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COVER NOTE

from: The Employment Committee

to: Permanent Representatives Committee (Part I) / Council (EPSCO)

Subject: European Semester 2014: Contribution to the European Council
(Brussels, 26-27 June 2014)
(e) Employment Performance Monitor and Benchmarks (prepared by EMCO)
- Endorsement

Delegations will find attached the Employment Performance Monitor and Benchmarks transmitted by the Employment Committee, in view of the EPSCO Council on 19 June 2014.



The Employment Committee

The Support Team

Europe 2020 Employment Performance Monitor June 2014

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 mandated¹ 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 June 2013 version² of the EPM, the 2014 June 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 good overview results both at country level and across all Member States. These results could also be useful for macroeconomic surveillance.

¹ See Council Doc. 14478/10

² Council Doc. 10373/1/13 Rev 1

This 2014 June version of the EPM includes the updated benchmarking³ of the Europe 2020 headline targets relating to the labour market and the main indicators for the development at the labour market. The benchmarking tool is used as an integrated tool in the analysis of the key challenges. As in the 2013 December version of the EPM this version includes a table with the main indicators from the ten policy areas giving the level, the y-o-y changes and the changes for the three recent years for each Member State. This will serve as additional information in the process to depict the areas with positive and negative development. As can be seen from this description, the Employment Performance Monitor is continuously under development and revision in order to improve and assure it is updated to the latest needs and developments.

The graphs on "the progress towards the EU-28 respectively national employment rate headline target" have been updated with the data from the latest Economic spring 2014 forecast from the Commission⁴. The table on the "national employment rate targets compared to current and projected 2020 employment rates (all age group 20-64)" has been updated with the available 2014 and 2015 forecast from the Commission Economic spring forecast.

The benchmark tables are included in the part II of the EPM as the last tables.

The table on "Key indicators on labour market performance" contains indicators for all Joint Assessment Framework Policy Areas. In order to efficiently use the benchmark a column for each country shows the benchmark level. The figures which are in bold signify that the country is among the 5 highest performers for that specific indicator and those that are in italic signify that the country is among the 5 lowest performers for that specific indicator.

In the annex graphs containing the benchmark for each country for all indicators are shown.

The EPM is based on the latest available yearly data⁵. It is continuously under development and revision in order to improve and assure it is updated to the latest needs and developments.

The Joint Assessment Framework results, and hence the Employment Performance Monitor, respect the role of national parliaments and social partners and differences in national systems, such as the systems for wage formation.

³ As mentioned in the "Communication: Towards a job-rich recovery" COM(2012) 173 final, section 3.3: "...The Commission proposes: to reinforce coordination and multilateral surveillance in the area of employment policies by: - publishing together with the draft Joint Employment Report and on an annual basis, a benchmarking system with selected employment indicators"

⁴ Economic Forecast spring 2014

⁵ Labour Force Survey (LFS): latest available yearly data is for 2013

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

Figure 1: Progress towards the EU-28 employment rate headline target

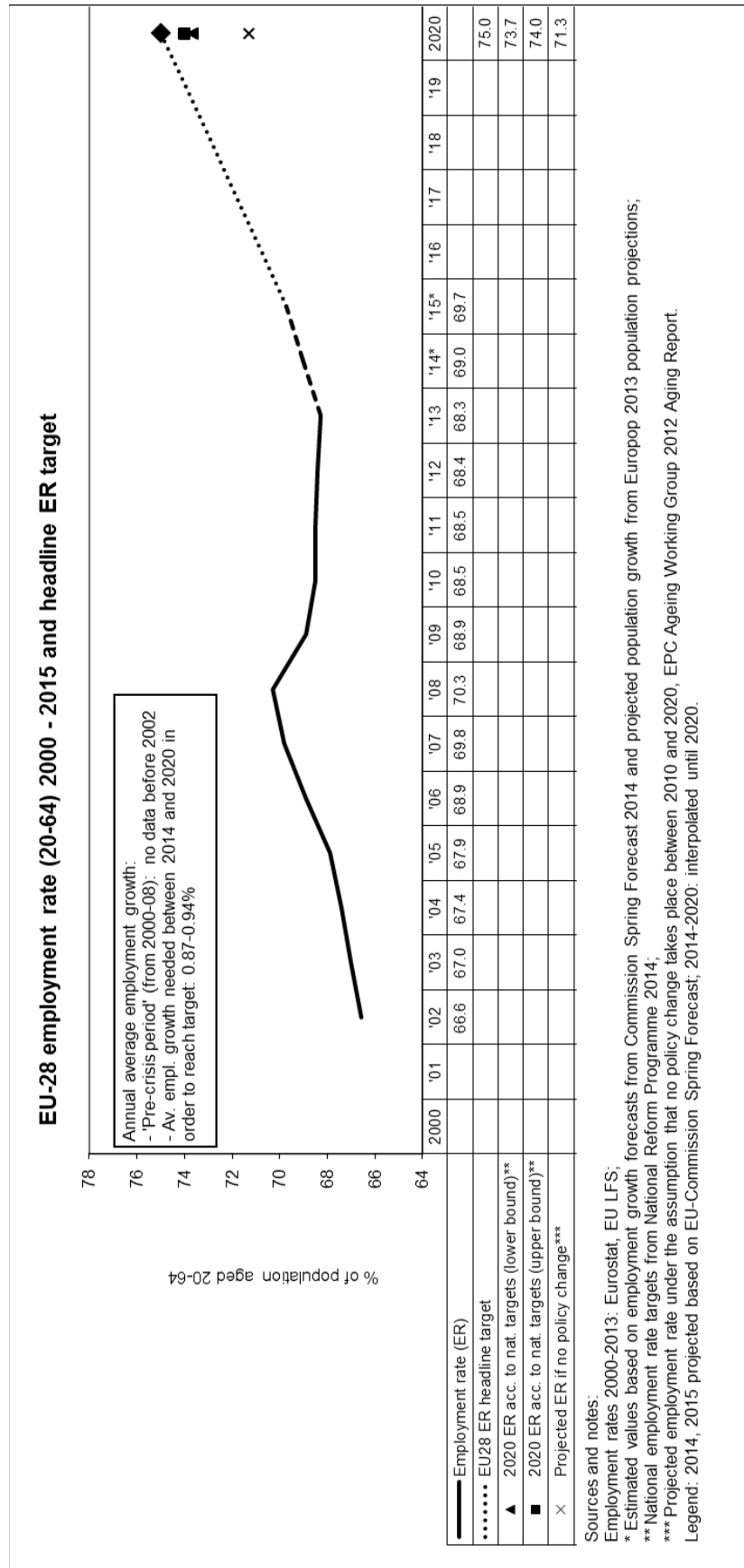
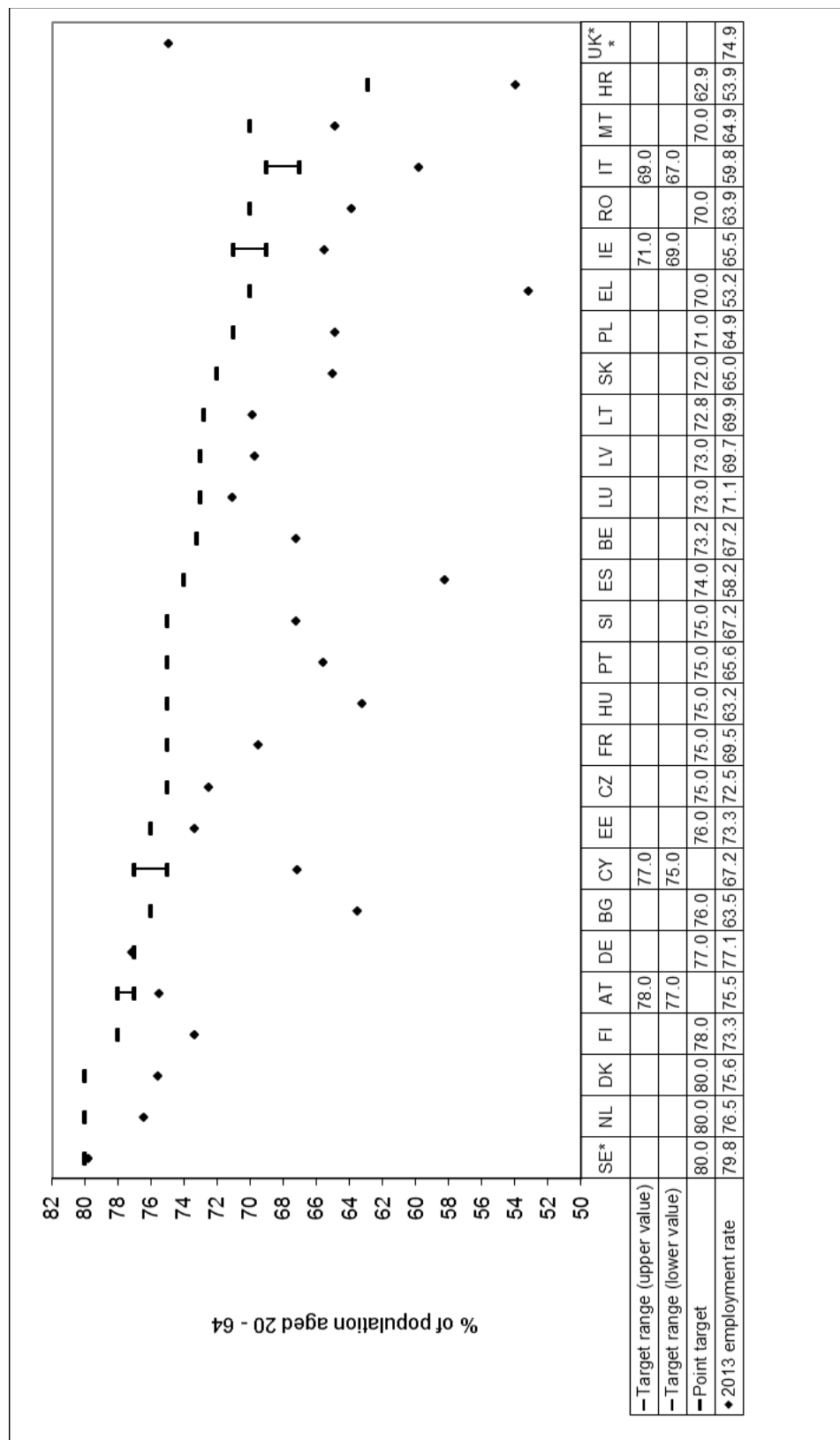


Figure 2: National employment rate targets set by MS in their NRPs compared to employment rate 2013



Sources: National Reform Programmes 2014, EU Labour Force Survey for 2013 employment rate.

* Sweden has defined a national employment rate target of "well over 80%".

** The United Kingdom has not set a national employment rate target.

Table 1: National employment rate, education and sub-targets

MS	Employment rate (Headline target: 75% for age group 20-64)	Early leavers from education and training (Headline target: less than 10%)	Tertiary educational attainment (Headline target: at least 40%)	National sub-targets (%)
AT	77-78	9.5	38	
BE	73.2	9.5	47	ER of women 69.1; NEET 8.2; ER of older workers 50.0; difference between ER-non and EU citizens <16.5
BG	76	11	36	Reducing the level of unemployment among young people (aged 15-29) to 7% in 2020; Achieving a level of Employment among elderly people (aged 55-64) of 53% in 2020
CY	75-77	10	46	
CZ	75	5.5	32	ER of women 65.0; ER of older workers 55.0; unemployment rate (15-24) reduced by 1/3; unemployment rate of low -skilled reduced (ISCED 0-2) by 1/4.
DE	77	less than 10	42	ER older workers 60.0; ER of women 73.0
DK	80	less than 10	at least 40	95% of a youth cohort should complete upper secondary educ. and 50% tertiary educ.
EE	76	9.5	40	Youth unemployment 10.0; long-term unemployment 2.5; productivity per employed person 80.0; share of adults (25-64) with no professional qualification 30.0; participation rate in lifelong learning among adults (25-64) 20.0; labour participation rate (15-64) 75.0
ES	74	15	44	ER of women 68.5
FI	78	8	42	
FR	75	9.5	50	ER of women 70.0
GR	70	9.7	32	
HU	75	10	30.3	
IE	69-71	8	60	
HR	62.9	4	35	
IT	67-69	15-16	26-27	
LT	72.8	less than 9	40	ER of women 69.5; ER of men 76.5; ER of older workers 53.4
LU	73	less than 10	40	
LV	73	13.4	34-36	
MT	70.0	10	33	
NL	80	less than 8	45	
PL	71	4.5	45	
PT	75	10	40	
RO	70	11.3	26.7	
SE	well over 80	less than 10	40-45	
SI	75	5	40	
SK	72	6	40	Long-term unemployment rate of 3% by 2020
UK	n.a.	n.a.	n.a.	
EU average*	73.7-74.0			

Source: National Reform Programmes 2014

* Weighted average of all 27 EU Member States excluding the UK which has not set a national employment rate target

Table 2: National employment rate targets compared to current and projected 2020 employment rates (all age group 20-64)

Member State	Employment rate (20-64) (%)																	Context data					Difference between target and projected employment rate under "no policy change scenario" (percentage points)
	actual																	2020 national employment rate target (%)	Estimated average annual 2012 - 2020 employment growth necessary to reach national target (%) December '13	2013-2020 EPM	Projected growth of working age population over total 2010 - 2020 period (%)	EPC AWG emplrte projections for 2020 ("no policy change scenario") (%)	
	estimated ¹⁾																						
	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2020	2020	2010-20	2020	2020		
AT	71.4	71.5	71.8	72.0	70.8	71.7	73.2	74.4	75.1	74.7	74.9	75.2	75.6	75.5	75.6	75.9	77-78	1.2	0.4-0.6	0.6-0.8	0.5	75.4 -1.6 to -2.6	
BE	65.8	65.0	65.0	64.7	65.6	66.5	66.5	67.7	68.0	67.1	67.6	67.3	67.2	67.2	67.1	67.3	73.2	1.0	1.6	1.5	0.5	69.5 -3.7	
BG	55.3	54.8	55.8	58.0	60.1	61.9	65.1	68.4	70.7	68.8	65.4	62.9	63.0	63.5	64.4	65.5	76	2.0	1.3	1.8	-1.0	67.8 -8.2	
CY	72.3	74.1	75.1	75.4	74.9	74.4	75.8	76.8	76.5	75.3	75.0	73.4	70.2	67.1	63.9	64.3	75-77	3.3	2.9-3.3	1.7-2.1	0.8	79.0 -2 to -4	
CZ	71.0	71.2	71.6	70.7	70.1	70.7	71.2	72.0	72.4	70.9	70.4	70.9	71.5	72.5	73.2	73.9	75	0.9	-0.1	0.1	-0.7	73.1 -1.9	
DE	68.8	69.1	68.8	68.4	68.8	69.4	71.1	72.9	74.0	74.2	74.9	76.3	76.7	77.1	79.1	79.6	77	0.7	-0.6	-0.5	-0.3	77.2 0.2	
DK	78.0	78.3	77.7	77.3	77.6	78.0	79.4	79.0	79.7	77.5	75.8	75.7	75.4	75.6	75.8	75.9	80	0.4	0.9	1.0	0.2	78.2 -1.8	
EE	67.4	67.8	69.2	70.0	70.6	72.0	75.8	76.8	77.0	69.9	66.7	70.4	72.1	73.3	74.2	75.2	76	1.7	-0.4	-0.1	-1.0	70.5 -5.5	
EL	61.9	61.5	62.5	63.6	64.0	64.6	65.7	66.0	66.5	65.8	64.0	59.9	55.3	53.2	53.9	55.7	70	1.5	3.8	3.6	-0.6	68.4 -1.6	
ES	60.7	62.1	62.7	64.0	65.2	67.2	68.7	69.5	68.3	63.7	62.5	61.6	59.3	58.2	59.3	60.4	74	3.5	3.8	3.0	-0.7	67.9 -6.1	
FI	71.6	72.6	72.6	72.2	72.2	73.0	73.9	74.8	75.8	73.5	73.0	73.8	74.0	73.3	73.4	73.8	78	0.8	0.4	0.8	-0.2	76.9 -1.1	
FR	67.8	68.5	68.7	69.7	69.5	69.4	69.3	69.8	70.4	69.5	69.2	69.2	69.4	69.5	70.0	70.7	75	1.4	1.0	1.0	-0.1	73.1 -1.9	
HR	:	:	58.4	58.3	59.6	60.0	60.6	62.3	62.9	61.7	58.7	57.0	55.4	53.9	52.8	52.5	62.9	:	0.4	1.3	-0.5	n.a.	
HU	61.2	61.3	61.4	62.4	62.1	62.2	62.6	62.6	61.9	60.5	60.4	60.7	62.1	63.2	64.0	64.6	75.0	0.3	2.1	2.2	-0.5	64.8 -10.2	
IE	70.4	71.1	70.7	70.6	71.5	72.6	73.4	73.8	72.3	66.9	64.6	63.8	63.7	65.5	67.7	69.8	69-71	3.2	1.4-1.5	0.3-0.7	-0.6	65.7 -3.3 to -5.3	
IT	57.4	58.5	59.4	60.0	61.5	61.6	62.5	62.8	63.0	61.7	61.1	61.2	61.0	59.8	59.0	59.2	67-69	1	1.7-2.2	1.9-2.3	0.2	63.9 -3.1 to -5.1	
LT	65.6	64.2	67.2	68.9	69.0	70.6	71.6	72.7	72.0	67.0	64.3	66.9	68.5	69.9	71.3	73.6	73	0.2	0.0	-0.3	-1.8	66.1 -6.7	
LU	67.4	67.7	68.2	67.2	67.7	69.0	69.1	69.6	68.8	70.4	70.7	70.1	71.4	71.1	71.0	70.9	73	1.5	1.4	1.7	2.2	70.4 -2.6	
LV	63.5	65.1	67.0	68.9	69.3	70.3	73.5	75.2	75.8	67.1	65.0	66.3	68.1	69.7	71.7	74.0	73.0	2.1	-0.4	-0.2	-2.5	67.8 -5.2	
MT	57.2	57.2	57.7	57.8	57.9	57.9	57.6	58.5	59.2	58.8	60.1	61.5	63.1	64.9	66.3	67.8	70	1.7	-0.9	1.0	-0.1	65.4 4.6	
NL	74.3	75.4	75.8	75.2	74.9	75.1	76.3	77.8	78.9	78.8	76.8	77.0	77.2	76.5	76.2	76.7	80	1.0	0.5	0.5	-0.1	78.8 -1.2	
PL	61.0	59.4	57.4	57.1	57.3	58.3	60.1	62.7	65.0	64.9	64.3	64.5	64.7	64.9	65.5	66.2	71	1.2	0.7	1.0	-0.5	67.5 -3.5	
PT	73.5	73.9	73.6	72.9	72.6	72.3	72.7	72.6	73.1	71.2	70.5	69.1	66.5	65.6	66.8	67.9	75	0.6	2.2	1.4	-0.7	72.1 -2.9	
RO	69.1	68.3	63.3	63.7	63.5	63.6	64.8	64.4	64.4	63.5	63.3	62.8	63.8	63.9	64.5	65.5	70	-1.0	0.6	0.9	-0.5	64.2 -5.8	
SE	77.7	78.7	78.5	77.9	77.4	78.1	78.8	80.1	80.4	78.3	78.1	79.4	79.4	79.8	80.3	80.7/well over 80	1.2	0.3	0.3	0.5	81.4 1.4		
SI	68.5	69.4	69.0	68.1	70.4	71.1	71.5	72.4	73.0	71.9	70.3	68.4	68.3	67.2	67.6	68.1	75	1.4	1.3	1.2	-0.6	72.5 -2.5	
SK	63.5	63.5	63.6	64.8	63.7	64.5	66.0	67.2	68.8	66.4	64.6	65.0	65.1	65.0	65.3	65.9	72	2.0	1.247613	1.3	-0.3	66.1 -5.9	
UK	74.0	74.4	74.5	74.7	75.0	75.2	75.2	75.2	75.2	73.9	73.6	73.6	74.2	74.9	75.9	76.5	n.a.	0.9	n.a.	n.a.	0.3	75.1 n.a.	
EU27	66.6	66.9	66.7	67.0	67.4	68.0	69.0	69.9	70.3	69.0	68.5	68.6	68.5	68.5	69.2	69.8	75	1.2	0.9-1	0.87-0.94	-0.2	71.3 -3.7	
EU28	:	:	66.6	67.0	67.4	67.9	68.9	69.8	70.3	68.9	68.5	68.5	68.4	68.3	69.0	69.7	75:	0.9-1	0.87-0.94	-0.2	71.3 -3.7		
EA18	65.5	66.2	66.4	66.8	67.3	67.9	68.9	69.9	70.2	68.8	68.4	68.5	68.0	67.7	61.5	62.1	73.8-74.2	1.5	1.2-1.2	1.05-1.4	0.8	71.4 -2.4 to -2.8	

Sources: EU Labour Force Survey, National Reform Programmes 2014, DG Employment calculations based on EU LFS and AMECO database , Eurostat population projections (EUROPOP 2013), EPC Ageing Working Group 2012 Ageing Report

* Average excluding the UK which did not state a national employment rate target.

¹⁾ Estimated on the basis of the EU Commission's Autumn 2013 Economic Forecast (employment growth) and Eurostat Europop 2010 population projection (except HR: UN population projection, medium variant).

²⁾ EU28 as from 2002

PT: Break in the series between 2011 and 2012, PL: Break in series between 2010 and 2011

Table 3: Summary overview of Key Employment Challenges and particularly good labour market outcomes

Country	Labour market participation	Labour market functioning, combatting segmentation	Active labour market policies	Social security	work-life balance	Job creation	Gender equality	skill supply and productivity, lifelong learning	Education and training systems	wage setting mechanisms and labour cost development
BE	C	C	C	C/G	C			C	C	C
BG	C		C	C	C	C		C	C	C
CZ	C/G		C	G	C		C	G	G	
DK	C/G	G		C/G	G		G	C/G		
DE	G		C	C	C	G	C	C	C/G	
EE	G	G	C	C/G	C		C/G	C	C	
IE	C		C	C/G	C			C/G	C/G	G
EL	C	C	C	C	C	C		C	C	G
ES	C	C	C	C	C	C	C/G	C	C/G	G
FR	C	C	C	G		C		G	C	
HR	C	C/G	C	C	C/G	C	G	C/G	C/G	
IT	C/G	C	C	C/G	C/G	C	C/G	C	C	C
CY	C	C	C	C/G	C	C	C/G	C/G	C/G	
LV	C/G	G	C	C	C	C/G			C	
LT	C/G	C	C	C	C	C	G	C	C/G	
LU	C/G		C	C/G		G	C	C	C/G	C
HU	C		C	C	C	C		C	C/G	
MT	C/G	G	C/G		C	G	C/G	C/G	C	
NL	C/G	C	G	C/G			G			C
AT	C/G	G	G	C	C	C/G	C	C	C	
PL	C	C	C	C	C		C	C	C/G	
PT	C/G	C	C	G		G	G	G	C	G
RO	C		C	C/G	C	C/G	C	C	C	
SI	C	C	C	C/G	G	C	G	C	G	C/G
SK	C		C	C/G	C		C	C	C/G	
FI	C/G		C				C	G	G	C
SE	C/G		G	G	C/G			G	C/G	
UK	C/G			C	C		C	C	C/G	

C=challenge

G=good labour market outcome

PART II - Common Key Employment Challenges

- Details – and benchmark

Table 4: Common Key Employment Challenges – Details

Employment policy areas	Key Employment Challenges	EU-28 sum	BE	BG	CZ	DK	DE	EE	IE	EL	ES	FR	HR	IT	CY	LV	LT	LU	HU	MT	NL	AT	PL	PT	RO	SI	SK	FI	SE	UK
1. Labour market participation	Low employment rate	6							C	C									C					C	C					
	Low female employment rate	4								C			C						C	C			C		C					
	Low male employment rate	4		C							C					C	C													
	Low participation of older workers	13	C								C	C	C					C	C	C			C	C	C		C			
	High/increasing incidence of youth unemployment and/or NEET	20		C					C	C	C	C	C	C	C	C	C	C	C		C		C	C	C	C	C	C	C	
	Low participation of low-skilled persons	11	C	C	C									C			C	C	C				C			C	C	C		
	Low participation of non-EU nationals	6	C				C					C	C								C								C	
2. Labour market functioning, combating segmentation	Low total amount of hours worked	2																			C									
	Duration of working life	7											C	C		C									C					
	Inflexible working (time) arrangements	1																C												
	Inadequate employment protection legislation	1																C												
	Labour market segmentation	10	C							C	C	C	C	C	C	C						C			C					
	Low transition from temporary into permanent contracts	5										C	C		C						C		C							
	Low level of ALMP expenditure/Insufficient provision of well targeted tailored measures/functioning of employment services	20		C	C					C	C	C	C	C	C	C	C	C	C	C				C		C	C	C		
3. Active labour market policies	High incidence of long-term unemployment	14	C	C					C	C	C		C	C	C	C	C							C	C	C				
4. Adequate and employment oriented social security systems	Inadequate level and coverage of unemployment benefits, poverty trap, at risk-of poverty, low-wage trap	19				C	C	C		C	C		C	C	C	C	C	C	C		C		C	C	C	C	C		C	
	Disincentives for LM participation in the social security system/disability pension, unemployment traps	11				C					C		C			C	C	C			C					C	C			

Common Key Employment Challenges – Details (CONT.)

Employment policy areas	Key Employment Challenges	EU-28 sum	BE	BG	CZ	DK	DE	EE	IE	EL	ES	FR	HR	IT	CY	LV	LT	LU	HU	MT	NL	AT	PL	PT	RO	SI	SK	FI	SE	UK
5. Work-life balance	Insufficient provision of high quality, affordable child and/or dependant care facilities	17	c	c	c			c	c	c			c	c	c	c	c		c			c	c				c			c
	Limited use of flexible working arrangements	1																		c										
6. Job creation	High incidence of inactivity and part-time work due to family obligations	14			c		c		c	c	c			c	c	c			c	c		c			c		c			c
	Negative employment growth/insufficient job creation	8		c						c	c		c	c	c		c								c					
7. Gender equality	High tax wedge on labour	9	c								c	c		c		c			c		c	c								
	Large gender employment gaps	9			c						c			c	c			c		c		c					c			
8. Improving skill supply and productivity; Lifelong learning	Large gender pay gap	8			c		c	c			c											c					c			c
	Weaknesses with respect to educational attainment of the (adult) population	8				c		c						c						c		c				c				c
9. Improving education and training systems	Low participation in lifelong learning/lack of an integrated lifelong learning strategy	14	c	c					c	c			c	c	c	c	c		c	c			c				c			c
	Skills mismatches/Insufficient forecasting skills system	9	c				c	c			c						c			c			c			c				
10. Wage setting mechanism and labour cost developments	Public spending on human resources low	2												c									c							
	Low tertiary education attainment rate	8		c									c	c						c	c			c	c				c	
9. Improving education and training systems	High incidence of early school leaving	9	c								c			c					c	c					c					c
	Low participation of low-skilled workers in education and training	2						c																			c			
10. Wage setting mechanism and labour cost developments	Low attractiveness of vocational education and training	7							c	c					c	c	c						c				c			
	Insufficient provision of education and training opportunities to meet labour market needs	4		c				c				c											c							
10. Wage setting mechanism and labour cost developments	Insufficient provision of high quality education opportunities	5											c									c					c			
	Labour cost developments not in line with productivity gains	7	c	c										c					c							c		c		

Benchmarking June 2013

Table 5: EU and national headline target benchmark, reference year 2013

Country		EU28	BE	BG	CZ	DK	DE	EE	IE	EL	ES	FR	HR	IT	CY	LV	LT	LU	HU	MT	NL	AT	PL	PT	RO	SI	SK	FI	SE	UK	
Overall employment rate	difference to target		-6.7	-7.8	-11.5	-2.5	0.6	2.1	-1.7	-9.5	-21.8	-16.8	-5.5	-21.1	-15.2	-7.9	-5.3	-5.1	-3.9	-11.8	-10.1	1.5	0.5	-10.1	-9.4	-11.1	-7.8	-10	-1.7	4.8	-0.1
	difference to EU average		0	-1.1	-4.8	4.2	7.3	8.8	5	-2.8	-15.1	-10.1	1.2	-14.4	-8.5	-1.2	1.4	1.6	2.8	-5.1	-3.4	8.2	7.2	-3.4	-2.7	-4.4	-1.1	-3.3	5	11.5	6.6
	difference to national target		-6.7	-6	-12.5	-2.5	-4.4	0.1	-2.7	-3.5	-16.8	-15.8	-5.5	:	-7.2	-7.9	-3.3	-2.9	-1.9	-11.8	-5.1	-3.5	-1.5	-6.1	-9.4	-6.1	-7.8	-7	-4.7	-0.2	:
Early leavers from education and training	difference to target		1.9	1	2.5	-4.6	-2	-0.1	-0.3	-1.6	0.1	13.5	-0.3	-6.3	7	-0.9	-0.2	-3.7	-3.9	1.8	10.9	-0.8	-2.7	-4.4	9.2	7.3	-6.1	-3.6	-0.7	-2.9	2.4
	difference to EU average		0	-0.9	0.6	-6.5	-3.9	-2	-2.2	-3.5	-1.8	11.6	-2.2	-8.2	5.1	-2.8	-2.1	-5.6	-5.8	-0.1	9	-2.7	-4.6	-6.3	7.3	5.4	-8	-5.5	-2.6	-4.8	0.5
	difference to national target		1.9	1.5	1.5	-0.1	-2	-0.1	0.2	0.4	0.4	8.5	0.2	:	1	-0.9	-3.6	-2.7	-3.9	1.8	10.9	1.2	-2.2	1.1	9.2	6	-1.1	0.4	1.3	-2.9	:
Tertiary educational attainment	difference to target		-3.2	2.7	-10.6	-13.3	3.4	-6.9	3.7	12.6	-5.4	0.7	4	-14.1	-17.6	7.8	0.7	11.3	12.5	-8.1	-14	3.1	-12.7	0.5	-10.8	-17.2	0.1	-13.1	5.1	8.3	7.6
	difference to EU average		0	5.9	-7.4	-10.1	6.6	-3.7	6.9	15.8	-2.2	3.9	7.2	-10.9	-14.4	11	3.9	14.5	15.7	-4.9	-10.8	6.3	-9.5	3.7	-7.6	-14	3.3	-9.9	8.3	11.5	10.8
	difference national target		-3.2	-4.3	-6.6	-5.3	3.4	-8.9	3.7	-7.4	2.6	-3.3	-6	:	-3.6	1.8	6.7	11.3	-13.5	1.6	-7	3.1	-10.7	-4.5	-10.8	-3.9	0.1	-13.1	3.1	8.3	:

Sources: DG EMPL calculations on the basis of Eurostat database (labour market statistics)

These indicators gives for each EU member state the difference between the level for an indicator to the agreed headline target, to the EU average 2013 and the national targets.

Note: In the case of Austria and Germany, the inclusion of post-secondary education for Germany (ISCED 4) and Austria (ISCED 4a) gives levels of respectively 44.5% and 39.6% for the rate of tertiary education or equivalent in 2013 (national data sources), thus changing the difference to the EU and national targets for this headline target.

The national targets are given as an average in the countries with an upper and lower level are defined (AT, CY, IE, IT)

There is no available information in the case of UK and HR

Table 6: Benchmark for the main labour market indicators, reference year 2013

Country	Employment rate of women					Employment rate of men					Employment rate of older workers					Employment rate of young persons								
	2000	2008	2010	2011	2012	2013	2000	2008	2010	2011	2012	2013	2000	2008	2010	2011	2012	2013	2000	2008	2010	2011	2012	2013
Avg 5 Highest (level)	69.7	74.2	72.0	72.7	73.0	73.1	83.7	84.0	81.2	81.4	81.5	81.4	54.3	61.7	60.0	61.1	62.9	64.3	0.0	77.7	73.8	74.1	73.9	74.0
Avg 5 Highest	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Avg 5 Lowest (level)	43.2	50.6	50.1	49.5	49.3	49.2	66.5	71.8	65.4	66.1	64.9	63.9	22.7	31.8	34.1	34.6	35.3	36.0	53.1	56.1	50.4	48.5	45.3	42.7
Avg 5 Lowest	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BE	48.3	45.5	52.5	51.7	52.3	54.1	52.1	23.7	51	45.1	47.2	47.9	11.5	8.9	12.4	15.6	15.2	20.1	38.9	45.5	46.9	49.4	48.6	48.6
BG	28.3	62.9	52.9	44.4	45.9	48.2	-36.9	35.2	23	-0.9	5.7	14.1	-5.9	47.5	36.3	37.8	37.7	40.3	26.8	11.3	7.9	16.2	18.6	18.6
CZ	70.7	50.6	49.3	52.6	55.7	61.2	79.4	83.5	90	90.4	92.4	97.8	43.1	52.9	47.9	49.5	50.7	55.1	32.4	34.4	37.9	43.8	52.4	52.4
DK	112.3	105.7	104.7	98.9	96.7	97.2	95.1	99.0	84	84.5	82.8	84.6	104.4	89.1	93.9	93.9	92.4	90.8	105.2	85.2	82.7	77.7	79.8	79.8
DE	66.9	73.1	89.1	93.3	93.7	96.7	57.9	67.9	93	100.3	102.0	103.0	47.2	73.3	61.2	61.2	61.2	61.2	62.1	81.8	88.9	89.6	90.7	90.7
EE	74.4	94.2	71.2	78.1	84.4	87.5	34.1	81.0	15	48.4	62.3	73.2	74.7	102.5	76.1	85.2	91.7	94.0	63.5	26.2	52.3	59.5	64.5	64.5
IE	55.5	57.4	46.1	42.6	42.6	46.6	94.5	70.4	23	13.5	19.5	39.9	71.6	73.3	62.2	58.1	50.7	54.1	82.5	42.1	37.1	44.5	54.3	54.3
EL	8.6	8.2	7.1	-4.1	-17.5	-24.5	71.3	70.4	68	32.6	2.7	-6.0	51.6	36.8	31.7	18.2	4.0	-1.4	12.0	15.6	-6.1	-16.3	-18.0	-18.0
ES	4.8	32.8	25.9	25.8	19.7	16.5	60.2	51.6	23	9.6	-2.2	-3.7	45.3	46.1	36.7	37.4	31.2	26.1	44.9	16.8	10.7	3.6	4.3	4.3
FR	64.6	63.3	67.1	65.6	66.7	68.3	52.7	30.3	53	51.6	53.9	56.0	22.9	21.3	22.0	26.1	33.3	33.9	41.7	53.6	53.9	55.0	58.5	58.5
HR		19.7	13.1	5.9	3.6	2.3		-9.0	-4	-19.3	-25.7	-32.3		16.3	13.5	9.6	5.1	1.8	15.7	4.9	-4.9	-3.7	-0.2	-0.2
IT	-3.9	0.2	-2.9	1.6	4.9	3.1	36.4	29.5	47	42.4	40.6	33.6	15.9	8.6	9.7	12.6	18.5	23.7	-12.2	-10.9	-6.1	0.1	-4.7	-4.7
CY	59.7	74.7	85.4	78.5	65.4	54.5	115.5	109.7	103	88.4	67.7	49.7	84.5	77.0	85.8	76.2	55.8	48.1	83.4	86.5	73.8	62.7	49.6	49.6
LV	60.8	91.3	67.6	68.2	72.2	77.5	9.7	64.6	-2	8.9	31.0	45.6	42.2	92.4	54.5	60.0	63.4	66.4	68.6	27.9	35.6	54.3	62.3	62.3
LT	78.2	76.9	68.0	73.8	78.5	81.3							56.1	71.0	54.9	58.9	59.4	61.5	26.3		14.6	36.5	50.2	50.2
LU	40.0	40.4	54.3	53.5	62.4	61.6	82.3	44.2	87	78.6	82.2	80.6	12.8	7.6	21.3	17.8	20.7	15.9	15.7	43.3	41.4	49.8	47.3	47.3
HU	40.4	19.2	22.3	23.2	29.9	32.8	13.7	-22.9	4	4.3	19.5	33.0	-1.5	-1.5	1.2	4.7	5.8	8.8	-4.7	1.5	9.1	20.1	30.7	30.7
MT	-37.9	-47.3	-39.6	-26.6	-10.7	2.7	83.5	52.4	79	83.8	85.2	89.2	18.5	-8.5	-14.3	-10.4	-6.2	-0.4	93.1	100.2	102.2	101.8	106.3	106.3
NL	79.0	91.7	94.6	94.6	95.4	93.8	103.3	112.1	110	108.1	106.3	99.5	49.1	71.0	75.7	81.1	84.4	85.2	127.0	121.1	117.8	114.4	108.2	108.2
AT	72.2	76.4	89.1	86.8	88.7	90.5	81.7	81.0	94	96.3	96.6	93.8	19.4	30.7	32.1	26.1	28.3	31.4	91.3	103.6	106.9	107.4	104.4	104.4
PL	41.5	28.6	32.8	33.1	34.5	35.3			37	37.8	43.0	46.8	18.1	-0.8	0.0	8.8	12.3	16.3	27.3	40.8	41.4	46.6	49.2	49.2
PT	82.8	69.7	70.8	66.0	58.2	55.4	91.6	62.2	63	47.7	30.4	27.9	88.6	63.6	58.3	50.2	40.6	37.8	55.1	52.3	51.6	39.6	34.6	34.6
RO	74.8	28.6	26.4	26.6	29.4	29.4	51.5	-1.6	34	24.7	39.4	43.9	84.8	37.8	27.0	20.5	22.1	19.4	-10.8	3.2	11.1	23.5	32.0	32.0
SI	77.1	76.0	74.9	66.0	64.6	57.9	38.7	45.8	54	37.2	41.8	41.6	0.1	3.2	3.5	-12.7	-8.7	-8.8	62.1	54.0	48.4	46.3	43.2	43.2
SK	52.9	41.3	33.2	34.0	33.7	36.1	20.1	45.8	41	41.8	47.8	47.4	-4.3	24.7	24.7	25.4	28.3	28.3	18.9	10.9	13.8	24.2	29.5	29.5
FI	94.5	95.5	97.8	96.7	98.0	95.1	48.6	54.0	58	62.2	64.1	61.7	59.9	82.7	85.4	84.5	83.0	79.5	75.5	71.1	75.3	78.8	77.3	77.3
SE	121.3	112.9	113.8	116.6	116.2	117.2	78.8	95.7	99	104.9	102.7	104.7	133.5	128.3	140.3	141.0	136.6	132.9	73.2	69.4	77.6	76.7	80.5	80.5
UK	89.2	77.3	81.3	79.4	80.6	84.6	86.4	81.8	88	87.1	91.2	95.0	88.6	87.7	88.9	83.4	82.6	84.1	82.5	88.6	84.3	86.8	90.4	90.4
EU28		51.4	54.3	54.8	54.8	55.8		49.9	61	57.6	58.1	58.8		45.8	47.1	48.0	48.9	49.8	44.0	47.6	49.2	51.9	53.7	53.7

Sources: DG EMPL calculations on the basis of Eurostat database (labour market statistics, national accounts)

Note: the benchmark is normalised in the following way: average of highest 5=100, average of lowest 5=0. The interpretation of the benchmark is that it for a given indicator and country gives the relative distance to the highest 5 performers by subtracting the benchmark for a given country and indicator from the benchmark of the highest 5 performers (that is the value 100). The actual levels of the indicators can be found in the key indicator tables for each country ((Value-average lowest 5)/(average highest 5-average lowest 5)*100). Due to this definition there will be countries above or below the average of the group with the highest 5 or the lowest 5. This means that in the highest 5 there will be values above 100 and in the lowest 5 there will be values below 0.

Table 6 (cont): Benchmark for the main labour market indicators

Country	Employment rate of low skilled persons						Employment rate of medium skilled persons						Employment rate of high skilled persons						Newly employed					
	2000	2008	2010	2011	2012	2013	2000	2008	2010	2011	2012	2013	2000	2008	2010	2011	2012	2013	2000	2008	2010	2011	2012	2013
Avg 5 Highest (level)	67.0	67.0	64.3	63.8	61.7	60.2	79.0	80.0	77.6	78.2	78.1	78.2	87.6	87.8	86.3	87.0	87.1	87.3	0.0	21.6	18.6	20.2	19.5	19.3
Avg 5 Highest	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Avg 5 Lowest	36.5	39.6	34.8	34.7	35.3	35.5	62.1	64.2	60.7	59.7	58.2	57.2	78.1	80.6	77.6	76.1	74.4	73.3	8.8	9.9	8.7	8.7	8.2	8.4
Avg 5 Lowest (level)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BE	48.3	34.6	46.0	43.4	44.7	45.7	41.5	37.4	49.7	49.7	51.8	54.3	76.6	33.1	49.3	54.1	58.1	55.0		32.0	31.5	40.8	40.8	29.4
BG	3.4	25.1	17.5	7.0	3.3	5.6	-3.6	63.2	40.9	27.5	31.7	35.7	-7.1	76.0	65.4	46.8	52.6	52.9		36.2	17.4	23.4	35.5	36.8
CZ	30.6	18.8	22.9	19.7	12.5	19.8	67.6	59.4	62.1	64.9	71.9	75.8	73.4	35.9	39.0	45.9	53.4	65.7		13.2	26.5	24.3	23.1	17.5
DK	90.6	105.8	94.1	94.0	94.5	97.5	106.8	110.5	100.9	97.5	94.5	96.8	105.9	107.7	89.4	86.4	91.2	91.4		138.8	120.6	109.4	114.1	126.8
DE	53.2	59.4	71.7	77.8	85.0	91.8	46.9	63.2	83.9	89.9	93.0	95.8	52.5	70.4	104.4	105.7	103.8	101.4		51.6	64.5	59.9	62.0	56.1
EE	17.8	70.0	31.4	46.9	54.2	86.6	30.2	77.1	22.0	54.6	63.8	63.4	48.3	63.5	10.3	27.4	54.2	64.3		52.5	74.5	87.7	87.6	73.5
IE	65.3	61.6	40.2	34.5	29.2	43.2	75.3	58.8	14.4	10.1	17.6	26.2	89.1	53.9	20.6	29.3	36.1	42.9		70.4	28.5	36.5	47.9	53.3
EL	67.3	75.8	78.2	65.1	48.9	42.8	-8.9	-2.3	2.0	-16.5	-32.2	-38.6	26.4	20.7	14.9	-18.6	-32.4	-36.4		-5.6	-1.6	-11.3	-10.4	0.0
ES	60.1	72.2	59.2	57.5	48.9	46.5	-8.3	39.3	17.9	11.7	7.5	3.8	-29.1	15.2	0.0	4.4	3.8	2.9		97.8	78.6	65.1	62.0	62.5
FR	61.7	62.7	67.3	69.9	73.6	73.2	57.5	52.5	60.3	56.2	58.3	59.1	7.5	11.0	36.7	45.9	55.0	57.9		52.5	59.5	55.6	59.4	43.2
HR		24.3	28.3	20.1	10.9	0.7		-1.0	-11.0	-12.2	-15.1	-16.2		18.0	6.9	0.7	8.5	6.4		8.0	-8.6	2.6	3.7	8.3
IT	42.1	46.6	51.7	53.7	56.9	54.6	14.8	31.7	37.9	36.7	37.2	32.4	30.5	-29.0	-13.8	8.1	17.2	17.1		21.7	15.4	14.8	18.7	11.0
CY	85.6	89.3	108.3	104.6	85.3	78.5	61.1	75.2	73.9	61.1	52.8	35.3	78.7	81.5	58.5	46.8	34.5	21.4		74.7	81.6	69.4	74.4	73.5
LV	17.5	65.2	39.2	41.4	56.9	54.6	17.2	74.6	11.4	19.3	28.1	43.9	15.9	87.0	34.4	67.0	85.7	77.9		68.7	103.6	96.4	90.3	87.3
LT							18.4	34.3	-11.0	6.8	23.1	32.4	12.8	96.7	88.3	102.0	99.1	102.1		50.8	64.5	79.0	70.0	82.7
LU	72.5	73.6	80.2	82.3	94.1	93.4	47.4	14.1	39.1	31.3	42.7	42.9	24.3	41.4	71.1	69.8	72.3	68.6		-2.2	32.5	40.8	40.8	38.6
HU	-0.2	-6.0	6.6	6.3	8.3	10.9	36.8	1.5	8.5	12.8	27.1	36.7	41.0	-15.2	2.3	21.0	33.7	40.0		34.5	46.5	39.9	57.6	65.3
MT	50.3	29.4	46.6	49.6	58.4	65.9	88.4	63.9	81.5	75.8	88.9	93.9	77.6	69.1	66.5	94.7	98.3	95.7		21.7	30.5	33.9	39.9	40.4
NL	75.5	90.8	91.1	95.7	103.6	102.8	101.4	107.9	110.4	105.6	104.5	96.8	84.9	102.2	103.2	98.3	99.8	100.7		11.5	27.5	62.5	63.8	58.8
AT	53.9	64.5	72.1	74.7	78.5	79.3	70.6	83.4	96.2	94.8	96.5	97.2	80.8	76.0	86.0	91.0	97.5	90.0		55.9	70.5	70.3	69.1	68.9
PL	16.8	9.7	14.8	13.9	13.6	8.4	5.9	-0.4	12.0	17.2	22.1	24.8	59.8	42.8	56.2	56.0	60.5	64.3		55.0	53.5	38.2	41.7	34.0
PT	119.1	117.1	111.7	106.0	103.2	103.2	30.2	34.3	55.0	56.8	45.7	49.1	122.6	56.6	59.6	44.0	32.1	24.3		27.7	38.5	39.9	34.6	36.8
RO	103.7	51.0	64.9	55.1	65.6	70.8	45.7	2.1	14.4	18.8	28.6	31.0	60.9	70.4	55.0	55.1	55.0	60.0		-11.6	-22.6	-18.2	-20.1	-24.8
SI	53.2	55.4	53.1	38.3	42.1	36.8	50.4	57.6	53.2	41.6	44.7	41.0	80.8	95.3	103.2	86.4	77.0	65.0		43.1	31.5	26.0	35.5	30.3
SK	-22.8	-31.6	-21.2	-17.4	-22.1	-21.1	28.5	43.1	30.9	35.1	41.7	43.9	72.4	44.2	4.6	5.3	3.0	10.0		17.4	17.4	12.2	8.1	5.5
FI	74.2	70.0	64.6	66.8	70.5	67.5	65.2	70.8	65.0	69.3	72.4	68.2	61.9	69.1	73.4	75.3	77.0	75.0		94.4	92.6	99.8	101.8	97.4
SE	94.8	97.0	94.8	99.8	104.7	103.2	95.5	112.3	107.4	112.2	111.6	113.4	48.3	98.1	99.8	99.3	99.1	100.0		94.4	101.6	106.8	106.2	105.7
UK	91.9	71.1	70.4	72.3	80.4	86.6	107.9	85.9	85.0	86.6	85.9	88.2	97.5	64.9	74.5	60.6	69.1	75.7		72.1	63.5	58.2	66.4	68.0
EU28		61.6	62.6	62.7	63.7	64.3		48.1	53.2	54.6	56.8	57.7		44.2	53.9	55.1	58.1	60.0		49.9	50.5	47.7	50.5	46.0

Sources: DG EMPL calculations on the basis of Eurostat database (labour market statistics, national accounts)

Note: the benchmark is normalised in the following way: average of highest 5=100, average of lowest 5=0. The interpretation of the benchmark is that it for a given indicator and country gives the relative distance to the highest 5 performers by subtracting the benchmark for a given country and indicator from the benchmark of the highest 5 performers (that is the value 100). The actual levels of the indicators can be found in the key indicator tables for each country ((Value-average lowest 5)/(average highest5-average lowest 5)*100). Due to this definition there will be countries above or below the average of the group with the highest 5 or the lowest 5. This means that in the highest 5 there will be values above 100 and in the lowest 5 there will be values below 0.

