

COUNCIL OF THE EUROPEAN UNION

Brussels, 11 June 2012

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COVER NOTE

from:	The Employment Committee
to:	Permanent Representatives Committee (Part I) / Council EPSCO
Subject:	Employment Performance Monitor
	- Endorsement

Delegations will find attached the Employment Performance Monitor, as transmitted by the Employment Committee, in view of the EPSCO Council on 21 June 2012.

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The Employment Committee

EMCO/08/03052012/EN

Europe 2020

Employment Performance Monitor 2012

Draft

In line with the EPSCO Council's commitment to put its expertise on employment and labour market policies at the service of the European Council for a successful implementation of the Europe 2020 Strategy, the Employment Committee was mandated to produce an "Employment Performance Monitor" (EPM), which can be used to identify at a glance the main employment challenges for the European Union and for each Member State.

Like the 2011 pilot version² of the EPM, the 2012 version is based on the findings of the Europe 2020 Joint Assessment Framework (JAF). The JAF is an indicator-based assessment system prepared jointly by the Employment Committee, the Social Protection Committee (SPC) and the Commission, covering general and specific policy areas under the Employment Guidelines, with the objective to identify key challenges in these areas and support Member States in establishing their priorities. The JAF comprises two main elements:

- Monitoring and assessment of main challenges under the Employment Guidelines through a three-step methodology including a quantitative and qualitative assessment
- Quantitative monitoring of progress towards the EU headline and related national targets.

The "EPM" presented here reflects the results of both JAF components for the employment policies area. The three parts of the Monitor aim at providing a

¹ See Council Doc. 14478/10

² Council Doc. 10666/1/11 REV 1

good overview results both at country level and across all Member States. These results could also be useful for macroeconomic surveillance.

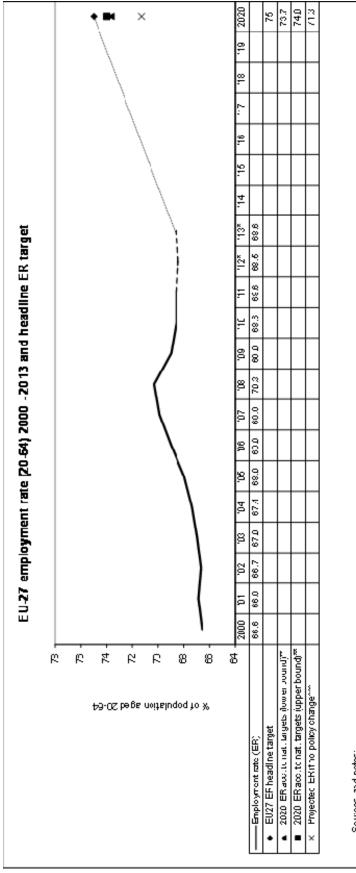
The JAF results, and hence the EPM, respect the role of national parliaments and social partners and differences in national systems, such as the systems for wage formation.

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PART I - Overview of National Employment Targets, Challenges and Particularly Good Outcomes

Progress towards the EU-27 employment rate headline target



Sources and notes:

Employment rates 2000-2011: Eurostat, EU LFS;

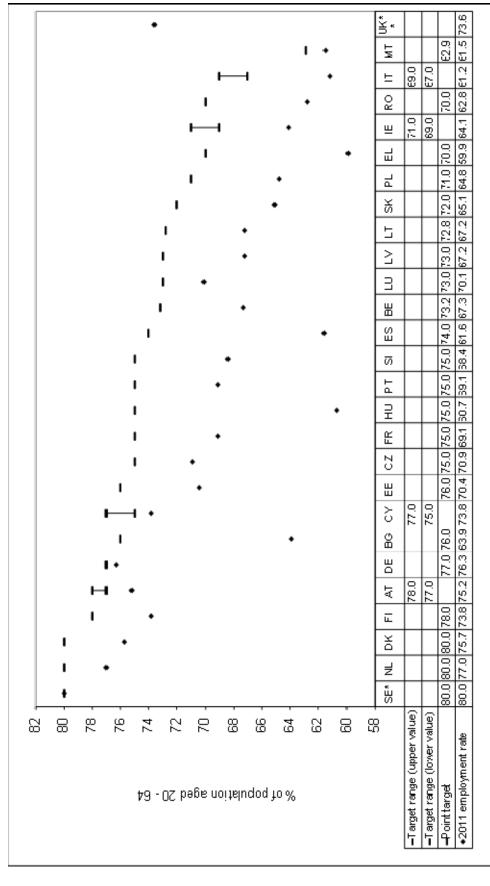
* Estimated values based on employment growth forecasts from Commission Spring Forecast 2012 and projected population growth from Europop 2010 population projections;

"National employment rate target from National Reform Programme;

"National employment rate target from National Reform Programme;

"National employment rate target from National Reform Programme;

"No jected employment rate under the assumption that no policy change takes place between 2010 and 2020, EPC Aging Working Group 2012 Aging Report.



Sources: National Reform Programmes 2012, EU Lakour Force Survey for 2011 employmentrate. * Sweden has defined a national emplyomentrate target of "well over 80%". ** The United Kingdom has not set a national employmentrate large...

National employment rate, education and sub-targets

		Early leavers from	Tertiary	National sub-targets (%)
	Employment rate	education and	educational	
MIS	(Headline target: 75%	training	attainment	
	for age group 20-64)	(Headine target:	(Headine target:	
		lessthan 10%)	at least 40%)	
AT	77-78	9.5	38	
BE	73.2	9.5	47	ER of worren 69.1;
				N⊞T82;
				ER of older w orkers 50 ⊅;
				ER∤non BLUcitizens <16.5
BG	78	11	38	Reducing the level of unemployment
				arrong young people (aged 15-29) to
				7% in 2020;
				Achieving a level of Employment among
				elderly people (aged 55-84) of 53%; in
				2020
CY	75-77	10	48	
cz	75	5.5	32	ERofwormen 65D;
				BR of older w orkers 55Ω;
				unemployment rate (15-24) reduced by
				1.8;
				unemployment rate of low-skilled
			45	reduced (SCED 0-2) by 1/4.
DE	77	less than 10	42	ERolderworkers60.0;
DK	80	less than 10	at least 40	ER of wormen 73.0 95% of a youth cohort should complete
DK	, «	less trail to		uppersecondary educ, and 50 % tertiary
				educ.
E	76	9.5	40	Youth unemployment 100;
				long-term unemployment 2.5;
				productivity per employed person 80.0;
				share of adults (25-64) with no
				professional qualification 30 Ω;
				participation nate in lifelong learning
				arrong adults (25-64) 20 D;
				labour participation rate (15-64) 75.0
BS	74	15	44	BRofwormen 68.5
FI	78	8	42	FD -4
FR GR	75 70	9.5 9.7	50 32	ER of women 70.0
HU	75	9.7	30.3	
IE .	69-71	8	60	
		15-16	26-27	
П	67-69			D -4 80 ft D -4 78 ft
LT	72.8	less than 9	40	ER of w orren 69.5; ER of rren 76.5; ER of older w orkers 53.4
				En of older wichers 56.4
LU	73	less than 10	40	
LV	73	13.4	3436	
MT	62.9	29	33	
NL	80	less than 8	45	
PL	71	4.5	45	
PT	75	10	40	
RO	70	1 1 .3	26.7	
SE	w el over 80	less than 10	40-45	
SI	75	5	40	
SK	72	6	40	Long-term unemplyoment nate of 3% by
				2020
UK	na.	na	na.	
EU average*	73.7-74.0			

Source: National Reform Programmes 2012

^{*} Weighted average of all EU Member States excluding the UK which has not set a national employment rate target

All All							į		i	I									Contactor		
Third Thir	1						1	_						ह स्		020 natonal m ployment rate targe t (%)	Average an rail emplyment growth dring previous cities 2000 to			BC ANG emplicate projectors for 2000 (no po by charge scenario)**	Difference between target and projected employment tarken to far to poloty charge scenario (percentage portus)
114 715 718 720 708 717 732 744 751 742 745 752 755		WUW.	ᄣ	ш	200	388	3m 2	3008	JUL	MUN	200	赈	¥	2012	2013	2020	2000-08		2740.30	2020	2020
10,52 0.64 0.65 0.64 0.64 0.64 0.64 0.65 0.64 0.65	AT	71.4	71.5	71.8	72.0	208	71.7	73.2	74.4	76.1	74.7	74.9	75.2	753	75.6	77-78	_			75.4	
75.2 74.1 76.5 66.6 66.8 66.8 66.9 67.3 67.3 67.3 67.3 74.1 76.1 76.2 76.2 76.2 76.2 76.2 76.2 76.2 76.2 76.2 76.2 77.3 77.3 76.2 77.2 77.3 77.3 77.2 77.2 77.3 77.3 77.2 77.2 77.3 77.3 77.2 77.3 <th< th=""><th>8</th><th>8</th><th>9</th><th>9</th><th>ž</th><th>98</th><th>8</th><th>ĝ</th><th>6</th><th>9</th><th>5</th><th>62</th><th>2</th><th>929</th><th>8</th><th>732</th><th></th><th></th><th></th><th></th><th>7.0</th></th<>	8	8	9	9	ž	98	8	ĝ	6	9	5	62	2	929	8	732					7.0
72.2 74.1 76.1 74.4 76.2 74.4 76.2 74.4 76.2 74.4 76.2 74.2 77.2 74.4 76.2 74.2 77.2 72.2 74.4 70.2 72.2 74.4 70.2 72.4 70.2 72.2 74.4 70.2 72.2 <th< th=""><th>98</th><th>55.3</th><th>54.8</th><th>929</th><th>28.0</th><th>1.09</th><th>61.9</th><th>1.99</th><th>68.4</th><th>70.7</th><th>8.8</th><th>4.69</th><th>83.9</th><th>633</th><th>83.00</th><th>76</th><th>2.0</th><th>_</th><th></th><th></th><th>6</th></th<>	98	55.3	54.8	929	28.0	1.09	61.9	1.99	68.4	70.7	8.8	4.69	83.9	633	83.00	76	2.0	_			6
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78.0 78.2 77.3 77.5 77.5 78.6 78.6 78.6 77.5 78.5	3	₹ B	3	R'R	4.8	A BB	3.	5	2	7	7	3	2	7.17	R//	<i>''</i>	<u>`</u>			7//	70
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		4.	9.70	8	9	2	2	P	902	92	8	8	ģ	35	2	2	-			20.0	
	E	61.9	61.5	62.5	63.6	640	64.6	66.7	099	98.5	8.58	64.0	6.96	57.1	0.7e	02	97			68.4	
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Social EU Laborr Fore Strivey. National Reform Programmes. DG Bingbyme it calculates take doing 1.15. Commission Economic Research 2012 and Brostatoportation Programmes. DG Bingbyme it calculates the second of the Commission Economic Research Brostatoportation and the Commission Research Brostatoportation and the Commission Research Brostatoportation and the Commission and the Commission Research Brostatoportation and the Commission Research Brostatoportation and the Commission Research Brostatoportation Research Brostatoportati

Summary overview of Key Employment Challenges and particularly good labour market outcomes

	Wace seting nechanism and labour cost developments							0		0/•		•/•	•/•			•		•				•	•					
																												L
2	Education and training systems		•	0/●	•	0	•	0	•	•	0	•	•/•	•		•	0/●	0/●	0	0/●	0/●	0/●	•	0	0/●			•
	Skill supply and productivity, lifelong learning		•	0	0	•	•	•	•	0/■	0/■	•	•	0/■	•/∘	•	•	0/■	0	٥	•	•	•	0/■	•	٥	٥	0/■
	Gender equality	۰	0	•	۰		0/•		•			0,0	•	۰	0		0	•	0,0	•			0	0	•	0	0	0/•
, , ,	Work-life balance			•								•	•		•	0	•	•		•	•	0	0,0		•			•
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Key Employment Challenge
 Particularly good Isbour market outcomes

PART II - Common Key Employment Challenges - Details -

Common Key Employment Challenges - Details

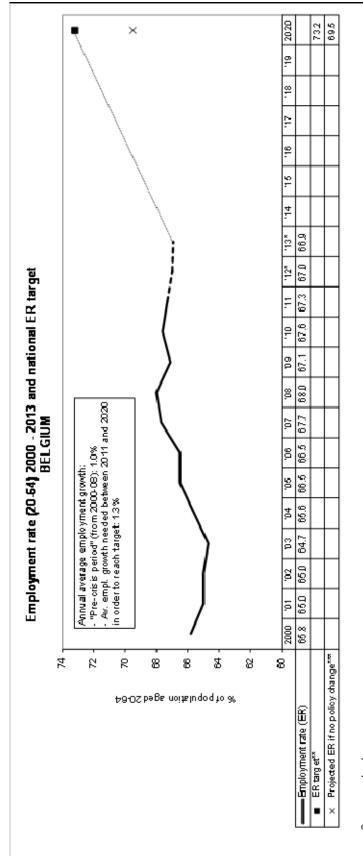
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Common Key Employment Challenges - Details (CONT.)

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PART III - Country Overviews

BELGIUM



Sources and notes:
Employment rates 2000-2011: Eurostat, EU LFS;
** Estimated values based on employment growth forecasts from Commission Spring Forecast 2012 and projected population growth from Europop 2010 population projections;
*** National employment rate targets from National Reform Programme;
**** Projected employment rate under the assumption that no policy change takes place between 2010 and 2020, EPC Aging Working Group 2012 Aging Report.

BELGIUM

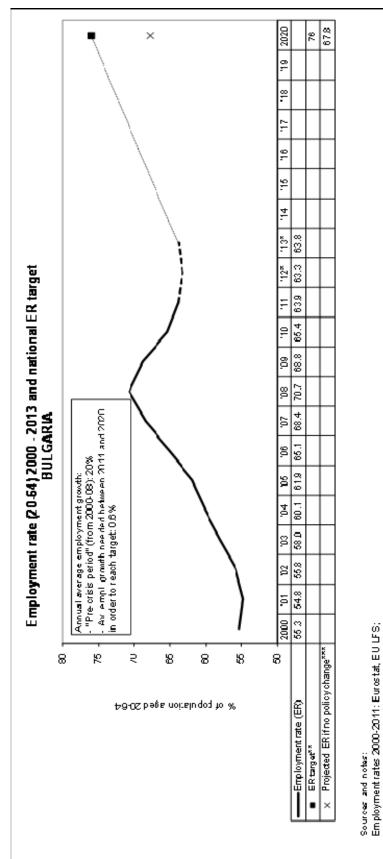
hdicator	Uni:	2000	2008	2009	2010	2011	2020 national	2009	2010	2011	2020 EU neadline
Oversil employm •ntrate	% of populator aged 20 - 54	65.8	68.3	67.1	67.6	67.3	target 73.2	69.0	EU-27 tota 68.5	68.6	target 75%
Over all em proym entrae	* or population ages 20 - 54	60.0	00.3	07.1	07.0	07.5	102	05.0	00.0		13.4
Overall employment growth	% change from pieu bus year	2.1	1.5	-0.6	1.5	0.5		-1.1	-0.5	0.4	
Employment rate of women	% of ⊅male population aged 20 - 64	95.0	613	610	616	61.5		62.3	62.1	62.3	
Employment rate of men	% of na k populatbu aged 20 - 61	15.5	717	732	73.5	73.0		758	75 1	75.0	
Employmentrate of older workers	% of population aged 55 - 54	26.3	34.5	35.3	37.3	38.7		46.0	46.3	6.0	
⊟n pioym entrate o⊤young	% or populator laged 20 - 29	88.3	64.5	61.8	61.0	60.5		62.8	61.6	61.2	
Employmentrate of low skilled persons	% of populaton with at most low er secondary education ages 20 - 61	51.2	49.1	47.7	48.4	47.3		54.1	53.4	53.0	
Bn ploymentrate of nor-B∪ nationals	% of population with non-EU officensis plaged 20 - 64	:	42.1	40.9	40.4	39.6		59.0	58.5	58.1	
Part-1m e en ployn ent	% of totale mployment	18.9	22.5	23.4	24.0	25.1		18.8	19.2	19.5	
Riedterm contracts	% of totalemployees	9.1	8.3	8.2	8.1	9.0		13.6	14.0	14.1	
Overall unem ployment rate	% of labour torce	6.9	7.3	7.9	8.3	7.2		9.0	9.7	9.7	
Long-term unemployment	% of labour torce	3.7	3.3	3.5	4.1	3.5 b		3.0	3.9	4.1	
Youth uper playment rate	% of youth Ebour faces (15-24)	16.7	183	219	22.1	18 7		20.1	21.1	2.1	
Youth NETrate	% of population aged 15-24	17.7	10.1	11.1	10.9	:		12.1	12.8	:	
Barly easers from education and training	% of pop. 18-24 with a times flow an sec. educiand nothing riber education or training	13.5	12.3	11.1	11.9		9.5	14.1	14.1		Ess Uan 13%
Tertiary educational attainment	% of population 30-34 having successfully completed to thany education	35.2 b	4 2.9	42.0	11.1	:	47	32.3	33.6	:	at east
Labour productivity perperson em ployed	BU-27 = 100 (based on PPSper employed person)	137 .3	126.3	27.6	127.5	:		100	100	:	
Labour productivity perhour w orked	EU-27 = 100 (based on PPS per from worked)	151.7 e	135.2 e	35.8 •	:	:		100	100	:	
Nominal un tiabour cost grow to	% change from piet bits year	0.4	4.4	3.8	U.U	2.5		1.5	0.5	U.9 T	
Re all unit labour coat grow th	%i change from preu bits γear	-1.5	2.2	2.6	-1.7	0.0		2.9	-1.5	-0.5 1	

Soume: Eurostar d'atabase (l'abour m'arvet statistics, n'arional accounts), National Reform. Programmes Notes : b - break in series, p - provisional, e - estimated ,f - forecast lu - unreliable

3. Key employment challenges Belgium

Employment policy area	Key employment challenges	Particularly good labour market outcomes
Increase labour market participation	Low participation of older workers Low participation of migrants	
2. Enhancing labour market functioning; combating segmentation		
3. Active labour market policies	High LTU rate despite significant investment in ALMP suggests efficiency of activation measures is low	
4. Adequate and employment oriented social security systems	- High tax wedge, especially on lower wage earners	
5. Work-life balance		
6. Job creation		
7. Gender equality		- Low gender pay gap
8. Improving skill supply and productivity; Lifelong learning		
9. Improving education and training systems		
10. Wage setting mechanisms and labour cost developments	- Keeping labour cost developments in line with productivity	

BULGARIA



^{*} Estimated values based on employment growth forecasts from Commission Spring Forecast 2012 and projected population growth from Europop 2010 population projections; *** National employment rate targets from National Reform Programme; **** Projected employment rate under the assumption that no policy change takes place between 2010 and 2020, EPC Aging Working Group 2012 Aging Report.

