

COUNCIL OF THE EUROPEAN UNION Brussels, 16 June 2014

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COVER NOTE

The Employment Committee
Permanent Representatives Committee (Part I) / Council (EPSCO)
European Semester 2014: Contribution to the European Council (Brussels, 26-27 June 2014)
 (e) Employment Performance Monitor and Benchmarks (prepared by EMCO) - Endorsement

Delegations will find attached the Employment Performance Monitor and Benchmarks transmitted by the Employment Committee, in view of the EPSCO Council on 19 June 2014.



The Employment Committee

The Support Team

Europe 2020 Employment Performance Monitor June 2014

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 mandated¹ to produce an "Employment Performance Monitor" (EPM), which can be used to identify at a glance the main employment challenges for the European Union and for each Member State.

Like the June 2013 version² of the EPM, the 2014 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.

¹ See Council Doc. 14478/10

² Council Doc. 10373/1/13 Rev 1

This 2014 June version of the EPM includes the updated benchmarking³ of the Europe 2020 headline targets relating to the labour market and the main indicators for the development at the labour market. The benchmarking tool is used as an integrated tool in the analysis of the key challenges. As in the 2013 December version of the EPM this version 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 2014 forecast from the Commission⁴. 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 2014 and 2015 forecast from the Commission Economic spring forecast.

The benchmark tables are included in the part II of the EPM as the last tables.

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.

In the annex graphs containing the benchmark for each country for all indicators are shown.

The EPM is based on the latest available yearly data⁵. 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.

³ As mentioned in the "Communication: Towards a job-rich recovery" COM(2012) 173 final, section 3.3: "...The Commission proposes: to reinforce coordination ad multilateral surveillance in the area of employment policies by: - publishing together with the draft Joint Employment Report and on an annual basis, a benchmarking system with selected employment indicators"

⁴ Economic Forecast spring 2014

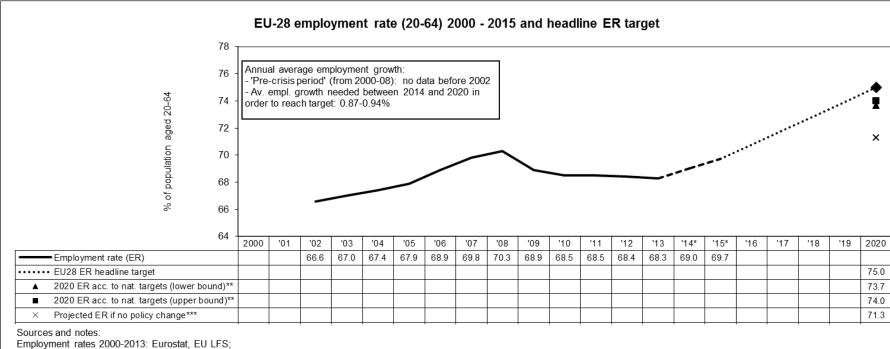
⁵ Labour Force Survey (LFS): latest available yearly data is for 2013

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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



* Estimated values based on employment growth forecasts from Commission Spring Forecast 2014 and projected population growth from Europop 2013 population projections;

** National employment rate targets from National Reform Programme 2014;

*** Projected employment rate under the assumption that no policy change takes place between 2010 and 2020, EPC Ageing Working Group 2012 Aging Report. Legend: 2014, 2015 projected based on EU-Commission Spring Forecast; 2014-2020: interpolated until 2020.

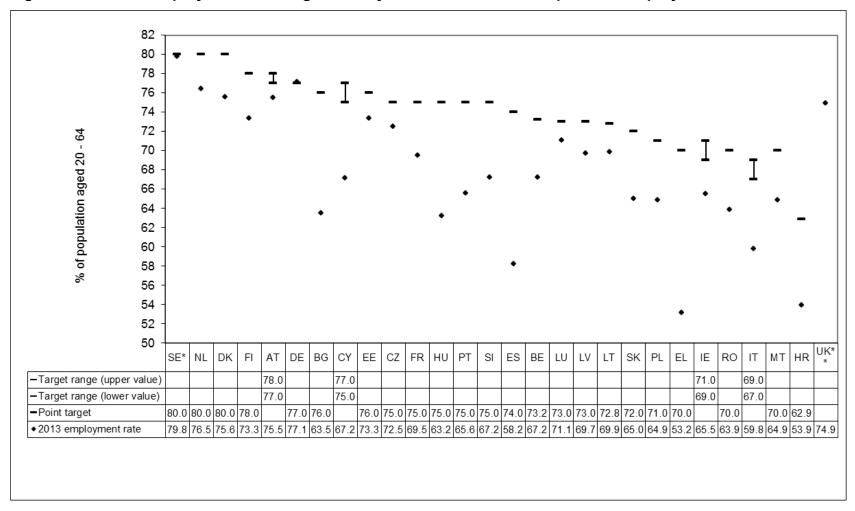


Figure 2: National employment rate targets set by MS in their NRPs compared to employment rate 2013

Sources: National Reform Programmes 2014, EU Labour Force Survey for 2013 employment rate.

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

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

Table 1: National employment rate, education and s	ub-targets
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		Early leavers from education and	Tertiary educational	National sub-targets (%)
	Employmentrate	training	attainment	
MS	(Headline target: 75%	(Headline target:	(Headline target:	
	for age group 20-64)	less than 10%)	at least 40%)	
AT	77-78	9.5	38	
BE	73.2	9.5	47	ER of women 69.1
DE	10.2	0.0	11	NEET 8.2
				ER of older workers 50.0
				difference betw een ER-non and EU citizens <16.5
BG	76	11	36	Reducing the level of unemployment among young
				people (aged 15-29) to 7% in 2020
				Achieving a level of Employment among elderly
				people (aged 55-64) of 53% in 2020
CY	75-77	10	46	
CZ	75	5.5	32	ER of women 65.0;
				ER of older w orkers 55.0;
				unemployment rate (15-24) reduced by 1/3;
				unemployment rate of low -skilled reduced (ISCED
DE	77	less than 10	42	0-2) by 1/4. ER older w orkers 60.0;
DL			42	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
ES	74	15	44	ER of women 68.5
FI	78	8	42	
FR	75	9.5	50	ER of women 70.0
GR	70	9.7	32	
HU	75	10	30.3	
IE	69-71	8	60	
HR	62.9	4	35	
П	67-69	15-16	26-27	
LT	72.8	less than 9	40	ER of w omen 69.5; ER of men 76.5;
				ER of older w orkers 53.4
LU	73	less than 10	40	
LV	73	13.4	34-36	
MT	70.0	10	33	
NL	80	less than 8	45	
PL	71	4.5	45	
PT	75	10	40	
RO	70	11.3	26.7	
SE	w ell over 80	less than 10	40-45	
SI	75	5	40	
SK	72	6	40	Long-term unemplyoment rate of 3% by 2020
UK	n.a.	n.a	n.a.	
EU average*	73.7-74.0			

