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NOTE

From: General Secretariat of the Council
To: Delegations
Subject: 2025 Employment Performance Monitor

Delegations will find attached the 2025 Employment Performance Monitor, transmitted by the
Employment Committee.

2025 Employment Performance Monitor

In line with its Treaty role and its 2025 Work Programme, the Employment Committee (EMCO) updated the 'Employment Performance Monitor' (EPM) for the year 2025, allowing for the identification at a glance of the main employment challenges for the EU and for each Member State as well as particularly good labour market outcomes. The EPM is based on the latest available yearly data¹.

As last year, the 2025 edition of the EPM includes the 2030 EU headline targets on employment and adult learning proposed by the Commission in the European Pillar of Social Rights Action Plan and welcomed by the EU Leaders at the Porto Social Summit in May 2021 and by the June 2021 European Council, as well as the related 2030 national targets set by the Member States and presented at the June 2022 EPSCO Council.

Moreover, the 2025 EPM presents the quantitative monitoring of progress towards the 2030 EU headline employment target and related national targets, based on the methodology agreed in the EMCO Indicators Group (IG) in October 2022. This year's EPM also includes the monitoring of progress towards the 2030 EU headline adult learning target and related national targets. This is based on the provisional agreement reached by the IG in September 2024 on the monitoring framework for the adult learning target, using Adult Education Survey (AES) data excluding guided on-the-job training.

Overall, the EPM builds on the findings of the Joint Assessment Framework (JAF²). The JAF is an indicator-based analytical tool, developed jointly by EMCO, the Social Protection Committee (SPC) and the Commission, covering general and specific policy areas, selected to match the themes of the Employment Guidelines. The tool's objective is to identify key challenges and good labour market outcomes in the employment and social policy areas based on a three-step approach combining quantitative and qualitative assessment and support Member States in establishing their priorities. The EPM reflects the results of the JAF for the employment policy areas and aims to provide a good overview of results both at country level and across all Member States. Its findings could also be useful for macroeconomic surveillance.

The EMCO Indicators Group has conducted a review of the JAF and its policy areas in recent years with the aim to better align them with the Employment Guidelines and modernise the tool. To this end, the JAF list of indicators has been streamlined to cover current monitoring needs and policy priorities. EMCO and EMCO IG will continue reflecting on the monitoring and reporting tools, in line with their Work Programme and the EPSCO Council's call in March 2022³ to EMCO and SPC to continue their work on developing monitoring and benchmarking frameworks and on further aligning existing monitoring tools.

Part I of the 2025 EPM presents an overview of the 2030 EU headline and national targets in the areas of employment and adult learning, depicts the progress towards the 2030 EU headline targets on employment and adult learning and presents a summary overview of the Key

¹ Primarily Eurostat, EU Labour Force Survey (EU LFS).

² Please follow the [link](#) for more information.

³ See Council Doc. 6933/22.

Employment Challenges (KECs) and Good Labour Market Outcomes (GLMOs) per Member State and per policy area of the JAF. **Part II** presents analytical country overviews. A special focus is given to the progress of each Member State towards its 2030 national targets on employment and adult learning. In addition to a table on 'Key indicators on labour market performance', containing indicators for all JAF policy areas, this part also presents the non-JAF KECs for each Member State as well as the JAF-based KECs and GLMOs for each Member State.

A table with all the national targets for 2030 on employment and adult learning as well as the sub-targets set by the Member States is presented in Annex A. The EPM dashboard, which can be found in Annex B, displays, for each of the main JAF indicators thereby 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 changes. This will serve as additional information in the process to depict the areas with positive and negative developments.

The JAF 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.

Note 1: Concerning the graphs in Part II depicting progress towards the 2030 national employment rate targets, the average employment growth needed between 2024 and 2030 in order to reach the targets can be negative for some Member States due to having already achieved their targets by 2024 and/or demographic dynamics (decreasing working population).

Note 2: Breaks in the time-series are indicated with the flag (b), provisional data with (p), estimates with (e), definition differences with (d), low reliability data with (u) and break in series, low reliability with (bu).

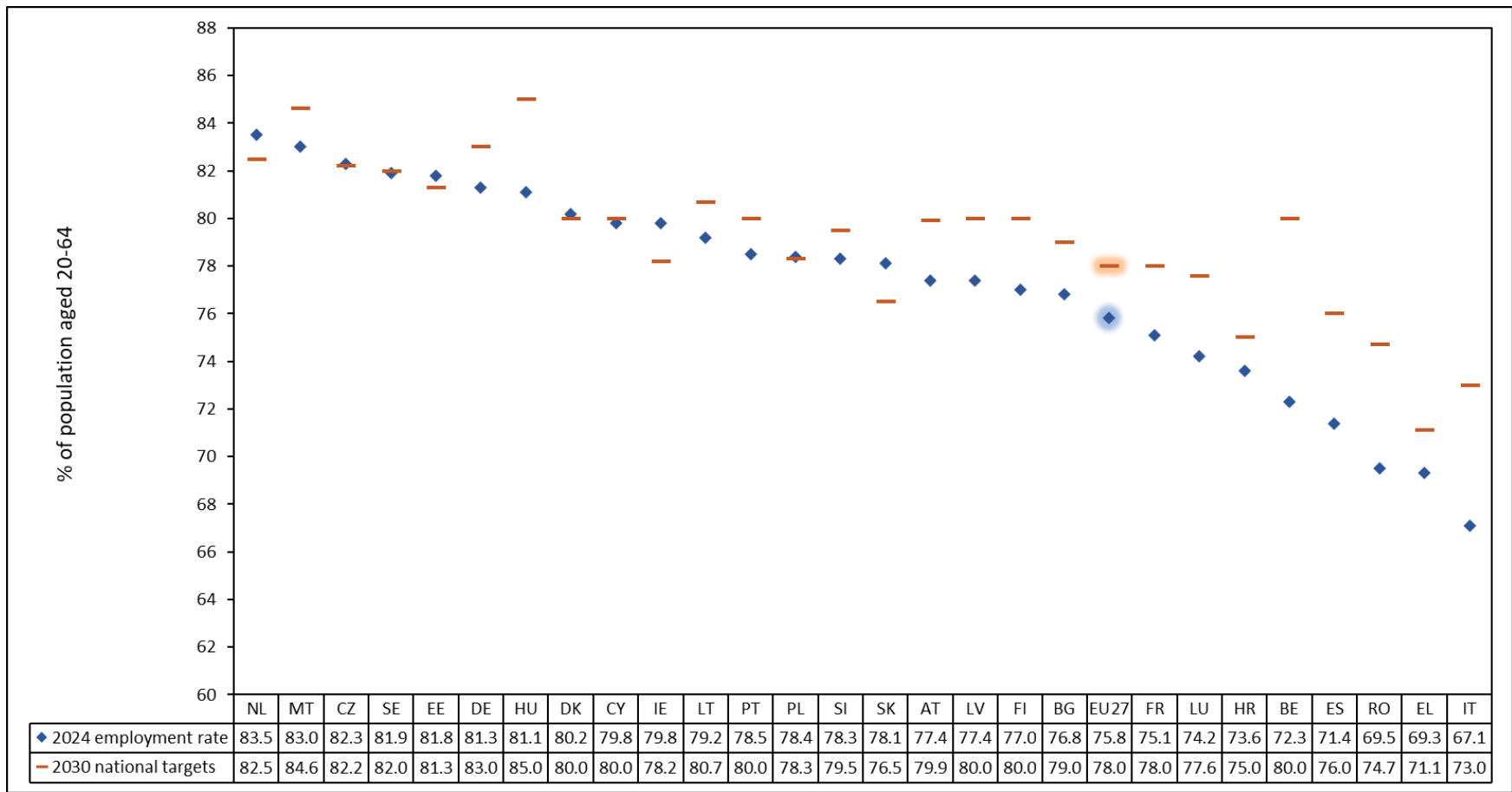
Note 3: The cut-off date is 30 April 2025; for the dashboard is 25 April 2025.

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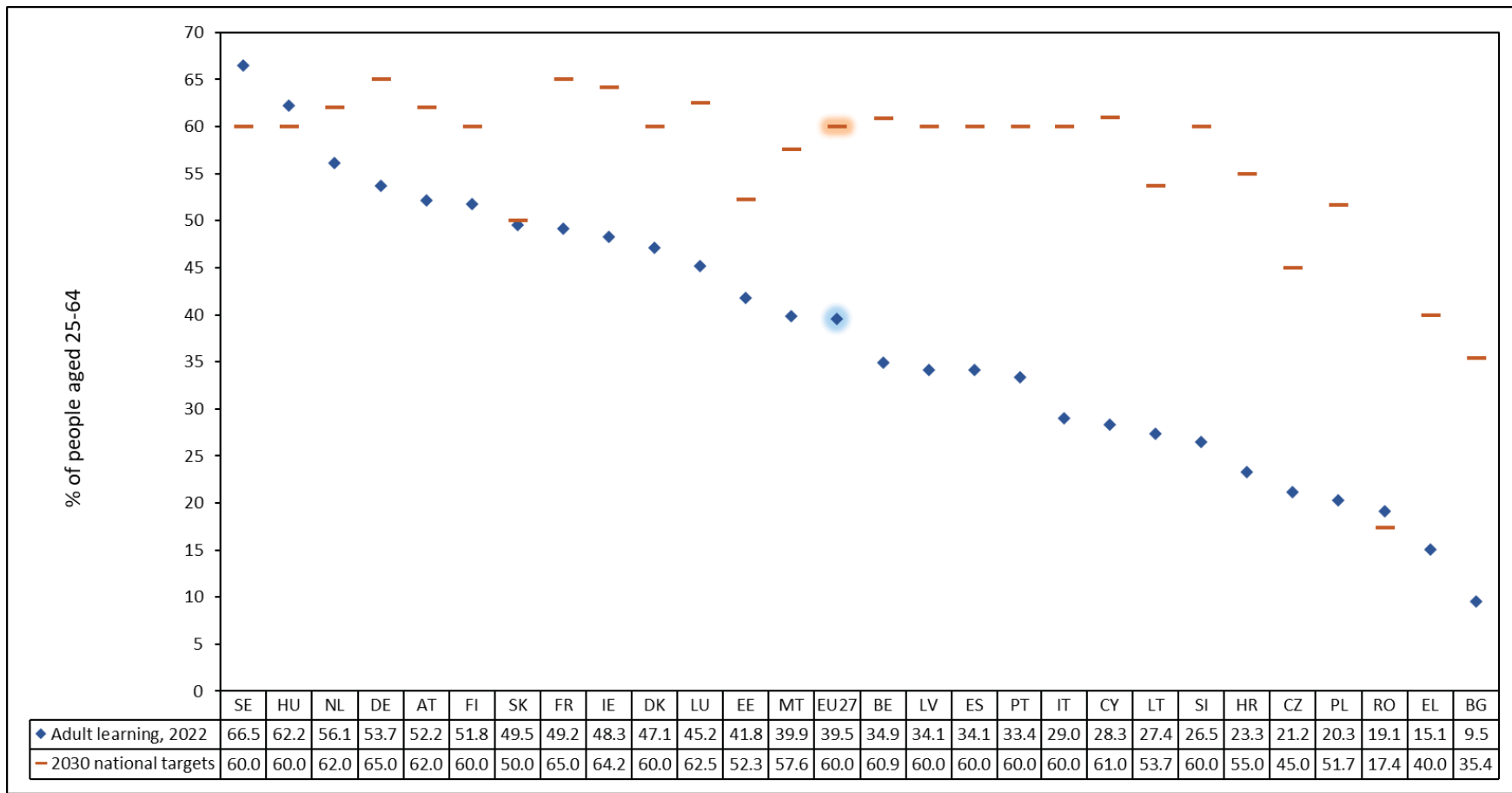
**PART I: Overview of 2030 National Employment and Skills Targets,
Progress towards the 2030 EU employment rate headline target,
Challenges and Particularly Good Outcomes**

Figure 1: National employment rate targets set by Member States for 2030 compared to employment rates (20-64 years old) for 2024



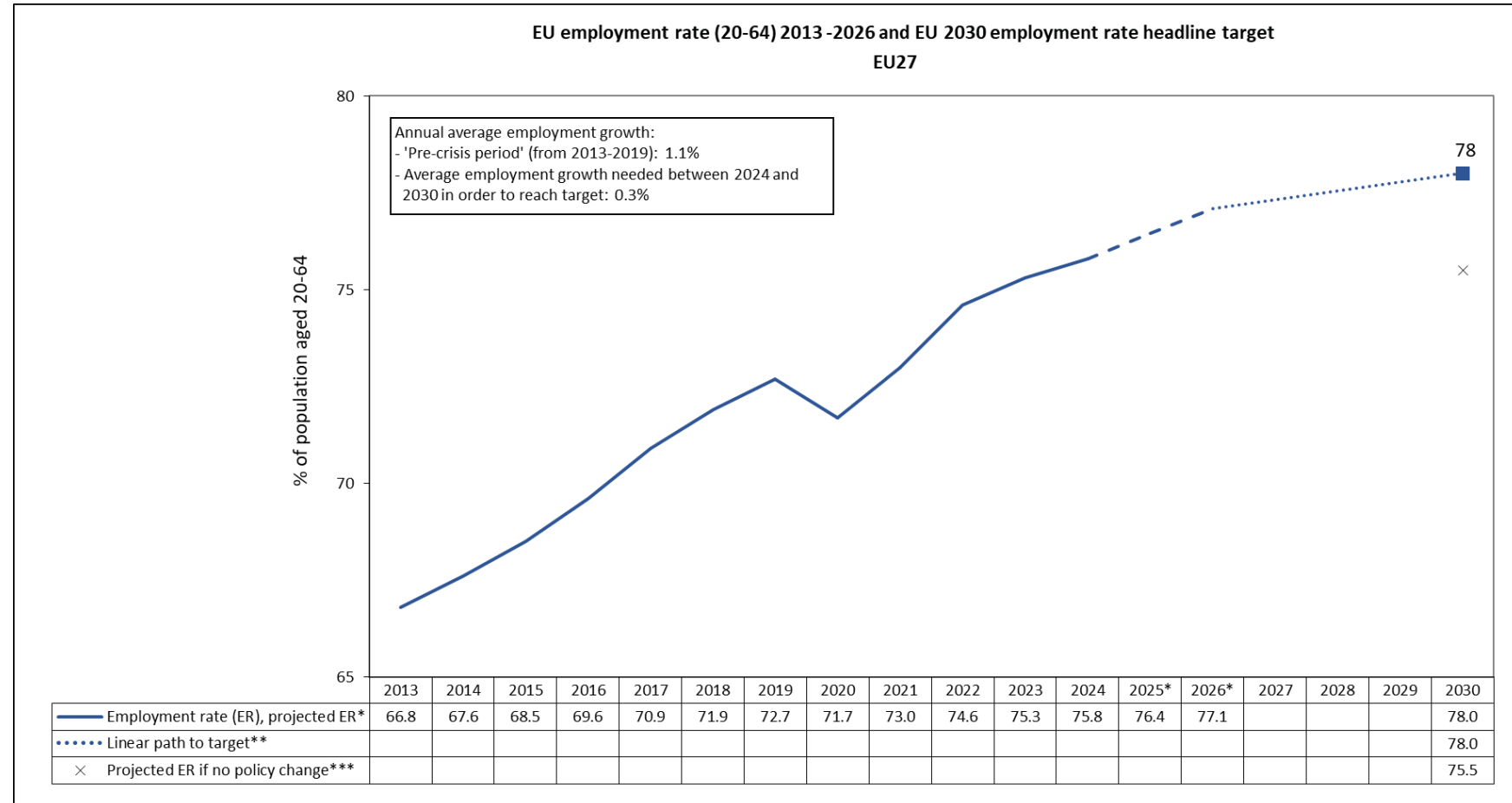
Sources: EU Labour Force Survey for 2024 employment rates and Member States.

Figure 2: National adult learning targets set by Member States for 2030 compared to participation rate in education and training over the previous 12 months (25-64 years old, excluding guided-on-the-job training) for 2022



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

Figure 3: Progress towards the 2030 EU employment rate headline target



Sources and notes:

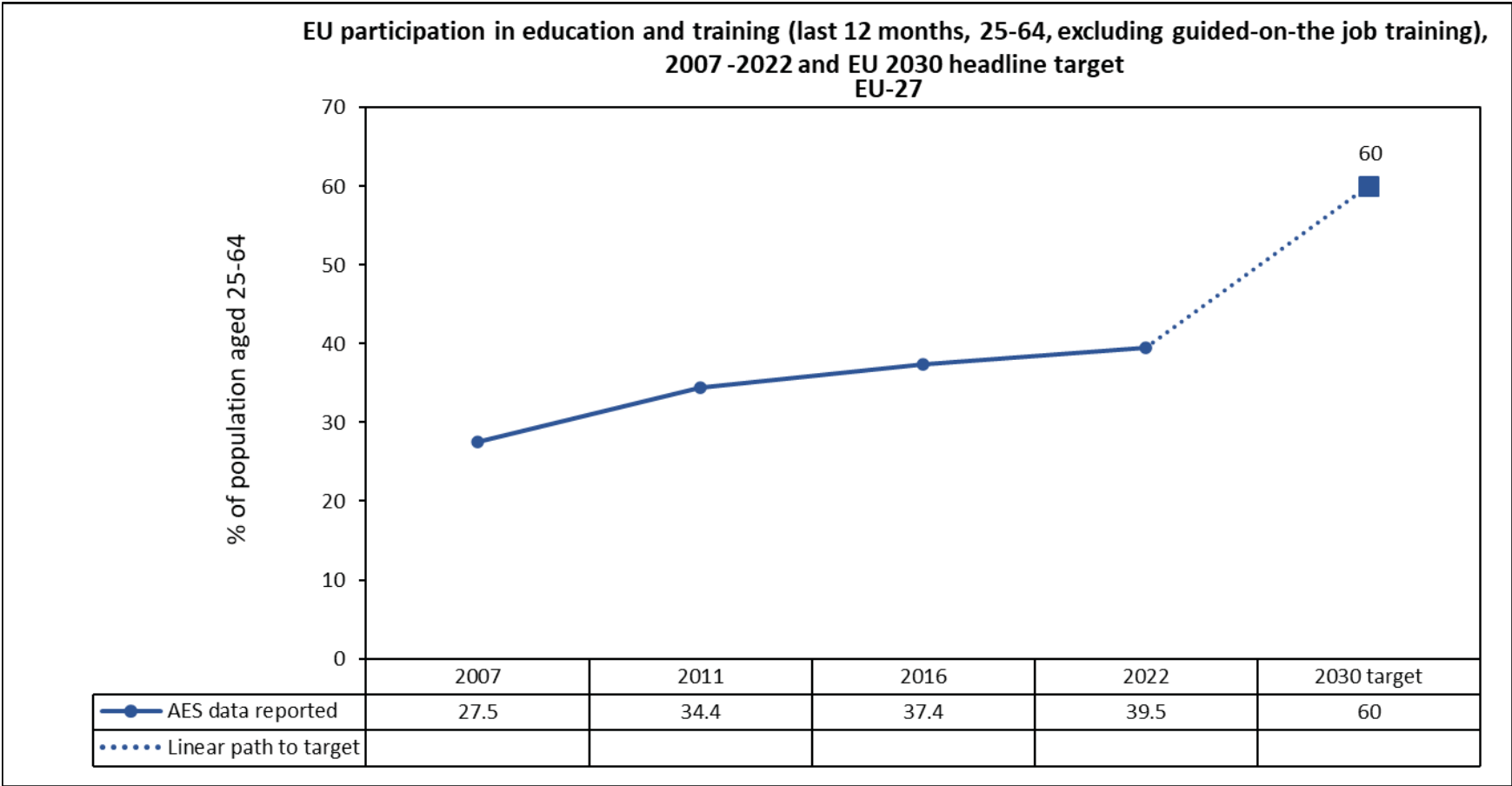
Employment rates (20-64 years old) for 2013-2024: Eurostat, EU LFS.

* 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 4: Progress towards the 2030 EU headline target on adult learning



Sources and notes:

- * Adult education survey (AES) data (excluding guided on the job training).
- * 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.
- * EU headline adult learning target from June 2022 EPSCO Council.

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, combating	Active labour market	Social security	Work-life balance	Job creation	Gender equality	Skills supply & productivity, life-long learning	Education and training systems	Wage setting mechanisms and labour cost
BE	C			C	G		G	C	C	
BG	C	C/G	C	C	C		C	C/G	C	
CZ	C/G			C/G	C		C	C/G		
DK	G	G	G		G		C	C/G	C	G
DE	G		G	C	C		C	C	C/G	
EE	C/G	C		C			C/G	G	C	C
IE	C/G			C/G	C		C	C/G		C
EL	C	C	C	C/G	C		C	C	C/G	
ES	C	C/G	C	C				C		
FR	C	C	G	C				C	C	
HR	C/G	C/G			G		G	C	C	
IT	C	C		C/G			C/G	C		C
CY	C/G	C/G	C	C	G	G	C	G	C/G	G
LV	C/G	C/G	C	C	G		C/G	C/G		C
LT	C/G	G	C	C				C		C
LU	C			C/G			G	C/G	C/G	
HU	C/G	G	C	C					C	C
MT	C/G	C/G	G		G	G	C/G	C		C
NL	C/G	C/G		C	C/G		C			
AT	C			G	C		C		C	
PL	C/G		G		C			C	C/G	C
PT	C/G		C	C	G		G	C		
RO	C	C	C	C/G	C		C	C	C	
SI	C/G				G			C		
SK	C	C/G	C	C	C	C	C	C/G	C/G	
FI	C		C	C/G	G		C/G	C		
SE	C/G		C					G	C	

C = Challenge, G = Good labour market outcome

Note: This table is based on the Key Employment Challenges (KECs) and Good Labour Market Outcomes (GLMOs) identified for each Member State, as presented in Table 4 of Part II of the EPM ('Country Overviews'). For instance, if a country has a KEC or a GLMO or both listed under the policy area 'Increase Labour Market Participation' in Table 4 of Part II, then the corresponding symbol 'C' (for KECs) or 'G' (for GLMOs) or 'C/G' (for both) is added for that Member State in Table 1 of Part I under the same policy area.

Table 2: Common Key Employment Challenges – Details⁴

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
1. Labour market participation	Low/decreasing employment rate	7	c							c	c			c				c							c			c	
	Low/decreasing female employment rate	1												c															
	Low/decreasing employment rate of older workers	8	c							c			c					c		c		c	c			c			
	High/increasing incidence of youth unemployment and/or NEET/low employment rate for young people	14	c	c				c		c	c	c		c	c		c	c	c					c	c				c
	Low/decreasing participation of low-skilled persons	7	c	c								c	c					c					c					c	
	Low/decreasing participation of non-EU nationals/people with migrant background*	10	c		c			c				c		c				c	c		c	c							c
	Duration of working life	1												c															
2. Enhancing labour market functioning; combating segmentation	High/increasing labour market segmentation	9									c	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				
3. Active labour market policies	Low level of ALMP expenditure/Insufficient provision of well targeted tailored measures/functioning of employment services	9		c						c						c	c	c		c				c	c				c
	High incidence of long-term unemployment	8		c				c		c	c			c		c			c								c		
4. Adequate and employment oriented social security systems	Inadequate level and coverage of unemployment benefits, poverty trap, at risk-of poverty, in work poverty	14		c	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	

*In this subarea, we are taking into consideration Member States with a KEC in the area of integration of displaced persons from Ukraine into the labour market.

**If there is no clear accordance between Key Employment Challenges and the specific policy subareas, challenges don't appear in this table.

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

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

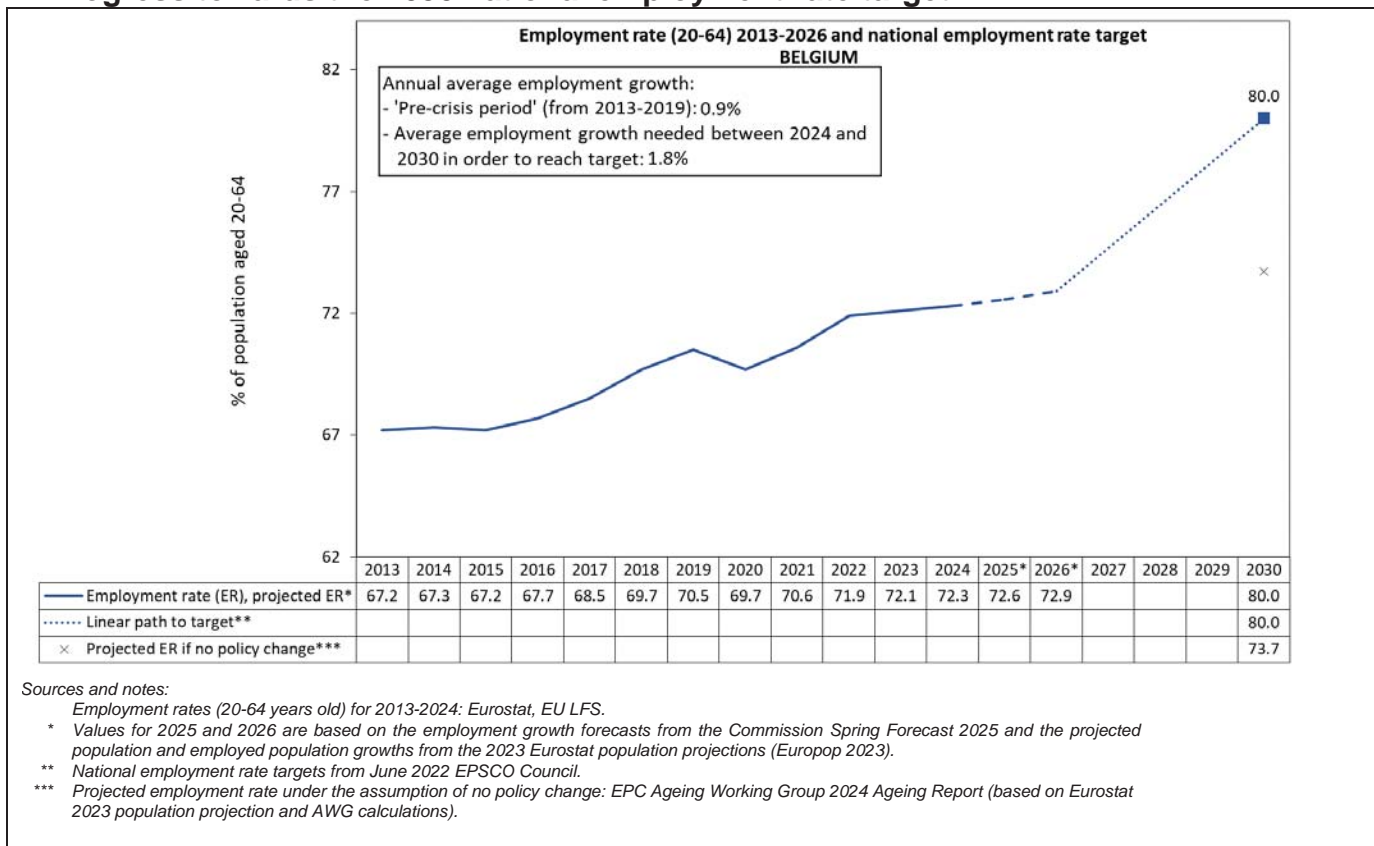
Employment policy areas	Key Employment Challenges	EU-27 sum	BE	BG	CZ	DK	DE	EE	IE	EL	ES	FR	HR	IT	CY	LV	LT	LU	HU	MT	NL	AT	PL	PT	RO	SI	SK	FI	SE	
5. Work-life balance	Insufficient provision/uptake of high quality, affordable child and/or dependant care facilities	8			c	c		c		c												c	c			c		c		
	High incidence of inactivity and part-time work due to family obligations, high impact of parenthood on employment	4						c			c										c	c								
6. Job creation	Negative employment growth/insufficient job creation	0																												
	High tax wedge on labour	1																										c		
7. Gender equality	Large gender employment gaps (including part time)	9				c		c		c	c				c						c	c	c				c			
	Large/increasing gender pay gap	6			c	c			c								c					c							c	
	Disincentives for LM participation for second earners	0																												
8. Improving skill supply and productivity; Lifelong learning	Weaknesses with respect to educational attainment of the population	4										c			c						c					c				
	Low participation in lifelong learning/lack of an integrated lifelong learning strategy	6			c						c			c	c						c				c					
	Skills mismatches/skills and labour shortages / Insufficient forecasting skills system	19	c	c	c	c				c		c	c	c	c	c			c	c	c			c	c	c	c	c	c	
	Low level of digital skills among adults	3															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	0																												
	Low tertiary education attainment rate	2																		c								c		
	Low attainment of basic skills	4													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	0																												
	Low attractiveness of vocational education and training	0																												
	Low attractiveness of the teacher profession	3												c	c													c		
	Public spending on human resources low/inefficient	0																												
	Insufficient provision of education and training opportunities to meet labour market needs	5			c				c					c		c		c												
10. Wage setting mechanism and labour cost developments	Minimum wage setting / wages	1													c															
	Collective bargaining	5							c	c							c	c					c							
	Labour cost developments not in line with productivity gains	0																												
	Limited involvement of social partners, social dialogue	3																		c	c			c						

For more information on the challenges, please see PART II of the EPM, the country overviews

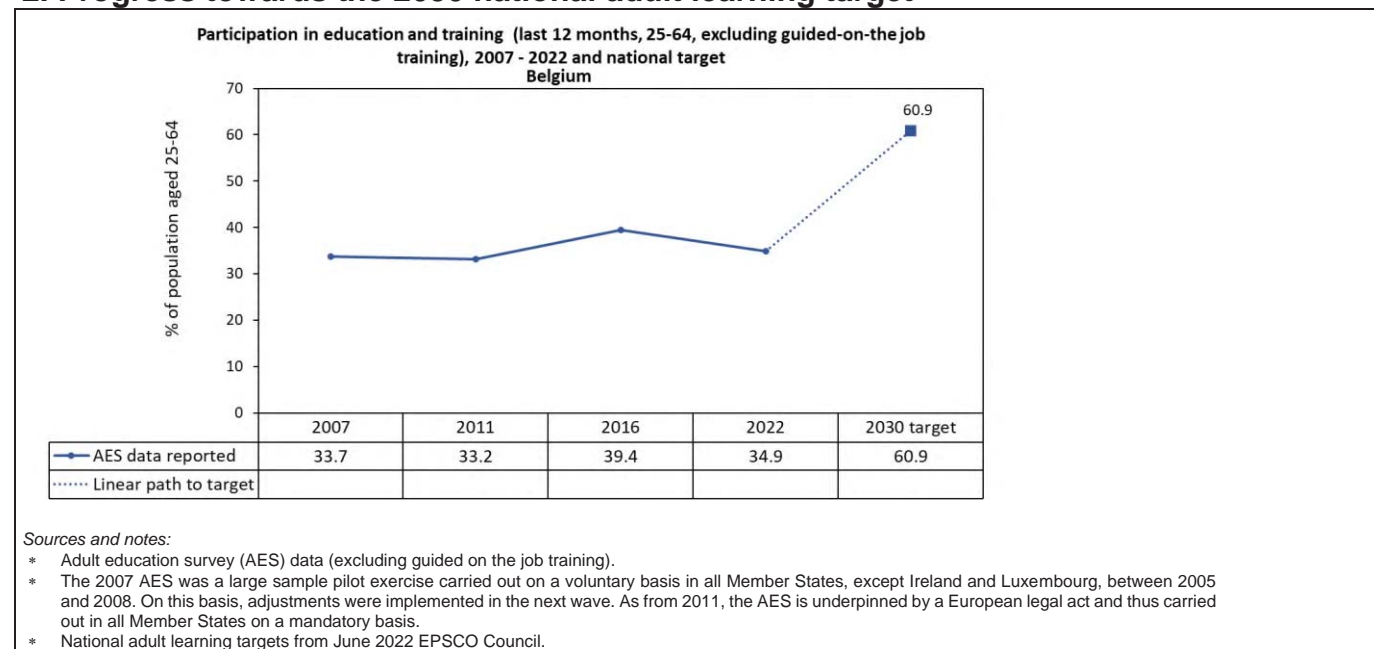
PART II: Country Overviews

Belgium

1. Progress towards the 2030 national employment rate target



2. Progress towards the 2030 national adult learning target



3. Key indicators on labour market performance

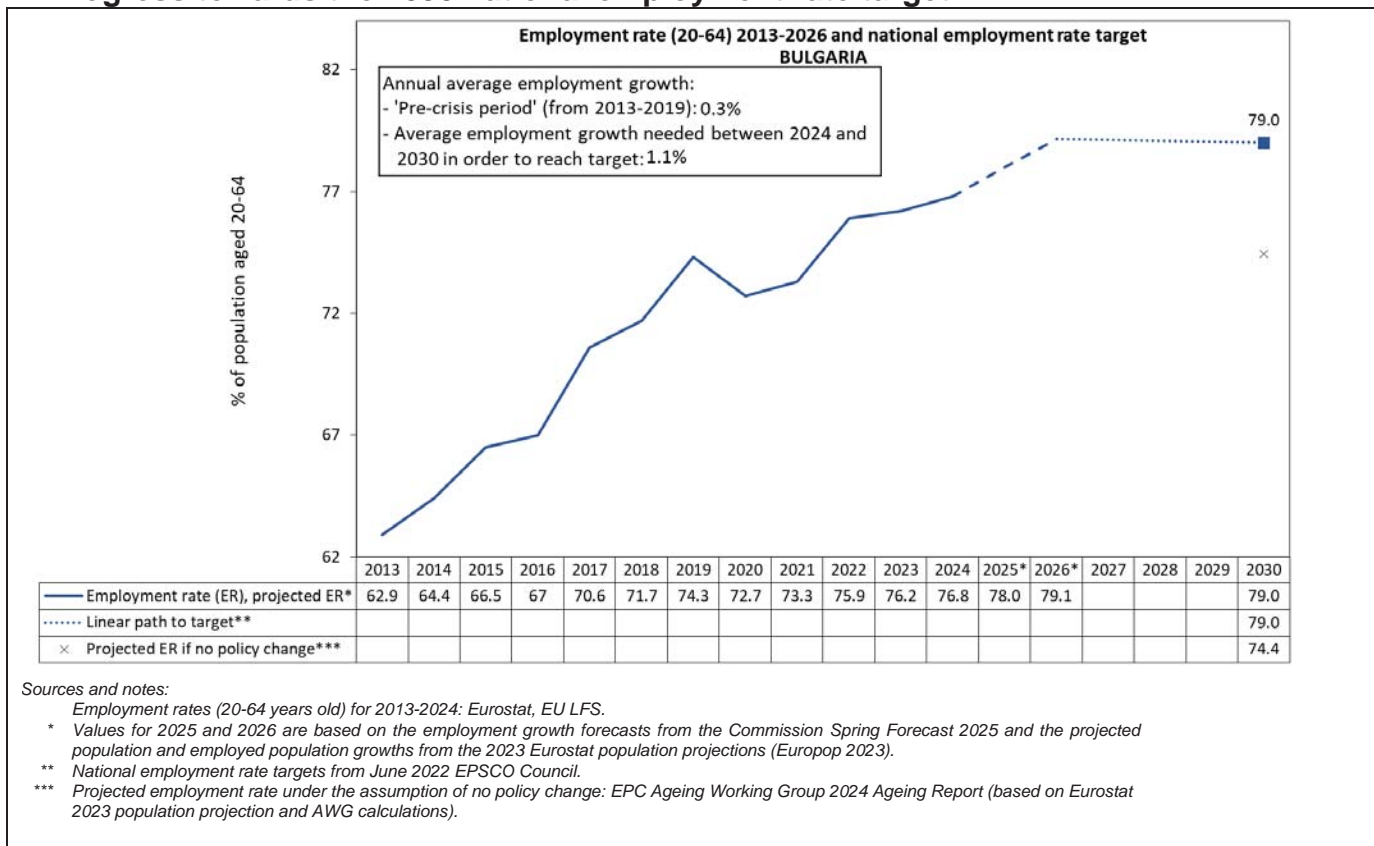
	Belgium						National Targets	EU27						EU Targets
Description	2019	2020	2021	2022	2023	2024	2030	2019	2020	2021	2022	2023	2024	2030
Employment rate of population aged 20-64 - total	70.5	69.7	70.6	71.9	72.1	72.3	80	72.7	71.7	73.0	74.6	75.3	75.8	78
Employment rate of population aged 20-64 - women	66.5	65.6	66.8	68.1	68.3	68.3		67.1	66.2	67.6	69.2	70.2	70.8	
Employment rate of population aged 20-64 - men	74.5	73.7	74.5	75.7	75.9	76.3		78.4	77.2	78.5	79.9	80.4	80.8	
Employment rate of young people aged 20-29 - total	60.9	58.1	59.2 b	60.1	60.0	59.6		63.7	61.3	62.8 b	65.1	66.0	66.0	
Employment rate of population aged 30-54 - total	81.4	81.2	81.4 b	82.5	82.3	82.2		81.6	80.8	81.4 b	82.6	83.0	83.4	
Employment rate of older population aged 55-64 - total	52.1	53.1	54.5	56.6	57.8	59.4		58.6	59.0	60.4	62.3	63.9	65.2	
Employment rate of low-skilled population aged 20-64 - total	45.3	44.3	44.7	46.2	46.8	47.5		55.1	54.0	55.0	57.2	58.3	58.7	
Employment rate of non-EU nationals (20-64) - total	44.2	40.1	43.3 b	48.7	50.0	51.3		60.0	57.5	59.0 b	61.9	63.1	64.2	
Overall employment growth	1.5	-1.1	1.6	2.6	0.7	0.5		1.1	-1.8	1.5	2.3	1.1	0.9	
Unemployment rate in age group 15-74 - total	5.5	5.8	6.3	5.6	5.5	5.7		6.8	7.2	7.1	6.2	6.1	5.9	
NEET rate for population aged 15-29 - total	11.2	11.3	10.1 b	9.2	9.6	9.9		12.8	13.9	13.1	11.7	11.2	11.0	
Unemployment rate in age group 15-24 - total	14.5	15.9	18.2	16.4	16.1	17.4		15.6	17.5	16.7	14.5	14.5	14.9	
Involuntary temporary employment as % of total employees 15-64	7.0	6.4	2.9 b	2.7	1.8	2.0		7.8	6.8	5.1 b	4.4	3.9	3.4	
Share of employees (15-64) in temporary employment contracts	10.8	10.1	10.3 b	9.7	9.3	9.7		15.0	13.5	14.1 b	14.1	13.4	12.8	
Newly employed in %	13.2	12.1	13.3 b	13.7	13.0	12.8		14.6	13.1	13.8 b	15.2	14.9	14.0	
Rate of long-term unemployment (as % active population) - total	2.1	2.1	2.6	2.3	2.2	2.0		2.7	2.4	2.8	2.4	2.1	1.9	
At-risk-of-poverty rate of unemployed	48.1 b	50.2	38.0	48.3	41.5	43.0		49.1 e	47.2 b	45.1	46.0	47.3	48.7	
Unemployment trap - tax rate on low wage earners	92.3	89.8	89.1	85.4	85.6	85.8		74.6	73.9	74.3	74.2	74.1	74.4	
Inactivity and part-time work due to personal and family responsibilities - total	4.1	3.6	3.7	3.7	3.6	3.5		3.3	3.4	3.3	3.3	3.4	3.3	
Part-time employment, Percentage of total employment (total)	24.8	24.4	24.1	23.8	23.7	24.1		19.4	17.8	17.7	17.6	17.8	17.8	
Job vacancy rate (average over 3 years)	3.4	3.4	3.6	4.1	4.6	4.6		2.1	2.1	2.2	2.4	2.7	2.7	
Employment gender gap (aged 20-64)	8.0	8.1	7.7	7.6	7.6	8.0		11.3	11.0	10.9	10.7	10.2	10.0	
Gender pay gap	4.7	3.2	1.8	0.7	0.7 p			13.7	12.7	12.3	12.2	12.0 p		
Share of adult population (aged 25-64) with upper secondary or tertiary education - total	78.7	79.8	81.5 b	82.4	82.2	82.8		78.5	79.0	79.0 b	79.4	79.8	80.4	
Participation rate in education and training over the previous 12 months (age bracket 25-64), excluding guided on-the-job training (GOUT)				34.9			60.9				39.5			60
Early leavers from education and training (aged 18-24) - total	8.4	8.1	6.7 b	6.4	6.2	7.0 b		10.1	10.0	9.8 b	9.7	9.5	9.3	
Completion of tertiary or equivalent education (aged 30-34) - total	47.5	47.8	49.9 b	53.1	50.2	50.9		40.4	41.2	41.9 b	42.8	43.9	44.8	
Labour productivity per person employed	129.1	128.6	130.2	130.5 p	129.6 p			100.0	100.0	100.0	100.0	100.0 p		
Labour productivity per hour worked	132.9	136.4	135.7	134.0 p				100.0	100.0	100.0	100.0	100.0 p		
Nominal unit labour cost growth	1.2	3.6	0.5	5.1	7.5 p	2.2 p		1.8	4.3	-0.1	3.5	6.7	5.0	
Real unit labour cost growth	-0.6	2.0	-2.2	-1.6	2.8	-0.4		0.0	2.4	-2.6	-1.8	0.6	1.7	

4. Key employment challenges Belgium, May 2025

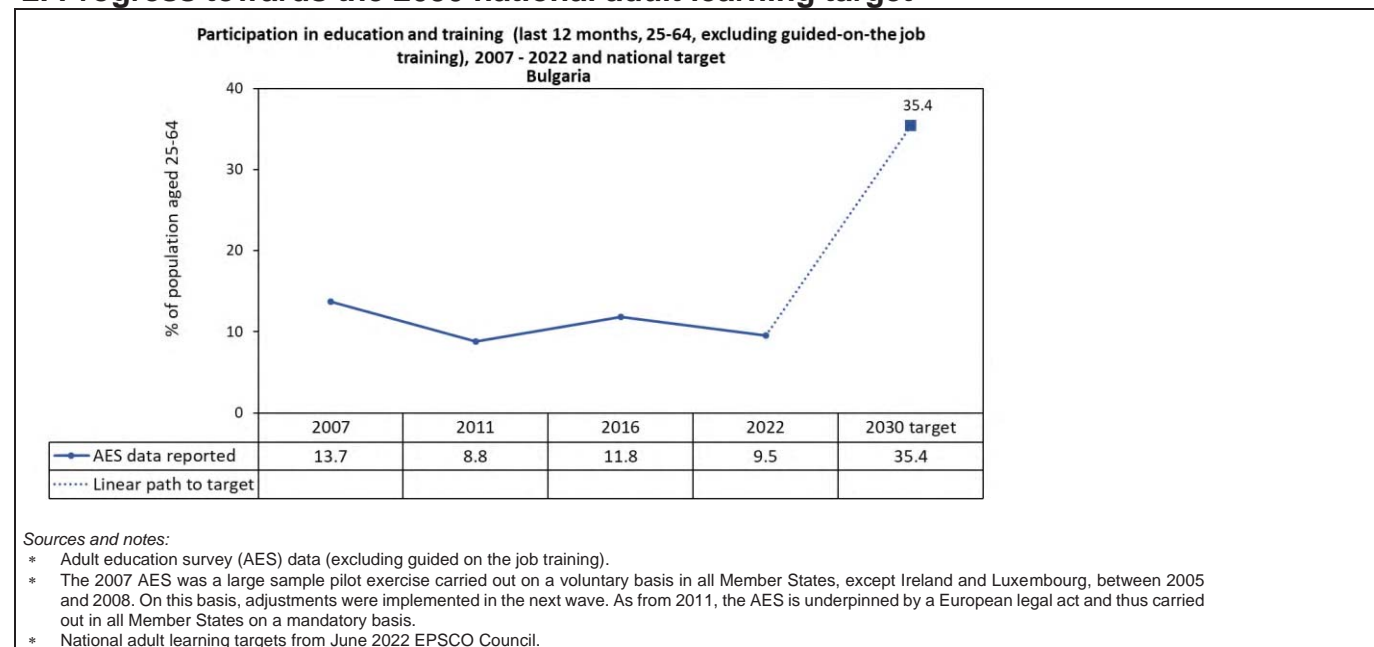
Employment policy area	Key Employment Challenge	Particularly good labour market outcome
1. Increase labour market participation	The employment rate (20-64), including for young people (20-29), older workers (55-64, men) and the low-skilled, is lower than the EU average, and significantly lower for non-EU nationals (20-64) <i>Weak labour market outcomes of people with a migrant background, in particular women</i>	
2. Enhancing labour market functioning; combating segmentation		
3. Active labour market policies		
4. Adequate and employment oriented social security systems	The unemployment trap is worse than the EU average, and the low-wage trap is significantly worse, including for second earners	
5. Work-life balance		Inactivity due to personal and family responsibilities (20-64) significantly below the EU average
6. Exploiting job creation possibilities		
7. Gender equality		The 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	The difference in employment rates for those with medium and high education attainment (20-64) is well above the EU average and increasing significantly <i>Significant educational inequalities linked to socio-economic and migrant background</i>	
10. Wage setting mechanisms and labour cost developments		

Bulgaria

1. Progress towards the 2030 national employment rate target



2. Progress towards the 2030 national adult learning target



3. Key indicators on labour market performance

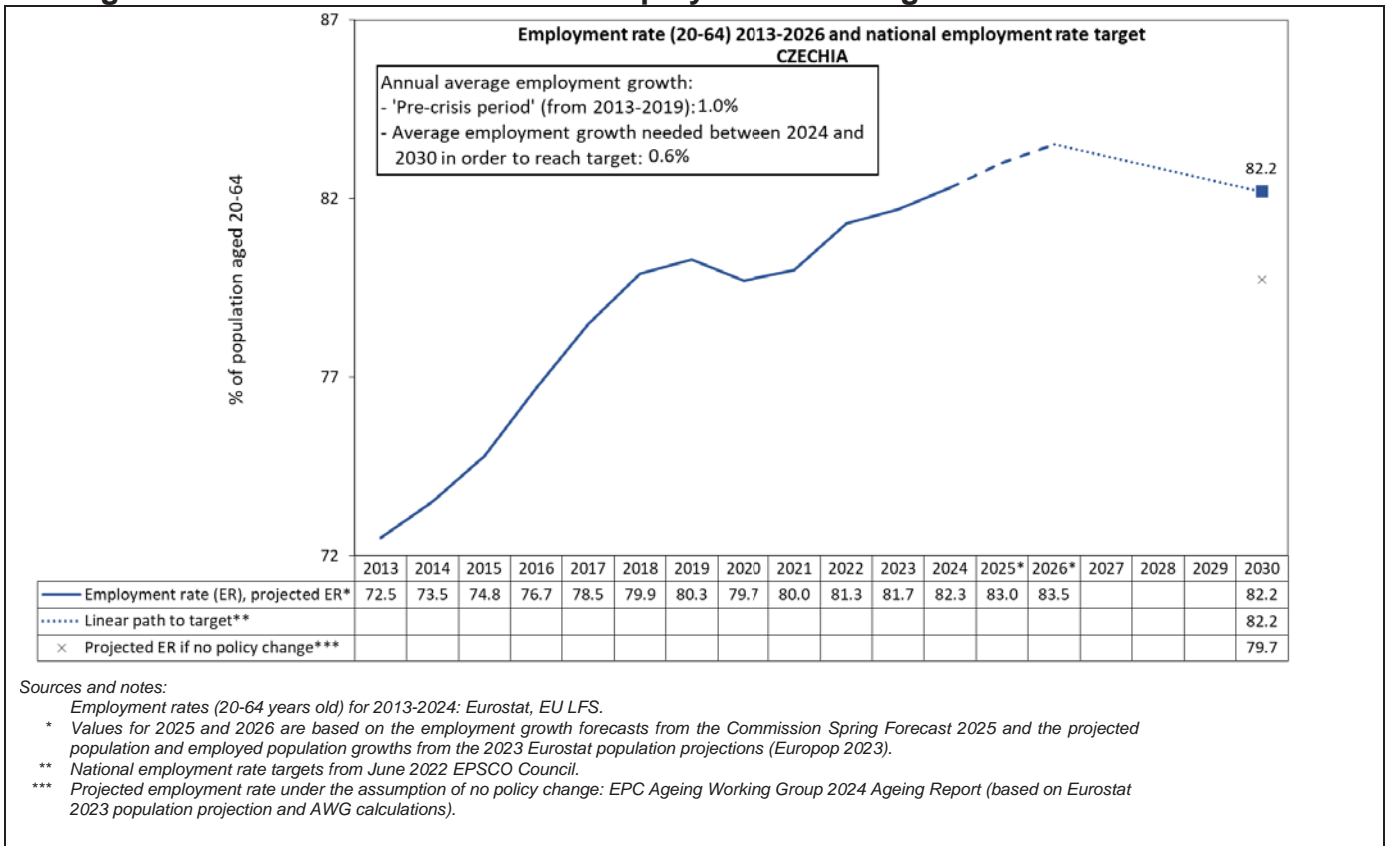
	Bulgaria						National Targets	EU27						EU Targets
Description	2019	2020	2021	2022	2023	2024	2030	2019	2020	2021	2022	2023	2024	2030
Employment rate of population aged 20-64 - total	74.3 b	72.7	73.3	75.9	76.2	76.8	79	72.7	71.7	73.0	74.6	75.3	75.8	78
Employment rate of population aged 20-64 - women	70.2 b	68.5	69.1	72.1	72.6	73.1		67.1	66.2	67.6	69.2	70.2	70.8	
Employment rate of population aged 20-64 - men	78.3 b	76.8	77.5	79.6	79.9	80.3		78.4	77.2	78.5	79.9	80.4	80.8	
Employment rate of young people aged 20-29 - total	58.5 b	54.8	51.3 b	56.0	56.0	54.5		63.7	61.3	62.8 b	65.1	66.0	66.0	
Employment rate of population aged 30-54 - total	84.0 b	82.2	82.2 b	83.8	83.9	85.1		81.6	80.8	81.4 b	82.6	83.0	83.4	
Employment rate of older population aged 55-64 - total	63.5 b	63.4	64.8	68.3	69.5	69.9		58.6	59.0	60.4	62.3	63.9	65.2	
Employment rate of low-skilled population aged 20-64 - total	50.0 b	47.0	46.2	50.2	50.2	48.5		55.1	54.0	55.0	57.2	58.3	58.7	
Employment rate of non-EU nationals (20-64) - total	60.9 bu			47.7 u	60.8 u	56.4 u		60.0	57.5	59.0 b	61.9	63.1	64.2	
Overall employment growth	-3.9	-3.8	-0.5	2.0	-0.7	0.0		1.1	-1.8	1.5	2.3	1.1	0.9	
Unemployment rate in age group 15-74 - total	5.2 b	6.1	5.2	4.2	4.3	4.2		6.8	7.2	7.1	6.2	6.1	5.9	
NEET rate for population aged 15-29 - total	16.6 b	18.0	17.4	14.8	13.8	12.7		12.8	13.9	13.1	11.7	11.2	11.0	
Unemployment rate in age group 15-24 - total	12.1 b	17.5	15.8	10.6	12.1	12.3		15.6	17.5	16.7	14.5	14.5	14.9	
Involuntary temporary employment as % of total employees 15-64	3.0 b	2.5	1.7 b	2.1	1.7	1.5		7.8	6.8	5.1 b	4.4	3.9	3.4	
Share of employees (15-64) in temporary employment contracts	4.2 b	3.5	3.3 b	3.8	3.0	2.8		15.0	13.5	14.1 b	14.1	13.4	12.8	
Newly employed in %	9.1 b	7.2	7.6 b	8.2	7.5	6.6		14.6	13.1	13.8 b	15.2	14.9	14.0	
Rate of long-term unemployment (as % active population) - total	3.0 b	2.8	2.6	2.2	2.3	2.2		2.7	2.4	2.8	2.4	2.1	1.9	
At-risk-of-poverty rate of unemployed	58.9	61.1	50.2	56.9	56.8	58.7		49.1 e	47.2 b	45.1	46.0	47.3	48.7	
Unemployment trap - tax rate on low wage earners	82.4	82.4	82.4	82.4	82.4	82.4		74.6	73.9	74.3	74.2	74.1	74.4	
Inactivity and part-time work due to personal and family responsibilities - total	0.2 b	0.2 b	0.2 b	0.3	0.3 b	0.3 b		3.3	3.4	3.3	3.3	3.4	3.3	
Part-time employment, Percentage of total employment (total)	1.9 b	1.8	1.5	1.6	1.4	1.5		19.4	17.8	17.7	17.6	17.8	17.8	
Job vacancy rate (average over 3 years)	0.9	0.9	0.8	0.8	0.8	0.8		2.1	2.1	2.2	2.4	2.7	2.7	
Employment gender gap (aged 20-64)	8.1	8.3	8.4	7.5	7.3	7.2		11.3	11.0	10.9	10.7	10.2	10.0	
Gender pay gap	14.0	12.5	11.9	12.6	13.5 p			13.7	12.7	12.3	12.2	12.0 p		
Share of adult population (aged 25-64) with upper secondary or tertiary education - total	82.6 b	83.4	83.7 b	84.4	85.2	86.9		78.5	79.0	79.0 b	79.4	79.8	80.4	
Participation rate in education and training over the previous 12 months (age bracket 25-64), excluding guided on-the-job training (GOUT)				9.5			35.4				39.5			60
Early leavers from education and training (aged 18-24) - total	13.9 b	12.8	12.0 b	10.3	9.3	8.2		10.1	10.0	9.8 b	9.7	9.5	9.3	
Completion of tertiary or equivalent education (aged 30-34) - total	32.5 b	33.4	32.8 b	33.5	35.0	39.7		40.4	41.2	41.9 b	42.8	43.9	44.8	
Labour productivity per person employed	49.0	50.7	52.8	55.5	56.8 p			100.0	100.0	100.0	100.0	100.0 p		
Labour productivity per hour worked	48.3	48.4	52.0	55.1	56.3 p			100.0	100.0	100.0	100.0	100.0 p		
Nominal unit labour cost growth	1.4	8.8	3.3	10.9	12.5	8.5 p		1.8	4.3	-0.1	3.5	6.7	5.0	
Real unit labour cost growth	-3.6	4.2	-3.4	-4.3	4.2	6.4		0.0	2.4	-2.6	-1.8	0.6	1.7	

