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CONVERGENCE DETERMINANTS AND CLUB FORMATION IN THE EU OVER 1999-2021²

Within the EU, the applied decomposition of the GDP per capita over 1999-2021 reveals that labour productivity is a dominant contributor to economic growth, followed by employment, though the impact of each factor is largely non-uniform among countries. Although the fast-converging economies benefit from productivity gains, the core EA countries have lost some of their long-term growth capacity. Despite the implemented measures, almost all EU countries experience an aggravating age structure. In 2020, digitalization was evidenced to have mitigated the negative effects of COVID-19 on productivity and employment. The estimated panel model accounts for these developments by including other relevant convergence factors such as human capital, regulatory quality and debt. The investments are empirically inferred to be a transmission channel of the positive impact of higher institutional quality and the adverse influence of higher debt stock on economic growth. While in times of high indebtedness, the expenditures on education are found to be crowded out by interests, the low debt is not necessarily associated with greater spending on education. Eventually, these inferences are graphically supported by the three-club formation derived through the K-means clustering algorithm. Although such distribution is generally in line with the neoclassical growth theory, it also reveals disturbing EU heterogeneity due to worsening demographic dynamics, rising indebtedness and insufficient regulatory quality. The derived club formation is not tightly related to EMU membership. Overall, to enhance the speed and quality of the convergence, the EU countries have to strengthen their institutional and fiscal framework. Keywords: convergence; clubs; COVID-19; institutions; debt; clustering JEL: 043; 047; C38

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1. Introduction

The economic development of a country in a union cannot be secluded. There exist objective factors that bind its economy to that of others, e.g., supranational legislation, close trade and possibly common currency. It is inevitable for these countries not to exhibit similarities in terms of development. However, the club formation can indicate certain trends affecting groups of EU countries. Therefore, the examination of the union's clustering profile is a means for monitoring its degree of dissimilarity. In fact, the heterogeneity of the block is directly dependent on the evolving characteristics of the EU members.

The main objective of the present study is to examine the EU convergence dynamics as dependent on various factors.

In order to attain this goal, the tasks involve:

- the choice of the factors that propel the economies;
- the exploration of the convergence factors' dynamic nature on a country-specific basis;
- evaluation of the convergence determinants' relative importance and interaction effects;
- derivation of the convergence clubs over the examined period.

The rest of this article is organized as follows. Section 2 looks at the relevant literature on convergence clubs and factors underlying the relative development among countries. Section 3 presents the used methodology and data. Section 4 presents the empirical analysis in three parts. Section 4.1 decomposes the GDP per capita (PPP) into dependency ratio, employment ratio and labour productivity in order to delve into the convergence forces at play over 1999-2021. Section 4.2 introduces additional variables that may help explain the observed patterns. Section 4.3 looks in more detail at the hypothesis of Europe at different speeds. Section 5 concludes by outlining the lessons for policy-making and discusses further directions for research.

2. Literature Review

The neoclassical growth theory (NCGT) implies that the further an economy is from its steady state, the higher the marginal productivity of capital and the growth rate is (Solow, 1956; Swan, 1956). Provided that the empirical specification does not account for differences in steady states, it examines the unconditional convergence. However, in the case of conditional convergence, each particular economy approaches its own unique steady state (Barro, Sala-i-Martin, 1991; Mankiw, Romer, Weil, 1992). Further, the idea of club convergence is based on models that yield multiple equilibria. A group of countries may approach a particular equilibrium if they share the initial location or attribute corresponding to that equilibrium. Nevertheless, Islam (2003) notes the empirical difficulty in distinguishing 'club convergence' from 'conditional convergence'. The idea of countries experiencing similar growth development within these groups. Therefore, countries being members of different clubs experience dissimilar convergence rates (Baumol, 1986). He

concluded that industrial countries appear to belong to one convergence club, middle-income countries to a separate, only moderately converging club, and that low-income countries actually diverged over time. He went on to note that these groups also exhibited very little convergence with one another. However, De Long (1988) noted that the strong convergence findings, specifically in the top group, were primarily the result of an ex-post selection of wealthy countries rather than an ex-ante selection. Despite the sample being inadvertently biased towards showing convergence, Baumol and Wolff (1988) showed that the initial results and the conclusions of De Long (1988) were still compatible because a smaller group of countries studied by De Long there presumably weren't any indications of convergence.

Ben-David (1994) specifies that convergence clubs tend to be more prevalent at the two ends of the income spectrum. At its upper end there is some convergence resulting from catching up by some of the relatively wealthy countries, but at its lower end the stagnancy leads to convergence among the very poorest countries. By using a dataset of 121 countries over 1950-1980, Durlauf and Johnson (1995) conclude that the cross-country growth process exhibits multiple regimes in which subgroups of countries defined by initial conditions obey separate linear models. They attribute the compatibility of growth rate behaviour with multiple steady-state perspectives to the substantial differences between the aggregate production functions of the economies. While recognizing the innovative technique of Durlauf and Johnson (1995) for consistently uncovering local basins of convergence, Quah (1996a) gives a different empirical method which studies evolving distributions. Particularly, his model assumes that countries endogenously select themselves into groups while specialization in production allows exploiting economies of scale and ideas are an important engine of growth. Using data for 118 countries over 1962-1984, Quah (1996a) predicts a bimodal distribution which implies the formation of two coalitions or convergence clubs. Thus, the middle-income group of economies vanishes and the rich continue to become richer, and the poor, poorer. Therefore, convergence clubs exist at the high and low ends of the income distribution. This worldwide polarization into the rich and the poor is later referred to as evidence for the idea of "twin peaks" (Quah, 1996b). Quah (1996b) envisages this clumping together of country incomes as an argument to distinguish two key aspects of economic growth and convergence. The former pertains to pushing up technology and capacity constraints and the latter is concerned with the relative performance of rich and poor economies.

The concept of club formation is also examined by Fegerberg and Verspagen (1996). Particularly, they analyze the post-war growth of per capita GDP for a sample of 70 regions, covering six of the EU Member States. After 1980 the reversal of the trend they ascribe to regional differences in R&D effort, investment support from the EU, the structure of GDP and differences in unemployment. Recognizing the drawback of the regression analysis embedding the implicit assumption that all regions obey the same simple linear relation between growth and independent variables, they seek for a set of regional groupings characterized by differences in how the variables are taken into account work. Eventually, they find strong evidence for the hypothesis of a "Europe at different speeds using unemployment as a control variable. In an attempt to explain the formation of the poorer convergence clubs, Ben-David (1998) modifies the neoclassical growth model by focusing

on how living standards bordering subsistence in highly poverty-stricken countries can lead to convergence among them.