Source: National Reform Programmes 2014 * Weighted average of all 27 EU Member States excluding the UK which has not set a national employment rate target

Table 2: National employment rate targets compared to current and projected 2020 employment rates (all age group 20-64)

							Emplo	yment ra	ate (20-64	4) (%)										Conte	xt data		
Member State							actual							e	stimated ¹)	2020 national employmen trate target (%)	Average annual employment grow th during "pre- crisis" period (from 2000 to 2008) (%)	Estimated average annual 2012 - 2020 employment grow th necessary to reach national target (%) December '13	Estimated average annual 2013 - 2020 employment grow th necessary to reach national target (%) April '14 EPM	Projected grow th of w orking age population over total 2010 - 2020 period (%)	EPC AWG empl.rate projections for 2020 ("no policy change scenario") (%)	Difference between target and projected employment rate under "no policy change scenario" (percentage points)
	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2020	2000-08 ²⁾	2012-20	2013-20	2010-20	2020	2020
AT BE BG	71.4 65.8 55.3	71.5 65.0 54.8	71.8 65.0 55.8	72.0 64.7 58.0	70.8 65.6 60.1	71.7 66.5 61.9	73.2 66.5 65.1	74.4 67.7 68.4	75.1 68.0 70.7	74.7 67.1 68.8	74.9 67.6 65.4	75.2 67.3 62.9	75.6 67.2 63.0	75.5 67.2 63.5	75.6 67.1 64.4	75.9 67.3 65.5	77-78 73.2 76	1.0	0.4-0.6 1.6 1.3	0.6-0.8 1.5 1.8	0.5 0.5 -1.0	75.4 69.5 67.8	-1.6 to -2.6 -3.7 -8.2
CY CZ	72.3 71.0	74.1 71.2	75.1 71.6	75.4 70.7	74.9 70.1	74.4	75.8 71.2	76.8 72.0	76.5 72.4	75.3 70.9	75.0 70.4	73.4 70.9	70.2 71.5	67.1 72.5	63.9 73.2	64.3 73.9		3.3	2.9-3.3 -0.1	1.7-2.1	-1.0 0.8 -0.7		-2 to -4 -1.9
DE DK	68.8 78.0	69.1 78.3	68.8 77.7	68.4 77.3	68.8 77.6	69.4 78.0	71.1 79.4	72.9 79.0	74.0 79.7	74.2 77.5	74.9 75.8	76.3 75.7	76.7 75.4	77.1 75.6	79.1 75.8	79.6 75.9		0.7	-0.6 0.9	-0.5	-0.3 0.2	77.2	0.2 -1.8
EE EL	67.4 61.9	67.8 61.5	69.2 62.5	70.0 63.6	70.6 64.0	72.0 64.6	75.8 65.7	76.8 66.0	77.0 66.5	69.9 65.8	66.7 64.0	70.4 59.9	72.1 55.3	73.3 53.2	74.2 53.9	75.2 55.7	76 70	1.5			-1.0 -0.6		-5.5 -1.6
ES FI FR	60.7 71.6 67.8	62.1 72.6 68.5	62.7 72.6 68.7	64.0 72.2 69.7	65.2 72.2 69.5	67.2 73.0 69.4	68.7 73.9 69.3	69.5 74.8 69.8	68.3 75.8 70.4	63.7 73.5 69.5	62.5 73.0 69.2	61.6 73.8 69.2	59.3 74.0 69.4	58.2 73.3 69.5	59.3 73.4 70.0	60.4 73.8 70.7	74 78 75	0.8	3.8 0.4 1.0	3.0 0.8 1.0	-0.7 -0.2 -0.1	67.9 76.9 73.1	-6.1 -1.1 -1.9
HR HU	: : : 61.2	61.3	58.4 61.4	58.3 62.4	59.6 62.1	60.0 62.2	60.6 62.6	62.3 62.6	62.9 61.9	61.7 60.5	58.7 60.4	57.0 60.7	55.4 62.1	53.9 63.2	52.8 64.0	52.5 64.6	62.9	:	0.4	1.3	-0.5 -0.5	n.a. 64.8	n.a. -10.2
IE IT	70.4 57.4	71.1 58.5	70.7 59.4	70.6 60.0	71.5 61.5	72.6 61.6	73.4 62.5	73.8 62.8	72.3 63.0	66.9 61.7	64.6 61.1	63.8 61.2	63.7 61.0	65.5 59.8	67.7 59.0	69.8 59.2	69-71 67-69		1.1-1.5 1.7-2.2	0.3-0.7 1.9-2.3	-0.6 0.2	63.9	-3.1 to -5.1
LT LU LV	65.6 67.4 63.5	64.2 67.7	67.2 68.2 67.0	68.9 67.2 68.9	69.0 67.7 69.3	70.6 69.0 70.3	71.6 69.1	72.7 69.6 75.2	72.0 68.8 75.8	67.0 70.4 67.1	64.3 70.7 65.0	66.9 70.1 66.3	68.5 71.4 68.1	69.9 71.1 69.7	71.3 71.0	73.6 70.9 74.0	73	1.5	0.0 1.4 -0.4	-0.3 1.7 -0.2	-1.8 2.2	66.1 70.4 67.8	-6.7 -2.6 -5.2
MT NL	57.2 74.3	65.1 57.2 75.4	57.7 75.8	57.8 75.2	57.9 74.9	70.3 57.9 75.1	73.5 57.6 76.3	75.2 58.5 77.8	75.8 59.2 78.9	58.8 78.8	60.1 76.8	61.5 77.0	63.1 77.2	64.9 76.5	71.7 66.3 76.2	67.8 76.7	73.0 70 80	1.7	-0.9	1.0	-2.5 -0.1 -0.1	65.4 78.8	-5.2 4.6 -1.2
PL PT	61.0 73.5	59.4 73.9	57.4 73.6	57.1 72.9	57.3 72.6	58.3 72.3	60.1 72.7	62.7 72.6	65.0 73.1	64.9 71.2	64.3 70.5	64.5 69.1	64.7 66.5	64.9 65.6	65.5 66.8	66.2 67.9	71 75	1.2	0.7	1.0	-0.5 -0.7	67.5 72.1	-3.5 -2.9
RO SE	69.1 77.7	68.3 78.7	63.3 78.5	63.7 77.9	63.5 77.4	63.6 78.1	64.8 78.8	64.4 80.1	64.4 80.4	63.5 78.3	63.3 78.1	62.8 79.4	63.8 79.4	63.9 79.8	64.5 80.3		well over 80	1.2		0.9	-0.5 0.5	64.2 81.4	-5.8 1.4
SI SK UK	68.5 63.5 74.0	69.4 63.5 74.4	69.0 63.6 74.5	68.1 64.8 74.7	70.4 63.7 75.0	71.1 64.5 75.2	71.5 66.0 75.2	72.4 67.2 75.2	73.0 68.8 75.2	71.9 66.4 73.9	70.3 64.6 73.6	68.4 65.0 73.6	68.3 65.1 74.2	67.2 65.0 74.9	67.6 65.3 75.9	68.1 65.9 76.5	75 72 n.a.		1.3 1.247613 n.a.	1.2 1.3 n.a.	-0.6 -0.3 0.3	72.5 66.1 75.1	-2.5 -5.9 n.a.
EU27	66.6	66.9	66.7	67.0	67.4	68.0	69.0	69.9	70.3	69.0	68.5	68.6	68.5	68.5	69.2	69.8	75	1.2	0.9-1	0.87-0.94	-0.2	71.3	
EU28 EA18	: 65.5	66.2	66.6 66.4	67.0 66.8	67.4 67.3	67.9 67.9	68.9 68.9	69.8 69.9	70.3 70.2	68.9 68.8	68.5 68.4	68.5 68.5	68.4 68.0	68.3 67.7	69.0 61.5	69.7 62.1	75 73.8-74.2	1.5	0.9-1 1.2-1.2	0.87-0.94	-0.2 0.8	71.4	-2.4 to -2.8

