

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 .

(last update of information (Albania) '2019)

ARMENIA

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

AZERBAIJAN

Employment Act, No 1196-VQ (29 June 2018)
Law on Unemployment Insurance, No 765-VQ (30 June 2017)

BOSNIA AND HERZEGOVINA

Federation of BiH

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

Republika Srpska

- Law on the Intercession in Employment and the Rights of Unemployed Persons of Republika Srpska (Official Gazette of RS 30/10, 102/12 and 94/19)

- Law on Professional rehabilitation, training and employment of disabled persons (Official Gazette of RS : 37/12), 82/15)

Brčko District of BiH

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

GEORGIA

None.

MONTENEGRO

Law on mediation in job placement and rights arising from unemployment, 2019.
Law on Social and Child Welfare, 2013/2014/2015/2016/2017/2021/2023.

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

New law on employment promotion and unemployment insurance is being implemented since 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. The unemployment benefit is calculated based on the insured income of the unemployed person, received in the last 12 month, before registering at NEA. Unemployment benefit is paid from social insurance budget.

SERBIA

Labour Law, 2005, revised 2009/2013/2014/2017/2018.
Law on Employment and Unemployment Insurance, 2009, revised 2010/2015/2017/2021.

TÜRKIYE

Unemployment Insurance Law No 4447 dated 25.08.1999.

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

(last update of information by Ukraine 2019)

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.

(last update 2019)

ARMENIA

The state employment regulation policy aims to ensure sustainable employment for persons who are uncompetitive in the employment market.

The Unified Social Service (USS) 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

Compulsory public unemployment insurance system.

BOSNIA AND HERZEGOVINA

Federation of BiH

In the Federation of Bosnia and Herzegovina, employees ensure their material and social security during unemployment, primarily through

unemployment insurance. Material and social security means financial allowances, in accordance with law, and contributions for health and pension insurance, in accordance with the law.

Republika Srpska and Brčko District of BiH

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. Benefits are subject to negotiation and labour contact between employee and employer.

Severance payments are governed by the Labour Code. When an employment agreement is terminated by an employer and notified to the employee in written at least 30 calendar days in advance, the employee shall be granted severance pay in the amount of at least 1-month's remuneration. However, in case when the employer notifies the employee on the terminates the employment agreement and notifies the employee only 3 calendar days in advance, the employee shall be granted severance pay in the amount of at least 2 month's 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 to cash benefits and coverage with health insurance, pension disability insurance during the entitlement to cash benefits.

NORTH MACEDONIA

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

REPUBLIC OF MOLDOVA

The amount of unemployment benefit is based on the ensured income . It is paid from the State social insurance budget (in case on unemployment benefit).

SERBIA

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

TÜRKIYE

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

- 1% insured,
- 2% employer
- 1% State share

In 2023:

Minimum limit of daily earnings is 333.60 TRY.

Upper limit of daily earnings is 2,502.00 TRY .

The minimum monthly earnings subject to premium is 10,008 TRY.

The maximum monthly earnings subject to premium is 75,060 TRY.

Benefit depends on income. As the insurable gross earnings increase, higher contributions will be raised and hence 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.

(last update 2019)

Unemployment insurance benefits

1. Persons covered

ALBANIA

ARMENIA

Job seekers.

AZERBAIJAN

All residents of Azerbaijan who have become unemployed due to liquidation of a state body or other legal entity, or due to reduction of the number or staff of employees or civil servants or due to termination or expiry of the employment contract on grounds stipulated in the legislation.

BOSNIA AND HERZEGOVINA

Federation of BiH

- All employees who paid contribution for unemployment

In accordance with the Law on Mediation in Employment and Social Security of Unemployed Persons, as well as other laws (Law on Contributions), funds for meeting needs in the field of employment and for the functioning of the Federal Institute and Employment Services are provided, among other things, from contributions paid by employers and employees, in accordance with the law.

Unemployment insurance contribution:

- at the expense of contributors, from the base 1.50%;

- at the expense of the employer, based on 0.50%.

GEORGIA

MONTENEGRO

Employees, self-employed persons.

NORTH MACEDONIA

Employees (all persons who have concluded an employment contact).

REPUBLIC OF MOLDOVA

Employees.

SERBIA

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

TÜRKIYE

All employees who pay contributions for unemployment.

