



Council of the  
European Union

Brussels, 2 March 2021  
(OR. en)

5945/21  
ADD 1 REV 1

SOC 62  
EMPL 43  
ECOFIN 102  
EDUC 35

**NOTE**

---

From: General Secretariat of the Council  
To: Delegations  
Subject: Draft Joint Employment Report 2021

---

Delegations will find attached ANNEXES 1 to 7 to the document ST 5945/1/21 REV 1.

## ANNEXES

### Annex 1. Social scoreboard headline indicators, levels

Year	Equal opportunities and access to the labour market														
	Early leavers from education and training (% of population aged 18-24)			Gender employment gap (pps)			Income quintile ratio (S80/S20)			At risk of poverty or social exclusion (in %)			Youth NEET (% of total population aged 15-24)		
	2017	2018	2019	Q2 2018	Q2 2019	Q2 2020	2017	2018	2019	2017	2018	2019	Q2 2018	Q2 2019	Q2 2020
<b>EU27</b>	10.5	10.5	10.2	11.8	11.7	11.6	5.0 e	5.1 e	5.0 e	22.5 e	21.6 e	20.9 e	10.3	9.8	11.6
<b>EA19</b>	10.9	11.0	10.6	11.3	11.1	10.6	5.1	5.1	5.0	22.1	21.6	20.8	10.5	9.9	11.9
<b>EUnw</b>	9.4	9.1	8.9	10.6	10.6	10.3	4.9	4.9	4.8	22.8	21.8	21.1	9.5	9.3	10.9
<b>EAnw</b>	9.4	9.1	8.9	10.3	10.0	9.4	4.9	4.8	4.7	22.2	21.7	21.0	9.2	9.1	11.0
<b>BE</b>	8.9 b	8.6	8.4	9.2	8.2	8.3	3.8	3.8	3.6 b	20.6	20.0	19.5 b	9.4	8.2	10.3
<b>BG</b>	12.7	12.7	13.9	8.0	8.3	8.5	8.2	7.7	8.1	38.9	32.8	32.5	15.0	13.5	14.9
<b>CZ</b>	6.7	6.2	6.7	15.4	15.4	15.6	3.4	3.3	3.3	12.2	12.2	12.5	6.0	5.7	6.5
<b>DK</b>	8.8 b	10.4	9.9	7.1	6.9	6.8	4.1	4.1	4.1	17.2	17.0	16.3	7.5	7.0	8.3
<b>DE</b>	10.1	10.3	10.3	8.0	8.2	7.1 pu	4.5	5.1	4.9	19.0	18.7	17.4	5.9	5.6	:
<b>EE</b>	10.8	11.3	9.8	8.7	8.2	7.7	5.4	5.1	5.1	23.4	24.4	24.3	9.5	7.5	7.8
<b>IE</b>	5.0 b	5.0	5.1	11.9	12.9	11.9	4.6	4.2	4.0	22.7	21.1	20.6	9.8	9.8	13.2
<b>EL</b>	6.0	4.7	4.1	20.9	20.5	19.0	6.1	5.5	5.1	34.8	31.8	30.0	14.2	11.9	13.3
<b>ES</b>	18.3	17.9	17.3	12.1	11.9	11.6	6.6	6.0	5.9	26.6	26.1	25.3	12.4	12.0	15.1
<b>FR</b>	8.8	8.7	8.2	7.8	7.3	7.1	4.3	4.2	4.3	17.0	17.4	17.9	10.6	10.2	12.9
<b>HR</b>	3.1	3.3	3.0 u	9.2	11.9	11.7	5.0	5.0	4.8	26.4	24.8	23.3	13.6	10.9	13.1
<b>IT</b>	14.0	14.5	13.5	19.8	19.3	19.9	5.9	6.1	6.0	28.9	27.3	25.6	19.5	17.8	20.5
<b>CY</b>	8.5	7.8	9.2	9.9	11.1	12.3	4.6	4.3	4.6	25.2	23.9	22.3	12.6	13.9	15.0
<b>LV</b>	8.6	8.3	8.7	3.8	3.8	3.8	6.3	6.8	6.5	28.2	28.4	27.3	8.0	8.2	7.1
<b>LT</b>	5.4	4.6	4.0	3.3	2.2	1.4	7.3	7.1	6.4	29.6	28.3	26.3	7.4	9.0	11.3
<b>LU</b>	7.3	6.3	7.2	7.8	9.4	5.7	4.6	5.2	5.3	19.4	20.7	20.6	4.0	5.3	7.5
<b>HU</b>	12.5	12.5	11.8	14.8	15.3	16.8	4.3	4.4	4.2	25.6	19.6	18.9	10.7	11.4	12.0
<b>MT</b>	17.7 b	17.4	17.2	21.8	19.0	19.0	4.2	4.3	4.2	19.3	19.0	20.1	6.7	10.4	9.6
<b>NL</b>	7.1	7.3	7.5 b	10.2	9.5	9.2	4.0	4.1	3.9	17.0	16.7	16.5	4.1	4.2	4.8
<b>AT</b>	7.4	7.3	7.8	9.1	8.8	7.4	4.3	4.0	4.2	18.1	17.5	16.9	6.7	6.7	10.1
<b>PL</b>	5.0	4.8 b	5.2	14.5	15.1	16.1	4.6	4.3	4.4	19.5	18.9	18.2	8.5	8.1	8.8
<b>PT</b>	12.6	11.8	10.6	6.7	6.2	5.3	5.8	5.2	5.2	23.3	21.6	21.6	8.5	8.3	10.3
<b>RO</b>	18.1	16.4	15.3	18.4	18.8	18.6	6.5	7.2	7.1	35.7	32.5	31.2	14.4	14.8	14.5
<b>SI</b>	4.3	4.2	4.6	7.6	7.7	6.9	3.4	3.4	3.4	17.1	16.2	14.4	6.4	6.3	8.6
<b>SK</b>	9.3	8.6	8.3	14.0	13.3	12.8	3.5	3.0	3.3	16.3	16.3	16.4	10.5	10.1	10.9
<b>FI</b>	8.2	8.3	7.3	3.1	3.0	3.1	3.5	3.7	3.7	15.7	16.5	15.6	8.6	8.3	9.5
<b>SE</b>	7.7	7.5 b	6.5	4.0	4.4	5.1	4.3	4.1	4.3	17.7	18.0	18.8	6.2	5.2	6.8

Source: Eurostat.

Note: EUnw and EAnw refer to the non-weighted averages for EU and the euro area.

Flags – b: break in time series; e: estimated; p: provisional; u: low reliability (small number of observations).

## Annex 1 (continued). Social scoreboard headline indicators, levels

	Dynamic labour markets and fair working conditions														
	Employment rate (% population aged 20-64)			Unemployment rate (% active population aged 15-74)			Long term unemployment rate (% active population aged 15-74)			Real GDHI per capita (2008 = 100)			Net earnings of a full-time single worker earning the average wage (PPS)		
Year	Q2 2018	Q2 2019	Q2 2020	Q2 2018	Q2 2019	Q2 2020	Q2 2018	Q2 2019	Q2 2020	2017	2018	2019	2017	2018	2019
<b>EU27</b>	72.4	73.3	72.1	7.3	6.7	6.8	3.3	2.8	2.1	103.4	105.2	107.1	:	:	:
<b>EA19</b>	71.9	72.9	71.5	8.3	7.5	7.4	3.9	3.3	2.4	101.1	102.6	104.2	:	:	:
<b>EUnw</b>	73.6	74.7	73.4	6.7	6.1	6.7	2.9	2.3	2.1	106.9	109.3	111.3	19226	19795	20377
<b>EAnw</b>	73.3	74.5	73.0	7.5	6.8	7.3	3.4	2.8	2.5	102.2	104.9	107.1	20791	21374	21894
<b>BE</b>	69.0	71.0	69.6	6.1	5.4	5.0	3.1	2.4	2.0	100.1	100.7	103.3	24616	25182	25907
<b>BG</b>	72.4	75.7	72.6	5.4	4.1	5.5	3.1	2.4	2.1	130.0	:	:	9578	10113	10748
<b>CZ</b>	79.8	80.3	79.6	2.3	2.0	2.4	0.7	0.6	0.5	113.3	117.4	120.6	14247	14986	15762
<b>DK</b>	77.6	78.2	77.5	5.2	5.0	5.5	1.0	0.8	0.8	112.9	115.1	116.9	26105	26532	27618
<b>DE</b>	80.0	80.9	80.2 pu	3.4	3.1	3.5 pu	1.4	1.2	:	109.5	111.5	113.4	26779	27401	27978
<b>EE</b>	79.6	79.4	77.4	5.1	5.1	7.1	1.8	1.1 u	0.9 u	115.1	121.1	129.4	14706	15574	16352
<b>IE</b>	74.0	75.3	73.0	5.8	5.2	5.0	2.1	1.7	1.1	99.8	101.1	104.5	29965	30427	30734
<b>EL</b>	59.4	61.5	60.4	19.5	17.2	16.7	13.8	12.1	11.0	71.6	72.8	75.4	18379	18493	18894
<b>ES</b>	66.9	68.6	65.4	15.4	14.0	15.4	6.6	5.5	4.4	95.3	96.3	97.1	22636	22715	22877
<b>FR</b>	71.2	71.8	71.1	9.2	8.7	7.5	3.9	3.6	2.5	103.4	104.4	106.3	22402	22833	23527
<b>HR</b>	65.5	66.1	66.9	8.4	6.7	7.2	3.3	2.0 u	1.7 u	101.3	106.2	110.6	13178	13642	14148
<b>IT</b>	63.2	63.8	62.0	11.0	10.1	8.2	6.6	5.7	3.8	92.1	92.9	93.6	20894	21210	21459
<b>CY</b>	74.2	76.2	75.0	8.1	7.0	7.2	2.5	2.1	1.9	89.5	92.5	93.9	19681	22759	23347
<b>LV</b>	76.9	77.4	77.2	7.6	6.5	8.2	3.1	2.5	2.3	109.2	114.9	116.0	10399	11018	11694
<b>LT</b>	77.6	78.4	76.5	6.0	6.3	8.7	2.0 u	1.9	2.4	118.9	124.5	134.5	11468	12290	13346
<b>LU</b>	71.2	73.1	71.7	5.6	5.4	6.4	1.2	1.3	1.8	104.8	106.5	:	32276	32967	33631
<b>HU</b>	74.5	75.4	74.5	3.6	3.4	4.6	1.4	1.1	0.9	115.2	123.5	127.1	11829	12514	13478
<b>MT</b>	75.3	77.5	77.1	3.8	3.6	4.5	1.6	0.6 u	1.0 u	109.2	112.1	:	20003	20399	21098
<b>NL</b>	79.0	80.2	79.7	3.9	3.3	3.9	1.5	1.0	0.8	102.4	104.3	105.3	27689	27936	28339
<b>AT</b>	76.3	77.0	74.6	4.7	4.5	5.6	1.4	1.2	1.3	97.4	98.3	99.2	26854	27656	28016
<b>PL</b>	72.1	73.0	73.1	3.8	3.3	3.1	1.1	0.7	0.6	128.6	132.3	:	13742	14295	15096
<b>PT</b>	75.3	76.1	73.8	7.1	6.7	6.2	3.1	2.9	1.8	101.0	104.0	106.9	15436	15685	15979
<b>RO</b>	69.8	70.9	69.9	4.2	3.8	5.4	1.8	1.6	1.2	126.8	136.8	142.6	10177	10975	11800
<b>SI</b>	75.0	76.7	74.6	5.3	4.2	5.2	2.3	1.8	2.0	102.6	106.4	110.1	14763	15039	15458
<b>SK</b>	72.1	73.4	72.4	6.8	5.8	6.7	4.2	3.3	3.2	114.1	121.5	123.4	12061	12060	12366
<b>FI</b>	76.3	77.3	76.2	7.2	6.6	7.7	1.6	1.1	1.1	104.9	107.0	109.3	24026	24461	24979
<b>SE</b>	82.6	82.2	80.5	6.4	6.5	8.4	1.3	0.9	1.1	117.0	118.0	120.5	25205	25306	25555

Source: Eurostat, OECD.

Note: EUnw and EAnw refer to the non-weighted averages for EU and the euro area. Real GDHI per capita is measured using 'unadjusted income' (i.e. without including social transfers in kind) and without correction for purchasing power standards. Net earnings of a full time single workers earning the average wage should be read and interpreted in conjunction with other indicators, such as the in-work poverty rate, the ratio between the fifth and the first decile of the wage distribution (D5/D1) and other relevant EPM/SPPM and JAF indicators. For this indicator 3-year averages are used to smooth out short-term fluctuations.

Flags – b: break in time series; e: estimated; p: provisional; u: low reliability (small number of observations).

