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**COVER NOTE**

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From:	Employment Committee
To:	Permanent Representatives Committee / Council
Subject:	Employment Performance Monitor and Benchmarks - Endorsement of the EMCO report

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Delegations will find attached the Employment Performance Monitor and Benchmarks transmitted by the Employment Committee, in view of the EPSCO Council on 18 June 2015.

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# **The Employment Committee**

*The Support Team*

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INDIC/11/12052015/EN-rev

## **Europe 2020 Employment Performance Monitor Draft**

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

Like the June 2014 version<sup>2</sup> of the EPM, the 2015 June version is based on the findings of the Europe 2020 Joint Assessment Framework (JAF). The JAF is an indicator-based assessment system prepared jointly by the Employment Committee, the Social Protection Committee (SPC) and the Commission, covering general and specific policy areas under the Employment Guidelines, with the objective to identify key challenges in these areas and support Member States in establishing their priorities. The JAF comprises two main elements:

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

The "EPM" presented here reflects the results of both JAF components for the employment policies' area. The three parts of the Monitor aim at providing a good overview results both at country level and across all Member States. These results could also be useful for macroeconomic surveillance.

This 2015 June version of the EPM also includes the updated benchmarking<sup>3</sup> of the Europe 2020 headline targets relating to the labour market and the main indicators for the development at

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

<sup>2</sup> Council Doc. 10763/1/14 Rev 1

<sup>3</sup> As mentioned in the "Communication: Towards a job-rich recovery" COM(2012) 173 final, section 3.3: "...The Commission proposes: to reinforce coordination and multilateral surveillance in the area of employment policies by: -

the labour market. The benchmarking tool is used as an integrated tool in the analysis of the key challenges. Also the EPM includes a table with the main indicators from the ten policy areas giving the level, the y-o-y changes and the changes for the three recent years for each Member State. This will serve as additional information in the process to depict the areas with positive and negative development. As can be seen from this description, the Employment Performance Monitor is continuously under development and revision in order to improve and assure it is updated to the latest needs and developments.

The graphs on "the progress towards the EU-28 respectively national employment rate headline target" have been updated with the data from the latest Economic spring 2015 forecast from the Commission<sup>4</sup>. The table on the "national employment rate targets compared to current and projected 2020 employment rates (all age group 20-64)" has been updated with the available 2015 and 2016 forecast from the Commission Economic spring forecast.

The benchmark tables and graphs are included in the Annex C of the EPM.

The table on "Key indicators on labour market performance" contains indicators for all Joint Assessment Framework Policy Areas. In order to efficiently use the benchmark a column for each country shows the benchmark level. The figures which are in bold signify that the country is among the 5 highest performers for that specific indicator and those that are in italic signify that the country is among the 5 lowest performers for that specific indicator.

The EPM is based on the latest available yearly data<sup>5</sup>. It is continuously under development and revision in order to improve and assure it is updated to the latest needs and developments.

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

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publishing together with the draft Joint Employment Report and on an annual basis, a benchmarking system with selected employment indicators"

<sup>4</sup> Economic Forecast spring 2015

<sup>5</sup> Labour Force Survey (LFS): latest available yearly data is for 2014

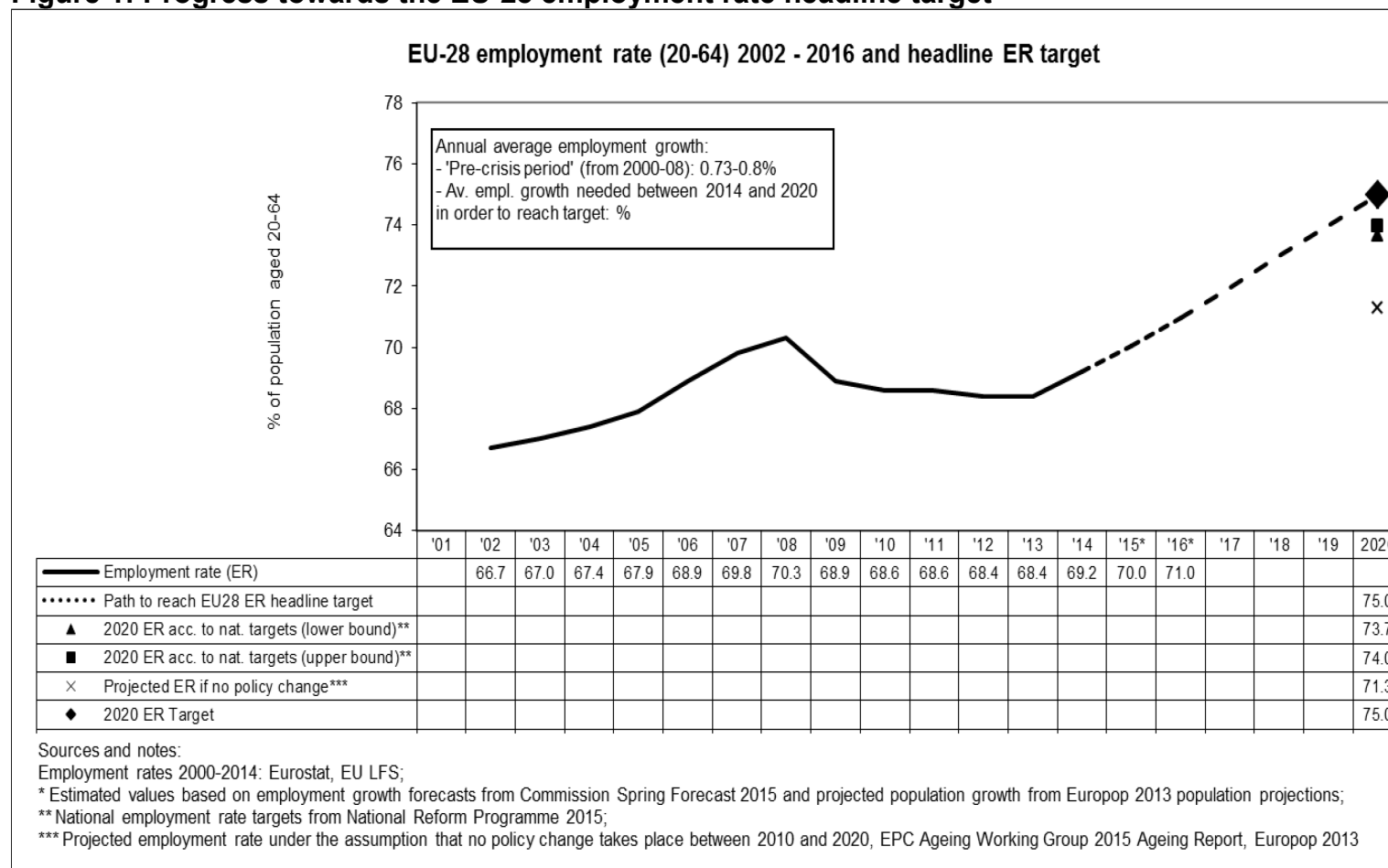
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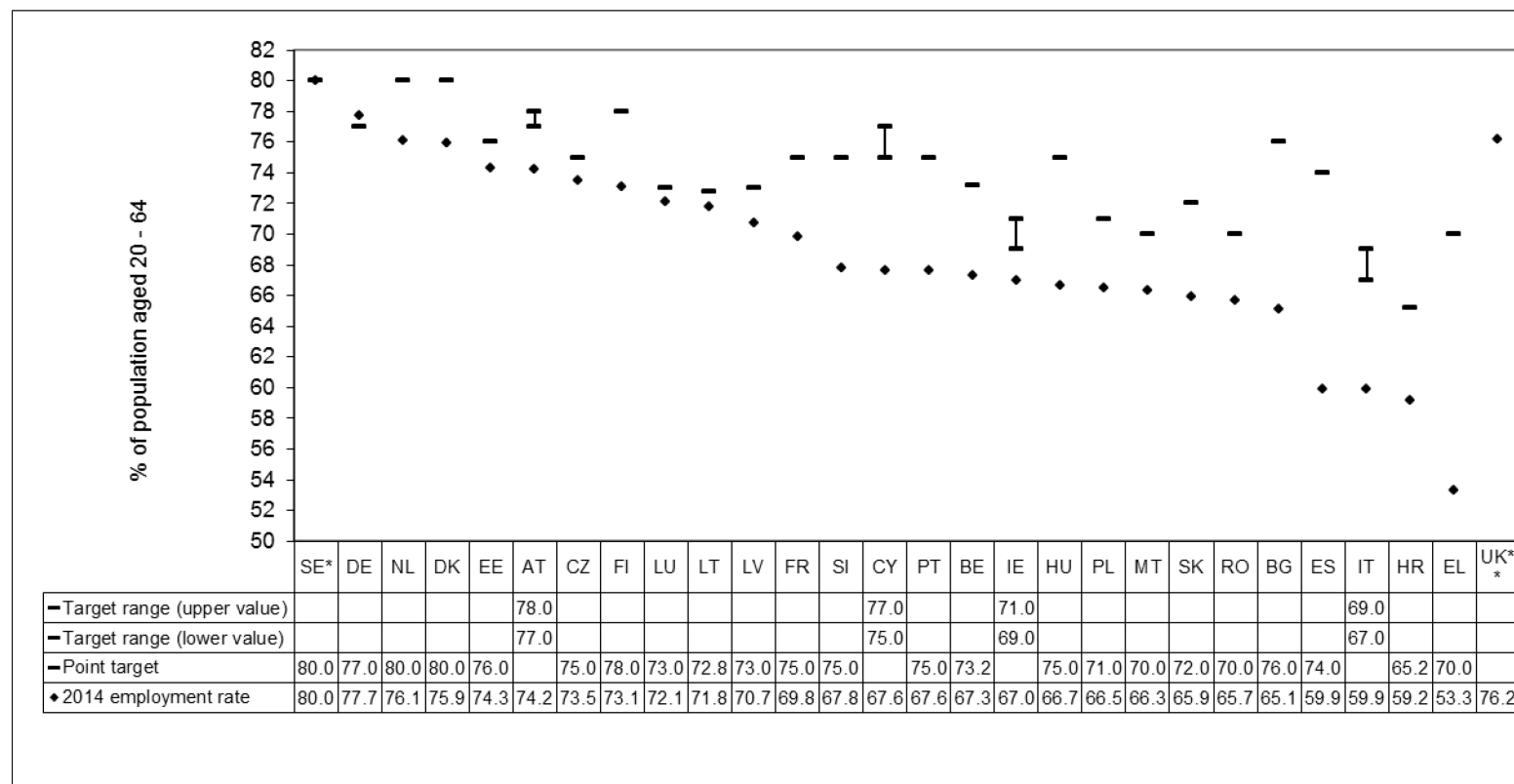


## **PART I - Overview of National Employment Targets, Challenges and Particularly Good Outcomes**

**Figure 1: Progress towards the EU-28 employment rate headline target**



**Figure 2: National employment rate targets set by MS in their NRPs compared to employment rate 2014**



Sources: National Reform Programmes 2015, EU Labour Force Survey for 2014 employment rate.

Note: I indicates a range for Member States national targets

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

\*\* The United Kingdom has not set a national employment rate target.

Note: HR revised their ER national target in 2015 from 62.9% to 65.2%

**Table 1: Summary overview of the Key Employment Challenges and particularly good labour market outcomes per Member State and per policy area, June 2015**

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

C=challenge

G=good labour market outcome

**Table 2: Common Key Employment Challenges, June 2015 – Details<sup>6</sup>**

Employment policy areas	Key Employment Challenges	EU-28 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	UK
1. Labour market participation	Low employment rate	5		c						c	c														c		c			
	Low female employment rate	5								c				c						c			c		c					
	Low male employment rate	1		c																										
	Low participation of older workers	12	c							c		c	c					c	c	c		c	c	c	c	c				
	High/increasing incidence of youth unemployment and/or NEET	16		c					c	c	c		c	c	c				c				c	c	c	c	c	c	c	c
	Low participation of low-skilled persons	11		c	c				c			c	c			c	c		c				c			c	c			
	Low participation of non-EU nationals	4	c				c					c									c									
	Low total amount of hours worked	0																												
	Duration of working life	9	c	c										c	c				c		c				c	c	c			
2. Labour market functioning, combating segmentation	Inflexible working (time) arrangements	1																												
	Inadequate employment protection legislation	3														c	c						c							
	Labour market segmentation	11	c								c	c	c	c	c						c		c	c		c	c			
	Low transition from temporary into permanent contracts	3									c	c									c									
3. Active labour market policies	Low level of ALMP expenditure/Insufficient provision of well targeted tailored measures/functioning of employment services	18		c	c		c	c	c	c	c		c	c	c	c	c	c		c			c	c	c	c				
	High incidence of long-term unemployment	11	c	c					c	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, low-wage trap	16					c	c	c		c	c		c	c		c	c	c	c			c	c		c	c	c		
	Disincentives for LM participation in the social security system/disability pension, unemployment traps	7	c	c		c			c				c					c			c									

<sup>6</sup> The table is updated on the basis of the key employment challenges identified in in the country overviews under part 2 of the EPM. The aim of the table is to identify the key employment challenges that are common to several Member States.

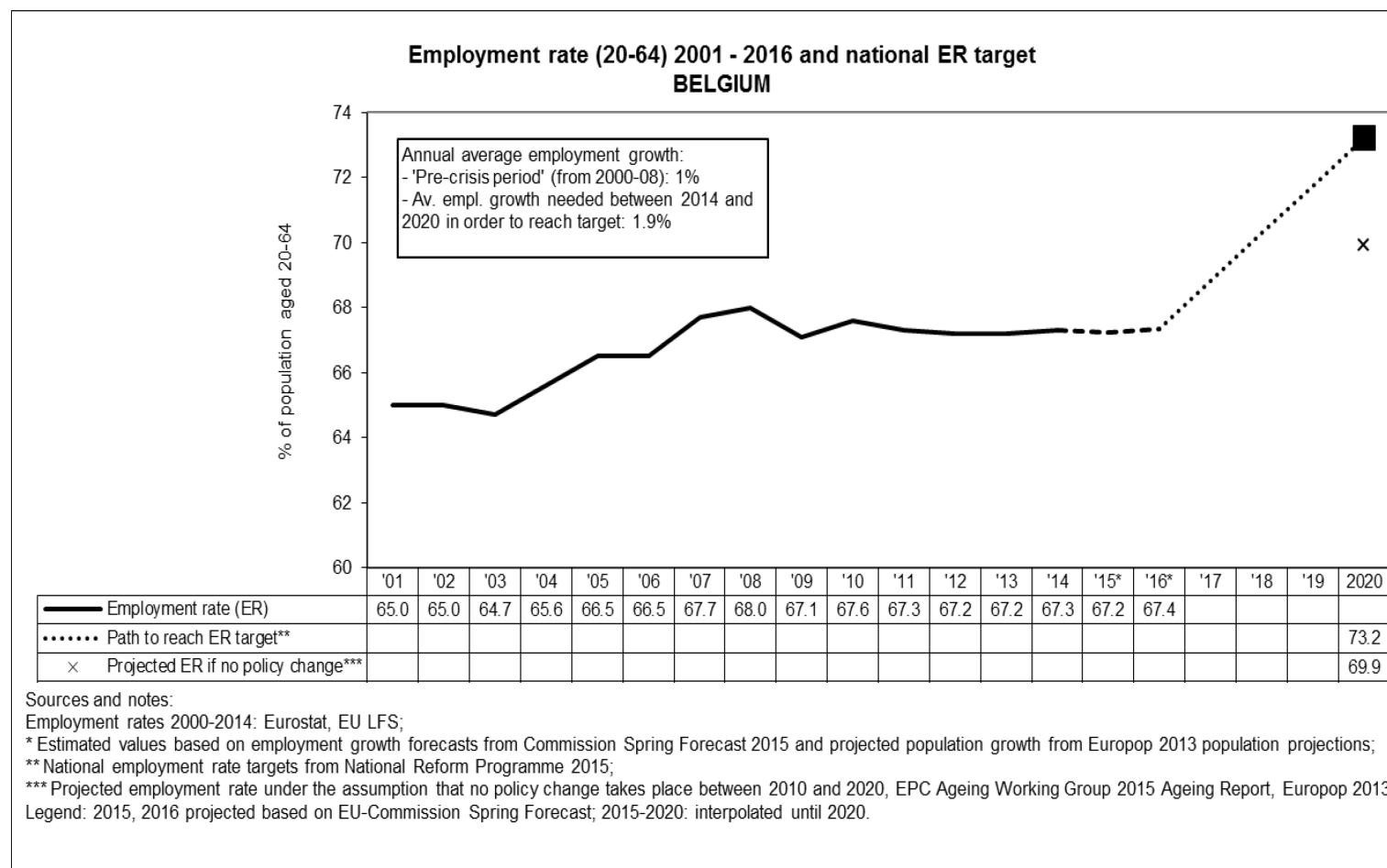
## Common Key Employment Challenges – Details (CONT.)

Employment policy areas	Key Employment Challenges	EU-28 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	UK
5. Work-life balance	Insufficient provision of high quality, affordable child and/or dependant care facilities	16		c	c			c	c	c			c	c	c	c	c		c				c	c	c		c			c
	Limited use of flexible working arrangements	1																	c											
	High incidence of inactivity and part-time work due to family obligations	9			c		c		c				c		c							c			c		c			c
6. Job creation	Negative employment growth/insufficient job creation	5		c						c	c				c										c					
	High tax wedge on labour	11	c								c	c		c		c	c		c			c		c	c	c				c
7. Gender equality	Large gender employment gaps	7			c									c	c					c			c		c		c			
	Large gender pay gap	5			c		c	c														c					c			
8. Improving skill supply and productivity; Lifelong learning	Weaknesses with respect to educational attainment of the (adult) population	4		c										c						c					c					
	Low participation in lifelong learning/lack of an integrated lifelong learning strategy	15	c	c					c	c		c	c	c		c	c		c	c			c	c	c		c			
	Skills mismatches/Insufficient forecasting skills system	13		c			c	c	c	c	c		c	c		c	c			c			c			c				
	Public spending on human resources low	5		c										c										c	c		c			
9. Improving education and training systems	Low tertiary education attainment rate	6		c									c	c					c	c					c					
	High incidence of early school leaving	9		c				c			c			c	c					c				c	c					c
	Low participation of low-skilled workers in education and training	6						c	c						c	c								c			c			
	Low attractiveness of vocational education and training	1															c													
	Insufficient provision of education and training opportunities to meet labour market needs	6						c					c			c	c						c		c					
	Insufficient provision of high quality education opportunities	3		c															c				c							
10. Wage setting mechanism and labour cost developments	Labour cost developments not in line with productivity gains	6	c	c								c		c				c										c		

## **PART II - Country Overviews**

# BELGIUM

## 1. Progress towards the national employment rate target





## 2. Key indicators on labour market performance Belgium

Indicator	Unit	2000	2011	2012	2013	2014	Benchmark	2020 national target	2012	2013 EU28-total	2014	2020 EU target
Overall employment rate	% of population aged 20 - 64	65.8	67.3	67.2	67.2	67.3		73.2	68.4	68.4	69.2	75.0
Early leavers from education and training	% of pop. 18-24 with at most lower sec. educ. and not in further education or training	13.8	12.3	12.0	11.0	9.8 b		9.5	12.6	11.9	11.1 b	less than 10
Tertiary educational attainment	Completion of tertiary or equivalent education (30-34)	35.2 b	42.6	43.9	42.7	43.8 b		47.0	36.0	37.1	37.9 b	40.0
Overall employment growth	% change from previous year	2.0	1.4	0.3	-0.3	0.3			-0.4	-0.3		
Employment rate of women	% of female population aged 20 - 64	56.0	61.5	61.7	62.1	62.9	53.5		62.4	62.6	63.5	
Employment rate of men	% of male population aged 20 - 64	75.5	73.0	72.7	72.3	71.6	35.3		74.6	74.3	75.0	
Employment rate of older workers	% of population aged 55 - 64	26.3	38.7	39.5	41.7	42.7	19.9		48.7	50.1	51.8	
Employment gender gap	difference in the employment rate between men and women in percentage points	19.5	11.5	11.0	10.2	8.7			12.2	11.7	11.5	
Employment rate of young persons	% of population aged 20 - 29	68.3	60.5 b	59.4	57.9	57.8	45.7		60.1	59.5	60.3	
Employment rate of low skilled persons	% of population with at most lower secondary education aged 20 - 64	51.2	47.3 b	47.1	46.8	46.6 b	39.5		52.1	51.4	51.9 b	
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64		39.6 b	38.9	39.9	40.5			56.5	55.7	56.5	
Part-time employment	% of total employment	20.7 u	25.0 b	25.0	24.6	24.0			19.9	20.3		
Temporary employees	% of total employees	9.0	8.9	8.1	8.1	8.6			13.7	13.7		
Overall unemployment rate	% of labour force	6.9	7.2	7.6	8.4	8.5			10.5	10.9	10.2	
Long-term unemployment	% of labour force	3.7	3.5	3.4	3.9	4.3	74.4		4.7	5.2	5.1	
Youth unemployment rate	% of youth labour force (15-24)	15.2	18.7 b	19.8	23.7	23.2			23.1	23.5		
Youth NEET rate	% of population aged 15-24	17.7	11.8	12.3	12.7	12.0	56.3		13.1	13.0	12.4	
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	138.2	128.6	128.6	127.4				100.0	100.0		
Labour productivity per hour worked	EU-27 = 100 (based on PPS per hour worked)	146.8	134.9	134.3	133.1				100.0	100.0		
Nominal unit labour cost growth	% change from previous year	0.4	2.7	4.1	1.9				3.1	0.4		
Real unit labour cost growth	% change from previous year	-1.5	0.7	2.1	0.3				0.8	-0.4		
Gender pay gap			10.2	10.0	9.8				16.5 p	16.4 p		
Involuntary temporary employment	as % of total employees	7.1 u	6.8	6.2	6.3	6.6			8.3 u	8.5 u	8.7 u	
Newly employed	share of people in current job 12 months or less in total employment	14.3	13.4 b	12.8	11.6	12.0			13.8	13.3	13.8	
At-risk-of-poverty rate of unemployed			37.9	34.8	46.2 b				46.2	46.4		
unemployment trap - tax rate on low wage earners			90.7	91.9	93.4				74.4	75.0		
Inactivity and part-time work due to personal and family responsibilities			3.5 b	4.0	4.3	4.3			5.1	5.4	5.2	
Job vacancy rate	% change over the recent 3 years		1.9	2.0	2.2	2.3			1.4	1.5	1.5	
Share of adult population with upper secondary or tertiary education	age 25-64	58.5 b	71.3	71.6	72.8	73.6 b			74.3	75.2	76.0 b	
Percentage of adult population participating in education and training	age 25-64	6.2 d	7.1	6.6	6.7	7.1			9.0	10.5 b	10.7	

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

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

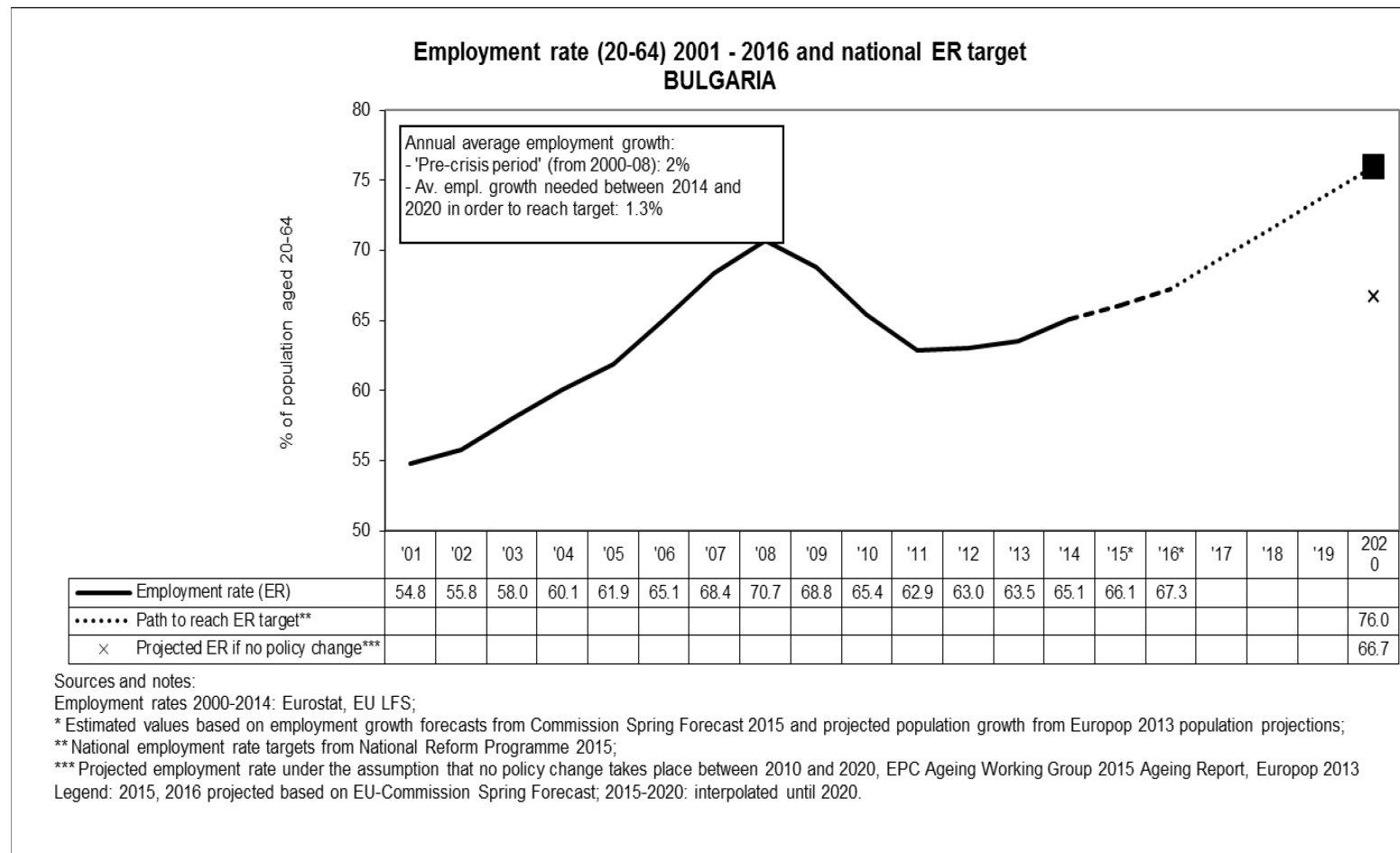
Additional note: the benchmark is normalised in the following way: average of highest 5=100, average of lowest 5=0. The interpretation of the benchmark is that it gives the relative distance to the highest 5 performers by subtracting that benchmark for a given country and indicator from the benchmark of the highest 5 performers, thus a 100. Numbers in bold: the country is among the 5 highest performers for this indicator. The numbers in italic: the country is among the lowest 5 performers

### 3. Key employment challenges Belgium, June 2015

Employment policy area	Key employment challenge	Particularly good labour market outcome
1. Increase labour market participation	Participation is low for older workers. Duration of working life is below the EU average, particularly for men. Low labour market participation of people with a migrant background.	
2. Enhancing labour market functioning; combating segmentation	Risk of labour market segmentation, especially for the young, with job tenure for the 15-24 shorter than the EU average.	
3. Active labour market policies	Average long-term unemployment incidence despite significant investment in ALMP.	
4. Adequate and employment oriented social security systems	Unemployment traps significantly higher than the EU average for some types of households.	At-risk of In-work poverty below the EU average.
5. Work-life balance	Significant differentiation in the uptake of early child education and care (ECEC).	
6. Job creation	Tax wedge on labour costs significantly higher than the EU average.	
7. Gender equality	Inactivity trap for second couple member and low-wage trap for second earner significantly higher than the EU average.	
8. Improving skill supply and productivity; Lifelong learning	Participation in LLL is below average. Transitions in labour status and pay level below the EU average.	
9. Improving education and training systems	Significant and longstanding educational inequalities linked to socio-economic and migrant background	
10. Wage setting mechanisms and labour cost developments	Closing entirely the labour cost gap and avoiding the emergence of new gaps in the future.	

# BULGARIA

## 1. Progress towards the national employment rate target



## 2. Key indicators on labour market performance

### Bulgaria

Indicator	Unit	2000	2011	2012	2013	2014	Benchmark	2020 national target	2012	2013 EU28-total	2014	2020 EU target
Overall employment rate	% of population aged 20 - 64	55.3	62.9 b	63.0	63.5	65.1		76.0	68.4	68.4	69.2	75.0
Early leavers from education and training	% of pop. 18-24 with at most lower sec. educ. and not in further education or training		11.8 b	12.5	12.5	12.9 b		11.0	12.6	11.9	11.1 b	less than 10
Tertiary educational attainment	Completion of tertiary or equivalent education (30-34)	19.5	27.3 b	26.9	29.4	30.9 b		36.0	36.0	37.1	37.9 b	40.0
Overall employment growth	% change from previous year	-2.4	-2.2	-2.5 p	-0.4 p	0.4			-0.4	-0.3		
Employment rate of women	% of female population aged 20 - 64	50.7	59.8 b	60.2	60.7	62.0	49.5		62.4	62.6	63.5	
Employment rate of men	% of male population aged 20 - 64	60.2	66.0 b	65.8	66.4	68.1	13.6		74.6	74.3	75.0	
Employment rate of older workers	% of population aged 55 - 64	20.8	44.6 b	45.7	47.4	50.0	45.5		48.7	50.1	51.8	
Employment gender gap	difference in the employment rate between men and women in percentage points	9.5	6.2 b	5.6	5.7	6.1			12.2	11.7	11.5	
Employment rate of young persons	% of population aged 20 - 29	46.2	50.5 b	49.9	48.5	50.0	18.9		60.1	59.5	60.3	
Employment rate of low skilled persons	% of population with at most lower secondary education aged 20 - 64	37.5	36.7 b	36.2	36.9	38.6 b	4.2		52.1	51.4	51.9 b	
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64				49.4 u	56.5 u			56.5	55.7	56.5	
Part-time employment	% of total employment		2.3 b	2.4	2.6	2.6			19.9	20.3		
Temporary employees	% of total employees		4.0 b	4.4	5.6	5.3			13.7	13.7		
Overall unemployment rate	% of labour force	16.4	11.3	12.3	13.0	11.4			10.5	10.9	10.2	
Long-term unemployment	% of labour force	9.4	6.3	6.8	7.4	6.9	49.4		4.7	5.2	5.1	
Youth unemployment rate	% of youth labour force (15-24)	33.3	25.0 b	28.1	28.4	23.8			23.1	23.5		
Youth NEET rate	% of population aged 15-24		21.8 b	21.5	21.6	20.2	-4.8		13.1	13.0	12.4	
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	31.5	43.0	44.5	43.4				100.0	100.0		
Labour productivity per hour worked	EU-27 = 100 (based on PPS per hour worked)	32.6	43.2	44.5	43.3				100.0	100.0		
Nominal unit labour cost growth	% change from previous year	1.5	2.5	4.4	5.2				3.1	0.4		
Real unit labour cost growth	% change from previous year	-4.8	-2.2	1.3	6.1				0.8	-0.4		
Gender pay gap			13.0	14.7	13.5				16.5 p	16.4 p		
Involuntary temporary employment	as % of total employees		2.8 b	3.2	4.0	3.4			8.3 u	8.5 u	8.7 u	
Newly employed	share of people in current job 12 months or less in total employment		11.4 b	12.2	12.4	11.5			13.8	13.3	13.8	
At-risk-of-poverty rate of unemployed			52.2	48.5	47.6				46.2	46.4		
unemployment trap - tax rate on low wage earners			81.6	81.6	81.6				74.4	75.0		
Inactivity and part-time work due to personal and family responsibilities			2.3 b	2.4	2.5	2.5			5.1	5.4	5.2	
Job vacancy rate	% change over the recent 3 years		0.7	0.7	0.7	0.7			1.4	1.5	1.5	
Share of adult population with upper secondary or tertiary education	age 25-64	67.5	80.0 b	81.0	81.8	81.1 b			74.3	75.2	76.0 b	
Percentage of adult population participating in education and training	age 25-64		1.3 b	1.5	1.7	1.8			9.0	10.5 b	10.7	

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

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

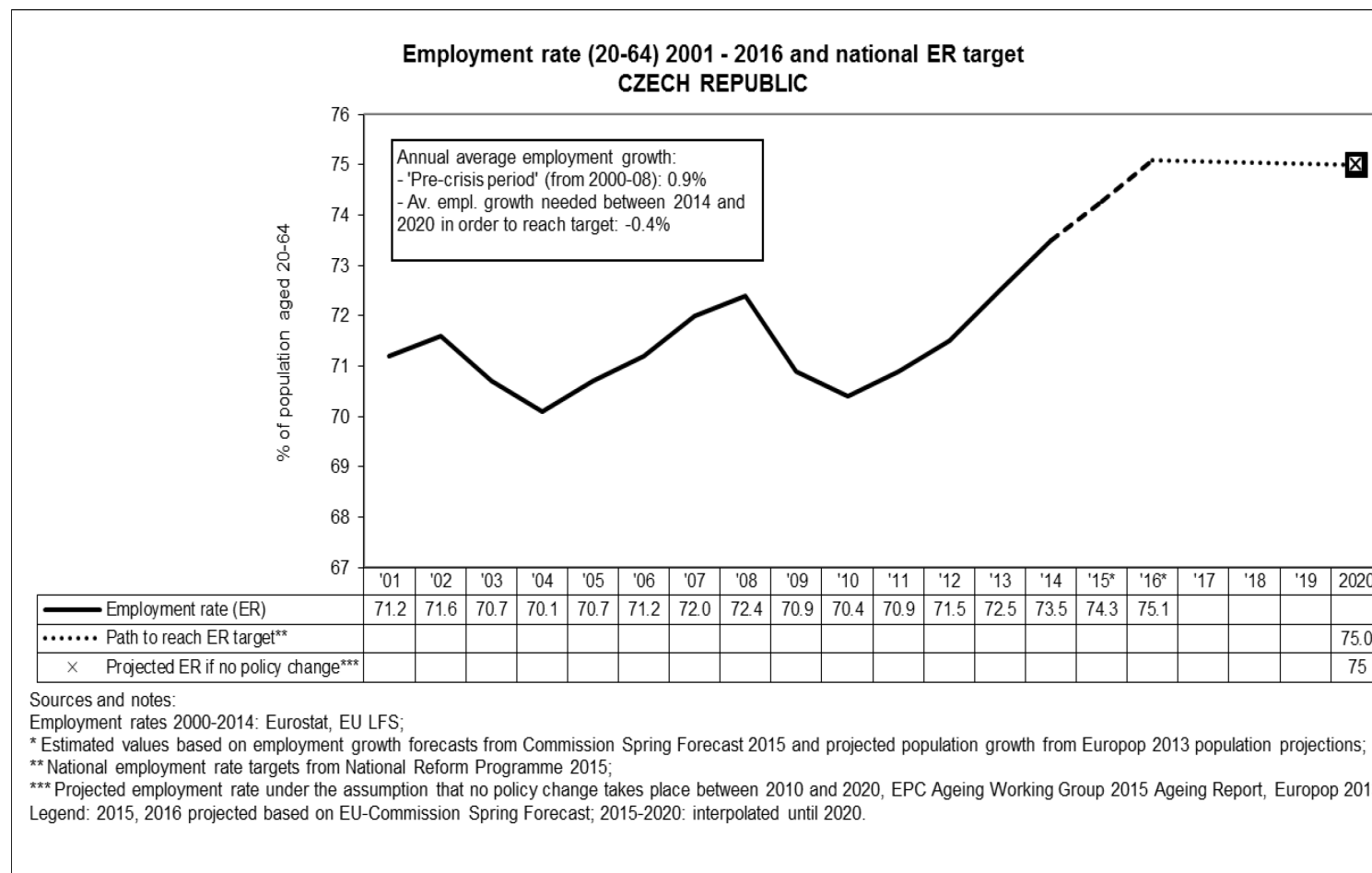
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### 3. Key employment challenges Bulgaria, June 2015

Employment Policy Area	Key Employment Challenge	Particularly Good labour market outcome
1. Increase labour market participation	Employment rate is low, in particular for men, younger workers and low-skilled. The youth NEET is significantly higher than the EU-average (some positive developments for men). The duration of working life is below EU average with men being significantly below.	
2. Enhancing labour market functioning; combating segmentation	Share of newly employed young and hiring rate below EU average.	
3. Active labour market policies	Long-term unemployment high and ALMP spending and activation is low.	
4. Adequate and employment oriented social security systems	Unemployment trap higher than the EU-average.	Low wage traps lower and net replacement rates after 6 months higher than the EU average.
5. Work-life balance	Uptake of childcare low, with positive developments.	
6. Job creation	Employment growth still significantly negative on 3 years despite a fragile reversal in 2014, and low job vacancy rate.	
7. Gender equality		
8. Improving skill supply and productivity; Lifelong learning	Lifelong learning and adult education participation below EU average.  Negative developments regarding youth with at least upper secondary education.  Limited labour market relevance of education and training, including work-based learning.  Low transitions in labour status and pay level.	
9. Improving education and training systems	Weak link between the education system and the labour market needs, with low spending on education. Early and tertiary education lower than EU average, with negative developments as regards early leavers.	
10. Wage setting mechanisms and labour cost developments	Unit labour costs have increased significantly.	

# CZECH REPUBLIC

## 1. Progress towards the national employment rate target



## 2. Key indicators on labour market performance

### Czech Republic

Indicator	Unit	2000	2011	2012	2013	2014	Benchmark	2020 national target	2012	2013	2014	2020 EU target
Overall employment rate	% of population aged 20 - 64	71.0	70.9 b	71.5	72.5	73.5		75.0	68.4	68.4	69.2	75.0
Early leavers from education and training	% of pop. 18-24 with at most lower sec. educ. and not in further education or training		4.9 b	5.5	5.4 b	5.5 b		5.5	12.6	11.9	11.1 b	less than 10
Tertiary educational attainment	Completion of tertiary or equivalent education (30-34)	13.7	23.7 b	25.6	26.7	28.2 b		32.0	36.0	37.1	37.9 b	40.0
Overall employment growth	% change from previous year	-0.7	-0.3	0.4	0.4	0.4			-0.4	-0.3		
Employment rate of women	% of female population aged 20 - 64	61.9	61.7 b	62.5	63.8	64.7	61.7		62.4	62.6	63.5	
Employment rate of men	% of male population aged 20 - 64	80.2	79.9 b	80.2	81.0	82.2	101.2		74.6	74.3	75.0	
Employment rate of older workers	% of population aged 55 - 64	36.3	47.7 b	49.3	51.6	54.0	59.5		48.7	50.1	51.8	
Employment gender gap	difference in the employment rate between men and women in percentage points	18.3	18.2 b	17.7	17.2	17.5			12.2	11.7	11.5	
Employment rate of young persons	% of population aged 20 - 29	66.0	58.2 b	57.8	59.1	60.2	53.9		60.1	59.5	60.3	
Employment rate of low skilled persons	% of population with at most lower secondary education aged 20 - 64	45.8	40.4 b	38.6	40.4	41.6 b	17.4		52.1	51.4	51.9 b	
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64		73.1 b	77.2	79.1	78.6			56.5	55.7	56.5	
Part-time employment	% of total employment	5.3	5.4 b	5.7	6.5	6.2			19.9	20.3		
Temporary employees	% of total employees	7.2	8.0 b	8.3	9.1	9.7			13.7	13.7		
Overall unemployment rate	% of labour force	8.8	6.7	7.0	7.0	6.1			10.5	10.9	10.2	
Long-term unemployment	% of labour force	4.3	2.7	3.0	3.0	2.7	89.8		4.7	5.2	5.1	
Youth unemployment rate	% of youth labour force (15-24)	17.0	18.1 b	19.5	19.0	15.9			23.1	23.5		
Youth NEET rate	% of population aged 15-24		8.3 b	8.9	9.1 b	8.1	85.4		13.1	13.0	12.4	
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	66.0	74.6	73.9	72.0				100.0	100.0		
Labour productivity per hour worked	EU-27 = 100 (based on PPS per hour worked)	58.9	68.0	67.4	66.7				100.0	100.0		
Nominal unit labour cost growth	% change from previous year	2.7	0.5	3.3	-0.1				3.1	0.4		
Real unit labour cost growth	% change from previous year	1.3	1.4	1.7	-2.0				0.8	-0.4		
Gender pay gap			22.6	22.2	22.1				16.5 p	16.4 p		
Involuntary temporary employment	as % of total employees		6.4 b	6.8	7.5	8.0			8.3 u	8.5 u	8.7 u	
Newly employed	share of people in current job 12 months or less in total employment	4.6	11.5 b	10.7	10.3	10.8			13.8	13.3	13.8	
At-risk-of-poverty rate of unemployed			46.4	46.7	44.5				46.2	46.4		
unemployment trap - tax rate on low wage earners			80.2	80.1	80.1				74.4	75.0		
Inactivity and part-time work due to personal and family responsibilities			5.0 b	5.3	5.1	5.0			5.1	5.4	5.2	
Job vacancy rate	% change over the recent 3 years		1.0	0.9	0.9	1.1			1.4	1.5	1.5	
Share of adult population with upper secondary or tertiary education	age 25-64	86.1	92.3 b	92.5	92.8	93.2 b			74.3	75.2	76.0 b	
Percentage of adult population participating in education and training	age 25-64		11.4 b	10.8	9.7 b	9.3			9.0	10.5 b	10.7	

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

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

Additional note: the benchmark is normalised in the following way: average of highest 5=100, average of lowest 5=0. The interpretation of the benchmark is that it gives the relative distance to the highest 5 performers by subtracting that benchmark for a given country and indicator from the benchmark of the highest 5 performers, thus a 100. Numbers in bold: the country is among the 5 highest performers for this indicator. The numbers in italic: the country is among the lowest 5 performers

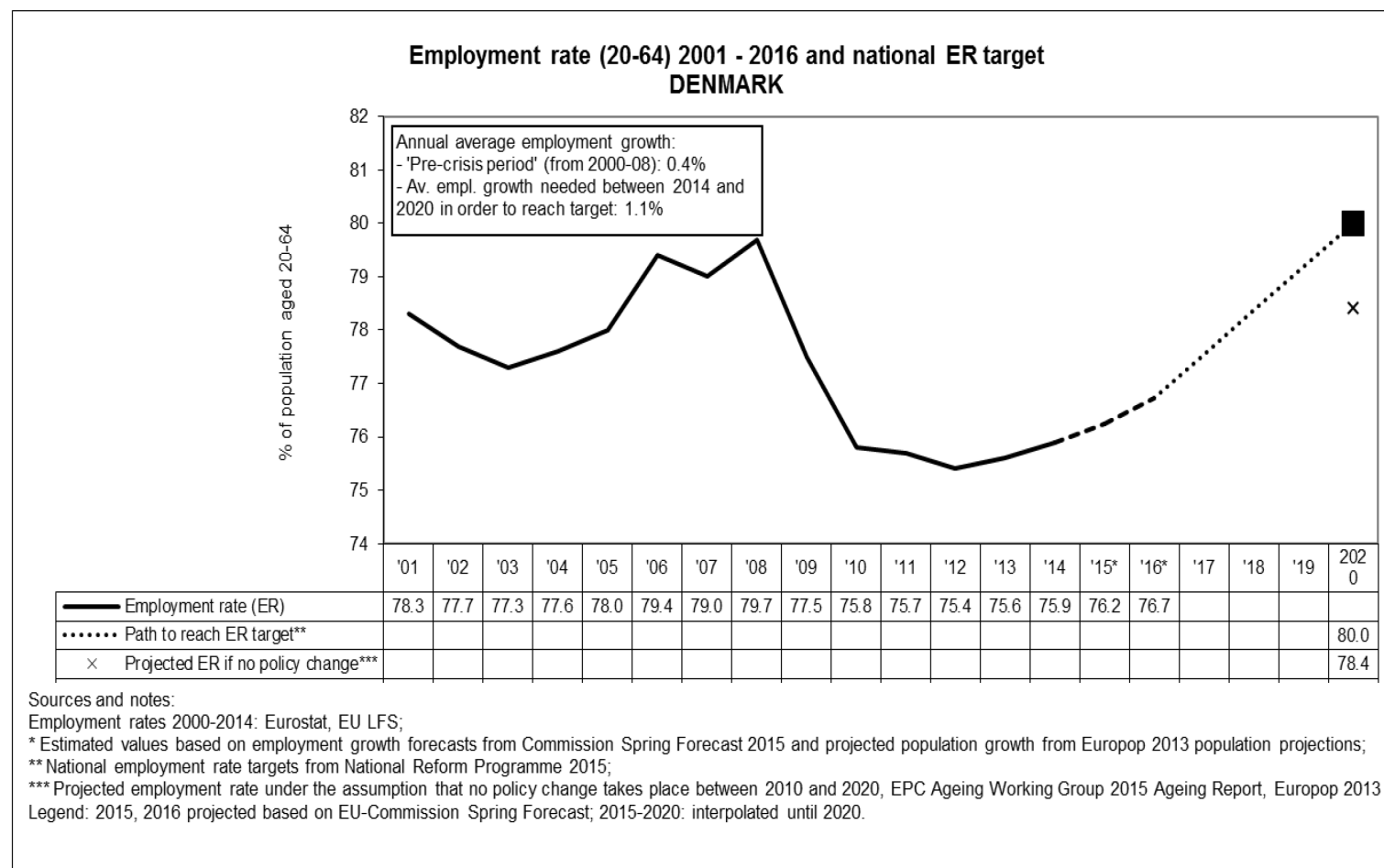
### 3. Key employment challenges Czech Republic, June 2015

Employment Policy Area	Key Employment Challenge	Particularly good labour market outcome
1. Increase labour market participation	Employment rate of low-skilled is low.	Employment of non-EU nationals is high.
2. Enhancing labour market functioning; combating segmentation		
3. Active labour market policies	Insufficient monitoring of efficiency and effectiveness of the public employment service.	
4. Adequate and employment oriented social security systems		The at-risk of poverty rate and the in-work poverty are low.
5. Work-life balance	Negative labour market impact of parenthood is high with very strong employment impact of motherhood.  Female inactivity due to lack of care services and a relatively long parental leave is high. The uptake of childcare is low, especially for children below 3 years old.	
6. Job creation		
7. Gender equality	Gender employment gap is high. Gender pay gap is high.	
8. Improving skill supply and productivity; Lifelong learning		The share of well-educated adult population (adults and youth with at least upper secondary education) is high.
9. Improving education and training systems		Tertiary education attainment of 30-36 strongly increases over recent years. Low number of early leavers from education and training (18-24).
10. Wage setting mechanisms and labour cost developments		



