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NOTE

From:	General Secretariat of the Council
To:	Delegations
Subject:	2026 Employment Performance Monitor

Delegations will find attached the 2026 Employment Performance Monitor, transmitted by the
Employment Committee.

2026 Employment Performance Monitor

In line with its Treaty role and its 2026 Work Programme, the **Employment Committee (EMCO)** updated the 'Employment Performance Monitor' (EPM) for the year 2026. The EPM allows for the identification at a glance of the main employment challenges for the EU and each Member State as well as particularly good labour market outcomes. It is based on the latest available yearly data¹, drawing on the work of the EMCO Indicators Group (IG).

As in previous editions, the 2026 EPM incorporates 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 EU leaders in 2021, along with the corresponding national targets presented by Member States at the June 2022 EPSCO Council. It also provides quantitative monitoring of progress towards these targets, using the methodology agreed by the IG in October 2022 for employment, and a provisional agreement reached in September 2024 for adult learning, 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 can also be useful for macroeconomic surveillance.

The main novelty in this year's EPM is the inclusion in Annex C of the **updated Job Quality Monitoring Framework**, developed by the EMCO Indicators Group in response to the mandate set out in the [EMCO Opinion on the dimensions of job quality](#) presented to the EPSCO Council on 19 June 2025.

To fulfil this mandate, the Indicators Group organised its work into two phases, successfully delivering the updated framework by March 2026. During the first phase (May–October 2025), the Group focused on reviewing and agreeing upon existing indicators and other easily computable ones to measure the policy dimensions specified in the EMCO Opinion. This process built upon the 2017 EPM's Job Quality module, while also integrating inputs from the JAF and other established relevant frameworks. During the second phase (October 2025–March 2026), the Indicators Group focused on indicators for dimensions requiring further or more complex work, as well as on dimensions that had previously remained uncovered due to the lack of appropriate data sources or indicators. In the same vein, the Group also reviewed potential indicators for 'Undeclared or underdeclared work as work to be eliminated', but for this dimension no indicator has been considered sufficiently robust at this stage. Going forward, the Indicators Group will continue monitoring developments in terms of data sources and relevant

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

² Please follow the [link](#) for more information. For the JAF interactive tool please follow this [link](#).

indicators in this policy area in order to keep the framework up to date, as it is intended to remain a dynamic and evolving tool rather than a static one. For the social protection dimension, the Indicators Group drew on valuable contributions from the SPC Indicators Sub-group (ISG).

As noted earlier, the EPM builds on the findings of the indicator-based analytical tool JAF. In this year's exercise, several indicators - including the net replacement rate, unemployment trap, low-wage trap (also covering second-earner income), inactivity trap, and tax wedge - have been produced using the Commission's EUROMOD Hypothetical Household Tool (HHoT). This follows the agreed transition from the OECD TaxBen model to EUROMOD HHoT, which had been extensively discussed within the EMCO and SPC Indicator Groups over 2024–2025, including methodological comparisons and governance aspects, and subsequently supported by both Committees. The Commission is now using EUROMOD HHoT as the basis for indicator production in the 2025–26 European Semester cycle. In this context, ministries were, for the first time, invited to review detailed policy descriptions and validate simulation outputs, with the dual objective of enhancing transparency and ensuring closer alignment with national legislation. This validation exercise (for the years 2024 and 2025³), carried out in cooperation with the Joint Research Centre (JRC) and national teams, also aims to strengthen Member States' ownership of the model and improve the analytical relevance and robustness of the indicators over time.

In recent years, the EMCO Indicators Group has reviewed the JAF and its policy areas to better align them with the Employment Guidelines and modernise the tool, streamlining the list of indicators to reflect current monitoring needs and policy priorities. Building on this work, EMCO and its IG will continue to further develop and refine monitoring and reporting tools, in line with their Work Programme and the EPSCO Council's March 2022⁴ call to advance monitoring and benchmarking frameworks and to strengthen the alignment and coherence of existing tools.

Part I of the 2026 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 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, including a focus on each Member State's progress towards its 2030 national targets on employment and adult learning. It also provides a table of key labour market indicators covering all JAF policy areas, alongside the non-JAF and JAF-based KECs and GLMOs for each Member State.

A table presenting all national 2030 targets on employment and adult learning, as well as the sub-targets set by Member States is included in **Annex A**. The EPM dashboard in **Annex B** displays, for each main JAF indicator and each Member State, the level, year-on-year changes and the changes over three years, while also flagging notable positive/negative changes. This provides additional information to help identify areas with positive and negative developments. As already mentioned, **Annex C** presents the updated Job Quality Monitoring Framework. Table A presents the set of agreed indicators per job quality dimension outlined in the EMCO Opinion. Indicators are categorised as either main or context indicators, with the selection process guided by the principles of statistical quality, comprehensive country coverage, and

³ Allowing for an assessment in level terms only this year. Data are considered preliminary results.

⁴ See Council Doc. 6933/22.

parsimony. Table B presents indicator values per Member State and job quality dimension. A list of abbreviations can be found at the end of Table B.

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 annual employment growth needed between 2025 and 2030 in order to reach/retain the targets can be negative for some Member States due to having already achieved their targets by 2025 and/or demographic dynamics (decreasing working population). For Member States that have already exceeded their target but face a projected increase in their working-age population by 2030, a positive average annual employment growth rate may nonetheless still be required to retain the target employment rate.

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).

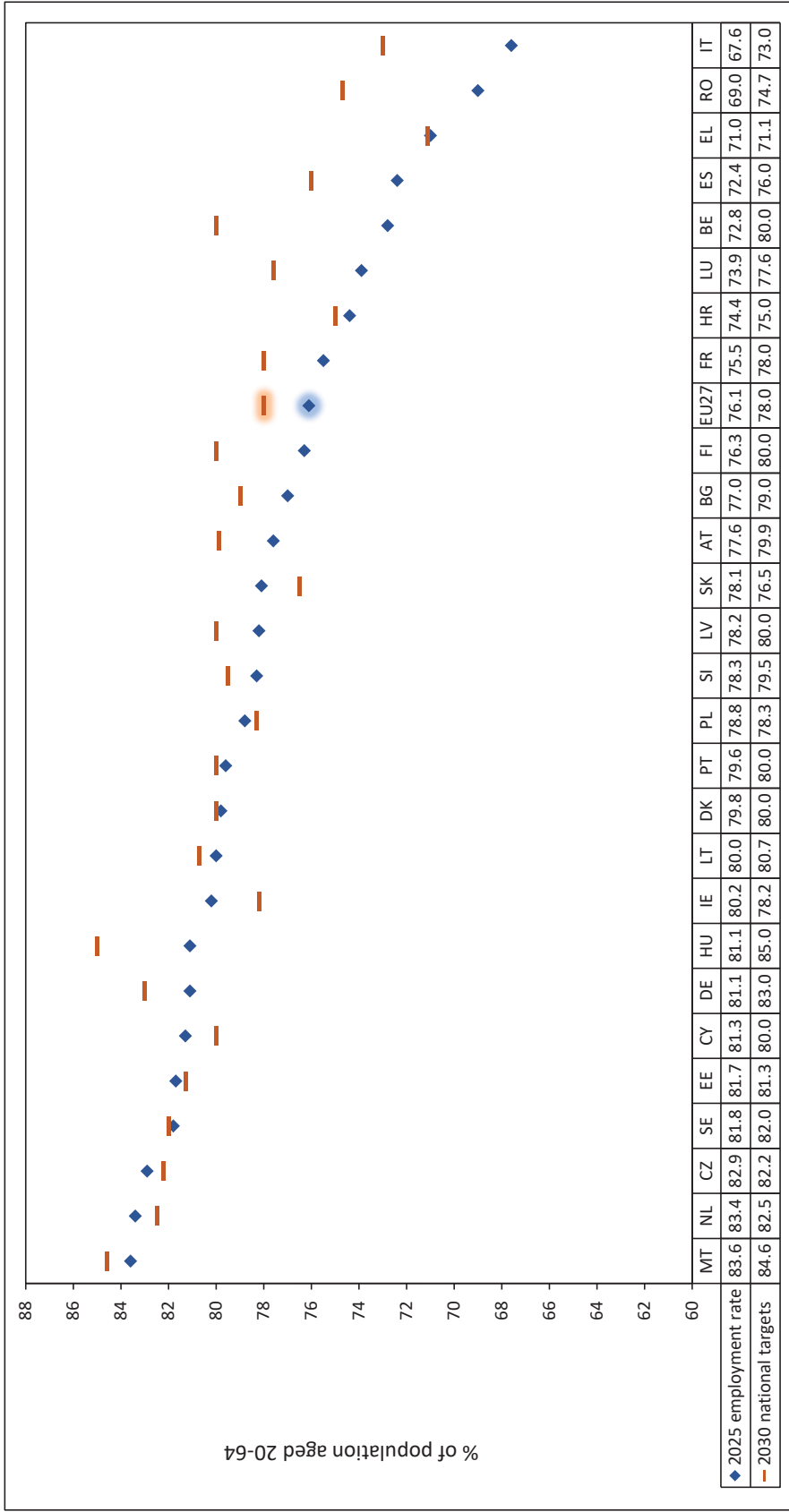
Note 3: The cut-off date is 30 April 2026; for the dashboard it is 28 April 2026.

Table of Contents

PART I: Overview of 2030 National Employment and Skills Targets, Progress towards the 2030 EU employment rate headline target, Challenges and Particularly Good Outcomes.....	5
PART II: Country Overviews	13
Belgium	14
Bulgaria	17
Czechia	20
Denmark	23
Germany	26
Estonia	29
Ireland	32
Greece	35
Spain	38
France	41
Croatia	44
Italy	47
Cyprus	50
Latvia	53
Lithuania	56
Luxembourg	59
Hungary	62
Malta	65
Netherlands	68
Austria	71
Poland	74
Portugal	77
Romania	80
Slovenia	83
Slovakia	86
Finland	89
Sweden	92
Annex A. 2030 National Targets and sub-targets	95
Annex B. EPM Dashboard	96
Annex C. Job Quality Monitoring Framework	99

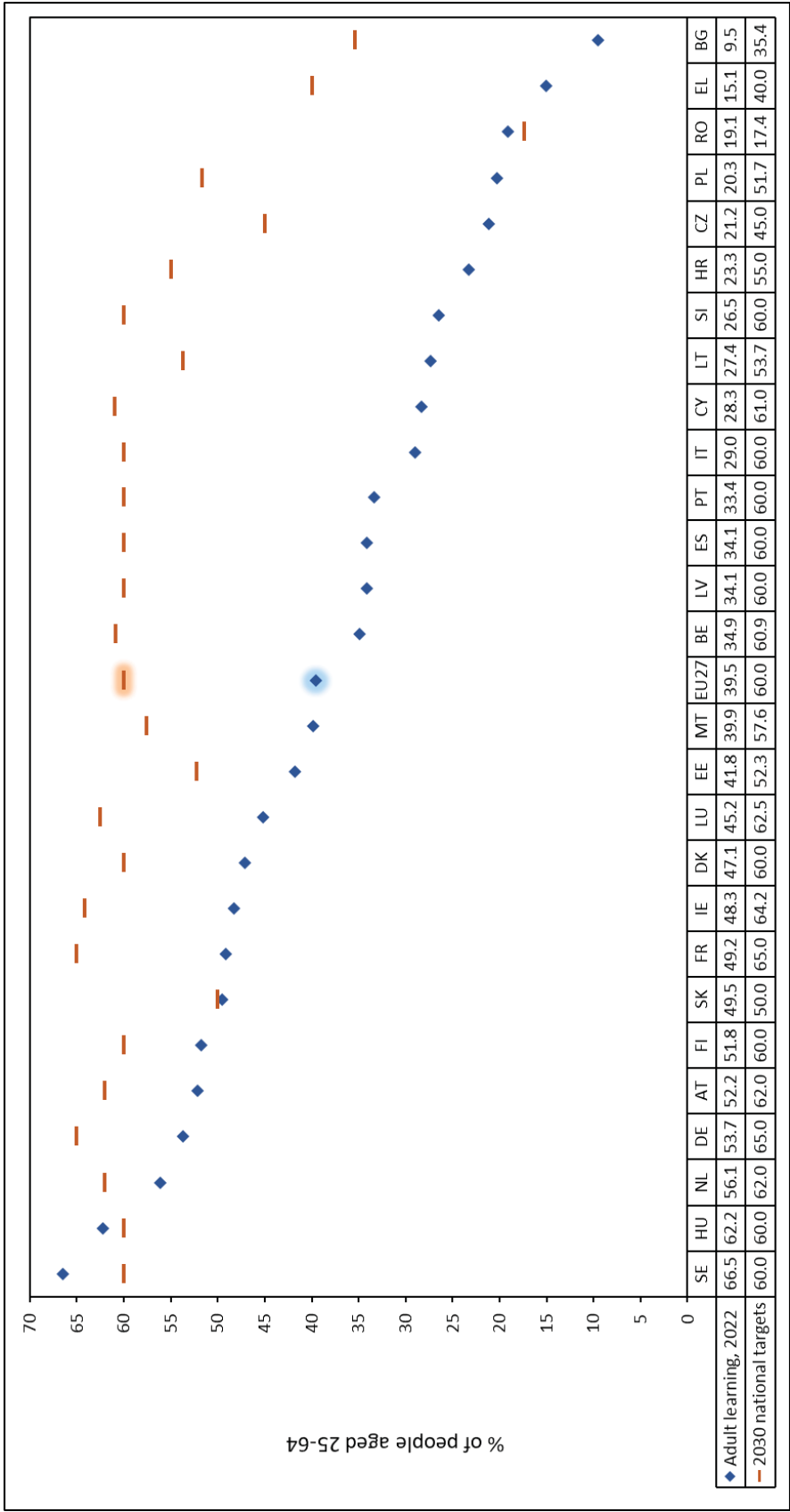
**PART I: Overview of 2030 National Employment and Skills Targets,
Progress towards the 2030 EU employment rate headline target,
Challenges and Particularly Good Outcomes**

Figure 1: National employment rate targets set by Member States for 2030 compared to employment rates (20-64 years old) for 2025



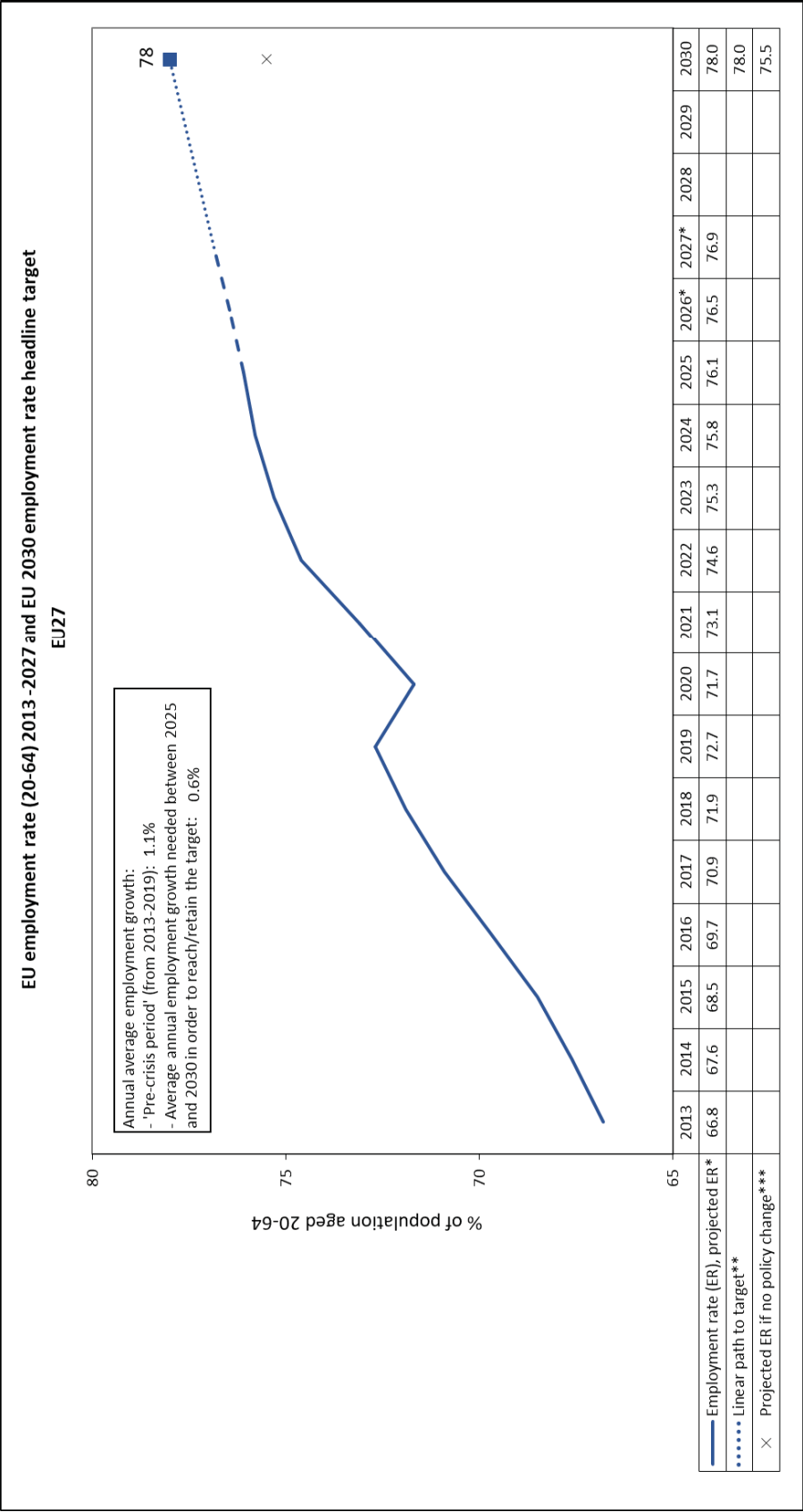
Sources: EU Labour Force Survey for 2025 employment rates and Member States.

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:

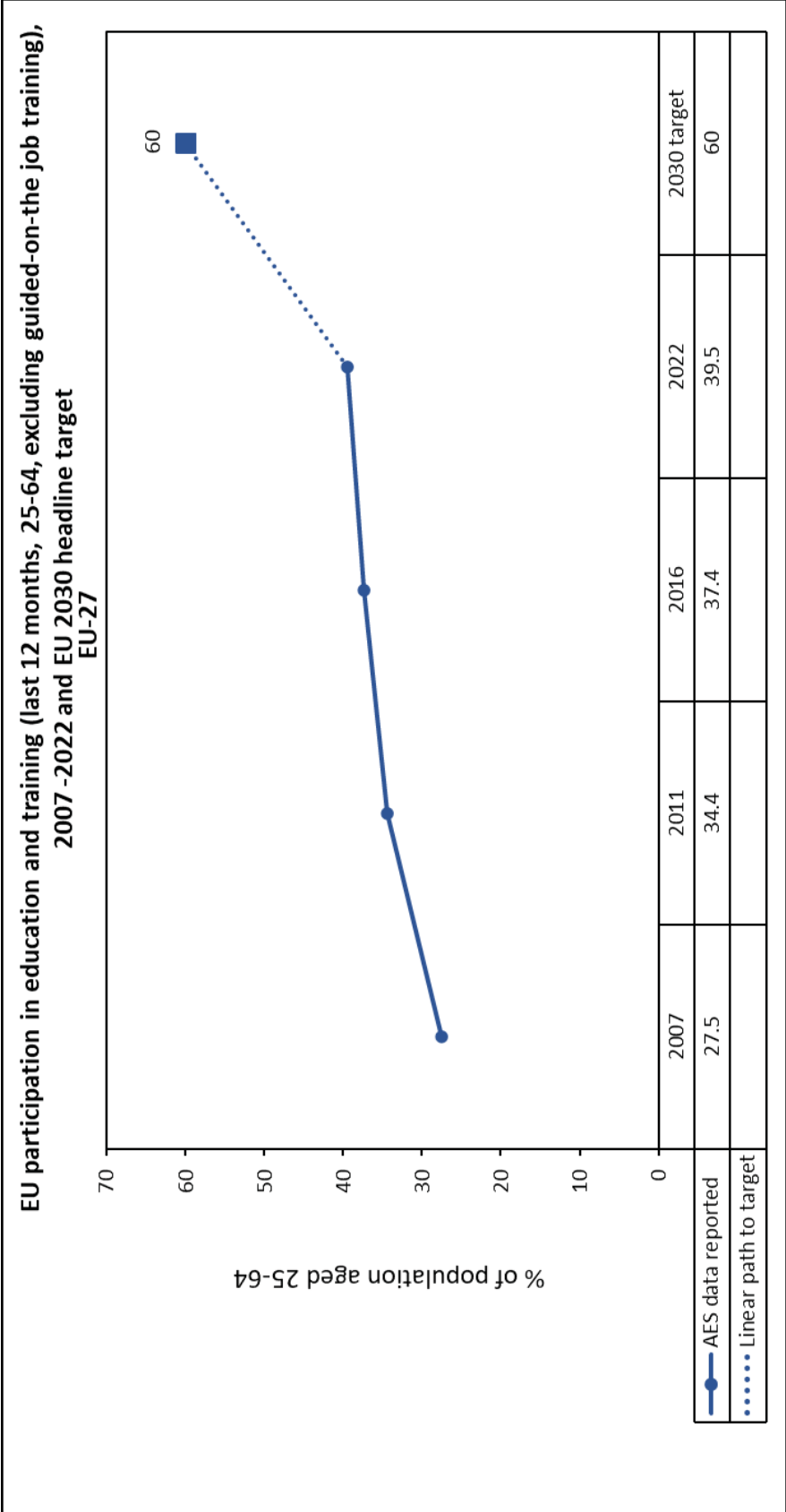
Employment rates (20-64 years old) for 2013-2025: Eurostat, EU LFS.

* Values for 2026 and 2027 are based on the employment growth forecasts from the Commission Spring Forecast 2026 and the projected population and employed population growths from the 2025 Eurostat population projections (Europop 2025).

** 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			G			G	C	C	
BG	C	C/G	C	C/G	C		C/G	C	C	C
CZ	C/G			C/G	C		C	G		
DK	C/G	G			G		C	C/G	C	G
DE	G	G		C	C		C	C	C/G	
EE	C/G		C	C		C	C/G	C/G	C	C
IE	C			G	C			C/G		C
EL	C/G	C	C		C		C	C	C/G	
ES	C	C/G	C	C		G		C	C	C
FR	C	C	G	C	C			C	C	
HR	C	C/G			G		G	C/G	C	
IT	C	C	G				C	C	G	C
CY	C/G	C	C	C	G	G		C	C	C/G
LV	C	G	C		G		C/G	C	C	C
LT	C/G	G	C	C			G	C		C
LU	C		C	C			G	C/G	C/G	
HU	C/G	G		C	C/G			C	C	C
MT	C/G	C	G	G	C	G	C	C	C/G	C/G
NL	G	C/G	G	C	C				C	
AT	C	C/G		C	C		C	C	C	
PL	C/G		G		C		G	C/G	G	C
PT	G	C	C		G		G	C		
RO	C	C	C	C/G	C		C/G		C	C
SI	C/G	G	C		G		G	C		
SK	C	C	C	C	C	C	C	C/G	C	
FI	C	C	C	C/G	G	C	C/G	C/G	C	
SE	C/G		C				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 – Details⁵

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	5				C				C	C			C				C						C					
	Low/decreasing employment rate of older workers	7	C							C	C		C					C				C							
	High/increasing incidence of youth unemployment and/or NEET/low employment rate for young people	13	C	C				C		C	C	C		C			C	C		C		C					C		
	Low/decreasing participation of low-skilled persons	6	C	C									C					C									C	C	
2. Enhancing labour market functioning; combating segmentation	Low/decreasing participation of non-EU nationals/people with migrant background*	7	C			C				C				C				C	C								C		
	Duration of working life	1													C														
	High/increasing labour market segmentation	8								C	C			C	C						C	C		C					
	Low transition from temporary into permanent contracts	3									C			C														C	
3. Active labour market policies	High incidence of undeclared work	2												C															
	Low level of ALMP expenditure/Insufficient provision of well targeted tailored measures/functioning of employment services	11			C					C	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	13			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	6					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.

⁵ 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)

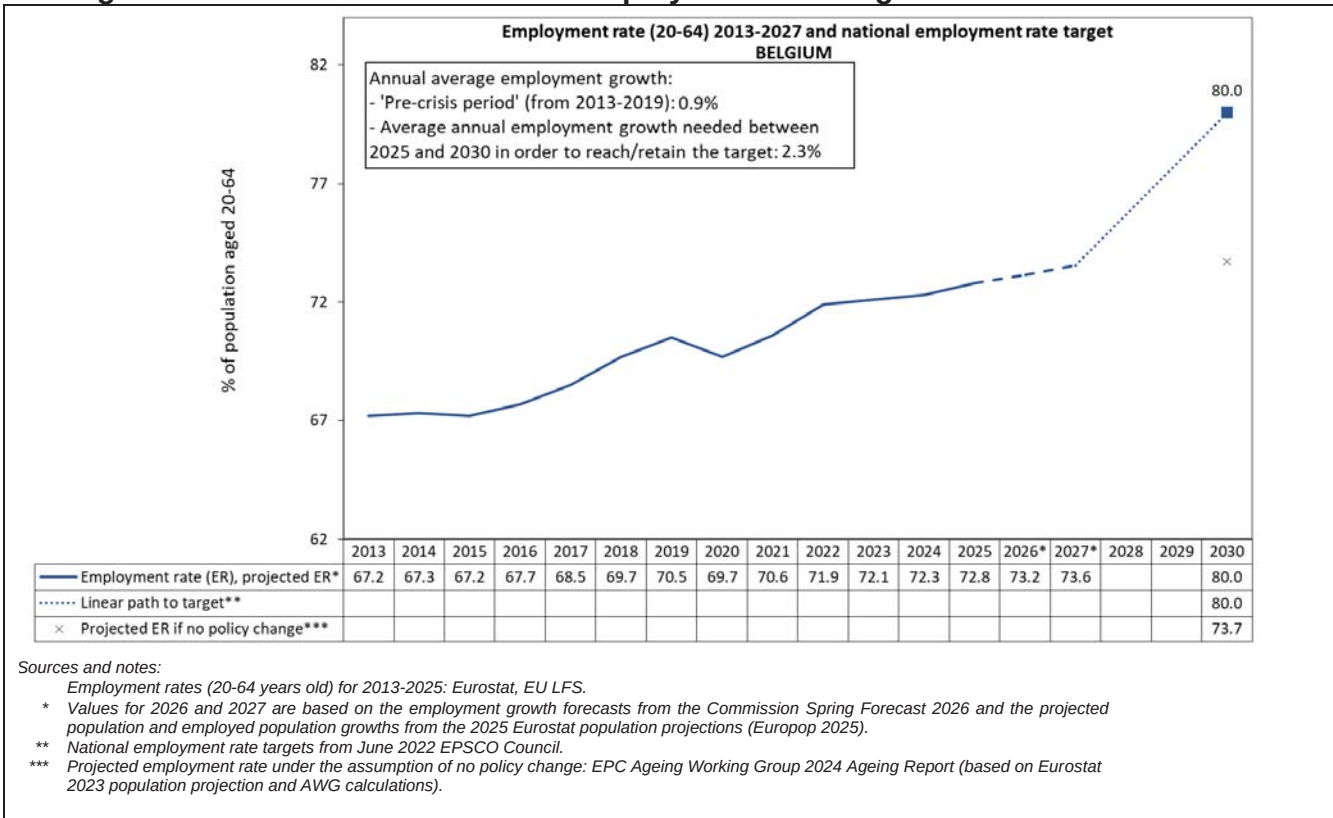
Employment policy areas	Key Employment Challenges	EU-27 sum	BE	BG	CZ	DK	DE	EE	IE	EL	ES	FR	HR	IT	CY	LV	LT	LU	HU	MT	NL	AT	PL	PT	RO	SI	SK	FI	SE
5. Work-life balance	Insufficient provision/uptake of high quality, affordable child and/or dependant care facilities	9		C	C				C	C		C							C				C		C		C		
	High incidence of inactivity and part-time work due to family obligations, high impact of parenthood on employment	7					C		C					C						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)	7		C			C			C				C						C					C				
	Large/increasing gender pay gap	5		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	5									C			C										C	C			C	
	Low participation in lifelong learning/lack of an integrated lifelong learning strategy	3		C					C																				
	Skills mismatches/skills and labour shortages / Insufficient forecasting skills system	16	C	C		C			C			C	C	C		C	C	C	C	C	C		C		C	C	C		
	Low level of digital skills among adults	2																					C						
	High incidence of early school leaving	8					C					C				C	C					C			C				
9.Improving education and training systems	Low upper secondary education attainment	0																											
	Low tertiary education attainment rate	4							C										C								C	C	
	Low attainment of basic skills	3																	C			C							
	Educational outcomes depending on socio-economic and migrant background	6	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	2											C	C															
	Public spending on human resources low/inefficient	0																											
10. Wage setting mechanism and labour cost developments	Insufficient provision of education and training opportunities to meet labour market needs	2		C					C																				
	Minimum wage setting / wages	2									C				C														
	Collective bargaining	8		C					C	C						C	C	C					C						
	Labour cost developments not in line with productivity gains	0																											
	Limited involvement of social partners, social dialogue	5																		C	C			C		C			

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

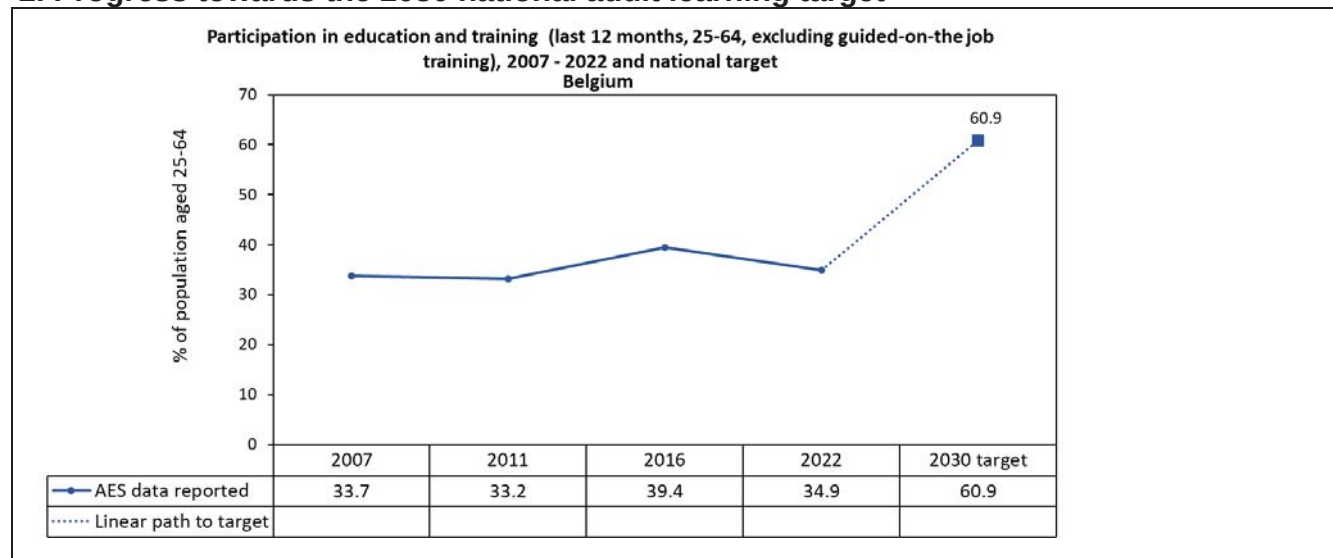
PART II: Country Overviews

Belgium

1. Progress towards the 2030 national employment rate target



2. Progress towards the 2030 national adult learning target



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

	Belgium						National Targets	EU27						EU Targets
Description	2020	2021	2022	2023	2024	2025	2030	2020	2021	2022	2023	2024	2025	2030
Employment rate of population aged 20-64 - total	69.7	70.6	71.9	72.1	72.3	72.8	80	71.7	73.1	74.6	75.3	75.8	76.1	78
Employment rate of population aged 20-64 - women	65.6	66.8	68.1	68.3	68.3	69.3		66.2	67.6	69.3	70.2	70.8	71.3	
Employment rate of population aged 20-64 - men	73.7	74.5	75.7	75.9	76.3	76.4		77.2	78.5	79.9	80.4	80.8	80.9	
Employment rate of young people aged 20-29 - total	58.1	59.2 b	60.1	60.0	59.6	58.6		61.3	62.8 b	65.1	65.9	65.9	65.6	
Employment rate of population aged 30-54 - total	81.2	81.4 b	82.5	82.3	82.2	82.7		80.8	81.4 b	82.6	83.0	83.4	83.6	
Employment rate of older population aged 55-64 - total	53.1	54.5	56.6	57.8	59.4	61.5		59.0	60.4	62.3	63.9	65.2	66.4	
Employment rate of low-skilled population aged 20-64 - total	44.3	44.7	46.2	46.8	47.5	46.7		54.0	55.0	57.0	58.1	58.5	58.2	
Employment rate of non-EU nationals (20-64) - total	40.1	43.3 b	48.7	50.0	51.3	51.6		57.5	59.1 b	61.9	63.2	64.3	65.2	
Overall employment growth	-1.1	1.6	2.6	0.7	0.5	1.2		-1.9	1.5	2.3	1.1	0.9	0.4	
Unemployment rate in age group 15-74 - total	5.8	6.3	5.6	5.5	5.7	6.2		7.2	7.1	6.2	6.1	5.9	6.0	
NEET rate for population aged 15-29 - total	11.3	10.1 b	9.2	9.6	9.9	9.8		14.0	13.1	11.7	11.2	11.1	11.0	
Unemployment rate in age group 15-24 - total	15.9	18.2	16.4	16.1	17.4	17.4		17.6	16.7	14.6	14.6	14.9	15.2	
Involuntary temporary employment as % of total employees 15-64	6.4	2.9 b	2.7	1.8	2.0	2.1		6.8	5.1 b	4.4	3.9	3.4	3.4	
Share of employees (15-64) in temporary employment contracts	10.1	10.3 b	9.7	9.3	9.7	11.0		13.5	14.0 b	14.1	13.4	12.8	12.6	
Newly employed in %	12.1	13.3 b	13.7	13.0	12.8	13.6		13.1	13.8 b	15.2	14.9	14.0	13.4	
Rate of long-term unemployment (as % active population) - total	2.1	2.6	2.3	2.2	2.0	2.0		2.4	2.8	2.4	2.1	1.9	1.9	
At-risk-of-poverty rate of unemployed	50.1	38.1	47.2	41.7	42.8	40.4		47.3	45.1	46.1	46.9	48.8	49.3	
Inactivity and part-time work due to personal and family responsibilities - total	3.6	3.7	3.7	3.6	3.5	4.1		3.4	3.3	3.3	3.3	3.3	3.4	
Part-time employment, Percentage of total employment (total)	24.4	24.1	23.8	23.7	24.1	25.5		17.8	17.6	17.5	17.7	17.7	17.7	
Job vacancy rate (average over 3 years)	3.4	3.6	4.1	4.6	4.6	4.2		2.1	2.2	2.4	2.7	2.7	2.4	
Employment gender gap (aged 20-64)	8.1	7.7	7.6	7.6	8.0	7.1		11.0	10.9	10.6	10.2	10.0	9.6	
Gender pay gap	3.2	1.8	0.7	0.7 p	0.7 p			12.7	12.3	12.2	11.7 p	11.1 p		
Share of adult population (aged 25-64) with upper secondary or tertiary education - total	79.8	81.5 b	82.4	82.2	82.8	84.9		79.0	79.1 b	79.4	79.8	80.5	81.2	
Participation rate in education and training over the previous 12 months (age bracket 25-64), excluding guided on-the-job training (GOJT)			34.9				60.9			39.5				60
Early leavers from education and training (aged 18-24) - total	8.1	6.7 b	6.4	6.2	7.0 b	7.3		10.0	9.7 b	9.6	9.6	9.4	9.1	
Completion of tertiary or equivalent education (aged 30-34) - total	47.8	49.9 b	53.1	50.2	50.9	53.0		41.2	42.0 b	42.8	43.8	44.7	45.7	
Labour productivity per person employed	129.4	128.6	130.7	132.4	131.7 p	130.1 p		100.0	100.0	100.0	100.0	100.0	100.0	
Labour productivity per hour worked	135.8	132.2	132.1	133.8	133.9 p	131.5 p		100.0	100.0	100.0	100.0	100.0	100.0	
Nominal unit labour cost growth	3.6	0.4	5.4	6.7	2.5 p	2.6 p		4.3	-0.2	3.4	6.8	5.0	3.3	
Real unit labour cost growth	2.0	-2.2	-1.2	1.0	0.7	0.7		2.4	-2.6	-2.0	0.6	1.6	0.5	

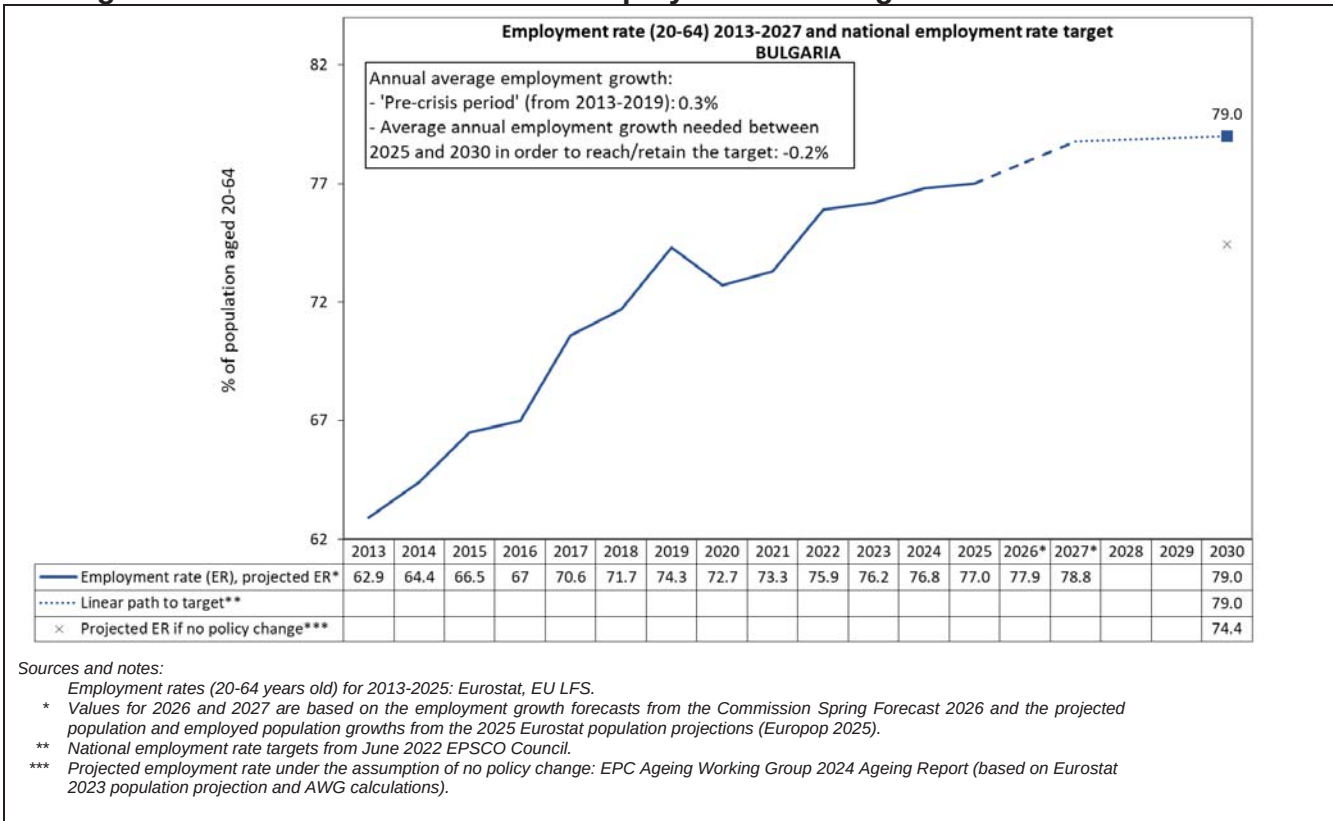
4. Key employment challenges Belgium, May 2026

Employment policy area	Key Employment Challenge	Particularly good labour market outcome
1. Increase labour market participation	The overall employment rate (20-64) and employment rates for older men (55-64,) and for the low-skilled are lower than the EU average, and significantly lower for non-EU nationals (20-64) The employment rate for young people (20-29) remains lower than EU average <i>Weak labour market outcomes of people with a migrant background, in particular women, and persons with disabilities</i> <i>Significant regional disparities in labour market outcomes</i>	
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, % (of people in work) is significantly below the EU average The at-risk-of-poverty rate of unemployed (aged 18+) is below EU average and decreasing
5. Work-life balance		
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>Continuing skills mismatches, including in STEM and advanced digital skills</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 <i>Significant educational inequalities linked to socio-economic and migrant background</i>	
10. Wage setting mechanisms and		

labour cost developments		
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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

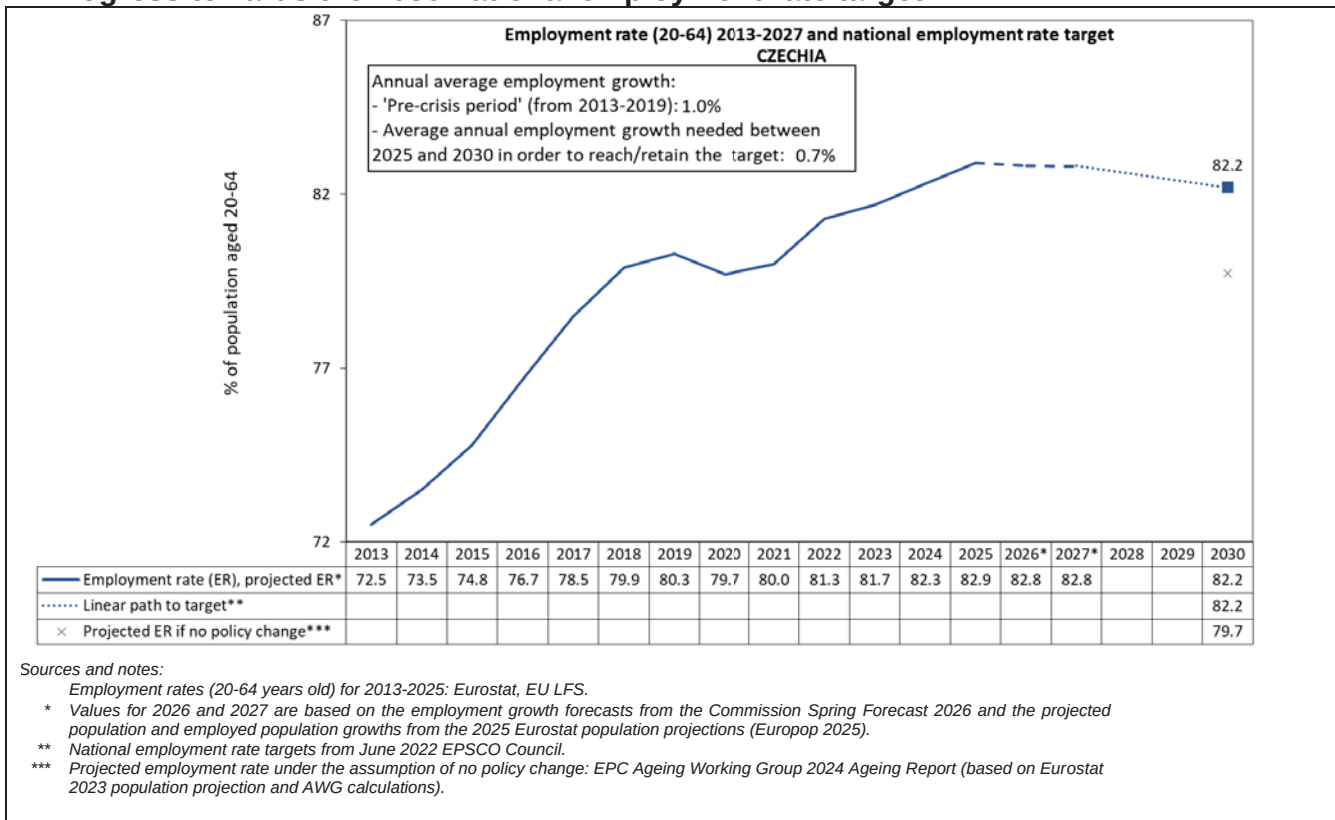
	Bulgaria						National Targets	EU27						EU Targets
Description	2020	2021	2022	2023	2024	2025	2030	2020	2021	2022	2023	2024	2025	2030
Employment rate of population aged 20-64 - total	72.7	73.3	75.9	76.2	76.8 b	77.0	79	71.7	73.1	74.6	75.3	75.8	76.1	78
Employment rate of population aged 20-64 - women	68.5	69.1	72.1	72.6	73.1 b	73.2		66.2	67.6	69.3	70.2	70.8	71.3	
Employment rate of population aged 20-64 - men	76.8	77.5	79.6	79.9	80.3 b	80.6		77.2	78.5	79.9	80.4	80.8	80.9	
Employment rate of young people aged 20-29 - total	54.8	51.3 b	56.0	56.0	54.5 b	52.7		61.3	62.8 b	65.1	65.9	65.9	65.6	
Employment rate of population aged 30-54 - total	82.2	82.2 b	83.8	83.9	85.1 b	85.5		80.8	81.4 b	82.6	83.0	83.4	83.6	
Employment rate of older population aged 55-64 - total	63.4	64.8	68.3	69.5	69.9 b	71.2		59.0	60.4	62.3	63.9	65.2	66.4	
Employment rate of low-skilled population aged 20-64 - total	47.0	46.2	50.2	50.2	48.5 b	46.0		54.0	55.0	57.0	58.1	58.5	58.2	
Employment rate of non-EU nationals (20-64) - total			47.7 u	60.8 u	56.4 bu	52.7		57.5	59.1 b	61.9	63.2	64.3	65.2	
Overall employment growth	-3.8	-0.5	2.0	-0.7	0.0	-0.4		-1.9	1.5	2.3	1.1	0.9	0.4	
Unemployment rate in age group 15-74 - total	6.1	5.2	4.2	4.3	4.2 b	3.5		7.2	7.1	6.2	6.1	5.9	6.0	
NEET rate for population aged 15-29 - total	18.0	17.4	14.8	13.8	12.7 b	13.8		14.0	13.1	11.7	11.2	11.1	11.0	
Unemployment rate in age group 15-24 - total	17.5	15.8	10.6	12.1	12.3 b	13.1		17.6	16.7	14.6	14.6	14.9	15.2	
Involuntary temporary employment as % of total employees 15-64	2.5	1.7 b	2.1	1.7	1.5 b	0.9		6.8	5.1 b	4.4	3.9	3.4	3.4	
Share of employees (15-64) in temporary employment contracts	3.5	3.3 b	3.8	3.0	2.8 b	2.6		13.5	14.0 b	14.1	13.4	12.8	12.6	
Newly employed in %	7.2	7.6 b	8.2	7.5	6.6 b	6.9		13.1	13.8 b	15.2	14.9	14.0	13.4	
Rate of long-term unemployment (as % active population) - total	2.8	2.6	2.2	2.3	2.2 b	1.5		2.4	2.8	2.4	2.1	1.9	1.9	
At-risk-of-poverty rate of unemployed	61.1	50.2	56.9	56.8	58.7	55.1		47.3	45.1	46.1	46.9	48.8	49.3	
Inactivity and part-time work due to personal and family responsibilities - total	0.2 b	0.2 b	0.3	0.3 b	0.3 b	0.2 b		3.4	3.3	3.3	3.3	3.3	3.4	
Part-time employment, Percentage of total employment (total)	1.8	1.5	1.6	1.4	1.5 b	1.7		17.8	17.6	17.5	17.7	17.7	17.7	
Job vacancy rate (average over 3 years)	0.9	0.8	0.8	0.8	0.8	0.8		2.1	2.2	2.4	2.7	2.7	2.4	
Employment gender gap (aged 20-64)	8.3	8.4	7.5	7.3	7.2	7.4		11.0	10.9	10.6	10.2	10.0	9.6	
Gender pay gap	12.5	11.9	12.6	13.5 p	12.0 p			12.7	12.3	12.2	11.7 p	11.1 p		
Share of adult population (aged 25-64) with upper secondary or tertiary education - total	83.4	83.7 b	84.4	85.2	86.9 b	87.0		79.0	79.1 b	79.4	79.8	80.5	81.2	
Participation rate in education and training over the previous 12 months (age bracket 25-64), excluding guided on-the-job training (GOJT)			9.5				35.4			39.5				60
Early leavers from education and training (aged 18-24) - total	12.8	12.0 b	10.3	9.3	8.2 b	8.6		10.0	9.7 b	9.6	9.6	9.4	9.1	
Completion of tertiary or equivalent education (aged 30-34) - total	33.4	32.8 b	33.5	35.0	39.7 b	42.4		41.2	42.0 b	42.8	43.8	44.7	45.7	
Labour productivity per person employed	51.2	53.6	56.0	56.7	58.7	59.4 p		100.0	100.0	100.0	100.0	100.0	100.0	
Labour productivity per hour worked	48.8	52.7	55.6	54.9	58.1	59.2 p		100.0	100.0	100.0	100.0	100.0	100.0	
Nominal unit labour cost growth	8.7	3.3	10.8	12.8	11.5	9.4 p		4.3	-0.2	3.4	6.8	5.0	3.3	
Real unit labour cost growth	4.1	-3.4	-4.4	4.4	4.0	4.3		2.4	-2.6	-2.0	0.6	1.6	0.5	

