

EMPLOYMENT OBSERVATORY

Central & Eastern Europe

Employment Trends and Developments

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HILLMAN



European Commission

Directorate-General for Employment,
Industrial Relations and Social Affairs

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Employment developments in Central and Eastern Europe

The improvement in the economic situation in Central and Eastern Europe, of which there were tentative signs in 1993, became much more evident and more widespread in 1994, especially as the year progressed. All 7 countries covered by this Bulletin experienced an increase in GDP during the year, in most cases for the first time since the process of transition got underway, and all, except Albania, an even larger rise in industrial production. In all countries, apart from Slovakia and the Czech Republic, where there was little change, unemployment was lower at the end of 1994 than at the beginning. Nevertheless, employment went up in only three countries - Albania, the Czech Republic and Poland - and elsewhere, falling unemployment was associated more with declining rates of labour force participation than higher rates of job creation. In addition, the problem of long-term unemployment continued to increase in importance. In all countries, the proportion who had been out of work for a year or more was higher at the end of 1994 than a year earlier. Unlike in earlier years, however, there were more countries where real wages went up than where they went down.

At the same time, despite the generally more favourable conditions and the greater optimism about prospects in the near future, there were continuing signs of underlying problems which could slow down or even halt the recovery which is now undoubtedly underway in all countries. In two of the countries, Albania and Bulgaria, the average rate of inflation was higher in 1994 than in 1993, in the latter considerably so, and in both cases reached 3 digits, while in two other countries, Hungary and Poland, inflation was higher at the end of the year than at the beginning, and in both cases remained stubbornly above 20%.

Moreover, three of the countries, Albania, Hungary and Poland, continued to experience serious balance of payments problems, while Romania, which has been in almost continuous deficit on trade since the transition began, still had a sizeable deficit in 1994, despite a significant improvement in trade performance as compared with the year before. On the other hand, Bulgaria, which started the transition period with large foreign debts and has accumulated more since, had a trade surplus in 1994 for the first time for many years, which was also true of Slovakia.

Output

For the first time since the process of political and economic reform began in Central and Eastern Europe, all countries experienced a growth in GDP. This is estimated to have been as high as 7¹/₂% in Albania (though it is hard to judge how comparable the national accounts estimates there are with the others in the region), which is in fact lower than in 1993, when it reached 11%. In both Poland and Slovakia, growth was around 5%, which in the latter represents a sharp improvement over the performance a year earlier when GDP fell by 4%. In Poland, it represents the third year of GDP growth, and encouragingly, the highest rate attained during the transition period.

In Romania, while growth in 1994 was slightly lower at 3¹/₂%, it, nevertheless, followed an increase of just under 1¹/₂% in 1993. Similarly in the three other countries, though growth was relatively modest - 2¹/₂% in the Czech Republic, 2% in Hungary and 1¹/₂% in Bulgaria - it represented in each case a significant improvement over previous years.

The indications are that the recovery is strengthening in all countries except Albania. Where quarterly GDP figures are available, these show higher growth in the second half of 1994 than in the first half, a tendency confirmed elsewhere by the figures for industrial output, described below (Graph 1). Moreover, recovery seems to be underpinned by growth of investment and, to some extent of net exports, rather than simply of consumption in many of the countries. In Hungary, for example, fixed investment was 10% higher in real terms in 1994 than in 1993 (and by even more in the public sector), while in Poland it was up by 6% and in the Czech Republic by 4¹/₂%. In Romania also, investment went up significantly during the year (by 15¹/₂%). On the other hand, in Slovakia, investment was 7¹/₂% lower in 1994 than the year before (though in the private sector, it rose by 17¹/₂%) and in Bulgaria, investment fell as a share of GDP.

Despite the growth of GDP, however, the level of economic output in all the countries was still much lower in 1994 than before the transition began. Even in Poland, after three years of growth, GDP was some 30% below its level in 1989. In the other countries, GDP was

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down by significantly more than this - in Albania, Romania, and Slovakia, by as much as 20% and in Bulgaria, the Czech Republic and Hungary, by around 15%. Since the resident population either rose (in four of the countries) or fell by considerably less than this - in Bulgaria where the reduction was greatest it was nevertheless only some 4% - it means that average GDP per head has declined substantially over the transition period and there is still some way to go before it gets back to the pre-reform levels.

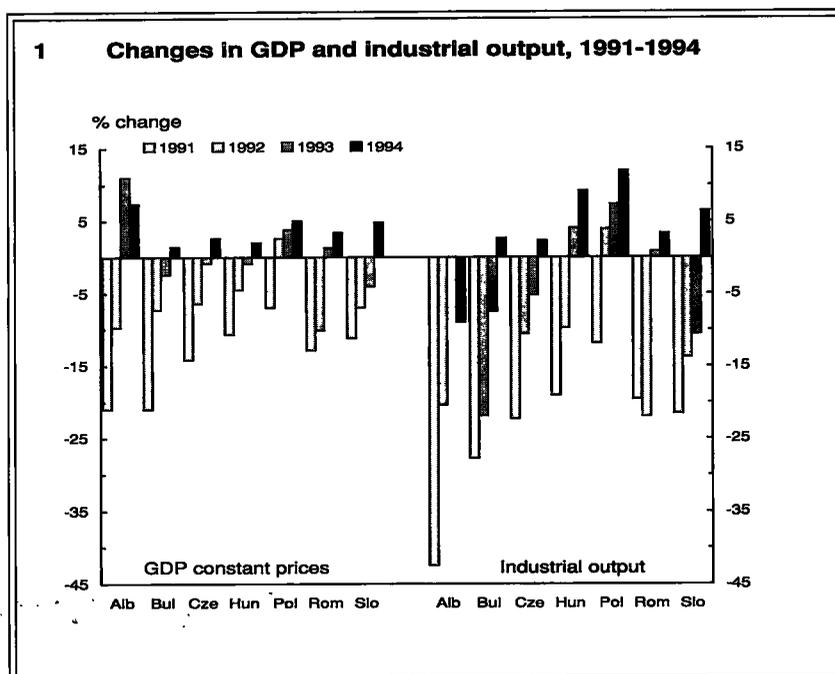
Nevertheless, although GDP per head is the usual measure of real income, the reduction which has occurred needs to be interpreted with some caution. While it may reasonably reflect the fall in the total goods and services produced, in the case of the transition countries, where the composition of what was produced was heavily affected by the system of central planning, it does not necessarily provide a good indication of what has happened to living standards. To the extent that what is now produced under a market system better accords with consumer demand and the long-term needs of economic development, the fall in GDP will give a misleading impression of the effective loss of output and, accordingly, the loss of real income. In other words, the change in GDP which has occurred leaves out of account the gain to consumers of a wider choice of goods and services available for purchase. At the same time, there is no effective way of measuring this and it cannot necessarily be assumed that it is sufficiently important to outweigh the lower volume of output.

Within GDP, industrial output increased in all countries apart from Albania, where estimates suggest that it fell by 9% in 1994 following much larger falls in 1992

and 1991 (no estimates are available for 1993). In both Poland and Hungary, the rise in industrial production was the main factor underlying the growth of GDP. In the former it increased by 12% in volume terms in 1994 following a rise of over 7% in 1993, while in the latter, it rose by 9% after an increase of 4% in 1993. In Slovakia, also, industrial output went up by more than the rise in GDP as a whole, by 6¹/₂%, which in this case, came after a fall of 10¹/₂% the year before. In the other countries, though the rise was smaller, it was still significant - around 3¹/₂% in Romania and around 2¹/₂% in the Czech Republic and Bulgaria - and in each case the performance represented a significant improvement over what had gone before.

In most countries, moreover, there was an acceleration in industrial output growth during 1994, in the sense that the rate of increase in the second half of the year was greater than in the first half. In Bulgaria and Romania, in particular, the growth achieved in the second half of 1994 was considerably above that in the first half - indeed, in the former, a fall in production was transformed into a rise of over 8% in relation to a year earlier (and growth in the first quarter of 1995 increased to 10¹/₂%), while in the latter, an increase of 1% in the first half became a rise of 10% in the second.

Within industry, the sectoral breakdown of growth varied a good deal from country to country. In Romania, for example, construction output increased by 19% in 1994 and in Bulgaria, by 9%, whereas in Slovakia, it fell by over 5%. Oil refining, the production of chemicals, electricity, gas and water and paper and printing, however, seem to have risen in most countries by more than average.



As in the case of GDP as a whole, however, the growth in industrial production in 1994 still leaves the level of production substantially down as compared with the pre-transition period in all the countries. In Poland, after three years of growth, the reduction in industrial output was much smaller than elsewhere in Central and Eastern Europe, but it still amounted to a cumulative loss of 15% over the transition period. In Hungary, the level of industrial production in 1994 was 24% below the level in 1989, while in the Czech Republic and Slovakia, it was 35% and 37% lower, respectively. In the other three countries, the loss in industrial production was even larger. In

Romania, it amounted to 47% since 1989 and in Bulgaria and Albania to well over 50%.

In contrast to the growth of industrial production, the experience as regards agricultural production in 1994 was much more diverse. In Albania, it rose substantially, more than compensating for the fall of output in industry, while it also increased in Romania, in part because of favourable weather conditions, and Slovakia - by as much as 12%. Moreover in Hungary, the large fall in agricultural output which occurred between 1985 and 1993, of around 30%, came to an end in 1994. In the Czech Republic and Poland, on the other hand, agricultural production fell significantly during the year. In Poland, the fall was some 10% and in the Czech Republic, 5-6%, in both cases, partly because of bad weather conditions, though the privatisation process in the latter and the associated reorganisation of production was also considered a factor in depressing output.

In most countries, there was a significant rise in service output during 1994, though in Romania, there was a fall in the contribution of services to GDP, largely due to a decline in passenger transport, hotels and restaurants.

In all countries, however, without exception, the private sector continued to expand markedly in 1994 and was responsible for a growing proportion of output as the privatisation process and transition to a market economy proceeded. In the Czech Republic, for example, most of the legal and institutional changes required for the transition to a market economy were completed during the year and by the end of 1994, the private sector accounted for an estimated 60% or so of GDP. At the same time, the share of manufacturing in total output declined while the share of services - both market and non-market - increased, with the contribution of the retailing trade to total economic output rising by 5%.

In Slovakia, the share of output going to the private sector was only slightly lower, at around 58% of GDP, with the cooperative sector accounting for a further 14%. As in other countries in the region, private firms were especially important in retailing, accounting for 89% of sales, though they were also significant in construction, where they were responsible for 74% of turnover, well above their share of industry as a whole (54%).

In Bulgaria, where the privatisation process has progressed more slowly, the share of GDP accounted for by the private sector, nevertheless, increased from 19¹/₂% to 27¹/₂% between 1993 and 1994 as the output of private industry rose by 30%. As a result, the private sector accounted for 20% of total industrial production

Privatisation in Poland

Poland's Mass Privatisation Scheme (MPP), the country's privatising great leap forward, looks set to be implemented this year.

The plan was originally announced in 1991 and is designed to combine the best features of coupon privatisation programmes elsewhere in former communist Europe. But in its Polish version the plan includes assurances that the companies involved will actually have the improved management and capital inputs which are generally associated with private sector corporate governance.

Under the plan ..., equity in 444 state sector companies is to be handed over to 15 closed-end investment funds which are to be run by local and foreign fund managers for a period of 10 years.

Towards the end of 1995 the shares in the funds themselves are to be distributed to the population at large, or at least to those who are willing to pay a nominal fee equal to a month's average wage.

The fund managers' ... initial costs are to be covered by a \$50 m loan from the European Bank for Reconstruction and Development and they are to be paid an annual fee for their efforts as well as a bonus at the end of the period. The bonus will be linked to the value of the fund at that time.

From the Financial Times, 29/03/95

in 1994, not much below its share of service output (23%) - though in the retail trade the share was much higher at some 70%. The private sector, however, remained strongest in agriculture where it was responsible for 80% of production.

In Romania also privatisation has not proceeded as far as in a number of the other countries, but still increased markedly in 1994, when the private sector accounted for 35% of GDP as a whole and 46% of service output. Moreover, estimates suggest that in the first quarter of 1995, private companies were responsible for almost a third of exports and 40% of imports.

In all of the countries, most of the private businesses created have been small. Moreover, in Hungary at least, the average size of firm declined significantly during 1994. Whereas at the beginning of the year, 52% of companies ('economic units with legal entity') had 10 or fewer employees, by February 1995, this figure had risen to 73%, while the number with over 50 employees declined from 8¹/₂% of the total to only 6%.

Foreign investment

Direct investment by foreign companies in Central and Eastern Europe varies significantly in importance as between countries. Though in most cases it has so far been on a relatively small scale in relation to domestic investment, there were clear signs of a marked growth during 1994 in a number of countries, especially in those where had been relatively unimportant before.

In Romania, for example, foreign investment was substantially larger in 1994 than in 1993, in part due to a change in the legal framework and the introduction of tax concessions to favour foreign investors. In total, up to April 1995, the value of foreign investment amounted to some \$1,350 million, 76% of this going into projects of over 1\$ million.

Similarly in Slovakia, direct investment from abroad rose by 54% between the beginning and end of the year, three-quarters of the increase occurring in the second half. In total, investment amounted to \$520 million up to December 1994, going into 7,200 enterprises and originating mainly from Germany, the Czech Republic, Austria, France and the US.

Direct investment flows also increased into the Czech Republic, which has been a major destination from the beginning of the transition period. Flows rose by 45% in 1994 to \$870 million, much more than the total stock of foreign investment in Slovakia and around two-thirds of that in Romania. Of the inflow during the year, 30% went into car and other transport equipment manufacture, while 15% went into banking. Half of the total came from Germany, just under 10% from Austria and France and 5% from the US. This contrasts markedly with 1993, when the latter accounted for 45% of inflows (and some 20% of cumulative inflows over the period 1991 to 1994, as against 36% from Germany and 12% from France). With large privatisation programmes planned for petro-chemicals and telecommunications, and with continuing economic recovery in the European Union, the prospects for a further increase in investment inflows in 1995 seem extremely favourable.

Bulgaria is an exception to this favourable trend. In 1994, foreign direct investment inflows fell by almost 20% to just \$46¹/₂ million, barely 5% of those into the Czech Republic and well below those into Slovakia or Romania. Moreover, in contrast to Romania, only 38 individual projects up to the end of 1994 have involved investment of more than \$1 million, while 1,420 out of the total of 2,200 - almost two-thirds - have involved investment of only \$1,000 or less.

International trade developments

The visible trade balance was in deficit in 1994 in five of the seven Central and Eastern European countries covered here. This represents a slight improvement over 1993 when all but the Czech Republic were in deficit. The latter, however, was the country showing the most marked deterioration in trade performance between the two years, at least on visible trade, a surplus of \$345 million being transformed into a deficit of \$436 million. Even taking account of the Czech surplus on invisibles through its significant earnings from tourism and transport, this meant that the current account overall was in small deficit, though it still managed to increase its convertible currency reserves to almost \$9 billion (a surplus on convertible currency trade being offset by a deficit on other trade).

Nevertheless, there is concern about the apparent deterioration in Czech competitiveness in 1994. The exchange rate, unlike in other countries in the region, has remained largely unchanged against the US dollar and Deutschmark and since inflation, as noted below, has been higher than in Western Europe, the major market for Czech exports, this has led to an appreciation in real terms of 8-10%. As a result, though exports rose by 7% between 1993 and 1994, this was considerably less than the growth of imports - the composition of which shifted towards machinery and transport equipment, though imports of consumer goods also expanded significantly - and the trade deficit with Western Europe increased from \$600 million to \$900 million.

The apparent effect of the deterioration in cost competitiveness is reflected in the decline in the growth of exports to developed market economies, from 25% in the first half of 1994 to 15% in the second half and only 5% in the first quarter 1995. At the same time, imports from these economies increased by 40% in the latter period.

In the other countries, Hungary apart, there was either some fall in the trade deficit or, in the case of Bulgaria and Slovakia, a deficit was converted into a surplus. In Hungary, though the rise in the trade deficit was comparatively small between 1993 and 1994, it was nevertheless from a high base. As a result, the current account deficit in 1994 reached 9¹/₂% of GDP, which was a major reason for the subsequent introduction of restrictive measures in March 1995. At the same time, the deterioration in the trade balance accompanied a marked growth of exports amounting to 2¹/₂% year on year in US dollar terms and to 23% between the second first half of 1993 and the second half of 1994. Indeed, the growth of exports was greater than that of imports which meant that the deficit declined in relation to the

value of trade, though the deficit still amounted to 36% of the value of exports in 1994.

The severity of the Hungarian balance of payments problem, however, is nothing as compared with that of Albania. Here, though there was no further rise in the trade deficit and exports increased in US dollar terms by 26% between 1993 and 1994, imports in value terms were over four times larger than exports. Without a significant strengthening of the industrial base - and, as noted above, industrial production fell substantially in 1994 - it will be difficult if not impossible to close this massive gap without greatly slowing down the development process, let alone to halt the escalation of foreign debt.

In the other four countries, there was also a substantial increase in exports, but in these cases, it was accompanied by a much smaller growth of imports despite the growth of GDP. In most cases, the improvement in trade performance was associated with a significant depreciation of the exchange rate.

In Poland, exports rose at the same rate as in Hungary in US dollar terms, 20¹/₂%, as against an increase in imports of 13¹/₂%, so achieving a reduction in the trade deficit for the first time since 1990. In Romania, the rise in exports was even greater at over 25%, which in this case was achieved without a marked depreciation in the currency, and substantially in excess of the expansion in imports (9%). As a result, the trade deficit narrowed appreciably. In Slovakia, exports increased by somewhat less - 13¹/₂% in US dollar terms - though still by a significant amount and at over twice the rate of import growth. In consequence, the trade balance which had been in deficit since the transition began was transformed into a surplus.

This was also the case in Bulgaria, which had also been in deficit throughout the transition period and which as a result had accumulated considerable foreign debts giving rise to acute debt servicing problems. Here, however, a trade surplus was attained for the first time for many years not so much through export growth, which amounted to under 5% in US dollar terms, as through a reduction in the dollar value of imports which declined by 7% between 1993 and 1994.

In all countries for which details are available, the pattern of trade continued to shift towards Western Europe during 1994 and away from traditional markets both in Central and Eastern Europe itself and the in the former Soviet Union. In the case of the Czech Republic, for example, exports to European Union and EFTA countries in 1994 grew by 18%, more than twice the overall growth of exports. In Romania, around 50% of exports went to the European Union in the same year, while only 14% went to countries in transition,

though the latter accounted for 26¹/₂% of Romanian imports. In Bulgaria, almost half of exports went to Western Europe as opposed to under 40% to countries in Central and Eastern Europe, including Russia which still represented the most important trading partner in the region.

