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From: General Secretariat of the Council
To: Delegations
Subject: Employment Performance Monitor

Delegations will find attached the 2018 Europe 2020 Employment Performance Monitor.

2018 Europe 2020 Employment Performance Monitor

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 could be used to identify at a glance the main employment challenges for the European Union and for each Member State.

The EPM 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 and good labour market outcome 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 reflects the results of both JAF components for the employment policies' area and aims at providing a good overview of results both at country level and across all Member States. These results could also be useful for macroeconomic surveillance.

The chart "Progress towards the employment rate headline target" shows the path towards- and the effort needed by the EU to reach the headline employment rate target; whereas the corresponding charts for each Member State show the corresponding path and effort needed by the Member States to reach their national employment rate target. The accompanying tables on "Key indicators on labour market performance" contain indicators for all the JAF Policy Areas.

The graphs on "the progress towards the EU-28 respectively national employment rate headline target" and the table on the "national employment rate targets compared to current and projected 2020 employment rates (all age group 20-64)" have been updated with the data from the latest Commission Economic forecasts² as well as with data from the EPC Ageing Report³.

¹ See Council Doc. 14478/10

² Economic Forecast spring 2018

³ EPC Ageing Working Group 2018 Ageing Report

The reading of the JAF is used in the analysis and identification of the key employment challenges and good labour market outcomes in the EU and in Member States. Tables displaying common EU key employment challenges and good labour market outcomes can be found in Part I whereas; the tables of key employment challenges and good labour market outcomes for each Member State are presented in Part II.

The EPM is based on the latest available yearly data⁴. It is continuously under development and revision in order to improve and assure it is updated to the latest needs and developments.

In addition the EPM includes a section displaying the results obtained from the JAF modules. This year this section features the results obtained from the analysis of the JAF module "Results and impact of the Youth Guarantee".

The EPM dashboard, which can be found in Annex C displays, for each of the main JAF indicators and for each Member State: the level, the y-o-y changes and the changes for the three recent years, flagging at the same time notable positive/negative changes. This will serve as additional information in the process to depict the areas with positive and negative 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.

⁴ Labour Force Survey (LFS): latest available yearly data is for 2017

Table of contents

<u>PART I - Overview of National Employment Targets, Challenges and Particularly Good Outcomes</u>	4
<u>PART II - Country Overviews</u>	10
<u>BELGIUM</u>	11
<u>BULGARIA</u>	14
<u>CZECH REPUBLIC</u>	17
<u>DENMARK</u>	20
<u>GERMANY</u>	23
<u>ESTONIA</u>	26
<u>IRELAND</u>	29
<u>GREECE</u>	32
<u>SPAIN</u>	35
<u>FRANCE</u>	38
<u>CROATIA</u>	41
<u>ITALY</u>	44
<u>CYPRUS</u>	47
<u>LATVIA</u>	50
<u>LITHUANIA</u>	53
<u>LUXEMBOURG</u>	56
<u>HUNGARY</u>	59
<u>MALTA</u>	62
<u>NETHERLANDS</u>	65
<u>AUSTRIA</u>	68
<u>POLAND</u>	71
<u>PORTUGAL</u>	74
<u>ROMANIA</u>	77
<u>SLOVENIA</u>	80
<u>SLOVAKIA</u>	83
<u>FINLAND</u>	86
<u>SWEDEN</u>	91
<u>UNITED KINGDOM</u>	92
<u>PART III – Readings from the JAF modules</u>	95
<u>YG module "Results and impact of the Youth Guarantee"</u>	96
<u>Annex A. National Targets</u>	101
<u>Annex B. Statistical Data</u>	103
<u>Annex C. EPM Dashboard</u>	105

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

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

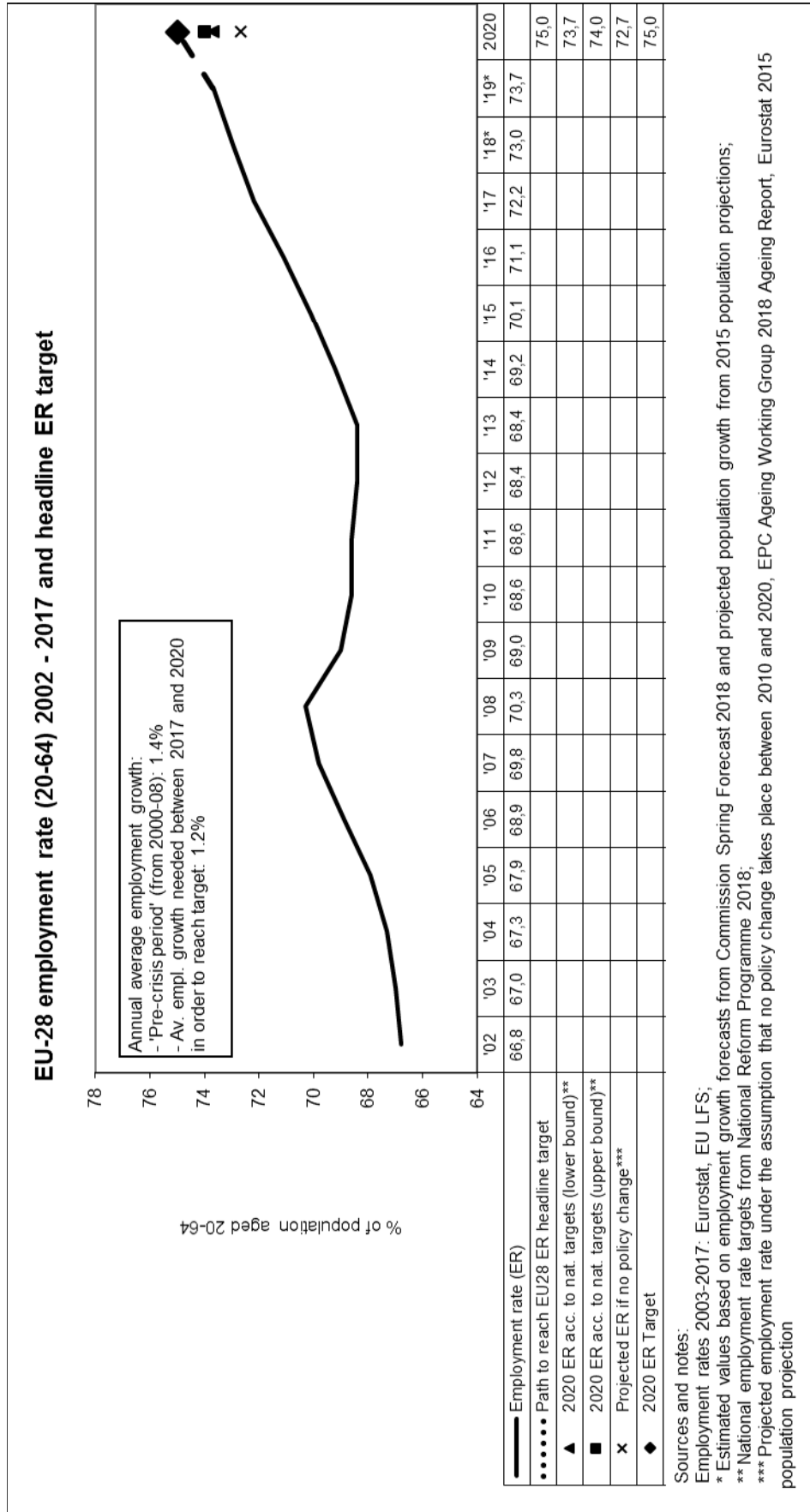
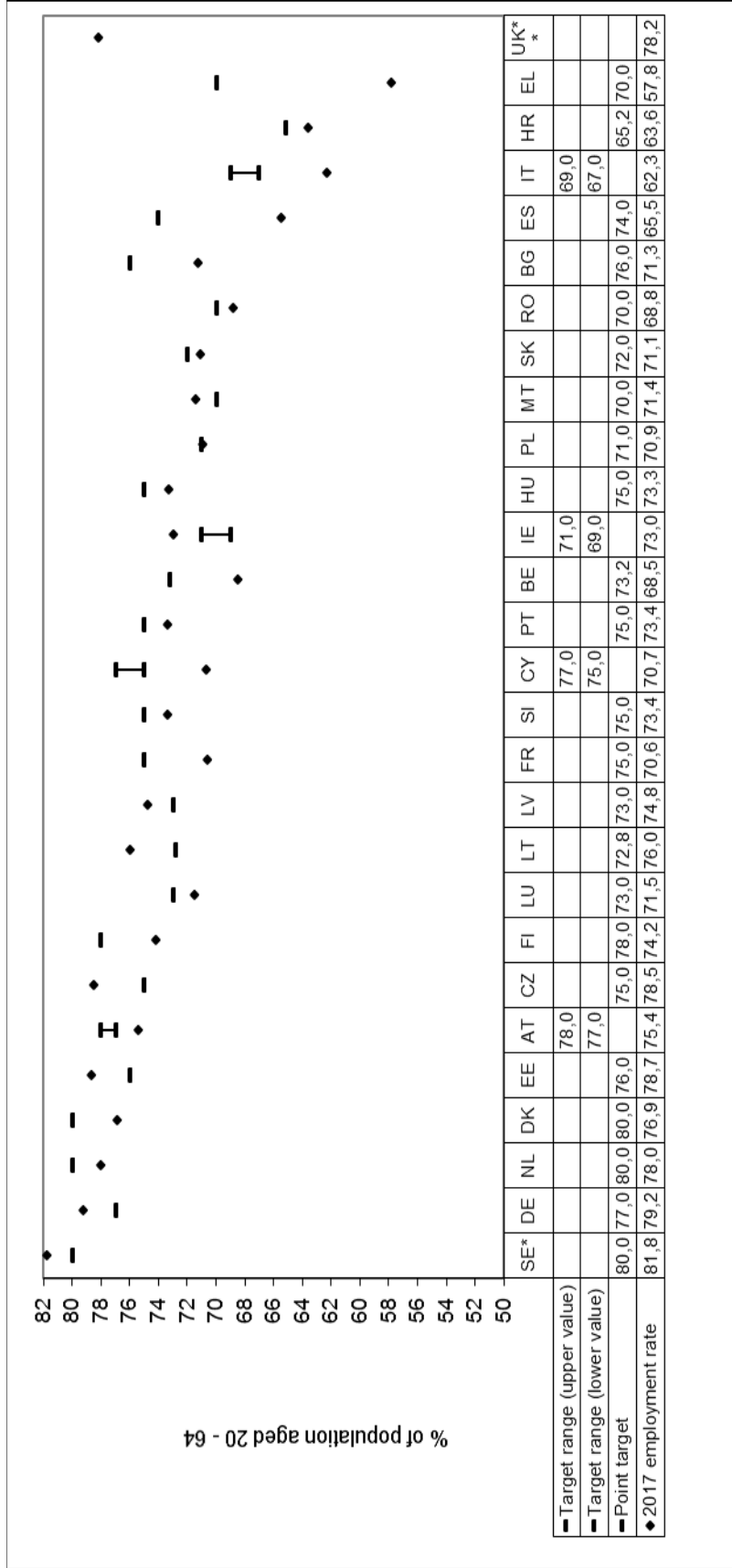


Figure 2: National employment rate targets set by Member States in their NRPs compared to employment rate 2017



Sources: National Reform Programmes 2018, EU Labour Force Survey for 2017 employment rate.

Note: I indicates a range for Member States national targets

* 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: Summary overview of the Key Employment Challenges and particularly good labour market outcomes per Member State and per policy area, May 2018

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		G	C/G	C	C	C/G		C	
BG	C	C/G	C	C/G	C			C	C	C
CZ	C/G		C	C/G	C		C	G	C	
DK	G	G		C/G	G		C	C/G		
DE	C/G	C		C	C	C/G	C	C/G	C	
EE	G	C/G	C	C			C	G	G	
IE		G		G	C			C/G	G	
EL	C	C	C	C/G	C	C	C	C	C/G	
ES	C	C/G	C	C	G	G		C	C	
FR	C	C		G	G	C	G	C	C	C
HR	C	C/G	C	G	C/G			C	C/G	C
IT	C	C/G	C	G	C		C/G	C	C	
CY	C	C/G	C		C		G	C/G	C	
LV	C/G	C/G	C	C		C	G	C	G	
LT	C/G	G	C	C			G	C/G	C	
LU	C			C	G	G	G	G	C	
HU	G	G	C	C	C	C/G	G		C	C
MT	C/G			G	G	G	C	C	C	
NL	C/G	C		G	C	G	C	G		
AT	C/G	G			C	C			C/G	
PL	C/G	C			C		C	C	C/G	
PT	C/G	C			G		C/G	C	C	C
RO	C	C/G	C	C/G	C		C/G	C	C	C
SI	C/G		C	C/G	G	C	G		G	
SK	C		C	C/G	C		C/G	C	C	
FI	C/G	C	C	C/G				G	C	
SE	G	G	G				G	G	C	
UK	C/G	G		C	C	G		C/G	C	

C=challenge

G=good labour market outcome

Table 2: Common Key Employment Challenges, May 2018 – Details⁵

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
	Low/decreasing employment rate	5								C	C		C	C				C												
	Low/decreasing female employment rate	5								C				C					C				C							
	Low/decreasing participation of older workers	11	C							C	C	C	C					C		C	C	C	C	C	C	C				
1. Labour market participation	High/increasing incidence of youth unemployment and/or NEET	10		C						C	C	C	C	C	C									C	C					C
	Low/decreasing participation of low-skilled persons	8	C	C	C								C				C					C				C	C			
	Low/decreasing participation of non-EU nationals/people with migrant background	7	C				C					C						C		C		C						C		
	Duration of working life	8	C	C	C											C		C		C			C		C	C				
2. Enhancing labour market functioning; combating segmentation	High/increasing labour market segmentation	9									C	C	C	C	C				C		C	C						C		
	Low transition from temporary into permanent contracts	3									C								C											
	High incidence of undeclared work	6		C												C	C	C							C					
3. Active labour market policies	Low level of ALMP expenditure/insufficient provision of well targeted tailored measures/functioning of employment services	15		C	C					C	C	C	C	C	C	C	C	C	C						C	C	C	C		
	High incidence of long-term unemployment	5		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	12		C	C					C	C					C	C	C	C						C	C	C			
	Disincentives for LM participation in the social security system/disability pension, unemployment/inactivity/low wage traps	5	C				C											C									C		C	

⁵ The table is updated on the basis of the key employment challenges identified in the country overviews under part 2 of the EPM. The aim of the table is to identify the key employment challenges that are common to several Member States.

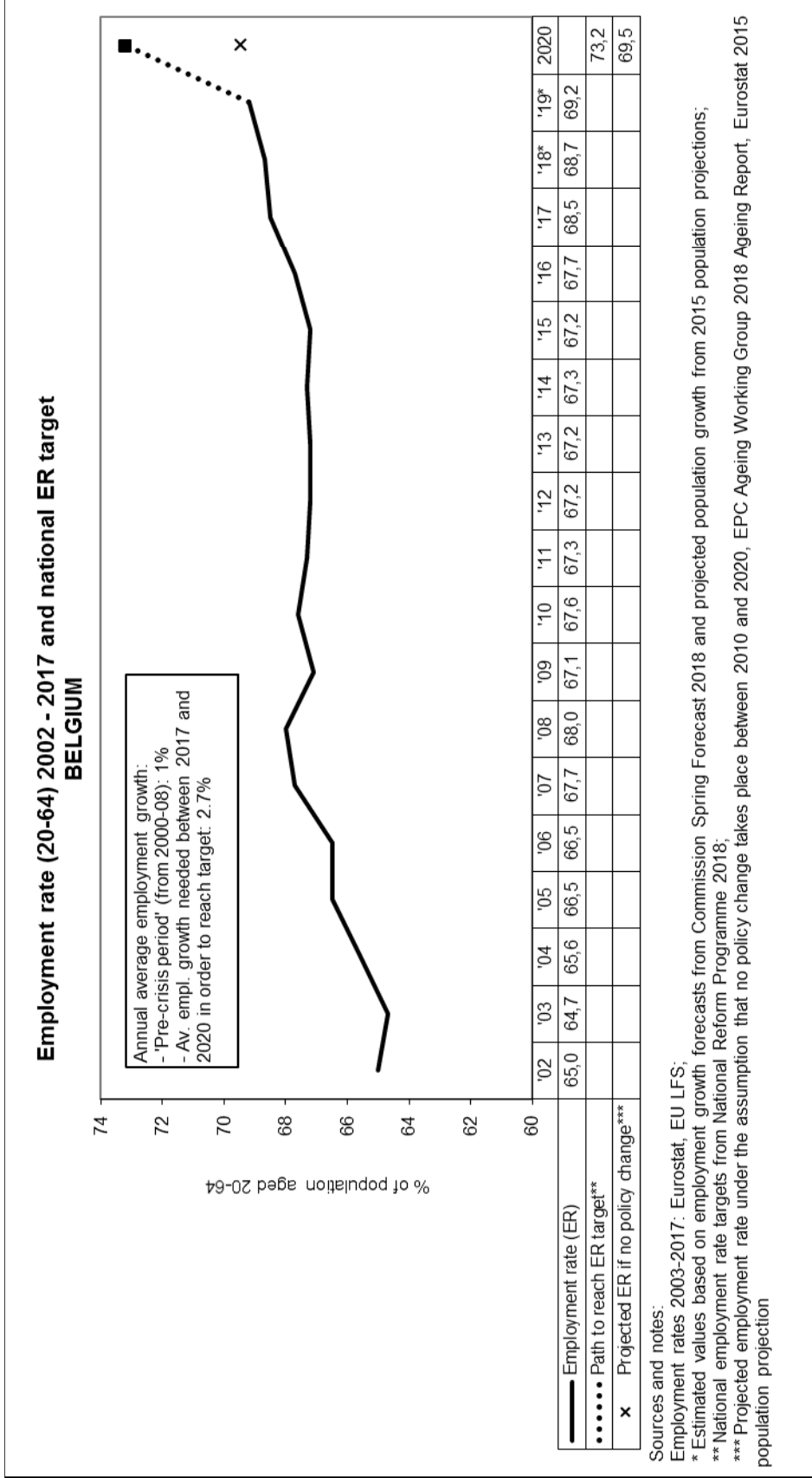
Common Key Employment Challenges – Details (CONT.)

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/uptake of high quality, affordable child and/or dependant care facilities	12	C	C	C				C	C			C		C				C			C								C					
	High incidence of inactivity and part-time work due to family obligations, high impact of parenthood on employment	11							C				C							C		C	C							C					
6. Job creation	Negative employment growth/insufficient job creation	1								C																									
	High tax wedge on labour	7	C									C				C			C			C													
7. Gender equality	Large gender employment gaps (including part time)	9								C			C							C	C	C								C					
	Large/increasing gender pay gap	4																						C											
	Disincentives for LM participation for second earners	4	C						C	C	C																								
8. Improving skill supply and productivity; Lifelong learning	Weaknesses with respect to educational attainment of the (adult) population	4												C						C															
	Low participation in lifelong learning/lack of an integrated lifelong learning strategy	9								C	C		C		C								C							C					
	Skills mismatches/insufficient forecasting skills system	12								C	C	C		C		C				C											C				
	Low level of digital skills among adults	4																																	
	High incidence of early school leaving	6																		C	C														
9. Improving education and training systems	Low upper secondary education attainment	3																	C																
	Low tertiary education attainment rate	5												C	C																				
	Low attainment of basic skills	5																		C															
	Educational outcomes depending on socio-economic and migrant background	9	C	C															C	C										C					
	Low participation in early education and care	1																														C			
10. Wage setting mechanism and labour cost developments	Low attractiveness of vocational education and training	0																																	
	Low attractiveness of the teacher profession	2																															C		
	Public spending on human resources low/inefficient	1																																	
10. Wage setting mechanism and labour cost developments	Insufficient provision of education and training opportunities to meet labour market needs	5											C	C																					
	Minimum wage setting	3																																	
	Collective bargaining	3																																	
10. Wage setting mechanism and labour cost developments	Labour cost developments not in line with productivity gains	1																																	

PART II - Country Overviews

BELGIUM

1. Progress towards the national employment rate target



2. Key indicators on labour market performance Belgium

Indicator	Unit	2000	2014	2015	2016	2017	2020 national target	2015	2016 EU28-total	2017	2020 EU target
Overall employment rate	% of population aged 20 - 64	65,8	67,3	67,2	67,7	68,5 b	73,2	70,1	71,1	72,2	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	9,8 b	10,1	8,8	8,9 b	9,5	11,0	10,7	10,6	less than 10
Tertiary educational attainment	% completion of tertiary or equivalent education (30-34)	35,2	43,8 b	42,7	45,6	45,9 b	47,0	38,7	39,1	39,9	40,0
Overall employment growth	% change from previous year	2,2 b	0,3	0,0	0,9	1,0 b		1,1	1,5	1,4	
Employment rate of women	% of female population aged 20 - 64	56,0	62,9	63,0	63,0	63,6 b		64,3	65,3	66,5	
Employment rate of men	% of male population aged 20 - 64	75,5	71,6	71,3	72,3	73,4 b		75,9	76,9	78,0	
Employment rate of older workers	% of population aged 55 - 64	26,3	42,7	44,0	45,4	48,3 b		53,3	55,3	57,1	
Employment gender gap	difference in the employment rate between men and women in percentage points (20-64)	19,5	8,7	8,3	9,3	9,8 b		11,6	11,6	11,5	
Employment rate of young persons	% of population aged 20 - 29	68,3	57,8	57,6	57,6	57,5 b		61,4	62,6	63,9	
Employment rate of low skilled persons	% of population with at most lower secondary education aged 20 - 64	51,2	46,6 b	45,6	45,6	45,9 b		52,6	53,6	54,9	
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64	:	40,5	42,7	41,7	41,6 b		56,7	56,5	57,4	
Part-time employment	% of total employment aged 15 - 74	20,7 u	24,0	24,6	25,0	24,8 b		20,3	20,3		
Temporary employees	% of total employees aged 15 - 64	9,0	8,6	9,0	9,1	10,4 b		14,1	14,2	14,3	
Overall unemployment rate	% of labour force	6,9	8,5	8,5	7,8	7,1 b		9,4	8,6	7,6	
Long-term unemployment	% of labour force	3,8	4,3	4,4	4,0	3,5 b		4,5	4,0	3,4	
Youth unemployment rate	% of youth labour force (15-24)	15,2	23,2	22,1	20,1	19,3 b		20,3	18,7	16,8	
Youth NEET rate	% of population aged 15-24	17,7	12,0	12,2	9,9	9,3 b		12,0	11,6	10,9	
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	136,2	130,6	130,3	129,5	:		100,0	100,0		
Labour productivity per hour worked	EU-27 = 100 (based on PPS per hour worked)	145,0	137,2	137,6	136,8	:		100,0	100,0		
Nominal unit labour cost growth	% change from previous year	0,3	0,0	-0,5	-0,1	1,4		2,0	-1,2		
Real unit labour cost growth	% change from previous year	-1,6	-0,7	-1,6	-1,7			-1,1	0,1		
Gender pay gap	% of men's average gross hourly earnings (paid employees)	:	6,6	6,5	6,1	:		16,2 p	16,2 p	:	
Involuntary temporary employment	as % of total employees	6,3	6,6	7,2	7,1	7,3 b		7,7	7,8	7,8	
Newly employed	share of people in current job 12 months or less in total employment	14,3	12,0	11,9	12,4	12,6 b		14,3	14,6	14,9	
At-risk-of-poverty rate of unemployed		:	42,9	40,7	45,9	:		47,5	48,6	:	
unemployment trap - tax rate on low wage earners		:	92,8	92,2	91,8	:		74,7	75,0	:	
Inactivity and part-time work due to personal and family responsibilities	age 15-64	:	4,3	4,4	4,6	4,8 b		5,3	5,4	5,4	
Job vacancy rate	% change over the recent 3 years	:	2,3	2,3	2,5	2,9		1,5	1,6	1,8	
Share of adult population with upper secondary or tertiary education	age 25-64	58,5	73,6 b	74,7	75,1	76,8 b		76,5	76,9	77,5	
Percentage of adult population participating in education and training	age 25-64	:	7,4	6,9	7,0	8,5 b		10,7	10,8	10,9	

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

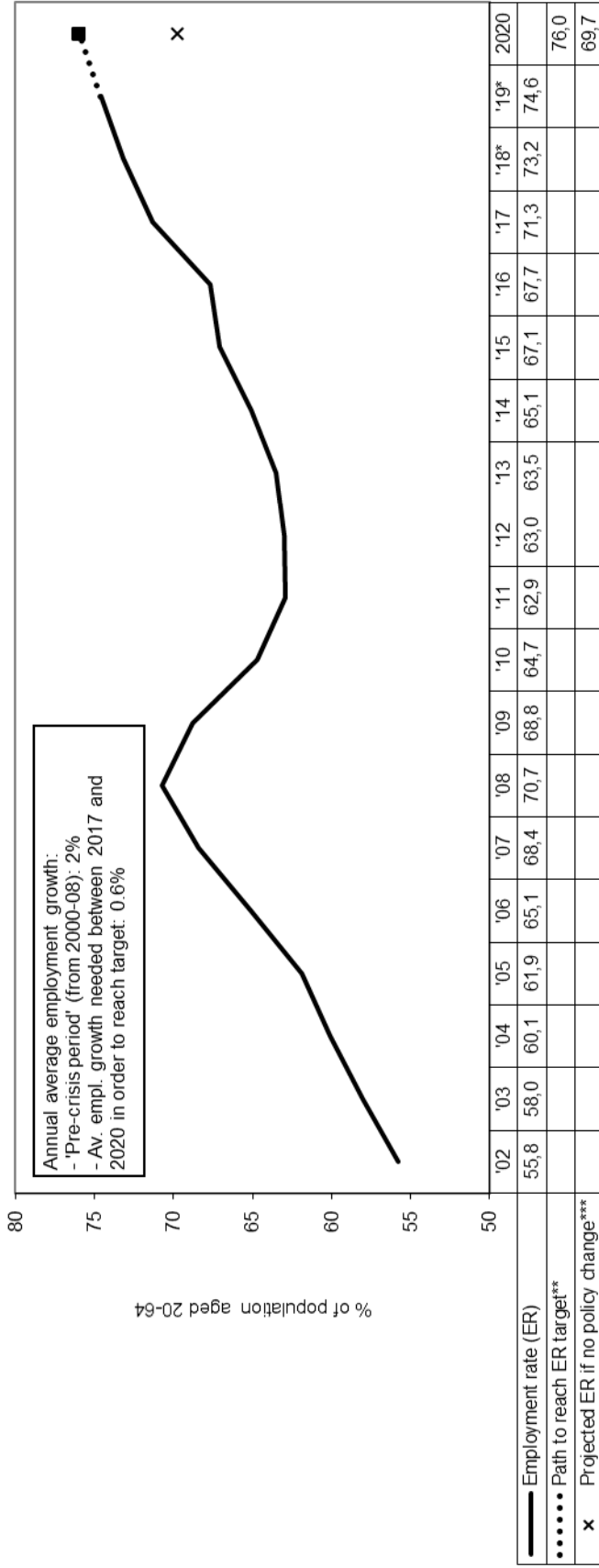
3. Key employment challenges Belgium, May 2018

Employment policy area	Key employment challenge	Particularly good labour market outcome
1. Increase labour market participation	<p>Low labour market participation of people with a migrant background</p> <p>Employment rate is below the EU average, for low skilled and older workers.</p> <p>Duration of working life is below the EU average, particularly for men.</p>	
2. Enhancing labour market functioning; combating segmentation		
3. Active labour market policies		Number of participants in activation measures is higher than EU average.
4. Adequate and employment oriented social security systems	Unemployment traps and tax rates on low wage earners are significantly higher than EU average.	In-work-poverty risk is significantly below the EU average.
5. Work-life balance	Significant heterogeneity in the uptake of early childhood education and care (ECEC)	
6. Job creation	Tax wedge on labour cost significantly higher than EU average though significantly decreasing.	
7. Gender equality	Inactivity and low-wage traps for the second earners significantly higher than EU average.	Gender pay gap significantly below the EU average.
8. Improving skill supply and productivity; Lifelong learning		
9. Improving education and training systems	Significant and longstanding educational inequalities linked to socio-economic and migrant background	
10. Wage setting mechanisms and labour cost developments		

BULGARIA

1. Progress towards the national employment rate target

**Employment rate (20-64) 2002 - 2017 and national ER target
BULGARIA**



Sources and notes:

Employment rates 2003-2017: Eurostat, EU LFS;

* Estimated values based on employment growth forecasts from Commission Spring Forecast 2018 and projected population growth from 2015 population projections;

** National employment rate targets from National Reform Programme 2018;

*** Projected employment rate under the assumption that no policy change takes place between 2010 and 2020, EPC Ageing Working Group 2018 Ageing Report, Eurostat 2015 population projection

Legend: 2018, 2019 projected based on EU-Commission Spring Forecast.

2. Key indicators on labour market performance Bulgaria

Indicator	Unit	2000	2014	2015	2016	2017	2020 national target	2015	2016 EU28-total	2017	2020 EU target
Overall employment rate	% of population aged 20 - 64	55,3	65,1	67,1	67,7	71,3	76,0	70,1	71,1	72,2	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	:	12,9	13,4	13,8	12,7	11,0	11,0	10,7	10,6	less than 10
Tertiary educational attainment	% completion of tertiary or equivalent education (30-34)	19,5	30,9	32,1	33,8	32,8	36,0	38,7	39,1	39,9	40,0
Overall employment growth	% change from previous year	:	1,3	1,6	-0,7	4,0		1,1	1,5	1,4	
Employment rate of women	% of female population aged 20 - 64	50,7	62,0	63,8	64,0	67,3		64,3	65,3	66,5	
Employment rate of men	% of male population aged 20 - 64	60,2	68,1	70,4	71,3	75,3		75,9	76,9	78,0	
Employment rate of older workers	% of population aged 55 - 64	20,8	50,0	53,0	54,5	58,2		53,3	55,3	57,1	
Employment gender gap	difference in the employment rate between men and women in percentage points (20-64)	9,5	6,1	6,6	7,3	8,0		11,6	11,6	11,5	
Employment rate of young persons	% of population aged 20 - 29	46,2	50,0	52,0	51,1	56,3		61,4	62,6	63,9	
Employment rate of low skilled persons	% of population with at most lower secondary education aged 20 - 64	37,5	38,6	39,0	39,2	44,4		52,6	53,6	54,9	
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64	:	56,5 u	:	55,1 u	56,0 u		56,7	56,5	57,4	
Part-time employment	% of total employment aged 15 - 74	:	2,6	2,4	2,2	2,4		20,3	20,3		
Temporary employees	% of total employees aged 15 - 64	:	5,3	4,4	4,1	4,4		14,1	14,2	14,3	
Overall unemployment rate	% of labour force	16,4	11,4	9,2	7,6	6,2		9,4	8,6	7,6	
Long-term unemployment	% of labour force	9,6	6,9	5,6	4,5	3,4		4,5	4,0	3,4	
Youth unemployment rate	% of youth labour force (15-24)	33,3	23,8	21,6	17,2	12,9		20,3	18,7	16,8	
Youth NEET rate	% of population aged 15-24	:	20,2	19,3	18,2	15,3		12,0	11,6	10,9	
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	31,4	43,8 p	44,2 p	45,4 p	:		100,0	100,0		
Labour productivity per hour worked	EU-27 = 100 (based on PPS per hour worked)	32,5	43,6 p	43,8 p	45,1 p	:		100,0	100,0		
Nominal unit labour cost growth	% change from previous year	2,2	4,6 p	2,3 p	2,3 p	5,7 p		2,0	-1,2		
Real unit labour cost growth	% change from previous year	-4,7	4,1	0,1	0,1			-1,1	0,1		
Gender pay gap	% of men's average gross hourly earnings (paid employees)	:	14,2	15,4	14,4	:		16,2 p	16,2 p	:	
Involuntary temporary employment	as % of total employees	:	3,4	2,8	2,6	3,5		7,7	7,8	7,8	
Newly employed	share of people in current job 12 months or less in total employment	:	11,5	10,7	10,5	11,1		14,3	14,6	14,9	
At-risk-of-poverty rate of unemployed		:	50,2	53,3	54,6 b	58,7		47,5	48,6	:	
unemployment trap - tax rate on low wage earners		:	81,6	81,6	81,6	:		74,7	75,0	:	
Inactivity and part-time work due to personal and family responsibilities	age 15-64	:	2,5	2,6	2,8	3,0		5,3	5,4	5,4	
Job vacancy rate	% change over the recent 3 years	:	0,7	0,7	0,8	0,8		1,5	1,6	1,8	
Share of adult population with upper secondary or tertiary education	age 25-64	67,5	81,1	81,9	82,3	82,8		76,5	76,9	77,5	
Percentage of adult population participating in education and training	age 25-64	:	2,1	2,0	2,2	2,3		10,7	10,8	10,9	

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

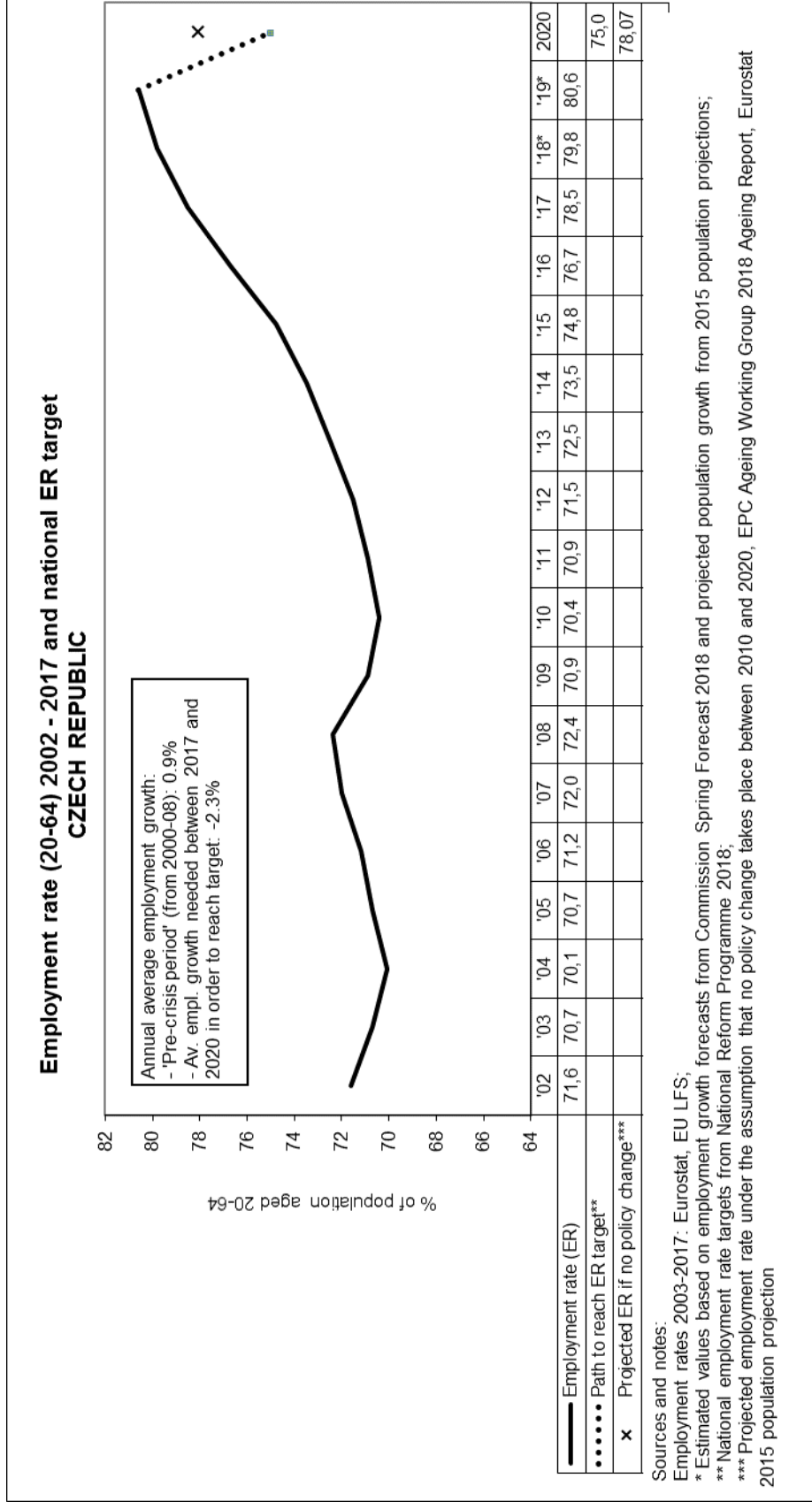
Notes: b - break in series, p - provisional, c - confidential, e - estimated, n - not significant, f - forecast, s - Eurostat estimate, z - not applicable, u - unreliable, ":" - not available

3. Key employment challenges Bulgaria, May 2018

Employment policy area	Key employment challenge	Particularly good labour market outcome
1. Increase labour market participation	<p>Employment rate of younger and low-skilled workers is low, with some positive developments.</p> <p>The youth NEET rate is higher than the EU-average, though with significant positive developments.</p> <p>The duration of working life is significantly below EU average.</p>	
2. Enhancing labour market functioning; combating segmentation	High levels of undeclared work	Share of employees working in involuntary fixed-term or part-time contracts below EU average.
3. Active labour market policies	The share of long-term unemployed in total unemployment is high. Participation in activation measures is low.	
4. Adequate and employment oriented social security systems	Low coverage and adequacy of social benefits and no regular and objective adjustment mechanism in place. Insufficient links between employment and social services for benefit recipients	Small low wage trap, including for second-earners.
5. Work-life balance	Uptake of childcare is low. High and increasing employment impact of parenthood on women.	
6. Job creation		
7. Gender equality		
8. Improving skill supply and productivity; Lifelong learning	<p>Participation of adults in education and training below the EU average (for both unemployed and employed adults).</p> <p>High skills mismatch and shortages, including regional and sectoral mismatches</p>	
9. Improving education and training systems	<p>Low educational outcomes and significant educational inequalities linked to socio-economic status</p> <p>Early school leaving above EU average, with some positive developments. Completion of tertiary or equivalent education (age group 30-34) is low.</p>	
10. Wage setting mechanisms and labour cost developments	Lack of an objective mechanism for minimum wage setting	

