

## Unemployment

### Applicable statutory basis

#### ALBANIA

Law No. 7703, dated 11.5.1993 "For the social insurance in Republic of Albania" ( amended), by Law no.104/2014, date 31.07.2014, which has come into force on 1 January 2015, in case of unemployment articles 53, 54, 55 .

#### ARMENIA

- Labour Code.
- Civil Code.
- Law "On Employment" , 11 December, 2013
- RA Government Resolution No. 534, 17 of April 2014
- RA Government ResolutionNo. 1024-L, 27 of September, 2018

#### AZERBAIJAN

1999 Labour Code N 618-IQ; 2001 Employment Law N170-IIQ; 2017 Law "Unemployment insurance".

#### BOSNIA AND HERZEGOVINA

##### Federation of BiH

- Law on Mediation for Employment and Social Security of Unemployed Persons of Federation BiH (Official Gazette FBiH 55/00), amended in 2001, 2005 and 2008 (Official Gazette of FBiH 41/01, 22/05 and 09/08),

Republic of Srpska- Law on the Intercession in Employment and the Rights of Unemployed Persons of Republic of Srpska (Official Gazette of RS 30/10 ) amended in 2012 (Official Gazette of RS 102/12)

-Law on Professional rehabilitation, training and employment of disabled persons (Official Gazette of RS37/12), 82/15)

##### Brcko District

- Law on Employment and Rights during Unemployment of the Brcko District B&H (Official Gazette of Brcko District of BiH 33/04), amended 19/07 and 25/08)

#### GEORGIA

None

#### MONTENEGRO

Law on Social and Child Welfare, 2013/2014/2015/2016/2017

Law on employment and exercising the right of unemployment insurance 2010/2012/2013/2015

#### NORTH MACEDONIA

Law on Employment and Insurance in case of unemployment (Official Gazette No. 37/97) as amended on several occasions

Law on Obligatory Social Insurance Contributions (Official Gazette No.142/2008) as amended on several occasions

#### REPUBLIC OF MOLDOVA

In June 2018, the Parliament of the Republic of Moldova adopted the new Law on the employment promotion and unemployment insurance, that should come into effect in February 2019. It regulates a set of new measures intended to create new job opportunities. In addition, the Law covers a set of unemployment benefits regulations.

#### RUSSIAN FEDERATION

The Constitution of the Russian Federation;

The Federal Law of the Russian Federation of April 19, 1991 No. 1032-1 "On Employment in the Russian Federation";

Federal Law of 21 December 1996, ? 159-FZ "On Additional Guarantees of Social Support for Orphans and Children Left Without Parental Care";

Law of the Russian Federation of May 15, 1991 No. 1244-1 "On Social Protection of Citizens Affected by Radiation due to Chernobyl NPP Disaster";

Subordinate acts.

#### SERBIA

Labour Law, 2005, Revised 2009/2013/2014/2017/2018

Law on Employment and Unemployment Insurance, 2009. Revised 2010/2015/2017

#### TURKEY

#### UKRAINE

Law of Ukraine "On compulsory state social unemployment insurance" #1533-III dated March 2, 2000.

Law of Ukraine "On Employment" #5067 dated 05.07.2012  
Entered into force 01.01.2013

## Basic principles

#### ALBANIA

Social insurance system linked to the payment of contributions. The

National Employment Service is responsible for the payment of unemployment benefit, the active employment programme, training, retraining programme and labour mediation

Unemployment benefit is a flat rate benefit unrelated to previous earnings, determined by the Council of Ministers and ensures at least a minimum standard of living.

#### ARMENIA

The state employment regulation policy aims in the first place to ensure sustainable employment for defined beneficiaries/persons, in particular, for persons who are uncompetitive in the employment market.

The State Employment Service Agency offers jobseekers:

Consultation and information on rendered services

Consultation on professional orientation

Free mediation during job placement

Participation in employment programs and events

Education for retraining and quality increase.

#### AZERBAIJAN

Unemployment insurance system

## BOSNIA AND HERZEGOVINA

Federation of BiH , Republic of Srpska and Brcko District

- A social insurance scheme financed by contributions of employers and employees that provides an earnings-related benefit, payment of contributions for health insurance and pension.

## GEORGIA

No social insurance system. Subject to negotiation and labour contact between employee and employer. Governed by labour Code . In case of termination of labour contract with the initiative of the employer, the employee should be paid at least one month remuneration.

## MONTENEGRO

Social insurance scheme which is based on the principle of economic activity.

Financed from contributions of employers and employees through payment of contributions.

Compulsory unemployment insurance provides the unemployed with entitlement or cash benefit and health insurance, pension disability insurance during the use of entitlement to cash benefit.

Entitlement to cash benefit belongs to a insured person who prior to termination of employment had continuous insurance service of minimum 12 months or with interruptions in the last 18 months.

## NORTH MACEDONIA

Compulsory social insurance scheme financed by employer's contributions which provides earnings related benefits.

## REPUBLIC OF MOLDOVA

The amount of social insurance benefit is based on the monthly average gross wage for the previous year. It is paid from the State social insurance budget (in case on unemployment benefit)

## RUSSIAN FEDERATION

Two types of benefit are available. 1) earnings-related social assistance type benefit;  
2) flat rate social assistance type benefit.

## SERBIA

Social insurance system based on contributions by employees and employers, and self-employed persons. Earnings-related benefit.

## TURKEY

Tripartite system with contributions based on gross insurable earnings (those subject to contributions):

-Employee:1%

-Employer:2%

-State:1%

Maximum total contribution (employer, employee and state): 608,85 TL per person per month for 2018.

Maximum amounts of monthly earning subject to premium. 15.221,25 TL for 2018.

The benefit is income related. When the gross insurable earnings rise, higher contribution amounts will be raised and consequently the benefit will increase.

## UKRAINE

The compulsory nature of unemployment insurance for all persons working under an agreement (contract) of employment or on other grounds provided by labour legislation, and also the voluntary nature of such insurance for persons who are self-employed and entrepreneurs.

Differentiation of the amounts of payment of unemployment benefit depending on the period for which the person has been insured

and the duration of unemployment.

