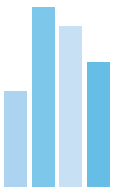
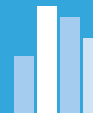


# EU regulations concerning Earnings



# European legislation on earnings

- Regulations:
  - Council Regulation is the frame of the surveys
    - 530/1999: SES and LCS
  - Commission regulations: how to implement the survey
    - 1738/2005: Structure of Earnings Survey (SES)
    - 698/2006: Quality report of LCS and SES



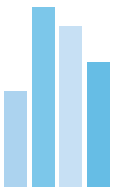
# Structure of Earnings Survey (SES)

- Commission regulation 1738/2005
  - Amended with NACE rev2. and ISCO and ISCED
  - Delivery:
    - Information on local unit
    - Information on the individual employee
    - Transmission no later than 18 months after end of reference period.
    - Reference years: 2002, 2006, 2010, 2014...



# Commission regulation 1738/2005

SES



# Variables

- Information about the local unit to which the sampled employees are attached
- Information on individual characteristics of each employee in the sample relating to the reference month
- Information on working periods for each employee in the sample
- Information on earnings for each employee in the sample
- Grossing-up factors



# Information about the local unit

- 1.1 Geographical location of the local unit
  - NUTS
- 1.2 Size of the enterprise that the local unit belongs
  - 1-9 optional, 10-49, 50-249, 250-499, 500-999, 1000 and more employees
- 1.3 Economic activity of the local unit
  - 2-digit NACE



# Information about the local unit

- 1.4 Form of economic and financial control of the enterprise
  - Public or private control
- 1.5 Collective pay agreement
  - National level, industry agreement, enterprise agreement, local agreement, any other type of agreement or no agreement



# Information about the local unit

- 1.6 Number of employees in the local unit in the reference month (optional)
- 1.7 Affiliation of the local unit to a group of enterprises (optional)
  - Yes or No





# Individual characteristics of each employee

- 2.1 Sex
  - M or F
- 2.2 Age
  - The birth year. The age is calculated by Eurostat as the difference between the reference year of the survey and the year of birth
- 2.3 Occupation
  - 2-digit ISCO but preferable 3-digit ISCO



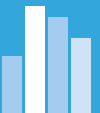
# Individual characteristics of each employee

- 2.4 Managerial or supervisory position (optional)
  - Yes or No
- 2.5 Education, ISCED
- 2.6 Length of service in the enterprise



# Individual characteristics of each employee

- 2.7 Contractual working time (full-time or part-time)
  - FT or PT
  - Full-time employees are those whose normal working hours are the same as the collectively agreed or customary hours worked in the local unit
- 2.7.1 Share of a full-timer's normal hours



# Individual characteristics of each employee

- 2.8 Type of employment contract
  - Indefinite, temporary/fixed and apprentice
- 2.9 Citizenship (optional)



# Information on working periods

- 3.1 Number of week to which the gross annual earnings relate
- 3.2 Number of hours actually paid in reference month
  - 3.2.1 Number of overtime hours paid in the reference month



# Information on working periods

- 3.3 Annual days of holiday leave
  - Paid annual holidays
- 3.4 Other annual days of paid absence (optional)
  - Paid sick leave days, public holidays etc.



# Information on earnings

- 4.1 Gross annual earnings in the reference year
  - 4.1.1 Annual bonuses and allowances not paid in each period
  - 4.1.2 Annual payments in kind (optional)



# Information on earnings

- 4.2 Gross earnings for the reference month
  - Remuneration paid during the reference month and should be consistent with the number of hours paid
- 4.2.1 Earnings related to overtime in reference month
- 4.2.2 Special payment for shift work in reference month





# Information on earnings

- 4.2.3 Compulsory social contribution and taxes paid by employer on behalf of employee for reference month (optional)
- 4.2.3.1 Compulsory social-security contributions (optional)
- 4.2.3.2 Taxes (optional)



# Information on earnings

- 4.3 Average gross hourly earnings in the reference month
  - Variable 4.2 (gross earnings in month) divided by variable 3.2 (paid hours in month)



# Grossing-up factors

- 5.1 Grossing-up factor for the local unit
- 5.2 Grossing-up factor for the employees



# Possible sources

- Tailored questionnaires
  - Designed for the specific survey
- Existing surveys
  - National surveys; monthly, quarterly or yearly
- Administrative sources
  - Other databases which collect the information
  - IT pay systems
- Combination of sources

# The Danish Structure of Earnings Survey

- Yearly survey
- Coverage:
  - All public companies
  - All private companies with more than 9 employees
- Collecting:
  - All employees in the company on individual level
    - the earnings information from the salary system
    - statistical information on each employee that enterprises have to keep updated in their salary system



# The Danish Structure of Earnings Survey

- How do we collect the information?
  - IT pay-roll system
    - 99 % of all private companies
    - 100 % of all public companies
  - Online questionnaire
    - 1% of all private companies



# National SES in Denmark

## Timeline of the National SES 2014:

- December 2013:
  - information letter for enterprises with more than 9 employees stating that they have to prepare to collect data for 2014.
- December 2014:
  - Letter with a deadline for January 20<sup>th</sup> 2015
- February-June 2015:
  - If they have not sent in data they will get a notification