UKRAINE

2. Main conditions

ALBANIA

ARMENIA

Able-bodied,

- unemployed person seeking employment,
- aged between 16 years and pensionable age,
- registered with the Unified Social Service and formally recognised as an unemployed person, willing to take up suitable work.

AZERBAIJAN

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

BOSNIA AND HERZEGOVINA

Federation of BiH

Article 3 of the Law on Mediation in Employment and Social Security of Unemployed Persons considers an unemployed person in terms of this Law as a person capable of working who is not employed and who:

- does not have a registered company or other legal entity, ie does not realize a dividend on the basis of a share in a company or other legal entity;
- has no registered trade;
- is not engaged in agricultural activity;
- is not a beneficiary of a pension according to the regulations on pension and disability insurance;
- is not a full-time student;
- which does not generate income on any basis;
- is actively looking for a job.

Republika Srpska

- unemployed due to the lack of jobs or need for certain qualifications,
- age of 15-65 –capable or limited capable for work,
- actively seeking employment and available for work;
- registered with the Employment Service which shall develop individual employment plan;
- active job seeker is also seeker of other employment in accordance with his/her qualifications,
- owners of commercial or agricultural activity, which regulated by agricultural regulations;
- is not a full-time student or a pensioner,
- persons with suspended employment rights for certain period,
- owner or co-owner with more than 50% share in legal subject of profit activity.

Brčko District of BiH

- 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 and who is available for work.

Unemployed person, shall mean also a foreign national who, pursuant to a special Law, holds permanent residence permit; temporary residence permit for a stateless person; temporary residence permit for up to three years, pursuant to Article 220 of the Law on Foreigners ("Official Gazette of MNE", No. 12/18 and 3/19) ; temporary residence permit for the purpose of family reunification with a Montenegrin citizen or with a foreign national who has a permanent residence permit; temporary residence permit for humanitarian reasons; recognized refugee status or approved additional protection; granted asylum, subsidiary protection or seeking international protection, following the expiration of a period of nine months from the date of submitting application for international protection.

NORTH MACEDONIA

- * Involuntary unemployed,
- * not working,
- * not in full time education (regular school or university student),
- * registered with the Employment Agency,
- * able-bodied,
- * available for work,
- * no pension entitlement,
- * has been actively seeking for an employment and prepared to accept any corresponding or suitable employment offered by the Employment Agency,
- * has not refused a job offer/training,
- * does not possess or manage a registered company or other legal entity,
- * does not engage in craftsmanship or other professional activity,
- * does not engage in agriculture.

REPUBLIC OF MOLDOVA

Unemployed is considered the person looking for a job, who cumulatively meets the following conditions:

- a) is between 16 years of age and the age established for obtaining the right to an old-age pension ;
- b) is suitable for performing work;
- c) does not have a job;
- d) does not study in a form of full-time education;
- e) is actively looking for a job both individually and through the territorial subdivision and is available to start work;
- f) is registered as unemployed at NEA.

SERBIA

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

TÜRKIYE

Conditions of Benefiting from Unemployment Benefit:

- Being unemployed out of his/her own will and fault,
- Being subject to a labour contract for the last 120 days before the termination of the labour contract,
- Having paid unemployment insurance premiums for minimum 600 days in the last three years prior to the termination of the labour contract,
- Applying to the nearest İŞKUR unit in person or electronically within 30 days after the termination of the labour contract.

UKRAINE

3. Qualifying period

ALBANIA

ARMENIA

No qualifying period.

AZERBAIJAN

In general, the minimum qualifying period is 12 months of insurance record in the period of the 24 calendar months preceding the date of becoming unemployed. For persons with the insurance record of less than 12 calendar months during the period of 24 calendar months preceding the date of becoming unemployed, a minimum benefit is paid if they have at least one year of insurance record.

Persons who became unemployed upon termination of a fixed-term employment contract concluded for a duration of 36 for 36 consecutive calendar months are eligible for benefit if they have an insurance record of at least 30 months.

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.

Republika Srpska and District Brčko of BiH

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. Entitled to cash benefits are insured persons whose employment had been terminated without his/her consent or guilt, and who prior to the termination of employment had a continuous insurance period of at least 9 months or with interruptions in the last 18 months.
2. A participant who was employed in part-time employment is entitled to cash benefit, if he/she meets the conditions under point 1 based on redistribution of working hours to full-time working hours.
3. Entitled to cash benefits are also insured persons who, pursuant to a special law, have ceased to perform entrepreneurial, professional or other activity as a core occupation without his/her guilt, and who at the time of termination of the activity, had a continuous insurance period of at least 9 months or with interruptions in the last 18 months.