1. Employers will be available for one year of 100% of the compensation of a single social contribution for employment for newly created jobs for following categories of citizens: young people in their first job, the unemployed aged over 50, disabled, single parents, parents with children under 6 and disabled children, orphans and persons released after serving their sentences. 2. Reducing at 50% for the period of one year of the single social contribution for those employers who in the previous year, created new high paying jobs with a salary of not less than 3 minimum. 3. Small businesses that create new jobs and employing them unemployed for a year receives a monthly payment of compensation to a single social contribution for each job created in the priority sectors of the economy. The law of 2002 also simplifies the procedure of registration of the unemployed and the appointment of his unemployment benefits, provides specific and institutional transformation. Determine the status of the State Employment Service- as a central authority, new powers and tools of the body in implementing policy on employment and labor migration. Payment of service of employment agency will carry only the employer, not the person who is looking for work.

## Field of application

### ALBANIA

Employees (who have concluded an employment relationship) and are active registered as job seekers.

### ARMENIA

Job seekers.

### AZERBAIJAN

All residents of Azerbaijan whose employment contract has been terminated as a result from the liquidation of a state agency or legal entity or as a result of shedding workforce or staff reduction

### BOSNIA AND HERZEGOVINA

Federation BiH

- All employees who paid contribution for unemployment

Republic of Srpska and District Brcko:

- Employees (voluntary insurance available to all other people)

### GEORGIA

None

### MONTENEGRO

Employees, self-employed persons

### NORTH MACEDONIA

Employees (all persons who have concluded an employment contact)

### REPUBLIC OF MOLDOVA

Employees.

### RUSSIAN FEDERATION

Citizens of the Russian Federation, foreign citizens and stateless persons, unless otherwise specified by federal laws or international agreements of the Russian Federation.

### SERBIA

Employees,  
self-employed persons, and  
temporarily employed persons.

#### TURKEY

Private sector Workers.

#### UKRAINE

Those engaged under a contract of employment, including part-time workers and whose performing alternative (non-military) national service.

## Total unemployment

### Conditions - Main conditions

#### ALBANIA

At least 12 months of insurance;  
involuntarily unemployed  
registered as unemployed at the Employment Office;  
willing to undergo training and retraining.  
Not entitled to any other social insurance benefits, except the partial disability pension.

- having contributed to social insurance, for not less than 12 months for each case of benefit;
- be registered as unemployed job-seekers to relevant employment office;
- have submitted a written application and completed the relevant documentation, within 60 days from the date of the arising right to this benefit.
- have visited the employment office once a month or, whenever summoned by this office.
- in case of default, if no objective reasons have been presented, they are deprived of the right to this benefit;
- have to accept to be hired for work, if paid and adequate work is offered by the relevant employment office;
- to admit to undergo training or retraining if this is offered by the relevant employment office.

#### ARMENIA

Able-bodied,  
- unemployed person seeking employment,  
- aged between 16 years and pensionable age,  
- registered with the employment state agency and formally recognized as an unemployed person,  
willing to take up suitable work.

#### AZERBAIJAN

Employable age,  
registered with the state employment services,  
actively seeking work,  
willing to work, and  
aged between 15 years and pensionable age.

#### BOSNIA AND HERZEGOVINA

Federation of BiH  
- Paid contribution for unemployment insurance prior to the termination of employment  
- Unemployed due to the lack of jobs or need for certain qualifications  
- actively seeking employment;  
- registered with the Employment Service;  
- does not perform any independent professional and economic activity;  
is not a full-time student or a pensioner.  
Republic of Srpska and Brcko District  
- Unemployed due to the lack of jobs or need for certain qualifications  
- actively seeking employment;  
- registered with the Employment Service;

- does not perform any independent professional and economic activity;  
is not a full-time student or a pensioner.

#### GEORGIA

No special provisions

#### MONTENEGRO

An unemployed person aged 15-67, being a Montenegrin citizen, registered with the Employment Office of Montenegro, who is capable or partially capable to work, who is not employed and who is actively seeking employment

#### NORTH MACEDONIA

A person is entitled to benefit if they are:  
able-bodied and willing to work,  
involuntary unemployed,  
not working,  
registered with the Employment Agency,  
has been seeking for an employment and is  
prepared to accept any corresponding or suitable employment offered by the Employment Agency,  
someone who has not refused a job offer/training  
no pension entitlement.

#### REPUBLIC OF MOLDOVA

Aged between 16 years and statutory pensionable age,  
fit for work,  
no employment or statutory income,  
seeking employment and available to start work,  
not a day student, and  
registration with the local employment office for the area of domicile or residence.

#### RUSSIAN FEDERATION

The legislation of the Russian Federation does not make a distinction between total and partial unemployment. Employable citizens, who have no work or earnings, registered in employment agencies with the purpose to find a suitable job, who seek for work and are ready to start working are considered unemployed. Occupational earnings do not include a severance pay and a retained average salary of citizens who were dismissed due to liquidation of the organization or discontinuation of activities by the individual entrepreneur, staff redundancy or reduction of force of the organization or the individual entrepreneur.

#### SERBIA

Aged 15 to 65 years,  
completed minimum period of insurance'  
capable of work,  
registered with national employment bureau, and  
actively seeking work.

#### TURKEY

- Involuntarily unemployed
- Minimum period of membership of the unemployment insurance scheme
- Fully capable of work
- Registered with the Turkish Employment Institution
- Actively seeking work

#### UKRAINE

Registration with the State Employment Service as a job-seeker

## Conditions - Qualifying period

### ALBANIA

Not less than 12 months for each case of benefit.

### ARMENIA

No qualifying period.

### AZERBAIJAN

Must have 12 months of covered employment in the 24 calendar months before unemployment but with at least 3 years of social insurance record. The insured must be aged 15 up to the normal retirement age, registered with the state employment services, and actively seeking and willing to work.

### BOSNIA AND HERZEGOVINA

#### Federation of BiH

Paid contributions without any interruption during minimum 8 months or with interruptions over a period of 8 months in the last 18 months before unemployment took place.

#### Republic of Srpska and District Brcko

Paid contributions for unemployment continually over a minimum period of 8 months in the last 12 months or of minimum of 12 in months with interruptions in the last 18 months before unemployment.

