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From: The Employment Committee  
To: Permanent Representatives Committee/Council  
Subject: Employment Performance Monitor

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Delegations will find attached the 2021 Employment Performance Monitor transmitted by the  
Employment Committee.

## 2021 Employment Performance Monitor

In line with the EPSCO Council's commitment to put its expertise on employment and labour market policies at the service of the Council of the EU for a successful implementation of the Europe 2020 Strategy, the Employment Committee was mandated<sup>1</sup> to produce an "Employment Performance Monitor" (EPM), which could be used to identify at a glance the main employment challenges for the European Union and for each Member State.

The EPM is based on the findings of the Europe 2021 Joint Assessment Framework (JAF). The JAF is an indicator-based assessment system prepared jointly by the Employment Committee, the Social Protection Committee (SPC) and the Commission, covering general and specific policy areas under the Employment Guidelines, with the objective to identify key challenges and good labour market outcome in these areas and support Member States in establishing their priorities. The JAF comprises two main elements:

- Monitoring and assessment of main challenges under the Employment Guidelines through a three-step methodology including a quantitative and qualitative assessment
- Quantitative monitoring of progress towards the EU headline and related national targets<sup>2</sup>.

The EPM reflects the results of both JAF components for the employment policies' area and aims at providing a good overview of results both at country level and across all Member States. These results could also be useful for macroeconomic surveillance. The accompanying tables on "Key indicators on labour market performance" contain indicators for all the JAF Policy Areas.

The reading of the JAF is used in the analysis and identification of the key employment challenges and good labour market outcomes in the EU and in Member States. The tables of key employment challenges and good labour market outcomes for each Member State are presented in Part I.

The EPM is based on the latest available yearly data.<sup>3</sup> It is continuously under development and revision in order to improve and assure it is updated to the latest needs and developments.

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<sup>1</sup> See Council Doc. 14478/10

<sup>2</sup> The Action Plan for the Implementation of the European Pillar of Social Rights includes new EU headline targets for 2030, which were endorsed by EU Leaders at the Porto Social Summit (7 May 2021). Related national targets are still to be set and should be included in future editions of the EPM.

<sup>3</sup> Labour Force Survey (LFS).

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

This year the JAF results come with certain caveats. Specifically, the 2020 data for Germany are provisional since the country experienced difficulties in its LFS collection. The situation has had an impact on the data introducing a break in the series. Eurostat has introduced a break flag for German figures in all datasets based on LFS. This affects the calculation of EU averages and therefore the JAF (MS are compared to the EU average). As a result, with the data available (JAF based) KECs cannot be considered entirely reliable.

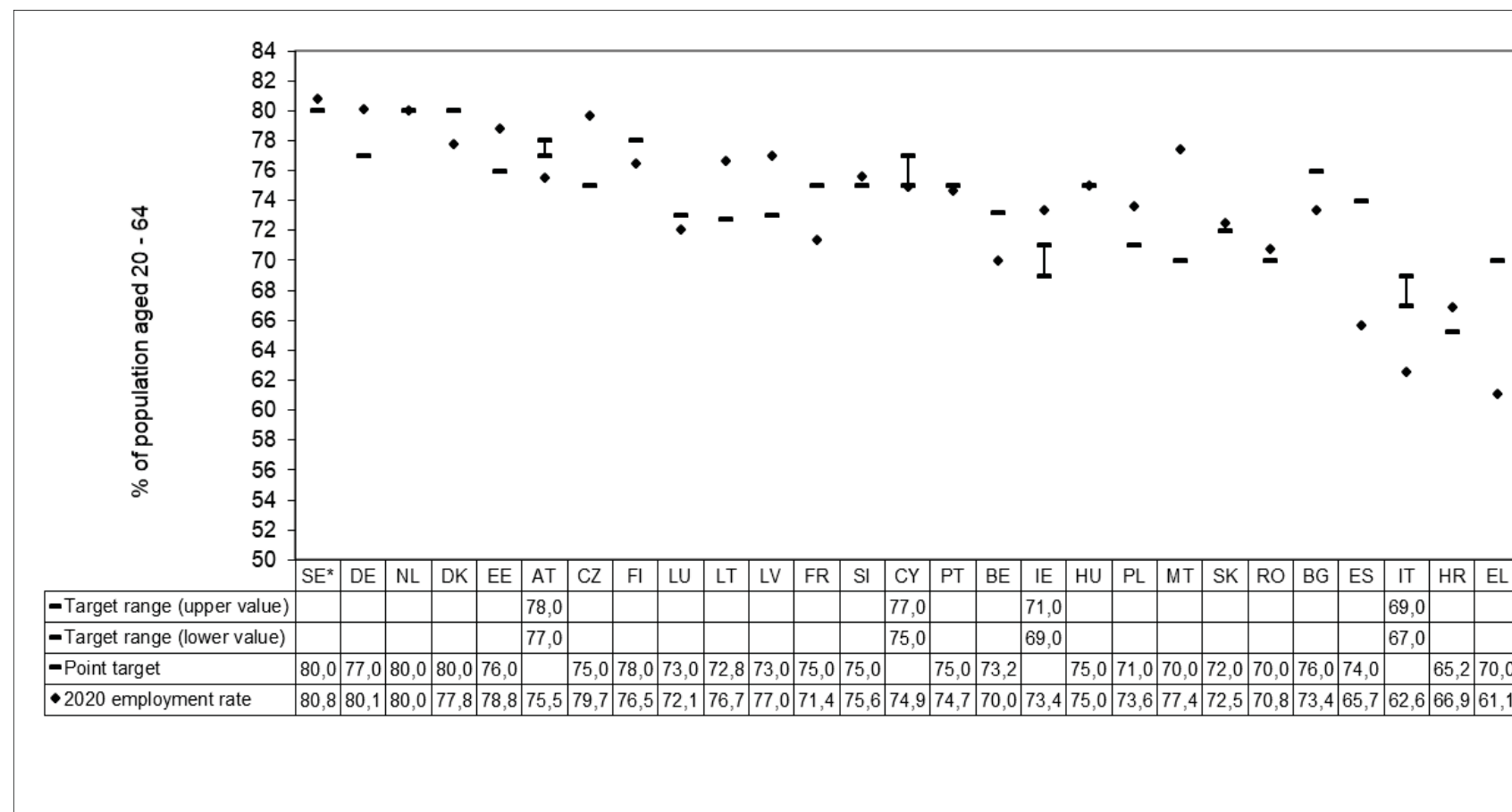
The Joint Assessment Framework results, and hence the Employment Performance Monitor, respect the role of national parliaments and social partners and differences in national systems, such as the systems for wage formation.

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

**Figure 1: National employment rate targets set by Member States in their National Reform Programmes compared to employment rates in 2020**



Sources: National Reform Programmes 2020. EU Labour Force Survey for 2020 employment rate (JAF Spring 2021).

Note: I indicates a range for Member States national targets

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

**Table 1: Summary overview of the Key Employment Challenges and particularly Good Labour Market Outcomes per Member State and per policy area**

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

C=challenge

G=good labour market outcome

**Table 2: Common Key Employment Challenges– Details<sup>4</sup>**

Employment policy areas	Key Employment Challenges	EU-27 sum	BE	BG	CZ	DK	DE	EE	IE	EL	ES	FR	HR	IT	CY	LV	LT	LU	HU	MT	NL	AT	PL	PT	RO	SI	SK	FI	SE	
<b>1. Labour market participation</b>	Low/decreasing employment rate	5								c	c	c	c	c																
	Low/decreasing female employment rate	3								c				c												c				
	Low/decreasing participation of older workers	9	c							c		c	c					c		c		c	c			c				
	High/increasing incidence of youth unemployment and/or NEET	8		c							c	c		c	c										c	c			c	
	Low/decreasing participation of low-skilled persons	6	c											c													c	c	c	c
	Low/decreasing participation of non-EU nationals/people with migrant background	8	c								c		c					c				c	c						c	c
	Duration of working life	4	c	c											c										c					
<b>2. Enhancing labour market functioning; combating segmentation</b>	High/increasing labour market segmentation	8									c	c	c	c							c		c	c					c	
	Low transition from temporary into permanent contracts	2									c	c																		
	High incidence of undeclared work	3													c	c	c													
<b>3. Active labour market policies</b>	Low level of ALMP expenditure/Insufficient provision of well targeted tailored measures/functioning of employment services	13		c	c					c	c	c			c	c	c	c								c	c	c	c	
	High incidence of long-term unemployment	3		c							c				c															
<b>4. Adequate and employment oriented social security systems</b>	Inadequate level and coverage of unemployment benefits, poverty trap, at risk-of poverty	13			c		c	c			c				c	c	c		c	c			c			c		c		c
	Disincentives for LM participation in the social security system/disability pension, unemployment/inactivity/low wage traps	9	c				c					c					c	c			c		c				c		c	

<sup>4</sup> The table is updated on the basis of the key employment challenges identified in in the country overviews under part II of the EPM. The aim of the table is to identify the key employment challenges that are common to several Member States.



**Table 2: Common Key Employment Challenges– Details (continued)**

Employment policy areas	Key Employment Challenges	EU-27 sum	BE	BG	CZ	DK	DE	EE	IE	EL	ES	FR	HR	IT	CY	LV	LT	LU	HU	MT	NL	AT	PL	PT	RO	SI	SK	FI	SE	
5. Work-life balance	Insufficient provision/uptake of high quality, affordable child and/or dependant care facilities	9		c					c				c		c				c			c	c		c		c			
	High incidence of inactivity and part-time work due to family obligations, high impact of parenthood on employment	10		c	c				c						c				c		c	c	c		c		c			
6. Job creation	Negative employment growth/insufficient job creation	1								c																				
	High tax wedge on labour																													
7. Gender equality	Large gender employment gaps (including part time)	8			c					c			c	c	c								c		c		c			
	Large/increasing gender pay gap	4					c	c								c					c									
	Disincentives for LM participation for second earners	3	c				c	c																						
8. Improving skill supply and productivity; Lifelong learning	Weaknesses with respect to educational attainment of the (adult) population	4				c								c			c								c					
	Low participation in lifelong learning/lack of an integrated lifelong learning strategy	10		c		c			c	c			c		c	c			c				c				c			
	Skills mismatches/Insufficient forecasting skills system	4																c					c		c			c		
	Low level of digital skills among adults	6														c	c	c					c		c	c				
9. Improving education and training systems	High incidence of early school leaving	5									c			c	c					c					c					
	Low upper secondary education attainment	5									c			c				c		c				c						
	Low tertiary education attainment rate	7		c	c								c	c					c					c	c					
	Low attainment of basic skills	5		c						c					c							c					c			
	Educational outcomes depending on socio-economic and migrant background	7	c							c		c						c				c			c				c	
	Low participation in early education and care	1		c																										
	Low attractiveness of vocational education and training	1										c																		
	Low attractiveness of the teacher profession	2			c																		c							
	Public spending on human resources low/inefficient																													
	Insufficient provision of education and training opportunities to meet labour market needs	4							c		c			c				c												
10. Wage setting mechanism and labour cost developments	Minimum wage setting	3		c									c													c				
	Collective bargaining	3																	c				c		c					
	Labour cost developments not in line with productivity gains																													

## PART II - Country Overviews

# Belgium

## 1. Key indicators on labour market performance

Indicator	Unit	2000	2015	2016	2017	2018	2019	2020	National target 2020	2016	2017	2018	2019	2020	2020 EU target	2030 EU target
										EU27-total						
Overall employment rate	% of population aged 20 - 64	65,8	67,2	67,7	68,5 B	69,7	70,5	70,0	73,2	70,1	71,3	72,4	73,1	72,4	75,0	78,0
Early leavers from education and training	% of pop. 18-24 with at most lower sec. educ. and not in further education or training	13,8	10,1	8,8	8,9 B	8,6	8,4	8,1	9,5	10,6	10,5	10,5	10,2	10,1P	less than 10	
Tertiary educational attainment	% completion of tertiary or equivalent education (30-34)	35,2	42,7	45,6	45,9 B	47,6	47,5	47,8	47,0	37,8	38,6	39,4	40,3	40,9P	40,0	
Overall employment growth	% change from previous year	2,2 B	0,0	0,9	1,0 B	2,4 B	1,5	-0,6		1,5	1,4	1,1	0,9	-1,4		
Employment rate of women	% of female population aged 20 - 64	56,0	63,0	63,0	63,6 B	65,5	66,5	65,9		64,3	65,5	66,5	67,3	66,8		
Employment rate of men	% of male population aged 20 - 64	75,5	71,3	72,3	73,4 B	73,9	74,5	74,1		76,0	77,2	78,3	79,0	78,1		
Employment rate of older workers	% of population aged 55 - 64	26,3	44,0	45,4	48,3 B	50,3	52,1	53,3		54,2	56,2	57,9	59,2	59,6		
Employment gender gap	difference in the employment rate between men and women in percentage points (20-64)	19,5	8,3	9,3	9,8 B	8,4	8,0	8,2		11,7	11,7	11,8	11,7	11,3		
Employment rate of young persons	% of population aged 20 - 29	68,3	57,6	57,6	57,5 B	58,9	60,9	58,1		60,4	61,8	62,9	63,6	61,3		
Employment rate of low skilled persons	% of population with at most lower secondary education aged 20 - 64	51,2	45,6	45,6	45,9 B	45,6	46,3	45,6		52,5	53,9	55,0	55,7	55,1		
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64	:	44,7	43,4	43,4 B	44,7	44,2	40,1		55,9	57,0	58,8	60,0	57,4		
Part-time employment	% of total employment aged 15 - 74	20,9	24,5	24,9	25,0	25,0	25,4	24,9		18,3	18,3	18,1	18,2	18,2		
Temporary employees	% of total employees aged 15 - 64	9,0	9,0	9,1	10,4 B	10,7	10,8	10,1		15,6	15,7	15,5	15,0	13,6		
Overall unemployment rate	% of labour force	7,0	8,5	7,8	7,1 B	6,0	5,4	5,6		9,1	8,1	7,2	6,7	7,1		
Long-term unemployment	% of labour force	3,8	4,4	4,0	3,5 B	2,9	2,3	2,3		4,4	3,8	3,2	2,8	2,5		
Youth unemployment rate	% of youth labour force (15-24)	15,2	22,1	20,1	19,3 B	15,8	14,2	15,3		20,1	18,0	16,1	15,1	16,9		
Youth NEET rate	% of population aged 15-24	17,7	12,2	9,9	9,3 B	9,2	9,3	9,2		11,7	11,0	10,5	10,1	11,1P		
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	136,2	131,7	130,9	129,6	129,7	129,1	:		100,0	100,0	100,0	100,0	100,0		
Labour productivity per hour worked	EU-27 = 100 (based on PPS per hour worked)	145,0	136,9	136,5	134,0	133,8	133,2	:		100,0	100,0	100,0	100,0	100,0		
Nominal unit labour cost	% change from previous year	0,3	-1,0	0,6	1,8	1,5	1,9	4,7 p		0,7	1,0	1,8	1,7	4,6		
Real unit labour cost	% change from previous year	-1,6	-1,6	-1,7												
Gender pay gap	% of men's average gross hourly earnings (paid employees)	:	6,4	6,0	5,8	5,8	5,8 P	:		15,1	14,6	14,4	14,1	:		
Involuntary temporary employment	as % of total employees	6,3	7,2	7,1	7,3 B	6,8	7,0	6,4		8,8	8,8	8,3	7,9	6,9		
Newly employed	share of people in current job 12 months or less in total employment	14,3	11,9	12,4	12,6 B	12,5	13,2	12,1		14,2	14,5	14,6	14,6	13,1		
At-risk-of-poverty rate of unemployed		:	40,7	46,4	49,1	50,4	48,1 B	:		48,7 e	47,5 e	48,6e	49,1e	:		
Unemployment trap - tax rate on low wage earners		:	96,9	95,8	95,8	93,8	93,0	93,0		75,8	75,5	75,5	74,3	73,5		
Inactivity and part-time work due to personal and family responsibilities	age 15-64	:	4,4	4,6	4,8 B	4,8	5,1	4,9		4,7	4,8	4,7	4,8	4,4		
Job vacancy rate	% change over the recent 3 years	:	2,3	2,5	2,9	3,2	3,4	3,4		1,5	1,7	1,9	2,1	2,0		
Share of adult population with upper secondary or tertiary education	age 25-64	58,5	74,7	75,1	76,8 B	78,2	78,7	79,8		76,6	77,2	77,8	78,4	79,2P		
Percentage of adult population participating in education and training	age 25-64	:	6,9	7,0	8,5 B	8,5	8,2	7,4		10,3	10,4	10,6	10,8	9,2P		

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

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

## 2. Key employment challenges Belgium, May 2021

Employment policy area	Key Employment Challenge	Particularly good labour market outcome
1. Increase labour market participation	<p>The employment rate of low-skilled, non-EU nationals and older workers was below the EU average.</p> <p>Duration of working life, particularly for men, is below the EU average.</p> <p>Lower activity rate than the EU average.</p> <p><i>Low employment of people with a migrant background, in particular women.</i></p> <p><i>Low employment of people with disabilities.</i></p>	
2. Enhancing labour market functioning; combating segmentation		
3. Active labour market policies		
4. Adequate and employment oriented social security systems	Unemployment traps and tax rates on low wage earners are significantly higher than EU average, despite that there was some positive development.	The risk of in-work-poverty is significantly below the EU average
5. Work-life balance		The share of young children (0-3) in formal childcare is higher than the EU average and increasing.
6. Exploiting job creation possibilities		
7. Gender equality	Low-wage and inactivity traps for second earners are significantly higher than EU average.	Gender pay gap is significantly below the EU average.
8. Improving skills supply and productivity, effective life-long learning	<i>High skills mismatch.</i>	
9. Improving education and training systems	<i>Significant and longstanding educational inequalities linked to socio-economic and migrant background.</i>	Higher (tertiary) education attainment is above EU average.
10. Wage setting mechanisms and labour cost developments		

# Bulgaria

## 1. Key indicators on labour market performance

Indicator	Unit	2000	2015	2016	2017	2018	2019	2020	National target 2020	2016	2017	2018	2019	2020	2020 EU target	2030 EU target
		EU27-total														
Overall employment rate	% of population aged 20 - 64	55,3	67,1	67,7	71,3	72,4	75,0	73,4	76,0	70,1	71,3	72,4	73,1	72,4	75,0	78,0
Early leavers from education and training	% of pop. 18-24 with at most lower sec. educ. and not in further education or training	:	13,4	13,8	12,7	12,7	13,9	12,8	11,0	10,6	10,5	10,5	10,2	10,1P	less than 10	
Tertiary educational attainment	% completion of tertiary or equivalent education (30-34)	19,5	32,1	33,8	32,8	33,7	32,5	33,3	36,0	37,8	38,6	39,4	40,3	40,9P	40,0	
Overall employment growth	% change from previous year	:	1,6	-0,7	4,0	-0,1	2,2	-3,6		1,5	1,4	1,1	0,9	-1,4		
Employment rate of women	% of female population aged 20 - 64	50,7	63,8	64,0	67,3	68,3	70,7	68,9		64,3	65,5	66,5	67,3	66,8		
Employment rate of men	% of male population aged 20 - 64	60,2	70,4	71,3	75,3	76,5	79,3	77,8		76,0	77,2	78,3	79,0	78,1		
Employment rate of older workers	% of population aged 55 - 64	20,8	53,0	54,5	58,2	60,7	64,4	64,2		54,2	56,2	57,9	59,2	59,6		
Employment gender gap	difference in the employment rate between men and women in percentage points (20-64)	9,5	6,6	7,3	8,0	8,2	8,6	8,9		11,7	11,7	11,8	11,7	11,3		
Employment rate of young persons	% of population aged 20 - 29	46,2	52,0	51,1	56,3	55,8	58,5	54,6		60,4	61,8	62,9	63,6	61,3		
Employment rate of low skilled persons	% of population with at most lower secondary education aged 20 - 64	37,5	39,0	39,2	44,4	46,2	51,2	48,1		52,5	53,9	55,0	55,7	55,1		
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64	:	: u	56,7 u	57,5 u	57,9 u	61 u	: u		55,9	57,0	58,8	60,0	57,4		
Part-time employment	% of total employment aged 15 - 74	:	2,2	2,4		2,0	2,1	2,0		18,3	18,3	18,1	18,2	18,2		
Temporary employees	% of total employees aged 15 - 64	:	4,4	4,1	4,4	4,0	4,3	3,5		15,6	15,7	15,5	15,0	13,6		
Overall unemployment rate	% of labour force	16,9	9,2	7,6	6,2	5,2	4,2	5,1		9,1	8,1	7,2	6,7	7,1		
Long-term unemployment	% of labour force	9,6	5,6	4,5	3,4	3,0	2,4	2,3		4,4	3,8	3,2	2,8	2,5		
Youth unemployment rate	% of youth labour force (15-24)	33,3	21,6	17,2	12,9	12,7	8,9	14,2		20,1	18,0	16,1	15,1	16,9		
Youth NEET rate	% of population aged 15-24	:	19,3	18,2	15,3	15,0	13,7	14,4		11,7	11,0	10,5	10,1	11,1P		
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	31,4	44,6	45,8	46,0	47,5	48,8	:		100,0	100,0	100,0	100,0	100,0		
Labour productivity per hour worked	EU-27 = 100 (based on PPS per hour worked)	32,5	44,4	45,7	45,7	47,0	48,2	:		100,0	100,0	100,0	100,0	100,0		
Nominal unit labour cost growth	% change from previous year	2,2	1,9	2,4	8,7	6,3	3,5	7,9 p		0,7	1,0	1,8	1,7	4,6		
Real unit labour cost growth	% change from previous year	-4,7	0,1	0,1												
Gender pay gap	% of men's average gross hourly earnings (paid employees)	:	15,5	14,6	14,3	13,9	14,1 P	:		15,1	14,6	14,4	14,1	:		
Involuntary temporary employment	as % of total employees	:	2,8	2,6	3,5	2,6	3,1	2,6		8,8	8,8	8,3	7,9	6,9		
Newly employed	share of people in current job 12 months or less in total employment	:	10,7	10,5	11,1	9,0	9,3	7,4		14,2	14,5	14,6	14,6	13,1		
At-risk-of-poverty rate of unemployed		:	53,3	54,6 B	58,7	56,1	58,9	61,1		48,7 e	47,5 e	48,6e	49,1e	:		
Unemployment trap - tax rate on low wage earners		:	81,6	81,6	82,0	82,4	82,4	82,4		75,8	75,5	75,5	74,3	73,5		
Inactivity and part-time work due to personal and family responsibilities	age 15-64	:	2,6	2,8	3,0	2,8	2,7	2,8		4,7	4,8	4,7	4,8	4,4		
Job vacancy rate	% change over the recent 3 years	:	0,7	0,8	0,8	0,9	0,9	0,9		1,5	1,7	1,9	2,1	2,0		
Share of adult population with upper secondary or tertiary education	age 25-64	67,5	81,9	82,3	82,8	82,6	82,5	83,1		76,6	77,2	77,8	78,4	79,2P		
Percentage of adult population participating in education and training	age 25-64	:	2,0	2,2	2,3	2,5	2,0	1,6		10,3	10,4	10,6	10,8	9,2P		

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

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

## 2. Key employment challenges Bulgaria, May 2021

Employment policy area	Key employment challenge	Particularly good labour market outcome
1. Increase labour market participation	Still low employment rate of young people aged 20-29. The youth NEET rate is higher than the EU-average. The duration of working life is below EU average.	
2. Enhancing labour market functioning; combating segmentation		The share of employees (aged 15-64) working in temporary contracts is below EU average.
3. Active labour market policies	The participation of persons wanting to work in activation measures is low. <i>Activation measures are not sufficiently effective for supporting people in vulnerable situations (especially, the young and long-term unemployed) and at ensuring individualised support to inactive persons.</i>	
4. Adequate and employment oriented social security systems	The share of long-term unemployed in total unemployment is higher than EU average.	The low wage traps, including for second earners, are significantly lower than EU average.
5. Work-life balance	Uptake of childcare for the age group 0 to 3 is low. High employment impact of parenthood.	
6. Exploiting job creation possibilities		
7. Gender equality		
8. Improving skills supply and productivity, effective life-long learning	The share of individuals who have basic or above basic overall digital skills is lower than EU average. <i>Low access to life-long learning and lack of relevant skills (including digital) limit the capacity to ensure a smooth and inclusive transition to the green and digital economy.</i>	
9. Improving education and training systems	Completion of tertiary or equivalent education (aged 30-34) is lower than EU average <i>Provision of early childhood education and care, and the promotion of inclusive education and training matching labour market needs, in particular for Roma and other disadvantaged groups.</i>	
10. Wage setting mechanisms and labour cost developments	<i>There is a lack of a transparent mechanism for minimum wage setting based on objective criteria.</i>	

