



Brussels, 10 October 2024
(OR. en)

14331/24
ADD 1

SOC 750
EMPL 516
ECOFIN 1117
EDUC 386

COVER NOTE

| | |
|----------|---|
| From: | The Employment Committee |
| To: | Delegations |
| Subject: | EMCO Annual Employment Performance Report |

Delegations will find attached the 2024 EMCO Annual Employment Performance Report (AEPR).

2024 EMCO Annual Employment Performance Report (AEPR)

Introduction - Executive Summary

This report presents the main findings from a detailed analysis of the 2024 Employment Performance Monitor (EPM)¹. The 2024 edition of the EPM and this report incorporate for a third consecutive year the 2030 EU headline targets on employment and adult learning, as proposed by the European Commission in the European Pillar of Social Rights Action Plan and welcomed by the EU Leaders in the Porto Social Summit and in the European Council Conclusions of June 2021, as well as the related 2030 national targets set by the Member States.

Moreover, the analysis in the AEPR integrates a forward-looking aspect, as it also looks at the minimum annual employment growth required both at EU and national levels to reach the respective employment rate targets by 2030. In addition, the 2024 edition of the AEPR presents the potential for improving the situation of specific population groups in the context of ensuring progress towards the 2030 EU and national employment targets. It also reports on progress towards the 2030 EU headline and national targets on adult learning, based on the methodological approach that was agreed in the EMCO Indicators Group last June.

The EMCO Indicators Group examined the 2024 EPM results to provide a thematic analysis and a summary of the key employment challenges and good labour market outcomes across the EU. This contributes to the identification of the main EU priorities that are important to monitor in the coming years. The EPM has also allowed for the identification of employment trends emerging from the analysis of recent year-on-year (2022-2023) as well as 3-year data.

The EU labour market continued to demonstrate resilience in 2023

While the EU's economy posted a strong recovery after the pandemic, the fallout from the high energy costs sparked by Russia's war of aggression against Ukraine led to a marked slowdown in 2023. Nevertheless, the EU labour market continued to demonstrate resilience in 2023, with total employment rate reaching new record high level.

According to Eurostat EU-LFS data, in 2023, 75.3% (195.7 million) of the EU's 20 to 64-year-olds were employed, the highest share recorded since the start of the time series in 2009. This figure marks three consecutive years of growth² after a drop (of 1.4% y-o-y, or 1 pp) to 71.7% in 2020 due to the COVID-19 pandemic.

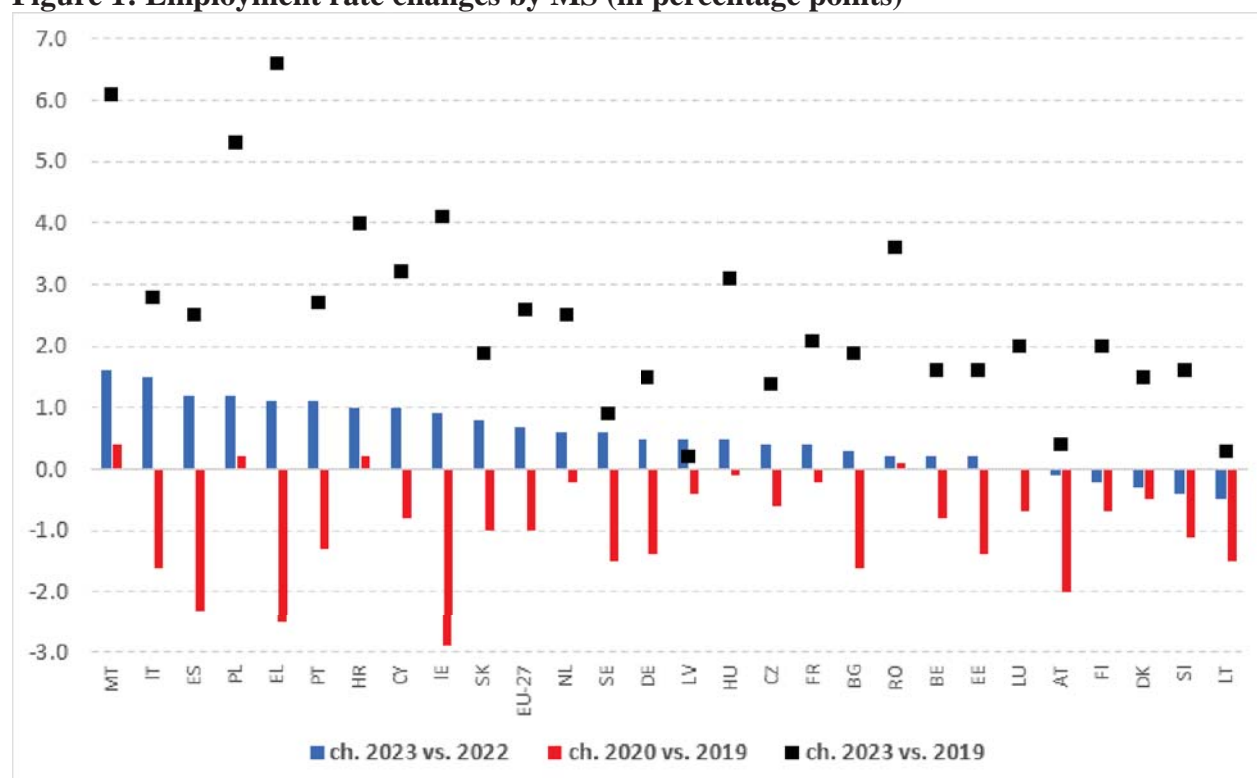
¹ The Employment Committee (EMCO) was mandated to produce an "Employment Performance Monitor", which serves two main objectives: a) Monitoring the progress towards the overall employment rate target and related national targets and b) Identifying at a glance the key employment challenges (KECs) and good labour market outcomes (GLMOs) across the EU and for each Member State respectively (Council Doc. 14478/2010).

² Employment rate in 2023: 75.3%, +0.9% compared to 2022 (0.7 pp);
Employment rate in 2022: 74.6%, +2.2% compared to 2021 (1.6 pp);
Employment rate in 2021: 73%, +1.8% compared to 2020 (1.3 pp).

In the majority of Member States, the employment rate for people aged 20-64 registered an improvement in 2023 compared to 2022 (Figure 1, blue bars). The highest rises were recorded in Malta (+1.6 pp) and Italy (+1.5 pp), while on the contrary, the employment rate declined by 0.5 pp and 0.4 pp in Lithuania and Slovenia, respectively.

Among the EU Member States, the highest employment rates in 2023 were recorded in the Netherlands (83.5%), Sweden (82.6%) and Estonia (82.1%). The lowest rates were registered in Italy (66.3%), Greece (67.4%) and Romania (68.7%). Moreover, in 2023, in all 27 EU Member States, the employment rate (20-64) exceeded the pre-pandemic level recorded in 2019 (Figure 1, black square markers).

Figure 1: Employment rate changes by MS (in percentage points)



Source: JAF / Eurostat, 2020 data for Germany have a break in the time series, same for Ireland and Spain in 2021, Bulgaria in 2022 and Denmark, Croatia for 2023.

The employment rate of women in the EU aged 20-64 years increased by 1 pp to 70.2%, while the employment rate for men increased by 0.5pp to 80.4%. Therefore, in 2023, the EU's gender employment gap, defined as the difference between the employment rates of men and women aged 20-64, was 10.2 pp, 0.5 pp lower than in 2022, though still at a high level. Significant variation in gender employment gaps remains across EU Member States. The highest gender employment gaps in 2023 were recorded in Greece (19.8 pp), Italy (19.5 pp) and Romania (19.1 pp), while the lowest gender employment gaps were recorded in Finland (0.2 pp) and Lithuania

(1.5 pp). Significant effort is still needed to halve the overall EU gender employment gap, further improving women's situation in the labour market. According to the European Pillar of Social Rights Action Plan, in order to achieve the 78% employment rate headline target by 2030, Europe must strive to at least halve the gender employment gap compared to 2019.

Looking into age breakdowns, employment rate increases were registered for all main age groups in 2023. The EU employment rate of young people aged 20-29 increased by 0.8 pp to 65.9% compared to 2022, above the pre-pandemic level for a second consecutive year. The employment rate of people aged 30-54 increased by 0.3 pp to 83% and the employment rate of people aged 55-64 rose by 1.6 pp to 63.9%.

The activity rate (i.e. the percentage of active people aged 20-64 in relation to the comparable total population) in the EU kept improving in 2023, hitting a new record high. It increased by 0.7 pp to 80% after having advanced by 0.9 pp in 2022 compared to 2021 and by 1.3 pp in 2021 compared to 2020. Although it increased more for women (+0.9 pp) than men (+0.4 pp) in 2023 compared to 2022, the activity rate remained significantly lower for women (74.8%) than for men (85.2%).

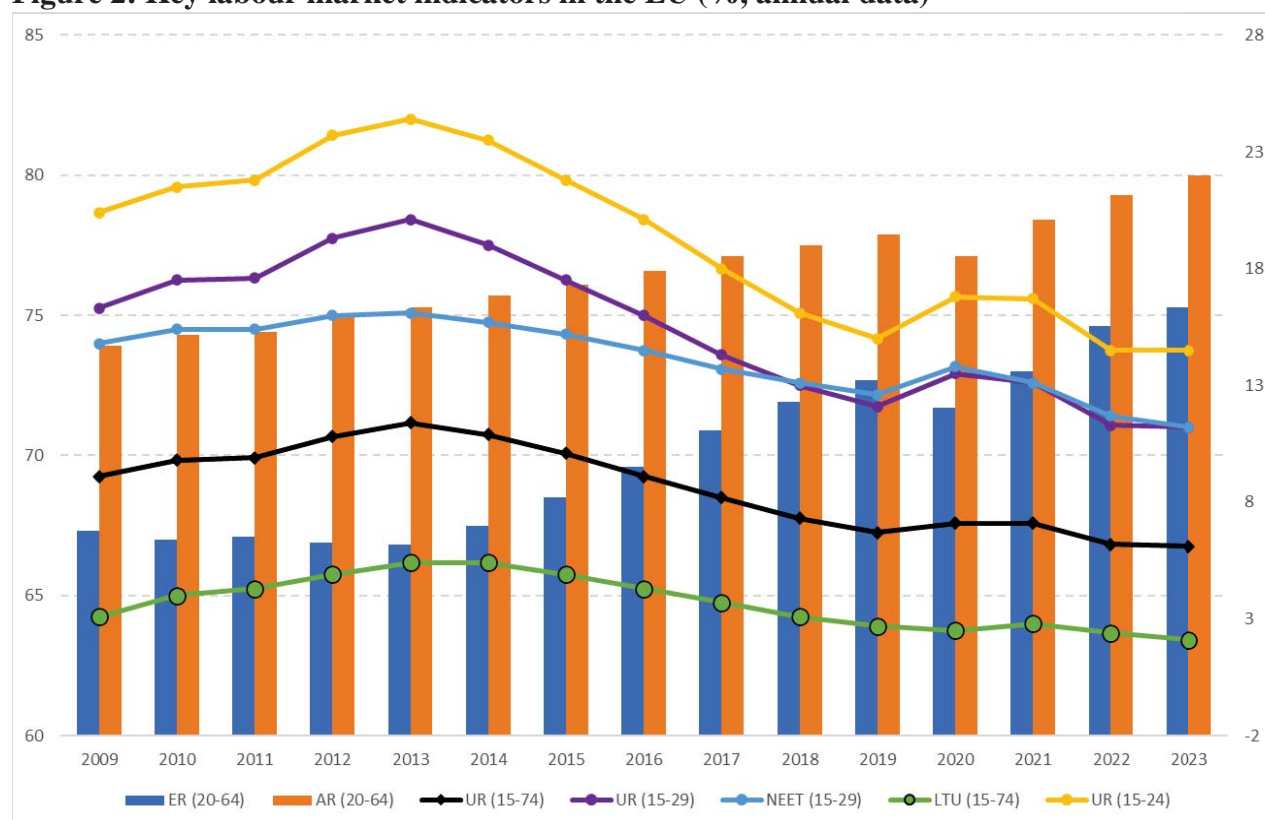
While flexible contractual arrangements cover different needs of the employers and employees, labour market segmentation remains a challenge and a driver of instability in employment, income uncertainty and poor learning and career prospects for some people. In the EU, the share of employees (aged 15-64) in temporary employment contracts declined to 13.4% in 2023 from 14.1% in 2022 and part-time employment (in % of the total employment) was overall stable at 17.8% (vs. 17.6% a year ago).