Sources: EU Labour Force Survey, National Reform Programmes 2014, DG Employment calculations based on EU LFS and AMECO database, Eurostat population projections (EUROPOP 2013), EPC Ageing Working Group 2012 Ageing Report

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

¹⁾ Estimated on the basis of the EU Commission's Autumn 2013 Economic Forecast (employment growth) and Eurostat Europop 2010 population projection (except HR: UN population projection, medium variant).

²⁾EU28 as from 2002

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

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

Table 3: Summary overview of Key Employment Challenges and particularly good labour market outcomes

C=challenge G=good labour market outcome

PART II - Common Key Employment Challenges

- Details – and benchmark

Table 4: Common Ke	y Employ	yment Challenges	– Details
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Employment policy areas	Key Employment Challenges	EU- 28 sum	BE	ВG	cz	DK	DE	EE	IE	EL	ES	FR	HR	іт	сү	LV	LT	LU	HU	мт	NL	АТ	PL	РТ	RO	SI	sĸ	FI	SE	υĸ
	Low employment rate	6							с	с									с					с	с		с			
	Low female employment rate	4								с				с					с	с			с		с			\square		
	Low male employment rate	4		с							с					с	с											\square		
	Low participation of older workers	13	с								с	с	с					с	с	с		с	с	с	с	с		с		
	High/increasing incidence of youth unemployment and/or NEET	20		с					с	с	с	с	с	с	с	с		с	с		с		с	с	с	с	с	с	с	с
	Low participation of low-skilled persons	11	с	с	с								с			с	с		с				с			с	с	с		
	Low participation of non-EU nationals	6	с			с					с	с									с							\square	с	
	Low total amount of hours worked	2																			с	с						\square		
	Duration of working life	7		с									с	с		с				с					с	с		\Box		
	Inflexible working (time) arrangements	1															с													
2. Labour market functioning, combating	Inadequate employment protection legislation	1															с													
	Labour market segmentation	10	с							с	с	с	с	с	с						с			с		с				
	Low transition from temporary into permanent contracts	5									с	с		с							с		с							
	Low level of ALMP expenditure/Insufficient provision of well targeted tailored measures/functioning of employment services	20		с	с			с	с	с	с	с	с	с	с	с	с	с	с	с			с		с	с	с	с		
	High incidence of long-term unemployment	14	с	с					с	с	с		с	с	с	с	с							с	с	с	с			
4. Adequate and	Inadequate level and coverage of unemployment benefits, poverty trap, at risk-of poverty, low-wage trap	19				с	с	с		с	с		с	с		с	с	с	С		с	с	с	с	С	С	с			с
security systems	Disincentives for LM participation in the social security system/disability pension, unemployment traps	11		с		с			с		с		с			с	с	с			с					с	с			

Common Key Employment Challenges – Details (CONT.)