CZECH REPUBLIC

1. Progress towards the national employment rate target



2. Key indicators on labour market performance

Czech Republic

Indicator	Unit	2000	2014	2015	2016	2017	2020 national target	2015	2016 EU28-total	2017	2020 EU target
Overall employment rate	% of population aged 20 - 64	71,0	73,5	74,8	76,7	78,5	75,0	70,1	71,1	72,2	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	:	5,5	6,2	6,6	6,7	5,5	11,0	10,7	10,6	less than 10
Tertiary educational attainment	% completion of tertiary or equivalent education (30-34)	13,7	28,2	30,1	32,8	34,2	32,0	38,7	39,1	39,9	40,0
Overall employment growth	% change from previous year	-0,6	0,8	1,0	1,7	1,6		1,1	1,5	1,4	
Employment rate of women	% of female population aged 20 - 64	61,9	64,7	66,4	68,6	70,5		64,3	65,3	66,5	
Employment rate of men	% of male population aged 20 - 64	80,2	82,2	83,0	84,6	86,3		75,9	76,9	78,0	
Employment rate of older workers	% of population aged 55 - 64	36,3	54,0	55,5	58,5	62,1		53,3	55,3	57,1	
Employment gender gap	difference in the employment rate between men and women in percentage points (20-64)	18,3	17,5	16,6	16,0	15,8		11,6	11,6	11,5	
Employment rate of young persons	% of population aged 20 - 29	66,0	60,2	61,8	63,4	65,7		61,4	62,6	63,9	
Employment rate of low skilled persons	% of population with at most lower secondary education aged 20 - 64	45,8	41,6	40,2	43,7	49,2		52,6	53,6	54,9	
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64	:	78,6	76,0	78,0	78,8		56,7	56,5	57,4	
Part-time employment	% of total employment aged 15 - 74	5,3	6,2	6,1	6,6	7,2		20,3	20,3		
Temporary employees	% of total employees aged 15 - 64	7,2	9,7	10,0	9,7	9,6		14,1	14,2	14,3	
Overall unemployment rate	% of labour force	8,8	6,1	5,1	4,0	2,9		9,4	8,6	7,6	
Long-term unemployment	% of labour force	4,2	2,7	2,4	1,7	1,0		4,5	4,0	3,4	
Youth unemployment rate	% of youth labour force (15-24)	17,0	15,9	12,6	10,5	7,9		20,3	18,7	16,8	
Youth NEET rate	% of population aged 15-24	:	8,1	7,5	7,0	6,3		12,0	11,6	10,9	
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	66,6	79,1	79,7	80,2	:		100,0	100,0		
Labour productivity per hour worked	EU-27 = 100 (based on PPS per hour worked)	59,7	72,8	74,0	73,6	:		100,0	100,0		
Nominal unit labour cost growth	% change from previous year	2,2	0,4	-0,8	3,3	3,6		2,0	-1,2		
Real unit labour cost growth	% change from previous year	0,4	-2,0	-2,0	2,0			-1,1	0,1		
Gender pay gap	% of men's average gross hourly earnings (paid employees) as % of total employees	:	22,5	22,5	21,8	:		16,2 p	16,2 p	:	
Involuntary temporary employment	as % of total employees	3,2	7,3	8,1	7,5	7,3		7,7	7,8	7,8	
Newly employed	share of people in current job 12 months or less in total employment	4,6	10,8	11,1	11,3	11,6		14,3	14,6	14,9	
At-risk-of-poverty rate of unemployed		:	47,8	48,7	52,2	:		47,5	48,6	:	
unemployment trap - tax rate on low wage earners		:	80,2	80,3	80,4	:		74,7	75,0	:	
Inactivity and part-time work due to personal and family responsibilities	age 15-64	:	5,0	5,2	5,1	5,2		5,3	5,4	5,4	
Job vacancy rate	% change over the recent 3 years	:	1,1	1,5	2,1	3,0		1,5	1,6	1,8	
Share of adult population with upper secondary or tertiary education	age 25-64	86,1	93,2	93,2	93,4	93,8		76,5	76,9	77,5	
Percentage of adult population participating in education and training	age 25-64	:	9,6	8,5	8,8	9,8		10,7	10,8	10,9	

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

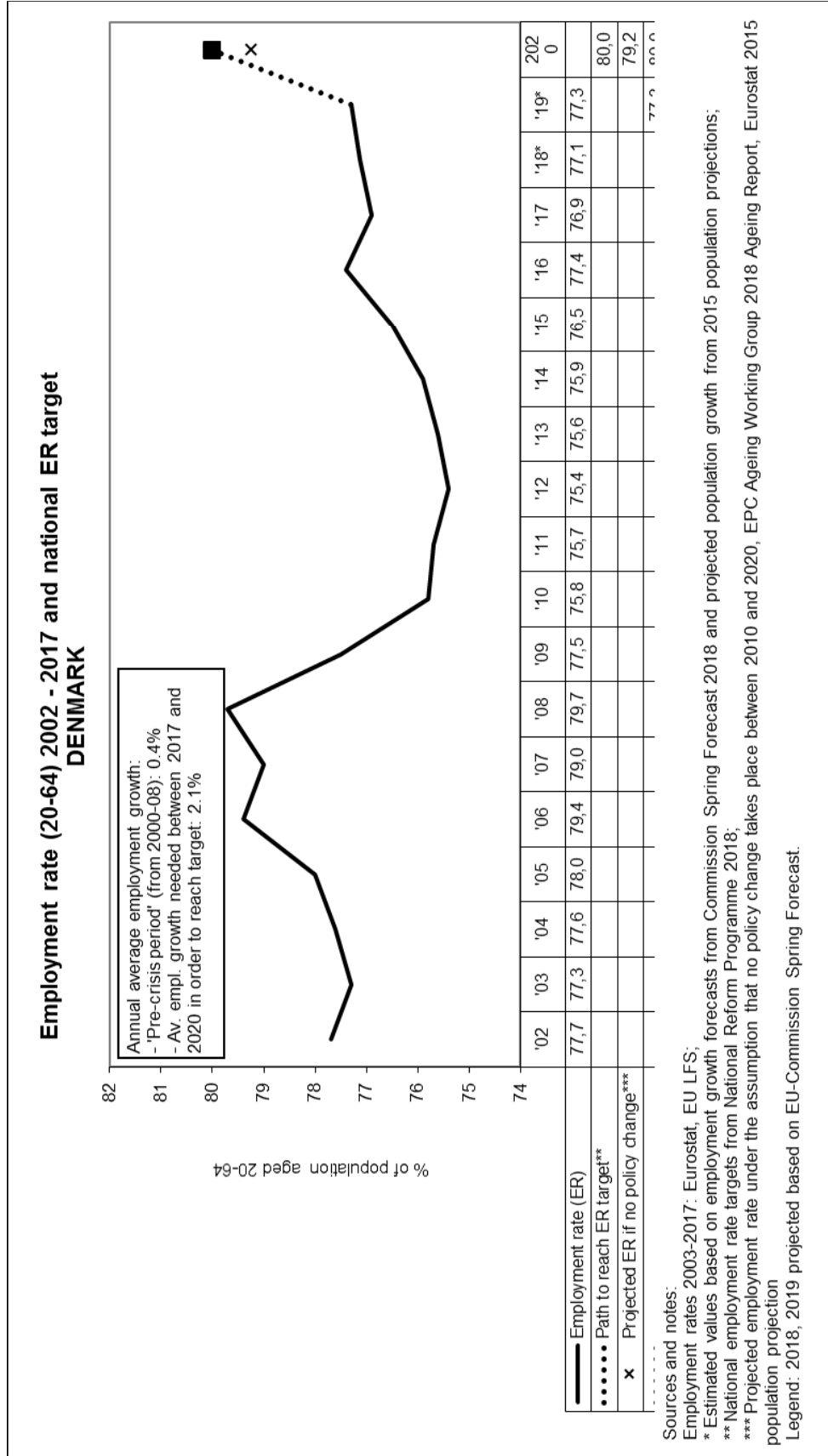
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3. Key employment challenges Czech Republic, May 2018

Employment policy area	Key employment challenge	Particularly good labour market outcome
1. Increase labour market participation	Low (though slightly increasing) employment rate of low-skilled workers	High employment rate (20-64), notably for men and non-EU nationals Low NEET rate, in particular for men. Low unemployment rate, in particular for youth
2. Enhancing labour market functioning; combating segmentation		
3. Active labour market policies	Limitations in the efficiency and effectiveness of the public employment service	
4. Adequate and employment oriented social security systems	Net replacement rate for the unemployed is low	Low in-work poverty risk
5. Work-life balance	Low participation in childcare, especially for children below 3 years old High employment impact of parenthood, especially on women High female inactivity due to looking after children and incapacitated adults	
6. Job creation		
7. Gender equality	High employment gender gap, in particular for young women (20-29) High gender pay gap	
8. Improving skill supply and productivity; Lifelong learning		High share of the adult population having attained at least upper secondary education
9. Improving education and training systems	Low attractiveness of the teaching profession	
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	2014	2015	2016	2017	2020 national target	2015	2016 EU28-total	2017	2020 EU target
Overall employment rate	% of population aged 20 - 64	78,0	75,9	76,5	77,4 b	76,9	80,0	70,1	71,1	72,2	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	7,8	7,8	7,2 b	8,8	less than 10	11,0	10,7	10,6	less than 10
Tertiary educational attainment	% completion of tertiary or equivalent education (30-34)	32,1	44,9	47,6	47,7 b	48,8	at least 40	38,7	39,1	39,9	40,0
Overall employment growth	% change from previous year	0,5 b	0,7	1,4	2,6 b	-0,5 b		1,1	1,5	1,4	
Employment rate of women	% of female population aged 20 - 64	72,9	72,2	72,6	74,0 b	73,7		64,3	65,3	66,5	
Employment rate of men	% of male population aged 20 - 64	82,9	79,5	80,2	80,7 b	80,2		75,9	76,9	78,0	
Employment rate of older workers	% of population aged 55 - 64	55,7	63,2	64,7	67,8 b	68,9		53,3	55,3	57,1	
Employment gender gap	difference in the employment rate between men and women in percentage points (20-64)	10,0	7,3	7,6	6,7 b	6,5		11,6	11,6	11,5	
Employment rate of young persons	% of population aged 20 - 29	77,2	67,6	69,2	69,6 b	68,0		61,4	62,6	63,9	
Employment rate of low skilled persons	% of population with at most lower secondary education aged 20 - 64	64,1	59,6	59,2	61,8 b	60,2		52,6	53,6	54,9	
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64	:	56,2	56,4	61,3 b	60,6		56,7	56,5	57,4	
Part-time employment	% of total employment aged 15 - 74	21,7	25,5	25,4	27,5 b	26,3		20,3	20,3		
Temporary employees	% of total employees aged 15 - 64	10,2	8,6	8,7	13,5 b	12,9		14,1	14,2	14,3	
Overall unemployment rate	% of labour force	4,3	6,6	6,2	6,2	5,7		9,4	8,6	7,6	
Long-term unemployment	% of labour force	1,0	1,7	1,7	1,4 b	1,3		4,5	4,0	3,4	
Youth unemployment rate	% of youth labour force (15-24)	6,7	12,6	10,8	12,0 b	11,0		20,3	18,7	16,8	
Youth NEET rate	% of population aged 15-24	4,7	5,8	6,2	5,8 b	7,0		12,0	11,6	10,9	
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	108,3	115,3	114,3	111,9	:		100,0	100,0		
Labour productivity per hour worked	EU-27 = 100 (based on PPS per hour worked)	125,5	133,3	132,5	129,3	:		100,0	100,0		
Nominal unit labour cost growth	% change from previous year	0,1	0,8	1,3	0,9	0,8		2,0	-1,2		
Real unit labour cost growth	% change from previous year	-2,8	0,1	0,2	1,2			-1,1	0,1		
Gender pay gap	% of men's average gross hourly earnings (paid employees)	:	16,0	15,1	15,0	:		16,2 p	16,2 p	:	
Involuntary temporary employment	as % of total employees	4,2	4,6	3,5	4,9 b	5,2		7,7	7,8	7,8	
Newly employed	share of people in current job 12 months or less in total employment	24,3	22,7	22,6	24,3 b	24,0		14,3	14,6	14,9	
At-risk-of-poverty rate of unemployed		:	27,5	37,6	38,7	43,8		47,5	48,6	:	
unemployment trap - tax rate on low wage earners		:	89,6	89,6	89,1	:		74,7	75,0	:	
Inactivity and part-time work due to personal and family responsibilities	age 15-64	:	0,7	0,6	0,8 b	0,8		5,3	5,4	5,4	
Job vacancy rate	% change over the recent 3 years	:	1,3	1,4	1,6	1,8		1,5	1,6	1,8	
Share of adult population with upper secondary or tertiary education	age 25-64	78,5	79,6	80,4	80,7 b	81,3		76,5	76,9	77,5	
Percentage of adult population participating in education and training	age 25-64	:	31,9	31,3	27,7 b	26,8		10,7	10,8	10,9	

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

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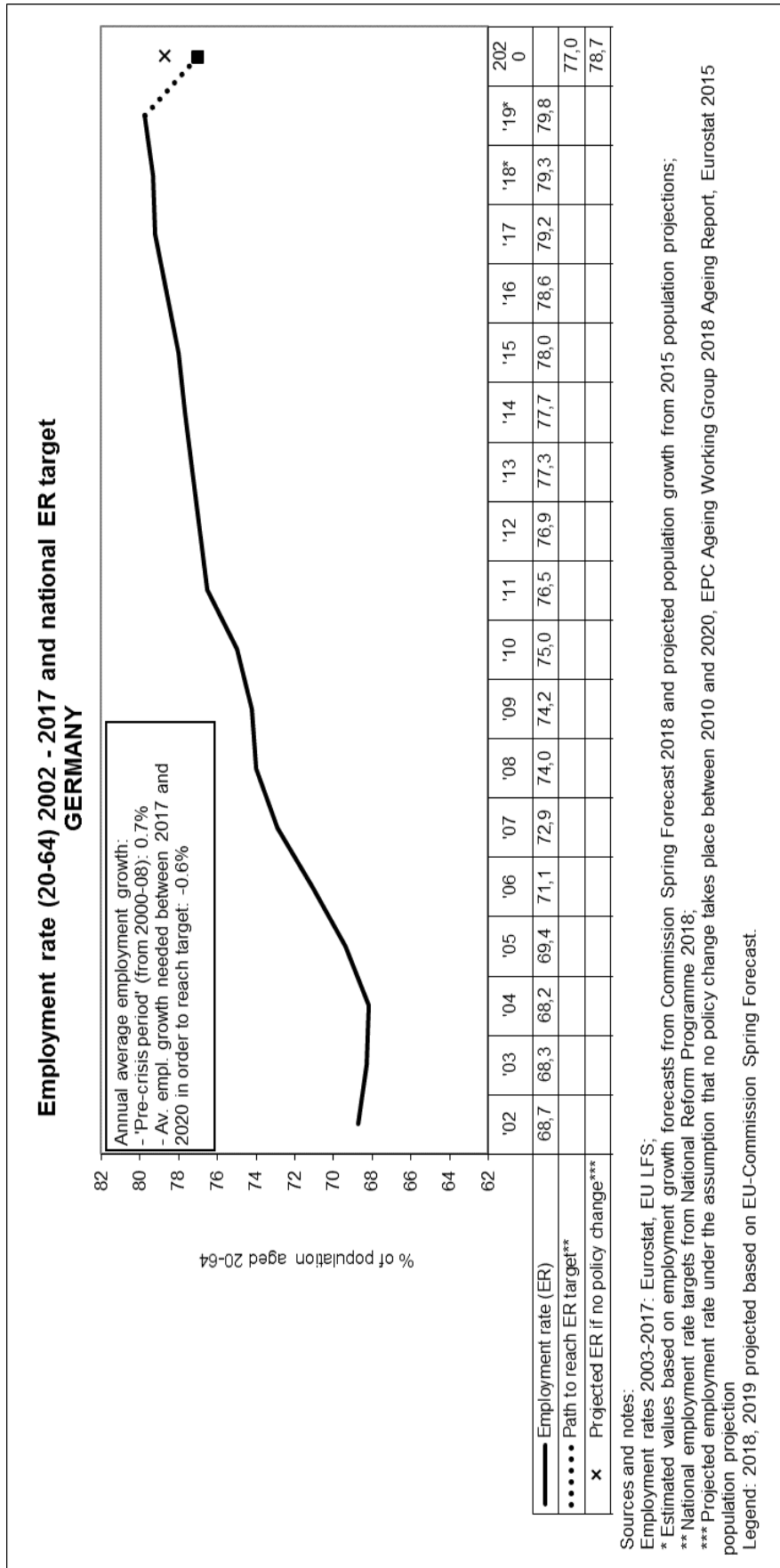
3. Key employment challenges Denmark, May 2018

Employment policy area	Key employment challenge	Particularly good labour market outcome
1. Increase labour market participation		The duration of working life is significantly higher than the EU average. The employment rate of recent immigrants (non-EU nationals) is above the EU average, in particular among men.
2. Enhancing labour market functioning; combating segmentation		Newly employed in % is significantly higher than the EU average (*). The same holds for newly self-employed (*). Share of long-term unemployed in total unemployment is significantly lower than the EU average (*).
3. Active labour market policies		
4. Adequate and employment oriented social security systems	The unemployment trap is higher than the EU average.	The net replacement rate for the unemployed is significantly higher than the EU average (*).
5. Work-life balance		The rate of inactivity and part-time work due to family responsibilities (particularly for women) is significantly lower than the EU average (*). The share of children (aged 0-3) in formal childcare is significantly higher than the EU average.
6. Job creation		
7. Gender equality	The inactivity trap for second member of a couple is higher than the EU average.	
8. Improving skill supply and productivity; Lifelong learning	Shortage of skilled workers with a VET education, leading to labour market mismatch.	The share of participants (aged 25-64) in lifelong learning and education and training is higher than the EU average (*).
9. Improving education and training systems		
10. Wage setting mechanisms and labour cost developments		

(*). Break in series.

GERMANY

1. Progress towards the national employment rate target



2. Key indicators on labour market performance

Germany

Indicator	Unit	2000	2014	2015	2016	2017	2020 national target	2015	2016 EU28-total	2017	2020 EU target
Overall employment rate	% of population aged 20 - 64	68,7 E	77,7	78,0	78,6	79,2	77,0	70,1	71,1	72,2	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 u	9,5	10,1	10,3	10,1	less than 10	11,0	10,7	10,6	less than 10
Tertiary educational attainment	% completion of tertiary or equivalent education (30-34)	25,7	31,4	32,3	33,2	34,0	42,0	38,7	39,1	39,9	40,0
Overall employment growth	% change from previous year	0,5 E	0,7	0,7	2,5	0,8		1,1	1,5	1,4	
Employment rate of women	% of female population aged 20 - 64	60,8 E	73,1	73,6	74,5	75,2		64,3	65,3	66,5	
Employment rate of men	% of male population aged 20 - 64	76,5 E	82,2	82,3	82,7	83,1		75,9	76,9	78,0	
Employment rate of older workers	% of population aged 55 - 64	37,3 E	65,6	66,2	68,6	70,1		53,3	55,3	57,1	
Employment gender gap	difference in the employment rate between men and women in percentage points (20-64)	15,7 E	9,1	8,7	8,2	7,9		11,6	11,6	11,5	
Employment rate of young persons	% of population aged 20 - 29	70,6	71,2	71,4	71,6	72,0		61,4	62,6	63,9	
Employment rate of low skilled persons	% of population with at most lower secondary education aged 20 - 64	52,7	58,0	58,5	58,9	59,6		52,6	53,6	54,9	
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64	:	57,7	57,0	54,2	54,9		56,7	56,5	57,4	
Part-time employment	% of total employment aged 15 - 74	19,4	27,5	27,8	27,7	27,9		20,3	20,3		
Temporary employees	% of total employees aged 15 - 64	12,8	13,1	13,2	13,2	12,9		14,1	14,2	14,3	
Overall unemployment rate	% of labour force	7,9	5,0	4,6	4,1	3,8		9,4	8,6	7,6	
Long-term unemployment	% of labour force	:	2,2	2,0	1,7	1,6		4,5	4,0	3,4	
Youth unemployment rate	% of youth labour force (15-24)	8,5	7,7	7,2	7,1	6,8		20,3	18,7	16,8	
Youth NEET rate	% of population aged 15-24	7,7	6,4	6,2	6,7	6,3		12,0	11,6	10,9	
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	109,6	106,4	106,1	105,8	:		100,0	100,0		
Labour productivity per hour worked	EU-27 = 100 (based on PPS per hour worked)	128,2	127,1	126,5	127,2	:		100,0	100,0		
Nominal unit labour cost growth	% change from previous year	0,7	1,7	1,8	1,6	1,9		2,0	-1,2		
Real unit labour cost growth	% change from previous year	1,1	-0,1	-0,2	0,2			-1,1	0,1		
Gender pay gap	% of men's average gross hourly earnings (paid employees)	:	22,3	22,0 p	21,5 p	:		16,2 p	16,2 p	:	
Involuntary temporary employment	as % of total employees	1,5	1,7	1,6	1,9	1,9		7,7	7,8	7,8	
Newly employed	share of people in current job 12 months or less in total employment	15,3	13,9	14,0	14,3	14,3		14,3	14,6	14,9	
At-risk-of-poverty rate of unemployed		:	67,4	69,1	70,5	:		47,5	48,6	:	
unemployment trap - tax rate on low wage earners		:	73,0	73,1	73,2	:		74,7	75,0	:	
Inactivity and part-time work due to personal and family responsibilities	age 15-64	:	6,7	6,9	7,1	7,2		5,3	5,4	5,4	
Job vacancy rate	% change over the recent 3 years	:	2,2	2,3	2,4	2,5		1,5	1,6	1,8	
Share of adult population with upper secondary or tertiary education	age 25-64	81,3	86,9	86,8	86,5	86,5		76,5	76,9	77,5	
Percentage of adult population participating in education and training	age 25-64	:	8,0	8,1	8,5	8,4		10,7	10,8	10,9	

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

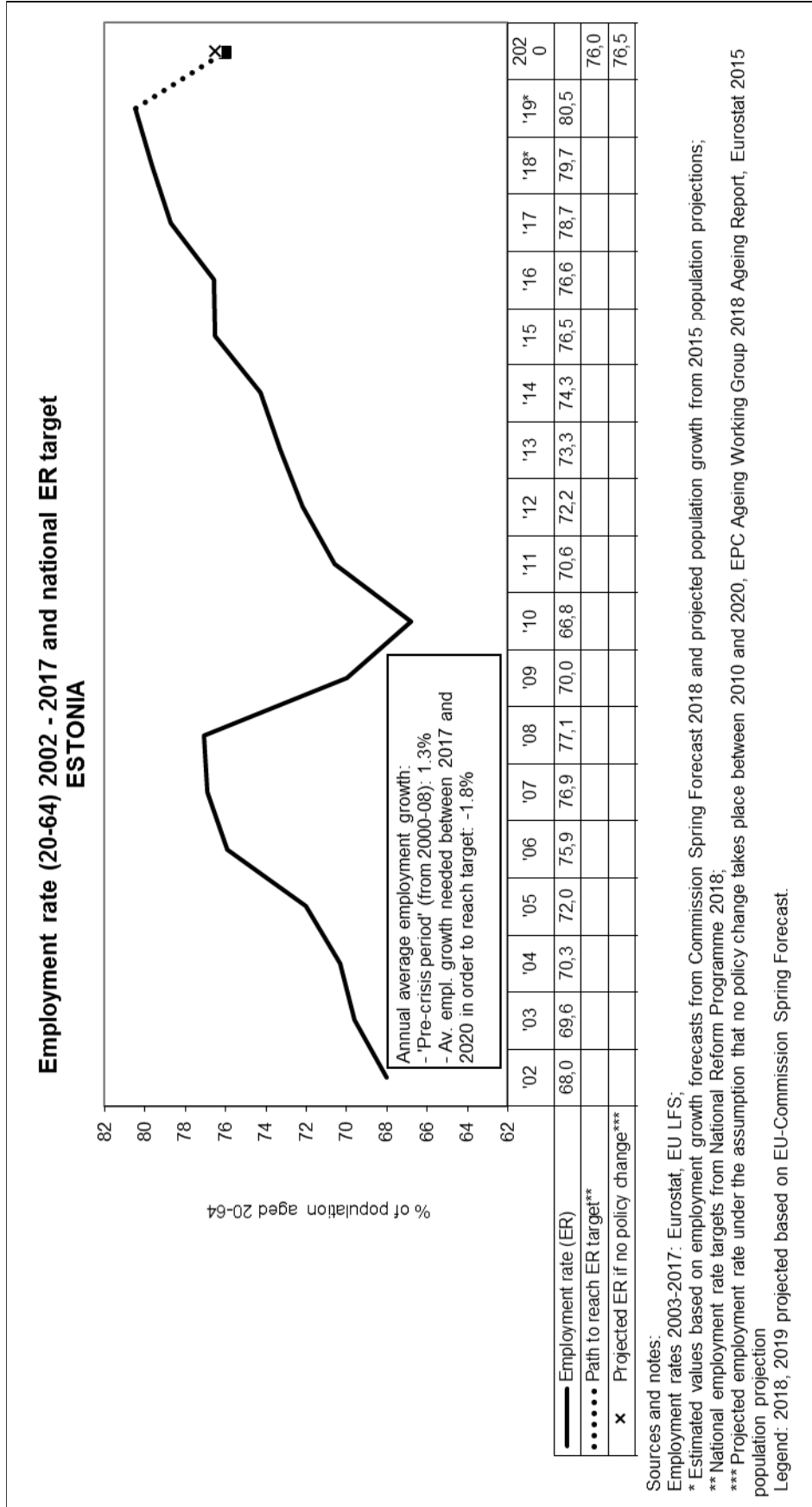
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3. Key employment challenges Germany, May 2018

Employment policy area	Key employment challenge	Particularly good labour market outcome
1. Increase labour market participation	The employment rate of non-EU nationals aged 20-64 men has a significantly negative development	The employment rate is high, in particular for men, women, young people and older workers. Unemployment rate is low The youth unemployment ratio and NEET rate are at very low levels.
2. Enhancing labour market functioning; combating segmentation		Low share of involuntary temporary employment
3. Active labour market policies		
4. Adequate and employment oriented social security systems	High at risk of poverty for the (long term) unemployed	
5. Work-life balance	Part-time work due to family responsibilities is higher than the EU-average and increasing. Negative employment impact of parenthood (especially for women).	
6. Job creation	High tax wedge on low wage earners.	High and increasing number of vacancies (vacancies per 1000 unemployed)
7. Gender equality	Significant low-wage and inactivity traps for second earners. High gender gap in part-time employment Persistently high gender pay gap.	
8. Improving skill supply and productivity; Lifelong learning	Skills supply bottlenecks for high-skilled workers.	High share of the population with basic or above basic digital skills
9. Improving education and training systems	Educational outcomes continue to depend on socio-economic background and especially people with a migrant background face challenges	
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	2014	2015	2016	2017	2020 national target	2015	2016 EU28-total	2017	2020 EU target
Overall employment rate	% of population aged 20 - 64	66,6 b	74,3	76,5	76,6	78,7	76,0	70,1	71,1	72,2	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 b	12,0	12,2	10,9	10,8	9,5	11,0	10,7	10,6	less than 10
Tertiary educational attainment	% completion of tertiary or equivalent education (30-34)	30,4 b	43,2	45,3	45,4	48,4	40,0	38,7	39,1	39,9	40,0
Overall employment growth	% change from previous year	0,0 b	0,5	2,2	-0,2	2,3		1,1	1,5	1,4	
Employment rate of women	% of female population aged 20 - 64	62,8 b	70,6	72,6	72,6	75,1		64,3	65,3	66,5	
Employment rate of men	% of male population aged 20 - 64	70,8 b	78,3	80,5	80,8	82,4		75,9	76,9	78,0	
Employment rate of older workers	% of population aged 55 - 64	45,0 b	64,0	64,5	65,2	68,1		53,3	55,3	57,1	
Employment gender gap	difference in the employment rate between men and women in percentage points (20-64)	8,0 b	7,7	7,9	8,2	7,3		11,6	11,6	11,5	
Employment rate of young persons	% of population aged 20 - 29	64,3 b	65,5	69,6	68,7	74,0		61,4	62,6	63,9	
Employment rate of low skilled persons	% of population with at most lower secondary education aged 20 - 64	41,2 b	59,4	57,7	61,8	65,7		52,6	53,6	54,9	
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64		66,7	70,1	68,2	71,8		56,7	56,5	57,4	
Part-time employment	% of total employment aged 15 - 74	7,5 b	9,6	10,8	11,2	10,8		20,3	20,3		
Temporary employees	% of total employees aged 15 - 64	2,0 b	3,1	3,4	3,7	3,1		14,1	14,2	14,3	
Overall unemployment rate	% of labour force	14,6	7,4	6,2	6,8	5,8		9,4	8,6	7,6	
Long-term unemployment	% of labour force	6,7 b	3,3	2,4	2,1	1,9		4,5	4,0	3,4	
Youth unemployment rate	% of youth labour force (15-24)	21,1 b	15,0	13,1	13,4	12,1		20,3	18,7	16,8	
Youth NEET rate	% of population aged 15-24	14,7	11,7	10,8	9,1	9,4		12,0	11,6	10,9	
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	43,8	73,8	70,9	71,8	:		100,0	100,0		
Labour productivity per hour worked	EU-27 = 100 (based on PPS per hour worked)	37,6	64,8	62,5	63,2	:		100,0	100,0		
Nominal unit labour cost growth	% change from previous year	1,8	4,3	4,5	4,0	3,5		2,0	-1,2		
Real unit labour cost growth	% change from previous year	-1,9	2,7	3,3	2,4			-1,1	0,1		
Gender pay gap	% of men's average gross hourly earnings (paid employees)		28,1	26,9	25,3	:		16,2 p	16,2 p	:	
Involuntary temporary employment	as % of total employees	1,5 b	0,8	0,9	0,7	0,4 u		7,7	7,8	7,8	
Newly employed	share of people in current job 12 months or less in total employment	19,2 b	16,5	16,3	16,7	18,0		14,3	14,6	14,9	
At-risk-of-poverty rate of unemployed			54,7 b	54,8	54,8	:		47,5	48,6	:	
unemployment trap - tax rate on low wage earners			63,7	62,9	68,4	:		74,7	75,0	:	
Inactivity and part-time work due to personal and family responsibilities	age 15-64		4,3	4,2	4,8	4,4		5,3	5,4	5,4	
Job vacancy rate	% change over the recent 3 years		1,4	1,4	1,6	1,8		1,5	1,6	1,8	
Share of adult population with upper secondary or tertiary education	age 25-64	85,8 b	88,2	88,7	89,1	88,8		76,5	76,9	77,5	
Percentage of adult population participating in education and training	age 25-64		11,6	12,4	15,7	17,2		10,7	10,8	10,9	

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

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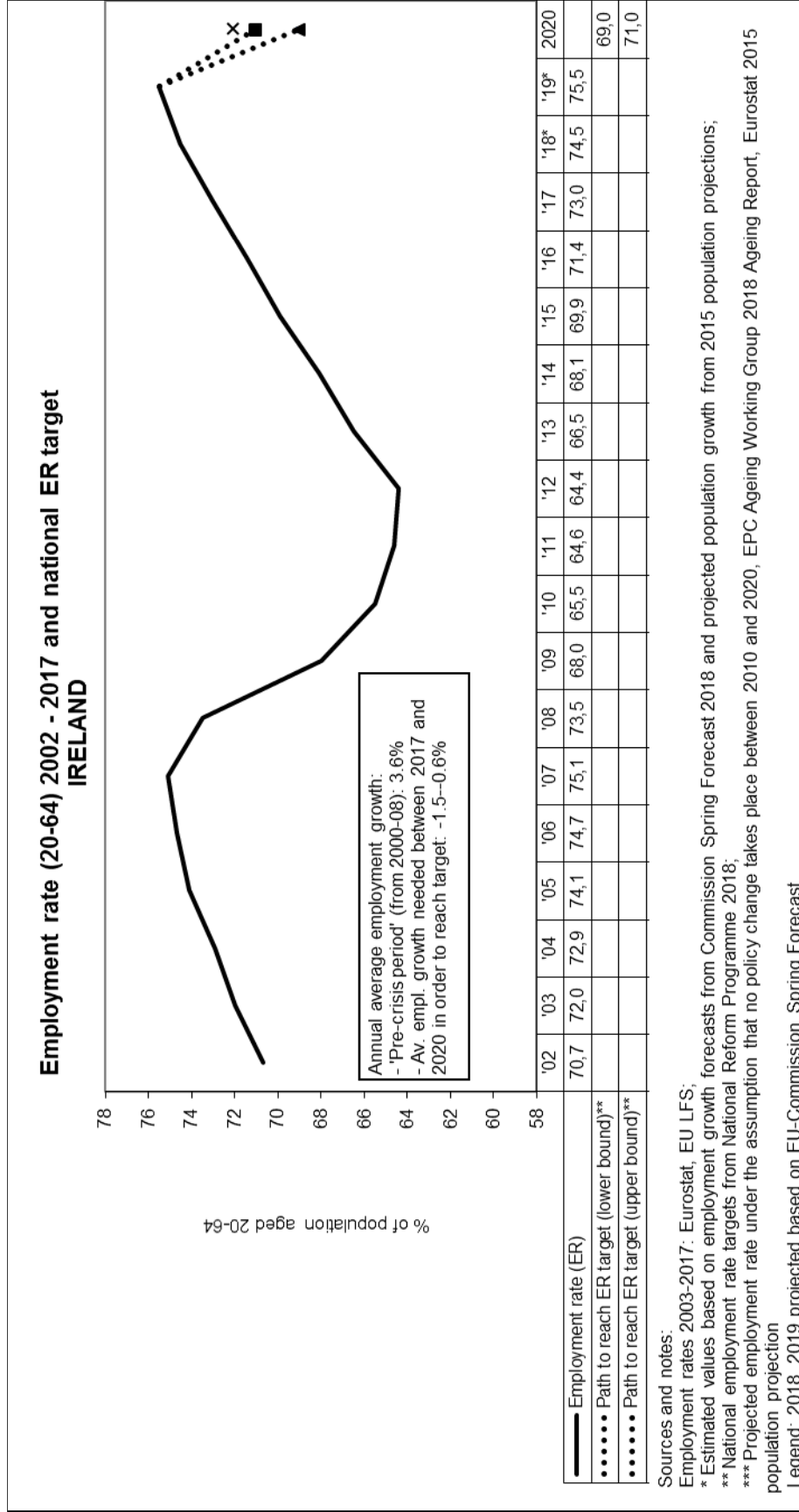
3. Key employment challenges Estonia, May 2018

Employment policy area	Key employment challenge	Particularly good labour market outcome
1. Increase labour market participation		High employment and activity rates of population 20-64, including of older workers
2. Enhancing labour market functioning; combating segmentation	<i>Increasing rate of work (including fatal) accidents per 100 000 employees⁶</i>	Low share of employees in (involuntary) temporary contracts Low share of long-term unemployed
3. Active labour market policies	Low level of funding for ALMPs (in % of GDP)	
4. Adequate and employment oriented social security systems	Relatively high at-risk-of-poverty rate of the unemployed	
5. Work-life balance		
6. Job creation		
7. Gender equality	High impact of parenthood on employment (in particular for women) Still high (but gradually declining) gender pay gap	
8. Improving skill supply and productivity; Lifelong learning		Relatively high and increasing level of lifelong learning among adults (25-64) High share of adult population (aged 25-64) with upper secondary or tertiary education
9. Improving education and training systems		Low share of low-achievers in reading, mathematics and science
10. Wage setting mechanisms and labour cost developments		

⁶ Partly the increase is based on better reporting, as according to the data weighted by Statistics Estonia, the average rate of registered occupational accidents in 2015 was 48.6% of all occupational accidents