### GEORGIA

No special provisions

### MONTENEGRO

1. Entitlement to cash benefit belongs to a participant who prior to termination of employment had continuous insurance service of minimum 12 months or with interruptions in the last 18 months, provided that his/her employment was terminated involuntary.
2. A participant who was employed in part-time employment is entitled to cash benefit, if he/she is meeting the conditions under point 1 based on redistribution of working hours to full-time working hours.

### NORTH MACEDONIA

Minimum 9 consecutive months in employment /insurance or 12 months with interruption during the last 18 months of employment/insurance.

### REPUBLIC OF MOLDOVA

Applicants must have been in paid employment for at least 12 of the 24 months prior to registering with the employment office.

### RUSSIAN FEDERATION

#### Earnings-related social assistance:

26 weeks full-time employment in last 12 months (or 26 weeks equivalent for part-time employment).

#### Flat rate social assistance:

No qualifying periods.

### SERBIA

12 months of continuous insurance (including self-employment) or at least 12 months of insurance with interruptions in previous 18 months

### TURKEY

-At least 600 days of unemployment insurance contributions in the last three years and  
-Permanent work during the last 120 days prior to redundancy

#### UKRAINE

No less than 26 calendar weeks of full or part-time employment (during which time contributions must have been paid) in the 12 months preceding unemployment.

### Conditions - Means test

#### ALBANIA

None

#### ARMENIA

None.

#### AZERBAIJAN

None.

#### BOSNIA AND HERZEGOVINA

Federation BiH, Republic of Srpska and District Brcko  
- None

#### GEORGIA

No special provisions

#### MONTENEGRO

Does not exist

#### NORTH MACEDONIA

None.

#### REPUBLIC OF MOLDOVA

The monthly amount of the unemployment allowance can not exceed the average monthly salary for the previous year

#### RUSSIAN FEDERATION

None

#### SERBIA

None.

#### TURKEY

None.

#### UKRAINE



## Conditions - Waiting period

ALBANIA

None

ARMENIA

5 calendar days counting from the day of submission of all necessary documents

AZERBAIJAN

No more than 11 days.

BOSNIA AND HERZEGOVINA

Federation of BiH, Republic of Srpska  
30 days after the claim being registered.  
District Brcko  
15 days after the claim being registered

GEORGIA

No special provisions

MONTENEGRO

Cash benefit belongs to an unemployed person as of the first day upon termination of employment, if he/she registers with the Employment Office within 30 days upon termination of employment and files a request for cash benefit within that deadline.

NORTH MACEDONIA

The benefit will be paid as of the first day upon termination of employment, if the person files a claim to the Employment Agency within 30 days upon termination of employment.

REPUBLIC OF MOLDOVA

Benefit is payable from the 8th working day following registration with the employment office, except for persons who ceased work due to liquidation and reduce staffing unit, for whom it is payable not less than 3 months after the date of resignation.

RUSSIAN FEDERATION

The decision to grant unemployment benefits to a citizen registered for the purpose of finding a suitable job, if recognized as unemployed, is taken by the employment services at the place of residence of the citizen no later than 11 days from the date of presentation of passport, work record card or substituting documents substituting as well as documents, certifying qualifications, certificates on the amount of average wages for the last three months at the last place of work, and for applicants looking for a job for the first time (without a work record book) and have no qualification - passport and certificate of education to the employment services.

SERBIA

None.

TURKEY

One month.

UKRAINE

Unemployment benefit is paid from the eighth day after the insured person's registration with the State Employment Service according to established procedure.

Unemployment benefit for persons who resigned from their last place of work by their own wishes and without valid reasons is paid on the 91st calendar day.

## Benefits - Determining factors

### ALBANIA

Flat-rate benefit, unrelated to previous earnings and determined by the Council of Ministers.

### ARMENIA

None

### AZERBAIJAN

Previous earnings, and  
dependent children under 18.

### BOSNIA AND HERZEGOVINA

Federation of BiH Republic of Srpska and District Brcko  
- involuntarily unemployed  
- duration of paying contributions  
- 40% of average monthly salary in Federation of BiH in the last three months  
- average monthly salary in Republic of Srpska in past month  
- registered in Employment Service  
- employer having fulfilled their contribution duty for all hired employees ( in District Brcko)

### GEORGIA

No special provisions

### MONTENEGRO

Cash benefit amount 40 % of the minimum wage determined under General Collective Agreement

### NORTH MACEDONIA

previous earnings  
length of insurance period and  
employment record

### REPUBLIC OF MOLDOVA

The amount of unemployment benefit is determined by the circumstances in which the person ceased work, the length of service and  
monthly average insurance income

### RUSSIAN FEDERATION

Earnings-related social assistance:  
previous earnings, and  
duration of unemployment

Flat rate social assistance:  
Flat rate benefit

### SERBIA

Previous earnings or contribution basis,  
average wage in Serbia,  
fixed amount of the daily benefit base,  
number of days in month the benefit is paid for.

#### TURKEY

Earnings prior to redundancy.

#### UKRAINE

service period  
insurance period  
average wage  
duration of unemployment

### Benefits - Earnings taken as a reference and ceiling

#### ALBANIA

Not applicable, flat-rate benefit unrelated to previous earnings.

#### ARMENIA

None

#### AZERBAIJAN

Average monthly gross earnings ("AME") received during the 12 months before the termination of employment.

#### BOSNIA AND HERZEGOVINA

Federation BiH - Flat rate benefits not linked to individual earnings.  
Republic of Srpska and District Brcko  
- Average net salary earned by the unemployed person in the preceding three months (no ceilings);

#### GEORGIA

No special provisions

#### MONTENEGRO

Minimum wage is set under General Collective Agreement

#### NORTH MACEDONIA

Average monthly net salary paid to the worker over the last 24 months of employment.

#### REPUBLIC OF MOLDOVA

The benefit is based on the monthly average insurance income

#### RUSSIAN FEDERATION

In all cases, the unemployment benefit is subject to minimum and maximum amounts of unemployment benefits.  
The minimum and maximum amounts of the unemployment benefit are determined annually by the Government of the Russian Federation.  
The maximum amount of the unemployment benefit for 2017 is RUB 4,900  
The minimum amount of unemployment benefits is RUB 850

#### SERBIA

Total gross earnings in the period of 12 month period before the month in which the work took an end.

