Interreg

EUROPEAN UNION

Danube Transnational Programme

DanubePeerChains

Integrated capacity building and training programme for DANUBE area labour and business support organisations, local industry and entrepreneurs to enter innovative transnational value CHAINS as PEER-level collaboration partners

DTP3-497-SO1.2

Regional analyses with focus on Labour market characteristics

Deliverable D.T1.1.1

Lead Contractor of the Deliverable: ERDF PP5 INCSMPS

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Content

Background

DanubePeerChains has as main objective to empower Labour market Support Organisations (LSO) and Business Support Organisations (BSO) together with their target groups and further local high-potentials in a joint capacity building and training approach to upskill to high-qualified jobs in the Danube region and to gain sustainable recognition as PEER-level collaboration partners in innovative transnational value chains. In particular, the project strives to 1) identify high-potential cooperation fields in digitalized value chains for project target sectors (metal industry, machine building, engineering, electro industry, electronics/robotics, ICT), 2) introduce this innovative approach in collaborative capacity building measures for LSOs/BSOs, and 3) upgrade existing technological and business model oriented trainings by integrating the value chain perspective and adapting them for the qualification demand of Danube area target groups.

Transnational benchmark analysis of labour market incl. identification of qualification and support demand (DT 1.1.3) as part of WP1, is one of the prerequisites for the development of the capacity building and qualification measures as well as for strategic project work and thus contributes to all three specific objectives. The transnational benchmark analysis as main result of A.T1.1 will be ready to be discussed at partnership level in SC meeting #1 in Ljubljana as a main reference for further project work. Specific labour market analysis in Activity T1.1 will be operationally managed by WP T1 co-leader INCSMPS, who will also prepare the according templates, to be filled in by selected PPs.

The present template, prepared by INCSMPS, is accordingly with D.T.1.1.1, with the title: upgrading of available regional analyses with focus on labour market characteristics and integration of IPA partner regions. Following a preliminary gap analysis of available studies from synergetic projects, initial labour market analysis will focus: 1) on integration of analysis of IPA partner countries which are currently under represented and 2) on detailed investigation of regional labour market characteristics (available digital skilled labour force, employment situation in target sectors, etc.).

Country Overview (qualitative study)

Chapter 1 provides a qualitative analysis of the country background for understanding challenges of digital transformation regarding labour force demand and supply, entrepreneurial spirit, maturity of business digital transformation and of labour force digital skills, support demand, qualification gaps/company demand in target industries of the project.

Note:
*Answers based on relevant scientific literature (scientific research studies, articles, books, national, European and internationals reports, etc.) as well as interviews with labor market experts;
** Answers based on qualitative perceptions.
***Target sectors - metal industry, machine building, engineering, electro industry, electronics/robotics, ICT.

Digital transformation across targeted activity sectors

In this subchapter we are interested in comparing the digitization process across industries in order to understand the underlying mechanisms better. Furthermore, by understanding the characteristics of different industries we should be able to adapt our methods to facilitate the process of digitization across all sectors.

Digital transformation across targeted activity sectors

	metal industry	machine building	engineering	electro industry	electronics/ robotics	ICT
How strong are the following industry sectors from an economic point of view (1=very weak, 4=very strong)?						
To what extent have these sectors reached digital maturity? (1=to a very small extent, 2=to a small extent, 3=to a large extent, 4=to a very large extent)						
To what extent have these sectors experienced digital transformation? (1=to a very small extent, 2=to a small extent, 3=to a large extent, 4=to a very large extent)						
Which competences relevant for digital transformation are the least developed in these sectors?	Text					
Which are the main challenges the targeted activity sectors are facing in the digital transformation process?	Text					

Note: to a very small extent (1), to a small extent (2), to a large extent (3), to a very large extent (4)

Digital maturity of the labor force and digital gap on the labour market

While in the previous chapter we have looked at each industry, we will now take a closer look at the labour involved in the targeted sectors. Obviously, each sector is completely different from the others given the capital aspect, but the labour is just as important. We are interested in learning more about different methods used by different industries in order to have a united approach that should target all sectors of interest. Lastly, it is important to know the efficiency of LSOs and draw upon their practices to improve the current methodology and strategies.

