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COVER NOTE

From: Employment Committee
To: Permanent Representatives Committee / Council
Subject: Employment Performance Monitor (EPM)

With a view to the EPSCO Council on 24 October 2019, delegations will find attached the 2019 Europe 2020 Employment Performance Monitor transmitted by the Employment Committee.

2019 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 Report.³

¹ See Council Doc. 14478/10

² Economic Forecast Spring 2019

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 data.⁴ 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 year-on-year 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 2018

Table of contents

PART I - Overview of National Employment Targets, Challenges and Particularly Good Outcomes	4
PART II - Country Overviews	10
BELGIUM	11
BULGARIA	14
CZECH REPUBLIC	17
DENMARK	20
GERMANY	23
ESTONIA	26
IRELAND	29
GREECE	32
SPAIN	35
FRANCE	38
CROATIA	42
ITALY	45
CYPRUS	48
LATVIA	51
LITHUANIA	54
LUXEMBOURG	57
HUNGARY	60
MALTA	63
NETHERLANDS	66
AUSTRIA	69
POLAND	72
PORTUGAL	75
ROMANIA	78
SLOVENIA	81
SLOVAKIA	84
FINLAND	87
SWEDEN	90
UNITED KINGDOM	93
PART III – Readings from the JAF modules	96
YG module "Results and impact of the Youth Guarantee"	97
Annex A. National Targets	102
Annex B. Statistical Data	104
Annex C. EPM Dashboard	105

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

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

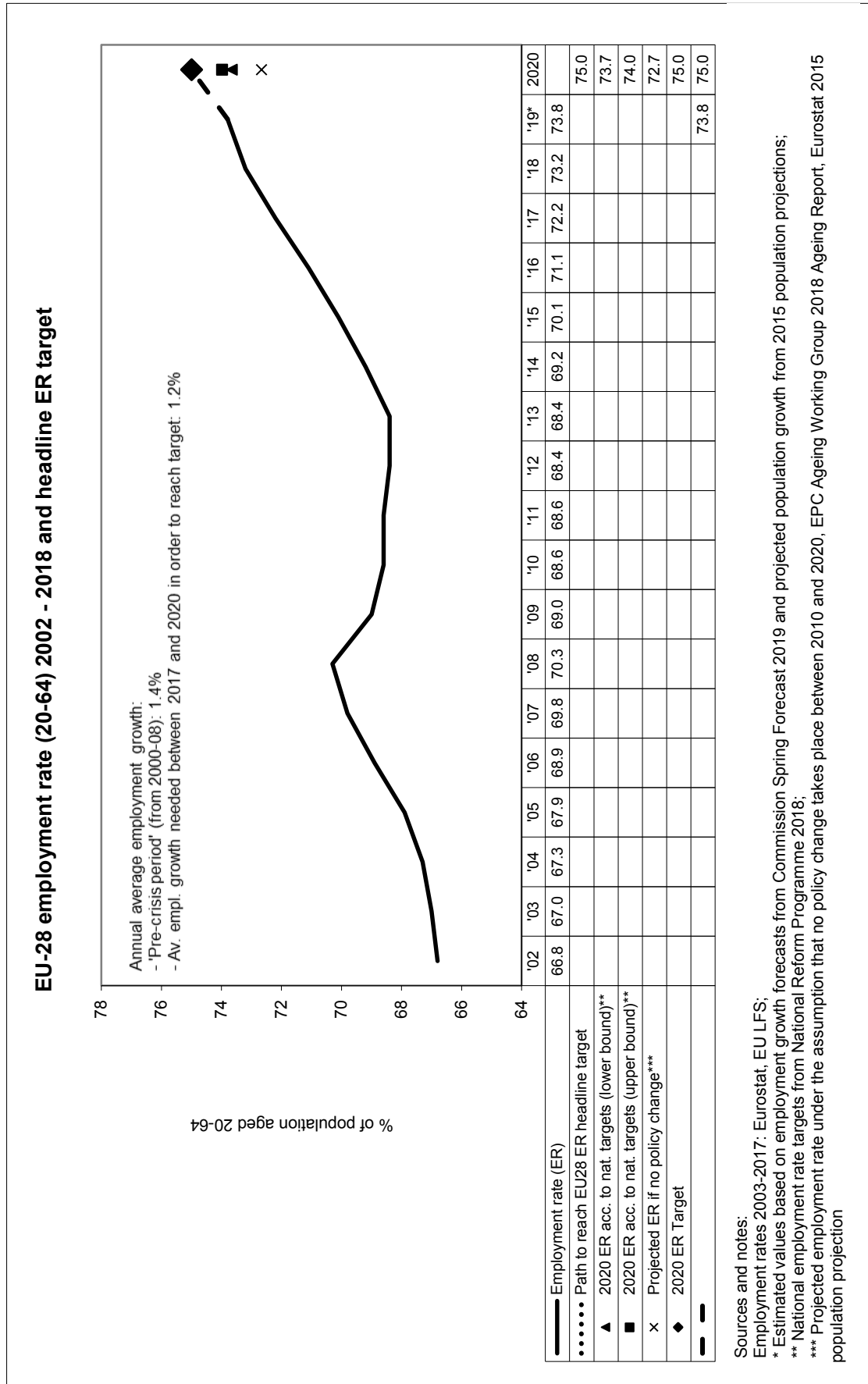
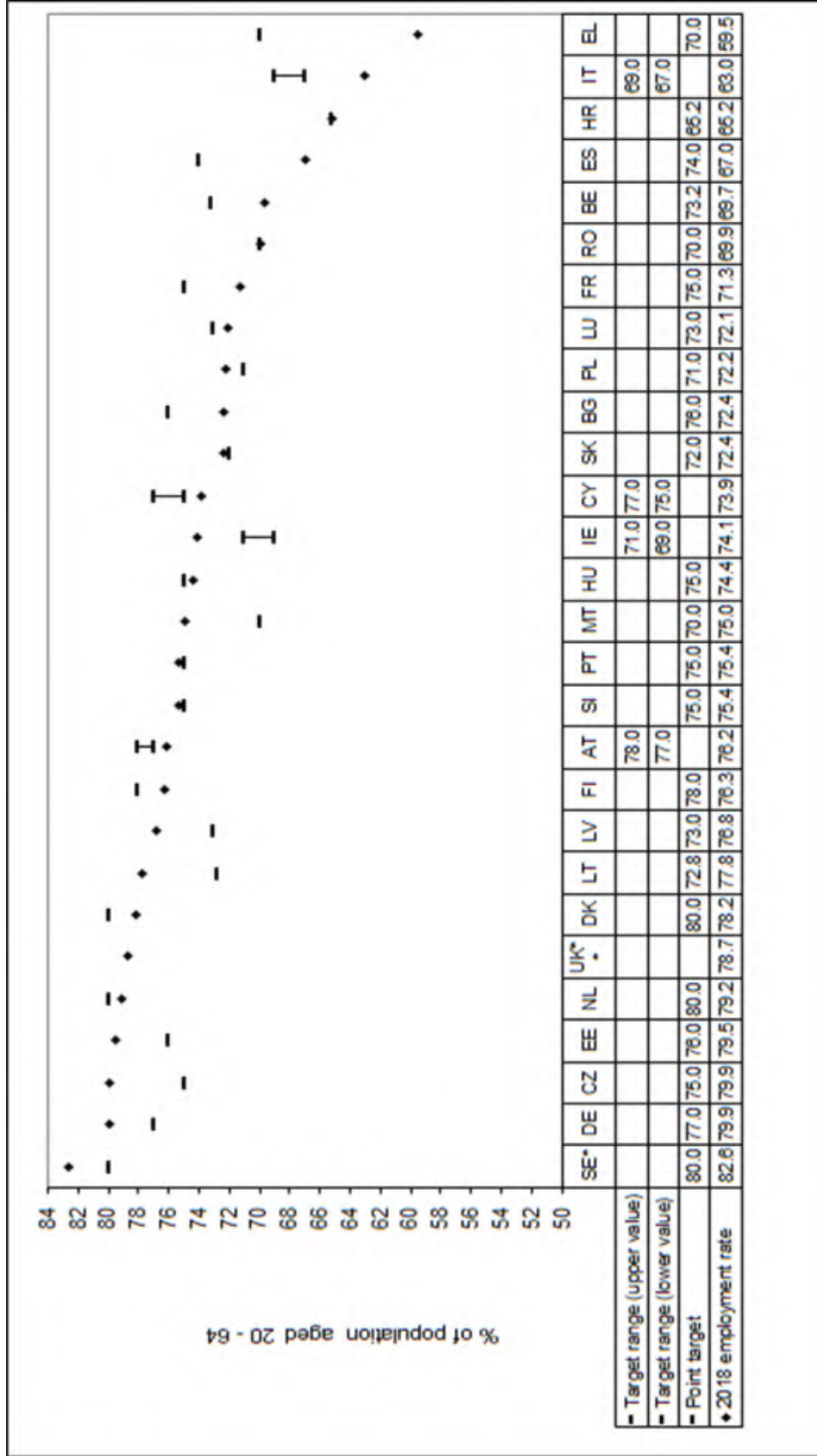


Figure 2: National employment rate targets set by Member States in their NRPs compared to employment rate 2018



Sources: National Reform Programmes 2018, EU Labour Force Survey for 2018 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 2019

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

C=challenge

G=good labour market outcome

Table 2: Common Key Employment Challenges, May 2019 – Details⁵

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

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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	6								C	C	C	C					C						C							
	Low/decreasing female employment rate	4								C		C							C			C									
	Low/decreasing participation of older workers	11	C							C	C	C	C					C		C		C	C	C	C						
1. Labour market participation	High/increasing incidence of youth unemployment and/or NEET	8	C							C	C	C	C						C					C							
	Low/decreasing participation of low-skilled persons	9	C	C	C						C	C					C					C				C	C				
	Low/decreasing participation of non-EU nationals/people with migrant background	6	C									C						C			C	C							C		
	Duration of working life	7	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					C		
	Low transition from temporary into permanent contracts	3									C	C											C								
	High incidence of undeclared work	6		C							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	13	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	10			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	3	C															C											C		

Common Key Employment Challenges, May 2019 – Details (CONTINUED)

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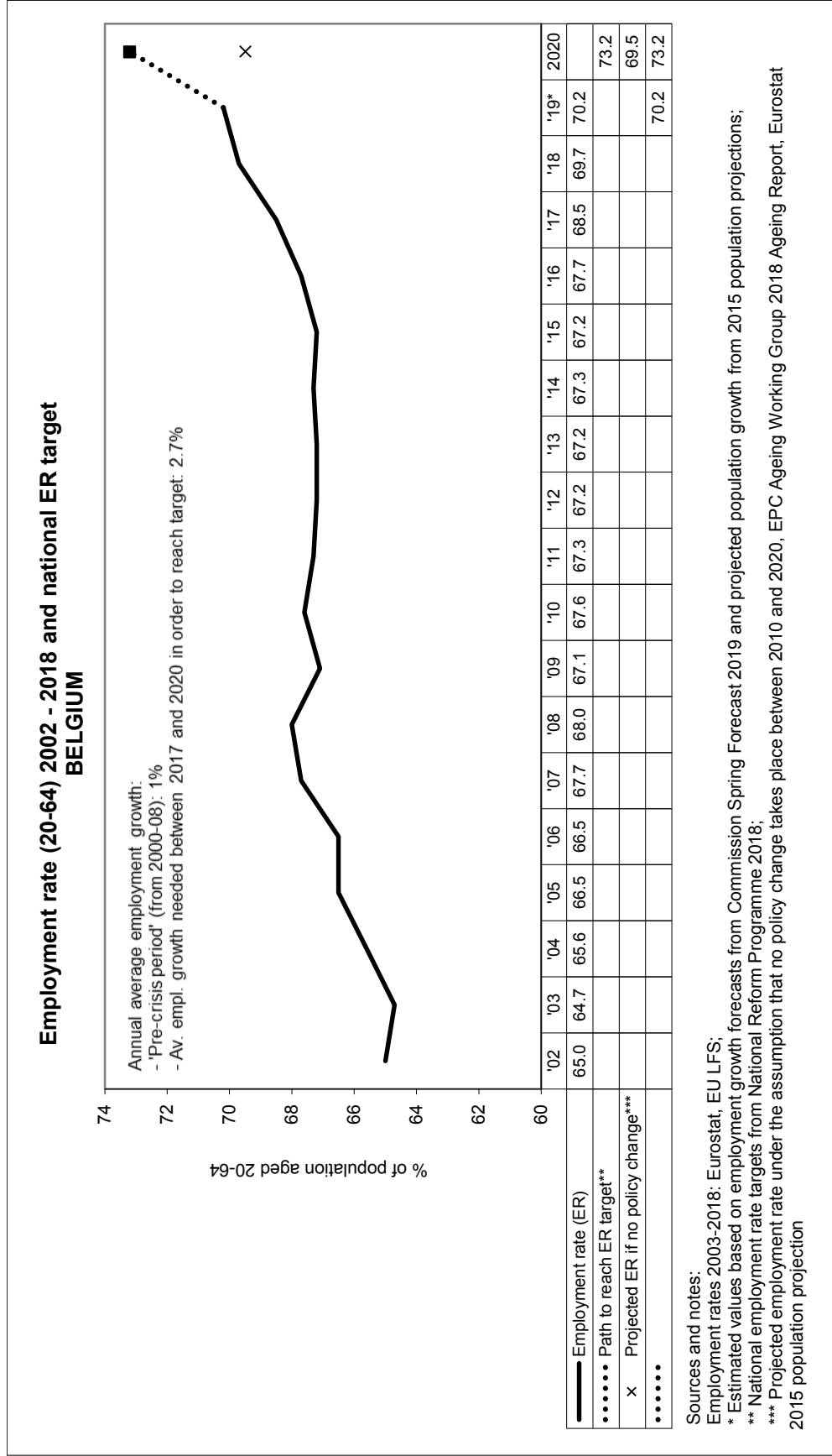
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Employment policy areas	Key Employment Challenges	EU-28 sum	BE	BG	CZ	DK	DE	EE	IE	EL	ES	FR	HR	IT	CY	LV	LT	LU	HU	MT	NL	AT	PL	PT	RO	SI	SK	FI	SE	UK			
5. Work-life balance	Insufficient provision/uptake of high quality, affordable child and/or dependant care facilities	11	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	12	C	C	C	C	C	C	C				C						C				C	C						C			
6. Job creation	Negative employment growth/insufficient job creation	1								C																							
	High tax wedge on labour	4										C			C							C											
7. Gender equality	Large gender employment gaps (including part time)	9						C	C	C									C	C	C	C	C							C			
	Large/increasing gender pay gap	5			C		C	C													C			C									
	Disincentives for LM participation for second earners	6	C				C					C								C						C				C			
8. Improving skill supply and productivity; Lifelong learning	Weaknesses with respect to educational attainment of the (adult) population	5					C						C						C					C									
	Low participation in lifelong learning/lack of an integrated lifelong learning strategy	12		C					C	C		C	C		C	C	C	C					C							C			
	Skills mismatches/insufficient forecasting skills system	14	C	C		C	C	C	C	C	C			C						C				C							C		
	Low level of digital skills among adults	3											C	C																			
	High incidence of early school leaving	8		C							C			C						C					C					C			
	Low upper secondary education attainment	3										C																					
	Low tertiary education attainment rate	6											C	C						C													
	Low attainment of basic skills	5														C																	
	Educational outcomes depending on socio-economic and migrant background	8	C																C	C											C		
	Low participation in early education and care	1																															
9.Improving education and training systems	Low attractiveness of vocational education and training	1										C																					
	Low attractiveness of the teacher profession	2																														C	
	Public spending on human resources low/inefficient	0																															
	Insufficient provision of education and training opportunities to meet labour market needs	5		C								C	C																			C	
10. Wage setting mechanism and labour cost developments	Minimum wage setting	2		C																													
	Collective bargaining	3											C																			C	
	Labour cost developments not in line with productivity gains	0																															

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	2018	2020 national target	2015	2016	2017	2018	2020 EU target
Overall employment rate	% of population aged 20 - 64	65,8	67,3	67,2	67,7	68,5	b 69,7	73,2	70,1	71,1	72,2	73,2	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	10,1	8,8	8,9	b 8,6	9,5	11,0	10,7	10,6	10,6	less than 10
Tertiary educational attainment	% completion of tertiary or equivalent education (30-34)	35,2	43,8	42,7	45,6	45,9	b 47,6	47,0	38,7	39,1	39,9	40,7	40,0
Overall employment growth	% change from previous year	2,2	b 0,3	0,0	0,9	1,0	b 1,3		1,1	1,5	1,6	1,3	
Employment rate of women	% of female population aged 20 - 64	56,0	62,9	63,0	63,0	63,6	b 65,5		64,3	65,3	66,5	67,4	
Employment rate of men	% of male population aged 20 - 64	75,5	71,6	71,3	72,3	73,4	b 73,9		75,9	76,9	78,0	79,0	
Employment rate of older workers	% of population aged 55 - 64	26,3	42,7	44,0	45,4	48,3	b 50,3		53,3	55,3	57,1	58,7	
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 8,4		11,6	11,6	11,5	11,6	
Employment rate of young persons	% of population aged 20 - 29	68,3	57,8	57,6	57,6	57,5	b 58,9		61,4	62,6	63,9	64,8	
Employment rate of low skilled persons	% of population with at most lower secondary education aged 20 - 64	51,2	46,6	45,6	45,6	45,9	b 45,6		52,6	53,6	54,9	56,1	
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64	:	40,5	42,7	41,7	41,6	b 43,4		56,7	56,5	57,4	59,3	
Part-time employment	% of total employment aged 15 - 74	20,7	u 24,0	24,6	25,0	24,8	b 24,9		20,3	20,3	20,1	19,9	
Temporary employees	% of total employees aged 15 - 64	9,0	8,6	9,0	9,1	10,4	b 10,7		14,1	14,2	14,3	14,2	
Overall unemployment rate	% of labour force	6,9	8,5	8,5	7,8	7,1	b 6,0		9,4	8,6	7,6	6,8	
Long-term unemployment	% of labour force	3,8	4,3	4,4	4,0	3,5	b 2,9		4,5	4,0	3,4	2,9	
Youth unemployment rate	% of youth labour force (15-24)	15,2	23,2	22,1	20,1	19,3	b 15,8		20,3	18,7	16,8	15,2	
Youth NEET rate	% of population aged 15-24	17,7	12,0	12,2	9,9	9,3	b 9,2		12,0	11,6	10,9	10,5	
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	136,2	130,6	130,3	129,5	128,9			100,0	100,0	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	100,0	100,0	
Nominal unit labour cost growth	% change from previous year	0,3	0,0	-0,5	-0,1	1,6	1,6		2,0	-1,2	0,1	1,8	
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	6,0			16,2	p 16,2	p 16,0		
Involuntary temporary employment	as % of total employees	6,3	6,6	7,2	7,1	7,3	b 6,8		7,7	7,8	7,8	7,4	
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 12,5		14,3	14,6	14,9	14,9	
At-risk-of-poverty rate of unemployed	unemployment trap - tax rate on low wage earners	:	42,9	40,7	45,9	49,1			47,5	48,6	47,8		
Inactivity and part-time work due to personal and family responsibilities	age 15-64	:	92,8	92,2	91,8	91,1			74,7	75,0	74,6		
Job vacancy rate	% change over the recent 3 years	:	2,3	2,3	2,5	2,9	3,2		1,5	1,6	1,8	2,0	
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 78,2		76,5	76,9	77,5	78,1	
Percentage of adult population participating in education and training	age 25-64	:	7,4	6,9	7,0	8,5	b 8,5		10,7	10,8	10,9	11,1	

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, June 2019

Employment policy area	Key employment challenge	Particularly good labour market outcome
1. Increase labour market participation	<i>Low labour market participation of people with a migrant background.</i> Employment rate is below the EU average for low skilled and older workers. Duration of working life is below the EU average, particularly for men.	
2. Enhancing labour market functioning; combating segmentation		
3. Active labour market policies		
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		
6. Job creation		
7. Gender equality	Low-wage traps for the second earners are significantly higher than EU average.	Gender pay gap significantly below the EU average.
8. Improving skill supply and productivity; Lifelong learning	<i>High skills mismatch</i>	
9. Improving education and training systems	<i>Significant and longstanding educational inequalities linked to socio-economic and migrant background.</i>	Higher (tertiary) education attainment has improved significantly and is now above EU average.
10. Wage setting mechanisms and labour cost developments		

BULGARIA

1. Progress towards the national employment rate target

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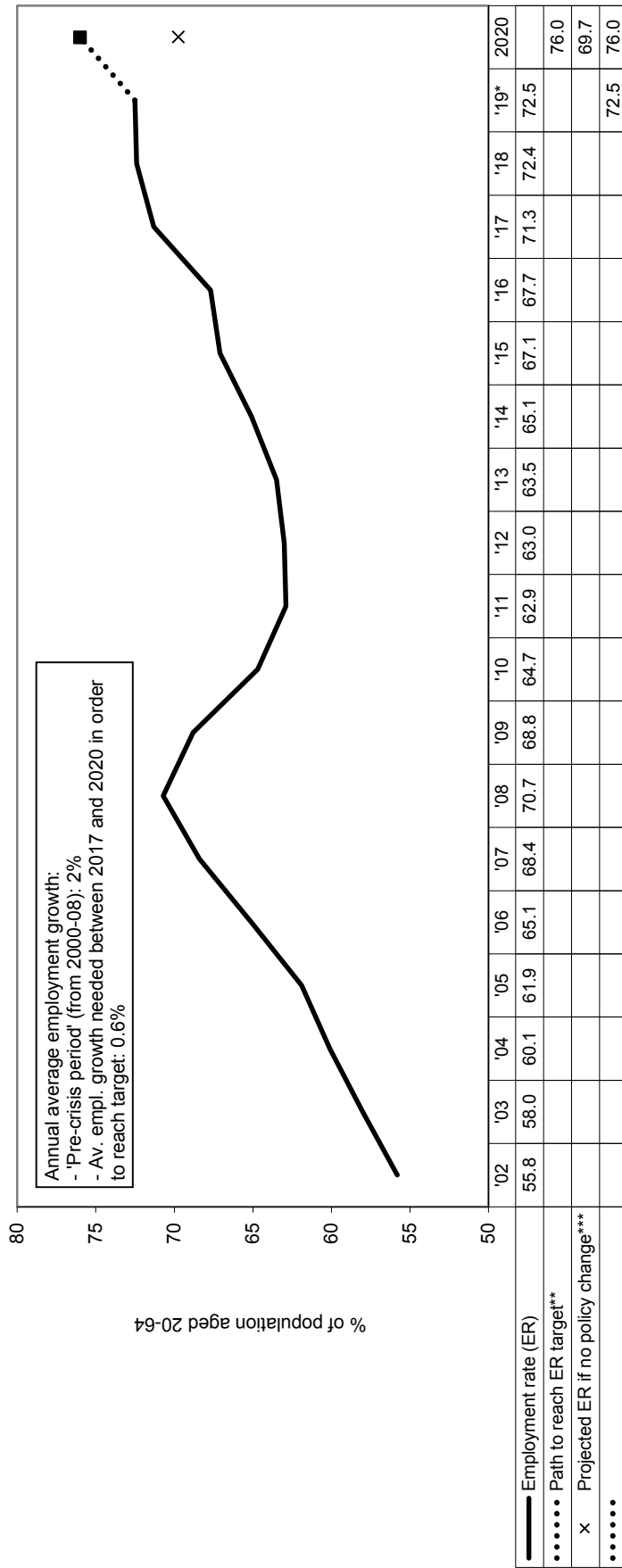
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Employment rate (20-64) 2002 - 2018 and national ER target BULGARIA



Sources and notes:

Employment rates 2003-2018: Eurostat, EU LFS;

* Estimated values based on employment growth forecasts from Commission Spring Forecast 2019 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

2. Key indicators on labour market performance Bulgaria

Indicator	Unit	2000	2014	2015	2016	2017	2018	2020 national target	2015	2016	2017	2018	2020 EU target
									EU28-total				
Overall employment rate	% of population aged 20 - 64	55,3	65,1	67,1	67,7	71,3	72,4	76,0	70,1	71,1	72,2	73,2	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	12,7	11,0	11,0	10,7	10,6	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	33,7	36,0	38,7	39,1	39,9	40,7	40,0
Overall employment growth	% change from previous year	:	1,3	1,6	-0,7	4,0	-0,1		1,1	1,5	1,4	1,3	
Employment rate of women	% of female population aged 20 - 64	50,7	62,0	63,8	64,0	67,3	68,3		64,3	65,3	66,5	67,4	
Employment rate of men	% of male population aged 20 - 64	60,2	68,1	70,4	71,3	75,3	76,5		75,9	76,9	78,0	79,0	
Employment rate of older workers	% of population aged 55 - 64	20,8	50,0	53,0	54,5	58,2	60,7		53,3	55,3	57,1	58,7	
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	8,2		11,6	11,6	11,5	11,6	
Employment rate of young persons	% of population aged 20 - 29	46,2	50,0	52,0	51,1	56,3	55,8		61,4	62,6	63,9	64,8	
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	46,2		52,6	53,6	54,9	56,1	
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64	:	56,5 u	u	55,1 u	56,0 u	57,4		56,7	56,5	57,4	59,3	
Part-time employment	% of total employment aged 15 - 74	:	2,6	2,4	2,2	2,4	2,0		20,3	20,3	20,1	19,9	
Temporary employees	% of total employees aged 15 - 64	:	5,3	4,4	4,1	4,4	4,0		14,1	14,2	14,3	14,2	
Overall unemployment rate	% of labour force	16,4	11,4	9,2	7,6	6,2	5,2		9,4	8,6	7,6	6,8	
Long-term unemployment	% of labour force	9,6	6,9	5,6	4,5	3,4	3,0		4,5	4,0	3,4	2,9	
Youth unemployment rate	% of youth labour force (15-24)	33,3	23,8	21,6	17,2	12,9	12,7		20,3	18,7	16,8	15,2	
Youth NEET rate	% of population aged 15-24	:	20,2	19,3	18,2	15,3	15,0		12,0	11,6	10,9	10,5	
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	45,5 p			100,0	100,0	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	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	2,4		2,0	-1,2	0,1	1,8	
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	13,6			16,2 p	16,2 p	16,0		
Involuntary temporary employment	as % of total employees	:	3,4	2,8	2,6	3,5	2,6		7,7	7,8	7,8	7,4	
Newly employed	share of people in current job 12 months or less in total employment	:	11,5	10,7	10,5	11,1	9,0		14,3	14,6	14,9	14,9	
At-risk-of-poverty rate of unemployed		:	50,2	53,3	54,6 b	58,7			47,5	48,6	47,8		
unemployment trap - tax rate on low wage earners		:	81,6	81,6	81,6	82,0			74,7	75,0	74,6		
Inactivity and part-time work due to personal and family responsibilities	age 15-64	:	2,5	2,6	2,8	3,0	2,8		5,3	5,4	5,4	5,4	
Job vacancy rate	% change over the recent 3 years	:	0,7	0,7	0,8	0,8	0,9		1,5	1,6	1,8	2,0	
Share of adult population with upper secondary or tertiary education	age 25-64	67,5	81,1	81,9	82,3	82,8	82,6		76,5	76,9	77,5	78,1	
Percentage of adult population participating in education and training	age 25-64	:	2,1	2,0	2,2	2,3	2,5		10,7	10,8	10,9	11,1	

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

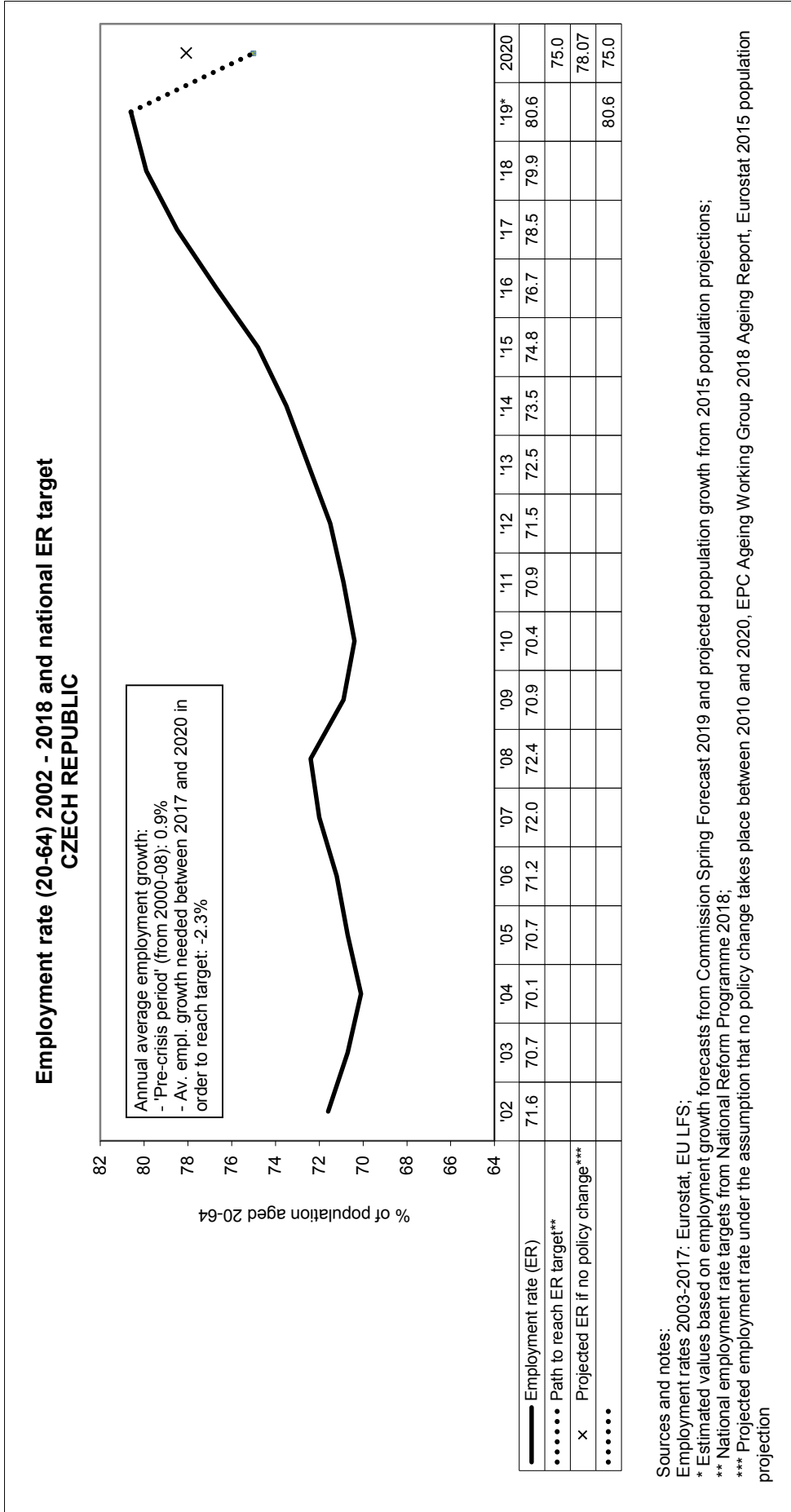
Notes: b - break in series, p - provisional, c - confidential, e - estimated, n - not significant, f - forecast, s - Eurostat estimate, z - not applicable, u - unreliable, "-" - not available

