

DATA COLLECTION ABOUT CARE, MIGRATION, LABOUR AND GENDER REGIME IN SELECTED COUNTRIES OF THE WESTERN BALKAN

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Introduction

Care migration scholarship proposed the analysis of the cross-section of contextually specific care, migration, labour and gender regimes (Williams and Gavanas, 2008) to provide for understanding of care movements and their comparison between countries. While this approach is, with few exceptions, concerned by the situation in the receiving countries, Bahna (2021) in his analysis of care mobilities from Slovakia to Austria complements it by analysing also the economic situation in the sending country. He shows that this care movement was fuelled not only by the Austrian legalization policies of employment of migrant care worker in private household, but also by the crisis induced unemployment rise and low wages in Slovakia. Contrasting the particular contexts of the sending and receiving countries helps to understand the transnational inequalities and interdependences that are embedded in care movements.

Involvement of the migrant care workers from Western Balkan (Bosnia and Herzegovina, Serbia, North Macedonia, Kosovo, Albania, and Montenegro) in the European geopolitical economy of senior care is particularly invisible on the European research agenda. Due to their historically different socio-economic contexts, and their different involvement in nation state building conflicts, the former Yugoslavia countries have positioned themselves differently within the European integration and capitalism. In this report, we present up-to-date statistics that provide insights into the migration, care economy, employment and gender equality situation in selected countries that are the source of migrant care workers in institutional care for the elderly in Slovenia: mainly Bosnia and Herzegovina, Serbia and Croatia, to a lesser extent Macedonia and to a minimal extent Montenegro. The report also includes data from Slovenia, which allows for an immediate comparison between the destination country and the countries of origin of migrant care workers. This report pursues a thesis based on system theory, that structural characteristics of the semi-periphery make the care, gender, migration and employment regimes qualitatively different from those in the European centre and periphery Wallerstein (1976).

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Bosnia and Herzegovina:

Demography:

Number of citizens:

The last census in Bosnia and Herzegovina was held back in 2013, when the population was 3,531,159 mil inhabitants. (Gekić et al, 2020). Due to the political tensions in the country, no other census was held since. According to the Institute for Statistics of the Federation of Bosnia and Herzegovina, the population of the Federation of Bosnia and Herzegovina in June 2022 was 2,156,846. There is no data about the population of the Republic of Srpska.

- *UNFPA- 3, 2 mil (2022)*
- *World Bank- 3,263,459 mil (2021)*
- *UNICEF- 3,233,527 (2020)*
- *Eurostat-no data for 2021, 2022*

Ethnicity:

According to the most recent census in 2013, the ethnicity of Bosnia and Herzegovina is as follows: Bosnians (50, 1%), Serbs (30, 8%), Croats (15, 4%), rest (3, 7%). There is no reliable information source on the ethnicity of people from Bosnia after the census in 2013.

Share of 65+:

According to the UNFPA Report (2019), it is difficult to obtain a systematic and wholesome picture of the reality of the rate of population aged 65 or older. This is because the information is not available in many regions in Bosnia, and these regions are often not included in statistics or in research on this topic. Moreover, when the demographic information does exist, it is often not divided according to the age groups. According to the World Bank (2021) and UNFPA data (2022), the number of people aged 65+ is **604,764 (19% of the population)**. According to the OECD database (2019), the latest available data collected for Bosnia and Herzegovina showed that the rate of people aged 65+ is 17.2% and according to the Ministry of Human Rights and Refugees of Bosnia and Herzegovina (December 2020), the share of population aged 65+ was 16.5% in 2019. According to the ESPN report (2021) in the five-year period since the last census (2013), the share of people aged 65 and older has increased by 1.76 percentage points, up to 15.96% in 2018, which indicates a rapid ageing process. The United Nations estimates that, within a ten-year period, the Bosnia and Herzegovina population will decrease to 3.1 million, with the share of the population aged 65+ reaching 24.1%..

https://www.popis.gov.ba/popis2013/doc/Knjiga2/K2_S_E.pdf

https://ba.unfpa.org/sites/default/files/pub-pdf/psa_bih_final_november_2020_bcs_0.pdf

<https://www.unfpa.org/data/world-population/BA> <https://data.worldbank.org/indicator/SP.POP.65UP.TO.ZS?locations=BA>

<https://www.oecd-ilibrary.org/sites/2cc279e8-en/index.html?itemId=/content/component/2cc279e8-en>

<https://unece.org/sites/default/files/2022-07/mipaa20-report-bosnia%20and%20herzegovina.pdf>

file:///C:/Users/Dell/Downloads/Long_term_care_for_older_people_Bosnia_a.pdf

Average age of Birth giving:

According to the data of the Agency of Statistics of Bosnia and Herzegovina (2020) the average age of mother at birth giving is **27,81**. The latest Eurostat Report (2021) on the average age of women at their first childbirth does not include the information on Bosnia and Herzegovina, nor does the OECD latest report.

Average number of Children per Women:

According to UNFPA database (2022), the total fertility rate in Bosnia and Herzegovina was **1.2**. According to the data of the Agency of Statistics of Bosnia and Herzegovina (2020), the total fertility rate (number of children per women) is 1,185. According to CEB- Council of Europe Developmental Bank, [Bosnia and Herzegovina had the region's \(Western Balkans\) lowest birth rate- 1.25 in 2019](#). Eurostat database does not contain information on fertility rate in Bosnia and Herzegovina.

http://europa.ba/wp-content/uploads/2022/02/FAM_00_2021_TB_1_BS.pdf

<https://ec.europa.eu/eurostat/web/products-eurostat-news/-/ddn-20210224-1>, https://www.oecd.org/els/soc/SF_2_3_Age_mothers_childbirth.pdf

<https://www.unfpa.org/data/world-population/BA>

https://bhas.gov.ba/data/Publikacije/Bilteni/2021/DEM_00_2020_TB_1_BS.pdf

https://coebank.org/media/documents/Social_Infrastructure_in_the_Western_Balkans.pdf

https://ec.europa.eu/eurostat/statistics-explained/index.php?title=Enlargement_countries_-_population_statistics&oldid=560967#Fertility_rates

Labor:

GDP:

According to the Agency of Statistics of Bosnia and Herzegovina, The real GDP growth in the second quarter of 2022, compared to the same quarter of the previous year, amounted **5, 9%**. According to seasonally adjusted data, GDP increased by 1,6% in the second quarter of 2022, as compared to the previous quarter. According to the IMF report (October 2022), the real annual GDP growth rate in Bosnia and Herzegovina is **2.4%**. The difference in result is due to the difference in calculation. Agency of Statistics of Bosnia calculated real GDP growth on a quarterly level, while the IMF did so on an annual level. The real annual GDP growth in 2021 was 7.1, according to the World Bank data.

Minimum wage:

As of January the 1st 2022, the minimum wage in the Federation of Bosnia and Herzegovina is 543 BAM (**277 euros net**), while the number is slightly higher for the Republic of Srpska –approximately 590 BAM (**300 euros net**). *Note. Non-official sources (Radio Slobodna Evropa).* According to the Friedrich-Ebert-Sifting Report (2020), the minimum legal monthly wage in Bosnia and Herzegovina is 520 BAM/**266 euros**. According to the latest ESPN report on Bosnia and Herzegovina (2019), the minimum monthly net wage is **225.60 euros** in the Republic of Srpska, while in the Federation of BiH it ranges between 168-193 euros per month.

https://bhas.gov.ba/data/Publikacije/Saopštenja/2022/NAC_02_2022_Q2_1_BS.pdf

<https://www.imf.org/en/Countries/BIH>

<https://data.worldbank.org/indicator/NY.GDP.MKTP.KD.ZG?locations=BA>

<https://library.fes.de/pdf-files/bueros/sarajevo/17436.pdf>

[file:///C:/Users/gost/Downloads/ESPN_BA_TR1_2018-19%20on%20in-work%20poverty_final%20\(2\).pdf](file:///C:/Users/gost/Downloads/ESPN_BA_TR1_2018-19%20on%20in-work%20poverty_final%20(2).pdf)

Unemployment/Employment share:

According to the Agency of Statistics of Bosnia and Herzegovina, the rate of unemployment is **16%**- 361,774 (July 2022). The number of unemployed women is 209, 75 which makes it 58% of all unemployed people. The total number of employed people is **837,244** (44% females vs 56% males). These statistics apply to **registered** unemployment/employment people only, and the real numbers of unemployed people could be higher. According to OECD data and ILO report (2020), female labor force participation stood at 36.7% in 2020, below the Western Balkan average of 40.7%. Women's participation is about 23 percentage points below that of men in Bosnia and Herzegovina (compared to 20 percentage points on average in the Western Balkans). According to the World Bank data (2021), the unemployment rate (the unemployment rate of the total workforce) was 14.9% in 2021, and according to the International Labor Organization, it was 16% in the Q3 2021, mainly affecting young population aged 15-24.

https://bhas.gov.ba/data/Publikacije/Saopštenja/2022/LAB_03_2022_07_1_BS.pdf

<https://documents1.worldbank.org/curated/en/099645110202232628/pdf/P1794780788f6b0590aa6103e5d068ba4f3.pdf>

<https://www.oecd-ilibrary.org/sites/6dc1a53c-en/index.html?itemId=/content/component/6dc1a53c-en>

https://bhas.gov.ba/data/Publikacije/Saopštenja/2022/LAB_02_2022_07_1_BS.pdf

<https://data.worldbank.org/indicator/SL.UEM.TOTL.NE.ZS?locations=BA>

https://www.ilo.org/budapest/countries-covered/bosnia-herzegovina/WCMS_471903/lang--en/index.htm

Working time:

According to the Labor Law of the Federation of Bosnia and Herzegovina, the full time employment translates to **40** working hours per week. According to the Labor Law of the Republic of Srpska, the number of weekly working hours is 40, the same as in the Federation. Working hours per week can be a **minimum of 36 hours and 52 hours maximum**, with the exception for seasonal workers who can work up to 60 hours per week.

Part time work:

According to the Labor law of the Federation of Bosnia and Herzegovina and the Republic of Srpska, the number of hours required for part time work is not clearly defined, apart from stating that it cannot be less than $\frac{1}{4}$ of full working hours (meaning that it should consist of **minimum 10 working hours** per week).

Informal Economy:

According to the International Labor Organization (ILO), the share of informal employment was **14, 3%** in 2020, while for the UNDP data (September 2020) the informal economy rate is estimated to be around 20%. According to the International Labor Organization (ILO) labor force survey, the share of informal employment was 30.5% in 2019. The exact information on rate of informal employment is hard to obtain, but it is estimated to be even higher than the reported percentages.

Average Salary:

According to the Agency of Statistics of Bosnia and Herzegovina, the average salary is 1,134 Bosnian BAM (**580 euros net**), as of Q3 2022.

Gender based Pay gap:

According to the European Commission report, (October 2022), women are estimated to earn on average 78% to 85% of a man's salary for the same position. The gender pay gap remains significant at around **25%**. According to the UNDP Report, female participation in the labor work force (2021) in Bosnia and Herzegovina is only 32, 26%. The Gender Development Index (which measures gaps in human development achievements by accounting for disparities between women and men in three basic dimensions of human development – health, knowledge and living standard), is at 0.940, which indicates a significant room for improvement. According to the OECD, female labor force participation stood at 36.7% (2020), below the Western Balkan average of 40.7%. Women's participation is about 23 percentage points below that of men in Bosnia and Herzegovina (compared to 20 percentage points in the Western Balkans).

<https://ilostat.ilo.org/topics/informality/#>
[https://www.undp.org/sites/g/files/zskgke326/files/migration/ba/The UN Socioeconomic Impact Assessment of the COVID19 crisis in BiH.pdf](https://www.undp.org/sites/g/files/zskgke326/files/migration/ba/The_UN_Socioeconomic_Impact_Assessment_of_the_COVID19_crisis_in_BiH.pdf)
[file:///C:/Users/Dell/Downloads/Budapest Profiles%202020 Template 22052020.xlsx%20-%20BiH.pdf](file:///C:/Users/Dell/Downloads/Budapest_Profiles%202020_Template_22052020.xlsx%20-%20BiH.pdf)
<https://bhas.gov.ba/>
https://neighbourhood-enlargement.ec.europa.eu/bosnia-and-herzegovina-report-2022_en
<https://www.undp.org/bosnia-herzegovina/gender-equality-and-empowerment-women>
<https://www.oecd-ilibrary.org/sites/6dc1a53c-en/index.html?itemId=/content/component/6dc1a53c-en>

Gender based Pension gap:

According to the ESPN report (2021), the entity pension funds do not keep a record of the pension entitlements of men and women. Therefore, it is not possible to estimate gender differences in the level of pension entitlements. However, statistics show that pensioners are at the greatest risk for material deprivation, and women have higher risk of being below the poverty threshold as compared to men (74,6% for women, and 67,2% for men) . According to the International Labor Organization (ILO) Report from 2020, the average pension in Bosnia and Herzegovina is 200 euros per month in the Republic of Srpska, while it is 217 euros in the Federation of Bosnia and Herzegovina. The total number of pensioners in Bosnia and Herzegovina is 680,758 (48, 6% men vs 51, 4% women). According to the USAID Report (2019), 20% of women 65+ have no pension at all, compared to 5% of men of that age group. Gender based pension gap was 13% in the Federation of Bosnia and Herzegovina in 2018 (Pijalović et al,2020).