## Annex 1 (continued). Social scoreboard headline indicators, levels

	Public support / Social protection and inclusion											
	Impact of social transfers (other than pensions) on poverty reduction (%)			Children aged less than 3 years old in formal childcare (%)			Self-reported unmet need for medical care (%)			Individuals who have basic or above basic overall digital skills (% of population aged 16-74)		
Year	2017	2018	2019	2017	2018	2019	2017	2018	2019	2017	2018	2019
<b>EU27</b>	32.4 e	32.8 e	32.4 e	34.5 e	34.7 e	35.3 e	1.6 e	1.8 e	1.7 e	55.0	:	56.0
<b>EA19</b>	32.0	31.7	32.8	39.2	39.2	41.0	1.3	1.4	1.3	:	:	:
<b>EUnw</b>	34.3	34.2	34.7	32.1	33.2	35.0	2.5	2.7	2.5	56.8	:	55.9
<b>EAnw</b>	33.8	33.7	35.4	35.3	36.9	39.1	2.7	3.0	2.6	59.7	:	57.9
<b>BE</b>	40.0	35.2	41.7 b	53.2	54.4	55.5 b	2.2	1.8	1.8 b	61.0	:	61.0
<b>BG</b>	19.9	25.4	23.7	9.4	16.2	19.7	2.1	1.9	1.4	29.0	:	29.0
<b>CZ</b>	42.4	38.5	39.2	6.5	9.0	6.3	0.5	0.3	0.5	60.0	:	62.0 b
<b>DK</b>	51.0	47.3	47.3	71.7	63.2	66.0	1.0	1.3	1.8	71.0	:	70.0
<b>DE</b>	33.2	33.3	36.2	30.3	29.8	31.3	0.3	0.2	0.3	68.0	:	70.0
<b>EE</b>	27.3	26.8	28.2	27.1	28.3	31.8	11.8	16.4	15.5	60.0	:	62.0
<b>IE</b>	52.6	51.8	57.7	34.4	37.7	40.8	2.8	2.0	2.0	48.0	:	53.0
<b>EL</b>	15.8	20.3	22.8	20.5	40.9	32.4	10.0	8.8	8.1	46.0	:	51.0
<b>ES</b>	23.9	22.9	23.1	45.8	50.5	57.4	0.1	0.2	0.2	55.0	:	57.0
<b>FR</b>	45.0	44.4	42.1	50.5	50.0	50.8	1.0	1.2	1.2	57.0	:	57.0
<b>HR</b>	24.8	24.9	24.7	15.9	17.8	15.7	1.6	1.4	1.4	41.0	:	53.0
<b>IT</b>	19.4	21.6	20.2	28.6	25.7	26.3	1.8	2.4	1.8	:u	:	42.0 b
<b>CY</b>	35.9	36.4	35.2	28.1	31.4	31.1	1.5	1.4	1.0	50.0	:	45.0
<b>LV</b>	21.9	19.1	23.4	28.4	27.4	28.3	6.2	6.2	4.3	48.0	:	43.0 b
<b>LT</b>	23.2	22.9	31.6	20.3	20.8	26.6	1.5	2.2	1.4	55.0	:	56.0
<b>LU</b>	38.4	40.4	34.0	60.8	60.5	60.0	0.3	0.3	0.2	85.0	:	65.0 b
<b>HU</b>	46.4	48.8	38.5	13.8	16.5	16.9	1.0	0.8	1.0	50.0	:	49.0
<b>MT</b>	30.1	30.6	26.3	36.6	32.1	38.3	0.2	0.2	0 n	57.0	:	56.0
<b>NL</b>	39.7	39.0	38.3	61.6	56.8	64.8	0.1	0.2	0.2	79.0	:	79.0
<b>AT</b>	42.2	43.3	49.2	18.2	20.0	22.7	0.2	0.1	0.3	67.0	:	66.0
<b>PL</b>	37.5	40.3	36.9	11.6	10.9	10.2	3.3 b	4.2	4.2	46.0	:	44.0
<b>PT</b>	22.5	23.8	24.2	47.5	50.2	52.9	2.3	2.1	1.7	50.0	:	52.0
<b>RO</b>	16.6	16.1	15.3	15.7	13.2	14.1	4.7	4.9	4.9	29.0	:	31.0
<b>SI</b>	44.6	43.2	45.5	44.8	46.3	46.9	3.5	3.3	2.9	54.0	:	55.0
<b>SK</b>	29.1	31.1	38.0	0.6	1.4	6.6	2.4	2.6	2.7	59.0	:	54.0
<b>FI</b>	56.9	53.7	54.0	33.3	37.2	38.2	3.6	4.7	4.7	76.0	:	76.0
<b>SE</b>	46.1	43.3	40.8	52.7	49.4	53.1	1.4	1.5	1.4	77.0	:	72.0 u

Source: Eurostat.

Note: EUnw and EAnw refer to the non-weighted averages for EU and the euro area.

Flags – b: break in time series; e: estimated; p: provisional; u: low reliability (small number of observations).

## Annex 2. Social scoreboard headline indicators, changes and distance to EU

Year	Equal opportunities and access to the labour market														
	Early leavers from education and training (% of population aged 18-24)			Gender employment gap (pps)			Income quintile ratio (S80/S20)			At risk of poverty or social exclusion (in %)			Youth NEET (% of total population aged 15-24)		
	2019			Q2-2020			2019			2019			Q2-2020		
	Y-Y change	Distance to EU average	Y-Y for MS to Y-Y for EU	Y-Y change	Distance to EU average	Y-Y for MS to Y-Y for EU	Y-Y change	Distance to EU average	Y-Y for MS to Y-Y for EU	Y-Y change	Distance to EU average	Y-Y for MS to Y-Y for EU	Y-Y change	Distance to EU average	Y-Y for MS to Y-Y for EU
EU27	-0.3	1.3	-0.1	-0.1	1.3	0.2	-0.1	0.2	0.0	-0.7	-0.2	-0.1	1.8	0.7	0.3
EA19	-0.4	1.7	-0.2	-0.5	0.3	-0.2	-0.1	0.2	-0.1	-0.8	-0.3	-0.2	2.0	1.0	0.5
EUnw	-0.2	0.0	0.0	-0.3	0.0	0.0	0.0	0.0	0.0	-0.6	0.0	0.0	1.5	0.0	0.0
EAnw	-0.2	0.0	0.0	-0.6	-0.9	-0.3	-0.1	-0.1	0.0	-0.7	-0.1	-0.1	1.7	0.1	0.2
BE	-0.2	-0.5	0.0	0.1	-2.0	0.4	-0.2* b	-1.2	-0.1	-0.5* b	-1.6	0.1	2.1	-0.6	0.6
BG	1.2	5.0	1.4	0.2	-1.8	0.5	0.4*	3.3	0.5	-0.3	11.4	0.3	1.4	4.0	-0.1
CZ	0.5	-2.2	0.7	0.2	5.3	0.5	0.0*	-1.5	0.1	0.3	-8.6	0.9	0.8	-4.4	-0.7
DK	-0.5	1.0	-0.3	-0.1	-3.5	0.2	0.0	-0.7	0.0	-0.7	-4.8	-0.1	1.3	-2.6	-0.2
DE	0.0	1.4	0.2	-1.1 pu	-3.2	-0.8	-0.2*	0.1	-0.1	-1.3*	-3.7	-0.7	:	:	:
EE	-1.5	0.9	-1.3	-0.5	-2.6	-0.2	0.0	0.3	0.0	-0.1	3.2	0.5	0.3	-3.1	-1.2
IE	0.1	-3.8	0.3	-1.0	1.6	-0.7	-0.2*	-0.8	-0.2	-0.5	-0.5	0.1	3.4	2.3	1.9
EL	-0.6	-4.8	-0.4	-1.5	8.7	-1.2	-0.4*	0.3	-0.4	-1.8*	8.9	-1.2	1.4	2.4	-0.1
ES	-0.6	8.4	-0.4	-0.3	1.3	0.0	-0.1*	1.1	-0.1	-0.8*	4.2	-0.2	3.1	4.2	1.6
FR	-0.5	-0.7	-0.3	-0.2	-3.2	0.1	0.0	-0.5	0.1	0.5*	-3.2	1.1	2.7	2.0	1.2
HR	-0.3 u	-5.9	-0.1	-0.2	1.4	0.1	-0.2*	-0.1	-0.2	-1.5*	2.2	-0.9	2.2	2.2	0.7
IT	-1.0	4.6	-0.8	0.6	9.6	0.9	-0.1*	1.2	0.0	-1.7*	4.5	-1.1	2.7	9.6	1.2
CY	1.4	0.3	1.6	1.2	2.0	1.5	0.3*	-0.2	0.3	-1.6*	1.2	-1.0	1.1	4.1	-0.4
LV	0.4	-0.2	0.6	0.0	-6.5	0.3	-0.2*	1.7	-0.2	-1.1*	6.2	-0.5	-1.1	-3.8	-2.6
LT	-0.6	-4.9	-0.4	-0.8	-8.9	-0.5	-0.7*	1.6	-0.6	-2.0*	5.2	-1.4	2.3	0.4	0.8
LU	0.9	-1.7	1.1	-3.7	-4.6	-3.4	0.2*	0.5	0.2	-0.1	-0.5	0.5	2.2	-3.4	0.7
HU	-0.7	2.9	-0.5	1.5	6.5	1.8	-0.1*	-0.6	-0.1	-0.7	-2.2	-0.1	0.6	1.1	-0.9
MT	-0.2	8.3	0.0	0.0	8.7	0.3	-0.1*	-0.6	-0.1	1.1*	-1.0	1.7	-0.8	-1.3	-2.3
NL	0.2 b	-1.4	0.4	-0.3	-1.1	0.0	-0.1*	-0.9	-0.1	-0.2	-4.6	0.4	0.6	-6.1	-0.9
AT	0.5	-1.1	0.7	-1.4	-2.9	-1.1	0.1*	-0.6	0.2	-0.6	-4.2	0.0	3.4	-0.8	1.9
PL	0.4	-3.7	0.6	1.0	5.8	1.3	0.1*	-0.4	0.2	-0.7*	-2.9	-0.1	0.7	-2.1	-0.8
PT	-1.2	1.7	-1.0	-0.9	-5.0	-0.6	-0.1*	0.3	0.0	0.0*	0.5	0.6	2.0	-0.6	0.5
RO	-1.1	6.4	-0.9	-0.2	8.3	0.1	-0.1*	2.3	-0.1	-1.3*	10.1	-0.7	-0.3	3.6	-1.8
SI	0.4	-4.3	0.6	-0.8	-3.4	-0.5	0.0	-1.4	0.0	-1.8*	-6.7	-1.2	2.3	-2.3	0.8
SK	-0.3	-0.6	-0.1	-0.5	2.5	-0.2	0.3*	-1.5	0.3	0.1	-4.7	0.7	0.8	0.0	-0.7
FI	-1.0	-1.6	-0.8	0.1	-7.2	0.4	0.0*	-1.1	0.1	-0.9*	-5.5	-0.3	1.2	-1.4	-0.3
SE	-1.0	-2.4	-0.8	0.7	-5.2	1.0	0.2*	-0.5	0.2	0.8*	-2.3	1.4	1.6	-4.1	0.1

Source: Eurostat.

Note: EUnw and EAnw refer to the non-weighted averages for EU and the euro area. The distance to the EU average is computed on the non-weighted average.

\* indicates statistically significant changes.

Flags – b: break in time series; e: estimated; p: provisional; u: low reliability (small number of observations).

## Annex 2 (continued). Social scoreboard headline indicators, changes and distance to EU

Year	Dynamic labour markets and fair working conditions														
	Employment rate (% population aged 20-64)			Unemployment rate (% active population aged 15-74)			Long term unemployment rate (% active population aged 15-74)			Real GDHI per capita (2008 = 100)			Net earnings of a full-time single worker earning the average wage		
	Q2-2020			Q2-2020			Q2-2020			2019			2019		
	Y-Y change	Distance to EU average	Y-Y for MS to Y-Y for EU	Y-Y change	Distance to EU average	Y-Y for MS to Y-Y for EU	Y-Y change	Distance to EU average	Y-Y for MS to Y-Y for EU	Y-Y change	Distance to EU average	Y-Y for MS to Y-Y for EU	Y-Y change	Distance to EU average	Y-Y for MS to Y-Y for EU
EU27	-1.2	-1.3	0.1	0.1	0.1	-0.5	-0.7	0.0	-0.4	1.8	-4.2	-0.4	:	:	:
EA19	-1.4	-1.9	-0.1	-0.1	0.7	-0.7	-0.9	0.3	-0.6	1.5	-7.1	-0.8	:	:	:
EUnw	-1.3	0.0	0.0	0.6	0.0	0.0	-0.3	0.0	0.0	2.3	0.0	0.0	2.6	0	0.0
EAnw	-1.5	-0.4	-0.2	0.5	0.6	-0.1	-0.4	0.4	-0.1	2.3	-4.1	0.0	1.8	1516	-0.9
BE	-1.4	-3.8	-0.1	-0.4	-1.7	-1.0	-0.4	-0.1	-0.1	2.5	-8.0	0.3	1.0	5530	-1.6
BG	-3.1	-0.8	-1.8	1.4	-1.2	0.8	-0.3	0.0	0.0	:	:	:	6.9	-9629	4.3
CZ	-0.7	6.2	0.6	0.4	-4.3	-0.2	-0.1	-1.6	0.2	2.7	9.3	0.4	3.9	-4615	1.2
DK	-0.7	4.1	0.6	0.5	-1.2	-0.1	0.0	-1.3	0.3	1.6	5.6	-0.7	2.2	7241	-0.4
DE	-0.7 pu	6.8	0.6	0.4	-3.2	-0.2	:	:	:	1.6	2.1	-0.6	1.1	7600	-1.5
EE	-2.0	4.0	-0.7	2.0	0.4	1.4	-0.2	-1.2	0.1	6.8	18.1	4.5	4.1	-4025	1.5
IE	-2.3	-0.4	-1.0	-0.2	-1.7	-0.8	-0.6	-1.0	-0.3	3.4	-6.8	1.1	2.3	10357	-0.4
EL	-1.1	-13.0	0.2	-0.5	10.0	-1.1	-1.1	8.9	-0.8	3.7	-35.9	1.4	0.4	-1484	-2.2
ES	-3.2	-8.0	-1.9	1.4	8.7	0.8	-1.1	2.3	-0.8	0.8	-14.2	-1.5	-0.6	2500	-3.2
FR	-0.7	-2.3	0.6	-1.2	0.8	-1.8	-1.1	0.4	-0.8	1.8	-5.0	-0.5	0.4	3150	-2.2
HR	0.8	-6.5	2.1	0.5	0.5	-0.1	-0.3	-0.4	0.0	4.2	-0.7	1.9	2.5	-6229	-0.1
IT	-1.8	-11.4	-0.5	-1.9	1.5	-2.5	-1.9	1.7	-1.6	0.7	-17.7	-1.6	-0.4	1082	-3.0
CY	-1.2	1.6	0.1	0.2	0.5	-0.4	-0.2	-0.2	0.1	1.5	-17.4	-0.8	1.3	2969	-1.3
LV	-0.2	3.8	1.1	1.7	1.5	1.1	-0.2	0.2	0.1	1.0	4.7	-1.3	5.4	-8683	2.7
LT	-1.9	3.1	-0.6	2.4	2.0	1.8	0.5	0.3	0.8	8.0	23.2	5.7	7.7	-7031	5.0
LU	-1.4	-1.7	-0.1	1.0	-0.3	0.4	0.5	-0.3	0.8	:	:	:	1.1	13254	-1.6
HU	-0.9	1.1	0.4	1.2	-2.1	0.6	-0.2	-1.2	0.1	2.9	15.8	0.6	8.7	-6899	6.1
MT	-0.4	3.7	0.9	0.9	-2.2	0.3	0.4	-1.1	0.7	:	:	:	2.6	721	0.0
NL	-0.5	6.3	0.8	0.6	-2.8	0.0	-0.2	-1.3	0.1	1.0	-6.0	-1.3	0.3	7962	-2.3
AT	-2.4	1.2	-1.1	1.1	-1.1	0.5	0.1	-0.8	0.4	0.9	-12.1	-1.4	-0.1	7638	-2.8
PL	0.1	-0.3	1.4	-0.2	-3.6	-0.8	-0.1	-1.5	0.2	:	:	:	5.7	-5281	3.0
PT	-2.3	0.4	-1.0	-0.5	-0.5	-1.1	-1.1	-0.3	-0.8	2.8	-4.4	0.5	1.5	-4399	-1.1
RO	-1.0	-3.5	0.3	1.6	-1.3	1.0	-0.4	-0.9	-0.1	4.2	31.3	2.0	7.6	-8577	5.0
SI	-2.1	1.2	-0.8	1.0	-1.5	0.4	0.2	-0.1	0.5	3.5	-1.2	1.2	1.3	-4919	-1.3
SK	-1.0	-1.0	0.3	0.9	0.0	0.3	-0.1	1.1	0.2	1.6	12.1	-0.7	3.1	-8011	0.4
FI	-1.1	2.8	0.2	1.1	1.0	0.5	0.0	-1.0	0.3	2.1	-2.0	-0.1	0.7	4601	-1.9
SE	-1.7	7.1	-0.4	1.9	1.7	1.3	0.2	-1.0	0.5	2.2	9.2	-0.1	0.4	5178	-2.2

Source: Eurostat, OECD.