Definition: Digital skills indicators are composite indicators which are based on selected activities related to internet or software use performed by individuals aged 16-74 in four specific areas (information, communication, problem solving, software skills). It is assumed that individuals having performed certain activities have the corresponding skills. Therefore, the indicators can be considered as proxy of the digital competences and skills of individuals. (source: EUROSTAT, https://ec.europa.eu/eurostat/cache/metadata/en/tepsr_sp410_esmsip2.htm).

To fill in the tables below, following sources can be used: DESI report, European Innovation Scoreboard, Global Entrepeneurship Monitor, EU Industrial R&D Investment Scoreboard.

Digital maturity of the labor force and digital gap on the labour market

Is the population digitally skilled?	1	2	3	4
Demand and supply of digitally skilled labour (deficits)				
➢ Are there mismatches?	1	2	3	4
➢ And if yes in which sector/what skills?				
➢ Are there any trends in the evolution of the population, in terms of digital skills?	1	2	3	4
➢ Which sectors have seen the most improvement in the digital skills of the employees?	Text			
➢ What makes some sectors more easily trainable or adaptable compared to others?	Text			
The effectiveness of LSOs in digital maturity of labour force and reducing the labour market digital gap				
➢ What services do they offer?				
➢ How involved are they with the labour market?	1	2	3	4
➢ Which industries require the most support?	Text			
➢ What does the support consist of?	Text			
➢ How much does the provided support vary across industries?	1	2	3	4

Note: to a very small extent (1), to a small extent (2), to a large extent (3), to a very large extent (4)

Digitalized Business field

The last part of the template of the country report is about business field as well as entrepreneurship, emphasizing the start-ups. It is important to dive into the business field as the digitization process is a joint effort of the labour as well as the management. Lastly, it is essential to know the efficiency of BSOs and draw upon their practices to improve the current methodology and strategies.

Digitalized Business field

SMEs and start-ups				
➢ What is the percentage of SMEs in total enterprises in your country?	nn%			
➢ What is the percentage of start-ups that have been founded 5 years ago or less?				
➢ What is the percentage of „new"start-ups that have been founded 1 year ago or less?				
➢ What is the dropout rate within 5 years since founding?				
➢ How fast do start-ups reach digital maturity within their field?	Very slow	Slow	Fast	Very fast
➢ How many start-ups start at digital maturity?	Very few	Few	Many	A lot of

Entrepreneurship environment				
➢ To what extent would you assess the intensity of support measures for young entrepreneurs/start-ups?	1	2	3	4
➢ Which support measures are specific for start-ups?	Text			
How effective are the BSOs in this regard?				
➢ What services do they offer?	Text			
➢ How intense is the collaboration with LSOs? Please elaborate shortly.	Text			
➢ Which industries require the most business support?	Text			
➢ What does the support consist of?	Text			
➢ How much does the provided support vary across industries?	1	2	3	4
➢ To what extent do start-ups contact BSOs for support?	1	2	3	4

Note: to a very small extent (1), to a small extent (2), to a large extent (3), to a very large extent (4)

Trading and working with other countries

One of the main goals of the project is to create global value chains within the Danube Area. In order to do so, we need to assess the international potential of each country PP, as well as the industries and challenges that each area is facing in order to create an integrated approach that will unite and enhance collaboration within the Danube area.

Trading and working with other countries

Industries of focus	
➢ What are the main industries that are prone to international activity?	Text
➢ What industries within the region have the highest potential to succeed?	Text

Potential to participate in global value chains				
➢ Is there enough infrastructure to support a GVC (Global Value Chain)?	1	2	3	4
➢ What is included in the supporting infrastructure?	Text			
➢ How reliable are the suppliers in the area?	1	2	3	4
➢ Is the area currently involved in international trade?	1	2	3	4
Challenges				
➢ What are the main challenges industries are facing in the considered regions?	Text			
➢ What measures could improve the current conditions in order to facilitate international participation?	Text			

Note: to a very small extent (1), to a small extent (2), to a large extent (3), to a very large extent (4)

COVID19 Situation

Covid-19 has undoubtedly affected the world economies to a degree that is still hard to comprehend. As a result, we need to learn more about how the process of digitalization has been affected by this global pandemic. While there are arguments that working remotely might have forced digitalization to a point, results are expected to have a huge variance across different sectors, countries and policies and therefore we need a better understanding of the underlying mechanisms.