# Czechia

## 1. Key indicators on labour market performance

Indicator	Unit	2000	2015	2016	2017	2018	2019	2020	National target 2020	2016	2017	2018	2019	2020	2020 EU target	2030 EU target
		EU27-total														
Overall employment rate	% of population aged 20 - 64	71,0	74,8	76,7	78,5	79,9	80,3	79,7	75,0	70,1	71,3	72,4	73,1	72,4	75,0	78,0
Early leavers from education and training	% of pop. 18-24 with at most lower sec. educ. and not in further education or training	:	6,2	6,6	6,7	6,2	6,7	7,6	5,5	10,6	10,5	10,5	10,2	10,1P	less than 10	
Tertiary educational attainment	% completion of tertiary or equivalent education (30-34)	13,7	30,1	32,8	34,2	33,7	35,1	35,0	32,0	37,8	38,6	39,4	40,3	40,9P	40,0	
Overall employment growth	% change from previous year	-0,6	1,0	1,7	1,6	1,0	0,1	-1,2		1,5	1,4	1,1	0,9	-1,4		
Employment rate of women	% of female population aged 20 - 64	61,9	66,4	68,6	70,5	72,2	72,7	71,9		64,3	65,5	66,5	67,3	66,8		
Employment rate of men	% of male population aged 20 - 64	80,2	83,0	84,6	86,3	87,4	87,7	87,2		76,0	77,2	78,3	79,0	78,1		
Employment rate of older workers	% of population aged 55 - 64	36,3	55,5	58,5	62,1	65,1	66,7	68,2		54,2	56,2	57,9	59,2	59,6		
Employment gender gap	difference in the employment rate between men and women in percentage points (20-64)	18,3	16,6	16,0	15,8	15,2	15,0	15,3		11,7	11,7	11,8	11,7	11,3		
Employment rate of young persons	% of population aged 20 - 29	66,0	61,8	63,4	65,7	66,4	66,6	63,7		60,4	61,8	62,9	63,6	61,3		
Employment rate of low skilled persons	% of population with at most lower secondary education aged 20 - 64	45,8	40,2	43,7	49,2	50,9	53,4	54,7		52,5	53,9	55,0	55,7	55,1		
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64	:	76,2	78,4	78,7	81,8	83,0	82,4		55,9	57,0	58,8	60,0	57,4		
Part-time employment	% of total employment aged 15 - 74	:	6,2	6,6	7,2	7,4	7,4	6,8		18,3	18,3	18,1	18,2	18,2		
Temporary employees	% of total employees aged 15 - 64	7,2	10,0	9,7	9,6	8,4	7,8	7,0		15,6	15,7	15,5	15,0	13,6		
Overall unemployment rate	% of labour force	8,8	5,1	4,0	2,9	2,2	2,0	2,6		9,1	8,1	7,2	6,7	7,1		
Long-term unemployment	% of labour force	4,2	2,4	1,7	1,0	0,7	0,6	0,6		4,4	3,8	3,2	2,8	2,5		
Youth unemployment rate	% of youth labour force (15-24)	17,0	12,6	10,5	7,9	6,7	5,6	8,0		20,1	18,0	16,1	15,1	16,9		
Youth NEET rate	% of population aged 15-24	:	7,5	7,0	6,3	5,6	5,7	6,6		11,7	11,0	10,5	10,1	11,1P		
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	66,6	80,5	80,5	82,5	83,8	85,0	:		100,0	100,0	100,0	100,0	100,0		
Labour productivity per hour worked	EU-27 = 100 (based on PPS per hour worked)	59,7	75,3	74,5	75,8	76,6	77,4	:		100,0	100,0	100,0	100,0	100,0		
Nominal unit labour cost growth	% change from previous year	2,2	-0,8	3,0	3,5	6,1	4,2	7,4		0,7	1,0	1,8	1,7	4,6		
Real unit labour cost growth	% change from previous year	0,4	-2,0	2,0												
Gender pay gap	% of men's average gross hourly earnings (paid employees)	:	22,5 D	21,5 D	21,1 D	20,1 D	18,9 D	:		15,1	14,6	14,4	14,1	:		
Involuntary temporary employment	as % of total employees	3,2	8,1	7,5	7,3	4,9	4,6	4,1		8,8	8,8	8,3	7,9	6,9		
Newly employed	share of people in current job 12 months or less in total employment	4,6	11,1	11,3	11,6	11,0	10,4	9,5		14,2	14,5	14,6	14,6	13,1		
At-risk-of-poverty rate of unemployed		:	48,7	52,2	48,6	53,2	52,7	:		48,7 e	47,5 e	48,6e	49,1e	:		
Unemployment trap - tax rate on low wage earners		:	80,3	80,4	80,6	80,8	80,9	80,9		75,8	75,5	75,5	74,3	73,5		
Inactivity and part-time work due to personal and family responsibilities	age 15-64	:	5,2	5,1	5,2	5,5	5,6	5,8		4,7	4,8	4,7	4,8	4,4		
Job vacancy rate	% change over the recent 3 years	:	1,5	2,1	3,0	4,1	5,2	5,7		1,5	1,7	1,9	2,1	2,0		
Share of adult population with upper secondary or tertiary education	age 25-64	86,1	93,2	93,4	93,8	93,9	93,8	94,1		76,6	77,2	77,8	78,4	79,2P		
Percentage of adult population participating in education and training	age 25-64	:	8,5	8,8	9,8	8,5	8,1	5,5		10,3	10,4	10,6	10,8	9,2P		

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

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

## 2. Key employment challenges Czechia, May 2021

Employment policy area	Key employment challenge	Particularly good labour market outcome
1. Increase labour market participation		High employment rate of population aged 20-64, in particular men and non-EU nationals.  Low unemployment rate of labour force 15+ and NEET rate for population aged 15-24.
2. Enhancing labour market functioning; combating segmentation		High transition rate from temporary to permanent employment.
3. Active labour market policies	<i>Activation measures are not always effective for disadvantaged groups.</i>	
4. Adequate and employment oriented social security systems	Net replacement rate for the unemployed significantly below the EU average.	Low in-work poverty risk.
5. Work-life balance	Significant employment impact of parenthood in EU comparison.	
6. Exploiting job creation possibilities		
7. Gender equality	High employment gender gap, in particular for those aged 20-29.	
8. Improving skills supply and productivity, effective life-long learning	Low share of adult population (aged 25-64) having attained tertiary education.	High share of the adult population having attained (at least) upper secondary education.
9. Improving education and training systems	<i>Low attractiveness of the teaching profession.</i>	
10. Wage setting mechanisms and labour cost developments		



# Denmark

## 1. Key indicators on labour market performance

Indicator	Unit	2000	2015	2016	2017	2018	2019	2020	National target 2020	2016	2017	2018	2019	2020	2020 EU target	2030 EU target
										EU27-total						
Overall employment rate	% of population aged 20 - 64	78,0	75,4	76,0 B	76,6 B	77,5	78,3	77,8	80,0	70,1	71,3	72,4	73,1	72,4	75,0	78,0
Early leavers from education and training	% of pop. 18-24 with at most lower sec. educ. and not in further education or training	11,7	8,1	7,5 B	8,8 B	10,4	9,9	9,3	less than 10	10,6	10,5	10,5	10,2	10,1P	less than 10	
Tertiary educational attainment	% completion of tertiary or equivalent education (30-34)	32,1	45,7	46,7 B	48,4 B	48,7	49,4	49,8	at least 40	37,8	38,6	39,4	40,3	40,9P	40,0	
Overall employment growth	% change from previous year	0,5 B	1,7	1,7 B	1,1 B	1,5 B	1,5	-0,9		1,5	1,4	1,1	0,9	-1,4		
Employment rate of women	% of female population aged 20 - 64	72,9	71,5	72,5 B	73,2 B	73,9	74,7	74,3		64,3	65,5	66,5	67,3	66,8		
Employment rate of men	% of male population aged 20 - 64	82,9	79,3	79,4 B	79,9 B	80,9	81,9	81,3		76,0	77,2	78,3	79,0	78,1		
Employment rate of older workers	% of population aged 55 - 64	55,7	63,0	65,8 B	68,2 B	69,2	71,3	71,4		54,2	56,2	57,9	59,2	59,6		
Employment gender gap	difference in the employment rate between men and women in percentage points (20-64)	10,0	7,8	6,9 B	6,7 B	7,0	7,2	7,0		11,7	11,7	11,8	11,7	11,3		
Employment rate of young persons	% of population aged 20 - 29	77,2	67,4	66,9 B	67,3 B	68,9	69,5	68,8		60,4	61,8	62,9	63,6	61,3		
Employment rate of low skilled persons	% of population with at most lower secondary education aged 20 - 64	64,1	57,6	59,7 B	59,4 B	59,4	59,5	58,9		52,5	53,9	55,0	55,7	55,1		
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64	:	53,8	57,4 B	57,9 B	59,5	60,2	62,2		55,9	57,0	58,8	60,0	57,4		
Part-time employment	% of total employment aged 15 - 74	21,5	24,6	26,1	25,7	24,8	25,3	24,6		18,3	18,3	18,1	18,2	18,2		
Temporary employees	% of total employees aged 15 - 64	10,2	8,4	12,9 B	12,3 B	10,7	10,8	10,9		15,6	15,7	15,5	15,0	13,6		
Overall unemployment rate	% of labour force	4,6	6,3	6,0 B	5,8 B	5,1	5,0	5,6		9,1	8,1	7,2	6,7	7,1		
Long-term unemployment	% of labour force	1,0	1,6	1,2 B	1,2 B	1,0	0,8	0,9		4,4	3,8	3,2	2,8	2,5		
Youth unemployment rate	% of youth labour force (15-24)	6,7	12,2	12,2 B	12,4 B	10,5	10,1	11,6		20,1	18,0	16,1	15,1	16,9		
Youth NEET rate	% of population aged 15-24	4,7	7,0	6,7 B	7,6 B	7,7	7,7	7,4		11,7	11,0	10,5	10,1	11,1P		
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	108,3	115,0	115,0	117,3	116,6	117,4	:		100,0	100,0	100,0	100,0	100,0		
Labour productivity per hour worked	EU-27 = 100 (based on PPS per hour worked)	125,5	133,8	133,7	136,3	137,6	138,2	:		100,0	100,0	100,0	100,0	100,0		
Nominal unit labour cost growth	% change from previous year	0,1	0,8	-0,2	0,3	1,2	-0,1	3,7		0,7	1,0	1,8	1,7	4,6		
Real unit labour cost growth	% change from previous year	-2,8	0,2	1,2												
Gender pay gap	% of men's average gross hourly earnings (paid employees)	:	15,1	15,1	14,8	14,6	14,0	:		15,1	14,6	14,4	14,1	:		
Involuntary temporary employment	as % of total employees	4,2	3,4	4,5 B	4,9 B	3,9	3,8	3,7		8,8	8,8	8,3	7,9	6,9		
Newly employed	share of people in current job 12 months or less in total employment	24,3	21,7	23,2 B	23,0 B	20,9	20,8	20,2		14,2	14,5	14,6	14,6	13,1		
At-risk-of-poverty rate of unemployed		:	37,6	38,5	43,8	44,7	47,1	45,6 B		48,7 e	47,5 e	48,6e	49,1e	:		
Unemployment trap - tax rate on low wage earners		:	89,6	89,8	89,9	89,3	88,5	88,4		75,8	75,5	75,5	74,3	73,5		
Inactivity and part-time work due to personal and family responsibilities	age 15-64	:	0,6	0,9 B	0,9 B	0,7	0,6	0,7		4,7	4,8	4,7	4,8	4,4		
Job vacancy rate	% change over the recent 3 years	:	1,4	1,6	1,8	1,9	2,0	1,9		1,5	1,7	1,9	2,1	2,0		
Share of adult population with upper secondary or tertiary education	age 25-64	78,5	79,7	80,3 B	81,0 B	81,1	81,6	81,5		76,6	77,2	77,8	78,4	79,2P		
Percentage of adult population participating in education and training	age 25-64	:	31,5	28,0 B	26,9 B	23,5	25,3	20,0		10,3	10,4	10,6	10,8	9,2P		

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

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

## 2. Key employment challenges Denmark, May 2021

Employment policy area	Key employment challenge	Particularly good labour market outcome
1. Increase labour market participation		The duration of working life is significantly higher than the EU average.  NEET rates for age group 15-24 were at very low levels in 2020.
2. Enhancing labour market functioning; combating segmentation		
3. Active labour market policies		
4. Adequate and employment oriented social security systems		Net replacement rate after 6 months of unemployment is above the EU average.
5. Work-life balance		
6. Exploiting job creation possibilities		
7. Gender equality		
8. Improving skills supply and productivity, effective life-long learning	The youth education attainment level (20-24) is significantly lower than the EU average.  <i>Shortages of sector-specific skilled workers linked to the relatively low participation rates in vocational education and training.</i>	
9. Improving education and training systems		
10. Wage setting mechanisms and labour cost developments		

# Germany

## 1. Key indicators on labour market performance

Indicator	Unit	2000	2015	2016	2017	2018	2019	2020	National target 2020	2016	2017	2018	2019	2020	2020 EU target	2030 EU target
		EU27-total														
Overall employment rate	% of population aged 20 - 64	68,7 e	78,0	78,6	79,2	79,9	80,6	80,1 bp	77,0	70,1	71,3	72,4	73,1	72,4	75,0	78,0
Early leavers from education and training	% of pop. 18-24 with at most lower sec. educ. and not in further education or training	14,6 u	10,1	10,3	10,1	10,3	10,3	11 bp	less than 10	10,6	10,5	10,5	10,2	10,1P	less than 10	
Tertiary educational attainment	% completion of tertiary or equivalent education (30-34)	25,7	32,3	33,2	34,0	34,9	35,5	:	42,0	37,8	38,6	39,4	40,3	40,9P	40,0	
Overall employment growth	% change from previous year	0,5 e	0,7	2,5	0,8	0,4	1,1	-1,5 bp		1,5	1,4	1,1	0,9	-1,4		
Employment rate of women	% of female population aged 20 - 64	60,8 e	73,6	74,5	75,2	75,8	76,6	76,9 bp		64,3	65,5	66,5	67,3	66,8		
Employment rate of men	% of male population aged 20 - 64	76,5 e	82,3	82,7	83,1	83,9	84,6	83,2 bp		76,0	77,2	78,3	79,0	78,1		
Employment rate of older workers	% of population aged 55 - 64	37,3 e	66,2	68,6	70,1	71,4	72,7	71,7 bp		54,2	56,2	57,9	59,2	59,6		
Employment gender gap	difference in the employment rate between men and women in percentage points (20-64)	15,7 e	8,7	8,2	7,9	8,1	8,0	6,3 bp		11,7	11,7	11,8	11,7	11,3		
Employment rate of young persons	% of population aged 20 - 29	70,6	71,4	71,6	72,0	73,3	74,4	73,8 bp		60,4	61,8	62,9	63,6	61,3		
Employment rate of low skilled persons	% of population with at most lower secondary education aged 20 - 64	52,7	58,5	58,9	59,6	60,7	61,8	62,7 bp		52,5	53,9	55,0	55,7	55,1		
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64	:	57,6	54,8	55,4	57,9	60,3	57,7 bp		55,9	57,0	58,8	60,0	57,4		
Part-time employment	% of total employment aged 15 - 74	19,3	27,2	27,3	27,5	27,6	28,0	29,0		18,3	18,3	18,1	18,2	18,2		
Temporary employees	% of total employees aged 15 - 64	12,8	13,2	13,2	12,9	12,6	12,0	11,1bp		15,6	15,7	15,5	15,0	13,6		
Overall unemployment rate	% of labour force	7,9e	4,6	4,1	3,8	3,4	3,1	3,8bp		9,1	8,1	7,2	6,7	7,1		
Long-term unemployment	% of labour force	:	2,0	1,7	1,6	1,4	1,2	1,1 bp		4,4	3,8	3,2	2,8	2,5		
Youth unemployment rate	% of youth labour force (15-24)	8,5	7,2	7,1	6,8	6,2	5,8	7,2 bp		20,1	18,0	16,1	15,1	16,9		
Youth NEET rate	% of population aged 15-24	7,7	6,2	6,7	6,3	5,9	5,7	7,4 bp		11,7	11,0	10,5	10,1	11,1P		
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	109,6	105,3	106,0	106,1	105,4	103,1	:		100,0	100,0	100,0	100,0	100,0		
Labour productivity per hour worked	EU-27 = 100 (based on PPS per hour worked)	128,2	123,0	124,7	124,6	124,0	121,2	:		100,0	100,0	100,0	100,0	100,0		
Nominal unit labour cost growth	% change from previous year	0,7	2,2	1,3	1,4	3,0	3,3	4,5 p		0,7	1,0	1,8	1,7	4,6		
Real unit labour cost growth	% change from previous year	1,1	-0,2	0,2												
Gender pay gap	% of men's average gross hourly earnings (paid employees)	:	21,8	21,1	20,4	20,1	19,2 P	:		15,1	14,6	14,4	14,1	:		
Involuntary temporary employment	as % of total employees	1,5	1,6	1,9	1,9	1,7	1,5	0,7 bp		8,8	8,8	8,3	7,9	6,9		
Newly employed	share of people in current job 12 months or less in total employment	15,3	14,0	14,3	14,3	14,5	14,5	13,7 bp		14,2	14,5	14,6	14,6	13,1		
At-risk-of-poverty rate of unemployed		:	69,1	70,5	70,6	69,4	73,7	:		48,7 e	47,5 e	48,6e	49,1e	:		
Unemployment trap - tax rate on low wage earners		:	73,1	73,3	73,3	73,2	73,2	73,1		75,8	75,5	75,5	74,3	73,5		
Inactivity and part-time work due to personal and family responsibilities	age 15-64	:	6,9	7,1	7,2	7,3	7,5	:		4,7	4,8	4,7	4,8	4,4		
Job vacancy rate	% change over the recent 3 years	:	2,3	2,4	2,5	2,7	3,0	2,9		1,5	1,7	1,9	2,1	2,0		
Share of adult population with upper secondary or tertiary education	age 25-64	81,3	86,8	86,5	86,5	86,6	86,6	:		76,6	77,2	77,8	78,4	79,2P		
Percentage of adult population participating in education and training	age 25-64	:	8,1	8,5	8,4	8,2	8,2	8,0 bp		10,3	10,4	10,6	10,8	9,2P		

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

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

## 2. Key employment challenges Germany, May 2021

Employment policy area	Key employment challenge	Particularly good labour market outcome
1. Increase labour market participation		The employment rate was high in 2020, in particular for women and young people (*).  The NEET rates for age group 15-24 unemployed were low (*).
2. Enhancing labour market functioning; combating segmentation		Low share of involuntary temporary employment (*).
3. Active labour market policies		
4. Adequate and employment oriented social security systems	High at risk of poverty for the unemployed in 2019. Inactivity trap for the second member of a couple was above the EU average.	
5. Work-life balance		
6. Exploiting job creation possibilities		
7. Gender equality	Significant low wage and inactivity traps for second earners.  High gender pay gap and gender gap in part-time employment, but significant positive development.	
8. Improving skills supply and productivity, effective life-long learning	<i>Skills supply bottlenecks for skilled workers.</i>	
9. Improving education and training systems	<i>Educational outcomes continue to depend on socio-economic background and especially people with a migrant background face challenges.</i>	
10. Wage setting mechanisms and labour cost developments		

# Estonia

## 1. Key indicators on labour market performance

Indicator	Unit	2000	2015	2016	2017	2018	2019	2020	National target 2020	2016	2017	2018	2019	2020	2020 EU target	2030 EU target	
										EU27-total							
Overall employment rate	% of population aged 20 - 64	66,6 B	76,5	76,6	78,7	79,5	80,2	78,8	76,0	70,1	71,3	72,4	73,1	72,4	75,0	78,0	
Early leavers from education and training	% of pop. 18-24 with at most lower sec. educ. and not in further education or training	15,1 B	12,2	10,9	10,8	11,3	9,8	7,5	9,5	10,6	10,5	10,5	10,2	10,1P	less than 10		
Tertiary educational attainment	% completion of tertiary or equivalent education (30-34)	30,4 B	45,3	45,4	48,4	47,2	46,2	44,3	40,0	37,8	38,6	39,4	40,3	40,9P	40,0		
Overall employment growth	% change from previous year	0,0 be	2,2	-0,2	2,3	0,6	0,6	-2,2		1,5	1,4	1,1	0,9	-1,4			
Employment rate of women	% of female population aged 20 - 64	62,8 B	72,6	72,6	75,1	75,6	76,3	75,8		64,3	65,5	66,5	67,3	66,8			
Employment rate of men	% of male population aged 20 - 64	70,8 B	80,5	80,8	82,4	83,4	84,0	81,8		76,0	77,2	78,3	79,0	78,1			
Employment rate of older workers	% of population aged 55 - 64	45,0 B	64,5	65,2	68,1	68,9	72,5	72,0		54,2	56,2	57,9	59,2	59,6			
Employment gender gap	difference in the employment rate between men and women in percentage points (20-64)	8,0 B	7,9	8,2	7,3	7,8	7,7	6,0		11,7	11,7	11,8	11,7	11,3			
Employment rate of young persons	% of population aged 20 - 29	64,3 B	69,6	68,7	74,0	75,3	74,3	70,6		60,4	61,8	62,9	63,6	61,3			
Employment rate of low skilled persons	% of population with at most lower secondary education aged 20 - 64	41,2 B	57,7	61,8	65,7	65,7	63,2	61,3		52,5	53,9	55,0	55,7	55,1			
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64	:	70,0	68,1	71,9	73,3	74,2	73,8		55,9	57,0	58,8	60,0	57,4			
Part-time employment	% of total employment aged 15 - 74	7,7	10,7	11,1	10,7	12,2	12,4	13,1		18,3	18,3	18,1	18,2	18,2			
Temporary employees	% of total employees aged 15 - 64	2,0 B	3,4	3,7	3,1	3,5	3,1	2,8		15,6	15,7	15,5	15,0	13,6			
Overall unemployment rate	% of labour force	14,6 B	6,2	6,8	5,8	5,4	4,4	6,8		9,1	8,1	7,2	6,7	7,1			
Long-term unemployment	% of labour force	6,7 B	2,4	2,1	1,9	1,3	0,9	1,2		4,4	3,8	3,2	2,8	2,5			
Youth unemployment rate	% of youth labour force (15-24)	21,1 B	13,1	13,4	12,1	11,8	11,1	17,9		20,1	18,0	16,1	15,1	16,9			
Youth NEET rate	% of population aged 15-24	14,7	10,8	9,1	9,4	9,8	6,9	8,9		11,7	11,0	10,5	10,1	11,1P			
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	43,8	72,5	73,9	74,6	76,8	78,7	:		100,0	100,0	100,0	100,0	100,0			
Labour productivity per hour worked	EU-27 = 100 (based on PPS per hour worked)	37,6	64,1	65,4	65,6	69,1	71,2	:		100,0	100,0	100,0	100,0	100,0			
Nominal unit labour cost growth	% change from previous year	1,8	4,8	-0,7	7,6	5,7	5,4	2,7		0,7	1,0	1,8	1,7	4,6			
Real unit labour cost growth	% change from previous year	-1,9	3,3	2,4													
Gender pay gap	% of men's average gross hourly earnings (paid employees)	:	26,7	24,8	24,9	21,8	21,7 P	:		15,1	14,6	14,4	14,1	:			
Involuntary temporary employment	as % of total employees	15,0 bu	0,9	0,7	0,4 u	0,5	0,3 u	0,3 u		8,8	8,8	8,3	7,9	6,9			
Newly employed	share of people in current job 12 months or less in total employment	19,2 B	16,3	16,7	18,0	19,4	18,5	16,3		14,2	14,5	14,6	14,6	13,1			
At-risk-of-poverty rate of unemployed		:	54,8	54,8	50,2	52,1	52,5	:		48,7 e	47,5 e	48,6e	49,1e	:			
Unemployment trap - tax rate on low wage earners		:	62,9	62,9	62,9	30,2	30,6	31,4		75,8	75,5	75,5	74,3	73,5			
Inactivity and part-time work due to personal and family responsibilities	age 15-64	:	4,2	4,8	4,4	4,5	4,5	4,6		4,7	4,8	4,7	4,8	4,4			
Job vacancy rate	% change over the recent 3 years	:	1,4	1,6	1,8	1,9	2,0	1,7		1,5	1,7	1,9	2,1	2,0			
Share of adult population with upper secondary or tertiary education	age 25-64	85,8 B	88,7	89,1	88,8	89,2	90,2	90,7		76,6	77,2	77,8	78,4	79,2P			
Percentage of adult population participating in education and training	age 25-64	:	12,4	15,7	17,2	19,7	20,2	17,1		10,3	10,4	10,6	10,8	9,2P			

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

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

## 2. Key employment challenges Estonia, May 2021

Employment policy area	Key employment challenge	Particularly good labour market outcome
1. Increase labour market participation		High activity rates of population 20-64, with continued growth despite the crisis.
2. Enhancing labour market functioning; combating segmentation		Low share of long-term unemployed in 2020 continued the positive downward trend.
3. Active labour market policies		
4. Adequate and employment oriented social security systems	Net replacement rate after 12 months of unemployment remains well below EU average.	Unemployment trap and low wage trap on low wage earners and second income earners were significantly better than the EU average.
5. Work-life balance		
6. Exploiting job creation possibilities		
7. Gender equality	Continuously high impact of parenthood on employment in particular for women.  Gender pay gap, though decreasing, remained high.	Inactivity trap for second income earners was significantly better than the EU average.
8. Improving skills supply and productivity, effective life-long learning		Percentage of unemployed adult population (aged 25-64) participating in education and training was above the EU average and increased significantly
9. Improving education and training systems	<i>The education and training system is under pressure to adapt to demographic and labour market trends.</i>	Low share of underachievers in maths and science.
10. Wage setting mechanisms and labour cost developments		

