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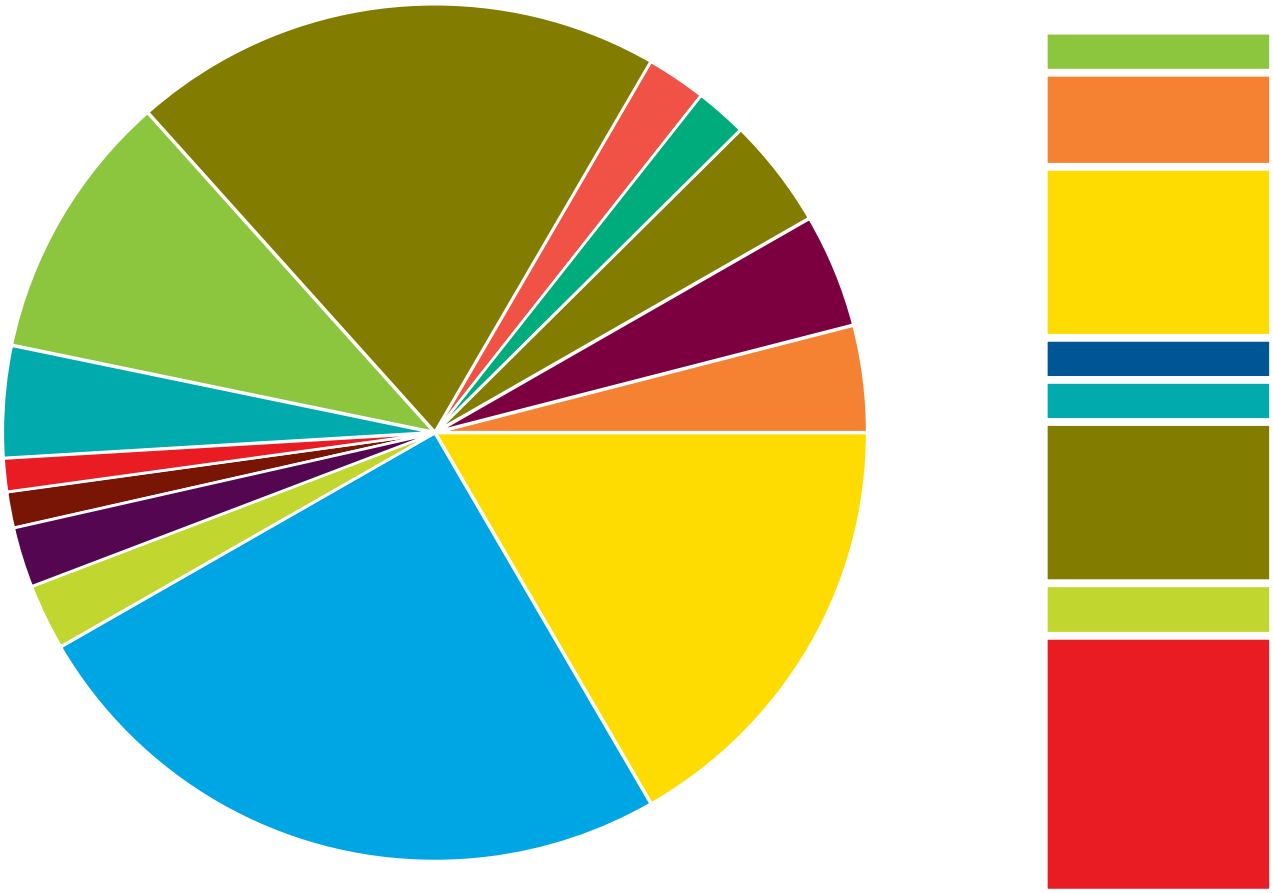
KEY INDICATORS ON EDUCATION, SKILLS AND EMPLOYMENT 2020



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PREFACE

These Key Indicators on Education, Skills and Employment (KIESE) are a collection of statistics that are part of a broader set of indicators proposed by the ETF to enable an assessment of developments in the field of human capital in the partner countries[1]. They include data on education, initial vocational education and training, lifelong learning, labour market outcomes, skills and human capital. KIESE have been revised in 2020 to align them more closely with the ETF strategy, in terms of lifelong learning systems and human capital development coverage.

KIESE describe issues that influence human capital development and vocational education and training (VET) policies in the partner countries[2]. They do not claim to assess national systems or policies in a comprehensive or in-depth way. KIESE diligently record developments over time according to a fixed set of indicators, while avoiding - as far as possible - judgements about these developments, their underlying reasons, or their implications for the future. Furthermore, statistics have their limitations in that they can oversimplify complex issues, and to be construed properly they must be contextualised.

In order to allow for cross-country analysis and an international perspective, it is vital to ensure data comparability. KIESE use standard statistical frameworks to categorise and report cross-nationally comparable statistics. They also allow the ETF partner countries to reference themselves against the European Union. Comparability remains one of the most important features of KIESE.

This document presents the main findings and results from the 2020 data compilation exercise. It provides an essential, though partial, overview of the ETF partner countries, and one which needs to be read in combination with the countries' own strategies and developments. Time lags are also inevitable and must be taken into consideration.

A comprehensive analysis of VET and skills requires more detailed data and other information, to which KIESE are an important but not an exhaustive contribution. One important objective of this report is to provide an overview of trends and developments in partner countries, and also to raise awareness on the use of indicators to drive the policy cycle.

This report is divided into four parts:

1. the indicators and their definitions,
2. key findings for 2020,
3. data availability and quality,
4. indicators.

[1] The ETF uses other evidence, such as Torino Process assessments, in-depth studies in the thematic areas and national sources of evidence, to compile its intelligence on each country and thematic domain. KIESE provide an overview that is comparable among countries and includes only quantitative key indicators. They are an important input to be considered along with other information to better understand the country context and key features.

[2] In 2018 the ETF launched a pilot data collection exercise aiming to gather in-depth information in relation to VET providers, enrolments, graduates, teachers/trainers and expenditure. This data complements KIESE, allowing a better assessment to be made of the developments in VET and human capital development.

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THE INDICATORS AND THEIR DEFINITIONS

1. **Early leaving from education and training** is defined as the percentage of the population aged 18–24 with (at most) lower secondary education who were not in further education or training during the four weeks preceding the survey. Lower secondary education refers to ISCED 2011 levels 0–2. The indicator provides a measure of the youth population most at risk of being marginalised from education and training.

2. **Educational attainment level of (active) population** is the percentage of the (active) population that has reached a certain level of education and holds a formal qualification at that level. This is usually measured with respect to the highest education programme successfully completed which is typically certified by a recognised qualification. Recognised intermediate qualifications are classified at a lower level than the programme itself. For more details on the International Standard Classification of Education (ISCED) see the annex. The broad levels of educational attainment considered in this document are: LOW (no schooling, ISCED levels 0–2), MEDIUM (ISCED levels 3–4), HIGH (ISCED levels 5–8). The indicator provides a measure of the stock of skills (as proxied by educational attainment) that are potentially available to employers and which are a key driver of economic growth. It is frequently used as a proxy measure of human capital and the level of an individual's skills - in other words, a measure of the skills associated with a given level of education and available in the labour force.

3. **Enrolment in vocational programmes.** Vocational programmes prepare participants for direct entry into specific occupations without further training. Successful completion of such programmes leads to labour market-relevant vocational qualifications acknowledged as occupationally oriented by the relevant national authorities and/or the labour market. Vocational education may have work-based components (e.g. apprenticeships and dual-system education programmes). They may include programmes that involve concurrent school-based and work-based training, as well as programmes that involve alternating periods of attendance at educational institutions and participation in work-based training. The degree to which a programme has a vocational or general orientation does not necessarily determine whether participants have access to tertiary education.

4. **Enrolment rates.** Net enrolment rate is the total number of students in the theoretical age group for a given level of education enrolled in that level, expressed as a percentage of the total population in that age group. Gross enrolment rate is the number of students enrolled in a given level of education, regardless of age, expressed as a percentage of the official school-age population corresponding to the same level of education. For the tertiary level, the population used is the 5-year age group starting from the official secondary school graduation age. A high gross rate generally indicates a high degree of participation, whether the pupils belong to the official age group or not. A value approaching or exceeding 100% indicates that a country is, in principle, able to accommodate all of its school-age population, but it does not indicate the proportion already enrolled. The gross rate can exceed 100% due to the inclusion of over-aged and under-aged students because of

early or late entrants, and grade repetition. In this case, a rigorous interpretation of the gross rate needs additional information to assess the extent of repetition, late entrants, etc.

5. **Lifelong learning** refers to people who stated that they received education or training in the four weeks preceding the survey (numerator). The denominator consists of the total population of the same age group, excluding those who did not answer the question on participation in education and training. The information collected relates to all education or training, whether or not it is relevant to the respondent's current or possible future job. The indicator provides a measure of lifelong learning as well as of the supply of additional skills in the country. Lifelong learning encompasses all learning activities undertaken throughout life with the aim of improving knowledge, skills and competences, within personal, civic, social or employment-related perspectives. The intention or aim to learn is the critical point that distinguishes these activities from non-learning activities, such as cultural or sporting activities. Three broad categories of learning activity - formal, non-formal and informal - are defined in the International Standard Classification of Education 2011 (ISCED 2011). Formal education and training is defined as education that is institutionalised, intentional and planned through public organisations and recognised private bodies. Non-formal education and training can be also institutionalised, intentional and planned by an education provider. It caters to people of all ages but does not necessarily apply a continuous pathway structure, it may be short in duration and/or low-intensity and is typically provided in the form of short courses, workshops or seminars. Informal learning consists of activities that are intentional or deliberate but are not institutionalised; consequently, it is less organised and structured. Job-related training is an activity which is carried out in order to obtain knowledge and/or learn new skills needed for a current/future job, to increase earnings, to improve job and/or career opportunities in a current or another field and generally improve career opportunities. Employer-sponsored job-related training consists of all job-related training activities paid at least partially by the employer and/or carried out during paid working hours.

6. **Low achievers** are the 15 year-olds who are failing level 2 on the OECD Programme for International Student Assessment (PISA) scale for reading, mathematics and science. The indicator provides a measure of the youth population most at risk due to lack of foundation/basic skills.

7. **The activity rate** is calculated by dividing the active population by the population of the same age group. The active population (also called 'labour force') is defined as the sum of employed and unemployed people. The inactive population consists of all people who are classified as neither employed nor unemployed. The indicator is a broad measure of the degree of success of the economy in engaging the population in some form of production activity. It provides an indication of the size of the supply of labour available to engage in the production of goods and services, relative to the population of working age. The indicator can be used for understanding the labour market behaviour of different categories of the population.

8. **The employment rate** is calculated by dividing the number of employed people by the population of the same age group. Employed people are all people who worked at least one hour for pay or profit during the reference period or were temporarily absent from such work. The indicator can be used to evaluate the ability of the economy to create jobs. It can be used in combination with unemployment rate for a general evaluation of the situation on the labour market.

9. **The employment rate of recent graduates** is estimated for people aged 20–34 who fulfil the following conditions: (1) being employed, according to the ILO definition; (2) having attained at least upper secondary education (International Standard Classification of Education (ISCED) levels 3–8) as the highest level of education; (3) not having received

any education or training in the four weeks preceding the survey; and (4) having successfully completed their highest educational attainment one, two or three years before the survey. The indicator provides a measure of employability and transition from school to work of recent graduates. *This indicator is a EU2020 target in education and training.*

10. **The employment by economic activity/broad economic sectors** provides information on the relative importance of different economic activities with regard to employment. Data is presented by broad branches of economic activity (i.e. agriculture, industry and construction, services) which is based on the International Standard Industrial Classification of All Economic Activities (ISIC). Data by sector of economic activity is particularly useful in identifying broad shifts in employment and stages of economic development of countries. Categorisation by employment status can also help in understanding both the dynamics of the labour market and the level of development of countries.

11. **The out of the labour force/inactivity rate** is calculated by dividing the inactive population by the population of the same age group. The inactive population consists of all people who are classified as neither employed nor unemployed.

12. The indicators by **status in employment** distinguish two categories of the employed:

- paid employment (whether at work or with a job but not at work);
- self-employed workers (whether at work or with an enterprise but not at work), with the latter further sub-divided into the following sub-categories: employers, own-account workers, contributing family workers. They provide a statistical basis for describing workers' behaviour and conditions of work, and for defining an individual's socio-economic group.

13. **The incidence of self-employment** is expressed by the self-employed (i.e. employers + own-account workers + contributing family workers) as a proportion of the total employed. The indicator provides information on the distribution of the workforce, i.e. what proportion of employed persons in a country, run their enterprises (with or without hired labour) or work without pay within the family unit.

14. **The incidence of vulnerable employment** is expressed by the own-account workers and contributing family workers as a proportion of the total employed.

15. **The unemployment rate** represents unemployed people as a percentage of the labour force. The labour force is the total number of people who are employed or unemployed. Unemployed people comprise those aged 15 and over who were without work during the reference week; are currently available for work (were available for paid employment or self-employment before the end of the two weeks following the reference week); are actively seeking work, i.e. had taken specific steps in the four-week period ending with the reference week to seek paid employment or self-employment, or had found a job to start later (within a period of, at most, three months). The indicator provides a measure of the overall probability of being unemployed and the associated underutilisation of skills. It is probably the best-known labour market measure and certainly one of the most widely quoted by media in many countries. It reflects the inability of an economy to generate employment for those persons who want to work but are not doing so, even though they are available for employment and actively seeking work. It is thus seen as an indicator of the efficiency and effectiveness of an economy to absorb its labour force and of the performance of the labour market. Often quoted as a measure of skills gaps and imbalances on the labour market, the indicator fails to provide a robust image on the incidence and causes of skills mismatches..

16. **Years of schooling.** Expected years of schooling is calculated as the sum of age-specific enrolment rates between ages 4 and 17. Age-specific enrolment rates are approximated using school enrolment rates at different levels: pre-primary enrolment rates approximate the age-specific enrolment rates for 4 and 5-year-olds; the primary rate approximates for 6-11 year-olds; the lower-secondary rate approximates for 12-14 year-olds; and the upper-secondary approximates for 15-17 year-olds. Most recent estimates are used. Learning-adjusted years of school are calculated by multiplying the estimates of expected years of schooling by the ratio of most recent harmonized test score to 625, where 625 corresponds to advancement attainment on the TIMSS (Trends in International Mathematics and Science Study) test.

17. **Young people not in employment, education or training (NEETs)** provides information on young people aged 15–24 who meet the following two conditions: first, they are not employed (i.e. unemployed or inactive according to the ILO definition); and second, they have not received any education or training in the four weeks preceding the survey. Data is expressed as a percentage of the total population of the same age group and gender, excluding the respondents who have not answered the question on participation in education and training. The indicator provides a measure of the youth population most at risk of being marginalised from the labour market and underutilising their skills.

KEY FINDINGS FOR 2020

EDUCATION AND INITIAL VOCATIONAL EDUCATION AND TRAINING

Most ETF partner countries have witnessed the increase of participation in formal education.

The gross enrolment rates in education (at primary to tertiary levels) have increased in the past five years in most partner countries, now ranging between some 70% (Moldova) to some 93% in Georgia[3]. This increase was mainly due to higher participation of young women, especially at the tertiary level. Whereas nearly all partner countries have achieved universal primary education, participation drops notably at secondary and tertiary levels. Yet, with the decrease of typically-age cohorts, a higher gross enrolment rate means that more students are nowadays enrolled in education (**read more**)[4].

Upper secondary attainment has become the 'entry ticket' to the knowledge society and, in the vast majority of ETF partner countries, most students of typical-age are enrolled at this education level (this typically includes vocational programmes). Nearly all students in Azerbaijan, Israel or Kazakhstan were enrolled at this level in 2018/19. At the other end of scale, only half of Jordanian students, two-thirds of Moldovans and only about three quarters in a number of countries, including Bosnia and Herzegovina, Egypt, Kyrgyzstan, Morocco or Palestine[5] continued to upper secondary level.

The percentage of students following vocational programmes at the upper secondary level of education varies widely across the ETF partner countries and regions.

Nearly all upper secondary students in Uzbekistan, three out of four in Serbia and Bosnia and Herzegovina, and at least half in Montenegro, North Macedonia and Kosovo[6] are enrolled in vocational programmes, which is also the average in the European Union. At the other end of the scale, in Georgia, Palestine and Tunisia, fewer than 10% of upper secondary students follow vocational programmes. The distribution of secondary students enrolled in vocational versus general programmes depends mainly on the programmes available, as well as the labour market outcomes of these programmes. However, VET programmes are sometime chosen by students who have found it difficult to progress through lower levels of education and are thus more at risk of not completing the upper secondary level.

Progress towards Sustainable Development Goal 4 - Ensuring equal access for all women and men to affordable and quality technical/vocational education - was rather limited in most countries. For those aged 15-24, participation in VET remains very low in Jordan (1%), Turkmenistan (2%), Georgia and Palestine (some 3%), Albania and Morocco (some 6%). Only in Bosnia and Herzegovina, Serbia, Montenegro, Turkey and Uzbekistan, one in four young people is enrolled in a vocational programme. In all partner countries, young women are less likely

[3] The gross rate can exceed 100% (as in Kazakhstan or Turkey) due to the inclusion of over-aged and under-aged students because of early or late entrants, and grade repetition. In this case, a rigorous interpretation of the gross rate needs additional information to assess the extent of repetition, late entrants, etc.
[4] A high gross rate generally indicates a high degree of participation, whether the pupils belong to the official age group or not.
[5] This designation shall not be construed as recognition of a State of Palestine and is without prejudice to the individual positions of Member States on this issue.
[6] This designation is without prejudice to positions on status, and is in line with UNSCR 1244/1999 and the ICJ Opinion on the Kosovo declaration of independence.

to follow a VET pathway compared to young men. Yet, participation in VET for young women aged 15-24, went up by 3 percentage points in Turkey between 2014 and 2018, the only notable progress on this side among the ETF partner countries (**read more**).

VET programmes can be successful in preventing early leaving from education and training.

The proportion of early leavers remains high in some countries, affecting one in three young people in Palestine and Turkey and one in five in Moldova (the EU average is 10%). However, the incidence of early leaving from education is decreasing in all countries, according to the data available. In particular, Albania and Turkey have witnessed significantly lower proportions of young people aged 18–24 leaving the education system prematurely in recent years (**read more**).

VET can mitigate the risk of early leaving, though the relationship is not always a straightforward one. Nevertheless, some patterns can be identified based on ETF data. Fewer than 10% of 18–24 year-olds dropped out of school in countries such as Bosnia and Herzegovina, Kosovo, Montenegro, Serbia and North Macedonia in 2019. All these countries are similar in that they show a very high proportion (up to 75%) of upper secondary students enrolled in vocational programmes. Keeping young people in education while upskilling them through vocational qualifications has proved to be a successful policy option in these countries. Conversely, in Albania or Palestine, the incidence of early leaving remains higher while the number of VET students is lower. Reducing the incidence of early leaving is an important element in mitigating the risk of social exclusion. High-quality VET systems can help in this respect by providing second-chance education programmes for young people who have dropped out of school and are more at risk of having low skill levels.

Schooling and learning don't always go hand in hand and the time spent in school may translate unevenly into learning.

In the ETF partner countries, a child born today[7] can expect to spend between 10 and 14 years at school by the time s/he turns 18. The lowest number of expected years of schooling is estimated for Lebanon, Morocco and Tunisia (some 10 years), whereas a child born in Belarus, Israel, Kazakhstan or Russia is expected to spend about 14 years in school. However, the time spent in school may translate unevenly into learning, depending on many factors. One way to measure this gap is to use standardised tests[8] and to convert schooling into learning-adjusted years of school. When adjusted for learning outcomes, schooling can drop drastically in some countries, to the magnitude of 4 years (representing the typical duration of an educational level). For instance, the gap between schooling and learning can be as high as four years in one third of the partner countries, including Albania, Algeria, Armenia, Egypt, Jordan, Kosovo, Lebanon, Morocco, North Macedonia, Palestine and Tunisia (**read more**). This gap can be considered a loss of human capital, as students go to school without learning with consequences later in life (see below).

One of the main challenges in the ETF partner countries remans tackling underachievement in key competences.

The OECD Programme for International Student Assessment (PISA) 2018 results show high levels of underachievement (i.e. students who are failing Level 2 on the PISA scale in reading, mathematics and science) for more than half of the partner countries[9]. The indicator provides a measure of the youth population most at risk through a lack of foundation skills. Data shows that around three out of four students aged 15 in countries such as Kosovo or Morocco, two thirds in Kazakhstan or

7 Given the risks to poor health and poor education that prevail in the country

8 Test scores may not accurately reflect the quality of the whole education system in a country, to the extent that test takers are not representative of the whole student population.

9 Most ETF partner countries take part in the OECD PISA (Albania, Algeria, Armenia, Azerbaijan, Belarus, Georgia, Israel, Jordan, Kazakhstan, Kyrgyzstan, Kosovo, Lebanon, Moldova, Montenegro, Morocco, North Macedonia, Russia, Serbia, Tunisia, Turkey, Ukraine).

Lebanon and about half of students in Albania, Bosnia and Herzegovina or North Macedonia, fall into this category. Compared with the previous rounds of the survey (2015), only North Macedonia and Turkey have witnessed sizeable decreases in the share of underachievers (**read more**).

PISA also makes it possible to analyse national performance by gender, socio-economic status and immigrant background, and contains other contextual information and pupils' attitudes. The 2018 results show a wide performance gap in reading between pupils in general education and those in vocational programmes. Therefore, when analysing the incidence of low achievement among students aged 15, it is worth noting that in most partner countries, this is the typical age for entering VET. Thus, students entering VET are at high risk as a result of a lack of foundation skills (i.e. reading, mathematics and science).

YOUTH TRANSITION

The situation of young people remains problematic in most partner countries, with persistently high numbers of young people who are not in employment, education or training.

In 2019, one in three young people in Algeria, Kosovo and Palestine and one in four young people in most of the other partner countries (including Albania, Bosnia and Herzegovina, Georgia, North Macedonia and Turkey), were classified as NEETs (**read more**). Young girls are typically over-represented in this group, and in some countries the proportion of young girls who are NEETs is close to 40%. This is linked to several factors, such as socio-cultural norms, less favourable working environments and family duties. This pattern is most evident in the Southern and Eastern Mediterranean countries, where the female NEET rate is sometimes double the male rate.

NEETs are at higher risk of being socially and economically excluded and so are more likely to become vulnerable in the long term. However, the NEETs category contains a variety of sub-groups, some of which are vulnerable and some not. ETF evidence[10] shows that some factors are more important than others in the determinants of NEETs. The high incidence of NEETs in the partner countries is often related to lower educational attainment, gender, lower employability as a result of skill gaps, and socio-economic background. The high heterogeneity of the NEET population needs to be further considered when designing policies for vulnerable groups and their re-engagement with the labour market or the education system.

Several factors could explain the precarious position of young people in the labour market, including a difficult transition from school to work due to insufficient employability levels and insufficient support during such transition periods. Unattractive working conditions or skills that are not always aligned with those required by employers, can affect youth transition.[11]

Youth transition in the ETF partner countries is also characterised by persistently high youth unemployment rates.

Youth unemployment remained very high in 2019, affecting about half of young people[12] in Jordan, Kosovo, North Macedonia and Palestine, and about one in three in several other countries, including Albania, Algeria, Georgia, Montenegro and Serbia (the EU average is 15%). This situation remains serious in most partner countries, with long-term economic and social consequences (**read more**).