In Slovakia, on the other hand, the Czech Republic represents by far the main trading partner, accounting for 37% of its exports in 1994 - and for 30% of imports - well in excess of the second most important market, Germany, which accounted for 17%. Russia, however, remained an important source of imports, if much less significant than before the transition, accounting for 18% of the total.

Labour force participation

All countries covered here experienced a growth of working-age population between 1993 and 1994, even Albania, Bulgaria and Romania, where population of working age fell in the early years of the transition. This rise was accompanied by a growth in active population - ie in those people working or actively looking for work - in all but two countries, Bulgaria and Hungary (no data on active population are as yet available for Romania for 1994). In the former, active population declined by 3%, in the latter, by 4%, in both cases, continuing a downward trend from the beginning of the reform process, interrupted briefly in 1993 in the case of Bulgaria. In two other countries, Albania and the Czech Republic, 1994 was the first year of labour force growth since the transition began.

In both Bulgaria and Hungary, therefore, the proportion of working-age population participating in economic activity - ie the participation rate - continued to fall in 1994, in the case of both men and women. The participation rate also declined in Slovakia, though by much less, and here the fall was confined to men, the rate for women increasing slightly. In all the other countries, the rate rose. This was especially true in Poland, where the participation of men, in particular, increased significantly during the year (from 78.4% to 80.8%), and in Albania, where the rise was confined to men (going from 75¹/₂% to 80%) and the rate for women declined (from 70% to 68%).

Employment developments

In most countries in the region, information about employment has improved significantly with the introduction of labour force surveys (all of the countries now have regular surveys apart from Albania, where as yet there are no plans to introduce one). These have done great deal to fill the information gap which opened up

once the public sector ceased to be the sole - or at least the predominant - employer.

At the same time, however, though there are now reasonably reliable indicators of what has happened to employment in the recent past, it is difficult if not impossible to say with any certainty how current changes compare with those during the early transition period. Specifically, while the employment statistics published at the back of this Bulletin show that employment fell in all countries from the beginning of the transition period up to 1994 and that, for three of the countries, 1994 was the first year of employment growth, it is not possible to say definitively that this was in fact the case (this may be overstating the problems in respect of a few of the countries where estimates of employment even before the introduction of a labour force survey were reasonably good). While the year-to-year changes, however, may be uncertain, it is indisputable that the numbers in employment are now substantially less in all countries than before the reform process started (Graph 2).

The decline in the labour force participation rate in Bulgaria and Hungary was reflected in a fall in employment between 1993 and 1994. In both cases, this amounted to 2%, which was less than the reduction in active population, signifying, as discussed below, a fall in unemployment. In Slovakia, where the participation rate also declined, if only slightly, the numbers in employment remained unchanged between the two years, again implying a small reduction in those unemployed.

In the three other countries for which data are available (ie excluding Romania), employment increased. The

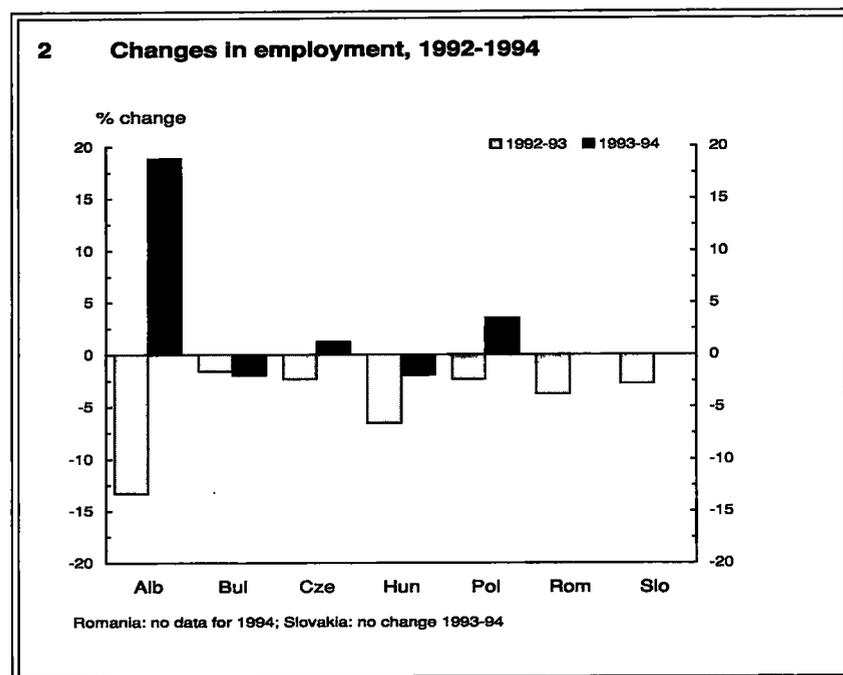
rise seems to have been as much as 19% in Albania, though the uncertainty about the data in this case is considerably greater than in the other countries, more than all of the additional numbers finding work in 1994 being in agriculture, where employment increased by 27% (largely because of the restitution of land to former owners).

In Poland, the numbers employed rose by 3½% and in the Czech Republic, by just over 1%. In both cases, this still meant that the total in employment was considerably lower than before the transition got underway - by 13% in the former and 10% in the latter in relation to 1989. However, whereas in Poland, this reduction is reflected in a rise in unemployment of much the same magnitude, in the Czech Republic, unemployment has remained low and, instead, significant numbers of people have withdrawn from the labour force.

In the other countries, apart from Romania, where employment appears to have fallen by only around 8% between 1989 and 1994, the numbers employed in 1994 were even lower than before the reform process began. In Slovakia, the reduction over the transition period has amounted to 16%, while in both Bulgaria and Hungary, the numbers are down by around 28%. In all three cases, this fall has been reflected partly in a steep rise in unemployment and partly in declining rates of participation in the labour force (see the last Bulletin, No. 6 for a more detailed analysis of the change over the transition period).

Albania apart, all countries except for Poland experienced a decline in employment in agriculture during 1994 (this seems also to be true of Romania for which there are no detailed data). In all these cases, except for Bulgaria, where there was a small rise in 1993, this represented the continuation of a downward trend apparent since at least 1989. The fall in 1994, however, ranged from over 10% in the Czech Republic and over 8% in Slovakia to just 2% in Bulgaria. In Hungary, where in contrast to earlier years, the decline was modest, it nevertheless meant that the number employed in the sector in 1994 was under half that in 1989 (though because of certain changes in classification, it is difficult to measure this precisely).

In Poland, after an apparent fall of some 18% between 1989 and 1993, employment went up by 4½% in agriculture in 1994 at the same time as output fell markedly, perhaps reflecting the continuing high level of unemployment, especially in more rural parts of the



country, and giving rise to doubts about the sustainability of the increase.

Employment also fell in manufacturing in all of the countries despite the general rise in industrial production. As a result, labour productivity in the sector increased throughout the region. This rise was particularly pronounced in Hungary and Poland, the two countries in which production increased by most, but which also experienced significant falls in employment. The consequence of the continuing decline in employment in these two countries was that the numbers working in manufacturing were much lower in both cases in 1994 than five years earlier when the transition was in its early stages. In Poland, the total fall in numbers over this period was 30%, in Hungary as much as 37%.

In both cases, also, this implied that the level of labour productivity was well above what it had been in 1989. In the other countries, however, despite large reductions in employment in the sector - 30% in Slovakia, 37% in Bulgaria, though 'only' just over 21% in the Czech Republic - the decline in manpower seems to have been less than the fall in output, implying some loss in productivity.

In other parts of industry, employment generally increased - or in the case of the Czech Republic, fell by relatively little - in power and water and declined in mining and construction, though in the latter, the Czech Republic again differed from the other countries, showing a rise of over 7%.

In contrast to the experience in agriculture and industry, employment in services expanded in all the countries, apart seemingly from Albania, reflecting the shift in the pattern of demand towards services as well as the growth of private concerns which are largely concentrated in this sector. The increase in employment was by no means general to all service sectors and there were some differences in experience between countries.

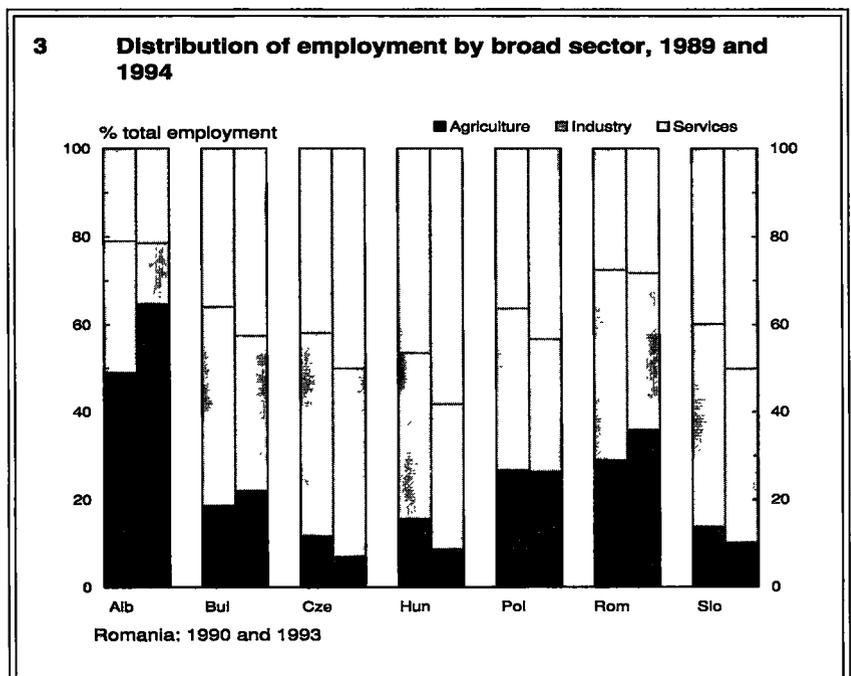
Whereas the numbers employed in health and education as well as in transport and communications fell in all countries in 1994, except apparently in Albania, the numbers employed in the distributive trades, hotels and restaurants - which as a group have witnessed the largest expansion in private firms - declined slightly in Hungary and Slovakia while increasing elsewhere. (The figures for Albania show a massive decline in this sector, which probably

reflects the shift from public to private enterprises). Employment in financial services also went up in most countries, the only exceptions being Albania and Hungary where it remained unchanged, while in public administration, it rose in all countries without exception. Finally, the 'other services' category saw a rise in employment throughout the region, apart from in Bulgaria, where the numbers went down and in Slovakia, where they remained constant.

Sectoral shifts in employment

The result of the growth of services and the continuing decline of employment in agriculture and industry in most, though not all, parts of the region has been a pronounced change in the structure of employment in all the transition countries. The change, however, has by no means been uniform (Graph 3). Whereas, the share of employment in agriculture has gone down significantly in three countries - the Czech Republic, where it fell from 12% of the total in 1989 to only 7% in 1994, Hungary, where it declined even more dramatically, from 16% to under 9%, and Slovakia where it went down from 14% to 10% - it has increased slightly in Poland and markedly in Albania, Bulgaria and Romania, as a result partly of the privatisation of land, partly of the acute shortage of jobs in other sectors. Apart from in the former three countries, the share of employment in agriculture, therefore, continues to be above 20% in the region and as high as 36% in Romania and 65% in Albania.

By contrast, the share of employment in industry has fallen in all countries without exception. The decline has been especially pronounced in Albania, where it



Distribution of employment in the service sector, 1994							
	Albania	Bulgaria	Czech Rep	Hungary	Poland	Romania	Slovakia
<i>% total employment</i>							
Trade & catering	2.2	11.6	15.0	15.4	14.4	7.1	12.3
Transport & communic.	4.6	7.3	7.6	8.4	5.6	5.9	7.8
Financial services	0.3	1.3	1.6	1.9	1.6	0.7	1.2
Health & education	7.4	14.6	12.0	15.4	12.6	7.4	15.2
Public administration	0.7	2.2	5.6	8.6	1.8	1.2	6.0
Other services	6.3	5.7	8.3	8.6	7.3	6.1	7.8
Total services	21.4	42.6	50.1	58.3	43.4	28.3	50.2
<i>Note: Romania 1993</i>							

has fallen, according to the official estimates, from 30% in 1989 to just 14% in 1994, and in Bulgaria, where it fell by some 10 percentage points over this period, from 45% to 35%. The reduction has been only slightly less in Romania, Poland and Slovakia, where in each case it fell by around 7 percentage points, while in the Czech Republic and Hungary, though less, it was, nevertheless, significant (by 3 percentage points in the former, 5 in the latter). In all the countries of Central and Eastern Europe, therefore, the share of employment in industry is now under 40%, except in the Czech Republic, though only marginally so in Slovakia, and in most cases significantly so.

At the same time, the share of employment in services has gone up everywhere. The rise, however, was only marginal in Romania and Albania (though the uncertainty about the data needs to be emphasised, especially in this sector where the growth of private business is likely to have been most significant). In these two countries, the proportion of the work force employed in the service sector in 1994 remained very low, at only 28% and 21%, respectively.

The increase in the service share over the transition period has been particularly large in the Czech Republic, Hungary and Slovakia, where in all three cases in 1994, the share had risen to 50% or more - in Hungary to 58%, which is only slightly below the average in the European Union, similar to the proportion in Germany, Spain and Ireland and higher than the share in Greece and Portugal. Even in Poland and Bulgaria, where agriculture remains important, the share of services had increased to well over 40% (43% in each case).

Within services, the pattern of employment, Albania apart, has changed in a relatively similar way over the

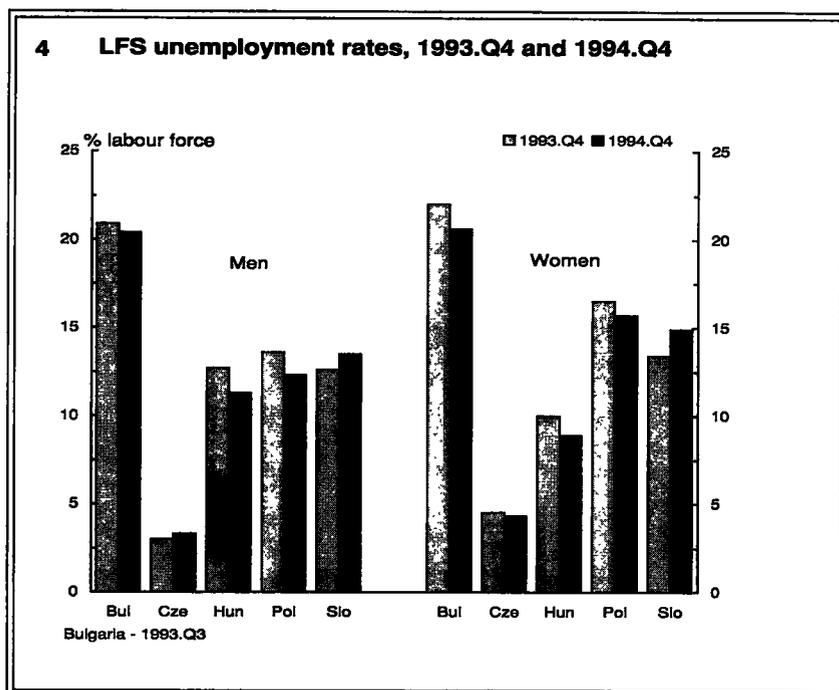
transition period, with an increasing share of jobs in trade and catering, which in the Czech Republic, Hungary and Poland, accounted for around 15% of total employment in 1994, as well as in financial services, which still employ only a relatively small proportion of the work force - under 2% everywhere (see Table).

Health and education continue to be a major area of employment, in most countries accounting for a similar or larger share of the total as trade and catering, while the main area which differs in importance between the countries is public administration, though this is partly because of inclusion of armed forces in this sector in Hungary, Slovakia and the Czech Republic (see Notes to the statistical tables).

Changes in unemployment

On the basis of labour force survey results, the average unemployment rate in 1994 was marginally lower as compared with 1993 in the Czech Republic, significantly lower in Bulgaria and Hungary and higher in Poland and Slovakia. In all cases, the same is true if the figures for those registering as unemployed in labour offices are used instead (Graphs 4 and 5). On the latter basis, in Albania, where no labour force survey at present exists, unemployment fell substantially between 1993 and 1994, while in Romania, where the survey is as yet irregular, it increased slightly.

Apart from in Poland, where unemployment fell during the year, the direction of change between these two years is also true of the change within 1994. Only in Slovakia, therefore, was the rate of unemployment at the end of 1994 higher than at the end of 1993 and in



Republic, where youth unemployment rose during 1994, but remained much lower than in other countries (Graph 6).

Long-term unemployment showed a less welcome trend during the year. In all countries without exception, the proportion of the unemployed who had been out of work for a year or more increased significantly, in some cases, substantially despite the fall in most parts in unemployment overall (Graph 7). In Slovakia, in particular, the problem worsened considerably, with the proportion rising from 32% at the end of 1993 to 48%, twice as high, at the end of 1994. In Hungary, the proportion went up from 34% to 42% and in each of the other countries by 5-6 percentage points. Even in the Czech Republic, where the numbers out of work remained low, those who had been unemployed for at least a year increased from 18% to 24%.

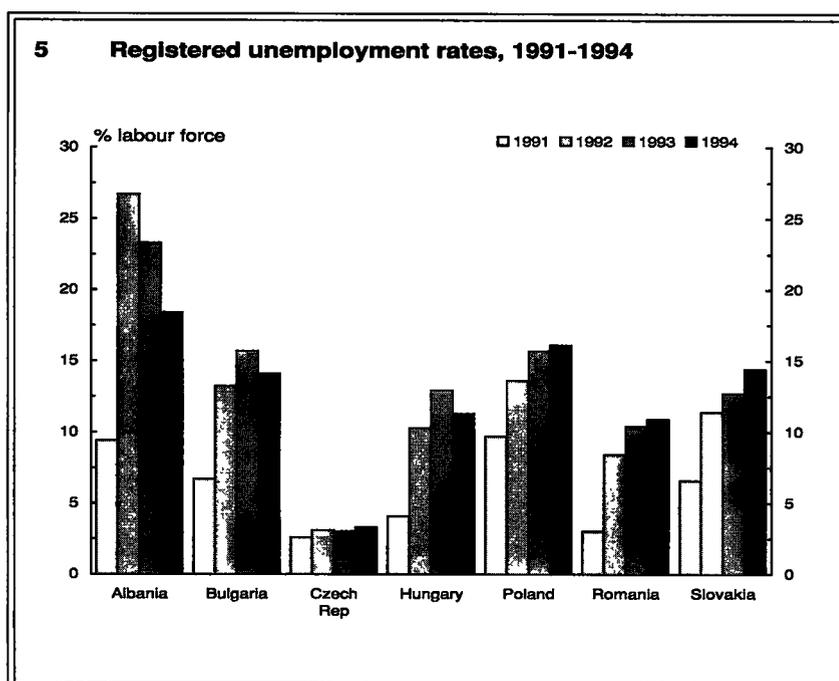
all other countries except for Romania, where it was only a little higher, it was lower.