# Ireland

## 1. Key indicators on labour market performance

Indicator	Unit	2000	2015	2016	2017	2018	2019	2020	National target 2020	2016	2017	2018	2019	2020	2020 EU target	2030 EU target
										EU27-total						
Overall employment rate	% of population aged 20 - 64	71,8	69,9	71,4	73,0	74,1	75,1	73,4	69-71	70,1	71,3	72,4	73,1	72,4	75,0	78,0
Early leavers from education and training	% of pop. 18-24 with at most lower sec. educ. and not in further education or training	:	6,8	6,0	5,0 B	5,0	5,1	5,0	8,0	10,6	10,5	10,5	10,2	10,1P	less than 10	
Tertiary educational attainment	% completion of tertiary or equivalent education (30-34)	27,5	53,8	54,6	54,5 B	56,3	55,4	58,1	60,0	37,8	38,6	39,4	40,3	40,9P	40,0	
Overall employment growth	% change from previous year	4,6	3,2	3,6	2,9	2,6	2,7	-1,5		1,5	1,4	1,1	0,9	-1,4		
Employment rate of women	% of female population aged 20 - 64	59,2	63,8	65,4	67,0	68,1	69,0	67,4		64,3	65,5	66,5	67,3	66,8		
Employment rate of men	% of male population aged 20 - 64	84,4	76,1	77,5	79,1	80,3	81,4	79,5		76,0	77,2	78,3	79,0	78,1		
Employment rate of older workers	% of population aged 55 - 64	45,5	55,4	56,8	58,4	60,4	61,8	61,8		54,2	56,2	57,9	59,2	59,6		
Employment gender gap	difference in the employment rate between men and women in percentage points (20-64)	25,2	12,3	12,1	12,1	12,2	12,4	12,1		11,7	11,7	11,8	11,7	11,3		
Employment rate of young persons	% of population aged 20 - 29	76,7	66,3	70,0	70,2 B	71,0	72,1	66,8		60,4	61,8	62,9	63,6	61,3		
Employment rate of low skilled persons	% of population with at most lower secondary education aged 20 - 64	56,4	48,8	49,6	50,5 B	51,5	52,4	51,3		52,5	53,9	55,0	55,7	55,1		
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64	:	59,2	62,8	65,2 B	67,9	69,2	67,3		55,9	57,0	58,8	60,0	57,4		
Part-time employment	% of total employment aged 15 - 74	16,8	22,9	22,8	20,9	20,8	21,1	19,7		18,3	18,3	18,1	18,2	18,2		
Temporary employees	% of total employees aged 15 - 64	5,3	9,6	9,0	9,1 B	9,9	9,7	9,0		15,6	15,7	15,5	15,0	13,6		
Overall unemployment rate	% of labour force	4,5	10,0	8,4	6,7	5,8	5,0	5,7		9,1	8,1	7,2	6,7	7,1		
Long-term unemployment	% of labour force	1,5	5,3	4,2	3,0	2,1	1,6	1,3		4,4	3,8	3,2	2,8	2,5		
Youth unemployment rate	% of youth labour force (15-24)	6,5	20,2	16,8	14,4 B	13,8	12,5	15,3		20,1	18,0	16,1	15,1	16,9		
Youth NEET rate	% of population aged 15-24	:	14,3	12,6	10,9 B	10,1	10,1	12,0		11,7	11,0	10,5	10,1	11,1P		
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	132,0	188,9	182,1	189,2	194,0	194,9	:		100,0	100,0	100,0	100,0	100,0		
Labour productivity per hour worked	EU-27 = 100 (based on PPS per hour worked)	116,0	174,6	169,5	173,9	177,5	178,9	:		100,0	100,0	100,0	100,0	100,0		
Nominal unit labour cost growth	% change from previous year	2,9	-15,6	4,2	-2,8	-2,4	0,9	-3,2		0,7	1,0	1,8	1,7	4,6		
Real unit labour cost growth	% change from previous year	-3,7	-22,3	-0,2												
Gender pay gap	% of men's average gross hourly earnings (paid employees)	:	13,9 P	14,2 P	14,4 P	11,3	:	:		15,1	14,6	14,4	14,1	:		
Involuntary temporary employment	as % of total employees	1,4	4,6	4,3	3,5 B	2,9	2,4	2,3		8,8	8,8	8,3	7,9	6,9		
Newly employed	share of people in current job 12 months or less in total employment	21,6	16,4	17,3	16,9 B	17,6	17,6	14,9		14,2	14,5	14,6	14,6	13,1		
At-risk-of-poverty rate of unemployed		:	40,5	40,7	41,7	47,8	33,6	:		48,7 e	47,5 e	48,6e	49,1e	:		
Unemployment trap - tax rate on low wage earners		:	65,2	69,1	55,8	55,0	55,0	55,8		75,8	75,5	75,5	74,3	73,5		
Inactivity and part-time work due to personal and family responsibilities	age 15-64	:	6,5	6,7	6,8 B	7,1	6,9	6,8		4,7	4,8	4,7	4,8	4,4		
Job vacancy rate	% change over the recent 3 years	:	0,8	0,9	1,0	1,0	1,0	0,9		1,5	1,7	1,9	2,1	2,0		
Share of adult population with upper secondary or tertiary education	age 25-64	57,6	81,1	81,4	82,5 B	83,2	83,7	85,5		76,6	77,2	77,8	78,4	79,2P		
Percentage of adult population participating in education and training	age 25-64	:	6,5	6,5	9,0 B	12,5	12,6	11,0		10,3	10,4	10,6	10,8	9,2P		

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

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

## 2. Key employment challenges Ireland, May 2021

Employment policy area	Key employment challenge	Particularly good labour market outcome
1. Increase labour market participation	<i>Significant gap in the employment rate of people with and without disabilities (based on the EU-SILC metric used at present).</i>	
2. Enhancing labour market functioning; combating segmentation		
3. Active labour market policies	<i>Limited effectiveness of active labour market policies in addressing unemployment.</i>	
4. Adequate and employment oriented social security systems		The risk of in-work poverty was significantly lower than the EU average.
5. Work-life balance	High level of inactivity and part-time work due to personal and family responsibilities. Among those inactive or working part-time due to personal and family responsibilities, a large share reports lack of care services for children and other dependents.	
6. Exploiting job creation possibilities		The tax wedge on low wage earners was significantly lower than EU average.
7. Gender equality		
8. Improving skills supply and productivity, effective life-long learning	<i>There is scope for a more effective and targeted provision of appropriate reskilling and upskilling opportunities for the low skilled and those in employment.</i>	
9. Improving education and training systems		Low share of early leavers from education and training (aged 18-24). High share of completed tertiary or equivalent education (aged 30-34).
10. Wage setting mechanisms and labour cost developments		



# Greece

## 1. Key indicators on labour market performance

Indicator	Unit	2000	2015	2016	2017	2018	2019	2020	National target 2020	2016	EU27-total			2017	2018	2019	2020	2020 EU target	2030 EU target
Overall employment rate	% of population aged 20 - 64	61,9	54,9	56,2	57,8	59,5	61,2	61,1	70,0	70,1	71,3	72,4	73,1	72,4	75,0	78,0			
Early leavers from education and training	% of pop. 18-24 with at most lower sec. educ. and not in further education or training	18,2	7,9	6,2	6,0	4,7	4,1	3,8	9,7	10,6	10,5	10,5	10,2	10,1P	less than 10				
Tertiary educational attainment	% completion of tertiary or equivalent education (30-34)	25,4	40,4	42,7	43,7	44,3	43,1	43,9	32,0	37,8	38,6	39,4	40,3	40,9P	40,0				
Overall employment growth	% change from previous year	1,5	2,0	1,7	2,0	1,8	2,0	-1,2		1,5	1,4	1,1	0,9	-1,4					
Employment rate of women	% of female population aged 20 - 64	45,5	46,0	46,8	48,0	49,1	51,3	51,8		64,3	65,5	66,5	67,3	66,8					
Employment rate of men	% of male population aged 20 - 64	78,8	64,0	65,8	67,7	70,1	71,3	70,7		76,0	77,2	78,3	79,0	78,1					
Employment rate of older workers	% of population aged 55 - 64	39,0	34,3	36,3	38,3	41,1	43,2	44,6		54,2	56,2	57,9	59,2	59,6					
Employment gender gap	difference in the employment rate between men and women in percentage points (20-64)	33,2	18,0	19,0	19,7	21,0	20,0	18,9		11,7	11,7	11,8	11,7	11,3					
Employment rate of young persons	% of population aged 20 - 29	57,6	40,3	41,0	42,2	44,1	46,0	43,8		60,4	61,8	62,9	63,6	61,3					
Employment rate of low skilled persons	% of population with at most lower secondary education aged 20 - 64	57,0	48,1	48,1	49,2	49,9	50,2	49,9		52,5	53,9	55,0	55,7	55,1					
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64	:	54,9	56,2	56,4	56,6	57,3	53,9		55,9	57,0	58,8	60,0	57,4					
Part-time employment	% of total employment aged 15 - 74	4,3	8,3	8,9	9,0	8,5	8,6	8,2		18,3	18,3	18,1	18,2	18,2					
Temporary employees	% of total employees aged 15 - 64	13,8	11,9	11,2	11,4	11,3	12,6	10,1		15,6	15,7	15,5	15,0	13,6					
Overall unemployment rate	% of labour force	11,4	24,9	23,6	21,5	19,3	17,3	16,3		9,1	8,1	7,2	6,7	7,1					
Long-term unemployment	% of labour force	6,2	18,2	17,0	15,6	13,6	12,2	10,9		4,4	3,8	3,2	2,8	2,5					
Youth unemployment rate	% of youth labour force (15-24)	29,2	49,8	47,3	43,6	39,9	35,2	35,0		20,1	18,0	16,1	15,1	16,9					
Youth NEET rate	% of population aged 15-24	16,9	17,2	15,8	15,3	14,1	12,5	13,2		11,7	11,0	10,5	10,1	11,1P					
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	95,4	78,1	73,6	74,3	73,4 p	72,9 p	:		100,0	100,0	100,0	100,0	100,0					
Labour productivity per hour worked	EU-27 = 100 (based on PPS per hour worked)	76,8	62,6	58,9	59,0	57,7 p	58,5 p	:		100,0	100,0	100,0	100,0	100,0					
Nominal unit labour cost growth	% change from previous year	1,5	-3,1	0,1	-0,3	1,6 p	0,4 p	7,6 p		0,7	1,0	1,8	1,7	4,6					
Real unit labour cost growth	% change from previous year	-0,1	-0,3	0,8															
Gender pay gap	% of men's average gross hourly earnings (paid employees)	:	:	:	:	10,4	:	:		15,1	14,6	14,4	14,1	:					
Involuntary temporary employment	as % of total employees	9,9	8,0	8,0	8,3	8,2	9,3	7,4		8,8	8,8	8,3	7,9	6,9					
Newly employed	share of people in current job 12 months or less in total employment	10,3	10,7	10,2	10,6	10,5	11,7	9,8		14,2	14,5	14,6	14,6	13,1					
At-risk-of-poverty rate of unemployed		:	44,8	47,1	45,5	43,3	44,9	:		48,7 e	47,5 e	48,6e	49,1e	:					
Unemployment trap - tax rate on low wage earners		:	50,0	51,9	51,7	51,5	34,6	30,5		75,8	75,5	75,5	74,3	73,5					
Inactivity and part-time work due to personal and family responsibilities	age 15-64	:	1,6	1,6	1,6	1,6	1,7	1,6		4,7	4,8	4,7	4,8	4,4					
Job vacancy rate	% change over the recent 3 years	:	0,8	0,8	0,6	0,6	0,6	0,5 e		1,5	1,7	1,9	2,1	2,0					
Share of adult population with upper secondary or tertiary education	age 25-64	51,6	70,4	71,8	72,9	73,6	76,8	78,8		76,6	77,2	77,8	78,4	79,2P					
Percentage of adult population participating in education and training	age 25-64	:	3,3	4,0	4,5	4,5	3,9	4,1		10,3	10,4	10,6	10,8	9,2P					

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

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

## 2. Key employment challenges Greece, May 2021

Employment policy area	Key employment challenge	Particularly good labour market outcome
1. Increase labour market participation	Employment rate significantly below the EU average, especially for women, young people, older workers and non-EU nationals.	
2. Enhancing labour market functioning; combating segmentation	<i>Visible levels of undeclared work.</i>	
3. Active labour market policies	High, though decreasing, long-term unemployment rate.  <i>There is scope to enhance the counselling capacity of the Public Employment Service and reform the model of delivering active labour market policies, to allow for timely, tailor-made and effective support to jobseekers.</i>	
4. Adequate and employment oriented social security systems	The share of long-term unemployed in total unemployment, although decreasing, is significantly above the EU average.	Low unemployment trap for low income earners.
5. Work-life balance		
6. Exploiting job creation possibilities	On average between 2018-2020, labour demand (job vacancy rate) was significantly lower than EU average.	
7. Gender equality	High gender employment gap.	
8. Improving skills supply and productivity, effective life-long learning	Low participation in lifelong learning.  <i>Improvement of linkage between the education and life-long learning and labour market needs supported by the implementation of the newly introduced VET reforms.</i>	
9. Improving education and training systems	The share of low-achievers, in particular in mathematics and science, is above the EU average.  <i>Despite ongoing efforts, there are still pronounced inequalities in educational performance based on socio-economic background of students and school location.</i>	Low and decreasing share of early school leavers.  High share of population aged 20-24 having completed at least upper secondary education.
10. Wage setting mechanisms and labour cost developments		

# Spain

## 1. Key indicators on labour market performance

Indicator	Unit	2000	2015	2016	2017	2018	2019	2020	National target 2020	2016	2017	2018	2019	2020	2020 EU target	2030 EU target
		EU27-total														
Overall employment rate	% of population aged 20 - 64	60,7	62,0	63,9	65,5	67,0	68,0	65,7	74,0	70,1	71,3	72,4	73,1	72,4	75,0	78,0
Early leavers from education and training	% of pop. 18-24 with at most lower sec. educ. and not in further education or training	29,1	20,0	19,0	18,3	17,9	17,3	16,0	15,0	10,6	10,5	10,5	10,2	10,1P	less than 10	
Tertiary educational attainment	% completion of tertiary or equivalent education (30-34)	29,2	40,9	40,1	41,2	42,4	44,7	44,8	44,0	37,8	38,6	39,4	40,3	40,9P	40,0	
Overall employment growth	% change from previous year	5,6	2,9	2,6	2,6	2,6	2,3	-3,1		1,5	1,4	1,1	0,9	-1,4		
Employment rate of women	% of female population aged 20 - 64	44,5	56,4	58,1	59,6	61,0	62,1	60,0		64,3	65,5	66,5	67,3	66,8		
Employment rate of men	% of male population aged 20 - 64	76,9	67,6	69,6	71,5	73,1	74,0	71,4		76,0	77,2	78,3	79,0	78,1		
Employment rate of older workers	% of population aged 55 - 64	37,0	46,9	49,1	50,5	52,2	53,8	54,7		54,2	56,2	57,9	59,2	59,6		
Employment gender gap	difference in the employment rate between men and women in percentage points (20-64)	32,4	11,2	11,5	11,9	12,1	11,9	11,4		11,7	11,7	11,8	11,7	11,3		
Employment rate of young persons	% of population aged 20 - 29	58,6	47,1	48,6	51,4	53,2	53,8	48,6		60,4	61,8	62,9	63,6	61,3		
Employment rate of low skilled persons	% of population with at most lower secondary education aged 20 - 64	54,8	50,6	52,9	54,6	56,6	57,8	55,4		52,5	53,9	55,0	55,7	55,1		
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64	:	54,7	57,5	59,5	59,9	59,8	55,2		55,9	57,0	58,8	60,0	57,4		
Part-time employment	% of total employment aged 15 - 74	7,9	14,7	14,2	14,0	13,6	13,6	13,0		18,3	18,3	18,1	18,2	18,2		
Temporary employees	% of total employees aged 15 - 64	32,4	25,2	26,1	26,8	26,9	26,3	24,2		15,6	15,7	15,5	15,0	13,6		
Overall unemployment rate	% of labour force	13,9	22,1	19,6	17,2	15,3	14,1	15,5		9,1	8,1	7,2	6,7	7,1		
Long-term unemployment	% of labour force	5,8	11,4	9,5	7,7	6,4	5,3	5,0		4,4	3,8	3,2	2,8	2,5		
Youth unemployment rate	% of youth labour force (15-24)	25,3	48,3	44,4	38,6	34,3	32,5	38,3		20,1	18,0	16,1	15,1	16,9		
Youth NEET rate	% of population aged 15-24	12,1	15,6	14,6	13,3	12,4	12,1	13,9		11,7	11,0	10,5	10,1	11,1P		
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	102,1	102,4	102,0	101,9	99,8 p	98,6 p	:		100,0	100,0	100,0	100,0	100,0		
Labour productivity per hour worked	EU-27 = 100 (based on PPS per hour worked)	98,9	98,9	98,4	98,3	95,8 p	95,0 p	:		100,0	100,0	100,0	100,0	100,0		
Nominal unit labour cost growth	% change from previous year	2,5	0,0	-0,9	0,4	1,1 p	2,4 p	6,3 p		0,7	1,0	1,8	1,7	4,6		
Real unit labour cost growth	% change from previous year	-0,8	0,7	-0,9												
Gender pay gap	% of men's average gross hourly earnings (paid employees)	:	14,1	14,8	13,5	11,9	11,9 P	:		15,1	14,6	14,4	14,1	:		
Involuntary temporary employment	as % of total employees	23,6	21,7	23,0	22,7	21,3	21,2	19,5		8,8	8,8	8,3	7,9	6,9		
Newly employed	share of people in current job 12 months or less in total employment	22,1	17,7	18,3	18,9	19,3	19,0	16,1		14,2	14,5	14,6	14,6	13,1		
At-risk-of-poverty rate of unemployed		:	46,5	49,2	46,4	50,7	46,7	:		48,7 e	47,5 e	48,6e	49,1e	:		
Unemployment trap - tax rate on low wage earners		:	81,2	81,1	81,1	81,9	82,0	82,1		75,8	75,5	75,5	74,3	73,5		
Inactivity and part-time work due to personal and family responsibilities	age 15-64	:	2,5	2,5	2,7	3,1	2,8	2,7		4,7	4,8	4,7	4,8	4,4		
Job vacancy rate	% change over the recent 3 years	:	0,7	0,7	0,7	0,8	0,8	0,8		1,5	1,7	1,9	2,1	2,0		
Share of adult population with upper secondary or tertiary education	age 25-64	38,6	57,4	58,3	59,1	60,1	61,3	62,9		76,6	77,2	77,8	78,4	79,2P		
Percentage of adult population participating in education and training	age 25-64	:	9,9	9,4	9,9	10,5	10,6	11,0		10,3	10,4	10,6	10,8	9,2P		

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

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

## 2. Key employment challenges Spain, May 2021

Employment policy area	Key employment challenge	Particularly good labour market outcome
1. Increase labour market participation	Low employment rates in particular for young workers (for the latter group, decreasing faster than average). High unemployment rates, especially for young people. High NEET rate.	
2. Enhancing labour market functioning; combating segmentation	High share of employees on temporary contracts (slightly decreasing since the pandemic), largely involuntary, and low transition rates towards permanent employment. <i>Widespread use of temporary contracts, including in the public sector. Temporary workers are barely protected by short-time work schemes.</i> <i>The asymmetric impact of the economic crisis risks aggravating regional disparities in the labour market.</i>	
3. Active labour market policies	<i>Active Labour Market Policies are not sufficiently effective to address long-term unemployment and hiring incentives have a limited impact</i>	
4. Adequate and employment oriented social security systems	High share of people at-risk-of poverty in employment.	
5. Work-life balance		High participation of children aged 0-3 in formal childcare.
6. Exploiting job creation possibilities		
7. Gender equality		
8. Improving skills supply and productivity, effective life-long learning	Low share of adult population (aged 25-64) having attained upper secondary education with an increased tendency. <i>Secondary Vocational Education and Training (VET) have low attractiveness despite positive labour market outcomes.</i>	
9. Improving education and training systems	High (though decreasing) early school leaving rate. Low (though increasing) share of young people with at least upper secondary education.	
10. Wage setting mechanisms and labour cost developments		

# France

## 1. Key indicators on labour market performance

Indicator	Unit	2000	2015	2016	2017	2018	2019	2020	National target 2020	2016	2017	2018	2019	2020	2020 EU target	2030 EU target
		EU27-total														
Overall employment rate	% of population aged 20 - 64	68,1 e	69,5	70,0	70,6	71,3	71,6	71,4	75,0	70,1	71,3	72,4	73,1	72,4	75,0	78,0
Early leavers from education and training	% of pop. 18-24 with at most lower sec. educ. and not in further education or training	13,3	9,2	8,8	8,8	8,7	8,2	8,0	9,5	10,6	10,5	10,5	10,2	10,1P	less than 10	
Tertiary educational attainment	% completion of tertiary or equivalent education (30-34)	27,4	45,1	43,7	44,4	46,2	47,5	48,8	50,0	37,8	38,6	39,4	40,3	40,9P	40,0	
Overall employment growth	% change from previous year	2,7 e	0,1 B	0,4	0,7	0,8	0,2	-0,6		1,5	1,4	1,1	0,9	-1,4		
Employment rate of women	% of female population aged 20 - 64	60,5 e	66,0	66,4	66,7	67,6	68,1	68,0		64,3	65,5	66,5	67,3	66,8		
Employment rate of men	% of male population aged 20 - 64	76 e	73,2	73,8	74,6	75,2	75,3	75,0		76,0	77,2	78,3	79,0	78,1		
Employment rate of older workers	% of population aged 55 - 64	30,1 e	48,7	49,9	51,3	52,3	53,1	53,8		54,2	56,2	57,9	59,2	59,6		
Employment gender gap	difference in the employment rate between men and women in percentage points (20-64)	15,5 e	7,2	7,4	7,9	7,6	7,2	7,0		11,7	11,7	11,8	11,7	11,3		
Employment rate of young persons	% of population aged 20 - 29	63,2	60,9	61,5	62,2	63,4	63,4	61,5		60,4	61,8	62,9	63,6	61,3		
Employment rate of low skilled persons	% of population with at most lower secondary education aged 20 - 64	55,3	51,4	50,5	51,8	52,2	51,8	52,5		52,5	53,9	55,0	55,7	55,1		
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64	:	47,5	46,8	48,0	50,9	51,9	52,4		55,9	57,0	58,8	60,0	57,4		
Part-time employment	% of total employment aged 15 - 74	16,8	18,2	18,2	18,2	17,8	17,5	17,2		18,3	18,3	18,1	18,2	18,2		
Temporary employees	% of total employees aged 15 - 64	15,4	16,0	16,2	16,8	16,6	16,2	15,3		15,6	15,7	15,5	15,0	13,6		
Overall unemployment rate	% of labour force	:	10,4	10,1	9,4	9,0	8,4	8,0		9,1	8,1	7,2	6,7	7,1		
Long-term unemployment	% of labour force	:	4,6	4,6	4,2	3,8	3,4	2,9		4,4	3,8	3,2	2,8	2,5		
Youth unemployment rate	% of youth labour force (15-24)	20,6	24,7	24,5	22,1	20,8	19,5	20,2		20,1	18,0	16,1	15,1	16,9		
Youth NEET rate	% of population aged 15-24	10,2	12,0	11,9	11,4	11,1	10,6	11,4		11,7	11,0	10,5	10,1	11,1P		
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	121,2	115,9	115,5	114,8	115,2 p	117,2 p	:		100,0	100,0	100,0	100,0	100,0		
Labour productivity per hour worked	EU-27 = 100 (based on PPS per hour worked)	132,8	124,8	124,5	124,2	124,1 p	126,1 p	:		100,0	100,0	100,0	100,0	100,0		
Nominal unit labour cost	% change from previous year	1,2	0,2	0,7	0,8	1,0 p	-0,5 p	4,8 p		0,7	1,0	1,8	1,7	4,6		
Real unit labour cost	% change from previous year	-0,4	-1,1	-0,1												
Gender pay gap	% of men's average gross hourly earnings (paid employees)	:	15,6	15,9	16,3	16,7	16,5 P	:		15,1	14,6	14,4	14,1	:		
Involuntary temporary employment	as % of total employees	:	9,1	9,3	9,7	8,9	8,3	7,4		8,8	8,8	8,3	7,9	6,9		
Newly employed	share of people in current job 12 months or less in total employment	16,5	13,5	14,2	15,1	15,6	15,7	14,5		14,2	14,5	14,6	14,6	13,1		
At-risk-of-poverty rate of unemployed		:	37,1	38,4	38,0	37,0	36,7	:		48,7 e	47,5 e	48,6e	49,1e	:		
Unemployment trap - tax rate on low wage earners		:	76,6	76,7	76,2	75,6	70,7	71,4		75,8	75,5	75,5	74,3	73,5		
Inactivity and part-time work due to personal and family responsibilities	age 15-64	:	4,8	4,7	4,7	4,5	4,7	4,4		4,7	4,8	4,7	4,8	4,4		
Job vacancy rate	% change over the recent 3 years	:	0,6	0,7	0,9	1,1	1,2	1,3 e		1,5	1,7	1,9	2,1	2,0		
Share of adult population with upper secondary or tertiary education	age 25-64	62,2	77,6	78,1	78,4	79,4	80,5	81,5		76,6	77,2	77,8	78,4	79,2P		
Percentage of adult population participating in education and training	age 25-64	:	18,6	18,8	18,7	18,6	19,5	13,0		10,3	10,4	10,6	10,8	9,2P		

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

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

## 2. Key employment challenges France, May 2021

Employment policy area	Key employment challenge	Particularly good labour market outcome
1. Increase labour market participation	<p>The employment rate (while falling relatively moderately in 2020) remained below the EU average. It was low in particular for non-EU nationals (especially for women) and people aged 60-64 (in particular men).</p> <p>Following an improvement over past years (interrupted in 2020), the rate of young people neither in employment nor in education and training (NEET) remains slightly above EU average.</p> <p><i>People with migrant background (both first- and second-generations) face additional labour market challenges.</i></p>	
2. Enhancing labour market functioning; combating segmentation	<p>Low transition rate from temporary to permanent employment below the EU average.</p> <p><i>Persistent high share of very short-term contracts in new hires, especially in the tertiary sector, despite some improvements.</i></p>	
3. Active labour market policies		
4. Adequate and employment oriented social security systems		The at-risk-of-poverty rate for unemployed people is below the EU average.
5. Work-life balance		Share of children (0-3) in formal childcare is above EU average.
6. Exploiting job creation possibilities	Tax and benefit system could result in an inactivity trap for low-wage second earners.	
7. Gender equality		
8. Improving skills supply and productivity, effective life-long learning		
9. Improving education and training systems	<i>Significant socio-economic and territorial disparities in educational outcomes</i>	
10. Wage setting mechanisms and labour cost developments		

