process for its future enlargement. The eight countries taking part in this process are at different stages of progress: candidate countries (Montenegro (ME), Iceland (IS), the former Yugoslav Republic of Macedonia (MK) ⁽¹⁾, Albania (AL), Serbia (RS) and Turkey (TR)); and potential candidates (Bosnia and Herzegovina (BA), and Kosovo (XK) ⁽²⁾). EU negotiations are ongoing with Montenegro, Serbia and Turkey.

The Europe 2020 strategy defines three mutually reinforcing priorities: smart, sustainable and inclusive growth. Employment policies have a pivotal role to play in achieving all three of these priorities. In this respect, the EU headline employment rate target of 75% for the population aged 20–64 is the most outstanding illustration of the EU's ambitions in this field. The enlargement countries will be associated with EU initiatives to meet the goals of the Europe 2020 strategy.

The labour market

The global financial crisis which gathered pace in autumn 2008 led to a severe economic recession, strongly affecting EU labour markets. In most of the enlargement countries, the crisis was also felt, albeit less strongly. The impact of the crisis on the labour markets of the EU and the enlargement countries remained relatively limited in 2008, in line with the usual lagged response, but became more apparent in 2009. In the years that followed, the EU continued implementing various crisis-fighting measures, but by 2012, the latest reference year for which data in this domain are available, neither the economy nor the labour market managed to reach their pre-crisis levels again.

The activity rate among the 20–64 age group in the EU-28 was 76.1% in 2012. Except for Iceland (86.4%), these rates were

considerably lower in the enlargement countries, ranging between 57.4% in Turkey and 73.2% in Albania.

Looking at a longer time span, the average EU-28 rate increased by 1.1 percentage points between 2007 and 2012. Similar increases were observed in the former Yugoslav Republic of Macedonia and in Albania, whereas the increase in Turkey was markedly higher, reaching nearly 5 percentage points. Conversely, only Serbia (–3.6 percentage points) and Iceland (–1.7 percentage points) recorded a decrease of the activity rate among the 20–64 age group during this five-year period.

In 2012, the overall EU employment rate was 68.4% on average. This was only slightly lower than the 68.5% registered one year earlier (data not shown) and 1.4 percentage point below the 2007 rate. A more outspoken downward trend between 2007 and 2012 was observed in Serbia (–6.8 percentage points) and Iceland (–5.7 pp), with the latter country still recording the highest rate among enlargement countries (81.8%). During the same period, the employment rate increased by 0.7 percentage points in Albania, by 3.2 in the former Yugoslav Republic of Macedonia and by 4.6 in Turkey.

The distribution of employment between the different economic sectors highlights how the economies of the enlargement countries vary, also in comparison with the EU-28. In the latest year for which data are available, employment in the services sector accounted for an average of nearly 70% of the total employment in the EU-28, a proportion exceeded only by Montenegro and Iceland, with respectively 76.9% and 75.8%.

Employment in agriculture was by far the least important among the four sectors in the EU-28, with a share of just 5.0% in 2012. Similar shares were recorded in Iceland (5.5%) and in Montenegro (5.7%). In contrast, over 51% of Albania's labour force was employed in agriculture in 2012. The proportion of EU-28's labour force employed in industry and construction combined amounted to 24.7% in 2012. The differences among the enlargement countries in this sector were less prominent: the proportions ranged between 17.4% in Montenegro and Albania, and 29.9% in the former Yugoslav Republic of Macedonia.

With the effects of the financial and economic crisis still lingering, the unemployment rate across the EU-28 as a whole continued increasing in the last few years, rising from 8.9% in 2009 to 10.5% in 2012. In contrast, the situation in the enlargement countries seemed to indicate a certain stability or even a downward trend. Comparing 2009 and 2012, only Serbia (+7.8 percentage points), Bosnia and Herzegovina (+4.5 pp) and Montenegro (+0.6 pp) registered an increase of their unemployment rate. Over the same period, the rate decreased in Kosovo (–10.3 pp), Turkey (–4.5 pp), Iceland (–1.2 pp) and the former

⁽¹⁾ Provisional code which does not prejudice in any way the definitive nomenclature for this country, which will be agreed following the conclusion of negotiations currently taking place on this subject at the United Nations.