Nevertheless, though the general trend might be favourable, the rate of unemployment was above 10% at the end of 1994 in all countries apart from the Czech Republic, where it was under 4%. In Poland and Slovakia, it was still around 14%, while in Bulgaria, according to the Labour Force Survey figures rather than the much lower official registration figures (which leave out of account a significant number of people no longer eligible for unemployment benefits), the rate was over 20%. (In Albania, the registration figures put the rate at a similar level.)

As a result of the rise, the Czech Republic apart, the long-term unemployed represented over 40% of the total out of work throughout the region and in Bulgaria, for as much as 60%. The problem has, therefore, become as serious and as widespread as in the European Union and could prove equally as intractable. (The evidence from studies carried out in Western Europe emphasise the acute difficulties faced by the long-term unemployed in getting back into work even during periods of employment growth both because of the adverse effect on the confidence, attitude and,

In all countries, except Hungary, unemployment remains higher among women than among men, and, indeed, in the Czech Republic, Poland and Slovakia, the gap widened slightly during 1994. In Romania, on the other hand, the registration figures suggest a grater rise in unemployment during the year for men than for women.

It is also the case that youth unemployment rates remain much higher than for those over 25, typically around twice as high as is also true of many Western European countries. In most countries, however, rates for those under 25 either declined by more than for older people - in Hungary and Bulgaria - or showed less of an increase - in Poland and Slovakia. The one exception was the Czech

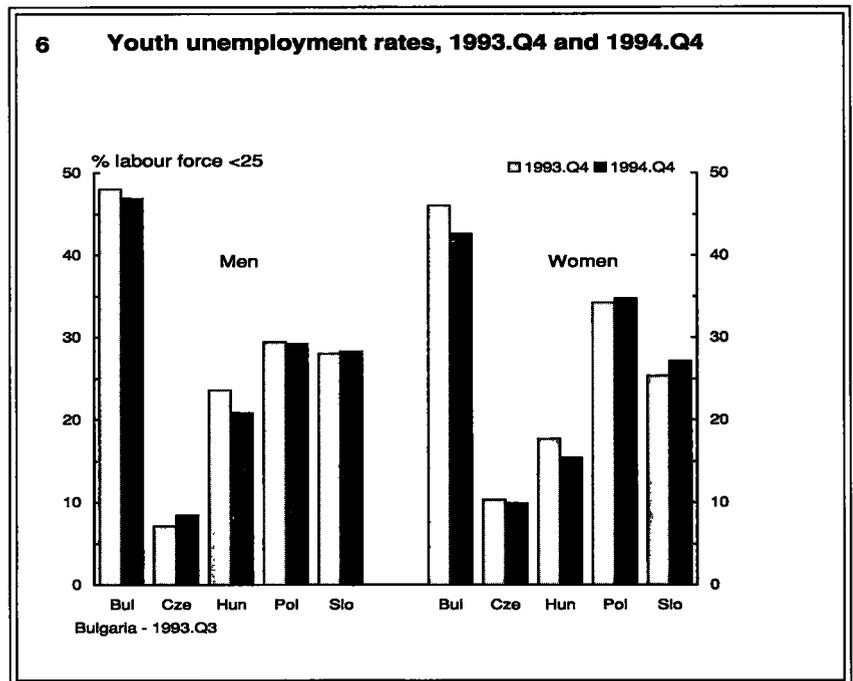


possibly, skills of the person concerned and because of the reluctance of employers to take on people who have not been working for some time. The development of long-term unemployment, the people affected and the policies so far adopted to combat the problem will form the subject-matter of a special article in the next issue of this Bulletin.)

One effect of the rise in the average duration of unemployment has been an increase in the proportion of the unemployed whose entitlement to benefit has become exhausted. In Bulgaria, for example, where long-term unemployment has become most prevalent, only 28% of the unemployed were entitled to benefit at the end of 1994 as compared with 35% at the beginning. Similarly, in Hungary, in December 1994, only 22% of those ceasing to draw benefit did so because they had found a job; half stopped receiving benefit because their entitlement had expired, though this was a lower proportion than at the beginning of the year (for more details of this, see the special article in this Bulletin).

Regional unemployment

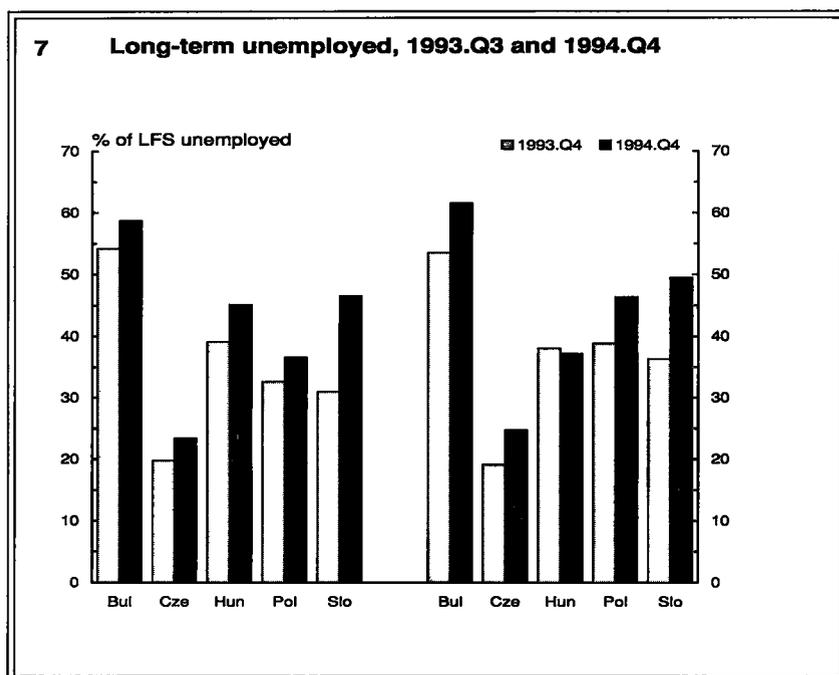
The incidence of unemployment remains very uneven within Central and Eastern European countries and



there was little change during the year in the distribution of the unemployed across regions (see Map).

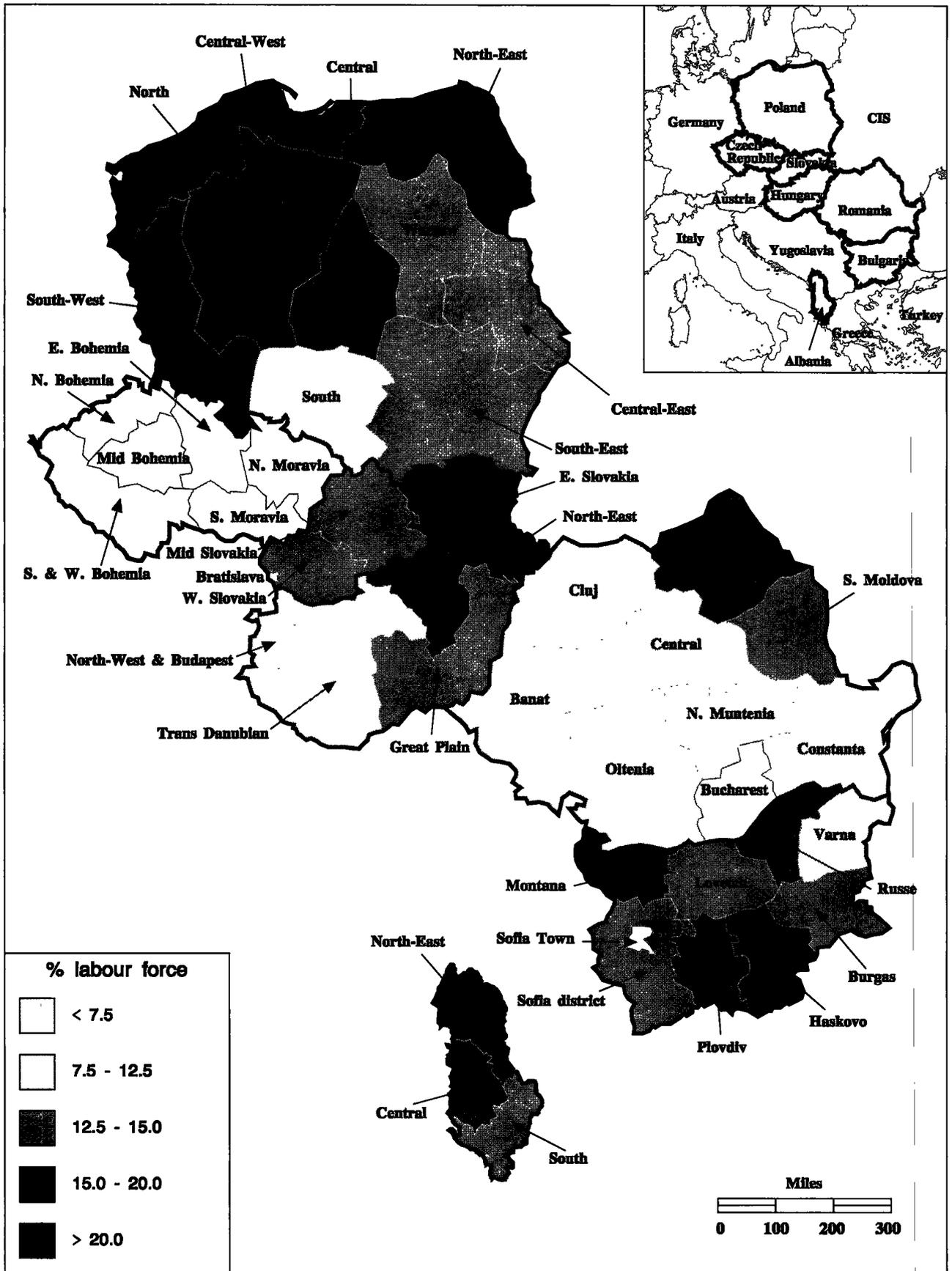
In Albania, there was a general decline in registered rates of unemployment in 1994 in most parts of the country and the rates fell to around 20% in the North-East and Central regions and to only just over 13% in the South of the country.

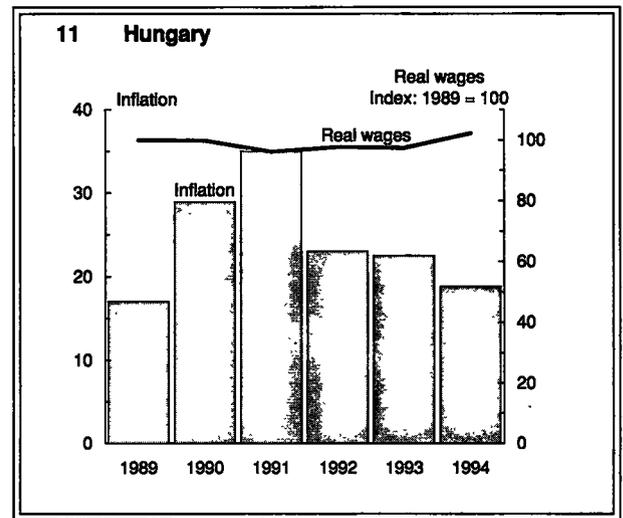
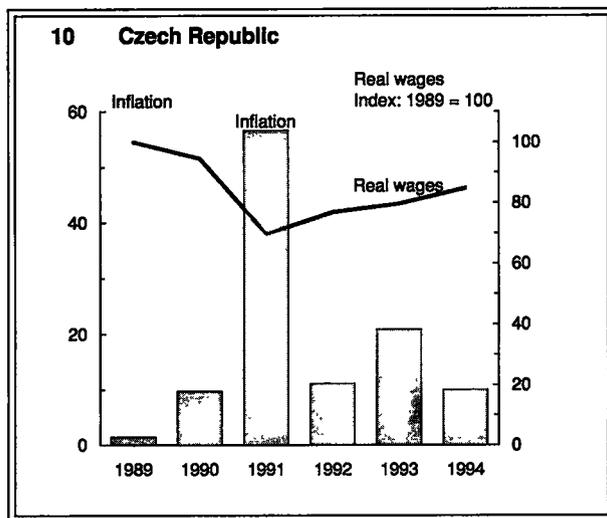
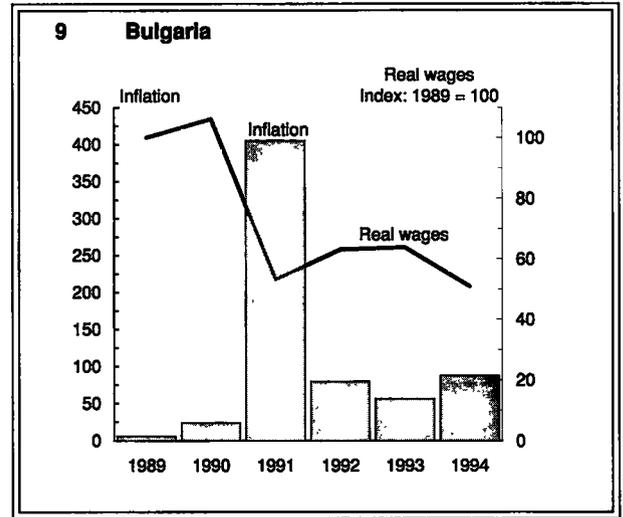
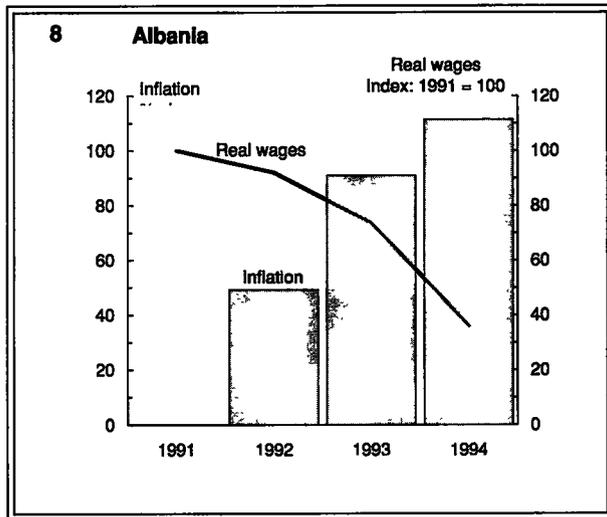
In Bulgaria, the registered rate of unemployment in Montana, in the North-West, was over three times higher than in Sofia at the end of 1994, and in Haskovo, in the South, just under three times higher.



In the Czech Republic, where unemployment tends to increase as you move from the West to the East and from the South to the North, most regions experienced either little change or some reduction in registration rates during 1994. In Northern Moravia, which has the highest unemployment, the rate went down from over 6% at the end of 1993 to 5 1/2% at the end of 1994. In Northern Bohemia, on the other hand, which has the second highest regional rate, it went up slightly to 4 1/2% over this period. In mid-Bohemia, unemployment remained low at only 1 1/2% of the work force (in Prague 0.3%, with 8 vacancies for every job seeker at the end of 1994 whereas in all other regions the number of people seeking for jobs exceeded vacancies).

Regional unemployment, 1994





In Hungary, it is only in Budapest that the registered unemployment rate is much below 10% and in the largely rural region in the North-East, it remains at around 17%.

In Poland, the highest rates of unemployment continued to be in the agricultural regions in the North and North-East of the country, where the rate was over 20% at the end of 1994, while the lowest rates were in the industrial regions in the South, where unemployment was half this level, and in Warsaw and the surrounding area where private services were prevalent. Moreover, whereas unemployment declined during 1994 in Warsaw and the central part of the country, where light industry was important, it increased in the Central-West and South-West regions where the rate was already higher than average.

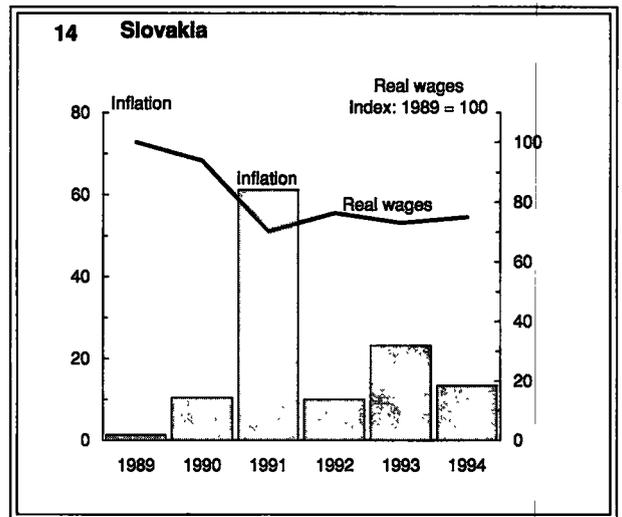
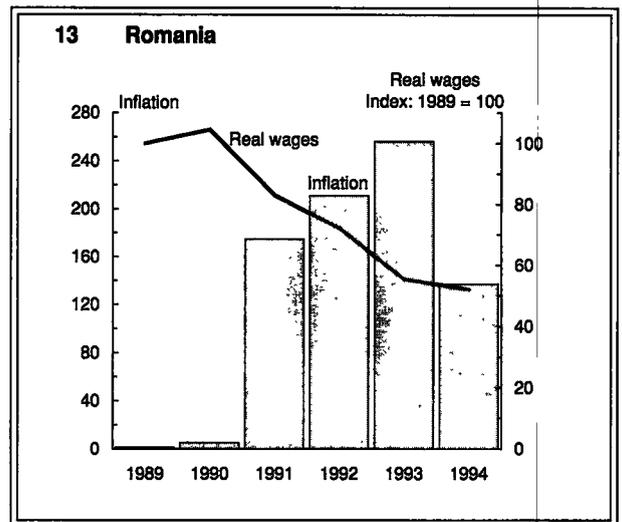
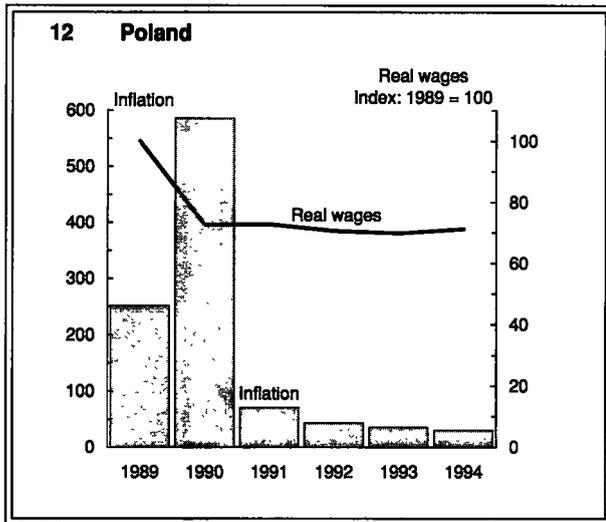
In Romania, also remained high in the more rural areas where a high proportion of jobs were in agriculture, particularly in the East and North-East of the country, in Northern and Southern Moldova where the rate was

around 16%, over twice as high as in the Bucharest region where, as in other countries, private services were concentrated.