4. Key employment challenges Bulgaria, May 2026

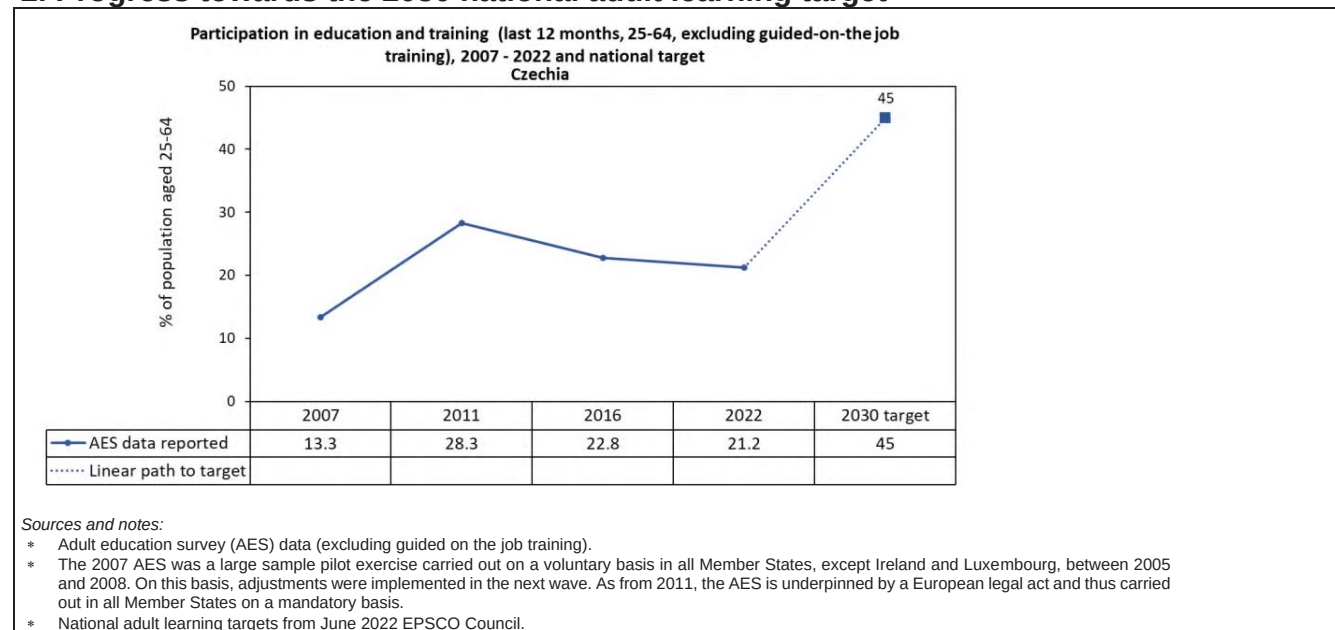
Employment policy area	Key Employment Challenge	Particularly good labour market outcome
1. Increase labour market participation	The employment rates for young people (20-29) and the low-skilled are significantly below the EU averages and declining <i>Persistent and sizeable regional disparities negatively affect labour market outcomes</i>	
2. Enhancing labour market functioning; combating segmentation	The share of newly employed in total employment is significantly below EU average	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 and is declining.	
4. Adequate and employment oriented social security systems	The in-work poverty risk is well above the EU average and significantly increasing.	The low wage trap, i.e. the tax rate on low wage earners, is significantly below the EU average
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 and the gender employment gap for ages 20-29 is wider than the EU average	The gender gap in part-time employment, i.e. the difference in share of part-time employment between women and men aged 20-64 is significantly better than EU average.
8. Improving skills supply and productivity, effective life-long learning	The share of inactive population (25-64) participating in education and training is lower than the EU average. <i>Skills shortages persist, largely due to weak outcomes of the education system and low levels of adult participation in learning</i>	
9. Improving education and training systems	<i>Significant challenges persist in ensuring quality, equity and labour market relevance across the education system, with particularly adverse outcomes for disadvantaged groups including Roma</i>	
10. Wage setting mechanisms and labour cost developments	<i>Collective bargaining coverage is low, showing only limited improvements</i>	

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

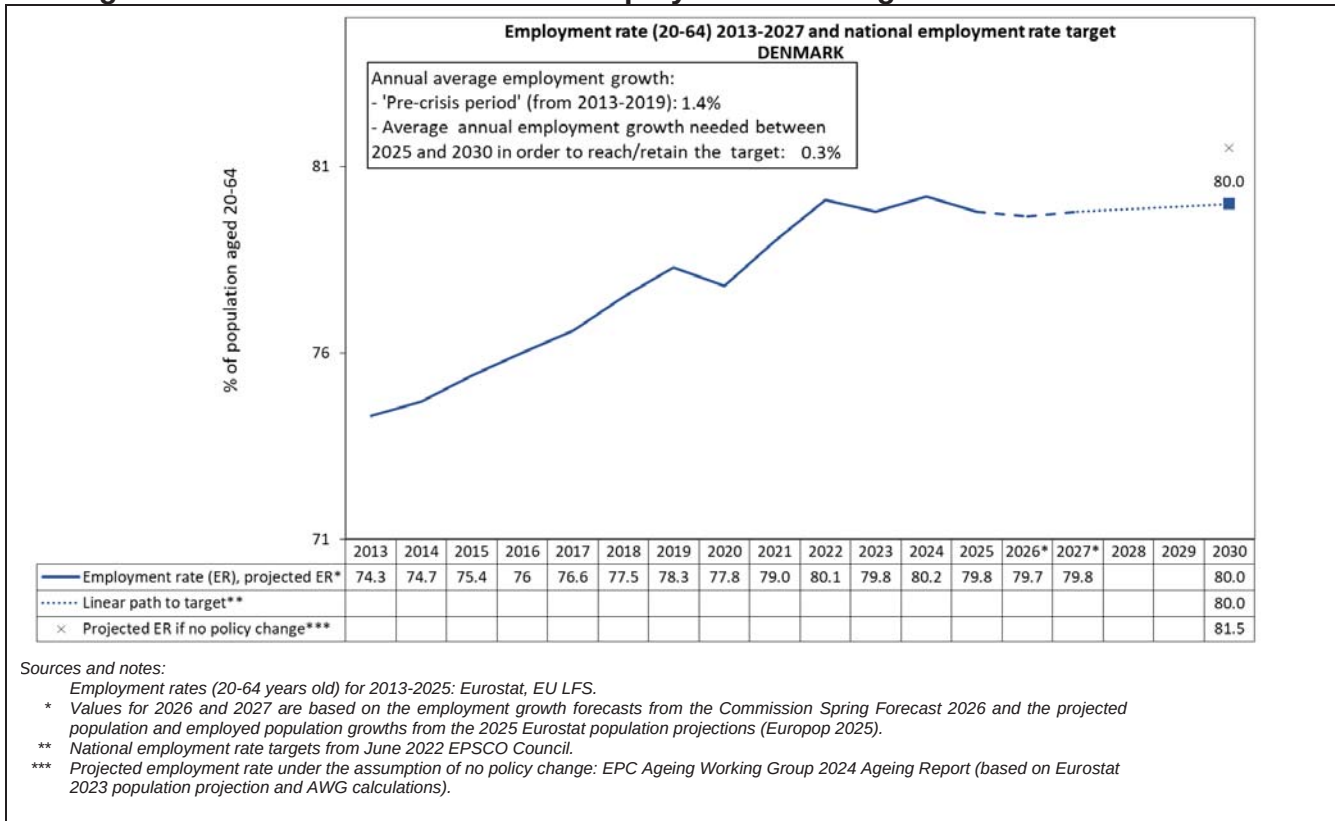
	Czechia						National Targets	EU27						EU Targets
Description	2020	2021	2022	2023	2024	2025	2030	2020	2021	2022	2023	2024	2025	2030
Employment rate of population aged 20-64 - total	79.7	80.0	81.3	81.7	82.3	82.9	82.2	71.7	73.1	74.6	75.3	75.8	76.1	78
Employment rate of population aged 20-64 - women	71.9	72.1	73.7	74.5	75.8	77.5		66.2	67.6	69.3	70.2	70.8	71.3	
Employment rate of population aged 20-64 - men	87.2	87.5	88.6	88.4	88.4	88.2		77.2	78.5	79.9	80.4	80.8	80.9	
Employment rate of young people aged 20-29 - total	63.7	63.6 b	64.1	64.6	62.8	63.6		61.3	62.8 b	65.1	65.9	65.9	65.6	
Employment rate of population aged 30-54 - total	88.1	87.7 b	88.8	89.3	89.4	89.8		80.8	81.4 b	82.6	83.0	83.4	83.6	
Employment rate of older population aged 55-64 - total	68.2	69.8	72.9	74.0	77.0	78.3		59.0	60.4	62.3	63.9	65.2	66.4	
Employment rate of low-skilled population aged 20-64 - total	54.7	53.7	55.1	57.8	58.3	59.3		54.0	55.0	57.0	58.1	58.5	58.2	
Employment rate of non-EU nationals (20-64) - total	82.4	81.1 b	83.2	83.8	82.3	81.7		57.5	59.1 b	61.9	63.2	64.3	65.2	
Overall employment growth	-1.2	-0.4	-0.9	-2.6	2.5	1.1		-1.9	1.5	2.3	1.1	0.9	0.4	
Unemployment rate in age group 15-74 - total	2.6	2.8	2.2	2.6	2.6	2.8		7.2	7.1	6.2	6.1	5.9	6.0	
NEET rate for population aged 15-29 - total	11.0	10.9	11.4	10.1	8.6	8.0		14.0	13.1	11.7	11.2	11.1	11.0	
Unemployment rate in age group 15-24 - total	8.0	8.2	6.8	8.3	9.1	10.4		17.6	16.7	14.6	14.6	14.9	15.2	
Involuntary temporary employment as % of total employees 15-64	4.1	2.5 b	2.0	1.7	1.5	1.8		6.8	5.1 b	4.4	3.9	3.4	3.4	
Share of employees (15-64) in temporary employment contracts	7.0	6.5 b	6.1	7.0	7.6	7.5		13.5	14.0 b	14.1	13.4	12.8	12.6	
Newly employed in %	9.5	9.3 b	9.9	9.7	9.4	9.5		13.1	13.8 b	15.2	14.9	14.0	13.4	
Rate of long-term unemployment (as % active population) - total	0.6	0.8	0.6	0.8	0.8	0.8		2.4	2.8	2.4	2.1	1.9	1.9	
At-risk-of-poverty rate of unemployed	52.9	51.1	49.0	54.4	58.0	60.0		47.3	45.1	46.1	46.9	48.8	49.3	
Inactivity and part-time work due to personal and family responsibilities - total	1.3	1.2	0.9	1.2	1.4	1.4		3.4	3.3	3.3	3.3	3.3	3.4	
Part-time employment, Percentage of total employment (total)	5.7	5.7	6.0	6.9	7.7	8.0		17.8	17.6	17.5	17.7	17.7	17.7	
Job vacancy rate (average over 3 years)	5.7	5.5	5.0	4.5	3.9	3.0		2.1	2.2	2.4	2.7	2.7	2.4	
Employment gender gap (aged 20-64)	15.3	15.4	14.9	13.9	12.6	10.7		11.0	10.9	10.6	10.2	10.0	9.6	
Gender pay gap	16.7	15.4	18.4	18.0 d	18.5 dp			12.7	12.3	12.2	11.7 p	11.1 p		
Share of adult population (aged 25-64) with upper secondary or tertiary education - total	94.1	94.4 b	94.4	94.1	94.3	94.4		79.0	79.1 b	79.4	79.8	80.5	81.2	
Participation rate in education and training over the previous 12 months (age bracket 25-64), excluding guided on-the-job training (GOJT)			21.2				45			39.5				60
Early leavers from education and training (aged 18-24) - total	7.6	6.4 b	6.2 b	6.4	5.4	6.1		10.0	9.7 b	9.6	9.6	9.4	9.1	
Completion of tertiary or equivalent education (aged 30-34) - total	35.0	36.5 b	36.5	34.9	35.0	37.9		41.2	42.0 b	42.8	43.8	44.7	45.7	
Labour productivity per person employed	89.4	86.3	87.0	88.6	88.0	89.2		100.0	100.0	100.0	100.0	100.0	100.0	
Labour productivity per hour worked	81.8	79.9	78.6	79.9	78.5	78.4		100.0	100.0	100.0	100.0	100.0	100.0	
Nominal unit labour cost growth	7.3	3.1	5.0	8.6	5.5	4.9		4.3	-0.2	3.4	6.8	5.0	3.3	

4. Key employment challenges Czechia, May 2026

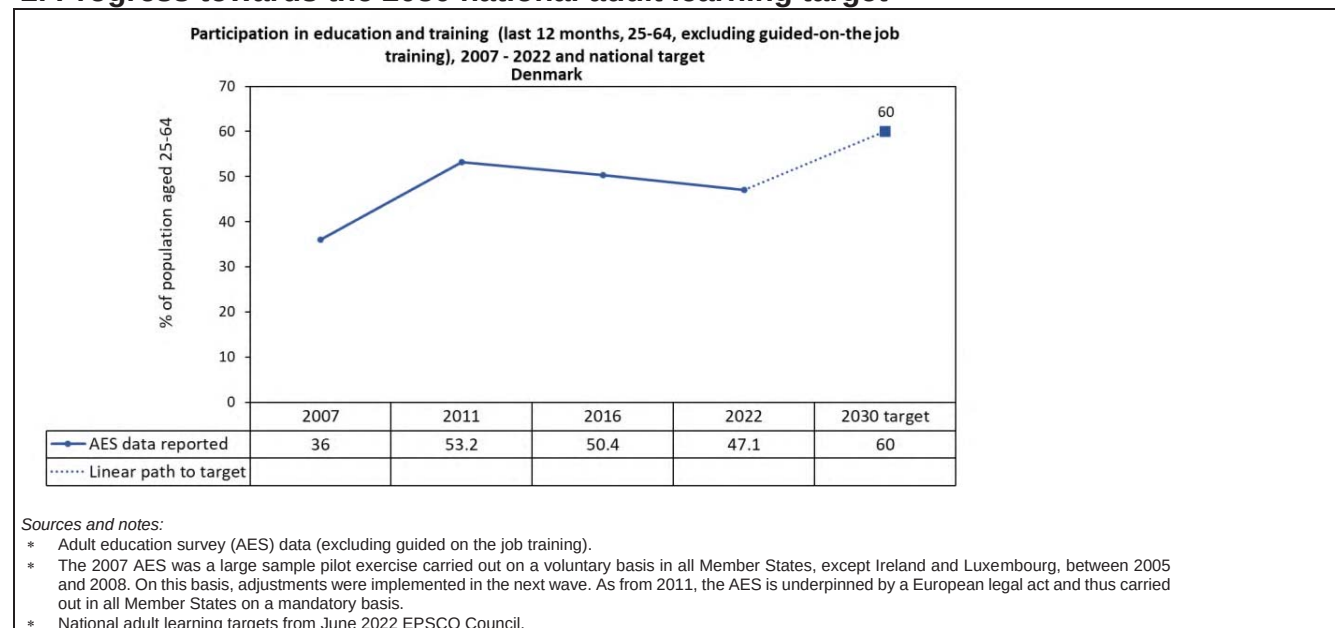
Employment policy area	Key Employment Challenge	Particularly good labour market outcome
1. Increase labour market participation	<i>Barriers to labour market integration for disadvantaged groups, including Ukrainian refugees and Roma</i>	The employment rate (20-64) is significantly above the EU average, including for older workers (55-64) The NEET rate (15-29) is lower than the EU average and shows significantly positive development
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 of unemployed is above the EU average The net replacement rate after 6 and 12 months of unemployment is (significantly) lower than the EU average across household compositions	The in-work at-risk-of-poverty rate is significantly lower than the EU average
5. Work-life balance	Participation of children in formal childcare (age 0-3) is significantly lower than the EU average	
6. Exploiting job creation possibilities		
7. Gender equality	The gender pay gap is above the EU average and widening further.	
8. Improving skills supply and productivity, effective life-long learning		The share of adult population (aged 25-64) having attained medium (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

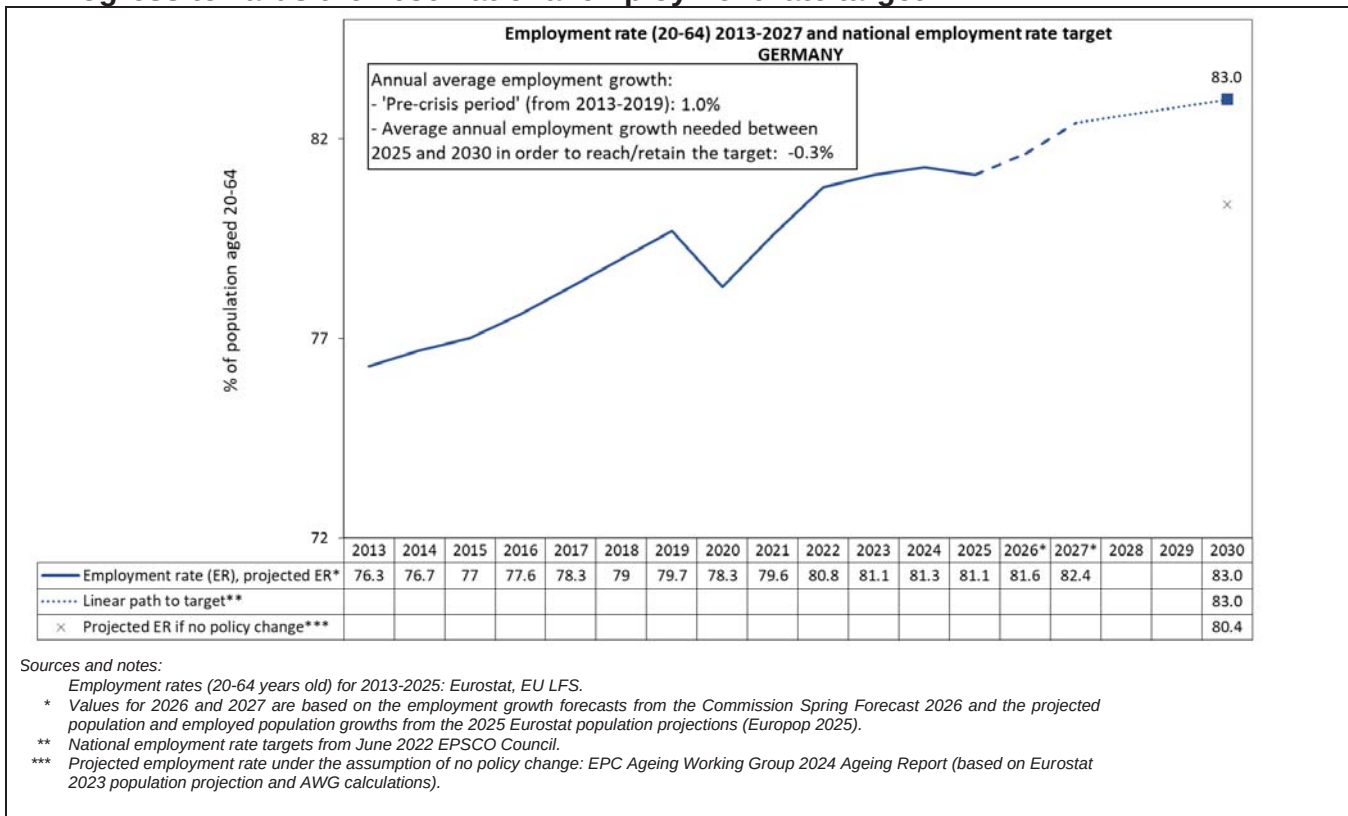
	Denmark						National Targets	EU27						EU Targets
Description	2020	2021	2022	2023	2024	2025	2030	2020	2021	2022	2023	2024	2025	2030
Employment rate of population aged 20-64 - total	77.8	79.0	80.1	79.8 b	80.2	79.8	80	71.7	73.1	74.6	75.3	75.8	76.1	78
Employment rate of population aged 20-64 - women	74.3	75.5	77.4	77.0 b	76.9	76.7		66.2	67.6	69.3	70.2	70.8	71.3	
Employment rate of population aged 20-64 - men	81.3	82.4	82.8	82.6 b	83.4	82.9		77.2	78.5	79.9	80.4	80.8	80.9	
Employment rate of young people aged 20-29 - total	68.8	70.8 b	73.5	73.0 b	74.1	74.8		61.3	62.8 b	65.1	65.9	65.9	65.6	
Employment rate of population aged 30-54 - total	84.2	85.2 b	85.9	85.1 b	84.9	84.0		80.8	81.4 b	82.6	83.0	83.4	83.6	
Employment rate of older population aged 55-64 - total	71.4	72.3	72.9	74.2 b	75.0	74.7		59.0	60.4	62.3	63.9	65.2	66.4	
Employment rate of low-skilled population aged 20-64 - total	59.0	61.3	62.4	61.7 b	61.4	60.1		54.0	55.0	57.0	58.1	58.5	58.2	
Employment rate of non-EU nationals (20-64) - total	62.3							57.5	59.1 b	61.9	63.2	64.3	65.2	
Overall employment growth	-0.9	1.5	2.5	0.6	1.4	0.2		-1.9	1.5	2.3	1.1	0.9	0.4	
Unemployment rate in age group 15-74 - total	5.6	5.1	4.5	5.1 b	6.2	6.4		7.2	7.1	6.2	6.1	5.9	6.0	
NEET rate for population aged 15-29 - total	10.2	8.4	7.9	8.6 b	8.0	8.9		14.0	13.1	11.7	11.2	11.1	11.0	
Unemployment rate in age group 15-24 - total	11.7	10.8	10.6	11.5 b	14.6	13.8		17.6	16.7	14.6	14.6	14.9	15.2	
Involuntary temporary employment as % of total employees 15-64	3.7	1.8 b	1.4	1.2	1.7	1.7		6.8	5.1 b	4.4	3.9	3.4	3.4	
Share of employees (15-64) in temporary employment contracts	10.9	10.9 b	10.9	10.2	12.6	12.6		13.5	14.0 b	14.1	13.4	12.8	12.6	
Newly employed in %	20.1	21.2 b	23.3	22.2 b	22.0	21.2		13.1	13.8 b	15.2	14.9	14.0	13.4	
Rate of long-term unemployment (as % active population) - total	0.9	1.0	0.5	0.5 b	0.8	0.9		2.4	2.8	2.4	2.1	1.9	1.9	
At-risk-of-poverty rate of unemployed	45.6 b	42.7	38.1	39.6	34.9	43.2		47.3	45.1	46.1	46.9	48.8	49.3	
Inactivity and part-time work due to personal and family responsibilities - total	0.5	0.5	0.5	0.4	0.4	0.5		3.4	3.3	3.3	3.3	3.3	3.4	
Part-time employment, Percentage of total employment (total)	23.4	23.9	24.2	25.2 b	26.9	26.6		17.8	17.6	17.5	17.7	17.7	17.7	
Job vacancy rate (average over 3 years)	1.9	2.2	2.7	3.0	2.9	2.5		2.1	2.2	2.4	2.7	2.7	2.4	
Employment gender gap (aged 20-64)	7.0	6.9	5.4	5.6	6.5	6.2		11.0	10.9	10.6	10.2	10.0	9.6	
Gender pay gap	13.8	14.2	13.8	14.0 p	14.0 p			12.7	12.3	12.2	11.7 p	11.1 p		
Share of adult population (aged 25-64) with upper secondary or tertiary education - total	81.5	82.1 b	81.8	82.2	83.6	84.1		79.0	79.1 b	79.4	79.8	80.5	81.2	
Participation rate in education and training over the previous 12 months (age bracket 25-64), excluding guided on-the-job training (GOJT)			47.1				60			39.5				60
Early leavers from education and training (aged 18-24) - total	9.3	9.8 b	10.0	10.4	10.4	10.0 b		10.0	9.7 b	9.6	9.6	9.4	9.1	
Completion of tertiary or equivalent education (aged 30-34) - total	49.8	52.5 b	52.3	52.7	54.9	56.3		41.2	42.0 b	42.8	43.8	44.7	45.7	
Labour productivity per person employed	119.8	121.2	120.4	113.5	114.8	114.5		100.0	100.0	100.0	100.0	100.0	100.0	
Labour productivity per hour worked	136.9	139.1	139.8	132.8	134.7	134.2		100.0	100.0	100.0	100.0	100.0	100.0	
Nominal unit labour cost growth	3.2	-1.0	6.2	3.9	1.5	1.6		4.3	-0.2	3.4	6.8	5.0	3.3	
Real unit labour cost growth	0.4	-3.9	-3.8	6.1	0.1	1.0		2.4	-2.6	-2.0	0.6	1.6	0.5	

4. Key employment challenges Denmark, May 2026

Employment policy area	Key Employment Challenge	Particularly good labour market outcome
1. Increase labour market participation	The employment rate of women (20-64) and that of people aged 30-54 are better and around the EU average, respectively, but show a significant negative development	The participation in education and training of persons aged 55-64 is significantly higher than the EU average
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		
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
9. Improving education and training systems	The rate of early leavers from education and training (18-24) is above the EU average	
10. Wage setting mechanisms and labour cost developments		Nominal unit labour cost growth is lower than the EU average

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 performance

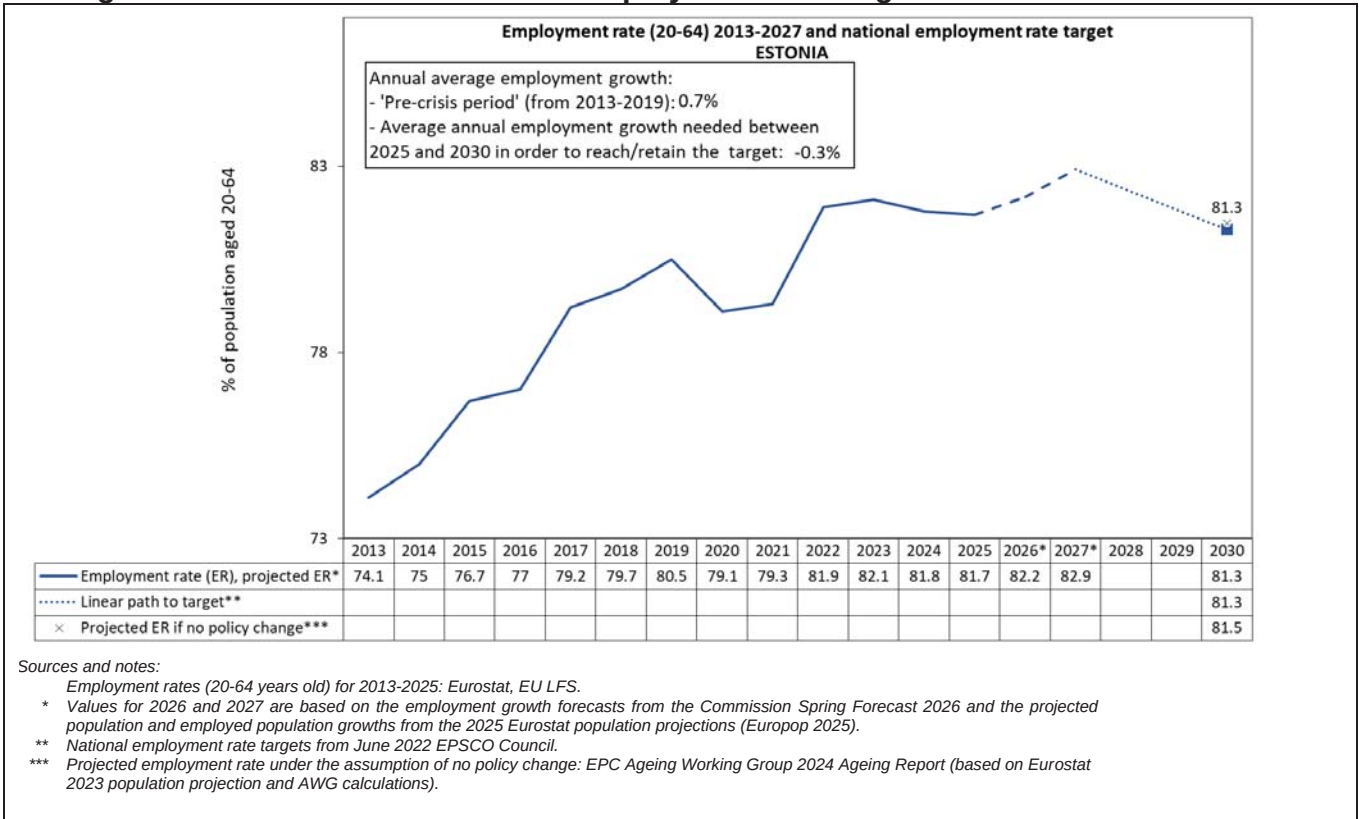
	Germany						National Targets	EU27						EU Targets
Description	2020	2021	2022	2023	2024	2025	2030	2020	2021	2022	2023	2024	2025	2030
Employment rate of population aged 20-64 - total	78.3 b	79.6	80.8	81.1	81.3	81.1	83	71.7	73.1	74.6	75.3	75.8	76.1	78
Employment rate of population aged 20-64 - women	74.6 b	75.9	77.0	77.4	77.7	77.7		66.2	67.6	69.3	70.2	70.8	71.3	
Employment rate of population aged 20-64 - men	82.0 b	83.2	84.5	84.8	84.8	84.5		77.2	78.5	79.9	80.4	80.8	80.9	
Employment rate of young people aged 20-29 - total	73.0 b	73.8 b	75.9	76.9	77.1	77.0		61.3	62.8 b	65.1	65.9	65.9	65.6	
Employment rate of population aged 30-54 - total	84.8 b	85.1 b	86.0	85.8	85.8	85.5		80.8	81.4 b	82.6	83.0	83.4	83.6	
Employment rate of older population aged 55-64 - total	70.7 b	71.9	73.3	74.5	75.2	75.3		59.0	60.4	62.3	63.9	65.2	66.4	
Employment rate of low-skilled population aged 20-64 - total	60.3 b	62.0	64.5	65.4	65.6	62.5		54.0	55.0	57.0	58.1	58.5	58.2	
Employment rate of non-EU nationals (20-64) - total	58.1 b	58.6 b	61.3	61.1	62.7	63.2		57.5	59.1 b	61.9	63.2	64.3	65.2	
Overall employment growth	-2.4	1.0	2.3	1.0	0.3	-0.8		-1.9	1.5	2.3	1.1	0.9	0.4	
Unemployment rate in age group 15-74 - total	3.6 b	3.6	3.1	3.1	3.4	3.8		7.2	7.1	6.2	6.1	5.9	6.0	
NEET rate for population aged 15-29 - total	10.1 b	9.3	8.6	8.8	8.7	9.5		14.0	13.1	11.7	11.2	11.1	11.0	
Unemployment rate in age group 15-24 - total	7.9 b	7.0	6.0	5.9	6.5	7.1		17.6	16.7	14.6	14.6	14.9	15.2	
Involuntary temporary employment as % of total employees 15-64	0.7 b	0.7 b	0.7	0.6	0.6	0.6		6.8	5.1 b	4.4	3.9	3.4	3.4	
Share of employees (15-64) in temporary employment contracts	10.8 b	11.3 b	12.3	11.9	11.4	11.5		13.5	14.0 b	14.1	13.4	12.8	12.6	
Newly employed in %	13.7 b	14.3 b	16.3	16.1	15.5	15.1		13.1	13.8 b	15.2	14.9	14.0	13.4	
Rate of long-term unemployment (as % active population) - total	1.1 b	1.2	1.1	1.0	0.9	1.1		2.4	2.8	2.4	2.1	1.9	1.9	
At-risk-of-poverty rate of unemployed	49.7 b	48.1	42.4	46.5	60.8	65.5		47.3	45.1	46.1	46.9	48.8	49.3	
Inactivity and part-time work due to personal and family responsibilities - total		6.7	6.6	6.7	7.0	7.0		3.4	3.3	3.3	3.3	3.3	3.4	
Part-time employment, Percentage of total employment (total)	28.2 b	27.8	27.9	28.6	29.1	29.4		17.8	17.6	17.5	17.7	17.7	17.7	
Job vacancy rate (average over 3 years)	3.0	3.0	3.4	3.9	3.9	3.3		2.1	2.2	2.4	2.7	2.7	2.4	
Employment gender gap (aged 20-64)	7.4	7.3	7.5	7.4	7.1	6.8		11.0	10.9	10.6	10.2	10.0	9.6	
Gender pay gap	18.3	17.6	17.7 b	17.6 p	15.6 p			12.7	12.3	12.2	11.7 p	11.1 p		
Share of adult population (aged 25-64) with upper secondary or tertiary education - total	85.7 b	84.0 b	83.5	83.2	84.1	85.8		79.0	79.1 b	79.4	79.8	80.5	81.2	
Participation rate in education and training over the previous 12 months (age bracket 25-64), excluding guided on-the-job training (GOJT)			53.7				65			39.5				60
Early leavers from education and training (aged 18-24) - total	10.1 b	12.3 b	12.5	13.0	12.9 b	13.1		10.0	9.7 b	9.6	9.6	9.4	9.1	
Completion of tertiary or equivalent education (aged 30-34) - total	36.6 b	38.9 b	39.0	40.5	42.4	43.9		41.2	42.0 b	42.8	43.8	44.7	45.7	
Labour productivity per person employed	105.7	104.9	104.2 p	103.2 p	102.6 p	102.1 p		100.0	100.0	100.0	100.0	100.0	100.0	
Labour productivity per hour worked	123.3	124.7	124.8 p	124.0 p	123.7 p	122.9 p		100.0	100.0	100.0	100.0	100.0	100.0	
Nominal unit labour cost growth	3.8	-0.5	3.8 p	7.8 p	5.8 p	4.7 p		4.3	-0.2	3.4	6.8	5.0	3.3	
Real unit labour cost growth	2.0	-3.1	-2.4	1.1	2.6	1.0		2.4	-2.6	-2.0	0.6	1.6	0.5	

4. Key employment challenges Germany, May 2026

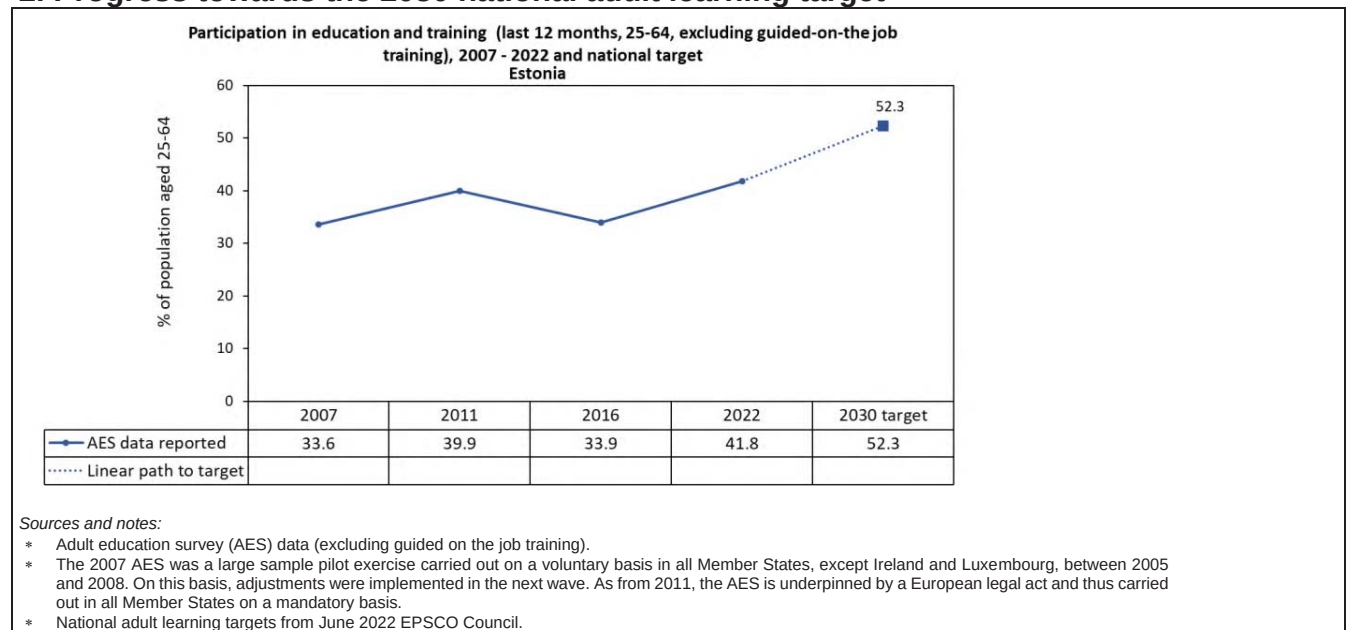
Employment policy area	Key Employment Challenge	Particularly good labour market outcome
1. Increase labour market participation		The youth unemployment rate (15-29) is significantly lower than the EU average
2. Enhancing labour market functioning; combating segmentation		The share of involuntary temporary employees (% of all employees 15-64) is well below the EU average
3. Active labour market policies		
4. Adequate and employment oriented social security systems	The at-risk-of-poverty rate of unemployed is significantly higher than the EU average	
5. Work-life balance	Inactivity and part-time work due to personal and family responsibilities higher than the EU average. The employment impact of parenthood is higher 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 The low-wage trap for second earners is above EU average.	
8. Improving skills supply and productivity, effective life-long learning	<i>Barriers to skills development and labour market access for low-qualified people and those with a migrant background</i>	
9. Improving education and training systems	<i>Educational outcomes are strongly dependent on students' socio-economic background</i>	The difference in employment rates (20-64) for those with medium and high education attainment is 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	2020	2021	2022	2023	2024	2025	2030	2020	2021	2022	2023	2024	2025	2030
Employment rate of population aged 20-64 - total	79.1	79.3	81.9	82.1	81.8	81.7	81.3	71.7	73.1	74.6	75.3	75.8	76.1	78
Employment rate of population aged 20-64 - women	76.9	77.5	80.4	80.9	80.9	81.4		66.2	67.6	69.3	70.2	70.8	71.3	
Employment rate of population aged 20-64 - men	81.3	81.2	83.3	83.3	82.6	81.9		77.2	78.5	79.9	80.4	80.8	80.9	
Employment rate of young people aged 20-29 - total	69.5	72.2 b	76.3	75.8	73.1	72.2		61.3	62.8 b	65.1	65.9	65.9	65.6	
Employment rate of population aged 30-54 - total	83.5	84.2 b	86.3	86.0	86.2	85.9		80.8	81.4 b	82.6	83.0	83.4	83.6	
Employment rate of older population aged 55-64 - total	71.3	71.6	73.7	76.0	75.7	77.0		59.0	60.4	62.3	63.9	65.2	66.4	
Employment rate of low-skilled population aged 20-64 - total	61.4	62.7	67.3	67.6	65.7	63.0		54.0	55.0	57.0	58.1	58.5	58.2	
Employment rate of non-EU nationals (20-64) - total	73.3	71.1 b	73.9	76.0	76.2	78.1		57.5	59.1 b	61.9	63.2	64.3	65.2	
Overall employment growth	-2.2	-0.3	3.4	2.5	0.2	-0.8		-1.9	1.5	2.3	1.1	0.9	0.4	
Unemployment rate in age group 15-74 - total	6.9	6.2	5.6	6.4	7.6	7.5		7.2	7.1	6.2	6.1	5.9	6.0	
NEET rate for population aged 15-29 - total	11.1	11.2	10.6	9.6	11.0	11.2		14.0	13.1	11.7	11.2	11.1	11.0	
Unemployment rate in age group 15-24 - total	18.3	16.7	18.6	17.3	19.1	20.7		17.6	16.7	14.6	14.6	14.9	15.2	
Involuntary temporary employment as % of total employees 15-64	0.3 u	0.5 bu	0.2 u		0.7			6.8	5.1 b	4.4	3.9	3.4	3.4	
Share of employees (15-64) in temporary employment contracts	2.8	1.7 b	3.2	3.2	3.9	3.4		13.5	14.0 b	14.1	13.4	12.8	12.6	
Newly employed in %	16.4	16.1 b	18.6	16.7	15.9	16.2		13.1	13.8 b	15.2	14.9	14.0	13.4	
Rate of long-term unemployment (as % active population) - total	1.2	1.6	1.3	1.3	1.8	1.8		2.4	2.8	2.4	2.1	1.9	1.9	
At-risk-of-poverty rate of unemployed	45.9	43.3	39.3	44.7	51.3	52.0		47.3	45.1	46.1	46.9	48.8	49.3	
Inactivity and part-time work due to personal and family responsibilities - total	2.1	1.7	1.9	1.8	1.6	1.7		3.4	3.3	3.3	3.3	3.3	3.4	
Part-time employment, Percentage of total employment (total)	12.1	12.2	13.2	13.5	13.5	13.4		17.8	17.6	17.5	17.7	17.7	17.7	
Job vacancy rate (average over 3 years)	1.7	1.7	1.7	1.9	1.8	1.7		2.1	2.2	2.4	2.7	2.7	2.4	
Employment gender gap (aged 20-64)	4.4	3.7	2.9	2.4	1.7	0.5		11.0	10.9	10.6	10.2	10.0	9.6	
Gender pay gap	21.0	20.3	21.1	19.6 p	18.8 p			12.7	12.3	12.2	11.7 p	11.1 p		
Share of adult population (aged 25-64) with upper secondary or tertiary education - total	89.3	89.5 b	89.8	89.4	88.8	89.6		79.0	79.1 b	79.4	79.8	80.5	81.2	
Participation rate in education and training over the previous 12 months (age bracket 25-64), excluding guided on-the-job training (GOJT)			41.8				52.3			39.5				60
Early leavers from education and training (aged 18-24) - total	8.5	9.8 b	10.8	9.7	11.0	10.2		10.0	9.7 b	9.6	9.6	9.4	9.1	
Completion of tertiary or equivalent education (aged 30-34) - total	41.5	43.1 b	45.7	47.3	45.3	45.6		41.2	42.0 b	42.8	43.8	44.7	45.7	
Labour productivity per person employed	82.6	83.6	79.6	76.5	76.4	77.0		100.0	100.0	100.0	100.0	100.0	100.0	
Labour productivity per hour worked	73.5	78.1	76.1	73.0	72.7	73.0		100.0	100.0	100.0	100.0	100.0	100.0	
Nominal unit labour cost growth	4.6	1.2	13.9	15.3	7.3	3.3		4.3	-0.2	3.4	6.8	5.0	3.3	
Real unit labour cost growth	3.9	-3.0	-2.5	6.1	3.2	0.5		2.4	-2.6	-2.0	0.6	1.6	0.5	

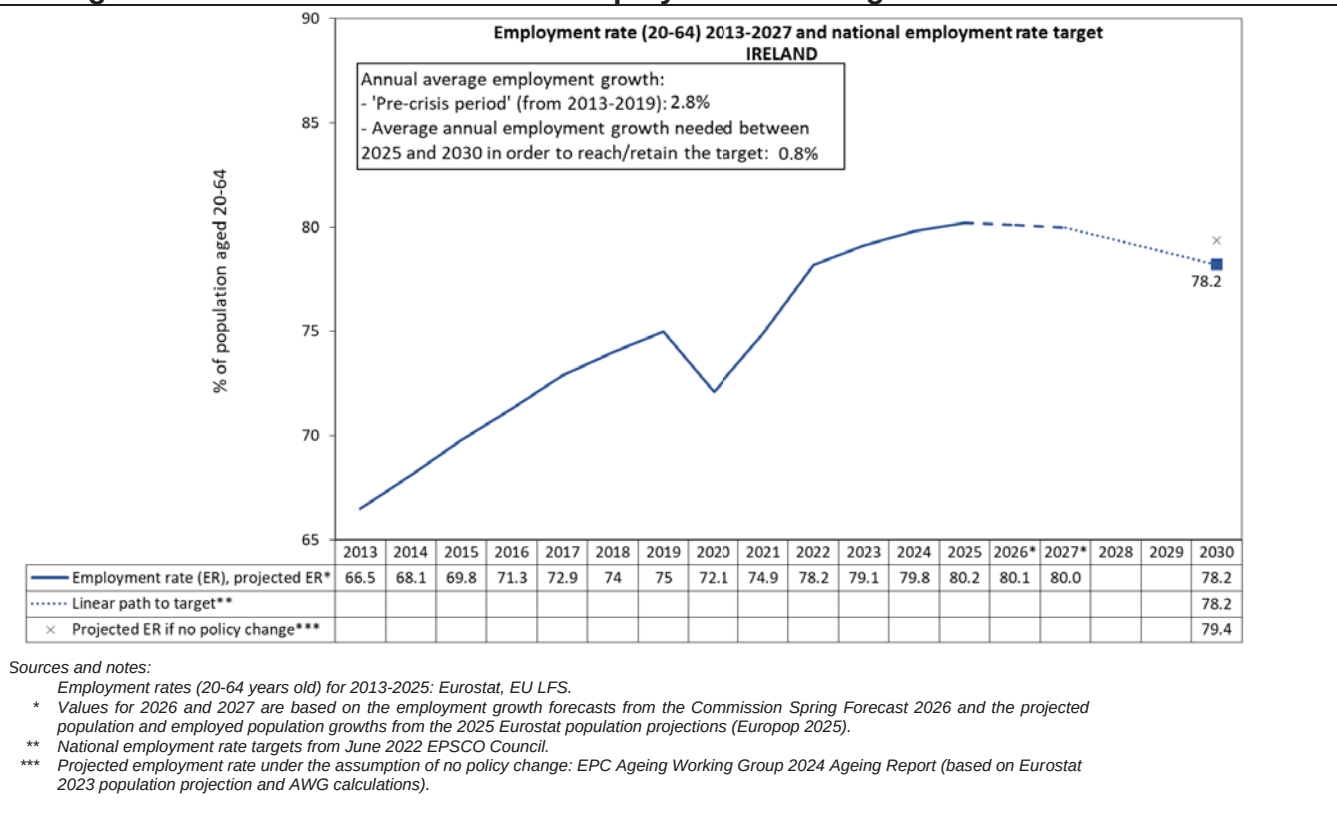
4. Key employment challenges Estonia, May 2026

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 employment rate of the older population aged 55-64 is significantly higher than the EU average The duration of working life for women is significantly higher than the EU average
2. Enhancing labour market functioning; combating segmentation		
3. Active labour market policies	The long-term unemployment rate (15-74) is around the EU average but showed some negative development The unemployment rate is above EU average	
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	The job vacancy rate (average over 3 years), % (of total vacant and occupied posts) is worse than EU average	
7. Gender equality	The gender pay gap is significantly above the EU average	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
8. Improving skills supply and productivity, effective life-long learning	<i>Participation in adult learning remains uneven across population groups</i>	Adult participation in education and training (25-64) is considerably higher than the EU average The general government expenditure on education (% of GDP) is substantially above the EU average
9. Improving education and training systems	The share of graduates (aged 30-34) with tertiary education 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 productivity has decreased significantly in recent years	

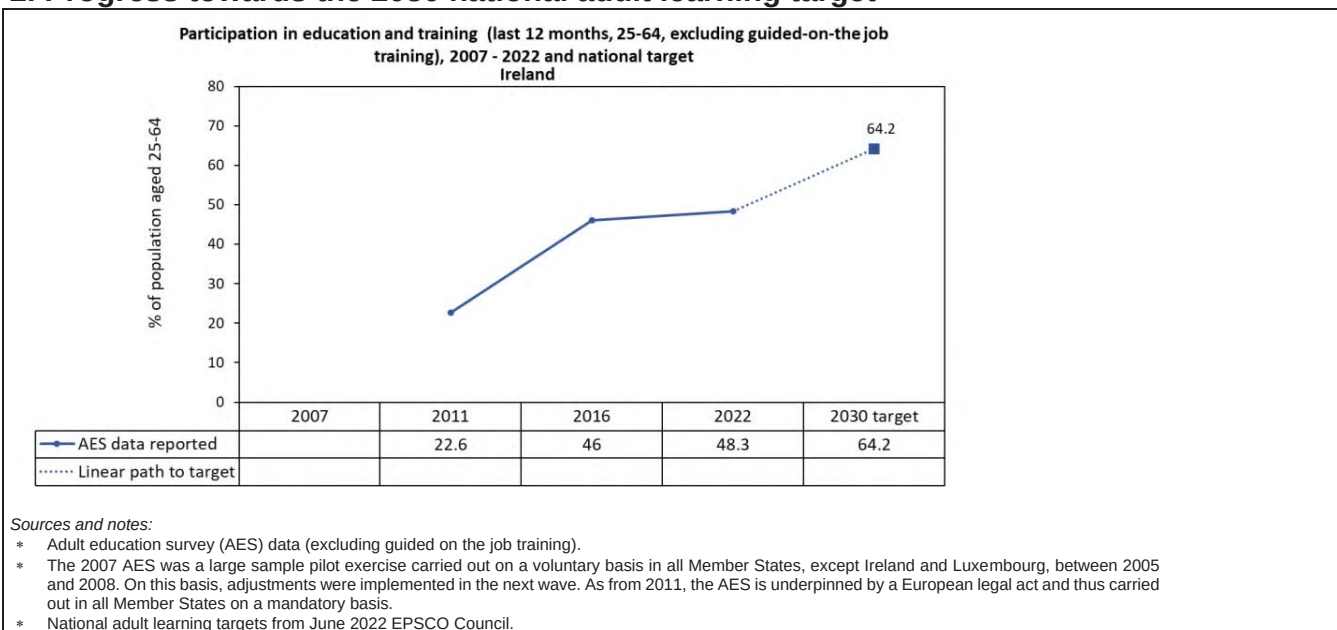
labour cost developments	<i>Weak social dialogue and very low collective bargaining coverage constrain inclusive wage-setting</i>	
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Ireland