COVID19 Situation

How much was the country affected? (economically- activity sectors and labour market)				
➢ What target sectors were the most affected in a positive manner?	Text			
➢ What target sectors were the most affected in a negative manner?	Text			
➢ How intense was the digitalization process affected?	1	2	3	4
➢ How did the population's digital skills evolve across the period?	1	2	3	4
➢ Were digitally matured SMEs affected by COVID19 positively or negatively? Please shortly elaborate.	Text			
➢ Were non-digitally matured SMEs affected by COVID19 positively or negatively? Please shortly elaborate.	Text			
➢ Did the LSOs and BSOs have a higher demand for support during the COVID19 period?	1	2	3	4
What relevant restrictions/measures are in place?				
➢ What sectors are more affected by the COVID-19 restrictions in place?	Text			
➢ What sectors are more targeted by the BSO/LSO or governmental support measures in place?	Text			
➢ Are there restrictions that hinder the development of other sectors?	1	2	3	4
➢ Are there measures that promote digitalization in order to facilitate remote work and address COVID19?	1	2	3	4
➢ How do the restrictions affect the BSOs' and LSOs' ability to offer their services?	1	2	3	4
➢ To what extent do the restrictions affect International Trade across different regions?	1	2	3	4

Note: to a very small extent (1), to a small extent (2), to a large extent (3), to a very large extent (4)

Detailed investigation of country labour market characteristics

Chapter 2 provides labour market indicators for the benchmark analysis in view of capitalization and upgrade of the labour market analysis/characteristics and identification of country development demand. Indicators are related by deficits in country labour markets, qualification gaps/company demand in target industries and sector-specific indicators of digital transformation maturity (metal industry, machine building, engineering, electro industry, electronics/robotics, ICT).

Following a preliminary gap analysis of available studies from synergetic projects, initial labour market analysis will focus 1. on integration of analysis of IPA partner countries which are currently underrepresented and 2) on detailed investigation of regional labour market characteristics (general aspects, available digitally skilled labour force, employment situation in target sectors).

General indicators

The general indicators will collect information regarding the current state of the labor market in your country, by three dimensions:

- Economy dimension and level of development
- Economy competitiveness with focus on manufacturing
- Labour market performance

Table 1: The current state of the labor market

Nc	Indicator/ unit measure	World Bank Code	2017	2018	2019
Economy dimension and level of development					
1	Population, total	SP.POP.TOTL			
2	Rural population (% of total population)	SP.RUR.TOTL.ZS			
3	GDP per capita, PPP (constant 2017 international $)	NY.GDP.PCAP.PP.KD			
4	Employment in industry (% of total employment) (modeled ILO estimate)	SL.IND.EMPL.ZS			
5	Employment in services (% of total employment) (modeled ILO estimate)	SL.SRV.EMPL.ZS			
Economy – competitiveness					
6	Exports of goods and services (% of GDP)	NE.EXP.GNFS.ZS			
7	High-technology exports (% of manufactured exports)	TX.VAL.TECH.MF.ZS			
8	Manufacturing, value added (% of GDP)	NV.IND.MANF.ZS			
9	Manufacturing, value added (annual % growth)	NV.IND.MANF.KD.ZG			
10	New business density (new registrations per 1,000 people ages 15-64)	IC.BUS.NDNS.ZS			
11	GDP per person employed (constant 2017 PPP $)	SL.GDP.PCAP.EM.KD			
12	Firms offering formal training (% firms)	IC.FRM.TRNG.ZS			

Labour market performance					
13	Labor force, total (%)	SL.TLF.TOTL.IN			
14	Labor force participation rate, total (% of total population ages 15-64) (modeled ILO estimate)	SL.TLF.ACTI.ZS			
15	Labor force with advanced education (% of total working-age population with advanced education)	SL.TLF.ADVN.ZS			
16	Labor force with intermediate education (% of total working-age population with intermediate education)	SL.TLF.INTM.ZS			
17	Labor force with basic education (% of total working-age population with basic education)	SL.TLF.BASC.ZS			
18	Employers, total (% of total employment) (modeled ILO estimate)	SL.EMP.MPYR.ZS			
19	Employment to population ratio, 15+, total (%) (modeled ILO estimate)	SL.EMP.TOTL.SP.ZS			
20	Unemployment, total (% of total labor force) (modeled ILO estimate)	SL.UEM.TOTL.ZS			
21	Unemployment with advanced education (% of total labor force with advanced education)	SL.UEM.ADVN.ZS			
22	Unemployment with intermediate education (% of total labor force with intermediate education)	SL.UEM.INTM.ZS			
23	Unemployment with basic education (% of total labor force with basic education)	SL.UEM.BASC.ZS			
24	Share of youth not in education, employment or training, total (% of youth population)	SL.UEM.NEET.ZS			