Note: EUnw and EAnw refer to the non-weighted averages for EU and the euro area. The distance to the EU average is computed on the non-weighted average. Real GDHI per capita is measured using 'unadjusted income' (i.e. without including social transfers in kind) and without correction for purchasing power standards. Net earnings of a full time single workers earning the average wage should be read and interpreted in conjunction with other indicators, such as the in-work poverty rate, the ratio between the fifth and the first decile of the wage distribution (D5/D1) and other relevant EPM/SPPM and JAF indicators. For this indicator, the distance to the EU average is expressed in purchasing power standards (PPS) while the changes are expressed in real terms in national currency; 3-year averages are used for both levels and changes to smooth out short-term fluctuations.

Flags – b: break in time series; e: estimated; p: provisional; u: low reliability (small number of observations).

**Annex 2 (continued). Social scoreboard headline indicators, changes and distance to EU**

Year	Public support / Social protection and inclusion											
	Impact of social transfers (other than pensions) on poverty reduction (%)			Children aged less than 3 years old in formal childcare (%)			Self-reported unmet need for medical care (%)			Individuals who have basic or above basic overall digital skills (% of population aged 16-74)		
	2019			2019			2019			2019		
	Y-Y change	Distance to EU average	Y-Y for MS to Y-Y for EU	Y-Y change	Distance to EU average	Y-Y for MS to Y-Y for EU	Y-Y change	Distance to EU average	Y-Y for MS to Y-Y for EU	Y-Y change	Distance to EU average	Y-Y for MS to Y-Y for EU
EU27	-0.4	-2.4	-0.9	0.6	0.3	-1.1	-0.1	-0.8	0.1	1.0	0.1	1.4
EA19	1.1	-2.0	0.5	1.8	6.0	0.1	-0.1	-1.2	0.1	:	:	:
EUnw	0.5	0.0	0.0	1.7	0.0	0.0	-0.2	0.0	0.0	-0.4	0.0	0.0
EAnw	1.7	0.6	1.2	2.2	4.1	0.4	-0.3	0.2	-0.1	-0.9	2.0	-0.6
BE	6.6 b	7.0	6.0	1.1 b	20.5	-0.6	0.0 b	-0.7	0.2	0.0	5.1	0.4
BG	-1.8	-11.1	-2.3	3.5	-15.3	1.8	-0.5	-1.1	-0.3	0.0	-26.9	0.4
CZ	0.7	4.4	0.2	-2.7	-28.7	-4.4	0.2	-2.0	0.4	2.0 b	6.1	2.4
DK	0.0	12.5	-0.6	2.8	31.0	1.1	0.5	-0.7	0.7	-1.0	14.1	-0.6
DE	2.9	1.5	2.4	1.5	-3.7	-0.2	0.1	-2.2	0.3	2.0	14.1	2.4
EE	1.4	-6.6	0.9	3.5	-3.2	1.8	-0.9	13.0	-0.7	2.0	6.1	2.4
IE	6.0	23.0	5.4	3.1	5.8	1.4	0.0	-0.5	0.2	5.0	-2.9	5.4
EL	2.6	-11.9	2.1	-8.5	-2.6	-10.2	-0.7	5.6	-0.5	5.0	-4.9	5.4
ES	0.1	-11.7	-0.4	6.9	22.4	5.2	0.0	-2.3	0.2	2.0	1.1	2.4
FR	-2.3	7.4	-2.8	0.8	15.8	-0.9	0.0	-1.3	0.2	0.0	1.1	0.4
HR	-0.2	-10.1	-0.7	-2.1	-19.3	-3.8	0.0	-1.1	0.2	12.0	-2.9	12.4
IT	-1.4	-14.5	-1.9	0.6	-8.7	-1.1	-0.6	-0.7	-0.4	: bu	-13.9	:
CY	-1.1	0.5	-1.6	-0.3	-3.9	-2.0	-0.4	-1.5	-0.2	-5.0	-10.9	-4.6
LV	4.3	-11.3	3.8	0.9	-6.7	-0.8	-1.9	1.8	-1.7	-5.0 b	-12.9	-4.6
LT	8.7	-3.2	8.1	5.8	-8.4	4.1	-0.8	-1.1	-0.6	1.0	0.1	1.4
LU	-6.4	-0.8	-6.9	-0.5	25.0	-2.2	-0.1	-2.3	0.1	-20.0 b	9.1	-19.6
HU	-10.3	3.8	-10.8	0.4	-18.1	-1.3	0.2	-1.5	0.4	-1.0	-6.9	-0.6
MT	-4.3	-8.5	-4.8	6.2	3.3	4.5	-0.2	-2.5	0.0	-1.0	0.1	-0.6
NL	-0.7	3.6	-1.2	8.0	29.8	6.3	0.0	-2.3	0.2	0.0	23.1	0.4
AT	6.0	14.5	5.5	2.7	-12.3	1.0	0.2	-2.2	0.4	-1.0	10.1	-0.6
PL	-3.4	2.1	-4.0	-0.7	-24.8	-2.4	0.0	1.7	0.2	-2.0	-11.9	-1.6
PT	0.4	-10.5	-0.1	2.7	17.9	1.0	-0.4	-0.8	-0.2	2.0	-3.9	2.4
RO	-0.8	-19.4	-1.3	0.9	-20.9	-0.8	0.0	2.4	0.2	2.0	-24.9	2.4
SI	2.3	10.7	1.8	0.6	11.9	-1.1	-0.4	0.4	-0.2	1.0	-0.9	1.4
SK	7.0	3.3	6.4	5.2	-28.4	3.5	0.1	0.2	0.3	-5.0	-1.9	-4.6
FI	0.3	19.2	-0.2	1.0	3.2	-0.7	0.0	2.2	0.2	0.0	20.1	0.4
SE	-2.4	6.1	-2.9	3.7	18.1	2.0	-0.1	-1.1	0.1	-5.0 u	16.1	-4.6

Source: Eurostat.

Note: EUnw and EAnw refer to the non-weighted averages for EU and the euro area. The distance to the EU average is computed on the non-weighted average. The change for individual level of digital skills is computed with respect to 2017 (data for 2018 are not available).

Flags – b: break in time series; e: estimated; p: provisional; u: low reliability (small number of observations).

### Annex 3. Social scoreboard headline labour market indicators: yearly levels and scatterplot graphs

Year	Equal opportunities and access to the labour market						Dynamic labour markets and fair working conditions								
	Gender employment gap (pps)			Youth NEET (% of total population aged 15-24)			Employment rate (% population aged 20-64)			Unemployment rate (% active population aged 15-74)			Long term unemployment rate (% active population aged 15-74)		
	2017	2018	2019	2017	2018	2019	2017	2018	2019	2017	2018	2019	2017	2018	2019
<b>EU27</b>	11.7	11.8	11.7	11.0	10.5	10.1	71.3	72.4	73.1	8.1	7.2	6.7	3.8	3.2	2.8
<b>EA19</b>	11.2	11.3	11.0	11.2	10.6	10.2	71.0	72.0	72.7	9.0	8.1	7.5	4.4	3.8	3.3
<b>EUnw</b>	10.5	10.6	10.6	10.4	9.6	9.4	72.3	73.7	74.6	7.7	6.7	6.0	3.5	2.8	2.3
<b>EAnw</b>	10.1	10.2	10.0	10.2	9.4	9.2	72.0	73.4	74.3	8.5	7.4	6.7	4.1	3.3	2.8
<b>BE</b>	9.8	8.4	8.0	9.3	9.2	9.3	68.5	69.7	70.5	7.1	6.0	5.4	3.5	2.9	2.3
<b>BG</b>	8.0	8.2	8.6	15.3	15.0	13.7	71.3	72.4	75.0	6.2	5.2	4.2	3.4	3.0	2.4
<b>CZ</b>	15.8	15.2	15.0	6.3	5.6	5.7	78.5	79.9	80.3	2.9	2.2	2.0	1.0	0.7	0.6
<b>DK</b>	6.7	7.0	7.2	7.6	7.7	7.7	76.6	77.5	78.3	5.8	5.1	5.0	1.2	1.0	0.8
<b>DE</b>	7.9	8.1	8.0	6.3	5.9	5.7	79.2	79.9	80.6	3.8	3.4	3.1	1.6	1.4	1.2
<b>EE</b>	7.3	7.8	7.7	9.4	9.8	6.9	78.7	79.5	80.2	5.8	5.4	4.4	1.9	1.3	0.9
<b>IE</b>	12.1	12.2	12.4	10.9	10.1	10.1	73.0	74.1	75.1	6.7	5.8	5.0	3.0	2.1	1.6
<b>EL</b>	19.7	21.0	20.0	15.3	14.1	12.5	57.8	59.5	61.2	21.5	19.3	17.3	15.6	13.6	12.2
<b>ES</b>	11.9	12.1	11.9	13.3	12.4	12.1	65.5	67.0	68.0	17.2	15.3	14.1	7.7	6.4	5.3
<b>FR</b>	7.8	7.6	7.1	11.4	11.1	10.6	70.6	71.3	71.6	9.4	9.0	8.5	4.2	3.8	3.4
<b>HR</b>	10.6	10.2	10.5	15.4	13.6	11.8	63.6	65.2	66.7	11.2	8.5	6.6	4.6	3.4	2.4
<b>IT</b>	19.8	19.8	19.6	20.1	19.2	18.1	62.3	63.0	63.5	11.2	10.6	10.0	6.5	6.2	5.6
<b>CY</b>	9.5	10.4	11.6	16.1	13.2	13.7	70.8	73.9	75.7	11.1	8.4	7.1	4.5	2.7	2.1
<b>LV</b>	4.3	4.2	3.8	10.3	7.8	7.9	74.8	76.8	77.4	8.7	7.4	6.3	3.3	3.1	2.4
<b>LT</b>	1.0	2.3	1.6	9.1	8.0	8.6	76.0	77.8	78.2	7.1	6.2	6.3	2.7	2.0	1.9
<b>LU</b>	7.9	8.0	9.1	5.9	5.3	5.6	71.5	72.1	72.8	5.5	5.6	5.6	2.1	1.4	1.3
<b>HU</b>	15.3	15.3	15.5	11.0	10.7	11.0	73.3	74.4	75.3	4.2	3.7	3.4	1.7	1.4	1.1
<b>MT</b>	24.1	21.9	20.7	8.6	7.3	8.6	73.0	75.5	76.8	4.0	3.7	3.6	2.0	1.8	0.9
<b>NL</b>	10.5	10.1	9.3	4.0	4.2	4.3	78.0	79.2	80.1	4.9	3.8	3.4	1.9	1.4	1.0
<b>AT</b>	8.0	9.0	8.8	6.5	6.8	7.1	75.4	76.2	76.8	5.5	4.9	4.5	1.8	1.4	1.1
<b>PL</b>	14.6	14.4	15.4	9.5	8.7 b	8.1	70.9	72.2	73.0	4.9	3.9	3.3	1.5	1.0	0.7
<b>PT</b>	7.5	6.8	7.2	9.3	8.4	8.0	73.4	75.4	76.1	9.0	7.1	6.5	4.5	3.1	2.8
<b>RO</b>	17.1	18.3	19.0	15.2	14.5	14.7	68.8	69.9	70.9	4.9	4.2	3.9	2.0	1.8	1.7
<b>SI</b>	7.2	7.3	6.8	6.5	6.6	7.0	73.4	75.4	76.4	6.6	5.1	4.5	3.1	2.2	1.9
<b>SK</b>	12.8	13.7	13.0	12.1	10.2	10.3	71.1	72.4	73.4	8.1	6.5	5.8	5.1	4.0	3.4
<b>FI</b>	3.5	3.7	2.7	9.4	8.5	8.2	74.2	76.3	77.2	8.6	7.4	6.7	2.1	1.6	1.2
<b>SE</b>	4.0	4.2	4.7	6.2	6.0 b	5.5	81.8	82.4 b	82.1	6.7	6.4 b	6.8	1.2	1.1 b	0.9

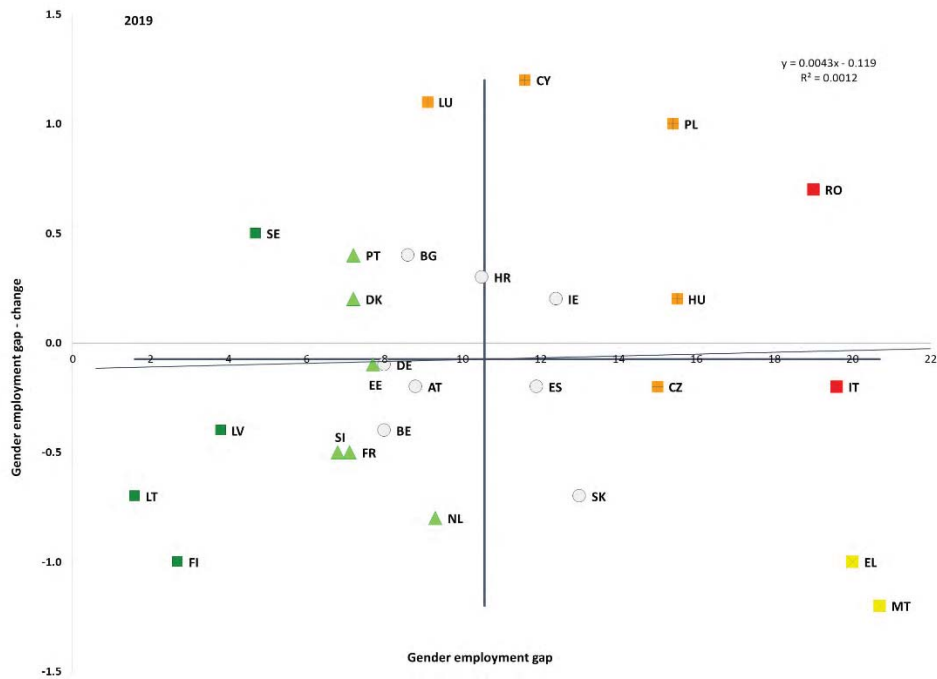
Source: Eurostat.