The unemployment rate in the EU for people aged 15-74 years declined marginally in 2023 (by 0.1 pp) to reach a new record low of 6.1%, marking the lowest rate since 2009. From 2014 to 2019, the unemployment rate steadily declined by 4.2 pp. This trend was followed by a slight increase of 0.4 pp in 2020 due to the COVID-19 pandemic. Then, the EU unemployment rate remained almost unchanged in 2021 and declined by 0.9 pp in 2022. The biggest unemployment rate decline in 2023 was registered in Greece (-1.4 pp to 11.1%), followed by Croatia (-0.9 pp to 6.1%), while on the other hand, the unemployment rate (for the 15-74 age bracket) rose by 0.9 pp in Lithuania to 6.9% and by 0.8 pp in Estonia to 6.4%.

The EU unemployment rate of young people aged 15-29 years declined marginally by 0.1 pp in 2023 compared to 2022, to 11.2%, well above the overall unemployment rate (Figure 2), therefore remaining a major challenge. The unemployment rate in Greece (15-29) dropped the most in 2023, by 2.5 pp to 21.8%, while on the contrary, the unemployment rate in 2023 rose by 1.5 pp in Denmark, Finland and Lithuania to 10.1%, 12.7% and 9.8% respectively. As for the 15-24 age bracket, the unemployment rate of this age group remained stable at 14.5% in 2023, ranging from 28.7% in Spain to 5.9% in Germany. On top of Spain, Greece (26.7%), Italy (22.7%), Sweden (22.1%), Romania (21.8%) and Portugal (20.3%) also have a rate above 20%.

The rate of people aged 15-29 who are neither in employment nor in education or training (NEET) continued to decline in 2023 on a year-on-year basis. In the EU, that rate decreased by 0.5 pp to 11.2%, after a decline of 1.4 pp in 2022 against 2021. The most substantial annual decline was recorded in Italy (-2.9 pp, to 16.1%) for a second consecutive year, while the most substantial increase was recorded in Lithuania (+2.8 pp, to 13.5%). The NEET rate (15-29) for men was 10.1% in 2023 (compared to 10.5% a year before), while for women it was 12.5% (compared to 13% in 2022). Among the EU countries, the lowest 2023 NEET rate was recorded in the Netherlands (4.8% compared to 4.2% in 2022), while the highest was found in Romania (19.3%), pointing to wide variations across EU Member States. Looking into breakdowns by status, the unemployed NEET rate (15-29 age group) remained stable at 4.3% in 2023, while the inactive NEET rate for the same age group decreased by 0.4 pp to 7%, both below the pre-pandemic levels. According to the European Pillar of Social Rights Action Plan, in order to achieve the 78% employment rate target by 2030, Europe must strive to decrease the rate of young people neither in employment, nor in education or training (NEETs) aged 15-29, from 12.6% (2019) to 9%, namely by improving their employment prospects. The NEET rate for people aged 15-24 declined to 9.2% in 2023 in the EU from 9.6% a year ago.

Figure 2: Key labour market indicators in the EU (% , annual data)



Source: JAF/Eurostat [Left axis for employment rate (ER) and activity rate (AR). Right axis for the unemployment rate (ages 15-74, 15-29, 15-24), NEET rate (15-29) and the rate of long-term unemployment (15-74) as % of active population].

Furthermore, the EU long-term unemployment rate (% of active population) fell further in 2023 to 2.1% from 2.4% a year ago and 2.8% in 2021 (Figure 2) and the share of long-term unemployed in total unemployment also declined to 35% in 2023 from 38.5% in 2022 and 39.1% in 2021. The Netherlands and Denmark reported the lowest long-term unemployment rates in 2023 (0.5%), while on the other end of the scale, Greece stood out with the highest long-term unemployment rate in the EU, reaching 6.2%, followed by Spain (4.3%) and Italy (4.2%).

Going forward, slowing employment expectations continue to herald an easing in the EU labour market

According to the 2024 European Commission Spring Economic Forecast, the strong labour market performance in 2023 reflects favourable developments of both labour demand and supply. According to the same source, latest evidence from the business surveys points to some cooling of the labour market. Employment growth is forecast at 0.6% in the EU in 2024 (from 1.2% in 2023), before easing further to 0.4% in 2025. Annual employment growth this year is driven also by gains made during 2023 (i.e. a positive carry-over effect), with a slowing pace in the course of the year. Job creation is projected to stabilise at more moderate rates in 2025. Divergence in employment growth across Member States is expected to narrow slightly.

Moreover, unemployment rates are expected to remain broadly stable over the forecast horizon. In the EU, despite increased labour market participation, the unemployment rate (Eurostat definition) is projected to remain broadly stable at 6.1% in 2024, possibly edging slightly downwards to 6.0% in 2025.

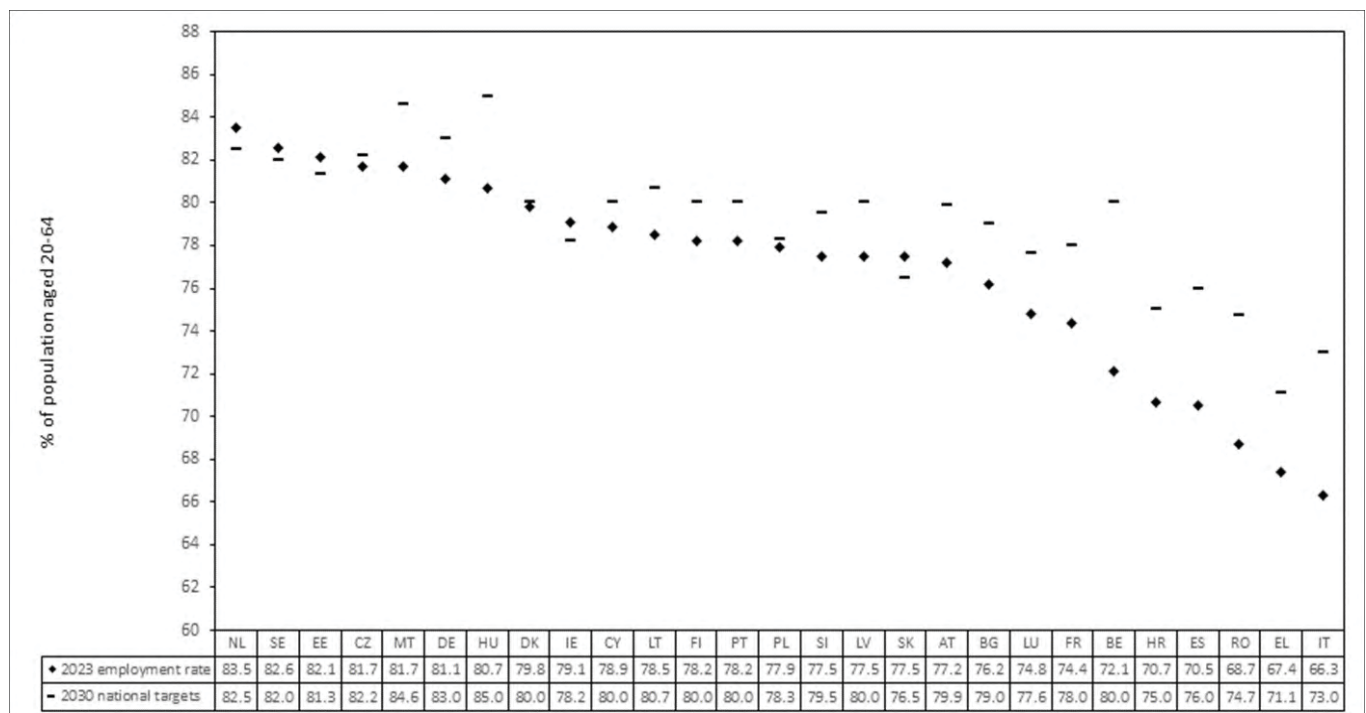
Nominal wage growth is set to moderate this year and the next. Labour productivity is foreseen to remain weak this year, before gaining some momentum next year. Following the deterioration observed in 2023, labour productivity per employed person is projected to increase by 0.5% in 2024 (0.1% in the euro area), before gaining strength to 1.2% in 2025 (0.9% in the euro area), which is above the long-term average. The weakness in labour productivity has been intensified by the increase in labour supply. Moderation in growth of nominal compensation per employee and the expected productivity gains are in turn set to contain unit labour costs dynamics in 2024 and 2025. These are expected to abate to 2.3% (2.2% in the euro area) at the end of the forecast horizon.

1. Progress towards the 2030 EU headline and national targets on employment

i. National employment rate targets compared to 2023 employment rates

Based on the 2023 annual Eurostat EU-LFS data for the employment rate (people aged 20-64), five Member States have exceeded their national 2030 targets (the Netherlands, Sweden, Estonia, Ireland and Slovakia) – Figure 3.

Figure 3: National employment rate targets set by Member States for 2030 compared to employment rates in 2023



Sources: EU Labour Force Survey for 2023 employment rate and Member States. The national 2030 employment rate targets were presented at the June 2022 EPSCO Council. These range from 71.1% in Greece to 85% in Hungary.

Moreover, the employment rate in 2023 was already higher than the EU headline target of 78% in 13 Member States (from 11 Member States in 2022 and eight in 2021) – see Table 1 below.

While reaching the EU headline target of 78% requires an average 2.7 pp increase by 2030, as shown in Table 1, eleven Member States aim to increase their employment rates by more than this. With 7.9 pp (indicating the difference between the employment rate in 2023 and the national target), Belgium aims for the biggest increase, followed by Italy (6.7 pp), Romania (6 pp) and Spain (5.5 pp).

Table 1: Difference between the employment rate 20-64 in 2023 and the EU average, the EU headline target in 2030 and the national 2030 target (in pp), as well as the difference between the 2030 national target and the EU 2030 target

| <i>Reference year 2023</i> | Difference to EU average (2023) | Difference to EU target | Difference to national target | Difference between 2030 national target and the 2030 EU target |
|--------------------------------|--|------------------------------------|--|---|
| EU-27 | 0.0 | -2.7 | -2.7 | 0.0 |
| BE | -3.2 | -5.9 | -7.9 | 2.0 |
| BG | 0.9 | -1.8 | -2.8 | 1.0 |
| CZ | 6.4 | 3.7 | -0.5 | 4.2 |
| DK | 4.5 | 1.8 | -0.2 | 2.0 |
| DE | 5.8 | 3.1 | -1.9 | 5.0 |
| EE | 6.8 | 4.1 | 0.8 | 3.3 |
| IE | 3.8 | 1.1 | 0.9 | 0.2 |
| EL | -7.9 | -10.6 | -3.7 | -6.9 |
| ES | -4.8 | -7.5 | -5.5 | -2.0 |
| FR | -0.9 | -3.6 | -3.6 | 0.0 |
| HR | -4.6 | -7.3 | -4.3 | -3.0 |
| IT | -9.0 | -11.7 | -6.7 | -5.0 |
| CY | 3.6 | 0.9 | -1.1 | 2.0 |
| LV | 2.2 | -0.5 | -2.5 | 2.0 |
| LT | 3.2 | 0.5 | -2.2 | 2.7 |
| LU | -0.5 | -3.2 | -2.8 | -0.4 |
| HU | 5.4 | 2.7 | -4.3 | 7.0 |
| MT | 6.4 | 3.7 | -2.9 | 6.6 |
| NL | 8.2 | 5.5 | 1.0 | 4.5 |
| AT | 1.9 | -0.8 | -2.7 | 1.9 |
| PL | 2.6 | -0.1 | -0.4 | 0.3 |
| PT | 2.9 | 0.2 | -1.8 | 2.0 |
| RO | -6.6 | -9.3 | -6.0 | -3.3 |
| SI | 2.2 | -0.5 | -2.0 | 1.5 |
| SK | 2.2 | -0.5 | 1.0 | -1.5 |
| FI | 2.9 | 0.2 | -1.8 | 2.0 |
| SE | 7.3 | 4.6 | 0.6 | 4.0 |

Source: EU-LFS data for 2023 employment rate (20-64), Member States and own calculations.

ii. Employment growth needed to reach the employment target

Figure 4 below has been prepared on the basis of the methodological approach agreed in the EMCO Indicators Group for the monitoring of progress towards the EU headline and national targets on employment in the context of the European Semester. The figure compares the annual average employment growth for the EU in the pre-COVID period 2013-2019 (i.e. 1.2%) with the annual average employment growth needed between 2023 and 2030 in order to reach the target of 78% (i.e. 0.4%). The latter is computed taking into account Eurostat population projections for the denominator of the employment rate. The figure also shows the observed employment rates between 2013 and 2023, as well as the estimated employment rates for the years 2024 and 2025, that have been calculated on the basis of the employment growth estimates from the Commission Spring Economic Forecast 2024 and Eurostat population projections.