Source: world Bank, https://data.worldbank.org/indicator/[code]
Annual data, 2020 not available
Full coverage, all PP countries. Eurostat doesn't provide data for Bosnia Herzegovina
Data Source: World Bank database; available data: 2014-2019 and cover all PPs, Including all IPA countries

Indicators regarding available digital skilled labour force

Table 2 includes indicators which will capitalize and update information about available digitally skilled labour force on three cases of frequency (low, basic and above basic digital skills) and will cover the following individual characteristics: age, level of education, status on labour market, residence area and target sectors - mining or quarrying, manufacturing or other industry.

Data source: Eurostat; availability: 2015-2019 period and covers all the PPs countries, as well the three IPA countries from the project.

Table 2: Available digital skilled labour force, 2015-2019 (%)

TIME	**2017**			**2019**		
Level of digital skills (IND_TYPE code in brackets / UNIT PC_IND Percentage of individuals)	***L_DS***	***B_DS***	***>B_DS***	***L_DS***	***B_DS***	***>B_DS***
All Individuals (IND_TOTAL)						
Individuals aged 25 to 64 with low formal education (Y25_64LO)						
Individuals aged 25 to 64 with medium formal education (Y25_64ME)						
Individuals aged 25 to 64 with high formal education (Y25_64HI)						
Individuals living in cities (IND_DEG1)						
Individuals living in towns and suburbs (IND_DEG2)						
Individuals living in rural areas (IND_DEG3)						
ICT professionals (ISCO_ICT)						
Non-ICT professionals (ISCO_ICTX)						

Employees (SAL)						
Employees, self-employed, family workers (SAL_SELF_FAM)						
Working in mining or quarrying, manufacturing or other industry (B+C in NACE Rev.2) (EMP_SECT_MQM)						
Self-employed, family workers (SELF_FAM)						
Students (STUD)						
Unemployed (UNE)						

Source: Eurostat, Individuals' level of digital skills [isoc_sk_dskl_i]
Note: [isoc_sk_dskl_i] cover all PP: European Union - 27 countries (from 2020), Bulgaria, Czechia, Germany, Croatia, Hungary, Austria, Romania, Slovenia, Slovakia, and 3 AP: Montenegro, Serbia, Bosnia and Herzegovina. Respectively, do not cover, Republic of Moldova and Ukraine. https://appsso.eurostat.ec.europa.eu/nui/show.do?dataset=isoc_sk_dskl_i&lang=en
Indicator is measured since 2015
*Individuals who have low overall digital skills [**L_DS]***
*Individuals who have basic overall digital skills **[B_DS]***
*Individuals who have above basic overall digital skills **[>B_DS]***
NACE rev 2 Classification in https://ec.europa.eu/eurostat/documents/3859598/5902521/KS-RA-07-015-EN.PDF
Note: supplementary codes for indicators selection:
INDIC_IS: I_DSK_L Individuals who have low overall digital skills; I_DSK_B; Individuals who have basic overall digital skills; I_DSK_AB Individuals who have above basic overall digital skills; IND_TYPE: Y25_64 Individuals, 25 to 64 years old;

Indicators regarding employment situation in target sectors

Target industry sectors (metal industry, machine building, engineering, electro industry, electronics/robotics, ICT) were defined according with codification at 2 digits by NACE Rev. 2 in: Manufacture of basic metals; Manufacture of fabricated metal products, except machinery and equipment; Manufacture of computer, electronic and optical products; Manufacture of electrical equipment; Manufacture of machinery and equipment; Manufacture of motor vehicles, trailers and semi-trailers; Manufacture of other transport equipment; Repair and installation of machinery and equipment; Publishing activities; Motion picture, video and television programme production, sound recording and music publishing activities; Programming and broadcasting activities; Telecommunications; Computer programming, consultancy and related activities.

- **Table 3** includes indicators for collecting information regarding employment and enterprises in target sectors defined at two digits, at NACE Rev.2. The following characteristics will be analyzed: persons employed, number of enterprises, productivity, growth rate of employment and the average employed person per enterprise in 2014 compared to 2017.
- **Table 4** includes indicators for collecting information regarding the share of SMEs in total enterprises as employed persons and enterprises. Analysis will cover the target sectors profile, at 2 digits, by employees and enterprise number in 2014 compared to 2017.
- **Data source for Table 3, 4 –** Eurostat data base, available data period 2014-2017, cover all PP countries with exception of Montenegro (which will use information from national data base).