Note: EUnw and EAnw refer to the non-weighted averages for EU and the euro area.

Flags – b: break in time series; e: estimated; p: provisional; u: low reliability (small number of observations).

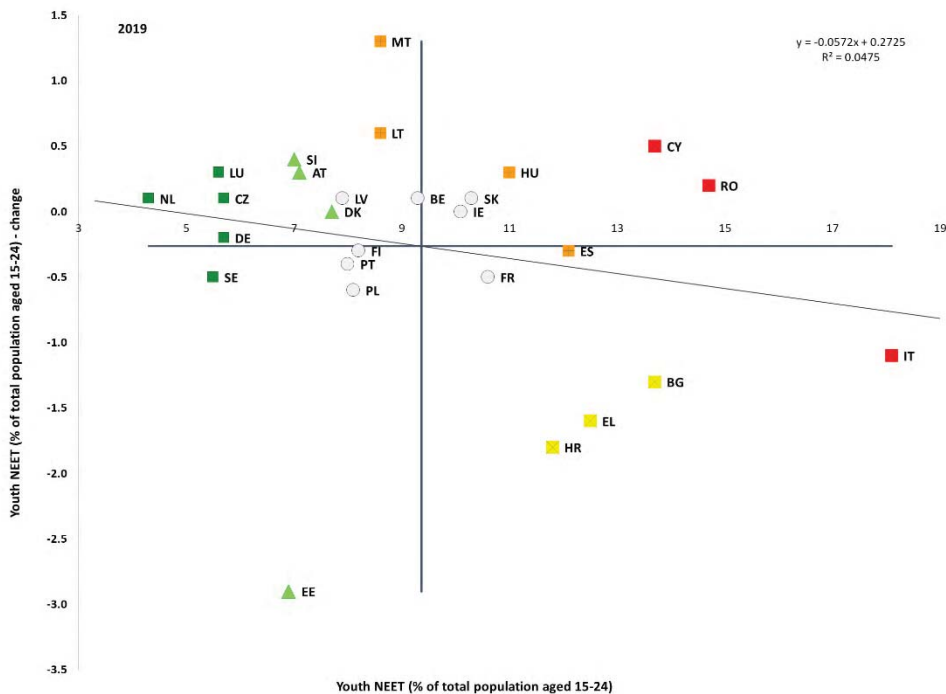


**Figure 1. Gender employment gap and yearly change**



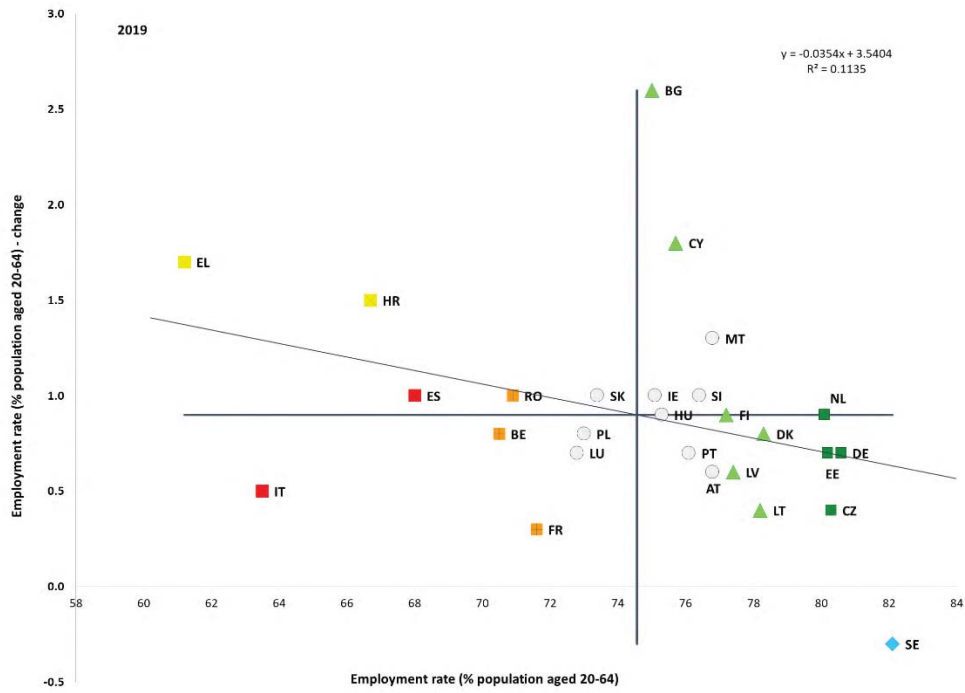
Source: Eurostat. Period: 2019 levels and yearly changes with respect to 2018. Note: Axes are centred on the unweighted EU average. The legend is presented in Annex 5.

**Figure 2. NEET rate (15-24) and yearly change**



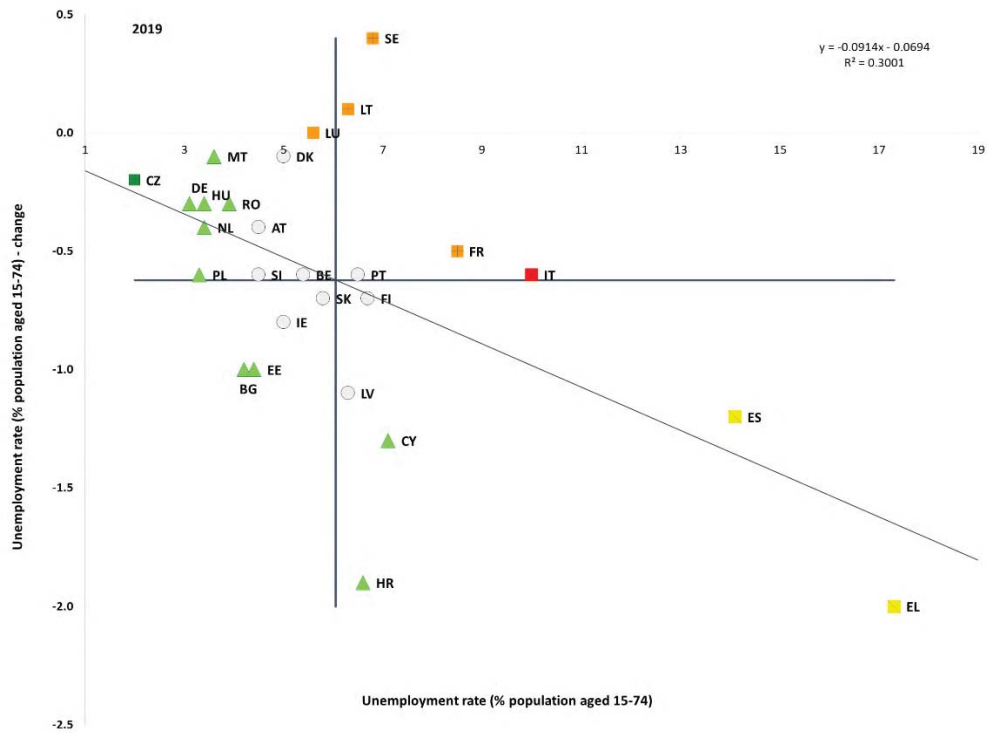
Source: Eurostat. Period: 2019 levels and yearly changes with respect to 2018. Note: Axes are centred on the unweighted EU average. The legend is presented in Annex 5.

**Figure 3. Employment rate (20-64) and yearly change**



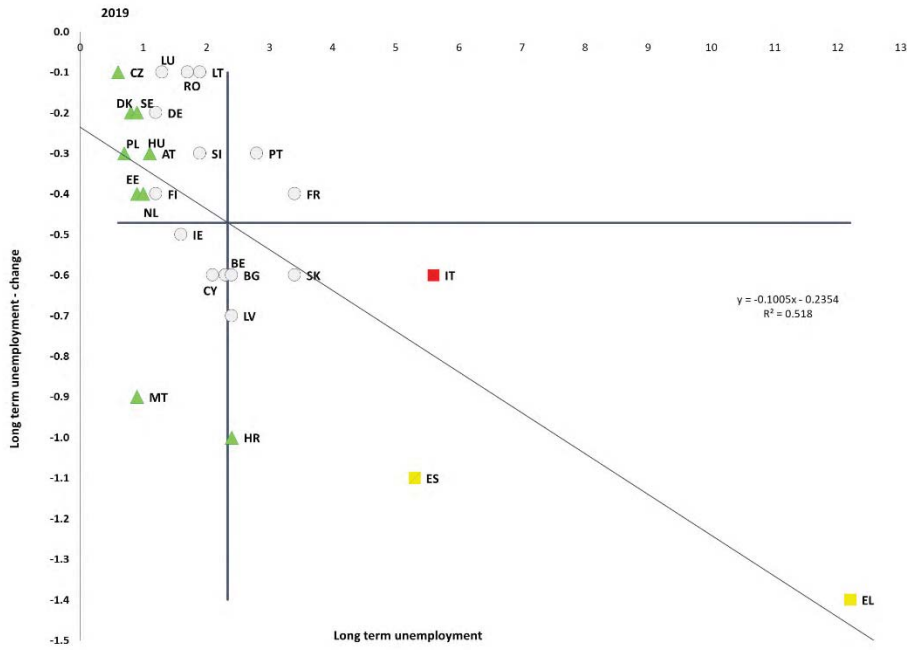
Source: Eurostat. Period: 2019 levels and yearly changes with respect to 2018. Note: Axes are centred on the unweighted EU average. The legend is presented in Annex 5.

**Figure 4. Unemployment rate (15-74) and yearly change**



Source: Eurostat. Period: 2019 levels and yearly changes with respect to 2018. Note: Axes are centred on the unweighted EU average. The legend is presented in Annex 5.

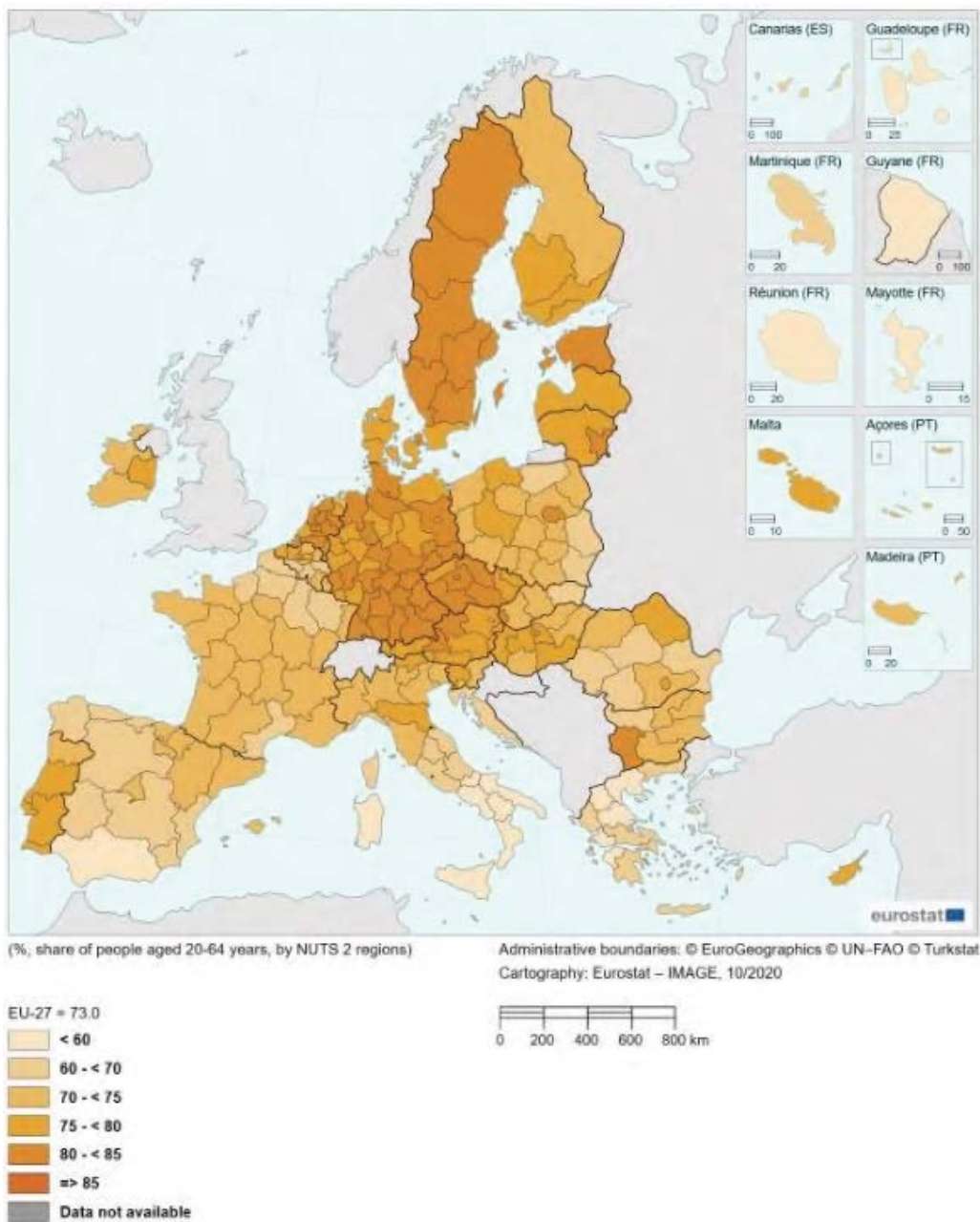
**Figure 5. Long-term unemployment rate (Social Scoreboard headline indicator)**



Source: Eurostat. Period: 2019 levels and yearly changes with respect to 2018. Note: Axes are centred on the unweighted EU average. The legend is presented in Annex 5.

## Annex 4. Regional breakdown of selected social scoreboard headline indicators<sup>1</sup>

**Figure 1. Employment rate, 2019**  
(%, share of people aged 20-64 years, by NUTS 2 regions)



Note: Corse (FRM0): low reliability.