Youth unemployment rates have traditionally been higher than those of other age groups, and

10 ETF (2015), Young people not in employment, education or training: an overview in the ETF partner countries.
11 ETF (2020), Unlocking youth potential in South Eastern Europe and Turkey: Skills development for labour market and social inclusion.
12 The youth unemployment rate is the percentage of unemployed people in the age group 15–24 compared to the total labour force (both employed and unemployed) in that age group. However, it should be remembered that a large share of people between these ages are outside the labour market (since many young people are studying full time and are thus not available for work). Because not every young person is in the labour market, the youth unemployment rate does not reflect the total number of young adults who are unemployed. For this reason, the youth unemployment ratio is also often used: the percentage of unemployed young people compared to the total population of that age group (not only the active, but also the inactive, such as students).

there are clearly some strong determinants. Youth unemployment is more responsive than adult unemployment to the business cycle. This is because young people are more concentrated in certain economic sectors and a disproportionate number hold part-time jobs and temporary contracts. As such, they are also more affected by periods of economic crisis and are often among the first to lose their jobs.

Youth unemployment is also seen to be increasingly linked to the existence of various imbalances in the labour market. Indeed, most ETF partner countries have identified skills imbalances in the labour market as one reason for the persistence of high levels of youth unemployment. During their (first) transition to the labour market, young people often gain practical experience by accepting jobs requiring lower levels of skills. Together with low labour mobility, this leads to a higher level of observed overqualification. Young people face more challenges than adults do in entering the labour market owing to their lack of work experience and the mismatch between the skills they have to offer and those required by employers.

VET programmes can be effective in developing skills and ensuring a smooth and successful transition to the labour market.

In all countries for which there is data available[13], employment rates tend to be higher among young adults who graduated from vocational training than among those who pursued an upper secondary general programme as their highest level of educational attainment. In 2019, in all countries with data available more than half of recent graduates[14] from VET programmes (ISCED 3–4 combined) were employed and there has been good progress over recent years (**read more**). This is positive, especially in countries such as Bosnia and Herzegovina, Montenegro or Serbia, where large proportions of upper secondary students follow vocational programmes. It shows that VET can be successful in equipping young adults with the skills demanded in the labour market, ensuring a smooth transition and a better integration into the world of work. Efforts should be made to equip VET graduates with the skills needed in the knowledge economy and to foster their key competences, in particular their digital and entrepreneurial skills.

SKILLS SUPPLY AND LABOUR MARKET

The composition of the workforce is constantly changing in all countries. In most countries, the general trend is towards increasing the educational attainment levels of the workforce.

The skills profile of the workforce, as proxied by educational attainment[15], varies substantially across the ETF regions. The share of low-skilled in the labour force remains sizeable in some countries; three out of four adults in Morocco, about two out of three adults in Algeria and Tunisia and about half of adults in Jordan, Tunisia and Turkey have attained (at most) lower secondary education (in most countries this usually corresponds to compulsory education). The proportions are lower in other regions. In particular, in Eastern Europe, in all countries except Moldova, the proportion of low-skilled adults is below 10% of the workforce. Relatively lower proportions of low-skilled adults (below 5%) can also be observed in Central Asia, whereas in all South Eastern European countries except Albania, the share of low-skilled adults is below 25%.

The composition of the workforce is constantly changing in all countries, with more, better-educated young people entering the labour force. In most partner countries, the general trend is towards increasing the educational attainment level of the workforce. This trend is expected to continue as most young people continue studying beyond general education (see above). An increasing number of people are now completing tertiary education programmes and, in some countries (Belarus, Israel, Russia or Ukraine), they now represent half of the workforce (**read more**). Some countries, such as

[13] The information on graduates' employability remains rather scarce in the ETF partner countries. Data is only available for Albania, Bosnia and Herzegovina, Montenegro, North Macedonia, Serbia and Turkey.
[14] Aged 20–34, no longer in education or training, 1–3 years after graduation.
[15] Educational attainment is frequently used as a proxy for human capital as it provides a measure of the stock of skills that are potentially available to employers.

Albania or Turkey, with lower shares of high-skilled workers in the workforce, have seen a sizeable and rapid increase in the size of this group in the past years. However, this increase has not always led to better employment prospects, and in some countries, holding a university degree does not always mean being employed and/or job-matched (see below).

STEM (science, technology, engineering and mathematics) graduates are increasingly seen as an important pool for high-skilled workers. In 2018/19 they represented between 15% (Armenia or Palestine) and 43% (Tunisia) of all tertiary graduates. However, in the past five years, only few countries, including Bosnia and Herzegovina, Kyrgyzstan and Serbia, have witnessed an increase in the share of STEM graduates. Moreover, in all countries with data available, women remain under-represented in these fields. With the exception of Algeria and Tunisia, in all other countries with data available, only one woman in 10 (Kyrgyzstan or Palestine) and one in five (Serbia) graduate each year in STEM fields (**read more**).

The digital skills are also seen as increasingly important in the knowledge society. Data available for some SEET countries, referring to individuals aged 16-74, shows that between 40% (Bosnia and Herzegovina) and 62% (Serbia) of them have above basic information skills[16]. In all countries, these figures are higher for young people and those who are active (in the labour force). They are much lower for low-skilled or the unemployed (**read more**).

In the partner countries, most jobs are available at medium level. Despite shifts in the skills available in the workforce, occupational distribution remained stable in the past decade.

Occupational information is particularly important for the identification of changes in the skill levels of the labour force and shifts within occupational groups may be important. Changes in the occupational distribution[17] of an economy can be used to identify and analyse stages of development. In the past decade, the structure of the jobs available has remained rather stable in most of the partner countries, despite the changes in the skills available of the labour force (see above). Nowadays, most partner countries show low shares of workers employed in elementary occupations (one in ten workers or below). Nevertheless, in Kazakhstan, Kosovo, Palestine, Tunisia or Ukraine, one in five workers is still employed in elementary occupations and this proportion can be close to 40% in Tajikistan or Turkmenistan. More than half of the Israeli workers and some 40% in Russia are employed in high-skilled occupations, the same as the EU average (**read more**).

Increasing skill requirements are likely to be reflected in a decreasing share of elementary occupations, rising shares of high-skilled occupational groups such as professional and technical, and the need for increased attainment levels. For Europe, predicted employment trends will drive continued polarisations within the labour market. Significant growth in employment for high-skill occupations is expected, together with some growth for less skilled jobs in sales, security, cleaning catering and caring occupations. Jobs loses are projected in medium-skilled occupations, such as skilled manual workers (especially in agriculture), and for clerks[18].

Labour market outcomes can differ by gender, age and educational attainment levels, with the low-qualified and women often penalised on the labour market in most partner countries.

Labour force participation rate goes from only one third of the labour force in Jordan and Kosovo, to some 40% in Algeria, Bosnia and Herzegovina, Moldova, Palestine and Tajikistan and to over 70% in Azerbaijan and Belarus. Men are more present on the labour market then women in all partner countries and the gender gap has not narrowed in the past decade (**read more**). Limited progress has been made in closing the gender gap, with only a few countries (Albania, Israel, Serbia and Turkey)

[16] Self-reported skills as defined by European survey on ICT usage in households.
[17] Information on occupation provides a description of the set of tasks and duties which are carried out by, or can be assigned to, one person. Persons are classified by occupations through their relationship to a present job.
[18] Cedefop (2018), Skills forecasts: trends and challenges to 2030

witnessing a solid increase in women's activity rates. Women are frequently penalised on the labour market and their labour market outcomes are less favourable compared to those of men. Less than one in five women is on the labour market in Algeria, Jordan, Kosovo or Palestine and only one in ten women is employed in Jordan, Kosovo or Palestine (**read more**). Almost half of Palestinian and one third of Kosovar women were still unemployed in 2019. Yet, good progress has been made in the past decade towards reducing the joblessness in several SEET countries, including Albania, Bosnia and Herzegovina, North Macedonia and Serbia (**read more**).

The employment rates follow the same patterns as the activity rates in the partner countries, ranging from only one quarter of the population in Jordan and Kosovo, only one third in a number of countries, including Algeria, Bosnia and Herzegovina, Egypt, Moldova, Palestine and Tajikistan, to two thirds in Azerbaijan and Belarus (EU average is 60%). While employment opportunities still exist for those with lower qualifications, the labour market prospects for these individuals are declining. The employment rates of low-skilled workers are considerably lower than those of their more educated counterparts. The largest gaps can be observed in Belarus (60pp), Israel, Kosovo, Montenegro and Ukraine (50pp), Bosnia and Herzegovina, North Macedonia and Russia (40pp).

Labour market outcomes of the senior workers have improved in the past decade notably in Israel and all SEET countries, while many of these workers remained active on the labour market. This is the case for some 70% of senior workers in Azerbaijan and Kazakhstan, about 60% in Georgia, Israel and Ukraine and half of them in Albania, Belarus, Bosnia and Herzegovina, Montenegro and Turkmenistan (similar to EU average). One notable result was also the decrease in unemployment in a number of countries, including Bosnia and Herzegovina, North Macedonia, Palestine and Serbia (**read more**).

Unemployment is typically linked to educational attainment levels, but this relationship is more mixed in the partner countries.

The unemployment rate remained high in Kosovo and Palestine, affecting one in four people in the labour force. The rate is over 15% in Bosnia and Herzegovina, Jordan, Montenegro, North Macedonia and Tunisia. Joblessness is especially severe for low-skilled workers (i.e. those who have attained lower secondary education at most), affecting one in three workers in Kosovo and one in four in Montenegro, North Macedonia and Palestine. However, the situation is more mixed for high-skilled (i.e. those who have attained tertiary education). In fact, in a number of partner countries, including Albania, Algeria, Georgia, Jordan, Palestine, Tunisia, Turkey, the unemployment rates of high-skilled workers are higher than those of their less educated counterparts (**read more**).

Labour market outcomes can also be affected by skills mismatch, recent ETF evidence shows.

Skills mismatches reflect changes in the labour market, some at a rapid pace particularly in the transition and developing countries. Skills mismatch is interconnected with human capital. The surplus of human capital is typically measured in terms of over-education[19] or over-skilling. However, a surplus of education may also be related to horizontal (or field of study) mismatch, whereby workers are employed in jobs that are not relevant to the skills and knowledge accumulated by them in formal education. Mismatches in human capital can also relate to skills obsolescence, whereby workers possess skills that are no longer required by the employer due to changes in workers abilities, technical progress or market conditions. Skill gaps describe the situation whereby the employer believes that workers do not possess the adequate competencies to successfully discharge their current role. Skills shortages relate

to a situation whereby employers are unable to fill key vacant posts due to a lack of suitability qualified candidates[20].

One in three graduates from tertiary education in Georgia and one in five in Moldova, North Macedonia and Serbia is mismatched, holding jobs requiring lower levels than their formal qualifications.

The ETF started to develop indicators to measure the incidence, extent and nature of the mismatch[21] in some partner countries[22]. The evidence[23] from these countries shows a high incidence of mismatch; in most countries it is higher (14%–36%) for tertiary graduates than for secondary school graduates (7%–14%). This shows that education systems face many challenges in responding to changing demands for skills. It can also suggest that many higher-skilled graduates have to accept positions below their level of formal qualifications. High unemployment levels and limited opportunities on the labour market force medium and especially higher-educated individuals to accept such positions.

LIFELONG LEARNING

Upskilling through training remains rather limited in the partner countries and adults are often unlikely to participate in further training, with negative consequences for their careers. The age, education and working status are all determinants of engagement in lifelong learning.

Information on lifelong learning remains very limited[24]. In countries for which data exists, participation is some 1% (Albania, Georgia, Moldova and Ukraine), 6% in Turkey and 9% in Israel (the EU average is 11%). There was little progress in participation in the past decade. ETF data shows that low-skilled and unemployed adults are less likely to receive training. Less than 1% of low-skilled adults participated in training in Albania, North Macedonia and Serbia and some 1.5% in Israel and Tunisia (the EU average is 4%). The patterns are similar for the unemployed (**read more**). The lack of lifelong learning opportunities remains a challenge in most partner countries. Many adults who have no further opportunity to participate in training are trapped in low-skilled jobs, with negative consequences for their careers.

Young adults, those who are employed and better educated enjoy more training opportunities.

Data[25] shows that the younger, better-educated, employed adults engage more often in training and that training can be formal and/or non-formal. Participation goes from 9% (Bosnia and Herzegovina) to 21% in Turkey (EU average is 45%). It is up to 31% (Turkey) for younger adults and less than 8% for senior workers (**read more**). Half of professionals and technicians in Serbia and Turkey and a third in the other countries received training in (the EU average is 68%). Job-related training (a good proxy for continuing vocational training-CVT)[26] remained rather limited, ranging between 5% (Bosnia and Herzegovina) and some 14% (Serbia and Turkey); the EU average is 36%. Between 4% (Bosnia and Herzegovina) and 12% (Serbia and Turkey) of non-formal training is paid (at least partially) by the employer and/or carried out during paid working hours (the EU average is 32%).

Adult training is also influenced by the structure of economy (i.e. share of knowledge-intensive sectors or requiring upskilling), the overall rate of employment, including the incidence of vulnerable/ informal employment (see above the section

19 The policy literature tends to favour the word 'over-qualification' instead of 'over-education' on the grounds that it is always best to have more educated people than less. There is a similar aversion to the term 'over-skilling' as it is believed that having more skills on the whole is a good thing.
20 ETF (forthcoming), Skills mismatch: measurement and policy implications in selected ETF Partner Countries.
21 Specifically, skills mismatch can be used to describe vertical mismatch (usually measured in terms of over-education, under-education, over-skilling and under-skilling), horizontal mismatch (usually fields of study and work are compared), skills gaps (the extension to which workers lack the skills necessary to perform their current job), skills shortages (usually measured in terms of unfilled and hard-to-fill vacancies) and skill obsolescence (skills can become obsolete due to ageing, through technological or economic change which renders certain skills unnecessary or through the underutilisation of skills).
22 Egypt, Georgia, Moldova, Morocco, Montenegro, North Macedonia and Serbia
23 ETF (2019), Skills mismatch measurement in ETF partner countries
24 Adult participation in training in the past four weeks prior to the survey is available for half of partner countries.
25 Adult learning in the past 12 months prior to the survey only available for SEET countries except Kosovo and Montenegro.

on labour market). Also, limited employment opportunities or insufficient attractiveness of jobs available inhibit participation in upgrading/reskilling programmes to some extent. However, increasing access to training should not be pursued only in terms of increasing participation: the content and focus of skills should also match future labour market contexts.

[26] Defined as an activity which is carried out in order to obtain knowledge and/or learn new skills needed for a current/future job, to increase earnings, to improve job and/or career opportunities in a current or another field and generally improve career opportunities.

DATA AVAILABILITY AND QUALITY

Data availability varies greatly among partner countries and remains the most important challenge. Although the coverage of labour market statistics is satisfactory, the availability of other indicators, in particular on education and training, remains limited. Only a very few countries provide information on educational outcomes such as graduate employability and early leavers. Thus, the key findings are limited only to a few countries where data is available, and this affects the overall analysis. Efforts should be continued to ensure better coverage and quality of data.

South Eastern Europe and Turkey (SEET)

Data availability in the SEET region is generally quite high. Coverage of labour market indicators is very good and all countries have data from recent labour force surveys, which guarantees a good level of comparability within the region. As some SEET countries have a close cooperation with Eurostat, most indicators on education and employment are also published on the Eurostat website for some countries (Montenegro, North Macedonia, Serbia and Turkey).

Southern and Eastern Mediterranean (SEMED)

Data availability and quality are quite high in Israel, Palestine and Tunisia, whereas in all others, the availability needs to be further improved. Although the availability of educational data is lower than in other regions, some progress has been noticed in the past years. Still, most countries do not provide information on early leavers from education or on adult participation in lifelong learning. One important problem with educational data is the use of different national classifications instead of ISCED levels for educational levels. This, of course, affects the comparability of both education and labour market indicators. Labour market data is generally readily available in the region as most countries run regular labour force surveys. Nevertheless, comparison is sometimes made difficult by the use of different age ranges. All countries cooperate with Eurostat, and so some data (especially on the labour market) is also published on the Eurostat website. However, not all indicators are always regularly updated.

Eastern Europe

Data coverage in these countries is good, especially concerning labour market indicators. However, the coverage of education varies widely among indicators and countries. Labour market data is usually available, as most countries carry out labour force surveys. However, information on early leavers from education and on adult participation in lifelong learning is poorly covered. The main problems encountered are the reference age used in the labour force surveys and the use of national educational classifications instead of ISCED levels. These cannot necessarily be matched, which complicates data comparisons between different countries.

Central Asia

Data coverage in this region is generally poorer than it is in other regions. While most key statistics are readily available in Kazakhstan and Kyrgyzstan, only a very few indicators are available for Tajikistan, Turkmenistan and Uzbekistan. Labour market data is usually available, as most of the countries carry out labour force surveys. However, education data are not always readily available. Most countries do not provide information on early leavers from education or adult participation in training. One important issue is that countries use their own educational classifications instead of ISCED levels, which makes comparisons difficult.

INDICATORS (AS OF 1 OCTOBER 2020)[27]

ENROLMENT RATES IN EDUCATION (%)

			2014	2015	2016	2017	2018	2019
ALBANIA	AL	PRIMARY TO TERTIARY (TOTAL, GROSS RATE)	88.7E	87.4 E	85.2 E	85.0 E	83.9	85.0
		PRIMARY TO TERTIARY (FEMALE, GROSS RATE)	92.1 E	90.6 E	88.9 E	89.3 E	88.6	90.2
		UPPER SECONDARY (TOTAL, NET RATE)	84.7 E	84.9	84.9 E	86.1 E	83.2	82.0
ARMENIA	AM	PRIMARY TO TERTIARY (TOTAL, GROSS RATE)	M	M	M	M	77.2	78.0
		PRIMARY TO TERTIARY (FEMALE, GROSS RATE)	M	M	M	M	80.1	81.4
		UPPER SECONDARY (TOTAL, NET RATE)	M	M	M	M	M	89.5 E
AZERBAIJAN	AZ	PRIMARY TO TERTIARY (TOTAL, GROSS RATE)	M	M	M	M	77.0 E	78.8 E
		PRIMARY TO TERTIARY (FEMALE, GROSS RATE)	M	M	M	M	77.3 E	79.6 E
		UPPER SECONDARY (TOTAL, NET RATE)	M	M	M	M	98.8 E	99.7 E
BELARUS	BY	PRIMARY TO TERTIARY (TOTAL, GROSS RATE)	99.8	99.4	99.3	99.4	98.4	M
		PRIMARY TO TERTIARY (FEMALE, GROSS RATE)	104.1	103.3	102.5	101.8	100.1	M
		UPPER SECONDARY (TOTAL, NET RATE)	94.8	99.3	98.6	98.9	98.7	M
BOSNIA AND HERZEGOVINA	BA	UPPER SECONDARY (TOTAL, NET RATE)	M	M	M	M	M	79.0
EGYPT	EG	PRIMARY TO TERTIARY (TOTAL, GROSS RATE)	75.9	M	78.5	79.9	M	M
		PRIMARY TO TERTIARY (FEMALE, GROSS RATE)	75.1	M	78.3	79.8	M	M
		UPPER SECONDARY (TOTAL, NET RATE)	71.8	M	73.0	74.5	75.7	76.6
GEORGIA	GE	PRIMARY TO TERTIARY (TOTAL, GROSS RATE)	81.5	83.6	85.6	88.4	90.1	92.6
		PRIMARY TO TERTIARY (FEMALE, GROSS RATE)	83.5	85.6	87.1	90.0	91.7	94.7
		UPPER SECONDARY (TOTAL, NET RATE)	89.3	88.7	88.8	90.3	93.5	94.4
ISRAEL	IL	PRIMARY TO TERTIARY (TOTAL, GROSS RATE)	95.1	95.0	94.4	94.5	94.1	M
		PRIMARY TO TERTIARY (FEMALE, GROSS RATE)	98.0	98.1	97.9	97.9	97.5	M
		UPPER SECONDARY (TOTAL, NET RATE)	98.0	98.5	98.3	98.3	98.2	M

[27] The information for Moldova is presented without data on districts from the left side of the river Nistru and Bender Municipality. The information for Ukraine is presented without data for Autonomous Republic of Crimea, Sevastopol and part of the conflict zone (from 2014 onwards). The information for Russia includes data for Autonomous Republic of Crimea, Sevastopol (from 2016 onwards). EU averages refer to 27 countries.