BIII GARIA

hdicator	Unit	2000	2008	2009	2010	2011	2020 national	2009	2010	2011	2020 EU headline target
Overall employment rate	% of population aged 20 - 64	55.3	73.7	68.8	65.4	63.9	target 76	69.0	EU 27 tota 68.6	68.6	target 755
Overall empoyment grow th	% change from previous year	:	3.3	-32	-5.2	-3.4		-1.7	-0.5	0.4	
Bn picym entrate cfwomen	% of female population aged 20 - 64	50.7	65.4	64.0	61.7	61.2		62.3	62.1	623	
∃m plcym entrate c† m en	% of mak popliatbli aged 20 - 64	60.2	75.1	73.8	69.1	66.6		75.8	15.1	75.0	
an picym entrate cfolde: w orkers	% of population aged 55 – 64	20.8	45.0	46.1	43.5	43.9		46.0	46.3	47.4	
∃m plcym en trate c† yourg	% of population aged 20 - 29	462	61.9	57.8	53.0	49.4		62.8	61.6	612	
Brnpicym entrate cflow ⊹killed oorscns	% of population with admost blue r scool dary education aged 20-64	37.5	45.5	45.0	43.0	37.3		54.4	53.4	53.0	
±n picym entrate c⊤non-±∪ natiorals	% отрорившен w mounton – ⊟J ottensk þagec 20 – 61	:	:	:	:	:		59 JJ	58.5	58.1	
Part-tm e e n ployment	% of total emp by me at	:	2.3	2.3	2.4	2.4		18.8	9.2	19.5	
∃ae ditermi contracts	% of total employees	:	5.0	4.7	4.5	4.1		13.6	4.0	14.1	
Overall unem ployment rate	% of bloom force	16.4	5.6	6.8	13.2	11.2		9.0	9.7	9.7	
ong-term unempoyment	% of bibour force	9.4	2.9	3.0	4.8	6.3		3.0	3.9	4.1	
∕outhunemploym∋ntrate	% of youth labour force (15-21)	33.7	12.7	16.2	23.2	26.6		20.1	21.1	21.4	
∕outh NEET rate	% of population aged 15-24	:	17.4	19.5	21.8	:		12.4	2.8		
Barly leaver: from education and training	% of pop. 18-24 with atmostbower sec.educ. and roth firther education or training	:	14.8	14.7	13.9	:	11	14.4	14.1		less tha 105
Teirtiary educational attainment	% of population 30–34 nating strocess fully completed tentary education	19.5	27.1	27.9	21.7	:	36	32.3	33.6		at E as 401
Labour procuetivity per person em ployed	EJ-27 = 100 (based on PPS per employed person)	31.3	39.6	40.1	41.3	:		100	100		
Labour procue tiwity per nour work∗d	EP27 = 100 (pased on PP3 per hour wio ked)	325	39.9	39.8	41.4	:		100	100		
Nominal unit labour cost grow th	% change from previous year	1.5	12.5	12.7	5.6	1.1		1.3	0.0	0.9 1	
Real unitiabour cost grov†h	% change from previous year	-4.8	3.7	8.1	2.7	-3.7 p		2.9	-1.6	-0.6 1	

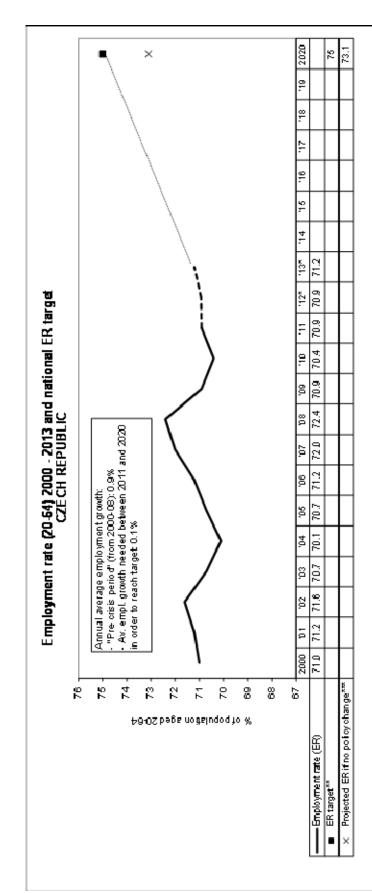
Source: Eurostat database (labour n advet statistics, national accounts), National Fedom Program mes Notes : b - kreak in series , ρ - provisional , e - estim ated, f - forecest, u - unrelable

3. Key employment challenges Bulgaria

Employment policy area	Key employment challenges	Particularly good labour market outcomes
Increase labour market participation	 Consistently low youth activity and employment rates below EU- average; the highest rate of youth NEET in the EU; low employment rate of low-skilled workers 	
2. Enhancing labour market functioning; combating segmentation	High incidence of undeclared work, although this is reducing given the policy response	
3. Active labour market policies	 Need to enhance the quality of activation services provided particularly to youth and low skilled unemployed 	
4. Adequate and employment oriented social security systems	High at-risk-of poverty rate of unemployed combined with unemployment traps	
5. Work-life balance		
6. Job creation	- Sharp downfalls in employment growth from a prominent pre-crisis position	
7. Gender equality		- Low gender employment and pay gaps
8. Improving skill supply and productivity; Lifelong learning	Very low life-long learning participation of adults	
9. Improving education and training systems	Weak links between the education and training system and labour market needs; low quality education service	
10. Wage setting mechanisms and labour cost developments		

CZECH REPUBLIC

1. Progress towards the national employment rate target



Sources and notes: Employment rates 2000-2011: Eurostat, EU LFS;

^{*} Estimated values based on employment growth forecasts from Commission Spring Forecast 2012 and projected population growth from Europop 2010 population projections; *** National employment rate targets from National Reform Programme; **** Projected employment rate under the assumption that no policy change takes place between 2010 and 2020, EPC Aging Working Group 2012 Aging Report.

CZECH REPUBLIC

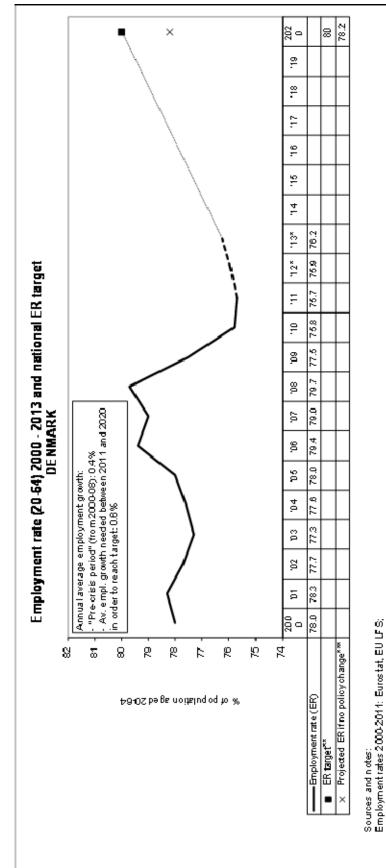
Indicator	Uni:	2000	2008	2009	2010	2011	2020 national	2009	2010	2011	2020 EU neadline
Overall employm entrats	% of populator aged 20 - 54	11.0	72.4	70.9	70.4	70.9	target 75	69.0	EU-27 tota 68.6	68.6	target
Overall employm ent grow th	% change from preubus year	-0.7	1.5	-1.4	-1.0	0.4		-1.1	-0.5	0.4	
Bm ployment rate of wonen	% of temale population aged 20 - 64	61.9	62.5	61.4	60.9	61.7		62.3	62.1	62.3	
Em ploym entrate of m en	% of male population aged 20 - 64	80.2	82.3	80.2	79.6	79.9		75.8	75.1	75.0	
Em ploym e ntrate ofold∋r wo hers	% of populator aged 55 - 54	36.3	47.5	46.8	4 5.5	47.6		46.0	46.3	47.4	
Employment rate of young	% of populator aged 20 - 29	65.0	631	601	58.1	58.3		62.8	61.6	6: 2	
Bin ploymentrate of low-skilled persons	% of populator will at most lower secondary education ages 20 - 61	ದನ	44.5	42.5	41.0	40.4		54.1	53.4	53.0	
Bin ploym e ntrate of nor-BJ na tionais	% of population with non-EU cruzenship age d 20 - 64	:	75.5	71.9	74.7	73.3		59.0	58.5	58.1	
Part-Ime enploynent	% of total employment	5.3	4.9	5.5	5.9	5.5		18.8	19.2	19.5	
Ased termicontracts	% of totalemployees	8.1	8.3	8.5	8.9	8.5		13.6	14.0	14.1	
Overall une m ployment ate	% of labour torce	8.7	4.4	6.7	7.3	6.7		9.0	9.7	9.7	
Long-term unemployment	% of labour torce	4.2	2.2	2.0	3.0	2.7		3.0	3.9	4.1	
vouttrunerrployrrentr≇te	% of youth Ebour force (15-24)	17.8	9.9	16.6	18.3	18.0		20.1	21.1	2 .4	
Youth NEETrate	% of populator aged 15-24	:	6.1	8.5	8.8	:		12.1	12.8	:	
Early eavers from education and training	% of pop. 1824 w N atmosticwer sec.educ.ard noth further education or training	:	5.5	5.4	4.9	:	5.5	14.1	14.1	:	ess tia 139
Tertisry educational attrinment	% of population 30-34 having successfully completed to thany education	13.7	15.4	17.5	20.4	:	32	32.3	33.6	:	at Bas 43%
Labour productivity per person em ployed	FII-27 = 100 (based on PPS per employed person)	65.6	743 b	750	73.1			100	100		
Labour productivity perhour worked	BJ-27 = 100 (based on PPSper hour worked)	58.7	68.7 b	69.9	67.8	:		100	100	:	
Nom inal un tiabour cost growth	% change from previous year	2.7	3.4	2.4	-0.7	0.2		1.3	0.6	0.9 1	
Re al unit labour cost grow th	% change from preubusyear	1.3	1.5	0.5	1.0	0.9		2.9	-1.6	-0.5 1	

Source: Furnish database (labour in asset statistics, maional accounts), Mational Reform. Programmes Notes: b -break in series, p - provisional, e -estimated, f -forecast, u - unreliable

3. Key employment challenges Czech Republic

Employment policy area	Key employment challenges	Particularly good labour market outcomes
Increase labour market participation	Low LM participation of the low- skilled	NEET rate below EU-averageHigh employment rate of non-EU nationals
2. Enhancing labour market functioning; combating segmentation		
3. Active labour market policies	 Low expenditure on ALMP measures (both expenditure per person wanting to work and as % of GDP is low) Low share of participants in regular activation measures 	
4. Adequate and employment oriented social security systems	activation measures	
5. Work-life balance	 Limited use of flexible working arrangements and part-time work Negative LM impact of parenthood (strong employment impact of motherhood) due to <i>inter alia</i> insufficient provision of affordable childcare facilities. 	
6. Job creation		
7. Gender equality	- High gender employment and pay gap	
8. Improving skill supply and productivity; Lifelong learning	-	High share of well-educated adult population
9. Improving education and training systems		
10. Wage setting mechanisms and labour cost developments		

DENMARK



^{*} Estimated values based on employment growth forecasts from Commission Spring Forecast 2012 and projected population growth from Europop 2010 population projections;
*** National employment rate targets from National Reform Programme;
***** Projected employment rate under the assumption that no policy change takes place between 2010 and 2020, EPC Aging Working Group 2012 Aging Report.

DENMARK

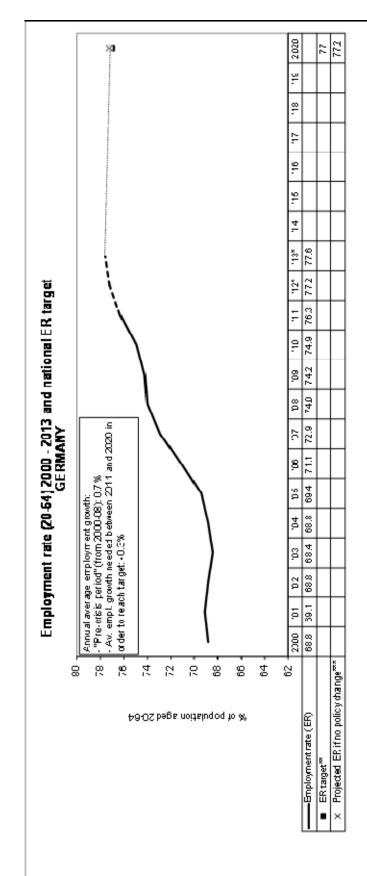
hdicator	Unit	2000	2008	2009	2010	2011	2020 rational	2009	2010	2011	2020 EU headline
Overallem ployment rate	% of population aged 20 - 64	78.0	79.7	11.5	75.8	75.7	target 80	69.0	EU 27 tota 68.6	68.£	target 75%
Overall empoyment grow th	% change from previous year	0.5	1.8	-2.9	-2.3	-0.1		-1.7	-0.5	0.4	
Empicymentrate c fwomen	% of female population aged 20 - 64	729	75.5	74.5	73.0	72.4		62.3	62.1	623	
Bm plcym entrate cfm en	% of mak popliatbliaged 20 - 64	82.9	83.9	80.5	73.6	79.0		75.8	15.1	75£	
∃m plcym entrate cfolde workers	% of population aged 55 − 64	55.7	53.4	58.2	53.4	59.5		46.0	45.3	47.4	
Bm plcym entrate cfyourg	% of population aged 20 - 29	112	73.8	74.5	73.3	69.7		62.8	61.6	612	
Bripicym entrate cflow ⊹killed oorsons	% of population with admost twe r scool dary education aged 20-64	64.1	63.63	65.7	62.6	62.0		54.4	53.4	53£	
±n picym entrate c⊤non-±∪ na tiorals	% отрорившен w mounton – ⊟u ottzenskip agec 20 – 61	:	58.3	61 JJ	55.2	\$0.4		59 JJ	85.5	58.1	
Part-tm e e n ployment	% of total emp by me at	21.3	21.4	25.9	25.3	25.9		18.8	9.2	19.5	
⊟ae ditermicontracts	% of total employees	9.7	3.5	8.7	3.4	8.8		13.6	14.0	14.1	
Overall unem ployment rate	% of bloom force	4.3	3.4	6.0	1.5	7.6		9.0	9.7	9.7	
ong-term unempoyment	% of bibour force	0.9	3.5	0.6	1.5	1.8		3.0	3.9	4.1	
∕outhunemploym∋ntrate	% of youth labour force (15-21)	6.2	3.0	11.8	14.0	14.2		20.1	21.1	21.4	
∕outh NEET rate	% of population aged 15-24	4.7	4.1	52	5.9	:		12.4	2.8		
Early leaver: from education and training	% of pop. 18-24 with atmost bower sec.educ. and not bifurther education or training	11.7	11.3 p	10.6 p	13.7 p	:	ess tian 10%	14.4	14.1		less tha 10%
Tertlary educational attainmen f	% of population 30–34 rawing stocessfully completed fertiary education	32.1	45.4 p	48.1 p	47.0 p	:	ar. E as t 40%	32.3	33.6		at B as 40%
Labour procuetivity per person em ployed	EI-27 = 100 (based on PPS per employed person)	11 1.1	105.8	106.3	111.6	:		100	100		
Labo∟rprocue tiwity per⊪our wiork ∗d	EP27 = 100 (pased on PPS per hour wio ked)	121.6	114.2	113./	123.3	:		100	100		
Nominal unitiabour cost growth	% change from previous year	0.5	5.1	5.7	-1.0	0.3		1.3	0.6	0.9 1	
Real unitiabour costgrov†h	% change from previous γear	-2.4	1.8	4.5	-4. 7	-0.5		2.9	-1.6	-0.6 1	

Source: Eurostat database (labour in advet statistics, national accounts), National Feform Program mes Notes: b - break in series, ρ - provisional, e - estim ated, f -forecast, u - unreliable

3. Key employment challenges Denmark

Employment policy area	Key employment challenges	Particularly good labour market outcomes
Increase labour market participation	- Relatively low participation of immigrants and descendants of immigrants, disabled and elderly, especially in the age group of 60-64.	Total employment rate strongly above the EU-average.Share of youth in NEET strongly below average
2. Enhancing labour market functioning; combating segmentation		
3. Active labour market policies		Long term unemployment well below EU-average
4. Adequate and employment oriented social security systems		
5. Work-life balance		
6. Job creation		
7. Gender equality		Second highest employment rate for women among EU-27
8. Improving skill supply and productivity; Lifelong learning		- Share of population in lifelong learning strongly above average
9. Improving education and training systems	 Relatively low youth education attainment level and high share of drop-outs from youth and vocational institutions. 	
10. Wage setting mechanisms and labour cost developments		

GERMANY



Sources and notes:
Employment rates 2000-2011: Eurostat, EU LFS, break in series 2005 and 2008;
* Estimated values based on employment growth forecasts from Commission Spring Forecast 2012 and projected population growth from Europop 2010 population projections;
*** National employment rate targets from National Reform Programme;
**** National employment rate targets from National Reform Programme;
***** Projected employment rate under the assumption that no policy change taxes place between 2010 and 2020, EPC Aping Working Group 2012 Aging Report.

GERMANY

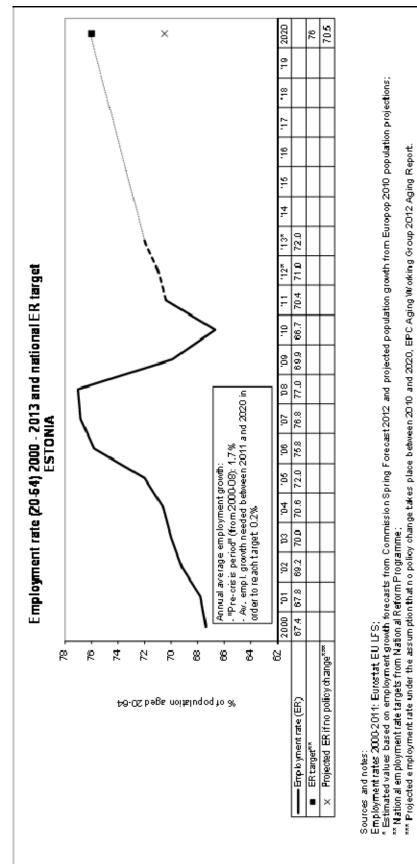
Indicator	Unit	2000	2008	2309	2010	2011	2020 national	2009	2010	2011	2020 EU headline
Overall employment rate	% of population aged 20- 64	68.8	74.0	14.2	74.9	76.3	targe:	69.0	EU-27 tota I 68.6	68.6	tangel 759
overali elli proyili e itrate	s or population aged 20- 64	0.00	14.0	74.2	14.9	10.3	11	69.0	00.6	00.5	153
Overall employment growth	% change from previous γe ar	0.5	1.5	-0.2	0.7	2.6		-1.7	-0.5	0.4	
∃n ployment rate of women	% of female population aged 20-64	60.9	67.8	58.7	69.6	71.1		62.3	62.1	62.3	
≘n ploym entrate of men	% of male population aged 20 - 64	76.5	80.1	19.6	80.1	81.4		75.8	75.1	75.0	
an ployment rate of older workers	% of population aged 55- 64	37 .5	53.1	56.1	57.7	59.9		46.0	46.3	1.1	
Brn ploymentrate of young	% of population aged 20 - 29	70.6	69.5	58.8	69.5	71.3		62.8	61.6	61.2	
∃n ploym entrate oflow⊹k llied oersons	% of population with atmostiower secondary education aged 20 - 64	52.7	55.9	55.7	56.0	= 3		51.4	53.4	53.0	
Briploym entrate of non-BJ nationals	% of population with no ⊩EU chize ush þage d 20 - 64	:	54.3	54.7	55.6	57.8		59.0	58.5	58.1	
Part-1m e en ployment	% of totalemployment	19.4	25.9	26.1	26.2	25.6		18.8	19.2	19.5	
⊟aedterm sontracts	% of totalemployees	12.7	14.7	14.5	14.7	14.7		13.6	14.0	11.1	
Overall une in ploy in eint rate	% of labour force	0.8	7.5	7.8	7.1	5.9		9.0	9.7	9.7	
Long-term unemployment	% of labour force	4.1	4.0	3.5	3.4	2.8		3.0	3.9	1.1	
outh unemployment rate	% of your labour force (15-24)	8.7	10.6	11.2	9.9	8.6		20.1	21.1	21.4	
∕outh NEET ate	% of population aged 15-24	7.7	1.8	8.8	8.3	:		12.4	12.8	:	
Sarly leaver: from education and training	% of pop-18-24 v to a thost by er sec. edic, and not bifurther ecreation or training	14.5	11.8	11.1	11.9	:	ess than 10%	11.4	14.1	:	ess than 10%
Fertiary educational attainment	% of population 30-34 has hig successfully completed eintary editoattor	25.1	27.1	29.4	29.8	:	22	32.3	33.6	:	at Eas 40%
Labour productivity per person em ployed	BI-27 = 100 (based on FPS per emp bye dperson)	1. 701	107.9	134.9	105.4	:		100	100	:	
Labour productivity per hour worked	BJ-27 = 100 (based on FPSper hour worked)	24.2	126.6	12 4.7	123.9	:		100	100	:	
Nominal unitiabour cost growth	% change from previous year	0.5	23	55	-1 1	14		1.3	0.6	1197	
Real unit labour cost grow th	% change from previous year	1.2	1.5	4.2	-1.7	0.6		2.9	-1.5	-0.61	

Soume: Eurostat database (labour n advel statistics, national accounts), Mational Rethnii. Biogrammes. Notes: b - break in series, p - provisional, e - estimated, f - forecast, u - unreliante

3. Key employment challenges Germany

Employment policy area	Key employment challenges	Particularly good labour market outcomes
Increase labour market participation		 Employment rates are well above average for all groups (apart from non-EU nationals).
2. Enhancing labour market functioning; combating segmentation		
3. Active labour market policies		
4. Adequate and employment oriented social security systems	 High at-risk of poverty rate of the unemployed (as a consequence of the high share of long-term unemployed) Tax wedge on labour above the EU average due to relatively high social security contributions. 	
5. Work-life balance	 Relatively high incidence of inactivity and part-time work due to family responsibilities and the lack of flexible and full-time child care facilities. 	
6. Job creation		Positive employment growth above EU average
7. Gender equality	- The female employment rate in full-time equivalents is relatively low and the gender pay gap is quite large compared to the EU average; the (negative) employment impact of parenthood is also well above EU-average.	
8. Improving skill supply and productivity; Lifelong learning	- Adults with medium or higher education well above EU-average but participation of adults in lifelong learning below EU-average.	
9. Improving education and training systems		The share of youth neither in employment, nor education or training (NEET) as well above EU-average.
10. Wage setting mechanisms and labour cost developments		