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

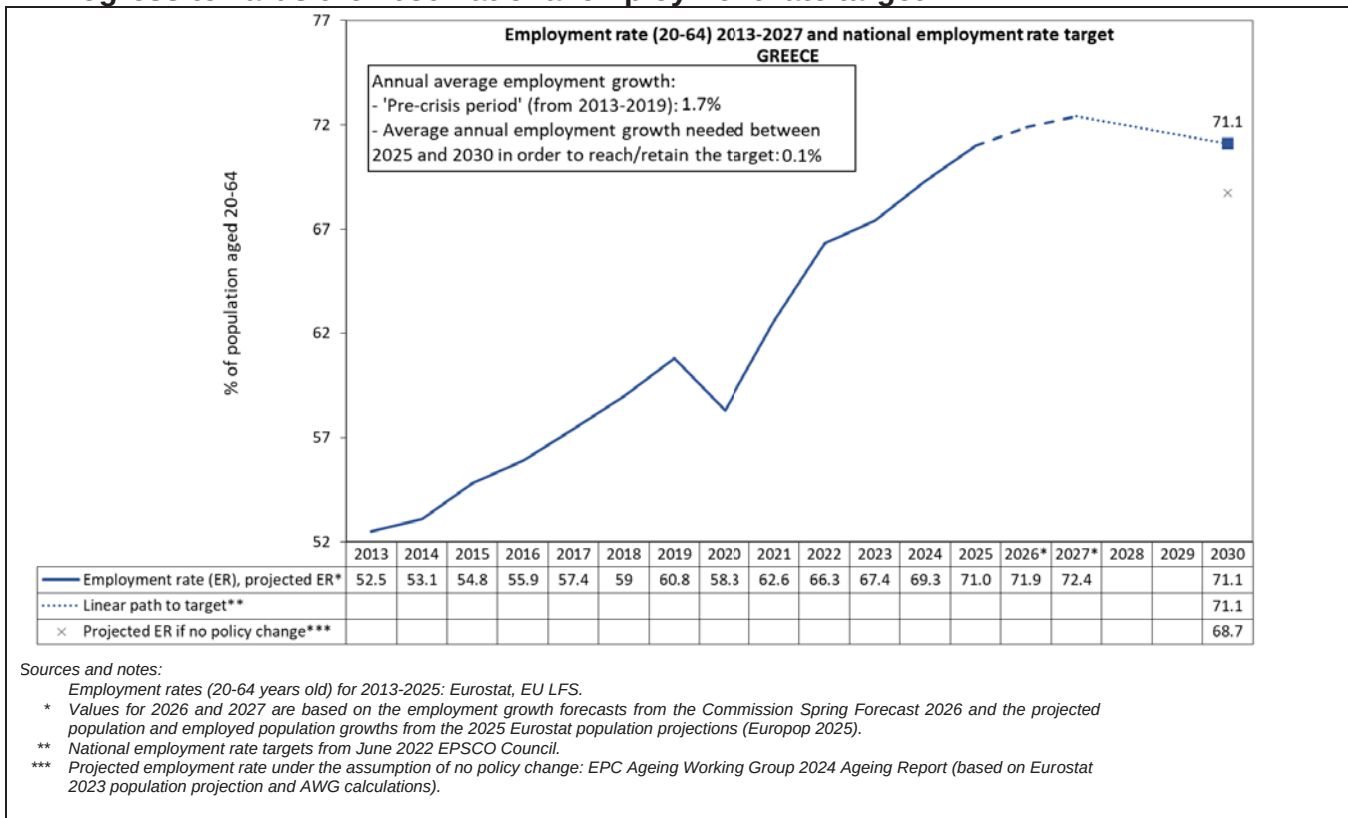
	Ireland						National Targets	EU27						EU Targets
Description	2020	2021	2022	2023	2024	2025	2030	2020	2021	2022	2023	2024	2025	2030
Employment rate of population aged 20-64 - total	72.1	74.9 b	78.2	79.1	79.8	80.2	78.2	71.7	73.1	74.6	75.3	75.8	76.1	78
Employment rate of population aged 20-64 - women	65.8	69.9 b	72.6	74.3	75.2	75.7		66.2	67.6	69.3	70.2	70.8	71.3	
Employment rate of population aged 20-64 - men	78.5	80.0 b	84.0	84.2	84.5	84.7		77.2	78.5	79.9	80.4	80.8	80.9	
Employment rate of young people aged 20-29 - total	66.8	70.3 b	75.2	75.7	77.0	76.1		61.3	62.8 b	65.1	65.9	65.9	65.6	
Employment rate of population aged 30-54 - total	79.2	80.2 b	82.8	83.9	84.5	85.1		80.8	81.4 b	82.6	83.0	83.4	83.6	
Employment rate of older population aged 55-64 - total	60.7	62.9 b	66.9	67.7	68.1	69.4		59.0	60.4	62.3	63.9	65.2	66.4	
Employment rate of low-skilled population aged 20-64 - total	49.9	51.4 b	53.9	54.4	54.7	54.9		54.0	55.0	57.0	58.1	58.5	58.2	
Employment rate of non-EU nationals (20-64) - total	67.3	70.5 b	76.2	76.9	77.4	79.0		57.5	59.1 b	61.9	63.2	64.3	65.2	
Overall employment growth	-3.1	7.4	7.1	3.2	2.5	2.0		-1.9	1.5	2.3	1.1	0.9	0.4	
Unemployment rate in age group 15-74 - total	5.9	6.2 b	4.5	4.3	4.3	4.7		7.2	7.1	6.2	6.1	5.9	6.0	
NEET rate for population aged 15-29 - total	14.1	9.7 b	8.6	8.5	7.5	8.1		14.0	13.1	11.7	11.2	11.1	11.0	
Unemployment rate in age group 15-24 - total	15.8	14.6 b	10.1	10.7	10.6	11.8		17.6	16.7	14.6	14.6	14.9	15.2	
Involuntary temporary employment as % of total employees 15-64	2.3	1.8 b	1.6	1.5	1.0	1.9		6.8	5.1 b	4.4	3.9	3.4	3.4	
Share of employees (15-64) in temporary employment contracts	9.0	9.4 b	8.4	8.4	7.4	7.4		13.5	14.0 b	14.1	13.4	12.8	12.6	
Newly employed in %	14.9	15.8 b	18.4	17.3	16.5	16.2		13.1	13.8 b	15.2	14.9	14.0	13.4	
Rate of long-term unemployment (as % active population) - total	1.4	1.8 b	1.3	1.1	1.0	1.1		2.4	2.8	2.4	2.1	1.9	1.9	
At-risk-of-poverty rate of unemployed	35.4 b	25.3	32.5	35.4	36.1	32.3		47.3	45.1	46.1	46.9	48.8	49.3	
Inactivity and part-time work due to personal and family responsibilities - total	4.5	4.6	3.7	4.3	4.5	4.6		3.4	3.3	3.3	3.3	3.3	3.4	
Part-time employment, Percentage of total employment (total)	17.8	19.7 b	20.0	20.3	19.6	19.5		17.8	17.6	17.5	17.7	17.7	17.7	
Job vacancy rate (average over 3 years)	1.0	1.0	1.2	1.4	1.4	1.3		2.1	2.2	2.4	2.7	2.7	2.4	
Employment gender gap (aged 20-64)	12.7	10.1	11.4	9.9	9.3	9.0		11.0	10.9	10.6	10.2	10.0	9.6	
Gender pay gap	9.0	9.9	9.3	8.6 p	8.3 p			12.7	12.3	12.2	11.7 p	11.1 p		
Share of adult population (aged 25-64) with upper secondary or tertiary education - total	85.5	87.5 b	87.8	88.3	89.4	90.6		79.0	79.1 b	79.4	79.8	80.5	81.2	
Participation rate in education and training over the previous 12 months (age bracket 25-64), excluding guided on-the-job training (GOJT)			48.3				64.2			39.5				60
Early leavers from education and training (aged 18-24) - total	5.0	3.3 b	3.7	4.0	2.8 b	3.6		10.0	9.7 b	9.6	9.6	9.4	9.1	
Completion of tertiary or equivalent education (aged 30-34) - total	58.1	62.4 b	62.6	63.7	66.4	68.8		41.2	42.0 b	42.8	43.8	44.7	45.7	
Labour productivity per person employed	210.6	223.0	228.3	208.1	210.5	225.3		100.0	100.0	100.0	100.0	100.0	100.0	
Labour productivity per hour worked	197.1	215.3	218.3	202.3	206.0	220.5		100.0	100.0	100.0	100.0	100.0	100.0	
Nominal unit labour cost growth	-6.4	-5.7	1.9	13.4	4.3	-6.1		4.3	-0.2	3.4	6.8	5.0	3.3	
Real unit labour cost growth	-4.4	-6.7	-5.6	9.6	-0.2	-6.6		2.4	-2.6	-2.0	0.6	1.6	0.5	

4. Key employment challenges Ireland, May 2026

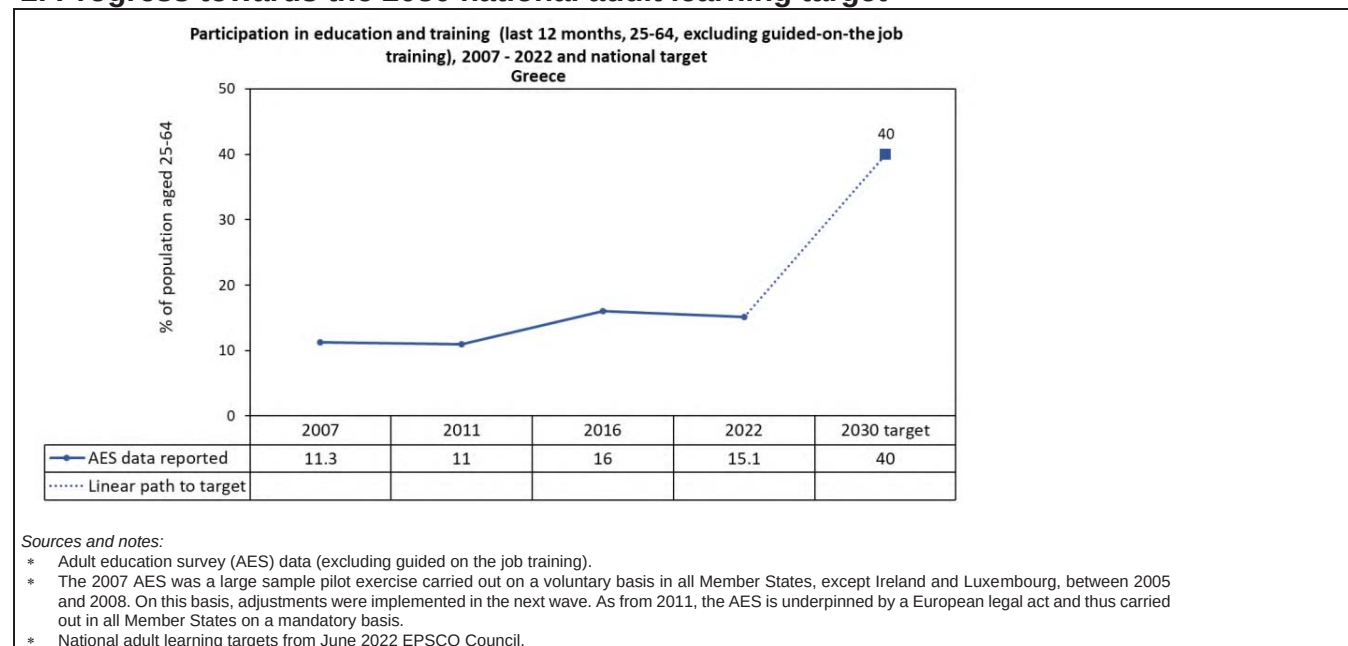
Employment policy area	Key Employment Challenge	Particularly good labour market outcome
1. Increase labour market participation	<i>The labour market outcomes for the most vulnerable groups, such as people with disabilities, single parents, Travellers and Roma, are weaker than for other cohorts</i>	
2. Enhancing labour market functioning; combating segmentation		
3. Active labour market policies		
4. Adequate and employment oriented social security systems		Very high and strongly increasing further labour transitions by pay level
5. Work-life balance	Inactivity due to personal and family responsibilities (of population 20-64) significantly higher than the EU average The percentage of children cared for (by formal arrangements other than by the family) 30h or more a usual week as a proportion of all children in the same age group (age 3 to mandatory school age) is significantly lower than the EU average but shows some positive development	
6. Exploiting job creation possibilities		
7. Gender equality		
8. Improving skills supply and productivity, effective life-long learning	<i>Shortages in labour supply and skills persist as the economy is close to full employment, aggravated among other things by the unavailability/high cost of housing</i>	Very high and further increasing share of adults (aged 25-64) having attained high (tertiary) education
9. Improving education and training systems		
10. Wage setting mechanisms and labour cost developments	<i>Low trade union density ('membership') and collective bargaining coverage limit 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	2020	2021	2022	2023	2024	2025	2030	2020	2021	2022	2023	2024	2025	2030
Employment rate of population aged 20-64 - total	58.3	62.6	66.3	67.4	69.3	71.0	71.1	71.7	73.1	74.6	75.3	75.8	76.1	78
Employment rate of population aged 20-64 - women	48.7	52.7	55.9	57.6	59.9	62.3		66.2	67.6	69.3	70.2	70.8	71.3	
Employment rate of population aged 20-64 - men	68.1	72.5	76.9	77.4	78.7	79.7		77.2	78.5	79.9	80.4	80.8	80.9	
Employment rate of young people aged 20-29 - total	43.8	45.4 b	50.5	52.6	54.8	56.2		61.3	62.8 b	65.1	65.9	65.9	65.6	
Employment rate of population aged 30-54 - total	72.2	72.9 b	76.6	77.3	78.8	80.2		80.8	81.4 b	82.6	83.0	83.4	83.6	
Employment rate of older population aged 55-64 - total	42.6	48.3	51.9	54.1	57.3	59.6		59.0	60.4	62.3	63.9	65.2	66.4	
Employment rate of low-skilled population aged 20-64 - total	49.1	52.5	55.5	57.0	58.7	59.3		54.0	55.0	57.0	58.1	58.5	58.2	
Employment rate of non-EU nationals (20-64) - total	53.9	55.8 b	60.4	62.9	63.8	73.9		57.5	59.1 b	61.9	63.2	64.3	65.2	
Overall employment growth	-5.1	6.0	5.4	1.2	1.7	1.4		-1.9	1.5	2.3	1.1	0.9	0.4	
Unemployment rate in age group 15-74 - total	17.6	14.7	12.5	11.1	10.1	8.9		7.2	7.1	6.2	6.1	5.9	6.0	
NEET rate for population aged 15-29 - total	18.5	17.2	15.3	15.9	14.2	13.5		14.0	13.1	11.7	11.2	11.1	11.0	
Unemployment rate in age group 15-24 - total	38.0	35.5	31.4	26.7	22.5	19.1		17.6	16.7	14.6	14.6	14.9	15.2	
Involuntary temporary employment as % of total employees 15-64	7.4	5.6 b	3.5	6.9	4.5	4.7		6.8	5.1 b	4.4	3.9	3.4	3.4	
Share of employees (15-64) in temporary employment contracts	10.1	10.2 b	10.1	10.8	9.5	9.5		13.5	14.0 b	14.1	13.4	12.8	12.6	
Newly employed in %	9.8	10.9 b	10.9	10.6	9.9	9.7		13.1	13.8 b	15.2	14.9	14.0	13.4	
Rate of long-term unemployment (as % active population) - total	10.5	9.2	7.7	6.2	5.4	5.0		2.4	2.8	2.4	2.1	1.9	1.9	
At-risk-of-poverty rate of unemployed	45.3	45.4	43.6	48.0	49.1	48.5		47.3	45.1	46.1	46.9	48.8	49.3	
Inactivity and part-time work due to personal and family responsibilities - total	0.8	1.1	0.9	1.0	0.9	0.9		3.4	3.3	3.3	3.3	3.3	3.4	
Part-time employment, Percentage of total employment (total)	8.8	8.2	8.0	7.3	6.3	5.2		17.8	17.6	17.5	17.7	17.7	17.7	
Job vacancy rate (average over 3 years)	0.5	0.5	0.7	1.1	1.6	1.9		2.1	2.2	2.4	2.7	2.7	2.4	
Employment gender gap (aged 20-64)	19.4	19.8	21.0	19.8	18.8	17.4		11.0	10.9	10.6	10.2	10.0	9.6	
Gender pay gap			13.5	13.6 p	13.4 p			12.7	12.3	12.2	11.7 p	11.1 p		
Share of adult population (aged 25-64) with upper secondary or tertiary education - total	78.8	79.8 b	80.8	81.1	82.1	82.0		79.0	79.1 b	79.4	79.8	80.5	81.2	
Participation rate in education and training over the previous 12 months (age bracket 25-64), excluding guided on-the-job training (GOJT)			15.1				40			39.5				60
Early leavers from education and training (aged 18-24) - total	3.8	3.2 b	4.1	3.7	3.0 b	3.0		10.0	9.7 b	9.6	9.6	9.4	9.1	
Completion of tertiary or equivalent education (aged 30-34) - total	43.9	44.3 b	44.8	45.1	44.4	43.2		41.2	42.0 b	42.8	43.8	44.7	45.7	
Labour productivity per person employed	66.5	66.1	67.1	68.0 p	67.7 p	67.3 p		100.0	100.0	100.0	100.0	100.0	100.0	
Labour productivity per hour worked	55.6	53.8	54.1	54.8 p	54.4 p	54.6 p		100.0	100.0	100.0	100.0	100.0	100.0	
Nominal unit labour cost growth	6.8	-1.7	0.1	3.2 p	4.6 p	2.3 p		4.3	-0.2	3.4	6.8	5.0	3.3	
Real unit labour cost growth	7.2	-3.1	-5.8	-2.9	1.3	-0.8		2.4	-2.6	-2.0	0.6	1.6	0.5	

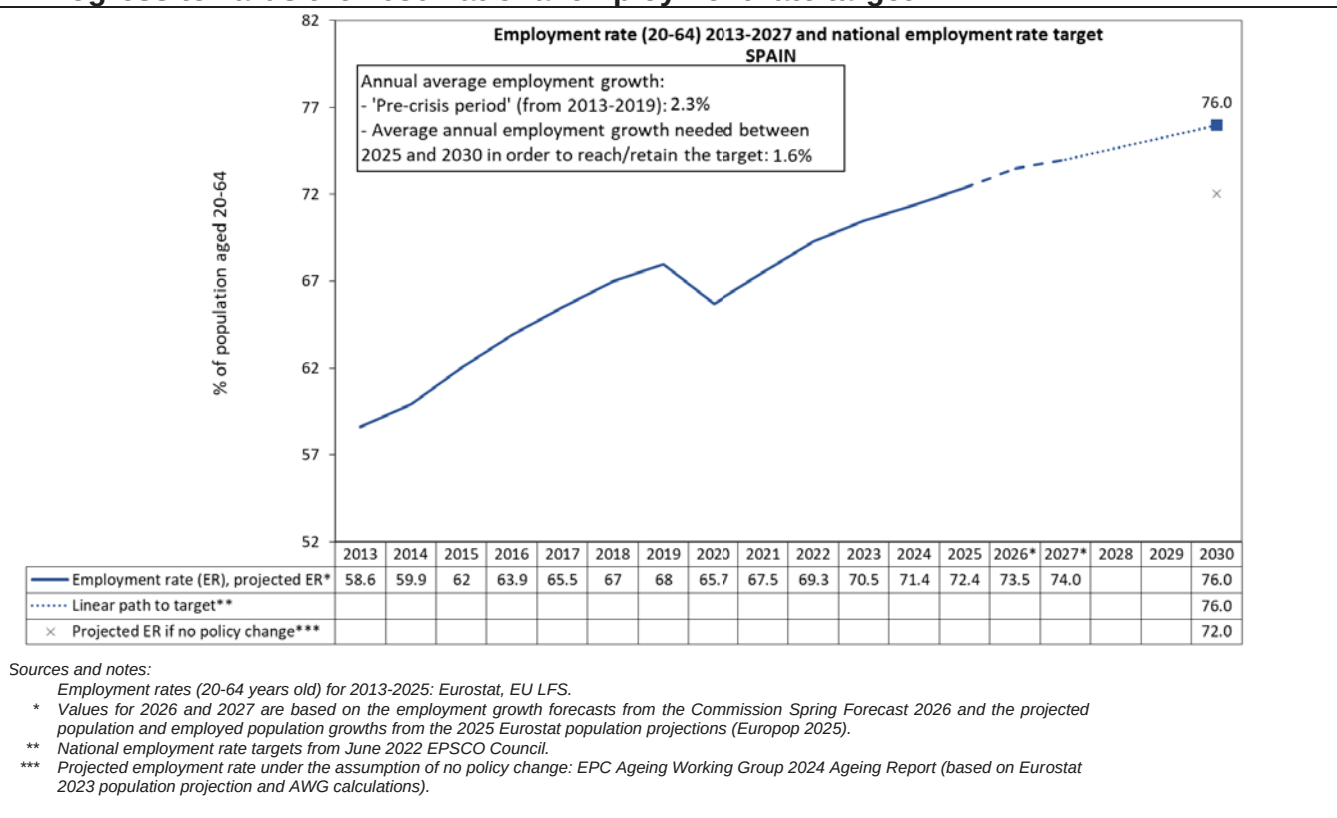
4. Key employment challenges Greece, May 2026

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	The employment rate of non-EU nationals is above the EU average and improving significantly
2. Enhancing labour market functioning; combating segmentation	The share of newly employed (including young people aged 15-29) is below the EU average Involuntary temporary employment overall is increasing significantly, though it remains around the EU average and is significantly worse than the EU average for older workers (55-64) <i>Despite significant improvements, there is still 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 making activation support to jobseekers, particularly underrepresented groups, more effective and customised</i>	
4. Adequate and employment oriented social security systems		
5. Work-life balance	The proportion of children (0-3) in childcare is below the EU average and declining significantly	
6. Exploiting job creation possibilities		
7. Gender equality	The gender employment gap (20-64) remains above the EU average, although the situation is improving.	
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 to deliver skills provision in a more systematic and coordinated manner, improving the quality of training and enhancing the innovative and competitive potential of the economy</i>	
9. Improving education and training systems	<i>Significant, longstanding educational inequalities linked to socio-economic and migrant background persist</i>	The share of early leavers from education and training (18-24) is significantly below the EU average

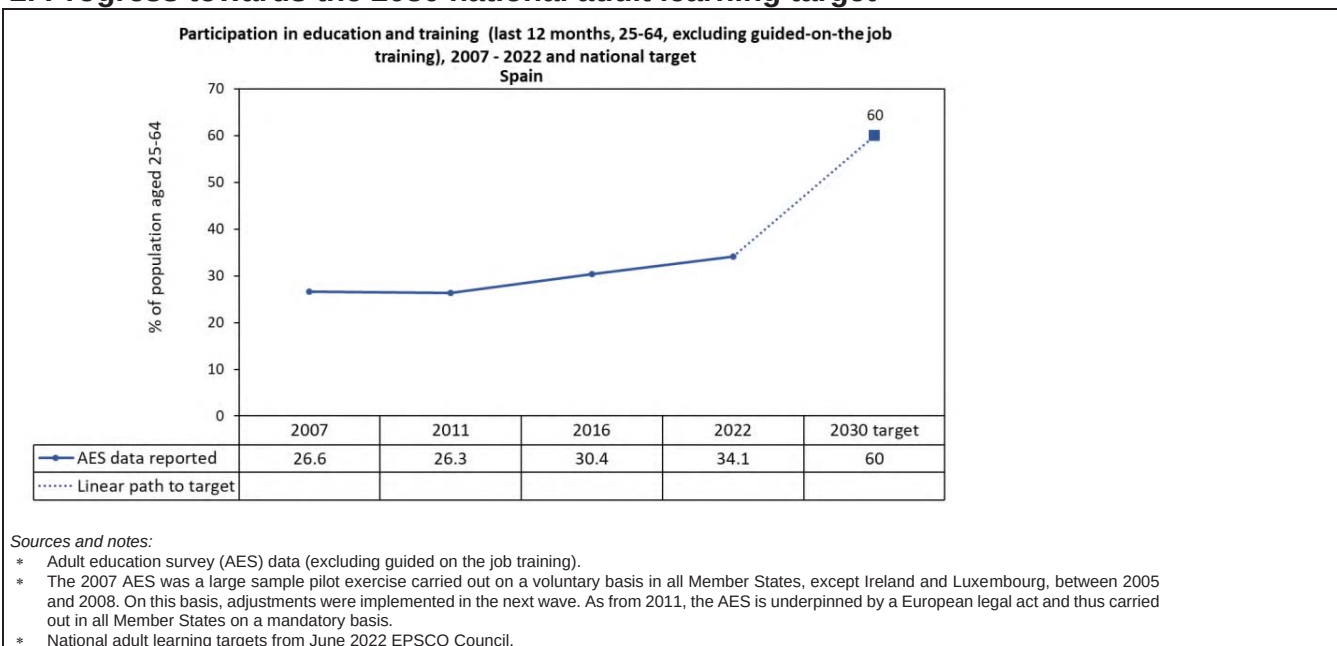
10. Wage setting mechanisms and labour cost developments		
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Spain

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

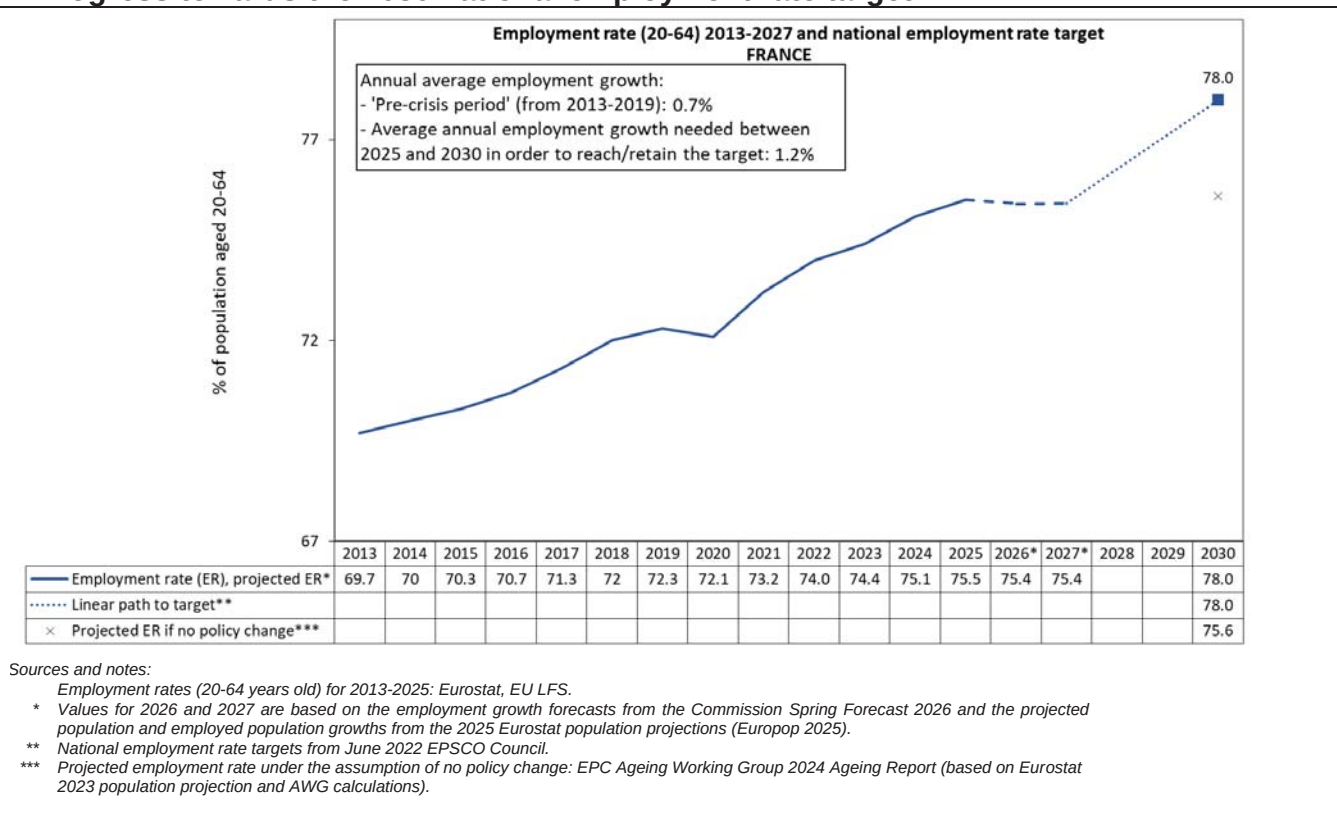
	Spain						National Targets	EU27						EU Targets
Description	2020	2021	2022	2023	2024	2025	2030	2020	2021	2022	2023	2024	2025	2030
Employment rate of population aged 20-64 - total	65.7	67.5 d	69.3 d	70.5 d	71.4 d	72.4 d	76	71.7	73.1	74.6	75.3	75.8	76.1	78
Employment rate of population aged 20-64 - women	60.0	62.1 d	63.7 d	65.4 d	66.5 d	67.6 d		66.2	67.6	69.3	70.2	70.8	71.3	
Employment rate of population aged 20-64 - men	71.4	72.9 d	74.9 d	75.7 d	76.3 d	77.1 d		77.2	78.5	79.9	80.4	80.8	80.9	
Employment rate of young people aged 20-29 - total	48.6	51.5 bd	55.2 d	56.3 d	56.9 d	58.2 d		61.3	62.8 b	65.1	65.9	65.9	65.6	
Employment rate of population aged 30-54 - total	74.5	76.3 bd	77.8 d	79.0 d	79.8 d	80.8 d		80.8	81.4 b	82.6	83.0	83.4	83.6	
Employment rate of older population aged 55-64 - total	54.7	55.8 d	57.7 d	59.5 d	61.1 d	62.4 d		59.0	60.4	62.3	63.9	65.2	66.4	
Employment rate of low-skilled population aged 20-64 - total	55.4	56.9 d	58.9 d	60.5 d	61.4 d	62.7 d		54.0	55.0	57.0	58.1	58.5	58.2	
Employment rate of non-EU nationals (20-64) - total	55.2	58.9 bd	61.3 d	62.9 d	63.3 d	64.5 d		57.5	59.1 b	61.9	63.2	64.3	65.2	
Overall employment growth	-3.1	3.1	3.5	3.0	2.2	2.3		-1.9	1.5	2.3	1.1	0.9	0.4	
Unemployment rate in age group 15-74 - total	15.5	14.9 d	13.0 d	12.2 d	11.4 d	10.5 d		7.2	7.1	6.2	6.1	5.9	6.0	
NEET rate for population aged 15-29 - total	17.3	14.2 d	12.7 d	12.3 d	12.0 d	11.5 d		14.0	13.1	11.7	11.2	11.1	11.0	
Unemployment rate in age group 15-24 - total	38.3	35.0 d	29.7 d	28.7 d	26.5 d	24.9 d		17.6	16.7	14.6	14.6	14.9	15.2	
Involuntary temporary employment as % of total employees 15-64	19.5	17.3 bd	13.6 d	10.2 d	8.9 d	8.7 d		6.8	5.1 b	4.4	3.9	3.4	3.4	
Share of employees (15-64) in temporary employment contracts	24.2	25.4 bd	21.4 d	17.3 d	16.0 d	15.4 d		13.5	14.0 b	14.1	13.4	12.8	12.6	
Newly employed in %	16.1	17.3 bd	18.9 d	18.9 d	18.4 d	18.2 d		13.1	13.8 b	15.2	14.9	14.0	13.4	
Rate of long-term unemployment (as % active population) - total	5.0	6.2 d	5.1 d	4.3 d	3.8 d	3.4 d		2.4	2.8	2.4	2.1	1.9	1.9	
At-risk-of-poverty rate of unemployed	46.3	45.1	45.6	46.2	43.5	44.0		47.3	45.1	46.1	46.9	48.8	49.3	
Inactivity and part-time work due to personal and family responsibilities - total	1.6	1.7	2.0	1.9	2.0	2.0		3.4	3.3	3.3	3.3	3.3	3.4	
Part-time employment, Percentage of total employment (total)	13.9	13.7 d	13.4 d	13.1 d	13.4 d	13.5 d		17.8	17.6	17.5	17.7	17.7	17.7	
Job vacancy rate (average over 3 years)	0.7	0.7	0.7	0.8	0.9	0.9		2.1	2.2	2.4	2.7	2.7	2.4	
Employment gender gap (aged 20-64)	11.4	10.8	11.2	10.3	9.8	9.5		11.0	10.9	10.6	10.2	10.0	9.6	
Gender pay gap	9.3	9.3	9.2	7.3 p	7.3 p			12.7	12.3	12.2	11.7 p	11.1 p		
Share of adult population (aged 25-64) with upper secondary or tertiary education - total	62.9	63.4 b	63.7	64.2	64.9	65.4		79.0	79.1 b	79.4	79.8	80.5	81.2	
Participation rate in education and training over the previous 12 months (age bracket 25-64), excluding guided on-the-job training (GOJT)			34.1				60			39.5				60
Early leavers from education and training (aged 18-24) - total	16.0	13.3 bd	13.9 d	13.7 d	13.0 d	12.8 d		10.0	9.7 b	9.6	9.6	9.4	9.1	
Completion of tertiary or equivalent education (aged 30-34) - total	44.8	46.2 b	48.7	50.6	51.7	51.4		41.2	42.0 b	42.8	43.8	44.7	45.7	
Labour productivity per person employed	92.7	94.9	96.9	98.6 p	98.5 p	97.6 p		100.0	100.0	100.0	100.0	100.0	100.0	
Labour productivity per hour worked	90.9	92.6	94.3	96.4 p	96.4 p	95.9 p		100.0	100.0	100.0	100.0	100.0	100.0	
Nominal unit labour cost growth	8.2	0.8	2.1	5.9 p	3.4 p	4.2 p		4.3	-0.2	3.4	6.8	5.0	3.3	
Real unit labour cost growth	6.9	-1.7	-2.5	-0.4	0.5	0.7		2.4	-2.6	-2.0	0.6	1.6	0.5	

4. Key employment challenges Spain, May 2026

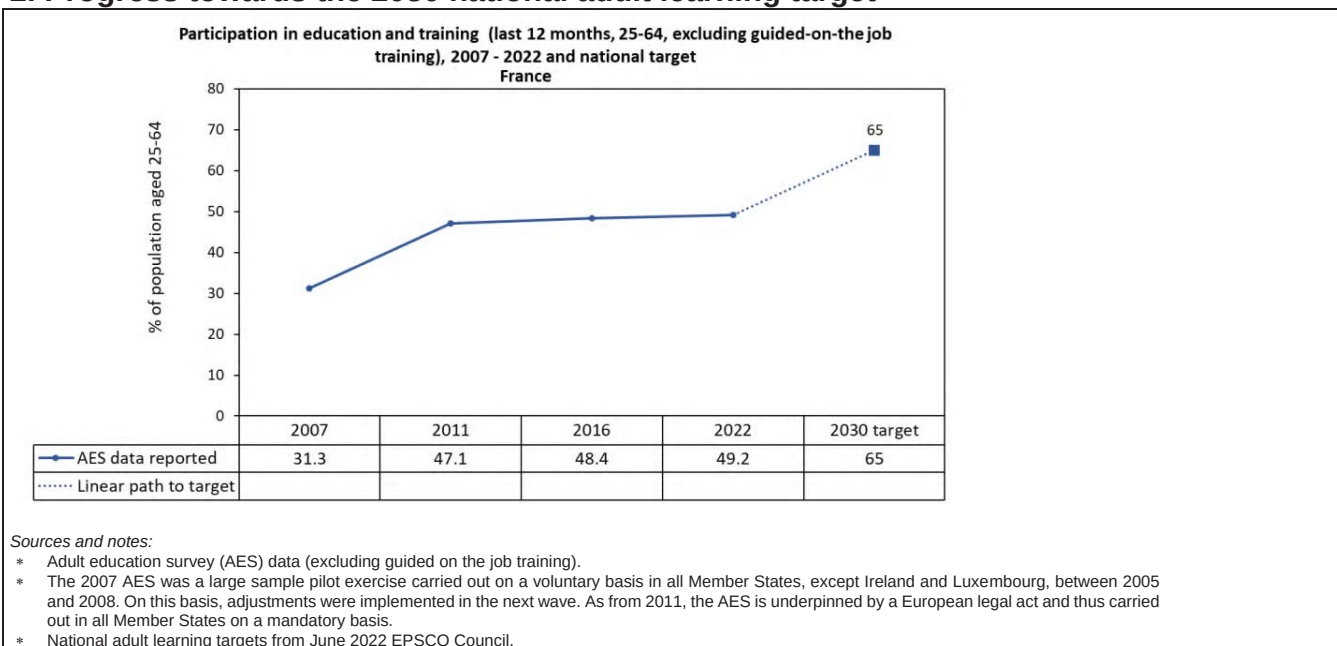
Employment policy area	Key Employment Challenge	Particularly good labour market outcome
1. Increase labour market participation	The employment rate (20-64) remains below the EU average despite showing some positive developments, including for young people (20-29) The youth unemployment rate (15-29) is above the EU average despite showing significantly positive development <i>Despite some overall improvements, persistent regional disparities in the labour market, especially for young and older workers, women and third-country nationals</i>	
2. Enhancing labour market functioning; combating segmentation	Still very high involuntary temporary employment shares (though improving swiftly) and a lower than the EU average transition rate from temporary to permanent employment	High level of newly employed, especially among young people
3. Active labour market policies	Higher than the EU average unemployment and long-term unemployment rates (15-74), despite significant positive development <i>Need to further address limited effectiveness of ALMPs</i>	
4. Adequate and employment oriented social security systems	The in-work poverty risk is above the EU average	
5. Work-life balance		
6. Exploiting job creation possibilities		Very high employment growth over the past 3 years
7. Gender equality		
8. Improving skills supply and productivity, effective life-long learning	Very low share of adults with medium educational attainment levels	
9. Improving education and training systems	The share of early leavers from education and training is higher than the EU average <i>Low intermediate-level VET participation and slow dual training implementation</i>	
10. Wage setting mechanisms and labour cost developments	<i>Concentration of job creation in low-productivity sectors impacts overall labour productivity and wage prospects</i>	

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

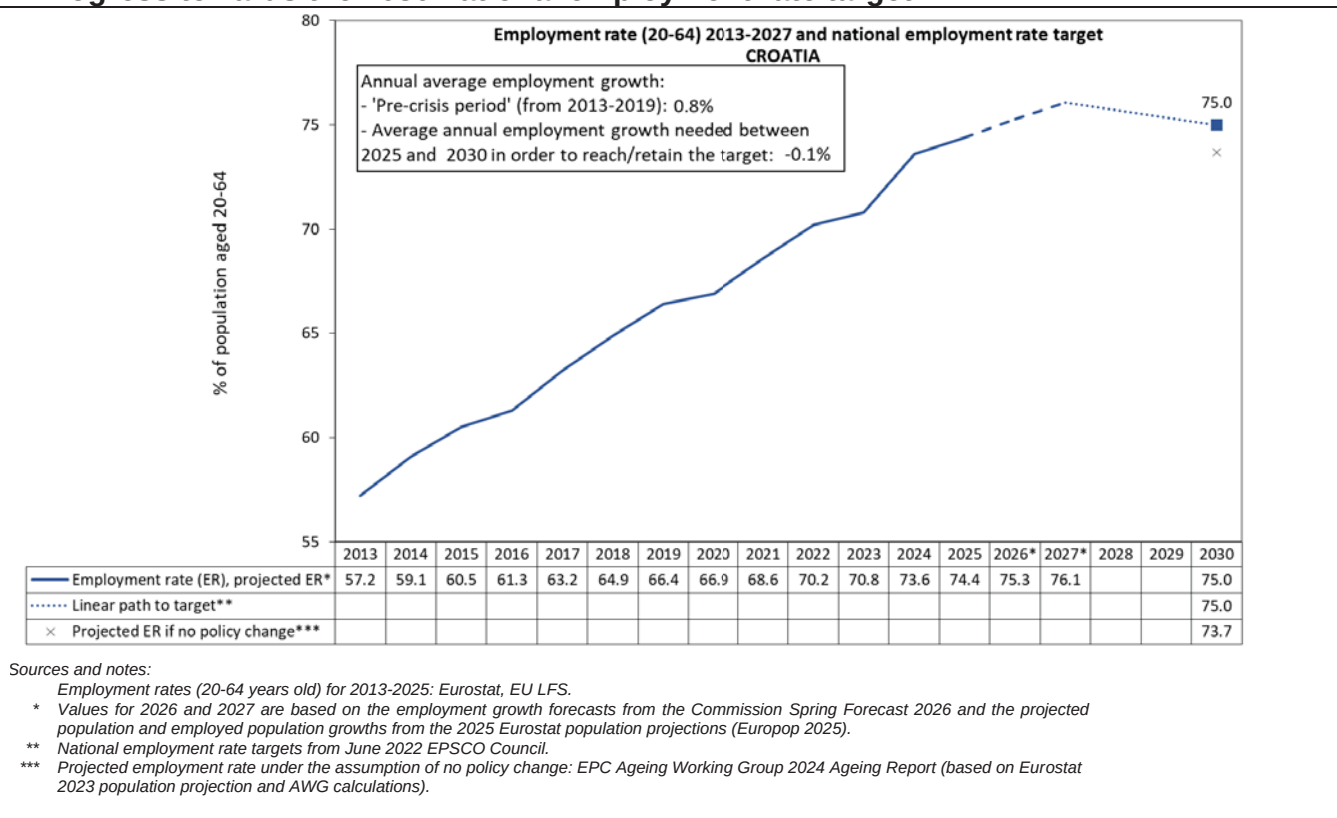
	France						National Targets	EU27						EU Targets
Description	2020	2021	2022	2023	2024	2025	2030	2020	2021	2022	2023	2024	2025	2030
Employment rate of population aged 20-64 - total	72.1	73.2 d	74.0 d	74.4 d	75.1 d	75.5 d	78	71.7	73.1	74.6	75.3	75.8	76.1	78
Employment rate of population aged 20-64 - women	69.3	70.2 d	71.2 d	71.7 d	72.2 d	72.8 d		66.2	67.6	69.3	70.2	70.8	71.3	
Employment rate of population aged 20-64 - men	75.0	76.4 d	77.0 d	77.2 d	78.1 d	78.4 d		77.2	78.5	79.9	80.4	80.8	80.9	
Employment rate of young people aged 20-29 - total	61.5	65.2 bd	67.2 d	67.5 d	67.7 d	67.1 d		61.3	62.8 b	65.1	65.9	65.9	65.6	
Employment rate of population aged 30-54 - total	81.8	82.9 bd	83.4 d	83.4 d	83.8 d	84.2 d		80.8	81.4 b	82.6	83.0	83.4	83.6	
Employment rate of older population aged 55-64 - total	55.2	55.9 d	56.9 d	58.4 d	60.4 d	61.8 d		59.0	60.4	62.3	63.9	65.2	66.4	
Employment rate of low-skilled population aged 20-64 - total	53.4	51.8 d	53.5 d	53.8 d	54.2 d	53.6 d		54.0	55.0	57.0	58.1	58.5	58.2	
Employment rate of non-EU nationals (20-64) - total	52.4	54.9 bd	55.9 d	57.7 d	58.8 d	58.7 d		57.5	59.1 b	61.9	63.2	64.3	65.2	
Overall employment growth	-0.5	1.6	2.0	0.7	1.3	1.3		-1.9	1.5	2.3	1.1	0.9	0.4	
Unemployment rate in age group 15-74 - total	8.0	7.9 d	7.3 d	7.3 d	7.4 d	7.7 d		7.2	7.1	6.2	6.1	5.9	6.0	
NEET rate for population aged 15-29 - total	13.4	12.8 d	12.0 d	12.3 d	12.5 d	12.7 d		14.0	13.1	11.7	11.2	11.1	11.0	
Unemployment rate in age group 15-24 - total	21.5	18.9 d	17.3 d	17.2 d	18.7 d	19.7 d		17.6	16.7	14.6	14.6	14.9	15.2	
Involuntary temporary employment as % of total employees 15-64	7.4	5.9 bd	4.5 d	3.8 d	3.7 d	3.6 d		6.8	5.1 b	4.4	3.9	3.4	3.4	
Share of employees (15-64) in temporary employment contracts	15.3	15.0 bd	16.1 d	15.5 d	15.3 d	15.2 d		13.5	14.0 b	14.1	13.4	12.8	12.6	
Newly employed in %	14.5	15.8 bd	17.5 d	17.2 d	16.2 d	15.4 d		13.1	13.8 b	15.2	14.9	14.0	13.4	
Rate of long-term unemployment (as % active population) - total	1.9	2.3 d	2.0 d	1.8 d	1.7 d	1.7 d		2.4	2.8	2.4	2.1	1.9	1.9	
At-risk-of-poverty rate of unemployed	40.9 b	39.3	41.1 b	43.0	44.6	42.9		47.3	45.1	46.1	46.9	48.8	49.3	
Inactivity and part-time work due to personal and family responsibilities - total	3.0	3.0	3.1	3.3	3.1	3.4		3.4	3.3	3.3	3.3	3.3	3.4	
Part-time employment, Percentage of total employment (total)	17.6	17.3 d	16.5 d	16.6 d	16.8 d	16.9 d		17.8	17.6	17.5	17.7	17.7	17.7	
Job vacancy rate (average over 3 years)	1.3	1.6	1.9	2.2	2.3	2.1		2.1	2.2	2.4	2.7	2.7	2.4	
Employment gender gap (aged 20-64)	5.7	6.2	5.8	5.5	5.9	5.6		11.0	10.9	10.6	10.2	10.0	9.6	
Gender pay gap	15.0	13.7	12.8	12.3 p	11.8 p			12.7	12.3	12.2	11.7 p	11.1 p		
Share of adult population (aged 25-64) with upper secondary or tertiary education - total	81.5	82.2 b	83.3	83.7	83.9	84.9		79.0	79.1 b	79.4	79.8	80.5	81.2	
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	8.0	7.8 bd	7.6 d	7.6 d	7.7 d	7.0 d		10.0	9.7 b	9.6	9.6	9.4	9.1	
Completion of tertiary or equivalent education (aged 30-34) - total	48.8	49.5 b	49.2	51.5	52.4	55.0		41.2	42.0 b	42.8	43.8	44.7	45.7	
Labour productivity per person employed	113.7	110.0	106.1	108.0 p	106.9 p	107.0 p		100.0	100.0	100.0	100.0	100.0	100.0	
Labour productivity per hour worked	125.2	119.3	113.9	115.5 p	114.0 p	114.5 p		100.0	100.0	100.0	100.0	100.0	100.0	
Nominal unit labour cost growth	4.2	0.8	4.5	3.8 p	2.7 p	1.4 p		4.3	-0.2	3.4	6.8	5.0	3.3	
Real unit labour cost growth	1.2	-0.4	1.5	-1.1	0.6	0.1		2.4	-2.6	-2.0	0.6	1.6	0.5	

4. Key employment challenges France, May 2026

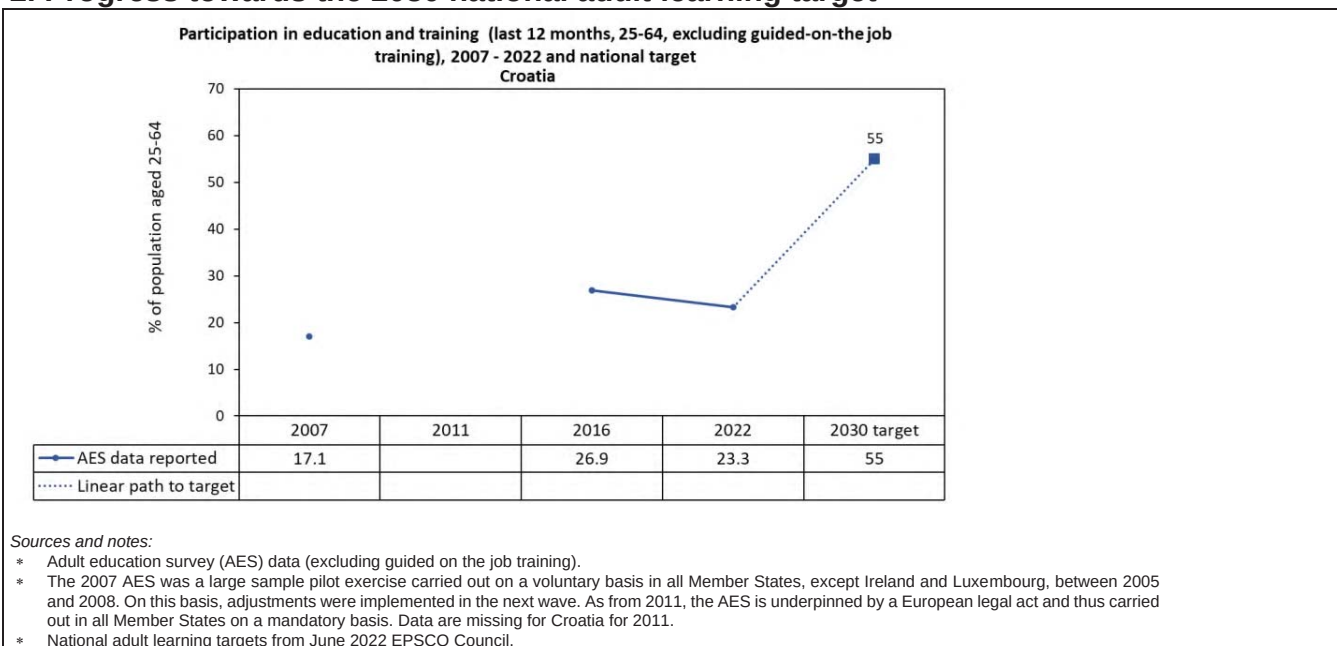
Employment policy area	Key Employment Challenge	Particularly good labour market outcome
1. Increase labour market participation	The youth unemployment rate is above the EU average and the NEET rate is on an increasing trend	
2. Enhancing labour market functioning; combating segmentation	<i>Strong regional disparities in labour opportunities</i>	
3. Active labour market policies		Expenditure on ALMP (as % of GDP) remains above the EU average
4. Adequate and employment oriented social security systems	The in-work poverty risk is on an increasing trend. The inactivity trap for the second earner in a couple is higher than the EU average	
5. Work-life balance	<i>Low quality of childcare provision and strong territorial disparities in its coverage</i>	
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