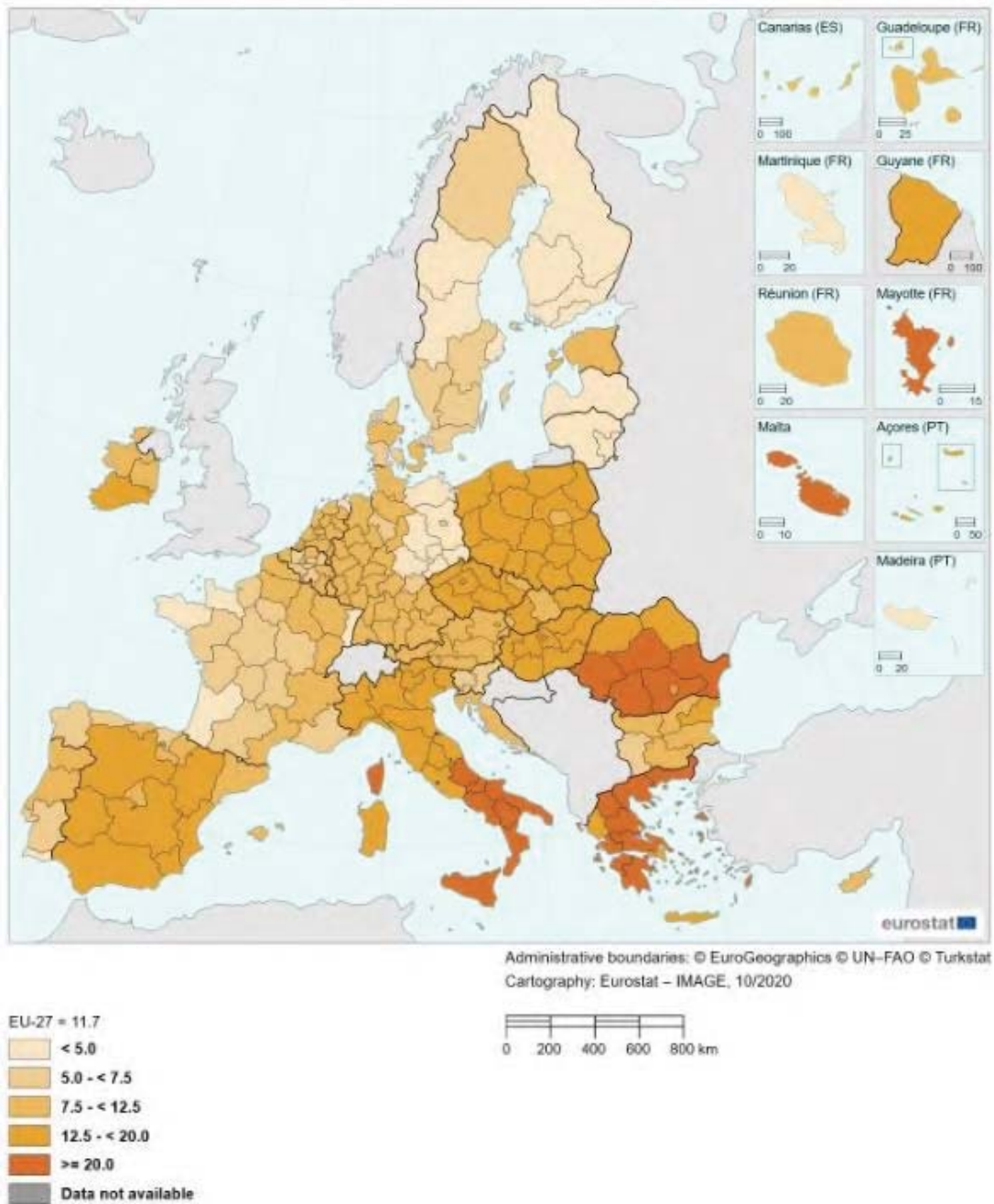
Source: Eurostat (online data code: lfst\_r\_lfe2emprtn)

<sup>1</sup> Note: Breakdowns at the regional (NUTS 2) level. If the regional (NUTS 2) breakdown is not available or is statistically unreliable the NUTS 1 or the national level is presented in the maps.



## Figure 2. Gender employment gap, 2019

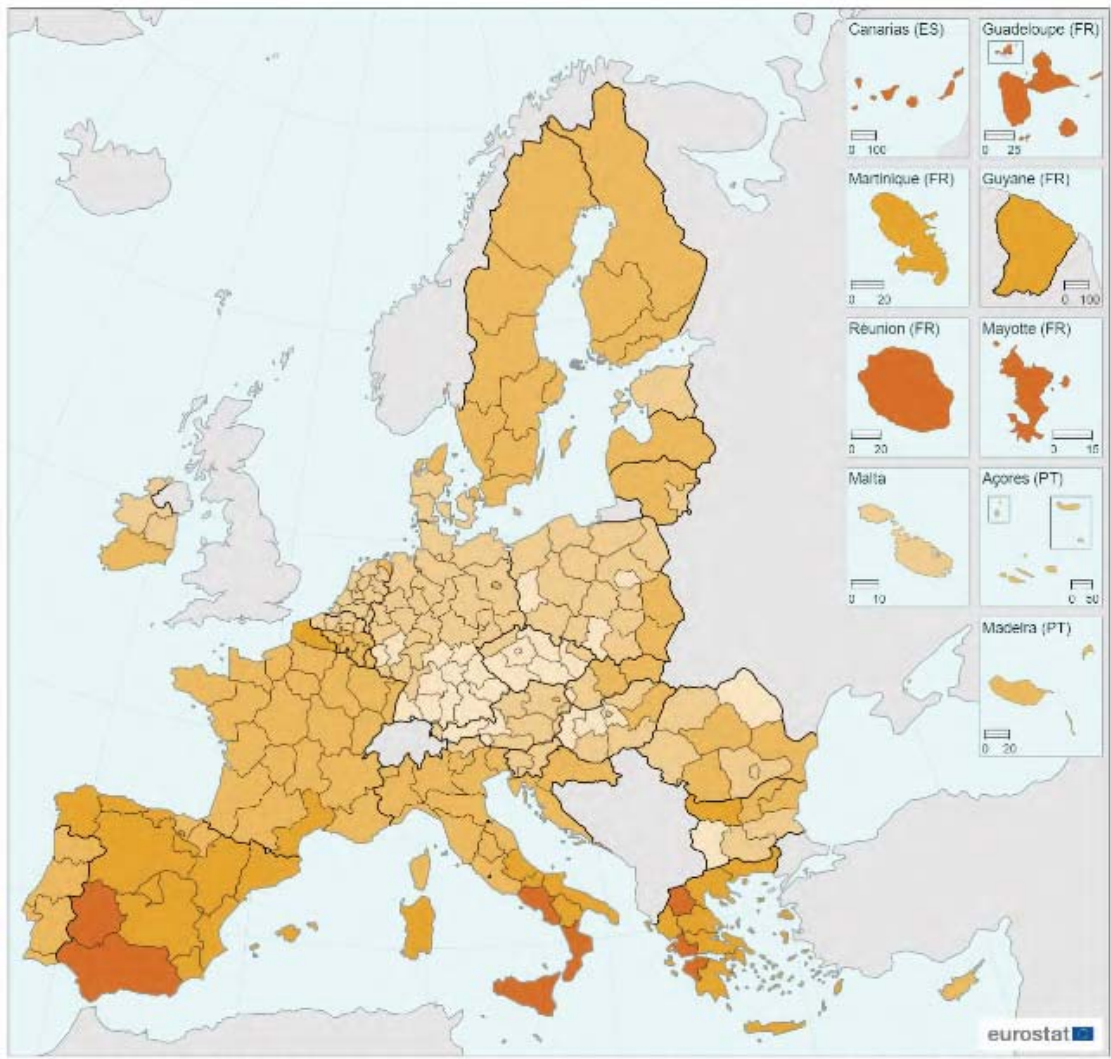
(percentage points difference, male employment rate minus female employment rate, based on people aged 20-64 years, by NUTS 2 regions)



Note: the gender employment gap is defined as the difference between the male employment rate and the female employment rate among those persons aged 20-64 years; the male employment rate was consistently higher than the female employment rate across all regions.

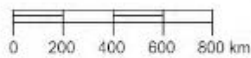
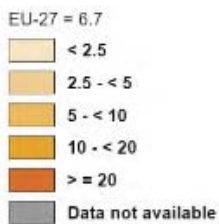
Source: Eurostat (online data code: lfst\_r\_lfe2emprtn)

**Figure 3. Unemployment rate, 2019**  
 (% share of labour force aged 15-74 years, by NUTS 2 regions)



(% of persons aged 15-74, by NUTS 2 region)

Administrative boundaries: © EuroGeographics © UN-FAO © Turkstat  
 Cartography: Eurostat – IMAGE, 10/2020

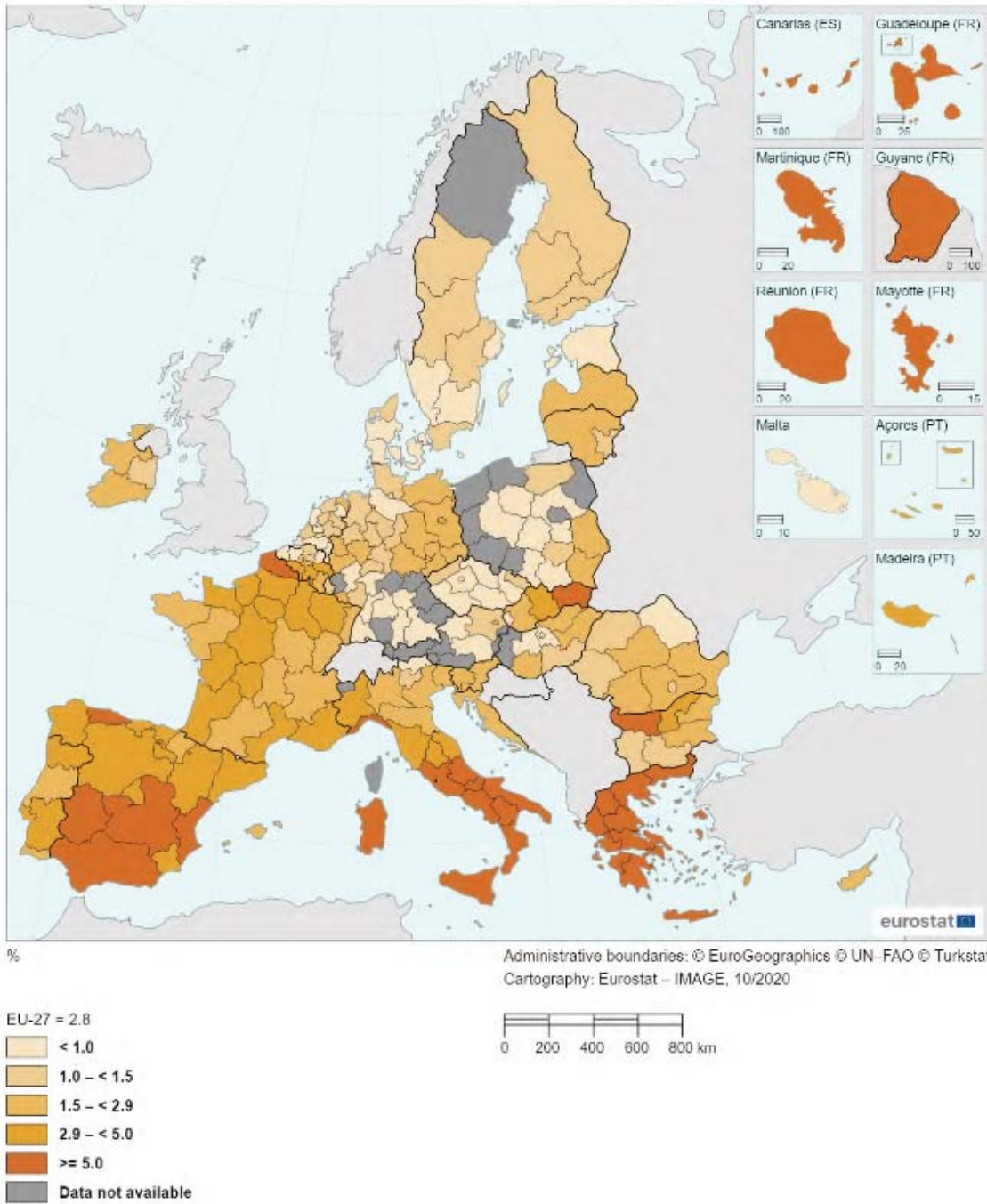


Note: Corse (FRM0), Burgenland (AT11), Lubuskie (PL43) and Opolskie (PL52), Cumbria (UKD1): reduced reliability due to sample size.