# National SES in Denmark

## Timeline of the National SES 2014:

- Marts 2015:
  - First run through of the calculation procedure
- May 2015:
  - Data is received from the employers organization
- September 2015:
  - Dissemination of figures and key results





# National SES in Denmark

## Timeline of the National SES 2014:

- December 2015:
  - Delivered annual updates to Eurostat on SES (Denmark is the only country doing this)
- June 2016:
  - Data for the SES 2014 has to be delivered
- December 2016:
  - Quality report of the SES 2014



# Dissemination of the National SES in Denmark

- Main:
  - 2 page article with top results
  - 30-40 pages Statistical news with main results and main tables
  - Documentation of statistics



# Dissemination of the National SES in Denmark

- Main: (<http://www.statbank.dk/10327>)
  - 5 detailed tables can be found in the online data bank
    - Occupation
    - Education
    - Economic activity
    - Region
    - Age
  - In all tables you can select:
    - Sector, payment method, employee group, earnings component, gender, year



# Dissemination of the National SES in Denmark

- Additional:
  - Statistical yearbook
  - Theme publications
    - Active ageing
    - Men and women
    - Earnings



# From national SES to Eurostat SES

- Redefine our variables to Eurostats variables.
- Small survey of collective agreement
- Denmark delivers more than 2 million records to the SES.



# Publication of Eurostat SES

- Statistical news
- Labour market in focus
- Statistical database



# Eurostat's database

- [www.ec.europa.eu/eurostat](http://www.ec.europa.eu/eurostat)

The screenshot displays the Eurostat website homepage. At the top, the Eurostat logo and tagline "Your key to European statistics" are visible. The navigation bar includes links for News, Data, Publications, About Eurostat, and Help. A search bar is located on the right. The main content area features a "LATEST NEWS RELEASES" section with a headline about construction production. Below this, there are sections for "Release calendar" and "Infographic: Economic Trends". A "LOOKING FOR INFORMATION ON A SPECIFIC TOPIC" section provides links to various statistical categories. The "Key figures" section displays four indicators: Employment rate (70.1%), At risk of poverty or social exclusion (24.4%), Government gross debt (85.2%), and GDP (1.7%). A line graph shows the employment rate for the UK, EU, and CY from 2011 to 2015. The bottom of the page includes a "Focus on" section and a "User Satisfaction" bar.

**News**   **Data**   **Publications**   **About Eurostat**   **Help**

**LATEST NEWS RELEASES**

19/05/2016  
**Production in construction down by 0.9% in euro area**  
Euro area annual inflation was -0.2% in April 2016, down from 0.0% in March. In April 2015 the rate was 0.0%. European Union annual inflation was also -0.2% in April 2016, down from 0.0% in March. A year earlier the rate was 0.0%. These figures come from Eurostat, the statistical office of the... [more](#)

See complete list of news releases

Release calendar   Infographic: Economic Trends

**LOOKING FOR INFORMATION ON A SPECIFIC TOPIC**

General and regional statistics	Economy and finance	Population and social conditions
Industry, trade and services	Agriculture and fisheries	International trade
Transport	Environment and energy	Science and technology

**STATISTICS EXPLAINED - ENCYCLOPEDIA OF EU STATISTICS**   **RECENT PUBLICATIONS**

The EU potato sector - statistics on production, prices and trade - New   20/05/2016

**Key figures**

Employment rate	At risk of poverty or social exclusion	Government gross debt	GDP
2015, EU 70.1%	2014, EU 24.4%	2015, EU 85.2%	2015, EU 1.7%

**Employment rate**  
% of population aged 20-64

Line graph showing Employment rate (% of population aged 20-64) for UK, EU, and CY from 2011 to 2015.

Focus on   User Satisfaction

# Eurostat's database

The screenshot shows the Eurostat website homepage. The browser address bar displays <http://ec.europa.eu/eurostat>. The page features the Eurostat logo and the tagline "Your key to European statistics". Navigation links include "Sign In | Register", "Legal notice", "RSS", "Cookies", "Links", "Contact", and a language selector set to "English". A search bar prompts the user to "Type a keyword, a code, a title...".

The main navigation bar includes "News", "Data", "Publications", "About Eurostat", and "Help". Under "News", the "LATEST NEWS RELEASES" section features a headline dated 19/05/2016: "10 million part-time workers in the EU would have preferred to work more". The text states that among the population aged 15 to 74 in the EU, 220 million were employed, 23 million were unemployed, and 136 million were economically inactive in 2015. Around 8 in every 10 persons employed in the EU were working full time and 2 in 10 part-time. A link to "more" is provided.

Below the news section, there are links to "Release calendar" and "Infographic: Economic Trends". The "LOOKING FOR INFORMATION ON A SPECIFIC TOPIC" section offers various categories: General and regional statistics, Economy and finance (highlighted with a green circle), Population and social conditions (also highlighted with a green circle), Industry, trade and services, Agriculture and fisheries, International trade, Transport, Environment and energy, and Science and technology.