Later, Alexiadis (2013) argues that due to the existing gaps in technology and innovation, economies (countries or regions) form different clubs. Similar to Baumol (1986), Alexiadis (2013) argues that convergence is only identified within the members of the club but not among the clubs. He further specifies that broad disparities among the different club sets may persist or even increase, so that income distribution becomes polarized. Studying the per capita real income convergence in the EU over 1970-2010, Borsi and Metiu (2015) discern subgroups that converge to different steady-state equilibria. The club formation is mostly of geographical nature – a division along the South-East vs North-West dimension, so the clustering is not necessarily related to EMU membership. They infer that the higher growth of CEE countries over the last 40 years was insufficient to eliminate any cross-country real income per capita differences. In their opinion, the lack of growth-enhancing structural reforms in EU countries poses a threat to the achievement of real convergence in the near future. Using a panel of 194 NUTS-2 regions over 1980-2011, Von Lyncker and Thoennessen (2016) confirm that club convergence holds within the EU, indicating a multispeed Europe along geographic lines. Specifically, the income growth paths differ substantially among Northern, Central, and Southern Europe. They attribute their findings to plausible different initial conditions or differences in region-specific structural characteristics. Further, they infer that the European regional and structural policy should be aimed at supporting regions in converging within their respective income club for the years to come.

The real convergence is viewed as a phenomenon determined by various factors. Measuring the US transaction sector over 1870-1970, Wallis and North (1986) argue that until economic organizations developed the advantages of ever-greater specialization remained untapped. That is why, in their opinion, economic history is the story of the reduction of transaction costs that permit the realization of gains from greater specialization. Nevertheless, North (1993) admits that economic markets throughout history and in the present world are frequently very imperfect, beset by high transaction costs and defined by institutions that produce incentives to work against economic efficiency. The solution he suggests is the restructuring of an economy into an efficient one that, over time, provides an institutional framework for a wide menu of alternative choices for organizational innovation. This restructuring involves a reexamination of property rights so as to provide the correct incentives and of the mental models of the economic subjects to make the choices aligned with these incentives. This whole process involves not only the creation of formal rules but also an impartial judicial system for enforcing them. This institutional characteristic concerning the degree of protection of property rights exerts a sizable impact on the economic results of any country. Focusing on growth over the period 1974-1989, Knack and Keefer (1995) conclude that institutions protecting property rights are crucial to economic growth and to investment. Moreover, the safeguard of property rights affects not only the magnitude of investment, but also the efficiency with which inputs are allocated.

Employing the worldwide governance indicators and log GDP per capita of 215 countries, Han, Khan and Zhuang (2014) examine whether a higher initial governance score leads to better growth performance over 1998-2011. They conclude that the governance quality does have a significant impact on growth performance, that is, the countries with initial governance "surplus" grow, on average, up to 2-2.5% faster than their counterparts. Juncker et al. (2015) argue that the process towards more resilient economic structures is essential for any country that is set to take on a sustainable path to greater convergence. In other words, the sound institutional level is a required condition for an irreversible and qualitative advance on the convergence path. Analogously, Masuch, Moshammer and Pierluigi (2016) emphasize on the essential role of institutional quality, which could have a sizable beneficial effect on the long-term growth of a country. They even come to the inference that the initial government debt, surpassing 60% of GDP, against the backdrop of lower than the EU average institutional quality could weigh on the subsequent growth performance. Conversely, the negative effects of high debt stock might get suppressed by sound institutions. Similarly, Raleva and Marikina (2021) present evidence that the structural characteristics of a country could be favoured by an improvement in institutional quality, though they admit that the enhancement of the institutions' capacity involves continuous efforts.

Mankiw, Romer and Weil (1992) argue that accounting for human capital is vital for any convergence study. The aim of such a variable is to take into consideration possible investment in skills yielding improvement in the employed labour. Such a positive externality exerts a beneficial impact on the economic development of any economy. Using an updated panel on educational attainment for 146 countries over 1950-2010, Barro and Lee (2013) investigate the relationship between education and income. They confirm that the schooling of workers has a significantly positive effect on the level of income at the country level. Particularly, the estimated rate of return to an additional year of schooling ranges from 5% to 12%.

The EU faced various challenges over the last two decades. The SGP framework could not prevent pro-cyclical fiscal policies before the crisis (Eyraud and Wu, 2015). The consistent deviation from a countercyclical fiscal policy accounted for the observed debt accumulation in some countries (Ignatov, 2020). Subsequently, Nikolova (2020) provides some evidence that the adoption of stricter EU fiscal rules after 2011 exerted a positive impact on the debt sustainability indicators. The pre-crisis capital flow-driven dynamics contributed to imbalances and real economic divergence. Specifically, the aggregate productivity slowdowns were due to the more rapid expansion of employment in construction, which is a structurally low productivity growth sector (Borio, 2014). By constructing Integral Macroeconomic Imbalance Index, Bobeva and Atanasov (2017) infer that the catching-up economies suffered the largest imbalances prior to the crisis as the strong economic growth in some of them was fueled by high credit growth and booming real estate markets. The slowdown of economic growth following the crisis in 2009 helped the majority of the catching-up economies to reduce their imbalances, while several euro area members enlarged their imbalances and affected the entire euro area.

There was no productivity catch-up following the introduction of the euro (Diaz del Hoyo et al., 2017). Franks et al. (2018) confirm that income convergence among EA-12 countries slowed after Maastricht and subsequently came to a halt. The problems of the euro area are of no help to the unity of the block. Overall, the differences in the economic developments within the EU lead Alcidi (2019) to conclude that deeper economic integration does not necessarily deliver income convergence. In her opinion, the free movement of capital, people,

goods and services can result in an uneven distribution of activities and income. Consequently, cohesion policies should create conditions across regions to avoid polarization in production and concentration of income, leading to social divisions and fractures, either along regional or national borders. Analogously, over 2002-2018 Pirimova (2020) studies the structural convergence of exports of six CEE countries to exports of the Euro area as a whole. She infers that the introduction of the euro is neutral or does not have any significant impact on the structural sigma convergence of the studied group of countries to the Euro area.