Source: Eurostat (online data code: lfst\_r\_lfu3rt)



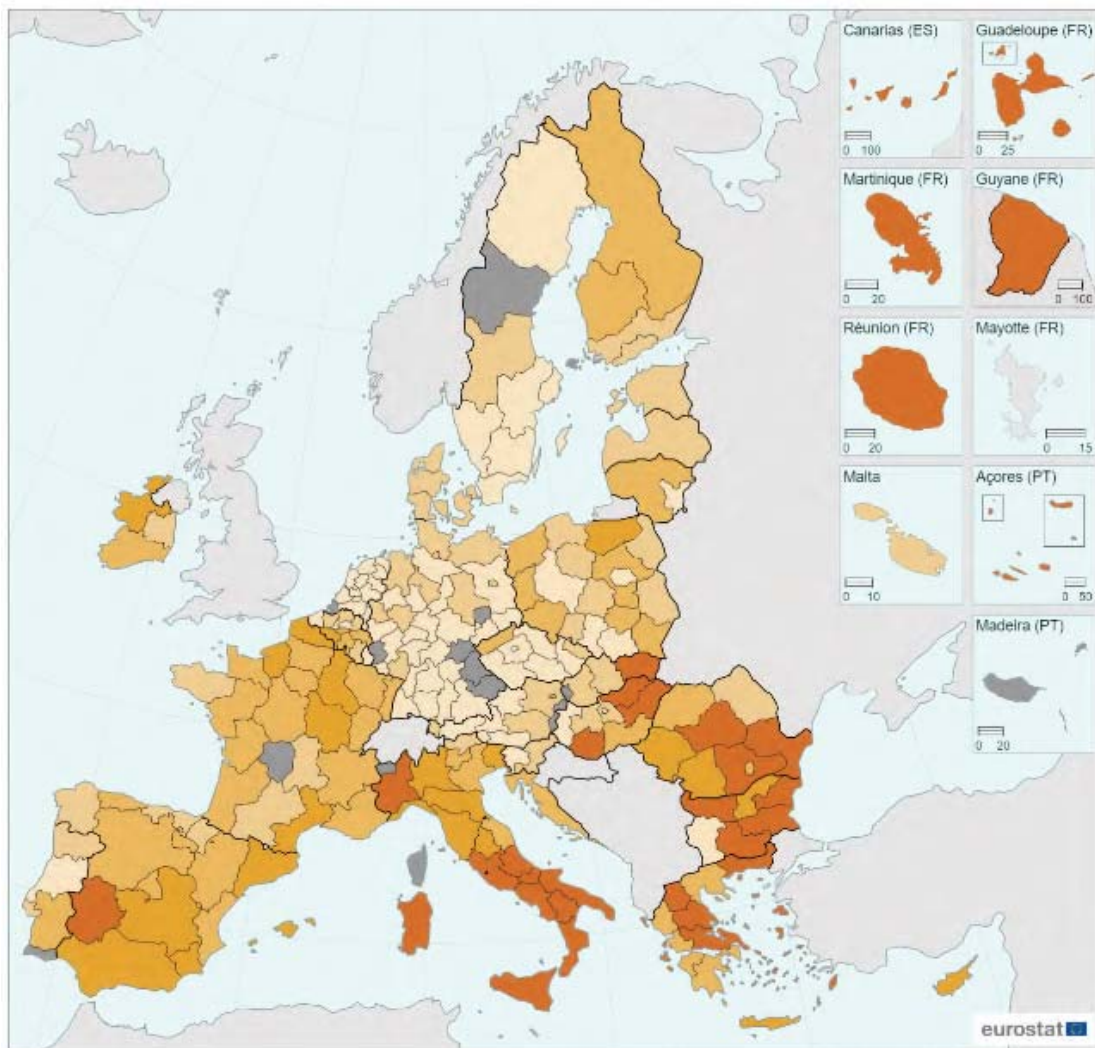
**Figure 4. Long-term unemployment rate (12 months or more), 2019**  
 (% , share of active population, by NUTS 2 regions)



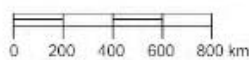
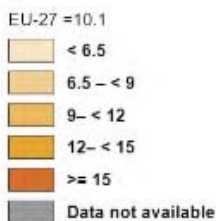
Note : includes data of low reliability for some regions (too many to document).

Source: Eurostat (online data code: tgs00053)

**Figure 5. Young people neither in employment nor in education or training (NEET), 2019**  
 (% share of people aged 15-24 years, by NUTS 2 regions)



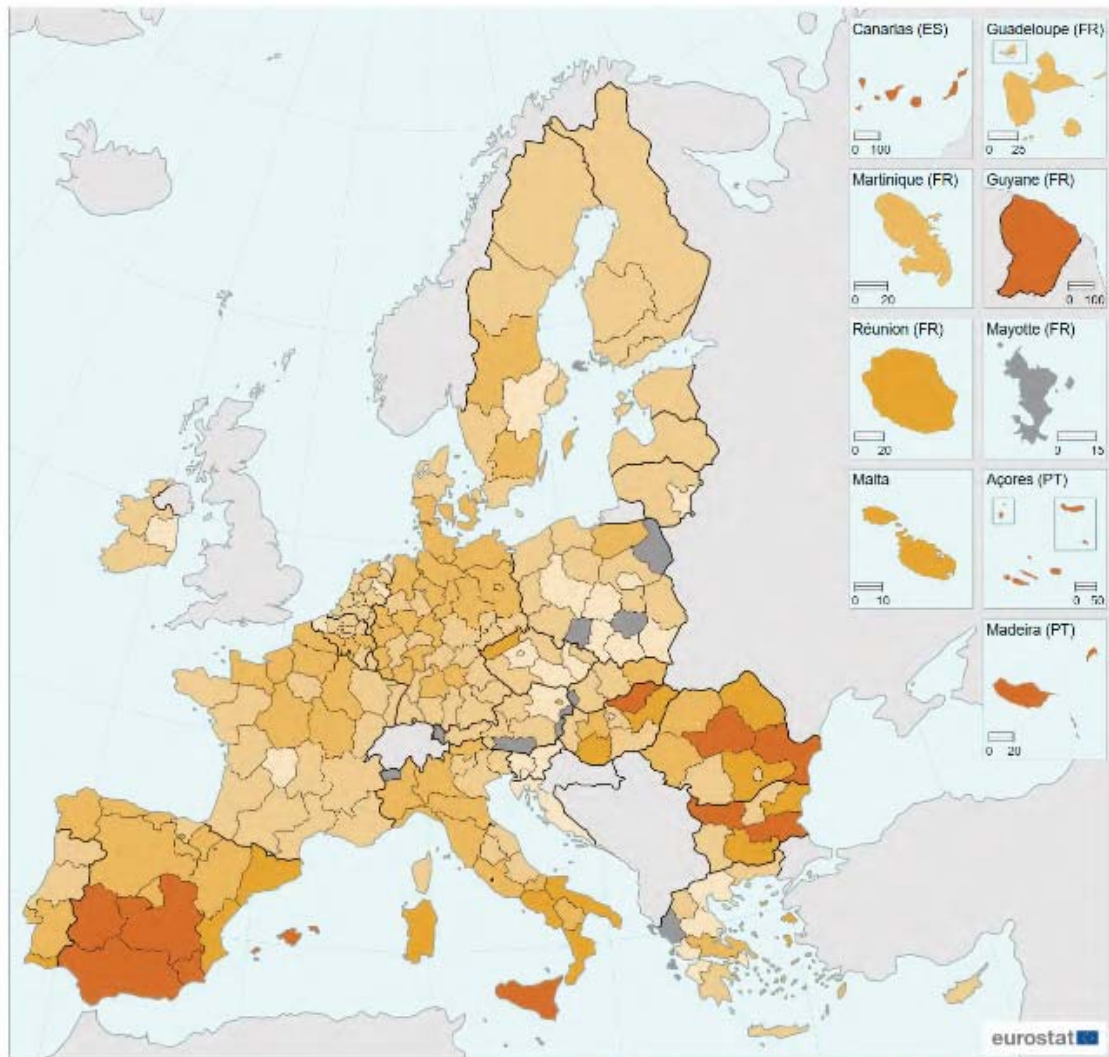
Administrative boundaries: © EuroGeographics © UN-FAO © Turkstat  
 Cartography: Eurostat – IMAGE, 10/2020



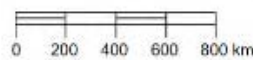
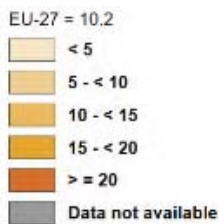
Note: Low reliability for Belgium (provinces of Brabant Wallon and Luxembourg); Czechia (Praha); Greece (Ionia Nisia); Spain (Cantabria, La Rioja, Ciudad Autonomas de Ceuta and Melilla); Lithuania (Sostines regionas); The Netherlands (Drenthe); Austria (Kärnten, Salzburg, Tirol and Vorarlberg); Poland (Lubuskie, Opolskie, Swietokrzyskie, Podlaskie and Warszawski stoleczny); Sweden (Småland med öarna).

Source: Eurostat (online data code: edat\_lfse\_22)

**Figure 6. Early leavers from education and training, 2019**  
 (% share of people aged 18-24 years, by NUTS 2 regions)



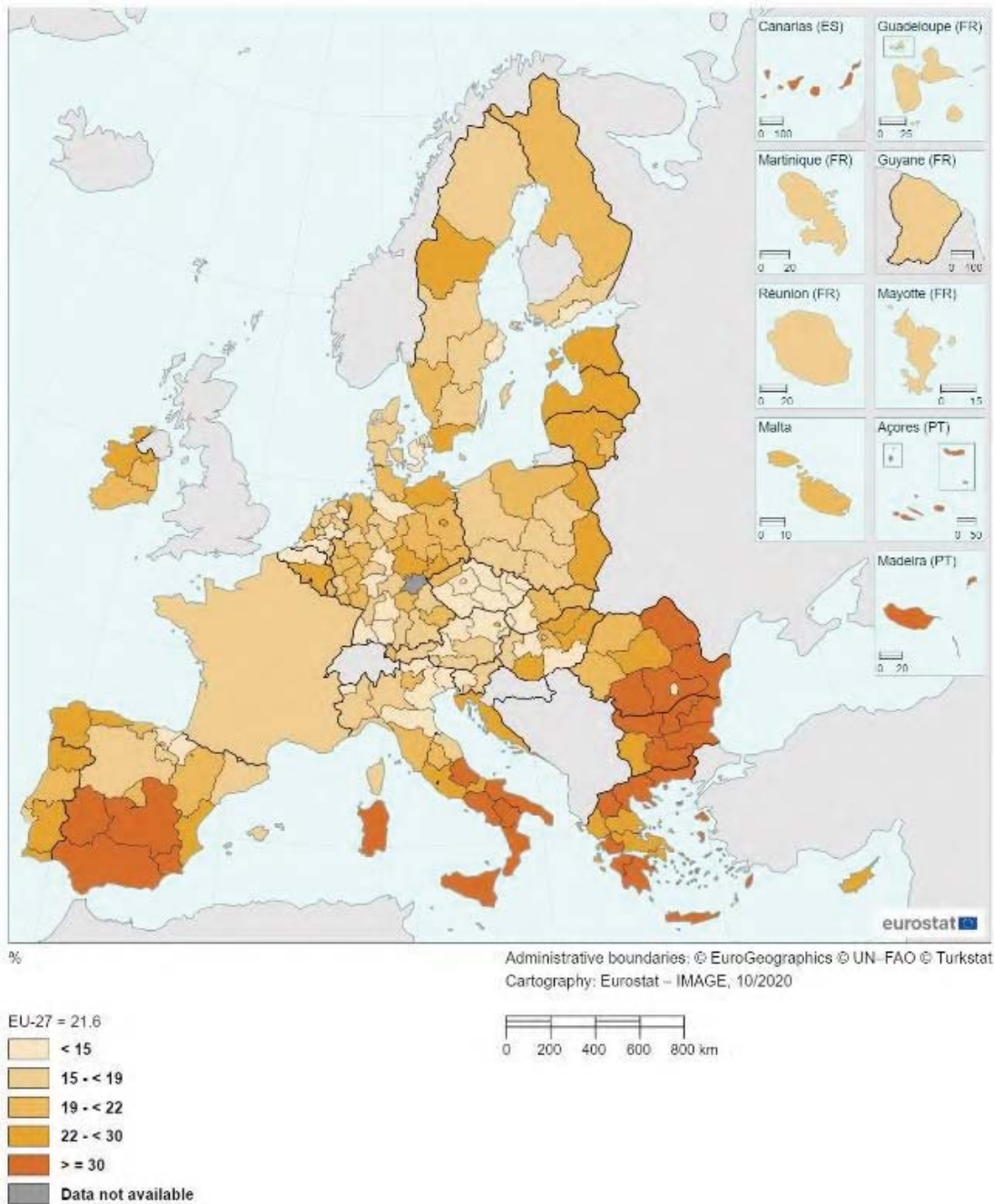
Administrative boundaries: © EuroGeographics © UN-FAO © Turkstat  
 Cartography: Eurostat – IMAGE, 10/2020



Note: includes data of low reliability for some regions (too many to document).

Source: Eurostat (online data code: edat\_lfse\_16)

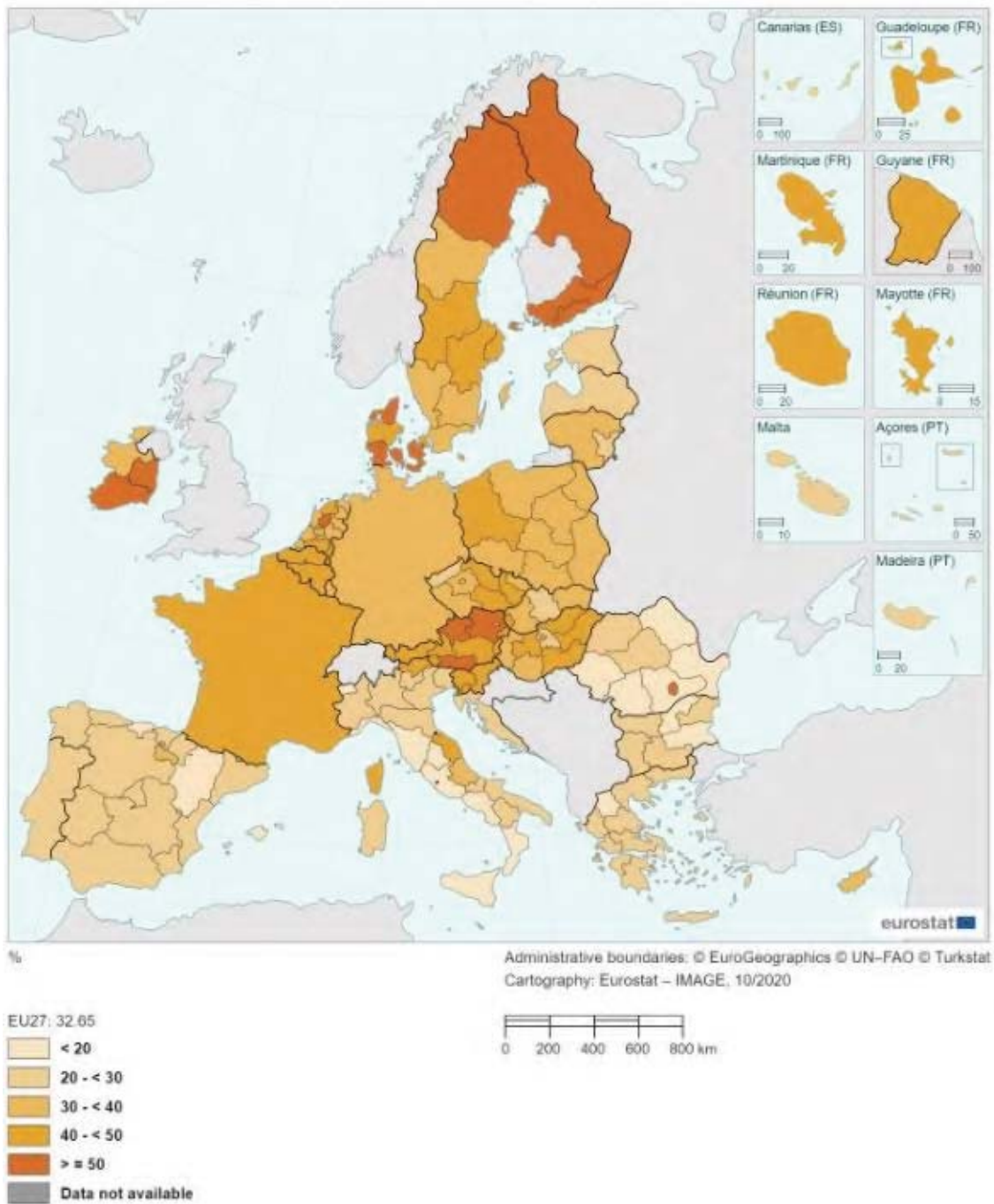
**Figure 7. People at risk of poverty or social exclusion, 2019**  
 (% , by NUTS 2 regions)



Note: Belgium, Poland: NUTS 1 level. France: national data. Germany: 2017 data. EU-27, Ireland, France, Italy, Austria and Slovakia: 2018 data. EU-27, Germany and Austria: estimated. Belgium: break in series. Burgenland (AT11): low reliability.