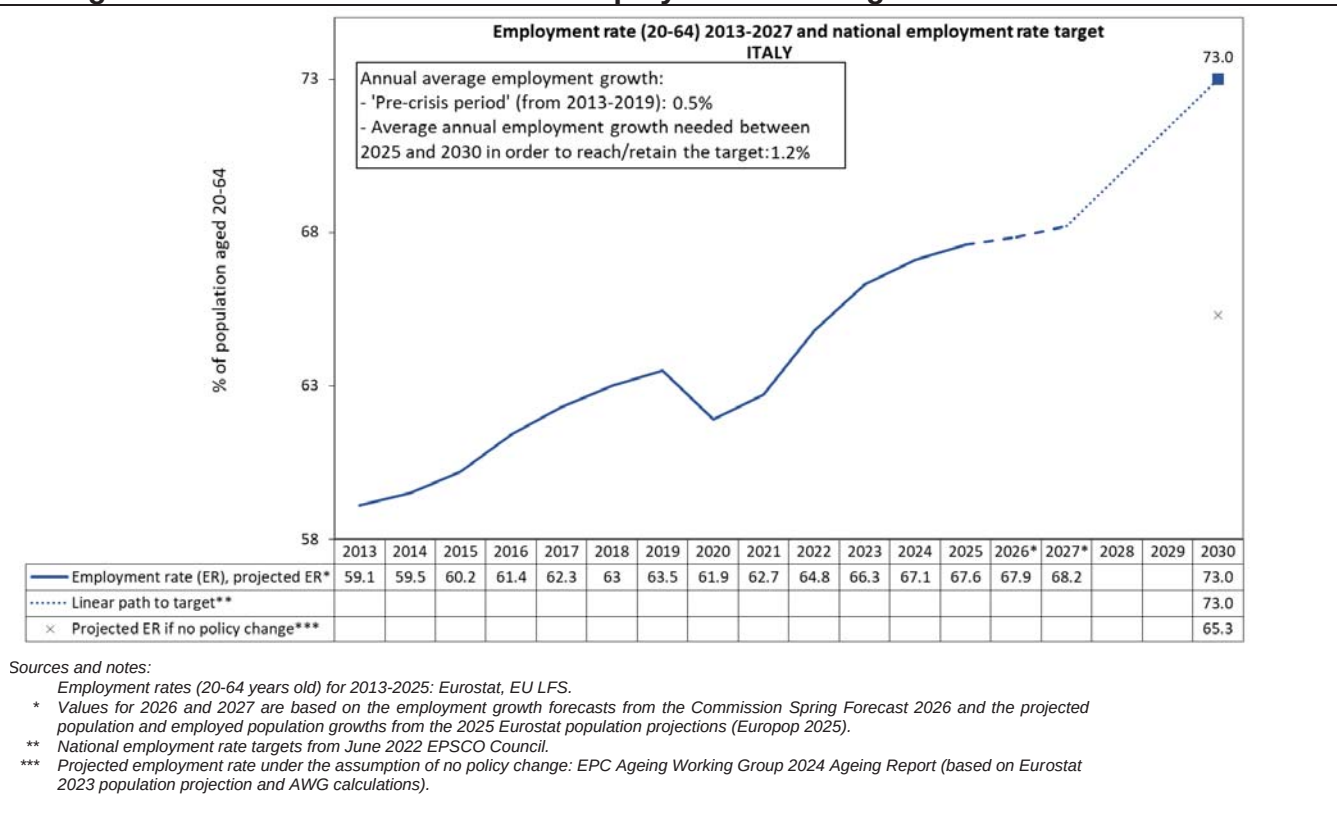
	Croatia						National Targets	EU27						EU Targets
Description	2020	2021	2022	2023	2024	2025	2030	2020	2021	2022	2023	2024	2025	2030
Employment rate of population aged 20-64 - total	66.9	68.6	70.2	70.8	73.6	74.4	75	71.7	73.1	74.6	75.3	75.8	76.1	78
Employment rate of population aged 20-64 - women	61.3	63.4	65.5	66.9	70.6	71.8		66.2	67.6	69.3	70.2	70.8	71.3	
Employment rate of population aged 20-64 - men	72.5	73.8	74.9	74.6	76.5	76.8		77.2	78.5	79.9	80.4	80.8	80.9	
Employment rate of young people aged 20-29 - total	57.7	57.7 b	61.1	59.3	61.1	60.8		61.3	62.8 b	65.1	65.9	65.9	65.6	
Employment rate of population aged 30-54 - total	79.5	80.9 b	81.6	83.0	86.3	87.2		80.8	81.4 b	82.6	83.0	83.4	83.6	
Employment rate of older population aged 55-64 - total	45.4	49.1	51.3	51.6	53.9	54.9		59.0	60.4	62.3	63.9	65.2	66.4	
Employment rate of low-skilled population aged 20-64 - total	38.2	42.3	41.3	39.3	41.3	42.0		54.0	55.0	57.0	58.1	58.5	58.2	
Employment rate of non-EU nationals (20-64) - total	49.8 u	61.0 bu	76.4 u	78.4	80.3	78.7 u		57.5	59.1 b	61.9	63.2	64.3	65.2	
Overall employment growth	-1.3	1.2	1.3	0.6	4.0	1.0		-1.9	1.5	2.3	1.1	0.9	0.4	
Unemployment rate in age group 15-74 - total	7.4	7.5	6.8	6.1	5.0	4.9		7.2	7.1	6.2	6.1	5.9	6.0	
NEET rate for population aged 15-29 - total	14.5	14.9	13.1	11.8	10.6	10.8		14.0	13.1	11.7	11.2	11.1	11.0	
Unemployment rate in age group 15-24 - total	20.6	21.5	17.7	18.9	16.8	18.3		17.6	16.7	14.6	14.6	14.9	15.2	
Involuntary temporary employment as % of total employees 15-64	12.1	8.3 b	8.4	6.3	4.4	3.9		6.8	5.1 b	4.4	3.9	3.4	3.4	
Share of employees (15-64) in temporary employment contracts	15.1	13.3 b	14.3	11.1	9.0	8.4		13.5	14.0 b	14.1	13.4	12.8	12.6	
Newly employed in %	10.2	11.2 b	13.2	11.1	10.6	9.5		13.1	13.8 b	15.2	14.9	14.0	13.4	
Rate of long-term unemployment (as % active population) - total	2.1	2.7	2.4	2.1	1.8	1.8		2.4	2.8	2.4	2.1	1.9	1.9	
At-risk-of-poverty rate of unemployed	45.3	46.6	42.6	45.2 b	40.5 b	42.1		47.3	45.1	46.1	46.9	48.8	49.3	
Inactivity and part-time work due to personal and family responsibilities - total	0.7	0.6	0.7	0.7	0.5	0.5		3.4	3.3	3.3	3.3	3.3	3.4	
Part-time employment, Percentage of total employment (total)	4.5	4.7	4.7	3.7	3.0	3.0		17.8	17.6	17.5	17.7	17.7	17.7	
Job vacancy rate (average over 3 years)	1.4	1.4	1.4	1.6	1.6	1.6		2.1	2.2	2.4	2.7	2.7	2.4	
Employment gender gap (aged 20-64)	11.2	10.4	9.4	7.7	5.9	5.0		11.0	10.9	10.6	10.2	10.0	9.6	
Gender pay gap	8.7	7.3	7.7	7.4 p	6.6 p			12.7	12.3	12.2	11.7 p	11.1 p		
Share of adult population (aged 25-64) with upper secondary or tertiary education - total	86.5	87.4 b	88.2	89.2	90.3	90.6		79.0	79.1 b	79.4	79.8	80.5	81.2	
Participation rate in education and training over the previous 12 months (age bracket 25-64), excluding guided on-the-job training (GOJT)			23.3				55			39.5				60
Early leavers from education and training (aged 18-24) - total	2.2 u	2.4 bu	2.1 u	2.0 u	2.0 u	2.1 u		10.0	9.7 b	9.6	9.6	9.4	9.1	
Completion of tertiary or equivalent education (aged 30-34) - total	34.8	34.2 b	34.7	39.1	40.7	45.0		41.2	42.0 b	42.8	43.8	44.7	45.7	
Labour productivity per person employed	75.9	80.6	81.2	86.9	82.9 p	82.5 p		100.0	100.0	100.0	100.0	100.0	100.0	
Labour productivity per hour worked	58.8	65.1	66.5	70.9	68.3 p	68.0 p		100.0	100.0	100.0	100.0	100.0	100.0	
Nominal unit labour cost growth	8.8	-4.1	6.6	11.3	10.8 p	8.9 p		4.3	-0.2	3.4	6.8	5.0	3.3	
Real unit labour cost growth	7.9	-6.1	-1.3	-1.4	6.0	3.8		2.4	-2.6	-2.0	0.6	1.6	0.5	

4. Key employment challenges Croatia, May 2026

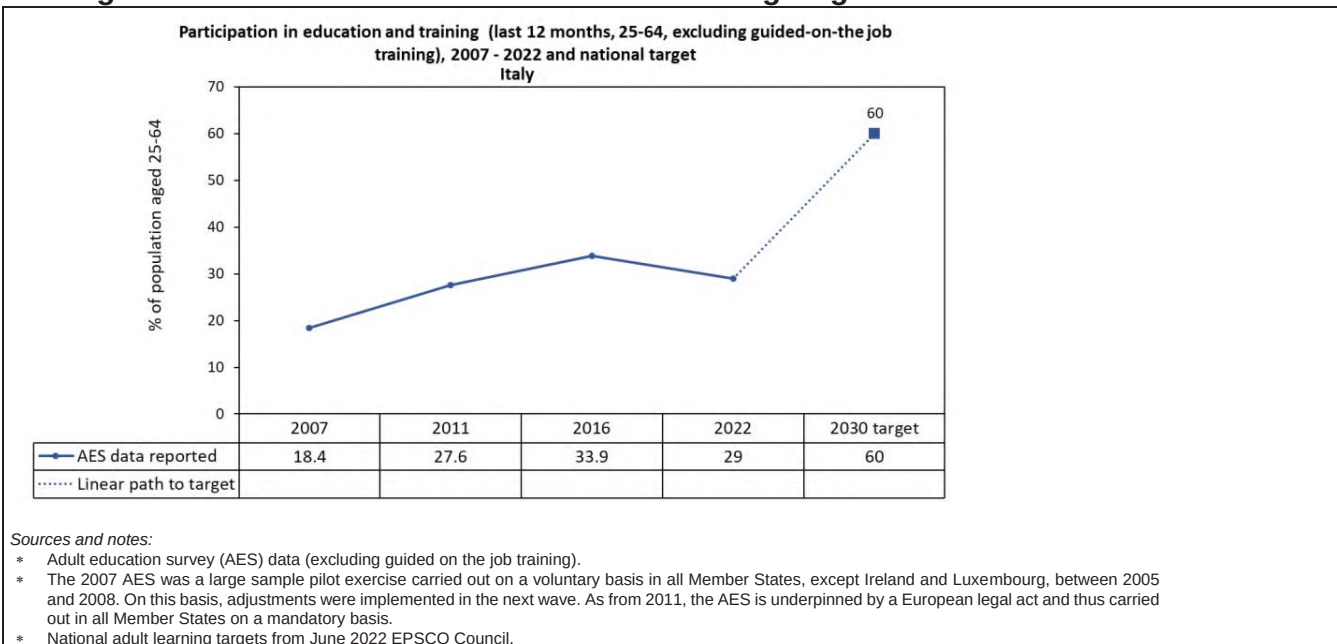
Employment policy area	Key Employment Challenge	Particularly good labour market outcome
1. Increase labour market participation	The employment rates for older population (55-64) and the low-skilled are significantly below the EU averages <i>Low labour market participation of persons with disabilities</i>	
2. Enhancing labour market functioning; combating segmentation	The share of the newly employed (of employment 15+) is below the EU average and significantly decreasing	Share of employees (15-64) in temporary employment contracts, (% of employees 15-64) is below the EU average and decreased significantly
3. Active labour market policies		
4. Adequate and employment oriented social security systems		
5. Work-life balance		The employment impact of parenthood 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 significantly
8. Improving skills supply and productivity, effective life-long learning	<i>Low provision of labour market relevant skills</i>	Share of population aged 20-24 having completed at least upper secondary education (20-24) is very high.
9. Improving education and training systems	<i>Shortages of ECEC and STEM teachers and low attractiveness of the ECEC teaching profession, with many secondary education teachers planning to leave the 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	2020	2021	2022	2023	2024	2025	2030	2020	2021	2022	2023	2024	2025	2030
Employment rate of population aged 20-64 - total	61.9	62.7	64.8	66.3	67.1	67.6	73	71.7	73.1	74.6	75.3	75.8	76.1	78
Employment rate of population aged 20-64 - women	52.1	53.2	55.0	56.5	57.4	58.0		66.2	67.6	69.3	70.2	70.8	71.3	
Employment rate of population aged 20-64 - men	71.8	72.4	74.7	76.0	76.8	77.1		77.2	78.5	79.9	80.4	80.8	80.9	
Employment rate of young people aged 20-29 - total	42.4	44.4 b	48.2	49.4	49.2	47.6		61.3	62.8 b	65.1	65.9	65.9	65.6	
Employment rate of population aged 30-54 - total	71.9	72.2 b	74.1	75.5	76.3	76.8		80.8	81.4 b	82.6	83.0	83.4	83.6	
Employment rate of older population aged 55-64 - total	53.4	53.4	55.0	57.3	59.0	61.2		59.0	60.4	62.3	63.9	65.2	66.4	
Employment rate of low-skilled population aged 20-64 - total	50.5	50.8	52.8	53.6	54.5	55.6		54.0	55.0	57.0	58.1	58.5	58.2	
Employment rate of non-EU nationals (20-64) - total	59.8	60.3 b	62.9	64.2	65.2	65.5		57.5	59.1 b	61.9	63.2	64.3	65.2	
Overall employment growth	-3.2	0.6	2.6	1.9	1.4	0.4		-1.9	1.5	2.3	1.1	0.9	0.4	
Unemployment rate in age group 15-74 - total	9.3	9.5	8.1	7.7	6.5	6.1		7.2	7.1	6.2	6.1	5.9	6.0	
NEET rate for population aged 15-29 - total	23.5	23.1	19.0	16.1	15.2	13.3		14.0	13.1	11.7	11.2	11.1	11.0	
Unemployment rate in age group 15-24 - total	29.8	29.7	23.7	22.7	20.3	20.6		17.6	16.7	14.6	14.6	14.9	15.2	
Involuntary temporary employment as % of total employees 15-64	12.0	8.4 b	8.6	8.3	7.7	7.5		6.8	5.1 b	4.4	3.9	3.4	3.4	
Share of employees (15-64) in temporary employment contracts	15.1	16.6 b	16.9	16.1	14.8	13.6		13.5	14.0 b	14.1	13.4	12.8	12.6	
Newly employed in %	10.6	11.6 b	12.7	12.1	10.0	7.6		13.1	13.8 b	15.2	14.9	14.0	13.4	
Rate of long-term unemployment (as % active population) - total	5.1	5.4	4.6	4.2	3.3	3.1		2.4	2.8	2.4	2.1	1.9	1.9	
At-risk-of-poverty rate of unemployed	49.4	44.9	48.5	46.3	49.4	44.6		47.3	45.1	46.1	46.9	48.8	49.3	
Inactivity and part-time work due to personal and family responsibilities - total	2.4	2.2	2.3	2.2	2.0	1.8		3.4	3.3	3.3	3.3	3.3	3.4	
Part-time employment, Percentage of total employment (total)	18.3	18.2	17.9	17.6	16.8	15.5		17.8	17.6	17.5	17.7	17.7	17.7	
Job vacancy rate (average over 3 years)	1.0	1.1	1.4	1.7	1.8	1.7		2.1	2.2	2.4	2.7	2.7	2.4	
Employment gender gap (aged 20-64)	19.7	19.2	19.7	19.5	19.4	19.1		11.0	10.9	10.6	10.2	10.0	9.6	
Gender pay gap	4.0	4.7	3.8	2.2 p	5.3 p			12.7	12.3	12.2	11.7 p	11.1 p		
Share of adult population (aged 25-64) with upper secondary or tertiary education - total	62.6	62.7 b	63.0	65.5	66.7	67.0		79.0	79.1 b	79.4	79.8	80.5	81.2	
Participation rate in education and training over the previous 12 months (age bracket 25-64), excluding guided on-the-job training (GOJT)			29.0 b				60			39.5				60
Early leavers from education and training (aged 18-24) - total	14.2	12.7 b	11.5	10.5	9.8	8.2		10.0	9.7 b	9.6	9.6	9.4	9.1	
Completion of tertiary or equivalent education (aged 30-34) - total	27.8	26.8 b	27.4	29.2	30.7	30.4		41.2	42.0 b	42.8	43.8	44.7	45.7	
Labour productivity per person employed	103.6	106.6	108.5	107.6	105.7	102.8		100.0	100.0	100.0	100.0	100.0	100.0	
Labour productivity per hour worked	104.8	102.8	103.2	101.2	99.1	96.1		100.0	100.0	100.0	100.0	100.0	100.0	
Nominal unit labour cost growth	3.2	-1.0	0.9	3.8	4.4	3.5		4.3	-0.2	3.4	6.8	5.0	3.3	
Real unit labour cost growth	1.6	-2.3	-2.5	-2.3	2.4	1.5		2.4	-2.6	-2.0	0.6	1.6	0.5	

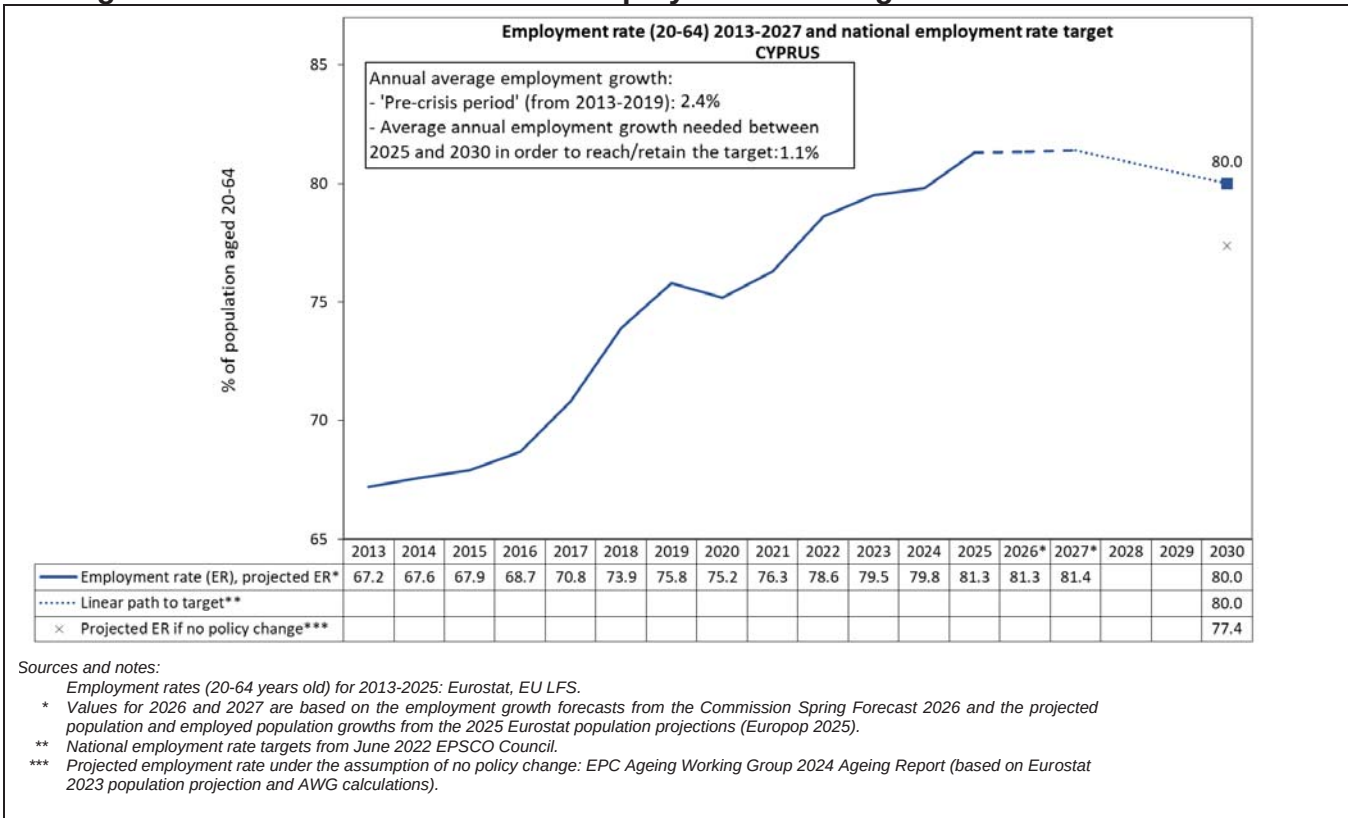
4. Key employment challenges Italy, May 2026

Employment policy area	Key Employment Challenge	Particularly good labour market outcome
1. Increase labour market participation	The employment rate (20-64) is increasing but remains lower than the EU average, and is significantly lower than the EU averages for women and young people (20-29) The NEET rate (15-29) is above the EU average but improving significantly <i>Second-generation migrants, i.e. people born in Italy with both parents born abroad, are markedly less included in the labour market</i>	
2. Enhancing labour market functioning; combating segmentation	Involuntary temporary employment is very high, notably among men and young people, and the transition rate from temporary to permanent employment is lower than the EU average, though showing some positive development The share of newly employed is very low and decreasing significantly, particularly among young people The share of long-term unemployed in total unemployment is significantly higher than the EU average <i>Labour market indicators show wide regional disparities. Undeclared work increased in 2023, and labour exploitation is regularly reported in some sectors</i>	
3. Active labour market policies		The number of participants in regular activation measures is high and increasing
4. Adequate and employment oriented social security systems		
5. Work-life balance		
6. Exploiting job creation possibilities		
7. Gender equality	The gender employment gap (20-64) is significantly wider than the EU average, in particular for women aged 30-54	
8. Improving skills supply and productivity, effective life-long learning	The tertiary educational attainment rate is significantly lower than the EU average <i>Italian adults have low levels of basic skills and underperform compared with their European peers. 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>	
9. Improving education and training systems		The share of early leavers from education and training is below the EU average and decreasing

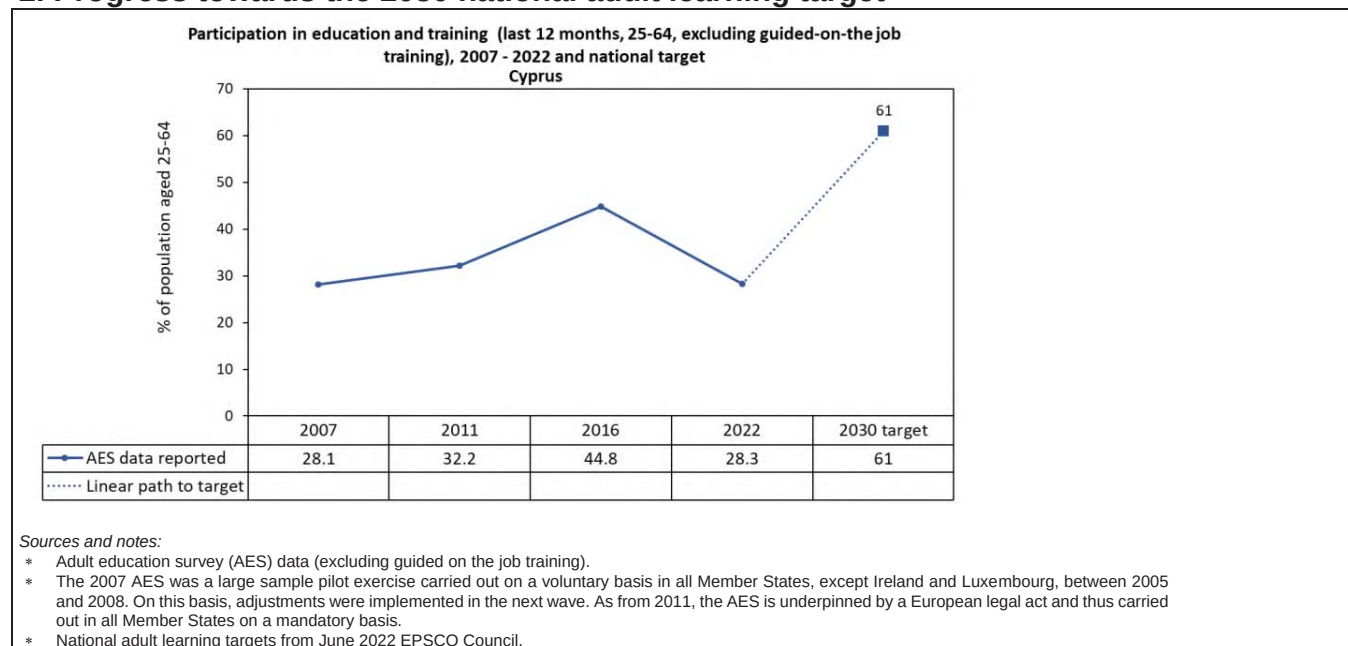
10. Wage setting mechanisms and labour cost developments	<i>Wages remain structurally low due to productivity trends and struggle to keep pace with inflation, with contract renewals also being frequently delayed</i>	
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Cyprus

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

	Cyprus						National Targets	EU27						EU Targets
Description	2020	2021	2022	2023	2024	2025	2030	2020	2021	2022	2023	2024	2025	2030
Employment rate of population aged 20-64 - total	75.2	76.3	78.6	79.5	79.8	81.3	80	71.7	73.1	74.6	75.3	75.8	76.1	78
Employment rate of population aged 20-64 - women	69.5	70.8	73.4	75.2	75.0	76.3		66.2	67.6	69.3	70.2	70.8	71.3	
Employment rate of population aged 20-64 - men	81.1	82.3	84.3	84.2	85.0	86.4		77.2	78.5	79.9	80.4	80.8	80.9	
Employment rate of young people aged 20-29 - total	68.0	69.8 b	71.2	71.5	70.8	72.3		61.3	62.8 b	65.1	65.9	65.9	65.6	
Employment rate of population aged 30-54 - total	82.5	83.1 b	85.5	86.2	85.8	87.1		80.8	81.4 b	82.6	83.0	83.4	83.6	
Employment rate of older population aged 55-64 - total	60.4	62.2	64.9	67.0	70.4	71.0		59.0	60.4	62.3	63.9	65.2	66.4	
Employment rate of low-skilled population aged 20-64 - total	63.9	64.8	66.8	66.5	69.0	71.9		54.0	55.0	57.0	58.1	58.5	58.2	
Employment rate of non-EU nationals (20-64) - total	69.1	73.1 b	72.6	74.6	73.3	74.8		57.5	59.1 b	61.9	63.2	64.3	65.2	
Overall employment growth	1.2	2.9	4.9	3.1	1.7	3.0		-1.9	1.5	2.3	1.1	0.9	0.4	
Unemployment rate in age group 15-74 - total	7.6	7.2	6.3	5.8	4.9	4.4		7.2	7.1	6.2	6.1	5.9	6.0	
NEET rate for population aged 15-29 - total	15.2	15.0	14.4	13.9	12.9	10.6		14.0	13.1	11.7	11.2	11.1	11.0	
Unemployment rate in age group 15-24 - total	17.6	17.3	18.1	16.6	13.0	13.5		17.6	16.7	14.6	14.6	14.9	15.2	
Involuntary temporary employment as % of total employees 15-64	13.0	11.6 b	10.2	12.2	12.7	13.1		6.8	5.1 b	4.4	3.9	3.4	3.4	
Share of employees (15-64) in temporary employment contracts	13.6	13.2 b	12.0	13.7	14.1	14.6		13.5	14.0 b	14.1	13.4	12.8	12.6	
Newly employed in %	17.5	17.4 b	17.8	18.0	17.7	16.6		13.1	13.8 b	15.2	14.9	14.0	13.4	
Rate of long-term unemployment (as % active population) - total	2.2	2.5	2.1	1.8	1.3	0.9		2.4	2.8	2.4	2.1	1.9	1.9	
At-risk-of-poverty rate of unemployed	39.3	36.6	34.6	35.3	33.2	31.6		47.3	45.1	46.1	46.9	48.8	49.3	
Inactivity and part-time work due to personal and family responsibilities - total	1.1	1.4	1.4	1.1	1.2	1.0		3.4	3.3	3.3	3.3	3.3	3.4	
Part-time employment, Percentage of total employment (total)	9.9	10.3	9.5	8.3	7.9	7.7		17.8	17.6	17.5	17.7	17.7	17.7	
Job vacancy rate (average over 3 years)	1.6	1.9	2.1	2.6	2.8	3.0		2.1	2.2	2.4	2.7	2.7	2.4	
Employment gender gap (aged 20-64)	11.6	11.5	10.9	9.0	10.0	10.1		11.0	10.9	10.6	10.2	10.0	9.6	
Gender pay gap	9.9	11.0	11.9	12.0 p	11.8 p			12.7	12.3	12.2	11.7 p	11.1 p		
Share of adult population (aged 25-64) with upper secondary or tertiary education - total	83.0	84.5 b	85.2	86.2	86.1	86.9		79.0	79.1 b	79.4	79.8	80.5	81.2	
Participation rate in education and training over the previous 12 months (age bracket 25-64), excluding guided on-the-job training (GOJT)			28.3				61			39.5				60
Early leavers from education and training (aged 18-24) - total	11.6	9.8 b	8.2	10.4	11.3	9.8		10.0	9.7 b	9.6	9.6	9.4	9.1	
Completion of tertiary or equivalent education (aged 30-34) - total	60.5	62.1 b	62.6	65.3	64.4	65.4		41.2	42.0 b	42.8	43.8	44.7	45.7	
Labour productivity per person employed	83.6	85.9	89.3	91.0	92.2 p	91.9 p		100.0	100.0	100.0	100.0	100.0	100.0	
Labour productivity per hour worked	74.2	75.3	78.2	79.7	80.7 p	79.6 p		100.0	100.0	100.0	100.0	100.0	100.0	
Nominal unit labour cost growth	3.5	-3.4	2.7	8.6	1.6 p	2.1 p		4.3	-0.2	3.4	6.8	5.0	3.3	
Real unit labour cost growth	4.8	-6.2	-3.3	2.9	-1.4	0.0		2.4	-2.6	-2.0	0.6	1.6	0.5	

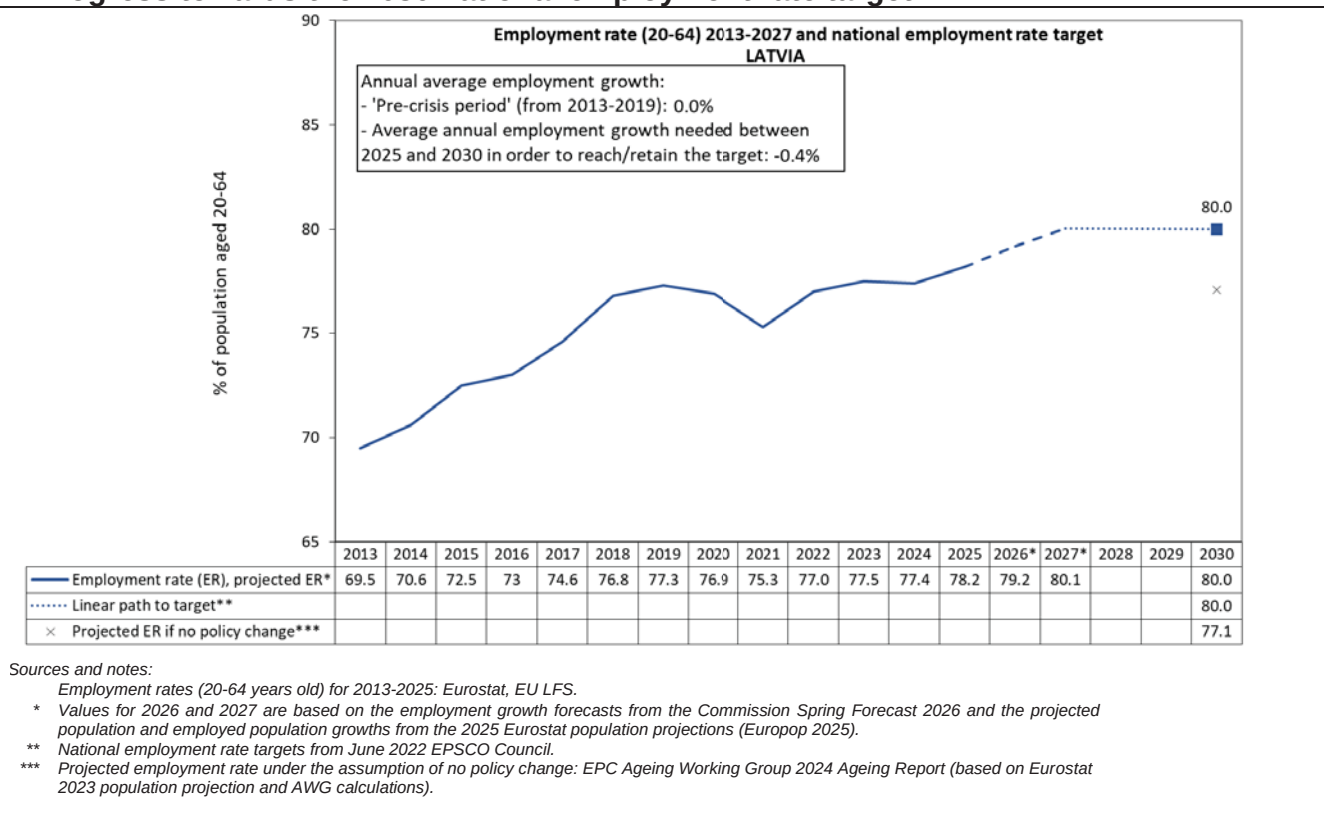
4. Key employment challenges Cyprus, May 2026

Employment policy area	Key Employment Challenge	Particularly good labour market outcome
1. Increase labour market participation	The duration of men's working life is long but strongly decreasing	The employment rate overall and for low-skilled people are significantly better than the EU average
2. Enhancing labour market functioning; combating segmentation	The share of involuntary temporary employees among all employees (15-29, 30-54; 15-64, men and women) continues to be significantly higher than the EU average and further deteriorating, while their share among employees on temporary contracts (15-64) is significantly above the EU average	
3. Active labour market policies	<i>The effectiveness of targeting and the outreach capacity to vulnerable groups are low, resulting in limited coverage of active labour market policies and the Public Employment Service overall</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 over the past three years is above the EU average
7. Gender equality	The employment impact of parenthood for women (20-49) is increasing. The share of employees involuntarily on fixed-term or part-time contracts is significantly above the EU average and shows significant negative development for women <i>Gender inequalities in the labour market persist</i>	
8. Improving skills supply and productivity, effective life-long learning	<i>The labour market relevance of workers' skills is limited</i>	
9. Improving education and training systems	The share of early leavers from education and training among young people (18-24) is strongly increasing The difference in the employment rate for people with low and medium education attainment (20-64) is large	

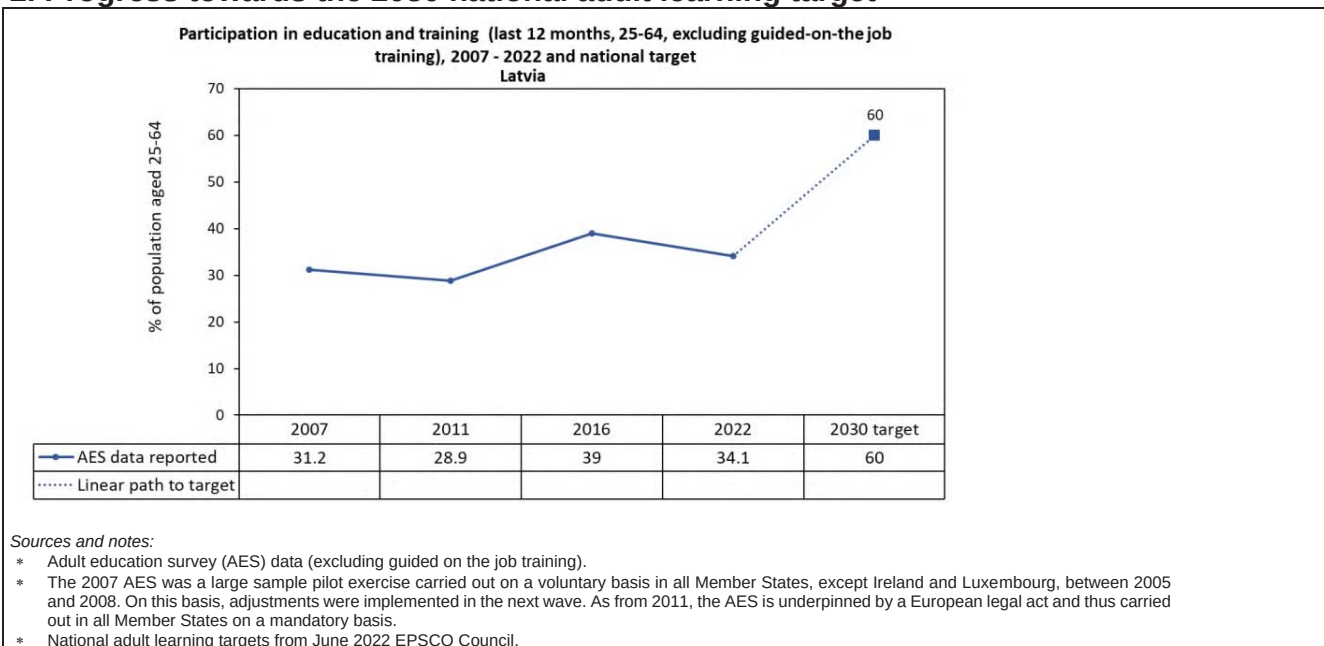
10. Wage setting mechanisms and labour cost developments	<i>The coverage of collective bargaining is low</i>	Labour productivity growth is higher than the EU average
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Latvia

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

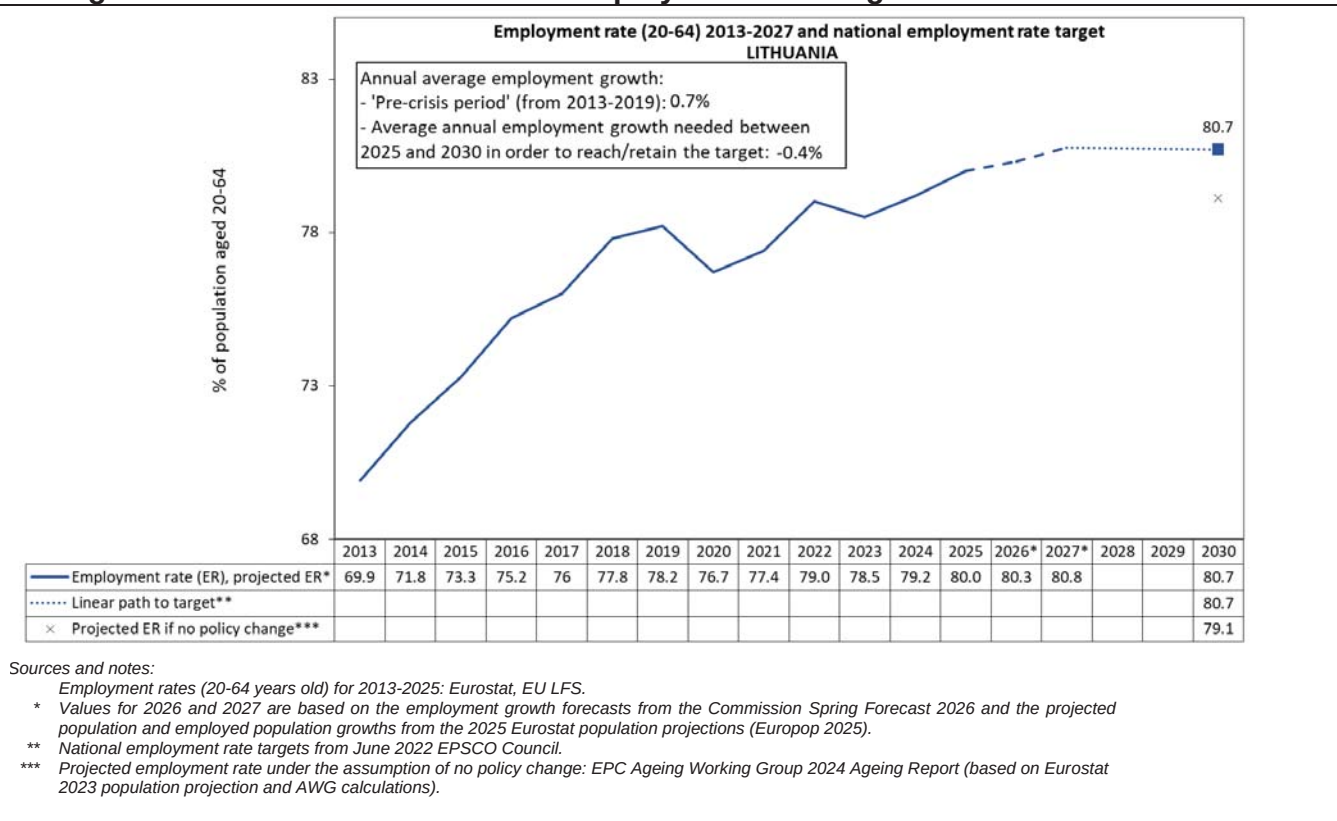
	Latvia						National Targets	EU27						EU Targets
Description	2020	2021	2022	2023	2024	2025	2030	2020	2021	2022	2023	2024	2025	2030
Employment rate of population aged 20-64 - total	76.9	75.3	77.0	77.5	77.4	78.2	80	71.7	73.1	74.6	75.3	75.8	76.1	78
Employment rate of population aged 20-64 - women	75.1	72.9	75.5	76.0	75.8	77.3		66.2	67.6	69.3	70.2	70.8	71.3	
Employment rate of population aged 20-64 - men	78.8	77.7	78.6	79.1	79.1	79.2		77.2	78.5	79.9	80.4	80.8	80.9	
Employment rate of young people aged 20-29 - total	68.0	66.6 b	68.7	69.5	68.8	69.5		61.3	62.8 b	65.1	65.9	65.9	65.6	
Employment rate of population aged 30-54 - total	83.2	80.8 b	82.2	82.3	81.9	82.4		80.8	81.4 b	82.6	83.0	83.4	83.6	
Employment rate of older population aged 55-64 - total	68.4	67.8	69.5	70.9	71.9	73.6		59.0	60.4	62.3	63.9	65.2	66.4	
Employment rate of low-skilled population aged 20-64 - total	58.7	56.7	58.7	60.3	58.0	58.8		54.0	55.0	57.0	58.1	58.5	58.2	
Employment rate of non-EU nationals (20-64) - total	70.0	66.6 b	69.4	72.0	70.6	70.1		57.5	59.1 b	61.9	63.2	64.3	65.2	
Overall employment growth	-2.3	-3.3	2.2	-0.8	-1.0	0.2		-1.9	1.5	2.3	1.1	0.9	0.4	
Unemployment rate in age group 15-74 - total	8.1	7.6	6.9	6.5	6.9	6.9		7.2	7.1	6.2	6.1	5.9	6.0	
NEET rate for population aged 15-29 - total	11.9	12.1	11.3	10.0	10.7	11.0		14.0	13.1	11.7	11.2	11.1	11.0	
Unemployment rate in age group 15-24 - total	14.9	14.8	15.3	12.3	13.6	14.8		17.6	16.7	14.6	14.6	14.9	15.2	
Involuntary temporary employment as % of total employees 15-64	1.6	0.9 bu						6.8	5.1 b	4.4	3.9	3.4	3.4	
Share of employees (15-64) in temporary employment contracts	2.8	2.8 b	2.7	2.6	2.3	2.6		13.5	14.0 b	14.1	13.4	12.8	12.6	
Newly employed in %	14.4	13.5 b	12.4	12.0	11.3	12.7		13.1	13.8 b	15.2	14.9	14.0	13.4	
Rate of long-term unemployment (as % active population) - total	2.4	2.3	2.0	1.8	2.2	2.3		2.4	2.8	2.4	2.1	1.9	1.9	
At-risk-of-poverty rate of unemployed	51.7	46.8	56.6	53.9	57.6	56.5		47.3	45.1	46.1	46.9	48.8	49.3	
Inactivity and part-time work due to personal and family responsibilities - total	1.1	0.6 b	0.7 b	0.5 a	0.6 b	0.5 b		3.4	3.3	3.3	3.3	3.3	3.4	
Part-time employment, Percentage of total employment (total)	7.6	7.8	6.6	6.8	7.0	7.8		17.8	17.6	17.5	17.7	17.7	17.7	
Job vacancy rate (average over 3 years)	2.6	2.7	2.6	2.8	2.7	2.5		2.1	2.2	2.4	2.7	2.7	2.4	
Employment gender gap (aged 20-64)	3.7	4.8	3.1	3.1	3.3	1.9		11.0	10.9	10.6	10.2	10.0	9.6	
Gender pay gap	23.2	15.9	18.9	16.4 p	13.9 p			12.7	12.3	12.2	11.7 p	11.1 p		
Share of adult population (aged 25-64) with upper secondary or tertiary education - total	91.7	92.2 b	91.8	91.1	90.9	91.3		79.0	79.1 b	79.4	79.8	80.5	81.2	
Participation rate in education and training over the previous 12 months (age bracket 25-64), excluding guided on-the-job training (GOJT)			34.1				60			39.5				60
Early leavers from education and training (aged 18-24) - total	7.2	7.3 b	6.7	7.7	7.9	8.8		10.0	9.7 b	9.6	9.6	9.4	9.1	
Completion of tertiary or equivalent education (aged 30-34) - total	49.2	47.7 b	45.7	47.4	44.3	48.3		41.2	42.0 b	42.8	43.8	44.7	45.7	
Labour productivity per person employed	66.2	69.8	69.0	68.9	68.8	70.4		100.0	100.0	100.0	100.0	100.0	100.0	
Labour productivity per hour worked	56.4	60.9	59.6	60.4	60.1	62.2		100.0	100.0	100.0	100.0	100.0	100.0	
Nominal unit labour cost growth	5.7	-0.7	11.2	8.7	8.9	5.5		4.3	-0.2	3.4	6.8	5.0	3.3	
Real unit labour cost growth	3.2	-3.9	1.4	-1.8	6.7	1.0		2.4	-2.6	-2.0	0.6	1.6	0.5	

4. Key employment challenges Latvia, May 2026

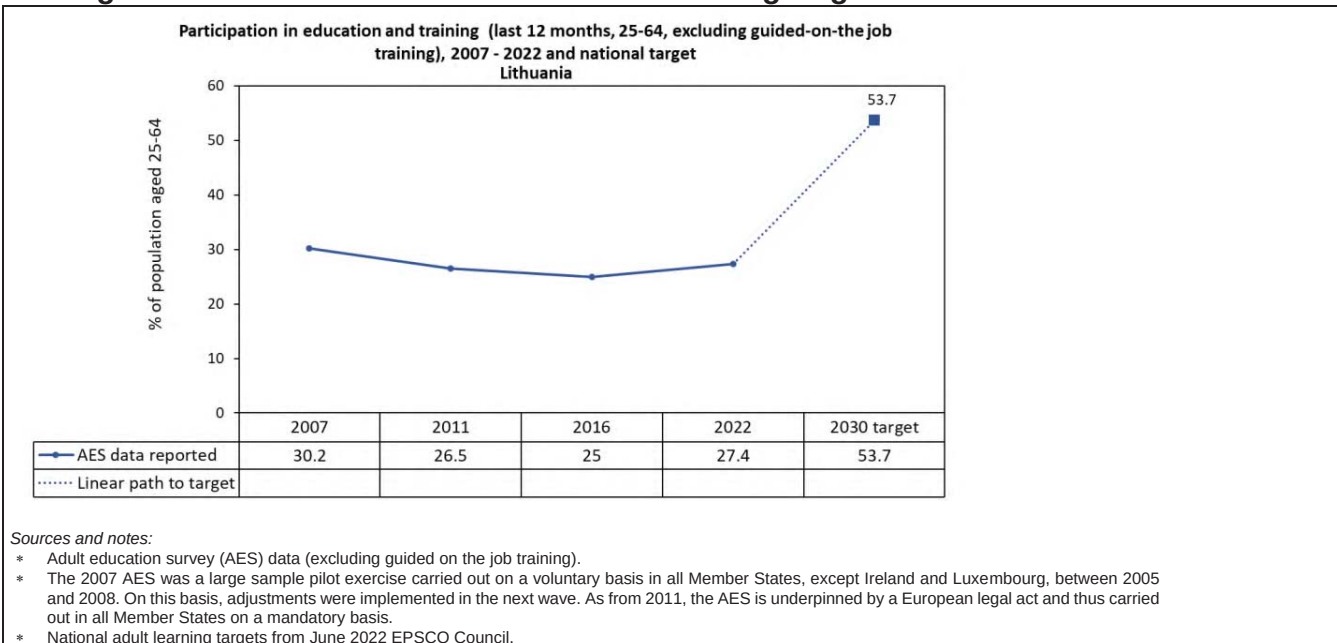
Employment policy area	Key Employment Challenge	Particularly good labour market outcome
1. Increase labour market participation	<i>Significant regional disparities in employment, with high unemployment in the region of Latgale</i>	
2. Enhancing labour market functioning; combating segmentation		The share of the newly self-employed is better than the EU average and strongly increasing
3. Active labour market policies	The rate of long-term unemployment (as a % of the active population) is increasing. <i>Limited activation intensity and labour market integration of vulnerable groups</i>	
4. Adequate and employment oriented social security systems		
5. Work-life balance		Inactivity due to personal and family responsibilities is below the EU average and improving The percentage of children cared for (age 3 to mandatory school age) is higher than the EU average and further improving.
6. Exploiting job creation possibilities		
7. Gender equality	The transition by pay level for men is lower than the EU average and decreasing	The gender employment gap (30-54) is significantly lower than the EU average and further decreasing.
8. Improving skills supply and productivity, effective life-long learning	<i>Skills mismatches and labour shortages</i>	
9. Improving education and training systems	The share of early school leavers (aged 18-24) is around the EU average but strongly increasing.	
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

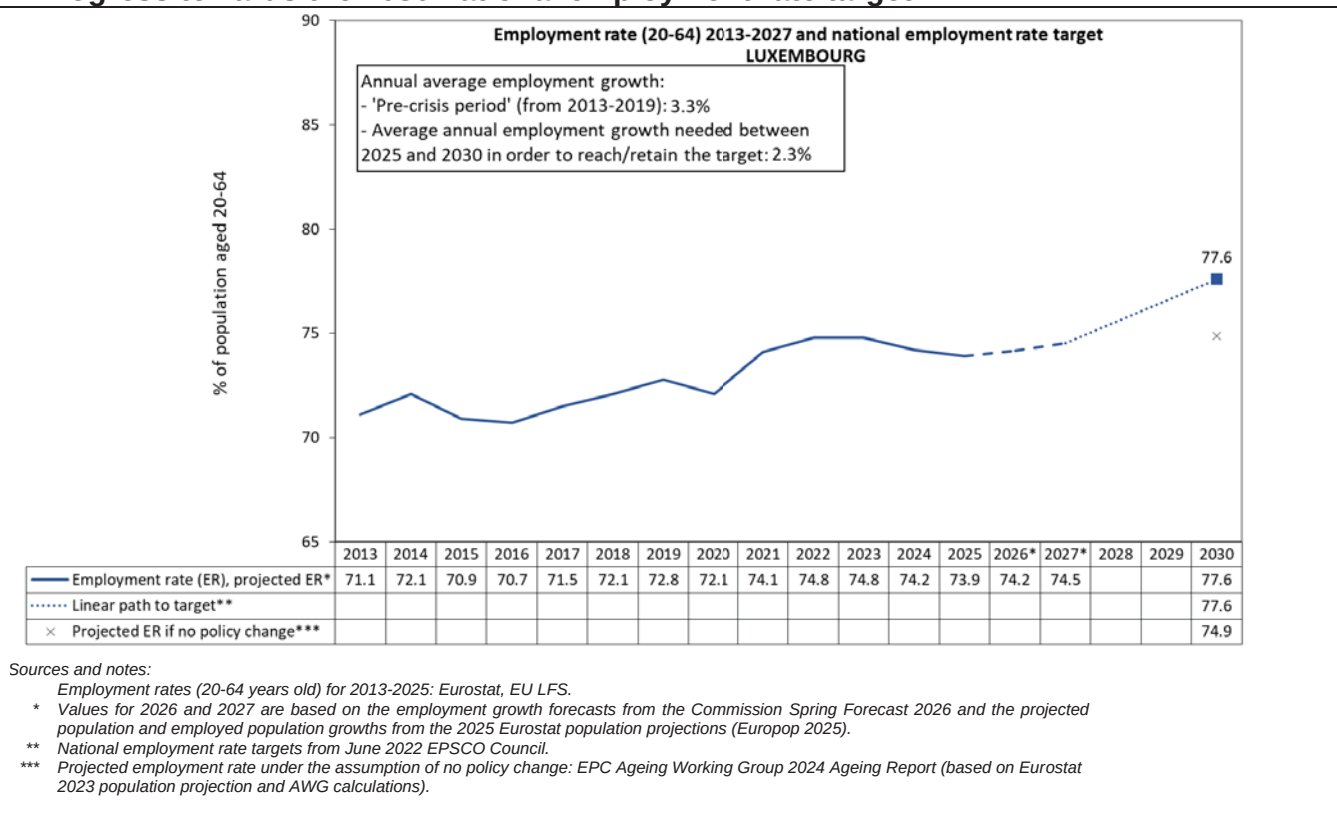
	Lithuania						National Targets	EU27						EU Targets
Description	2020	2021	2022	2023	2024	2025	2030	2020	2021	2022	2023	2024	2025	2030
Employment rate of population aged 20-64 - total	76.7	77.4	79.0	78.5	79.2	80.0	80.7	71.7	73.1	74.6	75.3	75.8	76.1	78
Employment rate of population aged 20-64 - women	75.8	76.7	78.6	77.7	78.5	80.3		66.2	67.6	69.3	70.2	70.8	71.3	
Employment rate of population aged 20-64 - men	77.5	78.1	79.4	79.2	79.9	79.7		77.2	78.5	79.9	80.4	80.8	80.9	
Employment rate of young people aged 20-29 - total	65.0	67.0 b	70.8	69.5	70.0	71.4		61.3	62.8 b	65.1	65.9	65.9	65.6	
Employment rate of population aged 30-54 - total	84.3	84.6 b	85.2	84.7	85.6	86.0		80.8	81.4 b	82.6	83.0	83.4	83.6	
Employment rate of older population aged 55-64 - total	67.6	68.0	69.8	69.1	69.1	69.9		59.0	60.4	62.3	63.9	65.2	66.4	
Employment rate of low-skilled population aged 20-64 - total	48.2	51.5	49.0	50.2	53.1	50.7		54.0	55.0	57.0	58.1	58.5	58.2	
Employment rate of non-EU nationals (20-64) - total	80.0	71.6 b	77.4	79.7	76.2	80.0		57.5	59.1 b	61.9	63.2	64.3	65.2	
Overall employment growth	-2.0	0.9	3.4	1.0	1.2	0.3		-1.9	1.5	2.3	1.1	0.9	0.4	
Unemployment rate in age group 15-74 - total	8.5	7.1	6.0	6.9	7.1	6.9		7.2	7.1	6.2	6.1	5.9	6.0	
NEET rate for population aged 15-29 - total	13.0	12.7	10.7	13.5	14.7	12.4		14.0	13.1	11.7	11.2	11.1	11.0	
Unemployment rate in age group 15-24 - total	19.6	14.3	11.9	13.8	16.2	14.1		17.6	16.7	14.6	14.6	14.9	15.2	
Involuntary temporary employment as % of total employees 15-64	0.7	0.5 b	0.4	0.5	0.3	0.3 u		6.8	5.1 b	4.4	3.9	3.4	3.4	
Share of employees (15-64) in temporary employment contracts	1.2	1.9 b	1.9	1.9	1.6	1.8		13.5	14.0 b	14.1	13.4	12.8	12.6	
Newly employed in %	19.8	10.8 b	14.1	12.5	13.2	13.3		13.1	13.8 b	15.2	14.9	14.0	13.4	
Rate of long-term unemployment (as % active population) - total	2.5	2.6	2.3	2.3	2.3	2.5		2.4	2.8	2.4	2.1	1.9	1.9	
At-risk-of-poverty rate of unemployed	56.4	50.4	51.0	59.5	59.5 p	62.0 p		47.3	45.1	46.1	46.9	48.8	49.3	
Inactivity and part-time work due to personal and family responsibilities - total	0.2 b	0.3	0.3	0.4	0.3	0.2		3.4	3.3	3.3	3.3	3.3	3.4	
Part-time employment, Percentage of total employment (total)	6.1	6.0	5.7	5.9	6.1	5.5		17.8	17.6	17.5	17.7	17.7	17.7	
Job vacancy rate (average over 3 years)	1.4	1.5	1.7	1.9	2.0	2.1		2.1	2.2	2.4	2.7	2.7	2.4	
Employment gender gap (aged 20-64)	1.7	1.4	0.8	1.5	1.4	-0.6		11.0	10.9	10.6	10.2	10.0	9.6	
Gender pay gap	12.3	10.9	10.5	11.5 p	10.0 p			12.7	12.3	12.2	11.7 p	11.1 p		
Share of adult population (aged 25-64) with upper secondary or tertiary education - total	95.4	94.9 b	94.6	94.4	94.4	95.8		79.0	79.1 b	79.4	79.8	80.5	81.2	
Participation rate in education and training over the previous 12 months (age bracket 25-64), excluding guided on-the-job training (GOJT)			27.4				53.7			39.5				60
Early leavers from education and training (aged 18-24) - total	5.6	5.3 b	4.8	6.4	8.4	5.9		10.0	9.7 b	9.6	9.6	9.4	9.1	
Completion of tertiary or equivalent education (aged 30-34) - total	59.6	60.2 b	61.0	59.5	61.3	61.8		41.2	42.0 b	42.8	43.8	44.7	45.7	
Labour productivity per person employed	82.5	84.3	80.9	80.8	82.0	83.3		100.0	100.0	100.0	100.0	100.0	100.0	
Labour productivity per hour worked	70.0	73.3	70.7	70.0	70.2	70.6		100.0	100.0	100.0	100.0	100.0	100.0	
Nominal unit labour cost growth	4.9	6.4	14.3	12.9	5.6	6.1		4.3	-0.2	3.4	6.8	5.0	3.3	
Real unit labour cost growth	2.8	0.4	-1.0	2.6	2.3	1.6		2.4	-2.6	-2.0	0.6	1.6	0.5	