⁽²⁾ This designation is without prejudice to positions on status, and is in line with UNSCR 1244 and the ICJ Opinion on the Kosovo declaration of independence.

Yugoslav Republic of Macedonia (-1.2 pp) while remaining almost unchanged in Albania.

Youth unemployment remains one of the serious challenges for labour market policies: whereas the youth unemployment rate increased to 22.9% at the level of the EU-28 in 2012, the situation appeared far worse in Bosnia and Herzegovina and Kosovo, where between 6 and 7 young persons out of 10 have no job (2009 data for Kosovo). In Serbia and the former Yugoslav Republic of Macedonia the corresponding rate was between 50 and 55%. In contrast, youth unemployment was far below the EU-28 average both in Iceland (13.5%) and Turkey (15.7%).

Looking at gender specificities, the unemployment rates were very similar in the EU-28 in 2012: 10.4% for men and 10.5% for women. The tendency to record a lower unemployment rate for men was more noticeable in most of the enlargement countries: Kosovo (difference of 16 percentage points), Bosnia and Herzegovina (4 pp), Serbia and Turkey (2 pp) and Montenegro (1 pp). Conversely, the unemployment rate of women was lower than that of men in Albania (2.5 pp), Iceland and the former Yugoslav Republic of Macedonia (around 1 pp).

Long-term unemployment remained a serious issue in the former Yugoslav Republic of Macedonia (25.5%), Bosnia and Herzegovina (22.9%), and, especially so, in Kosovo (37.1% in 2009). The situation in the latter country is particularly difficult for women, with a rate of 45% (in 2009).

Income inequality in the EU was estimated at 5 in 2012, i.e. the total income received by the 20% of the population with the highest earnings was five times higher than that received by the 20% of the population with the lowest earnings. Income inequality in the former Yugoslav Republic of Macedonia (10, in 2010) and Turkey (8, in 2011) was substantially higher compared to the EU. Serbia experienced a significant fall in income distribution inequality, from 7.7 in 2006 to 5.6 in 2009. For the remaining enlargement countries for which data are available, i.e. Iceland and Albania, the figures were slightly lower than that of the EU.

The average nominal monthly wages and salaries expressed in EUR remained considerably higher in Iceland (EUR 2 936 in 2011) than in any of the other enlargement countries. The average salary in Turkey in 2011 was EUR 535, while the figures for the remaining enlargement countries ranged between EUR 333 and EUR 517 that year.

Except for Iceland, all enlargement countries saw their average nominal wages and salaries increase between 2002 and 2011. Montenegro tripled their average between 2002 and 2012, reaching EUR 487, and the increase in the former Yugoslav Republic of Macedonia between 2002 and 2012 was of around 50%.

The indexed figures on real wages and salaries (in terms of the euro or the national currencies) are deflated using the consumer price index. In real terms, Serbia and Montenegro showed the highest increases (+180% and +148% between 2000 and 2012, respectively).

The role of Eurostat

In the framework of the enlargement of the EU, Eurostat — the statistical office of the European Union — has the mission to follow the progress of the countries in complying with the *acquis* (the body of EU law) in the field of statistics as well as to collect data from these countries. Eurostat provides technical assistance and support to the national statistical institutes of the enlargement countries, in order to enable them to produce and disseminate harmonised and good quality data according to European and international statistical standards.

Data source

The information presented within this leaflet is fully extracted from Eurobase. Data were processed in December 2013.

Data

Table 1: Economic activity rate, age category 20–64⁽¹⁾ (%)

	Total		Male		Female	
	2007	2012	2007	2012 ⁽²⁾	2007	2012 ⁽²⁾
EU-28	75.0	76.1	82.9	82.9	67.1	69.4
EU-27	75.0	76.2	82.9	83.0	67.2	69.5
ME	61.0	58.7	69.1	65.1	53.0	52.3
IS	88.1	86.4	93.3	90.2	83.9	83.2
MK	68.5	69.6	81.6	83.4	55.1	55.4
AL	72.2	73.2	82.9	83.3	61.8	63.3
RS	67.9	64.3	:	73.3	:	54.8
TR	52.7	57.4	79.7	81.1	26.5	34.0
BA	56.4	55.2	67.0	67.0	37.8	41.0
XK	46.8	36.8	65.7	:	28.4	:

(1) Montenegro, Bosnia and Herzegovina and Kosovo, age category 15–64.