4. Key employment challenges Bulgaria, May 2025

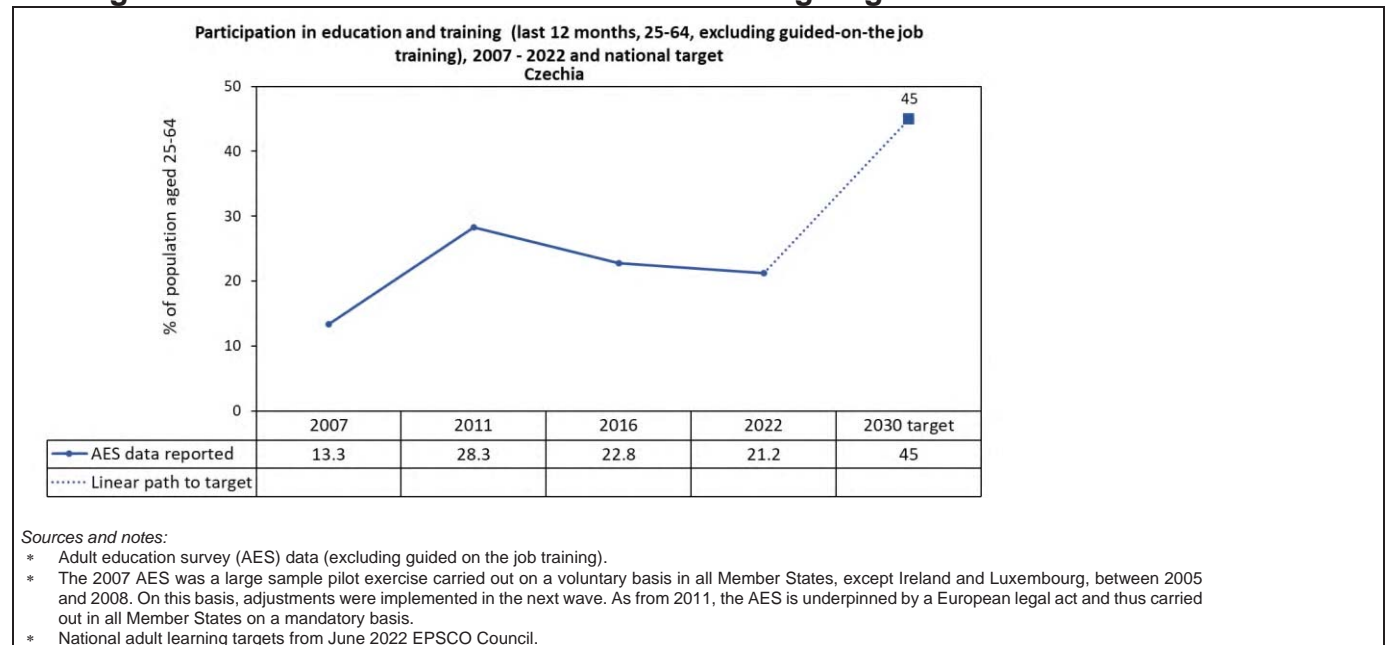
Employment policy area	Key Employment Challenge	Particularly good labour market outcome
1. Increase labour market participation	The employment rates for young people (20-29) and the low-skilled are below the EU averages <i>Structural challenges for labour market participation for some vulnerable groups (in particular, the Roma and persons with disabilities) persist</i> <i>Despite the strong performance of the labour market at national level, considerable disparities between the different regions in the country persist</i>	
2. Enhancing labour market functioning; combating segmentation	The share of long-term unemployed in total unemployment is very high and further increasing	The share of employees (15-64) on temporary employment contracts is significantly below the EU average
3. Active labour market policies	Expenditure on ALMPs (per person wanting to work and as % of GDP) is below the EU average	
4. Adequate and employment oriented social security systems	The in-work poverty risk is well above the EU average and significantly increasing	
5. Work-life balance	Participation of children in formal childcare (age 0-3) is below the EU average	
6. Exploiting job creation possibilities		
7. Gender equality	The gender pay gap is widening	
8. Improving skills supply and productivity, effective life-long learning	The share of adults (25-64) participating in education and training is significantly lower than the EU average and further declining <i>Increasing skills shortages (including digital skills) act as challenges for a fair green and digital transition, amid adverse demographics</i>	The share of the population (20-24 and 25-64) having completed at least upper secondary education is above the EU average and further increasing
9. Improving education and training systems	<i>Important challenges remain in the provision of quality, equity and labour market relevance of education, in particular for disadvantaged groups like Roma</i>	
10. Wage setting mechanisms and labour cost developments		

Czechia

1. Progress towards the 2030 national employment rate target



2. Progress towards the 2030 national adult learning target



3. Key indicators on labour market performance

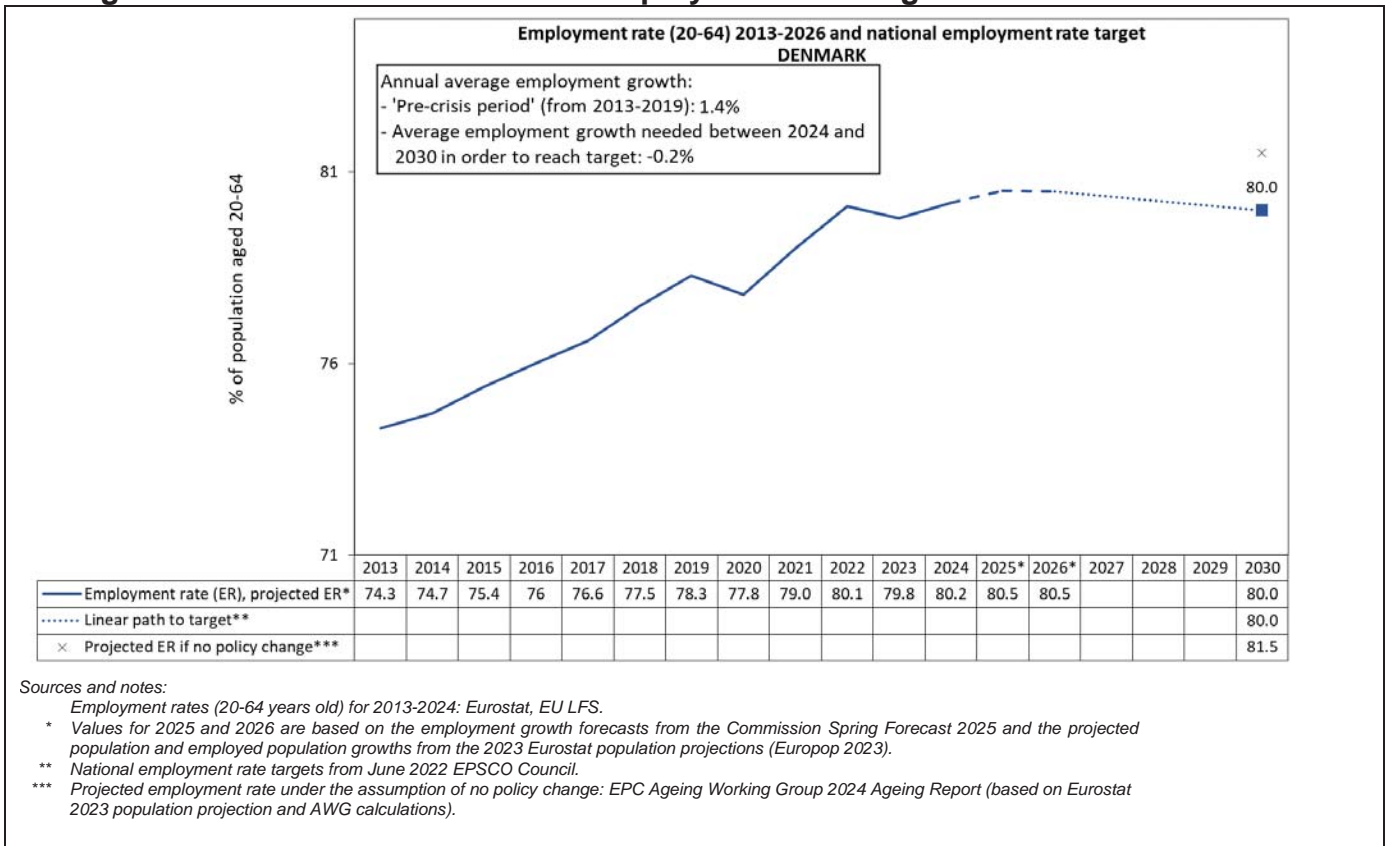
	Czechia						National Targets	EU27						EU Targets
Description	2019	2020	2021	2022	2023	2024	2030	2019	2020	2021	2022	2023	2024	2030
Employment rate of population aged 20-64 - total	80.3	79.7	80.0	81.3	81.7	82.3	82.2	72.7	71.7	73.0	74.6	75.3	75.8	78
Employment rate of population aged 20-64 - women	72.7	71.9	72.1	73.7	74.5	75.8		67.1	66.2	67.6	69.2	70.2	70.8	
Employment rate of population aged 20-64 - men	87.7	87.2	87.5	88.6	88.4	88.4		78.4	77.2	78.5	79.9	80.4	80.8	
Employment rate of young people aged 20-29 - total	66.6	63.7	63.6 b	64.1	64.6	62.8		63.7	61.3	62.8 b	65.1	66.0	66.0	
Employment rate of population aged 30-54 - total	88.8	88.1	87.7 b	88.8	89.3	89.4		81.6	80.8	81.4 b	82.6	83.0	83.4	
Employment rate of older population aged 55-64 - total	66.7	68.2	69.8	72.9	74.0	77.0		58.6	59.0	60.4	62.3	63.9	65.2	
Employment rate of low-skilled population aged 20-64 - total	53.4	54.7	53.7	55.1	57.8	58.3		55.1	54.0	55.0	57.2	58.3	58.7	
Employment rate of non-EU nationals (20-64) - total	83.0	82.4	81.1 b	83.2	83.8	82.3		60.0	57.5	59.0 b	61.9	63.1	64.2	
Overall employment growth	0.1	-1.2	-0.4	-0.9	-2.6	2.5		1.1	-1.8	1.5	2.3	1.1	0.9	
Unemployment rate in age group 15-74 - total	2.0	2.6	2.8	2.2	2.6	2.6 u		6.8	7.2	7.1	6.2	6.1	5.9	
NEET rate for population aged 15-29 - total	9.8	11.0	10.9	11.4	10.1	8.6		12.8	13.9	13.1	11.7	11.2	11.0	
Unemployment rate in age group 15-24 - total	5.6	8.0	8.2	6.8	8.3	9.1		15.6	17.5	16.7	14.5	14.5	14.9	
Involuntary temporary employment as % of total employees 15-64	4.6	4.1	2.5 b	2.0	1.7	1.5		7.8	6.8	5.1 b	4.4	3.9	3.4	
Share of employees (15-64) in temporary employment contracts	7.8	7.0	6.5 b	6.1	7.0	7.6		15.0	13.5	14.1 b	14.1	13.4	12.8	
Newly employed in %	10.4	9.5	9.3 b	9.9	9.7	9.4		14.6	13.1	13.8 b	15.2	14.9	14.0	
Rate of long-term unemployment (as % active population) - total	0.6	0.6	0.8	0.6	0.8	0.8		2.7	2.4	2.8	2.4	2.1	1.9	
At-risk-of-poverty rate of unemployed	52.7	52.9	51.1	49.0	54.4	58.0		49.1 e	47.2 b	45.1	46.0	47.3	48.7	
Unemployment trap - tax rate on low wage earners	82.3	82.3	81.0	81.0	79.7	80.0		74.6	73.9	74.3	74.2	74.1	74.4	
Inactivity and part-time work due to personal and family responsibilities - total	1.4	1.3	1.2	0.9	1.2	1.4		3.3	3.4	3.3	3.3	3.4	3.3	
Part-time employment, Percentage of total employment (total)	6.3	5.7	5.7	6.0	6.9	7.7		19.4	17.8	17.7	17.6	17.8	17.8	
Job vacancy rate (average over 3 years)	5.2	5.7	5.5	5.0	4.5	3.9		2.1	2.1	2.2	2.4	2.7	2.7	
Employment gender gap (aged 20-64)	15.0	15.3	15.4	14.9	13.9	12.6		11.3	11.0	10.9	10.7	10.2	10.0	
Gender pay gap	19.3	16.7	15.4	18.4	18.0 dp			13.7	12.7	12.3	12.2	12.0 p		
Share of adult population (aged 25-64) with upper secondary or tertiary education - total	93.8	94.1	94.4 b	94.4	94.1	94.3		78.5	79.0	79.0 b	79.4	79.8	80.4	
Participation rate in education and training over the previous 12 months (age bracket 25-64), excluding guided on-the-job training (GOUT)				21.2			40				39.5			60
Early leavers from education and training (aged 18-24) - total	6.7	7.6	6.4 b	6.2	6.4	5.4		10.1	10.0	9.8 b	9.7	9.5	9.3	
Completion of tertiary or equivalent education (aged 30-34) - total	35.1	35.0	36.5 b	36.5	34.9	35.0		40.4	41.2	41.9 b	42.8	43.9	44.8	
Labour productivity per person employed	85.6	86.3	85.7	84.6	85.2 p			100.0	100.0	100.0	100.0	100.0 p		
Labour productivity per hour worked	77.8	78.9	79.4	76.6	77.4 p			100.0	100.0	100.0	100.0	100.0 p		
Nominal unit labour cost growth	3.9	7.3	3.1	5.0	7.9	5.0		1.8	4.3	-0.1	3.5	6.7	5.0	
Real unit labour cost growth	0.0	2.7	-0.9	-3.4	-0.2	1.6		0.0	2.4	-2.6	-1.8	0.6	1.7	

4. Key employment challenges Czechia, May 2025

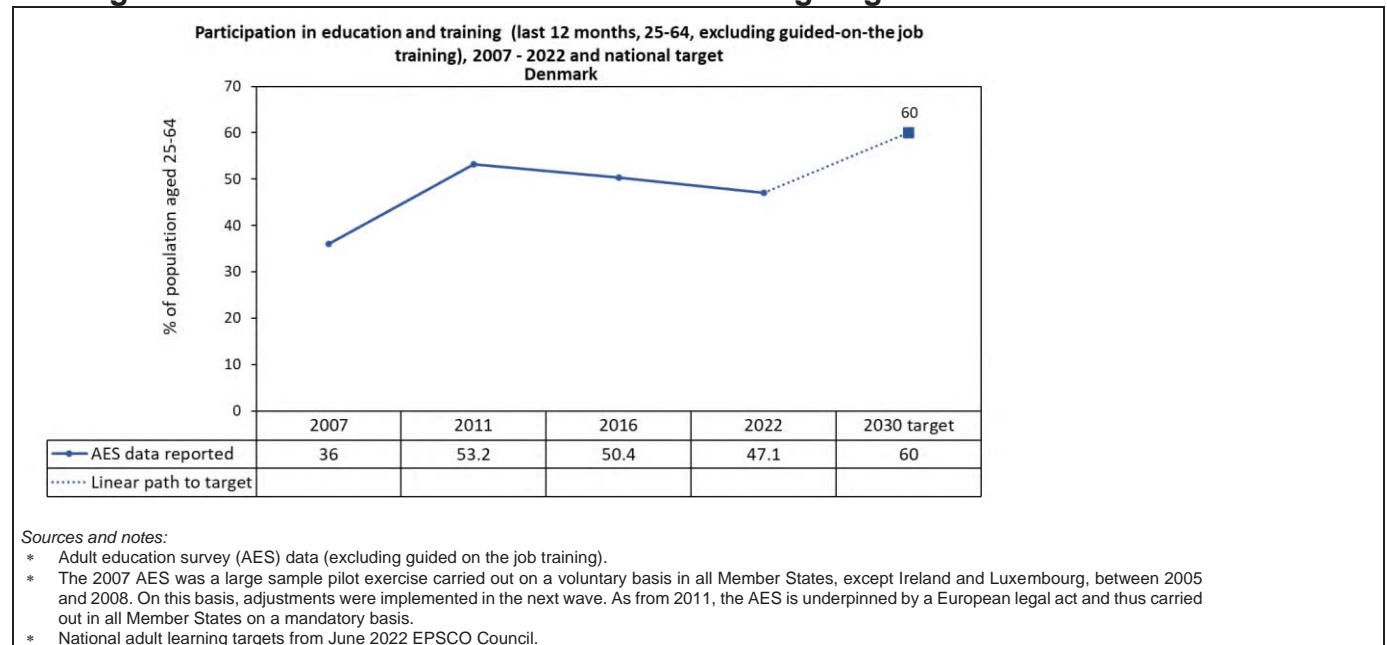
Employment policy area	Key Employment Challenge	Particularly good labour market outcome
1. Increase labour market participation	<i>Integration of people from Ukraine and other vulnerable groups, like Roma and people with disabilities, into the labour market</i>	Very high employment rate (20-64), including for older workers (55-64) The NEET rate for men (15-29) is significantly lower than the EU average
2. Enhancing labour market functioning; combating segmentation		
3. Active labour market policies		
4. Adequate and employment oriented social security systems	The net replacement rate after 6 and 12 months of unemployment is (significantly) lower than the EU average across household compositions	Very low in-work poverty risk The low-wage trap (tax rate on low-wage earners), including for second earners, is significantly below the EU average
5. Work-life balance	Participation of children in formal childcare (age 0-3 and 3 to mandatory school age) is (well) below the EU average despite increasing significantly	
6. Exploiting job creation possibilities		
7. Gender equality	Gender employment gap for those aged 20-29 well above the EU average despite narrowing significantly Gender pay gap above the EU average and widening further	
8. Improving skills supply and productivity, effective life-long learning	<i>Sustained labour and skills shortages</i>	The share of the adult population (25-64) having attained upper secondary education is significantly larger than the EU average
9. Improving education and training systems		
10. Wage setting mechanisms and labour cost developments		

Denmark

1. Progress towards the 2030 national employment rate target



2. Progress towards the 2030 national adult learning target



3. Key indicators on labour market performance

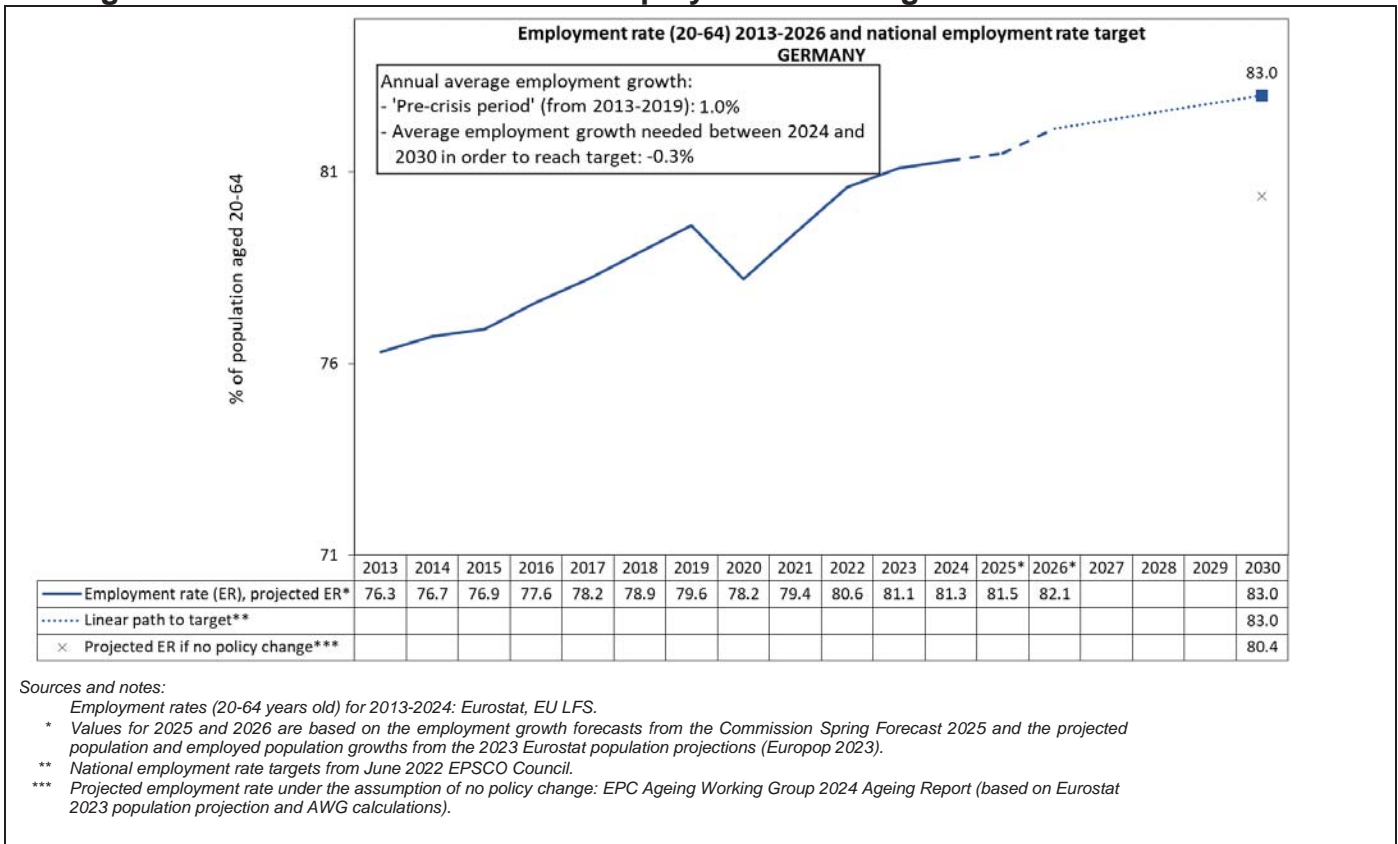
	Denmark						National Targets	EU27						EU Targets
Description	2019	2020	2021	2022	2023	2024	2030	2019	2020	2021	2022	2023	2024	2030
Employment rate of population aged 20-64 - total	78.3	77.8	79.0	80.1	79.8 b	80.2	80	72.7	71.7	73.0	74.6	75.3	75.8	78
Employment rate of population aged 20-64 - women	74.7	74.3	75.5	77.4	77.0 b	76.9		67.1	66.2	67.6	69.2	70.2	70.8	
Employment rate of population aged 20-64 - men	81.9	81.3	82.4	82.8	82.6 b	83.4		78.4	77.2	78.5	79.9	80.4	80.8	
Employment rate of young people aged 20-29 - total	69.5	68.8	70.8 b	73.5	73.0 b	74.1		63.7	61.3	62.8 b	65.1	66.0	66.0	
Employment rate of population aged 30-54 - total	84.7	84.2	85.2 b	85.9	85.1 b	84.9		81.6	80.8	81.4 b	82.6	83.0	83.4	
Employment rate of older population aged 55-64 - total	71.3	71.4	72.3	72.9	74.2 b	75.0		58.6	59.0	60.4	62.3	63.9	65.2	
Employment rate of low-skilled population aged 20-64 - total	59.5	59.0	61.3	62.4	61.7 b	61.4		55.1	54.0	55.0	57.2	58.3	58.7	
Employment rate of non-EU nationals (20-64) - total	60.2	62.3	65.9 b	70.6	68.8 b	72.6		60.0	57.5	59.0 b	61.9	63.1	64.2	
Overall employment growth	1.5	-0.9	1.5	2.5	0.6	1.4		1.1	-1.8	1.5	2.3	1.1	0.9	
Unemployment rate in age group 15-74 - total	5.0	5.6	5.1	4.5	5.1 b	6.2		6.8	7.2	7.1	6.2	6.1	5.9	
NEET rate for population aged 15-29 - total	9.6	10.2	8.4	7.9	8.6 b	8.0		12.8	13.9	13.1	11.7	11.2	11.0	
Unemployment rate in age group 15-24 - total	10.1	11.7	10.8	10.6	11.5 b	14.6		15.6	17.5	16.7	14.5	14.5	14.9	
Involuntary temporary employment as % of total employees 15-64	3.8	3.7	1.8 b	1.4	1.2	1.7		7.8	6.8	5.1 b	4.4	3.9	3.4	
Share of employees (15-64) in temporary employment contracts	10.8	10.9	10.9 b	10.9	10.2	12.6		15.0	13.5	14.1 b	14.1	13.4	12.8	
Newly employed in %	20.8	20.1	21.2 b	23.3	22.2 b	22.0		14.6	13.1	13.8 b	15.2	14.9	14.0	
Rate of long-term unemployment (as % active population) - total	0.8	0.9	1.0	0.5	0.5 b	0.8		2.7	2.4	2.8	2.4	2.1	1.9	
At-risk-of-poverty rate of unemployed	47.1	45.6 b	42.7	38.1	39.6	34.9		49.1 e	47.2 b	45.1	46.0	47.3	48.7	
Unemployment trap - tax rate on low wage earners	87.6	87.2	86.5	84.8	83.7	90.4		74.6	73.9	74.3	74.2	74.1	74.4	
Inactivity and part-time work due to personal and family responsibilities - total	0.5	0.5	0.5	0.5	0.4	0.4		3.3	3.4	3.3	3.3	3.4	3.3	
Part-time employment, Percentage of total employment (total)	24.2	23.4	23.9	24.2	25.2 b	26.9		19.4	17.8	17.7	17.6	17.8	17.8	
Job vacancy rate (average over 3 years)	2.0	1.9	2.2	2.7	3.0	2.9		2.1	2.1	2.2	2.4	2.7	2.7	
Employment gender gap (aged 20-64)	7.2	7.0	6.9	5.4	5.6	6.5		11.3	11.0	10.9	10.7	10.2	10.0	
Gender pay gap	17.7	13.8	14.2	13.8	14.0 p			13.7	12.7	12.3	12.2	12.0 p		
Share of adult population (aged 25-64) with upper secondary or tertiary education - total	81.6	81.5	82.1 b	81.8	82.2	83.6		78.5	79.0	79.0 b	79.4	79.8	80.4	
Participation rate in education and training over the previous 12 months (age bracket 25-64), excluding guided on-the-job training (GOUT)				47.1			60				39.5			60
Early leavers from education and training (aged 18-24) - total	9.9	9.3	9.8 b	10.0	10.4	10.4		10.1	10.0	9.8 b	9.7	9.5	9.3	
Completion of tertiary or equivalent education (aged 30-34) - total	49.4	49.8	52.5 b	52.3	52.7	54.9		40.4	41.2	41.9 b	42.8	43.9	44.8	
Labour productivity per person employed	114.2	119.8	121.1	121.1	113.3 p			100.0	100.0	100.0	100.0	100.0 p		
Labour productivity per hour worked	135.2	136.9	138.9	139.6	131.6 p			100.0	100.0	100.0	100.0	100.0 p		
Nominal unit labour cost growth	1.5	3.2	-1.8	5.0	1.9	1.5		1.8	4.3	-0.1	3.5	6.7	5.0	
Real unit labour cost growth	0.6	0.4	-4.5	-3.7	6.0	1.0		0.0	2.4	-2.6	-1.8	0.6	1.7	

4. Key employment challenges Denmark, May 2025

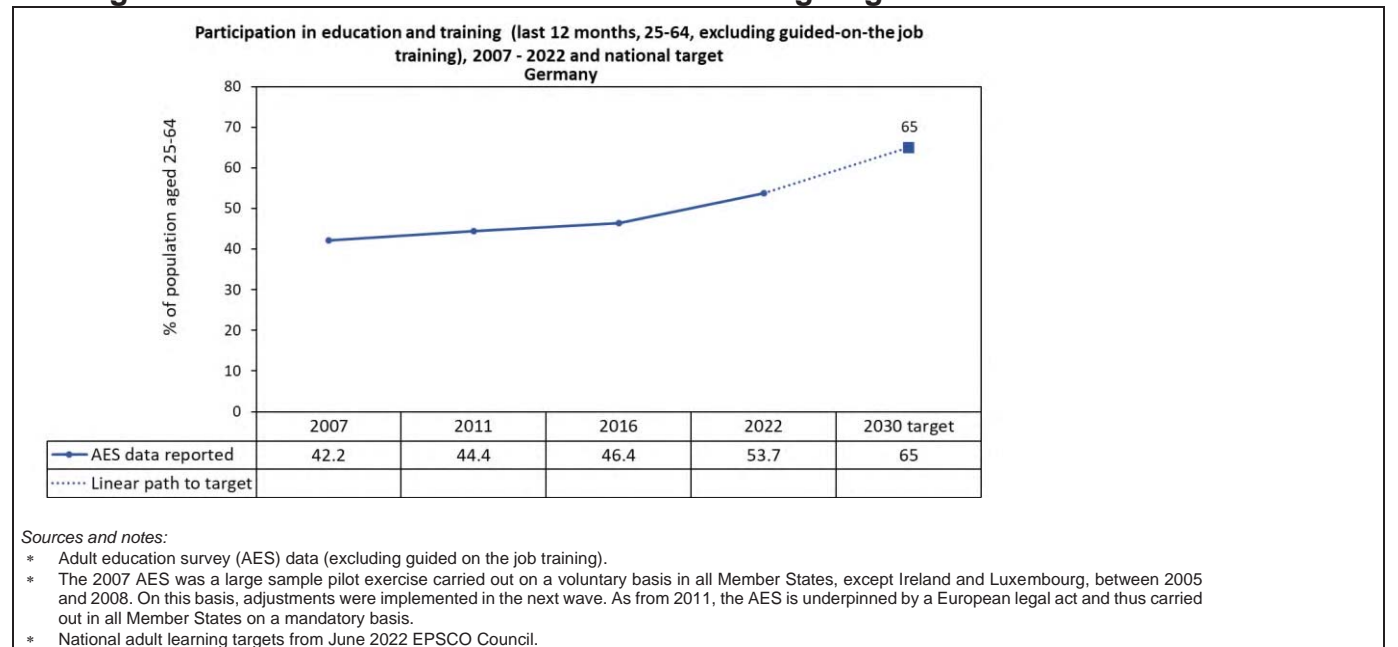
Employment policy area	Key Employment Challenge	Particularly good labour market outcome
1. Increase labour market participation		The participation in education and training of persons aged 55-64 is significantly higher than the EU average and increasing
2. Enhancing labour market functioning; combating segmentation		The share of the newly employed among all employed is significantly higher than the EU average
3. Active labour market policies		The share of long-term unemployed in total unemployment is significantly lower than EU average
4. Adequate and employment oriented social security systems		
5. Work-life balance		The employment impact of parenthood is lower than the EU average and further decreasing
6. Exploiting job creation possibilities		
7. Gender equality	The inactivity trap for the second member of a couple (marginal effective tax rate on labour income when moving from social assistance to work) is worse than the EU average	
8. Improving skills supply and productivity, effective life-long learning	<i>Shortages of sector-specific skilled workers linked also to the lower participation rates in vocational education and training</i>	Adult participation in education and training (aged 25-64) is significantly higher than the EU average and increasing
9. Improving education and training systems	The rate of early leavers from education and training (18-24) is increasing	
10. Wage setting mechanisms and labour cost developments		Nominal unit labour cost growth has been relatively low in recent years

Germany

1. Progress towards the 2030 national employment rate target



2. Progress towards the 2030 national adult learning target



3. Key indicators on labour market performance⁵

	Germany						National Targets	EU27						EU Targets
Description	2019	2020	2021	2022	2023	2024	2030	2019	2020	2021	2022	2023	2024	2030
Employment rate of population aged 20-64 - total	79.6	78.2 b	79.4	80.6	81.1	81.3	83	72.7	71.7	73.0	74.6	75.3	75.8	78
Employment rate of population aged 20-64 - women	75.5	74.4 b	75.6	76.7	77.2	77.6		67.1	66.2	67.6	69.2	70.2	70.8	
Employment rate of population aged 20-64 - men	83.5	81.9 b	83.0	84.4	84.9	84.9		78.4	77.2	78.5	79.9	80.4	80.8	
Employment rate of young people aged 20-29 - total	74.4	73.0 b	73.6 b	75.7	76.8	77.0		63.7	61.3	62.8 b	65.1	66.0	66.0	
Employment rate of population aged 30-54 - total	86.2	84.8 b	84.9 b	85.8	85.7	85.8		81.6	80.8	81.4 b	82.6	83.0	83.4	
Employment rate of older population aged 55-64 - total	71.6	70.6 b	71.8	73.3	74.6	75.2		58.6	59.0	60.4	62.3	63.9	65.2	
Employment rate of low-skilled population aged 20-64 - total	60.6	60.0 b	61.8	65.1	66.1	66.5		55.1	54.0	55.0	57.2	58.3	58.7	
Employment rate of non-EU nationals (20-64) - total	60.3	58.1 b	58.4 b	61.1	60.9	62.6		60.0	57.5	59.0 b	61.9	63.1	64.2	
Overall employment growth	1.1	-2.2	1.0	2.2	1.1	0.4		1.1	-1.8	1.5	2.3	1.1	0.9	
Unemployment rate in age group 15-74 - total	3.0	3.7 b	3.7	3.2	3.1	3.4		6.8	7.2	7.1	6.2	6.1	5.9	
NEET rate for population aged 15-29 - total	8.6	9.6 b	9.5	8.8	8.8	8.5		12.8	13.9	13.1	11.7	11.2	11.0	
Unemployment rate in age group 15-24 - total	6.2	8.0 b	7.0	6.0	5.9	6.6		15.6	17.5	16.7	14.5	14.5	14.9	
Involuntary temporary employment as % of total employees 15-64	1.5	0.7 b	0.8 b	0.7	0.6	0.6		7.8	6.8	5.1 b	4.4	3.9	3.4	
Share of employees (15-64) in temporary employment contracts	12.0	10.8 b	11.5 b	12.4	12.0	11.4		15.0	13.5	14.1 b	14.1	13.4	12.8	
Newly employed in %	14.5	13.7 b	14.5 b	16.5	16.2	15.4		14.6	13.1	13.8 b	15.2	14.9	14.0	
Rate of long-term unemployment (as % active population) - total	1.2	1.1 b	1.2	1.1	1.0	0.9		2.7	2.4	2.8	2.4	2.1	1.9	
At-risk-of-poverty rate of unemployed	73.7	49.7 b	48.1	42.4	46.5	60.8		49.1 e	47.2 b	45.1	46.0	47.3	48.7	
Unemployment trap - tax rate on low wage earners	73.2	73.0	72.8	73.0	73.0	73.3		74.6	73.9	74.3	74.2	74.1	74.4	
Inactivity and part-time work due to personal and family responsibilities - total	6.3		6.6	6.6	6.7	7.0		3.3	3.4	3.3	3.3	3.4	3.3	
Part-time employment, Percentage of total employment (total)	34.1	27.9 b	27.8	28.0	28.7	29.2		19.4	17.8	17.7	17.6	17.8	17.8	
Job vacancy rate (average over 3 years)	3.0	3.0	3.0	3.4	3.9	3.9		2.1	2.1	2.2	2.4	2.7	2.7	
Employment gender gap (aged 20-64)	8.0	7.5	7.4	7.7	7.7	7.3	65	11.3	11.0	10.9	10.7	10.2	10.0	60
Gender pay gap	19.2	18.3	17.6	17.7 b	17.6 p			13.7	12.7	12.3	12.2	12.0 p		
Share of adult population (aged 25-64) with upper secondary or tertiary education - total	86.6	85.7 b	83.7 b	83.0	83.1	83.8		78.5	79.0	79.0 b	79.4	79.8	80.4	
Participation rate in education and training over the previous 12 months (age bracket 25-64), excluding guided on-the-job training (GOJT)				53.7							39.5			
Early leavers from education and training (aged 18-24) - total	10.3	10.1 b	12.5 b	12.7	12.8	12.4 b		10.1	10.0	9.8 b	9.7	9.5	9.3	
Completion of tertiary or equivalent education (aged 30-34) - total	35.5	36.6 b	38.9 b	38.9	41.0	43.0		40.4	41.2	41.9 b	42.8	43.9	44.8	
Labour productivity per person employed	103.9 p	105.0 p	103.4 p	102.0 p	101.6 p			100.0	100.0	100.0	100.0	100.0 p		
Labour productivity per hour worked	122.8 p	122.4 p	122.4 p	121.8 p	121.5 p			100.0	100.0	100.0	100.0	100.0 p		
Nominal unit labour cost growth	3.2	3.8	-0.3 p	4.3 p	6.9 p	5.7 p		1.8	4.3	-0.1	3.5	6.7	5.0	
Real unit labour cost growth	1.2	2.0	-3.0	-1.7	0.7	2.3		0.0	2.4	-2.6	-1.8	0.6	1.7	

⁵ The values for the following indicators will soon be revised for Germany due to technical issues in the classification of ISCED levels in the Eurostat LFS for the reporting years 2022 and 2023

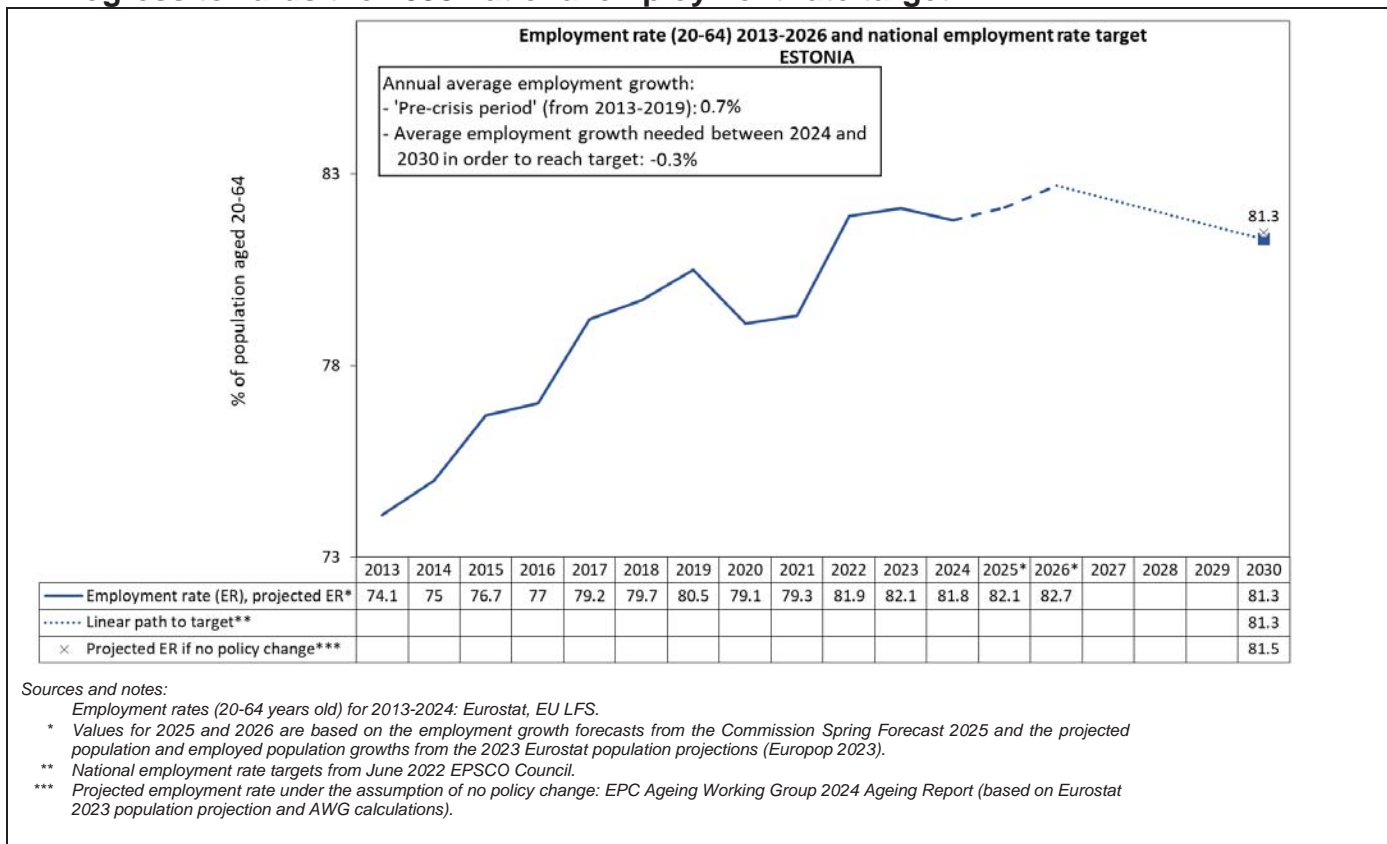
1. Share of adult population (aged 25-64) with upper secondary or tertiary education – total
2. Completion of tertiary or equivalent education (aged 30-34)
3. Employment rate of the low-skilled population aged 20-64

4. Key employment challenges Germany, May 2025

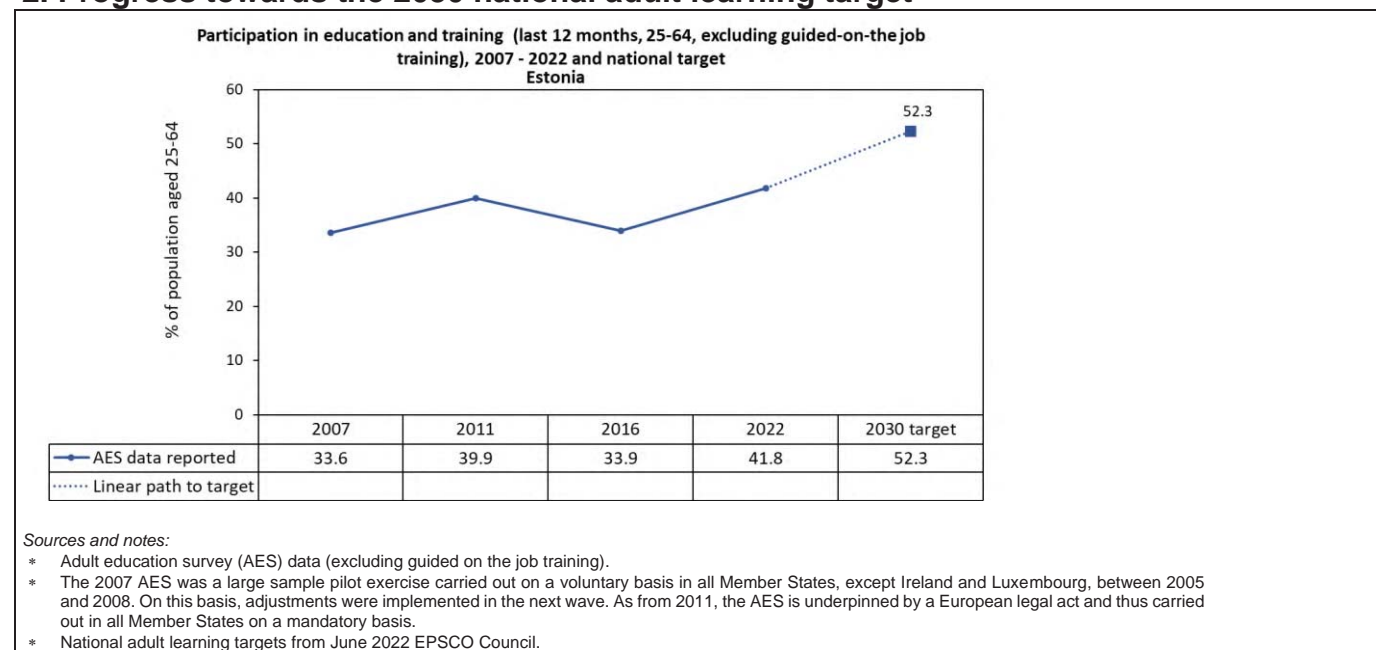
Employment policy area	Key Employment Challenge	Particularly good labour market outcome
1. Increase labour market participation		The employment rates for women (20-64) and older people (55-64) are above the EU averages The youth unemployment rate (15-29) and the share of unemployed NEETs are significantly lower than the EU average
2. Enhancing labour market functioning; combating segmentation		
3. Active labour market policies		The long-term unemployment rate is below the EU average
4. Adequate and employment oriented social security systems	The inactivity trap and the low-wage trap (tax rate on low-wage earners) for second earners are above the EU average	
5. Work-life balance	Inactivity and part-time work due to personal and family responsibilities higher than the EU average and increasing Participation of children (0-3) in formal childcare lower than the EU average	
6. Exploiting job creation possibilities		
7. Gender equality	The gender gap in part-time employment is significantly wider than the EU average	
8. Improving skills supply and productivity, effective life-long learning	<i>Barriers to skills development and bottlenecks for low-skilled workers to access the labour market</i>	
9. Improving education and training systems	The share of early leavers from education and training (18-24) is above the EU average <i>Educational outcomes are strongly dependent on the student's socio-economic background</i>	Difference in employment rates (20-64) for those with medium and high education attainment significantly smaller than the EU average and narrowing further
10. Wage setting mechanisms and labour cost developments		