Figure 4: Progress towards the 2030 EU employment rate headline target

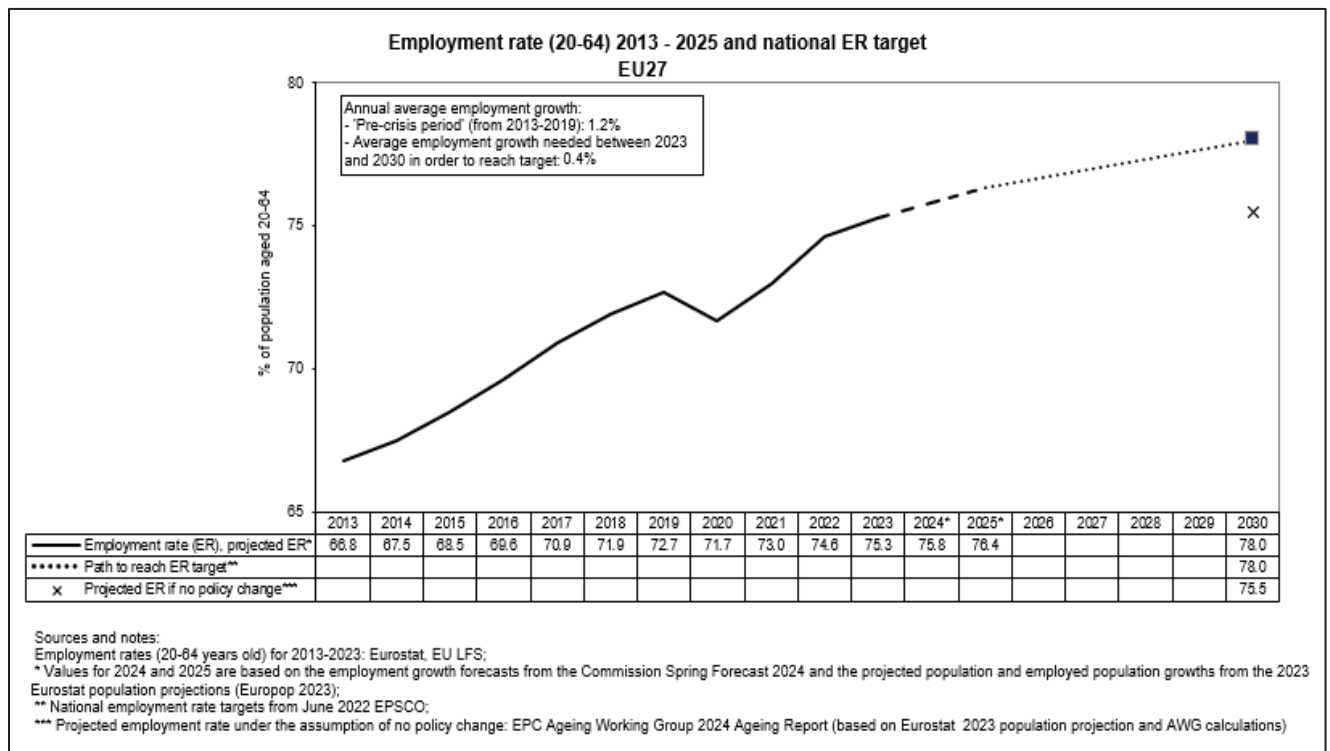
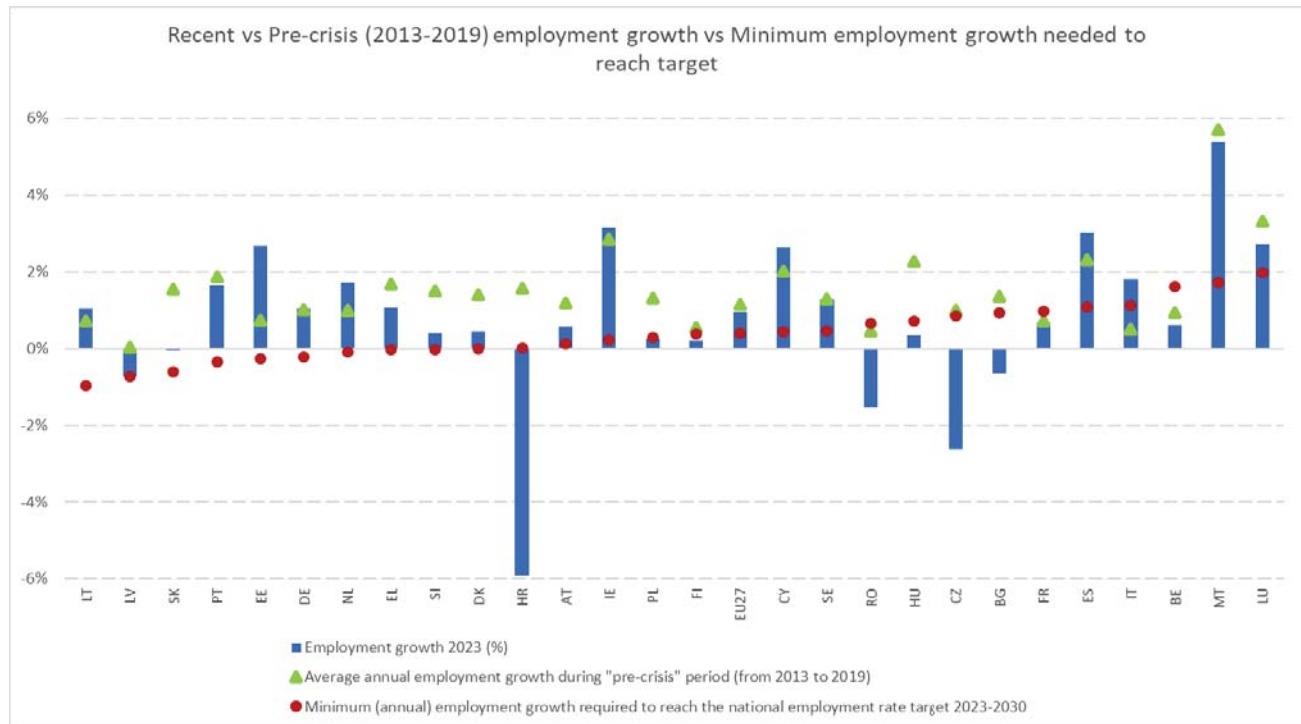


Figure 5 below compares recent (2023) annual employment growth in Member States with the average annual employment growth from 2013 to 2019 and the minimum (annual) employment growth required, for each Member State, to reach its national employment rate target. In 2023 nine Member States achieved employment growth equal to or higher than the respective pre-COVID average rate (in the 2013-2019 period). However, for eighteen Member States recent employment growth still falls behind the corresponding pre-crisis growth.

Figure 5: Comparison of recent employment growth (in 2022) with estimated average (annual) employment growth over 2013 to 2019 and the minimum (annual) employment growth required to reach the national employment rate target



Source: JAF 2023, EPM 2023, Eurostat. Concerning the employed persons dataset there is a break in 2023 for Croatia and Denmark.

Due to the projected population decline, the majority of Member States would need lower minimum annual employment growth than in the pre-crisis period to reach their national targets by 2030. However, this is not the case for some Member States. In France, Italy, Belgium and Romania the estimated annual employment growth needed to reach the 2030 national target is higher than the corresponding pre-crisis growth. For some Member States, the minimum required employment growth is negative, reflecting a projected decline in working-age population and/or the fact that their national targets have already been reached.

iii. The potential of specific population groups in the context of monitoring progress towards the 2030 EU and national employment targets

In the framework of the analysis and monitoring of the progress towards the 2030 targets, it is useful to also examine the performance of different population groups and identify those with lower than average performance, i.e. wider scope for improvement.

Table 2 has been prepared based on the methodology agreed in the EMCO Indicators Group to showcase the potential of specific population groups in the context of monitoring the progress towards the 2030 employment target.

Table 2: Comparison of national employment rates by sub-groups to the respective EU averages (2023), men

| MS | Men | | | | | | | | | | | | | | | | | | | |
|----|---------------|------------|-------|-----------------|-------------------|------------|-------|-----------------|---------------|------------|-------|-----------------|---------------------|------------|-------|-----------------|--------------------------|------------|-------|-----------------|
| | Young (20-29) | | | | Prime Age (30-54) | | | | Older (55-64) | | | | Low-skilled (20-64) | | | | Non-EU nationals (20-64) | | | |
| | national ER | EU average | Diff. | % of EU average | national ER | EU average | Diff. | % of EU average | national ER | EU average | Diff. | % of EU average | national ER | EU average | Diff. | % of EU average | national ER | EU average | Diff. | % of EU average |
| BE | 61.7 | 69.6 | -7.9 | 89% | 86.7 | 88.2 | -1.5 | 98% | 62.2 | 70.1 | -7.9 | 89% | 55.1 | 68.4 | -13.3 | 81% | 62.9 | 75.0 | -12.1 | 84% |
| BG | 61.6 | 69.6 | -8.0 | 89% | 86.5 | 88.2 | -1.7 | 98% | 74.0 | 70.1 | 3.9 | 106% | 60.4 | 68.4 | -8.0 | 88% | : | 75.0 | : | : |
| CZ | 75.2 | 69.6 | 5.6 | 108% | 95 | 88.2 | 6.8 | 108% | 78.9 | 70.1 | 8.8 | 113% | 66.2 | 68.4 | -2.2 | 97% | 94.7 | 75.0 | 19.7 | 126% |
| DK | 74.2 | 69.6 | 4.6 | 107% | 88 | 88.2 | -0.2 | 100% | 78.2 | 70.1 | 8.1 | 112% | 68.5 | 68.4 | 0.1 | 100% | 75.3 | 75.0 | 0.3 | 100% |
| DE | 79.4 | 69.6 | 9.8 | 114% | 90 | 88.2 | 1.8 | 102% | 78.2 | 70.1 | 8.1 | 112% | 74.0 | 68.4 | 5.6 | 108% | 73.4 | 75.0 | -1.6 | 98% |
| EE | 77.7 | 69.6 | 8.1 | 112% | 87.8 | 88.2 | -0.4 | 100% | 74.0 | 70.1 | 3.9 | 106% | 71.0 | 68.4 | 2.6 | 104% | 82.1 | 75.0 | 7.1 | 109% |
| IE | 76.5 | 69.6 | 6.9 | 110% | 89.6 | 88.2 | 1.4 | 102% | 75.6 | 70.1 | 5.5 | 108% | 64.6 | 68.4 | -3.8 | 94% | 87.1 | 75.0 | 12.1 | 116% |
| EL | 57.0 | 69.6 | -12.6 | 82% | 87.7 | 88.2 | -0.5 | 99% | 66.8 | 70.1 | -3.3 | 95% | 73.0 | 68.4 | 4.6 | 107% | 85.1 | 75.0 | 10.1 | 113% |
| ES | 58.5 | 69.6 | -11.1 | 84% | 84.5 | 88.2 | -3.7 | 96% | 66.3 | 70.1 | -3.8 | 95% | 69.4 | 68.4 | 1.0 | 101% | 72.1 | 75.0 | -2.9 | 96% |
| FR | 69.5 | 69.6 | -0.1 | 100% | 87.1 | 88.2 | -1.1 | 99% | 59.7 | 70.1 | -10.4 | 85% | 60.7 | 68.4 | -7.7 | 89% | 69.4 | 75.0 | -5.6 | 93% |
| HR | 65.2 | 69.6 | -4.4 | 94% | 85.6 | 88.2 | -2.6 | 97% | 56.2 | 70.1 | -13.9 | 80% | 47.2 | 68.4 | -21.2 | 69% | 93.3 | 75.0 | 18.3 | 124% |
| IT | 56.3 | 69.6 | -13.3 | 81% | 85.8 | 88.2 | -2.4 | 97% | 67.8 | 70.1 | -2.3 | 97% | 68.3 | 68.4 | -0.1 | 100% | 80.2 | 75.0 | 5.2 | 107% |
| CY | 73.1 | 69.6 | 3.5 | 105% | 90.9 | 88.2 | 2.7 | 103% | 74.8 | 70.1 | 4.7 | 107% | 73.6 | 68.4 | 5.2 | 108% | 80.3 | 75.0 | 5.3 | 107% |
| LV | 71.9 | 69.6 | 2.3 | 103% | 84.4 | 88.2 | -3.8 | 96% | 69.9 | 70.1 | -0.2 | 100% | 64.1 | 68.4 | -4.3 | 94% | 77.1 | 75.0 | 2.1 | 103% |
| LT | 70.3 | 69.6 | 0.7 | 101% | 85.6 | 88.2 | -2.6 | 97% | 68.1 | 70.1 | -2.0 | 97% | 51.6 | 68.4 | -16.8 | 75% | 89.5 | 75.0 | 14.5 | 119% |
| LU | 67.6 | 69.6 | -2.0 | 97% | 91.2 | 88.2 | 3.0 | 103% | 50.3 | 70.1 | -19.8 | 72% | 67.2 | 68.4 | -1.2 | 98% | 80.0 | 75.0 | 5.0 | 107% |
| HU | 70.5 | 69.6 | 0.9 | 101% | 91.7 | 88.2 | 3.5 | 104% | 79.3 | 70.1 | 9.2 | 113% | 68.9 | 68.4 | 0.5 | 101% | 78.0 | 75.0 | 3.0 | 104% |
| MT | 84.1 | 69.6 | 14.5 | 121% | 94.7 | 88.2 | 6.5 | 107% | 68.4 | 70.1 | -1.7 | 98% | 83.2 | 68.4 | 14.8 | 122% | 90.5 | 75.0 | 15.5 | 121% |
| NL | 85.0 | 69.6 | 15.4 | 122% | 90.9 | 88.2 | 2.7 | 103% | 81.8 | 70.1 | 11.7 | 117% | 77.8 | 68.4 | 9.4 | 114% | 72.3 | 75.0 | -2.7 | 96% |
| AT | 78.5 | 69.6 | 8.9 | 113% | 88.7 | 88.2 | 0.5 | 101% | 65.4 | 70.1 | -4.7 | 93% | 62.4 | 68.4 | -6.0 | 91% | 71.6 | 75.0 | -3.4 | 95% |
| PL | 75.4 | 69.6 | 5.8 | 108% | 90.5 | 88.2 | 2.3 | 103% | 70.3 | 70.1 | 0.2 | 100% | 58.4 | 68.4 | -10.0 | 85% | 94.9 | 75.0 | 19.9 | 127% |
| PT | 66.3 | 69.6 | -3.3 | 95% | 90.1 | 88.2 | 1.9 | 102% | 71.2 | 70.1 | 1.1 | 102% | 77.5 | 68.4 | 9.1 | 113% | 89.3 | 75.0 | 14.3 | 119% |
| RO | 62.8 | 69.6 | -6.8 | 90% | 87.4 | 88.2 | -0.8 | 99% | 62.8 | 70.1 | -7.3 | 90% | 63.8 | 68.4 | -4.6 | 93% | 81.7 | 75.0 | : | : |
| SI | 72.0 | 69.6 | 2.4 | 103% | 92 | 88.2 | 3.8 | 104% | 57.7 | 70.1 | -12.4 | 82% | 62.4 | 68.4 | -6.0 | 91% | 92.2 | 75.0 | 17.2 | 123% |
| SK | 67.8 | 69.6 | -1.8 | 97% | 88.8 | 88.2 | 0.6 | 101% | 70.1 | 70.1 | 0.0 | 100% | 43.4 | 68.4 | -25.0 | 63% | : | 75.0 | : | : |
| FI | 69.7 | 69.6 | 0.1 | 100% | 84.8 | 88.2 | -3.4 | 96% | 70.0 | 70.1 | -0.1 | 100% | 59.7 | 68.4 | -8.7 | 87% | 70.4 | 75.0 | -4.6 | 94% |
| SE | 74.3 | 69.6 | 4.7 | 107% | 90.3 | 88.2 | 2.1 | 102% | 80.7 | 70.1 | 10.6 | 115% | 70.3 | 68.4 | 1.9 | 103% | 76.4 | 75.0 | 1.4 | 102% |