(2) Iceland and Serbia, 2011.

Source: for the EU aggregates, Eurostat (online data code: [lfsi_act_a](#)); for the enlargement countries, Eurostat (online data code: [cpc_pslm](#)).

Economic activity rate is defined as the proportion of persons (aged between 20 and 64 if not specified) in the labour force in relation to the total population of the same age. Activity rates for men and for women are expressed as a percentage of the male population aged 20 to 64 and the female population aged 20 to 64 respectively, not as a share of the total (male and female) population aged 20 to 64. The labour force comprises employed and unemployed persons.

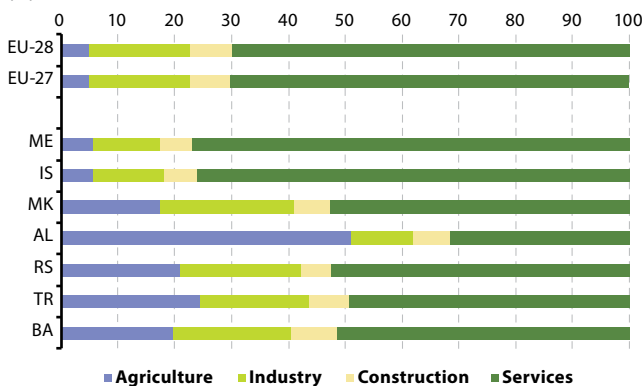
Table 2: Employment rate, age category 20–64⁽¹⁾

(%)

	Total		Male		Female	
	2007	2012	2007	2012	2007	2012
EU-28	69.8	68.4	77.7	74.5	62.0	62.3
EU-27	69.9	68.5	77.8	74.6	62.1	62.4
ME	49.2	47.0	56.6	52.4	41.9	41.6
IS	87.5	81.8	91.5	84.4	81.4	79.1
MK	45.0	48.2	54.0	57.5	35.8	38.7
AL	62.7	63.4	71.4	71.4	54.2	55.4
RS	55.7	48.9	65.1	56.7	46.5	41.1
TR	48.2	52.8	73.0	75.0	24.2	30.9
BA	40.1	39.7	48.7	49.0	25.0	28.1
XK	26.2	23.9	40.1	:	12.7	:

⁽¹⁾ Montenegro, Bosnia and Herzegovina and Kosovo, age category 15–64.Source: for the EU aggregates, Eurostat (online data code: [lfsa_organ](#)); for the enlargement countries, Eurostat (online data code: [cpc_siemp](#) and [cpc_pslm](#)).**Figure 1: Employment by economic activity, 2012⁽¹⁾**

(%)

⁽¹⁾ Albania and Serbia, provisional data; Iceland, low reliability; Bosnia and Herzegovina, 2011; Kosovo, not available.Source: for the EU aggregates, Eurostat (online data code: [lfsa_egan2](#)); for the enlargement countries, Eurostat (online data code: [cpc_ecnabr](#)).

Employment rate is defined as the proportion of employed persons (aged between 20 and 64 if not specified) in the total population of the same age. Employment rates for men and women are expressed as a percentage of the male population aged 20 to 64 and the female population aged 20 to 64 respectively, not as a share of the total (male and female) population aged 20 to 64.

Employment by economic activity expresses the breakdown of employment according to NACE.

Table 3: Unemployment rate

(% of total labour force)

	2002 ⁽¹⁾	2007 ⁽²⁾	2009	2010	2011	2012
EU-28	9.0	7.2	8.9	9.6	9.6	10.5
EU-27	8.9	7.1	8.9	9.6	9.6	10.4
ME	20.7	19.3	19.1	19.7	19.7	19.7
IS	3.0	2.3	7.2	7.6	7.0	6.0
MK	31.9	34.9	32.2	32.0	31.4	31.0
AL	15.8	13.5	13.8	14.0	13.9	13.9
RS	14.5	18.1	16.1	19.2	23.0	23.9
TR	9.3	8.9	12.7	10.8	8.8	8.2
BA	41.1	29.0	24.1	27.2	28.0	28.6
XK	55.0	43.6	45.4	:	:	35.1