Estonia

1. Progress towards the 2030 national employment rate target



2. Progress towards the 2030 national adult learning target



3. Key indicators on labour market performance

	Estonia						National Targets	EU27						EU Targets
Description	2019	2020	2021	2022	2023	2024	2030	2019	2020	2021	2022	2023	2024	2030
Employment rate of population aged 20-64 - total	80.5	79.1	79.3	81.9	82.1	81.8	81.3	72.7	71.7	73.0	74.6	75.3	75.8	78
Employment rate of population aged 20-64 - women	77.5	76.9	77.5	80.4	80.9	80.9		67.1	66.2	67.6	69.2	70.2	70.8	
Employment rate of population aged 20-64 - men	83.5	81.3	81.2	83.3	83.3	82.6		78.4	77.2	78.5	79.9	80.4	80.8	
Employment rate of young people aged 20-29 - total	73.4	69.5	72.2 b	76.3	75.8	73.1		63.7	61.3	62.8 b	65.1	66.0	66.0	
Employment rate of population aged 30-54 - total	84.7	83.5	84.2 b	86.3	86.0	86.2		81.6	80.8	81.4 b	82.6	83.0	83.4	
Employment rate of older population aged 55-64 - total	71.9	71.3	71.6	73.7	76.0	75.7		58.6	59.0	60.4	62.3	63.9	65.2	
Employment rate of low-skilled population aged 20-64 - total	63.3	61.4	62.7	67.3	67.6	65.7		55.1	54.0	55.0	57.2	58.3	58.7	
Employment rate of non-EU nationals (20-64) - total	73.9	73.3	71.1 b	73.9	76.0	76.2		60.0	57.5	59.0 b	61.9	63.1	64.2	
Overall employment growth	0.8	-2.2	-0.3	3.4	2.5	0.2		1.1	-1.8	1.5	2.3	1.1	0.9	
Unemployment rate in age group 15-74 - total	4.5	6.9	6.2	5.6	6.4	7.6 u		6.8	7.2	7.1	6.2	6.1	5.9	
NEET rate for population aged 15-29 - total	9.7	11.1	11.2	10.6	9.6	11.0		12.8	13.9	13.1	11.7	11.2	11.0	
Unemployment rate in age group 15-24 - total	11.6	18.3	16.7	18.6	17.3	19.1		15.6	17.5	16.7	14.5	14.5	14.9	
Involuntary temporary employment as % of total employees 15-64	0.2 u	0.3 u	0.5 bu	0.2 u		0.7		7.8	6.8	5.1 b	4.4	3.9	3.4	
Share of employees (15-64) in temporary employment contracts	3.2	2.8	1.7 b	3.2	3.2	3.9		15.0	13.5	14.1 b	14.1	13.4	12.8	
Newly employed in %	18.6	16.4	16.1 b	18.6	16.7	15.9		14.6	13.1	13.8 b	15.2	14.9	14.0	
Rate of long-term unemployment (as % active population) - total	0.9	1.2	1.6	1.3	1.3	1.8		2.7	2.4	2.8	2.4	2.1	1.9	
At-risk-of-poverty rate of unemployed	52.5	45.9	43.3	39.3	44.7	51.3		49.1 e	47.2 b	45.1	46.0	47.3	48.7	
Unemployment trap - tax rate on low wage earners	62.2	62.5	69.3	69.3	70.0	70.8		74.6	73.9	74.3	74.2	74.1	74.4	
Inactivity and part-time work due to personal and family responsibilities - total	1.8	2.1	1.7	1.9	1.8	1.6		3.3	3.4	3.3	3.3	3.4	3.3	
Part-time employment, Percentage of total employment (total)	11.2	12.1	12.2	13.2	13.5	13.5		19.4	17.8	17.7	17.6	17.8	17.8	
Job vacancy rate (average over 3 years)	2.0	1.7	1.7	1.7	1.9	1.8		2.1	2.1	2.2	2.4	2.7	2.7	
Employment gender gap (aged 20-64)	6.0	4.4	3.7	2.9	2.4	1.7		11.3	11.0	10.9	10.7	10.2	10.0	
Gender pay gap	21.6	21.0	20.3	21.1	16.9 p			13.7	12.7	12.3	12.2	12.0 p		
Share of adult population (aged 25-64) with upper secondary or tertiary education - total	89.0	89.3	89.5 b	89.8	89.4	88.8		78.5	79.0	79.0 b	79.4	79.8	80.4	
Participation rate in education and training over the previous 12 months (age bracket 25-64), excluding guided on-the-job training (GOUT)				41.8			52.3				39.5			60
Early leavers from education and training (aged 18-24) - total	11.2	8.5	9.8 b	10.8	9.7	11.0		10.1	10.0	9.8 b	9.7	9.5	9.3	
Completion of tertiary or equivalent education (aged 30-34) - total	44.0	41.5	43.1 b	45.7	47.3	45.3		40.4	41.2	41.9 b	42.8	43.9	44.8	
Labour productivity per person employed	78.3	81.8	84.0	80.7	77.5 p			100.0	100.0	100.0	100.0	100.0 p		
Labour productivity per hour worked	71.5	72.9	72.2	69.8	67.9 p			100.0	100.0	100.0	100.0	100.0 p		
Nominal unit labour cost growth	5.3	4.6	2.1	13.1	15.1	6.1		1.8	4.3	-0.1	3.5	6.7	5.0	
Real unit labour cost growth	1.4	3.9	-3.1	-2.3	6.6	0.5		0.0	2.4	-2.6	-1.8	0.6	1.7	

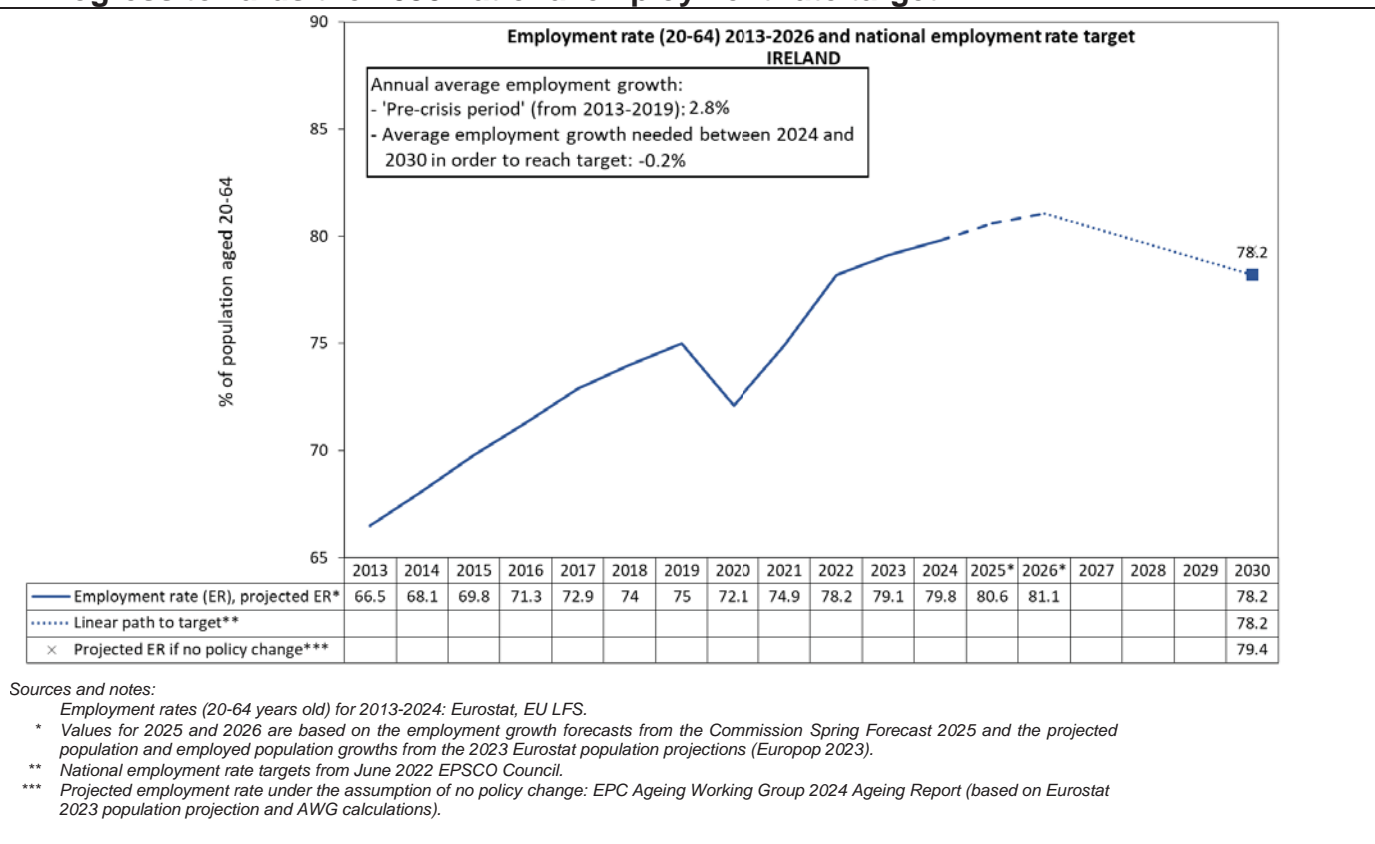
4. Key employment challenges Estonia, May 2025

Employment policy area	Key Employment Challenge	Particularly good labour market outcome
1. Increase labour market participation	The youth unemployment rate (15-29) is higher than the EU average and increasing The NEET rate (15-29) showed some negative development <i>Medium-term integration of displaced persons from Ukraine into the labour market</i>	The employment rate (20-64) is significantly higher than the EU average The duration of working life is higher than the EU average
2. Enhancing labour market functioning; combating segmentation	The long-term unemployment rate (15-74) showed some negative development	
3. Active labour market policies		
4. Adequate and employment oriented social security systems	The in-work-poverty risk is higher than the EU average	
5. Work-life balance		
6. Exploiting job creation possibilities		
7. Gender equality	The gender pay gap is above the EU average, though with a significant positive development	The gender employment gap is significantly smaller than the EU average and improving The inactivity trap for the second member of a couple (marginal effective tax rate on labour income when moving from social assistance to work) is significantly lower than the EU average and decreasing
8. Improving skills supply and productivity, effective life-long learning		Adult participation in education and training (25-64) is relatively high and increasing
9. Improving education and training systems	The rate of early leavers from education and training (18-24) showed some negative development <i>The education and training system is under pressure to adapt to demographic and labour market trends</i>	
10. Wage setting mechanisms and labour cost developments	Labour productivity has decreased significantly in recent years <i>The coverage of collective bargaining and trade union density remain low</i>	

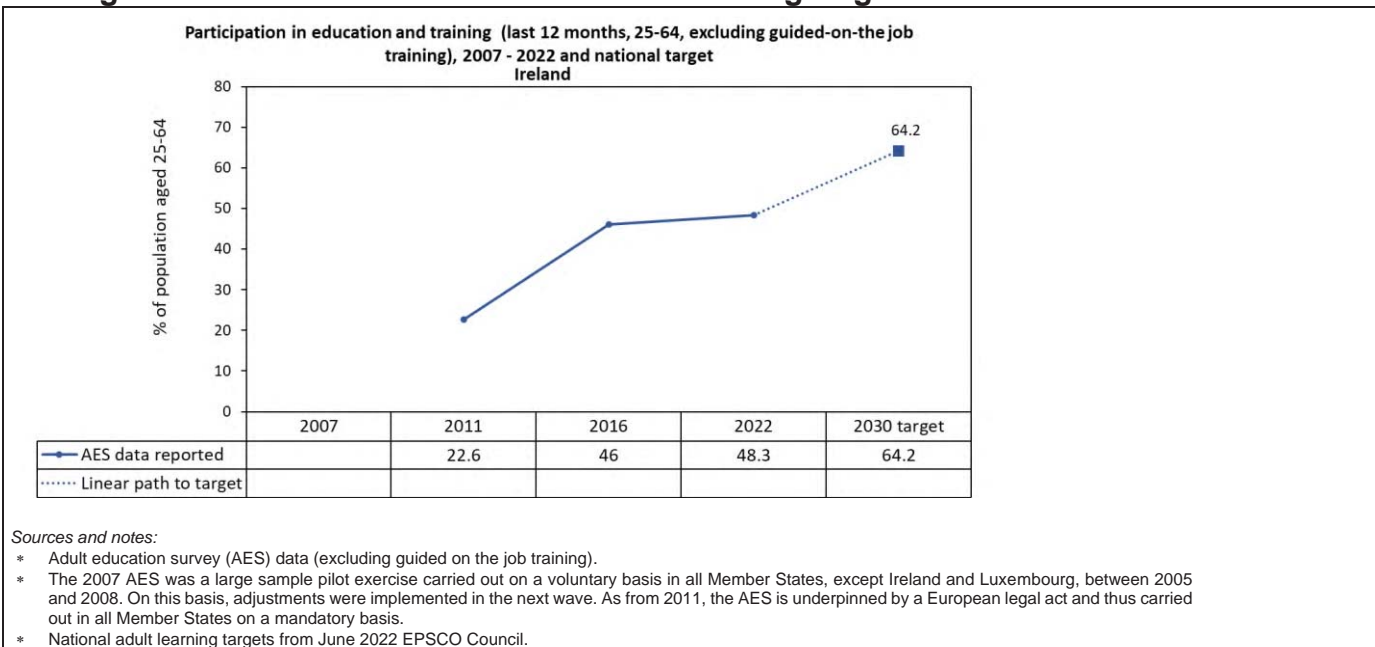
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Ireland

1. Progress towards the 2030 national employment rate target



2. Progress towards the 2030 national adult learning target



3. Key indicators on labour market performance

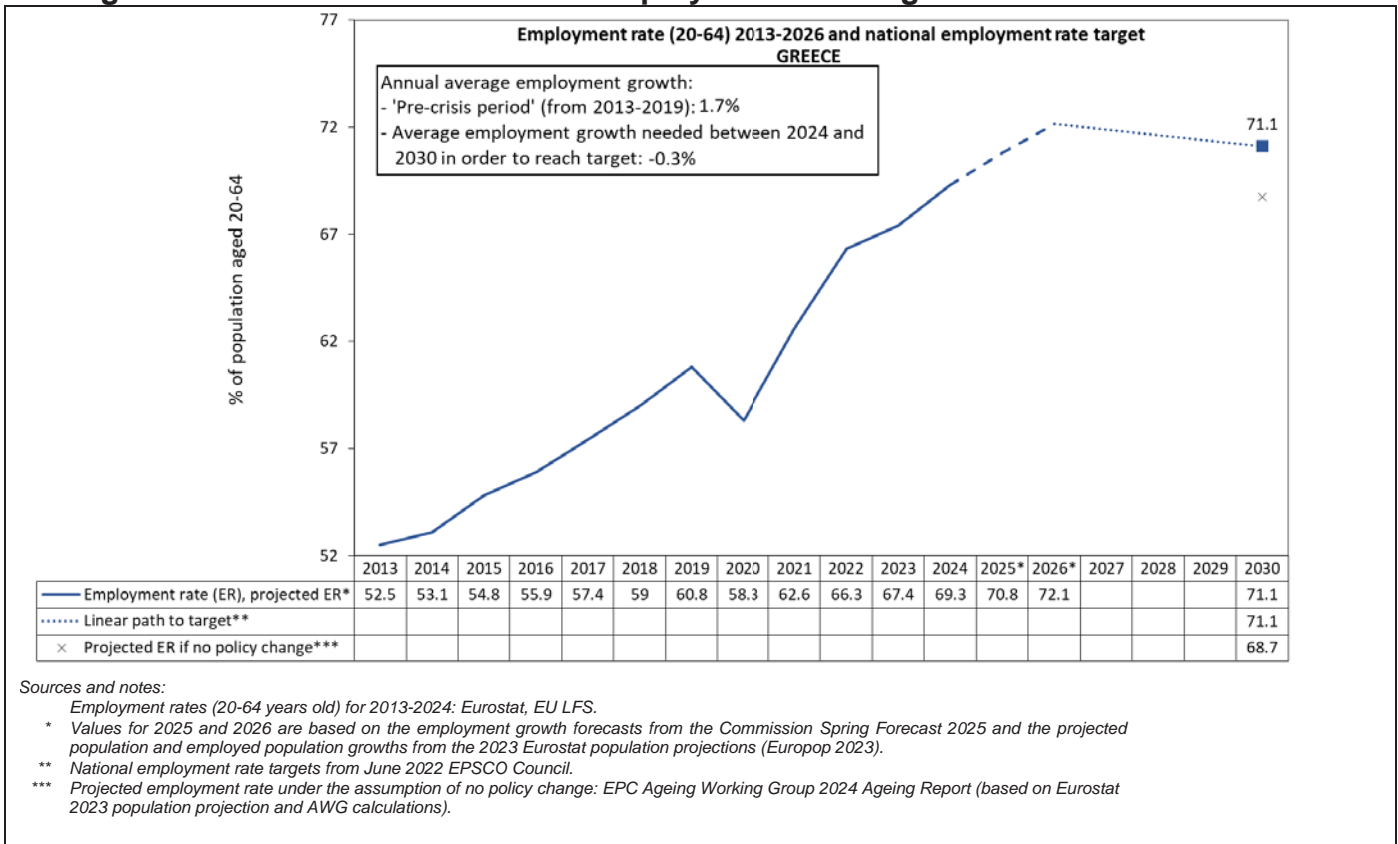
	Ireland						National Targets	EU27						EU Targets
Description	2019	2020	2021	2022	2023	2024	2030	2019	2020	2021	2022	2023	2024	2030
Employment rate of population aged 20-64 - total	75.0	72.1	74.9 b	78.2	79.1	79.8	78.2	72.7	71.7	73.0	74.6	75.3	75.8	78
Employment rate of population aged 20-64 - women	68.8	65.8	69.9 b	72.6	74.3	75.2		67.1	66.2	67.6	69.2	70.2	70.8	
Employment rate of population aged 20-64 - men	81.3	78.5	80.0 b	84.0	84.2	84.5		78.4	77.2	78.5	79.9	80.4	80.8	
Employment rate of young people aged 20-29 - total	72.1	66.8	70.3 b	75.2	75.7	77.0		63.7	61.3	62.8 b	65.1	66.0	66.0	
Employment rate of population aged 30-54 - total	80.2	79.2	80.2 b	82.8	83.9	84.5		81.6	80.8	81.4 b	82.6	83.0	83.4	
Employment rate of older population aged 55-64 - total	61.7	60.7	62.9 b	66.9	67.7	68.1		58.6	59.0	60.4	62.3	63.9	65.2	
Employment rate of low-skilled population aged 20-64 - total	52.3	49.9	51.4 b	53.9	54.4	54.7		55.1	54.0	55.0	57.2	58.3	58.7	
Employment rate of non-EU nationals (20-64) - total	69.2	67.3	70.5 b	76.2	76.9	77.4		60.0	57.5	59.0 b	61.9	63.1	64.2	
Overall employment growth	2.8	-3.1	7.4	7.1	3.2	2.5		1.1	-1.8	1.5	2.3	1.1	0.9	
Unemployment rate in age group 15-74 - total	5.0	5.9	6.2 b	4.5	4.3	4.3		6.8	7.2	7.1	6.2	6.1	5.9	
NEET rate for population aged 15-29 - total	11.4	14.1	9.7 b	8.6	8.5	7.5		12.8	13.9	13.1	11.7	11.2	11.0	
Unemployment rate in age group 15-24 - total	12.5	15.8	14.6 b	10.1	10.7	10.6		15.6	17.5	16.7	14.5	14.5	14.9	
Involuntary temporary employment as % of total employees 15-64	2.4	2.3	1.8 b	1.6	1.5	1.0		7.8	6.8	5.1 b	4.4	3.9	3.4	
Share of employees (15-64) in temporary employment contracts	9.7	9.0	9.4 b	8.4	8.4	7.4		15.0	13.5	14.1 b	14.1	13.4	12.8	
Newly employed in %	17.6	14.9	15.8 b	18.4	17.3	16.5		14.6	13.1	13.8 b	15.2	14.9	14.0	
Rate of long-term unemployment (as % active population) - total	1.6	1.4	1.8 b	1.3	1.1	1.0		2.7	2.4	2.8	2.4	2.1	1.9	
At-risk-of-poverty rate of unemployed	32.4 b	35.4 b	25.3	32.5	35.4	35.4		49.1 e	47.2 b	45.1	46.0	47.3	48.7	
Unemployment trap - tax rate on low wage earners	54.4	55.1	67.9	66.8	53.7	53.5		74.6	73.9	74.3	74.2	74.1	74.4	
Inactivity and part-time work due to personal and family responsibilities - total	4.7	4.5	4.6	3.7	4.3	4.5		3.3	3.4	3.3	3.3	3.4	3.3	
Part-time employment, Percentage of total employment (total)	19.6	17.8	19.7 b	20.0	20.3	19.6		19.4	17.8	17.7	17.6	17.8	17.8	
Job vacancy rate (average over 3 years)	1.0	1.0	1.0	1.2	1.4	1.3		2.1	2.1	2.2	2.4	2.7	2.7	
Employment gender gap (aged 20-64)	12.5	12.7	10.1	11.4	9.9	9.3		11.3	11.0	10.9	10.7	10.2	10.0	
Gender pay gap	10.3	9.0	9.9	9.3	8.6 p			13.7	12.7	12.3	12.2	12.0 p		
Share of adult population (aged 25-64) with upper secondary or tertiary education - total	83.7	85.5	87.5 b	87.8	88.3	89.4		78.5	79.0	79.0 b	79.4	79.8	80.4	
Participation rate in education and training over the previous 12 months (age bracket 25-64), excluding guided on-the-job training (GOUT)				48.3			64.2				39.5			60
Early leavers from education and training (aged 18-24) - total	5.1	5.0	3.3 b	3.7	4.0	2.8 b		10.1	10.0	9.8 b	9.7	9.5	9.3	
Completion of tertiary or equivalent education (aged 30-34) - total	55.4	58.1	62.4 b	62.6	63.7	66.4		40.4	41.2	41.9 b	42.8	43.9	44.8	
Labour productivity per person employed	188.0	210.5	217.1	224.5	200.3 p			100.0	100.0	100.0	100.0	100.0 p		
Labour productivity per hour worked	175.2	199.2	212.8	217.8	196.8 p			100.0	100.0	100.0	100.0	100.0 p		
Nominal unit labour cost growth	2.1	-6.4	-5.7	0.9	16.9	5.0		1.8	4.3	-0.1	3.5	6.7	5.0	
Real unit labour cost growth	-1.2	-4.6	-6.7	-5.5	12.9	4.0		0.0	2.4	-2.6	-1.8	0.6	1.7	

4. Key employment challenges Ireland, May 2025

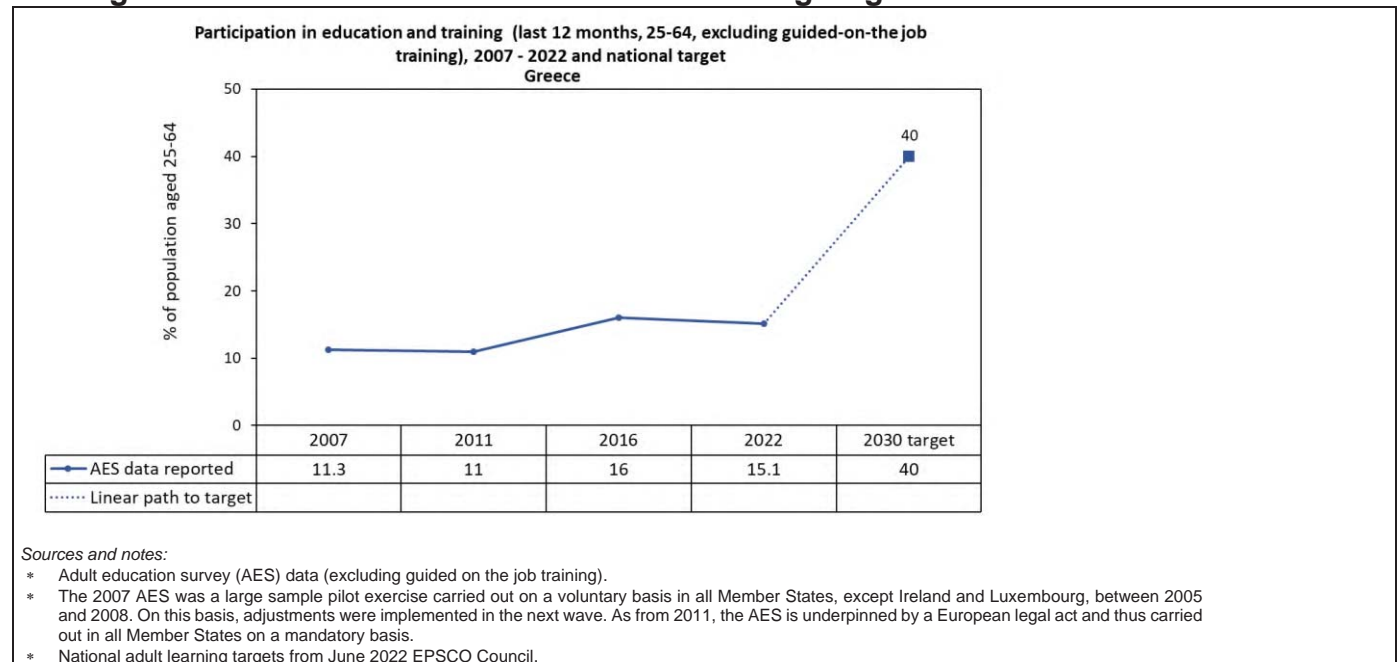
Employment policy area	Key Employment Challenge	Particularly good labour market outcome
1. Increase labour market participation	<i>The labour market outcomes for the most vulnerable groups, such as people with disabilities, single parents, Travellers, are comparatively poorer</i>	The employment rate (20-64) is higher than the EU average, including for young people (20-29) and non-EU nationals, and significantly increasing
2. Enhancing labour market functioning; combating segmentation		
3. Active labour market policies		
4. Adequate and employment oriented social security systems	Despite decreasing significantly, inactivity due to personal and family responsibilities remains well above the EU average	Unemployment and low-wage traps (tax rate on low-wage earners) (significantly) below the EU averages and further decreasing
5. Work-life balance	Despite increasing, participation of children in formal childcare (age 0-3) remains below the EU average	
6. Exploiting job creation possibilities		
7. Gender equality	The gender employment gap is increasing among older workers	
8. Improving skills supply and productivity, effective life-long learning	<i>Shortages in labour and skills persist, aggravated by the unavailability/high cost of housing</i>	The share of the adult population (25-64) having attained high (tertiary) education is very high The share of young people (20-24) having completed at least upper secondary education is very high
9. Improving education and training systems		
10. Wage setting mechanisms and labour cost developments	<i>Low trade union density ('membership') and collective bargaining coverage limits the ability to negotiate for fair wages and decent working conditions</i>	

Greece

1. Progress towards the 2030 national employment rate target



2. Progress towards the 2030 national adult learning target



3. Key indicators on labour market performance

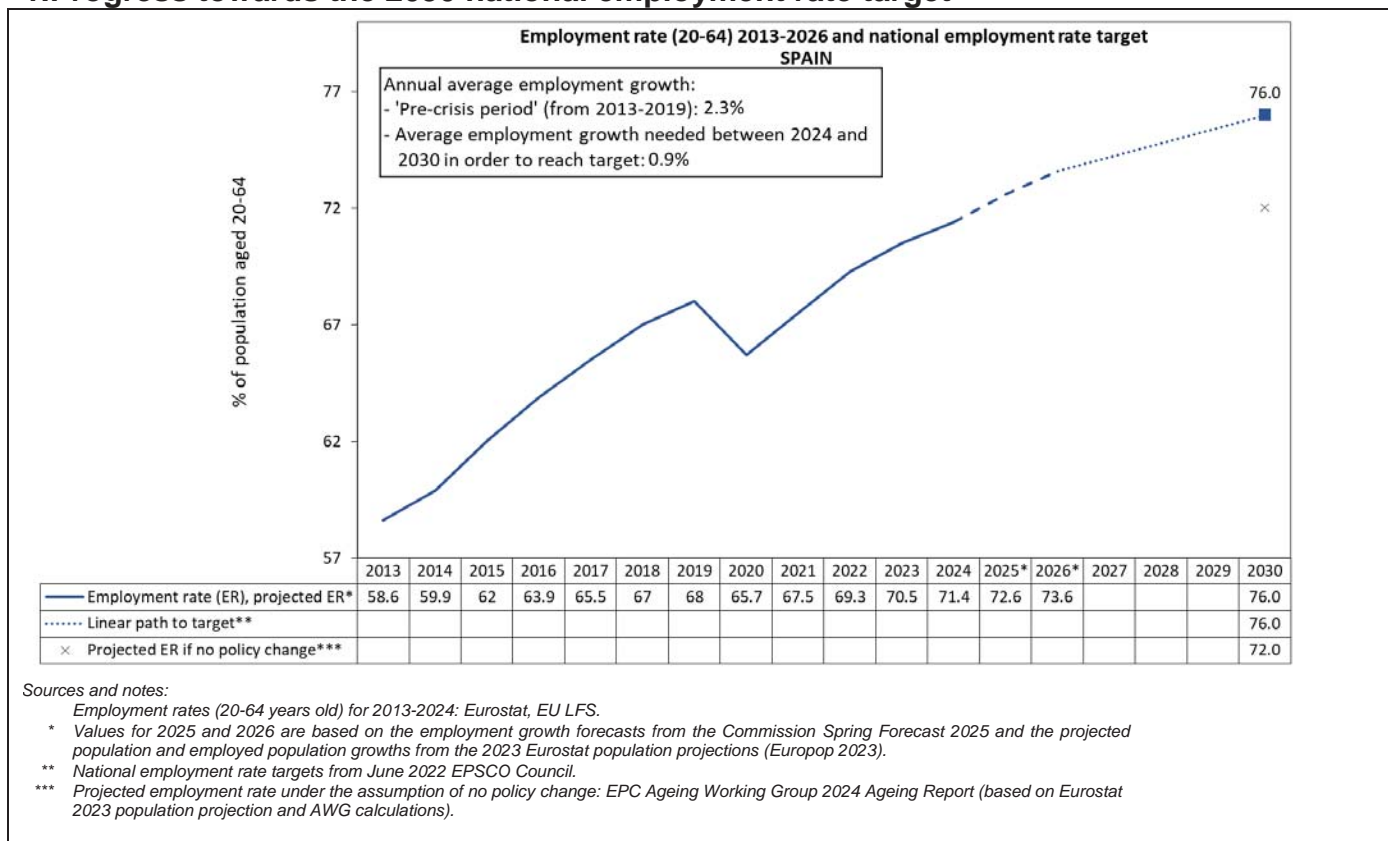
	Greece						National Targets	EU27						EU Targets
Description	2019	2020	2021	2022	2023	2024	2030	2019	2020	2021	2022	2023	2024	2030
Employment rate of population aged 20-64 - total	60.8	58.3	62.6	66.3	67.4	69.3	71.1	72.7	71.7	73.0	74.6	75.3	75.8	78
Employment rate of population aged 20-64 - women	50.5	48.7	52.7	55.9	57.6	59.9		67.1	66.2	67.6	69.2	70.2	70.8	
Employment rate of population aged 20-64 - men	71.2	68.1	72.5	76.9	77.4	78.7		78.4	77.2	78.5	79.9	80.4	80.8	
Employment rate of young people aged 20-29 - total	46.0	43.8	45.4 b	50.5	52.6	54.8		63.7	61.3	62.8 b	65.1	66.0	66.0	
Employment rate of population aged 30-54 - total	72.1	72.2	72.9 b	76.6	77.3	78.8		81.6	80.8	81.4 b	82.6	83.0	83.4	
Employment rate of older population aged 55-64 - total	42.9	42.6	48.3	51.9	54.1	57.3		58.6	59.0	60.4	62.3	63.9	65.2	
Employment rate of low-skilled population aged 20-64 - total	51.7	49.1	52.5	55.5	57.0	58.7		55.1	54.0	55.0	57.2	58.3	58.7	
Employment rate of non-EU nationals (20-64) - total	57.3	53.9	55.8 b	60.4	62.9	63.8		60.0	57.5	59.0 b	61.9	63.1	64.2	
Overall employment growth	2.0	-5.1	6.0	5.4	1.2	1.7		1.1	-1.8	1.5	2.3	1.1	0.9	
Unemployment rate in age group 15-74 - total	17.9	17.6	14.7	12.5	11.1	10.1		6.8	7.2	7.1	6.2	6.1	5.9	
NEET rate for population aged 15-29 - total	17.5	18.5	17.2	15.3	15.9	14.2		12.8	13.9	13.1	11.7	11.2	11.0	
Unemployment rate in age group 15-24 - total	37.5	38.0	35.5	31.4	26.7	22.5		15.6	17.5	16.7	14.5	14.5	14.9	
Involuntary temporary employment as % of total employees 15-64	9.3	7.4	5.6 b	3.5	6.9	4.5		7.8	6.8	5.1 b	4.4	3.9	3.4	
Share of employees (15-64) in temporary employment contracts	12.6	10.1	10.2 b	10.1	10.8	9.5		15.0	13.5	14.1 b	14.1	13.4	12.8	
Newly employed in %	11.7	9.8	10.9 b	10.9	10.6	9.9		14.6	13.1	13.8 b	15.2	14.9	14.0	
Rate of long-term unemployment (as % active population) - total	11.3	10.5	9.2	7.7	6.2	5.4		2.7	2.4	2.8	2.4	2.1	1.9	
At-risk-of-poverty rate of unemployed	44.9	45.3	45.4	43.6	48.0	49.1		49.1 e	47.2 b	45.1	46.0	47.3	48.7	
Unemployment trap - tax rate on low wage earners	56.1	60.5	57.5	56.0	42.4	44.1		74.6	73.9	74.3	74.2	74.1	74.4	
Inactivity and part-time work due to personal and family responsibilities - total	0.8	0.8	1.1	0.9	1.0	0.9		3.3	3.4	3.3	3.3	3.4	3.3	
Part-time employment, Percentage of total employment (total)	9.3	8.8	8.2	8.0	7.3	6.3		19.4	17.8	17.7	17.6	17.8	17.8	
Job vacancy rate (average over 3 years)	0.6	0.5	0.5	0.7	1.1	1.6		2.1	2.1	2.2	2.4	2.7	2.7	
Employment gender gap (aged 20-64)	20.7	19.4	19.8	21.0	19.8	18.8		11.3	11.0	10.9	10.7	10.2	10.0	
Gender pay gap				13.5	13.6 p			13.7	12.7	12.3	12.2	12.0 p		
Share of adult population (aged 25-64) with upper secondary or tertiary education - total	76.8	78.8	79.8 b	80.8	81.1	82.1		78.5	79.0	79.0 b	79.4	79.8	80.4	
Participation rate in education and training over the previous 12 months (age bracket 25-64), excluding guided on-the-job training (GOUT)				15.1			40				39.5			60
Early leavers from education and training (aged 18-24) - total	4.1	3.8	3.2 b	4.1	3.7	3.0 b		10.1	10.0	9.8 b	9.7	9.5	9.3	
Completion of tertiary or equivalent education (aged 30-34) - total	43.1	43.9	44.3 b	44.8	45.1	44.4		40.4	41.2	41.9 b	42.8	43.9	44.8	
Labour productivity per person employed	69.3	65.9	67.2 p	70.4 p	70.1 p			100.0	100.0	100.0	100.0	100.0 p		
Labour productivity per hour worked	55.6	55.1	54.7 p	57.0 p	56.2 p			100.0	100.0	100.0	100.0	100.0 p		
Nominal unit labour cost growth	-0.3	6.8	-1.7	-1.4 p	2.5 p	4.9 p		1.8	4.3	-0.1	3.5	6.7	5.0	
Real unit labour cost growth	-0.5	7.2	-3.1	-7.4	-3.2	-0.3		0.0	2.4	-2.6	-1.8	0.6	1.7	

4. Key employment challenges Greece, May 2025

Employment policy area	Key Employment Challenge	Particularly good labour market outcome
1. Increase labour market participation	The employment rate (20-64), including for young people (20-29) and older workers (55-64), remains below the EU average but is improving significantly The NEET rate (15-29) remains above the EU average, especially for men, although the situation has been improving over the past decade	
2. Enhancing labour market functioning; combating segmentation	The share of newly employed (including young people aged 15-29) is below the EU average and declining <i>Persisting incidence of undeclared work</i>	
3. Active labour market policies	Although significantly decreasing, the long-term unemployment rate remains well above the EU average, including for young people (15-29) <i>There is further scope in delivering more effective and customised activation support to jobseekers, targeting predominantly underrepresented groups such as youth, women and other vulnerable groups, including by improving outreach and strengthening capacity of the Public Employment Services, while steps have been taken</i>	
4. Adequate and employment oriented social security systems	The in-work poverty risk is higher than the EU average	The unemployment trap (tax rate on low-wage earners) is significantly below the EU average and declining further
5. Work-life balance	The share of inactivity and part-time work due to lack of care services for children and other dependents among those aged 20-64 with care responsibilities is above the EU average	
6. Exploiting job creation possibilities		
7. Gender equality	The gender employment gap (20-64) remains significantly above the EU average	
8. Improving skills supply and productivity, effective life-long learning	The share of the adult population aged 25-64 (employed and unemployed) participating in education and training is below the EU average <i>There is further scope for skills provision, including for green and digital skills, to be delivered in a more systemic and coordinated manner, which may accelerate the potential for quality and tailored training provision</i>	
9. Improving education and training systems	<i>Significant, longstanding educational inequalities linked to socio-economic and migrant background persist, although recent reforms have started to be implemented to tackle this</i>	The share of early leavers from education and training aged 18-24 is significantly below the EU average
10. Wage setting mechanisms and labour cost developments		

Spain

1. Progress towards the 2030 national employment rate target



2. Progress towards the 2030 national adult learning target



3. Key indicators on labour market performance

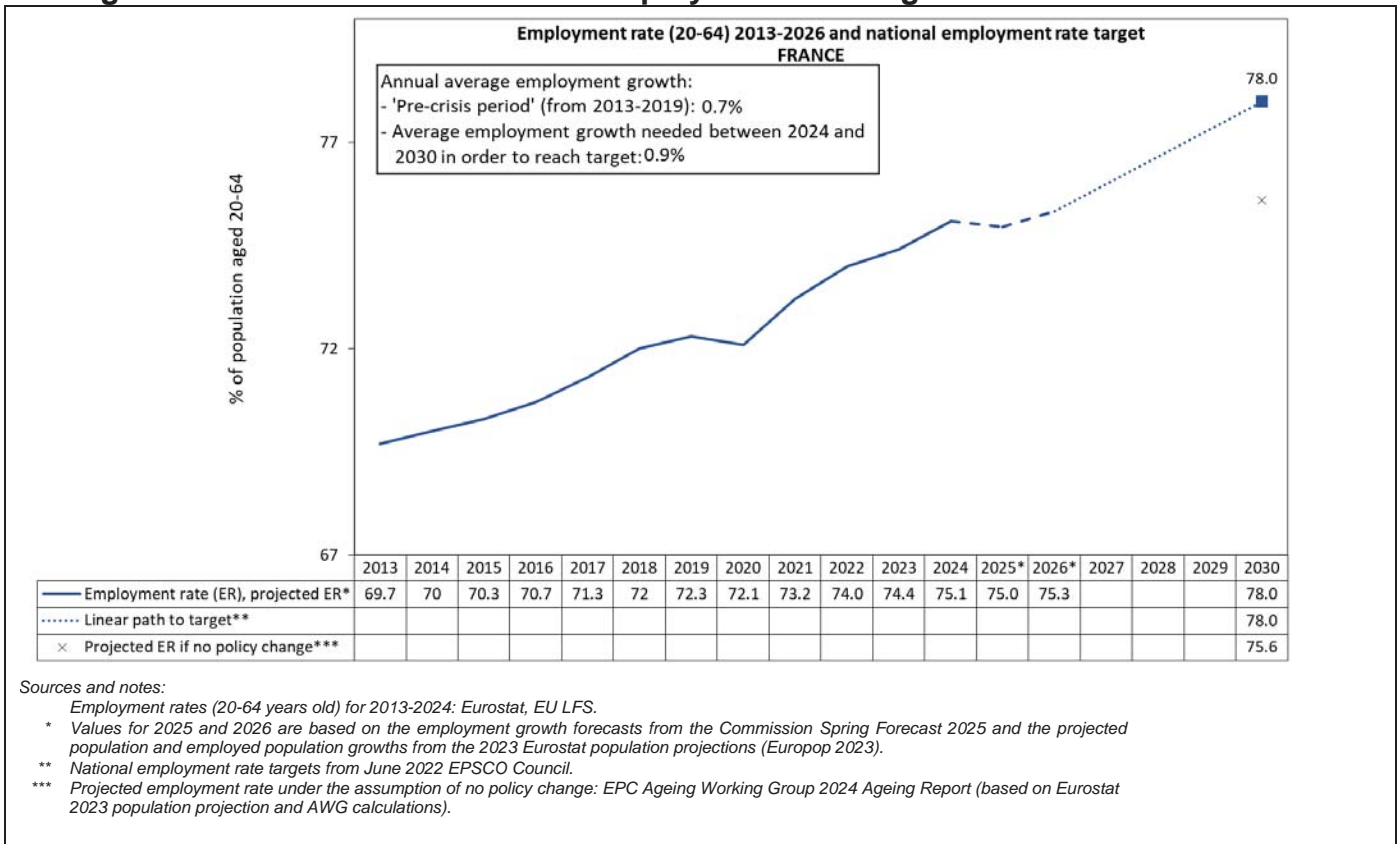
	Spain						National Targets	EU27						EU Targets
Description	2019	2020	2021	2022	2023	2024	2030	2019	2020	2021	2022	2023	2024	2030
Employment rate of population aged 20-64 - total	68.0	65.7	67.5 d	69.3 d	70.5 d	71.4 d	76	72.7	71.7	73.0	74.6	75.3	75.8	78
Employment rate of population aged 20-64 - women	62.1	60.0	62.1 d	63.7 d	65.4 d	66.5 d		67.1	66.2	67.6	69.2	70.2	70.8	
Employment rate of population aged 20-64 - men	74.0	71.4	72.9 d	74.9 d	75.7 d	76.3 d		78.4	77.2	78.5	79.9	80.4	80.8	
Employment rate of young people aged 20-29 - total	53.8	48.6	51.5 bd	55.2 d	56.3 d	56.9 d		63.7	61.3	62.8 b	65.1	66.0	66.0	
Employment rate of population aged 30-54 - total	76.9	74.5	76.3 bd	77.8 d	79.0 d	79.8 d		81.6	80.8	81.4 b	82.6	83.0	83.4	
Employment rate of older population aged 55-64 - total	53.8	54.7	55.8 d	57.7 d	59.5 d	61.1 d		58.6	59.0	60.4	62.3	63.9	65.2	
Employment rate of low-skilled population aged 20-64 - total	57.8	55.4	56.9 d	58.9 d	60.5 d	61.4 d		55.1	54.0	55.0	57.2	58.3	58.7	
Employment rate of non-EU nationals (20-64) - total	59.8	55.2	58.9 bd	61.3 d	62.9 d	63.3 d		60.0	57.5	59.0 b	61.9	63.1	64.2	
Overall employment growth	2.3	-3.1	3.1	3.5	3.0	2.2		1.1	-1.8	1.5	2.3	1.1	0.9	
Unemployment rate in age group 15-74 - total	14.1	15.5	14.9 d	13.0 d	12.2 d	11.4 d		6.8	7.2	7.1	6.2	6.1	5.9	
NEET rate for population aged 15-29 - total	14.9	17.3	14.2 d	12.7 d	12.3 d	12.0 d		12.8	13.9	13.1	11.7	11.2	11.0	
Unemployment rate in age group 15-24 - total	32.5	38.3	35.0 d	29.7 d	28.7 d	26.5 d		15.6	17.5	16.7	14.5	14.5	14.9	
Involuntary temporary employment as % of total employees 15-64	21.2	19.5	17.3 bd	13.6 d	10.2 d	8.9 d		7.8	6.8	5.1 b	4.4	3.9	3.4	
Share of employees (15-64) in temporary employment contracts	26.3	24.2	25.4 bd	21.4 d	17.3 d	16.0 d		15.0	13.5	14.1 b	14.1	13.4	12.8	
Newly employed in %	19.0	16.1	17.3 bd	18.9 d	18.9 d	18.4 d		14.6	13.1	13.8 b	15.2	14.9	14.0	
Rate of long-term unemployment (as % active population) - total	5.3	5.0	6.2 d	5.1 d	4.3 d	3.8 d		2.7	2.4	2.8	2.4	2.1	1.9	
At-risk-of-poverty rate of unemployed	46.7	46.3	45.1	45.6	46.2	43.5		49.1 e	47.2 b	45.1	46.0	47.3	48.7	
Unemployment trap - tax rate on low wage earners	82.0	80.5	82.1	80.4	82.2	81.5		74.6	73.9	74.3	74.2	74.1	74.4	
Inactivity and part-time work due to personal and family responsibilities - total	1.6	1.6	1.7	2.0	1.9	2.0		3.3	3.4	3.3	3.3	3.4	3.3	
Part-time employment, Percentage of total employment (total)	14.5	13.9	13.7 d	13.4 d	13.1 d	13.4 d		19.4	17.8	17.7	17.6	17.8	17.8	
Job vacancy rate (average over 3 years)	0.7	0.7	0.7	0.7	0.8	0.9		2.1	2.1	2.2	2.4	2.7	2.7	
Employment gender gap (aged 20-64)	11.9	11.4	10.8	11.2	10.3	9.8	60	11.3	11.0	10.9	10.7	10.2	10.0	60
Gender pay gap	9.6	9.3	9.3	9.2	9.2 p			13.7	12.7	12.3	12.2	12.0 p		
Share of adult population (aged 25-64) with upper secondary or tertiary education - total	61.3	62.9	63.4 b	63.7	64.2	64.9		78.5	79.0	79.0 b	79.4	79.8	80.4	
Participation rate in education and training over the previous 12 months (age bracket 25-64), excluding guided on-the-job training (GOUT)				34.1							39.5			
Early leavers from education and training (aged 18-24) - total	17.3	16.0	13.3 b	13.9	13.7	13.0		10.1	10.0	9.8 b	9.7	9.5	9.3	
Completion of tertiary or equivalent education (aged 30-34) - total	44.7	44.8	46.2 b	48.7	50.6	51.7		40.4	41.2	41.9 b	42.8	43.9	44.8	
Labour productivity per person employed	98.5	92.8	93.7 p	94.7 p	97.0 p			100.0	100.0	100.0	100.0	100.0 p		
Labour productivity per hour worked	95.3	91.3	91.5 p	92.2 p	95.4 p			100.0	100.0	100.0	100.0	100.0 p		
Nominal unit labour cost growth	4.1	8.2	0.8	2.3 p	6.2 p	4.0 p		1.8	4.3	-0.1	3.5	6.7	5.0	
Real unit labour cost growth	2.7	6.9	-1.7	-2.3	0.0	0.9		0.0	2.4	-2.6	-1.8	0.6	1.7	

4. Key employment challenges Spain, May 2025

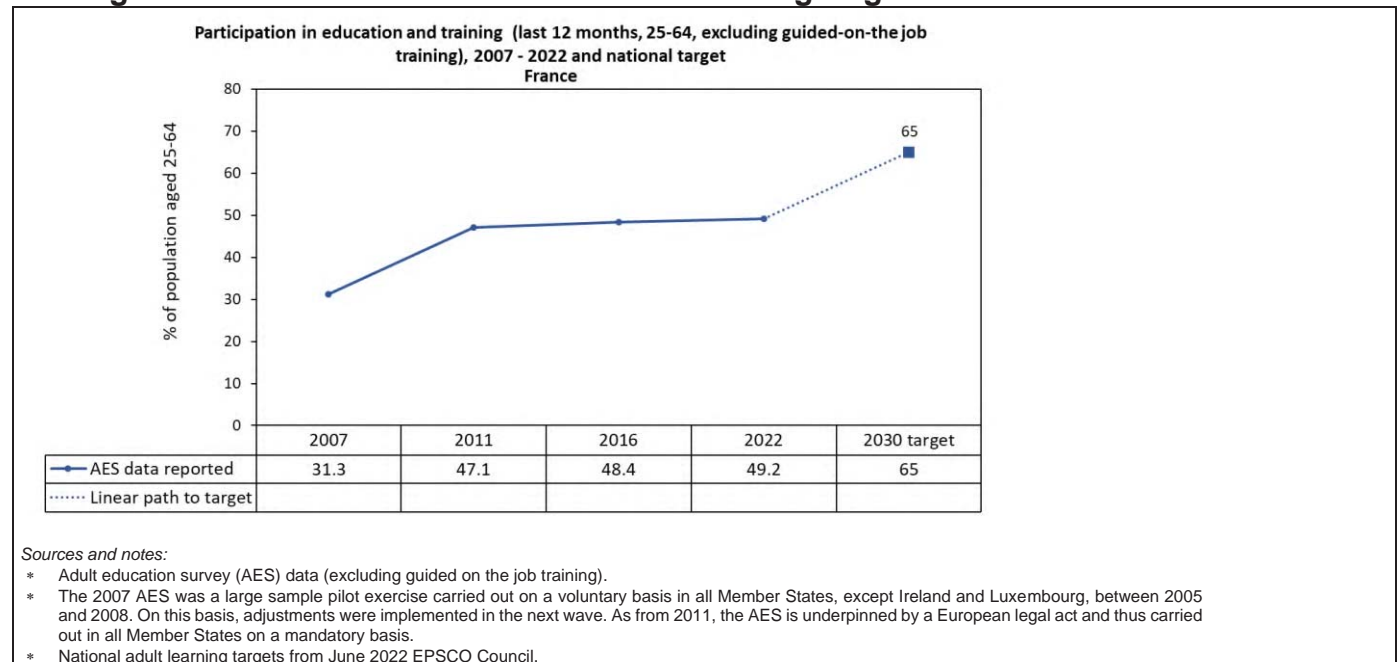
Employment policy area	Key Employment Challenge	Particularly good labour market outcome
1. Increase labour market participation	The employment rate (20-64) remains below the EU average despite improving, including for young people (20-29) The youth unemployment rate remains significantly above the EU average despite markedly improving	
2. Enhancing labour market functioning; combating segmentation	A decreasing, yet still very high involuntary temporary employment share and a low and worsening transition rate from temporary to permanent employment <i>Workforce ageing straining labour market dynamics and future competitiveness</i> <i>Persistently high share of fixed-term contracts in the public sector</i> <i>Persistent regional disparities in the labour market, especially for young and older workers, women and third-country nationals</i>	High level of newly employed, especially among young people
3. Active labour market policies	Very high unemployment and long-term unemployment rates (15-74), despite significant improvements	
4. Adequate and employment oriented social security systems	The in-work poverty risk is above the EU average, yet improving	
5. Work-life balance		
6. Exploiting job creation possibilities		
7. Gender equality		
8. Improving skills supply and productivity, effective life-long learning	Very low share of adults with medium educational attainment levels <i>Limited engagement with the lifelong learning system, adding to system skills shortages and mismatches</i>	
9. Improving education and training systems		
10. Wage setting mechanisms and labour cost developments		