ESTONIA



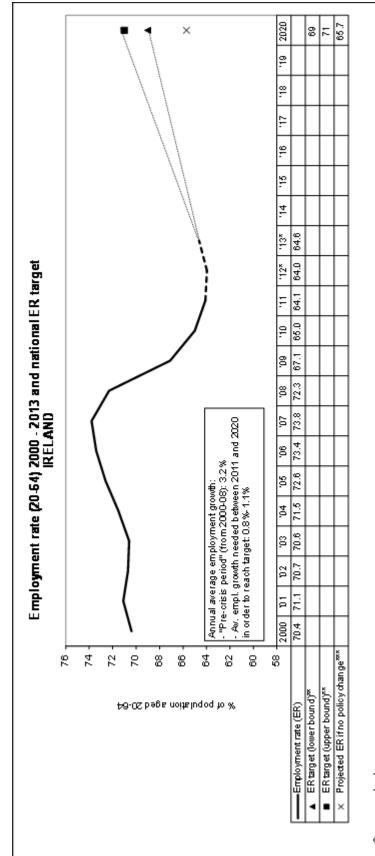
ESTONIA

hdicator	Unit	2000	2008	2009	2010	2011	2020 national	2009	2010	2011	2020 EU headline
Overall employment rate	% of population aged 20 - 64	67.4	71.0	69.9	65.7	70.4	target 76	69.0	EU 27 tota 68.6	68.£	target 75%
Overall employment growth	% change from previous year	-1.4	3.2	-9.2	-4.2	6.7		-1.7	-0.5	0.4	
Employmentrate of women	% of female population aged 20 - 64	62.9	72.8	68.8	65.7	67.6		62.3	62.1	623	
Bm plcym entrate cfm en	% of mak poplatblaged 20 - 64	72.4	81.7	71.0	61.7	73.5		75.8	15.1	75.0	
Bm picym entrate cfolde⁻w orkers	% of population aged 55 - 64	46.3	62.4	60.4	53.8	57.2		46.0	16.3	47.4	
Bripicym entrate cfyourg	% of population aged 20 - 29	61.4	69.8	59.5	55.5	61.9		62.8	61.6	612	
Bripicym entrate cflow ⊮killed por∗cn∗	% of population with almost tweir scool dary education aged 20-64	41.9	53.8	4 6.9	44.1	48.3		54.4	53.4	53£	
⊟n picym entrate c⊤non-±∪ nationals	รง or population wire non - EU officensish aged 20 - 61	:	U.Cl	64.4	51.1	ಚಿತ		59.0	58.5	58.1	
Part-tm e e m plo ym en t	% of total emp by me at	8.1	12	10.5	11.0	10.6		18.8	9.2	19.5	
Riedterm contracts	% of total employees	3.0	2.4	2.5	3.7	4.5		13.6	14.0	14.1	
Overall unem ployment rate	% of labour storce	13.5	5.5	13.8	15.9	12.5		9.0	9.7	9.7	
Long-term unempoyment	% of bloom force	6.3	1.7	3.8	1.7	7.1		3.0	3.9	4.1	
Youthunemploym antrate	% of youth labour force (15-21)	24.4	12.0	27.5	32.9	22.3		20.1	21.1	21.4	
Youth NEET rate	% of population aged 15-24	14.5	3.8	14.9	14.5	:		12.4	2.8		
Early leaver: from education and training	% of pop. 18-24 with atmostbower sec.educ. and roth firther education or training	15.1	14.0	13.9	11.6	:	9.5	14.4	14.1		less than 10%
Tertiary educational attainment	% of population 30-34 rawling successfully completed tertiary education	30.8 b	34.1	35.9	43.0	:	40	32.3	33.6		at East 40%
Labour procuetivity per per≋on em ployed	EJ-27 = 100 (based on PPS per employed person)	1 7.2	65.0	65.8	69.3	:		100	100		
Labour procue tavity per nour w ork∗d	EP27 = 100 (pased on PP3 per hour wio ked)	40.5	50 JJ	59.0	61.0	:		100	100		
Nominal unit labour cost growth	% change from previous year	2.9	14.1	1.4	-5.6	0.8		1.3	0.6	0.9 1	
Real unitiabour cost growth	% change from previous year	-1.8	3.3	2.4	-5.6	-2.8		2.9	-1.5	-0.6 1	

Source: Eurostat database (labour n advet statistics, national accounts), National Fedom Program mes Notes : b - kreak in series , ρ - provisional , e - estim ated, f - forecest, u - unrelable

3. Key employment challenges Estonia

Employment policy area	Key employment challenges	Particularly good labour market outcomes
Increase labour market participation	- Employment rates of low-skilled well below average	Employment outcome of older workers well above average
2. Enhancing labour market functioning; combating segmentation		
3. Active labour market policies	Long-term unemployment strongly above average indicating structural unemployment	
4. Adequate and employment oriented social security systems	Contain the rising trend in the take up of disability benefits and in the incapacity to work benefits.	
5. Work-life balance		
6. Job creation		
7. Gender equality	- High gender pay gap.	 Gender employment gap well below average, high female employment rate.
8. Improving skill supply and productivity; Lifelong learning	- Mismatch of the skills of the unemployed and the needs of the labour market.	
9. Improving education and training systems	 The education outcome is not sufficiently responsive to labour market needs. Participation of low-skilled persons in education and training remains low. 	
10. Wage setting mechanisms and labour cost developments		



Sources and notes:
Employment rates 2000-2011: Eurostat, EU LFS;
**Estimate dvalues based on employment growth forecasts from Commission Spring Forecast 2012 and projected population growth from Europop 2010 population projections;
**National employment rate targets from National Reform Programme;
***National employment rate under the assumption that no policy change takes place between 2010 and 2020, EPC Aging Working Group 2012 Aging Report.

IRELAND

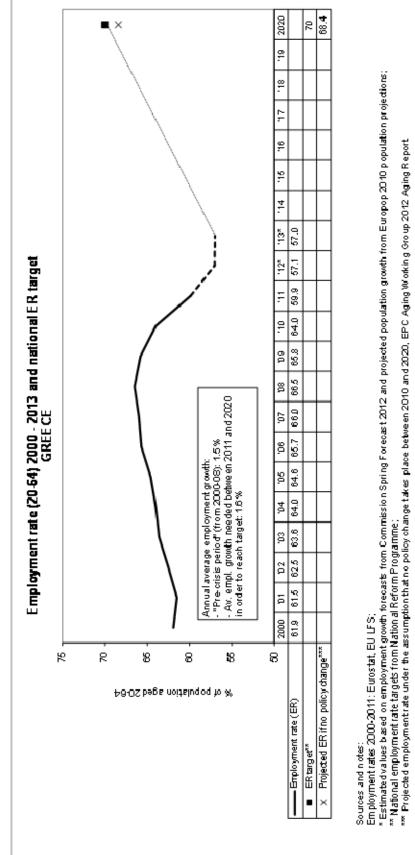
hdicator	Unit	2000	2008	2009	2010	2011	2020 national	2009	2010	2011	2020 EU headline
Overallem poyment rate	% of population aged 20 - 64	70.4	72.3	67.1	65.0	64.1	target 59-71	69.0	EU-27 tota 68.6	 68£	target 755
Overall empoyment growth	% change from previous year	4.5	-3.7	-8.2	4.2	-2.1		-1.7	-0.5	0.4	
Bm plcym entrate cfwomen	% of female population aged 20 - 64	57.9	64.1	61.9	63.5	59.7		62.3	62.1	62.3	
Employmentrate of men	% of mak populatbulaged 20 - 64	82.8	80.4	72.4	69.5	68.6		75.8	15.1	75£	
≘m picym entrate cfolde workers	% of population aged 55 - 64	45.3	53.7	51.3	53.2	50.0		46.0	16.3	47.4	
Bm picym entrate cfyourg	% of population aged 20 - 29	76.7	73.9	65.2	61.1	58.7		62.8	61.6	612	
Bm picym entrate cflow ⊮killed perscns	% of population with admost tweir secondary education aged 20-64	56.4	55.5	50.0	45.7	44.8		54.4	53.4	53.0	
Employmentrate of non-EU nationals	% of population with non-EU officership aged 20 - 61	:	65.5	59.8	55.9	58.1		59.0	58.5	58.1	
Part-tm e e n ployment	% of total emp by me at	16.4	13.6	21.3	22.5	23.5		18.8	9.2	19.5	
⊟ae ditermicontracts	% of total employees	5.9	3.5	8.6	9.4	9.9		13.6	14.0	14.1	
Overall unen ployn entrate	% of bloom force	4.2	5.3	11.9	13.7	14.4		9.0	9.7	9.7	
Long-term unempoyment	% of bibour force	1.5	1.7	3.5	5.7	8.6		3.0	3.9	4.1	
vouth une mploym ∍nt rate	% of youth labour force (15-21)	6.7	13.3	24.4	21.8	29.4		20.1	21.1	21.4	
vouth NEET rate	% of population aged 15-24	:	14.8	18.5	13.9	:		12.4	2.8		
Early leavers from education and training	% of pop. 18-24 with atmost bower sec.educ. and roth for the education or training	:	11.3	11.3	13.5	:	8	14.4	14.1		less that
Tertiary educational attainmen 1	% of population 30–34 rawing shocks fully completed tentary education	27.5	45.1	49.0	49.9	:	60	32.3	3.55		at Eas
Labour procue†tvi†y per per≉on em ployed	EI-27 = 100 (based on PPS per employed person)	129.3	123.5	132.1	137.0	:		100	100		
labour procue#twl†y per hour wiork⊪d	FI-27 = 100 (based on PPS per hour wio ked)	1141	115.4	120 1	125 7			100	100		
Nominal unitiabour cost growth	% change from previous year	3.2	1.5	-2.4	-5.9	-2.9 f		1.3	0.0	0.9 1	
Real unitiabour cost grow th	% change from previous year	-2.7	10.1	1.7	-4.6	-2.1 f		2.9	-1.6	-0.61	

Source: Eurostat database (l'abour in ailvet statistics, national accounts), National Feform Program in es Notes : b - break in series , p - provisional , e - estim ated, f - forecast, u - un reliable

3. Key employment challenges Ireland

Employment policy area	Key employment challenges	Particularly good labour market outcomes
Increase labour market participation	- Low male and low-skilled employment rates - Risk of structural unemployment due to high unemployment among males, low-skilled and youths (NEET rate strongly above average).	
Enhancing labour market functioning; combating segmentation		
Active labour market policies	 Very high level of Long Term Unemployment (8.6% in 2011) requiring greater targeting and intensification of ALMPs. 	
Adequate and employment oriented social security systems	Unemployment traps for certain family compositions could create disincentives to leave unemployment	
5. Work-life balance		
6. Job creation	Strongly negative employment growth, in particular between 2008 and 2010.	
7. Gender equality		
8. Improving skill supply and productivity; Lifelong learning	Potential skills mismatch in the labour force due to high levels of job losses among certain sectors such as construction.	
9. Improving education and training systems		Substantial reduction in the incidence of early school leaving High rate of tertiary education attainment.
10. Wage setting mechanisms and labour cost developments		- Nominal and Real Unit Labour Costs continued to decline, by - 12.1% and -5.1% respectively in the 3 year period to 2011

GREECE



GREECE

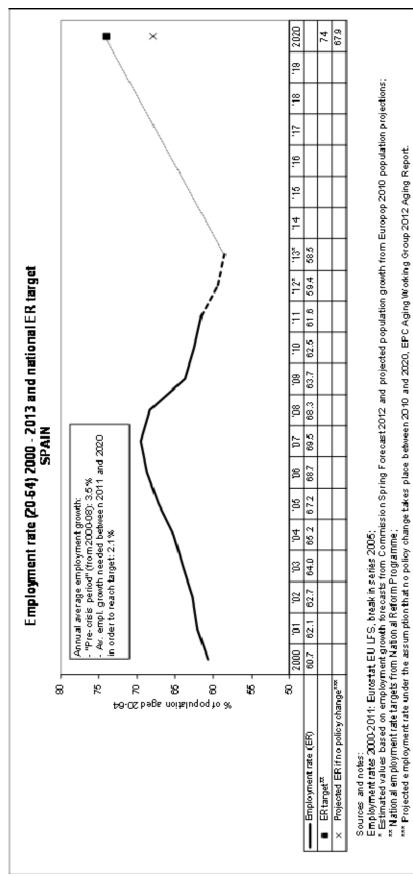
hdicator	Unit	2000	2008	2009	2010	2011	2020 national	2009	2010	2011	2020 EU headline
Overall employment rate	% of population aged 20 - 64	61.9	65.5	65.8	64.0	59.9	target 70	69.0	EU 27 tota 68.6	68.£	target 75%
Overall empoyment grow th	% change from previous year	1.4	1.1	-1.1	-2.7	-6.8		-1.7	-0.5	0.4	
Employment rate of women	% of female population aged 20 - 64	4 5.5	52.5	52.7	51.7	4 8.6		62.3	62.1	62.3	
Bm picym entrate c†m en	% of mak poptatbiaged 20 - 64	78.8	80.4	78.8	75.2	71.1		75.8	15.1	75.0	
Employmentrate of older workers	% of population aged 55 - 64	39.0	42.8	42.2	42.3	39.4		46.0	45.3	47.4	
Bm plcym entrate cfyourg	% of population aged 20 - 29	57.6	53.7	57.9	54.0	4 6.9		62.8	61.6	612	
Bripicym entrate cflow ⊮killed por∗cn∗	% of population with almost blue r scool dary education aged 20-64	57.0	6 .₄	59.8	51.9	53.6		54.4	53.4	53£	
⊟n picym entrate c⊺non-±∪ na tiorals	ъ отроривовните нег-во ottenskip agec 20 - 61	:	14.1	12.4	69.1	62.8		59.0	85.5	58.1	
Part-tm e e n ployment	% of total emp by me at	4.5	5.6	6.0	5.4	6.8		18.8	9.2	19.5	
File ditermicontracts	% of total employees	13.5	11.5	12.1	12.4	11.5		13.6	14.0	14.1	
Overall unem ployment rate	% of bibour force	112	1.7	9.5	12.6	17.7		9.0	9.7	9.7	
Long-term unempoyment	% of bibour torce	6.2	3.6	3.9	5.7	8.8		3.0	3.9	4.1	
Youthunemploymantrate	% of youth labour force (15-21)	29.1	22.0	25.7	32.8	11.1		20.1	21.1	21.4	
Youth NET rate	% of population aged 15-24	16.9	11.7	12.5	14.9	:		12.4	2.8		
Early lea veri from education and training	% of pop. 18-24 with atmost bower sec.educ. and not bifurther education or training	18.2	14.8	14.5	13.7	:	9.7	14.4	14.1		less than 10%
Tertlary educational attainment	% of population 30-34 nathing snocessfully completed tentary education	25.4	25.6	26.5	23.4	:	32	32.3	33.6		ateast 40%
Labour procue tivity per person em pleyed	El-27 = 100 (based on PPS per employed person)	94.1 p	97.9 p	98.4 p	94.8 p	:		100	100		
Labour procuctivity per nour w ork∗d	EP27 = 100 (pased on PPS per hour wio ked)	15.1 p	<i>тэ.г</i> р	81.1 p	п.в р	:		100	100		
Nominal unitiabour cost grow th	% change from previous year	:	7.1 p	7.2 p	-1.7 p	-3.0 p		1.3	0.6	0.9 1	
Real unitiabour cost growth	% change from previous year	:	2.2 p	4.3 p	-3.4 p	-4.5 p		2.9	-1.5	-0.6 1	

Source: Eurostat database (labour maiket statistics, national accounts), National Feform Programmes Notes : b - lineak in series , ρ - provisional , e - estim ated, f - foresast, u - un reliable

3. Key employment challenges Greece

Employment policy area	Key employment challenges	Particularly good labour market outcomes
Increase labour market participation	Low employment rates of women and young peopleVery high incidence of youth unemployment	
2. Enhancing labour market functioning; combating segmentation	Very high incidence of undeclared work	
3. Active labour market policies	 High incidence of long-term unemployment. Low expenditure in active labour market policies (based on 2009 data) 	
4. Adequate and employment oriented social security systems	- Very high in-work poverty risk	- Low unemployment trap
5. Work-life balance		
6. Job creation		
7. Gender equality	 Large gender inequalities in employment and pay, significantly above the EU average 	
8. Improving skill supply and productivity; Lifelong learning	- Very low participation in lifelong learning	
9. Improving education and training systems	 Weak educational outcomes and weak link to the labour market Very low attractiveness and relevance of Vocational Education and Training 	
10. Wage setting mechanisms and labour cost developments		

SPAIN



SPAIN

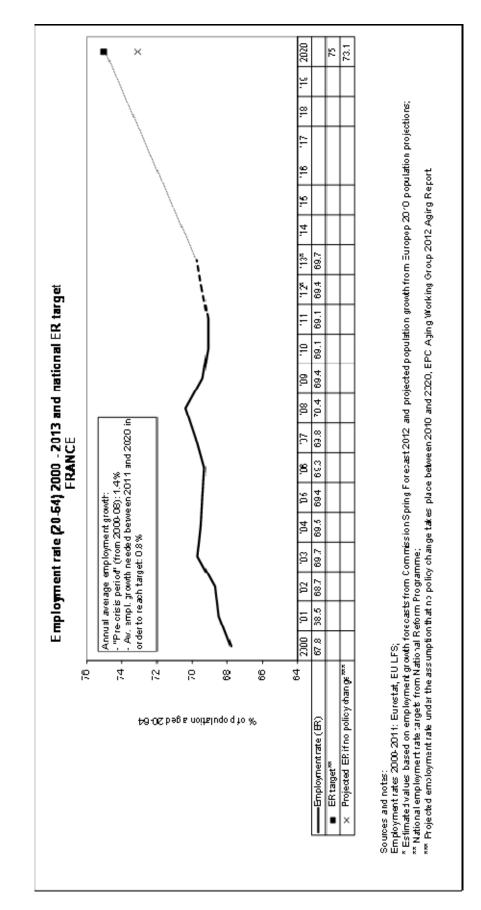
hdicator	Unit	2000	2008	2009	2010	2011	2020 national target	2009	2010	2011	2020 EU headline target
Overall employment rate	% of population aged 20 - 64	60.7	68.3	63.7	62.5	61.6	target 74	69.0	EU 27 tota 68.6	68.E	target 755
Overallem poyment grow th	% change from previous year	5.6	-0.5	-6.8	-2.3	-1.9		-1.7	-0.5	0.4	
an picym entrate cfwomen	% of female population aged 20 - 64	44.5	58.3	56.3	55.8	55.5		62.3	62.1	62.3	
am picym entrate c† m en	% of mak poptatbiaged 20 - 64	76.9	73.1	71.0	69.1	67.6		75.8	15.1	75£	
m picym entrate cfolder workers	% of population aged 55 - 64	37.0	45.6	44.1	43.6	44.5		46.0	16.3	47.4	
∃m plcym en trate c†ryourg	% of population aged 20 - 29	58.6	65.8	57.3	54.3	51.2		62.8	61.6	612	
∃mplcymentratecflow:killed orscns	% of population with admost blue r scool dary education aged 20-64	54.8	59.4	53.7	52.3	51.4		54.4	53.4	53£	
±n picym entrate c⊤non-±∪ na tlorals	ъ отроривтов w no non-Eu offzenskip agec 20 - 61	:	0.60	59.3	59.1	56.2		59 JJ	58.5	58.1	
Part-tm e e n ploymen t	% of total emp by me at	7.9	12.0	12.8	13.3	13.8		18.8	9.2	19.5	
∃ae ditermi contracta	% of to tale mp byees	322	29.3	25.4	24.9	25.3		13.6	4.0	14.1	
Overall unem ployment rate	% of bloom force	11.7	11.3	18.0	23.1	21.7		9.0	9.7	9.7	
ong-term unempoyment	% of bibour force	4.9	2.0	4.3	1.3	9.0		3.0	3.9	4.1	
outhunemploym∋ntrate	% of youth labour force (15-21)	22.9	24.6	37.8	41.6	46.4		20.1	21.1	21.4	
outh NEET rate	% of population aged 15-24	12.1	14.4	18.3	13.0	:		12.4	2.8		
Sarly leaver: from education and raining	% of pop. 18-24 with atmostbower sec.educ. and roth firther education or training	29.1	31.9	31.2	23.4	:	15	14.4	·4.1		less tha 105
Fertiary educational attainment	% of population 30–34 nating strocess fully completed tentary education	25.4	39.8	39.4	43.6	:	11	32.3	33.6		at E as 40*
Labour procuett vity per person em ployed	EI-27 = 100 (based on PPS per employed person)	104.2	104.3	109.8	109.0	:		100	100		
Labour procue tiwity per nour vork∗d	EP27 = 100 (pased on PP3 per hour wio ked)	102.7	104.7	108.1	107.8	:		100	100		
Nominal unit labour cost growth	% change from previous year	2.8	4.8	1.3	-2.6	-1.9		1.3	0.0	0.9 1	
Real unitiabour costgrov†h	% change from previous γear	-0.5	2.4	1.2	-3.0	-32		2.9	-1.6	-0.6 1	