3. Key employment challenges Bulgaria, June 2019

Employment policy area	Key employment challenge	Particularly good labour market outcome
1. Increase labour market participation	<p>Still low (though increasing) employment rate of young and low-skilled workers.</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, though with positive developments.</p>	
2. Enhancing labour market functioning; combating segmentation	<i>High levels of undeclared work.</i>	Share of employees (aged 15-64) working in temporary contracts below EU average.
3. Active labour market policies	<p><i>Limited integration between employment and social services to bring disadvantaged groups into the labour market.</i></p> <p>High (though decreasing) share of long-term unemployed in total unemployment. Participation in activation measures is low though increasing.</p>	
4. Adequate and employment oriented social security systems		
5. Work-life balance	Uptake of childcare is low. High and increasing employment impact of parenthood on women.	
6. Job creation		
7. Gender equality		Low gender gap in part-time employment.
8. Improving skill supply and productivity; Lifelong learning	<p><i>Labour and skills shortages are increasing, alongside mismatches across regions and skill profiles.</i></p> <p>Participation of adults in education and training below the EU average (for both unemployed and employed adults).</p>	
9. Improving education and training systems	<p><i>Education and training systems are not well equipped to respond to evolving labour market needs.</i></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	<i>Lack of an objective mechanism for minimum wage setting.</i>	

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	2018	2020 national target	2015	2016 EU28-total	2017	2018	2020 EU target
Overall employment rate	% of population aged 20 - 64	71,0	73,5	74,8	76,7	78,5	79,9	75,0	70,1	71,1	72,2	73,2	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	6,2	5,5	11,0	10,7	10,6	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	33,7	32,0	38,7	39,1	39,9	40,7	40,0
Overall employment growth	% change from previous year	-0,6	0,8	1,0	1,7	1,6	1,6		1,1	1,5	1,4	1,3	
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	67,4	
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	79,0	
Employment rate of older workers	% of population aged 55 - 64	36,3	54,0	55,5	58,5	62,1	65,1		53,3	55,3	57,1	58,7	
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	15,2		11,6	11,6	11,5	11,6	
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	64,8	
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	56,1	
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64	:	78,6	76,0	78,0	78,8	81,8		56,7	56,5	57,4	59,3	
Part-time employment	% of total employment aged 15 - 74	5,3	6,2	6,1	6,6	7,2	7,4		20,3	20,3	20,1	19,9	
Temporary employees	% of total employees aged 15 - 64	7,2	9,7	10,0	9,7	9,6	8,4		14,1	14,2	14,3	14,2	
Overall unemployment rate	% of labour force	8,8	6,1	5,1	4,0	2,9	2,2		9,4	8,6	7,6	6,8	
Long-term unemployment	% of labour force	4,2	2,7	2,4	1,7	1,0	0,7		4,5	4,0	3,4	2,9	
Youth unemployment rate	% of youth labour force (15-24)	17,0	15,9	12,6	10,5	7,9	6,7		20,3	18,7	16,8	15,2	
Youth NEET rate	% of population aged 15-24	:	8,1	7,5	7,0	6,3			12,0	11,6	10,9	10,5	
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	66,6	79,1	79,7	80,2	81,6			100,0	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		100,0	
Nominal unit labour cost growth	% change from previous year	2,2	0,4	-0,8	3,3	3,6	6,2		2,0	-1,2	0,1	1,8	
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)	:	22,5	22,5	21,8	21,1			16,2 p	16,2 p	:		
Involuntary temporary employment	as % of total employees	3,2	7,3	8,1	7,5	7,3	4,9		7,7	7,8	7,8	7,4	
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	11,0		14,3	14,6	14,9	14,9	
At-risk-of-poverty rate of unemployed		:	47,8	48,7	52,2	48,6			47,5	48,6	47,8		
unemployment trap - tax rate on low wage earners		:	80,2	80,3	80,4	80,6			74,7	75,0	74,6		
Inactivity and part-time work due to personal and family responsibilities	age 15-64	:	5,0	5,2	5,1	5,2	5,5		5,3	5,4	5,4	5,4	
Job vacancy rate	% change over the recent 3 years	:	1,1	1,5	2,1	3,0	4,1		1,5	1,6	1,8	2,0	
Share of adult population with upper secondary or tertiary education	age 25-64	86,1	93,2	93,2	93,4	93,8	93,9		76,5	76,9	77,5	78,1	
Percentage of adult population participating in education and training	age 25-64	:	9,6	8,5	8,8	9,8	8,5		10,7	10,8	10,9	11,1	

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

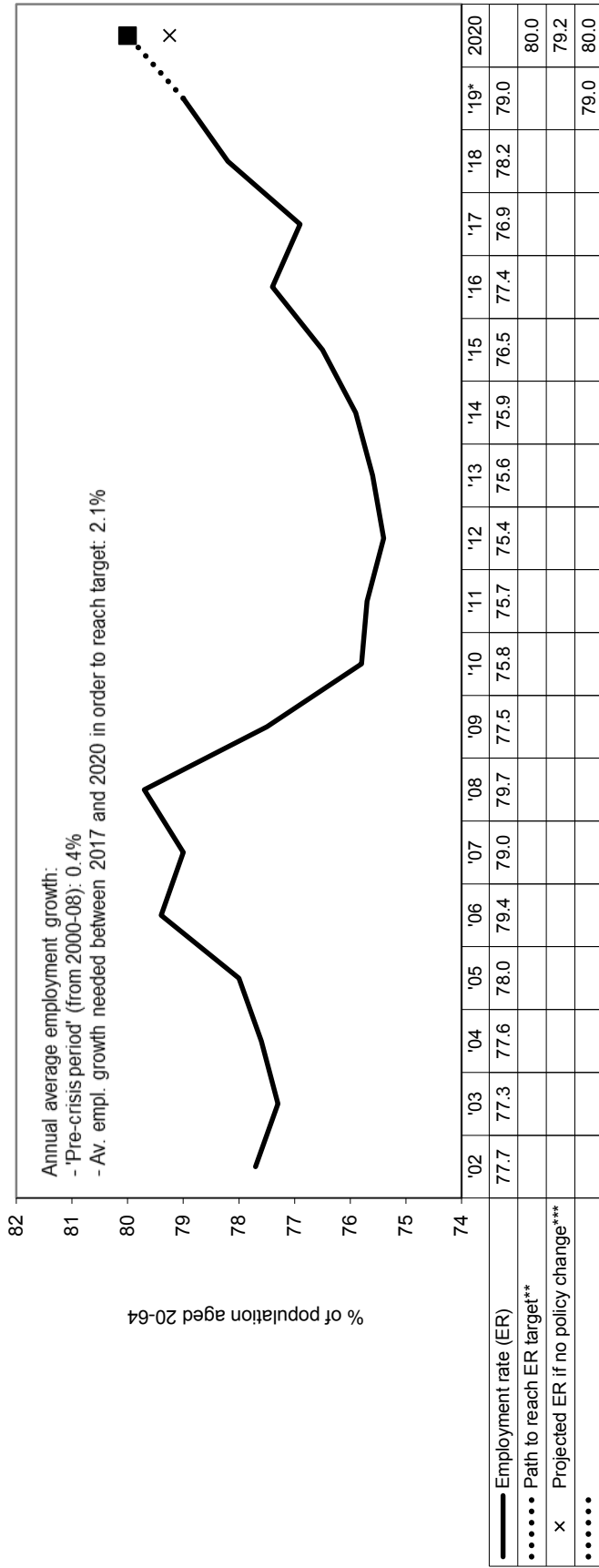
3. Key employment challenges Czech Republic, May 2018

Employment policy area	Key employment challenge	Particularly good labour market outcome
1. Increase labour market participation	Low (though slightly increasing) activity rate of the low-skilled workers showing a large gap with the activity rates of medium- and high-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	<i>Limitations in the efficiency and effectiveness of the public employment service.</i>	
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	<i>Low attractiveness of the teaching profession.</i>	
10. Wage setting mechanisms and labour cost developments		

DENMARK

1. Progress towards the national employment rate target

Employment rate (20-64) 2002 - 2018 and national ER target
DENMARK



Sources and notes:

Employment rates 2003-2017: Eurostat, EU LFS;

* Estimated values based on employment growth forecasts from Commission Spring Forecast 2019 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

2. Key indicators on labour market performance

Denmark

Indicator	Unit	2000	2014	2015	2016	2017	2018	2020 national target	2015	2016 EU28-total	2017	2018	2020 EU target
Overall employment rate	% of population aged 20 - 64	78,0	75,9	76,5	77,4 b	76,9	78,2	80,0	70,1	71,1	72,2	73,2	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	10,2	less than 10	11,0	10,7	10,6	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	49,1	at least 40	38,7	39,1	39,9	40,7	40,0
Overall employment growth	% change from previous year	0,5 b	0,7	1,4	2,6 b	1,7	1,8		1,1	1,5	1,4	1,3	
Employment rate of women	% of female population aged 20 - 64	72,9	72,2	72,6	74,0 b	73,7	74,8		64,3	65,3	66,5	67,4	
Employment rate of men	% of male population aged 20 - 64	82,9	79,5	80,2	80,7 b	80,2	81,5		75,9	76,9	78,0	79,0	
Employment rate of older workers	% of population aged 55 - 64	55,7	63,2	64,7	67,8 b	68,9	70,7		53,3	55,3	57,1	58,7	
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	6,7		11,6	11,6	11,5	11,6	
Employment rate of young persons	% of population aged 20 - 29	77,2	67,6	69,2	69,6 b	68,0	70,4		61,4	62,6	63,9	64,8	
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	60,6		52,6	53,6	54,9	56,1	
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64	:	56,2	56,4	61,3 b	60,6	61,1		56,7	56,5	57,4	59,3	
Part-time employment	% of total employment aged 15 - 74	21,7	25,5	25,4	27,5 b	26,3	25,6		20,3	20,3	20,1	19,9	
Temporary employees	% of total employees aged 15 - 64	10,2	8,6	8,7	13,5 b	12,9	11,1		14,1	14,2	14,3	14,2	
Overall unemployment rate	% of labour force	4,3	6,6	6,2	6,2	5,7	5,0		9,4	8,6	7,6	6,8	
Long-term unemployment	% of labour force	1,0	1,7	1,7	1,4 b	1,3	1,1		4,5	4,0	3,4	2,9	
Youth unemployment rate	% of youth labour force (15-24)	6,7	12,6	10,8	12,0 b	11,0	9,3		20,3	18,7	16,8	15,2	
Youth NEET rate	% of population aged 15-24	4,7	5,8	6,2	5,8 b	7,0	6,8		12,0	11,6	10,9	10,5	
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	108,3	115,3	114,3	111,9	116,2			100,0	100,0	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	100,0	100,0	
Nominal unit labour cost growth	% change from previous year	0,1	0,8	1,3	0,9	0,8	2,4		2,0	-1,2	0,1	1,8	
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	14,7			16,2 p	16,2 p	16,0		
Involuntary temporary employment	as % of total employees	4,2	4,6	3,5	4,9 b	5,2	4,2		7,7	7,8	7,8	7,4	
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	21,8		14,3	14,6	14,9	14,9	
At-risk-of-poverty rate of unemployed	:		27,5	37,6	38,7	43,8			47,5	48,6	47,8		
unemployment trap - tax rate on low wage earners	:		89,6	89,6	89,1	89,9			74,7	75,0	74,6		
Inactivity and part-time work due to personal and family responsibilities	age 15-64	:	0,7	0,6	0,8 b	0,8	0,7		5,3	5,4	5,4	5,4	
Job vacancy rate	% change over the recent 3 years	:	1,3	1,4	1,6	1,8	1,9		1,5	1,6	1,8	2,0	
Share of adult population with upper secondary or tertiary education	age 25-64	78,5	79,6	80,4	80,7 b	81,3	81,6		76,5	76,9	77,5	78,1	
Percentage of adult population participating in education and training	age 25-64	:	31,9	31,3	27,7 b	26,8	23,5		10,7	10,8	10,9	11,1	

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 Denmark, June 2019

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.
2. Enhancing labour market functioning; combating segmentation		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 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		
8. Improving skill supply and productivity; Lifelong learning	<i>Shortage of skilled workers, linked to the relatively low VET participation rates</i> Youth education attainment level (aged 20-24) is lower than the EU average. (*)	
9. Improving education and training systems	Early leavers from education and training (aged 18-24) shows a significantly negative development. (*)	
10. Wage setting mechanisms and labour cost developments		

(*) Break in series

GERMANY

1. Progress towards the national employment rate target

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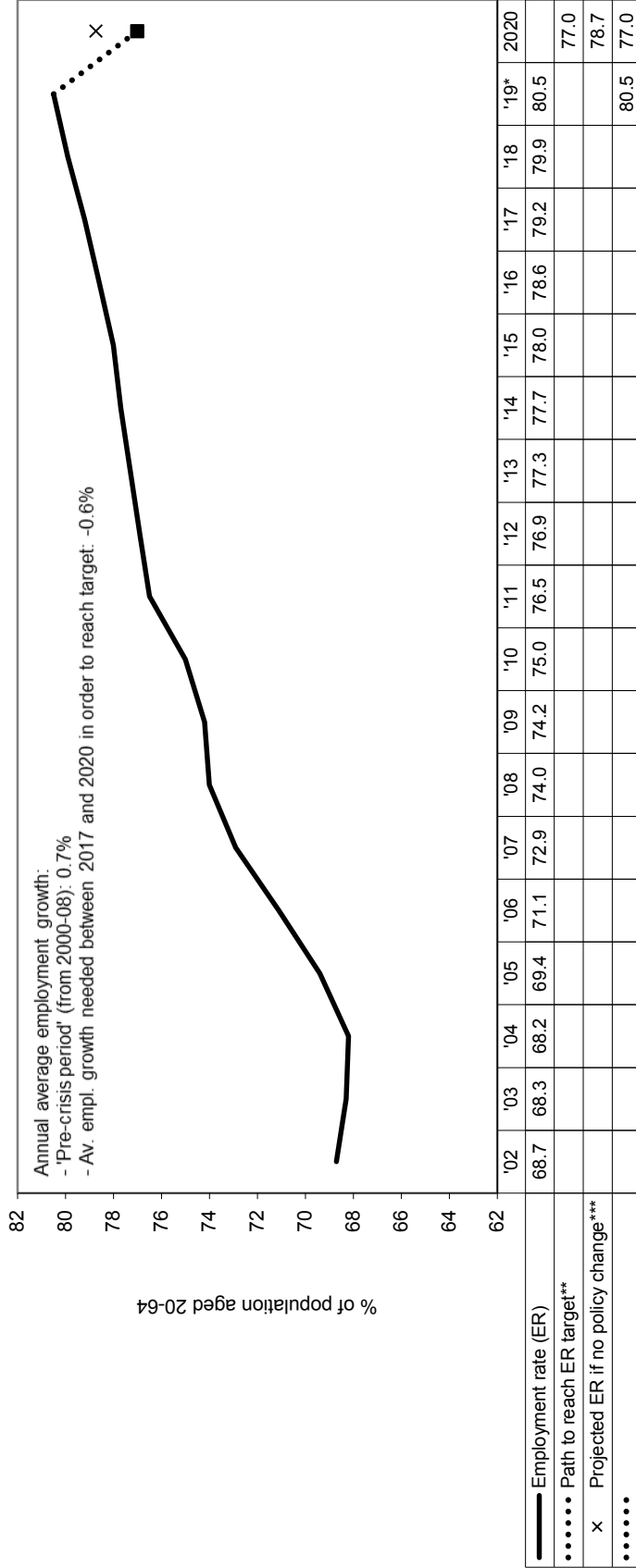
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EN

Employment rate (20-64) 2002 - 2018 and national ER target GERMANY



Sources and notes:

Employment rates 2003-2018: Eurostat, EU LFS;

* Estimated values based on employment growth forecasts from Commission Spring Forecast 2019 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

2. Key indicators on labour market performance

Germany

Indicator	Unit	2000	2014	2015	2016	2017	2018	2020 national target	2015	2016	2017	2018	2020 EU target
									EU28-total				
Overall employment rate	% of population aged 20 - 64	68,7 E	77,7	78,0	78,6	79,2	79,9	77,0	70,1	71,1	72,2	73,2	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	10,3	less than 10	11,0	10,7	10,6	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	34,9	42,0	38,7	39,1	39,9	40,7	40,0
Overall employment growth	% change from previous year	0,5 E	0,7	0,7	2,5	0,8	1,3		1,1	1,5	1,4	1,3	
Employment rate of women	% of female population aged 20 - 64	60,8 E	73,1	73,6	74,5	75,2	75,8		64,3	65,3	66,5	67,4	
Employment rate of men	% of male population aged 20 - 64	76,5 E	82,2	82,3	82,7	83,1	83,9		75,9	76,9	78,0	79,0	
Employment rate of older workers	% of population aged 55 - 64	37,3 E	65,6	66,2	68,6	70,1	71,4		53,3	55,3	57,1	58,7	
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	8,1		11,6	11,6	11,5	11,6	
Employment rate of young persons	% of population aged 20 - 29	70,6	71,2	71,4	71,6	72,0	73,3		61,4	62,6	63,9	64,8	
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	60,7		52,6	53,6	54,9	56,1	
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64	:	57,7	57,0	54,2	54,9	57,5		56,7	56,5	57,4	59,3	
Part-time employment	% of total employment aged 15 - 74	19,4	27,5	27,8	27,7	27,9	27,9		20,3	20,3	20,1	19,9	
Temporary employees	% of total employees aged 15 - 64	12,8	13,1	13,2	13,2	12,9	12,6		14,1	14,2	14,3	14,2	
Overall unemployment rate	% of labour force	7,9	5,0	4,6	4,1	3,8	3,4		9,4	8,6	7,6	6,8	
Long-term unemployment	% of labour force	:	2,2	2,0	1,7	1,6	1,4		4,5	4,0	3,4	2,9	
Youth unemployment rate	% of youth labour force (15-24)	8,5	7,7	7,2	7,1	6,8	6,2		20,3	18,7	16,8	15,2	
Youth NEET rate	% of population aged 15-24	7,7	6,4	6,2	6,7	6,3	5,9		12,0	11,6	10,9	10,5	
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	109,6	106,4	106,1	105,8	106,3			100,0	100,0	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	100,0	100,0	
Nominal unit labour cost growth	% change from previous year	0,7	1,7	1,8	1,6	1,9	2,8		2,0	-1,2	0,1	1,8	
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	21,0			16,2 p	16,2 p	16,0		
Involuntary temporary employment	as % of total employees	1,5	1,7	1,6	1,9	1,9	1,7		7,7	7,8	7,8	7,4	
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	14,5		14,3	14,6	14,9	14,9	
At-risk-of-poverty rate of unemployed		:	67,4	69,1	70,5	70,6			47,5	48,6	47,8		
unemployment trap - tax rate on low wage earners		:	73,0	73,1	73,2	73,3			74,7	75,0	74,6		
Inactivity and part-time work due to personal and family responsibilities	age 15-64	:	6,7	6,9	7,1	7,2	7,3		5,3	5,4	5,4	5,4	
Job vacancy rate	% change over the recent 3 years	:	2,2	2,3	2,4	2,5	2,7		1,5	1,6	1,8	2,0	
Share of adult population with upper secondary or tertiary education	age 25-64	81,3	86,9	86,8	86,5	86,5	86,6		76,5	76,9	77,5	78,1	
Percentage of adult population participating in education and training	age 25-64	:	8,0	8,1	8,5	8,4	8,2		10,7	10,8	10,9	11,1	

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

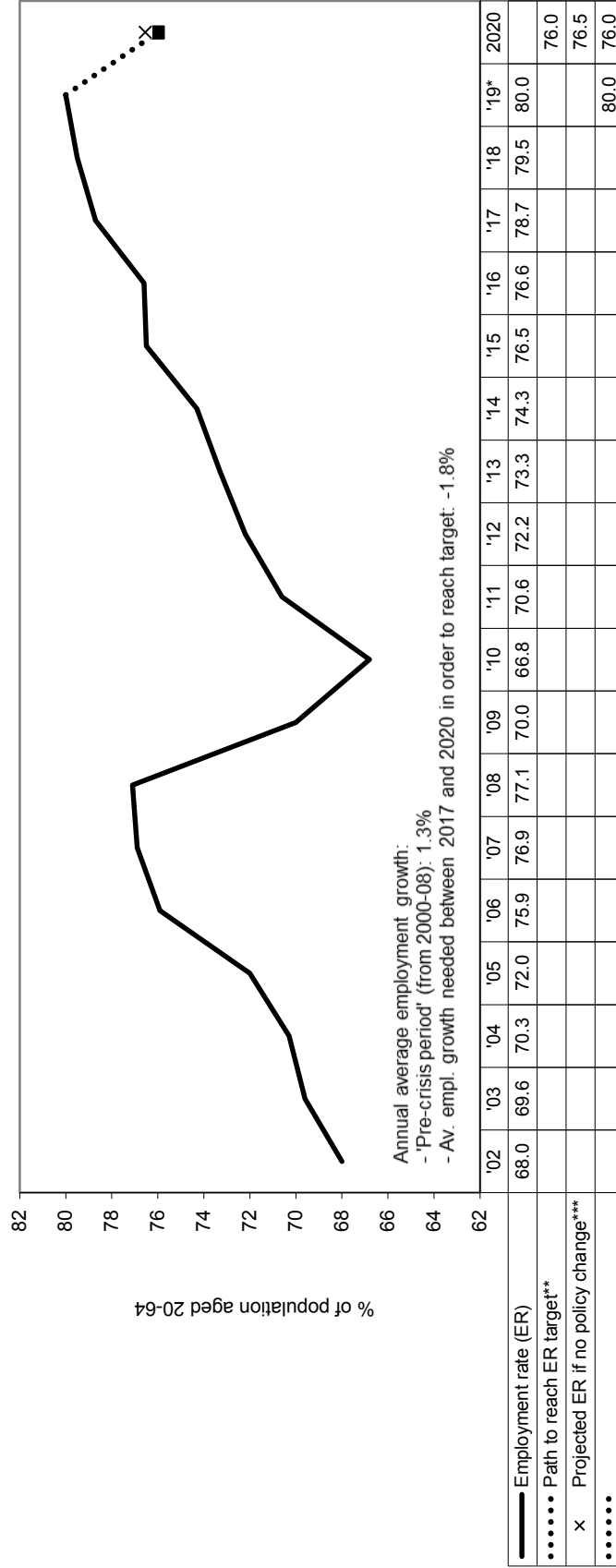
3. Key employment challenges Germany, June 2019

Employment policy area	Key employment challenge	Particularly good labour market outcome
1. Increase labour market participation		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.	
6. Job creation		High and increasing number of vacancies (vacancies per 1000 unemployed).
7. Gender equality	Low wage and significant inactivity trap for second earners. High gender pay gap.	
8. Improving skill supply and productivity; Lifelong learning	<i>Skills supply bottlenecks for high-skilled workers.</i>	
9. Improving education and training systems	<i>Educational outcomes continue to depend on socio-economic background and especially people with a migrant background face challenges.</i>	
10. Wage setting mechanisms and labour cost developments		

ESTONIA

1. Progress towards the national employment rate target

**Employment rate (20-64) 2002 - 2018 and national ER target
ESTONIA**



Sources and notes:

Employment rates 2003-2018: Eurostat, EU LFS;

* Estimated values based on employment growth forecasts from Commission Spring Forecast 2019 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

2. Key indicators on labour market performance

Estonia

Indicator	Unit	2000	2014	2015	2016	2017	2018	2020 national target	2015	2016 EU28-total		2017	2018	2020 EU target
Overall employment rate	% of population aged 20 - 64	66,6 b	74,3	76,5	76,6	78,7	79,5	76,0	70,1	71,1	72,2	73,2	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	11,3	9,5	11,0	10,7	10,6	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	47,2	40,0	38,7	39,1	39,9	40,7	40,0	
Overall employment growth	% change from previous year	0,0 b	0,5	2,2	-0,2	2,3	1,2		1,1	1,5	1,4	1,3		
Employment rate of women	% of female population aged 20 - 64	62,8 b	70,6	72,6	72,6	75,1	75,6		64,3	65,3	66,5	67,4		
Employment rate of men	% of male population aged 20 - 64	70,8 b	78,3	80,5	80,8	82,4	83,4		75,9	76,9	78,0	79,0		
Employment rate of older workers	% of population aged 55 - 64	45,0 b	64,0	64,5	65,2	68,1	68,9		53,3	55,3	57,1	58,7		
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	7,8		11,6	11,6	11,5	11,6		
Employment rate of young persons	% of population aged 20 - 29	64,3 b	65,5	69,6	68,7	74,0	75,3		61,4	62,6	63,9	64,8		
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	65,7		52,6	53,6	54,9	56,1		
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64		66,7	70,1	68,2	71,8	73,2		56,7	56,5	57,4	59,3		
Part-time employment	% of total employment aged 15 - 74	7,5 b	9,6	10,8	11,2	10,8	12,3		20,3	20,3	20,1	19,9		
Temporary employees	% of total employees aged 15 - 64	2,0 b	3,1	3,4	3,7	3,1	3,5		14,1	14,2	14,3	14,2		
Overall unemployment rate	% of labour force	14,6	7,4	6,2	6,8	5,8	5,4		9,4	8,6	7,6	6,8		
Long-term unemployment	% of labour force	6,7 b	3,3	2,4	2,1	1,9	1,3		4,5	4,0	3,4	2,9		
Youth unemployment rate	% of youth labour force (15-24)	21,1 b	15,0	13,1	13,4	12,1	11,9		20,3	18,7	16,8	15,2		
Youth NEET rate	% of population aged 15-24	14,7	11,7	10,8	9,1	9,4	9,8		12,0	11,6	10,9	10,5		
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	43,8	73,8	70,9	71,8	74,4			100,0	100,0	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	100,0	100,0		
Nominal unit labour cost growth	% change from previous year	1,8	4,3	4,5	4,0	3,5	6,1		2,0	-1,2	0,1	1,8		
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	25,6			16,2 p	16,2 p	16,0			
Involuntary temporary employment	as % of total employees	1,5 b	0,8	0,9	0,7	0,4 u	0,5		7,7	7,8	7,8	7,4		
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	19,4		14,3	14,6	14,9	14,9		
At-risk-of-poverty rate of unemployed			54,7 b	54,8	54,8	50,2			47,5	48,6	47,8			
unemployment trap - tax rate on low wage earners			63,7	62,9	68,4	62,9			74,7	75,0	74,6			
Inactivity and part-time work due to personal and family responsibilities	age 15-64		4,3	4,2	4,8	4,4	4,5		5,3	5,4	5,4	5,4		
Job vacancy rate	% change over the recent 3 years		1,4	1,4	1,6	1,8	1,9		1,5	1,6	1,8	2,0		
Share of adult population with upper secondary or tertiary education	age 25-64	85,8 b	88,2	88,7	89,1	88,8	89,2		76,5	76,9	77,5	78,1		
Percentage of adult population participating in education and training	age 25-64		11,6	12,4	15,7	17,2	19,7		10,7	10,8	10,9	11,1		

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 Estonia, June 2019

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 a significant improvement in the employment rate of the low-skilled population.
2. Enhancing labour market functioning; combating segmentation	<i>Over the past 5 years, the number of registered work accidents has increased by 25 %.</i>	Low share of employees in (involuntary) temporary contracts. Low share of long-term unemployed.
3. Active labour market policies		
4. Adequate and employment oriented social security systems		Low wage trap on low wage earners and second income earners.
5. Work-life balance	Inactivity due to personal and family responsibilities remains above the EU average.	
6. Job creation		
7. Gender equality	High impact of parenthood on employment (in particular for women). Still high gender pay gap.	
8. Improving skill supply and productivity; Lifelong learning		Relatively high and increasing level of lifelong learning among adults (25-64), regardless of employment status.
9. Improving education and training systems	<i>Slow responsiveness of the education and training system to demographic and labour market trends.</i>	
10. Wage setting mechanisms and labour cost developments		

IRELAND

1. Progress towards the national employment rate target

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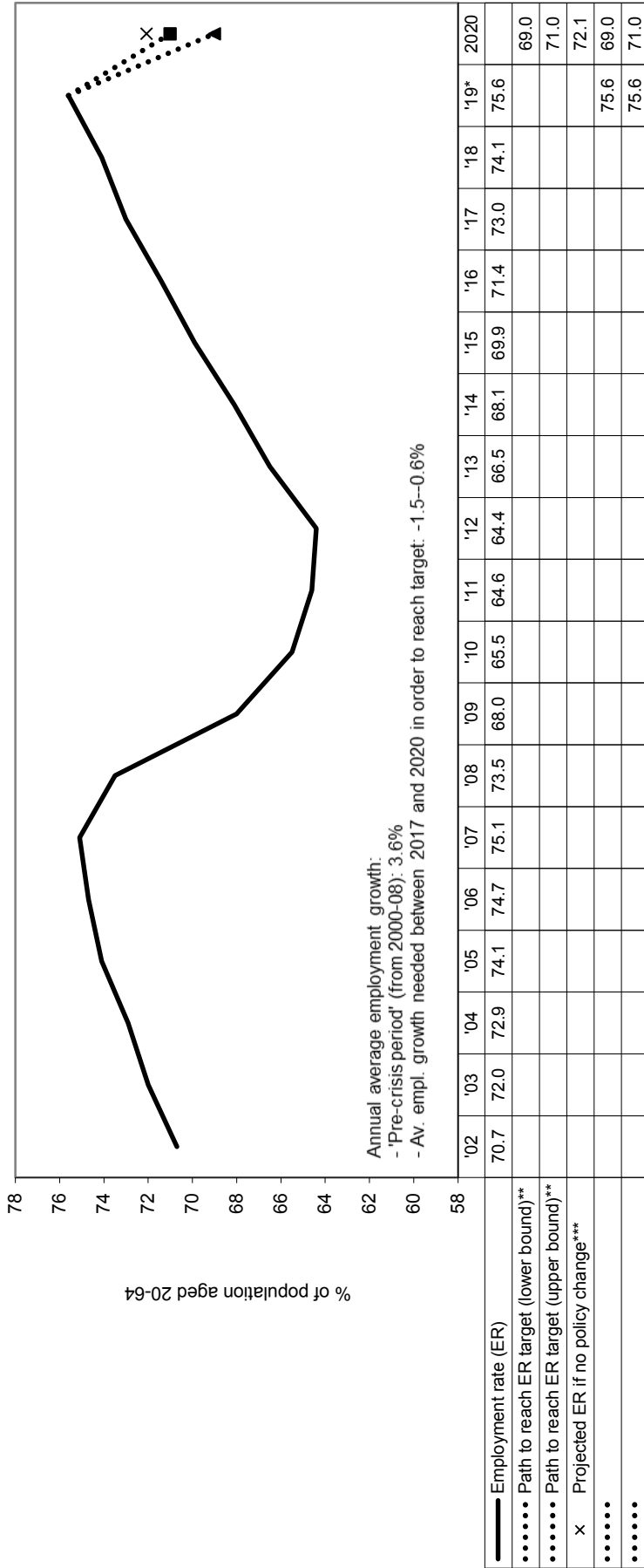
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EN

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



Sources and notes:

Employment rates 2003-2017: Eurostat, EU LFS;

* Estimated values based on employment growth forecasts from Commission Spring Forecast 2019 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