4. Key employment challenges Lithuania, May 2026

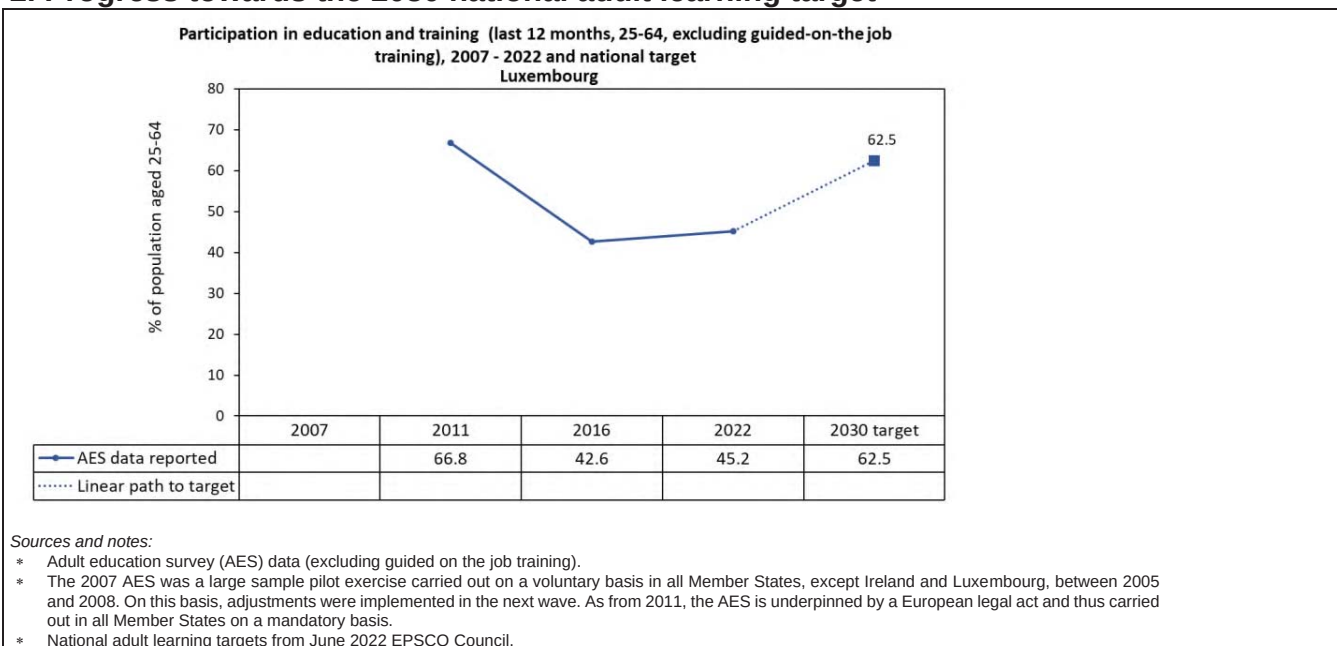
Employment policy area	Key Employment Challenge	Particularly good labour market outcome
1. Increase labour market participation	The NEET rate (15-29), including the share of inactive NEETs, is around the EU average but increased significantly <i>Significant regional disparities in employment, with high unemployment rates in the border regions, including those bordering Russia and Belarus</i> <i>Persons with disabilities face persistent barriers to labour market integration</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	The number of participants in regular activation measures and the ALMP expenditure (as % of GDP) remains below the EU average	
4. Adequate and employment oriented social security systems	The unemployment trap (tax rate on low-wage earners) is higher than the EU average	
5. Work-life balance		
6. Exploiting job creation possibilities		
7. Gender equality		The gender employment gap (20-64) is significantly better than the EU average and shows significant improvement for those aged 55-64
8. Improving skills supply and productivity, effective life-long learning	<i>Adverse demographic trends and a recent slowdown in labour migration risk exacerbating labour and skills shortages</i>	
9. Improving education and training systems		
10. Wage setting mechanisms and labour cost developments	<i>The coverage of collective bargaining remains 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

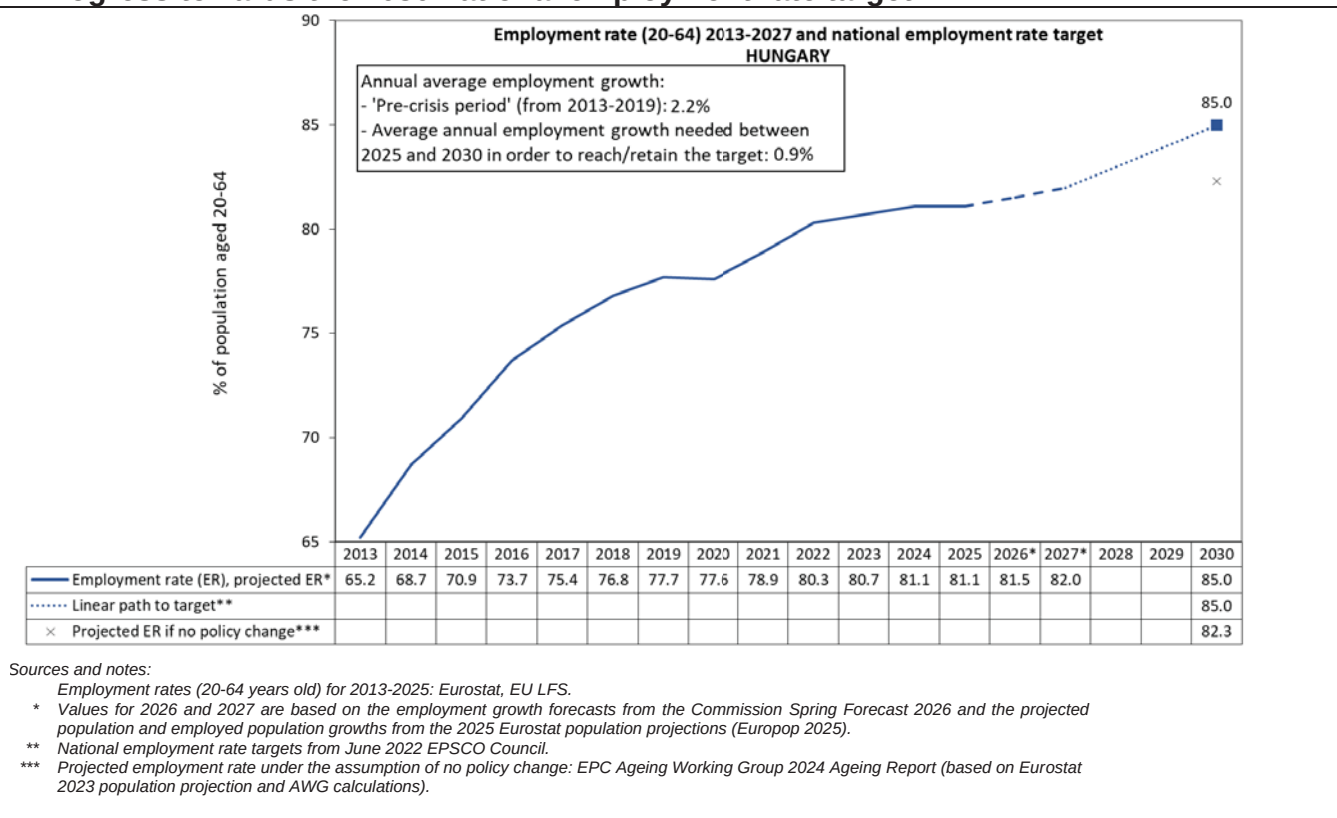
	Luxembourg						National Targets	EU27						EU Targets
Description	2020	2021	2022	2023	2024	2025	2030	2020	2021	2022	2023	2024	2025	2030
Employment rate of population aged 20-64 - total	72.1	74.1	74.8	74.8	74.2	73.9	77.6	71.7	73.1	74.6	75.3	75.8	76.1	78
Employment rate of population aged 20-64 - women	68.5	70.3	71.5	71.4	71.4	70.5		66.2	67.6	69.3	70.2	70.8	71.3	
Employment rate of population aged 20-64 - men	75.6	77.7	78.0	78.2	76.9	77.3		77.2	78.5	79.9	80.4	80.8	80.9	
Employment rate of young people aged 20-29 - total	62.2	65.6 b	63.9	66.0	63.7	61.1		61.3	62.8 b	65.1	65.9	65.9	65.6	
Employment rate of population aged 30-54 - total	84.7	86.1 b	87.7	87.3	86.0	86.5		80.8	81.4 b	82.6	83.0	83.4	83.6	
Employment rate of older population aged 55-64 - total	44.0	46.6	46.6	46.3	49.4	49.5		59.0	60.4	62.3	63.9	65.2	66.4	
Employment rate of low-skilled population aged 20-64 - total	56.9	59.6	61.1	62.0	54.7	54.7		54.0	55.0	57.0	58.1	58.5	58.2	
Employment rate of non-EU nationals (20-64) - total	63.5	66.4 b	72.2	69.7	67.4	68.7		57.5	59.1 b	61.9	63.2	64.3	65.2	
Overall employment growth	1.0	4.5	2.0	2.9	0.6	0.9		-1.9	1.5	2.3	1.1	0.9	0.4	
Unemployment rate in age group 15-74 - total	6.8	5.3	4.6	5.2	6.4	6.5		7.2	7.1	6.2	6.1	5.9	6.0	
NEET rate for population aged 15-29 - total	7.7	8.8	6.8	8.5	9.8	8.7		14.0	13.1	11.7	11.2	11.1	11.0	
Unemployment rate in age group 15-24 - total	23.2	16.9	17.6	18.8	21.6	18.6		17.6	16.7	14.6	14.6	14.9	15.2	
Involuntary temporary employment as % of total employees 15-64	4.9	0.9 b	1.0	1.0 u	1.5	1.8 u		6.8	5.1 b	4.4	3.9	3.4	3.4	
Share of employees (15-64) in temporary employment contracts	7.7	9.2 b	7.3	7.5	9.5	9.3		13.5	14.0 b	14.1	13.4	12.8	12.6	
Newly employed in %	12.9	12.7 b	13.7	13.3	14.4	14.0		13.1	13.8 b	15.2	14.9	14.0	13.4	
Rate of long-term unemployment (as % active population) - total	1.7	1.8	1.3	1.7	1.6	2.0		2.4	2.8	2.4	2.1	1.9	1.9	
At-risk-of-poverty rate of unemployed	52.7 b	42.4 b	39.4 b	39.9	33.6	27.0 b		47.3	45.1	46.1	46.9	48.8	49.3	
Inactivity and part-time work due to personal and family responsibilities - total	3.9	4.1	4.0	3.9	4.2	3.8		3.4	3.3	3.3	3.3	3.3	3.4	
Part-time employment, Percentage of total employment (total)	18.0	18.0	18.2	18.2	17.3	18.0		17.8	17.6	17.5	17.7	17.7	17.7	
Job vacancy rate (average over 3 years)	1.6	1.7	2.0	2.1	1.9	1.5		2.1	2.2	2.4	2.7	2.7	2.4	
Employment gender gap (aged 20-64)	7.1	7.4	6.5	6.8	5.5	6.8		11.0	10.9	10.6	10.2	10.0	9.6	
Gender pay gap	0.3	-0.2	-0.7	-0.9 p	-0.8 p			12.7	12.3	12.2	11.7 p	11.1 p		
Share of adult population (aged 25-64) with upper secondary or tertiary education - total	78.5	80.3 b	81.6	81.2	82.4	83.3		79.0	79.1 b	79.4	79.8	80.5	81.2	
Participation rate in education and training over the previous 12 months (age bracket 25-64), excluding guided on-the-job training (GOJT)			45.2				62.5			39.5				60
Early leavers from education and training (aged 18-24) - total	8.2	9.3 b	8.2	6.8 u	7.8 u			10.0	9.7 b	9.6	9.6	9.4	9.1	
Completion of tertiary or equivalent education (aged 30-34) - total	62.2	62.5 b	62.9	61.9	66.3	67.7		41.2	42.0 b	42.8	43.8	44.7	45.7	
Labour productivity per person employed	158.9	163.7	157.1	156.8	156.4	153.3 p		100.0	100.0	100.0	100.0	100.0	100.0	
Labour productivity per hour worked	175.4	176.8	171.7	172.0	171.5	168.5 p		100.0	100.0	100.0	100.0	100.0	100.0	
Nominal unit labour cost growth	3.4	1.3	9.1	9.5	4.1	4.9 p		4.3	-0.2	3.4	6.8	5.0	3.3	
Real unit labour cost growth	-0.4	-4.3	2.7	2.4	-0.4	1.1		2.4	-2.6	-2.0	0.6	1.6	0.5	

4. Key employment challenges Luxembourg, May 2026

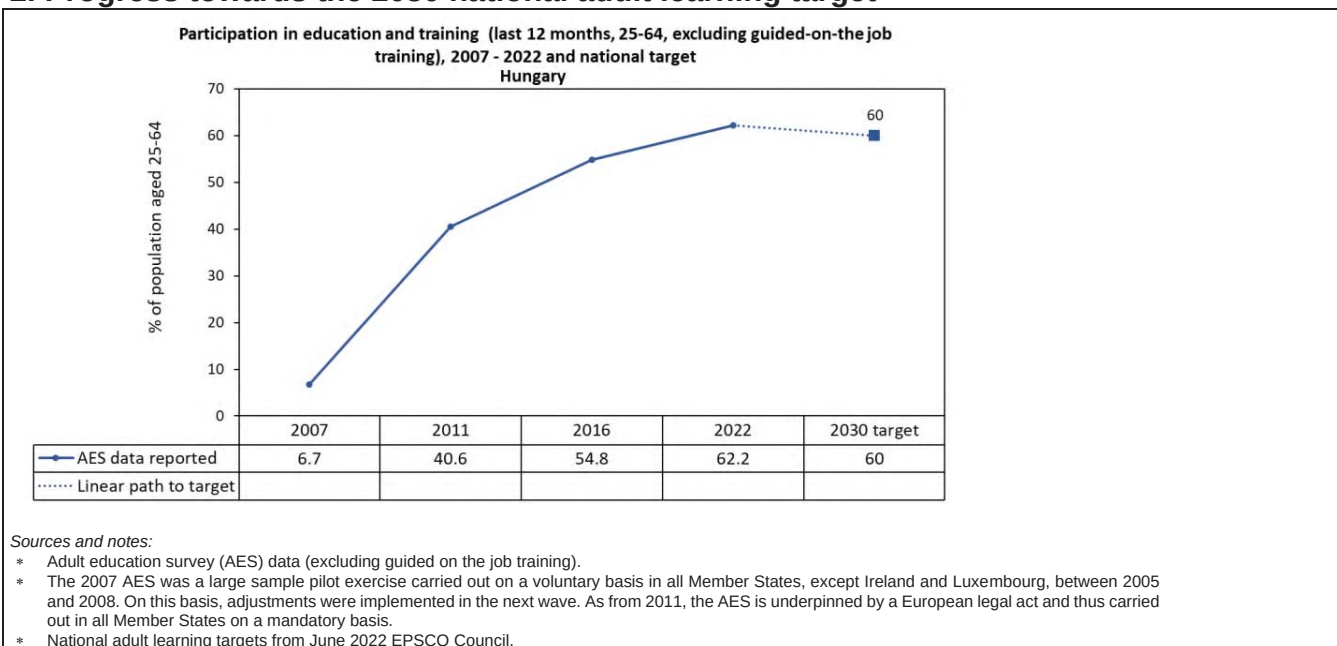
Employment policy area	Key Employment Challenge	Particularly good labour market outcome
1. Increase labour market participation	The employment rate of older people (55-64) is significantly lower than the EU average, and the rate is decreasing significantly for the overall population (20-64) and across various groups (women, young people, the low-skilled, non-EU nationals) The NEET and youth unemployment rates (15-29) are increasing	
2. Enhancing labour market functioning; combating segmentation		
3. Active labour market policies	The unemployment and long-term unemployment rates are increasing significantly	
4. Adequate and employment oriented social security systems	The unemployment trap and the low-wage trap, including for second earners, are significantly higher than the EU averages	
5. Work-life balance		
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>Skills mismatches can 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
9. Improving education and training systems	Large 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 rate 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

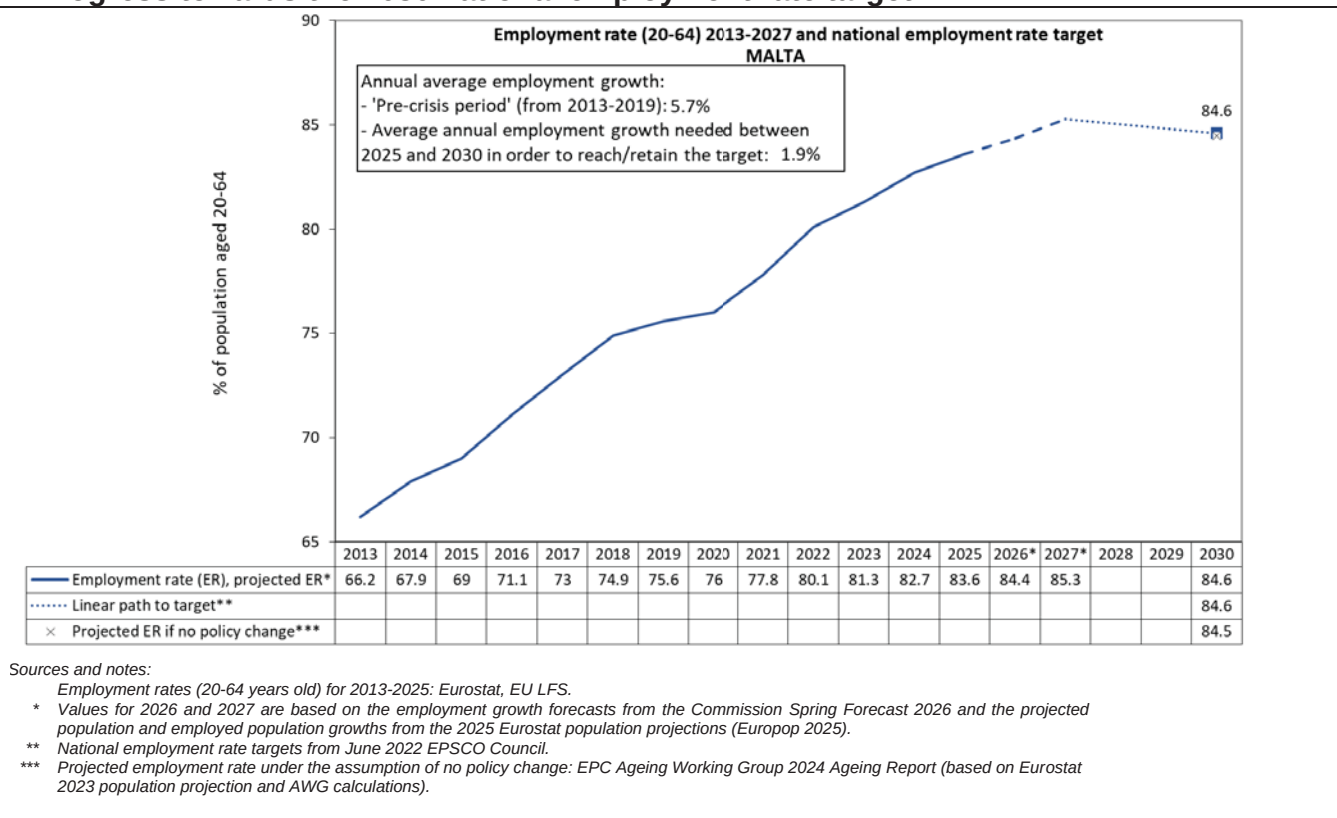
	Hungary						National Targets	EU27						EU Targets
Description	2020	2021	2022	2023	2024	2025	2030	2020	2021	2022	2023	2024	2025	2030
Employment rate of population aged 20-64 - total	77.6	78.9	80.3	80.7	81.1	81.1	85	71.7	73.1	74.6	75.3	75.8	76.1	78
Employment rate of population aged 20-64 - women	72.0	73.6	75.4	76.1	77.1	77.0		66.2	67.6	69.3	70.2	70.8	71.3	
Employment rate of population aged 20-64 - men	83.2	84.2	85.2	85.2	85.0	85.1		77.2	78.5	79.9	80.4	80.8	80.9	
Employment rate of young people aged 20-29 - total	63.6	66.7 b	67.3	66.3	66.5	64.8		61.3	62.8 b	65.1	65.9	65.9	65.6	
Employment rate of population aged 30-54 - total	84.1	87.9 b	89.0	88.9	89.0	89.0		80.8	81.4 b	82.6	83.0	83.4	83.6	
Employment rate of older population aged 55-64 - total	59.7	63.0	65.6	69.3	70.4	72.1		59.0	60.4	62.3	63.9	65.2	66.4	
Employment rate of low-skilled population aged 20-64 - total	55.6	57.7	58.0	60.1	59.9	59.9		54.0	55.0	57.0	58.1	58.5	58.2	
Employment rate of non-EU nationals (20-64) - total	71.5	69.6 b	70.1	61.8	59.1	68.8		57.5	59.1 b	61.9	63.2	64.3	65.2	
Overall employment growth	-1.4	0.6	1.1	0.4	-0.1	-0.7		-1.9	1.5	2.3	1.1	0.9	0.4	
Unemployment rate in age group 15-74 - total	4.1	4.0	3.6	4.1	4.5	4.4		7.2	7.1	6.2	6.1	5.9	6.0	
NEET rate for population aged 15-29 - total	12.4	11.7	10.7	10.9	10.9	10.6		14.0	13.1	11.7	11.2	11.1	11.0	
Unemployment rate in age group 15-24 - total	12.7	13.6	10.6	12.8	15.2	13.9		17.6	16.7	14.6	14.6	14.9	15.2	
Involuntary temporary employment as % of total employees 15-64	4.1	1.4 b	1.3	1.1	1.1	1.1		6.8	5.1 b	4.4	3.9	3.4	3.4	
Share of employees (15-64) in temporary employment contracts	5.9	5.8 b	5.4	5.0	4.7	4.5		13.5	14.0 b	14.1	13.4	12.8	12.6	
Newly employed in %	14.5	14.3 b	14.1	13.0	12.8	12.6		13.1	13.8 b	15.2	14.9	14.0	13.4	
Rate of long-term unemployment (as % active population) - total	1.1	1.3	1.2	1.4	1.5	1.5		2.4	2.8	2.4	2.1	1.9	1.9	
At-risk-of-poverty rate of unemployed	55.6	47.2	54.5	59.3	55.6	45.0		47.3	45.1	46.1	46.9	48.8	49.3	
Inactivity and part-time work due to personal and family responsibilities - total	1.3	0.7	0.6	0.6	0.6	0.8		3.4	3.3	3.3	3.3	3.3	3.4	
Part-time employment, Percentage of total employment (total)	4.6	4.6	4.2	4.0	4.2	4.7		17.8	17.6	17.5	17.7	17.7	17.7	
Job vacancy rate (average over 3 years)	2.4	2.3	2.4	2.5	2.5	2.2		2.1	2.2	2.4	2.7	2.7	2.4	
Employment gender gap (aged 20-64)	11.2	10.6	9.8	9.1	7.9	8.1		11.0	10.9	10.6	10.2	10.0	9.6	
Gender pay gap	17.1 p	17.2 p	17.5 p	17.8 p	16.9 p			12.7	12.3	12.2	11.7 p	11.1 p		
Share of adult population (aged 25-64) with upper secondary or tertiary education - total	85.6	86.4 b	87.1	87.4	88.1	88.1		79.0	79.1 b	79.4	79.8	80.5	81.2	
Participation rate in education and training over the previous 12 months (age bracket 25-64), excluding guided on-the-job training (GOJT)			62.2				60			39.5				60
Early leavers from education and training (aged 18-24) - total	12.0	12.0 b	12.2	11.6	10.3	9.3		10.0	9.7 b	9.6	9.6	9.4	9.1	
Completion of tertiary or equivalent education (aged 30-34) - total	33.3	35.9 b	35.0	32.8	34.1	33.6		41.2	42.0 b	42.8	43.8	44.7	45.7	
Labour productivity per person employed	73.4	72.6	73.3	73.3	74.0	73.5 p		100.0	100.0	100.0	100.0	100.0	100.0	
Labour productivity per hour worked	67.8	68.5	69.4	70.6	71.2	70.6 p		100.0	100.0	100.0	100.0	100.0	100.0	
Nominal unit labour cost growth	6.7	3.0	14.2	16.8	12.0	8.9 p		4.3	-0.2	3.4	6.8	5.0	3.3	
Real unit labour cost growth	0.2	-2.9	0.2	0.9	4.0	2.4		2.4	-2.6	-2.0	0.6	1.6	0.5	

4. Key employment challenges Hungary, May 2026

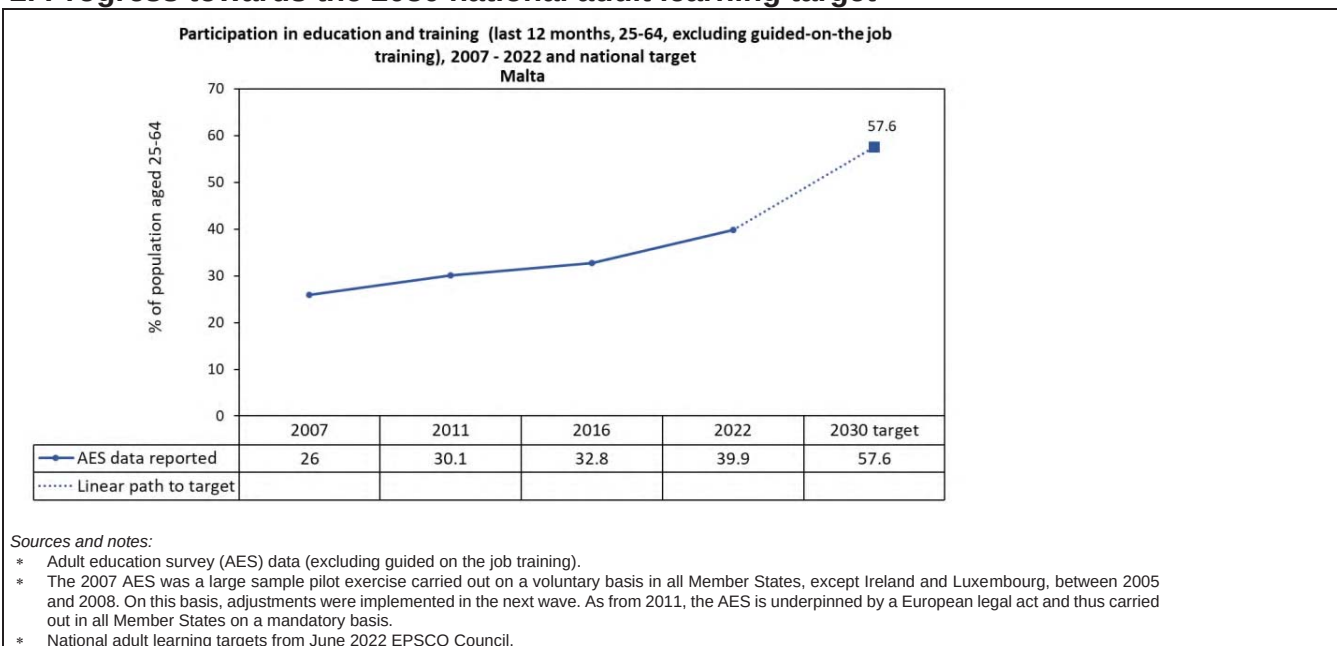
Employment policy area	Key Employment Challenge	Particularly good labour market outcome
1. Increase labour market participation	Very low employment rate of recently immigrated non-EU national men <i>Vulnerable groups continue to face barriers to employment and training</i>	Very high employment levels among the population aged 30-54
2. Enhancing labour market functioning; combating segmentation		Very 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		
4. Adequate and employment oriented social security systems	Very low net replacement rates after 6 months of unemployment. <i>Low adequacy, duration and coverage of the unemployment benefit</i>	
5. Work-life balance	Low participation of children between 0 and 3 in formal childcare	High and increasing (≥ 30 h/week) participation of children between 3 and mandatory school age in formal childcare
6. Exploiting job creation possibilities		
7. Gender equality		
8. Improving skills supply and productivity, effective life-long learning	The transition in labour status and pay level (16-64) is significantly worse than the EU average	
9. Improving education and training systems	Low and decreasing completion levels of tertiary or equivalent education (30-34) <i>Teacher shortages</i> <i>The education system is not effective in equipping everybody with key competences/basic skills and reducing socio-economic educational inequalities</i>	
10. Wage setting mechanisms and labour cost developments	<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

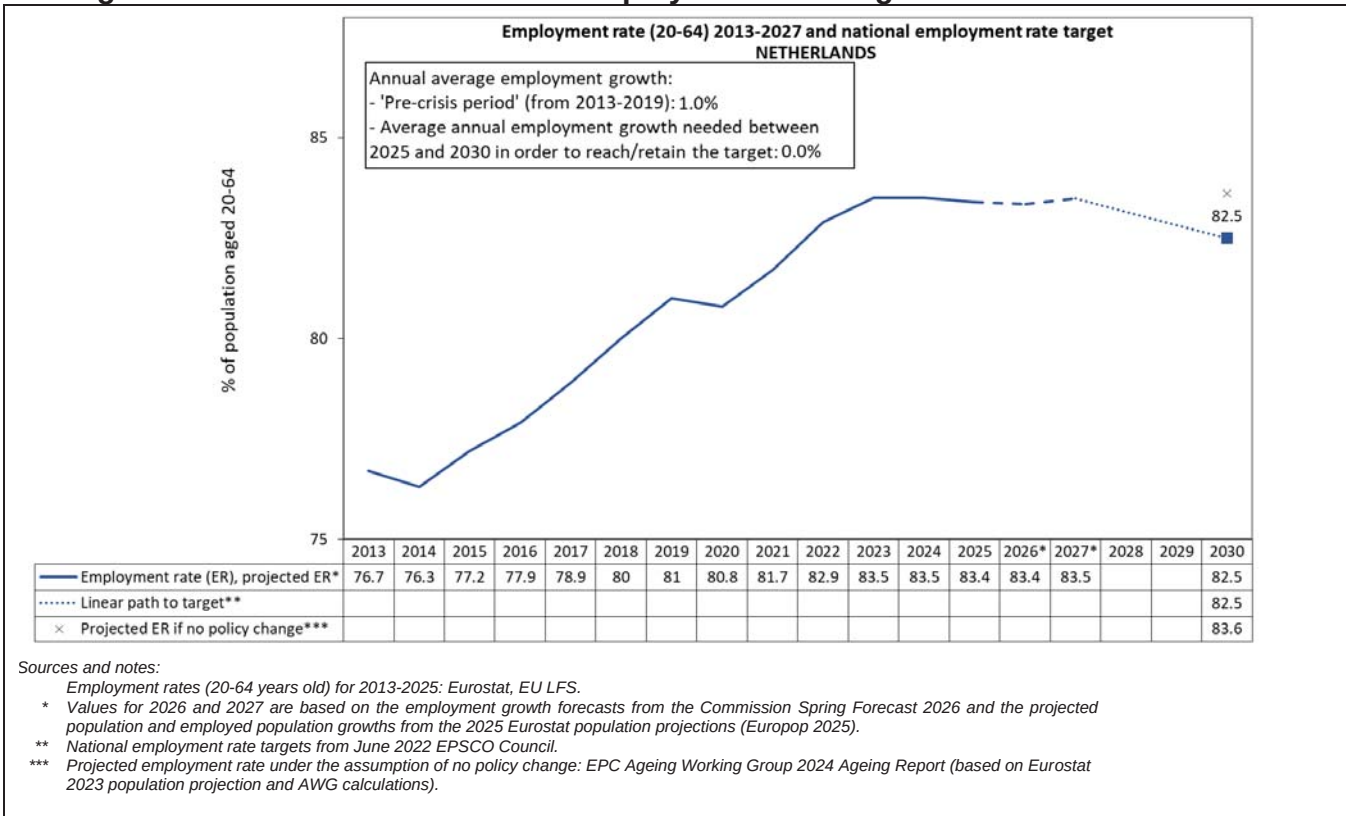
	Malta						National Targets	EU27						EU Targets
Description	2020	2021	2022	2023	2024	2025	2030	2020	2021	2022	2023	2024	2025	2030
Employment rate of population aged 20-64 - total	76.0	77.8	80.1	81.3	82.7	83.6	84.6	71.7	73.1	74.6	75.3	75.8	76.1	78
Employment rate of population aged 20-64 - women	66.0	68.4	72.9	73.6	75.2	76.7		66.2	67.6	69.3	70.2	70.8	71.3	
Employment rate of population aged 20-64 - men	84.9	86.0	86.2	87.7	88.8	89.1		77.2	78.5	79.9	80.4	80.8	80.9	
Employment rate of young people aged 20-29 - total	78.8	78.8 b	82.2	82.9	84.4	82.1		61.3	62.8 b	65.1	65.9	65.9	65.6	
Employment rate of population aged 30-54 - total	82.8	85.7 b	87.0	87.6	88.5	89.4		80.8	81.4 b	82.6	83.0	83.4	83.6	
Employment rate of older population aged 55-64 - total	51.4	51.0	53.2	55.9	57.5	61.4		59.0	60.4	62.3	63.9	65.2	66.4	
Employment rate of low-skilled population aged 20-64 - total	63.0	64.5	66.0	68.8	71.5	72.8		54.0	55.0	57.0	58.1	58.5	58.2	
Employment rate of non-EU nationals (20-64) - total	69.5							57.5	59.1 b	61.9	63.2	64.3	65.2	
Overall employment growth	2.4	3.2	6.1	6.9	5.1	3.9		-1.9	1.5	2.3	1.1	0.9	0.4	
Unemployment rate in age group 15-74 - total	4.9	3.8	3.5	3.5	3.2	3.1		7.2	7.1	6.2	6.1	5.9	6.0	
NEET rate for population aged 15-29 - total	9.7	10.5	7.6	7.6	7.2	8.5		14.0	13.1	11.7	11.2	11.1	11.0	
Unemployment rate in age group 15-24 - total	11.5	9.9	9.0	9.2	9.2	9.6		17.6	16.7	14.6	14.6	14.9	15.2	
Involuntary temporary employment as % of total employees 15-64	2.6	0.9 bu	1.4	1.2	0.7 u	1.4		6.8	5.1 b	4.4	3.9	3.4	3.4	
Share of employees (15-64) in temporary employment contracts	8.0	8.0 b	8.1	8.9	9.6	9.3		13.5	14.0 b	14.1	13.4	12.8	12.6	
Newly employed in %	12.2	14.3 b	14.4	15.6	13.9	12.9		13.1	13.8 b	15.2	14.9	14.0	13.4	
Rate of long-term unemployment (as % active population) - total	1.3	1.0	1.2	0.8	0.7	0.6		2.4	2.8	2.4	2.1	1.9	1.9	
At-risk-of-poverty rate of unemployed	49.7	35.7	35.7	41.7	42.5	40.7		47.3	45.1	46.1	46.9	48.8	49.3	
Inactivity and part-time work due to personal and family responsibilities - total	1.6	2.0	1.0	1.5	1.3	1.9		3.4	3.3	3.3	3.3	3.3	3.4	
Part-time employment, Percentage of total employment (total)	11.1	10.7	10.8	10.6	10.2	9.8		17.8	17.6	17.5	17.7	17.7	17.7	
Job vacancy rate (average over 3 years)	1.7	1.7	1.8	2.1	2.4	2.6		2.1	2.2	2.4	2.7	2.7	2.4	
Employment gender gap (aged 20-64)	18.9	17.6	13.3	14.1	13.6	12.4		11.0	10.9	10.6	10.2	10.0	9.6	
Gender pay gap	7.9	7.2	5.8	5.1 p	4.9 p			12.7	12.3	12.2	11.7 p	11.1 p		
Share of adult population (aged 25-64) with upper secondary or tertiary education - total	59.5	62.9 b	65.5	68.6	70.0	69.9		79.0	79.1 b	79.4	79.8	80.5	81.2	
Participation rate in education and training over the previous 12 months (age bracket 25-64), excluding guided on-the-job training (GOJT)			39.9				57.6			39.5				60
Early leavers from education and training (aged 18-24) - total	13.0	10.9 b	10.3	10.2	9.5	8.6		10.0	9.7 b	9.6	9.6	9.4	9.1	
Completion of tertiary or equivalent education (aged 30-34) - total	40.1	44.6 b	42.9	43.3	45.9	46.4		41.2	42.0 b	42.8	43.8	44.7	45.7	
Labour productivity per person employed	93.5	96.7	91.1	94.3	93.5	92.3		100.0	100.0	100.0	100.0	100.0	100.0	
Labour productivity per hour worked	78.1	83.7	79.3	82.0	82.3	80.2		100.0	100.0	100.0	100.0	100.0	100.0	
Nominal unit labour cost growth	8.5	-4.3	8.9	-1.2	6.3	4.1		4.3	-0.2	3.4	6.8	5.0	3.3	
Real unit labour cost growth	6.4	-6.6	4.2	-5.9	1.9	2.9		2.4	-2.6	-2.0	0.6	1.6	0.5	

4. Key employment challenges Malta, May 2026

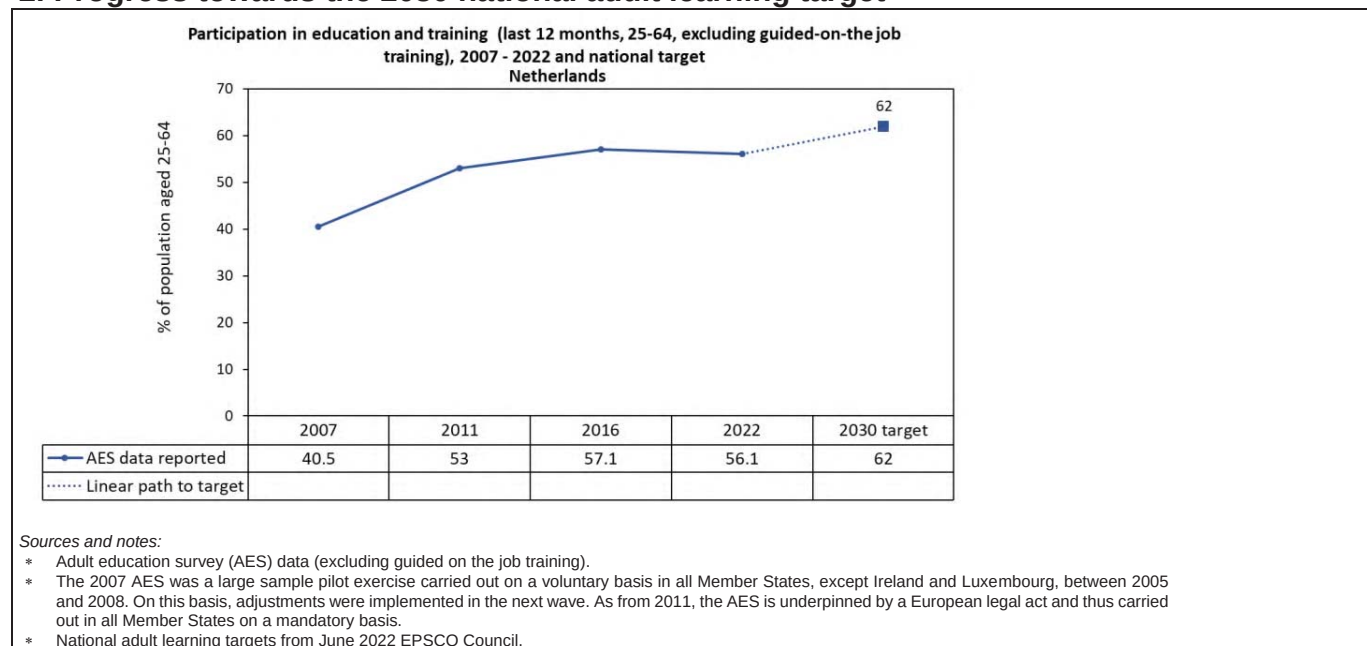
Employment policy area	Key Employment Challenge	Particularly good labour market outcome
1. Increase labour market participation	The NEET rate (15-29) for women is around the EU average and shows a significant negative development	The overall employment rate (20-64) is significantly above the EU average, as is the employment rate for young people (20-29), for men (20-64) and low skilled people (20-64).
2. Enhancing labour market functioning; combating segmentation	The share of employees (15-64) on temporary contracts and the share of men involuntarily on temporary contracts among all men on such contracts has increased <i>Challenges regarding the working conditions of third-country nationals remain</i>	
3. Active labour market policies		The unemployment rate overall is significantly better than the EU average
4. Adequate and employment oriented social security systems		The share of the long-term unemployed among all unemployed is significantly below the EU average and decreasing
5. Work-life balance	The inactivity and part-time employment rate due to personal and family responsibilities (20-64) has increased significantly, especially for women	
6. Exploiting job creation possibilities		Employment growth is very strong
7. Gender equality	The gender employment gap for those aged 20-29 is around the EU average and increased significantly, while the gap continues to be (very) wide among those aged 55-64	
8. Improving skills supply and productivity, effective life-long learning	<i>Challenges remain in strengthening the attractiveness of VET and expanding adult learning outreach</i> <i>Despite upskilling efforts, skills and labour shortages persist</i>	
9. Improving education and training systems	The share of women aged 45-54 with low educational attainment is significantly higher than the EU average.	The difference in the employment rate of those with medium and high education attainment is smaller than the EU average and improving
10. Wage setting mechanisms and labour cost developments	<i>Social dialogue presents some weaknesses</i>	The growth of labour productivity is well above the EU average

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

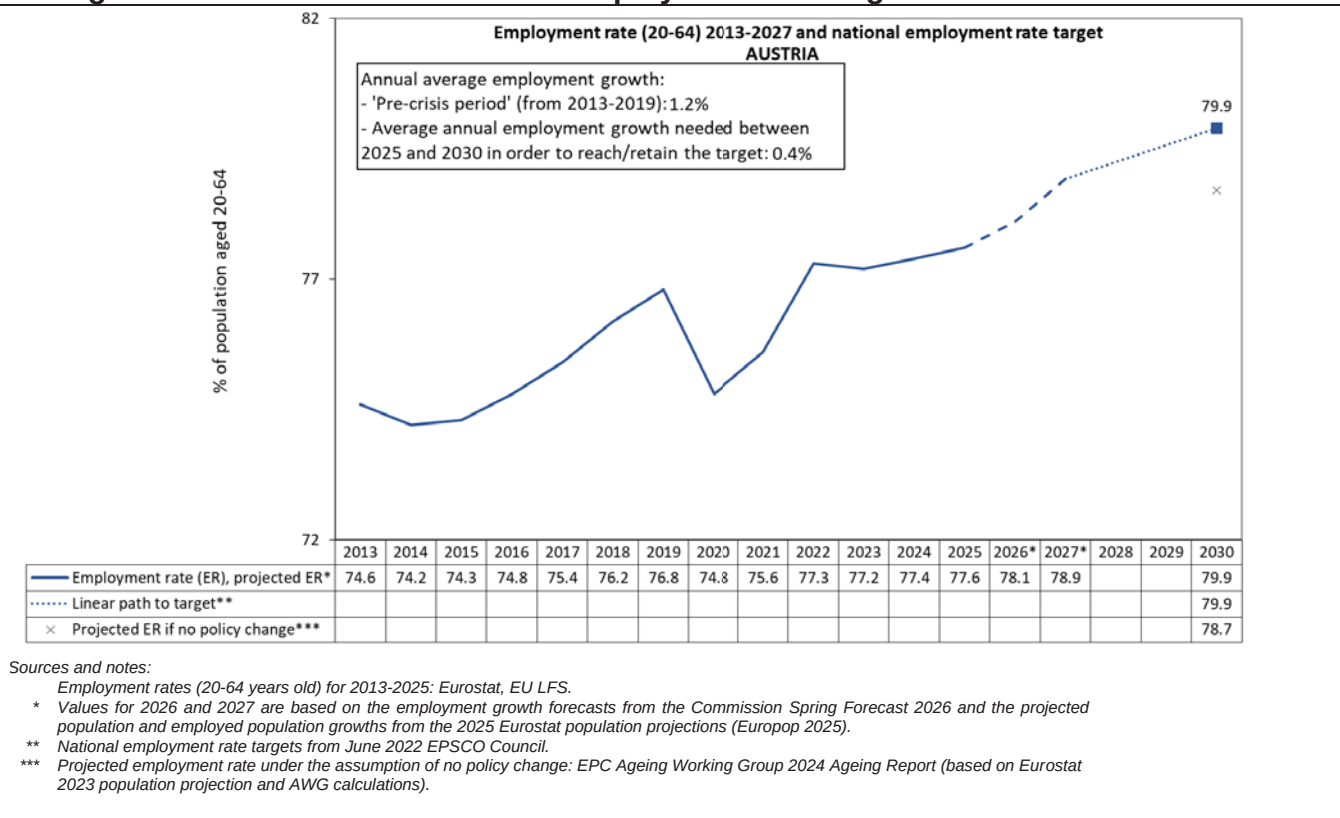
	Netherlands						National Targets	EU27						EU Targets
Description	2020	2021	2022	2023	2024	2025	2030	2020	2021	2022	2023	2024	2025	2030
Employment rate of population aged 20-64 - total	80.8	81.7	82.9	83.5	83.5	83.4	82.5	71.7	73.1	74.6	75.3	75.8	76.1	78
Employment rate of population aged 20-64 - women	76.6	77.5	79.0	79.6	79.7	79.6		66.2	67.6	69.3	70.2	70.8	71.3	
Employment rate of population aged 20-64 - men	85.0	85.7	86.9	87.4	87.3	87.2		77.2	78.5	79.9	80.4	80.8	80.9	
Employment rate of young people aged 20-29 - total	76.6	82.5 b	83.5	83.9	83.9	84.0		61.3	62.8 b	65.1	65.9	65.9	65.6	
Employment rate of population aged 30-54 - total	85.1	85.7 b	86.9	87.1	86.9	86.6		80.8	81.4 b	82.6	83.0	83.4	83.6	
Employment rate of older population aged 55-64 - total	70.8	71.4	73.1	75.0	75.3	75.8		59.0	60.4	62.3	63.9	65.2	66.4	
Employment rate of low-skilled population aged 20-64 - total	65.3	66.7	68.1	69.7	69.0	68.5		54.0	55.0	57.0	58.1	58.5	58.2	
Employment rate of non-EU nationals (20-64) - total	56.9	56.7 b	62.5	62.1	64.2	63.8		57.5	59.1 b	61.9	63.2	64.3	65.2	
Overall employment growth	-0.1	1.4	2.9	1.7	0.3	0.1		-1.9	1.5	2.3	1.1	0.9	0.4	
Unemployment rate in age group 15-74 - total	4.9	4.2	3.5	3.6	3.7	3.9		7.2	7.1	6.2	6.1	5.9	6.0	
NEET rate for population aged 15-29 - total	6.3	3.9	4.2	4.7	4.9	5.3		14.0	13.1	11.7	11.2	11.1	11.0	
Unemployment rate in age group 15-24 - total	10.6	9.3	7.6	8.2	8.7	8.8		17.6	16.7	14.6	14.6	14.9	15.2	
Involuntary temporary employment as % of total employees 15-64	4.6	4.3 b	3.7	3.6	3.4	3.0		6.8	5.1 b	4.4	3.9	3.4	3.4	
Share of employees (15-64) in temporary employment contracts	18.0	27.4 b	27.7	27.3	26.3	25.8		13.5	14.0 b	14.1	13.4	12.8	12.6	
Newly employed in %	16.4	19.1 b	21.7	21.0	19.4	18.9		13.1	13.8 b	15.2	14.9	14.0	13.4	
Rate of long-term unemployment (as % active population) - total	0.7	0.8	0.7	0.5	0.5	0.5		2.4	2.8	2.4	2.1	1.9	1.9	
At-risk-of-poverty rate of unemployed	54.8	61.4	66.4	56.5	50.3	68.7		47.3	45.1	46.1	46.9	48.8	49.3	
Inactivity and part-time work due to personal and family responsibilities - total	10.8	12.0	12.1	12.5	12.4	12.2		3.4	3.3	3.3	3.3	3.3	3.4	
Part-time employment, Percentage of total employment (total)	41.6	42.2	42.2	42.4	42.2	42.2		17.8	17.6	17.5	17.7	17.7	17.7	
Job vacancy rate (average over 3 years)	2.9	3.2	3.7	4.3	4.5	4.3		2.1	2.2	2.4	2.7	2.7	2.4	
Employment gender gap (aged 20-64)	8.4	8.2	7.9	7.8	7.6	7.6		11.0	10.9	10.6	10.2	10.0	9.6	
Gender pay gap	14.7	14.3	14.0	12.5 p	11.2 p			12.7	12.3	12.2	11.7 p	11.1 p		
Share of adult population (aged 25-64) with upper secondary or tertiary education - total	81.0	80.6 b	81.2	80.7	80.8	81.6		79.0	79.1 b	79.4	79.8	80.5	81.2	
Participation rate in education and training over the previous 12 months (age bracket 25-64), excluding guided on-the-job training (GOJT)			56.1				62			39.5				60
Early leavers from education and training (aged 18-24) - total	7.0	5.1 b	5.6	6.2	7.0	7.4		10.0	9.7 b	9.6	9.6	9.4	9.1	
Completion of tertiary or equivalent education (aged 30-34) - total	54.0	53.4 b	56.0	54.3	54.8	56.1		41.2	42.0 b	42.8	43.8	44.7	45.7	
Labour productivity per person employed	111.7	112.6	114.2 p	111.4 p	114.1 p	114.4 p		100.0	100.0	100.0	100.0	100.0	100.0	
Labour productivity per hour worked	121.9	124.4	126.6 p	123.8 p	126.4 p	127.7 p		100.0	100.0	100.0	100.0	100.0	100.0	
Nominal unit labour cost growth	7.8	-1.6	1.9 p	8.6 p	6.5 p	3.4 p		4.3	-0.2	3.4	6.8	5.0	3.3	
Real unit labour cost growth	5.3	-4.3	-4.0	2.2	0.7	0.0		2.4	-2.6	-2.0	0.6	1.6	0.5	