Employment policy areas	Key Employment Challenges	EU- 28 sum	BE	ВG	cz	DK	DE	EE	IE	EL	ES	FR	HR	іт	сү	LV	LT	LU	нυ	мт	NL	АТ	PL	РТ	RO	SI	sĸ	FI	SE	υĸ
	Insufficient provision of high quality, affordable child and/or dependant care facilities	17	с	с	с			с	с	с			с	с	с	с	с		с			с	с		с		с			с
5. Work-life balance	Limited use of flexible working arrangements	1																		с										
	High incidence of inactivity and part- time work due to family obligations	14			с		с		с	с	с			с	с	с			с	с		с			с		с			с
6. Job creation	Negative employment growth/insufficient job creation	8		с						с	с		с	с	с		с									с				
	High tax wedge on labour	9	с								с	с		с		с			с		с	с			с					
7. Gender	Large gender employment gaps	9			с						с			С	с			с		с			с		с		с			щ
equality	Large gender pay gap	8			с		С	С			с											С					с	с		с
8. Improving skill	Weaknesses with respect to educational attainment of the (adult) population	8				с		с						с						с		с			с	с				с
supply and productivity;	Low participation in lifelong learning/lack of an integrated lifelong learning strategy	14	с	с					с	с			с	с	с		с	с	с	с			с				с			с
Lifelong learning	Skills mismatches/Insufficient forecasting skills system	9	с				с	с			с						с			с			с		с	с				
	Public spending on human resources low	2												с									с							
	Low tertiary education attainment rate	8		с									с	с					с	с				с	с				с	
	High incidence of early school leaving	9	с								с			с				с	с	с				с	с					с
9.Improving	Low participation of low-skilled workers in education and training	2						с																			с		ľ	
education and training systems	Low attractiveness of vocational education and training	7							с	с					с	с	с						с				с			
	Insufficient provision of education and training opportunities to meet labour market needs	4		с				с					с										с							
	Insufficient provision of high quality education opportunities	5											с		с	с						с					с			
10. Wage setting mechanism and labour cost developments	Labour cost developments not in line with productivity gains	7	с	с										С				с			с					с		с		

Benchmarking June 2013

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Country		EU28	BE	BG	cz	DK	DE	EE	IE	EL	ES	FR	HR	п	CY	LV	LT	LU	HU	MT I		AT	PL	PT I	RO S	51 5	5K F	:I :	SE L	JK
	difference to target	-6.7	-7.8	-11.5	-2.5	0.6	2.1	-1.7	-9.5	-21.8	-16.8	-5.5	-21.1	-15.2	-7.9	-5.3	-5.1	-3.9	-11.8	-10.1	1.5	0.5	-10.1	-9.4	-11.1	-7.8	-10	-1.7	4.8	-0.1
Overall employment rate	difference to EU average	0	-1.1	-4.8	4.2	7.3	8.8	5	-2.8	-15.1	-10.1	1.2	-14.4	-8.5	-1.2	1.4	1.6	2.8	-5.1	-3.4	8.2	7.2	-3.4	-2.7	-4.4	-1.1	-3.3	5	11.5	6.6
	difference to national target	-6.7	-6	-12.5	-2.5	-4.4	0.1	-2.7	-3.5	-16.8	-15.8	-5.5	:	-7.2	-7.9	-3.3	-2.9	-1.9	-11.8	-5.1	-3.5	-1.5	-6.1	-9.4	-6.1	-7.8	-7	-4.7	-0.2	:
	difference to target	1.9	1	2.5	-4.6	-2	-0.1	-0.3	-1.6	0.1	13.5	-0.3	-6.3	7	-0.9	-0.2	-3.7	-3.9	1.8	10.9	-0.8	-2.7	-4.4	9.2	7.3	-6.1	-3.6	-0.7	-2.9	2.4
Early leavers from education and training	difference to EU average	0	-0.9	0.6	-6.5	-3.9	-2	-2.2	-3.5	-1.8	11.6	-2.2	-8.2	5.1	-2.8	-2.1	-5.6	-5.8	-0.1	9	-2.7	-4.6	-6.3	7.3	5.4	-8	-5.5	-2.6	-4.8	0.5
	difference to national target	1.9	1.5	1.5	-0.1	-2	-0.1	0.2	0.4	0.4	8.5	0.2	:	1	-0.9	-3.6	-2.7	-3.9	1.8	10.9	1.2	-2.2	1.1	9.2	6	-1.1	0.4	1.3	-2.9	:
	difference to target	-3.2	2.7	-10.6	-13.3	3.4	-6.9	3.7	12.6	-5.4	0.7	4	-14.1	-17.6	7.8	0.7	11.3	12.5	-8.1	-14	3.1	-12.7	0.5	-10.8	-17.2	0.1	-13.1	5.1	8.3	7.6
Tertiary educational attainment	difference to EU average	0	5.9	-7.4	-10.1	6.6	-3.7	6.9	15.8	-2.2	3.9	7.2	-10.9	-14.4	11	3.9	14.5	15.7	-4.9	-10.8	6.3	-9.5	3.7	-7.6	-14	3.3	-9.9	8.3	11.5	10.8
	difference national target	-3.2	-4.3	-6.6	-5.3	3.4	-8.9	3.7	-7.4	2.6	-3.3	-6	:	-3.6	1.8	6.7	11.3	-13.5	1.6	-7	3.1	-10.7	-4.5	-10.8	-3.9	0.1	-13.1	3.1	8.3	:

Table 5: EU and national headline target benchmark, reference year 2013

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 2013 and the national targets.

Note: In the case of Austria and Germany, the inclusion of post-secondary education for Germany (ISCED 4) and Austria (ISCED 4a) gives levels of respectively 44.5% and 39.6% 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 and HR