IRELAND

1. Progress towards the national employment rate target



2. Key indicators on labour market performance

Ireland

Indicator	Unit	2000	2014	2015	2016	2017	2020 national target	2015	2016 EU28-total	2017	2020 EU target
Overall employment rate	% of population aged 20 - 64	71,8	68,1	69,9	71,4	73,0	69-71	70,1	71,1	72,2	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	:	6,9	7,0	6,2	5,1 b	8,0	11,0	10,7	10,6	less than 10
Tertiary educational attainment	% completion of tertiary or equivalent education (30-34)	27,5	52,2	51,9	52,5	53,5 b	60,0	38,7	39,1	39,9	40,0
Overall employment growth	% change from previous year	4,6	2,5	3,2	3,7	2,8		1,1	1,5	1,4	
Employment rate of women	% of female population aged 20 - 64	59,2	62,3	63,8	65,4	67,0		64,3	65,3	66,5	
Employment rate of men	% of male population aged 20 - 64	84,5	74,0	76,1	77,5	79,1		75,9	76,9	78,0	
Employment rate of older workers	% of population aged 55 - 64	45,5	53,0	55,6	57,2	58,6		53,3	55,3	57,1	
Employment gender gap	difference in the employment rate between men and women in percentage points (20-64)	25,3	11,7	12,3	12,1	12,1		11,6	11,6	11,5	
Employment rate of young persons	% of population aged 20 - 29	76,7	64,4	66,3	70,0	70,2 b		61,4	62,6	63,9	
Employment rate of low skilled persons	% of population with at most lower secondary education aged 20 - 64	56,4	45,9	48,1	48,9	50,1 b		52,6	53,6	54,9	
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64	:	57,0	57,5	61,5	63,8 b		56,7	56,5	57,4	
Part-time employment	% of total employment aged 15 - 74	16,7	24,0	23,3	23,1	20,9 b		20,3	20,3		
Temporary employees	% of total employees aged 15 - 64	5,3	10,1	9,6	9,0	9,1 b		14,1	14,2	14,3	
Overall unemployment rate	% of labour force	4,5	11,9	10,0	8,4	6,7		9,4	8,6	7,6	
Long-term unemployment	% of labour force	1,5	6,7	5,4	4,3	3,0		4,5	4,0	3,4	
Youth unemployment rate	% of youth labour force (15-24)	6,5	23,4	20,2	16,8	14,4 b		20,3	18,7	16,8	
Youth NEET rate	% of population aged 15-24	:	15,3	14,3	12,6	10,9 b		12,0	11,6	10,9	
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	132,0	145,7	189,7	190,2	:		100,0	100,0		
Labour productivity per hour worked	EU-27 = 100 (based on PPS per hour worked)	116,0	137,5	177,8	178,7	:		100,0	100,0		
Nominal unit labour cost growth	% change from previous year	2,9	-4,4	-16,6	-0,2	-2,7 b		2,0	-1,2		
Real unit labour cost growth	% change from previous year	-3,7	-4,1	-22,3	-0,2			-1,1	0,1		
Gender pay gap	% of men's average gross hourly earnings (paid employees)	:	13,9	:	:	:		16,2 p	16,2 p	:	
Involuntary temporary employment	as % of total employees	1,4	4,8	4,6	4,3	3,5 b		7,7	7,8	7,8	
Newly employed	share of people in current job 12 months or less in total employment	21,6	15,7	16,3	17,3	16,8 b		14,3	14,6	14,9	
At-risk-of-poverty rate of unemployed		:	37,1	40,4	40,8	:		47,5	48,6	:	
unemployment trap - tax rate on low wage earners		:	75,5	74,2	75,9	:		74,7	75,0	:	
Inactivity and part-time work due to personal and family responsibilities	age 15-64	:	6,1	6,6	6,8	6,8 b		5,3	5,4	5,4	
Job vacancy rate	% change over the recent 3 years	:	0,7	0,8	0,9	1,0		1,5	1,6	1,8	
Share of adult population with upper secondary or tertiary education	age 25-64	57,6	79,0	80,1	80,3	82,0 b		76,5	76,9	77,5	
Percentage of adult population participating in education and training	age 25-64	:	6,8	6,3	6,2	8,9 b		10,7	10,8	10,9	

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

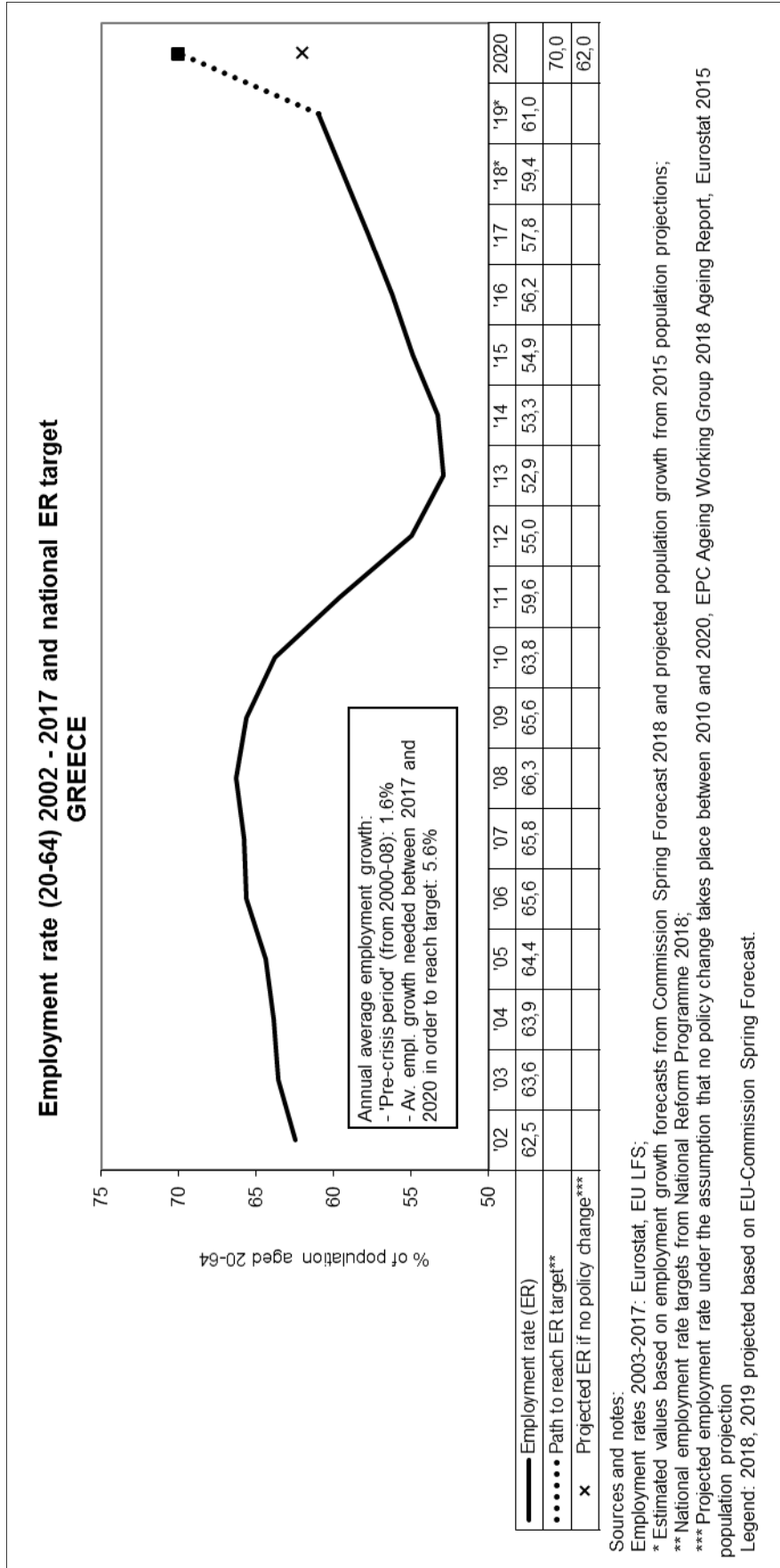
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3. Key employment challenges Ireland, May 2018

Employment policy area	Key employment challenge	Particularly good labour market outcome
1. Increase labour market participation		
2. Enhancing labour market functioning; combating segmentation		Low share of involuntary temporary employment
3. Active labour market policies		
4. Adequate and employment oriented social security systems		The risk of in-work poverty is significantly lower than the EU average.
5. Work-life balance	<p>Inactivity due to personal and family responsibilities significantly higher than EU average.</p> <p>Availability of affordable and quality full-time childcare hampers full labour market participation, in particular of females.</p>	
6. Job creation		
7. Gender equality		
8. Improving skill supply and productivity; Lifelong learning	<p>The share of the adult population (aged 25-64) participating in education or training has increased but remains below the EU average</p> <p>Low share of adult population with at least basic digital skills compared to EU average</p> <p>Need for expansion of provisions by the education and training system of appropriate re-skilling and up-skilling opportunities to match the types of skills required by the economy. Special attention to digital skills provision is needed in spite of an improvement between 2016 and 2017.</p>	High share of adult population (aged 25-64) having attained tertiary education
9. Improving education and training systems		Low proportion of low-achievers in reading, maths and science (15 years old)
10. Wage setting mechanisms and labour cost developments		

GREECE

1. Progress towards the national employment rate target



2. Key indicators on labour market performance

Greece

Indicator	Unit	2000	2014	2015	2016	2017	2020 national target	2015	2016 EU28-total	2017	2020 EU target
Overall employment rate	% of population aged 20 - 64	61,9	53,3	54,9	56,2	57,8	70,0	70,1	71,1	72,2	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	9,0	7,9	6,2	6,0	9,7	11,0	10,7	10,6	less than 10
Tertiary educational attainment	% completion of tertiary or equivalent education (30-34)	25,4	37,2	40,4	42,7	43,7	32,0	38,7	39,1	39,9	40,0
Overall employment growth	% change from previous year	1,5	0,6	2,0	1,7	2,0		1,1	1,5	1,4	
Employment rate of women	% of female population aged 20 - 64	45,5	44,3	46,0	46,8	48,0		64,3	65,3	66,5	
Employment rate of men	% of male population aged 20 - 64	78,8	62,6	64,0	65,8	67,7		75,9	76,9	78,0	
Employment rate of older workers	% of population aged 55 - 64	39,0	34,0	34,3	36,3	38,3		53,3	55,3	57,1	
Employment gender gap	difference in the employment rate between men and women in percentage points (20-64)	33,3	18,3	18,0	19,0	19,7		11,6	11,6	11,5	
Employment rate of young persons	% of population aged 20 - 29	57,6	38,3	40,3	41,0	42,2		61,4	62,6	63,9	
Employment rate of low skilled persons	% of population with at most lower secondary education aged 20 - 64	57,0	46,5	48,1	48,1	49,2		52,6	53,6	54,9	
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64	:	54,1	55,1	56,3	56,5		56,7	56,5	57,4	
Part-time employment	% of total employment aged 15 - 74	4,6	9,4	9,4	9,9	9,8		20,3	20,3		
Temporary employees	% of total employees aged 15 - 64	13,8	11,6	11,9	11,2	11,4		14,1	14,2	14,3	
Overall unemployment rate	% of labour force	11,2	26,5	24,9	23,6	21,5		9,4	8,6	7,6	
Long-term unemployment	% of labour force	6,2	19,5	18,2	17,0	15,6		4,5	4,0	3,4	
Youth unemployment rate	% of youth labour force (15-24)	29,2	52,4	49,8	47,3	43,6		20,3	18,7	16,8	
Youth NEET rate	% of population aged 15-24	16,9	19,1	17,2	15,8	15,3		12,0	11,6	10,9	
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	95,4	86,2 p	83,2 p	80,9 p	:		100,0	100,0		
Labour productivity per hour worked	EU-27 = 100 (based on PPS per hour worked)	76,8	69,7 p	66,8 p	65,1 p	:		100,0	100,0		
Nominal unit labour cost growth	% change from previous year	1,5	-1,8 p	-1,3 p	-0,2 p	0,9 p		2,0	-1,2		
Real unit labour cost growth	% change from previous year	-0,1	0,0	-0,3	0,8			-1,1	0,1		
Gender pay gap	% of men's average gross hourly earnings (paid employees)	:	12,5	:	:	:		16,2 p	16,2 p	:	
Involuntary temporary employment	as % of total employees	9,9	8,0	8,0	8,0	8,3		7,7	7,8	7,8	
Newly employed	share of people in current job 12 months or less in total employment	10,3	10,6	10,7	10,2	10,6		14,3	14,6	14,9	
At-risk-of-poverty rate of unemployed		:	45,9	44,8	47,1	:		47,5	48,6	:	
unemployment trap - tax rate on low wage earners		:	50,3	50,6	52,1	:		74,7	75,0	:	
Inactivity and part-time work due to personal and family responsibilities	age 15-64	:	1,7	1,6	1,6	1,6		5,3	5,4	5,4	
Job vacancy rate	% change over the recent 3 years	:	0,8	0,8	0,8	0,6		1,5	1,6	1,8	
Share of adult population with upper secondary or tertiary education	age 25-64	51,6	68,4	70,4	71,8	72,9		76,5	76,9	77,5	
Percentage of adult population participating in education and training	age 25-64	:	3,2	3,3	4,0	4,5		10,7	10,8	10,9	

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

3. Key employment challenges Greece, May 2018

Employment policy area	Key employment challenge	Particularly good labour market outcome
1. Increase labour market participation	While increasing, the employment rate is significantly below the EU average, notably for women and older workers. Youth unemployment and NEET rates remain high, despite some improvement.	
2. Enhancing labour market functioning; combating segmentation	<i>High incidence of undeclared work</i>	
3. Active labour market policies	High, though decreasing, long-term unemployment rate. <i>Still limited capacity of the Public Employment Service despite several improvements. ALMPs are not continuously available and the matching of jobseekers to ALMPs has major shortcomings</i>	
4. Adequate and employment oriented social security systems	High at risk of in-work poverty rate.	Small unemployment trap and low-wage trap for low income earners.
5. Work-life balance	Low participation in formal childcare.	
6. Job creation	Weak labour demand (low available vacancies).	
7. Gender equality	High employment gender gap.	
8. Improving skill supply and productivity; Lifelong learning	<i>Still weak links of Vocational education and training, apprenticeships and lifelong learning with labour market needs</i> Low participation in lifelong learning.	
9. Improving education and training systems	<i>Insufficiently developed evaluation culture at all levels and sectors of education</i> Above average shares of low-achievers in mathematics and science	Low (and decreasing) share of early school leavers. High share of population aged 20-24 having completed at least upper secondary education
10. Wage setting mechanisms and labour cost developments		

2. Key indicators on labour market performance

Spain

Indicator	Unit	2000	2014	2015	2016	2017	2020 national target	2015	2016 EU28-total	2017	2020 EU target
Overall employment rate	% of population aged 20 - 64	60,7	59,9	62,0	63,9	65,5	74,0	70,1	71,1	72,2	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	21,9	20,0	19,0	18,3	15,0	11,0	10,7	10,6	less than 10
Tertiary educational attainment	% completion of tertiary or equivalent education (30-34)	29,2	42,3	40,9	40,1	41,2	44,0	38,7	39,1	39,9	40,0
Overall employment growth	% change from previous year	5,6	1,2	2,9	2,6	2,6		1,1	1,5	1,4	
Employment rate of women	% of female population aged 20 - 64	44,5	54,8	56,4	58,1	59,6		64,3	65,3	66,5	
Employment rate of men	% of male population aged 20 - 64	76,9	65,0	67,6	69,6	71,5		75,9	76,9	78,0	
Employment rate of older workers	% of population aged 55 - 64	37,0	44,3	46,9	49,1	50,5		53,3	55,3	57,1	
Employment gender gap	difference in the employment rate between men and women in percentage points (20-64)	32,4	10,2	11,2	11,5	11,9		11,6	11,6	11,5	
Employment rate of young persons	% of population aged 20 - 29	58,6	45,7	47,1	48,6	51,4		61,4	62,6	63,9	
Employment rate of low skilled persons	% of population with at most lower secondary education aged 20 - 64	54,8	48,2	50,6	52,9	54,6		52,6	53,6	54,9	
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64		51,8	55,0	57,4	59,4		56,7	56,5	57,4	
Part-time employment	% of total employment aged 15 - 74	8,1	15,9	15,7	15,2	15,0		20,3	20,3		
Temporary employees	% of total employees aged 15 - 64	32,4	24,0	25,2	26,1	26,8		14,1	14,2	14,3	
Overall unemployment rate	% of labour force	11,9	24,5	22,1	19,6	17,2		9,4	8,6	7,6	
Long-term unemployment	% of labour force	5,8	12,9	11,4	9,5	7,7		4,5	4,0	3,4	
Youth unemployment rate	% of youth labour force (15-24)	25,3	53,2	48,3	44,4	38,6		20,3	18,7	16,8	
Youth NEET rate	% of population aged 15-24	12,1	17,1 b	15,6	14,6	13,3		12,0	11,6	10,9	
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	102,1	103,4	102,2 p	101,9 p	:		100,0	100,0		
Labour productivity per hour worked	EU-27 = 100 (based on PPS per hour worked)	98,9	99,7	98,1 p	97,8 p	:		100,0	100,0		
Nominal unit labour cost growth	% change from previous year	2,5	-0,3	1,4 p	-0,7 p	-0,1 p		2,0	-1,2		
Real unit labour cost growth	% change from previous year	-0,8	0,0	0,7	-0,9			-1,1	0,1		
Gender pay gap	% of men's average gross hourly earnings (paid employees)		14,9	14,2	14,2 p	:		16,2 p	16,2 p	:	
Involuntary temporary employment	as % of total employees	23,6	20,7	21,7	23,0	22,7		7,7	7,8	7,8	
Newly employed	share of people in current job 12 months or less in total employment	22,1	16,7	17,7	18,3	18,9		14,3	14,6	14,9	
At-risk-of-poverty rate of unemployed			48,0	46,5	49,2	:		47,5	48,6	:	
unemployment trap - tax rate on low wage earners			81,7	81,4	81,1	:		74,7	75,0	:	
Inactivity and part-time work due to personal and family responsibilities	age 15-64		2,6	2,5	2,5	2,7		5,3	5,4	5,4	
Job vacancy rate	% change over the recent 3 years		0,7	0,7	0,7	0,7		1,5	1,6	1,8	
Share of adult population with upper secondary or tertiary education	age 25-64	38,6	56,6	57,4	58,3	59,1		76,5	76,9	77,5	
Percentage of adult population participating in education and training	age 25-64		10,1 b	9,9	9,4	9,9		10,7	10,8	10,9	

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

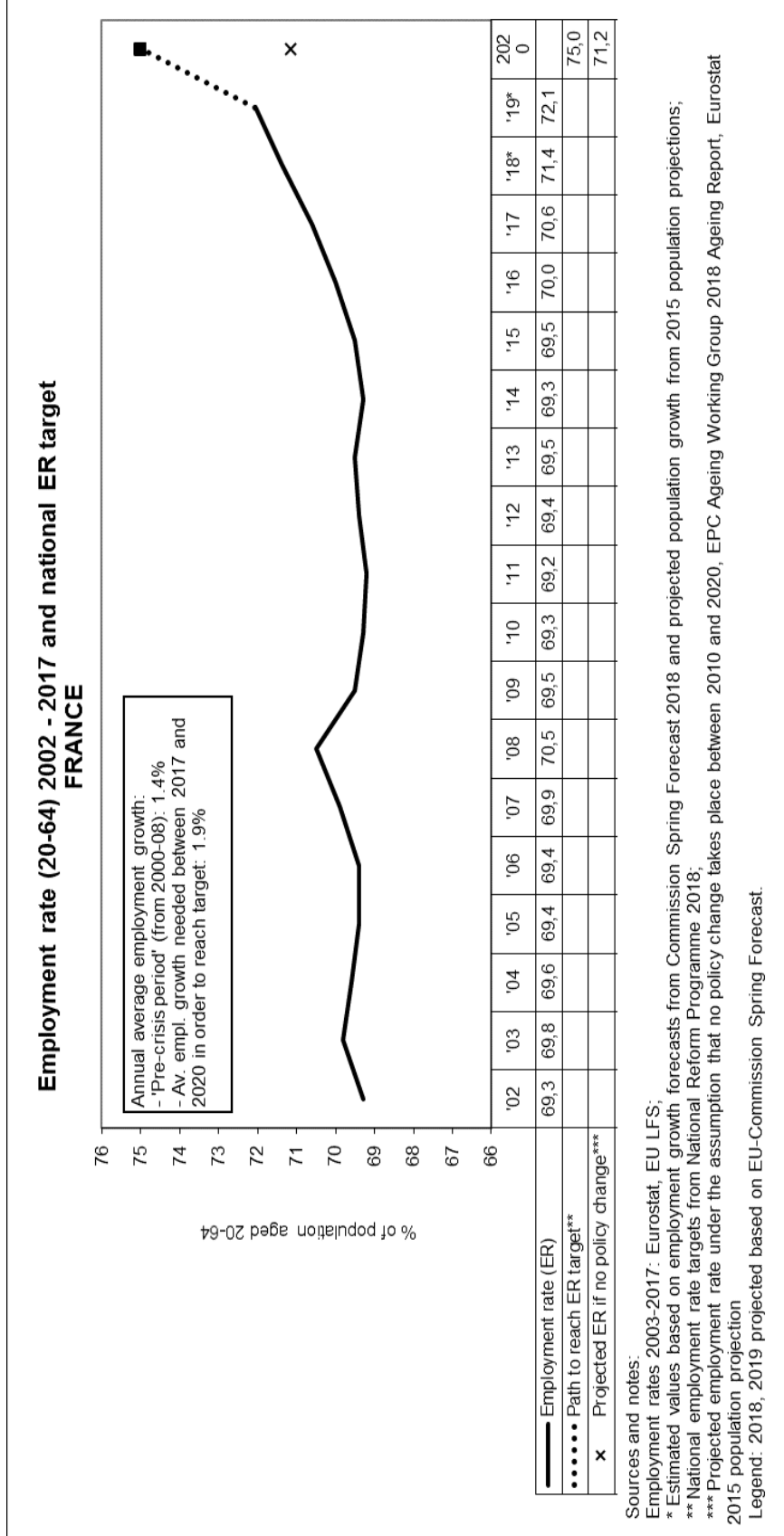
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3. Key employment challenges Spain, May 2018

Employment policy area	Key employment challenge	Particularly good labour market outcome
1. Increase labour market participation	Still low (though increasing) employment rates, especially for young and older workers High (though decreasing) unemployment (especially for young people) and NEET rates	
2. Enhancing labour market functioning; combating segmentation	Widespread use of temporary work, often of short duration, with low transition rates towards permanent contracts, and associated with a higher risk of in-work poverty Temporary employment is largely involuntary.	High and increasing share of newly employed people
3. Active labour market policies	High (though decreasing) rate of long-term unemployment. Limited capacity of the regional public employment and social services to provide effective support and relevant job placements to both employers and jobseekers	
4. Adequate and employment oriented social security systems	High share of people at-risk-of poverty in employment	
5. Work-life balance		Low employment impact of parenthood
6. Job creation		High employment growth
7. Gender equality		
8. Improving skill supply and productivity; Lifelong learning	Skills mismatches for tertiary graduates. Regional disparities in early school leaving rates and education outcomes.	
9. Improving education and training systems	High (though decreasing) early school leaving rate. Low (though increasing) share of young people with at least upper secondary education.	
10. Wage setting mechanisms and labour cost developments		

FRANCE

1. Progress towards the national employment rate target



2. Key indicators on labour market performance

France

Indicator	Unit	2000	2014	2015	2016	2017	2020 national target	2015	2016 EU28-total	2017	2020 EU target
Overall employment rate	% of population aged 20 - 64	68,1 E	69,3 b	69,5	70,0	70,6	75,0	70,1	71,1	72,2	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	9,0 b	9,2	8,8	8,9	9,5	11,0	10,7	10,6	less than 10
Tertiary educational attainment	% completion of tertiary or equivalent education (30-34)	27,4	43,7 b	45,0	43,6	44,3	50,0	38,7	39,1	39,9	40,0
Overall employment growth	% change from previous year	2,7 E	0,1	0,0 b	0,5	1,0		1,1	1,5	1,4	
Employment rate of women	% of female population aged 20 - 64	60,5 E	65,6 b	66,0	66,3	66,7		64,3	65,3	66,5	
Employment rate of men	% of male population aged 20 - 64	76,0 E	73,2 b	73,2	73,8	74,6		75,9	76,9	78,0	
Employment rate of older workers	% of population aged 55 - 64	30,1 E	46,9 b	48,7	49,8	51,3		53,3	55,3	57,1	
Employment gender gap	difference in the employment rate between men and women in percentage points (20-64)	15,5 E	7,6 b	7,2	7,5	7,9		11,6	11,6	11,5	
Employment rate of young persons	% of population aged 20 - 29	63,2	60,6 b	60,9	61,5	62,1		61,4	62,6	63,9	
Employment rate of low skilled persons	% of population with at most lower secondary education aged 20 - 64	55,3	52,6 b	51,4	50,5	51,8		52,6	53,6	54,9	
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64	:	47,3 b	46,6	46,3	47,3		56,7	56,5	57,4	
Part-time employment	% of total employment aged 15 - 74	16,9	18,9 b	18,8	18,7	18,7		20,3	20,3		
Temporary employees	% of total employees aged 15 - 64	15,4	15,3 b	16,0	16,1	16,8		14,1	14,2	14,3	
Overall unemployment rate	% of labour force	8,6	10,3	10,4	10,1	9,4		9,4	8,6	7,6	
Long-term unemployment	% of labour force	:	4,5	4,6	4,6	4,2		4,5	4,0	3,4	
Youth unemployment rate	% of youth labour force (15-24)	20,6	24,2 b	24,7	24,6	22,3		20,3	18,7	16,8	
Youth NEET rate	% of population aged 15-24	10,2	11,4 b	12,0	11,9	11,5		12,0	11,6	10,9	
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	121,2	115,6	115,0 p	114,8 p	:		100,0	100,0		
Labour productivity per hour worked	EU-27 = 100 (based on PPS per hour worked)	132,8	125,2	124,3 p	124,7 p	:		100,0	100,0		
Nominal unit labour cost growth	% change from previous year	1,2	0,9	0,0 p	0,4 p	1,1 p		2,0	-1,2		
Real unit labour cost growth	% change from previous year	-0,4	0,3	-1,1	-0,1			-1,1	0,1		
Gender pay gap	% of men's average gross hourly earnings (paid employees)	:	15,5	15,3	15,2 p	:		16,2 p	16,2 p	:	
Involuntary temporary employment	as % of total employees	:	9,2 b	9,0	9,3	9,7		7,7	7,8	7,8	
Newly employed	share of people in current job 12 months or less in total employment	16,5	13,1 b	13,5	14,2	15,1		14,3	14,6	14,9	
At-risk-of-poverty rate of unemployed		:	31,1	37,1	38,4	:		47,5	48,6	:	
unemployment trap - tax rate on low wage earners		:	77,4	76,5	76,5	:		74,7	75,0	:	
Inactivity and part-time work due to personal and family responsibilities	age 15-64	:	4,7 b	4,9	4,7	4,8		5,3	5,4	5,4	
Job vacancy rate	% change over the recent 3 years	:	0,6	0,6	0,7	0,9		1,5	1,6	1,8	
Share of adult population with upper secondary or tertiary education	age 25-64	62,2	76,7 b	77,5	78,1	78,4		76,5	76,9	77,5	
Percentage of adult population participating in education and training	age 25-64	:	18,4 b	18,6	18,8	18,7		10,7	10,8	10,9	

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

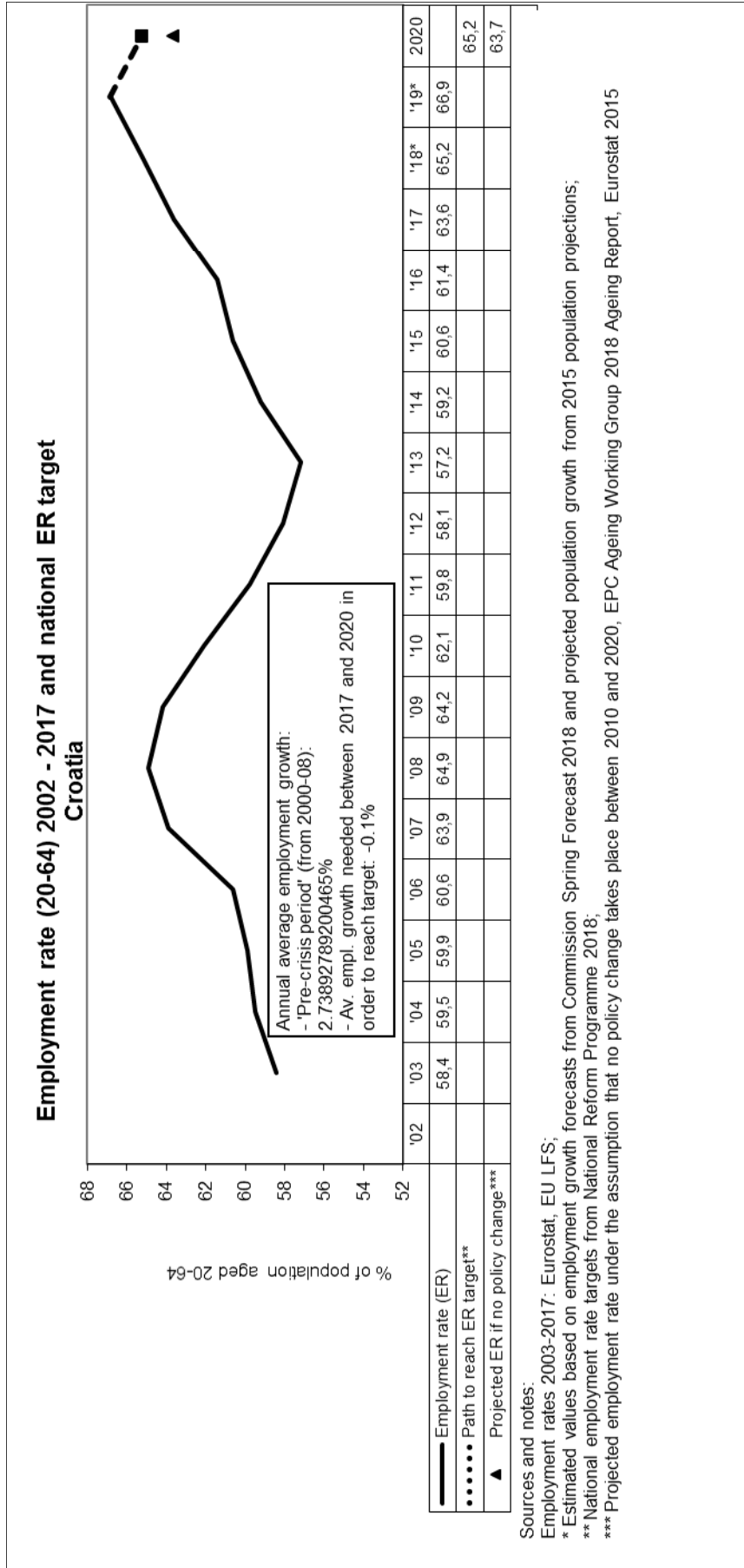
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3. Key employment challenges France, May 2018

Employment policy area	Key employment challenge	Particularly good labour market outcome
1. Increase labour market participation	<p>Employment rate of non-EU nationals is lower than EU average, especially for women</p> <p>Employment rate for people aged 60-64, in particular men, is lower than EU average</p> <p>Although decreasing, youth unemployment rate remains above EU average</p>	
2. Enhancing labour market functioning; combating segmentation	<p>The transition rate from temporary to permanent employment is lower than EU average</p> <p>Persistent high share of very short-term contracts in new hires, especially in the tertiary sector, despite signs of improvement</p>	
3. Active labour market policies		
4. Adequate and employment oriented social security systems		At risk of poverty for unemployed is below the EU average
5. Work-life balance		Share of children (0-3) in formal childcare is above EU average
6. Job creation	Tax wedge on labour cost is higher than EU average but decreasing	
7. Gender equality		
8. Improving skill supply and productivity; Lifelong learning	Unbalanced access to training depending on the size of the company, the level of qualification or status on the labour market, to be further addressed by recent life-long learning reforms	
9. Improving education and training systems	Despite improvements, labour market relevance of the Initial Vocational Education and Training system can be further strengthened	
10. Wage setting mechanisms and labour cost developments	Even if progress has been made, ongoing adjustment of wages to inflation and productivity has not yet offset past losses in competitiveness	

CROATIA

1. Progress towards the national employment rate target



2. Key indicators on labour market performance Croatia

Indicator	Unit	2000	2014	2015	2016	2017	2020 national target	2015	2016 EU28-total	2017	2020 EU target
Overall employment rate	% of population aged 20 - 64	:	59,2	60,6	61,4	63,6	65,2	70,1	71,1	72,2	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	:	2,8 u	2,8 u	2,8 u	3,1	4,0	11,0	10,7	10,6	less than 10
Tertiary educational attainment	% completion of tertiary or equivalent education (30-34)	:	32,1	30,8	29,3	28,7	35,0	38,7	39,1	39,9	40,0
Overall employment growth	% change from previous year	:	3,2	1,1	0,5	2,3		1,1	1,5	1,4	
Employment rate of women	% of female population aged 20 - 64	:	54,2	55,9	56,6	58,3		64,3	65,3	66,5	
Employment rate of men	% of male population aged 20 - 64	:	64,2	65,4	66,2	68,9		75,9	76,9	78,0	
Employment rate of older workers	% of population aged 55 - 64	:	36,2	39,2	38,1	40,3		53,3	55,3	57,1	
Employment gender gap	difference in the employment rate between men and women in percentage points (20-64)	:	10,0	9,5	9,6	10,6		11,6	11,6	11,5	
Employment rate of young persons	% of population aged 20 - 29	:	48,5	49,5	54,8	56,2		61,4	62,6	63,9	
Employment rate of low skilled persons	% of population with at most lower secondary education aged 20 - 64	:	37,8	39,3	37,9	34,7		52,6	53,6	54,9	
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64	:	37,1 u	39,9 u	34,5 u	40,9 u		56,7	56,5	57,4	
Part-time employment	% of total employment aged 15 - 74	:	6,0	6,8	6,4	5,5		20,3	20,3		
Temporary employees	% of total employees aged 15 - 64	:	16,9 b	20,2	22,2	20,7		14,1	14,2	14,3	
Overall unemployment rate	% of labour force	15,6	17,2	16,1	13,4	11,1		9,4	8,6	7,6	
Long-term unemployment	% of labour force	:	10,1	10,2	6,6	4,6		4,5	4,0	3,4	
Youth unemployment rate	% of youth labour force (15-24)	:	45,5	42,3	31,3	27,4		20,3	18,7	16,8	
Youth NEET rate	% of population aged 15-24	:	19,3	18,1	16,9	15,4		12,0	11,6	10,9	
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	59,3 p	70,7 d	70,1 d	70,9 d	:		100,0	100,0		
Labour productivity per hour worked	EU-27 = 100 (based on PPS per hour worked)	52,4 p	61,0 d	62,6 d	63,1 d	:		100,0	100,0		
Nominal unit labour cost growth	% change from previous year	4,0 p	-2,6 d	-0,7 d	-3,0 d	-1,7 d		2,0	-1,2		
Real unit labour cost growth	% change from previous year	-1,5	-2,4	-1,2	-2,7			-1,1	0,1		
Gender pay gap	% of men's average gross hourly earnings (paid employees)	:	8,7	:	:	:		16,2 p	16,2 p	:	
Involuntary temporary employment	as % of total employees	:	8,0 b	8,8	17,7	17,7		7,7	7,8	7,8	
Newly employed	share of people in current job 12 months or less in total employment	:	12,5	12,6	15,8	15,6		14,3	14,6	14,9	
At-risk-of-poverty rate of unemployed		:	43,2	42,8	43,6	:		47,5	48,6	:	
unemployment trap - tax rate on low wage earners		:	80,5	79,6	79,7	:		74,7	75,0	:	
Inactivity and part-time work due to personal and family responsibilities	age 15-64	:	1,1	1,2	1,6	1,5		5,3	5,4	5,4	
Job vacancy rate	% change over the recent 3 years	:	0,9	1,0	1,2	1,5		1,5	1,6	1,8	
Share of adult population with upper secondary or tertiary education	age 25-64	:	82,7	83,1	82,7	83,8		76,5	76,9	77,5	
Percentage of adult population participating in education and training	age 25-64	:	2,8	3,1	3,0	2,3		10,7	10,8	10,9	

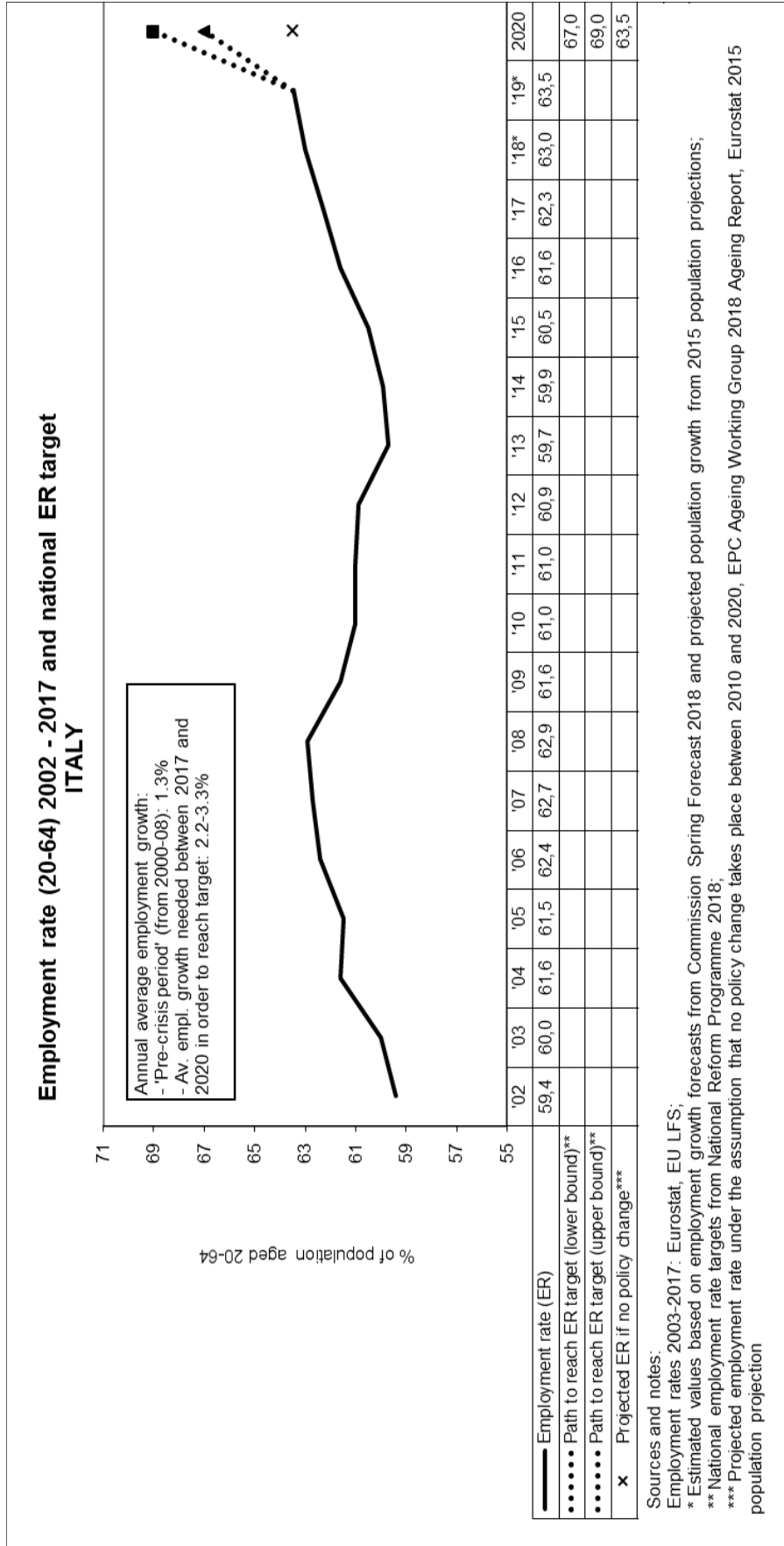
Source: Eurostat database (labour market statistics, national accounts), National Reform Programmes