4. Key employment challenges Netherlands, May 2026

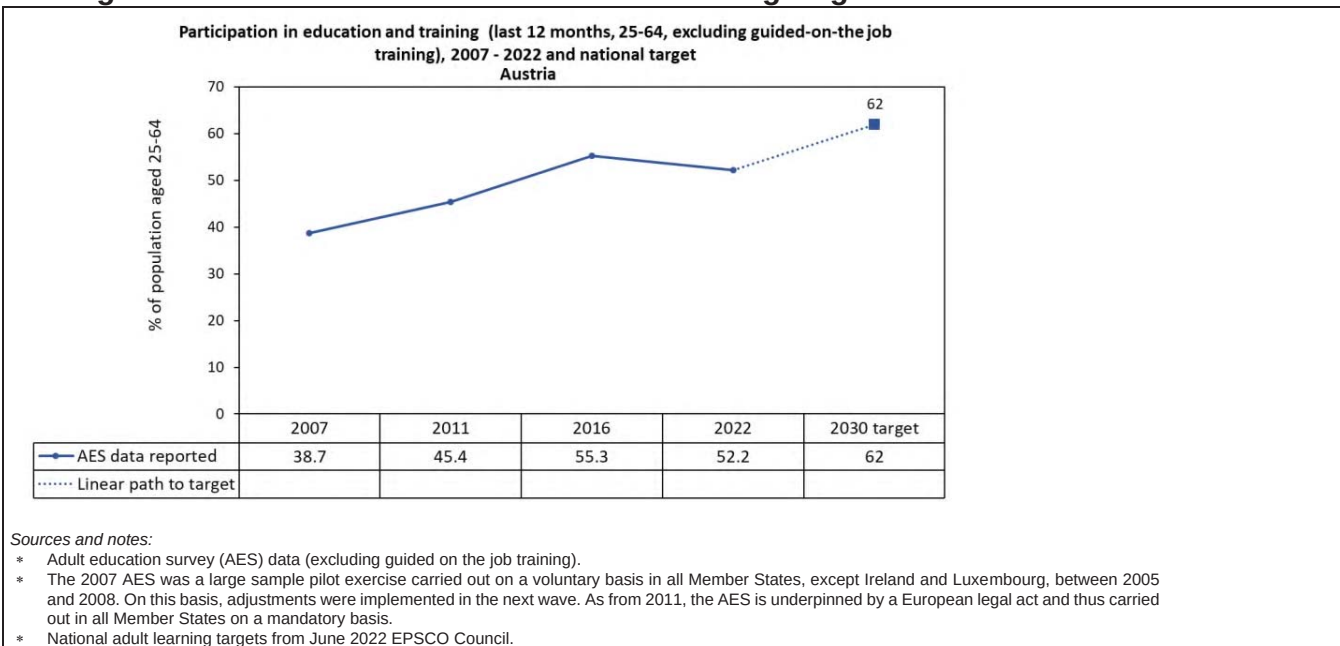
Employment policy area	Key Employment Challenge	Particularly good labour market outcome
1. Increase labour market participation		Very high employment rate (20-64), including for young people (20-29) and older men (55-64) Very long duration of working life
2. Enhancing labour market functioning; combating segmentation	The share of employees (15-64) with temporary employment contracts is significantly above the EU average <i>High level of labour market segmentation, including a high share of self-employed without employees</i> <i>Precarious working and living conditions for mobile and migrant workers</i>	The share of long-term unemployed in total unemployment is significantly below the EU average
3. Active labour market policies		The long-term unemployment rate is significantly better than the EU average
4. Adequate and employment oriented social security systems	The at-risk-of-poverty rate of unemployed is significantly higher than the EU average Low-wage trap (tax rate on low-wage earners) for second earners above the EU average	
5. Work-life balance	Inactivity and part-time work due to personal and family care responsibilities is significantly above the EU average, in particular among women.	
6. Exploiting job creation possibilities		
7. Gender equality		
8. Improving skills supply and productivity, effective life-long learning		
9. Improving education and training systems	The incidence of early school leaving (18-24) is around the EU average but shows negative development	
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

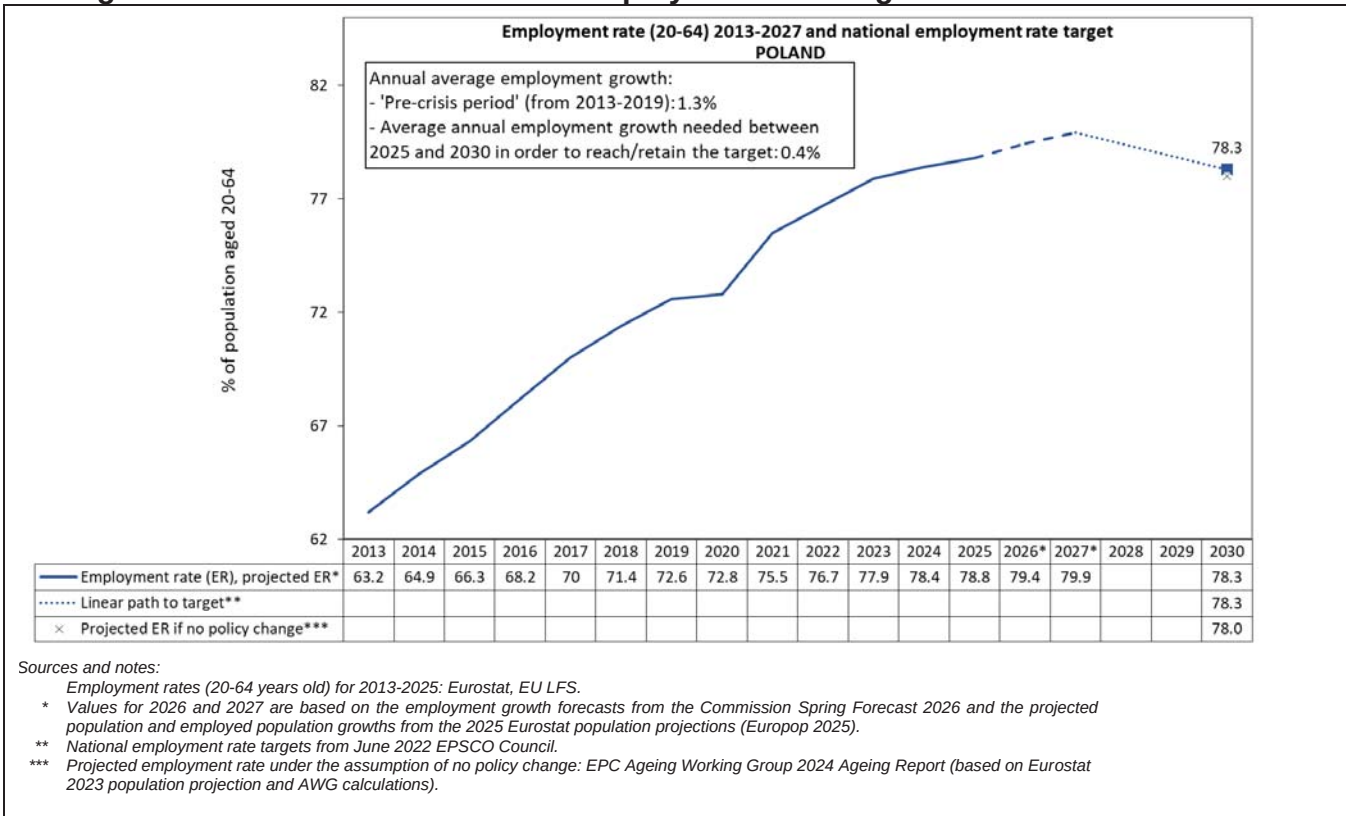
	Austria						National Targets	EU27						EU Targets
Description	2020	2021	2022	2023	2024	2025	2030	2020	2021	2022	2023	2024	2025	2030
Employment rate of population aged 20-64 - total	74.8	75.6	77.3	77.2	77.4	77.6	79.9	71.7	73.1	74.6	75.3	75.8	76.1	78
Employment rate of population aged 20-64 - women	70.6	71.3	73.4	73.3	73.9	74.2		66.2	67.6	69.3	70.2	70.8	71.3	
Employment rate of population aged 20-64 - men	79.0	79.9	81.2	81.1	80.8	81.0		77.2	78.5	79.9	80.4	80.8	80.9	
Employment rate of young people aged 20-29 - total	73.2	74.7 b	76.7	76.4	75.6	74.6		61.3	62.8 b	65.1	65.9	65.9	65.6	
Employment rate of population aged 30-54 - total	84.7	84.3 b	86.3	86.1	86.1	86.0		80.8	81.4 b	82.6	83.0	83.4	83.6	
Employment rate of older population aged 55-64 - total	54.2	55.4	56.4	57.3	58.8	60.9		59.0	60.4	62.3	63.9	65.2	66.4	
Employment rate of low-skilled population aged 20-64 - total	54.4	55.0	55.6	55.6	57.0	57.9		54.0	55.0	57.0	58.1	58.5	58.2	
Employment rate of non-EU nationals (20-64) - total	58.0	61.9 b	64.9	62.9	63.0	64.5		57.5	59.1 b	61.9	63.2	64.3	65.2	
Overall employment growth	-2.2	1.1	3.0	0.8	0.0	0.1		-1.9	1.5	2.3	1.1	0.9	0.4	
Unemployment rate in age group 15-74 - total	6.0	6.2	4.8	5.1	5.2	5.7		7.2	7.1	6.2	6.1	5.9	6.0	
NEET rate for population aged 15-29 - total	9.9	9.4	9.1	9.4	9.2	10.3		14.0	13.1	11.7	11.2	11.1	11.0	
Unemployment rate in age group 15-24 - total	11.7	11.0	9.5	10.4	10.3	11.5		17.6	16.7	14.6	14.6	14.9	15.2	
Involuntary temporary employment as % of total employees 15-64	0.6	0.3 b	0.3 u	0.2 u	0.2 u	0.3 u		6.8	5.1 b	4.4	3.9	3.4	3.4	
Share of employees (15-64) in temporary employment contracts	8.2	8.8 b	8.7	9.0	8.4	8.3		13.5	14.0 b	14.1	13.4	12.8	12.6	
Newly employed in %	15.4	15.3 b	16.2	16.3	15.4	14.9		13.1	13.8 b	15.2	14.9	14.0	13.4	
Rate of long-term unemployment (as % active population) - total	1.7	2.0	1.2	1.1	1.1	1.3		2.4	2.8	2.4	2.1	1.9	1.9	
At-risk-of-poverty rate of unemployed	48.0	45.7	40.7	50.3	42.7	50.9		47.3	45.1	46.1	46.9	48.8	49.3	
Inactivity and part-time work due to personal and family responsibilities - total	7.4	8.1	8.7	8.7	8.9	8.8		3.4	3.3	3.3	3.3	3.3	3.4	
Part-time employment, Percentage of total employment (total)	28.1	28.7	29.7	30.1	30.5	30.1		17.8	17.6	17.5	17.7	17.7	17.7	
Job vacancy rate (average over 3 years)	3.1	3.3	4.0	4.6	4.7	4.0		2.1	2.2	2.4	2.7	2.7	2.4	
Employment gender gap (aged 20-64)	8.4	8.6	7.8	7.8	6.9	6.8		11.0	10.9	10.6	10.2	10.0	9.6	
Gender pay gap	19.2	19.1	18.7	18.3 p	17.6 p			12.7	12.3	12.2	11.7 p	11.1 p		
Share of adult population (aged 25-64) with upper secondary or tertiary education - total	85.7	85.9 b	85.9	86.0	86.2	86.8		79.0	79.1 b	79.4	79.8	80.5	81.2	
Participation rate in education and training over the previous 12 months (age bracket 25-64), excluding guided on-the-job training (GOJT)			52.2				62			39.5				60
Early leavers from education and training (aged 18-24) - total	8.1	8.0 b	8.4	8.6	8.1	10.0		10.0	9.7 b	9.6	9.6	9.4	9.1	
Completion of tertiary or equivalent education (aged 30-34) - total	41.6	43.0 b	44.0	44.0	44.3	44.4		41.2	42.0 b	42.8	43.8	44.7	45.7	
Labour productivity per person employed	113.6	112.1	114.4	113.0	112.2	111.5		100.0	100.0	100.0	100.0	100.0	100.0	
Labour productivity per hour worked	116.2	116.0	119.7	118.5	117.7	115.9		100.0	100.0	100.0	100.0	100.0	100.0	
Nominal unit labour cost growth	6.8	0.1	2.2	8.5	8.0	3.2		4.3	-0.2	3.4	6.8	5.0	3.3	
Real unit labour cost growth	4.1	-1.7	-2.7	1.3	3.8	-0.1		2.4	-2.6	-2.0	0.6	1.6	0.5	

4. Key employment challenges Austria, May 2026

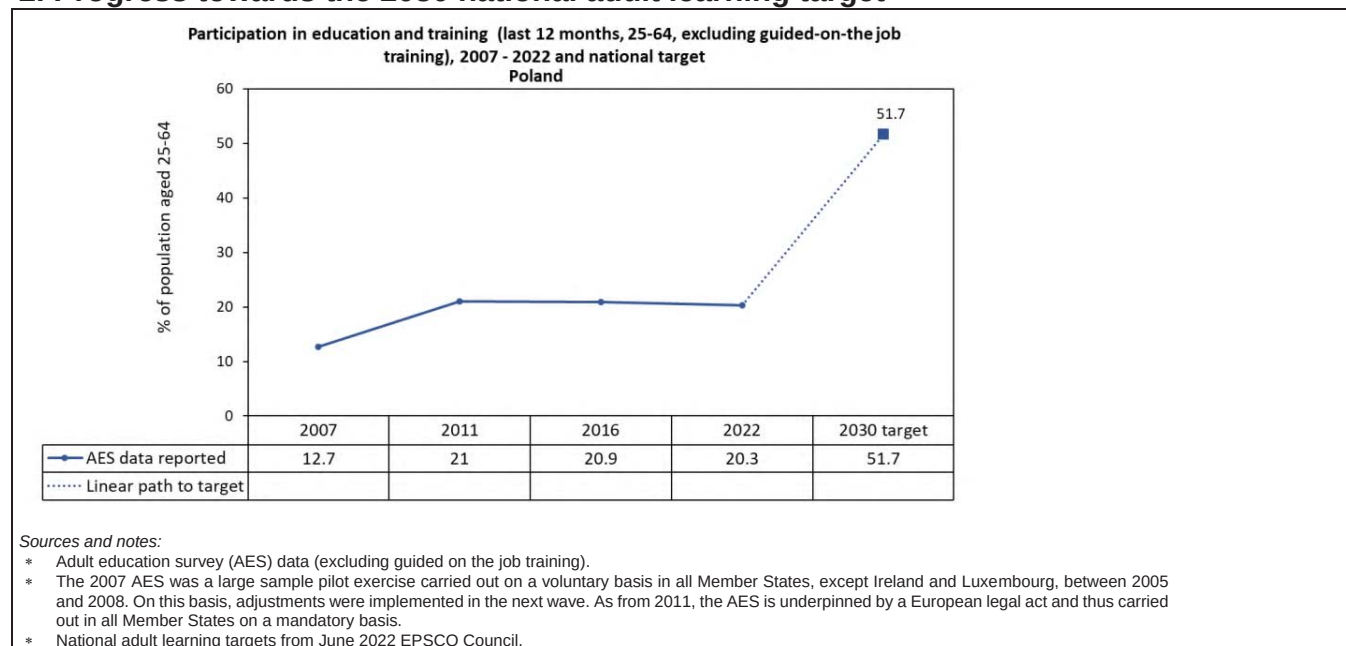
Employment policy area	Key Employment Challenge	Particularly good labour market outcome
1. Increase labour market participation	The NEET rate (15-29) is around the EU average but shows some negative development	
2. Enhancing labour market functioning; combating segmentation	<i>Austria faces pronounced geographical labour market imbalances, characterised by strong geographical disparities in unmet labour demand and supply</i>	Involuntary temporary employment among men (15-64) is below the EU average
3. Active labour market policies		
4. Adequate and employment oriented social security systems	The at-risk-of-poverty rate of unemployed is around the EU average but shows some negative development	
5. Work-life balance	Inactivity and part-time work due to personal and family responsibilities is significantly higher than the EU average, notably among women	
6. Exploiting job creation possibilities		
7. Gender equality	The gender gap in part-time employment is larger than the EU average but is improving significantly	
8. Improving skills supply and productivity, effective life-long learning	<i>People born outside the EU face barriers to the use and the development of their skills, affecting their labour market and poverty outcomes</i>	
9. Improving education and training systems	The share of early leavers from education and training among young people (18-24) is around the EU average but worsening significantly <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

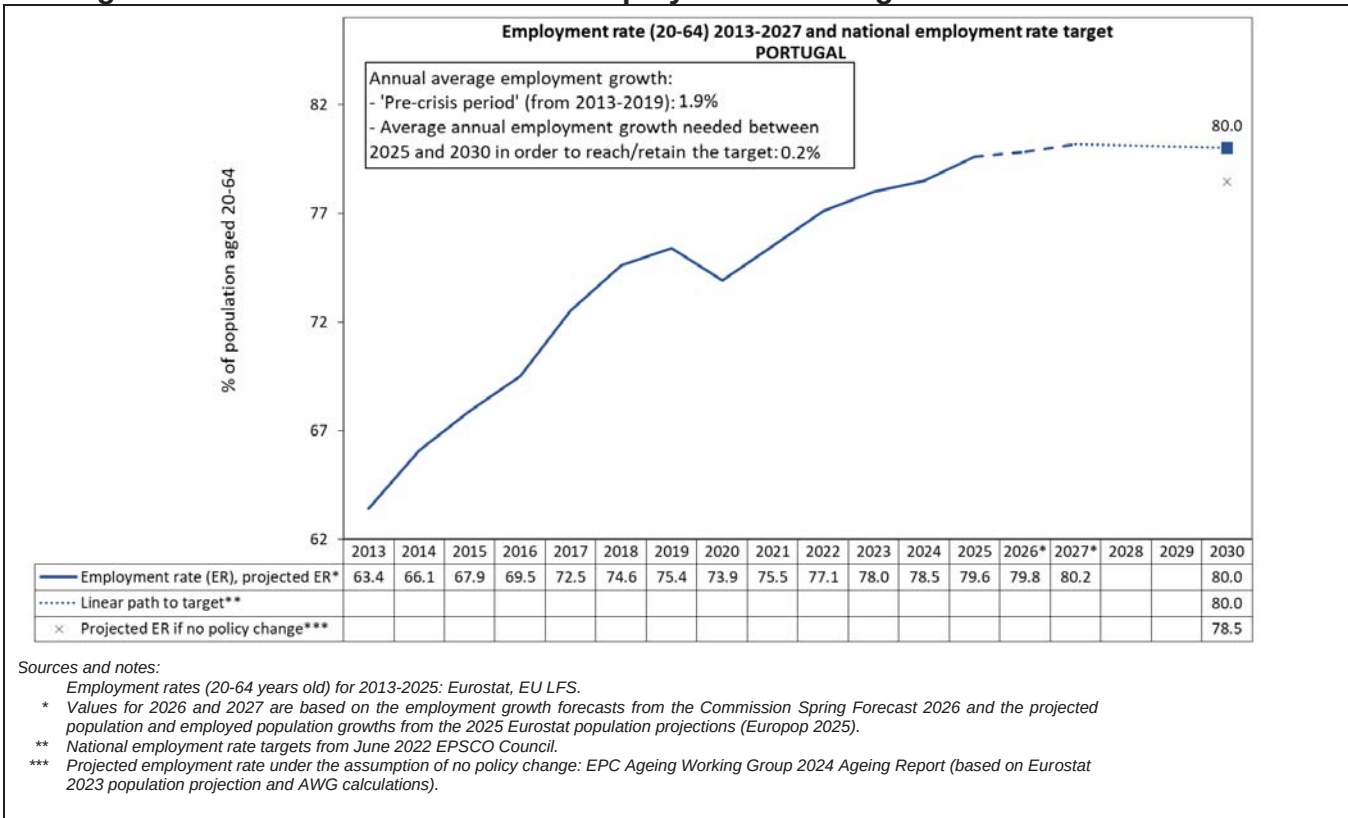
	Poland						National Targets	EU27						EU Targets
Description	2020	2021	2022	2023	2024	2025	2030	2020	2021	2022	2023	2024	2025	2030
Employment rate of population aged 20-64 - total	72.8	75.5	76.7	77.9	78.4	78.8	78.3	71.7	73.1	74.6	75.3	75.8	76.1	78
Employment rate of population aged 20-64 - women	65.4	68.5	70.3	72.0	72.5	73.2		66.2	67.6	69.3	70.2	70.8	71.3	
Employment rate of population aged 20-64 - men	80.2	82.4	83.2	83.8	84.1	84.5		77.2	78.5	79.9	80.4	80.8	80.9	
Employment rate of young people aged 20-29 - total	65.7	66.5 b	67.4	69.3	69.5	69.1		61.3	62.8 b	65.1	65.9	65.9	65.6	
Employment rate of population aged 30-54 - total	84.3	85.6 b	86.4	86.9	87.1	87.5		80.8	81.4 b	82.6	83.0	83.4	83.6	
Employment rate of older population aged 55-64 - total	50.5	54.7	56.5	58.1	59.0	60.1		59.0	60.4	62.3	63.9	65.2	66.4	
Employment rate of low-skilled population aged 20-64 - total	42.6	46.9	47.2	48.8	47.7	46.8		54.0	55.0	57.0	58.1	58.5	58.2	
Employment rate of non-EU nationals (20-64) - total	78.1	84.6 b	81.0	81.5	84.9	83.6		57.5	59.1 b	61.9	63.2	64.3	65.2	
Overall employment growth	-0.2	2.3	0.4	0.3	-0.6	-0.1		-1.9	1.5	2.3	1.1	0.9	0.4	
Unemployment rate in age group 15-74 - total	3.2	3.4	2.9	2.8	2.9	3.1		7.2	7.1	6.2	6.1	5.9	6.0	
NEET rate for population aged 15-29 - total	12.5	13.2	10.7	9.1	9.4	9.2		14.0	13.1	11.7	11.2	11.1	11.0	
Unemployment rate in age group 15-24 - total	10.8	11.9	10.8	11.4	10.8	12.2		17.6	16.7	14.6	14.6	14.9	15.2	
Involuntary temporary employment as % of total employees 15-64	8.3	5.0 b	4.2	3.6	2.9	3.0		6.8	5.1 b	4.4	3.9	3.4	3.4	
Share of employees (15-64) in temporary employment contracts	18.5	14.9 b	15.3	15.3	14.9	15.7		13.5	14.0 b	14.1	13.4	12.8	12.6	
Newly employed in %	9.8	9.4 b	9.6	9.4	9.5	9.6		13.1	13.8 b	15.2	14.9	14.0	13.4	
Rate of long-term unemployment (as % active population) - total	0.6	0.9	0.9	0.8	0.8	0.8		2.4	2.8	2.4	2.1	1.9	1.9	
At-risk-of-poverty rate of unemployed	40.7	43.6	47.1	44.8	44.4	44.6		47.3	45.1	46.1	46.9	48.8	49.3	
Inactivity and part-time work due to personal and family responsibilities - total	1.9	1.1	0.9	0.9	0.9	1.0		3.4	3.3	3.3	3.3	3.3	3.4	
Part-time employment, Percentage of total employment (total)	5.9	5.3	5.4	5.7	5.7	6.2		17.8	17.6	17.5	17.7	17.7	17.7	
Job vacancy rate (average over 3 years)	1.0	1.0	1.0	1.0	1.0	0.8		2.1	2.2	2.4	2.7	2.7	2.4	
Employment gender gap (aged 20-64)	14.8	13.9	12.9	11.8	11.6	11.3		11.0	10.9	10.6	10.2	10.0	9.6	
Gender pay gap	4.5	6.2	7.8	5.9	4.0			12.7	12.3	12.2	11.7 p	11.1 p		
Share of adult population (aged 25-64) with upper secondary or tertiary education - total	93.3	93.3 b	93.5	94.3	94.8	94.9		79.0	79.1 b	79.4	79.8	80.5	81.2	
Participation rate in education and training over the previous 12 months (age bracket 25-64), excluding guided on-the-job training (GOJT)			20.3				51.7			39.5				60
Early leavers from education and training (aged 18-24) - total	5.3	5.8 b	4.7	3.7	4.1	4.0		10.0	9.7 b	9.6	9.6	9.4	9.1	
Completion of tertiary or equivalent education (aged 30-34) - total	47.7	46.7 b	47.7	49.2	48.1	48.3		41.2	42.0 b	42.8	43.8	44.7	45.7	
Labour productivity per person employed	80.5	79.5	80.7	79.9	82.5	85.1 p		100.0	100.0	100.0	100.0	100.0	100.0	
Labour productivity per hour worked	61.9	61.9	63.7	63.5	66.4	68.6 p		100.0	100.0	100.0	100.0	100.0	100.0	
Nominal unit labour cost growth	7.3	0.8	7.9	14.2	8.7	4.3 p		4.3	-0.2	3.4	6.8	5.0	3.3	
Real unit labour cost growth	2.9	-4.3	-2.5	3.9	2.4	1.3		2.4	-2.6	-2.0	0.6	1.6	0.5	

4 Key employment challenges Poland, May 2026

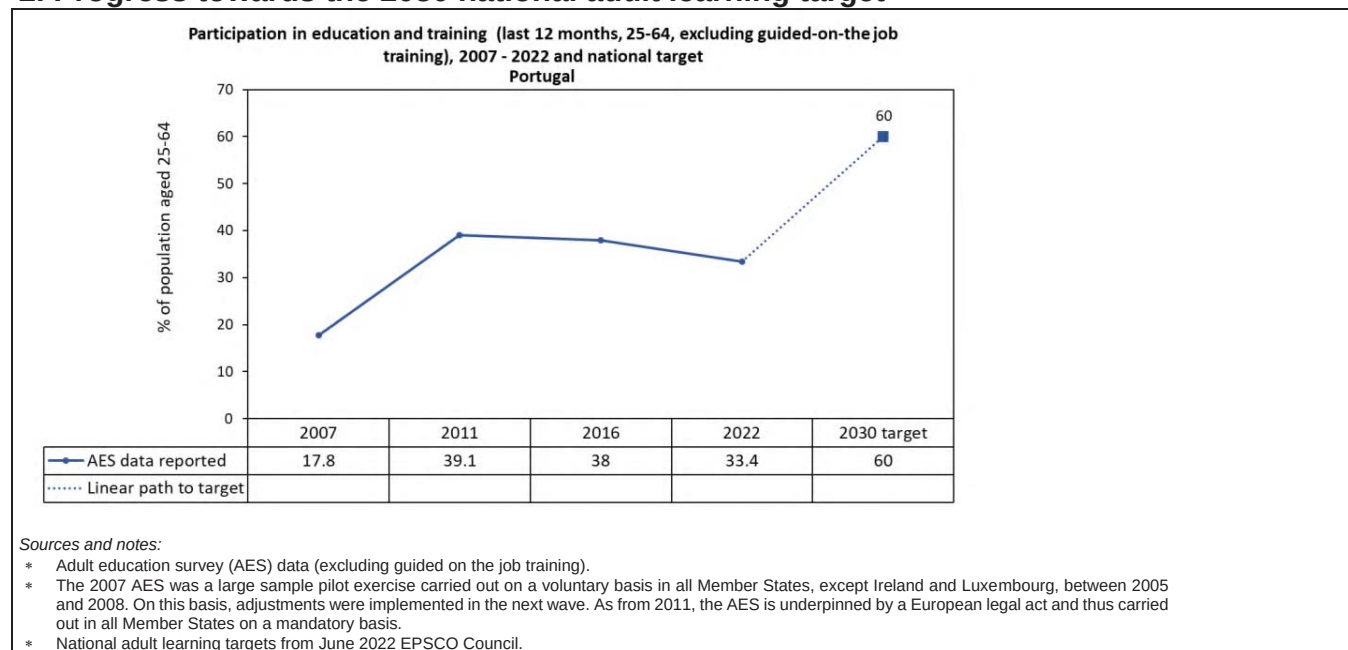
Employment policy area	Key Employment Challenge	Particularly good labour market outcome
1. Increase labour market participation	The employment rate of older people (55-64), especially women, is lower than the EU average. The employment rate gap between groups aged 20-54 and 55-64, percentage points (difference in employment rates) is much larger than the EU average <i>Barriers to labour market participation of persons with disabilities</i>	Employment rate of non-EU nationals (20-64) is significantly higher than EU average
2. Enhancing labour market functioning; combating segmentation		
3. Active labour market policies		The unemployment rate (15-74) is much lower than EU average
4. Adequate and employment oriented social security systems		
5. Work-life balance	Participation of children in formal childcare (age 3 to mandatory school age) is below the EU average but shows some positive development	
6. Exploiting job creation possibilities		
7. Gender equality		The gender pay gap is narrower than the EU average
8. Improving skills supply and productivity, effective life-long learning	The share of individuals (16-74) who have basic or above basic digital skills is lower than the EU-average <i>Skills gaps and shortages</i>	The share of adult population (aged 25-64) with upper secondary or tertiary education is significantly higher than the EU average
9. Improving education and training systems		The share of early leavers from education and training (18-24) is significantly lower than the EU average
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	2020	2021	2022	2023	2024	2025	2030	2020	2021	2022	2023	2024	2025	2030
Employment rate of population aged 20-64 - total	73.9	75.5	77.1	78.0	78.5	79.6	80	71.7	73.1	74.6	75.3	75.8	76.1	78
Employment rate of population aged 20-64 - women	71.2	72.7	74.3	75.4	75.7	77.0		66.2	67.6	69.3	70.2	70.8	71.3	
Employment rate of population aged 20-64 - men	76.8	78.4	80.1	80.9	81.4	82.4		77.2	78.5	79.9	80.4	80.8	80.9	
Employment rate of young people aged 20-29 - total	59.2	58.8 b	61.7	64.8	64.9	66.0		61.3	62.8 b	65.1	65.9	65.9	65.6	
Employment rate of population aged 30-54 - total	85.0	86.5 b	87.1	87.1	87.3	88.3		80.8	81.4 b	82.6	83.0	83.4	83.6	
Employment rate of older population aged 55-64 - total	58.4	62.0	65.0	66.4	67.6	69.5		59.0	60.4	62.3	63.9	65.2	66.4	
Employment rate of low-skilled population aged 20-64 - total	67.5	68.8	69.7	70.5	70.4	71.4		54.0	55.0	57.0	58.1	58.5	58.2	
Employment rate of non-EU nationals (20-64) - total	70.4	71.1 b	73.9	76.3	74.3	79.3		57.5	59.1 b	61.9	63.2	64.3	65.2	
Overall employment growth	-2.3	1.7	2.8	2.0	1.2	3.1		-1.9	1.5	2.3	1.1	0.9	0.4	
Unemployment rate in age group 15-74 - total	7.1	6.7	6.2	6.5	6.5	6.0		7.2	7.1	6.2	6.1	5.9	6.0	
NEET rate for population aged 15-29 - total	11.0	9.7	8.5	8.9	8.7	8.0		14.0	13.1	11.7	11.2	11.1	11.0	
Unemployment rate in age group 15-24 - total	22.4	23.4	19.2	20.5	21.6	19.5		17.6	16.7	14.6	14.6	14.9	15.2	
Involuntary temporary employment as % of total employees 15-64	14.7	9.6 b	9.1	9.8	5.9	4.5		6.8	5.1 b	4.4	3.9	3.4	3.4	
Share of employees (15-64) in temporary employment contracts	17.9	17.2 b	16.7	17.5	16.0	15.2		13.5	14.0 b	14.1	13.4	12.8	12.6	
Newly employed in %	13.2	12.7 b	14.1	15.3	14.4	13.9		13.1	13.8 b	15.2	14.9	14.0	13.4	
Rate of long-term unemployment (as % active population) - total	2.3	2.9	2.8	2.5	2.4	2.2		2.4	2.8	2.4	2.1	1.9	1.9	
At-risk-of-poverty rate of unemployed	40.6	46.5	43.4	46.7	44.3	42.6		47.3	45.1	46.1	46.9	48.8	49.3	
Inactivity and part-time work due to personal and family responsibilities - total	0.8	0.7	0.7	0.6	0.7	0.6		3.4	3.3	3.3	3.3	3.3	3.4	
Part-time employment, Percentage of total employment (total)	7.2	6.9	6.8	7.3	7.3	7.0		17.8	17.6	17.5	17.7	17.7	17.7	
Job vacancy rate (average over 3 years)	0.9	0.9	1.1	1.3	1.4	1.4		2.1	2.2	2.4	2.7	2.7	2.4	
Employment gender gap (aged 20-64)	5.6	5.7	5.8	5.5	5.7	5.4		11.0	10.9	10.6	10.2	10.0	9.6	
Gender pay gap	8.3	7.1	6.3	8.6 p	7.0 p			12.7	12.3	12.2	11.7 p	11.1 p		
Share of adult population (aged 25-64) with upper secondary or tertiary education - total	54.4	56.9 b	58.3	58.9	61.5	64.3		79.0	79.1 b	79.4	79.8	80.5	81.2	
Participation rate in education and training over the previous 12 months (age bracket 25-64), excluding guided on-the-job training (GOJT)			33.4				60			39.5				60
Early leavers from education and training (aged 18-24) - total	9.1	6.4 b	6.3	8.1	6.6	6.1		10.0	9.7 b	9.6	9.6	9.4	9.1	
Completion of tertiary or equivalent education (aged 30-34) - total	39.7	42.5 b	41.5	39.7	41.9	41.7		41.2	42.0 b	42.8	43.8	44.7	45.7	
Labour productivity per person employed	73.9	73.4	75.4	79.2	81.3 p	79.4 p		100.0	100.0	100.0	100.0	100.0	100.0	
Labour productivity per hour worked	64.3	64.5	65.4	66.8	68.4 p	66.9 p		100.0	100.0	100.0	100.0	100.0	100.0	
Nominal unit labour cost growth	8.7	1.7	2.4	8.2	5.9 p	5.3 p		4.3	-0.2	3.4	6.8	5.0	3.3	
Real unit labour cost growth	6.5	-0.3	-2.8	0.6	1.1	1.7		2.4	-2.6	-2.0	0.6	1.6	0.5	

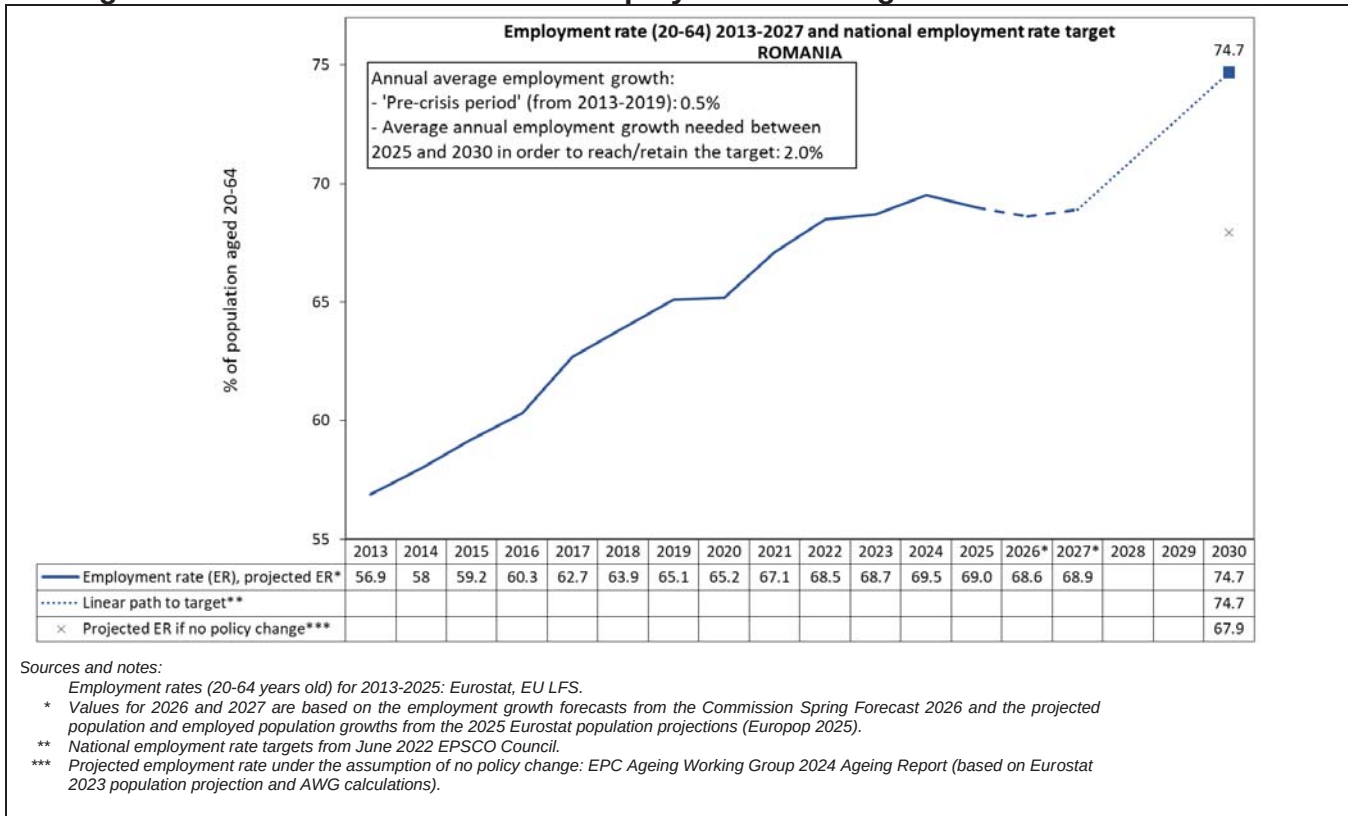
4. Key employment challenges Portugal, May 2026

Employment policy area	Key Employment Challenge	Particularly good labour market outcome
1. Increase labour market participation		The employment rate (30-54) is above the EU average The employment rate of non-EU nationals aged 20–64, including recent immigrants to the EU, is significantly above the EU average and has improved for women among them The share of inactive young people neither in employment nor in education and training (NEET, 15-29) is significantly lower than the EU average
2. Enhancing labour market functioning; combating segmentation	Despite positive developments, the share of involuntary temporary employment among young (aged 15–29) and older employees (55–64) remains above the EU average.	
3. Active labour market policies	<i>Insufficient targeting of ALMPs towards groups that benefit most from participation, and low effectiveness for the groups that participate the most</i> <i>Limited capacity of Public Employment Services to service employers, notably SMEs</i>	
4. Adequate and employment oriented social security systems		
5. Work-life balance		The share of children aged 0–3 in formal childcare is higher the EU average and shows some positive development.
6. Exploiting job creation possibilities		
7. Gender equality		The employment impact of parenthood is significantly smaller than the EU average
8. Improving skills supply and productivity, effective life-long learning	Despite significant positive developments, the share of adult population (aged 25-64) with upper secondary or tertiary education is below the EU average.	
9. Improving education and training systems		
10. Wage setting mechanisms and		

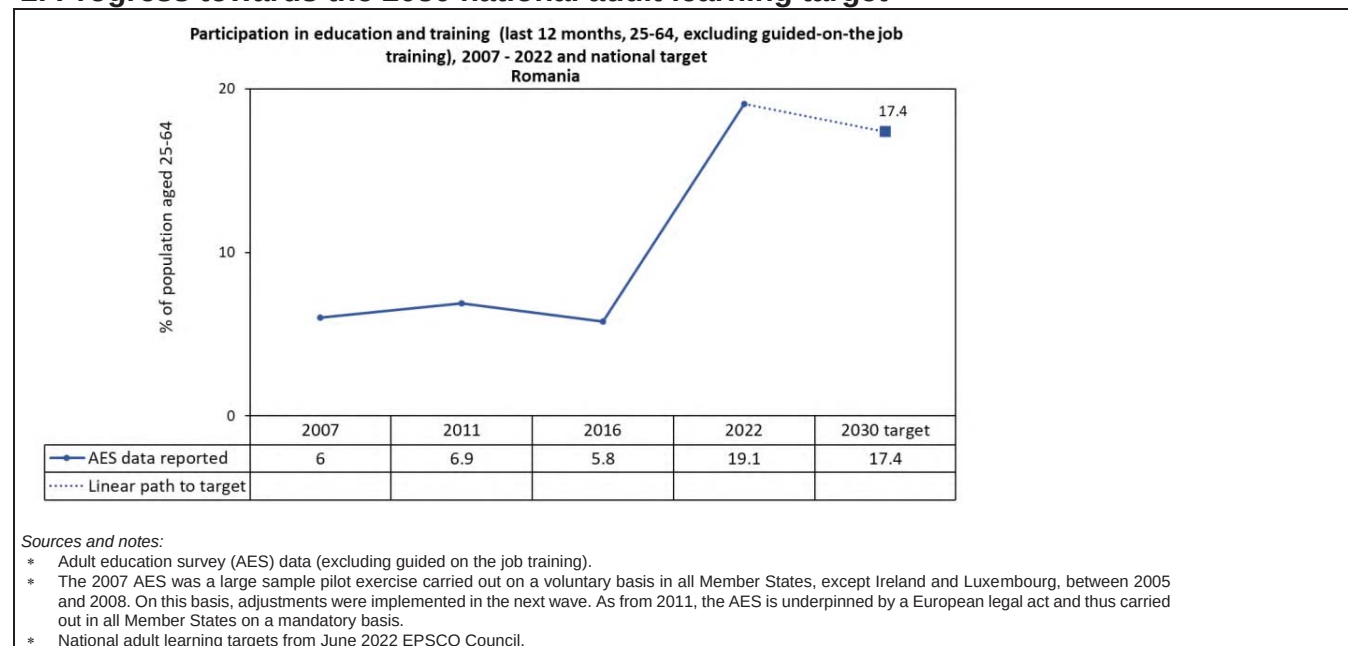
labour cost developments		
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Romania

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	2020	2021	2022	2023	2024	2025	2030	2020	2021	2022	2023	2024	2025	2030
Employment rate of population aged 20-64 - total	65.2	67.1	68.5	68.7	69.5	69.0	74.7	71.7	73.1	74.6	75.3	75.8	76.1	78
Employment rate of population aged 20-64 - women	55.4	56.9	59.1	59.1	60.3	59.5		66.2	67.6	69.3	70.2	70.8	71.3	
Employment rate of population aged 20-64 - men	74.7	77.0	77.7	78.2	78.4	78.2		77.2	78.5	79.9	80.4	80.8	80.9	
Employment rate of young people aged 20-29 - total	59.1	54.9 b	53.7	53.1	53.1	52.0		61.3	62.8 b	65.1	65.9	65.9	65.6	
Employment rate of population aged 30-54 - total	81.3	77.7 b	79.2	79.0	79.4	78.5		80.8	81.4 b	82.6	83.0	83.4	83.6	
Employment rate of older population aged 55-64 - total	41.5	43.8	46.7	51.0	53.4	57.0		59.0	60.4	62.3	63.9	65.2	66.4	
Employment rate of low-skilled population aged 20-64 - total	40.5	42.5	44.9	45.3	45.1	43.0		54.0	55.0	57.0	58.1	58.5	58.2	
Employment rate of non-EU nationals (20-64) - total		72.2 bu	70.7 u	65.9	71.5	65.7		57.5	59.1 b	61.9	63.2	64.3	65.2	
Overall employment growth	-1.3	1.0	0.8	-1.5	2.1	-2.0		-1.9	1.5	2.3	1.1	0.9	0.4	
Unemployment rate in age group 15-74 - total	6.1	5.6	5.6	5.6	5.4	6.1		7.2	7.1	6.2	6.1	5.9	6.0	
NEET rate for population aged 15-29 - total	20.6	20.3	19.8	19.3	19.4	19.2		14.0	13.1	11.7	11.2	11.1	11.0	
Unemployment rate in age group 15-24 - total	21.6	21.0	22.8	21.8	23.9	26.1		17.6	16.7	14.6	14.6	14.9	15.2	
Involuntary temporary employment as % of total employees 15-64	1.0	1.4 b	1.3	1.4	1.1	1.1		6.8	5.1 b	4.4	3.9	3.4	3.4	
Share of employees (15-64) in temporary employment contracts	1.2	2.4 b	2.2	2.5	1.8	1.9		13.5	14.0 b	14.1	13.4	12.8	12.6	
Newly employed in %	5.0	6.2 b	6.0	6.2	5.9	5.1		13.1	13.8 b	15.2	14.9	14.0	13.4	
Rate of long-term unemployment (as % active population) - total	1.8	2.0	2.2	2.2	1.8	2.1		2.4	2.8	2.4	2.1	1.9	1.9	
At-risk-of-poverty rate of unemployed	62.9	47.3		68.6 u	39.7			47.3	45.1	46.1	46.9	48.8	49.3	
Inactivity and part-time work due to personal and family responsibilities - total	0.1	0.3	0.2	0.2	0.1	0.1		3.4	3.3	3.3	3.3	3.3	3.4	
Part-time employment, Percentage of total employment (total)	3.7	3.7	3.3	3.4	3.0	2.3		17.8	17.6	17.5	17.7	17.7	17.7	
Job vacancy rate (average over 3 years)	1.0	0.9	0.9	0.9	0.8	0.7		2.1	2.2	2.4	2.7	2.7	2.4	
Employment gender gap (aged 20-64)	19.3	20.1	18.6	19.1	18.1	18.7		11.0	10.9	10.6	10.2	10.0	9.6	
Gender pay gap	0.9	1.4	1.5	3.8 e	3.7 e			12.7	12.3	12.2	11.7 p	11.1 p		
Share of adult population (aged 25-64) with upper secondary or tertiary education - total	80.4	81.0 b	81.9	80.4	80.2	80.2		79.0	79.1 b	79.4	79.8	80.5	81.2	
Participation rate in education and training over the previous 12 months (age bracket 25-64), excluding guided on-the-job training (GOJT)			19.1 b				17.4			39.5				60
Early leavers from education and training (aged 18-24) - total	15.6	15.3 b	15.6	16.6	16.8	15.5		10.0	9.7 b	9.6	9.6	9.4	9.1	
Completion of tertiary or equivalent education (aged 30-34) - total	26.4	24.8 b	26.3	22.8	23.6	22.6		41.2	42.0 b	42.8	43.8	44.7	45.7	
Labour productivity per person employed	75.7	76.3	76.3	81.3	82.8 p	87.2 p		100.0	100.0	100.0	100.0	100.0	100.0	
Labour productivity per hour worked	66.0	66.7	68.1	73.2	72.8 p	76.2 p		100.0	100.0	100.0	100.0	100.0	100.0	
Nominal unit labour cost growth	5.7	1.5	9.9	16.2	18.0 p	3.8 p		4.3	-0.2	3.4	6.8	5.0	3.3	
Real unit labour cost growth	1.5	-3.9	-1.9	3.4	7.7	-1.6		2.4	-2.6	-2.0	0.6	1.6	0.5	