Similarly, in Slovakia, whereas unemployment at the end of 1994 was still only around 5% in Bratislava, in the Eastern part of the country, it was approaching 20%.

Inflation and real wages

In five of the countries covered here, consumer price inflation was lower on average in 1994 than in 1993. In three countries, the Czech Republic, Slovakia and Romania, the rate of price increase was only around half what it had been the previous year. In the latter, in particular, where inflation had averaged over 250% in 1993, this was a major achievement. In Albania and Bulgaria, however, inflation was higher in 1994 than the year before, in Bulgaria, where it rose from 56% to 87%, markedly so (Graphs 8-14).



Nevertheless, if the pattern of change during 1994 is examined, in only two of the countries, Romania and Slovakia, was the rate of price increase lower at the end of the year than at the beginning. In Romania, for the first time since the process of reform got underway, the rate fell to two figures - to 73% in the last quarter, whereas a year earlier it was over 300% - a fall from 12% a month to under 5%. Moreover, this reduction occurred at the same time as the process of removing price controls neared completion and government subsidies on consumer goods and services were withdrawn completely. In Slovakia, inflation at the end of 1994 was down to under 12% for the first time since 1992 and not far above the rate in the Czech Republic, which at 10¹/₂% remained the lowest in the region.

Nevertheless, in the Czech Republic, inflation did not fall below 10% during 1994 after declining appreciably from 20% around the end of 1993/beginning of 1994 (though in the first quarter of 1995, it was down to 9¹/₂%). In Hungary, where it seems to be proving difficult to reduce the rate below 20%, and Poland, where it is seemingly equally difficult to get it below 30%, inflation increased during 1994.

Inflation rose more significantly during the course of 1994 in Bulgaria. Here, fuelled in part by a substantial depreciation of the exchange rate, which fell by almost 50% against the US dollar during the year - mainly in February - the rate at the end of the year (in December) was 122% , more than double the rate at the end of 1993 and ending three years of falling or relatively stable rates.

The acceleration in inflation in Bulgaria was accompanied by a substantial fall in real wages as rates of pay failed to keep pace with price rises for the first time since 1991. In 1994, average real wages in public enterprises were some 20% lower than a year earlier, more than cancelling the gains in real wages made in

1992 and 1993. As a result, the level of real wages were on average only half what they had been in 1990 before the transition began - though as emphasised above, given the improvement in consumer choice over what to buy during this period, as well as the growth of employment in small private businesses, which are not included in the wage statistics, this exaggerates the reduction which has occurred. However, despite the qualifications, independent studies undertaken in 1994 showed that a third of Bulgarians were undernourished and another third were on minimum income levels.

In all the other countries, except for Albania, where on the official statistics, they halved during the year, and in Romania, where, in relation to a special price index computed for employees, they fell by 6%, real wages increased. The largest rises were in the Czech Republic, where they went up by 6¹/₂%, and Hungary, where they rose by 5%. Nevertheless, only in Hungary, were average real wages higher in 1994 than in 1989 before the transition got underway in most countries. Moreover,

even in Hungary, they were only around 2% higher in 1994 than five years earlier (and here, real wages in companies with 10 employees or more were 24% lower than in 1986). In the rest of the region, they were down significantly - though the same qualifications apply as noted for Bulgaria - the smallest fall being in the Czech Republic, where the average level in 1994 was some 15% lower than in 1989. In Slovakia, the cumulative reduction over this period was 25% and in Poland, it was 29%, while in Romania, the decline was similar to that in Bulgaria, at almost 50%.

Bulgaria and Albania apart, however, there are signs of a steady improvement in real wage levels. Even in Romania, where the average for 1994 was lower than in 1993, the last quarter witnessed a marked increase as price inflation came down.

In all countries in the region, the growth of the private sector has meant a widening of wage disparities, as the new firms starting up, especially foreign subsidiaries and those financed by capital from abroad, have been able to pay higher wages than public enterprises or government departments where there has been continuous pressure on holding down costs. In general, the highest wage levels now seem to prevail in banks and other financial services, while the lowest levels are found in textiles and clothing as well as in agriculture.

Minimum wages and social benefits

Systems of social protection have come under increasing scrutiny in Central and Eastern Europe as concern has grown, on the one hand, over evidence of widening disparities in income distribution and rising poverty, in part because of high unemployment, and, on the other, over the cost of income maintenance programmes and their effectiveness. In at least three countries, the Czech Republic, Poland and Romania, serious consideration is being given to improving the operation of the systems in place so as better to direct resources to those who have lost out in the transition process and are living in poverty. In Poland, the latter are estimated to amount to 35-40% of the population.

The minimum wage was reduced in relation to average earnings in most countries in the region in 1994, though only marginally in Hungary. In Bulgaria, despite the minimum wage being raised on three separate occasions during the year, and a total increase of more than 50% in nominal terms, because of the rise in inflation, its real value fell by almost 25%, some 5 percentage points more than the decline in average real wages.

In the Czech Republic also, inflation eroded the real value of the minimum wage which had been kept

unchanged since 1992 in nominal terms, so falling from over 50% of the average wage in 1991 to only 28% at the end of 1994. This was slightly higher than in Hungary, where, again because of inflation, it had fallen to 27% of the average wage, though less than in Slovakia, where it stood at 34%, down by 5 percentage points from its level one year earlier.

In Poland and Albania, on the other hand, the minimum wage rose relative to average earnings during the year. The increase was most dramatic in the latter where it was raised to over 50% of the average wage in mid-1994, almost double its level a year earlier. This, however, has to be seen in relation to an apparent halving of average wages over this period. In Poland, the minimum wage increased from 39% of the average at the end of 1993 to 41% at the end of 1994.

With the exception of Albania, where the average level in 1994 was slightly higher than in 1993, and Poland, where they remained unchanged at 36% of the average wage - the same level which has obtained since 1992, unemployment benefits also fell relative to the average wage in all the countries. While the reduction was relatively small in the Czech Republic and Hungary - 1-2 percentage points - it was more significant in Slovakia, where the average benefit paid at the end of 1994 was over 4% of the average wage lower than a year earlier, and in Bulgaria, where largely reflecting the increase in inflation, it was down by 6% of the average wage over the same period (for fuller details of the unemployment benefit system in each of the countries and the way it has changed over the transition, see the special article in this Bulletin).

Concluding remarks

As noted at the outset, there are clear signs of recovery in the Central and Eastern European economies which were reflected in a widespread improvement in labour market conditions in 1994, with employment beginning to stabilise or increase and unemployment to fall. This, however, has been accompanied by some rise in the rate of inflation in many of the countries - the most notable exception being Romania where inflation has fallen sharply - though only in Bulgaria, and possibly Albania, has the acceleration been substantial. It has also been accompanied by a deterioration in the balance of trade in some of the countries - in Albania, the Czech Republic and Hungary - and the continuation of a serious deficit position in another - Poland.

In most countries - all apart from the Czech Republic and Romania - the exchange rate depreciated during 1994, in some cases, Bulgaria, in particular, substantially, adding to cost pressures and making it harder

to bring down inflation. Moreover, the continuing high rates of inflation throughout the region - only in the Czech Republic and Slovakia are they close to 10% - as compared with the countries in Western Europe which have become their major trading partners, is likely to mean that exchange rates will need to go on depreciating in order to protect competitiveness.

It remains to be seen whether trade and inflation problems will prove sufficiently serious as to slow down or even halt economic recovery. In Hungary, the mounting financial problems during 1994, not least the scale of the balance of payments deficit, led to the introduction of restrictive measures in March 1995 and as the year unfolds, it will become clearer how these will affect growth and employment. Other governments in the region, especially in Bulgaria, may be forced into taking the same kind of action.

In addition, in none of the countries has the process of privatisation and the full implementation of financial discipline on large enterprises yet been completed - in Bulgaria, for example, mass privatisation is planned for the second half of 1995. The closure of a number of uneconomic plants and the scaling down of the activities of others still lies ahead to varying degrees - more so in Bulgaria and Romania - less so in the Czech Republic, Hungary and Poland, with the prospect of more job losses.

On the other hand, sustaining the recovery is likely to be facilitated by increasing growth in Western Europe, in terms of both expanding markets for exports and increasing foreign direct investment flows. Indeed, there were already signs of an upsurge in investment from European Union countries during the latter part of 1994 and early months of 1995.

SYSTEMS OF UNEMPLOYMENT COMPENSATION IN CENTRAL AND EASTERN EUROPE

In all Central and Eastern European countries, systems of income support for those losing their jobs were introduced soon after the process of political and economic reform began, following the models of Western European countries.

By the end of 1991, systems had been established in all countries, even in Albania. Since then, the rise in unemployment and the increase in its duration have led all governments in the region to keep under review the criteria for determining eligibility and the period of entitlement as well as the amount paid in order to avoid any unsustainable increase in expenditure. However, although some tightening of regulations and reduction in benefit rates have occurred, the essential features of the system have changed comparatively little. Despite the constraints on government spending, high priority has been given to protecting the income of the unemployed in the transition process.

The aim here is to describe the main features of the present systems in each of the 7 countries and the principal developments which have occurred since their introduction.

Qualifying conditions

All systems impose conditions for qualifying for unemployment benefits other than simply not working. These, moreover, tend to be relatively similar (see Table 1 for details).

All countries require a minimum period of previous employment, which ranges from 6 months during the past year - in Bulgaria, Poland and Romania - to 1 year in the last 3 or 4 years in the Czech and Slovak Republics and Hungary. To prevent abuse of the system, some countries - like Albania, Bulgaria and Slovakia - also require that recipients should not have quit their job voluntarily.

In most countries, one difference from systems prevailing in the Union is that people receiving unemployment benefit can have a paid job, though the pay received

must be below certain limits - below the minimum wage in Bulgaria and Hungary and below 50% of the minimum wage in Romania and Poland.

Duration

The period over which benefits are paid is in most cases related to the length of previous employment and the age of the person concerned. In all countries, the periods are limited, so as to encourage people to return to work before their entitlement to benefit expires. The period has been reduced in most of the countries since 1991, the exceptions being Romania, where it was extended from 6 to 9 months, and Bulgaria, where it was a maximum of 6 months but can now extend up to 12 months (depending on the period of insured employment and age). In the other countries, the maximum duration ranges from 3 months (Hungary) to 12 months (Albania, Hungary and Poland).

Benefit rates

In all Central and Eastern European countries, apart from Albania and Poland, unemployment benefits are related to previous earnings, their rate often depending on the person's employment record. In most countries, the initial rate of benefit varies between 50% and 75% of the previous wage. In Albania, however, unemployment compensation is a fixed rate (just over 2,000 leks at the beginning of 1995, approximately the same as the minimum wage), while in Poland it is a flat-rate fixed as a percentage of the average wage.

Where the benefits are wage-related, the reference period over which payments are calculated ranges from the last 3 months of employment - Czech and Slovak Republics and Romania - to the last year in the case of Hungary.

Albania and Poland apart, ceilings on payment exist in all countries, and three countries - Romania, Hungary and Bulgaria - have lower limits, of between 75% and 95% of the minimum wage.

Table 1 - The unemployment benefit systems in Central and Eastern Europe, 1995 (main legislative rules)

	Albania	Bulgaria	Czech Republic	Hungary	Poland	Romania	Slovakia
Qualifying conditions	Employed for 12 months and lost job during the transition period Pay in job below certain limits	Employed for 6 months in the last year and lost job; pay in job below min. wage	Employed for 12 months in last 3 years; not eligible for old-age, sickness or maternity benefit; no severance pay; no paid job	Employed for 12 months in last 4 years; not eligible for old-age or disability pension; no severance pay	Employed for 6 months in the last year with pay above 50% of min. wage; not eligible for old-age pension; pay in present job below 50% of min. wage; no agricultural land above a certain size	Employed for at least 1 year (or 6 months in the last year if with temporary job); not eligible for old-age pension; pay in job below 50% of min. wage; no agricultural land above a certain size	Employed for 12 months in last 3 years; not eligible for old-age, illness or maternity leave benefit; no severance pay, no paid job; being dismissed
Waiting period	7 days	7 days	7 days	None (180 days if quit job voluntarily)	None (90 days when quit job voluntarily without notice)	0-30 days	7 days
Disqualification	2 refusals of job	Refusal of job or retraining without just reason	Refusal of suitable job (except for serious health, personal or family reasons)	Refusal of adequate job, retraining or public work	3 refusals of suitable job, training, intervention or public workplace within 6 months	Refusal of suitable job (except for serious health, personal or family reasons)	Refusal of suitable job (except for serious health, personal or family reasons)
Duration	12 months	6-12 months (depending on age and length of employment)	6 months	3-12 months (depending on length of employment in last 4 years)	12 months (18 when employed for 25-30 years and in <i>öcrisisö</i> areas)	9 months + 18 months of support allocation	6-9 months (depending on age)
Rate of benefit	Flat rate of 2,200 leks for first 6 months, then reduced by 10% (min. wage = 2,620)	60% of previous gross wage (75% in case of retraining) Lower limit: 90% of min. wage Upper limit: 140% of min. wage	60% of previous net wage for first 3 months, then 50% (70% throughout in case of retraining) No lower limit Upper limit: 150% of min. wage (180% in case of retraining)	75% of average wage of previous 4 quarters for first 23-90 days, then 60% Lower limit: 8,600 Ft Upper limit: 18,000 Ft for first period, then 15,000 (min. wage = 9,000)	36% of average country wage of previous quarter (52% or 75% in special cases) No lower and upper limits	50%, 55%, 60% of net monthly wage of last 3 months (depending on length of employment) Lower limit: 75%, 80%, 85% of min. wage Upper limit: 200% of min. wage Support allocation: 60% of min. wage	60% of previous net monthly wage for first 3 months, then 50% No lower limit Upper limit: 150% of min. wage
Social assistance	Min. 2,500 leks Max 5,000 leks per family (depending on family income, size and age)	100% of minimum wage	Up to subsistence level per family (amount depending on family size and age)	80% of min. old-age pension per person	Max. 80% of min. old-age pension per person	53-73% of net min. wage per person (depending on family size)	Up to subsistence level per family (amount depending on family size and age)

Social assistance

In all countries, for those people not eligible for benefit, where they have exhausted their entitlement, or where income is not sufficient for their needs, there are social assistance schemes. Assistance is subject to means-testing, in the sense that the income and other means of support available to the family determines the amount paid. The maximum amount available in each country is usually related to the minimum wage or old-age pension and, therefore, relatively small. For individuals, it tends to vary with age, marital status and number of children. In some cases, the maximum payable can be higher than unemployment compensation and even higher than the previous wage - especially if the unemployed is low skilled and, therefore, was low paid. In the Czech Republic, for example, a typical family with two adults and two children aged 6 and 10 years could receive social assistance of up to 7,320 Kc a month, almost 10% more than the gross average wage and over 3 times more than the minimum wage.

Comparison with the Community

The systems in place in Central and Eastern Europe do not differ too much from those in the Community. In all Member States, insurance principles apply in some degree and in most cases assistance is available to ensure that basic needs are met. In Spain and Portugal, for example, two countries which are closer to Central and Eastern Europe in terms of income per head than the Community as a whole, unemployment benefits are earnings-related and their initial level is reasonably high in relation to previous earnings (around 80%). Entitlement to this initial level is limited to 6 months in Spain, as short as anywhere in the Community, and to 21 months in Portugal, longer than anywhere apart from Denmark and the Netherlands. After the initial period, the amount of payment is reduced and those in need have to rely on discretionary regional and local support.

Main changes 1990 to 1995

Albania

Unemployment benefits were first introduced in Albania at the beginning of 1991. Benefit was paid to all the people losing their job after the transition began who had worked for at least 3 months, as well as to school-leavers after a waiting period of 3 months (Table 2).

The steep rise in unemployment led the Government to restrict conditions for eligibility significantly. School-

leavers were excluded from entitlement and the minimum period of insured employment required was increased to 12 months.

In addition, the method of calculating the benefit level was changed from being related to the previous wage (70%) to a fixed amount, as noted above. However, additional sums are paid to unemployed with dependants and a 'compensation' payment was introduced to make up for the marked rise in prices of basic consumer goods and electricity following price liberalisation.

For those with no or insufficient income, the Government in 1992 introduced social assistance payments, with the level depending on the income of the family as well as on the number and age of members.

Bulgaria

The system has undergone many changes since its introduction in 1990 partly because of the frequent changes in government (7 different ones in 4 years) and their differing visions of the process of reform (Table 3).

The rapid rise of unemployment and the beginning of the Government of Hope in 1990 led to restrictions on entitlement to benefit being introduced. Regulations were, however, changed again in 1993 and 1994, when the duration of payment was extended and a special scheme was introduced for the long-term unemployed.

Under the initial scheme, those becoming unemployed received 100% of their previous wage for the first month and then a progressively declining amount for the following 5 months. Thereafter, those who had not found a job were entitled to a sum equal to the minimum wage for a further 3 months. The new system has, however, reduced the rate of benefit to 60% of the average gross wage over the last 6 months with lower and upper limits of 90% and 140% of the minimum wage, respectively.

The duration of entitlement can vary between 6 and 12 months, depending on the age of the unemployed and the length of previous employment. School-leavers who have completed high school or university are eligible to assistance at a rate of 80% of the minimum wage for a period of 3 months, for the former, and 6 months, for the latter.

The Czech and Slovak Republics

The unemployment benefit system was introduced in the former Czechoslovakia in 1990. Qualifying conditions were relatively lax, and benefit was paid for 12

months at a rate of 60% of the previous net wage. Where the job loss was due to restructuring, the rate for the first 6 months amounted to 90%. In 1991, the waiting period was shortened, the ceiling on benefits was removed and the higher benefits in cases of restructuring were abolished, while those on retraining courses received 70%. At the same time, Federal law entitled the governments of the two Republics to adjust legislation, to some extent, to national circumstances. As a consequence, benefit was raised to 65% for the first six months in Slovakia, while in the Czech Republic this applied only in cases of restructuring. In addition, the unemployed were allowed to have a paid job of up to 20% of the minimum wage in the Czech Republic and 40% in Slovakia, where severance pay was also permitted (Tables 4 and 5).

In 1992, the system was harmonised in the two Republics and regulations were tightened in order to avoid abuse of the system: the unemployed were no longer allowed to have paid jobs, higher benefits in cases of restructuring were definitely abolished, an upper limit was imposed on benefits, while the lower limit was removed, and the duration of payment was halved.