# DENMARK

## 1. Progress towards the national employment rate target



## 2. Key indicators on labour market performance

### Denmark

Indicator	Unit	2000	2011	2012	2013	2014	Benchmark	2020 national target	2012	2013 EU28-total	2014	2020 EU target
Overall employment rate	% of population aged 20 - 64	78.0	75.7	75.4	75.6	75.9		80.0	68.4	68.4	69.2	75.0
Early leavers from education and training	% of pop. 18-24 with at most lower sec. educ. and not in further education or training	11.7	9.6	9.1	8.0	7.7 b		less than 10	12.6	11.9	11.1 b	less than 10
Tertiary educational attainment	Completion of tertiary or equivalent education (30-34)	32.1	41.2	43.0	43.4	44.1 bu		at least 40	36.0	37.1	37.9 b	40.0
Overall employment growth	% change from previous year	-0.5	-0.1	-0.3	0.0	0.7			-0.4	-0.3		
Employment rate of women	% of female population aged 20 - 64	72.9	72.4	72.2	72.4	72.2	95.7		62.4	62.6	63.5	
Employment rate of men	% of male population aged 20 - 64	82.9	79.0	78.6	78.7	79.5	84.5		74.6	74.3	75.0	
Employment rate of older workers	% of population aged 55 - 64	55.7	59.5	60.8	61.7	63.2	91.7		48.7	50.1	51.8	
Employment gender gap	difference in the employment rate between men and women in percentage points	10.0	6.6	6.4	6.3	7.3			12.2	11.7	11.5	
Employment rate of young persons	% of population aged 20 - 29	77.2	69.7	67.5	67.7	67.6	79.3		60.1	59.5	60.3	
Employment rate of low skilled persons	% of population with at most lower secondary education aged 20 - 64	64.1	62.0	60.2	59.6	59.8 b	97.9		52.1	51.4	51.9 b	
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64	:	55.4	54.5	58.0	56.2			56.5	55.7	56.5	
Part-time employment	% of total employment	21.7	25.9	25.7	25.4	25.5			19.9	20.3		
Temporary employees	% of total employees	10.2	8.9	8.6	8.8	8.6			13.7	13.7		
Overall unemployment rate	% of labour force	4.3	7.6	7.5	7.0	6.6			10.5	10.9	10.2	
Long-term unemployment	% of labour force	0.9	1.8	2.1	1.8	1.7	99.4		4.7	5.2	5.1	
Youth unemployment rate	% of youth labour force (15-24)	6.7	14.2	14.1	13.1	12.6			23.1	23.5		
Youth NEET rate	% of population aged 15-24	4.7	6.3	6.6	6.0	5.8	102.5		13.1	13.0	12.4	
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	111.8	111.5	112.2	111.1				100.0	100.0		
Labour productivity per hour worked	EU-27 = 100 (based on PPS per hour worked)	129.4	128.5	128.8	129.0				100.0	100.0		
Nominal unit labour cost growth	% change from previous year	0.5	0.0	1.5	1.1				3.1	0.4		
Real unit labour cost growth	% change from previous year	-2.4	-0.7	-0.8	-0.2				0.8	-0.4		
Gender pay gap	:	:	16.3	16.8	16.4	:			16.5 p	16.4 p	:	
Involuntary temporary employment	as % of total employees	4.2	4.1	4.4	4.4	4.6			8.3 u	8.5 u	8.7 u	
Newly employed	share of people in current job 12 months or less in total employment	24.3	21.2	21.0	22.1	22.7			13.8	13.3	13.8	
At-risk-of-poverty rate of unemployed	:	:	29.1	26.7	36.3	:			46.2	46.4	:	
unemployment trap - tax rate on low wage earners	:	:	89.1	89.8	89.8	:			74.4	75.0	:	
Inactivity and part-time work due to personal and family responsibilities	:	:	0.8	0.8	0.8	0.7			5.1	5.4	5.2	
Job vacancy rate	% change over the recent 3 years	:	1.2	1.2	1.2	1.3			1.4	1.5	1.5	
Share of adult population with upper secondary or tertiary education	age 25-64	78.5	76.9	77.9	78.3	79.6 b			74.3	75.2	76.0 b	
Percentage of adult population participating in education and training	age 25-64	19.4 b	32.3	31.6	31.4	31.7			9.0	10.5 b	10.7	

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

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

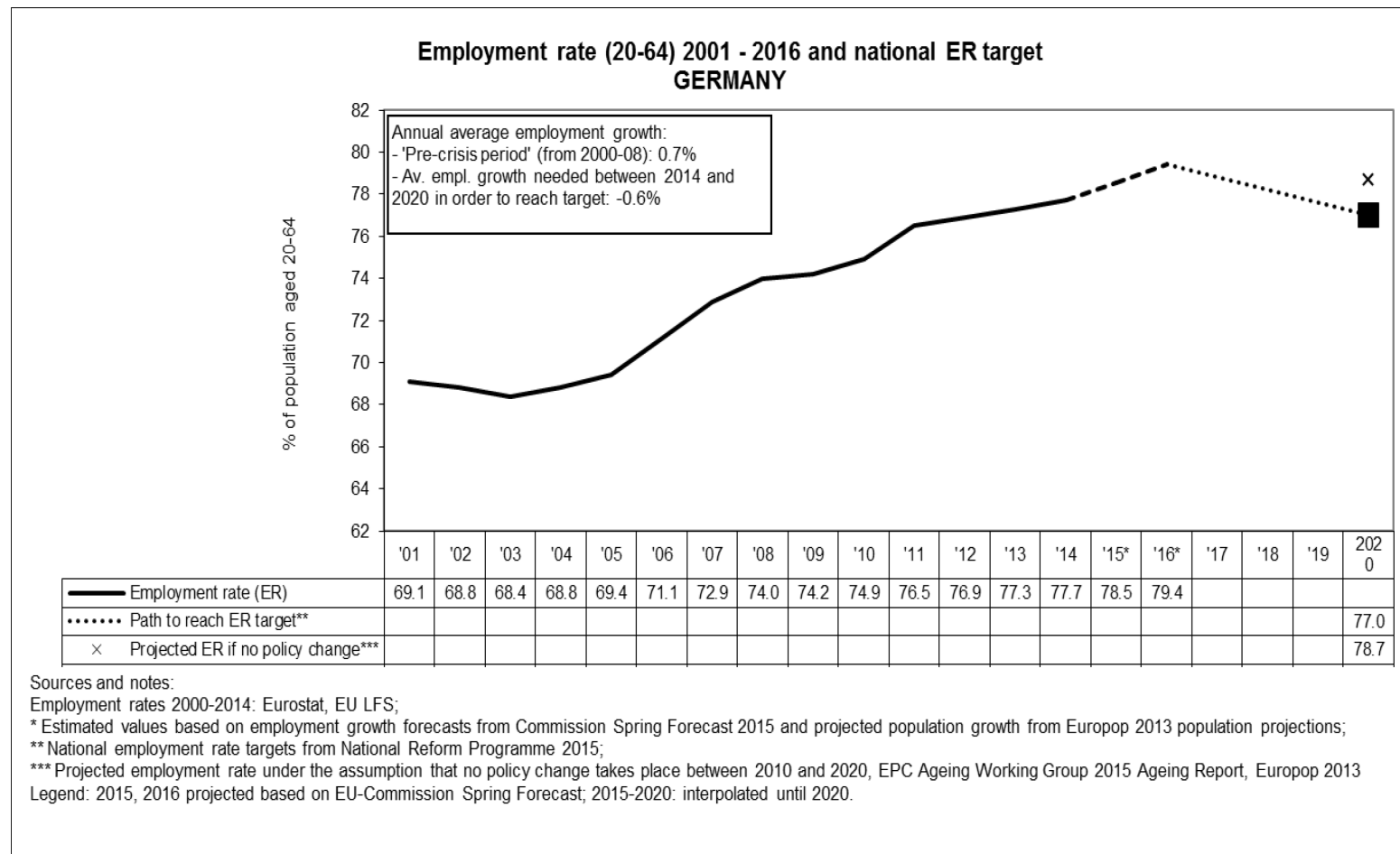
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### 3. Key employment challenges Denmark, June 2015

Employment policy area	Key employment challenge	Particularly Good labour market outcome
1. Increase labour market participation	The labour market potential of immigrants from outside the EU remains underutilised.	Rate of young NEETs (15-24) is significantly better than EU average.
2. Enhancing labour market functioning; combating segmentation		Share of long term unemployed in total unemployment, hiring rate, share of newly employed and share of temporary employees due to education/training (men) are significantly better than the EU average.
3. Active labour market policies		
4. Adequate and employment oriented social security systems	Unemployment trap and low-wage-trap (tax rate on low wage earners) are higher than EU average.  Inactivity trap and low wage trap for second member of a couple is significantly higher than the EU-average.	Share of long-term unemployed in total unemployment is significantly better than the EU average.  In-work poverty risk is significantly better than EU-average.  Net replacement rate (12 months, for all family types) is significantly better than EU-average.
5. Work-life balance	Employment impact of parenthood showing some negative developments.	Childcare (3 to mandatory school) above 30 hours is significantly above EU average.  Rate of inactivity and part/time work due to family responsibility is significantly better than EU-average.
6. Job creation		
7. Gender equality		
8. Improving skill supply and productivity; Lifelong learning	Youth attainment level (20-24) is lower than EU average.	Both public spending (% GDP) on human resources, the share of participants in lifelong learning (25-64) and share of inactive in education or training are significantly better than EU-average.
9. Improving education and training systems		
10. Wage setting mechanisms and labour cost developments		

# GERMANY

## 1. Progress towards the national employment rate target



## 2. Key indicators on labour market performance

### Germany

Indicator	Unit	2000	2011	2012	2013	2014	Benchmark	2020 national target	2012	2013 EU28-total	2014	2020 EU target
Overall employment rate	% of population aged 20 - 64	68.8	76.5 b	76.9	77.3	77.7		77.0	68.4	68.4	69.2	75.0
Early leavers from education and training	% of pop. 18-24 with at most lower sec. educ. and not in further education or training	14.6	11.6 b	10.5	9.8	9.5 b		less than 10	12.6	11.9	11.1 b	less than 10
Tertiary educational attainment	Completion of tertiary or equivalent education (30-34)	25.7	30.6 b	31.8	32.9	31.4 b		42*	36.0	37.1	37.9 b	40.0
Overall employment growth	% change from previous year	3.1	1.3	1.1	0.6	0.9			-0.4	-0.3		
Employment rate of women	% of female population aged 20 - 64	60.9	71.3 b	71.6	72.5	73.1	99.8		62.4	62.6	63.5	
Employment rate of men	% of male population aged 20 - 64	76.5	81.7 b	82.1	82.1	82.3	101.9		74.6	74.3	75.0	
Employment rate of older workers	% of population aged 55 - 64	37.6	60.0 b	61.6	63.6	65.6	100.1		48.7	50.1	51.8	
Employment gender gap	difference in the employment rate between men and women in percentage points	15.6	10.4 b	10.5	9.6	9.2			12.2	11.7	11.5	
Employment rate of young persons	% of population aged 20 - 29	70.6	71.4 b	71.0	71.2	71.2	91.7		60.1	59.5	60.3	
Employment rate of low skilled persons	% of population with at most lower secondary education aged 20 - 64	52.7	57.4 b	57.8	58.3	58.0 b	89.9		52.1	51.4	51.9 b	
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64	:	57.0 b	58.2	57.9	57.7			56.5	55.7	56.5	
Part-time employment	% of total employment	19.4	26.7 b	26.7	27.5	27.5			19.9	20.3		
Temporary employees	% of total employees	12.8	14.6 b	13.8	13.4	13.1			13.7	13.7		
Overall unemployment rate	% of labour force	7.9	5.8	5.4	5.2	5.0			10.5	10.9	10.2	
Long-term unemployment	% of labour force	4.1	2.8	2.4	2.3	2.2	94.6		4.7	5.2	5.1	
Youth unemployment rate	% of youth labour force (15-24)	8.5	8.5 b	8.0	7.8	7.7			23.1	23.5		
Youth NEET rate	% of population aged 15-24	7.7	7.5 b	7.1	6.3	6.4	98.1		13.1	13.0	12.4	
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	107.9	108.2	107.1	107.1				100.0	100.0		
Labour productivity per hour worked	EU-27 = 100 (based on PPS per hour worked)	124.5	127.1	126.3	126.6				100.0	100.0		
Nominal unit labour cost growth	% change from previous year	0.5	1.0	3.1	2.1				3.1	0.4		
Real unit labour cost growth	% change from previous year	1.2	-0.2	1.6	-0.1				0.8	-0.4		
Gender pay gap		:	22.2 p	22.4 p	21.6 p	:			16.5 p	16.4 p	:	
Involuntary temporary employment	as % of total employees	2.1 u	:	:	:	:			8.3 u	8.5 u	8.7 u	
Newly employed	share of people in current job 12 months or less in total employment	15.3	15.0 b	14.7	14.0	13.9			13.8	13.3	13.8	
At-risk-of-poverty rate of unemployed		:	67.8	69.3	69.3	:			46.2	46.4	:	
unemployment trap - tax rate on low wage earners		:	73.3	73.3	73.0	:			74.4	75.0	:	
Inactivity and part-time work due to personal and family responsibilities		:	5.8 b	6.2 b	6.7	6.7			5.1	5.4	5.2	
Job vacancy rate	% change over the recent 3 years	:	2.3	2.5	2.6	2.7			1.4	1.5	1.5	
Share of adult population with upper secondary or tertiary education	age 25-64	81.3	86.6 b	86.6	86.7	86.9 b			74.3	75.2	76.0 b	
Percentage of adult population participating in education and training	age 25-64	5.2	7.8 b	7.9	7.8	7.9			9.0	10.5 b	10.7	

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

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

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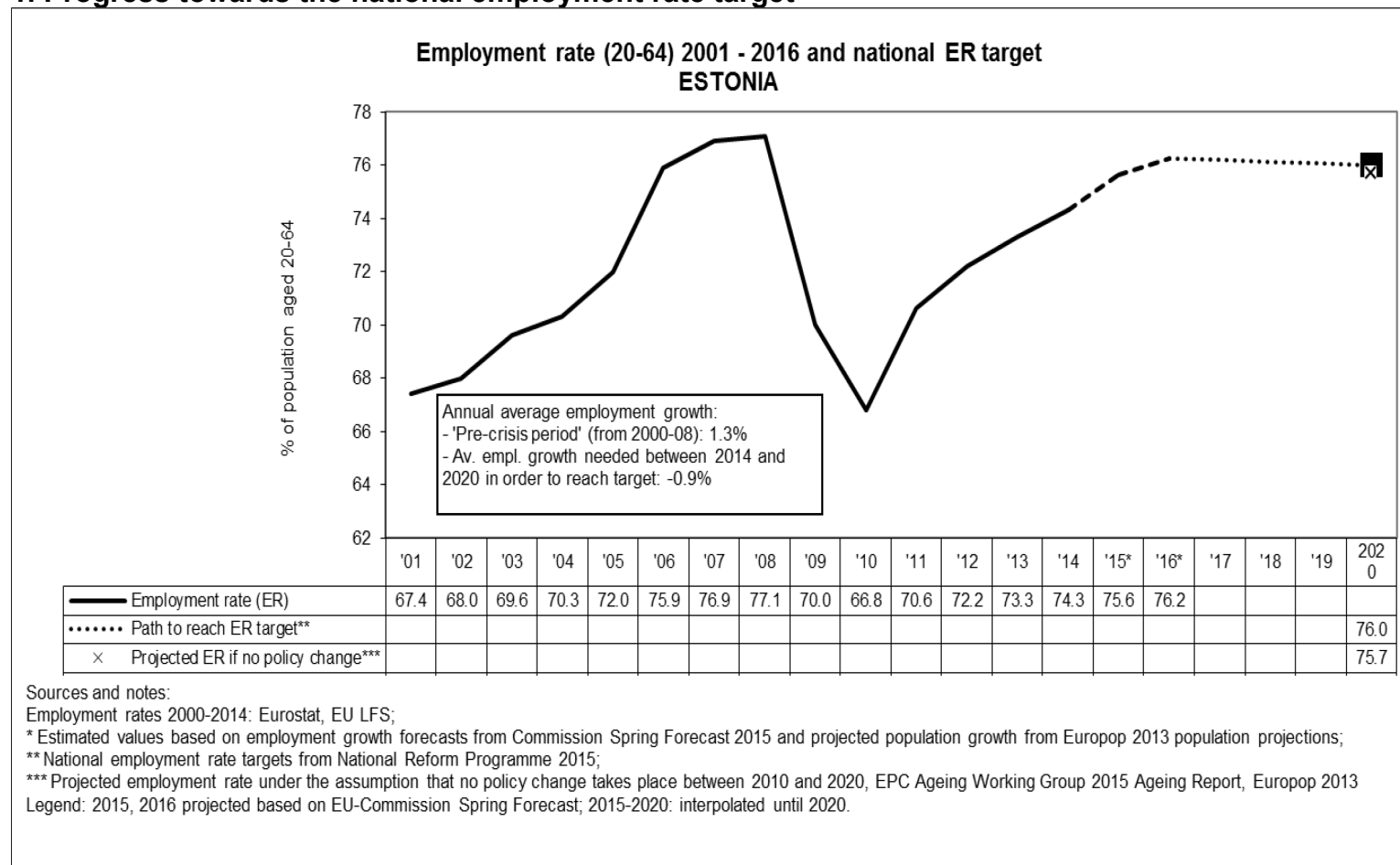
\*In the case of Germany, the national target on tertiary education includes post-secondary education (ISCED 4)

### 3. Key employment challenges Germany, June 2015

Employment policy area	Key employment challenge	Particularly good labour market outcome
1. Increase labour market participation		Employment rate is high in particular for men and older workers.  Unemployment ratio for young and NEET rates are at very low levels.
2. Enhancing labour market functioning; combating segmentation		
3. Active labour market policies	Activation of LTU is stagnating.	
4. Adequate and employment oriented social security systems	High at risk of poverty especially for unemployed.  High tax wedge in particular for low-wage and 2 <sup>nd</sup> income earners.	
5. Work-life balance	Part-time work due to family responsibilities is higher than the EU-average in particular for women.  Negative employment impact of parenthood.	
6. Job creation		High number of vacancies.
7. Gender equality	Persistently high gender pay gap.	
8. Improving skill supply and productivity; Lifelong learning	Skills supply bottlenecks for high-skilled workers.	
9. Improving education and training systems	Despite better results in PISA 2012 low education attainments of people with social economic disadvantage and migrant background persists.	ESL rate decreased to below the national target of 10%.
10. Wage setting mechanisms and labour cost developments		

# ESTONIA

## 1. Progress towards the national employment rate target



## 2. Key indicators on labour market performance

### Estonia

Indicator	Unit	2000	2011	2012	2013	2014	Benchmark	2020 national target	2012	2013 EU28-total	2014	2020 EU target
Overall employment rate	% of population aged 20 - 64	66.6 b	70.6	72.2	73.3	74.3		76.0	68.4	68.4	69.2	75.0
Early leavers from education and training	% of pop. 18-24 with at most lower sec. educ. and not in further education or training	15.1	10.6	10.3	9.7	11.4 b		9.5	12.6	11.9	11.1 b	less than 10
Tertiary educational attainment	Completion of tertiary or equivalent education (30-34)	30.4 b	40.2	39.5	43.7	46.6 b		40.0	36.0	37.1	37.9 b	40.0
Overall employment growth	% change from previous year	0.8	6.5	1.7	1.2	0.8			-0.4	-0.3		
Employment rate of women	% of female population aged 20 - 64	62.8 b	67.8	69.4	70.1	70.6	88.5		62.4	62.6	63.5	
Employment rate of men	% of male population aged 20 - 64	70.8 b	73.5	75.1	76.7	78.3	77.0		74.6	74.3	75.0	
Employment rate of older workers	% of population aged 55 - 64	45.0 b	57.5	60.5	62.6	64.0	94.5		48.7	50.1	51.8	
Employment gender gap	difference in the employment rate between men and women in percentage points	8.0 b	5.7	5.7	6.6	7.7			12.2	11.7	11.5	
Employment rate of young persons	% of population aged 20 - 29	64.3 b	61.5	61.8	62.9	65.5	72.1		60.1	59.5	60.3	
Employment rate of low skilled persons	% of population with at most lower secondary education aged 20 - 64	41.2 b	48.4	49.4	56.9	59.2 b	95.2		52.1	51.4	51.9 b	
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64	:	64.1	64.4	67.0	66.7			56.5	55.7	56.5	
Part-time employment	% of total employment	7.5 b	10.8	10.5	10.2	9.6			19.9	20.3		
Temporary employees	% of total employees	2.0 b	4.5	3.5	3.5	3.1			13.7	13.7		
Overall unemployment rate	% of labour force	14.6	12.3	10.0	8.6	7.4			10.5	10.9	10.2	
Long-term unemployment	% of labour force	6.7	7.1	5.5	3.8	3.3	84.0		4.7	5.2	5.1	
Youth unemployment rate	% of youth labour force (15-24)	21.1 b	22.4	20.9	18.7	15.0			23.1	23.5		
Youth NEET rate	% of population aged 15-24	14.7	11.6	12.2	11.3	11.7	58.6		13.1	13.0	12.4	
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	47.5	69.7	70.2	70.0				100.0	100.0		
Labour productivity per hour worked	EU-27 = 100 (based on PPS per hour worked)	40.6	59.8	61.0	61.5				100.0	100.0		
Nominal unit labour cost growth	% change from previous year	2.7	-1.2	3.7	6.0				3.1	0.4		
Real unit labour cost growth	% change from previous year	-1.9	-3.7	0.6	1.7				0.8	-0.4		
Gender pay gap		:	27.3	30.0	29.9	:			16.5 p	16.4 p	:	
Involuntary temporary employment	as % of total employees	1.5 b	1.6 u	1.5 u	1.2 u	0.9 u			8.3 u	8.5 u	8.7 u	
Newly employed	share of people in current job 12 months or less in total employment	19.2 b	18.7	17.7	16.4	16.5			13.8	13.3	13.8	
At-risk-of-poverty rate of unemployed		:	52.1	55.6	54.8	:			46.2	46.4	:	
unemployment trap - tax rate on low wage earners		:	63.5	64.3	63.7	:			74.4	75.0	:	
Inactivity and part-time work due to personal and family responsibilities		:	4.0	4.6	4.5	4.3			5.1	5.4	5.2	
Job vacancy rate	% change over the recent 3 years	:	1.1	1.3	1.4	1.4			1.4	1.5	1.5	
Share of adult population with upper secondary or tertiary education	age 25-64	85.8 b	89.1	90.0	90.6	91.2 b			74.3	75.2	76.0 b	
Percentage of adult population participating in education and training	age 25-64	6.6 b	11.9	12.7	12.6	11.5			9.0	10.5 b	10.7	

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

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

Additional note: the benchmark is normalised in the following way: average of highest 5=100, average of lowest 5=0. The interpretation of the benchmark is that it gives the relative distance to the highest 5 performers by subtracting that benchmark for a given country and indicator from the benchmark of the highest 5 performers, thus a 100. Numbers in bold: the country is among the 5 highest performers for this indicator. The numbers in italic: the country is among the lowest 5 performers

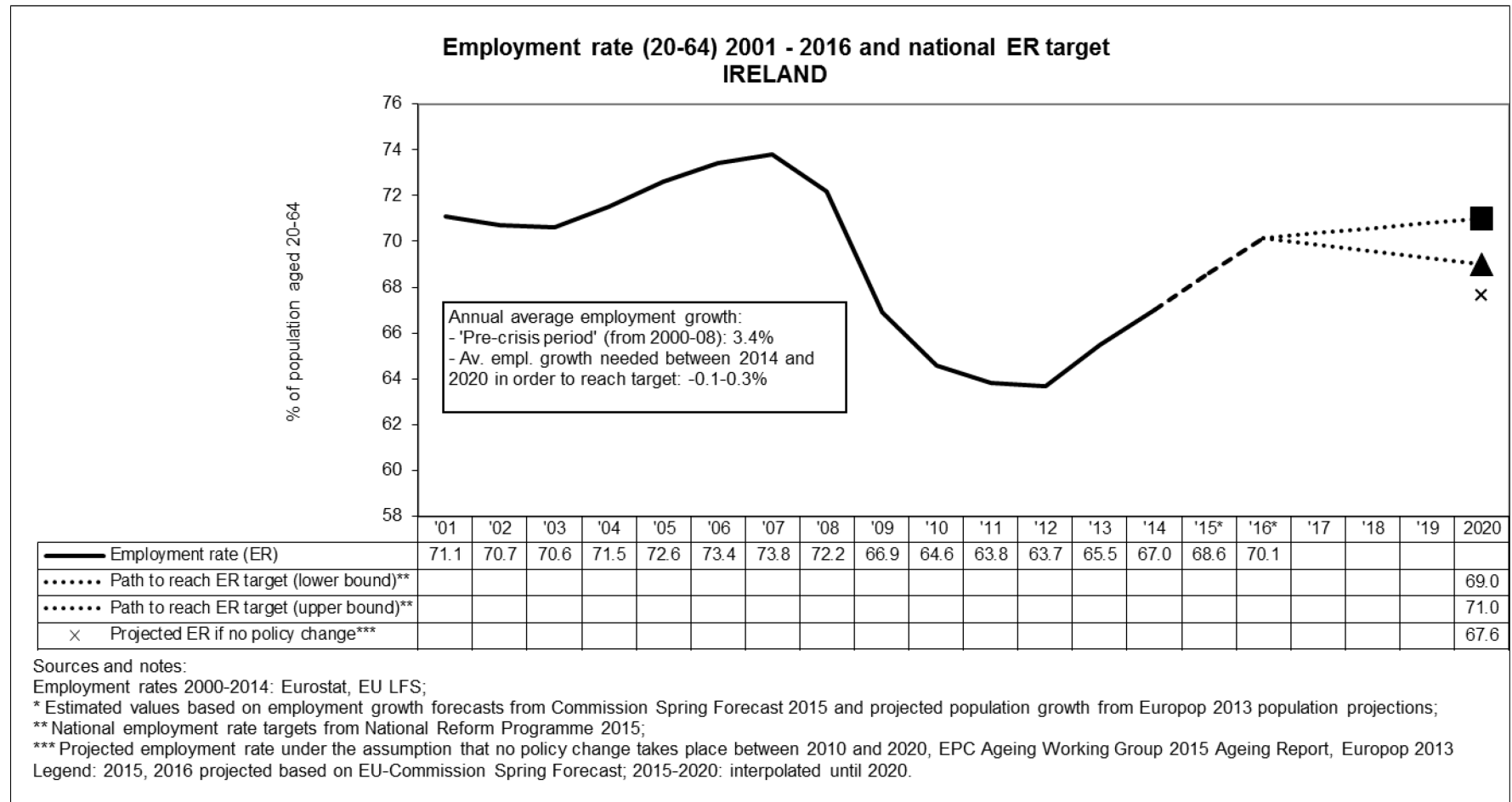


### 3. Key employment challenges Estonia, June 2015

Employment policy area	Key employment challenge	Particular good labour market outcome
1. Increase labour market participation		Employment rate of older workers is significantly higher than EU average.
2. Enhancing labour market functioning; combating segmentation		Share of employees in involuntary temporary employment significantly lower than EU-average, with significantly better transitions from temporary to permanent employment.
3. Active labour market policies	ALMP expenditure and activation is relatively low.  Improve ALMPs for people with partial work ability and organise the work ability assessment.	
4. Adequate and employment oriented social security systems	Replacement rates after 12 months of unemployment are low. Low transitions by pay level. At-risk of poverty rate of the unemployed higher than the EU average.	Low wage trap significantly low.
5. Work-life balance	Uptake of childcare is low, with some positive developments for the age category above 3 years old.	
6. Job creation		
7. Gender equality	Employment impact of parenthood is very high for women. The gender pay gap is very high.	
8. Improving skill supply and productivity; Lifelong learning	The education outcome is not sufficiently responsive to labour market needs.	
9. Improving education and training systems	Participation of low-skilled persons in education and training remains low, with a very large difference in employment rates between persons with low and medium education, and a significantly increasing difference between medium and high education.  Significantly negative developments for early leavers from education.	Very low share of low-achievers in reading, science and mathematics. Significant over performance as regards females educational attainment
10. Wage setting mechanisms and labour cost developments		

# IRELAND

## 1. Progress towards the national employment rate target



## 2. Key indicators on labour market performance

### Ireland

Indicator	Unit	2000	2011	2012	2013	2014	Benchmark	2020 national target	2012	2013 EU28-total	2014	2020 EU target
Overall employment rate	% of population aged 20 - 64	70.4	63.8	63.7	65.5	67.0		69-71	68.4	68.4	69.2	75.0
Early leavers from education and training	% of pop. 18-24 with at most lower sec. educ. and not in further education or training	:	10.8	9.7	8.4	6.9 b		8.0	12.6	11.9	11.1 b	less than 10
Tertiary educational attainment	Completion of tertiary or equivalent education (30-34)	27.5	49.7	51.1	52.6	52.2 b		60.0	36.0	37.1	37.9 b	40.0
Overall employment growth	% change from previous year	4.5	-1.8	-0.6	2.4	1.7			-0.4	-0.3		
Employment rate of women	% of female population aged 20 - 64	57.9	59.4	59.4	60.3	61.2	45.8		62.4	62.6	63.5	
Employment rate of men	% of male population aged 20 - 64	82.8	68.2	68.1	70.9	73.0	44.0		74.6	74.3	75.0	
Employment rate of older workers	% of population aged 55 - 64	45.3	50.0	49.3	51.3	53.0	56.0		48.7	50.1	51.8	
Employment gender gap	difference in the employment rate between men and women in percentage points	24.9	8.8	8.7	10.6	11.8			12.2	11.7	11.5	
Employment rate of young persons	% of population aged 20 - 29	76.7	58.0	58.0	59.7	59.8	52.5		60.1	59.5	60.3	
Employment rate of low skilled persons	% of population with at most lower secondary education aged 20 - 64	56.4	44.7	43.0	46.2	45.9 b	36.4		52.1	51.4	51.9 b	
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64	:	57.8	54.9	54.5	54.7			56.5	55.7	56.5	
Part-time employment	% of total employment	16.7	23.5	23.9	24.0	23.4			19.9	20.3		
Temporary employees	% of total employees	5.3	10.2	10.1	10.0	9.3			13.7	13.7		
Overall unemployment rate	% of labour force	4.2	14.7	14.7	13.1	11.3			10.5	10.9	10.2	
Long-term unemployment	% of labour force	1.6	8.7	9.1	7.9	6.7	51.3		4.7	5.2	5.1	
Youth unemployment rate	% of youth labour force (15-24)	6.5	29.1	30.4	26.8	23.9			23.1	23.5		
Youth NEET rate	% of population aged 15-24	:	18.8	18.7	16.1	15.2	32.5		13.1	13.0	12.4	
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	129.9 p	141.2 p	141.9 p	135.6 p				100.0	100.0		
Labour productivity per hour worked	EU-27 = 100 (based on PPS per hour worked)	114.1 p	129.4 p	129.1 p	122.6 p				100.0	100.0		
Nominal unit labour cost growth	% change from previous year	1.7	-4.0	0.0	1.0				3.1	0.4		
Real unit labour cost growth	% change from previous year	-3.4 p	-4.6 p	-0.6 p	0.6 p				0.8	-0.4		
Gender pay gap		:	11.7 p	14.4 p	:	:			16.5 p	16.4 p	:	
Involuntary temporary employment	as % of total employees	1.8 u	:	6.8 u	6.5 u	5.7 u			8.3 u	8.5 u	8.7 u	
Newly employed	share of people in current job 12 months or less in total employment	21.6	12.6	13.4	13.9	14.6			13.8	13.3	13.8	
At-risk-of-poverty rate of unemployed		:	31.8	34.0	34.1	:			46.2	46.4	:	
unemployment trap - tax rate on low wage earners		:	75.9	74.2	74.5	:			74.4	75.0	:	
Inactivity and part-time work due to personal and family responsibilities		:	2.4	4.9 b	6.1	6.4			5.1	5.4	5.2	
Job vacancy rate	% change over the recent 3 years	:	0.5	0.6	0.7	0.7			1.4	1.5	1.5	
Share of adult population with upper secondary or tertiary education	age 25-64	57.6	73.6	74.6	76.7	78.8 b			74.3	75.2	76.0 b	
Percentage of adult population participating in education and training	age 25-64	:	6.8	7.1	7.3	6.7			9.0	10.5 b	10.7	

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

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

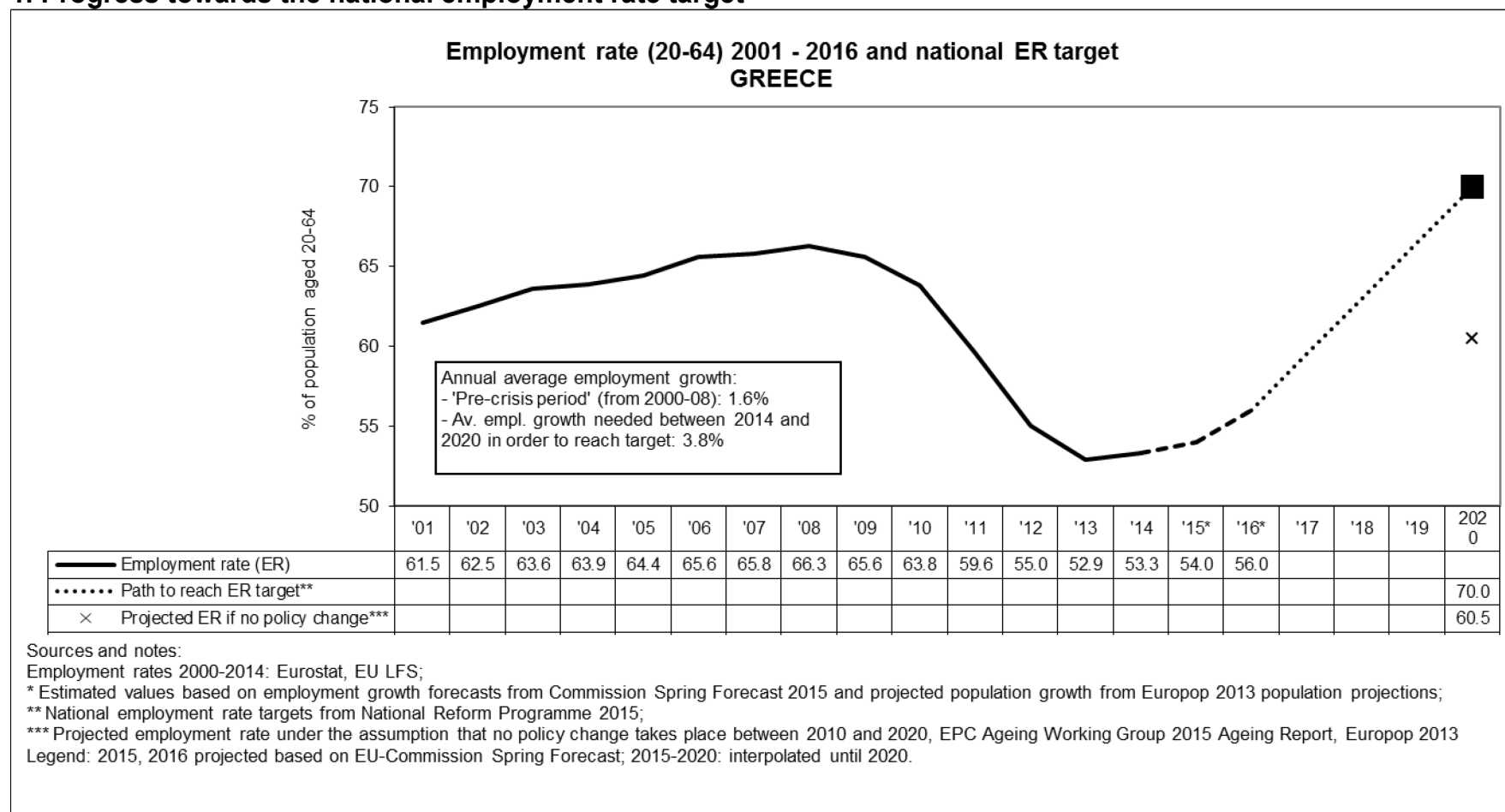
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### 3. Key employment challenges Ireland, June 2015

Employment policy area	Key employment challenge	Particularly good labour market outcome
1. Increase labour market participation	Employment for low-skilled is below the EU average. Youth unemployment (15-24) and NEET rates above EU average but showing improvements.	
2. Enhancing labour market functioning; combating segmentation		
3. Active labour market policies	Long-term unemployment is high but showing improvements.  Adjustments of the employment services in terms of effectiveness and capacity to address particular challenges of specific groups of unemployed, including long-term unemployed.	
4. Adequate and employment oriented social security systems	Disincentives to work for certain categories of population.	In-work poverty risk low.
5. Work-life balance	Inactivity due to personal and family responsibilities is higher than EU average.  Availability of affordable and quality child care and its possible impact on full labour market participation, in particular of females  Child care >30 hours a week (3 - mandatory school) lower than the EU average.	Child care <30 hours a week (3 - mandatory school) higher than the EU average.
6. Job creation		
7. Gender equality		
8. Improving skill supply and productivity; Lifelong learning	Lifelong learning participation significantly below EU average.  Provision of appropriate re-skilling and up-skilling opportunities to ensure the education and training system provides the types of skills required by the economy.	Completion of tertiary education (25-64) significantly above EU average.
9. Improving education and training systems	Participation in VET below EU average.	Population with tertiary educational attainment is the highest in EU.  Below EU average and decreasing ESL rate.
10. Wage setting mechanisms and labour cost developments		

# GREECE

## 1. Progress towards the national employment rate target



## 2. Key indicators on labour market performance

### Greece

Indicator	Unit	2000	2011	2012	2013	2014	Benchmark	2020 national target	2012	2013 EU28-total	2014	2020 EU target
Overall employment rate	% of population aged 20 - 64	61.9	59.6	55.0	52.9	53.3		70.0	68.4	68.4	69.2	75.0
Early leavers from education and training	% of pop. 18-24 with at most lower sec. educ. and not in further education or training	18.2	12.9	11.3	10.1	9.0 b		9.7	12.6	11.9	11.1 b	less than 10
Tertiary educational attainment	Completion of tertiary or equivalent education (30-34)	25.4	29.1	31.2	34.9	37.2 b		32.0	36.0	37.1	37.9 b	40.0
Overall employment growth	% change from previous year	1.8	-6.9 p	-7.8 p	-3.8 p	0.7			-0.4	-0.3		
Employment rate of women	% of female population aged 20 - 64	45.5	48.7	45.2	43.3	44.3	-30.9		62.4	62.6	63.5	
Employment rate of men	% of male population aged 20 - 64	78.8	70.8	65.0	62.7	62.6	-20.6		74.6	74.3	75.0	
Employment rate of older workers	% of population aged 55 - 64	39.0	39.5	36.5	35.6	34.0	-10.6		48.7	50.1	51.8	
Employment gender gap	difference in the employment rate between men and women in percentage points	33.3	22.1	19.8	19.4	18.3			12.2	11.7	11.5	
Employment rate of young persons	% of population aged 20 - 29	57.6	46.4	40.2	36.7	38.3	-21.3		60.1	59.5	60.3	
Employment rate of low skilled persons	% of population with at most lower secondary education aged 20 - 64	57.0	53.5	48.0	45.8	46.5 b	39.1		52.1	51.4	51.9 b	
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64	:	62.5	51.9	49.4	54.1			56.5	55.7	56.5	
Part-time employment	% of total employment	4.6	6.8	7.8	8.5	9.4			19.9	20.3		
Temporary employees	% of total employees	13.8	11.8	10.2	10.2	11.6			13.7	13.7		
Overall unemployment rate	% of labour force	11.2	17.9	24.5	27.5	26.5			10.5	10.9	10.2	
Long-term unemployment	% of labour force	6.2	8.8	14.5	18.5	19.5	-71.7		4.7	5.2	5.1	
Youth unemployment rate	% of youth labour force (15-24)	29.2	44.7	55.3	58.3	52.4			23.1	23.5		
Youth NEET rate	% of population aged 15-24	16.9	17.4	20.2	20.4	19.1	3.4		13.1	13.0	12.4	
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	94.8	89.9 p	91.8 p	92.8				100.0	100.0		
Labour productivity per hour worked	EU-27 = 100 (based on PPS per hour worked)	75.9	72.8 p	74.1 p	74.8				100.0	100.0		
Nominal unit labour cost growth	% change from previous year	:	-1.8	-5.1	-6.8				3.1	0.4		
Real unit labour cost growth	% change from previous year	:	-2.9	-4.8	-4.9				0.8	-0.4		
Gender pay gap		:	:	:	:	:			16.5 p	16.4 p	:	
Involuntary temporary employment	as % of total employees	11.6 u	10.1 u	8.8 u	9.0 u	10.0 u			8.3 u	8.5 u	8.7 u	
Newly employed	share of people in current job 12 months or less in total employment	10.3	7.6	7.2	8.6	10.6			13.8	13.3	13.8	
At-risk-of-poverty rate of unemployed		:	44.0	45.8	46.3	:			46.2	46.4	:	
unemployment trap - tax rate on low wage earners		:	57.8	51.6	50.8	:			74.4	75.0	:	
Inactivity and part-time work due to personal and family responsibilities		:	1.8	1.8	1.8	1.7			5.1	5.4	5.2	
Job vacancy rate	% change over the recent 3 years	:	1.3	0.9	0.8	0.8			1.4	1.5	1.5	
Share of adult population with upper secondary or tertiary education	age 25-64	51.6	64.6	65.8	67.2	68.4 b			74.3	75.2	76.0 b	
Percentage of adult population participating in education and training	age 25-64	1.0	2.5	3.0	3.0	3.0			9.0	10.5 b	10.7	

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

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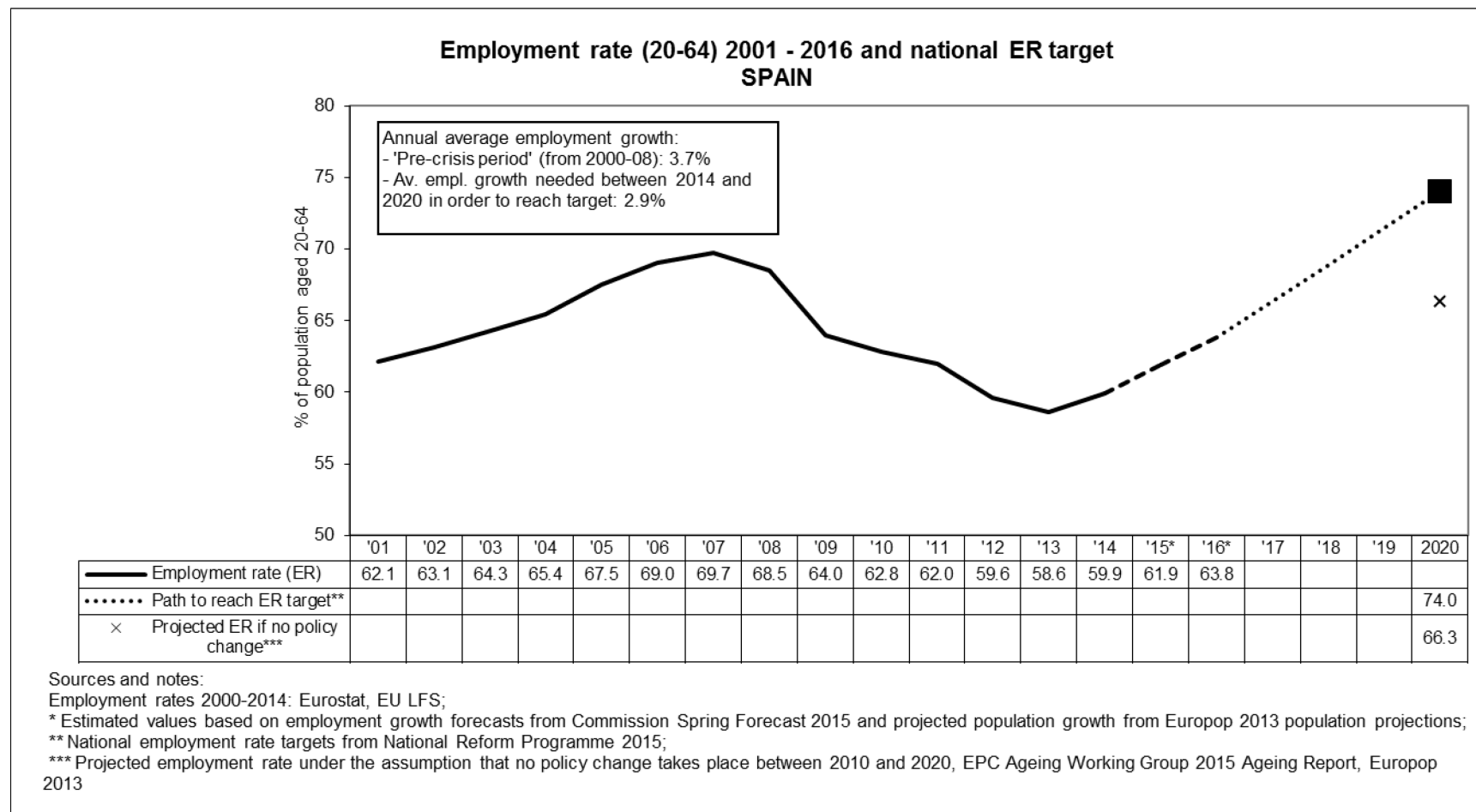
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### 3. Key employment challenges Greece, June 2015

Employment policy area	Key employment challenge	Particularly good labour market outcome
1. Increase labour market participation	Employment is significantly below the EU average in general but especially for women, older people and youth.  High incidence of young NEET.	
2. Enhancing labour market functioning; combating segmentation		
3. Active labour market policies	Long-term unemployment is high.  Need to further enhance the capacity of the Public Employment Service OAED to deliver better designed ALMPs.	
4. Adequate and employment oriented social security systems	At risk of in-work poverty is higher than the EU-average.  At-risk-of-poverty rate of the unemployed around the EU average but showing a significantly negative development.  Lack of a nation-wide employment-oriented guaranteed minimum income scheme (GMI) and need to address the shortcomings of the unemployment insurance scheme.	
5. Work-life balance	Uptake of childcare above 30 hours is low.	
6. Job creation	Employment growth below EU average.	
7. Gender equality		
8. Improving skill supply and productivity; Lifelong learning	Very low participation in LLL.  Need to further increase the connection of Vocational Education and Training, Apprenticeships and Life Long Learning to the labour market needs.	
9. Improving education and training systems	Promotion of an evaluation culture at all levels and sectors of education.	
10. Wage setting mechanisms and labour cost developments		