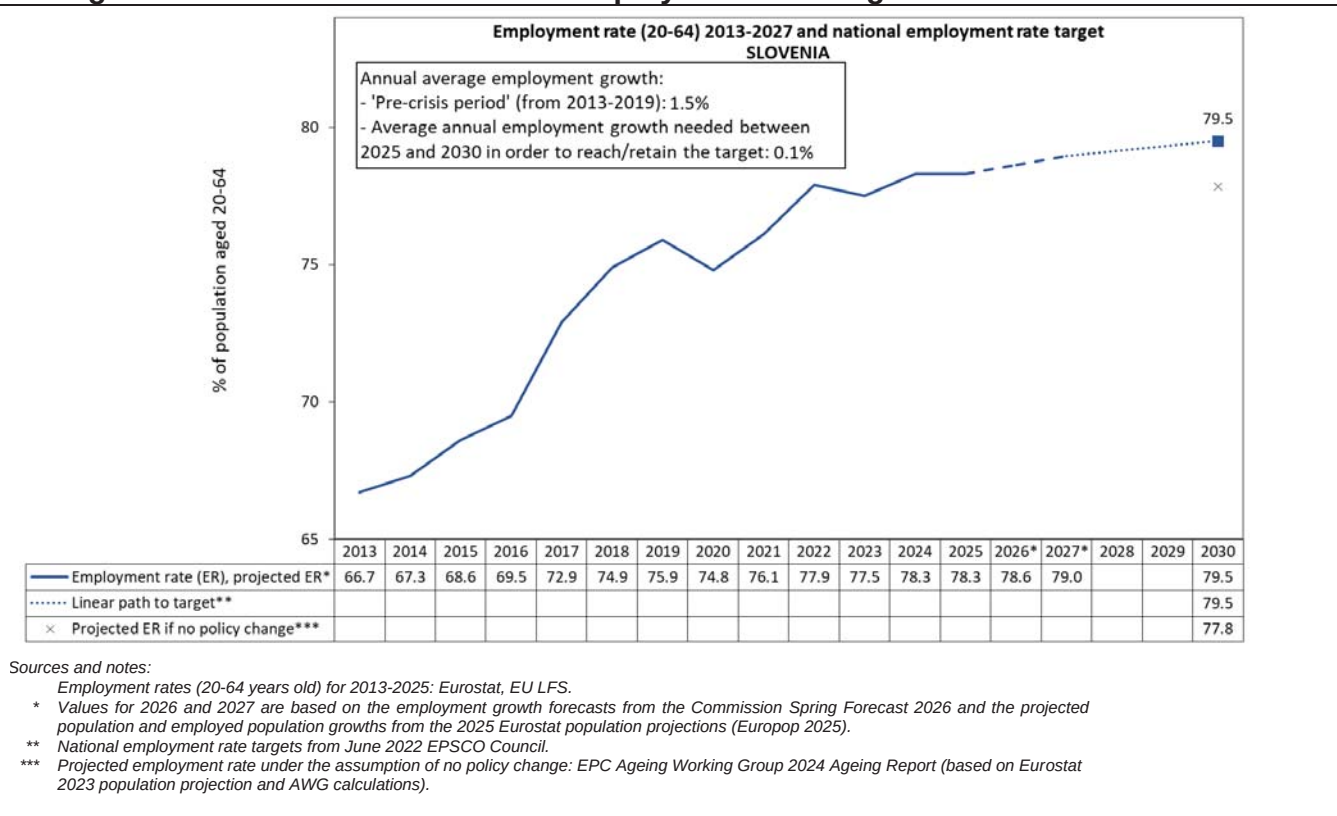
4. Key employment challenges Romania, May 2026

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 including for women and young people (15-29) for whom it decreased The NEET rate (15-29) is significantly above the EU average	
2. Enhancing labour market functioning; combating segmentation	The involuntary temporary employment share among all employees is significantly higher than EU average The share of those newly employed among the employed (15+) including for young people (15-29) is significantly worse than the EU-average	
3. Active labour market policies	<i>Limited effectiveness of ALMPs, coupled with insufficient capacity of the Public Employment Services</i>	
4. Adequate and employment oriented social security systems	The in work at-risk-of-poverty rate 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) Inactivity and part-time work due to lack of care services for children and other dependents is higher than the EU average	
6. Exploiting job creation possibilities		
7. Gender equality	The gender employment gap is significantly above the EU average	The gender gap in part-time employment is significantly better than the EU-average
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 share of early leavers from education and training among young people (18-24) is significantly higher than the EU average The share of low-achieving 15-year-olds in basic skills (reading, maths, science) is significantly higher than the EU average <i>Weak and unequal educational outcomes persist, with urban/rural disparities in access to quality education, from the early childhood to university level</i>	
10. Wage setting mechanisms and	<i>Weak social dialogue and low collective bargaining coverage</i>	

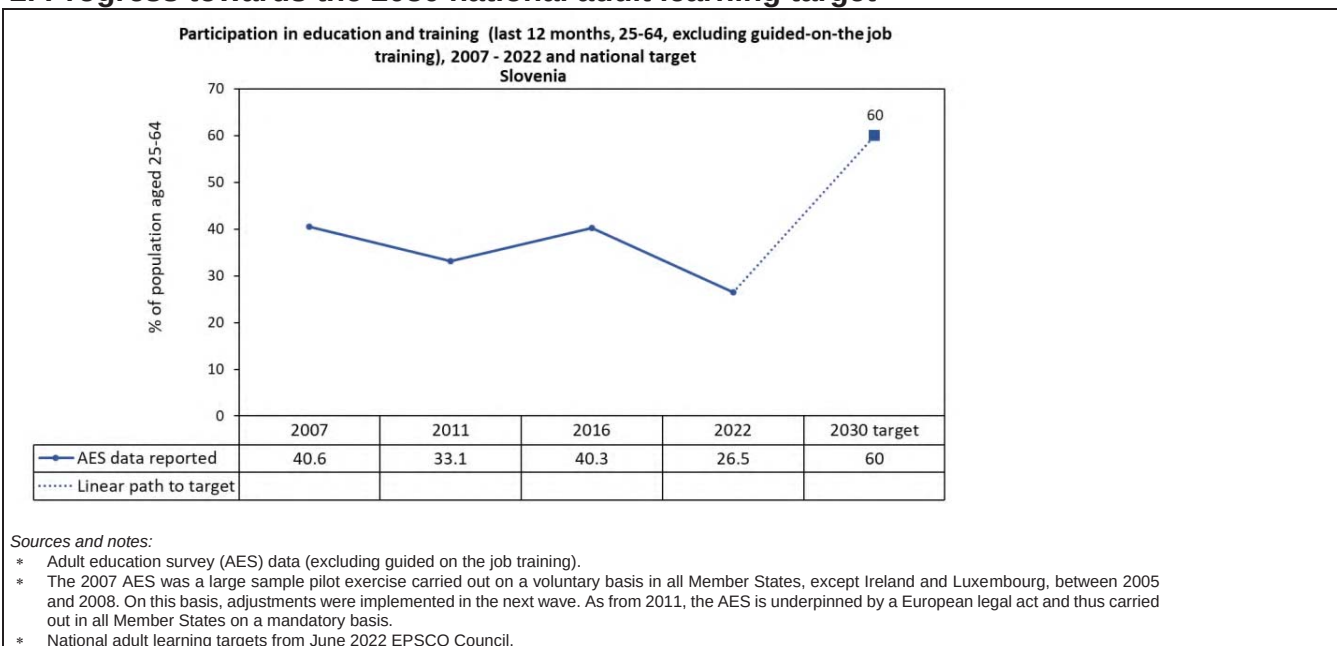
labour cost developments		
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Slovenia

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	2020	2021	2022	2023	2024	2025	2030	2020	2021	2022	2023	2024	2025	2030
Employment rate of population aged 20-64 - total	74.8	76.1	77.9	77.5	78.3	78.3	79.5	71.7	73.1	74.6	75.3	75.8	76.1	78
Employment rate of population aged 20-64 - women	71.7	72.6	74.3	74.3	75.1	75.7		66.2	67.6	69.3	70.2	70.8	71.3	
Employment rate of population aged 20-64 - men	77.6	79.3	81.2	80.4	81.1	80.6		77.2	78.5	79.9	80.4	80.8	80.9	
Employment rate of young people aged 20-29 - total	63.9	62.6 b	65.5	67.3 b	68.6	66.4		61.3	62.8 b	65.1	65.9	65.9	65.6	
Employment rate of population aged 30-54 - total	89.2	89.1 b	90.6	90.2 b	90.6	90.6		80.8	81.4 b	82.6	83.0	83.4	83.6	
Employment rate of older population aged 55-64 - total	49.9	52.7	55.2	54.2	56.3	57.6		59.0	60.4	62.3	63.9	65.2	66.4	
Employment rate of low-skilled population aged 20-64 - total	47.1	49.5	50.0	53.7 b	54.9	54.9		54.0	55.0	57.0	58.1	58.5	58.2	
Employment rate of non-EU nationals (20-64) - total	76.0	73.0 b	76.6	79.0	78.0	77.3		57.5	59.1 b	61.9	63.2	64.3	65.2	
Overall employment growth	-0.8	0.0	1.4	0.3	1.0	-0.3		-1.9	1.5	2.3	1.1	0.9	0.4	
Unemployment rate in age group 15-74 - total	5.0	4.8	4.0	3.7	3.7	3.9		7.2	7.1	6.2	6.1	5.9	6.0	
NEET rate for population aged 15-29 - total	7.9	7.3	8.4	7.8	7.6	7.6		14.0	13.1	11.7	11.2	11.1	11.0	
Unemployment rate in age group 15-24 - total	14.3	12.8	10.1	9.9	10.9	12.1		17.6	16.7	14.6	14.6	14.9	15.2	
Involuntary temporary employment as % of total employees 15-64	4.4	3.2 b	2.4	2.3	1.4 u	1.2 u		6.8	5.1 b	4.4	3.9	3.4	3.4	
Share of employees (15-64) in temporary employment contracts	10.8	11.8 b	11.6	11.2	10.6	9.6		13.5	14.0 b	14.1	13.4	12.8	12.6	
Newly employed in %	12.0	12.0 b	11.5	11.0	11.1	10.3		13.1	13.8 b	15.2	14.9	14.0	13.4	
Rate of long-term unemployment (as % active population) - total	1.9	1.9	1.6	1.4	1.1	1.1		2.4	2.8	2.4	2.1	1.9	1.9	
At-risk-of-poverty rate of unemployed	43.4	39.7	46.9	49.8	48.8	46.8		47.3	45.1	46.1	46.9	48.8	49.3	
Inactivity and part-time work due to personal and family responsibilities - total	1.0	1.0	1.1	1.1	1.1	1.1		3.4	3.3	3.3	3.3	3.3	3.4	
Part-time employment, Percentage of total employment (total)	9.1	9.2	8.7	8.5	8.8	8.4		17.8	17.6	17.5	17.7	17.7	17.7	
Job vacancy rate (average over 3 years)	2.2	2.2	2.4	2.8	2.7	2.4		2.1	2.2	2.4	2.7	2.7	2.4	
Employment gender gap (aged 20-64)	5.9	6.7	6.9	6.1	6.0	4.9		11.0	10.9	10.6	10.2	10.0	9.6	
Gender pay gap	2.4	2.7	6.8	6.0 bp	8.0 p			12.7	12.3	12.2	11.7 p	11.1 p		
Share of adult population (aged 25-64) with upper secondary or tertiary education - total	90.2	91.3 b	91.0	88.5 b	89.0	89.3		79.0	79.1 b	79.4	79.8	80.5	81.2	
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	4.1	3.1 bu	4.0	5.4 b	5.0	5.5		10.0	9.7 b	9.6	9.6	9.4	9.1	
Completion of tertiary or equivalent education (aged 30-34) - total	46.9	49.2 b	48.8	40.0 b	43.2	42.9		41.2	42.0 b	42.8	43.8	44.7	45.7	
Labour productivity per person employed	82.4	83.5	83.8	85.4	84.7	85.8		100.0	100.0	100.0	100.0	100.0	100.0	
Labour productivity per hour worked	82.3	83.5	83.7	86.5	84.2	86.0		100.0	100.0	100.0	100.0	100.0	100.0	
Nominal unit labour cost growth	7.5	0.9	5.2	8.7	4.9	6.3		4.3	-0.2	3.4	6.8	5.0	3.3	
Real unit labour cost growth	6.2	-1.7	-1.2	-1.2	1.4	2.7		2.4	-2.6	-2.0	0.6	1.6	0.5	

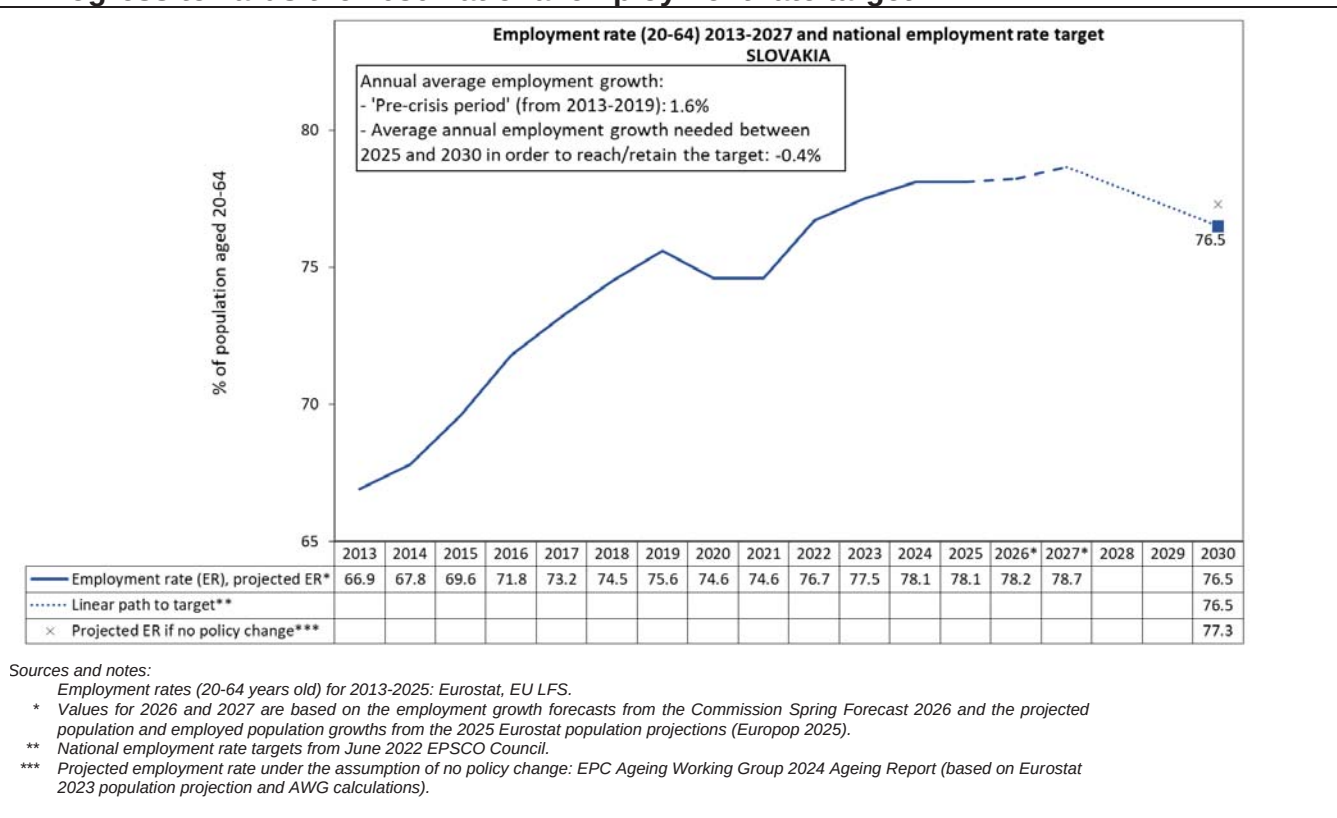
4. Key employment challenges Slovenia, May 2026

Employment policy area	Key Employment Challenge	Particularly good labour market outcome
1. Increase labour market participation	The employment rate of the population aged 55-64 is lower than EU average, significantly so for men	Very high employment levels in the population aged 30-54 The share of young people neither in employment nor in education and training (NEET) that are unemployed is significantly lower than the EU average
2. Enhancing labour market functioning; combating segmentation		A very high transition rate from temporary to permanent employment
3. Active labour market policies	Expenditure on ALMP per person wanting to work is below the EU average The number of participants in regular activation measures (cat. 2-7) in relation to persons wanting to work is lower than EU average	
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		The gender employment gap (aged 20-64) is below the EU average and showing some positive development
8. Improving skills supply and productivity, effective life-long learning	<i>Labour shortages in numerous sectors, skills mismatches and upskilling and reskilling needs</i>	
9. Improving education and training systems		
10. Wage setting mechanisms and		

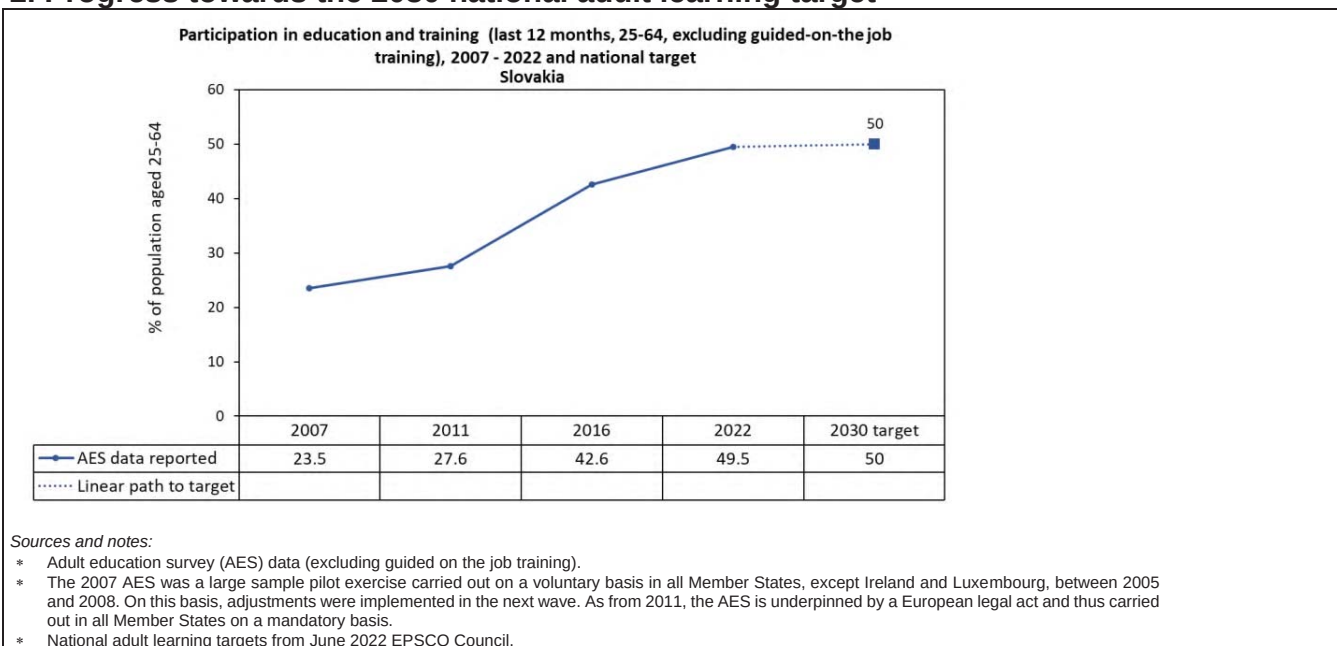
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Slovakia

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

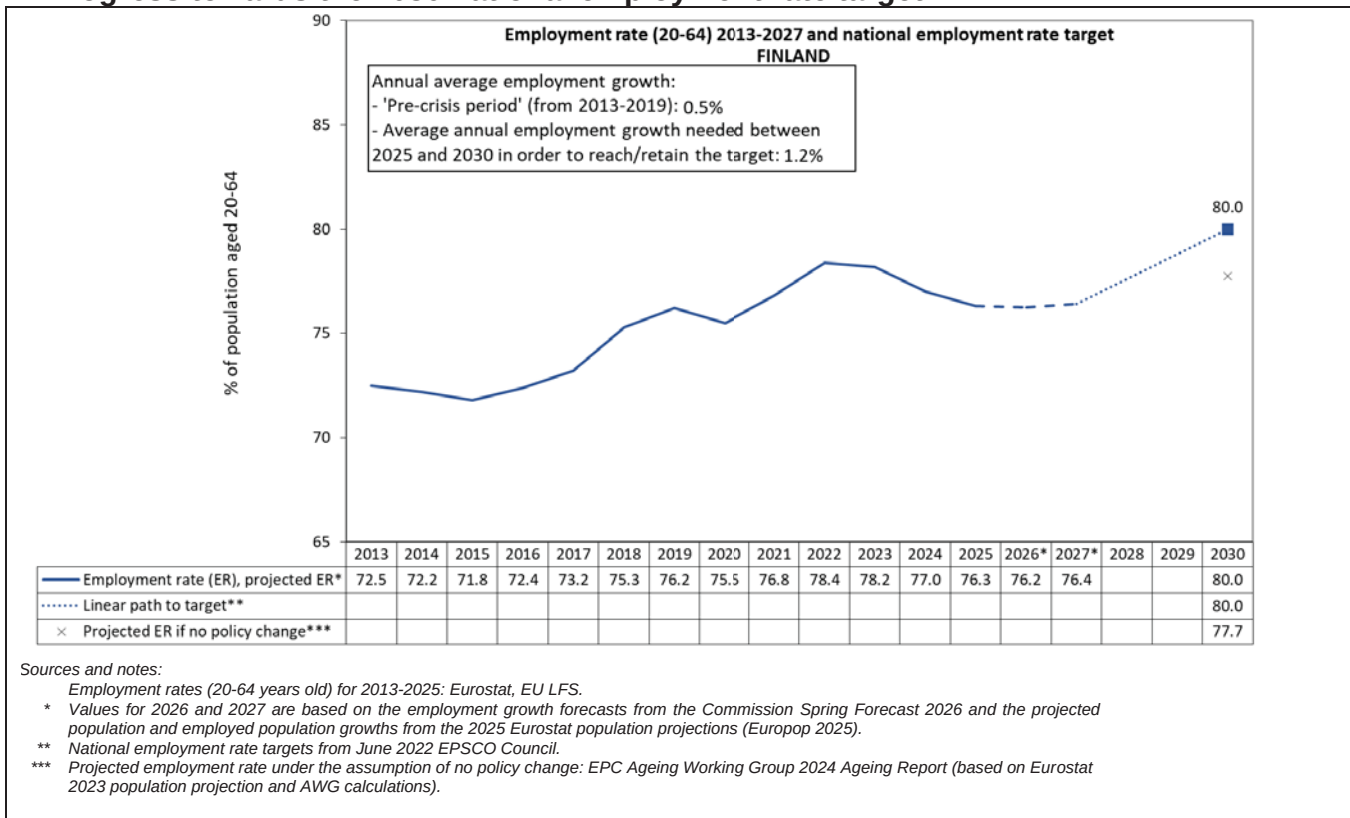
	Slovakia						National Targets	EU27						EU Targets
Description	2020	2021	2022	2023	2024	2025	2030	2020	2021	2022	2023	2024	2025	2030
Employment rate of population aged 20-64 - total	74.6	74.6	76.7	77.5	78.1	78.1	76.5	71.7	73.1	74.6	75.3	75.8	76.1	78
Employment rate of population aged 20-64 - women	70.9	70.4	72.6	73.6	73.6	73.7		66.2	67.6	69.3	70.2	70.8	71.3	
Employment rate of population aged 20-64 - men	78.2	78.9	80.7	81.3	82.5	82.4		77.2	78.5	79.9	80.4	80.8	80.9	
Employment rate of young people aged 20-29 - total	58.5	58.5 b	60.6	61.2	61.5	59.3		61.3	62.8 b	65.1	65.9	65.9	65.6	
Employment rate of population aged 30-54 - total	81.9	84.5 b	85.8	85.8	86.7	87.0		80.8	81.4 b	82.6	83.0	83.4	83.6	
Employment rate of older population aged 55-64 - total	60.2	60.6	64.1	66.6	66.0	66.6		59.0	60.4	62.3	63.9	65.2	66.4	
Employment rate of low-skilled population aged 20-64 - total	25.8	26.9	31.3	33.5	33.8	33.0		54.0	55.0	57.0	58.1	58.5	58.2	
Employment rate of non-EU nationals (20-64) - total	64.3 u		85.2 u	81.2 u	64.7 u	86.9		57.5	59.1 b	61.9	63.2	64.3	65.2	
Overall employment growth	-2.1	-1.6	1.5	0.0	0.1	-0.6		-1.9	1.5	2.3	1.1	0.9	0.4	
Unemployment rate in age group 15-74 - total	6.7	6.8	6.1	5.8	5.3	5.4		7.2	7.1	6.2	6.1	5.9	6.0	
NEET rate for population aged 15-29 - total	14.4	14.2	12.3	11.2	10.7	11.1		14.0	13.1	11.7	11.2	11.1	11.0	
Unemployment rate in age group 15-24 - total	20.4	20.6	19.9	19.8	19.2	15.3		17.6	16.7	14.6	14.6	14.9	15.2	
Involuntary temporary employment as % of total employees 15-64	4.7	2.5 b	2.2	2.0	1.6	1.5		6.8	5.1 b	4.4	3.9	3.4	3.4	
Share of employees (15-64) in temporary employment contracts	6.5	4.1 b	4.3	4.2	3.8	3.9		13.5	14.0 b	14.1	13.4	12.8	12.6	
Newly employed in %	9.6	8.1 b	8.0	8.0	8.0	7.1		13.1	13.8 b	15.2	14.9	14.0	13.4	
Rate of long-term unemployment (as % active population) - total	3.7	3.9	4.1	3.8	3.5	3.4		2.4	2.8	2.4	2.1	1.9	1.9	
At-risk-of-poverty rate of unemployed	56.1	52.7	53.6	52.9	64.1	58.5		47.3	45.1	46.1	46.9	48.8	49.3	
Inactivity and part-time work due to personal and family responsibilities - total	0.9	0.6	0.5	0.6	0.6	0.7		3.4	3.3	3.3	3.3	3.3	3.4	
Part-time employment, Percentage of total employment (total)	3.2	3.1	3.1	3.3	4.0	4.4		17.8	17.6	17.5	17.7	17.7	17.7	
Job vacancy rate (average over 3 years)	1.0	0.9	0.9	1.0	1.1	1.1		2.1	2.2	2.4	2.7	2.7	2.4	
Employment gender gap (aged 20-64)	7.3	8.5	8.1	7.7	8.9	8.7		11.0	10.9	10.6	10.2	10.0	9.6	
Gender pay gap	15.4	16.0	16.8	15.7 p	15.7 p			12.7	12.3	12.2	11.7 p	11.1 p		
Share of adult population (aged 25-64) with upper secondary or tertiary education - total	92.7	93.3 b	93.7	93.8	93.9	94.0		79.0	79.1 b	79.4	79.8	80.5	81.2	
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	7.6	7.8 b	7.4 b	6.4	7.5	6.8		10.0	9.7 b	9.6	9.6	9.4	9.1	
Completion of tertiary or equivalent education (aged 30-34) - total	39.7	40.2 b	39.3	41.1	36.4	35.6		41.2	42.0 b	42.8	43.8	44.7	45.7	
Labour productivity per person employed	78.3	79.4	76.3	80.6	81.5	82.0		100.0	100.0	100.0	100.0	100.0	100.0	
Labour productivity per hour worked	76.3	80.0	76.2	79.8	80.5	81.2		100.0	100.0	100.0	100.0	100.0	100.0	
Nominal unit labour cost growth	4.6	0.6	7.2	8.4	5.5	5.3		4.3	-0.2	3.4	6.8	5.0	3.3	
Real unit labour cost growth	2.1	-1.6	-0.1	-1.5	2.0	0.6		2.4	-2.6	-2.0	0.6	1.6	0.5	

4. Key employment challenges Slovakia, May 2026

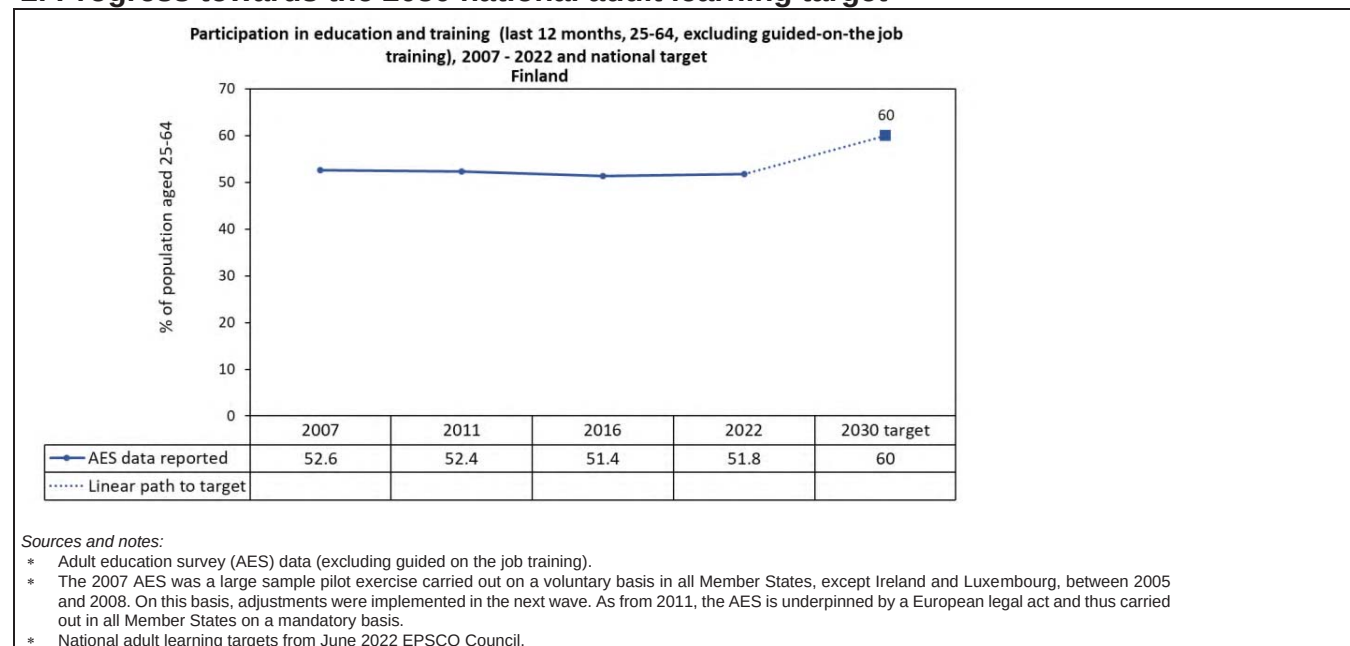
Employment policy area	Key Employment Challenge	Particularly good labour market outcome
1. Increase labour market participation	The employment rate of low skilled people (20-64) is significantly below the EU average	
2. Enhancing labour market functioning; combating segmentation	The share of long-term unemployed in total unemployment is significantly above the EU average	
3. Active labour market policies	The long-term unemployment rate is significantly worse than the EU-average <i>The efficiency of ALMPs remains a challenge, especially in terms of integration of disadvantaged groups, particularly the Roma community, the long-term unemployed and third-country nationals, especially in high-unemployment regions</i>	
4. Adequate and employment oriented social security systems	The at-risk-of-poverty rate of unemployed is above the EU average.	
5. Work-life balance	Very low participation of children in formal childcare (age 0-3)	
6. Exploiting job creation possibilities	The tax wedge is higher than the EU average	
7. Gender equality	The gender pay gap is wider than the EU average.	
8. Improving skills supply and productivity, effective life-long learning	<i>Lack of skills supply, an ageing workforce and reskilling and upskilling insufficiently aligned with labour market needs (with insufficient involvement of employers)</i>	The share of adult population (25-64) with upper secondary education is 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	
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	2020	2021	2022	2023	2024	2025	2030	2020	2021	2022	2023	2024	2025	2030
Employment rate of population aged 20-64 - total	75.5	76.8	78.4	78.2	77.0	76.3	80	71.7	73.1	74.6	75.3	75.8	76.1	78
Employment rate of population aged 20-64 - women	73.8	75.8	77.8	78.1	76.6	75.7		66.2	67.6	69.3	70.2	70.8	71.3	
Employment rate of population aged 20-64 - men	77.1	77.8	79.0	78.3	77.3	77.0		77.2	78.5	79.9	80.4	80.8	80.9	
Employment rate of young people aged 20-29 - total	66.9	67.9 b	69.1	68.8	67.2	65.4		61.3	62.8 b	65.1	65.9	65.9	65.6	
Employment rate of population aged 30-54 - total	83.9	83.7 b	84.7	84.3	82.6	81.8		80.8	81.4 b	82.6	83.0	83.4	83.6	
Employment rate of older population aged 55-64 - total	66.6	68.3	71.2	71.7	71.7	72.3		59.0	60.4	62.3	63.9	65.2	66.4	
Employment rate of low-skilled population aged 20-64 - total	54.8	53.2	55.0	55.0	50.1	47.9		54.0	55.0	57.0	58.1	58.5	58.2	
Employment rate of non-EU nationals (20-64) - total	56.7	58.6 b	66.9	62.0	59.4	57.5		57.5	59.1 b	61.9	63.2	64.3	65.2	
Overall employment growth	-1.4	2.1	2.3	0.2	-1.1	-0.4		-1.9	1.5	2.3	1.1	0.9	0.4	
Unemployment rate in age group 15-74 - total	7.7	7.7	6.8	7.2	8.4	9.7		7.2	7.1	6.2	6.1	5.9	6.0	
NEET rate for population aged 15-29 - total	9.8	9.2	9.3	9.2	9.8	11.0		14.0	13.1	11.7	11.2	11.1	11.0	
Unemployment rate in age group 15-24 - total	21.0	17.1	14.2	16.2	18.8	21.8		17.6	16.7	14.6	14.6	14.9	15.2	
Involuntary temporary employment as % of total employees 15-64	9.6	4.1 b	3.4	2.5	2.6	2.4		6.8	5.1 b	4.4	3.9	3.4	3.4	
Share of employees (15-64) in temporary employment contracts	14.6	16.0 b	16.0	15.4	15.2	14.2		13.5	14.0 b	14.1	13.4	12.8	12.6	
Newly employed in %	19.8	20.5 b	21.6	21.2	18.8	17.4		13.1	13.8 b	15.2	14.9	14.0	13.4	
Rate of long-term unemployment (as % active population) - total	1.5	1.8	1.5	1.6	1.8	2.4		2.4	2.8	2.4	2.1	1.9	1.9	
At-risk-of-poverty rate of unemployed	44.2	36.5	47.1 b	49.4	51.9	56.0		47.3	45.1	46.1	46.9	48.8	49.3	
Inactivity and part-time work due to personal and family responsibilities - total	1.0	1.2	1.2	1.3	0.9	1.0		3.4	3.3	3.3	3.3	3.3	3.4	
Part-time employment, Percentage of total employment (total)	15.6	16.9	16.9	16.8	16.7	17.4		17.8	17.6	17.5	17.7	17.7	17.7	
Job vacancy rate (average over 3 years)	2.1	2.2	2.5	2.6	2.3	1.8		2.1	2.2	2.4	2.7	2.7	2.4	
Employment gender gap (aged 20-64)	3.3	2.0	1.2	0.2	0.7	1.3		11.0	10.9	10.6	10.2	10.0	9.6	
Gender pay gap	16.9	16.9	16.0	16.8 p	16.3 bp			12.7	12.3	12.2	11.7 p	11.1 p		
Share of adult population (aged 25-64) with upper secondary or tertiary education - total	91.1	88.9 b	89.1	88.8	88.9	89.0	60	79.0	79.1 b	79.4	79.8	80.5	81.2	60
Participation rate in education and training over the previous 12 months (age bracket 25-64), excluding guided on-the-job training (GOJT)			51.8							39.5				
Early leavers from education and training (aged 18-24) - total	8.2	8.2 b	8.4	9.6	9.6	9.9		10.0	9.7 b	9.6	9.6	9.4	9.1	
Completion of tertiary or equivalent education (aged 30-34) - total	49.6	44.9 b	46.8	43.1	43.2	41.6		41.2	42.0 b	42.8	43.8	44.7	45.7	
Labour productivity per person employed	110.8	107.7	103.3	100.8	102.0	102.0		100.0	100.0	100.0	100.0	100.0	100.0	
Labour productivity per hour worked	107.6	109.0	106.4	104.7	105.9	106.3		100.0	100.0	100.0	100.0	100.0	100.0	
Nominal unit labour cost growth	0.8	3.7	5.3	5.6	0.3	1.9		4.3	-0.2	3.4	6.8	5.0	3.3	
Real unit labour cost growth	-0.9	1.2	-0.8	1.8	-0.5	1.1		2.4	-2.6	-2.0	0.6	1.6	0.5	

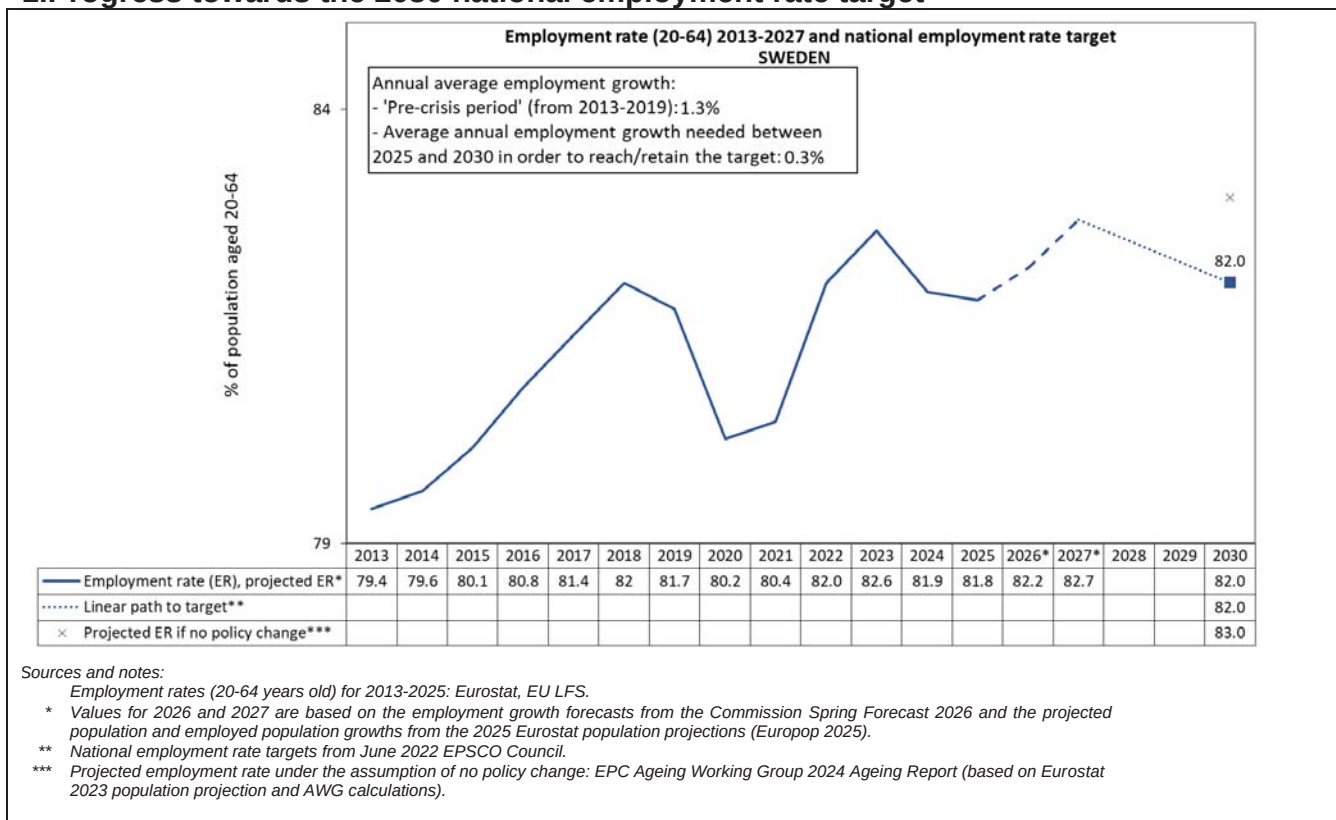
4. Key employment challenges Finland, May 2026

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 and non-EU nationals, showed a significantly negative development The youth unemployment rate (15-29) is significantly below the EU average, while the NEET rate (15-29) increased significantly	
2. Enhancing labour market functioning; combating segmentation	The long-term unemployment rate and its share in total unemployment showed significant negative development The transition rate from temporary to permanent employment worsened significantly	
3. Active labour market policies	The unemployment rate (15-74) is significantly above the EU average and increasing significantly <i>Considerable decline in the ALMP participation rate of jobseekers, coinciding with high workloads and resource shortages in municipal public employment services</i>	
4. Adequate and employment oriented social security systems	The at-risk-of-poverty rate for the unemployed (18+) shows a negative development <i>Risks of long unemployment spells and inactivity among groups most affected by high unemployment, such as the long-term unemployed, the young, those with low education levels or with a migrant background</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 relatively low with positive development overall and for women
6. Exploiting job creation possibilities	The job vacancy rate dropped below EU average <i>Limited availability of traineeships and entry-level work, combined with weak labour demand, hinders young people's ability to take up new job opportunities</i>	
7. Gender equality	The gender pay gap is above the EU-average	The gender employment gap (55-64) is significantly smaller than the EU average.
8. Improving skills supply and productivity, effective life-long learning	The share of population aged 20-24 with at least upper secondary education is around the EU average but shows significant negative development	Adult participation in education and training is considerably above EU average.
9. Improving education and training systems	The share of early school leavers and the proportion of adults aged 30-34 that have completed tertiary or equivalent education are around the EU-average but show significant negative development	
10. Wage setting mechanisms and		

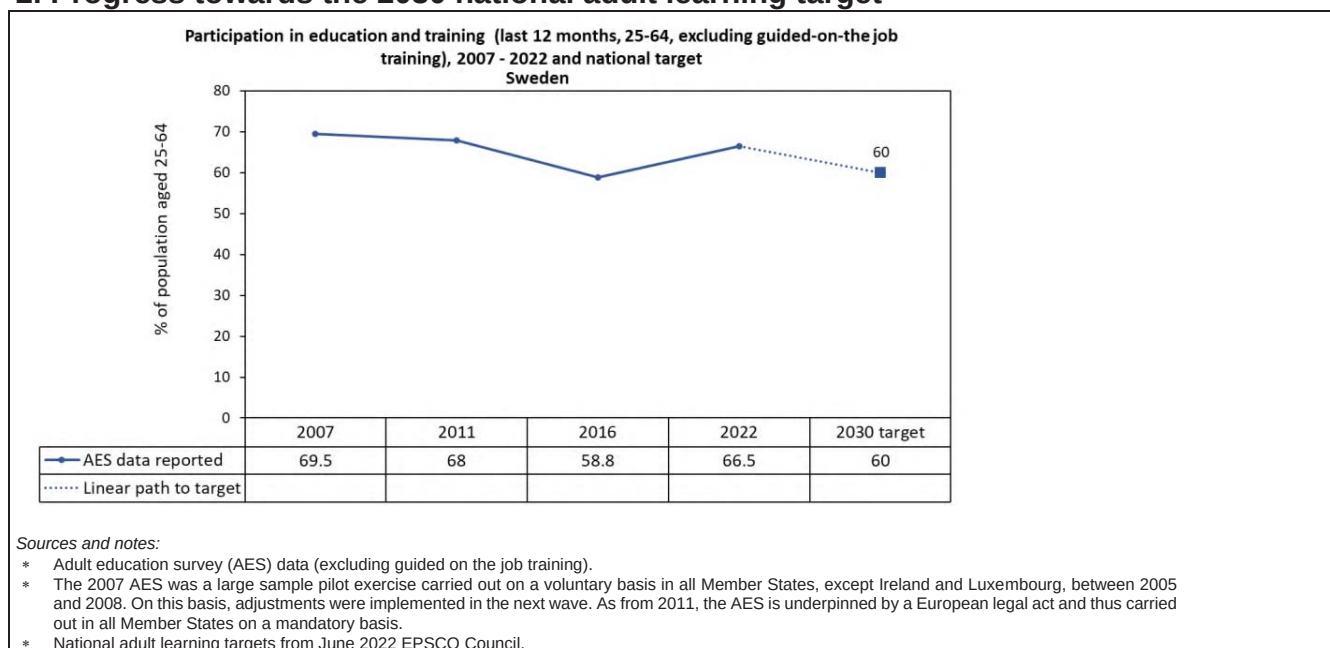
labour cost developments		
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Sweden

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	2020	2021	2022	2023	2024	2025	2030	2020	2021	2022	2023	2024	2025	2030
Employment rate of population aged 20-64 - total	80.2	80.4	82.0	82.6	81.9	81.8	82	71.7	73.1	74.6	75.3	75.8	76.1	78
Employment rate of population aged 20-64 - women	77.5	77.7	79.1	80.2	79.9	79.8		66.2	67.6	69.3	70.2	70.8	71.3	
Employment rate of population aged 20-64 - men	82.8	83.1	84.8	84.9	83.9	83.7		77.2	78.5	79.9	80.4	80.8	80.9	
Employment rate of young people aged 20-29 - total	68.5	69.2 b	71.6	72.4	70.3	69.9		61.3	62.8 b	65.1	65.9	65.9	65.6	
Employment rate of population aged 30-54 - total	86.8	86.1 b	87.7	88.0	87.4	87.2		80.8	81.4 b	82.6	83.0	83.4	83.6	
Employment rate of older population aged 55-64 - total	76.7	76.4	77.0	78.0	78.1	78.3		59.0	60.4	62.3	63.9	65.2	66.4	
Employment rate of low-skilled population aged 20-64 - total	56.9	56.5	59.9	61.8	60.5	59.7		54.0	55.0	57.0	58.1	58.5	58.2	
Employment rate of non-EU nationals (20-64) - total	50.9	53.0 b	61.3	64.0	64.1	64.5		57.5	59.1 b	61.9	63.2	64.3	65.2	
Overall employment growth	-1.8	0.7	3.2	1.3	-0.7	0.1		-1.9	1.5	2.3	1.1	0.9	0.4	
Unemployment rate in age group 15-74 - total	8.5	8.9	7.5	7.7	8.4	8.8		7.2	7.1	6.2	6.1	5.9	6.0	
NEET rate for population aged 15-29 - total	6.9	6.1	5.6	5.7	6.3	5.9		14.0	13.1	11.7	11.2	11.1	11.0	
Unemployment rate in age group 15-24 - total	23.6	24.7	21.7	22.1	24.3	24.3		17.6	16.7	14.6	14.6	14.9	15.2	
Involuntary temporary employment as % of total employees 15-64	8.0	2.7 b	2.9	2.8	2.3	2.2		6.8	5.1 b	4.4	3.9	3.4	3.4	
Share of employees (15-64) in temporary employment contracts	14.8	14.5 b	14.8	13.9	12.6	12.5		13.5	14.0 b	14.1	13.4	12.8	12.6	
Newly employed in %	19.2	17.2 b	20.1	19.1	16.9	16.0		13.1	13.8 b	15.2	14.9	14.0	13.4	
Rate of long-term unemployment (as % active population) - total	1.0	1.8	1.9	1.6	1.7	1.8		2.4	2.8	2.4	2.1	1.9	1.9	
At-risk-of-poverty rate of unemployed	57.3	54.9	47.5	55.4	50.9	49.7		47.3	45.1	46.1	46.9	48.8	49.3	
Inactivity and part-time work due to personal and family responsibilities - total	2.4	1.9	1.8	1.6	1.6	1.6		3.4	3.3	3.3	3.3	3.3	3.4	
Part-time employment, Percentage of total employment (total)	22.1	20.4	20.3	19.9	19.5	19.4		17.8	17.6	17.5	17.7	17.7	17.7	
Job vacancy rate (average over 3 years)	2.2	2.2	2.5	2.8	2.7	2.3		2.1	2.2	2.4	2.7	2.7	2.4	
Employment gender gap (aged 20-64)	5.3	5.4	5.7	4.7	4.0	3.9		11.0	10.9	10.6	10.2	10.0	9.6	
Gender pay gap	10.5	10.3	10.4	11.2 p	11.2 p			12.7	12.3	12.2	11.7 p	11.1 p		
Share of adult population (aged 25-64) with upper secondary or tertiary education - total	86.5	87.5 b	88.3	88.4	88.7	89.0		79.0	79.1 b	79.4	79.8	80.5	81.2	
Participation rate in education and training over the previous 12 months (age bracket 25-64), excluding guided on-the-job training (GOJT)			66.5				60			39.5				60
Early leavers from education and training (aged 18-24) - total	7.7	8.4 b	8.8	7.4	7.2	6.7		10.0	9.7 b	9.6	9.6	9.4	9.1	
Completion of tertiary or equivalent education (aged 30-34) - total	52.2	51.8 b	55.4	58.0	58.0	56.4		41.2	42.0 b	42.8	43.8	44.7	45.7	
Labour productivity per person employed	112.3	112.6	106.0	104.0	105.5	105.3		100.0	100.0	100.0	100.0	100.0	100.0	
Labour productivity per hour worked	109.6	112.9	107.6	105.7	107.4	107.7		100.0	100.0	100.0	100.0	100.0	100.0	
Nominal unit labour cost growth	3.1	0.9	4.3	6.8	3.8	0.0		4.3	-0.2	3.4	6.8	5.0	3.3	
Real unit labour cost growth	1.3	-1.7	-1.6	0.9	0.9	1.0		2.4	-2.6	-2.0	0.6	1.6	0.5	

4. Key employment challenges Sweden, May 2026

Employment policy area	Key Employment Challenge	Particularly good labour market outcome
1. Increase labour market participation	<i>Potential regional labour market disparities linked to limited labour mobility</i>	Participation in education and training for those aged 55-64 is significantly higher than the EU average (for this age group) and further 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	Transitions by pay level for women are significantly lower than the EU average	
8. Improving skills supply and productivity, effective life-long learning		Share of population aged 20-24 having completed at least upper secondary education higher than the EU average and strongly increasing
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 and 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 2026⁶

	EU27_2020	EA21	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)																														
2025	76.1	75.7	72.8	77.0	82.9	79.8	81.1	81.7	80.2	71.0	72.4	75.5	74.4	67.6	81.3	78.2	80.0	73.9	81.1	83.6	83.4	77.6	78.8	79.6	69.0	78.3	78.1	76.3	81.8	
2024-2025 change in pp	~	~	~	0.6	~	~	~	~	~	1.7	1.0	~	~	~	1.5	~	~	~	~	~	~	~	~	1.1	~	~	~	-0.7	~	
2022-2025 change in pp	1.5	1.7	~	~	1.6	~	~	~	2.0	4.7	3.1	1.5	4.2	2.8	2.7	~	~	~	~	3.5	~	~	2.1	2.5	~	~	~	-2.1	~	
Youth NEET (% of total population aged 15-29)																														
2025	11.0	11.0	9.8	13.8	8.0	8.9	9.5	11.2	8.1	13.6	11.5	12.7	10.8	13.3	10.6	11.0	12.4	8.8	10.6	8.5	5.3	10.3	9.2	8.0	19.2	7.6	11.1	11.2	5.9	
2024-2025 change in pp	~	~	~	~	~	0.9	0.8	~	~	~	~	~	~	-1.9	-2.3	~	~	~	~	~	~	1.1	~	-0.7	~	~	~	1.2	~	
2022-2025 change in pp	~	~	~	~	-3.4	~	~	~	~	-1.8	-1.2	~	-2.3	-5.7	-3.8	~	1.7	1.4	~	~	~	1.2	-1.5	~	~	~	-1.2	1.7	~	
Employment rate older people (% population aged 55-64)																														
2025	66.4	66.5	61.5	71.2	78.3	74.7	75.3	77.0	69.4	59.6	62.4	61.8	54.9	61.2	71.0	73.6	69.9	49.5	72.1	61.4	75.8	60.9	60.1	69.5	57.0	57.6	66.6	72.3	78.3	
2024-2025 change in pp	1.2	1.1	2.1	1.3	1.3	~	~	~	1.3	2.3	1.3	1.4	~	2.2	~	~	~	~	1.7	3.9	~	2.1	1.1	1.9	3.6	~	~	~	~	
2022-2025 change in pp	4.1	3.9	4.9	2.9	5.4	~	2.0	3.3	2.5	7.7	4.7	4.9	3.6	6.2	6.1	4.1	~	2.9	6.5	8.2	2.7	4.5	3.6	4.5	10.3	2.4	2.5	~	~	
Employment rate (% Non-EU27 nationals aged 20-64)																														
2025	65.2	64.4	51.6	52.7	81.7	n.a.	63.2	78.1	79.0	73.9	64.5	58.7	78.7	65.5	74.8	70.1	80.0	68.7	68.8	n.a.	63.8	64.5	83.6	79.3	65.7	77.3	86.9	57.5	64.5	
2024-2025 change in pp	~	~	~	~	~	n.a.	~	~	~	10.1	~	~	~	~	~	~	~	~	~	n.a.	~	~	~	5.0	~	~	22.2	~	~	
2022-2025 change in pp	3.3	2.9	2.9	5.0	~	n.a.	~	4.2	2.8	13.5	3.2	2.8	~	2.6	~	~	2.6	-3.5	~	n.a.	~	~	2.6	5.4	-5.0	~	~	-9.4	3.2	
Involuntary temp empl as % total employees																														
2025	6.4	6.6	4.5	1.4	4.8	3.1	3.1	1.1	4.1	9.4	11.5	7.3	5.0	11.3	13.8	n.a.	0.8	5.1	1.7	6.8	3.5	2.9	7.4	11.2	1.3	2.5	1.7	9.8	8.4	
2024-2025 change in pp	~	~	~	-0.9	~	~	~	~	n.a.	1.3	~	~	~	~	~	n.a.	~	~	~	~	-0.4	~	~	-0.9	~	~	n.a.	~	~	
2022-2025 change in pp	-1.1	-1.4	~	-1.3	1.0	~	~	~	~	~	-6.1	-0.8	-4.4	-2.3	2.9	n.a.	~	1.5	~	2.2	~	~	~	-1.1	~	-1.8	n.a.	-2.3	-1.6	
Newly employed in %																														
2025	13.4	14.1	13.6	6.9	9.5	21.2	15.1	16.2	16.2	9.7	18.2	15.4	9.5	7.6	16.6	12.7	13.3	14.0	12.6	12.9	18.9	14.9	9.6	13.9	5.1	10.3	7.1	17.4	16.0	
2024-2025 change in pp	-0.6	-0.7	0.8	~	~	-0.8	~	~	~	~	~	-0.8	-1.1	-2.4	~	1.4	~	~	~	~	~	~	~	~	-0.8	~	-0.9	-1.4	-0.9	
2022-2025 change in pp	-1.8	-2.0	~	-1.3	~	-2.1	-1.2	-2.4	-2.2	-1.2	~	-2.1	-3.7	-5.1	-1.2	~	~	~	-1.5	-1.5	-2.8	-1.3	~	~	~	-1.2	~	-4.2	-4.1	
Long-term unemployment rate (in %)																														
2025	1.9	2.1	2.0	1.5	0.8	0.9	1.1	1.8	1.1	5.0	3.4	1.7	1.8	3.1	0.9	2.3	2.5	2.0	1.5	0.6	0.5	1.3	0.8	2.2	2.1	1.1	3.4	2.4	1.8	
2024-2025 change in pp	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	0.3	~	~	0.6	~	
2022-2025 change in pp	~	~	~	~	~	~	~	~	~	-2.7	-1.7	~	~	-1.5	-1.2	~	~	~	~	~	~	~	~	~	~	~	~	~	0.9	~
At-risk-of-poverty rate of unemployed																														
2025	48.8	n.a.	40.4	55.1	60.0	43.2	65.5	52.0	32.3	48.5	44.0	42.9	42.1	44.6	31.6	56.5	62.0	33.6	45.0	44.8	68.7	42.7	44.6	42.6	39.7	46.8	64.1	56.0	49.7	
2024-2025 change in pp	n.a.	n.a.	-2.4	-3.6	~	8.3	4.7	~	-3.8	~	~	~	~	-4.8	~	~	2.5	n.a.	-10.6	n.a.	18.4	n.a.	~	~	~	n.a.	~	4.1	~	
2022-2025 change in pp	~	n.a.	-6.8	~	11.0	5.1	23.1	12.7	~	4.9	~	~	~	-3.9	-3.0	~	11.0	-5.8	-9.5	9.1	~	~	~	~	~	n.a.	~	10.5	8.9	~

⁶ The identification of notable (coloured) positive/negative changes is normally done following the methodology for determining thresholds for substantive significance based on historical series, agreed in EMCO IG in March 2018, with cut-off point of 7.5% for outliers and one standard deviation, plus the statistical significance estimates provided by Eurostat, when available. For “Involuntary temporary employment as % total employees”, the variable considers two reasons (“No permanent job found” and “Job only available with a temporary contract”). ‘Euro area – 21 countries’ (EA21) is now displayed in the dashboard following Eurostat’s update.