Table 6 (cont): Benchmark for the main labour market indicators

Country		Youth NEET rate					Long-term unemployment					transition from unemployment to employment							
		2000	2008	2010	2011	2012	2013	2000	2008	2010	2011	2012	2013	2000	2008	2010	2011	2012	2013
Avg 5 Highest (level)		5.5	5.4	5.9	5.8	6.1	5.9	0.9	0.8	1.3	1.4	1.3	1.6	0.0	49.6	45.2	43.4	36.4	0.0
Avg 5 Highest		100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Avg 5 Lowest (level)		20.3	15.1	19.2	19.3	20.1	20.3	8.7	4.7	8.1	8.9	8.1	12.4	0.0	25.3	21.1	22.1	19.0	0.0
Avg 5 Lowest		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BE		17.5	51.6	62.4	55.3	55.6	52.9	63.8	35.9	58.5	72.3	79.9	78.6		-20.7	-2.7	9.2	23.2	
BG			-24.0	-19.8	-18.8	-10.1	-8.7	-9.2	46.0	48.2	34.9	43.5	46.1		89.9	-8.5	11.6	-4.4	
CZ			86.7	78.3	81.2	79.9	77.8	56.2	63.6	74.7	82.9	84.2	87.0		68.8	27.7	50.1	92.7	
DK		105.4	111.6	99.4	96.0	96.3	99.3	99.7	106.6	96.8	94.9	93.8	98.1		83.3	57.2	109.8	104.7	
DE		85.1	69.2	82.1	87.1	92.7	97.2	58.7	18.2	68.8	81.6	89.5	92.6		-12.5	6.9	8.7	3.7	
EE		39.1	65.0	35.3	55.3	54.1	62.6	31.8	76.3	7.1	25.6	58.5	79.6		64.7	40.6	122.0	99.5	
IE			1.9	-0.2	3.4	9.9	29.4	90.8	76.3	18.8	2.9	18.8	41.4		:	:	:	:	
EL		22.9	35.0	32.3	13.8	-1.6	-1.8	31.8	28.3	35.0	1.6	-37.9	-56.1		30.4	25.6	0.3	-13.5	
ES		55.3	7.0	8.9	5.6	9.1	12.0	48.5	68.7	11.5	-1.1	-2.6	-6.9		42.0	33.5	26.1	10.6	
FR		68.2	50.5	51.1	53.8	56.3	63.3	66.4	48.5	62.9	68.3	73.4	75.8		35.4	47.2	64.7	74.3	
HR			51.6	32.3	26.4	24.1	12.0		-14.6	20.3	4.3	6.0	12.6		:	:	-5	:	
IT		8.0	-15.7	0.6	-4.0	-7.3	-12.9	31.8	40.9	58.5	60.3	55.2	50.7		9.8	5.7	-13.3	3.7	
CY		68.9	55.7	56.4	34.5	29.1	11.4	95.9	106.6	99.7	97.6	77.7	58.2		151.3	107.5	96.1	:	
LV			38.1	10.4	24.1	37.0	50.8	4.9	68.7	-10.6	1.6	32.8	61.0		54.0	32.7	74.1	57.6	
LT		22.2	65.0	45.1	55.3	63.4	64.0	8.7	86.4	10.0	12.3	45.6	67.5		46.9	-1.4	22.8	34.1	
LU		103.4	91.9	106.2	107.9	101.3	106.2	104.9	78.8	99.7	100.3	99.1	98.1		98.5	76.3	66.1	96.7	
HU		33.0	37.1	51.1	44.1	38.4	34.2	72.8	28.3	37.9	49.6	63.8	68.4		65.1	58.9	71.2	:	
MT		-48.2	70.2	73.0	64.1	64.1	72.3	53.6	56.1	71.8	78.9	84.2	87.9		31.7	41.4	26.1	27.8	
NL		111.5	120.9	112.2	114.5	112.7	105.5	101.0	91.4	101.2	98.9	97.0	92.6		77.1	137.4	55.3	:	
AT		83.8	82.6	91.1	91.6	97.0	91.7	98.5	96.5	102.6	104.3	104.5	103.7		44.5	72.6	61.8	106.4	
PL			62.9	63.2	57.5	59.1	56.4	16.4	58.6	74.7	70.9	72.4	74.0		35.4	55.9	37.9	:	
PT		76.3	49.5	57.9	48.6	42.7	42.5	86.9	18.2	26.2	36.3	33.8	28.4		74.2	19.8	28.9	:	
RO		0.5	36.0	21.0	13.8	23.4	21.7	66.4	58.6	82.1	77.6	82.0	83.3		36.6	32.3	52.4	:	
SI			88.8	91.1	90.1	77.0	77.1	58.7	71.2	71.8	70.9	70.2	66.5		-7.1	13.5	:	11.7	
SK			41.2	38.3	40.4	44.9	46.0	-20.8	-50.0	-17.9	-5.1	15.6	21.9		35.8	26.8	14.8	:	
FI		71.6	75.4	76.8	80.4	82.0	76.5	75.4	88.9	89.4	96.3	99.1	99.1		32.1	10.2	26.6	36.4	
SE		94.6	75.4	86.6	87.1	87.7	88.9	93.3	99.0	95.3	98.9	100.2	100.9		69.6	106.2	95.7	:	
UK		63.5	30.8	41.3	36.7	43.4	48.8	93.3	83.8	82.1	82.9	87.4	89.8		:	60.5	76.4	76.0	
EU28			43.3	48.1	47.1	49.9	50.8		53.5	61.5	62.9	66.0	67.5		:	:	29.4	25.5	

Sources: DG EMPL calculations on the basis of Eurostat database (labour market statistics, national accounts)

Note: the benchmark is normalised in the following way: average of highest 5=100, average of lowest 5=0. The interpretation of the benchmark is that it for a given indicator and country gives the relative distance to the highest 5 performers by subtracting the benchmark for a given country and indicator from the benchmark of the highest 5 performers (that is the value 100). The actual levels of the indicators can be found in the key indicator tables for each country ((Value-average lowest 5)/(average highest5-average lowest 5)*100). Due to this definition there will be countries above or below the average of the group with the highest 5 or the lowest 5. This means that in the highest 5 there will be values above 100 and in the lowest 5 there will be values below 0. At this page, it is defined that a good performance is low youth NEET and low long-term unemployment (that is the highest performers) and for transition from unemployment to employment the higher transition the better.

Table 6 (cont): Benchmark for the main labour market indicators

Country	Employment growth 3 recent years						Nom ULC growth over 3 years						Labour productivity growth over 3 years					
	2000	2008	2010	2011	2012	2013	2000	2008	2010	2011	2012	2013	2000	2008	2010	2011	2012	2013
Avg 5 Highest (level)	13.1	10.4	3.7	3.2	5.3	7.2	0.0	4.0	1.6	-9.7	-6.8	-6.2	21.8	16.5	6.9	9.1	15.2	8.6
Avg 5 Highest	99	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Avg 5 Lowest (level)	-7.8	1.3	-14.8	-13.8	-10.6	-9.6	89.9	46.0	21.5	12.6	8.4	10.0	1.3	-0.5	-5.8	-3.9	-0.9	-1.7
Avg 5 Lowest	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BE	62.2	37.0	92.3	92.4	81.2	65.3	96.7	88.6	67.1	27.5	11.6	9.5	12.9	14.2	31.6	24.9	16.3	21.9
BG	1.3	86.6	62.1	36.3	14.2	27.0	42.2	45.6	-58.4	-39.1	-29.0	-13.7	104.7	66.0	80.2	62.4	82.3	97.3
CZ	14.9	50.7	77.0	64.5	62.5	64.7	86.4	93.8	81.8	46.0	32.4	39.0	46.8	62.7	57.1	49.7	30.4	3.1
DK	50.8	59.5	57.5	45.9	47.9	55.8	93.2	77.1	49.1	32.7	48.4	47.1	20.3	-11.0	37.9	51.7	38.3	29.6
DE	58.4	24.9	89.8	92.8	85.9	75.4	98.7	110.8	73.6	31.3	35.2	22.9	5.4	29.5	28.5	29.0	36.5	29.7
EE	1.0	56.2	4.1	32.4	92.1	124.2	87.0	-1.6	55.2	80.5	73.7	-0.9	123.7	40.8	34.2	73.3	81.8	49.9
IE	136.1	79.7	14.4	3.7	27.0	56.8	93.5	71.2	122.7	113.6	123.8	79.7	46.5	2.0	70.2	99.0	56.0	36.6
EL	55.4	37.2	69.3	30.4	-32.2	-44.1	88.3	93.8	50.7	37.8	100.8	142.4	30.2	26.8	-4.8	-17.9	-10.4	18.8
ES	108.0	63.1	33.1	20.6	15.8	4.7	92.5	76.8	80.2	61.5	92.2	94.8	-5.6	15.6	92.5	85.8	55.4	94.0
FR	69.5	19.1	75.8	77.4	71.2	59.7	97.5	93.3	68.4	30.5	28.2	33.3	13.6	12.9	42.3	41.3	24.7	34.5
HR	-19.3	80.8	58.6	27.8	-2.2		71.9	79.5	51.8	33.5	57.1	44.7	-21.7	23.9	19.2	28.6	51.8	58.1
IT	56.7	24.9	68.6	69.0	62.2	45.3	100.1	89.5	61.1	31.4	33.6	32.2	9.0	6.7	40.4	32.8	16.6	6.6
CY	62.0	67.8	87.5	80.2	42.3	4.9	95.9	100.0	72.7	21.5	50.1	104.2	40.8	34.8	58.2	30.2	25.3	39.1
LV	12.5	15.2	-32.0	-29.9	42.2	88.8	98.2	-76.9	110.9	129.0	93.6	10.3	96.5	92.1	40.3	73.1	95.8	109.5
LT	4.5	29.8	-19.6	-22.1	4.4	78.6	100.9	38.9	102.5	90.8	85.2	27.9	84.8	103.5	117.8	116.5	154.4	106.8
LU	112.7	135.8	122.4	115.0	113.2	100.6	97.6	79.6	4.8	-6.5	-9.2	3.1	33.6	-10.5	-36.9	-17.1	-8.7	-14.4
HU	63.2	-21.2	61.4	73.1	74.0	61.6	64.3	78.2	74.7	36.0	27.3	5.6	23.7	35.9	33.3	7.2	4.3	18.7
MT	33.8	53.6	103.6	107.4	112.1	106.3	100.2	90.7	65.4	16.9	11.2	5.9	68.5	27.9	52.8	18.9	2.0	-9.4
NL	73.7	50.3	81.9	78.8	67.5	53.9	91.6	96.3	69.3	30.0	32.5	38.0	20.1	25.0	43.8	29.3	15.9	14.1
AT	54.2	47.4	91.9	92.4	91.7	79.0	100.1	96.9	64.2	29.4	28.4	21.7	33.2	28.5	33.2	31.3	19.2	22.9
PL	117.1	87.6	70.8	70.8	54.1		77.7	88.2	51.9	34.3	28.2	39.1	90.2	40.5	120.0	125.4	85.6	92.4
PT	67.9	-3.6	60.3	48.4	21.7	7.4	88.5	95.9	81.7	53.1	89.6	78.8	27.3	20.2	66.0	57.5	35.8	49.7
RO		-2.1	67.9	63.3	68.2	59.2	-256.1	-6.1	-9.8	86.0	86.7	60.2	32.5	130.9	56.9	10.0	14.4	70.5
SI	51.6	70.1	72.0	48.8	38.2	31.2	80.4	85.0	27.7	19.5	52.1	66.5	44.9	54.1	29.0	23.4	31.4	28.4
SK	14.0	69.4	78.2	70.9	68.4	63.2	78.7	93.6	60.3	31.2	48.8	57.0	50.4	107.4	89.6	60.7	63.5	60.6
FI	68.5	60.2	79.1	74.0	76.2	58.7	97.0	91.3	35.7	14.9	23.2	6.2	32.0	22.3	5.9	17.8	29.1	17.9
SE	67.7	40.9	76.7	84.8	90.9	80.1	95.6	93.1	82.2	46.4	50.7	38.6	28.2	14.5	55.0	57.4	46.6	31.1
UK	17.7	11.7	76.0	75.6	79.1	75.3	88.7	88.5	50.7	13.9	15.4	28.6	28.8	19.9	16.7	18.4	12.8	23.0
EU28		35.4	71.8	68.0	62.3	55.0												

Sources: DG EMPL calculations on the basis of Eurostat database (labour market statistics, national accounts)

Note: the benchmark is normalised in the following way: average of highest 5=100, average of lowest 5=0. The interpretation of the benchmark is that it for a given indicator and country gives the relative distance to the highest 5 performers by subtracting the benchmark for a given country and indicator from the benchmark of the highest 5 performers (that is the value 100). The actual levels of the indicators can be found in the key indicator tables for each country ((Value-average lowest 5)/(average highest 5-average lowest 5)*100). Due to this definition there will be countries above or below the average of the group with the highest 5 or the lowest 5. This means that in the highest 5 there will be values above 100 and in the lowest 5 there will be values below 0.

For the indicators at this page, the interpretation of the benchmark is on the growth rates. The good outcomes (thus the highest performers) are increasing employment growth and increasing labour productivity growth but decreasing or slow increase in unit labour cost.

Table 7: Development in the main indicators under the 10 Policy Areas, reference year 2013

	EU28	BE	BG	CZ	DK	DE	EE	IE	EL	ES	FR	HR	IT	CY	LV
Employment rate (20-64)	68.30	67.20	63.50	72.50	75.60	77.10	73.30	65.50	53.20	58.20	69.50	53.90	59.80	67.10	69.70
Level															
Y-o-y change (% pts)	-0.10	0.00	0.50	1.00	0.20	0.40	1.20	1.80	-2.10	-1.10	0.10	-1.50	-1.20	-3.10	1.60
Change recent 3 y ears (% pts)	-0.20	-0.40	-1.90	2.10	-0.20	2.20	6.60	0.90	-0.80	-4.30	0.30	-4.80	-1.30	-7.90	4.70
Youth NEET (15-24)	13.00	12.70	21.60	9.10	6.00	6.30	11.30	16.10	20.60	18.60	11.20	18.60	22.20	18.70	13.00
Level															
Y-o-y change (% pts)	0.10	0.40	0.10	0.20	-0.60	-1.20	-2.60	-2.60	-0.20	-0.20	-1.00	1.90	1.90	2.70	-1.90
Change recent 3 y ears (% pts)	0.20	1.80	-0.20	0.30	0.00	-2.00	-3.20	-3.10	5.70	0.60	-1.20	3.70	3.10	7.00	-4.80
ER older people (55-64)	50.10	41.70	47.40	51.60	61.70	63.50	62.60	51.30	35.60	43.40	45.60	36.50	42.70	49.60	54.80
Level															
Y-o-y change (% pts)	1.30	2.20	1.70	2.30	0.90	2.00	2.00	2.00	-0.80	-0.50	1.10	-0.20	2.30	-1.10	2.00
Change recent 3 y ears (% pts)	3.80	4.40	3.90	5.10	3.30	5.80	8.80	1.10	-6.70	-0.20	5.80	-1.10	6.10	-6.70	6.60
ER non-EU nat (20-64)	56.00	39.90	79.50	58.00	58.50	67.00	54.40	49.70	49.70	48.60	39.70	60.10	74.30	60.20	60.20
Level															
Y-o-y change (% pts)	-0.90	1.00	2.30	3.50	-0.40	-2.50	0.70	1.10	-3.00	-0.70	1.10	-3.00	-0.70	1.10	1.10
Change recent 3 y ears (% pts)	-2.50	-0.50	4.80	1.80	2.90	-19.40	-19.40	-19.40	-19.40	-19.40	0.70	2.10	-5.00	0.80	4.30
Involuntary temp empl as % total employees 15-64	8.50	6.32	3.97	7.50	4.45	2.86	1.22	6.53	8.77	21.48	9.87	7.11	9.68	16.66	2.97
Level															
Y-o-y change (% pts)	0.17	0.07	0.77	0.65	0.06	-0.28	-0.31	-0.31	-0.13	-0.30	1.34	0.85	-0.15	2.30	-0.37
Change recent 3 y ears (% pts)	-0.06	0.28	0.75	1.33	0.41	-0.67	-0.37	0.50	-1.76	-1.39	1.32	1.17	1.00	3.51	-1.89
Newly employed in %	13.40	11.60	12.40	10.30	22.20	14.50	16.40	14.20	8.40	15.20	13.10	9.30	9.60	16.40	17.90
Level															
Y-o-y change (% pts)	-0.50	-1.20	0.20	-0.50	1.10	-0.70	-1.70	0.60	1.40	0.00	-1.80	0.70	-0.70	-0.20	-0.50
Change recent 3 y ears (% pts)	-0.30	-0.20	2.00	-1.00	1.50	-0.60	0.30	2.70	-0.10	-1.30	-1.50	1.50	-0.60	-0.40	-1.10
Long term unemployment	5.10	3.90	7.40	3.00	1.80	2.40	3.80	7.90	18.40	13.10	4.20	11.00	6.90	6.10	5.80
Level															
Y-o-y change (% pts)	0.40	0.50	0.60	0.00	-0.30	-0.10	-1.60	-1.20	4.00	2.00	0.20	0.70	1.20	2.50	-2.00
Change recent 3 y ears (% pts)	1.20	-0.20	2.60	0.00	0.30	-1.00	-3.80	1.10	12.70	5.80	0.40	4.30	2.80	4.80	-3.00
At-risk of poverty rate of unemployed	46.20	34.00	48.50	46.70	26.70	69.30	55.60	31.80	45.80	46.00	36.00	42.90	44.40	31.50	55.90
Level															
Y-o-y change (% pts)	1.20	-3.90	-3.70	0.30	-2.40	1.50	3.50	5.00	1.80	4.20	-0.70	0.90	-3.30	-5.40	4.00
Change recent 3 y ears (% pts)	1.50	0.60	-3.70	-0.20	-14.40	7.30	0.50	3.50	7.70	6.60	-1.00	5.70	3.60	-6.80	8.00
Unemployment trap	74.80	91.90	81.60	80.10	89.80	73.30	64.30	74.10	51.60	82.80	77.30	78.70	78.70	90.10	90.10
Level															
Y-o-y change (% pts)	-0.60	1.20	0.00	-0.10	0.70	0.00	0.80	-0.80	-6.20	0.10	-1.80	0.10	0.90	0.10	0.20
Change recent 3 y ears (% pts)	0.10	-0.20	-0.10	0.70	0.60	-1.60	2.40	-6.50	-13.70	2.20	0.10	0.10	-0.50	-0.50	2.60
Inactivity or part-time work due to family responsibilities total	5.20	3.30	2.50	5.10	0.80	6.30	4.50	6.10	1.70	3.00	5.20	1.30	5.10	3.20	1.70
Level															
Y-o-y change (% pts)	0.10	-0.70	0.10	-0.20	0.00	0.30	-0.20	1.20	-0.10	0.30	1.90	0.10	-0.20	-0.20	-0.10
Change recent 3 y ears (% pts)	0.40	0.00	-0.10	-0.20	0.10	-0.50	0.30	3.70	-0.10	-0.50	1.90	0.10	-0.60	-0.20	-0.30
Employment growth over 3 years	-0.35	1.38	-5.06	1.29	-0.21	3.09	11.30	-0.04	-17.01	-8.81	0.45	-10.95	-1.97	-8.77	5.35
Level															
Y-o-y change (% pts)	0.35	-0.93	3.29	1.95	2.78	0.03	7.26	6.27	-1.30	-0.71	-0.27	-1.89	-1.26	-4.89	9.23
Change recent 3 y ears (% pts)	1.16	-0.90	-1.76	1.84	3.94	1.26	25.36	12.10	-15.04	-0.13	1.22	-43.59	0.12	-10.18	26.08
Job vacancy rate (average 3 most recent years)	1.50	2.20	0.70	0.90	1.20	2.60	1.40	0.70	0.80	0.80	0.60	1.00	0.50	0.70	0.40
Level															
Y-o-y change (% pts)	0.10	0.20	0.00	0.00	0.00	0.10	0.10	0.10	-0.10	-0.20	0.00	1.00	-0.30	-0.40	0.00
Change recent 3 y ears (% pts)	0.10	0.50	-0.10	-0.80	0.00	0.10	-0.10	0.30	-0.60	0.00	0.20	1.00	0.00	-2.10	-0.10
Gender employment gap (20-64)	11.70	10.20	5.70	17.20	6.30	9.60	6.60	10.60	19.60	10.20	8.20	8.60	19.90	10.40	4.20
Level															
Y-o-y change (% pts)	-0.50	-0.80	0.10	-0.50	-0.10	-0.70	0.70	1.90	-0.50	-0.30	-0.50	-1.80	-1.20	-0.90	0.60
Change recent 3 y ears (% pts)	-1.30	-1.70	-1.70	-1.50	0.70	-0.90	4.60	1.70	-4.90	-3.10	-0.80	-3.10	-3.40	-2.50	4.00
Gender pay gap	16.20	10.00	14.70	22.00	14.90	22.40	30.00	14.40	17.80	14.80	14.80	17.80	16.20	13.80	13.80
Level															
Y-o-y change (% pts)	0.10	-0.20	1.70	-0.60	-1.40	0.20	2.70	2.70	0.00	0.00	-0.20	0.90	0.90	-0.20	0.20
Change recent 3 y ears (% pts)	-1.10	-0.10	1.40	-3.90	-1.90	-0.20	3.40	1.80	1.10	1.10	-0.40	1.20	1.20	-1.60	0.70
Adults with medium or high education	75.20	72.80	81.80	92.80	78.30	86.30	90.60	76.70	67.20	55.20	75.10	79.70	58.20	78.50	89.40
Level															
Y-o-y change (% pts)	1.00	1.20	0.80	0.30	0.40	0.00	0.80	2.10	1.50	0.80	2.60	0.40	1.00	1.10	0.30
Change recent 3 y ears (% pts)	2.50	2.30	2.40	0.90	2.70	2.50	1.40	3.90	4.30	2.60	4.30	3.00	3.00	4.50	0.90
Life long learning (25-64)	10.40	6.70	1.70	9.70	31.40	7.80	12.60	7.30	2.90	10.90	17.70	2.40	6.20	6.90	6.50
Level															
Y-o-y change (% pts)	1.40	0.10	0.20	-1.10	-0.20	-0.30	0.20	0.20	0.00	0.20	12.00	0.00	-0.40	-0.50	-0.40
Change recent 3 y ears (% pts)	1.30	-0.50	0.50	2.20	-1.10	0.10	1.70	0.50	-0.10	0.10	12.70	0.20	0.00	-0.80	1.50
Early leavers from education and training (18-24)	11.90	11.00	12.50	5.40	8.00	9.90	9.70	8.40	10.10	23.50	9.70	3.70	17.00	9.10	9.80
Level															
Y-o-y change (% pts)	-0.80	-1.00	0.00	-0.10	-1.10	-0.80	-0.80	-1.30	-1.30	-1.40	-0.50	-0.50	-0.60	-2.30	-0.80
Change recent 3 y ears (% pts)	-2.00	-0.90	-1.40	0.50	-3.00	-2.00	-1.90	-3.10	-3.60	-4.90	-2.90	0.00	-1.80	-3.60	-3.50
Completion of tertiary or equivalent education (30-34)	36.80	42.70	29.40	26.70	43.40	33.10	43.70	52.60	34.60	40.70	44.00	25.90	22.40	47.80	40.70
Level															
Y-o-y change (% pts)	1.10	-1.20	2.50	1.10	0.40	1.10	4.60	1.50	3.70	0.60	0.40	2.20	0.70	-2.10	3.50
Change recent 3 y ears (% pts)	3.40	-1.70	1.70	6.30	2.20	3.30	3.70	2.60	6.20	2.10	0.50	1.60	2.60	2.50	8.40
Nom ULC growth over 3 years	0.00	8.50	12.27	3.69	2.36	6.32	10.19	-2.94	-13.16	-5.40	4.62	2.76	4.80	-6.94	8.36

Source: Joint Assessment Framework update spring2014

	EU28	LT	LU	HU	MT	NL	AT	PL	PT	RO	SI	SK	FI	SE	UK
Employment rate (20-64)	Level	68.30	69.90	71.10	63.20	64.90	76.50	75.50	64.90	65.60	63.90	67.20	65.00	73.30	79.80
	Y-o-y change (%-pts)	-0.10	1.40	-0.30	1.10	1.80	-0.70	-0.10	0.20	-0.90	0.10	-1.10	-0.70	0.40	0.70
	Change recent 3 y years (%-pts)	-0.20	5.60	0.40	2.80	4.80	-0.30	0.60	-0.40	-4.90	0.60	-3.10	0.40	0.30	1.70
Youth NEET (15-24)	Level	13.00	11.10	5.00	15.40	9.90	5.10	7.10	12.20	14.20	17.20	9.20	13.70	9.30	7.50
	Y-o-y change (%-pts)	-0.10	-0.10	-0.90	0.70	-1.20	0.80	0.60	0.40	-1.20	0.40	-0.10	-0.10	0.70	-0.30
	Change recent 3 y years (%-pts)	-0.20	-2.10	-0.10	3.00	0.40	0.80	0.00	1.40	2.70	0.80	2.10	-0.40	0.30	-0.40
Er older people (55-64)	Level	50.10	53.40	40.50	38.50	35.90	60.10	44.90	40.60	46.70	41.50	33.50	44.00	58.50	73.60
	Y-o-y change (%-pts)	1.30	1.70	-0.50	1.60	2.30	1.50	1.80	1.90	0.20	0.10	0.60	0.90	0.30	0.60
	Change recent 3 y years (%-pts)	3.80	5.10	0.90	4.10	5.50	6.40	2.50	6.50	-2.50	0.40	-1.50	3.50	2.30	3.20
Er non-EU nat (20-64)	Level	56.00	70.80	61.70	63.00	64.00	50.50	60.70	62.00	58.60	60.40	60.40	53.30	50.20	61.90
	Y-o-y change (%-pts)	-0.90	6.90	2.20	1.80	3.90	-2.50	-1.40	-2.60	-3.20	-1.40	-3.10	1.60	2.50	0.40
	Change recent 3 y years (%-pts)	-2.50	12.70	3.00	12.80	3.00	-2.30	-1.30	-2.00	-10.80	-0.20	-0.20	3.90	2.30	-1.70
Involuntary temp empl as % total employees 15-64	Level	8.50	1.74	3.72	7.89	3.98	8.24	0.75	17.90	18.53	1.33	9.11	5.91	10.22	9.55
	Y-o-y change (%-pts)	0.17	0.04	-0.29	1.26	0.34	1.64	-0.05	0.51	0.48	-0.13	0.48	0.24	-0.21	0.43
	Change recent 3 y years (%-pts)	-0.06	0.03	0.78	1.27	1.10	2.40	-0.05	-2.25	-0.83	0.46	0.25	1.65	0.20	0.10
Newly employed in %	Level	13.40	17.40	12.60	15.50	12.80	14.80	15.90	12.10	12.40	5.70	11.70	9.00	19.00	15.80
	Y-o-y change (%-pts)	-0.50	1.30	-0.20	0.80	0.10	-0.60	-0.10	-0.80	0.30	-0.20	-0.50	-0.10	-0.70	0.10
	Change recent 3 y years (%-pts)	-0.30	2.30	0.70	2.20	1.10	3.40	0.20	-1.90	-0.10	-0.70	-0.10	-1.40	1.10	0.80
Long term unemployment	Level	5.10	5.10	1.80	5.00	2.90	2.40	1.20	4.40	4.40	3.40	5.20	10.00	1.70	1.50
	Y-o-y change (%-pts)	0.40	-1.50	0.20	0.10	-0.10	0.60	0.10	0.30	1.60	0.20	0.90	0.60	0.10	0.00
	Change recent 3 y years (%-pts)	1.20	-2.30	0.50	-0.50	-0.30	1.20	0.10	1.40	3.00	0.90	2.00	0.70	-0.30	0.20
At-risk of poverty / rate of unemployed	Level	46.20	54.40	51.90	50.60	48.20	33.30	45.40	42.50	38.30	51.80	46.90	44.60	45.50	42.20
	Y-o-y change (%-pts)	1.20	1.40	9.60	1.30	4.80	-0.20	4.40	-1.10	2.30	4.10	2.30	2.00	2.00	3.80
	Change recent 3 y years (%-pts)	1.50	0.60	6.60	5.80	15.70	-8.40	7.40	0.40	1.30	5.40	3.30	-4.00	-5.90	3.20
Unemployment trap	Level	74.80	66.60	86.00	79.50	55.90	84.00	67.60	80.80	79.20	53.90	89.50	44.30	74.80	72.30
	Y-o-y change (%-pts)	-0.60	-1.90	-0.70	-0.10	0.20	0.10	0.20	0.10	0.20	0.10	-0.20	0.00	2.50	-1.40
	Change recent 3 y years (%-pts)	0.10	-19.60	0.50	-1.10	-2.40	0.50	0.60	4.80	-1.50	-7.80	6.10	2.10	2.70	-4.20
Inactivity or part-time work due to family responsibilities total	Level	5.20	1.60	4.10	4.70	5.10	10.90	8.00	3.30	1.50	1.00	1.10	4.70	3.20	3.60
	Y-o-y change (%-pts)	0.10	0.10	0.00	0.00	0.30	-0.50	0.00	-0.10	-0.10	0.00	0.20	0.00	-0.20	-0.50
	Change recent 3 y years (%-pts)	0.40	-0.10	-2.10	0.20	1.00	-0.10	-0.10	0.00	0.40	-0.30	0.10	0.20	0.20	-0.10
Employment growth over 3 years	Level	-0.35	3.62	7.32	0.76	8.29	-0.54	3.69	-1.99	-8.35	0.37	-4.35	1.03	0.27	3.87
	Y-o-y change (%-pts)	0.35	13.52	-0.08	-0.40	1.07	-0.67	-0.29	-0.25	-1.20	0.13	0.18	0.75	-1.24	0.02
	Change recent 3 y years (%-pts)	1.16	22.06	-0.55	4.19	3.90	-0.91	1.48	-10.85	-4.71	2.60	-2.89	1.36	0.43	4.46
Job vacancy rate (av over 3 most recent years)	Level	1.50	0.90	0.80	1.10	1.10	1.40	1.90	0.50	0.40	0.70	0.80	0.80	1.90	1.50
	Y-o-y change (%-pts)	0.10	0.10	0.10	0.00	0.00	-0.10	0.00	0.00	0.00	0.10	0.00	0.00	-0.10	0.10
	Change recent 3 y years (%-pts)	0.10	-0.10	0.30	0.00	0.00	-0.60	0.20	-0.40	0.00	-0.40	0.00	-0.20	0.00	0.00
Gender employment gap (20-64)	Level	11.70	2.60	14.10	12.70	29.70	9.70	9.50	14.50	6.40	15.40	8.20	14.40	2.80	5.00
	Y-o-y change (%-pts)	-0.50	1.40	-0.30	1.00	-2.50	-0.90	-1.10	0.00	-0.40	0.30	1.00	-1.10	-0.20	-0.10
	Change recent 3 y years (%-pts)	-1.30	4.10	-3.10	1.70	-6.70	-2.30	-1.10	0.50	-3.40	0.50	0.70	-0.10	-0.20	-1.10
Gender pay gap	Level	16.20	12.60	8.60	20.10	6.10	16.90	23.40	6.40	15.70	9.70	2.50	21.50	19.40	15.90
	Y-o-y change (%-pts)	0.10	0.70	-0.10	2.10	-0.10	-1.00	-0.30	0.90	3.20	-1.30	0.20	1.00	-0.20	0.10
	Change recent 3 y years (%-pts)	-1.10	-2.70	-0.60	3.00	-1.60	-1.60	-0.90	-1.60	5.70	2.30	3.40	-0.40	-1.40	-1.50
Adults with medium or high education	Level	75.20	93.40	80.50	82.50	41.00	75.80	83.10	90.10	40.00	76.30	85.50	91.90	85.90	88.20
	Y-o-y change (%-pts)	1.00	0.10	2.20	0.40	2.90	2.40	0.00	0.50	2.40	0.40	0.50	0.20	1.10	0.80
	Change recent 3 y years (%-pts)	2.50	1.50	2.80	1.20	5.80	3.50	0.60	1.60	8.10	2.00	2.20	0.90	2.90	2.00
Life long learning (25-64)	Level	10.40	5.70	14.40	3.00	7.70	17.40	13.90	4.30	9.80	2.00	12.40	2.90	24.90	28.10
	Y-o-y change (%-pts)	1.40	0.50	0.50	0.20	0.70	0.90	-0.20	-0.20	-0.80	0.60	-1.40	-0.20	0.40	1.40
	Change recent 3 y years (%-pts)	1.30	1.80	1.00	0.20	1.50	0.80	0.20	-0.90	4.00	0.70	-3.80	0.10	1.90	3.70
Early leavers from education and training (18-24)	Level	11.90	6.30	6.10	11.80	20.90	9.20	7.30	5.60	19.20	17.30	3.90	6.40	9.30	7.10
	Y-o-y change (%-pts)	-0.80	-0.20	-2.00	0.30	-1.70	0.40	-0.30	-0.10	-1.60	-0.10	-0.50	1.10	0.40	-0.40
	Change recent 3 y years (%-pts)	-2.00	-1.60	-1.00	1.30	-5.00	-0.80	-1.00	0.20	-9.50	-1.10	-1.10	1.70	-1.00	0.60
Completion of tertiary or equivalent education (30-34)	Level	36.80	51.30	52.50	31.90	26.00	43.10	27.30	40.50	29.20	22.80	40.10	26.90	45.10	48.30
	Y-o-y change (%-pts)	1.10	2.70	2.90	2.00	3.60	0.90	1.00	3.60	1.40	1.00	0.90	3.20	0.70	0.50
	Change recent 3 y years (%-pts)	3.40	7.50	6.40	6.20	4.50	1.70	3.80	5.70	5.70	4.70	5.30	4.80	-0.60	3.00
Nom ULC growth over 3 years	Level	0.00	5.50	9.54	9.14	9.08	3.85	6.51	3.67	-2.80	0.24	-0.79	0.75	9.03	3.75

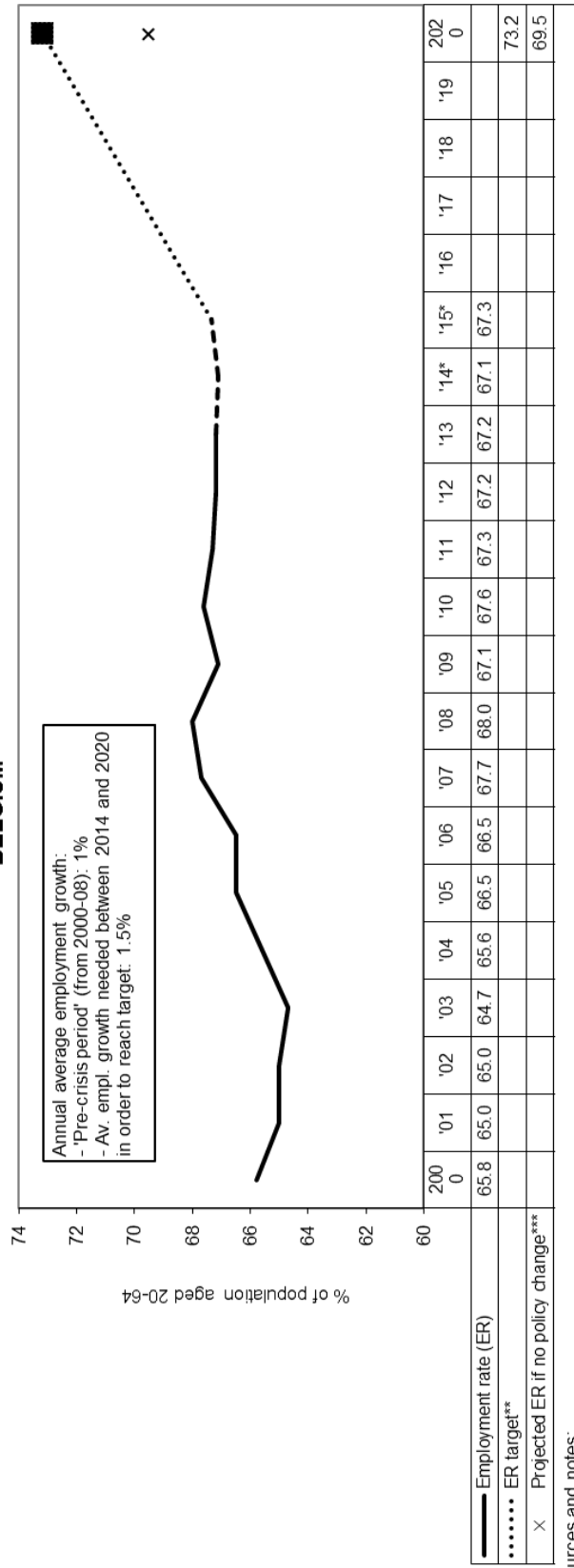
Source: Joint Assessment Framework update spring2014

PART III - Country Overviews

BELGIUM

1. Progress towards the national employment rate target

Employment rate (20-64) 2000 - 2015 and national ER target
BELGIUM



Sources and notes:

Employment rates 2000-2013: Eurostat, EU LFS;

* Estimated values based on employment growth forecasts from Commission Spring Forecast 2014 and projected population growth from Europop 2013 population projections;

** National employment rate targets from National Reform Programme 2014;

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

Legend: 2014, 2015 projected based on EU-Commission Spring Forecast; 2014-2020: interpolated until 2020.