# SPAIN

## 1. Progress towards the national employment rate target





## 2. Key indicators on labour market performance

### Spain

Indicator	Unit	2000	2011	2012	2013	2014	Benchmark	2020 national target	2012	2013 EU28-total	2014	2020 EU target
Overall employment rate	% of population aged 20 - 64	60.7	62.0	59.6	58.6	59.9		74.0	68.4	68.4	69.2	75.0
Early leavers from education and training	% of pop. 18-24 with at most lower sec. educ. and not in further education or training	29.1	26.3	24.7	23.6	21.9 b		15.0	12.6	11.9	11.1 b	less than 10
Tertiary educational attainment	Completion of tertiary or equivalent education (30-34)	29.2	41.9	41.5	42.3	42.3 b		44.0	36.0	37.1	37.9 b	40.0
Overall employment growth	% change from previous year	6.9 p	-2.5 p	-3.7 p	-2.6 p	1.3			-0.4	-0.3		
Employment rate of women	% of female population aged 20 - 64	44.5	56.1	54.6	53.8	54.8	16.8		62.4	62.6	63.5	
Employment rate of men	% of male population aged 20 - 64	76.9	67.7	64.6	63.4	65.0	-5.7		74.6	74.3	75.0	
Employment rate of older workers	% of population aged 55 - 64	37.0	44.5	43.9	43.2	44.3	25.5		48.7	50.1	51.8	
Employment gender gap	difference in the employment rate between men and women in percentage points	32.4	11.6	10.0	9.6	10.2			12.2	11.7	11.5	
Employment rate of young persons	% of population aged 20 - 29	58.6	51.6	46.9	44.6	45.7	4.1		60.1	59.5	60.3	
Employment rate of low skilled persons	% of population with at most lower secondary education aged 20 - 64	54.8	51.5	48.3	47.2	48.2 b	46.6		52.1	51.4	51.9 b	
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64	:	56.5	52.3	50.0	51.8			56.5	55.7	56.5	
Part-time employment	% of total employment	8.1	13.5	14.5	15.8	15.9			19.9	20.3		
Temporary employees	% of total employees	32.4	25.2	23.4	23.2	24.0			13.7	13.7		
Overall unemployment rate	% of labour force	11.9	21.4	24.8	26.1	24.5			10.5	10.9	10.2	
Long-term unemployment	% of labour force	5.0	8.9	11.0	13.0	12.9	-8.3		4.7	5.2	5.1	
Youth unemployment rate	% of youth labour force (15-24)	25.3	46.2	52.9	55.5	53.2			23.1	23.5		
Youth NEET rate	% of population aged 15-24	12.1	18.2	18.6	18.6	17.1	18.3		13.1	13.0	12.4	
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	104.9	106.2	109.7	111.4				100.0	100.0		
Labour productivity per hour worked	EU-27 = 100 (based on PPS per hour worked)	102.9	104.4	108.2	109.7				100.0	100.0		
Nominal unit labour cost growth	% change from previous year	:	-1.0	-3.0	-1.7				3.1	0.4		
Real unit labour cost growth	% change from previous year	:	-1.0	-3.0	-2.3				0.8	-0.4		
Gender pay gap		:	17.9	19.3	19.3 p	:			16.5 p	16.4 p	:	
Involuntary temporary employment	as % of total employees	30.3 u	23.0	21.5	21.3	22.0			8.3 u	8.5 u	8.7 u	
Newly employed	share of people in current job 12 months or less in total employment	22.1	16.1	15.0	15.1	16.7			13.8	13.3	13.8	
At-risk-of-poverty rate of unemployed		:	40.5	43.5	44.7	:			46.2	46.4	:	
unemployment trap - tax rate on low wage earners		:	82.7	82.8	81.7	:			74.4	75.0	:	
Inactivity and part-time work due to personal and family responsibilities		:	3.0	2.5	2.8	2.6			5.1	5.4	5.2	
Job vacancy rate	% change over the recent 3 years	:	1.0	1.0	0.8	0.7			1.4	1.5	1.5	
Share of adult population with upper secondary or tertiary education	age 25-64	38.6	54.0	54.7	55.5	56.6 b			74.3	75.2	76.0 b	
Percentage of adult population participating in education and training	age 25-64	4.5 b	11.0	11.0	11.1	9.8 b			9.0	10.5 b	10.7	

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

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

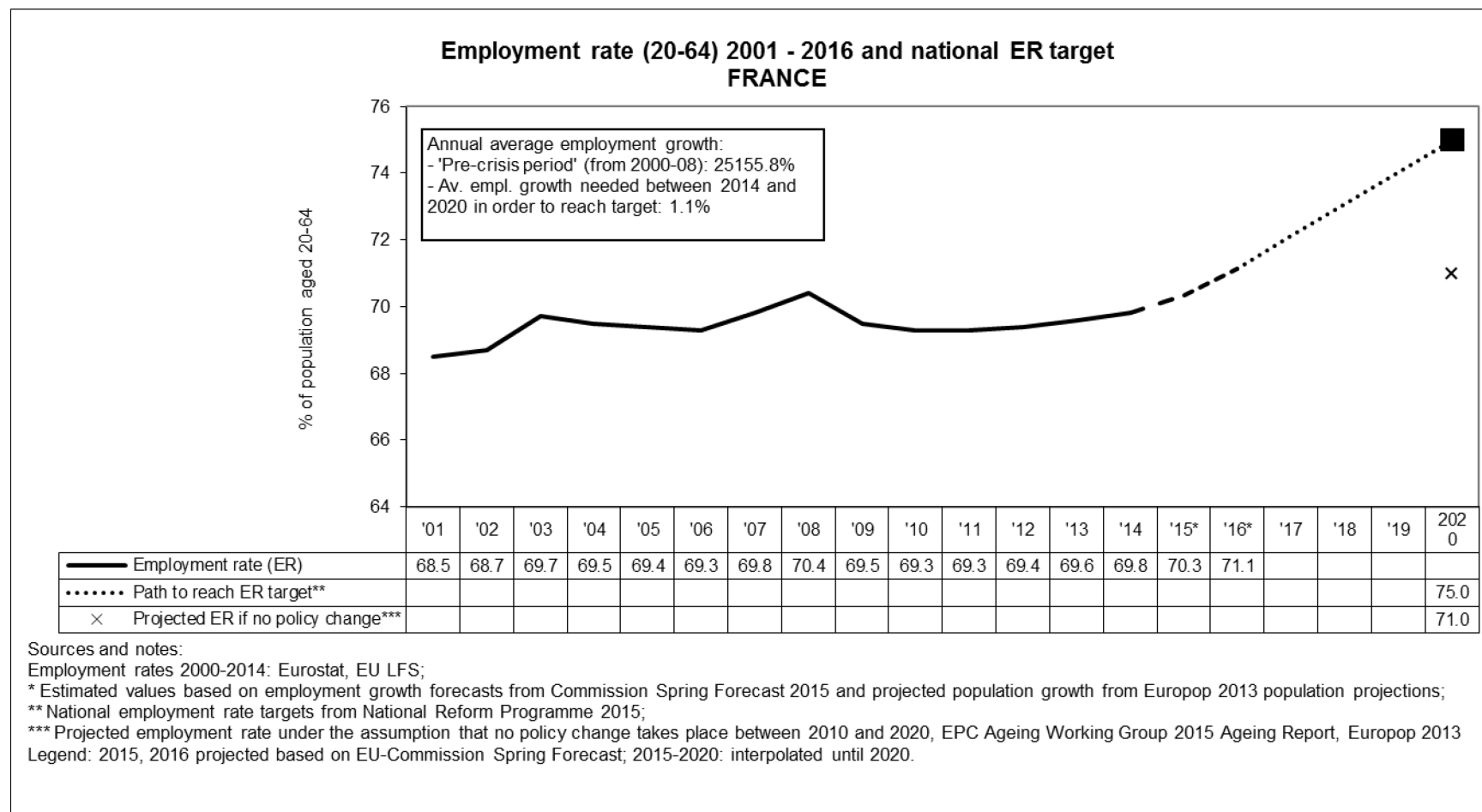
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### 3. Key employment challenges Spain, June 2015

Employment Policy Area	Key employment challenge	Particularly good labour market outcome
1. Increase labour market participation	Low employment rates. High incidence of youth unemployment and NEET.	
2. Enhancing labour market functioning; combating segmentation	Highly segmented labour market with high levels of involuntary temporary and part-time work, low transition from temporary to permanent employment.	Lower protection on regular contracts and improving labour market fluidity.  Increasing share of self-employment.
3. Active labour market policies	Very high levels of long-term unemployment. Low level of participation in activation measures.  Enhancing the performance of the PES system.	
4. Adequate and employment oriented social security systems	Increasing risk of poverty with diminishing effectiveness of social transfers.	
5. Work-life balance	Decreasing utilisation of childcare longer than 30 hours a week but showing a stabilising trend.	
6. Job creation	Weak labour demand (low available vacancies).  High tax wedge on labour.	Increasing share of self-employment.
7. Gender equality	Gender pay gap around the EU average but showing a increasing trend.	Some improvements in the gender employment gap for the 55-64 age group.
8. Improving skill supply and productivity; Lifelong learning	Skills mismatch between labour demand and supply.  Low employment rate for low education attainment (20-64), but increasing share of people with medium-high education.	
9. Improving education and training systems	Early school leaving remains very high but continuous decrease in recent years.  Low youth education attainment level (aged 20-24), but showing a positive trend.  Improving efficiency and effectiveness of the education system.	
10. Wage setting mechanisms and labour cost developments		Alignment of unit labour cost to productivity developments in recent years.

# FRANCE

## 1. Progress towards the national employment rate target



## 2. Key indicators on labour market performance

### France

Indicator	Unit	2000	2011	2012	2013	2014	Benchmark	2020 national target	2012	2013 EU28-total	2014	2020 EU target
Overall employment rate	% of population aged 20 - 64	67.8	69.3	69.4	69.6 b	69.8		75.0	68.4	68.4	69.2	75.0
Early leavers from education and training	% of pop. 18-24 with at most lower sec. educ. and not in further education or training	13.3	11.9	11.5	9.7 b	8.5 b		9.5	12.6	11.9	11.1 b	less than 10
Tertiary educational attainment	Completion of tertiary or equivalent education (30-34)	27.4	43.3	43.5	44.1 b	44.1 b		50.0	36.0	37.1	37.9 b	40.0
Overall employment growth	% change from previous year	2.9	0.7	0.1	-0.2	0.3			-0.4	-0.3		
Employment rate of women	% of female population aged 20 - 64	60.3	64.7	65.1	65.6 b	66.2	68.5		62.4	62.6	63.5	
Employment rate of men	% of male population aged 20 - 64	75.6	74.0	73.9	73.7 b	73.6	47.8		74.6	74.3	75.0	
Employment rate of older workers	% of population aged 55 - 64	29.9	41.5	44.5	45.6 b	47.1	35.3		48.7	50.1	51.8	
Employment gender gap	difference in the employment rate between men and women in percentage points	15.3	9.3	8.8	8.1 b	7.4			12.2	11.7	11.5	
Employment rate of young persons	% of population aged 20 - 29	63.2	62.3	61.0	61.0 b	61.0	56.7		60.1	59.5	60.3	
Employment rate of low skilled persons	% of population with at most lower secondary education aged 20 - 64	55.3	55.1	54.7	53.7 b	53.4 b	69.6		52.1	51.4	51.9 b	
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64	:	47.1	47.9	48.6 b	48.3			56.5	55.7	56.5	
Part-time employment	% of total employment	16.9	17.9	18.0	18.4 b	18.9			19.9	20.3		
Temporary employees	% of total employees	15.4	15.1	15.0	15.9 b	15.7			13.7	13.7		
Overall unemployment rate	% of labour force	8.6	9.2	9.8	10.3	10.3			10.5	10.9	10.2	
Long-term unemployment	% of labour force	3.3	3.8	4.0	4.2	4.4	73.5		4.7	5.2	5.1	
Youth unemployment rate	% of youth labour force (15-24)	20.6	22.1	23.9	23.9 b	23.2			23.1	23.5		
Youth NEET rate	% of population aged 15-24	10.2	11.9	12.1	11.2 b	10.7	66.0		13.1	13.0	12.4	
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	120.2	116.7	116.3	116.1				100.0	100.0		
Labour productivity per hour worked	EU-27 = 100 (based on PPS per hour worked)	134.0	130.0	129.2	128.8				100.0	100.0		
Nominal unit labour cost growth	% change from previous year	1.4	1.3	2.1	1.2				3.1	0.4		
Real unit labour cost growth	% change from previous year	-0.2	0.0	0.6	0.1				0.8	-0.4		
Gender pay gap		:	15.6	15.4	15.2 p	:			16.5 p	16.4 p	:	
Involuntary temporary employment	as % of total employees	:	8.6	8.5	9.6 b	9.5			8.3 u	8.5 u	8.7 u	
Newly employed	share of people in current job 12 months or less in total employment	16.5	15.1	14.9	12.9 b	13.1			13.8	13.3	13.8	
At-risk-of-poverty rate of unemployed		:	36.7	36.0	35.7	:			46.2	46.4	:	
unemployment trap - tax rate on low wage earners		:	77.4	77.3	77.2	:			74.4	75.0	:	
Inactivity and part-time work due to personal and family responsibilities		:	3.3	3.3	5.3 b	4.7			5.1	5.4	5.2	
Job vacancy rate	% change over the recent 3 years	:	0.5	0.6	0.6	0.6			1.4	1.5	1.5	
Share of adult population with upper secondary or tertiary education	age 25-64	62.2	71.6	72.5	75.1 b	77.4 b			74.3	75.2	76.0 b	
Percentage of adult population participating in education and training	age 25-64	2.8	5.5	5.7	17.7 b	18.6			9.0	10.5 b	10.7	

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

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

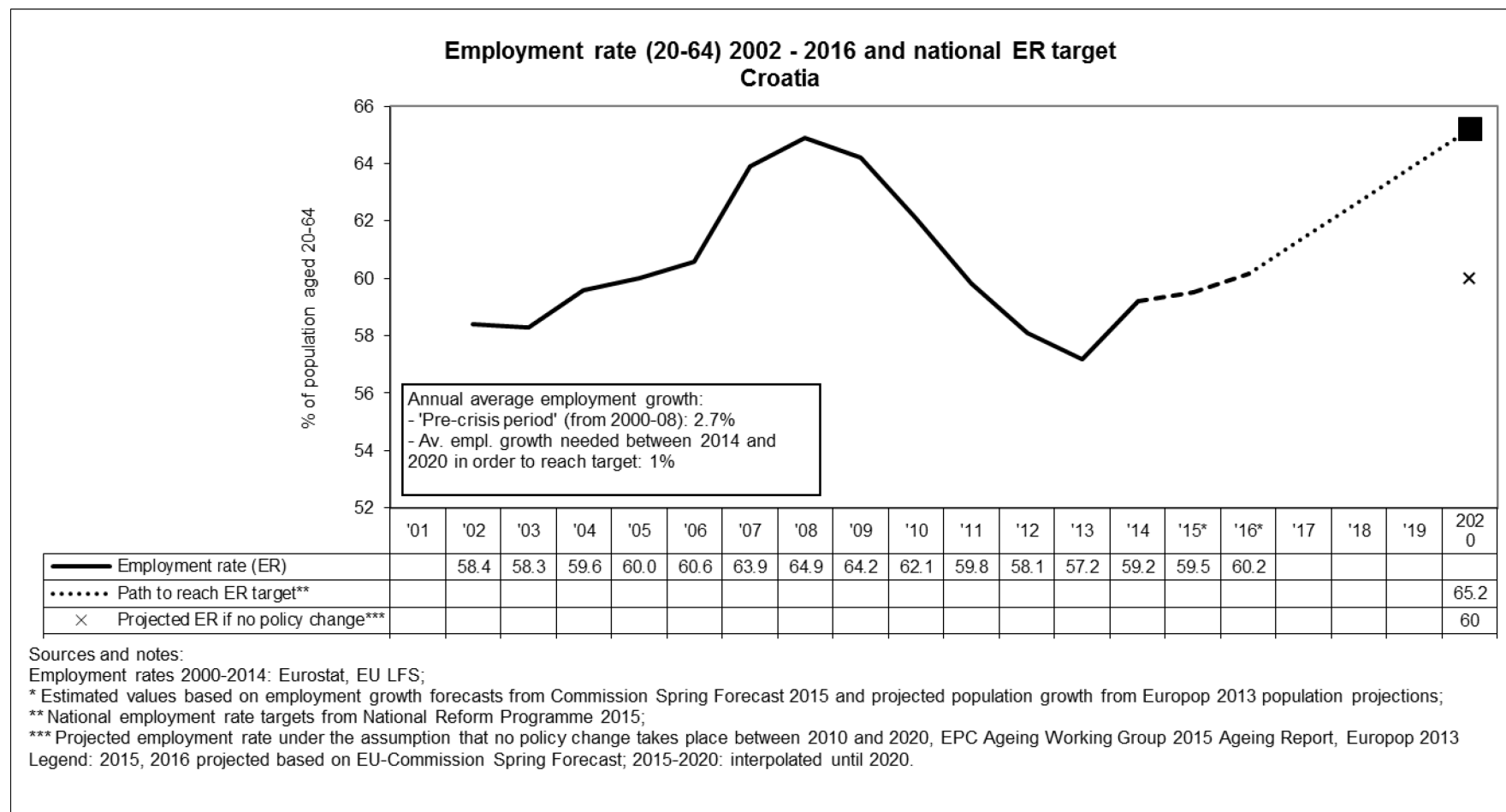
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### 3. Key employment challenges France, June 2015

Employment policy area	Key employment challenge	Particularly good labour market outcome
1. Increase labour market participation	<p>Relatively high unemployment among lower educated young (ISCED 0-2).</p> <p>Low employment rate for people aged (60-64).</p> <p>Low employment rate of non-EU nationals.</p>	Employment rate of people aged 50-59 is above the EU average and increasing.
2. Enhancing labour market functioning; combating segmentation	<p>Transition between temporary and permanent contracts is below the EU average.</p> <p>Continuous increase of very short-term contracts in new hires.</p> <p>Involuntary temporary employment is higher than the EU average.</p>	
3. Active labour market policies		
4. Adequate and employment oriented social security systems		At-risk of poverty for unemployed low.
5. Work-life balance		
6. Job creation	Tax rate at 67% of average wage remains high compared to EU average, but decreasing.	
7. Gender equality		
8. Improving skill supply and productivity; Lifelong learning	Implement recent life-long learning reforms to tackle unbalanced access to training depending of the size of the company, the level of qualification or status on the labour market.	High share of adult population with tertiary education.
9. Improving education and training systems	Widening educational and skills inequalities at young and adult ages.	
10. Wage setting mechanisms and labour cost developments	Insufficient adjustment of wages to inflation and productivity.	

# CROATIA

## 1. Progress towards the national employment rate target



## 2. Key indicators on labour market performance

### Croatia

Indicator	Unit	2000	2011	2012	2013	2014	Benchmark	2020 national target	2012	2013 EU28-total	2014	2020 EU target
Overall employment rate	% of population aged 20 - 64	:	59.8	58.1	57.2	59.2		65.2	68.4	68.4	69.2	75.0
Early leavers from education and training	% of pop. 18-24 with at most lower sec. educ. and not in further education or training	:	5.0	5.1	4.5	2.7 bu		:	12.6	11.9	11.1 b	less than 10
Tertiary educational attainment	Completion of tertiary or equivalent education (30-34)	:	23.9	23.1	25.6	32.2 b		:	36.0	37.1	37.9 b	40.0
Overall employment growth	% change from previous year	-6.1	-3.9	-3.6	-2.6	2.7			-0.4	-0.3		
Employment rate of women	% of female population aged 20 - 64	:	53.6	52.6	52.8	54.2	14.1		62.4	62.6	63.5	
Employment rate of men	% of male population aged 20 - 64	:	66.1	63.7	61.6	64.2	-10.7		74.6	74.3	75.0	
Employment rate of older workers	% of population aged 55 - 64	:	38.2	37.5	37.8	36.3	-2.5		48.7	50.1	51.8	
Employment gender gap	difference in the employment rate between men and women in percentage points	:	12.5	11.1	8.8	10.0			12.2	11.7	11.5	
Employment rate of young persons	% of population aged 20 - 29	:	49.8	46.7	44.8	48.5	13.7		60.1	59.5	60.3	
Employment rate of low skilled persons	% of population with at most lower secondary education aged 20 - 64	:	43.3	40.7	38.5	38.3 b	2.8		52.1	51.4	51.9 b	
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64	:	39.2 u	28.9 u	34.3 u	37.1 u			56.5	55.7	56.5	
Part-time employment	% of total employment	:	8.4	6.7	6.2	6.0			19.9	20.3		
Temporary employees	% of total employees	:	13.5	13.3	14.5	16.9			13.7	13.7		
Overall unemployment rate	% of labour force	15.8	13.7	16.0	17.3	17.3			10.5	10.9	10.2	
Long-term unemployment	% of labour force	:	8.4	10.2	11.0	10.1	18.7		4.7	5.2	5.1	
Youth unemployment rate	% of youth labour force (15-24)	:	36.7	42.1	50.0	45.5			23.1	23.5		
Youth NEET rate	% of population aged 15-24	:	16.2	16.6	19.6	19.3	1.9		13.1	13.0	12.4	
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	69.3	77.2	80.4	80.2				100.0	100.0		
Labour productivity per hour worked	EU-27 = 100 (based on PPS per hour worked)	:	:	:	:				100.0	100.0		
Nominal unit labour cost growth	% change from previous year	2.3	-0.3	-0.2	1.4				3.1	0.4		
Real unit labour cost growth	% change from previous year	-2.3	-2.0	-1.9	0.6				0.8	-0.4		
Gender pay gap		:	3.4	2.9	7.4 p	:			16.5 p	16.4 p	:	
Involuntary temporary employment	as % of total employees	:	6.5	6.7	7.2	8.0			8.3 u	8.5 u	8.7 u	
Newly employed	share of people in current job 12 months or less in total employment	:	9.7	9.3	9.8	12.5			13.8	13.3	13.8	
At-risk-of-poverty rate of unemployed		:	42.3	43.2	43.2	:			46.2	46.4	:	
unemployment trap - tax rate on low wage earners		:	:	:	95.0	:			74.4	75.0	:	
Inactivity and part-time work due to personal and family responsibilities		:	1.7	1.5	1.7	1.1			5.1	5.4	5.2	
Job vacancy rate	% change over the recent 3 years	:	:	1.0	0.9	0.9			1.4	1.5	1.5	
Share of adult population with upper secondary or tertiary education	age 25-64	:	78.2	80.5	81.3	82.9 b			74.3	75.2	76.0 b	
Percentage of adult population participating in education and training	age 25-64	:	2.6	2.8	2.9	2.5			9.0	10.5 b	10.7	

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

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

Additional note: the benchmark is normalised in the following way: average of highest 5=100, average of lowest 5=0. The interpretation of the benchmark is that it gives the relative distance to the highest 5 performers by subtracting that benchmark for a given country and indicator from the benchmark of the highest 5 performers, thus a 100. Numbers in bold: the country is among the 5 highest performers for this indicator. The numbers in italic: the country is among the lowest 5 performers

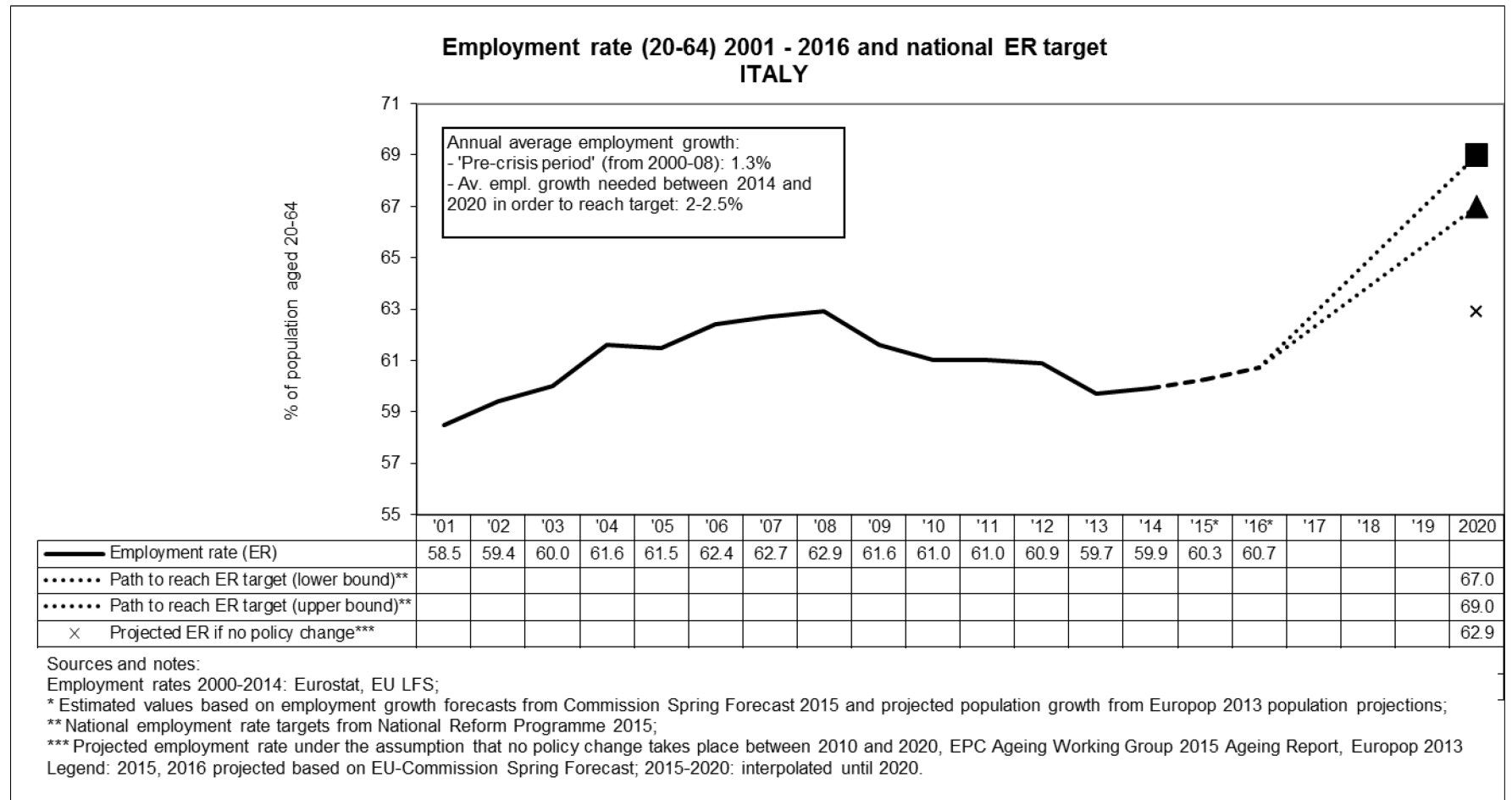
### 3. Key employment challenges Croatia, June 2015

Employment policy area	Key employment challenge	Particularly Good labour market outcome
1. Increase labour market participation	<p>Employment rates are significantly lower than EU-average especially for low skilled and older workers (in the age group 55-64).</p> <p>Activity rates are also significantly lower than EU average.</p> <p>The overall youth unemployment rate and the NEET rate are particularly high.</p> <p>Duration of working life is significantly below the EU average, particularly for men.</p>	
2. Enhancing labour market functioning; combating segmentation	The involuntary temporary employment is increasing, particularly among young.	The hiring rate and the percentage of newly employed show an increasing trend, especially of young.
3. Active labour market policies	<p>Long-term unemployment is particularly high. The rates for young are significantly higher than the EU average.</p> <p>Effectiveness and outreach of the active labour market policies and public administration service capacities.</p>	
4. Adequate and employment oriented social security systems	Disincentives to work and strong unemployment traps.	
5. Work-life balance	<p>Childcare uptake particularly low compared to EU-average.</p> <p>High inactivity linked to lack of care services.</p>	
6. Job creation		
7. Gender equality		The impact of parenthood on employment is lower than EU-average.
8. Improving skill supply and productivity; Lifelong learning	<p>Low participation in lifelong learning, especially of older workers.</p> <p>Level of tertiary education is below the EU average.</p> <p>Inadequate labour market relevance of education.</p>	Youth education attainment level (at least upper secondary) is significantly higher than the EU-average.
9. Improving education and training systems	Share of children in pre-school education is significantly lower than the EU average.	Percentage of early school leavers is significantly lower than the EU- average.
10. Wage setting mechanisms and labour cost developments		



# ITALY

## 1. Progress towards the national employment rate target



## 2. Key indicators on labour market performance

### Italy

Indicator	Unit	2000	2011	2012	2013	2014	Benchmark	2020 national target	2012	2013 EU28-total	2014	2020 EU target
Overall employment rate	% of population aged 20 - 64	57.4	61.0	60.9	59.7	59.9		67-69	68.4	68.4	69.2	75.0
Early leavers from education and training	% of pop. 18-24 with at most lower sec. educ. and not in further education or training	25.1	17.8	17.3	16.8	15.0 b		15-16	12.6	11.9	11.1 b	less than 10
Tertiary educational attainment	Completion of tertiary or equivalent education (30-34)	11.6 b	20.4	21.9	22.5	23.9 b		26-27	36.0	37.1	37.9 b	40.0
Overall employment growth	% change from previous year	2.3	0.3	-0.3	-1.8	0.1			-0.4	-0.3		
Employment rate of women	% of female population aged 20 - 64	42.2	49.9	50.5	49.9	50.3	-3.6		62.4	62.6	63.5	
Employment rate of men	% of male population aged 20 - 64	72.8	72.5	71.5	69.7	69.7	23.5		74.6	74.3	75.0	
Employment rate of older workers	% of population aged 55 - 64	27.7	37.8	40.3	42.7	46.2	32.2		48.7	50.1	51.8	
Employment gender gap	difference in the employment rate between men and women in percentage points	30.6	22.6	21.0	19.8	19.4			12.2	11.7	11.5	
Employment rate of young persons	% of population aged 20 - 29	49.9	46.7	45.1	41.0	40.0	-15.5		60.1	59.5	60.3	
Employment rate of low skilled persons	% of population with at most lower secondary education aged 20 - 64	49.3	50.1	50.0	48.8	48.7 b	48.8		52.1	51.4	51.9 b	
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64		64.8	63.1	60.3	60.6			56.5	55.7	56.5	
Part-time employment	% of total employment	8.8	15.4	17.0	17.8	18.3			19.9	20.3		
Temporary employees	% of total employees	10.1	13.3	13.8	13.2	13.6			13.7	13.7		
Overall unemployment rate	% of labour force	10.0	8.4	10.7	12.1	12.7			10.5	10.9	10.2	
Long-term unemployment	% of labour force	6.2	4.3	5.7	6.9	7.8	40.8		4.7	5.2	5.1	
Youth unemployment rate	% of youth labour force (15-24)	31.5	29.2	35.3	40.0	42.7			23.1	23.5		
Youth NEET rate	% of population aged 15-24	19.1	19.7	21.0	22.2	22.1	-18.9		13.1	13.0	12.4	
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	128.3	110.4	109.4	108.9				100.0	100.0		
Labour productivity per hour worked	EU-27 = 100 (based on PPS per hour worked)	117.0	102.8	102.6	101.9				100.0	100.0		
Nominal unit labour cost growth	% change from previous year	0.6	1.0	2.2	1.2				3.1	0.4		
Real unit labour cost growth	% change from previous year	-1.3	-0.3	0.6	-0.2				0.8	-0.4		
Gender pay gap			5.8	6.7	7.3				16.5 p	16.4 p		
Involuntary temporary employment	as % of total employees	5.3 u	9.4	9.8	9.7	9.9			8.3 u	8.5 u	8.7 u	
Newly employed	share of people in current job 12 months or less in total employment	11.4	10.4	10.2	9.5	10.0			13.8	13.3	13.8	
At-risk-of-poverty rate of unemployed			47.7	44.4	46.8				46.2	46.4		
unemployment trap - tax rate on low wage earners			77.7	77.3	79.6				74.4	75.0		
Inactivity and part-time work due to personal and family responsibilities			5.6	5.3	5.0	5.1			5.1	5.4	5.2	
Job vacancy rate	% change over the recent 3 years		0.6	0.6	0.6	0.5			1.4	1.5	1.5	
Share of adult population with upper secondary or tertiary education	age 25-64	45.2 b	56.0	57.2	58.2	59.3 b			74.3	75.2	76.0 b	
Percentage of adult population participating in education and training	age 25-64	4.8 b	5.7	6.6	6.2	8.0			9.0	10.5 b	10.7	

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

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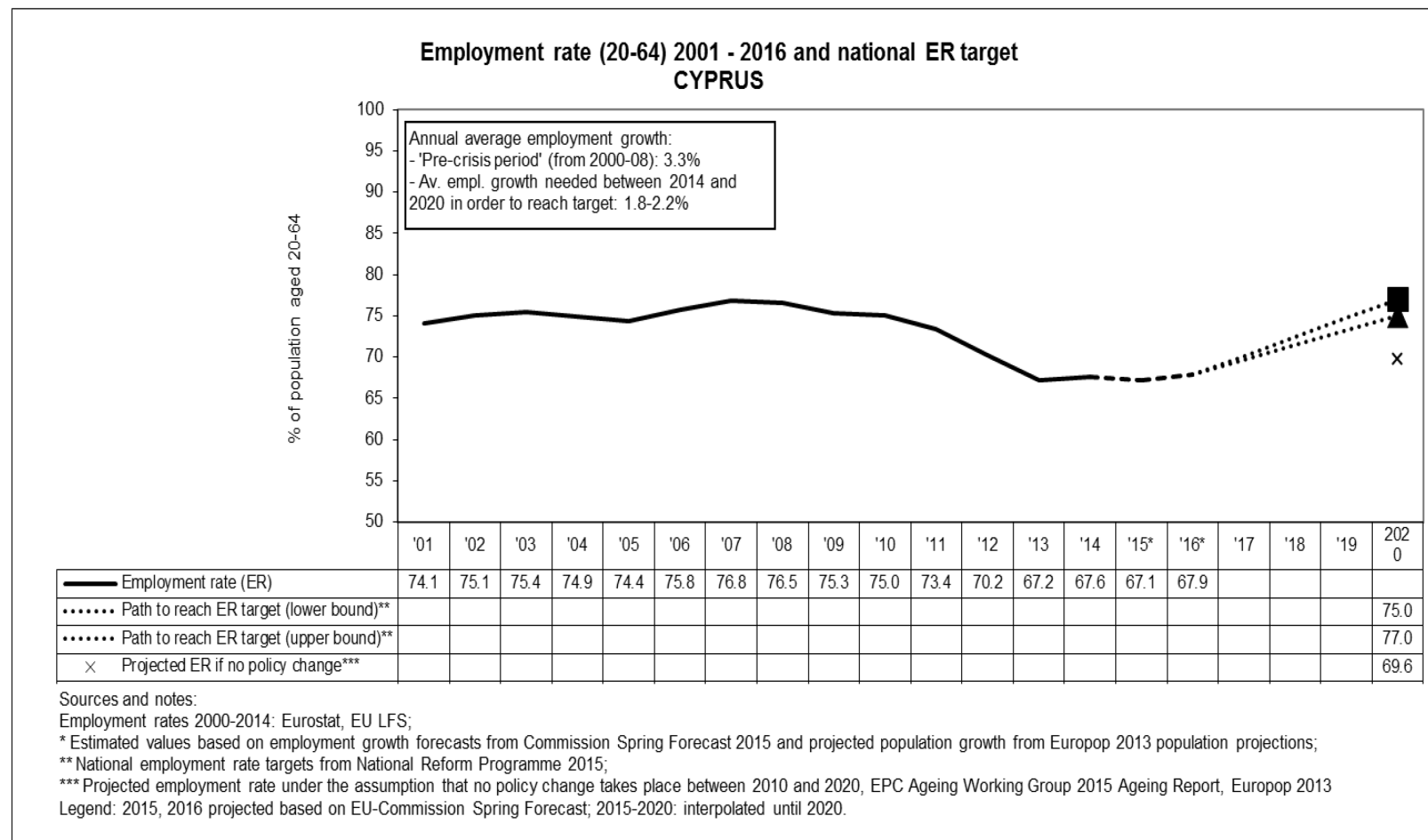
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### 3. Key employment challenges Italy, June 2015

Employment Policy Area	Key employment challenge	Particularly good labour market outcome
1. Increase labour market participation	<p>Low employment rate for women.</p> <p>Increasing and very high youth unemployment rate; very high NEETs, rate, many of them inactive.</p> <p>Increasing but still low duration of working life, especially for women.</p>	Employment rate of older workers and duration of working life have increased though still lower than EU average.
2. Enhancing labour market functioning; combating segmentation	Still segmented labour market with high share of involuntary temporary work, especially for young people. Measures adopted on the promotion of permanent contracts potentially leading to improvements.	
3. Active labour market policies	<p>High long-term unemployment, especially among young people,</p> <p>Public Employment Services performance showing huge regional disparities. A stronger link with the enterprises and a coordinated upscaling of staff capacities needed to improve quality of services nationwide</p>	
4. Adequate and employment oriented social security systems	<p>At risk of in-work poverty high.</p> <p>Further efforts needed to streamline social assistance and extend its coverage.</p>	Net replacement rates after 6 months of unemployment show some improvement.
5. Work-life balance	Uptake of childcare for age 0-3 (less than 30h per week) is below the EU average.	Uptake of childcare for age 3 to mandatory school age of 30 hours and more is significantly better than EU average.
6. Job creation	High, although recently decreased, tax wedge on labour cost.	
7. Gender equality	Gender employment gap persist higher than the EU average but shows some positive developments. The low wage trap for second earner income is high.	Gender pay gap is below the EU average.
8. Improving skill supply and productivity; Lifelong learning	<p>Educational attainment level low, in particular for tertiary education.</p> <p>Lifelong learning and public spending on human resources low.</p> <p>Allocation and rewarding of labour not reflecting skills</p>	
9. Improving education and training systems	<p>High share of early school leavers but some positive developments.</p> <p>Low share of population aged 30-34 with tertiary education, though increasing.</p>	
10. Wage setting mechanisms and LC developments	Productivity evolution still unsatisfactory.	

# CYPRUS

## 1. Progress towards the national employment rate target



## 2. Key indicators on labour market performance

### Cyprus

Indicator	Unit	2000	2011	2012	2013	2014	Benchmark	2020 national target	2012	2013 EU28-total	2014	2020 EU target
Overall employment rate	% of population aged 20 - 64	72.3	73.4	70.2	67.2	67.6		75-77	68.4	68.4	69.2	75.0
Early leavers from education and training	% of pop. 18-24 with at most lower sec. educ. and not in further education or training	18.5	11.3	11.4	9.1	6.8 b		10.0	12.6	11.9	11.1 b	less than 10
Tertiary educational attainment	Completion of tertiary or equivalent education (30-34)	31.1	46.2	49.9	47.8	52.5 b		46.0	36.0	37.1	37.9 b	40.0
Overall employment growth	% change from previous year	1.7	0.5	-4.2	-5.2	-1.9			-0.4	-0.3		
Employment rate of women	% of female population aged 20 - 64	59.0	67.7	64.8	62.2	63.9	58.1		62.4	62.6	63.5	
Employment rate of men	% of male population aged 20 - 64	86.4	79.6	76.1	72.6	71.6	35.3		74.6	74.3	75.0	
Employment rate of older workers	% of population aged 55 - 64	49.4	54.8	50.7	49.6	46.9	34.6		48.7	50.1	51.8	
Employment gender gap	difference in the employment rate between men and women in percentage points	27.4	11.9	11.3	10.4	7.7			12.2	11.7	11.5	
Employment rate of young persons	% of population aged 20 - 29	75.6	67.4	63.3	58.3	60.5	54.9		60.1	59.5	60.3	
Employment rate of low skilled persons	% of population with at most lower secondary education aged 20 - 64	62.6	65.1	57.8	54.9	54.6 b	74.9		52.1	51.4	51.9 b	
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64	:	75.1	75.0	74.3	77.5			56.5	55.7	56.5	
Part-time employment	% of total employment	8.4	9.8	10.5	12.5	14.0			19.9	20.3		
Temporary employees	% of total employees	10.7	14.2	15.1	17.5	19.0			13.7	13.7		
Overall unemployment rate	% of labour force	4.8	7.9	11.9	15.9	16.1			10.5	10.9	10.2	
Long-term unemployment	% of labour force	1.2	1.6	3.6	6.1	7.7	41.7		4.7	5.2	5.1	
Youth unemployment rate	% of youth labour force (15-24)	10.2	22.4	27.7	38.9	35.9			23.1	23.5		
Youth NEET rate	% of population aged 15-24	10.1	14.6	16.0	18.7	17.0	19.1		13.1	13.0	12.4	
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	84.9	89.9	92.6	91.9				100.0	100.0		
Labour productivity per hour worked	EU-27 = 100 (based on PPS per hour worked)	74.8	80.4	81.9	81.7				100.0	100.0		
Nominal unit labour cost growth	% change from previous year	2.6	2.5	-2.7	-5.8				3.1	0.4		
Real unit labour cost growth	% change from previous year	-0.5	0.2	-4.2	-4.3				0.8	-0.4		
Gender pay gap		:	16.4	16.2	15.8	:			16.5 p	16.4 p	:	
Involuntary temporary employment	as % of total employees	8.6	13.4	14.4	16.7	17.9			8.3 u	8.5 u	8.7 u	
Newly employed	share of people in current job 12 months or less in total employment	18.4	16.7	16.6	16.4	19.4			13.8	13.3	13.8	
At-risk-of-poverty rate of unemployed		:	36.9	31.5	33.6	:			46.2	46.4	:	
unemployment trap - tax rate on low wage earners		:	:	:	:	:			74.4	75.0	:	
Inactivity and part-time work due to personal and family responsibilities		:	3.2	3.4	3.2	2.7			5.1	5.4	5.2	
Job vacancy rate	% change over the recent 3 years	:	2.3	1.1	0.7	0.6			1.4	1.5	1.5	
Share of adult population with upper secondary or tertiary education	age 25-64	61.5	75.2	77.4	78.5	77.6 b			74.3	75.2	76.0 b	
Percentage of adult population participating in education and training	age 25-64	3.1	7.5	7.4	6.9	6.9			9.0	10.5 b	10.7	

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

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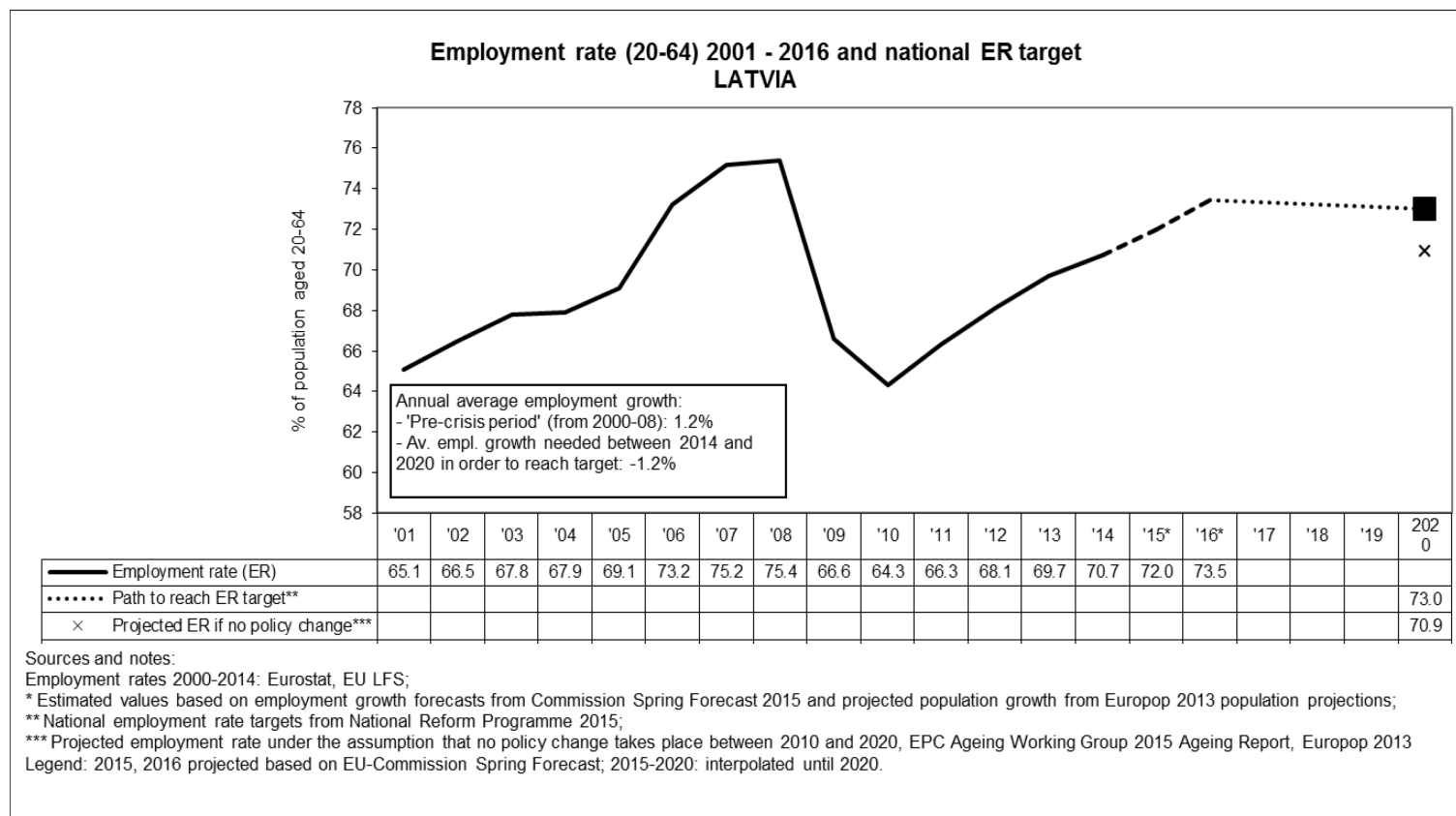
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### 3. Key employment challenges Cyprus, June 2015

Employment Policy Area	Key Employment Challenge	Particularly Good Outcome
1. Increase labour market participation	Youth Unemployment and NEETs are higher than the EU-average.  Employment rate deteriorating.  Insufficient capacity of PES to deal with increasing unemployment and the need to implement the Youth Guarantee.	
2. Enhancing labour market functioning; combating segmentation	Involuntary temporary employment is higher than the EU-average, especially for women.  Insufficient capacity of the labour inspection to tackle undeclared work.	
3. Active labour market Policies	Long-term unemployment rate is increasing.	
4. Adequate and employment oriented social security systems		The risk of poverty for unemployed is lower than the EU-average.  Transitions by pay levels significantly better than EU-average.
5. Work-life balance	High inactivity or part-time work due to lack of care facilities.  Uptake of childcare (0-3) below 30 hours below the EU average.	
6. Job creation	Overall employment significantly worse than EU-average.	
7. Gender equality	High gender employment gaps among older workers.	Employment gender gap 20-29 significantly better than EU-average.
8. Improving skill supply and productivity; Lifelong learning	Decreasing level of lifelong learning.	High public spending on education.  Share of adult population (aged 25-64) having attained high (tertiary) education significantly higher than EU average.
9. Improving education and training systems	Early education is low.  Very low participation and lack of effectiveness of Vocational Education and Training to meet the needs of the labour market	Tertiary education for 30-34 is better than EU-average.
10. Wage setting mechanisms and labour cost developments		