#### TURKEY

The daily amount of unemployment insurance benefit is calculated on the basis of the last four months' earnings.

#### UKRAINE

All forms of payments from which insurance contributions have been calculated are taken into account in the average earnings (income) used to calculate unemployment benefit.

### Benefits - Rates of the benefits

#### ALBANIA

Flat-rate benefit equal to 11000 ALL (84 EUR) per month.

#### ARMENIA

None.

#### AZERBAIJAN

Minimum insurance benefit is paid when there is less than 12 months of social insurance record during 24 calendar months prior to the unemployment, but with at least 3 years of the total social insurance record.

50% of the insured's average monthly salary is paid when there is 3 to 5 years of the total social insurance record.

55% of the insured's average monthly salary is paid when there is 5 to 10 years of the total social insurance record

60% of the insured's average monthly salary is paid when there is over 10 years of the total social insurance record.

The minimum insurance benefit is equal to the minimum monthly wage.

#### BOSNIA AND HERZEGOVINA

##### Federation BiH

Benefits are not linked to earnings, and present of 40 % of the average monthly net salary in Federation over the previous 3 months

Republic of Srpska Rate of benefits depends upon insurance record and is paid as percentage of individual's average earnings:

- less than 15 years insurance - 40%

- more than 15 years insurance -45%

- cash benefits can be no lower than 30% of average salary in Republic of Srpska nor higher than average salary in Republic of Srpska

##### Brcko District:

Rate of benefit depends upon insurance record and is paid as percentage of individual's average earnings:

- less than 10 years insurance- 35%

- more than 10 years insurance- 40%

- cash benefits can be no lower than 20% of average salary in Brcko District nor higher than average salary in Brcko District.

#### GEORGIA

None

#### MONTENEGRO

40 % of the minimum wage determined under General Collective Agreement.

Benefit is paid on monthly basis.

#### NORTH MACEDONIA

Paid as a percentage of reference earnings:

50% of reference earnings for workers who have the right to benefit for up to 12 months, while for workers who are entitled to benefit for longer than 12 months the benefit equals 50% of reference earning in the first year of entitlement and 40% of reference earnings in the remaining time period.

The amount of the benefit cannot be higher than 80% of the national average monthly net salary in the past month (25.784 Denars/416€)

By rule the benefit is paid monthly.

#### REPUBLIC OF MOLDOVA

The amount of unemployment benefit is determined by the circumstances in which the person has ceased work:-Due to employer decision- 50% of the average monthly insured income of the person in the last 12 months of the last 24 calendar months preceding the date of registration;

- Due to employees decision- 40% of the average monthly insured income of the person in the last 12 months of the last 24 calendar months preceding the date of registration;

The monthly amount of the unemployment allowance can not exceed the average monthly salary for the previous year and it is paid monthly.

#### RUSSIAN FEDERATION

For citizens dismissed for other reasons than violation of labor discipline or other guilty actions provided for by the legislation of the Russian Federation

having had a paid job for no less than 26 weeks on full-time basis within 12 months prior unemployment (or equivalent working period on part-time basis), for the first year of unemployment:

unemployment benefit is paid as a percentage of their average monthly wages (money allowance):

first 3 months: 75%

next 4 months: 60%

next 5 months: 45%

In the second year of unemployment: unemployment benefit - equals the minimum amount of unemployment benefit(flat rate amount), increased by the size of the district coefficient

To orphan children, children having lost parental custody, children having lost parental custody, being first time job seekers and duly registered as unemployed for the first time ,unemployment benefit is paid in the amount at the level of average wages in the given subject of the Russian Federation

For other categories of citizens –unemployment benefit is the amount equal to minimum amount of unemployment benefit.

Floor

The minimum amount of unemployment benefits for 2017 is RUB 850 per month, the maximum — RUB 4900 rper month

#### SERBIA

Monthly benefit = DB x NCD

Daily benefit (DB) = PC x DBB

PC= Wp/Wa

Where:

PC: Personal coefficient,

Wp: Total gross earnings of the person in the 12 month period prior to the month the work ceased in,

Wa: Latest published average annual gross wage in Serbia,

DBB: Daily benefit base, determined in gross terms (including pension and health insurance contributions) as fixed amount of 1,020 RSD (in 2019),

NCD: Number of calendar days in a month the benefit is calculated and paid for.

The minimum and maximum amounts of the monthly benefit (gross) are set in fixed terms - in 2019: Minimum – 22,838 RSD, Maximum – 52,943 RSD.

Net amounts: Minimum – 14,548 RSD (27% of the average wage in Serbia in January 2019), Maximum – 33,725 RSD (62% of the average wage).

#### TURKEY

The daily amount of unemployment insurance benefit is 40% of the average of the last 4 months' gross earnings in basis. This amount cannot exceed 80 % of the gross amount of the monthly minimum wage foreseen for workers.

#### UKRAINE

The amount of unemployment benefit is set as a percentage of the average earnings (income), determined in accordance with the procedure for calculating average earnings (income) for calculating payments under universally obligatory State social insurance, and according to the insurance period:

up to 2 years 50%  
from 2 to 6 years 55%  
from 6 to 10 years 60%  
over 10 years 70%.

Unemployment benefit is paid according to the duration of unemployment as a percentage of the amount set:

for the first 90 calendar days 100%  
for the next 90 calendar days 80%  
subsequently 70%.

Maximum benefit:

the average earnings

in the relevant branch (same as that in which recipient was previously employed)  
of the national economy over the preceding month.

Minimum benefit: the minimum subsistence level set by law.

### Benefits - Family supplements

#### ALBANIA

Beneficiaries who have under custody children up to the age of 18, or in cases they study or are unable to work up to 25 years old, benefit an additional family income for each child (5% of the unemployment benefit, but not more than 30%). When one of the parents is under employment relations or gets a full pension, the additional sum is reduced to 50%.

#### ARMENIA

None

#### AZERBAIJAN

A supplement of 10% is added for each dependent up to the age of 18 years but up to no more than 50% of benefit in total.

#### BOSNIA AND HERZEGOVINA

Federation of BiH Republic of Srpska and Brcko District

None

#### GEORGIA

None

#### MONTENEGRO

See Table 9 "Family benefits"

#### NORTH MACEDONIA

None

#### REPUBLIC OF MOLDOVA

Not applicable.