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3. Key employment challenges Croatia, May 2018

Employment policy area	Key employment challenge	Particularly good labour market outcome
1. Increase labour market participation	Employment rates are lower than the EU average, especially for low skilled and older workers (age group 55-64), however with positive developments Overall unemployment, youth unemployment and youth NEET rates are still high, with positive developments	
2. Enhancing labour market functioning; combating segmentation	High share of (involuntary) temporary employment	Hiring rate and percentage of newly employed people have been improving
3. Active labour market policies	Low participation in active labour market policies, in particular in adult education measures offered therein	
4. Adequate and employment oriented social security systems		In-work poverty situation is relatively low and improving
5. Work-life balance	Share of children in pre-school education is significantly lower than the EU average.	The impact of parenthood on employment is significantly lower than the EU average
6. Job creation		
7. Gender equality		
8. Improving skill supply and productivity; Lifelong learning	Low participation rates in adult education and training	
9. Improving education and training systems	The completion rate in tertiary or equivalent education (age group 30-34) is below the EU-average. Limited quality and labour market relevance of education for both young people and adults	Percentage of early school leavers is lower than the EU average
10. Wage setting mechanisms and labour cost developments	Weaknesses in the wage setting mechanisms in the public sector	

1. Progress towards the national employment rate target



2. Key indicators on labour market performance

Italy

Indicator	Unit	2000	2014	2015	2016	2017	2020 national target	2015	2016 EU28-total	2017	2020 EU target
Overall employment rate	% of population aged 20 - 64	57,4	59,9	60,5	61,6	62,3	67-69	70,1	71,1	72,2	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	15,0	14,7	13,8	14,0	15-16	11,0	10,7	10,6	less than 10
Tertiary educational attainment	% completion of tertiary or equivalent education (30-34)	11,6	23,9	25,3	26,2	26,9	26-27	38,7	39,1	39,9	40,0
Overall employment growth	% change from previous year	1,9	0,3	0,7	1,2	0,9		1,1	1,5	1,4	
Employment rate of women	% of female population aged 20 - 64	42,2	50,3	50,6	51,6	52,5		64,3	65,3	66,5	
Employment rate of men	% of male population aged 20 - 64	72,8	69,7	70,6	71,7	72,3		75,9	76,9	78,0	
Employment rate of older workers	% of population aged 55 - 64	27,7	46,2	48,2	50,3	52,2		53,3	55,3	57,1	
Employment gender gap	difference in the employment rate between men and women in percentage points (20-64)	30,6	19,4	20,0	20,1	19,8		11,6	11,6	11,5	
Employment rate of young persons	% of population aged 20 - 29	49,9	40,0	40,3	42,1	42,7		61,4	62,6	63,9	
Employment rate of low skilled persons	% of population with at most lower secondary education aged 20 - 64	49,3	48,7	49,4	50,3	51,0		52,6	53,6	54,9	
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64	:	60,6	60,7	61,5	62,6		56,7	56,5	57,4	
Part-time employment	% of total employment aged 15 - 74	8,8	18,3	18,5	18,7	18,7		20,3	20,3		
Temporary employees	% of total employees aged 15 - 64	10,1	13,6	14,1	14,0	15,5		14,1	14,2	14,3	
Overall unemployment rate	% of labour force	10,0	12,7	11,9	11,7	:		9,4	8,6	7,6	
Long-term unemployment	% of labour force	6,5	7,7	6,9	6,7	6,5		4,5	4,0	3,4	
Youth unemployment rate	% of youth labour force (15-24)	31,5	42,7	40,3	37,8	34,7		20,3	18,7	16,8	
Youth NEET rate	% of population aged 15-24	19,1	22,1	21,4	19,9	20,1		12,0	11,6	10,9	
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	130,4	107,2	106,3	107,4	:		100,0	100,0		
Labour productivity per hour worked	EU-27 = 100 (based on PPS per hour worked)	119,6	102,0	100,9	101,8	:		100,0	100,0		
Nominal unit labour cost growth	% change from previous year	0,5	0,1	0,7	0,9	-0,1		2,0	-1,2		
Real unit labour cost growth	% change from previous year	-1,6	-0,9	-0,2	0,1			-1,1	0,1		
Gender pay gap	% of men's average gross hourly earnings (paid employees)	:	6,1	5,5	5,3	:		16,2 p	16,2 p	:	
Involuntary temporary employment	as % of total employees	4,4	9,8	10,3	10,2	11,2		7,7	7,8	7,8	
Newly employed	share of people in current job 12 months or less in total employment	11,4	10,0	10,7	11,1	11,3		14,3	14,6	14,9	
At-risk-of-poverty rate of unemployed		:	48,1	47,3	45,8	:		47,5	48,6	:	
unemployment trap - tax rate on low wage earners		:	79,7	80,8	79,3	:		74,7	75,0	:	
Inactivity and part-time work due to personal and family responsibilities	age 15-64	:	5,1	4,9	5,0	5,3		5,3	5,4	5,4	
Job vacancy rate	% change over the recent 3 years	:	0,5	0,5	0,6	0,8		1,5	1,6	1,8	
Share of adult population with upper secondary or tertiary education	age 25-64	45,2	59,3	59,9	60,1	60,9		76,5	76,9	77,5	
Percentage of adult population participating in education and training	age 25-64	:	8,1	7,3	8,3	7,9		10,7	10,8	10,9	

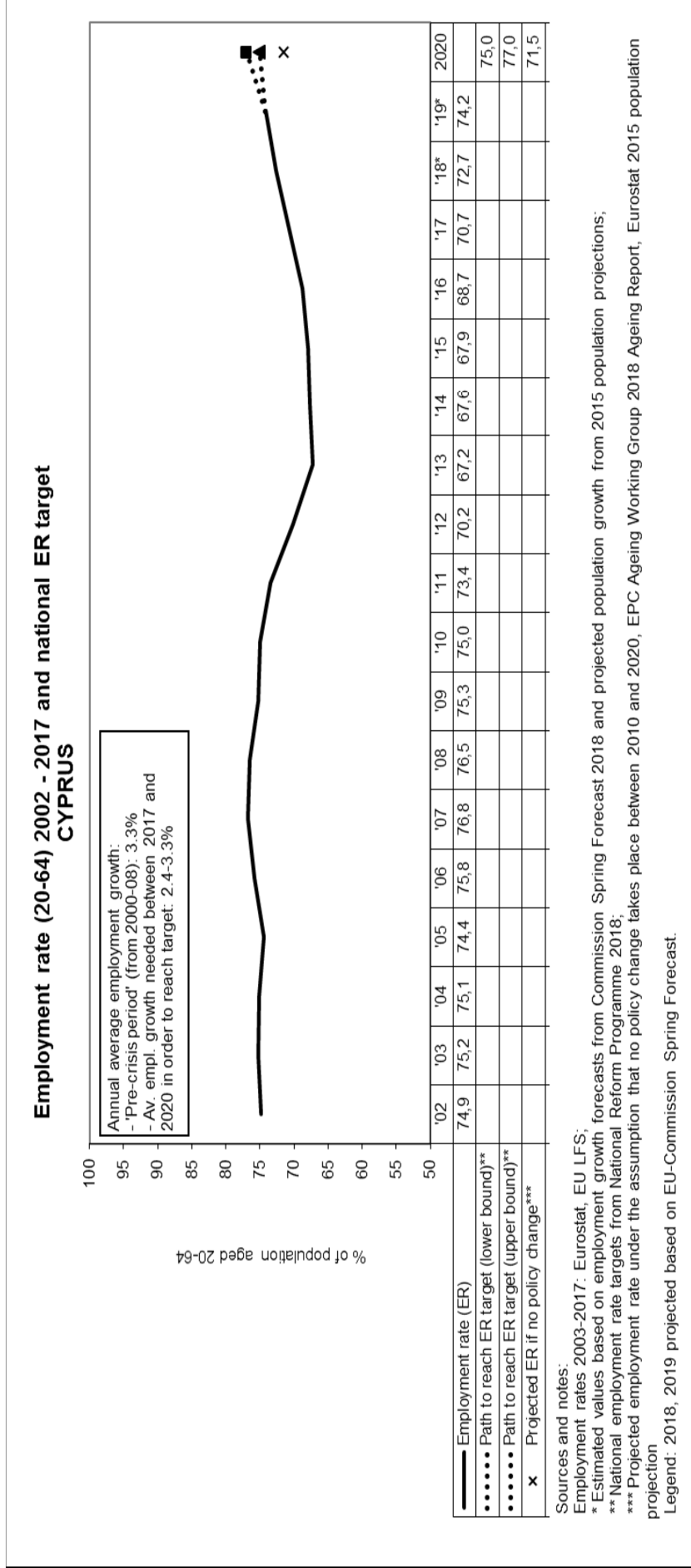
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3. Key employment challenges Italy, May 2018

Employment policy area	Key employment challenge	Particularly good labour market outcome
1. Increase labour market participation	Employment rate, especially of women, is significantly below EU average Youth unemployment and NEET rates remain much higher than EU average	
2. Enhancing labour market functioning; combating segmentation	High share of employees working in involuntary fixed-term or part-time contracts, especially among women. Undeclared work is high and actions taken so far are not part of a comprehensive strategy	Job tenure is well above EU average
3. Active labour market policies	The long-term unemployment rate is high Notwithstanding the recent reform of ALMPs, weaknesses and regional disparities on PES persist	
4. Adequate and employment oriented social security systems		Adequate net replacement rate of unemployment benefits
5. Work-life balance	High inactivity rate due to personal and family responsibilities	
6. Job creation		
7. Gender equality	The employment gender gap is significantly above the EU average. An integrated strategy to support families and labour market participation of women, also encompassing a systematic evaluation of adopted measures, is currently missing	The gender pay gap is significantly below the EU average.
8. Improving skill supply and productivity; Lifelong learning	Skills mismatches and low participation in adult learning, especially for low-skilled people	
9. Improving education and training systems	Education attainment rates for the adult population are significantly below the EU average. Low completion rate of tertiary or equivalent education (age group 30-34)	
10. Wage setting mechanisms and labour cost developments		

1. Progress towards the national employment rate target



2. Key indicators on labour market performance

Cyprus

Indicator	Unit	2000	2014	2015	2016	2017	2020 national target	2015	2016 EU28-total	2017	2020 EU target
Overall employment rate	% of population aged 20 - 64	72,2 E	67,6	67,9	68,7	70,7	75-77	70,1	71,1	72,2	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	6,8	5,2	7,6	8,6	10,0	11,0	10,7	10,6	less than 10
Tertiary educational attainment	% completion of tertiary or equivalent education (30-34)	31,1	52,5	54,5	53,4	55,8	46,0	38,7	39,1	39,9	40,0
Overall employment growth	% change from previous year	4,3 E	-0,6	-1,4	1,1	4,2		1,1	1,5	1,4	
Employment rate of women	% of female population aged 20 - 64	59,1 E	63,9	64,0	64,1	66,2		64,3	65,3	66,5	
Employment rate of men	% of male population aged 20 - 64	86,1 E	71,6	72,3	73,8	75,6		75,9	76,9	78,0	
Employment rate of older workers	% of population aged 55 - 64	49,0 E	46,9	48,5	52,2	55,3		53,3	55,3	57,1	
Employment gender gap	difference in the employment rate between men and women in percentage points (20-64)	27,0 E	7,7	8,3	9,7	9,4		11,6	11,6	11,5	
Employment rate of young persons	% of population aged 20 - 29	75,6	60,5	59,9	60,5	62,3		61,4	62,6	63,9	
Employment rate of low skilled persons	% of population with at most lower secondary education aged 20 - 64	62,6	54,6	55,1	56,8	56,9		52,6	53,6	54,9	
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64	:	77,5	75,2	65,9	65,8		56,7	56,5	57,4	
Part-time employment	% of total employment aged 15 - 74	8,4	14,0	13,6	14,1	12,8		20,3	20,3		
Temporary employees	% of total employees aged 15 - 64	10,7	19,0	18,4	16,5	15,4		14,1	14,2	14,3	
Overall unemployment rate	% of labour force	4,8	16,1	15,0	13,0	11,1		9,4	8,6	7,6	
Long-term unemployment	% of labour force	:	7,7	6,8	5,8	4,5		4,5	4,0	3,4	
Youth unemployment rate	% of youth labour force (15-24)	10,2	36,0	32,8	29,1	24,7		20,3	18,7	16,8	
Youth NEET rate	% of population aged 15-24	10,1	17,0	15,3	16,0	16,1		12,0	11,6	10,9	
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	91,5	85,0	84,9	84,3 p	:		100,0	100,0		
Labour productivity per hour worked	EU-27 = 100 (based on PPS per hour worked)	80,7	77,4	77,4	77,1 p	:		100,0	100,0		
Nominal unit labour cost growth	% change from previous year	1,9	-4,0	-1,7	-0,8 p	0,2 p		2,0	-1,2		
Real unit labour cost growth	% change from previous year	-1,0	-2,4	-0,5	0,2			-1,1	0,1		
Gender pay gap	% of men's average gross hourly earnings (paid employees)	:	14,2	14,0	13,9	:		16,2 p	16,2 p	:	
Involuntary temporary employment	as % of total employees	8,2	17,9	17,1	15,2	14,1		7,7	7,8	7,8	
Newly employed	share of people in current job 12 months or less in total employment	18,4	19,4	19,1	20,7	21,0		14,3	14,6	14,9	
At-risk-of-poverty rate of unemployed		:	32,6	42,0	37,2	:		47,5	48,6	:	
unemployment trap - tax rate on low wage earners		:	:	:	:	:		74,7	75,0	:	
Inactivity and part-time work due to personal and family responsibilities	age 15-64	:	2,7	2,7	3,1	2,8		5,3	5,4	5,4	
Job vacancy rate	% change over the recent 3 years	:	0,6	0,7	0,9	1,0		1,5	1,6	1,8	
Share of adult population with upper secondary or tertiary education	age 25-64	61,5	77,6	77,9	79,5	81,1		76,5	76,9	77,5	
Percentage of adult population participating in education and training	age 25-64	:	7,1	7,5	6,9	6,9		10,7	10,8	10,9	

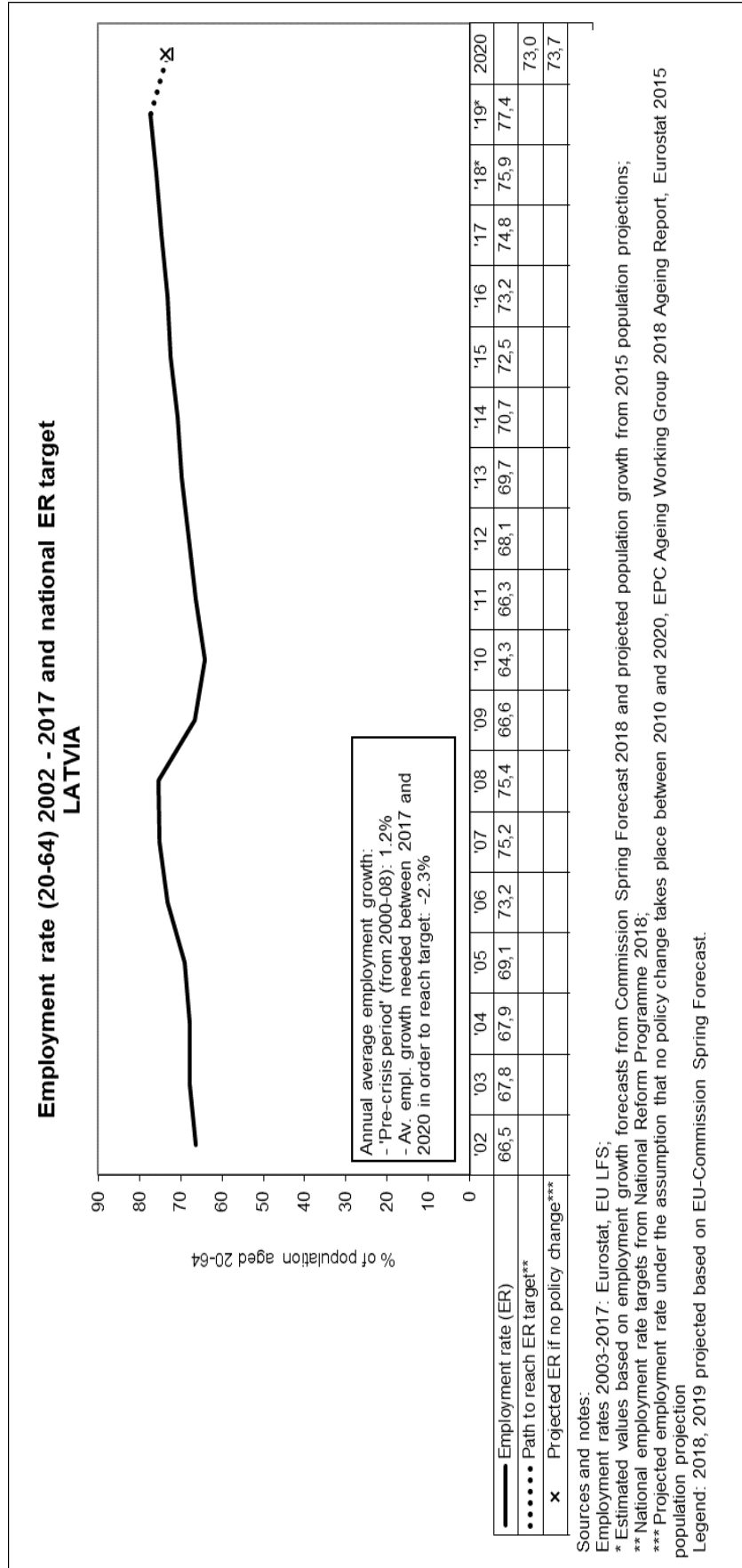
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3. Key employment challenges Cyprus, May 2018

Employment policy area	Key employment challenge	Particularly good labour market outcome
1. Increase labour market participation	The rate of young people not in education, employment or training (NEET) is significantly above the EU average. High unemployment rate, especially for youth, but the situation is improving	
2. Enhancing labour market functioning; combating segmentation	High incidence of undeclared work High (but decreasing) share of workers in involuntary temporary or part-time employment	High share of newly employed people
3. Active labour market policies	Limited active labour market policies and sustainable services by the Public Employment Services	
4. Adequate and employment oriented social security systems		
5. Work-life balance	Low participation of children in formal childcare	
6. Job creation		
7. Gender equality		Low gender employment gap in the 20-29 age group
8. Improving skill supply and productivity; Lifelong learning	Low participation in lifelong learning (age 25-64)	High share of the adult (aged 25-64) population with tertiary education.
9. Improving education and training systems	Low level of basic skills and limited labour market relevance of education	
10. Wage setting mechanisms and labour cost developments		

1. Progress towards the national employment rate target



2. Key indicators on labour market performance Latvia

Indicator	Unit	2000	2014	2015	2016	2017	2020 national target	2015	2016 EU28-total	2017	2020 EU target
Overall employment rate	% of population aged 20 - 64	63,6 E	70,7	72,5	73,2	74,8	73,0	70,1	71,1	72,2	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	:	8,5	9,9	10,0	8,6	13,4	11,0	10,7	10,6	less than 10
Tertiary educational attainment	% completion of tertiary or equivalent education (30-34)	18,6	39,9	41,3	42,8	43,8	34-36	38,7	39,1	39,9	40,0
Overall employment growth	% change from previous year	-2,1 E	-0,9	1,0	-0,7	0,0		1,1	1,5	1,4	
Employment rate of women	% of female population aged 20 - 64	59,3 E	68,5	70,5	71,8	72,7		64,3	65,3	66,5	
Employment rate of men	% of male population aged 20 - 64	68,4 E	73,1	74,6	74,7	77,0		75,9	76,9	78,0	
Employment rate of older workers	% of population aged 55 - 64	36,1 E	56,4	59,4	61,4	62,3		53,3	55,3	57,1	
Employment gender gap	difference in the employment rate between men and women in percentage points (20-64)	9,1 E	4,6	4,1	2,9	4,3		11,6	11,6	11,5	
Employment rate of young persons	% of population aged 20 - 29	61,7	65,1	67,5	67,7	70,7		61,4	62,6	63,9	
Employment rate of low skilled persons	% of population with at most lower secondary education aged 20 - 64	41,8	50,0	53,2	54,8	56,7		52,6	53,6	54,9	
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64	:	62,8	64,0	63,9	65,1		56,7	56,5	57,4	
Part-time employment	% of total employment aged 15 - 74	10,9	7,4	7,9	9,3	8,5		20,3	20,3		
Temporary employees	% of total employees aged 15 - 64	6,7	3,3	3,8	3,7	3,0		14,1	14,2	14,3	
Overall unemployment rate	% of labour force	14,3	10,8	9,9	9,6	8,7		9,4	8,6	7,6	
Long-term unemployment	% of labour force	:	4,6	4,5	4,0	3,3		4,5	4,0	3,4	
Youth unemployment rate	% of youth labour force (15-24)	21,3	19,6	16,3	17,3	17,0		20,3	18,7	16,8	
Youth NEET rate	% of population aged 15-24	:	12,0	10,5	11,2	10,3		12,0	11,6	10,9	
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	40,1	64,5	63,8	64,8	:		100,0	100,0		
Labour productivity per hour worked	EU-27 = 100 (based on PPS per hour worked)	34,4	54,3	54,7	55,7	:		100,0	100,0		
Nominal unit labour cost growth	% change from previous year	0,3	5,2	6,1	4,2	3,8		2,0	-1,2		
Real unit labour cost growth	% change from previous year	-3,2	3,3	6,2	4,0			-1,1	0,1		
Gender pay gap	% of men's average gross hourly earnings (paid employees)	:	17,3	17,0	17,0	:		16,2 p	16,2 p	:	
Involuntary temporary employment	as % of total employees	5,2	2,1	1,9	1,9	1,1		7,7	7,8	7,8	
Newly employed	share of people in current job 12 months or less in total employment	:	15,8	15,6	14,6	16,2		14,3	14,6	14,9	
At-risk-of-poverty rate of unemployed		:	53,3	55,0	55,7	56,5		47,5	48,6	:	
unemployment trap - tax rate on low wage earners		:	88,4	87,9	87,3	:		74,7	75,0	:	
Inactivity and part-time work due to personal and family responsibilities	age 15-64	:	1,9	1,8	1,8	1,5		5,3	5,4	5,4	
Job vacancy rate	% change over the recent 3 years	:	1,4	1,5	1,5	1,7		1,5	1,6	1,8	
Share of adult population with upper secondary or tertiary education	age 25-64	83,2	89,5	90,1	90,7	90,4		76,5	76,9	77,5	
Percentage of adult population participating in education and training	age 25-64	:	5,6	5,7	7,3	7,5		10,7	10,8	10,9	

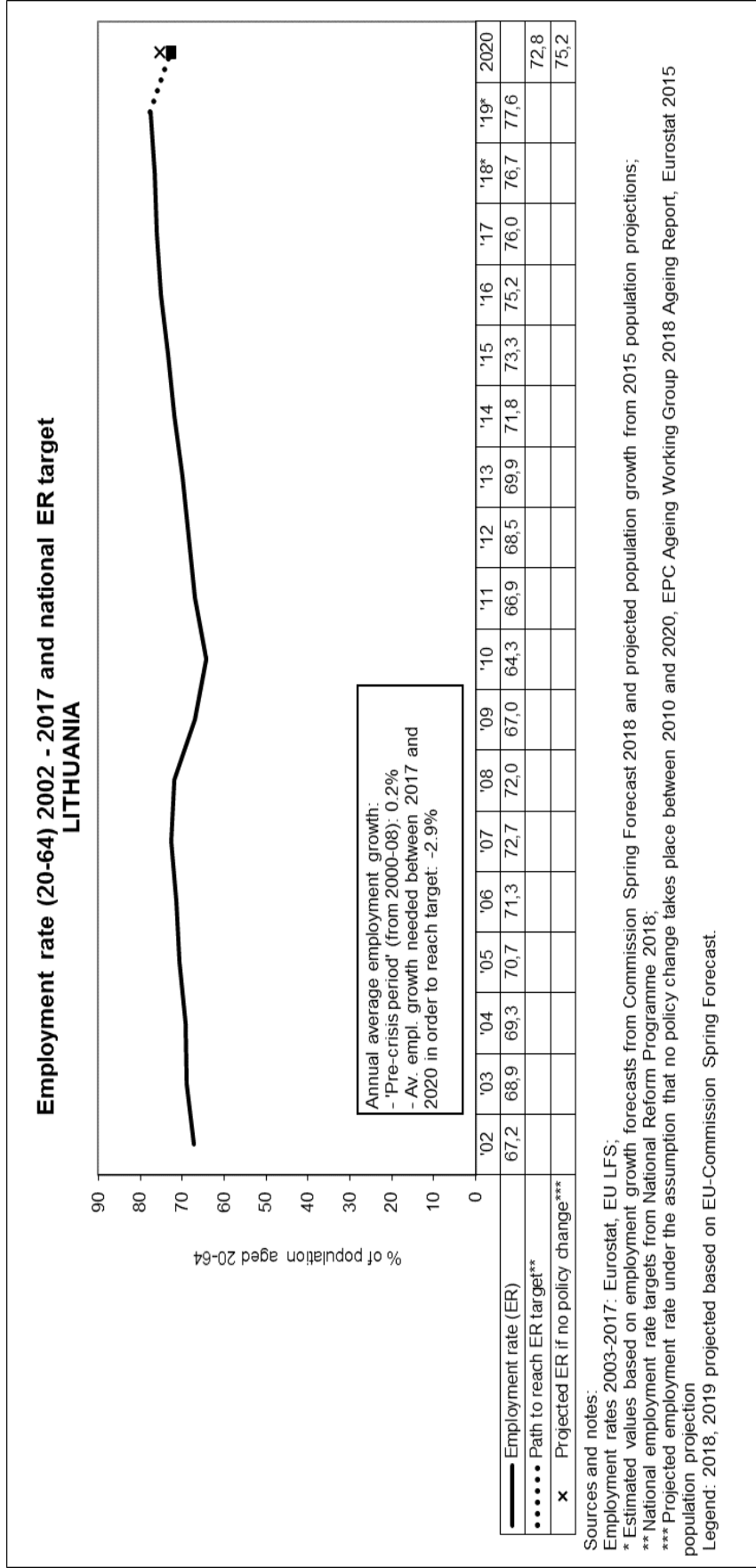
Source: Eurostat database (labour market statistics, national accounts), National Reform Programmes

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3. Key employment challenges Latvia, May 2018

Employment policy area	Key employment challenge	Particularly good labour market outcome
1. Increase labour market participation	Duration of working life for men below the EU average	Activity rate is high and increasing Employment rate and duration of working life of women are above the EU average and increasing
2. Enhancing labour market functioning; combating segmentation	High incidence of undeclared work, in particular underreported wages	Low and decreasing share of involuntary temporary employment
3. Active labour market policies	Low ALMP participation (activation support) and expenditure on ALMPs as percentage of GDP	
4. Adequate and employment oriented social security systems	Low adequacy of social assistance benefits and insufficient labour market reintegration measures High at-risk-of-poverty rate of unemployed	
5. Work-life balance		
6. Job creation	Tax wedge on low wage earners is higher than the EU-average	
7. Gender equality		Very low gender employment gap
8. Improving skill supply and productivity; Lifelong learning	Limited labour market relevance of vocational education and training	
9. Improving education and training systems		High share of adult population (aged 25-64) with upper secondary or tertiary education
10. Wage setting mechanisms and labour cost developments		

1. Progress towards the national employment rate target



2. Key indicators on labour market performance

Lithuania

Indicator	Unit	2000	2014	2015	2016	2017	2020 national target	2015	2016 EU28-total	2017	2020 EU target
Overall employment rate	% of population aged 20 - 64	65,5 E	71,8	73,3	75,2	76,0	72,8	70,1	71,1	72,2	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 b	5,9	5,5	4,8	5,4	less than 9	11,0	10,7	10,6	less than 10
Tertiary educational attainment	% completion of tertiary or equivalent education (30-34)	42,6	53,3	57,6	58,7	58,0	40,0	38,7	39,1	39,9	40,0
Overall employment growth	% change from previous year	-4,7 E	1,9	1,0	1,3	-0,9		1,1	1,5	1,4	
Employment rate of women	% of female population aged 20 - 64	63,9 E	70,6	72,2	74,3	75,5		64,3	65,3	66,5	
Employment rate of men	% of male population aged 20 - 64	67,3 E	73,1	74,6	76,2	76,5		75,9	76,9	78,0	
Employment rate of older workers	% of population aged 55 - 64	40,2 E	56,2	60,4	64,6	66,1		53,3	55,3	57,1	
Employment gender gap	difference in the employment rate between men and women in percentage points (20-64)	3,4 E	2,5	2,4	1,9	1,0		11,6	11,6	11,5	
Employment rate of young persons	% of population aged 20 - 29	62,0	62,5	64,3	66,1	67,3		61,4	62,6	63,9	
Employment rate of low skilled persons	% of population with at most lower secondary education aged 20 - 64	37,3 b	42,0	42,7	42,3	44,1		52,6	53,6	54,9	
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64	:	72,9 u	70,8 u	70,7 u	69,8 u		56,7	56,5	57,4	
Part-time employment	% of total employment aged 15 - 74	9,1	9,0	8,2	7,8	8,3		20,3	20,3		
Temporary employees	% of total employees aged 15 - 64	3,8	2,8	2,1	2,0	1,7		14,1	14,2	14,3	
Overall unemployment rate	% of labour force	16,4	10,7	9,1	7,9	7,1		9,4	8,6	7,6	
Long-term unemployment	% of labour force	:	4,8	3,9	3,0	2,7		4,5	4,0	3,4	
Youth unemployment rate	% of youth labour force (15-24)	28,6	19,3	16,3	14,5	13,3		20,3	18,7	16,8	
Youth NEET rate	% of population aged 15-24	17,0	9,9	9,2	9,4	9,1		12,0	11,6	10,9	
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	41,2	74,6	73,3	72,1	:		100,0	100,0		
Labour productivity per hour worked	EU-27 = 100 (based on PPS per hour worked)	37,9	66,5	64,3	62,5	:		100,0	100,0		
Nominal unit labour cost growth	% change from previous year	-8,1	3,2	5,0	5,9	4,6		2,0	-1,2		
Real unit labour cost growth	% change from previous year	-9,3	2,1	4,7	4,9			-1,1	0,1		
Gender pay gap	% of men's average gross hourly earnings (paid employees)	:	13,3	14,2	14,4	:		16,2 p	16,2 p	:	
Involuntary temporary employment	as % of total employees	2,6	1,6	1,3	1,2	1,0		7,7	7,8	7,8	
Newly employed	share of people in current job 12 months or less in total employment	15,1	15,9	16,5	20,2	19,2		14,3	14,6	14,9	
At-risk-of-poverty rate of unemployed	unemployment trap - tax rate on low wage earners	:	62,6	62,3	60,5	:		47,5	48,6	:	
Inactivity and part-time work due to personal and family responsibilities	age 15-64	:	1,7	1,4	1,1	1,2		5,3	5,4	5,4	
Job vacancy rate	% change over the recent 3 years	:	0,9	1,0	1,1	1,3		1,5	1,6	1,8	
Share of adult population with upper secondary or tertiary education	age 25-64	84,2	93,3	93,5	94,6	94,8		76,5	76,9	77,5	
Percentage of adult population participating in education and training	age 25-64	:	5,1	5,8	6,0	5,9		10,7	10,8	10,9	

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

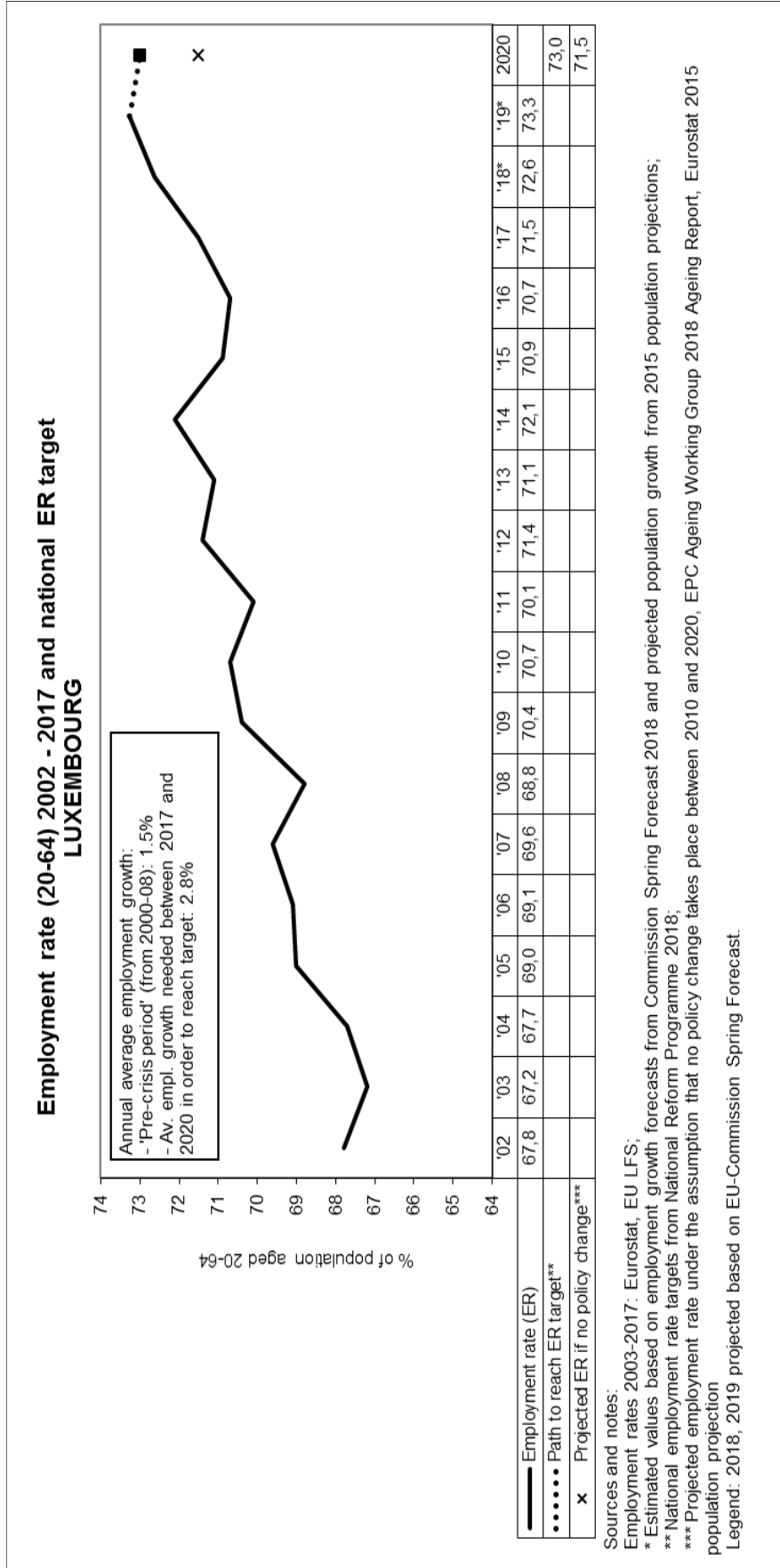
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3. Key employment challenges Lithuania, May 2018