Using unbalanced panel data over 1960-2014, Coutinho and Turrini (2020) find that for the whole sample of 66 countries, there is evidence of convergence. Specifically, they conclude that this is also the case for the EU and for the euro area, but not for the EA11. In an attempt to explain the lack of convergence of EA in the post-crisis period, they relate deviations of per capita GDP from the predicted convergence paths to variables reflecting the presence of macroeconomic imbalances. For the euro area, the evidence indicates that high public debt and a high weight of non-tradable in output seem important in driving growth below expected paths. Similarly, Ignatov (2021) confirms the negative relation between public debt and economic growth in the EU over 2000-2019. Zlatinov and Atanasov (2021) also identify the government debt as a variable hindering the EU convergence process, which they rather view as not fast enough. Within this process, they notice convergence clubs' formation instead of community convergence. Examining whether economic integration within the EU has caused countries' productive structures to become increasingly similar over the period 1995-2018, Cavallaro and Villani (2021) infer that the EU countries do not converge to a unique path. They attribute the countries' disparities in the long-run productivity levels to differences in their vertical specialization, that is, countries approaching the high-growth paths specialize in knowledge-intensive production, and the foreign value-added content of their exports is lower.

3. Methodology and data

3.1. Methodology

In order to enhance the understanding of the drivers of real convergence, the GDP per capita, Y/TPop, could be decomposed as follows:

$$\frac{Y}{TPop} = \frac{L}{TPop} \times \frac{Y}{L} = \frac{WP}{TPop} \times \frac{L}{WP} \times \frac{Y}{L}$$
(1)

where:

Y is real GDP in PPP terms;

TPop is total population;

WP is working population (from 15 to 64 years);

L is employment.

This multiplicative decomposition could easily be presented in a growth form. It is useful to further delve into the population of working age as a share of the total population, WP/TPop, to uncover its underlying components. To that end, the denominator could be expressed as:

$$\frac{WP}{TPop} = \frac{WP}{WP + nonWP} = \frac{WP}{WP\left(1 + \frac{nonWP}{WP}\right)}$$
(2)

where the numerator of *nonWP/WP* includes the sum between the population aged 0-14 and the population beyond 65+. Thus, the change in this ratio captures the dynamics of the total age dependency ratio, which sheds light on the demographic situation of a country. The importance of this factor is heavily emphasized by Rangelova and Bilyanski (2019) as they argue that the population ageing afflicting the EU countries, though non-uniformly, has negative implications not only for the public finances but also for economic growth through lower labour productivity. Specifically, the worsened age structure increases the burden on the budget through higher spending on pensions and medical care for the elderly, while economic growth would have to be achieved by fewer and older workers. Eventually, the decomposition of the GDP per capita takes the following form:

$$\frac{Y}{TPop} = \frac{1}{1 + \frac{nonWP}{WP}} \times \frac{L}{WP} \times \frac{Y}{L} = DR \times ER \times LP$$
(3)

where:

DR is the total age dependency ratio;

ER is the employment ratio;

LP is the labour productivity.

The determinants included in the decomposition capture only part of the factors commanding the convergence process. To account for the impact of other relevant determinants mentioned in the literature, a panel model is estimated that exploits both cross-sectional and time-series variation. The basic specification of the panel model is:

$$ypgrowth_{it} = \beta_1 + \beta_2 ln DR_{it} + \beta_3 ln ER_{it} + \beta_4 ln LP_{it} + \beta_5 EDU_{it} + \beta_6 ln RQ_{it}$$
(4)
+ $\beta_7 ln OPEN_{it}$

where:

 $ypgrowth_{it}$ is the economic growth of the PPP GDP per capita growth rate of a country *i* in period *t*;

EDU is the share of education outlays within the total government expenditures of a country i in period t;

RQ is the regulatory quality of a country *i* in period *t*;

Open is the import penetration ratio of a country i in period t.

To support the computation of correct interval estimates or correct values for test statistics in the presence of heteroskedasticity, White's heteroskedasticity-consistent standard errors are employed.

Further, the same variables are able to ascertain the current clubs formed within the EU. To that aim, a partitioning clustering procedure following the methodology proposed by Hartigan and Wong (1979) is applied. The three variables used in the decomposition are transformed into geometrically average annual growth rates. Then all of the data are standardized in advance so as to minimize the risk of outliers skewing the final results. The procedure makes use of a Euclidean distance between the observations.

3.2. Data

The data about GDP per capita, PPP (current international \$) are provided by the World bank.

The data about population concepts are extracted from AMECO.

For Croatia, the data for the working population, population aged 0-14 and population aged 65+ are unavailable in 1999 and 2000, so they are interpolated.

Along with the main decomposition variables, the additional variables include:

- Human capital this variable is concluded to significantly improve the conditional convergence results (Mankiw, Romer and Weil, 1992). Specifically, the models use the share of expenditures on education into the total general government outlays in line with the COFOG classification. The budget share of expenditures on education might well be a plausible proxy variable for the level of human capital. The available time series of this indicator is up to 2020 in Eurostat;
- Regulatory quality it is one of the Worldwide Governance Indicators (WGI), published annually from 2002 onwards by the World bank³. For the methodological construction of the WGI indicators, see Kaufmann, Kraay and Mastruzzi (2011). Specifically, the indicator for Regulatory quality captures the perceptions of the ability of the government to formulate and implement sound policies and regulations that permit and promote private sector development;
- Openness is a structural characteristic inherent to any economy. In fact, the technology spillover is attainable through the foreign trade channel, so open countries experience faster productivity growth (Edwards, 1998). The degree of openness is measured by the import penetration ratio. Specifically, it presents the share of the imports in the absorption of the economy. The data for exports and imports of goods and services are available in Eurostat;
- the debt ratio the consolidated government debt stock as a share of the GDP. The data for this indicator are available in Eurostat. The variable is converted in real terms and presented as a base index (1999=100).

³ Filling the gap in the series, the 2001 value is the averaged value of 2000 and 2002 values.

The contributions of the variables to the convergence process are captured by a cross-section regression. Its estimation requires that all variables be checked for a unit root. The results of the conducted tests are available in Appendix 1. Except for expenditures on education and degree of openness, the other time series are inferred to be nonstationary at levels, so they are first-differenced within the model. According to the test of Levin, Lin and Chu (2002), the degree of openness exhibits some stationarity at levels which is not supported by the test of Im, Pesaran and Shin (1997). This rather warrants the precaution to treat the variable with a unit root at levels which requires further first-differencing. Following the results of the tests, the budget share *Edu* seems to be stationary at levels. According to Granger (2010), such variables are, in effect, limited processes as they have bounds either below or above (or both). This feature renders the conventional unit root tests potentially unreliable since they tend to over-reject the null hypothesis of a unit root (Cavaliere and Xu, 2014). To avoid this possibility, this variable is envisaged as a pure I(1) process, so it enters the model at first differences.