Table 6: Benchmark for the main labour market indicators, reference year 2013

		Employn	nent rate o	f women				Emplo	yment rat	e of men				Employr	ment rate o	f older worl	kers			Employn	nent rate o	of young pe	ersons	
Country																								
	2000	2008	2010	2011	2012	2013	2000	2008	2010	2011	2012	2013	2000	2008	2010	2011	2012	2013	2000	2008	2010	2011	2012	2013
Avg 5 Highest	69.7	74.2	72.0	72.7	73.0	73.1	83.7	84.0	81.2	81.4	81.5	81.4	54.3	61.7	60.0	61.1	62.9	64.3	0.0	77.7	73.8	74.1	73.9	74.0
(level)																								
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	43.2	50.6	50.1	49.5	49.3	49.2	66.5	71.8	65.4	66.1	64.9	63.9	22.7	31.8	34.1	34.6	35.3	36.0	53.1	56.1	50.4	48.5	45.3	42.7
(level)																								
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
BE	48.3	45.5	52.5	51.7	52.3	54.1	52.1	23.7	51	45.1	47.2	47.9	11.5	8.9	12.4	15.6	15.2	20.1:		38.9	45.5	46.9	49.4	48.6
BG	28.3	62.9	52.9	44.4	45.9	48.2	-36.9	35.2	23	-0.9	5.7	14.1	-5.9	47.5	36.3	37.8	37.7	40.3:		26.8	11.3	7.9	16.2	18.6
CZ	70.7	50.6	49.3	52.6	55.7	61.2	79.4	83.5	90	90.4	92.4	97.8	43.1	52.9	47.9	49.5	50.7	55.1:		32.4	34.4	37.9	43.8	52.4
DK	112.3	105.7	104.7	98.9	96.7	97.2	95.1	99.0	84	84.5	82.8	84.6	104.4	89.1	93.9	93.9	92.4	90.8 :		105.2	85.2	82.7	77.7	79.8
DE	66.9	73.1	89.1	93.3	93.7	96.7	57.9	67.9	93	100.3	102.0	103.0	47.2	73.3	91.2	95.4	94.9	97.2 :		62.1	81.8	88.9	89.6	90.7
EE	74.4	94.2	71.2	78.1	84.4	87.5	34.1	81.0	15	48.4	62.3	73.2	74.7	102.5	76.1	85.2	91.7	94.0 :		63.5	26.2	52.3	59.5	64.5
IE	55.5	57.4	46.1	42.6	42.6	46.6	94.5	70.4	23	13.5	19.5	39.9	71.6	73.3	62.2	58.1	50.7	54.1:	_	82.5	42.1	37.1	44.5	54.3
EL	8.6	8.2	7.1	-4.1	-17.5	-24.5	71.3	70.4	68	32.6	2.7	-6.0	51.6	36.8	31.7	18.2	4.0	-1.4 :	L	12.0	15.6	-6.1	-16.3	-18.0
ES	4.8	32.8	25.9	25.8	19.7	16.5	60.2	51.6	23	9.6	-2.2	-3.7	45.3	46.1	36.7	37.4	31.2	26.1 :		44.9	16.8	10.7	3.6	4.3
FR	64.6	63.3	67.1	65.6	66.7	68.3	52.7	30.3	53	51.6	53.9	56.0	22.9	21.3	22.0	26.1	33.3	33.9 :		41.7	53.6	53.9	55.0	58.5
HR	:	19.7	13.1	5.9	3.6	2.3 :		-9.0	-4	-19.3	-25.7	-32.3 :		16.3	13.5	9.6	5.1	1.8 :	-	15.7	4.9	-4.9	-3.7	-0.2
IT	-3.9	0.2	-2.9	1.6	4.9	3.1	36.4	29.5	47	42.4	40.6	33.6	15.9	8.6	9.7	12.6	18.5	23.7 :	L	-12.2	-10.9	-6.1	0.1	-4.7
CY	59.7	74.7	85.4	78.5	65.4	54.5	115.5	109.7	103	88.4	67.7	49.7	84.5	77.0	85.8	76.2	55.8	48.1:		83.4	86.5	73.8	62.7	49.6
LV	60.8	91.3	67.6	68.2	72.2	77.5	9.7	64.6	-2	8.9	31.0	45.6	42.2	92.4	54.5	60.0	63.4	66.4 :		68.6	27.9	35.6	54.3	62.3
LT	78.2	76.9	68.0	73.8	78.5	81.3	5.0	31.1	-12	7.0	25.5	41.6	56.1	71.0	54.9	58.9	59.4	61.5 :	-	26.3	1.5	14.6	36.5	50.2
LU	40.0	40.4	54.3	53.5	62.4	61.6	82.3	44.2	87	78.6	82.2	80.6	12.8	7.6	21.3	17.8	20.7	15.9 :	L	15.7	43.3	41.4	49.8	47.3
HU	40.4	19.2	22.3	23.2	29.9	32.8	13.7	-22.9	4	4.3	19.5	33.0	-1.5	-1.5	1.2	4.7	5.8	8.8 :		-4.7	1.5	9.1	20.1	30.7
MT	-37.9	-47.3	-39.6	-26.6	-10.7	2.7	83.5	52.4	79	83.8	85.2	89.2	18.5	-8.5	-14.3	-10.4	-6.2	-0.4 :		93.1	100.2	102.2	101.8	106.3
NL	79.0	91.7	94.6	94.6	95.4	93.8	103.3	112.1	110	108.1	106.3	99.5	49.1	71.0	75.7	81.1	84.4	85.2 :		127.0	121.1	117.8	114.4	108.2
AT	72.2	76.4	89.1	86.8	88.7	90.5	81.7	81.0	94	96.3	96.6	93.8	19.4	30.7	32.1	26.1	28.3	31.4 :		91.3	103.6	106.9	107.4	104.4
PL	41.5	28.6	32.8	33.1	34.5	35.3	8.5	9.8	37	37.8	43.0	46.8	18.1	-0.8	0.0	8.8	12.3	16.3 :		27.3	40.8	41.4	46.6	49.2
РТ	82.8	69.7	70.8	66.0	58.2	55.4	91.6	62.2	63	47.7	30.4	27.9	88.6	63.6	58.3	50.2	40.6	37.8 :	_	55.1	52.3	51.6	39.6	34.6
RO	74.8	28.6	26.4	26.6	29.4	29.4	51.5	-1.6	34	24.7	39.4	43.9	84.8	37.8	27.0	20.5	22.1	19.4 :		-10.8	3.2	11.1	23.5	32.0
SI	77.1	76.0	74.9	66.0	64.6	57.9	38.7	45.8	54	37.2	41.8	41.6	0.1	3.2	3.5	-12.7	-8.7	-8.8 :		62.1	54.0	48.4	46.3	43.2
SK	52.9	41.3	33.2	34.0	33.7	36.1	20.1	45.8	41	41.8	47.8	47.4	-4.3	24.7	24.7	25.4	28.3	28.3 :		18.9	10.9	13.8	24.2	29.5
FI	94.5	95.5	97.8	96.7	98.0	95.1	48.6	54.0	58	62.2	64.1	61.7	59.9	82.7	85.4	84.5	83.0	79.5 :		75.5	71.1	75.3	78.8	77.3
SE	121.3	112.9	113.8	116.6	116.2	117.2	78.8	95.7	99	104.9	102.7	104.7	133.5	128.3	140.3	141.0	136.6	132.9 :		73.2	69.4	77.6	76.7	80.5
ик	89.2	77.3	81.3	79.4	80.6	84.6	86.4	81.8	88	87.1	91.2	95.0	88.6	87.7	88.9	83.4	82.6	84.1:		82.5	88.6	84.3	86.8	90.4
EU28	:	51.4	54.3	54.8	54.8	55.8 :		49.9	61	57.6	58.1	58.8 :		45.8	47.1	48.0	48.9	49.8 :		44.0	47.6	49.2	51.9	53.7

