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**NOTE**

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From: General Secretariat of the Council

To: Delegations

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Subject: 2025 EMCO Annual Employment Performance Report

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Delegations will find attached the 2025 EMCO Annual Employment Performance Report (AEPR).

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# 2025 EMCO Annual Employment Performance Report (AEPR)

## Introduction - Executive Summary

This report presents the main findings from a detailed analysis of the 2025 Employment Performance Monitor (EPM)<sup>1</sup>. It provides an analysis of key labour market indicators based on the most recent 2024 EU Labour Force Survey (EU-LFS) annual data and reports on progress towards the 2030 EU headline and national targets on employment and adult learning, using methodological approaches endorsed by the EMCO Indicators Group in 2022 and 2024, respectively.

The analysis integrates a forward-looking aspect, as it assesses the minimum annual employment growth required both at EU and national levels to reach the respective employment rate targets by 2030. In addition, the report presents the potential for improving the situation of specific population groups in the context of ensuring progress towards the 2030 EU and national employment targets, based on an agreed methodology.

Concerning the monitoring of the progress towards the 2030 headline and national adult learning targets, the Indicators Group has agreed to continue using the Adult Education Survey (without 'guided-on-the-job training') as the data source for measuring adult participation in learning in the past 12 months and to consider the transition to the LFS data in 2025, following a further assessment of differences between AES and LFS data.

As the AES is conducted only once every six years, comprehensive monitoring of progress towards the EU and national adult learning targets is presented in Section 3 of the [2024 AEPR](#). This year's edition of the AEPR includes a summary and a breakdown analysis as a new feature in Section 3.

Moreover, the Indicators Group examined the 2025 EPM results to provide a thematic analysis and a summary of the key employment challenges and good labour market outcomes across the EU. This contributes to the identification of the main EU priorities that will be important to monitor in the coming years. The EPM has also enabled the identification of employment trends emerging from the analysis of recent year-on-year (2023-2024) as well as 3-year data.

### 1. Key labour market trends: Labour markets remained resilient in 2024

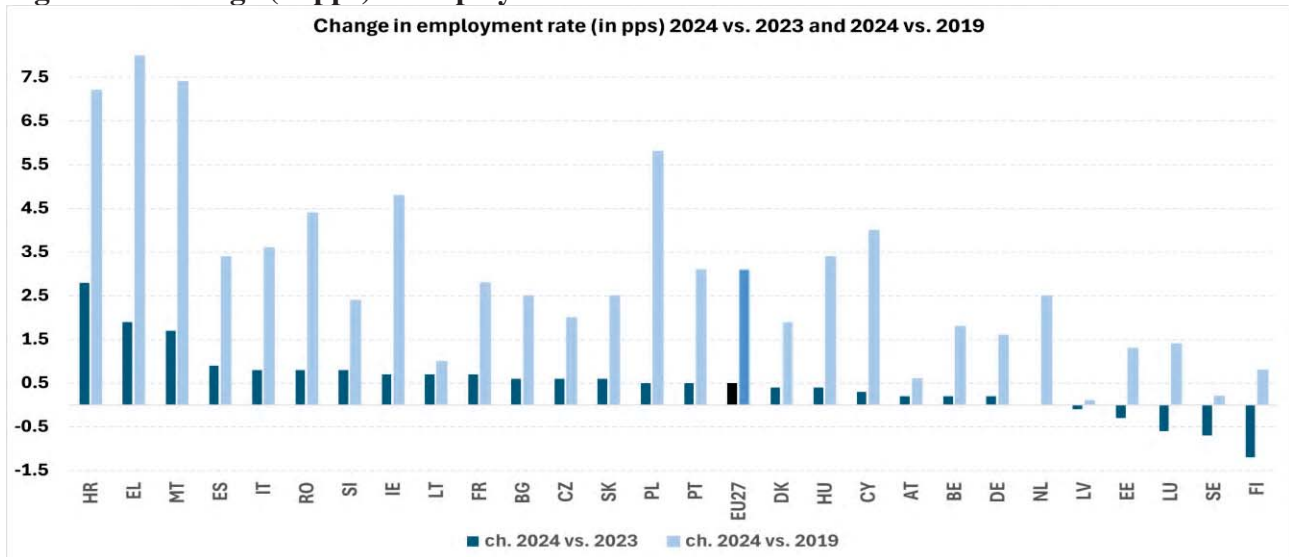
The modest GDP growth achieved in 2024 led to further employment expansion. Indeed, the EU economy added 1.73 million jobs in 2024 compared to 2023. **The EU employment rate (for people aged 20-64) rose to 75.8% in 2024 from 75.3% in 2023.** This level (75.8%) is the highest recorded since the start of the time series in 2009 and marks four consecutive years of growth<sup>2</sup> after a drop to 71.7% in 2020 due to the COVID-19 pandemic.

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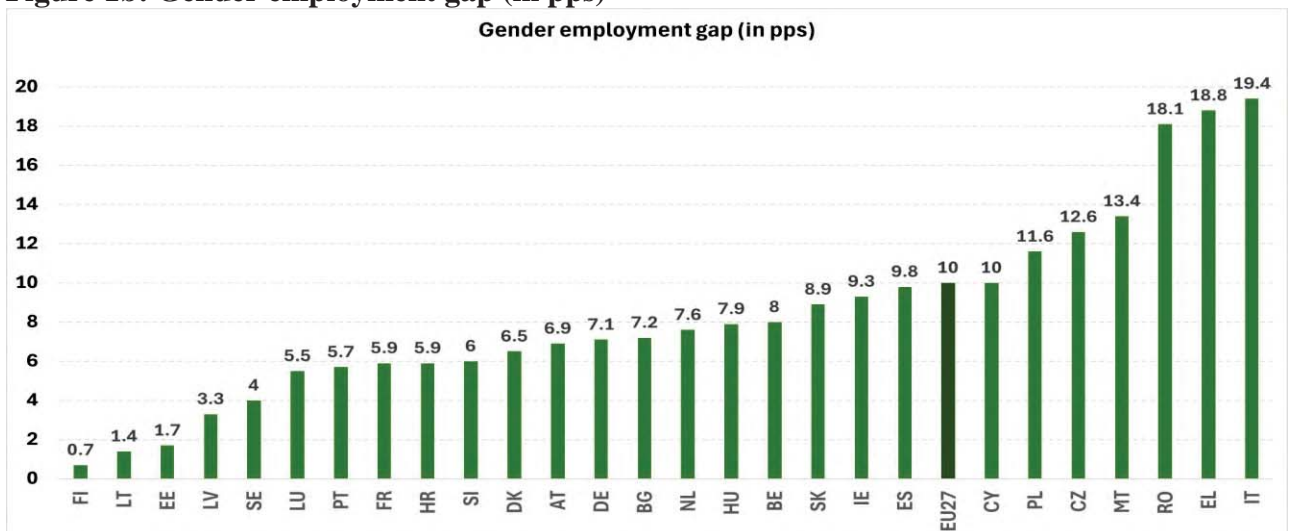
<sup>1</sup> The Employment Committee (EMCO) was mandated to produce an "Employment Performance Monitor", which serves two main objectives: a) Monitoring the progress towards the overall employment rate target and related national targets and b) Identifying at a glance the key employment challenges (KECs)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

<sup>2</sup> Employment rate in 2024: 75.8%, +0.7% compared to 2023 (+0.5 pps);  
Employment rate in 2023: 75.3%, +0.9% compared to 2022 (+0.7 pps);  
Employment rate in 2022: 74.6%, +2.1% compared to 2021(+1.5 pps);

**Figure 1a: Change (in pps) in employment rate: 2024 vs. 2023 and 2024 vs. 2019**



**Figure 1b: Gender employment gap (in pps)**



Source: JAF, own calculations

**In the majority of Member States, the employment rate for people aged 20-64 registered an improvement in 2024 compared to 2023 (Figure 1a).** The highest rises were recorded in Croatia (+2.8 pps), Greece (+1.9 pps) and Malta (+1.7 pps), while on the contrary, the employment rate declined by 1.2 pps in Finland, 0.7 pps in Sweden and 0.6 pps in Luxembourg.

Among the EU countries, the employment rate (20-64) ranged from 83.5% in the Netherlands to 67.1% in Italy. The employment rates surpassed 81% in seven Member States: the Netherlands (83.5%), Malta (83.0%), Czechia (82.3%), Sweden (81.9%), Estonia (81.8%), Germany (81.3%) and

Employment rate in 2021: 73.1%, +2.0% compared to 2020 (+1.4 pps).

Hungary (81.1%). Moreover, in 2024, in all 27 Member States, the employment rate (20-64) exceeded the pre-pandemic level recorded in 2019 for yet another year.

The employment rate of women aged 20-64 years increased in the EU by 0.6 pps to 70.8%, while the employment rate for men increased by 0.4 pps to 80.8%. Therefore, in 2024, the EU's gender employment gap, defined as the difference between the employment rates of men and women aged 20-64, was 10.0 pps, 0.2 pps lower than in 2023, though still at a high level. **Substantial differences in gender employment gaps persist across Member States (Figure 1b).** The highest gender employment gaps in 2024 were recorded in Italy (19.4 pps) and Greece (18.8 pps), where less than 60% of the female population was employed compared to more than 76% of the male population, while the lowest gender employment gaps were recorded in Finland (0.7 pps) and Lithuania (1.4 pps). Six EU countries have bigger gender employment gaps than the EU average. Halving the EU gender employment gap remains essential to improving women's position in the labour market and reaching the 78% employment rate target by 2030, as set by the European Pillar of Social Rights Action Plan.

Looking at age breakdowns, **the EU employment rate for young people aged 20-29 remained stable at 66.0%**, while the rate for those aged 30-54 increased by 0.4 pps to 83.4%. **The employment rate for people aged 55-64 continued to rise in 2024, reaching 65.2%, up from 63.9% in 2023 (a 1.3 pps increase).** This rate has been on an upward trend since 2009, with a total gain of 22.0 pps over the 2009-2024 period. It should be noted, however, that the gender employment gap widens with age: 7.1 pps for those aged 20-29, 10 pps for those aged 30-54, and 12.0 pps for the 55-64 age group.

**The labour force participation rate (i.e. the percentage of active people aged 20-64 in relation to the comparable total population) in the EU kept improving in 2024, hitting a new record high of 80.4% (+0.4 pps compared to 2023).** It increased slightly more for women (+0.5 pps) than men (+0.3 pps) in 2024 compared to 2023; however, the activity rate remained significantly lower for women (75.3%) than for men (85.5%).