Employment policy area	Key employment challenge	Particularly good labour market outcome
1. Increase labour market participation	Employment rate of low-skilled population aged 20-64 is below EU average	Employment rate of older population aged 55-64 above EU average, with significantly positive development
2. Enhancing labour market functioning; combating segmentation		Newly employed in % above EU average, with significantly positive development
3. Active labour market policies	Number of participants in activation measures in relation to persons wanting to work is below EU average	
4. Adequate and employment oriented social security systems	High, though improving, at-risk of poverty rate among unemployed people	
5. Work-life balance		
6. Job creation		
7. Gender equality		Employment gender gap (age group 20-64) significantly lower than EU average
8. Improving skill supply and productivity; Lifelong learning	Skills shortages and limited upskilling opportunities for adults Large difference in employment rates between low and medium educated workers	Share of adult population (age group 25-64) with upper secondary or tertiary education significantly higher than EU average
9. Improving education and training systems	Inefficiencies in education funding affect quality of education outcomes	
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	2014	2015	2016	2017	2020 national target	2015	2016 EU28-total	2017	2020 EU target
Overall employment rate	% of population aged 20 - 64	67,0 E	72,1	70,9 b	70,7	71,5	73,0	70,1	71,1	72,2	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	6,1	9,3 b	5,5	7,3	less than 10	11,0	10,7	10,6	less than 10
Tertiary educational attainment	% completion of tertiary or equivalent education (30-34)	21,2	52,7	52,3 b	54,6 u	52,7 u	40,0	38,7	39,1	39,9	40,0
Overall employment growth	% change from previous year	2,3 E	3,0	4,9 b	1,6 b	4,2		1,1	1,5	1,4	
Employment rate of women	% of female population aged 20 - 64	53,1 E	65,5	65,0 b	65,1	67,5		64,3	65,3	66,5	
Employment rate of men	% of male population aged 20 - 64	80,5 E	78,4	76,7 b	76,1	75,4		75,9	76,9	78,0	
Employment rate of older workers	% of population aged 55 - 64	26,2 E	42,5	38,4 b	39,6	39,8		53,3	55,3	57,1	
Employment gender gap	difference in the employment rate between men and women in percentage points (20-64)	27,4 E	12,9	11,7 b	11,0	7,9		11,6	11,6	11,5	
Employment rate of young persons	% of population aged 20 - 29	68,1	60,1	63,9 b	63,0	63,3		61,4	62,6	63,9	
Employment rate of low skilled persons	% of population with at most lower secondary education aged 20 - 64	58,6	57,3	58,4 b	56,4	56,4		52,6	53,6	54,9	
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64	:	57,0	57,4 b	53,9	59,0		56,7	56,5	57,4	
Part-time employment	% of total employment aged 15 - 74	11,3	18,9	18,7 b	19,4	19,8		20,3	20,3		
Temporary employees	% of total employees aged 15 - 64	3,4	8,1	10,2 b	9,0	9,1		14,1	14,2	14,3	
Overall unemployment rate	% of labour force	2,2	6,0	6,5	6,3	5,6		9,4	8,6	7,6	
Long-term unemployment	% of labour force	:	1,6	1,9 b	2,2	2,1		4,5	4,0	3,4	
Youth unemployment rate	% of youth labour force (15-24)	6,4 u	22,6	17,3 b	18,9	15,4		20,3	18,7	16,8	
Youth NEET rate	% of population aged 15-24	5,0	6,3	6,2 b	5,4	5,9		12,0	11,6	10,9	
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	178,3	170,0	168,3	163,2	:		100,0	100,0		
Labour productivity per hour worked	EU-27 = 100 (based on PPS per hour worked)	189,0	184,1	180,5	175,4	:		100,0	100,0		
Nominal unit labour cost growth	% change from previous year	2,7	-0,9	2,8	0,7	3,8		2,0	-1,2		
Real unit labour cost growth	% change from previous year	0,5	-2,5	1,4	2,0			-1,1	0,1		
Gender pay gap	% of men's average gross hourly earnings (paid employees)	:	5,4	5,5	5,5	:		16,2 p	16,2 p	:	
Involuntary temporary employment	as % of total employees	0,4 u	4,3	4,4 b	4,1	5,1		7,7	7,8	7,8	
Newly employed	share of people in current job 12 months or less in total employment	11,9	13,6	14,6 b	12,6 b	14,0		14,3	14,6	14,9	
At-risk-of-poverty rate of unemployed		:	50,0	42,7	44,8 b	:		47,5	48,6	:	
unemployment trap - tax rate on low wage earners		:	86,7	87,6	87,6	:		74,7	75,0	:	
Inactivity and part-time work due to personal and family responsibilities	age 15-64	:	4,0	5,0 b	5,1	5,4		5,3	5,4	5,4	
Job vacancy rate	% change over the recent 3 years	:	0,8	1,0	1,2	1,4		1,5	1,6	1,8	
Share of adult population with upper secondary or tertiary education	age 25-64	60,9	82,0	76,0 b	78,4 u	76,4 u		76,5	76,9	77,5	
Percentage of adult population participating in education and training	age 25-64	:	14,5	18,0 b	16,8	17,2		10,7	10,8	10,9	

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

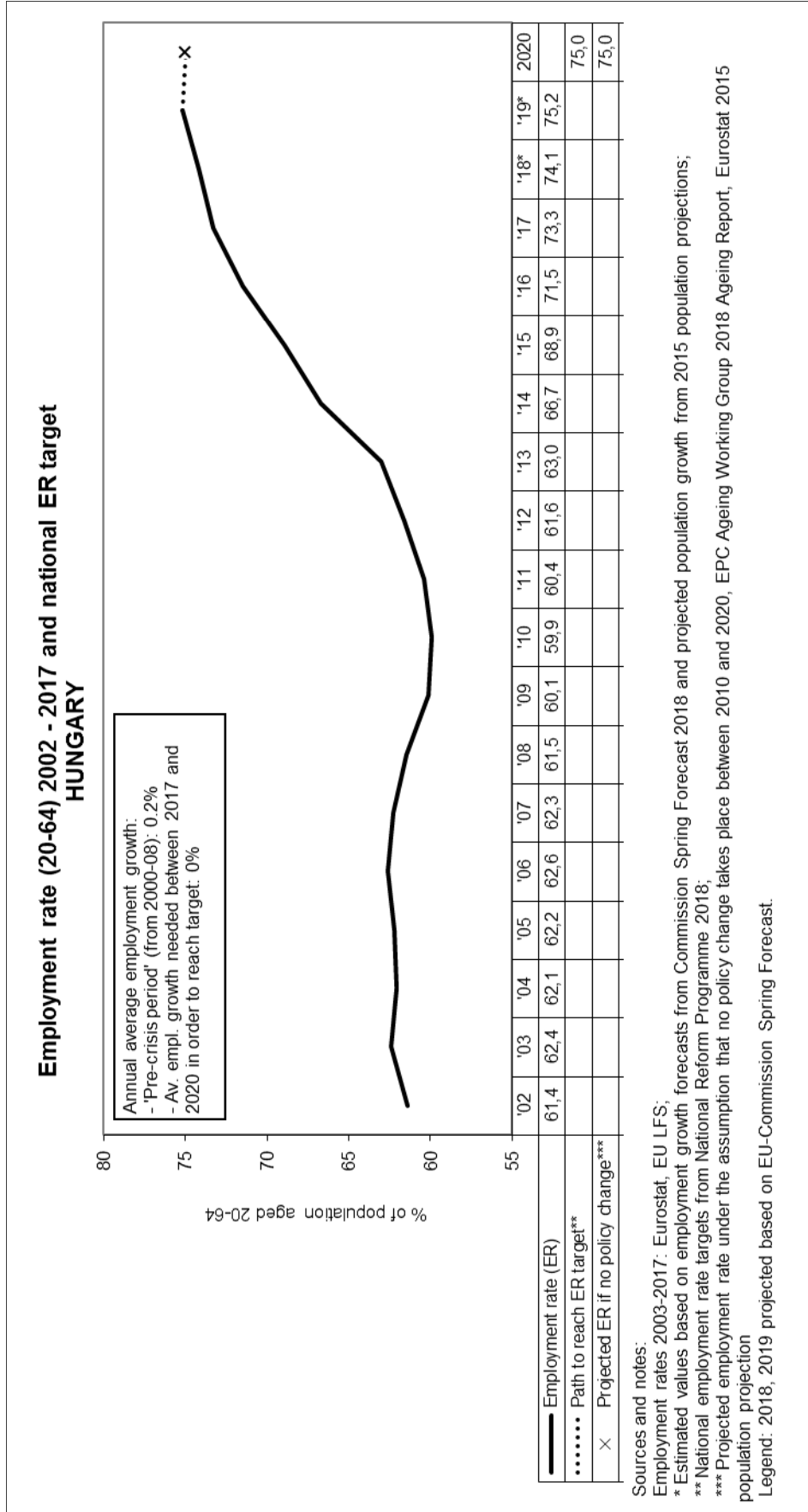
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3. Key employment challenges Luxembourg, May 2018

Employment policy area	Key employment challenge	Particularly good labour market outcome
1. Increase labour market participation	Decreasing employment and activity rate of population aged 20-64 Low employment rate of older workers and low duration of working life People with a migrant background face comparatively poor labour market and social outcomes	
2. Enhancing labour market functioning; combating segmentation		
3. Active labour market policies		
4. Adequate and employment oriented social security systems	The tax and benefit system still presents financial disincentives to work	
5. Work-life balance		High participation in childcare
6. Job creation		High employment growth
7. Gender equality		Low gender pay gap and low employment impact of parenthood
8. Improving skill supply and productivity; Lifelong learning		High participation in lifelong learning (age group 25-64) High share of the adult population with basic or above basic digital skills
9. Improving education and training systems	Educational outcomes remain unsatisfactory for children of people with migrant background Share of population aged 20-24 having completed at least upper secondary education is below the EU average	
10. Wage setting mechanisms and labour cost developments		

HUNGARY

1. Progress towards the national employment rate target



2. Key indicators on labour market performance

Hungary

Indicator	Unit	2000	2014	2015	2016	2017	2020 national target	2015	2016 EU28-total	2017	2020 EU target
Overall employment rate	% of population aged 20 - 64	61,2	66,7	68,9	71,5	73,3	75,0	70,1	71,1	72,2	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	11,4	11,6 b	12,4	12,5	10,0	11,0	10,7	10,6	less than 10
Tertiary educational attainment	% completion of tertiary or equivalent education (30-34)	14,8	34,1	34,3	33,0	32,1	34,0	38,7	39,1	39,9	40,0
Overall employment growth	% change from previous year	1,0	5,4	2,6	3,2	1,5		1,1	1,5	1,4	
Employment rate of women	% of female population aged 20 - 64	53,9	60,2	62,1	64,6	65,7		64,3	65,3	66,5	
Employment rate of men	% of male population aged 20 - 64	68,9	73,5	75,8	78,6	81,0		75,9	76,9	78,0	
Employment rate of older workers	% of population aged 55 - 64	22,2	41,7	45,3	49,8	51,7		53,3	55,3	57,1	
Employment gender gap	difference in the employment rate between men and women in percentage points (20-64)	15,0	13,3	13,7	14,0	15,3		11,6	11,6	11,5	
Employment rate of young persons	% of population aged 20 - 29	59,5	56,7	58,5	61,7	63,8		61,4	62,6	63,9	
Employment rate of low skilled persons	% of population with at most lower secondary education aged 20 - 64	36,4	44,3	47,1	50,7	53,9		52,6	53,6	54,9	
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64	:	72,6	71,4	66,0	65,8		56,7	56,5	57,4	
Part-time employment	% of total employment aged 15 - 74	3,6 u	6,4	6,0	5,2	4,8		20,3	20,3		
Temporary employees	% of total employees aged 15 - 64	6,8	10,8	11,4	9,7	8,8		14,1	14,2	14,3	
Overall unemployment rate	% of labour force	6,3	7,7	6,8	5,1	4,2		9,4	8,6	7,6	
Long-term unemployment	% of labour force	3,1	3,7	3,1	2,4	1,7		4,5	4,0	3,4	
Youth unemployment rate	% of youth labour force (15-24)	12,3	20,4	17,3	12,9	10,7		20,3	18,7	16,8	
Youth NEET rate	% of population aged 15-24	15,4	13,6	11,6 b	11,0	11,0		12,0	11,6	10,9	
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	55,8	71,1	69,8	67,8	:		100,0	100,0		
Labour productivity per hour worked	EU-27 = 100 (based on PPS per hour worked)	46,6	66,4	65,1	62,9	:		100,0	100,0		
Nominal unit labour cost growth	% change from previous year	11,5	1,4	-2,4	4,4	5,8		2,0	-1,2		
Real unit labour cost growth	% change from previous year	1,5	-1,9	-4,2	3,4			-1,1	0,1		
Gender pay gap	% of men's average gross hourly earnings (paid employees)	:	15,1	14,0	14,0	:		16,2 p	16,2 p	:	
Involuntary temporary employment	as % of total employees	3,1	8,0	8,7	7,8	6,8		7,7	7,8	7,8	
Newly employed	share of people in current job 12 months or less in total employment	12,6	15,6	15,1	15,3	14,6		14,3	14,6	14,9	
At-risk-of-poverty rate of unemployed		:	54,0	54,4	48,5	51,0		47,5	48,6	:	
unemployment trap - tax rate on low wage earners		:	78,6	78,4	78,5	:		74,7	75,0	:	
Inactivity and part-time work due to personal and family responsibilities	age 15-64	:	4,4	4,7	4,8	4,7		5,3	5,4	5,4	
Job vacancy rate	% change over the recent 3 years	:	1,2	1,4	1,6	1,9		1,5	1,6	1,8	
Share of adult population with upper secondary or tertiary education	age 25-64	69,4	83,1	83,2	83,4	84,0		76,5	76,9	77,5	
Percentage of adult population participating in education and training	age 25-64	:	3,3	7,1 b	6,3	6,2		10,7	10,8	10,9	

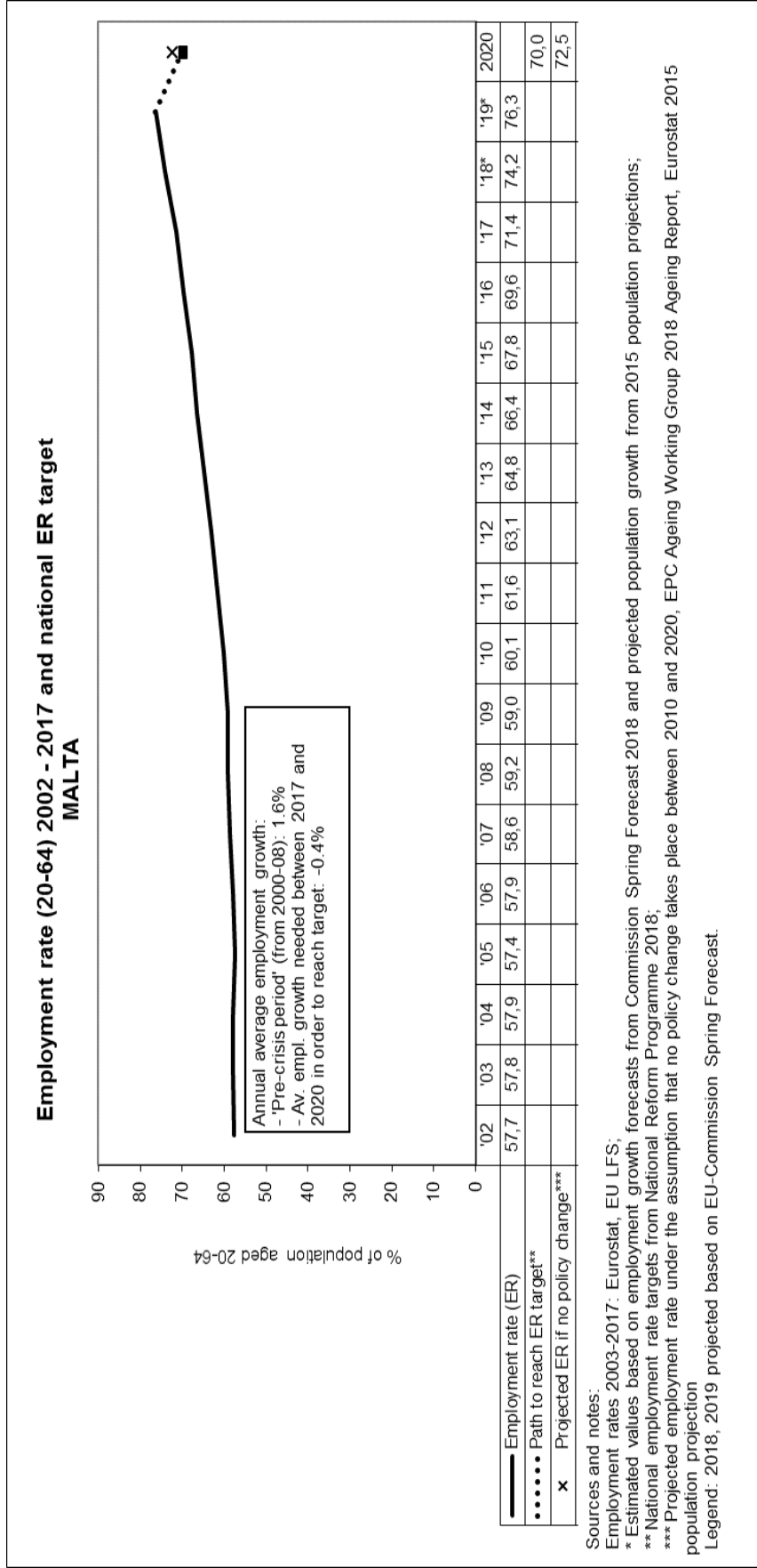
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3. Key employment challenges Hungary, May 2018

Employment policy area	Key employment challenge	Particularly good labour market outcome
1. Increase labour market participation		Low youth unemployment ratio.
2. Enhancing labour market functioning; combating segmentation		Low and decreasing share of employees with temporary contracts
3. Active labour market policies	Insufficient targeting of participants of the Public Works Scheme (PWS)	
4. Adequate and employment oriented social security systems	Short duration of unemployment benefits Increasing risk of in-work poverty	
5. Work-life balance	High impact of parenthood on women's labour market participation Low participation of children (aged 0-3) in formal childcare.	
6. Job creation	High, although decreasing, tax wedge on low wage earners	Fast employment growth
7. Gender equality		Employment rate of women rising and closing the gap to the EU average.
8. Improving skill supply and productivity; Lifelong learning		
9. Improving education and training systems	Decreasing educational attainment of students from vulnerable groups, in particular Roma Increasing early school leaving Low and decreasing tertiary attainment among the age group 30-34 years	
10. Wage setting mechanisms and labour cost developments	Weak collective bargaining system due to inadequate social dialogue structures and processes	

1. Progress towards the national employment rate target



2. Key indicators on labour market performance Malta

Indicator	Unit	2000	2014	2015	2016	2017	2020 national target	2015	2016 EU28-total	2017	2020 EU target
Overall employment rate	% of population aged 20 - 64	57,4 E	66,4	67,8	69,6	71,4	70,0	70,1	71,1	72,2	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 D	20,3	19,8	19,7	18,6 b	10,0	11,0	10,7	10,6	less than 10
Tertiary educational attainment	% completion of tertiary or equivalent education (30-34)	7,4 d	26,5	27,8	29,9	30,0	33,0	38,7	39,1	39,9	40,0
Overall employment growth	% change from previous year	0,7 E	2,9	2,2	3,8	3,2		1,1	1,5	1,4	
Employment rate of women	% of female population aged 20 - 64	33,2 E	52,0	53,6	55,5	58,0		64,3	65,3	66,5	
Employment rate of men	% of male population aged 20 - 64	81,6 E	80,4	81,4	83,2	84,1		75,9	76,9	78,0	
Employment rate of older workers	% of population aged 55 - 64	28,5 E	37,8	40,3	44,1	45,3		53,3	55,3	57,1	
Employment gender gap	difference in the employment rate between men and women in percentage points (20-64)	48,4 E	28,4	27,8	27,7	26,1		11,6	11,6	11,5	
Employment rate of young persons	% of population aged 20 - 29	74,2	76,0	75,3	77,4	79,2		61,4	62,6	63,9	
Employment rate of low skilled persons	% of population with at most lower secondary education aged 20 - 64	51,8 D	53,5	54,7	57,1	57,9		52,6	53,6	54,9	
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64	:	65,3	63,2	64,4	58,6		56,7	56,5	57,4	
Part-time employment	% of total employment aged 15 - 74	6,4	16,4	15,5	14,7	13,9		20,3	20,3		
Temporary employees	% of total employees aged 15 - 64	3,9	7,7	7,4	7,5	5,6		14,1	14,2	14,3	
Overall unemployment rate	% of labour force	6,7	5,8	5,4	4,7	4,0		9,4	8,6	7,6	
Long-term unemployment	% of labour force	:	2,7	2,4	1,9	1,7		4,5	4,0	3,4	
Youth unemployment rate	% of youth labour force (15-24)	11,8	11,7	11,8	11,0	10,4		20,3	18,7	16,8	
Youth NEET rate	% of population aged 15-24	27,4	10,5	10,4	8,5	8,0 b		12,0	11,6	10,9	
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	95,0	91,0	95,0	95,6	:		100,0	100,0		
Labour productivity per hour worked	EU-27 = 100 (based on PPS per hour worked)	71,7	75,4	78,9	77,3	:		100,0	100,0		
Nominal unit labour cost growth	% change from previous year	:	-1,2	-0,6	1,5	0,0		2,0	-1,2		
Real unit labour cost growth	% change from previous year	-3,0	-3,4	-2,2	-0,7			-1,1	0,1		
Gender pay gap	% of men's average gross hourly earnings (paid employees)	:	10,6	10,4	11,0	:		16,2 p	16,2 p	:	
Involuntary temporary employment	as % of total employees	1,2 u	4,4	4,1	3,4	2,8		7,7	7,8	7,8	
Newly employed	share of people in current job 12 months or less in total employment	13,5	12,0	12,2	13,7	14,8		14,3	14,6	14,9	
At-risk-of-poverty rate of unemployed		:	48,8	55,7	45,1	:		47,5	48,6	:	
unemployment trap - tax rate on low wage earners		:	57,7	57,0	59,3	:		74,7	75,0	:	
Inactivity and part-time work due to personal and family responsibilities	age 15-64	:	4,6	4,9	4,4	3,6		5,3	5,4	5,4	
Job vacancy rate	% change over the recent 3 years	:	2,7	2,5	2,8	2,5		1,5	1,6	1,8	
Share of adult population with upper secondary or tertiary education	age 25-64	18,1 D	42,2	43,5	45,3	47,3		76,5	76,9	77,5	
Percentage of adult population participating in education and training	age 25-64	:	7,4	7,2	7,5	10,1 b		10,7	10,8	10,9	

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

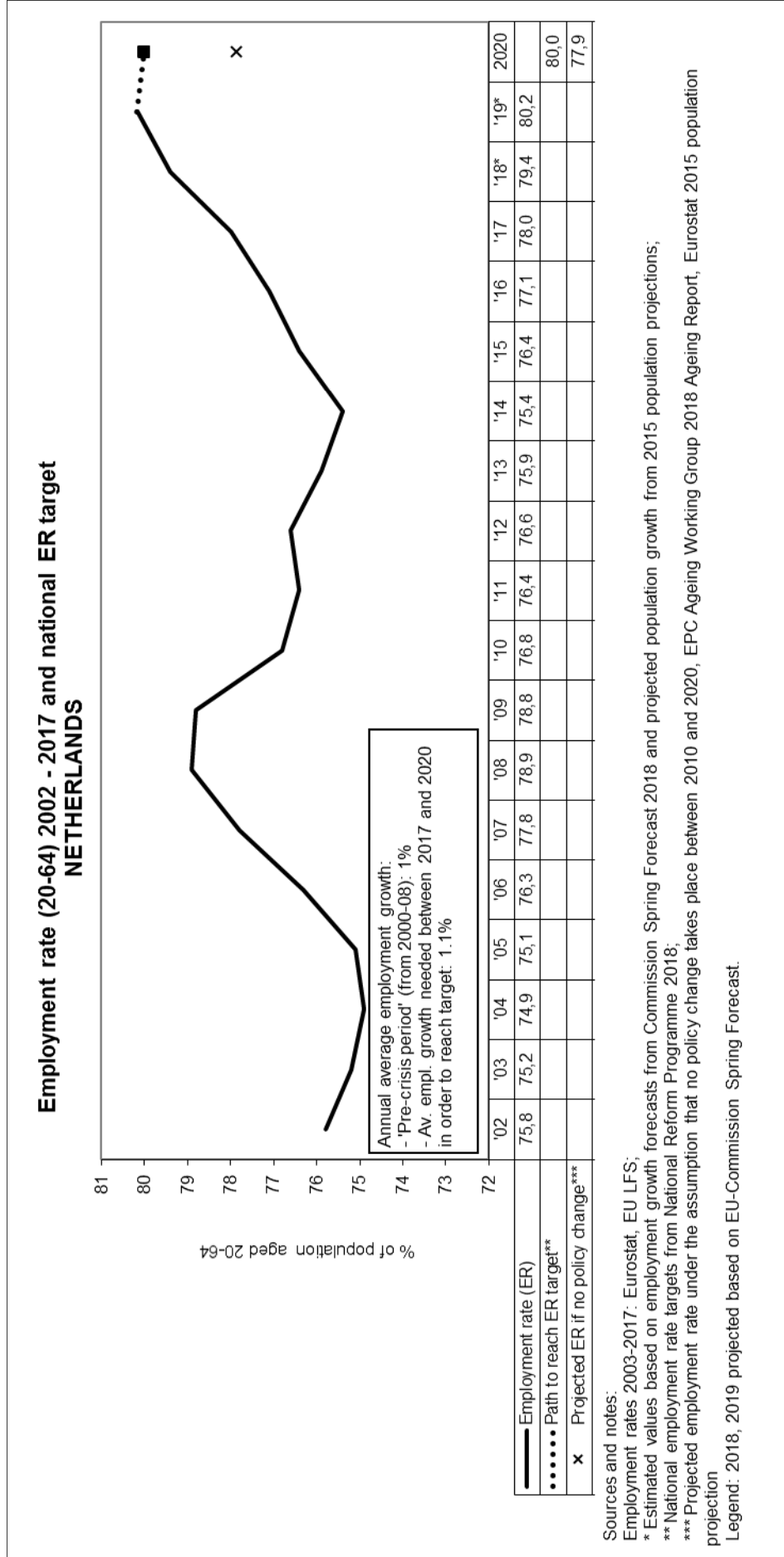
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3. Key employment challenges Malta, May 2018

Employment policy area	Key employment challenge	Particularly good labour market outcome
1. Increase labour market participation	<p>Low employment rate of women and older workers, but with significant improvements</p> <p>Low duration of working life for women, but with significant improvements</p> <p>Labour market integration of people with disabilities remains low, despite some policy action taken</p>	<p>High employment rate of young people (aged 20-29)</p> <p>Low and decreasing NEET rate, especially among women and inactive people</p> <p>Low unemployment rate</p>
2. Enhancing labour market functioning; combating segmentation		
3. Active labour market policies		
4. Adequate and employment oriented social security systems		<p>Low risk of in-work poverty</p> <p>Limited low-wage trap on low income earners</p>
5. Work-life balance		Increasing rate of children (age 0-3) in formal childcare
6. Job creation		<p>High employment growth</p> <p>Low tax wedge on labour</p>
7. Gender equality	Despite some improvement the employment gender gap remains high, in particular among older workers	
8. Improving skill supply and productivity; Lifelong learning	<p>Educational attainment among the adult population (25-64) remains low, despite significant improvements</p> <p>Adjustment of skills to labour market needs is still limited</p>	
9. Improving education and training systems	<p>Early School leaving rate has decreased but remains high.</p> <p>Low attainment of basic skills and education outcomes, linked to socio-economic background and disability status</p>	
10. Wage setting mechanisms and labour cost developments		

NETHERLANDS

1. Progress towards the national employment rate target



2. Key indicators on labour market performance Netherlands

Indicator	Unit	2000	2014	2015	2016	2017	2020 national target	2015	2016 EU28-total	2017	2020 EU target
Overall employment rate	% of population aged 20 - 64	74,3	75,4	76,4	77,1	78,0	80,0	70,1	71,1	72,2	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	8,7	8,2	8,0	7,1	less than 8	11,0	10,7	10,6	less than 10
Tertiary educational attainment	% completion of tertiary or equivalent education (30-34)	26,5	44,8	46,3	45,7	47,9	45,0	38,7	39,1	39,9	40,0
Overall employment growth	% change from previous year	3,2 E	-0,9	1,1	1,3	1,9		1,1	1,5	1,4	
Employment rate of women	% of female population aged 20 - 64	64,1	69,7	70,8	71,6	72,8		64,3	65,3	66,5	
Employment rate of men	% of male population aged 20 - 64	84,3	81,1	81,9	82,6	83,3		75,9	76,9	78,0	
Employment rate of older workers	% of population aged 55 - 64	38,2	59,9	61,7	63,5	65,7		53,3	55,3	57,1	
Employment gender gap	difference in the employment rate between men and women in percentage points (20-64)	20,2	11,4	11,1	11,0	10,5		11,6	11,6	11,5	
Employment rate of young persons	% of population aged 20 - 29	82,6	74,1	75,8	75,9	76,4		61,4	62,6	63,9	
Employment rate of low skilled persons	% of population with at most lower secondary education aged 20 - 64	59,5	58,7	59,8	60,7	61,2		52,6	53,6	54,9	
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64	:	50,5	49,7	50,3	50,7		56,7	56,5	57,4	
Part-time employment	% of total employment aged 15 - 74	41,2	50,3	50,7	50,4	50,5		20,3	20,3		
Temporary employees	% of total employees aged 15 - 64	13,8	21,1	20,0	20,6	21,7		14,1	14,2	14,3	
Overall unemployment rate	% of labour force	3,7	7,4	6,9	6,0	4,9		9,4	8,6	7,6	
Long-term unemployment	% of labour force	:	2,9	3,0	2,5	1,9		4,5	4,0	3,4	
Youth unemployment rate	% of youth labour force (15-24)	5,3	12,7	11,3	10,8	8,9		20,3	18,7	16,8	
Youth NEET rate	% of population aged 15-24	3,8	5,5	4,7	4,6	4,0		12,0	11,6	10,9	
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	119,5	111,9	111,5 p	110,8 p	:		100,0	100,0		
Labour productivity per hour worked	EU-27 = 100 (based on PPS per hour worked)	138,8	127,9	127,7 p	126,0 p	:		100,0	100,0		
Nominal unit labour cost growth	% change from previous year	3,0	0,1	-1,6 p	0,4 p	:	c	2,0	-1,2		
Real unit labour cost growth	% change from previous year	-0,5	-0,1	-2,2	-0,3			-1,1	0,1		
Gender pay gap	% of men's average gross hourly earnings (paid employees)	:	16,1	16,1	15,6	:		16,2 p	16,2 p	:	
Involuntary temporary employment	as % of total employees	3,7	6,9	7,5	7,2	6,8		7,7	7,8	7,8	
Newly employed	share of people in current job 12 months or less in total employment	19,2	14,8	16,2	17,3	18,0		14,3	14,6	14,9	
At-risk-of-poverty rate of unemployed		:	36,3	35,5	44,1 b	:		47,5	48,6	:	
unemployment trap - tax rate on low wage earners		:	82,2	82,3	79,9	:		74,7	75,0	:	
Inactivity and part-time work due to personal and family responsibilities	age 15-64	:	10,6	11,1	10,9	10,8		5,3	5,4	5,4	
Job vacancy rate	% change over the recent 3 years	:	1,3	1,4	1,7	2,1		1,5	1,6	1,8	
Share of adult population with upper secondary or tertiary education	age 25-64	66,1	75,9	76,4	77,1	78,4		76,5	76,9	77,5	
Percentage of adult population participating in education and training	age 25-64	:	18,3	18,9	18,8	19,1		10,7	10,8	10,9	

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

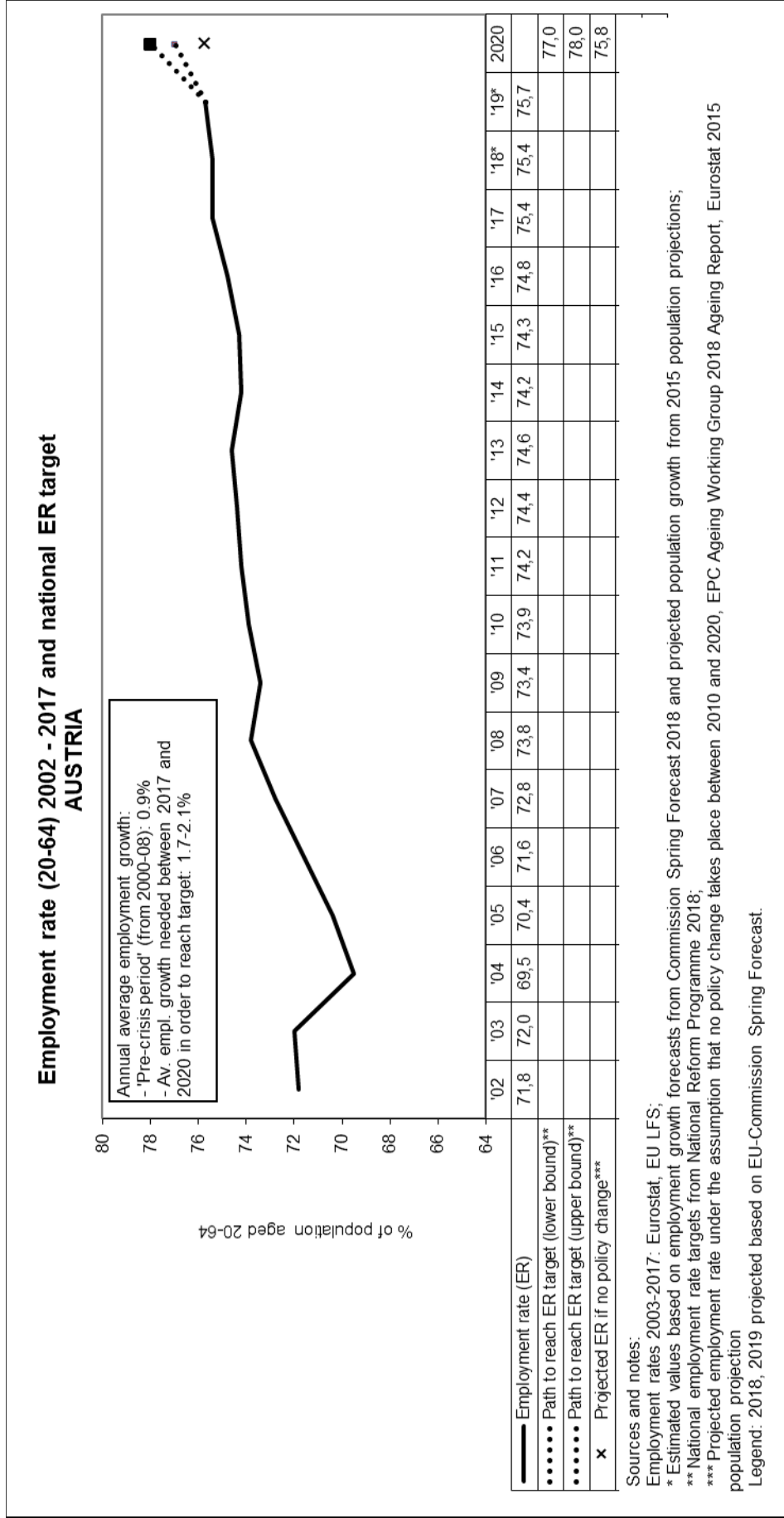
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3. Key employment challenges The Netherlands, May 2018

Employment policy area	Key employment challenge	Particularly good labour market outcome
1. Increase labour market participation	Weak labour market outcomes for people with a non-EU migrant background	High employment rate, in particular for young people (20-29) Low NEET rate Long duration of working life
2. Enhancing labour market functioning; combating segmentation	Increasing labour market segmentation with high shares of temporary employment, low transition rates from temporary to permanent employment, and a strong increase in the number of self-employed without employees Job growth in temporary contracts outpaced permanent ones	
3. Active labour market policies		
4. Adequate and employment oriented social security systems		Comparatively high net replacement rates after 12 months of unemployment
5. Work-life balance	High level of part-time working women due to personal and family responsibilities	
6. Job creation		Favourable job creation dynamics
7. Gender equality	Gender gap due to high share of women working part-time.	
8. Improving skill supply and productivity; Lifelong learning		High share of individuals with above basic digital skills
9. Improving education and training systems		
10. Wage setting mechanisms and labour cost developments		

AUSTRIA

1. Progress towards the national employment rate target



2. Key indicators on labour market performance

Austria

Indicator	Unit	2000	2014	2015	2016	2017	2020 national target	2015	2016 EU28-total	2017	2020 EU target
Overall employment rate	% of population aged 20 - 64	71,4	74,2	74,3	74,8	75,4	77-78	70,1	71,1	72,2	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	7,0 b	7,3	6,9	7,4	9,5	11,0	10,7	10,6	less than 10
Tertiary educational attainment	% completion of tertiary or equivalent education (30-34)	u	40,0 b	38,7	40,1	40,8	38,0	38,7	39,1	39,9	40,0
Overall employment growth	% change from previous year	0,4	0,1	0,8	1,8	1,0		1,1	1,5	1,4	
Employment rate of women	% of female population aged 20 - 64	62,3	70,1	70,2	70,9	71,4		64,3	65,3	66,5	
Employment rate of men	% of male population aged 20 - 64	80,6	78,3	78,4	78,7	79,4		75,9	76,9	78,0	
Employment rate of older workers	% of population aged 55 - 64	28,9	45,1	46,3	49,2	51,3		53,3	55,3	57,1	
Employment gender gap	difference in the employment rate between men and women in percentage points (20-64)	18,3	8,2	8,2	7,8	8,0		11,6	11,6	11,5	
Employment rate of young persons	% of population aged 20 - 29	74,4	73,1	73,4	74,0	73,6		61,4	62,6	63,9	
Employment rate of low skilled persons	% of population with at most lower secondary education aged 20 - 64	52,9	53,1 b	53,1	53,9	53,9		52,6	53,6	54,9	
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64	:	56,2	55,9	55,3	56,8		56,7	56,5	57,4	
Part-time employment	% of total employment aged 15 - 74	16,9	27,7	28,0	28,5	28,6		20,3	20,3		
Temporary employees	% of total employees aged 15 - 64	8,0	9,2	9,1	9,0	9,2		14,1	14,2	14,3	
Overall unemployment rate	% of labour force	3,9	5,6	5,7	6,0	5,5		9,4	8,6	7,6	
Long-term unemployment	% of labour force	:	1,5	1,7	1,9	1,8		4,5	4,0	3,4	
Youth unemployment rate	% of youth labour force (15-24)	6,3	10,3	10,6	11,2	9,8		20,3	18,7	16,8	
Youth NEET rate	% of population aged 15-24	7,9	7,7	7,5	7,7	6,5		12,0	11,6	10,9	
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	122,2	116,5	117,7	116,6	:		100,0	100,0		
Labour productivity per hour worked	EU-27 = 100 (based on PPS per hour worked)	115,4	117,4	120,1	118,4	:		100,0	100,0		
Nominal unit labour cost growth	% change from previous year	-0,1	2,0	1,6	2,1	0,4		2,0	-1,2		
Real unit labour cost growth	% change from previous year	-1,5	0,0	-0,7	1,0			-1,1	0,1		
Gender pay gap	% of men's average gross hourly earnings (paid employees)	:	22,2	21,7	20,1	:		16,2 p	16,2 p	:	
Involuntary temporary employment	as % of total employees	1,4	0,8	0,9	0,8	0,8		7,7	7,8	7,8	
Newly employed	share of people in current job 12 months or less in total employment	3,3	15,4	15,9	16,3	16,8		14,3	14,6	14,9	
At-risk-of-poverty rate of unemployed		:	44,6	41,4	47,8	:		47,5	48,6	:	
unemployment trap - tax rate on low wage earners		:	68,0	68,1	66,8	:		74,7	75,0	:	
Inactivity and part-time work due to personal and family responsibilities	age 15-64	:	8,2	8,1	8,3	8,2		5,3	5,4	5,4	
Job vacancy rate	% change over the recent 3 years	:	1,8	1,7	1,8	2,0		1,5	1,6	1,8	
Share of adult population with upper secondary or tertiary education	age 25-64	u	83,9 b	84,6	84,5	85,0		76,5	76,9	77,5	
Percentage of adult population participating in education and training	age 25-64	:	14,3	14,4	14,9	15,8		10,7	10,8	10,9	