			2014	2015	2016	2017	2018	2019
JORDAN	JO	PRIMARY TO TERTIARY (TOTAL, GROSS RATE)	M	M	M	61.5	62.8	M
		PRIMARY TO TERTIARY (FEMALE, GROSS RATE)	M	M	M	62.1	63.6	M
		UPPER SECONDARY (TOTAL, NET RATE)	63.4 E	M	M	49.4	50.8	54.1
KAZAKHSTAN	KZ	PRIMARY TO TERTIARY (TOTAL, GROSS RATE)	91.9	92.9	94.6	97.3	99.2	101.3
		PRIMARY TO TERTIARY (FEMALE, GROSS RATE)	94.3	95.4	96.6	99.6	101.3	103.6
		UPPER SECONDARY (TOTAL, NET RATE)	97.1	95.5	98.0	98.6	98.9	M
KYRGYZSTAN	KG	PRIMARY TO TERTIARY (TOTAL, GROSS RATE)	79.6	80.3	81.4	81.9	82.7	83.9
		PRIMARY TO TERTIARY (FEMALE, GROSS RATE)	81.6	82.5	83.0	83.1	84.2	85.1
		UPPER SECONDARY (TOTAL, NET RATE)	66.5	69.5	71.4	69.8	71.9	72.2
MOLDOVA	MD	PRIMARY TO TERTIARY (TOTAL, GROSS RATE)	70.6 E	70.3 E	70.4 E	71.4 E	71.6 E	71.5 E
		PRIMARY TO TERTIARY (FEMALE, GROSS RATE)	72.9 E	72.5 E	72.5 E	73.2 E	73.3 E	72.8 E
		UPPER SECONDARY (TOTAL, NET RATE)	62.2 E	60.7 E	60.2 E	64.9 E	64.5 E	64.7 E
MONTENEGRO	ME	PRIMARY TO TERTIARY (TOTAL, GROSS RATE)	M	M	82.1	82.8	82.7	82.5
		PRIMARY TO TERTIARY (FEMALE, GROSS RATE)	M	M	84.3	85.4	84.9	85.2
		UPPER SECONDARY (TOTAL, NET RATE)	M	M	85.0	85.9	87.7	89.0
MOROCCO	MA	PRIMARY TO TERTIARY (TOTAL, GROSS RATE)	M	M	M	79.5	81.1	82.8
		PRIMARY TO TERTIARY (FEMALE, GROSS RATE)	M	M	M	76.7	78.7	80.9
		UPPER SECONDARY (TOTAL, NET RATE)	M	M	M	70.8	71.1	72.1
NORTH MACEDONIA	MK	PRIMARY TO TERTIARY (TOTAL, GROSS RATE)	69.6	71.7	M	73.0	73.1	M
		PRIMARY TO TERTIARY (FEMALE, GROSS RATE)	70.3	72.8	M	74.3	74.5	M
PALESTINE	PS	PRIMARY TO TERTIARY (TOTAL, GROSS RATE)	77.1	77.8	77.9	79.2	79.7	79.9
		PRIMARY TO TERTIARY (FEMALE, GROSS RATE)	81.6	82.5	82.7	84.0	84.5	84.7
		UPPER SECONDARY (TOTAL, NET RATE)	66.8	66.0	65.8	68.4	71.8	74.6
RUSSIA	RU	PRIMARY TO TERTIARY (TOTAL, GROSS RATE)	91.2	93.8	94.7	96.7	98.6	M
		PRIMARY TO TERTIARY (FEMALE, GROSS RATE)	93.6	96.1	96.8	98.3	99.8	M
		UPPER SECONDARY (TOTAL, NET RATE)	88.6 E	M	M	95.8 E	96.8 E	M

			2014	2015	2016	2017	2018	2019
SERBIA	RS	PRIMARY TO TERTIARY (TOTAL, GROSS RATE)	84.1 E	85.2 E	86.2 E	87.3 E	87.5 E	87.5 E
		PRIMARY TO TERTIARY (FEMALE, GROSS RATE)	87.1 E	88.3 E	89.2 E	90.8 E	91.2 E	91.2 E
		UPPER SECONDARY (TOTAL, NET RATE)	87.6 E	89.3 E	89.1 E	88.9 E	88.2 E	87.7 E
TUNISIA	TN	PRIMARY TO TERTIARY (TOTAL, GROSS RATE)	80.1	81.1	82.7	M	M	M
TURKEY	TR	PRIMARY TO TERTIARY (TOTAL, GROSS RATE)	99.2	100.7	102.6	104.0	104.8	M
		PRIMARY TO TERTIARY (FEMALE, GROSS RATE)	96.6	98.1	99.8	100.6	102.2	M
		UPPER SECONDARY (TOTAL, NET RATE)	85.8 E	84.9	83.9	85.4	83.0	M
TURKMENISTAN		PRIMARY TO TERTIARY (TOTAL, GROSS RATE)	M	M	M	M	M	79.1
		PRIMARY TO TERTIARY (FEMALE, GROSS RATE)	M	M	M	M	M	77.6
		UPPER SECONDARY (TOTAL, NET RATE)	M	M	M	M	M	83.0 E
UKRAINE	UA	PRIMARY TO TERTIARY (TOTAL, GROSS RATE)	93.9 E	M	M	M	M	M
		PRIMARY TO TERTIARY (FEMALE, GROSS RATE)	95.7 E	M	M	M	M	M
		UPPER SECONDARY (TOTAL, NET RATE)	94.1 E	M	M	M	M	M
UZBEKISTAN	UZ	PRIMARY TO TERTIARY (TOTAL, GROSS RATE)	65.6	66.0	67.1	68.8	70.8	73.0
		PRIMARY TO TERTIARY (FEMALE, GROSS RATE)	64.5	64.9	66.1	67.6	69.8	72.3
		UPPER SECONDARY (TOTAL, NET RATE)	82.4	83.8	83.5	84.0	84.8	85.7

Sources: UNESCO Institute for Statistics
Notes: e: estimation, m: missing

ENROLMENT IN VOCATIONAL PROGRAMMES

			2014	2015	2016	2017	2018	2019
ALBANIA	AL	AS % OF ALL UPPER SECONDARY STUDENTS	17.6	16.3	16.4	16.5	17.2	18.2
		AS % OF 15-24-YEAR-OLDS, TOTAL	4.6	M	M	M	4.9	5.3
		AS % OF 15-24-YEAR-OLDS, FEMALE	2.1	M	M	M	1.8	2.0
ARMENIA	AM	AS % OF ALL UPPER SECONDARY STUDENTS	25.7	26.2	M	M	28.4	25.9
		AS % OF 15-24-YEAR-OLDS, TOTAL	M	M	M	M	M	8.2 E
		AS % OF 15-24-YEAR-OLDS, FEMALE	M	M	M	M	M	8.2 E
AZERBAIJAN	AZ	AS % OF ALL UPPER SECONDARY STUDENTS	M	M	M	M	47.5	47.2
		AS % OF 15-24-YEAR-OLDS, TOTAL	M	M	M	M	14.9 E	15.1 E
		AS % OF 15-24-YEAR-OLDS, FEMALE	M	M	M	M	16.1 E	16.2 E
BELARUS	BY	AS % OF ALL UPPER SECONDARY STUDENTS	42.8	42.6	42.4	41.9	41.7	M
		AS % OF 15-24-YEAR-OLDS, TOTAL	7.3	7.6	8.1	8.4	10.0	M
		AS % OF 15-24-YEAR-OLDS, FEMALE	5.6	5.8	6.2	6.4	7.6	M
BOSNIA AND HERZEGOVINA	BA	AS % OF ALL UPPER SECONDARY STUDENTS	74.4	74.2	75.0	75.9	76.2	77.2
		AS % OF 15-24-YEAR-OLDS, TOTAL	M	M	M	M	M	22.4
		AS % OF 15-24-YEAR-OLDS, FEMALE	M	M	M	M	M	21.1
EGYPT	EG	AS % OF ALL UPPER SECONDARY STUDENTS	46.6	M	46.0	46.5	46.9	47.3
		AS % OF 15-24-YEAR-OLDS, TOTAL	10.2	M	10.6	11.0	11.4	11.6
		AS % OF 15-24-YEAR-OLDS, FEMALE	8.9	M	9.1	9.4	9.7	10.0
GEORGIA	GE	AS % OF ALL UPPER SECONDARY STUDENTS	10.0	9.0	8.8	8.8	8.0	11.2
		AS % OF 15-24-YEAR-OLDS, TOTAL	2.5	2.3	2.3	2.1	2.1	3.4
		AS % OF 15-24-YEAR-OLDS, FEMALE	2.6	2.3	2.2	2.0	2.0	3.4
ISRAEL	IL	AS % OF ALL UPPER SECONDARY STUDENTS	40.8	40.7	40.3	40.5	40.8	M
		AS % OF 15-24-YEAR-OLDS, TOTAL	16.4	16.4	16.6	16.6	16.6	M
		AS % OF 15-24-YEAR-OLDS, FEMALE	17.3	17.5	17.9	17.8	18.0	M
JORDAN	JO	AS % OF ALL UPPER SECONDARY STUDENTS	13.1	M	M	14.0	11.5	10.7
		AS % OF 15-24-YEAR-OLDS, TOTAL	1.7	M	M	1.4	1.2	1.2
		AS % OF 15-24-YEAR-OLDS, FEMALE	1.2	M	M	1.2	1.0	1.0
KAZAKHSTAN	KZ	AS % OF ALL UPPER SECONDARY STUDENTS	39.0	40.5	40.1	39.7	40.3	41.6
		AS % OF 15-24-YEAR-OLDS, TOTAL	M	M	M	M	18.2	18.8
		AS % OF 15-24-YEAR-OLDS, FEMALE	M	M	M	M	17.1	17.6

			2014	2015	2016	2017	2018	2019
KYRGYZSTAN	KG	AS % OF ALL UPPER SECONDARY STUDENTS	37.2	35.0	35.2	32.6	34.0	34.5
		AS % OF 15-24-YEAR-OLDS, TOTAL	5.6	5.2	5.4	5.6	5.8	6.1
		AS % OF 15-24-YEAR-OLDS, FEMALE	5.1	4.8	4.6	4.6	4.8	5.0
LEBANON	LB	AS % OF ALL UPPER SECONDARY STUDENTS	27.2	26.2	24.2	27.7	25.9	26.2
MOLDOVA	MD	AS % OF ALL UPPER SECONDARY STUDENTS	39.5	43.4	45.7	48.7	46.6	45.7
		AS % OF 15-24-YEAR-OLDS, TOTAL	M	M	M	M	10.3 E	10.2 E
		AS % OF 15-24-YEAR-OLDS, FEMALE	M	M	M	M	9.2 E	9.4 E
MONTENEGRO	ME	AS % OF ALL UPPER SECONDARY STUDENTS	M	67.2	67.1	67.1	67.4	68.2
		AS % OF 15-24-YEAR-OLDS, TOTAL	M	M	21.9	21.9	22.7	23.2
		AS % OF 15-24-YEAR-OLDS, FEMALE	M	M	20.1	20.3	21.1	21.7
MOROCCO	MA	AS % OF ALL UPPER SECONDARY STUDENTS	M	M	M	14.6	15.9	16.0
		AS % OF 15-24-YEAR-OLDS, TOTAL	M	M	M	M	5.8	5.8
		AS % OF 15-24-YEAR-OLDS, FEMALE	M	M	M	M	4.4	4.4
NORTH MACEDONIA	MK	AS % OF ALL UPPER SECONDARY STUDENTS	59.6	59.5	M	59.3	59.9	M
PALESTINE	PS	AS % OF ALL UPPER SECONDARY STUDENTS	1.9	2.0	2.2	2.6	2.3	3.0
		AS % OF 15-24-YEAR-OLDS, TOTAL	M	M	M	M	2.9	3.1
		AS % OF 15-24-YEAR-OLDS, FEMALE	M	M	M	M	2.4	2.6
RUSSIA	RU	AS % OF ALL UPPER SECONDARY STUDENTS	52.5	53.5	54.4	50.8	50.7	M
		AS % OF 15-24-YEAR-OLDS, TOTAL	13.6 E	M	M	17.1 E	18.2 E	M
		AS % OF 15-24-YEAR-OLDS, FEMALE	12.2 E	M	M	15.9 E	16.8 E	M
SERBIA	RS	AS % OF ALL UPPER SECONDARY STUDENTS	75.2	75.1	74.6	74.4	74.0	73.8
		AS % OF 15-24-YEAR-OLDS, TOTAL	24.7 E	24.5 E	24.1 E	24.0 E	24.3 E	24.7 E
		AS % OF 15-24-YEAR-OLDS, FEMALE	23.9 E	23.5 E	22.9 E	22.8 E	23.0 E	23.3 E
TUNISIA	TN	AS % OF ALL UPPER SECONDARY STUDENTS	9.3	9.6	9.6	M	M	M
TURKEY	TR	AS % OF ALL UPPER SECONDARY STUDENTS	46.4	49.0	47.5	46.4	46.0	M
		AS % OF 15-24-YEAR-OLDS, TOTAL	22.8	25	26.0	25.8	25.0	M
		AS % OF 15-24-YEAR-OLDS, FEMALE	21.1	23.6	24.7	24.4	24.3	M
TURKMENISTAN	TM	AS % OF 15-24-YEAR-OLDS, TOTAL	M	M	M	M	M	1.9
		AS % OF 15-24-YEAR-OLDS, FEMALE	M	M	M	M	M	2.2
UKRAINE	UA	AS % OF ALL UPPER SECONDARY STUDENTS	30.2	29.4	30.1	30.3	30.5	28.6
		AS % OF 15-24-YEAR-OLDS, TOTAL	4.4	M	M	M	M	M
		AS % OF 15-24-YEAR-OLDS, FEMALE	3.3	M	M	M	M	M

			2014	2015	2016	2017	2018	2019
UZBEKISTAN	UZ	AS % OF ALL UPPER SECONDARY STUDENTS	93.1	93.0	93.1	93.1	94.1	95.1
		AS % OF 15-24-YEAR-OLDS, TOTAL	24.4	23.7	23.3	23.2	23.8	M
		AS % OF 15-24-YEAR-OLDS, FEMALE	24.5	23.8	23.4	23.2	23.9	M
EUROPEAN UNION (C)	EU	AS % OF ALL UPPER SECONDARY STUDENTS	49.3	48.9	48.3	48.1	48.4	M

Sources: UNESCO Institute for Statistics

Notes: a: not applicable, c: ETF calculation; e: estimation, m: missing

EARLY LEAVERS FROM EDUCATION BY SEX (% AGED 18-24)

			2010	2015	2016	2017	2018	2019
ALBANIA	AL		**31.9**	**21.3**	**19.6**	**19.6**	**17.4**	**16.3**
		MALE	31.0	22.9	21.6	21.6	18.3	17.5
		FEMALE	33.0	19.6	17.3	17.2	16.4	15.1
BELARUS	BY		**M**	**M**	**1.6**	**1.6**	**1.8**	**2.1**
		MALE	M	M	1.9	1.5	2.2	2.5
		FEMALE	M	M	1.3	1.7	1.4	1.6
BOSNIA AND HERZEGOVINA	BA		**7.9**	**5.2**	**4.9**	**5.1**	**5.4 U**	**3.8 U**
		MALE	7.7	4.8	4.4	5.3	5.6 U	4.0 U
		FEMALE	8.1	5.6	5.4	4.8	5.2 U	3.5 U
GEORGIA	GE		**M**	**5.8**	**6.2**	**8.9 B**	**9.6**	**9.3**
		MALE	M	6.8	6.2	9.4 B	9.7	9.6
		FEMALE	M	4.7	6.3	8.3 B	9.5	8.9
ISRAEL	IL		**8.3**	**7.6**	**6.9**	**7.2**	**7.2**	**6.1**
		MALE	10.9	10.2	9.4	9.6	9.4	8.4
		FEMALE	5.6	4.8	4.2	4.6	5.0	3.7
KOSOVO	XK		**M**	**14.5**	**12.7**	**12.2**	**9.6**	**8.2**
		MALE	M	11.8	11.0	11.4	9.3	8.0
		FEMALE	M	17.5	14.6	13.1	9.9	8.4
MOLDOVA (I)	MD		**22.1**	**21.3 B**	**20.0**	**19.5**	**21.1**	**19.0 B**
		MALE	27.0	25.6 B	23.5	20.6	22.0	22.6 B
		FEMALE	16.9	16.7 B	16.1	18.2	20.1	15.3 B
MONTENEGRO	ME		**M**	**5.7**	**5.5**	**5.4**	**4.6**	**5.0**
		MALE	M	4.9	4.3	5.6	4.4	5.2
		FEMALE	M	6.6	6.8	5.2	4.9	4.9
NORTH MACEDONIA	MK		**15.5**	**11.4**	**9.9**	**8.5**	**7.1**	**7.1**
		MALE	13.7	10.0	8.9	8.3	5.6	5.9
		FEMALE	17.5	12.9	10.9	8.7	8.5	8.4
PALESTINE	PS		**35.4**	**31.4**	**31.0**	**29.9**	**30.7**	**30.3**
		MALE	41.4	39.6	40.1	38.6	39.8	40.2
		FEMALE	28.1	20.8	19.4	18.5	18.8	17.8
SERBIA	RS		**8.3**	**7.5**	**7.0**	**6.2**	**6.8**	**6.6**
		MALE	9.2	7.7	7.3	6.3	6.8	6.5
		FEMALE	7.3	7.2	6.7	6.1	6.8	6.7

			2010	2015	2016	2017	2018	2019
TURKEY	TR		**43.1**	**36.4**	**34.3**	**32.5**	**31.0**	**28.7**
		MALE	37.8	35.0	32.7	31.0	30.4	28.9
		FEMALE	47.9	37.6	35.8	34.0	31.6	28.6
EUROPEAN UNION	EU		**13.8**	**11.0**	**10.6**	**10.5**	**10.5**	**10.2**
		MALE	15.9	12.5	12.1	12.1	12.1	11.9
		FEMALE	11.6	9.4	9.1	8.9	8.8	8.4

Sources: ETF database, Eurostat

Notes: b: break in series; d: definition differs; m: missing; u: unreliable

BY: Including those not in education during reference period/trained independently (not under teacher supervision)

MD: Estimated using the legal/registered population (2010)/usual resident population (from 2015 onwards)

YEARS OF SCHOOLING A CHILD CAN EXPECT TO ATTAIN BY AGE 18

			2010	2017	2018
ALBANIA	AL	EXPECTED	11.6	13.0	12.9
		LEARNING-ADJUSTED	7.4	8.9	8.9
ALGERIA	DZ	EXPECTED	11.3	11.4	11.8
		LEARNING-ADJUSTED	7.2	6.8	7.0
ARMENIA	AM	EXPECTED	M	11.1	11.4
		LEARNING-ADJUSTED	M	7.9	8.1
AZERBAIJAN	AZ	EXPECTED	10.7	11.6	12.4
		LEARNING-ADJUSTED	6.9	8.8	9.4
BELARUS	BY	EXPECTED	13.7	M	13.8
BOSNIA AND HERZEGOVINA	BA	EXPECTED	M	11.7	11.7
		LEARNING-ADJUSTED	M	8.6	8.6
EGYPT	EG	EXPECTED	10.2	11.1	11.4
		LEARNING-ADJUSTED	6.5	6.3	6.5
GEORGIA	GE	EXPECTED	12.7	12.5	12.9
		LEARNING-ADJUSTED	7.9	8.9	9.2
ISRAEL	IL	EXPECTED	13.7	13.8	13.8
		LEARNING-ADJUSTED	10.4	11.1	11.1
JORDAN	JO	EXPECTED	11.8	11.6	11.5
		LEARNING-ADJUSTED	7.9	7.6	7.5
KAZAKHSTAN	KZ	EXPECTED	13.6	13.3	13.7
		LEARNING-ADJUSTED	9.0	11.5	11.8
KOSOVO	XK	EXPECTED	M	12.9	13.2
		LEARNING-ADJUSTED	M	7.7	7.9
KYRGYZSTAN	KG	EXPECTED	M	12.6	12.9
		LEARNING-ADJUSTED	M	8.4	8.6
LEBANON	LB	EXPECTED	M	10.5	10.2
		LEARNING-ADJUSTED	M	6.8	6.6
MOLDOVA	MD	EXPECTED	12.0	11.8	11.8
		LEARNING-ADJUSTED	7.9	8.2	8.3

			2010	2017	2018
MONTENEGRO	ME	EXPECTED	12.0	12.4	12.6
		LEARNING-ADJUSTED	8.0	8.6	8.7
MOROCCO	MA	EXPECTED	9.6	10.6	10.3
		LEARNING-ADJUSTED	5.8	6.2	6.1
NORTH MACEDONIA	MK	EXPECTED	10.6	11.2	11.2
		LEARNING-ADJUSTED	7.1	6.8	6.8
PALESTINE	PS	EXPECTED	11.0	11.4	12.0
		LEARNING-ADJUSTED	M	7.5	7.9
RUSSIA	RU	EXPECTED	12.7	13.8	13.7
		LEARNING-ADJUSTED	9.8	11.9	11.8
SERBIA	RS	EXPECTED	12.9	13.4	13.4
		LEARNING-ADJUSTED	9.4	11.2	11.2
TAJIKISTAN	TJ	EXPECTED	10.6	10.8	10.9
		LEARNING-ADJUSTED	M	7.7	7.7
TUNISIA	TN	EXPECTED	10.5	10.2	10.4
		LEARNING-ADJUSTED	6.8	6.3	6.4
TURKEY	TR	EXPECTED	12.1	12.1	12.1
		LEARNING-ADJUSTED	9.1	8.9	8.9
UKRAINE	UA	EXPECTED	13.1	13.0	12.9
		LEARNING-ADJUSTED	10.3	10.2	10.1
UZBEKISTAN	UZ	EXPECTED	11.4	M	12.1

Sources: World Bank (World Development Indicators database)
Notes: m: missing

UNDERACHIEVEMENT (% AGED 15)

			2009	2012	2015	2018
ALBANIA	AL	READING	69.0	52.3	50.3	52.2
		MATHEMATICS	67.7	60.7	53.3	42.4
		SCIENCE	57.3	53.1	41.7	47.0
ALGERIA	DZ	READING	A	A	79.0	A
		MATHEMATICS	A	A	81.0	A
		SCIENCE	A	A	70.8	A
AZERBAIJAN (I)	AZ	READING	72.7	A	A	60.4
		MATHEMATICS	45.3	A	A	50.7
		SCIENCE	70.0	A	A	57.8
BELARUS	BY	READING	A	A	A	23.4
		MATHEMATICS	A	A	A	29.4
		SCIENCE	A	A	A	24.2
BOSNIA AND HERZEGOVINA	BA	READING	A	A	A	53.7
		MATHEMATICS	A	A	A	57.6
		SCIENCE	A	A	A	56.8
GEORGIA	GE	READING	A	A	51.7	64.4
		MATHEMATICS	A	A	57.1	61.1
		SCIENCE	A	A	50.8	64.4
ISRAEL	IL	READING	26.5	23.6	26.6	31.1
		MATHEMATICS	39.5	33.5	32.1	34.1
		SCIENCE	33.1	28.9	31.4	33.1
JORDAN	JO	READING	48.0	50.7	46.3	41.2
		MATHEMATICS	65.3	68.6	67.5	59.3
		SCIENCE	45.6	49.6	49.8	40.4
KAZAKHSTAN	KZ	READING	58.7	57.1	A	64.2
		MATHEMATICS	59.1	45.2	A	49.1
		SCIENCE	55.4	41.9	A	60.3
KOSOVO	XK	READING	A	A	76.9	78.7
		MATHEMATICS	A	A	77.7	76.6
		SCIENCE	A	A	67.7	76.5
KYRGYZSTAN	KG	READING	83.3	A	A	A
		MATHEMATICS	86.6	A	A	A
		SCIENCE	81.0	A	A	A
LEBANON	LB	READING	A	A	70.4	67.8
		MATHEMATICS	A	A	60.2	59.8
		SCIENCE	A	A	62.6	62.2
MOLDOVA	MD	READING	57.3	A	45.8	43.0
		MATHEMATICS	60.7	A	50.3	50.3
		SCIENCE	47.3	A	42.2	42.6
MONTENEGRO	ME	READING	49.5	43.3	41.9	44.4
		MATHEMATICS	58.4	56.6	51.9	46.2
		SCIENCE	53.6	50.7	51.0	48.2
MOROCCO	MA	READING	A	A	A	73.3
		MATHEMATICS	A	A	A	75.6
		SCIENCE	A	A	A	69.5

			2009	2012	2015	2018
NORTH MACEDONIA	MK	READING	A	A	70.7	55.1
		MATHEMATICS	A	A	70.2	61.0
		SCIENCE	A	A	62.9	49.5
RUSSIA	RU	READING	27.4	22.3	16.2	A
		MATHEMATICS	28.5	24.0	18.9	A
		SCIENCE	22.0	18.8	18.2	A
SERBIA	RS	READING	32.8	33.1	A	37.7
		MATHEMATICS	40.6	38.9	A	39.7
		SCIENCE	34.4	35.0	A	38.3
TUNISIA	TN	READING	50.2	49.3	71.6	A
		MATHEMATICS	73.6	67.8	74.8	A
		SCIENCE	53.7	55.3	65.9	A
TURKEY	TR	READING	24.5	21.6	40.0	26.1
		MATHEMATICS	42.1	42.0	51.4	36.7
		SCIENCE	30.0	26.4	44.5	25.2
EUROPEAN UNION (29 COUNTRIES)	EU	READING	19.7	17.8	19.7	21.7
		MATHEMATICS	22.3	22.1	22.2	22.4
		SCIENCE	17.8	16.6	20.6	21.6

Sources: UNESCO Institute for Statistics

Notes: a: not applicable, c: ETF calculation; e: estimation, m: missing

YOUNG PEOPLE NOT IN EMPLOYMENT/EDUCATION/ TRAINING - NEETS BY SEX (% AGED 15-24)