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.

SERBIA

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

TÜRKIYE

- Having paid unemployment insurance premiums for minimum 600 days in the last three years prior to the termination of the labour contract,
- Being subject to a labour contract for the last 120 days before the termination of the labour contract.

UKRAINE

4. Waiting period

ALBANIA

ARMENIA

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

AZERBAIJAN

No waiting period.

BOSNIA AND HERZEGOVINA

Federation of BiH, Republika Srpska
30 days after the claim being registered.
District Brčko of BiH
15 days after the claim being registered

GEORGIA

No special provisions.

MONTENEGRO

There is no waiting period, i.e. the cash benefit is paid from the first day after termination of employment, provided the unemployed person registers with the Employment Office and files a request for a cash benefit within 30 days of termination of employment.

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 10 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.

SERBIA

None.

TÜRKIYE

none.

UKRAINE

5. Reference basis for calculation

ALBANIA

ARMENIA

None.

AZERBAIJAN

- For the calculation of the insurance indemnity, the lost average monthly salary of the insured is established by dividing the sum of the salary of the 12 calendar months preceding the date of the insured event by 12.
- If the insured person did not work all months of the previous 12 calendar months (but has insurance experience of at least 12 calendar months during the 24 calendar months preceding the date of the insured event), the average monthly salary of the insured is calculated for a period equal to the number of months actually worked for the previous 24 calendar months, divided by the number of months actually worked.
- The amount of the average monthly salary for the calculation of insurance payments is determined on the basis of information on the monthly salary of the insured in the reports on insurance premiums in the electronic information system of the body (institution) determined by the relevant executive authority.

BOSNIA AND HERZEGOVINA

Federation of BiH

- Unemployment benefits are not linked to individual earnings.

Republika Srpska and District Brčko of BiH

- Average net salary earned by the unemployed person in the preceding three months (no ceilings);

GEORGIA

No special provisions.

MONTENEGRO

The gross amount of the calculated value of the coefficient for the next year shall be determined by the Government not later than in December of the calendar year.

NORTH MACEDONIA

Previous earnings, length of insurance period, and employment record.

REPUBLIC OF MOLDOVA

The benefit is based on the monthly average insurance income.

SERBIA

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

TÜRKIYE

The average gross earnings for the last 4 months before unemployment.

UKRAINE

6. Amounts

ALBANIA

ARMENIA

None.

AZERBAIJAN

The rate of first-time insurance benefit varies depending on the duration of the unemployment period (but is not less than the minimum insurance benefit):

For the first 2 calendar months: 100 percent of the average monthly salary of the insured person,
For the 3rd-4th calendar months: 80 percent,
For 5-6 calendar months: 70 percent.

In case of repeated application, the minimum insurance benefit is paid.

BOSNIA AND HERZEGOVINA

Federation of BiH

Unemployment benefits/cash benefits are not linked to earnings and currently amount to 40% of the average net salary paid in the Federation of BiH in the last 3 months before the termination of employment of the unemployed person, published by the Federal Office of Statistics.

Republika Srpska

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

- less than 15 years insurance - 45% from average salary which unemployed person realized in the last three months of work
- more than 15 years insurance - 50% from average salary which unemployed person realized in the last three months of work
- cash benefits can no be lower than 80% of the lowest salary in the Republic of Srpska nor higher than average salary in Republic after taxation for previous year

Introduced Amendment upon the last Amendments and additions of the Law on Intercession in Employment and the Rights of Unemployed Persons in the Republika Srpska (94/19)

Brčko District of BiH:

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 Brčko District nor higher than average salary in Brčko District.

GEORGIA

No special provisions.

MONTENEGRO

120% of the calculated value of the coefficient determined under the Law on wages of public sector employees.

Benefit is paid on a 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 (29,943 MKD/483€).

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.

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 months 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 1.136 RSD (in January 2023),

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 January 2023: Minimum – 25,437 RSD, Maximum – 58,967 RSD.

Net amounts: Minimum – 16,712 RSD (20% of the average wage in Serbia in January 2023), Maximum – 38,741 RSD (47% of the average wage).

TÜRKIYE

The amount of daily unemployment benefit is 40% of the average gross earnings over the last 4 months. The amount of benefit cannot exceed 80% of the monthly gross minimum wage for workers.