2. Key indicators on labour market performance Belgium

Indicator	Unit	2000	2010	2011	2012	2013	Benchmark	2020 national target	2011	2012 EU28-total	2013	2020 EU target
Overall employment rate	% of population aged 20 - 64	65.8	67.6	67.3	67.2	67.2		73.2	68.5	68.4	68.3	75.0
Early leavers from education and training	% of pop. 18-24 with at most lower sec. educ. and not in further education or training	13.8	11.9	12.3	12.0	11.0		9.5	13.4	12.7	11.9	less than 10
Tertiary educational attainment	Completion of tertiary or equivalent education (30-34)	35.2 b	44.4	42.6	43.9	42.7		47.0	34.5	35.7	36.8	40.0
Overall employment growth	% change from previous year	2.0	0.7	1.4	0.2	-0.2			0.2	-0.2		
Employment rate of women	% of female population aged 20 - 64	56.0	61.6	61.5	61.7	62.1	54.1		62.2	62.3	62.5	
Employment rate of men	% of male population aged 20 - 64	75.5	73.5	73.0	72.7	72.3	47.9		74.9	74.5	74.2	
Employment rate of older workers	% of population aged 55 - 64	26.3	37.3	38.7	39.5	41.7	20.1		47.3	48.8	50.1	
Employment gender gap	difference in the employment rate between men and women in percentage points	19.5	11.9	11.5	11.0	10.2			12.7	12.2	11.7	
Employment rate of young persons	% of population aged 20 - 29	:	61.0	60.5 b	59.4	57.9	48.6		61.1	60.1	59.5	
Employment rate of low skilled persons	% of population with at most lower secondary education aged 20 - 64	51.2	48.4	47.3	47.1	46.8	45.7		52.9	52.1	51.4	
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64	:	40.4	39.6	38.9	39.9			58.0	56.9	56.0	
Part-time employment	% of total employment	20.7 u	23.9	25.0	25.0	24.6			19.4	19.8		
Temporary employees	% of total employees	9.0	8.1	8.9	8.1	8.1			14.0	13.7		
Overall unemployment rate	% of labour force	6.9	8.3	7.2	7.6	8.4			9.6	10.4	10.8	
Long-term unemployment	% of labour force	3.7	4.1	3.5	3.4	3.9	78.6		4.2	4.7	5.1	
Youth unemployment rate	% of youth labour force (15-24)	15.2	22.4	18.7 b	19.8	23.7			21.4	22.9		
Youth NEET rate	% of population aged 15-24	17.7	10.9	11.8	12.3	12.7	52.9		12.9	13.1	13.0	
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	137.9	129.9	128.8	128.3	:			99.8	99.9		
Labour productivity per hour worked	EU-27 = 100 (based on PPS per hour worked)	146.5	137.2	135.1	134.0	:			99.9	99.9		
Nominal unit labour cost growth	% change from previous year	0.4	-0.3	2.7	4.1	:			0.6	3.2		
Real unit labour cost growth	% change from previous year	-1.5	-2.3	0.7	2.1	0.3			-0.7	0.8		
Gender pay gap		:	10.2	10.2	10.0	:			16.4 p	16.4 p	:	
Involuntary temporary employment newly employed	as % of total employees share of people in current job 12 months or less in total employment	7.1 u	6.0	6.8	6.2	6.3			8.5 u	8.3 u	8.5 u	
At-risk-of-poverty rate of unemployed		:	11.8	13.4	12.8	11.6			14.2	13.9	13.4	
unemployment trap - tax rate on low wage earners		:	30.4	37.9	34.0	:			46.1	46.9 e	:	
inactivity and part-time work due to personal and family responsibilities		:	91.0	90.7	91.9	:			:	:	:	
job vacancy rate	% change over the recent 3 years	:	3.3	3.5	4.0	3.3			5.1	5.1	5.2	
Share of adult population with upper secondary or tertiary education	age 25-64	58.5 b	70.5	71.3	71.6	72.8			1.4	1.4	1.5	
percentage of adult population participating in education and training		6.2 d	7.2	7.1	6.6	6.7			8.8	9.0	10.4	

Source: Eurostat database (labour market statistics, national accounts), National Reform Programmes

Notes: b - break in series, p - provisional, c - confidential, e - estimated, n - not significant, f - forecast, s - Eurostat estimate, z - not applicable, u - unreliable, "-" - not available

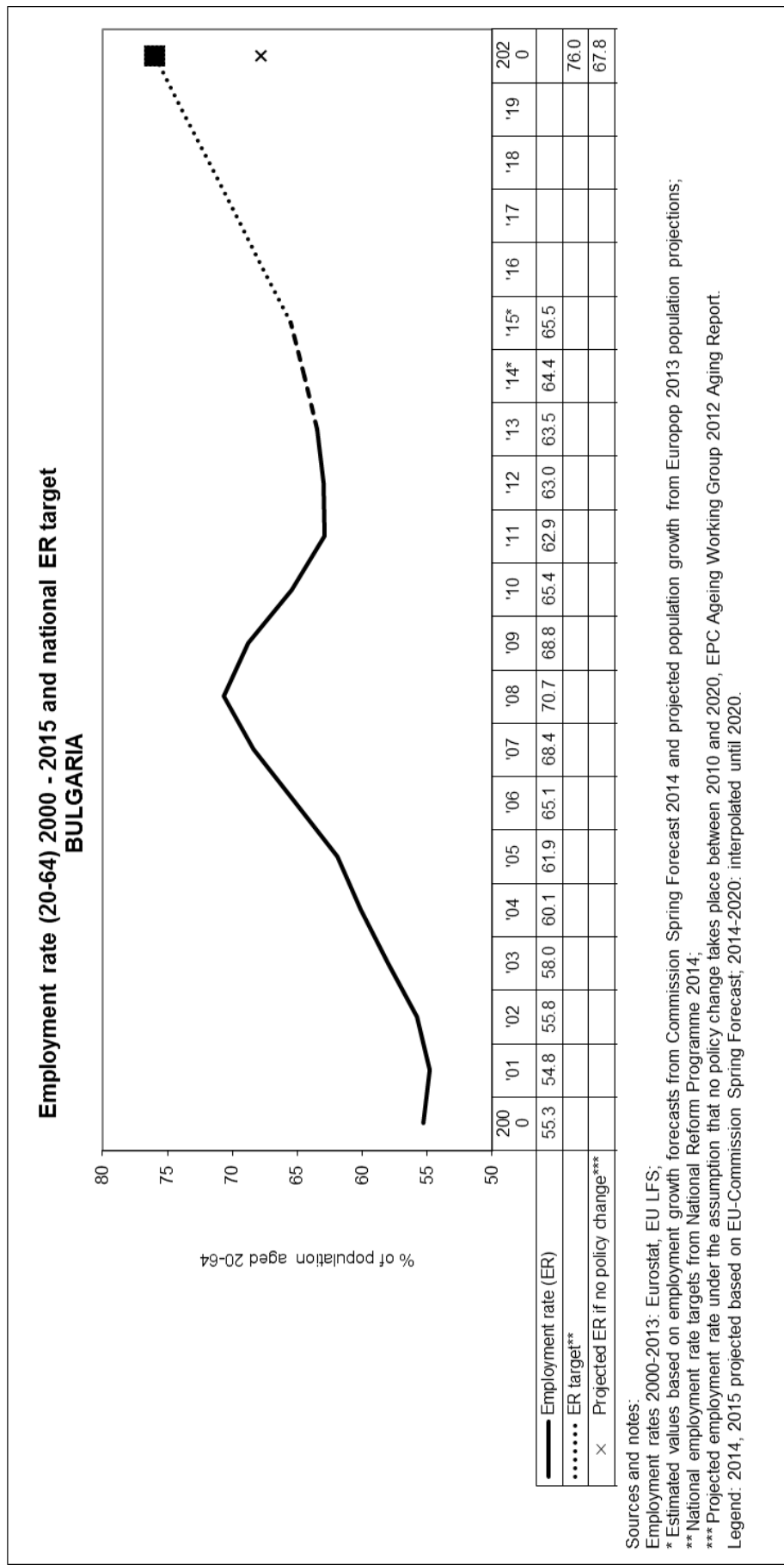
Additional note: the benchmark is normalised in the following way: average of highest 5=100, average of lowest 5=0. The interpretation of the benchmark is that it gives the relative distance to the highest 5 performers by subtracting that benchmark for a given country and indicator from the benchmark of the highest 5 performers, thus a 100. Numbers in bold: the country is among the 5 highest performers for this indicator. The numbers in italic: the country is among the lowest 5 performers

3. Key employment challenges Belgium

Employment policy area	Key employment challenge	Particularly good labour market outcome
1. Increase labour market participation	Low participation of older workers, non-EU nationals, and low skilled youth. Low participation of people of migrant background.	
2. Enhancing labour market functioning; combating segmentation	Increased risk of labour market segmentation, especially for the young.	
3. Active labour market policies	Average long-term unemployment incidence despite significant investment in ALMP.	
4. Adequate and employment oriented social security systems	High tax wedge, especially for low wage earners.	At-risk of In-work poverty below the EU average.
5. Work-life balance	Steep social gradient in the uptake of Early Child Education and Care.	
6. Job creation		
7. Gender equality		
8. Improving skill supply and productivity; Lifelong learning	Participation in LLL is below average and declining over time. Differences in activity and employment rates between high and low skilled is considerably and consistently higher than the EU average and neighbouring countries pointing at skills mismatches.	
9. Improving education and training systems	High rates of early school leavers in Wallonia and reaching worrisome levels in Brussels.	
10. Wage setting mechanisms and labour cost developments	Decelerating ULC growth but still insufficient to correct for accumulated deviation with main trading partners.	

BULGARIA

1. Progress towards the national employment rate target



2. Key indicators on labour market performance Bulgaria

Indicator	Unit	2000	2010	2011	2012	2013	Benchmark	2020 national target	2011	2012 EU28-total	2013	2020 EU target
Overall employment rate	% of population aged 20 - 64	55.3	65.4	62.9 b	63.0	63.5		76.0	68.5	68.4	68.3	75.0
Early leavers from education and training	% of pop. 18-24 with at most lower sec. educ. and not in further education or training		13.9	11.8	12.5	12.5		11.0	13.4	12.7	11.9	less than 10
Tertiary educational attainment	Completion of tertiary or equivalent education (30-34)	19.5	27.7	27.3	26.9	29.4		36.0	34.5	35.7	36.8	40.0
Overall employment growth	% change from previous year	-2.4	-3.9	-2.2	-2.5	-0.4			0.2	-0.2		
Employment rate of women	% of female population aged 20 - 64	50.7	61.7	59.8 b	60.2	60.7	48.2		62.2	62.3	62.5	
Employment rate of men	% of male population aged 20 - 64	60.2	69.1	66.0 b	65.8	66.4	14.1		74.9	74.5	74.2	
Employment rate of older workers	% of population aged 55 - 64	20.8	43.5	44.6 b	45.7	47.4	40.3		47.3	48.8	50.1	
Employment gender gap	difference in the employment rate between men and women in percentage points	9.5	7.4	6.2 b	5.6	5.7			12.7	12.2	11.7	
Employment rate of young persons	% of population aged 20 - 29		53.0	50.5 b	49.9	48.5	18.6		61.1	60.1	59.5	
Employment rate of low skilled persons	% of population with at most lower secondary education aged 20 - 64	37.5	40.0	36.7 b	36.2	36.9	5.6		52.9	52.1	51.4	
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64		51.8 u						58.0	56.9	56.0	
Part-time employment	% of total employment		2.3	2.3 b	2.4	2.6			19.4	19.8		
Temporary employees	% of total employees		4.4	4.0 b	4.4	5.6			14.0	13.7		
Overall unemployment rate	% of labour force	16.4	10.3	11.3	12.3	13.0			9.6	10.4	10.8	
Long-term unemployment	% of labour force	9.4	4.8	6.3	6.8	7.4	46.1		4.2	4.7	5.1	
Youth unemployment rate	% of youth labour force (15-24)	33.3	23.2	25.0 b	28.1	28.4			21.4	22.9		
Youth NEET rate	% of population aged 15-24		21.8	21.8	21.5	21.6	-8.7		12.9	13.1	13.0	
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	31.4	40.8	42.9	44.5				99.8	99.9		
Labour productivity per hour worked	EU-27 = 100 (based on PPS per hour worked)	32.5	41.0	43.1	44.4				99.9	99.9		
Nominal unit labour cost growth	% change from previous year	1.5	5.2	2.5	4.4				0.6	3.2		
Real unit labour cost growth	% change from previous year	-4.8	2.4	-2.2	1.3				-0.7	0.8		
Gender pay gap			13.0	13.0	14.7				16.4 p	16.4 p		
Involuntary temporary employment	as % of total employees		3.2	2.8 b	3.2	4.0			8.5 u	8.3 u	8.5 u	
newly employed	share of people in current job 12 months or less in total employment		10.4	11.4	12.2	12.4			14.2	13.9	13.4	
At-risk-of-poverty rate of unemployed			48.3	52.2	48.5				46.1	46.9 e		
unemployment trap - tax rate on low wage earners			80.9	81.6	81.6							
inactivity and part-time work due to personal and family responsibilities			2.6	2.3 b	2.4	2.5			5.1	5.1	5.2	
job vacancy rate	% change over the recent 3 years		0.8	0.7	0.7	0.7			1.4	1.4	1.5	
Share of adult population with upper secondary or tertiary education	age 25-64	67.5	79.4	80.0	81.0	81.8			73.4	74.2	75.2	
percentage of adult population participating in education and training			1.2	1.3	1.5	1.7			8.8	9.0	10.4	

Source: Eurostat database (labour market statistics, national accounts), National Reform Programmes

Notes: b - break in series, p - provisional, c - confidential, e - estimated, n - not significant, f - forecast, s - Eurostat estimate, z - not applicable, u - unreliable, "-" - not available

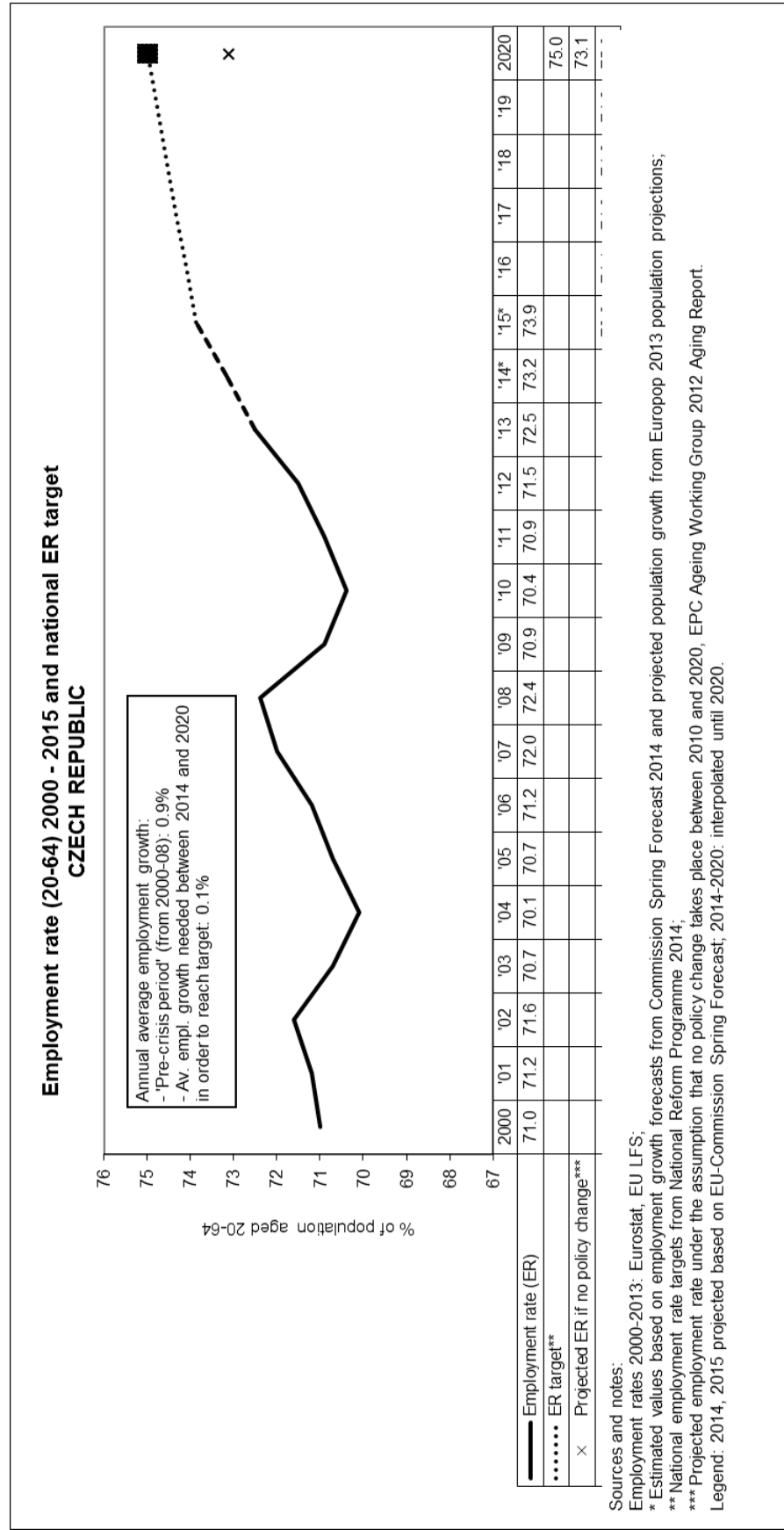
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3. Key employment challenges Bulgaria

Employment Policy Area	Key Employment Challenges	Particularly Good labour market outcome
1. Increase labour market participation	Employment rate is low, in particular for men, younger workers and low-skilled. The youth NEET is significantly worse than the EU-average. The duration of working life is below EU average with men being significantly below.	
2. Enhancing labour market functioning; combating segmentation		
3. Active labour market policies	Long-term unemployment high and ALMP spending and activation is low.	
4. Adequate and employment oriented social security systems	Unemployment trap worse than the EU-average.	
5. Work-life balance	Uptake of childcare very low.	
6. Job creation	Employment growth negative signifying job losses.	
7. Gender equality		
8. Improving skill supply and productivity; Lifelong learning	Lifelong learning participation below EU average.	
9. Improving education and training systems	Weak link between the education system and the labour market needs. Tertiary education is lower than EU average in general and for the age group 30-34.	
10. Wage setting mechanisms and labour cost developments	Unit labour costs have increased significantly.	

CZECH REPUBLIC

1. Progress towards the national employment rate target



2. Key indicators on labour market performance

Czech Republic

Indicator	Unit	2000	2010	2011	2012	2013	Benchmark	2020 national target	2011	2012	2013	2020 EU target
Overall employment rate	% of population aged 20 - 64	71.0	70.4	70.9 b	71.5	72.5		75.0	68.5	68.4	68.3	75.0
Early leavers from education and training	% of pop. 18-24 with at most lower sec. educ. and not in further education or training		4.9	4.9	5.5	5.4		5.5	13.4	12.7	11.9	less than 10
Tertiary educational attainment	Completion of tertiary or equivalent education (30-34)	13.7	20.4	23.7	25.6	26.7		32.0	34.5	35.7	36.8	40.0
Overall employment growth	% change from previous year	-0.8	-1.0	0.0	0.4	0.9			0.2	-0.2		
Employment rate of women	% of female population aged 20 - 64	61.9	60.9	61.7 b	62.5	63.8	61.2		62.2	62.3	62.5	
Employment rate of men	% of male population aged 20 - 64	80.2	79.6	79.9 b	80.2	81.0	97.8		74.9	74.5	74.2	
Employment rate of older workers	% of population aged 55 - 64	36.3	46.5	47.7 b	49.3	51.6	55.1		47.3	48.8	50.1	
Employment gender gap	difference in the employment rate between men and women in percentage points	18.3	18.7	18.2 b	17.7	17.2			12.7	12.2	11.7	
Employment rate of young persons	% of population aged 20 - 29		58.4	58.2 b	57.8	59.1	52.4		61.1	60.1	59.5	
Employment rate of low skilled persons	% of population with at most lower secondary education aged 20 - 64	45.8	41.6	40.4 b	38.6	40.4	19.8		52.9	52.1	51.4	
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64		74.7	73.4 b	77.2	79.5			58.0	56.9	56.0	
Part-time employment	% of total employment	5.3	5.8	5.4 b	5.7	6.5			19.4	19.8		
Temporary employees	% of total employees	7.2	8.2	8.0 b	8.3	9.1			14.0	13.7		
Overall unemployment rate	% of labour force	8.8	7.3	6.7	7.0	7.0			9.6	10.4	10.8	
Long-term unemployment	% of labour force	4.3	3.0	2.7	3.0	3.0	87.0		4.2	4.7	5.1	
Youth unemployment rate	% of youth labour force (15-24)	17.0	18.3	18.1 b	19.5	19.0			21.4	22.9		
Youth NEET rate	% of population aged 15-24		8.8	8.3	8.9	9.1	77.8		12.9	13.1	13.0	
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	65.9	74.2	74.5	73.8				99.8	99.9		
Labour productivity per hour worked	EU-27 = 100 (based on PPS per hour worked)	58.8	67.6	67.9	67.2				99.9	99.9		
Nominal unit labour cost growth	% change from previous year	2.7	-0.4	0.5	3.3	-0.1			0.6	3.2		
Real unit labour cost growth	% change from previous year	1.3	1.2	1.4	1.7	-2.0			-0.7	0.8		
Gender pay gap			21.6	22.6	22.0				16.4 p	16.4 p		
Involuntary temporary employment newly employed	as % of total employees share of people in current job 12 months or less in total employment	4.8 u	6.2	6.4 b	6.8	7.5			8.5 u	8.3 u	8.5 u	
At-risk-of-poverty rate of unemployed			11.3	11.5	10.8	10.3			14.2	13.9	13.4	
unemployment trap - tax rate on low wage earners			40.6	46.4	46.7				46.1	46.9 e		
inactivity and part-time work due to personal and family responsibilities			80.0	80.2	80.1							
job vacancy rate	% change over the recent 3 years		5.3	5.0 b	5.3	5.1			5.1	5.1	5.2	
Share of adult population with upper secondary or tertiary education	age 25-64	86.1	91.9	92.3	92.5	92.8			73.4	74.2	75.2	
percentage of adult population participating in education and training			7.5	11.4 b	10.8	9.7			8.8	9.0	10.4	

Source: Eurostat database (labour market statistics, national accounts), National Reform Programmes

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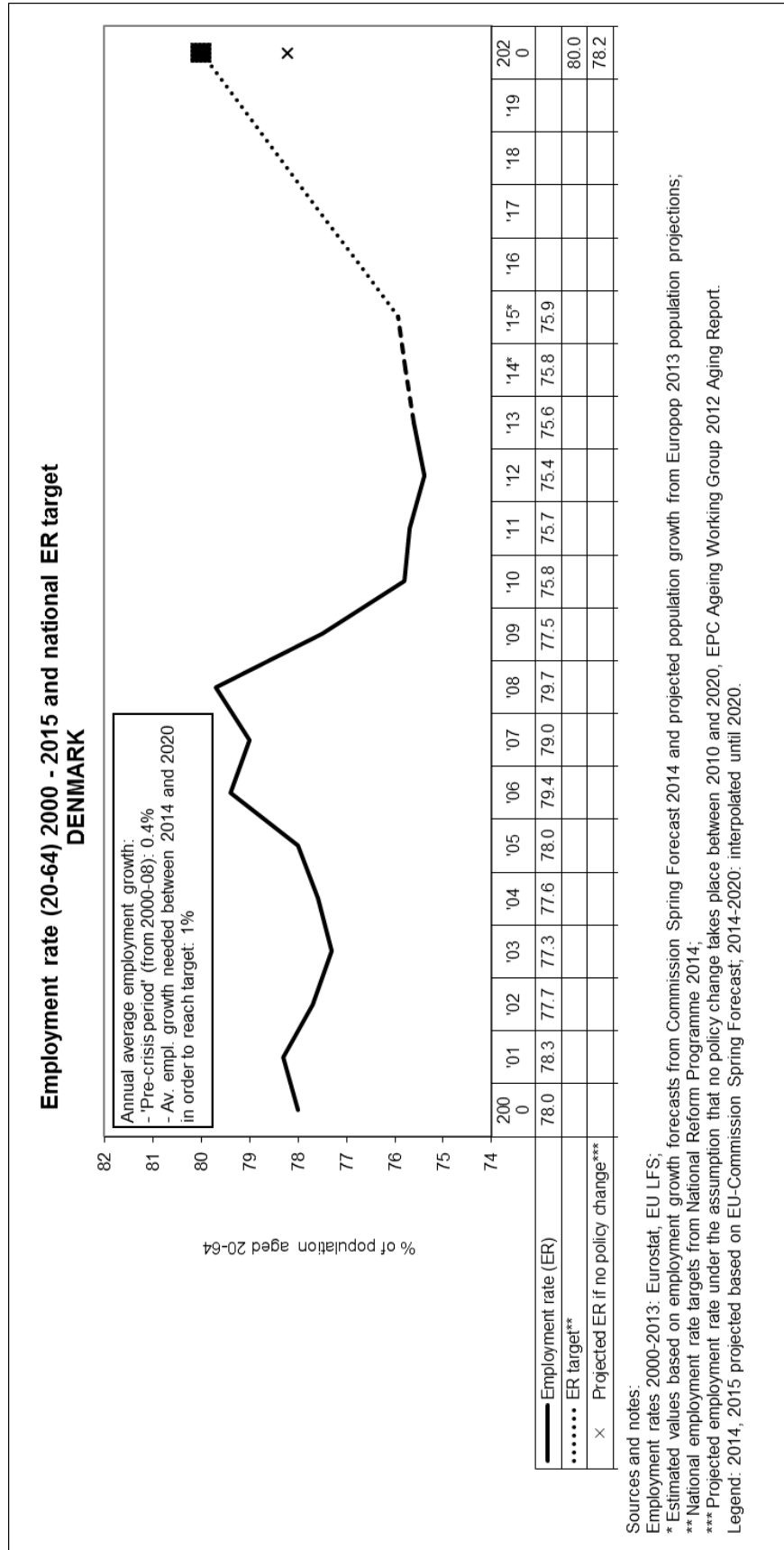
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3. Key employment challenges Czech Republic

Employment Policy Area	Key Employment Challenges	Particularly good labour market outcome
1. Increase labour market participation	Employment rate of low-skilled is low.	Employment of non-EU nationals is high.
2. Enhancing labour market functioning; combating segmentation		
3. Active labour market policies	Insufficient performance of PES and relatively low participation in ALMPs.	
4. Adequate and employment oriented social security systems		The at-risk of poverty rate is low.
5. Work-life balance	Negative labour market impact of parenthood is high with very strong employment impact of motherhood. Inactivity due to personal and family responsibilities for women is very high. The uptake of childcare is low.	
6. Job creation		
7. Gender equality	Gender employment gap is high. Gender pay gap is high.	
8. Improving skill supply and productivity; Lifelong learning		The share of well-educated adult population (adults and youth with at least upper secondary education) is high.
9. Improving education and training systems	Tertiary education attainment of 30-36 is below the EU average but strongly increases over recent years.	Low number of early leavers from education and training (18-24).
10. Wage setting mechanisms and labour cost developments		

DENMARK

1. Progress towards the national employment rate target



2. Key indicators on labour market performance

Denmark

Indicator	Unit	2000	2010	2011	2012	2013	Benchmark	2020 national target	2011	2012 EU28-total	2013	2020 EU target
Overall employment rate	% of population aged 20 - 64	78.0	75.8	75.7	75.4	75.6		80.0	68.5	68.4	68.3	75.0
Early leavers from education and training	% of pop. 18-24 with at most lower sec. educ. and not in further education or training	11.7	11.0	9.6	9.1	8.0		less than 10	13.4	12.7	11.9	less than 10
Tertiary educational attainment	Completion of tertiary or equivalent education (30-34)	32.1	41.2	41.2	43.0	43.4		at least 40	34.5	35.7	36.8	40.0
Overall employment growth	% change from previous year	0.5	-2.5	-0.2	-0.3	0.3			0.2	-0.2		
Employment rate of women	% of female population aged 20 - 64	72.9	73.0	72.4	72.2	72.4	97.2		62.2	62.3	62.5	
Employment rate of men	% of male population aged 20 - 64	82.9	78.6	79.0	78.6	78.7	84.6		74.9	74.5	74.2	
Employment rate of older workers	% of population aged 55 - 64	55.7	58.4	59.5	60.8	61.7	90.8		47.3	48.8	50.1	
Employment gender gap	difference in the employment rate between men and women in percentage points	10.0	5.6	6.6	6.4	6.3			12.7	12.2	11.7	
Employment rate of young persons	% of population aged 20 - 29		70.3	69.7	67.5	67.7	79.8		61.1	60.1	59.5	
Employment rate of low skilled persons	% of population with at most lower secondary education aged 20 - 64	64.1	62.6	62.0	60.2	59.6	97.5		52.9	52.1	51.4	
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64		56.2	55.4	54.5	58.0			58.0	56.9	56.0	
Part-time employment	% of total employment	21.7	26.2	25.9	25.7	25.4			19.4	19.8		
Temporary employees	% of total employees	10.2	8.5	8.9	8.6	8.8			14.0	13.7		
Overall unemployment rate	% of labour force	4.3	7.5	7.6	7.5	7.0			9.6	10.4	10.8	
Long-term unemployment	% of labour force	0.9	1.5	1.8	2.1	1.8	98.1		4.2	4.7	5.1	
Youth unemployment rate	% of youth labour force (15-24)	6.7	14.0	14.2	14.1	13.1			21.4	22.9		
Youth NEET rate	% of population aged 15-24	4.7	6.0	6.3	6.6	6.0	99.3		12.9	13.1	13.0	
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	111.6	113.0	111.6	111.9				99.8	99.9		
Labour productivity per hour worked	EU-27 = 100 (based on PPS per hour worked)	129.1	131.7	128.7	128.5				99.9	99.9		
Nominal unit labour cost growth	% change from previous year	0.5	-0.5	0.0	1.5	1.2			0.6	3.2		
Real unit labour cost growth	% change from previous year	-2.4	-4.5	-0.7	-0.8	-0.2			-0.7	0.8		
Gender pay gap			15.9	16.3	14.9				16.4 p	16.4 p		
Involuntary temporary employment	as % of total employees	4.2	4.0	4.1	4.4	4.5			8.5 u	8.3 u	8.5 u	
newly employed	share of people in current job 12 months or less in total employment		20.7	21.3	21.1	22.2			14.2	13.9	13.4	
At-risk-of-poverty rate of unemployed			36.3	29.1	26.7				46.1	46.9 e		
unemployment trap - tax rate on low wage earners			89.6	89.1	89.8							
inactivity and part-time work due to personal and family responsibilities			0.9	0.8	0.8	0.8			5.1	5.1	5.2	
job vacancy rate	% change over the recent 3 years		1.2	1.2	1.2	1.2			1.4	1.4	1.5	
Share of adult population with upper secondary or tertiary education	age 25-64	78.5	75.6	76.9	77.9	78.3			73.4	74.2	75.2	
percentage of adult population participating in education and training	age 25-64	19.4 b	32.5	32.3	31.6	31.4			8.8	9.0	10.4	

Source: Eurostat database (labour market statistics, national accounts), National Reform Programmes

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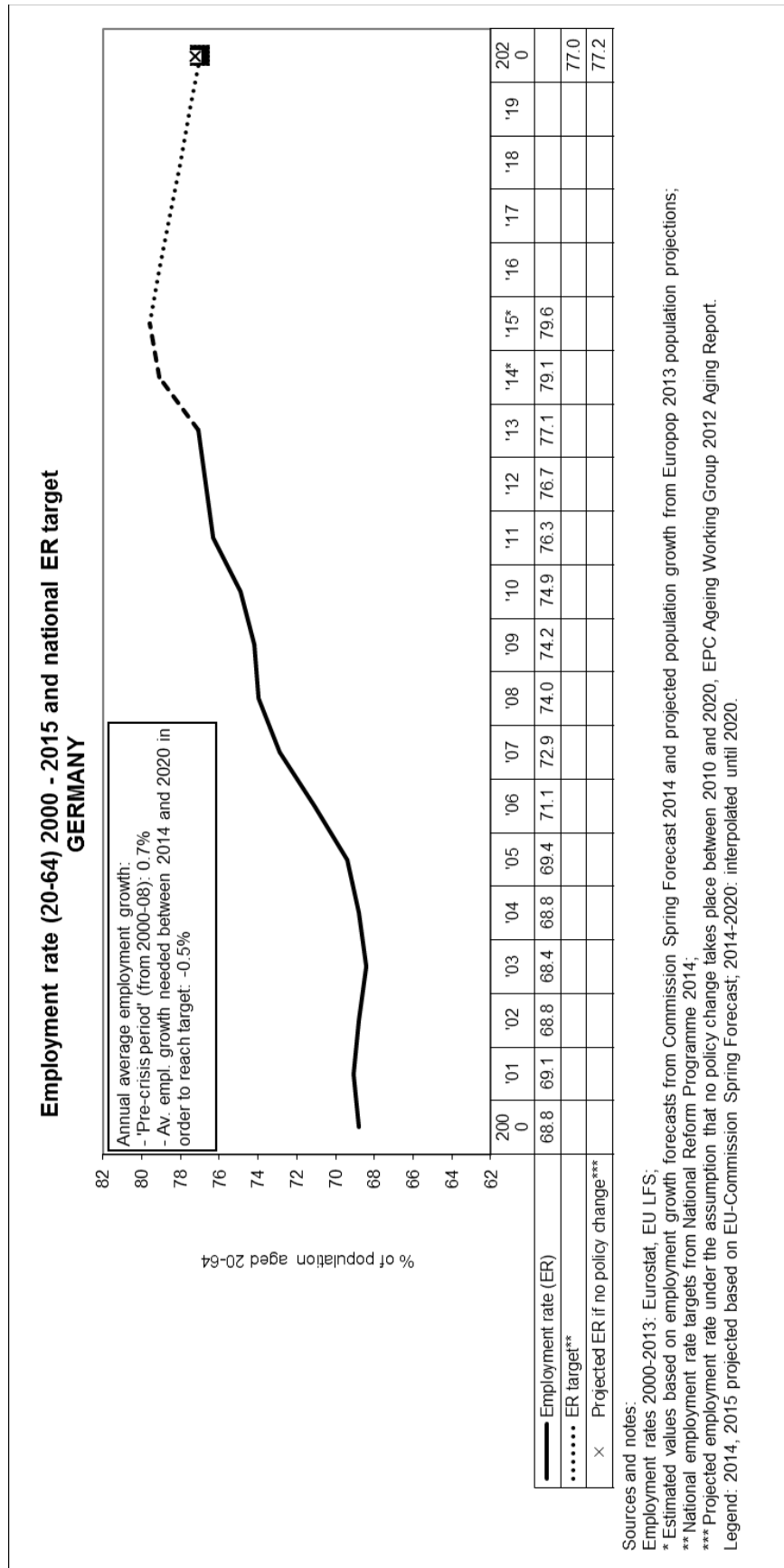
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3. Key employment challenges Denmark

Employment policy area	Key employment challenge	Particularly Good labour market outcomes
1. Increase labour market participation	Significant difference between the employment rate of EU and non-EU nationals, especially for women, but a moderate increase in the employment rate of non-EU-Nationals in the last year.	Relatively low rate of young NEETs (15-24) and high employment rate for older persons (55-59).
2. Enhancing labour market functioning; combating segmentation		Both share of long term unemployed in total unemployment, share of newly employed and share of temporary employees due to education/training (men) are significantly better than the EU average.
3. Active labour market policies		
4. Adequate and employment oriented social security systems	Unemployment trap and low-wage-trap (tax rate on low wage earners) as well is worse than EU average. Inactivity trap for second member of a couple (marginal effective tax rate on labour income for 2 nd member moving from social assistance to work) and low wage trap for 2nd earner income is worse than the EU-average, but both show some positive developments.	At risk of poverty for unemployed is significantly better than EU-average. Net replacement rate (12 months, for all family types) is significantly better than EU-average.
5. Work-life balance		Childcare (0 to school age) above 30 hours is significantly above EU average. Rate of inactivity and part/time work due to family responsibility is significantly better than EU-average.
6. Job creation		
7. Gender equality		Female rate of inactivity and part/time work due to family responsibilities is significantly better than EU-average.
8. Improving skill supply and productivity; Lifelong learning	Youth attainment level (20-24) is worse than EU average.	Both public spending (% GDP) on human resources, the number of tertiary graduates (20-29), share of participants in lifelong learning (25-64) and share of inactive in education or training are significantly better than EU-average.
9. Improving education and training systems		
10. Wage setting mechanisms and labour cost developments		

GERMANY

1. Progress towards the national employment rate target



2. Key indicators on labour market performance

Germany

Indicator	Unit	2000	2010	2011	2012	2013	Benchmark	2020 national target	2011	2012 EU28-total	2013	2020 EU target
Overall employment rate	% of population aged 20 - 64	68.8	74.9	76.3	76.7	77.1		77.0	68.5	68.4	68.3	75.0
Early leavers from education and training	% of pop. 18-24 with at most lower sec. educ. and not in further education or training	14.6	11.9	11.7	10.6	9.9		less than 10	13.4	12.7	11.9	less than 10
Tertiary educational attainment	Completion of tertiary or equivalent education (30-34)	25.7	29.8	30.7	32.0	33.1		42.0	34.5	35.7	36.8	40.0
Overall employment growth	% change from previous year	1.7	0.5	1.4	1.1	0.6			0.2	-0.2		
Employment rate of women	% of female population aged 20 - 64	60.9	69.6	71.1	71.5	72.3	96.7		62.2	62.3	62.5	
Employment rate of men	% of male population aged 20 - 64	76.5	80.1	81.4	81.8	81.9	103.0		74.9	74.5	74.2	
Employment rate of older workers	% of population aged 55 - 64	37.6	57.7	59.9	61.5	63.5	97.2		47.3	48.8	50.1	
Employment gender gap	difference in the employment rate between men and women in percentage points	15.6	10.5	10.3	10.3	9.6			12.7	12.2	11.7	
Employment rate of young persons	% of population aged 20 - 29		69.5	71.3 b	70.9 b	71.1	90.7		61.1	60.1	59.5	
Employment rate of low skilled persons	% of population with at most lower secondary education aged 20 - 64	52.7	56.0	57.3	57.7	58.2	91.8		52.9	52.1	51.4	
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64		55.6	57.8	58.9	58.5			58.0	56.9	56.0	
Part-time employment	% of total employment	19.4	26.1	26.5	26.5	27.1			19.4	19.8		
Temporary employees	% of total employees	12.8	14.7	14.8	13.9	13.5			14.0	13.7		
Overall unemployment rate	% of labour force	8.0	7.1	5.9	5.5	5.3			9.6	10.4	10.8	
Long-term unemployment	% of labour force	4.1	3.4	2.8	2.5	2.4	92.6		4.2	4.7	5.1	
Youth unemployment rate	% of youth labour force (15-24)	8.5	9.9	8.6	8.1	7.9			21.4	22.9		
Youth NEET rate	% of population aged 15-24	7.7	8.3	7.5	7.1	6.3	97.2		12.9	13.1	13.0	
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	107.6	106.9	108.3	106.9				99.8	99.9		
Labour productivity per hour worked	EU-27 = 100 (based on PPS per hour worked)	124.3	125.7	127.3	126.0				99.9	99.9		
Nominal unit labour cost growth	% change from previous year	0.5	-1.1	1.0	3.1	2.1			0.6	3.2		
Real unit labour cost growth	% change from previous year	1.2	-2.1	-0.2	1.6	-0.1			-0.7	0.8		
Gender pay gap			22.3	22.2 p	22.4 p				16.4 p	16.4 p		
Involuntary temporary employment	as % of total employees	2.1 u	3.5 u	3.7 u	3.1 u	2.9 u			8.5 u	8.3 u	8.5 u	
At-risk-of-poverty rate of unemployed	share of people in current job 12 months or less in total employment		15.1	15.6	15.2	14.5			14.2	13.9	13.4	
unemployment trap - tax rate on low wage earners			70.3	67.8	69.3				46.1	46.9 e		
inactivity and part-time work due to personal and family responsibilities			72.9	73.3	73.3							
job vacancy rate	% change over the recent 3 years		6.1	5.8	6.0 b	6.3			5.1	5.1	5.2	
Share of adult population with upper secondary or tertiary education	age 25-64	81.3	85.8	86.3	86.3	86.3			1.4	1.4	1.5	
percentage of adult population participating in education and training	age 25-64	5.2	7.7	7.8	7.9	7.8			8.8	9.0	10.4	

Source: Eurostat database (labour market statistics, national accounts), National Reform Programmes

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Note: Completion of tertiary or equivalent education (30-34): The respective figure for Germany in 2013, including post-secondary qualifications at ISCED level 4, amounted to 44.5% (national data sources)

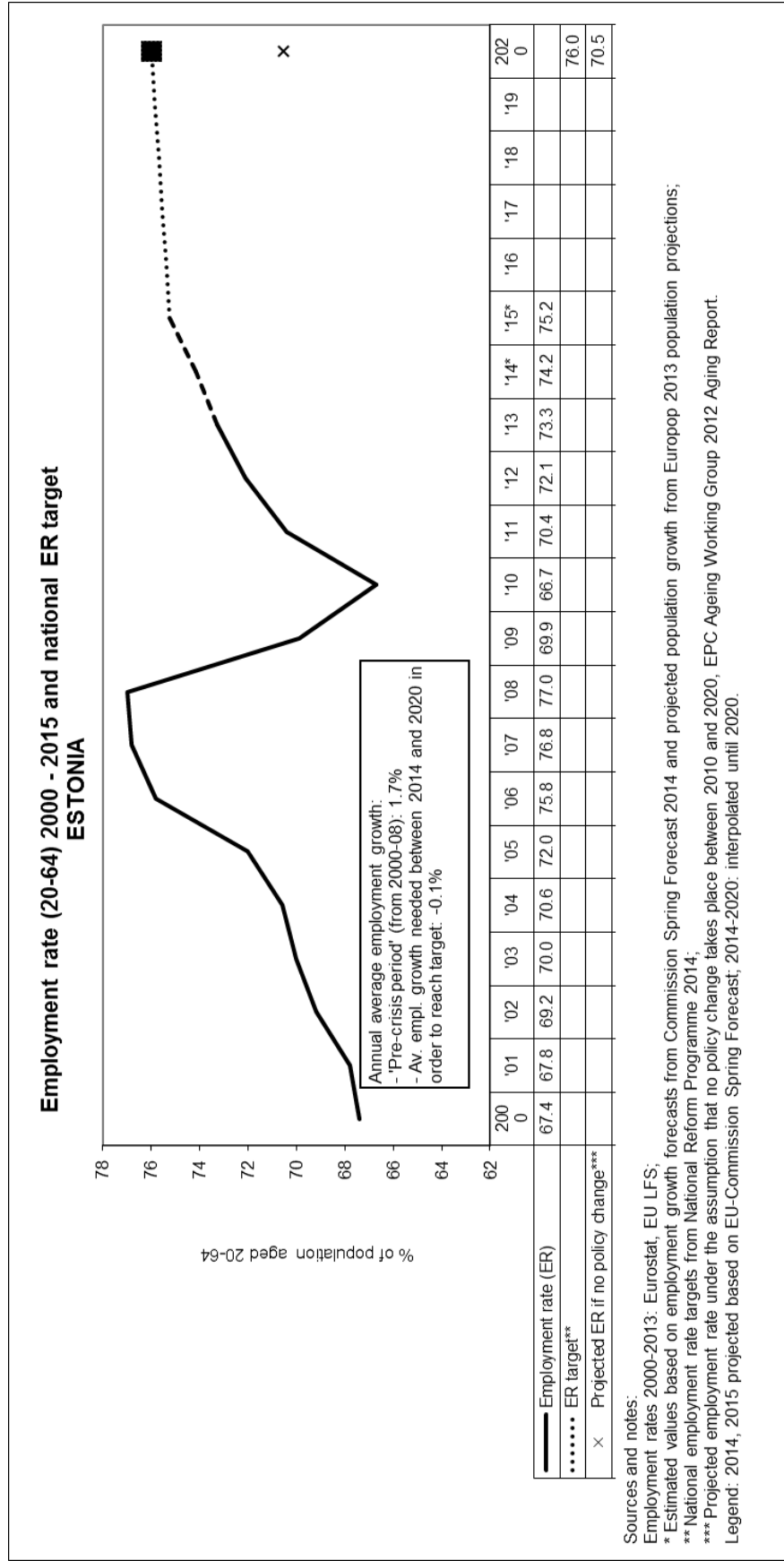
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3. Key employment challenges Germany

Employment policy area	Key employment challenge	Particularly good labour market outcome
1. Increase labour market participation		Employment is high in particular for men, older men and non-EU nationals. Unemployment ratio for young and NEET rates are at low levels.
2. Enhancing labour market functioning; combating segmentation		
3. Active labour market policies	Activation of LTU is stagnating.	
4. Adequate and employment oriented social security systems	High at risk of poverty especially for unemployed; replacement rates after 6 months unemployment being low. High tax wedge in particular on low-wage and 2 nd income earners.	
5. Work-life balance	Inactivity and part-time work due to lack of childcare is higher than the EU-average in particular for women, but showing some positive developments. Negative employment impact of parenthood.	
6. Job creation		Employment growth above the EU with high number of vacancies.
7. Gender equality	The gender pay gap is persistent and among the highest in the EU.	
8. Improving skill supply and productivity; Lifelong learning	Skills mismatch for high-skilled workers.	
9. Improving education and training systems	Despite better results in PISA 2012 partly lower education attainments of people with social economic disadvantage or migrant background persists. Despite above average expenditure for all levels of education combined, below average expenditure in primary education.	ESL rate decreased to below the national target of 10%.
10. Wage setting mechanisms and labour cost developments		

ESTONIA

1. Progress towards the national employment rate target



2. Key indicators on labour market performance

Estonia

Indicator	Unit	2000	2010	2011	2012	2013	Benchmark	2020 national target	2011	2012 EU28-total	2013	2020 EU target
Overall employment rate	% of population aged 20 - 64	67.4	66.7	70.4	72.1	73.3 b		76.0	68.5	68.4	68.3	75.0
Early leavers from education and training	% of pop. 18-24 with at most lower sec. educ. and not in further education or training	15.1	11.6	10.9	10.5	9.7		9.5	13.4	12.7	11.9	less than 10
Tertiary educational attainment	Completion of tertiary or equivalent education (30-34)	30.8 b	40.0	40.3	39.1	43.7		40.0	34.5	35.7	36.8	40.0
Overall employment growth	% change from previous year	-1.5	-4.8	7.0	2.1	1.9			0.2	-0.2		
Employment rate of women	% of female population aged 20 - 64	62.9	65.7	67.6	69.3	70.1 b	87.5		62.2	62.3	62.5	
Employment rate of men	% of male population aged 20 - 64	72.4	67.7	73.5	75.2	76.7 b	73.2		74.9	74.5	74.2	
Employment rate of older workers	% of population aged 55 - 64	46.3	53.8	57.2	60.6	62.6 b	94.0		47.3	48.8	50.1	
Employment gender gap	difference in the employment rate between men and women in percentage points	9.5	2.0	5.9	5.9	6.6 b			12.7	12.2	11.7	
Employment rate of young persons	% of population aged 20 - 29	:	56.5	61.9	62.3	62.9 b	64.5		61.1	60.1	59.5	
Employment rate of low skilled persons	% of population with at most lower secondary education aged 20 - 64	41.9	44.1	48.3	49.6	56.9 b	86.6		52.9	52.1	51.4	
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64	:	57.7	63.8	63.9	67.0 b			58.0	56.9	56.0	
Part-time employment	% of total employment	6.8	11.0	10.6	10.4	10.2 b			19.4	19.8		
Temporary employees	% of total employees	2.3	3.7	4.5	3.5	3.5 b			14.0	13.7		
Overall unemployment rate	% of labour force	13.6	16.7	12.3	10.0	8.6			9.6	10.4	10.8	
Long-term unemployment	% of labour force	6.2	7.6	7.0	5.4	3.8	79.6		4.2	4.7	5.1	
Youth unemployment rate	% of youth labour force (15-24)	23.5	32.9	22.3	20.9	18.7 b			21.4	22.9		
Youth NEET rate	% of population aged 15-24	14.5	14.5	11.8	12.5	11.3	62.6		12.9	13.1	13.0	
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	47.4	69.0	69.8	69.9	:			99.8	99.9		
Labour productivity per hour worked	EU-27 = 100 (based on PPS per hour worked)	40.5	60.6	60.0	60.7	:			99.9	99.9		
Nominal unit labour cost growth	% change from previous year	2.9	-5.0	-1.8	4.2	:			0.6	3.2		
Real unit labour cost growth	% change from previous year	-1.8	-5.3	-4.7	0.9	:			-0.7	0.8		
Gender pay gap		27.7	27.3	30.0	:	:			16.4 p	16.4 p	:	
Involuntary temporary employment	as % of total employees	1.7 u	1.6 u	1.6 u	1.5 u	1.2 b			8.5 u	8.3 u	8.5 u	
newly employed	share of people in current job 12 months or less in total employment	:	16.1	18.8	18.1	16.4			14.2	13.9	13.4	
At-risk-of-poverty rate of unemployed		:	46.7	52.1	55.6	:			46.1	46.9 e	:	
unemployment trap - tax rate on low wage earners		:	62.7	63.5	64.3	:			:	:	:	
inactivity and part-time work due to personal and family responsibilities		:	4.2	4.0	4.7	4.5 b			5.1	5.1	5.2	
job vacancy rate	% change over the recent 3 years	:	1.5	1.1	1.3	1.4			1.4	1.4	1.5	
Share of adult population with upper secondary or tertiary education	age 25-64	86.1 b	89.2	88.9	89.8	90.6			73.4	74.2	75.2	
percentage of adult population participating in education and training	age 25-64	6.5 b	10.9	12.0	12.9	12.6			8.8	9.0	10.4	

Source: Eurostat database (labour market statistics, national accounts), National Reform Programmes

Notes: b - break in series, p - provisional, c - confidential, e - estimated, n - not significant, f - forecast, s - Eurostat estimate, z - not applicable, u - unreliable, "-" - not available

Additional note: the benchmark is normalised in the following way: average of highest 5=100, average of lowest 5=0. The interpretation of the benchmark is that it gives the relative distance to the highest 5 performers by subtracting that benchmark for a given country and indicator from the benchmark of the highest 5 performers, thus a 100. Numbers in bold: the country is among the 5 highest performers for this indicator. The numbers in italic: the country is among the lowest 5 performers

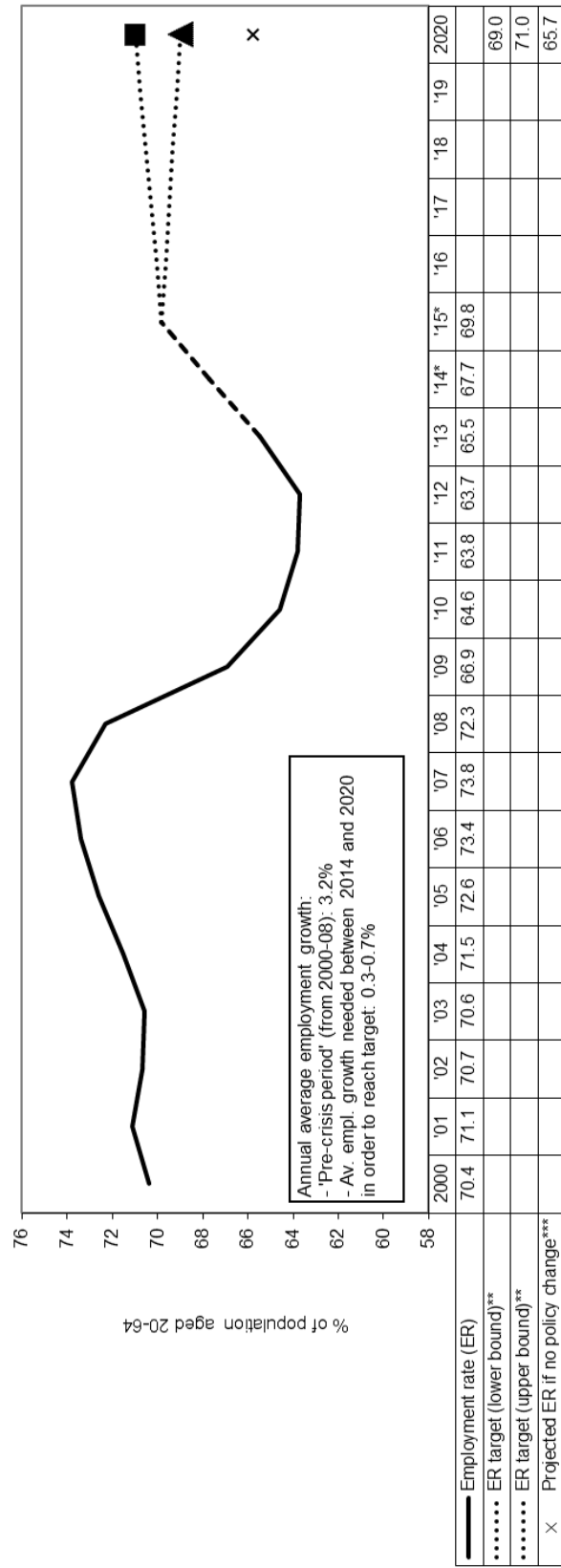
3. Key employment challenges Estonia

Employment policy area	Key employment challenges	Particular good labour market outcome
1. Increase labour market participation		Employment rate of older workers is higher than EU average.
2. Enhancing labour market functioning; combating segmentation		Share of employees (15-64) in involuntary temporary employment contracts significantly lower than EU-average.
3. Active labour market policies	ALMP expenditure and activation is relatively low.	
4. Adequate and employment oriented social security systems	Replacement rates after 12 months of unemployment are low.	Low wage trap significantly low.
5. Work-life balance	Employment impact of parenthood is high. Childcare below 30 hours is low.	
6. Job creation		
7. Gender equality	Gender pay gap is high.	Proportion of involuntary part-time work for women is significantly lower than EU-average.
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	Participation of low-skilled persons in education and training remains low. Participation in early education is low.	
10. Wage setting mechanisms and labour cost developments		

IRELAND

1. Progress towards the national employment rate target

Employment rate (20-64) 2000 - 2015 and national ER target
IRELAND



Sources and notes:

Employment rates 2000-2013: Eurostat, EU LFS;

* Estimated values based on employment growth forecasts from Commission Spring Forecast 2014 and projected population growth from Europop 2013 population projections;

** National employment rate targets from National Reform Programme 2014;

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

Legend: 2014, 2015 projected based on EU-Commission Spring Forecast; 2014-2020: interpolated until 2020.