After the separation of the two Republics at the beginning of 1993, the main regulations remained broadly unchanged in the Czech Republic and are still in force.

In Slovakia, on the other hand, rising unemployment has led to further restrictions. Under the legislation introduced between 1993 and 1994, the unemployed are eligible for benefit only if dismissed and are obliged to accept suitable social jobs of between a minimum of 4 and a maximum of 9 months. In addition, higher rates of benefit for those on retraining courses have been abolished. At the beginning of 1995, however, because of the long average duration of unemployment, the entitlement period was increased from 6 to 8-9 months for those aged over 30 and 45.

Unemployed school or university-leavers are entitled to benefit in both Republics, although the level differs considerably, amounting to 60% of the minimum wage for 3 months and to 50% for the next 3 months in the Czech Republic, but to only 45% of the minimum wage in Slovakia (one of the lowest rates in the region). This is accompanied, however, as in other countries, by active policy measures aimed at supporting employers offering jobs or training to school-leavers.

Social assistance for families with income below subsistence level, even in some cases when receiving unemployment benefit, was introduced in 1991 in response to price rises after controls were removed. The amounts available are uprated when consumer prices increase by 10% or more. For a person or a couple

without children, payment is much the same as the minimum old-age pension. The regulations governing social assistance are still virtually the same in the two Republics, though rates (in national currency) are on average 10-20% lower in Slovakia.

Hungary

Hungary, in 1989, was the first of the transition countries to introduce a system of unemployment benefits. As in other countries, the initial legislation was relatively lax, with no waiting period or disqualifying conditions and with relatively high lower and upper limits to the amount payable. Two major changes were introduced in 1990. While the duration of payment of benefits was increased from 1 to 2 years, both the lower limit and the benefit rate were reduced in the second year (Table 6).

More substantial changes were made in 1991. Restrictions were imposed on qualifying requirements, disqualification rules were introduced for the first time and the period of payment was reduced.

In 1992 and 1993, the payment period was further reduced, so decreasing the numbers of unemployed receiving benefits.

Since 1991, those leaving school or university have been eligible for benefits for an 18 month period at a rate of 75% of the minimum wage (together with Bulgaria, the highest in the region).

The insurance scheme is supplemented by means-tested social assistance. As numbers of benefit recipients declined, those on social assistance increased 5-fold between the end of 1992 and the end of 1994.

Poland

The unemployment benefit system in Poland has been subject to numerous changes, mainly because of the generous nature of the initial regulations, which gave rise to high expenditure as unemployment increased. From giving entitlement to benefit to virtually anyone without a job, the rules have gradually been made more stringent. To be eligible, those losing their jobs have to have been employed for at least 6 months during the preceding year and cannot own more than a certain amount of land. In addition, a waiting period of 3 months was introduced for those who had quit their job voluntarily without notice and the period of payments was reduced to 1 year. However, those with a long employment record and those over 55 remained entitled to draw benefit until they reached retirement age (Table 7).

Except for the latter, for whom the rate of benefit is set at 75% of the previous wage, since 1991, all other unemployed have been paid a flat rate of 36% of the average wage in the previous quarter (which in practice is close to the minimum wage).

School-leavers are eligible for unemployment compensation, but this is payable for a shorter period (9 months) and at a lower rate (12% or 28% of the average wage, depending on their age).

Means-tested social assistance is payable to families with income per head below the minimum old-age pension (35% of the average wage) for as long as considered necessary.

Romania

The system of unemployment benefit was introduced in 1991 (Table 8).

Benefits are payable to those losing their jobs who have worked for at least 6 months during the last 12 months as well as to school-leavers and university graduates unable to find a job within 60 days. The rate varies between 50% and 60% of the previous wage (the net average of the last 3 months, since 1992), depending on the number of years of insured employment. For school-leavers the benefit is set at 60% of the minimum wage and for university graduates 70%.

No upper limit on benefits existed until 1994, when, in order to avoid abuse, one was introduced at twice the level of the minimum wage.

In response to the increase in the duration of unemployment, the period of entitlement was increased from 6 to 9 months in 1992 and a support allowance (paid from the Unemployment fund) was introduced for those who were still without a job after this period at a rate of 60% of the minimum wage payable for a further 18 months.

Social assistance is payable to bring family income up to between 53% and 73% of the net minimum wage (depending on the number of the people in the family).

Beneficiary rates

The general tightening of regulations on unemployment compensation are reflected in the proportion of the unem-

ployed receiving benefits which has declined significantly over time as increasing numbers have reached the end of the maximum period of payment and exhausted their entitlement.

Between 1991 and 1994, the beneficiary rates declined in all countries in the region (for Romania data are available only for 1994). The fall was particularly marked in Albania and Slovakia where the proportion receiving benefits fell from 100% in the former and 80% in the latter in 1991 to around 20% in 1994. Though the decline was less in the other countries, it was nevertheless significant, the smallest fall being in Poland where the proportion declined from 60% to 50%.

For the most part, as would be expected given the limitations on the duration of benefit payment, there is a pronounced inverse relationship between the proportion receiving benefits and the importance of long-term unemployment (see Graph).

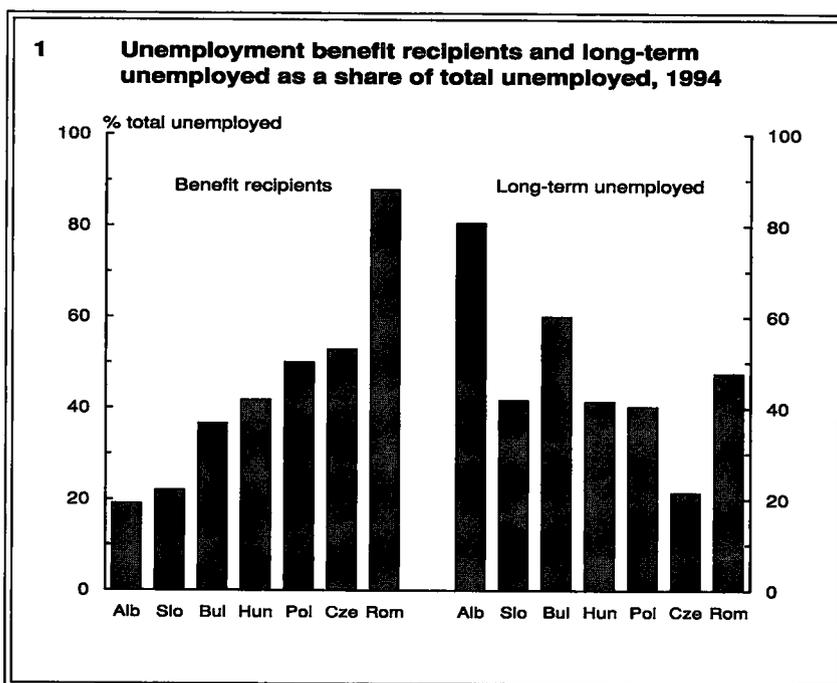


Table 2 - The unemployment benefit system in Albania (main changes)

	1991	1993	1994
Qualifying conditions	Employed for 3 months and lost job during the transition period; no other income	Income allowed if not above certain limits	Employed for 12 months
Waiting period	7 days		
Disqualification	2 refusals of job		
Duration	12 months		
Rate of benefit	50% of min. wage for those employed < 1 year 70% of average monthly wage for first 6 months, then reduced by 10% for those employed > 1 year + 20% of min. wage for each dependant Lower limit: 90% of min. wage Upper limit: 120% of min. wage		Fixed amount of 1,920 leks for first 6 months, then reduced by 10% (min. wage = 2,620 leks) + compensation sum for price increase

Table 3 - The unemployment benefit system in Bulgaria (main changes)

	1990	1992	1993	1994
Qualifying conditions	Employed for 6 months in last year and lost job		Paid job allowed if below the min. wage or 150% of min. wage for civil contracts	
Waiting period	7 days			
Disqualification	Refusal of job or retraining	Refusal of job or retraining without just reason		
Duration	6 months + 3 months unemployment assistance	6-12 months depending on age and length of employment		
Rate of benefit	100% of last monthly wage for 1 month (paid by employer) reduced by 10 perc. points a month for next 5 months and equal to min. wage for last 3 months	Minimum wage plus 20% of the difference between average monthly wage and min. wage	60% of average gross wage of previous 6 months Lower limit: 90% of min. wage Upper limit: 140% of min. wage Indexation at 90% of price inflation	+ 15% of UB for those in retraining + 10% of UB for two or more children under 16

Table 4 - The unemployment benefit system in the Czech Republic (main changes)

	1990	1991	1992
Qualifying conditions	Employed for 12 months in last 3 years; not eligible for old-age, sickness or maternity benefit; no severance pay; pay in job below certain limits		No paid job allowed
Waiting period	15 days	7 days	
Disqualification	Refusal of suitable job (except for serious health, personal or family reasons)		
Duration	12 months		6 months
Rate of benefit	60% of previous net monthly wage. If unemployed because of restructuring: 90% for first 6 months, then 60% Lower limit: 1,200 Kcs (approx. 60% of min. wage) Upper limit: 2,400 Kcs	If unemployed because of restructuring: 65% for first 6 months, then 60%; in case of retraining: 70% for the whole period Lower limit (1,200-1,580 Kcs after indexation) No upper limit	60% for first 3 months, then 50% No exceptions for restructuring No lower limit Upper limit: 150% of min. wage (180% in case of retraining)

Table 5 - The unemployment benefit system in Slovakia (main changes)

	1990	1991	1992	1993	1995
Qualifying conditions	Employed for 12 months in last 3 years; not eligible for old-age, sickness or maternity benefit; pay in job below certain limits		No paid job allowed; no severance pay	Being dismissed	
Waiting period	15 days	7 days			
Disqualification	Refusal of suitable job (except for serious health, personal or family reasons)				
Duration	12 months		6 months		6-9 months (depending on age)
Rate of benefit	60% of previous net monthly wage If unemployed because of restructuring: 90% for first 6 months, then 60% Lower limit: 1,200 Kcs (approx. 60% of min. wage) Upper limit: 2,400 Kcs	65% for first 6 months, then 60% No exceptions for restructuring In case of retraining: 70% throughout Lower limit only (1,200-1,580 Kcs after indexation)	60% for first 3 months, then 50% Upper limit only (150% of min. wage, 180% in case of retraining)	No exceptions for retraining	

Table 6 - The unemployment benefit system in Hungary (main changes)

	1989	1990	1991	1992	1993
Qualifying conditions	Employed for 18 months in last 3 years		Employed for 1 year in last 4 Below retirement age and not eligible for disability pension	Not eligible for old-age or disability pension; no severance pay	
Waiting period	None		None 90 days (if quit job voluntarily)		180 days (if quit job voluntarily)
Disqualification	None		Refusal of suitable job or training	Refusal of adequate job, training or public work	
Duration	1 year	2 years	6 months-2 years (depending on length of employment over last 4 years)	4 months-1 years (depending on length of employment over last 4 years)	3 months-1 year (depending on length of employment over last 4 years)
Rate of benefit	60-70% of previous earnings for first 6 months, then 50-60% (depending on reason for leaving job) Lower limit: min. wage Upper limit: 3 times min. wage	38-45% of previous earnings for additional year Lower limit: 80% of min. wage	70% of previous earnings for first 90-360 days, then 50% Lower limit: min. wage		75% for 23-90 days, then 60% Lower limit: 8,600 Ft Upper limit: 18,000 Ft for first period, then-15,000 (min. wage = 9,000 Ft)

Table 7 - The unemployment benefit system in Poland (main changes)

	1990	1991	1995
Qualifying conditions	Employed for 6 months in last year No old-age pension No agricultural land	Not eligible for old-age pension No agricultural land above a certain size	Pay in previous job above 50% of min. wage Pay in present job below 50% of min. wage
Waiting period	7 days	None	90 days if quit job without notice
Disqualification	2 refusals of suitable job or training within 30 days Refusal of intervention work (except for just reason)	1 refusal of adequate job, training, intervention or public work	3 refusals of suitable job, training, intervention or public work within 6 months
Duration	No limit	12 months 18 months if employed for 25-30 years and in "crisis" areas No limit for older workers and for those employed > 30 years	
Rate of benefit	70% of previous net monthly wage for 3 months, 50% for next 6 months, 40% thereafter	36% of average wage of previous quarter for the whole economy (52% or 75% in special cases)	

Table 8 - The unemployment benefit system in Romania (main changes)

	1991	1992	1994
Qualifying conditions	Employed for 6 months in last year No old-age pension Pay in job below 50% of min. wage No agricultural land above a certain size		
Waiting period	0-30 days		
Disqualification	Refusal of suitable job (except for personal and health reasons)		
Duration	6 months	9 months + 18 months support allocation	
Rate of benefit	50%, 55%, 60% of last monthly wage (according to length of employment) Lower limit: 75%, 80%, 85% of min. wage	As before, but calculated over last 3 net monthly wages Support allocation: 40% of net min. wage	Upper limit: 200% of net min. wage Support allocation: 60% of net min. wage

Definition of series

All the population and employment series are averages for the period. For unemployment, the annual figures are averages for the year, except where stated, but the quarterly figures are for the end of the period.

Resident population	A	(T) - including immigrants and nationals temporarily abroad, excluding visitors and armed forces of other countries
Working age population	A	(T) - population between official school-leaving age and official retirement age, which is approximately 15-54 for women and 15-59 for men, but which varies for each of the countries as shown in the notes to the tables
Population 15-64	A	(T) - population between the age of 15 and 64. Uniformly defined data would inter alia enable comparisons to made with statistics on activity rates published by OECD for Western countries.
Population below working age	A	(T) - population below official school-leaving age
Population above working age	A	(T) - population above official retirement age
Active population	A	(T) - numbers in armed forces and civilian labour force, including numbers employed in the private and informal sectors; where possible women on long-term maternity leave are excluded
Active population of working age	A	(T) - Economically active men and women of working age defined according to national definitions (in most cases, this would mean the sum of men aged 15 to 59 who are employed and unemployed and women aged 15 to 54 who are employed and unemployed). Employed and unemployed are defined, so far as possible, according to official ILO definitions, though women on long-term maternity leave are not included as employed
Employed	Q+A	(T) - persons working full or part-time in civilian occupations; in some cases data include armed forces to the extent that these are included in the Labour Force Survey
Employed in agriculture	Q+A	(T) - persons employed in agriculture, forestry and fishing
Employed in manufacturing	Q+A	(T) - persons employed in manufacturing; repair services should be included in trade and catering if possible
Employed in trade+catering	Q+A	(T) - persons employed in retail and wholesale distribution, catering and hotels and repairs
Employed in financial services	Q+A	(T) - persons employed in banking, insurance and other financial services
Employed in public administration	Q+A	(T) - persons employed in central and local government
Employed in other services	Q+A	(T) - persons employed in services not elsewhere specified
Self-employed	Q+A	(T) - persons working as proprietors or on own account in their main occupation, excluding members of producers cooperatives
Employees	Q+A	(T) - persons working as civilian employees in their main occupation
Unemployed (LFS)	Q+A	(T) - persons of working-age without work who are actively seeking work and are immediately available for work
Registered unemployed	Q+A	(T) - unemployed registered at labour offices
Youth unemployed	Q+A	(T) - numbers of unemployed less than 25 years old

Long-term unemployed	Q+A (T) - numbers of unemployed who have been unemployed for 52 weeks or more
Activity rates	A (%) - 100 (active population /population of working age)
Unemployment rate	Q+A (%) - 100 (unemployed/civilian labour force)
Youth unemployment rate	Q+A (%) - numbers of youth unemployed as a % of civilian labour force aged less than 25 years old
Price and wage inflation	Q+A (g) - % change in average price/wage index for period compared with value in the same period 1 year earlier, eg 1991=100 (index91/index90 - 1); 1992.Q1=100 (index92q1/index91q1 - 1)
Consumer price inflation	Q+A (g) - % change in representative index of prices for average household
Wage Inflation	Q+A (g) - % change in index of average gross monthly wages for full-time employees
Social protection	Q+A (w) - ratios of monthly values to average gross monthly wages for full-time employees (ie before tax), unless otherwise stated in the notes
Minimum wage	Q+A (w) - minimum official monthly wage as prescribed by legislation expressed as ratio of average gross monthly wage for full-time employees
Average unemployment benefit	Q+A (w) - average unemployment benefit received by persons receiving unemployment benefit, as a ratio of the average gross wage of full-time employees
Economic activity	Q+A (g) - national accounts details; % change in indices for period compared with the same period 1 year earlier
GDP constant prices	Q+A (g) - % change in gross domestic product at constant market prices on SNA definitions (average of output and expenditure estimates if available)
Industrial output	Q+A (g) - % change in gross output of manufacturing, mining, power and water industries
External trade	Q+A (\$) - value of trade in goods, converted to US dollars at current exchange rates
Trade balance	Q+A (\$) - dollar value of exports less imports
Exports of goods	Q+A (\$) - US dollar value of exports of goods, valued fob.
Imports of goods	Q+A (\$) - US dollar value of imports of goods, valued fob (or cif if fob is not available)

Key:

Q - Quarterly	A - Annual
(T) - Thousands	(%) - Per cent
(g) - Per cent change per annum	(w) - % average gross wage
(\\$) - US dollar (millions)	