Payments are made monthly. Amount of payment for those whose earnings are gross minimum wage in 2023 for the last 4 months is 3,972.82 TRY, maximum payment is 7,945.63 TRY.

UKRAINE

7. Duration of benefits

ALBANIA

ARMENIA

None.

AZERBAIJAN

The insurance benefit is paid for up to 6 months in case of the initial application.

In case of repeated application and for persons who became unemployed upon termination of a fixed-term employment contract, the benefit may be paid for up to 3 months.

The total duration of payment of insurance benefit for one person may not exceed 9 months within 24 months from the time of initial application.

BOSNIA AND HERZEGOVINA

Federation of 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

Republika 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 10 years
- 9 months for insurance record of 10 to 20 years
- 12 months for insurance record of 20-30 years,
- 18 months for insurance record of 30-35 years and

- 24 months for insurance record over 35 years

Introduced Amendment upon the last Amendments and additions of the Law on Intercession in Employment and the Rights of Unemployed Persons in the Republika Srpska (94/19)

District Brčko of BiH:

- 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

No special provisions.

MONTENEGRO

Cash benefit is granted to an unemployed person for a period of:

- 3 months, if he/she has insurance service from 9 months to 5 years;
- 6 months, if he/she has insurance service from 5 to 15 years;
- 9 months, if he/she has insurance service from 15 to 25 years;
- 12 months, if he/she has insurance service from 25 years to 35 years;
- until re-employment or until fulfilment of the conditions in terms of years of age and insurance service for exercising the right to an old-age pension, if he/she has over 35 years of insurance service.

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.

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.

TÜRKIYE

- 180 days for those who have 600 days of unemployment insurance premiums in the last three years,
- 240 days for those who have 900 days of unemployment insurance premiums in the last three years,
- 300 days for those who have 1080 days of unemployment insurance premiums in the last three years.

UKRAINE

Temporary/Partial unemployment benefits

1. Description

ALBANIA

See "Accumulation with earnings from work above".

ARMENIA

No special provisions.

AZERBAIJAN

No special provisions.

BOSNIA AND HERZEGOVINA

Federation of BiH, Republika Srpska and Brčko District of BiH
No special provisions

GEORGIA

No special provisions.

MONTENEGRO

No special provisions.

NORTH MACEDONIA

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

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

No special provisions.

SERBIA

No special provisions.

TÜRKIYE

Not applicable.

UKRAINE

No special provisions.

(last update 2019)

2. Conditions

ALBANIA

See "Accumulation with earnings from work above".

ARMENIA

No special provisions.

AZERBAIJAN

No special provisions.

BOSNIA AND HERZEGOVINA

Federation of BiH, Republika Srpska and Brčko District of BiH
No special provisions

GEORGIA

No special provisions.

MONTENEGRO

No special provisions.

NORTH MACEDONIA

See "Description" above.

REPUBLIC OF MOLDOVA

No special provisions.

SERBIA

No special provisions.

TÜRKIYE

Not applicable.

UKRAINE

No special provisions.

(last update 2019)

3. Amounts/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, Republika Srpska and Brčko District of BiH
No special provisions

GEORGIA

No special provisions.

MONTENEGRO

No special provisions.

NORTH MACEDONIA

See "Description" above.

REPUBLIC OF MOLDOVA

No special provisions.

SERBIA

No special provisions.

TÜRKIYE

Not applicable.

UKRAINE

No special provisions.

(last update 2019)

Part-time unemployment benefits

1. Description

ALBANIA

ARMENIA

AZERBAIJAN

BOSNIA AND HERZEGOVINA

GEORGIA

MONTENEGRO

NORTH MACEDONIA

REPUBLIC OF MOLDOVA

SERBIA

TÜRKIYE

UKRAINE

2. Conditions

ALBANIA

ARMENIA

AZERBAIJAN

BOSNIA AND HERZEGOVINA

GEORGIA

MONTENEGRO

NORTH MACEDONIA

REPUBLIC OF MOLDOVA

SERBIA

TÜRKIYE

UKRAINE

3. Amounts

ALBANIA

ARMENIA

AZERBAIJAN

BOSNIA AND HERZEGOVINA

GEORGIA

MONTENEGRO

NORTH MACEDONIA

REPUBLIC OF MOLDOVA

SERBIA

TÜRKIYE

UKRAINE

Specific arrangements for older unemployed

1. Description

ALBANIA

ARMENIA

None.