Average working period:

No reliable source of information.

Average age at pension:

file:///C:/Users/gost/Downloads/ESPN_BA_pension-adequacy_2021.pdf
https://www.ilo.org/wcmsp5/groups/public/---europe/---ro-geneva/---sro-budapest/documents/publication/wcms_842892.pdf
https://pdf.usaid.gov/pdf_docs/PA00WG6T.pdf
[file:///C:/Users/gost/Downloads/ESPN_BA_pension-adequacy_2021%20\(1\).pdf](file:///C:/Users/gost/Downloads/ESPN_BA_pension-adequacy_2021%20(1).pdf)
<https://data.unwomen.org/country/bosnia-and-herzegovina>
[file:///C:/Users/gost/Downloads/ESPN_BA_TR1_2018-19%20on%20in-work%20poverty_final%20\(3\).pdf](file:///C:/Users/gost/Downloads/ESPN_BA_TR1_2018-19%20on%20in-work%20poverty_final%20(3).pdf)
<https://bhas.gov.ba/Calendar/Category/38?lang=bs>
<https://hrcak.srce.hr/file/381057>

According to the ESPN report (2021), in both entities: Republic of Srpska and the Federation of BiH, the general pensionable age is 65. However, there are certain exceptions to this rule. In the RS, women may retire at the age of 56, provided they have at least 35 years of insurance; meanwhile, in the FBiH, this is the case for women aged 56.5 and for men aged 61, if they have at least 31.5 years and 36.5

https://webgate.ec.europa.eu/isdb_results/factsheets/country/overview_serbia_en.pdf
https://ec.europa.eu/economy_finance/forecasts/2022/spring/ecfin_forecast_spring_2022_rs_en.pdf
<https://publikacije.stat.gov.rs/G2022/Pdf/G20223010.pdf>
https://www.ipc.rs/statisticki_podaci/2022/minimalna-zarada2022
<https://www.zup.co.rs/materijali/Tabela%206L.pdf>
<https://publikacije.stat.gov.rs/G2021/pdf/G202122002.pdf>
<https://www.stat.gov.rs/sr-latn/oblasti/trziste-rada/anketa-o-radnoj-snazi/>

years of insurance, respectively. In the RS, both men and women with 40 years of insurance can retire irrespective of age, while in the FBiH such people can retire at the age of 62. The average effective retirement age in both entities is below the pensionable age of 65. However, this indicator is available only for the RS: there, in 2019, the average effective retirement age at which the old-age pension is claimed was **61 for men and 58.5 for women** (ESPN, 2021).

Poverty rate:

According to the UN women data from 2020, the proportion of population living below the national poverty line is **16,9%** (2020). According to the European Commission Report (2019), In Bosnia and Herzegovina (BiH), Household Budget Surveys (HBS) serve as the main reference point for poverty analysis. The last HBS was conducted in 2015. We estimate that the overall risk for in work poverty (IWP) rate was 24.5% in 2015, meaning that 237,943 employed persons earned less than EUR 104.60 per month and were at risk of IWP . The most recent data on poverty rate of the Statistics Agency of Bosnia and Herzegovina shows that the rate of poor households was 16,5% (2015). The methodology used by ESPN and the Statistics Agency of Bosnia and Herzegovina is very different, hence the difference in the poverty rate.

Care:

GDP for Childcare:

According to UNICEF Report (2020), the actual expenditure on families with children, persons with non-war-related disabilities, and all other vulnerable individuals in BiH is between **1 and 1.2 per cent** of GDP, the lowest in the region. There is no reliable data on childcare expenditure alone.

<https://www.unicef.org/bih/media/4971/file/Situation%20Analysis%20of%20Children%20in%20Bosnia%20and%20Herzegovina.pdf>

https://bhas.gov.ba/data/Publikacije/Saopstenja/2022/EDU_07_2021_Y2_2_BS.pdf

file:///C:/Users/gost/Downloads/ESPN_BA_long-term-care_20212.pdf.

https://bhas.gov.ba/data/Publikacije/Saopstenja/2022/NHA_01_2020_Y1_1_BS.pdf

Children in kindergartens:

According to the Agency of Statistics of Bosnia and Herzegovina (2022), the number of children in kindergartens/ preschool institutions is **33,200** (48% girls vs 52% boys). The ratio of children in public pre-school institutions is 63%, while the remaining 37% attends private institutions.

GDP for long term care:

According to ESPN latest Report (2021), LTC schemes and services constituted merely 0.55% of the country's GDP in 2017 (which is among the lowest in Europe) out of which 82% pertained to the system of social protection and the remaining part to healthcare. Spending on LTC in the health realm has been stable at **0.10%** of GDP. According to the Agency of Statistics of Bosnia and Herzegovina, long-term care services, preventive health care and health administration are almost exclusively financed out of public expenditures in Bosnia and Herzegovina and the total expenditure on long-term care in 2020 was 37,181 million KM. According to Eurostat report (2019), costs of care are generally paid out of pocket: in 2017, only 12.6% of residents in adult placement institutions had their stays fully covered from public budgets. 64.5% of residents had to pay fully from their own pocket

No. Of users of long term care:

According to the Agency for Statistics of BiH (2019) the number of adults in eldercare institutions has increased substantially in recent years (by 65% since 2013) to 6,284 in 2018. This is the most recent information on the number of users of long-term care in Bosnia and Herzegovina (ESPN Thematic Report, 2021).

<file:///C:/Users/gost/Downloads/ESPN%20-%20Flash%20report%202019%20-%2038%20-%20BiH%20-%20July%202019.pdf>
<https://www.unicef.org/bih/media/6476/file/Federation%20of%20Bosnia%20and%20Herzegovina%20Social%20Inclusion%20Strategy.pdf>

file:///C:/Users/gost/Downloads/ESPN_BA_long-term-care_20212.pdf

file:///C:/Users/gost/Downloads/ESPN_BA_long-term-care_20212.pdf

https://bhas.gov.ba/data/Publikacije/Bilteni/2022/SOC_00_2021_TB_1_BS.pdf

https://www.academia.edu/50943352/Long_term_care_for_older_people_Bosnia_and_Herzegovina

<https://bhas.gov.ba/Calendar/Category/13>

<file:///C:/Users/Dell/Downloads/ESPN-Thematic-Report-on-long-term-care-for-older-people-Bosnia-and-Herzegovina.pdf>

No. Of public services (eldercare homes):

According to the most recent ESPN Report (2021) on Bosnia and Herzegovina, 49 institutions in the Federation of Bosnia and Herzegovina (2018) deliver the number of institutional eldercare. In the Republic of Srpska (2019), there were four public institutions. Total number of public eldercare institutions in Bosnia and Herzegovina is 53.

No. Of private services:

There are **30** private institutions in Brcko district, as of 2019. In the Republic of Srpska there were **32** private or operated by non-profit residential institutions for the elderly in 2019. The exact number of private eldercare institutions cannot be accurately calculated, as there is no eldercare law in Bosnia that regulates the residential institutions for eldercare, therefore a lot of institutions open without the license, and are not registered. (ESPN Thematic Report, 2021).

No. Of beds in eldercare homes:

There is no information.

No. Of employees in social care sector:

According to the Agency of Statistics of Bosnia and Herzegovina (2021), the total number of employees in **social welfare centers** is **1,680** (26% males vs 73% females), while the total number of **social workers** is **561**. According to the latest ESPN Report, comprehensive indicators on the number of formal and informal LTC workers in terms of their number and characteristics are not available. The only available data are on the number of employees in institutions for the elderly for the two entities. The total number of employees in both

entities working in the residential institutions for the care of the elderly is **948**. According to the latest ESPN Report (2021), care workers working in the formal sector in BiH have to have a certain educational background to perform such services. As BiH has been facing significant emigration by its younger population to the EU, and especially medical and care workers who generally have low wages in this sector in BiH, more significant workforce shortages may be expected.

No. Of users per carer:

Given that there is no comprehensive information on the LTC workforce, it is difficult to assess whether or not the sector is facing workforce shortages. Some reports do suggest that this is the case, at least when it comes to the number of trained medical professionals who would be able to treat elderly patients with certain medical conditions.

Average salary in social care:

According to the data from the Agency of Statistics of Bosnia and Herzegovina, the net salary in social work without accommodation, as of 2022, is 1.098 (**562 euros**). On the other hand, the net salary for residential care facilities is 956 (**490 euros**).

Migration:

Emigration:

According to the Institute for Statistics of the federation of Bosnia and Herzegovina, the total number of emigrants in 2021 was 31.569 (including both entities and the Brcko district). According to the Heinrich Boll Stiftung Report (2020) the annual emigration rate is **0,7% to 1%** of the whole population. The main motives for emigration, according to the report are higher salaries, higher quality of life and opportunities for personal growth in destination countries and high corruption rate, low salaries, impacts of war and lack of perspective in the home country.

Bosnia and Herzegovina is the leading European emigrant country and is among the top emigrant countries in the world, more precisely 11th on the global scale. The total number of Bosnian emigrants in 2019 was 1,7 million people.

Data from the World Bank (2017), the frequency and rate of migration is higher in Bosnia than any other Balkan country (44,5%), compared to Serbia (18%), Croatia (20,9%) and even Albania (43,6%) which has been a country with the highest number of emigrants for a significant period of time. What makes Bosnian emigrants different, compared to other emigrants from Balkan, is that they are usually highly educated (30% of all emigrants).

Labour Migration:

https://webgate.ec.europa.eu/isdb_results/factsheets/country/overview_serbia_en.pdf
https://ec.europa.eu/economy_finance/forecasts/2022/spring/ecfin_forecast_spring_2022_rs_en.pdf
<https://publikacije.stat.gov.rs/G2022/Pdf/G20223010.pdf>
https://www.ipc.rs/statisticki_podaci/2022/minimalna-zarada2022
<https://www.zup.co.rs/materijali/Tabela%206L.pdf>
<https://publikacije.stat.gov.rs/G2021/pdf/G202122002.pdf>
<https://www.stat.gov.rs/sr-latn/oblasti/trziste-rada/anketa-o-radnoj-snazi/>

According to the Heinrich Boll Stiftung Report (2020), the biggest reason for emigration is employment. Interestingly, 42,6% of residence permits were issued for a limited period of 3 to 12 months, and less than 10% of those who leave deregister their residence in Bosnia and Herzegovina, which suggests a considerable share of emigration is circular/temporary.

States:

According to the Heinrich Boll Sifting Report (2020), Bosnians mostly emigrate to **Germany and Austria** (22% of all emigrants), as well as to **Croatia and Serbia** (44%). According to the UNDP National Human Development Report (2020), the majority of Bosnian emigrants choose to work in Germany and Austria, followed by Croatia, Slovenia, Czech Republic, Hungary, Norway and Sweden.

<https://fzs.ba/wp-content/uploads/2022/02/Migracija-stanovnistva-2021.pdf>
<file:///C:/Users/gost/Downloads/2020%20CP%20-%20Bosnia%20ed%20Erzegovina%20EN.pdf>
https://isim.zrc-sazu.si/sites/default/files/con3post_regional_case_studyatsibih_published_09072020_0.pdf
https://www.undp.org/sites/g/files/zskgke326/files/migration/ba/NHDR_2020_ENG.pdf
<file:///C:/Users/Dell/Downloads/FS-Migration-Crisis-BiH-Feb2021-BA.pdf>
<https://www.kas.de/documents/252038/10987758/Slike+iz+Bosne+i+Hercegovine.pdf/bf0d8927-c670-7152-52e4-0c3a0fb5bccf?version=1.0&t=1611806225168>
<https://www.kas.de/documents/252038/10987758/Slike+iz+Bosne+i+Hercegovine.pdf/bf0d8927-c670-7152-52e4-0c3a0fb5bccf?version=1.0&t=1611806225168>
https://coebank.org/media/documents/Social_Infrastructure_in_the_Western_Balkans.pdf
<https://data.worldbank.org/indicator/BX.TRF.PWKR.CD.DT?locations=BA>
https://ec.europa.eu/eurostat/statistics-explained/images/e/ed/Inbound_personal_remittances%2C_2020_%28%25_of_GDP%29.png
<https://library.fes.de/pdf-files/bueros/sarajevo/16523.pdf>

Immigration:

Bosnia and Herzegovina is not a popular place for migration. Hence, when we talk about immigrants in Bosnia, we usually focus on refugees and asylum seekers. Around **10,000 migrants** reside in Bosnia as of 2022. They usually see Bosnia as a transit country to the west/EU. According to the UNHCR Report, there were 16,150 migrants in total in Bosnia (2020).

States:

Pakistan, Afghanistan, Iraq and Bangladesh.