4. Results

4.1. Decomposition of GDP per capita (PPP)

The first stylized fact of Kaldor (1957) implies that the GDP per capita grows over time. It is valuable to use the proposed decomposition to scrutinize the convergence dynamic in fig. 1 over 1999-2021. To that end, the real contribution of each factor to economic growth is estimated. Thus, it is possible to reveal the relative role of these three factors. Additionally, a line at a level of 100% is inserted in fig. 1 in order to gauge the overall GDP per capita performance, that is, the line identifies the countries that have succeeded in doubling the value of this indicator. It turns out that only 12 EU countries have doubled the GDP per capita (PPP) over the observed period. In fact, 6 out of these 12 countries are non-EA. It seems that the highly converging countries are not exclusively non-euro area countries.

Over the period, labour productivity has been the main factor to boost the GDP per capita (PPP) in all EU27 countries. Nevertheless, the contributions are far from identical. In Romania, the productivity contributes to economic growth by 203.5 p.p. This is by far the highest observed real contribution in EU27. Astonishingly, all else being equal, Romania could have tripled its GDP per capita over two decades. The next countries with the highest productivity contribution to GDP are the three Baltic countries. Specifically, Lithuania, Estonia and Latvia benefited from productivity gains by 153.2 p.p., 145 p.p. and 139.7 p.p., respectively. In fifth place is Bulgaria by 130.9 p.p. The countries lagging behind the most in productivity's contribution are Greece, Italy, Spain and Germany. They elicit a GDP growth benefit from average productivity amounting to only 44.9 p.p., 52.5 p.p., 64.6 p.p. and 67.3 p.p. It is a distressing fact that part of the EA19 members lose some of their long-term growth capacity.

Another factor to raise the GDP per capita over 1999-2021 is employment. Except for Romania, where employment negatively impacts the GDP per capita growth rate by -13.7 p.p., the rest of the countries benefit from rising employment. The countries with the largest employment contribution to GDP per capita growth are Hungary, Bulgaria and Malta as they

experience a boost by 29.1 p.p., 28.3 p.p. and 23.6 p.p. As a matter of fact, both productivity and employment are key factors to quicken the economic growth of Bulgaria and the three Baltic countries. However, a general feature is discernible. The participation rates of men aged 55-64 have risen substantially since 2000, mainly as an outcome of pension reforms raising the early and statutory retirement ages (European Commission, 2021). Furthermore, the female overall participation rates have steadily risen in recent decades, largely reflecting societal trends. Over the period, the countries eliciting the least benefit from employment are Luxembourg, Portugal and Denmark, as their share of employed in the working population contributed to GDP per capita growth only 0.5 p.p., 4.6 p.p. and 4.7 p.p., respectively.

The total age dependency ratio depicts the demographic conditions of a country. Unfortunately, the population structure undergoes negative changes in most EU countries. This is not the case only in Luxembourg, Cyprus and Malta, where the demographic factor contributes 4,1 p.p., 3,1 p.p. and 2,6 p.p. to the GDP per capita growth. The rest of the countries in the union experience the burden of the ageing population. This trend suppresses the GDP growth the least in Austria and Ireland, where the total age dependency ratio contributed to the GDP growth rate by -1,7 p.p. and -1,8 p.p. The adverse impact of the aggravating demographic conditions is strongest in the Czech Republic, Finland and Slovenia, where the GDP per capita growth was reduced by -8,8 p.p., -8,1 p.p. and -7,8 p.p. Overall, with a median age of 45, Europe will be the "oldest" region in the world by 2030 (European Commission, 2017). In fact, the outlined demographic decline has already induced sizable GDP per capita losses, though unevenly felt. In order to mitigate these adverse developments, the EU governments have to consider the prospect of rising pension age in combination with active ageing and flexible retirement policies.

According to the European Commission (2021), the average annual GDP growth rate is projected to remain fairly stable over 2019-2070, but the sources of GDP growth will change critically. Specifically, over the forecast period, labour will contribute to growth negatively due to two opposing effects. While the assumed increase in employment will impact average potential GDP growth positively, this effect will be more than offset by the decline in the share of the working-age population in the total population. Eventually, the labour productivity growth, driven by TFP growth, is projected to become the sole source of potential output growth in both the EU and the euro area.

The worsening demographic conditions within the EU27 over 1999-2021 are readily seen in Figure 2, where the population aged 0-14 exhibited a negative growth rate until 2009 and it levelled off onwards. If the governments want to trigger any positive dynamics in this age bracket, they should focus heavily on policies supporting births and younger families. In contrast, the population of the 65+ age bracket has been rising continuously with a constant growth rate. The working population shifts its weakly positive growth rate into negative after 2009, though mildly. It is evident that the working population as a share of the total population falls over the period, which is predominantly due to the continuously positive growth of the population aged 65+. It is important to take notion that the presented data are aggregate so it does not reflect the underlying heterogeneity among the EU countries with respect to the demographic conditions.

Figure 1. Contributions of the main determinants to GDP per capita (PPP) change over 1999-2021



Source: World Bank, AMECO.

Figure 2. Logs of the population within the EU aged 0-14, 15-64 and 65+ over 1999-2021 (base index, 1999=100)



Source: AMECO.

As evident in fig. 3 the working population has risen in 11 EU countries over 1999-2021. The countries that have seen the biggest increase in working population are Luxembourg, Malta, Cyprus and Ireland by 44,1%, 33,8%, 30,4 and 27,5%. The rest of the counties experienced a rise smaller than 13%. In fact, the countries that suffered the greatest drop in the working population are Latvia, Lithuania, Bulgaria and Romania by -28,1%, -25,5%, -24,2% and -21,4%. It seems that the high-convergence performers may face grim prospects for long-term growth since their working population has been shrinking. Noticeably, the four countries both with the highest and lowest growth in the working population differ from the rest of the countries by a magnitude greater than 10 p.p. Such a feature depicts two diverging labour market trends persisting in the EU.