France

1. Progress towards the 2030 national employment rate target



2. Progress towards the 2030 national adult learning target



3. Key indicators on labour market performance

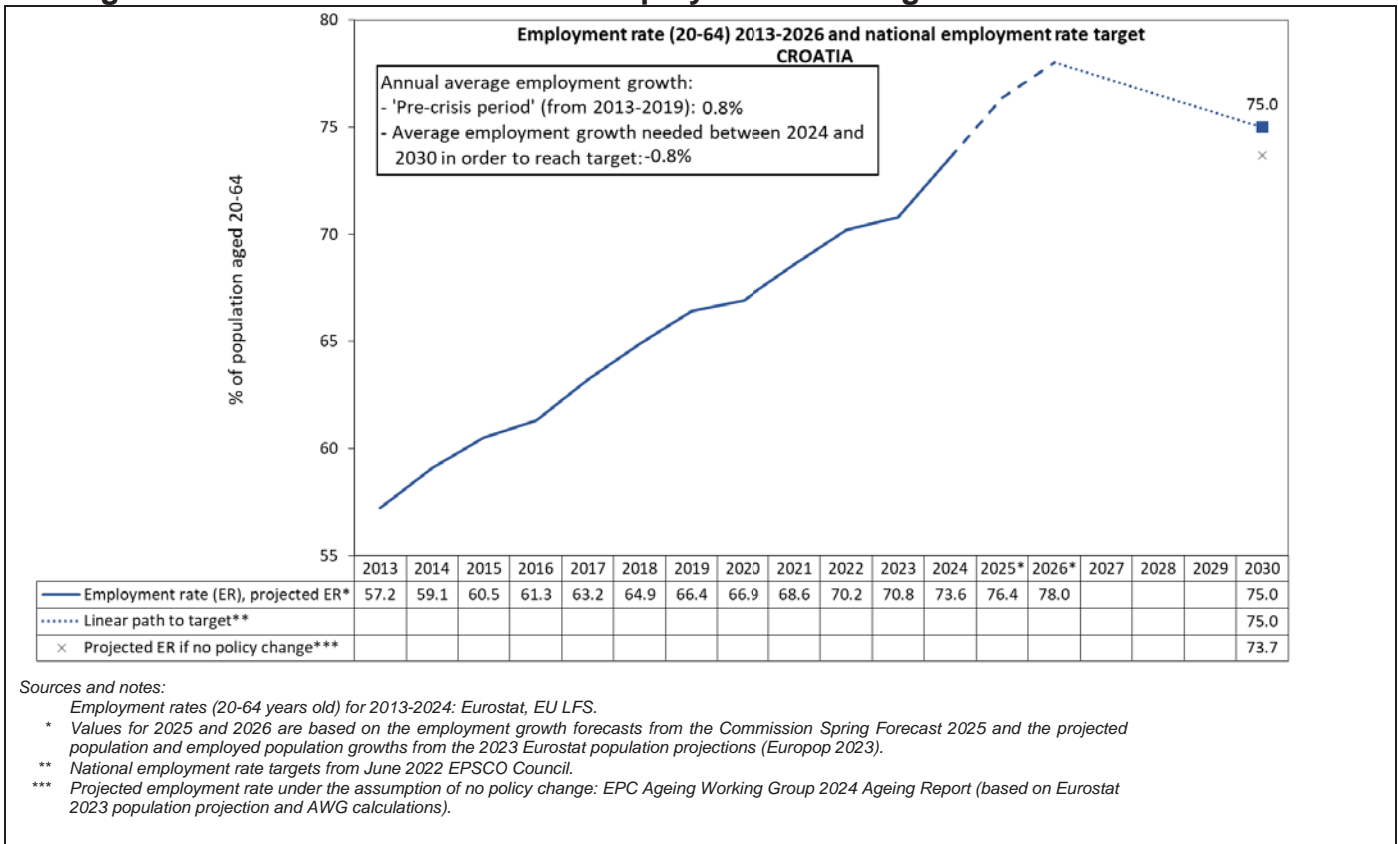
	France						National Targets	EU27						EU Targets
Description	2019	2020	2021	2022	2023	2024	2030	2019	2020	2021	2022	2023	2024	2030
Employment rate of population aged 20-64 - total	72.3	72.1	73.2 d	74.0 d	74.4 d	75.1 d	78	72.7	71.7	73.0	74.6	75.3	75.8	78
Employment rate of population aged 20-64 - women	69.4	69.3	70.2 d	71.2 d	71.7 d	72.2 d		67.1	66.2	67.6	69.2	70.2	70.8	
Employment rate of population aged 20-64 - men	75.3	75.0	76.4 d	77.0 d	77.2 d	78.1 d		78.4	77.2	78.5	79.9	80.4	80.8	
Employment rate of young people aged 20-29 - total	63.4	61.5	65.2 bd	67.2 d	67.5 d	67.7 d		63.7	61.3	62.8 b	65.1	66.0	66.0	
Employment rate of population aged 30-54 - total	81.8	81.8	82.9 bd	83.4 d	83.4 d	83.8 d		81.6	80.8	81.4 b	82.6	83.0	83.4	
Employment rate of older population aged 55-64 - total	54.5	55.2	55.9 d	56.9 d	58.4 d	60.4 d		58.6	59.0	60.4	62.3	63.9	65.2	
Employment rate of low-skilled population aged 20-64 - total	52.6	53.4	51.8 d	53.5 d	53.8 d	54.2 d		55.1	54.0	55.0	57.2	58.3	58.7	
Employment rate of non-EU nationals (20-64) - total	51.9	52.4	54.9 bd	55.9 d	57.7 d	58.8 d		60.0	57.5	59.0 b	61.9	63.1	64.2	
Overall employment growth	0.3	-0.5	1.6	2.0	0.7	1.2		1.1	-1.8	1.5	2.3	1.1	0.9	
Unemployment rate in age group 15-74 - total	8.4	8.0	7.9 d	7.3 d	7.3 d	7.4 d		6.8	7.2	7.1	6.2	6.1	5.9	
NEET rate for population aged 15-29 - total	12.4	13.4	12.8 d	12.0 d	12.3 d	12.5 d		12.8	13.9	13.1	11.7	11.2	11.0	
Unemployment rate in age group 15-24 - total	20.7	21.5	18.9 d	17.3 d	17.2 d	18.7 d		15.6	17.5	16.7	14.5	14.5	14.9	
Involuntary temporary employment as % of total employees 15-64	8.3	7.4	5.9 bd	4.5 d	3.8 d	3.7 d		7.8	6.8	5.1 b	4.4	3.9	3.4	
Share of employees (15-64) in temporary employment contracts	16.2	15.3	15.0 bd	16.1 d	15.5 d	15.3 d		15.0	13.5	14.1 b	14.1	13.4	12.8	
Newly employed in %	15.7	14.5	15.8 bd	17.5 d	17.2 d	16.2 d		14.6	13.1	13.8 b	15.2	14.9	14.0	
Rate of long-term unemployment (as % active population) - total	2.3	1.9	2.3 d	2.0 d	1.8 d	1.7 d		2.7	2.4	2.8	2.4	2.1	1.9	
At-risk-of-poverty rate of unemployed	36.7	40.9 b	39.3	41.1 b	43.0	44.6		49.1 e	47.2 b	45.1	46.0	47.3	48.7	
Unemployment trap - tax rate on low wage earners	72.7	72.0	72.3	73.8	74.1	74.0		74.6	73.9	74.3	74.2	74.1	74.4	
Inactivity and part-time work due to personal and family responsibilities - total	3.4	3.0	3.0	3.1	3.3	3.1		3.3	3.4	3.3	3.3	3.4	3.3	
Part-time employment, Percentage of total employment (total)	18.1	17.6	17.3 d	16.5 d	16.6 d	16.8 d		19.4	17.8	17.7	17.6	17.8	17.8	
Job vacancy rate (average over 3 years)	1.2	1.3	1.6	1.9	2.2	2.3		2.1	2.1	2.2	2.4	2.7	2.7	
Employment gender gap (aged 20-64)	5.9	5.7	6.2	5.8	5.5	5.9		11.3	11.0	10.9	10.7	10.2	10.0	
Gender pay gap	16.0	15.0	13.7	12.8	12.2 p			13.7	12.7	12.3	12.2	12.0 p		
Share of adult population (aged 25-64) with upper secondary or tertiary education - total	80.5	81.5	82.2 b	83.3	83.7	83.9		78.5	79.0	79.0 b	79.4	79.8	80.4	
Participation rate in education and training over the previous 12 months (age bracket 25-64), excluding guided on-the-job training (GOJT)				49.2 bp			65				39.5			60
Early leavers from education and training (aged 18-24) - total	8.2	8.0	7.8 b	7.6	7.6	7.7		10.1	10.0	9.8 b	9.7	9.5	9.3	
Completion of tertiary or equivalent education (aged 30-34) - total	47.5	48.8	49.5 b	49.2	51.5	52.4		40.4	41.2	41.9 b	42.8	43.9	44.8	
Nominal unit labour cost growth	-0.9	4.2	0.8	4.6 p	4.3 p	2.6 p		1.8	4.3	-0.1	3.5	6.7	5.0	
Real unit labour cost growth	-2.1	1.2	-0.4	1.4	-0.9	0.1		0.0	2.4	-2.6	-1.8	0.6	1.7	

4. Key employment challenges France, May 2025

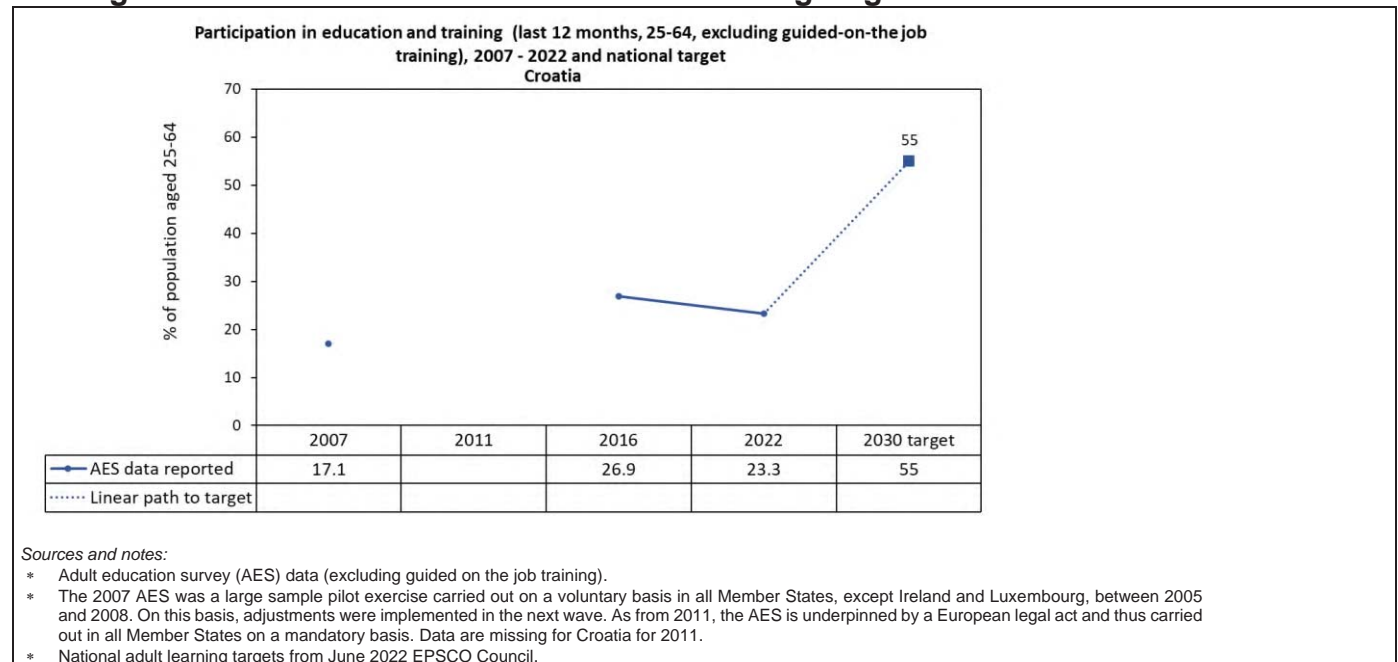
Employment policy area	Key Employment Challenge	Particularly good labour market outcome
1. Increase labour market participation	The youth unemployment rate is above the EU average and the NEET rate is on an increasing trend <i>Structural challenges for labour market participation for some vulnerable groups, including low-skilled and people with a migrant background (especially non-EU born)</i>	
2. Enhancing labour market functioning; combating segmentation	<i>Still widespread use of temporary and short-term contracts</i> <i>Strong regional disparities in labour opportunities</i>	
3. Active labour market policies		Expenditure on ALMP (as % of GDP) is significantly above the EU average and increasing
4. Adequate and employment oriented social security systems	The low-wage trap as well as the inactivity trap for the second earner in a couple are higher than the EU averages The in-work poverty risk is on an increasing trend	
5. Work-life balance		
6. Exploiting job creation possibilities		
7. Gender equality		
8. Improving skills supply and productivity, effective life-long learning	<i>Significant skills and labour shortages</i>	
9. Improving education and training systems	<i>Low performance and persistent inequalities of the French education system coupled with low attractiveness of the teaching profession</i>	
10. Wage setting mechanisms and labour cost developments		

Croatia

1. Progress towards the 2030 national employment rate target



2. Progress towards the 2030 national adult learning target



3. Key indicators on labour market performance

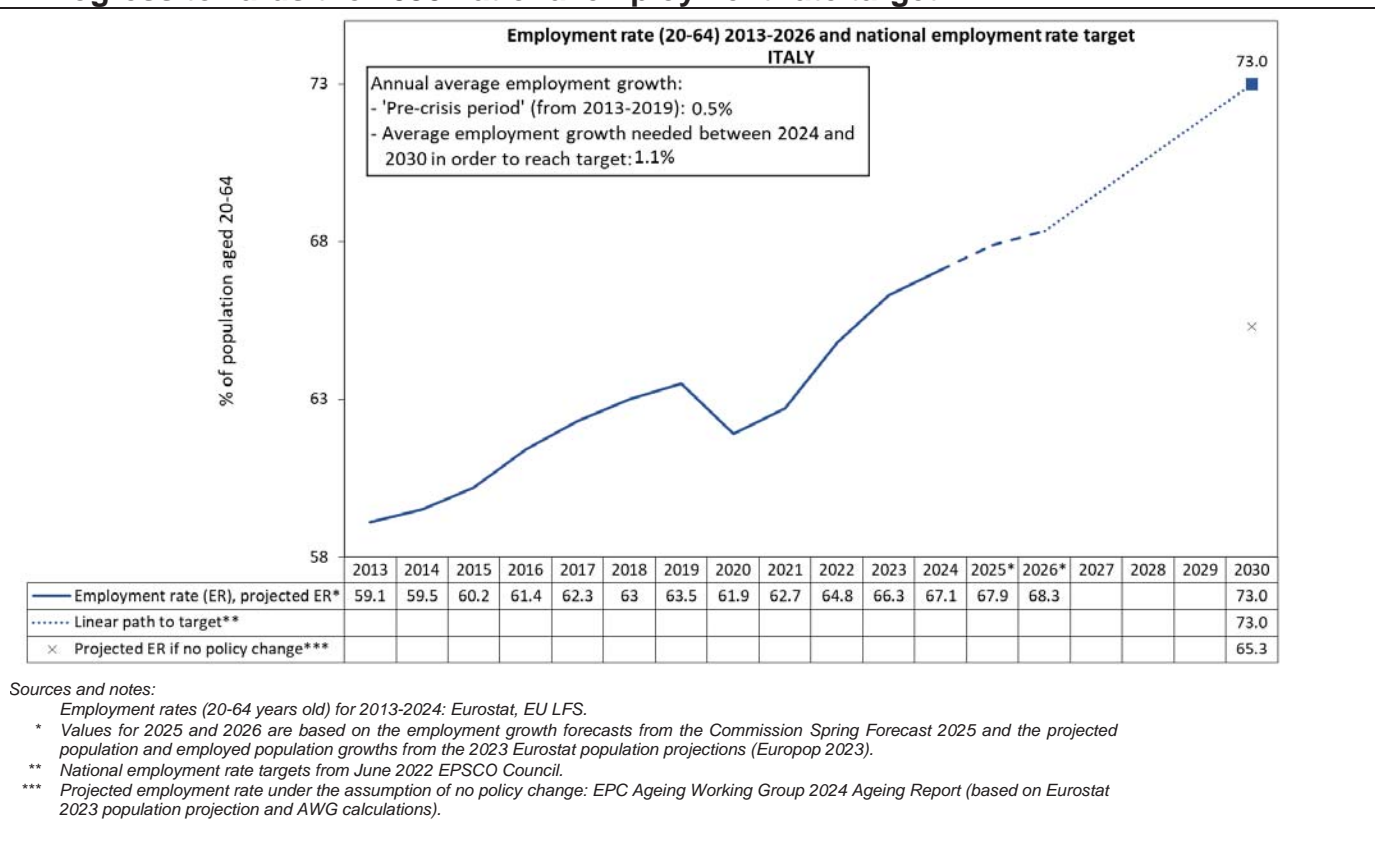
	Croatia						National Targets	EU27						EU Targets
Description	2019	2020	2021	2022	2023	2024	2030	2019	2020	2021	2022	2023	2024	2030
Employment rate of population aged 20-64 - total	66.4	66.9	68.6	70.2	70.8	73.6	75	72.7	71.7	73.0	74.6	75.3	75.8	78
Employment rate of population aged 20-64 - women	61.2	61.3	63.4	65.5	66.9	70.6		67.1	66.2	67.6	69.2	70.2	70.8	
Employment rate of population aged 20-64 - men	71.7	72.5	73.8	74.9	74.6	76.5		78.4	77.2	78.5	79.9	80.4	80.8	
Employment rate of young people aged 20-29 - total	59.0	57.7	57.7 b	61.1	59.3	61.1		63.7	61.3	62.8 b	65.1	66.0	66.0	
Employment rate of population aged 30-54 - total	79.1	79.5	80.9 b	81.6	83.0	86.3		81.6	80.8	81.4 b	82.6	83.0	83.4	
Employment rate of older population aged 55-64 - total	43.5	45.4	49.1	51.3	51.6	53.9		58.6	59.0	60.4	62.3	63.9	65.2	
Employment rate of low-skilled population aged 20-64 - total	38.9	38.2	42.3	41.3	39.3	41.3		55.1	54.0	55.0	57.2	58.3	58.7	
Employment rate of non-EU nationals (20-64) - total	47.1 u	49.8 u	61.0 bu	76.4 u	78.4	80.3		60.0	57.5	59.0 b	61.9	63.1	64.2	
Overall employment growth	0.6	-1.3	1.2	1.3	0.6	4.0		1.1	-1.8	1.5	2.3	1.1	0.9	
Unemployment rate in age group 15-74 - total	6.6	7.4	7.5	6.8	6.1	5.0 u		6.8	7.2	7.1	6.2	6.1	5.9	
NEET rate for population aged 15-29 - total	14.3	14.5	14.9	13.1	11.8	10.6		12.8	13.9	13.1	11.7	11.2	11.0	
Unemployment rate in age group 15-24 - total	16.7	20.6	21.5	17.7	18.9	16.8 u		15.6	17.5	16.7	14.5	14.5	14.9	
Involuntary temporary employment as % of total employees 15-64	15.1	12.1	8.3 b	8.4	6.3	4.4		7.8	6.8	5.1 b	4.4	3.9	3.4	
Share of employees (15-64) in temporary employment contracts	18.0	15.1	13.3 b	14.3	11.1	9.0		15.0	13.5	14.1 b	14.1	13.4	12.8	
Newly employed in %	13.2	10.2	11.2 b	13.2	11.1	10.6		14.6	13.1	13.8 b	15.2	14.9	14.0	
Rate of long-term unemployment (as % active population) - total	2.4	2.1	2.7	2.4	2.1	1.8 u		2.7	2.4	2.8	2.4	2.1	1.9	
At-risk-of-poverty rate of unemployed	45.3	45.3	46.6	42.6	45.2 b	40.5 b		49.1 e	47.2 b	45.1	46.0	47.3	48.7	
Unemployment trap - tax rate on low wage earners	83.6	83.4	83.4	84.8	86.5	86.1		74.6	73.9	74.3	74.2	74.1	74.4	
Inactivity and part-time work due to personal and family responsibilities - total	0.7	0.7	0.6	0.7	0.7	0.5		3.3	3.4	3.3	3.3	3.4	3.3	
Part-time employment, Percentage of total employment (total)	4.8	4.5	4.7	4.7	3.7	3.0		19.4	17.8	17.7	17.6	17.8	17.8	
Job vacancy rate (average over 3 years)	1.6	1.4	1.4	1.4	1.6	1.6		2.1	2.1	2.2	2.4	2.7	2.7	
Employment gender gap (aged 20-64)	10.5	11.2	10.4	9.4	7.7	5.9		11.3	11.0	10.9	10.7	10.2	10.0	
Gender pay gap	10.2	8.7	7.3	7.7	7.4 p			13.7	12.7	12.3	12.2	12.0 p		
Share of adult population (aged 25-64) with upper secondary or tertiary education - total	85.6	86.5	87.4 b	88.2	89.2	90.3		78.5	79.0	79.0 b	79.4	79.8	80.4	
Participation rate in education and training over the previous 12 months (age bracket 25-64), excluding guided on-the-job training (GOUT)				23.3			55				39.5			60
Early leavers from education and training (aged 18-24) - total	3.0 u	2.2 u	2.4 bu	2.1 u	2.0 u	2.0 u		10.1	10.0	9.8 b	9.7	9.5	9.3	
Completion of tertiary or equivalent education (aged 30-34) - total	32.6	34.8	34.2 b	34.7	39.1	40.7		40.4	41.2	41.9 b	42.8	43.9	44.8	
Labour productivity per person employed	75.3	72.6	76.9	78.5 p				100.0	100.0	100.0	100.0	100.0 p		
Labour productivity per hour worked	66.5	60.7	66.9	68.7 p				100.0	100.0	100.0	100.0	100.0 p		
Nominal unit labour cost growth	-1.0 b	9.1	-4.7	7.0	14.6 p	13.5 p		1.8	4.3	-0.1	3.5	6.7	5.0	
Real unit labour cost growth	-2.9	8.2	-6.6	-1.0	2.6	3.7		0.0	2.4	-2.6	-1.8	0.6	1.7	

4. Key employment challenges Croatia, May 2025

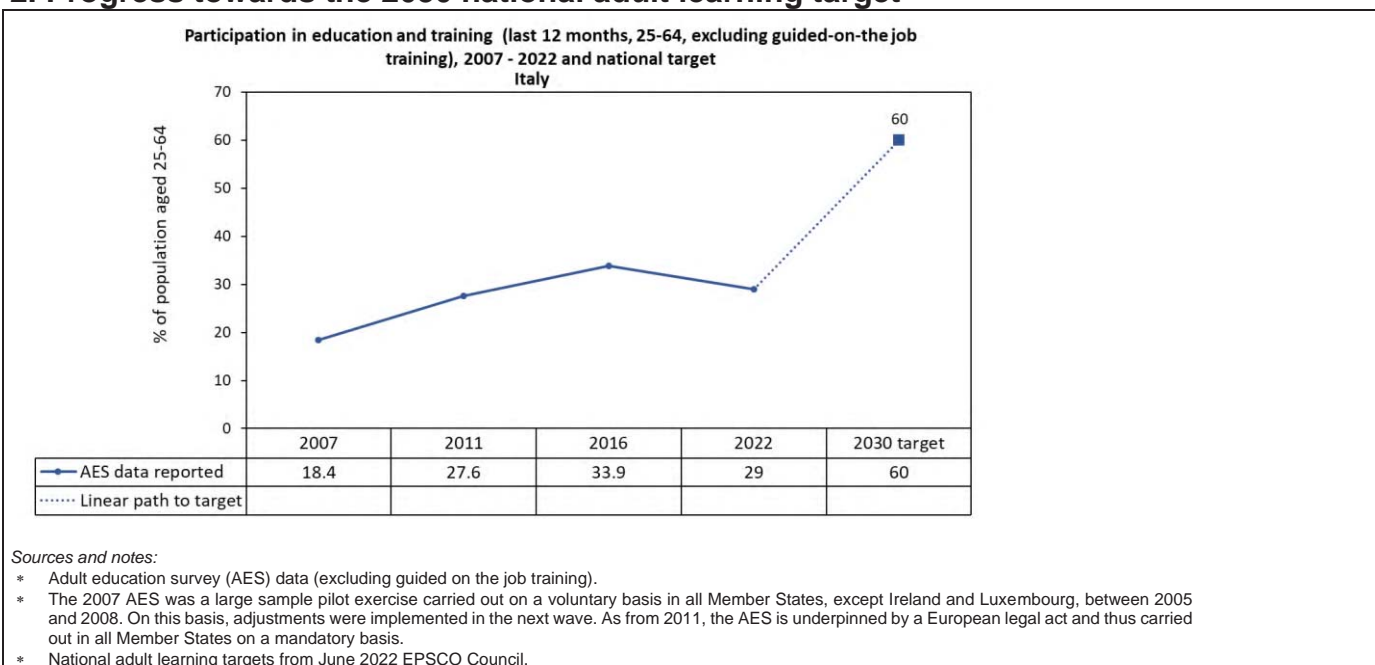
Employment policy area	Key Employment Challenge	Particularly good labour market outcome
1. Increase labour market participation	The employment rates for older population (55-64) and the low-skilled are significantly below the EU averages, with a significantly negative development for the low-skilled Duration of working life for men lower than the EU average <i>Low labour market participation of persons with disabilities</i>	The employment rate for non-EU nationals (20-64) is very high and showed a significantly positive development
2. Enhancing labour market functioning; combating segmentation	The share of involuntary temporary employment in total temporary employment is higher than the EU average	The transition rate from temporary to permanent employment is above the EU average and increasing further
3. Active labour market policies		
4. Adequate and employment oriented social security systems		
5. Work-life balance		The employment impact of parenthood (women and men) is significantly lower than the EU average and further decreasing
6. Exploiting job creation possibilities		
7. Gender equality		The gender employment gap (20-64) is low and continues to decrease
8. Improving skills supply and productivity, effective life-long learning	Low participation of adults (25-64) in education and training <i>Low provision of labour market relevant skills</i>	
9. Improving education and training systems	<i>Shortages of ECEC and STEM teachers and low attractiveness of ECEC teaching profession</i>	
10. Wage setting mechanisms and labour cost developments		

Italy

1. Progress towards the 2030 national employment rate target



2. Progress towards the 2030 national adult learning target



3. Key indicators on labour market performance

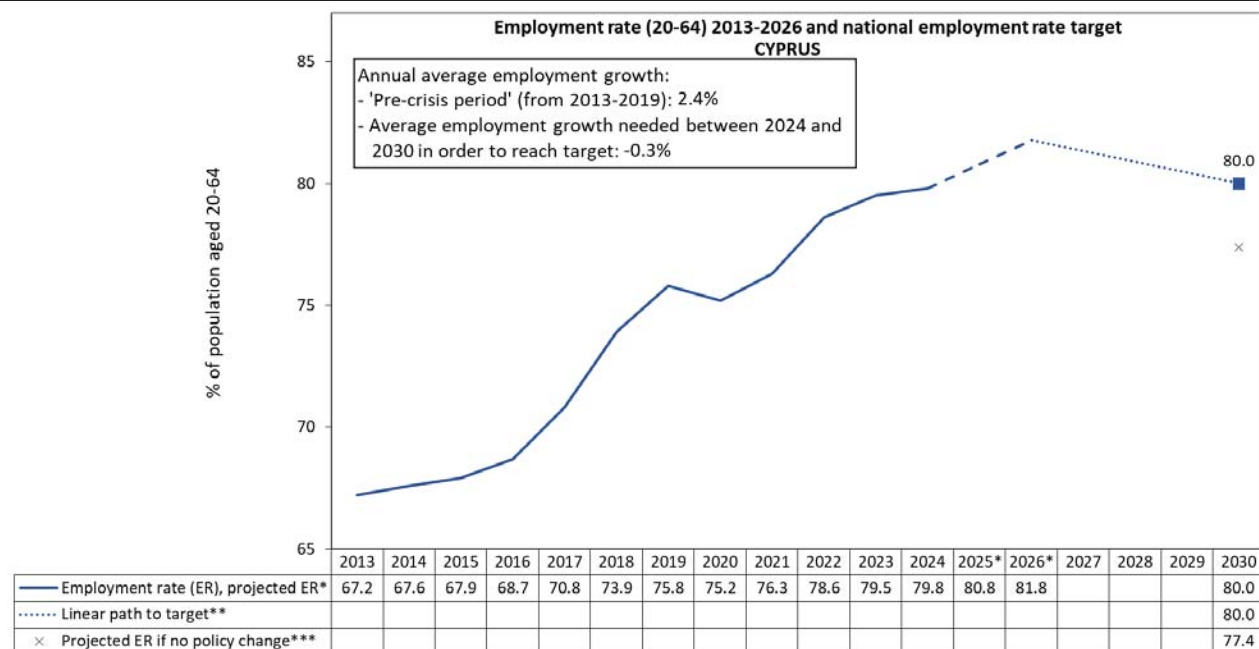
	Italy						National Targets	EU27						EU Targets
Description	2019	2020	2021	2022	2023	2024	2030	2019	2020	2021	2022	2023	2024	2030
Employment rate of population aged 20-64 - total	63.5	61.9	62.7	64.8	66.3	67.1	73	72.7	71.7	73.0	74.6	75.3	75.8	78
Employment rate of population aged 20-64 - women	53.9	52.1	53.2	55.0	56.5	57.4		67.1	66.2	67.6	69.2	70.2	70.8	
Employment rate of population aged 20-64 - men	73.3	71.8	72.4	74.7	76.0	76.8		78.4	77.2	78.5	79.9	80.4	80.8	
Employment rate of young people aged 20-29 - total	45.0	42.4	44.4 b	48.2	49.4	49.2		63.7	61.3	62.8 b	65.1	66.0	66.0	
Employment rate of population aged 30-54 - total	72.7	71.9	72.2 b	74.1	75.5	76.3		81.6	80.8	81.4 b	82.6	83.0	83.4	
Employment rate of older population aged 55-64 - total	54.2	53.4	53.4	55.0	57.3	59.0		58.6	59.0	60.4	62.3	63.9	65.2	
Employment rate of low-skilled population aged 20-64 - total	52.3	50.5	50.8	52.8	53.6	54.5		55.1	54.0	55.0	57.2	58.3	58.7	
Employment rate of non-EU nationals (20-64) - total	63.7	59.8	60.3 b	62.9	64.2	65.2		60.0	57.5	59.0 b	61.9	63.1	64.2	
Overall employment growth	0.5	-3.2	0.6	2.6	1.9	1.4		1.1	-1.8	1.5	2.3	1.1	0.9	
Unemployment rate in age group 15-74 - total	9.9	9.3	9.5	8.1	7.7	6.5		6.8	7.2	7.1	6.2	6.1	5.9	
NEET rate for population aged 15-29 - total	22.3	23.5	23.1	19.0	16.1	15.2		12.8	13.9	13.1	11.7	11.2	11.0	
Unemployment rate in age group 15-24 - total	29.2	29.8	29.7	23.7	22.7	20.3		15.6	17.5	16.7	14.5	14.5	14.9	
Involuntary temporary employment as % of total employees 15-64	13.6	12.0	8.4 b	8.6	8.3	7.7		7.8	6.8	5.1 b	4.4	3.9	3.4	
Share of employees (15-64) in temporary employment contracts	17.0	15.1	16.6 b	16.9	16.1	14.8		15.0	13.5	14.1 b	14.1	13.4	12.8	
Newly employed in %	11.8	10.6	11.6 b	12.7	12.1	10.0		14.6	13.1	13.8 b	15.2	14.9	14.0	
Rate of long-term unemployment (as % active population) - total	5.9	5.1	5.4	4.6	4.2	3.3		2.7	2.4	2.8	2.4	2.1	1.9	
At-risk-of-poverty rate of unemployed	48.9	49.4	44.9	48.5	46.3	49.4		49.1 e	47.2 b	45.1	46.0	47.3	48.7	
Unemployment trap - tax rate on low wage earners	81.6	79.6	80.5	80.5	81.1	78.4		74.6	73.9	74.3	74.2	74.1	74.4	
Inactivity and part-time work due to personal and family responsibilities - total	2.6	2.4	2.2	2.3	2.2	2.0		3.3	3.4	3.3	3.3	3.4	3.3	
Part-time employment, Percentage of total employment (total)	18.9	18.3	18.2	17.9	17.6	16.8		19.4	17.8	17.7	17.6	17.8	17.8	
Job vacancy rate (average over 3 years)	1.1	1.0	1.1	1.4	1.7	1.8		2.1	2.1	2.2	2.4	2.7	2.7	
Employment gender gap (aged 20-64)	19.4	19.7	19.2	19.7	19.5	19.4		11.3	11.0	10.9	10.7	10.2	10.0	
Gender pay gap	4.6	4.0	4.7	3.8	2.2 p			13.7	12.7	12.3	12.2	12.0 p		
Share of adult population (aged 25-64) with upper secondary or tertiary education - total	62.3	62.6	62.7 b	63.0	65.5	66.7		78.5	79.0	79.0 b	79.4	79.8	80.4	
Participation rate in education and training over the previous 12 months (age bracket 25-64), excluding guided on-the-job training (GOUT)				29.0 b			55				39.5			60
Early leavers from education and training (aged 18-24) - total	13.3	14.2	12.7 b	11.5	10.5	9.8		10.1	10.0	9.8 b	9.7	9.5	9.3	
Completion of tertiary or equivalent education (aged 30-34) - total	27.8	27.8	26.8 b	27.4	29.2	30.7		40.4	41.2	41.9 b	42.8	43.9	44.8	
Labour productivity per person employed	105.7	103.1	105.8	107.2	105.7 p			100.0	100.0	100.0	100.0	100.0 p		
Labour productivity per hour worked	100.4	102.5	100.1	99.8	97.7 p			100.0	100.0	100.0	100.0	100.0 p		
Nominal unit labour cost growth	1.5	3.2	-1.0	0.9	4.2	4.3		1.8	4.3	-0.1	3.5	6.7	5.0	
Real unit labour cost growth	0.4	1.6	-2.3	-2.4	-1.5	3.3		0.0	2.4	-2.6	-1.8	0.6	1.7	

4. Key employment challenges Italy, May 2025

Employment policy area	Key Employment Challenge	Particularly good labour market outcome
1. Increase labour market participation	<p>The employment rate (20-64) is increasing but remains lower than the EU average, and significantly lower for women and young people (20-29)</p> <p>The NEET rate (15-29) remains very high despite improving significantly</p> <p><i>Second-generation migrants, i.e. people born in Italy with both parents born abroad, are markedly less included in the labour market</i></p>	
2. Enhancing labour market functioning; combating segmentation	<p>Involuntary temporary and part-time employment is very high, and the transition rate from temporary to permanent employment is significantly lower than the EU average and decreasing</p> <p>The share of newly employed is low and decreasing significantly</p> <p>The share of long-term unemployed in total unemployment is significantly higher than the EU average</p> <p><i>Labour market indicators show wide regional disparities and undeclared work in 2022, while decreasing in relative terms, remained high in absolute terms</i></p>	
3. Active labour market policies		
4. Adequate and employment oriented social security systems	The in-work poverty risk is above the EU average	The net replacement rate after 6 and 12 months of unemployment is better than the EU average across household compositions, with positive developments
5. Work-life balance		
6. Exploiting job creation possibilities		
7. Gender equality	The gender employment gap (20-64) is significantly higher than the EU average and widening	<p>The inactivity trap for the second member of a couple is better than the EU average, with significantly positive developments</p> <p>The gender pay gap is significantly narrower than the EU average</p>
8. Improving skills supply and productivity, effective life-long learning	<p>The tertiary educational attainment rate is significantly lower than the EU average</p> <p>The participation in education and training is deteriorating rapidly and is low among the unemployed</p> <p><i>Italian adults have a low level of basic skills, and in a context of demographic decline many young graduates are moving abroad, while those who stay struggle with transitioning into a labour market characterised by skills mismatches</i></p>	
9. Improving education and training systems		
10. Wage setting mechanisms and	<i>Wages remain structurally low due to productivity trends and struggle to keep pace with inflation</i>	

Cyprus

1. Progress towards the 2030 national employment rate target



Sources and notes:

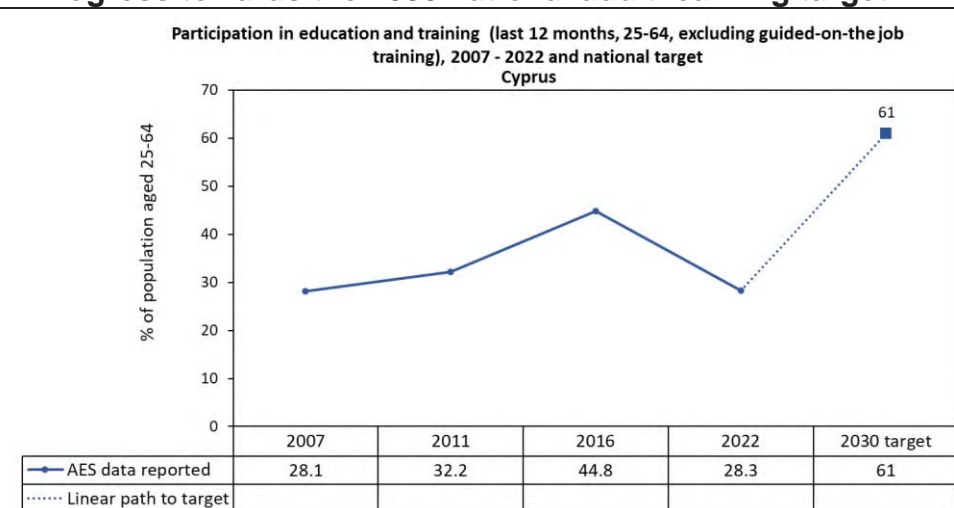
Employment rates (20-64 years old) for 2013-2024: Eurostat, EU LFS.

* 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).

** National employment rate targets 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).

2. Progress towards the 2030 national adult learning target



Sources and notes:

- * Adult education survey (AES) data (excluding guided on the job training).
- * 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.
- * National adult learning targets from June 2022 EPSCO Council.

3. Key indicators on labour market performance

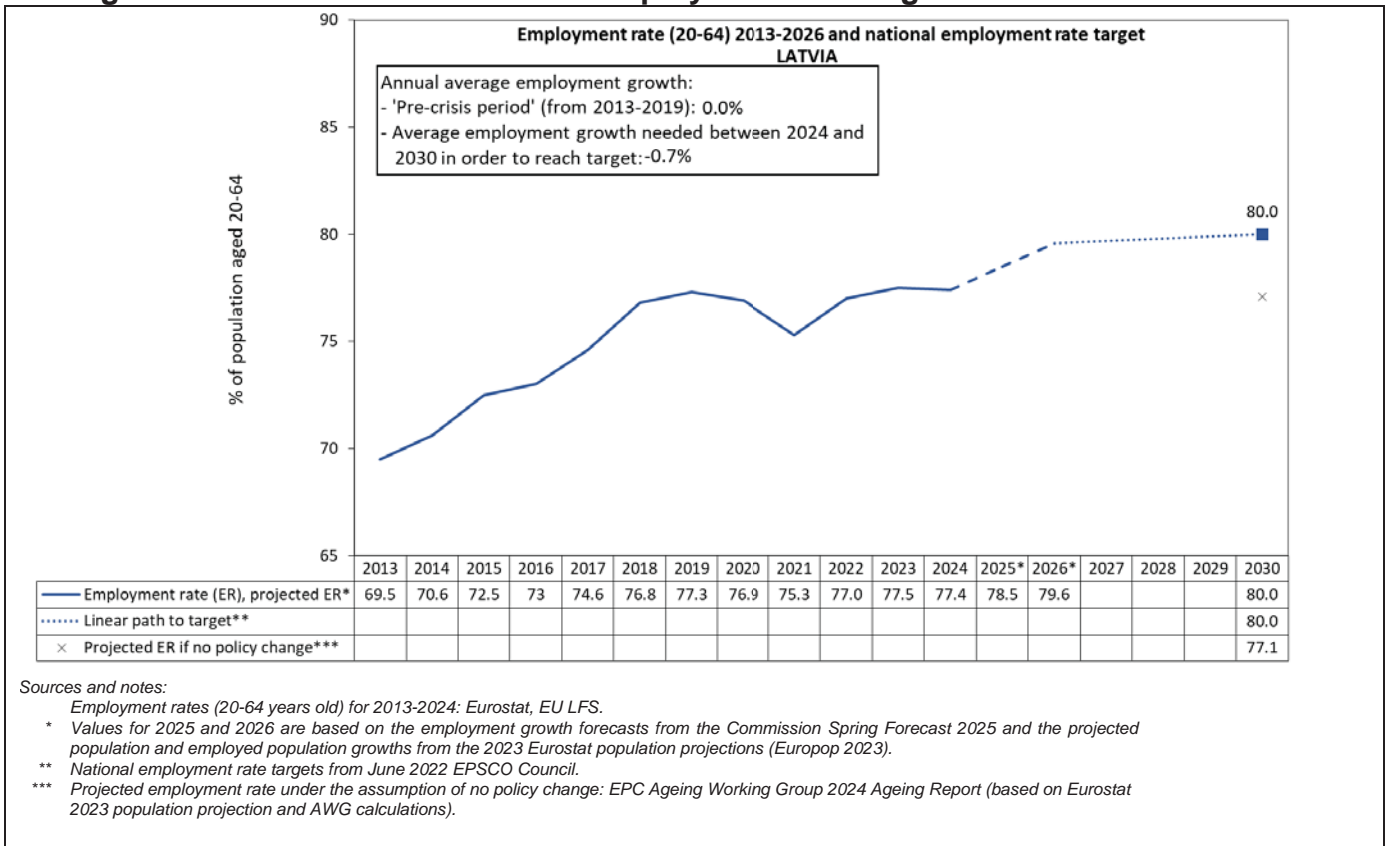
	Cyprus						National Targets	EU27						EU Targets
Description	2019	2020	2021	2022	2023	2024	2030	2019	2020	2021	2022	2023	2024	2030
Employment rate of population aged 20-64 - total	75.8	75.2	76.3	78.6	79.5	79.8	80	72.7	71.7	73.0	74.6	75.3	75.8	78
Employment rate of population aged 20-64 - women	70.7	69.5	70.8	73.4	75.2	75.0		67.1	66.2	67.6	69.2	70.2	70.8	
Employment rate of population aged 20-64 - men	81.3	81.1	82.3	84.3	84.2	85.0		78.4	77.2	78.5	79.9	80.4	80.8	
Employment rate of young people aged 20-29 - total	69.2	68.0	69.8 b	71.2	71.5	70.8		63.7	61.3	62.8 b	65.1	66.0	66.0	
Employment rate of population aged 30-54 - total	83.1	82.5	83.1 b	85.5	86.2	85.8		81.6	80.8	81.4 b	82.6	83.0	83.4	
Employment rate of older population aged 55-64 - total	61.1	60.4	62.2	64.9	67.0	70.4		58.6	59.0	60.4	62.3	63.9	65.2	
Employment rate of low-skilled population aged 20-64 - total	64.0	63.9	64.8	66.8	66.5	69.0		55.1	54.0	55.0	57.2	58.3	58.7	
Employment rate of non-EU nationals (20-64) - total	69.9	69.1	73.1 b	72.6	74.6	73.3		60.0	57.5	59.0 b	61.9	63.1	64.2	
Overall employment growth	5.4	1.2	2.9	4.9	3.1	1.7		1.1	-1.8	1.5	2.3	1.1	0.9	
Unemployment rate in age group 15-74 - total	7.2	7.6	7.2	6.3	5.8	4.9		6.8	7.2	7.1	6.2	6.1	5.9	
NEET rate for population aged 15-29 - total	14.7	15.2	15.0	14.4	13.9	12.9		12.8	13.9	13.1	11.7	11.2	11.0	
Unemployment rate in age group 15-24 - total	17.6	17.6	17.3	18.1	16.6	13.0		15.6	17.5	16.7	14.5	14.5	14.9	
Involuntary temporary employment as % of total employees 15-64	12.8	13.0	11.6 b	10.2	12.2	12.7		7.8	6.8	5.1 b	4.4	3.9	3.4	
Share of employees (15-64) in temporary employment contracts	13.6	13.6	13.2 b	12.0	13.7	14.1		15.0	13.5	14.1 b	14.1	13.4	12.8	
Newly employed in %	19.4	17.5	17.4 b	17.8	18.0	17.7		14.6	13.1	13.8 b	15.2	14.9	14.0	
Rate of long-term unemployment (as % active population) - total	2.2	2.2	2.5	2.1	1.8	1.3		2.7	2.4	2.8	2.4	2.1	1.9	
At-risk-of-poverty rate of unemployed	35.7	38.3	36.5	34.5	34.8	33.2 b		49.1 e	47.2 b	45.1	46.0	47.3	48.7	
Unemployment trap - tax rate on low wage earners	64.4	66.1	66.8	66.6	66.2	66.7		74.6	73.9	74.3	74.2	74.1	74.4	
Inactivity and part-time work due to personal and family responsibilities - total	1.1	1.1	1.4	1.4	1.1	1.2		3.3	3.4	3.3	3.3	3.4	3.3	
Part-time employment, Percentage of total employment (total)	10.2	9.9	10.3	9.5	8.3	7.9		19.4	17.8	17.7	17.6	17.8	17.8	
Job vacancy rate (average over 3 years)	1.4	1.6	1.9	2.1	2.6	2.8		2.1	2.1	2.2	2.4	2.7	2.7	
Employment gender gap (aged 20-64)	10.6	11.6	11.5	10.9	9.0	10.0		11.3	11.0	10.9	10.7	10.2	10.0	
Gender pay gap	10.5	9.9	11.0	11.9	12.2 p			13.7	12.7	12.3	12.2	12.0 p		
Share of adult population (aged 25-64) with upper secondary or tertiary education - total	82.3	83.0	84.5 b	85.2	86.2	86.1		78.5	79.0	79.0 b	79.4	79.8	80.4	
Participation rate in education and training over the previous 12 months (age bracket 25-64), excluding guided on-the-job training (GOUT)				28.3			61				39.5			60
Early leavers from education and training (aged 18-24) - total	9.0	11.6	9.8 b	8.2	10.4	11.3		10.1	10.0	9.8 b	9.7	9.5	9.3	
Completion of tertiary or equivalent education (aged 30-34) - total	58.2	60.5	62.1 b	62.6	65.3	64.4		40.4	41.2	41.9 b	42.8	43.9	44.8	
Labour productivity per person employed	86.0	85.0	86.8	87.6 p	89.2 p			100.0	100.0	100.0	100.0	100.0 p		
Labour productivity per hour worked	76.6	75.4	76.7	77.1 p	78.2 p			100.0	100.0	100.0	100.0	100.0 p		
Nominal unit labour cost growth	4.5	3.5	-3.4	4.1	3.7 p	3.1 p		1.8	4.3	-0.1	3.5	6.7	5.0	
Real unit labour cost growth	3.1	4.8	-6.2	-2.6	0.0	-0.7		0.0	2.4	-2.6	-1.8	0.6	1.7	