Remittances:

Remittance inflows (when controlled for inflation) dropped considerably in 2020, by -9.8%. Therefore, According to the World Bank data, the remittances inflows in 2020 were 1.92 billion euros. According to Eurostat (2020), the inflows of personal remittances accounted for **9.3%** of the country`s GDP in 2020. Remittances have been on a downward trend, but remained high at around 8 per cent of GDP in 2020 and 2021, possibly due to the lower disposable income of the diaspora as a result of the pandemic-induced crisis

Serbia:

Demography:

Population:

- *World Economic Forum Report (2022)* - the total population of Serbia is 6.9 million (3.52 million females vs 3.38 million males).
- *UNDP Serbia- National Human Development Report 2022* (excluding Kosovo and Metohija): **6,87** milion
- *Statistical office of the Republic of Serbia (January 2022)*- 6,797,105 (excluding Kosovo and Metohija)
- *World Bank (2021)*- 6,844,078 milion (excluding Kosovo and Metohija)
- *Eurostat Report (January 2021)*- 6,9 milion

Note: Serbia has the most rapidly declining population in the world due to years of emigration and declining fertility rates. In the past two decades, the number of people has dropped by a million. Republic of Serbia has recognized this demographic change as an issue and a priority. (Eurostat Report 2022).

https://webgate.ec.europa.eu/isdb_results/factsheets/country/overview_serbia_en.pdf
https://ec.europa.eu/economy_finance/forecasts/2022/spring/ecfin_forecast_spring_2022_rs_en.pdf
<https://publikacije.stat.gov.rs/G2022/Pdf/G20223010.pdf>
https://www.ipc.rs/statisticki_podaci/2022/minimalna-zarada2022
<https://www.zup.co.rs/materijali/Tabela%206L.pdf>
<https://publikacije.stat.gov.rs/G2021/pdf/G202122002.pdf>
<https://www.stat.gov.rs/sr-latn/oblasti/trziste-rada/anketa-o-radnoj-snazi/>

Ethnicity:

According to the Statistical Yearbook of the Government of Serbia, the last census in Serbia took place in 2011. The data did not include the southern province of Kosovo. According to the census, the majority of Serbia population are Serbs (83,3%) followed by Hungarians (3,5%), Roma (2,1%), Bosnians (2%), Slovak (0,7%) and Montenegrin (0,5%). 2% of the population of Serbia did not want to declare. No reliable information on ethnicity can be obtained for Serbia after 2011 census.

Share of 65+:

According to the Statistical Yearbook of the Government of Serbia (2021), the percentage of the population aged 65+ is **21, 1%**.

Average age of Birth giving:

According to the Statistical Yearbook of the Government of Serbia (2021), the average age of a women at the time of giving birth of the first child is **28,8**.

https://www3.weforum.org/docs/WEF_GGGR_2022.pdf

(Stanojević et al, 2022) ISBN-978-86-7728-354-4

(ISBN 978-92-76-51221-9 doi:10.2785/2423)

(Eurostat Report 2022) (ISBN 978-92-76-51221-9 doi:10.2785/2423)

<https://publikacije.stat.gov.rs/G2021/Pdf/G20212054.pdf>

<https://publikacije.stat.gov.rs/G2021/Pdf/G20212054.pdf>

<https://publikacije.stat.gov.rs/G2021/Pdf/G20212054.pdf>

https://ec.europa.eu/eurostat/statistics-explained/index.php?title=Enlargement_countries_-_population_statistics&oldid=560967

<https://publikacije.stat.gov.rs/G2021/Pdf/G20212054.pdf>

Average Number of Children per Women:

According to the Eurostat report (2019), the total fertility rate (average number of children per women) in Serbia is **1,5**. According to the World Bank data (2020) the fertility rate remained the same (1,5). According to the Statistical Yearbook of the Government of Serbia, the fertility rate is below the threshold of simple reproduction -1,48 (2020).

Labor:

GDP:

According to the European Commission Report (2021), the real annual GDP growth in 2021 was 7,5%. According to the Statistical office of the Republic of Serbia Report (Q2 2022), in the second quarter of 2022 the real annual GDP was **3,9%**, as compared to the same period last year.

Minimum wage:

The minimum wage in Serbia, as of October 2022 is 33,804 Serbian dinars net (**288 euros**). According to the Eurostat database, the gross monthly wage in Serbia was the lowest compared to all the EU countries, except Bulgaria (Q2 2021)

https://webgate.ec.europa.eu/isdb_results/factsheets/country/overview_serbia_en.pdf
https://ec.europa.eu/economy_finance/forecasts/2022/spring/ecfin_forecast_spring_2022_rs_en.pdf
<https://publikacije.stat.gov.rs/G2022/Pdf/G20223010.pdf>
https://www.ipc.rs/statisticki_podaci/2022/minimalna-zarada2022
<https://www.zup.co.rs/materijali/Tabela%206L.pdf>
<https://publikacije.stat.gov.rs/G2021/pdf/G202122002.pdf>
<https://www.stat.gov.rs/sr-latn/oblasti/trziste-rada/anketa-o-radnoj-snazi/>

Unemployment/Employment share:

According to the Statistical office of Serbia, the employment rate in the second quarter of 2022 is **50,9%** (2.953.500 people in total). The unemployment rate, as of second quarter of 2022 is **8,9 %** (287,200 people in total).

Working time:

According to the labor law, the legal working hours are **40 hours** per week. The minimum number of hours is 36 weekly, and the maximum number of hours (overtime) can't be more than 12 additional hours (52 hours per week). According to the latest Eurostat report for Serbia, the average number of working hours per week is **43,2**.

Part time work:

According to the labor law, part-time work requires a minimum of **10 hours** a week.

<https://www.elfak.ni.ac.rs/downloads/akta/zakon-o-radu.pdf>
https://appsso.eurostat.ec.europa.eu/nui/show.do?dataset=lfsa_ewhuis&lang=en
https://www3.weforum.org/docs/WEF_GGGR_2022.pdf
<https://ilostat.ilo.org/topics/informality/#>
<https://www.oecd.org/south-east-europe/programme/Labour-Migration-report.pdf>
file:///C:/Users/gost/Downloads/ESPN_RS_long-term-care_2021.pdf

Informal Economy:

According to the World Economic Forum Report (2022), the rate of informal economy is **17%** as of 2022. According to the International Labor Organization most recent labor survey, the share of informal employment was 17% as of 2020. When it comes to informal economy in long-term care, according to the latest ESPN Report (2021) on Serbia, the coverage of old people (65+) by public sector day care services was extremely low, at 0.28%, as only 19 licensed organisations provided services, for 3,934 people. However, this type of care is traditionally provided through undeclared work – the informal economy in Serbia is extensive, with a 19.5% rate in 2018 (RSO, 2020b). There are no data on the number of informal carers in Serbia.

Average Salary:

According to the Statistical office of the Republic of Serbia Report (2022), in the second quarter of 2022, the gross average salary was 100,937 dinars (860 euros), while the average net salary is 73,114 dinars (**623 euros**).

Gender based Pay gap:

A European Commission report for Serbia argues that women are the most discriminated group in the labor market in Serbia after Roma people (European Commission 2016). After conducting a thorough literature review on the topic of gender based pay gap, what was found is that the

most recent information on gender based pay gap can be found in an article by Zarkovic-Rakic et al, 2018, in which the adjusted pay gap was 13.2% and the unadjusted **10.5%** (2015). OECD database does not contain information on the gender based pay gap in Serbia. According to the World Economic Forum (Global Gender Gap Report, 2022) Serbia ranked 23rd on Global Gender Gap Index (out of 146 countries) with the score of 0.779. Labor Force Participation rate is 46.62% for females and 62.27% for males, indicating a significant room for improvement. In Serbia, women's labour-market inactivity rate in 2020 was 53.5 per cent, whereas men's rate was 28.1 per cent (ILOSTAT, 2020)

Gender based Pension gap:

According to the European Social Policy Network (ESPN), The gap between women and men in terms of pension income was **18.3%** in 2018. According to RZS (2017), this difference in pension is due to men's longer working period, as compared to women's, as well as due to men receiving higher salaries during their working years, as compared to women. According to National Human Development Report (2022), women's pensions are lower than men's by about 20% because of accumulated consequences of their less favorable labor market position (RZS, 2020).

Average working period:

According to RZS (2017), the average number of working years is **34 for men and 30 for women**. 31 years for elderly pension and 25 years for disability pension.

Average age at pension:

https://repositorio.cepal.org/bitstream/handle/11362/48249/S2200294_en.pdf?sequence=1
file:///C:/Users/gost/Downloads/ESPN_RS_pension-adequacy_2021.pdf
file:///C:/Users/gost/Downloads/Uzroci_i_posledice_dosadasnjih_reformi_penzijskog_.pdf
<https://www.pio.rs/sr/starosna-penzija>
https://socijalnoukljucivanje.gov.rs/wp-content/uploads/2020/10/Ocena_kretanja_siromastva_CIR.pdf
https://repositorio.cepal.org/bitstream/handle/11362/48249/S2200294_en.pdf?sequence=1

According to the Pension and Disability Insurance Fund of the Republic of Serbia, the legal age for being eligible for pension is 65 years of age for men and 63 for women with at least 15 years of service. According to RZS (2017), the average age of elderly pension receivers is **69 for women and 72 for men**.

Poverty rate:

The absolute poverty rate was 7% in 2019, (7, 2% women vs 6, 9% men), meaning that 480,000 inhabitants/citizens of Serbia were not able to fulfill their basic existential needs. Regional differences can be spotted, with rural areas having higher poverty rates as compared to cities. Poverty threshold as of 2019 is 19,381 Serbian dinar per month (Ocena kretanja siromastva- Vlada Republike Srbije). Severe material deprivation is most common in men until the age of 64. For the elderly population, severe material deprivation affects more women than man (22, 3% for women vs 17, 9% for men), according to RZS (2017). Over one-fifth of the population in Serbia still lives in poverty. This is a higher percentage than in other Western Balkan countries. The “at risk of poverty” rate is **28 per cent**, compared to the EU average of 24 per cent. After social transfers, the rates fall to 23 per cent for Serbia and 16 per cent for the EU (Eurostat Database, 2021).

Care:

GDP for Childcare:

Childcare in Serbia is generally understood as care for children through to preparatory school age (between 5.5 and 6.5 years old) and after-school care for older children. Most childcare needs in Serbia are met by informal care or a combination of formal and informal care. Public spending on education has been historically low in Serbia. In 2017, education spending was around 4 per cent of GDP compared to an OECD average of 5.3 per cent (Eurostat, 2019) According to the

https://unece.org/sites/default/files/2021-08/Childcare_WE_Covid-19_%20Serbia.pdf

https://ec.europa.eu/eurostat/statistics-explained/index.php?title=Social_protection_statistics_-_family_and_children_benefits#Family.2Fchildren_expenditure_in_2019

European Commission Report (2019), expenditure on family-children benefits (social protection benefits) in Serbia amounted to **1.3% GDP**. According to UNECE (2021), in 2020 childcare coverage stood at **42.2%** (6 months to 3 years) and **65.3%** (3 to 5 years old).

Children in kindergartens:

According to the Statistical office of the Republic of Serbia, the total number of kindergartens in 2021/2022 was 463 (163 public and 300 private). The total number of children in kindergartens was **223 559** (48,3% girls and 51,7% boys). **64 per cent** of children aged between 3 and 6 were enrolled in kindergartens (OECD, 2020; UN Women, 2020)

GDP for long term care:

According to the Government of Republic of Serbia report, GDP for health and social care, as of 2021, was 1.1% (294.358 mil RSD). There is no information on GDP for long-term care specifically since 2019. According to Vracevic et al (2019), the average percentage of GDP that was spent on long-term care was 1.7%. According to the ESPN Report (2018), little was also spent on formal public care services and benefits for the elderly in 2017 (**0.45** per cent of GDP in 2017)

No. Of users of long term care:

According to Vracevic et al (2019) and the latest ESPN Report (2021), the total accommodation capacity in both public and private eldercare homes was **16.444**. According to 2019 data and the latest ESPN Report (2021), approximately **1.4 %** of the elderly were in residential care and almost half of the residents are in private care homes (Republički zavod

<https://www.oecd-ilibrary.org/sites/e140fa87-en/index.html?itemId=/content/component/e140fa87-en>

<https://publikacije.stat.gov.rs/G2022/Pdf/G20221083.pdf>

https://unece.org/sites/default/files/2021-08/Childcare_WE_Covid-19_%20Serbia.pdf

<https://publikacije.stat.gov.rs/G2022/HtmlL/G20221275.html>

<https://serbia.un.org/sites/default/files/2022-07/Building%20Human%20Capital%20for%20long%20term%20prosperity.pdf>

file:///C:/Users/gost/Downloads/ESPN_RS_long-term-care_2021.pdf.

za socijalnu zaštitu, 2020). In 18 EU countries, for which data are available in the OECD database, the proportion of persons aged 65+ in residential LTC facilities (excluding hospitals) is significantly higher, 3.8% on average (OECD,2021a). According to Red Cross Report, there were 14.120 elderly 65+ in residential elderly care facilities (68% women and 32% men) (in 31.12.2019) out of which more than half (56%) are older than 80, mostly women (74%). The number of elderly in residential institutions makes up **1%** of the elderly population in Serbia.