**In the EU, the share of employees (aged 15-64) in temporary employment contracts declined to 12.8% in 2024 from 13.4% in 2023 and 14.1% in 2022. Part-time employment (as % of the total employment) remained unchanged at 17.8% in 2024, showing a relatively stable trend in the last five years.** Part-time employment is more prevalent among female workers (28.5% compared to 8.4% for men). While flexible contractual arrangements may cover different needs of employers and employees, labour market segmentation remains a challenge and a driver of job instability, income uncertainty and poor learning and career prospects for some people. In the EU, involuntary temporary employment (referring to employees who accepted temporary jobs because they could not find permanent ones, as a percentage of total employees aged 15-64) declined to 3.4% in 2024, from 3.9% in 2023 and 4.4% in 2022. The involuntary temporary employment share (referring to employees who accepted temporary jobs because they could not find permanent ones, as percentage of employees aged 15-64 in temporary employment) settled at 26.5% in 2024 from 28.7% a year ago and 30.9% in 2022.

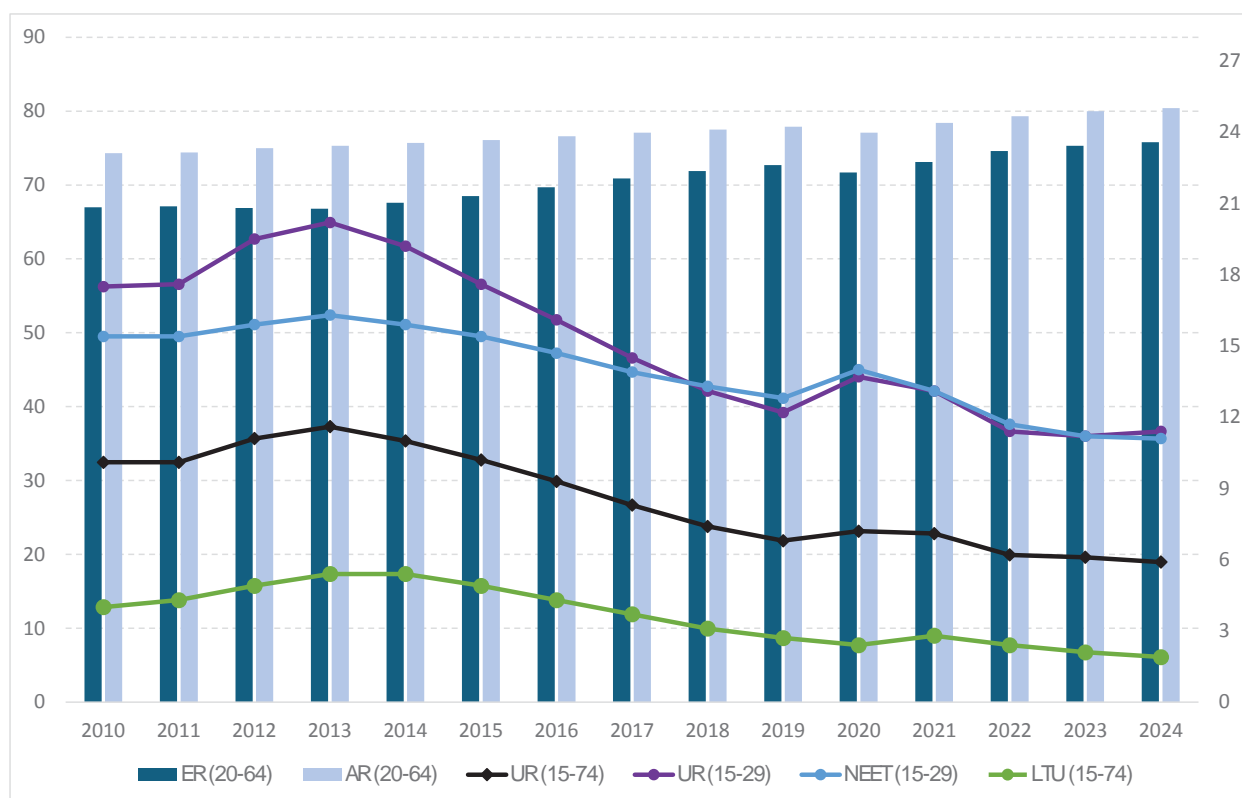
**The rate of people aged 15-29 who are neither in employment nor in education or training (NEET) continued to decline in 2024 on a year-on-year basis, though marginally, by 0.2 pps to 11.0%; however, the level remains high, constituting an important challenge.** The most substantial annual decline was recorded in Greece (-1.7 pps, to 14.2%), while the most substantial increase was recorded in Estonia (+1.4 pps, to 11%). The NEET rate (15-29) for men was 10.0% in 2024 (compared to 10.1% a year before), while for women it was 12.1% (compared to 12.5% in

2023). The lowest 2024 NEET rate was recorded in the Netherlands (4.9%), while the highest was found in Romania (19.4%), pointing to wide variation across Member States. Looking into breakdowns by status, the unemployed NEET rate (15-29 age group) marginally declined in 2024 to 4.2% (from 4.3% a year ago), like the inactive NEET rate for the same age group (6.9% from 7.0% in 2023), both below pre-pandemic levels. According to the European Pillar of Social Rights Action Plan, Europe should strive to decrease the NEET rate (15-29) from 12.6% in 2019 to 9% in 2030, namely by improving their employment prospects, and contributing to the overall 78% employment rate target.

**The unemployment rate in the EU for people aged 15-74 years declined marginally in 2024 (by 0.2 pps) to reach 5.9%, marking the lowest rate since 2009.** The EU unemployment rate of young people aged 15-29 years rose marginally by 0.2 pps in 2024 compared to 2023, to 11.4%, well above the overall unemployment rate (Figure 2), therefore remaining a major and persistent challenge that requires targeted and sustained policy action. The unemployment rate in Greece (15-29) dropped the most in 2024 (for a second consecutive year), by 2.7 pps to 19.1%, while the unemployment rate (15-29) rose by 2.7 pps in 2024 in Estonia.

Furthermore, **the EU long-term unemployment rate (as % of active population) fell further in 2024 to 1.9% from 2.1% in 2023 and 2.4% in 2022** (Figure 2), while the share of long-term unemployed in total unemployment also declined to 32.2% in 2024 from 35.0% in 2023 and 38.5% in 2022. The Netherlands (0.5%) reported the lowest long-term unemployment rates in 2024, while on the other end of the scale, Greece stood out with the highest long-term unemployment rate in the EU (5.4% from 6.2% in 2023).

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



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

The [Commission's Spring 2025 Economic Forecast](#), published last May, projects real GDP growth in 2025 at 1.1% in the EU and 0.9% in the euro area – broadly the same rates attained in 2024. This represents a considerable downgrade compared to the Autumn 2024 Forecast, largely due to the impact of increased tariffs and the heightened uncertainty caused by the recent abrupt changes in US trade policy and the unpredictability of the tariffs' final configuration. Despite these challenges, EU growth is expected to rise to 1.5% in 2026, supported by continued consumption growth and a rebound of investment.

According to national accounts, headcount employment in the EU continued to increase last year, though at a more moderate pace than in previous years. Going forward, surveys point to slowing recruitment and wage growth. The European Commission Employment Expectations Indicator (EEI), which summarises managers' employment plans, declined marginally since last Autumn. The employment index of the euro area composite PMI stabilised around the 50 mark (which separates expansion from contraction) during the first quarter of this year, with little change to euro area employment indicated at the start of the second quarter. According to the Spring Forecast, a slowing but still broad-based employment expansion is projected for this year and the next. Employment growth in the EU is expected to decline from an annual growth rate of 0.8% in 2024 (1.0% in the euro area) to 0.5% this year and the next in both the EU and the euro area.

The unemployment rate is expected to stabilise this year and hit a new record low in 2026. Even as employment growth is projected to slow down in the EU, it is set to outpace the increase of the active population. The EU unemployment rate is expected at 5.9% this year and 5.7% in 2026 (6.3% and 6.1% respectively in the euro area). Member States with the highest unemployment rates, such as

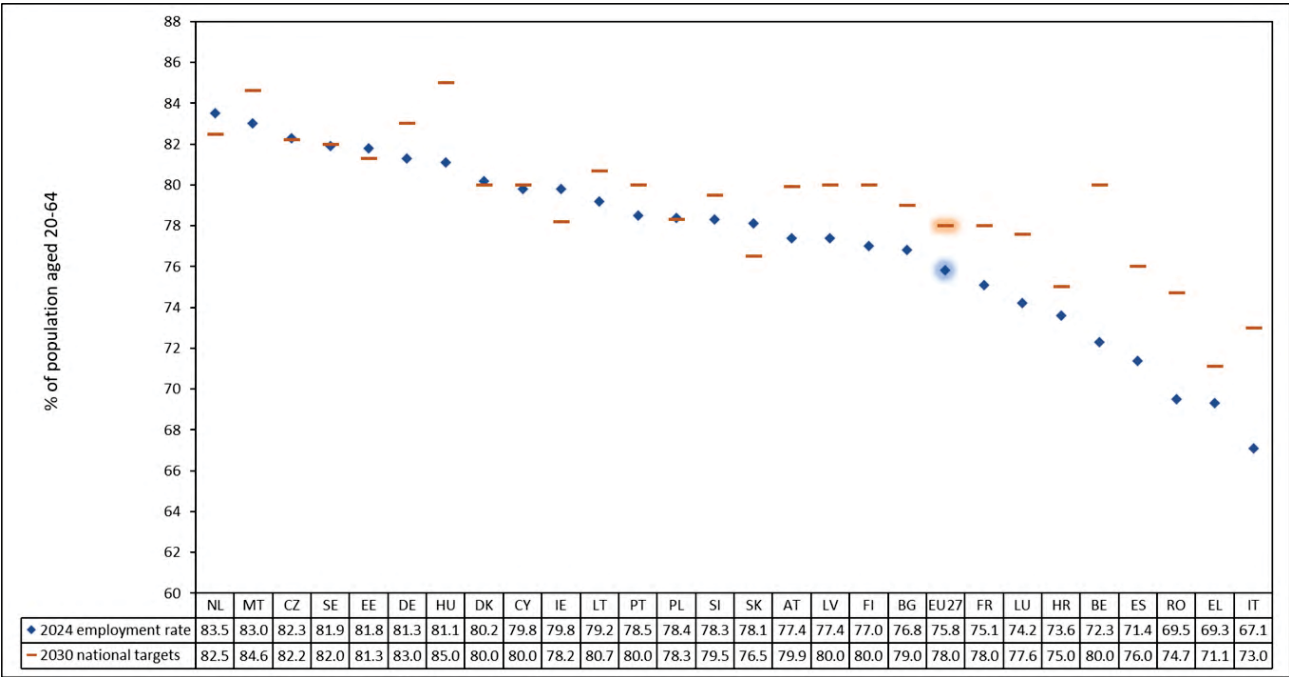


Spain and Greece, are expected to continue recording the strongest declines this year and the next, hence contributing to the narrowing of cross-country dispersion.