			2010	2015	2016	2017	2018	2019
ALBANIA	AL		**29.4**	**29.6**	**27.0**	**25.9**	**26.5**	**25.5**
		MALE	25.5	28.2	26.8	24.7	25.4	25.8
		FEMALE	33.4	31.1	27.1	27.3	27.6	25.3
ALGERIA (D)	DZ		**25.3**	**21.2**	**27.6**	**33.1**	**28.3**	**26.2**
		MALE	11.3	10.8	19.3	21.8	21.3	20.4
		FEMALE	40.0	32.1	36.3	49.8	35.8	32.1
ARMENIA (D)	AM		**44.6**	**27.5**	**28.5**	**28.7**	**M**	**M**
		MALE	41.8	20.0	19.5	20.7	M	M
		FEMALE	47.3	34.8	37.8	37.5	M	M
BELARUS (D)	BY		**M**	**M**	**8.2**	**7.3**	**6.3**	**6.9**
		MALE	M	M	8.6	7.7	7.0	8.1
		FEMALE	M	M	7.6	6.8	5.6	5.7
BOSNIA AND HERZEGOVINA	BA		**28.0**	**27.7**	**26.4**	**24.3**	**21.6**	**21.0**
		MALE	28.1	29.2	28.0	24.5	22.1	20.7
		FEMALE	28.0	26.0	24.7	24.0	21.1	21.4
EGYPT (C)	EG		**33.1**	**27.6**	**27.6**	**26.9**	**27.1**	**M**
		MALE	15.8	19.8	19.8	19.6	18.6	M
		FEMALE	52.0	35.8	35.7	35.0	36.5	M
GEORGIA	GE		**M**	**26.6**	**25.9**	**24.8 B**	**26.9**	**26.0**
		MALE	M	21.0	21.7	21.2 B	23.2	23.3
		FEMALE	M	32.8	30.5	28.7 B	31.0	29.1
ISRAEL	IL		**30.4**	**15.5**	**14.9**	**14.9**	**14.7**	**15.5**
		MALE	32.7	14.3	14.1	13.9	14.4	15.4
		FEMALE	28.0	16.7	15.8	15.8	15.0	15.6
JORDAN (D)	JO		**M**	**M**	**M**	**38.1**	**M**	**M**
		MALE	M	M	M	28.8	M	M
		FEMALE	M	M	M	48.2	M	M
KAZAKHSTAN	KZ		**5.7**	**7.9 B**	**7.2**	**6.4**	**6.0**	**M**
		MALE	4.4	6.0 B	5.3	5.1	5.2	M
		FEMALE	7.1	9.7 B	9.1	7.6	6.8	M
KOSOVO	XK		**M**	**31.4**	**30.1**	**27.4**	**30.1**	**32.7**
		MALE	M	28.3	26.5	23.8	30.2	31.4
		FEMALE	M	34.9	34.2	31.4	30.0	34.2
KYRGYZSTAN	KG		**18.5**	**21.4**	**20.4**	**21.0**	**M**	**M**
		MALE	11.6	13.6	12.1	12.3	M	M
		FEMALE	25.5	29.5	29.0	30.1	M	M
LEBANON (I)	LB		**M**	**M**	**M**	**M**	**22.0**	**M**
		MALE	M	M	M	M	16.7	M
		FEMALE	M	M	M	M	26.8	M
MOLDOVA (I)	MD		**19.6**	**27.7 B**	**26.8**	**19.4**	**16.2**	**19.5 B**
		MALE	20.0	29.6 B	28.8	16.6	14.6	16.5 B
		FEMALE	19.3	25.6 B	24.6	22.5	17.9	22.8 B

			2010	2015	2016	2017	2018	2019
MONTENEGRO	ME		**M**	**19.1**	**18.4**	**16.7**	**16.2**	**17.3**
		MALE	M	19.9	18.7	16.3	18.6	18.8
		FEMALE	M	18.3	18.0	17.1	13.6	15.8
MOROCOO	MA		**31.4 C**	**27.9**	**27.5**	**M**	**22.1 C**	**22.1 C**
		MALE	M	11.4	11.7	M	13.3 C	13.2 C
		FEMALE	M	45.1	44.0	M	31.2 C	31.3 C
NORTH MACEDONIA	MK		**25.5**	**24.7**	**24.3**	**24.9**	**24.1**	**18.1**
		MALE	25.1	24.5	23.6	23.9	23.3	17.1
		FEMALE	25.9	24.9	25.1	25.9	25.1	19.2
PALESTINE	PS		**29.3**	**32.2 B**	**32.4**	**33.2**	**33.4**	**33.4**
		MALE	24.3	26.6 B	26.3	27.7	27.9	26.7
		FEMALE	34.5	38.2 B	38.9	39.0	39.2	40.4
RUSSIA	RU		**14.2 B**	**12.0**	**12.4**	**M**	**M**	**M**
		MALE	10.3 B	9.6	10.3	M	M	M
		FEMALE	18.2 B	14.5	14.6	M	M	M
SERBIA	RS		**20.4**	**20.1**	**17.7**	**17.2**	**16.5**	**15.3**
		MALE	21.7	20.3	17.2	17.1	16.0	14.9
		FEMALE	19.0	19.8	18.3	17.3	17.0	15.8
TAJIKISTAN	TJ		**M**	**M**	**29.3**	**M**	**M**	**M**
		MALE	M	M	7.2	M	M	M
		FEMALE	M	M	49.3	M	M	M
TUNISIA	TN		**25.2**	**29.1**	**32.4**	**32.6**	**34.8**	**32.0**
		MALE	19.4	25.3	28.9	29.8	31.4	31.0
		FEMALE	31.2	32.8	36.0	35.4	38.1	33.0
TURKEY	TR		**32.3**	**23.9**	**23.9**	**24.2**	**24.4**	**26.0**
		MALE	19.6	14.1	14.5	14.6	15.6	18.3
		FEMALE	44.4	33.7	33.5	34.0	33.5	34.0
UKRAINE (I)	UA		**17.6**	**17.2**	**17.8**	**15.9**	**14.5**	**15.6**
		MALE	15.2	14.6	14.9	12.9	11.3	11.5
		FEMALE	20.2	19.8	20.8	19.0	17.8	19.9
EUROPEAN UNION	EU		**12.7**	**12.2**	**11.7**	**11.0**	**10.5**	**10.1**
		MALE	12.4	12.1	11.4	10.7	10.1	9.8
		FEMALE	12.9	12.3	11.9	11.3	10.9	10.4

Sources: ETF database, Eurostat, ILOSTAT
Notes: b: break in series; c: ETF calculation; d: definition differs; i: see information; m: missing
DZ: youths not in employment or school; Q4 data (2010), September (2015-2016)
AM: Participation in education in the week prior to the survey is considered; break in time series (2014)
BY: Including those not in education during reference period/trained independently (not under teacher supervision)
LB: data refers to April 2018 -March 2019
MD: Estimated using the legal/registered population (2010)/usual resident population (from 2015 onwards)
RU: Methodology revised (2010)

YOUTH TRANSITION INDICATORS (% AGED 15-24)

			2010	2015	2016	2017	2018	2019
ALBANIA	AL	ACTIVITY RATE-TOTAL	34.3	43.3	45.7	46.3	47.1	47.1
		ACTIVITY RATE-FEMALE	33.5	37.8	40.6	41.8	43.2	44.5
		EMPLOYMENT RATE-TOTAL	29.2	37.5	39.8	40.4	41.1	41.3
		EMPLOYMENT RATE-FEMALE	28.2	31.8	34.5	35.6	36.8	38.2
		UNEMPLOYMENT RATE-TOTAL	14.9	13.4	13.1	12.9	12.7	12.4
		UNEMPLOYMENT RATE-FEMALE	16.0	15.8	15.1	14.9	14.7	14.2
BELARUS	BY	ACTIVITY RATE-TOTAL	M	M	47.8	48.4	46.0	44.8
		ACTIVITY RATE-FEMALE	M	M	45.7	47.7	44.4	44.6
		EMPLOYMENT RATE-TOTAL	M	M	42.7	43.9	41.1	40.2
		EMPLOYMENT RATE-FEMALE	M	M	41.9	44.3	40.7	41.3
		UNEMPLOYMENT RATE-TOTAL	M	M	10.7	9.3	10.7	10.2
		UNEMPLOYMENT RATE-FEMALE	M	M	8.5	7.2	8.4	7.3
BOSNIA AND HERZEGOVINA	BA	ACTIVITY RATE-TOTAL	33.0	32.2	30.2	32.5	32.3	35.4
		ACTIVITY RATE-FEMALE	25.9	24.5	21.3	23.4	23.1	29.9
		EMPLOYMENT RATE-TOTAL	14.0	12.1	13.8	17.6	19.7	23.4
		EMPLOYMENT RATE-FEMALE	10.0	8.0	8.7	11.4	12.6	18.6
		UNEMPLOYMENT RATE-TOTAL	57.5	62.3	54.3	45.8	38.8	33.8
		UNEMPLOYMENT RATE-FEMALE	61.3	67.3	58.9	51.4	45.5	37.9
EGYPT	EG	ACTIVITY RATE-TOTAL	34.7	32.0	31.4	29.0	24.5	M
		ACTIVITY RATE-FEMALE	18.6	20.6	20.3	18.7	11.4	M
		EMPLOYMENT RATE-TOTAL	26.3	21.9	21.7	20.4	18.4	M
		EMPLOYMENT RATE-FEMALE	8.7	12.7	12.5	11.6	5.5	M
		UNEMPLOYMENT RATE-TOTAL	24.3	31.6	30.8	29.6	24.7	M
		UNEMPLOYMENT RATE-FEMALE	53.4	38.3	38.5	38.3	51.6	M
GEORGIA	GE	ACTIVITY RATE-TOTAL	37.1	40.4	38.2	44.4 B	40.4	38.1
		ACTIVITY RATE-FEMALE	27.3	30.1	26.4	38.1 B	32.4	29.3
		EMPLOYMENT RATE-TOTAL	23.1	26.8	25.5	31.6 B	28.3	26.5
		EMPLOYMENT RATE-FEMALE	15.6	18.8	18.4	25.7 B	21.0	19.7
		UNEMPLOYMENT RATE-TOTAL	37.9	33.8	33.2	28.9 B	29.9	30.4
		UNEMPLOYMENT RATE-FEMALE	42.7	37.6	30.4	32.7 B	35.3	32.9
ISRAEL	IL	ACTIVITY RATE-TOTAL	31.3	49.0	48.5	48.3	47.1	46.0
		ACTIVITY RATE-FEMALE	33.7	48.0	48.0	48.0	47.4	46.8
		EMPLOYMENT RATE-TOTAL	27.0	44.4	44.3	44.8	43.7	42.9
		EMPLOYMENT RATE-FEMALE	29.3	43.3	43.6	44.3	43.9	43.4
		UNEMPLOYMENT RATE-TOTAL	13.7	9.3	8.6	7.3	7.2	6.7
		UNEMPLOYMENT RATE-FEMALE	12.9	9.7	9.1	7.8	7.4	7.2
JORDAN (C, I)	JO	ACTIVITY RATE-TOTAL	M	M	M	M	24.7	23.7
		ACTIVITY RATE-FEMALE	M	M	M	M	9.9	9.4
		EMPLOYMENT RATE-TOTAL	19.1	17.2	16.9	17.7	15.0	14.1
		EMPLOYMENT RATE-FEMALE	5.6	3.9	4.0	5.5	4.1	3.9
		UNEMPLOYMENT RATE-TOTAL	28.1	30.8	35.6	37.3	39.2	40.6
		UNEMPLOYMENT RATE-FEMALE	46.8	53.3	56.9	57.5	58.6	59.0

			2010	2015	2016	2017	2018	2019
KAZAKHSTAN	KZ	ACTIVITY RATE-TOTAL	46.4	48.7 B	46.6	44.2	45.3	M
		ACTIVITY RATE-FEMALE	43.1	45.1 B	42.7	40.5	42.6	M
		EMPLOYMENT RATE-TOTAL	43.9	46.7 B	44.8	42.5	43.7	M
		EMPLOYMENT RATE-FEMALE	40.6	42.9 B	40.8	38.9	40.8	M
		UNEMPLOYMENT RATE-TOTAL	5.2	4.2 B	3.8	3.8	3.7	M
		UNEMPLOYMENT RATE-FEMALE	5.7	4.8 B	4.2	4.0	4.1	M
KOSOVO	XK	ACTIVITY RATE-TOTAL	M	20.2	21.2	23.7	22.4	25.9
		ACTIVITY RATE-FEMALE	M	11.4	12.7	14.3	14.0	17.8
		EMPLOYMENT RATE-TOTAL	M	8.5	10.1	11.2	10.0	13.1
		EMPLOYMENT RATE-FEMALE	M	3.7	4.4	5.2	4.9	7.1
		UNEMPLOYMENT RATE-TOTAL	M	57.7	52.4	52.7	55.4	49.4
		UNEMPLOYMENT RATE-FEMALE	M	67.2	65.4	63.5	64.7	60.3
KYRGYZSTAN	KG	ACTIVITY RATE-TOTAL	47.2	43.2	41.8	39.7	M	M
		ACTIVITY RATE-FEMALE	35.8	33.2	30.3	26.9	M	M
		EMPLOYMENT RATE-TOTAL	39.4	36.7	35.3	33.8	M	M
		EMPLOYMENT RATE-FEMALE	28.5	26.8	24.1	21.2	M	M
		UNEMPLOYMENT RATE-TOTAL	16.7	15.0	15.5	14.8	M	M
		UNEMPLOYMENT RATE-FEMALE	20.3	19.1	20.6	21.0	M	M
LEBANON	LB	ACTIVITY RATE-TOTAL	47.2	43.2	41.8	39.7	M	M
		ACTIVITY RATE-FEMALE	35.8	33.2	30.3	26.9	M	M
		EMPLOYMENT RATE-TOTAL	39.4	36.7	35.3	33.8	M	M
		EMPLOYMENT RATE-FEMALE	28.5	26.8	24.1	21.2	M	M
		UNEMPLOYMENT RATE-TOTAL	16.7	15.0	15.5	14.8	M	M
		UNEMPLOYMENT RATE-FEMALE	20.3	19.1	20.6	21.0	M	M
MOLDOVA (I)	MD	ACTIVITY RATE-TOTAL	21.9	22.2 B	20.8	20.8	22.5	21.2 B
		ACTIVITY RATE-FEMALE	19.5	18.6 B	18.2	18.7	20.7	18.2 B
		EMPLOYMENT RATE-TOTAL	18.0	19.5 B	18.5	18.3	20.9	19.0 B
		EMPLOYMENT RATE-FEMALE	16.6	16.3 B	16.1	16.2	19.3	16.5 B
		UNEMPLOYMENT RATE-TOTAL	17.8	12.3 B	11.0	11.9	7.1	10.4 B
		UNEMPLOYMENT RATE-FEMALE	15.0	12.8 B	11.6	13.3	6.8	9.4 B
MONTENEGRO	ME	ACTIVITY RATE-TOTAL	M	30.2	32.7	31.2	32.9	36.5
		ACTIVITY RATE-FEMALE	M	27.0	29.5	27.8	27.0	31.1
		EMPLOYMENT RATE-TOTAL	M	18.8	21.0	21.3	23.2	27.3
		EMPLOYMENT RATE-FEMALE	M	17.7	19.3	18.6	20.6	23.5
		UNEMPLOYMENT RATE-TOTAL	M	37.6	35.9	31.7	29.4	25.2
		UNEMPLOYMENT RATE-FEMALE	M	34.5	34.6	33.1	23.6	24.3
MOROCCO	MA	ACTIVITY RATE-TOTAL	M	M	M	M	M	M
		ACTIVITY RATE-FEMALE	M	M	M	M	M	M
		EMPLOYMENT RATE-TOTAL	29.8	24.2	22.1	M	M	M
		EMPLOYMENT RATE-FEMALE	15.9	13.8	12.0	M	M	M
		UNEMPLOYMENT RATE-TOTAL	17.6	20.8	22.5	M	M	M
		UNEMPLOYMENT RATE-FEMALE	16.1	21.4	22.8	M	M	M

			2010	2015	2016	2017	2018	2019
NORTH MACEDONIA	MK	ACTIVITY RATE-TOTAL	33.3	32.8	31.3	32.8	31.8	32.2
		ACTIVITY RATE-FEMALE	24.0	25.1	23.0	23.4	22.5	25.8
		EMPLOYMENT RATE-TOTAL	15.4	17.3	16.2	17.5	17.4	20.7
		EMPLOYMENT RATE-FEMALE	11.2	14.2	11.8	12.0	12.8	15.8
		UNEMPLOYMENT RATE-TOTAL	53.7	47.3	48.2	46.7	45.4	35.6
		UNEMPLOYMENT RATE-FEMALE	53.3	43.3	48.8	48.6	43.2	38.9
PALESTINE	PS	ACTIVITY RATE-TOTAL	25.9	30.9 B	31.0	31.4	30.6	30.3
		ACTIVITY RATE-FEMALE	8.4	10.4 B	10.7	11.2	10.0	10.3
		EMPLOYMENT RATE-TOTAL	15.7	19.3 B	19.0	18.3	17.7	18.1
		EMPLOYMENT RATE-FEMALE	4.2	4.5 B	4.2	3.7	3.1	3.4
		UNEMPLOYMENT RATE-TOTAL	39.1	37.4 B	34.1	41.9	42.1	40.1
		UNEMPLOYMENT RATE-FEMALE	49.8	56.6 B	38.6	67.2	69.3	67.1
RUSSIA (C, I)	RU	ACTIVITY RATE-TOTAL	41.2 B	37.9	37.7	35.4	34.1	33.1
		ACTIVITY RATE-FEMALE	36.7 B	33.8	33.3	31.3	30.6	29.6
		EMPLOYMENT RATE-TOTAL	34.2 B	31.8	31.5	29.6	28.3	28.1
		EMPLOYMENT RATE-FEMALE	30.3 B	28.0	27.5	26.0	25.1	24.9
		UNEMPLOYMENT RATE-TOTAL	17.1 B	16.1	16.5	16.3	17.0	15.2
		UNEMPLOYMENT RATE-FEMALE	17.4 B	17.0	17.3	17.0	17.9	15.6
SERBIA	RS	ACTIVITY RATE-TOTAL	28.5	29.4	30.3	30.7	30.0	29.7
		ACTIVITY RATE-FEMALE	21.9	22.8	23.5	24.1	23.3	22.7
		EMPLOYMENT RATE-TOTAL	15.3	16.7	19.8	20.9	21.1	21.5
		EMPLOYMENT RATE-FEMALE	11.5	11.8	14.2	15.4	15.9	15.9
		UNEMPLOYMENT RATE-TOTAL	46.3	43.2	34.9	31.9	29.7	27.5
		UNEMPLOYMENT RATE-FEMALE	47.6	48.4	39.5	36.3	32.0	29.9
TAJIKISTAN (C,I)	TJ	ACTIVITY RATE-TOTAL	26.3	26.8	27.0	27.0	27.0	27.0
		ACTIVITY RATE-FEMALE	21.5	22.1	22.2	21.9	21.6	21.6
		EMPLOYMENT RATE-TOTAL	20.8	21.1	21.3	21.3	21.3	21.4
		EMPLOYMENT RATE-FEMALE	17.3	17.5	17.6	17.4	17.2	17.2
		UNEMPLOYMENT RATE-TOTAL	21.1	21.2	21.1	21.0	20.9	20.8
		UNEMPLOYMENT RATE-FEMALE	19.9	20.5	20.5	20.5	20.3	20.2
TUNISIA	TN	ACTIVITY RATE-TOTAL	31.2	28.9	31.0	30.3	32.9	29.5
		ACTIVITY RATE-FEMALE	20.2	18.2	20.7	19.3	21.3	20.4
		EMPLOYMENT RATE-TOTAL	22.0	18.7	20.2	19.7	22.0	19.4
		EMPLOYMENT RATE-FEMALE	13.6	11.4	12.8	12.1	13.7	13.3
		UNEMPLOYMENT RATE-TOTAL	29.4	34.0	35.0	34.8	33.2	34.4
		UNEMPLOYMENT RATE-FEMALE	32.7	35.5	37.8	37.1	35.7	34.5
TURKEY	TR	ACTIVITY RATE-TOTAL	37.4	41.8	42.3	43.2	43.8	44.3
		ACTIVITY RATE-FEMALE	25.5	29.6	30.3	31.0	31.1	32.4
		EMPLOYMENT RATE-TOTAL	30.0	34.1	34.1	34.4	35.0	33.1
		EMPLOYMENT RATE-FEMALE	20.2	23.0	23.2	23.0	23.3	22.6
		UNEMPLOYMENT RATE-TOTAL	19.7	18.5	19.5	20.5	20.2	25.2
		UNEMPLOYMENT RATE-FEMALE	20.7	22.2	23.5	25.6	25.0	30.3

			2010	2015	2016	2017	2018	2019
TURKMENISTAN (C)	TM	ACTIVITY RATE-TOTAL	44.5	46.4	46.3	45.9	45.3	44.8
		ACTIVITY RATE-FEMALE	33.7	34.9	34.8	34.5	34.1	33.7
		EMPLOYMENT RATE-TOTAL	41.0	42.7	42.6	42.2	41.7	41.1
		EMPLOYMENT RATE-FEMALE	31.9	33.0	32.9	32.6	32.2	31.7
		UNEMPLOYMENT RATE-TOTAL	7.8	8.0	8.1	8.0	8.0	8.3
		UNEMPLOYMENT RATE-FEMALE	5.5	5.6	5.7	5.6	5.6	5.8
UKRAINE	UA	ACTIVITY RATE-TOTAL	40.5	36.3	35.1	34.4	33.7	36.2
		ACTIVITY RATE-FEMALE	35.2	31.8	31.0	30.0	30.0	31.7
		EMPLOYMENT RATE-TOTAL	33.5	28.2	27.0	27.9	27.6	30.6
		EMPLOYMENT RATE-FEMALE	29.3	24.8	24.4	24.9	24.2	26.8
		UNEMPLOYMENT RATE-TOTAL	17.4	22.4	23.0	18.9	17.9	15.4
		UNEMPLOYMENT RATE-FEMALE	16.7	21.9	21.5	17.0	19.3	15.3
UZBEKISTAN (C)	UZ	ACTIVITY RATE-TOTAL	44.7	46.2	46.3	46.4	46.3	46.1
		ACTIVITY RATE-FEMALE	34.2	35.0	35.1	35.1	35.0	34.9
		EMPLOYMENT RATE-TOTAL	40.3	41.7	41.8	41.2	41.1	40.8
		EMPLOYMENT RATE-FEMALE	30.7	31.5	31.5	31.0	30.9	30.6
		UNEMPLOYMENT RATE-TOTAL	9.9	9.8	9.9	11.2	11.2	11.6
		UNEMPLOYMENT RATE-FEMALE	10.3	10.2	10.3	11.8	11.8	12.2
EUROPEAN UNION	EU	ACTIVITY RATE-TOTAL	40.5	38.8	38.8	39.1	39.1	39.3
		ACTIVITY RATE-FEMALE	37.1	35.8	35.9	36.3	36.2	36.4
		EMPLOYMENT RATE-TOTAL	31.7	30.3	31.0	32.0	32.8	33.4
		EMPLOYMENT RATE-FEMALE	29.4	28.2	28.9	29.9	30.5	31.0
		UNEMPLOYMENT RATE-TOTAL	21.5	21.8	20.1	18.0	16.1	15.1
		UNEMPLOYMENT RATE-FEMALE	20.9	21.3	19.6	17.5	15.6	14.8

Sources: ETF database, Eurostat, ILOSTAT
Notes: b: break in series; c: ETF calculation; d: definition differs; i: see information; m: missing
AM: 2014 break in time series.
JO: Jordanian population is taken into account
LB: Data refers to April 2018 -March 2019
MD: Estimated using the legal/registered population (2010)/usual resident population (from 2015 onwards)
RU: Methodology revised (2010)
TJ: active population data were adjusted for 2016

EMPLOYMENT RATE OF RECENT GRADUATES (% AGED 15-34)