Source: Eurostat (online data code: ilc\_peps11 and ilc\_peps01)

**Figure 8. Impact of social transfers (excluding pensions) on poverty reduction, 2019**  
 (% by NUTS 2 regions)

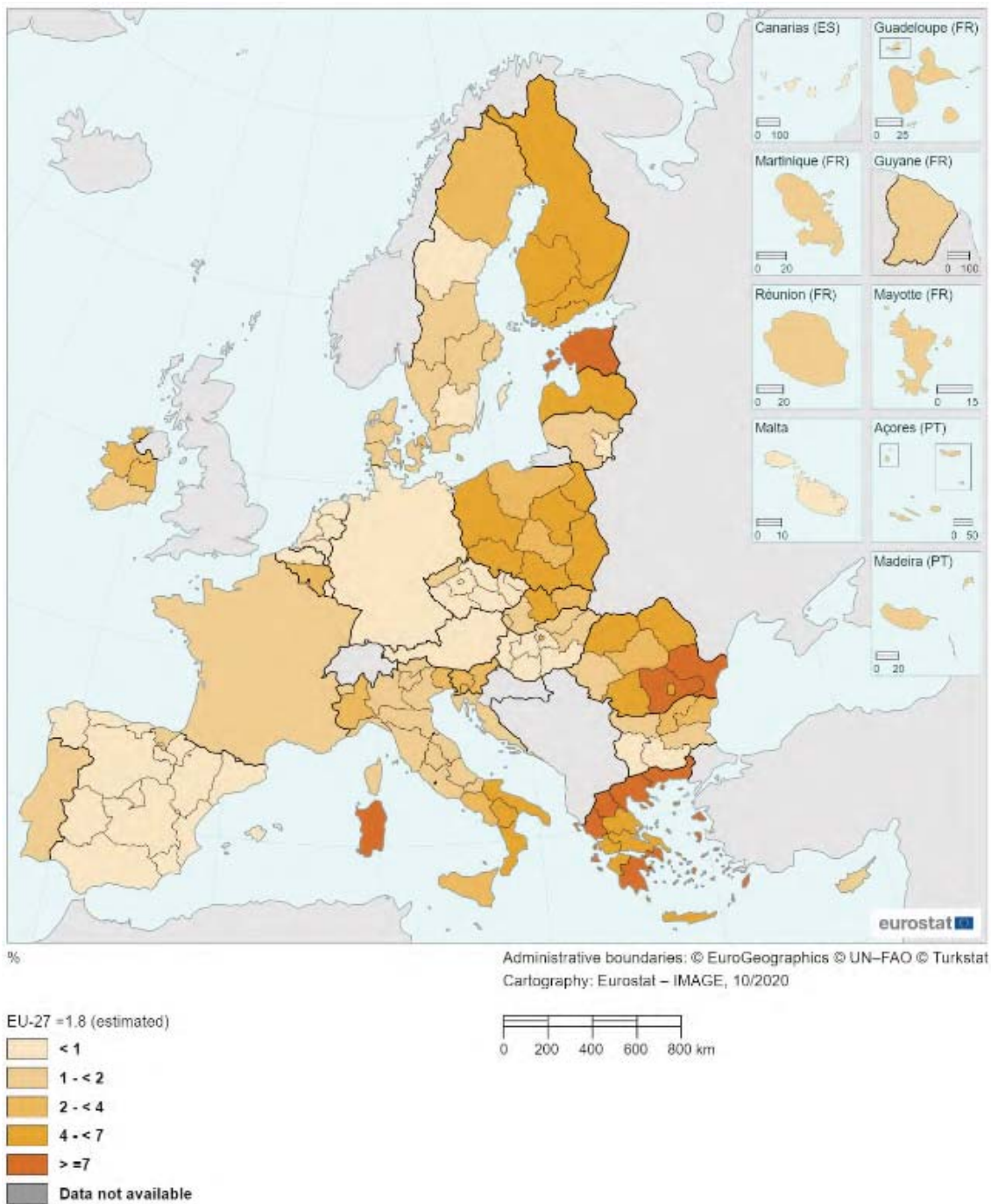


Note: Belgium: NUTS 1 level. Germany, France, Netherlands, Poland and Portugal: national data. France, Ireland, Italy, Austria and Slovakia: 2018 data. Belgium: break in series. Austria: estimated.

Source: Eurostat (online data code: tespm050\_r)

**Figure 9. Self-reported unmet needs for medical examination, 2019**

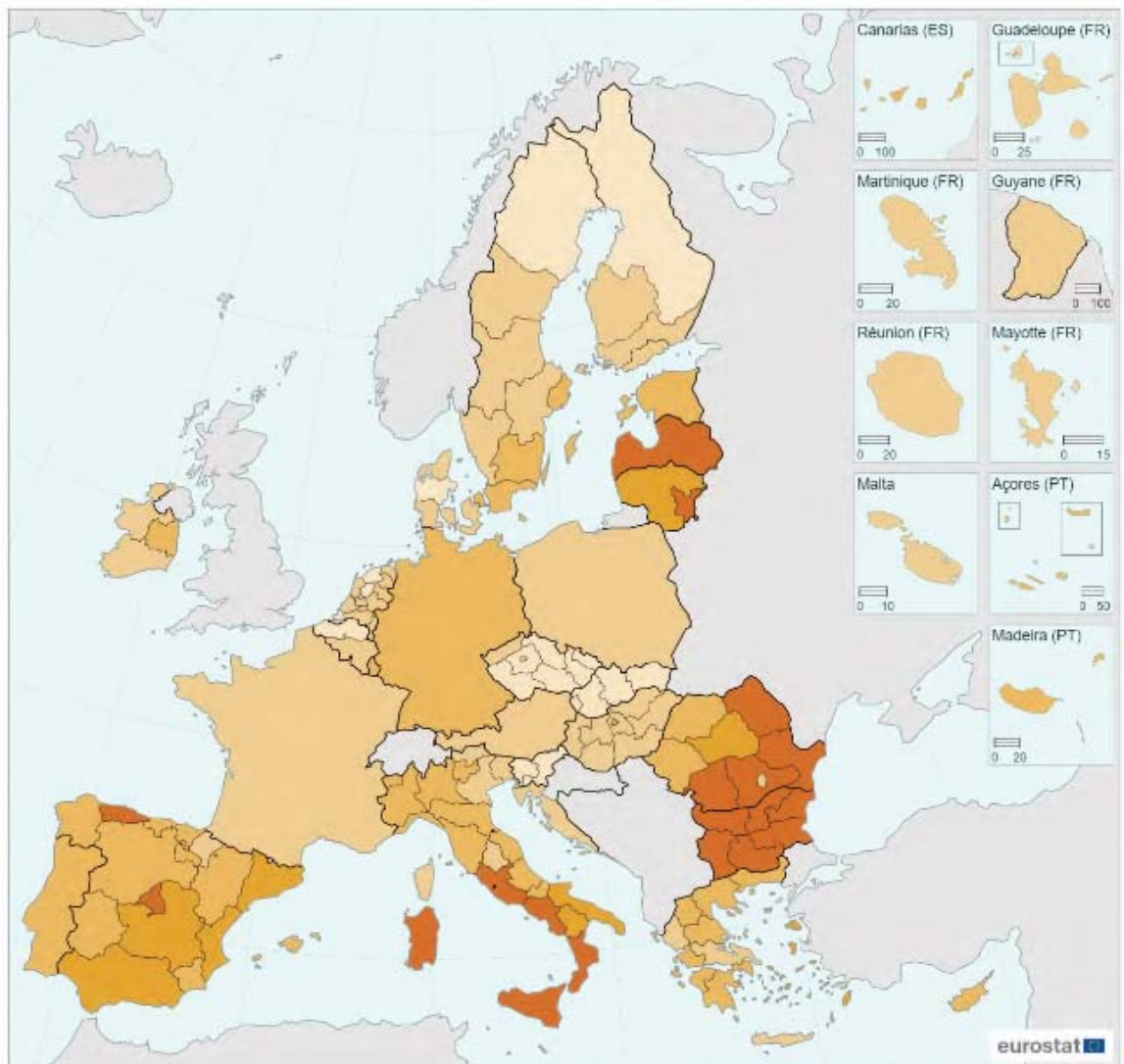
(%, self-reported unmet needs because of ‘Financial reasons’, ‘Waiting list’ or ‘Too far to travel’, NUTS 2 regions)



Note: Netherlands and Poland: NUTS level 1. Germany, France, Austria and Portugal: national data. Belgium: break in series. Ireland, France, Italy, Slovakia: 2018 data.

Source: Eurostat (online data codes: hlth\_silc\_08\_r and tesp110)

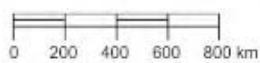
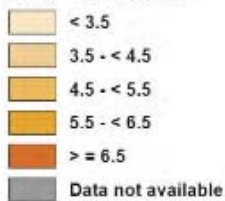
**Figure 10. Income quintile share ratio, 2017**  
(index, by NUTS 2 regions)



Index

Administrative boundaries: © EuroGeographics © UN-FAO © Turkstat  
Cartography: Eurostat – IMAGE, 10/2020

EU-27 =5 (estimated)



Note: Belgium: NUTS 1 level. Germany, France, Austria, Poland and Portugal: national data. Belgium: break in series. Ireland, France, Slovakia: 2018 data. Italy: 2017 data. Spain: Ciudad autonoma de Ceuta and Finland: Åland: low reliability.

Source: Eurostat (online data codes: ilc\_di11\_r and ilc\_di11)

## Annex 5. Methodological note on the identification of trends and levels in the scoreboard

In mid-2015 the European Commission, the Employment Committee and the Social Protection Committee agreed on a methodology for assessing Member States' performance on the scoreboard of key employment and social indicators. As part of the agreement, the methodology aimed at providing, for each indicator, a measure of the relative standing of each Member State within the distribution of the indicator values (scores) of the EU. The methodology is applied jointly to year-levels (levels) as well as to one-year changes (changes), thus enabling a holistic assessment of MS performance<sup>2</sup>.

In 2017 the Commission in agreement with the Employment Committee and the Social Protection Committee has decided to apply the methodology to the social scoreboard accompanying the European Pillar of Social Rights.

For each indicator, levels and changes are converted to standard scores (also known as z-scores) to apply the same metric to all the indicators. This is achieved by standardising raw values of both levels and changes according to the formula:

$$z - \text{score for } MS_x = \frac{[MS_x \text{ indicator} - \text{average (MS indicator)}]}{\text{standard deviation (MS indicator)}}$$

Then the distributions of scores (separately for levels and changes) are analysed. This approach enables expressing for each Member State its raw indicator value in terms of how many standard deviations it deviates from the (unweighted) average. The performance of each MS is assessed and classified on the basis of the resulting z-scores against a set of pre-defined thresholds, set as standard deviation multiples.

The most important issue within this approach is setting cut-off points. Given that no parametric assumption can be made about the distribution of the observed raw values<sup>3</sup>, it is common to use a “rule of thumb” in selecting the thresholds. According to the analysis of the key indicators used in the scoreboard, it was agreed to consider:

1. Any score below -1 as a very good performance
2. Any score between -1 and -0.5 as a good performance
3. Any score between -0.5 and 0.5 as a neutral performance
4. Any score between 0.5 and 1 as a bad performance
5. Any score higher than 1 as a very bad performance<sup>4</sup>

**Table 1: Z-scores threshold values**

z-scores threshold values					
	-1.0	-0.5	0	0.5	1.0
	<i>(lower than)</i>	<i>(lower than)</i>	<i>(between)</i>	<i>(Higher than)</i>	<i>(Higher than)</i>
	Assessment				
<b>Levels</b>	Very Low	Low	On average	High	Very High
<b>Changes</b>	Much lower than average	Lower than average	On average	Higher than average	Much higher than average

<sup>2</sup> With the exception of the new indicator "net earnings of a full-time single worker without children earning an average wage" for which 3-year averages are used for both levels and changes to smooth out short-term fluctuations.

<sup>3</sup> Both normality and T-shaped distribution tests were carried out resulting in the rejection of any distributional hypothesis.

<sup>4</sup> In case of normality, chosen cut-off points roughly corresponds to 15 %, 30%, 50%, 70% and 85% of cumulative distribution.



By combining the evaluation of levels and changes it is then possible to classify the overall performance of a country according to each indicator within one of the following seven categories. The colour coding is reflected in the respective figures in the body of the report.

The tables below provide the classification based on z-scores for those indicators for which a low value is assessed as a good performance (e.g. unemployment rate, AROPE, etc).