# Croatia

## 1. Key indicators on labour market performance

Indicator	Unit	2000	2015	2016	2017	2018	2019	2020	National target 2020	2016	2017	2018	2019	2020	2020 EU target	2030 EU target
Overall employment rate	% of population aged 20 - 64	58,3 e	60,6	61,4	63,6	65,2	66,7	66,9	65,2	70,1	71,3	72,4	73,1	72,4	75,0	78,0
Early leavers from education and training	% of pop. 18-24 with at most lower sec. educ. and not in further education or training	:	2,8 u	2,8 u	3,1	3,3	3 u	2,2 u	4,0	10,6	10,5	10,5	10,2	10,1P	less than 10	
Tertiary educational attainment	% completion of tertiary or equivalent education (30-34)	:	30,8	29,3	28,7	34,1	33,1	34,7	35,0	37,8	38,6	39,4	40,3	40,9P	40,0	
Overall employment growth	% change from previous year	: e	1,1	0,5	2,3	1,7	1,2	-1,2		1,5	1,4	1,1	0,9	-1,4		
Employment rate of women	% of female population aged 20 - 64	51,7 e	55,9	56,6	58,3	60,1	61,5	61,3		64,3	65,5	66,5	67,3	66,8		
Employment rate of men	% of male population aged 20 - 64	65,2 e	65,4	66,2	68,9	70,3	72,0	72,5		76,0	77,2	78,3	79,0	78,1		
Employment rate of older workers	% of population aged 55 - 64	28,5 e	39,2	38,1	40,3	42,8	43,9	45,5		54,2	56,2	57,9	59,2	59,6		
Employment gender gap	difference in the employment rate between men and women in percentage points (20-64)	13,5 e	9,5	9,6	10,6	10,2	10,5	11,2		11,7	11,7	11,8	11,7	11,3		
Employment rate of young persons	% of population aged 20 - 29	:	49,5	54,8	56,2	56,0	59,3	57,5		60,4	61,8	62,9	63,6	61,3		
Employment rate of low skilled persons	% of population with at most lower secondary education aged 20 - 64	:	39,3	37,9	34,7	37,2	39,5	38,5		52,5	53,9	55,0	55,7	55,1		
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64	:	39,9 u	34,5 u	40,9 u	52,5 u	45,3 u	50,5 u		55,9	57,0	58,8	60,0	57,4		
Part-time employment	% of total employment aged 15 - 74	:	6,6	6,4	5,5	5,7	5,5	5,1		18,3	18,3	18,1	18,2	18,2		
Temporary employees	% of total employees aged 15 - 64	:	20,2	22,2	20,7	19,9	18,1	15,2		15,6	15,7	15,5	15,0	13,6		
Overall unemployment rate	% of labour force	15,6 e	16,2	13,1	11,2	8,5	6,6	7,5		9,1	8,1	7,2	6,7	7,1		
Long-term unemployment	% of labour force	:	10,2	6,6	4,6	3,4	2,4	2,1		4,4	3,8	3,2	2,8	2,5		
Youth unemployment rate	% of youth labour force (15-24)	:	42,3	31,3	27,4	23,7	16,6	21,1		20,1	18,0	16,1	15,1	16,9		
Youth NEET rate	% of population aged 15-24	:	18,1	16,9	15,4	13,6	11,8	12,2		11,7	11,0	10,5	10,1	11,1P		
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	59,3 p	72,3 p	73,7 p	73,9 p	73,7 p	72,9 p	:		100,0	100,0	100,0	100,0	100,0		
Labour productivity per hour worked	EU-27 = 100 (based on PPS per hour worked)	52,4 p	64,8 p	66,0 p	66,2 p	66,3 p	64,5 p	:		100,0	100,0	100,0	100,0	100,0		
Nominal unit labour cost growth	% change from previous year	4,0 p	-0,5 p	-2,8 p	-0,7 p	3,6 p	1,7 p	9,7 p		0,7	1,0	1,8	1,7	4,6		
Real unit labour cost growth	% change from previous year	-1,5	-1,2	-2,7												
Gender pay gap	% of men's average gross hourly earnings (paid employees)	:	:	11,6	12,3	11,4	11,5 P	:		15,1	14,6	14,4	14,1	:		
Involuntary temporary employment	as % of total employees	:	8,8	17,7	17,7	17,2	15,3	12,2		8,8	8,8	8,3	7,9	6,9		
Newly employed	share of people in current job 12 months or less in total employment	:	12,6	15,8	15,6	15,3	13,4	10,3		14,2	14,5	14,6	14,6	13,1		
At-risk-of-poverty rate of unemployed		:	42,8	43,6	45,6	47,6	45,3	:		48,7 e	47,5 e	48,6e	49,1e	:		
Unemployment trap - tax rate on low wage earners		:	79,8	79,9	81,9	83,0	83,6	82,4		75,8	75,5	75,5	74,3	73,5		
Inactivity and part-time work due to personal and family responsibilities	age 15-64	:	1,2	1,6	1,5	1,6	1,3	1,4		4,7	4,8	4,7	4,8	4,4		
Job vacancy rate	% change over the recent 3 years	:	1,0	1,2	1,5	1,7	1,6	1,4		1,5	1,7	1,9	2,1	2,0		
Share of adult population with upper secondary or tertiary education	age 25-64	:	83,1	82,7	83,8	85,1	85,8	86,6		76,6	77,2	77,8	78,4	79,2P		
Percentage of adult population participating in education and training	age 25-64	:	3,1	3,0	2,3	2,9	3,5	3,2		10,3	10,4	10,6	10,8	9,2P		

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

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

## 2. Key employment challenges Croatia, May 2021

Employment policy area	Key employment challenge	Particularly good labour market outcome
1. Increase labour market participation	Employment rates were lower than the EU average, remaining worse in particular for low skilled and older workers (age group 55-64).  Low activity rate.  Short duration of working life.	
2. Enhancing labour market functioning; combating segmentation	High share of (involuntary) temporary employment.	
3. Active labour market policies		
4. Adequate and employment oriented social security systems		
5. Work-life balance	Share of children in pre-school education is lower than the EU average.	
6. Exploiting job creation possibilities		
7. Gender equality	Significant employment gender gap.	
8. Improving skills supply and productivity, effective life-long learning	Low participation rates in adult education and training.  Low share of adult population having attained high (tertiary) education.  <i>Low provision of labour market relevant skills.</i>	Youth education attainment level above the EU level.
9. Improving education and training systems	<i>Limited access, quality and labour market relevance at all levels of education and training.</i>	Percentage of early school leavers is lower than the EU average.
10. Wage setting mechanisms and labour cost developments	<i>Weaknesses in the wage setting mechanisms in the public sector.</i>	



# Italy

## 1. Key indicators on labour market performance

Indicator	Unit	2000	2015	2016	2017	2018	2019	2020	National target 2020	2016	2017	2018	2019	2020	2020 EU target	2030 EU target
										EU27-total						
Overall employment rate	% of population aged 20 - 64	57,4	60,5	61,6	62,3	63,0	63,5	62,6	67-69	70,1	71,3	72,4	73,1	72,4	75,0	78,0
Early leavers from education and training	% of pop. 18-24 with at most lower sec. educ. and not in further education or training	25,1	14,7	13,8	14,0	14,5	13,5	13,1	15-16	10,6	10,5	10,5	10,2	10,1P	less than 10	
Tertiary educational attainment	% completion of tertiary or equivalent education (30-34)	11,6	25,3	26,2	26,9	27,8	27,6	27,8	26-27	37,8	38,6	39,4	40,3	40,9P	40,0	
Overall employment growth	% change from previous year	1,9	0,7	1,2	0,9	0,6	0,4	-2,0		1,5	1,4	1,1	0,9	-1,4		
Employment rate of women	% of female population aged 20 - 64	42,2	50,6	51,6	52,5	53,1	53,8	52,7		64,3	65,5	66,5	67,3	66,8		
Employment rate of men	% of male population aged 20 - 64	72,8	70,6	71,7	72,3	72,9	73,4	72,6		76,0	77,2	78,3	79,0	78,1		
Employment rate of older workers	% of population aged 55 - 64	27,7	48,2	50,3	52,2	53,7	54,3	54,2		54,2	56,2	57,9	59,2	59,6		
Employment gender gap	difference in the employment rate between men and women in percentage points (20-64)	30,6	20,0	20,1	19,8	19,8	19,6	19,9		11,7	11,7	11,8	11,7	11,3		
Employment rate of young persons	% of population aged 20 - 29	49,9	40,3	42,1	42,7	43,4	44,9	42,4		60,4	61,8	62,9	63,6	61,3		
Employment rate of low skilled persons	% of population with at most lower secondary education aged 20 - 64	49,3	49,4	50,3	51,0	51,7	52,1	50,9		52,5	53,9	55,0	55,7	55,1		
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64	71,3	60,8	61,6	62,7	63,5	63,7	59,9		55,9	57,0	58,8	60,0	57,4		
Part-time employment	% of total employment aged 15 - 74	:	17,0	17,4	17,5	17,5	17,9	17,4		18,3	18,3	18,1	18,2	18,2		
Temporary employees	% of total employees aged 15 - 64	10,1	14,1	14,0	15,5	17,1	17,1	15,2		15,6	15,7	15,5	15,0	13,6		
Overall unemployment rate	% of labour force	10,6	11,9	11,7	11,2	10,6	10,0	9,2		9,1	8,1	7,2	6,7	7,1		
Long-term unemployment	% of labour force	6,5	6,9	6,7	6,5	6,2	5,6	4,7		4,4	3,8	3,2	2,8	2,5		
Youth unemployment rate	% of youth labour force (15-24)	31,5	40,3	37,8	34,7	32,2	29,2	29,4		20,1	18,0	16,1	15,1	16,9		
Youth NEET rate	% of population aged 15-24	19,1	21,4	19,9	20,1	19,2	18,1	19,0		11,7	11,0	10,5	10,1	11,1P		
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	130,4	106,7	108,3	107,4	106,6	105,6	:		100,0	100,0	100,0	100,0	100,0		
Labour productivity per hour worked	EU-27 = 100 (based on PPS per hour worked)	119,6	101,7	103,2	102,0	101,1	100,1	:		100,0	100,0	100,0	100,0	100,0		
Nominal unit labour cost growth	% change from previous year	0,5	0,9	0,4	-0,1	2,0	1,3 p	1,9 p		0,7	1,0	1,8	1,7	4,6		
Real unit labour cost growth	% change from previous year	-1,6	-0,2	0,1												
Gender pay gap	% of men's average gross hourly earnings (paid employees) as % of total employees	:	5,5 P	5,3 P	5,0 P	5,5	4,7 P	:		15,1	14,6	14,4	14,1	:		
Involuntary temporary employment	share of people in current job 12 months or less in total employment	4,4	10,3	10,2	11,2	13,7	13,7	12,1		8,8	8,8	8,3	7,9	6,9		
Newly employed	share of people in current job 12 months or less in total employment	11,4	10,7	11,1	11,3	11,3	11,8	10,6		14,2	14,5	14,6	14,6	13,1		
At-risk-of-poverty rate of unemployed		:	47,3	45,8	42,2	45,9	48,9	:		48,7 e	47,5 e	48,6e	49,1e	:		
Unemployment trap - tax rate on low wage earners		:	80,4	80,1	80,0	79,8	80,0	74,0		75,8	75,5	75,5	74,3	73,5		
Inactivity and part-time work due to personal and family responsibilities	age 15-64	:	4,9	5,0	5,3	4,7	4,3	4,2		4,7	4,8	4,7	4,8	4,4		
Job vacancy rate	% change over the recent 3 years	:	0,5	0,6	0,8	0,9	1,1	1,0		1,5	1,7	1,9	2,1	2,0		
Share of adult population with upper secondary or tertiary education	age 25-64	45,2	59,9	60,1	60,9	61,7	62,2	62,9		76,6	77,2	77,8	78,4	79,2P		
Percentage of adult population participating in education and training	age 25-64	:	7,3	8,3	7,9	8,1	8,1	7,2		10,3	10,4	10,6	10,8	9,2P		

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

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

## 2. Key employment challenges Italy, May 2021

Employment policy area	Key employment challenge	Particularly good labour market outcome
1. Increase labour market participation	<p>The employment rate is significantly below EU average.</p> <p>Youth unemployment and NEET rates remain among the highest in the EU.</p> <p>Activity rate and duration of working life, in particular for women, was below the EU average and declining faster than average.</p> <p><i>Regional disparities in labour market indicators.</i></p>	
2. Enhancing labour market functioning; combating segmentation	<p>High share of employees working in involuntary (temporary) fixed-term or part-time contracts.</p> <p><i>Undeclared and under-declared work remains widespread, especially in services sector. The labour tax burden for low income earners in 2019 remains among the highest in the EU while the impact for 2020 and 2021 of the extension of an already existing tax credit is yet to be assessed.</i></p>	
3. Active labour market policies	<p><i>The effectiveness of active labour market policies remains limited, along with a weak placement capacity and overall efficiency of Public Employment Services.</i></p>	
4. Adequate and employment oriented social security systems	<p>The share of long-term unemployed in total unemployment is above the EU average.</p> <p>The rate of in-work poverty was above the EU average</p>	
5. Work-life balance		
6. Job creation		
7. Gender equality	<p>The gender employment gap was among the highest in the EU.</p> <p><i>An integrated strategy to support families and labour market participation of women, also encompassing a systematic evaluation of adopted measures, is missing.</i></p>	The (unadjusted) gender pay gap is significantly below the EU average.
8. Improving skill supply and productivity; Lifelong learning	<p>The share of adult population (aged 25-64) with upper secondary or tertiary education, and with tertiary education, is below the EU average.</p>	

<p>9. Improving education and training systems</p>	<p>The early school leaving rate is above the EU average.</p> <p>The share of women aged 45-54 with low educational attainment is significantly above the EU average.</p> <p><i>Investment in education and training is limited while education outcomes are below EU average.</i></p>	
<p>10. Wage setting mechanisms and labour cost developments</p>		

# Cyprus

## 1. Key indicators on labour market performance

Indicator	Unit	2000	2015	2016	2017	2018	2019	2020	National target 2020	2016	2017	2018	2019	2020	2020 EU target	2030 EU target
												EU27-total				
Overall employment rate	% of population aged 20 - 64	72,2 e	67,9	68,7	70,8	73,9	75,7	74,9	75-77	70,1	71,3	72,4	73,1	72,4	75,0	78,0
Early leavers from education and training	% of pop. 18-24 with at most lower sec. educ. and not in further education or training	18,5	5,2	7,6	8,5	7,8	9,2	11,5	10,0	10,6	10,5	10,5	10,2	10,1P	less than 10	
Tertiary educational attainment	% completion of tertiary or equivalent education (30-34)	31,1	54,5	53,4	55,9	57,1	58,8	59,8	46,0	37,8	38,6	39,4	40,3	40,9P	40,0	
Overall employment growth	% change from previous year	4,3 e	-1,4	1,1	4,5	5,4	3,3	0,5		1,5	1,4	1,1	0,9	-1,4		
Employment rate of women	% of female population aged 20 - 64	59,1 e	64,0	64,1	66,2	68,9	70,1	69,1		64,3	65,5	66,5	67,3	66,8		
Employment rate of men	% of male population aged 20 - 64	86,1 e	72,3	73,8	75,7	79,3	81,7	81,1		76,0	77,2	78,3	79,0	78,1		
Employment rate of older workers	% of population aged 55 - 64	49,0 e	48,5	52,2	55,3	60,9	61,1	61,0		54,2	56,2	57,9	59,2	59,6		
Employment gender gap	difference in the employment rate between men and women in percentage points (20-64)	27,0 e	8,3	9,7	9,5	10,4	11,6	12,0		11,7	11,7	11,8	11,7	11,3		
Employment rate of young persons	% of population aged 20 - 29	75,6	59,9	60,5	62,6	66,4	70,1	67,2		60,4	61,8	62,9	63,6	61,3		
Employment rate of low skilled persons	% of population with at most lower secondary education aged 20 - 64	62,6	55,1	56,8	57,0	61,6	63,2	64,0		52,5	53,9	55,0	55,7	55,1		
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64	71,1	69,2	63,4	64,0	64,4	68,9	68,4		55,9	57,0	58,8	60,0	57,4		
Part-time employment	% of total employment aged 15 - 74	8,5	13,9	14,1	13,0	11,1	10,7	11,0		18,3	18,3	18,1	18,2	18,2		
Temporary employees	% of total employees aged 15 - 64	10,7	18,4	16,5	15,3	13,8	13,7	13,4		15,6	15,7	15,5	15,0	13,6		
Overall unemployment rate	% of labour force	4,9 e	15,0	13,0	11,1	8,4	7,1	7,6		9,1	8,1	7,2	6,7	7,1		
Long-term unemployment	% of labour force	:	6,8	5,8	4,5	2,7	2,1	2,1		4,4	3,8	3,2	2,8	2,5		
Youth unemployment rate	% of youth labour force (15-24)	10,2	32,8	29,1	24,7	20,2	16,6	18,2		20,1	18,0	16,1	15,1	16,9		
Youth NEET rate	% of population aged 15-24	10,1	15,3	16,0	16,1	13,2	13,7	14,4		11,7	11,0	10,5	10,1	11,1P		
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	91,5	85,3	87,5	86,2	85,3	83,3 p	:		100,0	100,0	100,0	100,0	100,0		
Labour productivity per hour worked	EU-27 = 100 (based on PPS per hour worked)	80,7	76,5	78,1	77,2	76,9	75 p	:		100,0	100,0	100,0	100,0	100,0		
Nominal unit labour cost growth	% change from previous year	1,9	-2,9	-2,6	1,9	1,4	1,9 p	1,5 p		0,7	1,0	1,8	1,7	4,6		
Real unit labour cost growth	% change from previous year	-1,0	-0,5	0,2												
Gender pay gap	% of men's average gross hourly earnings (paid employees)	:	13,2	12,3	11,2	10,4	10,1 P	:		15,1	14,6	14,4	14,1	:		
Involuntary temporary employment	as % of total employees	8,2	17,1	15,2	14,1	12,8	12,8	12,8		8,8	8,8	8,3	7,9	6,9		
Newly employed	share of people in current job 12 months or less in total employment	18,4	19,1	20,7	21,0	21,3	20,5	18,4		14,2	14,5	14,6	14,6	13,1		
At-risk-of-poverty rate of unemployed		:	42,0	37,2	36,5	41,3	35,7	:		48,7 e	47,5 e	48,6e	49,1e	:		
Unemployment trap - tax rate on low wage earners		:	:	:	63,8	63,6	64,0	64,4		75,8	75,5	75,5	74,3	73,5		
Inactivity and part-time work due to personal and family responsibilities	age 15-64	:	2,7	3,1	2,7	2,7	3,0	3,0		4,7	4,8	4,7	4,8	4,4		
Job vacancy rate	% change over the recent 3 years	:	0,7	0,9	1,0	1,2	1,4	1,6		1,5	1,7	1,9	2,1	2,0		
Share of adult population with upper secondary or tertiary education	age 25-64	61,5	77,9	79,5	81,1	82,2	82,5	83,2		76,6	77,2	77,8	78,4	79,2P		
Percentage of adult population participating in education and training	age 25-64	:	7,5	6,9	6,9	6,7	5,9	4,7		10,3	10,4	10,6	10,8	9,2P		

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

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

## 2. Key employment challenges Cyprus, May 2021

Employment policy area	Key employment challenge	Particularly good labour market outcome
1. Increase labour market participation	High, although improving (over past three years) rate of young people not in education, employment or training (NEET).	High, stable employment rate (20-64).
2. Enhancing labour market functioning; combating segmentation	High share of involuntary temporary employment among women.  <i>High incidence of undeclared work.</i>	
3. Active labour market policies	Low and stagnant expenditure on ALMP as % of GDP (in 2019), accompanied by limited participation in activation measures of persons wanting to work (in 2018). <i>Limited activation and outreach policies especially for NEETs</i>	
4. Adequate and employment oriented social security systems	The net replacement rate for the unemployed is significantly lower than the EU-average.  <i>Insufficient social protection coverage of the self-employed/atypical workers</i>	Low, stable at-risk-of-poverty rate of unemployed.  Low, stable wage trap for second earner income.
5. Work-life balance	High and increasing inactivity and part-time work due to lack of care services for dependents. <i>Limited flexible working arrangements. Quality childcare services are not affordable or accessible for many.</i>	
6. Exploiting job creation possibilities		
7. Gender equality	Increasing gender employment gap.	Low and stable inactivity trap for second earners.
8. Improving skills supply and productivity, effective life-long learning	Low share of individuals who have at least basic overall digital skills.  Low share of employees participating in education and training.	
9. Improving education and training systems	Increasing rates of early leavers from education and training (aged 18-24).  <i>Low level of basic skills and limited labour market relevance of education and training</i>	Completion of tertiary or equivalent education (aged 30-34) above EU average and stable.
10. Wage setting mechanisms and labour cost developments		

# Latvia

## 1. Key indicators on labour market performance

Indicator	Unit	2000	2015	2016	2017	2018	2019	2020	National target 2020	2016	2017	2018	2019	2020	2020 EU target	2030 EU target
										EU27-total						
Overall employment rate	% of population aged 20 - 64	63,6	72,5	73,2	74,8	76,8	77,4	77,0	73,0	70,1	71,3	72,4	73,1	72,4	75,0	78,0
Early leavers from education and training	% of pop. 18-24 with at most lower sec. educ. and not in further education or training	:	9,9	10,0	8,6	8,3	8,7	7,2	13,4	10,6	10,5	10,5	10,2	10,1P	less than 10	
Tertiary educational attainment	% completion of tertiary or equivalent education (30-34)	18,6	41,3	42,8	43,8	42,7	45,7	49,2	34-36	37,8	38,6	39,4	40,3	40,9P	40,0	
Overall employment growth	% change from previous year	-2,1 e	1,0	-0,7	0,0	1,3	-0,3	-2,1		1,5	1,4	1,1	0,9	-1,4		
Employment rate of women	% of female population aged 20 - 64	59,3 e	70,5	71,8	72,7	74,8	75,5	75,2		64,3	65,5	66,5	67,3	66,8		
Employment rate of men	% of male population aged 20 - 64	68,4 e	74,6	74,7	77,0	79,0	79,3	79,0		76,0	77,2	78,3	79,0	78,1		
Employment rate of older workers	% of population aged 55 - 64	36,1 e	59,4	61,4	62,3	65,4	67,3	68,6		54,2	56,2	57,9	59,2	59,6		
Employment gender gap	difference in the employment rate between men and women in percentage points (20-64)	9,1 e	4,1	2,9	4,3	4,2	3,8	3,8		11,7	11,7	11,8	11,7	11,3		
Employment rate of young persons	% of population aged 20 - 29	61,7	67,5	67,7	70,7	71,0	71,2	68,0		60,4	61,8	62,9	63,6	61,3		
Employment rate of low skilled persons	% of population with at most lower secondary education aged 20 - 64	41,8	53,2	54,8	56,7	57,5	59,9	61,3		52,5	53,9	55,0	55,7	55,1		
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64	79,6	64,1	63,9	65,3	66,5	69,3	70,0		55,9	57,0	58,8	60,0	57,4		
Part-time employment	% of total employment aged 15 - 74	:	7,5	9,1	8,3	8,0	8,8	9,3		18,3	18,3	18,1	18,2	18,2		
Temporary employees	% of total employees aged 15 - 64	6,7	3,8	3,7	3,0	2,7	3,2	2,8		15,6	15,7	15,5	15,0	13,6		
Overall unemployment rate	% of labour force	14,3 e	9,9	9,6	8,7	7,4	6,3	8,1		9,1	8,1	7,2	6,7	7,1		
Long-term unemployment	% of labour force	:	4,5	4,0	3,3	3,1	2,4	2,2		4,4	3,8	3,2	2,8	2,5		
Youth unemployment rate	% of youth labour force (15-24)	21,3	16,3	17,3	17,0	12,2	12,4	14,9		20,1	18,0	16,1	15,1	16,9		
Youth NEET rate	% of population aged 15-24	:	10,5	11,2	10,3	7,8	7,9	7,1		11,7	11,0	10,5	10,1	11,1P		
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	40,1	64,8	65,6	67,4	68,6	68,6	:		100,0	100,0	100,0	100,0	100,0		
Labour productivity per hour worked	EU-27 = 100 (based on PPS per hour worked)	34,4	55,8	56,6	58,3	58,9	59,8	:		100,0	100,0	100,0	100,0	100,0		
Nominal unit labour cost growth	% change from previous year	0,3	4,9	4,5	4,2	5,4	6,6	6,7		0,7	1,0	1,8	1,7	4,6		
Real unit labour cost growth	% change from previous year	-3,2	6,2	4,0												
Gender pay gap	% of men's average gross hourly earnings (paid employees)	:	18,4	19,7	19,8	19,6	21,2 P	:		15,1	14,6	14,4	14,1	:		
Involuntary temporary employment	as % of total employees	5,2	1,9	1,9	1,1	1,7	1,8	1,6		8,8	8,8	8,3	7,9	6,9		
Newly employed	share of people in current job 12 months or less in total employment	:	15,6	14,6	16,2	15,8	16,0	14,4		14,2	14,5	14,6	14,6	13,1		
At-risk-of-poverty rate of unemployed		:	55,0	55,7	56,5	59,5	57,7	:		48,7 e	47,5 e	48,6e	49,1e	:		
Unemployment trap - tax rate on low wage earners		:	87,9	87,3	87,4	84,2	85,0	83,0		75,8	75,5	75,5	74,3	73,5		
Inactivity and part-time work due to personal and family responsibilities	age 15-64	:	1,8	1,8	1,5	1,4	1,6	1,9		4,7	4,8	4,7	4,8	4,4		
Job vacancy rate	% change over the recent 3 years	:	1,5	1,5	1,7	2,0	2,5	2,6		1,5	1,7	1,9	2,1	2,0		
Share of adult population with upper secondary or tertiary education	age 25-64	83,2	90,1	90,7	90,4	90,7	91,2	91,7		76,6	77,2	77,8	78,4	79,2P		
Percentage of adult population participating in education and training	age 25-64	:	5,7	7,3	7,5	6,7	7,4	6,6		10,3	10,4	10,6	10,8	9,2P		

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

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

## 2. Key employment challenges Latvia, May 2021

Employment policy area	Key employment challenge	Particularly good labour market outcome
1. Increase labour market participation		The activity rate is much higher than EU average.  The NEET rate is lower than EU average and improving.
2. Enhancing labour market functioning; combating segmentation	<i>High incidence of undeclared work, in particular underreported wages</i>	
3. Active labour market policies	ALMP participation (activation support) and expenditure on ALMPs as percentage of GDP were below EU average (respectively in 2018 and 2019). <i>Limited coverage of labour market integration measures for those furthest away from the labour market.</i>	
4. Adequate and employment oriented social security systems	At-risk-of-poverty rate of unemployed was higher than EU average. Net replacement rate of the net wage previously earned after 12 months of unemployment was lower than EU average.	
5. Work-life balance		
6. Exploiting job creation possibilities		
7. Gender equality	Gender pay gap is above EU average.	The gender employment gap was lower than EU average.
8. Improving skills supply and productivity, effective life-long learning	Low share of individuals who have basic or above basic overall digital skills. <i>Scope for improving the participation in and labour market relevance of vocational education and training.</i>	High share of adult population (aged 25-64) having attained at least upper secondary education.
9. Improving education and training systems		Rate of early leavers from education and training is below EU average and continues to decrease.
10. Wage setting mechanisms and labour cost developments		