Source: EU-LFS data and own calculations. For each country, the main three subgroups (or more) with the largest negative gap to the benchmarks (in percentage) are shaded to appear more clearly, examining the information provided in tables 2 and 3 together. With regard to the indicator ‘employment rate of low-skilled’, the category ‘Less than primary, primary and lower secondary education (ISCED 2011 levels 0-2)’ is selected for the filter relating to the educational attainment level.

For each Member State and sub-group, the potential is represented by the difference between the specific employment rate and, in the tables 2, 3, the EU average employment rate and, in the tables in Annex, the average of the three highest employment rates in the EU for that group. The national employment rate is also expressed as a percentage of the reference rate. For each country, the main three subgroups with the largest negative gap to the benchmarks (in percentage, under column ‘% of EU average’ or under column ‘% of EU 3 highest’ in Annex) are shaded to appear more clearly. For the shading, we take into account the combined information provided by tables 2 and 3 together, and we identify the lowest three percentages

(column ‘% of EU average’ or ‘% of EU 3 highest’ in the Annex) for each Member State³. In some cases, more than three subgroups can be shaded, when a percentage appears more than once, while in other cases, less than three subgroups are shaded, when the rates under examination are above 100%.

Table 3: Comparison of national employment rates by sub-group to the respective EU averages (2023), women

| MS | Women | | | | | | | | | | | | | | | | | | | |
|----|---------------|------------|-------|-----------------|-------------------|------------|-------|-----------------|---------------|------------|-------|-----------------|---------------------|------------|-------|-----------------|--------------------------|------------|-------|-----------------|
| | Young (20-29) | | | | Prime Age (30-54) | | | | Older (55-64) | | | | Low-skilled (20-64) | | | | Non-EU nationals (20-64) | | | |
| | national ER | EU average | Diff. | % of EU average | national ER | EU average | Diff. | % of EU average | national ER | EU average | Diff. | % of EU average | national ER | EU average | Diff. | % of EU average | national ER | EU average | Diff. | % of EU average |
| BE | 58.3 | 62.1 | -3.8 | 94% | 78.0 | 77.9 | 0.1 | 100% | 53.4 | 58.1 | -4.7 | 92% | 37.0 | 46.8 | -9.8 | 79% | 39.1 | 51.6 | -12.5 | 76% |
| BG | 50.0 | 62.1 | -12.1 | 81% | 81.1 | 77.9 | 3.2 | 104% | 65.3 | 58.1 | 7.2 | 112% | 39.5 | 46.8 | -7.3 | 84% | : | 51.6 | : | : |
| CZ | 54.5 | 62.1 | -7.6 | 88% | 82.8 | 77.9 | 4.9 | 106% | 69.0 | 58.1 | 10.9 | 119% | 49.9 | 46.8 | 3.1 | 107% | 73.2 | 51.6 | 21.6 | 142% |
| DK | 71.9 | 62.1 | 9.8 | 116% | 82.1 | 77.9 | 4.2 | 105% | 70.1 | 58.1 | 12.0 | 121% | 52.3 | 46.8 | 5.5 | 112% | 62.2 | 51.6 | 10.6 | 121% |
| DE | 74.0 | 62.1 | 11.9 | 119% | 81.4 | 77.9 | 3.5 | 104% | 71.0 | 58.1 | 12.9 | 122% | 57.6 | 46.8 | 10.8 | 123% | 47.9 | 51.6 | -3.7 | 93% |
| EE | 73.9 | 62.1 | 11.8 | 119% | 84.2 | 77.9 | 6.3 | 108% | 77.7 | 58.1 | 19.6 | 134% | 60.7 | 46.8 | 13.9 | 130% | 69.3 | 51.6 | 17.7 | 134% |
| IE | 74.8 | 62.1 | 12.7 | 120% | 78.6 | 77.9 | 0.7 | 101% | 60.0 | 58.1 | 1.9 | 103% | 39.6 | 46.8 | -7.2 | 85% | 67.9 | 51.6 | 16.3 | 132% |
| EL | 47.8 | 62.1 | -14.3 | 77% | 66.9 | 77.9 | -11.0 | 86% | 42.8 | 58.1 | -15.3 | 74% | 40.0 | 46.8 | -6.8 | 85% | 44.7 | 51.6 | -6.9 | 87% |
| ES | 54.0 | 62.1 | -8.1 | 87% | 73.6 | 77.9 | -4.3 | 94% | 53.0 | 58.1 | -5.1 | 91% | 49.6 | 46.8 | 2.8 | 106% | 54.9 | 51.6 | 3.3 | 106% |
| FR | 65.6 | 62.1 | 3.5 | 106% | 79.8 | 77.9 | 1.9 | 102% | 57.2 | 58.1 | -0.9 | 98% | 46.8 | 46.8 | 0.0 | 100% | 48.3 | 51.6 | -3.3 | 94% |
| HR | 52.7 | 62.1 | -9.4 | 85% | 80.5 | 77.9 | 2.6 | 103% | 47.6 | 58.1 | -10.5 | 82% | 32.1 | 46.8 | -14.7 | 69% | 60.1 | 51.6 | 8.5 | 116% |
| IT | 42.1 | 62.1 | -20.0 | 68% | 65.1 | 77.9 | -12.8 | 84% | 47.2 | 58.1 | -10.9 | 81% | 36.5 | 46.8 | -10.3 | 78% | 47.8 | 51.6 | -3.8 | 93% |
| CY | 69.4 | 62.1 | 7.3 | 112% | 81.6 | 77.9 | 3.7 | 105% | 59.1 | 58.1 | 1.0 | 102% | 56.8 | 46.8 | 10.0 | 121% | 66.9 | 51.6 | 15.3 | 130% |
| LV | 66.9 | 62.1 | 4.8 | 108% | 80.2 | 77.9 | 2.3 | 103% | 71.7 | 58.1 | 13.6 | 123% | 54.0 | 46.8 | 7.2 | 115% | 66.6 | 51.6 | 15.0 | 129% |
| LT | 68.6 | 62.1 | 6.5 | 110% | 83.7 | 77.9 | 5.8 | 107% | 69.9 | 58.1 | 11.8 | 120% | 47.8 | 46.8 | 1.0 | 102% | 72.1 | 51.6 | 20.5 | 140% |
| LU | 64.4 | 62.1 | 2.3 | 104% | 83.3 | 77.9 | 5.4 | 107% | 42.1 | 58.1 | -16.0 | 72% | 55.8 | 46.8 | 9.0 | 119% | 60.5 | 51.6 | 8.9 | 117% |
| HU | 62.1 | 62.1 | 0.0 | 100% | 86.0 | 77.9 | 8.1 | 110% | 60.1 | 58.1 | 2.0 | 103% | 51.5 | 46.8 | 4.7 | 110% | 47.9 | 51.6 | -3.7 | 93% |
| MT | 81.6 | 62.1 | 19.5 | 131% | 80.3 | 77.9 | 2.4 | 103% | 44.1 | 58.1 | -14.0 | 76% | 48.5 | 46.8 | 1.7 | 104% | 82.5 | 51.6 | 30.9 | 160% |
| NL | 82.7 | 62.1 | 20.6 | 133% | 83.3 | 77.9 | 5.4 | 107% | 68.3 | 58.1 | 10.2 | 118% | 60.2 | 46.8 | 13.4 | 129% | 53.0 | 51.6 | 1.4 | 103% |
| AT | 74.2 | 62.1 | 12.1 | 119% | 83.5 | 77.9 | 5.6 | 107% | 49.4 | 58.1 | -8.7 | 85% | 50.3 | 46.8 | 3.5 | 107% | 54.0 | 51.6 | 2.4 | 105% |
| PL | 63.0 | 62.1 | 0.9 | 101% | 83.3 | 77.9 | 5.4 | 107% | 47.0 | 58.1 | -11.1 | 81% | 36.6 | 46.8 | -10.2 | 78% | 69.1 | 51.6 | 17.5 | 134% |
| PT | 62.8 | 62.1 | 0.7 | 101% | 84.6 | 77.9 | 6.7 | 109% | 63.6 | 58.1 | 5.5 | 109% | 63.5 | 46.8 | 16.7 | 136% | 65.4 | 51.6 | 13.8 | 127% |
| RO | 42.9 | 62.1 | -19.2 | 69% | 70.3 | 77.9 | -7.6 | 90% | 40.3 | 58.1 | -17.8 | 69% | 28.4 | 46.8 | -18.4 | 61% | : | 51.6 | : | : |
| SI | 61.8 | 62.1 | -0.3 | 100% | 88.2 | 77.9 | 10.3 | 113% | 50.8 | 58.1 | -7.3 | 87% | 44.6 | 46.8 | -2.2 | 95% | 62.6 | 51.6 | 11.0 | 121% |
| SK | 54.3 | 62.1 | -7.8 | 87% | 82.7 | 77.9 | 4.8 | 106% | 63.4 | 58.1 | 5.3 | 109% | 24.7 | 46.8 | -22.1 | 53% | : | 51.6 | : | : |
| FI | 67.8 | 62.1 | 5.7 | 109% | 83.7 | 77.9 | 5.8 | 107% | 73.4 | 58.1 | 15.3 | 126% | 46.9 | 46.8 | 0.1 | 100% | 52.3 | 51.6 | 0.7 | 101% |
| SE | 70.3 | 62.1 | 8.2 | 113% | 85.6 | 77.9 | 7.7 | 110% | 75.3 | 58.1 | 17.2 | 130% | 49.9 | 46.8 | 3.1 | 107% | 50.1 | 51.6 | -1.5 | 97% |

Source: EU-LFS data and own calculations. For each country, the main three subgroups (or more) with the largest negative gap to the benchmarks (EU average) are shaded to appear more clearly.