<b>Best performers</b>	scoring less than -1.0 in levels and less than 1.0 in changes	Member States with levels much better than the EU average and with the situation improving or not deteriorating much faster than the EU average
<b>Better than average</b>	scoring between -1.0 and -0.5 in levels and less than 1 in changes <u>or</u> scoring between -0.5 and 0.5 in levels and less than -1.0 in changes	Member States with levels better than the EU average and with the situation improving or not deteriorating much faster than the EU average
<b>Good but to monitor</b>	scoring less than -0.5 in levels and more than 1.0 in changes, <i>and</i> presenting a change higher than zero <sup>5</sup>	Member States with levels better or much better than the EU average but with the situation deteriorating much faster than the EU average
<b>On average / neutral</b>	scoring between -0.5 and 0.5 in levels and between -1.0 and 1.0 in changes	Member States with levels on average and with the situation not improving nor deteriorating much faster than the EU average
<b>Weak but improving</b>	scoring more than 0.5 in levels and less than -1.0 in changes	Member States with levels worse or much worse than the EU average but with the situation improving much faster than the EU average
<b>To watch</b>	scoring between 0.5 and 1.0 in levels and more than -1.0 in changes <u>or</u> scoring between -0.5 and 0.5 in levels and more than 1.0 in changes ( <i>and</i> presenting a change higher than zero <sup>6</sup> )	This category groups two different cases: i) Member States with levels worse than the EU average and with the situation deteriorating or not improving sufficiently fast; ii) Member States with levels in line with the EU average but with the situation deteriorating much faster than the EU average
<b>Critical situations</b>	scoring more than 1.0 in levels and more than -1.0 in changes	Member States with levels much worse than the EU average and with the situation deteriorating or not improving sufficiently fast

Level	Change				
	Much lower than average	Lower than average	On average	Higher than average	Much higher than average
Very low					
Low					
On average					
High					
Very high					

<sup>5</sup> The latter condition prevents a Member State presenting "low" or "very low" level to be flagged as "deteriorating" when showing a change "much higher than average", but still improving.

<sup>6</sup> The latter condition prevents a Member State presenting an "on average" level to be flagged as "to watch" when showing a change "much higher than average", but still improving.

The tables below provide the classification based on z-scores for those indicators for which a high value is assessed as a good performance (e.g. employment rate, participation into childcare, etc).

<b>Best performers</b>	scoring more than 1.0 in levels and more than -1.0 in changes	Member States with levels much better than the EU average and with the situation improving or not deteriorating much faster than the EU average
<b>Better than average</b>	scoring between 1.0 and 0.5 in levels and more than -1.0 in changes <u>or</u> scoring between -0.5 and 0.5 in levels and more than 1.0 in changes	Member States with levels better than the EU average and with the situation improving or not deteriorating much faster than the EU average
<b>Good but to monitor</b>	scoring more than 0.5 in levels and less than -1.0 in changes, <i>and</i> presenting a change lower than zero <sup>7</sup>	Member States with levels better or much better than the EU average but with the situation deteriorating much faster than the EU average
<b>On average / neutral</b>	scoring between -0.5 and 0.5 in levels and between -1.0 and 1.0 in changes	Member States with levels on average and with the situation not improving nor deteriorating much faster than the EU average
<b>Weak but improving</b>	scoring less than -0.5 in levels and more than 1.0 in changes	Member States with levels worse or much worse than the EU average but with the situation improving much faster than the EU average
<b>To watch</b>	scoring between -0.5 and -1.0 in levels and less than 1.0 in changes <u>or</u> scoring between -0.5 and 0.5 in levels and less than -1.0 in changes ( <i>and</i> presenting a change lower than zero <sup>8</sup> )	This category groups two different cases: i) Member States with levels worse than the EU average and with the situation deteriorating or not improving sufficiently fast; ii) Member States with levels in line with the EU average but with the situation deteriorating much faster than the EU average
<b>Critical situations</b>	scoring less than 1.0 in levels and less than 1.0 in changes	Member States with levels much worse than the EU average and with the situation deteriorating or not improving sufficiently fast

Level	Change				
	Much higher than average	Higher than average	On average	Lower than average	Much lower than average
Very high					
High					
On average					
Low					
Very low					

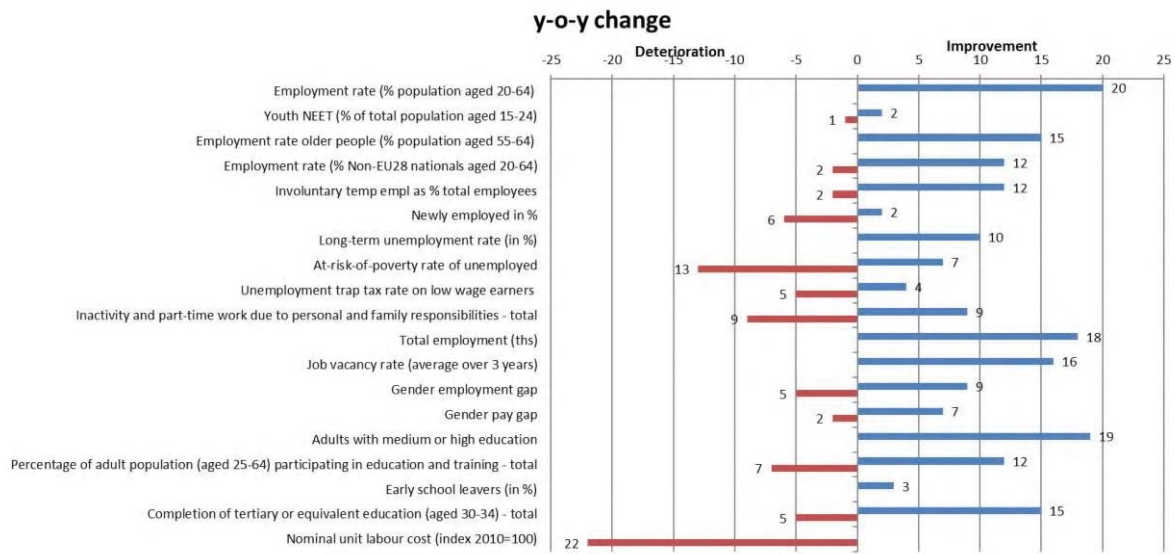
<sup>7</sup> The latter condition prevents a Member State presenting "high" or "very high" level to be flagged as "deteriorating" when showing a change "much lower than average", but still improving.

<sup>8</sup> The latter condition prevents a Member State presenting an "on average" level to be flagged as "to watch" when showing a change "much lower than average", but still improving.

***Cut-off points summary table***

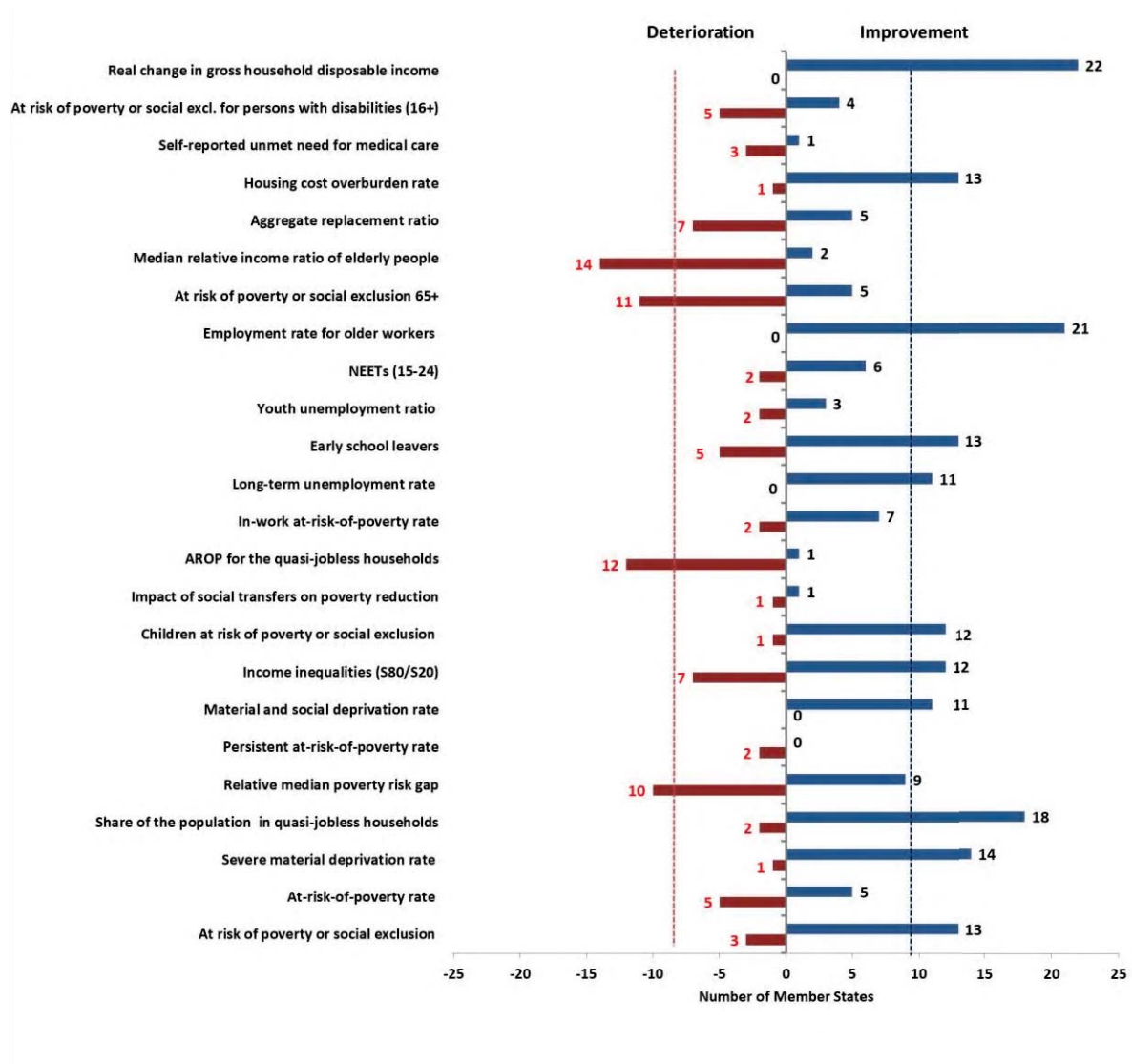
		Very low	Low	On average	High	Very high
Early leavers from education and training (% of population aged 18-24)	Levels	less than 5.1%	less than 7.0%	between 7.0% and 10.8%	more than 10.8%	more than 12.7%
	Changes	less than -0.9 pps	less than -0.6 pps	between -0.6 pps and 0.2pps	more than 0.2pps	more than 0.5 pps
Gender employment gap (pps)	Levels	less than 5.0%	less than 7.6%	between 7.6% and 13.0%	more than 13.0%	more than 15.7%
	Changes	less than -1.3 pps	less than -0.8pps	between -0.8 pps and 0.2pps	more than 0.2pps	more than 0.7pps
Income quintile ratio (S80/S20)	Levels	less than 3.6	less than 4.2	between 4.2 and 5.4	more than 5.4	more than 6.0
	Changes	less than -0.3	less than -0.1	between -0.1 and 0.1	more than 0.1	more than 0.2
At risk of poverty or social exclusion (%)	Levels	less than 16.0%	less than 18.6%	between 18.6% and 23.7%	more than 23.7%	more than 26.3%
	Changes	less than -1.5pps	less than -1.0 pps	between -1.0 pps and -0.2 pps	more than -0.2 pps	more than 0.2 pps
Youth NEET (% of total population aged 15-24)	Levels	less than 7.4%	less than 9.1%	between 9.1% and 12.6%	more than 12.6%	more than 14.4%
	Changes	less than 0.3pps	less than 0.9pps	between 0.9pps and 2.1pps	more than 2.1pps	more than 2.7pps
Employment rate (% population aged 20-64)	Levels	less than 68.2%	less than 70.8%	between 70.8% and 76.0%	more than 76.0%	more than 78.6%
	Changes	less than -2.2pps	less than -1.8pps	between -1.8pps and -0.8pps	more than -0.8pps	more than -0.4pps
Unemployment rate (% active population aged 15-74)	Levels	less than 3.5%	less than 5.1%	between 5.1% and 8.3%	more than 8.3%	more than 9.9%
	Changes	less than -0.4pps	less than 0.1pps	between 0.1pps and 1.1pps	more than 1.1pps	more than 1.6pps
Long-term unemployment rate (% active population aged 15-74)	Levels	less than 0.0%	less than 1.1%	between 1.1% and 3.1%	more than 3.1%	more than 4.1%
	Changes	less than -0.9pps	less than -0.6pps	between -0.6pps and 0.0pps	more than 0.0pps	more than 0.3pps
Real GDHI per capita (2008 = 100)	Levels	less than 96.7	less than 104.0	between 104.0 and 118.6	more than 118.6	more than 125.9
	Changes	less than 0.4 pps	less than 1.3pps	between 1.3pps and 3.2pps	more than 3.2pps	more than 4.2pps
Net earnings of a full time single worker earning the average wage (levels in PPS, changes in national currency in real terms)	Levels	less than 13,786	less than 17,082	between 17,082 and 23,673	more than 23,673	more than 26,968
	Changes	less than 0.0%	less than 1.3%	between 1.3% and 4.0%	more than 4.0%	more than 5.3%
Impact of social transfers (other than pensions) on poverty reduction (%)	Levels	less than 24.1%	less than 29.4%	between 29.4% and 40.0%	more than 40.0%	more than 45.4%
	Changes	less than -3.6 pps	less than -1.6 pps	between -1.6 pps and 2.6 pps	more than 2.6 pps	more than 4.7 pps
Children aged less than 3 years in formal childcare (%)	Levels	less than 17.3%	less than 26.1%	between 26.1% and 43.9%	more than 43.9%	more than 52.7%
	Changes	less than -1.5pps	less than 0.1pps	between 0.1pps and 3.4pps	more than 3.4pps	more than 5.0pps
Self-reported unmet need for medical care (%)	Levels	less than -0.7%	less than 0.9%	between 0.9% and 4.0%	more than 4.0%	more than 5.6%
	Changes	less than -0.7pps	less than -0.4pps	between -0.4pps and 0.0pps	more than 0.0pps	more than 0.3pps
Individuals who have basic or above basic overall digital skills (% of population aged 16-74)	Levels	less than 43.8%	less than 49.9%	between 49.9% and 62.0%	more than 62.0%	more than 68.0%
	Changes	less than -5.7pps	less than -3.0pps	between -3.0pps and 2.6pps	more than 2.6pps	more than 4.9pps

**Annex 6: Summary overview of the ‘employment trends to watch’ and number of Member States with deterioration or improvement as identified by the 2020 Employment Performance Monitor (EPM).**



Note: 2018-2019 changes, except 2017-2018 for at-risk-of poverty rate of unemployed, unemployment trap and gender pay gap.

**Annex 7: Summary overview of the ‘social trends to watch’ and number of Member States with deterioration or improvement over 2017-2018 as identified by the June 2020 update of the Social Protection Performance Monitor.**



Note: for EU-SILC based indicators the changes generally actually refer to 2016-2017 for income and household work intensity indicators.