4. Key employment challenges Cyprus, May 2025

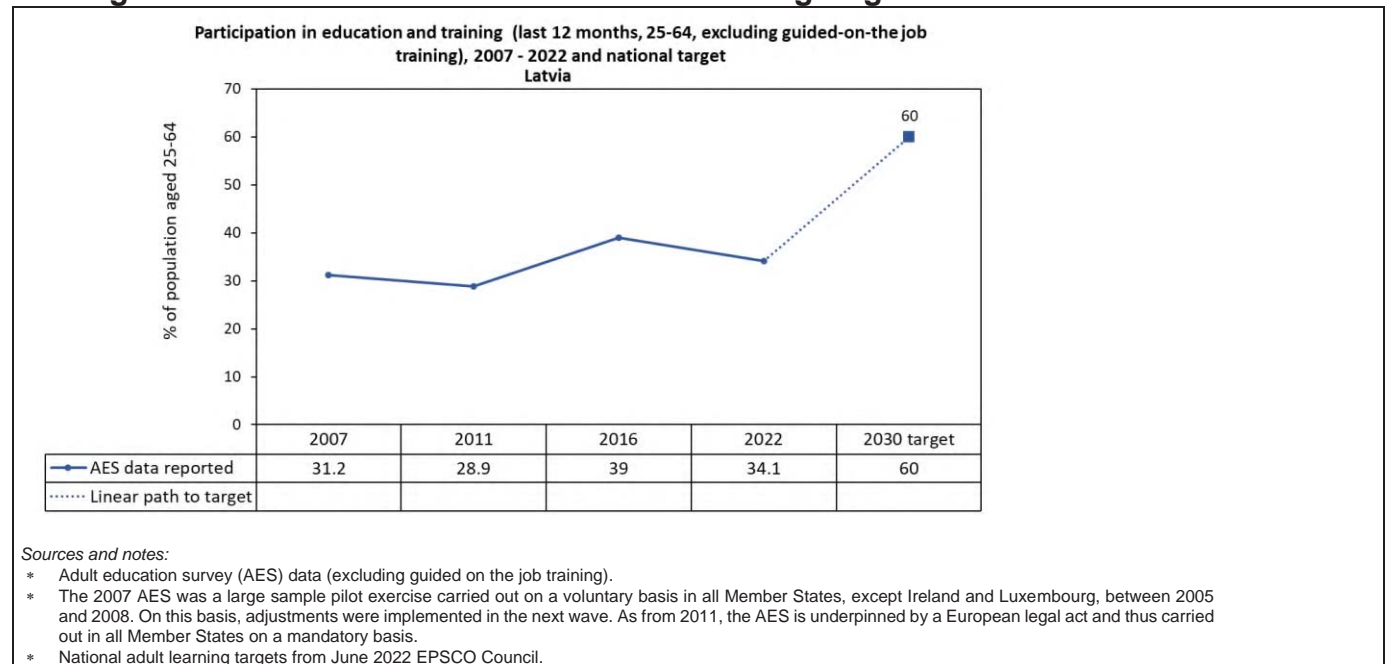
Employment policy area	Key Employment Challenge	Particularly good labour market outcome
1. Increase labour market participation	The share of inactive NEETs increased significantly <i>The labour market integration of persons with disabilities is hindered by a lack of accessible vocational and employment training schemes and incentives, as well as mobility barriers</i>	The employment rates for older workers (60-64) and recent immigrants (men) are high and further improving
2. Enhancing labour market functioning; combating segmentation	The share of involuntary temporary employees among all employees continues to be significantly higher than the EU average across all age groups and further deteriorating <i>There are barriers to the labour market participation of foreign workers, contributing to labour shortages in some sectors</i>	The share of newly self-employed is significantly higher than the EU average
3. Active labour market policies	<i>Modernisation and digitalisation of the Public Employment Service and activation measures available to certain demographic groups, including NEETs, persons with disabilities, women, and third-country nationals, remain a challenge</i>	
4. Adequate and employment oriented social security systems	Low level of net replacement rates after 6 months of unemployment across different household compositions	
5. Work-life balance		Inactivity and part-time work due to personal or family responsibilities is below the EU average and further decreasing, including among women
6. Exploiting job creation possibilities		Overall employment growth is well above the EU average
7. Gender equality	The share of employees working under involuntary fixed-term or part-time contracts is high for both women and men and increasing, especially for women	
8. Improving skills supply and productivity, effective life-long learning		The share of the adult population (25-64) having attained tertiary education is very high and further increasing
9. Improving education and training systems	The share of early leavers from education and training (18-24) is increasing significantly <i>The level of basic and digital skills is low, and the labour market relevance of education and training is limited</i>	The share of 30-34-year-olds having completed tertiary or equivalent education is very high
10. Wage setting mechanisms and labour cost developments		Labour productivity growth is higher than the EU average

Latvia

1. Progress towards the 2030 national employment rate target



2. Progress towards the 2030 national adult learning target



3. Key indicators on labour market performance

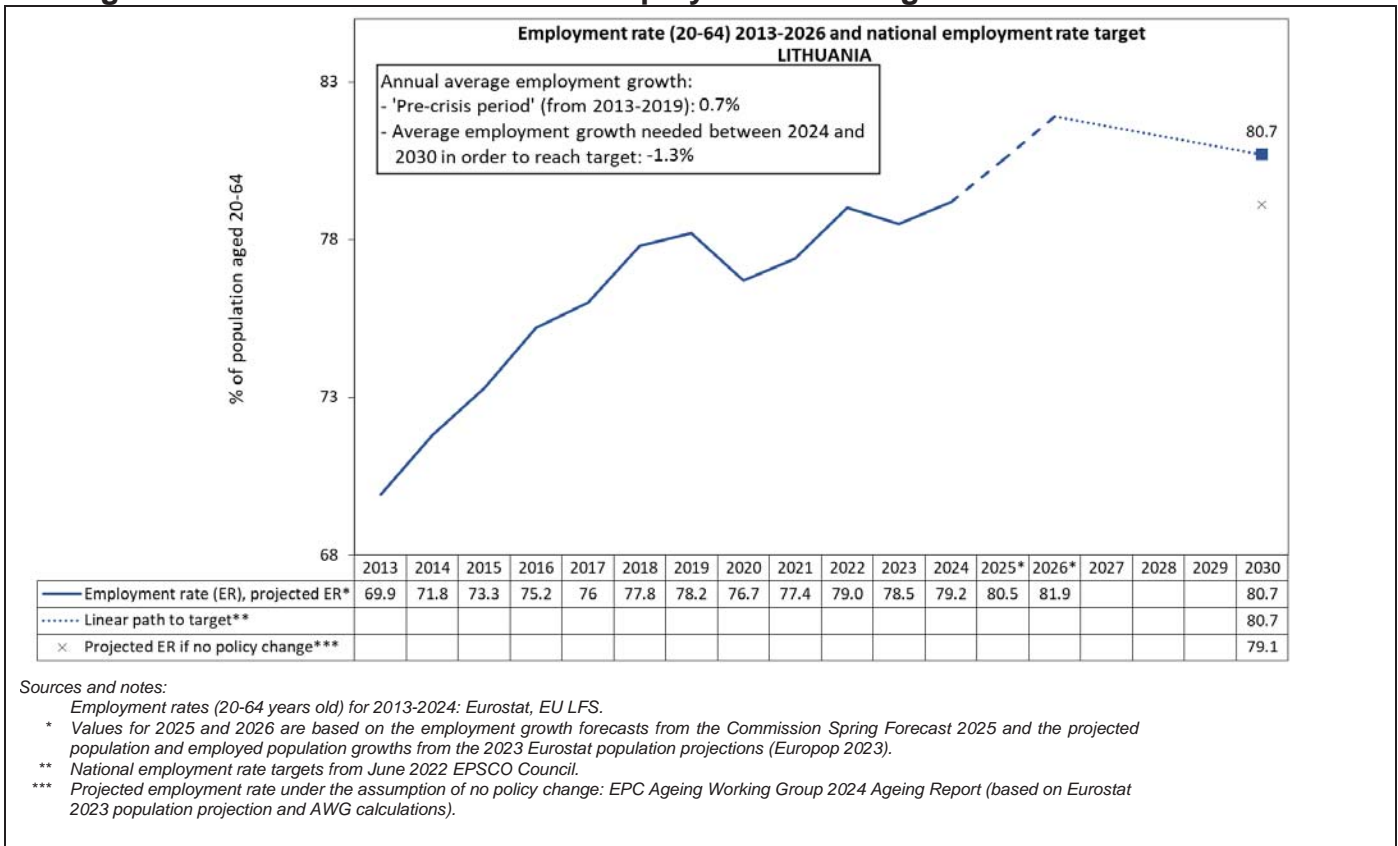
	Latvia						National Targets	EU27						EU Targets
Description	2019	2020	2021	2022	2023	2024	2030	2019	2020	2021	2022	2023	2024	2030
Employment rate of population aged 20-64 - total	77.3	76.9	75.3	77.0	77.5	77.4	80	72.7	71.7	73.0	74.6	75.3	75.8	78
Employment rate of population aged 20-64 - women	75.5	75.1	72.9	75.5	76.0	75.8		67.1	66.2	67.6	69.2	70.2	70.8	
Employment rate of population aged 20-64 - men	79.2	78.8	77.7	78.6	79.1	79.1		78.4	77.2	78.5	79.9	80.4	80.8	
Employment rate of young people aged 20-29 - total	71.2	68.0	66.6 b	68.7	69.5	68.8		63.7	61.3	62.8 b	65.1	66.0	66.0	
Employment rate of population aged 30-54 - total	83.4	83.2	80.8 b	82.2	82.3	81.9		81.6	80.8	81.4 b	82.6	83.0	83.4	
Employment rate of older population aged 55-64 - total	67.3	68.4	67.8	69.5	70.9	71.9		58.6	59.0	60.4	62.3	63.9	65.2	
Employment rate of low-skilled population aged 20-64 - total	56.3	58.7	56.7	58.7	60.3	58.0		55.1	54.0	55.0	57.2	58.3	58.7	
Employment rate of non-EU nationals (20-64) - total	69.3	70.0	66.6 b	69.4	72.0	70.6		60.0	57.5	59.0 b	61.9	63.1	64.2	
Overall employment growth	-0.2	-2.3	-3.3	2.2	-0.8	-1.0		1.1	-1.8	1.5	2.3	1.1	0.9	
Unemployment rate in age group 15-74 - total	6.3	8.1	7.6	6.9	6.5	6.9		6.8	7.2	7.1	6.2	6.1	5.9	
NEET rate for population aged 15-29 - total	10.2	11.9	12.1	11.3	10.0	10.7		12.8	13.9	13.1	11.7	11.2	11.0	
Unemployment rate in age group 15-24 - total	12.7	14.9	14.8	15.3	12.3	13.6		15.6	17.5	16.7	14.5	14.5	14.9	
Involuntary temporary employment as % of total employees 15-64	1.8	1.6	0.9 bu					7.8	6.8	5.1 b	4.4	3.9	3.4	
Share of employees (15-64) in temporary employment contracts	3.2	2.8	2.8 b	2.7	2.6	2.3		15.0	13.5	14.1 b	14.1	13.4	12.8	
Newly employed in %	16.0	14.4	13.5 b	12.4	12.0	11.3		14.6	13.1	13.8 b	15.2	14.9	14.0	
Rate of long-term unemployment (as % active population) - total	2.7	2.4	2.3	2.0	1.8	2.2		2.7	2.4	2.8	2.4	2.1	1.9	
At-risk-of-poverty rate of unemployed	57.7	51.7	46.8	56.6	53.9	57.6		49.1 e	47.2 b	45.1	46.0	47.3	48.7	
Unemployment trap - tax rate on low wage earners	85.0	83.9	83.3	83.3	82.6	83.8		74.6	73.9	74.3	74.2	74.1	74.4	
Inactivity and part-time work due to personal and family responsibilities - total	1.0	1.1	0.6 b	0.7 b	0.5 a	0.6 b		3.3	3.4	3.3	3.3	3.4	3.3	
Part-time employment, Percentage of total employment (total)	7.1	7.6	7.8	6.6	6.8	7.0		19.4	17.8	17.7	17.6	17.8	17.8	
Job vacancy rate (average over 3 years)	2.5	2.6	2.7	2.6	2.8	2.7		2.1	2.1	2.2	2.4	2.7	2.7	
Employment gender gap (aged 20-64)	3.7	3.7	4.8	3.1	3.1	3.3		11.3	11.0	10.9	10.7	10.2	10.0	
Gender pay gap	21.6	23.2	15.9	18.9	19.0 p			13.7	12.7	12.3	12.2	12.0 p		
Share of adult population (aged 25-64) with upper secondary or tertiary education - total	91.2	91.7	92.2 b	91.8	91.1	90.9		78.5	79.0	79.0 b	79.4	79.8	80.4	
Participation rate in education and training over the previous 12 months (age bracket 25-64), excluding guided on-the-job training (GOUT)				34.1			60				39.5			60
Early leavers from education and training (aged 18-24) - total	8.7	7.2	7.3 b	6.7	7.7	7.9		10.1	10.0	9.8 b	9.7	9.5	9.3	
Completion of tertiary or equivalent education (aged 30-34) - total	45.7	49.2	47.7 b	45.7	47.4	44.3		40.4	41.2	41.9 b	42.8	43.9	44.8	
Labour productivity per person employed	68.9	71.6	73.2	73.3	72.8 p			100.0	100.0	100.0	100.0	100.0 p		
Labour productivity per hour worked	60.0	60.9	63.8	63.1	62.7 p			100.0	100.0	100.0	100.0	100.0 p		
Nominal unit labour cost growth	6.6	5.7	-0.7	11.3	12.5	8.5		1.8	4.3	-0.1	3.5	6.7	5.0	
Real unit labour cost growth	2.1	3.2	-3.9	1.3	6.9	6.2		0.0	2.4	-2.6	-1.8	0.6	1.7	

4. Key employment challenges Latvia, May 2025

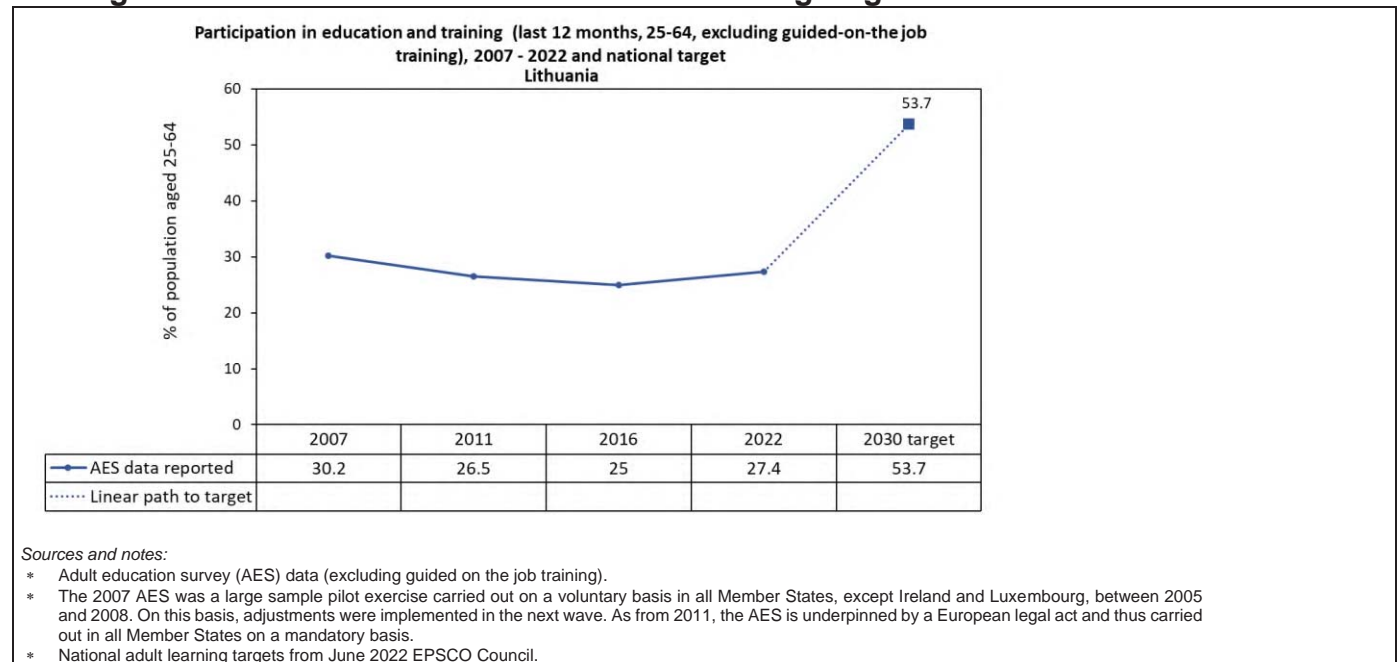
Employment policy area	Key Employment Challenge	Particularly good labour market outcome
1. Increase labour market participation	<i>Significant regional disparities in employment, with high unemployment in the region of Latgale</i>	Very low ratio of youth unemployment (15-29) to adult unemployment (30-74)
2. Enhancing labour market functioning; combating segmentation	The long-term unemployment rate and the share of long-term unemployment in total unemployment are increasing (significantly)	Very low share of employees (15-64) on temporary employment contracts
3. Active labour market policies	<i>Limited activation intensity and integration of the long-term unemployed</i>	
4. Adequate and employment oriented social security systems	Low net replacement rates after 12 months of unemployment across several household compositions and high and increasing risk of poverty for the unemployed (18+)	
5. Work-life balance		Low and significantly decreasing impact of parenthood
6. Exploiting job creation possibilities		
7. Gender equality	Despite narrowing significantly, the gender pay gap remains above the EU average	Very low gender employment gap (20-64), including for those aged 55-64 for whom the gap is also narrowing further Very low gender gap in part-time employment
8. Improving skills supply and productivity, effective life-long learning	Low level of basic or above basic overall digital skills (16-74) Transitions in labour status and pay level (16-64) lower than the EU average	High and increasing government expenditure on education
9. Improving education and training systems		
10. Wage setting mechanisms and labour cost developments	<i>The coverage of collective bargaining and trade union density remain low</i>	

Lithuania

1. Progress towards the 2030 national employment rate target



2. Progress towards the 2030 national adult learning target



3. Key indicators on labour market performance

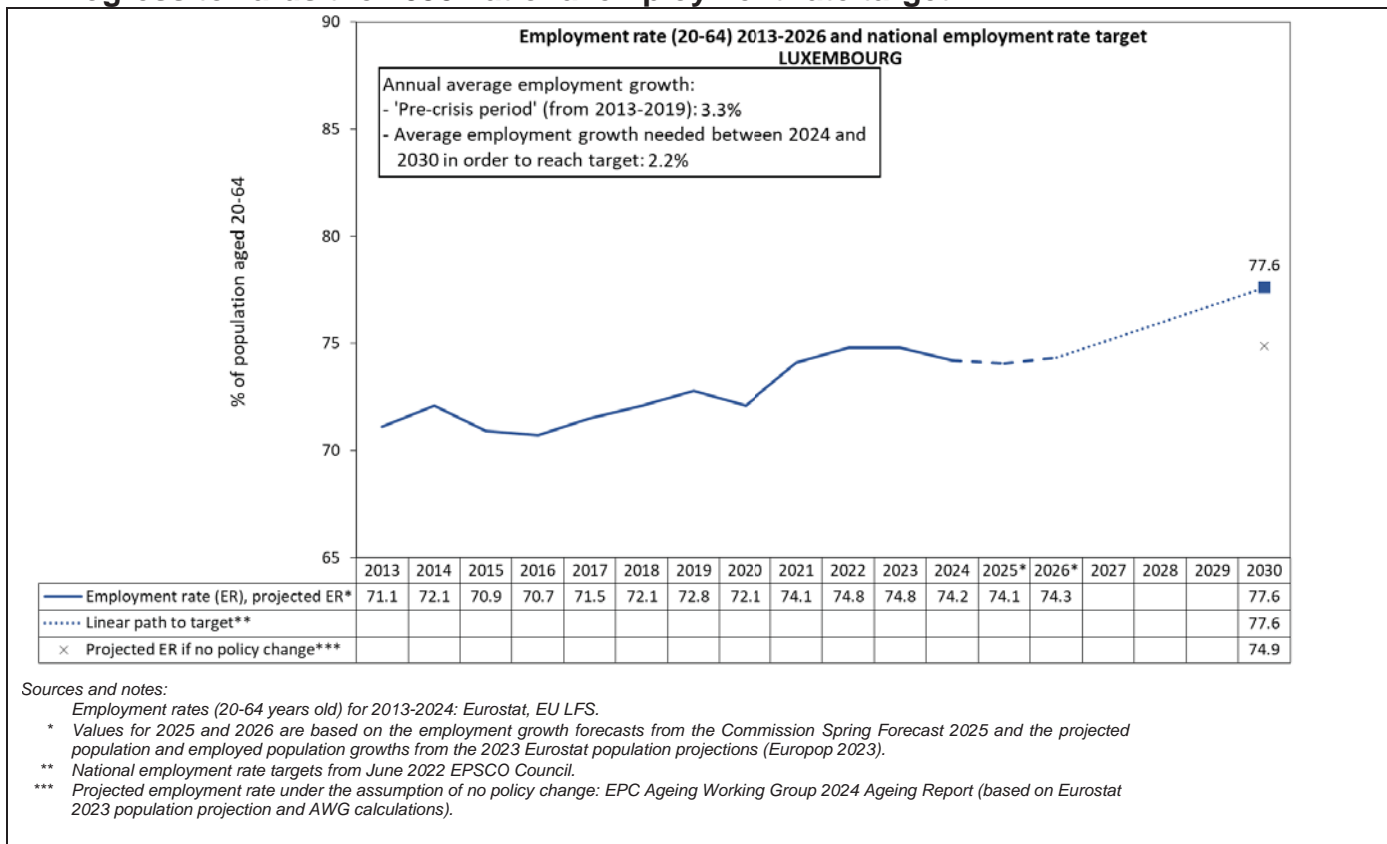
	Lithuania						National Targets	EU27						EU Targets
Description	2019	2020	2021	2022	2023	2024	2030	2019	2020	2021	2022	2023	2024	2030
Employment rate of population aged 20-64 - total	78.2	76.7	77.4	79.0	78.5	79.2	80.7	72.7	71.7	73.0	74.6	75.3	75.8	78
Employment rate of population aged 20-64 - women	77.4	75.8	76.7	78.6	77.7	78.5		67.1	66.2	67.6	69.2	70.2	70.8	
Employment rate of population aged 20-64 - men	79.0	77.5	78.1	79.4	79.2	79.9		78.4	77.2	78.5	79.9	80.4	80.8	
Employment rate of young people aged 20-29 - total	68.7	65.0	67.0 b	70.8	69.5	70.0		63.7	61.3	62.8 b	65.1	66.0	66.0	
Employment rate of population aged 30-54 - total	85.5	84.3	84.6 b	85.2	84.7	85.6		81.6	80.8	81.4 b	82.6	83.0	83.4	
Employment rate of older population aged 55-64 - total	68.4	67.6	68.0	69.8	69.1	69.1		58.6	59.0	60.4	62.3	63.9	65.2	
Employment rate of low-skilled population aged 20-64 - total	47.9	48.2	51.5	49.0	50.2	53.1		55.1	54.0	55.0	57.2	58.3	58.7	
Employment rate of non-EU nationals (20-64) - total	81.6	80.0	71.6 b	77.4	79.7	76.2		60.0	57.5	59.0 b	61.9	63.1	64.2	
Overall employment growth	0.0	-2.0	0.9	3.4	1.0	1.2		1.1	-1.8	1.5	2.3	1.1	0.9	
Unemployment rate in age group 15-74 - total	6.3	8.5	7.1	6.0	6.9	7.1 u		6.8	7.2	7.1	6.2	6.1	5.9	
NEET rate for population aged 15-29 - total	10.9	13.0	12.7	10.7	13.5	14.7		12.8	13.9	13.1	11.7	11.2	11.0	
Unemployment rate in age group 15-24 - total	11.9	19.6	14.3	11.9	13.8	16.2		15.6	17.5	16.7	14.5	14.5	14.9	
Involuntary temporary employment as % of total employees 15-64	0.7	0.7	0.5 b	0.4	0.5	0.3		7.8	6.8	5.1 b	4.4	3.9	3.4	
Share of employees (15-64) in temporary employment contracts	1.5	1.2	1.9 b	1.9	1.9	1.6		15.0	13.5	14.1 b	14.1	13.4	12.8	
Newly employed in %	20.4	19.8	10.8 b	14.1	12.5	13.2		14.6	13.1	13.8 b	15.2	14.9	14.0	
Rate of long-term unemployment (as % active population) - total	1.9	2.5	2.6	2.3	2.3	2.3		2.7	2.4	2.8	2.4	2.1	1.9	
At-risk-of-poverty rate of unemployed	54.4	56.4	50.4	51.0	59.5	59.5 p		49.1 e	47.2 b	45.1	46.0	47.3	48.7	
Unemployment trap - tax rate on low wage earners	87.4	86.1	106.0	103.9	102.5	102.2		74.6	73.9	74.3	74.2	74.1	74.4	
Inactivity and part-time work due to personal and family responsibilities - total	0.2 b	0.2 b	0.3	0.3	0.4	0.3		3.3	3.4	3.3	3.3	3.4	3.3	
Part-time employment, Percentage of total employment (total)	6.4	6.1	6.0	5.7	5.9	6.1		19.4	17.8	17.7	17.6	17.8	17.8	
Job vacancy rate (average over 3 years)	1.5	1.4	1.5	1.7	1.9	2.0		2.1	2.1	2.2	2.4	2.7	2.7	
Employment gender gap (aged 20-64)	1.6	1.7	1.4	0.8	1.5	1.4		11.3	11.0	10.9	10.7	10.2	10.0	
Gender pay gap	12.9	12.3	10.9	10.5	11.5 p			13.7	12.7	12.3	12.2	12.0 p		
Share of adult population (aged 25-64) with upper secondary or tertiary education - total	95.0	95.4	94.9 b	94.6	94.4	94.4		78.5	79.0	79.0 b	79.4	79.8	80.4	
Participation rate in education and training over the previous 12 months (age bracket 25-64), excluding guided on-the-job training (GOUT)				27.4			53.7				39.5			60
Early leavers from education and training (aged 18-24) - total	4.0	5.6	5.3 b	4.8	6.4	8.4		10.1	10.0	9.8 b	9.7	9.5	9.3	
Completion of tertiary or equivalent education (aged 30-34) - total	57.8	59.6	60.2 b	61.0	59.5	61.3		40.4	41.2	41.9 b	42.8	43.9	44.8	
Labour productivity per person employed	79.3	82.5	84.9	82.8	80.9 p			100.0	100.0	100.0	100.0	100.0 p		
Labour productivity per hour worked	68.3	70.0	73.8	72.4	69.8 p			100.0	100.0	100.0	100.0	100.0 p		
Nominal unit labour cost growth	6.2	4.9	6.5	14.2	13.1	8.0		1.8	4.3	-0.1	3.5	6.7	5.0	
Real unit labour cost growth	3.7	2.8	0.4	-1.6	3.7	3.9		0.0	2.4	-2.6	-1.8	0.6	1.7	

4. Key employment challenges Lithuania, May 2025

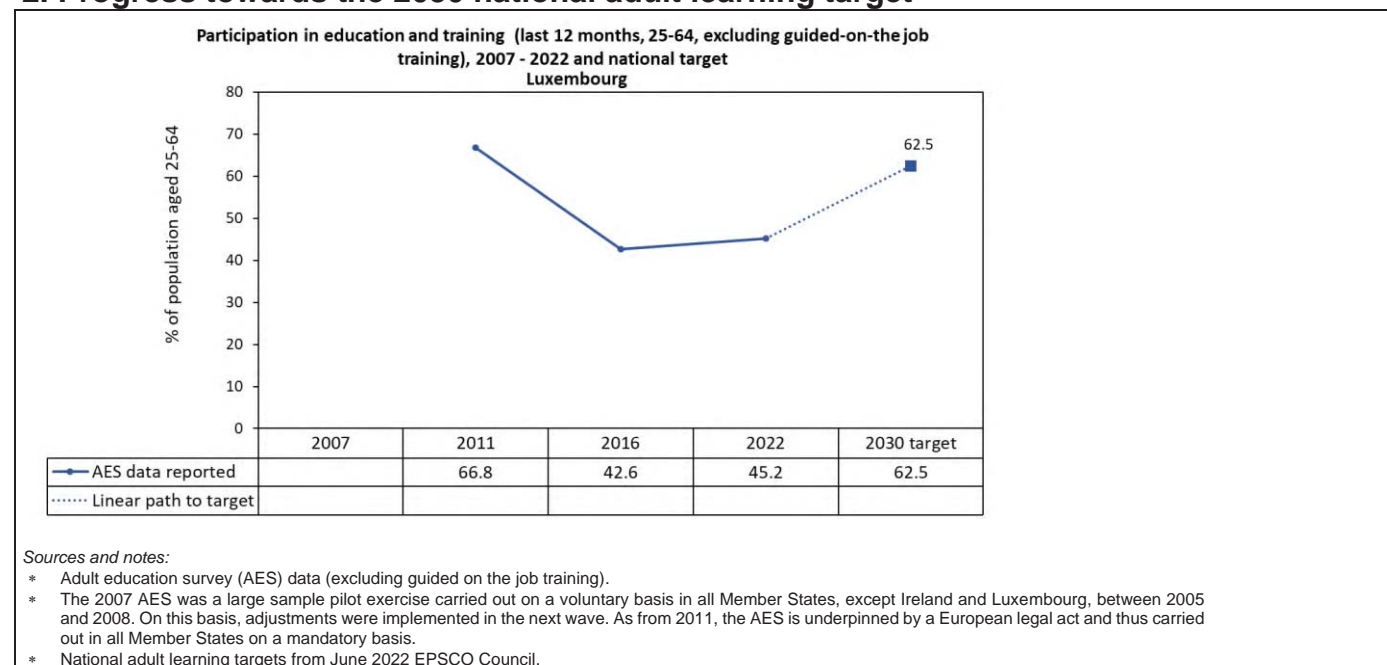
Employment policy area	Key Employment Challenge	Particularly good labour market outcome
1. Increase labour market participation	The NEET rate (15-29), including the share of inactive NEETs, is higher than the EU average and increased significantly <i>The disability employment gap is among the largest in the EU, indicating structural issues in labour market integration for people with disabilities</i>	The employment rates for non-EU nationals (20-64) and those who are recent immigrants to the EU (non-EU nationals) are significantly higher than the EU averages
2. Enhancing labour market functioning; combating segmentation		The share of employees (15-64) on temporary employment contracts is significantly below the EU average
3. Active labour market policies	ALMP expenditure (as % of GDP) and the number of participants in regular activation measures are below the EU average	
4. Adequate and employment oriented social security systems	The unemployment trap (tax rate on low-wage earners) is significantly higher than 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	<i>Matching efficiency in the labour market is insufficient, exacerbated by low labour market relevance and attractiveness of vocational education and training (VET)</i>	
9. Improving education and training systems		
10. Wage setting mechanisms and labour cost developments	<i>The coverage of collective bargaining is low</i>	

Luxembourg

1. Progress towards the 2030 national employment rate target



2. Progress towards the 2030 national adult learning target



3. Key indicators on labour market performance

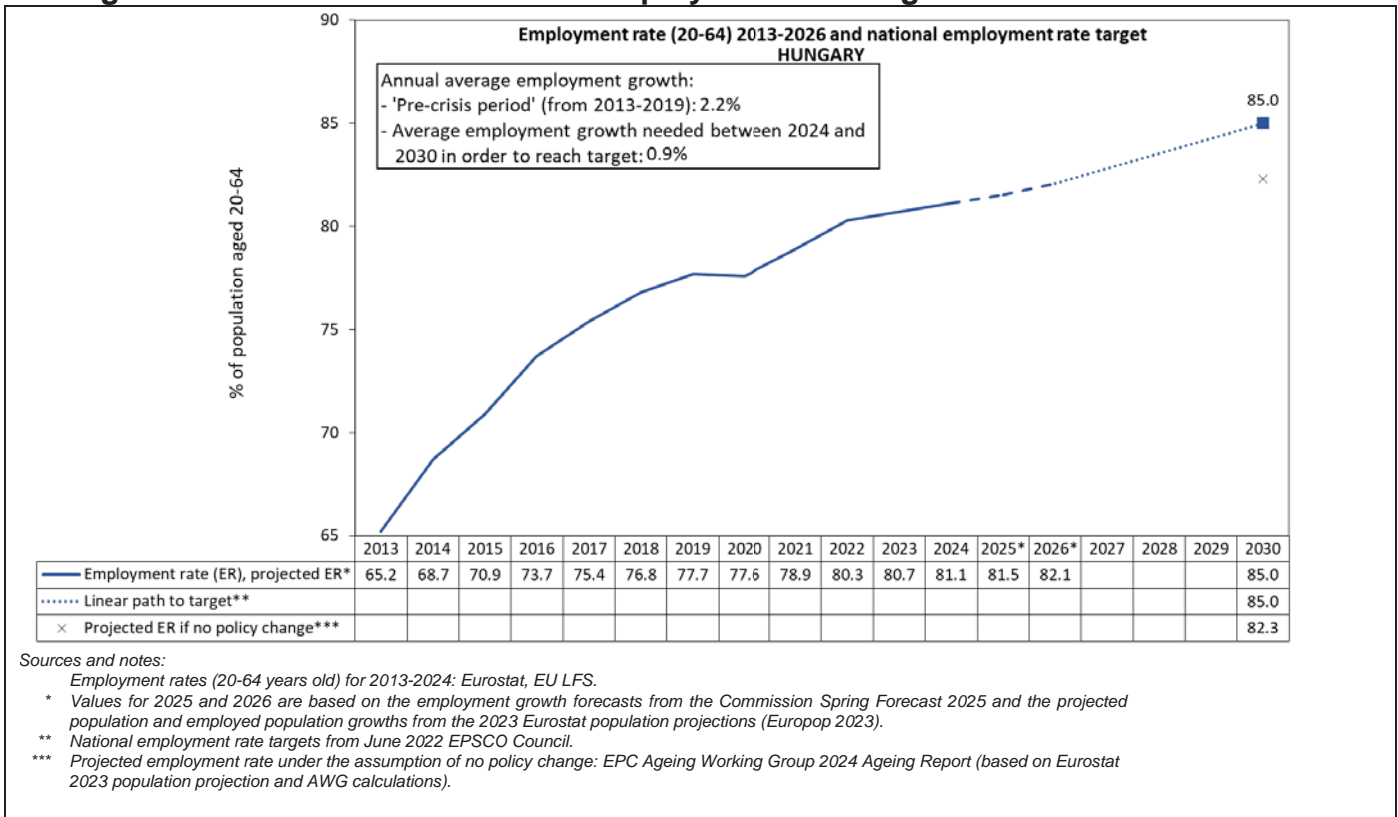
	Luxembourg						National Targets	EU27						EU Targets
Description	2019	2020	2021	2022	2023	2024	2030	2019	2020	2021	2022	2023	2024	2030
Employment rate of population aged 20-64 - total	72.8	72.1	74.1	74.8	74.8	74.2	77.6	72.7	71.7	73.0	74.6	75.3	75.8	78
Employment rate of population aged 20-64 - women	68.1	68.5	70.3	71.5	71.4	71.4		67.1	66.2	67.6	69.2	70.2	70.8	
Employment rate of population aged 20-64 - men	77.2	75.6	77.7	78.0	78.2	76.9		78.4	77.2	78.5	79.9	80.4	80.8	
Employment rate of young people aged 20-29 - total	66.3	62.2	65.6 b	63.9	66.0	63.7		63.7	61.3	62.8 b	65.1	66.0	66.0	
Employment rate of population aged 30-54 - total	84.4	84.7	86.1 b	87.7	87.3	86.0		81.6	80.8	81.4 b	82.6	83.0	83.4	
Employment rate of older population aged 55-64 - total	43.1	44.0	46.6	46.6	46.3	49.4		58.6	59.0	60.4	62.3	63.9	65.2	
Employment rate of low-skilled population aged 20-64 - total	57.6	56.9	59.6	61.1	62.0	54.7		55.1	54.0	55.0	57.2	58.3	58.7	
Employment rate of non-EU nationals (20-64) - total	64.6	63.5	66.4 b	72.2	69.7	67.4		60.0	57.5	59.0 b	61.9	63.1	64.2	
Overall employment growth	3.2	1.0	4.5	2.0	2.9	0.6		1.1	-1.8	1.5	2.3	1.1	0.9	
Unemployment rate in age group 15-74 - total	5.6	6.8	5.3	4.6	5.2	6.4 u		6.8	7.2	7.1	6.2	6.1	5.9	
NEET rate for population aged 15-29 - total	6.5	7.7	8.8	6.8	8.5	9.8		12.8	13.9	13.1	11.7	11.2	11.0	
Unemployment rate in age group 15-24 - total	17.0	23.2	16.9	17.6	18.8	21.6 u		15.6	17.5	16.7	14.5	14.5	14.9	
Involuntary temporary employment as % of total employees 15-64	0.2 u	4.9	0.9 b	1.0	1.0 u	1.5		7.8	6.8	5.1 b	4.4	3.9	3.4	
Share of employees (15-64) in temporary employment contracts	9.2	7.7	9.2 b	7.3	7.5	9.5		15.0	13.5	14.1 b	14.1	13.4	12.8	
Newly employed in %	14.8	12.9	12.7 b	13.7	13.3	14.4		14.6	13.1	13.8 b	15.2	14.9	14.0	
Rate of long-term unemployment (as % active population) - total	1.3	1.7	1.8	1.3	1.7	1.6		2.7	2.4	2.8	2.4	2.1	1.9	
At-risk-of-poverty rate of unemployed	47.7	52.7 b	42.4 b	39.4 b	39.9	33.6		49.1 e	47.2 b	45.1	46.0	47.3	48.7	
Unemployment trap - tax rate on low wage earners	92.1	91.7	91.8	91.8	91.9	91.4		74.6	73.9	74.3	74.2	74.1	74.4	
Inactivity and part-time work due to personal and family responsibilities - total	3.9	3.9	4.1	4.0	3.9	4.2		3.3	3.4	3.3	3.3	3.4	3.3	
Part-time employment, Percentage of total employment (total)	16.9	18.0	18.0	18.2	18.2	17.3		19.4	17.8	17.7	17.6	17.8	17.8	
Job vacancy rate (average over 3 years)	1.6	1.6	1.7	2.0	2.1	1.9		2.1	2.1	2.2	2.4	2.7	2.7	
Employment gender gap (aged 20-64)	9.1	7.1	7.4	6.5	6.8	5.5		11.3	11.0	10.9	10.7	10.2	10.0	
Gender pay gap	0.9	0.3	-0.2	-0.7	-0.9 p			13.7	12.7	12.3	12.2	12.0 p		
Share of adult population (aged 25-64) with upper secondary or tertiary education - total	79.3	78.5	80.3 b	81.6	81.2	82.4		78.5	79.0	79.0 b	79.4	79.8	80.4	
Participation rate in education and training over the previous 12 months (age bracket 25-64), excluding guided on-the-job training (GOUT)				45.2			62.5				39.5			60
Early leavers from education and training (aged 18-24) - total	7.2	8.2	9.3 b	8.2	6.8 u	7.8 u		10.1	10.0	9.8 b	9.7	9.5	9.3	
Completion of tertiary or equivalent education (aged 30-34) - total	56.2	62.2	62.5 b	62.9	61.9	66.3		40.4	41.2	41.9 b	42.8	43.9	44.8	
Labour productivity per person employed	157.8	159.9	164.3	159.0	149.8 p			100.0	100.0	100.0	100.0	100.0 p		
Labour productivity per hour worked	171.6	174.1	178.6	175.2	164.4 p			100.0	100.0	100.0	100.0	100.0 p		
Nominal unit labour cost growth	2.7	3.4	1.3	9.1	5.4	2.3 p		1.8	4.3	-0.1	3.5	6.7	5.0	
Real unit labour cost growth	1.5	-0.3	-3.6	2.1	7.2	-1.2		0.0	2.4	-2.6	-1.8	0.6	1.7	

4. Key employment challenges Luxembourg, May 2025

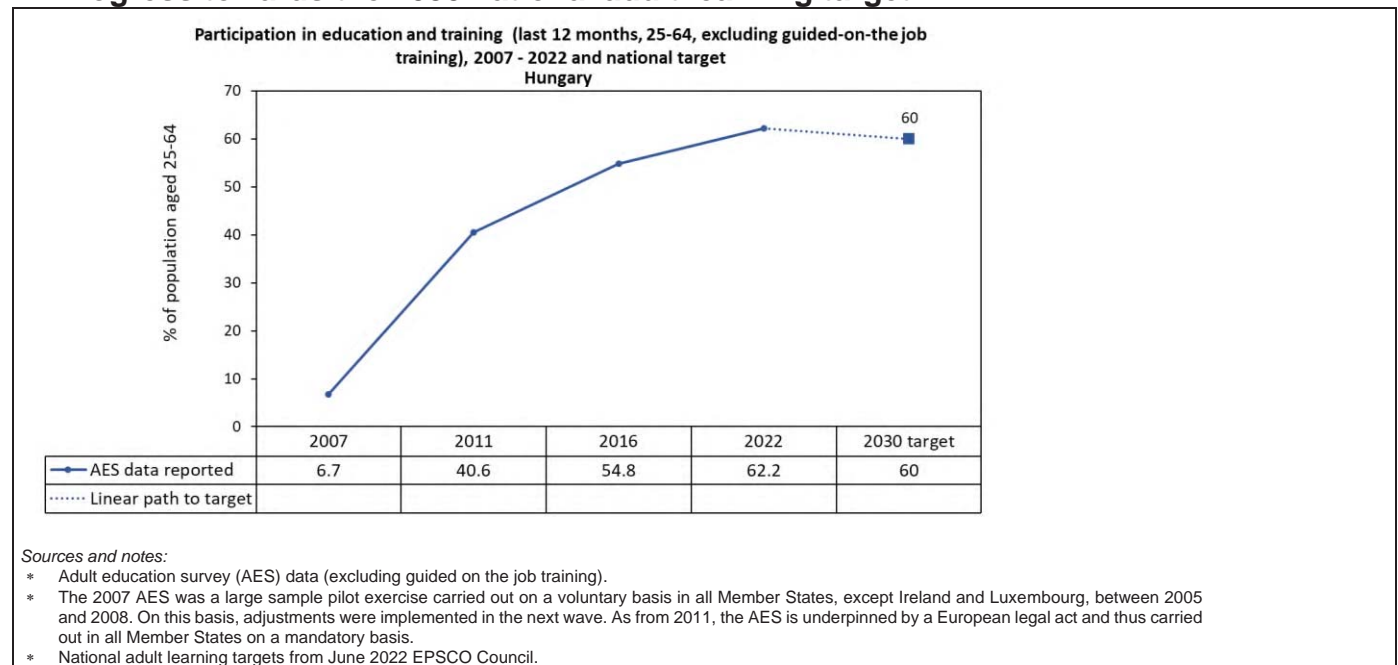
Employment policy area	Key Employment Challenge	Particularly good labour market outcome
1. Increase labour market participation	The employment rate of older people (55-64) is significantly lower than the EU average, and the rate is decreasing for the overall population (20-64) and across various groups (young people, the low-skilled, non-EU nationals) The NEET and youth unemployment rates (15-29) are increasing significantly	
2. Enhancing labour market functioning; combating segmentation		
3. Active labour market policies		
4. Adequate and employment oriented social security systems	The in-work poverty risk is significantly higher than the EU average The unemployment trap and the low-wage trap, including for second earners, are (significantly) higher than the EU averages <i>The tax and benefit system presents financial disincentives to work, especially for older people</i>	The net replacement rate after 6 months of unemployment is significantly above the EU average across different household compositions, and the at-risk-of-poverty rate for the unemployed (18+) is significantly lower than the EU average
5. Work-life balance		
6. Exploiting job creation possibilities		
7. Gender equality		The employment impact of parenthood on women is significantly lower than the EU average and decreasing further, and the gender employment and pay gaps are relatively narrow
8. Improving skills supply and productivity, effective life-long learning	<i>Skills shortages and skills mismatches and might hinder the economy's competitiveness</i>	The share of the adult population (25-64) having attained high (tertiary) education is significantly higher than the EU average and increasing further
9. Improving education and training systems	Large and significantly increasing difference in the employment rates for those with medium and high education attainment (20-64) <i>Educational outcomes are strongly associated with the socio-economic status of students</i>	Very high completion of tertiary or equivalent education (30-34)
10. Wage setting mechanisms and labour cost developments		

Hungary

1. Progress towards the 2030 national employment rate target



2. Progress towards the 2030 national adult learning target



3. Key indicators on labour market performance

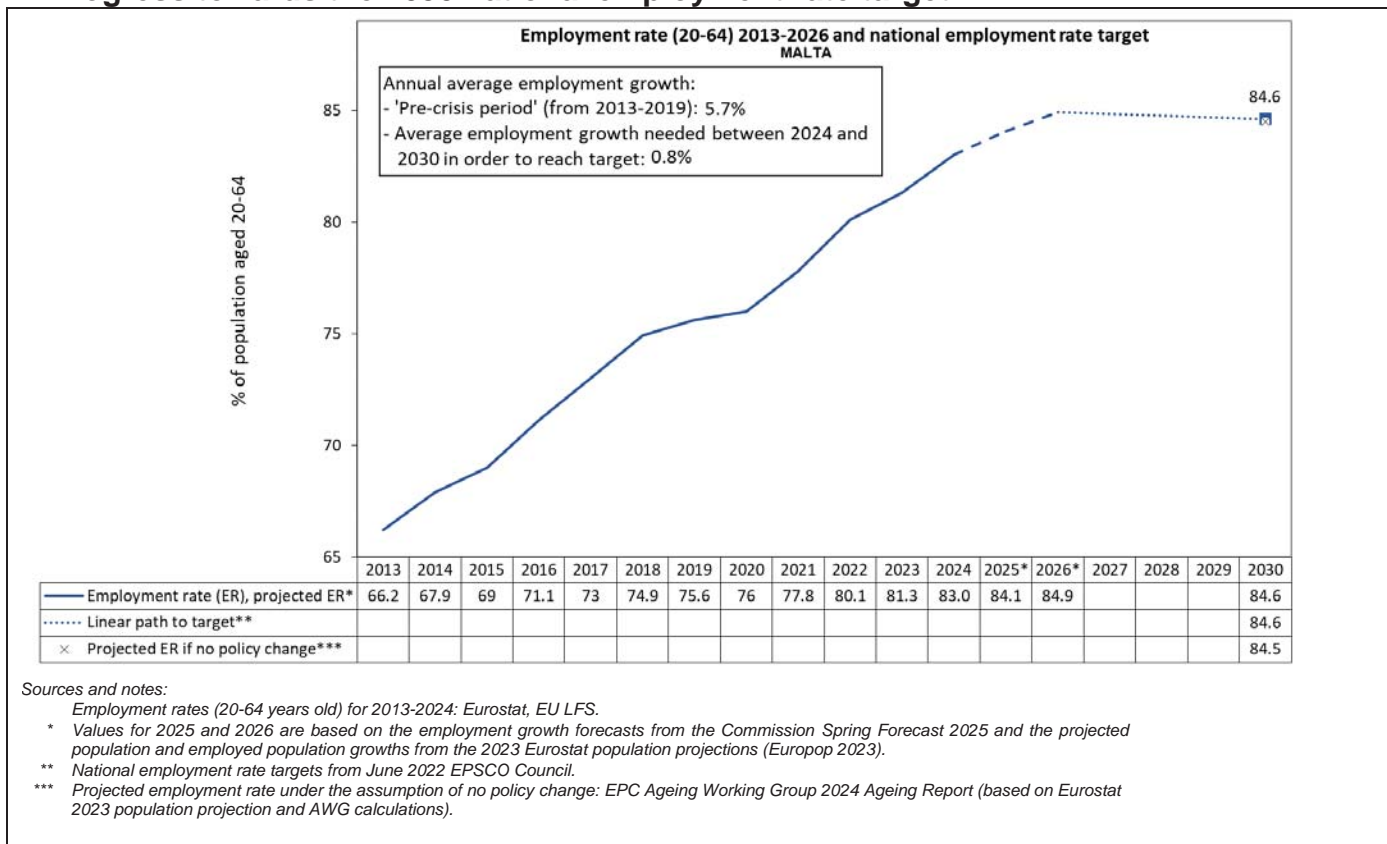
	Hungary						National Targets	EU27						EU Targets
Description	2019	2020	2021	2022	2023	2024	2030	2019	2020	2021	2022	2023	2024	2030
Employment rate of population aged 20-64 - total	77.7	77.6	78.9	80.3	80.7	81.1	85	72.7	71.7	73.0	74.6	75.3	75.8	78
Employment rate of population aged 20-64 - women	72.1	72.0	73.6	75.4	76.1	77.1		67.1	66.2	67.6	69.2	70.2	70.8	
Employment rate of population aged 20-64 - men	83.2	83.2	84.2	85.2	85.2	85.0		78.4	77.2	78.5	79.9	80.4	80.8	
Employment rate of young people aged 20-29 - total	64.2	63.6	66.7 b	67.3	66.3	66.5		63.7	61.3	62.8 b	65.1	66.0	66.0	
Employment rate of population aged 30-54 - total	85.6	84.1	87.9 b	89.0	88.9	89.0		81.6	80.8	81.4 b	82.6	83.0	83.4	
Employment rate of older population aged 55-64 - total	56.9	59.7	63.0	65.6	69.3	70.4		58.6	59.0	60.4	62.3	63.9	65.2	
Employment rate of low-skilled population aged 20-64 - total	56.5	55.6	57.7	58.0	60.1	59.9		55.1	54.0	55.0	57.2	58.3	58.7	
Employment rate of non-EU nationals (20-64) - total	72.8	71.5	69.6 b	70.1	61.8	59.1		60.0	57.5	59.0 b	61.9	63.1	64.2	
Overall employment growth	0.3	-1.4	0.6	1.1	0.4	-0.1		1.1	-1.8	1.5	2.3	1.1	0.9	
Unemployment rate in age group 15-74 - total	3.3	4.1	4.0	3.6	4.1	4.5		6.8	7.2	7.1	6.2	6.1	5.9	
NEET rate for population aged 15-29 - total	11.0	12.4	11.7	10.7	10.9	10.9		12.8	13.9	13.1	11.7	11.2	11.0	
Unemployment rate in age group 15-24 - total	11.4	12.7	13.6	10.6	12.8	15.2		15.6	17.5	16.7	14.5	14.5	14.9	
Involuntary temporary employment as % of total employees 15-64	4.6	4.1	1.4 b	1.3	1.1	1.1		7.8	6.8	5.1 b	4.4	3.9	3.4	
Share of employees (15-64) in temporary employment contracts	6.5	5.9	5.8 b	5.4	5.0	4.7		15.0	13.5	14.1 b	14.1	13.4	12.8	
Newly employed in %	14.7	14.5	14.3 b	14.1	13.0	12.8		14.6	13.1	13.8 b	15.2	14.9	14.0	
Rate of long-term unemployment (as % active population) - total	1.1	1.1	1.3	1.2	1.4	1.5		2.7	2.4	2.8	2.4	2.1	1.9	
At-risk-of-poverty rate of unemployed	55.9	45.3	45.2	49.0	44.6	47.3		49.1 e	47.2 b	45.1	46.0	47.3	48.7	
Unemployment trap - tax rate on low wage earners	77.1	76.4	73.3	76.3	76.2	76.9		74.6	73.9	74.3	74.2	74.1	74.4	
Inactivity and part-time work due to personal and family responsibilities - total	1.2	1.3	0.7	0.6	0.6	0.6		3.3	3.4	3.3	3.3	3.4	3.3	
Part-time employment, Percentage of total employment (total)	4.2	4.6	4.6	4.2	4.0	4.2		19.4	17.8	17.7	17.6	17.8	17.8	
Job vacancy rate (average over 3 years)	2.5	2.4	2.3	2.4	2.5	2.5		2.1	2.1	2.2	2.4	2.7	2.7	
Employment gender gap (aged 20-64)	11.1	11.2	10.6	9.8	9.1	7.9	60	11.3	11.0	10.9	10.7	10.2	10.0	60
Gender pay gap	18.2 b	17.1 p	17.2 p	17.5 p	17.8 p			13.7	12.7	12.3	12.2	12.0 p		
Share of adult population (aged 25-64) with upper secondary or tertiary education - total	84.9	85.6	86.4 b	87.1	87.4	88.1		78.5	79.0	79.0 b	79.4	79.8	80.4	
Participation rate in education and training over the previous 12 months (age bracket 25-64), excluding guided on-the-job training (GOUT)				62.2							39.5			
Early leavers from education and training (aged 18-24) - total	11.9	12.0	12.0 b	12.2	11.6	10.3		10.1	10.0	9.8 b	9.7	9.5	9.3	
Completion of tertiary or equivalent education (aged 30-34) - total	33.3	33.3	35.9 b	35.0	32.8	34.1		40.4	41.2	41.9 b	42.8	43.9	44.8	
Labour productivity per person employed	70.8	71.9	71.9	73.2 p	73.3 p			100.0	100.0	100.0	100.0	100.0 p		
Labour productivity per hour worked	66.7	66.5	67.9	69.3 p	70.1 p			100.0	100.0	100.0	100.0	100.0 p		
Nominal unit labour cost growth	5.0	6.5	3.2	14.0	16.2	12.2 p		1.8	4.3	-0.1	3.5	6.7	5.0	
Real unit labour cost growth	0.3	0.1	-3.5	0.0	1.0	5.0		0.0	2.4	-2.6	-1.8	0.6	1.7	