Figure 3. Growth rate in the working population among the EU countries over 1999-2021

In Figure 4 the adverse dynamics of the population aged 0-14 are observed among most of the EU countries. It is only in 6 countries that the population in this bracket has risen. These EU members are Luxembourg, Ireland, Spain, Sweden, Belgium and France. They have seen a growth in the younger group ranging from 23.6% to 4,1%. The rest of the countries are inflicted by a declining younger population. Analogously, the countries most affected are again Lithuania, Latvia, Romania and Bulgaria, which have experienced a drop in this age group by -53.6%, -37%, -33.2% and -28.6%. As a whole, the pervasive decrease in the young age bracket within the EU countries forebodes imminent deep structural problems.

25% 15% 5% -5% -15% -25% -35% -45% -55% LV B B HR S E S DE ΕE Source: AMECO.

Figure 4. Growth rate in the population within age bracket 0-14 among the EU countries over 1999-2021

Figure 5 presents the staggering growth in the population aged 65+ in all EU27 countries. It is highest in Cyprus, Malta, Ireland and Finland, where the population in the age bracket 65+ has risen by 50% or more over 1999-2021. The high-fliers in convergence Lithuania, Bulgaria, Latvia and Croatia are not excluded from this trend, though they exhibit a smaller than 20% rise in the population of this age bracket 65+. The ubiquitous ageing population challenges countries to reform their health, pension and education systems in order to meet up the needs of the changing population structure.

Figure 5. Growth rate in the population within the age bracket 65+ among the EU countries over 1999-2021



Against the backdrop of population ageing, all EU countries plunged into the Covid-19 pandemic in march 2020 as depicted in Fig. 6. In view of this development, the policymakers had to strike the right balance between safeguarding lives and preventing the firms from shutting down permanently. The implemented health restrictions limited the spread of the virus but affected mobility and economic activity unfavourably (Maloney and Taskin, 2020). Thus, the economic losses in the short term warranted for a strong policy response. The macroeconomic actions had to be of adequate magnitude so they could be helpful enough to mitigate the economic fallout of the crisis. Indeed, Deb et al. (2020) argue that the negative effect of containment measures on economic activity is more sizable in countries with relatively smaller fiscal packages and smaller policy rate cuts. Specifically, among the EU countries the average GDP per capita growth rate in 2020 was -2.1%, albeit the individual outcome was highly varied, that is, ranging from 6.6% in Ireland to -9.9% in Spain. Productivity and employment were largely burdened by the pandemic. Particularly, the average contribution of employment to the GDP per capita growth in 2020 was -1.2 p.p. The negative contribution of shrinking employment was the most severe in Spain, Ireland and Estonia by -5.2 p.p., -2.6 p.p. and -2.2. p.p. Nevertheless, in Poland and Malta, the employment ratio contributed to GDP per capita positively, that is, by 0.9 p.p. and 0.7 p.p., respectively. Strange as it may seem, not all EU countries suffered a drop in productivity. Astonishingly, the productivity in Ireland contributed to real growth by 9.2 p.p. The explanation stems from both the sizable economic stimulus of the government and the activity of the multinational pharmaceutical and technological companies operating in the country. Besides, there are also 11 EU countries whose productivity propped up GDP per capita growth in 2020, though considerably less. The rest of the EU countries saw a significant fall in the contribution of productivity to growth. The adverse impact of the fallen labour productivity was strongest in Malta, Greece and Croatia, where the growth was suppressed by -9.7 p.p., -7.2 p.p. and -5.3 p.p., respectively. The impact of the dependency ratio on GDP per capita growth for 2020 varied from 0.4 p.p. in Spain to -0.94 p.p. in Poland, depending on how severely Covid-19 afflicted the population. The negative Covid-19 impact on economic growth substantially weakened in 2021 thanks to the elaboration and distribution of a vaccine. In 2021 the GDP per capita of all countries grew by more than 4%. Although recognizing the COVID-19 crisis as a great challenge, Ivanova and Chipeva (2021) also view it as a significant opportunity for economic transformation. That is why they suggest the ecological transition to a circular economy as a way to combat climate change and attain a new type of economic growth and a new quality of life.

Figure 6. Impact of Covid-19 restrictions on the determinants of GDP per capita growth in PPP terms over 2020-2021



Source: World bank, AMECO.

What accounts for the different contributions of employment and productivity to growth in the year of the Covid-19 outbreak is the varied digital intensity index (DII) among EU countries. Specifically, the elaborated index monitors the intensity of ICT (Information and Communication Technologies) usage and e-commerce in enterprises. Figure 7 explores the relation of digital intensity with growth determinants. Evidently, the percentage of enterprises with low DII is associated with a stronger fall in employment and a smaller rise in productivity. Conversely, the economies with firms better equipped with high digital skills suffered less shrinkage in employment and experienced higher labour productivity. This is expected because, following the health restrictions, many firms had to shut down temporarily or rely on their employees from home. So, the operation of firms in the economy didn't stop altogether, but certain production processes couldn't be managed at a distance. For example, certain manufacturing businesses stopped operating, but the ICT and freight-forwarding firms were weakly affected. Noteworthy, the higher DII didn't eliminate the negative Covid-19 impact on employment and productivity completely but provided more favourable initial conditions for the economy to offset the shock to a higher degree. The attainment of greater digitalization makes the economy more competitive and resilient to external shocks.



Figure 7. Cross-country correlations between the % of all enterprises with low/high digital intensity index (DII) and contributions of employment and productivity to growth in 2020

Source: Own estimations, World bank, AMECO, Eurostat.

4.2 Extended view on convergence factors

Membership in the EU involves the commitment of the countries to improve and sustain their institutional framework flexible and resilient. Such a goal does not require a one-off endeavour but a series of efforts over time. Fig. 8 depicts the institutional development of the EU member states over 1999-2020. The heterogeneity of the regulatory quality is prevalent in 1999; that is, it ranges from -0,06 for Croatia to 2,02 for the Netherlands. In fact, the initial variation of the regulatory quality is 0,26. Over the period 1999-2020, only 18 countries improved their institutions. The countries that exhibited the highest institutional enhancement are those that started from a low initial level, such as Croatia and Bulgaria raising their institutional level by 0,49 points and 0,4 points, while the countries that registered the largest institutional regress are Hungary, Spain and Ireland by -0,58 points, -0,5 points and -0,3 points.