⁽¹⁾ Turkey, 2005.⁽²⁾ Albania, break in series.Source: for the EU aggregates, Eurostat (online data code: [lfsa_organ](#)); for the enlargement countries, Eurostat (online data code: [cpc_pslm](#)).**Table 4: Unemployment rate by age groups**

(%)

	Aged < 25			Aged > 25		
	2002 ⁽¹⁾	2007 ⁽²⁾	2012 ⁽³⁾	2002 ⁽¹⁾	2007	2012 ⁽⁴⁾
EU-28	18.1	15.5	22.9	7.7	6.1	9.1
EU-27	17.9	15.5	22.8	7.7	6.1	9.0
ME	:	:	43.7	:	:	:
IS	6.4	7.0	13.5	2.3	1.3	5.5
MK	58.4	57.7	53.9	27.6	31.6	28.4
AL	26.8	20.1	27.9	:	11.9	11.4
RS	45.3	43.7	51.1	11.8	15.7	20.5
TR	17.4	17.3	15.7	7.2	7.0	6.7
BA	:	58.4	63.1	:	29.6	28.6
XK	77.7	70.0	73.0	:	:	:

⁽¹⁾ Turkey, 2005.⁽²⁾ Albania, break in series.⁽³⁾ Kosovo, 2009.⁽⁴⁾ Iceland and Serbia, 2011.Source: for the EU aggregates, Eurostat (online data code: [lfsa_organ](#)); for the enlargement countries, Eurostat (online data code: [cpc_pslm](#)).

The **unemployment rate** is the share of unemployed persons in the total number of active persons in the labour market (the labour force). Unemployment rates for men and women are expressed as a percentage of the male labour force aged 15 to 74 and the female labour force aged 15 to 74 respectively, not as a share of the total (male and female) labour force.

Table 5: Unemployment rate by gender

(%)

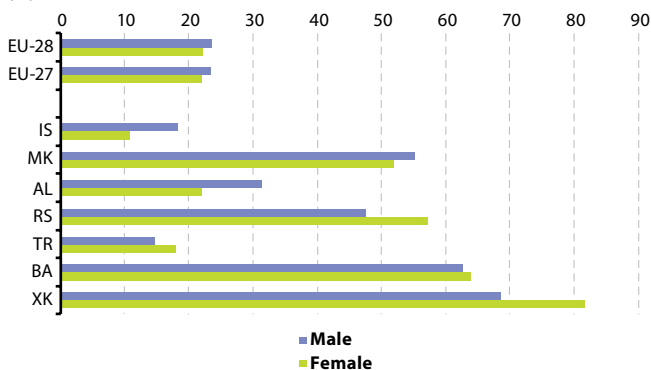
	Male			Female		
	2002 ⁽¹⁾	2007 ⁽²⁾	2012 ⁽³⁾	2002 ⁽¹⁾	2007 ⁽²⁾	2012 ⁽³⁾
EU-28	8.3	6.6	10.4	9.9	7.9	10.5
EU-27	8.3	6.6	10.4	9.8	7.8	10.5
ME	:	18.1	19.3	:	20.9	20.3
IS	3.3	2.2	6.3	2.6	2.3	5.7
MK	31.7	34.5	31.5	32.3	35.5	30.3
AL	13.6	14.4	15.0	19.1	12.2	12.5
RS	12.9	15.8	23.2	16.5	21.2	24.9
TR	9.2	8.8	7.7	9.4	9.2	9.4
BA	:	26.7	26.4	:	32.9	30.7
XK	45.2	38.5	40.7	74.5	55.2	56.4

⁽¹⁾ Turkey, 2005.⁽²⁾ Albania, break in series.⁽³⁾ Kosovo, 2009.

Source: for the EU aggregates, Eurostat (online data code: [lfsa_urgan](#)); for the enlargement countries, Eurostat (online data code: [cpc_pslm](#)).

Figure 2: Youth unemployment rate by gender, 2012⁽¹⁾

(%)

⁽¹⁾ Albania, estimated data; Iceland and Serbia, 2011; Kosovo, 2009; Montenegro, not available.

Source: for the enlargement countries, Eurostat (online data code: [cpc_pslm](#)).