The "Key figures" section displays four metrics for 2015: Employment rate (70.1%), At risk of poverty or social exclusion (24.4%), Government gross debt (85.2%), and GDP (1.7%). Below these, a line chart shows the "Employment rate % of population aged 20-64" from 2011 to 2015 for the UK (orange), EU (blue), and CY (grey). The UK rate shows a steady increase from approximately 74% in 2011 to 77% in 2015. The EU rate shows a slight decrease from approximately 68% in 2011 to 67% in 2013, followed by a slight increase to 69% in 2015. The CY rate remains relatively stable around 68%.

The "STATISTICS EXPLAINED - ENCYCLOPEDIA OF EU STATISTICS" section features a link to "The EU potato sector - statistics on production, prices and trade - New" dated 20/05/2016. The "RECENT PUBLICATIONS" section is also visible.



# Eurostat's database

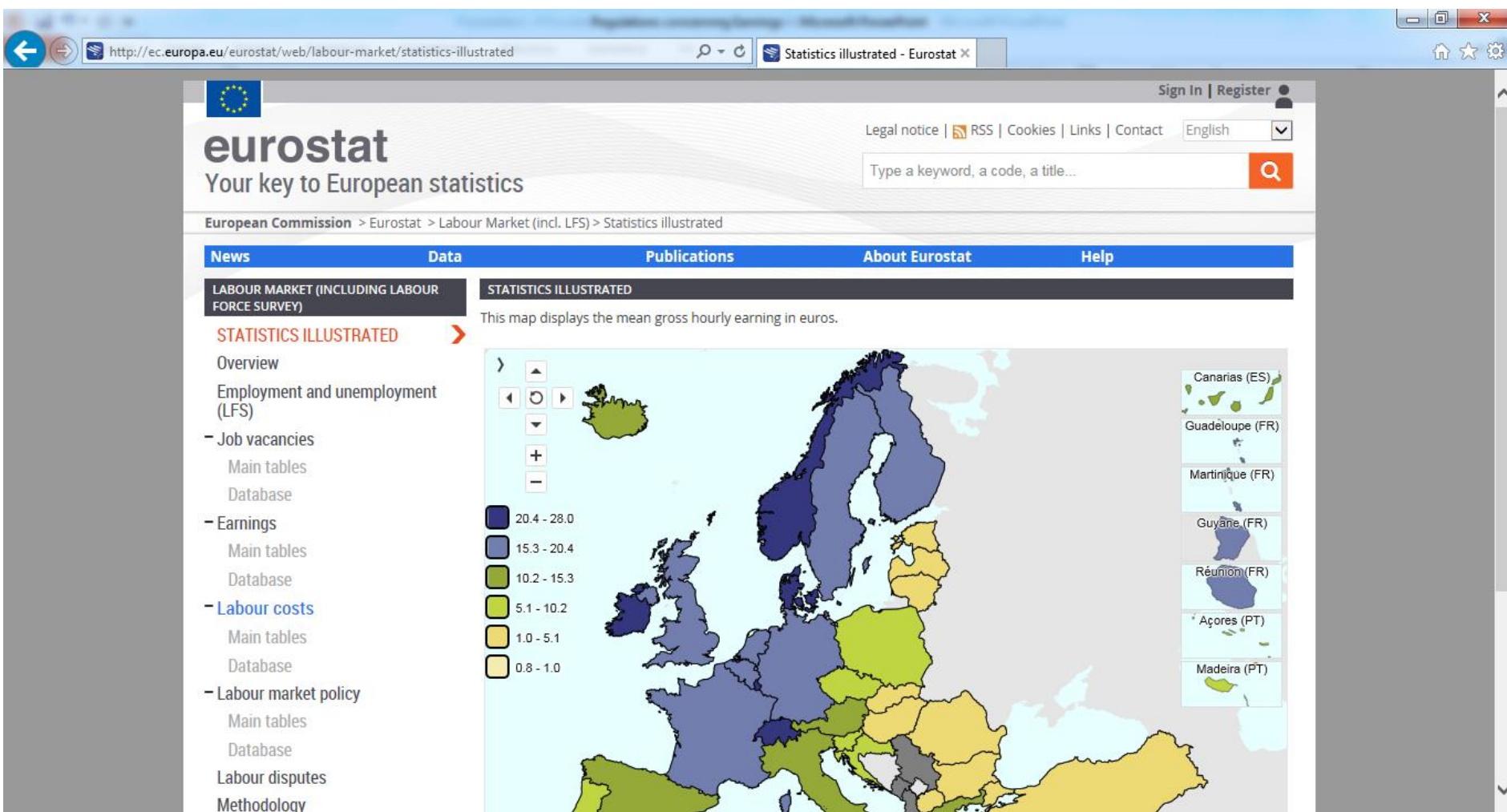
The screenshot shows the Eurostat website interface. The top navigation bar includes the European Commission logo and the Eurostat logo. The main content area is divided into several sections:

- LATEST NEWS RELEASES:** A featured article titled "Production in construction down by 0.9% in euro area" dated 19/05/2016. It mentions that Euro area annual inflation was -0.2% in April 2016, down from 0.0% in March. In April 2015, the rate was 0.0%. European Union annual inflation was also -0.2% in April 2016, down from 0.0% in March. A year earlier the rate was 0.0%. These figures come from Eurostat, the statistical office of the... [more](#)
- Release calendar** and **Infographic: Economic Trends**
- LOOKING FOR INFORMATION ON A SPECIFIC TOPIC:** A section with icons for General and regional statistics, Economy and finance, and Population and social conditions. Below this, a list of topics is provided:
  - > Population (Demography, Migration and Projections)
  - > Population and Housing Census
  - > Asylum and managed migration
  - > Health
  - > Education and training
  - > Labour market (including Labor Force Survey (LFS))
  - > Income, social inclusion and living conditions
  - > Social protection
  - > Household Budget Surveys
  - > Youth
  - > Culture
  - > Sport
  - > Crime and criminal justice
  - > Quality of life indicators
  - > Migrant integration
  - > Equality (age and gender)
- DATA:** A section with icons for Most popular tables, Complete database, and Apps & Tools.
- Key figures:** A section showing four key indicators:
 

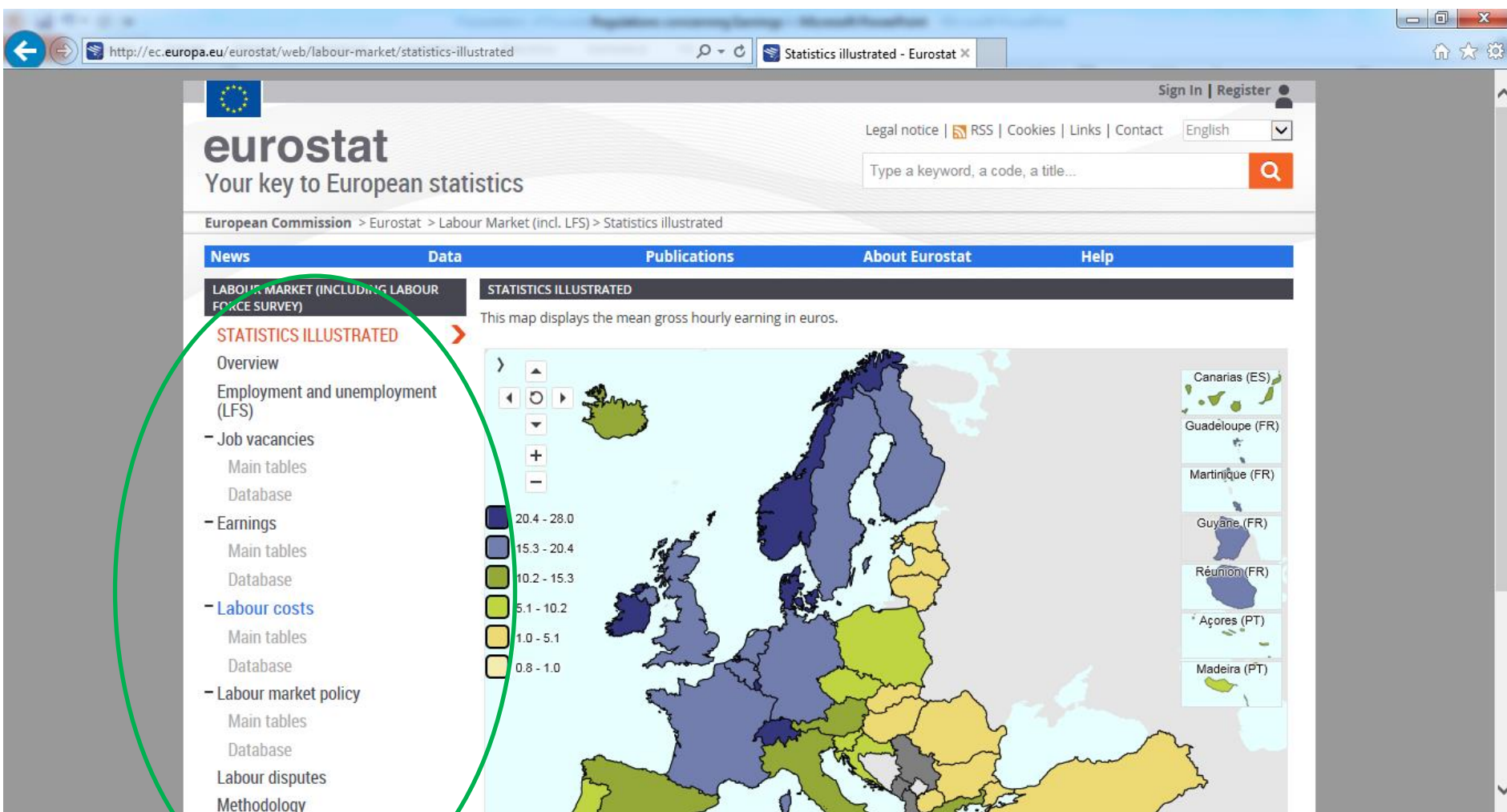
Employment rate	At risk of poverty or social exclusion	Government gross debt	GDP
2015, EU 70.1%	2014, EU 24.4%	2015, EU 85.2%	2015, EU 1.7%
- Focus on:** A section with links to Euro-indicators/PEELs, Macroeconomic Imbalances Procedure (MIP), Sustainable Development, Europe 2020, and GDP and beyond.
- User Satisfaction Survey:** A section with a link to the survey.
- CESS2016 BUDAPEST:** A section with a link to the Conference of European Statistics Stakeholders, 20-21 October, 2016.
- STATISTICS EXPLAINED - ENCYCLOPEDIA OF EU STATISTICS** and **RECENT PUBLICATIONS**

A line chart titled "Employment rate % of population aged 20-64" shows the employment rate for the UK, EU, and CY from 2011 to 2015. The UK rate is consistently the highest, starting at approximately 73% in 2011 and rising to about 77% in 2015. The EU rate starts at approximately 68% in 2011 and rises to about 70% in 2015. The CY rate starts at approximately 68% in 2011 and rises to about 68% in 2015.