2. Key indicators on labour market performance

Ireland

Indicator	Unit	2000	2010	2011	2012	2013	Benchmark	2020 national target	2011	2012 EU28-total	2013	2020 EU target
Overall employment rate	% of population aged 20 - 64	70.4	64.6	63.8	63.7	65.5		69-71	68.5	68.4	68.3	75.0
Early leavers from education and training	% of pop. 18-24 with at most lower sec. educ. and not in further education or training	:	11.5	10.8	9.7	8.4		8.0	13.4	12.7	11.9	less than 10
Tertiary educational attainment	Completion of tertiary or equivalent education (30-34)	27.5	50.1	49.7	51.1	52.6		60.0	34.5	35.7	36.8	40.0
Overall employment growth	% change from previous year	4.5	-4.1	-1.8	-0.6	2.4			0.2	-0.2		
Employment rate of women	% of female population aged 20 - 64	57.9	60.2	59.4	59.4	60.3	46.6		62.2	62.3	62.5	
Employment rate of men	% of male population aged 20 - 64	82.8	69.1	68.2	68.1	70.9	39.9		74.9	74.5	74.2	
Employment rate of older workers	% of population aged 55 - 64	45.3	50.2	50.0	49.3	51.3	54.1		47.3	48.8	50.1	
Employment gender gap	difference in the employment rate between men and women in percentage points	24.9	8.9	8.8	8.7	10.6			12.7	12.2	11.7	
Employment rate of young persons	% of population aged 20 - 29	:	60.2	58.0	58.0	59.7	54.3		61.1	60.1	59.5	
Employment rate of low skilled persons	% of population with at most lower secondary education aged 20 - 64	56.4	46.7	44.7	43.0	46.2	43.2		52.9	52.1	51.4	
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64	:	56.5	57.8	54.9	54.4			58.0	56.9	56.0	
Part-time employment	% of total employment	16.7	22.6	23.5	23.9	24.0			19.4	19.8		
Temporary employees	% of total employees	5.3	9.6	10.2	10.1	10.0			14.0	13.7		
Overall unemployment rate	% of labour force	4.2	13.9	14.7	14.7	13.1			9.6	10.4	10.8	
Long-term unemployment	% of labour force	1.6	6.8	8.7	9.1	7.9	41.4		4.2	4.7	5.1	
Youth unemployment rate	% of youth labour force (15-24)	6.5	27.6	29.1	30.4	26.8			21.4	22.9		
Youth NEET rate	% of population aged 15-24	:	19.2	18.8	18.7	16.1	29.4		12.9	13.1	13.0	
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	129.7	137.6	141.0	141.6	:			99.8	99.9		
Labour productivity per hour worked	EU-27 = 100 (based on PPS per hour worked)	113.9	126.0	129.2	128.8	:			99.9	99.9		
Nominal unit labour cost growth	% change from previous year	1.7	-6.7	-4.0	0.0	:			0.6	3.2		
Real unit labour cost growth	% change from previous year	-3.4	-5.3	-4.6	-0.6	:			-0.7	0.8		
Gender pay gap		:	13.9	11.7 p	14.4 p	:			16.4 p	16.4 p	:	
Involuntary temporary employment	as % of total employees	1.8 u	6.0 u	6.8 u	6.8 u	6.5 u			8.5 u	8.3 u	8.5 u	
share of people in current job 12 months or less in total employment		:	11.5	12.9	13.6	14.2			14.2	13.9	13.4	
At-risk-of-poverty rate of unemployed		:	27.9	31.8	:	:			46.1	46.9 e	:	
unemployment trap - tax rate on low wage earners		:	78.2	75.9	74.1	:			:	:	:	
inactivity and part-time work due to personal and family responsibilities		:	2.4	2.4	4.9 b	6.1			5.1	5.1	5.2	
job vacancy rate	% change over the recent 3 years	:	0.4	0.5	0.6	0.7			1.4	1.4	1.5	
Share of adult population with upper secondary or tertiary education	age 25-64	57.6	72.8	73.6	74.6	76.7			73.4	74.2	75.2	
percentage of adult population participating in education and training		:	6.8	6.8	7.1	7.3			8.8	9.0	10.4	

Source: Eurostat database (labour market statistics, national accounts), National Reform Programmes

Notes: b - break in series, p - provisional, c - confidential, e - estimated, n - not significant, f - forecast, s - Eurostat estimate, z - not applicable, u - unreliable, "-" - not available

Additional note: the benchmark is normalised in the following way: average of highest 5=100, average of lowest 5=0. The interpretation of the benchmark is that it gives the relative distance to the highest 5 performers by subtracting that benchmark for a given country and indicator from the benchmark of the highest 5 performers, thus a 100. Numbers in bold: the country is among the 5 highest performers for this indicator. The numbers in italic: the country is among the lowest 5 performers

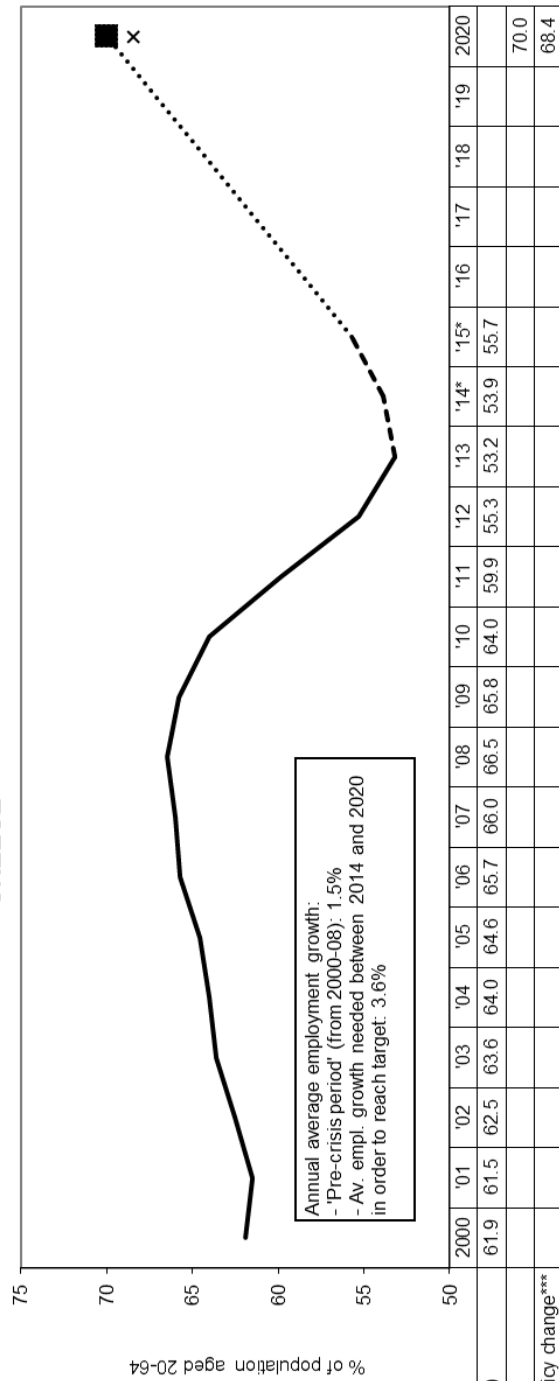
3. Key employment challenges Ireland

Employment policy area	Key employment challenge	Particularly good labour market outcomes
1. Increase labour market participation	Employment for both men and women is below the EU average but showing improvement. Youth unemployment (15-24) and NEET rates above EU average but showing improvement.	
2. Enhancing labour market functioning; combating segmentation		
3. Active labour market policies	Long-term unemployment is high. Participation in activation measures is low.	
4. Adequate and employment oriented social security systems	Disincentives to work for certain categories of population.	Below EU average at-risk of poverty rate for Unemployed.
5. Work-life balance	Uptake of Childcare decreasing. Inactivity due to personal and family responsibilities is higher than EU average.	
6. Job creation		
7. Gender equality		
8. Improving skill supply and productivity; Lifelong learning	Lifelong learning participation significantly below EU average.	Completion of tertiary education (25-64) significantly above EU average.
9. Improving education and training systems	Participation in VET below EU average.	Population with tertiary educational attainment is the highest in EU. Below EU average and decreasing ESL rate.
10. Wage setting mechanisms and labour cost developments		Alignment of unit labour cost to productivity developments in recent years.

GREECE

1. Progress towards the national employment rate target

Employment rate (20-64) 2000 - 2015 and national ER target
GREECE



Sources and notes:

Employment rates 2000-2013: Eurostat, EU LFS;

* Estimated values based on employment growth forecasts from Commission Spring Forecast 2014 and projected population growth from Europop 2013 population projections;

** National employment rate targets from National Reform Programme 2014;

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

Legend: 2014, 2015 projected based on EU-Commission Spring Forecast; 2014-2020: interpolated until 2020.

2. Key indicators on labour market performance

Greece

Indicator	Unit	2000	2010	2011	2012	2013	Benchmark	2020 national target	2011	2012 EU28-total	2013	2020 EU target
Overall employment rate	% of population aged 20 - 64	61.9	64.0	59.9	55.3	53.2		70.0	68.5	68.4	68.3	75.0
Early leavers from education and training	% of pop. 18-24 with at most lower sec. educ. and not in further education or training	18.2	13.7	13.1	11.4	10.1		9.7	13.4	12.7	11.9	less than 10
Tertiary educational attainment	Completion of tertiary or equivalent education (30-34)	25.4	28.4	28.9	30.9	34.6		32.0	34.5	35.7	36.8	40.0
Overall employment growth	% change from previous year	0.5	-2.6	-5.6	-8.3	-4.1			0.2	-0.2		
Employment rate of women	% of female population aged 20 - 64	45.5	51.7	48.6	45.2	43.3	-24.5		62.2	62.3	62.5	
Employment rate of men	% of male population aged 20 - 64	78.8	76.2	71.1	65.3	62.9	-6.0		74.9	74.5	74.2	
Employment rate of older workers	% of population aged 55 - 64	39.0	42.3	39.4	36.4	35.6	-1.4		47.3	48.8	50.1	
Employment gender gap	difference in the employment rate between men and women in percentage points	33.3	24.5	22.5	20.1	19.6			12.7	12.2	11.7	
Employment rate of young persons	% of population aged 20 - 29		54.0	46.9	40.6	37.0	-18.0		61.1	60.1	59.5	
Employment rate of low skilled persons	% of population with at most lower secondary education aged 20 - 64	57.0	57.9	53.6	48.2	46.1	42.8		52.9	52.1	51.4	
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64		69.1	62.8	52.2	49.7			58.0	56.9	56.0	
Part-time employment	% of total employment	4.6	6.3	6.7	7.7	8.3			19.4	19.8		
Temporary employees	% of total employees	13.8	12.4	11.6	10.0	10.0			14.0	13.7		
Overall unemployment rate	% of labour force	11.2	12.6	17.7	24.3	27.3			9.6	10.4	10.8	
Long-term unemployment	% of labour force	6.2	5.7	8.8	14.4	18.4	-56.1		4.2	4.7	5.1	
Youth unemployment rate	% of youth labour force (15-24)	29.2	32.9	44.4	55.3	58.3			21.4	22.9		
Youth NEET rate	% of population aged 15-24	16.9	14.9	17.4	20.3	20.6	-1.8		12.9	13.1	13.0	
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	94.6	92.8 p	89.7 p	91.6 p				99.8	99.9		
Labour productivity per hour worked	EU-27 = 100 (based on PPS per hour worked)	75.7	76.0 p	72.7 p	73.9 p				99.9	99.9		
Nominal unit labour cost growth	% change from previous year		-0.1	-1.8	-5.1	-6.8			0.6	3.2		
Real unit labour cost growth	% change from previous year		-1.3	-2.9	-4.8	-4.9			-0.7	0.8		
Gender pay gap			15.0						16.4 p	16.4 p		
Involuntary temporary employment	as % of total employees	11.6 u	10.5 u	10.0 u	8.6 u	8.8 u			8.5 u	8.3 u	8.5 u	
newly employed	share of people in current job 12 months or less in total employment		8.5	7.4	7.0	8.4			14.2	13.9	13.4	
At-risk-of-poverty rate of unemployed			38.5	44.0	45.8				46.1	46.9 e		
unemployment trap - tax rate on low wage earners			51.4	57.8	51.6							
inactivity and part-time work due to personal and family responsibilities			1.8	1.8	1.8	1.7			5.1	5.1	5.2	
job vacancy rate	% change over the recent 3 years		1.4	1.3	0.9	0.8			1.4	1.4	1.5	
Share of adult population with upper secondary or tertiary education	age 25-64	51.6	62.5	64.5	65.7	67.2			73.4	74.2	75.2	
percentage of adult population participating in education and training	age 25-64	1.0	3.0	2.4	2.9	2.9			8.8	9.0	10.4	

Source: Eurostat database (labour market statistics, national accounts), National Reform Programmes

Notes: b - break in series, p - provisional, c - confidential, e - estimated, n - not significant, f - forecast, s - Eurostat estimate, z - not applicable, u - unreliable, "-" - not available

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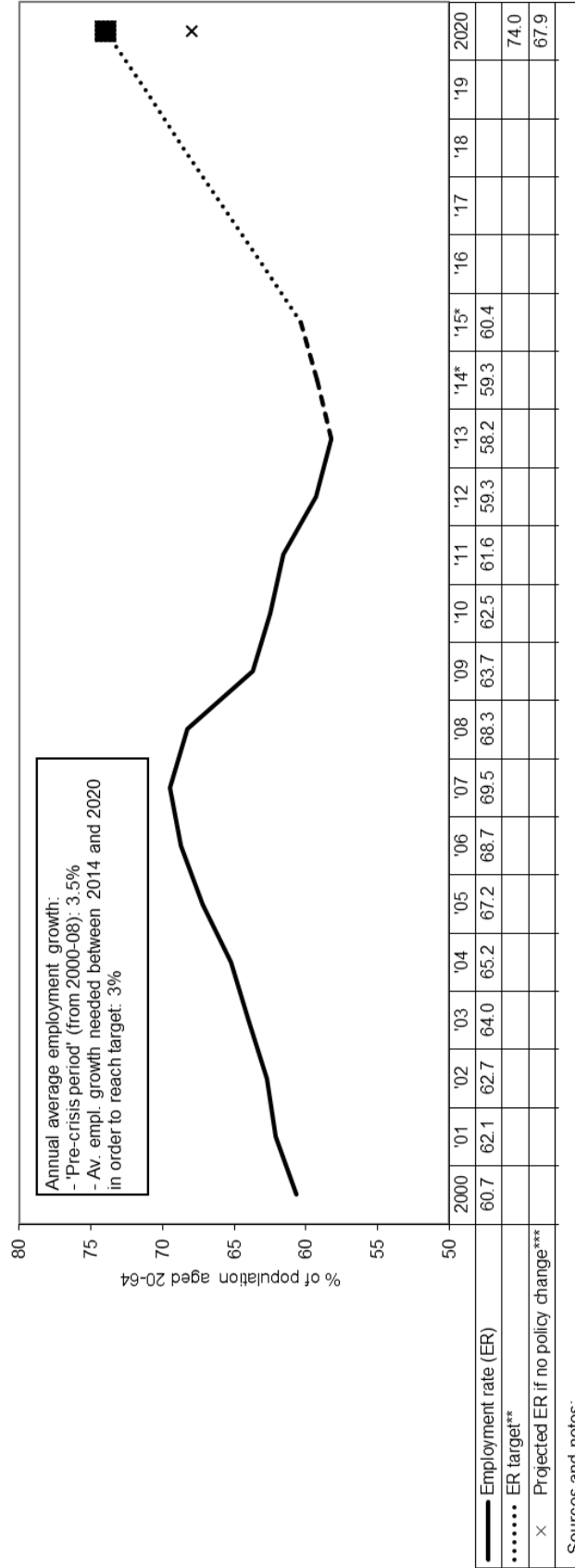
3. Key employment challenges Greece

Employment policy area	Key employment challenge	Particularly good labour market outcomes
1. Increase labour market participation	Employment is significantly below the EU average in general but especially for women and youth. High incidence of NEET.	
2. Enhancing labour market functioning; combating segmentation	Newly employed and hiring is significantly below EU-average.	
3. Active labour market policies	Long-term unemployment is high. Capacity of the PES is weak and needs to be strengthened.	
4. Adequate and employment oriented social security systems	At risk of in-work poverty is higher than the EU-average.	
5. Work-life balance	Inactivity due to lack of care is in general high. Uptake of childcare above 30 hours is low.	
6. Job creation	Employment growth is negative signifying job losses.	
7. Gender equality		
8. Improving skill supply and productivity; Lifelong learning	Very low participation in LLL.	
9. Improving education and training systems	Low attractiveness and relevance of vocational education and training.	
10. Wage setting mechanisms and labour cost developments		Alignment of unit labour cost to productivity developments in recent years.

SPAIN

1. Progress towards the national employment rate target

Employment rate (20-64) 2000 - 2015 and national ER target
SPAIN



Sources and notes:

Employment rates 2000-2013: Eurostat, EU LFS;

* Estimated values based on employment growth forecasts from Commission Spring Forecast 2014 and projected population growth from Europop 2013 population projections;

** National employment rate targets from National Reform Programme 2014;

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

Legend: 2014, 2015 projected based on EU-Commission Spring Forecast, 2014-2020: interpolated until 2020.

2. Key indicators on labour market performance

Spain

Indicator	Unit	2000	2010	2011	2012	2013	Benchmark	2020 national target	2011	2012 EU28-total	2013	2020 EU target
Overall employment rate	% of population aged 20 - 64	60.7	62.5	61.6	59.3	58.2		74.0	68.5	68.4	68.3	75.0
Early leavers from education and training	% of pop. 18-24 with at most lower sec. educ. and not in further education or training	29.1	28.4	26.5	24.9	23.5		15.0	13.4	12.7	11.9	less than 10
Tertiary educational attainment	Completion of tertiary or equivalent education (30-34)	29.2	40.6	40.6	40.1	40.7		44.0	34.5	35.7	36.8	40.0
Overall employment growth	% change from previous year	5.1	-2.2	-1.9	-4.2	-3.0			0.2	-0.2		
Employment rate of women	% of female population aged 20 - 64	44.5	55.8	55.5	54.0	53.1	16.5		62.2	62.3	62.5	
Employment rate of men	% of male population aged 20 - 64	76.9	69.1	67.6	64.5	63.3	-3.7		74.9	74.5	74.2	
Employment rate of older workers	% of population aged 55 - 64	37.0	43.6	44.5	43.9	43.4	26.1		47.3	48.8	50.1	
Employment gender gap	difference in the employment rate between men and women in percentage points	32.4	13.3	12.1	10.5	10.2			12.7	12.2	11.7	
Employment rate of young persons	% of population aged 20 - 29		54.3	51.2	46.3	44.0	4.3		61.1	60.1	59.5	
Employment rate of low skilled persons	% of population with at most lower secondary education aged 20 - 64	54.8	52.3	51.4	48.2	47.0	46.5		52.9	52.1	51.4	
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64		59.1	56.2	52.2	49.7			58.0	56.9	56.0	
Part-time employment	% of total employment	8.1	13.2	13.8	14.7	16.0			19.4	19.8		
Temporary employees	% of total employees	32.4	25.0	25.4	23.7	23.4			14.0	13.7		
Overall unemployment rate	% of labour force	11.7	20.1	21.7	25.0	26.4			9.6	10.4	10.8	
Long-term unemployment	% of labour force	4.9	7.3	9.0	11.1	13.1	-6.9		4.2	4.7	5.1	
Youth unemployment rate	% of youth labour force (15-24)	25.3	41.6	46.4	53.2	55.7			21.4	22.9		
Youth NEET rate	% of population aged 15-24	12.1	18.0	18.5	18.8	18.6	12.0		12.9	13.1	13.0	
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	104.7	106.5	106.0	109.5				99.8	99.9		
Labour productivity per hour worked	EU-27 = 100 (based on PPS per hour worked)	102.7	105.0	104.2	107.9				99.9	99.9		
Nominal unit labour cost growth	% change from previous year		-1.8	-1.0	-3.0				0.6	3.2		
Real unit labour cost growth	% change from previous year		-1.8	-1.0	-3.0	-2.3			-0.7	0.8		
Gender pay gap			16.2	17.8	17.8				16.4 p	16.4 p		
Involuntary temporary employment	as % of total employees	30.3 u	22.9	23.2	21.8	21.5			8.5 u	8.3 u	8.5 u	
share of people in current job 12 months or less in total employment			16.5	16.2	15.2	15.2			14.2	13.9	13.4	
At-risk-of-poverty rate of unemployed			40.4	41.8	46.0				46.1	46.9 e		
unemployment trap - tax rate on low wage earners			82.6	82.7	82.8							
inactivity and part-time work due to personal and family responsibilities			3.5	3.2	2.7	3.0			5.1	5.1	5.2	
job vacancy rate	% change over the recent 3 years		0.8	1.0	1.0	0.8			1.4	1.4	1.5	
Share of adult population with upper secondary or tertiary education	age 25-64	38.6	52.6	53.8	54.4	55.2			73.4	74.2	75.2	
percentage of adult population participating in education and training		4.5 b	10.8	10.8	10.7	10.9			8.8	9.0	10.4	

Source: Eurostat database (labour market statistics, national accounts), National Reform Programmes

Notes: b - break in series, p - provisional, c - confidential, e - estimated, n - not significant, f - forecast, s - Eurostat estimate, z - not applicable, u - unreliable, "-" - not available

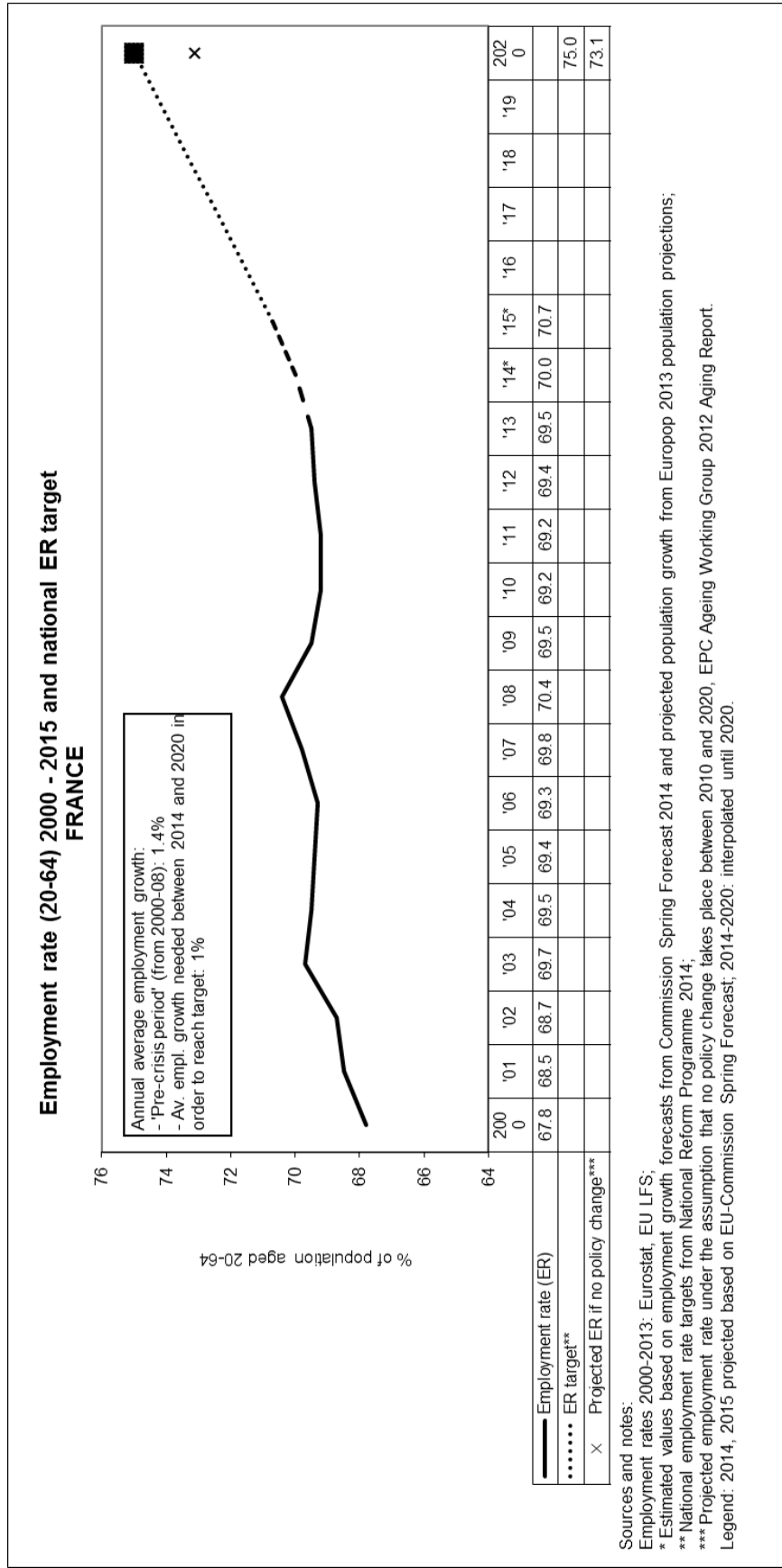
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3. Key employment challenges Spain

Employment Policy Area	Key employment challenges	Particularly good labour market outcome
1. Increase labour market participation	Low employment rates, with decreasing levels, especially for older workers, men, low-skilled and non-EU nationals. High incidence of youth unemployment and NEET.	
2. Enhancing labour market functioning; combating segmentation	Highly segmented labour market with high levels of involuntary temporary and part-time work - particularly for young people 15-24y, low transition from temporary to permanent employment.	
3. Active labour market policies	Very high levels of long-term unemployment. Low level of participation in activation measures.	
4. Adequate and employment oriented social security systems	High risk of in-work poverty with increasing low-wage and inactivity traps, especially for second-earners.	
5. Work-life balance	High impact of the lack of care facilities on inactivity and part-time.	
6. Job creation	Employment growth negative signifying job losses. High tax wedge on labour.	
7. Gender equality	Gender pay gap above the EU average and decreasing insufficiently. Low duration of women's working life, although with some positive developments.	Gender employment gap for people aged 20-29 years lower than EU average and some improvements for the 55-64 age group.
8. Improving skill supply and productivity; Lifelong learning	Mismatch between the skills active population has to offer and those required by employers. Employment rate for low education attainment (20-64) significantly low, but increasing share of people with medium-high education.	
9. Improving education and training systems	Early school leaving remains very high but continuous decrease in recent years. Low youth education attainment level (aged 20-24). Annual expenditure in primary and secondary education per capita worse than EU average.	Share of people with tertiary education (30-34) higher than EU average and increasing.
10. Wage setting mechanisms and labour cost developments		Alignment of unit labour cost to productivity developments in recent years.

FRANCE

1. Progress towards the national employment rate target



2. Key indicators on labour market performance

France

Indicator	Unit	2000	2010	2011	2012	2013	Benchmark	2020 national target	2011	2012 EU28-total	2013	2020 EU target
Overall employment rate	% of population aged 20 - 64	67.8	69.2	69.2	69.4	69.5 b		75.0	68.5	68.4	68.3	75.0
Early leavers from education and training	% of pop. 18-24 with at most lower sec. educ. and not in further education or training	13.3	12.6	12.0	11.6	9.7 b		9.5	13.4	12.7	11.9	less than 10
Tertiary educational attainment	Completion of tertiary or equivalent education (30-34)	27.4	43.5	43.3	43.6	44.0		50.0	34.5	35.7	36.8	40.0
Overall employment growth	% change from previous year	2.6	0.1	0.6	0.0	-0.2			0.2	-0.2		
Employment rate of women	% of female population aged 20 - 64	60.3	64.8	64.7	65.1	65.5 b	68.3		62.2	62.3	62.5	
Employment rate of men	% of male population aged 20 - 64	75.6	73.8	74.0	73.8	73.7 b	56.0		74.9	74.5	74.2	
Employment rate of older workers	% of population aged 55 - 64	29.9	39.8	41.5	44.5	45.6 b	33.9		47.3	48.8	50.1	
Employment gender gap	difference in the employment rate between men and women in percentage points	15.3	9.0	9.3	8.7	8.2 b			12.7	12.2	11.7	
Employment rate of young persons	% of population aged 20 - 29		62.9	62.3	61.0	61.0 b	58.5		61.1	60.1	59.5	
Employment rate of low skilled persons	% of population with at most lower secondary education aged 20 - 64	55.3	54.7	55.0	54.7	53.6 b	73.2		52.9	52.1	51.4	
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64		47.9	47.1	47.9	48.6 b			58.0	56.9	56.0	
Part-time employment	% of total employment	16.9	17.8	17.9	18.0	18.4 b			19.4	19.8		
Temporary employees	% of total employees	15.4	14.9	15.1	15.0	16.4 b			14.0	13.7		
Overall unemployment rate	% of labour force	9.0	9.3	9.2	9.8	10.3			9.6	10.4	10.8	
Long-term unemployment	% of labour force	3.5	3.8	3.8	4.0	4.2	75.8		4.2	4.7	5.1	
Youth unemployment rate	% of youth labour force (15-24)	20.6	22.9	22.1	23.9	23.9 b			21.4	22.9		
Youth NEET rate	% of population aged 15-24	10.2	12.4	12.0	12.2	11.2 b	63.3		12.9	13.1	13.0	
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	119.9	116.5	116.6	116.1				99.8	99.9		
Labour productivity per hour worked	EU-27 = 100 (based on PPS per hour worked)	133.7	129.9	129.9	128.9				99.9	99.9		
Nominal unit labour cost growth	% change from previous year	1.4	0.7	1.3	2.1				0.6	3.2		
Real unit labour cost growth	% change from previous year	-0.2	-0.2	0.0	0.6				-0.7	0.8		
Gender pay gap			15.6	15.0 p	14.8 p				16.4 p	16.4 p		
Involuntary temporary employment	as % of total employees		8.6	8.7	8.5	9.9 b			8.5 u	8.3 u	8.5 u	
newly employed	share of people in current job 12 months or less in total employment		14.6	15.1	14.9	13.1			14.2	13.9	13.4	
At-risk-of-poverty rate of unemployed			33.5	36.7	36.0				46.1	46.9 e		
unemployment trap - tax rate on low wage earners			76.9	77.4	77.3							
inactivity and part-time work due to personal and family responsibilities			3.3	3.3	3.3	5.2 b			5.1	5.1	5.2	
job vacancy rate	% change over the recent 3 years		0.4	0.5	0.6	0.6			1.4	1.4	1.5	
Share of adult population with upper secondary or tertiary education	age 25-64	62.2	70.8	71.6	72.5	75.1			73.4	74.2	75.2	
percentage of adult population participating in education and training	age 25-64	2.8	5.0	5.5	5.7	17.7 b			8.8	9.0	10.4	

Source: Eurostat database (labour market statistics, national accounts), National Reform Programmes

Notes: b - break in series, p - provisional, c - confidential, e - estimated, n - not significant, f - forecast, s - Eurostat estimate, z - not applicable, u - unreliable, "-" - not available

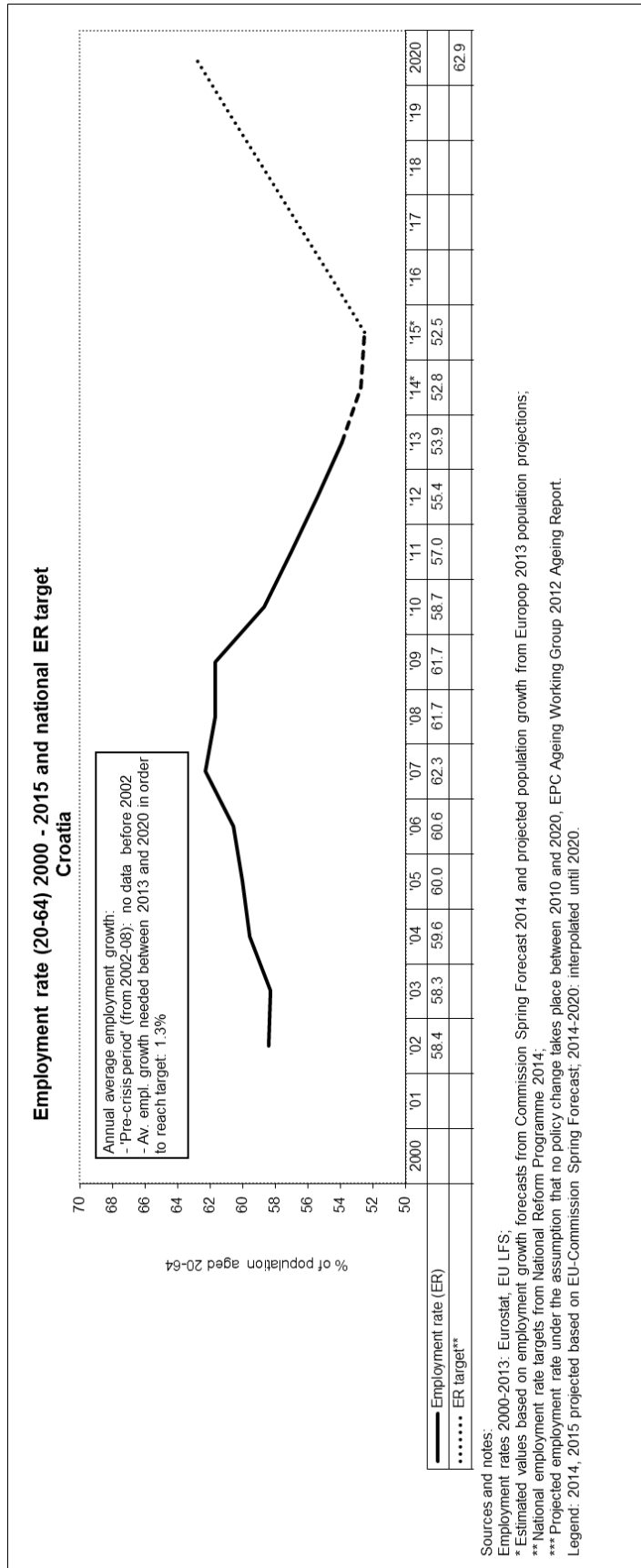
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3. Key employment challenges France

Employment policy area	Key employment challenge	Particularly good labour market outcome
1. Increase labour market participation	<p>Relatively high unemployment among lower educated young (ISCED 0-4).</p> <p>Low employment rate for people aged (60-64) but employment rate of people aged 50-59 is above the EU average and increasing.</p> <p>Low employment rate of non-EU nationals.</p>	
2. Enhancing labour market functioning; combating segmentation	<p>Transition between temporary and permanent contracts is below the EU average.</p> <p>Involuntary temporary employment is higher than the EU average.</p>	
3. Active labour market policies	Despite efforts above the EU average participation in ALMP is decreasing.	
4. Adequate and employment oriented social security systems		At-risk of poverty for unemployed low.
5. Work-life balance		
6. Job creation	Tax rate at 67% of average wage remains high compared to EU average, but decreasing.	
7. Gender equality		
8. Improving skill supply and productivity; Lifelong learning		High share of adult population with tertiary education.
9. Improving education and training systems	Widening educational and skills inequalities at young and adult ages.	
10. Wage setting mechanisms and labour cost developments		

CROATIA

1. Progress towards the national employment rate target



2. Key indicators on labour market performance

Croatia

Indicator	Unit	2000	2010	2011	2012	2013	Benchmark	2020 national target	2011	2012	2013	2020 EU target
Overall employment rate	% of population aged 20 - 64		58.7	57.0	55.4	53.9		62.9	68.5	68.4	68.3	75.0
Early leavers from education and training	% of pop. 18-24 with at most lower sec. educ. and not in further education or training		3.7	4.1	4.2	3.7		4.0	13.4	12.7	11.9	less than 10
Tertiary educational attainment	Completion of tertiary or equivalent education (30-34)		24.3	24.5	23.7	25.9		35.0	34.5	35.7	36.8	40.0
Overall employment growth	% change from previous year	-6.1	-5.1	-2.3	-3.9				0.2	-0.2		
Employment rate of women	% of female population aged 20 - 64		53.0	50.9	50.2	49.7	2.3		62.2	62.3	62.5	
Employment rate of men	% of male population aged 20 - 64		64.7	63.2	60.6	58.3	-32.3		74.9	74.5	74.2	
Employment rate of older workers	% of population aged 55 - 64		37.6	37.1	36.7	36.5	1.8		47.3	48.8	50.1	
Employment gender gap	difference in the employment rate between men and women in percentage points		11.7	12.3	10.4	8.6			12.7	12.2	11.7	
Employment rate of young persons	% of population aged 20 - 29		51.5 b	47.2	44.2	42.6	-0.2		61.1	60.1	59.5	
Employment rate of low skilled persons	% of population with at most lower secondary education aged 20 - 64		43.2	40.5	38.2	35.7	0.7		52.9	52.1	51.4	
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64		37.6 u	38.2 u	28.3 u	39.7 u			58.0	56.9	56.0	
Part-time employment	% of total employment		9.2	9.3	7.8	7.5			19.4	19.8		
Temporary employees	% of total employees		12.3	12.7	12.8	14.1			14.0	13.7		
Overall unemployment rate	% of labour force	15.8	11.8	13.5	15.9	17.2			9.6	10.4	10.8	
Long-term unemployment	% of labour force		6.7	8.6	10.3	11.0	12.6		4.2	4.7	5.1	
Youth unemployment rate	% of youth labour force (15-24)		32.6	36.1	43.0	49.8			21.4	22.9		
Youth NEET rate	% of population aged 15-24		14.9	15.7	16.7	18.6	12.0		12.9	13.1	13.0	
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	69.1	75.0	77.1	80.6				99.8	99.9		
Labour productivity per hour worked	EU-27 = 100 (based on PPS per hour worked)								99.9	99.9		
Nominal unit labour cost growth	% change from previous year	2.3	-1.1	-0.3	1.1				0.6	3.2		
Real unit labour cost growth	% change from previous year	-2.3	-1.9	-2.0	-0.7				-0.7	0.8		
Gender pay gap			15.5	17.6	18.0				16.4 p	16.4 p		
Involuntary temporary employment	as % of total employees		5.9	6.2	6.3	7.1			8.5 u	8.3 u	8.5 u	
newly employed	share of people in current job 12 months or less in total employment		7.8	9.0	8.6	9.3			14.2	13.9	13.4	
At-risk-of-poverty rate of unemployed			46.2 b	42.0	42.9				46.1	46.9 e		
unemployment trap - tax rate on low wage earners												
inactivity and part-time work due to personal and family responsibilities			1.2	1.3	1.2	1.3			5.1	5.1	5.2	
job vacancy rate	% change over the recent 3 years				1.0	0.9			1.4	1.4	1.5	
Share of adult population with upper secondary or tertiary education	age 25-64		76.7	77.3	79.3	79.7			73.4	74.2	75.2	
percentage of adult population participating in education and training			2.2	2.3	2.4	2.4			8.8	9.0	10.4	

Source: Eurostat database (labour market statistics, national accounts), National Reform Programmes

Notes: b - break in series, p - provisional, c - confidential, e - estimated, n - not significant, f - forecast, s - Eurostat estimate, z - not applicable, u - unreliable, "-" - not available

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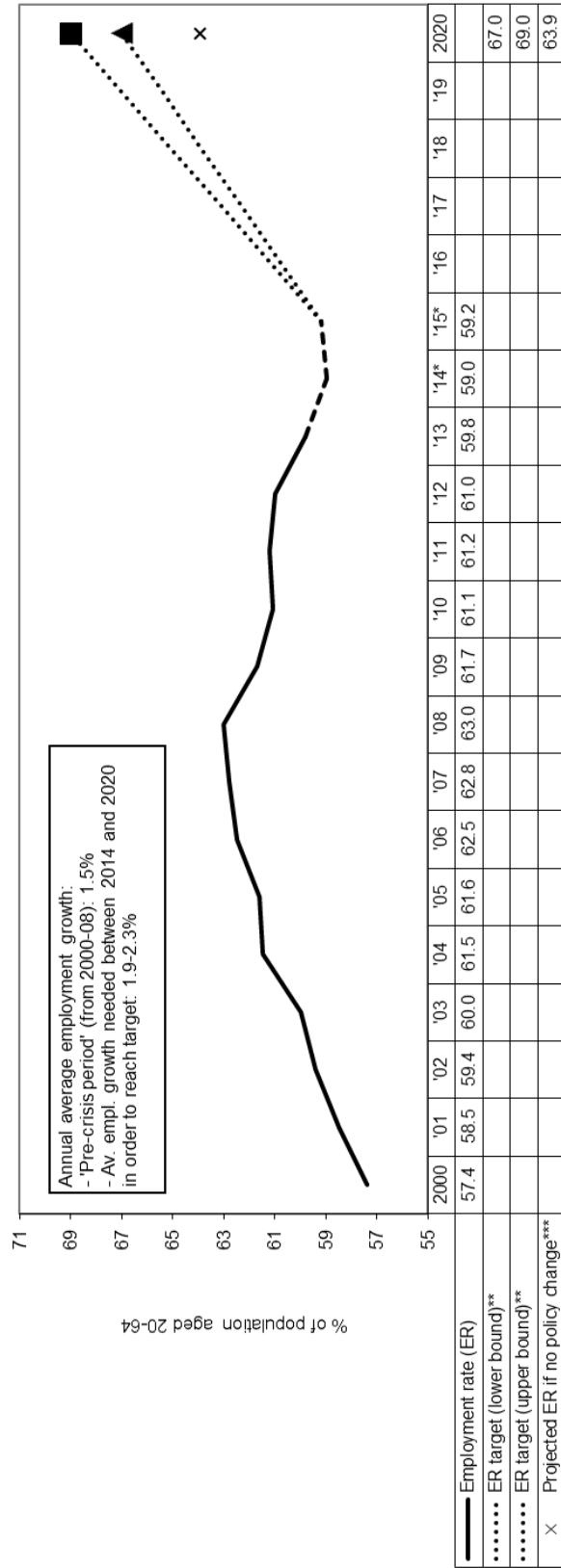
3. Key employment challenges Croatia

Employment policy area	Key employment challenge	Particularly Good labour market outcomes
1. Increase labour market participation	<p>Employment rates are significantly lower than EU-average especially for young, low skilled and older workers (in the age group 55-64).</p> <p>Activity rates are also significantly lower than EU average.</p> <p>NEET and unemployment rates of young people are particularly high and increasing.</p> <p>Duration of working life is significantly below the EU average, particularly for men.</p>	
2. Enhancing labour market functioning; combating segmentation	The share of involuntary temporary employment is increasing, particularly among young.	The percentage of newly employed persons shows a positive trend.
3. Active labour market policies	<p>Long-term unemployment is particularly high and has been increasing. The rates for young are significantly higher than the EU average.</p> <p>Spending and coverage of ALMP measures is very low, according to national data.</p>	
4. Adequate and employment oriented social security systems	<p>High at risk of poverty and exclusion rate, particularly among unemployed.</p> <p>Existence of disincentives to work.</p>	
5. Work-life balance	Childcare uptake particularly low compared to EU-average.	Employment impact of parenthood is significantly lower than the EU average.
6. Job creation	Negative employment growth.	
7. Gender equality		The impact of parenthood on employment is significantly better than EU-average.
8. Improving skill supply and productivity; Lifelong learning	<p>Low participation in lifelong learning, especially of older workers.</p> <p>Level of tertiary education is below the EU average.</p> <p>Lacking labour market relevance of education.</p>	Youth education attainment level (at least upper secondary) is above the EU-average.
9. Improving education and training systems	Share of children in pre-school education is significantly lower than the EU average.	Percentage of early school leavers is the lowest in the EU.
10. Wage setting mechanisms and labour cost developments		

ITALY

1. Progress towards the national employment rate target

Employment rate (20-64) 2000 - 2015 and national ER target
ITALY



Sources and notes:

Employment rates 2000-2013: Eurostat, EU LFS;

* Estimated values based on employment growth forecasts from Commission Spring Forecast 2014 and projected population growth from Europop 2013 population projections;

** National employment rate targets from National Reform Programme 2014;

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

Legend: 2014, 2015 projected based on EU-Commission Spring Forecast; 2014-2020: interpolated until 2020.