# Lithuania

## 1. Key indicators on labour market performance

Indicator	Unit	2000	2015	2016	2017	2018	2019	2020	National target 2020	2016	2017	2018	2019	2020	2020 EU target	2030 EU target
		EU27-total														
Overall employment rate	% of population aged 20 - 64	65,5 e	73,3	75,2	76,0	77,8	78,2	76,7	72,8	70,1	71,3	72,4	73,1	72,4	75,0	78,0
Early leavers from education and training	% of pop. 18-24 with at most lower sec. educ. and not in further education or training	16,5 B	5,5	4,8	5,4	4,6	4,0	5,6	less than 9	10,6	10,5	10,5	10,2	10,1P	less than 10	
Tertiary educational attainment	% completion of tertiary or equivalent education (30-34)	42,6	57,6	58,7	58,0	57,6	57,8	59,6	40,0	37,8	38,6	39,4	40,3	40,9P	40,0	
Overall employment growth	% change from previous year	-4,7 e	1,0	1,3	-0,9	1,4	0,0	-2,0		1,5	1,4	1,1	0,9	-1,4		
Employment rate of women	% of female population aged 20 - 64	63,9 e	72,2	74,3	75,5	76,7	77,4	75,8		64,3	65,5	66,5	67,3	66,8		
Employment rate of men	% of male population aged 20 - 64	67,3 e	74,6	76,2	76,5	79,0	79,0	77,5		76,0	77,2	78,3	79,0	78,1		
Employment rate of older workers	% of population aged 55 - 64	40,2 e	60,4	64,6	66,1	68,5	68,4	67,6		54,2	56,2	57,9	59,2	59,6		
Employment gender gap	difference in the employment rate between men and women in percentage points (20-64)	3,4 e	2,4	1,9	1,0	2,3	1,6	1,7		11,7	11,7	11,8	11,7	11,3		
Employment rate of young persons	% of population aged 20 - 29	62,0	64,3	66,1	67,3	69,4	68,7	65,0		60,4	61,8	62,9	63,6	61,3		
Employment rate of low skilled persons	% of population with at most lower secondary education aged 20 - 64	37,3 B	42,7	42,3	44,1	46,9	47,9	48,2		52,5	53,9	55,0	55,7	55,1		
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64	: u	70,6	70,6	70,2	74,6	81,6	80,0		55,9	57,0	58,8	60,0	57,4		
Part-time employment	% of total employment aged 15 - 74	8,8	8,3	7,8	8,3	7,7	7,1	6,9		18,3	18,3	18,1	18,2	18,2		
Temporary employees	% of total employees aged 15 - 64	3,8	2,1	2,0	1,7	1,6	1,5	1,2		15,6	15,7	15,5	15,0	13,6		
Overall unemployment rate	% of labour force	16,4 e	9,1	7,9	7,1	6,2	6,3	8,5		9,1	8,1	7,2	6,7	7,1		
Long-term unemployment	% of labour force	:	3,9	3,0	2,7	2,0	1,9	2,5		4,4	3,8	3,2	2,8	2,5		
Youth unemployment rate	% of youth labour force (15-24)	28,6	16,3	14,5	13,3	11,1	11,9	19,6		20,1	18,0	16,1	15,1	16,9		
Youth NEET rate	% of population aged 15-24	17,0	9,2	9,4	9,1	8,0	8,6	10,8		11,7	11,0	10,5	10,1	11,1P		
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	41,2	72,9	71,9	75,2	76,6	78,5	:		100,0	100,0	100,0	100,0	100,0		
Labour productivity per hour worked	EU-27 = 100 (based on PPS per hour worked)	37,9	63,0	61,5	65,4	66,3	67,7	:		100,0	100,0	100,0	100,0	100,0		
Nominal unit labour cost growth	% change from previous year	-8,1	5,1	6,1	4,3	5,2	6,1	7,5		0,7	1,0	1,8	1,7	4,6		
Real unit labour cost growth	% change from previous year	-9,3	4,7	4,9												
Gender pay gap	% of men's average gross hourly earnings (paid employees)	:	14,2	14,4	15,2	14,0	13,3 P	:		15,1	14,6	14,4	14,1	:		
Involuntary temporary employment	as % of total employees	2,6	1,3	1,2	1,0	0,8	0,7	0,7		8,8	8,8	8,3	7,9	6,9		
Newly employed	share of people in current job 12 months or less in total employment	15,1	16,5	20,2	19,2	20,7	20,4	19,8		14,2	14,5	14,6	14,6	13,1		
At-risk-of-poverty rate of unemployed		:	62,3	60,5	61,5	62,3	54,4	:		48,7 e	47,5 e	48,6e	49,1e	:		
Unemployment trap - tax rate on low wage earners		:	81,6	79,5	88,3	86,8	87,4	86,9		75,8	75,5	75,5	74,3	73,5		
Inactivity and part-time work due to personal and family responsibilities	age 15-64	:	1,4	1,1	1,2	1,2	1,0	0,9		4,7	4,8	4,7	4,8	4,4		
Job vacancy rate	% change over the recent 3 years	:	1,0	1,1	1,3	1,4	1,5	1,4		1,5	1,7	1,9	2,1	2,0		
Share of adult population with upper secondary or tertiary education	age 25-64	84,2	93,5	94,6	94,8	94,8	95,0	95,4		76,6	77,2	77,8	78,4	79,2P		
Percentage of adult population participating in education and training	age 25-64	:	5,8	6,0	5,9	6,6	7,0	7,2		10,3	10,4	10,6	10,8	9,2P		

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

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



## 2. Key employment challenges Lithuania, May 2021

Employment policy area	Key employment challenge	Particularly good labour market outcome
1. Increase labour market participation		The employment rate of non-EU nationals and recent immigrants was significantly above the EU average.  The activity rate (20-64) was above the EU average and increased at a significantly higher rate than average.
2. Enhancing labour market functioning; combating segmentation		
3. Active labour market policies	The expenditure on ALMP per person wanting to work and as a percentage of GDP was lower than the EU average in 2019.	
4. Adequate and employment oriented social security systems	The unemployment trap on low wage earners was higher than the EU average.	
5. Work-life balance		Low inactivity and part-time work due to personal and family responsibilities, notably for women.
6. Exploiting job creation possibilities		
7. Gender equality		The employment gender gap (age group 20-64) was significantly lower than EU average.
8. Improving skills supply and productivity, effective life-long learning	<i>Limited re-skilling and up-skilling opportunities for adults, aggravated by their low digital skills.</i>	The share of adult population (age group 20-29) with upper secondary or tertiary education significantly higher than EU average.
9. Improving education and training systems	The gap in employment rate between low and medium education attainment (20-64) is higher than the EU average.  <i>Inefficiencies in education affect quality of education outcomes</i>	Share of population aged 30-34 with completed tertiary or equivalent education above the EU average.
10. Wage setting mechanisms and labour cost developments		

# Luxembourg

## 1. Key indicators on labour market performance

Indicator	Unit	2000	2015	2016	2017	2018	2019	2020	National target 2020	2016	2017	2018	2019	2020	2020 EU target	2030 EU target
										EU27-total						
Overall employment rate	% of population aged 20 - 64	67,0	70,9 B	70,7	71,5	72,1	72,8	72,1	73,0	70,1	71,3	72,4	73,1	72,4	75,0	78,0
Early leavers from education and training	% of pop. 18-24 with at most lower sec. educ. and not in further education or training	16,8	9,3 B	5,5	7,3	6,3	7,2	8,2	less than 10	10,6	10,5	10,5	10,2	10,1P	less than 10	
Tertiary educational attainment	% completion of tertiary or equivalent education (30-34)	21,2	52,3 B	54,6 u	52,7 u	56,2	56,2	62,2	40,0	37,8	38,6	39,4	40,3	40,9P	40,0	
Overall employment growth	% change from previous year	2,3 e	4,9 B	1,6 B	4,2	3,0	3,2	1,0		1,5	1,4	1,1	0,9	-1,4		
Employment rate of women	% of female population aged 20 - 64	53,1 e	65,0 B	65,1	67,5	68,0	68,1	68,5		64,3	65,5	66,5	67,3	66,8		
Employment rate of men	% of male population aged 20 - 64	80,5 e	76,7 B	76,1	75,4	76,0	77,2	75,6		76,0	77,2	78,3	79,0	78,1		
Employment rate of older workers	% of population aged 55 - 64	26,2 e	38,4 B	39,6	39,8	40,5	43,1	44,0		54,2	56,2	57,9	59,2	59,6		
Employment gender gap	difference in the employment rate between men and women in percentage points (20-64)	27,4 e	11,7 B	11,0	7,9	8,0	9,1	7,1		11,7	11,7	11,8	11,7	11,3		
Employment rate of young persons	% of population aged 20 - 29	68,1	63,9 B	63,0	63,3	63,9	66,3	62,2		60,4	61,8	62,9	63,6	61,3		
Employment rate of low skilled persons	% of population with at most lower secondary education aged 20 - 64	58,6	58,4 B	56,4	56,4	58,9	57,6	56,9		52,5	53,9	55,0	55,7	55,1		
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64	57,6	59,2 B	59,1	60,9	58,4	64,6	63,5		55,9	57,0	58,8	60,0	57,4		
Part-time employment	% of total employment aged 15 - 74	10,1	21,7	22,5	22,8	21,1	20,9	22,6		18,3	18,3	18,1	18,2	18,2		
Temporary employees	% of total employees aged 15 - 64	3,4	10,2 B	9,0	9,1	9,8	9,2	7,7		15,6	15,7	15,5	15,0	13,6		
Overall unemployment rate	% of labour force	2,4 e	6,7 B	6,3	5,5	5,6	5,6	6,8		9,1	8,1	7,2	6,7	7,1		
Long-term unemployment	% of labour force	:	1,9 B	2,2	2,1	1,4	1,3	1,7		4,4	3,8	3,2	2,8	2,5		
Youth unemployment rate	% of youth labour force (15-24)	6,4 u	17,3 B	18,9	15,4	14,2	17,0	23,2		20,1	18,0	16,1	15,1	16,9		
Youth NEET rate	% of population aged 15-24	5,0	6,2 B	5,4	5,9	5,3	5,6	6,6		11,7	11,0	10,5	10,1	11,1P		
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	178,3	169,8	171,1	166,0	164,1	162,1	:		100,0	100,0	100,0	100,0	100,0		
Labour productivity per hour worked	EU-27 = 100 (based on PPS per hour worked)	189,0	183,7	185,7	179,9	177,7	175,0	:		100,0	100,0	100,0	100,0	100,0		
Nominal unit labour cost growth	% change from previous year	2,7	0,1	-0,7	4,6	3,9	3,0	2,6		0,7	1,0	1,8	1,7	4,6		
Real unit labour cost growth	% change from previous year	0,5	1,4	2,0												
Gender pay gap	% of men's average gross hourly earnings (paid employees)	:	4,7	3,9	2,6	1,4	1,3 P	:		15,1	14,6	14,4	14,1	:		
Involuntary temporary employment	as % of total employees	0,4 u	4,4 B	4,1	5,1	5,5	0,2 u	4,9		8,8	8,8	8,3	7,9	6,9		
Newly employed	share of people in current job 12 months or less in total employment	11,9	14,6 B	12,6 B	14,0	14,7	14,8	12,9		14,2	14,5	14,6	14,6	13,1		
At-risk-of-poverty rate of unemployed		:	42,7	46,9 B	48,5	43,5	47,7	:		48,7 e	47,5 e	48,6e	49,1e	:		
Unemployment trap - tax rate on low wage earners		:	87,6	87,7	87,0	90,9	92,1	92,0		75,8	75,5	75,5	74,3	73,5		
Inactivity and part-time work due to personal and family responsibilities	age 15-64	:	5,0 B	5,1	5,4	5,2	4,5	4,2		4,7	4,8	4,7	4,8	4,4		
Job vacancy rate	% change over the recent 3 years	:	1,0	1,2	1,4	1,5	1,6	1,6		1,5	1,7	1,9	2,1	2,0		
Share of adult population with upper secondary or tertiary education	age 25-64	60,9	76,0 B	78,4 u	76,4 u	78,6	79,3	78,5		76,6	77,2	77,8	78,4	79,2P		
Percentage of adult population participating in education and training	age 25-64	:	18,0 B	16,8	17,2	18,0	19,1	16,3		10,3	10,4	10,6	10,8	9,2P		

Source: Eurostat database (labour market statistics, national accounts), National Reform Programmes  
 Notes: b - break in series, p - provisional, c - confidential, d - definition differs, e - estimated, n - not significant, f - forecast, s - Eurostat estimate, z - not applicable, u - unreliable, \* - not available

## 2. Key employment challenges Luxembourg, May 2021

Employment policy area	Key employment challenge	Particularly good labour market outcome
1. Increase labour market participation	Low employment rate of older workers (55-64). <i>People born outside the EU face particularly poor labour market and social outcomes.</i>	Low NEET rate.
2. Enhancing labour market functioning; combating segmentation		
3. Active labour market policies		
4. Adequate and employment oriented social security systems	<i>The tax and benefit system still presents financial disincentives to work especially for older people.</i>	
5. Work-life balance		High participation in childcare (age 0-3).
6. Exploiting job creation possibilities		Tax wedge on labour cost (tax rate on low wage earners).
7. Gender equality		Low gender pay gap.
8. Improving skills supply and productivity, effective life-long learning	<i>Skill shortages in some sectors, combined with low activity rate of low-skilled people</i>	High participation of the unemployed in adult learning (age group 25-64).  High share of the adult population having attained high (tertiary) education.
9. Improving education and training systems	Share of population aged 20-24 having completed at least upper secondary education is below the EU average.  <i>Educational outcomes are strongly related to the socio-economic status of students.</i>	
10. Wage setting mechanisms and labour cost developments		

# Hungary

## 1. Key indicators on labour market performance

Indicator	Unit	2000	2015	2016	2017	2018	2019	2020	National target 2020	2016	2017	2018	2019	2020	2020 EU target	2030 EU target
Overall employment rate	% of population aged 20 - 64	61,2	68,9	71,5	73,3	74,4	75,3	75,0	75,0	70,1	71,3	72,4	73,1	72,4	75,0	78,0
Early leavers from education and training	% of pop. 18-24 with at most lower sec. educ. and not in further education or training	13,9	11,6 B	12,4	12,5	12,5	11,8	12,1	10,0	10,6	10,5	10,5	10,2	10,1P	less than 10	
Tertiary educational attainment	% completion of tertiary or equivalent education (30-34)	14,8	34,3	33,0	32,1	33,7	33,4	33,2	34,0	37,8	38,6	39,4	40,3	40,9P	40,0	
Overall employment growth	% change from previous year	1,0	2,6	3,2	1,5	0,9	0,6	-1,4		1,5	1,4	1,1	0,9	-1,4		
Employment rate of women	% of female population aged 20 - 64	53,9	62,1	64,6	65,7	66,8	67,6	67,0		64,3	65,5	66,5	67,3	66,8		
Employment rate of men	% of male population aged 20 - 64	68,9	75,8	78,6	81,0	82,1	83,1	83,1		76,0	77,2	78,3	79,0	78,1		
Employment rate of older workers	% of population aged 55 - 64	22,2	45,3	49,8	51,7	54,4	56,7	59,6		54,2	56,2	57,9	59,2	59,6		
Employment gender gap	difference in the employment rate between men and women in percentage points (20-64)	15,0	13,7	14,0	15,3	15,3	15,5	16,1		11,7	11,7	11,8	11,7	11,3		
Employment rate of young persons	% of population aged 20 - 29	59,5	58,5	61,7	63,8	64,1	64,1	63,3		60,4	61,8	62,9	63,6	61,3		
Employment rate of low skilled persons	% of population with at most lower secondary education aged 20 - 64	36,4	47,1	50,7	53,9	55,7	55,7	54,6		52,5	53,9	55,0	55,7	55,1		
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64	67,6	71,5	65,3	63,8	55,3	70,2	70,5		55,9	57,0	58,8	60,0	57,4		
Part-time employment	% of total employment aged 15 - 74	:	6,0	5,2	4,7	4,8	5,1	5,7		18,3	18,3	18,1	18,2	18,2		
Temporary employees	% of total employees aged 15 - 64	6,8	11,4	9,7	8,8	7,3	6,6	5,9		15,6	15,7	15,5	15,0	13,6		
Overall unemployment rate	% of labour force	6,4	6,8	5,1	4,2	3,7	3,4	4,3		9,1	8,1	7,2	6,7	7,1		
Long-term unemployment	% of labour force	3,1	3,1	2,4	1,7	1,4	1,1	1,1		4,4	3,8	3,2	2,8	2,5		
Youth unemployment rate	% of youth labour force (15-24)	12,3	17,3	12,9	10,7	10,2	11,4	12,8		20,1	18,0	16,1	15,1	16,9		
Youth NEET rate	% of population aged 15-24	15,4	11,6 B	11,0	11,0	10,7	11,0	11,7		11,7	11,0	10,5	10,1	11,1P		
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	55,8	71,4	68,1	67,9	69,3	70,8	:		100,0	100,0	100,0	100,0	100,0		
Labour productivity per hour worked	EU-27 = 100 (based on PPS per hour worked)	46,6	66,9	63,5	63,4	65,3	66,8	:		100,0	100,0	100,0	100,0	100,0		
Nominal unit labour cost growth	% change from previous year	11,5	0,4	4,0	4,5	3,3	3,0 p	7,9 p		0,7	1,0	1,8	1,7	4,6		
Real unit labour cost growth	% change from previous year	1,5	-4,2	3,4												
Gender pay gap	% of men's average gross hourly earnings (paid employees)	:	14,0	14,0	15,9 B	14,2	18,2 B	:		15,1	14,6	14,4	14,1	:		
Involuntary temporary employment	as % of total employees	3,1	8,7	7,8	6,8	5,3	4,7	4,1		8,8	8,8	8,3	7,9	6,9		
Newly employed	share of people in current job 12 months or less in total employment	12,6	15,1	15,3	14,6	14,4	14,8	14,6		14,2	14,5	14,6	14,6	13,1		
At-risk-of-poverty rate of unemployed		:	54,4	48,5	51,0	53,6	55,9	:		48,7 e	47,5 e	48,6e	49,1e	:		
Unemployment trap - tax rate on low wage earners		:	78,4	78,1	78,5	78,5	76,3	77,5		75,8	75,5	75,5	74,3	73,5		
Inactivity and part-time work due to personal and family responsibilities	age 15-64	:	4,7	4,8	4,7	4,8	4,8	5,1		4,7	4,8	4,7	4,8	4,4		
Job vacancy rate	% change over the recent 3 years	:	1,4	1,6	1,9	2,3	2,5	2,4		1,5	1,7	1,9	2,1	2,0		
Share of adult population with upper secondary or tertiary education	age 25-64	69,4	83,2	83,4	84,0	84,9	85,0	85,6		76,6	77,2	77,8	78,4	79,2P		
Percentage of adult population participating in education and training	age 25-64	:	7,1 B	6,3	6,2	6,0	5,8	5,1		10,3	10,4	10,6	10,8	9,2P		

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

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

## 2. Key employment challenges Hungary, May 2021

Employment policy area	Key employment challenge	Particularly good labour market outcome
1. Increase labour market participation	High share of women not in employment, education or training in the age group 15-24.  <i>Labour market outcomes for vulnerable groups are well below the national average, including for women with care responsibilities, people with disabilities and the Roma population.</i>	High employment rate of population aged 20-64.
2. Enhancing labour market functioning; combating segmentation		
3. Active labour market policies		
4. Adequate and employment oriented social security systems	Net replacement rate after 6 months of unemployment below the EU average.  <i>Short duration of unemployment benefits.</i>	
5. Work-life balance	High inactivity due to personal and family responsibilities  Low participation of children (aged 0-3) in formal childcare.	
6. Exploiting job creation possibilities		
7. Gender equality	High impact of parenthood on women's labour market participation.	
8. Improving skills supply and productivity, effective life-long learning	Low share of population with higher education attainment.  Low share of unemployed adult population participating in education and training.	
9. Improving education and training systems		
10. Wage setting mechanisms and labour cost developments	<i>Inadequate social dialogue structures, processes, and weak collective bargaining system.</i>	

# Malta

## 1. Key indicators on labour market performance

Indicator	Unit	2000	2015	2016	2017	2018	2019	2020	National target 2020	2016	2017	2018	2019	2020	2020 EU target	2030 EU target
Overall employment rate	% of population aged 20 - 64	57,4 e	69,0	71,1	73,0	75,5	76,8	77,4	70,0	70,1	71,3	72,4	73,1	72,4	75,0	78,0
Early leavers from education and training	% of pop. 18-24 with at most lower sec. educ. and not in further education or training	54,2 D	20,2	19,2	17,7 B	17,4	17,2	16,7	10,0	10,6	10,5	10,5	10,2	10,1P	less than 10	
Tertiary educational attainment	% completion of tertiary or equivalent education (30-34)	7,4 du	29,1	32,0	33,5	34,7	38,1	39,7	33,0	37,8	38,6	39,4	40,3	40,9P	40,0	
Overall employment growth	% change from previous year	0,7 e	3,7	5,7	5,9	7,8	6,4	2,8		1,5	1,4	1,1	0,9	-1,4		
Employment rate of women	% of female population aged 20 - 64	33,2 e	55,3	58,0	60,6	64,1	65,8	68,0		64,3	65,5	66,5	67,3	66,8		
Employment rate of men	% of male population aged 20 - 64	81,6 e	82,1	83,5	84,7	86,0	86,5	85,7		76,0	77,2	78,3	79,0	78,1		
Employment rate of older workers	% of population aged 55 - 64	28,5 e	42,3	45,8	47,2	50,2	51,1	52,9		54,2	56,2	57,9	59,2	59,6		
Employment gender gap	difference in the employment rate between men and women in percentage points (20-64)	48,4 e	26,8	25,5	24,1	21,9	20,7	17,7		11,7	11,7	11,8	11,7	11,3		
Employment rate of young persons	% of population aged 20 - 29	74,2	75,1	76,7	78,5	81,7	81,7	79,5		60,4	61,8	62,9	63,6	61,3		
Employment rate of low skilled persons	% of population with at most lower secondary education aged 20 - 64	51,8 D	55,9	58,1	59,2	62,2	66,0	65,1		52,5	53,9	55,0	55,7	55,1		
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64	49,3	69,0	70,9	74,5	76,8	75,4	76,1		55,9	57,0	58,8	60,0	57,4		
Part-time employment	% of total employment aged 15 - 74	:	14,9	14,3	14,0	14,1	13,6	11,9		18,3	18,3	18,1	18,2	18,2		
Temporary employees	% of total employees aged 15 - 64	3,9	7,5	7,6	6,0	7,9	9,1	8,0		15,6	15,7	15,5	15,0	13,6		
Overall unemployment rate	% of labour force	6,6 e	5,4	4,7	4,0	3,7	3,6	4,3		9,1	8,1	7,2	6,7	7,1		
Long-term unemployment	% of labour force	:	2,7	2,4	2,0	1,8	0,9	1,1		4,4	3,8	3,2	2,8	2,5		
Youth unemployment rate	% of youth labour force (15-24)	11,8	11,6	10,7	10,6	9,1	9,3	10,7		20,1	18,0	16,1	15,1	16,9		
Youth NEET rate	% of population aged 15-24	27,4	10,5	8,8	8,6 B	7,3	8,6	9,2		11,7	11,0	10,5	10,1	11,1P		
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	95,0	98,7	97,9	96,4	95,0	94,3	:		100,0	100,0	100,0	100,0	100,0		
Labour productivity per hour worked	EU-27 = 100 (based on PPS per hour worked)	71,7	82,6	78,8	80,4	78,1	74,8	:		100,0	100,0	100,0	100,0	100,0		
Nominal unit labour cost growth	% change from previous year	:	0,5	7,1	0,0	4,5	4,0	11,3		0,7	1,0	1,8	1,7	4,6		
Real unit labour cost growth	% change from previous year	-3,0	-2,2	-0,7												
Gender pay gap	% of men's average gross hourly earnings (paid employees)	:	10,7	11,6	13,2	13,0	11,6 P	:		15,1	14,6	14,4	14,1	:		
Involuntary temporary employment	as % of total employees	1,2 u	4,2	3,5	2,8	2,9	2,4	2,6		8,8	8,8	8,3	7,9	6,9		
Newly employed	share of people in current job 12 months or less in total employment	13,5	12,3	14,6	15,9	17,2	14,9	12,3		14,2	14,5	14,6	14,6	13,1		
At-risk-of-poverty rate of unemployed		:	58,0	46,1	57,4	59,6	53,5	:		48,7 e	47,5 e	48,6e	49,1e	:		
Unemployment trap - tax rate on low wage earners		:	30,1	29,6	31,5	38,7	50,5	50,1		75,8	75,5	75,5	74,3	73,5		
Inactivity and part-time work due to personal and family responsibilities	age 15-64	:	4,7	4,1	3,6	3,9	3,8	3,0		4,7	4,8	4,7	4,8	4,4		
Job vacancy rate	% change over the recent 3 years	:	0,8	0,9	1,2	1,6	1,8	1,7		1,5	1,7	1,9	2,1	2,0		
Share of adult population with upper secondary or tertiary education	age 25-64	18,1 D	46,0	48,4	51,1	54,0	55,8	57,6		76,6	77,2	77,8	78,4	79,2P		
Percentage of adult population participating in education and training	age 25-64	:	7,4	7,8	10,6 B	10,9	11,9	11,0		10,3	10,4	10,6	10,8	9,2P		

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

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

## 2. Key employment challenges Malta, May 2021

Employment policy area	Key employment challenge	Particularly good labour market outcome
1. Increase labour market participation	Low employment rate of older workers (55-64) despite positive changes.	Employment rate, especially of men, young people (20-29), non-EU nationals and recent immigrants was high.  Duration of working life of men was above EU average.
2. Enhancing labour market functioning; combating segmentation		
3. Active labour market policies		
4. Adequate and employment oriented social security systems	Net replacement rate after 6 months of unemployment significantly below the EU average for all, after 12 months for lone parents. <i>Some third country nationals may experience a lack of social protection, which is a concern especially during the COVID-19 crisis</i>	
5. Work-life balance		
6. Exploiting job creation possibilities		
7. Gender equality		Gender employment gap for those aged 30-54 is improving.
8. Improving skills supply and productivity, effective life-long learning	Share of adult population having attained medium (upper secondary) education significantly lower than EU-average. <i>Despite stable employment levels, there is still a persisting share of low-skilled adults with a low participation in training, in a context of labour and skills shortages.</i>	
9. Improving education and training systems	Early school leaving rate, despite decreasing at a faster rate than the EU average and having the highest rates-of-decline in recent years, remains high. <i>Despite improvements in education outcomes, persisting challenges remain.</i>	
10. Wage setting mechanisms and labour cost developments		