# LATVIA

## 1. Progress towards the national employment rate target



## 2. Key indicators on labour market performance

### Latvia

Indicator	Unit	2000	2011	2012	2013	2014	Benchmark	2020 national target	2012	2013 EU28-total	2014	2020 EU target
Overall employment rate	% of population aged 20 - 64	63.5	66.3	68.1	69.7	70.7		73.0	68.4	68.4	69.2	75.0
Early leavers from education and training	% of pop. 18-24 with at most lower sec. educ. and not in further education or training		11.6	10.6	9.8	8.5 b		13.4	12.6	11.9	11.1 b	less than 10
Tertiary educational attainment	Completion of tertiary or equivalent education (30-34)	18.6	35.9	37.2	40.7	39.9 b		34-36	36.0	37.1	37.9 b	40.0
Overall employment growth	% change from previous year	-3.2	1.5	1.4	2.3	-1.3			-0.4	-0.3		
Employment rate of women	% of female population aged 20 - 64	59.3	65.3	66.4	67.7	68.5	78.9		62.4	62.6	63.5	
Employment rate of men	% of male population aged 20 - 64	68.2	67.5	70.0	71.9	73.1	44.7		74.6	74.3	75.0	
Employment rate of older workers	% of population aged 55 - 64	36.0	50.5	52.8	54.8	56.4	67.9		48.7	50.1	51.8	
Employment gender gap	difference in the employment rate between men and women in percentage points	8.9	2.2	3.6	4.2	4.6			12.2	11.7	11.5	
Employment rate of young persons	% of population aged 20 - 29	61.7	57.6	60.8	62.2	65.1	70.7		60.1	59.5	60.3	
Employment rate of low skilled persons	% of population with at most lower secondary education aged 20 - 64	41.8	46.7	50.3	49.0	50.0 b	54.6		52.1	51.4	51.9 b	
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64		59.2	59.1	60.2	62.8			56.5	55.7	56.5	
Part-time employment	% of total employment	10.9	9.2	9.4	8.1	7.4			19.9	20.3		
Temporary employees	% of total employees	6.7	6.7	4.7	4.3	3.3			13.7	13.7		
Overall unemployment rate	% of labour force	14.3	16.2	15.0	11.9	10.8			10.5	10.9	10.2	
Long-term unemployment	% of labour force	8.3	8.8	7.8	5.8	4.7	70.6		4.7	5.2	5.1	
Youth unemployment rate	% of youth labour force (15-24)	21.3	31.0	28.5	23.2	19.6			23.1	23.5		
Youth NEET rate	% of population aged 15-24		16.0	14.9	13.0	12.0	56.3		13.1	13.0	12.4	
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	40.3	63.8 b	66.3 b	67.0 b				100.0	100.0		
Labour productivity per hour worked	EU-27 = 100 (based on PPS per hour worked)	31.0	54.0 b	56.3 b	57.0 b				100.0	100.0		
Nominal unit labour cost growth	% change from previous year		1.2 b	3.5 b	3.5 b				3.1	0.4		
Real unit labour cost growth	% change from previous year		-4.6 b	0.1 b	2.1 b				0.8	-0.4		
Gender pay gap			13.6	13.8	14.4				16.5 p	16.4 p		
Involuntary temporary employment	as % of total employees	6.4 u	4.9	3.3	3.0	2.1			8.3 u	8.5 u	8.7 u	
Newly employed	share of people in current job 12 months or less in total employment		19.8	18.4	17.9	15.8			13.8	13.3	13.8	
At-risk-of-poverty rate of unemployed			50.0	51.9	55.9	53.3			46.2	46.4		
unemployment trap - tax rate on low wage earners			89.9	90.1	89.4				74.4	75.0		
Inactivity and part-time work due to personal and family responsibilities			1.9	1.8	1.7	1.9			5.1	5.4	5.2	
Job vacancy rate	% change over the recent 3 years		0.3	0.4	0.4	0.4			1.4	1.5	1.5	
Share of adult population with upper secondary or tertiary education	age 25-64	83.2	87.9	89.1	89.4	89.5 b			74.3	75.2	76.0 b	
Percentage of adult population participating in education and training	age 25-64		5.1	6.9	6.5	5.5			9.0	10.5 b	10.7	

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

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

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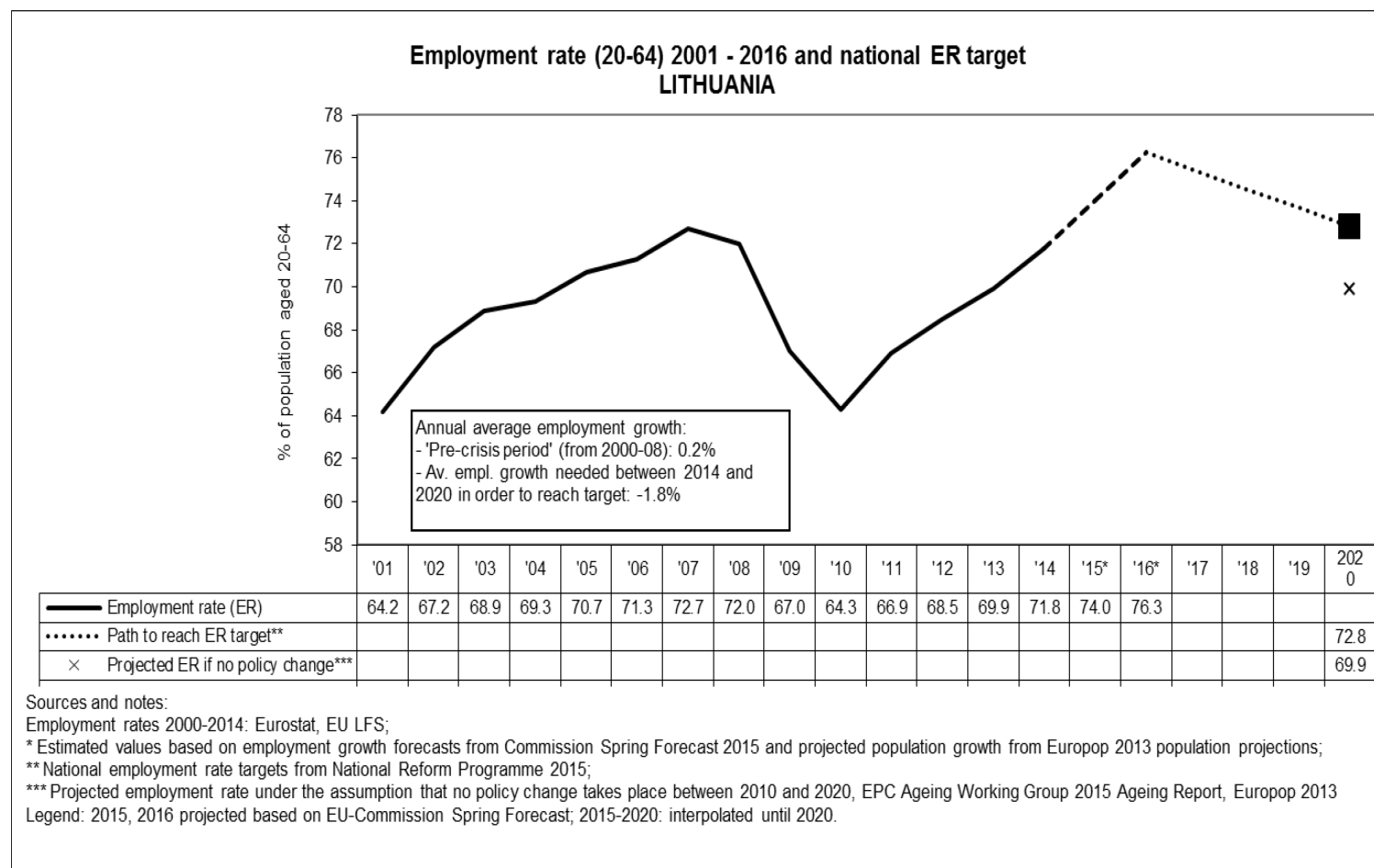


### 3. Key employment challenges Latvia, June 2015

Employment policy area	Key employment challenge	Particularly good labour market outcome
1. Increase labour market participation	Duration of working life for men below the EU average.	Employment rate for youth, women and older workers is above the EU average and show positive developments in recent years.  Youth unemployment decreased considerably in recent years, and has fallen below EU average.
2. Enhancing labour market functioning; combating segmentation		Low share of involuntary temporary contracts. Satisfactory transition rates to permanent employment indicate low levels of segmentation.
3. Active labour market policies	Low ALMP participation (activation support) and expenditure on ALMPs as % of GDP but show some positive developments	
4. Adequate and employment oriented social security systems	Unemployment trap shows some positive development but remains high.  Net replacement rate after 6 months of unemployment is below the EU average for all household compositions, but shows some positive development.  Low coverage and adequacy of social assistance benefits and insufficient social and labour market reintegration measures for the benefit recipients.	
5. Work-life balance	Uptake of childcare for age 0-3 and for age 3 to mandatory school age (less than 30h per week) is below the EU average but increasing.	
6. Job creation	Tax wedge on low wage earners is higher than the EU-average.	
7. Gender equality		
8. Improving skill supply and productivity; Lifelong learning	Insufficient provision of career guidance in schools.  Lifelong learning below average, with negative trends.	High labour productivity growth over 3 years
9. Improving education and training systems	Insufficient labour market relevance of vocational education and training, but shows positive developments.  On higher education: inadequate public funding system, low levels of internationalisation and lack of internationally-approved accreditation system.	
10. Wage setting mechanisms and labour cost developments		

# LITHUANIA

## 1. Progress towards the national employment rate target



## 2. Key indicators on labour market performance

### Lithuania

Indicator	Unit	2000	2011	2012	2013	2014	Benchmark	2020 national target	2012	2013	2014	2020 EU target
Overall employment rate	% of population aged 20 - 64	65.6	66.9	68.5	69.9	71.8		72.8	68.4	68.4	69.2	75.0
Early leavers from education and training	% of pop. 18-24 with at most lower sec. educ. and not in further education or training	16.5	7.4	6.5	6.3	5.9 b		less than 9	12.6	11.9	11.1 b	less than 10
Tertiary educational attainment	Completion of tertiary or equivalent education (30-34)	42.6 d	45.7	48.6	51.3	53.3 b		40.0	36.0	37.1	37.9 b	40.0
Overall employment growth	% change from previous year	-4.0	0.5	1.8	1.3	2.0			-0.4	-0.3		
Employment rate of women	% of female population aged 20 - 64	63.9	66.6	67.9	68.6	70.6	88.5		62.4	62.6	63.5	
Employment rate of men	% of male population aged 20 - 64	67.4	67.2	69.1	71.2	73.1	44.7		74.6	74.3	75.0	
Employment rate of older workers	% of population aged 55 - 64	40.4	50.2	51.7	53.4	56.2	67.2		48.7	50.1	51.8	
Employment gender gap	difference in the employment rate between men and women in percentage points	3.5	0.6	1.2	2.6	2.5			12.2	11.7	11.5	
Employment rate of young persons	% of population aged 20 - 29	62.0 b	52.2	55.7	58.4	62.5	61.8		60.1	59.5	60.3	
Employment rate of low skilled persons	% of population with at most lower secondary education aged 20 - 64	37.3 b	31.8	35.2	37.1	42.0 b	19.2		52.1	51.4	51.9 b	
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64	:	56.0 u	63.9 u	70.8 u	72.9 u			56.5	55.7	56.5	
Part-time employment	% of total employment	9.1	8.8	9.4	8.9	9.0			19.9	20.3		
Temporary employees	% of total employees	3.8	2.7	2.6	2.7	2.8			13.7	13.7		
Overall unemployment rate	% of labour force	16.4	15.4	13.4	11.8	10.7			10.5	10.9	10.2	
Long-term unemployment	% of labour force	8.0	8.0	6.6	5.1	4.8	69.6		4.7	5.2	5.1	
Youth unemployment rate	% of youth labour force (15-24)	28.6	32.6	26.7	21.9	19.3			23.1	23.5		
Youth NEET rate	% of population aged 15-24	17.0	11.8	11.2	11.1	9.9	72.0		13.1	13.0	12.4	
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	43.5	72.3	74.1	74.7				100.0	100.0		
Labour productivity per hour worked	EU-27 = 100 (based on PPS per hour worked)	40.0	64.2	65.5	66.5				100.0	100.0		
Nominal unit labour cost growth	% change from previous year	:	0.7	1.9	3.8				3.1	0.4		
Real unit labour cost growth	% change from previous year	:	-4.4	-0.7	2.1				0.8	-0.4		
Gender pay gap		:	11.9	12.6	13.3	:			16.5 p	16.4 p	:	
Involuntary temporary employment	as % of total employees	3.0	1.7	1.7	1.7	1.6			8.3 u	8.5 u	8.7 u	
Newly employed	share of people in current job 12 months or less in total employment	15.1	17.8	16.1	17.4	15.9			13.8	13.3	13.8	
At-risk-of-poverty rate of unemployed		:	53.0	54.4	61.0	:			46.2	46.4	:	
unemployment trap - tax rate on low wage earners		:	68.5	66.6	64.4	:			74.4	75.0	:	
Inactivity and part-time work due to personal and family responsibilities		:	1.5	1.5	1.7	1.7			5.1	5.4	5.2	
Job vacancy rate	% change over the recent 3 years	:	0.7	0.8	0.9	0.9			1.4	1.5	1.5	
Share of adult population with upper secondary or tertiary education	age 25-64	84.2 d	92.9	93.3	93.4	93.3 b			74.3	75.2	76.0 b	
Percentage of adult population participating in education and training	age 25-64	2.8	5.7	5.2	5.7	5.0			9.0	10.5 b	10.7	

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

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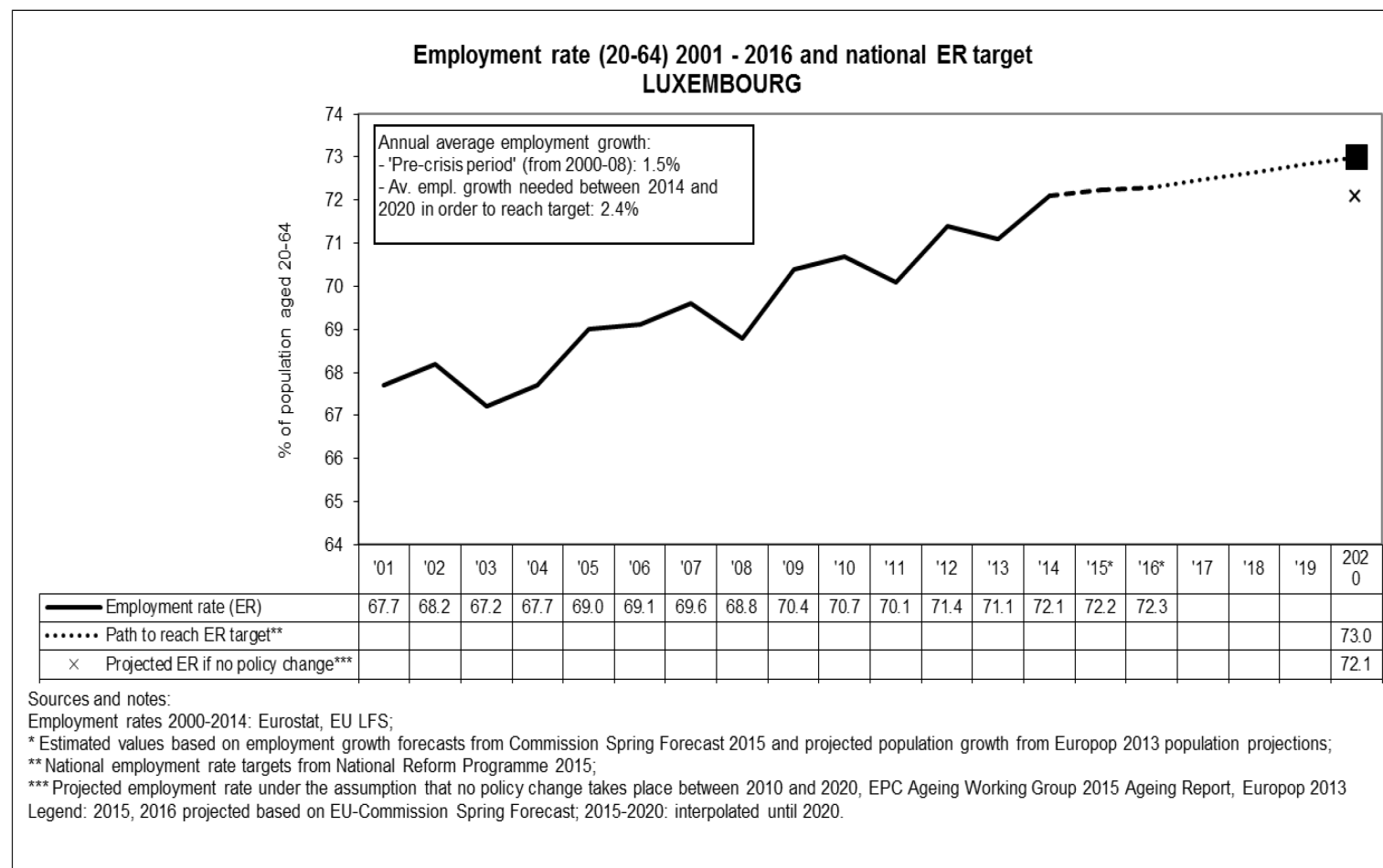
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### 3. Key employment challenges Lithuania, June 2015

Employment Policy Area	Key Employment Challenges	Particularly good labour market outcome
1. Increase labour market participation	Employment rate for low-skilled improved but still considerably below the EU average.  Rapid shrinking working age population.	Unemployment rates for total population and youth show positive developments.  Employment rates for older workers and women are higher than the EU average.
2. Enhancing labour market functioning; combating segmentation	Modernisation of employment protection legislation.	
3. Active labour market policies	ALMP participation (activation support) and expenditure are low.	
4. Adequate and employment oriented social security systems	Net replacement rate of one earner couple, two children, after 6 months of unemployment low.  Coverage and adequacy of unemployment benefits.	
5. Work-life balance	Low provision of early childhood care.	
6. Job creation	Tax wedge for low income earners above average	
7. Gender equality		Low employment impact of parenthood.
8. Improving skill supply and productivity; Lifelong learning	Labour market relevance of education.  Lifelong learning (25-64) is persistently below the EU average.	High shares of tertiary educated.
9. Improving education and training systems	Participation in VET secondary education is low.  Basic skills; early childhood care.	Low share of early school leavers.
10. Wage setting mechanisms and labour cost developments		

# LUXEMBOURG

## 1. Progress towards the national employment rate target



## 2. Key indicators on labour market performance

### Luxembourg

Indicator	Unit	2000	2011	2012	2013	2014	Benchmark	2020 national target	2012	2013 EU28-total	2014	2020 EU target
Overall employment rate	% of population aged 20 - 64	67.4	70.1	71.4	71.1	72.1		73.0	68.4	68.4	69.2	75.0
Early leavers from education and training	% of pop. 18-24 with at most lower sec. educ. and not in further education or training	16.8	6.2	8.1	6.1	6.1 b		less than 10	12.6	11.9	11.1 b	less than 10
Tertiary educational attainment	Completion of tertiary or equivalent education (30-34)	21.2	48.2	49.6	52.5	52.7 b		40.0	36.0	37.1	37.9 b	40.0
Overall employment growth	% change from previous year	5.6	2.9	2.4	2.0	:			-0.4	-0.3		
Employment rate of women	% of female population aged 20 - 64	53.8	61.9	64.1	63.9	65.5	65.3		62.4	62.6	63.5	
Employment rate of men	% of male population aged 20 - 64	80.7	78.1	78.5	78.0	78.4	77.6		74.6	74.3	75.0	
Employment rate of older workers	% of population aged 55 - 64	26.7	39.3	41.0	40.5	42.5	19.2		48.7	50.1	51.8	
Employment gender gap	difference in the employment rate between men and women in percentage points	26.9	16.2	14.4	14.1	12.9			12.2	11.7	11.5	
Employment rate of young persons	% of population aged 20 - 29	68.1	59.1	59.5	57.5	60.1	53.6		60.1	59.5	60.3	
Employment rate of low skilled persons	% of population with at most lower secondary education aged 20 - 64	58.6	58.6	60.1	58.6	57.3 b	86.8		52.1	51.4	51.9 b	
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64	:	58.8	59.2	61.5	57.0			56.5	55.7	56.5	
Part-time employment	% of total employment	11.3	18.3	18.9	19.1	18.9			19.9	20.3		
Temporary employees	% of total employees	3.4	7.1	7.6	7.0	8.1			13.7	13.7		
Overall unemployment rate	% of labour force	2.2	4.8	5.1	5.9	5.9			10.5	10.9	10.2	
Long-term unemployment	% of labour force	0.5	1.4	1.6	1.8	1.6	100.4		4.7	5.2	5.1	
Youth unemployment rate	% of youth labour force (15-24)	6.4 u	16.8	18.8	15.5	22.6			23.1	23.5		
Youth NEET rate	% of population aged 15-24	5.0	4.7	5.9	5.0	6.3	98.8		13.1	13.0	12.4	
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	178.0	165.5	162.8	164.1				100.0	100.0		
Labour productivity per hour worked	EU-27 = 100 (based on PPS per hour worked)	:	180.1	177.2	:				100.0	100.0		
Nominal unit labour cost growth	% change from previous year	2.5	3.4	4.7	2.7				3.1	0.4		
Real unit labour cost growth	% change from previous year	0.5	-0.7	1.6	-1.0				0.8	-0.4		
Gender pay gap		:	8.7 p	8.6 p	8.6 p	:			16.5 p	16.4 p	:	
Involuntary temporary employment	as % of total employees	0.6 u	3.2 u	4.0	3.7 u	4.4			8.3 u	8.5 u	8.7 u	
Newly employed	share of people in current job 12 months or less in total employment	11.9	13.2	12.6	12.5	13.6			13.8	13.3	13.8	
At-risk-of-poverty rate of unemployed		:	42.3	51.9	53.0	:			46.2	46.4	:	
unemployment trap - tax rate on low wage earners		:	86.8	86.1	86.5	:			74.4	75.0	:	
Inactivity and part-time work due to personal and family responsibilities		:	5.1	4.1	4.1	4.0			5.1	5.4	5.2	
Job vacancy rate	% change over the recent 3 years	:	0.6	0.7	0.8	0.8			1.4	1.5	1.5	
Share of adult population with upper secondary or tertiary education	age 25-64	60.9	77.3	78.3	80.5	82.0 b			74.3	75.2	76.0 b	
Percentage of adult population participating in education and training	age 25-64	4.8	13.6	13.9	14.4	14.0			9.0	10.5 b	10.7	

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

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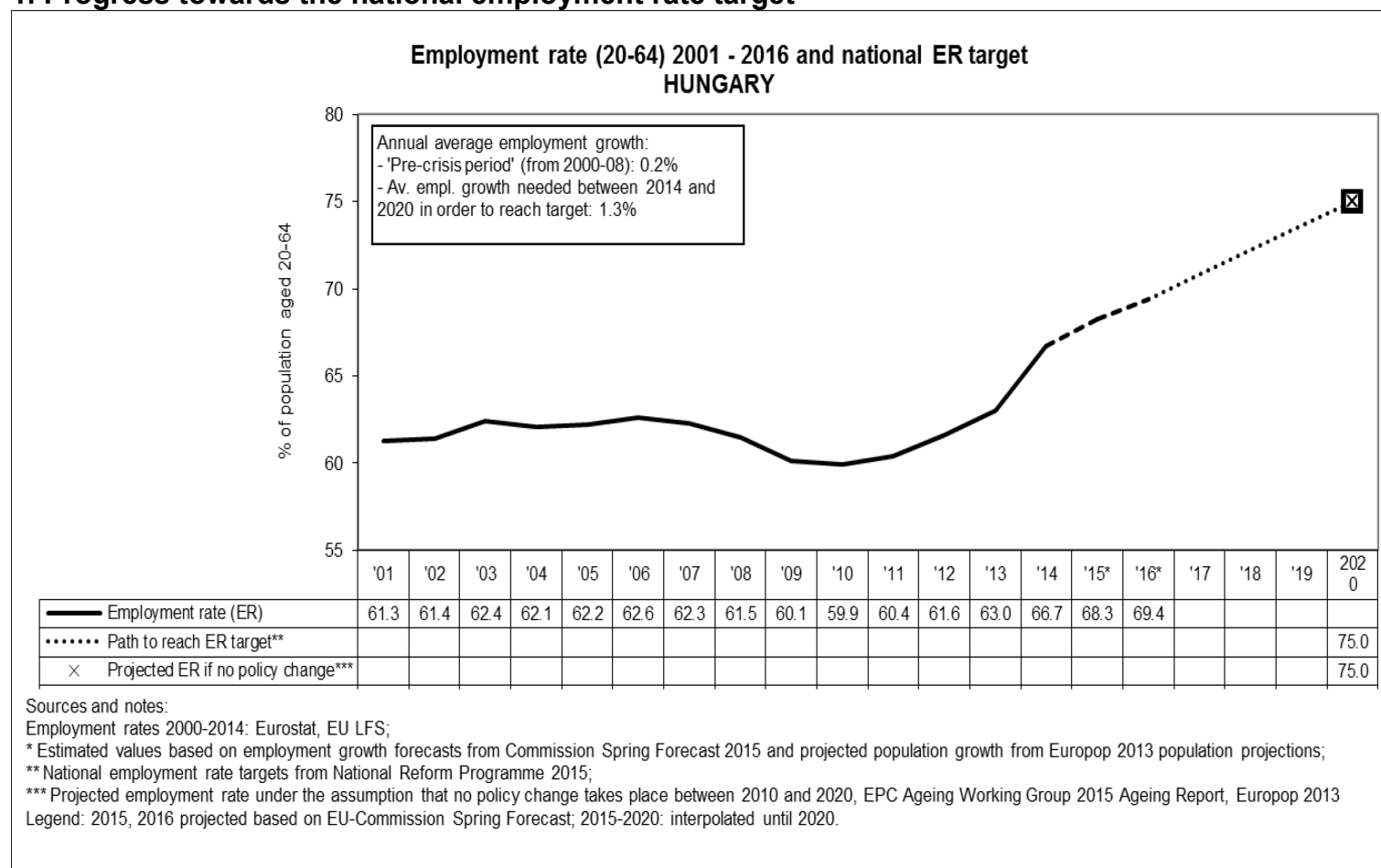
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### 3. Key employment challenges Luxembourg, June 2015

<b>Employment policy area</b>	<b>Key employment challenge</b>	<b>Particularly good labour market outcome</b>
1. Increase labour market participation	Low employment rate of older workers yet increasing over the last years.  Low duration of working life with improving trend.	Employment rate of women is increasing.
2. Enhancing labour market functioning; combating segmentation		
3. Active labour market policies	Activation policies not yet [entirely] sufficient.	
4. Adequate and employment oriented social security systems	In-work at risk of poverty rate remains high.  Financial disincentives to work.	
5. Work-life balance		
6. Job creation		High employment growth over 3 years.
7. Gender equality		
8. Improving skill supply and productivity; Lifelong learning		
9. Improving education and training systems	Educational outcomes remain unsatisfactory for children of people with migrant background.	The share of the population with tertiary education is significantly above EU-average.  Very low NEET levels.
10. Wage setting mechanisms and labour cost developments	Unit labour cost rising faster than the average of the EU15 since 2000.  Labour productivity growth relatively unsatisfactory over last 3 years	

# HUNGARY

## 1. Progress towards the national employment rate target





## 2. Key indicators on labour market performance

### Hungary

Indicator	Unit	2000	2011	2012	2013	2014	Benchmark	2020 national target	2012	2013	2014	2020 EU target
									EU28-total			
Overall employment rate	% of population aged 20 - 64	61.2	60.4	61.6	63.0	66.7		75.0	68.4	68.4	69.2	75.0
Early leavers from education and training	% of pop. 18-24 with at most lower sec. educ. and not in further education or training	13.9	11.4	11.8	11.9	11.4 b		10.0	12.6	11.9	11.1 b	less than 10
Tertiary educational attainment	Completion of tertiary or equivalent education (30-34)	14.8	28.2	29.8	32.3	34.1 b		34.0	36.0	37.1	37.9 b	40.0
Overall employment growth	% change from previous year	1.0	0.0	0.1	0.9	3.2			-0.4	-0.3		
Employment rate of women	% of female population aged 20 - 64	53.9	54.7	56.2	56.9	60.2	41.3		62.4	62.6	63.5	
Employment rate of men	% of male population aged 20 - 64	68.9	66.4	67.3	69.3	73.5	47.1		74.6	74.3	75.0	
Employment rate of older workers	% of population aged 55 - 64	22.2	35.3	36.1	37.9	41.7	16.4		48.7	50.1	51.8	
Employment gender gap	difference in the employment rate between men and women in percentage points	15.0	11.7	11.1	12.4	13.3			12.2	11.7	11.5	
Employment rate of young persons	% of population aged 20 - 29	59.5	50.2	50.4	52.2	56.7	41.9		60.1	59.5	60.3	
Employment rate of low skilled persons	% of population with at most lower secondary education aged 20 - 64	36.4	36.2	36.9	38.1	44.3 b	29.4		52.1	51.4	51.9 b	
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64	:	52.3	61.4	64.2	72.6			56.5	55.7	56.5	
Part-time employment	% of total employment	3.6 u	6.8	7.1	6.8	6.4			19.9	20.3		
Temporary employees	% of total employees	6.8	9.1	9.5	10.9	10.8			13.7	13.7		
Overall unemployment rate	% of labour force	6.3	11.0	11.0	10.2	7.7			10.5	10.9	10.2	
Long-term unemployment	% of labour force	3.0	5.2	5.0	4.9	3.7	80.2		4.7	5.2	5.1	
Youth unemployment rate	% of youth labour force (15-24)	12.3	26.0	28.2	26.6	20.4			23.1	23.5		
Youth NEET rate	% of population aged 15-24	15.4	13.2	14.8	15.5	13.6	44.4		13.1	13.0	12.4	
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	57.4	72.6	71.2	70.7				100.0	100.0		
Labour productivity per hour worked	EU-27 = 100 (based on PPS per hour worked)	48.0	60.6	62.0	61.6				100.0	100.0		
Nominal unit labour cost growth	% change from previous year	11.4	2.3	2.5	3.9				3.1	0.4		
Real unit labour cost growth	% change from previous year	1.5	-0.3	-0.6	1.3				0.8	-0.4		
Gender pay gap		:	18.0	20.1	18.4	:			16.5 p	16.4 p	:	
Involuntary temporary employment	as % of total employees	4.2 u	6.0	6.7	8.0	8.0			8.3 u	8.5 u	8.7 u	
Newly employed	share of people in current job 12 months or less in total employment	12.6	13.3	14.7	15.6	15.6			13.8	13.3	13.8	
At-risk-of-poverty rate of unemployed		:	46.6	49.3	50.6	52.4			46.2	46.4	:	
unemployment trap - tax rate on low wage earners		:	79.6	79.5	78.8	:			74.4	75.0	:	
Inactivity and part-time work due to personal and family responsibilities		:	4.7	4.5	4.6	4.4			5.1	5.4	5.2	
Job vacancy rate	% change over the recent 3 years	:	1.0	1.1	1.1	1.2			1.4	1.5	1.5	
Share of adult population with upper secondary or tertiary education	age 25-64	69.4	81.5	82.0	82.5	83.1 b			74.3	75.2	76.0 b	
Percentage of adult population participating in education and training	age 25-64	2.9	2.6	2.7	3.0	3.2			9.0	10.5 b	10.7	

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

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

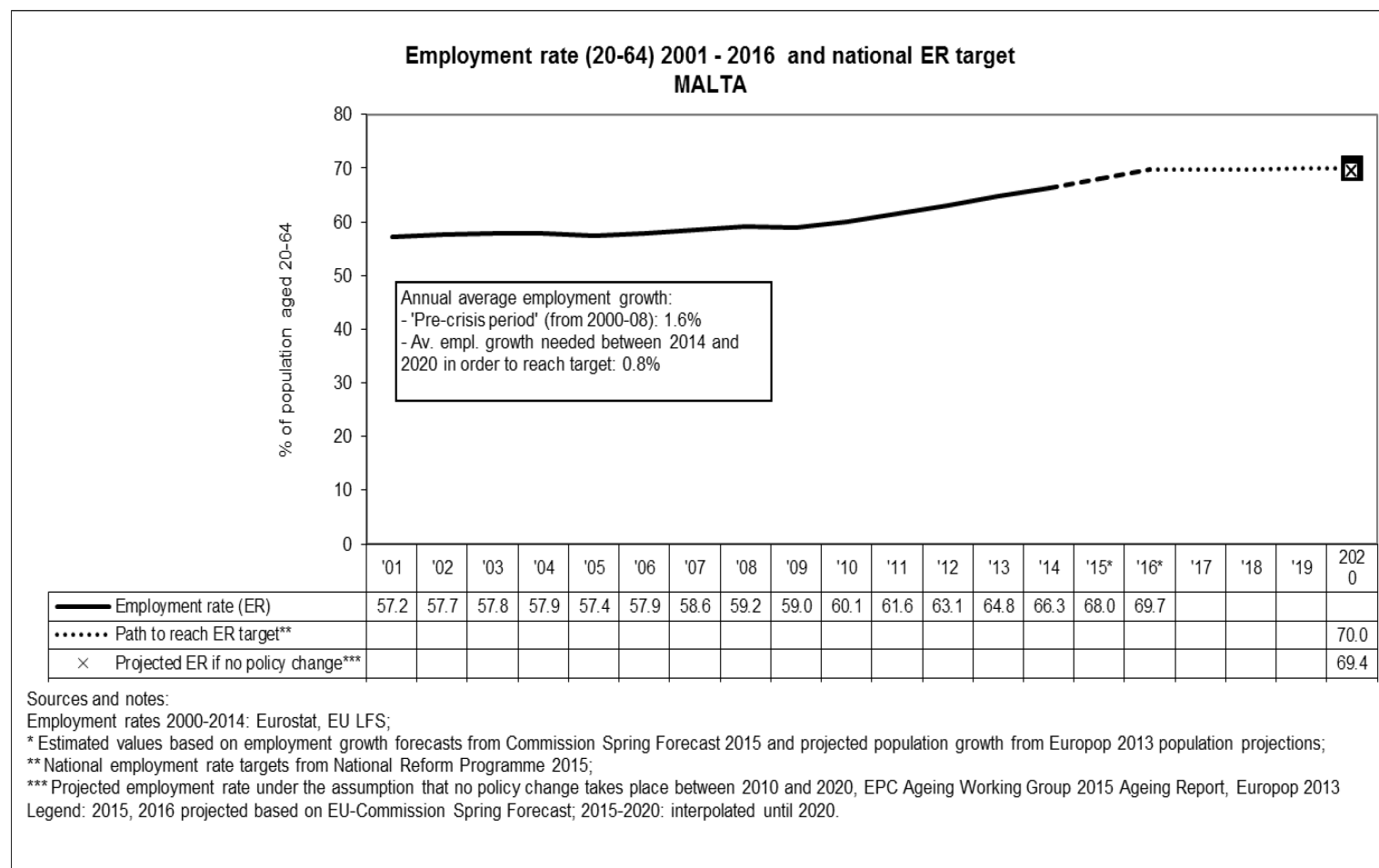
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### 3. Key employment challenges Hungary, June 2015

	Key Employment Challenge	Particularly Good labour market Outcome
1. Increase labour market participation	Low employment rates for low skilled and for older workers.  NEET rates, after peaking in 2013, show significant improvement in 2014.	Employment rates showing a significantly positive development.
2. Enhancing labour market functioning; combating segmentation		
3. Active labour market policies		
4. Adequate and employment oriented social security systems	Net replacement rate after 6 months below the EU average.  Short duration of unemployment benefits.	
5. Work-life balance	Low offer of childcare aged 0-3, but positive developments in increasing childcare facilities in recent years. High employment impact of parenthood on females.	
6. Job creation	High tax wedge particularly for low income earners but with targeted tax reliefs.	Employment growth showing a positive development.
7. Gender equality		
8. Improving skill supply and productivity; Lifelong learning	Low lifelong learning participation.	High share of adult population (25-64) with at least upper secondary education.
9. Improving education and training systems	Early school leavers rate is slightly above the EU-average and shows some negative overall trend in the last 3 years, despite the improvement in 2014.  Tertiary education below EU average but shows positive development.  Need to further improve the quality of public education and tackle the low educational attainment of students from vulnerable groups and promote inclusive mainstream education for vulnerable groups, in particular Roma.	
10. Wage setting mechanisms and labour cost developments		

# MALTA

## 1. Progress towards the national employment rate target



## 2. Key indicators on labour market performance

### Malta

Indicator	Unit	2000	2011	2012	2013	2014	Benchmark	2020 national target	2012	2013	2014	2020 EU target
Overall employment rate	% of population aged 20 - 64	57.2	61.6	63.1	64.8	66.3		70.0	68.4	68.4	69.2	75.0
Early leavers from education and training	% of pop. 18-24 with at most lower sec. educ. and not in further education or training	54.2 p	22.7 b	21.1	20.5	20.4 b		10.0	12.6	11.9	11.1 b	less than 10
Tertiary educational attainment	Completion of tertiary or equivalent education (30-34)	7.4 u	23.4 b	24.9	26.0	26.6 b		33.0	36.0	37.1	37.9 b	40.0
Overall employment growth	% change from previous year	-1.2	2.8	2.3	4.2	4.2			-0.4	-0.3		
Employment rate of women	% of female population aged 20 - 64	33.2	43.8	46.6	49.8	51.9	3.6		62.4	62.6	63.5	
Employment rate of men	% of male population aged 20 - 64	80.9	79.0	79.2	79.4	80.3	89.4		74.6	74.3	75.0	
Employment rate of older workers	% of population aged 55 - 64	28.5	33.2	34.7	36.3	37.7	2.4		48.7	50.1	51.8	
Employment gender gap	difference in the employment rate between men and women in percentage points	47.7	35.2	32.6	29.6	28.4			12.2	11.7	11.5	
Employment rate of young persons	% of population aged 20 - 29	74.2	74.0 b	73.8	76.0	75.8	107.5		60.1	59.5	60.3	
Employment rate of low skilled persons	% of population with at most lower secondary education aged 20 - 64	51.8	50.2 b	50.6	51.9	53.4 b	69.6		52.1	51.4	51.9 b	
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64	:	62.6	63.6	63.8	65.4			56.5	55.7	56.5	
Part-time employment	% of total employment	6.4	13.3	14.0	15.1	16.4			19.9	20.3		
Temporary employees	% of total employees	3.9	6.5	6.8	7.5	7.7			13.7	13.7		
Overall unemployment rate	% of labour force	6.7	6.4	6.3	6.4	5.9			10.5	10.9	10.2	
Long-term unemployment	% of labour force	4.5	3.1	3.1	2.9	2.7	89.8		4.7	5.2	5.1	
Youth unemployment rate	% of youth labour force (15-24)	11.8	13.3	14.1	13.0	11.8			23.1	23.5		
Youth NEET rate	% of population aged 15-24	27.4 p	10.2	10.6	9.9	11.5	60.1		13.1	13.0	12.4	
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	101.5	94.6	93.1	91.9				100.0	100.0		
Labour productivity per hour worked	EU-27 = 100 (based on PPS per hour worked)	:	:	:	:				100.0	100.0		
Nominal unit labour cost growth	% change from previous year	:	2.9	4.2	0.8				3.1	0.4		
Real unit labour cost growth	% change from previous year	-3.8	0.7	2.0	-1.3				0.8	-0.4		
Gender pay gap		:	6.2	6.5	5.1	:			16.5 p	16.4 p	:	
Involuntary temporary employment	as % of total employees	1.5 u	3.3	3.6	3.9	4.4			8.3 u	8.5 u	8.7 u	
Newly employed	share of people in current job 12 months or less in total employment	13.5	12.2	12.4	12.6	12.0			13.8	13.3	13.8	
At-risk-of-poverty rate of unemployed		:	43.4	48.2	49.6	:			46.2	46.4	:	
unemployment trap - tax rate on low wage earners		:	55.7	55.9	56.0	:			74.4	75.0	:	
Inactivity and part-time work due to personal and family responsibilities		:	4.3	4.8	5.2	4.6			5.1	5.4	5.2	
Job vacancy rate	% change over the recent 3 years	:	:	:	:	:			1.4	1.5	1.5	
Share of adult population with upper secondary or tertiary education	age 25-64	18.1 p	35.5 b	38.2	40.5	42.2 b			74.3	75.2	76.0 b	
Percentage of adult population participating in education and training	age 25-64	4.5 p	6.4	6.9	7.6	7.1			9.0	10.5 b	10.7	

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

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

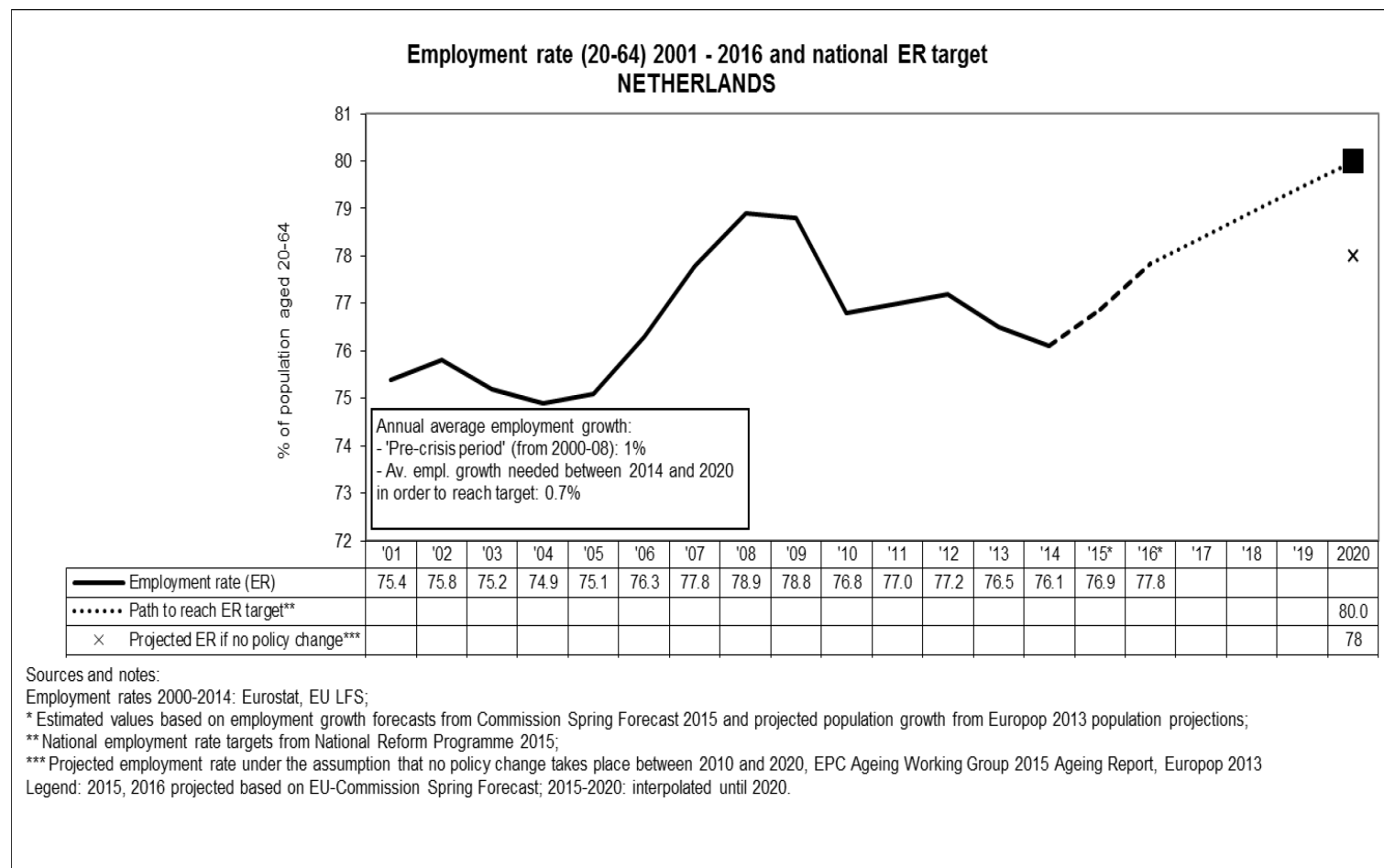
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### 3. Key employment challenges Malta, June 2015

Employment policy area	Key employment challenge	Particularly good labour market outcome
1. Increase labour market participation	The female employment rate remains low despite considerable improvements. The employment rate for older workers remains below the EU average, in particular for female workers, despite small improvements. Despite positive developments the duration of working life is still low. Low employment rate of persons with disabilities.	Employment rate of youth is significantly better than EU-average. Strong increase in female employment.
2. Enhancing labour market functioning; combating segmentation		Rate of involuntary temporary contracts is low.
3. Active labour market policies	Participation in ALMP (activation support) is low, but the trend is positive.	Overall unemployment levels consistently below EU average.
4. Adequate and employment oriented social security systems		
5. Work-life balance	Insufficient flexible working arrangements in the private sector.	Considerable increase in the offer of child care.
6. Job creation		Overall employment growth in the last few years has been higher than EU average.
7. Gender equality	Despite positive developments the gender employment gap is persisting.  Increasing labour force participation of the 2nd couple member is a persisting challenge.	Gender pay gap is much narrower than the EU average.
8. Improving skill supply and productivity; Lifelong learning	Educational attainment is very low but positive developments are recorded.  Participation in Life long learning remains low.  Participation of inactive in education or training is low.  Labour market relevance of education.  Teaching skills/quality of teaching need to be more effective to address early school leaving and basic skills attainment.	
9. Improving education and training systems	Early school leavers remains strongly above the EU level.  The tertiary educational attainment for the age group 30-34 is significantly below EU level but increasing.	
10. Wage setting mechanisms and labour cost developments		