			2014	2015	2016	2017	2018	2019
ALBANIA	AL	ISCED 3-8	M	45.7	49.6	57.7	55.2	58.6
		ISCED 3-4 GENERAL PROGRAMMES	M	35.5	38.7	49.9	49.1	46.8
		ISCED 3-4 VOCATIONAL PROGRAMMES	M	50.3	44.8	48.5	55.2	64.5
BELARUS	BY	ISCED 3-8	M	M	M	78.3	71.4	58.6
		ISCED 3-4 VOCATIONAL PROGRAMMES	M	M	M	73.4	73.0	50.1
BOSNIA AND HERZEGOVINA	BA	ISCED 3-8	M	35.9	39.5	44.5	51.0	52.4
		ISCED 3-4 GENERAL PROGRAMMES	13.8 U	38.7 U	6 U	30.8 U	40.3 U	37.5 U
		ISCED 3-4 VOCATIONAL PROGRAMMES	27.3 U	26.1 U	36.0	40.6	46.4	54.5
MONTENEGRO	ME	ISCED 3-8	M	61.3	58.7	61.3	61.2	65.4
		ISCED 3-4 VOCATIONAL PROGRAMMES	M	48.9	45.6	53.0	53.6	58.5
NORTH MACEDONIA	MK	ISCED 3-8	M	48.0	46.9	50.0	49.2	57.2
		ISCED 3-4 GENERAL PROGRAMMES	M	M	34.1	23.9	30.9	33.2
		ISCED 3-4 VOCATIONAL PROGRAMMES	M	M	42.1	47.9	45.4	57.1
PALESTINE	PS	ISCED 3-8	M	M	M	M	26.7	34.1
SERBIA	RS	ISCED 3-8	M	50.6	54.1	61.4	64.3	66.5
		ISCED 3-4 GENERAL PROGRAMMES	M	M	41.7	39.1	41.8	M
		ISCED 3-4 VOCATIONAL PROGRAMMES	M	44.4	51.4	58.2	59.3	60.9
TUNISIA	TN	ISCED 3-8	M	30.4	30.4	27.5	27.0	32.2
TURKEY	TR	ISCED 3-8	M	61.9	61.1	61.2	61.5	57.8
		ISCED 3-4 GENERAL PROGRAMMES	M	47.4	46.4	52.1	51.0	44.3
		ISCED 3-4 VOCATIONAL PROGRAMMES	M	59.3	55.1	55.5	54.8	50.6
EUROPEAN UNION	EU	ISCED 3-8	M	75.5	77.4	79.0	80.9	80.9
		ISCED 3-4 GENERAL PROGRAMMES	M	58.7	58.9	62.7	63.7	62.8
		ISCED 3-4 VOCATIONAL PROGRAMMES	M	72.3	75.0	75.9	79.0	79.1

Sources: ETF database, Eurostat, see the classification of educational programmes/broad levels in the annex
Notes: m: missing; u: unreliable

EDUCATIONAL ATTAINMENT (BROAD LEVELS) OF THE LABOUR FORCE (% AGED 15+)

			2010	2015	2016	2017	2018	2019
ALBANIA	AL	LOW	51.6	44.1	45.3	44.7	43.2	42.6
		MEDIUM	35.9	37.2	36.5	36.3	36.8	36.2
		HIGH	12.5	18.7	18.1	19.0	20.0	21.3
ALGERIA (% AGED 25+)	DZ	LOW	M	68.2	M	M	M	M
		MEDIUM	M	19.3	M	M	M	M
		HIGH	M	12.5	M	M	M	M
ARMENIA (% AGED 15-75, D)	AM	LOW	8.2	5.1	5.4	4.2	M	M
		MEDIUM	68.9	66.0	65.8	66.1	M	M
		HIGH	22.9	28.8	28.8	29.7	M	M
AZERBAIJAN (D)	AZ	LOW	M	7.5	7.5	7.7	7.1	7.1
		MEDIUM	M	76.2	76.2	75.9	76.4	76.4
		HIGH	M	16.3	16.3	16.4	16.6	16.6
BELARUS (% AGED 15-75, D)	BY	LOW	M	M	1.3	1.5	1.5	1.5
		MEDIUM	M	M	45.4	44.9	44.2	43.1
		HIGH	M	M	53.2	53.6	54.3	55.3
BOSNIA AND HERZEGOVINA	BA	LOW	20.5	17.7	16.5	16.5	14.8	15.8
		MEDIUM	66.2	66.7	66.8	67.6	68.9	68.9
		HIGH	13.3	15.6	16.7	15.8	16.3	15.3
EGYPT (C, D)	EG	LOW -LESS THAN BASIC	33.7	27.9	28.0	27.8	24.4	M
		LOW -BASIC	10.3	13.8	13.8	13.5	15.2	M
		MEDIUM	37.2	39.2	39.2	39.4	39.5	M
		HIGH	18.8	19.1	18.9	19.2	20.8	M
GEORGIA (D)	GE	LOW	8.2	5.4	5.3	7.3 B	6.6	6.5
		MEDIUM	58.7	60.4	59.1	58.5 B	59.1	58.9
		HIGH	33.1	34.2	35.6	34.2 B	34.3	34.6
ISRAEL (% AGED 25+)	IL	LOW	12.1	9.8	9.1	9.1	9.5	9.0
		MEDIUM	36.0	35.3	34.9	34.4	34.3	34.7
		HIGH	51.9	54.9	56.0	56.5	56.3	56.3
JORDAN (C, D, I)	JO	LOW	50.5	51.7	52.1	49.8	49.2	50.0
		MEDIUM	23.1	20.0	19.3	18.7	17.3	16.6
		HIGH	26.3	28.3	28.5	31.5	33.5	33.4
KAZAKHSTAN (D)	KZ	LOW	3.8	1.5 B	1.6	1.4	1.1	M
		MEDIUM	66.8	60.9 B	61.2	59.9	59.3	M
		HIGH	29.3	37.6 B	37.2	38.7	39.7	M
KOSOVO	XK	LOW	M	19.2	19.9	18.5	15.9	16.5
		MEDIUM	M	58.0	57.4	56.9	59.2	56.3
		HIGH	M	22.9	22.7	24.6	24.9	27.2
KYRGYZSTAN (C, D)	KG	LOW	9.0	7.9	7.9	8.0	M	M
		MEDIUM	71.3	70.7	69.9	69.7	M	M
		HIGH	19.7	21.4	22.3	22.3	M	M
MOLDOVA (I)	MD	LOW	16.5	20.3 B	21.3	20.5	22.0	17.7 B
		MEDIUM	60.8	56.3 B	55.4	56.2	55.3	55.1 B
		HIGH	22.8	23.4 B	23.3	23.3	22.7	27.2 B

			2010	2015	2016	2017	2018	2019
MONTENEGRO	ME	LOW	M	9.1	9.7	10.1	9.6	8.9
		MEDIUM	M	62.8	60.7	61.4	62.6	62.1
		HIGH	M	28.1	29.6	28.6	27.7	29.0
MOROCCO (% AGED 25-64)	MA	LOW	82.5	81.7	M	M	M	M
		MEDIUM	9.6	10.5	M	M	M	M
		HIGH	7.5	7.9	M	M	M	M
NORTH MACEDONIA	MK	LOW	27.6	23.1	20.6	19.4	19.2	18.9
		MEDIUM	53.8	54.2	54.5	55.7	56.4	56.1
		HIGH	18.7	22.7	24.9	24.9	24.4	25.0
PALESTINE	PS	LOW	57.2	53.7 B	53.3	52.6	51.4	49.6
		MEDIUM	14.5	14.8 B	14.7	14.8	15.1	15.2
		HIGH	28.4	31.5 B	31.9	32.6	33.5	35.2
RUSSIA (C, I)	RU	LOW	4.8 B	4.0	3.7	3.9	3.9	4.2
		MEDIUM	46.3 B	44.7	44.8	44.6	44.7	44.8
		HIGH	48.9 B	51.3	51.5	51.5	51.4	51.1
SERBIA	MD	LOW	21.2	16.5	17.2	16.8	16.2	16.2
		MEDIUM	59.4	59.1	58.2	58.0	58.0	57.9
		HIGH	19.3	24.4	24.6	25.2	25.9	26.0
TAJIKISTAN(% AGED 15-75,D)	TJ	LOW	M	M	16.1	M	M	M
		MEDIUM	M	M	66.8	M	M	M
		HIGH	M	M	17.1	M	M	M
TUNISIA (D)	TN	LOW	66.0	64.6	64.9	64.5	64.1	63.0
		MEDIUM	21.5	20.7	19.9	19.9	19.6	20.5
		HIGH	12.6	14.7	15.1	15.6	16.2	16.4
TURKEY	TR	LOW	63.7	58.3	56.8	55.9	55.0	53.1
		MEDIUM	20.4	20.4	20.6	20.8	21.2	21.6
		HIGH	15.9	21.3	22.6	23.3	23.8	25.4
UKRAINE (% AGED 15-70)	UA	LOW	7.8	2.1	2.0	2.0	1.8	2.2
		MEDIUM	44.9	45.5	45.5	45.1	44.8	44.2
		HIGH	47.3	52.4	52.5	52.9	53.4	53.6
EUROPEAN UNION	EU	LOW	24.1	20.4	19.9	19.5	19.0	18.5
		MEDIUM	49.3	48.9	48.8	48.6	48.3	47.9
		HIGH	26.6	30.6	31.2	31.9	32.7	33.6

Sources: ETF database, Eurostat, ILOSTAT, see the classification of educational programmes/broad levels in the annex
Notes: b: break in series; c: ETF calculation; d: definition differs; i: see information; m: missing
Break in series (2014) for most countries due to reclassification of educational programmes in ISCED 2011
AM, AZ, BY, EG, GE, JO, KZ, KG, TJ, TN: National classification of educational programmes is used
TN: Data refers to educational attainment of the total population
JO: Jordanian population is taken into account
MD: Estimated using the legal/registered population (2010)/usual resident population (from 2015 onwards)
RU: Methodology revised (2010)

SCIENCE, TECHNOLOGY, ENGINEERING AND MATHEMATICS GRADUATES (% OF TOTAL TERTIARY GRADUATES)

			2015	2016	2017	2018	2019
ALBANIA	AL		**18.1**	**17.7**	**19.4**	**20.6**	**M**
		MALE	23.9	25.2	27.6	30.0	M
		FEMALE	14.9	13.5	14.7	15.2	M
ALGERIA	DZ		**31.2**	**31.1**	**M**	**34.2**	**M**
		MALE	38.9	38.6	M	40.3	M
		FEMALE	26.7	26.9	M	30.9	M
ARMENIA	AM		**13.3**	**11.3**	**14.7**	**15.2**	**M**
		MALE	19.2	16.6	23.3	22.5	M
		FEMALE	9.4	7.3	8.4	10.2	M
AZERBAIJAN	AZ		**24.1**	**24.2**	**23.6**	**23.5**	**M**
		MALE	35.6	35.4	33.6	35.2	M
		FEMALE	14.7	15.2	16.4	14.6	M
BELARUS	BY		**33.5**	**33.1**	**33.2**	**M**	**M**
		MALE	58.1	57.3	57.7	M	M
		FEMALE	15.3	15.5	15.4	M	M
BOSNIA AND HERZEGOVINA	BA		**17.0**	**19.7**	**20.3**	**21.2**	**M**
		MALE	24.1	26.8	28.3	28.4	M
		FEMALE	12.1	14.7	14.8	16.1	M
EGYPT	EG		**M**	**11.2**	**M**	**M**	**M**
		MALE	M	15.3	M	M	M
		FEMALE	M	7.7	M	M	M
GEORGIA	GE		**M**	**21.7**	**21.9**	**21.2**	**24.6**
		MALE	M	30.5	31.1	29.5	35.4
		FEMALE	M	16.0	15.8	15.6	16.5
JORDAN (D)	JO		**26.4**	**M**	**M**	**M**	**M**
KAZAKHSTAN	KZ		**M**	**26.4**	**23.2**	**24.8**	**24.7**
		MALE	M	39.1	35.3	37.3	37.9
		FEMALE	M	16.5	13.7	14.8	14.1
KYRGYZSTAN	KG		**15.0**	**19.2**	**20.5**	**20.8**	**M**
		MALE	22.4	32.9	31.1	33.7	M
		FEMALE	8.5	9.6	13.3	11.3	M
MOLDOVA	MD		**22.3**	**M**	**M**	**23.5**	**M**
		MALE	37.4	M	M	39.1	M
		FEMALE	12.1	M	M	12.3	M
MOROCCO	MA		**17.1**	**18.4**	**19.0**	**M**	**M**
		MALE	18.1	19.3	20.3	M	M
		FEMALE	16.0	17.5	17.8	M	M
NORTH MACEDONIA	MK		**20.0**	**M**	**21.9**	**M**	**M**
		MALE	25.7	M	27.2	M	M
		FEMALE	15.7	M	18.0	M	M

			2015	2016	2017	2018	2019
PALESTINE	PS		**16.7**	**16.6**	**15.8**	**15.4**	**M**
		MALE	22.9	22.7	22.3	21.6	M
		FEMALE	12.6	12.6	11.7	11.3	M
RUSSIA	RU		**29.0**	**30.9**	**30.0**	**M**	**M**
SERBIA	RS		**25.9**	**25.9**	**26.6**	**28.1**	**M**
		MALE	37.4	36.8	38.6	39.3	M
		FEMALE	17.7	18.2	18.1	20.3	M
TADJIKISTAN	TJ		**M**	**21.5**	**22.0**	**M**	**M**
TUNISIA	TN		**44.4**	**44.4**	**M**	**43.3**	**M**
		MALE	56.8	58.0	M	56.3	M
		FEMALE	37.2	37.2	M	36.5	M
UKRAINE	UA		**26.7**	**26.7**	**24.2**	**25.3**	**M**
		MALE	40.7	40.8	37.7	38.4	M
		FEMALE	14.7	14.6	12.5	13.7	M
UZBEKISTAN	UZ		**M**	**32.1**	**31.5**	**35.2**	**M**
		MALE	M	M	M	44.4	M
		FEMALE	M	M	M	21.4	M

Sources: UNESCO Institute for Statistics
Notes: m: missing

INDIVIDUALS WITH ABOVE BASIC INFORMATION SKILLS (%)

			2015	2016	2017	2019
BOSNIA AND HERZEGOVINA	BA	AGED 16-74	M	M	M	41
		AGED 16-29	M	M	M	70
		AGED 55-74			21	25
		MALE	M	M	M	44
		FEMALE	M	M	M	38
		ACTIVE (IN THE LABOUR FORCE)	M	M	M	49
		UNEMPLOYED	M	M	M	37
		NO/LOW FORMAL EDUCATION	M	M	M	15
KOSOVO	XK	AGED 16-74	M	M	49	46
		AGED 16-29	M	M	71	69
		AGED 55-74	M	M	21	25
		MALE	M	M	51	48
		FEMALE	M	M	46	43
		ACTIVE (IN THE LABOUR FORCE)	M	M	53	46
		UNEMPLOYED	M	M	51	38
		NO/LOW FORMAL EDUCATION	M	M	30	24

			2015	2016	2017	2019
MONTENEGRO	ME	AGED 16-74	M	M	57	58
		AGED 16-29	M	M	76	81
		AGED 55-74	M	M	26	31
		MALE	M	M	59	61
		FEMALE	M	M	53	54
		ACTIVE (IN THE LABOUR FORCE)	M	M	66	66
		UNEMPLOYED	M	M	53	53
		NO/LOW FORMAL EDUCATION	M	M	14	28
NORTH MACEDONIA	MK	AGED 16-74	48	46	49	54
		AGED 16-29	68	70	70	77
		AGED 55-74	19	19	19	23
		MALE	49	45	52	53
		FEMALE	48	46	45	56
		ACTIVE (IN THE LABOUR FORCE)	57	51	58	64
		UNEMPLOYED	49	37	43	53
		NO/LOW FORMAL EDUCATION	21	20	18	27
SERBIA	RS	AGED 16-74	45	M	59	62
		AGED 16-29	76	M	87	82
		AGED 55-74	14	M	25	32
		MALE	46	M	61	64
		FEMALE	45	M	57	60
		ACTIVE (IN THE LABOUR FORCE)	54	M	68	75
		UNEMPLOYED	39	M	57	66
		NO/LOW FORMAL EDUCATION	19	M	29	35
TURKEY	TR	AGED 16-74	36	44	49	56
		AGED 16-29	54	66	72	77
		AGED 55-74	7	9	12	17
		MALE	42	51	57	63
		FEMALE	29	36	41	48
		ACTIVE (IN THE LABOUR FORCE)	49	57	63	71
		UNEMPLOYED	43	53	58	68
		NO/LOW FORMAL EDUCATION	18	24	30	35
EUROPEAN UNION	EU	AGED 16-74	63	66	67	69
		AGED 16-29	81	81	83	84
		AGED 55-74	41	44	45	50
		MALE	65	66	67	69
		FEMALE	62	65	67	69
		ACTIVE (IN THE LABOUR FORCE)	72	74	75	77
		UNEMPLOYED	57	57	58	61
		NO/LOW FORMAL EDUCATION	39	41	43	46

Source: Eurostat, ICT usage survey (isoc_sk_dskl_i)
Notes: m: missing

EMPLOYMENT BY BROAD OCCUPATIONAL CATEGORIES (% AGED 15+)

			2010	2015	2016	2017	2018	2019
ALBANIA (I)	AL	LOW	3.5	5.2	6.2	6.6	6.0	5.4
		MEDIUM	80.5	76.8	75.7	75.5	76.0	76.1
		HIGH	15.4	17.3	17.7	17.5	17.2	18.5
ARMENIA (% AGED 15-75, C)	AM	LOW	M	7.1	6.9	7.9	M	M
		MEDIUM	M	63.3	63.2	62.8	M	M
		HIGH	M	29.7	29.9	29.4	M	M
AZERBAIJAN (I)	AZ	LOW	M	15.6	15.6	15.6	15.4	15.4
		MEDIUM	M	60.8	60.8	60.9	61.2	61.3
		HIGH	M	23.4	23.4	23.3	23.2	23.1
BELARUS (% AGED 15-74, I)	BY	LOW	M	M	M	M	7.9	7.8
		MEDIUM	M	M	M	M	50.8	50.6
		HIGH	M	M	M	M	40.1	40.6
BOSNIA AND HERZEGOVINA	BA	LOW	9.7	12.2	10.9	10.8	10.8	10.0
		MEDIUM	65.7	63.6	65.5	67.0	65.9	68.1
		HIGH	24.6	24.2	23.6	22.3	23.3	21.9
EGYPT (C, I)	EG	LOW	7.4	10.3	8.0	8.5	8.7	M
		MEDIUM	65.7	55.8	59.0	61.0	59.3	M
		HIGH	26.7	33.9	32.8	30.3	31.8	M
GEORGIA (I)	GE	LOW	5.8	6.2	6.5	6.8 B	6.8	6.7
		MEDIUM	69.3	66.9	66.7	67.3 B	67.2	66.8
		HIGH	24.9	26.5	26.5	25.3 B	25.6	25.9
ISRAEL	IL	LOW	M	6.4	6.2	6.3	6.3	5.7
		MEDIUM	M	42.2	41.8	41.9	40.9	41.0
		HIGH	M	51.4	52.0	51.8	52.8	53.2
JORDAN (C, I)	JO	LOW	M	M	M	5.8	6.2	6.8
		MEDIUM	M	M	M	61.3	59.8	59.8
		HIGH	M	M	M	32.9	34.0	33.4
KAZAKHSTAN (I)	KZ	LOW	23.6	19.0 B	M	18.4	M	M
		MEDIUM	46.8	46.8 B	M	46.6	M	M
		HIGH	29.3	33.3 B	M	34.2	M	M
KOSOVO	XK	LOW	M	23.1	22.0	23.9	18.8	21.1
		MEDIUM	M	44.4	49.1	47.8	51.6	48.2
		HIGH	M	32.5	28.8	28.4	29.6	30.7
KYRGYZSTAN (C, D)	KG	LOW	9.8	8.8	9.2	27.2 B	M	M
		MEDIUM	72.8	73.0	71.7	54.3 B	M	M
		HIGH	17.4	18.3	19.2	18.5 B	M	M
MOLDOVA (I)	MD	LOW	27.4	13.8 B	12.8	12.6	10.6	13.9 B
		MEDIUM	42.9	59.0 B	61.1	61.2	64.2	54.9 B
		HIGH	29.7	27.2 B	26.1	26.2	25.3	31.2 B
MONTENEGRO (C, I)	MD	LOW	M	7.3	7.7	8.3	8.1	8.0
		MEDIUM	M	54.7	54.4	53.9	55.0	55.3
		HIGH	M	37.5	37.3	37.3	36.5	36.4

			2010	2015	2016	2017	2018	2019
NORTH MACEDONIA (C, I)	MK	LOW	25.7	20.1	16.6	16.4	13.9	11.9
		MEDIUM	46.7	51.7	53.7	53.5	56.7	59.7
		HIGH	26.7	27.3	28.8	29.1	28.7	27.7
PALESTINE	PS	LOW	17.9	17.1 B	17.6	18.9	17.5	17.4
		MEDIUM	54.3	61.0 B	60.7	59.1	59.2	58.5
		HIGH	27.8	21.9 B	21.7	22.0	23.3	24.2
RUSSIA (C, I)	RU	LOW	10.7 B	9.6	8.7	8.3	8.1	7.8
		MEDIUM	46.9 B	46.0	47.4	47.4	47.9	47.3
		HIGH	42.4 B	44.3	43.8	44.3	44.1	44.9
SERBIA (C, I)	RS	LOW	8.4	8.9	8.7	8.8	9.1	9.1
		MEDIUM	59.8	61.5	62.7	62.6	62.0	62.4
		HIGH	31.3	28.9	27.9	28.0	28.4	28.0
TAJIKISTAN (C)	TJ	LOW	49.3	46.4	45.2	44.5	43.7	43.2
		MEDIUM	34.7	37.7	39.0	39.8	40.6	41.2
		HIGH	16.1	15.9	15.7	15.7	15.6	15.6
TUNISIA	TN	LOW	21.3	22.2	19.2	19.6	19.0	18.8
		MEDIUM	54.0	54.2	60.0	60.1	60.1	60.5
		HIGH	24.6	23.6	20.8	20.3	20.9	20.3
TURKEY (C)	TR	LOW	14.9	15.2	15.3	15.0	14.6	14.2
		MEDIUM	63.7	64.3	63.7	64.0	63.8	63.0
		HIGH	21.4	20.5	21.0	21.0	21.6	22.8
TURKMENISTAN (C)	TM	LOW	42.8	39.7	38.8	38.3	37.8	37.4
		MEDIUM	36.1	37.1	38.2	38.3	38.5	38.7
		HIGH	21.1	23.2	23.0	23.4	23.6	23.9
UKRAINE (AGED 25-70)	UA	LOW	24.0	18.4	18.9	19.4	19.1	18.0
		MEDIUM	42.7	44.0	43.8	43.7	43.2	44.4
		HIGH	33.3	37.6	37.3	36.9	37.7	37.6
UZBEKISTAN (C)	UA	LOW	55.9	52.2	51.7	51.3	50.7	50.1
		MEDIUM	26.2	28.9	29.2	29.7	30.1	30.5
		HIGH	17.9	18.9	19.1	19.0	19.2	19.4
EUROPEAN UNION (C)	EU	LOW	9.6	9.3	9.2	9.2	9.0	8.9
		MEDIUM	50.5	50.4	50.0	49.9	49.6	49.1
		HIGH	38.8	39.6	39.9	40.1	40.5	41.1

Sources: ETF database, Eurostat, ILOSTAT. Low: ISCO 08 Group 9, Medium: ISCO 08 Groups 4-8, High: ISCO 08 Groups 1-3
Notes: b: break in series; c: ETF calculation; d: definition differs; i: see information; m: missing
AL, AZ, BY, EG, GE, KZ, ME, MK, RS, EU: totals do not add to 100 due to occupations not included/included in Group 10
JO: Jordanian population is taken into account
MD: Estimated using the legal/registered population (2010)/usual resident population (from 2015 onwards)
RU: Methodology revised (2010)