Statistical Tables: 1989-1995

	Albania	Bulgaria	Czech Rep	Hungary	Poland	Romania	Slovakia
Population^{B1}							
<i>Resident population^{B2 R1}</i>							
1989	3182	8768	10302	10398	37963	23152 e	5276
1990	3287	8670	10303	10365	38119	23207 e	5298
1991	3260	8596	10309	10345	38245	23185 e	5283
1992	3190	8485	10318	10324	38365	22810	5307
1993	3168	8459	10315	10294	38459	22755 e	5325
1994	3202	8428 p	10330	10261 p	38544	22731 e	5347
<i>Working age population^{A1 B3 C1 H1 P1 R2 S1}</i>							
1989	1882	4891	5913	5963	23157	12988	3011
1990	1959	4836	5980	5977	23278	13011	3042
1991	1925	4781	6049	6015	23402	13058	3057
1992	1849	4733	6115	6044	23539	12775	3083
1993	1763	4738	6099	6064	23693	12866	3119
1994	1787	4741 p	6181	6076 p	23872	12933	3173
<i>Female population working age</i>							
1989	904	2303	2798	2845	11607	6125	1442
1990	944	2280	2834	2861	11665	6136	1459
1991	945	2253	2879	2881	11727	6158	1471
1992	937	2237	2915	2897	11795	6034	1482
1993	878	2245	2906	2908	11871	6081	1501
1994	887	2253 p	2949	2915 p	11958	6114	1530
<i>Male population working age</i>							
1989	979	2588	3115	3118	11550	6863	1569
1990	1015	2556	3146	3116	11613	6875	1583
1991	980	2528	3170	3134	11675	6900	1586
1992	912	2496	3200	3147	11744	6741	1601
1993	885	2493	3193	3156	11822	6785	1618
1994	900	2488 p	3232	3161 p	11914	6819	1643
<i>Population 15-64</i>							
1989	1962	5830	6738	6932	24572	15275	3385
1990	2043	5765	6789	6884	24711	15324	3413
1991	2012	5723	6851	6909	24855	15377	3427
1992	1940	5661	6903	6928	25025	15118	3459
1993	1912	5653	6891	6938	25188	15213	3492
1994	1940	5647 p	6957	6940 p	25353	15271	3532
<i>Female population 15-64</i>							
1989	945	2931	3386	3527	12407	7651	1709
1990	985	2900	3408	3509	12466	7674	1724
1991	968	2880	3440	3520	12532	7700	1734
1992	933	2851	3464	3528	12613	7590	1749
1993	980	2848	3458	3533	12692	7642	1765
1994	991	2847 p	3487	3534 p	12771	7674	1785
<i>Male population 15-64</i>							
1989	1017	2899	3352	3406	12165	7624	1676
1990	1058	2865	3381	3375	12245	7650	1689
1991	1044	2843	3411	3389	12323	7677	1692
1992	1007	2810	3439	3400	12412	7528	1710
1993	932	2805	3433	3405	12496	7571	1727
1994	949	2800 p	3470	3406 p	12582	7597	1747
<i>Population below working age</i>							
1989	1051	1799	2285	2150	9649	5905	1354
1990	1069	1779	2223	2098	9573	5863	1338
1991	1063	1816	2148	2036	9473	5717	1310
1992	1067	1742	2092	1984	9348	5584	1256

	Albania	Bulgaria	Czech Rep	Hungary	Poland	Romania	Slovakia
<i>Population below working age</i>							
1993	1067	1697	2106	1934	9196	5340	1232
1994	1069	1651 p	2037	1891	9021	5188	1241
<i>Population above working age</i>							
1989	249	2078	2104	2285	5157	4259	911
1990	259	2055	2100	2290	5268	4333	918
1991	267	1999	2112	2294	5370	4410	916
1992	273	2010	2111	2296	5478	4451	968
1993	281	2024	2110	2296	5570	4548	974
1994	346	2036 p	2112	2294	5651	4610	933
Labour Force and employment ^{C2 P2 S2}							
<i>Active population</i> ^{A2 H2 R3}							
1989	1552	-	5471	5264	17375	-	2597
1990	1580	-	5396	5199	17218	-	2535
1991	1535	-	5310	5146	17345	-	2523
1992	1521	-	5215	4539	17374	-	2476 e
1993	1373	-	5015	4376	17665	-	2485 e
1994	1423	-	5070	4198	17488	-	2517 e
1994.1	-	-	5071	4192	17423	-	-
1994.2	-	-	5038	4196	17396	-	-
1994.3	-	-	5082	4210	17656	-	-
1994.4	-	-	5087	4195	17479	-	-
<i>Female active population</i>							
1989	734	-	2515	2432	7906	-	1160
1990	722	-	2454	2439	7871	-	1144
1991	715	-	2373	2422	8094	-	1107
1992	707	-	2266	2042	7989	-	1045 e
1993	616	-	2243	1953	7971	-	1061 e
1994	609	-	2264	1873	7921	-	1086 e
1994.1	-	-	2267	1871	7894	-	-
1994.2	-	-	2249	1871	7857	-	-
1994.3	-	-	2270	1883	8014	-	-
1994.4	-	-	2269	1866	7917	-	-
<i>Male active population</i>							
1989	819	-	2956	2832	9469	-	1437
1990	857	-	2942	2809	9347	-	1391
1991	829	-	2937	2724	9251	-	1416
1992	814	-	2949	2497	9385	-	1431 e
1993	757	-	2772	2393	9704	-	1424 e
1994	814	-	2806	2325	9567	-	1431 e
1994.1	-	-	2804	2321	9530	-	-
1994.2	-	-	2789	2325	9535	-	-
1994.3	-	-	2812	2327	9642	-	-
1994.4	-	-	2818	2329	9562	-	-
<i>Active population of working age</i> ^{S3}							
1989	1442	-	4943	4768	15790	-	-
1990	1381	-	4877	4740	15799	-	-
1991	1375	-	4904	4662	16171	-	-
1992	1195	-	4929	4320	16382	-	-
1993	1045	-	4768	4181	16752	-	-
1994	1161	-	4826	4062	16686	-	2390
1994.1	1057	-	4824	4047	16602	-	2372
1994.2	1117	-	4793	4048	16578	-	2383
1994.3	1162	-	4841	4083	16813	-	2396
1994.4	1173	-	4846	4068	16749	-	2408

	Albania	Bulgaria	Czech Rep	Hungary	Poland	Romania	Slovakia
<i>Female active population working age</i>							
1989	663	-	2216	2160	7005	-	-
1990	644	-	2171	2138	7054	-	-
1991	619	-	2162	2107	7407	-	-
1992	514	-	2120	1917	7410	-	-
1993	444	-	2106	1851	7422	-	-
1994	488	-	2130	1788	7435	-	1060
1994.1	444	-	2133	1779	7384	-	1050
1994.2	469	-	2116	1780	7353	-	1054
1994.3	488	-	2136	1801	7516	-	1063
1994.4	493	-	2134	1790	7487	-	1074
<i>Male active population working age</i>							
1989	779	-	2727	2608	8785	-	-
1990	737	-	2706	2602	8745	-	-
1991	756	-	2742	2555	8764	-	-
1992	681	-	2809	2403	8972	-	-
1993	601	-	2662	2330	9330	-	-
1994	673	-	2696	2274	9251	-	1330
1994.1	613	-	2691	2267	9218	-	1322
1994.2	648	-	2677	2268	9225	-	1330
1994.3	674	-	2705	2283	9297	-	1333
1994.4	680	-	2712	2278	9262	-	1334
<i>Armed forces</i> ^{P3 S4}							
1989	43	-	237	-	373	-	119
1990	49	-	232	-	347	-	107
1991	50	-	214	-	335	-	94
1992	45	-	205	-	342	-	80 e
1993	45	-	-	-	354	-	81 e
1994	44	-	-	-	357 p	-	80 e
1994.1	-	-	-	-	357 p	-	-
1994.2	-	-	-	-	357 p	-	-
1994.3	-	-	-	-	357 p	-	-
1994.4	-	-	-	-	357 p	-	-
<i>Civilian labour force</i> ^{S5}							
1989	1509	4365	4706	-	17002	10946	2478
1990	1531	4162	4645	-	16871	10840	2428
1991	1485	3805	4690	-	17010	11123	2429
1992	1476	3767	4724	-	17032	11387	2396 e
1993	1327	3821	-	-	17321	11227	2404 e
1994	1379	3701 p	-	-	17132	-	2437
1994.1	1274	-	-	-	17066	-	2419
1994.2	1330	-	-	-	17039	-	2431
1994.3	1376	-	-	-	17299	-	2442
1994.4	1391	-	-	-	17122	-	2454
<i>Female civilian labour force</i>							
1989	729	2183	2184	-	7906	4943	1161
1990	718	2110	2140	-	7871	5002	1144
1991	711	1979	2127	-	8094	5267	1107
1992	704	1944	2087	-	7989	5451	1045 e
1993	614	2025	-	-	7971	5332	1061 e
1994	603	1964 p	-	-	7921	-	1086
1994.1	563	-	-	-	7894	-	1076
1994.2	585	-	-	-	7857	-	1079
1994.3	604	-	-	-	8014	-	1088
1994.4	608	-	-	-	7917	-	1100

	Albania	Bulgaria	Czech Rep	Hungary	Poland	Romania	Slovakia
<i>Male civilian labour force</i>							
1989	780	2182	2522	-	9096	6003	1317
1990	814	2052	2505	-	9000	5838	1284
1991	774	1826	2563	-	8916	5856	1322
1992	772	1823	2637	-	9043	5936	1351 e
1993	715	1796	-	-	9350	5895	1343 e
1994	776	1732 p	-	-	9211	-	1351
1994.1	711	-	-	-	9173	-	1343
1994.2	745	-	-	-	9182	-	1352
1994.3	772	-	-	-	9285	-	1354
1994.4	783	-	-	-	9205	-	1354
<i>Employed</i> ^{A3 B4 C3 H3 P4 R4 S6}							
1989	1439	4365	5403	5245	17002	10946	2498
1990	1429	4097	5351	5137	16280	10840	2478
1991	1404	3564	5059	4893	15326	10786	2281
1992	1127	3274	4927	4096	14677	10458	2163
1993	977	3222	4811	3827	14894	10062	2103 e
1994	1161	3158 p	4869	3752	14658	-	2103
1994.1	1033	2086 p	4864	3710	14347	-	2086
1994.2	1025	2069 p	4845	3746	14648	-	2104
1994.3	-	2053 p	4878	3785	14890	-	2114
1994.4	-	1995 p	4890	3765	14747	-	2108
<i>Employed in agriculture</i> ^{R5}							
1989	705	814	631	820 e	4557	-	345
1990	671	758	634	770 e	4328	3144	335
1991	668	696	510	660 e	4116	3205	280
1992	500	694	427	458	3839	3443	265
1993	590	713	379	349	3754	3614	234
1994	751	698 p	340	328	3920	-	214
1994.1	-	159 p	343	315	3537	-	212
1994.2	-	162 p	339	338	3540	-	217
1994.3	-	166 p	348	340	3593	-	216
1994.4	-	145 p	332	318	3391	-	211
<i>Employed in mining</i>							
1989	35	114	197	100 e	578	-	25
1990	34	114	186	85 e	565	259	17
1991	31	103	169	73 e	459	277	22
1992	26	-	124	53	459	272	24
1993	23	-	127	42	422	259	36
1994	22	-	99	39	394	-	34
1994.1	-	-	107	42	424	-	37
1994.2	-	-	100	38	441	-	36
1994.3	-	-	96	38	440	-	35
1994.4	-	-	95	38	454	-	30
<i>Employed in manufacturing</i> ^{B5}							
1989	292	1496	1839	1408 e	4173	-	801
1990	301	1347	1760	1400 e	3947	3613	769
1991	293	1090	1705	1305 e	3657	3372	652
1992	213	1067	1582	1054	3282	2865	623
1993	187	979	1453	940	3040	2606	604
1994	111	935 p	1444	889	2970	-	564
1994.1	-	831 p	1482	893	3136	-	566
1994.2	-	821 p	1440	886	3025	-	555
1994.3	-	812 p	1430	898	3146	-	567
1994.4	-	796 p	1424	877	3116	-	569

	Albania	Bulgaria	Czech Rep	Hungary	Poland	Romania	Slovakia
<i>Employed in power and water</i>							
1989	5	36	78	130 e	182	-	41
1990	4	38	79	127 e	137	133	39
1991	4	37	75	116 e	138	154	38
1992	4	-	92	108	142	164	39
1993	3.5	-	98	105	167	165	44
1994	3	-	96	108	276	-	48
1994.1	-	-	95	103	160	-	47
1994.2	-	-	97	107	239	-	47
1994.3	-	-	95	112	267	-	49
1994.4	-	-	98	110	261	-	49
<i>Employed in construction</i>							
1989	100	333	392	345 e	1321	-	289
1990	95	312	403	350 e	1243	706	280
1991	97	231	404	310 e	1065	501	254
1992	88	195	408	217	1066	579	219
1993	25	200	421	207	861	574	192
1994	25	181 p	452	201	839	-	187
1994.1	-	107 p	439	193	843	-	184
1994.2	-	106 p	450	203	963	-	192
1994.3	-	103 p	459	206	933	-	186
1994.4	-	98 p	458	202	878	-	187
<i>Employed in trade and catering</i>							
1989	68	395	620	-	1515	-	278
1990	66	372	613	-	1626	724	277
1991	66	343	571	518	1530	912	256
1992	89	329	644	597	1682	929	240
1993	89	332	658	580	1997	716	261
1994	26	365 p	729	578	2137	-	258
1994.1	-	126 p	694	577	1628	-	250
1994.2	-	121 p	716	571	1678	-	253
1994.3	-	118 p	743	582	1724	-	265
1994.4	-	112 p	766	582	1783	-	264
<i>Employed transport & communications</i> ^{RG}							
1989	40	290	351	-	1222	-	161
1990	44	286	371	-	1056	764	163
1991	41	267	368	382 e	999	690	160
1992	35	237	366	346	968	649	159
1993	21	241	386	336	866	592	166
1994	53	230 p	370	315	835	-	163
1994.1	-	194 p	372	323	750	-	162
1994.2	-	192 p	367	313	804	-	162
1994.3	-	189 p	366	311	814	-	162
1994.4	-	186 p	374	312	809	-	165
<i>Employed in financial services</i>							
1989	3	26	25	-	172	-	9
1990	3	25	28	-	181	39	10
1991	3	27	37	-	179	44	14
1992	3	35	51	69	199	57	17
1993	3	37	64	73	226	66	23
1994	3	41 p	78	73	241	-	25
1994.1	-	31 p	72	71	-	-	23
1994.2	-	30 p	78	72	-	-	27
1994.3	-	31 p	80	71	-	-	25
1994.4	-	31 p	81	78	-	-	25

	Albania	Bulgaria	Czech Rep	Hungary	Poland	Romania	Slovakia
<i>Employed in health and education</i> ^{R7}							
1989	104	491	585	-	1950	-	306
1990	107	494	596	-	2002	731	309
1991	105	475	592	-	2039	737	288
1992	107	467	595	548	1906	738	310
1993	97	463	595	586	1881	740	341
1994	86	460	586	578	1875	-	319
1994.1	-	450	599	584	1928	-	326
1994.2	-	448	590	575	1920	-	327
1994.3	-	444	574	572	1887	-	314
1994.4	-	443	580	581	1982	-	309
<i>Employed in public administration</i> ^{B6 H4 P5 R9}							
1989	10	61	92	-	195	-	36
1990	10	55	95	-	193	88	51
1991	13	51	99	-	202	99	53
1992	11	52	123	311	229	113	72
1993	7	67	251	298	262	117	122
1994	8	68 p	273	321	268	-	126
1994.1	-	55 p	265	306	-	-	122
1994.2	-	56 p	274	314	-	-	128
1994.3	-	57 p	275	327	-	-	126
1994.4	-	57 p	275	338	-	-	130
<i>Employed in other services</i> ^{S7}							
1989	77	309	593	-	1137	-	207
1990	94	296	586	-	1002	639	228
1991	83	244	529	-	942	795	264
1992	51	198	515	335	905	649	195
1993	0	190	379	310	854	613	165
1994	73	180 p	402	322	1078	-	165
1994.1	-	133 p	396	303	-	-	157
1994.2	-	133 p	394	329	-	-	160
1994.3	-	133 p	412	328	-	-	169
1994.4	-	127 p	407	329	-	-	169
<i>Self-employed</i> ^{B7 C4 H5 S8}							
1989	-	-	20	-	4270	597	8 e
1990	-	-	48	-	4424	942	22 e
1991	-	-	250	300 e	4600	3302	100 e
1992	-	-	450	340	4850	3831	140 e
1993	60	293	439	350	4641	3677	137
1994	55	-	474	370	4534	-	133
1994.1	-	-	478	360	4482	-	135
1994.2	-	290	488	380	4557	-	135
1994.3	-	-	499	380	4637	-	132
1994.4	-	246	530	360	4461	-	130
<i>Employees</i> ^{H6 S9}							
1989	173	-	5214	-	12732	8076	2470 e
1990	169	4097	5099	-	11856	7957	2392 e
1991	218	3564	4705	-	10726	7484	2160 e
1992	197	3274	4397	3755	9827	6627	1989 e
1993	184	2294	4372	3477	10253	6385	2050
1994	165	-	4395	3382	10124	5900	1970
1994.1	-	-	4386	3350	9865	6254	1951
1994.2	-	-	4357	3366	10091	6248	1969
1994.3	-	-	4379	3405	10252	6061	1982
1994.4	-	-	4360	3405	10286	5900	1978

	Albania	Bulgaria	Czech Rep	Hungary	Poland	Romania	Slovakia
<i>Unemployed (LFS)^{H7 R9}</i>							
1989	-	-	-	-	-	-	-
1990	-	-	-	-	-	-	-
1991	-	-	-	195	-	-	-
1992	-	-	-	444	2333	-	-
1993	-	814	204	519	2427	-	301
1994	-	-	201	450	2473	-	334
1994.1	-	-	206	482	2719	971	333
1994.2	-	734	193	449	2391	-	327
1994.3	-	-	205	436	2409	-	329
1994.4	-	740	199	431	2375	-	346
<i>Female unemployed (LFS)</i>							
1989	-	-	-	-	-	-	-
1990	-	-	-	-	-	-	-
1991	-	-	-	76	-	-	-
1992	-	-	-	178	1193	-	-
1993	-	393	113	203	1244	-	132
1994	-	-	105	176	1266	-	154
1994.1	-	-	116	184	1340	483	150
1994.2	-	343	89	177	1219	-	148
1994.3	-	-	110	175	1266	-	153
1994.4	-	348	105	167	1240	-	164
<i>Male unemployed (LFS)</i>							
1989	-	-	-	-	-	-	-
1990	-	-	-	-	-	-	-
1991	-	-	-	119	-	-	-
1992	-	-	-	266	1140	-	-
1993	-	421	91	316	1183	-	169
1994	-	-	96	274	1207	-	180
1994.1	-	-	90	298	1379	488	183
1994.2	-	391	104	272	1172	-	179
1994.3	-	-	95	261	1143	-	176
1994.4	-	392	94	264	1135	-	183
<i>Youth unemployed^{A4 B8 C5 H7 P6 R10 S10}</i>							
1989	-	-	-	-	-	-	-
1990	-	30	-	-	-	-	-
1991	-	204	72	60	603	-	94
1992	-	258	52	120	811	247	88
1993	192	249	63	141	649	533 e	112
1994	162	-	69	125	683	561 e	113
1994.1	-	-	70	129	687	591 e	115
1994.2	-	197	58	117	604	555 e	105
1994.3	-	-	76	128	724	546 e	115
1994.4	-	215	72	125	718	561 e	117
<i>Female youth unemployed</i>							
1989	-	-	-	-	-	-	-
1990	-	21	-	-	-	-	-
1991	-	111	38	22	318	-	47
1992	-	134	28	43	433	154	40
1993	94	121	31	51	320	237 e	44
1994	83	-	32	45	335	249 e	48
1994.1	-	-	34	44	339	262 e	48
1994.2	-	89	27	43	279	246 e	43
1994.3	-	-	36	48	362	242 e	49
1994.4	-	95	31	44	360	249 e	50