# NETHERLANDS

## 1. Progress towards the national employment rate target



## 2. Key indicators on labour market performance

### Netherlands

Indicator	Unit	2000	2011	2012	2013	2014	Benchmark	2020 national target	2012	2013 EU28-total	2014	2020 EU target
Overall employment rate	% of population aged 20 - 64	74.3	77.0	77.2	76.5 b	76.1		80.0	68.4	68.4	69.2	75.0
Early leavers from education and training	% of pop. 18-24 with at most lower sec. educ. and not in further education or training	15.4	9.1	8.8	9.2 b	8.6 b		less than 8	12.6	11.9	11.1 b	less than 10
Tertiary educational attainment	Completion of tertiary or equivalent education (30-34)	26.5	41.1	42.2	43.1 b	44.6 b		45.0	36.0	37.1	37.9 b	40.0
Overall employment growth	% change from previous year	3.5	0.9	-0.5 p	-1.3 p	-0.3			-0.4	-0.3		
Employment rate of women	% of female population aged 20 - 64	64.1	71.4	71.9	71.6 b	70.7	<b>88.9</b>		62.4	62.6	63.5	
Employment rate of men	% of male population aged 20 - 64	84.3	82.6	82.5	81.3 b	81.4	<b>96.3</b>		74.6	74.3	75.0	
Employment rate of older workers	% of population aged 55 - 64	38.2	56.1	58.6	60.1 b	60.8	83.3		48.7	50.1	51.8	
Employment gender gap	difference in the employment rate between men and women in percentage points	20.2	11.2	10.6	9.7 b	10.7			12.2	11.7	11.5	
Employment rate of young persons	% of population aged 20 - 29	82.6	78.7	78.0	76.6 b	75.4	<b>106.1</b>		60.1	59.5	60.3	
Employment rate of low skilled persons	% of population with at most lower secondary education aged 20 - 64	59.5	62.5	62.6	60.9 b	59.2 b	<b>95.2</b>		52.1	51.4	51.9 b	
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64	:	52.0	53.0	50.3 b	50.8			56.5	55.7	56.5	
Part-time employment	% of total employment	41.2	49.1	49.8	50.7 b	50.5			19.9	20.3		
Temporary employees	% of total employees	13.8	18.2	19.3	20.3 b	21.3			13.7	13.7		
Overall unemployment rate	% of labour force	3.7	5.0	5.8	7.3	7.4			10.5	10.9	10.2	
Long-term unemployment	% of labour force	1.0	1.7	2.0	2.6	3.0	86.9		4.7	5.2	5.1	
Youth unemployment rate	% of youth labour force (15-24)	5.3	7.6	9.5	11.0 b	10.5			23.1	23.5		
Youth NEET rate	% of population aged 15-24	3.8	3.8	4.3	5.1 b	5.0	<b>108.5</b>		13.1	13.0	12.4	
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	115.7	110.0	108.5	108.9				100.0	100.0		
Labour productivity per hour worked	EU-27 = 100 (based on PPS per hour worked)	136.9	131.4	128.8	129.4				100.0	100.0		
Nominal unit labour cost growth	% change from previous year	2.9	1.1	2.8	2.0				3.1	0.4		
Real unit labour cost growth	% change from previous year	-1.2	0.0	1.5	0.6				0.8	-0.4		
Gender pay gap	:	:	17.9	16.9	16.0	:			16.5 p	16.4 p	:	
Involuntary temporary employment	as % of total employees	:	5.9 u	6.6 u	8.2 b	9.5 u			8.3 u	8.5 u	8.7 u	
Newly employed	share of people in current job 12 months or less in total employment	19.2	15.8	15.3	14.6 b	14.9			13.8	13.3	13.8	
At-risk-of-poverty rate of unemployed	:	:	33.5	33.3	34.2	:			46.2	46.4	:	
unemployment trap - tax rate on low wage earners	:	:	83.9	84.0	83.8	:			74.4	75.0	:	
Inactivity and part-time work due to personal and family responsibilities	:	:	11.7	11.4	10.9 b	10.7			5.1	5.4	5.2	
Job vacancy rate	% change over the recent 3 years	:	1.6	1.5	1.4	1.3			1.4	1.5	1.5	
Share of adult population with upper secondary or tertiary education	age 25-64	66.1	72.3	73.4	75.8 b	76.0 b			74.3	75.2	76.0 b	
Percentage of adult population participating in education and training	age 25-64	15.5	16.7	16.5	17.4 b	17.8			9.0	10.5 b	10.7	

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

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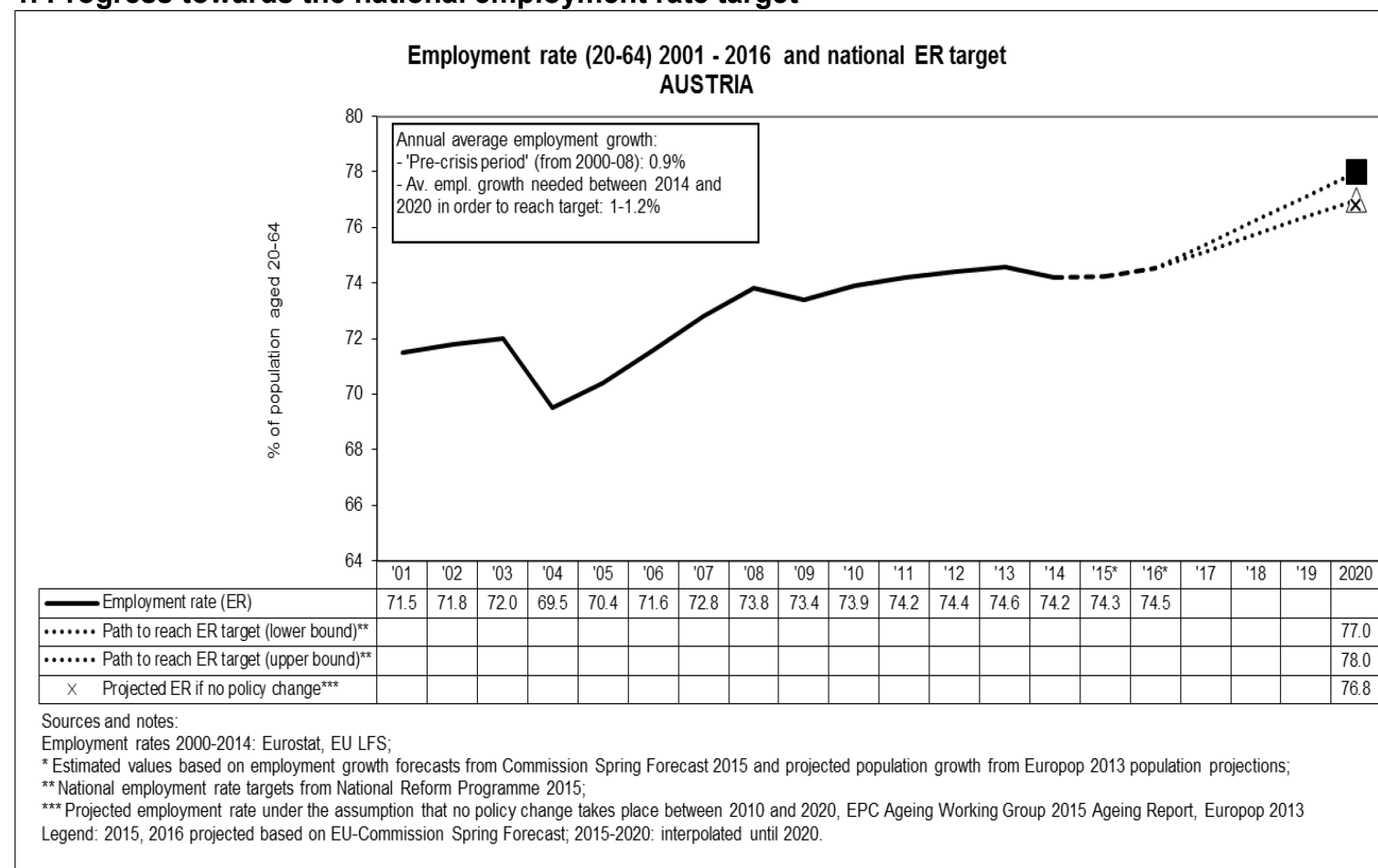
### 3. Key employment challenges The Netherlands, June 2015

Employment policy area	Key employment challenge	Particularly good labour market outcome
1. Increase labour market participation	<p>Low labour market participation and weak labour market outcomes for people with a non-EU migrant background.</p> <p>Low labour market participation of people with a labour disability.</p>	<p>High youth employment rate (age group 20-29).</p> <p>Low NEET rate.</p> <p>High employment rate of older workers (55-64) and high duration of working life.</p> <p>High activity rate for women.</p>
2. Enhancing labour market functioning; combating segmentation	Labour market segmentation, with high share of temporary employees and low transition rates towards permanent employment.	
3. Active labour market policies		
4. Adequate and employment oriented social security systems	<p>High inactivity and low wage traps, in particular for second earners.</p> <p>Fiscal disincentives to work.</p>	<p>At risk of poverty rate is significantly lower than EU average.</p> <p>High impact of social transfers in protecting the unemployed.</p> <p>High level of transitions by pay level</p>
5. Work-life balance		
6. Job creation		
7. Gender equality	High share of part-time work, especially for women, yet on a decreasing trend.	
8. Improving skill supply and productivity; Lifelong learning		
9. Improving education and training systems		
10. Wage setting mechanisms and labour cost developments		



# AUSTRIA

## 1. Progress towards the national employment rate target



## 2. Key indicators on labour market performance

### Austria

Indicator	Unit	2000	2011	2012	2013	2014	Benchmark	2020 national target	2012	2013 EU28-total	2014	2020 EU target
Overall employment rate	% of population aged 20 - 64	71.4	74.2	74.4	74.6	74.2		77-78	68.4	68.4	69.2	75.0
Early leavers from education and training	% of pop. 18-24 with at most lower sec. educ. and not in further education or training	10.2	8.5	7.8	7.5	7.0 b		9.5	12.6	11.9	11.1 b	less than 10
Tertiary educational attainment	Completion of tertiary or equivalent education (30-34)	:	23.6	26.1	27.1	40.0 b		38.0	36.0	37.1	37.9 b	40.0
Overall employment growth	% change from previous year	1.5	1.7	1.2	0.7	0.9			-0.4	-0.3		
Employment rate of women	% of female population aged 20 - 64	62.3	69.2	69.6	70.0	70.1	86.2		62.4	62.6	63.5	
Employment rate of men	% of male population aged 20 - 64	80.6	79.2	79.3	79.1	78.3	77.0		74.6	74.3	75.0	
Employment rate of older workers	% of population aged 55 - 64	28.8	39.9	41.6	43.8	45.1	28.3		48.7	50.1	51.8	
Employment gender gap	difference in the employment rate between men and women in percentage points	18.3	10.0	9.7	9.1	8.2			12.2	11.7	11.5	
Employment rate of young persons	% of population aged 20 - 29	74.4	74.8	74.9	74.5	73.1	98.2		60.1	59.5	60.3	
Employment rate of low skilled persons	% of population with at most lower secondary education aged 20 - 64	52.9	55.3	54.7	53.9	53.1 b	68.3		52.1	51.4	51.9 b	
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64	:	60.0	59.1	57.4	56.2			56.5	55.7	56.5	
Part-time employment	% of total employment	16.9	25.1	25.8	26.7	27.7			19.9	20.3		
Temporary employees	% of total employees	8.0	9.6	9.3	9.2	9.2			13.7	13.7		
Overall unemployment rate	% of labour force	3.6	4.6	4.9	5.4	5.6			10.5	10.9	10.2	
Long-term unemployment	% of labour force	1.1	1.2	1.2	1.3	1.5	101.3		4.7	5.2	5.1	
Youth unemployment rate	% of youth labour force (15-24)	6.3	8.9	9.4	9.7	10.3			23.1	23.5		
Youth NEET rate	% of population aged 15-24	7.9	7.3	6.8	7.3	7.7	88.4		13.1	13.0	12.4	
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	124.3	115.6	115.0	113.5				100.0	100.0		
Labour productivity per hour worked	EU-27 = 100 (based on PPS per hour worked)	117.2	114.8	115.2	115.3				100.0	100.0		
Nominal unit labour cost growth	% change from previous year	-0.5	0.8	3.0	2.5				3.1	0.4		
Real unit labour cost growth	% change from previous year	-1.4	-1.3	1.3	0.8				0.8	-0.4		
Gender pay gap		:	23.7	23.4	23.0	:			16.5 p	16.4 p	:	
Involuntary temporary employment	as % of total employees	1.4	0.8	0.8	0.8	0.8			8.3 u	8.5 u	8.7 u	
Newly employed	share of people in current job 12 months or less in total employment	3.3	16.9	16.1	16.0	15.4			13.8	13.3	13.8	
At-risk-of-poverty rate of unemployed		:	40.3	45.4	45.8	44.9 p			46.2	46.4	:	
unemployment trap - tax rate on low wage earners		:	67.4	67.6	67.8	:			74.4	75.0	:	
Inactivity and part-time work due to personal and family responsibilities		:	8.0	8.0	8.0	8.2			5.1	5.4	5.2	
Job vacancy rate	% change over the recent 3 years	:	1.8	1.9	1.9	1.8			1.4	1.5	1.5	
Share of adult population with upper secondary or tertiary education	age 25-64	76.2 b	82.4	82.9	83.0	83.9 b			74.3	75.2	76.0 b	
Percentage of adult population participating in education and training	age 25-64	8.3	13.4	14.1	14.0	14.2			9.0	10.5 b	10.7	

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

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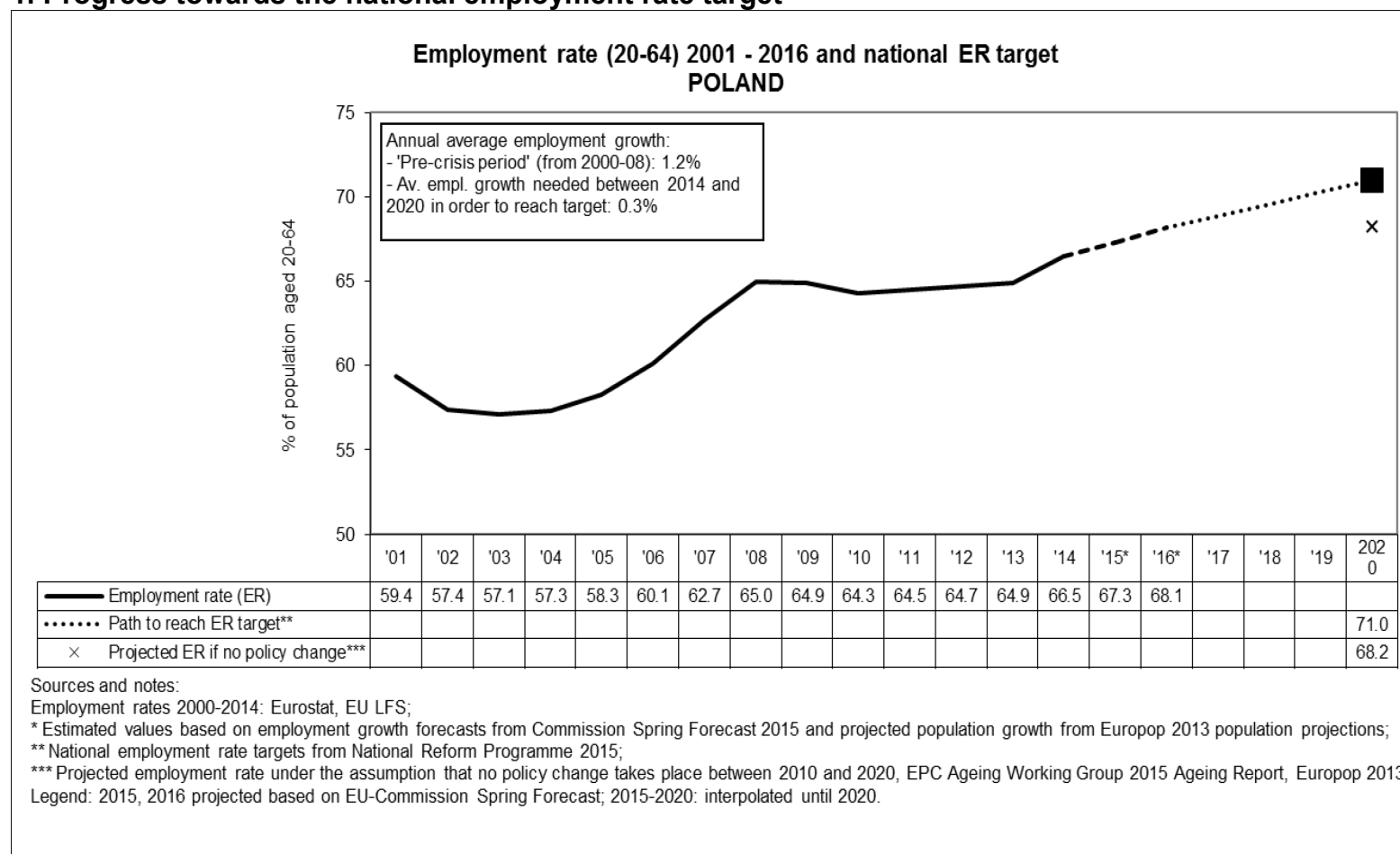
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### 3. Key employment challenges Austria, June 2015

Employment policy area	Key Employment Challenge	Particularly Good Outcome
1. Increase labour market Participation	Low employment rates among older people but increasing trend.	Very good labour market performance and very low unemployment rate. Very low rate of NEETS (15-24). Very good performance on youth employment rates and very low youth unemployment rate.
2. Enhancing labour market functioning; combating segmentation		Very low share of involuntary temporary workers.
3. Active labour market policies		Very low rates of long-term unemployed relative to the total unemployment.
4. Adequate and employment oriented social security systems	High low wage trap for second earners.	Low long term unemployment.
5. Work-life balance	High part-time work due to family responsibilities. Low uptake of childcare above 30 hours.	
6. Job creation	High tax wedge on low wage earners.	High number of vacancies per 1000 unemployed.
7. Gender equality	High gender pay gap.	
8. Improving skill supply and productivity; Lifelong learning		
9. Improving education and training systems	Low achievers in reading.	Participation in VET secondary education is significantly higher than the EU average.
10. Wage setting mechanisms and labour cost developments		

# POLAND

## 1. Progress towards the national employment rate target



## 2. Key indicators on labour market performance

### Poland

Indicator	Unit	2000	2011	2012	2013	2014	Benchmark	2020 national target	2012	2013 EU28-total	2014	2020 EU target
Overall employment rate	% of population aged 20 - 64	61.0	64.5	64.7	64.9	66.5		71.0	68.4	68.4	69.2	75.0
Early leavers from education and training	% of pop. 18-24 with at most lower sec. educ. and not in further education or training	:	5.6	5.7	5.6 b	5.4 b		4.5	12.6	11.9	11.1 b	less than 10
Tertiary educational attainment	Completion of tertiary or equivalent education (30-34)	12.5 b	36.5	39.1	40.5	42.1 b		45.0	36.0	37.1	37.9 b	40.0
Overall employment growth	% change from previous year	-1.6	0.6	0.1	-0.1	1.7			-0.4	-0.3		
Employment rate of women	% of female population aged 20 - 64	54.2	57.2	57.5	57.6	59.4	37.7		62.4	62.6	63.5	
Employment rate of men	% of male population aged 20 - 64	68.0	71.9	72.0	72.1	73.6	47.8		74.6	74.3	75.0	
Employment rate of older workers	% of population aged 55 - 64	28.4	36.9	38.7	40.6	42.5	19.2		48.7	50.1	51.8	
Employment gender gap	difference in the employment rate between men and women in percentage points	13.8	14.7	14.5	14.5	14.2			12.2	11.7	11.5	
Employment rate of young persons	% of population aged 20 - 29	54.0 b	59.1	58.6	58.1	60.2	53.9		60.1	59.5	60.3	
Employment rate of low skilled persons	% of population with at most lower secondary education aged 20 - 64	41.6 b	38.7	38.9	37.6	38.2 b	2.4		52.1	51.4	51.9 b	
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64	:	60.5	65.2	62.0	65.4			56.5	55.7	56.5	
Part-time employment	% of total employment	10.4 b	7.9	7.8	7.7	7.6			19.9	20.3		
Temporary employees	% of total employees	5.6 b	26.8	26.8	26.8	28.3			13.7	13.7		
Overall unemployment rate	% of labour force	16.1	9.7	10.1	10.3	9.0			10.5	10.9	10.2	
Long-term unemployment	% of labour force	7.4	3.6	4.1	4.4	3.8	79.2		4.7	5.2	5.1	
Youth unemployment rate	% of youth labour force (15-24)	35.7 b	25.8	26.5	27.3	23.9			23.1	23.5		
Youth NEET rate	% of population aged 15-24	:	11.5	11.8	12.2 b	12.0	56.3		13.1	13.0	12.4	
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	55.9	72.0	73.7 b	74.4				100.0	100.0		
Labour productivity per hour worked	EU-27 = 100 (based on PPS per hour worked)	45.6	58.2	59.4 b	60.0				100.0	100.0		
Nominal unit labour cost growth	% change from previous year	:	1.1	1.5	:				3.1	0.4		
Real unit labour cost growth	% change from previous year	:	-2.0	-0.9	:				0.8	-0.4		
Gender pay gap		:	5.5	6.4	6.4 p	:			16.5 p	16.4 p	:	
Involuntary temporary employment	as % of total employees	:	16.5 b	17.4	17.9	18.8			8.3 u	8.5 u	8.7 u	
Newly employed	share of people in current job 12 months or less in total employment	15.0 b	13.0	12.9	12.0	12.7			13.8	13.3	13.8	
At-risk-of-poverty rate of unemployed		:	43.6	42.5	43.7	:			46.2	46.4	:	
unemployment trap - tax rate on low wage earners		:	80.7	80.8	79.9	:			74.4	75.0	:	
Inactivity and part-time work due to personal and family responsibilities		:	3.4	3.4	3.3	3.1			5.1	5.4	5.2	
Job vacancy rate	% change over the recent 3 years	:	0.6	0.5	0.5	0.4			1.4	1.5	1.5	
Share of adult population with upper secondary or tertiary education	age 25-64	79.8 b	88.9	89.6	90.1	90.5 b			74.3	75.2	76.0 b	
Percentage of adult population participating in education and training	age 25-64	:	4.4	4.5	4.3 b	4.0			9.0	10.5 b	10.7	

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

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

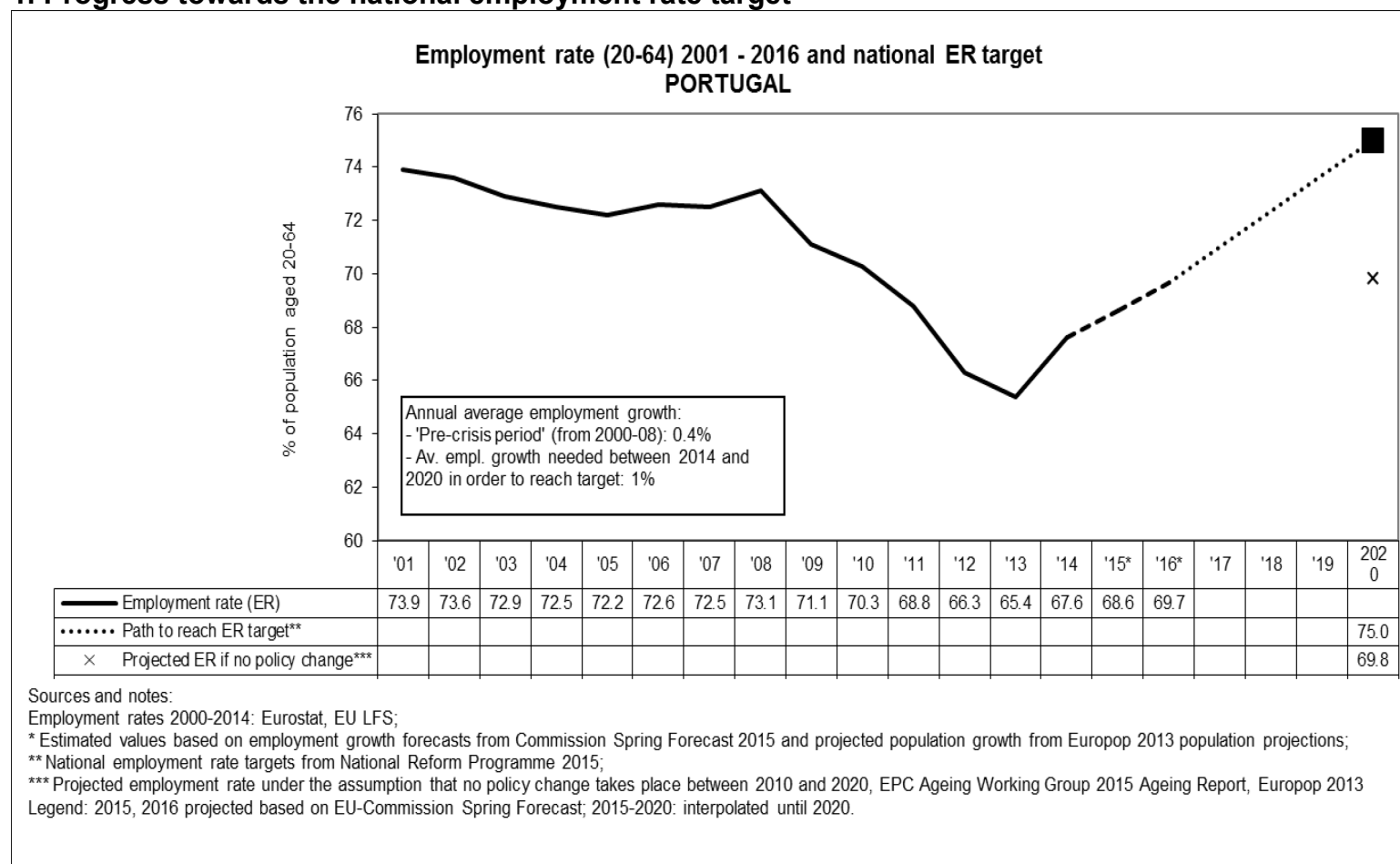
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### 3. Key employment challenges Poland, June 2015

Employment policy area	Key employment challenge	Particularly good labour market outcome
1. Increase labour market participation	Despite significant recent improvements, low employment rate of women, low-skilled, older workers and youth.	
2. Enhancing labour market functioning; combating segmentation	High share of employees in temporary employment.  Despite recent amendments in the labour law, need of a comprehensive and coherent reform of the labour code addressing segmentation.	
3. Active labour market policies	Adjustments of the PES to address particular challenges of specific groups of unemployed, in particular of the youth.	
4. Adequate and employment oriented social security systems	High level of in-work poverty, but decreasing.  Low replacement rate for selected households after 12 months of unemployment.	
5. Work-life balance	Low provision of care facilities for children.	
6. Job creation		
7. Gender equality	High gender employment gap in particular among young (20-29) and older (55-64) workers.	
8. Improving skill supply and productivity; Lifelong learning	Low participation in lifelong learning activities.  The system of vocational education and training needs adjustments to the labour market requirements.	
9. Improving education and training systems	Quality of general and higher education and market relevance – mismatch between the skills and jobs on the Polish labour market.	Low level of early school leavers. Tertiary education attainment above the EU average.
10. Wage setting mechanisms and labour cost developments		

# PORTUGAL

## 1. Progress towards the national employment rate target



## 2. Key indicators on labour market performance

### Portugal

Indicator	Unit	2000	2011	2012	2013	2014	Benchmark	2020 national target	2012	2013	2014	2020 EU target
		EU28-total										
Overall employment rate	% of population aged 20 - 64	73.5	68.8 b	66.3	65.4	67.6		75.0	68.4	68.4	69.2	75.0
Early leavers from education and training	% of pop. 18-24 with at most lower sec. educ. and not in further education or training	43.6	23.0 b	20.5	18.9	17.4 b		10.0	12.6	11.9	11.1 b	less than 10
Tertiary educational attainment	Completion of tertiary or equivalent education (30-34)	11.3	26.7 b	27.8	30.0	31.3 b		40.0	36.0	37.1	37.9 b	40.0
Overall employment growth	% change from previous year	2.3	-1.9	-4.1	-2.9	1.4			-0.4	-0.3		
Employment rate of women	% of female population aged 20 - 64	65.1	64.6 b	63.0	62.3	64.2	59.4		62.4	62.6	63.5	
Employment rate of men	% of male population aged 20 - 64	82.3	73.2 b	69.8	68.7	71.3	33.5		74.6	74.3	75.0	
Employment rate of older workers	% of population aged 55 - 64	50.7	47.8 b	46.5	46.9	47.8	37.8		48.7	50.1	51.8	
Employment gender gap	difference in the employment rate between men and women in percentage points	17.2	8.6 b	6.8	6.4	7.1			12.2	11.7	11.5	
Employment rate of young persons	% of population aged 20 - 29	71.2	60.8 b	56.1	52.9	55.1	36.4		60.1	59.5	60.3	
Employment rate of low skilled persons	% of population with at most lower secondary education aged 20 - 64	72.8	65.2 b	62.2	60.8	62.2 b	108.5		52.1	51.4	51.9 b	
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64	:	66.2 b	62.2	58.7	64.3			56.5	55.7	56.5	
Part-time employment	% of total employment	9.9	12.4 b	13.4	13.2	12.1			19.9	20.3		
Temporary employees	% of total employees	19.8	22.0 b	20.5	21.4	21.4			13.7	13.7		
Overall unemployment rate	% of labour force	5.1 e	12.9	15.8	16.4	14.1			10.5	10.9	10.2	
Long-term unemployment	% of labour force	2.1 e	6.2 b	7.7	9.3	8.4	35.0		4.7	5.2	5.1	
Youth unemployment rate	% of youth labour force (15-24)	8.2	30.3 b	37.9	38.1	34.8			23.1	23.5		
Youth NEET rate	% of population aged 15-24	9.0	12.6 b	13.9	14.1	12.3	54.1		13.1	13.0	12.4	
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	72.6	74.5 p	76.1 p	76.8				100.0	100.0		
Labour productivity per hour worked	EU-27 = 100 (based on PPS per hour worked)	62.6	64.6 p	65.3 p	65.3				100.0	100.0		
Nominal unit labour cost growth	% change from previous year	4.4	-0.9 p	-3.0 p	1.9				3.1	0.4		
Real unit labour cost growth	% change from previous year	1.2	-1.1	-2.7	0.1				0.8	-0.4		
Gender pay gap		:	12.8	14.8	13.0	:			16.5 p	16.4 p	:	
Involuntary temporary employment	as % of total employees	8.7	18.8 b	17.9	18.4	18.0			8.3 u	8.5 u	8.7 u	
Newly employed	share of people in current job 12 months or less in total employment	14.3	13.0 b	11.9	12.3	13.8			13.8	13.3	13.8	
At-risk-of-poverty rate of unemployed		:	36.0	38.3	40.3	:			46.2	46.4	:	
unemployment trap - tax rate on low wage earners		:	79.0	79.2	79.9	:			74.4	75.0	:	
Inactivity and part-time work due to personal and family responsibilities		:	1.7 b	1.6	1.5	1.4			5.1	5.4	5.2	
Job vacancy rate	% change over the recent 3 years	:	0.4	0.4	0.4	0.5			1.4	1.5	1.5	
Share of adult population with upper secondary or tertiary education	age 25-64	19.4	34.6 b	37.3	39.8	43.3 b			74.3	75.2	76.0 b	
Percentage of adult population participating in education and training	age 25-64	3.4	11.5 b	10.5	9.7	9.6			9.0	10.5 b	10.7	

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

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

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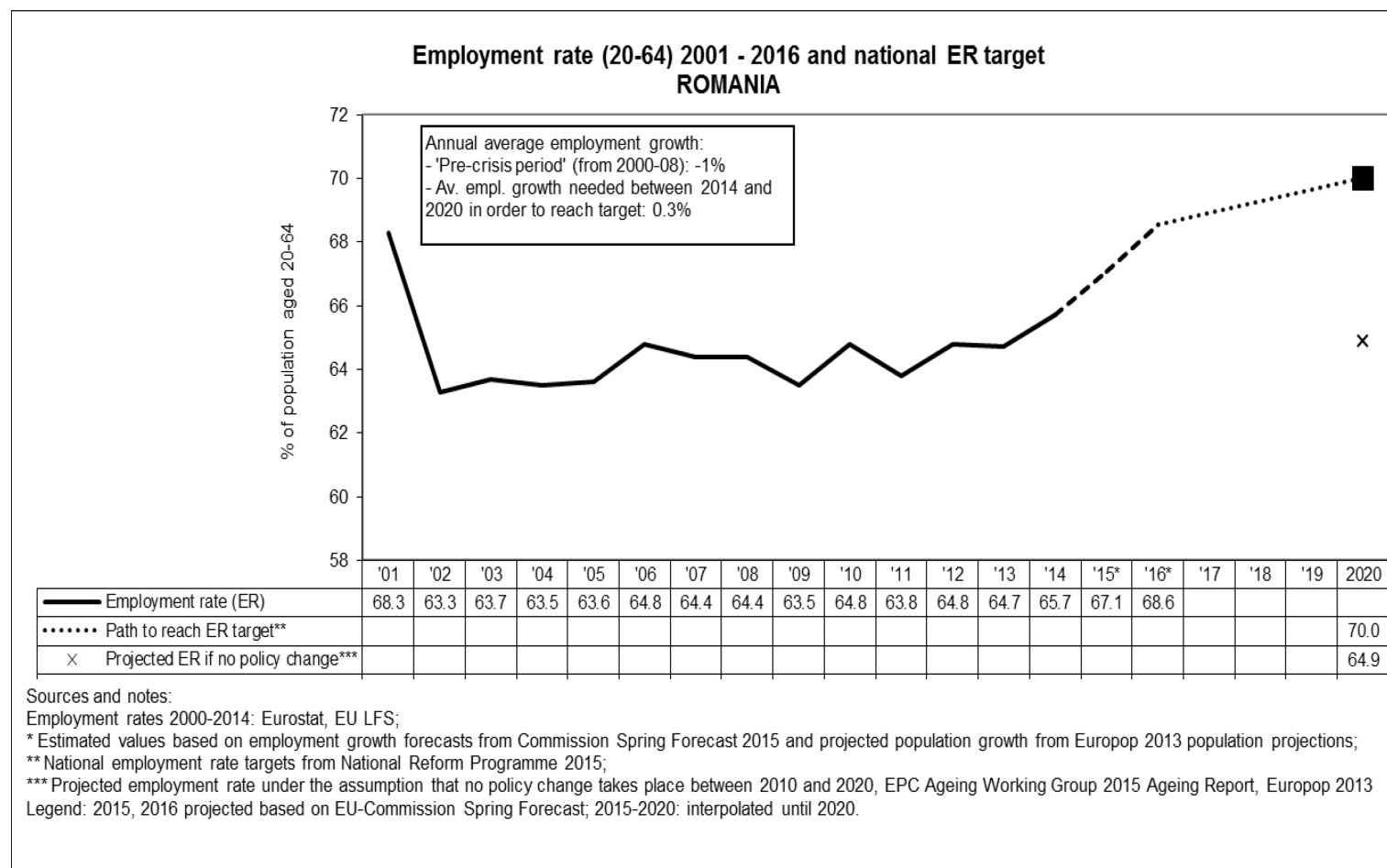


### 3. Key employment challenges Portugal, June 2015

Employment policy area	Key employment challenge	Particularly good labour market outcome
1. Increase labour market participation	Employment rate for older workers lower than the EU average, but showing some recent positive development. Decreasing duration of working life, but still above the EU average (either for men and women).  Youth unemployment rate and ratio are above the EU average.	
2. Enhancing labour market functioning; combating segmentation	Segmented labour market with a high incidence of involuntary temporary contracts.	
3. Active labour market policies	Long-term unemployment is higher than the EU-average. Need to further increase the capacity of the PES.	
4. Adequate and employment oriented social security systems		
5. Work-life balance		High take-up of childcare above 30 hours a week.
6. Job creation	Low job vacancy rate.	
7. Gender equality		
8. Improving skill supply and productivity; Lifelong learning	Adult population with upper secondary and tertiary education below the EU average but showing positive developments Skills mismatch between labour demand and supply.	
9. Improving education and training systems	High rate of early school leavers but with recent improvement.  Tertiary education (30-36) is below the EU-average.	
10. Wage setting mechanisms and labour cost developments		

# ROMANIA

## 1. Progress towards the national employment rate target



## 2. Key indicators on labour market performance

### Romania

Indicator	Unit	2000	2011	2012	2013	2014	Benchmark	2020 national target	2012	2013 EU28-total	2014	2020 EU target
Overall employment rate	% of population aged 20 - 64	69.1	63.8	64.8	64.7	65.7		70.0	68.4	68.4	69.2	75.0
Early leavers from education and training	% of pop. 18-24 with at most lower sec. educ. and not in further education or training	22.9	18.1	17.8	17.3	18.1 b		11.3	12.6	11.9	11.1 b	less than 10
Tertiary educational attainment	Completion of tertiary or equivalent education (30-34)	8.9	20.3	21.7	22.9	25.0 b		26.7	36.0	37.1	37.9 b	40.0
Overall employment growth	% change from previous year	-0.8	-0.8	-4.8	-0.6 p	1.0			-0.4	-0.3		
Employment rate of women	% of female population aged 20 - 64	63.0	56.2	56.7	56.5	57.3	28.1		62.4	62.6	63.5	
Employment rate of men	% of male population aged 20 - 64	75.4	71.5	72.8	72.8	74.0	50.2		74.6	74.3	75.0	
Employment rate of older workers	% of population aged 55 - 64	49.5	39.9	41.6	41.8	43.1	21.3		48.7	50.1	51.8	
Employment gender gap	difference in the employment rate between men and women in percentage points	12.4	15.3	16.1	16.3	16.7			12.2	11.7	11.5	
Employment rate of young persons	% of population aged 20 - 29	62.7	53.3	53.6	53.8	55.2	36.7		60.1	59.5	60.3	
Employment rate of low skilled persons	% of population with at most lower secondary education aged 20 - 64	68.1	51.4	53.1	53.6	55.0 b	76.7		52.1	51.4	51.9 b	
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64	:	:	:	:	:			56.5	55.7	56.5	
Part-time employment	% of total employment	15.6	10.7	10.5	10.3	10.0			19.9	20.3		
Temporary employees	% of total employees	2.9	1.4	1.5	1.4	1.5			13.7	13.7		
Overall unemployment rate	% of labour force	7.6	7.2	6.8	7.1	6.8			10.5	10.9	10.2	
Long-term unemployment	% of labour force	3.9	2.9	3.0	3.2	2.8	88.8		4.7	5.2	5.1	
Youth unemployment rate	% of youth labour force (15-24)	17.8	23.9	22.6	23.7	24.0			23.1	23.5		
Youth NEET rate	% of population aged 15-24	20.2	17.5	16.8	17.0	17.0	19.1		13.1	13.0	12.4	
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	23.8	50.5	51.1	51.7				100.0	100.0		
Labour productivity per hour worked	EU-27 = 100 (based on PPS per hour worked)	21.8	44.0	44.5	45.1				100.0	100.0		
Nominal unit labour cost growth	% change from previous year	64.9	-7.0	4.4	2.5				3.1	0.4		
Real unit labour cost growth	% change from previous year	15.1	-10.6	-0.2	-1.0				0.8	-0.4		
Gender pay gap		:	11.0 e	9.7 e	9.1 e	:			16.5 p	16.4 p	:	
Involuntary temporary employment	as % of total employees	2.0	1.1	1.3	1.2	1.3			8.3 u	8.5 u	8.7 u	
Newly employed	share of people in current job 12 months or less in total employment	:	6.4	5.8	5.6	5.5			13.8	13.3	13.8	
At-risk-of-poverty rate of unemployed		:	47.7	51.8	51.1	:			46.2	46.4	:	
unemployment trap - tax rate on low wage earners		:	52.0	52.1	52.0	:			74.4	75.0	:	
Inactivity and part-time work due to personal and family responsibilities		:	0.9	1.0	1.1	1.0			5.1	5.4	5.2	
Job vacancy rate	% change over the recent 3 years	:	0.7	0.6	0.7	0.7			1.4	1.5	1.5	
Share of adult population with upper secondary or tertiary education	age 25-64	69.3	74.5	75.4	75.7	72.8 b			74.3	75.2	76.0 b	
Percentage of adult population participating in education and training	age 25-64	0.9	1.4	1.3	1.8	1.5			9.0	10.5 b	10.7	

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

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

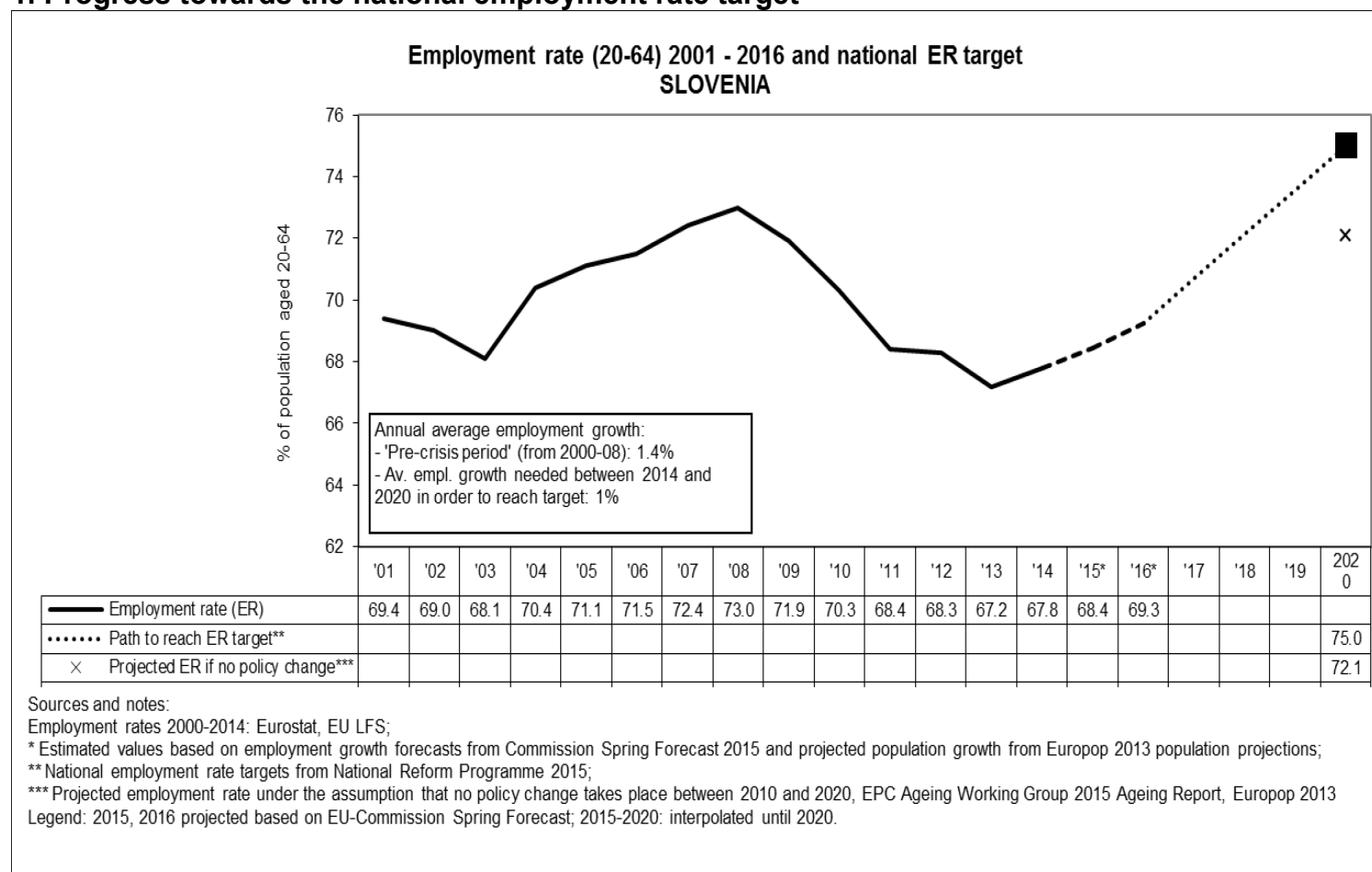
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### 3. Key employment challenges Romania, June 2015

Employment policy area	Key Employment Challenge	Particularly good labour market outcome
1. Increase labour market participation	Low employment rates particularly among young, women and older people. Short duration of working life. Youth NEETs rate above the EU average and high incidence of inactive NEETs.  Extremely low Roma employment.	
2. Enhancing labour market functioning; combating segmentation	High share of employment in agriculture.  Hiring rate significantly lower than the EU average.	Low share of temporary employees and high transitions rates towards permanent employment.  Increasing job tenure.
3. Active labour market policies	ALMP spending at persistently low level.  Low PES Capacity.	
4. Adequate and employment oriented social security systems	High risk of in-work poverty. Net replacement rates of unemployment benefits low (after 12 months of unemployment) and decreasing.	Low unemployment trap. High transitions by labour status and pay level.
5. Work-life balance	High incidence of inactivity and part-time work due to lack of care Limited offer of childcare.	
6. Job creation	Low job vacancy rate. High (though decreasing) tax wedge on low labour incomes.	
7. Gender equality	High gender employment gap.	
8. Improving skill supply and productivity; Lifelong learning	Very low share of tertiary educated adult persons. Participation of adult population in lifelong learning is at a persistently low level. Low public spending on human resources (education).	
9. Improving education and training systems	High levels of early school and education leavers. Low participation in early education (from 4 years to compulsory education). Low attainment rate of tertiary or equivalent education (people aged 30-34). Very high share of low achievers in basic skills (though improving in science and mathematics).  Weak link between education and labour market needs.	
10. Wage setting mechanisms and labour cost developments	Minimum wage setting mechanism.	