Based on the results from these tables, gains could be expected from boosting employment rates of different groups, with particular scope for improvement to be reaped among the low-skilled (women and men) for a significant number of Member States at the same time as Member States increase skills levels⁴. There is also ample scope for improvement in relation to the employment rates of older workers (55-64) and young people (20-29) in a number of Member States.

³ For example, for Belgium, the three shaded areas are: low-skilled (20-64) for men, low-skilled (20-64) for women and non -EU nationals (20-64) for women.

⁴ The identification of the low-skilled as a group for which there is a high potential to increase their employment rate does not automatically imply that more low-skilled jobs are needed. Although such jobs can help, a larger contribution should be expected from a general upskilling approach.

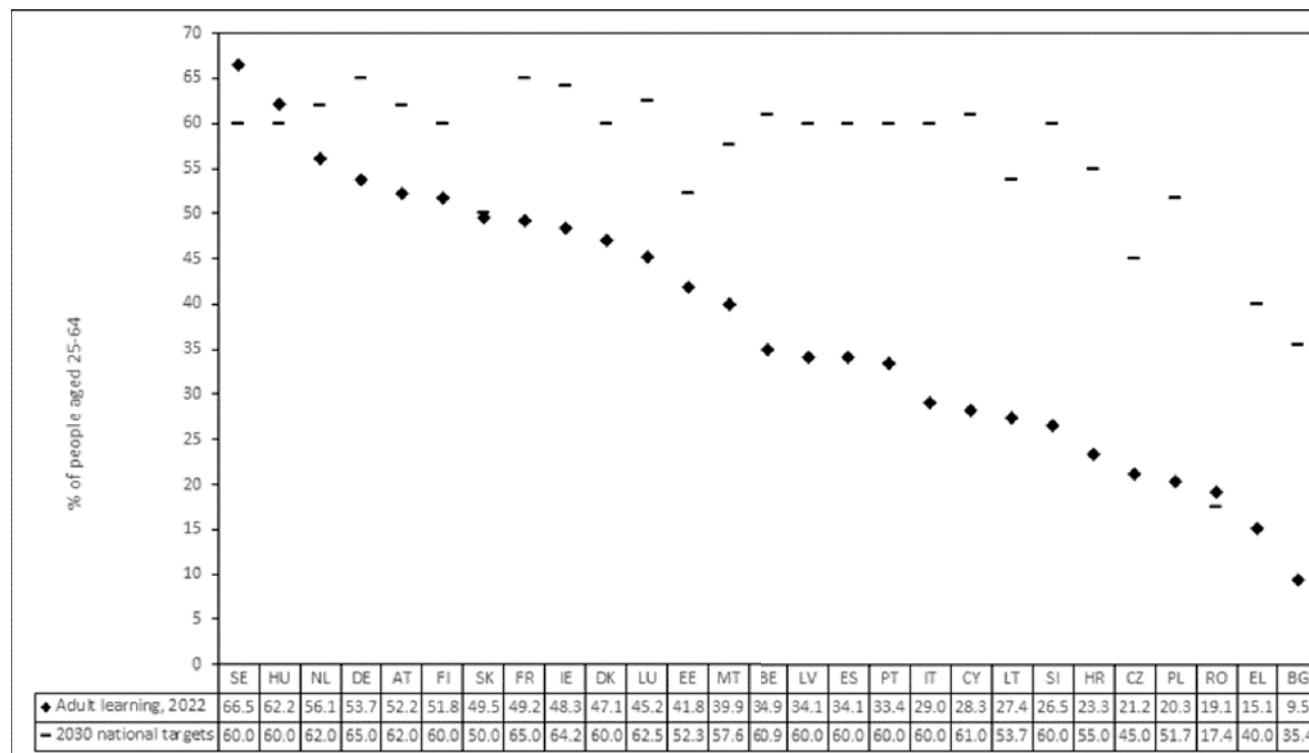
Tables for the comparison of national employment rates to the three highest employment rates by sub-group (2023), for men and women, are in the Annex.

2. Progress towards the 2030 EU headline and national targets on adult learning

i. National targets in adult participation in education and training over the previous 12 months (25-64, excluding guided-on-the-job training) set by Member States for 2030 compared to participation rates in 2022

The 2030 EU headline adult learning target was agreed as being defined as the participation rate in education and training over the previous 12 months (age bracket 25-64), excluding “guided on-the-job training”. The national 2030 adult learning targets rely on this indicator and were presented at the June 2022 EPSCO Council. These range from 17.4% in Romania to 65% in both Germany and France.

Figure 6: National targets in adult participation in education and training over the previous 12 months (age group 25-64, excluding guided-on-the-job training) set by Member States for 2030 compared to participation rates for 2022



Sources: EU Adult Education Survey 2022 (special extraction excluding guided-on-the-job training) and Member States.

In addition to national targets on adult learning for 2030, Figure 6 also shows the latest indicator values for 2022, which are available from a special Adult Education Survey extraction, excluding guided on-the-job training. Based on the AES 2022 data (excluding guided on the job

training), three Member States have exceeded their national targets on adult learning (Hungary, Sweden and Romania).

Further significant progress will need to be achieved at EU level to reach the 2030 adult learning target, in line with the required ambition for Europe to remain competitive, innovative and inclusive, thriving in the context of the big transformations in place. Indeed, reaching the EU headline target of 60% requires an average 20.5 pp increase by 2030 as shown in the table below. The adult participation rate in education and training will need to be increased by more than 20.5 pp in 13 Member States for the national targets of these countries to be met.

Table 4: Difference between the adult participation in education and training during the past 12 months (2022, excluding guided on the job training) and the EU average, the EU headline target in 2030 and the national 2030 target (in pp), as well as the difference between the 2030 national target and the EU 2030 target.

| <i>Reference year 2022</i> | Difference to EU average (2022) | Difference to EU target | Difference to national target | Difference between 2030 national target and the 2030 EU target |
|--------------------------------|--|------------------------------------|--|---|
| EU-27 | 0.0 | -20.5 | -20.5 | 0.0 |
| BE | -4.6 | -25.1 | -26.0 | 0.9 |
| BG | -30.0 | -50.5 | -25.9 | -24.6 |
| CZ | -18.3 | -38.8 | -23.8 | -15.0 |
| DK | 7.6 | -12.9 | -12.9 | 0.0 |
| DE | 14.2 | -6.3 | -11.3 | 5.0 |
| EE | 2.3 | -18.2 | -10.5 | -7.7 |
| IE | 8.8 | -11.7 | -15.9 | 4.2 |
| EL | -24.4 | -44.9 | -24.9 | -20.0 |
| ES | -5.4 | -25.9 | -25.9 | 0.0 |
| FR | 9.7 | -10.8 | -15.8 | 5.0 |
| HR | -16.2 | -36.7 | -31.7 | -5.0 |
| IT | -10.5 | -31.0 | -31.0 | 0.0 |
| CY | -11.2 | -31.7 | -32.7 | 1.0 |
| LV | -5.4 | -25.9 | -25.9 | 0.0 |
| LT | -12.1 | -32.6 | -26.3 | -6.3 |
| LU | 5.7 | -14.8 | -17.3 | 2.5 |
| HU | 22.7 | 2.2 | 2.2 | 0.0 |
| MT | 0.4 | -20.1 | -17.7 | -2.4 |
| NL | 16.6 | -3.9 | -5.9 | 2.0 |
| AT | 12.7 | -7.8 | -9.8 | 2.0 |
| PL | -19.2 | -39.7 | -31.4 | -8.3 |
| PT | -6.1 | -26.6 | -26.6 | 0.0 |
| RO | -20.4 | -40.9 | 1.7 | -42.6 |
| SI | -13.0 | -33.5 | -33.5 | 0.0 |
| SK | 10.0 | -10.5 | -0.5 | -10.0 |
| FI | 12.3 | -8.2 | -8.2 | 0.0 |
| SE | 27.0 | 6.5 | 6.5 | 0.0 |

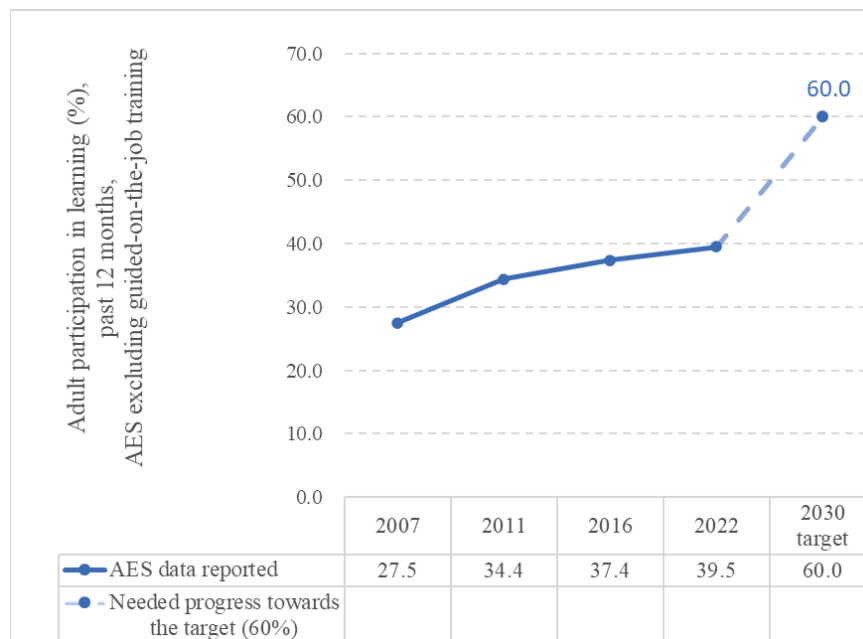
Source: AES data 2022, Member States, own calculations.

ii. Monitoring the progress towards the EU headline and national targets on adult learning

The EMCO Indicators Group discussed last June the 2022 data for the indicator ‘Participation in education and training during the last 12 months’ available from two sources, the Adult Education Survey (AES) and the Labour Force Survey (EU-LFS), and an approach to monitor the progress towards the EU and national targets on adult learning for 2030. The AES takes place only every six years, however, variables were introduced in the EU labour force survey (EU-LFS) to collect biennial data (starting in 2022), with the aim to allow policy analysis and monitoring of initiatives.

Due to the large differences between EU-LFS and AES data for the 12-month indicator, it was agreed to continue monitoring adult participation in education and training in the past 12 months using AES data (without guided on-the-job training), while postponing the decision on a possible transition to EU-LFS data to the next EU-LFS wave (that will be available in April 2025), following further analysis of the differences between the two surveys that will be conducted by Eurostat. It was also agreed that reporting on the progress on the adult learning target would be done by displaying AES values for the agreed 12-month adult learning participation indicator (without guided on-the-job training). The following graph has therefore been prepared based on the agreements in the EMCO Indicators Group.