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

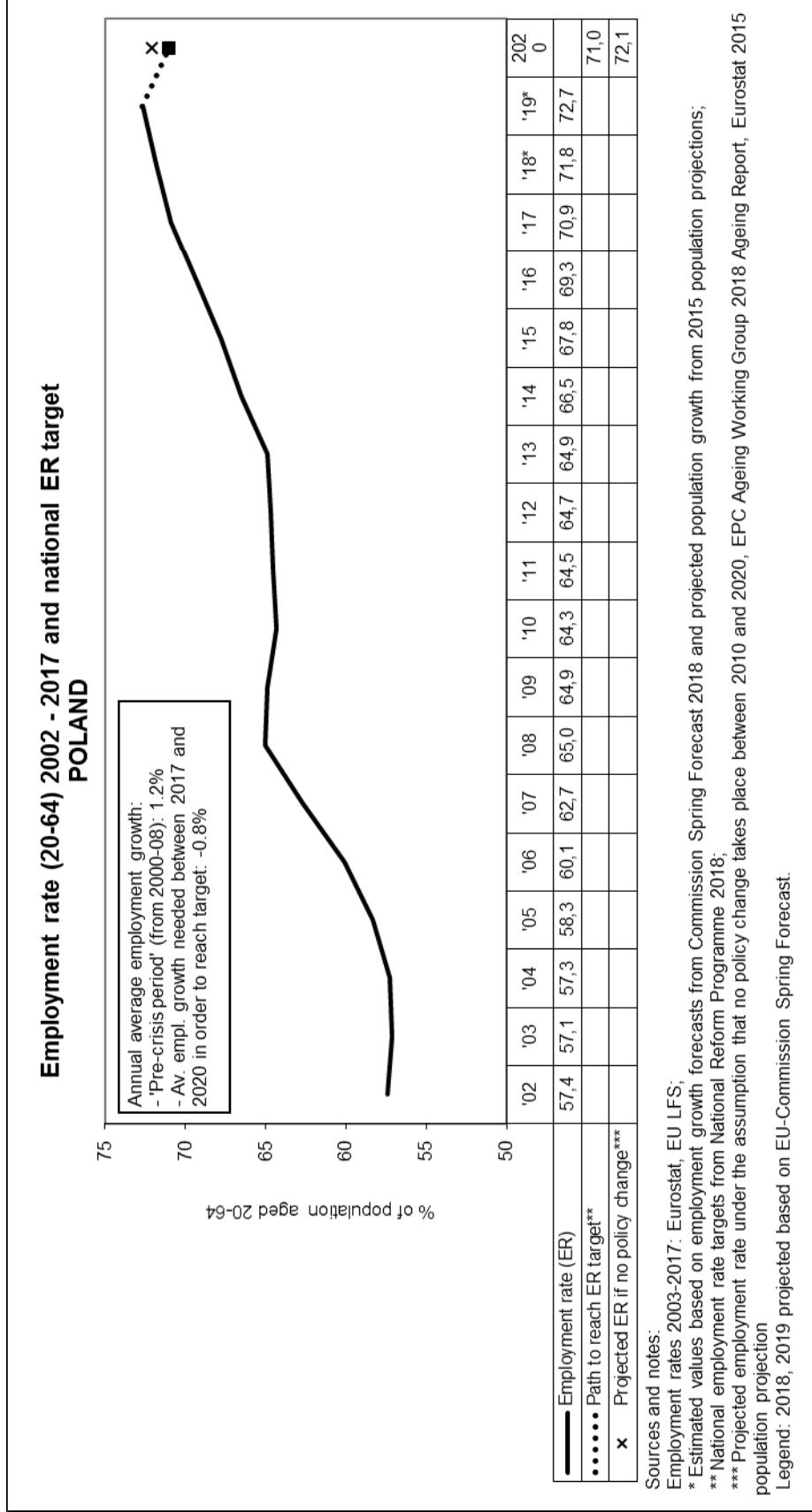
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3. Key employment challenges Austria, May 2018

Employment policy area	Key employment challenge	Particularly good labour market outcome
1. Increase labour market participation	Low employment rates of older workers but increasing trend. Underutilised labour market potential of people with migrant background	Relatively high overall employment rate Low rate of NEETs (15-24).
2. Enhancing labour market functioning; combating segmentation		Very low share of involuntary temporary workers
3. Active labour market policies		
4. Adequate and employment oriented social security systems		
5. Work-life balance	Low participation in formal childcare (age group 0-3 and 3 to mandatory school, above 30hrs) High share of inactivity or part-time work among women due to family responsibilities, with some improvements.	
6. Job creation	High (though slightly decreasing) tax wedge on low income earners	
7. Gender equality		
8. Improving skill supply and productivity; Lifelong learning		
9. Improving education and training systems	Basic skills performance comparatively low, in particular of those with a weak socioeconomic or migrant background	Participation in VET secondary education is significantly higher than the EU average.
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	2014	2015	2016	2017	2020 national target	2015	2016 EU28-total	2017	2020 EU target
Overall employment rate	% of population aged 20 - 64	61,0 b	66,5	67,8	69,3	70,9	71,0	70,1	71,1	72,2	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	5,3	5,2	5,0	4,5	11,0	10,7	10,6	less than 10
Tertiary educational attainment	% completion of tertiary or equivalent education (30-34)	12,5 b	42,1	43,4	44,6	45,7	45,0	38,7	39,1	39,9	40,0
Overall employment growth	% change from previous year	-2,4 b	1,8	1,4	0,6	1,1		1,1	1,5	1,4	
Employment rate of women	% of female population aged 20 - 64	54,2 b	59,4	60,9	62,2	63,6		64,3	65,3	66,5	
Employment rate of men	% of male population aged 20 - 64	68,0 b	73,6	74,7	76,4	78,2		75,9	76,9	78,0	
Employment rate of older workers	% of population aged 55 - 64	28,4 b	42,5	44,3	46,2	48,3		53,3	55,3	57,1	
Employment gender gap	difference in the employment rate between men and women in percentage points (20-64)	13,8 b	14,2	13,8	14,2	14,6		11,6	11,6	11,5	
Employment rate of young persons	% of population aged 20 - 29	54,0 b	60,2	61,1	64,2	65,9		61,4	62,6	63,9	
Employment rate of low skilled persons	% of population with at most lower secondary education aged 20 - 64	41,6 b	38,2	39,8	39,5	40,8		52,6	53,6	54,9	
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64	:	65,4	62,3	62,4	70,5		56,7	56,5	57,4	
Part-time employment	% of total employment aged 15 - 74	10,4 b	7,6	7,3	7,0	7,2		20,3	20,3		
Temporary employees	% of total employees aged 15 - 64	5,6 b	28,3	28,0	27,5	26,1		14,1	14,2	14,3	
Overall unemployment rate	% of labour force	16,1	9,0	7,5	6,2	4,9		9,4	8,6	7,6	
Long-term unemployment	% of labour force	7,4 b	3,8	3,0	2,2	1,5		4,5	4,0	3,4	
Youth unemployment rate	% of youth labour force (15-24)	35,7 b	23,9	20,8	17,7	14,8		20,3	18,7	16,8	
Youth NEET rate	% of population aged 15-24	:	12,0	11,0	10,5	9,5		12,0	11,6	10,9	
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	54,7	73,6	74,0	74,2 p	:		100,0	100,0		
Labour productivity per hour worked	EU-27 = 100 (based on PPS per hour worked)	44,7	58,9	58,9	59,1 p	:		100,0	100,0		
Nominal unit labour cost growth	% change from previous year	:	0,6	-0,6	2,6 p	:		2,0	-1,2		
Real unit labour cost growth	% change from previous year	-2,1	0,1	-1,3	1,7			-1,1	0,1		
Gender pay gap	% of men's average gross hourly earnings (paid employees)	:	7,7	7,4	7,2	:		16,2 p	16,2 p	:	
Involuntary temporary employment	as % of total employees	:	18,8	18,1	17,2	15,4		7,7	7,8	7,8	
Newly employed	share of people in current job 12 months or less in total employment	15,0 b	12,7	12,2	12,6	12,3		14,3	14,6	14,9	
At-risk-of-poverty rate of unemployed		:	43,0	45,7	47,1	:		47,5	48,6	:	
unemployment trap - tax rate on low wage earners		:	78,9	78,0	77,1	:		74,7	75,0	:	
Inactivity and part-time work due to personal and family responsibilities	age 15-64	:	3,1	3,1	3,6	3,8		5,3	5,4	5,4	
Job vacancy rate	% change over the recent 3 years	:	0,4	0,5	0,6	0,8		1,5	1,6	1,8	
Share of adult population with upper secondary or tertiary education	age 25-64	79,8 b	90,5	90,8	91,3	92,1		76,5	76,9	77,5	
Percentage of adult population participating in education and training	age 25-64	:	4,0	3,5	3,7	4,0		10,7	10,8	10,9	

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

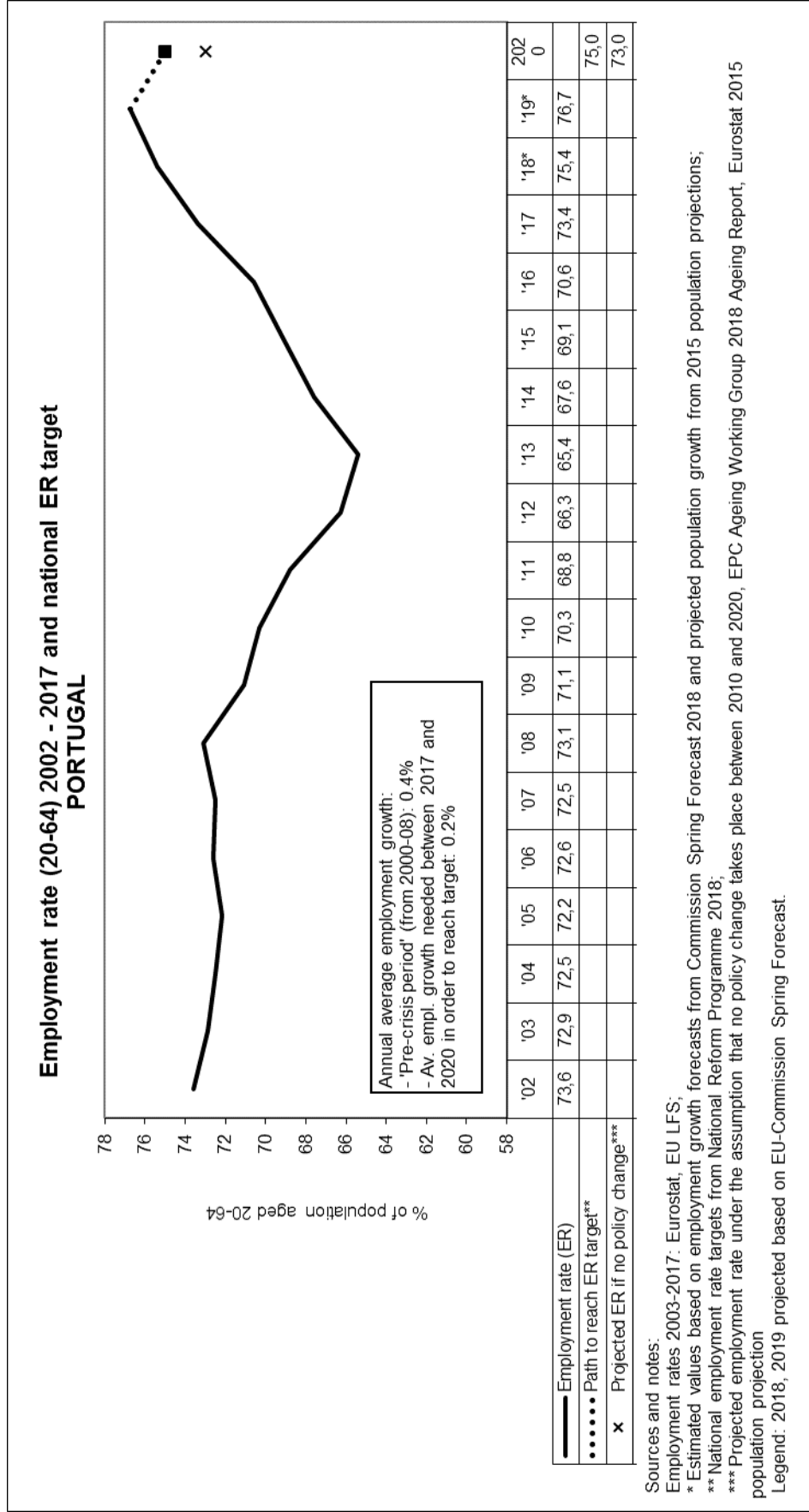
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3. Key employment challenges Poland, May 2018

Employment policy area	Key employment challenge	Particularly good labour market outcome
1. Increase labour market participation	Employment rates for women, older workers (but increasing) and low-skilled workers are below EU average Low duration of working life	Increasing employment rate of third country nationals.
2. Enhancing labour market functioning; combating segmentation	Job creation occurs mostly on the basis of permanent contracts, but labour market segmentation is still high	
3. Active labour market policies		
4. Adequate and employment oriented social security systems		
5. Work-life balance	Increasing inactivity due to personal and family responsibilities, and employment impact of parenthood Low participation in formal childcare, in particular for children aged 0-3	
6. Job creation		
7. Gender equality	Persistently high gender employment gap (age group 20-29)	
8. Improving skill supply and productivity; Lifelong learning	Still limited labour market relevance of vocational education and training and weak participation to adult learning The share of people with at least basic digital skills is below EU average.	
9. Improving education and training systems	Low levels of adults' skills related to insufficient focus on transversal skills in general education and quality of higher education	Low share of early school leavers
10. Wage setting mechanisms and labour cost developments		

PORTUGAL

1. Progress towards the national employment rate target



2. Key indicators on labour market performance

Portugal

Indicator	Unit	2000	2014	2015	2016	2017	2020 national target	2015	2016 EU28-total	2017	2020 EU target
Overall employment rate	% of population aged 20 - 64	73,5	67,6	69,1	70,6	73,4	75,0	70,1	71,1	72,2	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	43,7 b	17,4	13,7	14,0	12,6	10,0	11,0	10,7	10,6	less than 10
Tertiary educational attainment	% completion of tertiary or equivalent education (30-34)	11,1 b	31,3	31,9	34,6	33,5	40,0	38,7	39,1	39,9	40,0
Overall employment growth	% change from previous year	2,0	2,3	1,3	1,4	3,3		1,1	1,5	1,4	
Employment rate of women	% of female population aged 20 - 64	65,1	64,2	65,9	67,4	69,8		64,3	65,3	66,5	
Employment rate of men	% of male population aged 20 - 64	82,3	71,3	72,6	74,2	77,3		75,9	76,9	78,0	
Employment rate of older workers	% of population aged 55 - 64	50,8	47,8	49,9	52,1	56,2		53,3	55,3	57,1	
Employment gender gap	difference in the employment rate between men and women in percentage points (20-64)	17,2	7,1	6,7	6,8	7,5		11,6	11,6	11,5	
Employment rate of young persons	% of population aged 20 - 29	71,3	55,1	56,5	57,8	62,2		61,4	62,6	63,9	
Employment rate of low skilled persons	% of population with at most lower secondary education aged 20 - 64	72,8	62,2	63,5	64,7	67,7		52,6	53,6	54,9	
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64	:	64,3	63,5	68,0	71,6		56,7	56,5	57,4	
Part-time employment	% of total employment aged 15 - 74	10,0	12,1	11,5	11,1	10,4		20,3	20,3		
Temporary employees	% of total employees aged 15 - 64	19,9	21,4	22,0	22,3	22,0		14,1	14,2	14,3	
Overall unemployment rate	% of labour force	5,1	14,1	12,6	11,2	9,0		9,4	8,6	7,6	
Long-term unemployment	% of labour force	1,7	8,4	7,2	6,2	4,5		4,5	4,0	3,4	
Youth unemployment rate	% of youth labour force (15-24)	8,3	34,8	32,0	28,0	23,9		20,3	18,7	16,8	
Youth NEET rate	% of population aged 15-24	9,1 b	12,3	11,3	10,6	9,3		12,0	11,6	10,9	
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	75,2	78,9	78,2	78,0 p	:		100,0	100,0		
Labour productivity per hour worked	EU-27 = 100 (based on PPS per hour worked)	66,6	69,0	68,1	68,3 p	:		100,0	100,0		
Nominal unit labour cost growth	% change from previous year	4,4	-1,3	0,0	2,1 p	1,7 p		2,0	-1,2		
Real unit labour cost growth	% change from previous year	0,9	-2,0	-2,0	0,7			-1,1	0,1		
Gender pay gap	% of men's average gross hourly earnings (paid employees)	:	14,9	17,8	17,5	:		16,2 p	16,2 p	:	
Involuntary temporary employment	as % of total employees	7,9	17,9	18,3	18,8	18,1		7,7	7,8	7,8	
Newly employed	share of people in current job 12 months or less in total employment	14,3	13,8	14,8	15,2	15,5		14,3	14,6	14,9	
At-risk-of-poverty rate of unemployed		:	40,5	42,0	42,0	:		47,5	48,6	:	
unemployment trap - tax rate on low wage earners		:	79,8	80,3	80,3	:		74,7	75,0	:	
Inactivity and part-time work due to personal and family responsibilities	age 15-64	:	1,4	1,4	1,4	1,5		5,3	5,4	5,4	
Job vacancy rate	% change over the recent 3 years	:	0,5	0,5	0,6	0,7		1,5	1,6	1,8	
Share of adult population with upper secondary or tertiary education	age 25-64	19,2 b	43,3	45,1	46,9	48,0		76,5	76,9	77,5	
Percentage of adult population participating in education and training	age 25-64	:	9,6	9,7	9,6	9,8		10,7	10,8	10,9	

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

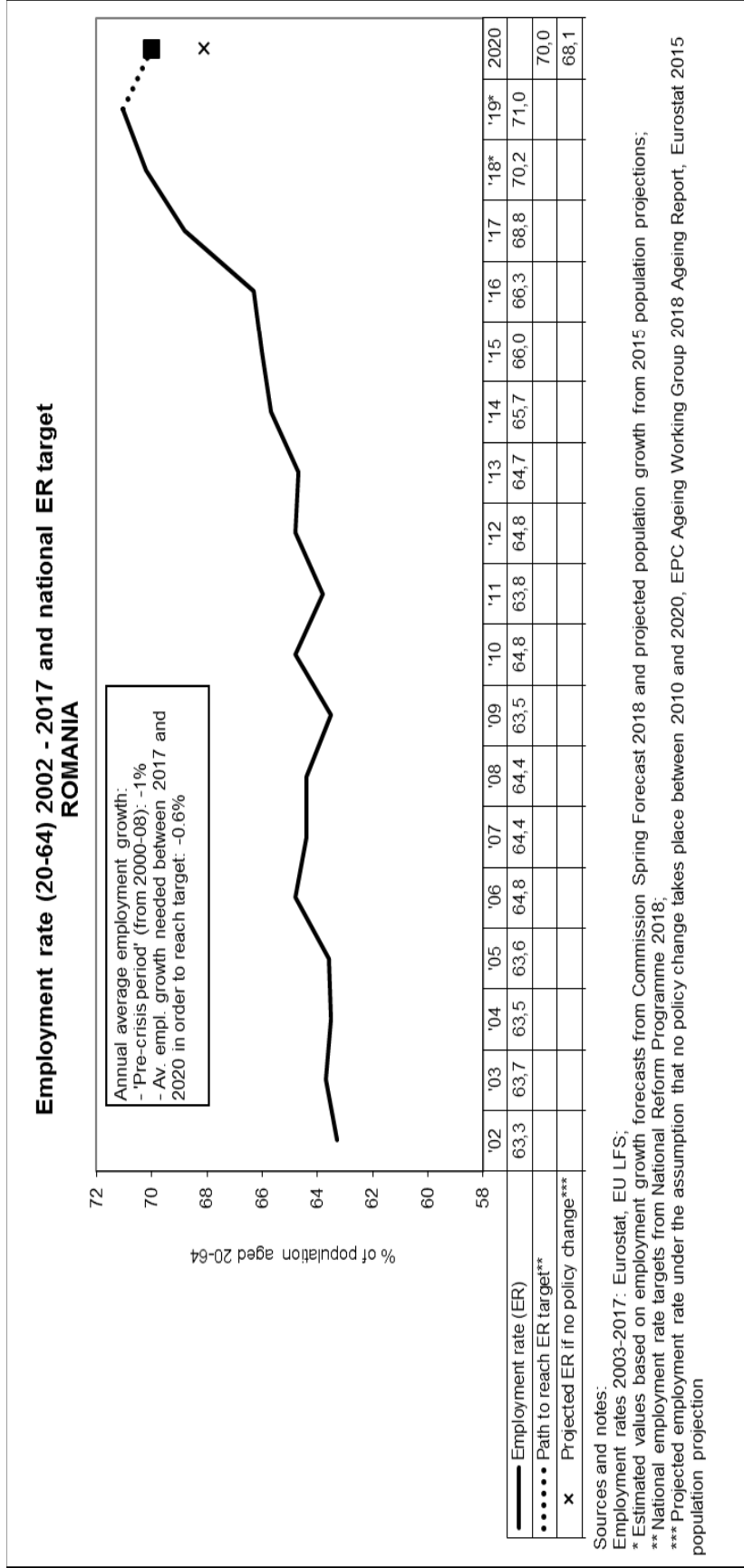
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3. Key employment challenges Portugal, May 2018

Employment policy area	Key employment challenge	Particularly good labour market outcome
1. Increase labour market participation	Although declining, still high youth unemployment rate	High employment rate of non-EU nationals, including recent immigrants
2. Enhancing labour market functioning; combating segmentation	Segmented labour market with a high incidence of involuntary temporary contracts. High wage gap between temporary and permanent employees	
3. Active labour market policies		
4. Adequate and employment oriented social security systems		
5. Work-life balance		Low inactivity and part-time work due to personal and family responsibilities. High take-up of childcare above 30 hours a week.
6. Job creation		
7. Gender equality	Increasing gender pay gap	Low employment impact of parenthood
8. Improving skill supply and productivity; Lifelong learning	Low share of adult population (25-64) with upper secondary education (though increasing) and tertiary education. Low level of digital skills among the adult population	
9. Improving education and training systems	Low, though increasing, share of the young population (20-24) with at least upper secondary education.	
10. Wage setting mechanisms and labour cost developments	High wage compression, resulting from the large share of employees on minimum wage, may reduce incentives to upskilling	

ROMANIA

1. Progress towards the national employment rate target



2. Key indicators on labour market performance Romania

Indicator	Unit	2000	2014	2015	2016	2017	2020 national target	2015	2016 EU28-total	2017	2020 EU target
Overall employment rate	% of population aged 20 - 64	69,1	65,7	66,0	66,3	68,8	70,0	70,1	71,1	72,2	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	18,1	19,1	18,5	18,1	11,3	11,0	10,7	10,6	less than 10
Tertiary educational attainment	% completion of tertiary or equivalent education (30-34)	8,9	25,0	25,6	25,6	26,3	26,7	38,7	39,1	39,9	40,0
Overall employment growth	% change from previous year	-0,1	0,9	-0,2	-0,8	2,4		1,1	1,5	1,4	
Employment rate of women	% of female population aged 20 - 64	63,0	57,3	57,2	57,4	60,2		64,3	65,3	66,5	
Employment rate of men	% of male population aged 20 - 64	75,4	74,0	74,7	75,0	77,3		75,9	76,9	78,0	
Employment rate of older workers	% of population aged 55 - 64	49,5	43,1	41,1	42,8	44,5		53,3	55,3	57,1	
Employment gender gap	difference in the employment rate between men and women in percentage points (20-64)	12,4	16,7	17,5	17,6	17,1		11,6	11,6	11,5	
Employment rate of young persons	% of population aged 20 - 29	62,7	55,2	57,8	56,3	59,4		61,4	62,6	63,9	
Employment rate of low skilled persons	% of population with at most lower secondary education aged 20 - 64	68,1	55,0	53,3	52,3	54,7		52,6	53,6	54,9	
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64	:	:	u	u	u		56,7	56,5	57,4	
Part-time employment	% of total employment aged 15 - 74	15,6	10,0	9,9	8,6	7,9		20,3	20,3		
Temporary employees	% of total employees aged 15 - 64	2,9	1,5	1,4	1,4	1,2		14,1	14,2	14,3	
Overall unemployment rate	% of labour force	7,6	6,8	6,8	5,9	4,9		9,4	8,6	7,6	
Long-term unemployment	% of labour force	3,8	2,8	3,0	3,0	2,0		4,5	4,0	3,4	
Youth unemployment rate	% of youth labour force (15-24)	17,8	24,0	21,7	20,6	18,3		20,3	18,7	16,8	
Youth NEET rate	% of population aged 15-24	20,2	17,0	18,1	17,4	15,2		12,0	11,6	10,9	
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	23,9	56,6	58,7	61,6 p	:		100,0	100,0		
Labour productivity per hour worked	EU-27 = 100 (based on PPS per hour worked)	21,9	51,6	53,6	56,1 p	:		100,0	100,0		
Nominal unit labour cost growth	% change from previous year	64,9	4,3	-3,3	4,1 p	10,3 p		2,0	-1,2		
Real unit labour cost growth	% change from previous year	15,2	2,6	-5,7	2,8			-1,1	0,1		
Gender pay gap	% of men's average gross hourly earnings (paid employees)	:	4,5	5,8 E	5,2 E	:		16,2 p	16,2 p	:	
Involuntary temporary employment	as % of total employees	1,9	1,3	1,2	1,1	1,0		7,7	7,8	7,8	
Newly employed	share of people in current job 12 months or less in total employment	:	5,5	7,0	5,5	6,4		14,3	14,6	14,9	
At-risk-of-poverty rate of unemployed		:	48,4	55,5	50,2	51,5 p		47,5	48,6	:	
unemployment trap - tax rate on low wage earners		:	50,8	49,6	48,0	:		74,7	75,0	:	
Inactivity and part-time work due to personal and family responsibilities	age 15-64	:	1,0	1,2	1,1	0,9		5,3	5,4	5,4	
Job vacancy rate	% change over the recent 3 years	:	0,7	0,9	1,1	1,2		1,5	1,6	1,8	
Share of adult population with upper secondary or tertiary education	age 25-64	69,3	72,8	75,0	76,7	77,9		76,5	76,9	77,5	
Percentage of adult population participating in education and training	age 25-64	:	1,5	1,3	1,2	1,1		10,7	10,8	10,9	

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

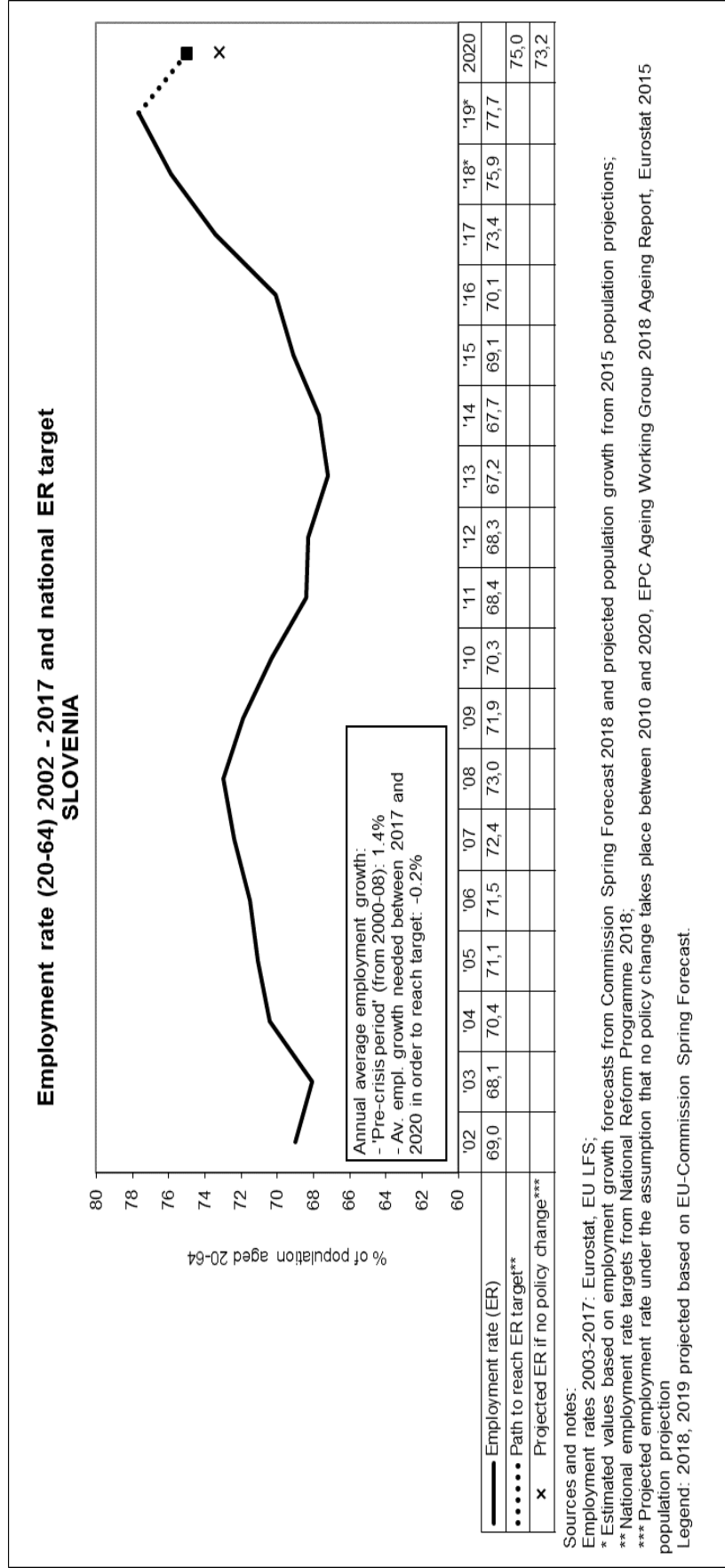
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3. Key employment challenges Romania, May 2018

Employment policy area	Key employment challenge	Particularly good labour market outcome
1. Increase labour market participation	Quality and integration of employment, social and education component is low. Their provision in the country is fragmented with the rural areas being the most affected Low employment rates of women and older workers (55-64) Short duration of working life High NEET rates (15- 24), in particular for women and high share of inactive NEETs	
2. Enhancing labour market functioning; combating segmentation	High incidence of undeclared work	High transition rate from temporary into permanent employment
3. Active labour market policies	Active labour market policies are insufficient in scope and design Limited expenditure and low rate of participation in ALMP	
4. Adequate and employment oriented social security systems	High in-work-poverty risk Low net replacement rates of unemployment benefits (after 12 months of unemployment)	Low unemployment trap
5. Work-life balance	Low, though increasing, participation in early childhood education and care	
6. Job creation		
7. Gender equality	High gender employment gap	Low gender pay gap
8. Improving skill supply and productivity; Lifelong learning	Percentage of adult population (aged 25-64) participating in education and training below EU average Low share of the adult population with basic or above basic digital skills	
9. Improving education and training systems	Limited provision of quality mainstream education, in particular for Roma and children in rural areas Education outcomes are insufficiently responsive to labour market needs and skills supply is not keeping up with the fast-changing needs of the economy High share of early school leavers Low rate of tertiary education attainment (30-34) High share of low-achieving 15-years olds in reading and mathematics	
10. Wage setting mechanisms and labour cost developments	Lack of an objective mechanism for minimum wage setting Low collective bargaining rates are not conducive to a well-functioning system of industrial relations	

SLOVENIA

1. Progress towards the national employment rate target



2. Key indicators on labour market performance

Slovenia

Indicator	Unit	2000	2014	2015	2016	2017	2020 national target	2015	2016 EU28-total	2017	2020 EU target
Overall employment rate	% of population aged 20 - 64	68,5	67,7	69,1	70,1	73,4	75,0	70,1	71,1	72,2	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	:	4,4	5,0	4,9	4,3	5,0	11,0	10,7	10,6	less than 10
Tertiary educational attainment	% completion of tertiary or equivalent education (30-34)	18,5	41,0	43,4	44,2	46,4	40,0	38,7	39,1	39,9	40,0
Overall employment growth	% change from previous year	1,9	0,4	1,1	0,0	4,5		1,1	1,5	1,4	
Employment rate of women	% of female population aged 20 - 64	63,6	63,6	64,7	66,7	69,7		64,3	65,3	66,5	
Employment rate of men	% of male population aged 20 - 64	73,2	71,6	73,3	73,3	76,9		75,9	76,9	78,0	
Employment rate of older workers	% of population aged 55 - 64	22,7	35,4	36,6	38,5	42,7		53,3	55,3	57,1	
Employment gender gap	difference in the employment rate between men and women in percentage points (20-64)	9,6	8,0	8,6	6,6	7,2		11,6	11,6	11,5	
Employment rate of young persons	% of population aged 20 - 29	65,7	55,1	59,3	60,6	67,1		61,4	62,6	63,9	
Employment rate of low skilled persons	% of population with at most lower secondary education aged 20 - 64	52,7	47,4	48,0	45,5	49,3		52,6	53,6	54,9	
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64	:	58,1	71,3	70,8	72,8		56,7	56,5	57,4	
Part-time employment	% of total employment aged 15 - 74	5,9	10,8	10,6	9,8	10,9		20,3	20,3		
Temporary employees	% of total employees aged 15 - 64	12,8	16,5	17,8	16,9	17,6		14,1	14,2	14,3	
Overall unemployment rate	% of labour force	6,7	9,7	9,0	8,0	6,6		9,4	8,6	7,6	
Long-term unemployment	% of labour force	4,1	5,3	4,7	4,3	3,1		4,5	4,0	3,4	
Youth unemployment rate	% of youth labour force (15-24)	16,4	20,2	16,3	15,2	11,2		20,3	18,7	16,8	
Youth NEET rate	% of population aged 15-24	:	9,4	9,5	8,0	6,5		12,0	11,6	10,9	
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	76,6	81,4	80,7	80,7	:		100,0	100,0		
Labour productivity per hour worked	EU-27 = 100 (based on PPS per hour worked)	76,0	79,1	78,0	79,1	:		100,0	100,0		
Nominal unit labour cost growth	% change from previous year	7,4	-1,2	0,4	1,6	0,6		2,0	-1,2		
Real unit labour cost growth	% change from previous year	1,9	-2,0	-0,6	0,7			-1,1	0,1		
Gender pay gap	% of men's average gross hourly earnings (paid employees) as % of total employees	:	7,0	8,1	7,8	:		16,2 p	16,2 p	:	
Involuntary temporary employment	% of total employees	5,7	10,8	10,6	9,7	9,4		7,7	7,8	7,8	
Newly employed	share of people in current job 12 months or less in total employment	12,2	9,9	13,5	12,3	14,8		14,3	14,6	14,9	
At-risk-of-poverty rate of unemployed		:	45,3	44,8	44,8	:		47,5	48,6	:	
unemployment trap - tax rate on low wage earners		:	89,7	89,6	87,1	:		74,7	75,0	:	
Inactivity and part-time work due to personal and family responsibilities	age 15-64	:	1,3	1,3	1,3	1,5		5,3	5,4	5,4	
Job vacancy rate	% change over the recent 3 years	:	0,9	1,1	1,4	1,8		1,5	1,6	1,8	
Share of adult population with upper secondary or tertiary education	age 25-64	75,3	85,7	86,8	87,3	87,9		76,5	76,9	77,5	
Percentage of adult population participating in education and training	age 25-64	:	12,1	11,9	11,6	12,0		10,7	10,8	10,9	