Source: Eurostat database (labour n advet statistics, national accounts), National Fedom Program mes Notes : b - kreak in series , ρ - provisional , e - estim ated, f - forecest, u - unrelable

3. Key employment challenges Spain

Employment policy area	Key employment challenges	Particularly good labour market outcomes
Increase labour market participation	Low participation of men and women, high incidence of youth unemployment. Increasing long- term unemployment.	
2. Enhancing labour market functioning; combating segmentation	- Strongly segmented labour market. (The labour market reform of 10 February 2012 has partly tackled the source of high segmentation in the labour market, and should potentially reduce dismissal costs.)	
3. Active labour market policies	Activation of unemployed (specifically, youth and women).	
4. Adequate and employment oriented social security systems		
5. Work-life balance		
6. Job creation		
7. Gender equality		
8. Improving skill supply and productivity; Lifelong learning	 Overall share of medium and highly skilled adults below average. Mismatch between the skills active population has to offer and those required by employers. 	- Share of tertiary graduates well above average
9. Improving education and training systems	Although decreasing, high sustained rate of early school leaving	
10. Wage setting mechanisms and labour cost developments	Keeping labour cost developments in line with productivity. (Recent measures adopted by the government appear to be in the right direction to allow for reducing wage rigidities)	Moderating wage growth has resulted in lower unit labour costs, contributing to a further easing of inflationary pressures

FRANCE



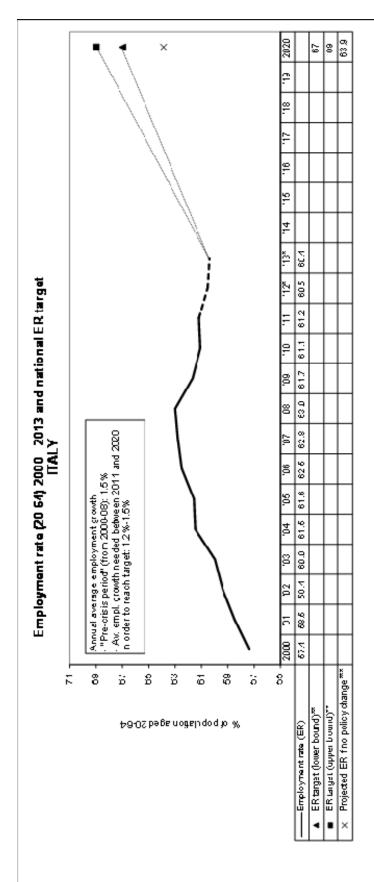
FRANCE

hdicator	Unit	2000	2008	2009	2010	2011	2020 national target	2009	2010	2011	2020 EU headline target
Overali em ployment rate	% of population aged 20 - 64	67.8	73.4	69.4	69.1	69.1	target 75	69.0	EU 27 tota 68.6	68.£	Target 75%
Overall empoyment grow th	% change from previous year	2.5	1.3	-0.9	3.2	0.3		-1.7	-0.5	0.4	
∃m plcym entrate cfwomen	% of female population aged 20 - 64	60.3	65.5	64.9	64.7	64.6		62.3	62.1	62.3	
am picym entrate c† m en	% of mak poplatblaged 20 - 64	75.6	75.5	74.1	73.7	73.8		75.8	15.1	75£	
an picym entrate cfolde: w orkers	% of population aged 55 – 64	29.9	38.2	38.9	39.7	41.4		46.0	16.3	47.4	
an picym en trate c fyourg	% of population aged 20 - 29	63.2	65.1	63.6	62.8	62.2		62.8	61.6	612	
Empicymentratecflow⊹killed oorscns	% of population with admost twe r scool dary education aged 20-64	55.3	55.8	55.3	54.6	54.9		54.4	53.4	53.0	
±n picym entrate c⊤non-±∪ nationals	ъ отроривъо и w no non-⊟u o the ush þagec 20 - 61	:	51.9	41.9	47.8	41 U		59 JJ	38.5	58.1	
Part-tm e e n ploymen t	% of total employment	16.7	17.0	17 .4	17.8	17.9		18.8	9.2	19.5	
Riedterm contracts	% of total employees	15.2	14.9	14.3	15.0	15.3		13.6	14.0	14.1	
Overall unem ployment rate	% of bloom to ree	9.0	1.8	9.5	9.8	9.7		9.0	9.7	9.7	
ong-term unempoyment	% of bibour force	3.5	2.9	3.4	3.9	4.0		3.0	3.9	4.1	
outhunemploym∋ntrate	% of youth labour force (15-21)	19.5	19.3	23.9	23.6	22.9		20.1	21.1	21.4	
outh NEET rate	% of population aged 15-24	10.2	13.2 p	12.5 p	12.5 p	:		12.4	2.8		
Sariy lea ver : from education and raining	% of pop. 18-24 with atmost bower sec.educ. and not bifurther education or training	13.3	11.5 p	12.2 p	12.6 p	:	9.5	14.4	14.1		less tha 105
Fertiary educational attainment	% of population 30–34 nathing successfully completed fertiary education	27.4	41.2 p	43.2 p	4 3.5 p	:	50	32.3	33.6		at 8 as 401
Labour procuett vity per person	EJ-27 = 100 (based on PPS per employed person)	120.3	1 15.1	117.2	115.0	:		100	100		
Labour procue tiwity per nour work ∗d	E27 = 100 (pased on PPS per hour wio ked)	137.8	152.4	133.4	133.5	:		100	100		
Nominal unit labour cost growth	% change from previous year	1.4	3.2	3.7	3.7	1.7 1		1.3	0.0	0.9 1	
Real unitiabour cost grov†h	% change from previous year	-0.2	3.7	3.0	-0.4	0.3 1		2.9	-1.6	-0.6 1	

Source: Eurostat database (labour n advet statistics, national accounts), National Fedom Program mes Notes : b - kreak in series , ρ - provisional , e - estim ated, f - forecest, u - unrelable

3. Key employment challenges France

Employment policy area	Key employment challenges	Particularly good labour market outcomes
Increase labour market participation	Low employment rates of older workers. High unemployment rates of young people	Participation level of older workers has been rising, with no decrease over the downturn
2. Enhancing labour market functioning; combating segmentation	Labour market segmentation between temporary and permanent labour contracts	
3. Active labour market policies	Improve the effectiveness of active labour market measures to combat increased unemployment and increased long-term unemployment	
4. Adequate and employment oriented social security systems		
5. Work-life balance		
6. Job creation		
7. Gender equality		
8. Improving skill supply and productivity; Lifelong learning	- Low participation in lifelong learning.	High labour productivity per person employed
9. Improving education and training systems		High tertiary education attainment level for 30-34 year cohort
10. Wage setting mechanisms and labour cost developments		



Sources and notes:
Employment rates 2000-2011: Eurostat, EU LFS, break in sie ies 2004;
"Estimated values based on employment growth forecasts from Commission Spring Forecast 2012 and projected population growth from Europop 2010 population projections;
"National employment rate targets from National Metern Programme;
"National employment rate under the assumption that no policy change takes place between 2010 and 2020, EPC Aging Working Group 2012 Aging Report.

ITALY

Indicator	Lnit	2000	2008	2009	2010	2011	2020 national	2009	2010	2011	2020 EU headline
Overall em ploym entrate	% of population age d 20 - 64	57.4	63.0	61.7	61.1	61.2	targel 67-69	69.0	EU-27 tcta I 68.6	63.6	target
							0.02				
Overall employment growth	% change from preublisyear	1.9	0.8	-1.5	-0.7	3.4		-1.7	-0.5	3.4	
Bm ploym entrate cfwom en	% of female population age d 20 - 64	42.2	50.6	19.7	49.5	49.9		62.3	62.1	62.3	
Bm ploym entrate cfm en	% of male population aged 20 - 64	72.8	75.1	13.8	72.8	72.6		75.8	75.1	75.0	
Bm ploym entrate cfolder workers	% of population age d 55 - 64	27.7	34.1	35.7	36.6	31.9		46.0	46.3	47.4	
Bm ploym entrate cfyoung	% of population age d 20 - 29	49.9	53.5	50.0	47.8	45.9		62.8	61.6	61.2	
Bmploymentratecflow⇒killed persons	% of population with a throst lower secondary education aged 20 - 54	49.3	52.1	51.0	50.1	53.3		51.4	53.4	53.0	
Employmentrate of non-EU nationals	% of population with non-BU clitenship aged 20 - 64	:	70.6	67.1	65.1	64.8		59.0	58.5	53.1	
Part-ime en ployment	% of totalemp by neat	8.4	14.3	14.3	15.0	15.5		18.8	19.2	19.5	
Riedterm contracts	% of totalemp byses	10.1	13.3	12.5	12.8	13.4		13.6	14.0	14.1	
Overall unen ploymentrate	% of bloom force	10.0	6.1	7.8	8.4	3.4		9.0	9.7	9.7	
Long-term unempoyment	% of bloom force	6.2	3.	3.5	4.1	1.1		3.0	3.9	4.1	
Youth unemploym antrate	% of youth tabout force (15-24)	26.2	21.3	25.4	27.8	29.1		20.1	21.1	21.4	
Youth NEET rate	% of population age d 15-24	19.1	16.6	17.7	19.1	:		12.4	12.8	:	
Barly lea ver i from education and training	% of pop. 18-24 with atnost buter sec.educ. and not hiftmer ecicaton or training	25.1	19.7	19.2	18.8	:	·5-16	11.4	14.1	:	less than 10%
Terttary e ducational attainm ent	% of population 30-34 having success fully completed fertiary ecosortion	11.5 b	19.2	19.0	19.8	:	26-27	32.3	33.6	:	at Eas 40%
Labour productivity per person em ployed	E0-27 = 130 (pased on PPS per employed person)	127 .4	112.9	112.1	109.4	:		100	100	:	
Labourproductivity perhour w orked	EU-27 = 130 (based on PPSper hour worted)	116.8	10 4.5	10 4.0	102.0	:		100	100	:	
Nominal unitlabour cost grow th	% change from prevbusyear	0.6	4.5	4.0	-0.5	1.0		1.3	0.6	3.9 1	
Real unitiabour cost grow th	% change from prevbitsγear	-1.3	2.0	1.9	-0.9	-0.3		2.9	-1.6	-0.6 1	

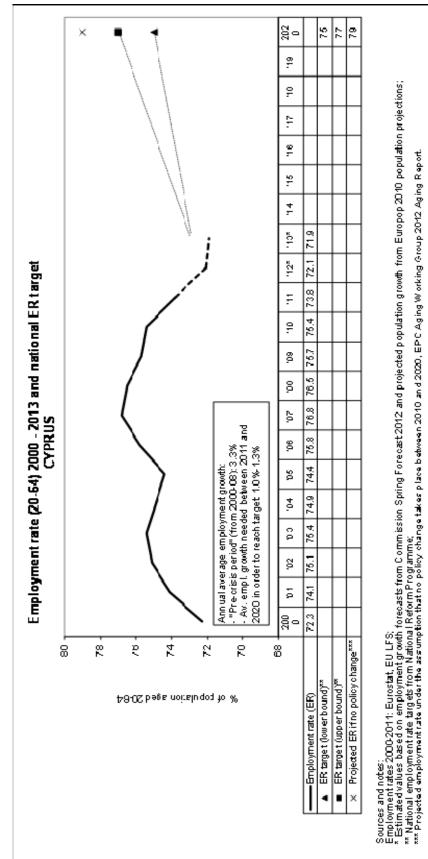
Source: Eurostat database (labour n arket statistics, national accounts), National Reform Programmes Notes: b - nreak in series, p - provisional, e - estimated, f - forecast, u - unreliable

3. Key employment challenges Italy

Employment policy area	Key employment challenges	Particularly good labour market outcomes
Increase labour market participation	- Low participation of women, young people and older workers (with measures launched in late 2011 to reform apprenticeship systems and to reduce tax wedge, notably in view of hiring women and younger workers)	- Employment rate of non-EU nationals is above the EU average
2. Enhancing labour market functioning; combating segmentation	Presence of dualisms in the labour market (with measures to tackle rigidities and asymmetries of employment protection legislation foreseen in the labour market reform bill) Relatively low regional labour mobility Incidence of undeclared work	
3. Active labour market policies	Low effectiveness of the Public Employment Service particularly in Southern regions. (Visible effects from combination of active and passive measures to reduce employment impact of crisis) Completion of unemployment benefit systems (with final approval by national parliament of reforms of unemployment benefit system foreseen in spring)	Unemployment rate below the EU average
4. Adequate and employment oriented social security systems	(The latest pension reform adopted in December 2011 aims to more quickly bring the pension system on a sustainable path, while strengthening its fairness and increasing labour market participation)	
5. Work-life balance	Inadequate provision of work-life balance policies, parental leaves and child care services (in May 2012 the Council of Ministers has allocated new funding for child and elderly care)	
6. Job creation	- Too high tax wedge on labour	
7. Gender equality	Persistent gender employment gaps. High taxation on labour especially for second earners	- Low gender pay gap
8. Improving skill supply and productivity; Lifelong learning	Below-average share of adults with medium and higher education.	
9. Improving education and training systems	High incidence of early school leaving	

	- Low tertiary education attainment	
10. Wage setting mechanisms and labour cost developments	 Keeping labour cost developments in line with productivity. (Package adopted in June allowing firm-level bargaining to derogate from labour law including on dismissal procedures and type of contracts to be used in the firm). 	- Starting moderation in wage developments

CYPRUS



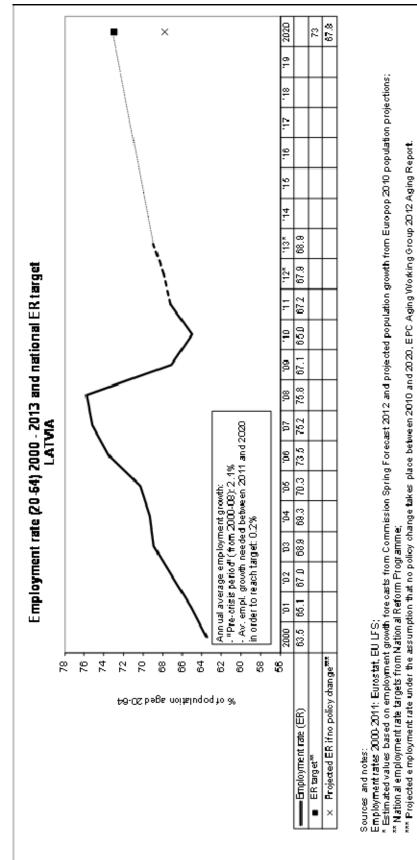
CYPRUS

hdicator	Unit	2000	2008	2009	2010	2011	2020 national	2009	2010	2011	2020 EU headline
Overall employment rate	% of population aged 20 - 64	72.3	75.5	75.7	75.4	73.8	target 15-77	69.0	FH-27 tota 68.6	68.£	target 15%
Overall empoyment growth	% change from previous γear	:	1.3	-0.4	1.0	-2.5		-1.7	-0.5	0.4	
Bm picym entrate cfwomen	% of female population aged 20 - 64	59.0	63.2	68.1	63.5	67.3		62.3	62.1	62.3	
Bm picym entrate cfm en	% of mak poplatblaged 20 - 64	86.4	85.2	83.5	82.5	80.4		75.8	15.1	75.0	
Employmentrate of older workers	% of population aged 55 - 64	49.4	54.8	56.0	55.8	55.2		46.0	46.3	47.4	
Bripicym entrate cfyourg	% of population aged 20 - 29	75.6	74.0	72.2	71.1	67.9		62.8	61.6	612	
Bripicym entrate cflow ⊮killed per⊩cn⊪	% of population with almost tweir secondary education aged 20 - 64	62.6	64.1	65.2	61.0	65.2		54.4	53.4	53£	
Bupicymentrale c (non-€0 nationals	% of population with non-EU officership aged 20 - 61		74.0	69.3	73.3	74.9		.0.es	50.5	55.1	
Part-tm e e n ployment	% of total emp by me at	8.4	1.8	8.4	9.3	10.0		18.8	9.2	19.5	
Ased term contracts	% of to tale mp byees	10.7	13.9	13.4	13.5	13.6		13.6	14.0	14.1	
Overall unem ployment rate	% of bloom to ree	4.8	3.7	5.3	5.2	7.8		9.0	9.7	9.7	
Long-term unempoyment	% of bloom torce	1.2	3.5	0.6	1.3	1.6		3.0	3.9	4.1	
Youth une mploym∋ntrate	% of youth labour force (15-21)	9.9	0.6	13.8	15.7	22.4		20.1	21.1	21.4	
Youth NET rate	% of population aged 15-24	10.1	9.7	10.1	11.7	:		12.4	2.8		
Early leaver: from education and training	% of pop. 18-24 with atmost bower sec.educ. and not bifurther education or training	18.5	13.7 р	11.7 р	12.6 p	:	10	14.4	14.1		less than 10%
Tertiary educational attainment	% of population 30-34 natting stress shifty completed tentary education	31.1	47.1	44.7	45.1	:	46	32.3	33.6		at e ast 40%
Labour procuettwt∤ per per≋on em pieyea	EJ-27 = 100 (based on PPS per employed person)	84.3	91.0	91.5	93.3	:		100	100		
Labour procue#twty per hour w ork∗d	EJ 27 – 100 (based on PPS per hour worked)	7 4.5	82.2	81.5	81.2	:		100	100		
Nominal unit labour cost growth	% charge from previous year	2.5	1.8	6.7	-1.3	2.0		1.3	0.6	0.9 1	
Real unitiabour cost growth	% change from previous year	-0.5	-2.7	6.6	-2.9	0.0		2.9	-1.5	-0.6 1	

Source: Eurostat database (l'abour n'arket statistics, national accounts), National Ferform Programmes Notes : h - hreak in series, p - provisional, e - estim ated, f - forecast, n - unrelable

3. Key employment challenges Cyprus

Employment policy area	Key employment challenges	Particularly good labour market outcomes
Increase labour market participation	Rapid increase (more than doubled) of youth unemployment since 2008	Above EU average employment rate in the age group 20-64
2. Enhancing labour market functioning; combating segmentation	High share of female employees working in involuntary fixed-term or part-time contracts	
3. Active labour market policies		 Though on an increasing path over the last two years, long-term unemployment rate remains much lower than EU average
4. Adequate and employment oriented social security systems		
5. Work-life balance	Insufficient availability of affordable childcare facilities	
6. Job creation		
7. Gender equality	 High gender pay gap; ; large gender employment gap in the age group of 55-64 	
8. Improving skill supply and productivity; Lifelong learning	 Rather low participation in lifelong learning for a country that has in general good educational levels. Participation in LLL is especially low for low-skilled, unemployed and older workers 	
9. Improving education and training systems	Very low attractiveness of the Vocational Education and Training (VET) route	 Very high completion rates of tertiary education in the age group 30-34
10. Wage setting mechanisms and labour cost developments	 Uniform application of the wage indexation mechanism (i.e. the cost of living allowance – COLA) prevents wages from reflecting productivity differences across sectors. 	A decelerating trend of the real ULC since 2007.