AZERBAIJAN

Introduction of job quotas for older people.

BOSNIA AND HERZEGOVINA

Federation of BiH
No special provision

Republika Srpska

Government Program for employment and self-employment of aimed categories in the economy in 2020- all age groups with equally located means for all age groups 15-65.

Government Program for employment and self-employment of aimed categories in the economy in 2021: persons elder than 40 of age (special financial stimulus for employment above 40 at employer and above 50 of age with additional financial stimulus).

Self-employment financing program for children of fallen soldiers, demobilized soldiers and disabled war veterans of the Republic of Srpska Army for 2022 "Together to Job",

Aimed groups of unemployed in 2021.: persons over 40 of age, women – victims of domestic violence and war victims, unemployed persons in rural areas and persons registered on unemployment evidence longer than six months.

In 2021 there was an additional financial stimulus with amount of 400 BAM or 10% for persons without qualifications and persons over 55 of age.

Support Program for economy through refundation of paid taxes and contributions for new employment of workers for 2022.,

Employment Support Program of Roma RS for 2022.

Employment and self-employment program of target categories in economy for 2022.

Brčko District of BiH
No special provisions.

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.

SERBIA

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

TÜRKIYE

Not applicable.

UKRAINE

2. Conditions and amount

ALBANIA

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

Brčko District of BiH
No special provisions

Republika Srpska
- age 40+

GEORGIA

No special provisions.

MONTENEGRO

An unemployed person with the insurance service of over 35 years is entitled to a cash benefit until re-employment or until the fulfilment of the conditions in terms of years of age and insurance service for exercising the right to an old-age pension.

120% of the calculated value of the coefficient determined under the Law on wages of public sector employees.

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.

SERBIA

See “Unemployment insurance benefits”.

TÜRKIYE

Not applicable.

UKRAINE

Specific arrangements for young unemployed

1. Description

ALBANIA

ARMENIA

AZERBAIJAN

BOSNIA AND HERZEGOVINA

GEORGIA

MONTENEGRO

NORTH MACEDONIA

REPUBLIC OF MOLDOVA

SERBIA

TÜRKIYE

UKRAINE

2. Conditions and amount

ALBANIA

ARMENIA

AZERBAIJAN

BOSNIA AND HERZEGOVINA

GEORGIA

MONTENEGRO

NORTH MACEDONIA

REPUBLIC OF MOLDOVA

SERBIA

TÜRKIYE

UKRAINE

Specific arrangements for long-term unemployed (LTU)