# SLOVENIA

## 1. Progress towards the national employment rate target



## 2. Key indicators on labour market performance

### Slovenia

Indicator	Unit	2000	2011	2012	2013	2014	Benchmark	2020 national target	2012	2013 EU28-total	2014	2020 EU target
Overall employment rate	% of population aged 20 - 64	68.5	68.4	68.3	67.2	67.8		75.0	68.4	68.4	69.2	75.0
Early leavers from education and training	% of pop. 18-24 with at most lower sec. educ. and not in further education or training	:	4.2	4.4	3.9	4.4 b		5.0	12.6	11.9	11.1 b	less than 10
Tertiary educational attainment	Completion of tertiary or equivalent education (30-34)	18.5 b	37.9	39.2	40.1	41.0 b		40.0	36.0	37.1	37.9 b	40.0
Overall employment growth	% change from previous year	1.5	-1.6	-0.8	-1.5	0.7			-0.4	-0.3		
Employment rate of women	% of female population aged 20 - 64	63.6	64.8	64.6	63.0	63.6	56.7		62.4	62.6	63.5	
Employment rate of men	% of male population aged 20 - 64	73.2	71.8	71.8	71.2	71.6	35.3		74.6	74.3	75.0	
Employment rate of older workers	% of population aged 55 - 64	22.7	31.2	32.9	33.5	35.4	-5.7		48.7	50.1	51.8	
Employment gender gap	difference in the employment rate between men and women in percentage points	9.6	7.0	7.2	8.2	8.0			12.2	11.7	11.5	
Employment rate of young persons	% of population aged 20 - 29	65.7	60.9	58.5	56.2	55.1	36.4		60.1	59.5	60.3	
Employment rate of low skilled persons	% of population with at most lower secondary education aged 20 - 64	52.7	45.8	46.4	44.6	47.5 b	43.5		52.1	51.4	51.9 b	
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64	:	68.2	63.0	60.1	58.1			56.5	55.7	56.5	
Part-time employment	% of total employment	5.9	10.1	9.5	9.8	10.8			19.9	20.3		
Temporary employees	% of total employees	12.8	18.0	17.0	16.3	16.5			13.7	13.7		
Overall unemployment rate	% of labour force	6.7	8.2	8.9	10.1	9.7			10.5	10.9	10.2	
Long-term unemployment	% of labour force	4.1	3.6	4.3	5.2	5.3	64.8		4.7	5.2	5.1	
Youth unemployment rate	% of youth labour force (15-24)	16.4	15.7	20.6	21.6	20.2			23.1	23.5		
Youth NEET rate	% of population aged 15-24	:	7.1	9.3	9.2	9.4	75.7		13.1	13.0	12.4	
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	76.6	81.1	80.9	81.2				100.0	100.0		
Labour productivity per hour worked	EU-27 = 100 (based on PPS per hour worked)	76.0	86.0	86.5	86.1				100.0	100.0		
Nominal unit labour cost growth	% change from previous year	7.3	-0.7	0.8	-0.8				3.1	0.4		
Real unit labour cost growth	% change from previous year	2.0	-1.9	0.5	-1.8				0.8	-0.4		
Gender pay gap		:	2.3	2.5	3.2	:			16.5 p	16.4 p	:	
Involuntary temporary employment	as % of total employees	6.2	10.2	8.6	9.1	10.8			8.3 u	8.5 u	8.7 u	
Newly employed	share of people in current job 12 months or less in total employment	12.2	11.7	12.2	11.7	9.9			13.8	13.3	13.8	
At-risk-of-poverty rate of unemployed		:	44.6	46.9	46.2	:			46.2	46.4	:	
unemployment trap - tax rate on low wage earners		:	89.7	89.5	89.8	:			74.4	75.0	:	
Inactivity and part-time work due to personal and family responsibilities		:	1.0	0.9	1.1	1.3			5.1	5.4	5.2	
Job vacancy rate	% change over the recent 3 years	:	0.7	0.8	0.8	0.7			1.4	1.5	1.5	
Share of adult population with upper secondary or tertiary education	age 25-64	75.3 b	84.5	85.0	85.5	85.7 b			74.3	75.2	76.0 b	
Percentage of adult population participating in education and training	age 25-64	:	15.9	13.8	12.4	11.9			9.0	10.5 b	10.7	

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

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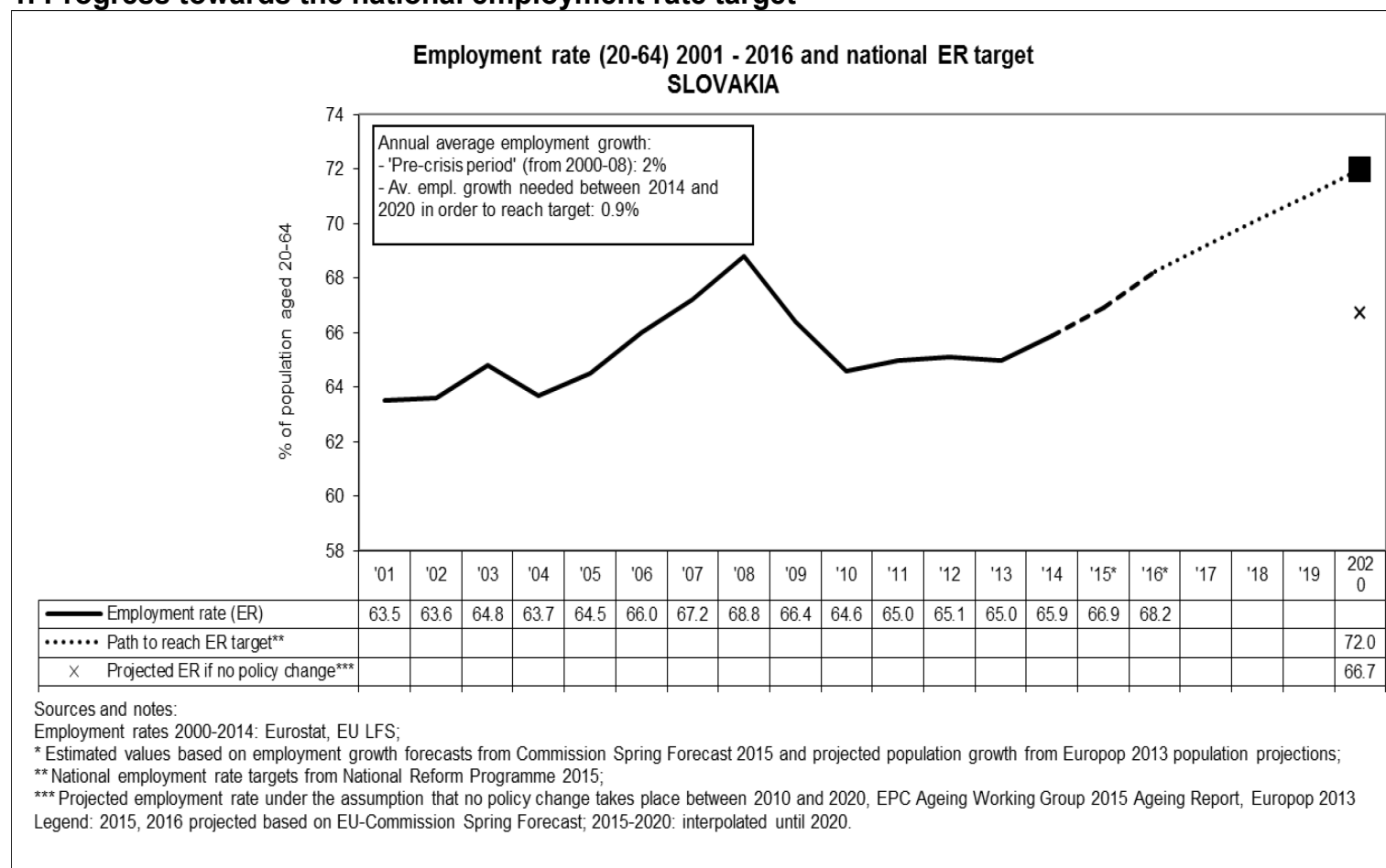
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### 3. Key employment challenges Slovenia, June 2015

Employment policy area	Key Employment Challenge	Particularly good labour market outcome
1. Increase labour market participation	Low employment rates for low-skilled. Very low employment rates of older workers. NEET rate below the EU average but slightly increasing. Short duration of working life.	
2. Enhancing labour market functioning; combating segmentation	Involuntary temporary work for young people around EU average but showing negative development.  Labour market segmentation, affecting particularly the young.	Some positive developments in decreasing share of employees in temporary work.
3. Active labour market policies	High long term unemployment rate.  Persistently low spending on ALMP and low participation of older workers and low skilled workers.	
4. Adequate and employment oriented social security systems	The unemployment trap is higher than the EU average.  In-work poverty risk still below EU average but increasing.	
5. Work-life balance		Employment impact of parenthood is significantly below the EU average.  Good provision of childcare.
6. Job creation		Some positive development in the trends of newly self-employed.
7. Gender equality		Slovenia is performing very well in relation to gender pay gap.  Low influence of care responsibilities on labour market participation of women.
8. Improving skill supply and productivity; Lifelong learning	Employment rate for low skilled (20-64) is below the EU average.  Participation in lifelong learning around EU average but showing some negative developments.	
9. Improving education and training systems		Early school leaving rate is one of the lowest in the EU. High attainment levels in tertiary education.  Higher annual expenditure in higher education per capita.
10. Wage setting mechanisms and labour cost developments	Adaptation of minimum wages that are not in line with productivity development.	Alignment of unit labour cost to productivity developments in recent years.

# SLOVAKIA

## 1. Progress towards the national employment rate target





## 2. Key indicators on labour market performance

### Slovakia

Indicator	Unit	2000	2011	2012	2013	2014	Benchmark	2020 national target	2012	2013 EU28-total	2014	2020 EU target
Overall employment rate	% of population aged 20 - 64	63.5	65.0 b	65.1	65.0	65.9		72.0	68.4	68.4	69.2	75.0
Early leavers from education and training	% of pop. 18-24 with at most lower sec. educ. and not in further education or training	:	5.1 b	5.3	6.4	6.7 b		6.0	12.6	11.9	11.1 b	less than 10
Tertiary educational attainment	Completion of tertiary or equivalent education (30-34)	10.6	23.2 b	23.7	26.9	26.9 b		40.0	36.0	37.1	37.9 b	40.0
Overall employment growth	% change from previous year	-2.0	1.8	0.1	-0.8	1.4			-0.4	-0.3		
Employment rate of women	% of female population aged 20 - 64	57.2	57.4 b	57.3	57.8	58.6	34.0		62.4	62.6	63.5	
Employment rate of men	% of male population aged 20 - 64	70.0	72.5 b	72.8	72.2	73.2	45.3		74.6	74.3	75.0	
Employment rate of older workers	% of population aged 55 - 64	21.3	41.3 b	43.1	44.0	44.8	27.3		48.7	50.1	51.8	
Employment gender gap	difference in the employment rate between men and women in percentage points	12.8	15.1 b	15.5	14.4	14.6			12.2	11.7	11.5	
Employment rate of young persons	% of population aged 20 - 29	57.7	52.0 b	52.2	51.9	53.2	29.9		60.1	59.5	60.3	
Employment rate of low skilled persons	% of population with at most lower secondary education aged 20 - 64	29.5	29.6 b	29.5	30.3	31.6 b	-26.8		52.1	51.4	51.9 b	
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64	:	:	:	:	:			56.5	55.7	56.5	
Part-time employment	% of total employment	1.9	4.2 b	4.1	4.7	5.2			19.9	20.3		
Temporary employees	% of total employees	4.0	6.5 b	6.7	6.8	8.8			13.7	13.7		
Overall unemployment rate	% of labour force	18.9	13.7 i	14.0	14.2	13.2			10.5	10.9	10.2	
Long-term unemployment	% of labour force	10.3	9.3	9.4	10.0	9.3	26.3		4.7	5.2	5.1	
Youth unemployment rate	% of youth labour force (15-24)	36.9	33.4 b	34.0	33.7	29.7			23.1	23.5		
Youth NEET rate	% of population aged 15-24	:	13.8 b	13.8	13.7	12.8	50.4		13.1	13.0	12.4	
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	58.8	81.6	82.1	82.7				100.0	100.0		
Labour productivity per hour worked	EU-27 = 100 (based on PPS per hour worked)	54.9	75.1	75.4	76.6				100.0	100.0		
Nominal unit labour cost growth	% change from previous year	9.5	0.8	1.0	-0.9				3.1	0.4		
Real unit labour cost growth	% change from previous year	0.1	-0.8	-0.2	-1.4				0.8	-0.4		
Gender pay gap		:	20.5	21.5	19.8	:			16.5 p	16.4 p	:	
Involuntary temporary employment	as % of total employees	3.1	5.5 b	5.7	5.9	7.7			8.3 u	8.5 u	8.7 u	
Newly employed	share of people in current job 12 months or less in total employment	:	10.1 b	9.1	9.0	10.6			13.8	13.3	13.8	
At-risk-of-poverty rate of unemployed		:	42.6	44.6	43.8	:			46.2	46.4	:	
unemployment trap - tax rate on low wage earners		:	44.3	44.3	44.3	:			74.4	75.0	:	
Inactivity and part-time work due to personal and family responsibilities		:	4.7 b	4.7	4.7	4.8			5.1	5.4	5.2	
Job vacancy rate	% change over the recent 3 years	:	0.8	0.8	0.8	0.8			1.4	1.5	1.5	
Share of adult population with upper secondary or tertiary education	age 25-64	83.8	91.3 b	91.7	91.9	91.0 b			74.3	75.2	76.0 b	
Percentage of adult population participating in education and training	age 25-64	:	3.9 b	3.1	2.9	3.0			9.0	10.5 b	10.7	

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

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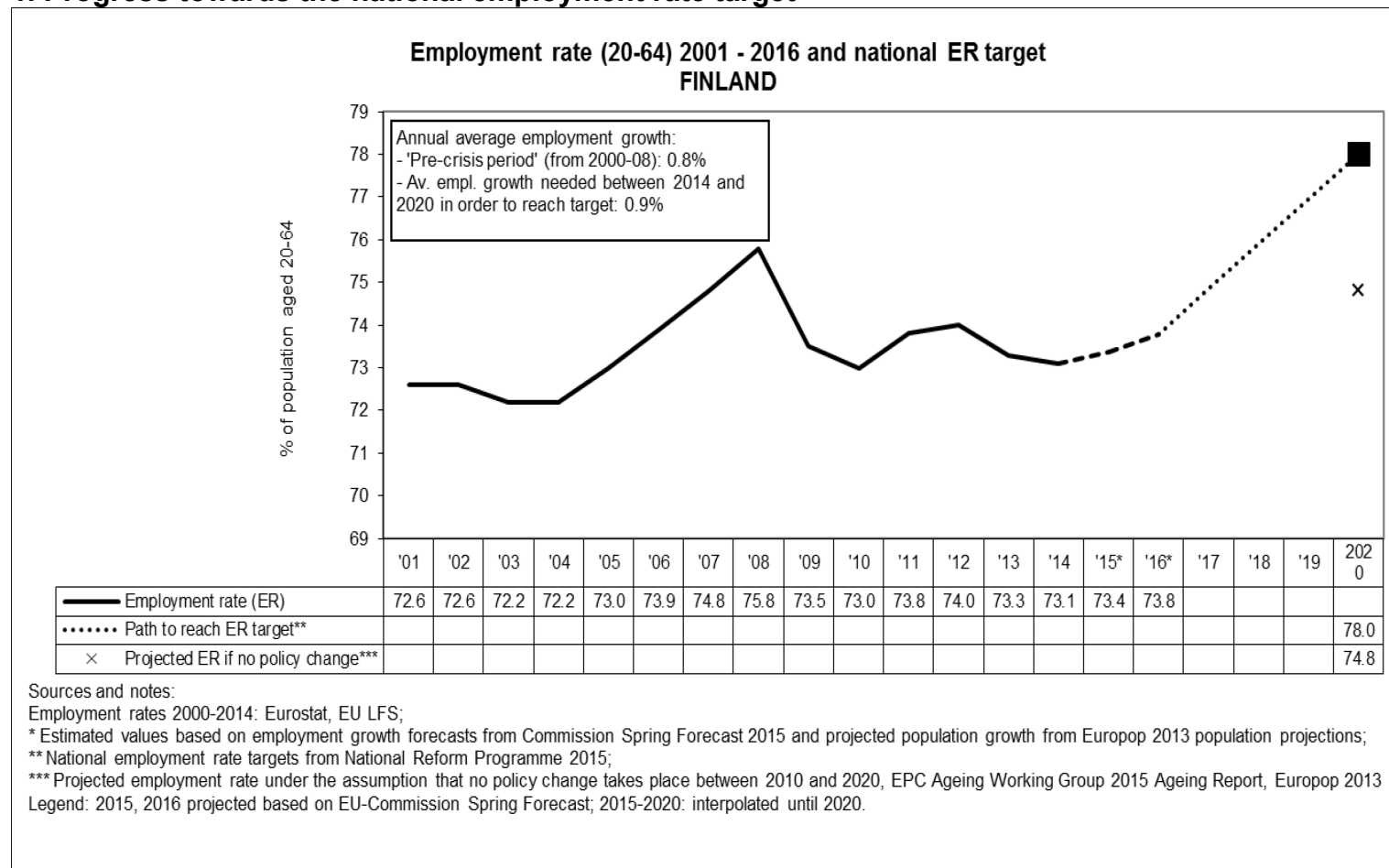
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### 3. Key employment challenges Slovakia, June 2015

Employment Policy Area	Key Employment Challenge	Particularly Good labour market outcome
1. Increase labour market participation	Employment is low for all groups in particular youth and low-skilled.	
2. Enhancing labour market functioning; combating segmentation	Regional disparities – relatively low internal labour mobility.	
3. Active labour market policies	Long-term unemployment significantly higher than the EU-average.	
4. Adequate and employment oriented social security systems	Net replacement rates, in particular for households with more children and low work intensity below the EU average.	
5. Work-life balance	High inactivity due to family responsibility.  Childcare uptake is lower than the EU-average and for children below 3 extremely low.	
6. Job creation		
7. Gender equality	Gender employment gap is higher than the EU-average especially for young women. Employment impact of parenthood on women is among the highest in the EU high. Gender pay gap is high.	
8. Improving skill supply and productivity; Lifelong learning	Participation in lifelong learning is below the EU average. Participation of unemployed in education and training is lower than the EU average.	
9. Improving education and training systems	Spending on education is low.	Low level of early school leavers from education and training.
10. Wage setting mechanisms and labour cost developments		

# FINLAND

## 1. Progress towards the national employment rate target



## 2. Key indicators on labour market performance

### Finland

Indicator	Unit	2000	2011	2012	2013	2014	Benchmark	2020 national target	2012	2013 EU28-total	2014	2020 EU target
Overall employment rate	% of population aged 20 - 64	71.6 b	73.8	74.0	73.3	73.1		78.0	68.4	68.4	69.2	75.0
Early leavers from education and training	% of pop. 18-24 with at most lower sec. educ. and not in further education or training	9.0 b	9.8	8.9	9.3	9.5 b		8.0	12.6	11.9	11.1 b	less than 10
Tertiary educational attainment	Completion of tertiary or equivalent education (30-34)	40.3 b	46.0	45.8	45.1	45.3 b		42.0	36.0	37.1	37.9 b	40.0
Overall employment growth	% change from previous year	2.3	1.3	0.9	-1.5	-0.3			-0.4	-0.3		
Employment rate of women	% of female population aged 20 - 64	68.2 b	71.9	72.5	71.9	72.1	95.3		62.4	62.6	63.5	
Employment rate of men	% of male population aged 20 - 64	74.9 b	75.6	75.5	74.7	74.0	50.2		74.6	74.3	75.0	
Employment rate of older workers	% of population aged 55 - 64	41.6 b	57.0	58.2	58.5	59.1	77.4		48.7	50.1	51.8	
Employment gender gap	difference in the employment rate between men and women in percentage points	6.7 b	3.7	3.0	2.8	1.9			12.2	11.7	11.5	
Employment rate of young persons	% of population aged 20 - 29	68.5 b	67.8	67.8	66.9	65.5	72.1		60.1	59.5	60.3	
Employment rate of low skilled persons	% of population with at most lower secondary education aged 20 - 64	59.1 b	54.1	53.9	52.2	51.7 b	62.1		52.1	51.4	51.9 b	
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64	:	50.6	51.6	53.0	50.0			56.5	55.7	56.5	
Part-time employment	% of total employment	12.2 b	14.9	15.1	15.1	15.4			19.9	20.3		
Temporary employees	% of total employees	17.7 b	15.5	15.5	15.3	15.4			13.7	13.7		
Overall unemployment rate	% of labour force	9.8	7.8	7.7	8.2	8.7			10.5	10.9	10.2	
Long-term unemployment	% of labour force	2.8	1.7	1.6	1.7	1.9	97.5		4.7	5.2	5.1	
Youth unemployment rate	% of youth labour force (15-24)	28.4 b	20.1	19.0	19.9	20.5			23.1	23.5		
Youth NEET rate	% of population aged 15-24	9.7 b	8.4	8.6	9.3	10.2	69.7		13.1	13.0	12.4	
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	116.2	109.7	109.1	107.2				100.0	100.0		
Labour productivity per hour worked	EU-27 = 100 (based on PPS per hour worked)	112.7	108.2	107.0	105.6				100.0	100.0		
Nominal unit labour cost growth	% change from previous year	0.6	1.9	4.6	2.2				3.1	0.4		
Real unit labour cost growth	% change from previous year	-1.9	-0.8	1.6	0.2				0.8	-0.4		
Gender pay gap		:	19.6	19.4	18.7 p	:			16.5 p	16.4 p	:	
Involuntary temporary employment	as % of total employees	10.6 b	10.0	10.4	10.2	10.8			8.3 u	8.5 u	8.7 u	
Newly employed	share of people in current job 12 months or less in total employment	22.4 b	20.1	19.6	19.0	18.6			13.8	13.3	13.8	
At-risk-of-poverty rate of unemployed		:	43.5	45.5	37.5	:			46.2	46.4	:	
unemployment trap - tax rate on low wage earners		:	72.3	75.0	75.6	:			74.4	75.0	:	
Inactivity and part-time work due to personal and family responsibilities		:	3.1	3.0	3.2	2.8			5.1	5.4	5.2	
Job vacancy rate	% change over the recent 3 years	:	1.8	2.0	1.9	1.6			1.4	1.5	1.5	
Share of adult population with upper secondary or tertiary education	age 25-64	73.2 b	83.7	84.8	85.9	86.5 b			74.3	75.2	76.0 b	
Percentage of adult population participating in education and training	age 25-64	17.5 b	23.8	24.5	24.9	25.1			9.0	10.5 b	10.7	

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

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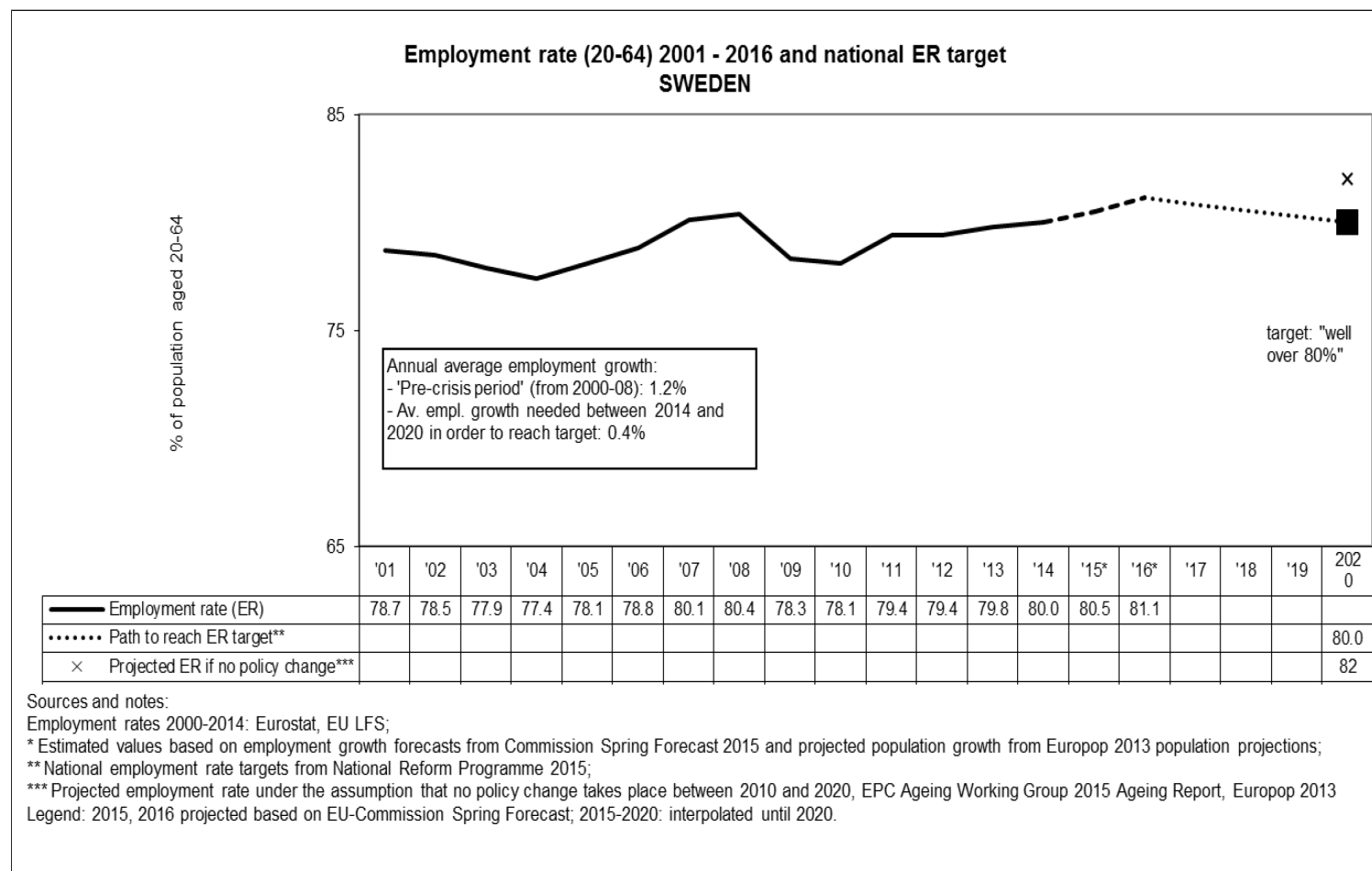
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### 3. Key employment challenges Finland, June 2015

Employment policy area	Key employment challenge	Particularly Good labour market outcome
1. Increase labour market participation	Youth unemployment ratio high.  Increasing trend for youth NEET (15-24).  Decreasing trend for the employment rate of older workers (55-64).	
2. Enhancing labour market functioning; combating segmentation	Comparatively short job tenures for youth (15-24).	
3. Active labour market policies	Long-term unemployment is increasing.	
4. Adequate and employment oriented social security systems		Low in-work poverty risk.
5. Work-life balance		
6. Job creation		
7. Gender equality		Comparatively small gender employment gap.
8. Improving skill supply and productivity; Lifelong learning		
9. Improving education and training systems		High share of well-educated adult population.
10. Wage setting mechanisms and labour cost developments	Wage increases (although more moderate recently) exceed productivity growth.	

# SWEDEN

## 1. Progress towards the national employment rate target



## 2. Key indicators on labour market performance

### Sweden

Indicator	Unit	2000	2011	2012	2013	2014	Benchmark	2020 national target	2012	2013 EU28-total	2014	2020 EU target
Overall employment rate	% of population aged 20 - 64	77.7	79.4	79.4	79.8	80.0		well over 80	68.4	68.4	69.2	75.0
Early leavers from education and training	% of pop. 18-24 with at most lower sec. educ. and not in further education or training	7.3 d	6.6	7.5	7.1	6.7 b		less than 10	12.6	11.9	11.1 b	less than 10
Tertiary educational attainment	Completion of tertiary or equivalent education (30-34)	31.8	46.8	47.9	48.3	49.9 b		40-45	36.0	37.1	37.9 b	40.0
Overall employment growth	% change from previous year	2.5	2.1	0.7	1.0	1.4			-0.4	-0.3		
Employment rate of women	% of female population aged 20 - 64	75.3	76.5	76.8	77.2	77.6	<b>120.2</b>		62.4	62.6	63.5	
Employment rate of men	% of male population aged 20 - 64	80.1	82.1	81.9	82.2	82.2	<b>101.2</b>		74.6	74.3	75.0	
Employment rate of older workers	% of population aged 55 - 64	64.9	72.0	73.0	73.6	74.0	<b>129.6</b>		48.7	50.1	51.8	
Employment gender gap	difference in the employment rate between men and women in percentage points	4.8	5.6	5.1	5.0	4.6			12.2	11.7	11.5	
Employment rate of young persons	% of population aged 20 - 29	66.1	68.4	67.2	67.9	68.5	82.4		60.1	59.5	60.3	
Employment rate of low skilled persons	% of population with at most lower secondary education aged 20 - 64	65.4	63.7	62.9	61.0	61.0 b	<b>103.2</b>		52.1	51.4	51.9 b	
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64	:	47.0	47.7	50.1	51.5			56.5	55.7	56.5	
Part-time employment	% of total employment	22.8	26.5	26.5	26.2	26.2			19.9	20.3		
Temporary employees	% of total employees	14.3	16.5	15.9	16.3	16.8			13.7	13.7		
Overall unemployment rate	% of labour force	5.6 i	7.8	8.0	8.0	7.9			10.5	10.9	10.2	
Long-term unemployment	% of labour force	1.4	1.5	1.5	1.5	1.5	<b>101.3</b>		4.7	5.2	5.1	
Youth unemployment rate	% of youth labour force (15-24)	9.5	22.8	23.6	23.5	22.9			23.1	23.5		
Youth NEET rate	% of population aged 15-24	6.3 d	7.5	7.8	7.5	7.2	<b>92.1</b>		13.1	13.0	12.4	
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	115.7	114.1	114.4	114.6				100.0	100.0		
Labour productivity per hour worked	EU-27 = 100 (based on PPS per hour worked)	119.6	115.4	116.2	116.9				100.0	100.0		
Nominal unit labour cost growth	% change from previous year	5.2	0.1	2.9	0.8				3.1	0.4		
Real unit labour cost growth	% change from previous year	3.7	-1.2	1.9	-0.2				0.8	-0.4		
Gender pay gap		:	15.8	15.9	15.2	:			16.5 p	16.4 p	:	
Involuntary temporary employment	as % of total employees	8.4	9.4	9.1	9.6	10.0			8.3 u	8.5 u	8.7 u	
Newly employed	share of people in current job 12 months or less in total employment	15.3	20.9	20.1	19.8	20.4			13.8	13.3	13.8	
At-risk-of-poverty rate of unemployed		:	38.4	42.2	42.4	:			46.2	46.4	:	
unemployment trap - tax rate on low wage earners		:	73.7	72.3	71.3	:			74.4	75.0	:	
Inactivity and part-time work due to personal and family responsibilities		:	3.7	3.8	3.6	3.5			5.1	5.4	5.2	
Job vacancy rate	% change over the recent 3 years	:	1.2	1.4	1.5	1.5			1.4	1.5	1.5	
Share of adult population with upper secondary or tertiary education	age 25-64	77.2	81.6	82.4	83.2	83.7 b			74.3	75.2	76.0 b	
Percentage of adult population participating in education and training	age 25-64	21.6	24.9	26.7	28.1	28.9			9.0	10.5 b	10.7	

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

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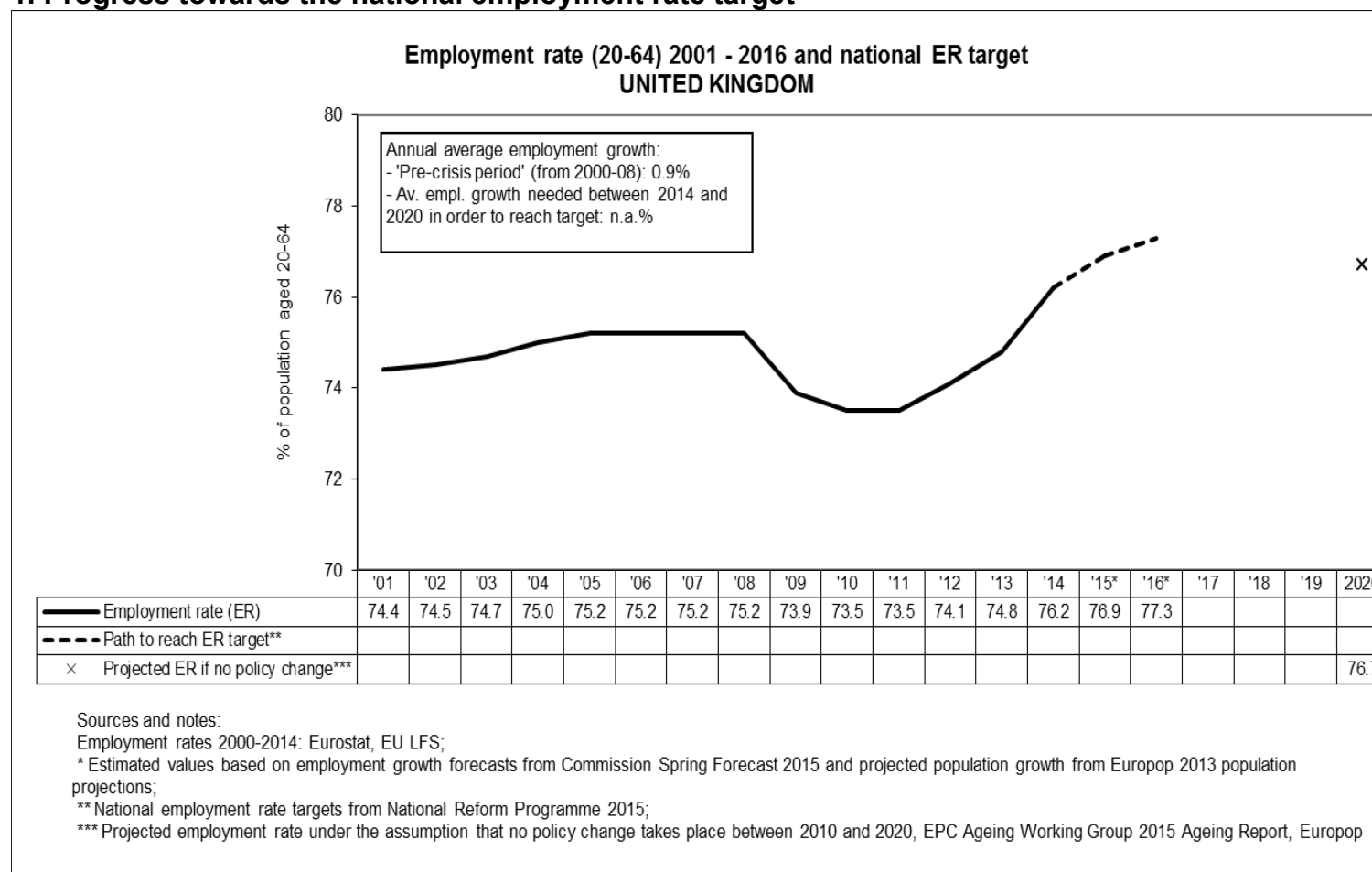
### 3. Key employment challenges Sweden, June 2015

Employment policy area	Key employment challenge	Particularly good labour market outcome
1. Increase labour market participation	Youth unemployment ratio higher than EU average.	Very high employment rate especially for women as well as for the older population. Long duration of working life for men and women.
2. Enhancing labour market functioning; combating segmentation		Hiring rate and newly employed, including youth, significantly better than EU average. Share of long-term unemployment significantly better than EU average.
3. Active labour market policies		ALMP expenditure as % of GDP significantly higher than EU average.
4. Adequate and employment oriented social security systems		
5. Work-life balance		Uptake of childcare significantly higher than the EU average for the 0-3 age category.
6. Job creation	Tax wedge on labour costs higher than the EU average.	
7. Gender equality		
8. Improving skill supply and productivity; Lifelong learning		Participation in lifelong learning and adult education are significantly better than the EU average for employed as well as for unemployed/inactive.
9. Improving education and training systems	Share of low-achievers in reading, science and mathematics around the EU average, but showing significantly negative developments.  Deterioration of education outcomes and equity.	Annual expenditure in tertiary significantly higher than EU average.  Females with tertiary education significantly higher than EU average.
10. Wage setting mechanisms and labour cost developments		



# UNITED KINGDOM

## 1. Progress towards the national employment rate target



## 2. Key indicators on labour market performance

### United Kingdom

Indicator	Unit	2000	2011	2012	2013	2014	Benchmark	2020 national target	2012	2013	2014	2020 EU target
Overall employment rate	% of population aged 20 - 64	74.0	73.5	74.1	74.8	76.2		n.a.	68.4	68.4	69.2	75.0
Early leavers from education and training	% of pop. 18-24 with at most lower sec. educ. and not in further education or training	18.2	14.9 b	13.4	12.3	11.8 b		n.a.	12.6	11.9	11.1 b	less than 10
Tertiary educational attainment	Completion of tertiary or equivalent education (30-34)	29.0	45.5 b	46.9	47.4	47.7 b		n.a.	36.0	37.1	37.9 b	40.0
Overall employment growth	% change from previous year	-6.4	0.5	1.1	1.2	2.3			-0.4	-0.3		
Employment rate of women	% of female population aged 20 - 64	66.8	67.8	68.4	69.3	70.6	88.5		62.4	62.6	63.5	
Employment rate of men	% of male population aged 20 - 64	81.4	79.3	80.0	80.4	81.9	99.4		74.6	74.3	75.0	
Employment rate of older workers	% of population aged 55 - 64	50.7	56.7	58.1	59.8	61.0	84.0		48.7	50.1	51.8	
Employment gender gap	difference in the employment rate between men and women in percentage points	14.6	11.5	11.6	11.1	11.3			12.2	11.7	11.5	
Employment rate of young persons	% of population aged 20 - 29	75.1	69.9 b	69.7	70.7	72.6	96.5		60.1	59.5	60.3	
Employment rate of low skilled persons	% of population with at most lower secondary education aged 20 - 64	64.5	55.6 b	56.4	56.8	58.8 b	93.5		52.1	51.4	51.9 b	
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64	:	62.3	61.4	61.8	62.6			56.5	55.7	56.5	
Part-time employment	% of total employment	25.1	26.7	27.1	26.9	26.6			19.9	20.3		
Temporary employees	% of total employees	6.6	6.0	6.2	6.1	6.3			13.7	13.7		
Overall unemployment rate	% of labour force	5.4	8.1	7.9	7.6	6.1			10.5	10.9	10.2	
Long-term unemployment	% of labour force	1.4	2.7	2.7	2.7	2.2	94.6		4.7	5.2	5.1	
Youth unemployment rate	% of youth labour force (15-24)	12.0	21.3	21.2	20.7	16.9			23.1	23.5		
Youth NEET rate	% of population aged 15-24	10.9	14.2	13.9	13.2	11.9	57.1		13.1	13.0	12.4	
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	113.3	100.3	99.3	99.5				100.0	100.0		
Labour productivity per hour worked	EU-27 = 100 (based on PPS per hour worked)	113.6	100.7	98.3	97.7				100.0	100.0		
Nominal unit labour cost growth	% change from previous year	2.3	1.1	2.6	1.3				3.1	0.4		
Real unit labour cost growth	% change from previous year	1.5	-1.2	1.5	-0.4				0.8	-0.4		
Gender pay gap		:	20.1	19.1	19.7	:			16.5 p	16.4 p	:	
Involuntary temporary employment	as % of total employees	:	:	:	:	:			8.3 u	8.5 u	8.7 u	
Newly employed	share of people in current job 12 months or less in total employment	20.4	15.2	15.5	15.6	16.7			13.8	13.3	13.8	
At-risk-of-poverty rate of unemployed		:	47.2	51.3 b	43.9	:			46.2	46.4	:	
unemployment trap - tax rate on low wage earners		:	65.7	63.9	62.7	:			74.4	75.0	:	
Inactivity and part-time work due to personal and family responsibilities		:	10.7	10.8	10.3	10.3			5.1	5.4	5.2	
Job vacancy rate	% change over the recent 3 years	:	1.7	1.7	1.8	2.0			1.4	1.5	1.5	
Share of adult population with upper secondary or tertiary education	age 25-64	64.4	76.4 b	77.9	78.3	79.2 b			74.3	75.2	76.0 b	
Percentage of adult population participating in education and training	age 25-64	20.5 b	15.7	15.8	16.1	15.8			9.0	10.5 b	10.7	

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

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

Additional note: the benchmark is normalised in the following way: average of highest 5=100, average of lowest 5=0. The interpretation of the benchmark is that it gives the relative distance to the highest 5 performers by subtracting that benchmark for a given country and indicator from the benchmark of the highest 5 performers, thus a 100. Numbers in bold: the country is among the 5 highest performers for this indicator. The numbers in italic: the country is among the lowest 5 performers

### 3. Key employment challenges United Kingdom, June 2015

Employment policy area	Key employment challenge	Particularly Good labour market outcome
1. Increase labour market participation	Youth unemployment, although below the EU average, is considerably higher than the overall unemployment rate.	High employment rate, including for women.
2. Enhancing labour market functioning; combating segmentation		High transition rates from temporary to permanent employment.
3. Active labour market policies		
4. Adequate and employment oriented social security systems	Comparatively low transitions by pay level.	
5. Work-life balance	High employment impact of parenthood.  High inactivity and part-time work due to lack of suitable care services for children and other dependants.	
6. Job creation		Strong employment growth with a high number of vacancies.
7. Gender equality		
8. Improving skill supply and productivity; Lifelong learning	High number of young people leaving school with poor basic skills.	
9. Improving education and training systems	Number of early school leavers is slightly above the EU average.	The share of the population with tertiary education is higher than EU average.
10. Wage setting mechanisms and labour cost developments		

# Annex A. National Targets

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

MS	Employment rate (Headline target: 75% for age group 20-64)	Early leavers from education and training (Headline target: less than 10%)	Tertiary educational attainment (Headline target: at least 40%)	National sub-targets (%)
AT	77-78	9.5	38	
BE	73.2	9.5	47	ER of women 69.1; NEET 8.2; ER of older workers 50.0; difference between ER-non and EU citizens <16.5
BG	76	11	36	Reducing the level of unemployment among young people (aged 15-29) to 7% in 2020; Achieving a level of Employment among elderly people (aged 55-64) of 53% in 2020
CY	75-77	10	46	
CZ	75	5.5	32	ER of women 65.0; ER of older workers 55.0; unemployment rate (15-24) reduced by 1/3; unemployment rate of low-skilled reduced (ISCED 0- 2) by 1/4.
DE	77	less than 10	42	ER older workers 60.0; ER of women 73.0
DK	80	less than 10	at least 40	95% of a youth cohort should complete upper secondary educ. and 50% tertiary educ.
EE	76	9.5	40	Youth unemployment 10.0; long-term unemployment 2.5; productivity per employed person 80.0; share of adults (25-64) with no professional qualification 30.0; participation rate in lifelong learning among adults (25-64) 20.0; labour participation rate (15-64) 75.0
EL	70	9.7	32	
ES	74	15	44	ER of women 68.5
FI	78	8	42	
FR	75	9.5	50	ER of women 70.0
HR	65.2	4	35	
HU	75	10	34	
IE	69-71	8	60	
IT	67-69	15-16	26-27	
LT	72.8	less than 9	40	ER of women 69.5; ER of men 76.5; ER of older workers 53.4
LU	73	less than 10	40	
LV	73	13.4	34-36	
MT	70.0	10	33	
NL	80	less than 8	45	
PL	71	4.5	45	
PT	75	10	40	
RO	70	11.3	26.7	
SE	well over 80	less than 10	40-45	
SI	75	5	40	
SK	72	6	40	Long-term unemployment rate of 3% by 2020
UK	n.a.	n.a.	n.a.	
<b>EU average*</b>	<b>73.7-74.0</b>			

Source: National Reform Programmes 2015

\* Weighted average of all 27 EU Member States excluding the UK which has not set a national employment rate target

Note: HR revised their ER national target in 2015 from 62.9% to 65.2%

HU revised the Tertiary education national target in 2015

**Table A2: EU and national headline target benchmark, reference year 2014**

Country		EU28	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	UK
Overall employment rate	difference to target	-5.8	-7.7	-9.9	-1.5	0.9	2.7	-0.7	-8	-21.7	-15.1	-5.2	-15.8	-15.1	-7.4	-4.3	-3.2	-2.9	-8.3	-8.7	1.1	-0.8	-8.5	-7.4	-9.3	-7.2	-9.1	-1.9	5	1.2
	difference to EU average	0	-1.9	-4.1	4.3	6.7	8.5	5.1	-2.2	-15.9	-9.3	0.6	-10	-9.3	-1.6	1.5	2.6	2.9	-2.5	-2.9	6.9	5	-2.7	-1.6	-3.5	-1.4	-3.3	3.9	10.8	7
	difference to national target	-5.8	-5.9	-10.9	-1.5	-4.1	0.7	-1.7	-2	-16.7	-14.1	-5.2	:	-7.1	-7.4	-2.3	-1	-0.9	-8.3	-3.7	-3.9	-2.8	-4.5	-7.4	-4.3	-7.2	-6.1	-4.9	0	:
Early leavers from education and training	difference to target	1.1	-0.2	2.9	-4.5	-2.3	-0.5	1.4	-3.1	-1	11.9	-1.5	-7.3	5	-3.2	-1.5	-4.1	-3.9	1.4	10.4	-1.4	-3	-4.6	7.4	8.1	-5.6	-3.3	-0.5	-3.3	1.8
	difference to EU average	0	-1.3	1.8	-5.6	-3.4	-1.6	0.3	-4.2	-2.1	10.8	-2.6	-8.4	3.9	-4.3	-2.6	-5.2	-5	0.3	9.3	-2.5	-4.1	-5.7	6.3	7	-6.7	-4.4	-1.6	-4.4	0.7
	difference to national target	1.1	0.3	1.9	0	-2.3	-0.5	1.9	-1.1	-0.7	6.9	-1	:	-1	-3.2	-4.9	-3.1	-3.9	1.4	10.4	0.6	-2.5	0.9	7.4	6.8	-0.6	0.7	1.5	-3.3	:
Tertiary educational attainment	difference to target	-2.1	3.8	-9.1	-11.8	4.1	-8.6	6.6	12.2	-2.8	2.3	4.1	-7.8	-16.1	12.5	-0.1	13.3	12.7	-5.9	-13.4	4.6	0	2.1	-8.7	-15	1	-13.1	5.3	9.9	7.7
	difference to EU average	0	5.9	-7	-9.7	6.2	-6.5	8.7	14.3	-0.7	4.4	6.2	-5.7	-14	14.6	2	15.4	14.8	-3.8	-11.3	6.7	2.1	4.2	-6.6	-12.9	3.1	-11	7.4	12	9.8
	difference national target	-2.1	-3.2	-5.1	-3.8	4.1	-10.6	6.6	-7.8	5.2	-1.7	-5.9	:	-2.1	6.5	5.9	4.6	-13.3	0.1	-6.4	4.6	2	-2.9	-8.7	-1.7	1	-13.1	3.3	9.9	:

Sources: DG EMPL calculations on the basis of Eurostat database (labour market statistics)

These indicators gives for each EU member state the difference between the level for an indicator to the agreed headline target, to the EU average in 2014 and the national targets.