2. Key indicators on labour market performance

Ireland

Indicator	Unit	2000	2014	2015	2016	2017	2018	2020 national target	2015	2016 EU28-total	2017	2018	2020 EU target
Overall employment rate	% of population aged 20 - 64	71,8	68,1	69,9	71,4	73,0	74,1	69-71	70,1	71,1	72,2	73,2	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	5,0	8,0	11,0	10,7	10,6	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	56,3	60,0	38,7	39,1	39,9	40,7	40,0
Overall employment growth	% change from previous year	4,6	2,5	3,2	3,7	2,8	3,5		1,1	1,5	1,4	1,3	
Employment rate of women	% of female population aged 20 - 64	59,2	62,3	63,8	65,4	67,0	68,1		64,3	65,3	66,5	67,4	
Employment rate of men	% of male population aged 20 - 64	84,5	74,0	76,1	77,5	79,1	80,3		75,9	76,9	78,0	79,0	
Employment rate of older workers	% of population aged 55 - 64	45,5	53,0	55,6	57,2	58,6	60,4		53,3	55,3	57,1	58,7	
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	12,2		11,6	11,6	11,5	11,6	
Employment rate of young persons	% of population aged 20 - 29	76,7	64,4	66,3	70,0	70,2 b	71,0		61,4	62,6	63,9	64,8	
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	51,5		52,6	53,6	54,9	56,1	
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64	:	57,0	57,5	61,5	63,8 b	67,1		56,7	56,5	57,4	59,3	
Part-time employment	% of total employment aged 15 - 74	16,7	24,0	23,3	23,1	20,9 b	20,1		20,3	20,3	20,1	19,9	
Temporary employees	% of total employees aged 15 - 64	5,3	10,1	9,6	9,0	9,1 b	9,9		14,1	14,2	14,3	14,2	
Overall unemployment rate	% of labour force	4,5	11,9	10,0	8,4	6,7	5,8		9,4	8,6	7,6	6,8	
Long-term unemployment	% of labour force	1,5	6,7	5,4	4,3	3,0	2,1		4,5	4,0	3,4	2,9	
Youth unemployment rate	% of youth labour force (15-24)	6,5	23,4	20,2	16,8	14,4 b	13,8		20,3	18,7	16,8	15,2	
Youth NEET rate	% of population aged 15-24	:	15,3	14,3	12,6	10,9 b	10,1		12,0	11,6	10,9	10,5	
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	132,0	145,7	189,7	190,2	187,1			100,0	100,0	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	100,0	100,0	
Nominal unit labour cost growth	% change from previous year	2,9	-4,4	-16,6	-0,2	-3,2	-0,2		2,0	-1,2	0,1	1,8	
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) as % of total employees	:	13,9	:	:	:			16,2 p	16,2 p	16,0		
Involuntary temporary employment	as % of total employees	1,4	4,8	4,6	4,3	3,5 b	2,9		7,7	7,8	7,8	7,4	
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	17,6		14,3	14,6	14,9	14,9	
At-risk-of-poverty rate of unemployed		:	37,1	40,4	40,8	41,7			47,5	48,6	47,8		
unemployment trap - tax rate on low wage earners		:	75,5	74,2	75,9	68,6			74,7	75,0	74,6		
Inactivity and part-time work due to personal and family responsibilities	age 15-64	:	6,1	6,6	6,8	6,8 b	7,1		5,3	5,4	5,4	5,4	
Job vacancy rate	% change over the recent 3 years	:	0,7	0,8	0,9	1,0	1,0		1,5	1,6	1,8	2,0	
Share of adult population with upper secondary or tertiary education	age 25-64	57,6	79,0	80,1	80,3	82,0 b	83,2		76,5	76,9	77,5	78,1	
Percentage of adult population participating in education and training	age 25-64	:	6,8	6,3	6,2	8,9 b	12,5		10,7	10,8	10,9	11,1	

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

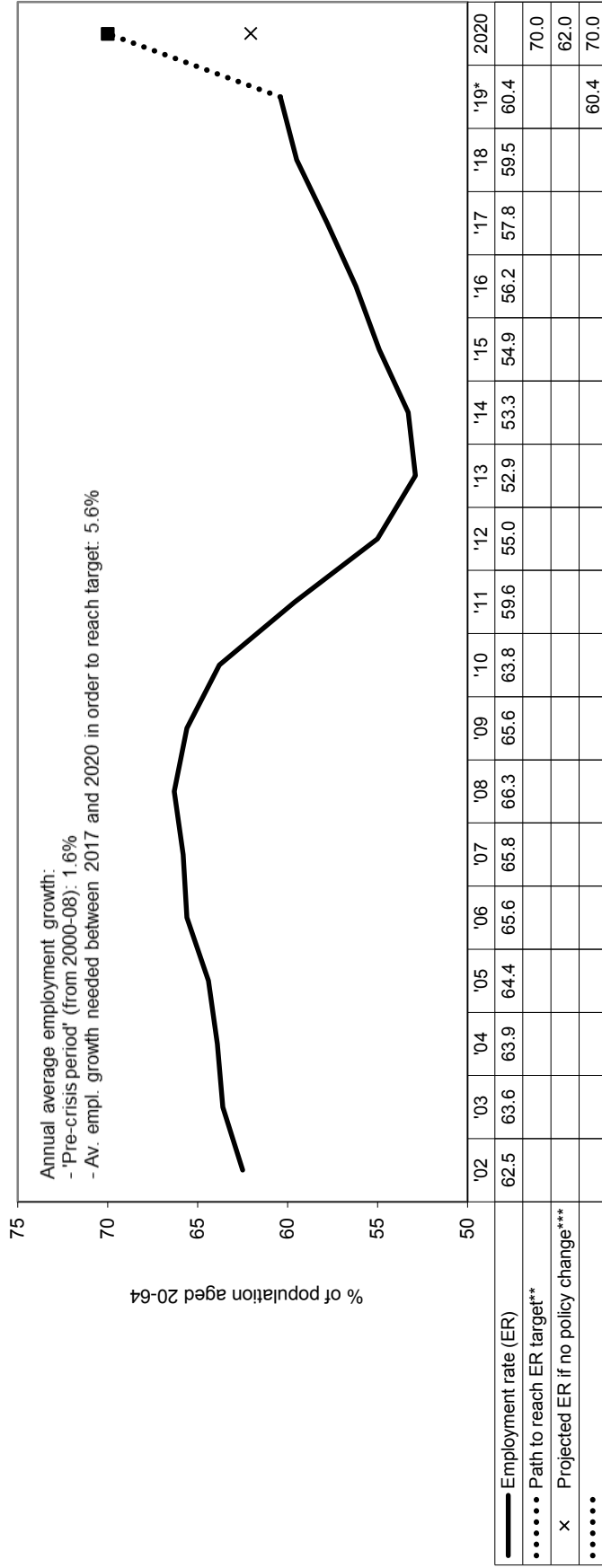
3. Key employment challenges Ireland, June 2019

Employment policy area	Key employment challenge	Particularly good labour market outcome
1. Increase labour market participation		High employment rate of non-EU nationals (aged 20-64), with positive developments.
2. Enhancing labour market functioning; combating segmentation		Low (and decreasing) share of involuntary temporary employment. High transition rates from temporary to permanent employment.
3. Active labour market policies		
4. Adequate and employment oriented social security systems		The risk of in-work poverty is lower than the EU average (especially for women).
5. Work-life balance	Significant inactivity among cohorts with personal and family responsibilities. This is explained by several factors, including a lack of care services for children and other dependents.	
6. Job creation		
7. Gender equality		
8. Improving skill supply and productivity; Lifelong learning	<i>Need to expand the provision of appropriate re-skilling and up-skilling opportunities.</i>	High share of adult population (aged 25-64) having attained tertiary education (especially for the population aged 30-34). Low (and improving) rate of early school leaving.
9. Improving education and training systems		
10. Wage setting mechanisms and labour cost developments		

GREECE

1. Progress towards the national employment rate target

**Employment rate (20-64) 2002 - 2018 and national ER target
GREECE**



Sources and notes:

Employment rates 2003-2018: Eurostat, EU LFS;

* Estimated values based on employment growth forecasts from Commission Spring Forecast 2019 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

2. Key indicators on labour market performance

Greece

Indicator	Unit	2000	2014	2015	2016	2017	2018	2020 national target	2015	2016	2017	2018	2020 EU target
Overall employment rate	% of population aged 20 - 64	61,9	53,3	54,9	56,2	57,8	59,5	70,0	70,1	71,1	72,2	73,2	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	4,7	9,7	11,0	10,7	10,6	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	44,3	32,0	38,7	39,1	39,9	40,7	40,0
Overall employment growth	% change from previous year	1,5	0,6	2,0	1,7	2,0	1,7		1,1	1,5	1,4	1,3	
Employment rate of women	% of female population aged 20 - 64	45,5	44,3	46,0	46,8	48,0	49,1		64,3	65,3	66,5	67,4	
Employment rate of men	% of male population aged 20 - 64	78,8	62,6	64,0	65,8	67,7	70,1		75,9	76,9	78,0	79,0	
Employment rate of older workers	% of population aged 55 - 64	39,0	34,0	34,3	36,3	38,3	41,1		53,3	55,3	57,1	58,7	
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	21,0		11,6	11,6	11,5	11,6	
Employment rate of young persons	% of population aged 20 - 29	57,6	38,3	40,3	41,0	42,2	44,1		61,4	62,6	63,9	64,8	
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	49,9		52,6	53,6	54,9	56,1	
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64	:	54,1	55,1	56,3	56,5	56,5		56,7	56,5	57,4	59,3	
Part-time employment	% of total employment aged 15 - 74	4,6	9,4	9,4	9,9	9,8	9,1		20,3	20,3	20,1	19,9	
Temporary employees	% of total employees aged 15 - 64	13,8	11,6	11,9	11,2	11,4	11,3		14,1	14,2	14,3	14,2	
Overall unemployment rate	% of labour force	11,2	26,5	24,9	23,6	21,5	19,3		9,4	8,6	7,6	6,8	
Long-term unemployment	% of labour force	6,2	19,5	18,2	17,0	15,6	13,6		4,5	4,0	3,4	2,9	
Youth unemployment rate	% of youth labour force (15-24)	29,2	52,4	49,8	47,3	43,6	39,9		20,3	18,7	16,8	15,2	
Youth NEET rate	% of population aged 15-24	16,9	19,1	17,2	15,8	15,3	14,1		12,0	11,6	10,9	10,5	
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	80,3 p			100,0	100,0	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	100,0	100,0	
Nominal unit labour cost growth	% change from previous year	1,5	-1,8 p	-1,3 p	-0,2 p	0,6 p	1,1 p		2,0	-1,2	0,1	1,8	
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	16,0		
Involuntary temporary employment	as % of total employees	9,9	8,0	8,0	8,0	8,3	8,2		7,7	7,8	7,8	7,4	
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	10,5		14,3	14,6	14,9	14,9	
At-risk-of-poverty rate of unemployed		:	45,9	44,8	47,1	45,5			47,5	48,6	47,8		
unemployment trap - tax rate on low wage earners		:	50,3	50,6	52,1	51,8			74,7	75,0	74,6		
Inactivity and part-time work due to personal and family responsibilities	age 15-64	:	1,7	1,6	1,6	1,6	1,6		5,3	5,4	5,4	5,4	
Job vacancy rate	% change over the recent 3 years	:	0,8	0,8	0,8	0,6	0,6		1,5	1,6	1,8	2,0	
Share of adult population with upper secondary or tertiary education	age 25-64	51,6	68,4	70,4	71,8	72,9	73,6		76,5	76,9	77,5	78,1	
Percentage of adult population participating in education and training	age 25-64	:	3,2	3,3	4,0	4,5	4,5		10,7	10,8	10,9	11,1	

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

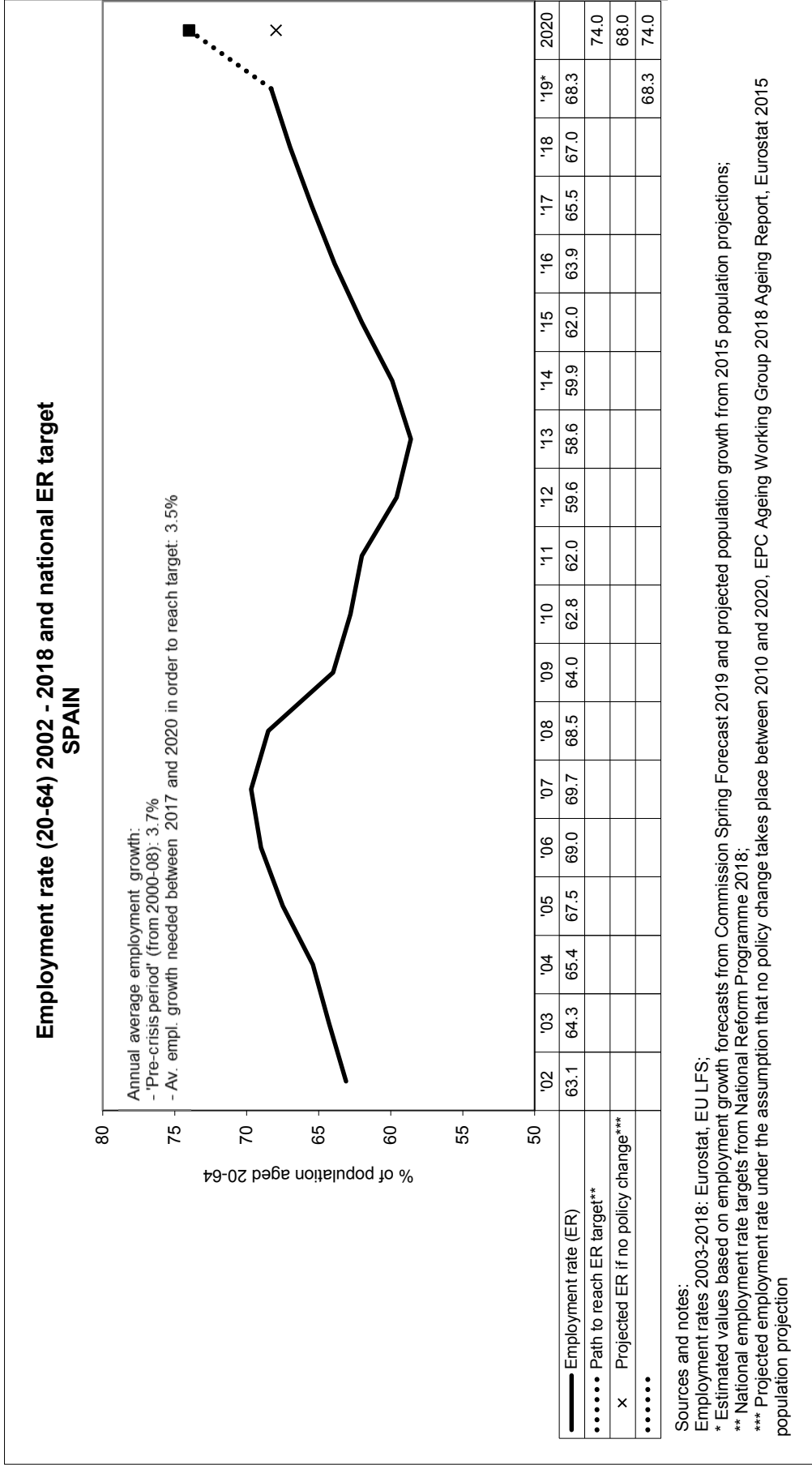
Notes: b - break in series, p - provisional, c - confidential, e - estimated, n - not significant, f - forecast, s - Eurostat estimate, z - not applicable, u - unreliable, "-": not available

3. Key employment challenges Greece, June 2019

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, especially for women, young people, and older workers.	
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>In order for PES to fully realize their potential for individualized services to the jobseekers, further procedural steps have to be made towards the permanent availability of a range of ALMPs</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		Increasing number of children in formal childcare between 3 years old and mandatory school age.
6. Job creation	Weak labour demand (low available vacancies).	
7. Gender equality	High and widening gender employment gap.	
8. Improving skill supply and productivity; Lifelong learning	Low participation in lifelong learning. <i>Despite efforts made the links of Vocational Education and Training, apprenticeships and lifelong learning to labour market needs are not yet visible</i>	
9. Improving education and training systems	Above average share of low-achievers in mathematics and science. <i>Despite efforts made and until reforms that are underway generate results, lack of a consolidated evaluation culture remains a challenge</i>	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		

SPAIN

1. Progress towards the national employment rate target



2. Key indicators on labour market performance

Spain

Indicator	Unit	2000	2014	2015	2016	2017	2018	2020 national target	2015	2016	2017	2018	2020 EU target
Overall employment rate	% of population aged 20 - 64	60,7	59,9	62,0	63,9	65,5	67,0	74,0	70,1	71,1	72,2	73,2	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	17,9	15,0	11,0	10,7	10,6	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	42,4	44,0	38,7	39,1	39,9	40,7	40,0
Overall employment growth	% change from previous year	5,6	1,2	2,9	2,6	2,6	2,1		1,1	1,5	1,4	1,3	
Employment rate of women	% of female population aged 20 - 64	44,5	54,8	56,4	58,1	59,6	61,0		64,3	65,3	66,5	67,4	
Employment rate of men	% of male population aged 20 - 64	76,9	65,0	67,6	69,6	71,5	73,1		75,9	76,9	78,0	79,0	
Employment rate of older workers	% of population aged 55 - 64	37,0	44,3	46,9	49,1	50,5	52,2		53,3	55,3	57,1	58,7	
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	12,1		11,6	11,6	11,5	11,6	
Employment rate of young persons	% of population aged 20 - 29	58,6	45,7	47,1	48,6	51,4	53,2		61,4	62,6	63,9	64,8	
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	56,6		52,6	53,6	54,9	56,1	
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64	:	51,8	55,0	57,4	59,4	59,9		56,7	56,5	57,4	59,3	
Part-time employment	% of total employment aged 15 - 74	8,1	15,9	15,7	15,2	15,0	14,6		20,3	20,3	20,1	19,9	
Temporary employees	% of total employees aged 15 - 64	32,4	24,0	25,2	26,1	26,8	26,9		14,1	14,2	14,3	14,2	
Overall unemployment rate	% of labour force	11,9	24,5	22,1	19,6	17,2	15,3		9,4	8,6	7,6	6,8	
Long-term unemployment	% of labour force	5,8	12,9	11,4	9,5	7,7	6,4		4,5	4,0	3,4	2,9	
Youth unemployment rate	% of youth labour force (15-24)	25,3	53,2	48,3	44,4	38,6	34,3		20,3	18,7	16,8	15,2	
Youth NEET rate	% of population aged 15-24	12,1	17,1 b	15,6	14,6	13,3	12,4		12,0	11,6	10,9	10,5	
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	102,1	103,4	102,2 p	101,9 p	101,0 p			100,0	100,0	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	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	0,9 p		2,0	-1,2	0,1	1,8	
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	15,1			16,2 p	16,2 p	16,0		
Involuntary temporary employment	as % of total employees	23,6	20,7	21,7	23,0	22,7	21,3		7,7	7,8	7,8	7,4	
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	19,3		14,3	14,6	14,9	14,9	
At-risk-of-poverty rate of unemployed		:	48,0	46,5	49,2	46,4			47,5	48,6	47,8		
unemployment trap - tax rate on low wage earners		:	81,7	81,4	81,1	81,1			74,7	75,0	74,6		
Inactivity and part-time work due to personal and family responsibilities	age 15-64	:	2,6	2,5	2,5	2,7	3,1		5,3	5,4	5,4	5,4	
Job vacancy rate	% change over the recent 3 years	:	0,7	0,7	0,7	0,7	0,8		1,5	1,6	1,8	2,0	
Share of adult population with upper secondary or tertiary education	age 25-64	38,6	56,6	57,4	58,3	59,1	60,1		76,5	76,9	77,5	78,1	
Percentage of adult population participating in education and training	age 25-64	:	10,1 b	9,9	9,4	9,9	10,5		10,7	10,8	10,9	11,1	

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 Spain, June 2019

Employment policy area	Key employment challenge	Particularly good labour market outcome
1. Increase labour market participation	<p>Still low (though increasing) employment rates, especially for young workers.</p> <p>Still high (though decreasing) unemployment (especially for young people) and NEET rates.</p> <p>Persistent gap with the EU average in the employment rate of older workers and increasing gap in the duration of working life.</p>	
2. Enhancing labour market functioning; combating segmentation	<p>High share of employees on temporary contracts, largely involuntary and with low transition rates towards permanent contracts.</p> <p><i>Low geographical labour mobility, due in particular to barriers and limited incentives for interregional labour mobility.</i></p>	High share of newly employed young people.
3. Active labour market policies	<p>The share of long-term unemployed in active population is still high, although declining and representing a decreasing share of total unemployed.</p> <p><i>Limited capacity of the regional public employment and social services to provide effective support and relevant job placements to both employers and jobseekers.</i></p>	
4. Adequate and employment oriented social security systems	High share of people at-risk-of poverty in employment.	
5. Work-life balance		High participation in formal childcare (less than 30 hours a week).
6. Job creation		
7. Gender equality		
8. Improving skill supply and productivity; Lifelong learning	<i>Skills mismatches for tertiary graduates. Regional disparities in early school leaving rates and education outcomes.</i>	
9. Improving education and training systems	<p>High (though decreasing) early school leaving rate</p> <p>Low (though increasing) share of young people with at least upper secondary education.</p>	
10. Wage setting mechanisms and labour cost developments		

FRANCE

1. Progress towards the national employment rate target

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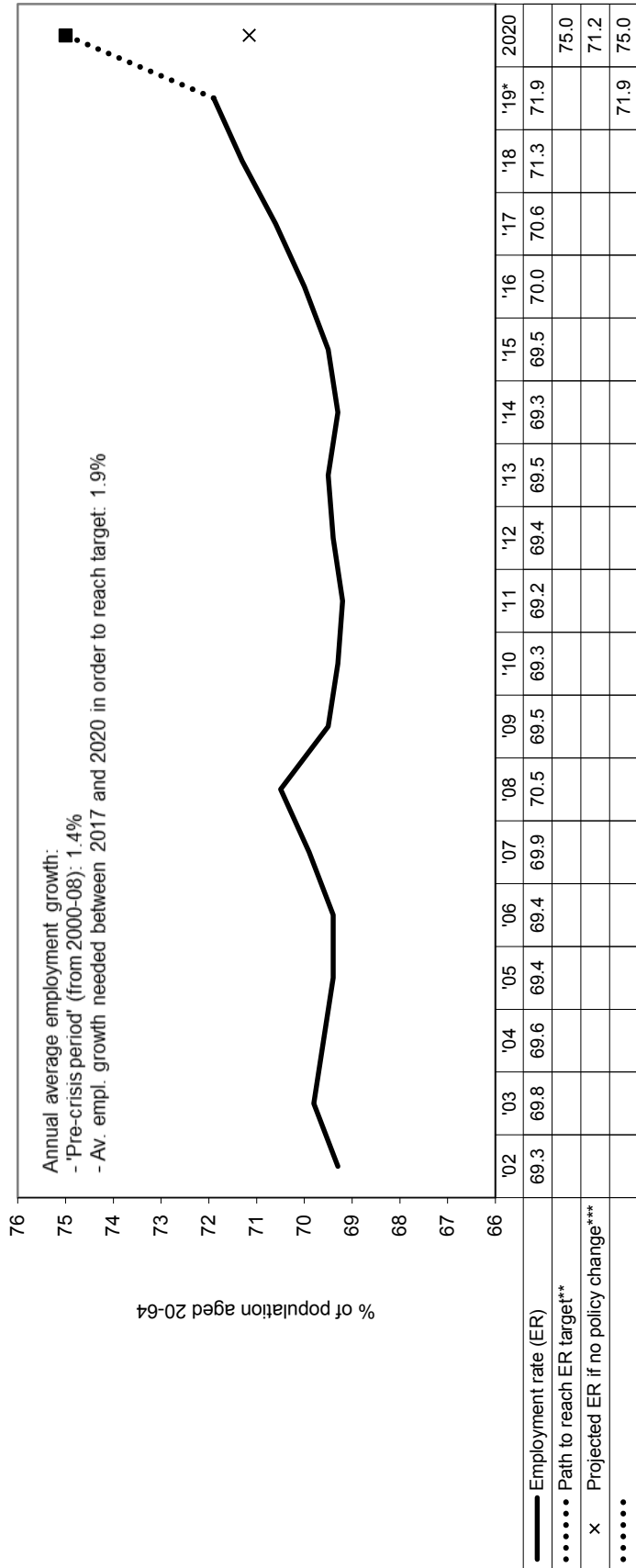
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Employment rate (20-64) 2002 - 2018 and national ER target FRANCE



Sources and notes:

Employment rates 2003-2018: Eurostat, EU LFS;

* Estimated values based on employment growth forecasts from Commission Spring Forecast 2019 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

2. Key indicators on labour market performance

France

Indicator	Unit	2000	2014	2015	2016	2017	2018	2020 national target	2015	2016	2017	2018	2020 EU target
Overall employment rate	% of population aged 20 - 64	68,1 E	69,3 b	69,5	70,0	70,6	71,3	75,0	70,1	71,1	72,2	73,2	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	8,9	9,5	11,0	10,7	10,6	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	46,2	50,0	38,7	39,1	39,9	40,7	40,0
Overall employment growth	% change from previous year	2,7 E	0,1	0,0 b	0,5	1,0	1,0		1,1	1,5	1,4	1,3	
Employment rate of women	% of female population aged 20 - 64	60,5 E	65,6 b	66,0	66,3	66,7	67,6		64,3	65,3	66,5	67,4	
Employment rate of men	% of male population aged 20 - 64	76,0 E	73,2 b	73,2	73,8	74,6	75,2		75,9	76,9	78,0	79,0	
Employment rate of older workers	% of population aged 55 - 64	30,1 E	46,9 b	48,7	49,8	51,3	52,1		53,3	55,3	57,1	58,7	
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	7,6		11,6	11,6	11,5	11,6	
Employment rate of young persons	% of population aged 20 - 29	63,2	60,6 b	60,9	61,5	62,1	63,3		61,4	62,6	63,9	64,8	
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	52,2		52,6	53,6	54,9	56,1	
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64	:	47,3 b	46,6	46,3	47,3	50,6		56,7	56,5	57,4	59,3	
Part-time employment	% of total employment aged 15 - 74	16,9	18,9 b	18,8	18,7	18,7	18,4		20,3	20,3	20,1	19,9	
Temporary employees	% of total employees aged 15 - 64	15,4	15,3 b	16,0	16,1	16,8	16,7		14,1	14,2	14,3	14,2	
Overall unemployment rate	% of labour force	8,6	10,3	10,4	10,1	9,4	9,1		9,4	8,6	7,6	6,8	
Long-term unemployment	% of labour force	:	4,5	4,6	4,6	4,2	3,8		4,5	4,0	3,4	2,9	
Youth unemployment rate	% of youth labour force (15-24)	20,6	24,2 b	24,7	24,6	22,3	20,7		20,3	18,7	16,8	15,2	
Youth NEET rate	% of population aged 15-24	10,2	11,4 b	12,0	11,9	11,5	11,1		12,0	11,6	10,9	10,5	
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	121,2	115,6	115,0 p	114,8 p	114,8 p			100,0	100,0	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	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	1,0 p		2,0	-1,2	0,1	1,8	
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	15,4			16,2 p	16,2 p	16,0		
Involuntary temporary employment	as % of total employees	:	9,2 b	9,0	9,3	9,7	9,0		7,7	7,8	7,8	7,4	
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	15,6		14,3	14,6	14,9	14,9	
At-risk-of-poverty rate of unemployed		:	31,1	37,1	38,4	38,6			47,5	48,6	47,8		
unemployment trap - tax rate on low wage earners		:	77,4	76,5	76,5	76,6			74,7	75,0	74,6		
Inactivity and part-time work due to personal and family responsibilities	age 15-64	:	4,7 b	4,9	4,7	4,8	4,5		5,3	5,4	5,4	5,4	
Job vacancy rate	% change over the recent 3 years	:	0,6	0,6	0,7	0,9	1,1		1,5	1,6	1,8	2,0	
Share of adult population with upper secondary or tertiary education	age 25-64	62,2	76,7 b	77,5	78,1	78,4	79,4		76,5	76,9	77,5	78,1	
Percentage of adult population participating in education and training	age 25-64	:	18,4 b	18,6	18,8	18,7	18,6		10,7	10,8	10,9	11,1	

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

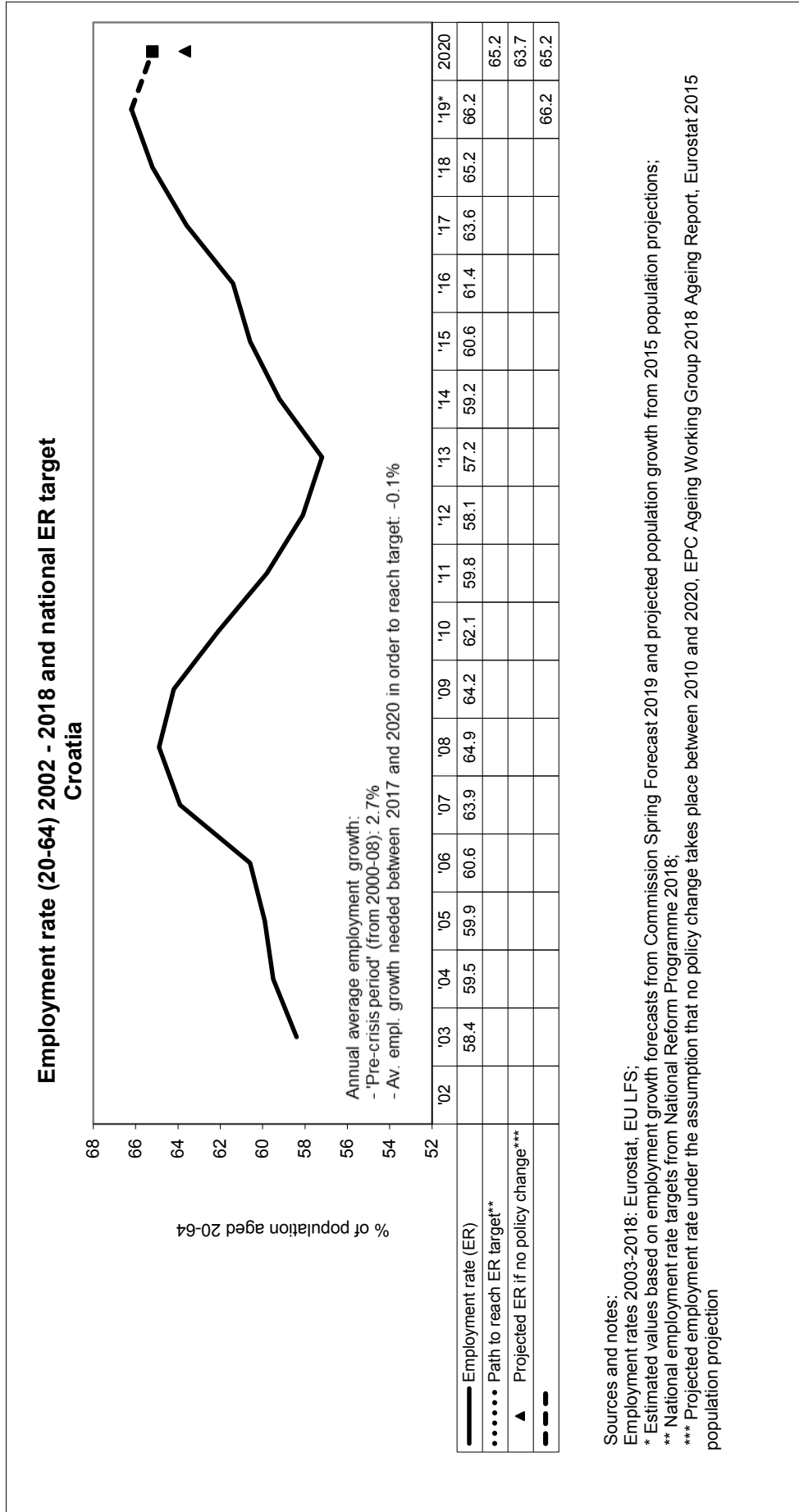
Notes: b - break in series, p - provisional, c - confidential, e - estimated, n - not significant, f - forecast, s - Eurostat estimate, z - not applicable, u - unreliable, "-" - not available