EMPLOYMENT BY BROAD ECONOMIC SECTORS (% AGED 15+)

			2010	2015	2016	2017	2018	2019
ALBANIA	AL	AGRICULTURE	42.1	41.3	40.2	38.2	37.4	36.4
		INDUSTRY+CONSTRUCTIONS	20.6	18.6	19.3	19.4	19.7	20.1
		SERVICES	37.3	39.9	40.4	42.4	42.9	43.5
ALGERIA	DZ	AGRICULTURE	11.7	8.7	8.0	10.1	9.7	9.6
		INDUSTRY+CONSTRUCTIONS	33.1	29.8	31.0	30.8	29.2	29.7
		SERVICES	55.2	61.6	61.0	59.1	61.1	61.6
ARMENIA (% AGED 15-75)	AM	AGRICULTURE	38.6	35.3	33.6	31.3	M	M
		INDUSTRY+CONSTRUCTIONS	17.4	15.9	15.8	13.1	M	M
		SERVICES	44.0	48.8	50.6	55.5	M	M
AZERBAIJAN	AZ	AGRICULTURE	38.2	36.4	36.3	36.4	36.3	36.0
		INDUSTRY+CONSTRUCTIONS	13.7	14.0	14.3	14.4	14.6	14.7
		SERVICES	48.1	49.6	49.4	49.2	49.1	49.3
BELARUS (% AGED 15-74)	BY	AGRICULTURE	10.4	9.6	9.6	9.6	9.3	8.7
		INDUSTRY+CONSTRUCTIONS	34.2	31.5	30.3	29.9	30.1	30.1
		SERVICES	55.4	59.0	60.0	60.5	60.6	61.2
BOSNIA AND HERZEGOVINA	BA	AGRICULTURE	19.7	17.9	18.0	18.9	15.7	18.0
		INDUSTRY+CONSTRUCTIONS	31.0	29.5	31.3	29.5	32.1	31.7
		SERVICES	49.3	52.6	50.7	51.6	52.1	50.3
EGYPT (I)	EG	AGRICULTURE	28.2	25.8	25.5	25.0	21.6	M
		INDUSTRY+CONSTRUCTIONS	25.3	25.1	25.5	26.5	26.8	M
		SERVICES	46.3	49.1	48.8	48.3	51.3	M
GEORGIA	GE	AGRICULTURE	48.0	43.9	43.7	43.2 B	38.9	38.2
		INDUSTRY+CONSTRUCTIONS	10.6	11.0	11.9	12.9 B	14.1	13.9
		SERVICES	41.4	45.2	44.5	44.0 B	47.0	48.0
ISRAEL	IL	AGRICULTURE	M	6.4	6.2	6.3	6.3	5.7
		INDUSTRY+CONSTRUCTIONS	M	42.2	41.8	41.9	40.9	41.0
		SERVICES	M	51.4	52.0	51.8	52.8	53.2
JORDAN	JO	AGRICULTURE	2.0	1.7	1.9	1.7	1.8	1.7
		INDUSTRY+CONSTRUCTIONS	18.7	17.8	17.6	16.7	16.4	16.4
		SERVICES	79.2	80.6	80.5	81.6	81.9	81.9
KAZAKHSTAN	KZ	AGRICULTURE	28.3 C	16.2 BC	16.2 C	15.4 C	14.1	M
		INDUSTRY+CONSTRUCTIONS	18.7 C	21.0 BC	20.7 C	19.9 C	19.9	M
		SERVICES	53.0 C	62.8 BC	63.2 C	64.8 C	66.0	M
KOSOVO	XK	AGRICULTURE	M	2.3	4.2	4.4	3.5	5.2
		INDUSTRY+CONSTRUCTIONS	M	28.3	29.4	30.3	26.2	27.6
		SERVICES	M	69.6	66.3	65.4	70.3	67.1
KYRGYZSTAN	KG	AGRICULTURE	M	29.3	26.8	23.0	M	M
		INDUSTRY+CONSTRUCTIONS	M	20.9	22.1	23.1	M	M
		SERVICES	M	49.8	51.1	53.8	M	M
LEBANON	LB	AGRICULTURE	M	M	M	M	4.0	M
		INDUSTRY+CONSTRUCTIONS	M	M	M	M	20.0	M
		SERVICES	M	M	M	M	76.0	M

			2010	2015	2016	2017	2018	2019
MOLDOVA (I)	MD	AGRICULTURE	27.5	34.2 B	36.6	35.5	39.3	21.0 B
		INDUSTRY+CONSTRUCTIONS	18.7	17.1 B	16.4	15.7	15.6	21.7 B
		SERVICES	53.8	48.7 B	47.0	48.8	45.1	57.3 B
MONTENEGRO (C, I)	MD	AGRICULTURE	M	7.7	7.8	7.9	8.0	7.1
		INDUSTRY+CONSTRUCTIONS	M	17.5	17.5	17.1	18.9	19.4
		SERVICES	M	73.9	73.8	74.1	72.5	73.1
MOROCCO	MA	AGRICULTURE	40.3	39.0	38.0	M	M	M
		INDUSTRY+CONSTRUCTIONS	22.1	20.5	21.1	M	M	M
		SERVICES	37.5	40.3	40.8	M	M	M
NORTH MACEDONIA (C)	MK	AGRICULTURE	M	17.9	16.6	16.2	15.7	13.9
		INDUSTRY+CONSTRUCTIONS	M	30.5	30.3	30.6	31.4	31.1
		SERVICES	M	51.6	53.0	53.2	52.9	55.0
PALESTINE	PS	AGRICULTURE	11.8	8.7 B	7.4	6.7	6.3	6.1
		INDUSTRY+CONSTRUCTIONS	24.3	28.1 B	29.6	30.2	30.7	29.7
		SERVICES	63.9	63.2 B	63.0	63.1	62.9	64.2
RUSSIA (C, I)	RU	AGRICULTURE	7.7 B	6.7	6.7	5.9	5.9	5.8
		INDUSTRY+CONSTRUCTIONS	27.8 B	27.3	27.0	27.0	26.8	26.8
		SERVICES	64.5 B	66.0	66.3	67.1	67.3	67.4
SERBIA (C)	RU	AGRICULTURE	22.3	19.4	18.6	17.2	15.9	15.6
		INDUSTRY+CONSTRUCTIONS	25.6	24.5	24.4	25.3	26.9	27.4
		SERVICES	51.9	56.1	57.0	57.5	57.2	56.9
TAJIKISTAN	TJ	AGRICULTURE	52.4 E	48.3 E	47.4 E	46.6 E	45.8	44.9 E
		INDUSTRY+CONSTRUCTIONS	15.6 E	15.6 E	15.7 E	15.5 E	15.5	15.7 E
		SERVICES	31.9 E	36.1 E	36.9 E	37.9 E	38.7	39.4 E
TUNISIA	TN	AGRICULTURE	17.9	15.0	14.7	14.9	14.1	13.7
		INDUSTRY+CONSTRUCTIONS	32.9	32.8	33.6	33.2	32.8	34.4
		SERVICES	49.2	52.2	51.7	51.9	53.1	51.9
TURKEY (C)	TR	AGRICULTURE	23.7	20.4	19.5	19.4	18.4	18.1
		INDUSTRY+CONSTRUCTIONS	26.2	27.2	26.8	26.5	26.7	25.3
		SERVICES	50.1	52.4	53.7	54.1	54.9	56.6
TURKMENISTAN (C)	TM	AGRICULTURE	24.8	21.9	21.2	20.8	20.3	19.9
		INDUSTRY+CONSTRUCTIONS	39.2	41.2	41.7	41.9	42.2	42.4
		SERVICES	36.0	36.9	37.1	37.3	37.5	37.7
UKRAINE (% AGED 15-70)	UA	AGRICULTURE	20.2 I	15.3	15.6	15.4	14.9	13.7
		INDUSTRY+CONSTRUCTIONS	25.5 I	24.7	24.3	24.3	24.3	25.1
		SERVICES	53.6 I	60.0	60.1	60.3	60.8	61.2
UZBEKISTAN (D)	UZ	AGRICULTURE	26.8	27.6	27.4	27.2	26.6	M
		INDUSTRY+CONSTRUCTIONS	22.7	22.9	23.1	23.1	22.7	M
		SERVICES	50.5	49.5	49.5	49.8	50.7	M
EUROPEAN UNION (C, I)	UA	AGRICULTURE	5.8	5.0	4.8	4.7	4.5	4.3
		INDUSTRY+CONSTRUCTIONS	26.1	24.8	24.8	24.9	24.9	24.8
		SERVICES	67.6	69.5	69.8	69.7	69.9	70.1

Sources: ETF database, Eurostat, ILOSTAT
Notes: b: break in series; c: ETF calculation; d: definition differs; i: see information; m: missing
EG, ME, UA, EU: totals do not add to 100 due to economic activities not allocated by sector
JO: Jordanian population is taken into account
LB: 2018 data refers to April 2018 -March 2019
MD: Estimated using the legal/registered population (2010)/usual resident population (from 2015 onwards)
RU: Methodology revised (2010)

STATUS IN EMPLOYMENT (% AGED 15+)

			2010	2015	2016	2017	2018	2019
ALBANIA	AL	SELF-EMPLOYED	56.7	59.0	58.9	55.9	55.5	54.3
		IN VULNERABLE EMPLOYMENT	55.1	56.6	56.2	52.9	52.2	51.2
ALGERIA	AL	SELF-EMPLOYED	33.7	30.2	30.2	31.7	32.7	32.4
ARMENIA (% AGED 15-75)	AM	SELF-EMPLOYED	43.1	42.8	41.9	40.3	M	M
		IN VULNERABLE EMPLOYMENT	42.6	41.9	40.9	39.1	M	M
AZERBAIJAN	AZ	SELF-EMPLOYED	68.1	67.8	68.2	68.4	68.3	66.6
		IN VULNERABLE EMPLOYMENT	57.6	55.5	55.1	55.2	55.2	54.3
BELARUS (% AGED 15-74)	BY	SELF-EMPLOYED	M	M	4.1	4.4	4.2	4.3
		IN VULNERABLE EMPLOYMENT	M	M	3.2	3.4	3.3	3.4
BOSNIA AND HERZEGOVINA	BA	SELF-EMPLOYED	26.5	24.2	24.4	24.6	21.4	24.9
		IN VULNERABLE EMPLOYMENT	21.6	20.2	20.1	19.4	16.4	19.1
EGYPT(C)	EG	SELF-EMPLOYED	37.8	37.5	30.3	32.1	31.4	M
		IN VULNERABLE EMPLOYMENT	23.1	25.5	19.9	21.7	19.0	M
GEORGIA	GE	SELF-EMPLOYED	58.8	53.5	53.0	51.7 B	49.2	49.7
		IN VULNERABLE EMPLOYMENT	57.4	52.1	51.6	49.6 B	47.2	47.7
ISRAEL	IL	SELF-EMPLOYED	12.8	12.6	12.8	12.4	12.4	12.3
		IN VULNERABLE EMPLOYMENT	8.6	8.7	8.8	8.6	9.0	9.1
JORDAN (C, I)	JO	SELF-EMPLOYED	16.3	12.4	12.9	16.0	14.8	15.2
		IN VULNERABLE EMPLOYMENT	9.8	8.3	8.4	10.2	10.2	11.0
KAZAKHSTAN	KZ	SELF-EMPLOYED	33.3	25.4 B	25.8	24.4 C	24.0	M
		IN VULNERABLE EMPLOYMENT	31.0	23.9 B	24.4	23.0 C	22.6	M
KOSOVO	XK	SELF-EMPLOYED	29.1	30.3	31.3	27.7	27.1	5.2
		IN VULNERABLE EMPLOYMENT	22.8	23.1	23.1	19.7	18.9	27.6
KYRGYZSTAN (C)	KG	SELF-EMPLOYED	39.0	37.2	34.8 B	M	M	M
		IN VULNERABLE EMPLOYMENT	37.2	34.7	33.2 B	M	M	M
MOLDOVA (I)	MD	SELF-EMPLOYED	29.3	36.3 B	39.0	37.1	40.4	22.2 B
		IN VULNERABLE EMPLOYMENT	28.6	35.7 B	38.4	36.8	40.1	21.8 B
MONTENEGRO (C)	MD	SELF-EMPLOYED	M	20.9	21.5	22.0	21.9	20.6
		IN VULNERABLE EMPLOYMENT	M	11.9	12.8	13.4	13.6	13.3
MOROCCO	MA	SELF-EMPLOYED	53.8	51.0	50.5	M	M	M
		IN VULNERABLE EMPLOYMENT	51.0	48.8	48.1	M	M	M
NORTH MACEDONIA (C)	MK	SELF-EMPLOYED	28.5	26.1	24.1	23.7	23.6	21.1
		IN VULNERABLE EMPLOYMENT	23.1	21.8	19.7	19.2	19.4	17.2
PALESTINE	PS	SELF-EMPLOYED	32.4	31.4 B	30.6	29.6	30.3	28.6
		IN VULNERABLE EMPLOYMENT	26.0	25.1 B	24.1	23.1	23.2	22.1
RUSSIA (C, I)	RU	SELF-EMPLOYED	6.8 B	7.2	7.5	6.6	6.8	6.7
		IN VULNERABLE EMPLOYMENT	5.5 B	5.9	6.2	5.3	5.4	5.3
SERBIA (C)	RU	SELF-EMPLOYED	32.4	30.2	31.7	30.6	28.2	27.7
		IN VULNERABLE EMPLOYMENT	28.6	26.3	28.2	27.2	24.6	24.3
TAJIKISTAN (C)	TJ	SELF-EMPLOYED	45.9	44.3	44.0	43.6	43.2	42.9
		IN VULNERABLE EMPLOYMENT	44.8	43.2	42.8	42.5	42.1	41.8
TUNISIA	TN	SELF-EMPLOYED	31.4	26.8	26.6	24.5	25.0	26.3
		IN VULNERABLE EMPLOYMENT	24.7	20.1	20.4	18.3	18.4	19.0

			2010	2015	2016	2017	2018	2019
TURKEY (C)	TR	SELF-EMPLOYED	39.1	32.9	32.4	32.7	32.0	31.5
		IN VULNERABLE EMPLOYMENT	33.8	28.4	27.9	28.2	27.6	27.1
TURKMENISTAN (C)	TM	SELF-EMPLOYED	28.7	27.8	27.6	27.4	27.2	27.1
		IN VULNERABLE EMPLOYMENT	26.9	26.0	25.8	25.6	25.4	25.2
UKRAINE (% AGED 15-70)	UA	SELF-EMPLOYED	18.9	15.9	15.6	15.7	15.8	16.3
		IN VULNERABLE EMPLOYMENT	17.9	14.7	14.4	14.8	14.8	15.0
UZBEKISTAN (C)	UZ	SELF-EMPLOYED	46.3	44.6	44.2	44.0	43.7	43.4
		IN VULNERABLE EMPLOYMENT	45.0	43.2	42.9	42.6	42.3	42.0
EUROPEAN UNION (C)	UA	SELF-EMPLOYED	17.3	16.3	15.9	15.6	15.3	15.2
		IN VULNERABLE EMPLOYMENT	12.5	11.8	11.4	11.2	11.0	10.9

Sources: ETF database, Eurostat, ILOSTAT
Notes: b: break in series; c: ETF calculation; i: see information; m: missing
EG, ME, UA, EU: totals do not add to 100 due to economic activities not allocated by sector
JO: Jordanian population is taken into account
MD: Estimated using the legal/registered population (2010)/usual resident population (from 2015 onwards)
RU: Methodology revised (2010)

LABOUR FORCE PARTICIPATION RATE BY SEX (% AGED 15+)

			2010	2015	2016	2017	2018	2019
ALBANIA	AL		**55.2**	**55.7**	**57.5**	**58.3**	**59.4**	**60.4**
		MALE	64.0	64.3	65.0	66.8	67.6	68.0
		FEMALE	46.9	47.2	49.9	49.8	51.4	53.0
ALGERIA	DZ		**41.7**	**41.8**	**41.8**	**41.8**	**41.7**	**42.2**
		MALE	68.9	66.8	66.6	66.3	66.7	66.8
		FEMALE	14.2	16.4	16.6	17.0	16.4	17.3
ARMENIA (% AGED 15-75)	AM		**61.2**	**62.5**	**61.0**	**60.9**	**M**	**M**
		MALE	72.3	72.6	71.3	70.7	M	M
		FEMALE	52.2	54.3	52.5	52.8	M	M
AZERBAIJAN	AM		**66.7**	**69.7**	**70.0**	**70.3**	**70.5**	**70.7**
		MALE	69.7	77.6	77.9	78.0	78.2	78.3
		FEMALE	63.9	63.0	63.3	63.5	63.8	64.1
BELARUS (% AGED 15-74)	BY		**M**	**M**	**70.8**	**71.3**	**70.9**	**70.7**
		MALE	M	M	75.2	75.9	76.1	75.5
		FEMALE	M	M	66.9	67.1	66.2	66.3
BOSNIA AND HERZEGOVINA	BA		**44.6**	**44.1**	**43.1**	**42.6**	**42.1**	**42.1**
		MALE	56.7	55.1	54.9	53.3	53.2	51.7
		FEMALE	33.2	33.5	32.1	32.4	31.4	32.9
EGYPT (C)	EG		**49.4**	**47.0**	**46.7**	**45.0**	**43.3**	**M**
		MALE	74.9	70.5	69.6	66.9	67.7	M
		FEMALE	23.1	22.7	23.0	22.0	18.4	M
GEORGIA	GE		**63.3**	**66.8**	**66.3**	**65.8 B**	**63.9**	**62.9**
		MALE	73.8	77.2	77.4	74.6 B	73.6	72.6
		FEMALE	54.4	57.9	56.7	58.2 B	55.6	54.5
ISRAEL	IL		**57.3**	**64.1**	**64.1**	**64.0**	**63.9**	**63.5**
		MALE	62.2	69.3	69.1	69.0	68.2	67.6
		FEMALE	52.8	59.1	59.4	59.3	59.8	59.6

			2010	2015	2016	2017	2018	2019
JORDAN (C, I)	JO		**39.5**	**36.7**	**36.0**	**39.2**	**36.2**	**34.3**
		MALE	63.5	60.0	58.7	60.8	56.4	54.0
		FEMALE	14.7	13.3	13.2	17.3	15.4	14.0
KAZAKHSTAN	KZ		**71.2**	**69.7 B**	**70.0**	**69.7**	**70.0**	**M**
		MALE	76.7	76.0 B	76.6	76.2	75.9	M
		FEMALE	66.2	64.1 B	64.1	63.8	64.8	M
KOSOVO	XK		**M**	**33.5**	**34.1**	**37.2**	**35.2**	**35.3**
		MALE	M	50.8	51.8	57.3	54.9	52.6
		FEMALE	M	16.0	16.3	17.2	15.7	18.2
KYRGYZSTAN	KG		**39.5**	**36.7**	**36.0**	**39.2**	**36.2**	**34.3**
		MALE	63.5	60.0	58.7	60.8	56.4	54.0
		FEMALE	14.7	13.3	13.2	17.3	15.4	14.0
LEBANON (I)	LB		**71.2**	**69.7 B**	**70.0**	**69.7**	**70.0**	**M**
		MALE	76.7	76.0 B	76.6	76.2	75.9	M
		FEMALE	66.2	64.1 B	64.1	63.8	64.8	M
MOLDOVA (I)	MD		**M**	**33.5**	**34.1**	**37.2**	**35.2**	**35.3**
		MALE	M	50.8	51.8	57.3	54.9	52.6
		FEMALE	M	16.0	16.3	17.2	15.7	18.2
MONTENEGRO (% AGED 15-74)	ME		**M**	**57.3**	**58.1**	**58.2**	**59.6**	**61.1**
		MALE	M	63.4	65.1	65.5	67.6	68.6
		FEMALE	M	51.4	51.3	51.1	51.7	53.7
MOROCOO	MA		**49.6**	**47.4**	**46.4**	**M**	**M**	**M**
		MALE	74.7	71.5	70.8	M	M	M
		FEMALE	25.9	24.8	23.6	M	M	M
NORTH MACEDONIA (% AGED 15-74)	MK		**58.7**	**58.7**	**58.3**	**58.6**	**58.7**	**59.1**
		MALE	71.6	70.8	71.1	71.2	71.1	69.7
		FEMALE	45.6	46.5	45.3	45.9	46.3	48.4
PALESTINE	PS		**41.2**	**44.0 B**	**43.8**	**44.0**	**43.5**	**44.3**
		MALE	67.1	69.6 B	69.8	70.0	69.0	69.9
		FEMALE	14.8	17.7 B	17.1	17.3	17.4	18.1
RUSSIA (C, I)	RU		**67.7 B**	**69.1**	**69.5**	**62.8**	**62.9**	**62.2**
		MALE	73.8 B	75.5	75.9	71.3	71.3	70.5
		FEMALE	62.3 B	63.4	63.8	55.7	55.9	55.3
SERBIA (% AGED 15-74)	RS		**51.9**	**56.7**	**58.5**	**59.2**	**59.9**	**59.9**
		MALE	60.4	65.0	66.3	66.8	67.6	67.4
		FEMALE	43.8	48.7	50.8	51.9	52.4	52.7
TAJIKISTAN (C, I)	TJ		**43.0**	**42.1**	**41.9**	**41.9**	**41.9**	**42.0**
		MALE	56.2	52.9	52.1	52.4	52.7	52.8
		FEMALE	29.9	31.4	31.7	31.5	31.2	31.3
TUNISIA	TN		**46.9**	**47.1**	**47.2**	**47.0**	**47.0**	**46.9**
		MALE	69.5	68.8	68.5	68.3	68.3	68.0
		FEMALE	24.8	26.0	26.6	26.5	26.6	26.6
TURKEY (% AGED 15-74)	TR		**49.8**	**53.4**	**54.2**	**55.0**	**55.4**	**55.2**
		MALE	71.9	73.9	74.4	74.8	75.0	74.3
		FEMALE	28.3	33.0	34.1	35.2	35.9	36.1

			2010	2015	2016	2017	2018	2019
TURKMENISTAN (C)	TM		**63.3**	**64.6**	**64.7**	**64.7**	**64.6**	**64.5**
		MALE	76.2	78.2	78.4	78.4	78.4	78.3
		FEMALE	51.1	51.7	51.7	51.6	51.6	51.4
UKRAINE (% AGED 15-70)	UA		**63.7**	**62.4**	**62.2**	**62.0**	**62.6**	**63.4**
		MALE	69.6	69.2	69.1	69.0	69.0	69.9
		FEMALE	58.4	56.2	55.9	55.7	56.8	57.5
UZBEKISTAN (C)	UZ		**63.3**	**64.7**	**64.8**	**65.0**	**65.1**	**65.1**
		MALE	75.4	77.4	77.7	77.9	78.0	78.1
		FEMALE	51.6	52.3	52.4	52.4	52.4	52.4
EUROPEAN UNION (% AGED 15-74)	EU		**62.5**	**63.4**	**63.7**	**64.0**	**64.1**	**64.3**
		MALE	69.3	69.4	69.6	69.8	70.0	70.1
		FEMALE	55.9	57.6	57.9	58.2	58.4	58.7

Sources: ETF database, Eurostat, ILOSTAT
Notes: b: break in series; c: ETF calculation; d: definition differs; i: see information; m: missing
JO: Jordanian population is taken into account
LB: 2018 data refers to April 2018 -March 2019
MD: Estimated using the legal/registered population (2010)/usual resident population (from 2015 onwards)
RU: Methodology revised (2010)
TJ: active population data were adjusted for 2016