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

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 for a given indicator and country gives the relative distance to the highest 5 performers by subtracting the benchmark for a given country and indicator from the benchmark of the highest 5 performers (that is the value 100). The actual levels of the indicators can be found in the key indicator tables for each country ((Value-average lowest 5)/(average highest5-average lowest 5)*100). Due to this definition there will be countries above or below the average of the group with the highest 5 or the lowest 5. This means that in the highest 5 there will be values above 100 and in the lowest 5 there will be values below 0.

Employment rate of low skilled persons Employment rate of medium skilled persons Employment rate of high skilled persons Newly employed Country 2013 2013 2000 2000 2000 2010 2012 2000 2008 2010 2008 2012 2013 2008 2011 2012 2013 2008 2011 2011 2012 2010 2011 2010 61.7 60.2 78.2 87.6 87.8 87.0 87.1 87.3 19.3 67.0 67.0 64.3 63.8 79.0 80.0 77.6 78.2 78.1 86.3 0.0 21.6 18.6 20.2 19.5 Avg 5 Highest (level) 100 100 Avg 5 Highest 100 35.5 60.7 59.7 58.2 57.2 78.1 73.3 9.9 8.7 8.4 39.6 34.8 34.7 35.3 62.1 64.2 80.6 77.6 76.1 74.4 8.8 8.7 8.2 Avg 5 Lowest 36.5 (level) Avg 5 Lowest 0 BE 44.7 48.3 34.6 46.0 43.4 45.7 41.5 37.4 49.7 49.7 51.8 54.3 76.6 33.1 49.3 54.1 58.1 55.0 32.0 31.5 40.8 40.8 29.4 BG 3.4 25.1 17.5 7.0 3.3 5.6 -3.6 63.2 27.5 35.7 -7.1 52.6 52.9 36.8 40.9 31.7 76.0 65.4 46.8 36.2 17.4 23.4 35.5 cz 30.6 18.8 19.8 75.8 73.4 17.5 22.9 19.7 12.5 67.6 59.4 62.1 64.9 71.9 35.9 39.0 45.9 53.4 65.7 13.2 26.5 24.3 23.1 DK 105.8 94.1 94.5 97.5 110.5 97.5 96.8 105.9 107.7 86.4 91.2 91.4 109.4 126.8 90.6 94.0 106.8 100.9 94.5 89.4 138.8 120.6 114.1 DE 91.8 95.8 53.2 59.4 71.7 77.8 85.0 46.9 63.2 83.9 89.9 93.0 52.5 70.4 104.4 105.7 103.8 101.4 51.6 64.5 59.9 62.0 56.3 EE 70.0 86.6 30.2 77.1 22.0 54.6 63.4 48.3 63.5 27.4 54.2 64.3 52.5 74.5 87.7 73.5 17.8 31.4 46.9 54.2 63.8 10.3 87.6 IE 65.3 61.6 40.2 29.2 43.2 75.3 58.8 14.4 10.1 17.6 26.2 89.1 53.9 20.6 29.3 36.1 42.9 70.4 28.5 36.5 47.9 53.3 34.5 EL 42.8 -8.9 -2.3 2.0 -32.2 -38.6 -18.6 -32.4 -36.4 -5.6 -1.6 -10.4 67.3 75.8 78.2 65.1 48.9 -16.5 26.4 20.7 14.9 -11.3 0.0 ES -8.3 39.3 17.9 7.5 3.8 -29.1 15.2 4.4 3.8 2.9 62.5 46.5 11.7 0.0 97.8 78.6 65.1 60.1 72.2 59.2 57.5 48.9 62.0 FR 73.2 57.5 52.5 60.3 56.2 58.3 59.1 7.5 11.0 36.7 45.9 55.0 57.9 61.7 62.7 67.3 69.9 73.6 52.5 59.5 55.6 59.4 43.2 0.7 8.5 HR 24.3 28.3 20.1 10.9 0.7 -1.0 -11.0 -12.2 -15.1 -16.2 18.0 6.9 6.4 8.0 -8.6 2.6 3.7 8.3 Ιт 54.6 37.9 32.4 -29.0 -13.8 8.1 17.2 17.1 15.4 18.7 14.8 31.7 36.7 37.2 21.7 14.8 11.0 42.1 46.6 51.7 53.7 56.9 30.5 CY 61.1 61.1 81.5 46.8 34.5 21.4 69.4 73.5 85.6 89.3 108.3 104.6 85.3 78.5 75.2 73.9 52.8 35.3 78.7 58.5 74.7 81.6 74.4 LV 41.4 56.9 54.6 74.6 11.4 19.3 28.1 43.9 15.9 87.0 85.7 77.9 68.7 87.3 17.5 65.2 39.2 17.2 34.4 67.0 103.6 96.4 90.3 6.4 -0.5 -11.0 6.8 12.8 LT 2.8 9.0 -17.8 -9.8 18.4 34.3 23.1 32.4 96.7 88.3 102.0 99.1 102.1 50.8 64.5 79.0 70.0 82.7 72.5 73.6 80.2 82.3 94.1 93.4 47.4 39.1 31.3 42.7 42.9 24.3 41.4 69.8 72.3 68.6 -2.2 32.5 38.6 LU 14.1 71.1 40.8 40.8 -6.0 6.3 8.3 1.5 -15.2 2.3 HU -0.2 6.6 10.9 8.5 12.8 41.0 34.5 36.8 27.1 36.7 21.0 33.7 40.0 46.5 39.9 57.6 65.3 мт 50.3 29.4 46.6 49.6 58.4 65.9 88.4 63.9 81.5 75.8 88.9 93.9 77.6 69.1 66.5 94.7 98.3 95.7 21.7 40.4 30.5 33.9 39.9 NL 11.5 75.5 90.8 91.1 95.7 103.6 102.8 101.4 107.9 110.4 105.6 104.5 96.8 84.9 102.2 103.2 98.3 99.8 100.7 27.5 62.5 63.8 58.8 AT 53.9 64.5 72.1 74.7 78.5 79.3 70.6 83.4 96.2 94.8 96.5 97.2 80.8 76.0 91.0 97.5 90.0 55.9 70.5 70.3 69.1 68.9 86.0 PL 9.7 14.8 13.9 13.6 8.4 5.9 -0.4 22.1 24.8 16.8 12.0 17.2 59.8 42.8 34.0 56.2 56.0 60.5 64.3 55.0 53.5 38.2 41.7 РТ 119.1 117.1 111.7 106.0 103.2 103.2 30.2 34.3 55.0 56.8 45.7 49.1 122.6 56.6 59.6 44.0 32.1 24.3 27.7 38.5 39.9 34.6 36.8 RO 103.7 64.9 55.1 65.6 70.8 45.7 2.1 14.4 18.8 28.6 31.0 60.9 70.4 55.0 60.0 -11.6 -22.6 -18.2 -20.1 -24.8 51.0 55.0 55.1 SI 57.6 41.0 30.3 53.2 55.4 53.1 38.3 42.1 36.8 50.4 53.2 41.6 44.7 80.8 95.3 103.2 86.4 77.0 65.0 43.1 31.5 26.0 35.5 SK -22.8 -31.6 -21.2 -17.4 -22.1 -21.1 28.5 43.9 72.4 44.2 4.6 5.3 3.0 10.0 17.4 17.4 12.2 8.1 5.5 43.1 30.9 35.1 41.7 FI 74.2 70.0 64.6 66.8 70.5 67.5 65.2 70.8 65.0 69.3 72.4 68.2 61.9 69.1 73.4 75.3 77.0 75.0 94.4 92.6 99.8 101.8 97.4 SE 94.8 97.0 94.8 99.8 104.7 103.2 95.5 112.3 107.4 112.2 111.6 113.4 48.3 98.1 99.8 99.3 99.1 100.0 94.4 101.6 106.8 106.2 105.7 υĸ 86.6 69.1 68.0 91.9 71.1 70.4 72.3 80.4 107.9 85.9 85.0 86.6 85.9 88.2 97.5 64.9 74.5 60.6 75.7 72.1 63.5 58.2 66.4 EU28 62.7 64.3 57.7 58.1 60.0 47.7 61.6 62.6 63.7 48.1 53.2 54.6 56.8 44.2 53.9 55.1 49.9 50.5 50.5 46.0