Figure 7: Graphical representation of the monitoring of progress on the EU headline target on adult learning



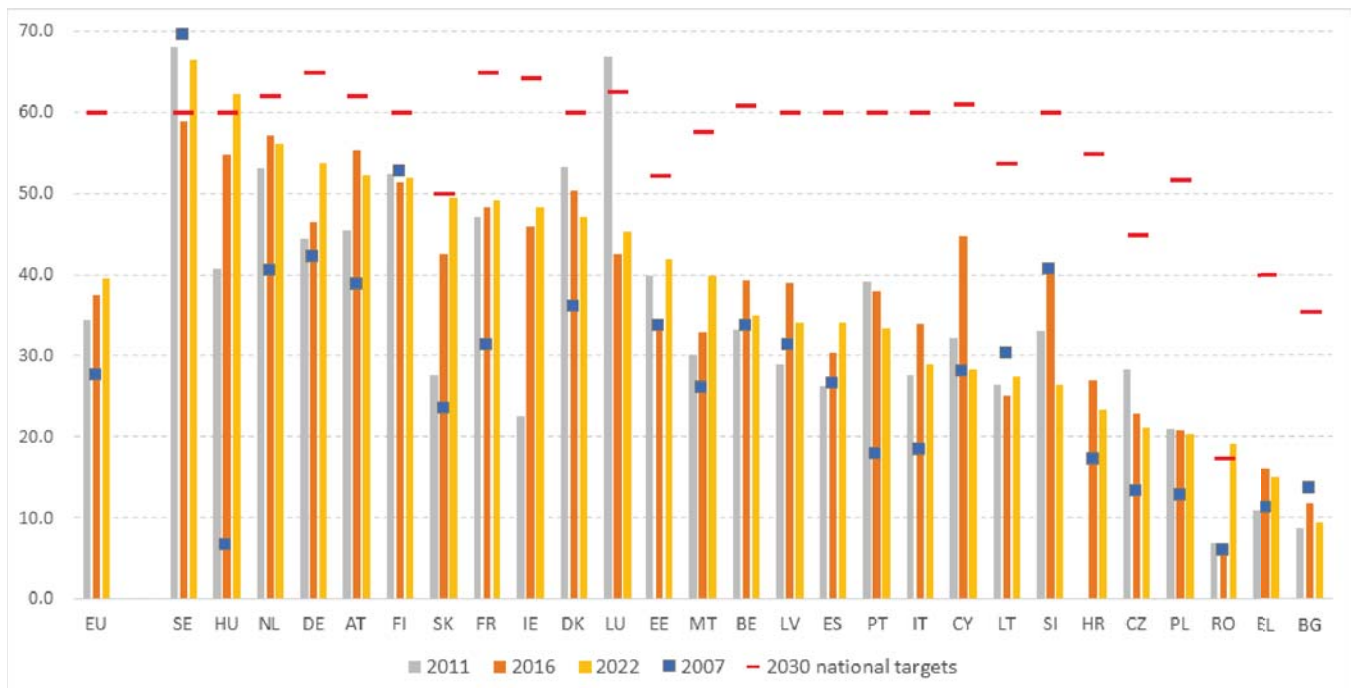
Source: AES data (excluding guided on the job training)

Note: The 2007 AES was a large sample pilot exercise carried out on a voluntary basis in all Member States, except Ireland and Luxembourg, between 2005 and 2008. On this

basis, adjustments were implemented in the next wave. As from 2011, the AES is underpinned by a European legal act and thus carried out in all Member States on a mandatory basis.

From Figure 8, we can conclude that substantial efforts are needed in general at Member State level to reach the set national adult learning targets.

Figure 8: Adult participation in learning during the past 12 months (2007, 2011, 2016, 2022, 25-64 year olds , %) and national 2030 targets for Member States



Source: Eurostat – special extraction of the adults’ participation in learning during the past 12 months without guided on the job training from the AES and Member States.

Note: Break in series in 2011 for EU, FR, HU; in 2016 for IE, LU, SE; in 2022 for FR, IT, RO

3. Overview of Key Employment Challenges and Employment trends in the EU labour market

One of the main objectives of the Employment Performance Monitor is to identify at a glance, across the European Union and for each Member State, the key employment challenges (KECs) and good labour market outcomes (GLMOs), which are derived from the Joint Assessment Framework (JAF). Tables displaying a summary of key employment challenges and good labour market outcomes across the EU can be found in Part I of the EPM⁵, whereas specific key employment challenges and good labour market outcomes for each Member State are presented in Part II⁶. The EPM also includes a dashboard of key overall employment indicators (EPM dashboard⁷) which can be used to identify "trends to watch" and "positive recent trends" that are common to a number of Member States in the field of employment.

A summary overview of these EPM findings is presented in the sections below with the aim of providing an overall picture of the labour market situation in the EU, covering both structural challenges as well as overall recent trends. It is important to identify and monitor the main EU priorities in the coming years amid persistent challenges.

a. Overview of key employment challenges and good labour market outcomes

This section provides a summary overview of the KECs and GLMOs across the EU, based on a horizontal reading of the information in the EPM. KECs are defined as major areas of underperformance that can signal structural problems, whereas GLMOs are defined as areas of particularly good labour market performance.

Key Employment Challenges

In the EU as a whole, the reading of the EPM shows that Member States face **key employment challenges** mainly under the following JAF policy areas (Figure 9):

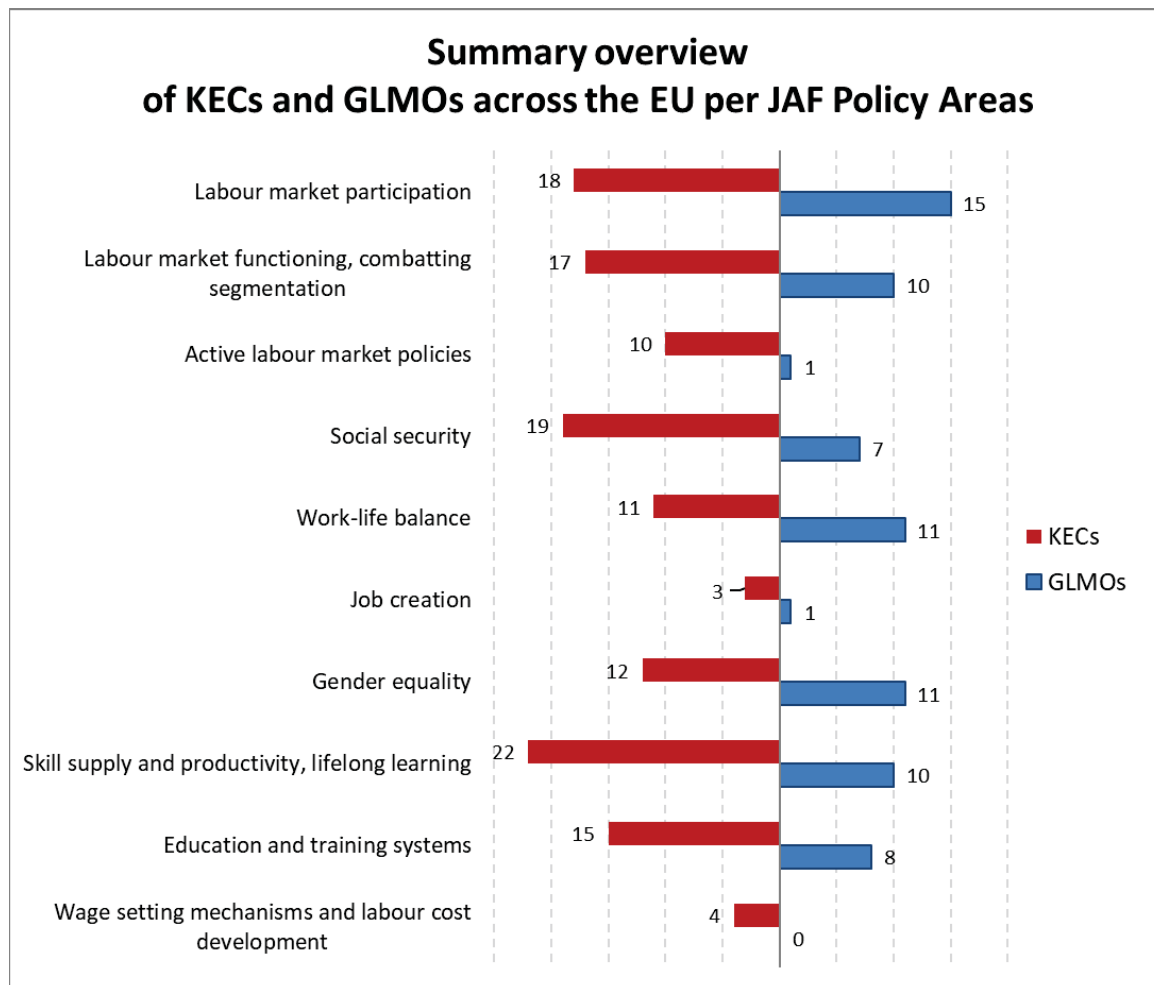
- Labour market participation (18 Member States compared to 21 a year ago), which mainly relate to:
 - Low and/or decreasing employment rate: in particular for non-EU nationals/people with migrant background (10 MS), older workers (4 MS) and low-skilled (2 MS)
 - High and/or increasing incidence of youth unemployment and/ or NEETs (9 MS)

⁵ Table 1 (Summary overview of the Key Employment Challenges and particularly Good Labour Market Outcomes per Member State and per policy area) and Table 2 (Common Key Employment Challenges– Details).

⁶ Part II: Country Overviews.

⁷ The EPM dashboard can be found in Annex B in the EPM.

Figure 9: Summary overview of KECs and GLMOs across the EU per JAF Policy Area



Source: 2024 EPM. The numbers next to the bars correspond to the number of Member States facing KECs or having GLMOs.

- Labour market functioning, combatting segmentation (17 MS), which mainly relate to:
 - High/increasing labour market segmentation (11 MS)
 - High incidence of undeclared work (4 MS)
- Active Labour Market Policies (10 MS), which mainly relate to:
 - Low level of ALMP expenditure / insufficient provision of well-targeted tailored measures / insufficient functioning of public employment services (9 MS)
 - High incidence of long-term unemployment (6 MS)
- Adequate and employment oriented social security systems (19 MS), which mainly relate to:

- Inadequate level and coverage of unemployment benefits / high poverty and/or low wage traps / high levels of at risk-of poverty (10 MS)
- Disincentives for labour market participation in social security systems / disability pensions / unemployment traps (9 MS)
- Work-life balance (11 MS), which mainly relate to:
 - Insufficient provision / uptake of high quality, affordable childcare and/or dependent care facilities (9 MS)
 - High incidence of inactivity and part-time work due to family obligations, high impact of parenthood on employment (5 MS)
- Gender equality (12 MS), which mainly relate to:
 - Gender gaps: employment (8 MS), pay (4 MS)
- Skills supply and productivity, lifelong learning (22 MS), which mainly relate to:
 - Weaknesses with respect to educational attainment of the (adult) population (7 MS)
 - Low participation in lifelong learning / lack of an integrated lifelong learning strategy (4 MS)
 - Skills mismatches / Insufficient forecasting skills system (18 MS)
- Education and training systems (15 MS), which mainly relate to:
 - Educational outcomes depending on socio-economic and migrant background (9 MS)
 - Low attractiveness of the teacher profession (5 MS)
 - Low attainment of basic skills (3 MS)
 - Insufficient provision of education and training opportunities to meet labour market needs (3 MS)
 - High incidence of early school leaving (2 MS)
- Wage setting mechanisms and labour cost development (4 MS), which mainly relate to:
 - Low coverage of collective bargaining and trade union density (3 MS)

- Structurally low wages reflecting productivity developments, struggling to keep up with inflation (1 MS)

Good labour market Outcomes

At the same time, Member States demonstrated **good labour market outcomes** mostly in the areas of:

- Labour market participation (15 MS)
- Work-life balance (11 MS)
- Gender Equality (11 MS)
- Labour market functioning, combatting segmentation (10 MS)
- Skills supply and productivity, lifelong learning (10 MS)
- Education and training systems (8 MS)
- Social security (7 MS)

b. Review of the employment trends identified in the 2024 EPM dashboard

This section provides an overview of recent developments in the employment situation in the EU, based on the results from the latest edition of the EPM dashboard. This is a tool which uses the main indicators under the 10 JAF Policy Areas to identify common EU employment "trends to watch" (or "negative trends") and "positive recent trends" and therefore common⁸ labour market trends in the EU, putting a stronger focus on the horizontal aspect of changes across Member States.