No. Of public services (eldercare homes):

According to the latest European Commission Report (2021), the total number of residential institutions and eldercare homes in Serbia was 249 (public and private) .According to the Government of the Republic of Serbia (2018), there are **40** public and 100 private residential care institutions/facilities.

No. Of private services:

According to the Government of the Republic of Serbia, there are **100** private residential care facilities, as of 2018.

No. Of beds in eldercare homes:

The majority of public facilities, 72%, accommodated 100 residents or more, whereas 48% of private facilities had capacity for 30 or fewer residents, and only 18% had capacity for 50 or more (RISP, 2020a). There is no reliable source on the exact number of beds in eldercare facilities.

No. Of employees in social care sector:

According to the latest OECD Report (2021), in 2018 there were **7,698 people** employed in facilities for residential care for older people in Serbia (including public residential care facilities for people with mental and/or physical disorders). Out of that number 65% were employed in state institutions, and 35% in private ones (RISP, 2020a, 2020b). Public facilities employed a higher proportion of professional staff (medical

file:///C:/Users/gost/Downloads/ESPN_RS_long-term-care_2021.pdf
<https://data.stat.gov.rs/Home/Result/2403040102?languageCode=sr-Latn>
<https://kirs.gov.rs/lat/migracije/migracioni-profil-republike-srbije>
https://www.etf.europa.eu/sites/default/files/2021-07/migration_serbia.pdf
<https://www.oecd.org/south-east-europe/programme/Labour-Migration-report.pdf>

workers and personal carers), 46%, more than the private sector (32%). Approximately 85% of workers in eldercare facilities were women in the period from 2015-2018.

No. Of users per carer:

The number of all LTC workers per 100 individuals (in residential care) was low, at **0.54**; it was even lower, at 0.22, if only professional staff are considered (RISP, 2020a). In both cases the ratio was much lower than the EU27 average for 2016, at 3.8 (OECD, 2019): the Serbian indicator, however, does not include day care service providers.

Average salary in social care:

According to the Statistical Office of the Republic of Serbia (August 2022), the average salary in health and social care is 107.452 Serbian dinars gross (916 euros), or 77.238 dinars net (659.44 euros). The average salary in social work with accommodation is 74.580 Serbian dinars gross (635.44 euros) and 54.199 dinars neto (462 euros). The average salary in social work without accommodation is 80.096 Serbian dinars gross (682.81 euros) and 58.121 neto (**495.47 euros**).

Migration:

Emigration:

According to the Government of the Republic of Serbia Report (2021), Serbia does not have an emigration database. Rather, the statistics regarding emigration can be obtained from Eurostat annual databases. According to the Eurostat Report (2020), the total number of Serbian emigrants in 2020 was 18,186 people. The total general number of Serbian emigrants in EU countries is 491,199. Some 14% of people who were born in Serbia live abroad, which is four times the world average of around 3.5%. According to the OECD database, the emigration rate of Serbians is **10 %**. Serbia has the highest rate of highly educated emigrants in the Western Balkan region, after Bosnia and Herzegovina.

<https://data.worldbank.org/indicator/SP.POP.TOTL?locations=ME>

<https://ec.europa.eu/eurostat/documents/2995521/8774296/3-28032018-AP-EN.pdf/dfd8ebdf-a6a4-4153-9ee9-2f05652d8ee0>

Labor Migration:

Serbia is among the top-ranked countries with the highest brain drain in the world. Economic drivers are the most important ones in the set of factors of emigration. Migrants from Serbia are the most likely to hold highly skilled occupations (28%), followed by migrants from Montenegro and Bosnia and Herzegovina (23%). According to Eurostat (2020), **40 867 Serbians** were granted first residence permits of an EU Member State, principally in Germany (38 %), Croatia (18 %) and Austria (8 %).

States:

According to Eurostat Report (2021), the majority of Serbian emigrants chose **Germany , Austria , Switzerland Italy, France, Slovenia, Sweden and Montenegro.**

Immigration:

According to the 2021 Report from the Government of the Republic Serbia, the total number of immigrants (with permanent residence in Serbia) was **10, 252**, whereas the total number of immigrants with temporary residence was **17, 560** (2021).

States:

According to the 2021 Report from the Government of the Republic Serbia, the majority of immigrants in Serbia are from **China** (21, 4%), followed by **Russian Federation** (14, 8%), **Romania** (7,7%), **North Macedonia** (7,0%) and **Ukraine** (4,4%).

Remittances:

According to the data of the National Bank of Serbia (NBS, 2019b), the vast majority of remittances come from Germany (28.7% of total), Switzerland (15.3%) and Austria (8.5%). The total number of remittances is 8% of the GDP. According to Eurostat (2020), the inflows of personal remittances accounted for **7.2%** of the country`s GDP. Serbia is the largest recipient of remittances in the region, with an inflow of USD 3.9 billion in 2020 (Figure 2.22). This was a slight decrease compared to 2019 (at USD 4.2 billion) and the record year 2018 (at USD 4.4 billion). Serbia is the country with the lowest share of households receiving remittances (12% in 2021), which implies that the large inflow of remittances the country received annually goes to a smaller share of the population compared to the other economies in the sample.

Montenegro:

Demography:

Population:

617,683 (January 2022) Monstat-Statistical office of Montenegro. There are 305, 174 males (49,4%) and 312,509 females (50,6%)

The last concensus was held in Montenegro in 2011, when the population was 625 266 inhabitants.

<https://onlinelibrary.wiley.com/doi/epdf/10.1111/imig.12710>

https://ec.europa.eu/eurostat/statistics-explained/images/e/ed/Inbound_personal_remittances%2C_2020_%28%25_of_GDP%29.png

<https://www.oecd.org/south-east-europe/programme/Labour-Migration-report.pdf>

Ethnic composition:

The last census in Montenegro was performed in 2011, where 44,98% of the population identified as ethnic Montenegrins, 28,73% as Serbs, 8,65% Bosnians, 4,91% Albanians, Muslims 3,3%. Other minority groups comprised 9,34%. There was no other census after the one back in 2011.

Share of 65:

As of January 1st 2022 Monstat data, the rate of people 65+ years is **16%** (98,848 people in total) whereas the percentage of females is 56,1% (55,431 females in total) and the percentage for males is 43,9% (43, 417 males in total).

Average age of birth giving:

No data

Average number of children per women:

1,8 according to the World Bank statistics, as well as MONSTAT (2020) . A value below 2.1 will cause the native population to decline

<https://data.worldbank.org/indicator/SP.POP.TOTL?locations=ME>

<https://ec.europa.eu/eurostat/documents/2995521/8774296/3-28032018-AP-EN.pdf/dfd8ebdf-a6a4-4153-9ee9-2f05652d8ee0>

<https://data.worldbank.org/indicator/SP.DYN.TFRT.IN?locations=ME>

http://pxweb.monstat.org/PXWeb/pxweb/sr/Demografija/Demografija_Osnovni%20demografski%20pokazatelji/tabela%201.px/table/tableViewLayout1/?rxid=5fb9dfcb-6fcf-4c55-b4d1-3064243a6a1f

Labour:

GDP:

According to MONSTAT, GDP in Q2 2022 was 1 395.8 million euros, while the real GDP growth was **12.7%**. In 2021 the real GDP annual growth was 12,4 % (IMF; World Bank) or 13% (Monstat).

Minimum wage:

450 euro net, according to the Europe now reform by the Ministry of Finance of Montenegro (as of January 2022).

Unemployment/Employment share:

According to the Labor Force Survey conducted by the Statistical office of Montenegro, the total rate/percentage of the unemployed, as of the second quarter of 2022 was **14, 6%** (16,7% males vs 12,1% females). Therefore, in 1000 inhabitants of Montenegro, 43 people are unemployed (27 males vs 16 females). According to the employment agency of Montenegro (ZZZ) the unemployment rate is 23,75% as of March 2022. The results significantly differ as different methodologies were used.

According to the Eurostat report (2020), the employment rate of people aged 20-64 years is **48%**.

According to OECD Report (2020) , the unemployment rate in Montenegro is 16, 9% of the total active population. https://www.oecd.org/south-east-europe/programme/Economies-2-Pagers_MNE_Interactif.pdf

<https://www.monstat.org/cg/novosti.php?id=3849>

<https://www.worldbank.org/en/news/press-release/2022/05/04/montenegro-faces-new-economic-headwinds-despite-strong-post-pandemic-recovery>

https://monstat.org/uploads/files/BDP/2021/Godisnji%20BDP%202021_crn.pdf file:///C:/Users/gost/Downloads/program-ekonomskih-reformi-crne-gore-2022-2024.pdf

file:///C:/Users/gost/Downloads/Evaluacija-aktivne-politike-trzista-rada-u-Crnoj-Gori-eng%20(1).pdf

<https://wapi.gov.me/download-preview/0da96f51-771a-4bf0-b6c5-91091805a73e?version=1.0>

<https://monstat.org/eng/page.php?id=22&pageid=22>

<https://www.zzzcg.me/wp-content/uploads/2022/04/Evidencije-nezaposlenih-lica-Izvje%C5%A1ta-o-radu-za-prvi-kvartal-2022.godine.pdf>

https://www.monstat.org/uploads/files/ARS/Metodolosko%20objasnjenje_ARS.pdf

Working time:

According to the Montenegrin Labor Act, full number of working hours is **40 per week**. No worker can work more than 48 hours, even with overtime. There is an exception of this rule which applies to seasonal work where the maximum number of working hours are 60. According to the Eurostat latest data report for Montenegro, the average working hours is **44,4h per week** (2020)

Informal Economy:

According to the Finance Ministry of Montenegro, the rate of informal employment is **20,6%** in 2022. The National Human Development Report for Montenegro (UNDP, 2020) estimates that every third workplace in Montenegro is located in the gray economy. Illegal work is most pronounced in construction, catering, tourism, trade, agriculture and transport activities. These sectors are most often associated with the seasonal nature of the Montenegrin economy and work engagements without concluding a formal employment contract or not reporting workers for the prescribed or adequate number of working hours (that is, working more hours than reported). It also includes illegal employees (without reporting or with improper reporting), by refusing to pay workers additional hours of work (when it becomes a legal requirement, for example in cases of overtime or night work), by paying wages or part of wages "on hand" or any other forms of illegal work. Illegal work most often occurs among young people, regardless of their qualifications or diploma, unskilled workers, unemployed elderly people who lost their jobs due to the transition, and even among pensioners.

https://ec.europa.eu/eurostat/statistics-explained/images/6/60/CPC22_Employment_rates_of_persons_aged_20-64_years%2C_by_gender%2C_2010_and_2020_%28%25_of_total_population%29.png

<https://www.gov.me/dokumenta/39fd6499-9069-48d0-a5ce-ecb04f1797ec>

https://appsso.eurostat.ec.europa.eu/nui/show.do?dataset=lfsa_ewhuis&lang=en

<https://www.gov.me/clanak/obim-i-struktura-neformalne-ekonomije-u-crnoj-gori-i-dalje-na-visokom-nivou-pokazatelji-ipsos-istrazivanja>

<https://openspace.etf.europa.eu/sites/default/files/2021->

[07/Migration%20human%20capital%20and%20labour%20market%20in%20Montenegro_Montenegrin%20version_0.pdf](https://openspace.etf.europa.eu/sites/default/files/2021-07/Migration%20human%20capital%20and%20labour%20market%20in%20Montenegro_Montenegrin%20version_0.pdf)

Gender based Pay gap:

According to UN Montenegro (2019), in Montenegro we do not have up-to-date and robust methodology for measuring the gender pay gap. According to the ILO Report (2019-2021) the unadjusted pay gap in Montenegro is **16%** (at the level of EU average), while the unadjusted remains the same, at 16 %, while the average for EU is 11%. Part of the gap can be explained by the fact that women are more frequently pushed into low paid occupations that are considered as traditionally female jobs despite better educational characteristics than men. Gender Equality Index for Montenegro is 55.0 (2019), which is the lowest compared to 27 EU countries and out of 4 non-EU countries for which the data was collected. In the calculation of the Gender Equality Index, there were 31 indicators used in 6 different domains (work, money, knowledge, time, power, and health). The indicators used are fully in line with the methodology of the European Institute for Gender Equality (EIGE), according to which they calculate this Index for all European countries. Data from the Action Plan for Achieving Gender Equality (2017-2021) shows that the gender pay gap in Montenegro is **13.9%** (file:///C:/Users/gost/Downloads/ESAP-Social-Rights-Pillar-Report-Montenegro.pdf).

https://www.ilo.org/wcmsp5/groups/public/---ed_mas/---program/documents/genericdocument/wcms_679155.pdf
<https://www.monstat.org/eng/page.php?id=1763&pageid=24>
<https://monstat.org/eng/page.php?id=72&pageid=72>
<https://data.worldbank.org/indicator/SI.POV.NAHC?locations=ME>
https://www.ilo.org/wcmsp5/groups/public/---europe/---ro-geneva/---sro-budapest/documents/genericdocument/wcms_676210.pdf

Gender based Pension gap:

According to the International Labor Organization, the average pension in Montenegro is **280 euros per month** (ILO, 2021). When it comes to the gender gap in pension income (65-79), the average pension of women was **12.7%** lower than that of men in March 2020, according to the PIO Fund. (file:///C:/Users/gost/Downloads/ESPN_ME_pension-adequacy_2021.pdf)

Average working period:

No data

Part time work:

According to the Montenegrin Labor Law, the minimum amount of working hours for part-time work is $\frac{1}{4}$ (**10 hours**) of the full time work.