The **youth unemployment rate** is the share of unemployed persons aged 15 to 24 as a proportion of the total number of active persons in the labour market (the labour force) aged 15 to 24. Youth unemployment rates for men and women are expressed as a proportion of the male labour force aged 15 to 24 and the female labour force aged 15 to 24 respectively, not as a share of the total (male and female) labour force aged 15 to 24.

Table 6: Long-term unemployment rate

(%)

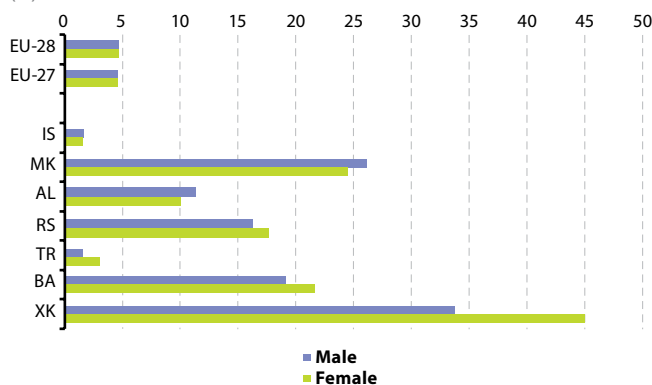
	2002 ⁽¹⁾	2007 ⁽²⁾	2009	2010	2011	2012
EU-28	4.1	3.1	3.0	3.9	4.2	4.7
EU-27	4.0	3.1	3.0	3.9	4.1	4.6
ME	:	14.2	15.6	15.5	15.7	15.6
IS	0.2	0.2	0.4	1.3	1.7	1.5
MK	27.0	29.7	26.3	26.7	25.9	25.5
AL	:	9.4	9.1	10.6	10.2	10.8
RS	9.9	14.6	10.5	13.3	16.9	18.7
TR	3.5	2.6	3.2	3.0	2.3	2.0
BA	:	25.0	20.0	22.3	22.3	22.9
XK	47.3	37.1	37.1	:	:	:

⁽¹⁾ Iceland, 2003; Turkey, 2005.⁽²⁾ Albania, break in series.

Source: for the EU aggregates, Eurostat (online data code: [une_ltu_a](#)); for the enlargement countries, Eurostat (online data code: [cpc_sisoc](#)).

Figure 3: Long-term unemployment rate by gender, 2012⁽¹⁾

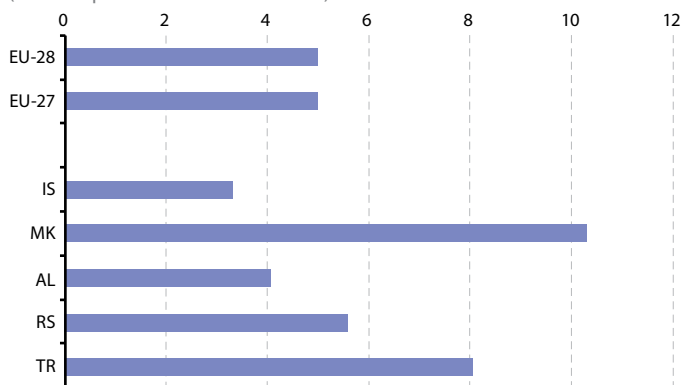
(%)

⁽¹⁾ Albania, estimated data; Iceland and Serbia, 2011; Bosnia and Herzegovina and Kosovo, 2009; Montenegro, not available.

Source: for the EU aggregates, Eurostat (online data code: [une_ltu_a](#)); for the enlargement countries, Eurostat (online data code: [cpc_sisoc](#)).

The **long-term unemployment rate** is defined as the number of persons who have been unemployed for at least 12 months, expressed as a share of the total number of active persons in the labour market.

Figure 4: Inequality of income distribution, 2012 (¹)
(income quintile share ratio S80/S20)



(¹) EU-28 and EU-27, estimated data; Iceland and Turkey, 2011; the former Yugoslav Republic of Macedonia, 2010; Serbia, 2009; Albania, 2008; Montenegro, Bosnia and Herzegovina and Kosovo, not available.