# Eurostat's database

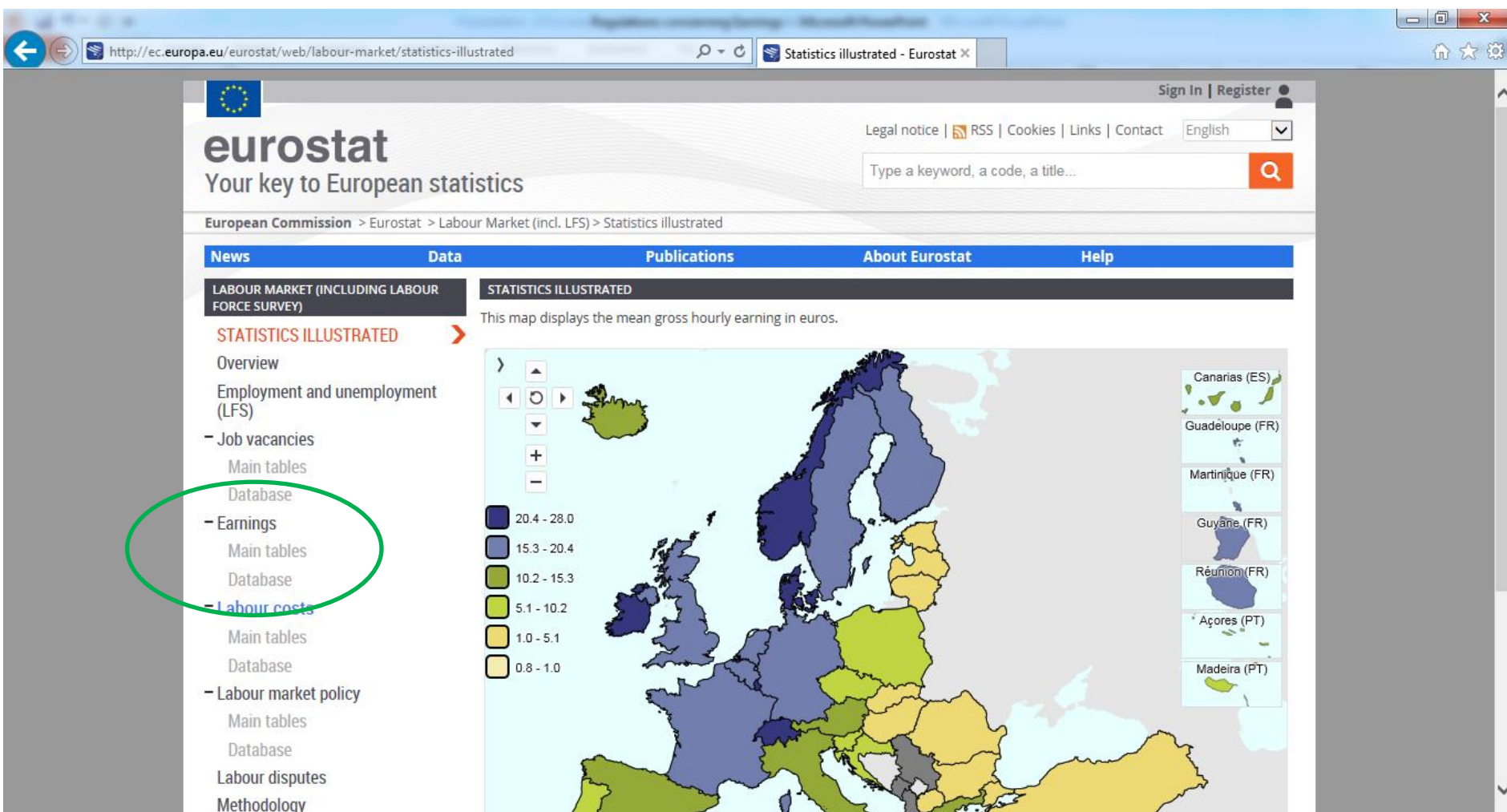


# Eurostat's database

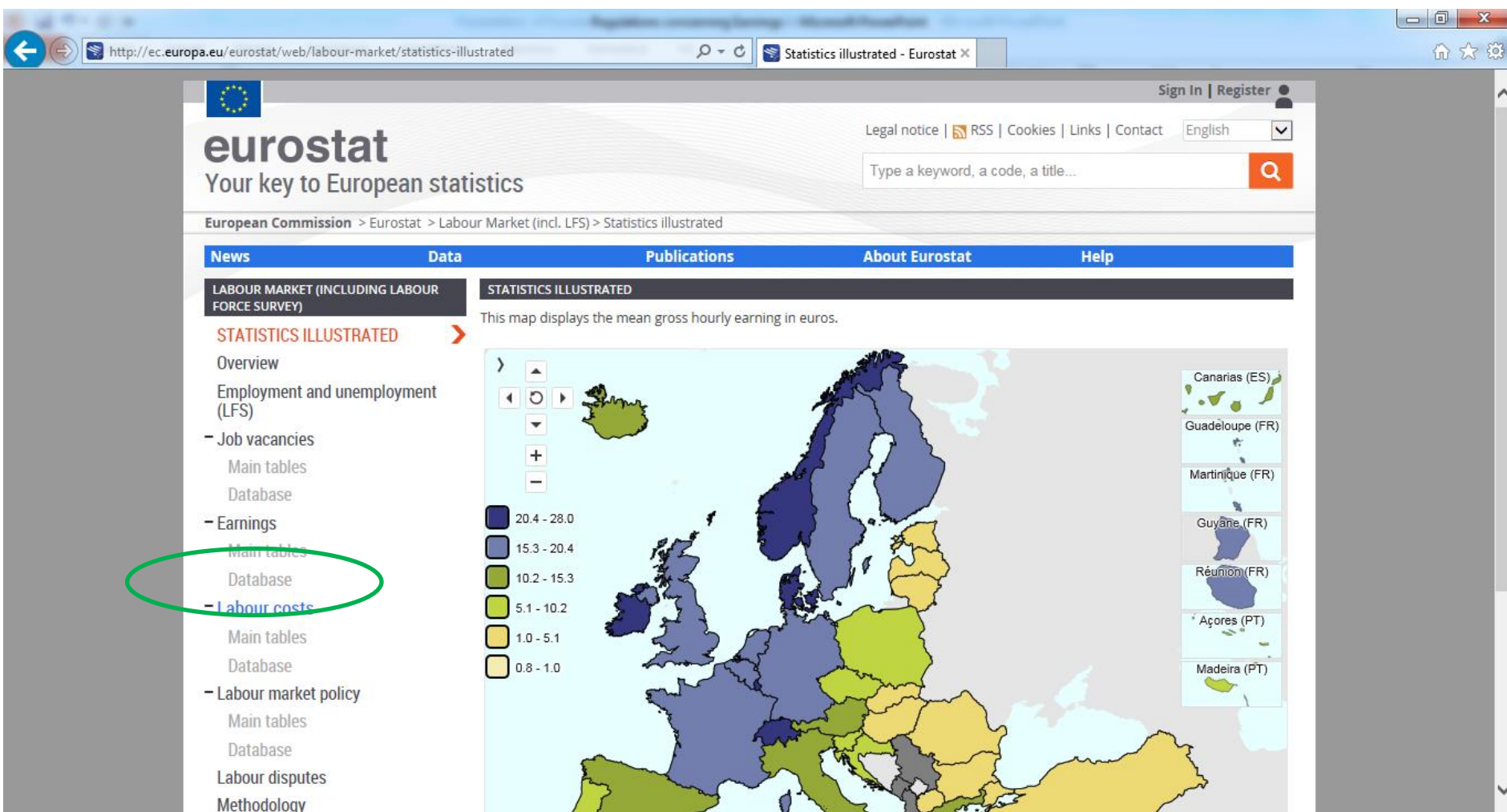




# Eurostat's database



# Eurostat's database



# Eurostat's database

The screenshot shows the Eurostat website interface. The browser address bar displays <http://ec.europa.eu/eurostat/web/labour-market/earnings/database>. The page header features the Eurostat logo and the tagline "Your key to European statistics". A search bar on the right prompts the user to "Type a keyword, a code, a title...". The breadcrumb trail indicates the current location: "European Commission > Eurostat > Labour Market (incl. LFS) > Earnings > Database".

The main navigation bar includes links for "News", "Data", "Publications", "About Eurostat", and "Help". Below this, a secondary navigation bar highlights "LABOUR MARKET" and "DATABASE".

On the left side, under "LABOUR MARKET", there are links for "Statistics illustrated", "Overview", "Employment and unemployment (LFS)", "Job vacancies", "Main tables", "Database", "Earnings", "Main tables", "LABORATORY", and "Labour costs".

The "DATABASE" section on the right lists several data collections, each with a folder icon and a metadata icon (M):

- Earnings (earn)
- Net earnings and tax rates (earn\_net)
- Structure of earnings survey - main indicators (earn\_ses\_main)
- Structure of earnings survey 2010 (earn\_ses2010)
- Structure of earnings survey 2006 (earn\_ses06)
- Structure of earnings survey 2002 (earn\_ses)
- Gender pay gap in unadjusted form (earn\_grpgp)
- Minimum wages (earn\_minw)
- Gross earnings: historical data (earn\_gr\_hist)

A green oval highlights the "Structure of earnings survey 2010 (earn\_ses2010)" entry. A red arrow points to the "LABORATORY" link in the left sidebar.