3. Key employment challenges France, June 2019

Employment policy area	Key employment challenge	Particularly good labour market outcome
1. Increase labour market participation	<p>Despite improvements, unemployment rate remains above EU average, especially for low and medium-qualified people.</p> <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><i>Inhabitants from urban deprived areas face additional difficulties on the labour market.</i></p>	
2. Enhancing labour market functioning; combating segmentation	<p>The transition rate from temporary to permanent employment is much below the EU average.</p> <p><i>Persistent high share of very short-term contracts in new hires, especially in the tertiary sector, despite signs of improvement.</i></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 and benefit system could result in an inactivity trap for low-wage second earners.	
7. Gender equality		
8. Improving skill supply and productivity; Lifelong learning	<i>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.</i>	
9. Improving education and training systems	<i>Despite improvements, labour market relevance of the Initial Vocational Education and Training system can be further strengthened in the context of reforms being implemented.</i>	
10. Wage setting mechanisms and labour cost developments		

CROATIA

1. Progress towards the national employment rate target



2. Key indicators on labour market performance Croatia

Indicator	Unit	2000	2014	2015	2016	2017	2018	2020 national target	2015	2016 EU28-total		2017	2018	2020 EU target
Overall employment rate	% of population aged 20 - 64		59,2	60,6	61,4	63,6	65,2	65,2	70,1	71,1	72,2	73,2	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	3,3	4,0	11,0	10,7	10,6	10,6	less than 10	
Tertiary educational attainment	% completion of tertiary or equivalent education (30-34)		32,1	30,8	29,3	28,7	34,1	35,0	38,7	39,1	39,9	40,7	40,0	
Overall employment growth	% change from previous year		3,2	1,1	0,5	2,3	:		1,1	1,5	1,4	1,3		
Employment rate of women	% of female population aged 20 - 64		54,2	55,9	56,6	58,3	60,1		64,3	65,3	66,5	67,4		
Employment rate of men	% of male population aged 20 - 64		64,2	65,4	66,2	68,9	70,3		75,9	76,9	78,0	79,0		
Employment rate of older workers	% of population aged 55 - 64		36,2	39,2	38,1	40,3	42,8		53,3	55,3	57,1	58,7		
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	10,2		11,6	11,6	11,5	11,6		
Employment rate of young persons	% of population aged 20 - 29		48,5	49,5	54,8	56,2	56,0		61,4	62,6	63,9	64,8		
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	37,2		52,6	53,6	54,9	56,1		
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	53,3		56,7	56,5	57,4	59,3		
Part-time employment	% of total employment aged 15 - 74		6,0	6,8	6,4	5,5	5,6		20,3	20,3	20,1	19,9		
Temporary employees	% of total employees aged 15 - 64		16,9 b	20,2	22,2	20,7	19,9		14,1	14,2	14,3	14,2		
Overall unemployment rate	% of labour force	15,6	17,2	16,1	13,4	11,1	8,5		9,4	8,6	7,6	6,8		
Long-term unemployment	% of labour force		10,1	10,2	6,6	4,6	3,4		4,5	4,0	3,4	2,9		
Youth unemployment rate	% of youth labour force (15-24)		45,5	42,3	31,3	27,4	23,8		20,3	18,7	16,8	15,2		
Youth NEET rate	% of population aged 15-24		19,3	18,1	16,9	15,4	13,6		12,0	11,6	10,9	10,5		
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	71,9 d			100,0	100,0	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	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	0,1	1,8		
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			11,6			16,2 p	16,2 p	16,0			
Involuntary temporary employment	as % of total employees		8,0 b	8,8	17,7	17,7	17,2		7,7	7,8	7,8	7,4		
Newly employed	share of people in current job 12 months or less in total employment		12,5	12,6	15,8	15,6	15,3		14,3	14,6	14,9	14,9		
At-risk-of-poverty rate of unemployed			43,2	42,8	43,6	45,6			47,5	48,6	47,8			
unemployment trap - tax rate on low wage earners			80,5	79,6	79,7	81,9			74,7	75,0	74,6			
Inactivity and part-time work due to personal and family responsibilities	age 15-64		1,1	1,2	1,6	1,5	1,6		5,3	5,4	5,4	5,4		
Job vacancy rate	% change over the recent 3 years		0,9	1,0	1,2	1,5	1,7		1,5	1,6	1,8	2,0		
Share of adult population with upper secondary or tertiary education	age 25-64		82,7	83,1	82,7	83,8	85,1		76,5	76,9	77,5	78,1		
Percentage of adult population participating in education and training	age 25-64		2,8	3,1	3,0	2,3	2,9		10,7	10,8	10,9	11,1		

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 Croatia, June 2019

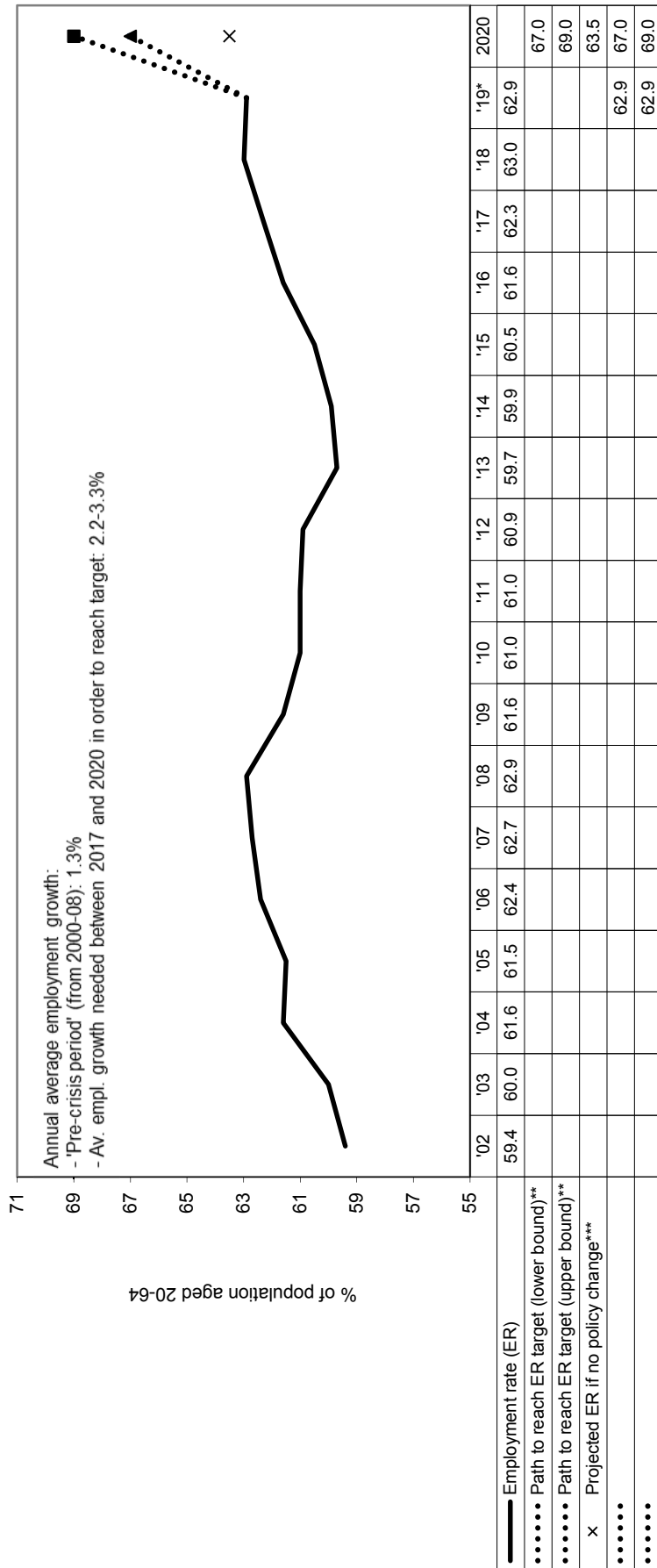
Employment	Key employment challenge	Particularly good
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policy area		labour market outcome
1. Increase labour market participation	Employment rates are lower than the EU average, especially for low skilled and older workers (age group 55-64), however with positive developments Short duration of working life 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	
3. Active labour market policies	<i>Low participation in active labour market policies, in particular in adult education measures offered therein</i>	
4. Adequate and employment oriented social security systems		In-work poverty is relatively low and improving
5. Work-life balance	Share of children in pre-school education is 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 In terms of digital skills, Croatia ranks as one of the lowest in the EU.	
9. Improving education and training systems	The completion rate in tertiary or equivalent education (age group 30-34) is below the EU-average. <i>Limited access, quality and labour market relevance at all levels of education and training</i>	Percentage of early school leavers is lower than the EU average
10. Wage setting mechanisms and labour cost developments	<i>Weaknesses in the wage setting mechanisms in the public sector</i>	

ITALY

1. Progress towards the national employment rate target

Employment rate (20-64) 2002 - 2018 and national ER target ITALY



Sources and notes:

Employment rates 2003-2018: Eurostat, EU LFS;

* Estimated values based on employment growth forecasts from Commission Spring Forecast 2019 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

2. Key indicators on labour market performance

Italy

Indicator	Unit	2000	2014	2015	2016	2017	2018	2020 national target	2015	2016	2017	2018	2020 EU target	
										EU28-total				
Overall employment rate	% of population aged 20 - 64	57,4	59,9	60,5	61,6	62,3	63,0	67-69	70,1	71,1	72,2	73,2	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	14,5	15-16	11,0	10,7	10,6	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	27,8	26-27	38,7	39,1	39,9	40,7	40,0	
Overall employment growth	% change from previous year	1,9	0,3	0,7	1,2	0,9	0,9		1,1	1,5	1,4	1,3		
Employment rate of women	% of female population aged 20 - 64	42,2	50,3	50,6	51,6	52,5	53,1		64,3	65,3	66,5	67,4		
Employment rate of men	% of male population aged 20 - 64	72,8	69,7	70,6	71,7	72,3	72,9		75,9	76,9	78,0	79,0		
Employment rate of older workers	% of population aged 55 - 64	27,7	46,2	48,2	50,3	52,2	53,7		53,3	55,3	57,1	58,7		
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	19,8		11,6	11,6	11,5	11,6		
Employment rate of young persons	% of population aged 20 - 29	49,9	40,0	40,3	42,1	42,7	43,4		61,4	62,6	63,9	64,8		
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	51,7		52,6	53,6	54,9	56,1		
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64		60,6	60,7	61,5	62,6	63,4		56,7	56,5	57,4	59,3		
Part-time employment	% of total employment aged 15 - 74	8,8	18,3	18,5	18,7	18,7	18,5		20,3	20,3	20,1	19,9		
Temporary employees	% of total employees aged 15 - 64	10,1	13,6	14,1	14,0	15,5	17,1		14,1	14,2	14,3	14,2		
Overall unemployment rate	% of labour force	10,0	12,7	11,9	11,7		10,6		9,4	8,6	7,6	6,8		
Long-term unemployment	% of labour force	6,5	7,7	6,9	6,7	6,5	6,2		4,5	4,0	3,4	2,9		
Youth unemployment rate	% of youth labour force (15-24)	31,5	42,7	40,3	37,8	34,7	32,2		20,3	18,7	16,8	15,2		
Youth NEET rate	% of population aged 15-24	19,1	22,1	21,4	19,9	20,1	19,2		12,0	11,6	10,9	10,5		
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	130,4	107,2	106,3	107,4	107,0			100,0	100,0	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	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		2,0	-1,2	0,1	1,8		
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	5,0			16,2 p	16,2 p	16,0			
Involuntary temporary employment	as % of total employees	4,4	9,8	10,3	10,2	11,2	13,7		7,7	7,8	7,8	7,4		
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	11,3		14,3	14,6	14,9	14,9		
At-risk-of-poverty rate of unemployed			48,1	47,3	45,8	42,2			47,5	48,6	47,8			
unemployment trap - tax rate on low wage earners			79,7	80,8	79,3	80,1			74,7	75,0	74,6			
Inactivity and part-time work due to personal and family responsibilities	age 15-64		5,1	4,9	5,0	5,3	4,7		5,3	5,4	5,4	5,4		
Job vacancy rate	% change over the recent 3 years		0,5	0,5	0,6	0,8	0,9		1,5	1,6	1,8	2,0		
Share of adult population with upper secondary or tertiary education	age 25-64	45,2	59,3	59,9	60,1	60,9	61,7		76,5	76,9	77,5	78,1		
Percentage of adult population participating in education and training	age 25-64		8,1	7,3	8,3	7,9	8,1		10,7	10,8	10,9	11,1		

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 Italy, June 2019

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. <i>Undeclared work remains widespread, especially in southern regions</i>	
3. Active labour market policies	The long-term unemployment ratio remains high <i>Despite some recent efforts to make active labour market policies more effective, the placement capacity and overall efficiency of Public Employment Services remain weak</i>	
4. Adequate and employment oriented social security systems		Adequate net replacement rate of unemployment benefits
5. Work-life balance	High inactivity rate, also due to personal and family responsibilities <i>An integrated strategy to support families and labour market participation of women, also encompassing a systematic evaluation of adopted measures, is currently missing</i>	
6. Job creation		
7. Gender equality		The gender pay gap is significantly below the EU average.
8. Improving skill supply and productivity; Lifelong learning	<i>Low performance in key competences and basic skills among young and adult population. Measures to boost digital skills and adult learning lack a comprehensive approach</i>	
9. Improving education and training systems	Early school leaving rate is high. Tertiary education attainment rates for the adult population are significantly below the EU average.	
10. Wage setting mechanisms and labour cost developments		

CYPRUS

1. Progress towards the national employment rate target

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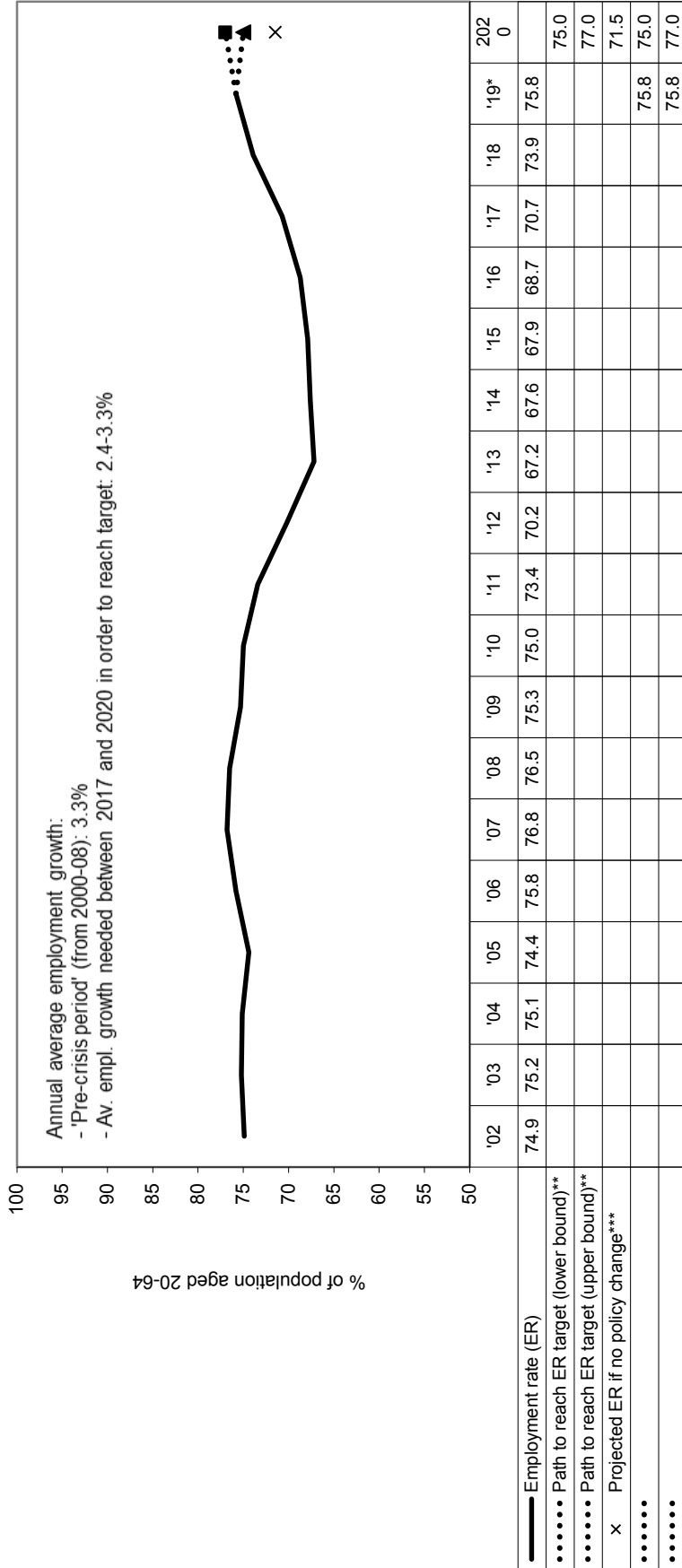
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Employment rate (20-64) 2002 - 2018 and national ER target CYPRUS



Sources and notes:

Employment rates 2003-2018: Eurostat, EU LFS;

* Estimated values based on employment growth forecasts from Commission Spring Forecast 2019 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

2. Key indicators on labour market performance

Cyprus

Indicator	Unit	2000	2014	2015	2016	2017	2018	2020 national target	2015	2016 EU28-total	2017	2018	2020 EU target
Overall employment rate	% of population aged 20 - 64	72,2 E	67,6	67,9	68,7	70,7	73,9	75-77	70,1	71,1	72,2	73,2	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	7,8	10,0	11,0	10,7	10,6	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	57,1	46,0	38,7	39,1	39,9	40,7	40,0
Overall employment growth	% change from previous year	4,3 E	-0,6	-1,4	1,1	4,2	4,0		1,1	1,5	1,4	1,3	
Employment rate of women	% of female population aged 20 - 64	59,1 E	63,9	64,0	64,1	66,2	68,9		64,3	65,3	66,5	67,4	
Employment rate of men	% of male population aged 20 - 64	86,1 E	71,6	72,3	73,8	75,6	79,3		75,9	76,9	78,0	79,0	
Employment rate of older workers	% of population aged 55 - 64	49,0 E	46,9	48,5	52,2	55,3	60,9		53,3	55,3	57,1	58,7	
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	10,4		11,6	11,6	11,5	11,6	
Employment rate of young persons	% of population aged 20 - 29	75,6	60,5	59,9	60,5	62,3	66,4		61,4	62,6	63,9	64,8	
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	61,6		52,6	53,6	54,9	56,1	
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64	:	77,5	75,2	65,9	65,8	68,0		56,7	56,5	57,4	59,3	
Part-time employment	% of total employment aged 15 - 74	8,4	14,0	13,6	14,1	12,8	11,4		20,3	20,3	20,1	19,9	
Temporary employees	% of total employees aged 15 - 64	10,7	19,0	18,4	16,5	15,4	13,8		14,1	14,2	14,3	14,2	
Overall unemployment rate	% of labour force	4,8	16,1	15,0	13,0	11,1	8,4		9,4	8,6	7,6	6,8	
Long-term unemployment	% of labour force	:	7,7	6,8	5,8	4,5	2,7		4,5	4,0	3,4	2,9	
Youth unemployment rate	% of youth labour force (15-24)	10,2	36,0	32,8	29,1	24,7	20,2		20,3	18,7	16,8	15,2	
Youth NEET rate	% of population aged 15-24	10,1	17,0	15,3	16,0	16,1	13,2		12,0	11,6	10,9	10,5	
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	91,5	85,0	84,9	84,3 p	83,8 p			100,0	100,0	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	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	0,3 p		2,0	-1,2	0,1	1,8	
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	13,7			16,2 p	16,2 p	16,0		
Involuntary temporary employment	as % of total employees	8,2	17,9	17,1	15,2	14,1	12,8		7,7	7,8	7,8	7,4	
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	21,3		14,3	14,6	14,9	14,9	
At-risk-of-poverty rate of unemployed		:	32,6	42,0	37,2	36,5			47,5	48,6	47,8		
unemployment trap - tax rate on low wage earners		:	:	:	:	63,8			74,7	75,0	74,6		
Inactivity and part-time work due to personal and family responsibilities	age 15-64	:	2,7	2,7	3,1	2,8	2,7		5,3	5,4	5,4	5,4	
Job vacancy rate	% change over the recent 3 years	:	0,6	0,7	0,9	1,0	1,2		1,5	1,6	1,8	2,0	
Share of adult population with upper secondary or tertiary education	age 25-64	61,5	77,6	77,9	79,5	81,1	82,2		76,5	76,9	77,5	78,1	
Percentage of adult population participating in education and training	age 25-64	:	7,1	7,5	6,9	6,9	6,7		10,7	10,8	10,9	11,1	

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

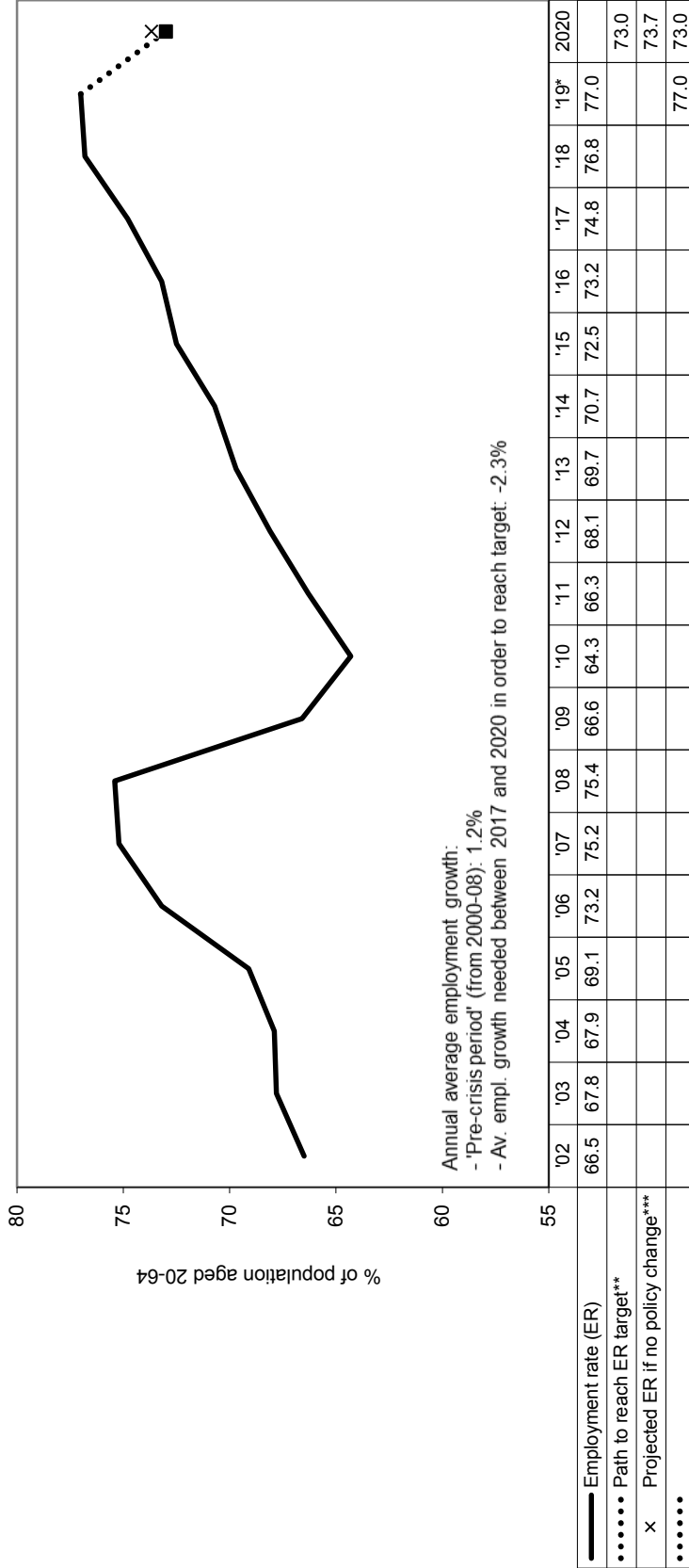
3. Key employment challenges Cyprus, June 2019

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 above the EU average.	
2. Enhancing labour market functioning; combating segmentation	<i>High incidence of undeclared work</i> High (but decreasing) share of workers in involuntary temporary, especially for older workers and women.	High share of newly employed people, including young and self-employed.
3. Active labour market policies	<i>Limited active labour market policies and sustainable services by the Public Employment Services.</i>	
4. Adequate and employment oriented social security systems		Low risk of poverty of unemployed, including a low share of long-term unemployed.
5. Work-life balance	Low participation of children in formal childcare.	
6. Job creation		High employment growth over the last 3 periods.
7. Gender equality		Low gender employment gap in the 20-29 age group. Low inactivity and low wage traps for the second member of a couple.
8. Improving skill supply and productivity; Lifelong learning	Low participation in lifelong learning (age 25-64).	
9. Improving education and training systems	<i>Limited labour market relevance of education and training.</i> High share of low-achieving 15-years olds in reading, mathematics and science. Early school leaving rate and the share of population aged 20-24 having completed at least upper secondary education better than the EU average but both showing a negative trend.	High share of population with tertiary education.
10. Wage setting mechanisms and labour cost developments		

LATVIA

1. Progress towards the national employment rate target

Employment rate (20-64) 2002 - 2018 and national ER target LATVIA



Sources and notes:

Employment rates 2003-2018: Eurostat, EU LFS;

* Estimated values based on employment growth forecasts from Commission Spring Forecast 2019 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

2. Key indicators on labour market performance

Latvia

Indicator	Unit	2000	2014	2015	2016	2017	2018	2020 national target	2015	2016	2017	2018	2020 EU target
Overall employment rate	% of population aged 20 - 64	63,6 E	70,7	72,5	73,2	74,8	76,8	73,0	70,1	71,1	72,2	73,2	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	8,3	13,4	11,0	10,7	10,6	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	42,7	34-36	38,7	39,1	39,9	40,7	40,0
Overall employment growth	% change from previous year	-2,1 E	-0,9	1,0	-0,7	0,0	1,6		1,1	1,5	1,4	1,3	
Employment rate of women	% of female population aged 20 - 64	59,3 E	68,5	70,5	71,8	72,7	74,8		64,3	65,3	66,5	67,4	
Employment rate of men	% of male population aged 20 - 64	68,4 E	73,1	74,6	74,7	77,0	79,0		75,9	76,9	78,0	79,0	
Employment rate of older workers	% of population aged 55 - 64	36,1 E	56,4	59,4	61,4	62,3	65,4		53,3	55,3	57,1	58,7	
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	4,2		11,6	11,6	11,5	11,6	
Employment rate of young persons	% of population aged 20 - 29	61,7	65,1	67,5	67,7	70,7	71,0		61,4	62,6	63,9	64,8	
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	57,5		52,6	53,6	54,9	56,1	
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64	:	62,8	64,0	63,9	65,1	66,5		56,7	56,5	57,4	59,3	
Part-time employment	% of total employment aged 15 - 74	10,9	7,4	7,9	9,3	8,5	8,0		20,3	20,3	20,1	19,9	
Temporary employees	% of total employees aged 15 - 64	6,7	3,3	3,8	3,7	3,0	2,7		14,1	14,2	14,3	14,2	
Overall unemployment rate	% of labour force	14,3	10,8	9,9	9,6	8,7	7,4		9,4	8,6	7,6	6,8	
Long-term unemployment	% of labour force	:	4,6	4,5	4,0	3,3	3,1		4,5	4,0	3,4	2,9	
Youth unemployment rate	% of youth labour force (15-24)	21,3	19,6	16,3	17,3	17,0	12,2		20,3	18,7	16,8	15,2	
Youth NEET rate	% of population aged 15-24	:	12,0	10,5	11,2	10,3	7,8		12,0	11,6	10,9	10,5	
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	40,1	64,5	63,8	64,8	67,3			100,0	100,0	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	100,0	100,0	
Nominal unit labour cost growth	% change from previous year	0,3	5,2	6,1	4,2	3,8	4,5		2,0	-1,2	0,1	1,8	
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	15,7			16,2 p	16,2 p	16,0		
Involuntary temporary employment	as % of total employees	5,2	2,1	1,9	1,9	1,1	1,7		7,7	7,8	7,8	7,4	
Newly employed	share of people in current job 12 months or less in total employment	:	15,8	15,6	14,6	16,2	15,8		14,3	14,6	14,9	14,9	
At-risk-of-poverty rate of unemployed		:	53,3	55,0	55,7	56,5			47,5	48,6	47,8		
unemployment trap - tax rate on low wage earners		:	88,4	87,9	87,3	87,4			74,7	75,0	74,6		
Inactivity and part-time work due to personal and family responsibilities	age 15-64	:	1,9	1,8	1,8	1,5	1,4		5,3	5,4	5,4	5,4	
Job vacancy rate	% change over the recent 3 years	:	1,4	1,5	1,5	1,7	2,0		1,5	1,6	1,8	2,0	
Share of adult population with upper secondary or tertiary education	age 25-64	83,2	89,5	90,1	90,7	90,4	90,7		76,5	76,9	77,5	78,1	
Percentage of adult population participating in education and training	age 25-64	:	5,6	5,7	7,3	7,5	6,7		10,7	10,8	10,9	11,1	

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 Latvia, June 2019

Employment policy area	Key employment challenge	Particularly good labour market outcome
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1. Increase labour market participation	Duration of working life for men below EU average.	Activity rate is high and increasing Duration of working life of women is above the EU average and increasing. NEET rates better than EU average and improving.
2. Enhancing labour market functioning; combating segmentation	<i>High incidence of undeclared work, in particular underreported wages.</i>	Low share of employees (15-64) in temporary employment contracts.
3. Active labour market policies	<i>Insufficient labour market reintegration measures for those furthest away from the labour market.</i> Low ALMP participation (activation support) and expenditure on ALMPs as percentage of GDP.	
4. Adequate and employment oriented social security systems	High at-at-risk-of-poverty rate of unemployed. Net replacement rate after 12 months of unemployment lower than EU average.	
5. Work-life balance		
6. Job creation	Tax wedge on low wage earners is higher than EU average.	
7. Gender equality		Very low gender employment gap.
8. Improving skill supply and productivity; Lifelong learning	<i>Low participation in vocational education and training.</i>	High share of adult population (aged 25-64) having attained at least upper secondary education.
9. Improving education and training systems		
10. Wage setting mechanisms and labour cost developments		