Table 6 (cont): Benchmark for the main labour market indicators

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

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 for a given indicator and country gives the relative distance to the highest 5 performers by subtracting the benchmark for a given country and indicator from the benchmark of the highest 5 performers (that is the value 100). The actual levels of the indicators can be found in the key indicator tables for each country ((Value-average lowest 5)/(average highest5-average lowest 5)*100). Due to this definition there will be countries above or below the average of the group with the highest 5 or the lowest 5. This means that in the highest 5 there will be values above 100 and in the lowest 5 there will be values below 0.

Table 6 (cont): Benchmark for the main labour market indicators

		Yo	uth NEET ra	ate				Long-t	erm unem	ployment			tran	sition fror	n unemplo	yment to er	nployment	l
Country																		
	2000	2008	2010	2011	2012	2013	2000	2008	2010	2011	2012	2013	2000	2008	2010	2011	2012	2013
Avg 5 Highest	5.5	5.4	5.9	5.8	6.1	5.9	0.9	0.8	1.3	1.4	1.3	1.6	0.0	49.6	45.2	43.4	36.4	0.0
(level)																		
Avg 5 Highest	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Avg 5 Lowest	20.3	15.1	19.2	19.3	20.1	20.3	8.7	4.7	8.1	8.9	8.1	12.4	0.0	25.3	21.1	22.1	19.0	0.0
(level)																		ľ
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	62.4	55.3	55.6	52.9	63.8	35.9	58.5	72.3	79.9	78.6:	L	-20.7	-2.7	9.2	23.2 :	ľ
BG	:	-24.0	-19.8	-18.8	-10.1	-8.7	-9.2	46.0	48.2	34.9	43.5	46.1:		89.9	-8.5	11.6	-4.4 :	ľ
CZ	:	86.7	78.3	81.2	79.9	77.8	56.2	63.6	74.7	82.9	84.2	87.0:		68.8	27.7	50.1	92.7 :	ľ
DK	105.4	111.6	99.4	96.0	96.3	99.3	99.7	106.6	96.8	94.9	93.8	98.1 :	_	83.3	57.2	109.8	104.7 :	ľ
DE	85.1	69.2	82.1	87.1	92.7	97.2	58.7	18.2	68.8	81.6	89.5	92.6 :		-12.5	6.9	8.7	3.7:	ľ
EE	39.1	65.0	35.3	55.3	54.1	62.6	31.8	76.3	7.1	25.6	58.5	79.6 :		64.7	40.6	122.0	99.5 :	ľ
IE	:	1.9	-0.2	3.4	9.9	29.4	90.8	76.3	18.8	2.9	18.8	41.4 :	:	:	:	:	:	ľ
EL	22.9	35.0	32.3	13.8	-1.6	-1.8	31.8	28.3	35.0	1.6	-37.9	-56.1 :		30.4	25.6	0.3	-13.5 :	ľ
ES	55.3	7.0	8.9	5.6	9.1	12.0	48.5	68.7	11.5	-1.1	-2.6	-6.9 :		42.0	33.5	26.1	10.6 :	ľ
FR	68.2	50.5	51.1	53.8	56.3	63.3	66.4	48.5	62.9	68.3	73.4	75.8 :		35.4	47.2	64.7	74.3 :	ľ
HR	:	51.6	32.3	26.4	24.1	12.0	:	-14.6	20.3	4.3	6.0	12.6 :	:	:		-5 :	:	ľ
п	8.0	-15.7	0.6	-4.0	-7.3	-12.9	31.8	40.9	58.5	60.3	55.2	50.7 :	Г	9.8	5.7	-13.3	3.7 :	ľ
СҮ	68.9	55.7	56.4	34.5	29.1	11.4	95.9	106.6	99.7	97.6	77.7	58.2 :	_	151.3	107.5	96.1 :	:	ľ
LV	:	38.1	10.4	24.1	37.0	50.8	4.9	68.7	-10.6	1.6	32.8	61.0 :		54.0	32.7	74.1	57.6 :	ľ
LT	22.2	65.0	45.1	55.3	63.4	64.0	8.7	86.4	10.0	12.3	45.6	67.5 :		46.9	-1.4	22.8	34.1 :	ľ
LU	103.4	91.9	106.2	107.9	101.3	106.2	104.9	78.8	99.7	100.3	99.1	98.1		98.5	76.3	66.1	96.7 :	ľ
ни	33.0	37.1	51.1	44.1	38.4	34.2	72.8	28.3	37.9	49.6	63.8	68.4 :		65.1	58.9	71.2 :	:	ľ
МТ	-48.2	70.2	73.0	64.1	64.1	72.3	53.6	56.1	71.8	78.9	84.2	87.9 :		31.7	41.4	26.1	27.8 :	ľ