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

Based on the 2024 annual Eurostat EU-LFS data for the employment rate (people aged 20-64), seven Member States (from five in 2023) have exceeded their national 2030 targets (Slovakia, Ireland, the Netherlands, Estonia, Denmark, Chechia and Poland) – Figure 3 and Table 1.

Figure 3: National employment rate targets set by Member States for 2030 compared to employment rates in 2024



Sources: EU Labour Force Survey for 2024 employment rate and Member States. The national 2030 employment rate targets were presented at the June 2022 EPSCO Council. These range from 71.1% in Greece to 85% in Hungary.

Moreover, the employment rate in 2024 was already higher than the EU headline target of 78% in 15 Member States (from 13 Members States in 2023) – see Table 1 below.

While reaching the EU headline target of 78% requires an average 2.2 pps increase by 2030, as shown in Table 1, ten Member States (from 11 a year ago) aim to increase their employment rates by more than this. With 7.7 pps (indicating the difference between the employment rate in 2024 and the national target), Belgium aims for the biggest increase, followed by Italy (5.9 pps), Romania (5.2 pps) and Spain (4.6 pps).

Table 1: Difference between the employment rate 20-64 in 2024 and the EU average, the EU headline target in 2030 and the national 2030 target, as well as the difference between the 2030 national target and the EU 2030 target - in pps

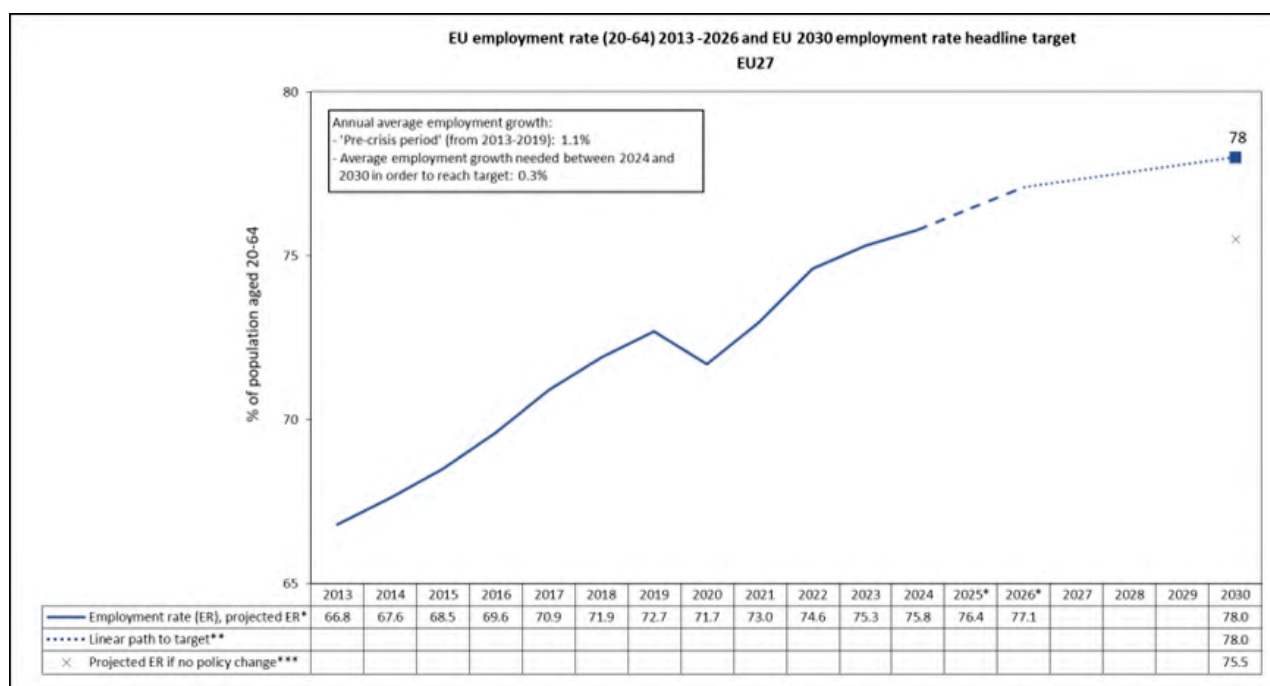
<i>Reference year 2024</i>	<b>Difference to EU average (2024)</b>	<b>Difference to 2030 EU target</b>	<b>Difference to 2030 national target</b>	<b>Difference between 2030 national target and the 2030 EU target</b>
EU-27	0.0	-2.2	-2.2	0.0
BE	-3.5	-5.7	-7.7	2.0
BG	1.0	-1.2	-2.2	1.0
CZ	6.5	4.3	0.1	4.2
DK	4.4	2.2	0.2	2.0
DE	5.5	3.3	-1.7	5.0
EE	6.0	3.8	0.5	3.3
IE	4.0	1.8	1.6	0.2
EL	-6.5	-8.7	-1.8	-6.9
ES	-4.4	-6.6	-4.6	-2.0
FR	-0.7	-2.9	-2.9	0.0
HR	-2.2	-4.4	-1.4	-3.0
IT	-8.7	-10.9	-5.9	-5.0
CY	4.0	1.8	-0.2	2.0
LV	1.6	-0.6	-2.6	2.0
LT	3.4	1.2	-1.5	2.7
LU	-1.6	-3.8	-3.4	-0.4
HU	5.3	3.1	-3.9	7.0
MT	7.2	5.0	-1.6	6.6
NL	7.7	5.5	1.0	4.5
AT	1.6	-0.6	-2.5	1.9
PL	2.6	0.4	0.1	0.3
PT	2.7	0.5	-1.5	2.0
RO	-6.3	-8.5	-5.2	-3.3
SI	2.5	0.3	-1.2	1.5
SK	2.3	0.1	1.6	-1.5
FI	1.2	-1.0	-3.0	2.0
SE	6.1	3.9	-0.1	4.0

*Source: EU-LFS data for 2024 employment rate (20-64), Member States and own calculations.*

Figure 4 below displays the observed employment rates between 2013 and 2024 for the EU, as well as the estimated employment rates for the years 2025 and 2026, calculated on the basis of the employment growth estimates from the Commission Spring 2025 Economic Forecast and Eurostat population projections. Moreover, it compares the annual average employment growth for the EU in the pre-COVID period 2013-2019 (i.e. 1.1%) with the annual average employment growth needed between 2024 and 2030 in order to reach the target of 78% (i.e. 0.3%). The latter is computed taking into account Eurostat population projections for the denominator of the employment rate.

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





Sources and notes:

Employment rates (20-64 years old) for 2013-2024: Eurostat, EU LFS.

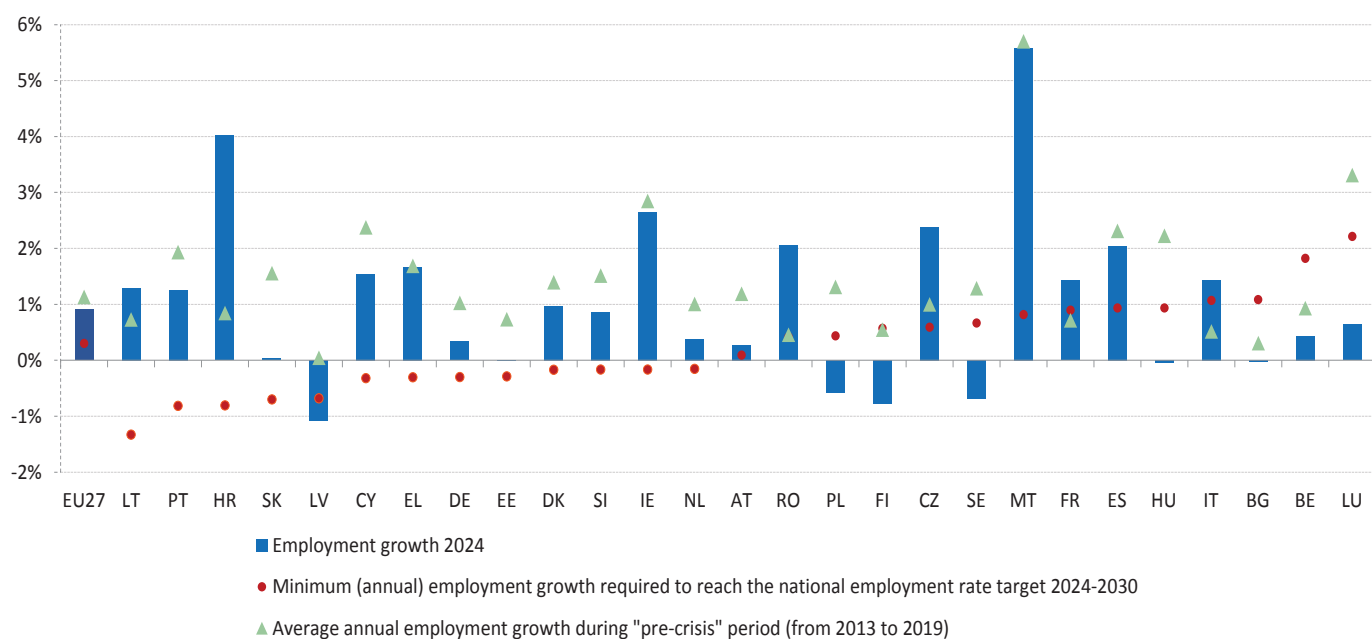
\* Values for 2025 and 2026 are based on the employment growth forecasts from the Commission Spring Forecast 2025 and the projected population and employed population growths from the 2023 Eurostat population projections (Europop 2023).

\*\* EU headline employment rate target from June 2022 EPSCO Council.

\*\*\* Projected employment rate under the assumption of no policy change: EPC Ageing Working Group 2024 Ageing Report (based on Eurostat 2023 population projection and AWG calculations).

Figure 5 below compares recent (2024) annual employment growth in Member States with the average annual employment growth from 2013 to 2019 and the minimum (annual) employment growth required, for each Member State, to reach its national employment rate target. In 2024, six Member States achieved employment growth higher than the respective pre-COVID average rate. However, for 21 Member States recent employment growth still falls behind the corresponding pre-crisis growth.

**Figure 5: Comparison of recent employment growth (in 2024) with estimated average (annual) employment growth over 2013 to 2019 and the minimum (annual) employment growth required to reach the national employment rate target**



Source: JAF 2025, EPM 2025, Eurostat.

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

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

To understand the trajectory towards the 2030 targets, it is important to examine outcomes across various population groups. This allows for the identification of those experiencing below-average performance, where policy interventions may thus yield the greatest impact.

Table 2 showcases the potential of specific population groups in the context of monitoring the progress towards the 2030 employment target.