# Eurostat's database

The screenshot shows the Eurostat website interface. The browser address bar displays the URL: <http://ec.europa.eu/eurostat/web/labour-market/earnings/database>. The page header features the Eurostat logo and the tagline "Your key to European statistics". A search bar is located in the top right corner with the placeholder text "Type a keyword, a code, a title...". Below the header, a breadcrumb trail reads: "European Commission > Eurostat > Labour Market (incl. LFS) > Earnings > Database". A navigation bar contains links for "News", "Data", "Publications", "About Eurostat", and "Help". The main content area is divided into two sections: "LABOUR MARKET" and "DATABASE". The "LABOUR MARKET" section includes links for "Statistics illustrated", "Overview", "Employment and unemployment (LFS)", "Job vacancies", "Main tables", and "Database". The "DATABASE" section is expanded, showing a tree structure of earnings data. The tree starts with "Earnings (earn)" and branches into "Net earnings and tax rates (earn\_net)", "Structure of earnings survey - main indicators (earn\_ses\_main)", and "Structure of earnings survey 2010 (earn\_ses2010)". The "Structure of earnings survey 2010" further branches into "Number of employees (earn\_ses10\_nb)", "Hourly earnings (earn\_ses10\_hr)", "Monthly earnings (earn\_ses10\_mo)", "Annual earnings (earn\_ses10\_an)", "Hours paid (earn\_ses10\_hrp)", and "Annual holidays (earn\_ses10\_hol)". Below these, there are links for "Structure of earnings survey 2006 (earn\_ses06)" and "Structure of earnings survey 2002 (earn ses)". A red arrow points from the "DATABASE" link in the left sidebar to the "Structure of earnings survey 2010" folder in the main content area.

http://ec.europa.eu/eurostat/web/labour-market/earnings/database

**eurostat**  
Your key to European statistics

Type a keyword, a code, a title...

European Commission > Eurostat > Labour Market (incl. LFS) > Earnings > Database

News Data Publications About Eurostat Help

LABOUR MARKET DATABASE

Statistics illustrated  
Overview  
Employment and unemployment (LFS)  
- Job vacancies  
Main tables  
Database  
- Earnings  
Main tables  
**DATABASE**  
- Labour costs  
Main tables

Earnings (earn)  
+ Net earnings and tax rates (earn\_net) M  
+ Structure of earnings survey - main indicators (earn\_ses\_main) M  
- Structure of earnings survey 2010 (earn\_ses2010) M  
+ Number of employees (earn\_ses10\_nb)  
+ Hourly earnings (earn\_ses10\_hr)  
+ Monthly earnings (earn\_ses10\_mo)  
+ Annual earnings (earn\_ses10\_an)  
+ Hours paid (earn\_ses10\_hrp)  
+ Annual holidays (earn\_ses10\_hol)  
+ Structure of earnings survey 2006 (earn\_ses06) M  
+ Structure of earnings survey 2002 (earn ses) M





# Eurostat's database

The screenshot shows the Eurostat website interface. The browser address bar displays the URL <http://ec.europa.eu/eurostat/web/labour-market/earnings/database>. The page header features the Eurostat logo and the tagline "Your key to European statistics". A search bar is located in the top right corner with the placeholder text "Type a keyword, a code, a title...". Below the header, a breadcrumb trail reads: "European Commission > Eurostat > Labour Market (incl. LFS) > Earnings > Database". A navigation bar contains links for "News", "Data", "Publications", "About Eurostat", and "Help". The main content area is divided into two sections: "LABOUR MARKET" and "DATABASE". The "LABOUR MARKET" section includes links for "Statistics illustrated", "Overview", "Employment and unemployment (LFS)", "Job vacancies", "Main tables", "Database", "Earnings", "Main tables", "Labour costs", and "Main tables". The "DATABASE" section lists various data series, each with a folder icon and a document icon: "Earnings (earn)", "Net earnings and tax rates (earn\_net)", "Structure of earnings survey - main indicators (earn\_ses\_main)", "Structure of earnings survey 2010 (earn\_ses2010)", "Number of employees (earn\_ses10\_nb)", "Hourly earnings (earn\_ses10\_hr)", "Monthly earnings (earn\_ses10\_mo)", "Annual earnings (earn\_ses10\_an)", "Hours paid (earn\_ses10\_hrp)", "Annual holidays (earn\_ses10\_hol)", "Structure of earnings survey 2006 (earn\_ses06)", and "Structure of earnings survey 2002 (earn ses)". A green oval highlights the "Hourly earnings (earn\_ses10\_hr)" entry. A red arrow points to the "DATABASE" link in the left sidebar.

http://ec.europa.eu/eurostat/web/labour-market/earnings/database

**eurostat**  
Your key to European statistics

Type a keyword, a code, a title...