Evidently, the EU countries do not evolve institutionally in a uniform way. The reason is that not all countries exert continuous and substantial efforts to strengthen their institutions. This includes either the improvement of the regulatory quality at an insufficiently high rate, such Bulgaria and Romania or divergence from the previously achieved level, such as in Greece and Cyprus. In contrast to them, other countries such as Denmark and Finland continuously maintain high regulatory quality. The institutional disparities within the EU widen, which feeds into the heterogeneity of the block.



Figure 8. Initial regulatory quality of EU27 countries and of a fictitious country and its change over 1999-2020

Source: World bank.

Along with the varied institutional quality, the EU countries mostly exhibit increased indebtedness. The debt ratios of EU27 countries in 1999 and 2021 are presented in Figure 9. The initial average debt ratio is 51% and it rises to 73%. At first, 11 EU countries had a debt ratio beyond 60% of GDP, but this number rose to 14 till the end of the period. Notably, half of these 14 countries even have debt exceeding their GDP in 2021. All of them are EA members, such as Greece, Italy and Portugal, servicing debt relative to GDP to the tune of 193%, 151% and 127%, respectively. Therefore, the issue of exorbitant indebtedness is of high relevance for the euro area countries. The EU countries with the lowest debt ratio in 2021 are Estonia, Luxembourg and Bulgaria, where the debt ratio is 18%, 24% and 25%, respectively. In fact, Estonia and Luxembourg have preserved their relative debt positions over time. Although Latvia has positioned itself among the countries with the lowest debt in 1999, subsequently, it raised its debt ratio by 33 p.p. Bulgaria exhibited a staggering drop in its debt ratio from 75% to only 25%, ranking the country among the EU members with lowest debt in 2021. Other countries that reduced their indebtedness, though far less, are Sweden and Denmark. They cut their debt ratio by 24 p.p. and 21 p.p. Generally, the relatively low compliance with the nominal convergence criterium for debt ratio shadows the growth prospects of the indebted countries as the interest rate on the debt becomes a significant determinant of the budget balance. This concern is even more relevant at present because the need of more debt to fight the pandemic that is still ongoing periodically has not come to an end. Such a possibility is recognized by Deb et al. (2021), who argue that emergency lifelines should not be withdrawn prematurely as they have been vital to support the economy during

the COVID-19 crisis. Specifically, these measures are elaborated in a way that permits work from home, social distancing and periods of temporary unemployment.





Evidently, the individual convergence experience of the EU countries is largely varied. Thus, it seems that the participation either in EA or non-EA doesn't reconcile with only two-speed Europe. Rather, there exists another cluster distribution that adequately captures the current heterogeneity of the EU members. Such inference is reinforced when taking into account other determinants of the catching-up process whose impact is initially not straightforward to measure. The joint examination of more convergence factors could be accomplished econometrically through a panel regression for EU27. The novelty in this analysis is the applied decomposition of the initial GDP level in the growth regression into dependency ratio, employment ratio and labour productivity.

The linear-log model and its modifications are presented in Table 1.

In the basic specification in column 1 of table 1, apart from the dependency ratio, all other convergence determinants have coefficients that are statistically significant at 1% level and with expected signs. All else being equal, a 1% higher initial employment ratio leads to lower economic growth by 0,0032 p.p. Furthermore, a 1% higher initial labour productivity ratio leads to lower economic growth by 0,0062 p.p. In effect, the dynamics of the population structure fail to be any significant determinant in the model. In general, the aforementioned findings are in line with the hypothesis of conditional convergence, which is predominantly induced by the employment ratio and labour productivity.

Source: Eurostat.

	(1)	(2)	(3)	(4)	(5)			
	Basic specification	Augmented with debt	Test for debt- inv hypothesis	Test for debt-edu hypothesis	Test for RQ- inv hypothesis			
Dependent variable - long-run economic growth for the period 2001-2020								
Estimator	Pooled OLS	Pooled OLS	Pooled OLS	Pooled OLS	Pooled OLS			
constant	0,02***	0,03***	0,03***	0,03***	0,03***			
$\Delta Log(dr(-1))$	-0,25	-0,41	-0,29	-0,44	-0,36			
$\Delta Log(er(-1))$	-0,32***	-0,58***	-0,60***	-0,59***	-0,61***			
$\Delta Log(lp(-1))$	-0,62***	-0,67***	-0,70***	-0,70***	-0,68***			
$\Delta Log(edu)$	0,05**	0,02	0,02	0,02	0,02			
$\Delta(RQ)$	0,06***	0,05***	0,05***	0,05***	0,03**			
$\Delta(Log(Open))$	0,36***	0,27***	0,27***	0,27***	0,27***			
$\Delta(Log(Debt))$		-0,12***	-0,12***	-0,13***	-0,13***			
DumDebtInv			-0,01***					
DumDebtEdu				-0,01***				
DumRqInv					0,01**			
R-squared	0,5	0,58	0,59	0,59	0,59			
Prob(F-statistic)	0.0000	0.0000	0.0000	0.0000	0.0000			
DW	2.05	2.14	2,14	2,13	2,15			

Table 1. Growth regression for EU27 over 1999-2020

The levels of significance at 1%, 5% and 10% are denoted respectively as ***, ** and *. Source: Own estimations.

The government is responsible to secure an adequate level of education for all of its citizens. These actions maintain and even increase the human capital of the country, which is a vital convergence determinant in the long run. Specifically, provided that all else being equal, higher public expenditures on education by 1 p.p. trigger a higher GDP growth by 0,0005 p.p.

The Worldwide Governance Indicator of Regulatory quality is a measure of the institutional level. Overcoming the crises over time is perceptibly eased, provided that the institutional structure of any country is robust. Then the actions of the government are likely to be perceived as credible. Other things remaining the same, a higher regulatory quality by one unit induces higher economic growth by 0,0006 p.p.

Participation in a union such as the EU provides various trade benefits boosting the economic development of the members. All else equal, a rise in the openness of the economy by 1 p.p. brings forth higher GDP growth by 0,0036 p.p. Nevertheless, the higher openness could also trigger larger spillover effects in times of crisis.