LITHUANIA

1. Progress towards the national employment rate target

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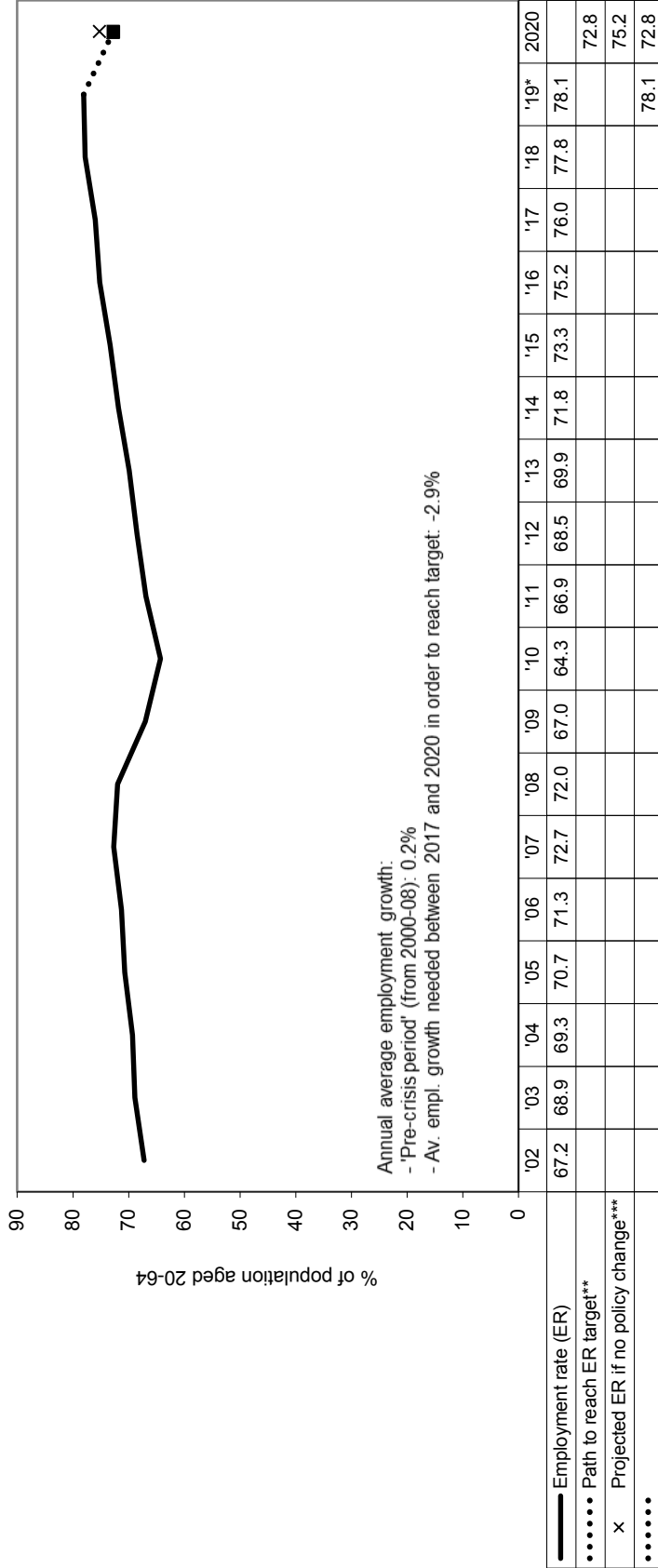
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Employment rate (20-64) 2002 - 2018 and national ER target LITHUANIA



Sources and notes:

Employment rates 2003-2018: Eurostat, EU LFS;

* Estimated values based on employment growth forecasts from Commission Spring Forecast 2019 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

2. Key indicators on labour market performance

Lithuania

Indicator	Unit	2000	2014	2015	2016	2017	2018	2020 national target	2015	2016 EU28-total	2017	2018	2020 EU target
Overall employment rate	% of population aged 20 - 64	65,5 E	71,8	73,3	75,2	76,0	77,8	72,8	70,1	71,1	72,2	73,2	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	4,6	less than 9	11,0	10,7	10,6	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	57,6	40,0	38,7	39,1	39,9	40,7	40,0
Overall employment growth	% change from previous year	-4,7 E	1,9	1,0	1,3	-0,9	1,1		1,1	1,5	1,4	1,3	
Employment rate of women	% of female population aged 20 - 64	63,9 E	70,6	72,2	74,3	75,5	76,7		64,3	65,3	66,5	67,4	
Employment rate of men	% of male population aged 20 - 64	67,3 E	73,1	74,6	76,2	76,5	79,0		75,9	76,9	78,0	79,0	
Employment rate of older workers	% of population aged 55 - 64	40,2 E	56,2	60,4	64,6	66,1	68,5		53,3	55,3	57,1	58,7	
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	2,3		11,6	11,6	11,5	11,6	
Employment rate of young persons	% of population aged 20 - 29	62,0	62,5	64,3	66,1	67,3	69,4		61,4	62,6	63,9	64,8	
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	46,9		52,6	53,6	54,9	56,1	
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	74,0		56,7	56,5	57,4	59,3	
Part-time employment	% of total employment aged 15 - 74	9,1	9,0	8,2	7,8	8,3	7,7		20,3	20,3	20,1	19,9	
Temporary employees	% of total employees aged 15 - 64	3,8	2,8	2,1	2,0	1,7	1,6		14,1	14,2	14,3	14,2	
Overall unemployment rate	% of labour force	16,4	10,7	9,1	7,9	7,1	6,2		9,4	8,6	7,6	6,8	
Long-term unemployment	% of labour force	:	4,8	3,9	3,0	2,7	2,0		4,5	4,0	3,4	2,9	
Youth unemployment rate	% of youth labour force (15-24)	28,6	19,3	16,3	14,5	13,3	11,1		20,3	18,7	16,8	15,2	
Youth NEET rate	% of population aged 15-24	17,0	9,9	9,2	9,4	9,1	8,0		12,0	11,6	10,9	10,5	
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	41,2	74,6	73,3	72,1	75,2			100,0	100,0	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	100,0	100,0	
Nominal unit labour cost growth	% change from previous year	-8,1	3,2	5,0	5,9	4,6	5,4		2,0	-1,2	0,1	1,8	
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	15,2			16,2 p	16,2 p	16,0		
Involuntary temporary employment	as % of total employees	2,6	1,6	1,3	1,2	1,0	0,8		7,7	7,8	7,8	7,4	
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	20,7		14,3	14,6	14,9	14,9	
At-risk-of-poverty rate of unemployed		:	62,6	62,3	60,5	61,5			47,5	48,6	47,8		
unemployment trap - tax rate on low wage earners		:	61,5	81,6	79,5	79,4			74,7	75,0	74,6		
Inactivity and part-time work due to personal and family responsibilities	age 15-64	:	1,7	1,4	1,1	1,2	1,2		5,3	5,4	5,4	5,4	
Job vacancy rate	% change over the recent 3 years	:	0,9	1,0	1,1	1,3	1,4		1,5	1,6	1,8	2,0	
Share of adult population with upper secondary or tertiary education	age 25-64	84,2	93,3	93,5	94,6	94,8	94,8		76,5	76,9	77,5	78,1	
Percentage of adult population participating in education and training	age 25-64	:	5,1	5,8	6,0	5,9	6,6		10,7	10,8	10,9	11,1	

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

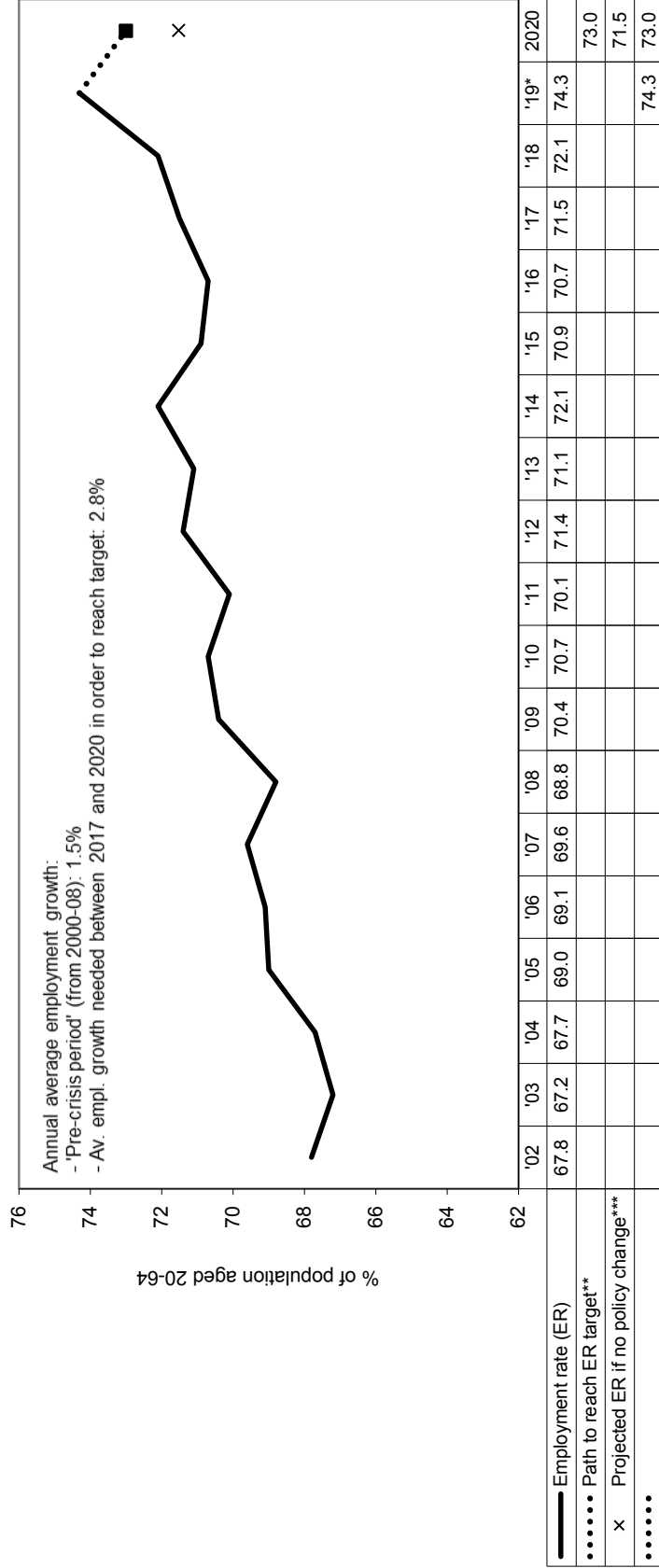
3. Key employment challenges Lithuania, June 2019

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, including young, in % significantly above EU average
3. Active labour market policies		
4. Adequate and employment oriented social security systems	High 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	<i>Skills shortages and limited up-skilling opportunities for adults</i>	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	<i>Inefficiencies in education affect quality of education outcomes</i>	Share of early leavers from education and training (aged 18-24) significantly lower than EU average
10. Wage setting mechanisms and labour cost developments		

LUXEMBOURG

1. Progress towards the national employment rate target

**Employment rate (20-64) 2002 - 2018 and national ER target
LUXEMBOURG**



Sources and notes:

Employment rates 2003-2018: 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

2. Key indicators on labour market performance

Luxembourg

Indicator	Unit	2000	2014	2015	2016	2017	2018	2020 national target	2015	2016	2017	2018	2020 EU target
Overall employment rate	% of population aged 20 - 64	67,0 E	72,1	70,9 b	70,7	71,5	72,1	73,0	70,1	71,1	72,2	73,2	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	6,3	less than 10	11,0	10,7	10,6	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	56,2	40,0	38,7	39,1	39,9	40,7	40,0
Overall employment growth	% change from previous year	2,3 E	3,0	4,9 b	1,6 b	4,2	3,7		1,1	1,5	1,4	1,3	
Employment rate of women	% of female population aged 20 - 64	53,1 E	65,5	65,0 b	65,1	67,5	68,0		64,3	65,3	66,5	67,4	
Employment rate of men	% of male population aged 20 - 64	80,5 E	78,4	76,7 b	76,1	75,4	76,0		75,9	76,9	78,0	79,0	
Employment rate of older workers	% of population aged 55 - 64	26,2 E	42,5	38,4 b	39,6	39,8	40,5		53,3	55,3	57,1	58,7	
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	8,0		11,6	11,6	11,5	11,6	
Employment rate of young persons	% of population aged 20 - 29	68,1	60,1	63,9 b	63,0	63,3	63,9		61,4	62,6	63,9	64,8	
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	58,9		52,6	53,6	54,9	56,1	
Employment rate of non EU nationals	% of population with non-EU citizenship aged 20 - 64	:	57,0	57,4 b	53,9	59,0	56,1		56,7	56,5	57,4	59,3	
Part-time employment	% of total employment aged 15 - 74	11,3	18,9	18,7 b	19,4	19,8	17,9		20,3	20,3	20,1	19,9	
Temporary employees	% of total employees aged 15 - 64	3,4	8,1	10,2 b	9,0	9,1	9,8		14,1	14,2	14,3	14,2	
Overall unemployment rate	% of labour force	2,2	6,0	6,5	6,3	5,6	5,4		9,4	8,6	7,6	6,8	
Long-term unemployment	% of labour force	:	1,6	1,9 b	2,2	2,1	1,4		4,5	4,0	3,4	2,9	
Youth unemployment rate	% of youth labour force (15-24)	6,4 u	22,6	17,3 b	18,9	15,4	13,5		20,3	18,7	16,8	15,2	
Youth NEET rate	% of population aged 15-24	5,0	6,3	6,2 b	5,4	5,9	5,3		12,0	11,6	10,9	10,5	
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	178,3	170,0	168,3	163,2	160,6			100,0	100,0	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	100,0	100,0	
Nominal unit labour cost growth	% change from previous year	2,7	-0,9	2,8	0,7	3,8	3,3		2,0	-1,2	0,1	1,8	
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	5,0			16,2 p	16,2 p	16,0		
Involuntary temporary employment	as % of total employees	0,4 u	4,3	4,4 b	4,1	5,1	5,5		7,7	7,8	7,8	7,4	
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	14,7		14,3	14,6	14,9	14,9	
At-risk-of-poverty rate of unemployed		:	50,0	42,7	44,8 b	54,4			47,5	48,6	47,8		
unemployment trap - tax rate on low wage earners		:	86,7	87,6	87,6	87,0			74,7	75,0	74,6		
Inactivity and part-time work due to personal and family responsibilities	age 15-64	:	4,0	5,0 b	5,1	5,4	5,2		5,3	5,4	5,4	5,4	
Job vacancy rate	% change over the recent 3 years	:	0,8	1,0	1,2	1,4	1,5		1,5	1,6	1,8	2,0	
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	78,6		76,5	76,9	77,5	78,1	
Percentage of adult population participating in education and training	age 25-64	:	14,5	18,0 b	16,8	17,2	18,0		10,7	10,8	10,9	11,1	

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 Luxembourg, June 2019

Employment policy area	Key employment challenge	Particularly good labour market outcome
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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 <i>People with a migrant background face comparatively poor labour market and social outcomes</i>	Low NEET rate
2. Enhancing labour market functioning; combating segmentation		
3. Active labour market policies		
4. Adequate and employment oriented social security systems	<i>The tax and benefit system still presents financial disincentives to work</i>	
5. Work-life balance		High participation in childcare
6. Job creation		Substantial job creation
7. Gender equality		Low gender pay gap and low employment impact of parenthood
8. Improving skill supply and productivity; Lifelong learning	Compared to the overall rate, adult participation in lifelong learning is much lower among low-skilled people and older workers.	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	<i>Educational outcomes are strongly related to the socioeconomic status</i> 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

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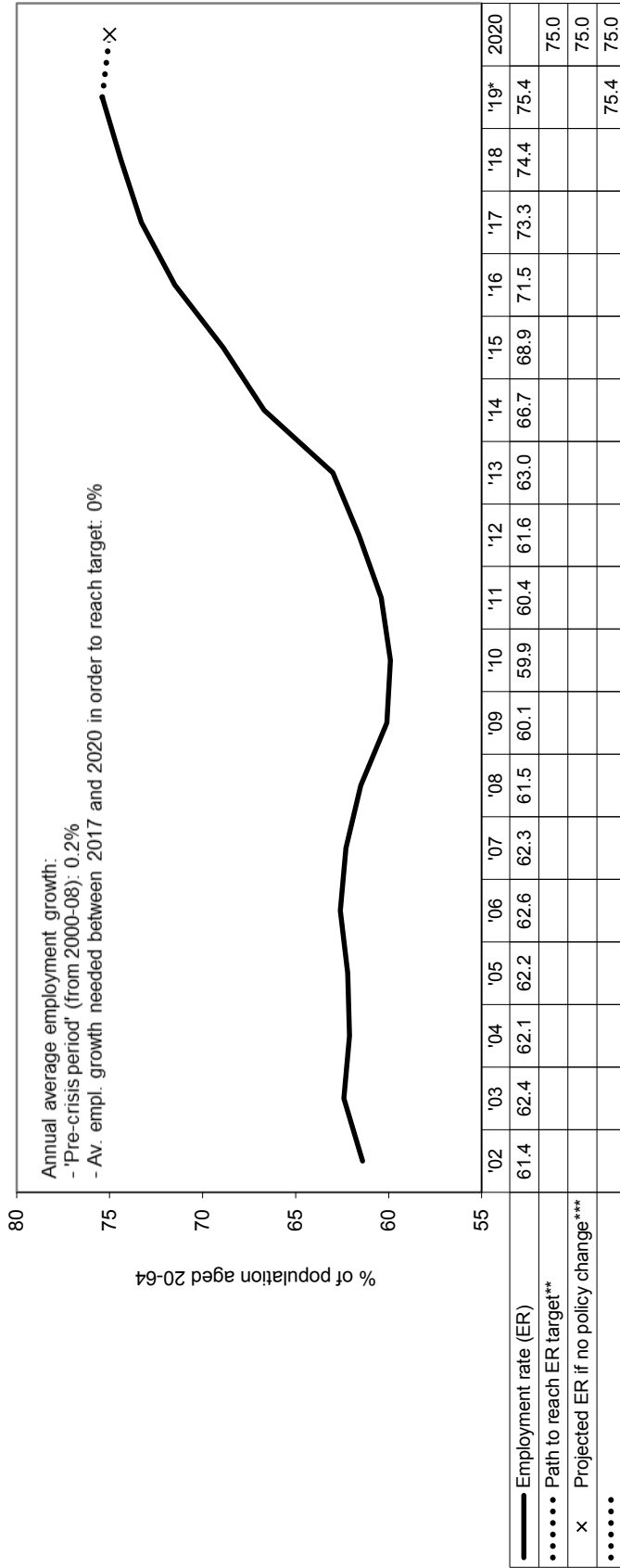
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Employment rate (20-64) 2002 - 2018 and national ER target HUNGARY



Sources and notes:

Employment rates 2003-2018: Eurostat, EU LFS;

* Estimated values based on employment growth forecasts from Commission Spring Forecast 2019 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

2. Key indicators on labour market performance

Hungary

Indicator	Unit	2000	2014	2015	2016	2017	2018	2020 national target	2015	2016 EU28-total	2017	2018	2020 EU target
Overall employment rate	% of population aged 20 - 64	61,2	66,7	68,9	71,5	73,3	74,4	75,0	70,1	71,1	72,2	73,2	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	12,5	10,0	11,0	10,7	10,6	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	33,7	34,0	38,7	39,1	39,9	40,7	40,0
Overall employment growth	% change from previous year	1,0	5,4	2,6	3,2	1,5	2,2		1,1	1,5	1,4	1,3	
Employment rate of women	% of female population aged 20 - 64	53,9	60,2	62,1	64,6	65,7	66,8		64,3	65,3	66,5	67,4	
Employment rate of men	% of male population aged 20 - 64	68,9	73,5	75,8	78,6	81,0	82,1		75,9	76,9	78,0	79,0	
Employment rate of older workers	% of population aged 55 - 64	22,2	41,7	45,3	49,8	51,7	54,4		53,3	55,3	57,1	58,7	
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	15,3		11,6	11,6	11,5	11,6	
Employment rate of young persons	% of population aged 20 - 29	59,5	56,7	58,5	61,7	63,8	64,1		61,4	62,6	63,9	64,8	
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	55,7		52,6	53,6	54,9	56,1	
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64	:	72,6	71,4	66,0	65,8	56,0		56,7	56,5	57,4	59,3	
Part-time employment	% of total employment aged 15 - 74	3,6 u	6,4	6,0	5,2	4,8	4,8		20,3	20,3	20,1	19,9	
Temporary employees	% of total employees aged 15 - 64	6,8	10,8	11,4	9,7	8,8	7,3		14,1	14,2	14,3	14,2	
Overall unemployment rate	% of labour force	6,3	7,7	6,8	5,1	4,2	3,7		9,4	8,6	7,6	6,8	
Long-term unemployment	% of labour force	3,1	3,7	3,1	2,4	1,7	1,4		4,5	4,0	3,4	2,9	
Youth unemployment rate	% of youth labour force (15-24)	12,3	20,4	17,3	12,9	10,7	10,2		20,3	18,7	16,8	15,2	
Youth NEET rate	% of population aged 15-24	15,4	13,6	11,6 b	11,0	11,0	10,7		12,0	11,6	10,9	10,5	
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	55,8	71,1	69,8	67,8	67,3			100,0	100,0	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	100,0	100,0	
Nominal unit labour cost growth	% change from previous year	11,5	1,4	-2,4	4,4	5,8	6,7		2,0	-1,2	0,1	1,8	
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	14,2			16,2 p	16,2 p	16,0		
Involuntary temporary employment	as % of total employees	3,1	8,0	8,7	7,8	6,8	5,3		7,7	7,8	7,8	7,4	
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	14,4		14,3	14,6	14,9	14,9	
At-risk-of-poverty rate of unemployed	:		54,0	54,4	48,5	51,0			47,5	48,6	47,8		
unemployment trap - tax rate on low wage earners	:		78,6	78,4	78,5	78,5			74,7	75,0	74,6		
Inactivity and part-time work due to personal and family responsibilities	age 15-64	:	4,4	4,7	4,8	4,7	4,8		5,3	5,4	5,4	5,4	
Job vacancy rate	% change over the recent 3 years	:	1,2	1,4	1,6	1,9	2,3		1,5	1,6	1,8	2,0	
Share of adult population with upper secondary or tertiary education	age 25-64	69,4	83,1	83,2	83,4	84,0	84,9		76,5	76,9	77,5	78,1	
Percentage of adult population participating in education and training	age 25-64	:	3,3	7,1 b	6,3	6,2	6,0		10,7	10,8	10,9	11,1	

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 Hungary, June 2019

Employment policy area	Key employment challenge	Particularly good labour market outcome
1. Increase labour market participation	High share of women not in employment, education or training in the age group 15-24.	Employment rate rapidly improving.
2. Enhancing labour market functioning; combating segmentation		Low and decreasing share of employees with temporary contracts.
3. Active labour market policies		
4. Adequate and employment oriented social security systems	<i>Short duration of unemployment benefits.</i> In-work poverty still above 2008 level, despite recent improvements.	
5. Work-life balance	Low participation of children (aged 0-3) in formal childcare.	
6. Job creation		Fast growth of employment in industry (except construction).
7. Gender equality	High impact of parenthood on women's labour market participation.	
8. Improving skill supply and productivity; Lifelong learning		
9. Improving education and training systems	<i>Educational outcomes, in particular of students from disadvantaged backgrounds such as Roma, remain unsatisfactory.</i> Tertiary educational attainment in the age group 30-34 years is below the EU-average.	
10. Wage setting mechanisms and labour cost developments	<i>Inadequate social dialogue structures and processes and weak collective bargaining system.</i>	

MALTA

1. Progress towards the national employment rate target

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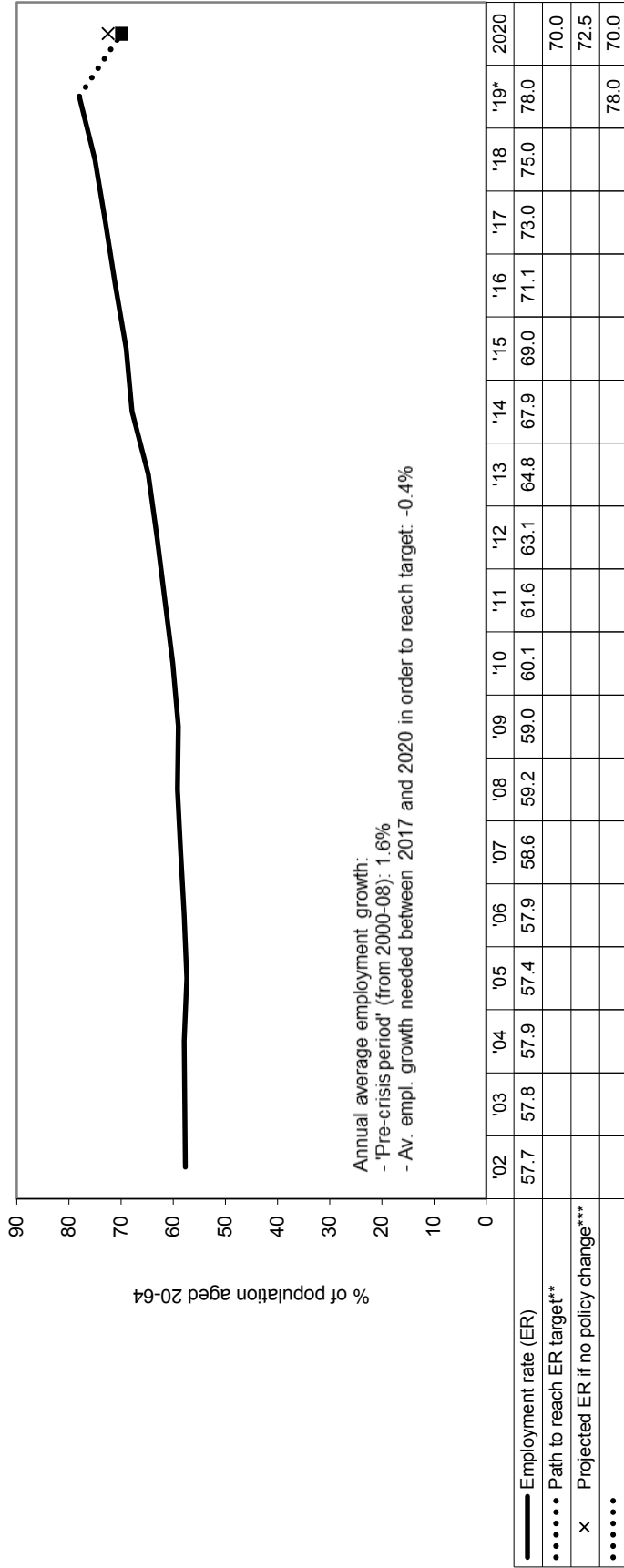
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Employment rate (20-64) 2002 - 2018 and national ER target MALTA



Sources and notes:

Employment rates 2003-2018: Eurostat, EU LFS;

* Estimated values based on employment growth forecasts from Commission Spring Forecast 2019 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

2. Key indicators on labour market performance

Malta

Indicator	Unit	2000	2014	2015	2016	2017	2018	2020 national target	2015	2016 EU28-total	2017	2018	2020 EU target
Overall employment rate	% of population aged 20 - 64	57,4 E	67,9	69,0	71,1	73,0	75,0	70,0	70,1	71,1	72,2	73,2	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	17,5	10,0	11,0	10,7	10,6	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	34,2	33,0	38,7	39,1	39,9	40,7	40,0
Overall employment growth	% change from previous year	0,7 E	2,9	2,2	3,8	3,2	5,6		1,1	1,5	1,4	1,3	
Employment rate of women	% of female population aged 20 - 64	33,2 E	52,0	53,6	55,5	58,0	63,4		64,3	65,3	66,5	67,4	
Employment rate of men	% of male population aged 20 - 64	81,6 E	80,4	81,4	83,2	84,1	85,7		75,9	76,9	78,0	79,0	
Employment rate of older workers	% of population aged 55 - 64	28,5 E	37,8	40,3	44,1	45,3	49,7		53,3	55,3	57,1	58,7	
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	22,3		11,6	11,6	11,5	11,6	
Employment rate of young persons	% of population aged 20 - 29	74,2	76,0	75,3	77,4	79,2	81,5		61,4	62,6	63,9	64,8	
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	61,7		52,6	53,6	54,9	56,1	
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64	:	65,3	63,2	64,4	58,6	77,3		56,7	56,5	57,4	59,3	
Part-time employment	% of total employment aged 15 - 74	6,4	16,4	15,5	14,7	13,9	14,1		20,3	20,3	20,1	19,9	
Temporary employees	% of total employees aged 15 - 64	3,9	7,7	7,4	7,5	5,6	7,7		14,1	14,2	14,3	14,2	
Overall unemployment rate	% of labour force	6,7	5,8	5,4	4,7	4,0	3,7		9,4	8,6	7,6	6,8	
Long-term unemployment	% of labour force	:	2,7	2,4	1,9	1,7	1,1		4,5	4,0	3,4	2,9	
Youth unemployment rate	% of youth labour force (15-24)	11,8	11,7	11,8	11,0	10,4	9,2		20,3	18,7	16,8	15,2	
Youth NEET rate	% of population aged 15-24	27,4	10,5	10,4	8,5	8,0 b	7,3		12,0	11,6	10,9	10,5	
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	95,0	91,0	95,0	95,6	94,9			100,0	100,0	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	100,0	100,0	
Nominal unit labour cost growth	% change from previous year	:	-1,2	-0,6	1,5	0,7	0,7		2,0	-1,2	0,1	1,8	
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	12,2			16,2 p	16,2 p	16,0		
Involuntary temporary employment	as % of total employees	1,2 u	4,4	4,1	3,4	2,8	2,8		7,7	7,8	7,8	7,4	
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	16,9		14,3	14,6	14,9	14,9	
At-risk-of-poverty rate of unemployed		:	48,8	55,7	45,1	57,4			47,5	48,6	47,8		
unemployment trap - tax rate on low wage earners		:	57,7	57,0	59,3	64,3			74,7	75,0	74,6		
Inactivity and part-time work due to personal and family responsibilities	age 15-64	:	4,6	4,9	4,4	3,6	4,0		5,3	5,4	5,4	5,4	
Job vacancy rate	% change over the recent 3 years	:	2,7	2,5	2,8	2,5	2,2		1,5	1,6	1,8	2,0	
Share of adult population with upper secondary or tertiary education	age 25-64	18,1 D	42,2	43,5	45,3	47,3	53,3		76,5	76,9	77,5	78,1	
Percentage of adult population participating in education and training	age 25-64	:	7,4	7,2	7,5	10,1 b	10,8		10,7	10,8	10,9	11,1	

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

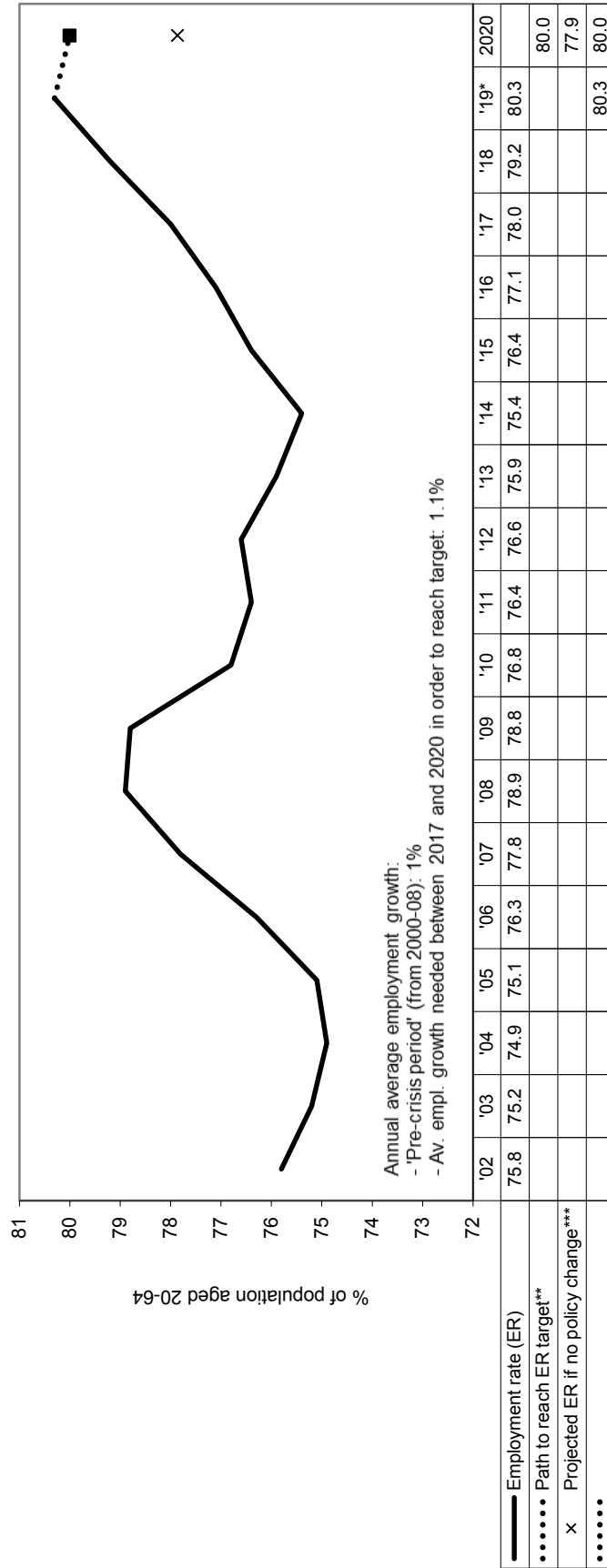
3. Key employment challenges Malta, June 2019