2. Key indicators on labour market performance

Italy

Indicator	Unit	2000	2010	2011	2012	2013	Benchmark	2020 national target	2011	2012 EU28-total	2013	2020 EU target
Overall employment rate	% of population aged 20 - 64	57.4	61.1	61.2	61.0	59.8		67-69	68.5	68.4	68.3	75.0
Early leavers from education and training	% of pop. 18-24 with at most lower sec. educ. and not in further education or training	25.1	18.8	18.2	17.6	17.0		15-16	13.4	12.7	11.9	less than 10
Tertiary educational attainment	Completion of tertiary or equivalent education (30-34)	11.6 b	19.8	20.3	21.7	22.4		26-27	34.5	35.7	36.8	40.0
Overall employment growth	% change from previous year	1.9	-0.7	0.3	-0.3	-2.0			0.2	-0.2		
Employment rate of women	% of female population aged 20 - 64	42.2	49.5	49.9	50.5	49.9	3.1		62.2	62.3	62.5	
Employment rate of men	% of male population aged 20 - 64	72.8	72.8	72.6	71.6	69.8	33.6		74.9	74.5	74.2	
Employment rate of older workers	% of population aged 55 - 64	27.7	36.6	37.9	40.4	42.7	23.7		47.3	48.8	50.1	
Employment gender gap	difference in the employment rate between men and women in percentage points	30.6	23.3	22.7	21.1	19.9			12.7	12.2	11.7	
Employment rate of young persons	% of population aged 20 - 29	:	47.8	46.9	45.3	41.2	-4.7		61.1	60.1	59.5	
Employment rate of low skilled persons	% of population with at most lower secondary education aged 20 - 64	49.3	50.1	50.3	50.3	49.0	54.6		52.9	52.1	51.4	
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64	:	65.1	64.8	63.1	60.1			58.0	56.9	56.0	
Part-time employment	% of total employment	8.8	15.0	15.4	17.0	17.8			19.4	19.8		
Temporary employees	% of total employees	10.1	12.8	13.4	13.8	13.2			14.0	13.7		
Overall unemployment rate	% of labour force	10.0	8.4	8.4	10.7	12.2			9.6	10.4	10.8	
Long-term unemployment	% of labour force	6.2	4.1	4.4	5.7	6.9	50.7		4.2	4.7	5.1	
Youth unemployment rate	% of youth labour force (15-24)	31.5	27.8	29.1	35.3	40.0			21.4	22.9		
Youth NEET rate	% of population aged 15-24	19.1	19.1	19.8	21.1	22.2	-12.9		12.9	13.1	13.0	
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	128.0	111.7	110.5	109.2	:			99.8	99.9		
Labour productivity per hour worked	EU-27 = 100 (based on PPS per hour worked)	116.8	104.1	103.0	102.3	:			99.9	99.9		
Nominal unit labour cost growth	% change from previous year	0.6	-0.2	1.0	2.2	:			0.6	3.2		
Real unit labour cost growth	% change from previous year	-1.3	-0.6	-0.3	0.6	:			-0.7	0.8		
Gender pay gap		:	5.3	5.8	6.7	:			16.4 p	16.4 p	:	
Involuntary temporary employment	as % of total employees	5.3 u	8.7	9.4	9.8	9.7			8.5 u	8.3 u	8.5 u	
newly employed	share of people in current job 12 months or less in total employment	:	10.2	10.4	10.3	9.6			14.2	13.9	13.4	
At-risk-of-poverty rate of unemployed		:	43.6	47.7	44.4	:			46.1	46.9 e	:	
unemployment trap - tax rate on low wage earners		:	78.4	77.8	78.7	:			:	:	:	
inactivity and part-time work due to personal and family responsibilities		:	5.7	5.6	5.3	5.1			5.1	5.1	5.2	
job vacancy rate	% change over the recent 3 years	:	0.5	0.5	:	:			1.4	1.4	1.5	
Share of adult population with upper secondary or tertiary education	age 25-64	45.2 b	55.2	56.0	57.2	58.2			73.4	74.2	75.2	
percentage of adult population participating in education and training	age 25-64	4.8 b	6.2	5.7	6.6	6.2			8.8	9.0	10.4	

Source: Eurostat database (labour market statistics, national accounts), National Reform Programmes

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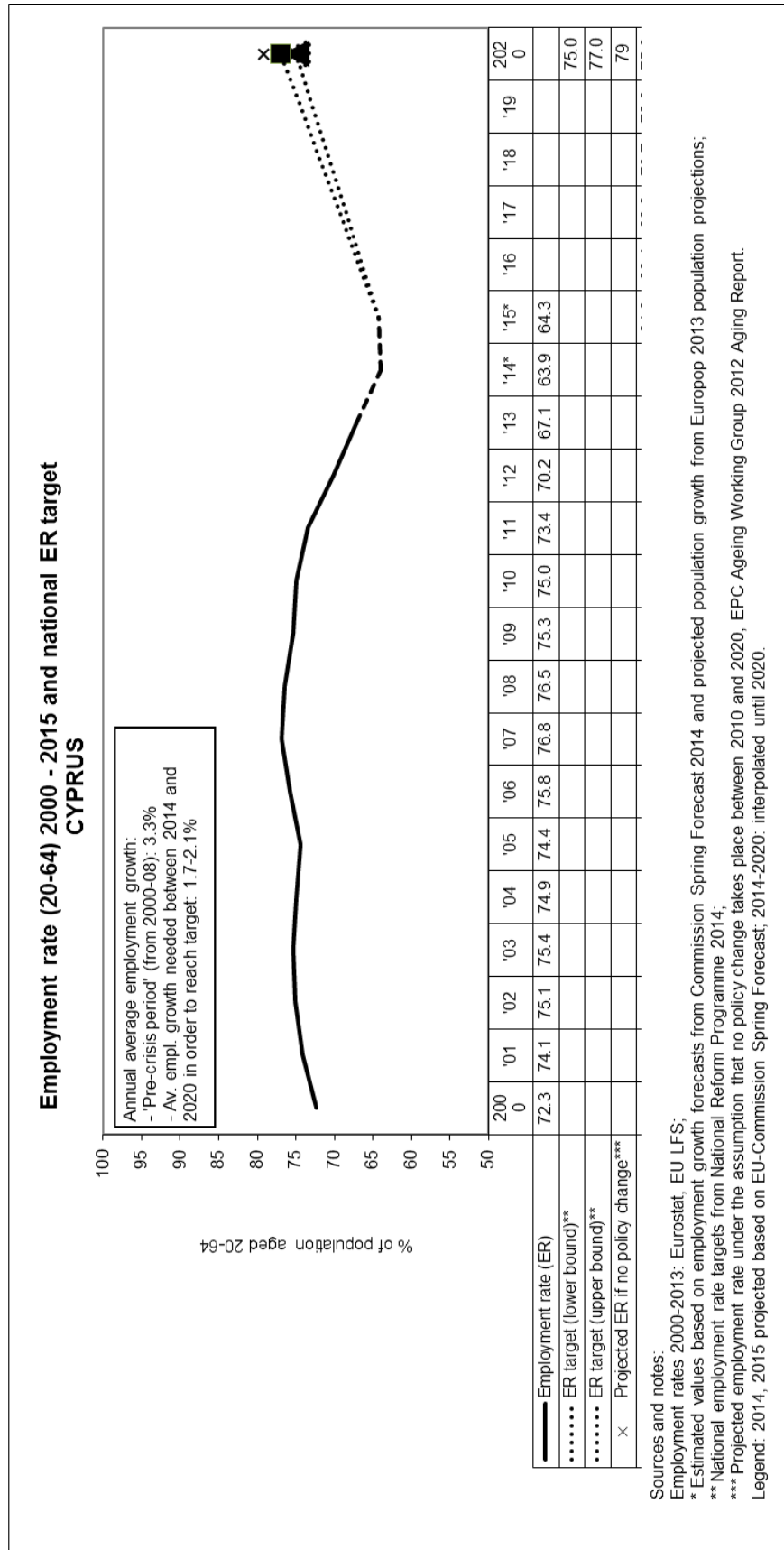
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3. Key employment challenges Italy

Employment Policy Area	Key employment challenges	Particularly good labour market outcome
1. Increase labour market participation	Low employment rate for women. Increasing and very high youth unemployment and NEETs, rates, many of them inactive. Increasing but still low duration of working life, especially for women.	Employment rate of older workers and duration of working life have increased though still lower than EU average.
2. Enhancing labour market functioning; combating segmentation	Segmented labour market with high share of involuntary temporary work, especially for young people, and low transition to permanent employment.	
3. Active labour market policies	Long-term unemployment high and participation in ALMP is low and decreasing.	
4. Adequate and employment oriented social security systems	At risk of poverty for unemployed and at risk of in-work poverty high.	Net replacement rates after 6 months of unemployment show some improvement.
5. Work-life balance	Inactivity due to family responsibilities is high. Uptake of childcare for age 0-3 (less than 30h per week) is below the EU average.	Uptake of childcare for age 3 to mandatory school age of 30 hours and more is significantly better than EU average.
6. Job creation	Employment growth negative, signifying job losses. High tax wedge on labour cost.	
7. Gender equality	Gender employment gap persist higher than the EU average but shows some positive developments. Employment impact of parenthood remains high and the low wage trap for second earner income equally high.	Gender pay gap is below the EU average.
8. Improving skill supply and productivity; Lifelong learning	Educational attainment level low, in particular for tertiary education. Lifelong learning and public spending on human resources low.	
9. Improving education and training systems	High share of early school leavers but some positive developments. Very low share of population aged 30-34 with tertiary education.	
10. Wage setting mechanisms and LC developments	Unit labour cost slightly increasing and productivity decreasing.	

CYPRUS

1. Progress towards the national employment rate target



2. Key indicators on labour market performance

Cyprus

Indicator	Unit	2000	2010	2011	2012	2013	Benchmark	2020 national target	2011	2012 EU28-total	2013	2020 EU target
Overall employment rate	% of population aged 20 - 64	72.3	75.0	73.4	70.2	67.1		75-77	68.5	68.4	68.3	75.0
Early leavers from education and training	% of pop. 18-24 with at most lower sec. educ. and not in further education or training	18.5	12.7	11.3	11.4	9.1		10.0	13.4	12.7	11.9	less than 10
Tertiary educational attainment	Completion of tertiary or equivalent education (30-34)	31.1	45.3	46.2	49.9	47.8		46.0	34.5	35.7	36.8	40.0
Overall employment growth	% change from previous year	1.7	-0.2	0.4	-4.2	-5.2			0.2	-0.2		
Employment rate of women	% of female population aged 20 - 64	59.0	68.8	67.7	64.8	62.2	54.5		62.2	62.3	62.5	
Employment rate of men	% of male population aged 20 - 64	86.4	81.7	79.6	76.1	72.6	49.7		74.9	74.5	74.2	
Employment rate of older workers	% of population aged 55 - 64	49.4	56.3	54.8	50.7	49.6	48.1		47.3	48.8	50.1	
Employment gender gap	difference in the employment rate between men and women in percentage points	27.4	12.9	11.9	11.3	10.4			12.7	12.2	11.7	
Employment rate of young persons	% of population aged 20 - 29		70.6	67.4	63.2	58.2	49.6		61.1	60.1	59.5	
Employment rate of low skilled persons	% of population with at most lower secondary education aged 20 - 64	62.6	66.8	65.1	57.8	54.9	78.5		52.9	52.1	51.4	
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64		73.5	75.1	75.0	74.3			58.0	56.9	56.0	
Part-time employment	% of total employment	8.4	9.1	9.8	10.5	12.5			19.4	19.8		
Temporary employees	% of total employees	10.7	14.0	14.2	15.1	17.5			14.0	13.7		
Overall unemployment rate	% of labour force	4.8	6.3	7.9	11.9	15.9			9.6	10.4	10.8	
Long-term unemployment	% of labour force	1.2	1.3	1.6	3.6	6.1	58.2		4.2	4.7	5.1	
Youth unemployment rate	% of youth labour force (15-24)	10.2	16.6	22.4	27.8	38.9			21.4	22.9		
Youth NEET rate	% of population aged 15-24	10.1	11.7	14.6	16.0	18.7	11.4		12.9	13.1	13.0	
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	84.7	90.8	89.8	92.5				99.8	99.9		
Labour productivity per hour worked	EU-27 = 100 (based on PPS per hour worked)	74.7	81.2	80.3	81.7				99.9	99.9		
Nominal unit labour cost growth	% change from previous year	2.6	1.0	2.5	-2.7				0.6	3.2		
Real unit labour cost growth	% change from previous year	-0.5	-0.9	0.2	-4.2				-0.7	0.8		
Gender pay gap			16.8	16.4	16.2				16.4 p	16.4 p		
Involuntary temporary employment	as % of total employees	8.6	13.1	13.4	14.4	16.7			8.5 u	8.3 u	8.5 u	
share of people in current job 12 months or less in total employment			16.8	16.7	16.6	16.4			14.2	13.9	13.4	
At-risk-of-poverty rate of unemployed			35.8	36.9	31.5				46.1	46.9 e		
unemployment trap - tax rate on low wage earners												
inactivity and part-time work due to personal and family responsibilities			3.4	3.2	3.4	3.2			5.1	5.1	5.2	
job vacancy rate	% change over the recent 3 years		2.8	1.4	1.1	0.7			1.4	1.4	1.5	
Share of adult population with upper secondary or tertiary education	age 25-64	61.5	74.0	75.2	77.4	78.5			73.4	74.2	75.2	
percentage of adult population participating in education and training		3.1	7.7	7.5	7.4	6.9			8.8	9.0	10.4	

Source: Eurostat database (labour market statistics, national accounts), National Reform Programmes

Notes: b - break in series, p - provisional, c - confidential, e - estimated, n - not significant, f - forecast, s - Eurostat estimate, z - not applicable, u - unreliable, "-" - not available

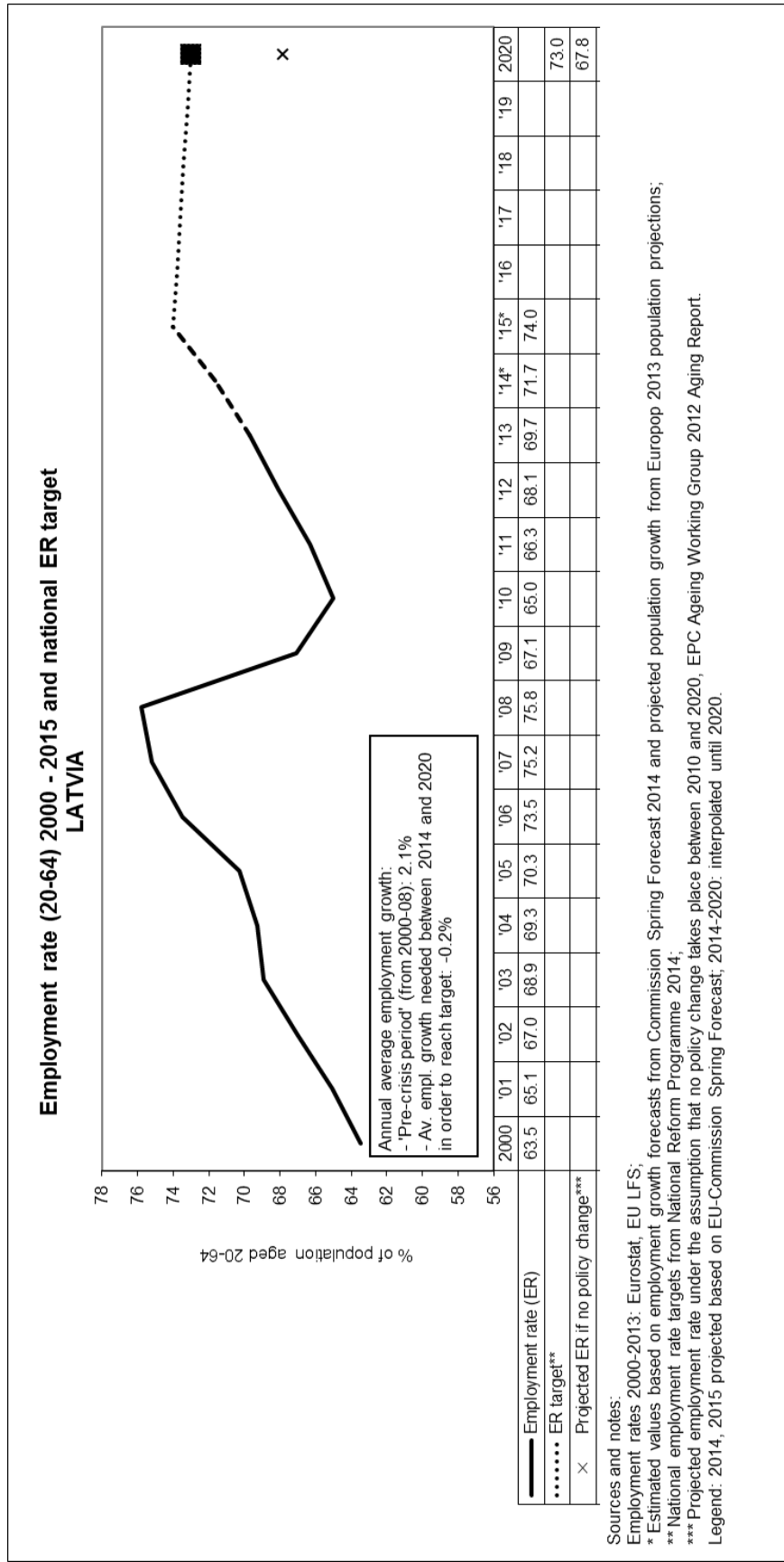
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3. Key employment challenges Cyprus

	Key Employment Challenge	Particularly Good Outcomes
1. Increase labour market participation	Youth Unemployment and NEETs are higher than the EU-average. Employment rate deteriorating.	
2. Enhancing labour market functioning; combating segmentation	Involuntary temporary employment is higher than the EU-average, especially for women.	
3. Active labour market Policies	Above EU average and increasing long-term unemployment rate. Insufficient capacity of PES to deal with increasing unemployment and the need to implement the Youth Guarantee.	
4. Adequate and employment oriented social security systems		The risk of poverty for unemployed is lower than the EU-average. Transitions by pay levels significantly better than EU-average.
5. Work-life balance	High inactivity or part-time work due to lack of care. Uptake of childcare decreasing.	Inactivity due to personal and family responsibilities better than EU average
6. Job creation	Overall employment significantly worse than EU-average.	
7. Gender equality	High gender employment gaps among older workers.	Employment gender gap 20-29 significantly better than EU-average.
8. Improving skill supply and productivity; Lifelong learning	Low level of lifelong learning.	High public spending on human resources. Share of adult population (aged 25-64) having attained high (tertiary) education significantly higher than EU average.
9. Improving education and training systems	Very low participation in secondary VET. Early education is low.	Tertiary education for 30-34 is better than EU-average.
10. Wage setting mechanisms and labour cost developments		

LATVIA

1. Progress towards the national employment rate target



2. Key indicators on labour market performance Latvia

Indicator	Unit	2000	2010	2011	2012	2013	Benchmark	2020 national target	2011	2012 EU28-total	2013	2020 EU target
Overall employment rate	% of population aged 20 - 64	63.5	65.0	66.3 b	68.1	69.7		73.0	68.5	68.4	68.3	75.0
Early leavers from education and training	% of pop. 18-24 with at most lower sec. educ. and not in further education or training		13.3	11.6 b	10.6	9.8		13.4	13.4	12.7	11.9	less than 10
Tertiary educational attainment	Completion of tertiary or equivalent education (30-34)	18.6	32.3	35.9 b	37.2	40.7		34-36	34.5	35.7	36.8	40.0
Overall employment growth	% change from previous year	-3.2	-6.7	1.5	1.4	2.3			0.2	-0.2		
Employment rate of women	% of female population aged 20 - 64	59.3	64.9	65.3 b	66.4	67.7	77.5		62.2	62.3	62.5	
Employment rate of men	% of male population aged 20 - 64	68.2	65.1	67.5 b	70.0	71.9	45.6		74.9	74.5	74.2	
Employment rate of older workers	% of population aged 55 - 64	36.0	48.2	50.5 b	52.8	54.8	66.4		47.3	48.8	50.1	
Employment gender gap	difference in the employment rate between men and women in percentage points	8.9	0.2	2.2 b	3.6	4.2			12.7	12.2	11.7	
Employment rate of young persons	% of population aged 20 - 29		56.9	57.6 b	60.8	62.2	62.3		61.1	60.1	59.5	
Employment rate of low skilled persons	% of population with at most lower secondary education aged 20 - 64	41.8	46.4	46.7 b	50.3	49.0	54.6		52.9	52.1	51.4	
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64		55.9	59.2 b	59.1	60.2			58.0	56.9	56.0	
Part-time employment	% of total employment	10.9	9.7	9.2 b	9.4	8.1			19.4	19.8		
Temporary employees	% of total employees	6.7	6.8	6.7 b	4.7	4.3			14.0	13.7		
Overall unemployment rate	% of labour force	14.3	19.5	16.2	15.0	11.9			9.6	10.4	10.8	
Long-term unemployment	% of labour force	8.3	8.8	8.8	7.8	5.8	61.0		4.2	4.7	5.1	
Youth unemployment rate	% of youth labour force (15-24)	21.3	34.5	31.0 b	28.5	23.2			21.4	22.9		
Youth NEET rate	% of population aged 15-24		17.8	16.0 b	14.9	13.0	50.8		12.9	13.1	13.0	
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	40.3	60.7 b	63.7 b	66.1 b				99.8	99.9		
Labour productivity per hour worked	EU-27 = 100 (based on PPS per hour worked)	30.9	51.7 b	53.9 b	56.2 b				99.9	99.9		
Nominal unit labour cost growth	% change from previous year		-10.1 b	1.2 b	3.5 b				0.6	3.2		
Real unit labour cost growth	% change from previous year		-9.3 b	-4.6 b	0.1 b	2.1 b			-0.7	0.8		
Gender pay gap			15.5	13.6	13.8				16.4 p	16.4 p		
Involuntary temporary employment	as % of total employees	6.4 u	4.9	4.9 b	3.3	3.0			8.5 u	8.3 u	8.5 u	
newly employed	share of people in current job 12 months or less in total employment		19.0	19.8	18.4	17.9			14.2	13.9	13.4	
At-risk-of-poverty rate of unemployed			47.9	50.0	51.9	55.9			46.1	46.9 e		
unemployment trap - tax rate on low wage earners			89.9	89.9	90.1							
inactivity and part-time work due to personal and family responsibilities			2.0	1.9 b	1.8	1.7			5.1	5.1	5.2	
job vacancy rate	% change over the recent 3 years		0.5	0.3	0.4	0.4			1.4	1.4	1.5	
Share of adult population with upper secondary or tertiary education	age 25-64	83.2	88.5	87.9 b	89.1	89.4			73.4	74.2	75.2	
percentage of adult population participating in education and training	age 25-64		5.0	5.1 b	6.9	6.5			8.8	9.0	10.4	

Source: Eurostat database (labour market statistics, national accounts), National Reform Programmes

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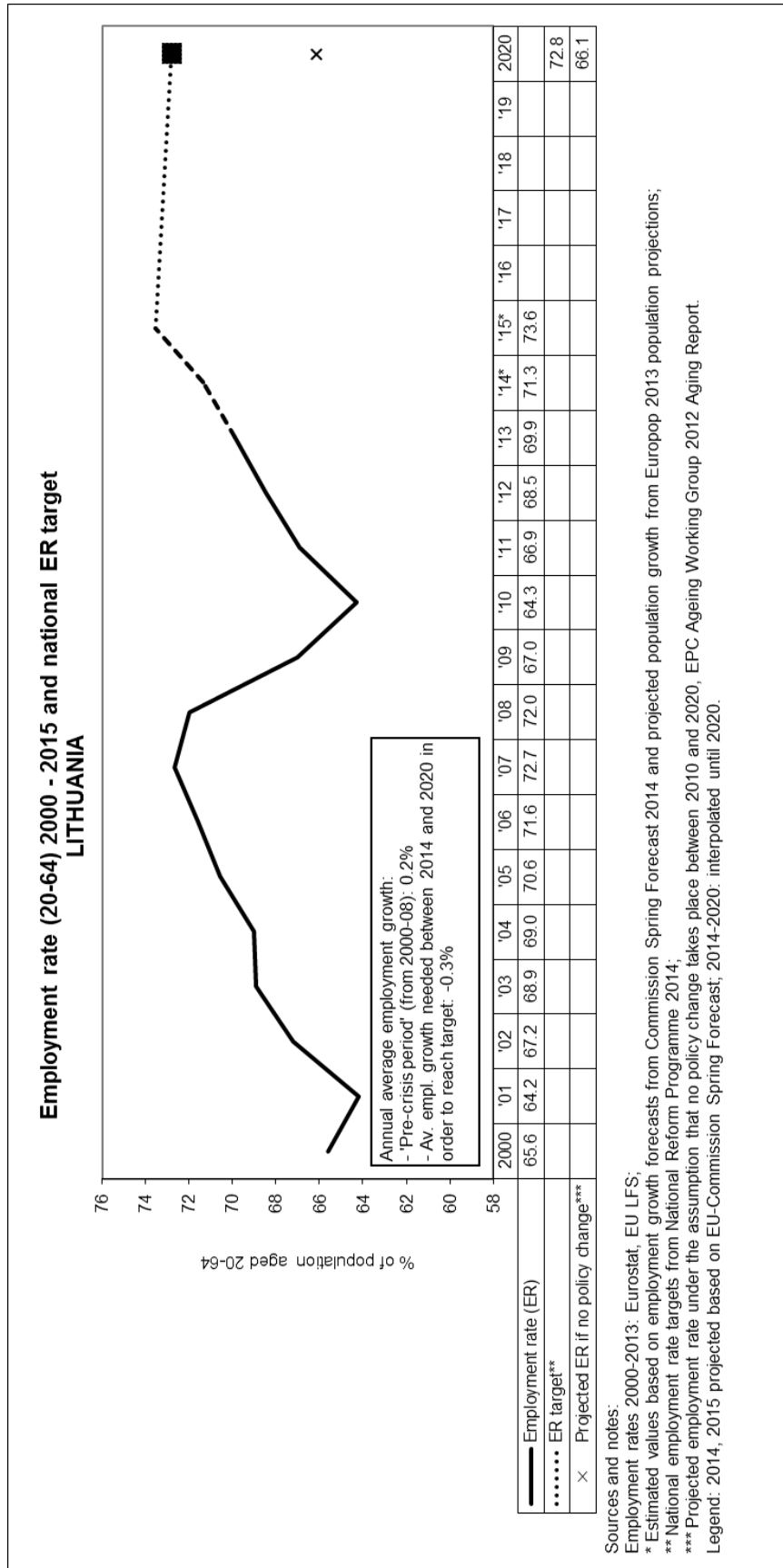
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3. Key employment challenges Latvia

Employment policy area	Key employment challenges	Particularly good labour market outcome
1. Increase labour market participation	Employment rate for men and low-skilled is below the EU average but shows positive developments. Duration of working life for men below the EU average.	Employment rate for women and older workers is above the EU average and show positive developments in recent years.
2. Enhancing labour market functioning; combating segmentation		Low share of involuntary temporary contracts. Satisfactory transition rates to permanent employment indicate low levels of segmentation .
3. Active labour market policies	Long term unemployment of those aged 25-64 (as % of active population) is above the EU average but shows positive developments. ALMP participation and expenditure on ALMPs as % of GDP is below the EU average.	
4. Adequate and employment oriented social security systems	Unemployment trap shows some positive development but remains high. Net replacement rate after 6 months of unemployment is below the EU average for lone parents and for 1 earner couple with 2 children. Low coverage and adequacy of social assistance. At risk of poverty of the unemployed above the EU average but shows positive developments.	
5. Work-life balance	Uptake of childcare for age 0-3 is below the EU average and for age 3 to mandatory school age (less than 30h per week) is below the EU average but increasing.	
6. Job creation	Tax wedge on low wage earners is higher than the EU-average.	Positive employment growth in recent 3 years.
7. Gender equality		
8. Improving skill supply and productivity; Lifelong learning		
9. Improving education and training systems	Participation in VET secondary education relatively low but shows positive developments. Insufficient quality (ineffective financing and governance) of higher education. Annual expenditure in primary (ISCED 1) and secondary (ISCED 2-4) education per capita age group 6-18 below the EU average.	
10. Wage setting mechanisms and labour cost developments		

LITHUANIA

1. Progress towards the national employment rate target



2. Key indicators on labour market performance

Lithuania

Indicator	Unit	2000	2010	2011	2012	2013	Benchmark	2020 national target	2011	2012 EU28-total	2013	2020 EU target
Overall employment rate	% of population aged 20 - 64	65.6	64.3	66.9	68.5	69.9		72.8	68.5	68.4	68.3	75.0
Early leavers from education and training	% of pop. 18-24 with at most lower sec. educ. and not in further education or training	16.5	7.9	7.4	6.5	6.3		less than 9	13.4	12.7	11.9	less than 10
Tertiary educational attainment	Completion of tertiary or equivalent education (30-34)	42.6 d	43.8	45.7	48.6	51.3		40.0	34.5	35.7	36.8	40.0
Overall employment growth	% change from previous year	-4.0	-11.9	0.5	1.8	1.3			0.2	-0.2		
Employment rate of women	% of female population aged 20 - 64	63.9	65.0	66.6	67.9	68.6	81.3		62.2	62.3	62.5	
Employment rate of men	% of male population aged 20 - 64	67.4	63.5	67.2	69.1	71.2	41.6		74.9	74.5	74.2	
Employment rate of older workers	% of population aged 55 - 64	40.4	48.3	50.2	51.7	53.4	61.5		47.3	48.8	50.1	
Employment gender gap	difference in the employment rate between men and women in percentage points	3.5	-1.5	0.6	1.2	2.6			12.7	12.2	11.7	
Employment rate of young persons	% of population aged 20 - 29		50.7	52.2	55.7	58.4	50.2		61.1	60.1	59.5	
Employment rate of low skilled persons	% of population with at most lower secondary education aged 20 - 64	37.3	29.6	31.8	35.2	37.1	6.4		52.9	52.1	51.4	
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64		58.1 u	56.0 u	63.9 u	70.8 u			58.0	56.9	56.0	
Part-time employment	% of total employment	9.1	8.1	8.8	9.4	8.9			19.4	19.8		
Temporary employees	% of total employees	3.8	2.4	2.7	2.6	2.7			14.0	13.7		
Overall unemployment rate	% of labour force	16.4	17.8	15.4	13.4	11.8			9.6	10.4	10.8	
Long-term unemployment	% of labour force	8.0	7.4 e	8.0	6.6	5.1	67.5		4.2	4.7	5.1	
Youth unemployment rate	% of youth labour force (15-24)	28.6	35.7	32.6	26.7	21.9			21.4	22.9		
Youth NEET rate	% of population aged 15-24	17.0	13.2	11.8	11.2	11.1	64.0		12.9	13.1	13.0	
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	43.4	68.3	72.4	73.9				99.8	99.9		
Labour productivity per hour worked	EU-27 = 100 (based on PPS per hour worked)	39.9	59.8	64.3	65.4				99.9	99.9		
Nominal unit labour cost growth	% change from previous year		-7.0	0.7	1.9				0.6	3.2		
Real unit labour cost growth	% change from previous year		-9.1	-4.4	-0.7				-0.7	0.8		
Gender pay gap			14.6	11.9	12.6				16.4 p	16.4 p		
Involuntary temporary employment	as % of total employees	3.0	1.7	1.7	1.7	1.7			8.5 u	8.3 u	8.5 u	
At-risk-of-poverty rate of unemployed	share of people in current job 12 months or less in total employment		15.1	17.8	16.1	17.4			14.2	13.9	13.4	
unemployment trap - tax rate on low wage earners			56.1	53.0	54.4				46.1	46.9 e		
inactivity and part-time work due to personal and family responsibilities			69.8	68.5	66.6							
job vacancy rate	% change over the recent 3 years		1.7	1.6	1.5	1.6			5.1	5.1	5.2	
Share of adult population with upper secondary or tertiary education	age 25-64	84.2 d	91.9	92.9	93.3	93.4			1.4	1.4	1.5	
percentage of adult population participating in education and training	age 25-64	2.8	3.9	5.7	5.2	5.7			73.4	74.2	75.2	
									8.8	9.0	10.4	

Source: Eurostat database (labour market statistics, national accounts), National Reform Programmes

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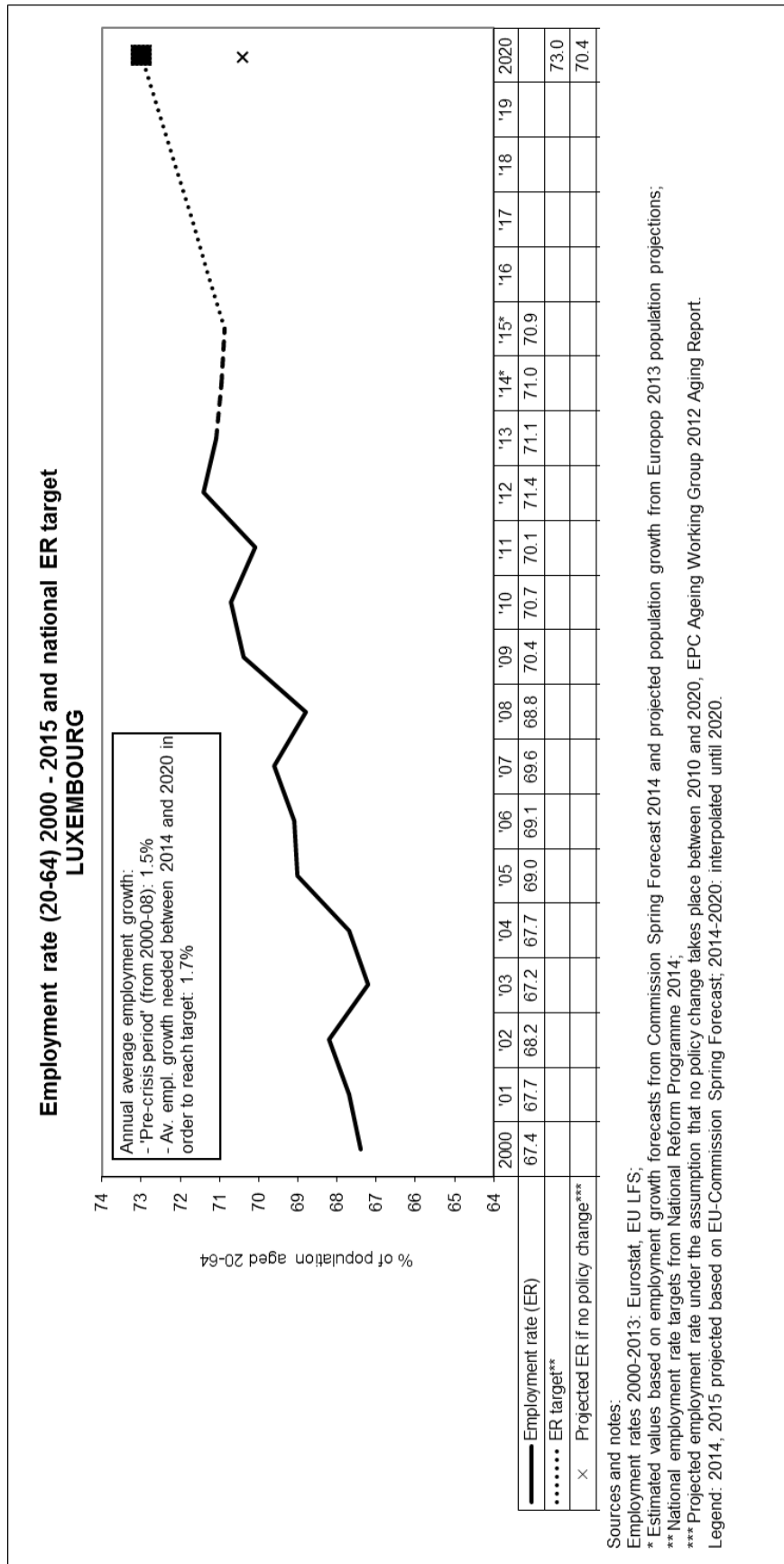
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3. Key employment challenges Lithuania

Employment Policy Area	Key Employment Challenges	Particularly good labour market outcome
1. Increase labour market participation	Employment rate for men and low-skilled are below the EU average. For low-skilled the level is significantly below. Big territorial differences in unemployment rates.	Unemployment rates for total population and youth show positive developments. Employment rates for older workers and women are higher than the EU average.
2. Enhancing labour market functioning; combating segmentation	Limited use of flexible working arrangements. Strict EPL.	
3. Active labour market policies	Long-term unemployment is high (especially very long term unemployment) but shows positive developments. ALMP participation and expenditure are low.	
4. Adequate and employment oriented social security systems	The at-risk of poverty for unemployed is persistently very high. At-risk of in-work poverty is above the EU average. Inactivity trap for 2 nd earner couple member is worse than the EU-average. Net replacement rate of one earner couple, two children, after 6 months of unemployment low.	
5. Work-life balance	Low provision of childcare.	
6. Job creation	Significantly negative job growth (3yrs), share of self-employment below the EU average.	
7. Gender equality		Low employment impact of parenthood.
8. Improving skill supply and productivity; Lifelong learning	Skills mismatches despite high tertiary education rate. Lifelong learning (25-64) is below the EU average.	
9. Improving education and training systems	Participation in VET secondary education is low. Share of low-achieving (15y) in reading and mathematics is high	Low share of early school leavers.
10. Wage setting mechanisms and labour cost developments		