**Table 2: Comparison of national employment rates by sub-groups to the respective EU averages (2024), men**

MS	Men																			
	Young (20-29)				Prime Age (30-54)				Older (55-64)				Low-skilled (20-64)				Non-EU nationals (20-64)			
	national ER	EU average	Diff.	% of EU average	national ER	EU average	Diff.	% of EU average	national ER	EU average	Diff.	% of EU average	national ER	EU average	Diff.	% of EU average	national ER	EU average	Diff.	% of EU average
AT	77.3	69.4	7.9	111%	88.4	88.4	0.0	100%	66.2	71.4	-5.2	93%	62.8	68.6	-5.8	92%	70.7	75.6	-4.9	94%
BE	61.3	69.4	-8.1	88%	86.9	88.4	-1.5	98%	63.9	71.4	-7.5	89%	55.7	68.6	-12.9	81%	63	75.6	-12.6	83%
BG	60.0	69.4	-9.4	86%	87.8	88.4	-0.6	99%	73.8	71.4	2.4	103%	60.2	68.6	-8.4	88%	75.8	75.6	0.2	100%
CY	72.2	69.4	2.8	104%	91.5	88.4	3.1	104%	78.9	71.4	7.5	111%	76.8	68.6	8.2	112%	81.6	75.6	6.0	108%
CZ	72.8	69.4	3.4	105%	95	88.4	6.6	107%	80.8	71.4	9.4	113%	64.7	68.6	-3.9	94%	93.8	75.6	18.2	124%
DE	79.4	69.4	10.0	114%	89.6	88.4	1.2	101%	78.9	71.4	7.5	111%	72.9	68.6	4.3	106%	74.1	75.6	-1.5	98%
DK	75.8	69.4	6.4	109%	88.5	88.4	0.1	100%	79.0	71.4	7.6	111%	68.8	68.6	0.2	100%	81.2	75.6	5.6	107%
EE	73.8	69.4	4.4	106%	88.1	88.4	-0.3	100%	72.7	71.4	1.3	102%	69.7	68.6	1.1	102%	83.0	75.6	7.4	110%
EL	57.6	69.4	-11.8	83%	89	88.4	0.6	101%	69.2	71.4	-2.2	97%	75.2	68.6	6.6	110%	86.3	75.6	10.7	114%
ES	59.1	69.4	-10.3	85%	84.8	88.4	-3.6	96%	68.0	71.4	-3.4	95%	70.1	68.6	1.5	102%	72.5	75.6	-3.1	96%
FI	67.6	69.4	-1.8	97%	83.5	88.4	-4.9	94%	70.3	71.4	-1.1	98%	55.9	68.6	-12.7	81%	70.7	75.6	-4.9	94%
FR	70.3	69.4	0.9	101%	87.5	88.4	-0.9	99%	62.1	71.4	-9.3	87%	61.9	68.6	-6.7	90%	71.0	75.6	-4.6	94%
HR	64.5	69.4	-4.9	93%	88.2	88.4	-0.2	100%	57.6	71.4	-13.8	81%	50.3	68.6	-18.3	73%	98.0	75.6	22.4	130%
HU	69.9	69.4	0.5	101%	91.5	88.4	3.1	104%	78.9	71.4	7.5	111%	67.9	68.6	-0.7	99%	66.0	75.6	-9.6	87%
IE	78.4	69.4	9.0	113%	89.5	88.4	1.1	101%	75.5	71.4	4.1	106%	64.8	68.6	-3.8	94%	85.2	75.6	9.6	113%
IT	55.7	69.4	-13.7	80%	86.4	88.4	-2.0	98%	70.1	71.4	-1.3	98%	69.7	68.6	1.1	102%	80.6	75.6	5.0	107%
LT	74.4	69.4	5.0	107%	85.7	88.4	-2.7	97%	67.8	71.4	-3.6	95%	52.9	68.6	-15.7	77%	86.0	75.6	10.4	114%
LU	63.5	69.4	-5.9	91%	89.5	88.4	1.1	101%	53.3	71.4	-18.1	75%	59.3	68.6	-9.3	86%	77.5	75.6	1.9	103%
LV	73.3	69.4	3.9	106%	83.6	88.4	-4.8	95%	70.7	71.4	-0.7	99%	63.1	68.6	-5.5	92%	74.3	75.6	-1.3	98%
MT	85.8	69.4	16.4	124%	94.6	88.4	6.2	107%	70.1	71.4	-1.3	98%	84.3	68.6	15.7	123%	91.7	75.6	16.1	121%
NL	84.9	69.4	15.5	122%	90.8	88.4	2.4	103%	81.7	71.4	10.3	114%	77.3	68.6	8.7	113%	72.0	75.6	-3.6	95%
PL	74.2	69.4	4.8	107%	91.1	88.4	2.7	103%	70.7	71.4	-0.7	99%	56.4	68.6	-12.2	82%	96.8	75.6	21.2	128%
PT	66.2	69.4	-3.2	95%	90.3	88.4	1.9	102%	71.8	71.4	0.4	101%	77.0	68.6	8.4	112%	84.6	75.6	9.0	112%
RO	62.0	69.4	-7.4	89%	87.4	88.4	-1.0	99%	64.6	71.4	-6.8	90%	61.9	68.6	-6.7	90%	90.2	75.6	14.6	119%
SE	72.4	69.4	3.0	104%	89.4	88.4	1.0	101%	79.9	71.4	8.5	112%	66.8	68.6	-1.8	97%	74.6	75.6	-1.0	99%
SI	72.9	69.4	3.5	105%	92.2	88.4	3.8	104%	60.4	71.4	-11.0	85%	62.4	68.6	-6.2	91%	89.8	75.6	14.2	119%
SK	68.4	69.4	-1.0	99%	90.5	88.4	2.1	102%	69.4	71.4	-2.0	97%	44.0	68.6	-24.6	64%		75.6		

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

For each Member State and sub-group, the potential is represented by the difference between the specific employment rate and, in tables 2 and 3, the EU average employment rate and, in the tables in Annex, the average of the three highest employment rates in the EU for that group. The national employment rate is also expressed as a percentage of the reference rate. For each country, the main three subgroups with the largest negative gap to the benchmarks (in percentage, under column ‘% of EU average’ or under column ‘% of EU 3 highest’ in Annex) are shaded. For the shading, we take into account the combined information provided by tables 2 and 3 together, and we identify the lowest three percentages (column ‘% of EU average’ or ‘% of EU 3 highest’ in the Annex) for each Member State<sup>3</sup>. In some cases, more than three subgroups can be shaded, when a percentage appears more than once, while in other cases, less than three subgroups are shaded, when the rates under examination are above 100%.

**Table 3: Comparison of national employment rates by sub-group to the respective EU averages (2024), women**

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

MS	Women																			
	Young (20-29)				Prime Age (30-54)				Older (55-64)				Low-skilled (20-64)				Non-EU nationals (20-64)			
	national ER	EU average	Diff.	% of EU average	national ER	EU average	Diff.	% of EU average	national ER	EU average	Diff.	% of EU average	national ER	EU average	Diff.	% of EU average	national ER	EU average	Diff.	% of EU average
AT	73.9	62.3	11.6	119%	83.8	78.4	5.4	107%	51.6	59.3	-7.7	87%	52.0	47.0	5.0	111%	55.3	53.1	2.2	104%
BE	57.8	62.3	-4.5	93%	77.6	78.4	-0.8	99%	54.9	59.3	-4.4	93%	37.9	47.0	-9.1	81%	40.6	53.1	-12.5	76%
BG	48.8	62.3	-13.5	78%	82.1	78.4	3.7	105%	66.2	59.3	6.9	112%	36.0	47.0	-11.0	77%		53.1		
CY	69.3	62.3	7.0	111%	80.7	78.4	2.3	103%	62.4	59.3	3.1	105%	59.7	47.0	12.7	127%	66.7	53.1	13.6	126%
CZ	53.1	62.3	-9.2	85%	83.4	78.4	5.0	106%	73.2	59.3	13.9	123%	52.4	47.0	5.4	111%	71.6	53.1	18.5	135%
DE	74.6	62.3	12.3	120%	81.8	78.4	3.4	104%	71.5	59.3	12.2	121%	57.6	47.0	10.6	123%	50.5	53.1	-2.6	95%
DK	72.3	62.3	10.0	116%	81.3	78.4	2.9	104%	71.0	59.3	11.7	120%	50.9	47.0	3.9	108%	64.7	53.1	11.6	122%
EE	72.4	62.3	10.1	116%	84.3	78.4	5.9	108%	78.4	59.3	19.1	132%	58.4	47.0	11.4	124%	68.5	53.1	15.4	129%
EL	51.8	62.3	-10.5	83%	68.3	78.4	-10.1	87%	46.7	59.3	-12.6	79%	41.4	47.0	-5.6	88%	43.3	53.1	-9.8	82%
ES	54.6	62.3	-7.7	88%	74.8	78.4	-3.6	95%	54.5	59.3	-4.8	92%	50.8	47.0	3.8	108%	54.9	53.1	1.8	103%
FI	66.8	62.3	4.5	107%	81.6	78.4	3.2	104%	73.0	59.3	13.7	123%	40.8	47.0	-6.2	87%	47.6	53.1	-5.5	90%
FR	65.2	62.3	2.9	105%	80.2	78.4	1.8	102%	58.7	59.3	-0.6	99%	46.1	47.0	-0.9	98%	48.4	53.1	-4.7	91%
HR	57.3	62.3	-5.0	92%	84.3	78.4	5.9	108%	50.5	59.3	-8.8	85%	33.6	47.0	-13.4	71%	58.7	53.1	5.6	111%
HU	62.8	62.3	0.5	101%	86.5	78.4	8.1	110%	62.5	59.3	3.2	105%	52.0	47.0	5.0	111%	50.1	53.1	-3.0	94%
IE	75.4	62.3	13.1	121%	79.7	78.4	1.3	102%	60.8	59.3	1.5	103%	39.3	47.0	-7.7	84%	70.3	53.1	17.2	132%
IT	42.2	62.3	-20.1	68%	66.1	78.4	-12.3	84%	48.5	59.3	-10.8	82%	36.6	47.0	-10.4	78%	49.1	53.1	-4.0	92%
LT	65.1	62.3	2.8	104%	85.5	78.4	7.1	109%	70.1	59.3	10.8	118%	53.4	47.0	6.4	114%	66.8	53.1	13.7	126%
LU	63.9	62.3	1.6	103%	82.5	78.4	4.1	105%	45.3	59.3	-14.0	76%	49.7	47.0	2.7	106%	58.3	53.1	5.2	110%
LV	64.1	62.3	1.8	103%	80.2	78.4	1.8	102%	72.8	59.3	13.5	123%	49.1	47.0	2.1	104%	66.3	53.1	13.2	125%
MT	82.7	62.3	20.4	133%	81.6	78.4	3.2	104%	45.9	59.3	-13.4	77%	52.1	47.0	5.1	111%	79.3	53.1	26.2	149%
NL	82.9	62.3	20.6	133%	83.0	78.4	4.6	106%	69.0	59.3	9.7	116%	59.5	47.0	12.5	127%	57.4	53.1	4.3	108%
PL	64.6	62.3	2.3	104%	83.0	78.4	4.6	106%	48.3	59.3	-11.0	81%	36.4	47.0	-10.6	77%	74.6	53.1	21.5	140%
PT	63.5	62.3	1.2	102%	84.5	78.4	6.1	108%	63.9	59.3	4.6	108%	62.6	47.0	15.6	133%	65.8	53.1	12.7	124%
RO	43.7	62.3	-18.6	70%	71.0	78.4	-7.4	91%	43.0	59.3	-16.3	73%	29.5	47.0	-17.5	63%		53.1		
SE	68.0	62.3	5.7	109%	85.4	78.4	7.0	109%	76.3	59.3	17.0	129%	51.2	47.0	4.2	109%	52.2	53.1	-0.9	98%
SI	63.5	62.3	1.2	102%	88.8	78.4	10.4	113%	52.1	59.3	-7.2	88%	46.7	47.0	-0.3	99%	62.5	53.1	9.4	118%
SK	54.3	62.3	-8.0	87%	82.7	78.4	4.3	105%	62.9	59.3	3.6	106%	24.4	47.0	-22.6	52%		53.1		

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

Based on the results from these tables, the largest gains could be expected from boosting employment rates of different groups, with particular scope for improvement to be reaped among the low-skilled (women and men) for a significant number of Member States, at the same time as Member States increase skills levels<sup>4</sup>. There is also ample scope for improvement in relation to the employment rates of older workers (55-64), young people (20-29) and the non-EU nationals (20-64) in a number of Member States.