	Albania	Bulgaria	Czech Rep	Hungary	Poland	Romania	Slovakia
<i>Male youth unemployed</i>							
1989	-	-	-	-	-	-	-
1990	-	9	-	-	-	-	-
1991	-	93	34	38	285	-	47
1992	-	124	24	77	378	94	48
1993	98	128	32	90	329	296 e	68
1994	79	-	37	80	348	312 e	66
1994.1	-	-	36	85	348	329 e	67
1994.2	-	108	31	74	325	309 e	62
1994.3	-	-	40	80	362	304 e	66
1994.4	-	120	41	81	358	312 e	67
<i>Long-term unemployed</i> ^{A4 B9 C5 H7 P6 R10 S11}							
1989	-	-	-	-	-	-	-
1990	-	-	-	-	-	-	-
1991	-	-	9	12	-	-	18
1992	-	-	20	92	723	190	95
1993	195	438	38	174	916	588 e	100
1994	211	-	43	186	995	554 e	139
1994.1	-	-	39	195	1136	585 e	113
1994.2	-	440	40	186	912	549 e	129
1994.3	-	-	45	180	944	540 e	148
1994.4	-	444	48	181	989	554 e	166
<i>Long-term female unemployed</i>							
1989	-	-	-	-	-	-	-
1990	-	-	-	-	-	-	-
1991	-	-	5	-	-	-	9
1992	-	-	11	36	376	-	49
1993	88	210	20	70	501	316 e	50
1994	98	-	24	65	553	298 e	66
1994.1	-	-	23	70	600	315 e	51
1994.2	-	211	23	64	508	295 e	60
1994.3	-	-	24	62	530	291 e	72
1994.4	-	214	26	62	574	298 e	81
<i>Long-term male unemployed</i>							
1989	-	-	-	-	-	-	-
1990	-	-	-	-	-	-	-
1991	-	-	4	-	-	-	9
1992	-	-	9	56	347	-	46
1993	107	228	18	104	415	272 e	50
1994	113	-	19	121	442	256 e	73
1994.1	-	-	16	125	536	270 e	62
1994.2	-	229	17	122	404	254 e	69
1994.3	-	-	21	118	414	249 e	77
1994.4	-	230	22	119	415	256 e	85
<i>Registered unemployed</i> ^{A4 H8 R11}							
1989	113	-	-	24	-	-	-
1990	151	65	17	46	591	-	14
1991	140	255	141	227	1684	337	169
1992	394	500	163	556	2355	929	286
1993	396	601	155	671	2737	1165	323
1994	262	537	172	568	2910	1224	366
1994.1	267	615	184	611	2950	1291	371
1994.2	261	509	160	550	2933	1213	360
1994.3	-	484	164	546	2916	1192	364
1994.4	-	488	166	520	2838	1224	371

	Albania	Bulgaria	Czech Rep	Hungary	Poland	Romania	Slovakia
<i>Female registered unemployed</i>							
1989	62	-	-	10	-	-	-
1990	78	42	-	18	301	-	15
1991	75	140	78	93	967	208	86
1992	200	264	94	229	1252	563	144
1993	199	313	89	276	1447	686	156
1994	121	286	99	235	1528	693	177
1994.1	-	317	101	243	1515	726	174
1994.2	-	268	93	229	1549	690	174
1994.3	-	262	99	236	1558	685	179
1994.4	-	265	96	218	1495	693	181
<i>Male registered unemployed</i>							
1989	52	-	-	14	-	-	-
1990	72	23	-	28	290	-	16
1991	65	115	63	134	717	129	83
1992	194	235	69	327	1103	366	141
1993	197	288	66	395	1290	479	167
1994	141	251	73	333	1382	531	190
1994.1	-	298	83	368	1435	566	197
1994.2	-	241	67	321	1384	522	186
1994.3	-	222	65	310	1358	507	184
1994.4	-	223	70	302	1343	531	190
Activity and unemployment rates ^{P7}							
<i>Female activity rate</i>							
1989	81.1	-	89.9	85.5	68.1	80.7	80.4
1990	76.5	83.9	86.6	85.2	67.5	81.5	78.4
1991	75.6	76.3	82.4	84.1	69.0	85.5	75.3
1992	75.4	82.1	77.7	70.5	67.7	90.3	70.5
1993	70.2	75.8	77.2	67.2	67.1	85.3	70.7
1994	68.0	-	76.8	64.3	66.2	-	71.0
<i>Male activity rate</i>							
1989	83.6	-	94.9	90.8	82.0	87.5	91.6
1990	84.4	87.9	93.5	90.1	80.5	84.9	87.9
1991	84.6	82.6	92.6	86.9	79.2	84.9	89.3
1992	89.9	77.6	92.2	79.3	79.9	88.1	89.4
1993	85.5	75.2	86.8	75.8	82.1	85.8	88.0
1994	90.0	-	86.8	73.6	80.3	-	87.1
<i>Unemployment rate (LFS) ^{S12}</i>							
1989	-	-	-	-	-	-	-
1990	-	-	-	-	-	-	-
1991	-	-	-	-	-	-	-
1992	-	-	-	9.9	-	-	-
1993	-	21.4	4.1	11.9	14.0	-	12.5
1994	-	-	4.0	10.7	14.4	-	13.7
1994.1	-	-	4.1	11.5	15.9	8.2	13.7
1994.2	-	20.0	3.8	10.7	14.0	-	13.4
1994.3	-	-	4.0	10.3	13.9	-	13.5
1994.4	-	20.5	3.9	10.3	13.9	-	14.1
<i>Female unemployment rate (LFS)</i>							
1989	-	-	-	-	-	-	-
1990	-	-	-	-	-	-	-
1991	-	-	-	-	-	-	-
1992	-	-	-	8.7	-	-	-
1993	-	22.0	5.0	10.4	15.6	-	12.4
1994	-	-	4.8	9.3	16.0	-	14.2

	Albania	Bulgaria	Czech Rep	Hungary	Poland	Romania	Slovakia
<i>Female unemployment rate (LFS)</i>							
1994.1	-	-	5.1	9.8	17.0	8.7	13.9
1994.2	-	19.9	4.6	9.5	15.5	-	13.7
1994.3	-	-	4.8	8.9	15.8	-	14.0
1994.4	-	20.6	4.6	8.9	15.7	-	14.9
<i>Male unemployment rate (LFS)</i>							
1989	-	-	-	-	-	-	-
1990	-	-	-	-	-	-	-
1991	-	-	-	-	-	-	-
1992	-	-	-	11.0	-	-	-
1993	-	20.9	3.3	13.2	12.7	-	12.6
1994	-	-	3.3	11.8	13.1	-	13.3
1994.1	-	-	3.2	12.8	15.0	7.7	13.6
1994.2	-	20.0	3.2	11.7	12.8	-	13.2
1994.3	-	-	3.4	11.3	12.3	-	13.0
1994.4	-	20.4	3.3	11.3	12.3	-	13.5
<i>Youth unemployment rate</i>							
1989	-	-	-	-	-	-	-
1990	-	-	-	-	-	-	-
1991	-	-	8.0	-	27.0	-	-
1992	-	-	5.7	18.8	33.2	-	-
1993	-	47.0	8.4	21.2	38.2	-	25.7
1994	-	-	8.8	19.4	32.6	-	27.5
1994.1	-	-	8.9	21.0	36.0	22.5	28.5
1994.2	-	42.2	7.6	18.9	30.8	-	26.1
1994.3	-	-	9.5	19.2	31.9	-	27.8
1994.4	-	44.9	9.0	18.5	31.7	-	27.8
<i>Female youth unemployment rate</i>							
1989	-	-	-	-	-	-	-
1990	-	-	-	-	-	-	-
1991	-	-	8.8	-	30.5	-	-
1992	-	-	6.3	15.1	35.8	-	-
1993	-	46.0	10.6	18.1	37.3	-	22.2
1994	-	-	10.3	16.6	34.6	-	26.7
1994.1	-	-	10.8	17.2	38.1	25.7	27.7
1994.2	-	40.2	9.2	16.5	31.4	-	24.8
1994.3	-	-	11.2	17.0	34.2	-	27.3
1994.4	-	42.6	9.9	15.4	34.7	-	27.1
<i>Male youth unemployment rate</i>							
1990	-	-	-	-	-	-	-
1991	-	-	7.3	-	23.9	-	-
1992	-	-	5.2	22.3	30.7	-	-
1993	-	48.0	7.0	23.5	39.0	-	28.5
1994	-	-	7.8	21.3	30.9	-	28.2
1994.1	-	-	7.7	23.7	34.2	20.2	29.0
1994.2	-	44.1	6.6	20.7	30.2	-	27.1
1994.3	-	-	8.4	20.8	29.8	-	28.3
1994.4	-	46.9	8.4	20.8	29.2	-	28.3
<i>Registered unemployment rate</i> ^{S12}							
1989	7.5	-	-	0.4	-	-	-
1990	9.8	1.5	0.3	0.8	3.4	-	0.6
1991	9.4	6.7	2.6	4.1	9.7	3.0	6.6
1992	26.7	13.2	3.1	10.3	13.6	8.4	11.4
1993	23.3	15.7	3.0	12.9	15.7	10.4	12.7
1994	18.4	14.1	3.3	11.3	16.1	10.9	14.4

	Albania	Bulgaria	Czech Rep	Hungary	Poland	Romania	Slovakia
<i>Registered unemployment rate</i> ^{S12}							
1994.1	-	16.5	3.5	12.2	16.3	11.5	14.6
1994.2	-	13.3	3.1	11.0	16.2	10.8	14.1
1994.3	-	12.7	3.2	10.9	16.1	10.6	14.3
1994.4	-	12.8	3.2	10.4	15.7	10.9	14.6
<i>Female registered unemployment rate</i>							
1989	8.4	-	-	0.4	-	-	-
1990	10.9	2.2	-	0.8	3.8	-	1.2
1991	10.5	8.1	3.0	3.5	11.9	4.0	6.9
1992	28.4	14.3	3.6	8.8	15.7	10.7	11.7
1993	24.1	17.4	3.5	10.9	17.7	12.9	12.9
1994	21.2	-	4.1	9.7	18.0	13.0	15.0
1994.1	-	-	4.0	10.0	17.9	13.6	14.8
1994.2	-	-	3.9	9.4	18.3	13	14.8
1994.3	-	-	4.1	9.7	18.4	12.9	15.3
1994.4	-	-	4.0	8.9	17.7	13	15.4
<i>Male registered unemployment rate</i>							
1989	6.6	-	-	0.5	-	-	-
1990	8.8	0.9	-	1.0	3.1	-	0.8
1991	8.3	5.5	2.3	4.8	7.8	2.2	6.3
1992	25.1	12.3	2.6	11.7	11.8	6.2	11.1
1993	22.6	14.2	2.4	14.9	13.9	8.1	12.5
1994	16.3	-	2.6	12.9	14.4	9.0	13.8
1994.1	-	-	3.0	14.2	14.9	9.6	14.4
1994.2	-	-	2.4	12.4	14.4	8.9	13.6
1994.3	-	-	2.4	12.0	14.1	8.6	13.4
1994.4	-	-	2.5	11.7	13.9	9.0	13.9
Price and wage inflation							
<i>Consumer price inflation</i>							
1989	-	5.6	1.4	17.0	251.1	1.1	1.3
1990	-	23.8	9.7	28.9	585.8	5.1	10.4
1991	-	404.9	56.6	35.0	70.3	174.5	61.2
1992	49.1	79.4	11.1	23.0	43.0	210.9	10.0
1993	90.8	56.1	20.8	22.5	35.3	256.1	23.2
1994	111.3	87.1 p	10.0	18.8	29.5	136.8	13.4
1994.1	-	55.1 p	10.0	16.8	30.8	265.5	15.5
1994.2	-	84.1 p	9.4	18.3	31.7	195.8	13.9
1994.3	-	96.2 p	10.1	19.5	33.2	125.3	12.7
1994.4	-	117.7 p	10.6	20.6	32.9	72.6	11.8
<i>Wage inflation</i> ^{H9 R12}							
1989	-	8.8	2.2	17.9	291.8	4.0	2.8
1990	-	31.5	3.7	28.6	398.0	10.5	3.9
1991	-	152.8	15.4	30.0	70.6	121.3	16.6
1992	45.2	112.7	22.5	25.1	38.8	196.5	20.3
1993	72.9	57.8	25.2	22.0	33.8	203.0	17.5
1994	54.9	49.2 p	17.1	24.7	34.7	134.6	16.5
1994.1	-	55.0 p	14.9	24.8	34.6	241.0	15.7
1994.2	-	49.4 p	15.6	25.9	33.9	158.8	18.1
1994.3	-	48.2 p	18.3	22.6	35.9	107.6	16.6
1994.4	-	55.3 p	18.8	25.1	37.4	92.2	15.0
<i>Real wage growth</i> ^{R13}							
1989	-	3.0	0.8	0.8	11.6	2.4	1.4
1990	-	6.2	-5.5	-0.2	-27.4	4.5	-6.1
1991	-	-49.9	-26.3	-3.7	0.2	-20.6	-25.2
1992	-8.0	18.6	10.3	1.7	-2.9	-13.0	8.7

	Albania	Bulgaria	Czech Rep	Hungary	Poland	Romania	Slovakia
<i>Real wage growth</i> ^{R13}							
1993	-20.0	1.1	3.6	-0.4	-1.1	-23.3	-4.3
1994	-51.0	-20.3 p	6.5	5.0	1.9	-5.9 p	2.6
1994.1	-	-0.1 p	4.5	6.8	2.9	-6.7	0.3
1994.2	-	-18.8 p	5.7	6.4	1.7	-12.5	3.5
1994.3	-	-24.5 p	7.4	2.6	2.0	-7.9	3.2
1994.4	-	-28.7 p	7.4	3.7	3.4	11.1	2.8
<i>Social protection</i> ^{R14}							
<i>Minimum wage</i> ^{P8}							
1989	68.0	51.1	-	35.0	11.6	63.7	-
1990	66.0	44.6	-	42.0	21.4	73.0	-
1991	65.0	58.4	51.1	39.0	34.7	60.3	52.0
1992	40.0	35.9	45.9	36.0	37.0	45.7	47.5
1993	27.2	-	36.5	33.0	40.1	-	42.1
1994	50.0	-	31.9	32.0	42.8	-	39.0
1994.1	50.0	-	36.7	35.0	41.6	-	44.4
1994.2	53.3	-	32.5	33.0	42.1	-	40.0
1994.3	-	-	31.9	32.0	42.6	-	38.9
1994.4	-	-	27.9	27.0	41.0	-	33.9
<i>Average unemployment benefit</i> ^{B10}							
1989	-	-	-	-	-	-	-
1990	-	-	-	-	-	-	-
1991	-	60.6	46.3	41.0	-	-	43.8
1992	56.0	38.1	24.8	39.3	36.0	-	31.6
1993	38.4	35.5	28.3	36.6	36.0	-	29.2
1994	40.0	34.3	26.6	33.0	36.0	-	25.3
1994.1	63.9	34.5	-	36.0	36.0	-	30.2
1994.2	60.1	33.7	-	34.0	36.0	-	27.3
1994.3	-	37.3	-	34.0	36.0	-	23.4
1994.4	-	29.8	-	29.0	36.0	-	21.2
<i>Economic activity</i>							
<i>GDP constant prices</i>							
1989	-	-	4.5	-	0.2	-5.8	1.1
1990	-10.0	-9.1	-1.2	-4.0	-11.6	-5.6	-2.5
1991	-21.0	-21.0	-14.2	-10.7	-7.0	-12.9	-11.2
1992	-9.7	-7.3	-6.4	-4.5	2.6	-10.1	-7.0
1993	11.0	-2.4	-0.9	-0.9	3.8	1.3	-4.1 p
1994	7.4	1.4 p	2.6 e	2.0	5.0 p	3.4 p	4.8 p
1994.1	-	-0.3 p	2.6 e	-	-	-	3.6 p
1994.2	-	-1.2 p	1.2 e	-	-	-	5.4 p
1994.3	-	1.9 p	2.0 e	-	-	-	5.1 p
1994.4	-	-	4.8 e	-	-	-	5.1 p
<i>Industrial output</i> ^{P9 R15 S13}							
1989	-	-0.2	1.5	-	-	-2.1	1.1
1990	-8.2	-17.5	-3.5	-8.5	-24.2	-18.8	-2.7
1991	-42.5	-27.8	-22.3	-19.1	-11.9	-19.6	-21.6
1992	-20.4	-21.9	-10.6	-9.8	3.9	-22.0	-13.8
1993	-	-7.5	-5.3	4.0	7.3	0.8	-10.6
1994	-9.0	2.6 p	2.3	9.2	11.9 p	3.3	6.4
1994.1	-25.1	0.7 p	-0.7	8.8	10.4	-2.7	2.4
1994.2	-12.6	1.6 p	2.4	6.2	9.1	-0.4	6.7
1994.3	-	15.6 p	4.7	11.0	19.9	8.2	9.3
1994.4	-	4.5 p	3.2	10.3	13.1	8.0	9.2

	Albania	Bulgaria	Czech Rep	Hungary	Poland	Romania	Slovakia
External trade ^{C6 S14}							
<i>Trade balance</i>							
1989	-24	-	-4	784	3192	2048	-
1990	-38	-199	-764	940	4796	-3428	-
1991	-38	-11	840	-1196	-616	-1104	-484
1992	-25	-213	-1376	-356	-2724	-1420	-113
1993	-114	-330	<u>345</u>	-3623	-4691	-1129	<u>-367</u>
1994	-461	151	-436 e	-3853	-4339 p	-412	124 p
1994.1	-84	-	351 e	-759	-687	-63	-97 p
1994.2	-123	-	15 e	-1071	-1106	-41	144 p
1994.3	-	-	-382 e	-936	-941	107	35 p
1994.4	-	-	-432 e	-1087	-1607	-415	42 p
<i>Exports of goods</i>							
1989	94	-	10772	9604	13468	10488	-
1990	57	622	9052	9588	14324	5776	-
1991	26	934	7984	10188	14904	4268	3303
1992	20	3956	<u>8896</u>	10712	13188	4364	<u>3741</u>
1993	28	3971	<u>13203</u>	8907	14143	4892	<u>5950</u>
1994	141	4159	14295 e	10701	17043 p	6151	6761 p
1994.1	28	-	3442 e	2264	3650	1231	1484 p
1994.2	31	-	3699 e	2435	4136	1475	1699 p
1994.3	-	-	3330 e	2810	4545	1677	1660 p
1994.4	-	-	3813 e	3192	4712	1768	1918 p
<i>Imports of goods</i> ^{P10}							
1989	119	-	10776	8820	10276	8440	-
1990	95	821	9816	8648	9528	9204	-
1991	64	945	7144	11384	15520	5372	3787
1992	45	4169	<u>10272</u>	11068	15912	5784	<u>3854</u>
1993	142	4301	<u>12858</u>	12530	18834	6021	<u>6261</u>
1994	602	4007	14731 e	14554	21382 p	6563	6637 p
1994.1	112	757	3091 e	3023	4336	1294	1581 p
1994.2	154	613	3684 e	3506	5242	1516	1555 p
1994.3	-	-	3712 e	3746	5486	1570	1625 p
1994.4	-	-	4245 e	4279	6318	2183	1876 p