1. Description

ALBANIA

ARMENIA

AZERBAIJAN

BOSNIA AND HERZEGOVINA

GEORGIA

MONTENEGRO

NORTH MACEDONIA

REPUBLIC OF MOLDOVA

SERBIA

TÜRKIYE

UKRAINE

2. Conditions and amount

ALBANIA

ARMENIA

AZERBAIJAN

BOSNIA AND HERZEGOVINA

GEORGIA

MONTENEGRO

NORTH MACEDONIA

REPUBLIC OF MOLDOVA

SERBIA

TÜRKIYE

UKRAINE

Redundancy compensation

1. Description

ALBANIA

ARMENIA

AZERBAIJAN

BOSNIA AND HERZEGOVINA

GEORGIA

MONTENEGRO

NORTH MACEDONIA

REPUBLIC OF MOLDOVA

SERBIA

TÜRKIYE

UKRAINE

2. Conditions and amount

ALBANIA

ARMENIA

AZERBAIJAN

BOSNIA AND HERZEGOVINA

GEORGIA

MONTENEGRO

NORTH MACEDONIA

REPUBLIC OF MOLDOVA

SERBIA

TÜRKIYE

UKRAINE

Unemployment assistance

1. Persons covered

ALBANIA

ARMENIA

AZERBAIJAN

BOSNIA AND HERZEGOVINA

GEORGIA

MONTENEGRO

NORTH MACEDONIA

REPUBLIC OF MOLDOVA

SERBIA

TÜRKIYE

UKRAINE

2. Main conditions

ALBANIA

ARMENIA

AZERBAIJAN

BOSNIA AND HERZEGOVINA

GEORGIA

MONTENEGRO

NORTH MACEDONIA

REPUBLIC OF MOLDOVA

SERBIA

TÜRKIYE

UKRAINE

3. Qualifying period

ALBANIA

ARMENIA

AZERBAIJAN

BOSNIA AND HERZEGOVINA

GEORGIA

MONTENEGRO

NORTH MACEDONIA

REPUBLIC OF MOLDOVA

SERBIA

TÜRKIYE

UKRAINE

4. Waiting period

ALBANIA

ARMENIA

AZERBAIJAN

BOSNIA AND HERZEGOVINA

GEORGIA

MONTENEGRO

NORTH MACEDONIA

REPUBLIC OF MOLDOVA

SERBIA

TÜRKIYE

UKRAINE

5. Means test

ALBANIA

ARMENIA

AZERBAIJAN

BOSNIA AND HERZEGOVINA

GEORGIA

MONTENEGRO

NORTH MACEDONIA

REPUBLIC OF MOLDOVA

SERBIA

TÜRKIYE

UKRAINE

6. Amounts

ALBANIA

ARMENIA

AZERBAIJAN

BOSNIA AND HERZEGOVINA

GEORGIA

MONTENEGRO

NORTH MACEDONIA

REPUBLIC OF MOLDOVA

SERBIA

TÜRKIYE

UKRAINE

7. Duration of benefits

ALBANIA

ARMENIA

AZERBAIJAN

BOSNIA AND HERZEGOVINA

GEORGIA

MONTENEGRO

NORTH MACEDONIA

REPUBLIC OF MOLDOVA

SERBIA

TÜRKIYE

UKRAINE

Supplements for dependants

ALBANIA

ARMENIA

AZERBAIJAN

BOSNIA AND HERZEGOVINA

Federation of BiH, Republika Srpska and Brčko District of BiH
None.

GEORGIA

MONTENEGRO

NORTH MACEDONIA

REPUBLIC OF MOLDOVA

SERBIA

TÜRKIYE

UKRAINE

Other cash supplements

ALBANIA

ARMENIA

AZERBAIJAN

BOSNIA AND HERZEGOVINA

Federation of BiH, Republika Srpska and Brčko District of BiH
None.

GEORGIA

MONTENEGRO

NORTH MACEDONIA

REPUBLIC OF MOLDOVA

SERBIA

TÜRKIYE

UKRAINE

Cash payments to assist the unemployed into employment

ALBANIA

ARMENIA

AZERBAIJAN

BOSNIA AND HERZEGOVINA

GEORGIA

MONTENEGRO

NORTH MACEDONIA

REPUBLIC OF MOLDOVA

SERBIA

TÜRKIYE

UKRAINE

Sanctions

ALBANIA

ARMENIA

No special provisions.

AZERBAIJAN

The insurance benefit granted to a person is suspended, if the person:

- is considered to be employed;
- fails to implement or submit a report on the implementation of an individual employment program without a good reason;
- refuses the suitable work offered within one year;
- works without informing the relevant executive authority during the period of receiving the insurance benefit;
- violates of the terms and conditions of registration or re-registration as unemployed in accordance with the procedure established by the relevant executive authority;
- is reinstated in accordance with the law;
- is admitted full-time to a higher and secondary special education institution;
- is called up to military or alternative service or military gatherings;
- becomes eligible for old-age pension or old-age benefit.

The benefits is also suspended:

- upon expiration of the duration of payment of insurance benefit;
- if there is a valid court decision on deprivation of liberty or application of compulsory medical measures;
- if distorted or incorrect information is found in the submitted documents and information;
- in case of death or being declared missing or dead on the basis of a court decision that has entered into force;
- when an application for deregistration as unemployed is submitted.

BOSNIA AND HERZEGOVINA

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

GEORGIA

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.

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.

SERBIA

TÜRKIYE

While receiving unemployment benefit:

- The payments of the insurance holders are permanently suspended when they refuse a job, which has a salary and working conditions similar to their last job and is offered by the Turkish Employment Agency (İŞKUR) in the municipality they reside in, without a justified reason.

- The payments of the unemployed insurance holders who are found to work or receive old age pension from a social security institution are permanently suspended.

- Payments of those who refuse the vocational training courses offered by the Agency without a justified reason are suspended.

- Registration of those who do not continue training despite accepting the course offer, do not respond to the calls made by the Agency without a justified reason, and do not submit the information and documents within the specified payment period are suspended. However, if these situations end, the payments will be restarted. The duration of the payment to be made in this context cannot exceed the end of the total entitlement period.

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Cumulation with earnings from work

ALBANIA

ARMENIA

No special provisions.