Average salary MNE:

The average earnings (gross) in Montenegro in August 2022 are 886 Euro, while the average earnings without taxes and contributions (net) are **718 Euro**.

Average age at pension:

According to Fond PIO, eligible age for old age pension is **66 years for men, 64 for women**, as of 2022. There is no data on the average age of pension.

https://ec.europa.eu/eurostat/statistics-explained/images/6/60/CPC22_Employment_rates_of_persons_aged_20-64_years%2C_by_gender%2C_2010_and_2020_%28%25_of_total_population%29.png

<https://www.gov.me/dokumenta/39fd6499-9069-48d0-a5ce-ecb04f1797ec>

https://appsso.eurostat.ec.europa.eu/nui/show.do?dataset=lfsa_ewhuis&lang=en

<https://www.gov.me/clanak/obim-i-struktura-neformalne-ekonomije-u-crnoj-gori-i-dalje-na-visokom-nivou-pokazatelji-ipsos-istrazivanja>

<https://openspace.etf.europa.eu/sites/default/files/2021->

[07/Migration%20human%20capital%20and%20labour%20market%20in%20Montenegro_Montenegrin%20version_0.pdf](https://openspace.etf.europa.eu/sites/default/files/2021-07/Migration%20human%20capital%20and%20labour%20market%20in%20Montenegro_Montenegrin%20version_0.pdf)

Poverty rate:

According to the most recent Statistical office in Montenegro (MONSTAT) data, the total value of minimum consumer basket is 766 euros per month as of August 2022, as compared to 671 euros in December 2021. According to the World Bank data (2020), the rate of people at risk for poverty was **22,6%** (140,000 people, 1/5 of Montenegro's population) . There is no official statistics on the rate of absolute poverty. The most recent one dates back to 2013 when the absolute poverty rate was **8, 6%**, according to Statistical office in Montenegro (MONSTAT) data. According to ILO Report (2019-2021), Absolute poverty in Montenegro is low and is estimated to have declined from 8.7% in 2012 to 4.3% in 2016.

Care:

GDP for Childcare:

According to Eurostat (2019), the total expenditure on family-children benefits amounts to **0,6%** of GDP in Montenegro (2019)

Children in kindergardens:

23,008 (Monstat,2021/2022). According to Monstat, the total number of public institutions is 21 (22 114 children in total- 47% girls, 53% boys). The total number of private institutions is 31 (894 children in total- 46% girls and 54% boys). The total number of children in private (22) and public (21) kindergardens was **23 008** in 2021/2022 (10,986 **girls- 47,7%** and 12, 022 **boys- 52,3%**).

https://ec.europa.eu/eurostat/statistics-explained/index.php?title=Social_protection_statistics_-_family_and_children_benefits
http://pxweb.monstat.org/PXWeb/pxweb/sr/Socijalna%20za%c5%a1tita/Socijalna%20za%c5%a1tita_Socijalna%20zastita%20-%20ESSPROS/tabela2.px/table/tableViewLayout1/?rxid=36722b3f-2f7e-44d9-a395-6bc7c92b69e0
<http://www.monstat.org/cg/page.php?id=1676&pageid=76>.

GDP for long term care:

The financing of LTC is centralised and all public service providers are financed from the national budget (Eurostat, 2021). Expenditure on institutional care, shelter, in-house assistance and day care services for the elderly was €722,967 in 2019 (**0.015%** of GDP in 2018).

No. Of users of long term care:

In 2018, there were **474 users in total** (Institute for Social and Child Protection, 2019c). At the end of 2018, 181 residents were men and 284 women (ESPN, 2021).

No. Of public services (eldercare homes):

There are currently **six public institutions** for the care of the elderly in Montenegro, and three of them are residential care homes for the elderly (Eurostat, 2021) : Nursing home Grabovac in Risan, Nursing home Bijelo Polje, Pljevlja, Niksic and Special Institution Komanski most near Podgorica (SEE NPM Network,2020). A new public elderly home was opened at the end of 2020, located in the capital, Podgorica (JU Dom Starih, Podgorica).

No. Of private services:

According to the ESPN report (2021), there are **seven licenced NGOs** that provide eldercare. There were 13 centres for social work as public institutions and 59 NGOs that were not licensed. (file:///C:/Users/Dell/Downloads/ESPN_ME_long-term-care_2021.pdf).

No. Of beds in eldercare homes:

The total capacity of public homes accomodation in Montenegro was **549 people** in 2018. (Eurostat, 2021) In nursing home Risan, there are 12 single bed rooms, and 32 double bed rooms. In JU Dom starih, there are 36 single bed rooms, 97 double bed, 5 four bed rooms and 12 single

file:///C:/Users/Dell/Downloads/ESPN_ME_long-term-care_2021.pdf

<https://volksanwaltschaft.gv.at/downloads/10460/Montenegro%20-%20Handout%20-%20SEE%20NPM%20Network%20Meeting%20Salzburg.pdf>

file:///C:/Users/gost/Downloads/ESPN_ME_long-term-care_2021.pdf

apartments. In nursing home Bijelo Polje, all rooms are either double or three bed rooms. In Dom starih Pljevlja, there are single, double and three bed rooms, while there is no information for the two remaining eldercare homes: Komanski most and Dom starih Niksic.

No. Of employees in social care sector:

According to the ESPN Report, the total number of licenced personal care workers in 2019 was **483**. Out of the total care workforce, 46% were social workers, 12% were psychologists, 6% were pedagogues, 9% were sociologists, 2% were special pedagogues and fewer than 1% were defectologists or andragogues (ESPN,2021). Although Montenegro does not have a database of care workers, it is expected that the large majority of, if not all, carers are Montenegrin citizens. This is because care work is still not attractive for foreign citizens

No. Of users per carer:

No reliable sources.

Average salary in social care:

According to Monstat database (2021/2022), the average salary in Human health and Social work activities is **650 euros net** (minimum salary is 450euros).

https://ec.europa.eu/eurostat/statistics-explained/images/6/60/CPC22_Employment_rates_of_persons_aged_20-64_years%2C_by_gender%2C_2010_and_2020_%28%25_of_total_population%29.png

<https://www.gov.me/dokumenta/39fd6499-9069-48d0-a5ce-ecb04f1797ec>

https://appsso.eurostat.ec.europa.eu/nui/show.do?dataset=lfsa_ewhuis&lang=en

<https://www.gov.me/clanak/obim-i-struktura-neformalne-ekonomije-u-crnoj-gori-i-dalje-na-visokom-nivou-pokazatelji-ipsos-istrazivanja>

<https://openspace.etf.europa.eu/sites/default/files/2021->

[07/Migration%20human%20capital%20and%20labour%20market%20in%20Montenegro_Montenegrin%20version_0.pdf](https://openspace.etf.europa.eu/sites/default/files/2021-07/Migration%20human%20capital%20and%20labour%20market%20in%20Montenegro_Montenegrin%20version_0.pdf)

Migration:

Emigration:

According to the OECD report (2020) the total number of Montenegrin emigrants worldwide is **0,13 million**. The Statistical Office of Montenegro collects data on demographic indicators and internal migration, but does not publish data on international migration. According to the OECD data (2022), the emigration rate from Montenegro is **9%**. 28% of migrants from Montenegro are highly skilled. The number of Montenegrin emigrants to Western European countries is five times higher than ten years ago (Eurostat, 2019).

Labor Emigration:

The main push factors for emigration are wage gaps, lack of jobs, skills mismatch and high youth unemployment, that is, overall poor performance of the labour market and the education and training system. The most 'popular' country for labor migration of Montenegrin citizens is Croatia, but data shows it's mostly for seasonal work.

States:

According to the European Training Foundation, the most popular countries for emigration of Montenegrin citizens is **Germany, Croatia and Slovenia**. Labor force participation and employment of female emigrants from Montenegro were respectively 26 and 25 percentage points lower than those of their male counterparts in the OECD area. Germany plays a major role as a destination for Montenegrin migrants. It receives the highest number of migrants from Montenegro of all EU+ countries. In 2019,

https://www.oecd.org/south-east-europe/programme/Economies-2-Pagers_MNE_Interactif.pdf

<https://www.oecd.org/south-east-europe/programme/Labour-Migration-report.pdf>

https://www.etf.europa.eu/sites/default/files/2021-07/migration_montenegro_0.pdf

<file:///C:/Users/gost/Downloads/Report.pdf>

<https://openspace.etf.europa.eu/sites/default/files/2021->

[07/Migration%20human%20capital%20and%20labour%20market%20in%20Montenegro_Montenegrin%20version_0.pdf](https://openspace.etf.europa.eu/sites/default/files/2021-07/Migration%20human%20capital%20and%20labour%20market%20in%20Montenegro_Montenegrin%20version_0.pdf)

over half of all residence permits for EU+ countries issued to Montenegrin citizens were for Germany (Eurostat, 2020). Apart from the EU, Montenegrin migrants emigrate to Australia, Canada, Switzerland and the USA. However, the numbers are low compared to those for EU countries. (European Training Foundation).

Immigration:

According to the European Training Foundation Report (2019), the total number of work permits issued in 2019 was **27,634**. The majority of permits were issued for employment purposes (80, 3%), followed by seasonal work (19, 7%). The total number of immigrants with the permanent residence was 23 000 in 2015. 38% of them were from Serbia, while 62% are from the rest of the Western Balkan countries.(ETF).

States:

The majority of immigrants in Montenegro come from the following countries: **Serbia, Bosnia and Herzegovina, Russian Federation, Ukraine and North Macedonia.**

Remittances:

12, 5% GDP- 526 million euros inflows (World Bank, 2020: Eurostat,2020)

https://www.etf.europa.eu/sites/default/files/2021-07/migration_montenegro_0.pdf
https://ec.europa.eu/eurostat/statistics-explained/images/e/ed/Inbound_personal_remittances%2C_2020_%28%25_of_GDP%29.png
https://openspace.etf.europa.eu/sites/default/files/2021-07/Migration%20human%20capital%20and%20labour%20market%20in%20Montenegro_Montenegrin%20version_0.pdf
https://china-cee.eu/wp-content/uploads/2022/08/2021s09_Montenegro.pdf
<https://www.vijesti.me/vijesti/ekonomija/397191/iz-crne-gore-se-u-eu-samo-lani-odselilo-3-007-gradana>

North Macedonia:

Demographics:

Number of citizens:

Census (2021)- **1,836,713**

IMF (2022)- 2,069 mil

World Bank (2021)- 2,065,092

Eurostat Report (2016 the most recent)- 2,017,278

<https://www.imf.org/en/Countries/MKD>
<https://data.worldbank.org/indicator/SP.POP.TOTL?locations=MK>
https://appsso.eurostat.ec.europa.eu/nui/show.do?dataset=cpc_psdemo&lang=en

Ethnicity:

According to the 2021 Census, the ethnicity of Macedonia goes as follows: the majority identify as Macedonian 58,44%, followed by 24,3% Albanian, 3,86% Turks, 2,5% Roma and 1,3% Serbs.

Share of 65+:

According to the World Bank data (2021) the rate of people aged 65+ is **15%**. According to the State Statistical Office, the total number of people aged 65+ is 305239 (55% females vs 45% men), which amounts to 14.8% of the total population in 2020. According to the most recent ESPN report (2018) the percentage was 14,1%.

Average age of birth giving:

According to the Eurostat report (2021), the average age of a women at first birth giving is **27**. According to the State Statistical Office, the average age of mother at the birth of her first child is 27.5.

Average number of Children per Mother:

According to the State Statistical Office, the total fertility rate (average number of children per mother) is **1,31**, as of the most recent data (2020).

Working hours:

According to the Eurostat latest data report for North Macedonia, the average number of working hours per week is **40,9** (2020) . According to the Labor Law, the legal full time job working hours include 40 hours per week.

<https://popis2021.stat.gov.mk/Activities/The-total-resident-population-of-the-Republic-of-North-Macedonia-is-1-836-713-inhabitants/>
http://makstat.stat.gov.mk/PXWeb/pxweb/en/MakStat/MakStat_PoloviStat/125_PoloviStatistiki_en.px/table/tableViewLayout2/?rxid=c851c958-028d-4d1f-9bf7-414021ad34b9
file:///C:/Users/gost/Downloads/ESPN_MK_long-term-care_2021.pdf
<https://ec.europa.eu/eurostat/web/products-eurostat-news/-/ddn-20210224-1>
https://www.stat.gov.mk/PrikaziSoopstenie_en.aspx?rbrtxt=8
https://www.stat.gov.mk/OblastOpsto_en.aspx?id=2

Labour:

GDP:

According to the IMF and the State Statistical office, the real GDP growth in 2022, compared to 2021 is **2.7%** or 2.8%, respectively.