Regional registered unemployment rate

		1994.2	11.4	1994.3	13.9
Albania		1994.3	11.0	1994.4	15.8
<i>North-East</i>		1994.4	11.8	<i>Sofia district</i>	
1989	-	<i>Varna</i>		1989	-
1990	-	1989	-	1990	2.2
1991	-	1990	1.1	1991	12.6
1992	-	1991	10.0	1992	16.0
1993	29.2	1992	12.7	1993	16.0
1994	20.3	1993	11.6	1994	14.9
1994.1	-	1994	11.7	1994.1	17.3
1994.2	-	1994.1	13.7	1994.2	13.6
1994.3	-	1994.2	11.1	1994.3	13.5
1994.4	-	1994.3	10.1	1994.4	13.5
<i>Central region</i>		1994.4	12.0	<i>Haskovo</i>	
1989	-	<i>Lovetch</i>		1989	-
1990	-	1989	-	1990	1.3
1991	-	1990	1.0	1991	11.2
1992	-	1991	9.5	1992	17.5
1993	23.2	1992	13.3	1993	19.7
1994	19.8	1993	14.9	1994	17.0
1994.1	-	1994	12.6	1994.1	20.9
1994.2	-	1994.1	14.8	1994.2	16.8
1994.3	-	1994.2	11.3	1994.3	14.6
1994.4	-	1994.3	11.1	1994.4	13.3
<i>South</i>		1994.4	11.8	Czech Republic	
1989	-	<i>Montana</i>		<i>Mid Bohemia</i>	
1990	-	1989	-	1989	-
1991	-	1990	1.6	1990	0.3
1992	-	1991	12.5	1991	1.8
1993	17.8	1992	19.3	1992	1.7
1994	13.2	1993	21.8	1993	1.5
1994.1	-	1994	21.7	1994	1.5
1994.2	-	1994.1	23.5	1994.1	1.6
1994.3	-	1994.2	21.2	1994.2	1.4
1994.4	-	1994.3	21.0	1994.3	1.5
Bulgaria		1994.4	19.8	1994.4	1.5
<i>Sofia Town</i>		<i>Ploudiv</i>		<i>S. & W. Bohemia</i>	
1989	-	1989	-	1989	-
1990	1.3	1990	2.4	1990	0.3
1991	8.3	1991	14.0	1991	2.3
1992	8.9	1992	19.2	1992	2.5
1993	9.0	1993	18.9	1993	2.3
1994	7.4	1994	16.6	1994	2.4
1994.1	8.3	1994.1	18.7	1994.1	2.7
1994.2	7.0	1994.2	15.8	1994.2	2.1
1994.3	7.3	1994.3	15.1	1994.3	2.2
1994.4	6.2	1994.4	14.9	1994.4	2.3
<i>Burgas</i>		<i>Russe</i>		<i>N. Bohemia</i>	
1989	-	1989	-	1989	-
1990	1.7	1990	1.3	1990	0.3
1991	10.3	1991	10.5	1991	2.3
1992	16.0	1992	17.7	1992	2.5
1993	15.4	1993	19.2	1993	2.3
1994	12.7	1994	15.6	1994	2.4
1994.1	14.5	1994.1	17.2	1994.1	2.7
		1994.2	15.7		

N. Bohemia		1994	13.6	1993	19.6
1994.2	2.1	1994.1	14.7	1994	20.0
1994.3	2.2	1994.2	13.2	1994.1	21.0
1994.4	2.3	1994.3	12.9	1994.2	20.6
		1994.4	12.3	1994.3	20.4
E. Bohemia				1994.4	20.0
1989	-	North-East		Central-Western	
1990	0.2	1989	0.8	1989	-
1991	2.6	1990	1.7	1990	6.7
1992	3.4	1991	7.2	1991	12.8
1993	3.4	1992	16.2	1992	14.9
1994	4.3	1993	19.5	1993	16.9
1994.1	4.5	1994	17.1	1994	17.5
1994.2	4.0	1994.1	18.5	1994.1	17.9
1994.3	4.2	1994.2	16.5	1994.2	18.0
1994.4	4.4	1994.3	16.3	1994.3	17.8
		1994.4	15.3	1994.4	17.5
S. Moravia		North-West & Budapest		South-Western Region	
1989	-	1989	0.2	1989	-
1990	0.3	1990	0.3	1990	7.3
1991	2.4	1991	2.2	1991	13.9
1992	2.9	1992	6.7	1992	15.7
1993	2.4	1993	8.8	1993	18.3
1994	2.7	1994	7.6	1994	19.1
1994.1	2.8	1994.1	8.1	1994.1	19.8
1994.2	2.4	1994.2	7.3	1994.2	19.8
1994.3	2.6	1994.3	7.3	1994.3	19.8
1994.4	2.5	1994.4	6.9	1994.4	19.1
N. Moravia		Poland		Southern Region	
1989	-	Warsaw Region		1989	-
1990	0.3	1989	-	1990	4.0
1991	3.0	1990	4.3	1991	8.3
1992	3.6	1991	8.9	1992	9.7
1993	3.3	1992	10.5	1993	10.9
1994	3.4	1993	13.5	1994	11.5
1994.1	3.6	1994	13.3	1994.1	11.8
1994.2	3.2	1994.1	14.2	1994.2	11.7
1994.3	3.2	1994.2	14.2	1994.3	11.8
1994.4	3.3	1994.3	14.2	1994.4	11.5
		1994.4	13.3		
Hungary		North-Eastern Region		Central Region	
Trans Danubian		1989	-	1989	-
1989	0.4	1990	9.5	1990	7.9
1990	1.1	1991	16.4	1991	14.9
1991	3.9	1992	18.6	1992	15.9
1992	10.0	1993	22.0	1993	18.8
1993	12.5	1994	22.2	1994	18.0
1994	11.4	1994.1	23.7	1994.1	19.1
1994.1	12.1	1994.2	23.5	1994.2	18.9
1994.2	11.0	1994.3	22.7	1994.3	18.5
1994.3	11.0	1994.4	22.2	1994.4	18.0
1994.4	10.6				
Great Plain		Northern		South-Eastern Region	
1989	0.5	1989	-	1989	-
1990	1.0	1990	6.4	1990	5.9
1991	5.0	1991	14.0	1991	11.1
1992	12.1	1992	17.1	1992	13.0
1993	15.4			1993	14.2

<i>South-Eastern Region</i>		1992	8.0	1993	14.2
1994	14.9	1993	11.2	1994	14.7
1994.1	14.9	1994	11.2	1994.1	16.6
1994.2	15.0	1994.1	12.0	1994.2	13.9
1994.3	14.9	1994.2	11.3	1994.3	13.5
1994.4	14.9	1994.3	10.8	1994.4	14.7
<i>Central-Eastern Region</i>		1994.4	11.2	Slovakia	
1989	-	<i>Banat</i>		<i>Bratislava</i>	
1990	6.1	1989	-	1989	-
1991	10.9	1990	-	1990	0.3
1992	11.2	1991	2.5	1991	3.7
1993	13.2	1992	6.8	1992	5.7
1994	14.7	1993	8.8	1993	4.4
1994.1	14.7	1994	9.4	1994	5.4
1994.2	14.7	1994.1	9.5	1994.1	5.5
1994.3	14.9	1994.2	9.1	1994.2	5.2
1994.4	14.7	1994.3	9.7	1994.3	5.5
Romania		1994.4	9.4	1994.4	5.0
<i>Bucharest</i>		<i>Central</i>		<i>W. Slovakia</i>	
1989	-	1989	-	1989	-
1990	-	1990	-	1990	0.5
1991	1.9	1991	1.8	1991	7.2
1992	5.4	1992	6.8	1992	12.7
1993	7.3	1993	9.1	1993	13.8
1994	6.7	1994	10.2	1994	14.2
1994.1	7.6	1994.1	9.9	1994.1	14.4
1994.2	7.0	1994.2	10.0	1994.2	13.8
1994.3	6.7	1994.3	9.9	1994.3	14.2
1994.4	6.7	1994.4	10.2	1994.4	14.4
<i>Constanta</i>		<i>Cluj</i>		<i>Mid Slovakia</i>	
1989	-	1989	-	1989	-
1990	-	1990	-	1990	0.5
1991	3.8	1991	3.2	1991	6.4
1992	9.2	1992	8.9	1992	11.0
1993	10.6	1993	9.8	1993	12.6
1994	9.9	1994	10.0	1994	14.3
1994.1	11.8	1994.1	10.8	1994.1	14.6
1994.2	10.0	1994.2	10.3	1994.2	14.1
1994.3	10.0	1994.3	9.9	1994.3	14.1
1994.4	9.9	1994.4	10.0	1994.4	14.4
<i>N. Muntenia</i>		<i>N. Moldova</i>		<i>E. Slovakia</i>	
1989	-	1989	-	1989	-
1990	-	1990	-	1990	0.9
1991	2.6	1991	4.7	1991	7.5
1992	7.4	1992	11.2	1992	12.8
1993	9.8	1993	14.0	1993	15.1
1994	10.8	1994	16.6	1994	17.6
1994.1	11.0	1994.1	15.9	1994.1	17.6
1994.2	10.4	1994.2	16.2	1994.2	17.4
1994.3	10.7	1994.3	15.7	1994.3	17.5
1994.4		1994.4	16.6	1994.4	18.2
<i>Oltenia</i>		<i>S. Moldova</i>			
1989	-	1989	-		
1990	-	1990	-		
1991	3.4	1991	4.0		
		1992	10.9		

Notes to tables

e estimated

p preliminary

— break in series - figures before and after the line not directly comparable

Because of revisions to methodology as well as updating of the data themselves, the figures shown in the tables differ in a number of cases from those published in earlier Bulletins.

Albania

Sources: The data come from the National Statistical Institute and the Ministry of Labour and Social Welfare. As yet no Labour Force Survey has been introduced so that the labour force and employment figures are administrative data plus estimates for the private sector and the only unemployment figures are from Labour Office registrations.

- 1 Working age is 15-54 for women and 15-59 for men
- 2 Excluding armed forces
- 3 Figures are for the end of the period. From 1994, division according to NACE Rev. 1
- 4 Figures are for the end of the year

Bulgaria

Sources: The data come from the National Statistical Institute and the Ministry of Labour and Social Welfare. The first Labour Force Survey was carried out in September 1993. The labour force and employment figures are administrative data plus estimates for the private sector.

- 1 Figures are for the end of the year
- 2 Not corrected for immigrants and emigrants
- 3 Includes all persons of working age, men aged 16-59, women aged 16-54 and those outside the working age limits who take part in economic activities, as well as foreigners working in the country under special inter-governmental agreements
- 4 Quarterly data on employed refer to state and cooperative enterprises only. Annual figures for 1991-94, however, also include estimates for the private sector
- 5 From 1992, including mining, electricity and water supply
- 6 Figures include people employed in central and local government, juridical and legal agencies and state archives
- 7 No separate data available on self-employed before the LFS results
- 8 Up to 1992, unemployed up to 30 years old based on the registered figures; from 1993 figures come from the LFS
- 9 Figures come from the LFS
- 10 Expressed as a percentage of the average wage in the state and cooperative sectors only

Czech Republic

Sources: Population data are from the *Annual Demographic Statistics*, adjusted to be consistent with the Population Census, 1991. Labour force and employment annual data before 1993 are based on establishment surveys and, in the case of the armed forces and the self-employed, on administrative records, adjusted in the latter case by the results of a small sample survey of the self-employed. From 1993 figures come from the LFS and include apprentices, women on paid maternity leave and professionals in military service and exclude conscripts. Price inflation data are based on a sample survey of selected shops and other outlets (and on a standard basket of selected goods and services). Wage inflation data come from establishment surveys of firms with 25 or more employees. Social protection figures are calculated from legislative regulations and, in the case of the average wage, from establishment surveys. Industrial output estimates come from establishment surveys, adjusted for the self-employed. External trade data before 1991 are from establishment surveys and since 1991 from customs statistics.

- 1 Working age is 15-54 for women, 15-59 for men
- 2 Up to and including 1992, excluding apprentices and women on unpaid maternity leave
- 3 Up to and including 1992, annual figures are total number of jobs - ie multiple job holders are counted more than once - and exclude apprentices and women on maternity leave. LFS figures include armed forces (excluding those in collective households) which are classified to public administration
- 4 Excluding those employed in productive cooperatives
- 5 From 1993, figures come from the LFS
- 6 Up to and including 1992, excluding trade between the Czech and Slovak Republics

Hungary

Sources: Population data are averages of updated Census of Population figures for 1st January of consecutive years. Labour force and employment figures since 1992 are from quarterly Labour Force Surveys and before 1992 from various sources. The classification of employment by sector since 1992 is based on the Hungarian equivalent of ISIC rev. 3 and before 1992 is specially estimated by the Central Statistical Office. The sources of other data are similar to those for the Czech Republic described above.

- 1 Working age is 15-54 for women, 15-59 for men
- 2 Figures up to 1991 come from the labour accounts. Since 1992 they come from the LFS and are therefore not directly comparable.
- 3 Including armed forces which are classified to public administration. In 1992, the classification of economic activities was changed. Data for 1992 and 1993 are therefore not directly comparable with those for the previous years
- 4 Including armed forces
- 5 Self-employed and unpaid family members plus working employers
- 6 Including members of cooperatives and partnerships
- 7 1991 figures come from the pilot labour force survey
- 8 The registered unemployment rate is the official one based on the national concept of the labour force (ie including all women on maternity leave) as at 1st January estimated from the LFS
- 9 Figures cover all employees in the government sector and employees in economic units with more than 20 employees

Poland

Sources: Population data are averages based on the Census of Population. Labour force and employment data from 1993 are from the quarterly Labour Force Survey. Data before 1993 come from administrative records plus sample surveys of small enterprises and, in the case of agriculture, from Census figures and the LFS. The classification of employment by sector is specially estimated for the Bulletin in the case of the annual figures, on the basis of establishment surveys; the quarterly figures come from the LFS, which uses a Polish version of the European Community NACE classification. Price inflation data are from the retail price survey. Industrial output data are based on monthly statistical reports from all enterprises employing 20, 50 or more people according to the kind of economic activity and a 10% sample of those employing over 5 but less than 20 or 50 as the case may be. Monthly data are checked annually by means of a census survey. External trade data are derived since 1st January 1992 from customs documents and are consistent with UN methodology.

- 1 Working age taken as 15-60. Official working age is 18-59 for women, 18-64 for men. Population figures include all permanent residents irrespective of whether they are in the country or abroad for variable periods of time (perhaps indefinitely)
- 2 Up to and including 1992, figures come from the current statistics; from 1993, they come from the LFS. All figures for active population, civilian labour force and employment have been revised according to new estimates of employment in agriculture from the LFS
- 3 Figures exclude conscripts
- 4 Annual data for employment by sector is estimated by the CSO. LFS quarterly figures include armed forces (excluding those in collective households) which are classified to other services
- 5 Includes only central government
- 6 Figures for 1993 and 1994 come from the LFS
- 7 All figures for activity rates and registered unemployment rates are based on the new estimate of employment in agriculture
- 8 As a % of average net wage
- 9 Data for 1991 and 1992 were calculated according to the National Accounts concepts (SNA 1993). From January 1994, the European Classification of Activities (Polish version of NACE) has been introduced covering all units with more than 5 employees. 1993 figures have been revised according to the new system of classification
- 10 Figure for 1992 is CIF

Romania

Sources: The data come from the National Commission for Statistics. Labour force and employment figures are administrative data plus estimates for the private sector

- 1 Figures for 1992 come from the Census of Population
- 2 Working age is 16-54 for women, 16-59 for men
- 3 No data for armed forces
- 4 Figures based on a new system for distinguishing sectors of activity recently introduced and conforming with the standard international classification (ISIC). Figures are for the end of the period in each case. Figures for 1994 were not available at the time of going to press
- 5 Including individual agricultural workers
- 6 Including postal services

- 7 Including social assistance
- 8 Including defence and compulsory social assistance
- 9 Figures come from the LFS
- 10 The figure for 1992 includes unemployment benefit recipients only. Figures for 1993 and 1994 are computed on the basis of the LFS
- 11 Figures are for the end of the period
- 12 Computed on the basis of average net monthly wages
- 13 Annual figures only are calculated on the basis of a consumer price index for families of employees, which differs from the consumer price index in the tables
- 14 Figures are calculated on the basis of net rather than gross wages
- 15 In 1994, the computation basis was changed

Slovak Republic

Sources: The data are derived from similar sources as described above for the Czech Republic, since before January 1993, the two countries shared a common statistical system.

- 1 Working age is 15-54 for women, 15-59 for men
- 2 From 1993, figures come from the LFS
- 3 Armed forces and women on additional maternity leave are excluded. Figures come from the LFS.
- 4 Figures for 1989 and 1993 are for the end of the year
- 5 Figures include women on maternity leave up to 28 weeks. Quarterly figures for 1993 come from the LFS
- 6 Up to and including 1992, total number of jobs including multiple job holders. Apprentices and all women on maternity leave are excluded. From 1993, figures come from the LFS and the total figures include women on paid maternity leave up to 28 weeks. The figure for employment by sector for 1993 only includes all women on maternity leave
- 7 Including real estate and business services
- 8 Figures for 1993 come from the LFS. They exclude members of productive cooperatives and include all women on maternity leave
- 9 Figures from 1993 come from the LFS. In 1993 they include all women on maternity leave but in 1994 only women on paid maternity leave
- 10 Figures from 1993 onwards come from the LFS
- 11 Figures for 1991 and 1992 are based on registrations and are for the end of the year. Figures from 1993 onwards come from the LFS. The figures for 1993 exclude the long-term unemployed without previous employment experience. The figures for 1994 include all long-term unemployed
- 12 Figures for registered unemployment are calculated on the basis of the civilian labour force including all women on maternity leave, while LFS figures include only women on maternity leave up to 28 weeks
- 13 From 1989 to 1991 including construction and excluding it thereafter. Quarterly figures are preliminary
- 14 Including trade with Czech Republic

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The production of the Bulletin is coordinated by Alphametries in collaboration with the contributors listed below who provided the data and their interpretation of what is happening in their countries.

There is a broad degree of consensus between the contributors about the nature and scale of the developments described and analysed. However, the views expressed in this Bulletin do not necessarily reflect, in every case, the views of all the experts.

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EMPLOYMENT OBSERVATORY

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