# Netherlands

## 1. Key indicators on labour market performance

Indicator	Unit	2000	2015	2016	2017	2018	2019	2020	National target 2020	2016	2017	2018	2019	2020	2020 EU target	2030 EU target
Overall employment rate	% of population aged 20 - 64	74,3	76,4	77,1	78,0	79,2	80,1	80,0	80,0	70,1	71,3	72,4	73,1	72,4	75,0	78,0
Early leavers from education and training	% of pop. 18-24 with at most lower sec. educ. and not in further education or training	15,4	8,2	8,0	7,1	7,3	7,5 B	7,0	less than 8	10,6	10,5	10,5	10,2	10,1P	less than 10	
Tertiary educational attainment	% completion of tertiary or equivalent education (30-34)	26,5	46,3	45,7	47,9	49,4	51,4 B	54,0	45,0	37,8	38,6	39,4	40,3	40,9P	40,0	
Overall employment growth	% change from previous year	3,2 e	1,1	1,3	1,9	2,0	1,7	-0,1		1,5	1,4	1,1	0,9	-1,4		
Employment rate of women	% of female population aged 20 - 64	64,1	70,8	71,6	72,8	74,2	75,5	75,5		64,3	65,5	66,5	67,3	66,8		
Employment rate of men	% of male population aged 20 - 64	84,3	81,9	82,6	83,3	84,3	84,8	84,4		76,0	77,2	78,3	79,0	78,1		
Employment rate of older workers	% of population aged 55 - 64	38,2	61,7	63,5	65,7	67,7	69,7	71,0		54,2	56,2	57,9	59,2	59,6		
Employment gender gap	difference in the employment rate between men and women in percentage points (20-64)	20,2	11,1	11,0	10,5	10,1	9,3	8,9		11,7	11,7	11,8	11,7	11,3		
Employment rate of young persons	% of population aged 20 - 29	82,6	75,8	75,9	76,5	77,4	78,4	76,6		60,4	61,8	62,9	63,6	61,3		
Employment rate of low skilled persons	% of population with at most lower secondary education aged 20 - 64	59,5	59,8	60,7	61,2	62,6	63,2 B	62,9		52,5	53,9	55,0	55,7	55,1		
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64	48,4 B	52,7	52,7	53,5	56,6	60,2	56,9		55,9	57,0	58,8	60,0	57,4		
Part-time employment	% of total employment aged 15 - 74	41,7	51,1	50,9	51,4	51,7	51,9	52,4		18,3	18,3	18,1	18,2	18,2		
Temporary employees	% of total employees aged 15 - 64	13,8	20,0	20,6	21,7	21,4	20,2	18,0		15,6	15,7	15,5	15,0	13,6		
Overall unemployment rate	% of labour force	2,9	6,9	6,0	4,9	3,8	3,4	3,8		9,1	8,1	7,2	6,7	7,1		
Long-term unemployment	% of labour force	:	3,0	2,5	1,9	1,4	1,0	0,9		4,4	3,8	3,2	2,8	2,5		
Youth unemployment rate	% of youth labour force (15-24)	5,3	11,3	10,8	8,9	7,2	6,7	9,1		20,1	18,0	16,1	15,1	16,9		
Youth NEET rate	% of population aged 15-24	3,8	4,7	4,6	4,0	4,2	4,3	4,5		11,7	11,0	10,5	10,1	11,1P		
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	119,5	112,9	110,7	110,6	110,3 p	108,3 p	:		100,0	100,0	100,0	100,0	100,0		
Labour productivity per hour worked	EU-27 = 100 (based on PPS per hour worked)	138,8	129,7	126,4	125,6	125,2 p	122,3 p	:		100,0	100,0	100,0	100,0	100,0		
Nominal unit labour cost growth	% change from previous year	3,0	-1,3	0,9	0,5	2,2 p	3,1 p	8,4 p		0,7	1,0	1,8	1,7	4,6		
Real unit labour cost growth	% change from previous year	-0,5	-2,2	-0,3												
Gender pay gap	% of men's average gross hourly earnings (paid employees)	:	16,1	15,6	15,1	14,7	14,6 P	:		15,1	14,6	14,4	14,1	:		
Involuntary temporary employment	as % of total employees	3,7	7,5	7,2	6,8	5,9	5,6	4,6		8,8	8,8	8,3	7,9	6,9		
Newly employed	share of people in current job 12 months or less in total employment	19,2	16,2	17,3	18,0	18,7	18,5	16,4		14,2	14,5	14,6	14,6	13,1		
At-risk-of-poverty rate of unemployed		:	35,5	44,1 B	45,7	46,2	53,6	55,7 P		48,7 e	47,5 e	48,6e	49,1e	:		
Unemployment trap - tax rate on low wage earners		:	79,6	77,1	77,4	77,6	76,9	80,2		75,8	75,5	75,5	74,3	73,5		
Inactivity and part-time work due to personal and family responsibilities	age 15-64	:	11,1	10,9	10,8	11,0	11,3	11,0		4,7	4,8	4,7	4,8	4,4		
Job vacancy rate	% change over the recent 3 years	:	1,4	1,7	2,1	2,5	2,9	2,9		1,5	1,7	1,9	2,1	2,0		
Share of adult population with upper secondary or tertiary education	age 25-64	66,1	76,4	77,1	78,4	79,0	79,6 B	81,0		76,6	77,2	77,8	78,4	79,2P		
Percentage of adult population participating in education and training	age 25-64	:	18,9	18,8	19,1	19,1	19,5	18,8		10,3	10,4	10,6	10,8	9,2P		

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

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



## 2. Key employment challenges Netherlands, May 2021

Employment policy area	Key employment challenge	Particularly good labour market outcome
1. Increase labour market participation	<i>Unfavourable labour market outcomes of people with a migrant background, who face serious employability challenges.</i>	Long duration of working life.
2. Enhancing labour market functioning; combating segmentation	<i>Increasing labour market segmentation with high shares of temporary employment and a strong increase in the number of self-employed, in particular those without employees.</i>	
3. Active labour market policies		
4. Adequate and employment oriented social security systems	Low wage trap for second income earner	Comparatively high net replacement rates after 12 months of unemployment.
5. Work-life balance	High level of part-time working women	
6. Exploiting job creation possibilities		
7. Gender equality	Gender gap in earnings, especially due to high share of part-time working women.	
8. Improving skills supply and productivity, effective life-long learning		High share of the adult population with basic or above basic digital skills.  High share of the adult population participating in education and training.
9. Improving education and training systems		
10. Wage setting mechanisms and labour cost developments		

# Austria

## 2. Key indicators on labour market performance

Indicator	Unit	2000	2015	2016	2017	2018	2019	2020	National target 2020	2016	2017	2018	2019	2020	2020 EU target	2030 EU target
										EU27-total						
Overall employment rate	% of population aged 20 - 64	71,4	74,3	74,8	75,4	76,2	76,8	75,5	77-78	70,1	71,3	72,4	73,1	72,4	75,0	78,0
Early leavers from education and training	% of pop. 18-24 with at most lower sec. educ. and not in further education or training	10,2	7,3	6,9	7,4	7,3	7,8	8,1	9,5	10,6	10,5	10,5	10,2	10,1P	less than 10	
Tertiary educational attainment	% completion of tertiary or equivalent education (30-34)	38,7	40,1	40,8	40,7	42,4	41,6	38,0	37,8	38,6	39,4	40,3	40,9P	40,0		
Overall employment growth	% change from previous year	0,4	0,8	1,8	1,0	1,3	0,9	-1,3		1,5	1,4	1,1	0,9	-1,4		
Employment rate of women	% of female population aged 20 - 64	62,3	70,2	70,9	71,4	71,7	72,4	71,5		64,3	65,5	66,5	67,3	66,8		
Employment rate of men	% of male population aged 20 - 64	80,6	78,4	78,7	79,4	80,7	81,2	79,5		76,0	77,2	78,3	79,0	78,1		
Employment rate of older workers	% of population aged 55 - 64	28,9	46,3	49,2	51,3	54,0	54,5	54,7		54,2	56,2	57,9	59,2	59,6		
Employment gender gap	difference in the employment rate between men and women in percentage points (20-64)	18,3	8,2	7,8	8,0	9,0	8,8	8,0		11,7	11,7	11,8	11,7	11,3		
Employment rate of young persons	% of population aged 20 - 29	74,4	73,4	74,0	73,6	74,1	75,6	73,2		60,4	61,8	62,9	63,6	61,3		
Employment rate of low skilled persons	% of population with at most lower secondary education aged 20 - 64	52,9	53,1	53,9	53,9	55,6	55,7	54,2		52,5	53,9	55,0	55,7	55,1		
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64	57,6	56,3	55,8	57,6	61,8	61,7	58,0		55,9	57,0	58,8	60,0	57,4		
Part-time employment	% of total employment aged 15 - 74	16,8	27,7	28,1	28,3	28,1	27,8	28,0		18,3	18,3	18,1	18,2	18,2		
Temporary employees	% of total employees aged 15 - 64	8,0	9,1	9,0	9,2	9,1	8,7	8,2		15,6	15,7	15,5	15,0	13,6		
Overall unemployment rate	% of labour force	3,5	5,7	6,0	5,5	4,9	4,5	5,4		9,1	8,1	7,2	6,7	7,1		
Long-term unemployment	% of labour force		1,7	1,9	1,8	1,4	1,1	1,3		4,4	3,8	3,2	2,8	2,5		
Youth unemployment rate	% of youth labour force (15-24)	6,3	10,6	11,2	9,8	9,4	8,5	10,5		20,1	18,0	16,1	15,1	16,9		
Youth NEET rate	% of population aged 15-24	7,9	7,5	7,7	6,5	6,8	7,1	8,0		11,7	11,0	10,5	10,1	11,1P		
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	122,2	117,4	117,8	115,9	116,7	115,3	:		100,0	100,0	100,0	100,0	100,0		
Labour productivity per hour worked	EU-27 = 100 (based on PPS per hour worked)	115,4	119,7	119,5	117,6	118,0	115,7	:		100,0	100,0	100,0	100,0	100,0		
Nominal unit labour cost growth	% change from previous year	-0,1	1,5	1,7	0,9	2,0	2,5	5,1		0,7	1,0	1,8	1,7	4,6		
Real unit labour cost growth	% change from previous year	-1,5	-0,7	1,0												
Gender pay gap	% of men's average gross hourly earnings (paid employees)		21,8	20,8	20,7	20,4	19,9 P			15,1	14,6	14,4	14,1			
Involuntary temporary employment	as % of total employees	1,4	0,9	0,8	0,8	0,9	0,8	0,6		8,8	8,8	8,3	7,9	6,9		
Newly employed	share of people in current job 12 months or less in total employment	3,3	15,9	16,3	16,8	16,8	17,3	15,4		14,2	14,5	14,6	14,6	13,1		
At-risk-of-poverty rate of unemployed			41,4	47,8	45,1	46,4	43,3			48,7 e	47,5 e	48,6e	49,1e			
Unemployment trap - tax rate on low wage earners			73,9	72,0	72,1	71,7	71,2	70,6		75,8	75,5	75,5	74,3	73,5		
Inactivity and part-time work due to personal and family responsibilities	age 15-64		8,1	8,3	8,2	7,7	8,0	7,8		4,7	4,8	4,7	4,8	4,4		
Job vacancy rate	% change over the recent 3 years		1,7	1,8	2,0	2,4	2,8	2,8		1,5	1,7	1,9	2,1	2,0		
Share of adult population with upper secondary or tertiary education	age 25-64		84,6	84,5	85,0	85,3	85,6	85,7		76,6	77,2	77,8	78,4	79,2P		
Percentage of adult population participating in education and training	age 25-64		14,4	14,9	15,8	15,1	14,7	11,7		10,3	10,4	10,6	10,8	9,2P		

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

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

## 2. Key employment challenges Austria, May 2021

Employment policy area	Key employment challenge	Particularly good labour market outcome
1. Increase labour market participation	While improving considerably, the employment rate of older workers remains below the EU average.  <i>Underutilised labour market potential of people with migrant background.</i>	Employment rate of young people (ages 20-29) considerably above the EU average.
2. Enhancing labour market functioning; combating segmentation		
3. Active labour market policies		
4. Adequate and employment oriented social security systems		
5. Work-life balance	Low participation in formal childcare (age 0 to mandatory school, above 30hrs).  The incidence of inactivity and part-time due to personal and family responsibilities was considerably above the EU average, in particular for women.	
6. Exploiting job creation possibilities		
7. Gender equality		
8. Improving skills supply and productivity, effective life-long learning		
9. Improving education and training systems	<i>Basic skills performance is comparatively low, in particular of those with a weak socioeconomic or migrant background.</i>	
10. Wage setting mechanisms and labour cost developments		

# Poland

## 1. Key indicators on labour market performance

Indicator	Unit	2000	2015	2016	2017	2018	2019	2020	National target 2020	2016	2017	2018	2019	2020	2020 EU target	2030 EU target
										EU27-total						
Overall employment rate	% of population aged 20 - 64	61 B	67,8	69,3	70,9	72,2	73,0	73,6	71,0	70,1	71,3	72,4	73,1	72,4	75,0	78,0
Early leavers from education and training	% of pop. 18-24 with at most lower sec. educ. and not in further education or training	:	5,3	5,2	5,0	4,8 B	5,2	5,4	4,5	10,6	10,5	10,5	10,2	10,1P	less than 10	
Tertiary educational attainment	% completion of tertiary or equivalent education (30-34)	12,5 B	43,4	44,6	45,7	45,7	46,6	47,0	45,0	37,8	38,6	39,4	40,3	40,9P	40,0	
Overall employment growth	% change from previous year	-2,4 be	1,4	0,6	1,1	0,3	-0,2	-0,3		1,5	1,4	1,1	0,9	-1,4		
Employment rate of women	% of female population aged 20 - 64	54,2 B	60,9	62,2	63,6	65,0	65,3	65,7		64,3	65,5	66,5	67,3	66,8		
Employment rate of men	% of male population aged 20 - 64	68,0 B	74,7	76,4	78,2	79,4	80,7	81,4		76,0	77,2	78,3	79,0	78,1		
Employment rate of older workers	% of population aged 55 - 64	28,4 B	44,3	46,2	48,3	48,9	49,5	51,8		54,2	56,2	57,9	59,2	59,6		
Employment gender gap	difference in the employment rate between men and women in percentage points (20-64)	13,8 B	13,8	14,2	14,6	14,4	15,4	15,7		11,7	11,7	11,8	11,7	11,3		
Employment rate of young persons	% of population aged 20 - 29	54,0 B	61,1	64,2	65,9	67,8	68,9	65,7		60,4	61,8	62,9	63,6	61,3		
Employment rate of low skilled persons	% of population with at most lower secondary education aged 20 - 64	41,6 B	39,8	39,5	40,8	42,0	44,6	45,2		52,5	53,9	55,0	55,7	55,1		
Employment rate of non EU nationals	% of population with non-EU citizenship aged 20 - 64	55,0	62,4	63,1	70,8	76,2	79,5	78,2		55,9	57,0	58,8	60,0	57,4		
Part-time employment	% of total employment aged 15 - 74	:	7,3	7,0	7,2	7,1	6,8	6,6		18,3	18,3	18,1	18,2	18,2		
Temporary employees	% of total employees aged 15 - 64	5,6B	28,0	27,5	26,1	24,3	21,7	18,4		15,6	15,7	15,5	15,0	13,6		
Overall unemployment rate	% of labour force	16,2 B	7,5	6,2	4,9	3,9	3,3	3,2		9,1	8,1	7,2	6,7	7,1		
Long-term unemployment	% of labour force	7,4 B	3,0	2,2	1,5	1,0	0,7	0,6		4,4	3,8	3,2	2,8	2,5		
Youth unemployment rate	% of youth labour force (15-24)	35,7 B	20,8	17,7	14,8	11,7	9,9	10,8		20,1	18,0	16,1	15,1	16,9		
Youth NEET rate	% of population aged 15-24	:	11,0	10,5	9,5	8,7 B	8,1	8,6		11,7	11,0	10,5	10,1	11,1P		
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	54,7	74,6	74,2	75,1	76,9	79,8 p	:		100,0	100,0	100,0	100,0	100,0		
Labour productivity per hour worked	EU-27 = 100 (based on PPS per hour worked)	44,7	59,6	59,4	60,4	62,6	65 p	:		100,0	100,0	100,0	100,0	100,0		
Nominal unit labour cost growth	% change from previous year	:	-0,5	2,4	2,3	3,2	2,5 p	8,4 p		0,7	1,0	1,8	1,7	4,6		
Real unit labour cost growth	% change from previous year	-2,1	-1,3	1,7												
Gender pay gap	% of men's average gross hourly earnings (paid employees)	:	7,3	7,1	7,0	8,5	8,5 P	:		15,1	14,6	14,4	14,1	:		
Involuntary temporary employment	as % of total employees	:	18,1	17,2	15,4	12,8	10,1	8,4		8,8	8,8	8,3	7,9	6,9		
Newly employed	share of people in current job 12 months or less in total employment	15,0 B	12,2	12,6	12,3	12,2	11,7	9,7		14,2	14,5	14,6	14,6	13,1		
At-risk-of-poverty rate of unemployed		:	45,7	47,1	42,7	37,0	38,0	:		48,7 e	47,5 e	48,6e	49,1e	:		
Unemployment trap - tax rate on low wage earners		:	78,0	77,1	75,8	74,6	73,2	71,5		75,8	75,5	75,5	74,3	73,5		
Inactivity and part-time work due to personal and family responsibilities	age 15-64	:	3,1	3,6	3,8	3,9	4,1	4,1		4,7	4,8	4,7	4,8	4,4		
Job vacancy rate	% change over the recent 3 years	:	0,5	0,6	0,8	1,0	1,1	1,0		1,5	1,7	1,9	2,1	2,0		
Share of adult population with upper secondary or tertiary education	age 25-64	79,8 B	90,8	91,3	92,1	92,4	92,6	93,2		76,6	77,2	77,8	78,4	79,2P		
Percentage of adult population participating in education and training	age 25-64	:	3,5	3,7	4,0	5,7 B	4,8	3,7		10,3	10,4	10,6	10,8	9,2P		

Source: Eurostat database (labour market statistics, national accounts), National Reform Programmes  
Notes: b - break in series, p - provisional, c - confidential, d - definition differs, e - estimated, n - not significant, f - forecast, s - Eurostat estimate, z - not applicable, u - unreliable, "n/a" - not available

## 2. Key employment challenges Poland, May 2021

Employment policy area	Key employment challenge	Particularly good labour market outcome
1. Increase labour market participation	<p>The employment rate for older workers was significantly below EU average, especially for women.</p> <p>While increasing, the duration of working life is below the EU average.</p> <p><i>Low employment rate of persons with disabilities</i></p>	<p>The unemployment rate was low and the employment rate of non-EU nationals was high.</p> <p>Despite Covid-19 economic crisis employment rate (age group 20-64) increased in PL while EU average decreased in 2020.</p>
2. Enhancing labour market functioning; combating segmentation	<i>Job creation occurs mostly under open-ended contracts, but labour market segmentation remains high.</i>	
3. Active labour market policies		
4. Adequate and employment oriented social security systems	<p>The net replacement rate after 12 months of unemployment for single and one earner couple with no children is below EU average.</p> <p>The low wage trap on low wage earners is above the EU average.</p>	
5. Work-life balance	<p>Low participation in formal childcare, in particular for children aged 3 to mandatory school age.</p> <p>High incidence of inactivity due to personal and family responsibilities.</p>	
6. Exploiting job creation possibilities		
7. Gender equality	High gender employment gap for age groups 20-29 (partly explained by higher participation in education among women in that age group) and 55-64.	
8. Improving skills supply and productivity, effective life-long learning	<p><i>Persisting skills gaps and weak participation in adult learning.</i></p> <p>The percentage of adult population either employed or inactive (aged 25-64) participating in education and training is below EU average.</p> <p>The share of Individuals who have basic or above basic overall digital skills is below EU average.</p>	
9. Improving education and training systems	<i>Low attractiveness of the teaching profession.</i>	
10. Wage setting mechanisms and labour cost developments	<i>The involvement of social partners in the design and implementation of reforms and policies is insufficient.</i>	

# Portugal

## 1. Key indicators on labour market performance

Indicator	Unit	2000	2015	2016	2017	2018	2019	2020	National target 2020	2016	2017	2018	2019	2020	2020 EU target	2030 EU target	
											EU27-total						
Overall employment rate	% of population aged 20 - 64	73,5	69,1	70,6	73,4	75,4	76,1	74,7	75,0	70,1	71,3	72,4	73,1	72,4	75,0	78,0	
Early leavers from education and training	% of pop. 18-24 with at most lower sec. educ. and not in further education or training	43,7 B	13,7	14,0	12,6	11,8	10,6	8,9	10,0	10,6	10,5	10,5	10,2	10,1P	less than 10		
Tertiary educational attainment	% completion of tertiary or equivalent education (30-34)	11,1 B	31,9	34,6	33,5	33,5	36,2	39,2	40,0	37,8	38,6	39,4	40,3	40,9P	40,0		
Overall employment growth	% change from previous year	2,0	1,3	1,4	3,3	2,2	0,8	-2,1		1,5	1,4	1,1	0,9	-1,4			
Employment rate of women	% of female population aged 20 - 64	65,1	65,9	67,4	69,8	72,1	72,7	71,9		64,3	65,5	66,5	67,3	66,8			
Employment rate of men	% of male population aged 20 - 64	82,3	72,6	74,2	77,3	78,9	79,9	77,8		76,0	77,2	78,3	79,0	78,1			
Employment rate of older workers	% of population aged 55 - 64	50,8	49,9	52,1	56,2	59,2	60,4	60,7		54,2	56,2	57,9	59,2	59,6			
Employment gender gap	difference in the employment rate between men and women in percentage points (20-64)	17,2	6,7	6,8	7,5	6,8	7,2	5,9		11,7	11,7	11,8	11,7	11,3			
Employment rate of young persons	% of population aged 20 - 29	71,3	56,5	57,8	62,2	64,0	64,8	58,9		60,4	61,8	62,9	63,6	61,3			
Employment rate of low skilled persons	% of population with at most lower secondary education aged 20 - 64	72,8	63,5	64,7	67,7	69,6	69,8	69,1		52,5	53,9	55,0	55,7	55,1			
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64	76,3	63,1	67,0	71,9	72,5	74,0	70,0		55,9	57,0	58,8	60,0	57,4			
Part-time employment	% of total employment aged 15 - 74	10,2	11,7	11,1	10,5	9,6	9,5	8,9		18,3	18,3	18,1	18,2	18,2			
Temporary employees	% of total employees aged 15 - 64	19,9	22,0	22,3	22,0	22,0	20,8	17,8		15,6	15,7	15,5	15,0	13,6			
Overall unemployment rate	% of labour force	4,1	12,6	11,2	9,0	7,1	6,5	6,9		9,1	8,1	7,2	6,7	7,1			
Long-term unemployment	% of labour force	1,7	7,2	6,2	4,5	3,1	2,8	2,3		4,4	3,8	3,2	2,8	2,5			
Youth unemployment rate	% of youth labour force (15-24)	8,3	32,0	28,0	23,9	20,3	18,3	22,6		20,1	18,0	16,1	15,1	16,9			
Youth NEET rate	% of population aged 15-24	9,1 B	11,3	10,6	9,3	8,4	8,0	9,1		11,7	11,0	10,5	10,1	11,1P			
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	75,2	78,4	78,0	76,0	75,9	77 p	:		100,0	100,0	100,0	100,0	100,0			
Labour productivity per hour worked	EU-27 = 100 (based on PPS per hour worked)	66,6	68,3	67,9	66,2	65,7	66,1 p	:		100,0	100,0	100,0	100,0	100,0			
Nominal unit labour cost growth	% change from previous year	4,4	-0,1	0,8	2,1	3,4	1,8 p	9,3 e		0,7	1,0	1,8	1,7	4,6			
Real unit labour cost growth	% change from previous year	0,9	-2,0	0,7													
Gender pay gap	% of men's average gross hourly earnings (paid employees)	:	16,0	13,9	10,8	8,9	10,6 P	:		15,1	14,6	14,4	14,1	:			
Involuntary temporary employment	as % of total employees	7,9	18,3	18,8	18,1	18,1	17,1	14,6		8,8	8,8	8,3	7,9	6,9			
Newly employed	share of people in current job 12 months or less in total employment	14,3	14,8	15,2	15,5	16,0	15,9	13,2		14,2	14,5	14,6	14,6	13,1			
At-risk-of-poverty rate of unemployed		:	42,0	42,0	44,8	45,7	47,5	:		48,7 e	47,5 e	48,6e	49,1e	:			
Unemployment trap - tax rate on low wage earners		:	80,3	80,3	80,4	80,4	80,4	80,4		75,8	75,5	75,5	74,3	73,5			
Inactivity and part-time work due to personal and family responsibilities	age 15-64	:	1,4	1,4	1,5	1,4	1,5	1,7		4,7	4,8	4,7	4,8	4,4			
Job vacancy rate	% change over the recent 3 years	:	0,5	0,6	0,7	0,8	0,9	0,9		1,5	1,7	1,9	2,1	2,0			
Share of adult population with upper secondary or tertiary education	age 25-64	19,2 B	45,1	46,9	48,0	49,8	52,2	55,4		76,6	77,2	77,8	78,4	79,2P			
Percentage of adult population participating in education and training	age 25-64	:	9,7	9,6	9,8	10,3	10,5	10,0		10,3	10,4	10,6	10,8	9,2P			

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

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

## 2. Key employment challenges Portugal, May 2021

Employment policy area	Key employment challenge	Particularly good labour market outcome
1. Increase labour market participation	Youth unemployment rate (15-24) higher than EU average	Employment rate of low-skilled population aged 20-64 - total
2. Enhancing labour market functioning; combating segmentation	Segmented labour market with a high incidence of involuntary temporary contracts. <i>High labour market segmentation affecting in particular the youth cohort, which is also the most hit by the crisis.</i>	
3. Active labour market policies		
4. Adequate and employment oriented social security systems		Net replacement rate after 12 months of unemployment higher than the EU average.
5. Work-life balance		High take-up of childcare above 30 hours a week.
6. Exploiting job creation possibilities		
7. Gender equality		Employment gender gap (aged 20-64) above EU average and some positive development.
8. Improving skills supply and productivity, effective life-long learning	Low share of adult population (25-64) with upper secondary education (though increasing) and tertiary education, albeit improving	
9. Improving education and training systems		
10. Wage setting mechanisms and labour cost developments		