Excessive debt accumulation has been a critical issue to address for many EU countries over 1999-2021. It is reasonable to explore whether the higher debt ratio might turn out to be an impediment to higher growth and convergence, respectively. To account for such a possibility, the basic specification is augmented with a new debt variable in column 2 of table 1. The impact of the public debt ratio on economic growth is negative and statistically significant at 1% level. It is certainly a distressing fact that further debt accumulation weighs on growth, so it is important to reveal the mechanism of that impact. A reasonable conjecture could be through the investment channel. In order to explore this possibility, a dummy

variable is inserted into column 3 of table 1. This dummy variable denoted as *DumDebtInv* is defined the following way:

 $D = \begin{cases} 1 \text{ if } debt \ ratio_i > average \ debt \ ratio_{EU} \ and \\ investment \ ratio_i < average \ investment \ ratio_{EU} \\ 0 \text{ if one or both of the conditions do not hold} \end{cases}$

The specific hypothesis under examination is whether the highly indebted countries observe diminishing gross capital formation. The coefficient of the dummy variable is negative and significant at 1 % level. This result might stem from various reasons. First, a crowding-out effect on private investments arises due to higher interest rates. Second, fears about government solvency overwhelm firms limiting any profitable private investment prospects. Thirdly, the public sector diverts budget funds in order to service its debt, so it fails to fulfil its investment targets. Eventually, the investments within the economy plummet. In fact, there are also two subtle explanations for the damaging effects of debt. For instance, it is highly likely that the marginal productivity of newly undertaken public investments drops as the debt keeps accruing. Besides, the regular usage of debt to alleviate social problems eventually suppresses any incentives of the government for structural reforms, so the institutional level stalls. The last explanation relates the debt problems with the development of a country's institutions. Thus, the debt problems could explain why some EU members fail to keep pace in real convergence or fall into an income convergence trap.

The specific argument that focuses on the government redirecting funds to free space in the budget for growing interests pertains not only to the accumulation of physical capital but also to human capital stock. It is worrying if this redistribution is performed on the cost of essential expenditures, such as educational outlays, because they closely correspond to the long-term capacity of the economy. To explore this proposition, a dummy variable is plugged into column 4 of table 1:

 $D = \begin{cases} 1 \text{ if } debt \ ratio_i > average \ debt \ ratio_{EU} \ and \\ EDU_i < average \ education \ ratio_{EU} \\ 0 \text{ if one or both of the conditions do not hold} \end{cases}$

The coefficient of DumDebtEdu is negative and statistically significant at 1%. Hence, in countries with higher than average debt ratio, the educational expenditures as a share of the total government outlay tend to be smaller to a certain degree, which in its turn impacts long-term economic growth unfavourably. This is because, due to high debt, human capital formation is, in effect, restrained over time. Strikingly, the conclusion that indebted countries fail to invest more in education is not robust to alternative definitions of the hypothesis. Specifically, the opposite reformulation of the hypothesis stating that countries with less debt invest more in education is suggestive that the relatively lower debt ratio does not necessarily correspond to a higher share of expenditures on education within the total budget outlays, but when the debt is higher than average, the expenditures on education are highly likely to be crowded out by the interests.

As discussed above, the higher regulatory quality exerts a positive impact on convergence. The security which the resilient national institutions bestow upon the population is the mechanism through which economic growth is enhanced. The confidence in the institutions could be discerned through the actions of firms and households. This conjecture could be subjected to further examination. To that end, in column 5 of table 1 the model is modified to include a dummy variable *DumRqInv* focusing on the relation between regulatory quality and investments in the economy:

 $D = \begin{cases} 1 \text{ if regulatory quality}_i \text{ rises and} \\ investment ratio_i > average investment ratio_{EU} \\ 0 \text{ if one or both of the conditions do not hold} \end{cases}$

The dummy variable has a positive coefficient which is statistically significant at 5% level. Therefore, to accelerate their convergence to EU income levels, the countries should focus on the improvement of their institutions. Thus, growing unsustainably without addressing the institutional framework is costly in the long term.

The invariable high statistical significance of all conditioning variables confirms the multifaceted nature of real convergence. Thus, it is insufficient to rely only on a limited number of variables on the path to sustainably high-income per capita levels.

4.3 Partitioning into clubs

According to the white book for the future of the EU, multi-speed Europe is the third plausible scenario called "Those who want more do more" (European Commission, 2017). Following a debate, the EU countries could become part of one or several "coalitions of the willing" that work together in specific policy areas. This paper argues, however, that the EU countries have already clubbed in terms of convergence. In other words, the joint alignment in the convergent development of individual countries is inevitable in a community based on some level of integration, such as the EU. In particular, the unveiling of the clusters gives a momentous picture of the heterogeneity of the EU. Then, the specific cluster position of a country could serve as a reference point for the government about the challenges ahead.

The discussed variables⁴ guiding the convergence might help the derivation of the clusters. The elbow plot in appendix 2 indicates that there is a discernable drop in the within-groups sum of squares when moving from one to three clusters. After three clusters, this decrease drops off, suggesting that a three-cluster solution may be a good fit for the data. The derived clusters can be shown in Figure 10.

Although the algorithm makes use of standardized data, it is possible to determine the variable means for each cluster in the original metric, as in Table 2. The clusters are listed in descending order in terms of the labour productivity growth rate. Enriching the focus on the issue of convergence truly introduces subtle aspects of the development of the countries over time.

⁴ The variable degree of openness is excluded from the calculations as it produces extreme outliers such as Luxembourg and Malta.



Figure 10. Derived clusters in the EU over 1999-2020

Table 2. Centroids of the clusters in original metric (%)

Cl	Countries	dr	er	lp	rq*	Inv	rdebt	edu
2	BG, CZ, EE, HR, LV, LT, HU, PL, RO, SI, SK	-0.23	0.82	5.64	0.86	24.76	38.13	12.08
1	DK, IE, CY, LU, MT, NL, AT, FI, SE	-0.07	0.42	3.68	1.60	22.48	52.82	12.12
3	BE, DE, EL, ES, FR, IT, PT	-0.24	0.49	2.74	1.09	21.49	97.23	9.96

* The estimate gives the cluster's score on the aggregate indicator, in units of a standard normal distribution. Source: Own estimations.