LATVIA

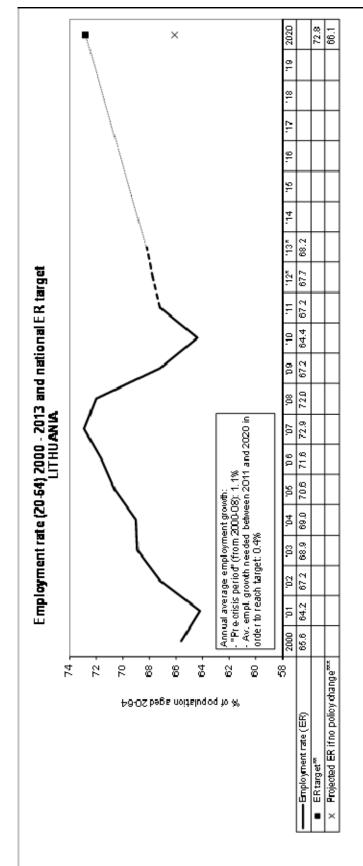
hdicator	Unit	2000	2008	2009	2010	2011	2020 national target	2009	2010	2011	2020 EU headline target
Overall employment rate	% of population aged 20 - 64	63.5	75.8	67.1	65.0	67.2	target 73	69.0	EU 27 tota 68.6	68.E	target 755
Overallem poyment grow th	% change from previous year	-2.8	3.6	-12.6	-4.3	3.1		-1.7	-0.5	0.4	
an picym entrate c fwom en	% of female population aged 20 - 64	59.3	72.1	66.8	64.9	65.8		62.3	62.1	62.3	
am picym entrate c† m en	% of mak poptatblaged 20 - 64	682	79.7	67 .4	65.1	68.7		75.8	15.1	75£	
m picym entrate cfolde: workers	% of population aged 55 - 64	36.0	59.4	53.2	43.2	51.1		46.0	16,3	47.4	
∃m plcym en trate c†ryourg	% of population aged 20 - 29	61.7	73.9	57.2	55.9	58.9		62.8	61.6	612	
∃mplcymentratecflow:killed orscns	% of population with almost blue r scool dary education aged 20-64	41.8	51.5	46.6	45.4	48.8		54.4	53.4	53.0	
±n picym entrate c⊤non-±∪ natiorals	ъ отроривовните нег-во ottenskip agec 20 - 61	:	12.1	60.1	55.9	0.00		59.0	58.5	58.1	
Part-tmeemployment	% of total employment	11.3	5.3	8.9	9.7	9.2		18.8	9.2	19.5	
∃sedterm contracts	% of total emp byees	6.7	3.3	4.3	5.8	6.5		13.6	4.0	14.1	
Overall unem ployment rate	% of labour force	13.7	1.5	17.1	13.7	15.4		9.0	9.7	9.7	
ong-term unempoyment	% of bibour force	7.9	1.9	4.6	3.4	8.4		3.0	3.9	4.1	
′outhunemploym∋ntrate	% of youth labour force (15-21)	21.4	13.1	33.6	34.5	29.1		20.1	21.1	21.4	
outh NEET rate	% of population aged 15-24	:	11.4	17 .4	17.8	:		12.4	2.8		
Sarly leaver: from education and raining	% of pop. 18-24 with atmostbower sec.educ.and roth firther education or training	:	15.5	13.9	13.3	:	13.4	14.4	·4.1		less tha 105
Fertiary educational attainment	% of population 30–34 natiling strocess fully completed tentary education	18.6	21.0	30.1	32.3	:	34-35	32.3	33.6		at E as 40*
Labour procuett vity per person em ployed	El-27 = 100 (based on PPS per employed person)	40.1	51.6	52.8	54.6	:		100	100		
Labour procue tiwity per nour vork∗d	EP27 = 100 (pased on PPS per hour wio ked)	30.9	42.9	44.5	45.7	:		100	100		
Nominal unit labour cost growth	% change from previous year	-2.0	20.7	-7.9	-∋.8	2.1		1.3	0.0	0.9 1	
Real unitiabour costgrov†n	% change from previous γear	-5.9	5.9	-6.7	-1.1	-3.1		2.9	-1.6	-0.6 1	

Source: Eurostat database (labour n advet statistics, national accounts), National Fedom Program mes Notes : b - kreak in series , ρ - provisional , e - estim ated, f - forecest, u - unrelable

3. Key employment challenges Latvia

Employment policy area	Key employment challenges	Particularly good labour market outcomes
Increase labour market participation	Youth unemployment above EU average	
2. Enhancing labour market functioning; combating segmentation		- Unsegmented labour market
3. Active labour market policies	Low activation of the unemployed; High long term unemployment	
4. Adequate and employment oriented social security systems	Low social protection of the unemployedRelatively high tax wedge on low wage earners	
5. Work-life balance		
6. Job creation		
7. Gender equality		- Small gender employment gap;
8. Improving skill supply and productivity; Lifelong learning	- Low participation in LLL	High share of adults with medium or high education
9. Improving education and training systems	Low attractiveness of VET;Insufficient quality of higher education;High NEET rate	
10. Wage setting mechanisms and labour cost developments		

LITHUANIA



Sources and notes:
Employment rates 2000-2011: Eurostat, EU LFS;
* Estimated values based on employment growth forecasts from Commission Spring Forecast 2012 and projected population growth from Europop 2010 p opulation projections;
** National employment rate targets from National Reform Programme;
*** National employment rate targets from National Reform Programme;
*** Projected employment rate under the assumption that no policy change takes place between 2010 and 2020, EPC Aging Working Group 2012 Aging Report

LITHUANIA

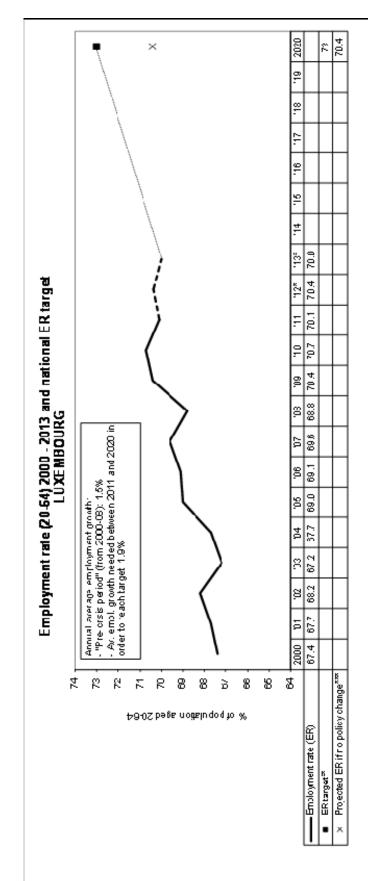
hdicator	Lnit	2000	2008	2009	2010	2011	2020 rational	2009	2010	201 1	2020 EU headline
Overall employment rate	% of population age d 20 - 64	65.6	72.0	67.2	64.4	61.2	targel 728	69.0	EU-27 tcta	63.6	tangel 78%
Over all oill projint o return	worpop during also ov		1 - 2.0	0.2			.20		0.0	03.0	10.7
Overall employment growth	%ic hange from preublusyear	-4.2	-0.9	-6.8	-5.1	2.0		-1.7	-0.5	3.4	
Bm ploym entrate cfwom en	% of female population aged 20 - 64	63.9	68.8	67.5	65.1	65.7		62.3	62.1	62.3	
Em ployment rate of men	% of male population aged 20 - 64	67 .4	75.5	66.9	63.6	61.7		75.8	75.1	75.0	
Em ploymentrate cfolder workers	% of population age d 55 - 64	40.4	53.	51.6	48.6	53.5		46.0	46.3	47.4	
Employment rate of young	% of population age d 20 - 29	62.0	61.6	55.9	50.7	52. 4		62.8	61.6	61.2	
Employmentrate of low-rkilled persons	% of population with a throst lower secondary education aged 20 - 54	37.3	42.2	36.7	30.2	32.7		51.4	53.4	53.0	
Employmentrate of non-EU nationals	% of population with non-EU clibership aged 20 - 64	:	79.5 ▮	56.8 ▮	58.1 t	53.2		59.0	58.5	53.1	
Part-im e en ployment	% of totalemp bynest	10.2	6.1	8.3	8.1	3.7		18.8	19.2	19.5	
Fire ditermicontracts	% of totalemp byses	1.1	2.1	2.2	2.4	2.8		13.6	14.0	14.1	
Overall unen ployment rate	% of bloom force	16.4	5.8	13.7	17.8	15.4		9.0	9.7	9.7	
Long-term unempoyment	% of bloom force	0.8	1.2	3.2	7.4	3.0		3.0	3.9	4.1	
Youth unemploymentrate	% of youth labour force (15-24)	30.6	13.4	29.2	35.1	32.9		20.1	21.1	21.4	
Youth NEET rate	% of population aged 15-24	17.0	8.9	12.4	13.5	:		12.4	12.8	:	
Early leaver: from education and fraining	% of pop. 18-24 with a thost blue r sec.educ. and not hifurher ecucation or training	16.5	7.1	8.7	8.1	:	ess than 9%	11.4	14.1	:	less than 10%
Te rtiary e dicational attainm ent	% of population 30-34 having success fully completed fertiary ecucation	42.5	39.9	6.01	43.8	:	rO	32.3	33.6	:	ateast 40%
Labour productivity per person em ployed	E0-27 = 100 (based on PPS per employed person)	43.2	62.	57.5	62.4	:		100	100	:	
Labour productivity per hour worked	EU-27 = 100 (based on PPSper hour worked)	39.9	54.1	50.7	54.8	:		100	100	:	
Nominal unitlabou-cost grow th	% change from previous year	-15.2	10.4	-1.4	-7.3	-3.2		1.3	0.6	3.9 f	
Re al unitiabo ur cost growth	% change from prevbisyear	-9.1	0.6	2.4	-9.1	-5.2		2.9	-1.6	-3.6 1	

Source: Eurostat database (labour n arket statistics, national accounts), National Reform Programmes Notes: b - nreak in series, p - provisional, e - estimated, f - forecast, u - urreliable

3. Key employment challenges Lithuania

Employment policy area	Key employment challenges	Particularly good labour market outcomes
Increase labour market participation	Employment of men, young and low skilled strongly below average	
2. Enhancing labour market functioning; combating segmentation	- Strict EPL	
3. Active labour market policies	High incidence of long-term, youth and low skilled unemployment and very low ALMP coverage.	
4. Adequate and employment oriented social security systems		
5. Work-life balance	- Insufficient child care provision	
6. Job creation		
7. Gender equality		Relatively strong labour market participation of women
8. Improving skill supply and productivity; Lifelong learning	Low and decreasing participation in lifelong learning; skills mismatches	High share of well educated adult population
9. Improving education and training systems		
10. Wage setting mechanisms and labour cost developments		

LUXEMBOURG



LUXEMBOJRG

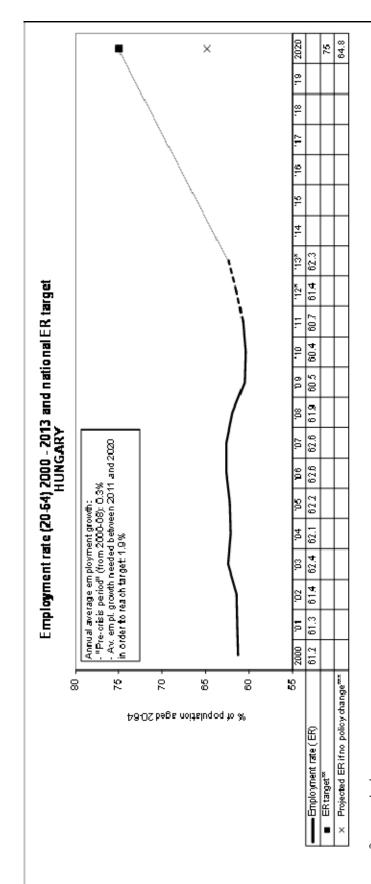
hdicator	Unit	2000	2008	2009	2010	2011	2020 national	2009	2010	2011	2020 EU headline
Overallem poyment rate	% of population aged 20 - 64	67.4	63.8	70.4	73.7	70.1	target 73	69.0	EU-27 tota 68.6	l 68.£	target 75%
Overall employment growth	% change from previous year	2.7	-0.2	1.3	1.7	1.8		-1.7	-0.5	0.4	
Emplcymentrate c fwomen	% of female population aged 20 - 64	53.8	60.1	61.5	62.0	61.9		62.3	62.1	62.3	
Briplcym entrate cfm en	% of mak populatbil aged 20 - 64	80.7	77.2	79.0	79.2	78.1		75.8	15.1	75£	
Bm picym entrate cfolde workers	% of population aged 55 - 64	26.7	34.1	38.2	39.6	39.3		46.0	45.3	47.4	
Bn picym entrate cfyourg	% of population aged 20 - 29	68.0	59.6	63.2	63.5	59.0		62.8	61.6	612	
Bm picym entrate cflow ⊹killed per⊧cns	% of population with admost twe r secondary education aged 20-64	58.6	59.8	58.9	53.5	58.6		54.4	53.4	53.0	
Bin picym entrate of non-EU na tiorals	% of population with non-BU officership aged 20 - 61	:	39.9	51.1	53.7	58.8		59.0	58.5	58.1	
Part-tm e e n plo ym en t	% of total emp by me at	10.4	13.0	18.2	17.9	18.4		18.8	9.2	195	
⊟ae ditermicontracts	% of total employees	5.3	5.2	7.2	7.1	7.1		13.6	14.0	14.1	
Overall unen ployn entrate	% of bloom force	22	4.9	5.1	4.6	4.8		9.0	9.7	9.7	
Long-term unempoyment	% of bibour force	0.5	1.5	1.2	1.3	1.4		3.0	3.9	4.1	
vouthune mploym∋nt rate	% of youth labour force (15-21)	6.6	17.3	16.5	15.8	15.6		20.1	21.1	21.4	
vouth NEET rate	% of population aged 15-24	5.0	5.2	5.8 p	5.1 ▮	:		12.4	2.8		
Early leavers from education and training	% of pop. 18-24 with atmost bower sec.edus. and roth for the education or training	16.8	13.4	7.7 p	7.1	:	less than 10%	14.4	14.1		less that
Tertiary educational attainmen 1	% of population 30–34 rawing shocks after completed tentary education	21.2	39.8	4 6.6 p	45.1 p	:	40	32.3	33.6		at Eas
Labour procuettvity per per∗on em ployed	EI-27 = 100 (based on PPS per employed person)	176.8	173.1	168.1	173.0	:		100	100		
labour procue†twity per hour work∗d	FI-27 = 100 (based on PPS per hour wio ked)		189.9	184.2	187.2			100	100		
Nominal unit labour cost grow th	% change from previous year	2.5	5.2	8.6	1.7	3.2		1.3	0.0	0.9 1	
Real unitiabour cost grow th	% change from previous year	0.5	1.7	8.4	-3.0	-1.4		2.9	-1.6	-0.6 1	

Source: Eurostat database (l'abour in aiket statistics, national accounts), National Feform Programmes Notes : b - break in series , p - provisional , e - estim ated, f - forecast, u - un relable

3. Key employment challenges Luxembourg

Employment policy area	Key employment challenges	Particularly good labour market outcomes
Increase labour market participation	Low employment of older workers Relatively high youth unemployment, in particular compared to a rather low overall unemployment rate in the country	
2. Enhancing labour market functioning; combating segmentation		
3. Active labour market policies		
4. Adequate and employment oriented social security systems		
5. Work-life balance		Visible increase in child care facilities Parental leave for men
6. Job creation		Rather strong overall employment growth, even in most recent years
7. Gender equality		
8. Improving skill supply and productivity; Lifelong learning	 Resident's skills are not matching sufficiently with the needs of labour demand. Participation in LLL needs to be further increased, in particular for the low skilled (with a coherent strategy still missing) 	
9. Improving education and training systems	Early school leaving remains high, especially concerning children of immigrated population Upper secondary attainment is below the EU average	
10. Wage setting mechanisms and labour cost developments	Unit labour cost rising faster than the average of the EU15 since 2000	

HUNGARY



So urces and notes:
Employment rates 2000-2011: Eurostat, EU LFS;
* Estimated values based on employment growth forecasts from Commission Spring Forecast 2012 and projected population growth from Europop 2010 population projections;
** National employment rate targets from National Reform Programme;
*** National employment rate targets from National Reform Programme;
**** Projected employment rate under the assumption that no policy change takes place between 2010 and 2020, EPC Aging Working Group 2012 Aging Report

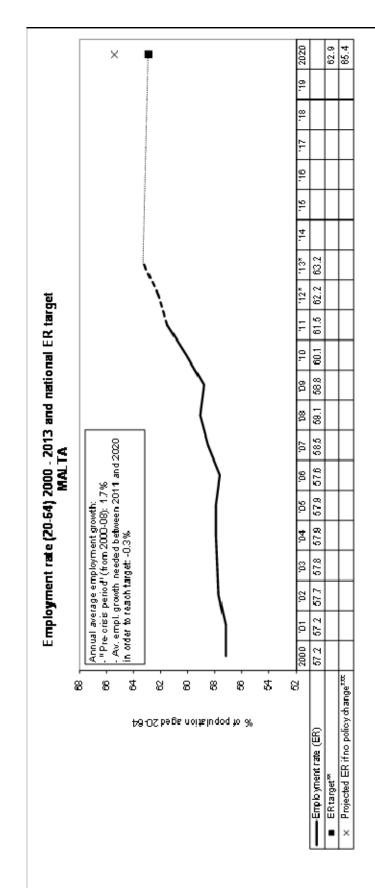
HUNGARY

Indicator	Unit	2000	2008	2009	2010	2011	2020 rational	2009	2010	2011	2020 EU headline target
Overallem ployment rate	% of population aged 20 - 64	612	61.9	60.5	60.4	60.7	target 75	69.0	EU 27 tota 68.6	68.6	target
Overall empoyment grow th	% change from previous year	1.0	-12	-2.5	3.0	0.8		-1.7	-0.5	0.4	
Emplcymentrate cfwomen	% of female population aged 20 - 64	53.9	55.1	54.4	55.0	54.9		62.3	62.1	62.3	
Bm plcym entrate cfm en	% of mak poptatbiaged 20 - 64	68.9	69.0	67.0	65.0	66.8		75.8	15.1	75.0	
Bm picym entrate cfolde⁻ w orkers	% of population aged 55 - 64	222	31.4	32.8	34.4	35.8		46.0	16,3	47.4	
∃m plcym entrate cfyourg	% of population aged 20 - 29	59.5	55.1	51.5	53.7	50.8		62.8	61.6	612	
Bripicym entrate cflow ⊹killed porscns	% of population with almost tweir scool dary education aged 20-64	36.4	38.0	36.3	35.8	36.5		54.4	53.4	53.0	
⊟n picym entrate c⊤non-⊑∪ natiorals	% отрорнатов w no non-⊟u cttenship agec 20 - 61	:	15.2	64.2	53.2	51.3		59.0	58.5	58.1	
Part-tm e e niplo ym en t	% of total emp by me at	3.5	4.5	5.6	5.8	6.8		18.8	9.2	19.5	
A∷edterm contracts	% of total employees	7.1	1.9	8.5	9.7	8.9		13.6	4.0	14.1	
Overali unen ployn entrate	% of bloom force	6.4	1.8	10.0	11.2	10.9		9.0	9.7	9.7	
Long-term unempoyment	% of bibour force	3.1	3.6	1.2	5.5	5.2		3.0	3.9	4.1	
vouthune mploym∋nt rate	% of youth labour force (15-21)	12.4	19.9	26.5	25.6	26.1		20.1	21.1	21.4	
/outh NEET rate	% of population aged 15-24	15.4	11.5	13.4	12.4	:		12.4	2.8		
Sarly leaver: from education and training	% of pop. 18-24 with atmostbower sec.educ. and nothifurther education or training	13.9	11.7	11.2	13.5	:	10	14.4	·4.1		less that 105
Tertlary educational attainment	% of population 30–34 naving snocessfully completed tentary education	14.8	22.4	23.9	25.7	:	30.3	32.3	33.6		at e a: 401
Labour procuetivity per person em ployed	EJ-27 = 100 (based on PPS per employed person)	57.1	73.9	72.1	71.2	:		100	100		
Labour procue tivity per nour w ork∗d	EP27 = 100 (pased on PP3 per hour wio ked)	41.9	ಚಿತ	60.2	63.1	:		100	100		
Nom inal unitiabour cost growth	% change from previous year	11.4	1.3	2.9	-3.2	1.1		1.3	0.6	0.9 1	
Real unitiabour cost grow th	% change from previous year	1.5	-3.9	-0.6	-5.1	0.8		2.9	-1.5	-0.6 f	

Source: Eurostat database (labour n advet statistics, national accounts), National Fedom Program mes Notes : b - kreak in series , ρ - provisional , e - estim ated, f - forecest, u - unrelable

3. Key employment challenges Hungary

Employment policy area	Key employment challenges	Particularly good labour market outcomes
Increase labour market participation	Low overall participation across most labour market groups, especially low in case of low skilled, women, and youth.	Increase of older worker employment is well above EU average in recent years, although the employment rate of older workers is still far below average.
2. Enhancing labour market functioning; combating segmentation		
3. Active labour market policies	 Imbalances in the budgetary structure of ALMPs: limited use of services that lead to the primary labour market while overly excessive use of massive Public Work Scheme 	
4. Adequate and employment oriented social security systems		
5. Work-life balance	 Lack of affordable and quality child care services and disincentives for young mothers to return to the labour market. 	
6. Job creation	- The recent changes to labour taxation have increased the marginal tax rate for low earners, while the complex system currently in place to ameliorate the impact of the increased tax burden on this income group deteriorates the budgetary balance and keep tax wedge still high.	
7. Gender equality		- Gender employment gap below the EU average
8. Improving skill supply and productivity; Lifelong learning	- Low participation in Life Long Learning	
9. Improving education and training systems	 Insufficient provision of high quality, affordable education and training opportunities to meet labour market needs 	Incidence of early school leaving below EU average
10. Wage setting mechanisms and labour cost developments		



Sources and notes:
Employment rates 2000-2011: Eurostat EU LFS;
** Estimated values based on employment growth forecasts from Commission Spring Forecast 2012 and projected population growth from Europop 2010 population projections;
*** National employment rate targets from National Reform Programme;
*** Projected employment rate under the assumption that no policy change takes place between 2010 and 2020, EPC Aging Working Group 2012 Aging Report.