AZERBAIJAN

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

BOSNIA AND HERZEGOVINA

Federation of BiH, Republika Srpska and Brčko District of BiH

As soon as the unemployed person starts working, unemployment benefits are being suspended. Next unemployment is treated per se.

GEORGIA

MONTENEGRO

None.

NORTH MACEDONIA

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

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.

SERBIA

TÜRKIYE

When the unemployed person starts working, the payments are stopped.

UKRAINE

Cumulation with other social security benefits

ALBANIA

ARMENIA

No special provisions.

AZERBAIJAN

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

BOSNIA AND HERZEGOVINA

Federation of BiH, Republika Srpska and Brčko District of BiH
- Only family benefits may be combined with unemployment benefits.

GEORGIA

MONTENEGRO

Accumulation with other social benefits is permitted, 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 or education allowance, if the income requirements for claiming child or education allowance have been met.

REPUBLIC OF MOLDOVA

Invalidity pension.
Survivor's pension.

SERBIA

TÜRKIYE

None.

UKRAINE

Taxation and social contributions

1. Taxation of cash benefits

ALBANIA

ARMENIA

Not subject to taxation.

AZERBAIJAN

Not subject to taxation.

BOSNIA AND HERZEGOVINA

Federation of BiH and Republika Srpska
- Not subjected to taxation

Brčko District of BiH:
- Subject to taxation

GEORGIA

No special provisions.

MONTENEGRO

Not subject to taxation.

NORTH MACEDONIA

Not subject of taxation.

REPUBLIC OF MOLDOVA

None.

SERBIA

Not subject to taxation.

TÜRKIYE

Unemployment benefit is not subject to any taxes or deductions except for stamp tax.

UKRAINE

2. Limits of income for taxation of cash benefits

ALBANIA

ARMENIA

Not applicable.

AZERBAIJAN

Not applicable.

BOSNIA AND HERZEGOVINA

Federation of BiH

- Not applicable

Republika Srpska

- Tax relief per year:

900 BAM for each supported member of the family

Amount for voluntary pension insurance

Housing loan interest rate

Brčko District of BiH:

- 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

No special provisions.

MONTENEGRO

Not applicable.

NORTH MACEDONIA

None.

REPUBLIC OF MOLDOVA

Not applicable.

SERBIA

Not applicable.

TÜRKIYE

Not applicable.

UKRAINE

3. Social contributions on benefits

ALBANIA

ARMENIA

None.

AZERBAIJAN

None.

BOSNIA AND HERZEGOVINA

Federation of BiH and Republika Srpska

- None

Brčko District of BiH

- Contributions are paid the same way as contributions on wages

GEORGIA

No special provisions.

MONTENEGRO

Contributions for pension and disability insurance are calculated into the 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.

SERBIA

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

TÜRKIYE

Not applicable.

UKRAINE

Self-employed

1. Field of application

ALBANIA

ARMENIA

AZERBAIJAN

BOSNIA AND HERZEGOVINA

GEORGIA

MONTENEGRO

NORTH MACEDONIA

REPUBLIC OF MOLDOVA

SERBIA

TÜRKIYE

UKRAINE

2. Basic principles

ALBANIA

ARMENIA

AZERBAIJAN

BOSNIA AND HERZEGOVINA

GEORGIA

MONTENEGRO

NORTH MACEDONIA

REPUBLIC OF MOLDOVA

SERBIA

TÜRKIYE

UKRAINE

3. Criteria for coverage

ALBANIA

ARMENIA

AZERBAIJAN

BOSNIA AND HERZEGOVINA

GEORGIA

MONTENEGRO

NORTH MACEDONIA

REPUBLIC OF MOLDOVA

SERBIA

TÜRKIYE

UKRAINE

4. Dual employment status

ALBANIA

ARMENIA

AZERBAIJAN

BOSNIA AND HERZEGOVINA

GEORGIA

MONTENEGRO

NORTH MACEDONIA

REPUBLIC OF MOLDOVA

SERBIA

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5. Benefits

ALBANIA

ARMENIA

AZERBAIJAN

BOSNIA AND HERZEGOVINA

GEORGIA

MONTENEGRO

NORTH MACEDONIA

REPUBLIC OF MOLDOVA

SERBIA

TÜRKIYE

UKRAINE

6. Taxation and social contributions

ALBANIA

ARMENIA

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BOSNIA AND HERZEGOVINA

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