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

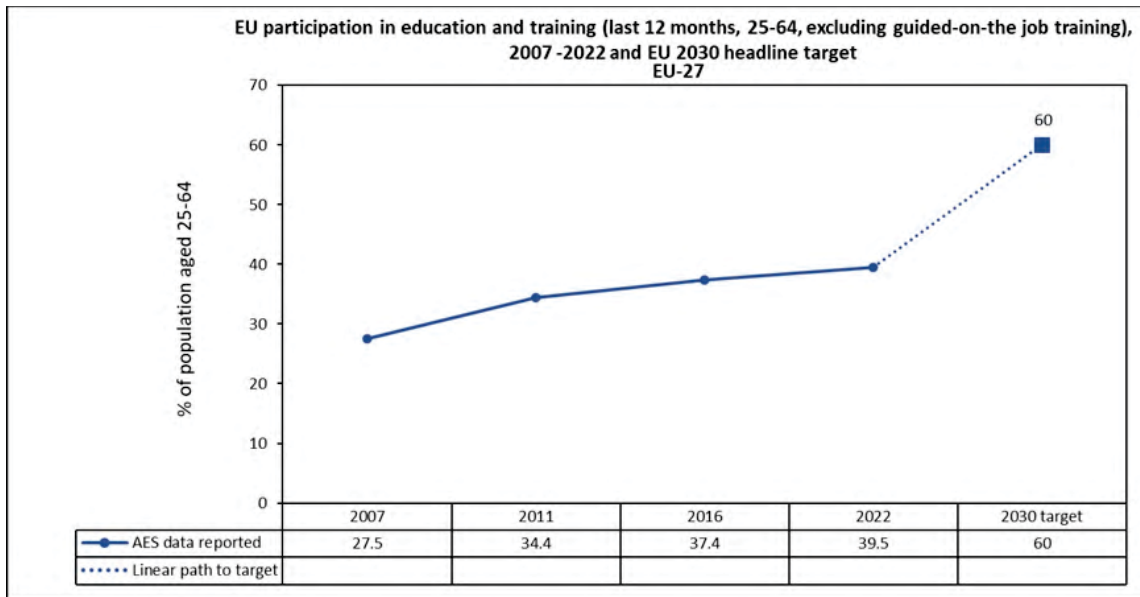
### 3. Progress towards the 2030 EU headline and national targets on adult learning

The 2030 EU headline and national adult learning targets are agreed as being defined as the participation rate in education and training over the previous 12 months (age bracket 25-64), excluding “guided on-the-job training”.

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

Based on the latest available figures from the AES, the EU participation rate in adult learning (excluded guided on-the-job training) over the previous 12 months rose to 39.5% in 2022 from 37.4% in 2016. Further significant progress will need to be achieved at EU level to reach the 2030 adult learning target, in line with the required ambition for Europe to remain competitive, innovative and inclusive, thriving in the context of the big transformations it faces. Reaching the EU headline target of 60% requires a 20.5 pps increase by 2030 (Figure 6).

**Figure 6: Graphical representation of the monitoring of progress towards the EU headline target on adult learning**

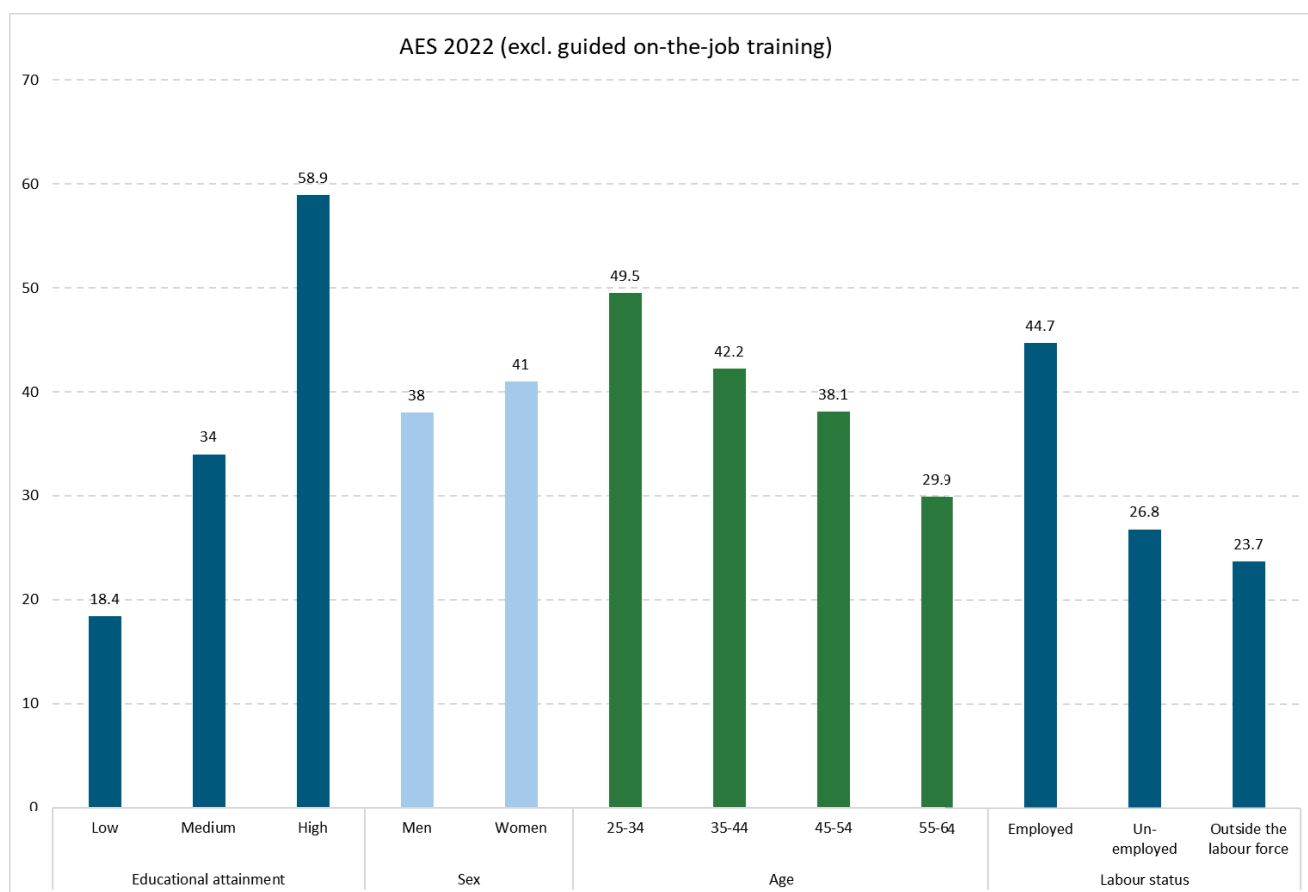


Source: Adult Education Survey (AES) data (excluding guided on the job training)

Note: The 2007 AES was a large sample pilot exercise carried out on a voluntary basis in all Member States, except Ireland and Luxembourg, between 2005 and 2008. On this basis, adjustments were implemented in the next wave. As from 2011, the AES is underpinned by a European legal act and thus carried out in all Member States on a mandatory basis.

Examining the adult participation rate in learning during the past 12 months by different subgroups, we see that 58.9% of high-skilled adults participated in learning in 2022, against only 18.4% of low-skilled adults, which has significant implications for both competitiveness and inclusion. Moreover, 49.5% of young people (25-34) participated in learning versus 29.9% among the 55-64-year-olds. Importantly, only 26.8% of the unemployed and 23.7% of the people outside of the labour force participated in learning in 2022 against 44.7% of the employed. Fostering broad participation in adult learning is key to ensure that the skills of the EU workforce are kept up to date.

**Figure 7: EU adult participation rate in learning during the past 12 months by subgroup (ages 25-64, excl. guided on the job training, %)**

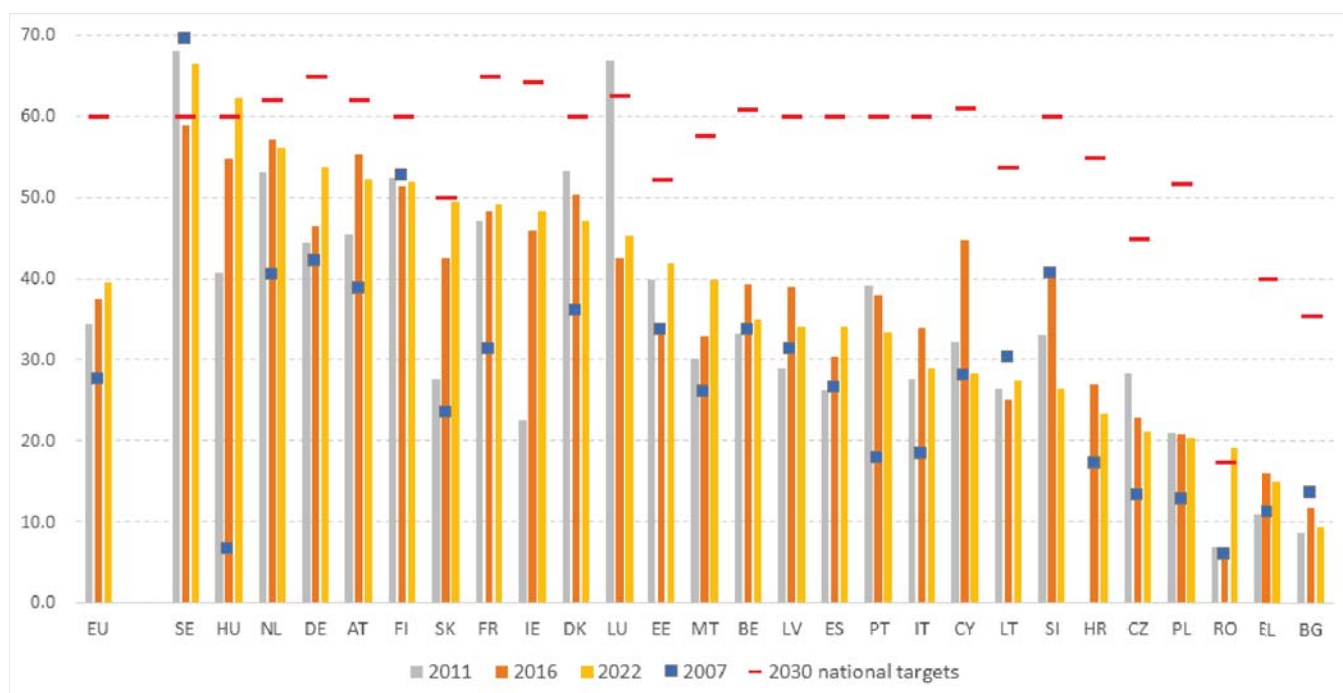


Source: Eurostat special extraction of the adults' participation rate in learning during the past 12 months without guided on the job training (GOJT), from the Adult Education Survey.