Note: In the case of Germany, the inclusion of post-secondary education for Germany (ISCED 4) gives levels of respectively 44.5% for the rate of tertiary education or equivalent in 2013 (national data sources), thus changing the difference to the EU and national targets for this headline target. The national targets are given as an average in the countries with an upper and lower level are defined (AT, CY, IE, IT). There is no available information in the case of UK

# Annex B. Statistical Data

Table B1: National employment rate targets compared to current and projected 2020 employment rates (all age group 20-64)

Member State															estimated <sup>1)</sup>		2020 national employmen t rate target (%)	Context data					
	Average annual employment grow th during "pre- crisis" period (from 2000 to 2008) (%)	Estimated average annual 2013 - 2020 employment grow th necessary to reach national target (%) April '14 EPM	Estimated average annual 2014 - 2020 employment grow th necessary to reach national target (%) April '15 EPM	Projected grow th of w orking age population over total 2010 - 2020 period (%)	EPC AWG emprate projections for 2020 ("no policy change scenario") (%)	Difference betw een target and projected employment rate under "no policy change scenario" (percentage points)																	
	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016		2020	2000-08 <sup>2)</sup>	2013-20	2014-20	2010-20	2020
AT	71.5	71.8	72.0	69.5	70.4	71.6	72.8	73.8	73.4	73.9	74.2	74.4	74.6	74.2	74.3	74.5	77-78	0.9	0.6-0.8	1-1.2	0.5	76.8	0.2-1.2
BE	65.0	65.0	64.7	65.6	66.5	66.5	67.7	68.0	67.1	67.6	67.3	67.2	67.2	67.3	67.2	67.4	73.2	1.0	1.5	1.9	0.5	69.9	3.3
BG	54.8	55.8	58.0	60.1	61.9	65.1	68.4	70.7	68.8	65.4	62.9	63.0	63.5	65.1	66.1	67.3	76.0	2.0	1.8	1.3	-1.0	66.7	9.3
CY	74.1	75.1	75.4	74.9	74.4	75.8	76.8	76.5	75.3	75.0	73.4	70.2	67.2	67.6	67.1	67.9	75-77	3.3	1.7-2.1	1.8-2.2	0.4	69.6	5.4-7.4
CZ	71.2	71.6	70.7	70.1	70.7	71.2	72.0	72.4	70.9	70.4	70.9	71.5	72.5	73.5	74.3	75.1	75.0	0.9	0.1	-0.4	-0.7	75.0	0.0
DE	69.1	68.8	68.4	68.8	69.4	71.1	72.9	74.0	74.2	74.9	76.5	76.9	77.3	77.7	78.5	79.4	77.0	0.7	-0.5	-0.6	-0.4	78.7	-1.7
DK	78.3	77.7	77.3	77.6	78.0	79.4	79.0	79.7	77.5	75.8	75.7	75.4	75.6	75.9	76.2	76.7	80.0	0.4	1.0	1.1	0.2	78.4	1.6
EE	67.4	68.0	69.6	70.3	72.0	75.9	76.9	77.1	70.0	66.8	70.6	72.2	73.3	74.3	75.6	76.2	76.0	1.3	-0.1	-0.9	-0.9	75.7	0.3
EL	61.5	62.5	63.6	63.9	64.4	65.6	65.8	66.3	65.6	63.8	59.6	55.0	52.9	53.3	54.0	56.0	70.0	1.6	3.6	3.8	-0.8	60.5	9.5
ES	62.1	63.1	64.3	65.4	67.5	69.0	69.7	68.5	64.0	62.8	62.0	59.6	58.6	59.9	61.9	63.8	74.0	3.7	3.0	2.9	-0.6	66.3	7.7
FI	72.6	72.6	72.2	72.2	73.0	73.9	74.8	75.8	73.5	73.0	73.8	74.0	73.3	73.1	73.4	73.8	78.0	0.8	0.8	0.9	-0.2	74.8	3.2
FR	68.5	68.7	69.7	69.5	69.4	69.3	69.8	70.4	69.5	69.3	69.3	69.4	69.6	69.8	70.3	71.1	75.0	1.4	1.0	1.1	-0.1	71.0	4.0
HR		58.4	58.3	59.6	60.0	60.6	63.9	64.9	64.2	62.1	59.8	58.1	57.2	59.2	59.5	60.2	65.2		1.9	1.0	-0.5	60.0	5.2
HU	61.3	61.4	62.4	62.1	62.2	62.6	62.3	61.5	60.1	59.9	60.4	61.6	63.0	66.7	68.3	69.4	75.0	0.2	2.2	1.3	-0.5	70.9	4.1
IE	71.1	70.7	70.6	71.5	72.6	73.4	73.8	72.2	66.9	64.6	63.8	63.7	65.5	67.0	68.6	70.1	69-71	3.4	0.3-0.7	-0.1-0.3	-0.6	67.6	1.4-3.4
IT	58.5	59.4	60.0	61.6	61.5	62.4	62.7	62.9	61.6	61.0	61.0	60.9	59.7	59.9	60.3	60.7	67-69	1	1.9-2.3	2-2.5	0.1	62.9	4.1-6.1
LT	64.2	67.2	68.9	69.3	70.7	71.3	72.7	72.0	67.0	64.3	66.9	68.5	69.9	71.8	74.0	76.3	72.8	0.2	-0.3	-1.8	-1.8	69.9	2.9
LU	67.7	68.2	67.2	67.7	69.0	69.1	69.6	68.8	70.4	70.7	70.1	71.4	71.1	72.1	72.2	72.3	73.0	1.5	1.7	2.4	2.2	72.1	0.9
LV	65.1	66.5	67.8	67.9	69.1	73.2	75.2	75.4	66.6	64.3	66.3	68.1	69.7	70.7	72.0	73.5	73.0	1.2	-0.2	-1.2	-1.7	70.9	2.1
MT	57.2	57.7	57.8	57.9	57.4	57.9	58.6	59.2	59.0	60.1	61.6	63.1	64.8	66.3	68.0	69.7	70.0	1.6	1.0	0.8	0.0	69.4	0.6
NL	75.4	75.8	75.2	74.9	75.1	76.3	77.8	78.9	78.8	76.8	77.0	77.2	76.5	76.1	76.9	77.8	80.0	1.0	0.5	0.7	-0.1	78.0	2.0
PL	59.4	57.4	57.1	57.3	58.3	60.1	62.7	65.0	64.9	64.3	64.5	64.7	64.9	66.5	67.3	68.1	71.0	1.2	1.0	0.3	-0.5	68.2	2.8
PT	73.9	73.6	72.9	72.5	72.2	72.6	72.5	73.1	71.1	70.3	68.8	66.3	65.4	67.6	68.6	69.7	75.0	0.4	1.4	1.0	-0.7	69.8	5.2
RO	68.3	63.3	63.7	63.5	63.6	64.8	64.4	64.4	63.5	64.8	63.8	64.8	64.7	65.7	67.1	68.6	70.0	-1.0	0.9	0.3	-0.7	64.9	5.1
SE	78.7	78.5	77.9	77.4	78.1	78.8	80.1	80.4	78.3	78.1	79.4	79.4	79.8	80.0	80.5	81.1	well over 80	1.2	0.3	0.4	0.5	82.0	-2.0
SI	69.4	69.0	68.1	70.4	71.1	71.5	72.4	73.0	71.9	70.3	68.4	68.3	67.2	67.8	68.4	69.3	75.0	1.4	1.2	1.0	-0.6	72.1	2.9
SK	63.5	63.6	64.8	63.7	64.5	66.0	67.2	68.8	66.4	64.6	65.0	65.1	65.0	65.9	66.9	68.2	72	2.0	1.3	0.9	-0.3	66.7	5.3
UK	74.4	74.5	74.7	75.0	75.2	75.2	75.2	75.2	73.9	73.5	73.5	74.1	74.8	76.2	76.9	77.3	n.a.	0.9	n.a.	n.a.	0.3	76.7	n.a.
EU28		66.7	67.0	67.4	67.9	68.9	69.8	70.3	68.9	68.6	68.6	68.4	68.4	69.2	70.0	71.0	75	1.3	0.87-0.94	0.73-0.8	-0.2	71.3	2.4-2.7
EA18	66.2	66.5	66.9	67.3	67.9	68.9	69.8	70.2	68.8	68.4	68.5	68.0	67.7	68.2	#N/A	#N/A	73.8-74.2	1.4	1.05-1.14	1.2-1.3	0.0	70.8	n.a.

Sources: EU Labour Force Survey, National Reform Programmes 2015, DG Employment calculations based on EU LFS and AMECO database, Eurostat population projections (EUROPOP 2013), EPC Ageing Working Group 2015 Ageing Report, EUROPOP 2013

\* Average excluding the UK which did not state a national employment rate target.

<sup>1)</sup> Estimated on the basis of the EU Commission's Spring 2015 Economic Forecast (employment growth) and Eurostat Europop 2013 population projection

<sup>2)</sup> EU28 as from 2002

PT: Break in the series between 2011 and 2012, PL: Break in series between 2010 and 2011

**Table B2: Development in the main indicators under the 10 Policy Areas, reference year 2014**

		EU28	BE	BG	CZ	DK	DE	EE	IE	EL	ES	FR	HR	IT	CY	LV
Employment rate (20-64)	Level	69.20	67.30	65.10	73.50	75.90	77.70	74.30	67.00	53.30	59.90	69.80	59.20	59.90	67.60	70.70
	y-o-y change (%-pts)	0.80	0.10	1.60	1.00	0.30	0.40	1.00	1.50	0.40	1.30	0.20	2.00	0.20	0.40	1.00
	Change recent 3 y ears (%-pts)	0.60	0.00	2.20	2.60	0.20	1.20	3.70	3.20	-6.30	-2.10	0.50	-0.60	-1.10	-5.80	4.40
Youth NEET (15-24)	Level	12.40	12.00	20.20	8.10	5.80	6.40	11.70	15.20	19.10	17.10	10.70	19.30	22.10	17.00	12.00
	y-o-y change (%-pts)	-0.60	-0.70	-1.40	-1.00	-0.20	0.10	0.40	-0.90	-1.30	-1.50	-0.50	-0.30	-0.10	-1.70	-1.00
	Change recent 3 y ears (%-pts)	-0.50	0.20	-1.60	-0.20	-0.50	-1.10	0.10	-3.60	1.70	-1.10	-1.20	3.10	2.40	2.40	-4.00
ER older people (55-64)	Level	51.80	42.70	50.00	54.00	63.20	65.60	64.00	53.00	34.00	44.30	47.10	36.30	46.20	46.90	56.40
	y-o-y change (%-pts)	1.70	1.00	2.60	2.40	1.50	2.00	1.40	1.70	-1.60	1.10	1.50	-1.50	3.50	-2.70	1.60
	Change recent 3 y ears (%-pts)	4.50	4.00	5.40	6.30	3.70	5.60	6.50	3.00	-5.50	-0.20	5.60	-1.90	8.40	-7.90	5.90
ER non-EU nat (20-64)	Level	56.50	40.50		78.60	56.20	57.70	66.70	54.70	54.10	51.80	48.30	37.10	60.60	77.50	62.80
	y-o-y change (%-pts)	0.80	0.60		-0.50	-1.80	-0.20	-0.30	0.20	4.70	1.80	-0.30	2.80	0.30	3.20	2.60
	Change recent 3 y ears (%-pts)	-1.30	0.90		5.50	0.80	0.70	2.60	-3.10	-8.40	-4.70	1.20	-2.10	-4.20	2.40	3.60
Involuntary temp empl as % total employees 15-64	Level	8.70	6.60	3.40	8.00	4.60	2.86	0.90	6.53	10.00	22.00	9.50	8.00	9.90	17.90	2.10
	y-o-y change (%-pts)	0.20	0.30	-0.60	0.50	0.20	-0.28	-0.30	-0.31	1.00	0.70	-0.10	0.80	0.20	1.20	-0.90
	Change recent 3 y ears (%-pts)	0.20	-0.20	0.60	1.60	0.50	-0.67	-0.70	0.50	-0.10	-1.00	0.90	1.50	0.50	4.50	-2.80
Newly employed in %	Level	13.80	12.00	11.50	10.80	22.70	13.90	16.50	14.60	10.60	16.70	13.10	12.50	10.00	19.40	15.80
	y-o-y change (%-pts)	0.50	0.40	-0.90	0.50	0.60	-0.10	0.10	0.70	2.00	1.60	0.20	2.70	0.50	3.00	-2.10
	Change recent 3 y ears (%-pts)	-0.20	-1.40	0.10	-0.70	1.50	-1.10	-2.20	2.00	3.00	0.60	-2.00	2.80	-0.40	2.70	-4.00
Long term unemployment	Level	5.10	4.30	6.90	2.70	1.70	2.20	3.30	6.70	19.50	12.90	4.40	10.10	7.80	7.70	4.70
	y-o-y change (%-pts)	-0.10	0.40	-0.50	-0.30	-0.10	-0.10	-0.50	-1.20	1.00	-0.10	0.20	-0.90	0.90	1.60	-1.10
	Change recent 3 y ears (%-pts)	0.90	0.80	0.60	0.00	-0.10	-0.60	-3.80	-2.00	10.70	4.00	0.60	1.70	3.50	6.10	-4.10
At-risk of poverty rate of unemployed	Level	46.40	46.20	47.60	44.50	36.30	69.30	54.80	34.10	46.30	44.70	35.70	43.20	46.80	33.60	53.30
	y-o-y change (%-pts)	0.20	11.40	-0.90	-2.20	9.60	0.00	-0.80	0.10	0.50	1.20	-0.30	0.00	2.40	2.10	-2.60
	Change recent 3 y ears (%-pts)	1.10	15.80	-0.70	3.90	0.00	-1.00	8.10	6.20	7.80	4.40	2.20	-1.90	3.20	-2.20	3.30
Unemployment trap	Level	75.00	93.40	81.60	80.10	89.80	73.00	63.70	74.50	50.80	81.70	77.20		79.60		89.40
	y-o-y change (%-pts)	0.60	1.50	0.00	0.00	0.00	-0.30	-0.60	0.30	-0.80	-1.10	-0.10		2.30		-0.70
	Change recent 3 y ears (%-pts)	0.20	2.40	0.70	0.10	0.20	0.10	1.00	-3.70	-0.60	-0.90	0.30		1.20		-0.50
Inactivity or part-time work due to family responsibilities total	Level	5.24	4.31	2.52	4.99	0.74	6.74	4.32	6.44	1.66	2.56	4.69	1.06	5.06	2.74	1.91
	y-o-y change (%-pts)	-0.12	0.04	0.03	-0.11	-0.11	0.02	-0.22	0.33	-0.11	-0.24	-0.61	-0.60	0.02	-0.45	0.16
	Change recent 3 y ears (%-pts)	0.16	0.81	0.22	-0.01	-0.10	0.91	0.30	4.07	-0.17	-0.44	1.36	-0.64	-0.53	-0.49	-0.01
Employment growth over 3 years	Level	0.00	0.40	-2.60	1.20	0.40	2.60	3.70	3.50	-10.70	-5.00	0.20	-3.60	-2.00	-10.90	2.40
		0.60	-1.00	2.50	0.70	0.70	-0.50	-5.90	3.50	6.80	3.60	-0.40	6.20	-0.20	-2.10	-3.00
		2.30	-1.50	5.00	4.30	5.70	0.80	12.80	16.70	-0.80	5.20	0.60	4.60	0.00	-10.70	21.20
Job vacancy rate (av over 3 most recent years)	Level	1.50	2.30	0.70	1.10	1.30	2.70	1.40	0.70	0.80	0.70	0.60	1.00	0.50	0.60	0.40
	y-o-y change (%-pts)	0.00	0.10	0.00	0.20	0.10	0.10	0.00	0.00	0.00	-0.10	0.00	1.00	-0.10	-0.10	0.00
	Change recent 3 y ears (%-pts)	0.10	0.40	0.00	0.10	0.10	0.40	0.30	0.20	-0.50	-0.30	0.10	1.00	-0.10	-1.70	0.10
Gender employment gap (20-64)	Level	11.50	8.70	6.10	17.50	7.30	9.20	7.70	11.80	18.30	10.20	7.40	10.00	19.40	7.70	4.60
	y-o-y change (%-pts)	-0.20	-1.50	0.40	0.30	1.00	-0.40	1.10	1.20	-1.10	0.60	-0.70	1.20	-0.40	-2.70	0.40
	Change recent 3 y ears (%-pts)	-1.20	-2.80	-0.10	-0.70	0.70	-1.20	2.00	3.00	-3.80	-1.40	-1.90	-2.50	-3.20	-4.20	2.40
Gender pay gap	Level	16.40	9.80	13.50	22.10	16.40	21.60	29.90	14.40		19.30	15.20	7.40	7.30	15.80	14.40
	y-o-y change (%-pts)	-0.10	-0.20	-1.20	-0.10	-0.40	-0.80	-0.10	2.70		0.00	-0.20	4.50	0.60	-0.40	0.60
	Change recent 3 y ears (%-pts)	0.30	-0.40	0.50	0.50	0.50	-0.70	2.20	1.80		3.10	-0.40	1.70	2.00	-1.00	-1.10
Adults with medium or high education	Level	76.00	73.60	81.10	93.20	79.60	86.90	91.20	78.80	68.40	56.60	77.40	82.90	59.30	77.60	89.50
	y-o-y change (%-pts)	0.80	0.80	-0.70	0.40	1.30	0.20	0.60	2.10	1.20	1.10	2.30	1.60	1.10	-0.90	0.10
	Change recent 3 y ears (%-pts)	2.60	2.30	1.10	0.90	2.70	0.30	2.10	5.20	3.80	2.60	5.80	4.70	3.30	2.40	1.60
Life long learning (25-64)	Level	10.70	7.10	1.80	9.30	31.70	7.90	11.50	6.70	3.00	9.80	18.60	2.50	8.00	6.90	5.50
	y-o-y change (%-pts)	0.20	0.40	0.10	-0.40	0.30	0.10	-1.10	-0.60	0.00	-1.30	0.90	-0.40	1.80	0.00	-1.00
	Change recent 3 y ears (%-pts)	1.80	0.00	0.50	-2.10	-0.60	0.10	-0.40	-0.10	0.50	-1.20	13.10	-0.10	2.30	-0.60	0.40
Early leavers from education and training (18-24)	Level	11.10	9.80	12.90	5.50	7.70	9.50	11.40	6.90	9.00	21.90	8.50	2.70	15.00	6.80	8.50
	y-o-y change (%-pts)	-0.80	-1.20	0.40	0.10	-0.30	-0.30	1.70	-1.50	-1.10	-1.70	-1.20	-1.80	-1.80	-2.30	-1.30
	Change recent 3 y ears (%-pts)	-2.30	-2.50	1.10	0.60	-1.90	-2.10	0.80	-3.90	-3.90	-4.40	-3.40	-2.30	-2.80	-4.50	-3.10
Completion of tertiary or equivalent education (30-34)	Level	37.90	43.80	30.90	28.20	44.10	31.40	46.60	52.20	37.20	42.30	44.10	32.20	23.90	52.50	39.90
	y-o-y change (%-pts)	0.80	1.10	1.50	1.50	0.70	-1.50	2.90	-0.40	2.30	0.00	0.00	6.60	1.40	4.70	-0.80
	Change recent 3 y ears (%-pts)	3.10	1.20	3.60	4.50	2.90	0.80	6.40	2.50	8.10	0.40	0.80	8.30	3.50	6.30	4.00
Nom ULC growth over 3 years	Level	5.00	5.80	12.30	4.50	5.10	7.60	17.50	5.60	-11.60	-3.90	3.90	-4.20	3.20	-12.30	15.50

Source: Joint Assessment Framework update spring 2015

		EU28	LT	LU	HU	MT	NL	AT	PL	PT	RO	SI	SK	FI	SE	UK
Employment rate (20-64)	Level	69.20	71.80	72.10	66.70	66.30	76.10	74.20	66.50	67.60	65.70	67.80	65.90	73.10	80.00	76.20
	y-o-y change (%-pts)	0.80	1.90	1.00	3.70	1.50	-0.40	-0.40	1.60	2.20	1.00	0.60	0.90	-0.20	0.20	1.40
	Change recent 3 y ears (%-pts)	0.60	4.90	2.00	6.30	4.70	-0.90	0.00	2.00	-1.20	1.90	-0.60	0.90	-0.70	0.60	2.70
Youth NEET (15-24)	Level	12.40	9.90	6.30	13.60	11.50	5.00	7.70	12.00	12.30	17.00	9.40	12.80	10.20	7.20	11.90
	y-o-y change (%-pts)	-0.60	-1.20	1.30	-1.90	1.60	-0.10	0.40	-0.20	-1.80	0.00	0.20	-0.90	0.90	-0.30	-1.30
	Change recent 3 y ears (%-pts)	-0.50	-1.90	1.60	0.40	1.30	1.20	0.40	0.50	-0.30	-0.50	2.30	-1.00	1.80	-0.30	-2.30
ER older people (55-64)	Level	51.80	56.20	42.50	41.70	37.70	60.80	45.10	42.50	47.80	43.10	35.40	44.80	59.10	74.00	61.00
	y-o-y change (%-pts)	1.70	2.80	2.00	3.80	1.40	0.70	1.30	1.90	0.90	1.30	1.90	0.80	0.60	0.40	1.20
	Change recent 3 y ears (%-pts)	4.50	6.00	3.20	6.40	4.50	4.70	5.20	5.60	0.00	3.20	4.20	3.50	2.10	2.00	4.30
ER non-EU nat (20-64)	Level	56.50	72.90	57.00	72.60	65.40	50.80	56.20	65.40	64.30		58.10		50.00	51.50	62.60
	y-o-y change (%-pts)	0.80	2.10	-4.50	8.40	1.60	0.50	-1.20	3.40	5.60		-2.00		-3.00	1.40	0.80
	Change recent 3 y ears (%-pts)	-1.30	16.90	-1.80	20.30	2.80	-1.20	-3.80	4.90	-1.90		-10.10		-0.60	4.50	0.30
Involuntary temp empl as % total employees 15-64	Level	8.70	1.60	4.40	8.00	4.40	9.50	0.80	18.80	18.00	1.30	10.80	7.70	10.80	10.00	
	y-o-y change (%-pts)	0.20	-0.10	0.70	0.00	0.50	1.30	0.00	0.90	-0.40	0.10	1.70	1.80	0.60	0.40	
	Change recent 3 y ears (%-pts)	0.20	-0.10	1.20	2.00	1.10	3.60	0.00	2.30	-0.80	0.20	0.60	2.20	0.80	0.60	
Newly employed in %	Level	13.80	15.90	13.60	15.60	12.00	14.90	15.40	12.70	13.80	5.50	9.90	10.60	18.60	20.40	16.70
	y-o-y change (%-pts)	0.50	-1.50	1.10	0.00	-0.60	0.30	-0.60	0.70	1.50	-0.10	-1.80	1.60	-0.40	0.60	1.10
	Change recent 3 y ears (%-pts)	-0.20	-1.90	0.40	2.30	-0.20	-0.90	-1.50	-0.30	0.80	-0.90	-1.80	0.50	-1.50	-0.50	1.50
Long term unemployment	Level	5.10	4.80	1.60	3.70	2.70	3.00	1.50	3.80	8.40	2.80	5.30	9.30	1.90	1.50	2.20
	y-o-y change (%-pts)	-0.10	-0.30	-0.20	-1.20	-0.20	0.40	0.20	-0.60	-0.90	-0.40	0.10	-0.70	0.20	0.00	-0.50
	Change recent 3 y ears (%-pts)	0.90	-3.20	0.20	-1.50	-0.40	1.30	0.30	0.20	2.20	-0.10	1.70	0.00	0.20	0.00	-0.50
At-risk of poverty rate of unemployed	Level	46.40	61.00	53.00	52.40	49.60	34.20	44.90	43.70	40.30	51.10	46.20	43.80	37.50	42.40	43.90
	y-o-y change (%-pts)	0.20	6.60	1.10	1.80	1.40	0.90	-0.90	1.20	2.00	-0.70	-0.70	-0.80	-8.00	0.20	-7.40
	Change recent 3 y ears (%-pts)	1.10	4.90	9.70	5.80	6.80	2.40	4.60	-1.70	3.90	5.70	2.10	2.70	-7.80	6.10	-3.50
Unemployment trap	Level	75.00	64.40	86.50	78.80	56.00	83.80	67.80	79.90	79.90	52.00	89.80	44.30	75.60	71.30	62.70
	y-o-y change (%-pts)	0.60	-2.20	0.40	-0.70	0.10	-0.20	0.20	-0.90	0.70	-0.10	0.30	0.00	0.60	-1.00	-1.20
	Change recent 3 y ears (%-pts)	0.20	-5.40	0.80	-1.10	-2.60	-0.20	0.60	-1.70	0.90	-5.60	6.60	1.70	3.30	-3.40	-2.10
Inactivity or part-time work due to family responsibilities total	Level	5.24	1.74	4.00	4.41	4.64	10.71	8.25	3.15	1.42	0.96	1.31	4.79	2.82	3.49	10.30
	y-o-y change (%-pts)	-0.12	0.09	-0.10	-0.21	-0.55	-0.20	0.25	-0.19	-0.09	-0.11	0.20	0.07	-0.34	-0.09	0.02
	Change recent 3 y ears (%-pts)	0.16	0.28	-1.11	-0.32	0.38	-1.03	0.28	-0.26	-0.24	0.02	0.34	0.06	-0.25	-0.20	-0.39
Employment growth over 3 years	Level	0.00	5.20	7.50	4.30	11.00	-2.00	2.80	1.70	-5.50	-4.40	-1.60	0.70	-1.00	3.10	4.60
	y-o-y change (%-pts)	0.60	1.60	0.10	3.20	1.50	-1.10	-0.80	1.10	3.10	1.80	2.30	-0.30	-1.60	-0.70	1.80
	Change recent 3 y ears (%-pts)	2.30	17.40	-0.30	7.00	6.40	-1.30	0.60	3.50	0.50	-1.40	3.90	2.40	0.80	2.50	5.40
Job vacancy rate (av over 3 most recent years)	Level	1.50	0.90	0.80	1.20		1.30	1.80	0.40	0.50	0.70	0.70	0.80	1.60	1.50	2.00
	y-o-y change (%-pts)	0.00	0.00	0.00	0.10		-0.10	-0.10	-0.10	0.10	0.00	-0.10	0.00	-0.30	0.00	0.20
	Change recent 3 y ears (%-pts)	0.10	0.20	0.20	0.20		-0.30	0.00	-0.20	0.10	0.00	0.00	0.00	-0.20	0.30	0.30
Gender employment gap (20-64)	Level	11.50	2.50	12.90	13.30	28.40	10.70	8.20	14.20	7.10	16.70	8.00	14.60	1.90	4.60	11.30
	y-o-y change (%-pts)	-0.20	-0.10	-1.20	0.90	-1.20	1.00	-0.90	-0.30	0.70	0.40	-0.20	0.20	-0.90	-0.40	0.20
	Change recent 3 y ears (%-pts)	-1.20	1.90	-3.30	1.60	-6.80	-0.50	-1.80	-0.50	-1.50	1.40	1.00	-0.50	-1.80	-1.00	-0.20
Gender pay gap	Level	16.40	13.30	8.60	18.40	5.10	16.00	23.00	6.40	13.00	9.10	3.20	19.80	18.70	15.20	19.70
	y-o-y change (%-pts)	-0.10	0.70	0.00	-1.70	-1.40	-0.90	-0.40	0.00	-1.80	-0.60	0.70	-1.70	-0.70	-0.70	0.60
	Change recent 3 y ears (%-pts)	0.30	-1.30	-0.10	0.80	-2.10	-1.80	-1.00	1.90	0.20	0.30	2.30	0.20	-1.60	-0.20	0.20
Adults with medium or high education	Level	76.00	93.30	82.00	83.10	42.20	76.00	83.90	90.50	43.30	72.80	85.70	91.00	86.50	83.70	79.20
	y-o-y change (%-pts)	0.80	-0.10	1.50	0.60	1.70	0.20	0.90	0.40	3.50	-2.90	0.20	-0.90	0.60	0.50	0.90
	Change recent 3 y ears (%-pts)	2.60	0.40	4.70	1.60	6.70	3.70	1.50	1.60	8.70	-1.70	1.20	-0.30	2.80	2.10	2.80
Life long learning (25-64)	Level	10.70	5.00	14.00	3.20	7.10	17.80	14.20	4.00	9.60	1.50	11.90	3.00	25.10	28.90	15.80
	y-o-y change (%-pts)	0.20	-0.70	-0.40	0.20	-0.50	0.40	0.20	-0.30	-0.10	-0.30	-0.50	0.10	0.20	0.80	-0.30
	Change recent 3 y ears (%-pts)	1.80	-0.70	0.40	0.60	0.70	1.10	0.80	-0.40	-1.90	0.10	-4.00	-0.90	1.30	4.00	0.10
Early leavers from education and training (18-24)	Level	11.10	5.90	6.10	11.40	20.40	8.60	7.00	5.40	17.40	18.10	4.40	6.70	9.50	6.70	11.80
	y-o-y change (%-pts)	-0.80	-0.40	0.00	-0.50	-0.10	-0.60	-0.50	-0.20	-1.50	0.80	0.50	0.30	0.20	-0.40	-0.50
	Change recent 3 y ears (%-pts)	-2.30	-1.50	-0.10	0.00	-2.30	-0.50	-1.50	-0.20	-5.60	0.00	0.20	1.60	-0.30	0.10	-3.10
Completion of tertiary or equivalent education (30-34)	Level	37.90	53.30	52.70	34.10	26.60	44.60	40.00	42.10	31.30	25.00	41.00	26.90	45.30	49.90	47.70
	y-o-y change (%-pts)	0.80	2.00	0.20	1.80	0.60	1.50	12.90	1.60	1.30	2.10	0.90	0.00	0.20	1.60	0.30
	Change recent 3 y ears (%-pts)	3.10	7.60	4.50	5.90	3.20	3.50	16.40	5.60	4.60	4.70	3.10	3.70	-0.70	3.10	2.20
Nom ULC growth over 3 years	Level	5.00	8.90	10.50	7.20	6.90	5.60	8.20		-1.60	1.50	-0.10	3.70	8.30	7.10	4.70

Source: Joint Assessment Framework update spring 2015



## Annex C. Benchmarking June 2015

The aim of the benchmarking tool is:

1. To facilitate the monitoring of the development towards a selected number of indicators which show developments in the labour, including the headline targets.
2. To help creating a momentum and apply peer pressure to improve performance in Member States.

For this reason it was decided to use the 5 best performing countries as the benchmark to analyse the main development at the labour market in EU and in the MS - alerting about the countries with the main challenges in the various areas in the labour market. Using the best performers means that the best performers might be different from indicator to indicator as some countries might be best performers for some indicators but not others. This means that the group of 5 best performers will not be the same all the time. This also applies to the use of the tool from one year to the other as the best performing countries change from one year to another.

The benchmarking is a normalised index where the average of the 5 best performers is set to 100 and the average of the lowest 5 is set to 0 for each of the chosen indicators. For each EU Member States and each indicator, normalised indices are calculated corresponding to the level of the indicator in the MS. These indices demonstrate the relative distance between the MS's level and the average of the best 5 performers.

Mathematical the normalised index for each MS and each indicator is calculated as:

$$\left( \frac{\text{Level of the indicator in MS} - \text{average of the lowest 5 performers}}{\text{average of the best 5 performers} - \text{average of the lowest 5 performers}} \right) * 100$$

From the formula it can be shown that the benchmark index of the average of the best 5 performers equals to 100 and the corresponding index for the average of the lowest 5 performers equals to zero. Naturally, in the group of the 5 best performers, there will be MS with a level above the average of the group and correspondingly, within the group of the lowest 5 performers there will be MS with levels below the average of the group. Due to the definition of the benchmark, this implies that some MS who belong in the group of the highest 5 will have a benchmark index of above 100 and some MS who belong to the group of the lowest 5 will have a benchmark index of below 0.

**Table C1: Benchmark for the main labour market indicators, reference year 2014<sup>7</sup>**

Country	Employment rate of women						Employment rate of men						Employment rate of older workers						Employment rate of young persons					
	2000	2008	2011	2012	2013	2014	2000	2008	2011	2012	2013	2014	2000	2008	2011	2012	2013	2014	2000	2008	2011	2012	2013	2014
Avg 5 Highest (level)	69.7	74.2	72.7	73.0	73.1	73.1	83.7	84.0	81.2	81.3	81.4	82.0	54.3	61.6	61.2	62.9	64.3	65.6	77.4	77.4	73.8	73.5	73.8	73.6
Avg 5 Highest	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Avg 5 Lowest (level)	43.2	50.9	50.1	49.9	49.9	51.1	66.5	72.2	66.6	65.3	64.6	65.9	22.7	31.9	34.9	35.5	36.2	37.0	53.1	55.9	48.7	45.8	43.1	44.5
Avg 5 Lowest	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BE	48.3	44.7	50.4	51.1	52.5	53.5	52.1	21.3	44	46.2	46.0	35.3	11.5	8.8	14.5	14.5	19.5	19.9	62.5	40.0	47.0	49.2	48.2	45.7
BG	28.3	62.3	42.8	44.6	46.5	49.5	-36.9	33.1	-4	3.2	10.9	13.6	-5.9	47.5	36.9	37.1	39.8	45.5	-28.2	27.9	7.1	14.9	17.5	18.9
CZ	70.7	49.9	51.2	54.5	59.8	61.7	79.4	<b>82.9</b>	<b>91</b>	<b>92.9</b>	<b>97.6</b>	<b>101.2</b>	43.1	52.9	48.7	50.3	54.7	59.5	53.0	33.5	37.9	43.4	52.1	53.9
DK	<b>112.3</b>	<b>105.7</b>	<b>98.7</b>	<b>96.5</b>	<b>96.9</b>	<b>95.7</b>	<b>95.1</b>	<b>99.0</b>	85	82.9	84.0	84.5	<b>104.4</b>	<b>89.3</b>	<b>93.5</b>	<b>92.3</b>	<b>90.7</b>	<b>91.7</b>	<b>99.0</b>	<b>106.4</b>	83.8	78.4	80.1	79.3
DE	66.9	72.6	<b>93.8</b>	<b>93.9</b>	<b>97.3</b>	<b>99.8</b>	57.9	66.9	<b>104</b>	<b>104.7</b>	<b>104.2</b>	<b>101.9</b>	47.2	73.5	<b>95.4</b>	<b>95.2</b>	<b>97.4</b>	<b>100.1</b>	71.9	63.2	<b>90.6</b>	<b>91.1</b>	<b>91.5</b>	<b>91.7</b>
EE	74.1	<b>94.5</b>	78.3	84.4	87.0	88.5	24.8	78.7	47	61.1	72.1	77.0	70.6	<b>102.4</b>	<b>85.9</b>	<b>91.2</b>	<b>93.9</b>	<b>94.5</b>	46.1	64.6	51.0	57.9	64.5	72.1
IE	55.5	57.2	41.0	41.1	44.7	45.8	<b>94.5</b>	67.7	11	17.6	37.6	44.0	71.6	74.1	57.4	50.3	53.7	56.0	<b>97.0</b>	80.4	37.1	44.2	54.0	52.5
EL	8.6	7.4	-6.4	-20.3	-28.5	-30.9	71.3	66.9	29	-1.7	-11.0	-20.6	51.6	37.4	17.6	3.5	-2.2	-10.6	18.6	9.8	-9.3	-20.1	-20.9	-21.3
ES	4.8	34.4	26.4	20.3	16.7	16.8	60.2	48.3	7	-4.2	-6.9	-5.7	45.3	45.8	36.6	30.6	24.8	25.5	22.7	47.9	11.5	4.1	4.8	4.1
FR	64.6	62.7	64.5	65.8	67.6	68.5	52.7	28.0	51	53.7	54.3	47.8	22.9	21.2	25.2	32.7	33.4	35.3	41.5	42.8	54.2	55.0	58.3	56.7
HR	:	26.3	15.3	11.7	12.4	14.1	:	6.1	-4	-9.8	-17.6	-10.7	:	17.5	12.6	7.2	5.6	-2.5	:	26.5	4.3	3.4	5.5	13.7
IT	-3.9	-1.2	-1.1	2.6	-0.1	-3.6	36.4	26.4	40	38.7	30.5	23.5	15.9	8.1	11.1	17.4	23.1	32.2	-13.1	-11.6	-8.1	-2.4	-6.9	-15.5
CY	59.7	74.3	77.8	64.5	52.9	58.1	<b>115.5</b>	<b>110.0</b>	<b>89</b>	67.4	47.7	35.3	84.5	77.2	75.7	55.4	47.6	34.6	<b>92.4</b>	<b>84.6</b>	74.6	63.3	49.5	54.9
LV	60.8	90.2	67.2	71.4	76.6	78.9	9.7	60.1	6	29.4	43.6	44.7	42.2	<b>91.6</b>	59.3	63.1	66.1	67.9	35.4	70.2	35.5	54.3	62.2	70.7
LT	78.2	76.5	73.0	77.9	80.5	88.5	5.0	28.9	4	23.8	39.4	44.7	56.1	71.1	58.2	59.1	61.1	67.2	36.6	27.4	13.9	35.9	49.8	61.8
LU	40.0	39.6	52.1	61.5	60.3	65.3	82.3	42.4	79	82.3	79.8	77.6	12.8	7.4	16.8	20.0	15.2	19.2	61.7	16.7	41.5	49.6	46.9	53.6
HU	40.4	16.8	20.2	27.3	30.1	41.3	13.7	-29.4	-2	12.6	28.1	47.1	-1.5	-3.4	1.6	2.0	6.0	16.4	26.4	-5.1	5.9	16.7	29.6	41.9
MT	-37.9	-49.3	-28.1	-14.3	-0.5	3.6	83.5	53.4	85	86.7	88.1	89.4	18.5	-6.1	-6.4	-3.1	0.3	2.4	86.7	<b>93.9</b>	<b>101.0</b>	<b>101.2</b>	<b>107.2</b>	<b>107.5</b>
NL	79.0	<b>91.5</b>	<b>94.2</b>	<b>95.2</b>	<b>93.4</b>	<b>88.9</b>	<b>103.3</b>	<b>112.5</b>	<b>110</b>	<b>107.2</b>	<b>99.4</b>	<b>96.3</b>	49.1	71.1	80.6	<b>84.3</b>	<b>85.0</b>	83.3	<b>121.2</b>	<b>128.3</b>	<b>119.7</b>	<b>116.3</b>	<b>109.1</b>	<b>106.1</b>
AT	72.2	71.8	84.5	85.3	86.6	86.2	81.7	66.9	86	87.3	86.3	77.0	19.4	23.2	19.1	22.1	27.0	28.3	87.5	<b>86.9</b>	<b>104.2</b>	<b>105.1</b>	<b>102.3</b>	<b>98.2</b>
PL	41.5	27.6	31.3	32.9	33.1	37.7	8.5	6.9	36	41.8	44.8	47.8	18.1	-1.0	7.7	11.5	15.6	19.2	3.8	28.3	41.5	46.3	48.8	53.9
PT	<b>82.8</b>	69.6	64.1	56.7	53.4	59.4	<b>91.6</b>	61.0	45	28.1	24.6	33.5	<b>88.6</b>	63.3	49.1	40.1	38.0	37.8	74.4	54.8	48.2	37.3	31.9	36.4
RO	74.8	27.6	26.9	29.4	28.4	28.1	51.5	-4.9	33	46.8	48.9	50.2	<b>84.8</b>	37.7	19.1	22.1	19.9	21.3	39.5	-9.8	18.3	28.3	34.8	36.7
SI	77.1	75.6	65.0	63.6	56.4	56.7	38.7	44.1	35	40.6	39.4	35.3	0.1	3.0	-14.0	-9.6	-9.7	-5.7	51.8	63.2	48.6	46.0	42.6	36.4
SK	52.9	40.4	32.2	32.0	34.0	34.0	20.1	44.1	40	46.8	45.4	45.3	-4.3	24.6	24.4	27.6	27.7	27.3	19.0	20.0	13.1	23.2	28.6	29.9
FI	<b>94.5</b>	<b>95.4</b>	<b>96.5</b>	<b>97.8</b>	<b>94.7</b>	<b>95.3</b>	48.6	52.5	62	63.6	60.2	50.2	59.9	82.9	<b>84.0</b>	82.8	79.3	77.4	63.3	76.7	76.2	79.5	77.5	72.1
SE	<b>121.3</b>	<b>113.0</b>	<b>116.8</b>	<b>116.5</b>	<b>117.6</b>	<b>120.2</b>	78.8	<b>95.6</b>	<b>106</b>	<b>103.5</b>	<b>104.8</b>	<b>101.2</b>	<b>133.5</b>	<b>128.7</b>	<b>141.0</b>	<b>136.9</b>	<b>133.0</b>	<b>129.6</b>	53.4	74.3	78.6	77.3	80.8	82.4
UK	<b>89.2</b>	76.9	78.3	80.1	83.5	88.5	86.4	81.2	87	<b>91.7</b>	<b>94.1</b>	<b>99.4</b>	<b>88.6</b>	<b>87.9</b>	82.9	82.5	83.9	<b>84.0</b>	<b>90.4</b>	83.6	<b>84.6</b>	<b>86.4</b>	<b>89.9</b>	<b>96.5</b>
EU28	:	51.2	53.9	54.1	54.7	56.3	:	47.5	57	58.0	57.8	56.5	:	45.8	47.2	48.1	49.4	51.8	:	45.1	49.8	51.7	53.4	54.3

Sources: DG EMPL calculations on the basis of Eurostat database (labour market statistics, national accounts):

<sup>7</sup> Notes: The figures which are in bold signify that the country is among the 5 highest performers for that specific indicator and those that are in boxes signify that the country is among the 5 lowest performers for that specific indicator.

**Table C1 (cont): Benchmark for the main labour market indicators**

	Employment rate of low skilled persons						Employment rate of medium skilled persons						Employment rate of high skilled persons						Newly employed					
	2000	2008	2011	2012	2013	2014	2000	2008	2011	2012	2013	2014	2000	2008	2011	2012	2013	2014	2000	2008	2011	2012	2013	2014
Avg 5 Highest (level)	67.0	67.0	63.7	61.6	60.2	60.3	79.0	79.9	77.9	77.9	78.0	78.3	87.6	87.8	87.0	87.0	87.3	87.5	22.2	21.4	20.1	19.4	19.2	19.6
Avg 5 Highest	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Avg 5 Lowest (level)	36.4	39.6	34.6	35.3	36.0	37.7	62.1	64.5	60.3	58.8	57.9	58.9	78.1	80.6	76.4	74.7	73.7	74.3	8.3	9.5	8.8	8.3	8.5	9.3
Avg 5 Lowest	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BE	48.4	34.8	43.6	44.9	44.7	39.5	41.5	36.5	48.8	50.8	53.3	42.8	76.6	33.0	52.8	57.7	53.6	58.3	43.3	34.2	40.4	40.6	28.9	26.2
BG	3.7	25.3	7.2	3.5	3.7	4.2	-3.6	63.2	25.5	29.8	34.0	38.1	-7.1	75.9	45.3	52.0	51.4	56.0	38.4	22.7	35.1	36.3	21.3	21.3
CZ	30.8	19.1	19.9	12.6	18.2	17.4	67.6	59.3	64.6	71.8	75.7	78.9	73.4	35.7	44.3	52.8	64.7	59.8	-26.7	15.8	23.5	21.6	16.8	14.5
DK	90.6	105.8	94.2	94.7	97.6	97.9	106.8	112.0	98.6	95.4	97.5	96.4	105.9	107.8	86.0	91.9	91.2	87.8	115.4	136.6	109.4	114.9	126.6	130.7
DE	53.3	59.5	78.4	85.6	92.2	89.9	46.9	63.2	90.7	94.3	96.5	99.0	52.5	70.4	107.8	105.7	102.2	101.4	50.5	51.0	54.5	57.8	51.2	44.7
EE	15.8	69.4	47.4	53.6	86.4	95.2	33.2	78.2	55.0	62.9	62.8	63.4	45.2	64.8	25.4	54.5	63.2	66.6	78.6	52.7	87.3	85.0	73.6	70.1
IE	65.4	62.5	34.7	29.3	42.2	36.4	75.3	56.7	7.4	15.1	24.0	29.4	89.1	49.6	27.3	35.0	41.1	44.7	96.0	63.6	33.3	46.0	50.3	51.6
EL	67.4	75.9	64.9	48.3	40.5	39.1	-8.9	-7.7	-22.7	-38.9	-45.5	-50.0	26.4	19.1	-22.9	-35.8	-40.6	-50.5	14.4	-1.8	-11.0	-10.1	0.9	12.5
ES	60.2	72.3	58.1	49.5	46.3	46.6	-8.3	39.8	11.3	6.7	2.2	1.0	-29.1	19.1	4.5	4.1	2.8	8.5	99.6	98.0	64.2	60.5	61.5	72.1
FR	61.8	62.8	70.4	73.8	73.2	69.6	57.5	52.1	56.1	57.6	58.3	53.6	7.5	10.8	44.3	55.3	56.6	52.3	59.2	53.5	55.4	59.6	41.0	36.9
HR	:	29.3	29.9	20.6	10.3	2.8	:	13.1	2.3	-2.7	-3.3	-2.1	:	34.3	9.3	14.6	14.6	31.1	:	14.1	7.6	8.9	12.1	31.1
IT	42.2	45.7	53.3	55.9	52.9	48.8	14.8	30.7	34.6	35.0	30.0	26.3	30.5	-29.4	6.4	16.3	16.1	9.2	22.4	23.3	13.8	17.0	9.3	6.6
CY	85.7	89.4	104.8	85.6	78.2	74.9	61.1	75.6	60.7	51.8	33.5	29.4	78.7	81.4	45.3	33.3	19.0	22.8	72.9	76.2	69.6	75.0	73.6	98.4
LV	17.7	63.6	41.6	57.1	53.8	54.6	17.2	71.7	17.0	26.1	42.4	49.0	15.9	88.4	66.1	86.2	77.2	68.9	:	69.5	97.0	91.3	87.5	63.3
LT	3.0	9.3	-9.6	-0.3	4.5	19.2	18.4	33.3	4.0	20.9	30.5	34.5	12.8	96.7	102.1	100.0	102.2	106.6	49.1	52.7	79.3	70.5	82.9	64.3
LU	72.6	73.8	82.5	94.3	93.5	86.8	47.4	12.5	29.5	41.3	41.4	42.3	24.3	41.3	68.9	72.4	67.6	65.9	26.0	0.7	38.6	38.8	37.2	41.8
HU	0.1	-7.1	5.5	6.2	8.7	29.4	36.8	-2.5	9.1	22.5	33.0	45.9	41.0	-19.7	19.7	30.9	37.4	49.2	31.0	37.6	39.5	57.8	66.1	61.3
MT	50.4	36.2	53.6	58.2	65.8	69.6	88.4	70.4	75.4	90.7	93.5	96.4	77.6	74.5	92.6	87.0	94.8	94.6	37.5	20.8	29.7	37.0	38.2	26.2
NL	75.6	90.9	95.9	103.8	103.0	95.2	101.4	109.4	107.1	105.9	97.5	94.8	84.9	102.2	98.3	100.8	100.7	98.3	78.6	-4.4	61.6	63.2	56.8	54.5
AT	54.0	58.8	71.1	73.8	74.0	68.3	70.6	75.6	89.6	91.2	93.5	83.5	80.8	64.8	84.1	93.5	85.3	70.4	-36.1	57.7	71.3	70.5	69.8	59.4
PL	17.1	10.0	14.1	13.8	6.6	2.4	5.9	-2.5	14.7	19.8	22.5	24.7	59.8	42.7	54.7	60.2	63.2	72.7	48.3	56.0	36.8	41.5	32.6	33.0
PT	119.0	116.8	105.2	102.3	102.6	108.5	30.2	35.2	53.9	42.9	46.4	53.1	122.6	55.1	43.4	32.5	23.4	38.7	43.3	29.2	36.8	32.4	35.4	43.8
RO	103.7	51.2	57.7	67.7	72.8	76.7	45.7	0.1	23.8	32.9	33.5	37.6	60.9	70.4	63.3	63.4	65.4	62.1	:	-8.6	-21.6	-22.8	-27.0	-37.3
SI	53.3	55.5	38.5	42.2	35.6	43.5	50.4	57.3	40.2	43.4	39.4	36.6	80.8	95.3	86.0	77.2	63.9	58.3	28.1	45.1	25.3	35.1	29.8	5.7
SK	-22.5	-31.2	-17.2	-22.0	-23.6	-26.8	28.5	42.4	33.4	40.3	42.4	44.8	72.4	44.0	2.7	0.8	7.2	10.0	:	20.0	11.2	7.1	4.7	12.5
FI	74.2	70.1	67.0	70.7	67.0	62.1	65.2	71.0	69.2	72.3	67.7	62.4	61.9	69.0	74.6	77.2	74.2	68.1	101.7	94.6	99.6	102.2	97.8	90.6
SE	94.8	97.1	100.0	104.9	103.4	103.2	95.5	113.9	113.9	113.2	114.9	113.4	48.3	98.1	99.2	100.0	100.0	99.1	50.5	94.6	106.7	106.7	105.2	108.2
UK	91.9	71.2	72.2	80.2	86.0	93.5	107.9	86.6	86.7	85.9	88.1	92.8	97.5	64.8	59.5	69.1	75.0	76.4	87.3	72.8	56.3	65.0	66.1	72.1
EU28	:	61.4	62.9	63.9	63.7	63.0	:	47.6	53.9	56.6	57.3	57.7	:	44.0	53.8	58.5	59.5	59.1	:	50.2	45.7	49.6	44.7	43.8

Sources: DG EMPL calculations on the basis of Eurostat database (labour market statistics, national accounts)

**Table C1 (cont): Benchmark for the main labour market indicators**

	Youth NEET rate						Long-term unemployment						transition from unemployment to employment					
	2000	2008	2011	2012	2013	2014	2000	2008	2011	2012	2013	2014	2000	2008	2011	2012	2013	2014
Avg 5 Highest (level)	5.5	5.4	5.8	6.1	5.9	6.1	0.9	0.8	1.5	1.6	1.5	1.6	0.0	49.6	43.4	39.5	37.2	0.0
Avg 5 Highest	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Avg 5 Lowest (level)	20.3	15.1	19.2	20.0	20.5	19.6	8.7	4.7	8.9	10.8	8.9	12.0	0.0	25.3	22.1	18.2	19.3	0.0
Avg 5 Lowest	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BE	17.5	51.6	55.4	55.6	53.6	56.3	64.3	36.5	72.8	80.3	78.8	74.4	-20.7	9.2	26.8	25.9		
BG		-24.0	-19.5	-10.8	-7.6	-4.8	-9.3	46.7	35.0	43.6	46.2	49.4	89.9	11.6	0.0			
CZ		86.7	81.6	80.1	78.3	85.4	56.6	64.5	83.6	84.7	87.2	89.8	68.8	50.1	79.4	66.1		
DK	105.4	111.6	96.6	96.7	99.6	102.5	100.5	107.6	95.7	94.4	98.3	99.4	83.3	109.8	89.3	101.9		
DE	85.1	69.2	87.6	93.1	97.5	98.1	59.2	21.3	82.2	91.1	93.7	94.6	-12.5	8.7	6.6	-4.2		
EE	37.8	66.0	56.9	56.3	63.2	58.6	25.6	77.2	24.3	57.7	79.7	84.0	64.7	122.0	85.1	58.9		
IE		0.8	3.0	9.4	30.2	32.5	91.5	77.2	2.7	18.8	41.5	51.3						
EL	22.9	38.1	13.5	-1.4	0.7	3.4	32.0	26.4	1.3	-39.5	-57.2	-71.7	30.4	0.3	-7.5			
ES	55.3	8.1	7.5	10.1	13.0	18.3	47.5	69.5	0.0	-1.7	-6.0	-8.3	42.0	26.1	12.7	17.0		
FR	68.2	50.5	54.6	57.0	63.9	66.0	69.5	49.2	68.7	73.9	76.0	73.5	35.4	64.7	64.4	47.2		
HR		36.0	22.5	24.5	6.2	1.9		-14.2	6.7	6.9	12.7	18.7		-5	-6			
IT	8.0	-15.7	-3.7	-7.2	-11.7	-18.9	32.0	41.6	62.0	55.5	50.8	40.8	9.8	-13.3	6.6	-7.0		
CY	68.9	55.7	34.4	28.9	12.4	19.1	96.6	107.6	98.4	78.2	58.3	41.7	151.3	96.1	86.5	12.5		
LV		34.0	24.0	36.8	51.5	56.3	4.9	72.1	1.3	32.8	61.1	70.6	54.0	74.1	50.8	90.2		
LT	22.2	65.0	55.4	63.5	64.6	72.0	8.8	87.3	12.1	45.8	67.6	69.6	46.9	22.8	31.5	55.0		
LU	103.4	91.9	108.5	101.7	106.5	98.8	105.7	79.7	101.1	99.8	98.3	100.4	98.5	66.1	82.7	99.7		
HU	33.0	37.1	44.9	37.5	34.3	44.4	73.4	28.9	49.9	63.1	69.5	80.2	65.1	71.2	74.2	99.7		
MT	-48.2	70.2	67.4	67.8	72.8	60.1	54.0	56.9	78.2	83.6	88.1	89.8	31.7	26.1	26.3	46.6		
NL	111.5	120.9	115.3	113.3	105.8	108.5	99.2	87.3	97.0	95.5	90.9	86.9	77.1	55.3	148.5	44.4		
AT	83.8	79.5	89.1	95.2	90.7	88.4	97.9	94.9	103.8	104.1	103.0	101.3	44.5	55.7	90.7	33.7		
PL		62.9	57.6	59.2	57.0	56.3	16.5	59.4	71.4	72.8	74.1	79.2	35.4	37.9	49.3	29.8		
PT	76.3	50.5	49.4	44.0	44.0	54.1	85.0	16.2	36.4	33.9	28.5	35.0	74.2	28.9	8.0	-2.6		
RO	0.5	36.0	12.7	23.1	24.0	19.1	61.8	61.9	80.9	84.7	85.3	88.8	36.6	52.4	30.1			
SI		88.8	90.6	77.2	77.6	75.7	59.2	72.1	71.4	70.6	66.7	64.8	-7.1		13.2	1.3		
SK		41.2	40.4	44.7	46.7	50.4	-20.9	-49.7	-5.4	15.6	22.0	26.3	35.8	14.8	28.7	20.9		
FI	71.6	75.4	80.8	82.3	76.9	69.7	76.0	89.8	97.0	99.8	99.3	97.5	32.1	26.6	33.4	29.8		
SE	94.6	75.4	87.6	88.0	89.3	92.1	94.1	100.0	99.7	100.9	101.1	101.3	69.6	95.7				
UK	63.5	30.8	37.4	44.0	50.1	57.1	94.1	84.8	83.6	87.9	89.9	94.6	61.4	76.4	65.8	108.6		
EU28		43.3	47.2	49.8	51.5	53.4		54.3	63.3	66.3	66.7	66.7		28.9	27.3	25.4		

Sources: DG EMPL calculations on the basis of Eurostat database (labour market statistics, national accounts)

Note: At this page, it is defined that a good performance is low youth NEET and low long-term unemployment (that is the highest performers) and for transition from unemployment to employment the higher transition the better.