Minimum wage:

According to the official Government website and ILO, the minimum monthly wage in 2022 is 18 000 Macedonian denars (**around 292 euros**).

Unemployment/Employment share:

According to the State Statistical Office, the total number of employed people (Q2 2022) was 694,376 (**47,3%**), while the number of unemployed was 117,680 (**14,5%**). According to OECD, in 2019, more than half (about 53%) the population aged 15 to 64 were either unemployed or inactive. The economy's youth unemployment rate of about 39% in 2019 was the third highest in the Western Balkans, just after partially recognized Republic of Kosovo and Bosnia and Herzegovina (49.4% and 39.7%, respectively).

https://www.stat.gov.mk/pdf/2022/3.1.22.12_mk.pdf

<https://vlada.mk/node/27692>

https://www.ilo.org/budapest/whats-new/WCMS_843455/lang--en/index.htm

https://www.stat.gov.mk/PrikaziSoopstenie_en.aspx?rbtxt=98

https://databankfiles.worldbank.org/data/download/poverty/987B9C90-CB9F-4D93-AE8C-750588BF00QA/current/Global_POVEQ_MKD.pdf

<https://www.oecd-ilibrary.org/sites/e232493b-en/index.html?itemId=/content/component/e232493b-en>

Working time:

According to the Macedonian Labor Relation Act, the full-time hours of work should not exceed **40 hours** per week and should not be less than 36. Overtime work shall not exceed 8 hours in the course of one week.

Part time work:

Macedonian Labor Relation Act defines part time working hours as those that are less than full-time hours, **without specifying** the exact amount of hours that are required.

Informal Economy:

According to the International Labor Organization, the share of informal employment was **11,5%** as of 2020.

Average Salary:

According to the State Statistical office, the average monthly net wage is 31 812 Macedonian denars (**516 euros**), while the gross wage is 47 590 Macedonian denars (773 euros).

Gender based Pay gap:

According to the Foundation for the Advancement of Economics (2020/2021), the unadjusted gender-based pay gap in North Macedonia is **13,4%**, while the adjusted is **17,9%**. The magnitude of the difference of the unadjusted and adjusted gap is due to the better labour market characteristics of women, on average. Employed women have obtained higher education and work in better paid occupations. Therefore, the main reason behind this female `advantage` in labour market is the low employment of low-skilled women. However, when personal labour market characteristics are taken into account, the gap rises from 13% to 17, 9%.

<https://www.ilo.org/dyn/natlex/docs/MONOGRAPH/71332/109716/F-1464727386/MKD71332%20Eng.pdf>

<https://ilostat.ilo.org/topics/informality/#>

https://www.stat.gov.mk/Default_en.aspx

<https://fren.org.rs/wp-content/uploads/2020/01/Policy-Brief-EN.pdf>

<https://mhc.org.mk/wp-content/uploads/2021/11/salary-upon-agreement.pdf>

<https://www.oecd-ilibrary.org/sites/e232493b-en/index.html?itemId=/content/component/e232493b-en>

According to OECD data, North Macedonia's gender gap in labor force participation is the highest in the Western Balkans (after the partially recognized Republic of Kosovo).

Gender based Pension gap:

According to the ESPN report, (2021) older women have lower pensions than men in North Macedonia, and less access to the pension system. The gender gap in pension income among those aged 65-79 is **22.7%**, while the coverage gap is 22.1%.

Average working period:

No data.

Average age at pension:

According to the ESPN report (2021), men are eligible for pensions at **64 years of age**, while for women it is **62** (if they have minimum insurance record of 15 years). There is no data on the average age at pension.

Poverty rate:

According to Eurostat (2020) the poverty threshold is 8 387 Macedonian Denars (136 euros per month). According to World Bank data (2020) **18%** of Macedonian population lives on less than 5.5 euros per day (OECD library).

file:///C:/Users/Dell/Downloads/ESPN_MK_pension-adequacy_2021.pdf

https://ec.europa.eu/eurostat/statistics-explained/images/7/7f/CPC22_Poverty_main_indicators%2C_2020.png

<https://www.oecd-ilibrary.org/sites/e232493b-en/index.html?itemId=/content/component/e232493b-en>

https://www.stat.gov.mk/PrikaziSoopstenie_en.aspx?rbtxt=115

https://databankfiles.worldbank.org/data/download/poverty/987B9C90-CB9F-4D93-AE8C-750588BF00QA/current/Global_POVEQ_MKD.pdf

According to the State Statistical Office (2020) and World Bank Report, the national at-risk-of poverty line is **21,8%** (21,7% males vs 21,9% females). The total number of people living below the risk of poverty threshold is **451.9 thousand**, according to the State Statistical office (2020).

Care:

GDP for Childcare:

According to Eurostat most recent data on social protection, the expenditure on family-children benefits amounted to **0.9%** of GDP in North Macedonia in 2019.

Children in kindergartens:

According to UNICEF (2019), in North Macedonia-almost 41,000 children – around 61 per cent of pre-primary-aged [3-6 years] children are not enrolled in pre-school education. Moreover, the percentage of children attending an early childhood education program (35-59 months) was **36.8%** (31.5% female, 41% male).

GDP for long term care:

<https://podaci.dzs.hr/en/statistics-in-line/>
<https://popis2021.hr/>
https://migrationnetwork.un.org/sites/g/files/tmzbd1416/files/docs/north_macedonia.pdf
[file:///C:/Users/Dell/Downloads/FYROM_ESPN%20thematic%20report%20on%20LTC%20\(1\).pdf](file:///C:/Users/Dell/Downloads/FYROM_ESPN%20thematic%20report%20on%20LTC%20(1).pdf)

In public homes for old people the state financed 40% of the total budget in 2018, and the other 60% was paid for by the users (ESAP, 2021). According to the latest ESPN Report (2018) for Macedonia, financial data on spending on long-term care (LTC) is not available.

No. Of users of long term care:

According to the most recent ESPN Report, on average 17% of people aged over 65 are in need of support and services in Macedonia. For the population of 291,921 over 65, it can be deduced that the number of the elderly in need of different types of support and services may be up to 49.626. Out of them only **1,214** are residents in institutional care. The institutionalization rate (number of institution residents per capita) is low (**0.40**) compared with the EU average and with some neighboring countries.

No. Of public services (eldercare homes):

According to the latest ESPN Report (2021), the total number of public homes for the elderly is **five**.

No. Of private services:

According to the latest ESPN Report (2021), the total number of licenced private homes for old people is **28**.

No. Of beds in eldercare homes:

624 in public and 1,051 beds in private homes, according to ESPN Report (2021).

https://ec.europa.eu/eurostat/statistics-explained/index.php?title=Social_protection_statistics_-_family_and_children_benefits
<https://www.unicef.org/northmacedonia/press-releases/north-macedonia-committed-improving-access-quality-pre-primary-education> <https://www.financethink.mk/wp-content/uploads/2021/12/Multidimensional-child-poverty-EN8.pdf>
https://data.unicef.org/resources/data_explorer/unicef_f/?ag=UNICEF&df=GLOBAL_DATAFLOW&ver=1.0&dq=MKD.ECD_CHLD_36-59M_EDU-PGM.&startPeriod=1970&endPeriod=2022
file:///C:/Users/Dell/Downloads/ESPN_MK_long-term-care_2021.pdf
[file:///C:/Users/gost/Downloads/ESAP-Social-Rights-Pillar-Report-N_Macedonia%20\(1\).pdf](file:///C:/Users/gost/Downloads/ESAP-Social-Rights-Pillar-Report-N_Macedonia%20(1).pdf)

No. Of employees in social care sector:

In 2017, the total number of staff in public and private old-age residential institutions was **442**, which made the ratio of residents to staff 2.54:1. The ratio in public institutions (4.79) was extremely inappropriate. (ESPN, 2021)

No. Of users per carer:

The average ratio of elders per staff is **2.54**, though with large variability (for instance, average ratio for private providers is **1.94**, whereas it goes up to **5.15** in one public Centre, in Bitola). (ESAP)

Average salary in social care:

According to the State Statistical office, the average net salary in health and social work activities (as of August 2022) was 35 866 MKD- **580 euros**.

Migration:

Emigration:

Estimating the number of emigrants in Macedonia is a very difficult task. There is no official registry that records the number of emigrants and immigrants. Moreover, there is no legislation that regulates this issue. The number of emigrants, according to the National Statistical Office and OECD are significantly different. According to the author, the numbers from OECD are more realistic, where approximately twenty thousand citizens (**20 000**) are leaving the country annually in the last few years. Unfortunately, the real number of emigrants is currently unknown, but it

<https://podaci.dzs.hr/en/statistics-in-line/>

<https://popis2021.hr/>

https://migrationnetwork.un.org/sites/g/files/tmzbd1416/files/docs/north_macedonia.pdf

file:///C:/Users/Dell/Downloads/FYROM_ESPN%20thematic%20report%20on%20LTC%20(1).pdf

might be even higher. From the year of 2000 a total of 226.634 citizens have left the country (Trpkova-Nestorovska, 2019).. State Statistical Office (SSO), have consistently underrated the country's population change. One of the reasons behind such underestimates by the SSO is methodological; they only take into account the citizens who have officially informed the authorities of their residency abroad. According to Eurostat data, on 1st January 2019 there were 102,000 Macedonians in Germany, 66,600 in Switzerland, 63,600 in Italy, 23,400 in Austria and 12,300 in Slovenia. According to this data, there were 220,400 Macedonian citizens in the EU alone in 2019. According to UN data, in 2019 North Macedonia had 658,264 emigrants, representing **31.7%** of the total population. On average, in emigration there are more men (53.09%) than women (46.90%). According to OECD database, the rate of emigration in North Macedonia is 18%.

Labor migration:

The large scale of emigration is mostly economically driven, mostly due to poor business and employment opportunities

States:

According to OECD database, the destination country of Macedonian emigrants is **Germany, Austria, United States, Slovenia, Switzerland, Australia, Sweden and Canada**. (Trpkova-Nestorovska, 2019). Emigrants from North Macedonia mainly move to Turkey (29.69%), Germany (13.75%), Italy (11.14%), Switzerland (10.16%), and Australia (7.84%). Other destination countries include the United States, Austria, Croatia, Slovenia, and Canada. Many North Macedonian migrants (43%) are low-skilled, and 30.7% are in the medium bracket. However, the picture varies according to the destination country. High-skilled Macedonians usually migrate to continental countries, such as the USA, Canada, Australia, and New Zealand, while low-skilled migrants mainly move to Europe, especially Germany and Switzerland.

https://china-cee.eu/wp-content/uploads/2022/08/2021s09_North_Macedonia.pdf

<https://migrants-refugees.va/it/wp-content/uploads/sites/3/2022/08/2022-CP-North-Macedonia.pdf>

https://ec.europa.eu/eurostat/statistics-explained/images/e/ed/Inbound_personal_remittances%2C_2020_%28%25_of_GDP%29.png

Immigration:

In 2019, according to the United Nations, there were **131,175** immigrants in North Macedonia, In 2019, most immigrants (56.8%) were between 20 and 64 years old, and 58.3% of them were women.

States:

Most immigrants in North Macedonia are coming from **Albania (68,029)**, **Turkey (19,991)**, **Serbia (17,991)**, **Montenegro (9,269)**, and **Bosnia and Herzegovina (8,742)**.

Remittances:

According to the Eurostat report (2020), the total number of remittances inflows account for **3.4%** of the total GDP.

Croatia:

Demographics:

3,879 mil (2021) [Hrvatski zavod za statistiku](#)

4,048,360 (2022) [Worldometer](#)

Ethnicity:

According to the most recent census (2021), the largest ethnic group were Croats (91,63%), followed by the largest minority of Serbs (3,20%), Bosnians (0,6%), Albanians (0.4%) and Hungarians (0.3%).

Share of 65+:

The total number of people aged 65+ is 876, 200 (census 2021) which is **22,4%** of the total population.

Average age of birth giving:

According to the Eurostat report in 2020, the average age of birth giving in Croatia is **28, 9**. (OECD)

<https://podaci.dzs.hr/en/statistics-in-line/> <https://popis2021.hr/>
<https://www.worldometers.info/world-population/croatia-population/>
<https://popis2021.hr/>

https://ec.europa.eu/eurostat/statistics-explained/index.php?title=Fertility_statistics
<https://www.oecd-ilibrary.org/docserver/717e5510-en.pdf?expires=1665404971&id=id&accname=guest&checksum=4871262F37ED6A7C61AC0F2424D16DB7>

Average number of children per women:

According to the Eurostat report in 2020, the fertility rate/the number of children per women is **1, 5**. (OECD)

Labour:

GDP:

According to the Croatian Bureau of Statistics and CEIC Database, the annual GDP growth rate is **7, 7%** as of 2022.

Minimum wage:

According to the Government of Croatia website, the minimum monthly wage in 2022 was 3.750 Croatian Kuna (**497 euros**).