LUXEMBOURG

1. Progress towards the national employment rate target



2. Key indicators on labour market performance

Luxembourg

Indicator	Unit	2000	2010	2011	2012	2013	Benchmark	2020 national target	2011	2012 EU28-total	2013	2020 EU target
Overall employment rate	% of population aged 20 - 64	67.4	70.7	70.1	71.4	71.1		73.0	68.5	68.4	68.3	75.0
Early leavers from education and training	% of pop. 18-24 with at most lower sec. educ. and not in further education or training	16.8	7.1	6.2	8.1	6.1		less than 10	13.4	12.7	11.9	less than 10
Tertiary educational attainment	Completion of tertiary or equivalent education (30-34)	21.2	46.1	48.2	49.6	52.5		40.0	34.5	35.7	36.8	40.0
Overall employment growth	% change from previous year	5.5	1.8	2.9	2.5	1.7			0.2	-0.2		
Employment rate of women	% of female population aged 20 - 64	53.8	62.0	61.9	64.1	63.9	61.6		62.2	62.3	62.5	
Employment rate of men	% of male population aged 20 - 64	80.7	79.2	78.1	78.5	78.0	80.6		74.9	74.5	74.2	
Employment rate of older workers	% of population aged 55 - 64	26.7	39.6	39.3	41.0	40.5	15.9		47.3	48.8	50.1	
Employment gender gap	difference in the employment rate between men and women in percentage points	26.9	17.2	16.2	14.4	14.1			12.7	12.2	11.7	
Employment rate of young persons	% of population aged 20 - 29		60.5	59.1	59.5	57.5	47.3		61.1	60.1	59.5	
Employment rate of low skilled persons	% of population with at most lower secondary education aged 20 - 64	58.6	58.5	58.6	60.1	58.6	93.4		52.9	52.1	51.4	
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64		58.7	58.8	59.5	61.7			58.0	56.9	56.0	
Part-time employment	% of total employment	11.3	17.8	18.3	18.9	19.1			19.4	19.8		
Temporary employees	% of total employees	3.4	7.1	7.1	7.6	7.0			14.0	13.7		
Overall unemployment rate	% of labour force	2.2	4.6	4.8	5.1	5.8			9.6	10.4	10.8	
Long-term unemployment	% of labour force	0.5	1.3	1.4	1.6	1.8	98.1		4.2	4.7	5.1	
Youth unemployment rate	% of youth labour force (15-24)	6.4 u	14.2	16.8	18.8	15.5			21.4	22.9		
Youth NEET rate	% of population aged 15-24	5.0	5.1	4.7	5.9	5.0	106.2		12.9	13.1	13.0	
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	177.6	163.9	165.2	162.4				99.8	99.9		
Labour productivity per hour worked	EU-27 = 100 (based on PPS per hour worked)		178.1	179.9	176.8				99.9	99.9		
Nominal unit labour cost growth	% change from previous year	2.5	1.4	3.4	4.7	2.7			0.6	3.2		
Real unit labour cost growth	% change from previous year	0.5	-5.4	-0.7	1.6	-1.0			-0.7	0.8		
Gender pay gap			8.7	8.7 p	8.6 p				16.4 p	16.4 p		
Involuntary temporary employment	as % of total employees	0.6 u	2.9 u	3.2 u	4.0	3.7 u			8.5 u	8.3 u	8.5 u	
At-risk-of-poverty rate of unemployed	share of people in current job 12 months or less in total employment		11.9	13.4	12.8	12.6			14.2	13.9	13.4	
unemployment trap - tax rate on low wage earners			43.3	42.3	51.9				46.1	46.9 e		
inactivity and part-time work due to personal and family responsibilities			85.7	86.7	86.0							
job vacancy rate	% change over the recent 3 years		6.2	5.1	4.1	4.1			5.1	5.1	5.2	
Share of adult population with upper secondary or tertiary education	age 25-64	60.9	77.7	77.3	78.3	80.5			73.4	74.2	75.2	
percentage of adult population participating in education and training	age 25-64	4.8	13.4	13.6	13.9	14.4			8.8	9.0	10.4	

Source: Eurostat database (labour market statistics, national accounts), National Reform Programmes

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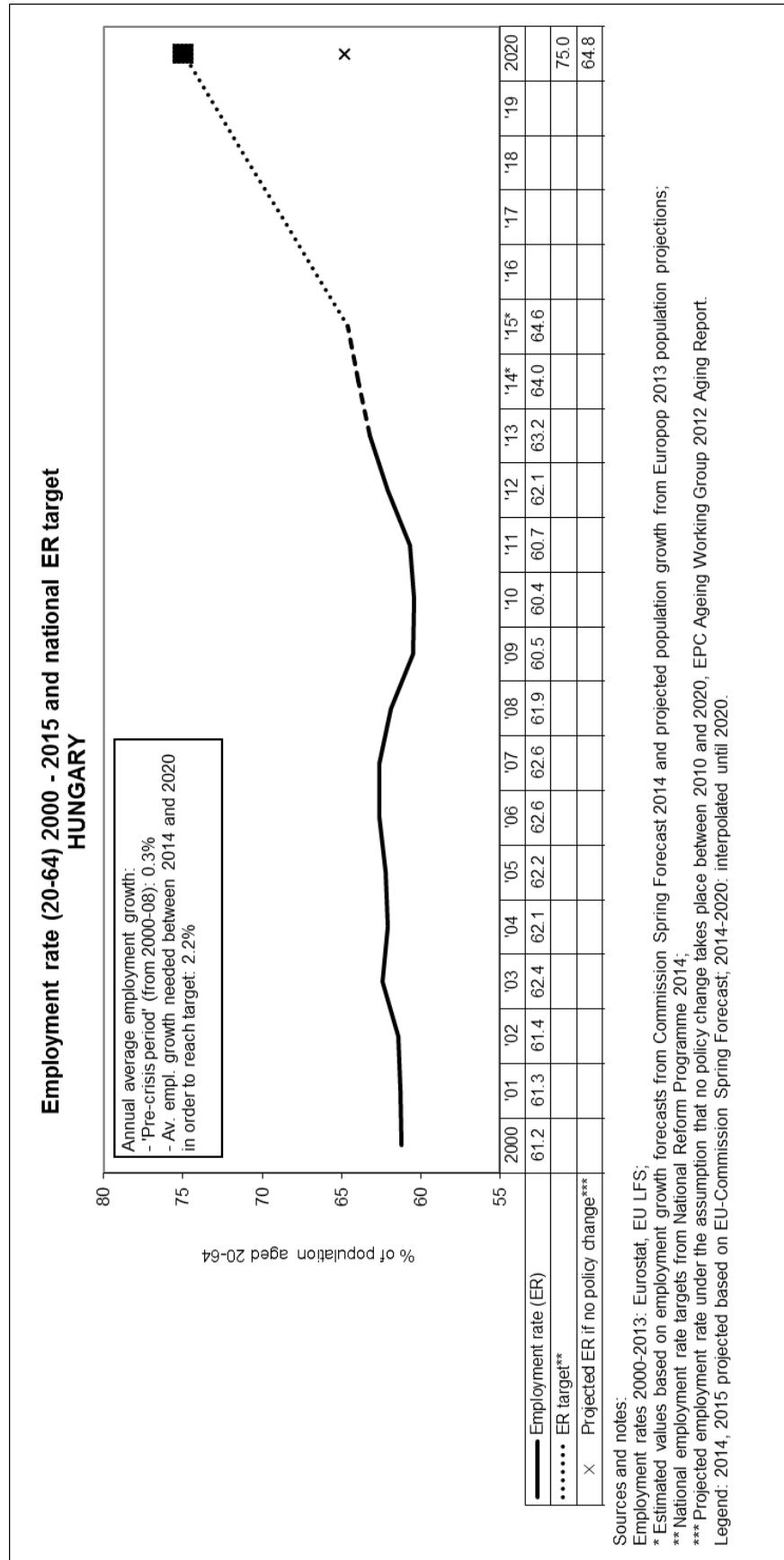
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3. Key employment challenges Luxembourg

Employment policy area	Key employment challenge	Particularly good labour market outcome
1. Increase labour market participation	Low employment of older workers, in particular female older workers. High youth unemployment.	Very lower NEET levels.
2. Enhancing labour market functioning; combating segmentation		
3. Active labour market policies	Activation is higher than the EU average but shows significantly negative trend.	
4. Adequate and employment oriented social security systems	Higher at-risk of poverty rate for people with migrant background. Higher at-risk-of poverty rate of children living in household at work. In-work at risk of poverty rate for single parents. High low wage trap for second earner income.	At –risk of poverty low.
5. Work-life balance		
6. Job creation		Tax wedge on labour cost significantly better than the EU-average.
7. Gender equality	Women employment rate is low.	
8. Improving skill supply and productivity; Lifelong learning	Low participation in lifelong learning of older workers.	
9. Improving education and training systems	Early school leaving remains high for children of people with migrant background. Upper secondary education levels low.	The share of the population with tertiary education is significantly above EU-average.
10. Wage setting mechanisms and labour cost developments	Unit labour cost rising faster than the average of the EU15 since 2000.	

HUNGARY

1. Progress towards the national employment rate target



2. Key indicators on labour market performance

Hungary

Indicator	Unit	2000	2010	2011	2012	2013	Benchmark	2020 national target	2011	2012 EU28-total	2013	2020 EU target
Overall employment rate	% of population aged 20 - 64	61.2	60.4	60.7	62.1	63.2		75.0	68.5	68.4	68.3	75.0
Early leavers from education and training	% of pop. 18-24 with at most lower sec. educ. and not in further education or training	13.9	10.5	11.2	11.5	11.8		10.0	13.4	12.7	11.9	less than 10
Tertiary educational attainment	Completion of tertiary or equivalent education (30-34)	14.8	25.7	28.1	29.9	31.9		30.3	34.5	35.7	36.8	40.0
Overall employment growth	% change from previous year	1.0	0.8	0.3	0.0	0.4			0.2	-0.2		
Employment rate of women	% of female population aged 20 - 64	53.9	55.0	54.9	56.4	57.0	32.8		62.2	62.3	62.5	
Employment rate of men	% of male population aged 20 - 64	68.9	66.0	66.8	68.1	69.7	33.0		74.9	74.5	74.2	
Employment rate of older workers	% of population aged 55 - 64	22.2	34.4	35.8	36.9	38.5	8.8		47.3	48.8	50.1	
Employment gender gap	difference in the employment rate between men and women in percentage points	15.0	11.0	11.9	11.7	12.7			12.7	12.2	11.7	
Employment rate of young persons	% of population aged 20 - 29		50.7	50.8	51.0	52.3	30.7		61.1	60.1	59.5	
Employment rate of low skilled persons	% of population with at most lower secondary education aged 20 - 64	36.4	36.8	36.5	37.5	38.2	10.9		52.9	52.1	51.4	
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64		50.2	51.3	61.2	63.0			58.0	56.9	56.0	
Part-time employment	% of total employment	3.6 u	5.8	6.8	7.0	6.7			19.4	19.8		
Temporary employees	% of total employees	6.8	9.6	8.9	9.4	10.8			14.0	13.7		
Overall unemployment rate	% of labour force	6.3	11.2	10.9	10.9	10.2			9.6	10.4	10.8	
Long-term unemployment	% of labour force	3.0	5.5	5.2	4.9	5.0	68.4		4.2	4.7	5.1	
Youth unemployment rate	% of youth labour force (15-24)	12.3	26.6	26.1	28.1	27.2			21.4	22.9		
Youth NEET rate	% of population aged 15-24	15.4	12.4	13.3	14.7	15.4	34.2		12.9	13.1	13.0	
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	57.3	71.6	72.5	71.1				99.8	99.9		
Labour productivity per hour worked	EU-27 = 100 (based on PPS per hour worked)	47.9	60.3	60.6	61.8				99.9	99.9		
Nominal unit labour cost growth	% change from previous year	11.4	-0.7	2.3	2.5	4.0			0.6	3.2		
Real unit labour cost growth	% change from previous year	1.5	-3.0	-0.3	-0.6	1.3			-0.7	0.8		
Gender pay gap			17.6	18.0	20.1				16.4 p	16.4 p		
Involuntary temporary employment newly employed	as % of total employees share of people in current job 12 months or less in total employment	4.2 u	6.6	5.8	6.6	7.9			8.5 u	8.3 u	8.5 u	
At-risk-of-poverty rate of unemployed			13.3	13.3	14.7	15.5			14.2	13.9	13.4	
unemployment trap - tax rate on low wage earners			44.8	46.6	49.3	50.6			46.1	46.9 e		
inactivity and part-time work due to personal and family responsibilities			79.9	79.6	79.5							
job vacancy rate			4.5	4.7	4.7	4.7			5.1	5.1	5.2	
Share of adult population with upper secondary or tertiary education	% change over the recent 3 years age 25-64		1.1	1.0	1.1	1.1			1.4	1.4	1.5	
percentage of adult population participating in education and training		69.4	81.3	81.8	82.1	82.5			73.4	74.2	75.2	
		2.9	2.8	2.7	2.8	3.0			8.8	9.0	10.4	

Source: Eurostat database (labour market statistics, national accounts), National Reform Programmes

Notes: b - break in series, p - provisional, c - confidential, e - estimated, n - not significant, f - forecast, s - Eurostat estimate, z - not applicable, u - unreliable, "-" - not available

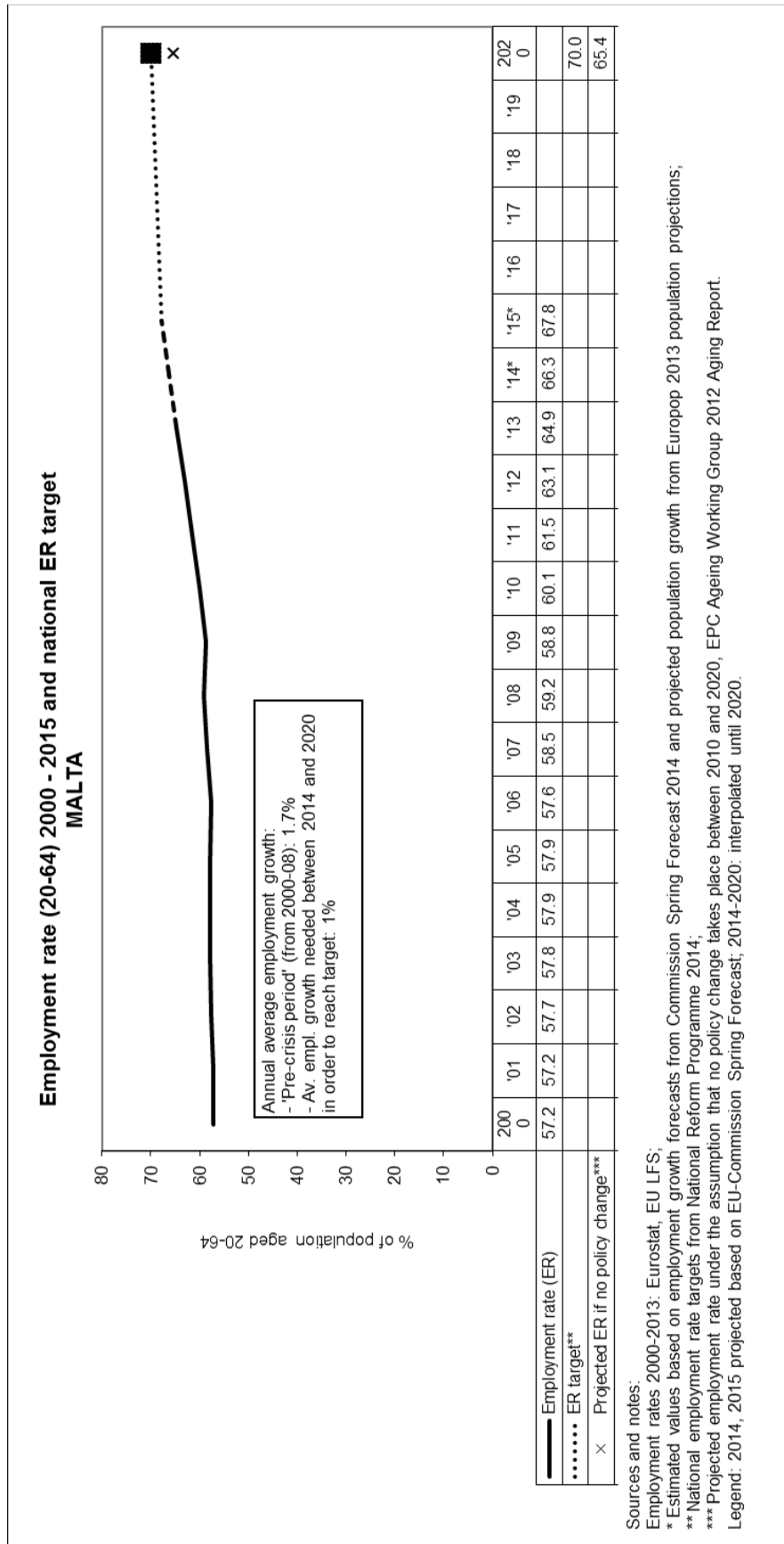
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3. Key employment challenges Hungary

	Key Employment Challenge	Particularly Good labour market Outcomes
1. Increase labour market participation	Overall low employment rates especially for certain groups (low-skilled, youth, females with young children and older workers) but positive development in employment rates. High youth unemployment and increasing NEET rates.	
2. Enhancing labour market functioning; combating segmentation		
3. Active labour market policies	Low level of participation in ALMP but increasing.	
4. Adequate and employment oriented social security systems	Net replacement rate after 6 and 12 months below the EU average.	
5. Work-life balance	Low offer of childcare aged 0-3, but positive developments in increasing childcare facilities in recent years. High employment impact of parenthood on females.	
6. Job creation	High tax wedge particularly for low earners.	
7. Gender equality		
8. Improving skill supply and productivity; Lifelong learning	Low lifelong learning participation.	
9. Improving education and training systems	Early school leavers rate is increasing in recent years but still below EU average. Tertiary education below EU average but shows positive development.	High share of adult population (25-64) with upper secondary education.
10. Wage setting mechanisms and labour cost developments		

MALTA

1. Progress towards the national employment rate target



2. Key indicators on labour market performance

Malta

Indicator	Unit	2000	2010	2011	2012	2013	Benchmark	2020 national target	2011	2012 EU28-total	2013	2020 EU target
Overall employment rate	% of population aged 20 - 64	57.2	60.1	61.5	63.1	64.9		70.0	68.5	68.4	68.3	75.0
Early leavers from education and training	% of pop. 18-24 with at most lower sec. educ. and not in further education or training	54.2 p	25.9	23.6	22.6	20.9		10.0	13.4	12.7	11.9	less than 10
Tertiary educational attainment	Completion of tertiary or equivalent education (30-34)	7.4 u	21.5	21.4	22.4	26.0		33.0	34.5	35.7	36.8	40.0
Overall employment growth	% change from previous year	-1.2	2.1	2.5	2.4	3.1			0.2	-0.2		
Employment rate of women	% of female population aged 20 - 64	33.2	41.5	43.4	46.8	49.8	2.7		62.2	62.3	62.5	
Employment rate of men	% of male population aged 20 - 64	80.9	77.9	78.9	79.0	79.5	89.2		74.9	74.5	74.2	
Employment rate of older workers	% of population aged 55 - 64	28.5	30.4	31.8	33.6	35.9	-0.4		47.3	48.8	50.1	
Employment gender gap	difference in the employment rate between men and women in percentage points	47.7	36.4	35.5	32.2	29.7			12.7	12.2	11.7	
Employment rate of young persons	% of population aged 20 - 29		73.8	74.7 b	74.4	76.0	106.3		61.1	60.1	59.5	
Employment rate of low skilled persons	% of population with at most lower secondary education aged 20 - 64	51.8	48.6	49.1	50.7	51.8	65.9		52.9	52.1	51.4	
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64		61.0	66.3	60.1	64.0			58.0	56.9	56.0	
Part-time employment	% of total employment	6.4	12.4	13.1	13.9	14.8			19.4	19.8		
Temporary employees	% of total employees	3.9	5.5	6.5	6.8	7.6			14.0	13.7		
Overall unemployment rate	% of labour force	6.7	6.9	6.5	6.4	6.5			9.6	10.4	10.8	
Long-term unemployment	% of labour force	4.5	3.2	3.0	3.0	2.9	87.9		4.2	4.7	5.1	
Youth unemployment rate	% of youth labour force (15-24)	11.8	13.1	13.8	14.2	13.5			21.4	22.9		
Youth NEET rate	% of population aged 15-24	27.4 p	9.5	10.6	11.1	9.9	72.3		12.9	13.1	13.0	
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	101.3	97.4	94.6	92.3				99.8	99.9		
Labour productivity per hour worked	EU-27 = 100 (based on PPS per hour worked)	74.8 e	72.6	67.1	66.9				99.9	99.9		
Nominal unit labour cost growth	% change from previous year		0.3	2.9	3.7				0.6	3.2		
Real unit labour cost growth	% change from previous year	-3.8	-4.3	0.9	1.8				-0.7	0.8		
Gender pay gap			7.2	6.2	6.1				16.4 p	16.4 p		
Involuntary temporary employment	as % of total employees	1.5 u	2.9	3.3	3.6	4.0			8.5 u	8.3 u	8.5 u	
newly employed	share of people in current job 12 months or less in total employment		11.7	12.6	12.7	12.8			14.2	13.9	13.4	
At-risk-of-poverty rate of unemployed			42.8	43.4	48.2				46.1	46.9 e		
unemployment trap - tax rate on low wage earners			58.6	55.7	55.9							
inactivity and part-time work due to personal and family responsibilities			4.1	4.3	4.8	5.1			5.1	5.1	5.2	
job vacancy rate	% change over the recent 3 years								1.4	1.4	1.5	
Share of adult population with upper secondary or tertiary education	age 25-64	18.1 p	35.2	38.1	38.1	41.0			73.4	74.2	75.2	
percentage of adult population participating in education and training	age 25-64	4.5	6.2	6.5	7.0	7.7			8.8	9.0	10.4	

Source: Eurostat database (labour market statistics, national accounts), National Reform Programmes

Notes: b - break in series, p - provisional, c - confidential, e - estimated, n - not significant, f - forecast, s - Eurostat estimate, z - not applicable, u - unreliable, "-" - not available

Additional note: the benchmark is normalised in the following way: average of highest 5=100, average of lowest 5=0. The interpretation of the benchmark is that it gives the relative distance to the highest 5 performers by subtracting that benchmark for a given country and indicator from the benchmark of the highest 5 performers, thus a 100. Numbers in bold: the country is among the 5 highest performers for this indicator. The numbers in italic: the country is among the lowest 5 performers

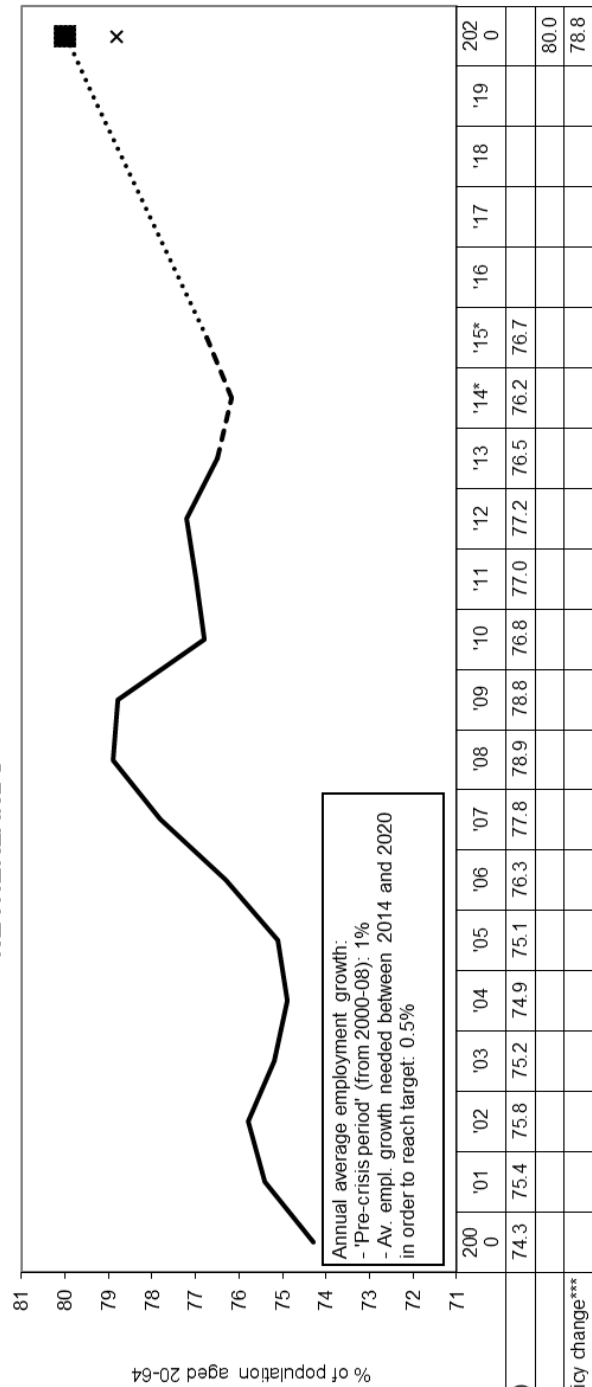
3. Key employment challenges Malta

Employment policy area	Key employment challenges	Particularly good labour market outcome
1. Increase labour market participation	The employment rate remains low especially for older females, although recently some positive developments have been registered. Despite positive developments the duration of working life is still low.	Employment rate of youth is significantly better than EU-average. Strong increase in female employment.
2. Enhancing labour market functioning; combating segmentation		Transitions from temp to perm employment are significantly better than EU average.
3. Active labour market policies	Although, ALMP expenditure is low, participation in ALMP actions is increasing.	Overall unemployment levels consistently below EU average.
4. Adequate and employment oriented social security systems		
5. Work-life balance	High inactivity due to family responsibility. Despite positive developments as regards availability of childcare, limited use of flexible working arrangements is still a challenge.	
6. Job creation		Overall employment growth in the last few years has been higher than EU average.
7. Gender equality	Despite positive developments the gender employment gap is persisting. Increasing labour force participation of the 2nd couple member is a persisting challenge.	Gender pay gap is much narrower than the EU average.
8. Improving skill supply and productivity; Lifelong learning	Educational attainment is very low but positive developments are recorded. Possible Skills mismatches on the labour market, especially in the medium-term. Participation in LLL shows some positive development but remains low. Participation of inactive in education or training is low.	Transitions in labour status and pay level are better than EU average. Improvement in the access and provision of higher education and VET.
9. Improving education and training systems	Early school leavers remains strongly above the EU level despite significant positive development. The tertiary educational attainment for the age group 30-34 is significantly below EU level but increasing.	
10. Wage setting mechanisms and labour cost developments		

NETHERLANDS

1. Progress towards the national employment rate target

Employment rate (20-64) 2000 - 2015 and national ER target
NETHERLANDS



Sources and notes:

Employment rates 2000-2013: Eurostat, EU LFS;

* Estimated values based on employment growth forecasts from Commission Spring Forecast 2014 and projected population growth from Europop 2013 population projections;

** National employment rate targets from National Reform Programme 2014;

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

Legend: 2014, 2015 projected based on EU-Commission Spring Forecast; 2014-2020: interpolated until 2020.

2. Key indicators on labour market performance

Netherlands

Indicator	Unit	2000	2010	2011	2012	2013	Benchmark	2020 national target	2011	2012 EU28-total	2013	2020 EU target
Overall employment rate	% of population aged 20 - 64	74.3	76.8 b	77.0	77.2	76.5		80.0	68.5	68.4	68.3	75.0
Early leavers from education and training	% of pop. 18-24 with at most lower sec. educ. and not in further education or training	15.4	10.0 b	9.1	8.8	9.2		less than 8	13.4	12.7	11.9	less than 10
Tertiary educational attainment	Completion of tertiary or equivalent education (30-34)	26.5	41.4 b	41.1	42.2	43.1		45.0	34.5	35.7	36.8	40.0
Overall employment growth	% change from previous year	2.2	-0.4	0.7	-0.2	-1.1			0.2	-0.2		
Employment rate of women	% of female population aged 20 - 64	64.1	70.8 b	71.4	71.9	71.6	93.8		62.2	62.3	62.5	
Employment rate of men	% of male population aged 20 - 64	84.3	82.8 b	82.6	82.5	81.3	99.5		74.9	74.5	74.2	
Employment rate of older workers	% of population aged 55 - 64	38.2	53.7 b	56.1	58.6	60.1	85.2		47.3	48.8	50.1	
Employment gender gap	difference in the employment rate between men and women in percentage points	20.2	12.0 b	11.2	10.6	9.7			12.7	12.2	11.7	
Employment rate of young persons	% of population aged 20 - 29		78.7 b	78.7	78.0	76.6 b	108.2		61.1	60.1	59.5	
Employment rate of low skilled persons	% of population with secondary education aged 20 - 64	59.5	61.7 b	62.5	62.6	60.9	102.8		52.9	52.1	51.4	
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64		52.8 b	52.2	53.0	50.5			58.0	56.9	56.0	
Part-time employment	% of total employment	41.2	48.8 b	49.1	49.8	50.7			19.4	19.8		
Temporary employees	% of total employees	13.8	18.3 b	18.2	19.3	20.3			14.0	13.7		
Overall unemployment rate	% of labour force	3.1	4.5	4.4	5.3	6.7			9.6	10.4	10.8	
Long-term unemployment	% of labour force	0.8	1.2 b	1.5	1.8	2.4	92.6		4.2	4.7	5.1	
Youth unemployment rate	% of youth labour force (15-24)	5.3	8.7 b	7.6	9.5	11.0			21.4	22.9		
Youth NEET rate	% of population aged 15-24	3.8	4.3 b	3.8	4.3	5.1	105.5		12.9	13.1	13.0	
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	115.5	110.5	109.8	108.3				99.8	99.9		
Labour productivity per hour worked	EU-27 = 100 (based on PPS per hour worked)	136.7	132.0	131.2	128.5				99.9	99.9		
Nominal unit labour cost growth	% change from previous year	2.9	-0.7	1.1	2.8	2.0			0.6	3.2		
Real unit labour cost growth	% change from previous year	-1.2	-1.5	0.0	1.5	0.6			-0.7	0.8		
Gender pay gap			17.8	17.9	16.9				16.4 p	16.4 p		
Involuntary temporary employment	as % of total employees	5.5 u	5.8 b	5.9 u	6.6 u	8.2 u			8.5 u	8.3 u	8.5 u	
newly employed	share of people in current job 12 months or less in total employment		11.4	15.9	15.4	14.8			14.2	13.9	13.4	
At-risk-of-poverty rate of unemployed			31.8	33.5	33.3				46.1	46.9 e		
unemployment trap - tax rate on low wage earners			84.0	83.9	84.0							
inactivity and part-time work due to personal and family responsibilities			12.2 b	11.7	11.4	10.9 b			5.1	5.1	5.2	
job vacancy rate	% change over the recent 3 years		2.0	1.6	1.5	1.4			1.4	1.4	1.5	
Share of adult population with upper secondary or tertiary education	age 25-64	66.1	72.3 b	72.3	73.4	75.8			73.4	74.2	75.2	
percentage of adult population participating in education and training	age 25-64	15.5	16.6 b	16.7	16.5	17.4			8.8	9.0	10.4	

Source: Eurostat database (labour market statistics, national accounts), National Reform Programmes

Notes: b - break in series, p - provisional, c - confidential, e - estimated, n - not significant, f - forecast, s - Eurostat estimate, z - not applicable, u - unreliable, "-" - not available

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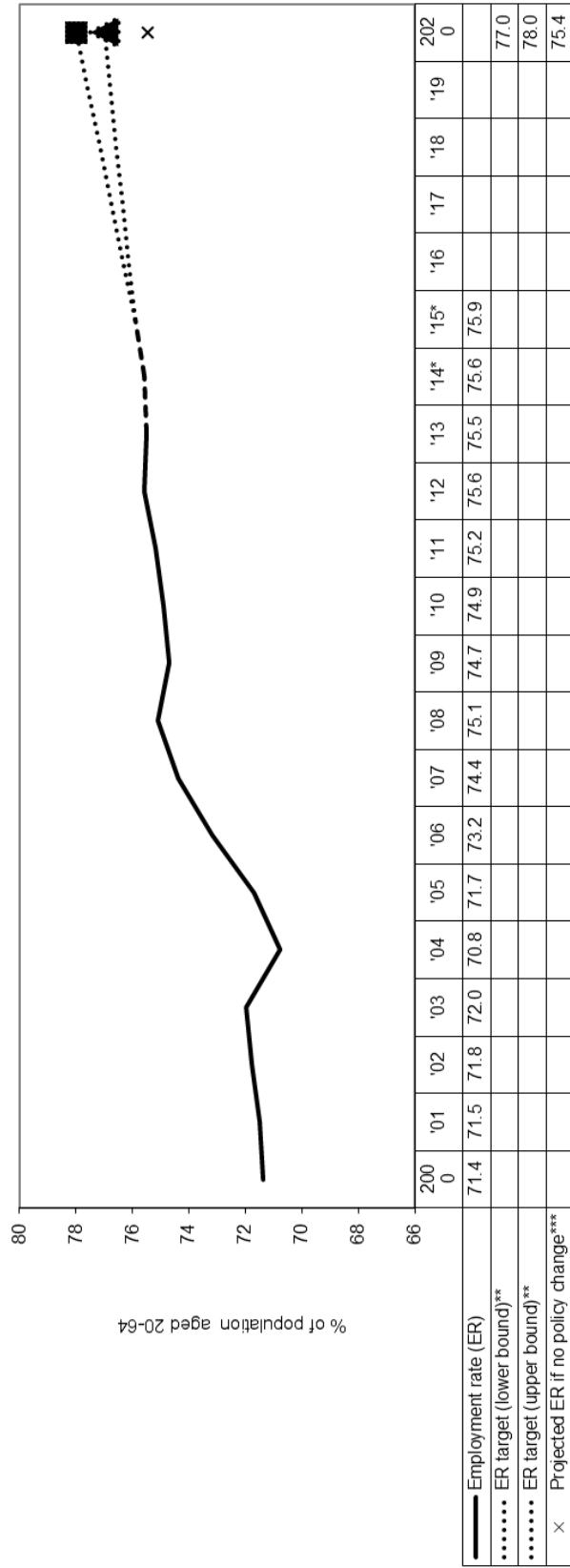
3. Key employment challenges The Netherlands

Employment policy area	Key employment challenge	Particularly good labour market outcome
1. Increase labour market participation	<p>Low employment rates for non-EU nationals.</p> <p>Youth unemployment rate is high as compared to the overall unemployment rate.</p> <p>Low total amount of hours worked, especially for second income earners.</p>	<p>Youth NEET is significantly lower than the EU average.</p> <p>Average exit age has increased significantly.</p> <p>Female labour market participation is high.</p>
2. Enhancing labour market functioning; combating segmentation	Labour market segmentation high with low transition to permanent employment.	
3. Active labour market policies		High percentage of GDP used for ALMP.
4. Adequate and employment oriented social security systems	<p>Tax wedge on labour high and low wage trap for 2nd couple member.</p> <p>High unemployment and low wage traps for low wage earners.</p> <p>High inactivity and low wage traps for second earners.</p>	<p>At risk of poverty for unemployed and at risk of poverty in general is significantly lower than EU average.</p> <p>High impact of social transfers in reduction of poverty.</p>
5. Work-life balance		
6. Job creation		
7. Gender equality		Low gender employment gap.
8. Improving skill supply and productivity; Lifelong learning		
9. Improving education and training systems		
10. Wage setting mechanisms and labour cost developments	Wage developments across sectors do not fully reflect productivity developments.	

AUSTRIA

1. Progress towards the national employment rate target

Employment rate (20-64) 2000 - 2015 and national ER target
AUSTRIA



Sources and notes:

Employment rates 2000-2013: Eurostat, EU LFS;

* Estimated values based on employment growth forecasts from Commission Spring Forecast 2014 and projected population growth from Europop 2013 population projections;

** National employment rate targets from National Reform Programme 2014;

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

Legend: 2014, 2015 projected based on EU-Commission Spring Forecast; 2014-2020: interpolated until 2020.

2. Key indicators on labour market performance

Austria

Indicator	Unit	2000	2010	2011	2012	2013	Benchmark	2020 national target	2011	2012 EU28-total	2013	2020 EU target
Overall employment rate	% of population aged 20 - 64	71.4	74.9	75.2	75.6	75.5 b		77-78	68.5	68.4	68.3	75.0
Early leavers from education and training	% of pop. 18-24 with at most lower sec. educ. and not in further education or training	10.2	8.3	8.3	7.6	7.3		9.5	13.4	12.7	11.9	less than 10
Tertiary educational attainment	Completion of tertiary or equivalent education (30-34)		23.5	23.8	26.3	27.3		38.0	34.5	35.7	36.8	40.0
Overall employment growth	% change from previous year	1.0	1.0	1.7	1.3	0.7			0.2	-0.2		
Employment rate of women	% of female population aged 20 - 64	62.3	69.6	69.6	70.3	70.8 b	90.5		62.2	62.3	62.5	
Employment rate of men	% of male population aged 20 - 64	80.6	80.2	80.8	80.9	80.3 b	93.8		74.9	74.5	74.2	
Employment rate of older workers	% of population aged 55 - 64	28.8	42.4	41.5	43.1	44.9 b	31.4		47.3	48.8	50.1	
Employment gender gap	difference in the employment rate between men and women in percentage points	18.3	10.6	11.2	10.6	9.5 b			12.7	12.2	11.7	
Employment rate of young persons	% of population aged 20 - 29		74.6	75.9	76.0	75.4 b	104.4		61.1	60.1	59.5	
Employment rate of low skilled persons	% of population with at most lower secondary education aged 20 - 64	52.9	56.1	56.4	56.0	55.1 b	79.3		52.9	52.1	51.4	
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64		62.0	62.8	62.1	60.7 b			58.0	56.9	56.0	
Part-time employment	% of total employment	16.9	25.0	25.0	25.5	26.4 b			19.4	19.8		
Temporary employees	% of total employees	8.0	9.3	9.6	9.3	9.2 b			14.0	13.7		
Overall unemployment rate	% of labour force	3.6	4.4	4.2	4.3	4.9			9.6	10.4	10.8	
Long-term unemployment	% of labour force	1.0	1.1	1.1	1.1	1.2	103.7		4.2	4.7	5.1	
Youth unemployment rate	% of youth labour force (15-24)	6.3	8.8	8.3	8.7	9.2 b			21.4	22.9		
Youth NEET rate	% of population aged 15-24	7.9	7.1	6.9	6.5	7.1	91.7		12.9	13.1	13.0	
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	124.1	114.9	115.4	114.8				99.8	99.9		
Labour productivity per hour worked	EU-27 = 100 (based on PPS per hour worked)	117.0	114.8	114.7	114.9				99.9	99.9		
Nominal unit labour cost growth	% change from previous year	-0.5	0.3	0.8	3.0				0.6	3.2		
Real unit labour cost growth	% change from previous year	-1.4	-1.1	-1.3	1.3				-0.7	0.8		
Gender pay gap			24.0	23.7	23.4				16.4 p	16.4 p		
Involuntary temporary employment	as % of total employees	1.4	0.8	0.8	0.8	0.7 b			8.5 u	8.3 u	8.5 u	
At-risk-of-poverty rate of unemployed	share of people in current job 12 months or less in total employment		15.7	16.8	16.0	15.9			14.2	13.9	13.4	
unemployment trap - tax rate on low wage earners			41.2	41.0	45.4 b				46.1	46.9 e		
inactivity and part-time work due to personal and family responsibilities			67.2	67.4	67.6							
job vacancy rate	% change over the recent 3 years		8.1	7.9	8.0	8.0 b			5.1	5.1	5.2	
Share of adult population with upper secondary or tertiary education	age 25-64	76.2 b	82.5	82.5	83.1	83.1			73.4	74.2	75.2	
percentage of adult population participating in education and training		8.3	13.7	13.4	14.1	13.9			8.8	9.0	10.4	

Source: Eurostat database (labour market statistics, national accounts), National Reform Programmes

Notes: b - break in series, p - provisional, c - confidential, e - estimated, n - not significant, f - forecast, s - Eurostat estimate, z - not applicable, u - unreliable, "-" - not available

Note: Completion of tertiary or equivalent education (30-34): The respective figure for Austria in 2013, including post-secondary qualifications at ISCED level 4a, amounted to 39.6% (national data sources)

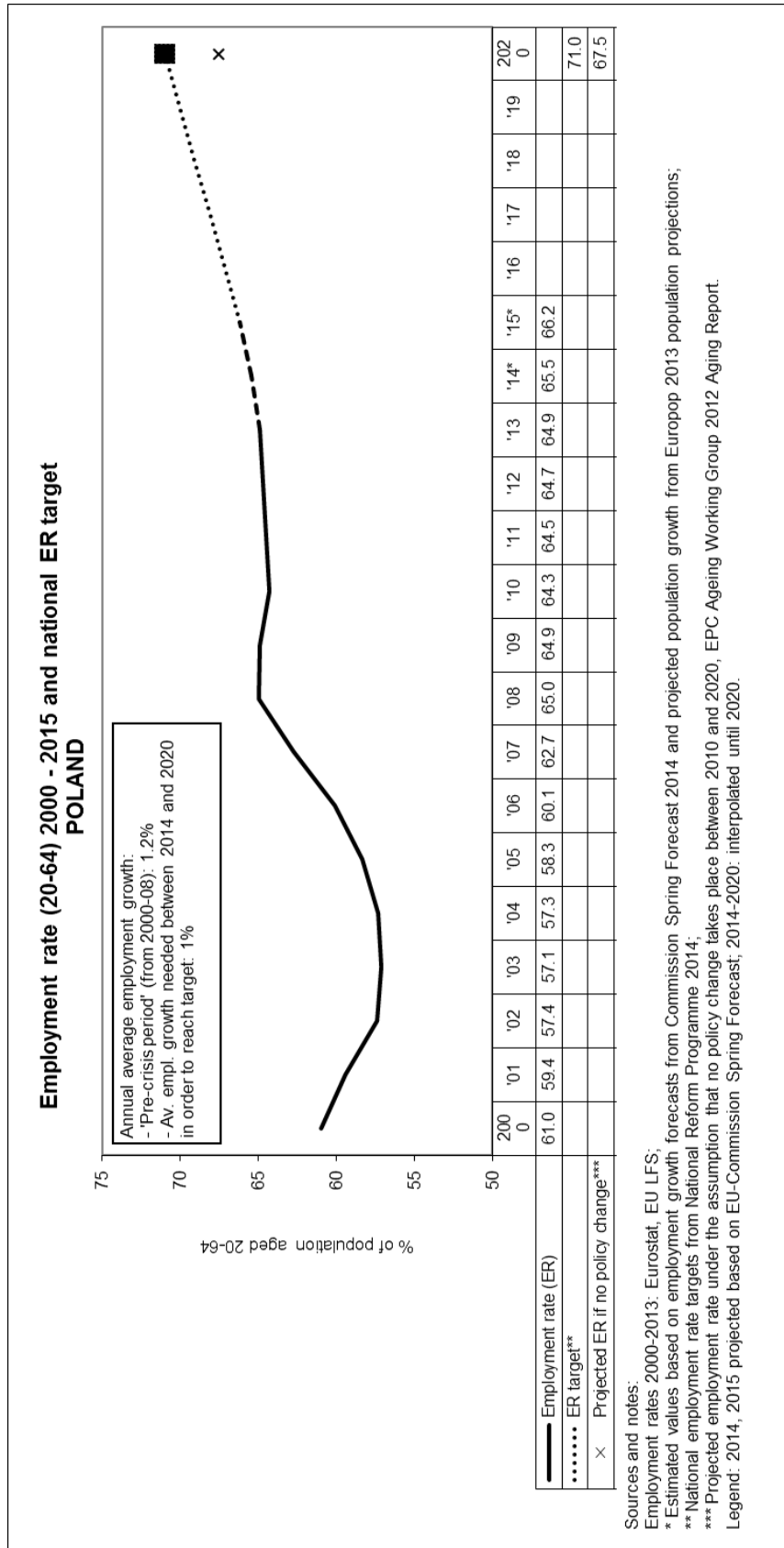
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3. Key employment challenges Austria

	Key Employment Challenge	Particularly Good Outcomes
1. Increase labour market Participation	Low employment rates among older people but increasing trend. Low total hours worked for women.	Very good labour market performance and very low unemployment rate. Very low rate of NEETs (15-24). Very good performance on youth employment rates and very low youth unemployment rate.
2. Enhancing labour market functioning; combating segmentation		Very low share of involuntary temporary workers.
3. Active labour market policies		Very low rates of long-term unemployed relative to the total unemployment.
4. Adequate and employment oriented social security systems	High low wage trap for second earners.	
5. Work-life balance	High part-time work due to family responsibilities. Low uptake of childcare above 30 hours and high employment impact of parenthood but showing positive developments. Low uptake of childcare – total (0-3), but improving trend.	
6. Job creation	High tax wedge on low wage earners.	High number of vacancies per 1000 unemployed.
7. Gender equality	High gender pay gap.	
8. Improving skill supply and productivity; Lifelong learning	Low share of working age persons with tertiary education. Low share of graduates among 20-29 but improving trend.	
9. Improving education and training systems	Low achievers in reading.	
10. Wage setting mechanisms and labour cost developments		