**Table C1 (cont): Benchmark for the main labour market indicators**

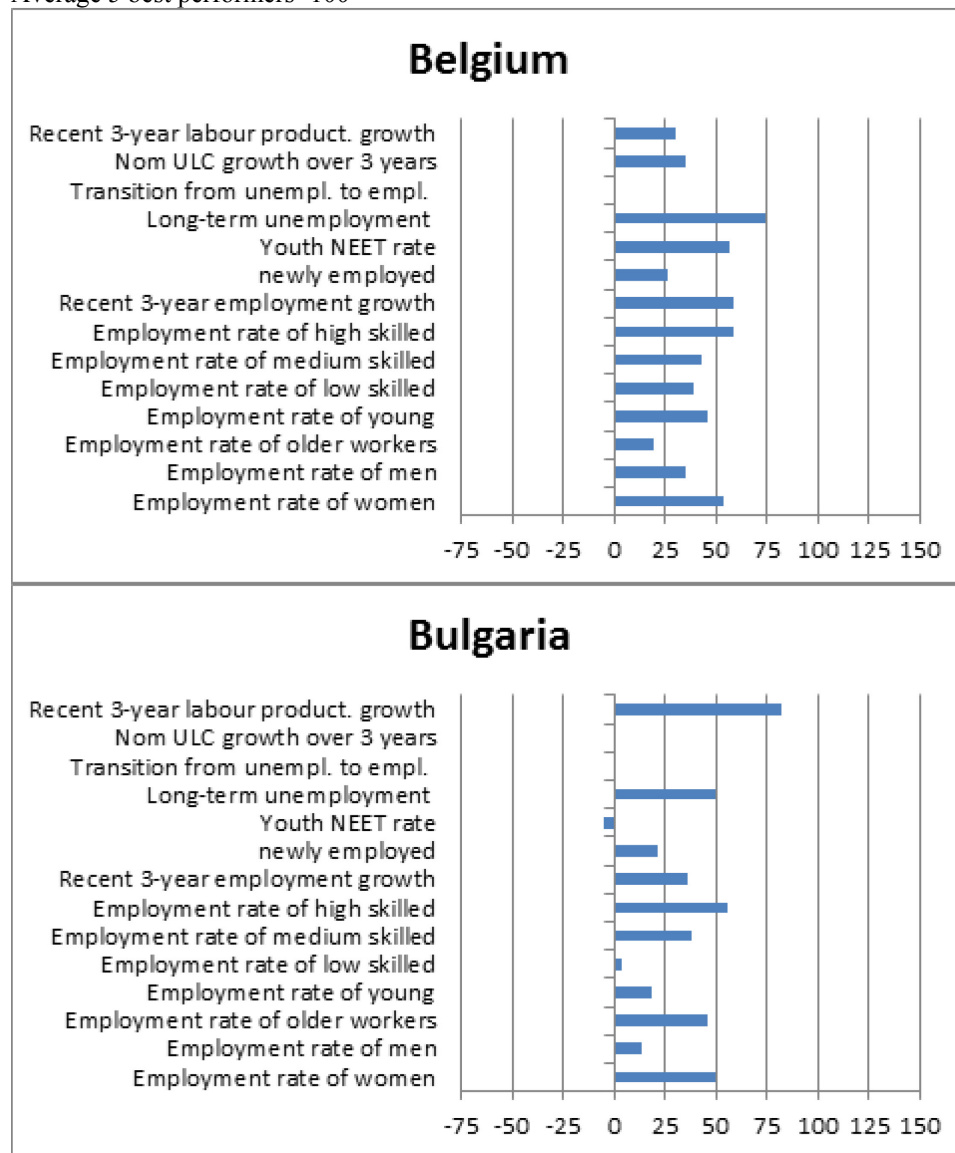
	Employment growth 3 recent years						Nom ULC growth over 3 years						Labour productivity growth over 3 years					
	2000	2008	2011	2012	2013	2014	2000	2008	2011	2012	2013	2014	2000	2008	2011	2012	2013	2014
<b>Avg 5 Highest (level)</b>	13.9	12.3	3.3	5.0	7.2	5.8	1.1	4.0	-9.0	-6.5	-5.7	-6.7	10.7	17.5	7.0	12.2	9.6	7.6
<b>Avg 5 Highest</b>	99	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
<b>Avg 5 Lowest (level)</b>	-7.4	0.7	-12.9	-10.2	-10.7	-7.3	88.6	43.9	11.6	7.7	11.0	12.5	2.6	-1.9	-3.8	-0.1	-1.7	-1.8
<b>Avg 5 Lowest</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BE	59.2	33.7	<b>91.4</b>	82.8	67.7	59.0	98.1	87.2	26.6	12.2	14.6	34.9	18.6	20.1	30.2	15.5	20.0	30.6
BG	-0.8	<b>72.7</b>	32.6	11.6	31.2	36.0	25.7	42.6	-42.1	-32.7	-22.5	1.0	<b>116.3</b>	<b>63.0</b>	<b>86.7</b>	<b>102.9</b>	<b>95.4</b>	<b>82.0</b>
CZ	13.2	43.3	60.5	61.1	62.6	65.1	87.7	92.9	40.7	29.7	38.0	41.6	<b>99.0</b>	59.4	57.0	36.6	13.8	11.3
DK	42.8	43.3	46.8	49.2	58.1	59.0	95.3	75.7	34.9	45.9	42.2	38.5	44.6	1.4	62.6	41.4	17.4	14.6
DE	62.1	27.7	<b>90.8</b>	85.5	77.2	75.8	<b>99.5</b>	<b>110.2</b>	28.6	35.3	27.8	25.5	-9.9	31.4	34.8	43.9	23.6	13.5
EE	9.0	36.3	23.3	<b>86.8</b>	<b>113.7</b>	<b>84.2</b>		-10.0	<b>72.9</b>	71.1	8.6	-26.0		49.0	71.9	<b>103.7</b>	59.0	69.2
IE	<b>132.0</b>	<b>67.5</b>	-2.1	25.5	59.8	82.7		67.4	<b>118.7</b>	<b>124.4</b>	58.3	35.9		6.6	<b>131.1</b>	<b>73.8</b>	38.7	31.7
EL	59.2	32.9	18.3	-41.8	-38.4	-26.0	87.7	<b>93.9</b>	19.8	76.7	<b>127.8</b>	<b>125.4</b>	47.0	32.0	-43.9	-28.2	7.6	32.8
ES	<b>113.7</b>	61.4	16.5	15.6	11.6	17.6	93.7	75.7	<b>62.2</b>	<b>93.5</b>	<b>93.7</b>	<b>85.3</b>	-29.7	17.0	<b>97.8</b>	46.3	60.8	53.1
FR	<b>68.2</b>	19.9	77.2	73.0	63.2	57.4	<b>99.1</b>	93.7	30.0	28.3	42.8		17.3	20.1	47.8	30.1	33.3	
HR	-21.0	<b>151.4</b>	28.9	-4.2	4.8	28.3		54.4	19.3	58.5	73.9	<b>86.9</b>		-15.6	24.6	61.7	<b>77.7</b>	21.0
IT	56.0	24.2	67.3	63.1	49.7	40.6	<b>100.8</b>	88.7	31.0	40.3	49.9	48.4	3.7	4.0	22.8	1.8	-3.9	-12.2
CY	59.2	58.0	78.4	41.3	10.4	-27.6	97.7	<b>100.7</b>	16.9	47.3	<b>101.4</b>	<b>129.0</b>	<b>97.8</b>	39.7	32.0	28.5	28.0	32.8
LV	10.4	16.4	-36.8	41.3	<b>90.1</b>	74.3		-76.8	<b>151.4</b>	<b>99.9</b>	3.2	-15.6		<b>89.9</b>	<b>107.0</b>	<b>91.6</b>	<b>93.6</b>	<b>118.4</b>
LT	2.4	-2.6	4.1	45.9	80.0	<b>95.7</b>		37.9	<b>94.8</b>	<b>83.7</b>	30.2	18.7		<b>123.5</b>	<b>77.4</b>	<b>128.0</b>	<b>101.6</b>	<b>71.3</b>
LU	<b>109.5</b>	<b>111.6</b>	<b>116.2</b>	<b>115.8</b>	<b>101.9</b>			77.2	9.6	15.7	3.2			3.5	1.5	3.4	-10.1	
HU	60.2	-18.2	62.9	66.4	66.0	<b>88.8</b>	64.9	78.4	35.9	21.3	29.6	27.6	45.8	44.9	21.9	10.7	20.9	12.4
MT	31.1	49.3	<b>108.2</b>	<b>112.5</b>	<b>113.1</b>	<b>140.1</b>		86.2	6.1	-7.4	7.4	29.1		24.2	23.7	13.1	-0.4	-0.4
NL	<b>76.6</b>	53.6	75.3	65.0	54.8	40.6	93.5	<b>96.4</b>	33.9	31.8	28.4	35.9	43.3	27.3	34.8	12.3	16.5	25.3
AT	54.1	42.4	<b>93.3</b>	<b>92.1</b>	80.0	77.3	<b>101.3</b>	93.9	27.1	26.9	27.8	22.4	56.9	24.7	24.6	17.2	19.1	3.9
PL	14.2	<b>96.9</b>	68.5	53.8	63.2	68.9												
PT	65.8	0.9	42.5	18.9	11.6	13.8	88.2	<b>98.7</b>	59.3	<b>98.5</b>	<b>82.3</b>	<b>73.4</b>	40.8	27.8	64.4	30.1	28.0	28.5
RO		3.5	61.1	28.8	25.0	22.2	-249.5	6.3	58.8	56.4	<b>94.9</b>	57.2	65.6	<b>123.5</b>	-2.2	59.2	<b>131.7</b>	<b>157.0</b>
SI	48.9	60.6	45.6	36.7	37.9	43.6	80.6	83.4	15.9	50.8	58.3	65.6	<b>90.3</b>	53.2	28.3	31.7	22.7	25.3
SK	11.8	59.7	69.1	69.0	65.4	61.3	78.3	93.7	25.6	45.9	51.1	45.8	<b>96.5</b>	<b>100.2</b>	69.1	73.8	57.3	<b>71.3</b>
FI	66.8	48.4	68.5	76.9	63.2	48.2	97.6	91.2	10.5	12.2	8.6	21.9	80.4	28.9	22.8	22.8	6.7	-2.6
SE	64.9	37.2	83.4	<b>92.7</b>	<b>81.1</b>	79.6	<b>99.3</b>	85.4	29.0	26.2	16.4	28.1	56.9	22.6	58.9	36.6	12.9	18.8
UK	15.6	17.3	74.7	78.9	75.5	<b>91.1</b>	88.9	85.4	24.7	25.5	44.0	40.6	53.2	23.2	33.9	19.6	25.4	25.3
<b>EU28</b>		34.6	65.4	60.4	56.5	55.9		98.2	42.2	24.8	44.0	39.0		22.1	49.6	35.8	31.6	28.5

Sources: DG EMPL calculations on the basis of Eurostat database (labour market statistics, national accounts)

Note: For the indicators at this page, the interpretation of the benchmark is on the growth rates. The good outcomes (thus the highest performers) are increasing employment growth and increasing labour productivity growth but decreasing or slow increase in unit labour cost.

## Country charts for the benchmark 2014<sup>8</sup>

Average 5 best performers=100

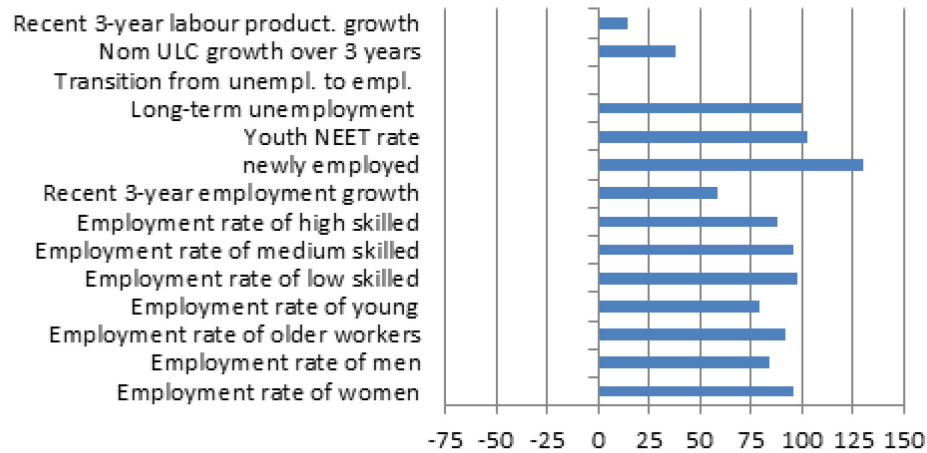


<sup>8</sup> The charts demonstrate the benchmark indices for each MS and each indicator. The index for the best 5 performers has been set to 100 and for the lowest 5 performers is set to 0. The bars show the relative distance of a MS's level to the best 5 performers that is the distance between zero and 100 (the right hand side of the chart). Values above 100 can exist for MS in the group of the best 5 performers in which the level of the indicator is above the average of the best 5 performers. Values below zero can exist for MS in the group of the lowest 5 performers in which the level of the indicator is below the average of the lowest 5 performers

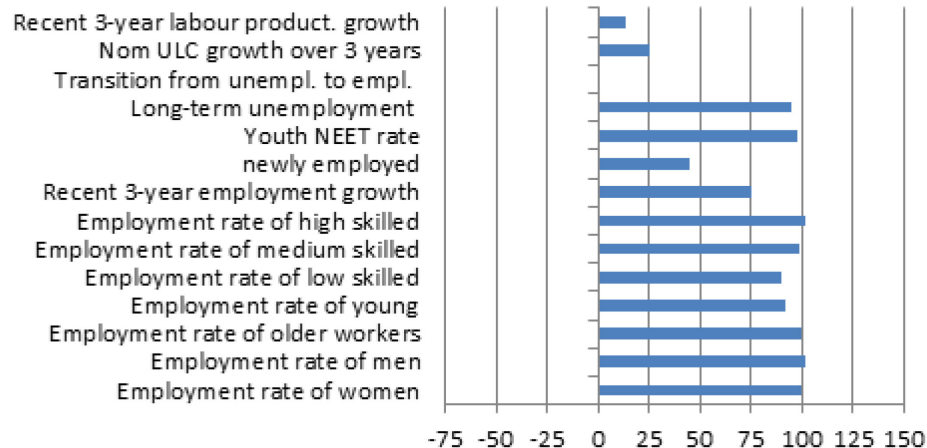
## Czech Republic



## Denmark



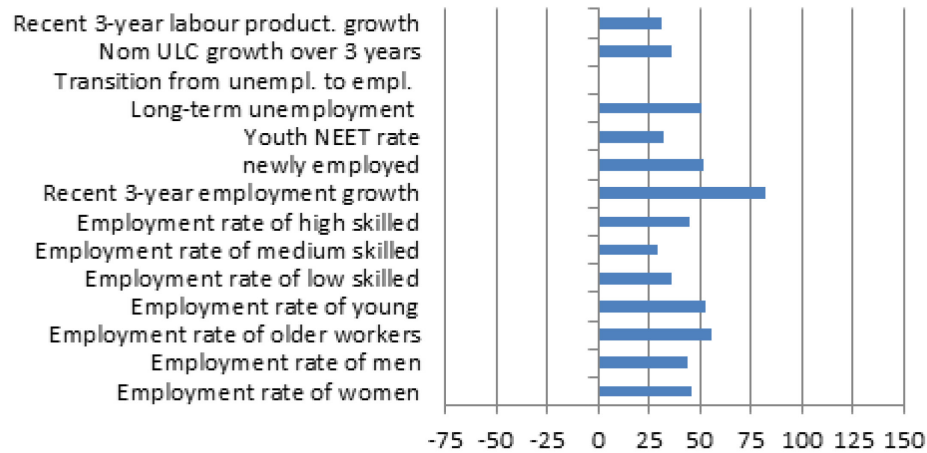
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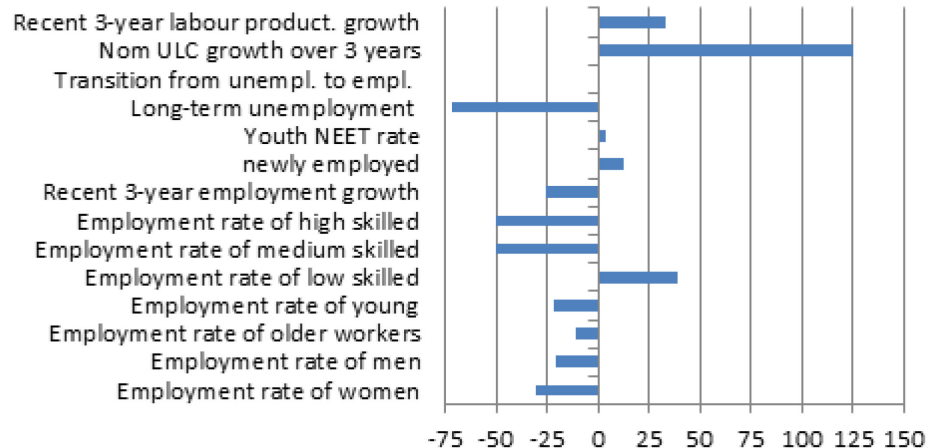
## Estonia



## Ireland

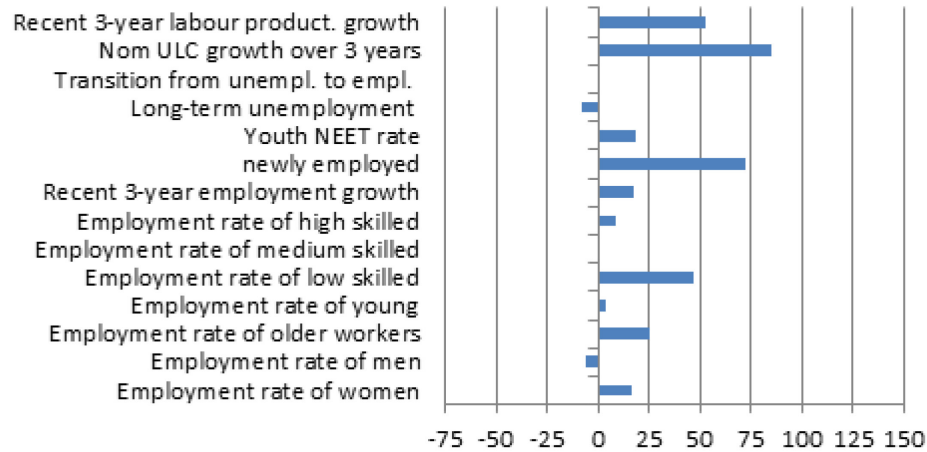


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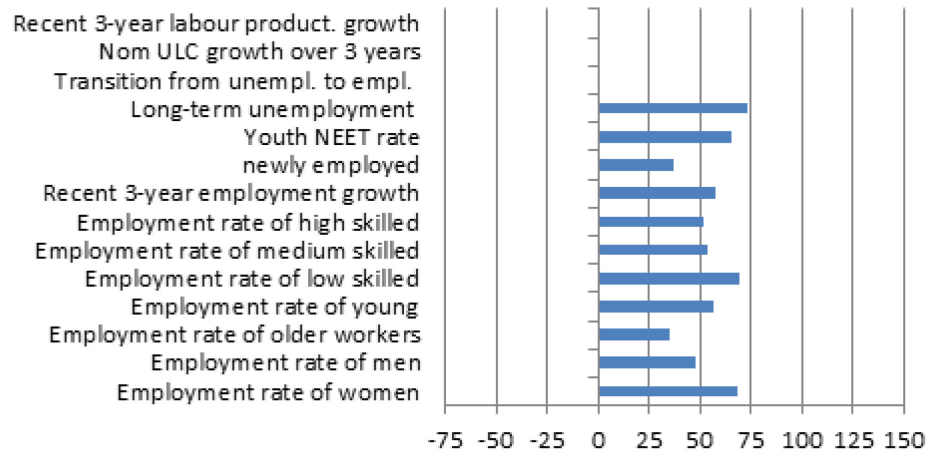




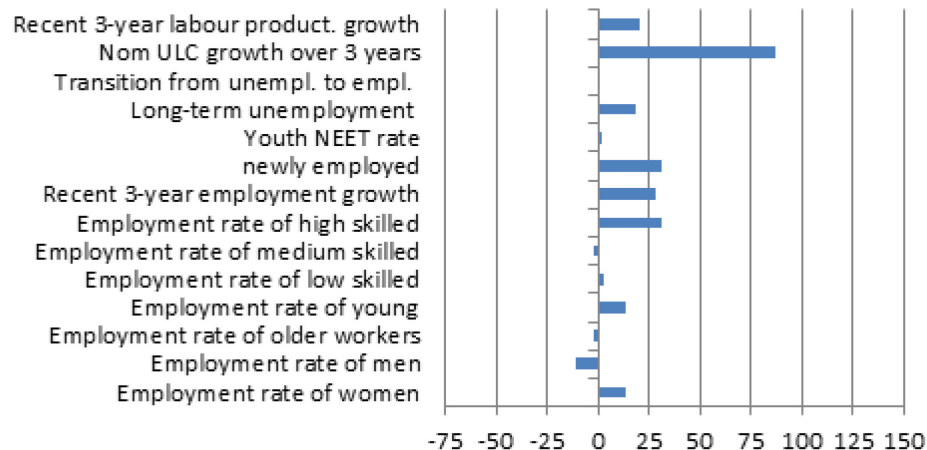
## Spain



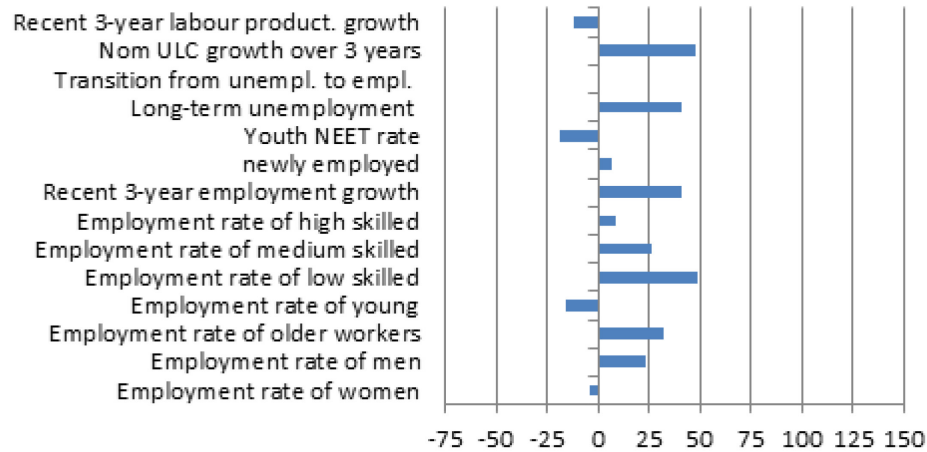
## France



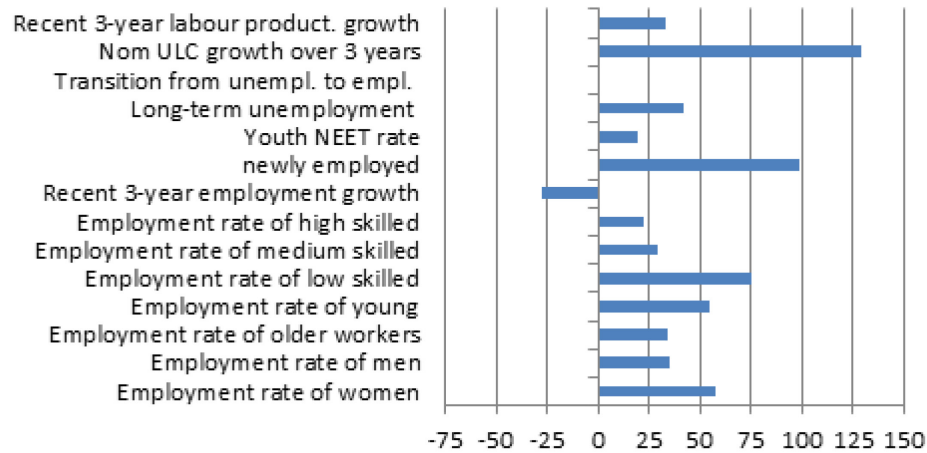
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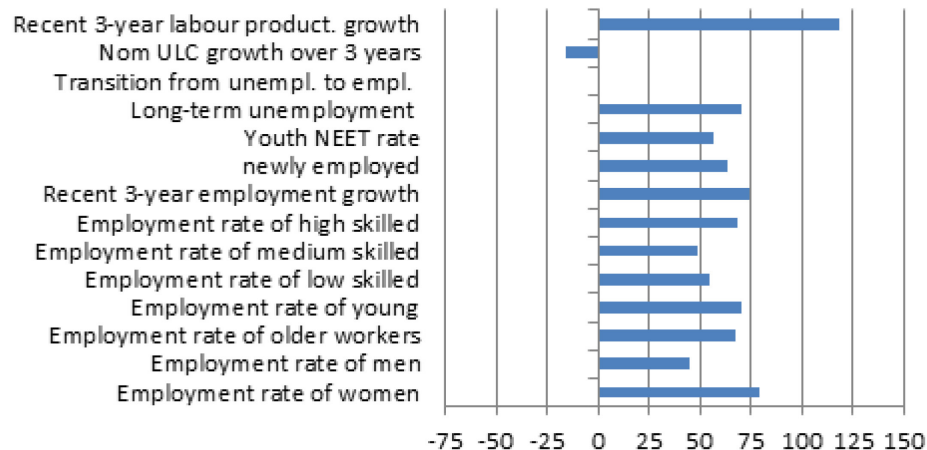
## Italy



## Cyprus



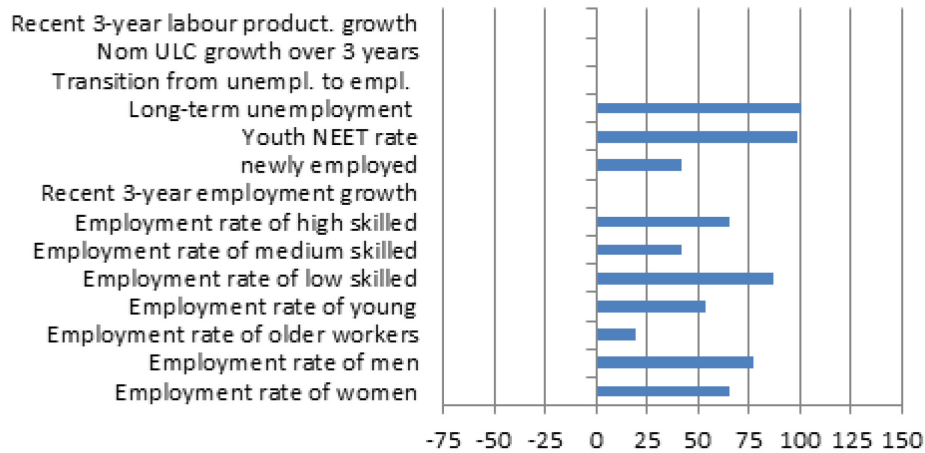
## Latvia



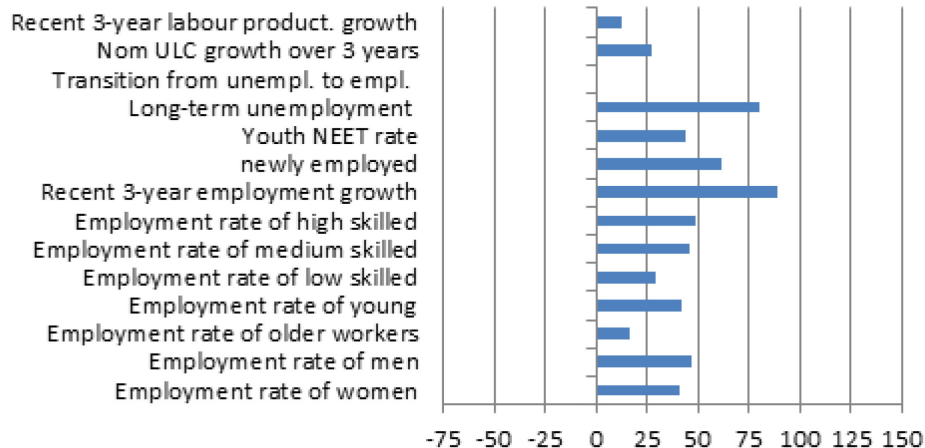
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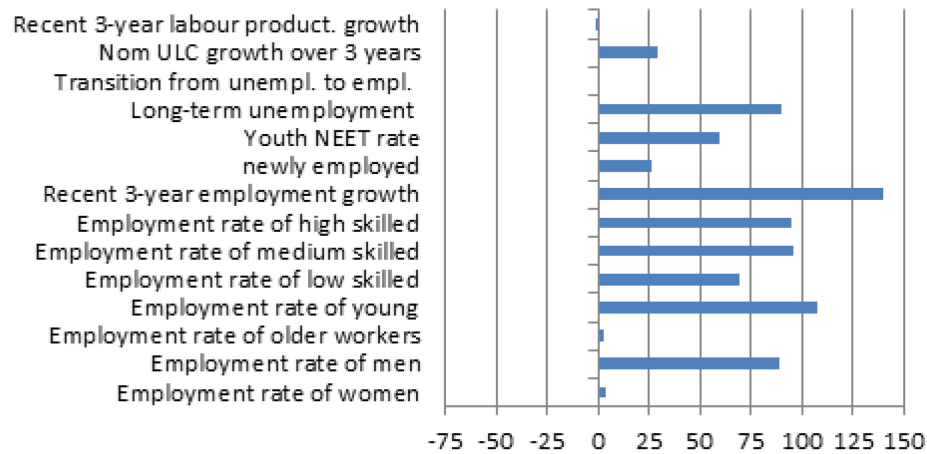
## Luxembourg



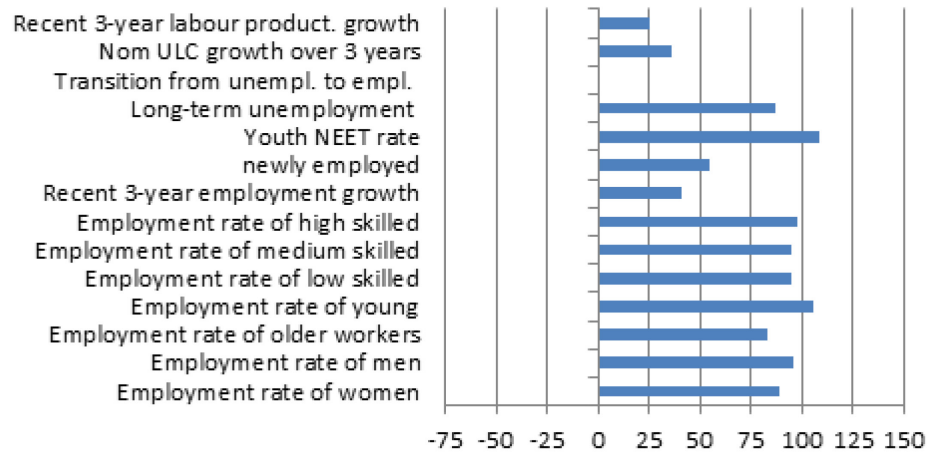
## Hungary



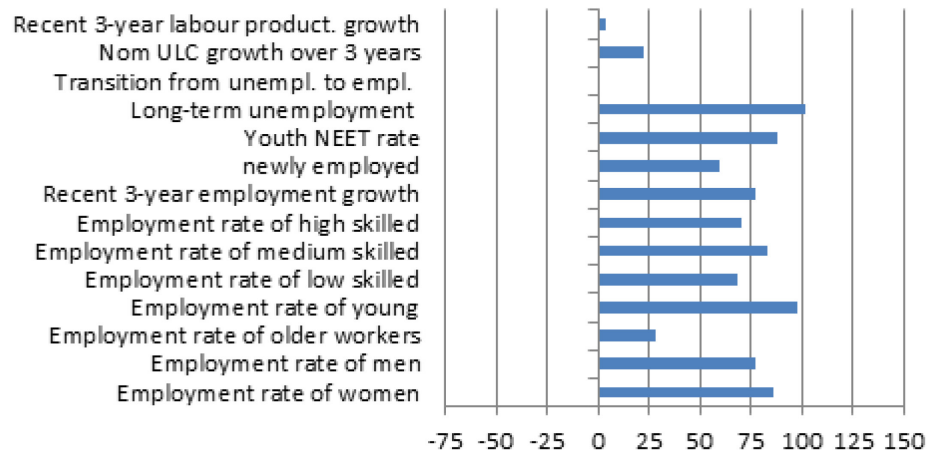
## Malta



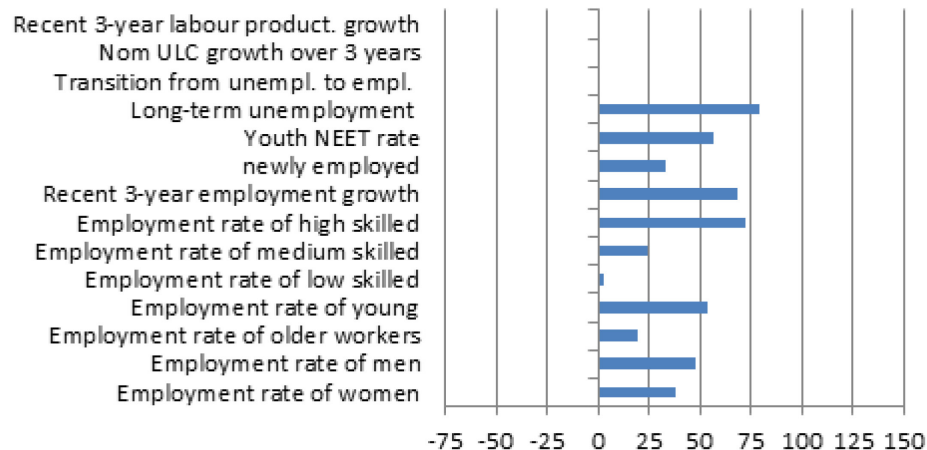
## The Netherlands



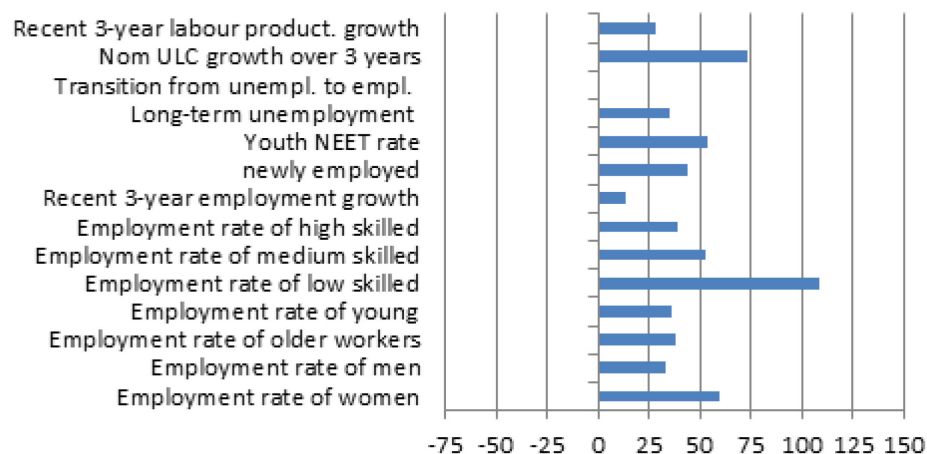
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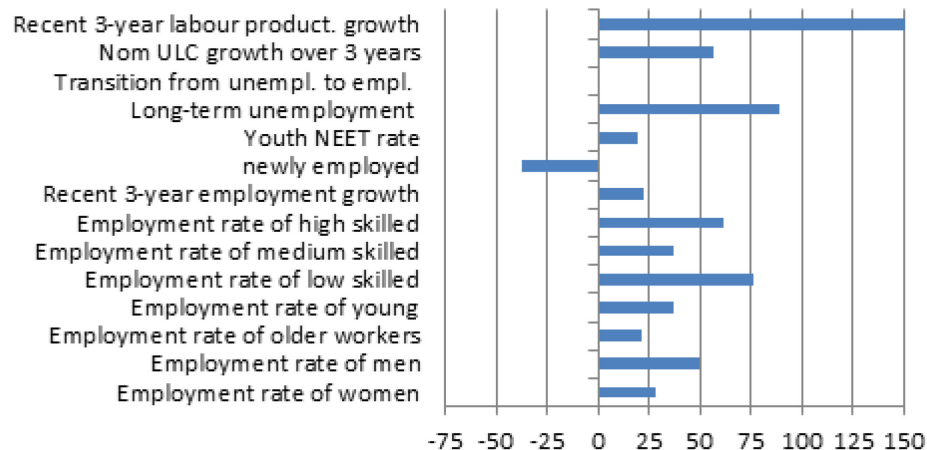
## Poland



## Portugal



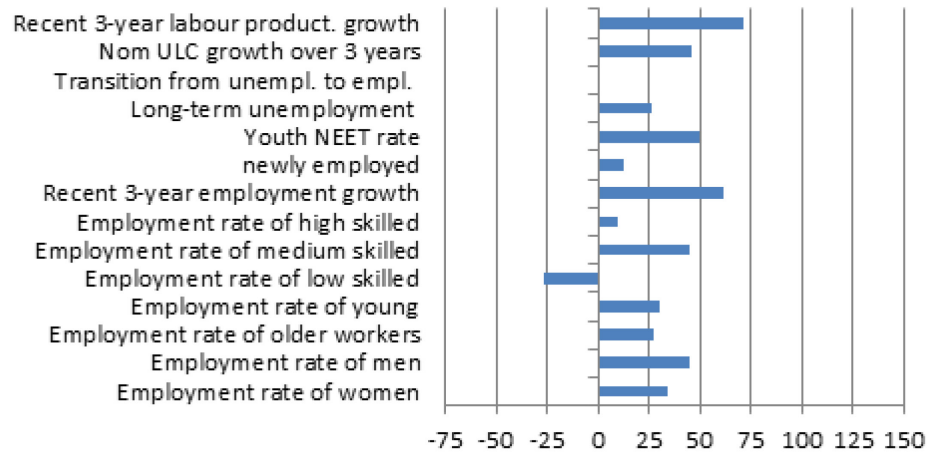
## Romania



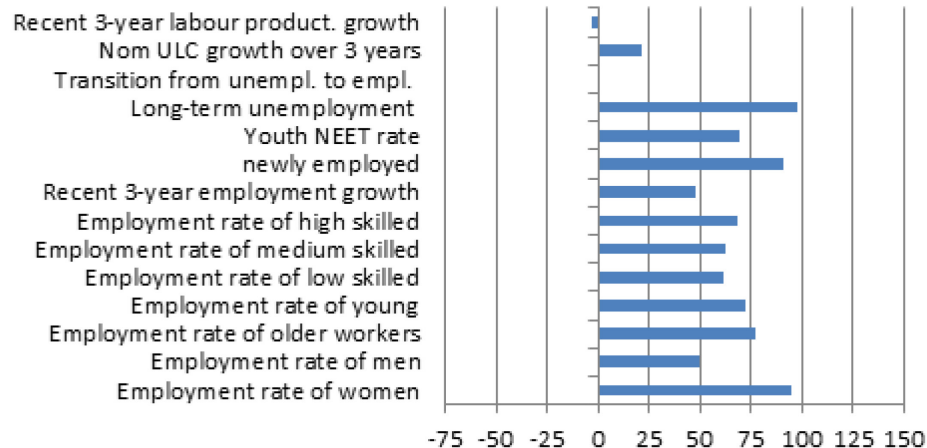
## Slovenia



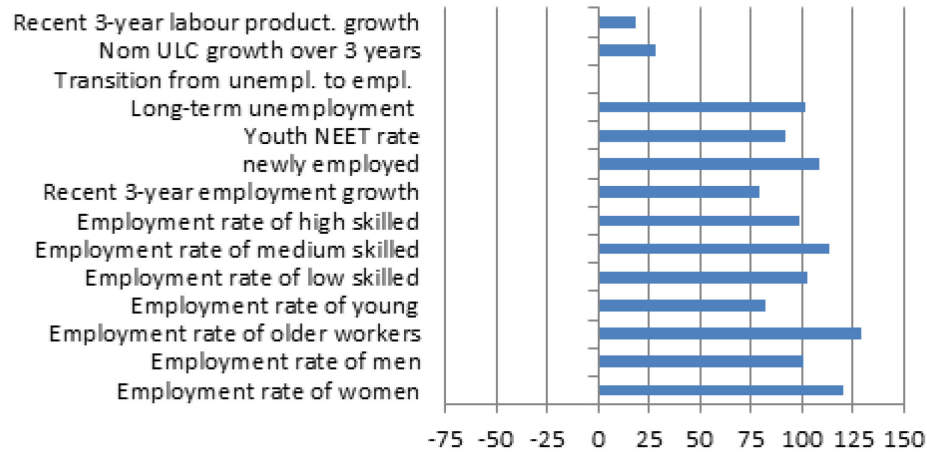
## Slovakia



## Finland



## Sweden



## United Kingdom