Table 3: Employment and Enterprises situation in target sectors, 2014, 2017

	TIME	2014					2017				
	NACE_R2/INDIC_SB	Enterprises - number	Persons employed - number	Gross value added per employee - thousand	Growth rate of employment -	Persons employed per enterprise - number	Enterprises - number	Persons employed - number	Gross value added per employee - thousand	Growth rate of employment -	Persons employed per enterprise - number
NACE code	Code INDIC_SB	V11110	V16110	V91130	V91290	V92100	V11110	V16110	V91130	V91290	V92100
B-N_S95_X_K	Total business economy; repair of computers, personal and household goods; except financial and insurance activities										
C	**Manufacturing**										
C_HTC_M	***Medium high-technology manufacturing***										
C_HTC	***High-technology manufacturing***										
C_LTC_M	***Medium low-technology manufacturing***										
C_LTC	***Low-technology manufacturing***										
C24	Manufacture of basic metals										
C25	Manufacture of fabricated metal products, except machinery and equipment										
C26	Manufacture of computer, electronic and optical products										
C27	Manufacture of electrical equipment										
C28	Manufacture of machinery and equipment										
C29	Manufacture of motor vehicles, trailers and semi-trailers										
C30	Manufacture of other transport equipment										
C33	Repair and installation of machinery and equipment										

Source: Eurostat, Annual enterprise statistics for special aggregates of activities (NACE Rev. 2) [sbs_na_sca_r2], cover all PP: European Union - 27 countries (from 2020), Bulgaria, Czechia, Germany, Croatia, Hungary, Austria, Romania, Slovenia, Slovakia, and 3 AP:, Serbia(2016, partially and 2017), Bosnia and Herzegovina. Respectively, do not cover, Montenegro. Republic of Moldova and Ukraine.
https://ec.europa.eu/eurostat/web/products-datasets/product?code=sbs_sc_sca_r2
Year 2017 is the last available

Table 4: The share of SMEs and persons employed in SMEs in total enterprises 2014, 2017

NACE code	TIME	Total				SMEs *				%SMEs in Total**			
		2014		2017		2014		2017		2014		2017	
	NACE_R2/INDIC_SB	Enterprises - number	Persons employed - number	Enterprises - number	Persons employed - number	Enterprises - number	Persons employed - number	Enterprises - number	Persons employed - number	Enterprises - number	Persons employed - number	Enterprises - number	Persons employed - number
	Code INDIC_SB	V11110	V16110	V11110	V16110	V11110	V16110	V11110	V16110	V11110	V16110	V11110	V16110
B-N_S95_X_K	**Total business economy; repair of computers, personal and household goods; except financial and insurance activities**												
C	***Manufacturing***												
C24	Manufacture of basic metals												
C25	Manufacture of fabricated metal products, except machinery and equipment												
C26	Manufacture of computer, electronic and optical products												
C27	Manufacture of electrical equipment												
C28	Manufacture of machinery and equipment												
C29	Manufacture of motor vehicles, trailers and semi-trailers												
C30	Manufacture of other transport equipment												
C33	Repair and installation of machinery and equipment												

Source: Eurostat Annual enterprise statistics by size class for special aggregates of activities (NACE Rev. 2) [sbs_sc_sca_r2] cover all PP: European Union - 27 countries (from 2020), Bulgaria, Czechia, Germany, Croatia, Hungary, Austria, Romania, Slovenia, Slovakia, and 2 AP:, Serbia(2016, partially and 2017), Bosnia and Herzegovina. Respectively, do not cover, Montenegro.
https://ec.europa.eu/eurostat/web/products-datasets/product?code=sbs_sc_sca_r2
Year 2017 is the last available
Note:
* SIZE_EMP - SMSs = SMS1 + SMS2 +SMS3+SMS4
SMS1- (0-9) - From 0 to 9 persons employed
SMS2- (10-19) - From 10 to 19 persons employed
SMS3- (20-49) - From 20 to 49 persons employed
SMS4- (50-249) - From 50 to 249 persons employed
** Data calculated as the ratio of SMS in total enterprises characteristics – employment and enterprises

Digital Training Indicators

Table 5 covers the enterprises that provided training to develop/upgrade ICT skills of their personnel by size of enterprise and by targeted sectors of the project.