RUSSIAN FEDERATION

None

SERBIA

No family supplements

TURKEY

None

UKRAINE

None

### Benefits - Other supplements

ALBANIA

Subsidies for groceries, electricity, dependant persons (financed by State Budget).

After fulfilling the terms of unemployment benefit, the beneficiaries have the right to receive besides the basic amount of payment, the compensation of increased food prices, the price of bread, electricity, as determined by decision of the Council of Ministers.

ARMENIA

None.

AZERBAIJAN

None.

BOSNIA AND HERZEGOVINA

Federation of BiH, Republic of Srpska and Brcko District  
None

GEORGIA

None

MONTENEGRO

None

NORTH MACEDONIA

None

REPUBLIC OF MOLDOVA

None.

RUSSIAN FEDERATION

For citizens living in regions of the Far North and equivalent areas and in districts and localities where additional regional wage coefficient is applied, an unemployment benefit is increased by the value of the regional coefficient.

For citizens affected by radiation accidents and duly recognized as unemployed an extra benefit is paid in addition to unemployment benefit pursuant to laws of the Russian Federation on Social Protection of Citizens Affected by Radiation due to Chernobyl NPP Disaster, due to Accident in 1957 at Mayak Production Association and Radioactive Waste Dumping at the Techa River

#### SERBIA

No family supplements

#### TURKEY

None

#### UKRAINE

None

### Benefits - Duration of benefits

#### ALBANIA

For 12 months, where up to the time of entitlement, they have contributed to the social insurance system for a period of 12 months, but have never benefited in respect of unemployment so far;

For 10 months, where they have previously benefited from unemployment fund for a period of 12 months, but to be entitled for the second time, within a 24-month period, they have to apply after the first benefiting period is completed;

For 8 months, where they have formerly benefited twice from unemployment fund for periods of time respectively being: first time 12 months, and second time 10 months, but to be entitled for the third time, within a 24-month period, they have to apply after the second benefiting period is completed.

#### ARMENIA

None.

#### AZERBAIJAN

In case of first application for the unemployment benefits the period of payment will be six months, in case of repeated application – additional three months.

#### BOSNIA AND HERZEGOVINA

##### Federation BiH

Duration varies according to insurance record

- 3 months for insurance period from 8 months to 5 years
- 6 months for insurance period of 5-10 yrs.
- 9 months for 10-15 years
- 12 months for 15-25 years
- 15 months for 25-30 years
- 18 months for 30-35 years
- 24 months for 35 years plus

The benefits are paid monthly. At the request of the unemployed person the whole amount can be paid on a one-time basis for the purpose of establishing own company or in cooperation with another person

##### Republic of Srpska- 1 month for insurance record up to 1 year

- 2 months for insurance record of 1 to 2 years
- 3 months for insurance record of 2 to 5 years
- 6 months for insurance record of 5 to 15 years
- 9 months for insurance record of 15 to 30 years
- 12 months for insurance record over 30 years



District Brcko:

- 3 months for insurance record up to 5 years,
- 6 months for insurance record of 5 to 15 years,
- 9 months for insurance record of 15 to 25 years,
- 12 months for insurance record over 25 years.

GEORGIA

None

MONTENEGRO

Cash benefit granted to an unemployed person for:

- 1) 3 months if he/she has insurance service from one to five years;
- 2) 4 months if he/she has insurance service from five to 10 years;
- 3) 6 months if he/she has insurance service from 10 to 15 years;
- 4) 8 months if he/she has insurance service from 15 to 20 years;
- 5) 10 months if he/she has insurance service from 20 to 25 years;
- 6) 12 months if he/she has insurance service over 25 years;
- 7) until re-employment, if he/she has over 30 years of insurance service (women), or over 35 years of insurance service (men)
- 8) an unemployed person who has over 25 years of insurance service, and being a parent to a person entitled to personal disability benefit pursuant to the law, is entitled to cash benefit until re-employment.

NORTH MACEDONIA

Duration of benefits depends on the time the insured person has been employed and has been paying insurance contributions.

For example:

- 1 month duration for those with 9 consecutive months of employment insurance or 12 months with interruptions during the last 18 months (minimum duration);
- 6 months duration for those with 10 to 12.5 years of employment insurance;
- 12 months payment for those with more than 25 years of employment insurance.

Unlimited duration, i.e. until a new status occurs (pension, employment, etc) for persons who have been more than 15 years in employment and who are at the most 18 months short to qualify for an old age pension.

Duration of benefit is extended for women during pregnancy and for persons on training for the time of its duration.

REPUBLIC OF MOLDOVA

1-10 years of affiliation: 5 months

10-15 years of affiliation: 7 months

15 or more years of affiliation: 9 months.

RUSSIAN FEDERATION

Unemployment benefit shall be accrued to citizens from the first day of acknowledgement of their unemployed status.

For citizens having had a paid job for no less than 26 weeks on full-time basis within the past 12 months (or equivalent working period on part-time basis) two periods of payment of unemployment benefit are established. The benefit for the first period is established depending on the average salary, for the second period – in minimal amount.

Each period of unemployment benefit may not exceed 12 months in total payable over a period of 18 months. The total period of unemployment benefit for citizens may not exceed 24 months in total payable over a period of 36 months.

For other categories of citizens two 6-month periods of payment of unemployment benefit are established. The total period of unemployment benefit may not exceed 12 months in total payable over a period of 18 calendar months.

SERBIA

Between 3 to 24 months scale dependant on age and contribution period:

3 months, if insured up to 5 years

6 months, if insured from 5 to 15 years

9 months, if insured from 15 to 25 years

12 months, if insured for longer than 25 years

24 months, if the beneficiary is up to 2 years to retirement.

The benefit may be paid as lump-sum if required by the beneficiary.

#### TURKEY

-180 days for those with 600 days of unemployment insurance contributions in the last three years,  
-240 days for those with 900 days of unemployment insurance contributions in the last three years,  
-300 days for those with 1080 days of unemployment insurance contributions in the last three years

#### UKRAINE

The total duration of payment of unemployment benefit may not exceed 360 calendar days during a two year period.  
For persons of pre-pension age (during the 2 years before they become entitled to a pension) the duration of payment of unemployment benefit may not exceed 720 calendar days.