Source: for the EU aggregates, Eurostat (online data code: [ilc_dif11](#)); for the enlargement countries, Eurostat (online data code: [cpc_pslm](#)).

Inequality of income distribution is measured as the ratio of total income received by the 20% of the population with the highest incomes (the top quintile) to that received by the 20% of the population with the lowest incomes (the lowest quintile). This calculation should be made on the basis of equivalised disposable income, which is calculated for each household by adding together the income received by all members of the household and dividing by the equivalised household size (which is calculated as the sum of the persons in the household on the basis of the following weights: 1.0 to the first adult, 0.5 to other persons aged 14 or over who are living in the household, and 0.3 to each child aged less than 14).

Table 7: Average nominal monthly wages and salaries (EUR)

	2002	2007	2009 (¹)	2010	2011 (²)	2012
ME	149	338	463	479	484	487
IS	3 086	4 726	2 508	2 755	2 936	:
MK	185	238	326	334	339	340
AL	149	273	310	322	333	360
RS	218	485	470	461	517	508
TR	293	483	504	574	535	:
BA	228	330	403	407	417	:
XK	:	:	:	:	:	:

(¹) Serbia, break in series.

(²) Bosnia and Herzegovina, net salary, including data from Brcko district.

Source: for the enlargement countries, Eurostat (online data code: [cpc_pslm](#)).

Table 8: Index of real wages and salaries (Index 2000=100)

	2002	2007	2009 (¹)	2010	2011	2012
EU-28 (¹)	:	:	102.4	104.1	106.2	108.1
EU-27 (¹)	:	:	102.4	104.1	106.2	108.1
ME	109.7	179.9	255.0	262.1	256.6	248.1
IS	105.7	133.9	111.2	108.7	111.1	:
MK	103.0	124.5	158.7	160.8	157.0	152.3
AL	121.1	183.1	209.8	216.1	223.5	238.2
RS	154.9	266.1	275.6	277.4	277.9	280.4
TR	:	:	:	:	:	:
BA	:	:	:	:	:	:
XK	:	:	:	:	:	:

(¹) Index 2008=100

(²) Serbia, break in series.

Source: for the EU aggregates, Eurostat (online data code: [lc_lci_r2_a](#)); for the enlargement countries, Eurostat (online data code: [cpc_pslm](#)).

Wages and salaries include normal earnings from work as an employee or an apprentice and extra earnings for overtime work, commissions or tips. Additional payments such as 13th and 14th months' salary, holiday pay or allowance, profit sharing bonus, other lump-sum payments and company shares are covered as well.

More information

For general information regarding European statistics, please go to the Eurostat web site:

<http://ec.europa.eu/eurostat>

For information on statistical classifications, please go to the Eurostat classification server RAMON:

<http://ec.europa.eu/eurostat/ramon>

For more information on European policies in the areas of enlargement, employment, social affairs and equal opportunities please go to the following web sites: <http://ec.europa.eu/enlargement>, and <http://ec.europa.eu/social>

For more specific questions on statistics in relation to enlargement countries, please contact:

Eurostat Unit A3 - Statistical cooperation

5, rue Alphonse Weicker, L-2721, Luxembourg

e-mail: ESTAT-STATISTICAL-COOPERATION@ec.europa.eu

fax: (352) 4301-32139

Country codes, symbols and further information

For more information on statistics in enlargement countries, please go to the websites of the National Statistical Institutes:

ME	Montenegro	http://www.monstat.org
IS	Iceland	http://www.statice.is
MK ⁽¹⁾	the former Yugoslav Republic of Macedonia	http://www.stat.gov.mk
AL	Albania	http://www.instat.gov.al
RS	Serbia	http://www.stat.gov.rs
TR	Turkey	http://www.turkstat.gov.tr
BA	Bosnia and Herzegovina	http://www.bhas.ba
XK	Kosovo	http://esk.rks-gov.net/eng

: No data available

% Percentage

Italic Value is either an estimate or provisional and is therefore likely to change

The data for Serbia exclude Kosovo, which is under international administration in line with UNSCR 1244 and the ICJ Opinion on the Kosovo declaration of independence.

⁽¹⁾ Provisional code which does not prejudice in any way the definitive nomenclature for this country, which will be agreed following the conclusion of negotiations currently taking place on this subject at the United Nations.