# Romania

## 1. Key indicators on labour market performance

Indicator	Unit	2000	2015	2016	2017	2018	2019	2020	National target 2020	2016	2017	2018	2019	2020	2020 EU target	2030 EU target
										EU27-total						
Overall employment rate	% of population aged 20 - 64	69,1	66,0	66,3	68,8	69,9	70,9	70,8	70,0	70,1	71,3	72,4	73,1	72,4	75,0	78,0
Early leavers from education and training	% of pop. 18-24 with at most lower sec. educ. and not in further education or training	22,9	19,1	18,5	18,1	16,4	15,3	15,6	11,3	10,6	10,5	10,5	10,2	10,1P	less than 10	
Tertiary educational attainment	% completion of tertiary or equivalent education (30-34)	8,9	25,6	25,6	26,3	24,6	25,8	26,4	26,7	37,8	38,6	39,4	40,3	40,9P	40,0	
Overall employment growth	% change from previous year	-0,1	-0,2	-0,8	2,4	0,2	0,3	-1,6		1,5	1,4	1,1	0,9	-1,4		
Employment rate of women	% of female population aged 20 - 64	63,0	57,2	57,4	60,2	60,6	61,3	61,0		64,3	65,5	66,5	67,3	66,8		
Employment rate of men	% of male population aged 20 - 64	75,4	74,7	75,0	77,3	78,9	80,3	80,3		76,0	77,2	78,3	79,0	78,1		
Employment rate of older workers	% of population aged 55 - 64	49,5	41,1	42,8	44,5	46,3	47,8	48,5		54,2	56,2	57,9	59,2	59,6		
Employment gender gap	difference in the employment rate between men and women in percentage points (20-64)	12,4	17,5	17,6	17,1	18,3	19,0	19,3		11,7	11,7	11,8	11,7	11,3		
Employment rate of young persons	% of population aged 20 - 29	62,7	57,8	56,3	59,4	59,5	59,1	59,1		60,4	61,8	62,9	63,6	61,3		
Employment rate of low skilled persons	% of population with at most lower secondary education aged 20 - 64	68,1	53,3	52,3	54,7	55,2	56,8	55,7		52,5	53,9	55,0	55,7	55,1		
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64	73,5	73,5	73,5	73,5	78,5	78,5	78,5		55,9	57,0	58,8	60,0	57,4		
Part-time employment	% of total employment aged 15 - 74	:	9,9	8,6	7,9	7,6	7,1	6,8		18,3	18,3	18,1	18,2	18,2		
Temporary employees	% of total employees aged 15 - 64	2,9	1,4	1,4	1,2	1,1	1,4	1,2		15,6	15,7	15,5	15,0	13,6		
Overall unemployment rate	% of labour force	7,3	6,8	5,9	4,9	4,2	3,9	5,0		9,1	8,1	7,2	6,7	7,1		
Long-term unemployment	% of labour force	3,8	3,0	3,0	2,0	1,8	1,7	1,5		4,4	3,8	3,2	2,8	2,5		
Youth unemployment rate	% of youth labour force (15-24)	17,8	21,7	20,6	18,3	16,2	16,8	17,3		20,1	18,0	16,1	15,1	16,9		
Youth NEET rate	% of population aged 15-24	20,2	18,1	17,4	15,2	14,5	14,7	14,8		11,7	11,0	10,5	10,1	11,1P		
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	23,9	58,6	63,1	66,1	68,5	72,8	p	:	100,0	100,0	100,0	100,0	100,0		
Labour productivity per hour worked	EU-27 = 100 (based on PPS per hour worked)	21,9	53,8	57,2	60,4	62,5	66,1	p	:	100,0	100,0	100,0	100,0	100,0		
Nominal unit labour cost growth	% change from previous year	64,9	-2,4	9,1	9,6	8,2	6,3	p	9,6 p	0,7	1,0	1,8	1,7	4,6		
Real unit labour cost growth	% change from previous year	15,2	-5,7	2,8												
Gender pay gap	% of men's average gross hourly earnings (paid employees)	:	5,6 e	4,8 e	2,9 e	2,2	3,3 e	:		15,1	14,6	14,4	14,1	:		
Involuntary temporary employment	as % of total employees	1,9	1,2	1,1	1,0	0,8	1,1	1,0		8,8	8,8	8,3	7,9	6,9		
Newly employed	share of people in current job 12 months or less in total employment	:	7,0	5,5	6,4	5,6	5,5	5,0		14,2	14,5	14,6	14,6	13,1		
At-risk-of-poverty rate of unemployed		:	55,5	50,2	51,6	48,0	48,9	62,9		48,7 e	47,5 e	48,6e	49,1e	:		
Unemployment trap - tax rate on low wage earners		:	49,6	48,0	47,0	56,0	55,5	54,7		75,8	75,5	75,5	74,3	73,5		
Inactivity and part-time work due to personal and family responsibilities	age 15-64	:	1,2	1,1	0,9	0,9	1,2	1,2		4,7	4,8	4,7	4,8	4,4		
Job vacancy rate	% change over the recent 3 years	:	0,9	1,1	1,2	1,3	1,2	1,0		1,5	1,7	1,9	2,1	2,0		
Share of adult population with upper secondary or tertiary education	age 25-64	69,3	75,0	76,7	77,9	78,5	79,0	80,4		76,6	77,2	77,8	78,4	79,2P		
Percentage of adult population participating in education and training	age 25-64	:	1,3	1,2	1,1	0,9	1,3	1,0		10,3	10,4	10,6	10,8	9,2P		

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

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



## 2. Key employment challenges Romania, May 2021

Employment policy area	Key employment challenge	Particularly good labour market outcome
1. Increase labour market participation	The employment rate of women (particularly older women) and older workers (55-64) is low. The activity rate (20-64) is below the EU average, despite improvements. The NEET rate (15-24), notably for women, is among the highest in the EU.	
2. Enhancing labour market functioning; combating segmentation	<i>High incidence of undeclared work</i>	
3. Active labour market policies	Expenditure on ALMP as % of GDP is significantly below the EU average. <i>Active labour market policies remain ineffective in meeting labour market needs, and lack a tailored approach towards vulnerable people.</i>	
4. Adequate and employment oriented social security systems	Very high in-work at-risk-of-poverty rate	
5. Work-life balance	Participation of children in formal childcare (age 0 to mandatory school) is significantly below the EU average. High inactivity and part-time work due to lack of care services for children and other dependents.	
6. Exploiting job creation possibilities		
7. Gender equality	The gender gap in activity and employment (20-64) remains high.	Very low gender pay gap.
8. Improving skills supply and productivity, effective life-long learning	Low share of adult population (aged 25-64) having attained high (tertiary) education. Low share of adult population with basic or above basic digital skills. <i>Persisting skills mismatches remain, along with growing skills shortages, due to limited labour market relevance of education and training, low educational attainment of the workforce and participation in adult learning.</i>	
9. Improving education and training systems	High share of low-achieving 15-years olds in reading, mathematics and science High share of early school leavers, though improving. Low share of adults (aged 30-34) with completed tertiary education or similar <i>The education and training system face challenges in delivering high quality inclusive education, including in rural areas and for Roma and other disadvantaged groups. Educational outcomes are weak, thereby negatively impacting future social outcomes and growth potential.</i>	
10. Wage setting mechanisms and labour cost developments	<i>Lack of a transparent, predictable and comprehensive minimum wage-setting mechanism, consulted with social partners.</i> <i>The functioning of social dialogue remains weak on different levels, including social dialogue and collective bargaining.</i>	

# Slovenia

## 1. Key indicators on labour market performance

Indicator	Unit	2000	2015	2016	2017	2018	2019	2020	National target 2020	2016	2017	2018	2019	2020	2020 EU target	2030 EU target
Overall employment rate	% of population aged 20 - 64	68,5	69,1	70,1	73,4	75,4	76,4	75,6	75,0	70,1	71,3	72,4	73,1	72,4	75,0	78,0
Early leavers from education and training	% of pop. 18-24 with at most lower sec. educ. and not in further education or training	:	5,0	4,9	4,3	4,2	4,6	4,1	5,0	10,6	10,5	10,5	10,2	10,1P	less than 10	
Tertiary educational attainment	% completion of tertiary or equivalent education (30-34)	18,5	43,4	44,2	46,4	42,7	44,9	46,9	40,0	37,8	38,6	39,4	40,3	40,9P	40,0	
Overall employment growth	% change from previous year	1,9	1,1	0,0	4,5	2,0	0,8	-0,5		1,5	1,4	1,1	0,9	-1,4		
Employment rate of women	% of female population aged 20 - 64	63,6	64,7	66,7	69,7	71,7	72,9	72,4		64,3	65,5	66,5	67,3	66,8		
Employment rate of men	% of male population aged 20 - 64	73,2	73,3	73,3	76,9	79,0	79,7	78,6		76,0	77,2	78,3	79,0	78,1		
Employment rate of older workers	% of population aged 55 - 64	27,7	36,6	38,5	42,7	47,0	48,6	50,5		54,2	56,2	57,9	59,2	59,6		
Employment gender gap	difference in the employment rate between men and women in percentage points (20-64)	12,8	8,6	6,6	7,2	7,3	6,8	6,2		11,7	11,7	11,8	11,7	11,3		
Employment rate of young persons	% of population aged 20 - 29	65,7	59,3	60,6	67,1	68,5	68,9	63,9		60,4	61,8	62,9	63,6	61,3		
Employment rate of low skilled persons	% of population with at most lower secondary education aged 20 - 64	52,7	48,0	45,5	49,3	50,8	50,2	47,4		52,5	53,9	55,0	55,7	55,1		
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64	54,7 u	71,3	70,7	72,7	72,7	73,0	76,0		55,9	57,0	58,8	60,0	57,4		
Part-time employment	% of total employment aged 15 - 74	:	10,8	9,8	10,9	10,5	8,9	8,9		18,3	18,3	18,1	18,2	18,2		
Temporary employees	% of total employees aged 15 - 64	4,0	17,8	16,9	17,6	15,7	13,2	10,8		15,6	15,7	15,5	15,0	13,6		
Overall unemployment rate	% of labour force	6,8	9,0	8,0	6,6	5,1	4,5	5,0		9,1	8,1	7,2	6,7	7,1		
Long-term unemployment	% of labour force	4,1	4,7	4,3	3,1	2,2	1,9	1,9		4,4	3,8	3,2	2,8	2,5		
Youth unemployment rate	% of youth labour force (15-24)	16,4	16,3	15,2	11,2	8,8	8,1	14,2		20,1	18,0	16,1	15,1	16,9		
Youth NEET rate	% of population aged 15-24	:	9,5	8,0	6,5	6,6	7,0	7,7		11,7	11,0	10,5	10,1	11,1P		
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	76,6	80,7	81,0	81,8	82,0	82,6	:		100,0	100,0	100,0	100,0	100,0		
Labour productivity per hour worked	EU-27 = 100 (based on PPS per hour worked)	76,0	78,3	80,5	82,3	83,7	83,9	:		100,0	100,0	100,0	100,0	100,0		
Nominal unit labour cost growth	% change from previous year	7,4	0,6	1,8	1,2	2,7	4,2	7,2		0,7	1,0	1,8	1,7	4,6		
Real unit labour cost growth	% change from previous year	1,9	-0,6	0,7												
Gender pay gap	% of men's average gross hourly earnings (paid employees)	:	8,2	8,1	8,4	9,3	7,9 P	:		15,1	14,6	14,4	14,1	:		
Involuntary temporary employment	as % of total employees	5,7	10,6	9,7	9,4	6,1	4,3	4,4		8,8	8,8	8,3	7,9	6,9		
Newly employed	share of people in current job 12 months or less in total employment	12,2	13,5	12,3	14,8	12,8	13,0	12,0		14,2	14,5	14,6	14,6	13,1		
At-risk-of-poverty rate of unemployed		:	44,8	44,8	41,8	45,7	43,6	:		48,7 e	47,5 e	48,6e	49,1e	:		
Unemployment trap - tax rate on low wage earners		:	89,6	87,2	88,3	80,8	81,0	80,5		75,8	75,5	75,5	74,3	73,5		
Inactivity and part-time work due to personal and family responsibilities	age 15-64	:	1,3	1,3	1,5	1,6	1,4	1,4		4,7	4,8	4,7	4,8	4,4		
Job vacancy rate	% change over the recent 3 years	:	1,1	1,4	1,8	2,1	2,3	2,2		1,5	1,7	1,9	2,1	2,0		
Share of adult population with upper secondary or tertiary education	age 25-64	75,3	86,8	87,3	87,9	88,1	88,8	90,2		76,6	77,2	77,8	78,4	79,2P		
Percentage of adult population participating in education and training	age 25-64	17,9	11,9	11,6	12,0	11,4	11,2	8,4		10,3	10,4	10,6	10,8	9,2P		

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

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

## 2. Key employment challenges Slovenia, May 2021

Employment policy area	Key employment challenge	Particularly good labour market outcome
1. Increase labour market participation	The employment rate of low-skilled workers was below the EU average.	High employment rate of male non-EU nationals.
2. Enhancing labour market functioning; combating segmentation		High transition rate from temporary to permanent employment.
3. Active labour market policies	The expenditure on ALMPs per person wanting to work is below the EU average. <i>Active labour market policies not sufficiently effective in addressing long-term unemployment.</i>	
4. Adequate and employment oriented social security systems	High inactivity trap for the second earner.	In-work-poverty risk is low.
5. Work-life balance		The share of children in formal childcare is high.
6. Exploiting job creation possibilities		
7. Gender equality		The gender employment gap is low
8. Improving skills supply and productivity, effective life-long learning	<i>Low levels of digital skills among the population leading to employment difficulties and limited use of digital devices or online services.</i>	The youth education attainment level for those aged 20-24 is high.
9. Improving education and training systems		Low rate of early leavers from education and training.
10. Wage setting mechanisms and labour cost developments		

# Slovakia

## 1. Key indicators on labour market performance

Indicator	Unit	2000	2015	2016	2017	2018	2019	2020	National target 2020	2016	2017	2018	2019	2020	2020 EU target	2030 EU target	
										EU27-total							
Overall employment rate	% of population aged 20 - 64	63,5	67,7	69,8	71,1	72,4	73,4	72,5	72,0	70,1	71,3	72,4	73,1	72,4	75,0	78,0	
Early leavers from education and training	% of pop. 18-24 with at most lower sec. educ. and not in further education or training	:	6,9	7,4	9,3	8,6	8,3	7,6	6,0	10,6	10,5	10,5	10,2	10,1P	less than 10		
Tertiary educational attainment	% completion of tertiary or equivalent education (30-34)	10,6	28,4	31,5	34,3	37,7	40,1	39,7	40,0	37,8	38,6	39,4	40,3	40,9P	40,0		
Overall employment growth	% change from previous year	-1,4 B	2,4	2,8	1,2	1,2	0,4	-2,1		1,5	1,4	1,1	0,9	-1,4			
Employment rate of women	% of female population aged 20 - 64	57,2	60,3	62,7	64,7	65,5	66,9	66,1		64,3	65,5	66,5	67,3	66,8			
Employment rate of men	% of male population aged 20 - 64	70,0	75,0	76,9	77,5	79,2	79,9	78,7		76,0	77,2	78,3	79,0	78,1			
Employment rate of older workers	% of population aged 55 - 64	21,3	47,0	49,0	53,0	54,2	57,0	58,3		54,2	56,2	57,9	59,2	59,6			
Employment gender gap	difference in the employment rate between men and women in percentage points (20-64)	12,8	14,7	14,2	12,8	13,7	13,0	12,6		11,7	11,7	11,8	11,7	11,3			
Employment rate of young persons	% of population aged 20 - 29	57,7	57,1	59,4	60,7	61,4	61,1	58,5		60,4	61,8	62,9	63,6	61,3			
Employment rate of low skilled persons	% of population with at most lower secondary education aged 20 - 64	29,5	33,2	35,9	37,3	36,4	36,1	34,0		52,5	53,9	55,0	55,7	55,1			
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64	: u	80,4 u	66,8 u	74,3 u	71,7 u	67,7 u	64,3 u		55,9	57,0	58,8	60,0	57,4			
Part-time employment	% of total employment aged 15 - 74	:	6,0	6,0	6,2	5,3	4,9	5,0		18,3	18,3	18,1	18,2	18,2			
Temporary employees	% of total employees aged 15 - 64	4,0	10,5	9,9	9,4	8,1	7,8	6,5		15,6	15,7	15,5	15,0	13,6			
Overall unemployment rate	% of labour force	18,8	11,5	9,7	8,1	6,5	5,8	6,7		9,1	8,1	7,2	6,7	7,1			
Long-term unemployment	% of labour force	10,1	7,6	5,8	5,1	4,0	3,4	3,2		4,4	3,8	3,2	2,8	2,5			
Youth unemployment rate	% of youth labour force (15-24)	36,9	26,5	22,2	18,9	14,9	16,1	19,3		20,1	18,0	16,1	15,1	16,9			
Youth NEET rate	% of population aged 15-24	:	13,7	12,3	12,1	10,2	10,3	10,7		11,7	11,0	10,5	10,1	11,1P			
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	58,9	83,6	77,1	74,0	73,6	73,0	:		100,0	100,0	100,0	100,0	100,0			
Labour productivity per hour worked	EU-27 = 100 (based on PPS per hour worked)	55,1	78,0	72,7	70,4	70,5	70,1	:		100,0	100,0	100,0	100,0	100,0			
Nominal unit labour cost growth	% change from previous year	9,7	0,9	2,5	4,3	4,3	5,3	6,4		0,7	1,0	1,8	1,7	4,6			
Real unit labour cost growth	% change from previous year	0,3	1,7	1,8													
Gender pay gap	% of men's average gross hourly earnings (paid employees)	:	19,7	19,2	20,1	19,8	18,4	:		15,1	14,6	14,4	14,1	:			
Involuntary temporary employment	as % of total employees	2,8	8,5	6,0	7,3	6,2	5,7	4,7		8,8	8,8	8,3	7,9	6,9			
Newly employed	share of people in current job 12 months or less in total employment	:	12,8	13,2	13,6	12,3	11,0	9,6		14,2	14,5	14,6	14,6	13,1			
At-risk-of-poverty rate of unemployed		:	45,5	47,6	49,2	51,0	56,7	:		48,7 e	47,5 e	48,6e	49,1e	:			
Unemployment trap - tax rate on low wage earners		:	45,0	45,3	45,7	46,1	45,2	45,5		75,8	75,5	75,5	74,3	73,5			
Inactivity and part-time work due to personal and family responsibilities	age 15-64	:	4,8	4,9	5,2	5,3	5,3	5,4		4,7	4,8	4,7	4,8	4,4			
Job vacancy rate	% change over the recent 3 years	:	0,9	1,0	1,0	1,1	1,1	1,0		1,5	1,7	1,9	2,1	2,0			
Share of adult population with upper secondary or tertiary education	age 25-64	83,8	91,4	91,9	91,4	91,7	91,4	92,7		76,6	77,2	77,8	78,4	79,2P			
Percentage of adult population participating in education and training	age 25-64	:	3,1	2,9	3,4	4,0	3,6	2,8		10,3	10,4	10,6	10,8	9,2P			

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

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

## 2. Key employment challenges Slovakia, May 2021

Employment policy area	Key employment challenge	Particularly good labour market outcome
1. Increase labour market participation	Low employment rate of the low-skilled	
2. Enhancing labour market functioning; combating segmentation		
3. Active labour market policies	<i>Low effectiveness of profiling, individualised counselling and targeted upskilling training in integrating the long-term unemployed, disadvantaged groups and youth.</i>	
4. Adequate and employment oriented social security systems	Low net replacement rate after 6 and 12 month of unemployment.	
5. Work-life balance	Very high employment impact of parenthood and high inactivity due to personal and family responsibilities.  Low uptake of formal childcare for both children below 3 and those between 3 and mandatory school age.	
6. Exploiting job creation possibilities		
7. Gender equality	The gender employment gap is higher than the EU average for young women (20-29).	
8. Improving skills supply and productivity, effective life-long learning	Low participation of adults (aged 25-64) in education or training.	
9. Improving education and training systems	High share of low-achievers (15 years old) in reading and science	
10. Wage setting mechanisms and labour cost developments		

# Finland

## 1. Key indicators on labour market performance

Indicator	Unit	2000	2015	2016	2017	2018	2019	2020	National target 2020	2016	2017	2018	2019	2020	2020 EU target	2030 EU target
Overall employment rate	% of population aged 20 - 64	71,6 B	72,9	73,4	74,2	76,3	77,2	76,5	78,0	70,1	71,3	72,4	73,1	72,4	75,0	78,0
Early leavers from education and training	% of pop. 18-24 with at most lower sec. educ. and not in further education or training	9,0 B	9,2	7,9	8,2	8,3	7,3	8,2	8,0	10,6	10,5	10,5	10,2	10,1P	less than 10	
Tertiary educational attainment	% completion of tertiary or equivalent education (30-34)	40,3 B	45,5	46,1	44,6	44,2	47,3	49,6	42,0	37,8	38,6	39,4	40,3	40,9P	40,0	
Overall employment growth	% change from previous year	1,6 B	-0,8	0,5	1,0	2,6	0,9	-1,5		1,5	1,4	1,1	0,9	-1,4		
Employment rate of women	% of female population aged 20 - 64	68,2 B	71,8	71,7	72,4	74,5	75,8	75,0		64,3	65,5	66,5	67,3	66,8		
Employment rate of men	% of male population aged 20 - 64	74,9 B	73,9	75,0	75,9	78,2	78,5	77,9		76,0	77,2	78,3	79,0	78,1		
Employment rate of older workers	% of population aged 55 - 64	41,7 B	60,0	61,4	62,5	65,4	66,8	67,5		54,2	56,2	57,9	59,2	59,6		
Employment gender gap	difference in the employment rate between men and women in percentage points (20-64)	6,7 B	2,1	3,3	3,5	3,7	2,7	2,9		11,7	11,7	11,8	11,7	11,3		
Employment rate of young persons	% of population aged 20 - 29	68,5 B	64,6	65,9	66,7	68,4	69,5	66,9		60,4	61,8	62,9	63,6	61,3		
Employment rate of low skilled persons	% of population with at most lower secondary education aged 20 - 64	59,1 B	50,8	52,0	51,3	52,9	52,0	51,5		52,5	53,9	55,0	55,7	55,1		
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64	52,9	49,3	47,3	51,0	51,9	53,8	56,7		55,9	57,0	58,8	60,0	57,4		
Part-time employment	% of total employment aged 15 - 74	12,2	15,4	16,2	16,4	16,6	16,9	16,1		18,3	18,3	18,1	18,2	18,2		
Temporary employees	% of total employees aged 15 - 64	17,7 B	15,1	15,6	15,8	16,2	15,5	14,6		15,6	15,7	15,5	15,0	13,6		
Overall unemployment rate	% of labour force	9,8 B	9,4	8,8	8,6	7,4	6,7	7,8		9,1	8,1	7,2	6,7	7,1		
Long-term unemployment	% of labour force	2,7 B	2,3	2,3	2,1	1,6	1,2	1,2		4,4	3,8	3,2	2,8	2,5		
Youth unemployment rate	% of youth labour force (15-24)	28,4 B	22,4	20,1	20,1	17,0	17,2	21,4		20,1	18,0	16,1	15,1	16,9		
Youth NEET rate	% of population aged 15-24	9,7	10,6	9,9	9,4	8,5	8,2	9,3		11,7	11,0	10,5	10,1	11,1P		
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	117,5	107,7	108,3	109,7	108,5	107,1	:		100,0	100,0	100,0	100,0	100,0		
Labour productivity per hour worked	EU-27 = 100 (based on PPS per hour worked)	114,5	109,7	110,6	111,9	110,7	109,5	:		100,0	100,0	100,0	100,0	100,0		
Nominal unit labour cost growth	% change from previous year	0,5	0,8	-1,4	-3,2	2,5	1,8	1,2		0,7	1,0	1,8	1,7	4,6		
Real unit labour cost growth	% change from previous year	-1,1	-0,7	-1,3												
Gender pay gap	% of men's average gross hourly earnings (paid employees)	:	17,5	17,5	17,1	16,9	16,6 P	:		15,1	14,6	14,4	14,1	:		
Involuntary temporary employment	as % of total employees	10,5 B	10,9	11,2	11,2	11,3	10,2	9,6		8,8	8,8	8,3	7,9	6,9		
Newly employed	share of people in current job 12 months or less in total employment	22,4 B	18,2	19,8	20,8	22,0	21,9	19,8		14,2	14,5	14,6	14,6	13,1		
At-risk-of-poverty rate of unemployed		:	39,6	37,2	35,6	38,9	39,7	44,2		48,7 e	47,5 e	48,6e	49,1e	:		
Unemployment trap - tax rate on low wage earners		:	79,2	78,3	74,4	73,9	73,5	73,5		75,8	75,5	75,5	74,3	73,5		
Inactivity and part-time work due to personal and family responsibilities	age 15-64	:	3,0	2,9	2,8	2,6	2,4	2,3		4,7	4,8	4,7	4,8	4,4		
Job vacancy rate	% change over the recent 3 years	:	1,3	1,4	1,6	1,9	2,1	2,1		1,5	1,7	1,9	2,1	2,0		
Share of adult population with upper secondary or tertiary education	age 25-64	73,2 B	87,7	88,1	88,3	89,2	90,1	91,1		76,6	77,2	77,8	78,4	79,2P		
Percentage of adult population participating in education and training	age 25-64	:	25,4	26,4	27,4	28,5	29,0	27,3		10,3	10,4	10,6	10,8	9,2P		

Source: Eurostat database (labour market statistics, national accounts), National Reform Programmes  
 Notes: b - break in series, p - provisional, c - confidential, d - definition differs, e - estimated, n - not significant, f - forecast, s - Eurostat estimate, z - not applicable, u - unreliable, \*\* - not available

## 2. Key employment challenges Finland, May 2021

Employment policy area	Key employment challenge	Particularly good labour market outcome
1. Increase labour market participation	The youth unemployment ratio was significantly higher than the EU average.  <i>Lower labour market participation of specific age groups, low skilled and non-EU nationals.</i>	High participation in education and training for older workers (55-64).  Duration of working life above the EU average in particular for women
2. Enhancing labour market functioning; combating segmentation	Share of involuntary temporary employment, in particular among women and older workers above EU average.	
3. Active labour market policies	<i>Limited personalised and integrated services for the unemployed and the inactive</i>	
4. Adequate and employment oriented social security systems	<i>Inactivity and unemployment traps weigh on employment.</i>	In-work-poverty risk is significantly below the EU average.
5. Work-life balance		
6. Exploiting job creation possibilities		
7. Gender equality		The gender employment gap was low.
8. Improving skills supply and productivity, effective life-long learning	<i>Skills shortages, with a high skill gap between more and less advantaged adults, and labour shortages of high-skilled professionals.</i>	High share of adult population (aged 25-64) having attained high (tertiary) education.  High participation of adult population in lifelong learning.  The level of individuals with basic or above basic digital skills is high.
9. Improving education and training systems		
10. Wage setting mechanisms and labour cost developments		