### Sanctions

#### ALBANIA

The persons benefiting from illegal activities or having not informed the authorities of a change in their circumstances shall pay all sums back improperly received.

Administrative sanctions (suspension of benefit with obligation to refund with interest) and criminal sanctions (if the right has been obtained on the basis of incorrect data). Unemployment benefit is suspended if the beneficiary:- is employed;  
becomes self-employed;  
refuses to attend  
employment programmes, with suitable pay, offered by employment offices as long as employment programs last;  
-refuses, without arguments to participate in training and retraining paid courses, offered by employment office;  
-does not notify the competent employment office, within 5 days, of any change in the family status, having an impact upon the entitlement conditions to the benefit.

#### ARMENIA

#### AZERBAIJAN

Benefit is suspended for the duration of 3 months if an individual rejects two acceptable jobs, or avoids monthly registration at the employment service without any valid reason;

Benefit is terminated if an individual:  
-declares false information;  
- is employed without informing employment services, or  
- refuses to attend vocational training.

#### BOSNIA AND HERZEGOVINA

Federation of BiH, Republic of Srpska and Brcko District  
Benefit is suspended, reimbursement required, no criminal penalties.

#### GEORGIA

None

#### MONTENEGRO

Termination of entitlement to cash benefit and termination of keeping records on the unemployed person. An unemployed person will lose his/her right to cash benefit if he/she violates the rules stipulated under the law.  
Also, records of the unemployed person are no longer kept, by placing the person in the data base of the so called passive unemployed persons.

#### NORTH MACEDONIA

Administrative (suspension of benefit with obligation to refund with interest) and criminal sanctions (if the right has been obtained on the basis of incorrect fabricated data).

Unemployment benefit is suspended if the beneficiary:

becomes economically active,

refuses to take a job, education or training offered by the Employment Agency,

does not register with the Employment agency within the determined period, or

fails to notify to the Employment agency within a period of 8 days of any change that might have an impact on the right to unemployment benefit.

In addition the unemployed person will be removed from the records of unemployed people at the Employment Service Agency for one year.

#### REPUBLIC OF MOLDOVA

If unemployment benefit has been obtained illegally through the submission of false documentation, or if a claimant takes a job without informing the employment office, the legislation provides that sums paid out shall be reclaimed automatically.

#### RUSSIAN FEDERATION

Payment of unemployment benefit can be suspended, terminated or its amount might be reduced by employment services.

#### SERBIA

Suspension of benefit, no criminal penalties.

#### TURKEY

If the recipient contravenes the regulations by making false declarations or by omitting to declare obligatory information, benefit is suspended.

#### UKRAINE

The benefit is terminated if an individual has declared false date.

### Accumulation with other social security benefits

#### ALBANIA

The insured person shall be entitled to an employment benefit and the partial disability pension.

#### ARMENIA

None.

#### AZERBAIJAN

May be combined with the benefit for children of families with scarce means.

#### BOSNIA AND HERZEGOVINA

Federation of BiH, Republic of Srpska and Brcko District

-Only family benefits may be combined with unemployment benefits

#### GEORGIA

No special provisions

#### MONTENEGRO

Accumulation with other social benefits, except with old-age pension, disability or survivor's pension and social assistance benefit.

#### NORTH MACEDONIA

Possible to combine with special allowance for children with disabilities or with child allowance, if the income requirements for claiming child allowance have been met.

#### REPUBLIC OF MOLDOVA

Invalidity pension;  
Survivor's pension

#### RUSSIAN FEDERATION

Citizens affected by radiation as a result of radiation accidents and disasters and recognized as unemployed subject to applicable procedure are additionally paid a supplement to an unemployment benefit pursuant to the legislation of the Russian Federation on social protection of citizens affected by radiation as a result of Chernobyl NPP Disaster as well as accident in 1957 at Mayak Production Association and Radioactive Waste Dumping at the Techa River.

#### SERBIA

Accumulation with other social security benefits permitted, except old-age, invalidity and survivors' pension.

#### TURKEY

None

#### UKRAINE

The following can be accumulated with the benefit:  
state social assistance to low-income households;  
state social assistance to families with children.

### Accumulation with earnings from work

#### ALBANIA

Benefit shall be suspended during employment or other economic active.

Unemployment insurance can be paid even in cases of participation in special public state or local programs, provided that he/she did not receive more than the monthly minimum wage.

#### ARMENIA

Not permitted.

#### AZERBAIJAN

Unemployment benefit is suspended if a person receives earnings from employment/self-employment.

#### BOSNIA AND HERZEGOVINA

Federation of BiH, Republic of Srpska and Brcko District  
As soon as the unemployed person starts working, unemployment benefits are being suspended. Next unemployment is treated per se.

#### GEORGIA

No special provisions

#### MONTENEGRO

Does not exist

#### NORTH MACEDONIA

Payment of unemployment benefit is terminated if the recipient becomes an employee or self-employed (except short-term engagement in public works not exceeding 30 calendar days).

A recipient of unemployment benefit who accepts part-time employment offered by the Employment Service Agency is entitled to 50% of the unemployment benefit. S/he retains the right to be referred by the Employment Service Agency to a full-time job position.

#### REPUBLIC OF MOLDOVA

As soon as a person obtains a statutory income (by taking a job, through retirement or through a business venture), he or she loses entitlement to unemployment benefit.

#### RUSSIAN FEDERATION

None permissible.

#### SERBIA

No accumulation.

#### TURKEY

Benefits are suspended as soon as the unemployed person resumes work.

#### UKRAINE

Unemployment benefit can be accumulated with wage from public works.

## Partial unemployment

### Definition

#### ALBANIA

See "Accumulation with earnings from work above".

#### ARMENIA

No special provisions.

#### AZERBAIJAN

No special provisions.

#### BOSNIA AND HERZEGOVINA

Federation of BiH, Republic of Srpska and Brcko District  
No special provisions

#### GEORGIA

No special provisions.

MONTENEGRO

No special provisions

NORTH MACEDONIA

See "Accumulation with earnings from work above".

REPUBLIC OF MOLDOVA

No special provisions.