4. Key employment challenges Hungary, May 2025

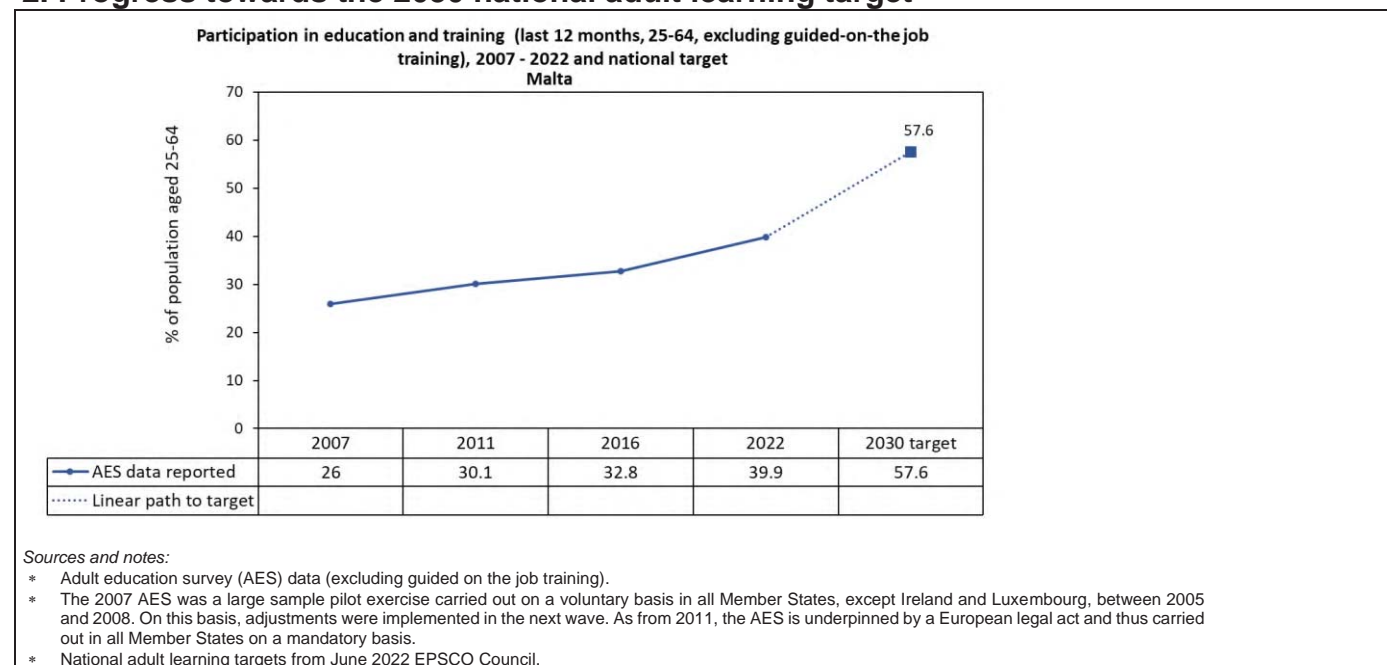
Employment policy area	Key Employment Challenge	Particularly good labour market outcome
1. Increase labour market participation	Low level and significant deterioration of the employment rate of recently immigrated non-EU nationals Rising youth (15-29) unemployment rate <i>Vulnerable groups continue to face barriers to employment and training</i>	High employment levels among the population aged 30-54
2. Enhancing labour market functioning; combating segmentation		Low share of employees (15-64) on temporary employment contracts and a high transition rate from temporary to permanent employment
3. Active labour market policies	Deterioration of the long-term unemployment rate for those aged 30-74 and stagnation of the share of long-term unemployed in total unemployment, against solid improvements at EU level for both Significant decrease in ALMP expenditure (as % of GDP) and decrease in the number of participants in regular activation measures	
4. Adequate and employment oriented social security systems	<i>Inadequate duration and coverage of the unemployment benefit</i>	
5. Work-life balance		
6. Exploiting job creation possibilities		
7. Gender equality		
8. Improving skills supply and productivity, effective life-long learning		
9. Improving education and training systems	Low and stagnating completion levels of tertiary or equivalent education (30-34), against solid improvements at EU level <i>Teacher shortages</i> <i>Education outcomes are strongly influenced by pupils' socio-economic background</i>	
10. Wage setting mechanisms and labour cost developments	Nominal unit labour costs have increased significantly in recent years <i>Weak functioning and structure of social dialogue</i>	

Malta

1. Progress towards the 2030 national employment rate target



2. Progress towards the 2030 national adult learning target



3. Key indicators on labour market performance

	Malta						National Targets	EU27						EU Targets
Description	2019	2020	2021	2022	2023	2024	2030	2019	2020	2021	2022	2023	2024	2030
Employment rate of population aged 20-64 - total	75.6	76.0	77.8	80.1	81.3	83.0	84.6	72.7	71.7	73.0	74.6	75.3	75.8	78
Employment rate of population aged 20-64 - women	63.9	66.0	68.4	72.9	73.6	75.6		67.1	66.2	67.6	69.2	70.2	70.8	
Employment rate of population aged 20-64 - men	85.9	84.9	86.0	86.2	87.7	89.0		78.4	77.2	78.5	79.9	80.4	80.8	
Employment rate of young people aged 20-29 - total	80.6	78.8	78.8 b	82.2	82.9	84.5		63.7	61.3	62.8 b	65.1	66.0	66.0	
Employment rate of population aged 30-54 - total	82.0	82.8	85.7 b	87.0	87.6	88.8		81.6	80.8	81.4 b	82.6	83.0	83.4	
Employment rate of older population aged 55-64 - total	50.1	51.4	51.0	53.2	55.9	58.3		58.6	59.0	60.4	62.3	63.9	65.2	
Employment rate of low-skilled population aged 20-64 - total	63.6	63.0	64.5	66.0	68.8	71.8		55.1	54.0	55.0	57.2	58.3	58.7	
Employment rate of non-EU nationals (20-64) - total	69.9	69.5	74.3 b	79.4	85.8	87.1		60.0	57.5	59.0 b	61.9	63.1	64.2	
Overall employment growth	6.0	2.4	3.2	6.1	6.9	5.7		1.1	-1.8	1.5	2.3	1.1	0.9	
Unemployment rate in age group 15-74 - total	4.1	4.9	3.8	3.5	3.5	3.1		6.8	7.2	7.1	6.2	6.1	5.9	
NEET rate for population aged 15-29 - total	8.5	9.7	10.5	7.6	7.6	7.2		12.8	13.9	13.1	11.7	11.2	11.0	
Unemployment rate in age group 15-24 - total	10.1	11.5	9.9	9.0	9.2	9.1		15.6	17.5	16.7	14.5	14.5	14.9	
Involuntary temporary employment as % of total employees 15-64	2.4	2.6	0.9 bu	1.4	1.2	0.7 u		7.8	6.8	5.1 b	4.4	3.9	3.4	
Share of employees (15-64) in temporary employment contracts	9.3	8.0	8.0 b	8.1	8.9	9.6		15.0	13.5	14.1 b	14.1	13.4	12.8	
Newly employed in %	15.0	12.2	14.3 b	14.4	15.6	13.8		14.6	13.1	13.8 b	15.2	14.9	14.0	
Rate of long-term unemployment (as % active population) - total	1.0	1.3	1.0	1.2	0.8	0.7 u		2.7	2.4	2.8	2.4	2.1	1.9	
At-risk-of-poverty rate of unemployed	53.5	49.7	35.7	35.7	41.7	44.8		49.1 e	47.2 b	45.1	46.0	47.3	48.7	
Unemployment trap - tax rate on low wage earners	67.0	63.9	65.2	66.1	66.8	91.6		74.6	73.9	74.3	74.2	74.1	74.4	
Inactivity and part-time work due to personal and family responsibilities - total	2.1	1.6	2.0	1.0	1.5	1.3		3.3	3.4	3.3	3.3	3.4	3.3	
Part-time employment, Percentage of total employment (total)	12.1	11.1	10.7	10.8	10.6	10.2		19.4	17.8	17.7	17.6	17.8	17.8	
Job vacancy rate (average over 3 years)	1.9	1.7	1.6					2.1	2.1	2.2	2.4	2.7	2.7	
Employment gender gap (aged 20-64)	22.0	18.9	17.6	13.3	14.1	13.4		11.3	11.0	10.9	10.7	10.2	10.0	
Gender pay gap	10.5	7.9	7.2	5.8	5.1 p			13.7	12.7	12.3	12.2	12.0 p		
Share of adult population (aged 25-64) with upper secondary or tertiary education - total	57.9	59.5	62.9 b	65.5	68.6	69.8		78.5	79.0	79.0 b	79.4	79.8	80.4	
Participation rate in education and training over the previous 12 months (age bracket 25-64), excluding guided on-the-job training (GOUT)				39.9			57.6				39.5			60
Early leavers from education and training (aged 18-24) - total	14.2	13.0	10.9 b	10.3	10.2	9.6		10.1	10.0	9.8 b	9.7	9.5	9.3	
Completion of tertiary or equivalent education (aged 30-34) - total	39.9	40.1	44.6 b	42.9	43.3	45.9		40.4	41.2	41.9 b	42.8	43.9	44.8	
Nominal unit labour cost growth	5.7	8.2	-4.8	5.7	2.3	5.0		1.8	4.3	-0.1	3.5	6.7	5.0	
Real unit labour cost growth	3.1	6.1	-7.2	-0.3	-4.5	1.0		0.0	2.4	-2.6	-1.8	0.6	1.7	

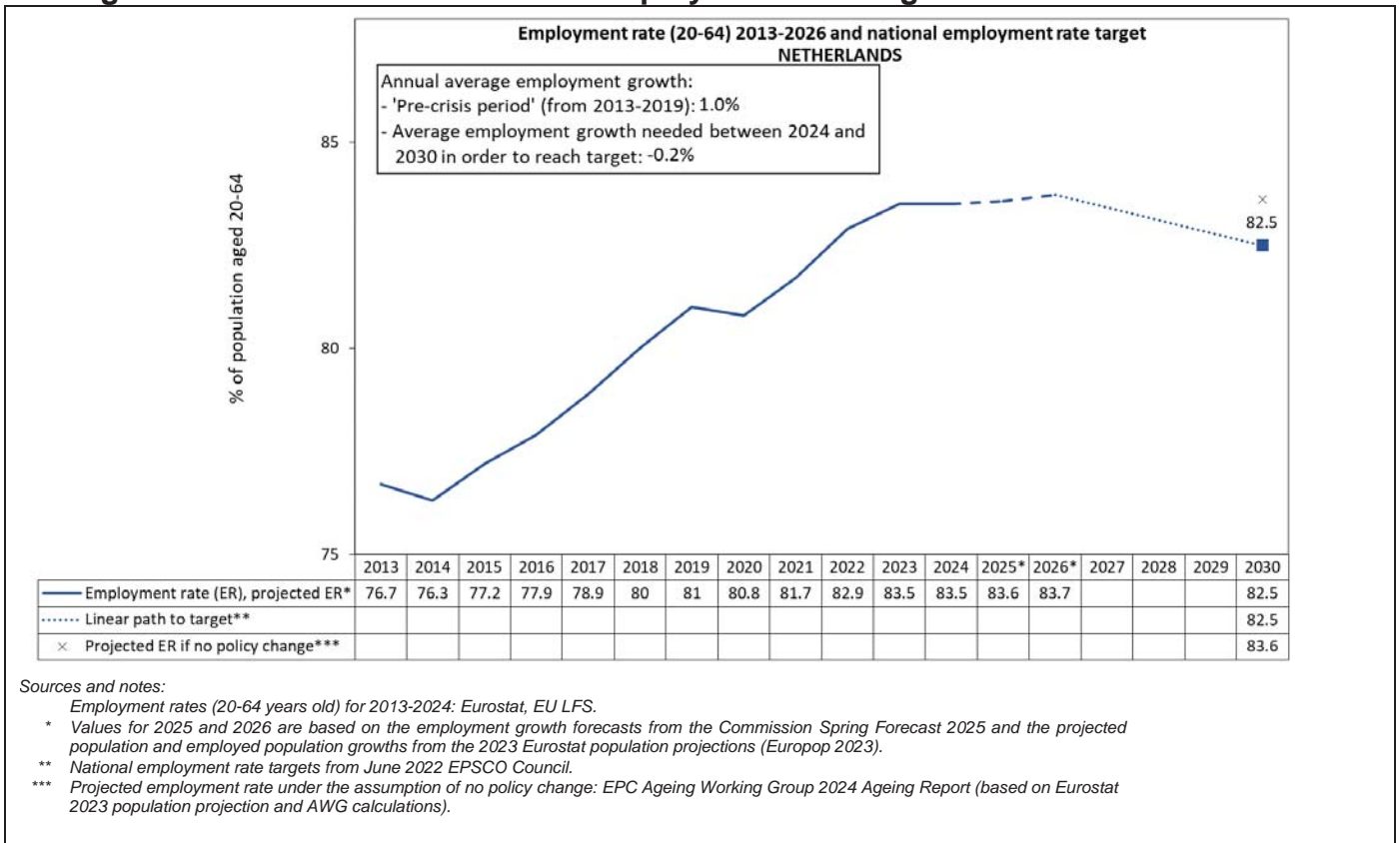
4. Key employment challenges Malta, May 2025

Employment policy area	Key Employment Challenge	Particularly good labour market outcome
1. Increase labour market participation	The employment rate of older population, in particular women (55-64), is below the EU average but increasing. The employment rate gap between persons aged 20-54 and 55-64 is high	The employment rate (20-64) is significantly above the EU average and increasing, especially for young people (20-29), men, those with low skills and non-EU nationals
2. Enhancing labour market functioning; combating segmentation	<i>Third-country nationals still face challenges with regards to working conditions</i> <i>Workplace safety is still lacking and the number of labour inspectors is limited</i>	The youth unemployment rate (15-29) is significantly below the EU average
3. Active labour market policies		Long-term unemployment is very low for those aged 30-74
4. Adequate and employment oriented social security systems		
5. Work-life balance		The rate of inactivity and part-time work due to personal and family responsibilities is low and significantly decreasing
6. Exploiting job creation possibilities		Employment growth is very strong overall and in services
7. Gender equality	The gender employment gap for those aged 55-64 is narrowing significantly but remains relatively wide	The gender pay gap is below the EU average and narrowing
8. Improving skills supply and productivity, effective life-long learning	The share of inactive adults (25-64) participating in education and training is increasing only slightly, against rapid improvements at EU level The share of the adult population (25-64) with medium (upper secondary) education is below the EU average but is increasing significantly <i>Malta has strengthened upskilling efforts, however skills mismatches as well as skills and labour shortages remain present in the labour market</i>	
9. Improving education and training systems		
10. Wage setting mechanisms and	<i>Social dialogue remains limited and civil society representation is low, but existing social dialogue</i>	

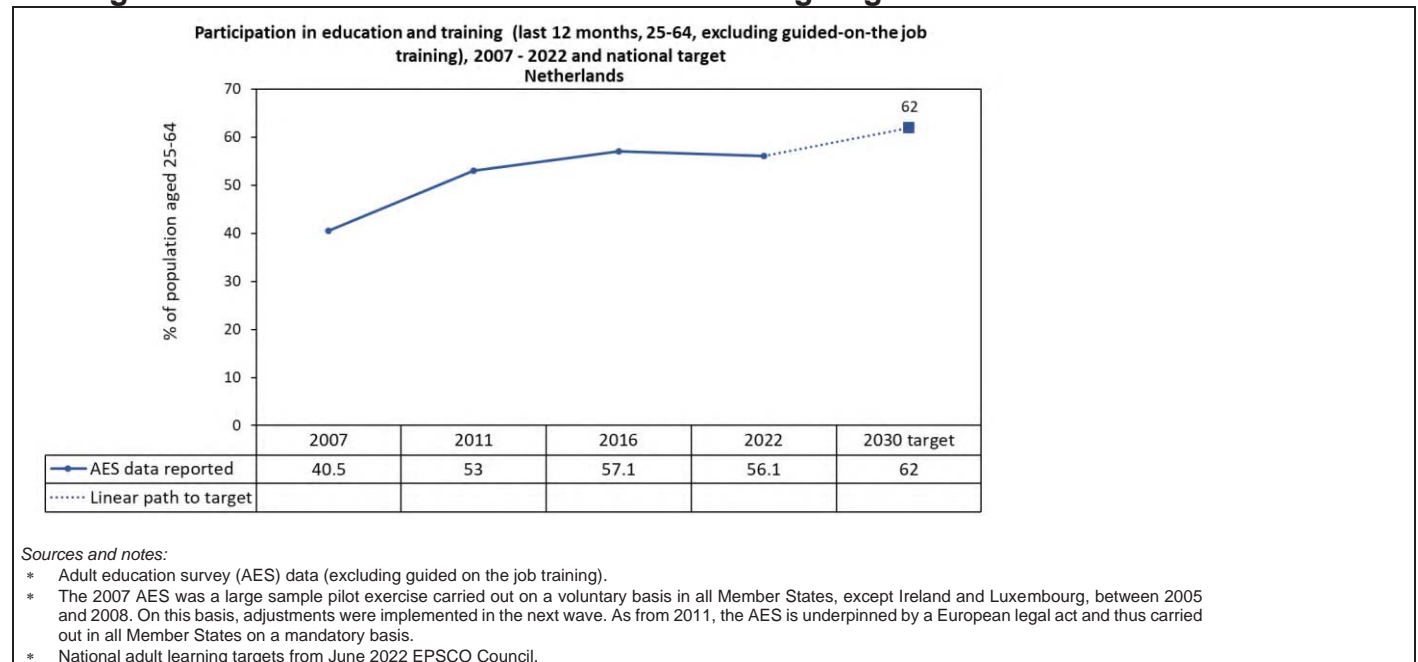
labour cost developments	<i>mechanisms and civil society organisations provide a foundation for its strengthening and engagement</i>	
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Netherlands

1. Progress towards the 2030 national employment rate target



2. Progress towards the 2030 national adult learning target



3. Key indicators on labour market performance

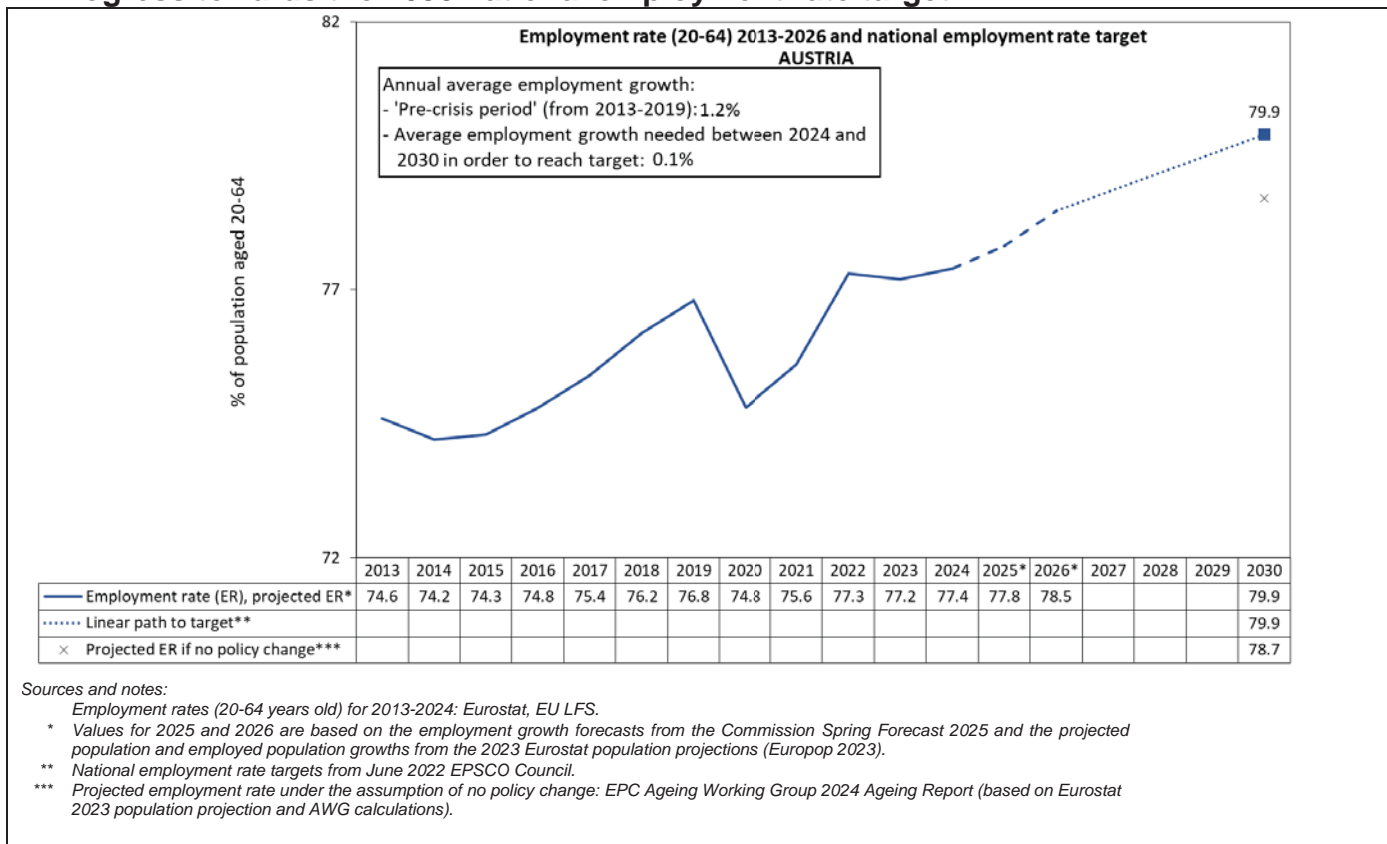
	Netherlands						National Targets	EU27						EU Targets
Description	2019	2020	2021	2022	2023	2024	2030	2019	2020	2021	2022	2023	2024	2030
Employment rate of population aged 20-64 - total	81.0	80.8	81.7	82.9	83.5	83.5	82.5	72.7	71.7	73.0	74.6	75.3	75.8	78
Employment rate of population aged 20-64 - women	76.5	76.6	77.5	79.0	79.6	79.7		67.1	66.2	67.6	69.2	70.2	70.8	
Employment rate of population aged 20-64 - men	85.4	85.0	85.7	86.9	87.4	87.3		78.4	77.2	78.5	79.9	80.4	80.8	
Employment rate of young people aged 20-29 - total	78.4 b	76.6	82.5 b	83.5	83.9	83.9		63.7	61.3	62.8 b	65.1	66.0	66.0	
Employment rate of population aged 30-54 - total	85.2 b	85.1	85.7 b	86.9	87.1	86.9		81.6	80.8	81.4 b	82.6	83.0	83.4	
Employment rate of older population aged 55-64 - total	69.5	70.8	71.4	73.1	75.0	75.3		58.6	59.0	60.4	62.3	63.9	65.2	
Employment rate of low-skilled population aged 20-64 - total	65.4 b	65.3	66.7	68.1	69.7	69.0		55.1	54.0	55.0	57.2	58.3	58.7	
Employment rate of non-EU nationals (20-64) - total	60.2	56.9	56.7 b	62.5	62.1	64.2		60.0	57.5	59.0 b	61.9	63.1	64.2	
Overall employment growth	1.7	-0.1	1.4	2.9	1.7	0.3		1.1	-1.8	1.5	2.3	1.1	0.9	
Unemployment rate in age group 15-74 - total	4.4	4.9	4.2	3.5	3.6	3.7		6.8	7.2	7.1	6.2	6.1	5.9	
NEET rate for population aged 15-29 - total	6.3	6.3	3.9	4.2	4.7	4.9		12.8	13.9	13.1	11.7	11.2	11.0	
Unemployment rate in age group 15-24 - total	8.5	10.6	9.3	7.6	8.2	8.7		15.6	17.5	16.7	14.5	14.5	14.9	
Involuntary temporary employment as % of total employees 15-64	5.6	4.6	4.3 b	3.7	3.6	3.4		7.8	6.8	5.1 b	4.4	3.9	3.4	
Share of employees (15-64) in temporary employment contracts	20.2	18.0	27.4 b	27.7	27.3	26.3		15.0	13.5	14.1 b	14.1	13.4	12.8	
Newly employed in %	18.5	16.4	19.1 b	21.7	21.0	19.4		14.6	13.1	13.8 b	15.2	14.9	14.0	
Rate of long-term unemployment (as % active population) - total	0.9	0.7	0.8	0.7	0.5	0.5		2.7	2.4	2.8	2.4	2.1	1.9	
At-risk-of-poverty rate of unemployed	53.6	54.8	61.4	66.4	56.5	50.3		49.1 e	47.2 b	45.1	46.0	47.3	48.7	
Unemployment trap - tax rate on low wage earners	78.3	80.8	80.2	80.3	80.7	80.4		74.6	73.9	74.3	74.2	74.1	74.4	
Inactivity and part-time work due to personal and family responsibilities - total	11.1	10.8	12.0	12.1	12.5	12.4		3.3	3.4	3.3	3.3	3.4	3.3	
Part-time employment, Percentage of total employment (total)	41.1	41.6	42.2	42.2	42.4	42.2		19.4	17.8	17.7	17.6	17.8	17.8	
Job vacancy rate (average over 3 years)	2.9	2.9	3.2	3.7	4.4	4.6		2.1	2.1	2.2	2.4	2.7	2.7	
Employment gender gap (aged 20-64)	8.9	8.4	8.2	7.9	7.8	7.6		11.3	11.0	10.9	10.7	10.2	10.0	
Gender pay gap	14.9	14.7	14.3	14.0	12.5 p			13.7	12.7	12.3	12.2	12.0 p		
Share of adult population (aged 25-64) with upper secondary or tertiary education - total	79.6 b	81.0	80.6 b	81.2	80.7	80.8		78.5	79.0	79.0 b	79.4	79.8	80.4	
Participation rate in education and training over the previous 12 months (age bracket 25-64), excluding guided on-the-job training (GOUT)				56.1			62				39.5			60
Early leavers from education and training (aged 18-24) - total	7.5 b	7.0	5.1 b	5.6	6.2	7.0		10.1	10.0	9.8 b	9.7	9.5	9.3	
Completion of tertiary or equivalent education (aged 30-34) - total	51.4 b	54.0	53.4 b	56.0	54.3	54.8		40.4	41.2	41.9 b	42.8	43.9	44.8	
Labour productivity per person employed	107.0	108.9 p	109.7 p	108.3 p	108.6 p			100.0	100.0	100.0	100.0	100.0 p		
Labour productivity per hour worked	120.5	120.2 p	124.3 p	123.7 p	124.2 p			100.0	100.0	100.0	100.0	100.0 p		
Nominal unit labour cost growth	3.0	7.8	-1.6	2.5 p	7.9 p	6.5 p		1.8	4.3	-0.1	3.5	6.7	5.0	
Real unit labour cost growth	0.0	5.3	-4.3	-3.4	0.5	1.3		0.0	2.4	-2.6	-1.8	0.6	1.7	

4. Key employment challenges Netherlands, May 2025

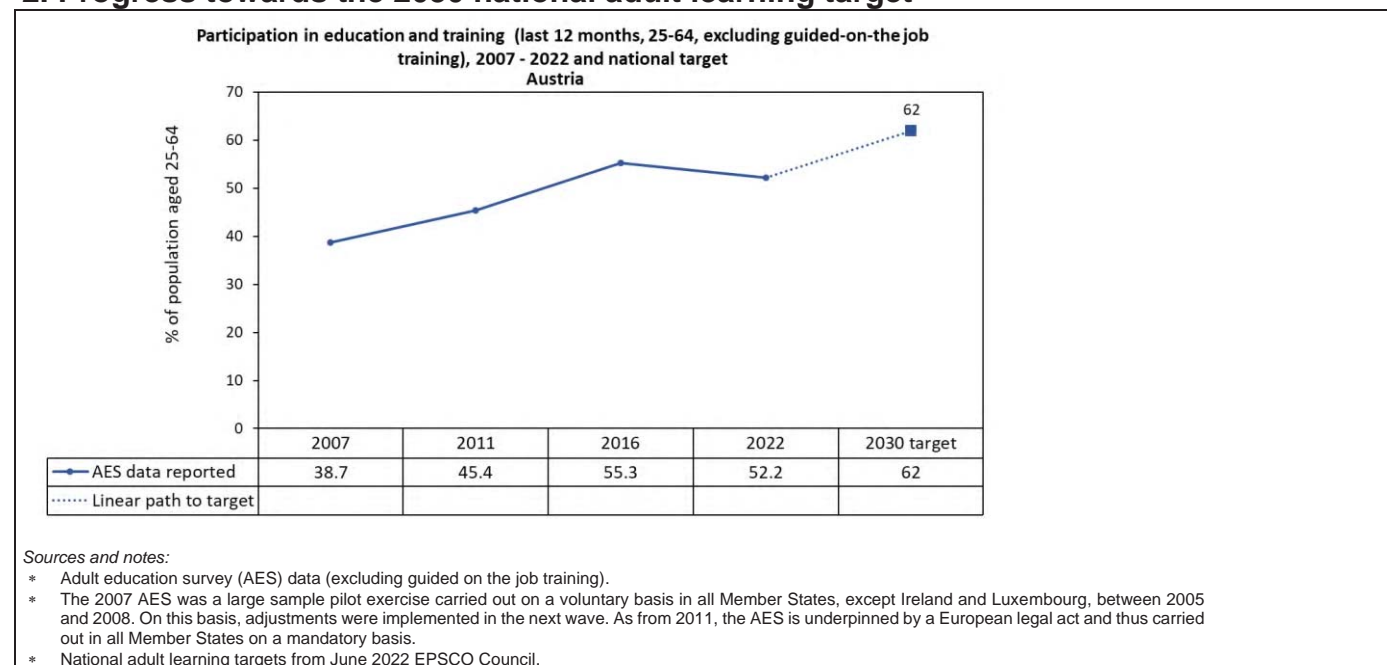
Employment policy area	Key Employment Challenge	Particularly good labour market outcome
1. Increase labour market participation	<i>Unfavourable labour market outcomes of people with a migrant background</i>	Very high employment rate (20-64), including for young people (15-29) Very long duration of working life Participation of older workers (55-64) in education and training significantly above the EU average
2. Enhancing labour market functioning; combating segmentation	Share of employees (15-64) with temporary employment contracts significantly above the EU average <i>High level of labour market segmentation, including a high share of self-employed without employees</i>	Share of long-term unemployed in total unemployment significantly below the EU average
3. Active labour market policies		
4. Adequate and employment oriented social security systems	Low-wage trap (tax rate on low-wage earners) for second earners significantly above the EU average	
5. Work-life balance	Inactivity and part-time work due to personal and family responsibilities is significantly above the EU average, in particular among women, and further increasing	Very high participation of children (0-3) in formal childcare
6. Exploiting job creation possibilities		
7. Gender equality	The gender gap in part-time employment remains significantly above the EU average despite improving markedly	
8. Improving skills supply and productivity, effective life-long learning		
9. Improving education and training systems		
10. Wage setting mechanisms and labour cost developments		

Austria

1. Progress towards the 2030 national employment rate target



2. Progress towards the 2030 national adult learning target



3. Key indicators on labour market performance

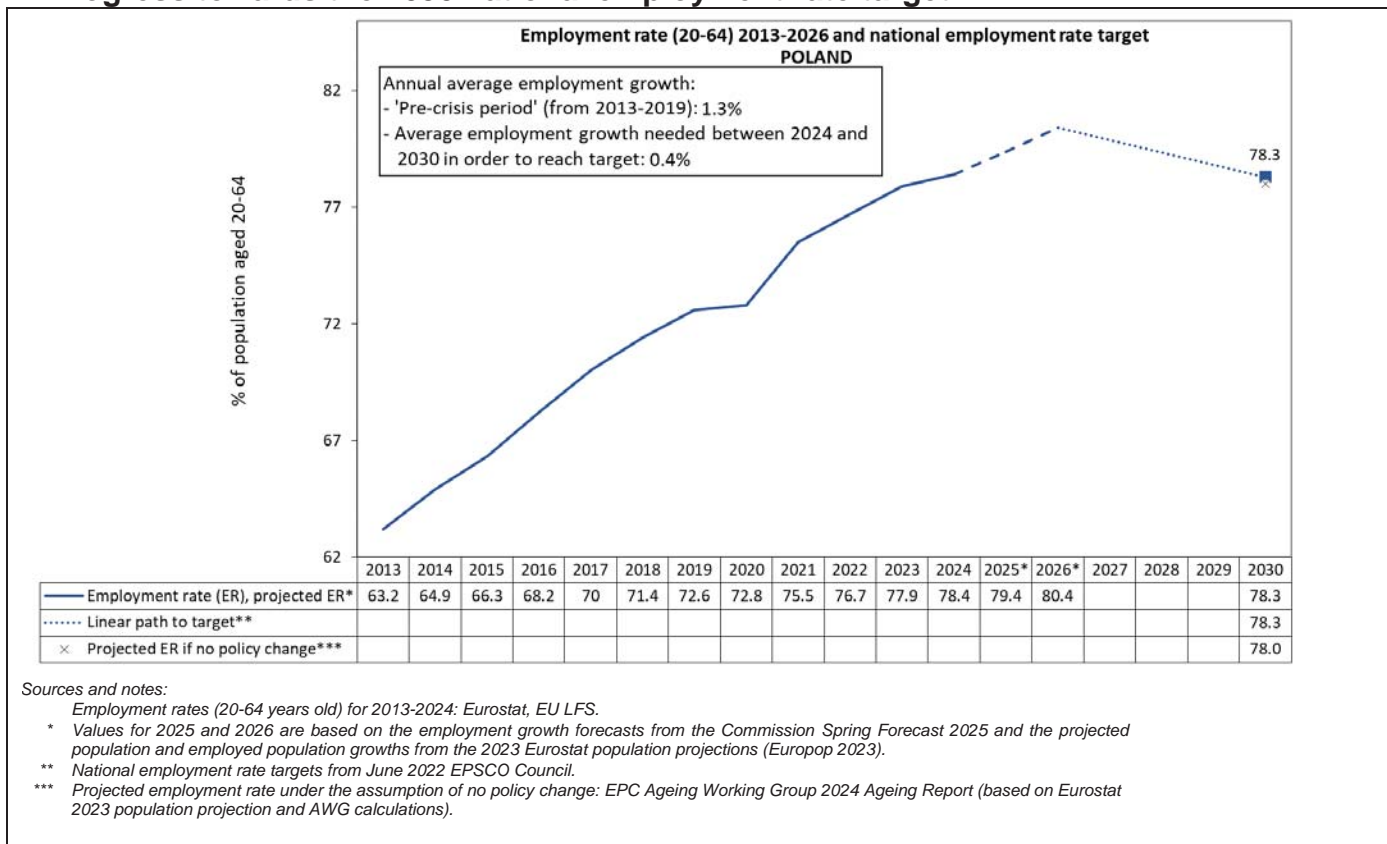
	Austria						National Targets	EU27						EU Targets
Description	2019	2020	2021	2022	2023	2024	2030	2019	2020	2021	2022	2023	2024	2030
Employment rate of population aged 20-64 - total	76.8	74.8	75.6	77.3	77.2	77.4	79.9	72.7	71.7	73.0	74.6	75.3	75.8	78
Employment rate of population aged 20-64 - women	72.4	70.6	71.3	73.4	73.3	73.9		67.1	66.2	67.6	69.2	70.2	70.8	
Employment rate of population aged 20-64 - men	81.2	79.0	79.9	81.2	81.1	80.8		78.4	77.2	78.5	79.9	80.4	80.8	
Employment rate of young people aged 20-29 - total	75.6	73.2	74.7 b	76.7	76.4	75.6		63.7	61.3	62.8 b	65.1	66.0	66.0	
Employment rate of population aged 30-54 - total	86.0	84.7	84.3 b	86.3	86.1	86.1		81.6	80.8	81.4 b	82.6	83.0	83.4	
Employment rate of older population aged 55-64 - total	54.5	54.2	55.4	56.4	57.3	58.8		58.6	59.0	60.4	62.3	63.9	65.2	
Employment rate of low-skilled population aged 20-64 - total	56.8	54.4	55.0	55.6	55.6	57.0		55.1	54.0	55.0	57.2	58.3	58.7	
Employment rate of non-EU nationals (20-64) - total	61.7	58.0	61.9 b	64.9	62.9	63.0		60.0	57.5	59.0 b	61.9	63.1	64.2	
Overall employment growth	0.9	-2.2	1.1	3.0	0.8	0.0		1.1	-1.8	1.5	2.3	1.1	0.9	
Unemployment rate in age group 15-74 - total	4.8	6.0	6.2	4.8	5.1	5.2		6.8	7.2	7.1	6.2	6.1	5.9	
NEET rate for population aged 15-29 - total	8.6	9.9	9.4	9.1	9.4	9.2		12.8	13.9	13.1	11.7	11.2	11.0	
Unemployment rate in age group 15-24 - total	9.1	11.7	11.0	9.5	10.4	10.3		15.6	17.5	16.7	14.5	14.5	14.9	
Involuntary temporary employment as % of total employees 15-64	0.8	0.6	0.3 b	0.3 u	0.2 u	0.2 u		7.8	6.8	5.1 b	4.4	3.9	3.4	
Share of employees (15-64) in temporary employment contracts	8.7	8.2	8.8 b	8.7	9.0	8.4		15.0	13.5	14.1 b	14.1	13.4	12.8	
Newly employed in %	17.3	15.4	15.3 b	16.2	16.3	15.4		14.6	13.1	13.8 b	15.2	14.9	14.0	
Rate of long-term unemployment (as % active population) - total	1.4	1.7	2.0	1.2	1.1	1.1		2.7	2.4	2.8	2.4	2.1	1.9	
At-risk-of-poverty rate of unemployed	43.3	48.0	45.7	40.7	50.3	42.7		49.1 e	47.2 b	45.1	46.0	47.3	48.7	
Unemployment trap - tax rate on low wage earners	71.2	70.5	70.2	69.0	67.5	67.2		74.6	73.9	74.3	74.2	74.1	74.4	
Inactivity and part-time work due to personal and family responsibilities - total	7.5	7.4	8.1	8.7	8.7	8.9		3.3	3.4	3.3	3.3	3.4	3.3	
Part-time employment, Percentage of total employment (total)	28.2	28.1	28.7	29.7	30.1	30.5		19.4	17.8	17.7	17.6	17.8	17.8	
Job vacancy rate (average over 3 years)	3.1	3.1	3.3	4.0	4.6	4.7		2.1	2.1	2.2	2.4	2.7	2.7	
Employment gender gap (aged 20-64)	8.8	8.4	8.6	7.8	7.8	6.9		11.3	11.0	10.9	10.7	10.2	10.0	
Gender pay gap	20.0	19.2	19.1	18.7	18.3 p			13.7	12.7	12.3	12.2	12.0 p		
Share of adult population (aged 25-64) with upper secondary or tertiary education - total	85.6	85.7	85.9 b	85.9	86.0	86.2		78.5	79.0	79.0 b	79.4	79.8	80.4	
Participation rate in education and training over the previous 12 months (age bracket 25-64), excluding guided on-the-job training (GOUT)				52.2			62				39.5			60
Early leavers from education and training (aged 18-24) - total	7.8	8.1	8.0 b	8.4	8.6	8.1		10.1	10.0	9.8 b	9.7	9.5	9.3	
Completion of tertiary or equivalent education (aged 30-34) - total	42.4	41.6	43.0 b	44.0	44.0	44.3		40.4	41.2	41.9 b	42.8	43.9	44.8	
Labour productivity per person employed	115.2	114.7	112.6	114.5	114.2 p			100.0	100.0	100.0	100.0	100.0 p		
Labour productivity per hour worked	115.4	117.0	116.4	119.4	118.9 p			100.0	100.0	100.0	100.0	100.0 p		
Nominal unit labour cost growth	2.2	6.8	0.2	2.2	8.7	9.8		1.8	4.3	-0.1	3.5	6.7	5.0	
Real unit labour cost growth	0.7	4.1	-1.7	-2.4	1.9	3.8		0.0	2.4	-2.6	-1.8	0.6	1.7	

4. Key employment challenges Austria, May 2025

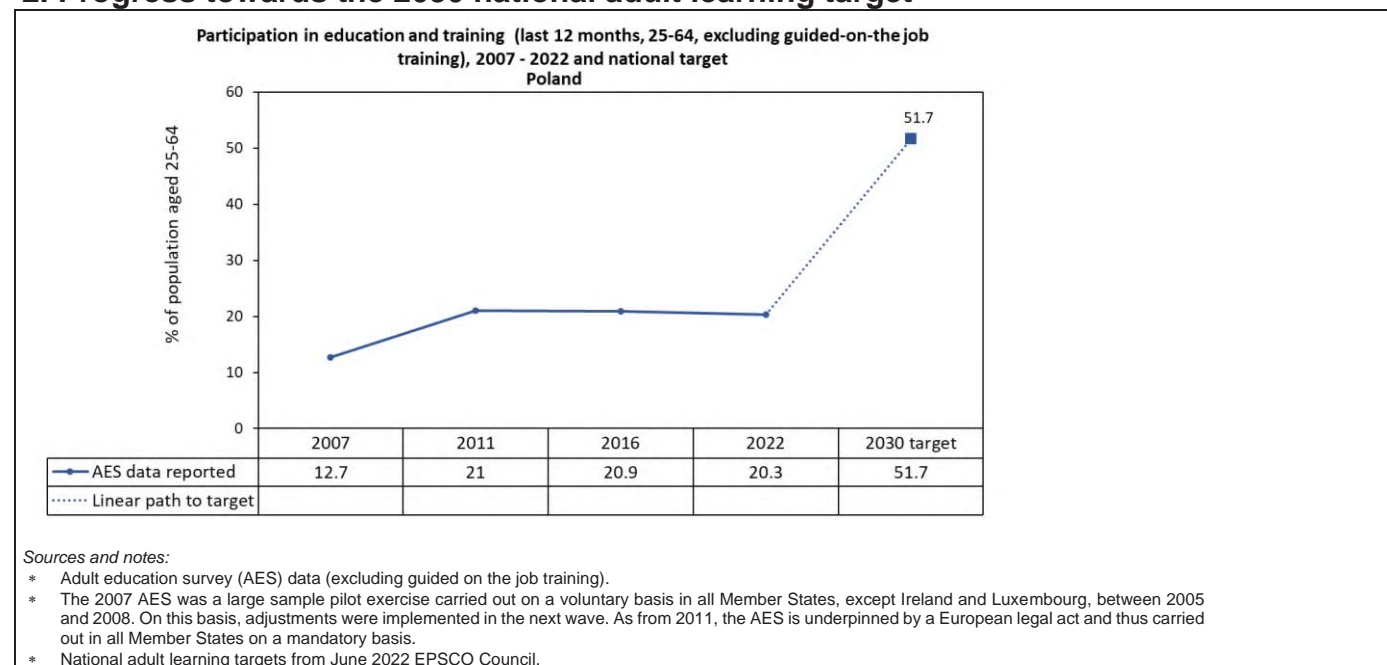
Employment policy area	Key Employment Challenge	Particularly good labour market outcome
1. Increase labour market participation	<p>The employment rate for older people (55-64) is below the EU average and significantly lower than the employment rate for those aged 20-54</p> <p>The employment rate for recent immigrants to the EU (non-EU nationals, men) is below the EU average and significantly decreasing</p> <p><i>Underutilised labour market potential, in particular of older people and people with migrant background</i></p>	
2. Enhancing labour market functioning; combating segmentation		
3. Active labour market policies		
4. Adequate and employment oriented social security systems		The at-risk-of-poverty rate for the unemployed (18+) is lower than the EU average and further decreasing
5. Work-life balance	<p>Inactivity and part-time work of women due to personal and family responsibilities significantly higher than the EU average and further increasing</p> <p>Participation of children in formal childcare (age 0-3, 30h or more a usual week) is lower than the EU average</p>	
6. Exploiting job creation possibilities		
7. Gender equality	<p>The gender gap in part-time employment is significantly larger than the EU average</p> <p>The gender pay gap is larger than the EU average</p>	
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 for those coming from a vulnerable socio-economic or migrant background</i>	
10. Wage setting mechanisms and labour cost developments		