MALTA

Indicator	Lnit	2000	2008	2009	2010	2011	2020 national	2009	2010	2011	2020 El headlin
Overall em ployment rate	% of population age d 20 - 64	57.2	59.1	58.8	60.1	61.5	targel 629	69.0	EU-27 tcta I 68.6	63.6	tangel
overall elli proyille itrate	* or poprenon age 0.20-04	31.2	39.	30.0	00.1	61.5	629	69.0	00.5	65.6	15
Overall employment growth	% change from previousγear	:	2.1	0.5	2.1	2.7		-1.7	-0.5	3.4	
an ployment rate of women	% of female population age d 20 - 64	33.2	39.3	39.8	41.5	43.4		62.3	62.1	62.3	
am ployment rate of men	% of male population aged 20 - 64	80.9	78.2	17.1	77.8	73.8		75.8	75.1	75.0	
m ploymentrate cfolder workers	% of population age d 55 - 64	28.5	29.2	27.8	30.2	31.7		46.0	46.3	47.4	
an ploymentrate of young	% o1pop: latto rage d20 - 29	74.2	76.2	13.4	73.8	74.7		62.8	61.6	61.2	
Binploymentrate cflow ⊹killed eersons	% of population with a throst lower secondary education aged 20 - 54	51.8	50.2	19.7	51.1	51.2		51.4	53.4	53.0	
Bn ploym entrate cfnon-EU nationals	% of population with non-EU of benship aged 20 - 64	:	60.3 ▮	58.6	61.1	65.3 I		59.0	58.5	53.1	
Part-1m e en ployment	% of totalemp by me it	6.8	11.5	11.3	12.5	13.2		18.8	19.2	19.5	
∃sedterm contracts	% of totalemp byses	4.1	4.3	4.9	5.7	5.6		13.6	14.0	14.1	
Overall unen ployn entrate	% of blour force	6.7	6.0	6.9	6.9	5.5		9.0	9.7	9.7	
ong-term unempoyment	% of blour force	4.5	2.5	3.0	3.2	3.0		3.0	3.9	4.1	
∕outh unemploym∋ntrate	% of youth labour force (15-24)	13.7	12.2	14.4	13.1	13.7		20.1	21.1	21.4	
outh NEET rate	% of population age d 15-24	27 .4	9.5	9.8	9.6	:		12.4	12.8	:	
Sarly leaver: from education and raining	% of pop. 18-24 with a thost blue r sec.educ. and not bifurbier ecucation or training	54.2	38.	36.8	36.9	:	29	11.4	14.1	:	less ti
Fertiary e ducational attainm ent	% of population 30-34 having success fully completed tentiary ecucation	7.4 1	20.9	21.0	21.5	:	33	32.3	33.6	:	at E
abourproductivity perperson m ployed	E0-27 = 100 (based on PPS per employed person)	98.8	90.8	93.1	91.0	:		100	100	:	
abourproductivity per hour v orked	EU-27 = 130 (based on PPSper hour worted)	86.0 e	80. · e	83.4 e	:	:		100	100	:	
Nominal unitiabour cost grow th	% change from previous year	:	3.2	5.9	-0.4	3.8		1.3	0.6	7.9 1	
Re al unitiabo ur co≋tgrov†h	% change from previous γear	-3.9	0.2	3.3	-3.3	-1.5		2.9	-1.5	-0.6 f	

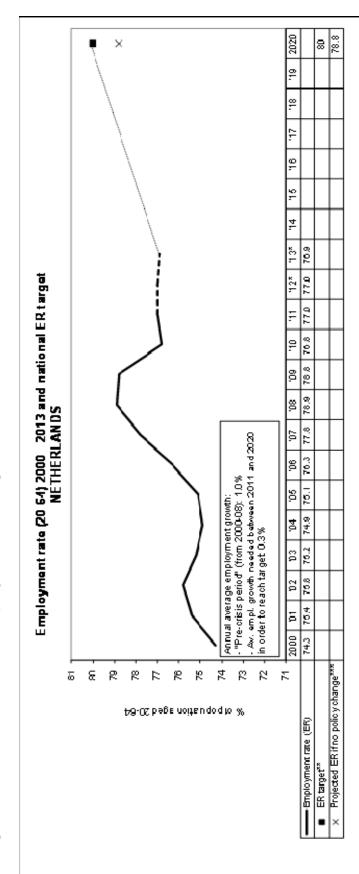
Source: Eurostat data base (labour market statistics, national accounts), National Reform. Programmes Notes: b - meak in series, p - provisional, e - estimated, f - forecast, u - unreliable

3. Key employment challenges Malta

Employment policy area	Key employment challenges	Particularly good labour market outcomes
Increase labour market participation	Low employment rate mainly for older women	- Strong increase of employment rate of women since 2000
2. Enhancing labour market functioning; combating segmentation		
3. Active labour market policies		Overall unemployment levels consistently below EU average
4. Adequate and employment oriented social security systems		Low "at-risk of poverty" amongst the unemployed
5. Work-life balance	Negative impact of parenthood : limited use of childcare facilities and flexible working arrangements	
6. Job creation		 Overall employment growth in the last few years has been relatively strong compared to the EU average
7. Gender equality	High gender employment gap particularly for older women	
8. Improving skill supply and productivity; Lifelong learning	Possible skills mismatches on the labour market	 Improvement in the access and provision of higher education and VET
9. Improving education and training systems	 High early school leavers rate Low attainment rates of higher education, in particular in the sciences 	Strong decrease of early school leaving since 2000, although rate of decrease has slowed down in recent years
10. Wage setting mechanisms and labour cost developments	Keeping labour cost developments in line with productivity (Cost of Living Adjustment (COLA) mechanism still has to be adequately analysed)	

NETHERLANDS

1. Progress towards the national employment rate target



Sources and notes:

NETHERLANDS

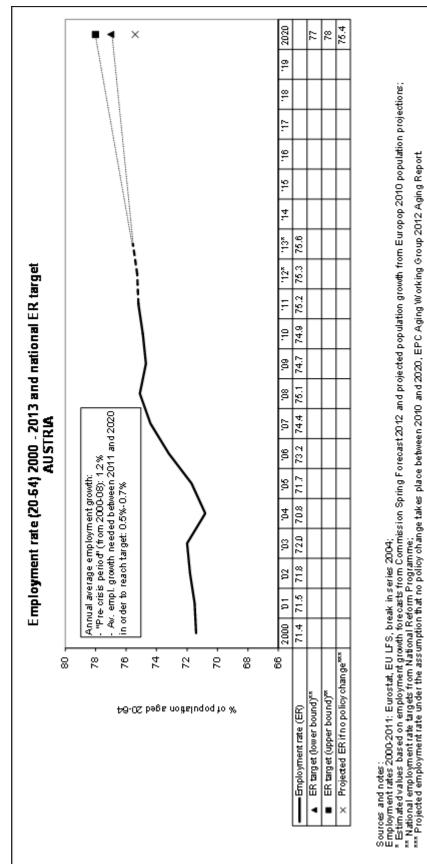
hdicator	Lnit	2000	2008	2009	2010	2011	2020 national	2019	2010	2011	2020 EU headline
Overall em proym entrate	% от рориятов аде о 20 - 64	14.3	78.9	18.8	76.8 D	11.0	targel	69.0	EU-27 tota	65.6	targel
Overall employment au	* or population age dizo-ov		10.3	1000	1000			0.5.2		0320	10.0
Overall employment grow th	% charge from preutous year	2.2	1.5	0.0	-2.5 b	0.0		-1.7	-0.5	3.4	
⊟n ploym entrate crwom en	% of female population age d 20 - 64	64.1	72.2	12.7	70.5 b	71.4		62.3	62.1	62.3	
⊡m ployment rate c†men	%io fmale pop∢lablo∎ aged 20 - 64	04.0	05.5	04.9	02.0 b	02.6		75.0	75.1	75.0	
Employment rate of older workers	% of population aged 55 - 64	38.2	53.0	55.1	53.7 b	55.1		46.0	46.3	47.4	
Omploymentrate of young	% of population age d 20 - 29	02.6	03.5	02.4	70.7 b	75.7		62.0	61.6	61.2	
Employment rate criow skilled persons	% of population with a tiros thower secondary education aged 20 - 54	59.5	64.5	64.2	61.7 b	62.5		51.4	53.4	53.0	
Briploymentrate cfnon-∃U nationals	%iofpop≀latborwithmon-BJ ofbenohipaged 20 64	:	58.1	56.0	52.8 b	52.2		59.0	58.5	53.1	
Part-1m e en ployment	% of totalemp by neat	41.5	47.3	6.04	40.9 b	49.1		10.0	19.2	19.5	
Die ditermicontracts	% of totalemp byses	13.7	10.2	10.2	10.5 b	10.4		13.6	14.0	14.1	
Overall unen ployn entrate	% of bloom force	3.1	3.	3.7	4.5	1.1		9.0	9.7	9.7	
Long-term unempoyment	% of libour force	0.5	1.	0.9	1.2 b	1.5		3.0	3.9	4.1	
γο utu un empιοym ∋ nt rate	% от уо ты гаро и тогов (15-24)	6.1	6.3	1.1	8.1	1.6		20.1	21.1	21.4	
YOUTH NEEL Tate	% or populato rage d 15-24	3.5	3.1	4.1	4.4 0	:		12.4	12.8	:	
±ariy lea ver≀ πomi educa⊐on and training	% of pop. 18-24 wird at nost ower sec.educ. and not hifter ecceaffor or fraibing	15.4	11.4	10.9	10.1 0	:	ess than 8%	14.4	14.1	:	iess tran 10%
Tertiary e decallorial atlanim ent	% of population 20-34 has larg stace as fully completed fertiany ecocation	20.5	40.2	10.5	41.4 b		15	32.3	33.6		at Eas 40%
Labour productivity per person em played	FII-27 = 130 (based on PPS per employed person)	115.0	115 L	1124	113.2			100	100		
Labour productivity per hour w orked	EU-27 = 130 (based on PPSper hour worked)	136.6	138.1	133.5	135.8	:		100	100	:	
Nominal unitiabou-cost grow th	% change from prevbits year	2.9	3.0	5.2	-0.8	3.6		1.3	0.6	3.9 1	
Real unitiabour cost grow th	% change from previous year	-12	0.9	5.6	-2.1	-3.5		2.9	-1.5	-3.6 1	

Source: Eurostat database (labour n arket statistics, national accounts), National Reform. Programmes Notes: b - preak in series, ρ - provisional, e - estimated, f - forecast, u - unreliable

3. Key employment challenges The Netherlands

Employment policy area	Key employment challenges	Particularly good labour market outcomes
Increase labour market participation	Low participation of migrants Low total amount of hours worked	Very high employment rates overall and for most labour market sub-groups
2. Enhancing labour market functioning; combating segmentation	- High EPL on regular contracts	Low youth unemployment rate Average exit age from labour force is steadily increasing
3. Active labour market policies		
4. Adequate and employment oriented social security systems	 High, but improving, unemployment and low wage trap for second income earners. Low wage trap for second income earners 	
5. Work-life balance		
6. Job creation		
7. Gender equality	High level of inactivity or under- activity due to part time work, family responsibility and a cultural choice	Strong labour market participation of both men and women
8. Improving skill supply and productivity; Lifelong learning		- High share of well-educated adult population - High percentage of adult population participating in education and training
9. Improving education and training systems		Substantial reduction in the incidence of early school leaving Low rate of young people not in education, employment or training
10. Wage setting mechanisms and labour cost developments		

AUSTRIA



AUSTRIA

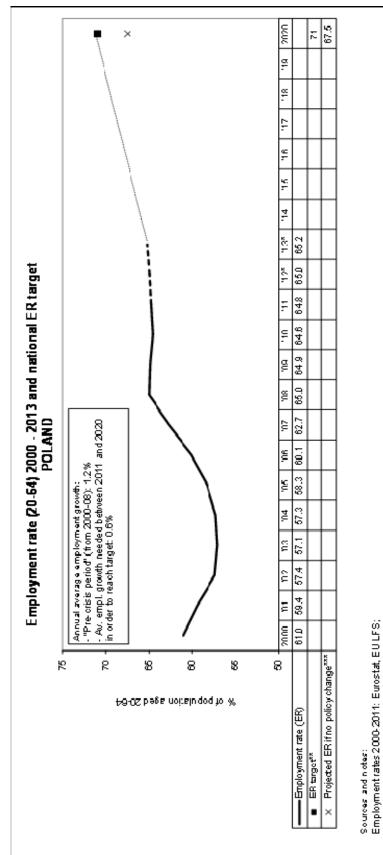
hdicator	Lnit	2000	2008	2009	2010	2011	2020 national	2009	2010	201 1	2020 EU headline
Overall employment rate	% of population age d 20 - 64	71.4	75.	14.7	74.9	75.2	targel 77-18	69.0	EU-27 tcta 68.6	63.6	targel 78%
Overall employment growth	% change from previous year	0.4	1.5	-0.3	0.5	1.2		-1.7	-0.5	3.4	
Bm ploym entrate cfwom en	% of female population age d 20 - 64	62.3	68.6	69.4	69.6	69.6		62.3	62.1	62.3	
Employment rate of men	% of male population aged 20 - 64	80.6	81.7	80.1	80.2	83.8		75.8	75.1	75.0	
Bin ploym entrate cfolder workers	% of population age d 55 - 64	28.8	41.0	11.1	42.4	41.5		46.0	46.3	47.4	
Employment rate of young	% of population age d 20 - 29	74.4	75.8	15,3	74.6	75.9		62.8	61.6	61.2	
Employmentrate of low :killed persons	% of population with a throst lower secondary education aged 20 - 54	52.9	57.3	55,6	56.1	55.4		51.4	53.4	53.0	
Employmentrate of non-EU nationals	% of population with non-EU cities hip age d 20 - 64	:	61.3	60.9	62.0	62.8		59.0	58.5	53.1	
Part-1m e e n ployr ent	% of totalemp by neat	16.3	23.3	24.5	25.2	25.2		18.8	19.2	19.5	
Riedterm contracts	% of totalemp by:es	0.8	9.0	9.1	9.3	9.6		13.5	14.0	14.1	
Overall unen ploymentrate	% of bloom force	3.6	3.8	4.8	1.1	4.2		9.0	9.7	9.7	
Long-term unempoyment	% of about force	1.0	0.9	1.0	1.1	1.1		3.0	3.9	4.1	
Youth unemploym∋ntrate	% of youth labour force (15-24)	5.3	8.0	10.0	8.8	3.3		20.1	21.1	21.4	
Youth NEET rate	% of population age d 15-24	7.9	7.1	7.8	7.1	:		12.4	12.8	:	
Early leaver: from education and fraining	% of pop. 18-24 with atnost bover sec.educ. and not hifurber ecucation or training	10.2	10.	8.7	8.3	:	9.5	11.4	14.1	:	less than 10%
Tertiary e ducational attainment	% of population 30-34 has ing success fully complete diferitary ecucation	: 1	22.2	23.5	23.5	:	38	32.3	33.6	:	at East 40%
Labour productivity per person em ployed	EU-27 = 100 (based on PPS per employed person)	123.5	116.5	115.6	115.3	:		100	100	:	
Labour productivity per hour w orked	EU-27 = 130 (based on PPSper lictriw orted)	117.0	113.	113.4	114.8	:		100	100	:	
Nominal unitiabour cost grow th	% change from previous year	-0.5	3.8	4.9	0.0	1.3		1.3	0.0	3.9 1	
Real unitiabour cost growth	% change from previous γear	-1.4	2.0	3.8	-1.8	-3.8		2.9	-1.6	-3.6 f	

Source: Eurostat database (labour n arket statistics, national accounts), National Reform Programmes Notes: b - nreak in series, p - provisional, e - estimated, f - forecast, u - urreliable

3. Key employment challenges Austria

Employment policy area	Key employment challenges	Particularly good labour market outcomes
Increase labour market participation	Relatively low employment rate of older people	Employment rate well above EU average, especially for young people; NEET rate well below EU average
2. Enhancing labour market functioning; combating segmentation		
3. Active labour market policies		Long-term unemployment rate well below EU average
4. Adequate and employment oriented social security systems	 Tax wedge on labour above the EU average due to relatively high social security contributions. 	At-risk-of-poverty rate of unemployed and unemployment trap below EU average
5. Work-life balance	 Inactivity / part-time work due to family responsibilities well above EU average, percentage of children cared for by formal arrangements other than by the family (>30 hrs.) well below EU average, employment impact of parenthood above EU average 	
6. Job creation		- Employment growth above EU average
7. Gender equality	- Gender pay gap significantly above EU average	
8. Improving skill supply and productivity; Lifelong learning		Share of adult population with upper secondary or tertiary education as well as percentage of adult population participating in education and training above EU average
9. Improving education and training systems	 Percentage of low achievers especially in reading, but also in mathematics above EU average (no data for science) Share of adult population having attained high (tertiary) education below EU average 	- Early school leaving rate below EU average
10. Wage setting mechanisms and labour cost developments		

POLAND



^{*} Estimated values based on employment growth forecasts from Commission Spring Forecast 2012 and projected population growth from Europop 2010 population projections; *** National employment rate targets from National Reform Programme;

^{***} Projected employment rate under the assumption that no policy change takes place between 2010 and 2020, EPC Aging Working Group 2012 Aging Report.

POLAND

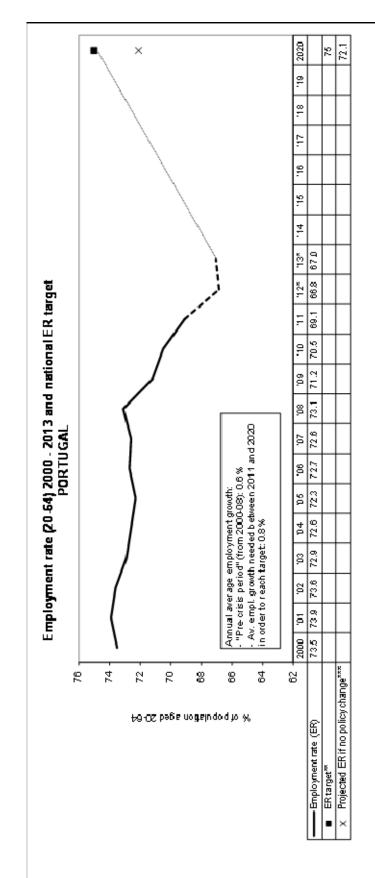
hdicator	Lnit	2000	2008	2009	2010	2011	2020 national	2009	2010	2011	2020 EU headline
Overall employment rate	% of population age d 20 - 64	61.0	65.0	64.9	64.6	64.8	targel 11	69.0	EU-27 tota T 68.6	1 63.6	targel
											7.0
Overall employment growth	% change from previousγear	-3.7	3.1	0.4	0.6	1.1		-1.7	-0.5	3.4	
Bm ploym entrate cfw om en	% of female population aged 20 - 64	54.2	57.3	57.6	57.7	51.6		62.3	62.1	62.3	
Bm ploym entrate cfm en	% of male population aged 20 - 64	68.0	73.0	12.6	71.6	72.2		75.8	75.1	75.0	
Bm ploym entrate cfolder workers	% of population age d 55 - 64	28.4	31.6	32.3	34.0	35.9		46.0	46.3	47.4	
Brn ploymentrate of young	% of population age d 20 - 29	54.0	62.0	61.5	60.3	59.5		62.8	61.6	61.2	
Employmentratecflow⊹killed persons	% of population with a throst lower secondary education aged 20 - 54	41.5	42.3	11.0	39.2	33.7		51.4	53.4	53.0	
Employmentrate cfnon-EU nationals	% of population with non-BU citizenship aged 20 - 64	:	66.0 I	64.3 1	63.2 1	59.7		59.0	58.5	53.1	
Part-ime en ployment	% of totalemp by me at	10.5	8.5	8.4	8.3	3.0		18.8	19.2	19.5	
⊟aedterm contracts	% of totalemp byses	5.8	27.0	26.5	27.3	25.9		13.6	14.0	14.1	
Overall unen ployn entrate	% of bloom force	16.1	7.	8.2	9.6	9.7		9.0	9.7	9.7	
Long-term unempoyment	% of bloor force	7.4	2.1	2.5	3.0	3.6		3.0	3.9	4.1	
vouth unemploym∋ntrate	% of youth labour force (15-24)	35.1	17.3	20.6	23.7	25.8		20.1	21.1	21.4	
Youth NEET rate	% of population age d 15-24	:	9.0	10.1	10.8	:		12.4	12.8	:	
Early leaver i from education and training	% of pop. 18-24 with atnost buter sec.educ. and not bifurber ecroation or training	:	5.0	5.3	5.4	:	4.5	11.4	14.1	:	less tha 10%
Te rtiary e ducational attainm ent	% of population 30-34 having stocess fully completed tentiary ecucation	12.5 b	29.1	32.8	35.3	:	15	32.3	33.6	:	at Eas 40%
Labour productivity per person em ployed	EU-27 = 100 (based on PPS per employed person)	55.5	62.3	65.6	66.8	:		100	100	:	
Labourproductivity per hour worked	EU-27 = 130 (based on PPSper hour worked)	4 5.5	50.2	52.4	54.0	:		100	100	:	
Nominal unitiabou-cost grow th	% change from previous year	4.6	7.5	2.2	2.2	1.7 1		1.3	0.6	2.9 1	
Re al unitiabour cost grow th	% change from previous year	-2.5	4.3	-1.4	0.8	-1.4 1		2.9	-1.5	-0.6 1	

Source: Eurostat data base (labour market statistics, national accounts), National Reform. Programmes Notes: b - meak in series, p - provisional, e - estimated, f - forecast, u - unreliable

3. Key employment challenges Poland

Employment policy area	Key employment challenges	Particularly good labour market outcomes
Increase labour market participation	 Low employment rate of older workers and women (low effective retirement age (low effective retirement age and short working careers) High youth unemployment Oversized agricultural sector generating hidden unemployment in rural areas and limited shift into offfarm jobs. 	
2. Enhancing labour market functioning; combating segmentation	Low internal regional mobility of the labour force. labour market segmentation (abuse Lof fixed-term contracts and civil law contracts)	
3. Active labour market policies		
4. Adequate and employment oriented social security systems		
5. Work-life balance	Insufficient provision of care facilities for children and dependants	
6. Job creation		
7. Gender equality		
8. Improving skill supply and productivity; Lifelong learning	 Mismatch between skills and jobs, especially concerning youth. Insufficient provision of high quality, affordable education and training opportunities to meet labour market needs. 	
9. Improving education and training systems	Very low participation of older workers in education and training. Weak system of vocational education.	 Very low number of early-leavers from education and training. High tertiary attainment.
10. Wage setting mechanisms and labour cost developments		

PORTUGAL



Sources and notes:
Employment rates 2000-2011: Eurostat, EULFS;
* Estimated values based on employment growth forecasts from Commission Spring Forecast 2012 and projected population growth from Europop 2010 population projections;
*** National employment rate targets from National Reform Programme;
**** National employment rate targets from National Reform Programme;
***** Projected employment rate under the assumption that no policy change takes place between 2010 and 2020, EPC Aging Working Group 2012 Aging Report.