POLAND

1. Progress towards the national employment rate target



2. Key indicators on labour market performance

Poland

Indicator	Unit	2000	2010	2011	2012	2013	Benchmark	2020 national target	2011	2012 EU28-total	2013	2020 EU target
Overall employment rate	% of population aged 20 - 64	61.0	64.3 b	64.5	64.7	64.9		71.0	68.5	68.4	68.3	75.0
Early leavers from education and training	% of pop. 18-24 with at most lower sec. educ. and not in further education or training		5.4	5.6	5.7	5.6		4.5	13.4	12.7	11.9	less than 10
Tertiary educational attainment	Completion of tertiary or equivalent education (30-34)	12.5 b	34.8	36.5	39.1	40.5		45.0	34.5	35.7	36.8	40.0
Overall employment growth	% change from previous year		-2.7 b	0.6	0.1				0.2	-0.2		
Employment rate of women	% of female population aged 20 - 64	54.2	57.3 b	57.2	57.5	57.6	35.3		62.2	62.3	62.5	
Employment rate of men	% of male population aged 20 - 64	68.0	71.3 b	71.9	72.0	72.1	46.8		74.9	74.5	74.2	
Employment rate of older workers	% of population aged 55 - 64	28.4	34.1 b	36.9	38.7	40.6	16.3		47.3	48.8	50.1	
Employment gender gap	difference in the employment rate between men and women in percentage points	13.8	14.0 b	14.7	14.5	14.5			12.7	12.2	11.7	
Employment rate of young persons	% of population aged 20 - 29		59.9 b	59.1	58.6	58.1	49.2		61.1	60.1	59.5	
Employment rate of low skilled persons	% of population with at most lower secondary education aged 20 - 64	41.6	39.2 b	38.7	38.9	37.6	8.4		52.9	52.1	51.4	
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64		64.0 b	59.9	64.6	62.0			58.0	56.9	56.0	
Part-time employment	% of total employment	10.4	8.3 b	7.9	7.8	7.7			19.4	19.8		
Temporary employees	% of total employees	5.6	27.2 b	26.8	26.8	26.8			14.0	13.7		
Overall unemployment rate	% of labour force	16.1	9.7	9.7	10.1	10.3			9.6	10.4	10.8	
Long-term unemployment	% of labour force	7.4	3.0	3.6	4.1	4.4	74.0		4.2	4.7	5.1	
Youth unemployment rate	% of youth labour force (15-24)	35.7	23.7 b	25.8	26.5	27.3			21.4	22.9		
Youth NEET rate	% of population aged 15-24		10.8	11.5	11.8	12.2	56.4		12.9	13.1	13.0	
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	55.8	70.0 b	71.9	73.5 b				99.8	99.9		
Labour productivity per hour worked	EU-27 = 100 (based on PPS per hour worked)	45.5	56.3	58.1	59.2 b				99.9	99.9		
Nominal unit labour cost growth	% change from previous year		1.4 b	1.1	1.5				0.6	3.2		
Real unit labour cost growth	% change from previous year		0.0 b	-2.0	-0.9				-0.7	0.8		
Gender pay gap			4.5	5.5	6.4				16.4 p	16.4 p		
Involuntary temporary employment	as % of total employees		20.2 b	16.5	17.4	17.9			8.5 u	8.3 u	8.5 u	
newly employed	share of people in current job 12 months or less in total employment		14.0	13.1	12.9	12.1			14.2	13.9	13.4	
At-risk-of-poverty rate of unemployed			45.4	43.6	42.5				46.1	46.9 e		
unemployment trap - tax rate on low wage earners			81.6	80.7	80.8							
inactivity and part-time work due to personal and family responsibilities			3.3 b	3.4	3.4	3.3			5.1	5.1	5.2	
job vacancy rate	% change over the recent 3 years		0.9	0.6	0.5	0.5			1.4	1.4	1.5	
Share of adult population with upper secondary or tertiary education	age 25-64	79.8 b	88.5	88.9	89.6	90.1			73.4	74.2	75.2	
percentage of adult population participating in education and training			5.2	4.4	4.5	4.3			8.8	9.0	10.4	

Source: Eurostat database (labour market statistics, national accounts), National Reform Programmes

Notes: b - break in series, p - provisional, c - confidential, e - estimated, n - not significant, f - forecast, s - Eurostat estimate, z - not applicable, u - unreliable, "-" - not available

Additional note: the benchmark is normalised in the following way: average of highest 5-100, average of lowest 5-0. The interpretation of the benchmark is that it gives the relative distance to the highest 5 performers by subtracting that benchmark for a given country and indicator from the benchmark of the highest 5 performers, thus a 100. Numbers in bold: the country is among the 5 highest performers for this indicator. The numbers in italic: the country is among the lowest 5 performers

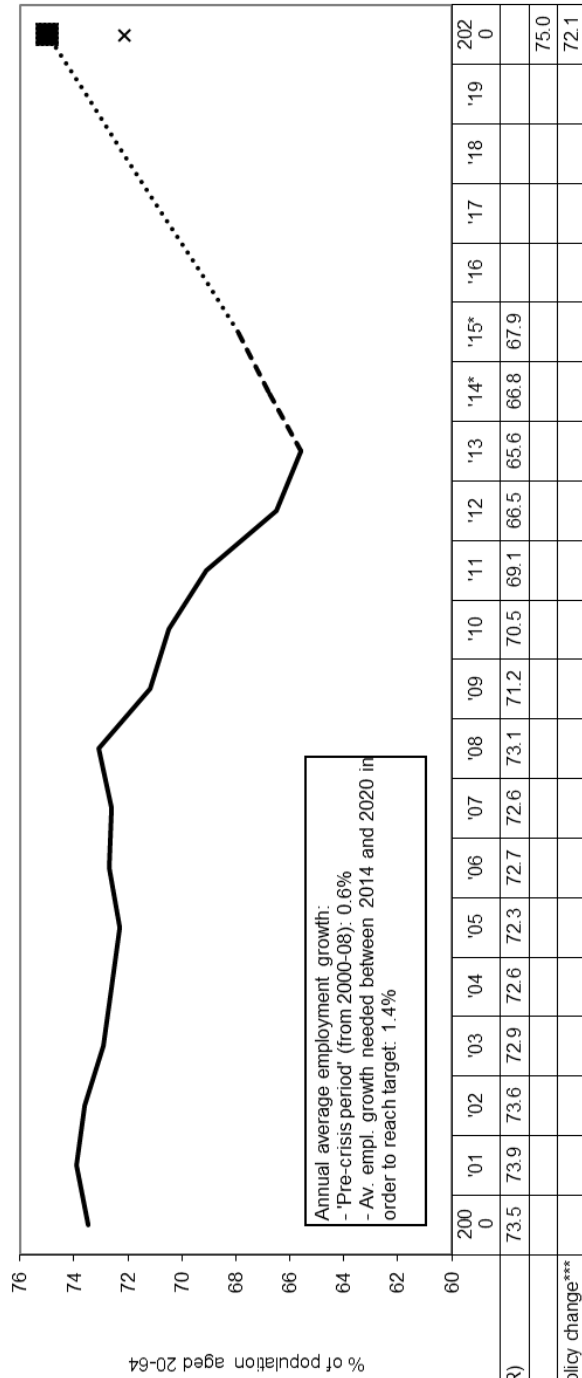
3. Key employment challenges Poland

Employment policy area	Key employment challenges	Particularly good labour market outcome
1. Increase labour market participation	<p>Low employment rate of women, low-skilled and youth.</p> <p>Despite of recent improvements, low employment rate of older, in particularly women.</p> <p>High youth unemployment.</p>	
2. Enhancing labour market functioning; combating segmentation	<p>High share of employees in temporary employment. Low transition rate from temporary to permanent employment.</p>	
3. Active labour market policies	Adjustments of the PES to address particular challenges of specific groups of unemployed.	
4. Adequate and employment oriented social security systems	<p>High level of in-work poverty, but decreasing.</p> <p>Low replacement rate for selected households after 6 and 12 months of unemployment.</p>	
5. Work-life balance	Low provision of care facilities for children.	
6. Job creation		
7. Gender equality	High gender employment gap in particular among young (20-29) and older (55-64) workers.	
8. Improving skill supply and productivity; Lifelong learning	<p>Low participation in lifelong learning activities.</p> <p>Mismatch between skills and jobs, especially concerning youth and older workers.</p> <p>Public spending on human resource below the EU-average.</p>	
9. Improving education and training systems	The system of vocational education and training needs adjustments to the labour market requirements.	<p>Low level of early school leavers.</p> <p>Tertiary education attainment above the EU average.</p>
10. Wage setting mechanisms and labour cost developments		

PORTUGAL

1. Progress towards the national employment rate target

Employment rate (20-64) 2000 - 2015 and national ER target
PORTUGAL



Sources and notes:

Employment rates 2000-2013: Eurostat, EU LFS;

* Estimated values based on employment growth forecasts from Commission Spring Forecast 2014 and projected population growth from Europop 2013 population projections;

** National employment rate targets from National Reform Programme 2014;

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

Legend: 2014, 2015 projected based on EU-Commission Spring Forecast; 2014-2020: interpolated until 2020.

2. Key indicators on labour market performance

Portugal

Indicator	Unit	2000	2010	2011	2012	2013	Benchmark	2020 national target	2011	2012 EU28-total	2013	2020 EU target
Overall employment rate	% of population aged 20 - 64	73.5	70.5	69.1 b	66.5	65.6		75.0	68.5	68.4	68.3	75.0
Early leavers from education and training	% of pop. 18-24 with educ. and not in further education or training	43.6	28.7	23.2	20.8	19.2		10.0	13.4	12.7	11.9	less than 10
Tertiary educational attainment	Completion of tertiary or equivalent education (30-34)	11.3	23.5	26.1 d	27.2	29.2		40.0	34.5	35.7	36.8	40.0
Overall employment growth	% change from previous year	2.1	-1.5	-1.5	-4.2	-2.8			0.2	-0.2		
Employment rate of women	% of female population aged 20 - 64	65.1	65.6	64.8 b	63.1	62.4	55.4		62.2	62.3	62.5	
Employment rate of men	% of male population aged 20 - 64	82.3	75.4	73.4 b	69.9	68.8	27.9		74.9	74.5	74.2	
Employment rate of older workers	% of population aged 55 - 64	50.7	49.2	47.9 b	46.5	46.7	37.8		47.3	48.8	50.1	
Employment gender gap	difference in the employment rate between men and women in percentage points	17.2	9.8	8.6 b	6.8	6.4			12.7	12.2	11.7	
Employment rate of young persons	% of population aged 20 - 29		62.6	61.7 b	56.6	53.5	34.6		61.1	60.1	59.5	
Employment rate of low skilled persons	% of population with at most lower secondary education aged 20 - 64	72.8	67.8	65.5 b	62.5	61.0	103.2		52.9	52.1	51.4	
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64		69.4	66.5 b	61.8	58.6			58.0	56.9	56.0	
Part-time employment	% of total employment	9.9	10.4	12.2 b	13.2	12.9			19.4	19.8		
Temporary employees	% of total employees	19.8	23.0	22.2 b	20.7	21.5			14.0	13.7		
Overall unemployment rate	% of labour force	4.5 e	12.0 e	12.9	15.9	16.5			9.6	10.4	10.8	
Long-term unemployment	% of labour force	1.9 e	6.3 e	6.2 b	7.7	9.3	28.4		4.2	4.7	5.1	
Youth unemployment rate	% of youth labour force (15-24)	8.2	22.4	30.1 b	37.7	37.7			21.4	22.9		
Youth NEET rate	% of population aged 15-24	9.0	11.5	12.7	14.1	14.2	42.5		12.9	13.1	13.0	
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	72.4	76.5	74.4 p	75.9 p				99.8	99.9		
Labour productivity per hour worked	EU-27 = 100 (based on PPS per hour worked)	62.5	65.7	64.6 p	65.2 p				99.9	99.9		
Nominal unit labour cost growth	% change from previous year	4.4	-1.4	-0.9 p	-3.0 p				0.6	3.2		
Real unit labour cost growth	% change from previous year	1.2	-2.1	-1.1 p	-2.7 p				-0.7	0.8		
Gender pay gap		12.8	12.8	12.5	15.7				16.4 p	16.4 p		
Involuntary temporary employment	as % of total employees	8.7	19.4	19.0 b	18.1	18.5			8.5 u	8.3 u	8.5 u	
newly employed	share of people in current job 12 months or less in total employment		12.5	13.3	12.1	12.4			14.2	13.9	13.4	
At-risk-of-poverty rate of unemployed			36.4	36.0	38.3				46.1	46.9 e		
unemployment trap - tax rate on low wage earners			79.0	79.0	79.2							
inactivity and part-time work due to personal and family responsibilities			1.1	1.6 b	1.6	1.5			5.1	5.1	5.2	
job vacancy rate	% change over the recent 3 years		0.4	0.4	0.4	0.4			1.4	1.4	1.5	
Share of adult population with upper secondary or tertiary education	age 25-64	19.4	31.9	35.0 d	37.6	40.0			73.4	74.2	75.2	
percentage of adult population participating in education and training		3.4	5.8	11.6 b	10.6	9.8			8.8	9.0	10.4	

Source: Eurostat database (labour market statistics, national accounts), National Reform Programmes

Notes: b - break in series, p - provisional, c - confidential, e - estimated, n - not significant, f - forecast, s - Eurostat estimate, z - not applicable, u - unreliable, "-" - not available

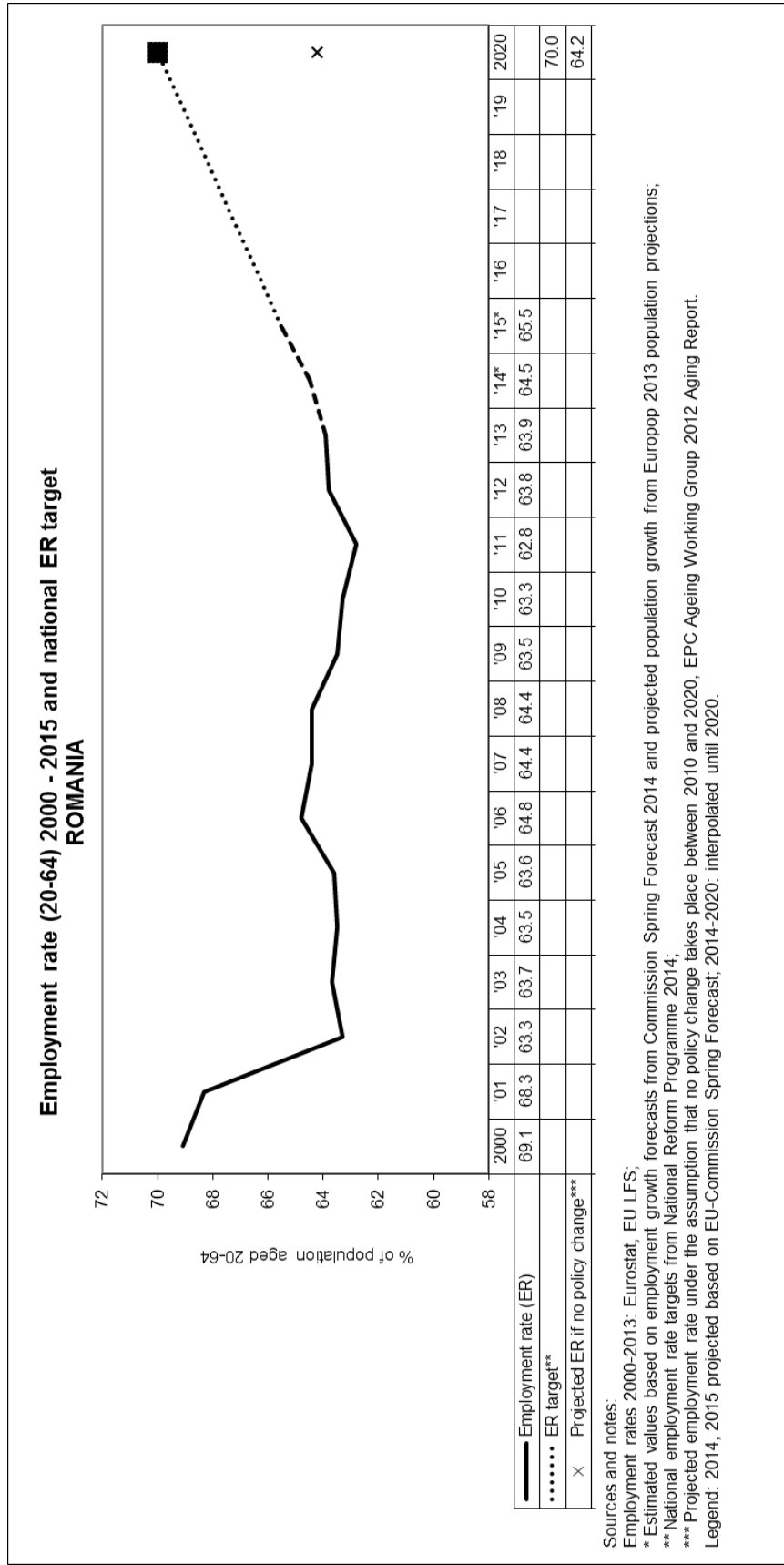
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3. Key employment challenges Portugal

Employment policy area	Key employment challenge	Particularly good labour market outcomes
1. Increase labour market participation	Negative developments of the employment rate, especially for older and youth. Youth unemployment rate and ratio are above the EU average.	High employment rate of low skilled.
2. Enhancing labour market functioning; combating segmentation	Segmented labour market with a high incidence of involuntary temporary contracts.	
3. Active labour market policies	Long-term unemployment is higher than the EU-average.	
4. Adequate and employment oriented social security systems		Low wage trap is lower than the EU average.
5. Work-life balance		
6. Job creation	Negative employment growth.	Employment in newly established enterprises is better than the EU average.
7. Gender equality		Employment gender gap is lower than the EU average.
8. Improving skill supply and productivity; Lifelong learning	Adult population with upper secondary and tertiary education below the EU average but showing positive developments.	
9. Improving education and training systems	High rate of early school leavers but with recent improvement. Tertiary education (30-34) is below the EU-average but with recent improvement.	
10. Wage setting mechanisms and labour cost developments		Alignment of unit labour cost to productivity developments in recent years.

ROMANIA

1. Progress towards the national employment rate target



2. Key indicators on labour market performance Romania

Indicator	Unit	2000	2010	2011	2012	2013	Benchmark	2020 national target	2011	2012 EU28-total	2013	2020 EU target
Overall employment rate	% of population aged 20 - 64	69.1	63.3	62.8	63.8	63.9		70.0	68.5	68.4	68.3	75.0
Early leavers from education and training	% of pop. 18-24 with at most lower sec. educ. and not in further education or training	22.9	18.4	17.5	17.4	17.3		11.3	13.4	12.7	11.9	less than 10
Tertiary educational attainment	Completion of tertiary or equivalent education (30-34)	8.9	18.1	20.4	21.8	22.8		26.7	34.5	35.7	36.8	40.0
Overall employment growth	% change from previous year	-0.8	-0.3	-0.8	1.3	-0.1			0.2	-0.2		
Employment rate of women	% of female population aged 20 - 64	63.0	55.9	55.7	56.3	56.2	29.4		62.2	62.3	62.5	
Employment rate of men	% of male population aged 20 - 64	75.4	70.8	69.9	71.4	71.6	43.9		74.9	74.5	74.2	
Employment rate of older workers	% of population aged 55 - 64	49.5	41.1	40.0	41.4	41.5	19.4		47.3	48.8	50.1	
Employment gender gap	difference in the employment rate between men and women in percentage points	12.4	14.9	14.2	15.1	15.4			12.7	12.2	11.7	
Employment rate of young persons	% of population aged 20 - 29		51.1	51.3	52.0	52.7	32.0		61.1	60.1	59.5	
Employment rate of low skilled persons	% of population with at most lower secondary education aged 20 - 64	68.1	54.0	50.7	52.6	53.0	70.8		52.9	52.1	51.4	
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64								58.0	56.9	56.0	
Part-time employment	% of total employment	15.6	11.0	10.5	10.2	9.9			19.4	19.8		
Temporary employees	% of total employees	2.9	1.1	1.5	1.7	1.5			14.0	13.7		
Overall unemployment rate	% of labour force	6.8	7.3	7.4	7.0	7.3			9.6	10.4	10.8	
Long-term unemployment	% of labour force	3.5	2.5	3.1	3.2	3.4	83.3		4.2	4.7	5.1	
Youth unemployment rate	% of youth labour force (15-24)	17.8	22.1	23.7	22.7	23.6			21.4	22.9		
Youth NEET rate	% of population aged 15-24	20.2	16.4	17.4	16.8	17.2	21.7		12.9	13.1	13.0	
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	23.8	49.7	50.4	51.0				99.8	99.9		
Labour productivity per hour worked	EU-27 = 100 (based on PPS per hour worked)	21.8	44.0	43.9	44.4				99.9	99.9		
Nominal unit labour cost growth	% change from previous year	64.9	-2.4	-6.8	4.3				0.6	3.2		
Real unit labour cost growth	% change from previous year	15.1	-7.7	-10.6	-0.2				-0.7	0.8		
Gender pay gap			8.8	11.0 e	9.7 e				16.4 p	16.4 p		
Involuntary temporary employment	as % of total employees	2.0	0.9	1.2	1.5	1.3			8.5 u	8.3 u	8.5 u	
newly employed	share of people in current job 12 months or less in total employment		6.4	6.6	5.9	5.7			14.2	13.9	13.4	
At-risk-of-poverty rate of unemployed			45.4	47.7	51.8				46.1	46.9 e		
unemployment trap - tax rate on low wage earners			59.7	53.8	53.9							
inactivity and part-time work due to personal and family responsibilities			0.9	0.9	1.0	1.0			5.1	5.1	5.2	
job vacancy rate	% change over the recent 3 years		1.1	0.7	0.6	0.7			1.4	1.4	1.5	
Share of adult population with upper secondary or tertiary education	age 25-64	69.3	74.3	74.9	75.9	76.3			73.4	74.2	75.2	
percentage of adult population participating in education and training	age 25-64	0.9	1.3	1.6	1.4	2.0			8.8	9.0	10.4	

Source: Eurostat database (labour market statistics, national accounts), National Reform Programmes

Notes: b - break in series, p - provisional, c - confidential, e - estimated, n - not significant, f - forecast, s - Eurostat estimate, z - not applicable, u - unreliable, "-" - not available

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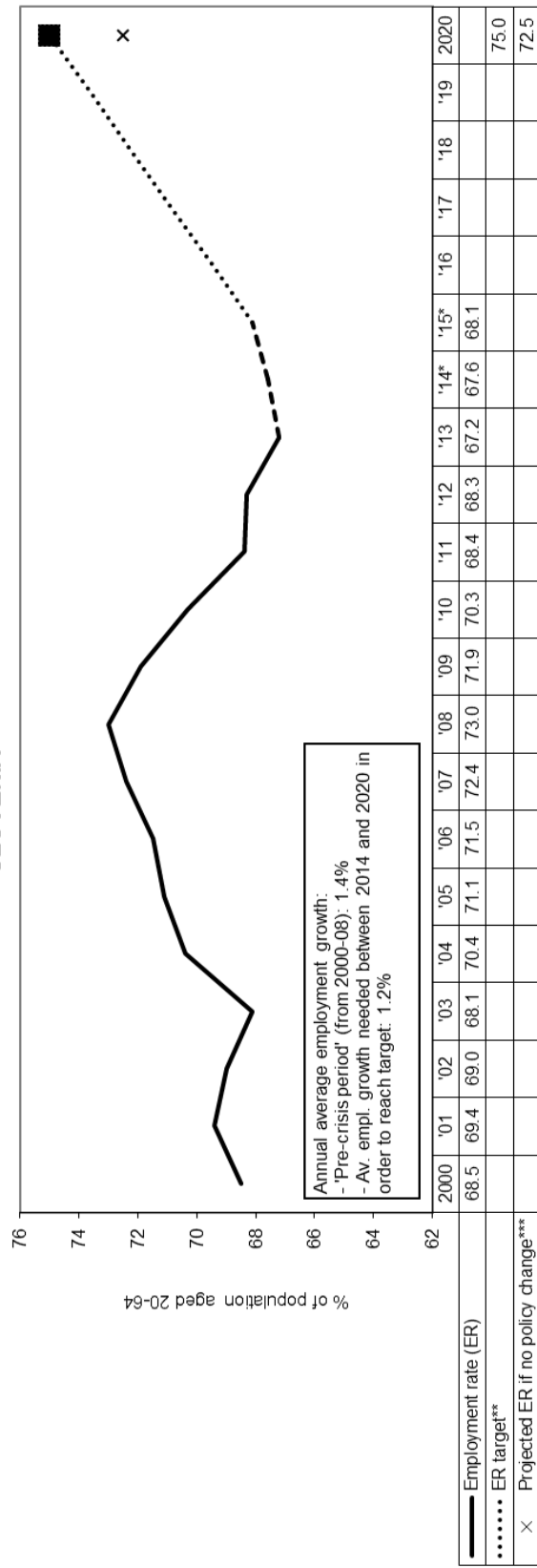
3. Key employment challenges Romania

Main Challenges (per policy area)	Key Employment Challenges	Particularly good labour market outcome
1. Increase labour market participation	Low employment rates particularly among young, women and older people. Short duration of working life. Youth NEETs rate above the EU average.	
2. Enhancing labour market functioning; combating segmentation		
3. Active labour market policies	Rate and share of long-term unemployment lower than EU average but increasing. ALMP spending at persistently low level.	
4. Adequate and employment oriented social security systems	High risk of in-work poverty. Expenditure on passive unemployment support and net replacement rates strongly decreasing.	Low unemployment trap. High transitions by pay level.
5. Work-life balance	Inactivity and part-time work due to lack of care has a high incidence. Limited offer of childcare.	
6. Job creation	High tax wedge on labour.	Low but positive employment growth (3y).
7. Gender equality	High and increasing gender employment gap. High inactivity trap for the second member of a couple.	
8. Improving skill supply and productivity; Lifelong learning	Very low share of tertiary educated adult persons. Participation of adult population in lifelong learning is at a persistently low level. Low public spending on human resources.	
9. Improving education and training systems	High levels of early school and education leavers. Low attainment rate of tertiary or equivalent education (people aged 30-34). Very high share of low achievers in basic skills.	
10. Wage setting mechanisms and labour cost developments		

SLOVENIA

1. Progress towards the national employment rate target

Employment rate (20-64) 2000 - 2015 and national ER target
SLOVENIA



Sources and notes:

Employment rates 2000-2013: Eurostat, EU LFS;

* Estimated values based on employment growth forecasts from Commission Spring Forecast 2014 and projected population growth from Europop 2013 population projections;

** National employment rate targets from National Reform Programme 2014;

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

Legend: 2014, 2015 projected based on EU-Commission Spring Forecast; 2014-2020: interpolated until 2020.

2. Key indicators on labour market performance

Slovenia

Indicator	Unit	2000	2010	2011	2012	2013	Benchmark	2020 national target	2011	2012 EU28-total	2013	2020 EU target
Overall employment rate	% of population aged 20 - 64	68.5	70.3	68.4	68.3	67.2		75.0	68.5	68.4	68.3	75.0
Early leavers from education and training	% of pop. 18-24 with at most lower sec. educ. and not in further education or training		5.0	4.2	4.4	3.9		5.0	13.4	12.7	11.9	less than 10
Tertiary educational attainment	Completion of tertiary or equivalent education (30-34)	18.5 b	34.8	37.9	39.2	40.1		40.0	34.5	35.7	36.8	40.0
Overall employment growth	% change from previous year	1.5	-2.2	-1.6	-0.8	-2.0			0.2	-0.2		
Employment rate of women	% of female population aged 20 - 64	63.6	66.5	64.8	64.6	63.0	57.9		62.2	62.3	62.5	
Employment rate of men	% of male population aged 20 - 64	73.2	74.0	71.8	71.8	71.2	41.6		74.9	74.5	74.2	
Employment rate of older workers	% of population aged 55 - 64	22.7	35.0	31.2	32.9	33.5	-8.8		47.3	48.8	50.1	
Employment gender gap	difference in the employment rate between men and women in percentage points	9.6	7.5	7.0	7.2	8.2			12.7	12.2	11.7	
Employment rate of young persons	% of population aged 20 - 29		63.0	60.9	58.5	56.2	43.2		61.1	60.1	59.5	
Employment rate of low skilled persons	% of population with at most lower secondary education aged 20 - 64	52.7	50.5	45.8	46.4	44.6	36.8		52.9	52.1	51.4	
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64		60.6	67.2	63.5	60.4			58.0	56.9	56.0	
Part-time employment	% of total employment	5.9	11.1	10.1	9.5	9.8			19.4	19.8		
Temporary employees	% of total employees	12.8	17.1	18.0	17.0	16.3			14.0	13.7		
Overall unemployment rate	% of labour force	6.7	7.3	8.2	8.9	10.1			9.6	10.4	10.8	
Long-term unemployment	% of labour force	4.1	3.2	3.6	4.3	5.2	66.5		4.2	4.7	5.1	
Youth unemployment rate	% of youth labour force (15-24)	16.4	14.7	15.7	20.6	21.6			21.4	22.9		
Youth NEET rate	% of population aged 15-24		7.1	7.1	9.3	9.2	77.1		12.9	13.1	13.0	
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	76.4	79.6	81.2	80.8				99.8	99.9		
Labour productivity per hour worked	EU-27 = 100 (based on PPS per hour worked)	75.9	83.2	86.1	86.3				99.9	99.9		
Nominal unit labour cost growth	% change from previous year	7.3	0.4	-0.7	0.8				0.6	3.2		
Real unit labour cost growth	% change from previous year	2.0	1.5	-1.9	0.5	-1.8			-0.7	0.8		
Gender pay gap			0.9	2.3	2.5				16.4 p	16.4 p		
Involuntary temporary employment	as % of total employees	6.2	8.9	10.2	8.6	9.1			8.5 u	8.3 u	8.5 u	
newly employed	share of people in current job 12 months or less in total employment		11.8	11.7	12.2	11.7			14.2	13.9	13.4	
At-risk-of-poverty rate of unemployed			44.1	44.6	46.9				46.1	46.9 e		
unemployment trap - tax rate on low wage earners			83.2	89.7	89.5							
inactivity and part-time work due to personal and family responsibilities			1.0	1.0	0.9	1.1			5.1	5.1	5.2	
job vacancy rate	% change over the recent 3 years		0.8	0.7	0.8	0.8			1.4	1.4	1.5	
Share of adult population with upper secondary or tertiary education	age 25-64	75.3 b	83.3	84.5	85.0	85.5			73.4	74.2	75.2	
percentage of adult population participating in education and training	age 25-64		16.2	15.9	13.8	12.4			8.8	9.0	10.4	

Source: Eurostat database (labour market statistics, national accounts), National Reform Programmes

Notes: b - break in series, p - provisional, c - confidential, e - estimated, n - not significant, f - forecast, s - Eurostat estimate, z - not applicable, u - unreliable, "-" - not available

Additional note: the benchmark is normalised in the following way: average of highest 5=100, average of lowest 5=0. The interpretation of the benchmark is that it gives the relative distance to the highest 5 performers by subtracting that benchmark for a given country and indicator from the benchmark of the highest 5 performers, thus a 100. Numbers in bold: the country is among the 5 highest performers for this indicator. The numbers in italic: the country is among the lowest 5 performers

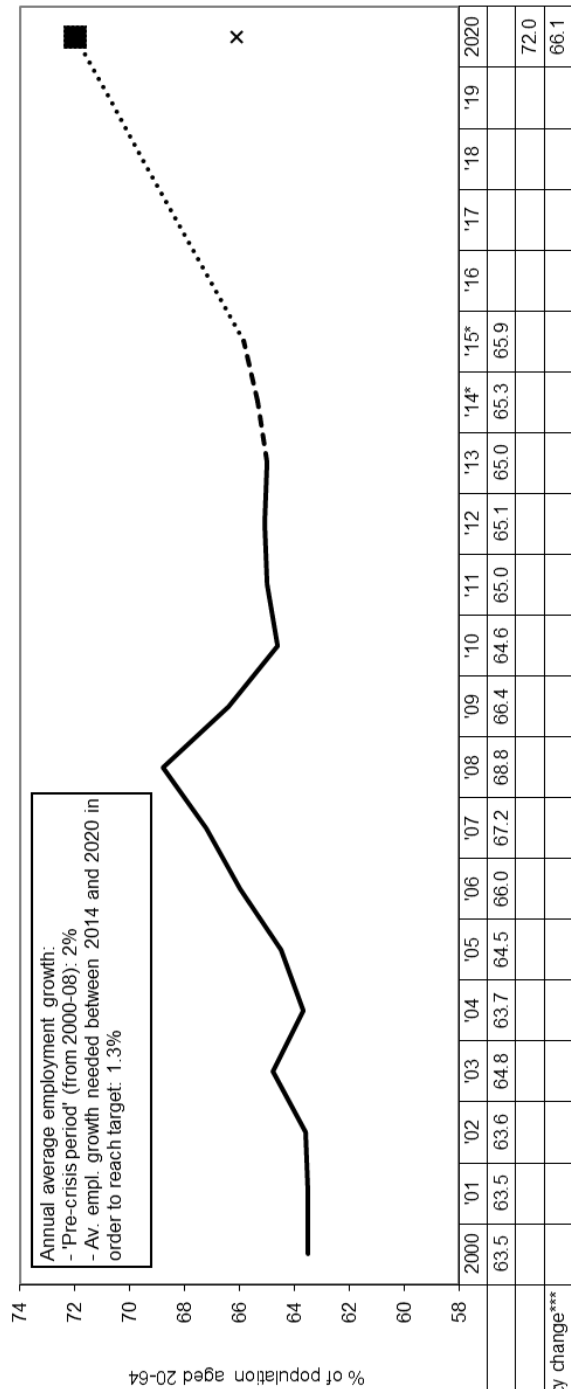
3. Key employment challenges Slovenia

Main Challenges (per policy area)	Key Employment Challenges	Particularly good labour market outcome
1. Increase labour market participation	Low employment rates for low-skilled. Very low employment rates of older workers. High increase of unemployment rate and decreasing employment rate for the young. Short duration of working life.	
2. Enhancing labour market functioning; combating segmentation	Involuntary temporary work is higher than EU for younger. Labour market segmentation, affecting particularly the young.	
3. Active labour market policies	Increase in the long term unemployment rate in 2013. Despite positive trend in the level of ALMP, spending is persistently low, low participation of older workers and low skilled.	
4. Adequate and employment oriented social security systems	The unemployment trap is worse than the EU average with low replacement rates after 12 months. Inactivity trap for the second earner is higher than EU average and increasing. In-work poverty risk still below EU average but increasing.	
5. Work-life balance		Employment impact of parenthood is significantly below the EU average. Good provision of childcare.
6. Job creation	Negative employment growth signifying job losses, particularly in the construction sector.	
7. Gender equality		Slovenia is performing very well in relation to gender pay gap. Low influence of care responsibilities on labour market participation of women.
8. Improving skill supply and productivity; Lifelong learning	Employment rate for low skilled (20-64) is below the EU average and decreasing. Mismatch between skills supply and labour demand.	
9. Improving education and training systems		Early school leaving rate is one of the lowest in the EU. High attainment levels in tertiary education. Higher annual expenditure in higher education per capita.
10. Wage setting mechanisms and labour cost developments	Adaptation of minimum wages that are not in line with productivity development.	Alignment of unit labour cost to productivity developments in recent years.

SLOVAKIA

1. Progress towards the national employment rate target

Employment rate (20-64) 2000 - 2015 and national ER target
SLOVAKIA



Sources and notes:

Employment rates 2000-2013: Eurostat, EU LFS;

* Estimated values based on employment growth forecasts from Commission Spring Forecast 2014 and projected population growth from Europop 2013 population projections;

** National employment rate targets from National Reform Programme 2014;

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

Legend: 2014, 2015 projected based on EU-Commission Spring Forecast, 2014-2020: interpolated until 2020.

2. Key indicators on labour market performance

Slovakia

Indicator	Unit	2000	2010	2011	2012	2013	Benchmark	2020 national target	2011	2012 EU28-total	2013	2020 EU target
Overall employment rate	% of population aged 20 - 64	63.5	64.6	65.0 b	65.1	65.0		72.0	68.5	68.4	68.3	75.0
Early leavers from education and training	% of pop. 18-24 with at most lower sec. educ. and not in further education or training		4.7	5.1	5.3	6.4		6.0	13.4	12.7	11.9	less than 10
Tertiary educational attainment	Completion of tertiary or equivalent education (30-34)	10.6	22.1	23.2	23.7	26.9		40.0	34.5	35.7	36.8	40.0
Overall employment growth	% change from previous year	-2.0	-1.5	1.8	0.1	-0.8			0.2	-0.2		
Employment rate of women	% of female population aged 20 - 64	57.2	57.4	57.4 b	57.3	57.8	36.1		62.2	62.3	62.5	
Employment rate of men	% of male population aged 20 - 64	70.0	71.9	72.5 b	72.8	72.2	47.4		74.9	74.5	74.2	
Employment rate of older workers	% of population aged 55 - 64	21.3	40.5	41.3 b	43.1	44.0	28.3		47.3	48.8	50.1	
Employment gender gap	difference in the employment rate between men and women in percentage points	12.8	14.5	15.1 b	15.5	14.4			12.7	12.2	11.7	
Employment rate of young persons	% of population aged 20 - 29		52.9	52.0 b	52.2	51.9	29.5		61.1	60.1	59.5	
Employment rate of low skilled persons	% of population with at most lower secondary education aged 20 - 64	29.5	28.6	29.6 b	29.5	30.3	-21.1		52.9	52.1	51.4	
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64								58.0	56.9	56.0	
Part-time employment	% of total employment	1.9	3.9	4.2 b	4.1	4.7			19.4	19.8		
Temporary employees	% of total employees	4.0	5.6	6.5 b	6.7	6.8			14.0	13.7		
Overall unemployment rate	% of labour force	18.9	14.5	13.7	14.0	14.2			9.6	10.4	10.8	
Long-term unemployment	% of labour force	10.3	9.3	9.3	9.4	10.0	21.9		4.2	4.7	5.1	
Youth unemployment rate	% of youth labour force (15-24)	36.9	33.6	33.4 b	34.0	33.7			21.4	22.9		
Youth NEET rate	% of population aged 15-24		14.1	13.8	13.8	13.7	46.0		12.9	13.1	13.0	
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	58.6	82.3	81.5	81.9				99.8	99.9		
Labour productivity per hour worked	EU-27 = 100 (based on PPS per hour worked)	54.8	75.1	75.0	75.2				99.9	99.9		
Nominal unit labour cost growth	% change from previous year	9.5	-0.9	0.8	1.0				0.6	3.2		
Real unit labour cost growth	% change from previous year	0.1	-1.4	-0.8	-0.2				-0.7	0.8		
Gender pay gap			19.6	20.5	21.5				16.4 p	16.4 p		
Involuntary temporary employment	as % of total employees	3.1	4.3 u	5.5 b	5.7	5.9			8.5 u	8.3 u	8.5 u	
newly employed	share of people in current job 12 months or less in total employment		10.4	10.1	9.1	9.0			14.2	13.9	13.4	
At-risk-of-poverty rate of unemployed			41.1	42.6	44.6				46.1	46.9 e		
unemployment trap - tax rate on low wage earners			42.6	44.3	44.3							
inactivity and part-time work due to personal and family responsibilities			4.5	4.7 b	4.7	4.7			5.1	5.1	5.2	
job vacancy rate	% change over the recent 3 years		1.0	0.8	0.8	0.8			1.4	1.4	1.5	
Share of adult population with upper secondary or tertiary education	age 25-64	83.8	91.0	91.3	91.7	91.9			73.4	74.2	75.2	
percentage of adult population participating in education and training			2.8	3.9	3.1	2.9			8.8	9.0	10.4	

Source: Eurostat database (labour market statistics, national accounts), National Reform Programmes

Notes: b - break in series, p - provisional, c - confidential, e - estimated, n - not significant, f - forecast, s - Eurostat estimate, z - not applicable, u - unreliable, "-" - not available

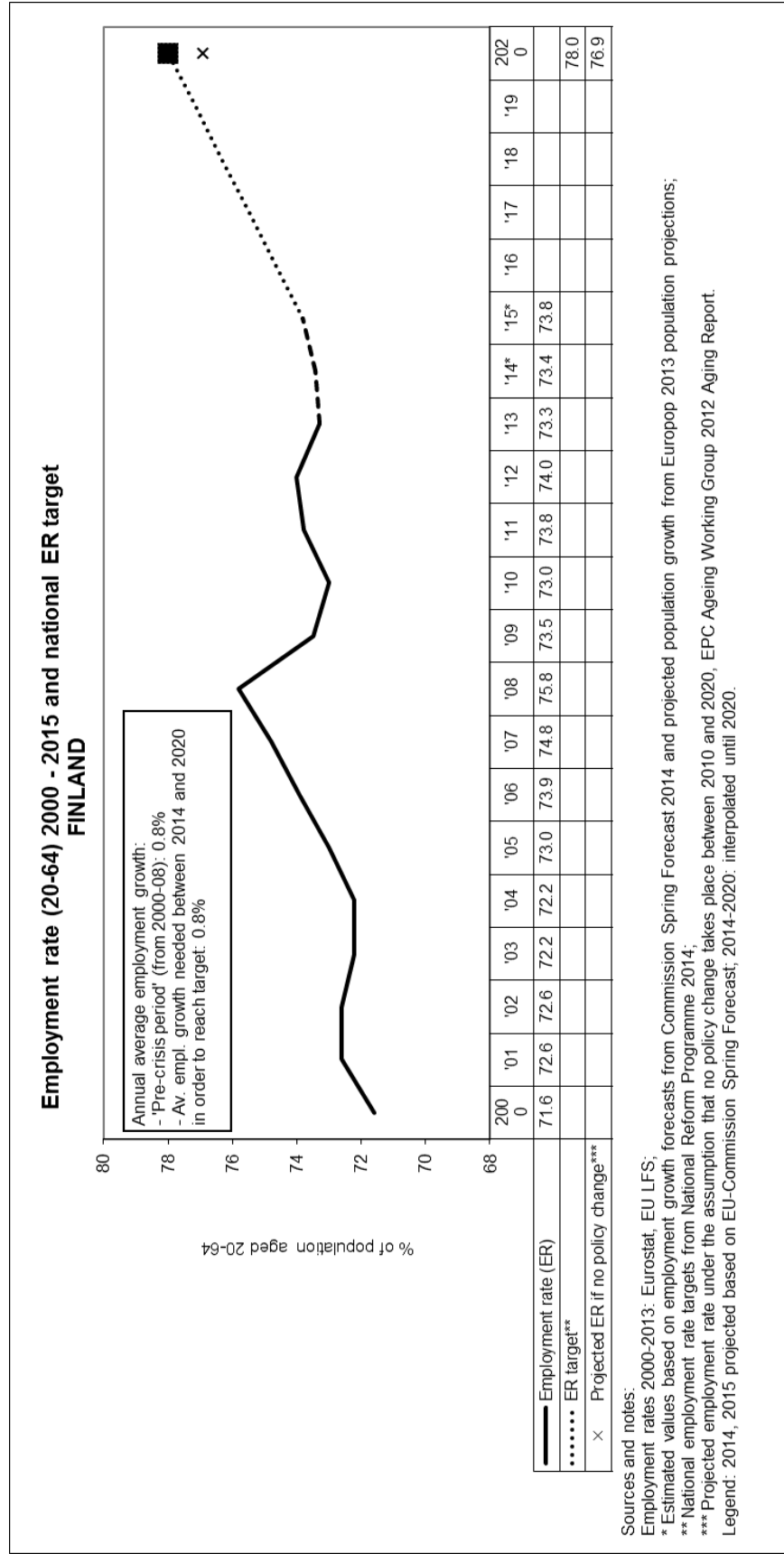
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3. Key employment challenges Slovakia