Poland

1. Progress towards the 2030 national employment rate target



2. Progress towards the 2030 national adult learning target



3. Key indicators on labour market performance

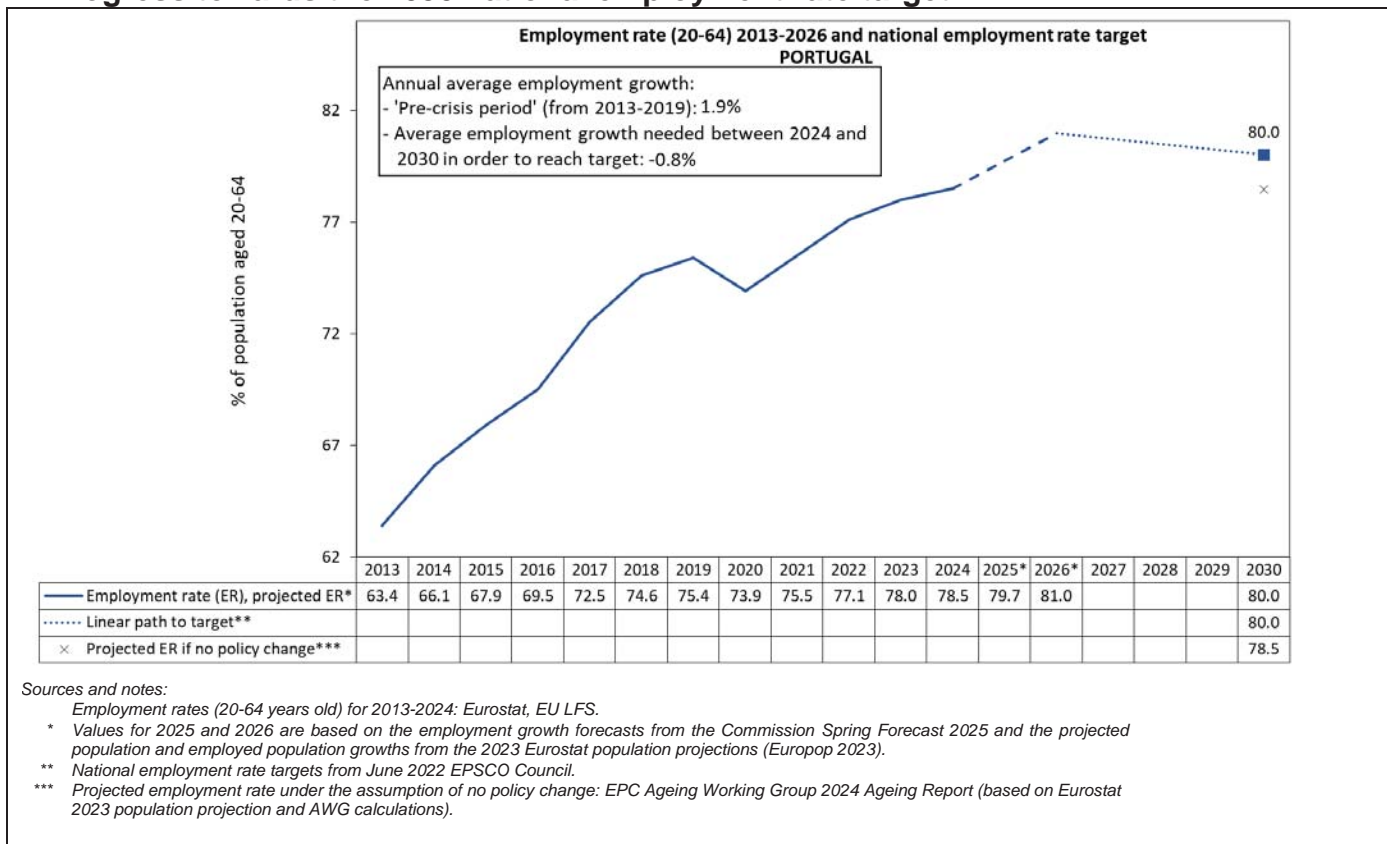
	Poland						National Targets	EU27						EU Targets
Description	2019	2020	2021	2022	2023	2024	2030	2019	2020	2021	2022	2023	2024	2030
Employment rate of population aged 20-64 - total	72.6 b	72.8	75.5	76.7	77.9	78.4	78.3	72.7	71.7	73.0	74.6	75.3	75.8	78
Employment rate of population aged 20-64 - women	65.3 b	65.4	68.5	70.3	72.0	72.5		67.1	66.2	67.6	69.2	70.2	70.8	
Employment rate of population aged 20-64 - men	79.9 b	80.2	82.4	83.2	83.8	84.1		78.4	77.2	78.5	79.9	80.4	80.8	
Employment rate of young people aged 20-29 - total	69.0 b	65.7	66.5 b	67.4	69.3	69.5		63.7	61.3	62.8 b	65.1	66.0	66.0	
Employment rate of population aged 30-54 - total	83.6 b	84.3	85.6 b	86.4	86.9	87.1		81.6	80.8	81.4 b	82.6	83.0	83.4	
Employment rate of older population aged 55-64 - total	48.2 b	50.5	54.7	56.5	58.1	59.0		58.6	59.0	60.4	62.3	63.9	65.2	
Employment rate of low-skilled population aged 20-64 - total	43.2 b	42.6	46.9	47.2	48.8	47.7		55.1	54.0	55.0	57.2	58.3	58.7	
Employment rate of non-EU nationals (20-64) - total	79.6 b	78.1	84.6 b	81.0	81.5	84.9		60.0	57.5	59.0 b	61.9	63.1	64.2	
Overall employment growth	2.7	-0.2	2.3	0.4	0.3	-0.6		1.1	-1.8	1.5	2.3	1.1	0.9	
Unemployment rate in age group 15-74 - total	3.3 b	3.2	3.4	2.9	2.8	2.9 u		6.8	7.2	7.1	6.2	6.1	5.9	
NEET rate for population aged 15-29 - total	11.4 b	12.5	13.2	10.7	9.1	9.4		12.8	13.9	13.1	11.7	11.2	11.0	
Unemployment rate in age group 15-24 - total	9.7 b	10.8	11.9	10.8	11.4	10.8		15.6	17.5	16.7	14.5	14.5	14.9	
Involuntary temporary employment as % of total employees 15-64	10.0 b	8.3	5.0 b	4.2	3.6	2.9		7.8	6.8	5.1 b	4.4	3.9	3.4	
Share of employees (15-64) in temporary employment contracts	21.7 b	18.5	14.9 b	15.3	15.3	14.9		15.0	13.5	14.1 b	14.1	13.4	12.8	
Newly employed in %	11.8 b	9.8	9.4 b	9.6	9.4	9.5		14.6	13.1	13.8 b	15.2	14.9	14.0	
Rate of long-term unemployment (as % active population) - total	0.7 b	0.6	0.9	0.9	0.8	0.8		2.7	2.4	2.8	2.4	2.1	1.9	
At-risk-of-poverty rate of unemployed	38.0	40.7	43.6	47.1	44.8	44.4		49.1 e	47.2 b	45.1	46.0	47.3	48.7	
Unemployment trap - tax rate on low wage earners	60.9	58.7	59.3	59.8	59.8	60.8		74.6	73.9	74.3	74.2	74.1	74.4	
Inactivity and part-time work due to personal and family responsibilities - total	2.0	1.9	1.1	0.9	0.9	0.9		3.3	3.4	3.3	3.3	3.4	3.3	
Part-time employment, Percentage of total employment (total)	6.2 b	5.9	5.3	5.4	5.7	5.7		19.4	17.8	17.7	17.6	17.8	17.8	
Job vacancy rate (average over 3 years)	1.1	1.0	1.0	1.0	1.0	1.0		2.1	2.1	2.2	2.4	2.7	2.7	
Employment gender gap (aged 20-64)	14.6	14.8	13.9	12.9	11.8	11.6		11.3	11.0	10.9	10.7	10.2	10.0	
Gender pay gap	6.5	4.5	6.2	7.8	7.8 p			13.7	12.7	12.3	12.2	12.0 p		
Share of adult population (aged 25-64) with upper secondary or tertiary education - total	92.7	93.3	93.3 b	93.5	94.3	94.8		78.5	79.0	79.0 b	79.4	79.8	80.4	
Participation rate in education and training over the previous 12 months (age bracket 25-64), excluding guided on-the-job training (GOUT)				20.3			51.7				39.5			60
Early leavers from education and training (aged 18-24) - total	5.1 b	5.3	5.8 b	4.7	3.7	4.1		10.1	10.0	9.8 b	9.7	9.5	9.3	
Completion of tertiary or equivalent education (aged 30-34) - total	47.0	47.7	46.7 b	47.7	49.2	48.1		40.4	41.2	41.9 b	42.8	43.9	44.8	
Labour productivity per person employed	79.8	82.2	82.0	82.1 b	82.7 p			100.0	100.0	100.0	100.0	100.0 p		
Labour productivity per hour worked	64.9	63.6	63.9	64.9 b	65.7 p			100.0	100.0	100.0	100.0	100.0 p		
Nominal unit labour cost growth	3.4 b	7.3	0.8	7.9	14.2	8.3 p		1.8	4.3	-0.1	3.5	6.7	5.0	
Real unit labour cost growth	0.3	2.9	-4.3	-2.5	3.2	3.8		0.0	2.4	-2.6	-1.8	0.6	1.7	

4 Key employment challenges Poland, May 2025

Employment policy area	Key Employment Challenge	Particularly good labour market outcome
1. Increase labour market participation	The employment rates for older people (55-64) and the low-skilled are below the EU averages <i>Barriers to labour market participation of persons with disabilities</i>	The employment rate for male non-EU nationals, including recent immigrants, is significantly above the EU average
2. Enhancing labour market functioning; combating segmentation		
3. Active labour market policies		The unemployment rate (15-74) is significantly lower than the EU average
4. Adequate and employment oriented social security systems		
5. Work-life balance	Participation of children in formal childcare (age 0-3 and 3 to mandatory school age) is below the EU average	
6. Exploiting job creation possibilities		
7. Gender equality		
8. Improving skills supply and productivity, effective life-long learning	<i>Persisting skills gaps</i>	
9. Improving education and training systems	Very large difference in employment rates for those with medium and high education attainment (20-64)	The share of early leavers from education and training (18-24) is significantly lower than the EU average and further decreasing
10. Wage setting mechanisms and labour cost developments	<i>Limited social dialogue and collective bargaining</i>	

Portugal

1. Progress towards the 2030 national employment rate target



2. Progress towards the 2030 national adult learning target



3. Key indicators on labour market performance

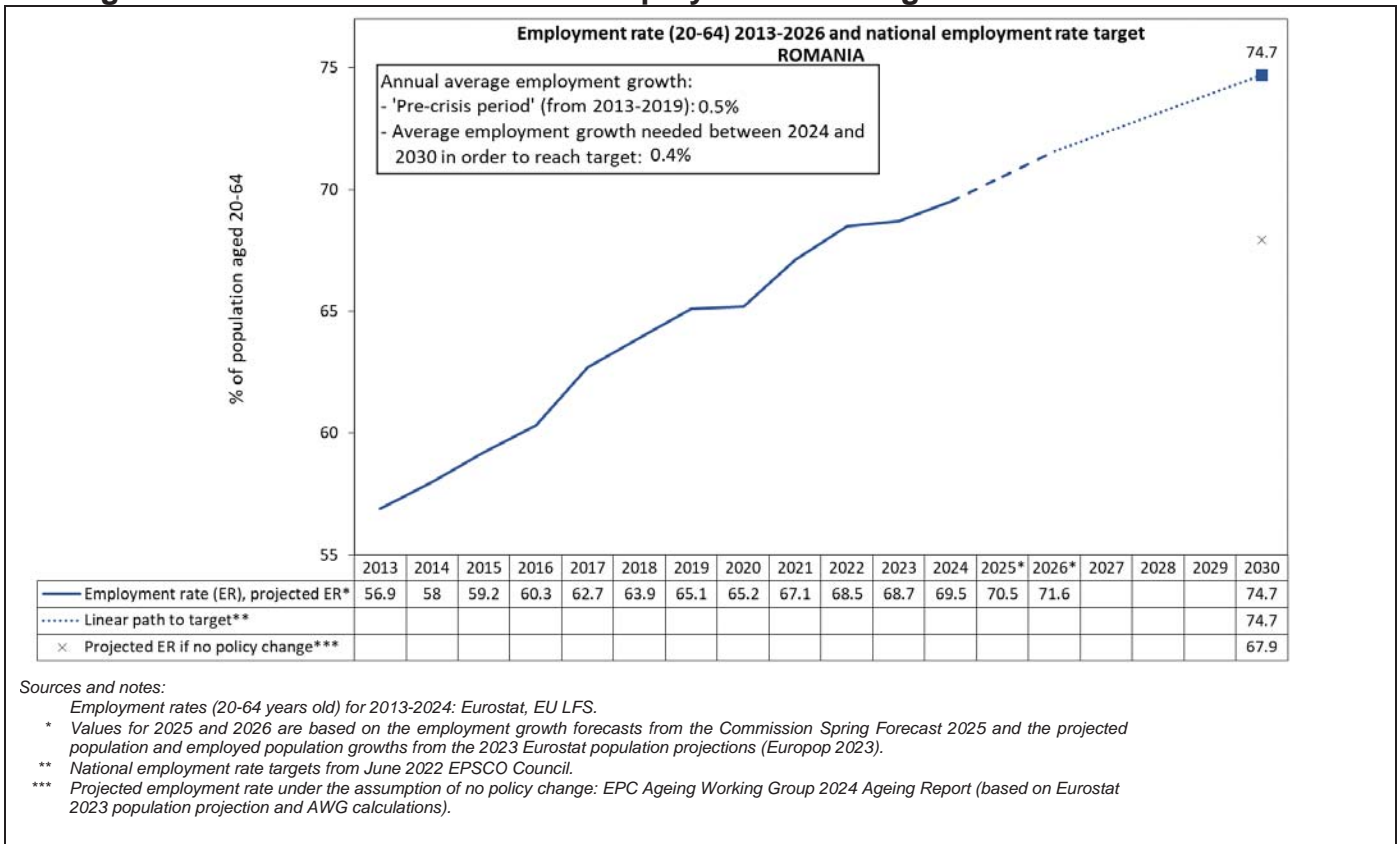
	Portugal						National Targets	EU27						EU Targets
Description	2019	2020	2021	2022	2023	2024	2030	2019	2020	2021	2022	2023	2024	2030
Employment rate of population aged 20-64 - total	75.4	73.9	75.5	77.1	78.0	78.5	80	72.7	71.7	73.0	74.6	75.3	75.8	78
Employment rate of population aged 20-64 - women	72.1	71.2	72.7	74.3	75.4	75.7		67.1	66.2	67.6	69.2	70.2	70.8	
Employment rate of population aged 20-64 - men	78.9	76.8	78.4	80.1	80.9	81.4		78.4	77.2	78.5	79.9	80.4	80.8	
Employment rate of young people aged 20-29 - total	64.8	59.2	58.8 b	61.7	64.8	64.9		63.7	61.3	62.8 b	65.1	66.0	66.0	
Employment rate of population aged 30-54 - total	85.8	85.0	86.5 b	87.1	87.1	87.3		81.6	80.8	81.4 b	82.6	83.0	83.4	
Employment rate of older population aged 55-64 - total	58.2	58.4	62.0	65.0	66.4	67.6		58.6	59.0	60.4	62.3	63.9	65.2	
Employment rate of low-skilled population aged 20-64 - total	68.3	67.5	68.8	69.7	70.5	70.4		55.1	54.0	55.0	57.2	58.3	58.7	
Employment rate of non-EU nationals (20-64) - total	74.5	70.4	71.1 b	73.9	76.3	74.3		60.0	57.5	59.0 b	61.9	63.1	64.2	
Overall employment growth	0.9	-2.3	1.7	2.8	2.0	1.2		1.1	-1.8	1.5	2.3	1.1	0.9	
Unemployment rate in age group 15-74 - total	6.6	7.1	6.7	6.2	6.5	6.5		6.8	7.2	7.1	6.2	6.1	5.9	
NEET rate for population aged 15-29 - total	9.1	11.0	9.7	8.5	8.9	8.7		12.8	13.9	13.1	11.7	11.2	11.0	
Unemployment rate in age group 15-24 - total	18.4	22.4	23.4	19.2	20.5	21.6		15.6	17.5	16.7	14.5	14.5	14.9	
Involuntary temporary employment as % of total employees 15-64	17.2	14.7	9.6 b	9.1	9.8	5.9		7.8	6.8	5.1 b	4.4	3.9	3.4	
Share of employees (15-64) in temporary employment contracts	20.9	17.9	17.2 b	16.7	17.5	16.0		15.0	13.5	14.1 b	14.1	13.4	12.8	
Newly employed in %	15.9	13.2	12.7 b	14.1	15.3	14.4		14.6	13.1	13.8 b	15.2	14.9	14.0	
Rate of long-term unemployment (as % active population) - total	2.8	2.3	2.9	2.8	2.5	2.4		2.7	2.4	2.8	2.4	2.1	1.9	
At-risk-of-poverty rate of unemployed	47.5	40.6	46.5	43.4	46.7	44.3		49.1 e	47.2 b	45.1	46.0	47.3	48.7	
Unemployment trap - tax rate on low wage earners	79.0	79.1	79.2	79.4	79.5	98.1		74.6	73.9	74.3	74.2	74.1	74.4	
Inactivity and part-time work due to personal and family responsibilities - total	0.6	0.8	0.7	0.7	0.6	0.7		3.3	3.4	3.3	3.3	3.4	3.3	
Part-time employment, Percentage of total employment (total)	7.7	7.2	6.9	6.8	7.3	7.3		19.4	17.8	17.7	17.6	17.8	17.8	
Job vacancy rate (average over 3 years)	0.9	0.9	0.9	1.1	1.3	1.4		2.1	2.1	2.2	2.4	2.7	2.7	
Employment gender gap (aged 20-64)	6.8	5.6	5.7	5.8	5.5	5.7		11.3	11.0	10.9	10.7	10.2	10.0	
Gender pay gap	9.4	8.3	7.1	6.3	8.6 p			13.7	12.7	12.3	12.2	12.0 p		
Share of adult population (aged 25-64) with upper secondary or tertiary education - total	52.3	54.4	56.9 b	58.3	58.9	61.5		78.5	79.0	79.0 b	79.4	79.8	80.4	
Participation rate in education and training over the previous 12 months (age bracket 25-64), excluding guided on-the-job training (GOUT)				33.4			60				39.5			60
Early leavers from education and training (aged 18-24) - total	10.5	9.1	6.4 b	6.3	8.1	6.6		10.1	10.0	9.8 b	9.7	9.5	9.3	
Completion of tertiary or equivalent education (aged 30-34) - total	36.7	39.7	42.5 b	41.5	39.7	41.9		40.4	41.2	41.9 b	42.8	43.9	44.8	
Labour productivity per person employed	76.4	74.4	73.2	76.6 p	80.5 p			100.0	100.0	100.0	100.0	100.0 p		
Labour productivity per hour worked	65.5	64.8	65.8	68.1 p	71.2 p			100.0	100.0	100.0	100.0	100.0 p		
Nominal unit labour cost growth	3.3	8.7	1.7	2.4	6.4 e	7.7 e		1.8	4.3	-0.1	3.5	6.7	5.0	
Real unit labour cost growth	1.1	6.5	0.0	-2.8	-0.4	2.1		0.0	2.4	-2.6	-1.8	0.6	1.7	

4. Key employment challenges Portugal, May 2025

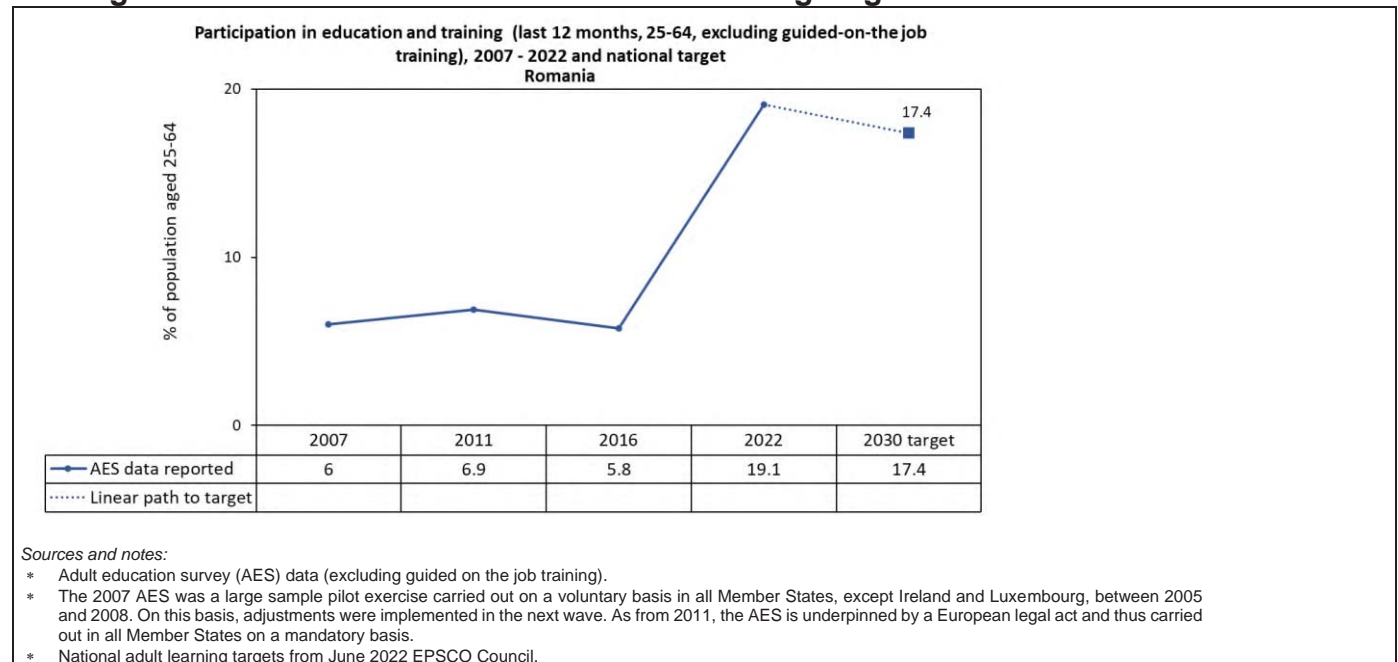
Employment policy area	Key Employment Challenge	Particularly good labour market outcome
1. Increase labour market participation	The share of young people neither in employment nor in education and training (NEET) that are unemployed is higher than the EU average	The share of NEETs that are inactive is significantly below the EU average
2. Enhancing labour market functioning; combating segmentation		
3. Active labour market policies	<i>Effectiveness of ALMPs in providing quality employment prospects for youth</i>	
4. Adequate and employment oriented social security systems	The unemployment trap (tax rate on low wage earners) is significantly higher than the EU average	
5. Work-life balance		The share of children (0-3) in formal childcare is higher than the EU average and marked a significantly positive development
6. Exploiting job creation possibilities		
7. Gender equality		The gender employment gap (20-64) is smaller than the EU average, including for those aged 20-29 for whom the gap is further narrowing
8. Improving skills supply and productivity, effective life-long learning	While still above the EU average, the participation of unemployed adults in training and learning marked a significantly negative development <i>Labour and skills shortages are increasing for some sectors and professions</i>	
9. Improving education and training systems		
10. Wage setting mechanisms and labour cost developments		

Romania

1. Progress towards the 2030 national employment rate target



2. Progress towards the 2030 national adult learning target



3. Key indicators on labour market performance

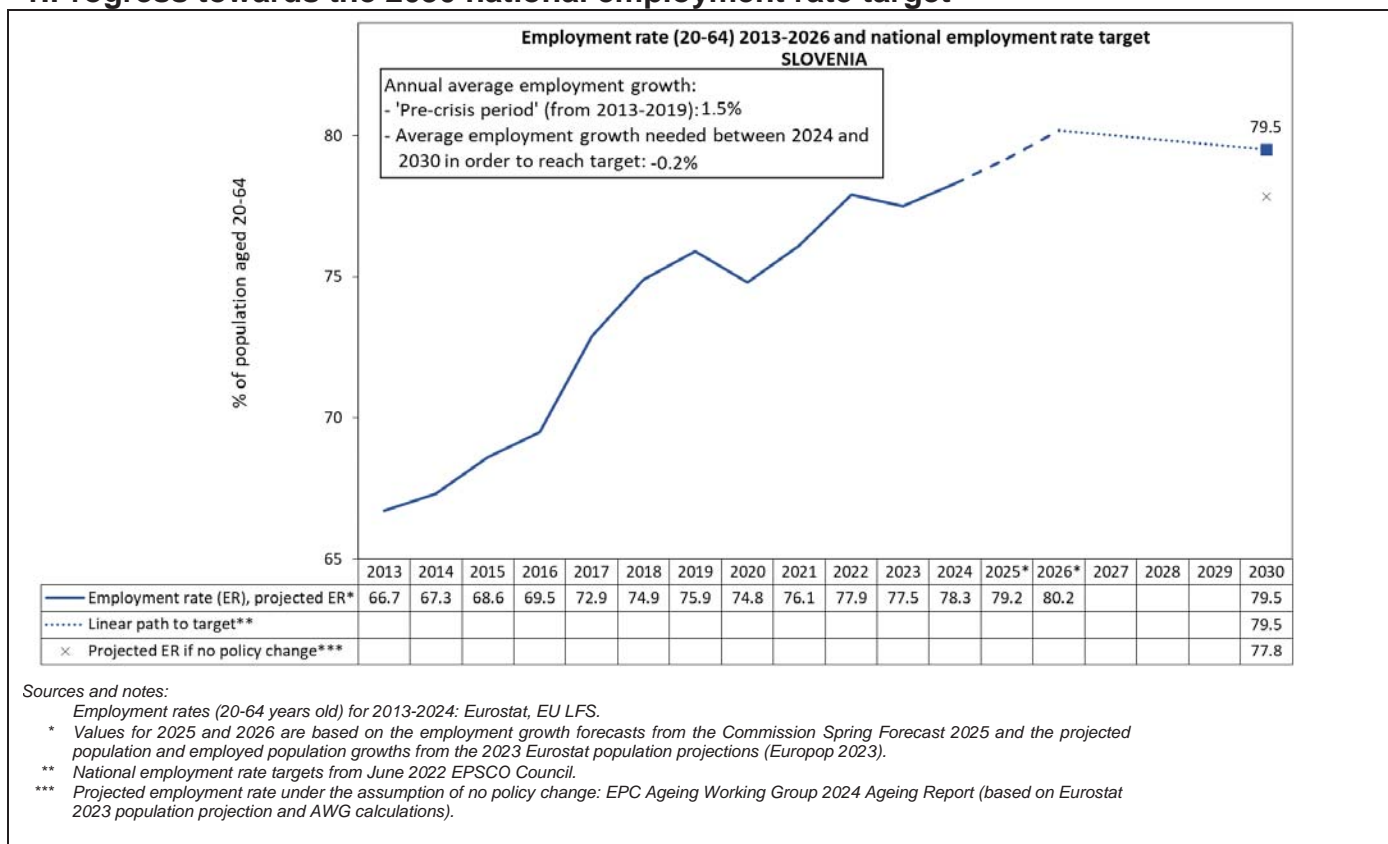
	Romania						National Targets	EU27						EU Targets
Description	2019	2020	2021	2022	2023	2024	2030	2019	2020	2021	2022	2023	2024	2030
Employment rate of population aged 20-64 - total	65.1	65.2	67.1	68.5	68.7	69.5	74.7	72.7	71.7	73.0	74.6	75.3	75.8	78
Employment rate of population aged 20-64 - women	55.4	55.4	56.9	59.1	59.1	60.3		67.1	66.2	67.6	69.2	70.2	70.8	
Employment rate of population aged 20-64 - men	74.6	74.7	77.0	77.7	78.2	78.4		78.4	77.2	78.5	79.9	80.4	80.8	
Employment rate of young people aged 20-29 - total	59.1	59.1	54.9 b	53.7	53.1	53.1		63.7	61.3	62.8 b	65.1	66.0	66.0	
Employment rate of population aged 30-54 - total	82.3	81.3	77.7 b	79.2	79.0	79.4		81.6	80.8	81.4 b	82.6	83.0	83.4	
Employment rate of older population aged 55-64 - total	40.4	41.5	43.8	46.7	51.0	53.4		58.6	59.0	60.4	62.3	63.9	65.2	
Employment rate of low-skilled population aged 20-64 - total	41.6	40.5	42.5	44.9	45.3	45.1		55.1	54.0	55.0	57.2	58.3	58.7	
Employment rate of non-EU nationals (20-64) - total			72.2 bu	70.7 u	65.9	71.5		60.0	57.5	59.0 b	61.9	63.1	64.2	
Overall employment growth	0.7	-1.3	1.0	0.8	-1.5	2.1		1.1	-1.8	1.5	2.3	1.1	0.9	
Unemployment rate in age group 15-74 - total	4.9	6.1	5.6	5.6	5.6	5.4		6.8	7.2	7.1	6.2	6.1	5.9	
NEET rate for population aged 15-29 - total	20.9	20.6	20.3	19.8	19.3	19.4		12.8	13.9	13.1	11.7	11.2	11.0	
Unemployment rate in age group 15-24 - total	21.0	21.6	21.0	22.8	21.8	23.9		15.6	17.5	16.7	14.5	14.5	14.9	
Involuntary temporary employment as % of total employees 15-64	1.1	1.0	1.4 b	1.3	1.4	1.1		7.8	6.8	5.1 b	4.4	3.9	3.4	
Share of employees (15-64) in temporary employment contracts	1.4	1.2	2.4 b	2.2	2.5	1.8		15.0	13.5	14.1 b	14.1	13.4	12.8	
Newly employed in %	5.5	5.0	6.2 b	6.0	6.2	5.9		14.6	13.1	13.8 b	15.2	14.9	14.0	
Rate of long-term unemployment (as % active population) - total	2.0	1.8	2.0	2.2	2.2	1.8		2.7	2.4	2.8	2.4	2.1	1.9	
At-risk-of-poverty rate of unemployed	48.9	62.9	47.3		68.6 u	39.7		49.1 e	47.2 b	45.1	46.0	47.3	48.7	
Unemployment trap - tax rate on low wage earners	55.5	55.2	54.8	50.7	52.6	49.7		74.6	73.9	74.3	74.2	74.1	74.4	
Inactivity and part-time work due to personal and family responsibilities - total	0.1	0.1	0.3	0.2	0.2	0.1		3.3	3.4	3.3	3.3	3.4	3.3	
Part-time employment, Percentage of total employment (total)	3.8	3.7	3.7	3.3	3.4	3.0		19.4	17.8	17.7	17.6	17.8	17.8	
Job vacancy rate (average over 3 years)	1.2	1.0	0.9	0.9	0.9	0.8		2.1	2.1	2.2	2.4	2.7	2.7	
Employment gender gap (aged 20-64)	19.2	19.3	20.1	18.6	19.1	18.1		11.3	11.0	10.9	10.7	10.2	10.0	
Gender pay gap	2.6	0.9	1.4	1.5	3.8 p			13.7	12.7	12.3	12.2	12.0 p		
Share of adult population (aged 25-64) with upper secondary or tertiary education - total	79.0	80.4	81.0 b	81.9	80.4	80.2		78.5	79.0	79.0 b	79.4	79.8	80.4	
Participation rate in education and training over the previous 12 months (age bracket 25-64), excluding guided on-the-job training (GOUT)				19.1 b			17.4				39.5			60
Early leavers from education and training (aged 18-24) - total	15.3	15.6	15.3 b	15.6	16.6	16.8		10.1	10.0	9.8 b	9.7	9.5	9.3	
Completion of tertiary or equivalent education (aged 30-34) - total	25.8	26.4	24.8 b	26.3	22.8	23.6		40.4	41.2	41.9 b	42.8	43.9	44.8	
Labour productivity per person employed	73.0	76.4	76.8	79.9 p	84.2 p			100.0	100.0	100.0	100.0	100.0 p		
Labour productivity per hour worked	65.7	66.7	67.2	70.3 p	74.0 p			100.0	100.0	100.0	100.0	100.0 p		
Nominal unit labour cost growth	6.9	5.8	1.6	10.2	13.6 p	17.8 p		1.8	4.3	-0.1	3.5	6.7	5.0	
Real unit labour cost growth	-0.1	1.6	-3.8	-1.7	0.7	3.5		0.0	2.4	-2.6	-1.8	0.6	1.7	

4. Key employment challenges Romania, May 2025

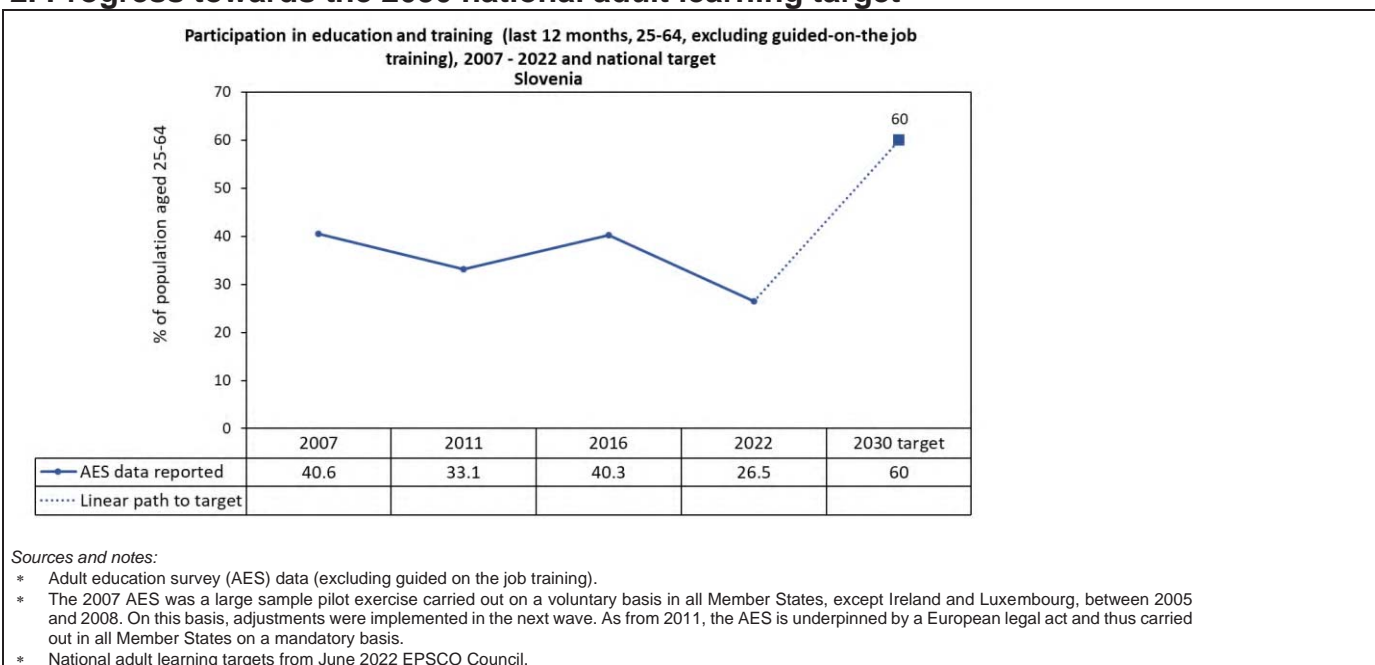
Employment policy area	Key Employment Challenge	Particularly good labour market outcome
1. Increase labour market participation	The employment rate (20-64) is significantly lower than EU average The NEET rate (15-29) is significantly above the EU average	
2. Enhancing labour market functioning; combating segmentation	The involuntary temporary employment share is significantly higher than EU average <i>Prevalence of undeclared work and fragmentation of national responsibility to tackle it</i>	
3. Active labour market policies	<i>Limited effectiveness of the active labour market policies, coupled with the insufficient capacity of the Public Employment Services</i>	
4. Adequate and employment oriented social security systems	The in-work-poverty risk is above the EU average but shows a significantly positive development	Low unemployment trap for low-wage earners
5. Work-life balance	Participation of children in formal childcare (age 0-3 and 3 to mandatory school age) is well below the EU average despite increasing significantly (age 3 to mandatory school age)	
6. Exploiting job creation possibilities		
7. Gender equality	The gender employment gap is above the EU average but shows some positive development	
8. Improving skills supply and productivity, effective life-long learning	The share of adult population (25-64) having attained tertiary education is significantly below the EU average The percentage of individuals (16-74) possessing at least basic overall digital skills is significantly below the EU average <i>Skills shortages challenge Romania's fair green and digital transition, amid adverse demographics</i>	
9. Improving education and training systems	The early school leaving rate (18-24) is significantly higher than the EU average, with a worsening trend The share of low-achieving 15-year-olds in basic skills (reading, maths, science) is significantly higher than the EU average <i>Persisting urban/rural disparities in access to quality education, from the early childhood to university level</i>	
10. Wage setting mechanisms and labour cost developments		

Slovenia

1. Progress towards the 2030 national employment rate target



2. Progress towards the 2030 national adult learning target



3. Key indicators on labour market performance

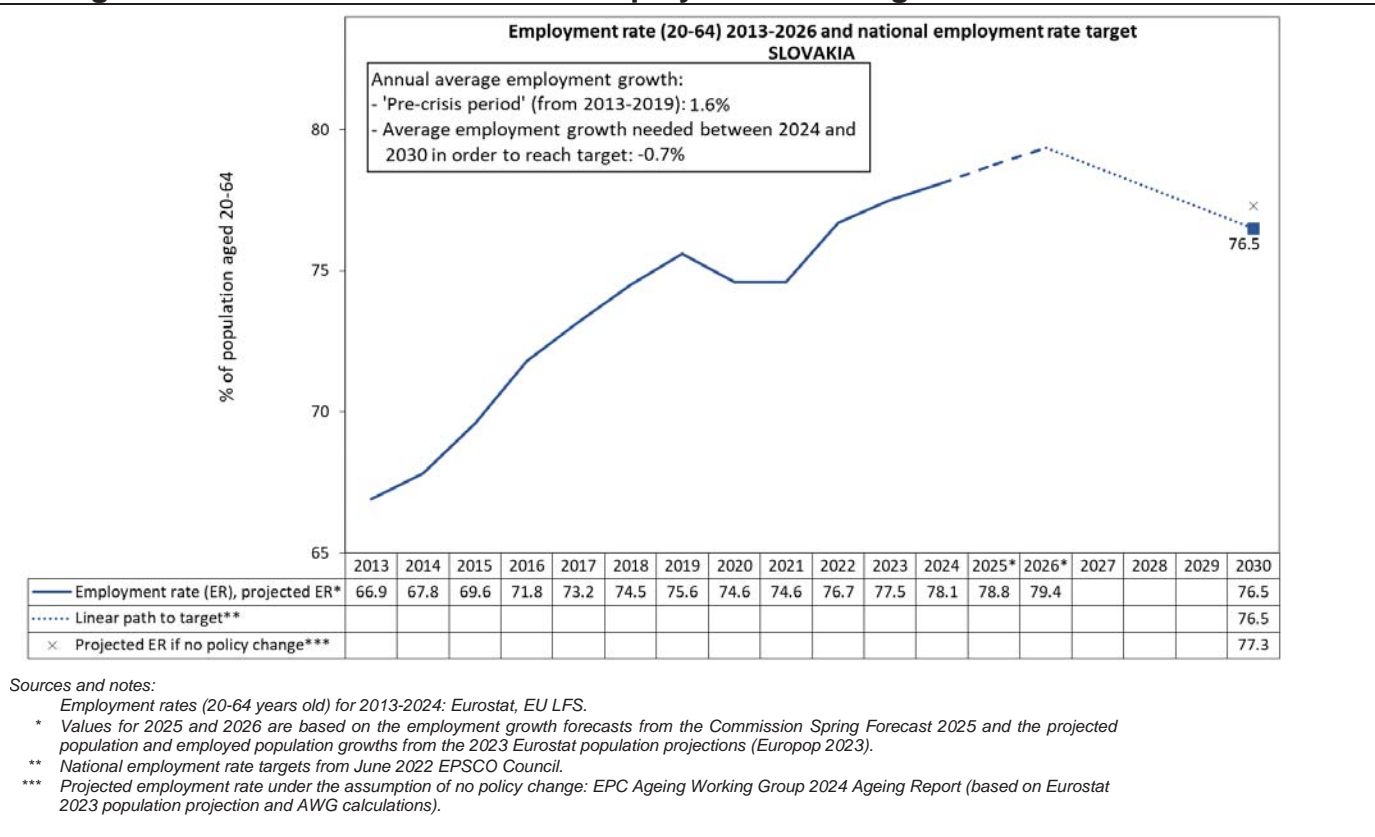
	Slovenia						National Targets	EU27						EU Targets
Description	2019	2020	2021	2022	2023	2024	2030	2019	2020	2021	2022	2023	2024	2030
Employment rate of population aged 20-64 - total	75.9	74.8	76.1	77.9	77.5	78.3	79.5	72.7	71.7	73.0	74.6	75.3	75.8	78
Employment rate of population aged 20-64 - women	72.5	71.7	72.6	74.3	74.3	75.1		67.1	66.2	67.6	69.2	70.2	70.8	
Employment rate of population aged 20-64 - men	79.0	77.6	79.3	81.2	80.4	81.1		78.4	77.2	78.5	79.9	80.4	80.8	
Employment rate of young people aged 20-29 - total	68.9	63.9	62.6 b	65.5	67.3 b	68.6		63.7	61.3	62.8 b	65.1	66.0	66.0	
Employment rate of population aged 30-54 - total	89.6	89.2	89.1 b	90.6	90.2 b	90.6		81.6	80.8	81.4 b	82.6	83.0	83.4	
Employment rate of older population aged 55-64 - total	48.2	49.9	52.7	55.2	54.2	56.3		58.6	59.0	60.4	62.3	63.9	65.2	
Employment rate of low-skilled population aged 20-64 - total	50.3	47.1	49.5	50.0	53.7 b	54.9		55.1	54.0	55.0	57.2	58.3	58.7	
Employment rate of non-EU nationals (20-64) - total	73.0	76.0	73.0 b	76.6	79.0	78.0		60.0	57.5	59.0 b	61.9	63.1	64.2	
Overall employment growth	0.8	-0.8	0.0	1.4	0.3	1.0		1.1	-1.8	1.5	2.3	1.1	0.9	
Unemployment rate in age group 15-74 - total	4.4	5.0	4.8	4.0	3.7	3.7		6.8	7.2	7.1	6.2	6.1	5.9	
NEET rate for population aged 15-29 - total	7.5	7.9	7.3	8.4	7.8	7.6		12.8	13.9	13.1	11.7	11.2	11.0	
Unemployment rate in age group 15-24 - total	8.1	14.3	12.8	10.1	9.9	10.9		15.6	17.5	16.7	14.5	14.5	14.9	
Involuntary temporary employment as % of total employees 15-64	4.3	4.4	3.2 b	2.4	2.3	1.4 u		7.8	6.8	5.1 b	4.4	3.9	3.4	
Share of employees (15-64) in temporary employment contracts	13.2	10.8	11.8 b	11.6	11.2	10.6		15.0	13.5	14.1 b	14.1	13.4	12.8	
Newly employed in %	13.0	12.0	12.0 b	11.5	11.0	11.1		14.6	13.1	13.8 b	15.2	14.9	14.0	
Rate of long-term unemployment (as % active population) - total	1.9	1.9	1.9	1.6	1.4	1.1		2.7	2.4	2.8	2.4	2.1	1.9	
At-risk-of-poverty rate of unemployed	43.6	43.4	39.7	46.9	49.8	48.8		49.1 e	47.2 b	45.1	46.0	47.3	48.7	
Unemployment trap - tax rate on low wage earners	82.2	80.7	78.6	74.9	72.7	73.7		74.6	73.9	74.3	74.2	74.1	74.4	
Inactivity and part-time work due to personal and family responsibilities - total	1.0	1.0	1.0	1.1	1.1	1.1		3.3	3.4	3.3	3.3	3.4	3.3	
Part-time employment, Percentage of total employment (total)	9.3	9.1	9.2	8.7	8.5	8.8		19.4	17.8	17.7	17.6	17.8	17.8	
Job vacancy rate (average over 3 years)	2.3	2.2	2.2	2.4	2.8	2.7		2.1	2.1	2.2	2.4	2.7	2.7	
Employment gender gap (aged 20-64)	6.5	5.9	6.7	6.9	6.1	6.0		11.3	11.0	10.9	10.7	10.2	10.0	
Gender pay gap	7.5	2.4	2.7	6.8	5.4 bp			13.7	12.7	12.3	12.2	12.0 p		
Share of adult population (aged 25-64) with upper secondary or tertiary education - total	88.8	90.2	91.3 b	91.0	88.5 b	89.0		78.5	79.0	79.0 b	79.4	79.8	80.4	
Participation rate in education and training over the previous 12 months (age bracket 25-64), excluding guided on-the-job training (GOJT)				26.5			60				39.5			60
Early leavers from education and training (aged 18-24) - total	4.6	4.1	3.1 bu	4.0	5.4 b	5.0		10.1	10.0	9.8 b	9.7	9.5	9.3	
Completion of tertiary or equivalent education (aged 30-34) - total	44.9	46.9	49.2 b	48.8	40.0 b	43.2		40.4	41.2	41.9 b	42.8	43.9	44.8	
Labour productivity per person employed	82.9	83.4	84.1	83.4	84.9 p			100.0	100.0	100.0	100.0	100.0 p		
Labour productivity per hour worked	84.1	83.4	84.2	83.3	84.3 p			100.0	100.0	100.0	100.0	100.0 p		
Nominal unit labour cost growth	4.2	7.5	0.9	5.2	9.0	4.7		1.8	4.3	-0.1	3.5	6.7	5.0	
Real unit labour cost growth	1.8	6.2	-1.7	-1.2	-1.0	2.9		0.0	2.4	-2.6	-1.8	0.6	1.7	

4. Key employment challenges Slovenia, May 2025

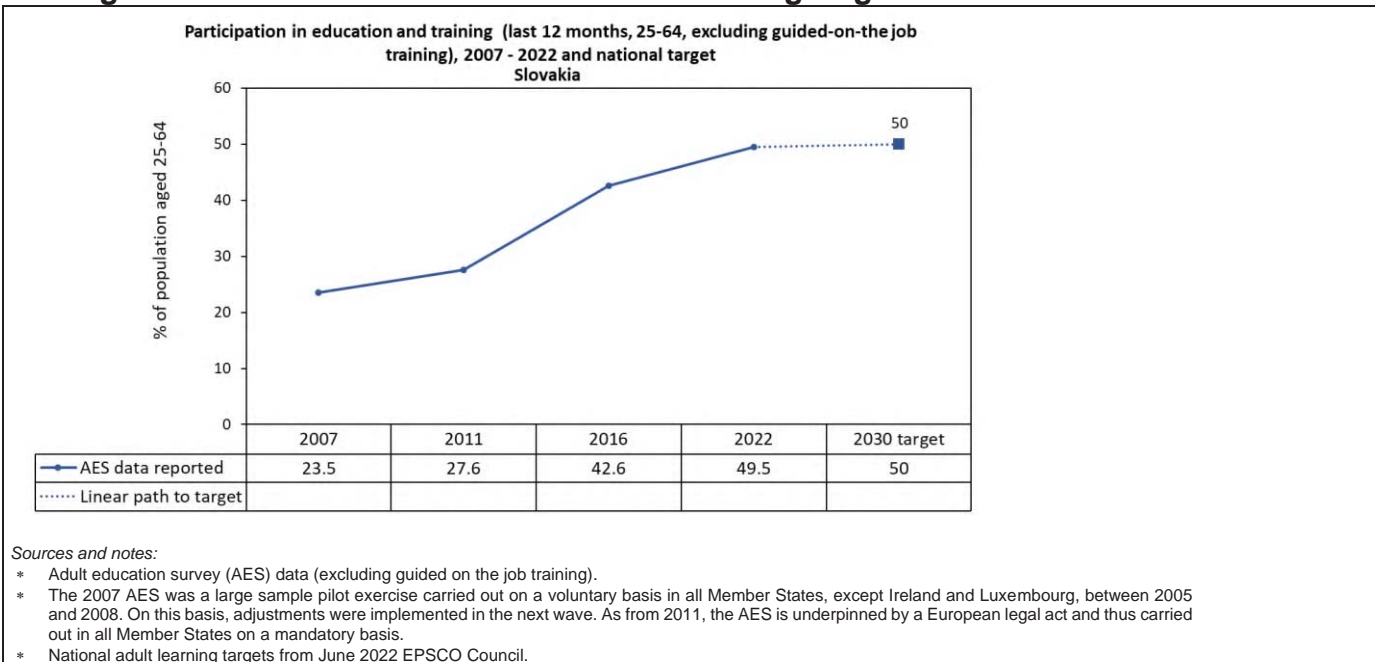
Employment policy area	Key Employment Challenge	Particularly good labour market outcome
1. Increase labour market participation	The employment rate for the population aged 55-64 is lower than EU average and significantly lower for men	The employment rate for non-EU nationals (20-64) – in particular men – is significantly above the EU average The employment rate for recent immigrants to the EU (non-EU nationals) is significantly 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		A high share of children participate in early childhood education and care Inactivity due to personal and family responsibilities (20-64) is significantly lower than the EU average
6. Exploiting job creation possibilities		
7. Gender equality		
8. Improving skills supply and productivity, effective life-long learning	<i>Labour shortages in numerous sectors, skills mismatches and decline in participation in adult learning</i>	
9. Improving education and training systems		
10. Wage setting mechanisms and labour cost developments		