EMPLOYMENT RATE: TOTAL, FEMALE, LOW-SKILLED, HIGH-SKILLED (% AGED 15+)

			2010	2015	2016	2017	2018	2019
ALBANIA	AL		**47.5**	**46.2**	**48.7**	**50.3**	**52.1**	**53.4**
		FEMALE	39.5	39.2	42.8	43.5	45.3	46.9
		LOW-SKILLED	43.0	41.4	43.5	44.4	47.3	48.6
		HIGH-SKILLED	66.9	59.2	61.6	63.3	62.3	66.4
ALGERIA	DZ		**37.6**	**37.1**	**37.4**	**36.9**	**36.8**	**37.4**
		FEMALE	11.5	13.6	13.3	13.5	13.2	13.8
		LOW-SKILLED (I)	42.7	38.9	37.4	38.2	M	M
		HIGH-SKILLED (I)	39.6	46.1	44.0	41.3	42.5	43.9
ARMENIA (% AGED 15-75)	AM		**49.6**	**50.9**	**50.0**	**50.1**	**M**	**M**
		FEMALE	41.1	43.8	43.2	43.5	M	M
		LOW-SKILLED (I)	35.2	35.6	32.3	28.5	M	M
		HIGH-SKILLED (I)	60.5	63.3	62.1	60.5	M	M
AZERBAIJAN	AM		**63.0**	**66.3**	**66.5**	**66.8**	**67.0**	**67.3**
		FEMALE	59.5	59.3	59.6	59.8	60.1	60.4
		LOW-SKILLED (I)	M	32.3	33.2	34.1	M	M
		HIGH-SKILLED (I)	M	74.8	75.0	75.4	M	M
BELARUS (% AGED 15-74)	BY		**M**	**M**	**66.7**	**67.2**	**67.5**	**67.7**
		FEMALE	M	M	64.1	64.4	63.9	64.2
		LOW-SKILLED	M	M	12.2	14.6	15.2	16.1
		HIGH-SKILLED	M	M	76.7	76.9	77.2	77.2
BOSNIA AND HERZEGOVINA	BA		**32.5**	**31.9**	**32.2**	**33.9**	**34.3**	**35.5**
		FEMALE	23.7	23.2	22.4	24.9	25.0	26.7
		LOW-SKILLED	15.4	14.4	13.9	15.2	13.9	15.7
		HIGH-SKILLED	60.9	59.3	57.6	60.3	59.5	59.3

			2010	2015	2016	2017	2018	2019
EGYPT (C)	EG		**45.0**	**40.8**	**40.9**	**39.7**	**39.1**	**M**
		FEMALE	18.0	17.0	17.6	16.9	14.4	M
		LOW-SKILLED (I)	38.4	34.3	34.3	33.2	32.3	M
		HIGH-SKILLED (I)	63.1	59.4	61.7	60.2	54.7	M
GEORGIA	GE		**52.3**	**57.4**	**57.1**	**56.7 B**	**55.8**	**55.7**
		FEMALE	46.0	50.7	50.6	50.8 B	49.3	49.0
		LOW-SKILLED	32.1	30.9	30.2	36.1 B	31.9	30.5
		HIGH-SKILLED	58.0	61.6	61.9	62.4 B	62.8	63.9
ISRAEL	IL		**53.5**	**60.7**	**61.1**	**61.3**	**61.4**	**61.1**
		FEMALE	49.3	55.9	56.4	56.7	57.4	57.2
		LOW-SKILLED	24.8	26.7	26.2	27.1	27.3	26.6
		HIGH-SKILLED	73.7	76.5	77.1	76.4	77.0	76.5
JORDAN (C)	JO		**34.5**	**31.9**	**30.5**	**32.0**	**29.5**	**27.8**
		FEMALE	11.5	10.3	10.0	11.9	11.3	10.2
		LOW-SKILLED (I)	28.9	27.4	26.1	27.6	25.3	24.1
		HIGH-SKILLED (I)	62.1	55.8	53.5	53.6	49.8	46.5
KAZAKHSTAN	KZ		**67.1**	**66.1 B**	**66.5**	**66.3**	**66.6**	**M**
		FEMALE	61.8	60.3 B	60.6	60.4	61.3	M
		LOW-SKILLED (I)	21.4 C	17.6 B	18.5 C	17.5 C	15.1	M
		HIGH-SKILLED (I)	77.4 C	75.5 B	76.0 C	76.1 C	77.2	M
KOSOVO	XK		**M**	**22.5**	**24.7**	**25.9**	**24.8**	**26.3**
		FEMALE	M	10.2	11.1	10.9	10.5	12.0
		LOW-SKILLED	M	7.5	10.1	9.9	7.2	9.1
		HIGH-SKILLED	M	51.3	53.4	53.8	61.6	57.5
KYRGYZTAN	KY		**58.7**	**57.7**	**57.1**	**55.9**	**M**	**M**
		FEMALE	47.2	45.4	44.1	41.8	M	M
		LOW-SKILLED (I)	27.8	27.9	27.8	27.8	M	M
		HIGH-SKILLED (I)	68.9	66.2	67.2	68.4	M	M
LEBANON	LE		**M**	**M**	**M**	**M**	**43.3**	**M**
		FEMALE	M	M	M	M	25.1	M
MOLDOVA (I)	MD		**38.5**	**42.4 B**	**43.0**	**42.4**	**44.5**	**40.1 B**
		FEMALE	36.4	39.8 B	40.2	39.1	41.4	36.5 B
		LOW-SKILLED	20.2	27.7 B	29.3	29.2	33.2	23.6 B
		HIGH-SKILLED	60.6	59.3 B	59.2	58.0	58.9	61.6 B
MONTENEGRO (% AGED 15-74)	ME		**M**	**47.3**	**47.8**	**48.8**	**50.5**	**51.8**
		FEMALE	M	42.5	42.5	42.4	43.9	45.3
		LOW-SKILLED	M	17.1	19.8	21.7	22.7	21.2
		HIGH-SKILLED	M	73.5	71.9	72.6	74.1	73.4
MOROCCO	MA		**45.1**	**42.8**	**42.0**	**M**	**M**	**M**
		FEMALE	23.4	22.2	21.0	M	M	M
		LOW-SKILLED	47.7	M	M	M	M	M
		HIGH-SKILLED	53.4	M	M	M	M	M
NORTH MACEDONIA (% AGED 15-74)	MK		**39.9**	**43.4**	**44.4**	**45.5**	**46.5**	**48.9**
		FEMALE	30.9	34.9	35.0	35.9	37.1	39.5
		LOW-SKILLED	23.5	25.6	23.9	24.6	25.6	26.1
		HIGH-SKILLED	65.0	65.2	66.8	67.4	68.2	71.0

			2010	2015	2016	2017	2018	2019
PALESTINE	PS		**31.4**	**33.9 B**	**33.3**	**32.7**	**32.1**	**33.1**
		FEMALE	10.8	11.6 B	10.6	9.9	10.1	10.6
		LOW-SKILLED (I)	36.5	38.6 B	38.5	38.6	29.3	38.4
		HIGH-SKILLED (I)	59.8	54.5 B	53.0	50.3	48.0	49.7
RUSSIA (C, I)	RU		**62.7 B**	**65.3**	**65.7**	**59.5**	**59.8**	**59.4**
		FEMALE	58.0 B	60.1	60.4	52.8	53.2	52.9
		LOW-SKILLED	23.0 B	25.2	25.0	18.4	18.9	19.4
		HIGH-SKILLED	63.9 B	67.0	67.5	63.3	63.7	64.1
SERBIA (% AGED 15-74)	RS		**41.9**	**46.6**	**49.4**	**51.2**	**52.2**	**53.6**
		FEMALE	34.9	39.5	42.6	44.4	45.2	46.8
		LOW-SKILLED (I)	27.3	29.6	33.3	34.0	33.4	34.8
		HIGH-SKILLED (I)	60.8	63.2	64.5	67.5	69.3	70.5
TAJIKISTAN (I)	TJ		**38.0**	**37.3**	**37.1**	**37.2**	**37.3**	**37.4**
		FEMALE (C)	26.8	28.1	28.4	28.2	28.1	28.2
		LOW-SKILLED (I)	M	M	24.5	M	M	M
		HIGH-SKILLED (I)	M	M	61.4	M	M	M
TUNISIA	TN		**38.0**	**37.3**	**37.1**	**37.2**	**37.3**	**37.4**
		FEMALE	26.8	28.1	28.4	28.2	28.1	28.2
		LOW-SKILLED (I)	M	M	24.5	M	M	M
		HIGH-SKILLED (I)	M	M	61.4	M	M	M
TURKEY (% AGED 15-74)	TR		**38.0**	**37.3**	**37.1**	**37.2**	**37.3**	**37.4**
		FEMALE	26.8	28.1	28.4	28.2	28.1	28.2
		LOW-SKILLED	M	M	24.5	M	M	M
		HIGH-SKILLED	M	M	61.4	M	M	M
TURKMENISTAN (C)	TM		**38.0**	**37.3**	**37.1**	**37.2**	**37.3**	**37.4**
		FEMALE	26.8	28.1	28.4	28.2	28.1	28.2
UKRAINE (% AGED 15-70)	UA		**58.5**	**56.7**	**56.3**	**56.1**	**57.1**	**58.2**
		FEMALE	54.4	51.7	51.6	51.4	52.5	52.9
		LOW-SKILLED	33.6 C	16.7 C	16.9 C	16.7	15.5	17.8
		HIGH-SKILLED	69.6 C	67.5 C	66.6 C	66.1	67.3	67.7
UZBEKISTAN	UZ		**59.9**	**61.3**	**61.5**	**61.2**	**61.3**	**61.2**
		FEMALE	49.0	49.7	49.8	49.5	49.5	49.4
EUROPEAN UNION (% AGED 15-74)	EU		**56.4**	**57.0**	**57.9**	**58.8**	**59.5**	**60.0**
		FEMALE	50.3	51.7	52.5	53.3	54.0	54.5
		LOW-SKILLED	37.0	35.1	35.5	36.3	36.8	37.2
		HIGH-SKILLED	76.3	76.0	76.6	77.1	77.5	77.9

Sources: ETF database, Eurostat, ILOSTAT, see the classification of educational programmes/broad levels in the annex
Notes: b: break in series; c: ETF calculation; d: definition differs; i: see information; m: missing
AM, AZ, BY, EG, GE, JO, KZ, KG, TJ, TN: National classification of educational programmes is used
JO: Jordanian population is taken into account
LB: 2018 data refers to April 2018 -March 2019
MD: Estimated using the legal/registered population (2010)/usual resident population (from 2015 onwards)
RU: Methodology revised (2010)
TJ: active population data were adjusted for 2016

UNEMPLOYMENT RATE: TOTAL, FEMALE, LOW-SKILLED, HIGH-SKILLED (% AGED 15+)

			2010	2015	2016	2017	2018	2019
ALBANIA	AL		**14.0**	**17.1**	**15.2**	**13.7**	**12.3**	**11.5**
		FEMALE	15.9	17.1	14.4	12.6	11.9	11.4
		LOW-SKILLED	12.9	13.4	12.7	12.3	9.9	8.7
		HIGH-SKILLED	13.7	19.4	16.9	13.7	14.0	12.3
ALGERIA (% AGED 16-59)	DZ		**10.0**	**11.2**	**10.5**	**11.7**	**11.7**	**11.4**
		FEMALE	19.1	16.6	20.0	20.7	19.4	20.4
		LOW-SKILLED (I)	7.6	7.7	6.8	7.9	7.1	6.8
		HIGH-SKILLED (I)	20.3	14.1	16.7	17.8	17.8	17.4
ARMENIA (% AGED 15-75)	AM		**19.0**	**18.5**	**18.0**	**17.8**	**M**	**M**
		FEMALE	21.2	19.5	17.8	17.5	M	M
		LOW-SKILLED (I)	13.6	14.9	14.7	17.4	M	M
		HIGH-SKILLED (I)	19.5	17.9	17.1	17.9	M	M
AZERBAIJAN	AM		**5.6**	**5.0**	**5.0**	**5.0**	**4.9**	**4.8**
		FEMALE	6.9	5.9	6.0	5.9	5.8	5.7
		LOW-SKILLED (I)	M	9.4	9.4	9.0	10.2	9.7
		HIGH-SKILLED (I)	M	4.7	4.3	4.2	4.1	4.0
BELARUS (% AGED 15-74)	BY		**M**	**M**	**5.8**	**5.6**	**4.8**	**4.2**
		FEMALE	M	M	4.2	4.0	3.6	3.2
		LOW-SKILLED (I)	M	M	13.4	13.2	10.5	8.7
		HIGH-SKILLED (I)	M	M	3.7	3.8	3.3	2.8
BOSNIA AND HERZEGOVINA	BA		**27.2**	**27.7**	**25.4**	**20.5**	**18.4**	**15.7**
		FEMALE	29.9	30.7	30.0	23.1	20.3	18.8
		LOW-SKILLED	28.0	27.3	25.6	18.2	18.5	14.1
		HIGH-SKILLED	15.6	18.4	20.3	15.5	15.1	12.0
EGYPT	EG		**8.8**	**13.1**	**12.4**	**11.7**	**9.8**	**M**
		FEMALE	22.1	24.8	23.6	23.0	21.3	M
		LOW-SKILLED (I)	2.9	9.0	8.5	6.8	4.1	M
		HIGH-SKILLED (I)	18.5	21.6	20.6	20.8	22.1	M
GEORGIA	GE		**17.4**	**14.1**	**14.0**	**13.9 B**	**12.7**	**11.6**
		FEMALE	15.5	12.4	10.9	12.7 B	11.2	10.1
		LOW-SKILLED (I)	9.3	8.5	10.7	10.5 B	10.0	10.9
		HIGH-SKILLED (I)	21.4	16.1	16.1	15.5 B	12.9	11.3
ISRAEL	IL		**6.6**	**5.3**	**4.8**	**4.2**	**4.0**	**3.8**
		FEMALE	6.5	5.4	4.9	4.3	4.0	3.9
		LOW-SKILLED	M	M	M	M	7.1	6.2
		HIGH-SKILLED	4.4	3.8	3.3	3.2	2.8	2.9
JORDAN	JO		**12.5**	**13.0**	**15.3**	**18.3**	**18.6**	**19.1**
		FEMALE	21.7	22.5	24.1	31.2	26.8	27.0
		LOW-SKILLED (I)	11.4	11.1	13.6	16.4	16.9	17.4
		HIGH-SKILLED (I)	16.1	18.6	21.0	23.4	23.5	24.5

			2010	2015	2016	2017	2018	2019
KAZAKHSTAN	KZ		**5.8**	**5.1 B**	**5.0**	**4.9**	**4.9**	**M**
		FEMALE	6.6	5.9	5.5	5.4	5.4	M
		LOW-SKILLED (I)	11.3	7.9 B	8.5	7.9 C	9.1	M
		HIGH-SKILLED (I)	4.7	4.0 B	4.0	3.6 C	3.7	M
KOSOVO	XK		**M**	**32.8**	**27.5**	**30.3**	**29.4**	**25.5**
		FEMALE	M	36.5	31.7	36.4	33.3	34.4
		LOW-SKILLED	M	47.0	32.4	35.0	40.0	32.2
		HIGH-SKILLED	M	18.8	18.0	24.8	18.9	21.3
KYRGYZTAN	KY		**8.6**	**7.6**	**7.2**	**6.9**	**M**	**M**
		FEMALE	9.9	9.0	8.7	8.9	M	M
		LOW-SKILLED (I)	11.3	11.0	10.6	8.6	M	M
		HIGH-SKILLED (I)	7.3	7.2	6.4	6.7	M	M
LEBANON	LE		**M**	**M**	**M**	**M**	**11.4**	**M**
		FEMALE	M	M	M	M	14.0	M
MOLDOVA	MD		**7.4**	**4.7 B**	**4.0**	**3.9**	**2.9**	**5.1 B**
		FEMALE	5.7	3.4 B	2.7	3.2	2.4	4.4 B
		LOW-SKILLED	8.3	6.1 B	4.2	4.0	2.8	8.4 B
		HIGH-SKILLED	6.5	4.6 B	4.4	3.6	3.1	2.8 B
MONTENEGRO (% AGED 15-74)	ME		**M**	**17.6**	**17.8**	**16.1**	**15.2**	**15.2**
		FEMALE	M	17.3	17.1	17.0	15.1	15.7
		LOW-SKILLED	M	28.3	24.6	22.2	20.1	26.0
		HIGH-SKILLED	M	10.3	11.9	10.9	10.3	11.3
MOROCCO	MA		**45.1**	**42.8**	**42.0**	**M**	**M**	**M**
		FEMALE	23.4	22.2	21.0	M	M	M
		LOW-SKILLED	47.7	M	M	M	M	M
		HIGH-SKILLED	53.4	M	M	M	M	M
NORTH MACEDONI (% AGED 15-74)A	MK		**9.1**	**9.7**	**9.4**	**M**	**M**	**M**
		FEMALE	9.6	10.5	10.9	M	M	M
		LOW-SKILLED	6.7	5.9	M	M	M	M
		HIGH-SKILLED	17.4	21.1	22.0	M	M	M
PALESTINE	PS		**23.8**	**23.0 B**	**23.9**	**25.7**	**26.2**	**25.3**
		FEMALE	26.8	34.3 B	38.0	42.8	41.9	41.2
		LOW-SKILLED	24.6	21.4 B	21.7	22.5	23.8	22.5
		HIGH-SKILLED	24.1	28.4 B	30.1	33.3	32.4	31.5
RUSSIA	RU		**7.4 B**	**5.6**	**5.6**	**5.2**	**4.8**	**4.5**
		FEMALE	6.8 B	5.3	5.3	5.1	4.8	4.3
		LOW-SKILLED	16.6 B	13.8	14.0	13.5	12.7	10.8
		HIGH-SKILLED	7.2 B	5.3	5.4	5.0	4.8	4.4
SERBIA (% AGED 15-74)	RS		**19.3**	**17.8**	**15.4**	**13.6**	**12.8**	**10.5**
		FEMALE	20.4	18.8	16.2	14.4	13.8	11.2
		LOW-SKILLED	16.3	15.6	13.1	11.6	12.6	11.2
		HIGH-SKILLED	13.1	15.3	13.9	12.3	10.9	8.4
TAJIKISTAN (D)	TJ		**11.6**	**11.5**	**11.4**	**11.3**	**11.1**	**11.0**
		FEMALE (C)	10.5	10.4	10.4	10.3	10.1	9.9
		LOW-SKILLED (I)	M	M	5.9	M	M	M
		HIGH-SKILLED (I)	M	M	6.6	M	M	M

			2010	2015	2016	2017	2018	2019
TUNISIA	TN		**13.0**	**15.2**	**15.6**	**15.3**	**15.4**	**15.3**
		FEMALE	18.9	22.2	23.5	22.6	22.7	22.4
		LOW-SKILLED (I)	9.3	8.8	8.6	7.5	9.7	9.9
		HIGH-SKILLED (I)	22.9	26.8	28.6	29.1	28.3	26.9
TURKEY (% AGED 15-74)	TR		**10.7**	**10.3**	**10.9**	**10.9**	**10.9**	**13.7**
		FEMALE	11.4	12.6	13.7	13.9	13.8	16.5
		LOW-SKILLED	10.2	9.7	9.9	9.6	9.9	13.0
		HIGH-SKILLED	9.8	10.8	11.8	12.4	12.2	13.5
TURKMENISTAN	TM		**4.0**	**4.0**	**3.9**	**3.9**	**3.8**	**3.9**
		FEMALE	2.3	2.2	2.2	2.1	2.1	2.2
UKRAINE (% AGED 15-70)	UA		**8.1**	**9.1**	**9.3**	**9.5**	**8.8**	**8.2**
		FEMALE	6.8	8.1	7.7	7.7	7.4	7.9
		LOW-SKILLED	7.5	12.1	8.4	11.9	13.0	13.9
		HIGH-SKILLED	7.3	8.2	8.2	8.4	7.7	7.1
UZBEKISTAN (D)	TM		5.4	5.2	5.2	5.8	9.3	M
		FEMALE	6.3	5.0	5.0	5.6	M	M
EUROPEAN UNION (% AGED 15-74)	EU		**9.8**	**10.1**	**9.1**	**8.2**	**7.3**	**6.7**
		FEMALE	10.0	10.2	9.4	8.5	7.6	7.1
		LOW-SKILLED	15.9	18.4	17.2	15.8	14.2	13.3
		HIGH-SKILLED	5.7	6.2	5.5	4.9	4.5	4.2

Notes: b: break in series; c: ETF calculation; d: definition differs; i: see information; m: missing
AM, AZ, BY, EG, GE, JO, KZ, KG, TJ, TN: National classification of educational programmes is used
JO: Jordanian population is taken into account
LB: 2018 data refers to April 2018 -March 2019
MD: Estimated using the legal/registered population (2010)/usual resident population (from 2015 onwards)
RU: Methodology revised (2010)
TJ: active population data were adjusted for 2016

LABOUR MARKET SITUATION OF SENIOR WORKERS (% AGED 50+)

			2010	2015	2016	2017	2018	2019
ALBANIA	AL	ACTIVITY RATE	40.2	45.2	45.5	46.0	47.5	48.0
		EMPLOYMENT RATE	36.5	40.3	40.9	41.9	44.0	44.7
		UNEMPLOYMENT RATE	9.6	11.5	10.9	9.6	8.3	6.9
ARMENIA (% AGED 50-64)	AM	ACTIVITY RATE	73.1	68.6	67.9	66.1	M	M
		EMPLOYMENT RATE	62.5	59.5	58.3	58.1	M	M
		UNEMPLOYMENT RATE (C)	14.5	13.2	14.1	12.1	M	M
AZERBAIJAN	AZ	ACTIVITY RATE	76.5	71.6	70.1	69.8	69.3	69.1
		EMPLOYMENT RATE	73.9	69.7	68.0	67.8	67.2	66.8
		UNEMPLOYMENT RATE	3.4	2.6	2.9	2.9	3.1	3.2
BELARUS	BY	ACTIVITY RATE	M	M	63.8	63.7	64.3	49.2
		EMPLOYMENT RATE	M	M	60.6	60.5	61.5	47.4
		UNEMPLOYMENT RATE	M	M	4.9	5.0	4.4	3.5
BOSNIA AND HERZEGOVINA (I)	BA	ACTIVITY RATE	40.5	49.9	43.7	43.6	44.6	46.7
		EMPLOYMENT RATE	33.3	34.7	36.8	38.2	39.6	42.2
		UNEMPLOYMENT RATE	17.8	16.8	15.7	12.5	11.2	9.7