European Commission > Eurostat > Labour Market (incl. LFS) > Earnings > Database

News Data Publications About Eurostat Help

LABOUR MARKET DATABASE

Statistics illustrated  
Overview  
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- Job vacancies  
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Main tables  
**DATABASE**  
- Labour costs  
Main tables

Earnings (earn)  
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+ Annual earnings (earn\_ses10\_an)  
+ Hours paid (earn\_ses10\_hrp)  
+ Annual holidays (earn\_ses10\_hol)  
+ Structure of earnings survey 2006 (earn\_ses06) M  
+ Structure of earnings survey 2002 (earn ses) M





# Eurostat's database

The screenshot shows the Eurostat database interface. The browser address bar displays <http://ec.europa.eu/eurostat/web/labour-market/earnings/database>. The breadcrumb navigation path is: European Commission > Eurostat > Labour Market (incl. LFS) > Earnings > Database. The left sidebar contains a navigation menu with the following items: Job vacancies (Main tables, Database), Earnings (Main tables, DATABASE), Labour costs (Main tables, Database), Labour market policy (Main tables, Database), Labour disputes, Methodology, Publications, and Links. The main content area is titled 'Structure of earnings survey 2010 (earn\_ses2010)'. It lists the following data tables: Number of employees (earn\_ses10\_nb), Hourly earnings (earn\_ses10\_hr), Mean hourly earnings by sex, economic activity and collective pay agreement (earn\_ses10\_12), Mean hourly earnings by sex, age and economic activity (earn\_ses10\_13), Mean hourly earnings by sex, age and occupation - NACE Rev. 2, B-S excluding O (earn\_ses10\_14), Mean hourly earnings by sex, economic activity and employment contract (earn\_ses10\_15), Mean hourly earnings by sex, economic activity and educational attainment level (earn\_ses10\_16), Mean hourly earnings by sex, economic activity and length of service with the enterprise (earn\_ses10\_17), Mean hourly earnings by sex, size class of the enterprise and occupation (earn\_ses10\_18), Mean hourly earnings by sex, economic activity and occupation (earn\_ses10\_47), Hourly earnings by economic activity and contractual working time (enterprises with 10 employed persons or more) (earn\_ses10\_hftpt), Mean hourly earnings by NUTS 1 regions (enterprises with 10 employees or more) - NACE Rev. 2, B-S excluding O (earn\_ses10\_rhr), Monthly earnings (earn\_ses10\_mo), and Annual earnings (earn\_ses10\_an). Each table entry includes a ZIP icon and an information icon.



# Eurostat's database

European Commission > Eurostat > Labour Market (incl. LFS) > Earnings > Database

Structure of earnings survey 2010 (earn\_ses2010)

- Job vacancies
  - Main tables
  - Database
- Earnings
  - Main tables
  - DATABASE**
- Labour costs
  - Main tables
  - Database
- Labour market policy
  - Main tables
  - Database
- Labour disputes
- Methodology
- Publications
- Links

Hourly earnings (earn\_ses10\_hr)

- Mean hourly earnings by sex, economic activity and collective pay agreement (earn\_ses10\_12)
- Mean hourly earnings by sex, age and economic activity (earn\_ses10\_13)**
- Mean hourly earnings by sex, age and occupation - NACE Rev. 2, B-S excluding O (earn\_ses10\_14)
- Mean hourly earnings by sex, economic activity and employment contract (earn\_ses10\_15)
- Mean hourly earnings by sex, economic activity and educational attainment level (earn\_ses10\_16)
- Mean hourly earnings by sex, economic activity and length of service with the enterprise (earn\_ses10\_17)
- Mean hourly earnings by sex, size class of the enterprise and occupation (earn\_ses10\_18)
- Mean hourly earnings by sex, economic activity and occupation (earn\_ses10\_47)
- Hourly earnings by economic activity and contractual working time (enterprises with 10 employed persons or more) (earn\_ses10\_hftpt)
- Mean hourly earnings by NUTS 1 regions (enterprises with 10 employees or more) - NACE Rev. 2, B-S excluding O (earn\_ses10\_rhr)

Monthly earnings (earn\_ses10\_mo)


Annual earnings (earn\_ses10\_an)



# Eurostat's database

Eurostat - Data Explorer - Internet Explorer

http://appsso.eurostat.ec.europa.eu/nui/submitViewTableAction.do

 **eurostat**

Important legal notice  
v3.1.15-20160425-5608-PROD\_EUROBASE  
DATA-EXPLORER\_PRODmanaged22

Explanatory texts (metadata) Information Download Preview Bookmark Demo Help Login

## Mean hourly earnings by sex, age and economic activity

Last update: 23-02-2016  
Table Customization [show](#)

SEX:  +  
+ Structure of Earnings Indicator: Hourly earnings  +  
+ Age class: Total  +

GEO:  +  
+ Classification of economic activities - NACE Rev.2: Industry, construction and services (except public administration, defense)  +  
+ Period of time (a=annual, q=quarterly, m=monthly, d=daily, c=cumulated from January): 2010  +

+ Currency: Euro  +  
+ Size classes in number of employees: 10 employees or more  +

GEO	SEX	Total	Males	Females
European Union (28 countries)		14.1	15.39	12.64
Bulgaria		2.04	2.18	1.89
Czech Republic		5.43	6	4.73
Denmark		26.58	29.19	24.2
Estonia		4.84	5.73	4.17
Latvia		3.78	4.14	3.5
Lithuania		3.44	3.68	3.24
Hungary		4.49	4.91	4.04
Poland		5.21	5.32	5.08
Romania		2.63	2.74	2.5
Slovenia		9.1	9.13	9.07
Slovakia		4.74	5.24	4.21
Former Yugoslav Republic of		2.83	2.91	2.75
Turkey		4.47	4.51	4.34

Special value:  
: not available

Source of data: Eurostat