<https://vlada.gov.hr/vijesti/sjednica-vlade-minimalna-placa-za-2022-godinu-3-750-kuna-popis-stanovnistva-produljen-do-14-studenoga/33261>

<https://podaci.dzs.hr/en/>

<https://ec.europa.eu/eurostat/documents/2995521/14698137/3-30092022-BP-EN.pdf/425a9b01-c159-74b8-3489-e8591185de44>

https://www.hzz.hr/content/stats/0822/Mjesečna_statistika_08_2022_EN.PDF

<https://podaci.dzs.hr/hr/statistika-u-nizu/>

<https://www.zakon.hr/z/307/Zakon-o-radu>

https://podaci.dzs.hr/media/mbnf3s3h/rad-2022-1-1_6-prosje%20Dne-mjese%20Dne-neto-i-bruto-pla%20e-zaposlenih-u-2022.pdf

<https://podaci.dzs.hr/en/>

<https://www.ceicdata.com/en/indicator/croatia/real-gdp-growth>

Unemployment/Employment share:

According to the Croatian Bureau of Statistics, the registered unemployment rate is **6,3%** as of August 2022. According to the Eurostat report, the registered unemployment rate was 6, 4% (August, 2022). (Hzz) According to the Croatian Employment Service, the total number of registered unemployed people was 110,420 (40,3% men vs 59,7% women). According to the Croatian Bureau of Statistics, the ratio of employment/ population is **49,7%** as of June 2022.

Working time:

According to the Eurostat report from 2021, the average number of working hours per week is **39, 7 hours**.

Part time work:

According to the Croatian Labor Act, the number of weekly hours of part-time work is **20**.

Informal Economy:

Undeclared work is a priority issue in Croatia. The share of undeclared economic activities in Croatia is one of the largest in the European Union, estimated to be around 30% of the official GDP. Almost 6 out of 10 Croatian citizens believe that at least 20% of Croatian citizens do not comply with tax and labour regulations (Oreskovic, 2021).

Average Salary:

According to the Croatian Bureau for Statistics, the average monthly salary in July 2022 was **1, 024, 67 euros net**.

https://podaci.dzs.hr/media/mbnf3s3h/rad-2022-1-1_6-prosje%C4%8Dne-mjese%C4%8Dne-neto-i-bruto-pla%C4%87e-zaposlenih-u-2022.pdf

https://www.sgi-network.org/docs/2022/country/SGI2022_Croatia.pdf

<https://www.unwomen.org/sites/default/files/Headquarters/Attachments/Sections/CSW/64/National-reviews/Croatia.pdf>

<https://thedocs.worldbank.org/en/doc/ab19a6b7c506daa280047afb267dfd6-0080012021/original/Output-G-Gender-Brochure.pdf>

<https://thedocs.worldbank.org/en/doc/ab19a6b7c506daa280047afb267dfd6-0080012021/original/Output-G-Gender-Brochure.pdf>

<https://mss.gov.hr/news/95>

<https://podaci.dzs.hr/2021/hr/10019>

https://www.ilo.org/wcmsp5/groups/public/---dgreports/---inst/documents/publication/wcms_819508.pdf

Gender based Pay gap:

According to the Sustainable Governance Indicators Report (2022) and UN Women, the gender-based pay gap is approximately **11%**.

According to World Bank (2020), women earn 86.8% of men`s earnings on a monthly level.

Gender based Pension gap:

According to the World Bank Data report (2020), women receive **21, 6%** smaller pension payments as compared to men.

Average working period:

The average working period for men is **35 years**, while for women it is **33 years**.

Average age at pension:

In the Republic of Croatia, the standard retirement age is **65** years for men, as compared to **63 for women**.

Poverty rate:

According to the Croatian Bureau for Statistics, the rate of people living in poverty (defined as below the poverty threshold, people living in severe material deprivation) was **6, 9%** in 2020.

Care:

GDP for Childcare:

According to Eurostat (2019) data on social protection statistics, expenditure on family-children benefits in Croatia is **1, 9%** of GDP.

Children in kindergartens:

According to the Croatian Bureau for Statistics, the total number of children in kindergartens was **137 452**, as of 2021, which constitutes **81, 3%** of all children aged 3-7. Out of that number, 48, 2% are girls, while 51, 8% are boys.

GDP for long term care:

According to the latest Eurostat Report (2018) and long term report (2021), Croatia spends **0.4 %** of GDP on LTC (among the lowest in Europe), whereas the EU-27 average is 1.7 % of GDP and 1.5% across OECD countries. Available LTC services are fragmented, not universally accessible and often inadequate to meet basic needs. As a result, the burden of LTC still excessively falls on informal carers or on a growing care sector rooted in the grey economy. The LTC system is fragmented and is one of the least developed parts of the healthcare and social care system in Croatia (Long-term care report, 2021). Future projections in the 2021 Ageing Report (reference scenario) suggest that spending on LTC in Croatia is expected to increase slightly from the current 0.4 % of GDP to 0.5 % in 2030 and further to 0.6 % in 2050. In a risk scenario (where a ‘convergence effect’ means that as countries become richer, they are likely to spend a larger proportion of their GDP on LTC), it is expected to increase to 0.6 % of GDP in 2030, and then more rapidly to 1.3 % in 2050. At the same time, the EU-27 average is expected to be 2.5 % of GDP

https://ec.europa.eu/eurostat/statistics-explained/index.php?title=Social_protection_statistics_-_family_and_children_benefits

<https://podaci.dzs.hr/2021/hr/9961>

<file:///C:/Users/Dell/Downloads/KE-09-21-201-EN-N.pdf> <https://eurocarers.org/country-profiles/croatia/>

<https://www.oecd.org/health/health-systems/Spending-on-long-term-care-Brief-November-2020.pdf>

file:///C:/Users/gost/Downloads/HR_ESPN%20thematic%20report%20on%20LTC.pdf

file:///C:/Users/gost/Downloads/HR_ESPN%20thematic%20report%20on%20LTC.pdf

<file:///C:/Users/Dell/Downloads/KE-09-21-201-EN-N.pdf>

<file:///C:/Users/Dell/Downloads/KE-09-21-201-EN-N.pdf> <file:///C:/Users/gost/Downloads/KE-09-21-201-EN-N.pdf>

<https://podaci.dzs.hr/2022/hr/29050>

in 2050 in the base scenario and 3.4 % in the risk scenario (see Section 5, Table 5.5). This means that Croatia would significantly lag behind the EU-27 average investment in the LTC sector until 2050. (Long-term Report,2021). Concerning the structure of LTC spending, Croatia has a higher share of cash benefits (50 percent) in comparison to the EU average, while 47.4. percent is allocated to institutional care and only 2.6. percent to home care services, which was the lowest spending on home care in the EU (Bežovan et al, 2020).

No. Of users of long term care:

According to the ESPN Report from 2018, there are places for only 3, 68% of elderly people in eldercare homes in public long-term care institutions. Care for older people in Croatia is mostly provided by families or relatives in the informal sector. According to the Long-term Report by the European Commission (2021), less than 3 % of the population over age 65 (about 23,000 out of 876,200) are cared for outside the family in organized forms of residential care. . In 2019, the share of population 65+ receiving residential care was **2.4%** (Long term report, 2021) . There were 10,917 people in public residential homes in 2018, in private. In residential homes there were about 5700; in the homes of other legal entities engaged in the care of older people there were about 1240 older people, and around 5500 people were in family homes (Long-term Report, 2021).

No. Of public services (eldercare homes):

According to the most recent ESPN Report for Croatia (2018) and the Long-term Report by the European Commission, there are **2 state homes** for the elderly and **45 country homes**. In 2020, the number of public eldercare homes increased to 121 (73% of eldercare homes).

No. Of private services:

According to the ESPN Report from 2018 and Long-term Report by the European Commission (2021) , there are **97** non-state homes/institutions owned by non-profit organizations, religious communities and other private legal entities.

No. Of beds in eldercare homes:

According to the Long-term Report by the European Commission (2021), the total number of Long-term care beds per 100,000 inhabitants, 2017* was 227.9. No other information on number of beds could be found.

No. Of employees in social care sector:

According to the Long-term report by the European Commission (2021) data published by the MDFYSP, in 2018 there were **6332** workers employed in all residential homes for older people (4025 in public and 2307 in private homes), which was 0.5 % of total employment and around 0.2 % of the total workforce in 2018. 88 % of LTC workers were women, while the EU-27 average was 90.8 %. According to Eurostat and OECD data, Croatia is among the EU-27 Member States with a very low number of formally employed workers in the LTC sector. The number of LTC workers employed per 100 people aged over 65 in 2016 was 1.7 in Croatia, whereas the EU27 average was 3.8. There are shortages of professional staff in the LTC sector, due to high emigration to more developed countries in recent years, especially by nurses but also care-givers.

No. Of users per carer

No information.

Average salary in social care:

According to the Croatian Bureau of Statistics (June, 2022), the average net monthly salary in social care for the care for the elderly specifically is 6 134 Croatian Kuna (**813, 5 euros**). The average net salary for general social care with accommodation is 6578 Croatian Kuna (**872, 4 euros**), while it is 6 818 Croatian Kuna (**904, 3 euros**) for social care without accommodation. Salaries in social care and elderly care in Croatia are still significantly below those in more developed EU-27 and neighboring countries, such as Austria and Italy, where many care workers have found placements in recent years; this could become a serious obstacle to the sustainability of the LTC sector in the medium and long run. (Long term

report 2021)

Migration:

Emigration:

According to the Croatian Bureau of Statistics, the total number of emigration in 2021 was **40,424**. Referring to the Croatian case, the following push factors related to emigration can be distinguished: – Unemployment – Loss of employment – Low wages – High rates of corruption – Inability to progress at work and in the profession – Inability to resolve housing issues – General dissatisfaction with political parties.

Labor Immigration:

64, 604 newly employed foreigners in Croatia in 2020. Labour migrants make up 2, 17% of the employed population in Croatia.

States:

According to the Croatian Bureau of Statistics, the main countries of emigration are: **Germany 49,7% , followed by Austria (13%), Bosnia 7,6%, Serbia (4,2%), Switzerland (4,3%), Ireland (3,3%), Italy (2,2%) and Slovenia (2,1%)**.

Immigrants:

According to the Croatian Bureau of Statistics, the total number of immigration as of 2021 was **35,912** (63,5% men).

States:

According to the Croatian Bureau of Statistics, the majority of immigrants come from the non-EU countries: **Bosnia and Herzegovina (6,371/ 22, 4%), followed by Serbia (3,131) and Albania (1,024)**. Immigrants from the EU countries mainly come from: Germany (1,134), Slovenia (859) and Italy (449).

Remittances:

Dependency rates on international remittances are measured by the share of inflows in personal remittances in percentage of the respective country's GDP. According to Eurostat data (2020), one of the highest dependency rates on remittances in the EU are observed in Croatia (**7.3 %** of GDP). The total number of personal remittances (inflows) was 3,677 mil euros (Eurostat, 2020).

<https://podaci.dzs.hr/hr/statistika-u-nizu/>

<https://hrcak.srce.hr/file/405031>

https://irmo.hr/wp-content/uploads/2020/04/BARMIG_NR_Croatia_1-2-22_eng_fin-fin.pdf

<https://podaci.dzs.hr/2022/hr/29030>

<https://podaci.dzs.hr/2022/hr/29050>

). [https://ec.europa.eu/eurostat/statistics-explained/index.php?title=File:Personal_remittances,_total_inflows_\(%E2%82%AC_million\)_13-12-2021.png](https://ec.europa.eu/eurostat/statistics-explained/index.php?title=File:Personal_remittances,_total_inflows_(%E2%82%AC_million)_13-12-2021.png)

https://ec.europa.eu/eurostat/statistics-explained/index.php?title=Personal_remittances_statistics#Croatia.2C_Latvia_and_Romania_were_most_dependent_from_inflows_of_personal_remittances_in_the_EU_in_2020

https://ec.europa.eu/eurostat/statistics-explained/index.php?title=Personal_remittances_statistics#Croatia.2C_Latvia_and_Romania_were_most_dependent_from_inflows_of_personal_remittances_in_the_EU_in_2020

Slovenia:

Demographics:

Population:

According to the Statistical office of the Republic of Slovenia, as of second quarter of 2022, the total number of population is N=2,106,215. The total number of men is N= 1,057,473 (50,2%) ,whereas the total number of women is N= 1,048,742 (49,8%).

2,108,977 (2021) Eurostat

Ethnicity:

There is no official data on ethnicity in Slovenia.

Share of people aged 65+:

The percentage of people aged 65+ is **21,1%** as a share of total population (males 18,3% vs females 24%). Note: due to rounding, the sum of proportions of population by age groups is not always equal to 100.0% .

https://ec.europa.eu/eurostat/databrowser/view/migr_pop1ctz/default/table?lang=en
<https://pxweb.stat.si/SiStatData/pxweb/en/Data/-/05A1002S.px/table/tableViewLayout2/>
<file:///C:/Users/gost/Downloads/ESPN%20-%20Flash%20report%202022%20-%2009%20-%20SI%20-%20February%202022.pdf>
<https://pxweb.stat.si/SiStatData/pxweb/en/Data/-/05J1002S.px/table/tableViewLayout2/>
<https://pxweb.stat.si/SiStatData/pxweb/en/Data/-/05J1002S.px/table/tableViewLayout2/>

According to the ESPN Flash Report (September 2022) the share of people aged 65+ is 20% and, according to projections, will increase to 30,8% by 2050.