			2010	2015	2016	2017	2018	2019
EGYPT (C)	EG	ACTIVITY RATE	40.3	39.4	40.7	39.3	39.6	M
		EMPLOYMENT RATE	40.1	38.9	40.3	39.1	39.3	M
		UNEMPLOYMENT RATE (U)	0.5	1.3	0.9	0.5	0.8	M
GEORGIA	GE	ACTIVITY RATE	58.0	62.6	62.6	60.2 B	58.7	57.7
		EMPLOYMENT RATE	53.1	58.0	57.8	55.3 B	54.8	54.4
		UNEMPLOYMENT RATE	8.4	7.3	7.6	8.1 B	6.6	5.7
ISRAEL (% AGED 50-74)	IL	ACTIVITY RATE	55.6	60.1	60.5	60.3	60.5	60.4
		EMPLOYMENT RATE	52.9	57.7	58.3	58.2	58.8	58.8
		UNEMPLOYMENT RATE	4.9	4.0	3.6	3.4	2.9	2.7
JORDAN (C)	JO	ACTIVITY RATE	M	M	M	M	M	14.6
		EMPLOYMENT RATE	M	M	M	M	M	14.1
		UNEMPLOYMENT RATE	M	M	M	M	4.5	3.5
KAZAKHSTAN (% AGED 50-64)	KZ	ACTIVITY RATE	75.2	69.0 B	70.3	69.7	70.0	M
		EMPLOYMENT RATE	71.0	65.6 B	67.0	66.3	66.4	M
		UNEMPLOYMENT RATE	5.6	4.9 B	4.7	4.9	5.0	M
KOSOVO	XK	ACTIVITY RATE	M	23.3	22.9	24.5	22.7	23.4
		EMPLOYMENT RATE	M	19.8	19.9	21.3	20.3	21.2
		UNEMPLOYMENT RATE	M	15.1	13.3	13.2	10.4	9.6
MOLDOVA (I)	MD	ACTIVITY RATE	34.5	36.9 B	37.7	37.7	40.1	31.9 B
		EMPLOYMENT RATE	38.4	36.0 B	36.9	37.0	39.4	30.8 B
		UNEMPLOYMENT RATE	4.0	2.3 B	2.1	1.9	1.8	3.6 B
MONTENEGRO (% AGED 50-74)	ME	ACTIVITY RATE	M	42.5	42.4	43.4	45.5	48.4
		EMPLOYMENT RATE	M	37.7	38.7	40.3	42.0	43.9
		UNEMPLOYMENT RATE	M	11.1	8.7	7.1	7.8	9.5
NORTH MACEDONIA (% AGED 50-74)	MK	ACTIVITY RATE	42.2	43.1	42.2	41.5	42.5	42.1
		EMPLOYMENT RATE	31.5	34.4	35.2	34.9	35.8	37.0
		UNEMPLOYMENT RATE	25.3	20.2	16.5	16.1	15.8	12.2
PALESTINE (% AGED 50-64)	PS	ACTIVITY RATE	38.8	41.2	40.2	39.9	39.4	40.2
		EMPLOYMENT RATE	32.6	36.9	35.7	35.1	35.2	35.8
		UNEMPLOYMENT RATE	15.9	10.4	11.1	12.2	10.6	10.8
RUSSIA (C, I)	RU	ACTIVITY RATE	50.7 B	53.0	52.6	40.0	40.0	39.4
		EMPLOYMENT RATE	48.0 B	50.9	50.5	38.4	38.6	38.2
		UNEMPLOYMENT RATE	5.3 B	4.0	4.0	3.9	3.4	3.2
SERBIA (% AGED 50-74)	RS	ACTIVITY RATE	35.3	39.4	42.3	43.3	43.5	44.6
		EMPLOYMENT RATE	31.1	35.1	38.5	39.8	39.9	41.8
		UNEMPLOYMENT RATE	11.7	11.0	8.9	8.0	8.1	6.1
TAJIKISTAN (C,I)	TJ	ACTIVITY RATE	38.0	40.4	40.5	40.1	39.7	39.5
TUNISIA (% AGED 50-64)	TN	ACTIVITY RATE	42.1	42.6	41.9	42.3	41.4	43.5
		EMPLOYMENT RATE	40.9	41.6	41.1	41.3	40.6	42.6
		UNEMPLOYMENT RATE	2.9	2.4	1.9	2.2	2.0	2.2
TURKEY (% AGED 50-74)	TR	ACTIVITY RATE	31.6	34.7	35.7	36.5	37.1	36.2
		EMPLOYMENT RATE	29.9	32.3	33.4	34.2	34.6	33.2
		UNEMPLOYMENT RATE	5.6	6.9	6.5	6.5	6.8	8.2
TURKMENISTAN (C)	TJ	ACTIVITY RATE	48.6	48.9	48.6	48.3	48.0	47.6

			2010	2015	2016	2017	2018	2019
UKRAINE (% AGED 50-64)	UA	ACTIVITY RATE	55.2	51.7	52.7	53.2	54.2	56.2
		EMPLOYMENT RATE	52.6	48.8	49.3	49.4	50.6	52.1
		UNEMPLOYMENT RATE	4.6	5.6	6.5	7.2	6.7	7.1
UZBEKISTAN (C)	UZ	ACTIVITY RATE	48.5	50.1	49.7	49.3	48.7	48.2
EUROPEAN UNION (% AGED 50-74)	EU	ACTIVITY RATE	42.6	46.7	47.6	48.4	49.0	49.6
		EMPLOYMENT RATE	39.7	43.3	44.5	45.5	46.4	47.2
		UNEMPLOYMENT RATE	6.8	7.3	6.7	6.0	5.3	4.9

Sources: ETF database, Eurostat, ILOSTAT
Notes: b: break in series; c: ETF calculation; i: see information; m: missing
BA: % age range 50-65
JO: Jordanian population is taken into account
MD: Estimated using the legal/registered population (2010)/usual resident population (from 2015 onwards)
RU: Methodology revised (2010)
TJ: active population data were adjusted for 2016

PEOPLE OUTSIDE THE LABOUR FORCE, VARIOUS AGE-GROUPS (%)

			2010	2015	2016	2017	2018	2019
ALBANIA	AL	TOTAL (15+)	**44.8**	**44.3**	**42.5**	**41.7**	**40.6**	**39.6**
		FEMALE (15+)	53.1	52.8	50.1	50.2	48.6	47.0
		YOUTH (15-24)	66.3	68.7	68.2	68.2	64.2	63.3
		SENIOR (50+)	59.8	54.8	54.5	54.0	52.5	52.0
ALGERIA (C)	DZ	TOTAL (15+)	**58.3**	**58.2**	**58.2**	**58.2**	**58.3**	**57.8**
		FEMALE (15+)	85.8	83.6	83.4	83.0	83.6	82.7
		YOUTH (15-24)	71.8	74.8	75.8	72.8	74.1	75.0
ARMENIA (C)	AM	TOTAL (15+)	**38.8**	**37.5**	**39.0**	**39.1**	**M**	**M**
		FEMALE (15-75)	47.8	45.7	47.5	47.2	M	M
		YOUTH (15-24)	65.8	60.2	65.2	64.8	M	M
		SENIOR (50-64)	26.9	31.4	32.1	33.9	M	M
AZERBAIJAN	AM	TOTAL (15+)	**33.3**	**30.3**	**30.0**	**29.7**	**29.5**	**29.3**
		FEMALE (15+)	36.1	37.0	36.7	36.5	36.2	35.9
		YOUTH (15-24)	65.7	56.7	54.3	53.7	52.9	52.9
		SENIOR (50-64)	23.5	28.4	29.9	30.2	30.7	30.9
BELARUS	BY	TOTAL (15+)	**M**	**M**	**29.2**	**28.7**	**29.1**	**29.3**
		FEMALE (15-74)	M	M	33.1	32.9	33.8	33.7
		YOUTH (15-24)	M	M	52.2	51.6	54.0	55.2
		SENIOR (50+)	M	M	36.2	36.3	35.7	50.8
BOSNIA AND HERZEGOVINA	BA	TOTAL (15+)	**55.4**	**55.9**	**56.9**	**57.4**	**57.9**	**57.9**
		FEMALE (15+)	66.8	66.5	67.9	67.6	68.6	67.1
		YOUTH (15-24)	67.0	67.8	69.8	67.5	67.7	64.6
		SENIOR (50-64)	59.5	50.1	56.3	56.4	55.4	53.3
EGYPT (C)	EG	TOTAL (15+)	**50.6**	**53.0**	**53.3**	**55.0**	**56.7**	**M**
		FEMALE (15-74)	76.9	77.3	77.0	78.0	81.6	M
		YOUTH (15-24)	65.3	68.0	68.6	71.0	75.5	M
		SENIOR (50+)	59.7	60.6	59.3	60.7	60.4	M

			2010	2015	2016	2017	2018	2019
GEORGIA	GE	TOTAL (15+)	**36.7**	**33.2**	**33.7**	**34.2 B**	**36.1**	**37.1**
		FEMALE (15+)	45.6	42.1	43.3	41.8 B	44.4	45.5
		YOUTH (15-24)	62.9	59.6	61.8	55.6	59.6	61.9
		SENIOR (50+)	42.0	37.4	37.4	39.8	41.3	42.3
ISRAEL	IL	TOTAL (15+)	**42.7**	**35.9**	**35.9**	**36.0**	**36.1**	**36.5**
		FEMALE (15+)	47.3	40.9	40.6	40.7	40.2	40.4
		YOUTH (15-24)	68.7	51.0	51.5	51.7	52.9	54.0
		SENIOR (15-74)	44.4	39.9	39.5	39.7	39.5	39.6
JORDAN (C, I)	JO	TOTAL (15+)	**60.5**	**63.3**	**64.0**	**60.8**	**63.8**	**65.7**
		FEMALE (15+)	85.3	86.7	86.8	82.7	84.6	86.0
		YOUTH (15-24)	M	M	M	M	75.3	76.3
		SENIOR (50+)	M	M	M	M	M	85.4
KAZAKHSTAN	KZ	TOTAL (15+)	**5.8**	**5.1 B**	**5.0**	**4.9**	**4.9**	**M**
		FEMALE (15+)	6.6	5.9	5.5	5.4	5.4	M
		YOUTH (15-24)	11.3	7.9 B	8.5	7.9 C	9.1	M
		SENIOR (50-64)	4.7	4.0 B	4.0	3.6 C	3.7	M
KOSOVO	XK	TOTAL (15+)	**M**	**66.5**	**65.9**	**62.8**	**64.8**	**64.7**
		FEMALE (15+)	M	84.0	83.7	82.8	84.3	81.8
		YOUTH (15-24)	M	79.8	78.8	76.3	77.6	74.1
		SENIOR (50-64)	M	76.7	77.1	75.5	77.3	76.6
KYRGYZTAN (C)	KY	TOTAL (15+)	**35.7**	**37.6**	**38.5**	**39.9**	**M**	**M**
		FEMALE (15+)	47.6	50.1	51.7	54.1	M	M
		YOUTH (15-24)	52.8	56.8	58.2	60.3	M	M
LEBANON (I)	LE	TOTAL (15+)	**M**	**M**	**M**	**M**	**51.2**	**M**
		FEMALE (15+)	M	M	M	M	70.7	M
		YOUTH (15-24)	M	M	M	M	60.8	M
MOLDOVA (I)	MD	TOTAL (15+)	**58.4**	**55.5 B**	**55.2**	**55.9**	**54.1**	**57.7 B**
		FEMALE (15+)	61.4	58.8 B	58.7	59.6	57.6	61.8 B
		YOUTH (15-24)	78.1	77.8 B	79.2	79.2	77.5	78.8 B
		SENIOR (50+)	60.0	63.1 B	62.3	62.3	59.9	68.1 B
MONTENEGRO (C)	ME	TOTAL (15+)	**M**	**46.3**	**45.5**	**45.3**	**44.0**	**42.6**
		FEMALE (15+)	M	52.4	52.4	52.6	51.9	50.1
		YOUTH (15-24)	M	69.9	67.2	68.8	67.2	63.4
		SENIOR (50+)	M	64.2	64.2	63.1	61.3	58.8
MOROCCO	MA	TOTAL (15+)	**50.4**	**52.6**	**53.6**	**M**	**M**	**M**
		FEMALE (15+)	74.1	75.2	76.4	M	M	M
NORTH MACEDONIA (C)	MK	TOTAL (15+)	**44.3**	**44.6**	**45.1**	**44.9**	**44.8**	**44.5**
		FEMALE (15+)	57.1	56.5	57.7	57.3	57.0	55.1
		YOUTH (15-24)	66.7	67.2	68.7	67.2	68.2	67.8
		SENIOR (50+)	63.7	63.2	64.1	64.7	63.8	64.2
PALESTINE	PS	TOTAL (15+)	**58.8**	**56.0 B**	**56.2**	**56.0**	**56.5**	**55.7**
		FEMALE (15+)	85.2	82.3 B	82.9	82.7	82.6	81.9
		YOUTH (15-24)	74.1	69.1 B	69.0	68.6	69.4	69.7
		SENIOR (50-64)	61.2	58.8 B	59.8	60.1	60.6	59.8

			2010	2015	2016	2017	2018	2019
RUSSIA (C, I)	RU	TOTAL (15+)	**32.3 B**	**30.9**	**30.5**	**37.2**	**37.1**	**37.8**
		FEMALE (15+)	37.7 B	36.6	36.2	44.3	44.1	44.7
		YOUTH (15-24)	58.8 B	62.1	62.3	64.6	65.9	66.9
		SENIOR (50+)	49.3 B	47.0	47.4	60.0	60.0	60.6
SERBIA (C)	RS	TOTAL (15+)	**53.0**	**48.3**	**46.7**	**46.0**	**45.5**	**45.3**
		FEMALE (15+)	61.0	56.4	54.5	53.7	53.3	52.9
		YOUTH (15-24)	71.5	70.6	69.7	69.3	70.0	70.3
		SENIOR (50+)	70.8	67.7	65.1	64.4	64.3	63.2
TAJIKISTAN (C, I)	TJ	TOTAL (15+)	**57.0**	**57.9**	**58.1**	**58.1**	**58.1**	**58.0**
		FEMALE (15+)	70.1	68.6	68.3	68.5	68.8	68.7
		YOUTH (15-24)	73.7	73.2	73.0	73.0	73.0	73.0
		SENIOR (50+)	62.0	59.6	59.5	59.9	60.3	60.5
TUNISIA	TN	TOTAL (15+)	**53.1**	**52.9**	**52.8**	**53.0**	**53.0**	**53.1**
		FEMALE (15+)	75.2	74.0	73.4	73.5	73.4	73.4
		YOUTH (15-24)	68.8	71.1	69.0	69.7	67.1	70.5
		SENIOR (50-64)	57.9	57.4	58.1	57.7	58.6	56.5
TURKEY (C)	TR	TOTAL (15+)	**51.9**	**48.8**	**48.0**	**47.2**	**46.8**	**47.1**
		FEMALE (15+)	72.9	68.6	67.6	66.5	65.9	65.7
		YOUTH (15-24)	62.6	58.2	57.7	56.8	56.2	55.7
		SENIOR (50+)	72.1	69.6	68.9	67.9	67.4	68.2
TURKMENISTAN (C)	TM	TOTAL (15+)	**36.7**	**35.4**	**35.3**	**35.3**	**35.4**	**35.5**
		FEMALE (15+)	48.9	48.3	48.3	48.4	48.4	48.6
		YOUTH (15-24)	55.5	53.6	53.7	54.1	54.7	55.2
		SENIOR (50+)	51.4	51.1	51.4	51.7	52.0	52.4
UKRAINE	UA	TOTAL (15+)	**36.3**	**37.6**	**37.8**	**38.0**	**37.4**	**36.6**
		FEMALE (15-70)	41.6	43.8	44.1	44.3	43.2	42.5
		YOUTH (15-24)	59.5	63.7	64.9	65.6	66.3	63.8
		SENIOR (50-64)	44.8	48.3	47.3	46.8	45.8	43.8
UZBEKISTAN (C)	TM	TOTAL (15+)	36.7	35.3	35.2	35.0	34.9	34.9
		FEMALE (15+)	48.4	47.7	47.6	47.6	47.6	47.6
		YOUTH (15-24)	55.3	53.8	53.7	53.6	53.7	53.9
		SENIOR (50+)	51.5	49.9	50.3	50.7	51.3	51.8
EUROPEAN UNION (C)	EU	TOTAL (15+)	**43.4**	**43.2**	**43.0**	**42.8**	**42.7**	**42.6**
		FEMALE (15+)	50.4	49.5	49.3	49.0	48.9	48.7
		YOUTH (15-24)	59.5	61.2	61.2	60.9	60.9	60.7
		SENIOR (50+)	66.5	63.7	63.0	62.3	61.8	61.4

Sources: ETF database, Eurostat, ILOSTAT
Notes: b: break in series; c: ETF calculation; i: see information; m: missing
JO: Jordanian population is taken into account
LB: 2018 data refers to April 2018 -March 2019
MD: Estimated using the legal/registered population (2010)/usual resident population (from 2015 onwards)
RU: Methodology revised (2010)
TJ: active population data were adjusted for 2016

ADULT PARTICIPATION IN LIFELONG LEARNING IN THE PAST FOUR WEEKS (% AGED 25-64)

			2010	2015	2016	2017	2018	2019
ALBANIA	AL		**2.1**	**1.0**	**1.1**	**0.9**	**0.9**	**0.8**
		LOW SKILLED (ISCED 0-2)	0.9	0.2	0.2	0.2	0.1	0.1
		UNEMPLOYED	1.1	1.6	1.3	1.2	1.3	1.7
BOSNIA AND HERZEGOVINA	BA		**2.8**	**2.3**	**2.6**	**1.8**	**1.9**	**1.8**
		LOW SKILLED (ISCED 0-2)	0.1 U	0.4 U	0.6 U	0.4 U	0.3 U	0.1 U
		UNEMPLOYED	1.7 U	2.4 U	2.6 U	1 U	1.4 U	2.7 U
GEORGIA	GE		**M**	**0.6 C**	**0.5 C**	**1.6 B**	**1.0**	**0.8**
ISRAEL	IL		**8.2**	**10.0**	**10.2**	**9.7**	**9.3**	**9.2**
		LOW SKILLED (ISCED 0-2)	M	M	M	M	1.0	1.4
		UNEMPLOYED	M	M	M	M	9.9	10.1
KOSOVO	XK		**M**	**4.9**	**4.4**	**3.9**	**3.5**	**2.7**
MOLDOVA	MD		**M**	**0.9 B**	**1.0**	**1.8**	**1.3**	**1.4 B**
MONTENEGRO	ME		M	3.0	3.3	2.8	3.2	2.5
NORTH MACEDONIA	MK		**3.5**	**2.6**	**2.9**	**2.3**	**2.4**	**2.8**
		LOW SKILLED (ISCED 0-2)	0.2	0.2	0.1	0.2	0.2	0.2
		UNEMPLOYED	1.6	2.1	2.7	1.9	1.8	2.9
SERBIA	RS		**4.0**	**4.8**	**5.1**	**4.4**	**4.1**	**4.3**
		LOW SKILLED (ISCED 0-2)	M	0.4	0.3	0.2	0.2	0.3
		UNEMPLOYED	4.0	4.6	5.0	4.5	3.8	3.6
TUNISIA	TN		**1.8**	**1.3**	**M**	**M**	**M**	**2.9**
		LOW SKILLED (ISCED 0-2)	M	M	M	M	M	1.4
		UNEMPLOYED	M	M	M	M	M	1.4
TURKEY	TR		**2.9**	**5.5**	**5.8**	**5.8**	**6.2**	**5.7**
		LOW SKILLED (ISCED 0-2)	1.3	2.7	2.8	2.8	3.0	2.8
		UNEMPLOYED	5.4	9.0	9.2	10.1	10.7	9.7
UKRAINE	UA		**M**	**0.8**	**0.9**	**0.8**	**0.8**	**0.7**
EUROPEAN UNION	EU		**7.8**	**10.1**	**10.3**	**10.4**	**10.6**	**10.8**
		LOW SKILLED (ISCED 0-2)	3.2	4.0	4.0	4.1	4.1	4.3
		UNEMPLOYED	8.6	9.3	9.4	9.9	10.5	10.7

Sources: ETF database, Eurostat
Notes: b: break in series; c: ETF calculation; d: definition differs; i: see information; m: missing; u: unreliable

PARTICIPATION IN ADULT LEARNING IN THE PAST 12 MONTHS
(% AGED 25-64; 2016)

		AL	BA	MK	RS	TR	EU28
		9.2	**8.7**	**12.7**	**19.8**	**20.9**	**45.1**
	MALE	0.9	0.2	0.2	0.2	0.1	0.1
	FEMALE	1.1	1.6	1.3	1.2	1.3	1.7
	YOUTHS (AGED 25-34)	2.8	2.3	2.6	1.8	1.9	1.8
	SENIOR (AGED 55-64)	0.1 U	0.4 U	0.6 U	0.4 U	0.3 U	0.1 U
	LOW	1.7 U	2.4 U	2.6 U	1 U	1.4 U	2.7 U
	MEDIUM	M	0.6 C	0.5 C	1.6 B	1.0	0.8
FORMAL/NON-FORMAL LEARNING	HIGH	8.2	10.0	10.2	9.7	9.3	9.2
	EMPLOYED	M	M	M	M	1.0	1.4
	UNEMPLOYED	M	M	M	M	9.9	10.1
	INACTIVE	M	4.9	4.4	3.9	3.5	2.7
	MANAGERS (ISCO 1-3)	M	0.9 B	1.0	1.8	1.3	1.4 B
	SERVICES (ISCO 4-5)	M	3.0	3.3	2.8	3.2	2.5
	ELEMENTARY (ISCO 6-8)	3.5	2.6	2.9	2.3	2.4	2.8
	URBAN	0.2	0.2	0.1	0.2	0.2	0.2
	RURAL	1.6	2.1	2.7	1.9	1.8	2.9
		8.2	**6.9**	**10.4**	**18.2**	**17.8**	**42.6**
NON-FORMAL LEARNING	NON-FORMAL JOB-RELATED	M	0.4	0.3	0.2	0.2	0.3
	JOB-RELATED EMPLOYER-PAID	4.0	4.6	5.0	4.5	3.8	3.6
INFORMAL LEARNING		**67.8**	**74.7**	**67.3**	**90.5**	**32.4**	**60.5**

Sources: ETF database, Eurostat
Notes: b: break in series; c: ETF calculation; d: definition differs; i: see information; m: missing; u: unreliable

ANNEX: CLASSIFICATION OF EDUCATION PROGRAMMES

EDUCATIONAL ATTAINMENT (BROAD LEVELS)	ISCED-11 LEVEL	ISCED-97 LEVEL	DESCRIPTION
LOW	No schooling	No schooling	Less than one year of schooling
	0 Early childhood education	0 Pre-primary education	Education delivered in kindergartens, nursery schools or infant classes
	1 Primary education	1 Primary education or first stage of basic education	Programmes are designed to give students a sound basic education in reading, writing and arithmetic. Students are generally 5–7 years old. Might also include adult literacy programmes.
	2 Lower secondary education	2 Lower secondary education or second stage of basic education	Continuation of basic education, but with the introduction of more specialised subject matter. The end of this level often coincides with the end of compulsory education where it exists. Also includes vocational programmes designed to train for specific occupations as well as apprenticeship programmes for skilled trades.
MEDIUM	3 Upper secondary education	3 Upper secondary education	Completion of basic level education, often with classes specialising in one subject. Admission usually restricted to students who have completed the 8–9 years of basic education or whose basic education and vocational experience indicate an ability to handle the subject matter of that level.
	4 Post-secondary non-tertiary education	4 Post-secondary non-tertiary education	Captures programmes that straddle the boundary between upper-secondary and post-secondary education. Programmes of between six months and two years typically serve to broaden the knowledge of participants who have successfully completed level 3 programmes.
HIGH	5 Short-cycle tertiary education	5 First stage of tertiary education (not leading directly to an advanced research qualification); sub-divided into	
	6 Bachelor's or equivalent level	5A	Programmes are largely theoretically based and are intended to provide sufficient qualifications for gaining entry into advanced research programmes. Duration is generally 3–5 years.
		5B	Programmes are of a typically 'practical' orientation designed to prepare students for particular vocational fields (high-level technicians, teachers, nurses, etc.).
	7 Master's or equivalent level	6 Second stage of tertiary education (leading to an advanced research qualification)	Programmes are devoted to advanced study and original research and typically require the submission of a thesis or dissertation.
	8 Doctoral or equivalent level		

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