The national adult learning targets range from 17.4% in Romania to 65% in both Germany and France. Based on the AES 2022 data (excluding guided on-the-job training), three Member States have exceeded their national targets on adult learning (Hungary, Sweden and Romania). The majority of Member States continue to lag behind in the pursuit of their 2030 national adult learning targets. Substantial efforts are needed in general at Member State level to reach the set national adult learning targets.

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





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

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

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

One of the main objectives of the Employment Performance Monitor (EPM) is to identify at a glance, across the EU and for each Member State, the key employment challenges (KECs) and particularly good labour market outcomes (GLMOs), which are derived from the Joint Assessment Framework (JAF). Tables displaying a summary of key employment challenges and good labour market outcomes across the EU can be found in Part I of the EPM<sup>5</sup>, whereas specific key employment challenges and good labour market outcomes for each Member State are presented in Part II<sup>6</sup>.

The EPM also includes a dashboard of key overall employment indicators (EPM dashboard<sup>7</sup>), which aims to identify “trends to watch” and “positive recent trends” that are common to a number of Member States in the field of employment, therefore common<sup>8</sup> labour market trends in the EU, putting a stronger focus on the horizontal aspect of changes across Member States. The EPM dashboard displays, for each of the main JAF indicators included and for each Member State, the level, the year-on-year changes and the changes over three years, flagging at the same time notable positive/negative

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

<sup>6</sup> Part II: Country Overviews.

<sup>7</sup> The EPM dashboard can be found in Annex B in the EPM.

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

changes. This will serve as additional information in the process to depict the areas with positive and negative developments. The identification of notable (coloured) positive/negative changes is normally 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% as threshold plus the statistical significance estimates provided by Eurostat, when available.

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

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

KECs are defined as major areas of underperformance that may signal structural problems, whereas GLMOs are defined as areas of particularly good labour market performance.

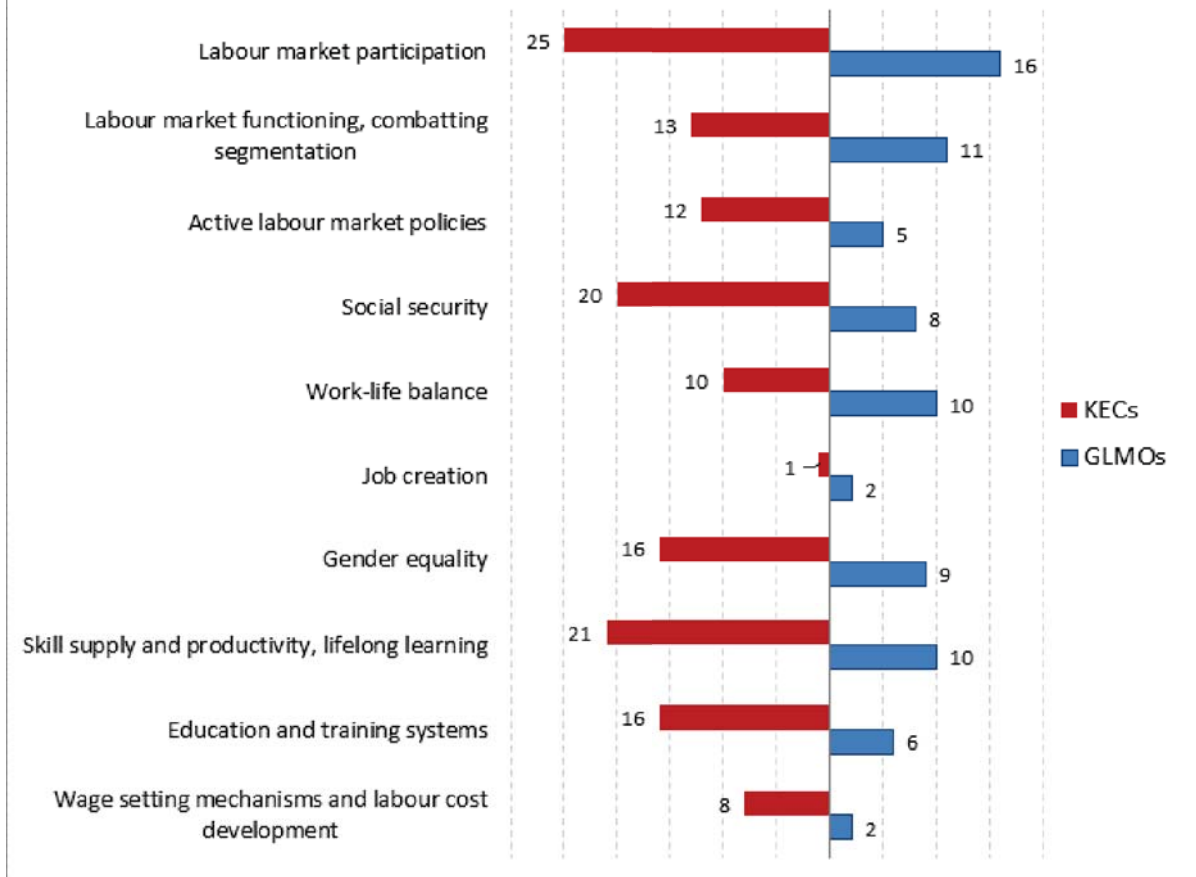
##### ***Key Employment Challenges***

In the EU as a whole, the reading of the 2025 EPM shows that Member States face **key employment challenges** mainly under the following JAF policy areas (Figure 9):

- Labour market participation (25 Member States compared to 18 MS in the 2024 EPM), which mainly relate to:
  - High and/or increasing incidence of youth unemployment and/or NEETs, low employment rate for young people (14 MS)
  - Low and/or decreasing employment rate: in particular for non-EU nationals/ people with migrant background (10 MS), older workers (8 MS) and low-skilled (7 MS)
- Skills supply and productivity, lifelong learning (21 MS compared to 22 MS in the 2024 EPM), which mainly relate to:
  - Skills mismatches / skills and labour shortages, insufficient skills forecasting system (19 MS)
  - Low participation in lifelong learning / lack of an integrated lifelong learning strategy (6 MS)
  - Weaknesses with respect to educational attainment of the population (4 MS) and low levels of digital skills among adults (3 MS)

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

## Summary overview of KECs and GLMOs across the EU per JAF Policy Areas



Source: 2025 EPM. The numbers next to the bars correspond to the number of Member States facing KECs or having GLMOs.

- Adequate and employment oriented social security systems (20 MS compared to 19 MS in the 2024 EPM), which mainly relate to:
  - Inadequate level and coverage of unemployment benefits, at risk-of poverty, in work poverty (14 MS)
  - Disincentives for labour market participation in social security systems / disability pensions, unemployment/inactivity/low wage traps (9 MS)
- Gender equality (16 MS compared to 12 in the 2024 EPM), which mainly relate to:
  - Gender gaps: employment (9 MS), pay (6 MS)
- Education and training systems (16 MS compared to 15 in the 2024 EPM), which mainly relate to:
  - Educational outcomes depending on socio-economic and migrant background (7 MS)

- Insufficient provision of education and training opportunities to meet labour market needs (5 MS)
- High incidence of early leaving from education and training (5 MS)
- Low attainment of basic skills (4 MS)
- Low attractiveness of the teacher profession (3 MS)
- Labour market functioning (13 MS compared to 17 MS in the 2024 EPM), which mainly relate to:
  - High/increasing labour market segmentation (9 MS)
  - High incidence of undeclared work (3 MS)
- Active Labour Market Policies (12 MS compared to 10 MS in the 2024 EPM), which mainly relate to:
  - Low level of ALMP expenditure / insufficient provision of well-targeted tailored measures / insufficient functioning of public employment services (9 MS)
  - High incidence of long-term unemployment (8 MS)
- Work-life balance (10 compared to 11 MS in the 2024 EPM), which mainly relate to:
  - Insufficient provision / uptake of high quality, affordable childcare and/or dependent care facilities (8 MS)
  - High incidence of inactivity and part-time work due to family obligations, high impact of parenthood on employment (4 MS)
- Wage setting mechanisms and labour cost development (8 MS compared to 4 MS in the 2024 EPM), which mainly relate to:
  - Low coverage of collective bargaining and trade union density (5 MS)
  - Limited involvement of social partners, social dialogue (3 MS)

### ***Good labour market Outcomes***

At the same time, Member States demonstrated particularly **good labour market outcomes** in 2025, mainly in the following areas:

- Labour market participation (16 MS)
- Labour market functioning and combatting segmentation (11 MS)
- Work-life balance and skills supply (10 MS each)