Average age of birth giving:

According to the Statistical office of Slovenia (2021), the average age of mother at first birth is **29, 6**.

Average number of children per women:

1,59 (Eurostat 2020) , **1, 64** (2021)- Statistical office of Slovenia.

Labor:

GDP:

According to the data from the Statistical office of Slovenia, the real annual volume growth of GDP is **8, 2%** (2022, Q2).

According to the Eurostat report (2022 Q2), the real annual volume growth of GDP is 8,3%.

According to the World Bank database, the annual GDP growth in 2021 was 8,1%

<https://pxweb.stat.si/SiStatData/pxweb/en/Data/-/0300220S.px/table/tableViewLayout2/>
<https://ec.europa.eu/eurostat/documents/2995521/14698162/2-07092022-AP-EN.pdf/955b2522-9712-c5bd-5e3d-f7d26d221e6c>
<https://databank.worldbank.org/reports.aspx?source=2&series=NY.GDP.MKTP.KD.ZG&country=SVN>
<https://pxweb.stat.si/SiStatData/pxweb/en/Data/-/0701011S.px/table/tableViewLayout2/>
<https://pxweb.stat.si/SiStatData/pxweb/en/Data/-/0762003S.px/table/tableViewLayout2/>
<https://data.oecd.org/emp/employment-rate.htm#indicator-chart>
<https://www.ilo.org/dyn/natlex/docs/SERIAL/61189/72459/F567621981/SVN61189.pdf>

Minimum wage:

According to the data from the Statistical office of Slovenia, the minimum monthly salary, as of July 2022, is 1024, 24 euros gross, and **736 euros net**.

Unemployment/Employment share:

According to the OECD report, the total employment rate is **73%** of the working population (2022 Q2) OECD (2022). According to the data from the Statistical office of Slovenia, the employment rate in the working population aged 20-64 years (Q2 2022) was **78%** (81,3% were males and 74,5% females).

According to the OECD report from November 2021, unemployment rate in Slovenia was 4, 8% (males 5,2%, females 4,4%). According to the data of the Statistical office of Slovenia the unemployment rate in the second quarter of 2022 was **4,2%** (3,9% men and 4,6% women)

Working time:

According to the Slovenian Labor act, the full time working hours constitute **40 hours** per week. The minimum amount of working hours in case of full time employment contract is 36 hours, while the maximum is 48 hours weekly.

http://www.migape.eu/pubs/MIGAPE_WP3_GPG_projections_SI.pdf

<https://pokojnina.enakostspolov.si/analysis-of-causes-for-the-gender-pension-gap-in-the-republic-of-slovenia/m>

https://ec.europa.eu/eurostat/statistics-explained/index.php?title=Gender_pay_gap_statistics <https://ec.europa.eu/eurostat/web/products-eurostat-news/-/ddn-20210203-1>

https://ec.europa.eu/info/sites/default/files/economy-finance/si_ar_2021_final_pension_fiche.pdf

<https://www.stat.si/StatWeb/en/News/Index/10400>

<https://data.oecd.org/inequality/poverty-rate.htm>

Part time work:

According to the Slovenian Labor act, part time work usually consists of four hours a day, or **20 hours** per week. This type of working contract is common in people below the age of 25, due to combining studies with work. Moreover, part-time working contract is also common among older people, in case of health issues which prevent them from full time work.

Informal Economy:

According to the World Economics data (2021), Slovenia`s informal economy is estimated to be **23, 8%**. According to the IMF Report (2020) there are two ways in which informal economy can be assessed: through direct approaches based on surveys and indirect approaches based on statistics from related sources and macro-economic estimation techniques.

Average salary:

According to the Statistical Office of the Republic of Slovenia, the average monthly salary, as of July 2022, is 2, 002, 27 euros gross, or **1, 304, 01 euros net**.

<file:///C:/Users/gost/Downloads/2022-01-1186-2013-01-0784-npb11.pdf>
<https://www.worldeconomics.com/National-Statistics/Informal-Economy/Slovenia.aspx>
<file:///C:/Users/gost/Downloads/PPEA2021002.pdf>
<https://pxweb.stat.si/SiStatData/pxweb/en/Data/-/0701011S.px/table/tableViewLayout2/>
https://ec.europa.eu/eurostat/databrowser/view/sdg_05_20/default/table?lang=en

Gender based Pay Gap:

According to the Eurostat report (2020), the unadjusted gender based pay gap is **3,1%** in Slovenia (EU average stands at 13%). Slovenia has the third lowest pay gap in EU, after Luxembourg and Romania..

Gender based pension gap:

In 2019, a pension for a man with a 40-year pension contribution period amounted to 57.25% of his pension assessment base, while for a woman with an equally long pension contribution period it amounted to 63.5% of her pension assessment base. Due to the relatively large difference in accrual rates, the old-age pensions of newly retired women have been higher in recent years than the old-age pensions of newly retired men. Since 2020, the accrual rates are gender neutral (there is a transitional period until 2025) and, for pensioners entering the pension system after 2025, all life-time gender differences in the labor market will be kept in retirement. Due to the 2020 amendments to the Pension and Disability Insurance Act (ZPIZ-2H), both men and women will be entitled to higher pensions, but due to the equalization of accrual rates, a larger gender pension gap can be expected. According to Ministry of Labour, Family, Social Affairs and Equal Opportunities Report, a female pensioner in Slovenia aged 65+ earns around an **18%** lower pension as compared to their male counterparts.

According to the ESPN Flash Report, the average net monthly pension in 2021 was 817euros. (ESPN Flash Report, 2022)

http://www.migape.eu/pubs/MIGAPE_WP3_GPG_projections_SI.pdf

<https://pokojnina.enakostspolov.si/analysis-of-causes-for-the-gender-pension-gap-in-the-republic-of-slovenia/m>

https://ec.europa.eu/eurostat/statistics-explained/index.php?title=Gender_pay_gap_statistics <https://ec.europa.eu/eurostat/web/products-eurostat-news/-/ddn-20210203-1>

https://ec.europa.eu/info/sites/default/files/economy-finance/si_ar_2021_final_pension_fiche.pdf

<https://www.stat.si/StatWeb/en/News/Index/10400>

<https://data.oecd.org/inequality/poverty-rate.htm>

<https://data.oecd.org/inequality/poverty-rate.htm>

Average work in years:

37 for females and 38 for males.

Average age at pension:

According to the Republic of Slovenia Ministry of finance, the average age of pension, as of 2019 was **60 years for women and 62 years for men.** (China CEE)

Poverty rate:

According to the Statistical office of Slovenia (2021), the rate of people living at-risk-of poverty is **11, 7%**. 243.000 people are at the risk of poverty rate. The number of people who are severely materially or socially deprived is 37.000 or **1.8%**. The annual poverty threshold for one person is 9,249 euros which is 771 euros per month. 11.7% of residents of Slovenia were living below the threshold. According to OECD data (2021) the number of people whose salary falls below the poverty rate in Slovenia is 0,074%.

Care:

GDP for childcare:

According to the latest OECD database on Slovenia, GDP for childhood education and care was 0.64% in 2017. According to the State Statistical office, 936 million euros were spent on social protection for family and children in 2020. , which is **1, 9%** of GDP.

<https://www.stat.si/StatWeb/en/News/Index/8854>
<file:///C:/Users/Dell/Downloads/KE-09-21-201-EN-N.pdf>
<https://www.stat.si/StatWeb/en/News/Index/10027>
<https://www.stat.si/StatWeb/pi/News/Index/10027>
https://doi.org/10.1007/978-3-030-92889-6_2
<file:///C:/Users/Dell/Downloads/KE-09-21-201-EN-N.pdf>

Children in kindergartens:

According to the Statistical office of the Republic of Slovenia (2020) **82.7%** of children aged one to five were included in Slovenian preschool institutions. In 2019/2020, there were **87.708** children in kindergartens. The share of Slovenian toddlers/ children included in preschool, compared to other EU countries (Key Data on Early Childhood Education and Care in Europe, 2019), shows that in Slovenia a higher proportion of toddlers of up to three years of age are included in preschool than the EU average (34%), while the share of children aged from four to school entry included in Slovenia is 92.1% and is lower than the EU average (95.4%).

GDP for long term care:

1.3 % (OECD 2019) Total public LTC expenditures amounted to **1.27 %** of GDP in 2019. According to the Statistical office of the Republic of Slovenia, in 2019, EUR 617 million was spent on long-term care in Slovenia.

Number of users of long term care services:

According to the Statistical office of the Republic of Slovenia, there were **70.017** LTC recipients in Slovenia in 2019. The share of recipients receiving long-term care at home was the largest at 33.4% (or around 23,400). They were followed by recipients of long-term care in institutions (33.2% or around **23,200**), and recipients who were receiving only cash allowances to cover different services in the context of long-term care (32.5% or almost 22,800).

Number of public eldercare services:

102 eldercare homes in total. The number of public eldercare homes is **59**. (Hrženjak, 2022)

Number of private eldercare services:

The number of private eldercare homes in Slovenia is **43** (Hrženjak, 2022)

Number of beds in eldercare homes:

A share of rooms in public care homes include three, four or five beds , while residents in private homes are accommodated in single or double bed rooms. (Association of Social Welfare Institutions of Slovenia, 2020).

Number of employees in social care sector:

95% of care workers in Slovenia are women (2022). In 2018, there were **12,125** employees in residential care <file:///C:/Users/Dell/Downloads/KE-09-21-201-EN-N.pdf> Out of all employees in residential care, **6017 were employed in social care**, 5436 in health care, and 673 in general business.

Number of users on carer:

In 2018, there were 12,125 employees in residential care, with **1.74** users per employee on average in homes for older people (1.80 in private and 1.71 in public homes for older people) and 1.48 in special care homes (Association of Social Institutions of Slovenia, 2019). According to the Evaluation of Pilot Projects in the field of long-term care (2015) the number of users per carer was 5.3. The workload of staff is high and higher than the average of fourteen OECD countries which is 3,7.

Average salary in social care:

According to the State Statistical office in Slovenia, the average salary in social work without accommodation for the elderly and disabled , as of August 2022, is 1.419.44 gross (**973.48** euros net).

Migration:

Emigration:

According to the Statistical office of the Republic of Slovenia, the total number of emigrants from Slovenia to abroad in 2021 was **21,144** (14,701 males- 69% vs 6,443 females- 31%). According to OECD Report (2020), the total number of international migration was 24,750.

Labour Emigration:

Slovenes emigrate to Germany, Austria and Switzerland in order to obtain better paid jobs. However, the emigration rate of Slovenes is significantly lower as compared to other Western Balkan countries. What confirms this low emigration rate is the lack of literature and data on emigration of Slovenes, while literature on brain drain from Western Balkan countries can be easily found and be hardly avoided while searching for information on emigration.

States:

According to OECD data (2019), **Germany** had the highest rate of emigrants from **Slovenia (35%)**, followed by **Austria 32%**, **Switzerland 11%**, **Netherlands 5%** and **Italy 3%**.

Immigration:

According to the Statistical office of the Republic of Slovenia, the total number of immigrants from abroad to Slovenia in 2021 was **23,624** (14,469 men- 61% vs 9,155 women- 39%). According to OECD data (2019), out of 20,000 new immigrants to Slovenia, 66,3% were labor emigrants.

<https://pxweb.stat.si/SiStatData/pxweb/en/Data/-/05N1002S.px/table/tableViewLayout1/>

<https://stats.oecd.org/Index.aspx?DataSetCode=MIG>

<https://www.oecd-ilibrary.org/sites/44c83b95-en/index.html?itemId=/content/component/44c83b95-en>

<https://pxweb.stat.si/SiStatData/pxweb/en/Data/-/05N1002S.px/table/tableViewLayout1/>

https://ec.europa.eu/eurostat/statistics-explained/images/e/ed/Inbound_personal_remittances%2C_2020_%28%25_of_GDP%29.png

States:

In 2021, among the 293,000 immigrants (people whose first country of residence is not Slovenia), 86% were born in one of the countries of **former Yugoslavia**; most in Bosnia-Herzegovina (133,000), followed by Croatia (43,000) and Serbia (30,000) (SURs 2021b)

According to OECD data (2019), immigrants to Slovenia were mostly from: Bosnia and Herzegovina (45%), followed by Serbia (17 %) , North Macedonia and Bulgaria (excluding EU citizens).

Remittances:

According to OECD data on annual remittances (2020), the total amount of inflows in 2020 was 558 million USD (**1,1% GDP** share). The total number of outflows (2020) was 299 million USD (**0, 6%** share of GDP). According to the Eurostat Report (2020) the inbound personal remittances account for **1.2%** of Slovenia`s GDP.

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