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><i>Labour market integration of people with disabilities remains low, despite some policy action taken.</i></p>	<p>High employment rate of non-EU nationals (aged 20-64).</p> <p>Low and decreasing NEET rate, especially among women and inactive people.</p>
2. Enhancing labour market functioning; combating segmentation		
3. Active labour market policies		
4. Adequate and employment oriented social security systems	The inactivity trap for second earners has increased in the last year.	
5. Work-life balance		Strong increasing rate of children (age 0-3) in formal childcare.
6. Job creation		High employment growth, particularly for the self-employed.
7. Gender equality	<p>Despite some improvement, the employment gender gap remains high, in particular among older workers.</p> <p>The gender pay gap is widening.</p>	
8. Improving skill supply and productivity; Lifelong learning	<p>Educational attainment among the adult population (25-64) remains low, despite significant improvements.</p> <p><i>Adjustment of skills to labour market needs is still limited.</i></p>	
9. Improving education and training systems	<p>Early school leaving rate has decreased year-on-year but remains high.</p> <p>Above average share of low-achievers in reading, mathematics and science.</p>	
10. Wage setting mechanisms and labour cost developments		

NETHERLANDS

1. Progress towards the national employment rate target

**Employment rate (20-64) 2002 - 2018 and national ER target
NETHERLANDS**



Sources and notes:

Employment rates 2003-2018: Eurostat, EU LFS;

* Estimated values based on employment growth forecasts from Commission Spring Forecast 2019 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

2. Key indicators on labour market performance
Netherlands

Indicator	Unit	2000	2014	2015	2016	2017	2018	2020 national target	2015	2016	2017	2018	2020 EU target
		EU28-total											
Overall employment rate	% of population aged 20 - 64	74,3	75,4	76,4	77,1	78,0	79,2	80,0	70,1	71,1	72,2	73,2	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	7,3	less than 8	11,0	10,7	10,6	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	49,4	45,0	38,7	39,1	39,9	40,7	40,0
Overall employment growth	% change from previous year	3,2 E	-0,9	1,1	1,3	1,9	2,5		1,1	1,5	1,4	1,3	
Employment rate of women	% of female population aged 20 - 64	64,1	69,7	70,8	71,6	72,8	74,2		64,3	65,3	66,5	67,4	
Employment rate of men	% of male population aged 20 - 64	84,3	81,1	81,9	82,6	83,3	84,3		75,9	76,9	78,0	79,0	
Employment rate of older workers	% of population aged 55 - 64	38,2	59,9	61,7	63,5	65,7	67,7		53,3	55,3	57,1	58,7	
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	10,1		11,6	11,6	11,5	11,6	
Employment rate of young persons	% of population aged 20 - 29	82,6	74,1	75,8	75,9	76,4	77,4		61,4	62,6	63,9	64,8	
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	62,6		52,6	53,6	54,9	56,1	
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64	:	50,5	49,7	50,3	50,7	54,8		56,7	56,5	57,4	59,3	
Part-time employment	% of total employment aged 15 - 74	41,2	50,3	50,7	50,4	50,5	50,8		20,3	20,3	20,1	19,9	
Temporary employees	% of total employees aged 15 - 64	13,8	21,1	20,0	20,6	21,7	21,4		14,1	14,2	14,3	14,2	
Overall unemployment rate	% of labour force	3,7	7,4	6,9	6,0	4,9	3,8		9,4	8,6	7,6	6,8	
Long-term unemployment	% of labour force	:	2,9	3,0	2,5	1,9	1,4		4,5	4,0	3,4	2,9	
Youth unemployment rate	% of youth labour force (15-24)	5,3	12,7	11,3	10,8	8,9	7,2		20,3	18,7	16,8	15,2	
Youth NEET rate	% of population aged 15-24	3,8	5,5	4,7	4,6	4,0	4,2		12,0	11,6	10,9	10,5	
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	119,5	111,9	111,5 p	110,8 p	111,0 p			100,0	100,0	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	100,0	100,0	
Nominal unit labour cost growth	% change from previous year	3,0	0,1	-1,6 p	0,4 p	0,5 p	2,1		2,0	-1,2	0,1	1,8	
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	15,2			16,2 p	16,2 p	16,0		
Involuntary temporary employment	as % of total employees	3,7	6,9	7,5	7,2	6,8	5,9		7,7	7,8	7,8	7,4	
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	18,7		14,3	14,6	14,9	14,9	
At-risk-of-poverty rate of unemployed		:	36,3	35,5	44,1 b	45,7			47,5	48,6	47,8		
unemployment trap - tax rate on low wage earners		:	82,2	82,3	79,9	80,0			74,7	75,0	74,6		
Inactivity and part-time work due to personal and family responsibilities	age 15-64	:	10,6	11,1	10,9	10,8	11,0		5,3	5,4	5,4	5,4	
Job vacancy rate	% change over the recent 3 years	:	1,3	1,4	1,7	2,1	2,5		1,5	1,6	1,8	2,0	
Share of adult population with upper secondary or tertiary education	age 25-64	66,1	75,9	76,4	77,1	78,4	79,0		76,5	76,9	77,5	78,1	
Percentage of adult population participating in education and training	age 25-64	:	18,3	18,9	18,8	19,1	19,1		10,7	10,8	10,9	11,1	

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 Netherlands, June 2019

Employment policy area	Key employment challenge	Particularly good labour market outcome
1. Increase labour market participation	<i>Weak labour market outcomes for people with a non-EU migrant background</i>	Low NEET rate Long duration of working life
2. Enhancing labour market functioning; combating segmentation	<i>Increasing labour market segmentation with high shares of temporary employment and a strong increase in the number of self-employed, in particular those without employees</i>	
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	
6. Job creation		
7. Gender equality	Gender gap in earnings, especially due to high share of part-time working women	
8. Improving skill supply and productivity; Lifelong learning		
9. Improving education and training systems		
10. Wage setting mechanisms and labour cost developments		

AUSTRIA

1. Progress towards the national employment rate target

12589/19 ADD 2

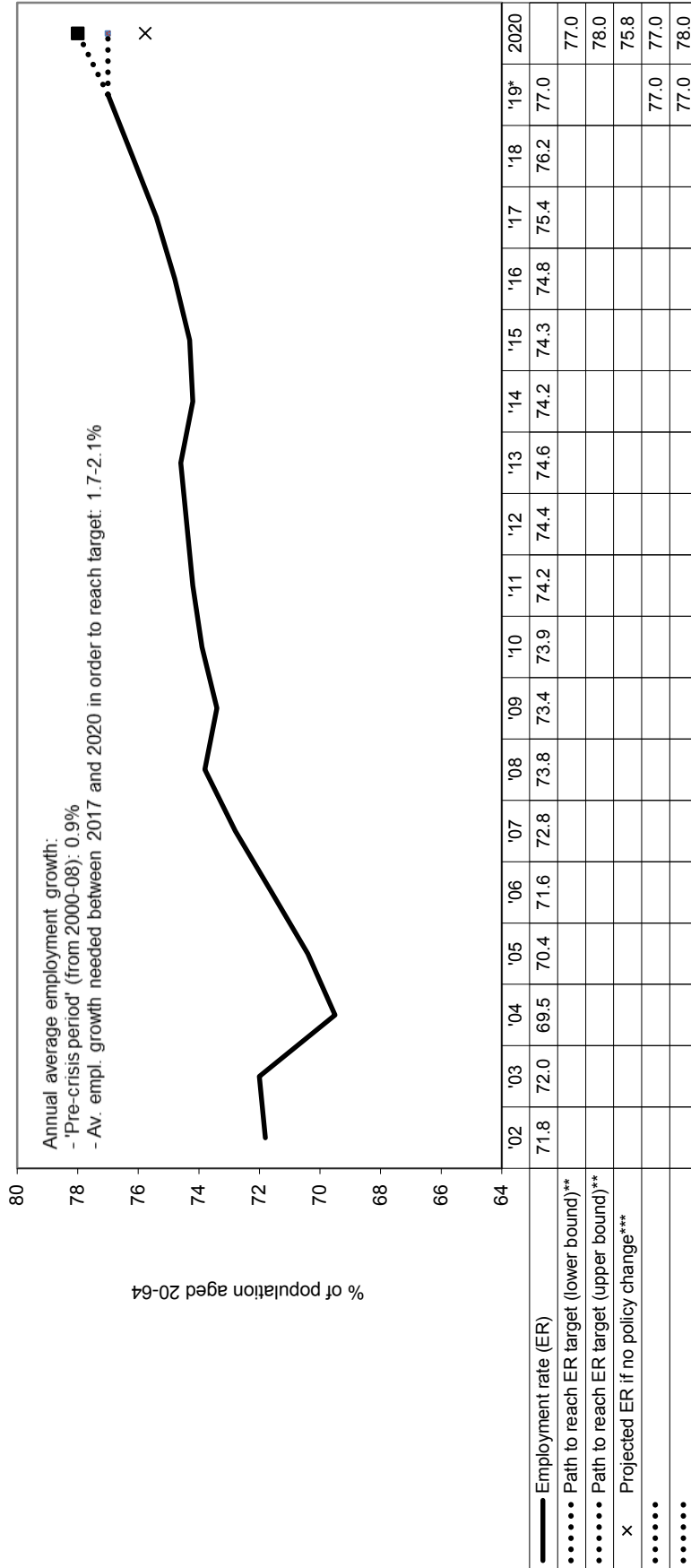
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Employment rate (20-64) 2002 - 2018 and national ER target AUSTRIA



Sources and notes:

Employment rates 2003-2018: Eurostat, EU LFS;

* Estimated values based on employment growth forecasts from Commission Spring Forecast 2019 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

2. Key indicators on labour market performance

Austria

Indicator	Unit	2000	2014	2015	2016	2017	2018	2020 national target	2015	2016 EU28-total	2017	2018	2020 EU target
Overall employment rate	% of population aged 20 - 64	71,4	74,2	74,3	74,8	75,4	76,2	77-78	70,1	71,1	72,2	73,2	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	7,3	9,5	11,0	10,7	10,6	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	40,7	38,0	38,7	39,1	39,9	40,7	40,0
Overall employment growth	% change from previous year	0,4	0,1	0,6	1,3	1,7	1,7		1,1	1,5	1,4	1,3	
Employment rate of women	% of female population aged 20 - 64	62,3	70,1	70,2	70,9	71,4	71,7		64,3	65,3	66,5	67,4	
Employment rate of men	% of male population aged 20 - 64	80,6	78,3	78,4	78,7	79,4	80,7		75,9	76,9	78,0	79,0	
Employment rate of older workers	% of population aged 55 - 64	28,9	45,1	46,3	49,2	51,3	54,0		53,3	55,3	57,1	58,7	
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	9,0		11,6	11,6	11,5	11,6	
Employment rate of young persons	% of population aged 20 - 29	74,4	73,1	73,4	74,0	73,6	74,1		61,4	62,6	63,9	64,8	
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	55,6		52,6	53,6	54,9	56,1	
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64	:	56,2	55,9	55,3	56,8	61,0		56,7	56,5	57,4	59,3	
Part-time employment	% of total employment aged 15 - 74	16,9	27,7	28,0	28,5	28,6	28,0		20,3	20,3	20,1	19,9	
Temporary employees	% of total employees aged 15 - 64	8,0	9,2	9,1	9,0	9,2	9,1		14,1	14,2	14,3	14,2	
Overall unemployment rate	% of labour force	3,9	5,6	5,7	6,0	5,5	4,9		9,4	8,6	7,6	6,8	
Long-term unemployment	% of labour force	:	1,5	1,7	1,9	1,8	1,4		4,5	4,0	3,4	2,9	
Youth unemployment rate	% of youth labour force (15-24)	6,3	10,3	10,6	11,2	9,8	9,4		20,3	18,7	16,8	15,2	
Youth NEET rate	% of population aged 15-24	7,9	7,7	7,5	7,7	6,5	6,8		12,0	11,6	10,9	10,5	
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	122,2	116,5	117,7	116,6	116,3			100,0	100,0	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	100,0	100,0	
Nominal unit labour cost growth	% change from previous year	-0,1	2,2	1,4	1,6	0,6	1,5		2,0	-1,2	0,1	1,8	
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	19,9			16,2 p	16,2 p	16,0		
Involuntary temporary employment	as % of total employees	1,4	0,8	0,9	0,8	0,8	0,9		7,7	7,8	7,8	7,4	
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	16,8		14,3	14,6	14,9	14,9	
At-risk-of-poverty rate of unemployed	unemployment trap - tax rate on low wage earners	:	44,6	41,4	47,8	45,1			47,5	48,6	47,8		
Inactivity and part-time work due to personal and family responsibilities	age 15-64	:	67,9	68,1	69,9	72,1			74,7	75,0	74,6		
Job vacancy rate	% change over the recent 3 years	:	1,8	1,7	1,8	2,0	2,4		1,5	1,6	1,8	2,0	
Share of adult population with upper secondary or tertiary education	age 25-64	u	83,9 b	84,6	84,5	85,0	85,3		76,5	76,9	77,5	78,1	
Percentage of adult population participating in education and training	age 25-64	:	14,3	14,4	14,9	15,8	15,1		10,7	10,8	10,9	11,1	

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 Austria, June 2019

Employment policy area	Key employment challenge	Particularly good labour market outcome
1. Increase labour market participation	<i>Underutilised labour market potential of people with migrant background.</i> Low employment rates of older workers.	
2. Enhancing labour market functioning; combating segmentation		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).	
6. Job creation	High (though decreasing) tax wedge on low income earners.	
7. Gender equality	High gender gap in part-time employment.	
8. Improving skill supply and productivity; Lifelong learning		
9. Improving education and training systems	<i>Basic skills performance comparatively low, in particular of those with a weak socioeconomic or migrant background</i>	
10. Wage setting mechanisms and labour cost developments		

POLAND

1. Progress towards the national employment rate target

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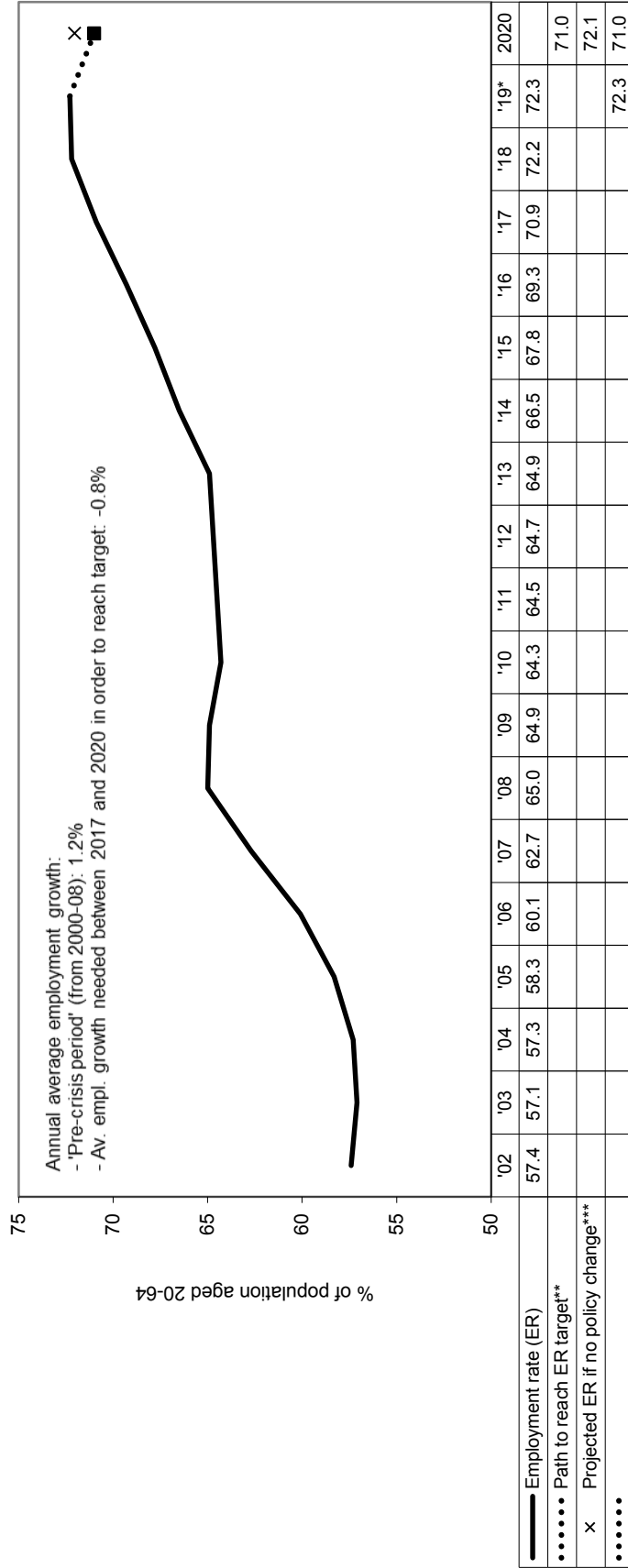
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Employment rate (20-64) 2002 - 2018 and national ER target POLAND



Sources and notes:
 Employment rates 2003-2018: Eurostat, EU LFS;
 * Estimated values based on employment growth forecasts from Commission Spring Forecast 2019 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

2. Key indicators on labour market performance

Poland

Indicator	Unit	2000	2014	2015	2016	2017	2018	2020 national target	2015	2016	2017	2018	2020 EU target
Overall employment rate	% of population aged 20 - 64	61,0 b	66,5	67,8	69,3	70,9	72,2	71,0	70,1	71,1	72,2	73,2	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	4,8	4,5	11,0	10,7	10,6	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	45,7	45,0	38,7	39,1	39,9	40,7	40,0
Overall employment growth	% change from previous year	-2,4 b	1,8	1,4	0,6	1,3	0,3		1,1	1,5	1,4	1,3	
Employment rate of women	% of female population aged 20 - 64	54,2 b	59,4	60,9	62,2	63,6	65,0		64,3	65,3	66,5	67,4	
Employment rate of men	% of male population aged 20 - 64	68,0 b	73,6	74,7	76,4	78,2	79,4		75,9	76,9	78,0	79,0	
Employment rate of older workers	% of population aged 55 - 64	28,4 b	42,5	44,3	46,2	48,3	48,9		53,3	55,3	57,1	58,7	
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	14,4		11,6	11,6	11,5	11,6	
Employment rate of young persons	% of population aged 20 - 29	54,0 b	60,2	61,1	64,2	65,9	67,8		61,4	62,6	63,9	64,8	
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	42,0		52,6	53,6	54,9	56,1	
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64	:	65,4	62,3	62,4	70,5	76,0		56,7	56,5	57,4	59,3	
Part-time employment	% of total employment aged 15 - 74	10,4 b	7,6	7,3	7,0	7,2	7,1		20,3	20,3	20,1	19,9	
Temporary employees	% of total employees aged 15 - 64	5,6 b	28,3	28,0	27,5	26,1	24,3		14,1	14,2	14,3	14,2	
Overall unemployment rate	% of labour force	16,1	9,0	7,5	6,2	4,9	3,9		9,4	8,6	7,6	6,8	
Long-term unemployment	% of labour force	7,4 b	3,8	3,0	2,2	1,5	1,0		4,5	4,0	3,4	2,9	
Youth unemployment rate	% of youth labour force (15-24)	35,7 b	23,9	20,8	17,7	14,8	11,7		20,3	18,7	16,8	15,2	
Youth NEET rate	% of population aged 15-24	:	12,0	11,0	10,5	9,5	8,7		12,0	11,6	10,9	10,5	
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	54,7	73,6	74,0	74,2 p	75,4		100,0	100,0	100,0	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	100,0	100,0	100,0	
Nominal unit labour cost growth	% change from previous year	:	0,6	-0,6	2,5	2,3	2,8 p		2,0	-1,2	0,1	1,8	
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	7,2			16,2 p	16,2 p	16,0		
Involuntary temporary employment	as % of total employees	:	18,8	18,1	17,2	15,4	12,8		7,7	7,8	7,8	7,4	
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	12,2		14,3	14,6	14,9	14,9	
At-risk-of-poverty rate of unemployed		:	43,0	45,7	47,1	42,7			47,5	48,6	47,8		
unemployment trap - tax rate on low wage earners		:	78,9	78,0	77,1	75,9			74,7	75,0	74,6		
Inactivity and part-time work due to personal and family responsibilities	age 15-64	:	3,1	3,1	3,6	3,8	3,9		5,3	5,4	5,4	5,4	
Job vacancy rate	% change over the recent 3 years	:	0,4	0,5	0,6	0,8	1,0		1,5	1,6	1,8	2,0	
Share of adult population with upper secondary or tertiary education	age 25-64	79,8 b	90,5	90,8	91,3	92,1	92,4		76,5	76,9	77,5	78,1	
Percentage of adult population participating in education and training	age 25-64	:	4,0	3,5	3,7	4,0	5,7		10,7	10,8	10,9	11,1	

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 Poland, June 2019

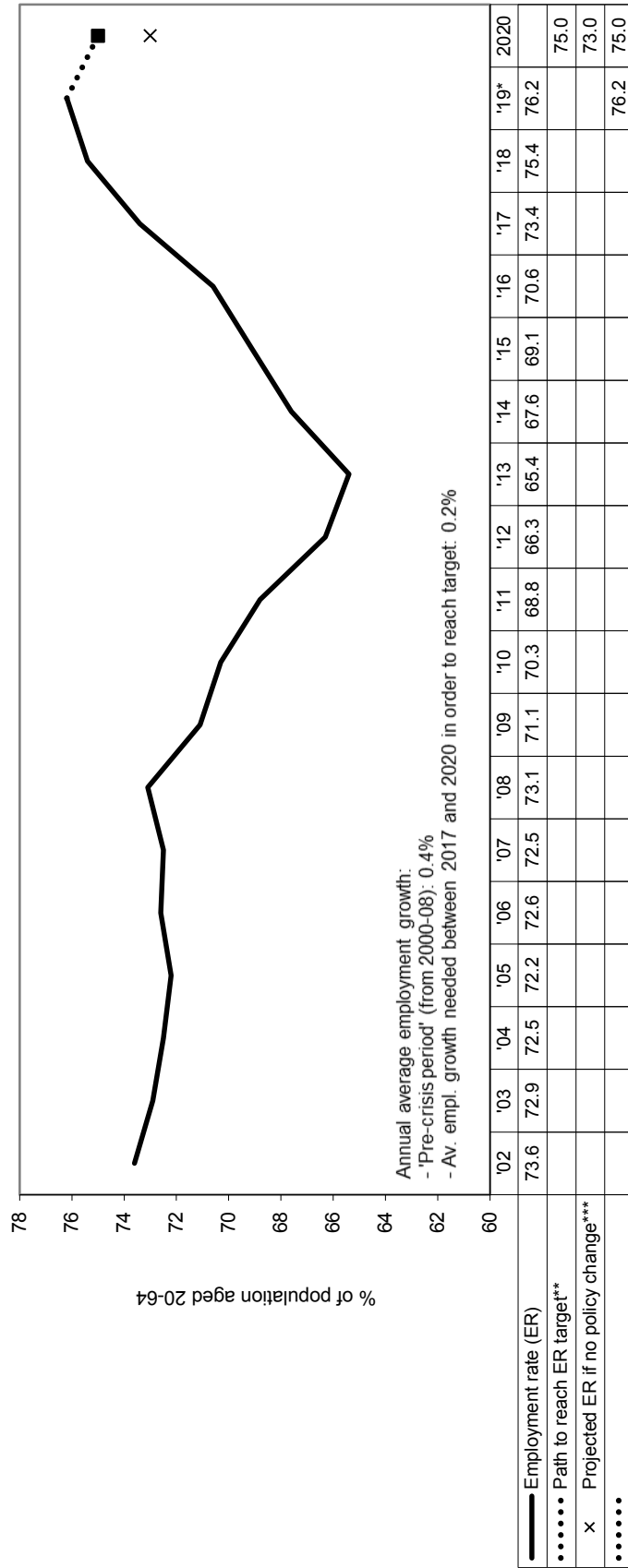
Employment policy area	Key employment challenge	Particularly good labour market outcome
1. Increase labour market participation	Employment rates for women, older workers and low-skilled workers are below EU average. Low duration of working life.	Increasing employment rate of third country nationals.
2. Enhancing labour market functioning; combating segmentation	<i>Job creation occurs mostly on the basis of permanent contracts, but despite the strong decrease of the share of temporary employment, labour market segmentation is still high and transition rates from temporary to permanent contracts are very low.</i>	Low rates of long-term and very long unemployed.
3. Active labour market policies		
4. Adequate and employment oriented social security systems		
5. Work-life balance	Slight increase of inactivity due to personal and family responsibilities (especially for women) and increasing employment impact of parenthood. Low participation in formal childcare, in particular for children aged 0-3.	
6. Job creation		
7. Gender equality	High gender employment gap (age group 20-29).	Low gender pay gap.
8. Improving skill supply and productivity; Lifelong learning	<i>Weak participation in adult learning and skills gaps.</i>	
9. Improving education and training systems		Low share of early school leavers (*)
10. Wage setting mechanisms and labour cost developments		

(*) Break in series.

PORTUGAL

1. Progress towards the national employment rate target

**Employment rate (20-64) 2002 - 2018 and national ER target
PORTUGAL**



Sources and notes:

Employment rates 2003-2018: Eurostat, EU LFS;

* Estimated values based on employment growth forecasts from Commission Spring Forecast 2019 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

2. Key indicators on labour market performance

Portugal

Indicator	Unit	2000	2014	2015	2016	2017	2018	2020 national target	2015	2016	2017	2018	2020 EU target
Overall employment rate	% of population aged 20 - 64	73,5	67,6	69,1	70,6	73,4	75,4	75,0	70,1	71,1	72,2	73,2	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	11,8	10,0	11,0	10,7	10,6	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	33,5	40,0	38,7	39,1	39,9	40,7	40,0
Overall employment growth	% change from previous year	2,0	2,3	1,3	1,4	3,3	2,3		1,1	1,5	1,4	1,3	
Employment rate of women	% of female population aged 20 - 64	65,1	64,2	65,9	67,4	69,8	72,1		64,3	65,3	66,5	67,4	
Employment rate of men	% of male population aged 20 - 64	82,3	71,3	72,6	74,2	77,3	78,9		75,9	76,9	78,0	79,0	
Employment rate of older workers	% of population aged 55 - 64	50,8	47,8	49,9	52,1	56,2	59,2		53,3	55,3	57,1	58,7	
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	6,8		11,6	11,6	11,5	11,6	
Employment rate of young persons	% of population aged 20 - 29	71,3	55,1	56,5	57,8	62,2	64,0		61,4	62,6	63,9	64,8	
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	69,6		52,6	53,6	54,9	56,1	
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64	:	64,3	63,5	68,0	71,6	71,5		56,7	56,5	57,4	59,3	
Part-time employment	% of total employment aged 15 - 74	10,0	12,1	11,5	11,1	10,4	9,6		20,3	20,3	20,1	19,9	
Temporary employees	% of total employees aged 15 - 64	19,9	21,4	22,0	22,3	22,0	22,0		14,1	14,2	14,3	14,2	
Overall unemployment rate	% of labour force	5,1	14,1	12,6	11,2	9,0	7,0		9,4	8,6	7,6	6,8	
Long-term unemployment	% of labour force	1,7	8,4	7,2	6,2	4,5	3,1		4,5	4,0	3,4	2,9	
Youth unemployment rate	% of youth labour force (15-24)	8,3	34,8	32,0	28,0	23,9	20,3		20,3	18,7	16,8	15,2	
Youth NEET rate	% of population aged 15-24	9,1 b	12,3	11,3	10,6	9,3	8,4		12,0	11,6	10,9	10,5	
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	75,2	78,9	78,2	78,0 p	75,6 p			100,0	100,0	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	100,0	100,0	
Nominal unit labour cost growth	% change from previous year	4,4	-1,3	0,0	1,4	2,1 p	2,2 e		2,0	-1,2	0,1	1,8	
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	16,3			16,2 p	16,2 p	16,0		
Involuntary temporary employment	as % of total employees	7,9	17,9	18,3	18,8	18,1	18,1		7,7	7,8	7,8	7,4	
Newly employed	share of people in current job 12 months or less in total employment	14,3	15,8	16,7	17,0	17,3	17,8		14,3	14,6	14,9	14,9	
At-risk-of-poverty rate of unemployed		:	40,5	42,0	42,0	44,8			47,5	48,6	47,8		
unemployment trap - tax rate on low wage earners		:	79,8	80,3	80,3	80,4			74,7	75,0	74,6		
Inactivity and part-time work due to personal and family responsibilities	age 15-64	:	1,4	1,4	1,4	1,5	1,4		5,3	5,4	5,4	5,4	
Job vacancy rate	% change over the recent 3 years	:	0,5	0,5	0,7	0,7	0,8		1,5	1,6	1,8	2,0	
Share of adult population with upper secondary or tertiary education	age 25-64	19,2 b	43,3	45,1	46,9	48,0	49,8		76,5	76,9	77,5	78,1	
Percentage of adult population participating in education and training	age 25-64	:	9,6	9,7	9,6	9,8	10,3		10,7	10,8	10,9	11,1	

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 Portugal, June 2019

Employment policy area	Key employment challenge	Particularly good labour market outcome
1. Increase labour market participation		High employment rate of non-EU nationals, including recent immigrants. Employment rates (20-64) for women are improving rapidly.
2. Enhancing labour market functioning; combating segmentation	Segmented labour market with a high incidence of involuntary temporary contracts.	
3. Active labour market policies	<i>There is scope for improvement concerning the effectiveness of active labour market policies and public employment services.</i>	
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	High gender pay gap, albeit decreasing.	
8. Improving skill supply and productivity; Lifelong learning	Low share of adult population (25-64) with upper secondary education (though increasing) and tertiary education, albeit improving.	
9. Improving education and training systems	<i>High early school leaving rate and low educational attainment level in some regions.</i>	
10. Wage setting mechanisms and labour cost developments		