RUSSIAN FEDERATION

No special provisions.

SERBIA

No special provisions.

TURKEY

Not applicable

UKRAINE

No special provisions.

## Conditions

ALBANIA

See "Accumulation with earnings from work above".

ARMENIA

No special provisions.

AZERBAIJAN

No special provisions.

BOSNIA AND HERZEGOVINA

Federation of BiH, Republic of Srpska and Brcko District  
No special provisions

GEORGIA

No special provisions.

MONTENEGRO

No special provisions

NORTH MACEDONIA

See "Accumulation with earnings from work above".

REPUBLIC OF MOLDOVA

No special provisions.

RUSSIAN FEDERATION

No special provisions.

SERBIA

No special provisions.

TURKEY

Not applicable

UKRAINE

No special provisions.

### Rates of the benefits

ALBANIA

See "Accumulation with earnings from work above".

ARMENIA

No special provisions.

AZERBAIJAN

No special provisions.

BOSNIA AND HERZEGOVINA

Federation of BiH, Republic of Srpska and Brcko District  
No special provisions

GEORGIA

No special provisions.

MONTENEGRO

No special provisions

NORTH MACEDONIA

See "Accumulation with earnings from work above".

REPUBLIC OF MOLDOVA

No special provisions.

RUSSIAN FEDERATION

No special provisions.

SERBIA

No special provisions.

TURKEY

Not applicable

UKRAINE

No special provisions.

## Sanctions

ALBANIA

See "Sanctions"

ARMENIA

No special provisions.

AZERBAIJAN

No special provisions.

BOSNIA AND HERZEGOVINA

Federation of BiH, Republic of Srpska and Brcko District  
No special provisions

GEORGIA

No special provisions.

MONTENEGRO

No special provisions

NORTH MACEDONIA

See "Accumulation with earnings from work above".

REPUBLIC OF MOLDOVA

No special provisions.

RUSSIAN FEDERATION

No special provisions.

SERBIA



No special provisions.

TURKEY

Not applicable

UKRAINE

No special provisions.

### **Accumulation with other social security benefits**

ALBANIA

See "Accumulation with earnings from work above".

ARMENIA

No special provisions.

AZERBAIJAN

No special provisions.

BOSNIA AND HERZEGOVINA

Federation of BiH, Republic of Srpska and Brcko District  
No special provisions

GEORGIA

No special provisions.

MONTENEGRO

No special provisions

NORTH MACEDONIA

See "Accumulation with earnings from work above".

REPUBLIC OF MOLDOVA

No special provisions.

RUSSIAN FEDERATION

No special provisions.

SERBIA

No special provisions.

TURKEY

Not applicable

UKRAINE

No special provisions.

### Accumulation with earnings from work

ALBANIA

See "Accumulation with earnings from work above".

ARMENIA

No special provisions.

AZERBAIJAN

No special provisions.

BOSNIA AND HERZEGOVINA

Federation of BiH, Republic of Srpska and Brcko District  
No special provisions

GEORGIA

No special provisions.

MONTENEGRO

No special provisions

NORTH MACEDONIA

See "Accumulation with earnings from work above".

REPUBLIC OF MOLDOVA

No special provisions.

RUSSIAN FEDERATION

No special provisions.

SERBIA

No special provisions.

TURKEY

Not applicable

UKRAINE

No special provisions.

## Benefits for older unemployed

### Measure

ALBANIA

No special provisions

ARMENIA

None.

AZERBAIJAN

Introduction of job quotas for older people.

BOSNIA AND HERZEGOVINA

Federation of BiH,  
No special provision

Brcko District  
No special provisions

Republic of Srpska-SESP Project-Government project for employment of persons older than 40 years of age  
-pension insurance for a maximum period of 3 years, if in the basis of such period on can open pension entitlement

GEORGIA

No special provisions.

MONTENEGRO

Extended duration of cash compensation until re-employment depending on the insurance service.

Subvention for employers who employ certain categories of unemployed persons

NORTH MACEDONIA

Extended duration of payment: entitled until finding new employment or fulfilling the conditions for an old age pension.

REPUBLIC OF MOLDOVA

No special provisions.

RUSSIAN FEDERATION

Early pension

Pension established on the basis of the proposal of an employment service.

Extended social insurance:

Duration of unemployment benefits is prolonged for persons with the employment history necessary for the contributory retirement pension who haven't attained the retirement age .

SERBIA

Extended duration of unemployment benefit (up to 24 months), depending on age and period of previous insurance.

TURKEY

Not applicable

## UKRAINE

### Conditions

#### ALBANIA

No special provisions

#### ARMENIA

None.

#### AZERBAIJAN

The quotas apply to persons who are within 2 years of entitlement to pension and quotas must correspond with the current situation of the labour market and be no more than 5% of the average number of employees. Employers are financially punished for failing to comply with quotas.

#### BOSNIA AND HERZEGOVINA

Federation of BiH  
No special provision

Brcko District  
No special provisions

Republic of Srpska - age 40+

#### GEORGIA

No special provisions.

#### MONTENEGRO

Cash benefit belongs to an unemployed person as follows:  
If he/she has over 35 years of insurance service, entitlement to cash benefit is realized until re-employment.  
If he/she has over 25 years of insurance service, and being a parent to a person entitled to personal disability benefit pursuant to the law, is entitled to cash benefit until re-employment.  
Subventions are awarded to employer who employs  
a person from the records of unemployed persons, and in the category of persons with difficult employability.

#### NORTH MACEDONIA

At least 15 years insurance and lacking at most 18 months to fulfill the conditions for an old age pension

#### REPUBLIC OF MOLDOVA

No special provisions.

#### RUSSIAN FEDERATION

##### Early pension

The pension may be granted two years before the established age of retirement if there's no possibility to employ the unemployed dismissed due to the staff redundancy or due to liquidation who have the required employment history.

##### Extended social insurance:

For citizens who have 20 (women) or 25 years (men) of work necessary for an old age pension but have not yet reached pension age (55 and 60 years respectively) the duration of payment is increased by 2 weeks for every year of work over and above the

set period required for a full old-age pension, but for no more than 12 additional months. All in all the maximum duration of benefit payment is 24 months within 36 calendar months.

SERBIA

See "Total unemployment".