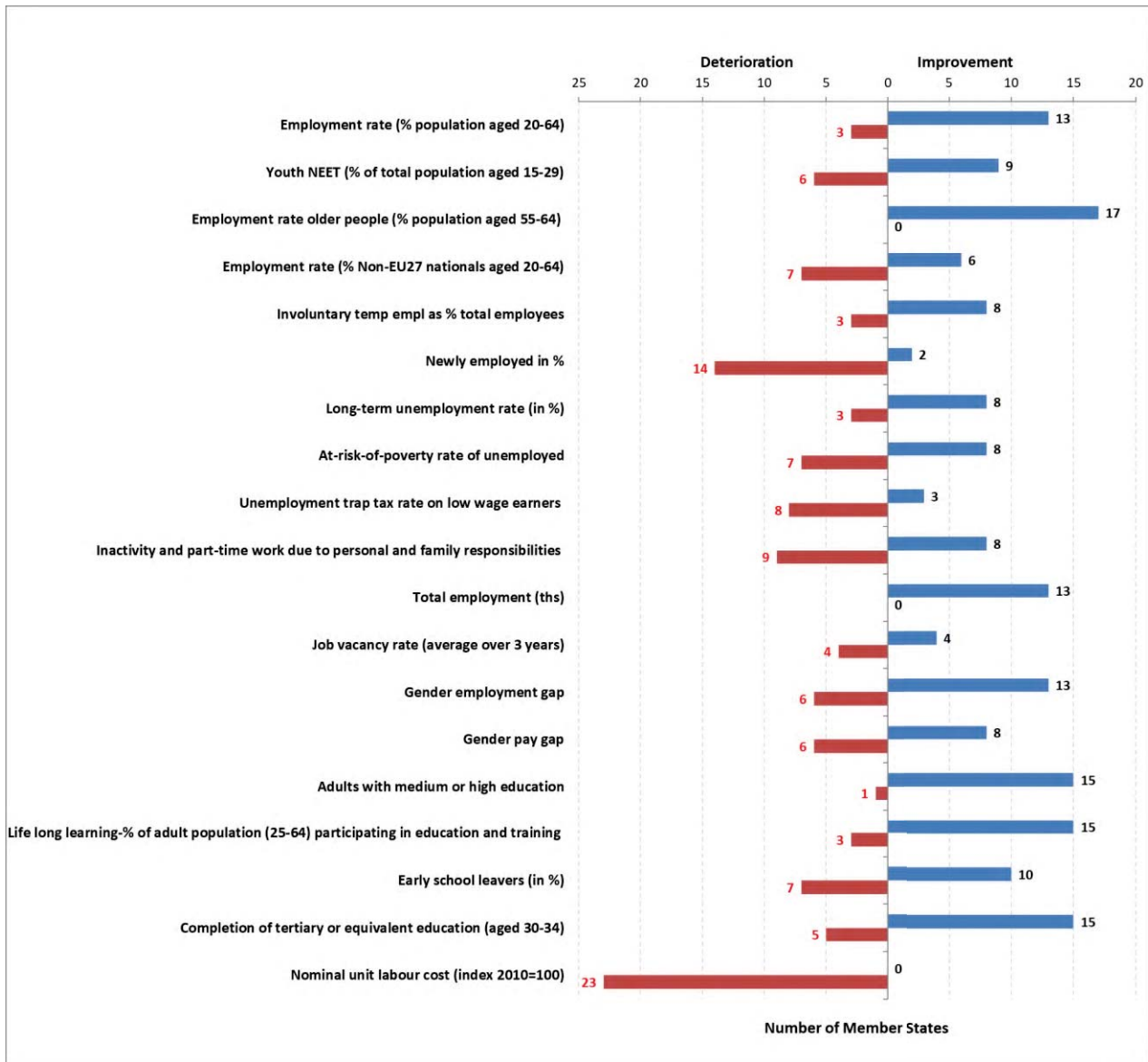
- Gender Equality (9 MS)
- Social security (8 MS)
- Education and training systems (6 MS)

#### **b. Review of the employment trends identified in the 2025 EPM dashboard**

In the EU as a whole, **positive developments** can be observed mostly in the following areas for the most recent period 2023-2024 (Figure 10):

- A (substantial) increase in **the employment rate of people aged 55-64** in 17 Member States
- An increase in **the share of adults with medium or high education**, and in the **completion of tertiary or equivalent education** (aged 30-34), all observed in 15 Member States.
- An increase in **the employment rate** (20-64), an **increase in total employment** and a decrease in **gender employment gap**, each recorded in 13 Member States.
- A decrease in **early leaving from education and training** in 10 Member States.

**Figure 10: Employment trends to watch and areas of improvement for 2023-2024 (y-o-y change)**



Source: 2025 EPM. The numbers next to the bars correspond to the number of Member States with a notable positive / negative yearly change.

In contrast, the following main **negative trends**, or “trends to watch” are identified for the most recent period 2023-2024:

- A deterioration in the **nominal unit labour cost**<sup>9</sup> (in 23 Member States)

<sup>9</sup> The indicator “nominal unit labour cost” was introduced in the JAF in an economic context where the main concern was the decline in the EU’s and Member States’ cost competitiveness. In recent years, however, other factors have also been taken into consideration, such as, the role

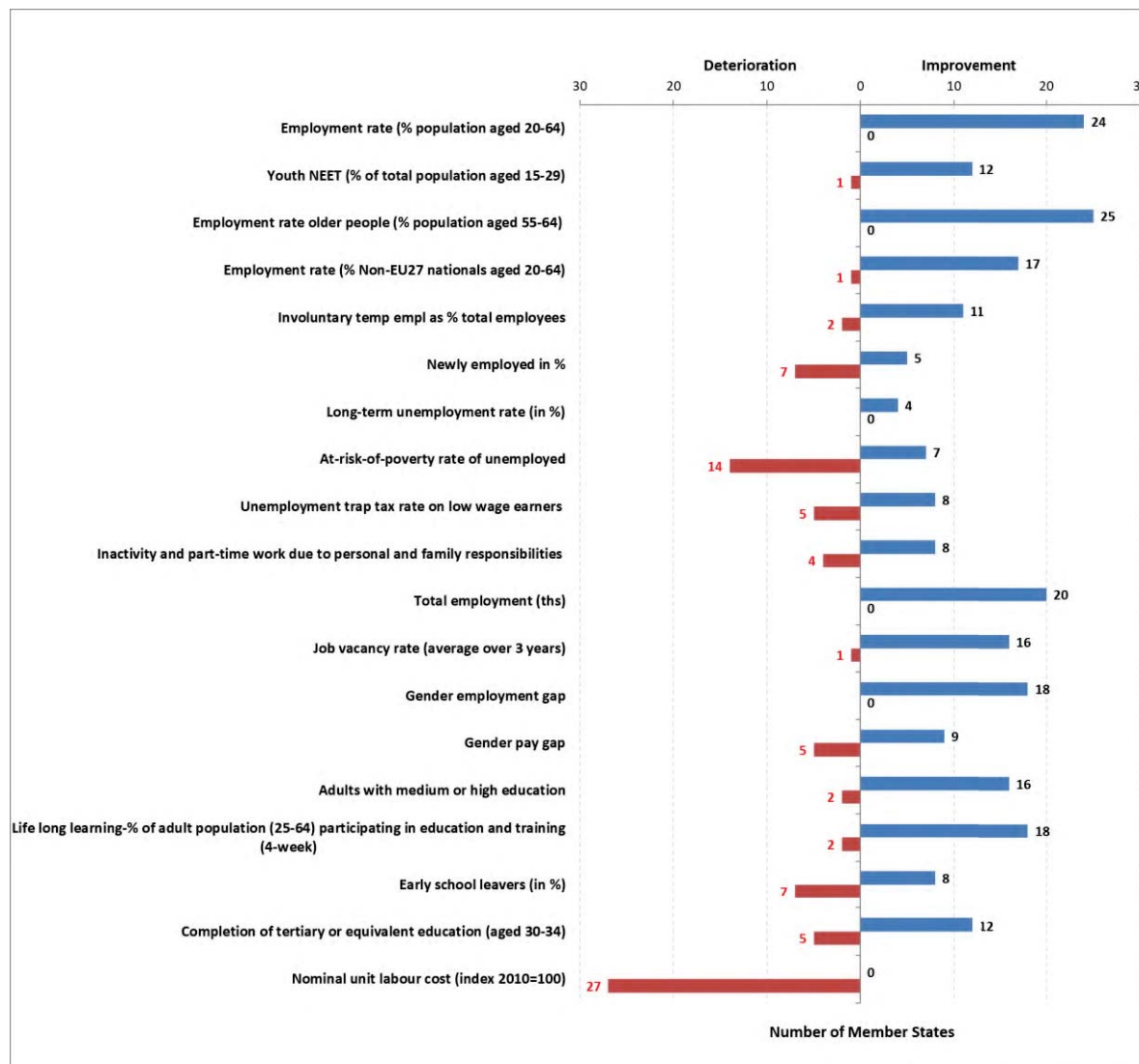


- A deterioration in the **share of the newly employed** (in 14 Member States)

Looking at the longer-term developments (over the last three years 2021-2024), the following main positive developments can be observed:

- An increase in the **employment rate of older workers aged 55-64** (in 25 Member States) and an increase in the **total employment rate (20-64)** (in 24 Member States)

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



Source: 2025 EPM. The numbers next to the bars correspond to the number of Member States with a notable positive / negative 3-year change.

- An increase in **total employment** in 20 Member States

and impact of adequate wages on job satisfaction, skills development, productivity and economic growth.

- A decline in the **gender employment gap** in 18 member States and an increase in the **employment rate of non-EU nationals** aged 20-64 (in 17 Member States)
- An increase in the **share of adults with medium or high education** in 16 Member States
- A decrease in the **NEET rate** (15-29) and an increase in the **completion of tertiary or equivalent education** (aged 30-34), both observed in 12 Member States.

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

- A deterioration in the **nominal unit labour cost**<sup>10</sup> (in 27 Member States)
- An increase in the **at risk of poverty rate of unemployed** (14 Member States).

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<sup>10</sup> The indicator “nominal unit labour cost” was introduced in the JAF in an economic context where the main concern was the decline in the EU’s and Member States’ cost competitiveness. In recent years, however, other factors have also been taken into consideration, such as, the role and impact of adequate wages on job satisfaction, skills development, productivity and economic growth.