After taking into account the additional variables, all the high-convergence performers share a joint second cluster. This club exhibits a much higher growth rate of labour productivity and employment ratio. Interestingly, this cluster is not comprised only of countries outside the EA. In fact, it also includes the three Baltic countries, Slovenia, Slovakia and Croatia, which are planned to join the euro area on 01.01.2023. Besides, Bulgaria entered the preparatory phase for euro adoption as the Bulgarian lev was included in the European exchange rate mechanism (ERM II) on 10 July 2020. Thus, Bulgaria is set to operate under a regime of stable exchange rates vis-à-vis the euro and is expected to further strengthen its macroeconomic, macroprudential, supervisory and structural policies. With the exclusion of Denmark and Sweden, clusters 1 and 3 include only EA countries. Particularly, the countries in cluster 3 exhibit lower productivity than the rest of the EA members. This observation is

indicative of the existing and widening gap in the core of the euro area, despite the relatively identical growth rate of employment in both clusters. Similar to Borsi and Metiu (2015), the boundaries of the formed clusters are not tightly related to EMU membership, as EA countries are evident in all three clusters.

Although cluster 2 is growing rapidly, it is not devoid of demographic problems similar in magnitude to these of cluster 3. These issues are addressed through measures such as higher retirement age, stimuli for work after retirement etc. Although to a smaller extent, cluster 1 also experiences continuous changes in the population structure. These changes forebode future challenges for the pension and social systems.

What is important here is that the differences between the clusters are also noticeable with respect to the other variables. Conspicuously, the countries that grow the swiftest are not the ones with the most robust regulatory quality. On the contrary, they experience an institutional gap which renders the real convergence for them a moving target. Cluster 3 also exhibits certain deficiencies in institutional quality. Though being challenging to measure, this aspect provides the countries with prospects for sustainable convergence. Cluster 1 commands the highest institutional quality. As already proven, the institutional environment is related to the investment dynamics. Due to higher prospects for convergence in view of the initial low capital stock and presumed commitment to strengthen the institutions, cluster 2 enjoys higher investment. However, any deviation from this commitment is valued very poorly by foreign investors and consequently reflected in the investment dynamics. That is how insufficient institutional quality is directly able to suppress the convergence rate. Analogously, the undeveloped and slowly transforming institutions have certainly contributed to some emigration over the years. The outflow of highly-educated workers negatively affected the overall human capital and employment in these countries. Therefore, the low level of institutions sooner or later turns into a bottleneck for the pursued convergence to higher incomes.

The inference for a negative relationship between debt and investments is fully reflected in the cluster results. The debt stock for cluster 2 is relatively low, so the investment ratio is higher with respect to the other growth clubs. However, the investments as a share of GDP plummet the higher the average debt stock. Thus, the investment ratio is the lowest for cluster 3, which is comprised of the debt-stricken EA countries. Cluster 1 is a borderline case due to its intermediate level of debt. Depending on the assumed fiscal stance over the medium term, the countries in cluster 1 might retain their position or might descend into cluster 3. In line with the debt problems, cluster 3 also has the relatively lowest share of expenditures in total outlays, amounting to 9,96%. In contrast, the lower debt burden of clusters 2 and 3 allows them to invest more in education. As previously discussed, however, the lower debt is not needfully associated with a higher share of expenditures on education. Such is the case for cluster 2. Despite its lowest debt ratio, the included countries are not the ones to invest in education the greatest. Rather, they invest slightly less than the countries in cluster 1, which have relatively higher debt.

Overall, the club of high-fliers in convergence enjoys higher growth rates of productivity and employment but suffers critically from an insufficient level of institutions. These two main contributors to economic growth help the countries in this cluster to overcome organically any debt issues leaving them at a low level of indebtedness and more budget funds to invest in physical and human capital. The remaining countries are grouped by debt and regulatory quality into two clubs. The former cluster, with resilient institutions and moderate debt, still has enough fiscal space to plan its investments in various forms of capital, so it earns a premium to economic growth by roughly one percentage point. The latter cluster suffers from limited fiscal leeway to invest, so its lower economic growth and relatively lower institutional level deepen the debt issues. Although the unfavourable demographic dynamics affect all clusters, this issue is most relevant for the indebted EA countries.

5. Conclusions

Falling into a certain cluster doesn't mean that the relative position of any EU country is perpetuated over time. Rather, this should be an incentive for the country to improve its real convergence prospects. The implied policy implications are the following:

- From the multiplicative decomposition, it follows that a persistent unfavourable demographic change has burdened the real convergence of the EU countries over 1999-2021. In view of that, the EU governments should focus on policies to stimulate the birth rate and after-retirement employment;
- Digitalization could bring forth immense benefits for the economy. While it could directly raise the aggregate level of productivity, it could lead to the creation of various productions and jobs in the economy. It could also render the economy resilient to various shocks, such as the recent pandemic;
- Sound institutions should be put high on the agenda of each government. Lagging behind institutional convergence puts a cap on the development of any given country. In fact, the nominal convergence of a country solely doesn't ensure higher incomes without previously attained robust regulatory quality;
- Omitting the debt ratio as a long-term determinant of the convergence process is unjustifiable. Specifically, not accounting for this factor could overestimate the convergence forces. The reason is that the adverse impact of excessive debt stock worsens some parameters of the economy that define its long-term potential. These are, in particular, lower gross capital formation and suppressed education expenditures, that is, slower physical and human capital accumulation;
- The explicit club formation is indicative for the policymakers of which clusters of countries can be severely affected or helped by specific policies, such as an increase in the ECB policy rate, increase in the money supply, provision of EU funds for alleviating social disparities etc.

The applied methodology is to broaden the discussion for convergence as an intricate research issue involving many aspects of development. Hopefully, this knowledge will be useful for countries facing slow or stalled convergence for years. The econometric approach could be further extended in future works by using longer time series, including more countries and considering nonlinearities between growth and conditioning variables. The clustering approach could further be refined by applying other measures for the distance

between observations, such as Manhattan, Canberra and asymmetric distance. Other similar methodologies, such as hierarchical clustering, could also be applied.

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V	Levin, Lin and C	Chu test statistic	Im, Pesaran and Shin test statistic		
variables	At levels	First difference	At levels	First difference	
Dr	0.89847	-3.53646***	3.59135	-4.09559***	
Er	0.23597	-9.07001***	2.33088	-9.07816	
Lp	4.45376	-17.0209***	9.87861	-18.6680***	
Edu	-2.41612***	-19.8957***	-2.28030**	-19.7172***	
Rq	1.73985	-6.84991***	-0.83472	-13.0094***	
Open	-2.28779**	-17.3397***	0.78994	-18.3568***	
Debt	-0.02494	-12.5782***	1.78122	-12.2853***	

Appendix 1

Pool unit root test: Summary

Source: Own estimations.

Appendix 2

Within-groups sums of squares vs the number of clusters extracted