TURKEY

Not applicable

UKRAINE

## Rates of the benefits

ALBANIA

No special provisions

ARMENIA

None.

AZERBAIJAN

Not applicable.

BOSNIA AND HERZEGOVINA

Federation of BiH, and Brcko District

No special provisions

Republic of Srpska Financial support for employer who employs unemployed person older than 40, financial support for unemployed person for starting small business, financial support for occupational training

GEORGIA

No special provisions.

MONTENEGRO

Cash benefit amounts 40 % of the minimum wage determined under General Collective Agreement.

Benefit is paid on monthly basis.

Subventions for the employer amount to 45,43% of the total tax levies (taxes and contributions).

Subventions are on monthly basis.

NORTH MACEDONIA

See "Total Unemployment: Benefits, Rate of Benefits" above.

REPUBLIC OF MOLDOVA

No special provisions.

#### RUSSIAN FEDERATION

Persons entitled to a pension on the basis of a proposal from an Employment Agency are granted a pension calculated in accordance with the pension legislation (see Table VI 'Old Age'). This pension is paid by the Russian Federation Pension Fund, which is then reimbursed by the Federal budget.

#### Extended social insurance:

Social insurance benefits are paid during the period of entitlement in the amounts specified in 'Full Unemployment: Benefits: Rates above. During the additional period of up to 12 months the recipient receives 45% of his average earnings.

#### SERBIA

See "Total unemployment".

#### TURKEY

Not applicable

#### UKRAINE

The same as for ordinary benefit.

### Accumulation

#### ALBANIA

No special provisions

#### ARMENIA

Not permitted

#### AZERBAIJAN

Not applicable.

#### BOSNIA AND HERZEGOVINA

Federation of BiH, Republic of Srpska and Brcko District

No special provisions

#### GEORGIA

No special provisions.

#### MONTENEGRO

See Table 9 "Family benefits"

#### NORTH MACEDONIA

None.

#### REPUBLIC OF MOLDOVA

No special provisions.

RUSSIAN FEDERATION

None

SERBIA

See "Total unemployment".

TURKEY

Not applicable

UKRAINE

The following can be accumulated with the benefit:  
state social assistance to low -income households;  
state social assistance to families with children;  
with wages from public works.

## Adjustment

ALBANIA

Adjusted to reflect the growth rate of the living expenses for the previous year , by decision of the Council of Ministers.  
The benefit must remain sufficient to ensure a minimum standard of living.

ARMENIA

None.

AZERBAIJAN

Periodic re-evaluation according to the price index evaluation.

BOSNIA AND HERZEGOVINA

GEORGIA

No special provisions.

MONTENEGRO

Minimum wage is determined under General Collective Agreement.

NORTH MACEDONIA

Adjusted to reflect the growth rate of the living expenses for the previous year (relevant in cases when unemployment benefit is paid for more than 12 months)

REPUBLIC OF MOLDOVA

Adjusted every 1st January according to the change in the level of the national average wage for the preceding year . (in case of active labour market measures).

RUSSIAN FEDERATION

In case the inflation rate reaches 6% (measured per half year), adjustment of pensions.

#### SERBIA

Daily benefit base and the minimum and maximum levels of the benefit are adjusted annually to the Consumer Prices Index in the previous year.

#### TURKEY

Not applicable

#### UKRAINE

Indexation according to the price index evaluation.

## Taxation and social contributions

### Taxation of cash benefits

#### ALBANIA

Not subject to taxation

#### ARMENIA

Not subject to taxation.

#### AZERBAIJAN

Not subject to taxation.

#### BOSNIA AND HERZEGOVINA

Federation of BiH and Republic of Srpska - Not subjected to taxation  
Brcko District:  
- Subject to taxation

#### GEORGIA

No special provisions.

#### MONTENEGRO

Not subject to taxation

#### NORTH MACEDONIA

Not subject of taxation.

#### REPUBLIC OF MOLDOVA

None.

#### RUSSIAN FEDERATION

Not subject to taxation.



SERBIA

Not subject to taxation.

TURKEY

Not applicable

UKRAINE

The unemployment benefit is not subject to taxation.

### Limit of income for tax relief or tax reduction

ALBANIA

Not applicable

ARMENIA

Not applicable.

AZERBAIJAN

Not applicable.

BOSNIA AND HERZEGOVINA

Federation of BiH - Not applicable

Republic of Srpska - Tax relief per year:  
900 BAM for each supported member of the family  
Amount for voluntary pension insurance  
Housing loan interest rate

Brcko District:

- Tax relief of 240.00 BAM + 50.00 BAM (life expenditures) and a further 120.00 BAM for each supported member of the family.  
The rest of the individual's income is subjected to taxation in amount of 10%

GEORGIA

Not applicable

MONTENEGRO

Not applicable

NORTH MACEDONIA

None.

REPUBLIC OF MOLDOVA

Not applicable.

RUSSIAN FEDERATION

Not applicable.

SERBIA

Not applicable.

TURKEY

Not applicable

UKRAINE

Not applicable.

### Social security contributions from benefits

ALBANIA

None

ARMENIA

None.

AZERBAIJAN

None.

BOSNIA AND HERZEGOVINA

Federation of BiH and Republic of Srpska - None  
Brcko District  
- Contributions are paid the same way as contributions on wages

GEORGIA

None

MONTENEGRO

Contributions for health insurance and pension and disability insurance are calculated into gross amount of cash benefit.

NORTH MACEDONIA

Employment Service Agency pays contributions for health insurance on behalf of the beneficiaries of unemployment benefit for the duration of the unemployment benefit.  
Employment Service Agency provides pension and disability insurance for those beneficiaries of unemployment benefit who have been less than 15 years in employment and who are at the most 18 months short to qualify for an old age pension.  
Pension insurance contributions are paid until the total pension insurance period of the beneficiary reaches the required 15 years.

REPUBLIC OF MOLDOVA

29% paid to State social insurance budget by employees and employers of the public sector,  
24% paid to State Social insurance budget by the employees and employers of the private sector.

RUSSIAN FEDERATION

None.

SERBIA

Health, pension and invalidity insurance contribution is calculated on net benefit. The total amount is paid by the National Employment Service.

TURKEY

Not applicable

UKRAINE

None.