PORTUGAL

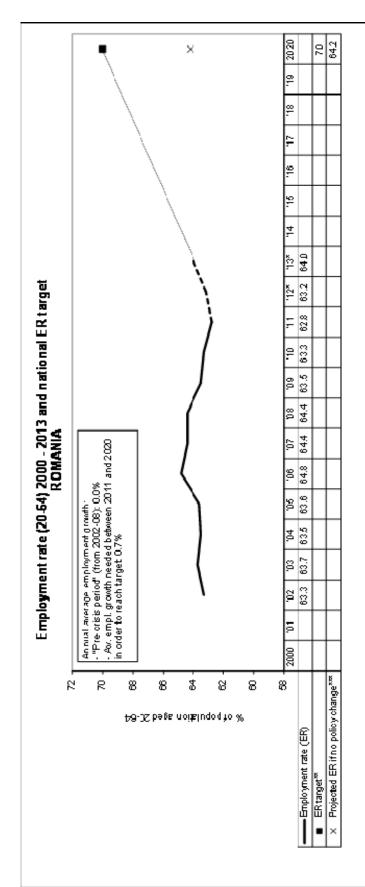
hdicator	Uni:	2000	2008	2009	2010	2011	2020 national	2009	2010	2011	2020 DU neadline
Overall employm entrats	% of population aged 20 - 54	13.5	73.1	712	70.5	69.1 b	target 75	69.0	EU-27 tota 68.6	68.6	target 75%
Over all em proym viterate	a or population ages 20 - 54	- 52	70.1		102	05.1 6		05.0		00.0	134
Overall employm ent grow th	% change from preubus year	2.3	0.5	-2.8	-1.5	-2.8 b		-1.1	-0.5	0.4	
Bm ploymentrate of wonen	% of female population aged 20 - 64	65.1	67.3	66.1	65.6	64.8 b		62.3	62.1	62.3	
Bn ploym entrate of m en	% of nate population aged 20 - 64	82.3	79.4	76.5	75.4	73.4 b		75.8	75.1	75.0	
Briploymentrate of old∋r workers	% of population aged 55 - 54	50.7	50.3	49.7	49.2	47.9 b		46.0	46.3	47.4	
Briploymentrate of young	% of population aged 20 - 29	11.2	68.3	65.7	62.6	61.7 b		62.8	61.6	6: 2	
Burploymentrale of lowish liled persons	% of population will at most low er secondary education ages 20 - 61	12.8	7 1.7	0.00	67.6	65.5 b		54.1	53.4	53.0	
Briploymentrate of nor-BJ nationals	% of population with non-EU officensis plage d 20 - 64	:	78.2	71.4	69.4	66.5 b		59.0	58.5	58.1	
Part-time employment	% of totale mployment	10.9	11.9	11.5	11.5	13.3 b		18.8	19.2	19.5	
Riedterm contracts	% of totalemployees	19.9	22.3	22.0	23.0	22.2 b		13.6	14.0	14.1	
Overall une n ployment rate	% of labour torce	4.5 e	8.5 e	10.5 +	12.0 e	12.9		9.0	9.7	9.7	
Long-term unemployment	% of labour torce	1.9	4.3	4.7	6.3	6.2 b		3.0	3.9	4.1	
Youth unerrploymentrate	% of youth bloom force (15-24)	10.5 e	20.2 e	248 +	27.7 e	30.1		20.1	21.1	21.4	
Youth NEETrate	% of population aged 15-24	9.0	10.3	11.2	11.5	:		12.1	12.8	:	
Early eavers from education and training	% of pop. 18-24 w & atmosticwer sec.educ.aid noth further education or training	3.61	35.4	312	28.7	:	10	14.1	14.1	:	ess tian 13%
To rticry oducational attrium ont	% of population 30-34 having successfully completed to theny education	11.3	21.5	21.1	23.5	:	40	32.3	33.68	:	at bast 43%
Labour productivity perperson em ployed	DJ-27 – 100 (based on PP3 per emp byed person)	12.1	7 3.5	75.9	76.5 p	:		100	100	:	
Labour productivity perhour w orkad	BJ-27 = 100 (based on PPSper hour worked)	62.5	63.5	64.8	65.2 p	:		100	100	:	
Nominal un tiabour cost growth	% change from presides year	1.1	3.5	3.1	-1.5 p	-0.8 p		1.3	3.0	0.9 1	
Re al unit labour cost grow th	% change from precibits year	1.2	1.9	2.2	-2.6 p	-1.4 p		2.9	-1.6	-0.5 1	

Soume: Eurostar d'atabase (labour m'arvet statistics, maional accounts), Mational Reform. Programmes Notes : b - break in series, p - provisional, e - estimated ,f - forecast u - unreliable

3. Key employment challenges Portugal

Employment policy area	Key employment challenges	Particularly good labour market outcomes
Increase labour market participation	Decreasing trend in participation and employment rates and rising unemployment.	
2. Enhancing labour market functioning; combating segmentation	- Segmented labour market (overuse of temporary contracts which coexist with fixed-term contracts enjoying a high level of protection; labour law currently being revised under MoU in order to reduce segmentation)	
3. Active labour market policies	Need for increased effectiveness of ALMP specifically targeted at youth and long-term unemployed (measures started in early 2012 that are aimed at tackling these problems)	
4. Adequate and employment oriented social security systems	-	
5. Work-life balance		 Child care provisions and other social infrastructure.
6. Job creation		
7. Gender equality		
8. Improving skill supply and productivity; Lifelong learning	 Mismatch between the skills offered and demanded. Low skills/education levels of adult population, but with recent improvements. Relatively low participation in lifelong learning, but with recent improvements 	
9. Improving education and training systems	- High rate of early school leaving Low tertiary education attainment rate.	Substantial decrease in early school leaving.Substantial increase in tertiary education attainment
10. Wage setting mechanisms and labour cost developments	The wage setting system needs to improve the response of wages to labour market conditions and foster wage developments in line with the need to restore competitiveness. (with policy measures being taken under MoU expected to improve situation)	

ROMANIA



ROMANIA

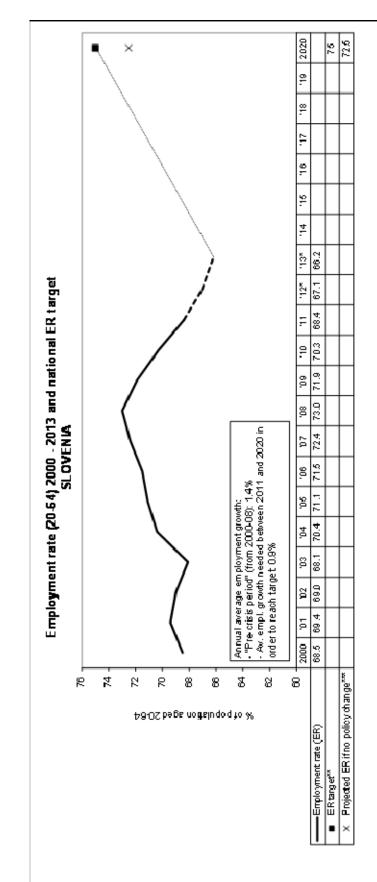
Indicator	Unit	2000	2008	2009	2010	2011	2020 national	2009	2010	2011	2020 EU headline
Overall employment rate	% of population aged 20 - 64	:	64.4	63.5	63.3	62.8	target 70	69.0	EU 27 tota 68.6	68.E	target 75%
Overall employment growth	% change from previous year	:	32	-1.3	3.0	-1.1		-1.7	-0.5	0.4	
Employmentrate of women	% of female population aged 20 - 64	:	57.3	56.3	55.9	55.7		62.3	62.1	62.3	
Bm plcym entrate cfm en	% of mak poplatblaged 20 - 64	:	71.6	70.7	73.8	69.9		75.8	15.1	75£	
Employmentrate of older workers	% of population aged 55 - 64	:	43.1	42.6	41.1	40.0		46.0	15.3	47.4	
Bn picym entrate cfyourg	% of population aged 20 - 29	:	53.8	51.7	51.1	51.3		62.8	61.6	612	
Bripicym entrate cflow ⊮killed porscns	% of population with almost blue r scool dary education aged 20-64	:	53.6	53.7	54.0	50.7		54.4	53.4	53£	
⊟n picym entrate c⊺non-±∪ natiorals	รง or population wire non - EU officenship aged 20 - 61	:	62.4	64.9 (:	:		59 JJ	38.5	58.1	
Part-tm e e n ployment	% of total emp by me at	:	9.9	9.8	11.0	10.5		18.8	9.2	19.5	
Riedterm contracts	% of total employees	:	1.3	1.0	1.1	1.5		13.6	14.0	14.1	
Overall unem ployment rate	% of labour storce	6.8	5.8	6.9	1.3	7.4		9.0	9.7	9.7	
Long-term unempoyment	% of bloom force	:	2.4	2.2	2.5	3.1		3.0	3.9	4.1	
Youthunemploym antrate	% of youth labour force (15-21)	17.2	13.6	20.8	22.1	23.7		20.1	21.1	21.4	
Youth N⊞T rate	% of population aged 15-24	20.2	11.5	13.9	15.4	:		12.4	2.8		
Barly leaver: from education and training	% of pop. 18-24 with atmostbower sec.educ. and roth firther education or training	22.9	15.9	16.6	13.4	:	11.3	14.4	14.1		less than 10%
Tertlary educational attainment	% of population 30–34 naving snocessfully completed tentary education	8.9	15.0	16.8	13.1	:	26.7	32.3	33.6		at Bast 40%
Labour procuetivity per person em ployed	EJ-27 = 100 (based on PPS per employed person)	23.7	49.1	49.2	4 3.9	:		100	100		
Labour procue trwity per nour w ork∗d	EP27 = 100 (pased on PPS per hour wio ked)	218	45.1	42.9	43.0	:		100	100		
Nominal unit labour cost grow th	% change from previous year	64.9	22.9	2.9	1.9	1.7		1.3	0.6	0.9 1	
Real unitiabour cost growth	% change from previous year	15.1	5.6	-12	1.8	-5.9 p		2.9	-1.5	-0.6 1	

Source: Eurostat database (labour n advet statistics, national accounts), National Fedom Program mes Notes : b - kreak in series , ρ - provisional , e - estim ated, f - forecest, u - unrelable

3. Key employment challenges Romania

Employment policy area	Key employment challenges	Particularly good labour market outcomes
Increase labour market participation	Low employment rate, in particular for young people, women and older workers	
2. Enhancing labour market functioning; combating segmentation	- High incidence of undeclared work - Low incidence of part-time and fixed-term contracts, as well as of flexible working arrangements	- High transitions by contract (employment security)
3. Active labour market policies	Poor activation of unemployed and inactive	
4. Adequate and employment oriented social security systems	- High in-work poverty risk	- Low unemployment trap
5. Work-life balance	Insufficient provision of available and affordable care facilities	Low involuntary fixed and part-time working arrangements
6. Job creation	Negative employment growth, in particular during the last three years	
7. Gender equality		- Low gender pay gap
8. Improving skill supply and productivity; Lifelong learning	Very low adult participation in lifelong learning	
9. Improving education and training systems	 Persistent mismatch between the education and training systems and the labour market needs High and increasing rate of young people neither in employment, nor in education or training 	
10. Wage setting mechanisms and labour cost developments	Nominal unit labour cost developments significantly out of line with labour productivity growth (particularly until 2009)	

SLOVENIA



Sources and notes:
Employment rates 2000-2011: Eurostat, EU LFS;
** Estimated values based on employment growth forecasts from Commission Spring Forecast 2012 and projected population growth from Europop 2010 population projections;
*** National employment rate targets from National Reform Programme;
**** National employment rate targets from National Reform Programme;
**** Projected employment rate under the assumption that no policy change takes place between 2010 and 2020, EPC Aging Working Group 2012 Aging Report

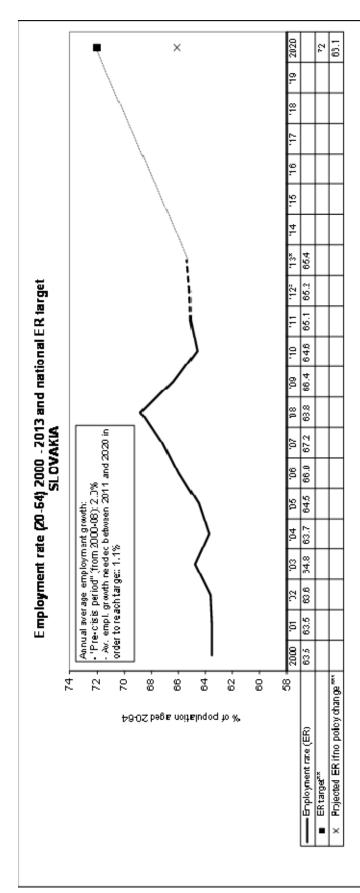
SLOVENIA

hdicator	Uni:	2000	2008	2009	2010	2011	2020 national	2009	2010	2011	2020 EU neadline
Oversil employm entrats	% of populator aged 20 - 54	68.5	73.0	719	70.3	68.4	target 75	69.0	EU-27 tota 68.6	68.6	target 75%
											154
Oversil employm entgrow th	% change from preubus year	2.0	1.1	-1.5	-1.5	-3.1		-1.1	-0.5	0.4	
Em ploymentrate of wonen	% of famale population aged 20 - 64	63.6	68.5	67.9	66.5	64.8		62.3	62.1	62.3	
Bn ploymentrate of men	% of male population aged 20 - 64	13.2	77.4	75.6	74.0	71.8		75.8	75.1	75.0	
Briploymentrate of old∋r workers	% of population aged 55 - 54	22.7	32.3	35.6	35.0	31.2		46.0	46.3	47.4	
Employmentrate of young	% of population aged 20 - 29	65.7	69.5	64.7	63.0	60.9		62.8	61.6	6: 2	
Bin ployment rate of low-shilled persons	% of population will at most low er secondary education ages 20 - 61	52.7	54.5	53.2	50.5	45.5		54.1	53.4	53.0	
Briploymentrate of nor-B∪ nationals	% of population with non-EU officensis plage d 20 - 64	:	70.7	57.1 1	60.6	67.2		59.0	58.5	58.1	
Part-1me employment	% of totale mployment	6.5	9.3	10.6	11.4	10.4		18.8	19.2	19.5	
Riedterm :ontracts	% of totalemployees	13.7	17.4	16.4	17.3	18.2		13.6	14.0	14.1	
Overall unem ployment rate	% of labour torce	6.7	4.4	5.9	7.3	8.2		9.0	9.7	9.7	
Long-term unemployment	% of labour torce	4.1	1.9	1.8	3.2	3.6		3.0	3.9	4.1	
Youth unerr ployment rate	% of youth Ebour force (15-24)	16.3	10.4	13.6	14.7	15.7		20.1	21.1	21.4	
Youth NEETrate	% of populaton aged 15-24	:	6.5	7.5	7.1	:		12.1	12.8	:	
Early eavers from education and training	% of pop. 18-24 w % atmosticwer sec.educ.and noth further education or training	:	5.1	5.3 1	5.0 1	:	5	14.1	14.1	:	ess tian 13%
To rticry oducational attrimm ont	% of population 30-34 having successfully completed to theny education	18.5 b	30.3	31.5	34.8	:	40	32.3	33.68	:	at bast 43%
Labour productivity perperson em ployed	DJ-27 – 100 (based on PP3 per emp byed person)	16.1	03.3	00.9	00.4	:		100	100	:	
Labour productivity perhour w orked	BJ-27 = 100 (based on PPS per hour worked)	15.9	83.1	79.6	79.5	:		100	100	:	
Nominal un tiabour cost growth	% change from presides year	7.3	6.2	8.7	0.3	0.4		1.3	ao	0.9 1	
Re al unit labour cost grow th	% change from piret bits year	2.0	2.3	5.6	1.4	-0.4		2.9	-1.6	-0.5 1	

Soume: Eurostar d'atabase (labour m'arvet statistics, maional accounts), Mational Reform. Programmes Notes : b - break in series, p - provisional, e - estimated ,f - forecast u - unreliable

3. Key employment challenges Slovenia

Employment policy area	Key employment challenges	Particularly good labour market outcomes
Increase labour market participation	 One of the lowest employment rates for older workers. Employment rate for low skilled (20-64) is below the EU average and it further decreased in 2010. Since 2009 the long term unemployment rate significantly increased 	
2. Enhancing labour market functioning; combating segmentation	 Fixed term contracts as a percentage of total employees increased in the recent years and are above the EU average. Share of temporary contracts for young people increased in 2010 to 69.6% (EU27 42.1%). Slovenia had one of the highest shares of temporary contracts in all contracts for people aged 20 – 25. 	
Active labour market policies		
4. Adequate and employment oriented social security systems		
5. Work-life balance		
6. Job creation		
7. Gender equality		 Slovenia is performing very well in relation to gender pay gap and is better off than the EU average. Gender employment gap has been decreasing in the recent years and ranks Slovenia well below the EU average.
8. Improving skill supply and productivity; Lifelong learning	Mismatches between skill supply and labour demand	 In the last decade the share of adult population with upper secondary or tertiary education increased in Slovenia and is well above the EU average share. Overall performance in life long learning significantly increased in the last years and is performing well above the EU average.
9. Improving education and training systems		- Early school leaving rate is one of the lowest in the EU
10. Wage setting mechanisms and labour cost developments		



Sources and notes:

Employment rates 2000-2011: Eurostat, EULFS;

* Estimate divalues bæed on emproyment growth forecast from Commission Spring Forecast 2012 and projected population growth from Europop 2010 population projections;
*** National employment rate targets from National Reform Programme;
**** National employment rate targets from National Reform Programme;
***** Projected employment rate under the æsumption that no policy change takes place between 2010 and 2020, EPC Aging Working Group 2012 Aging Report.