Table B1 (CONTINUED):

	EU27_2020	EA21	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																														
2025	n.a.	n.a.	83.5	82.4	88.9	89.2	79.9	77.5	55.2	75.6	80.3	72.8	88.4	77.1	67.4	83.1	87.5	90.4	78.5	83.6	79.1	76.1	72.9	79.5	61.9	72.9	64.3	68.9	77	
2024-2025 change in pp	n.a.	n.a.	0.5	0	0.3	-0.6	0.7	1.9	-1.1	1.1	-1.9	0.3	0.1	8.7	0.1	-1.5	0.9	-0.2	0	-2.9	0	-0.1	-0.4	0	-0.9	-1.9	-0.1	-3.8	-0.5	
2022-2025 change in pp	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	
Inactivity and part-time work due to personal and family responsibilities - total																														
2025	3.1	3.7	3.7	0.2	1.3	0.5	6.4	1.5	4.2	0.8	1.9	3.1	0.5	1.6	1.0	0.5	0.2	3.5	0.7	1.8	11.2	8.2	0.9	0.5	0.1	1.0	0.7	0.9	1.4	
2024-2025 change in pp	~	~	0.5	-0.1	~	0.1	~	~	0.1	0.1	~	0.3	~	-0.2	-0.1	-0.1	-0.1	-0.4	0.2	0.6	-0.1	~	~	-0.1	~	0.1	0.1	~		
2022-2025 change in pp	~	~	0.4	~	0.4	~	0.3	-0.2	0.9	~	~	0.3	~	-0.5	-0.4	~	~	~	~	0.8	0.2	0.2	~	~	~	~	0.2	-0.2		
Total employment (th)																														
2025	220557.8	175778.4	5122.5	3595.5	5508.7	3255.0	45982.0	687.4	2811.5	5226.0	22005.0	30657.0	1798.8	26835.1	516.3	903.8	1487.5	522.2	4811.3	338.2	10316.0	4733.1	17432.0	5397.0	8329.1	1099.0	2427.1	2726.4	5443.3	
2024-2025 change in %	~	~	2.2	1.1	1.2	~	~	2.0	~	~	2.7	~	1.5	1.1	1.7	~	1.2	~	3.9	~	~	~	~	2.3	-3.5	~	~	~	~	
2022-2025 change in %	2.6	3.3	~	4.4	3.3	3.0	~	2.9	8.4	3.7	8.5	~	9.0	5.0	7.0	~	4.2	~	16.5	3.2	~	~	~	5.0	-3.1	~	~	~	~	
Job vacancy rate (average over 3 years)																														
2025	2.4	2.6	4.2	0.8	3.0	2.5	3.3	1.7	1.3	1.9	0.9	2.1	1.6	1.7	3.0	2.5	2.1	1.5	2.2	2.6	4.3	4.0	0.8	1.4	0.7	2.4	1.1	1.8	2.3	
2024-2025 change in %	-11.0	-11.1	-7.1	~	-23.8	-11.6	-14.7	-7.3	~	14.9	~	-8.5	~	~	~	-8.3	~	-20.7	-9.2	8.3	~	-14.7	-12.3	~	-12.4	-10.5	~	-22.8	-14.6	
2022-2025 change in %	~	~	~	~	-40.9	~	~	~	~	185.9	20.2	~	~	27.6	39.5	~	25.1	~	-23.3	~	41.8	~	~	~	30.2	~	21.1	-27.6	~	
Gender employment gap																														
2025	9.6	9.2	7.1	7.4	10.7	6.2	6.8	0.5	9.0	17.4	9.5	5.6	5.0	19.1	10.1	1.9	-0.6	6.8	8.1	12.4	7.6	6.8	11.3	5.4	18.7	4.9	8.7	1.3	3.9	
2024-2025 change in pp	-0.4	-0.4	~	~	-1.9	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	
2022-2025 change in pp	-1.0	-0.9	~	~	-4.2	0.8	-0.7	-2.4	-2.4	-3.6	-1.7	~	-4.4	~	-0.8	-1.2	-1.4	~	-1.7	-0.9	~	-1.0	-1.6	~	~	-2.0	~	~	-1.8	
Gender pay gap																														
2024	11.1	n.a.	0.7	12.0	18.5	14.0	15.6	18.8	8.3	13.4	7.3	11.8	6.6	5.3	11.8	13.9	10.0	-0.8	16.9	4.9	11.2	17.6	4.0	7.0	3.7	8.0	15.7	16.3	11.2	
2023-2024 change in pp	-0.6	n.a.	~	-1.5	~	~	-2.0	-0.8	~	~	~	~	-0.8	3.1	~	-2.5	-1.5	~	-0.9	~	-1.3	-0.7	-1.9	-1.6	~	2.0	~	~	~	
2021-2024 change in pp	-1.2	n.a.	-1.1	~	3.1	~	-2.0	-1.5	-1.6	n.a.	-2.0	-1.9	~	~	~	-2.0	~	~	~	-2.3	-3.1	-1.5	-2.2	~	2.3	5.3	~	~	~	
Adults with medium or high education																														
2025	81.2	79.0	84.9	87.0	94.4	84.1	85.8	89.6	90.6	82.0	65.4	84.9	90.6	67.0	86.9	91.3	95.8	83.3	88.1	69.9	81.6	86.8	94.9	64.3	80.2	89.3	94.0	89.0	89.0	
2024-2025 change in pp	0.7	0.9	2.1	~	~	~	1.7	~	1.2	~	0.5	1.0	~	~	~	~	1.4	~	~	~	~	~	~	2.8	~	~	~	~	~	
2022-2025 change in pp	1.8	2.2	2.5	2.6	~	2.3	2.3	~	2.8	1.2	1.7	1.6	2.4	4.0	1.7	~	1.2	1.7	~	4.4	~	~	~	1.4	6.0	-1.7	~	~	~	
Life long learning - percentage of adult population (aged 25-64) participating in education and training - total																														
2025	13.7	13.5	18.0	6.1	11.1	31.0	9.3	23.8	14.6	5.2	15.8	15.5	6.5	10.8	12.0	11.4	10.4	17.4	10.6	19.7	25.9	16.1	8.8	16.9	10.2	22.8	11.9	28.1	38.2	
2024-2025 change in pp	~	~	3.1	4.3	~	~	~	~	~	0.8	~	~	~	~	~	~	~	~	-1.2	~	~	-1.5	-1.2	0.8	1.3	~	-0.9	-1.0	0.7	
2022-2025 change in pp	1.8	1.6	7.7	4.5	1.7	3.1	~	2.7	2.8	1.7	~	2.2	1.6	~	~	1.5	1.7	1.9	~	2.6	6.7	~	~	3.5	4.8	~	~	2.9	2.0	
Early school leavers (in %)																														
2025	9.1	9.3	7.3	8.6	6.1	10.0	13.1	10.2	3.6	3.0	12.8	7.0	2.1	8.2	9.8	8.8	5.9	7.8	9.3	8.6	7.4	10.0	4.0	6.1	15.5	5.5	6.8	9.9	6.7	
2024-2025 change in pp	~	~	~	~	~	~	~	~	0.8	~	~	-0.7	~	-1.6	~	~	~	n.a.	~	~	~	~	~	~	~	~	~	~	~	
2022-2025 change in pp	~	~	0.9	-1.7	~	~	~	~	-1.1	-1.1	~	~	~	-3.3	1.6	2.1	1.1	~	-2.9	-1.7	1.8	1.6	~	~	~	1.5	~	1.5	-2.1	
Completion of tertiary or equivalent education (aged 30-34) - total																														
2025	45.7	46.5	53.0	42.4	37.9	56.3	43.9	45.6	68.8	43.2	51.4	55.0	45.0	30.4	65.4	48.3	61.8	67.7	33.6	46.4	56.1	44.4	48.3	41.7	22.6	42.9	35.6	41.6	56.4	
2024-2025 change in pp	1.0	1.1	~	~	2.9	~	1.5	~	2.4	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	
2022-2025 change in pp	2.9	3.5	~	8.9	~	4.0	4.9	~	6.2	~	2.7	5.8	10.3	3.0	2.8	2.6	~	4.8	~	3.5	~	~	~	~	~	-3.7	-5.9	-3.7	-5.2	~
Nominal unit labour cost (index 2010=100)																														
2025	137.4	137.1	139.0	262.6	172.6	123.7	155.1	223.2	83.0	103.3	126.5	128.4	139.6	125.0	111.9	211.1	221.1	175.4	227.8	152.4	142.5	155.9	171.2	144.1	235.1	151.7	166.7	132.6	104.7	
2024-2025 change in %	3.3	3.2	2.6	9.4	4.9	~	4.7	3.3	-6.1	~	4.2	~	8.9	3.5	~	5.5	6.1	4.9	8.9	4.1	3.4	3.2	4.3	5.3	3.8	6.3	5.3	~	~	
2022-2025 change in %	15.8	14.9	12.3	37.6	20.2	7.1	19.5	27.8	11.0	10.3	14.1	8.1	34.2	12.2	12.7	24.9	26.4	19.7	42.4	9.4	19.6	21.0	29.5	20.6	42.3	21.2	20.4	8.0	10.9	

Source: Joint Assessment Framework update Spring 2026 (and Eurostat).

Annex C. Job Quality Monitoring Framework

Table C1: Agreed Indicators by Job Quality Dimension

Job Quality Dimension	Indicators	Source	Latest Available Year	Explanatory Notes
i. Adequate earnings and fair wages	Main Indicators			
	<u>In-work at-risk-of-poverty rate</u> ⁷	EU-SILC	2025	% of employed 18-64
	<u>In-work at-risk-of-poverty rate for single persons</u> ⁸	EU-SILC	2025	% of employed single persons
	<u>Low-wage earners as a proportion of all employees (excluding apprentices)</u>	SES	2022	
	Context Indicators			
	<u>Median monthly earnings in Purchasing Power Standard</u>	SES	2022	
ii. Job and career security	<u>Income quintile share ratio S80/S20 for disposable income</u>	EU-SILC	2025	
	Main Indicators			
	<u>Involuntary temporary employment</u>	EU LFS (and own calculations)	2025	main reasons: 'no permanent job found' and 'job only available with a temporary contract' % of employees 15-64 and % of temporary employees 15-64

⁷ The in-work at-risk-of-poverty rate is defined as the share of persons aged 18-64 who report to work (employed or self-employed) with an equivalised disposable household income below the risk-of-poverty threshold, set at 60% of the national median (after social transfers). Because the indicator relies on total household income, it is also affected by the household composition, the employment situation of other household members, work intensity (hours worked), and other income sources like social transfers as well as by taxes. Regional disparities in cost of living are not captured by this indicator as for other monetary poverty indicators.

⁸ Unlike the overall in-work at-risk-of-poverty rate, this indicator focuses only on single-person households. Like the former indicator, this indicator is influenced by income from sources other than work and by work intensity, while it is by definition not affected by the household composition or the employment, tax or benefit situations of other household members.

Job Quality Dimension	Indicators	Source	Latest Available Year	Explanatory Notes
iii. Skills development and career progression	Involuntary part-time employment	EU LFS	2025	% of employees 15-64 and % of part-time employees 15-64
	Context Indicator			
	Labour transition from temporary to permanent employment	EU-SILC	2025	
	Main Indicator			
	Adult participation in education and training during the past 12 months for employed persons⁹	AES	2022	% of employed 25-64
	Context Indicators			
	Continuous Vocational Training participation	CVTS ¹⁰	2020	% of employed in all enterprises
iv. Employability	Enterprises providing training	CVTS	2020	% of all enterprises
	Q72C - Over the past 12 months, have you undergone on-the-job training (co-workers, supervisors) to improve your skills?	EWCS 2024	2024	% of yes answers
	Context Indicators			
	Individuals' level of digital skills (basic or above basic digital skills)	ESS (ICT survey)	2025	% of population 16-74
	Education attainment			at least upper secondary education, % of population 25-64 and 25-34
		EU LFS	2025	tertiary education, % of population 25-64 and 25-34
	Early leavers from education and training	EU LFS	2025	% of population 18-24

⁹ Regarding the indicator 'adult participation in education and training over the previous 12 months', the EMCO Indicators Group agreed on 29 May 2026 to start using AES data including 'guided on the job training' for monitoring purposes, sourced from the Eurostat indicator [trng_aes_103](#), starting from the 2027 European Semester cycle. As a result, indicators of adult participation in education and training over the previous 12 months that include 'guided on the job training' will replace those currently in the Job Quality Monitoring Framework that excluded 'guided on the job training'.

¹⁰ The Continuing Vocational Training Survey (CVTS) collects information on enterprises' investment in the continuing vocational training of their staff. Continuing vocational training (CVT) refers to education or training measures or activities which are financed in total or at least partly by the enterprise (directly or indirectly). Part financing could include the use of work time for the training activity as well as financing of training equipment.

Job Quality Dimension	Indicators	Source	Latest Available Year	Explanatory Notes
	Adult participation in education and training during the past 12 months	AES	2022	% of population 25-64

v. Safety and Health at work	Main Indicator			
	Fatal accidents at work ¹¹	ESAW	2023	number per 100,000 workers
	Context Indicators			
	Q69 – Well informed on health and safety risks related to the performance of your job	EWCS 2024	2024	% of very well/well informed
	Q81 – Your health or safety is NOT at risk because of your work	EWCS 2024	2024	% of not thinking their health or safety is at risk
	Factor NO Harassment	EWCS 2024 (and own calculations)	2024	% of those thinking they are not subject to verbal abuse, unwanted sexual attention, threats, humiliating behaviours, physical violence, sexual harassment, cyberbullying, bullying/harassment
vi. Workplace wellbeing	Context Indicators			
	Q66M - NOT experiencing stress in your work	EWCS 2024	2024	% of rarely/never
	Q66B - your colleagues or peers help and support you when you need it	EWCS 2024	2024	% of always/most of the time

¹¹ The comparability between countries concerning the reported fatal accidents is considered very high, regardless of their accident notification system. Nonetheless, some variations in recognition practices might exist, influencing the number of reported cases. In France, any death in the workplace (including fatal collapses) or related to work activity is presumed to be a fatal accident at work. Features of the French national system are being further examined within a Task Force launched by Eurostat in 2025 to document such divergences.

Job Quality Dimension	Indicators	Source	Latest Available Year	Explanatory Notes
	Q66C - your manager helps and supports you	EWCS 2024	2024	% of always/most of the time
vii. Working time	Main Indicators			
	Long working hours in main job	EU LFS	2025	% of employed 15-64 ¹²
	Employment at atypical working time as a percentage of the total employment	EU LFS	2025	

viii. Autonomy	Context Indicators			
	Q60A – Pace of work does NOT depend on the work done by colleagues	EWCS 2024	2024	% of no answers
	Q60D – Pace of work does NOT depend on automatic system or the automatic speed of a machine or movement of a product	EWCS 2024	2024	% of no answers
	Q60E - Pace of work does NOT depend on the direct control of your boss	EWCS 2024	2024	% of no answers
	Factor Autonomy and impact	EWCS 2024 (and own calculations)	2024	% of those always / most of the time consulted on objectives, improves work processes, takes breaks freely, applies own ideas, influences decisions, meets quality standards, assesses own work, solves problems independently, always/ often chooses task order, chooses work methods and chooses speed or rate of work
	Context Indicators			

¹² The indicator is provided for the age groups: 15-64, 15-74, 15+, 20-64 years.

Job Quality Dimension	Indicators	Source	Latest Available Year	Explanatory Notes
ix. Collective interest representation and organisation	Union density rate	OECD/AIAS ICTWSS Database ¹³	2024	Latest available data 2024 2019 for FR, 2020 for HU, EL, PT, BG and LU, 2021 for LV, 2022 for LT, PL, SK, SI, HR and CY and 2023 for EE, CZ, ES, NL, MT and BE.
	Collective bargaining coverage rate	OECD/AIAS ICTWSS Database ¹⁴	2024	Latest available data 2024 2016 for SI, 2017 for EL and IE, 2021 for EE, 2022 for HU, LV, BG, MT, CY, LU and FI, and 2023 for PL, LT, DK and PT.
	Q80A - Trade union, works council or a similar committee representing employees exist at my organisation or company	EWCS 2024	2024	% of yes answers
	Main Indicators			
x. Work-Life Balance	Employment impact of parenthood - women ¹⁵	EU LFS (special extractions)	2025	difference in pps between employment rates (age group 20-49) for women without the presence of any children and for women with presence of a child aged 0-6 (age group 20-49)
	Employment impact of parenthood – men	EU LFS (special extractions)	2025	difference in pps between employment rates (age group 20-49) for men without the presence of any children and for men with presence of a child aged 0-6 (age group 20-49)
	Context Indicators			
	Children aged less than 3 years in formal childcare	EU-SILC	2025	% of population under 3-years old

¹³ The ICTWSS Database, version 2.0, was launched on 30 September 2025; releases appearing thereafter are not included. All estimates released after 30 September 2025 will be reviewed for inclusion in the 2026 update. See [OECD/AIAS ICTWSS Database](#) page 6.

¹⁴ The ICTWSS Database, version 2.0, was launched on 30 September 2025; releases appearing thereafter are not included. This applies, inter alia, to Slovenia, where the Statistical Office of the Republic of Slovenia published collective-bargaining coverage rates for 2023 and 2024 on 6 October 2025. All estimates released after 30 September 2025 will be reviewed for inclusion in the 2026 update. See [OECD/AIAS ICTWSS Database](#) page 6.

¹⁵ Differences in employment rates between people with and without children may suggest shortcomings in the possibility to combine one's job with caring responsibilities (e.g. because of a lack of formal childcare offers or a lack of flexible working time arrangements). Other factors, outside work-life balance, can also impact the employment status of people with a child.

Job Quality Dimension	Indicators	Source	Latest Available Year	Explanatory Notes
	<u>Q52 – Arranging to take an hour or two off during working hours to attend to personal or family matters is relatively easy?</u>	EWCS 2024	2024	% of very easy / fairly easy
	<u>Q47 - Working hours fit in well with your family or social commitments outside work?</u>	EWCS 2024	2024	% very well / well
	<u>Q44 (3 and 4) - How are your working time arrangements set? (more flexible)</u>	EWCS 2024	2024	% of You can adapt your working hours within certain limits (e.g. flexitime) and % of Your working hours are entirely determined by yourself

xi. Gender equality and equal opportunities	Main Indicators			
	<u>Gender pay gap</u>	SES	2024	
	<u>Gender employment gap (20-64)</u>	EU LFS	2025	
	<u>Gender gap in part-time employment (20-64)</u>	EU LFS	2025	
	<u>Employment gap between those born in the country and those outside the EU</u>	EU LFS (<i>and own calculations</i>)	2025	the difference in employment rates (ages 20–64) between people born in the reporting country and people born in countries outside the EU-27 and the reporting country
	<u>Employed women being in managerial positions</u>	EU LFS	2025	% of employed women 20-64
	Context Indicators			

Job Quality Dimension	Indicators	Source	Latest Available Year	Explanatory Notes
	<u>Adjusted gender pay gap</u>	SES and Eurostat Calculations	2022	
	<u>Employment rate of persons aged 20-64 born outside the EU – total</u>	EU LFS	2025	
	<u>Q88A-J - Have you been discriminated against any of the following grounds (at the workplace): A. age, B. ethnic background/ethnic origin, C. race or colour, D. nationality/citizenship, E. sex or gender, F. religion, G. disability H. sexual orientation, J. other</u>	EWCS 2024	2024	% of no answers

xii. Social Protection	Main Indicators			
	<u>At-risk-of-poverty rate of unemployed</u>	EU-SILC	2025	% of unemployed 16-64
	In-work at-risk-of-poverty rates before and after social cash transfers (excluding pensions) for persons aged 18-64, by household work intensity ¹⁶	EU-SILC (special extractions)	2024	% of persons 18-64 who declared to be at work and who are at risk of poverty,

¹⁶ The indicator is measured at household level and relates to the impact of all social benefits (except pensions) on in-work poverty. Low work intensity is measured at household level and therefore aggregates individual dimensions such as involuntary labour-market withdrawal or part-time employment. It

Job Quality Dimension	Indicators	Source	Latest Available Year	Explanatory Notes
				differentiated by household work intensity ($0 < WI \leq 0.45$, $0.45 < WI \leq 1.0$)
	Net replacement rate after 6 months of unemployment for short contribution histories (single person, no children, 12 months contribution history)	EUROMOD HHoT	2025	the ratio (%) of net household income while being unemployed divided by net household income when in employment (just prior to become unemployed) after 6 months of being unemployed
	Context Indicators			
	Coverage of unemployment benefits for the short-term unemployed	EU LFS	2025	% of people 15-64 registered in unemployment for up to 12 months receiving unemployment benefits /assistance
	Benefit recipient rate for the population at risk of poverty before social cash transfers (excluding pensions) by most frequent activity status	EU-SILC (special extractions)	2024	% of 16-64 individuals among people at risk of poverty before social cash transfers receiving social cash benefits - separately for 1) social cash benefits paid at individual level and 2) any social cash benefits (excluding pensions in both cases) by most frequent activity status. Most frequent activity status includes employees, part-time, self-employed, permanent, temporary

therefore captures both individual (individual labour-market attachment) and household characteristics (such as household composition and the intra-household division of care responsibilities) and does not permit direct conclusions about individual labour-market attachment. The indicator captures the poverty-reducing effect of all social cash transfers (excluding pensions), whether designed to target those in employment or not. Consequently, it does not identify the impact of specific benefits (such as in-work benefits) and does not touch upon whether such benefits enhance work incentives or labour-market attachment.

Job Quality Dimension	Indicators	Source	Latest Available Year	Explanatory Notes
xii. Social Protection (Context Indicators continued)	Benefit recipient rate of the population at risk of poverty before social cash transfers (excluding pensions) by work intensity	EU-SILC (special extractions)	2024	% of 16-64 individuals among people at risk of poverty before social cash transfers receiving social cash benefits separately for 1) social cash benefits paid at individual level (excluding pensions) and 2) for any social cash benefits (excluding pensions) - by household work intensity ($0 < WI \leq 0.45$, $0.45 < WI \leq 1.0$).
	Material and social deprivation rate of people aged 16-64 by household work intensity during the reference year (past 12 months)	EU-SILC (special extractions)	2024	% of population 16-64 living in households lacking at least 5 out of 13 deprivation items, differentiated by household work intensity ($0 < WI \leq 0.45$, $0.45 < WI \leq 1.0$)
xiii. Undeclared or underdeclared work as work to be eliminated	No sufficiently robust indicator has yet been agreed for this job quality dimension. The Indicators Group (IG) held discussions with the European Labour Authority, the International Labour Organization, and Eurostat to assess the availability of suitable indicators. In this context, the IG further examined the ILO indicator on the proportion of informal employment in total employment. However, due to methodological and interpretation concerns, it has not been included in the framework at this stage. The IG will continue its work to identify appropriate indicators.			

Table C2: Indicator values per Member State and job quality dimension

Job Quality Dimension	i. Adequate earnings and fair wages					ii. Job and career security					iii. Skills development and career progression			
Type of indicator	Main indicators			Context Indicators		Main indicators				Context Indicator	Main Indicator	Context Indicators		
Indicator	In-work at-risk-of-poverty rate	In-work at-risk-of-poverty rate for single persons	Low-wage earners as a proportion of all employees (excluding apprentices)	Median monthly earnings in Purchasing Power Standard	Income quintile share ratio S80/S20 for disposable income	Involuntary temporary employment (% of employees 15-64)	Involuntary temporary employment (% of temporary employees 15-64)	Involuntary part-time employment (% of employees 15-64)	Involuntary part-time employment (% of part-time employees 15-64)	Labour transition from temporary to permanent employment	Adult participation in education and training during the past 12 months for employed persons	Continuous Vocational Training participation	Enterprises providing training	Q72C - Over the past 12 months, have you undergone on-the-job training (co-workers, supervisors) to improve your skills?
MS \ Year	2025	2025	2022	2022	2025	2025	2025	2025	2025	2025	2022	2020	2020	2024
EU27	8.3	11.8	14.72	2385	4.62	6.4	49.9	3.3	17.8	34	44.7	42.4	67.4	46
BE	4.1	6.6	15.86	3358	3.25	4.5	40.2	5.7	18.7	41.5	42	50.7	82.2	57
BG	11.8	15.3	26.84	1134	6.94	1.4 u	60.3 u	0.5	37.3	16.5	12.2	23	41.1	38
CZ	4.1	5.7	13.78	1754	3.34	4.8	54.8	1.6	16.9	44.7	23	82.8	85.9	54
DK	5.9	12.5	9.7	3351	4.12	3.1	24.6	1.7	6.2	27.7	50.2	25.5	71	49
DE	6.7	13.1	18.98	2809	4.68	3.1	27.1	1.6	5.3	36.6	58.4	43.7	77.2	53
EE	10.5	17.1	21.23	1725	5.07	0.5 u	14.7 u	2	18.4	38.5	44.6	31.3	79.8	60
IE	5.7	12.9	19.79	2795	3.89	4.1	52.7	1.7	8.5	:	54.7	37.1	68.4	67
EL	9.7	7.4	21.74	1489	5.17	9.4	80.8	2.5	38.2	:	18.2	11.8	17.8	24
ES	11.2	12.9	13.24	2006	5.24	11.5 d	76.4 d	7.1 d	45.7	21.8	36.2	65	73.2	41
FR	8.7	11.3	9.68	2305	4.74	7.3 d	48 d	3.9 d	21.2	24.6	56.3	46.6	75.9	47
HR	7.9	12.6	18.57	1612	4.78	5	59.6	0.7	23	54.6	28.6	24.2	48.2	31
IT	10.2	13.6	8.81	2239	5.13	11.3	82.9	8.5	51	23.8	34.6	44.6	68.9	31
CY	6.9	13.1	19.99	1764	4.6	13.8	94.4	1.9	35.2	30.4	30.2	30.3	65.7	43
LV	9	14	23.26	1487	6.68	1.3 u	46.9 u	2	26.4	56.2 u	37.8	30.7	96.8	55
LT	8.7 p	11.4 p	17.86	1986	6.54 p	0.8 u	45.1 u	0.8	18.6	26.3 p	31.4	26.4	54.1	47
LU	9.6 b	11.3 b	14	3195	4.6 b	5.1 u	55 u	1.6	9.8 u	44.5 b	49.9	56.9	76	53
HU	8.3	11.2	14.61	1504	4.68	1.7	38.9	0.8	16.2	50.9	72.5	18.1	37.7	29
MT	9.2	28.8	15.92	1987	4.49	6.8	73.6	0.4	4.9 u	57.5	46.4	27.8	45.1	50
NL	5.2	11.2	16.31	2646	3.76	3.5	13.9	0.8	2.2	43.7	60.4	39.2	76.8	53
AT	8.9	13.2	14.04	2626	4.35	2.9 u	34.2 u	2.2	7.1	36.5	58.2	34.9	79.3	60
PL	8.5	8.5	18.96	1847	3.63	7.4	46.8	0.7	10.4	51 u	24.2	28.8	40.9	54
PT	8.6	10.5	1.77	1295	4.86	11.2	73.7	2.3	35.2	45	36.9	42.6	75.6	34
RO	10.7	8.2	23.87	1694	4.37	1.3	69.3	0.1	62.3	62	23.8	17.4	17.5	20
SI	5.5	18.1	9.38	2054	3.55	2.5 u	25.8 u	0.5	5.6 u	55.1	29.5	47.2	78.4	57
SK	6.6	12.9	13.36	1594	3.27	1.7 u	43.9 u	0.6	12.4	:	58.5	48.7	58.9	61
FI	3.1	4.8	6.49	2624	3.93	9.8	69.1	5.1	29.5	27.2	55.5	29.1	61	64
SE	7.1	10.2	4.05	2631	4.58	8.4	66.9	4.6	22.6	39	68.5	50.5 b	91.5 b	63

Job Quality Dimension	iv. Employability							v. Safety and Health at work				vi. Workplace wellbeing		
Type of indicator	Context Indicators							Main Indicator	Context Indicators			Context Indicators		
Indicator	Individuals' level of digital skills (basic or above basic digital skills)	Education attainment - At least upper secondary education (% of population 25-64)	Education attainment - At least upper secondary education (% of population 25-34)	Education attainment - Tertiary education (% of population 25-64)	Education attainment - Tertiary education (% of population 25-34)	Early leavers from education and training	Adult participation in education and training during the past 12 months	Fatal accidents at work	Q69 – Well informed on health and safety risks related to the performance of your job	Q81 – Your health or safety is NOT at risk because of your work	Factor NO Harassment	Q66M - NOT experiencing stress in your work	Q66B - your colleagues or peers help and support you when you need it	Q66C - your manager helps and supports you
MS \ Year	2025	2025	2025	2025	2025	2025	2022	2023	2024	2024	2024	2024	2024	2024
EU27	60.4	81.2	86.6	36.9	44.8	9.1	39.5	1.63	87	73	0	38	74	65
BE	61.22	84.9	89	47.5	52.7	7.3	34.9	1.1	85	71	-121.4	32	78	66
BG	38.26	87	87	35.7	41.2	8.6	9.5	3.51	92	75	106.1	63	77	72
CZ	70.45	94.4	93	28.7	36	6.1	21.2	1.64	94	74	-67.1	34	52	47
DK	81.45	84.1	84.9	46.1	52.5	10 b	47.1	1.03	84	82	-131.7	51	85	78
DE	59.55	85.8	85.9	35.4	40.9	13.1	53.7	0.71	93	72	-140.1	27	78	64
EE	62.52	89.6	88.2	42.1	44.3	10.2	41.8	1.61	94	65	16.2	45	84	78
IE	82.82	90.6	96	58.7	66.8	3.6	48.3	1.44	95	84	-26	37	87	82
EL	50.96	82	92.2	34.9	42.8	3	15.1	0.91 p	85	72	95.8	23	85	83
ES	66.5	65.4	75.5	42.4	52.5	12.8 d	34.1	1.71	82	54	19.8	35	78	70
FR	65.74	84.9	90.2	44.9	56	7 d	49.2 b	3.6	80	74	-27	41	74	68
HR	63.38	90.6	96.4	31	42	2.1 u	23.3	2.58	86	79	-41.7	44	71	65
IT	54.27	67	80.9	22.3	31.1	8.2	29 b	2.01	83	82	92.5	44	65	60
CY	55.75	86.9	90	52.1	60	9.8	28.3	3.24	88	69	88.4	40	78	80
LV	48.43	91.3	90.8	40.7	44.7	8.8	34.1	3.21	95	60	23.8	43	81	79
LT	53.8	95.8	96.6	49.9	60.8	5.9	27.4	2.34	95	73	37.7	45	79	75
LU	62.4	83.3	92.2	55.5	65	:	45.2	2.71	86	81	-34.1	27	81	71
HU	57.32	88.1	87.6	31.6	32.6	9.3	62.2	1.47	81	84	82.7	45	74	67
MT	66.8	69.9	84.6	37.7	47.7	8.6	39.9	1.65	89	85	85.2	32	87	85
NL	83.61	81.6	89.9	46.1	56.1	7.4	56.1	0.38	81	84	-246	48	73	55
AT	69.77	86.8	89.4	37.6	43.7	10	52.2	3	91	76	-6.6	22	79	60
PL	50.42	94.9	95.2	40	45.2	4	20.3	1.18	96	75	137	48	55	53
PT	59.15	64.3	85.2	32.7	42.5	6.1	33.4	2.69	84	81	113.3	37	74	69
RO	31.84	80.2	78.6	19.5	23	15.5	19.1 b	2.57	79	82	113.7	59	62	66
SI	46.5	89.3	93	35.1	42.8	5.5	26.5	2.21	92	74	7.2	43	80	74
SK	53.56	94	91.3	29.8	36.3	6.8	49.5	1.04	95	71	69.9	34	71	66
FI	80.98	89	88.7	42.7	38.2	9.9	51.8	1.04	85	75	-115.2	40	87	76
SE	69.99	89	90.2	50.8	53.6	6.7	66.5	1.04	87	48	-132.1	25	79	59

Job Quality Dimension	vii. Working time		viii. Autonomy				ix. Collective interest representation and organisation			x. Work-Life Balance					
Type of indicator	Main indicators		Context Indicators				Context Indicators			Main indicators		Context Indicators			
Indicator	Long working hours in main job	Employment at atypical working time as a percentage of the total employment	Q60A – Pace of work does NOT depend on the work done by colleagues	Q60D – Pace of work does NOT depend on automatic system or the automatic speed of a machine or movement of a product	Q60E – Pace of work does NOT depend on the direct control of your boss	Factor Autonomy and impact	Union density rate	Collective bargaining coverage rate	Q80A – Trade union, works council or a similar committee representing employees exist at my organisation or company	Employment impact of parenthood - women	Employment impact of parenthood - men	Children aged less than 3 years in formal childcare	Q52 – Arranging to take an hour or two off during working hours to attend to personal or family matters is relatively easy?	Q47 – Working hours fit in well with your family or social commitments outside work?	Q44 (3 and 4) – How are your working time arrangements set? (more flexible)
MS \ Year	2025	2025	2024	2024	2024	2024	*	**	2024	2025	2025	2025	2024	2024	2024
EU27	6.2	32.6	48	86	59	0	:	:	57	6.5	-10.6	40.5	69	83	38
BE	8.5	32.5	43	88	62	88.4	47.5	100	69	1.6	-12.6	48	66	86	46
BG	0.3	20.5	39	80	40	-146.6	15.2	26.4	31	6.1	-12.3	22.1	67	84	19
CZ	6.6	27.9	38	81	52	-23.3	9.4	43.2	38	28.6	-11.1	7.9	62	83	42
DK	4.3	24.2	42	86	76	116.1	60.4	81.6	74	-4.9	-14.0	67.2	83	91	53
DE	4.9	29.2	54	87	77	68.2	14.1	49	60	13.3	-7.0	26.2	71	86	51
EE	2	28.1	43	83	71	142.7	5.6	19.1	30	8.1	-8.9	34.8	77	86	49
IE	7.5	38.8	37	81	48	63.7	22.2	34	49	10.0	-6.8	27	77	88	26
EL	11.6	56.2	47	79	42	-142.3	13.4	13.1	44	5.8	-16.4	23.7	54	73	36
ES	6 d	38.7 d	44	87	45	-39.3	12.5	92.1	60	4.3	-11.0	56.8	73	78	24
FR	9.4 d	34.2 d	50	89	51	5.6	10.1	98	70	4.7	-9.9	59.7	73	85	31
HR	2.8	34.4	43	85	49	-108.3	16.9	65.3	44	-9.0	-16.2	32.5	46	82	24
IT	6.9	36.2	47	89	49	-74.4	30.2	100	51	2.3	-18.3	35.5	67	77	38
CY	9	36.9	45	88	36	-95.5	32.1	32.1	36	6.8	-11.1	42.4	63	70	17
LV	0.9	27.5	41	83	54	21.9	10.3	25.8	35	8.6	-11.0	45.1	82	78	34
LT	1	12.2	42	85	56	-9.1	8.3	29	44	5.5	-8.2	43.8 p	79	87	25
LU	5.8	33.3	35	88	51	125.6	29.7	57.3	74	-3.9	-16.4	56.4 b	75	87	44
HU	2.2	19.4	51	79	32	-128.4	7.4	20.4	34	6.7	-11.0	21.1	51	86	24
MT	5.5	39.1	45	78	28	154.4	36.5	31	53	5.5	-5.1	55.9	83	88	27
NL	5	28.7	43	85	75	75.3	13.8	72.1	69	1.3	-8.5	66.5	76	91	62
AT	7.7	31.2	49	83	62	103.4	20.2	98	62	7.3	-8.1	30.9	64	84	39
PL	6.7	29.7	57	86	61	-73.8	9.4	11.6	42	7.2	-10.2	21	74	86	29
PT	8.9	32	54	86	55	-60.4	13.9	83.3	37	-4.8	-12.3	57.9	53	69	31
RO	1.3	40	52	73	48	-165.5	21.3	42.6	34	17.7	-2.5	11.1	52	84	25
SI	4.6	34.3	42	83	64	-13.7	15.3	83.1	52	-3.5	-13.9	60.3	74	86	38
SK	6.2	26.3	49	81	50	-56.5	11.8	27.6	58	7.7	-9.1	1.8	71	87	25
FI	5.2	33.4	39	82	82	73.2	51.4	88.8	74	5.3	-11.6	43.2	79	87	58
SE	6.5	28.3	33	91	83	98.7	65.9	88	84	-0.6	-9.0	59.6	77	83	65

* For Union density rate, latest available data 2024 for AT, DE, DK, FI, IE, IT, RO, SE, 2023 for BE, CZ, EE, ES, MT, NL, 2022 for CY, HR, LT, PL, SI, SK, 2021 for LV, 2020 for BG, EL, HU, LU, PT and 2019 for FR.

** For collective bargaining rate, latest available data 2024 for AT, BE, CZ, DE, ES, FR, HR, IT, NL, RO, SE, SK, 2023 for DK, LT, PL, PT, 2022 for BG, CY, FI, HU, LU, LV, MT, 2021 for EE, 2017 for EL, IE and 2016 for SI.

Job Quality Dimension	xi. Gender equality and equal opportunities								xii. Social Protection					
Type of indicator	Main indicators					Context Indicators			Main indicators					
Indicator	Gender pay gap	Gender employment gap (20-64)	Gender gap in part-time employment (20-64)	Employment gap between those born in the country and those outside the EU	Employed women being in managerial positions	Adjusted gender pay gap	Employment rate of persons aged 20-64 born outside the EU – total	Q88A-J - Have you been discriminated against at the workplace?	At-risk-of-poverty rate of unemployed	In-work poverty before social transfers work intensity 0<WI≤0.45	In-work poverty after social transfers work intensity 0<WI≤0.45	In-work poverty before social transfers work intensity 0.45<WI≤1.0	In-work poverty after social transfers work intensity 0.45<WI≤1.0	Net replacement rate after 6 months of unemployment (single person, no children, 12 months contribution
MS \ Year	2024	2025	2025	2025	2025	2022	2025	2024	2025	2024	2024	2024	2024	2025
EU27	11.1 p	9.6	19.7	8.5	36.4	10.32	68.7	94	49.3	59.9	35.7	12	7.2	:
BE	0.7 p	7.1	25.9	14.3	37.5	2.25	60.7	90	40.4	65.2	21.2	8.4	3.5	56
BG	12 p	7.4	0.1	15.5	41.9	16.46	61.6	98	54.9	71.5	53.1	16.9	11.2	25
CZ	18.5 dp	10.7	9.3	0.8	30.7	14.65	82.1	93	60	72.3	36.2	6.9	3.3	51
DK	14 p	6.2	19.7	9.2	33.5	8.19	71.4	94	42.8	73.7	27.8	9.5	5.1	85
DE	15.6 p	6.8	37.1	15	30.8	9.17	69	93	65.1	57.6	32.8	10	5.6	71
EE	18.8 p	0.5	8.2	2.7	43.2	15.9	79.3	93	51.4	62	37.3	16.8	10.4	48
IE	8.3 p	9	17.9	1.2	40	12.15	78.9	94	31.9	68.1	24.6	11.4	4.6	53
EL	13.4 p	17.4	5.7	2.1	33.1	12.04	69.1	92	48.2	46.6	39.1	10.9	8.9	73
ES	7.3 p	9.5 d	14.6 d	4.6 d	36.7 d	9.67	68.7 d	93	44.5	56.7	36.2	13.5	10	44
FR	11.8 p	5.6 d	17.5 d	13.5 d	39.2 d	10.26	63.8 d	94	43.3	69.6	40.4	14.1	7.1	67
HR	6.6 p	5	2	6.1	32.8	14.6	68.7	94	41.6	45.6	29.2	11.7	7.8	49
IT	5.3 p	19.1	21.7	1.6	29	10.89	66.1	96	44.3	61.4	37.5	14.8	9	70
CY	11.8 p	10.1	5.3	6.7	27.2	15.94	75.9	88	31.6	47.2	24.2	10.9	7	63
LV	13.9 p	1.9	5.1	7.2	42.8	16.12	71.7	95	56.6	58.3	37	11.2	7.8	48
LT	10 p	-0.6	3.1	4.2	38.8	15.12	76.1	93	61.9 p	57.3	33.8	12.9	8	69
LU	-0.8 p	6.8	20.8	0	:	7.46	70.1	92	28 b	46	23.2	18.7	13.3	88
HU	16.9 p	8.1	4.2	5.7	42	13.06	75.4	98	44.2	56.5	44.7	9	6.4	8
MT	4.9 p	12.4	12.9	-3.8	41.5	7.26	85.8	92	39.2	64.5	42.7	10.1	7.2	70
NL	11.2 p	7.6	41.3	16.1	30.3	9.84	69.8	95	68.8	58.2	34.9	6.3	3.5	75
AT	17.6 p	6.8	37.1	12.7	37.7	9.26	67.2	91	51.2	53.1	22.7	12.5	7.1	69
PL	4	11.3	5.3	-4.8	43	12.74	83.5	98	44.5	53.3	31.9	13.4	8.3	48
PT	7 p	5.4	4.7	-0.3	40.1	10.64	79.7	96	42	58.6	43.5	11.7	8.6	78
RO	3.7 e	18.7	-1	4.2	32.4	9.94	64.8	97	:	59.2	53.5	11.6	9.5	18
SI	8 p	4.9	6.6	2	36.8	12.99	76.6	93	46.1	:	:	:	:	46
SK	15.7 p	8.7	3.4	-6.5	37.1	15.22	84.6	96	58.6	67.8	29.2	15.6	10	20
FI	16.3 bp	1.3	10.1	16.9	36.5	10.13	61.4	91	56.2	61.1	15.7	7.6	2.4	61
SE	11.2 p	3.9	13.2	13.7	45.3	7.28	71	89	50	66.6	30.9	12.5	7	69

Job Quality Dimension	xii. Social Protection (continued)											
Type of indicator	Context Indicators											
Indicator	Coverage of unemployment benefits for the short-term unemployed	Benefit recipient rate for the population at risk of poverty before social cash transfers - Employees all kind	Benefit recipient rate for the population at risk of poverty before social cash transfers - Part-time	Benefit recipient rate for the population at risk of poverty before social cash transfers - Self-employed	Benefit recipient rate for the population at risk of poverty before social cash transfers among employees- Permanent	Benefit recipient rate for the population at risk of poverty before social cash transfers among employees- Temporary	Benefit recipient rate of the population at risk of poverty before social cash transfers - paid at individual level work intensity 0<Wl≤0.45	Benefit recipient rate of the population at risk of poverty before social cash transfers - paid at individual level work intensity 0.45<Wl≤1.0	Benefit recipient rate of the population at risk of poverty before social cash transfers - individual and household level work intensity 0<Wl≤0.45	Benefit recipient rate of the population at risk of poverty before social cash transfers - individual and household level work intensity 0.45<Wl≤1.0	Material and social deprivation rate work intensity 0<Wl≤0.45	Material and social deprivation rate work intensity 0.45<Wl≤1.0
MS \ Year	2025	2024	2024	2024	2024	2024	2024	2024	2024	2024	2024	2024
EU27	36.9	30.4	30.1	11.5	23.3	38.3	39.6	25.3	81.1	77.6	28.5	8.5
BE	39.5	63.3	63.4	13.8	58.2	75.9	64.3	49.2	90.9	88	29.9	5.5
BG	23.9	46.7	42.5	29.4	45.6	48.3	32	40.7	85.5	80.5	61.4	17.6
CZ	38.4	29.3	44.3	3	22.1	63.1	35.7	22.9	74.8	64.5	20.9	2.9
DK	32.3	52.9	61.3	16.8	50	46.2 u	78.6	49.8	91.7	86.2	16.6	5.8
DE	57	22.6	27.5	15.5	16.8	24.3	49.5	20.1	83.3	77.5	22.6	8.4
EE	44.4	54.7	55.2	28.8	53.8	41.1 u	63.5	48	89.4	78.9	12.3	5.6
IE	35.1	37.7	51.6	26	35.1	48.5 u	56.7	36.9	91.6	89.5	22.4	5.6
EL	31.9	10.9	9.5	0.8	3.1	18.4	13.2	6.4	69.4	78.9	48.5	23.2
ES	36.7 d	35.2	32.8	15.1	25.5	49.8	44.5	31.8	60.6	46.4	34.8	13
FR	43.6 d	31.6	32.5	22.1	20.6	44.4	46.3	30.1	98.1	94.8	34.7	8.8
HR	17.9 u	24.6	41.3 u	8.3	22.5	32	31.2	20.9	67.3	64.7	11.8	1.9
IT	20.7	39.8	26.6	11.5	29	51.9	34.7	25.5	84.1	82.3	18.3	5.5
CY	22.5	23.4	29.2	19.4 u	27.5	10.9	29	25.8	76.2	65.9	29.1	7
LV	31.7	44.1	30.6	11.6	46.2	:	40.6	34.1	75.4	74.4	25.3	6.9
LT	46.3	49.6	35.1	11.6	44.7	:	63.8	36.1	86.9	77.5	22.7	8.5
LU	:	9.9	7.1	10.9	7.7	21.1	32.1	21.4	68	77.1	14.1	5.5
HU	21.6	20.9	48.3	7.6	19.6	19.1	30.5	20.4	88.9	74.4	62.5	11.1
MT	13.9 u	18	31.4	25.6	20.1	13.3 u	30.2	23.3	85.8	70.6	22.3	7.1
NL	29.7	14.7	12.5	3.5	10.9	13.9	21.8	17.8	81.4	87.7	11.5	3.3
AT	:	36.4	35.2	13.6	28.6	32.5	52.9	35	98.4	97.7	17.2	5.4
PL	15	2.6	9.9	3.5	0.8	5.3	18.9	8.5	68.6	74	12.5	3.2
PT	32.4	14.1	6.4	4.9	13.1	10.6	21.9	17	47.6	58.9	27	7.3
RO	10.9	2.7	0	1	2.9	0 u	4.2	7.2	92.5	81.8	67.7	19.2
SI	16.8 u	72.7	28.4	16.1	70.4	60.9	47.1	51.9	89.6	84.2	14.5	2
SK	31.4	17.5	33.6	4.5	15.4	25.5	30.2	16.3	85.2	80.2	40	7.5
FI	51.9	64.5	75.5	31.9	50.1	87.5	79.9	57.6	96.4	92.1	18.9	5.6
SE	32.1	54.7	54.5	36.6	53.2	46.4	69.4	55.6	93.9	89.7	23	4.8

List of abbreviations

EU-SILC	EU Survey on Income and Living Conditions
SES	Structure of Earnings Survey
EU LFS	EU Labour Force Survey
AES	Adult Education Survey
CVTS	Continuing Vocational Training Survey
EWCS 2024	Eurofound European Working Conditions Survey 2024
ESS (ICT survey)	Eurostat ICT Survey
ESAW	European Statistics on Accidents at Work
OECD/AIAS ICTWSS Database	OECD/AIAS database on Institutional Characteristics of Trade Unions, Wage Setting, State Intervention and Social Pacts