ROMANIA

1. Progress towards the national employment rate target

12589/19 ADD 2

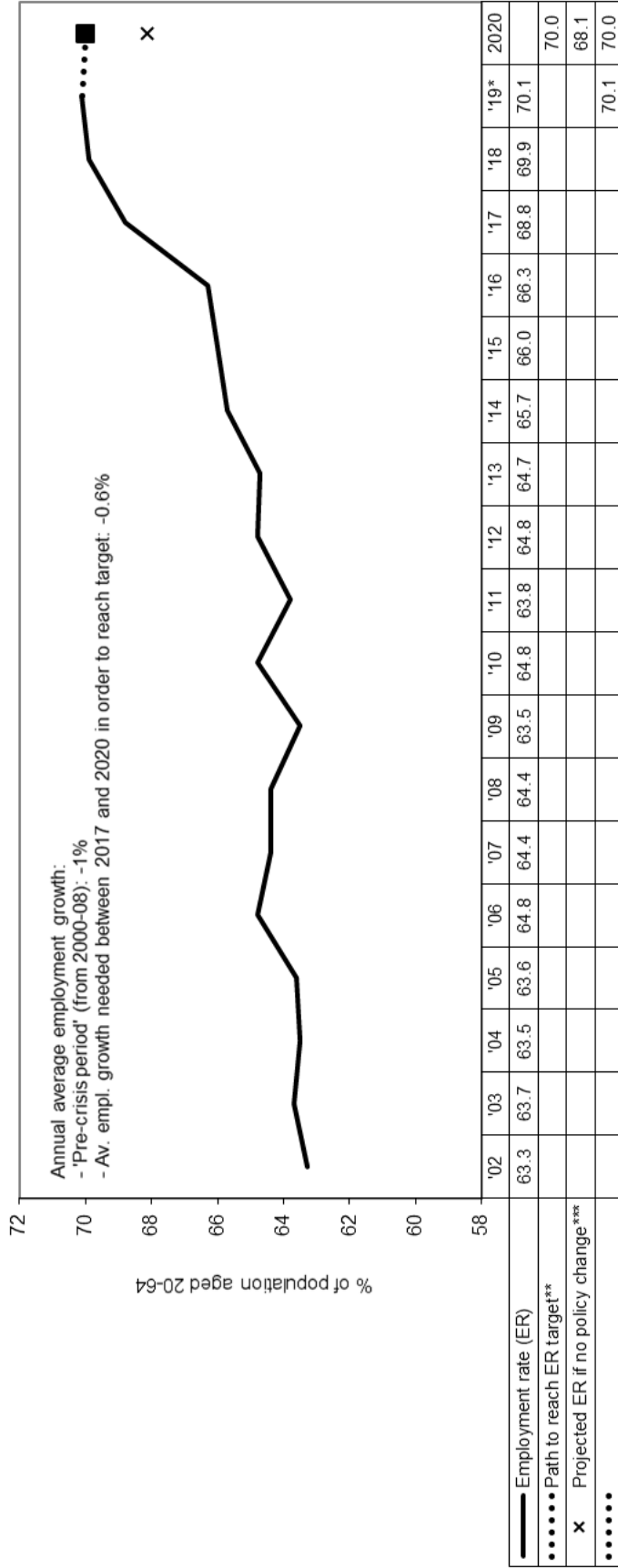
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97

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Employment rate (20-64) 2002 - 2018 and national ER target ROMANIA



Sources and notes:

Employment rates 2003-2018: Eurostat, EU LFS;

* Estimated values based on employment growth forecasts from Commission Spring Forecast 2019 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

2. Key indicators on labour market performance Romania

Indicator	Unit	2000	2014	2015	2016	2017	2018	2020 national target	2015	2016	2017	2018	2020 EU target
									EU28-total				
Overall employment rate	% of population aged 20 - 64	69,1	65,7	66,0	66,3	68,8	69,9	70,0	70,1	71,1	72,2	73,2	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	16,4	11,3	11,0	10,7	10,6	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	24,6	26,7	38,7	39,1	39,9	40,7	40,0
Overall employment growth	% change from previous year	-0,1	0,9	-0,2	-0,8	2,6	0,2 p		1,1	1,5	1,4	1,3	
Employment rate of women	% of female population aged 20 - 64	63,0	57,3	57,2	57,4	60,2	60,6		64,3	65,3	66,5	67,4	
Employment rate of men	% of male population aged 20 - 64	75,4	74,0	74,7	75,0	77,3	78,9		75,9	76,9	78,0	79,0	
Employment rate of older workers	% of population aged 55 - 64	49,5	43,1	41,1	42,8	44,5	46,3		53,3	55,3	57,1	58,7	
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	18,3		11,6	11,6	11,5	11,6	
Employment rate of young persons	% of population aged 20 - 29	62,7	55,2	57,8	56,3	59,4	59,5		61,4	62,6	63,9	64,8	
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	55,2		52,6	53,6	54,9	56,1	
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64	:	:	u :	u :	u :	u :	77,9	56,7	56,5	57,4	59,3	
Part-time employment	% of total employment aged 15 - 74	15,6	10,0	9,9	8,6	7,9	7,5		20,3	20,3	20,1	19,9	
Temporary employees	% of total employees aged 15 - 64	2,9	1,5	1,4	1,4	1,2	1,1		14,1	14,2	14,3	14,2	
Overall unemployment rate	% of labour force	7,6	6,8	6,8	5,9	4,9	4,2		9,4	8,6	7,6	6,8	
Long-term unemployment	% of labour force	3,8	2,8	3,0	3,0	2,0	1,8		4,5	4,0	3,4	2,9	
Youth unemployment rate	% of youth labour force (15-24)	17,8	24,0	21,7	20,6	18,3	16,2		20,3	18,7	16,8	15,2	
Youth NEET rate	% of population aged 15-24	20,2	17,0	18,1	17,4	15,2	14,5		12,0	11,6	10,9	10,5	
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	23,9	56,6	58,7	61,6 p	65,2 p			100,0	100,0	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	100,0	100,0	
Nominal unit labour cost growth	% change from previous year	64,9	4,3	-3,3	4,1 p	8,0 p	14,0 p		2,0	-1,2	0,1	1,8	
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	3,5			16,2 p	16,2 p	16,0		
Involuntary temporary employment	as % of total employees	1,9	1,3	1,2	1,1	1,0	0,8		7,7	7,8	7,8	7,4	
Newly employed	share of people in current job 12 months or less in total employment	:	5,5	7,0	5,5	6,4	5,6		14,3	14,6	14,9	14,9	
At-risk-of-poverty rate of unemployed		:	48,4	55,5	50,2	51,6 p			47,5	48,6	47,8		
unemployment trap - tax rate on low wage earners		:	50,8	49,6	48,0	47,9			74,7	75,0	74,6		
Inactivity and part-time work due to personal and family responsibilities	age 15-64	:	1,0	1,2	1,1	0,9	0,9		5,3	5,4	5,4	5,4	
Job vacancy rate	% change over the recent 3 years	:	0,7	0,9	1,1	1,2	1,3		1,5	1,6	1,8	2,0	
Share of adult population with upper secondary or tertiary education	age 25-64	69,3	72,8	75,0	76,7	77,9	78,5		76,5	76,9	77,5	78,1	
Percentage of adult population participating in education and training	age 25-64	:	1,5	1,3	1,2	1,1	0,9		10,7	10,8	10,9	11,1	

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 Romania, June 2019

Employment policy area	Key employment challenge	Particularly good labour market outcome
1. Increase labour market participation	Activity rate of population (20-64) is significantly below the EU average. Employment rate for women aged 55-64 is low. Despite the improvements, the NEET rate (15-24) remains high and significantly above the EU level.	
2. Enhancing labour market functioning; combating segmentation	<i>High incidence of undeclared work</i>	Transition rate from temporary to permanent employment is high.
3. Active labour market policies	<i>Lack of integration of employment, social and education services and ineffective cooperation with employers impact the effectiveness of ALMPs in responding to the labour market needs</i> Expenditure on ALMP as % of GDP are significantly below the EU average.	
4. Adequate and employment oriented social security systems		Low unemployment trap for low wage earners
5. Work-life balance	Participation of children (from 3 to mandatory school age) in formal childcare is below the EU average. High inactivity and part-time work due to lack of care services for children and other dependents	
6. Job creation		
7. Gender equality		Very low gender pay gap
8. Improving skill supply and productivity; Lifelong learning	<i>Upskilling and reskilling measures are not based on a comprehensive skills forecasting mechanism and are not adequate to respond to the labour market needs</i> High share of early school leavers, though improving Low share of adult population (aged 25-64) having attained high (tertiary) education Low share of adult population (aged 25-64) participating in education and training and low share of adult population with basic or above basic digital skills	
9. Improving education and training systems	<i>Limited provision of quality inclusive education, in particular for Roma and other disadvantaged groups</i> <i>Education outcomes of VET and tertiary education are insufficiently responsive to labour market needs and skills supply is not keeping up with the fast-changing needs of the economy</i> High share of low-achieving 15-years olds in reading and mathematics.	
10. Wage setting mechanisms and labour cost developments	<i>Lack of an objective mechanism for minimum wage setting</i> <i>Low collective bargaining rates are not conducive to a well-functioning system of industrial relations</i>	

SLOVENIA

1. Progress towards the national employment rate target

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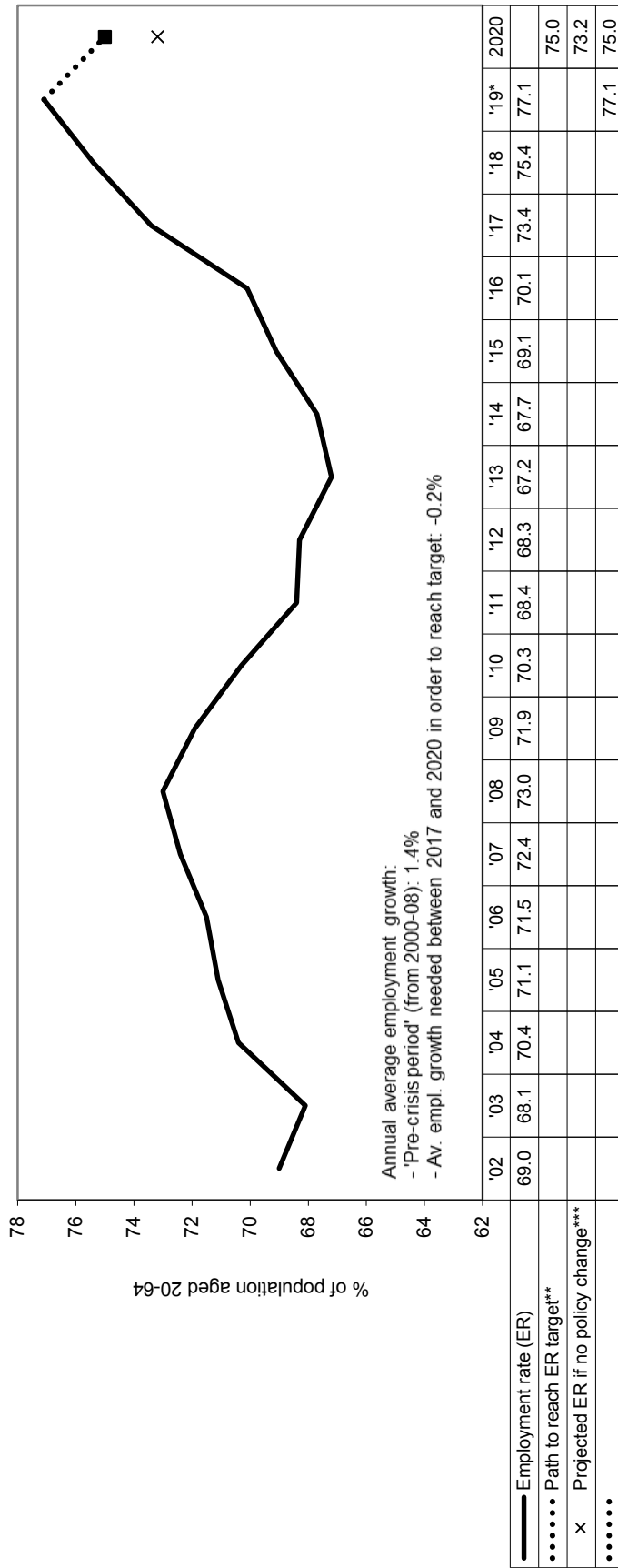
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Employment rate (20-64) 2002 - 2018 and national ER target SLOVENIA



Sources and notes:

Employment rates 2003-2018: Eurostat, EU LFS;

* Estimated values based on employment growth forecasts from Commission Spring Forecast 2019 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

2. Key indicators on labour market performance

Slovenia

Indicator	Unit	2000	2014	2015	2016	2017	2018	2020 national target	2015	2016	2017	2018	2020 EU target
Overall employment rate	% of population aged 20 - 64	68,5	67,7	69,1	70,1	73,4	75,4	75,0	70,1	71,1	72,2	73,2	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	4,2	5,0	11,0	10,7	10,6	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	42,7	40,0	38,7	39,1	39,9	40,7	40,0
Overall employment growth	% change from previous year	1,9	0,4	1,1	0,0	4,5	3,0		1,1	1,5	1,4	1,3	
Employment rate of women	% of female population aged 20 - 64	63,6	63,6	64,7	66,7	69,7	71,7		64,3	65,3	66,5	67,4	
Employment rate of men	% of male population aged 20 - 64	73,2	71,6	73,3	73,3	76,9	79,0		75,9	76,9	78,0	79,0	
Employment rate of older workers	% of population aged 55 - 64	22,7	35,4	36,6	38,5	42,7	47,0		53,3	55,3	57,1	58,7	
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	7,3		11,6	11,6	11,5	11,6	
Employment rate of young persons	% of population aged 20 - 29	65,7	55,1	59,3	60,6	67,1	68,5		61,4	62,6	63,9	64,8	
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	50,8		52,6	53,6	54,9	56,1	
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64	:	58,1	71,3	70,8	72,8	72,7		56,7	56,5	57,4	59,3	
Part-time employment	% of total employment aged 15 - 74	5,9	10,8	10,6	9,8	10,9	10,4		20,3	20,3	20,1	19,9	
Temporary employees	% of total employees aged 15 - 64	12,8	16,5	17,8	16,9	17,6	15,7		14,1	14,2	14,3	14,2	
Overall unemployment rate	% of labour force	6,7	9,7	9,0	8,0	6,6	5,1		9,4	8,6	7,6	6,8	
Long-term unemployment	% of labour force	4,1	5,3	4,7	4,3	3,1	2,2		4,5	4,0	3,4	2,9	
Youth unemployment rate	% of youth labour force (15-24)	16,4	20,2	16,3	15,2	11,2	8,8		20,3	18,7	16,8	15,2	
Youth NEET rate	% of population aged 15-24	:	9,4	9,5	8,0	6,5	6,6		12,0	11,6	10,9	10,5	
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	76,6	81,4	80,7	80,7	81,9			100,0	100,0	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	100,0	100,0	
Nominal unit labour cost growth	% change from previous year	7,4	-1,2	0,4	1,6	0,6	2,5		2,0	-1,2	0,1	1,8	
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)	:	7,0	8,1	7,8	8,0			16,2 p	16,2 p	16,0		
Involuntary temporary employment	as % of total employees	5,7	10,8	10,6	9,7	9,4	6,1		7,7	7,8	7,8	7,4	
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	12,8		14,3	14,6	14,9	14,9	
At-risk-of-poverty rate of unemployed		:	45,3	44,8	44,8	41,8			47,5	48,6	47,8		
unemployment trap - tax rate on low wage earners		:	89,7	89,6	87,1	88,3			74,7	75,0	74,6		
Inactivity and part-time work due to personal and family responsibilities	age 15-64	:	1,3	1,3	1,3	1,5	1,6		5,3	5,4	5,4	5,4	
Job vacancy rate	% change over the recent 3 years	:	0,9	1,1	1,4	1,8	2,1		1,5	1,6	1,8	2,0	
Share of adult population with upper secondary or tertiary education	age 25-64	75,3	85,7	86,8	87,3	87,9	88,1		76,5	76,9	77,5	78,1	
Percentage of adult population participating in education and training	age 25-64	:	12,1	11,9	11,6	12,0	11,4		10,7	10,8	10,9	11,1	

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

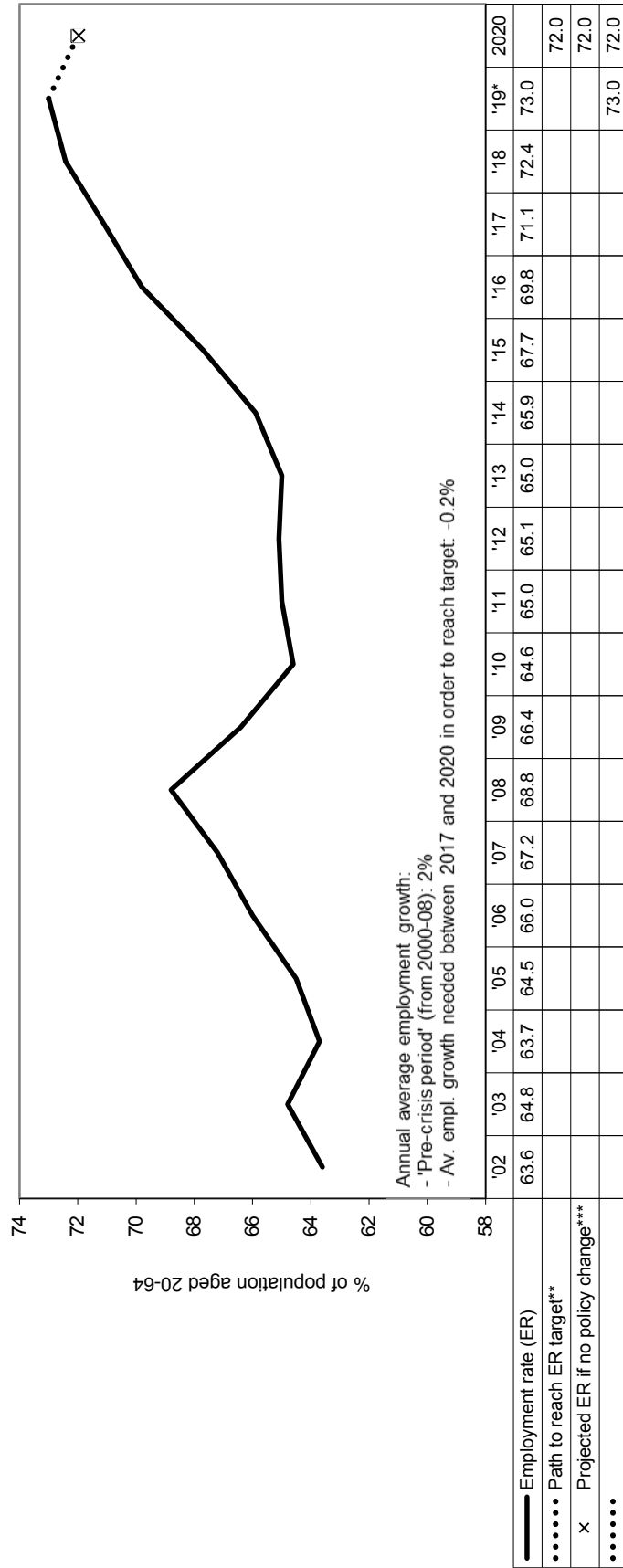
3. Key employment challenges Slovenia, June 2019

Employment policy area	Key employment challenge	Particularly good labour market outcome
1. Increase labour market participation	Though improving, employment rate of older and low-skilled workers is low.	High employment rate of non-EU nationals, including those who recently arrived
2. Enhancing labour market functioning; combating segmentation		
3. Active labour market policies	<i>Public employment services and social services are not sufficiently coordinated to effectively target older and low-skilled workers in activation measures</i>	
4. Adequate and employment oriented social security systems	High inactivity trap for the second earner	
5. Work-life balance		Level of inactivity and part-time work due to personal and family responsibilities is low. Share of children in formal childcare is high.
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		Level of early leavers from education and training is low.
10. Wage setting mechanisms and labour cost developments		

SLOVAKIA

1. Progress towards the national employment rate target

Employment rate (20-64) 2002 - 2018 and national ER target
SLOVAKIA



Sources and notes:

Employment rates 2003-2018: Eurostat, EU LFS;

* Estimated values based on employment growth forecasts from Commission Spring Forecast 2019 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

2. Key indicators on labour market performance

Slovakia

Indicator	Unit	2000	2014	2015	2016	2017	2018	2020 national target	2015	2016 EU28-total	2017	2018	2020 EU target
Overall employment rate	% of population aged 20 - 64	63,5	65,9	67,7	69,8	71,1	72,4	72,0	70,1	71,1	72,2	73,2	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	8,6	6,0	11,0	10,7	10,6	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	37,7	40,0	38,7	39,1	39,9	40,7	40,0
Overall employment growth	% change from previous year	-1,4 b	1,3	2,4	2,8	2,2	2,0		1,1	1,5	1,4	1,3	
Employment rate of women	% of female population aged 20 - 64	57,2	58,6	60,3	62,7	64,7	65,5		64,3	65,3	66,5	67,4	
Employment rate of men	% of male population aged 20 - 64	70,0	73,2	75,0	76,9	77,5	79,2		75,9	76,9	78,0	79,0	
Employment rate of older workers	% of population aged 55 - 64	21,3	44,8	47,0	49,0	53,0	54,2		53,3	55,3	57,1	58,7	
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	13,7		11,6	11,6	11,5	11,6	
Employment rate of young persons	% of population aged 20 - 29	57,7	53,2	57,1	59,4	60,7	61,4		61,4	62,6	63,9	64,8	
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	36,4		52,6	53,6	54,9	56,1	
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	73,5		56,7	56,5	57,4	59,3	
Part-time employment	% of total employment aged 15 - 74	1,9	5,2	6,0	6,0	6,2	5,3		20,3	20,3	20,1	19,9	
Temporary employees	% of total employees aged 15 - 64	4,0	8,8	10,5	9,9	9,4	8,1		14,1	14,2	14,3	14,2	
Overall unemployment rate	% of labour force	18,9	13,2	11,5	9,7	8,1	6,5		9,4	8,6	7,6	6,8	
Long-term unemployment	% of labour force	10,1	9,3	7,6	5,8	5,1	4,0		4,5	4,0	3,4	2,9	
Youth unemployment rate	% of youth labour force (15-24)	36,9	29,7	26,5	22,2	18,9	14,9		20,3	18,7	16,8	15,2	
Youth NEET rate	% of population aged 15-24	:	12,8	13,7	12,3	12,1	10,2		12,0	11,6	10,9	10,5	
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	58,9	83,9	82,6	81,7	80,4			100,0	100,0	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	100,0	100,0	
Nominal unit labour cost growth	% change from previous year	9,7	0,5	1,6	1,4	2,8	3,3		2,0	-1,2	0,1	1,8	
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	19,8			16,2 p	16,2 p	16,0		
Involuntary temporary employment	as % of total employees	2,8	7,3	8,5	6,0	7,3	6,2		7,7	7,8	7,8	7,4	
Newly employed	share of people in current job 12 months or less in total employment	:	10,6	12,8	13,2	13,6	12,3		14,3	14,6	14,9	14,9	
At-risk-of-poverty rate of unemployed		:	48,7	45,5	47,6	49,2			47,5	48,6	47,8		
unemployment trap - tax rate on low wage earners		:	44,5	44,7	45,0	50,6			74,7	75,0	74,6		
Inactivity and part-time work due to personal and family responsibilities	age 15-64	:	4,8	4,8	4,9	5,2	5,3		5,3	5,4	5,4	5,4	
Job vacancy rate	% change over the recent 3 years	:	0,8	0,9	1,0	1,0	1,1		1,5	1,6	1,8	2,0	
Share of adult population with upper secondary or tertiary education	age 25-64	83,8	91,0	91,4	91,9	91,4	91,7		76,5	76,9	77,5	78,1	
Percentage of adult population participating in education and training	age 25-64	:	3,1	3,1	2,9	3,4	4,0		10,7	10,8	10,9	11,1	

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

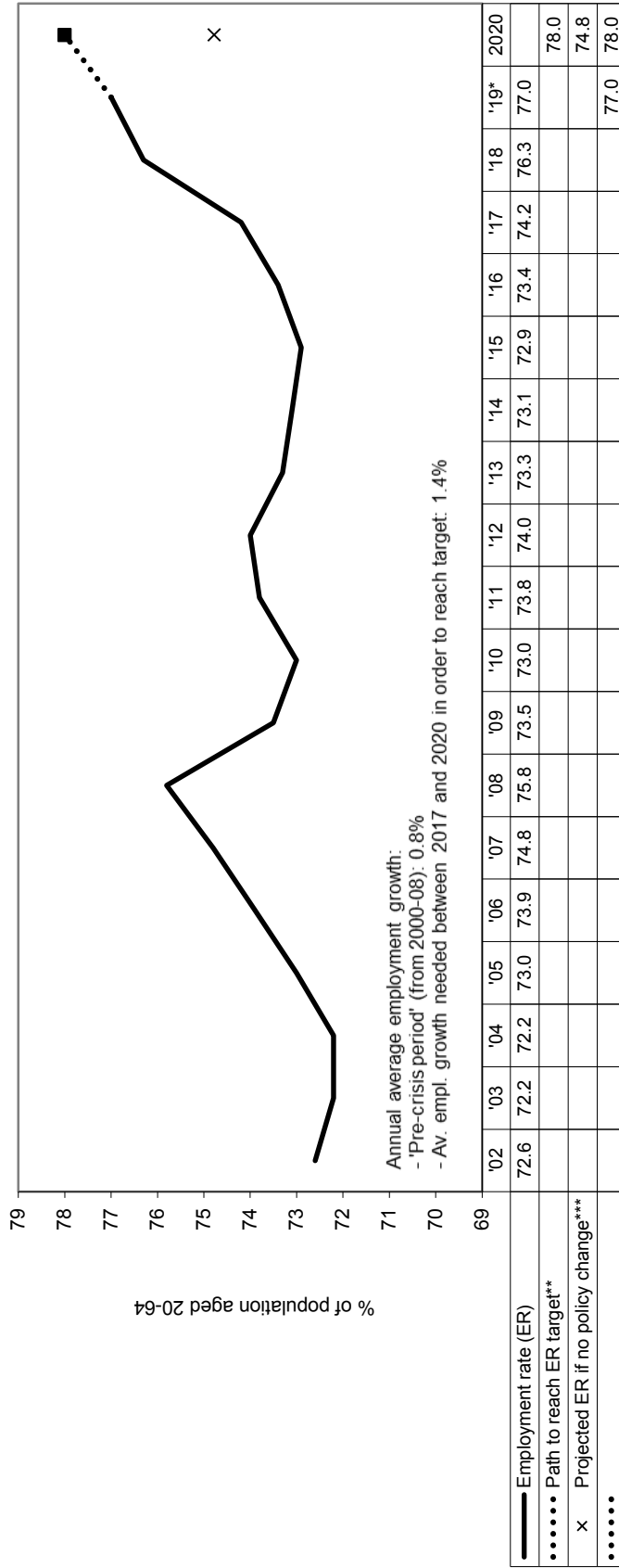
3. Key employment challenges Slovakia, June 2019

Employment policy area	Key employment challenge	Particularly good labour market outcome
1. Increase labour market participation	Low employment rate of the low-skilled <i>Regional disparities in terms of job vacancies and unemployment levels</i>	
2. Enhancing labour market functioning; combating segmentation		
3. Active labour market policies	High share of long-term unemployed in total unemployment Expenditure on active labour market policies as a percentage of GDP remains low <i>Low effectiveness of profiling, individualised counselling and targeted training in integrating the long-term unemployed and disadvantaged groups; low provision of labour market relevant requalification and upskilling measures</i>	
4. Adequate and employment oriented social security systems	<i>Short duration and low coverage of and strict conditions for unemployment benefits</i>	Low unemployment trap
5. Work-life balance	Low uptake of formal childcare, in particular for children below 3 Very high employment impact of parenthood and high inactivity due to personal and family responsibilities among women	
6. Job creation		
7. Gender equality	Gender employment gap is higher than the EU average for young women (20-29)	
8. Improving skill supply and productivity; Lifelong learning	Low participation of adults (aged 25-64) in education or training	
9. Improving education and training systems	The rate of early leavers from education and training is below the EU average but has deteriorated significantly <i>Low educational outcomes of students and pronounced socio-economic inequality in education at all levels</i>	
10. Wage setting mechanisms and labour cost developments		

FINLAND

1. Progress towards the national employment rate target

Employment rate (20-64) 2002 - 2018 and national ER target
FINLAND



Sources and notes:

Employment rates 2003-2018: Eurostat, EU LFS;

* Estimated values based on employment growth forecasts from Commission Spring Forecast 2019 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

2. Key indicators on labour market performance

Finland

Indicator	Unit	2000	2014	2015	2016	2017	2018	2020 national target	2015	2016 EU28-total	2017	2018	2020 EU target
Overall employment rate	% of population aged 20 - 64	71,6 b	73,1	72,9	73,4	74,2	76,3	78,0	70,1	71,1	72,2	73,2	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	8,3	8,0	11,0	10,7	10,6	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	44,2	42,0	38,7	39,1	39,9	40,7	40,0
Overall employment growth	% change from previous year	1,6 b	-0,7	-0,8	0,5	1,2	2,7		1,1	1,5	1,4	1,3	
Employment rate of women	% of female population aged 20 - 64	68,2 b	72,1	71,8	71,7	72,4	74,5		64,3	65,3	66,5	67,4	
Employment rate of men	% of male population aged 20 - 64	74,9 b	74,0	73,9	75,0	75,9	78,2		75,9	76,9	78,0	79,0	
Employment rate of older workers	% of population aged 55 - 64	41,7 b	59,1	60,0	61,4	62,5	65,4		53,3	55,3	57,1	58,7	
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	3,7		11,6	11,6	11,5	11,6	
Employment rate of young persons	% of population aged 20 - 29	68,5 b	65,5	64,6	65,9	66,7	68,4		61,4	62,6	63,9	64,8	
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	52,9		52,6	53,6	54,9	56,1	
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64	:	50,0	48,1	46,5	49,9	50,8		56,7	56,5	57,4	59,3	
Part-time employment	% of total employment aged 15 - 74	12,2 b	15,4	15,5	16,3	16,5	16,6		20,3	20,3	20,1	19,9	
Temporary employees	% of total employees aged 15 - 64	17,7 b	15,4	15,1	15,6	15,8	16,2		14,1	14,2	14,3	14,2	
Overall unemployment rate	% of labour force	9,8	8,7	9,4	8,8	8,6	7,4		9,4	8,6	7,6	6,8	
Long-term unemployment	% of labour force	2,7 b	1,9	2,3	2,3	2,1	1,6		4,5	4,0	3,4	2,9	
Youth unemployment rate	% of youth labour force (15-24)	28,4 b	20,5	22,4	20,1	20,1	17,0		20,3	18,7	16,8	15,2	
Youth NEET rate	% of population aged 15-24	9,7	10,2	10,6	9,9	9,4	8,5		12,0	11,6	10,9	10,5	
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	117,5	107,5	107,7	108,8	108,6			100,0	100,0	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	100,0	100,0	
Nominal unit labour cost growth	% change from previous year	0,5	1,1	1,2	-0,6	-2,7	1,6		2,0	-1,2	0,1	1,8	
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	16,7			16,2 p	16,2 p	16,0		
Involuntary temporary employment	as % of total employees	10,5 b	10,7	10,9	11,2	11,2	11,3		7,7	7,8	7,8	7,4	
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	22,0		14,3	14,6	14,9	14,9	
At-risk-of-poverty rate of unemployed	:		46,8	39,6	37,2	35,6			47,5	48,6	47,8		
unemployment trap - tax rate on low wage earners	:		81,7	79,1	78,3	74,7			74,7	75,0	74,6		
Inactivity and part-time work due to personal and family responsibilities	age 15-64	:	2,8	3,0	2,9	2,8	2,6		5,3	5,4	5,4	5,4	
Job vacancy rate	% change over the recent 3 years	:	1,6	1,3	1,4	1,6	1,9		1,5	1,6	1,8	2,0	
Share of adult population with upper secondary or tertiary education	age 25-64	73,2 b	86,5	87,7	88,1	88,3	89,2		76,5	76,9	77,5	78,1	
Percentage of adult population participating in education and training	age 25-64	:	25,1	25,4	26,4	27,4	28,5		10,7	10,8	10,9	11,1	