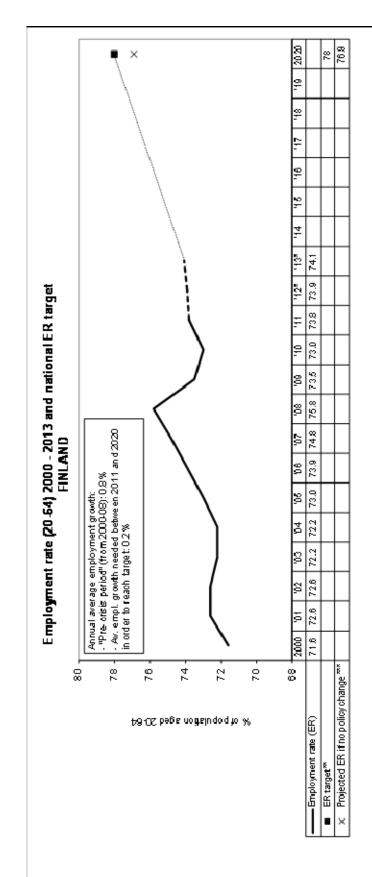
SLOVAKIA

hdicator	Lnit	2000	2008	2009	2010	2011	2020 rational	2009	2010	2011	2020 EU headline
Overall employment rate	% of population age d 20 - 64	63.5	68.8	66.4	64.6	65.1	targel 12	69.0	EU-27 tota I 68.6	1 63.6	tangel
esses an broken a trians	a s. populare age a co - or		55.0		1	33.1	.2		2,0	0333	7.0
Overall employment growth	% change from previous year	-1.4	3.2	-2.8	-2.1	1.5		-1.7	-0.5	3.4	
Bm ploym entrate cfwom en	% of female population age d 20 - 64	57.2	60.3	58.2	57.4	51.6		62.3	62.1	62.3	
Em ployment rate of men	% of male population aged 20 - 64	70.0	77.1	14.6	71.9	72.7		75.8	75.1	75.0	
Em ploym entrate cfolder work∋rs	% of population age d 55 - 64	21.3	39.2	39.5	40.5	41.4		46.0	46.3	47.4	
Employmentrate of young	% of population age d 20 - 29	57.7	60.3	55.7	53.0	52.2		62.8	61.6	61.2	
Employmentrate of low : killed persons	% of population with a throst lower secondary education aged 20 - 54	29.5	31.0	29.0	28.6	29.7		51.4	53.4	53.0	
Bm ploymentrate cfnon-∃U nationals	% of population with non-BJ clibership aged 20 - 64	:	:	:	:	:		59.0	58.5	53.1	
Part-1me en ployment	% of totalemp bynest	2.1	2.1	3.6	3.9	4.1		18.8	19.2	19.5	
R⊪edterm contracts	% of totalemp byses	4.8	4.1	1.1	5.8	5.6		13.6	14.0	14.1	
Overall unen ploymentrate	% of bloom force	18.8	9.5	12.0	14.4	13.5		9.0	9.7	9.7	
Long-term unempoyment	% of bloom force	10.3	6.6	6.5	9.2	9.2		3.0	3.9	4.1	
Youth unemploymentrate	% of youth tabout force (15-24)	36.9	19.0	27.3	33.6	33.2		20.1	21.1	21.4	
Youth NEET rate	% of population age d 15-24	:	11.1	12.5	14.1	:		12.4	12.8	:	
Early leaver : from education and training	% of pop. 18-24 with a thost blve r sec. educ. and not hifurher ecucation or training	:	6.0	4.9	4.7	:	6	11.4	14.1	:	less tha 10%
Të rtiary e ducational attainm ent	% of population 30-34 having success fully completed tentary ecucation	10.5	15.8	17.6	22.1	:	10	32.3	33.6	:	at eas
Labour productivity per person em ployed	EU-27 = 100 (based on PPS per employed person)	58.4	79.1	19.7	81.4	:		100	100	:	
Labour productivity per hour worked	EU-27 = 130 (based on PPSper hour worked)	54.8	74.2	13,5	74.6	:		100	100	:	
Nominal unitlabour cost grow th	% change from previous year	11.5	4.4	6.9	-1.3	-0.6		1.3	0.6	0.9 1	
Re al unitiabour cost grow th	% change from previous year	2.0	1.5	8.2	-1.8	-2.2		2.9	-1.5	-0.61	

Source: Eurostat data base (labour market statistics, national accounts), National Reform. Programmes Notes: b - meak in series, p - provisional, e - estimated, f - forecast, u - unreliable

3. Key employment challenges Slovakia

Employment policy area	Key employment challenges	Particularly good labour market outcomes
Increase labour market participation	 Barriers to labour market access by different age and ethnic groups and qualification levels, long-term and low-skilled workers, youth, females and marginalised groups. 	
2. Enhancing labour market functioning; combating segmentation	- Low regional (internal) mobility.	
3. Active labour market policies	Insufficient provision of well- targeted and effective labour market measures	
4. Adequate and employment oriented social security systems	 Risk of inactivity trap for long-term unemployed beneficiaries when taking up low-paid job. 	
5. Work-life balance	 Negative impact of parenthood on female employment; Low availability of affordable childcare for children below 3 years. 	
6. Job creation		
7. Gender equality	- Gender pay gap	
8. Improving skill supply and productivity; Lifelong learning	Low participation in lifelong learning	
9. Improving education and training systems	 Insufficient provision of quality education (in particularly vocational and tertiary educ.) and adult training opportunities to meet labour market needs (skills mismatch) 	Very small incidence of early school leaving;High share of secondary educated adult population
10. Wage setting mechanisms and labour cost developments		



Sources and notes:
Employment rates 2000-2011: Eurostat, EULFS;

* Estimated values based on employment growth for ecasts from Commission Spring Forecast 2012 and projected population growth from Europop 2010 population projections;

** National employment rate targets from National Reform Programme;

*** National employment rate targets from Nation that no policy change takes place between 2010 and 2020, EPC Aging Work ing Group 2012 Aging Report.

FINLAND

hdicator	Unit	2000	2008	2009	2010	2011	2020 national largel	2009	2010	2011	2020 EU headline larget
Overall employment rate	% of population age d 20 - 64	71.6	15.8	73.5	73.0	73.8	Tai get	69.0	EU-27 tota 68.6	1 68.6	75%
over an van proyan viter and	a or populate age also ov		.02	.02		10.0		000			
Overall employment growth	% change from prevbitsγear	1.7	1.5	-2.9	-0.4	1.1		-1.7	-0.5	0.4	
Bm ploymentrate ofwom en	% of temak population aged 20 - 64	68.2	13.1	72.1	71.5	71.9		62.3	62.1	62.3	
Brn ploym e ntrate of m ∈n	% of male populator aged 20 - 64	74.9	18.4	74.7	74.5	75.6		75.8	75.1	75.0	
Em ploymentrate of older workers	% of population aged 55-64	41.5	96.5	55.5	56.2	51.0		46.0	46.3	47.4	
Employment rate of young	% of population aged 20 - 29	68.6	12.4	67.3	67.0	61.8		62.8	61.6	61.2	
Briploymentrate of loviskill∋d persons	% of population with a throst lower secondary education aged 20 - 64	59.1	58.8	55.8	53.9	51.1		54.4	53.4	53.£	
Briploymentrate of non-BJ national∗	% of population with non-BU of because hip age of 20 − 64	:	55.3	55.5	49.4	50.7		59.0	58.5	58.1	
Part-Jm e em plojm e rit	% of blatenp byner t	12.3	3.3	14.0	14.0	14.9		10.0	19.2	19.2	
Raedterm contracts	% of total employees	16.3	5.0	14.6	15.5	15.6		13.6	14.0	14.1	
Overall unem ploymen frate	% of bibout force	9.8	6.4	8.2	8.4	1.8		9.0	9.7	9.7	
Long-term unemployment	% of Bloot iforce	2.8	12	1.1	2.0	1.7		3.0	3.9	4.1	
Youth unemployment rate	% of youth labour force (15-24)	21.4	6.5	21.5	21.4	20.1		20.1	21.1	21.4	
Youth N⊞Trate	% of population aged 15-24	9.7 b	7.8	9.9	9.0 1	:		12.4	12.8		
Early leavers from education and training	% of pop. 18-24 with a thost bwe r sec.educ. and not bifurber education or training	9.0 b	9.8	9.9	10.3	:	8	14.4	14.1		Ess than 10%
Tortlery odjoational attainm ont	% of population 30 34 having successfully completed furthary education	40.3 b	45.7	4 5 9	45.7	:	42	32.3	33.6		at bast 40%
∟apour productivity perperson	E0-27 = 100 (pased on PPS per emptyed person)	115.4	1'33	1 10 .1	11.5	:		100	130		
Labour productivity perhour w orked	EU-27 = 100 (based on PPS per hour worked)	112.5	1.20	108.3	-09.6	:		100	100		
Norm maiumitiab our co÷tgrow to	% change from previous year	0.5	6.7	8.1	-1.5	1.0		1.5	0.0	0.5 T	
Real unitiatiour costgrow th	% charge from previous year	-1.9	3.7	7.2	-1.8	-2.5		2.9	6	-0.2.1	

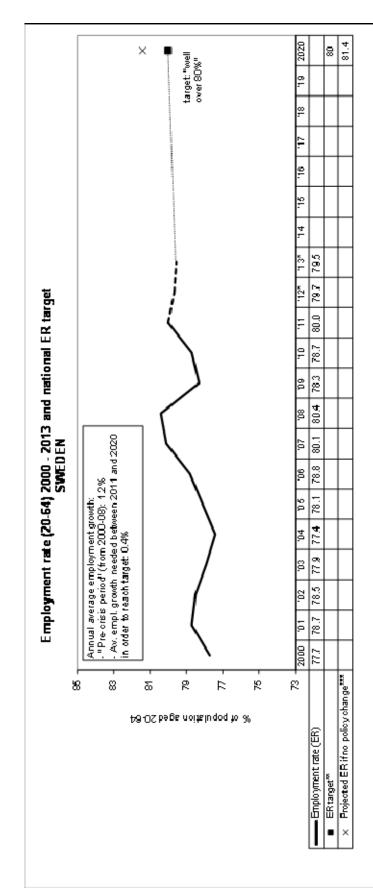
Source: Eurostat d'atabase (labour market statistics , national accounts), National Reform Programmes Notes : b - break in series , p - provisional , e - estimated , f - torecast , u - unreliable

3. Key employment challenges Finland

Employment policy area	Key employment challenges	Particularly good labour market outcomes
Increase labour market participation	 Long-term unemployment is increasing Youth unemployment is high Employment rate of non-EU nationals is low Low employment rate of low-skilled Labour market participation of age group 60-64 is low (with ALMP being reinforced to reduce youth unemployment and long-term unemployment) 	Very high participation of women High participation of older workers (55-59) Employment rate of 20-29 year olds also above average
2. Enhancing labour market functioning; combating segmentation		
3. Active labour market policies		
4. Adequate and employment oriented social security systems		
5. Work-life balance		
6. Job creation		
7. Gender equality		Strong labour market participation of both men and women
8. Improving skill supply and productivity; Lifelong learning		- High share of well-educated adult population Very high share of lifelong learning.
9. Improving education and training systems		
10. Wage setting mechanisms and labour cost developments		

SWEDEN

1. Progress towards the national employment rate target



Sources and notes: Employment rates 2000-2011: Eurostat, EU LFS, break in series 2005;

^{*} Estimated values based on employment growth for ecasts from Commission Spring Forecast 2012 and projected population growth from Europop 2010 population projections;
*** National employment rate targets from National Reform Programme;
**** Projected employment rate under the assumption that no policy change takes place between 2010 and 2020, EPC Aging Working Group 2012 Aging Report.

SWEDEN

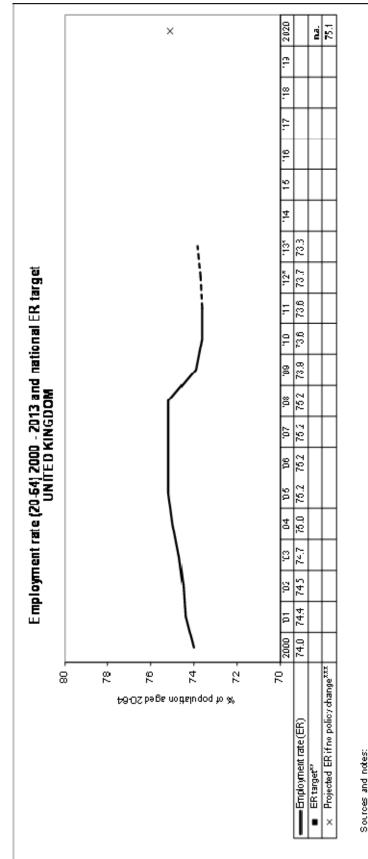
hdicator	Unit	2000	2008	2009	2010	2011	2020 national target	2009	2010	2011	2020 EU headline target
Overall empoyment rate	% of population aged 20 - 64	77.7	80.4	78.3	73.7	0.08	w e love r	69.0	EU 27 total 68.6	68.£	75%
							80				
Overall empoyment grow th	% change from previous year	22	1.2	-2.0	1.0	2.1		-1.7	-0.5	0.4	
Bm plcym entrate cfwo men	% of female population aged 20 - 64	75.3	77.2	75.7	75.7	77.2		62.3	62.1	623	
Bm plcym entrate cfm en	% of mak populatbulaged 20 - 64	80.1	83.5	80.9	81.7	82.8		75.8	15.1	75£	
Bm picym entrate cfolde⁻ workers	% of population aged 55 − 64	64.9	73.1	70.0	73.5	72.3		46.0	15.3	47.4	
Employmentrate of young	% of population aged 29 - 29	66.1	71.9	67.2	65.5	68.4		62.8	61.6	612	
Bripicym entrate cflow ⊪killed perschs	% of population with admost blue r secondary education aged 20 - 64	65.4	65.2	63.3	63.0	64.4		54.4	53.4	53.0	
Employmentrate of non-EU nationals	% of population with non-EU ottenship aged 20 - 61	:	53.7	4 9.9	47.6	4 6.8		59.0	58.5	58.1	
Part tm o on ploymont	% of to telemp by me at	19.5	25.6	27.0	25.4	26.0		18.8	-9.2	19.6	
Fire ditermi combiacts	% of lotal emptyees	15.5	15.1	15.3	15.8	15.4		13.5	4.0	14.1	
Over all unemployment rate	% of bibour force	5.6	5.2	8.3	3.4	7.5		9.0	9.7	9.7	
Long-term unempoyment	% of bloom to ree	1.4	3.6	1.1	1.5	1.4		3.0	3.9	4.1	
Youthunemploymantrate	% of youth labour force (15-21)	10.5	202	25.0	25.2	22.9		20.1	21.1	21.4	
Youth NET rate	% of population aged 15-24	6.3	7.8 p	9.6 p	7.8 p	:		12.4	2.8		
Early lea very from education and training	% of pop. 18-24 with atmost bower sec.educ. and roth further education or training	7.3	12.2 p	10.7 р	9.7 p	:	less than 10%	14.4	14.1		less than 10%
Tertiary educational attainment	% of population 30–34 nating snocessfully completed tentary education	31.8	12.0	43.9	4 5.8	:	40-45	32.3	33.6		ateast 40%
Labour procue tivity per person em ployed	EI-27 = 100 (based on PPS per employed person)	114.9	114.2	111.8	114.5	:		100	100		
Labour procue†ivity per hour w ork∗d	EJ-27 = 100 (based on PPS per hour wio ked)	119.3	117.9	114.2	115.5	:		100	100		
Nominal unit labour cost growth	% change from previous year	52	3.1	11	-19	-00		1.3	0.6	064	
Real unitiabour cost growth	% charge from previous year	3.7	-0.1	2.3	-2.9	-1.8		2.9	-1.5	-0.6 1	

Source: Eurostat database (labour market statistics, national accounts), National Reform Program mes Notes : b - break in series , p - provisional , e - estim ated, f - forecast, u - un relable

3. Key employment challenges Sweden

Employment policy area	Key employment challenges	Particularly good labour market outcomes
Increase labour market participation	- Weak foothold on the labour market for the youth (under 25) and non-EU immigrants.	General employment rate well above EU-average. Successful in creating high employment for old workers (55-64).
2. Enhancing labour market functioning; combating segmentation		
3. Active labour market policies		
4. Adequate and employment oriented social security systems	- Relatively high absence from work due to long term sick leave and disabilities (although newly implemented reforms seem to bring down the numbers substantially).	
5. Work-life balance		
6. Job creation		- Strong employment growth during 2010 and 2011.
7. Gender equality		High female employment rate and dual earners. Gender employment gap well below average
8. Improving skill supply and productivity; Lifelong learning		- Strong life long learning.
9. Improving education and training systems		
10. Wage setting mechanisms and labour cost developments		

UNITED KINGDOM



Sources and notes:
Employment rakes 2000-2011: Eurostat, EULUS;
* Estimated values blaced on emproyment growth fromed from Commission Spring Forecast 2012 and projected population growth from Europop 2010 population projections;
*** National employment ate targets from National Reform Programme;
**** National employment rate targets from National Reform Programme;
***** Projected employment rate under the assumption that no policy change takes place between 2010 and 2020, EPC Aging Working Group 2012 Aging Report.

UNITED KINGDOM

hdicator	Unit	2000	2008	2009	2010	2011	2020 national	2009	2010	2011	2020 EU headline
Overall employment rate	% of population aged 20 - 64	7 4.0	75.2	73.9	73.6	73.6	target t.a.	69.0	EU-27 tota 68.6	68.£	target 75%
Overall employment growth	% change from previous year	-0.8	3.8	-1.5	3.1	0.5		-1.7	-0.5	0.4	
Bm plcym entrate c†women	% of female population aged 20 - 64	66.8	68.8	68.2	67.9	67.9		62.3	62.1	62.3	
Bm plcym entrate c†m en	% of mak poptatbiaged 20 - 64	81.4	81.8	79.6	79.3	79.4		75.8	15.1	75.0	
Employmentrate of older workers	% of population aged 55 - 64	50.7	53.0	57.5	57.1	56.7		46.0	16.3	47.4	
Bm plcym entrate cfyourg	% of population aged 20 - 29	75.1	73.9	70.9	71.1	70.1		62.8	61.6	612	
Bripicym entrate cflow ⊮killed per⊧cns	% of population with almost blue r scool dary education aged 20 - 64	64.5	59.1	57.3	55.6	56.0 b		54.4	53.4	53£	
Employmentrate of non-EU nationals	% of population with non-BJ othership aged 20 - 61	:	65.0	63.0	63.6	62.8		59.0	58.5	58.1	
Part-tm e e n ployment	% of total emp by me at	25.1	25.3	26.1	25.9	26.8		18.8	9.2	19.5	
Rise ditermicontracts	% of total employees	7.0	5.4	5.7	5.1	6.2		13.6	14.0	14.1	
Overall unem ployment rate	% of blour force	51	56	7.6	18	80		9.0	97	97	
Long-term unemployment	% of blour force	14	1 4	19	2.5	27		3.0	39	4.1	
Youthunemploymantrate	% of youth labour fore∗ (15-21)	12.2	15.0	19.1	19.6	21.1		20.1	21.1	21.4	
Youth NET rate	% of population aged 15-24	10.9	12.1	13.3	13.7	:		12.4	2.8		
Early loa vor: from oducation and fraining	% of pop. 18 24 w Moraltmostbower sec.educ.and roth firther education or training	18.2	17.0	16.7	14.9	:	ı.a.	14.4	*4.1		less than 10%
To ritiary oducational attainment	% of population 30-34 raying stocess fully completed tentary education	29.0	30.7	41.5	43.0	:	ı.a.	32.3	33.55		attast 40%
Labour procue tivity per person em pleyed	EL-27 = 100 (based on PPS per employed person)	111.3	105.8	105.5	105.6	:		100	100		
Labour procue†ivity per hour w ork∗d	El-27 = 100 (based on PPS per hour wio ked)	110.9 e	108.0 e	105.4 e	:	:		100	100		
Nominal unitiabour cost growth	% change from previous year	2.3	3.6	5.7	1.7	1.6		1.3	0.6	0.9 1	
Real unitiabour cost growth	% change from previous year	1.7	0.5	4.0	-1.2	-0.7		2.9	-1.6	-0.6 1	

Source: Eurostat database (l'abour in aikiet statistics, national accounts), National Ferform Program mes Notes : b - break in series , p - provisional , e - estim ated, f - forecast, u - unireliable

3. Key employment challenges United Kingdom

Employment policy area	Key employment challenges	Particularly good labour market outcomes					
Increase labour market participation	Growing unemployment with youth unemployment hitting record highs and rapidly growing long-term unemployment.	- Employment rates for older workers are one of the highest in Europe. Even for the 65-69 age group the employment rate was almost double of those for the EU, but with more men than women participating in work. The incidence of unemployment of older workers is also lower than at EU level.					
2. Enhancing labour market functioning; combating segmentation							
3. Active labour market policies	-						
4. Adequate and employment oriented social security systems	Weak work incentives in particular for lone parents and second earners.						
5. Work-life balance	 Ongoing challenges to increase parental employment and to improve access to affordable and more flexible childcare. 						
6. Job creation	 Insufficient job creation in the private sector to offset reductions in public sector employment. 						
7. Gender equality	 Considerable gender gaps in the type of employment, with a larger proportion of women working part-time and on fixed-term contracts. Gender pay gap remains high. 	Higher than average female employment rate					
8. Improving skill supply and productivity; Lifelong learning	Shortcomings in skill supply at intermediate level hamper the UK's employment and productivity prospects.	 Migrants in the UK perform better than migrants on average in the EU in terms of early school leaving rates. Tertiary attainment rate of 43 % (2010) is well above the EU average of 33.6 %. 					
9. Improving education and training systems	The main focus in vocational education and training (VET) policy is still on basic skills and low level qualifications while the shift in the economy demands more advanced VET qualifications. High numbers of early school leavers						
10. Wage setting mechanisms and labour cost developments							