## ANNEX I

### Comparison of national employment rates to the three highest employment rates by sub-group (2024), men

MS	Men																			
	Young (20-29)				Prime Age (30-54)				Older (55-64)				Low-skilled (20-64)				Non-EU nationals (20-64)			
	national ER	EU 3 highest	Diff.	% of EU 3 highest	national ER	EU 3 highest	Diff.	% of EU 3 highest	national ER	EU 3 highest	Diff.	% of EU 3 highest	national ER	EU 3 highest	Diff.	% of EU 3 highest	national ER	EU 3 highest	Diff.	% of EU 3 highest
AT	77.3	83.4	-6.1	93%	88.4	93.9	-5.5	94%	66.2	80.8	-14.6	82%	62.8	79.5	-16.7	79%	70.7	96.2	-25.5	73%
BE	61.3	83.4	-22.1	74%	86.9	93.9	-7.0	93%	63.9	80.8	-16.9	79%	55.7	79.5	-23.8	70%	63	96.2	-33.2	65%
BG	60.0	83.4	-23.4	72%	87.8	93.9	-6.1	93%	73.8	80.8	-7.0	91%	60.2	79.5	-19.3	76%	75.8	96.2	-20.4	79%
CY	72.2	83.4	-11.2	87%	91.5	93.9	-2.4	97%	78.9	80.8	-1.9	98%	76.8	79.5	-2.7	97%	81.6	96.2	-14.6	85%
CZ	72.8	83.4	-10.6	87%	95	93.9	1.1	101%	80.8	80.8	0.0	100%	64.7	79.5	-14.8	81%	93.8	96.2	-2.4	98%
DE	79.4	83.4	-4.0	95%	89.6	93.9	-4.3	95%	78.9	80.8	-1.9	98%	72.9	79.5	-6.6	92%	74.1	96.2	-22.1	77%
DK	75.8	83.4	-7.6	91%	88.5	93.9	-5.4	94%	79.0	80.8	-1.8	98%	68.8	79.5	-10.7	87%	81.2	96.2	-15.0	84%
EE	73.8	83.4	-9.6	89%	88.1	93.9	-5.8	94%	72.7	80.8	-8.1	90%	69.7	79.5	-9.8	88%	83.0	96.2	-13.2	86%
EL	57.6	83.4	-25.8	69%	89	93.9	-4.9	95%	69.2	80.8	-11.6	86%	75.2	79.5	-4.3	95%	86.3	96.2	-9.9	90%
ES	59.1	83.4	-24.3	71%	84.8	93.9	-9.1	90%	68.0	80.8	-12.8	84%	70.1	79.5	-9.4	88%	72.5	96.2	-23.7	75%
FI	67.6	83.4	-15.8	81%	83.5	93.9	-10.4	89%	70.3	80.8	-10.5	87%	55.9	79.5	-23.6	70%	70.7	96.2	-25.5	73%
FR	70.3	83.4	-13.1	84%	87.5	93.9	-6.4	93%	62.1	80.8	-18.7	77%	61.9	79.5	-17.6	78%	71.0	96.2	-25.2	74%
HR	64.5	83.4	-18.9	77%	88.2	93.9	-5.7	94%	57.6	80.8	-23.2	71%	50.3	79.5	-29.2	63%	98.0	96.2	1.8	102%
HU	69.9	83.4	-13.5	84%	91.5	93.9	-2.4	97%	78.9	80.8	-1.9	98%	67.9	79.5	-11.6	85%	66.0	96.2	-30.2	69%
IE	78.4	83.4	-5.0	94%	89.5	93.9	-4.4	95%	75.5	80.8	-5.3	93%	64.8	79.5	-14.7	81%	85.2	96.2	-11.0	89%
IT	55.7	83.4	-27.7	67%	86.4	93.9	-7.5	92%	70.1	80.8	-10.7	87%	69.7	79.5	-9.8	88%	80.6	96.2	-15.6	84%
LT	74.4	83.4	-9.0	89%	85.7	93.9	-8.2	91%	67.8	80.8	-13.0	84%	52.9	79.5	-26.6	67%	86.0	96.2	-10.2	89%
LU	63.5	83.4	-19.9	76%	89.5	93.9	-4.4	95%	53.3	80.8	-27.5	66%	59.3	79.5	-20.2	75%	77.5	96.2	-18.7	81%
LV	73.3	83.4	-10.1	88%	83.6	93.9	-10.3	89%	70.7	80.8	-10.1	88%	63.1	79.5	-16.4	79%	74.3	96.2	-21.9	77%
MT	85.8	83.4	2.4	103%	94.6	93.9	0.7	101%	70.1	80.8	-10.7	87%	84.3	79.5	4.8	106%	91.7	96.2	-4.5	95%
NL	84.9	83.4	1.5	102%	90.8	93.9	-3.1	97%	81.7	80.8	0.9	101%	77.3	79.5	-2.2	97%	72.0	96.2	-24.2	75%
PL	74.2	83.4	-9.2	89%	91.1	93.9	-2.8	97%	70.7	80.8	-10.1	88%	56.4	79.5	-23.1	71%	96.8	96.2	0.6	101%
PT	66.2	83.4	-17.2	79%	90.3	93.9	-3.6	96%	71.8	80.8	-9.0	89%	77.0	79.5	-2.5	97%	84.6	96.2	-11.6	88%
RO	62.0	83.4	-21.4	74%	87.4	93.9	-6.5	93%	64.6	80.8	-16.2	80%	61.9	79.5	-17.6	78%	90.2	96.2	-6.0	94%
SE	72.4	83.4	-11.0	87%	89.4	93.9	-4.5	95%	79.9	80.8	-0.9	99%	66.8	79.5	-12.7	84%	74.6	96.2	-21.6	78%
SI	72.9	83.4	-10.5	87%	92.2	93.9	-1.7	98%	60.4	80.8	-20.4	75%	62.4	79.5	-17.1	78%	89.8	96.2	-6.4	93%
SK	68.4	83.4	-15.0	82%	90.5	93.9	-3.4	96%	69.4	80.8	-11.4	86%	44.0	79.5	-35.5	55%		96.2		

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

## Comparison of national employment rates to the three highest employment rates by sub-group (2024), women

MS	Women																			
	Young (20-29)				Prime Age (30-54)				Older (55-64)				Low-skilled (20-64)				Non-EU nationals (20-64)			
	national ER	EU3 highest	Diff.	% of EU3 highest	national ER	EU3 highest	Diff.	% of EU3 highest	national ER	EU3 highest	Diff.	% of EU3 highest	national ER	EU3 highest	Diff.	% of EU3 highest	national ER	EU3 highest	Diff.	% of EU3 highest
AT	73.9	80.3	-6.4	92%	83.8	86.9	-3.1	96%	51.6	76.0	-24.4	68%	52.0	60.6	-8.6	86%	55.3	75.2	-19.9	74%
BE	57.8	80.3	-22.5	72%	77.6	86.9	-9.3	89%	54.9	76.0	-21.1	72%	37.9	60.6	-22.7	63%	40.6	75.2	-34.6	54%
BG	48.8	80.3	-31.5	61%	82.1	86.9	-4.8	94%	66.2	76.0	-9.8	87%	36.0	60.6	-24.6	59%		75.2		
CY	69.3	80.3	-11.0	86%	80.7	86.9	-6.2	93%	62.4	76.0	-13.6	82%	59.7	60.6	-0.9	99%	66.7	75.2	-8.5	89%
CZ	53.1	80.3	-27.2	66%	83.4	86.9	-3.5	96%	73.2	76.0	-2.8	96%	52.4	60.6	-8.2	86%	71.6	75.2	-3.6	95%
DE	74.6	80.3	-5.7	93%	81.8	86.9	-5.1	94%	71.5	76.0	-4.5	94%	57.6	60.6	-3.0	95%	50.5	75.2	-24.7	67%
DK	72.3	80.3	-8.0	90%	81.3	86.9	-5.6	94%	71.0	76.0	-5.0	93%	50.9	60.6	-9.7	84%	64.7	75.2	-10.5	86%
EE	72.4	80.3	-7.9	90%	84.3	86.9	-2.6	97%	78.4	76.0	2.4	103%	58.4	60.6	-2.2	96%	68.5	75.2	-6.7	91%
EL	51.8	80.3	-28.5	64%	68.3	86.9	-18.6	79%	46.7	76.0	-29.3	61%	41.4	60.6	-19.2	68%	43.3	75.2	-31.9	58%
ES	54.6	80.3	-25.7	68%	74.8	86.9	-12.1	86%	54.5	76.0	-21.5	72%	50.8	60.6	-9.8	84%	54.9	75.2	-20.3	73%
FI	66.8	80.3	-13.5	83%	81.6	86.9	-5.3	94%	73.0	76.0	-3.0	96%	40.8	60.6	-19.8	67%	47.6	75.2	-27.6	63%
FR	65.2	80.3	-15.1	81%	80.2	86.9	-6.7	92%	58.7	76.0	-17.3	77%	46.1	60.6	-14.5	76%	48.4	75.2	-26.8	64%
HR	57.3	80.3	-23.0	71%	84.3	86.9	-2.6	97%	50.5	76.0	-25.5	66%	33.6	60.6	-27.0	55%	58.7	75.2	-16.5	78%
HU	62.8	80.3	-17.5	78%	86.5	86.9	-0.4	100%	62.5	76.0	-13.5	82%	52.0	60.6	-8.6	86%	50.1	75.2	-25.1	67%
IE	75.4	80.3	-4.9	94%	79.7	86.9	-7.2	92%	60.8	76.0	-15.2	80%	39.3	60.6	-21.3	65%	70.3	75.2	-4.9	94%
IT	42.2	80.3	-38.1	53%	66.1	86.9	-20.8	76%	48.5	76.0	-27.5	64%	36.6	60.6	-24.0	60%	49.1	75.2	-26.1	65%
LT	65.1	80.3	-15.2	81%	85.5	86.9	-1.4	98%	70.1	76.0	-5.9	92%	53.4	60.6	-7.2	88%	66.8	75.2	-8.4	89%
LU	63.9	80.3	-16.4	80%	82.5	86.9	-4.4	95%	45.3	76.0	-30.7	60%	49.7	60.6	-10.9	82%	58.3	75.2	-16.9	78%
LV	64.1	80.3	-16.2	80%	80.2	86.9	-6.7	92%	72.8	76.0	-3.2	96%	49.1	60.6	-11.5	81%	66.3	75.2	-8.9	88%
MT	82.7	80.3	2.4	103%	81.6	86.9	-5.3	94%	45.9	76.0	-30.1	60%	52.1	60.6	-8.5	86%	79.3	75.2	4.1	105%
NL	82.9	80.3	2.6	103%	83.0	86.9	-3.9	95%	69.0	76.0	-7.0	91%	59.5	60.6	-1.1	98%	57.4	75.2	-17.8	76%
PL	64.6	80.3	-15.7	80%	83.0	86.9	-3.9	95%	48.3	76.0	-27.7	64%	36.4	60.6	-24.2	60%	74.6	75.2	-0.6	99%
PT	63.5	80.3	-16.8	79%	84.5	86.9	-2.4	97%	63.9	76.0	-12.1	84%	62.6	60.6	2.0	103%	65.8	75.2	-9.4	88%
RO	43.7	80.3	-36.6	54%	71.0	86.9	-15.9	82%	43.0	76.0	-33.0	57%	29.5	60.6	-31.1	49%		75.2		
SE	68.0	80.3	-12.3	85%	85.4	86.9	-1.5	98%	76.3	76.0	0.3	100%	51.2	60.6	-9.4	84%	52.2	75.2	-23.0	69%
SI	63.5	80.3	-16.8	79%	88.8	86.9	1.9	102%	52.1	76.0	-23.9	69%	46.7	60.6	-13.9	77%	62.5	75.2	-12.7	83%
SK	54.3	80.3	-26.0	68%	82.7	86.9	-4.2	95%	62.9	76.0	-13.1	83%	24.4	60.6	-36.2	40%		75.2		

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