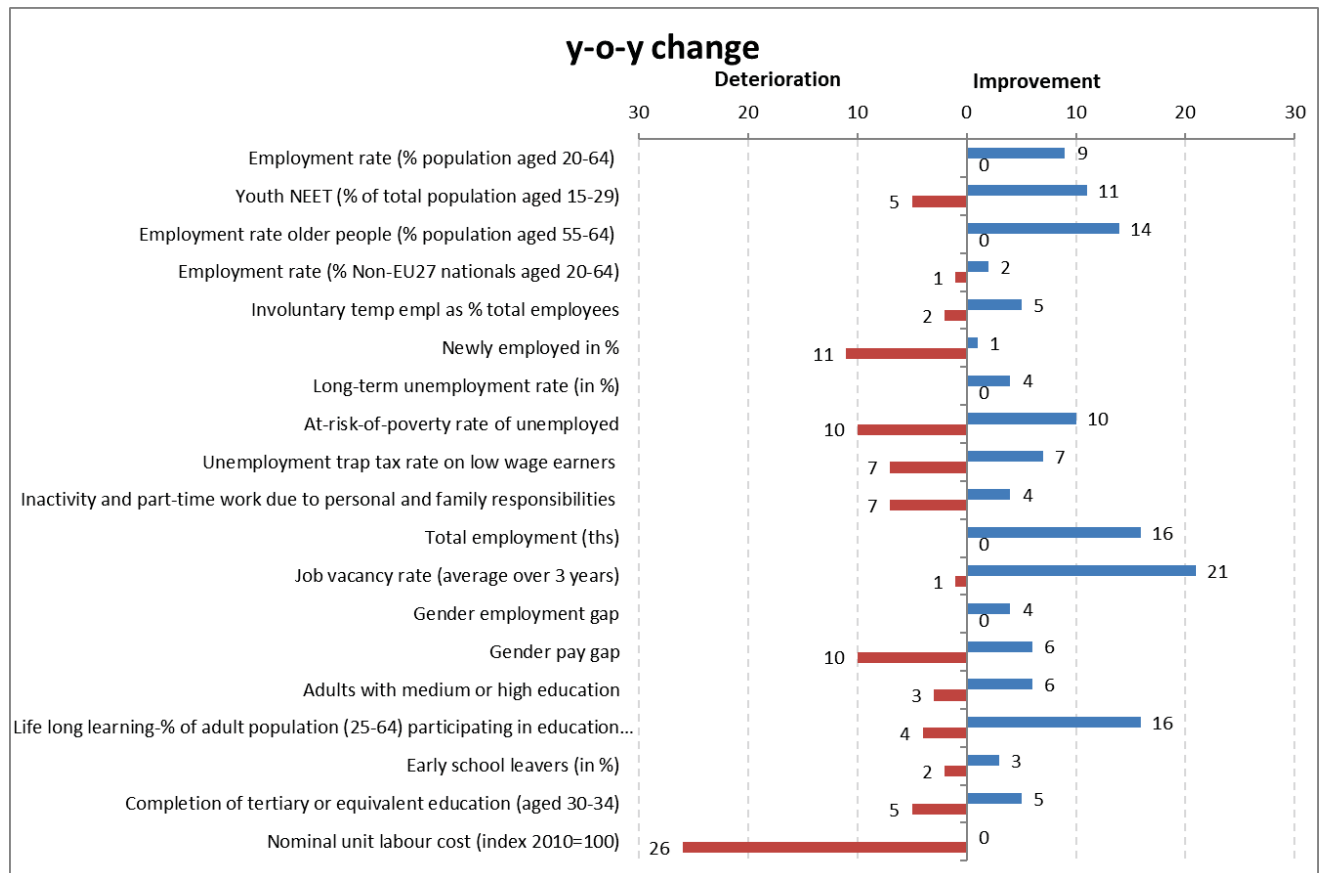
In the EU as a whole, **positive developments** can be observed mostly in the following areas for the most recent period 2022-2023 (Figure 10):

- A (substantial) increase in **total employment** in 16 MS
- An increase in **life-long learning** (percentage of adult population aged 25-64 participating in education and training) in 16 MS
- An increase in the **employment rate of older people** (aged 55-64) in 14 MS

⁸ Common trends are identified when around 1/3 of Member States show a notable deterioration/ improvement.

- A decrease in the **NEET rate** for people aged 15-29 in 11 MS
- A decrease in **at-risk-of-poverty rate of unemployed** in 10 MS
- An increase in the **employment rate of people aged 20-64** in 9 MS

Figure 10: Employment trends to watch and areas of improvement for 2022-2023



Source: 2024 EPM. The numbers next to the bars correspond to the number of Member States with a notable positive / negative yearly change.

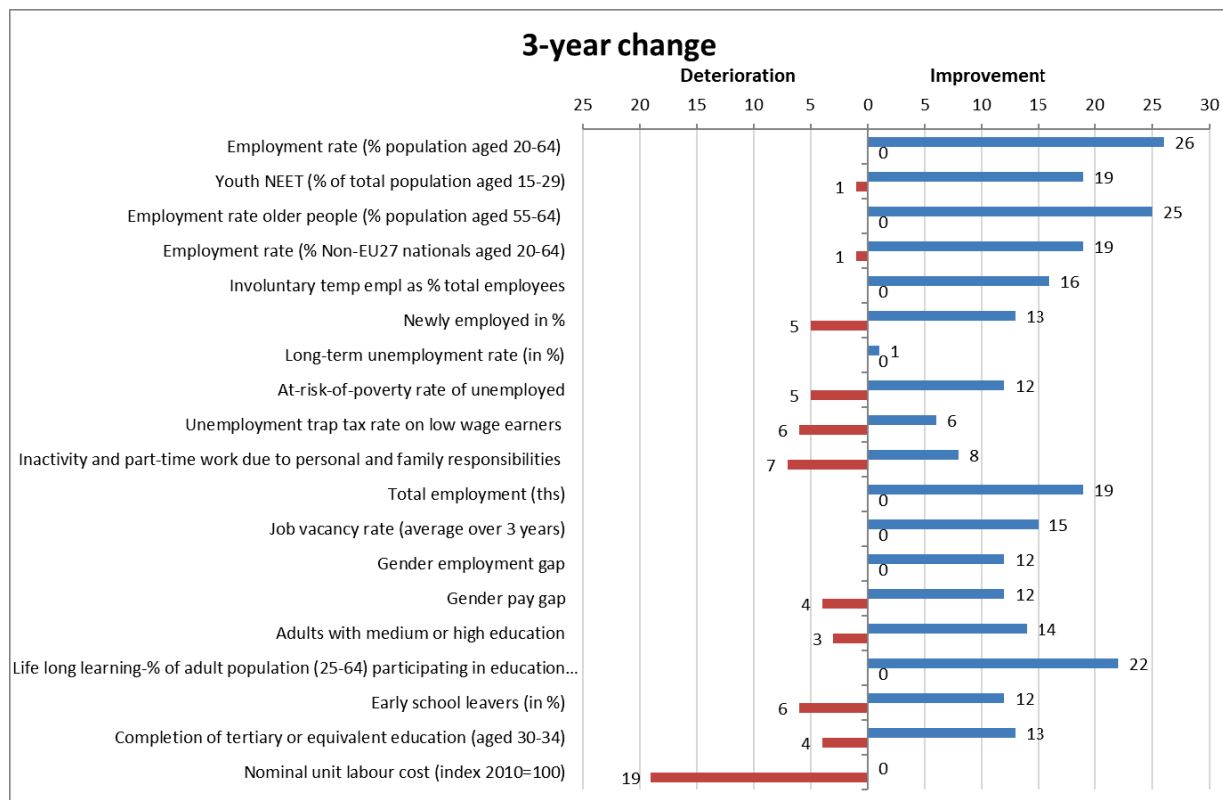
In contrast, the following main **negative trends**, or “trends to watch” are identified for the most recent period 2022-2023:

- A deterioration in the **nominal unit labour cost** (in 26 MS)
- A deterioration in the **share of the newly employed** (in 11 MS)
- An increase in **at-risk-of-poverty rate of unemployed** and **gender pay gap** in 10 MS respectively.

Looking at the longer-term developments (over the last three years 2020-2023), the following main **positive developments** can be observed:

- An increase in the **employment rate of people aged 20-64** (in 26 MS), an increase in the employment rate of **non-EU nationals** aged 20-64 (in 19 MS) and an increase in the **employment rate of older workers aged 55-64** (in 25 MS) and
- An increase in **life-long learning** (percentage of adult population aged 25-64 participating in education and training) – (in 22 MS)
- A decrease in the youth **NEET** (15-29) (in 19MS)
- A decrease in **involuntary temporary employment** (in 16 MS)
- An increase of the share of **adults with medium or high education** (in 14 MS)
- An increase in the **completion of tertiary or equivalent education** (in 13 MS)
- An increase in **newly employed** in 13 MS.
- A decrease in the **gender pay gap** and a decrease in **gender employment gap** (in 12 MS)
- A decrease in **early school leavers** (in 12 MS)

Figure 11: Employment trends to watch and areas of improvement (2020-2023)



Source: 2024 EPM. The numbers next to the bars correspond to the number of Member States with a notable positive / negative 3-year change.

In contrast, the areas with the most substantial deterioration are (Figure 11):

- A deterioration in the **nominal unit labour cost** (in 19 MS)
- High incidence of **inactivity and part-time work due to personal and family responsibilities** in 7 MS.

ANNEX I

Comparison of national employment rates to the three highest employment rates by sub-group (2023), men

| MS | Men | | | | | | | | | | | | | | | | | | | |
|----|---------------|-------------|-------|------------------|-------------------|-------------|-------|------------------|---------------|-------------|-------|------------------|---------------------|-------------|-------|------------------|--------------------------|-------------|-------|------------------|
| | Young (20-29) | | | | Prime Age (30-54) | | | | Older (55-64) | | | | Low-skilled (20-64) | | | | Non-EU nationals (20-64) | | | |
| | national ER | EU3 highest | Diff. | % of EU3 highest | national ER | EU3 highest | Diff. | % of EU3 highest | national ER | EU3 highest | Diff. | % of EU3 highest | national ER | EU3 highest | Diff. | % of EU3 highest | national ER | EU3 highest | Diff. | % of EU3 highest |
| BE | 61.7 | 82.8 | -21.1 | 74% | 86.7 | 93.9 | -7.2 | 92% | 62.2 | 80.6 | -18.4 | 77% | 55.1 | 79.5 | -24.4 | 69% | 62.9 | 94.3 | -31.4 | 67% |
| BG | 61.6 | 82.8 | -21.2 | 74% | 86.5 | 93.9 | -7.4 | 92% | 74.0 | 80.6 | -6.6 | 92% | 60.4 | 79.5 | -19.1 | 76% | : | 94.3 | : | : |
| CZ | 75.2 | 82.8 | -7.6 | 91% | 95 | 93.9 | 1.1 | 101% | 78.9 | 80.6 | -1.7 | 98% | 66.2 | 79.5 | -13.3 | 83% | 94.7 | 94.3 | 0.4 | 100% |
| DK | 74.2 | 82.8 | -8.6 | 90% | 88 | 93.9 | -5.9 | 94% | 78.2 | 80.6 | -2.4 | 97% | 68.5 | 79.5 | -11.0 | 86% | 75.3 | 94.3 | -19.0 | 80% |
| DE | 79.4 | 82.8 | -3.4 | 96% | 90 | 93.9 | -3.9 | 96% | 78.2 | 80.6 | -2.4 | 97% | 74.0 | 79.5 | -5.5 | 93% | 73.4 | 94.3 | -20.9 | 78% |
| EE | 77.7 | 82.8 | -5.1 | 94% | 87.8 | 93.9 | -6.1 | 94% | 74.0 | 80.6 | -6.6 | 92% | 71.0 | 79.5 | -8.5 | 89% | 82.1 | 94.3 | -12.2 | 87% |
| IE | 76.5 | 82.8 | -6.3 | 92% | 89.6 | 93.9 | -4.3 | 95% | 75.6 | 80.6 | -5.0 | 94% | 64.6 | 79.5 | -14.9 | 81% | 87.1 | 94.3 | -7.2 | 92% |
| EL | 57.0 | 82.8 | -25.8 | 69% | 87.7 | 93.9 | -6.2 | 93% | 66.8 | 80.6 | -13.8 | 83% | 73.0 | 79.5 | -6.5 | 92% | 85.1 | 94.3 | -9.2 | 90% |
| ES | 58.5 | 82.8 | -24.3 | 71% | 84.5 | 93.9 | -9.4 | 90% | 66.3 | 80.6 | -14.3 | 82% | 69.4 | 79.5 | -10.1 | 87% | 72.1 | 94.3 | -22.2 | 76% |
| FR | 69.5 | 82.8 | -13.3 | 84% | 87.1 | 93.9 | -6.8 | 93% | 59.7 | 80.6 | -20.9 | 74% | 60.7 | 79.5 | -18.8 | 76% | 69.4 | 94.3 | -24.9 | 74% |
| HR | 65.2 | 82.8 | -17.6 | 79% | 85.6 | 93.9 | -8.3 | 91% | 56.2 | 80.6 | -24.4 | 70% | 47.2 | 79.5 | -32.3 | 59% | 93.3 | 94.3 | -1.0 | 99% |
| IT | 56.3 | 82.8 | -26.5 | 68% | 85.8 | 93.9 | -8.1 | 91% | 67.8 | 80.6 | -12.8 | 84% | 68.3 | 79.5 | -11.2 | 86% | 80.2 | 94.3 | -14.1 | 85% |
| CY | 73.1 | 82.8 | -9.7 | 88% | 90.9 | 93.9 | -3.0 | 97% | 74.8 | 80.6 | -5.8 | 93% | 73.6 | 79.5 | -5.9 | 93% | 80.3 | 94.3 | -14.0 | 85% |
| LV | 71.9 | 82.8 | -10.9 | 87% | 84.4 | 93.9 | -9.5 | 90% | 69.9 | 80.6 | -10.7 | 87% | 64.1 | 79.5 | -15.4 | 81% | 77.1 | 94.3 | -17.2 | 82% |
| LT | 70.3 | 82.8 | -12.5 | 85% | 85.6 | 93.9 | -8.3 | 91% | 68.1 | 80.6 | -12.5 | 84% | 51.6 | 79.5 | -27.9 | 65% | 89.5 | 94.3 | -4.8 | 95% |
| LU | 67.6 | 82.8 | -15.2 | 82% | 91.2 | 93.9 | -2.7 | 97% | 50.3 | 80.6 | -30.3 | 62% | 67.2 | 79.5 | -12.3 | 85% | 80.0 | 94.3 | -14.3 | 85% |
| HU | 70.5 | 82.8 | -12.3 | 85% | 91.7 | 93.9 | -2.2 | 98% | 79.3 | 80.6 | -1.3 | 98% | 68.9 | 79.5 | -10.6 | 87% | 78.0 | 94.3 | -16.3 | 83% |
| MT | 84.1 | 82.8 | 1.3 | 102% | 94.7 | 93.9 | 0.8 | 101% | 68.4 | 80.6 | -12.2 | 85% | 83.2 | 79.5 | 3.7 | 105% | 90.5 | 94.3 | -3.8 | 96% |
| NL | 85.0 | 82.8 | 2.2 | 103% | 90.9 | 93.9 | -3.0 | 97% | 81.8 | 80.6 | 1.2 | 101% | 77.8 | 79.5 | -1.7 | 98% | 72.3 | 94.3 | -22.0 | 77% |
| AT | 78.5 | 82.8 | -4.3 | 95% | 88.7 | 93.9 | -5.2 | 94% | 65.4 | 80.6 | -15.2 | 81% | 62.4 | 79.5 | -17.1 | 78% | 71.6 | 94.3 | -22.7 | 76% |
| PL | 75.4 | 82.8 | -7.4 | 91% | 90.5 | 93.9 | -3.4 | 96% | 70.3 | 80.6 | -10.3 | 87% | 58.4 | 79.5 | -21.1 | 73% | 94.9 | 94.3 | 0.6 | 101% |
| PT | 66.3 | 82.8 | -16.5 | 80% | 90.1 | 93.9 | -3.8 | 96% | 71.2 | 80.6 | -9.4 | 88% | 77.5 | 79.5 | -2.0 | 97% | 89.3 | 94.3 | -5.0 | 95% |
| RO | 62.8 | 82.8 | -20.0 | 76% | 87.4 | 93.9 | -6.5 | 93% | 62.8 | 80.6 | -17.8 | 78% | 63.8 | 79.5 | -15.7 | 80% | 81.7 | 94.3 | : | : |
| SI | 72.0 | 82.8 | -10.8 | 87% | 92 | 93.9 | -1.9 | 98% | 57.7 | 80.6 | -22.9 | 72% | 62.4 | 79.5 | -17.1 | 78% | 92.2 | 94.3 | -2.1 | 98% |
| SK | 67.8 | 82.8 | -15.0 | 82% | 88.8 | 93.9 | -5.1 | 95% | 70.1 | 80.6 | -10.5 | 87% | 43.4 | 79.5 | -36.1 | 55% | : | 94.3 | : | : |
| FI | 69.7 | 82.8 | -13.1 | 84% | 84.8 | 93.9 | -9.1 | 90% | 70.0 | 80.6 | -10.6 | 87% | 59.7 | 79.5 | -19.8 | 75% | 70.4 | 94.3 | -23.9 | 75% |
| SE | 74.3 | 82.8 | -8.5 | 90% | 90.3 | 93.9 | -3.6 | 96% | 80.7 | 80.6 | 0.1 | 100% | 70.3 | 79.5 | -9.2 | 88% | 76.4 | 94.3 | -17.9 | 81% |