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, June 2019

Employment policy area	Key employment challenge	Particularly good labour market outcome
1. Increase labour market participation	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 and older workers.	
3. Active labour market policies	<i>A lack of coordination between various services to the unemployed and the inactive poses a challenge</i>	
4. Adequate and employment oriented social security systems	<i>Inactivity and unemployment traps are a barrier to the full use of the labour force</i> The low-wage trap is higher than the EU average and increasing.	Low and decreasing at-risk-of-poverty rate of unemployed and in-work-poverty risk.
5. Work-life balance		Inactivity and part-time work due to personal and family responsibilities are low and improving, especially for women.
6. Job creation		
7. Gender equality	The inactivity trap for second earners is widening.	
8. Improving skill supply and productivity; Lifelong learning	<i>In a context of increasing labour demand and falling unemployment, there are signs of labour shortages.</i>	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

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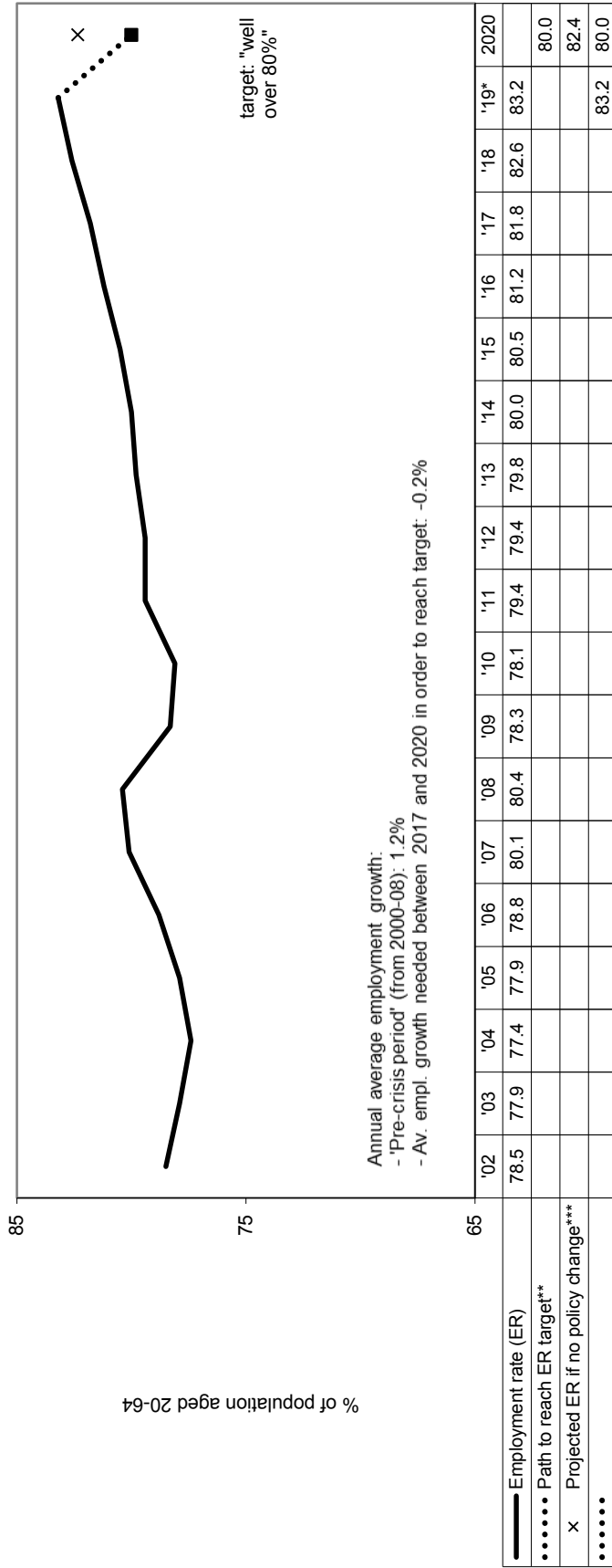
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113

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Employment rate (20-64) 2002 - 2018 and national ER target SWEDEN



Sources and notes:

Employment rates 2003-2018: Eurostat, EU LFS;

* Estimated values based on employment growth forecasts from Commission Spring Forecast 2019 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

2. Key indicators on labour market performance

Sweden

Indicator	Unit	2000	2014	2015	2016	2017	2018	2020 national target	2015	2016 EU28-total	2017	2018	2020 EU target
Overall employment rate	% of population aged 20 - 64	76,8 E	80,0	80,5	81,2	81,8	82,6	well over 80	70,1	71,1	72,2	73,2	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	9,3	less than 10	11,0	10,7	10,6	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	52,0	40-45	38,7	39,1	39,9	40,7	40,0
Overall employment growth	% change from previous year	2,2 E	0,9	1,4	1,6	2,3	1,8		1,1	1,5	1,4	1,3	
Employment rate of women	% of female population aged 20 - 64	74,6 E	77,6	78,3	79,2	79,8	80,4		64,3	65,3	66,5	67,4	
Employment rate of men	% of male population aged 20 - 64	79,0 E	82,2	82,5	83,0	83,8	84,7		75,9	76,9	78,0	79,0	
Employment rate of older workers	% of population aged 55 - 64	64,8 E	74,0	74,5	75,5	76,4	77,9		53,3	55,3	57,1	58,7	
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	4,3		11,6	11,6	11,5	11,6	
Employment rate of young persons	% of population aged 20 - 29	66,1	68,5	69,7	70,9	71,7	72,8		61,4	62,6	63,9	64,8	
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	62,0		52,6	53,6	54,9	56,1	
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64		51,5	50,7	51,6	52,9	51,5		56,7	56,5	57,4	59,3	
Part-time employment	% of total employment aged 15 - 74	22,8	26,2	26,0	25,6	25,1	24,5		20,3	20,3	20,1	19,9	
Temporary employees	% of total employees aged 15 - 64	14,3	16,8	16,6	16,1	16,1	15,6		14,1	14,2	14,3	14,2	
Overall unemployment rate	% of labour force	5,6 i	7,9	7,4	6,9	6,7	6,3		9,4	8,6	7,6	6,8	
Long-term unemployment	% of labour force		1,4	1,5	1,3	1,2	1,2		4,5	4,0	3,4	2,9	
Youth unemployment rate	% of youth labour force (15-24)	9,5	22,9	20,4	18,9	17,9	16,8		20,3	18,7	16,8	15,2	
Youth NEET rate	% of population aged 15-24	6,3 u	7,2	6,7	6,5	6,2	6,1		12,0	11,6	10,9	10,5	
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	117,8	113,4	114,2	113,7	111,7			100,0	100,0	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	100,0	100,0	
Nominal unit labour cost growth	% change from previous year	4,5	1,0	-0,3	1,3	2,0	2,9		2,0	-1,2	0,1	1,8	
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	12,6			16,2 p	16,2 p	16,0		
Involuntary temporary employment	as % of total employment	7,9	9,8	9,6	8,7	8,3	8,1		7,7	7,8	7,8	7,4	
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	21,9		14,3	14,6	14,9	14,9	
At-risk-of-poverty rate of unemployed			42,2	39,3	50,8	50,3			47,5	48,6	47,8		
unemployment trap - tax rate on low wage earners			69,5	68,9	79,5	79,5			74,7	75,0	74,6		
Inactivity and part-time work due to personal and family responsibilities	age 15-64		3,5	3,5	3,5	3,3	3,3		5,3	5,4	5,4	5,4	
Job vacancy rate	% change over the recent 3 years		1,5	1,6	1,9	2,1	2,3		1,5	1,6	1,8	2,0	
Share of adult population with upper secondary or tertiary education	age 25-64	77,2	83,7	84,3	85,0	85,3	85,6		76,5	76,9	77,5	78,1	
Percentage of adult population participating in education and training	age 25-64		29,2	29,4	29,6	30,4	29,2		10,7	10,8	10,9	11,1	

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 Sweden, June 2019

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		
4. Adequate and employment oriented social security systems		
5. Work-life balance		Low inactivity due to personal and family responsibilities.
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	<i>There is a growing shortage of teachers. The educational performance gap between different social groups is large and widening.</i>	
10. Wage setting mechanisms and labour cost developments		

UNITED KINGDOM

1. Progress towards the national employment rate target

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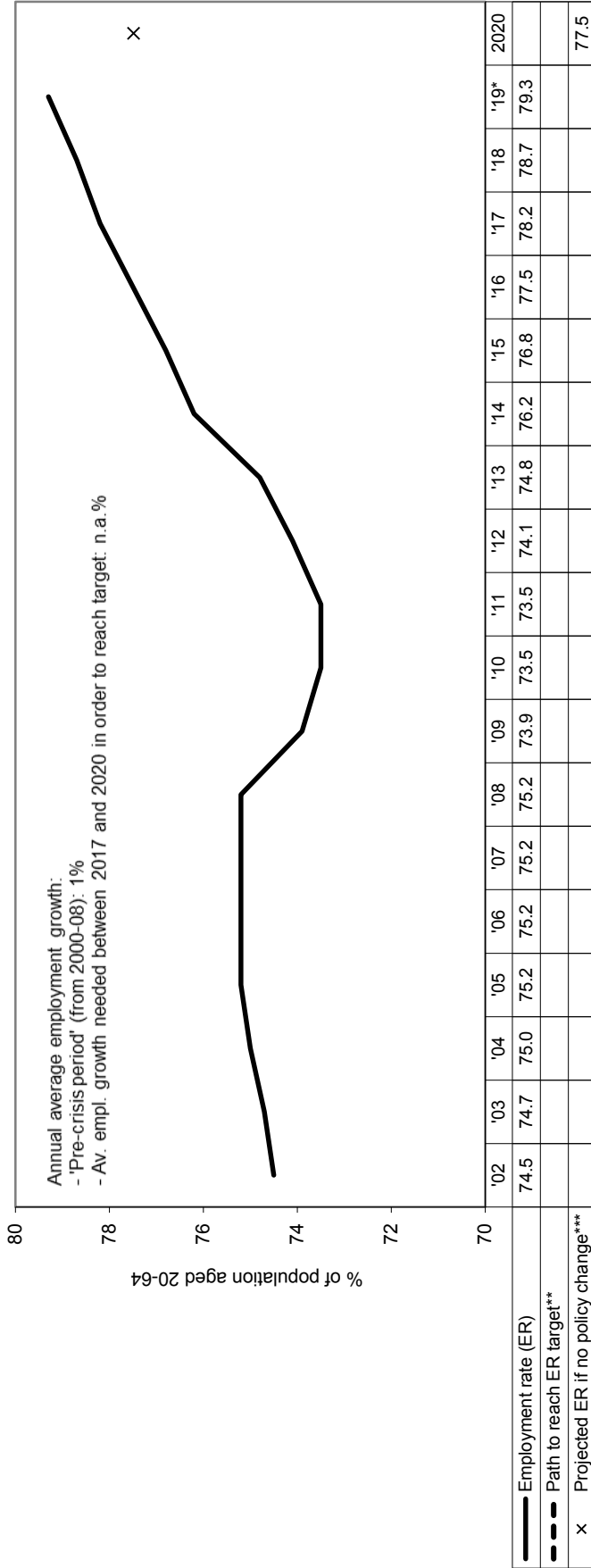
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117

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Employment rate (20-64) 2002 - 2018 and national ER target UNITED KINGDOM



Sources and notes:

Employment rates 2003-2018: Eurostat, EU LFS;

* Estimated values based on employment growth forecasts from Commission Spring Forecast 2019 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

2. Key indicators on labour market performance United Kingdom

Indicator	Unit	2000	2014	2015	2016	2017	2018	2020 national target	2015	2016		2017	2018	2020 EU target
										EU28-total				
Overall employment rate	% of population aged 20 - 64	74,0	76,2	76,8	77,5	78,2	78,7	n.a.	70,1	71,1	72,2	73,2	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	10,7	n.a.	11,0	10,7	10,6	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	48,8	n.a.	38,7	39,1	39,9	40,7	40,0	
Overall employment growth	% change from previous year	1,2 b	2,2	1,5	1,4	1,0	1,2		1,1	1,5	1,4	1,3		
Employment rate of women	% of female population aged 20 - 64	66,8	70,6	71,3	72,1	73,1	73,8		64,3	65,3	66,5	67,4		
Employment rate of men	% of male population aged 20 - 64	81,4	81,9	82,5	83,1	83,4	83,7		75,9	76,9	78,0	79,0		
Employment rate of older workers	% of population aged 55 - 64	50,7	61,0	62,2	63,4	64,1	65,3		53,3	55,3	57,1	58,7		
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	9,9		11,6	11,6	11,5	11,6		
Employment rate of young persons	% of population aged 20 - 29	75,1	72,6	74,2	75,5	76,5	75,9		61,4	62,6	63,9	64,8		
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	65,1		52,6	53,6	54,9	56,1		
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64		62,7	63,4	63,6	63,6	65,2		56,7	56,5	57,4	59,3		
Part-time employment	% of total employment aged 15 - 74	25,1	26,6	26,5	26,6	26,2	25,9		20,3	20,3	20,1	19,9		
Temporary employees	% of total employees aged 15 - 64	6,6	6,3	6,1	6,0	5,6	5,5		14,1	14,2	14,3	14,2		
Overall unemployment rate	% of labour force	5,4	6,1	5,3	4,8	4,4	4,0		9,4	8,6	7,6	6,8		
Long-term unemployment	% of labour force	1,5	2,2	1,6	1,3	1,1	1,1		4,5	4,0	3,4	2,9		
Youth unemployment rate	% of youth labour force (15-24)	12,0	17,0	14,6	13,0	12,1	11,3		20,3	18,7	16,8	15,2		
Youth NEET rate	% of population aged 15-24	10,9	11,9	11,1	10,9	10,3	10,4		12,0	11,6	10,9	10,5		
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	109,7	101,8	101,3	101,1	100,2			100,0	100,0	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	100,0	100,0		
Nominal unit labour cost growth	% change from previous year	3,1	-0,1	0,4	2,7	2,2	2,5		2,0	-1,2	0,1	1,8		
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)		20,9	21,0	21,0 p	20,8			16,2 p	16,2 p	16,0			
Involuntary temporary employment	as % of total employees	2,1	2,0	1,9	1,8	1,5	1,4		7,7	7,8	7,8	7,4		
Newly employed	share of people in current job 12 months or less in total employment	20,4	16,6	17,6	17,2	17,3	16,8		14,3	14,6	14,9	14,9		
At-risk-of-poverty rate of unemployed			57,9	47,9	46,1	52,6			47,5	48,6	47,8			
unemployment trap - tax rate on low wage earners			62,5	61,6	60,8	59,1			74,7	75,0	74,6			
Inactivity and part-time work due to personal and family responsibilities	age 15-64		10,3	10,3	10,2	9,9	9,8		5,3	5,4	5,4	5,4		
Job vacancy rate	% change over the recent 3 years		2,0	2,2	2,4	2,5	2,6		1,5	1,6	1,8	2,0		
Share of adult population with upper secondary or tertiary education	age 25-64	64,4 u	79,2	79,7	79,5	80,1	80,4		76,5	76,9	77,5	78,1		
Percentage of adult population participating in education and training	age 25-64		16,3	15,7	14,4	14,3	14,6		10,7	10,8	10,9	11,1		

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, June 2019

Employment policy area	Key employment challenge	Particularly good labour market outcome
1. Increase labour market participation		
2. Enhancing labour market functioning; combating segmentation	<i>Significant incidence of underemployment and zero hour contracts</i>	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. Low net replacement rates for unemployed, in particular lone parents with 2 children.	
5. Work-life balance	High level of inactivity and part-time work due to personal and family responsibilities, albeit improving for women. Low share of children aged 3 to mandatory school age in formal childcare.	
6. Job creation		High number of vacancies
7. Gender equality		
8. Improving skill supply and productivity; Lifelong learning	<i>Skills challenges remain multifaceted in a labour market where entry is easy for most but progression is difficult for some</i>	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"¹

Over recent years considerable progress has been made in improving the quality

of the data collected on the implementation of the Youth Guarantee. In 2018 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 data². 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 State.³ **The challenges and good outcomes identified for the year 2019 (based on 2017 data) should therefore be treated with caution.**

Member State	Key Employment Challenge ⁴	Particularly Good Labour Market Outcome
Belgium		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)
Bulgaria	Still low (though increasing) employment rate of young workers. 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*	High proportion of young people in a positive situation 6 months after exiting the YG
Czech Republic		Low NEET rate, in particular for men Low unemployment rate, in particular for youth Low proportion of young people remain in the YG beyond the 4 month target

¹ KEC are aligned with the main tables

² Key areas for improvement relate to the completion of follow-up data (still not available for 5 Member States) and reducing the number of unknown destinations and subsequent situations in both exit and follow-up data.

³ 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>

⁴ 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 for young people is high The youth unemployment ratio and NEET rate are at very low levels High proportion of the NEET population covered by the YG*
Estonia		Low proportion of young people remain in the YG beyond the 4 month target
Ireland ⁵		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	While increasing, the employment rate for young people is significantly below the EU average The proportion of young people that remain in the YG beyond the 4 month target is high Low (but increasing) proportion of young people leave the YG with a positive result within the 4 month target ⁶	
Spain	Still low (though increasing) employment rates for young workers Still high (though decreasing) youth unemployment and NEET rates The proportion of young people that remain in the YG beyond the 4 month target is high ⁷	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)
France	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 ⁸	High proportion of the NEET population covered by the YG*

* 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.

⁵ 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.

⁶ 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.

⁷ For Spain, long durations are bound to accumulate largely as a result of the way in which the scheme is designed to operate in that, once registered, people remain registered as long as they are NEET. Drop-outs cannot occur (except if a person explicitly asks to be deregistered) and after an exit re-registration is automatic once a person becomes NEET again.

⁸ Results for France are influenced by the duration of accompanying measures which is frequently longer than 4 months.

Croatia	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
Cyprus	The rate of young people not in education, employment or training (NEET) is above the EU average 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*	NEET rates better than EU average and improving
Lithuania		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 above the EU average but the coverage rate of the YG target population is low*	Low NEET rate Low proportion of young people remain in the YG beyond the 4 month target
Hungary	High share of women not in employment, education or training in the age group 15-24 The proportion of young people that leave the YG with a positive result within 4 months is very high but the coverage rate of the YG target population is low ⁹	High proportion of young people leave the YG with a positive result within the 4 month target
Malta	The proportion of young people that leave with a positive result within 4 months is high but the coverage rate of the YG target population is low ¹⁰	Low and decreasing NEET rate, especially among women and inactive people 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 remain in the YG beyond the 4 month target is high ¹¹	Low NEET rate

⁹ For Hungary, the low coverage rate reflects in part the late start of the scheme and the focus on LTU youth. The high rate of timely exits and, therefore, the relatively low stock of people registered in the preparatory phase at any point in time also contributes to this result.

¹⁰ For Malta, the low coverage is partly explained by the rapid throughput (so that the stock stays small) and the fact that some YG initiatives are active only part of the year due to their focus on school leavers.

¹¹ For The Netherlands, the relatively small NEET population includes a high concentration of those furthest from the labour market and particularly hard to place. On this basis, longer stays in the YG preparatory phase are to be expected

* 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.

Austria		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	Low proportion of young people leave the YG with a positive result within the 4 month target	
Romania	Despite the improvements, the NEET rate (15-24) remains high and significantly above the EU level. 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*	
Slovenia		
Slovakia	Improve the coverage of NEET population	Unemployed NEET rate is on the decrease High proportion of those leaving the YG within 4 months in a positive situation These outcomes are sustainable over time, as the proportions of participants in positive situations is maintained.
Finland		High proportion of the NEET population covered by the YG*
Sweden		
United Kingdom ¹²	The coverage rate of the YG target population is low*	

* 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.

¹² 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.

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

Annex B. Statistical Data

Table B1: National employment rate targets compared to current and projected 2020 employment rates (all age groups 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)			
	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	Average annual employment growth during "pre-crisis" period (from 2000 to 2008) (%)	Estimated average annual 2017 employment growth necessary to reach national target (May '18 ERM)		Projected growth of working age population over total 2010 - 2020 period (%)	EPCAWG empirate projections for 2020 ("no policy change scenario") (%)	
	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020						
AT	72.0	69.5	70.4	71.6	72.8	73.8	73.4	73.9	74.2	74.2	74.4	74.6	74.2	74.3	74.8	75.4	76.2	77.0	77.0	0.9	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	67.4	67.2	67.3	67.2	67.7	68.5	69.7	70.2	70.2	1.0	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	63.0	63.5	65.1	67.1	67.7	71.3	72.4	72.5	72.5	2.0	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	67.6	67.6	67.9	68.7	70.7	73.9	75.8	75.0	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	71.5	72.5	73.5	74.8	76.7	78.5	79.9	80.6	80.6	0.9	-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	79.9	80.5	80.5	80.5	0.7	-0.6	0.4	78.7	-1.7
DK	77.3	77.6	78.0	79.4	79.3	79.7	77.5	79.7	75.7	75.4	75.6	75.9	76.5	76.5	76.6	78.2	79.0	79.0	79.0	0.4	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	74.3	76.5	76.6	78.7	79.5	80.0	80.0	1.3	-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	59.5	60.4	60.4	60.4	1.6	5.6	-0.8	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	67.0	68.3	68.3	68.3	3.7	3.5	-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	74.2	76.3	77.0	78.0	0.8	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	71.3	71.9	71.9	71.9	1.4	1.9	0.2	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	66.2	66.2	66.2	2.7	-0.1	-0.8	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	68.9	71.5	73.3	74.4	75.4	75.0	0.2	0.0	-0.6	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	74.1	75.6	75.6	69.0	3.6	-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	63.0	62.9	67	1	2.2-3.3	-0.1	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	77.8	78.1	78.1	72.8	0.2	-2.9	-1.5	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	72.1	74.3	74.3	73.0	1.5	2.8	2.6	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	76.8	77.0	77.0	73.0	1.2	-2.3	-1.6	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	67.9	69.0	71.1	73.0	75.0	78.0	80.0	80.0	1.6	-0.4	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	79.2	80.3	80.3	80.0	1.0	1.1	0.1	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	72.2	72.3	71.0	71.0	1.2	-0.8	-0.6	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	76.2	76.2	75.0	0.4	0.2	-0.7	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	64.8	64.7	65.7	66.0	66.3	68.8	69.9	70.1	70.0	-1.0	-0.6	-0.9	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	82.6	83.2	83.2	80.0	1.2	-0.2	0.6	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	75.4	77.1	77.1	75.0	1.4	-0.2	-0.6	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	73.0	73.0	72	2.0	-0.2	-0.3	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	78.7	79.3	79.3	n.a.	1.0	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	68.4	69.2	70.1	71.1	72.2	73.2	73.8	75	1.4	1.2	-0.1	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	72.0	72.6	72.6	73.8-74.2	1.4	1.32-1.51	0.0	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.

PT: Break in the series between 2011 and 2012

- 1) Estimated on the basis of the EU Commission's Spring 2019 Economic Forecast (employment growth) and Eurostat 2015 population projection.
- 2) EU28 as from 2002

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: EPM Dashboard 2019⁶

⁶ The identification of notable (coloured) positive/ negative changes is done following the methodology for determining 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)																																		
2018	73.2	n.a.	71.9	72.0	69.7	72.4	79.9	78.2	79.9	79.5	74.1	59.5	67.0	71.3	65.2	63.0	73.9	76.8	71.8	72.1	74.4	75.0	79.2	76.2	72.2	75.4	69.9	75.4	72.4	76.3	72.4	82.6	78.7	
2017-2018 change in pp	1.0	n.a.	1.0	1.0	1.2	1.1	1.4	1.3	0.7	0.8	1.1	1.7	1.5	0.7	1.6	0.7	3.1	2.0	1.8	~	1.1	2.0	1.2	0.8	1.3	2.0	1.1	2.0	1.3	2.1	0.8	~	~	
2015-2018 change in pp	3.1	n.a.	3.0	3.0	2.5	5.3	5.1	~	1.9	3.0	4.2	4.6	5.0	~	4.6	2.5	6.0	4.3	4.5	~	5.5	6.0	2.8	1.9	4.4	6.3	3.9	6.3	4.7	3.4	2.1	1.9	~	
Youth NEET (% of total population aged 15-24)																																		
2018	10.5	n.a.	10.6	9.2	15.0	6.8	5.6	6.8	5.9	9.8	10.1	14.1	12.4	11.1	13.6	19.2	13.2	7.8	8.0	5.3	10.7	7.3	4.2	6.8	8.7	8.4	14.5	6.6	10.2	8.5	6.1	10.4	~	
2017-2018 change in pp	~	n.a.	-0.6	~	-0.7	~	~	~	~	~	-0.8	-1.2	-0.9	~	-1.8	-0.9	-2.9	-2.5	-1.1	-0.6	~	-1.3	~	~	-0.8	-0.9	-0.7	~	-1.9	-0.9	~	~	~	
2015-2018 change in pp	-1.5	n.a.	-1.6	-3.0	-4.3	-1.9	~	~	~	~	-4.2	-3.1	-3.2	~	-4.5	-2.2	-2.1	-2.7	~	~	~	-3.2	~	~	-2.3	-2.9	-3.6	-2.9	-3.5	-2.1	~	~	~	~
Employment rate older people (% population aged 55-64)																																		
2018	58.7	n.a.	58.7	58.8	50.3	60.7	65.1	70.7	71.4	68.9	60.4	41.1	52.2	52.1	42.8	53.7	60.9	65.4	68.5	40.5	54.4	49.7	67.7	54.0	48.9	59.2	46.3	47.0	54.2	65.4	77.9	65.3	~	
2017-2018 change in pp	1.6	n.a.	1.6	1.6	2.0	2.5	3.0	1.8	1.3	~	2.0	2.8	1.7	~	2.5	1.5	5.6	3.1	2.4	~	2.7	2.5	2.0	2.7	~	3.0	1.8	4.3	1.2	2.9	1.5	1.2	~	
2015-2018 change in pp	5.4	n.a.	5.4	5.5	6.3	7.7	9.6	6.0	5.2	4.4	5.0	6.8	5.3	3.4	3.6	5.5	12.4	6.0	8.1	~	9.1	7.4	6.0	7.7	4.6	9.3	5.2	10.4	7.2	5.4	3.4	3.1	~	
Employment rate (% Non-EU28 nationals aged 20-64)																																		
2018	59.3	n.a.	58.4	43.4	57.4	81.8	61.1	57.5	73.2	67.1	56.5	59.9	50.6	53.3	63.4	68.0	66.5	74.0	56.1	56.0	71.3	54.8	61.0	76.0	71.5	77.9	72.7	73.5	50.8	51.5	65.2	~		
2017-2018 change in pp	~	n.a.	2.0	~	~	3.0	~	2.6	~	3.8	~	~	3.3	12.4	~	2.0	~	4.2	-2.9	-9.8	5.5	4.1	4.2	5.5	~	~	n.a.	~	~	~	~	~	~	
2015-2018 change in pp	~	n.a.	n.a.	~	~	n.a.	5.8	4.7	~	~	11.3	~	4.9	4.0	13.4	~	-7.2	~	~	~	-15.4	6.6	5.1	13.7	8.0	~	n.a.	~	-5.3	~	~	~	~	
Involuntary temp empl as % total employees																																		
2018	7.4	n.a.	8.6	6.8	2.6	4.9	4.2	1.7	0.5	2.9	8.2	21.3	9.0	17.2	13.7	12.8	1.7	0.8	5.5	5.3	2.8	5.3	2.8	5.9	0.9	12.8	18.1	0.8	6.1	6.2	11.3	8.1	1.4	~
2017-2018 change in pp	-0.4	n.a.	~	-0.5	-0.9	-2.4	-1.0	~	~	-0.6	~	-1.4	-0.7	-0.5	2.5	-1.3	0.6	~	0.4	-1.5	~	-0.9	~	-2.6	~	-2.6	~	-3.3	-1.1	~	~	~	~	
2015-2018 change in pp	~	n.a.	~	~	~	~	-3.2	0.7	~	~	-1.7	~	~	~	8.4	3.4	-4.3	~	~	1.1	-3.4	-1.4	-1.6	~	-5.3	~	~	-4.5	-2.3	~	-1.5	~	~	
Newly employed in %																																		
2018	14.9	n.a.	15.3	12.5	9.0	11.0	21.8	14.5	19.4	17.6	10.5	19.3	15.6	15.3	11.3	21.3	15.8	20.7	14.7	14.4	16.9	18.7	16.8	12.2	16.0	5.6	12.8	12.3	22.0	21.9	16.8	~		
2017-2018 change in pp	~	n.a.	~	~	-2.1	-0.6	-2.2	~	~	1.4	0.7	~	~	~	~	~	~	~	1.5	0.7	~	1.0	0.7	~	~	~	-0.8	-2.0	-1.3	1.2	~	~	~	
2015-2018 change in pp	~	n.a.	1.3	~	-1.7	~	~	~	3.1	1.2	~	~	1.6	2.1	2.7	~	2.2	~	4.2	~	~	4.6	2.5	~	~	1.2	-1.4	~	~	3.8	~	~	~	
Long-term unemployment rate (in %)																																		
2018	2.9	n.a.	3.8	2.9	3.0	0.7	1.1	1.4	1.3	2.1	13.6	6.4	3.8	3.4	6.2	2.7	3.1	2.0	1.4	1.4	1.1	1.4	1.4	1.0	1.0	3.1	1.8	2.2	4.0	1.6	1.2	1.1	~	
2017-2018 change in pp	-0.5	n.a.	-0.6	-0.6	~	~	~	~	-0.6	-0.9	-2.0	-1.3	~	-1.2	~	-1.8	~	-0.7	-0.7	~	-0.5	-0.5	~	-0.5	-1.4	~	-0.9	-1.1	-0.5	~	~	~	~	
2015-2018 change in pp	-1.6	n.a.	-1.7	-1.7	-1.5	-2.6	-1.7	~	~	-3.2	-4.6	-5.0	~	-6.8	~	-4.1	-1.4	-1.9	~	-1.7	-1.3	-1.6	~	-2.0	-4.1	~	-2.5	-3.6	~	~	~	~	~	
At-risk-of-poverty rate of unemployed																																		
2017	47.8	47.8	47.4	47.5	49.1	58.7	48.6	43.8	70.6	50.2	41.7	45.5	46.4	38.6	45.6	42.2	36.5	56.5	61.5	54.4	51.0	57.4	45.7	45.1	42.7	44.8	51.6	41.8	49.2	35.6	50.3	52.6	~	
2016-2017 change in pp	~	~	~	~	3.2	4.1	-3.6	5.3	~	-4.6	~	-2.8	~	~	2.0	-3.6	~	~	~	9.6	2.5	11.3	~	-2.7	-4.4	2.8	~	-3.0	~	~	~	6.5	~	
2014-2017 change in pp	~	~	~	~	6.2	8.5	~	~	~	-4.5	4.6	~	~	7.5	~	-5.9	3.9	3.2	~	4.4	-3.0	8.2	9.4	~	~	4.3	3.2	-3.5	~	-11.2	8.1	-5.3	~	
Unemployment trap tax rate on low wage earners																																		
2017	74.6	74.3	n.a.	91.1	82.0	80.6	89.9	73.3	62.9	66.6	51.8	81.1	76.6	81.9	80.1	63.8	87.4	79.4	87.0	78.5	64.3	80.0	72.1	75.9	80.4	47.9	88.3	50.6	74.7	79.5	59.1	~		
2016-2017 change in pp	~	~	n.a.	~	~	~	~	~	~	~	~	~	~	~	2.0	n.a.	~	9.7	~	~	5.0	~	-1.3	~	~	~	~	1.2	-3.6	~	-1.2	~		
2014-2017 change in pp	~	~	n.a.	~	~	~	~	~	~	3.8	~	~	~	5.2	~	~	29.1	~	~	~	6.6	~	~	-3.0	-20.6	-3.6	~	-8.0	-7.0	10.0	-3.4	~		

Source: Joint Assessment Framework update Spring 2019
Table C1 (CONTINUED): EPM Dashboard 2019