# Sweden

## 1. Key indicators on labour market performance

Indicator	Unit	2000	2015	2016	2017	2018	2019	2020	National target 2020	2016	2017	2018	2019	2020	2020 EU target	2030 EU target
										EU27-total						
Overall employment rate	% of population aged 20 - 64	76,8 e	80,5	81,2	81,8	82,4 B	82,1	80,8	well over 80	70,1	71,3	72,4	73,1	72,4	75,0	78,0
Early leavers from education and training	% of pop. 18-24 with at most lower sec. educ. and not in further education or training	7,3	7,0	7,4	7,7	7,5 B	6,5	7,7	less than 10	10,6	10,5	10,5	10,2	10,1P	less than 10	
Tertiary educational attainment	% completion of tertiary or equivalent education (30-34)	31,8	50,2	51,0	51,3	51,8 B	52,5	52,2	40-45	37,8	38,6	39,4	40,3	40,9P	40,0	
Overall employment growth	% change from previous year	2,2 e	1,4	1,6	2,1	1,6 B	0,6 B	-1,5		1,5	1,4	1,1	0,9	-1,4		
Employment rate of women	% of female population aged 20 - 64	74,6 e	78,3	79,2	79,8	80,2 B	79,7	78,3		64,3	65,5	66,5	67,3	66,8		
Employment rate of men	% of male population aged 20 - 64	79,0 e	82,5	83,0	83,8	84,4 B	84,4	83,2		76,0	77,2	78,3	79,0	78,1		
Employment rate of older workers	% of population aged 55 - 64	64,8 e	74,5	75,5	76,4	78,0 B	77,7	77,6		54,2	56,2	57,9	59,2	59,6		
Employment gender gap	difference in the employment rate between men and women in percentage points (20-64)	4,4 e	4,2	3,8	4,0	4,2 B	4,7	4,9		11,7	11,7	11,8	11,7	11,3		
Employment rate of young persons	% of population aged 20 - 29	66,1	69,7	70,9	71,7	71,7 B	70,8	68,5		60,4	61,8	62,9	63,6	61,3		
Employment rate of low skilled persons	% of population with at most lower secondary education aged 20 - 64	65,4	60,9	61,0	61,8	62,3 B	61,2	57,4		52,5	53,9	55,0	55,7	55,1		
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64	53,7	52,2	53,0	54,2	52,7 B	55,5	50,9		55,9	57,0	58,8	60,0	57,4		
Part-time employment	% of total employment aged 15 - 74	22,9	26,0	25,5	24,9	24,2	24,4	24,3		18,3	18,3	18,1	18,2	18,2		
Temporary employees	% of total employees aged 15 - 64	14,3	16,6	16,1	16,1	15,9 B	15,7	14,8		15,6	15,7	15,5	15,0	13,6		
Overall unemployment rate	% of labour force	5,5 e	7,4	7,0	6,7	6,4 B	6,8	8,3		9,1	8,1	7,2	6,7	7,1		
Long-term unemployment	% of labour force	:	1,5	1,3	1,2	1,1 B	0,9	1,1		4,4	3,8	3,2	2,8	2,5		
Youth unemployment rate	% of youth labour force (15-24)	9,5	20,4	18,9	17,9	17,4 B	20,1	23,9		20,1	18,0	16,1	15,1	16,9		
Youth NEET rate	% of population aged 15-24	6,3 u	6,7	6,5	6,2	6,0 B	5,5	6,5		11,7	11,0	10,5	10,1	11,1P		
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	117,8	116,9	113,6	111,7	111,0	111,5	:		100,0	100,0	100,0	100,0	100,0		
Labour productivity per hour worked	EU-27 = 100 (based on PPS per hour worked)	121,8	118,0	114,1	112,4	111,7	112,8	:		100,0	100,0	100,0	100,0	100,0		
Nominal unit labour cost growth	% change from previous year	4,5	-0,3	2,4	1,9	3,5	1,7	3,8		0,7	1,0	1,8	1,7	4,6		
Real unit labour cost growth	% change from previous year	2,9	-2,3	-0,3												
Gender pay gap	% of men's average gross hourly earnings (paid employees)	:	14,0	13,3	12,5	12,1	11,8 P	:		15,1	14,6	14,4	14,1	:		
Involuntary temporary employment	as % of total employees	7,9	9,6	8,7	8,3	8,2 B	7,8	8,0		8,8	8,8	8,3	7,9	6,9		
Newly employed	share of people in current job 12 months or less in total employment	15,3	20,9	21,4	22,2	22,4 B	21,9	19,2		14,2	14,5	14,6	14,6	13,1		
At-risk-of-poverty rate of unemployed		:	39,3	50,8	50,3	57,8	62,2	:		48,7 e	47,5 e	48,6e	49,1e	:		
Unemployment trap - tax rate on low wage earners		:	68,9	79,5	79,5	78,8	77,2	77,9		75,8	75,5	75,5	74,3	73,5		
Inactivity and part-time work due to personal and family responsibilities	age 15-64	:	3,5	3,5	3,3	3,3 B	3,1	2,8		4,7	4,8	4,7	4,8	4,4		
Job vacancy rate	% change over the recent 3 years	:	1,6	1,9	2,1	2,3	2,4	2,2		1,5	1,7	1,9	2,1	2,0		
Share of adult population with upper secondary or tertiary education	age 25-64	77,2	84,3	85,0	85,3	85,6 B	86,1	86,5		76,6	77,2	77,8	78,4	79,2P		
Percentage of adult population participating in education and training	age 25-64	:	29,4	29,6	30,4	31,4 B	34,3	28,6		10,3	10,4	10,6	10,8	9,2P		

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

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



## 2. Key employment challenges Sweden, May 2021

Employment policy area	Key employment challenge	Particularly good labour market outcome
1. Increase labour market participation	<p>While still close to the EU average, the employment rate of the low-skilled population has decreased significantly faster than average.</p> <p><i>Large employment gaps between non-EU born and native born, especially women</i></p>	<p>Activity and employment rates are significantly higher than EU average.</p> <p>Duration of working lives is significantly higher than EU average.</p> <p>NEET rate for population aged 15-24 is below the EU average.</p>
2. Enhancing labour market functioning; combating segmentation		
3. Active labour market policies		
4. Adequate and employment oriented social security systems	At-risk-of-poverty rate for the unemployed is significantly higher than EU average.	
5. Work-life balance		
6. Exploiting job creation possibilities		
7. Gender equality		
8. Improving skills supply and productivity, effective life-long learning		<p>Participation in lifelong learning and adult education is significantly higher than the EU average, and significantly increased among the inactive.</p> <p>High share of adult population having attained tertiary education.</p> <p>High share of individuals who have basic or above basic overall digital skills.</p>
9. Improving education and training systems	<i>Large educational performance gap between different socio-economic groups.</i>	Small difference in employment rates for medium and high education attainment (20-64).
10. Wage setting mechanisms and labour cost developments		

## Annex A. National Targets

Table A1: National employment rate, education and sub-targets

MS	Employment rate (Headline target: 75% for age group 20-64)	Early leavers from education and training (Headline target: less than 10%)	Tertiary educational attainment (Headline target: at least 40%)	National sub-targets (%)
AT	77-78	9,5	38	
BE	73,2	9,5	47	ER of w omen 69.1; NEET 8.2; ER of older w orkers 50.0; difference betw een ER-non and EU citizens <16.5
BG	76	11	36	Reducing the level of unemployment among young people (aged 15-29) to 7% in 2020; Achieving a level of Employment among elderly people (aged 55-64) of 53% in 2020
CY	75-77	10	46	
CZ	75	5,5	32	ER of w omen 65.0; ER of older w orkers 55.0; unemployment rate (15-24) reduced by 1/3; unemployment rate of low -skilled reduced (ISCED 0- 2) by 1/4.
DE	77	less than 10	42	ER older w orkers 60.0; ER of w omen 73.0
DK	80	less than 10	at least 40	95% of a youth cohort should complete upper secondary educ. and 50% tertiary educ.
EE	76	9,5	40	Youth unemployment 10.0; long-term unemployment 2.5; productivity per employed person 80.0; share of adults (25-64) w ith no professional qualification 30.0; participation rate in lifelong learning among adults (25-64) 20.0; labour participation rate (15-64) 75.0
EL	70	9,7	32	
ES	74	15	44	ER of w omen 68.5
FI	78	8	42	
FR	75	9,5	50	ER of w omen 70.0
HR	65,2	4	35	
HU	75	10	34	
IE	69-71	8	60	
IT	67-69	15-16	26-27	
LT	72,8	less than 9	40	ER of w omen 69.5; ER of men 76.5; ER of older w orkers 53.4
LU	73	less than 10	40	
LV	73	13,4	34-36	
MT	70,0	10	33	
NL	80	less than 8	45	
PL	71	4,5	45	
PT	75	10	40	
RO	70	11,3	26,7	
SE	w ell over 80	less than 10	40-45	
SI	75	5	40	
SK	72	6	40	Long-term unemployment rate of 3% by 2020

EU average\* 73.7-74.0

\* Weighted average of EU Member States

## Annex B. EPM Dashboard

The EPM dashboard includes the main indicators under the 10 JAF Policy Areas. The objective of the dashboard is to identify common EU "trends to watch" and "positive recent trends" with the aim of putting a stronger focus on the horizontal aspect of changes across Member States, thus identifying common conjunctural trends in the EU. Given the objective of the dashboard, the focus is on both, year-on-year changes and the changes for the three recent years for each Member State and the EU-27.

**Table B1: EPM Dashboard 2021<sup>5</sup>**

	EU27_2021	EA19	BE	BG	CZ	DK	DE	EE	IE	EL	ES	FR	HR	IT	CY	LV	LT	LU	HU	MT	NL	AT	PL	PT	RO	SI	SK	FI	SE
<b>Employment rate (% population aged 20-64)</b>																													
2020	72.4	71.8	70.0	73.4	79.7	77.8	80.1	78.8	73.4	61.1	65.7	71.4	66.9	62.6	74.9	77.0	76.7	72.1	75.0	77.4	80.0	75.5	73.6	74.7	70.8	75.6	72.5	76.5	80.8
2019-2020 change in pp	-0.7	-0.9	~	-1.6	~	~	~	-1.4	-1.7	~	-2.3	~	~	-0.9	~	~	-1.5	~	~	~	-1.3	~	-1.4	~	~	-0.9	-0.7	-1.3	
2017-2020 change in pp	~	~	~	2.1	~	~	~	~	~	3.3	~	~	3.3	~	4.1	2.2	~	~	~	4.4	2.0	~	2.7	~	2.0	2.2	~	2.3	~
<b>Youth NEET (% of total population aged 15-24)</b>																													
2020	11.1	11.4	9.2	14.4	6.6	7.4	7.4	8.9	12.0	13.2	13.9	11.4	12.2	19.0	14.4	7.1	10.8	6.6	11.7	9.2	4.5	8.0	8.6	9.1	14.8	7.7	10.7	9.3	6.5
2019-2020 change in pp	1.0	1.2	~	~	0.9	~	~	2.0	1.9	~	1.8	0.8	~	0.9	~	~	2.2	~	~	~	~	~	~	1.1	~	~	~	1.1	1.0
2017-2020 change in pp	~	~	~	~	~	~	~	~	~	-2.1	~	~	-3.2	~	-1.7	-3.2	1.7	~	~	~	~	1.5	~	~	~	1.2	-1.4	~	~
<b>Employment rate older people (% population aged 55-64)</b>																													
2020	59.6	60.2	53.3	64.2	68.2	71.4	71.7	72.0	61.8	44.6	54.7	53.8	45.5	54.2	61.0	68.6	67.6	44.0	59.6	52.9	71.0	54.7	51.8	60.7	48.5	50.5	58.3	67.5	77.6
2019-2020 change in pp	~	~	~	~	1.5	~	~	~	~	1.4	0.9	~	~	~	~	~	~	~	2.9	~	1.3	~	2.3	~	~	~	~	~	~
2017-2020 change in pp	3.4	3.0	5.0	6.0	6.1	3.2	~	3.9	3.4	6.3	4.2	2.5	5.2	~	5.7	6.3	~	4.2	7.9	5.7	5.3	3.4	3.5	4.5	4.0	7.8	5.3	5.0	~
<b>Employment rate (% Non-EU27 nationals aged 20-64)</b>																													
2020	57.4	57.2	40.1	61.0	82.4	62.2	57.7	73.8	67.3	53.9	55.2	52.4	50.5	59.9	68.4	70.0	80.0	63.5	70.5	76.1	56.9	58.0	78.2	70.0	n.a.	76.0	64.3	56.7	50.9
2019-2020 change in pp	-2.6	-2.7	-4.1	n.a.	~	~	~	~	~	-3.4	-4.6	~	~	-3.8	~	~	~	~	~	~	-3.3	-3.7	~	~	n.a.	~	~	~	-4.6
2017-2020 change in pp	~	~	-3.3	3.5	3.7	4.3	~	~	~	~	-4.3	4.4	9.6	~	4.4	4.7	9.8	~	6.7	~	3.4	~	7.4	~	n.a.	3.3	-10.0	5.7	-3.3
<b>Involuntary temp empl as % total employees</b>																													
2020	6.9	7.2	6.4	2.6	4.1	3.7	0.7	0.3	2.3	7.4	19.5	7.4	12.2	12.1	12.8	1.6	0.7	4.9	4.1	2.6	4.6	0.6	8.4	14.6	1.0	4.4	4.7	9.6	8.0
2019-2020 change in pp	-1.0	-1.1	~	~	~	~	~	n.a.	~	-1.9	-1.7	-0.9	-3.1	-1.6	~	~	~	4.7	-0.6	~	-1.0	~	-1.7	-2.5	~	~	-1.0	~	~
2017-2020 change in pp	-1.9	-1.5	-0.9	-0.9	-3.2	-1.2	-1.2	~	-1.2	-0.9	-3.2	-2.3	-5.5	0.9	-1.3	~	~	~	-2.7	~	-2.2	~	-7.0	-3.5	~	-5.0	-2.6	-1.6	~
<b>Newly employed in %</b>																													
2020	13.1	13.9	12.1	7.4	9.5	20.2	13.7	16.3	14.9	9.8	16.1	14.5	10.3	10.6	18.4	14.4	19.8	12.9	14.6	12.3	16.4	15.4	9.7	13.2	5.0	12.0	9.6	19.8	19.2
2019-2020 change in pp	-1.5	-1.4	-1.1	-1.9	-0.9	~	~	-2.2	-2.7	-1.9	-2.9	-1.2	-3.1	-1.2	-2.1	-1.6	~	-1.9	~	-2.6	-2.1	-1.9	-2.0	-2.7	~	~	-1.4	-2.1	-2.7
2017-2020 change in pp	-1.4	-1.1	~	-3.7	-2.1	-2.8	~	-1.7	-2.0	~	-2.8	~	-5.3	~	-2.6	-1.8	~	-1.1	~	-3.6	-1.6	-1.4	-2.6	-2.3	-1.4	-2.8	-4.0	-1.0	-3.0
<b>Long-term unemployment rate (in %)</b>																													
2020	2.5	2.9	2.3	2.3	0.6	0.9	1.1	1.2	1.3	10.9	5.0	2.9	2.1	4.7	2.1	2.2	2.5	1.7	1.1	1.1	0.9	1.3	0.6	2.3	1.5	1.9	3.2	1.2	1.1
2019-2020 change in pp	~	~	~	~	~	~	~	~	~	-1.3	~	-0.5	~	-0.9	~	~	0.6	~	~	~	~	~	~	-0.5	~	~	~	~	~
2017-2020 change in pp	-1.3	-1.5	~	~	~	~	~	~	~	-1.7	-4.7	-2.7	-1.3	-2.5	-1.8	-2.4	~	~	~	~	~	~	~	~	~	~	~	-1.9	~
<b>At-risk-of-poverty rate of unemployed</b>																													
2019	49.1	49.3	48.1	58.9	52.7	47.1	73.7	52.5	33.6	44.9	46.7	36.7	45.3	48.9	35.7	57.7	54.4	47.7	55.9	53.5	53.6	43.3	38.0	47.5	48.9	43.6	56.7	39.7	62.2
2018-2019 change in pp	~	~	-2.3	2.8	~	2.4	4.3	~	-14.2	~	-4.0	~	-2.3	3.0	-5.6	-1.8	-7.9	4.2	2.3	-6.1	7.4	-3.1	~	1.8	~	-2.1	5.7	~	4.4
2016-2019 change in pp	~	~	~	4.3	~	8.6	3.2	~	-7.1	~	~	~	~	3.1	~	~	-6.1	~	7.4	7.4	9.5	-4.5	-9.1	5.5	~	~	9.1	~	11.4
<b>Unemployment trap tax rate on low wage earners</b>																													
2020	73.5	73.7	93.0	82.4	80.9	88.4	73.1	31.4	55.8	30.5	82.1	71.4	82.4	74.0	64.4	83.0	86.9	92.0	77.5	50.1	80.2	70.6	71.5	80.4	54.7	80.5	45.5	73.5	77.9
2019-2020 change in pp	-0.8	~	~	~	~	~	~	0.8	0.8	-4.1	~	~	-1.2	-6.0	~	-2.0	~	~	1.2	~	3.3	~	-1.7	~	-0.8	~	~	~	~
2017-2020 change in pp	~	-2.3	-2.8	~	~	~	~	-31.5	~	-21.2	~	-4.8	~	-6.0	~	-4.4	~	5.0	~	18.6	2.8	~	-4.3	~	7.7	-7.8	~	~	~

<sup>5</sup> The identification of notable (coloured) positive/ negative changes is done following the methodology for determining thresholds for substantive significance based on historical series, agreed in EMCO IG with cut-off point of 7.5% and as threshold plus the statistical significance estimates provided by Eurostat.

**Table B1 (CONTINUED): EPM Dashboard 2021**

	EU27_2021	EA19	BE	BG	CZ	DK	DE	EE	IE	EL	ES	FR	HR	IT	CY	LV	LT	LU	HU	MT	NL	AT	PL	PT	RO	SI	SK	FI	SE
<b>Inactivity and part-time work due to personal and family responsibilities - total</b>																													
2020	4.4	4.7	4.9	2.8	5.8	0.7	7.5	4.6	6.8	1.6	2.7	4.4	1.4	4.2	3.0	1.9	0.9	4.2	5.1	3.0	11.0	7.8	4.1	1.7	1.2	1.4	5.4	2.3	2.8
2019-2020 change in pp	-0.4	-0.5	-0.2	~	0.2	~	n.a.	~	~	~	~	-0.3	~	~	~	0.4	~	-0.4	0.3	-0.8	-0.3	-0.2	~	0.2	~	~	~	~	-0.3
2017-2020 change in pp	-0.4	-0.6	~	~	0.6	~	0.3	~	~	~	~	-0.4	~	-1.1	~	0.5	-0.3	-1.2	0.4	-0.6	~	-0.4	0.3	~	~	~	~	-0.5	-0.5
<b>Total employment (ths)</b>																													
2020	205959.5	157972.9	4893.0	3451.7	5351.0	2981.2	44818.0	639.8	2241.8	4504.5	19422.2	28179.0	1675.5	24978.3	439.6	877.1	1366.1	474.3	4609.4	257.9	9519.0	4463.2	16376.8	4865.7	8480.4	1036.6	2399.1	2633.6	5060.5
2019-2020 change in %	-1.5	-1.6	~	-2.3	-1.5	~	-1.0	-2.7	-1.5	-1.3	-4.2	-1.1	-1.2	-2.1	~	-2.3	-1.5	2.0	-2.2	2.6	~	-1.7	~	-1.7	-1.8	-1.0	-1.9	-1.5	-1.3
2017-2020 change in %	~	~	~	~	~	~	~	~	4.6	~	~	~	~	4.5	~	8.0	~	~	~	~	~	~	~	~	~	4.8	~	~	~
<b>Job vacancy rate (average over 3 years)</b>																													
2020	2.0	2.0	3.4	0.9	5.7	1.9	2.9	1.7	0.9	0.5	0.8	1.3	1.4	1.0	1.6	2.6	1.4	1.6	2.4	1.7	2.9	2.8	1.0	0.9	1.0	2.2	1.0	2.1	2.2
2019-2020 change in %	~	~	~	~	10.0	~	~	-11.5	-7.4	-10.0	~	~	-11.7	-7.0	11.2	~	~	~	~	~	~	~	-10.6	-7.2	-12.6	~	-8.2	~	~
2017-2020 change in %	~	~	~	~	92.6	~	~	~	~	~	~	46.4	~	~	57.5	55.8	~	~	~	~	~	~	~	~	~	~	~	~	~
<b>Gender employment gap</b>																													
2020	11.3	10.4	8.2	8.9	15.3	7.0	6.3	6.0	12.1	18.9	11.4	7.0	11.2	19.9	12.0	3.8	1.7	7.1	16.1	17.7	8.9	8.0	15.7	5.9	19.3	6.2	12.6	2.9	4.9
2019-2020 change in pp	~	-0.6	~	~	~	~	~	~	~	-1.1	~	~	~	~	~	~	~	~	~	-3.0	~	-0.8	~	~	~	~	~	~	~
2017-2020 change in pp	~	~	-1.6	~	~	~	-1.6	-1.3	~	~	~	~	~	~	2.5	~	~	~	~	~	-6.4	-1.6	~	1.1	-1.6	2.2	~	~	~
<b>Gender pay gap</b>																													
2019	14.1	14.9	5.8	14.1	18.9	14.0	19.2	21.7	11.3	10.4	11.9	16.5	11.5	4.7	10.1	21.2	13.3	1.3	18.2	11.6	14.6	19.9	8.5	10.6	3.3	7.9	18.4	16.6	11.8
2018-2019 change in pp	~	~	~	~	-1.2	-0.6	-0.9	~	n.a.	n.a.	~	~	~	-0.8	~	1.6	-0.7	~	4.0	-1.4	~	-0.5	~	1.7	1.1	-1.4	-1.4	~	~
2016-2019 change in pp	-1.0	-1.3	~	~	-2.6	-1.1	-1.9	-3.1	-2.9	n.a.	-2.9	~	~	~	-2.2	1.5	-1.1	-2.6	4.2	~	-1.0	~	1.4	-3.3	-1.5	~	~	~	-1.5
<b>Adults with medium or high education</b>																													
2020	79.2	76.5	79.8	83.1	94.1	81.5	86.6	90.7	85.5	78.8	62.9	81.5	86.6	62.9	83.2	91.7	95.4	78.5	85.6	57.6	81.0	85.7	93.2	55.4	80.4	90.2	92.7	91.1	86.5
2019-2020 change in pp	0.8	0.9	1.1	0.6	~	~	n.a.	~	1.8	2.0	1.6	1.0	~	0.7	~	~	~	~	0.6	~	1.4	~	0.6	3.2	1.4	1.4	1.3	1.0	~
2017-2020 change in pp	2.0	2.3	3.0	~	~	~	~	1.9	3.0	5.9	3.8	3.1	2.8	2.0	2.1	1.3	~	2.1	1.6	6.5	2.6	~	~	7.4	2.5	2.3	1.3	2.8	1.2
<b>Life long learning - percentage of adult population (aged 25-64) participating in education and training - total</b>																													
2020	9.2	10.0	7.4	1.6	5.5	20.0	8.0	17.1	11.0	4.1	11.0	13.0	3.2	7.2	4.7	6.6	7.2	16.3	5.1	11.0	18.8	11.7	3.7	10.0	1.0	8.4	2.8	27.3	28.6
2019-2020 change in pp	-1.6	-1.6	-0.8	-0.4	-2.6	-5.3	~	-3.1	-1.6	~	0.4	-6.5	~	-0.9	-1.2	-0.8	~	-2.8	-0.7	~	-0.7	-3.0	-1.1	~	~	-2.8	-0.8	-1.7	-5.7
2017-2020 change in pp	-1.2	-1.3	-1.1	~	-4.3	-6.9	~	~	2.0	~	1.1	-5.7	0.9	~	-2.2	-0.9	1.3	-0.9	-1.1	~	~	-4.1	~	~	~	-3.6	~	~	-1.8
<b>Early school leavers (in %)</b>																													
2020	10.1	10.4	8.1	12.8	7.6	9.3	11.0	7.5	5.0	3.8	16.0	8.0	2.2	13.1	11.5	7.2	5.6	8.2	12.1	16.7	7.0	8.1	5.4	8.9	15.6	4.1	7.6	8.2	7.7
2019-2020 change in pp	~	~	~	~	~	~	~	~	~	~	-1.3	~	~	~	~	~	~	~	~	~	~	~	~	-1.7	~	~	~	~	1.2
2017-2020 change in pp	~	~	~	~	~	~	~	-3.3	~	-2.2	-2.3	~	~	3.0	-1.4	~	~	~	~	-1.0	~	~	~	-3.7	-2.5	~	-1.7	~	~
<b>Completion of tertiary or equivalent education (aged 30-34) - total</b>																													
2020	40.9	41.2	47.8	33.3	35.0	49.8	35.5	44.3	58.1	43.9	44.8	48.8	34.7	27.8	59.8	49.2	59.6	62.2	33.2	39.7	54.0	41.6	47.0	39.6	26.4	46.9	39.7	49.6	52.2
2019-2020 change in pp	~	~	~	~	~	~	n.a.	~	~	~	~	~	~	~	~	3.5	~	6.0	~	~	~	~	~	~	~	~	~	2.3	~
2017-2020 change in pp	2.3	2.8	~	~	~	~	~	-4.1	3.6	~	3.6	4.4	6.0	~	3.9	5.4	~	9.5	~	6.2	6.1	~	~	6.1	~	~	5.4	5.0	~
<b>Nominal unit labour cost (index 2010=100)</b>																													
2020	114.4	115.5	117.7	161.5	132.4	108.1	125.8	148.5	76.3	99.9	103.7	112.8	103.5	109.8	96.4	156.3	152.7	125.0	136.0	138.8	119.9	124.9	124.7	112.4	144.8	117.8	130.3	112.1	125.9
2019-2020 change in %	4.6	4.6	4.7	8.0	7.4	3.6	4.6	2.7	-3.2	7.7	6.4	4.8	9.8	1.9	~	6.7	7.5	2.6	7.9	10.4	8.3	5.5	8.4	9.3	9.5	7.2	6.4	~	4.0
2017-2020 change in %	8.3	8.7	8.3	18.7	18.7	~	11.2	14.4	~	9.8	10.1	~	15.6	~	~	19.9	20.0	9.7	14.9	19.3	14.1	10.3	14.6	15.0	26.0	14.7	16.8	~	10.2

Source: Joint Assessment Framework update Spring 2021