Source: EU-LFS data and own calculations, for each country, the main three subgroups (or more) with the largest negative gap to the benchmarks (EU 3 highest) are shaded to appear more clearly.

Comparison of national employment rates to the three highest employment rates by sub-group (2023), women

| MS | Women | | | | | | | | | | | | | | | | | | | |
|----|---------------|-------------|-------|------------------|-------------------|-------------|-------|------------------|---------------|-------------|-------|------------------|---------------------|-------------|-------|------------------|--------------------------|-------------|-------|------------------|
| | Young (20-29) | | | | Prime Age (30-54) | | | | Older (55-64) | | | | Low-skilled (20-64) | | | | Non-EU nationals (20-64) | | | |
| | national ER | EU3 highest | Diff. | % of EU3 highest | national ER | EU3 highest | Diff. | % of EU3 highest | national ER | EU3 highest | Diff. | % of EU3 highest | national ER | EU3 highest | Diff. | % of EU3 highest | national ER | EU3 highest | Diff. | % of EU3 highest |
| BE | 58.3 | 79.7 | -21.4 | 73% | 78.0 | 86.6 | -8.6 | 90% | 53.4 | 75.5 | -22.1 | 71% | 37.0 | 61.5 | -24.5 | 60% | 39.1 | 75.9 | -36.8 | 51% |
| BG | 50.0 | 79.7 | -29.7 | 63% | 81.1 | 86.6 | -5.5 | 94% | 65.3 | 75.5 | -10.2 | 87% | 39.5 | 61.5 | -22.0 | 64% | : | 75.9 | : | : |
| CZ | 54.5 | 79.7 | -25.2 | 68% | 82.8 | 86.6 | -3.8 | 96% | 69.0 | 75.5 | -6.5 | 91% | 49.9 | 61.5 | -11.6 | 81% | 73.2 | 75.9 | -2.7 | 96% |
| DK | 71.9 | 79.7 | -7.8 | 90% | 82.1 | 86.6 | -4.5 | 95% | 70.1 | 75.5 | -5.4 | 93% | 52.3 | 61.5 | -9.2 | 85% | 62.2 | 75.9 | -13.7 | 82% |
| DE | 74.0 | 79.7 | -5.7 | 93% | 81.4 | 86.6 | -5.2 | 94% | 71.0 | 75.5 | -4.5 | 94% | 57.6 | 61.5 | -3.9 | 94% | 47.9 | 75.9 | -28.0 | 63% |
| EE | 73.9 | 79.7 | -5.8 | 93% | 84.2 | 86.6 | -2.4 | 97% | 77.7 | 75.5 | 2.2 | 103% | 60.7 | 61.5 | -0.8 | 99% | 69.3 | 75.9 | -6.6 | 91% |
| IE | 74.8 | 79.7 | -4.9 | 94% | 78.6 | 86.6 | -8.0 | 91% | 60.0 | 75.5 | -15.5 | 80% | 39.6 | 61.5 | -21.9 | 64% | 67.9 | 75.9 | -8.0 | 89% |
| EL | 47.8 | 79.7 | -31.9 | 60% | 66.9 | 86.6 | -19.7 | 77% | 42.8 | 75.5 | -32.7 | 57% | 40.0 | 61.5 | -21.5 | 65% | 44.7 | 75.9 | -31.2 | 59% |
| ES | 54.0 | 79.7 | -25.7 | 68% | 73.6 | 86.6 | -13.0 | 85% | 53.0 | 75.5 | -22.5 | 70% | 49.6 | 61.5 | -11.9 | 81% | 54.9 | 75.9 | -21.0 | 72% |
| FR | 65.6 | 79.7 | -14.1 | 82% | 79.8 | 86.6 | -6.8 | 92% | 57.2 | 75.5 | -18.3 | 76% | 46.8 | 61.5 | -14.7 | 76% | 48.3 | 75.9 | -27.6 | 64% |
| HR | 52.7 | 79.7 | -27.0 | 66% | 80.5 | 86.6 | -6.1 | 93% | 47.6 | 75.5 | -27.9 | 63% | 32.1 | 61.5 | -29.4 | 52% | 60.1 | 75.9 | -15.8 | 79% |
| IT | 42.1 | 79.7 | -37.6 | 53% | 65.1 | 86.6 | -21.5 | 75% | 47.2 | 75.5 | -28.3 | 63% | 36.5 | 61.5 | -25.0 | 59% | 47.8 | 75.9 | -28.1 | 63% |
| CY | 69.4 | 79.7 | -10.3 | 87% | 81.6 | 86.6 | -5.0 | 94% | 59.1 | 75.5 | -16.4 | 78% | 56.8 | 61.5 | -4.7 | 92% | 66.9 | 75.9 | -9.0 | 88% |
| LV | 66.9 | 79.7 | -12.8 | 84% | 80.2 | 86.6 | -6.4 | 93% | 71.7 | 75.5 | -3.8 | 95% | 54.0 | 61.5 | -7.5 | 88% | 66.6 | 75.9 | -9.3 | 88% |
| LT | 68.6 | 79.7 | -11.1 | 86% | 83.7 | 86.6 | -2.9 | 97% | 69.9 | 75.5 | -5.6 | 93% | 47.8 | 61.5 | -13.7 | 78% | 72.1 | 75.9 | -3.8 | 95% |
| LU | 64.4 | 79.7 | -15.3 | 81% | 83.3 | 86.6 | -3.3 | 96% | 42.1 | 75.5 | -33.4 | 56% | 55.8 | 61.5 | -5.7 | 91% | 60.5 | 75.9 | -15.4 | 80% |
| HU | 62.1 | 79.7 | -17.6 | 78% | 86.0 | 86.6 | -0.6 | 99% | 60.1 | 75.5 | -15.4 | 80% | 51.5 | 61.5 | -10.0 | 84% | 47.9 | 75.9 | -28.0 | 63% |
| MT | 81.6 | 79.7 | 1.9 | 102% | 80.3 | 86.6 | -6.3 | 93% | 44.1 | 75.5 | -31.4 | 58% | 48.5 | 61.5 | -13.0 | 79% | 82.5 | 75.9 | 6.6 | 109% |
| NL | 82.7 | 79.7 | 3.0 | 104% | 83.3 | 86.6 | -3.3 | 96% | 68.3 | 75.5 | -7.2 | 91% | 60.2 | 61.5 | -1.3 | 98% | 53.0 | 75.9 | -22.9 | 70% |
| AT | 74.2 | 79.7 | -5.5 | 93% | 83.5 | 86.6 | -3.1 | 96% | 49.4 | 75.5 | -26.1 | 65% | 50.3 | 61.5 | -11.2 | 82% | 54.0 | 75.9 | -21.9 | 71% |
| PL | 63.0 | 79.7 | -16.7 | 79% | 83.3 | 86.6 | -3.3 | 96% | 47.0 | 75.5 | -28.5 | 62% | 36.6 | 61.5 | -24.9 | 60% | 69.1 | 75.9 | -6.8 | 91% |
| PT | 62.8 | 79.7 | -16.9 | 79% | 84.6 | 86.6 | -2.0 | 98% | 63.6 | 75.5 | -11.9 | 84% | 63.5 | 61.5 | 2.0 | 103% | 65.4 | 75.9 | -10.5 | 86% |
| RO | 42.9 | 79.7 | -36.8 | 54% | 70.3 | 86.6 | -16.3 | 81% | 40.3 | 75.5 | -35.2 | 53% | 28.4 | 61.5 | -33.1 | 46% | : | 75.9 | : | : |
| SI | 61.8 | 79.7 | -17.9 | 78% | 88.2 | 86.6 | 1.6 | 102% | 50.8 | 75.5 | -24.7 | 67% | 44.6 | 61.5 | -16.9 | 73% | 62.6 | 75.9 | -13.3 | 82% |
| SK | 54.3 | 79.7 | -25.4 | 68% | 82.7 | 86.6 | -3.9 | 95% | 63.4 | 75.5 | -12.1 | 84% | 24.7 | 61.5 | -36.8 | 40% | : | 75.9 | : | : |
| FI | 67.8 | 79.7 | -11.9 | 85% | 83.7 | 86.6 | -2.9 | 97% | 73.4 | 75.5 | -2.1 | 97% | 46.9 | 61.5 | -14.6 | 76% | 52.3 | 75.9 | -23.6 | 69% |
| SE | 70.3 | 79.7 | -9.4 | 88% | 85.6 | 86.6 | -1.0 | 99% | 75.3 | 75.5 | -0.2 | 100% | 49.9 | 61.5 | -11.6 | 81% | 50.1 | 75.9 | -25.8 | 66% |

Source: EU-LFS data and own calculations, for each country, the main three subgroups (or more) with the largest negative gap to the benchmarks (EU 3 highest) are shaded to appear more clearly.