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

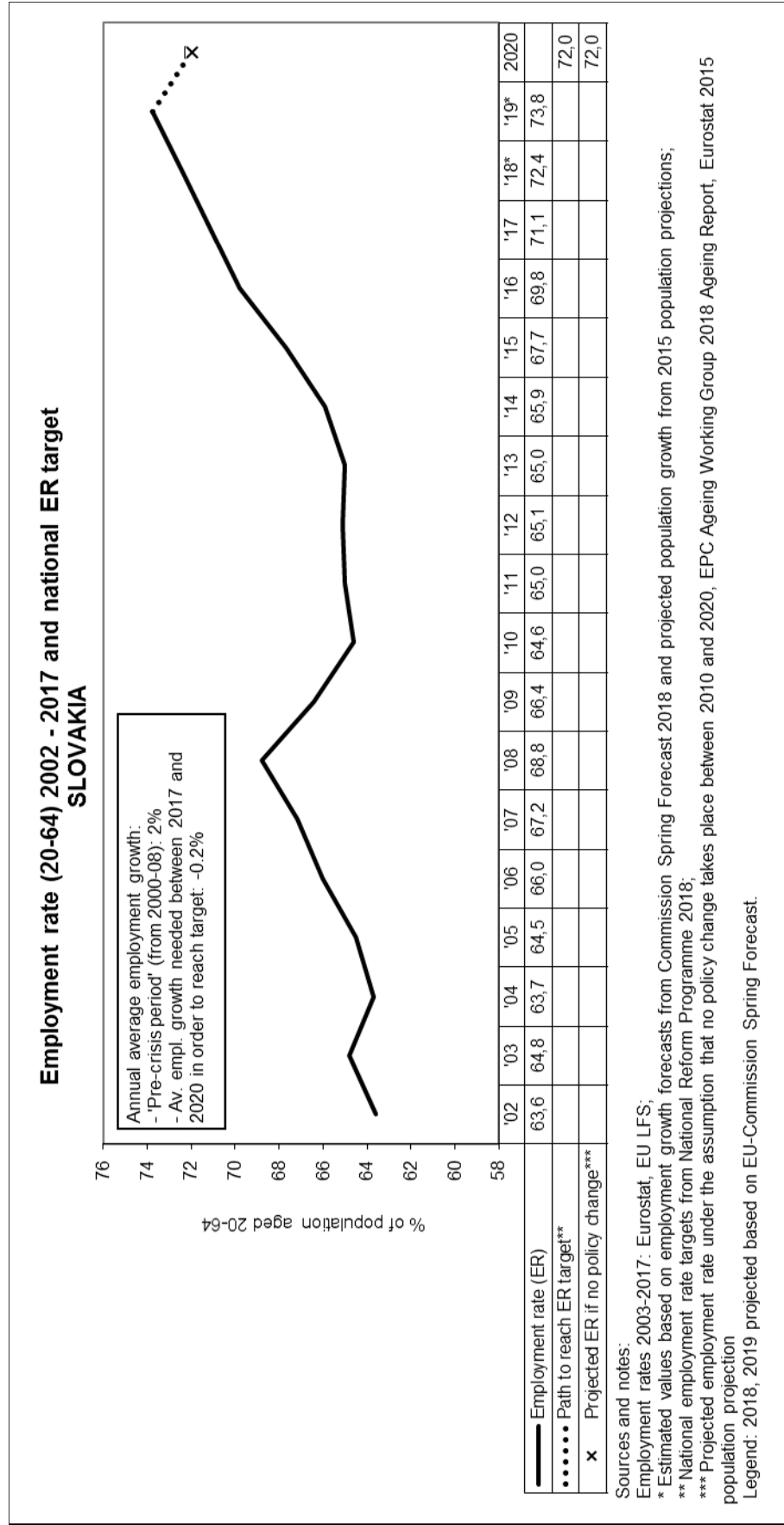
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3. Key employment challenges Slovenia, May 2018

Employment policy area	Key employment challenge	Particularly good labour market outcome
1. Increase labour market participation	Low employment rate of older and low-skilled workers Low duration of working life, in particular for men	High employment rates of non-EU nationals, including those who recently arrived
2. Enhancing labour market functioning; combating segmentation		
3. Active labour market policies	<i>Despite a positive trend, persistently low spending in ALMPs and low participation of older and low-skilled workers in activation measures</i>	
4. Adequate and employment oriented social security systems	Low net replacement rate after 12 months of unemployment High unemployment trap and inactivity trap for the second earner	Low and decreasing in-work-poverty risk
5. Work-life balance		Low level of inactivity or part time work due to personal and family responsibilities
6. Job creation	High tax wedge on low wage earners	
7. Gender equality		Low gender pay gap
8. Improving skill supply and productivity; Lifelong learning		
9. Improving education and training systems		Low level of early leavers from education and training
10. Wage setting mechanisms and labour cost developments		

SLOVAKIA

1. Progress towards the national employment rate target



2. Key indicators on labour market performance

Slovakia

Indicator	Unit	2000	2014	2015	2016	2017	2020 national target	2015	2016 EU28-total	2017	2020 EU target
Overall employment rate	% of population aged 20 - 64	63,5	65,9	67,7	69,8	71,1	72,0	70,1	71,1	72,2	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	:	6,7	6,9	7,4	9,3	6,0	11,0	10,7	10,6	less than 10
Tertiary educational attainment	% completion of tertiary or equivalent education (30-34)	10,6	26,9	28,4	31,5	34,3	40,0	38,7	39,1	39,9	40,0
Overall employment growth	% change from previous year	-1,4 b	1,3	2,4	2,8	1,2		1,1	1,5	1,4	
Employment rate of women	% of female population aged 20 - 64	57,2	58,6	60,3	62,7	64,7		64,3	65,3	66,5	
Employment rate of men	% of male population aged 20 - 64	70,0	73,2	75,0	76,9	77,5		75,9	76,9	78,0	
Employment rate of older workers	% of population aged 55 - 64	21,3	44,8	47,0	49,0	53,0		53,3	55,3	57,1	
Employment gender gap	difference in the employment rate between men and women in percentage points (20-64)	12,8	14,6	14,7	14,2	12,8		11,6	11,6	11,5	
Employment rate of young persons	% of population aged 20 - 29	57,7	53,2	57,1	59,4	60,7		61,4	62,6	63,9	
Employment rate of low skilled persons	% of population with at most lower secondary education aged 20 - 64	29,5	31,6	33,2	35,9	37,3		52,6	53,6	54,9	
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64	:	u	78,8 u	65,5 u	72,9 u		56,7	56,5	57,4	
Part-time employment	% of total employment aged 15 - 74	1,9	5,2	6,0	6,0	6,2		20,3	20,3		
Temporary employees	% of total employees aged 15 - 64	4,0	8,8	10,5	9,9	9,4		14,1	14,2	14,3	
Overall unemployment rate	% of labour force	18,9	13,2	11,5	9,7	8,1		9,4	8,6	7,6	
Long-term unemployment	% of labour force	10,1	9,3	7,6	5,8	5,1		4,5	4,0	3,4	
Youth unemployment rate	% of youth labour force (15-24)	36,9	29,7	26,5	22,2	18,9		20,3	18,7	16,8	
Youth NEET rate	% of population aged 15-24	:	12,8	13,7	12,3	12,1		12,0	11,6	10,9	
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	58,9	83,9	82,6	81,7	:		100,0	100,0		
Labour productivity per hour worked	EU-27 = 100 (based on PPS per hour worked)	55,1	77,9	76,9	76,7	:		100,0	100,0		
Nominal unit labour cost growth	% change from previous year	9,7	0,5	1,6	1,4	2,8		2,0	-1,2		
Real unit labour cost growth	% change from previous year	0,3	0,7	1,7	1,8			-1,1	0,1		
Gender pay gap	% of men's average gross hourly earnings (paid employees)	:	19,7	19,6	19,0	:		16,2 p	16,2 p	:	
Involuntary temporary employment	as % of total employees	2,8	7,3	8,5	6,0	7,3		7,7	7,8	7,8	
Newly employed	share of people in current job 12 months or less in total employment	:	10,6	12,8	13,2	13,6		14,3	14,6	14,9	
At-risk-of-poverty rate of unemployed		:	48,7	45,5	47,6	:		47,5	48,6	:	
unemployment trap - tax rate on low wage earners		:	44,5	44,7	45,0	:		74,7	75,0	:	
Inactivity and part-time work due to personal and family responsibilities	age 15-64	:	4,8	4,8	4,9	5,2		5,3	5,4	5,4	
Job vacancy rate	% change over the recent 3 years	:	0,8	0,9	1,0	1,0		1,5	1,6	1,8	
Share of adult population with upper secondary or tertiary education	age 25-64	83,8	91,0	91,4	91,9	91,4		76,5	76,9	77,5	
Percentage of adult population participating in education and training	age 25-64	:	3,1	3,1	2,9	3,4		10,7	10,8	10,9	

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

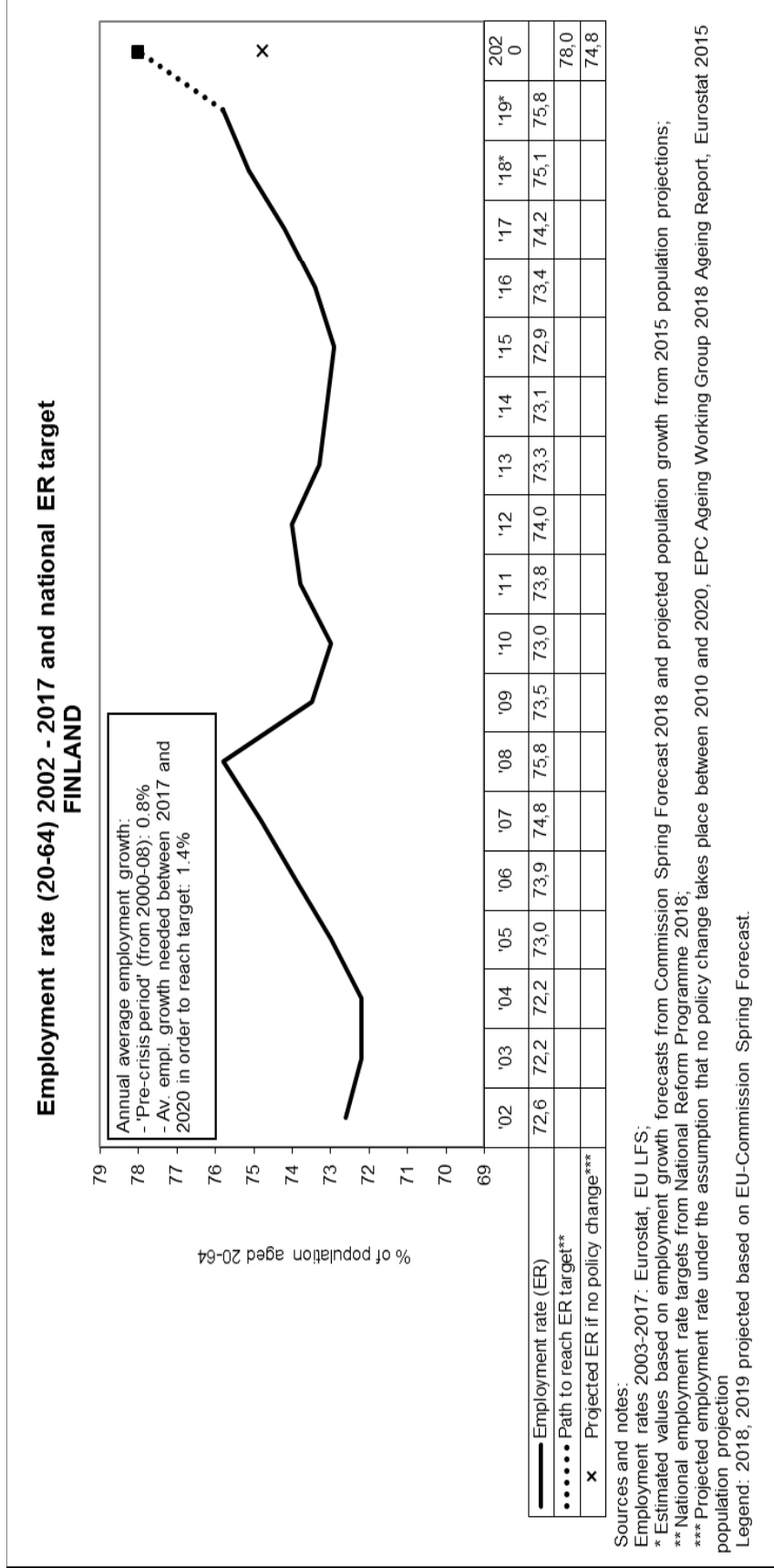
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3. Key employment challenges Slovakia, May 2018

Employment policy area	Key employment challenge	Particularly good labour market outcome
1. Increase labour market participation	Employment rate of low-skilled is low, although with some positive developments	
2. Enhancing labour market functioning; combating segmentation		
3. Active labour market policies	<p>Insufficient provision of individualised services and targeted training to the long-term unemployed and disadvantaged groups</p> <p>Long-term unemployment is high but decreasing</p> <p>The share of long-term unemployed in total unemployment remains very high</p> <p>Expenditure on active labour market policies as a percentage of GDP remains low</p>	
4. Adequate and employment oriented social security systems	<p>Short duration and low coverage of and strict conditions for unemployment benefits</p> <p>High poverty rate for those living in (quasi-)jobless households.</p>	Unemployment trap is low.
5. Work-life balance	<p>Childcare uptake is lower than the EU average, in particular for children below 3</p> <p>Very high employment impact of parenthood and high inactivity due to personal and family responsibilities among women</p>	
6. Job creation		
7. Gender equality	Gender employment gap is higher than the EU average for young women (20-29)	Inactivity trap for the second member of a couple is low
8. Improving skill supply and productivity; Lifelong learning	Adult participation in education and training is lower than the EU average for unemployed, employed and inactive	
9. Improving education and training systems	<p>Low educational outcomes of students and pronounced socio-economic inequality in education at all levels</p> <p>The rate of early leavers from education and training is around the EU average but deteriorated significantly</p>	
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	2014	2015	2016	2017	2020 national target	2015	2016 EU28-total	2017	2020 EU target
Overall employment rate	% of population aged 20 - 64	71,6 b	73,1	72,9	73,4	74,2	78,0	70,1	71,1	72,2	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	9,5	9,2	7,9	8,2	8,0	11,0	10,7	10,6	less than 10
Tertiary educational attainment	% completion of tertiary or equivalent education (30-34)	40,3 b	45,3	45,5	46,1	44,6	42,0	38,7	39,1	39,9	40,0
Overall employment growth	% change from previous year	1,6 b	-0,7	-0,8	0,5	1,0		1,1	1,5	1,4	
Employment rate of women	% of female population aged 20 - 64	68,2 b	72,1	71,8	71,7	72,4		64,3	65,3	66,5	
Employment rate of men	% of male population aged 20 - 64	74,9 b	74,0	73,9	75,0	75,9		75,9	76,9	78,0	
Employment rate of older workers	% of population aged 55 - 64	41,7 b	59,1	60,0	61,4	62,5		53,3	55,3	57,1	
Employment gender gap	difference in the employment rate between men and women in percentage points (20-64)	6,7 b	1,9	2,1	3,3	3,5		11,6	11,6	11,5	
Employment rate of young persons	% of population aged 20 - 29	68,5 b	65,5	64,6	65,9	66,7		61,4	62,6	63,9	
Employment rate of low skilled persons	% of population with at most lower secondary education aged 20 - 64	59,1 b	51,7	50,8	52,0	51,3		52,6	53,6	54,9	
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64	:	50,0	48,1	46,5	49,9		56,7	56,5	57,4	
Part-time employment	% of total employment aged 15 - 74	12,2 b	15,4	15,5	16,3	16,5		20,3	20,3		
Temporary employees	% of total employees aged 15 - 64	17,7 b	15,4	15,1	15,6	15,8		14,1	14,2	14,3	
Overall unemployment rate	% of labour force	9,8	8,7	9,4	8,8	8,6		9,4	8,6	7,6	
Long-term unemployment	% of labour force	2,7 b	1,9	2,3	2,3	2,1		4,5	4,0	3,4	
Youth unemployment rate	% of youth labour force (15-24)	28,4 b	20,5	22,4	20,1	20,1		20,3	18,7	16,8	
Youth NEET rate	% of population aged 15-24	9,7	10,2	10,6	9,9	9,4		12,0	11,6	10,9	
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	117,5	107,5	107,7	108,8	:		100,0	100,0		
Labour productivity per hour worked	EU-27 = 100 (based on PPS per hour worked)	114,5	107,4	107,3	108,7	:		100,0	100,0		
Nominal unit labour cost growth	% change from previous year	0,5	1,1	1,2	-0,6	-2,6		2,0	-1,2		
Real unit labour cost growth	% change from previous year	-1,1	-0,6	-0,7	-1,3			-1,1	0,1		
Gender pay gap	% of men's average gross hourly earnings (paid employees)	:	18,4	17,6	17,4 p	:		16,2 p	16,2 p	:	
Involuntary temporary employment	as % of total employees	10,5 b	10,7	10,9	11,2	11,2		7,7	7,8	7,8	
Newly employed	share of people in current job 12 months or less in total employment	22,4 b	18,6	18,2	19,8	20,8		14,3	14,6	14,9	
At-risk-of-poverty rate of unemployed		:	46,8	39,6	37,2	:		47,5	48,6	:	
unemployment trap - tax rate on low wage earners		:	81,7	79,1	78,3	:		74,7	75,0	:	
Inactivity and part-time work due to personal and family responsibilities	age 15-64	:	2,8	3,0	2,9	2,8		5,3	5,4	5,4	
Job vacancy rate	% change over the recent 3 years	:	1,6	1,3	1,4	1,6		1,5	1,6	1,8	
Share of adult population with upper secondary or tertiary education	age 25-64	73,2 b	86,5	87,7	88,1	88,3		76,5	76,9	77,5	
Percentage of adult population participating in education and training	age 25-64	:	25,1	25,4	26,4	27,4		10,7	10,8	10,9	

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

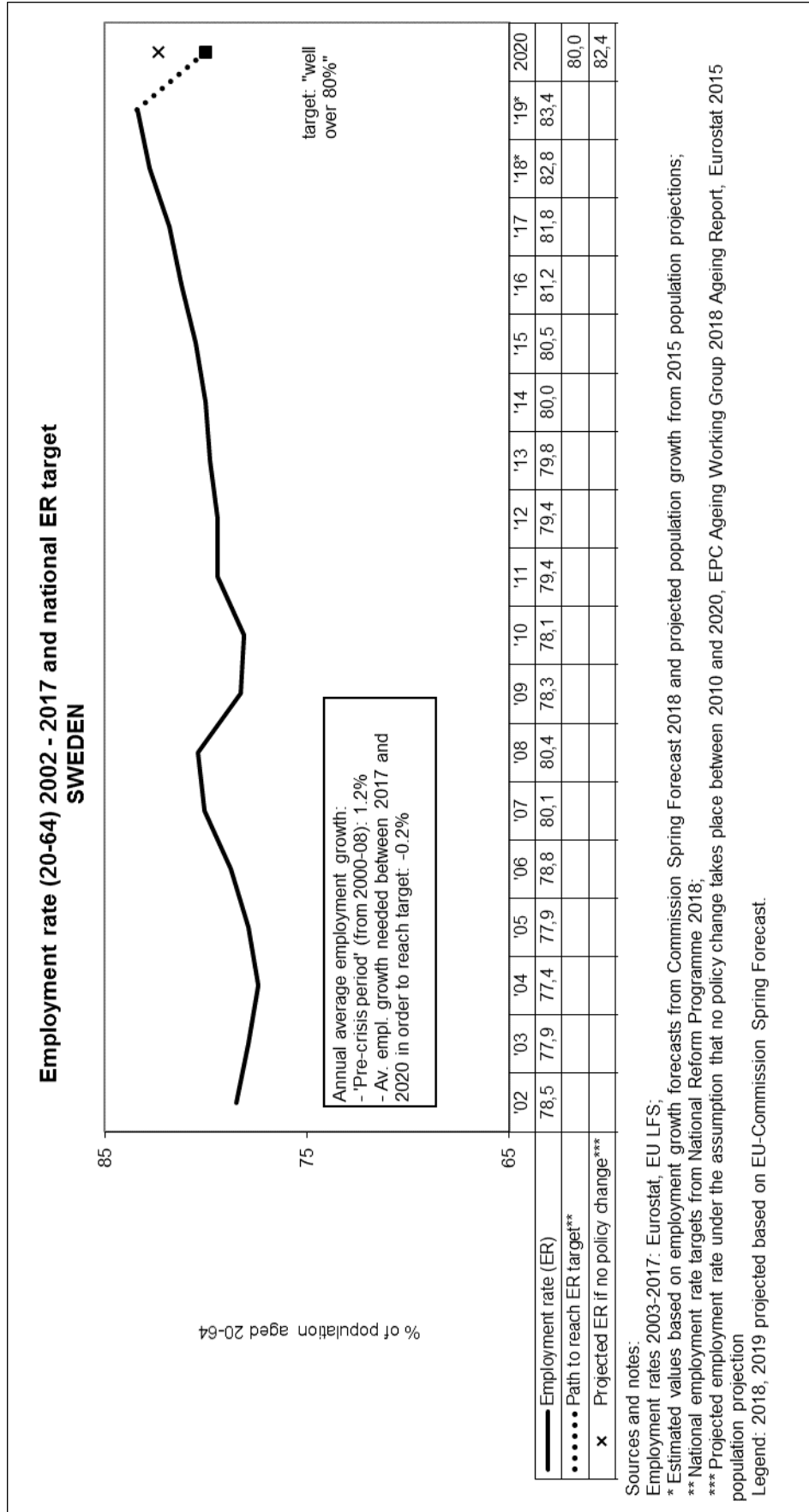
Notes: b - break in series, p - provisional, c - confidential, e - estimated, n - not significant, f - forecast, s - Eurostat estimate, z - not applicable, u - unreliable, "-" - not available

3. Key employment challenges Finland, May 2018

Employment policy area	Key employment challenge	Particularly good labour market outcome
1. Increase labour market participation	<i>While the activity rate is generally improving, it has deteriorated for the 30-44 age group and it is particularly low for third country nationals</i> Low employment rate for non-EU nationals	High participation in education and training for older workers (55-64)
2. Enhancing labour market functioning; combating segmentation	Relatively high percentage of involuntary temporary employment, in particular among women	
3. Active labour market policies	<i>Lack of sufficiently integrated activation services could hamper the effectiveness of the activation measures</i>	
4. Adequate and employment oriented social security systems	<i>The high inactivity traps could constitute an obstacle to increase the employment rate</i> Low-wage and unemployment traps are higher than the EU average	Low at-risk-of-poverty rate of unemployed and low in-work-poverty risk
5. Work-life balance		
6. Job creation		
7. Gender equality		
8. Improving skill supply and productivity; Lifelong learning		High share of adult population (aged 25-64) having attained high (tertiary) education High participation of adult population in lifelong learning
9. Improving education and training systems	Low rate of participation in early childhood education (4 years to age of compulsory education)	
10. Wage setting mechanisms and labour cost developments		

SWEDEN

1. Progress towards the national employment rate target



2. Key indicators on labour market performance

Sweden

Indicator	Unit	2000	2014	2015	2016	2017	2020 national target	2015	2016 EU28-total	2017	2020 EU target
Overall employment rate	% of population aged 20 - 64	76,8 E	80,0	80,5	81,2	81,8	well over 80	70,1	71,1	72,2	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	6,7	7,0	7,4	7,7	less than 10	11,0	10,7	10,6	less than 10
Tertiary educational attainment	% completion of tertiary or equivalent education (30-34)	31,8	49,9	50,2	51,0	51,3	40-45	38,7	39,1	39,9	40,0
Overall employment growth	% change from previous year	2,2 E	0,9	1,4	1,6	2,1		1,1	1,5	1,4	
Employment rate of women	% of female population aged 20 - 64	74,6 E	77,6	78,3	79,2	79,8		64,3	65,3	66,5	
Employment rate of men	% of male population aged 20 - 64	79,0 E	82,2	82,5	83,0	83,8		75,9	76,9	78,0	
Employment rate of older workers	% of population aged 55 - 64	64,8 E	74,0	74,5	75,5	76,4		53,3	55,3	57,1	
Employment gender gap	difference in the employment rate between men and women in percentage points (20-64)	4,4 E	4,6	4,2	3,8	4,0		11,6	11,6	11,5	
Employment rate of young persons	% of population aged 20 - 29	66,1	68,5	69,7	70,9	71,7		61,4	62,6	63,9	
Employment rate of low skilled persons	% of population with at most lower secondary education aged 20 - 64	65,4	61,0	60,9	61,0	61,8		52,6	53,6	54,9	
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64		51,5	50,7	51,6	52,9		56,7	56,5	57,4	
Part-time employment	% of total employment aged 15 - 74	22,8	26,2	26,0	25,6	25,1		20,3	20,3		
Temporary employees	% of total employees aged 15 - 64	14,3	16,8	16,6	16,1	16,1		14,1	14,2	14,3	
Overall unemployment rate	% of labour force	5,6 i	7,9	7,4	6,9	6,7		9,4	8,6	7,6	
Long-term unemployment	% of labour force		1,4	1,5	1,3	1,2		4,5	4,0	3,4	
Youth unemployment rate	% of youth labour force (15-24)	9,5	22,9	20,4	18,9	17,9		20,3	18,7	16,8	
Youth NEET rate	% of population aged 15-24	6,3 u	7,2	6,7	6,5	6,2		12,0	11,6	10,9	
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	117,8	113,4	114,2	113,7			100,0	100,0		
Labour productivity per hour worked	EU-27 = 100 (based on PPS per hour worked)	121,8	115,1	115,7	114,2			100,0	100,0		
Nominal unit labour cost growth	% change from previous year	4,5	1,0	-0,3	1,3	2,0		2,0	-1,2		
Real unit labour cost growth	% change from previous year	2,9	-0,7	-2,3	-0,3			-1,1	0,1		
Gender pay gap	% of men's average gross hourly earnings (paid employees)		13,8	14,0	13,3			16,2 p	16,2 p		
Involuntary temporary employment	as % of total employees	7,9	9,8	9,6	8,7	8,3		7,7	7,8	7,8	
Newly employed	share of people in current job 12 months or less in total employment	15,3	20,4	20,9	21,4	22,2		14,3	14,6	14,9	
At-risk-of-poverty rate of unemployed			42,2	39,3	50,8			47,5	48,6		
unemployment trap - tax rate on low wage earners			69,5	68,9	79,5			74,7	75,0		
Inactivity and part-time work due to personal and family responsibilities	age 15-64		3,5	3,5	3,5	3,3		5,3	5,4	5,4	
Job vacancy rate	% change over the recent 3 years		1,5	1,6	1,9	2,1		1,5	1,6	1,8	
Share of adult population with upper secondary or tertiary education	age 25-64	77,2	83,7	84,3	85,0	85,3		76,5	76,9	77,5	
Percentage of adult population participating in education and training	age 25-64		29,2	29,4	29,6	30,4		10,7	10,8	10,9	

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

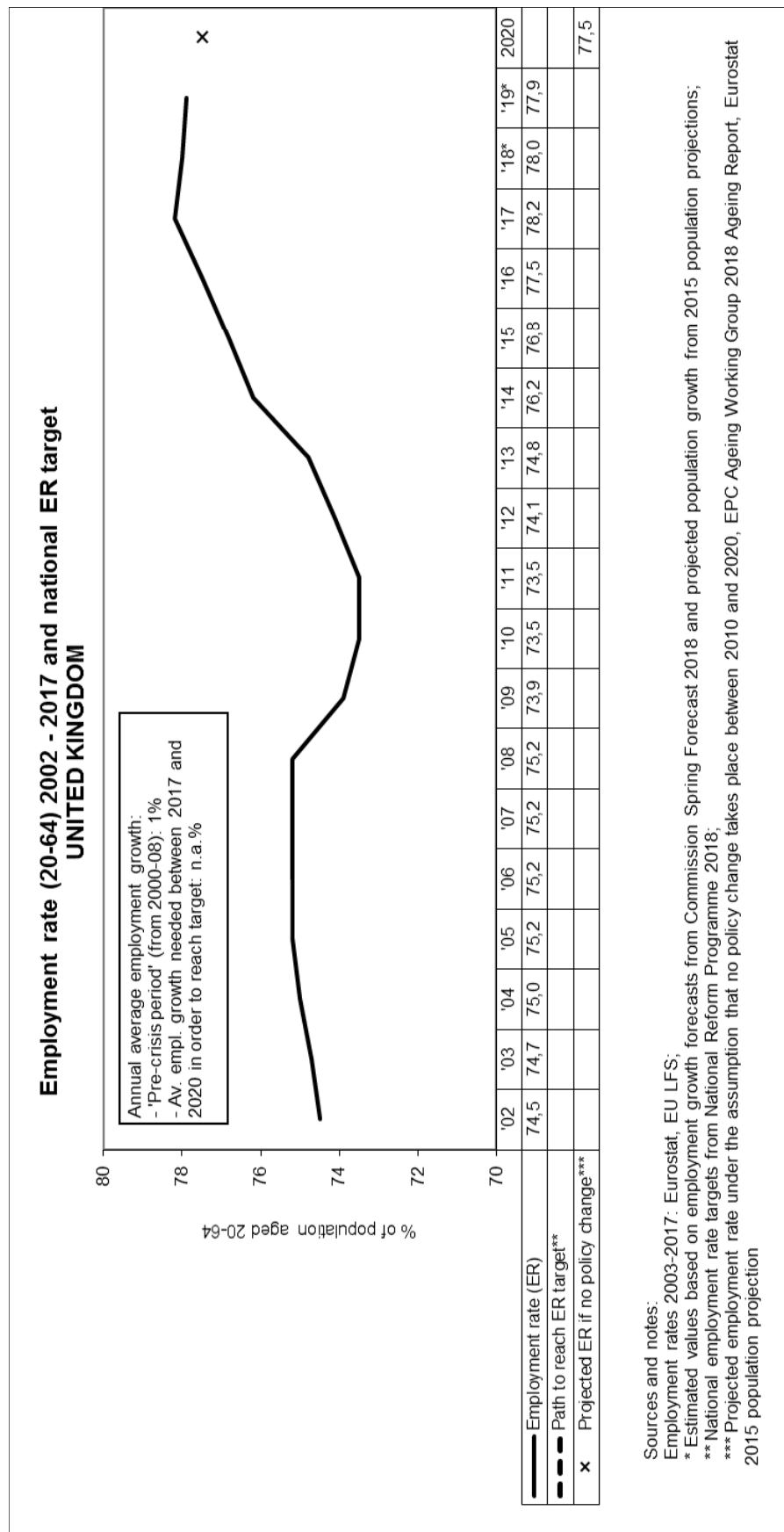
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3. Key employment challenges Sweden, May 2018

Employment policy area	Key employment challenge	Particularly good labour market outcome
1. Increase labour market participation		Employment and activity rates, including for women and older workers, are significantly higher than EU average. Duration of working lives is significantly higher than EU average
2. Enhancing labour market functioning; combating segmentation		Hiring rate and rate of newly employed, including young people, significantly higher than EU average Low share of long-term unemployed
3. Active labour market policies		Expenditure on ALMP is higher than EU average
4. Adequate and employment oriented social security systems		
5. Work-life balance		
6. Job creation		
7. Gender equality		Small gap in employment rate between men and women (except for non-EU nationals)
8. Improving skill supply and productivity; Lifelong learning		Participation in lifelong learning and adult education is significantly higher than the EU average and has significantly increased among the inactive
9. Improving education and training systems	School outcomes are at the EU average but equity is declining. There is a growing teacher shortage; the growing number of students is not matched by the number of teachers entering the profession	
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	2014	2015	2016	2017	2020 national target	2015	2016 EU28-total	2017	2020 EU target
Overall employment rate	% of population aged 20 - 64	74,0	76,2	76,8	77,5	78,2	n.a.	70,1	71,1	72,2	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	11,8	10,8	11,2	10,6	n.a.	11,0	10,7	10,6	less than 10
Tertiary educational attainment	% completion of tertiary or equivalent education (30-34)	29,0	47,7	47,9	48,2	48,3	n.a.	38,7	39,1	39,9	40,0
Overall employment growth	% change from previous year	1,2 b	2,2	1,5	1,4	1,2		1,1	1,5	1,4	
Employment rate of women	% of female population aged 20 - 64	66,8	70,6	71,3	72,1	73,1		64,3	65,3	66,5	
Employment rate of men	% of male population aged 20 - 64	81,4	81,9	82,5	83,1	83,4		75,9	76,9	78,0	
Employment rate of older workers	% of population aged 55 - 64	50,7	61,0	62,2	63,4	64,1		53,3	55,3	57,1	
Employment gender gap	difference in the employment rate between men and women in percentage points (20-64)	14,6	11,3	11,2	11,0	10,3		11,6	11,6	11,5	
Employment rate of young persons	% of population aged 20 - 29	75,1	72,6	74,2	75,5	76,5		61,4	62,6	63,9	
Employment rate of low skilled persons	% of population with at most lower secondary education aged 20 - 64	64,5	58,8	59,7	62,1	63,6		52,6	53,6	54,9	
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64	:	62,7	63,4	63,6	63,6		56,7	56,5	57,4	
Part-time employment	% of total employment aged 15 - 74	25,1	26,6	26,5	26,6	26,2		20,3	20,3		
Temporary employees	% of total employees aged 15 - 64	6,6	6,3	6,1	6,0	5,6		14,1	14,2	14,3	
Overall unemployment rate	% of labour force	5,4	6,1	5,3	4,8	4,4		9,4	8,6	7,6	
Long-term unemployment	% of labour force	1,5	2,2	1,6	1,3	1,1		4,5	4,0	3,4	
Youth unemployment rate	% of youth labour force (15-24)	12,0	17,0	14,6	13,0	12,1		20,3	18,7	16,8	
Youth NEET rate	% of population aged 15-24	10,9	11,9	11,1	10,9	10,3		12,0	11,6	10,9	
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	109,7	101,8	101,3	101,1	:		100,0	100,0		
Labour productivity per hour worked	EU-27 = 100 (based on PPS per hour worked)	109,6	99,3	99,7	98,7	:		100,0	100,0		
Nominal unit labour cost growth	% change from previous year	3,1	-0,1	0,4	2,7	2,2		2,0	-1,2		
Real unit labour cost growth	% change from previous year	1,1	-1,8	0,0	0,7			-1,1	0,1		
Gender pay gap	% of men's average gross hourly earnings (paid employees) as % of total employees	:	20,9	21,0	21,0 p	:		16,2 p	16,2 p	:	
Involuntary temporary employment	share of people in current job 12 months or less in total employment	2,1	2,0	1,9	1,8	1,5		7,7	7,8	7,8	
Newly employed		20,4	16,6	17,6	17,2	17,3		14,3	14,6	14,9	
At-risk-of-poverty rate of unemployed		:	57,9	47,9	46,1	:		47,5	48,6	:	
unemployment trap - tax rate on low wage earners		:	62,5	61,6	60,8	:		74,7	75,0	:	
Inactivity and part-time work due to personal and family responsibilities	age 15-64	:	10,3	10,3	10,2	9,9		5,3	5,4	5,4	
Job vacancy rate	% change over the recent 3 years	:	2,0	2,2	2,4	2,5		1,5	1,6	1,8	
Share of adult population with upper secondary or tertiary education	age 25-64	64,4 u	79,2	79,7	79,5	80,1		76,5	76,9	77,5	
Percentage of adult population participating in education and training	age 25-64	:	16,3	15,7	14,4	14,3		10,7	10,8	10,9	

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

3. Key employment challenges United Kingdom, May 2018

Employment policy area	Key employment challenge	Particularly good labour market outcome
1. Increase labour market participation	The ratio of the youth unemployment rate (15-24) to the overall unemployment rate is comparatively high.	High employment rate for young people (20-29)
2. Enhancing labour market functioning; combating segmentation		High transition rates from temporary to permanent employment Low share of long-term unemployed
3. Active labour market policies		
4. Adequate and employment oriented social security systems	Comparatively low transitions by pay level, in particular for women.	
5. Work-life balance	Relatively high inactivity and part-time work partly attributed to lack of suitable care services for children and other dependents High level of inactivity and part-time work due to personal and family responsibilities High employment impact of parenthood	
6. Job creation		High number of vacancies
7. Gender equality		
8. Improving skill supply and productivity; Lifelong learning	Skills challenges remain multifaceted in a labour market where entry is easy for most but progression is difficult for some	The share of the population with tertiary education is above the EU average
9. Improving education and training systems		
10. Wage setting mechanisms and labour cost developments		

PART III – Readings from the JAF modules

YG module "Results and impact of the Youth Guarantee"⁷

Over recent years considerable progress has been made in improving the quality of the data collected on the implementation of the Youth Guarantee. In 2017 Member States have further improved the alignment of their data with the specifications of the Indicator Framework for monitoring the YG, demonstrating both their commitment to the YG and the accumulation of experience over the last few years. In most countries, a sound methodological approach for the collection and compilation of YG data is in place, although some statistical compliance issues remain. Despite the progress achieved important challenges remain in improving the completion of data, particularly in relation to the destination of all young people when leaving the YG, and follow-up data⁸. Moreover, it should be noted that the monitoring process under the Indicator Framework is not intended to focus on one indicator ahead of another but to use the combined results of the full indicator set to contribute to an overall interpretation of the situation in each Member State⁹. **The challenges and good outcomes identified for the year 2018 (based on 2016 data) should therefore be treated with caution.**

Member State	Key Employment Challenge ¹⁰	Particularly Good labour market outcome
Belgium	The proportion of young people that leave with a positive result within 4 months is around the EU average but the proportion that remain in the YG beyond the 4 month target is relatively high	High proportion of the NEET population covered by the YG* High proportion of young people in a positive situation 6 months and 12 months after exiting the YG
Bulgaria	The youth NEET rate is higher than the EU-average, though with significant positive developments. The proportion of young people that remain in the YG beyond the 4 month target and the proportion that leave with a positive result within 4 months are around the EU average but the coverage rate of the YG target population is low*	
Czech Republic		Low proportion of young people remain in the YG beyond the 4 month target

⁷ KEC will be aligned with the main tables

⁸ Key areas for improvement relate to the completion of follow-up data (still not available for 8 Member States) and reducing the number of unknown destinations and subsequent situations in both exit and follow-up data.