Employment Policy Area	Key Employment Challenges	Particularly Good labour market outcome
1. Increase labour market participation	Employment is low for all groups in particular youth and low-skilled. Youth unemployment is high.	
2. Enhancing labour market functioning; combating segmentation		
3. Active labour market policies	Long-term unemployment significantly higher than the EU-average and activation is at a lower level than the EU-average. PES capacity is hampered by limited resources.	
4. Adequate and employment oriented social security systems	Unemployment trap high for long-term unemployed. Net replacement rates, in particular for households with more children and low work intensity below the EU average.	
5. Work-life balance	Inactivity due to family responsibility significantly higher than EU-average. Childcare uptake is lower than the EU-average and for children below 3 extremely low.	
6. Job creation		
7. Gender equality	Gender employment gap is worse than the EU-average especially for young and older women. Employment impact of parenthood on women is among the highest in the EU high. Gender pay gap is high.	
8. Improving skill supply and productivity; Lifelong learning	Participation in lifelong learning is significantly below the EU average. Participation of unemployed in education and training is much lower than the EU average	
9. Improving education and training systems	Low quality of vocational education and training. Spending on education is low. Performance of pupils is below EU and further decreased (PISA).	Low level of early school leavers from education and training.
10. Wage setting mechanisms and labour cost developments		

FINLAND

1. Progress towards the national employment rate target



2. Key indicators on labour market performance

Finland

Indicator	Unit	2000	2010	2011	2012	2013	Benchmark	2020 national target	2011	2012 EU28-total	2013	2020 EU target
Overall employment rate	% of population aged 20 - 64	71.6	73.0	73.8	74.0	73.3		78.0	68.5	68.4	68.3	75.0
Early leavers from education and training	% of pop. 18-24 with at most lower sec. educ. and not in further education or training	9.0 b	10.3 d	9.8	8.9	9.3		8.0	13.4	12.7	11.9	less than 10
Tertiary educational attainment	Completion of tertiary or equivalent education (30-34)	40.3 b	45.7	46.0	45.8	45.1		42.0	34.5	35.7	36.8	40.0
Overall employment growth	% change from previous year	2.1	-0.1	1.5	0.1	-1.3			0.2	-0.2		
Employment rate of women	% of female population aged 20 - 64	68.2	71.5	71.9	72.5	71.9	95.1		62.2	62.3	62.5	
Employment rate of men	% of male population aged 20 - 64	74.9	74.5	75.6	75.5	74.7	61.7		74.9	74.5	74.2	
Employment rate of older workers	% of population aged 55 - 64	41.6	56.2	57.0	58.2	58.5	79.5		47.3	48.8	50.1	
Employment gender gap	difference in the employment rate between men and women in percentage points	6.7	3.0	3.7	3.0	2.8			12.7	12.2	11.7	
Employment rate of young persons	% of population aged 20 - 29		67.0	67.8	67.8	66.9	77.3		61.1	60.1	59.5	
Employment rate of low skilled persons	% of population with at most lower secondary education aged 20 - 64	59.1	53.9	54.1	53.9	52.2	67.5		52.9	52.1	51.4	
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64		49.4	50.7	51.7	53.3			58.0	56.9	56.0	
Part-time employment	% of total employment	12.2	14.6	14.9	15.1	15.1			19.4	19.8		
Temporary employees	% of total employees	17.7	15.4	15.5	15.5	15.3			14.0	13.7		
Overall unemployment rate	% of labour force	9.8	8.4	7.8	7.7	8.2			9.6	10.4	10.8	
Long-term unemployment	% of labour force	2.8	2.0	1.7	1.6	1.7	99.1		4.2	4.7	5.1	
Youth unemployment rate	% of youth labour force (15-24)	28.4	21.4	20.1	19.0	19.9			21.4	22.9		
Youth NEET rate	% of population aged 15-24	9.7 b	9.0 d	8.4	8.6	9.3	76.5		12.9	13.1	13.0	
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	116.0	109.5	109.8	108.9				99.8	99.9		
Labour productivity per hour worked	EU-27 = 100 (based on PPS per hour worked)	112.5	107.8	108.4	106.7				99.9	99.9		
Nominal unit labour cost growth	% change from previous year	0.6	-1.6	2.0	4.4				0.6	3.2		
Real unit labour cost growth	% change from previous year	-1.9	-2.0	-0.8	1.6	0.2			-0.7	0.8		
Gender pay gap			20.3	19.6	19.4 p				16.4 p	16.4 p		
Involuntary temporary employment	as % of total employees	10.6	10.0	10.0	10.4	10.2			8.5 u	8.3 u	8.5 u	
newly employed	share of people in current job 12 months or less in total employment		17.9	20.2	19.7	19.0			14.2	13.9	13.4	
At-risk-of-poverty rate of unemployed			45.3	43.5	45.5				46.1	46.9 e		
unemployment trap - tax rate on low wage earners			72.3	72.3	74.8							
inactivity and part-time work due to personal and family responsibilities			3.0	3.1	3.0	3.2			5.1	5.1	5.2	
job vacancy rate	% change over the recent 3 years		1.9	1.8	2.0	1.9			1.4	1.4	1.5	
Share of adult population with upper secondary or tertiary education	age 25-64	73.2 b	83.0	83.7	84.8	85.9			73.4	74.2	75.2	
percentage of adult population participating in education and training		17.5 b	23.0	23.8	24.5	24.9			8.8	9.0	10.4	

Source: Eurostat database (labour market statistics, national accounts), National Reform Programmes

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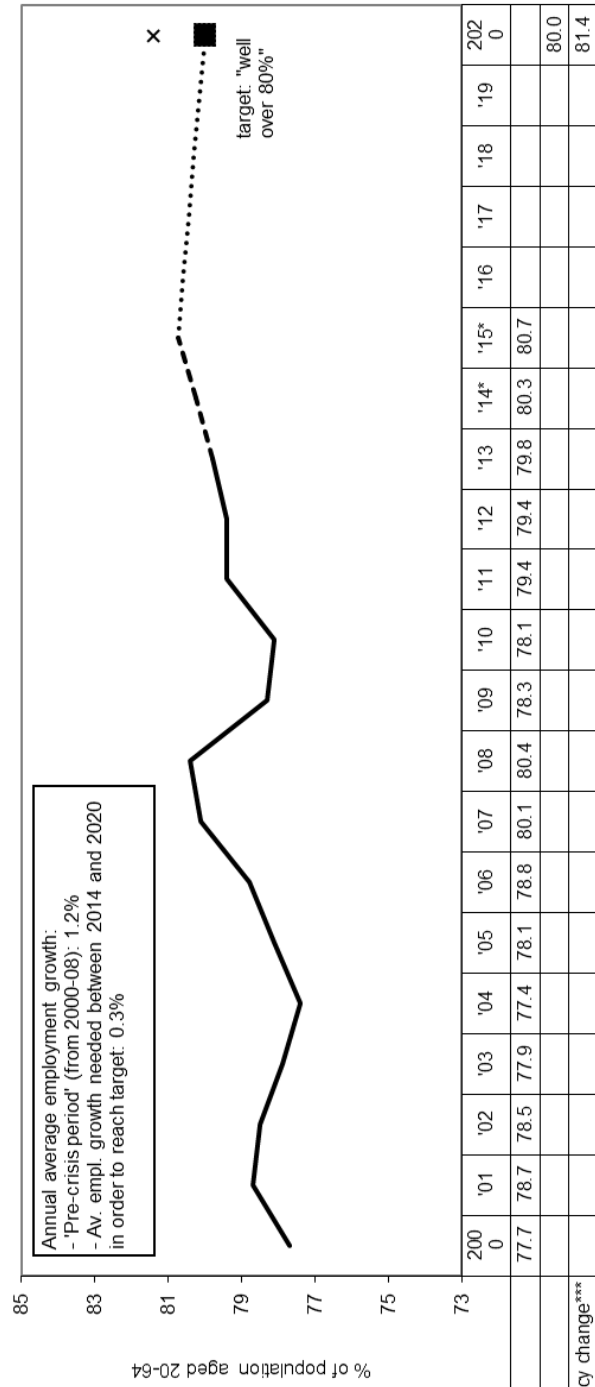
3. Key employment challenges Finland

Employment policy area	Key employment challenges	Particularly Good labour market outcomes
1. Increase labour market participation	Youth unemployment high. Employment rate of the low-skilled well below the overall rate. Low participation of age group 60–64.	Strong labour market participation of both men and women. High participation of age group 55-59.
2. Enhancing labour market functioning; combating segmentation		
3. Active labour market policies	Low activation rate of long term unemployed.	
4. Adequate and employment oriented social security systems		
5. Work-life balance		
6. Job creation		
7. Gender equality	Gender pay gap above average.	
8. Improving skill supply and productivity; Lifelong learning		Very high participation in lifelong learning.
9. Improving education and training systems		High share of well-educated adult population.
10. Wage setting mechanisms and labour cost developments	Real wage increases exceed productivity growth.	

SWEDEN

1. Progress towards the national employment rate target

Employment rate (20-64) 2000 - 2015 and national ER target
SWEDEN



Sources and notes:
Employment rates 2000-2013: Eurostat, EU LFS;
* Estimated values based on employment growth forecasts from Commission Spring Forecast 2014 and projected population growth from Europop 2013 population projections;
** National employment rate targets from National Reform Programme 2014;
*** Projected employment rate under the assumption that no policy change takes place between 2010 and 2020, EPC Ageing Working Group 2012 Aging Report.
Legend: 2014, 2015 projected based on EU-Commission Spring Forecast, 2014-2020: interpolated until 2020.

2. Key indicators on labour market performance

Sweden

Indicator	Unit	2000	2010	2011	2012	2013	Benchmark	2020 national target	2011	2012 EU28-total	2013	2020 EU target
Overall employment rate	% of population aged 20 - 64	77.7	78.1	79.4	79.4	79.8		well over 80	68.5	68.4	68.3	75.0
Early leavers from education and training	% of pop. 18-24 with at most lower sec. educ. and not in further education or training	7.3 d	6.5	6.6	7.5	7.1		less than 10	13.4	12.7	11.9	less than 10
Tertiary educational attainment	Completion of tertiary or equivalent education (30-34)	31.8	45.3	46.8	47.9	48.3		40-45	34.5	35.7	36.8	40.0
Overall employment growth	% change from previous year	2.5	1.0	2.1	0.7	1.0			0.2	-0.2		
Employment rate of women	% of female population aged 20 - 64	75.3	75.0	76.5	76.8	77.2	117.2		62.2	62.3	62.5	
Employment rate of men	% of male population aged 20 - 64	80.1	81.1	82.1	81.9	82.2	104.7		74.9	74.5	74.2	
Employment rate of older workers	% of population aged 55 - 64	64.9	70.4	72.0	73.0	73.6	132.9		47.3	48.8	50.1	
Employment gender gap	difference in the employment rate between men and women in percentage points	4.8	6.1	5.6	5.1	5.0			12.7	12.2	11.7	
Employment rate of young persons	% of population aged 20 - 29		66.6	68.4	67.2	67.9	80.5		61.1	60.1	59.5	
Employment rate of low skilled persons	% of population with at most lower secondary education aged 20 - 64	65.4	62.8	63.7	62.9	61.0	103.2		52.9	52.1	51.4	
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64		47.9	47.0	47.7	50.2			58.0	56.9	56.0	
Part-time employment	% of total employment	22.8	27.0	26.5	26.5	26.2			19.4	19.8		
Temporary employees	% of total employees	14.3	16.0	16.5	15.9	16.3			14.0	13.7		
Overall unemployment rate	% of labour force	5.6	8.6	7.8	8.0	8.0			9.6	10.4	10.8	
Long-term unemployment	% of labour force	1.4	1.6	1.5	1.5	1.5	100.9		4.2	4.7	5.1	
Youth unemployment rate	% of youth labour force (15-24)	9.5	24.8	22.8	23.6	23.5			21.4	22.9		
Youth NEET rate	% of population aged 15-24	6.3 d	7.7	7.5	7.8	7.5	88.9		12.9	13.1	13.0	
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	115.4	114.0	114.0	114.2				99.8	99.9		
Labour productivity per hour worked	EU-27 = 100 (based on PPS per hour worked)	119.4	115.0	115.2	115.9				99.9	99.9		
Nominal unit labour cost growth	% change from previous year	5.2	-2.3	0.1	2.9	0.7			0.6	3.2		
Real unit labour cost growth	% change from previous year	3.7	-3.1	-1.2	1.9	-0.2			-0.7	0.8		
Gender pay gap			15.4	15.8	15.9				16.4 p	16.4 p		
Involuntary temporary employment	as % of total employees	8.5	9.5	9.5	9.1	9.6			8.5 u	8.3 u	8.5 u	
newly employed	share of people in current job 12 months or less in total employment		18.8	21.0	20.2	19.9			14.2	13.9	13.4	
At-risk-of-poverty rate of unemployed			36.3	38.4	42.2				46.1	46.9 e		
unemployment trap - tax rate on low wage earners			74.7	73.7	72.3							
inactivity and part-time work due to personal and family responsibilities			3.7	3.7	3.8	3.6			5.1	5.1	5.2	
job vacancy rate	% change over the recent 3 years		1.1	1.2	1.4	1.5			1.4	1.4	1.5	
Share of adult population with upper secondary or tertiary education	age 25-64	77.2	81.2	81.6	82.4	83.2			73.4	74.2	75.2	
percentage of adult population participating in education and training		21.6	24.4	24.9	26.7	28.1			8.8	9.0	10.4	

Source: Eurostat database (labour market statistics, national accounts), National Reform Programmes

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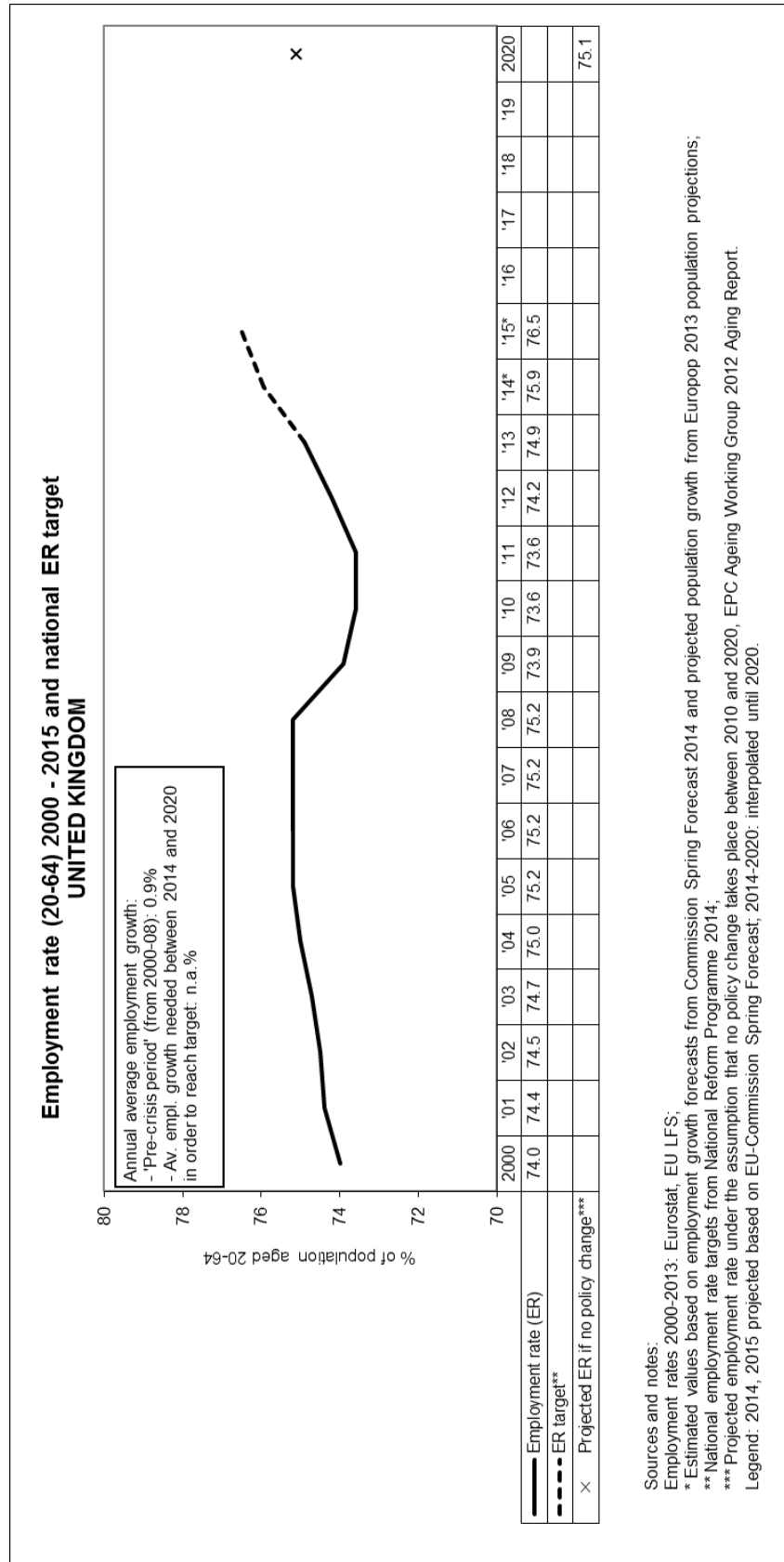
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3. Key employment challenges Sweden

Employment policy area	Key employment challenge	Particularly good labour market outcomes
1. Increase labour market participation	<p>Employment rate of non-EU nationals is below EU average but shows some positive development.</p> <p>Youth unemployment rate around EU average.</p> <p>Youth unemployment ratio higher than EU average.</p>	Very high employment rate for both women and men as well as for the older population. Long duration of working life for men and women.
2. Enhancing labour market functioning; combating segmentation		<p>Hiring rate and newly employed, including youth, significantly better than EU average.</p> <p>Share of long-term unemployment significantly better than EU average.</p>
3. Active labour market policies		ALMP expenditure as % of GDP significantly higher than EU average.
4. Adequate and employment oriented social security systems		
5. Work-life balance	Overtime hours significantly higher than EU average.	Inactivity due to personal and family responsibility significantly better than EU average.
6. Job creation		
7. Gender equality		
8. Improving skill supply and productivity; Lifelong learning		Participation in lifelong learning and adult education are significantly better than the EU for employed as well as for unemployed/inactive.
9. Improving education and training systems	<p>Share of low-achievers in reading, science and Maths higher than EU average.</p> <p>Difference in employment rate between persons with low and medium education attainment significantly larger than EU average.</p>	<p>Annual expenditure in tertiary significantly higher than EU average</p> <p>Females with tertiary education significantly higher than EU average.</p>
10. Wage setting mechanisms and labour cost developments		

UNITED KINGDOM

1. Progress towards the national employment rate target



2. Key indicators on labour market performance

United Kingdom

Indicator	Unit	2000	2010	2011	2012	2013	Benchmark	2020 national target	2011	2012 EU28-total	2013	2020 EU target
Overall employment rate	% of population aged 20 - 64	74.0	73.6	73.6	74.2	74.9		n.a.	68.5	68.4	68.3	75.0
Early leavers from education and training	% of pop. 18-24 with at most lower sec. educ. and not in further education or training	18.2	14.9	15.0	13.6	12.4		n.a.	13.4	12.7	11.9	less than 10
Tertiary educational attainment	Completion of tertiary or equivalent education (30-34)	29.0	43.0	45.8	47.1	47.6		n.a.	34.5	35.7	36.8	40.0
Overall employment growth	% change from previous year	-6.4	0.2	0.5	1.2	1.3			0.2	-0.2		
Employment rate of women	% of female population aged 20 - 64	66.8	67.9	67.9	68.4	69.4	84.6		62.2	62.3	62.5	
Employment rate of men	% of male population aged 20 - 64	81.4	79.3	79.4	80.0	80.5	95.0		74.9	74.5	74.2	
Employment rate of older workers	% of population aged 55 - 64	50.7	57.1	56.7	58.1	59.8	84.1		47.3	48.8	50.1	
Employment gender gap	difference in the employment rate between men and women in percentage points	14.6	11.4	11.5	11.6	11.1			12.7	12.2	11.7	
Employment rate of young persons	% of population aged 20 - 29		71.1 b	70.1 b	70.1	71.0	90.4		61.1	60.1	59.5	
Employment rate of low skilled persons	% of population with at most lower secondary education aged 20 - 64	64.5	55.6	55.7 b	56.5	56.9	86.6		52.9	52.1	51.4	
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64		63.6	62.3	61.5	61.9			58.0	56.9	56.0	
Part-time employment	% of total employment	25.1	26.7	26.7	27.0	26.7			19.4	19.8		
Temporary employees	% of total employees	6.6	6.0	6.0	6.2	6.1			14.0	13.7		
Overall unemployment rate	% of labour force	5.4	7.8	8.0	7.9	7.5			9.6	10.4	10.8	
Long-term unemployment	% of labour force	1.4	2.5	2.7	2.7	2.7	89.8		4.2	4.7	5.1	
Youth unemployment rate	% of youth labour force (15-24)	12.0	19.6	21.1	21.0	20.5			21.4	22.9		
Youth NEET rate	% of population aged 15-24	10.9	13.7	14.3	14.0	13.3	48.8		12.9	13.1	13.0	
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	113.1	102.3	100.1	99.7				99.8	99.9		
Labour productivity per hour worked	EU-27 = 100 (based on PPS per hour worked)	113.4	102.7	100.7	98.9				99.9	99.9		
Nominal unit labour cost growth	% change from previous year	2.3	1.7	1.4	2.6				0.6	3.2		
Real unit labour cost growth	% change from previous year	1.5	-1.4	-0.9	0.8				-0.7	0.8		
Gender pay gap			19.5	20.1	19.1				16.4 p	16.4 p		
Involuntary temporary employment	as % of total employees	3.0 u	3.4 u	3.6 u	3.6 u	3.5 u			8.5 u	8.3 u	8.5 u	
At-risk-of-poverty rate of unemployed	share of people in current job 12 months or less in total employment		15.0	15.4	15.7	15.8			14.2	13.9	13.4	
unemployment trap - tax rate on low wage earners			47.4	47.2	51.4 b				46.1	46.9 e		
inactivity and part-time work due to personal and family responsibilities			64.8	65.7	64.9							
job vacancy rate	% change over the recent 3 years		7.5 b	10.6	10.7	10.2			5.1	5.1	5.2	
Share of adult population with upper secondary or tertiary education	age 25-64	64.4	76.1	76.4	77.9	78.4			73.4	74.2	75.2	
percentage of adult population participating in education and training	age 25-64	20.5 b	19.4	15.8	15.8	16.1			8.8	9.0	10.4	

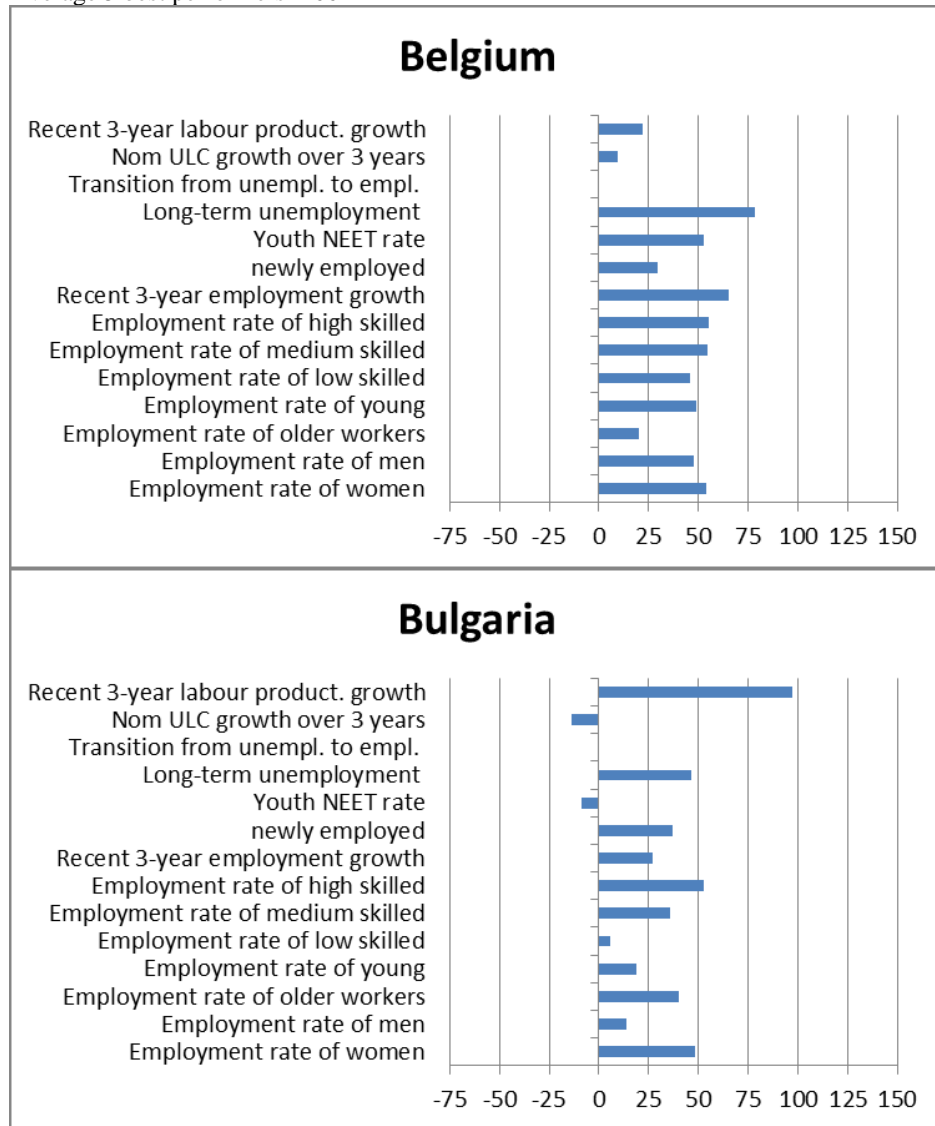
Source: Eurostat database (labour market statistics, national accounts), National Reform Programmes
Notes: b - break in series, p - provisional, c - confidential, e - estimated, n - not significant, f - forecast, s - Eurostat estimate, z - not applicable, u - unreliable, "-" - not available
Additional note: the benchmark is normalised in the following way: average of highest 5=100, average of lowest 5=0. The interpretation of the benchmark is that it gives the relative distance to the highest 5 performers by subtracting that benchmark for a given country and indicator from the benchmark of the highest 5 performers, thus a 100. Numbers in bold: the country is among the 5 highest performers for this indicator. The numbers in italic: the country is among the lowest 5 performers

3. Key employment challenges United Kingdom

Employment policy area	Key employment challenge	Particularly Good labour market outcome
1. Increase labour market participation	Youth unemployment, although below the EU average is considerably higher than the overall unemployment rate. NEET rate higher than EU average.	High employment rate, including for women.
2. Enhancing labour market functioning; combating segmentation		
3. Active labour market policies		
4. Adequate and employment oriented social security systems	Increase in in-work-poverty risk.	
5. Work-life balance	High employment impact of parenthood. High inactivity and part-time work due to lack of suitable care services for children and other dependants.	
6. Job creation		
7. Gender equality	Gender pay gap is higher than EU average.	
8. Improving skill supply and productivity; Lifelong learning	High number of young people leaving school with poor basic skills. Lifelong learning, as a % of the population aged 25 to 64 participating in education and training decreased significantly which may impact on skills and productivity of that age group.	
9. Improving education and training systems	Number of early school leavers higher than EU average.	The share of the population with tertiary education higher than EU average.
10. Wage setting mechanisms and labour cost developments		

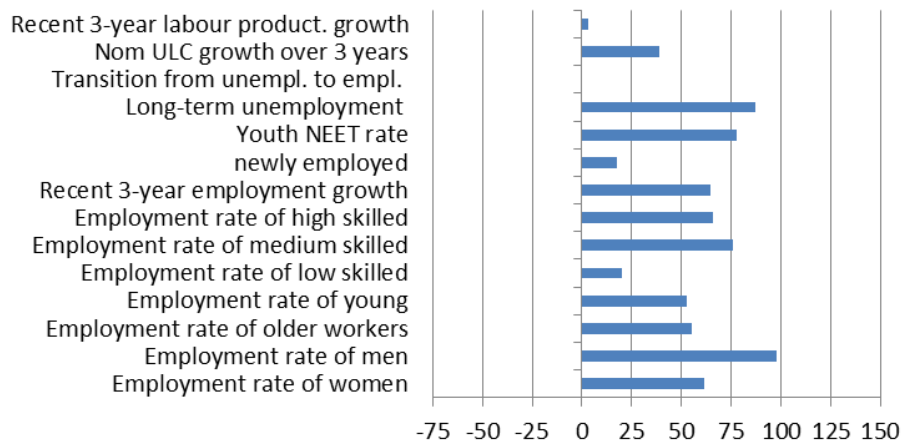
Annex A. Country charts for the benchmark 2013⁶

Average 5 best performers=100

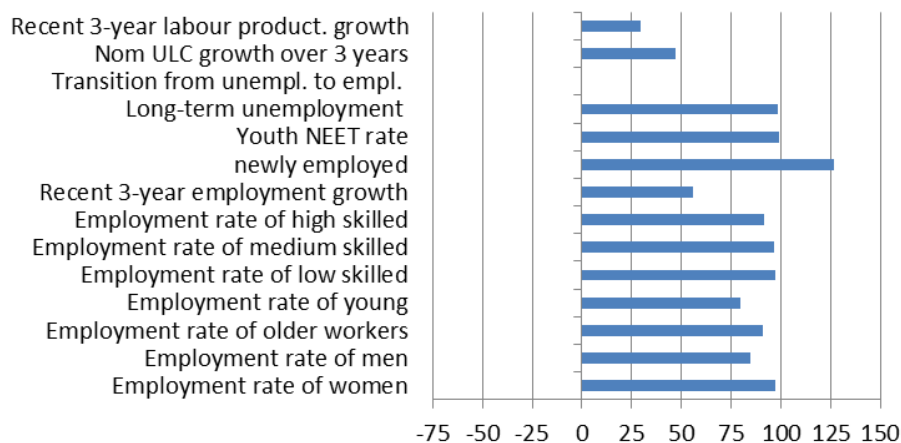


⁶ Note: the benchmark is normalised in the following way: average of best 5=100, average of lowest 5=0. The interpretation of the benchmark is that it gives the relative distance to the best 5 performers by subtracting that benchmark for a given country and indicator from the benchmark of the best 5 performers, thus a 100. The bars thus show the relative distance to the best 5 performers that is the distance up to 100 (the right hand side of the chart) which is the index for the 5 best performers

Czech Republic



Denmark



Germany



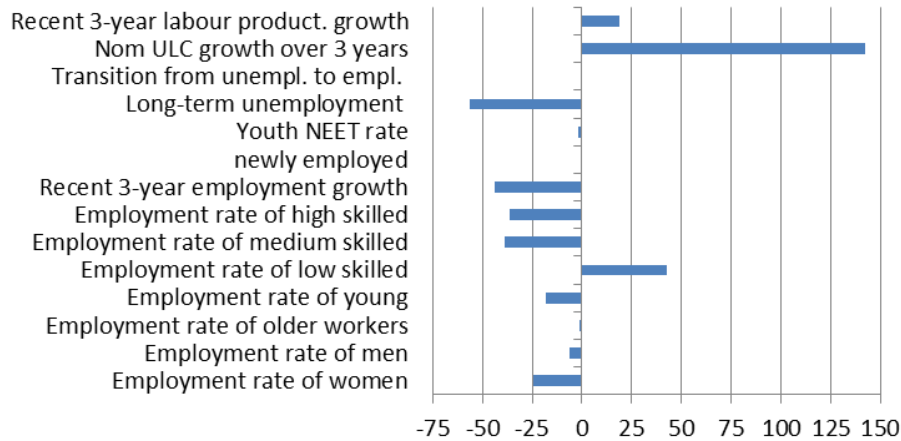
Estonia



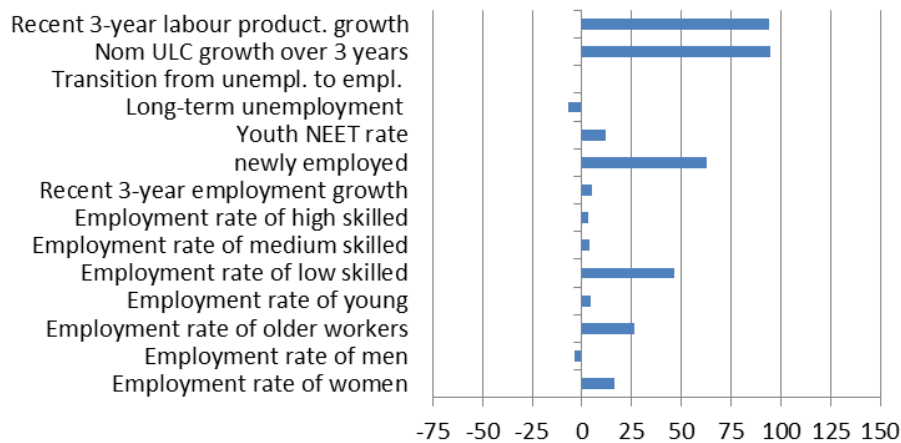
Ireland



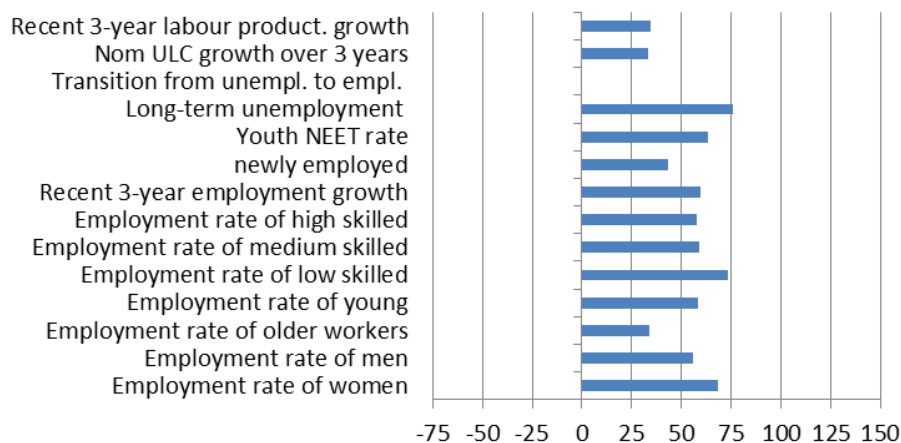
Greece



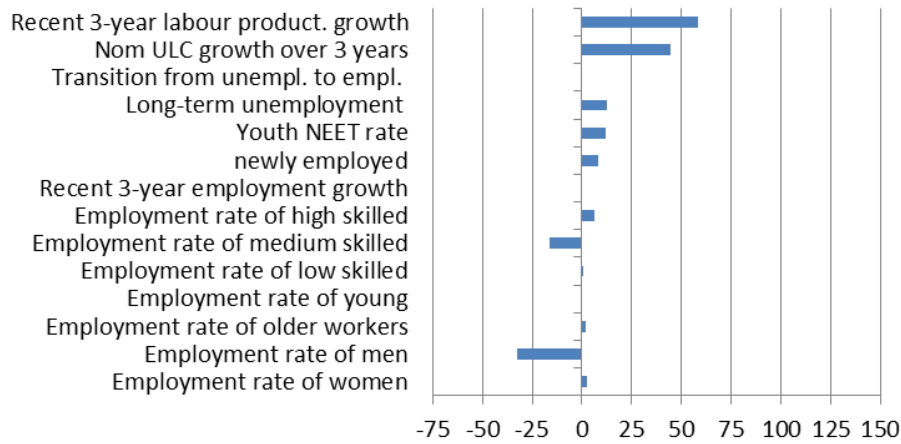
Spain



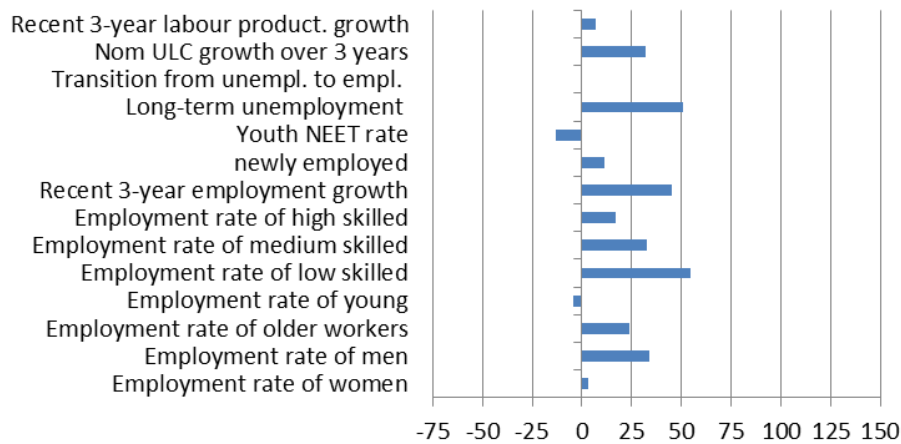
France



Croatia



Italy



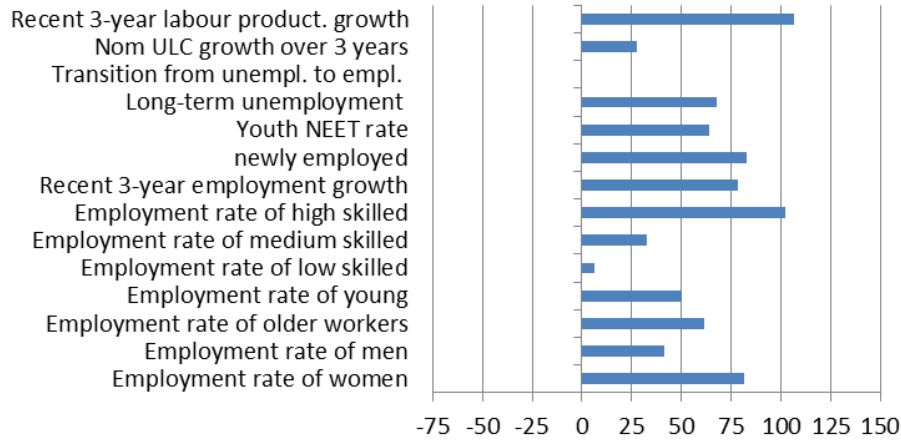
Cyprus



Latvia



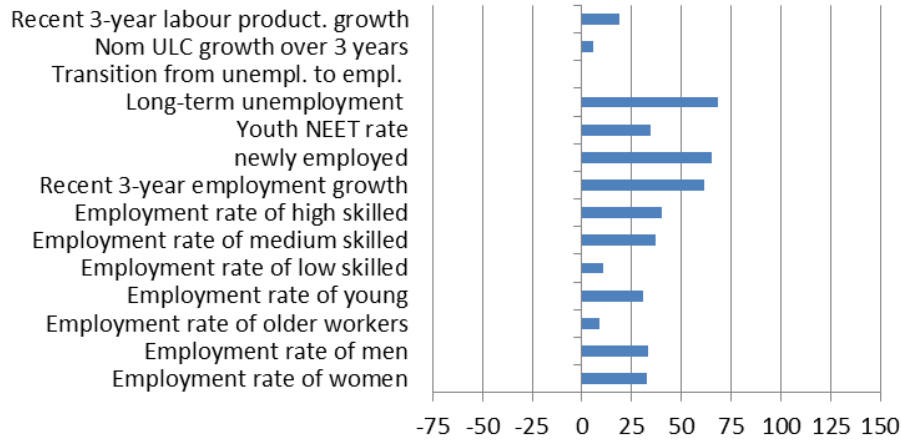
Lithuania



Luxembourg



Hungary



Malta



The Netherlands



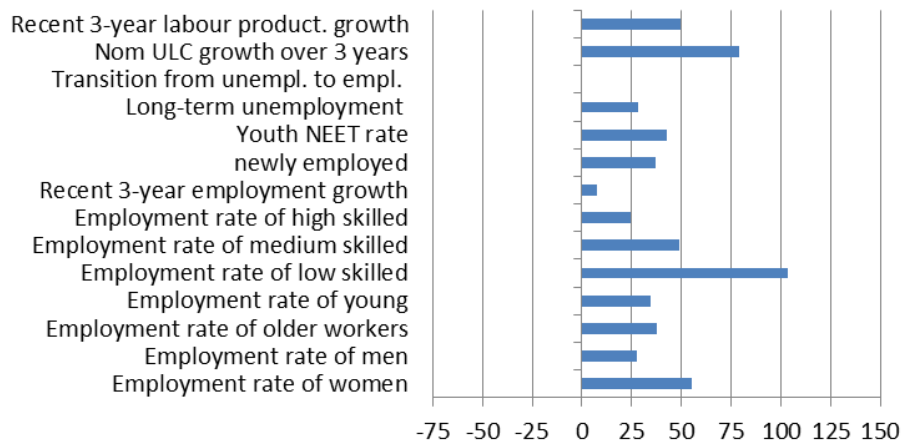
Austria



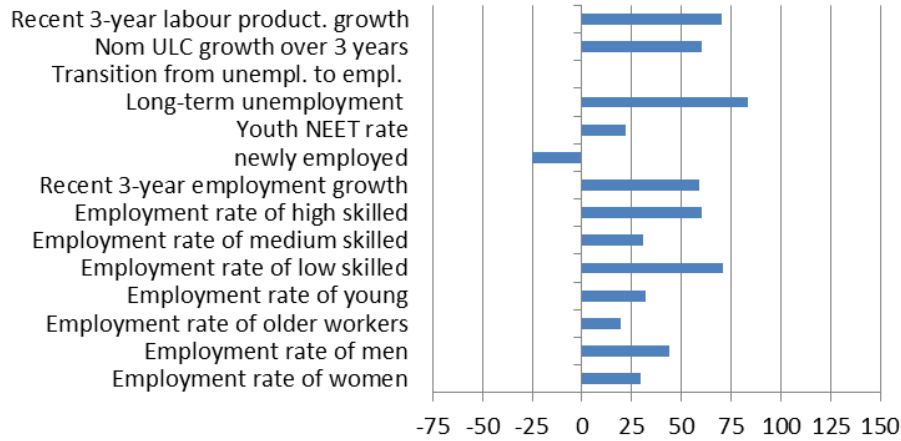
Poland



Portugal



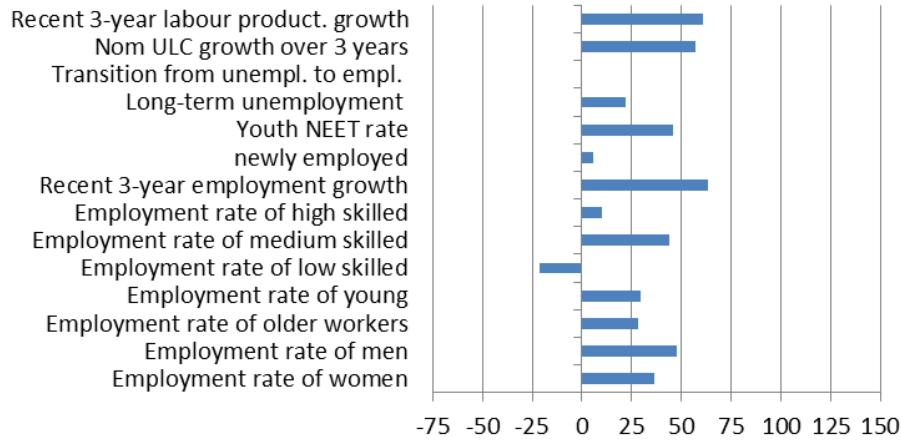
Romania



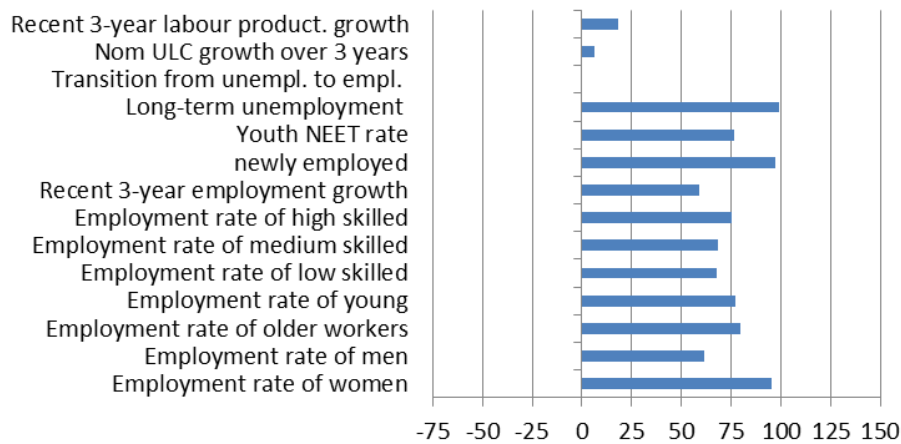
Slovenia



Slovakia



Finland



Sweden



United Kingdom