Slovakia

1. Progress towards the 2030 national employment rate target



2. Progress towards the 2030 national adult learning target



3. Key indicators on labour market performance

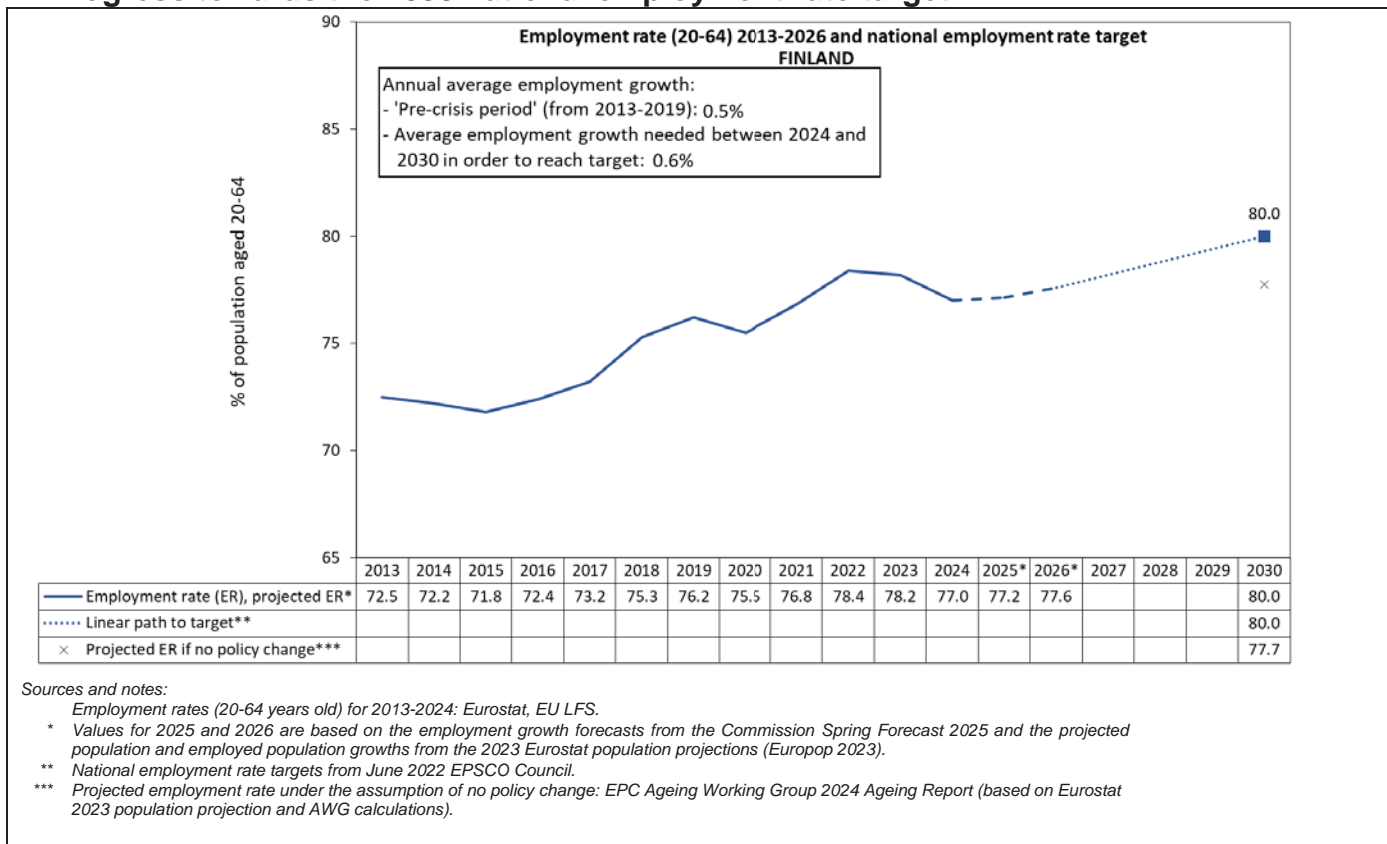
	Slovakia						National Targets	EU27						EU Targets
Description	2019	2020	2021	2022	2023	2024	2030	2019	2020	2021	2022	2023	2024	2030
Employment rate of population aged 20-64 - total	75.6	74.6	74.6	76.7	77.5	78.1	76.5	72.7	71.7	73.0	74.6	75.3	75.8	78
Employment rate of population aged 20-64 - women	71.7	70.9	70.4	72.6	73.6	73.6		67.1	66.2	67.6	69.2	70.2	70.8	
Employment rate of population aged 20-64 - men	79.4	78.2	78.9	80.7	81.3	82.5		78.4	77.2	78.5	79.9	80.4	80.8	
Employment rate of young people aged 20-29 - total	61.1	58.5	58.5 b	60.6	61.2	61.5		63.7	61.3	62.8 b	65.1	66.0	66.0	
Employment rate of population aged 30-54 - total	83.3	81.9	84.5 b	85.8	85.8	86.7		81.6	80.8	81.4 b	82.6	83.0	83.4	
Employment rate of older population aged 55-64 - total	58.8	60.2	60.6	64.1	66.6	66.0		58.6	59.0	60.4	62.3	63.9	65.2	
Employment rate of low-skilled population aged 20-64 - total	27.5	25.8	26.9	31.3	33.5	33.8		55.1	54.0	55.0	57.2	58.3	58.7	
Employment rate of non-EU nationals (20-64) - total	67.7 u	64.3 u		85.2 u	81.2 u	64.7 u		60.0	57.5	59.0 b	61.9	63.1	64.2	
Overall employment growth	0.5	-2.1	-1.6	1.5	0.0	0.1		1.1	-1.8	1.5	2.3	1.1	0.9	
Unemployment rate in age group 15-74 - total	5.7	6.7	6.8	6.1	5.8	5.3 u		6.8	7.2	7.1	6.2	6.1	5.9	
NEET rate for population aged 15-29 - total	13.7	14.4	14.2	12.3	11.2	10.7		12.8	13.9	13.1	11.7	11.2	11.0	
Unemployment rate in age group 15-24 - total	17.1	20.4	20.6	19.9	19.8	19.2		15.6	17.5	16.7	14.5	14.5	14.9	
Involuntary/temporary employment as % of total employees 15-64	5.7	4.7	2.5 b	2.2	2.0	1.6		7.8	6.8	5.1 b	4.4	3.9	3.4	
Share of employees (15-64) in temporary employment contracts	7.8	6.5	4.1 b	4.3	4.2	3.8		15.0	13.5	14.1 b	14.1	13.4	12.8	
Newly employed in %	11.0	9.6	8.1 b	8.0	8.0	8.0		14.6	13.1	13.8 b	15.2	14.9	14.0	
Rate of long-term unemployment (as % active population) - total	3.9	3.7	3.9	4.1	3.8	3.5		2.7	2.4	2.8	2.4	2.1	1.9	
At-risk-of-poverty rate of unemployed	56.7	56.1	52.7	53.6	52.9	64.1		49.1 e	47.2 b	45.1	46.0	47.3	48.7	
Unemployment trap - tax rate on low wage earners	70.2	70.5	71.0	71.6	71.8	71.2		74.6	73.9	74.3	74.2	74.1	74.4	
Inactivity and part-time work due to personal and family responsibilities - total	0.8	0.9	0.6	0.5	0.6	0.6		3.3	3.4	3.3	3.3	3.4	3.3	
Part-time employment, Percentage of total employment (total)	3.2	3.2	3.1	3.1	3.3	4.0		19.4	17.8	17.7	17.6	17.8	17.8	
Job vacancy rate (average over 3 years)	1.1	1.0	0.9	0.9	1.0	1.1		2.1	2.1	2.2	2.4	2.7	2.7	
Employment gender gap (aged 20-64)	7.7	7.3	8.5	8.1	7.7	8.9		11.3	11.0	10.9	10.7	10.2	10.0	
Gender pay gap	18.2	15.4	16.0	16.8	15.7 p			13.7	12.7	12.3	12.2	12.0 p		
Share of adult population (aged 25-64) with upper secondary or tertiary education - total	91.4	92.7	93.3 b	93.7	93.8	93.9		78.5	79.0	79.0 b	79.4	79.8	80.4	
Participation rate in education and training over the previous 12 months (age bracket 25-64), excluding guided on-the-job training (GOJT)				49.5			50				39.5			60
Early leavers from education and training (aged 18-24) - total	8.3	7.6	7.8 b	7.4 b	6.4	7.5		10.1	10.0	9.8 b	9.7	9.5	9.3	
Completion of tertiary or equivalent education (aged 30-34) - total	40.1	39.7	40.2 b	39.3	41.1	36.4		40.4	41.2	41.9 b	42.8	43.9	44.8	
Labour productivity per person employed	73.5	78.0	77.9	76.6	79.5 p			100.0	100.0	100.0	100.0	100.0 p		
Labour productivity per hour worked	70.6	76.1	78.6	76.5	78.7 p			100.0	100.0	100.0	100.0	100.0 p		
Nominal unit labour cost growth	5.4	4.6	0.6	7.3	8.3	5.0		1.8	4.3	-0.1	3.5	6.7	5.0	
Real unit labour cost growth	3.0	2.1	-1.6	-0.1	-1.3	0.0		0.0	2.4	-2.6	-1.8	0.6	1.7	

4. Key employment challenges Slovakia, May 2025

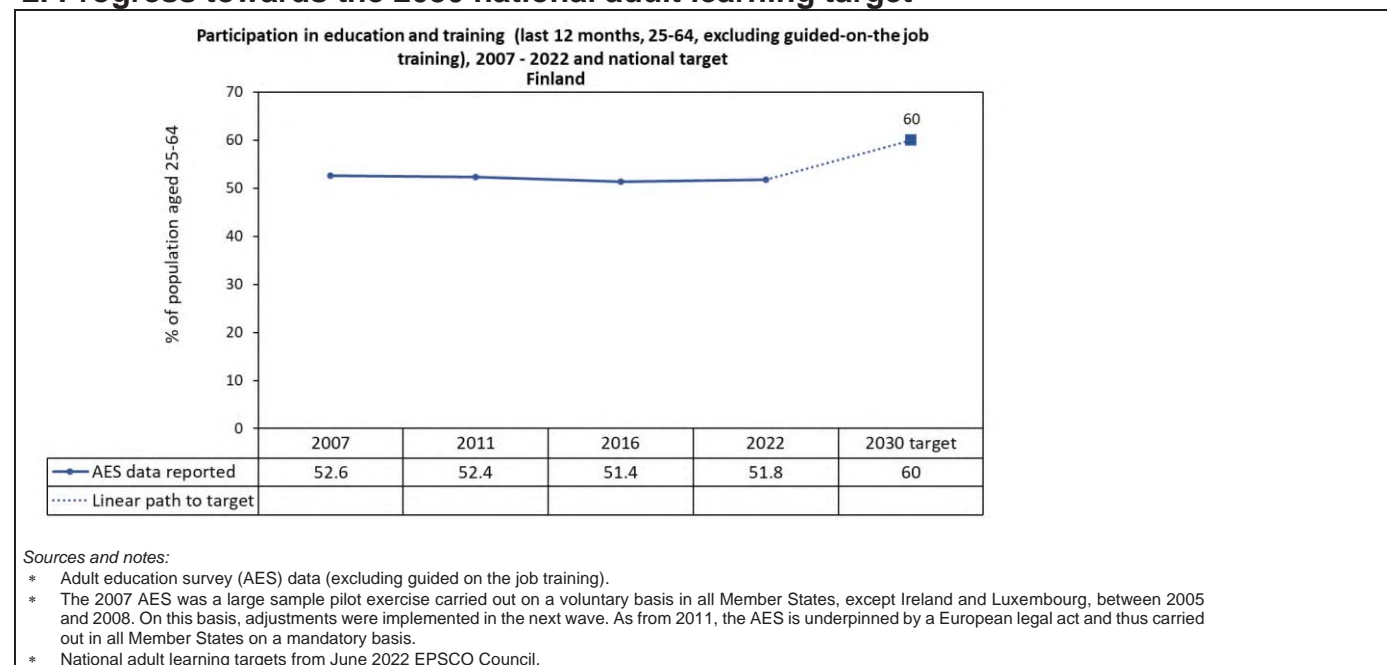
Employment policy area	Key Employment Challenge	Particularly good labour market outcome
1. Increase labour market participation	<i>Insufficient inclusion of underrepresented groups in the labour market</i>	
2. Enhancing labour market functioning; combating segmentation	The share of long-term unemployed in total unemployment is significantly above the EU average The hiring rate is lower than the EU average <i>Low attractiveness of the teaching profession and teacher shortages and high prevalence of bogus self-employment</i>	Share of employees on temporary contracts significantly below the EU average
3. Active labour market policies	The rate of long-term unemployment of the young (15-29) is significantly above the EU average	
4. Adequate and employment oriented social security systems	The in-work-poverty risk is above the EU average and recorded a significantly negative development	
5. Work-life balance	Very low participation of children in formal childcare (age 0-3 and 3 to mandatory school age)	
6. Exploiting job creation possibilities	The tax wedge on labour for low-wage earners recorded some negative development	
7. Gender equality	Transitions by pay level for women and men are below the EU average The employment impact of parenthood worsened for women	
8. Improving skills supply and productivity, effective life-long learning	<i>Lack of skills supply: ageing workforce and need for reskilling and upskilling</i>	The share of adult population (25-64) with upper secondary or tertiary education is significantly above the EU average
9. Improving education and training systems	Completion of tertiary or equivalent education (30-34) is below the EU average and further decreasing	Share of women aged 45-54 with low educational attainment significantly below the EU average
10. Wage setting mechanisms and labour cost developments		

Finland

1. Progress towards the 2030 national employment rate target



2. Progress towards the 2030 national adult learning target



3. Key indicators on labour market performance

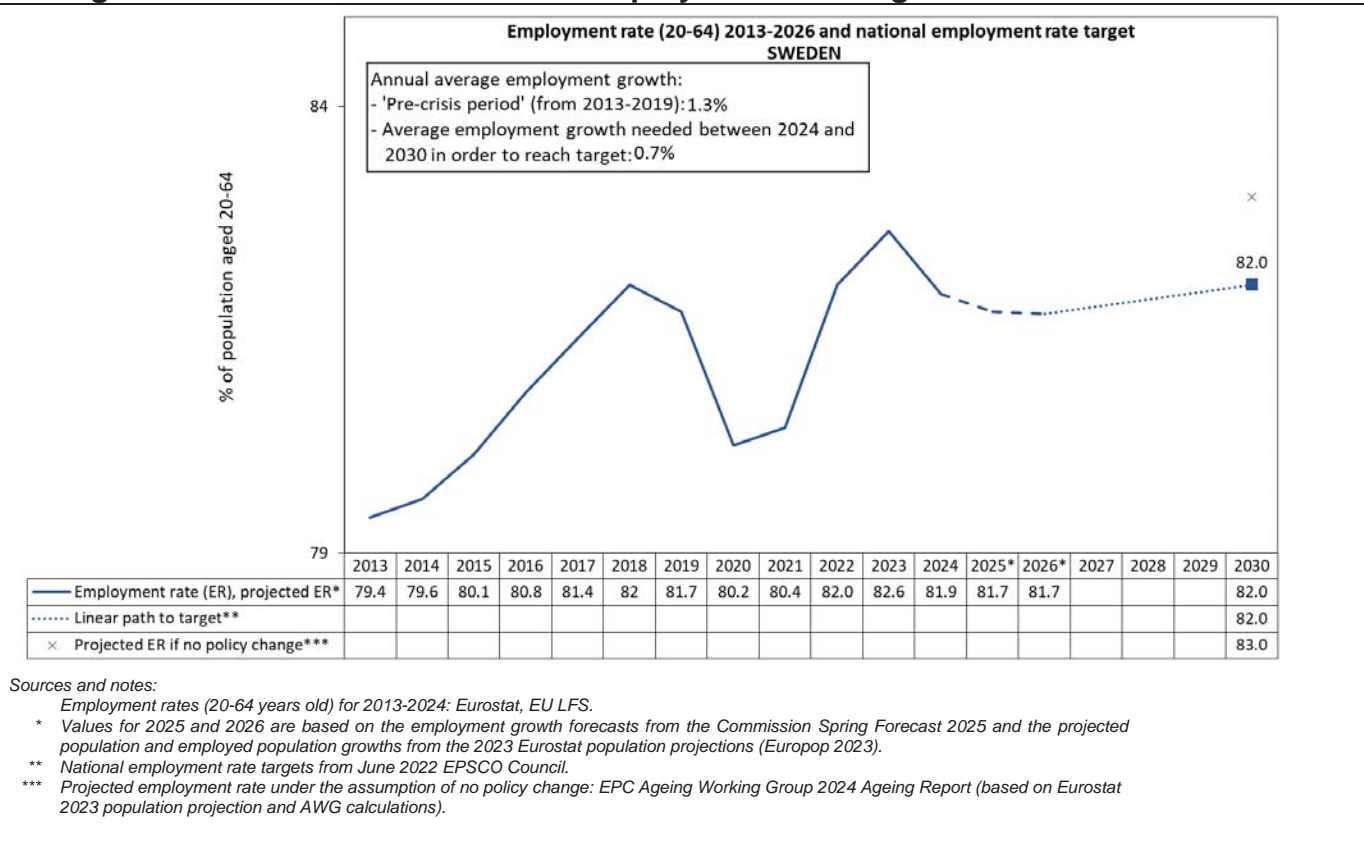
	Finland						National Targets	EU27						EU Targets
Description	2019	2020	2021	2022	2023	2024	2030	2019	2020	2021	2022	2023	2024	2030
Employment rate of population aged 20-64 - total	76.2	75.5	76.8	78.4	78.2	77.0	80	72.7	71.7	73.0	74.6	75.3	75.8	78
Employment rate of population aged 20-64 - women	74.5	73.8	75.8	77.8	78.1	76.6		67.1	66.2	67.6	69.2	70.2	70.8	
Employment rate of population aged 20-64 - men	77.8	77.1	77.8	79.0	78.3	77.3		78.4	77.2	78.5	79.9	80.4	80.8	
Employment rate of young people aged 20-29 - total	69.5	66.9	67.9 b	69.1	68.8	67.2		63.7	61.3	62.8 b	65.1	66.0	66.0	
Employment rate of population aged 30-54 - total	84.6	83.9	83.7 b	84.7	84.3	82.6		81.6	80.8	81.4 b	82.6	83.0	83.4	
Employment rate of older population aged 55-64 - total	65.9	66.6	68.3	71.2	71.7	71.7		58.6	59.0	60.4	62.3	63.9	65.2	
Employment rate of low-skilled population aged 20-64 - total	55.0	54.8	53.2	55.0	55.0	50.1		55.1	54.0	55.0	57.2	58.3	58.7	
Employment rate of non-EU nationals (20-64) - total	53.8	56.7	58.6 b	66.9	62.0	59.4		60.0	57.5	59.0 b	61.9	63.1	64.2	
Overall employment growth	0.9	-1.4	2.1	2.3	0.2	-1.1		1.1	-1.8	1.5	2.3	1.1	0.9	
Unemployment rate in age group 15-74 - total	6.8	7.7	7.7	6.8	7.2	8.4		6.8	7.2	7.1	6.2	6.1	5.9	
NEET rate for population aged 15-29 - total	9.1	9.8	9.2	9.3	9.2	9.8		12.8	13.9	13.1	11.7	11.2	11.0	
Unemployment rate in age group 15-24 - total	17.7	21.0	17.1	14.2	16.2	18.8		15.6	17.5	16.7	14.5	14.5	14.9	
Involuntary temporary employment as % of total employees 15-64	10.2	9.6	4.1 b	3.4	2.5	2.6		7.8	6.8	5.1 b	4.4	3.9	3.4	
Share of employees (15-64) in temporary employment contracts	15.5	14.6	16.0 b	16.0	15.4	15.2		15.0	13.5	14.1 b	14.1	13.4	12.8	
Newly employed in %	21.9	19.8	20.5 b	21.6	21.2	18.8		14.6	13.1	13.8 b	15.2	14.9	14.0	
Rate of long-term unemployment (as % active population) - total	1.5	1.5	1.8	1.5	1.6	1.8		2.7	2.4	2.8	2.4	2.1	1.9	
At-risk-of-poverty rate of unemployed	39.7	44.2	36.5	47.1 b	49.4	51.9		49.1 e	47.2 b	45.1	46.0	47.3	48.7	
Unemployment trap - tax rate on low wage earners	73.4	73.1	72.6	72.4	73.6	72.5		74.6	73.9	74.3	74.2	74.1	74.4	
Inactivity and part-time work due to personal and family responsibilities - total	1.1	1.0	1.2	1.2	1.3	0.9		3.3	3.4	3.3	3.3	3.4	3.3	
Part-time employment, Percentage of total employment (total)	16.4	15.6	16.9	16.9	16.8	16.7		19.4	17.8	17.7	17.6	17.8	17.8	
Job vacancy rate (average over 3 years)	2.1	2.1	2.2	2.5	2.6	2.3		2.1	2.1	2.2	2.4	2.7	2.7	
Employment gender gap (aged 20-64)	3.3	3.3	2.0	1.2	0.2	0.7		11.3	11.0	10.9	10.7	10.2	10.0	
Gender pay gap	16.7	16.9	16.9	16.0	16.8 p			13.7	12.7	12.3	12.2	12.0 p		
Share of adult population (aged 25-64) with upper secondary or tertiary education - total	90.1	91.1	88.9 b	89.1	88.8	88.9		78.5	79.0	79.0 b	79.4	79.8	80.4	
Participation rate in education and training over the previous 12 months (age bracket 25-64), excluding guided on-the-job training (GOUT)				51.8			50				39.5			60
Early leavers from education and training (aged 18-24) - total	7.3	8.2	8.2 b	8.4	9.6	9.6		10.1	10.0	9.8 b	9.7	9.5	9.3	
Completion of tertiary or equivalent education (aged 30-34) - total	47.3	49.6	44.9 b	46.8	43.1	43.2		40.4	41.2	41.9 b	42.8	43.9	44.8	
Labour productivity per person employed	105.8	111.3	108.3	105.0	104.5 p			100.0	100.0	100.0	100.0	100.0 p		
Labour productivity per hour worked	108.2	108.0	109.5	107.9	108.2 p			100.0	100.0	100.0	100.0	100.0 p		
Nominal unit labour cost growth	1.9	0.8	3.7	5.3	5.3	0.1		1.8	4.3	-0.1	3.5	6.7	5.0	
Real unit labour cost growth	0.4	-0.9	1.2	-0.8	1.6	-1.5		0.0	2.4	-2.6	-1.8	0.6	1.7	

4. Key employment challenges Finland, May 2025

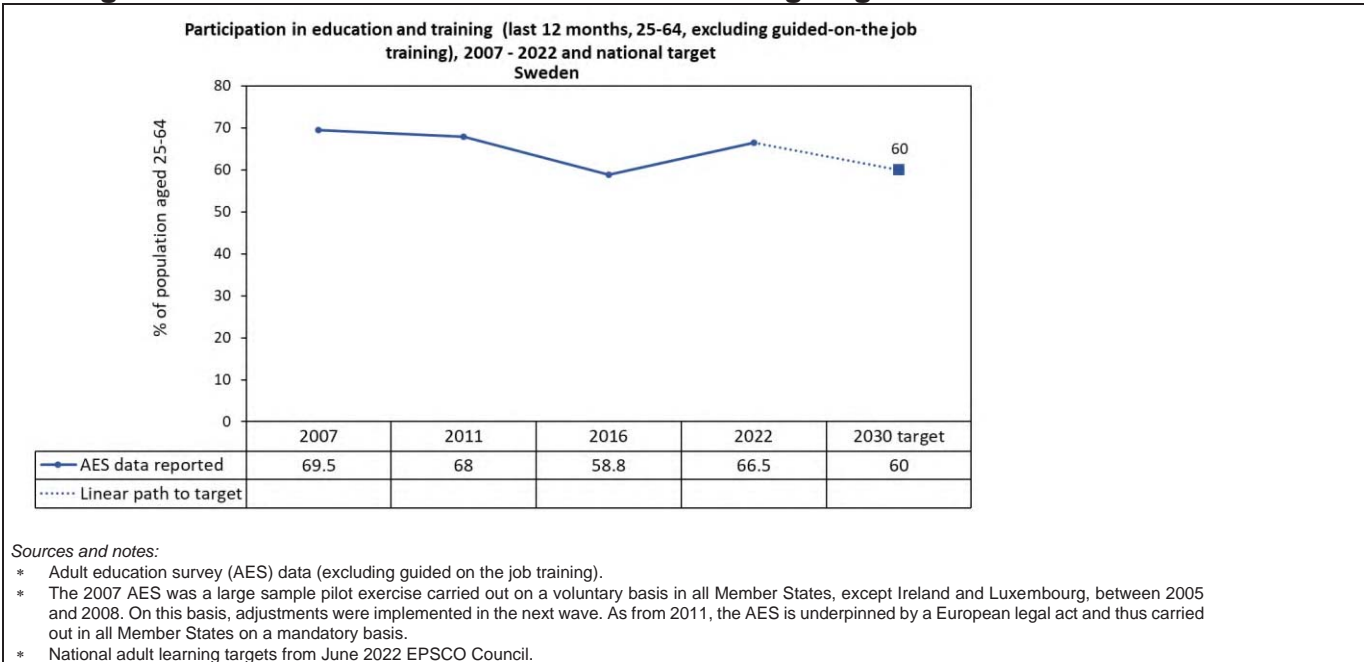
Employment policy area	Key Employment Challenge	Particularly good labour market outcome
1. Increase labour market participation	The employment rate (20-64), including for the low-skilled, shows a significantly negative development	
2. Enhancing labour market functioning; combating segmentation		
3. Active labour market policies	The unemployment rate (15-74) is above the EU average and increasing significantly <i>High workloads and resource shortages in municipal public employment services, constraining service delivery particularly for jobseekers in need of personalised support</i>	
4. Adequate and employment oriented social security systems	The at-risk-of-poverty rate for the unemployed (18+) shows a significantly negative development <i>Inactivity and unemployment traps affecting the employment rates of certain groups</i>	The in-work poverty risk is significantly below the EU average
5. Work-life balance		Inactivity and part-time work due to personal and family responsibilities below the EU average and decreasing significantly
6. Exploiting job creation possibilities		
7. Gender equality	The gender pay gap is above the EU average	The gender employment gap (20-64) is significantly smaller than the EU average
8. Improving skills supply and productivity, effective life-long learning	<i>Labour shortages driven by ageing, low attractiveness of some sectors and skills mismatches</i>	
9. Improving education and training systems		
10. Wage setting mechanisms and labour cost developments		

Sweden

1. Progress towards the 2030 national employment rate target



2. Progress towards the 2030 national adult learning target



3. Key indicators on labour market performance

	Sweden						National Targets	EU27						EU Targets
Description	2019	2020	2021	2022	2023	2024	2030	2019	2020	2021	2022	2023	2024	2030
Employment rate of population aged 20-64 - total	81.7	80.2	80.4	82.0	82.6	81.9	82	72.7	71.7	73.0	74.6	75.3	75.8	78
Employment rate of population aged 20-64 - women	79.1	77.5	77.7	79.1	80.2	79.9		67.1	66.2	67.6	69.2	70.2	70.8	
Employment rate of population aged 20-64 - men	84.3	82.8	83.1	84.8	84.9	83.9		78.4	77.2	78.5	79.9	80.4	80.8	
Employment rate of young people aged 20-29 - total	70.8	68.5	69.2 b	71.6	72.4	70.3		63.7	61.3	62.8 b	65.1	66.0	66.0	
Employment rate of population aged 30-54 - total	88.2	86.8	86.1 b	87.7	88.0	87.4		81.6	80.8	81.4 b	82.6	83.0	83.4	
Employment rate of older population aged 55-64 - total	77.0	76.7	76.4	77.0	78.0	78.1		58.6	59.0	60.4	62.3	63.9	65.2	
Employment rate of low-skilled population aged 20-64 - total	60.8	56.9	56.5	59.9	61.8	60.5		55.1	54.0	55.0	57.2	58.3	58.7	
Employment rate of non-EU nationals (20-64) - total	55.5	50.9	53.0 b	61.3	64.0	64.1		60.0	57.5	59.0 b	61.9	63.1	64.2	
Overall employment growth	0.6	-1.8	0.7	3.2	1.3	-0.7		1.1	-1.8	1.5	2.3	1.1	0.9	
Unemployment rate in age group 15-74 - total	6.9	8.5	8.9	7.5	7.7	8.4		6.8	7.2	7.1	6.2	6.1	5.9	
NEET rate for population aged 15-29 - total	5.9	6.9	6.1	5.6	5.7	6.3		12.8	13.9	13.1	11.7	11.2	11.0	
Unemployment rate in age group 15-24 - total	19.3	23.6	24.7	21.7	22.1	24.3		15.6	17.5	16.7	14.5	14.5	14.9	
Involuntary temporary employment as % of total employees 15-64	7.8	8.0	2.7 b	2.9	2.8	2.3		7.8	6.8	5.1 b	4.4	3.9	3.4	
Share of employees (15-64) in temporary employment contracts	15.7	14.8	14.5 b	14.8	13.9	12.6		15.0	13.5	14.1 b	14.1	13.4	12.8	
Newly employed in %	21.9	19.2	17.2 b	20.1	19.1	16.9		14.6	13.1	13.8 b	15.2	14.9	14.0	
Rate of long-term unemployment (as % active population) - total	0.8	1.0	1.8	1.9	1.6	1.7		2.7	2.4	2.8	2.4	2.1	1.9	
At-risk-of-poverty rate of unemployed	62.2	57.3	54.9	47.5	55.4	50.9		49.1 e	47.2 b	45.1	46.0	47.3	48.7	
Unemployment trap - tax rate on low wage earners	78.0	77.0	78.1	77.7	78.2	77.6		74.6	73.9	74.3	74.2	74.1	74.4	
Inactivity and part-time work due to personal and family responsibilities - total	2.7	2.4	1.9	1.8	1.6	1.6		3.3	3.4	3.3	3.3	3.4	3.3	
Part-time employment, Percentage of total employment (total)	22.3	22.1	20.4	20.3	19.9	19.5		19.4	17.8	17.7	17.6	17.8	17.8	
Job vacancy rate (average over 3 years)	2.4	2.2	2.2	2.5	2.8	2.7		2.1	2.1	2.2	2.4	2.7	2.7	
Employment gender gap (aged 20-64)	5.2	5.3	5.4	5.7	4.7	4.0		11.3	11.0	10.9	10.7	10.2	10.0	
Gender pay gap	11.1	10.5	10.3	10.4	11.2 p			13.7	12.7	12.3	12.2	12.0 p		
Share of adult population (aged 25-64) with upper secondary or tertiary education - total	86.1	86.5	87.5 b	88.3	88.4	88.7		78.5	79.0	79.0 b	79.4	79.8	80.4	
Participation rate in education and training over the previous 12 months (age bracket 25-64), excluding guided on-the-job training (GOUT)				66.5			60				39.5			60
Early leavers from education and training (aged 18-24) - total	6.5	7.7	8.4 b	8.8	7.4	7.2		10.1	10.0	9.8 b	9.7	9.5	9.3	
Completion of tertiary or equivalent education (aged 30-34) - total	52.5	52.2	51.8 b	55.4	58.0	58.0		40.4	41.2	41.9 b	42.8	43.9	44.8	
Labour productivity per person employed	112.7	117.0	117.8	114.6	112.0 p			100.0	100.0	100.0	100.0	100.0 p		
Labour productivity per hour worked	113.7	113.6	117.3	115.5	112.9 p			100.0	100.0	100.0	100.0	100.0 p		
Nominal unit labour cost growth	1.0	3.2	0.2	4.2	6.7	3.4		1.8	4.3	-0.1	3.5	6.7	5.0	
Real unit labour cost growth	-1.4	1.4	-2.4	-1.5	0.7	1.4		0.0	2.4	-2.6	-1.8	0.6	1.7	

4. Key employment challenges Sweden, May 2025

Employment policy area	Key Employment Challenge	Particularly good labour market outcome
1. Increase labour market participation	Youth unemployment rate for age group 15-29 is significantly higher than the EU average <i>Large gaps in employment rates between those born in Sweden and people born outside of the EU, especially women</i>	Participation in education and training for those aged 55-64 is very high and significantly increasing
2. Enhancing labour market functioning; combating segmentation		
3. Active labour market policies	Unemployment rate (15-74) is higher than the EU average	
4. Adequate and employment oriented social security systems		
5. Work-life balance		
6. Exploiting job creation possibilities		
7. Gender equality		
8. Improving skills supply and productivity, effective life-long learning		A high and significantly increasing share of the population aged 20-24 that has completed at least upper secondary education
9. Improving education and training systems	<i>Educational performance gaps for students with a migrant background, especially among those who are born abroad</i>	
10. Wage setting mechanisms and labour cost developments		

Annex A. 2030 National Targets and sub-targets

Table A1: National employment rate (ER) and adult learning targets (as of 16 June 2022), as well as national sub-targets

MS	Headline targets 2030		National sub-targets
	Employment rate (%)	Adult participation in learning in the past 12 months (%)	
BE	80	60.9	ER gap men-women <4pp; ER low-skilled >58.4%; ER non-EU born >58.3%; ER elderly (55-64) >68.8% ER gap persons with a handicap <24.5 pp; Youth NEET rate (15-29) <8.6%; Women in management positions 43.1%; Share of children <3 in formal childcare >61%; Gender pay gap <2.9%; In-work poverty (share of workers AROPE) <4.9%; Transitions temporary-permanent contract (3-yearly average) >40.7% Involuntary part-time work <5.6% Participation in learning 55-64yrs >49.8% Participation in learning low-skilled >32.6% Early school leavers 18-24 <7.4%; High-skilled 30-34 >50.1% Share of people with basic digital competences >70.4%
BG	79	35.4	
CZ	82.2	45	Female employment rate 75.5%; Youth NEET rate (15-29) 9%; +7500 childcare places in children's groups; Early school leaving rate 5.5%; Share of people with basic digital skills 80.0%
DK	80	60	
DE	83	65	Female employment rate 80%; ER elderly (55-64) 77% ER foreigners (2020, revised time series 66,2%) 75%;
EE	81.3	52.3	
IE	78.2	64.2	
EL	71.1	40	
ES	76	60	ER gap men-women 6pp; Youth NEET rate (15-29) 10%; Increase provision of early childhood education <3
FR	78	65	
HR	75	55	Youth NEET rate (15-29) 9%
IT	73	60	ER gap men-women 9pp
CY	80	61	
LV	80	60	
LT	80.7	53.7	Youth NEET rate (15-29) 9%; Children 3-mandatory primary school age in formal childcare 95%
LU	77.6	62.5	Reducing the gender employment gap by half (3.5-3.6%) would require a male ER of 79.4% (+3.8%) and a female ER of 75.8% (+7.3%) in 2030 in order to reach both the overall national employment rate target of 77.6% and the reduction of the gender employment gap by at least 50%
HU	85	60	
MT	84.6	57.6	
NL	82.5	62	
AT	79.9	62	
PL	78.3	51.7	
PT	80	60	ER gap men-women 3pp; Youth NEET rate (15-29) 7-8%; 'Expand an strengthen the quality of childcare equipments and services creating 10.000 new vacancies. Revisit this domain after the revision of the Barcelona targets' Early leavers from education and training <5%
RO	74.7	17.4	
SI	79.5	60	
SK	76.5	50	
FI	80	60	
SE	82	60	The employment gap between women and men should decrease significantly through an increase in the employment rate for women, especially in the group of foreign-born women.
Weighted Average	78.5	57.6	

Source: Member States and Commission's calculations.

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.

Table B1: EPM Dashboard 2025^{6,7}

	EU27_2020	EA20	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
Employment rate (% population aged 20-64)																													
2024	75.8	75.3	72.3	76.8	82.3	80.2	81.3	81.8	79.8	69.3	71.4	75.1	73.6	67.1	79.8	77.4	79.2	74.2	81.1	83.0	83.5	77.4	78.4	78.5	69.5	78.3	78.1	77.0	81.9
2023-2024 change in pp	~	0.6	~	0.6	0.6	~	~	~	0.7	1.9	0.9	0.7	2.8	0.8	~	~	0.7	-0.6	~	1.7	~	~	~	~	0.8	0.8	0.6	-1.2	-0.7
2021-2024 change in pp	2.8	2.9	1.7	3.5	2.3	~	1.9	2.5	4.9	6.7	3.9	1.9	5.0	4.4	3.5	2.1	1.8	~	2.2	5.2	1.8	1.8	2.9	3.0	2.4	2.2	3.5	~	1.5
Youth NEET (% of total population aged 15-29)																													
2024	11.0	11.0	9.9	12.7	8.6	8.0	8.5	11.0	7.6	14.2	12.0	12.5	10.6	15.2	12.9	10.7	14.7	9.9	10.9	7.2	4.9	9.2	9.4	8.7	19.4	7.6	10.7	10.0	6.3
2023-2024 change in pp	~	~	~	-1.1	-1.5	-0.6	~	1.4	-0.9	-1.8	~	~	-1.2	-0.9	-1.0	0.7	1.2	1.4	~	~	~	~	~	~	~	~	-0.5	0.6	0.6
2021-2024 change in pp	-2.1	-2.0	~	-4.7	-2.3	~	~	~	-2.2	-3.1	-2.2	~	-4.3	-7.9	-2.1	-1.4	2.0	~	~	-3.3	~	~	-3.8	~	~	~	-3.5	~	~
Employment rate older people (% population aged 55-64)																													
2024	65.2	65.3	59.4	69.9	77.0	75.0	75.2	75.7	68.1	57.3	61.1	60.4	53.9	59.0	70.4	71.9	69.1	49.4	70.4	58.3	75.3	58.8	59.0	67.6	53.4	56.3	66.0	71.7	78.1
2023-2024 change in pp	1.3	1.3	1.6	~	3.0	~	~	~	~	3.2	1.6	2.0	2.3	1.7	3.4	1.0	~	3.1	1.1	2.4	~	1.5	0.9	1.2	2.4	2.1	~	~	~
2021-2024 change in pp	4.8	4.5	4.9	5.1	7.2	2.7	3.4	4.1	5.2	9.0	5.3	4.5	4.8	5.6	8.2	4.1	~	2.8	7.4	7.3	3.9	3.4	4.3	5.6	9.6	3.6	5.4	3.4	~
Employment rate (% Non-EU27 nationals aged 20-64)																													
2024	64.2	63.4	51.3	56.4	82.3	72.6	62.6	76.2	77.4	63.8	63.3	58.8	80.3	65.2	73.3	70.6	76.2	67.4	59.1	87.1	64.2	63.0	84.9	74.3	71.5	78.0	64.7	59.4	64.1
2023-2024 change in pp	~	~	~	-4.4	~	3.8	1.7	~	~	~	~	~	1.9	~	~	~	-3.5	-2.3	-2.7	~	2.1	~	3.4	-2.0	5.6	~	-16.5	-2.6	~
2021-2024 change in pp	5.2	4.7	8.0	n.a.	~	6.7	4.2	5.1	6.9	8.0	4.4	3.9	19.3	4.9	~	4.0	4.6	~	-10.5	12.8	7.5	~	~	3.2	~	5.0	n.a.	~	11.1
Involuntary temp empl as % total employees																													
2024	6.4	6.9	4.0	2.3	4.0	3.0	3.0	1.1	2.8	10.2	12.3	7.4	5.3	11.8	13.3	n.a.	0.7	4.9	1.7	5.9	3.9	2.8	6.8	12.1	1.3	3.0	2.3	10.3	8.3
2023-2024 change in pp	-0.5	-0.5	~	~	~	0.6	~	n.a.	-1.4	-2.0	-1.1	~	-2.0	-0.9	0.6	n.a.	~	0.8	~	~	~	~	~	-1.4	~	-1.1	n.a.	~	-0.9
2021-2024 change in pp	-1.7	-2.0	-1.0	~	~	~	~	n.a.	-1.6	~	-9.1	-1.7	-3.8	-1.8	1.2	n.a.	~	~	~	2.3	-1.0	~	-0.8	~	~	-1.8	n.a.	-1.9	-2.0
Newly employed in %																													
2024	14.0	15.0	12.8	6.6	9.4	22.0	15.4	15.9	16.5	9.9	18.4	16.2	10.6	10.0	17.7	11.3	13.2	14.4	12.8	13.8	19.4	15.4	9.5	14.4	5.9	11.1	8.0	18.8	16.9
2023-2024 change in pp	-0.9	-1.0	~	-0.9	~	~	-0.8	-0.8	-0.8	-0.7	~	-1.0	~	-2.1	~	-0.7	0.7	1.1	~	-1.8	-1.6	-0.9	~	-0.9	~	~	~	-2.4	-2.2
2021-2024 change in pp	~	~	~	-1.0	~	~	0.9	~	~	-1.0	1.1	~	~	-1.6	~	-2.2	2.4	1.7	-1.5	~	~	~	~	1.7	~	-0.9	~	-1.7	~
Long-term unemployment rate (in %)																													
2024	1.9	2.1	2.0	2.2	0.8	0.8	0.9	1.8	1.0	5.4	3.8	1.7	1.8	3.3	1.3	2.2	2.3	1.6	1.5	0.7	0.5	1.1	0.8	2.4	1.8	1.1	3.5	1.8	1.7
2023-2024 change in pp	~	-0.3	~	~	~	0.3	~	0.5	~	-0.8	-0.5	~	-0.3	-0.9	-0.5	0.4	~	~	~	~	~	~	~	~	-0.4	-0.3	~	~	~
2021-2024 change in pp	~	-1.1	~	~	~	~	~	~	~	-3.8	-2.4	~	~	-2.1	-1.2	~	~	~	~	~	~	~	~	~	~	~	~	~	~
At-risk-of-poverty rate of unemployed																													
2024	47.3	47.0	43.0	58.7	58.0	34.9	60.8	51.3	35.4	48.0	43.5	43.0	40.5	49.4	33.2	57.6	59.5	33.6	47.3	41.7	50.3	50.3	44.4	44.3	39.7	48.8	52.9	51.9	50.9
2023-2024 change in pp	n.a.	n.a.	~	~	3.6	-4.7	14.3	6.6	~	n.a.	-2.7	n.a.	-4.7	3.1	~	3.7	n.a.	-6.3	2.7	n.a.	-6.2	n.a.	~	-2.4	-28.9	~	n.a.	2.5	-4.5
2021-2024 change in pp	~	~	5.0	8.5	6.9	-7.8	12.7	8.0	10.1	~	~	3.7	-6.1	4.5	-3.3	10.8	9.1	-8.8	~	6.0	-11.1	4.6	~	~	-7.6	9.1	~	15.4	-4.0

⁶The 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.

⁷ The values for the following indicators will soon be revised for Germany due to technical issues in the classification of ISCED levels in the Eurostat LFS for the reporting years 2022 and 2023: “Adults with medium or high education” and “Completion of tertiary or equivalent education (aged 30-34)”

Table B1 (CONTINUED):

	EU27_2020	EA20	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
Unemployment trap tax rate on low wage earners																													
2024	74.4	76.1	85.8	82.4	80.0	90.4	73.3	70.8	53.5	44.1	81.5	74.0	86.1	78.4	66.7	83.8	102.2	91.4	76.9	91.6	80.4	67.2	60.8	98.1	49.7	73.7	71.2	72.5	77.6
2023-2024 change in pp	~	~	~	~	~	6.7	~	0.8	~	1.7	~	~	~	-2.7	~	1.2	~	~	~	24.8	~	~	1.0	18.6	-2.9	1.0	~	-1.1	~
2021-2024 change in pp	~	~	-3.3	~	~	3.9	~	~	~	-14.4	-13.4	~	~	2.7	-2.1	~	-3.8	~	3.6	26.4	~	-3.0	~	18.9	-5.1	-4.9	~	~	~
Inactivity and part-time work due to personal and family responsibilities - total																													
2024	3.1	3.7	3.2	0.3	1.2	0.4	6.5	1.5	4.0	0.8	1.9	2.7	0.5	1.8	1.1	0.6	0.3	3.9	0.5	1.2	11.3	8.2	0.9	0.7	0.1	1.0	0.6	0.8	1.4
2023-2024 change in pp	~	~	~	~	0.1	~	0.3	0.2	0.2	-0.1	0.1	-0.3	-0.1	-0.3	0.1	0.1	~	0.3	~	-0.2	-0.1	0.2	~	0.1	~	~	~	-0.4	~
2021-2024 change in pp	~	~	-0.2	~	~	~	0.3	~	~	-0.2	0.3	~	~	-0.3	-0.2	~	~	~	~	-0.6	0.3	0.8	~	~	-0.2	~	~	-0.3	-0.3
Total employment (thns)																													
2024	219248.1	170853.8	5108.9	3518.7	5404.2	3229.2	46082.0	690.9	2756.4	5105.7	21873.6	30598.0	1806.9	26467.6	499.4	899.0	1501.4	517.7	4764.2	324.0	10339.0	4725.1	17404.9	5274.8	8627.3	1101.8	2430.3	2750.5	5445.8
2023-2024 change in %	~	1.0	~	1.1	~	~	~	~	2.7	1.2	2.2	~	6.1	1.6	2.0	~	1.7	1.1	~	5.1	1.0	~	~	1.6	1.8	~	~	~	~
2021-2024 change in %	4.2	4.9	3.1	3.2	~	6.3	~	8.2	13.6	4.9	9.0	4.1	10.8	5.6	7.7	~	8.3	6.7	~	17.9	6.7	3.5	~	6.5	~	4.7	~	3.8	4.4
Job vacancy rate (average over 3 years)																													
2024	2.7	3.0	4.6	0.8	3.9	2.9	3.9	1.8	1.3	1.6	0.9	2.2	1.6	1.8	2.8	2.7	2.0	1.9	2.5	n.a.	4.6	4.7	0.9	1.4	0.8	2.7	1.1	2.3	2.7
2023-2024 change in %	~	~	~	~	-12.7	~	~	~	~	51.6	~	~	~	~	9.4	~	~	-8.3	~	n.a.	~	~	-8.1	8.4	~	~	10.8	-10.1	~
2021-2024 change in %	25.8	31.9	26.3	~	-29.2	28.3	28.3	~	29.8	212.9	32.1	45.2	~	58.8	49.1	~	31.3	~	~	n.a.	43.2	39.8	~	57.5	~	22.8	20.9	~	23.7
Gender employment gap																													
2024	10.0	9.6	8.0	7.2	12.6	6.5	7.3	1.7	9.3	18.8	9.8	5.9	5.9	19.4	10.0	3.3	1.4	5.5	7.9	13.4	7.6	6.9	11.6	5.7	18.1	6.0	8.9	0.7	4.0
2023-2024 change in pp	~	~	~	~	-1.3	0.9	-0.4	-0.7	-0.6	-1.0	-0.5	0.4	-1.8	~	1.0	~	~	-1.3	-1.2	-0.7	~	-0.9	~	~	-1.0	~	1.2	0.5	-0.7
2021-2024 change in pp	-0.9	~	~	~	-1.2	-2.8	~	~	-2.0	-0.8	-1.0	-1.0	~	-4.5	~	-1.5	-1.5	~	-1.9	-2.7	-4.2	~	-1.7	-2.3	~	-2.0	-0.7	~	-1.3
Gender pay gap																													
2023	12.0	12.3	0.7	13.5	18.0	14.0	17.6	16.9	8.6	13.6	9.2	12.2	7.4	2.2	12.2	19.0	11.5	-0.9	17.8	5.1	12.5	18.3	7.8	8.6	3.8	5.4	15.7	16.8	11.2
2022-2023 change in pp	~	~	~	0.9	~	~	~	-4.2	-0.7	~	~	-0.6	~	-1.6	~	~	~	1.0	~	-0.7	-1.5	~	~	2.3	2.3	-1.4	-1.1	0.8	0.8
2020-2023 change in pp	~	-1.4	-2.5	~	1.3	~	~	-4.1	~	n.a.	~	-2.8	-1.3	-1.8	2.3	-4.2	~	-1.2	~	-2.8	-2.2	~	3.3	~	2.9	3.0	~	~	~
Adults with medium or high education																													
2024	80.4	77.9	82.8	86.9	94.3	83.6	83.8	88.8	89.4	82.1	64.9	83.9	90.3	66.7	86.1	90.9	94.4	82.4	88.1	69.8	80.8	86.2	94.8	61.5	80.2	89.0	93.9	88.9	88.7
2023-2024 change in pp	0.6	0.7	0.6	1.7	~	1.4	0.7	-0.6	1.1	1.0	0.7	~	1.1	1.2	~	~	~	1.2	0.7	1.2	~	~	0.5	2.6	~	0.5	~	~	~
2021-2024 change in pp	1.4	1.6	1.3	3.2	~	1.5	~	~	1.9	2.3	1.5	1.7	2.9	4.0	1.6	-1.3	~	2.1	1.7	6.9	~	~	1.5	4.6	~	-2.3	~	~	1.2
Life long learning - percentage of adult population (aged 25-64) participating in education and training - total																													
2024	13.3	13.2	14.9	1.8	10.8	31.2	9.6	23.3	14.7	4.4	16.0	15.2	6.6	8.5	11.2	11.0	9.8	17.4	11.8	18.4	26.5	17.6	10.0	16.1	8.9	23.1	12.8	29.1	37.5
2023-2024 change in pp	~	~	3.8	~	0.9	0.7	1.3	~	2.4	1.0	~	~	~	-3.1	~	~	~	-0.9	1.2	2.3	2.0	~	~	1.3	2.8	2.2	3.2	2.3	-1.3
2021-2024 change in pp	2.5	1.8	4.7	~	5.0	8.8	1.9	4.9	~	~	1.7	4.2	~	-1.4	1.5	2.4	~	~	5.9	4.6	~	3.0	4.4	3.6	4.0	4.2	8.0	-1.4	2.8
Early school leavers (in %)																													
2024	9.3	9.6	7.0	8.2	5.4	10.4	12.4	11.0	2.8	3.0	13.0	7.7	2.0	9.8	11.3	7.9	8.4	7.8	10.3	9.6	7.0	8.1	4.1	6.6	16.8	5.0	7.5	9.6	7.2
2023-2024 change in pp	~	~	0.8	-1.1	-1.0	~	~	1.3	-1.2	-0.7	-0.7	~	~	-0.7	0.9	~	2.0	1.0	-1.3	-0.6	0.8	-0.5	~	-1.5	~	~	1.1	~	~
2021-2024 change in pp	~	~	~	-3.8	-1.0	~	~	1.2	~	~	~	~	~	-2.9	1.5	~	3.1	-1.5	-1.7	-1.3	1.9	~	-1.7	~	1.5	1.9	~	1.4	-1.2
Completion of tertiary or equivalent education (aged 30-34) - total																													
2024	44.8	45.6	50.9	39.7	35.0	54.9	43.0	45.3	66.4	44.4	51.7	52.4	40.7	30.7	64.4	44.3	61.3	66.3	34.1	45.9	54.8	44.3	48.1	41.9	23.6	43.2	36.4	43.2	58.0
2023-2024 change in pp	0.9	1.1	~	4.7	~	2.2	2.0	-2.0	2.7	~	1.1	0.9	1.6	1.5	-0.9	-3.1	1.8	4.4	1.3	2.6	~	~	-1.1	2.2	0.8	3.2	-4.7	~	~
2021-2024 change in pp	2.9	3.2	~	6.9	~	2.4	4.1	2.2	4.0	~	5.5	2.9	6.5	3.9	2.3	-3.4	~	3.8	-1.8	~	~	~	~	~	~	-6.0	-3.8	-1.7	6.2
Nominal unit labour cost (index 2010=100)																													
2024	133.1	133.1	135.7	233.0	162.7	117.2	147.8	213.7	91.0	99.2	122.7	127.2	133.3	121.1	107.7	206.6	213.4	157.9	208.5	144.0	137.8	153.9	163.6	136.9	220.3	142.9	157.6	129.5	143.6
2023-2024 change in %	5.0	4.7	~	8.5	5.0	~	5.7	6.1	5.0	4.9	4.0	2.6	13.5	4.3	3.1	8.5	8.0	~	12.2	5.0	6.5	9.8	8.3	7.7	17.8	4.7	5.0	~	3.4
2021-2024 change in %	16.0	15.1	15.4	35.4	19.0	8.7	17.8	38.1	23.9	6.0	13.0	12.0	39.2	9.6	11.3	35.9	39.5	17.6	48.7	13.5	17.8	22.0	33.5	17.2	47.4	20.1	22.0	11.0	14.9

Source: Joint Assessment Framework update Spring 2025 (and Eurostat).