Data source and availability: Eurostat; 2015-2019 period; covers all the PP countries, as well the three IPA countries from the project.

The data is collected in separate XLS file -sheet.

Table 5: Enterprises that provided training to develop/upgrade ICT skills of their personnel, 2017-2019 (% of enterprises PC_ENT)

	Detailed Sector	Enterprise provided training to								
		ICT/IT specialists to develop their ICT skills			other persons employed to develop their ICT skills			their personnel to develop their ICT skills		
	Code INDIC_IS	E_ITSPT2			E_ITUST2			E_ITT2		
code NACE Rev.2	SIZEN_R2/TIME	2017	2018	2019	2017	2018	2019	2017	2018	2019
10_C10_S951_XK	All enterprises, without financial sector (10 persons employed or more)									
SM_C10_S951_XK	SMEs (10-249 persons employed), without financial sector									
L_C10_S951_XK	Large enterprises (250 persons employed or more), without financial sector									
10_C10_33	Manufacturing (10 persons employed or more)									
10_C24_25	Manufacture of basic metals & fabricated metal products excluding machines & equipment (10 persons employed or more)									
10_C26	Manufacture of computer, electronic and optical products (10 persons employed or more)									
10_C27_28	Manufacture of electrical equipment, machinery and equipment n.e.c. (10 persons employed or more)									
10_C29_30	Manufacture of motor vehicles, trailers and semi-trailers, other transport equipment (10 persons employed or more)									
10_C31_33	Manufacture of furniture and other manufacturing; repair and installation of machinery and equipment (10 persons employed or more)									

Source: Eurostat, full PP countries coverage, are not covered R: Moldova and Ukraine., Last Year available is 2019
Enterprises that provided training to develop/upgrade ICT skills of their personnel [isoc_ske_ittn2]. The indicator contains also the characteristics, very small enterprises (0-9 persons employed), without financial sector, Micro enterprises (0-1 persons employed), without financial sector and Mini enterprises (2-9 persons employed), without financial sector, but do not provide data in a complete manner
Note the same matrix is available for: Percentage of the enterprises which use a computer. Ukraine and R Moldova are not covered.

Covid 19 labour market indicators

Table 6: Covid 19 indicators

Indicator	Code	2019Q1	2020Q1	Coverage
GDP (CLV_PCH_SM Chain linked volumes; PC_GDP percentage change compared with the same period in previous year, B1GQ Gross domestic product at market prices)	[namq_10_gdp]			Yes: Montenegro, Serbia and Bosnia and Herzegovina,
Unemployment rate (20-64 years)	[une_rt_q]			Yes: Montenegro and Serbia *No: Bosnia and Herzegovina*
Employment growth (all NACE) activities (NA_ITEM EMP_DC, Total employment domestic concept; NSA Unadjusted data (i.e. neither seasonally adjusted nor calendar adjusted data), PC_TOT_PER Percentage of total (based on persons)) • Employment growth - total NACE	[namq_10_a10_e]			Yes: Montenegro *No:* Serbia, *Bosnia and Herzegovina*
• Employment growth - manufacturing – C NACE activities				
Job vacancy statistics by NACE Rev. 2 activity - quarterly data • Job vacancies rate total (JOBRATE, All NACE activities A-S, Size Class -total, NSA - Unadjusted data)	[jvs_q_nace2]			No IPA country PPs
• Job vacancies rate C - Manufacturing (JOBRATE, C, Size Class - total, NSA - Unadjusted data)				
Young people aged 15-24 neither in employment nor in education and training (NEET), (sex: Total, NSA – Unadjusted data, PC_POP Percentage of total population)	[lfsi_neet_q]			Yes: Montenegro and Serbia No: Bosnia and Herzegovina
		2018	2019	
Employed persons working from home as a percentage of the total employment, by sex, age and professional status (AGE Y15-64; FREQUNCY: Usually; SexTotal, Unit PC; WSTATUS EMP employed persons) • Total percentage of 15-64 years old employed persons that usually work from home,	[lfsa_ehomp]			Yes: Montenegro and Serbia *No: Bosnia and Herzegovina*

Source: https://ec.europa.eu/eurostat/web/covid-19/data, https://www.europeandataportal.eu/en/covid-19/stories/changes-labour-market
Note: For Countries not covered by Eurostat fill the data from national statistics.

Annex

The filled in templates of each participating country are attached in the annex.