⁹ More information on the results per Member State and on the specificities of the data sets can be found in the Member State fiches available at <http://ec.europa.eu/social/main.jsp?catId=1143&langId=en>

¹⁰ Results for " Positive and timely exits from the YG preparatory phase " refer to young people leaving the YG to take up an offer within four months of joining. In practice, some of the young people that took up an offer after more than four months will have received a confirmed offer of work, education, an apprenticeship or a traineeship earlier but were unable to take it up within the four month monitoring point because the offer started only at a later date. Therefore, results for this indicator are likely to underestimate the number of young people treated within the four month target. At the same time, this approach avoids the risk of counting offers received, and possibly accepted, by the young person but not actually taken up (i.e. not started).

* Results for coverage rates are based on the indicator "average annual stock of young people in the YG preparatory phase / NEET population (annual average)" included in the Indicator Framework for Monitoring the Youth Guarantee. This indicator combines administrative and survey data. Whilst this is not ideal, the indicator is useful to give an approximate indication of the possible proportion of NEETs registered in the YG scheme. Results should therefore be interpreted as an estimation, rather than a definitive measurement, of the extent to which YG schemes achieve the objective of reaching all young people that become, or are already, NEET. Conclusions on the results and impact of the YG in Member States should never be drawn on the basis of this indicator only.

Denmark		High proportion of young people leave the YG with a positive result within the 4 month target. High proportion of young people in a positive situation 6 months after exiting the YG and these results are maintained through time (12 and 18 months after leaving)
Germany		The employment rate is high, in particular for men, women, young people and older workers. The youth unemployment ratio and NEET rate are at very low levels High proportion of the NEET population covered by the YG*.
Estonia	The proportion of young people that remain in the YG beyond the 4 month target is low and the proportion that leave with a positive result within 4 months is better than the EU average but the coverage rate of the YG target population is low*	Low proportion of young people remain in the YG beyond the 4 month target
Ireland ¹¹	High proportion of young people remain in the YG beyond the 4 month target	High proportion of young people in a positive situation 6 months after exiting the YG and these results are maintained through time (12 and 18 months after leaving)
Greece	Youth unemployment and NEET rates remain high, despite some improvement. The proportion of young people that remain in the YG beyond the 4 month target is relatively high . Low proportion of young people leave the YG with a positive result within the 4 month target ¹² .	
Spain	High (though decreasing) unemployment (especially for young people) and NEET rates The proportion of young people that remain in the YG beyond the 4 month target is high The proportion of young people that leave the YG with a positive result within 4 months is around the EU average but the coverage rate of the YG target population is low although growing fast *	

* Results for coverage rates are based on the indicator "average annual stock of young people in the YG preparatory phase / NEET population (annual average)" included in the Indicator Framework for Monitoring the Youth Guarantee. This indicator combines administrative and survey data. Whilst this is not ideal, the indicator is useful to give an approximate indication of the possible proportion of NEETs registered in the YG scheme. Results should therefore be interpreted as an estimation, rather than a definitive measurement, of the extent to which YG schemes achieve the objective of reaching all young people that become, or are already, NEET. Conclusions on the results and impact of the YG in Member States should never be drawn on the basis of this indicator only.

¹¹ For Ireland, 2016 data refer to unemployment benefit recipients aged 18-24 and therefore miss support provided to NEETs aged 16-17 through the education and training system. Moreover, data refer only to unemployment benefit recipients aged 18-24.

¹² For Greece, the number of positive outcomes is likely to be understated due i) to the relative high proportion of leavers for which the destination of exits is unknown (some of this group could be in a positive situation) and ii) to remaining jobseekers who continue being treated as stock in the YG, although they have started a traineeship. These two situations occur since there is no obligation for the training providers to announce the traineeship start to the PES.

France	Although decreasing, youth unemployment rate remains above EU average High proportion of young people remain in the YG beyond the 4 month target. Low proportion of young people leave the YG with a positive result within the 4 month target. ¹³	High proportion of the NEET population covered by the YG*.
Croatia	Overall unemployment, youth unemployment and youth NEET rates are still high, with positive developments	High proportion of young people in a positive situation 6 months after exiting the YG and these results are maintained through time (12 and 18 months after leaving)
Italy	Youth unemployment and NEET rates remain much higher than EU average The proportion of young people that remain in the YG beyond the 4 month target is high and the coverage rate of the YG target population is low*.	High proportion of young people leave the YG with a positive result within the 4 month target. High proportion of young people in a positive situation 6 months and 12 months after exiting the YG
Cyprus	Low proportion of young people leave the YG with a positive result within the 4 month target ¹⁴ The proportion of young people that remain in the YG beyond the 4 month target is around the EU average but the coverage rate of the YG target population is low*.	
Latvia	The proportion of young people that remain in the YG beyond the 4 month target and the proportion that leave with a positive result within 4 months are around the EU average but the coverage rate of the YG target population is low*	
Lithuania	The proportion of young people that leave the YG with a positive result within 4 months is around the EU average but the coverage rate of the YG target population is low*	Low proportion of young people remain in the YG beyond the 4 month target
Luxembourg	The proportion of young people that leave the YG with a positive result within 4 months is around the EU average but the coverage rate of the YG target population is low*	Low proportion of young people remain in the YG beyond the 4 month target.
Hungary	The proportion of young people that remain in the YG beyond the 4 month target is relatively low but the coverage rate of the YG target population is low*	High proportion of young people leave the YG with a positive result within the 4 month target.

¹³ Results are influenced by the duration of accompanying measures which is frequently longer than 4 months.

¹⁴ For Cyprus, the number of positive outcomes is likely to be understated due to the relative high proportion of leavers for which the destination on exit is unknown (some of this group could be in a positive situation).

* Results for coverage rates are based on the indicator "average annual stock of young people in the YG preparatory phase / NEET population (annual average)" included in the Indicator Framework for Monitoring the Youth Guarantee. This indicator combines administrative and survey data. Whilst this is not ideal, the indicator is useful to give an approximate indication of the possible proportion of NEETs registered in the YG scheme. Results should therefore be interpreted as an estimation, rather than a definitive measurement, of the extent to which YG schemes achieve the objective of reaching all young people that become, or are already, NEET. Conclusions on the results and impact of the YG in Member States should never be drawn on the basis of this indicator only.

Malta	The proportion of young people that remain in the YG beyond the 4 month target is low and the proportion that leave with a positive result within 4 months is high but the coverage rate of the YG target population is low*	High employment rate of young people (aged 20-29) Low and decreasing NEET rate, especially among women and inactive people Low proportion of young people remain in the YG beyond the 4 month target. High proportion of young people leave the YG with a positive result within the 4 month target. High proportion of young people in a positive situation 6 months after exiting the YG and these results are maintained through time (12 and 18 months after leaving)
Netherlands	The proportion of young people that leave with a positive result within 4 months is around the EU average but the proportion that remain in the YG beyond the 4 month target is relatively high	High employment rate, in particular for young people (20-29) Low NEET rate
Austria		Low rate of NEETs (15-24). Low proportion of young people remain in the YG beyond the 4 month target. High proportion of the NEET population covered by the YG*. High proportion of young people in a positive situation 6 months after exiting the YG and these results are maintained through time (12 and 18 months after leaving)
Poland		
Portugal	Although declining, still high youth unemployment rate	
Romania	High NEET rates (15- 24), in particular for women and high share of inactive NEETs The proportion of young people that remain in the YG beyond the 4 month target is high. The proportion of young people that leave the YG with a positive result within 4 months and the coverage rate of the YG target population is low*	
Slovenia	The proportion of young people that remain in the YG beyond the 4 month target is high	High proportion of the NEET population covered by the YG*.
Slovakia	Relatively high proportion of young people remain in the YG beyond the 4 month target.	
Finland		High proportion of the NEET population covered by the YG*

Sweden		
United Kingdom ¹⁵	<p>The ratio of the youth unemployment rate (15-24) to the overall unemployment rate is comparatively high.</p> <p>The proportion of young people that remain in the YG beyond the 4 month target is relatively high.</p> <p>The proportion of young people that leaves the YG with a positive result within the 4 month target¹⁶ and the coverage rate of the YG target population are low*</p>	

¹⁵ For the UK, 2016 data refer to flows of young people aged 18-24 on and off unemployment related benefits (JSA and the 'Searching for Work' conditionality group of Universal Credit). Data miss support provided to NEETs aged 16-17 and to older NEETS not claiming unemployment benefits.

¹⁶ Data refer to exits within 3 months rather than 4. Under a fifth (18.8%) of those ending a benefit claim in 2016 went to a positive destination within 3 months of registration, although the destination was unknown for 65.3% of leavers so that the number of positive outcomes is likely to be significantly understated. In the UK when a claimant stops claiming unemployment benefits, they are not obligated to indicate the reason for leaving. As a result, the vast majority of destinations are unknown. It is likely some of these are positive

Annex A. National Targets

Table A1: 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
EL	70	9.7	32	
ES	74	15	44	ER of women 68.5
FI	78	8	42	
FR	75	9.5	50	ER of women 70.0
HR	65.2	4	35	
HU	75	10	34	
IE	69-71	8	60	
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 2018

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

Table A2: EU and national headline target benchmark, reference year 2017

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	-2,8	-6,5	-3,7	3,5	1,9	4,2	3,7	-2	-17,2	-9,5	-4,4	-11,4	-12,7	-4,3	-0,2	1	-3,5	-1,7	-3,6	3	0,4	-4,1	-1,6	-6,2	-1,6	-3,9	-0,8	6,8	3,2
	difference to EU average	0	-3,7	-0,9	6,3	4,7	7	6,5	0,8	-14,4	-6,7	-1,6	-8,6	-9,9	-1,5	2,6	3,8	-0,7	1,1	-0,8	5,8	3,2	-1,3	1,2	-3,4	1,2	-1,1	2	9,6	6
	difference to national target	-2,8	-4,7	-4,7	3,5	-3	2,2	2,7	4	-12,2	-8,5	-4,4	:	-4,7	-4,3	1,8	3,2	-1,5	-1,7	1,4	-2	-1,6	-0,1	-1,6	-1,2	-1,6	-0,9	-3,8	1,8	:
	difference to target	0,6	-1,1	2,7	-3,3	-1	0,1	0,8	-4,9	-4	8,3	-1,1	-6,9	4	-1,4	-1,4	-4,6	-2,7	2,5	8,6	-2,9	-2,6	-5	2,6	8,1	-5,7	-0,7	-1,8	-2,3	0,6
Early leavers from education and training	difference to EU average	0	-1,7	2,1	-3,9	-2	-0,5	0,2	-5,5	-4,6	7,7	-1,7	-7,5	3,4	-2	-2	-5,2	-3,3	1,9	8	-3,5	-3,2	-5,6	2	7,5	-6,3	-1,3	-2,4	-2,9	0
	difference to national target																													
	difference to target	0,6	-0,6	1,7	1,2	-1	0,1	1,3	-2,9	-4	3,3	-0,6	:	-2	-1,4	-1,4	-3,6	-2,7	2,5	8,6	-0,9	-2,1	0,5	2,6	6,8	-0,7	3,3	0,2	0,7	:
Tertiary educational attainment	difference to target	-0,1	5,9	-7,2	-5,8	8,8	-6	8,4	13,5	3,7	1,2	4,3	-11,3	15,8	3,8	18	12,7	-7,9	-10	7,9	0,8	5,7	-6,5	-13,7	6,4	-5,7	4,6	11,3	8,3	
	difference to EU average	0	6	-7,1	-5,7	8,9	-5,9	8,5	13,6	3,8	1,3	4,4	-11,2	15,9	3,9	18,1	12,8	-7,8	-9,9	8	0,9	5,8	-6,4	-13,6	6,5	-5,6	4,7	11,4	8,4	
	difference national target	-0,1	-1,1	-3,2	2,2	8,8	-8	8,4	-6,5	11,7	-2,8	-5,7	:	0,9	9,8	9,8	9,3	-13,3	-1,9	-3	7,9	2,8	0,7	-6,5	-0,4	6,4	-5,7	2,6	6,3	:

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 in 2017 and the national targets.
 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

Annex B. Statistical Data

Table B1: National employment rate targets compared to current and projected 2020 employment rates (all age group 20-64)

Member State	2020 national employment rate target (%)																	Context data				Difference between target and projected employment rate under "no policy change scenario" (percentage points)	
	estimated ¹⁾																	Projected growth of working age population over total 2010 - 2020 period (%)	EFC AVG emplr rate for 2020 projections ("no policy change scenario") (%)	2020			
	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019				2020		2017-20
AT	72.0	69.5	70.4	71.6	72.8	73.8	73.4	73.9	74.2	74.4	74.6	74.2	74.3	74.8	75.4	75.4	75.7	77.78	1.7-2.1	0.8	75.8	1.2-2.2	
BE	64.7	65.6	66.5	66.5	67.7	68.0	67.1	67.6	67.3	67.2	67.2	67.2	67.3	67.7	68.5	68.7	69.2	73.2	2.7	0.3	69.5	3.7	
BG	58.0	60.1	61.9	65.1	68.4	70.7	68.8	64.7	62.9	63.0	63.5	65.1	67.1	67.7	71.3	73.2	74.6	76.0	0.6	-1.3	69.7	6.3	
CY	75.2	75.1	74.4	75.8	76.8	76.5	75.3	75.0	73.4	70.2	67.2	67.2	67.6	68.7	70.7	72.7	74.2	75-77	3.3	2.4-3.3	0.4	71.5	3.5-5.5
CZ	70.7	70.1	70.7	71.2	72.0	72.4	70.9	70.4	70.9	71.5	72.5	73.5	74.8	76.7	78.5	79.8	80.6	75.0	-2.3	-0.8	78.1	-3.1	
DE	68.3	68.2	69.4	71.1	72.9	74.0	74.2	75.0	76.5	76.9	77.3	77.7	78.0	78.6	79.2	79.3	79.8	80.0	-0.6	0.4	78.7	-1.7	
DK	77.3	77.6	78.0	79.4	79.0	79.7	77.5	75.8	75.7	75.4	75.6	75.9	76.5	77.4	76.9	77.1	77.3	80.0	2.1	0.4	79.2	0.8	
EE	69.6	70.3	72.0	75.9	76.9	77.1	70.0	66.8	70.6	72.2	73.3	74.3	76.5	76.6	78.7	79.7	80.5	76.0	-1.8	-0.6	76.5	-0.5	
EL	63.6	63.9	64.4	65.6	65.8	66.3	65.6	63.8	59.6	55.0	52.9	53.3	54.9	56.2	57.8	59.4	61.0	70.0	1.6	5.6	62.0	8.0	
ES	64.3	65.4	67.5	69.0	69.7	68.5	64.0	62.8	62.0	59.6	58.6	59.9	62.0	63.9	65.5	67.6	69.4	74.0	3.7	-0.5	68.0	6.0	
FI	72.2	72.2	73.0	73.9	74.8	75.8	73.5	73.0	73.8	74.0	73.3	73.1	72.9	73.4	74.2	75.1	75.8	78.0	1.4	-0.3	74.8	3.2	
FR	69.8	69.6	69.4	69.4	69.9	70.5	69.5	69.3	69.2	69.4	69.5	69.3	69.5	70.0	70.6	71.4	72.1	75.0	1.4	1.9	71.2	3.8	
HR	58.4	59.5	59.9	60.6	63.9	64.9	64.2	62.1	59.8	58.1	57.2	59.2	60.6	61.4	63.6	65.2	66.9	65.2	2.7	-0.1	63.7	1.5	
HU	62.4	62.1	62.2	62.6	62.3	61.5	60.1	59.9	60.4	61.6	63.0	66.7	68.9	71.5	73.3	74.1	75.2	75.0	0.2	0.0	74.9	0.1	
IE	72.0	72.9	74.1	74.7	75.1	73.5	68.0	65.5	64.6	64.4	66.5	68.1	69.9	71.4	73.0	74.5	75.5	69.71	-1.5-0.6	0.2	72.1	-3.1-1.1	
IT	60.0	61.6	61.5	62.4	62.7	62.9	61.6	61.0	61.0	60.9	59.7	59.9	60.5	61.6	62.3	63.0	63.5	67-69	1	2.2-3.3	63.5	3.5-5.5	
LT	68.9	69.3	70.7	71.3	72.7	72.0	67.0	64.3	66.9	68.5	69.9	71.8	73.3	75.2	76.0	76.7	77.6	72.8	0.2	-2.9	75.2	-2.4	
LU	67.2	67.7	69.0	69.1	69.6	68.8	70.4	70.7	70.1	71.4	71.1	72.1	70.9	70.7	71.5	72.6	73.3	73.0	1.5	2.8	71.5	1.5	
LV	67.8	67.9	69.1	73.2	75.2	75.4	66.6	64.3	66.3	68.1	69.7	70.7	72.5	73.2	74.8	75.9	77.4	73.0	1.2	-2.3	73.7	-0.7	
MT	57.8	57.9	57.4	57.9	58.6	59.2	59.0	60.1	61.6	63.1	64.8	66.4	67.8	69.6	71.4	74.2	76.3	70.0	1.6	-0.4	72.5	-2.5	
NL	75.2	74.9	75.1	76.3	77.8	78.9	78.8	76.8	76.4	76.6	75.9	75.4	76.4	77.1	78.0	79.4	80.2	80.0	1.0	1.1	77.9	2.1	
PL	57.1	57.3	58.3	60.1	62.7	65.0	64.9	64.3	64.5	64.7	64.9	66.5	67.8	69.3	70.9	71.8	72.7	71.0	1.2	-0.8	72.1	-1.1	
PT	72.9	72.5	72.2	72.6	72.5	73.1	71.1	70.3	68.8	66.3	65.4	67.6	69.1	70.6	73.4	75.4	76.7	75.0	0.4	0.2	73.0	2.0	
RO	63.7	63.5	63.6	64.8	64.4	64.4	63.5	64.8	63.8	64.8	64.7	65.7	66.0	66.3	68.8	70.2	71.0	70.0	-1.0	-0.6	68.1	1.9	
SE	77.9	77.4	77.9	78.8	80.1	80.4	78.3	78.1	79.4	79.4	79.8	80.0	80.5	81.2	81.8	82.8	83.4	well over 80	1.2	-0.2	82.4	-2.4	
SI	68.1	70.4	71.1	71.5	72.4	73.0	71.9	70.3	68.4	68.3	67.2	67.7	69.1	70.1	73.4	75.9	77.7	75.0	1.4	-0.2	73.2	1.8	
SK	64.8	63.7	64.5	66.0	67.2	68.8	66.4	64.6	65.0	65.1	65.0	65.9	67.7	69.8	71.1	72.4	73.8	72	2.0	-0.2	72.0	0.0	
UK	74.7	75.0	75.2	75.2	75.2	75.2	73.9	73.5	73.5	74.1	74.8	76.2	76.8	77.5	78.2	78.0	77.9	n.a.	n.a.	0.5	77.5	n.a.	
EU28	67.0	67.3	67.9	68.9	69.8	70.3	69.0	68.6	68.6	68.4	68.4	69.2	70.1	71.1	72.2	73.0	73.7	75	1.4	1.2	72.7	2.3	
EA19	66.9	67.2	67.9	69.0	69.9	70.2	68.8	68.4	68.4	68.0	67.7	68.2	69.0	70.0	71.0	71.8	72.6	73.8-74.2	1.4	1.32-1.51	71.6	n.a.	

Sources: EU Labour Force Survey, National Reform Programmes 2018, DG Employment calculations based on EU LFS, AMECO database April 2018, Eurostat population projections (2015), EPC Ageing Working Group 2018 Ageing Report, Base year: 2018

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

1) Estimated on the basis of the EU Commission's Spring 2018 Economic Forecast (employment growth) and Eurostat 2015 population projection.

2) EU28 as from 2002

PT: Break in the series between 2011 and 2012

Annex C. EPM Dashboard

The EPM dashboard includes the main indicators under the 10 JAF Policy Areas. The objective of the dashboard is to identify common EU "trends to watch" and "positive recent trends" with the aim of putting a stronger focus on the horizontal aspect of changes across Member States, thus identifying common conjunctural trends in the EU. Given the objective of the dashboard, the focus is on both, y-o-y changes and the changes for the three recent years for each Member State and the EU-28.

Table C1: The EPM Dashboard¹⁷, 2018

¹⁷ The identification of notable (coloured) positive/ negative changes is done following the methodology for determining thresholds for substantive significance based on historical series, agreed in EMCO IG with cut-off point of 7.5% and 1SD as threshold plus the statistical significance estimates provided by Eurostat

	EU28	EU27	EA18	EA19	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	
Employment rate (% population aged 20-64)																																	
2017	72.2	72.3	70.9	71.0	68.5	71.3	78.5	76.9	79.2	78.7	73.0	57.8	65.5	70.6	63.6	62.3	70.8	74.8	76.0	71.5	73.3	71.2	78.0	75.4	70.9	73.4	68.8	73.4	71.1	74.2	81.8	78.2	
2016-2017 change in pp	1.1	1.1	1.0	1.0	0.8	3.6	1.8	~	~	2.1	1.6	1.6	~	2.2	0.7	2.1	1.6	~	~	1.8	1.6	0.9	~	1.6	2.8	2.5	3.3	1.3	0.8	~	~	0.7	
2014-2017 change in pp	3.0	3.0	2.7	2.8	~	6.2	5.0	~	~	4.4	4.9	4.5	5.6	~	4.4	2.4	3.2	4.1	4.2	~	6.6	4.8	2.6	~	4.4	5.8	3.1	5.7	5.2	~	1.8	2.0	
Youth NEET (% of total population aged 15-24)																																	
2017	10.9	10.9	11.2	11.2	9.3	15.3	6.3	7.0	6.3	9.4	10.9	15.3	13.3	11.5	15.4	20.1	16.1	10.3	9.1	5.9	11.0	8.0	4.0	6.5	9.5	9.3	15.2	6.5	12.1	9.4	6.2	10.3	
2016-2017 change in pp	-0.7	-0.6	~	~	-0.6	-2.9	~	1.2	~	~	-1.7	~	-1.3	~	~	~	~	~	~	~	~	~	-0.6	-1.2	-1.0	-1.3	-2.2	-1.5	~	~	~	~	
2014-2017 change in pp	-1.6	-1.6	-1.4	-1.4	-2.7	-4.9	-1.8	~	~	-2.3	-4.4	-3.8	-3.8	~	-3.9	-2.0	~	-1.7	~	~	-2.6	-2.5	-1.5	~	-2.5	-3.0	-1.8	-2.9	~	~	~	-1.6	
Employment rate older people (% population aged 55-64)																																	
2017	57.1	57.2	57.1	57.2	48.3	58.2	62.1	68.9	70.1	68.1	58.4	38.3	50.5	51.3	40.3	52.2	55.3	62.3	66.1	39.8	51.7	45.1	65.7	51.3	48.3	56.2	44.5	42.7	53.0	62.5	76.4	64.1	
2016-2017 change in pp	1.8	1.8	1.9	1.9	2.9	3.7	3.6	1.1	1.5	2.9	1.6	2.0	1.4	1.5	~	1.9	3.1	~	~	~	1.9	~	2.2	2.1	2.1	4.1	1.7	4.2	4.0	~	0.9	~	
2014-2017 change in pp	5.3	5.3	5.4	5.5	5.6	8.2	8.1	5.7	4.5	4.1	5.8	4.3	6.2	4.4	4.1	6.0	8.4	5.9	9.9	-2.7	10.0	7.3	5.8	6.2	5.8	8.4	~	7.3	8.2	3.4	2.4	3.1	
Employment rate (% Non-EU28 nationals aged 20-64)																																	
2017	57.4	57.4	56.3	56.4	41.6	56.0	78.8	60.6	54.9	71.8	63.8	56.5	59.4	47.3	40.9	62.6	66.0	65.1	69.8	59.0	65.8	58.8	50.7	56.8	70.5	71.6	n.a.	72.8	72.9	49.9	52.9	63.6	
2016-2017 change in pp	~	~	~	~	~	~	~	~	~	~	2.3	~	2.0	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	
2014-2017 change in pp	~	~	~	~	~	~	~	4.4	~	5.1	6.8	~	7.6	~	3.8	~	-11.5	~	~	~	-6.8	-6.5	~	~	5.1	7.3	n.a.	14.7	n.a.	~	~	~	
Involuntary temp empl as % total employees																																	
2017	7.8	7.7	8.8	8.7	7.3	3.5	7.3	5.2	1.9	0.4	3.5	8.3	22.7	9.7	17.7	11.2	14.1	1.1	1.0	5.1	6.8	2.7	6.8	0.8	0.8	15.4	18.1	1.0	9.4	7.3	11.2	8.3	1.5
2016-2017 change in pp	~	~	~	~	~	0.9	~	~	~	~	-0.8	~	~	~	1.0	~	-0.8	~	~	-1.0	~	~	~	~	-1.8	-0.7	~	~	1.3	~	-0.4	~	
2014-2017 change in pp	~	~	0.7	0.7	0.7	~	~	0.6	~	~	-1.3	~	2.0	0.6	9.7	1.4	-3.8	-1.0	-0.6	0.8	-1.2	-1.7	~	~	~	~	~	~	~	~	~	~	
Newly employed in %																																	
2017	14.9	14.9	14.9	15.0	12.6	11.1	11.6	24.0	14.3	18.0	16.8	10.6	18.9	15.1	15.6	11.3	21.0	16.2	19.2	14.0	14.6	15.5	18.0	16.8	12.3	15.5	6.4	14.8	13.6	20.8	22.2	17.3	
2016-2017 change in pp	~	~	~	~	~	~	~	~	~	~	~	~	0.6	0.9	~	~	~	1.6	-1.0	1.4	-0.7	1.8	0.7	~	~	~	~	0.9	2.5	~	1.0	0.8	~
2014-2017 change in pp	1.1	1.1	1.4	1.5	~	~	~	1.3	~	1.5	1.1	~	2.2	2.0	3.1	1.3	1.6	~	3.3	~	-1.0	3.5	3.2	1.4	~	1.7	~	4.9	3.0	2.2	1.8	~	
Long-term unemployment rate (in %)																																	
2017	3.4	3.4	4.4	4.4	3.5	3.4	1.0	1.3	1.6	1.9	3.0	15.6	7.7	4.2	4.6	6.5	4.5	3.3	2.7	2.1	1.7	1.8	1.9	1.8	1.5	4.5	2.0	3.1	5.1	2.1	1.2	1.1	
2016-2017 change in pp	-0.6	-0.5	-0.6	-0.6	-0.5	-1.1	-0.7	~	~	~	-1.2	-1.4	-1.8	~	-2.0	~	-1.3	-0.7	~	~	-0.7	~	-0.6	~	-0.7	-1.7	-1.0	-1.2	-0.7	~	~	~	
2014-2017 change in pp	-1.6	-1.6	-1.7	-1.6	~	-3.5	-1.7	~	~	-1.4	-3.6	-3.9	-5.2	~	-5.5	~	-3.2	-1.3	-2.1	~	-2.0	~	~	~	~	-3.9	~	-2.2	-4.2	~	~	~	
At-risk-of-poverty rate of unemployed																																	
2016	48.6	48.7	48.6	48.7	45.9	54.6	52.2	38.5	70.5	54.8	40.8	47.1	49.2	38.4	43.6	45.8	37.2	55.7	60.5	44.8	48.5	45.1	44.1	47.8	47.1	42.0	50.2	44.8	47.6	37.2	50.8	46.1	
2015-2016 change in pp	~	~	~	~	5.2	~	3.5	~	~	~	2.3	2.7	~	~	~	~	~	~	~	2.1	-5.9	-10.6	8.6	6.4	~	~	-5.3	~	2.1	-2.4	11.5	~	
2013-2016 change in pp	~	~	~	~	~	7.0	7.7	5.4	~	~	3.8	~	4.5	2.8	~	~	3.6	~	~	-8.2	-4.7	-4.5	9.9	~	3.4	~	-4.3	~	3.8	~	6.0	~	

Source: Joint Assessment Framework update spring 2018

Table C1 (cont): The EPM Dashboard, 2018

	EU28	EU27	EA18	EA19	BE	BG	CZ	DK	DE	EE	IE	EL	ES	FR	HR	IT	CY	LW	LT	LU	HU	MT	NL	AT	PL	PT	RO	SI	SK	FI	SE	UK
Unemployment trap tax rate on low wage earners																																
2016	75.0	74.8	n.a.	n.a.	91.8	81.6	80.4	89.1	73.2	68.4	75.9	52.1	81.1	76.5	79.7	79.3	n.a.	87.3	79.5	87.6	78.5	59.3	79.9	66.8	77.1	80.3	48.0	87.1	45.0	78.3	79.5	60.8
2015-2016 change in pp	~	~	n.a.	n.a.	~	~	~	~	~	5.5	1.7	1.5	~	~	~	-1.4	n.a.	~	-2.1	~	~	2.2	-2.5	-1.3	-0.9	~	-1.7	-2.5	~	~	10.5	~
2013-2016 change in pp	~	~	n.a.	n.a.	~	~	~	~	~	4.8	~	~	~	~	~	~	n.a.	~	15.1	~	~	3.3	-3.9	~	-3.3	~	-3.8	-2.7	~	2.7	8.2	-1.9
Inactivity and part-time work due to personal and family responsibilities - total																																
2017	5.4	5.5	5.3	5.3	4.8	3.0	5.2	0.8	7.2	4.4	6.8	1.6	2.7	4.8	1.5	5.3	2.8	1.5	1.2	5.4	4.7	3.6	10.8	8.2	3.8	1.5	0.9	1.5	5.2	2.8	3.3	9.9
2016-2017 change in pp	~	~	~	~	0.2	~	~	~	~	-0.5	~	~	0.2	-0.3	-0.4	~	0.3	~	0.3	~	~	-0.8	~	-0.2	0.2	~	~	0.2	0.4	~	-0.2	-0.3
2014-2017 change in pp	~	~	0.3	~	0.5	0.5	~	~	0.5	~	0.7	~	~	~	0.5	~	-0.4	-0.5	-0.5	1.4	0.3	-1.0	~	~	0.7	~	~	~	0.5	~	~	-0.4
Total employment (th)																																
2017	235795.0	n.a.	158583.3	472.4	3525.3	5346.1	291.0	44271.0	641.5	2136.9	4170.5	19478.8	27881.0	1634.4	25105.5	395.9	891.6	1354.1	432.6	4517.0	214.3	9098.0	4412.6	16281.2	4802.0	8668.2	986.4	2372.3	2546.2	5003.5	32058.4	
2016-2017 change in %	1.6	n.a.	1.6	1.4	1.8	1.6	1.5	2.7	2.9	2.1	2.6	1.1	3.5	~	3.4	2.0	5.0	2.2	1.7	1.4	3.3	2.6	2.8	2.2	1.2	1.2	2.2	1.2	2.3	1.0	2.3	
2014-2017 change in %	4.0	n.a.	4.0	3.6	2.7	4.6	3.7	5.9	10.5	3.4	8.0	~	3.8	3.1	8.5	~	2.8	9.2	7.2	13.7	4.3	3.6	3.5	6.4	~	6.1	6.7	~	5.6	4.2	4.2	
Job vacancy rate (average over 3 years)																																
2017	1.8	1.8	n.a.	1.7	2.9	0.8	3.0	1.7	2.5	1.8	1.0	0.6	0.7	0.9	1.5	0.8	1.0	1.7	1.3	1.4	1.9	2.5	2.1	2.0	0.8	0.7	1.2	1.8	1.0	1.6	2.1	2.5
2016-2017 change in %	9.1	9.1	n.a.	10.2	15.5	~	39.3	9.4	~	13.9	12.3	-14.4	8.7	22.6	25.3	22.9	12.1	9.3	18.2	15.0	17.4	-9.9	21.1	14.5	28.0	14.2	9.8	8.8	23.4	~	13.4	12.9
2014-2017 change in %	27.8	27.8	n.a.	21.2	22.4	21.4	176.5	32.9	~	23.1	49.4	~	~	44.9	71.0	54.1	68.9	~	40.5	75.0	55.8	~	54.4	~	81.0	60.0	64.0	90.1	19.6	~	38.8	26.6
Gender employment gap																																
2017	11.5	11.6	11.3	11.2	9.8	8.0	15.8	6.5	7.9	7.3	12.1	19.7	11.9	7.9	10.6	19.8	9.4	4.3	1.0	7.9	15.3	26.1	10.5	8.0	14.6	7.5	17.1	7.2	12.8	3.5	4.0	10.3
2016-2017 change in pp	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	-3.1	1.3	~	~	~	~	~	~	~	~	~	~	~	-0.7
2014-2017 change in pp	~	~	~	~	~	1.9	-1.7	~	~	~	~	1.4	1.7	~	~	~	1.7	~	-1.5	-5.0	2.0	-2.3	~	~	~	~	~	~	~	-1.8	1.6	~
Gender pay gap																																
2016	16.2	16.3	16.3	16.3	6.1	14.4	21.8	15.0	21.5	25.3	n.a.	n.a.	14.2	15.2	n.a.	5.3	13.9	17.0	14.4	5.5	14.0	11.0	15.6	20.1	7.2	17.5	5.2	7.8	19.0	17.4	13.3	21.0
2015-2016 change in pp	~	~	~	~	~	-1.0	-0.7	~	~	-1.6	n.a.	n.a.	~	~	n.a.	~	~	~	~	~	0.6	~	~	-1.6	~	~	-0.6	~	-0.6	~	-0.7	~
2013-2016 change in pp	~	~	~	~	-1.4	~	~	-1.5	~	-4.5	n.a.	n.a.	-3.6	~	n.a.	-1.7	~	~	2.2	~	-4.4	1.3	~	-2.2	~	4.2	~	1.5	~	-1.4	-1.3	~
Adults with medium or high education																																
2017	77.5	77.5	74.0	74.2	76.8	82.8	93.8	81.3	86.5	88.8	82.0	72.9	59.1	78.4	83.8	60.9	81.1	90.4	94.8	76.4	84.0	47.3	78.4	85.0	92.1	48.0	77.9	91.4	88.3	85.3	80.1	
2016-2017 change in pp	0.6	0.6	0.5	0.5	1.7	~	~	0.6	~	~	1.7	1.1	0.8	~	~	0.8	1.6	~	~	-2.0	0.6	2.0	1.3	~	0.8	1.1	1.2	~	~	~	~	0.6
2014-2017 change in pp	1.6	1.7	1.6	1.6	3.2	1.7	~	1.7	~	~	3.0	4.5	2.5	1.7	~	1.6	3.5	~	1.5	-5.6	~	5.1	2.5	~	1.6	4.7	5.1	2.2	~	1.8	1.6	~
Life long learning - percentage of adult population (aged 25-64) participating in education and training - total																																
2017	10.9	11.0	11.4	11.3	8.5	2.3	9.8	26.8	8.4	17.2	8.9	4.5	9.9	18.7	2.3	7.9	6.9	7.5	5.9	17.2	6.2	10.1	19.1	15.8	4.0	9.8	1.1	12.0	3.4	27.4	30.4	14.3
2016-2017 change in pp	~	~	~	~	1.5	~	1.0	-0.9	~	1.5	2.7	0.5	0.5	-0.7	-0.4	~	~	~	~	~	~	2.6	~	0.9	0.3	~	~	0.5	1.0	0.8	~	
2014-2017 change in pp	~	~	~	~	~	~	~	-5.1	~	5.6	2.1	1.3	~	~	~	~	~	1.9	0.8	2.7	2.9	0.8	1.5	~	~	~	~	~	2.3	1.2	-2.0	
Early school leavers (in %)																																
2017	10.6	10.6	11.0	11.0	8.9	12.7	6.7	8.8	10.1	10.8	5.1	6.0	18.3	8.9	3.1	14.0	8.6	8.6	5.4	7.3	12.5	18.6	7.1	7.4	5.0	12.6	18.1	4.3	9.3	8.2	7.7	10.6
2016-2017 change in pp	~	~	~	~	~	~	~	1.6	~	~	-1.1	~	~	~	~	~	~	~	~	~	-1.1	-0.9	~	~	-1.4	~	~	1.9	~	~	~	
2014-2017 change in pp	~	~	~	~	~	~	~	1.2	~	-1.2	-1.8	-3.0	-3.6	~	~	~	1.8	~	~	1.2	1.1	-1.7	-1.6	~	~	-4.8	~	2.6	-1.3	~	-1.2	
Completion of tertiary or equivalent education (aged 30-34) - total																																
2017	39.9	40.0	38.2	38.4	45.9	32.8	34.2	48.8	34.0	48.4	53.5	43.7	41.2	44.3	28.7	26.9	55.8	43.8	58.0	52.7	32.1	30.0	47.9	40.8	45.7	33.5	26.3	46.4	34.3	44.6	51.3	48.3
2016-2017 change in pp	0.8	0.8	0.8	0.8	~	~	~	1.1	0.8	~	1.0	~	~	~	~	~	~	~	~	~	~	~	2.2	~	~	~	~	~	~	~	~	~
2014-2017 change in pp	2.0	2.0	~	~	2.1	~	~	6.0	3.9	2.6	5.2	~	6.5	~	-3.4	3.0	3.3	3.9	4.7	~	-2.0	3.5	3.1	~	3.6	2.2	~	5.4	~	~	~	~
Nominal unit labour cost (index 2010=100)																																
2017	105.6	n.a.	n.a.	106.4	109.5	133.7	110.9	105.3	113.4	128.1	75.6	87.8	96.2	106.7	89.4	104.5	91.8	130.5	127.3	115.0	116.2	110.4	104.7	113.0	105.9	99.0	111.2	101.8	108.8	107.5	113.0	108.9
2016-2017 change in %	~	n.a.	n.a.	~	5.7	3.6	~	~	1.8	3.6	-3.2	~	~	~	-1.8	~	~	3.9	4.5	4.3	5.8	~	n.a.	~	~	~	9.1	~	2.8	-2.7	1.9	2.3
2014-2017 change in %	~	n.a.	n.a.	~	10.6	5.9	~	5.3	12.6	-17.2	~	~	~	~	-4.4	~	~	14.8	16.1	7.9	7.9	~	~	~	~	~	12.2	~	5.9	~	~	5.4

Source: Joint Assessment Framework update spring 2018