NL	111.5	120.9	112.2	114.5	112.7	105.5	101.0	91.4	101.2	98.9	97.0	92.6 :		77.1	137.4	55.3 :	:	ľ
AT	83.8	82.6	91.1	91.6	97.0	91.7	98.5	96.5	102.6	104.3	104.5	103.7 :		44.5	72.6	61.8	106.4 :	ľ
PL	:	62.9	63.2	57.5	59.1	56.4	16.4	58.6	74.7	70.9	72.4	74.0 :		35.4	55.9	37.9 :	:	
PT	76.3	49.5	57.9	48.6	42.7	42.5	86.9	18.2	26.2	36.3	33.8	28.4 :		74.2	19.8	28.9 :	:	
RO	0.5	36.0	21.0	13.8	23.4	21.7	66.4	58.6	82.1	77.6	82.0	83.3 :		36.6	32.3	52.4 :	:	ľ
SI	:	88.8	91.1	90.1	77.0	77.1	58.7	71.2	71.8	70.9	70.2	66.5 :	Г	-7.1	13.5 :		11.7 :	
SK	:	41.2	38.3	40.4	44.9	46.0	-20.8	-50.0	-17.9	-5.1	15.6	21.9 :		35.8	26.8	14.8 :	:	ľ
FI	71.6	75.4	76.8	80.4	82.0	76.5	75.4	88.9	89.4	96.3	99.1	99.1 :		32.1	10.2	26.6	36.4 :	
SE	94.6	75.4	86.6	87.1	87.7	88.9	93.3	99.0	95.3	98.9	100.2	100.9		69.6	106.2	95.7 :	:	
UK	63.5	30.8	41.3	36.7	43.4	48.8	93.3	83.8	82.1	82.9	87.4	89.8 :	:		60.5	76.4	76.0 :	
EU28	:	43.3	48.1	47.1	49.9	50.8		53.5	61.5	62.9	66.0	67.5 :			00.0	29.4	25.5 :	

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

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 for a given indicator and country gives the relative distance to the highest 5 performers by subtracting the benchmark for a given country and indicator from the benchmark of the highest 5 performers (that is the value 100). The actual levels of the indicators can be found in the key indicator tables for each country ((Value-average lowest 5)/(average highest5-average lowest 5)*100). Due to this definition there will be countries above or below the average of the group with the highest 5 or the lowest 5. This means that in the highest 5 there will be values above 100 and in the lowest 5 there will be values below 0.

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 6 (cont): Benchmark for the main labour market indicators

Nug 5 Highest 13.1 10.4 3.7 3.2 5.3 7.2 0.0 4.0 1.6 9.7 6.88 6.20 21.8 1.65 6.9 9.1 1.52 8.8 Ng 5 Lowert -7.8 1.3 -1.48 -10.0 100																				
2000 2008 2010 2011 2012 2013 2000 2013 2000 2013 2000 2011 2012 2013 2000 2011 2012 2013 2000 2011 2012 2013 2000 2011 2012 2013 2000 2011 2012 2013 2000 2011 2012 2013 2000 2013 2010 2010 2011 2012 2013 2000 2013 2010 2011 2012 2013 2000 2013 2010 2010 2011 2012 2013 2000 2013 2010 2011 2012 2013 2010 100	. .	E	mploymer	nt growth 3	recent yea	rs			Nom U	LC growth o	over 3 years	5			Labour pro	oductivity g	rowth over	3 years		
Nors Nors <th< th=""><th>Country</th><th></th><th></th><th></th><th></th><th></th><th></th><th></th><th></th><th></th><th></th><th></th><th></th><th></th><th></th><th></th><th></th><th></th><th></th></th<>	Country																			
Intervin Hype Highest 99 100 <																			2013	
Signed set	0 0	13.1	10.4	3.7	3.2	5.3	7.2	0.0	4.0	1.6	-9.7	-6.8	-6.2	21.8	16.5	6.9	9.1	15.2	8.6	
Ang Showest -7.8 1.3 -1.4.8 -1.0.6 -9.6 89.9 46.0 21.5 1.2.6 8.4. 1.00 1.3 -0.5 5.8 -3.9 -0.9 -1.1 Neg Showest 6.22 37.0 92.3 92.4 81.2 65.3 96.7 86.6 6.71 27.5 11.6 9.9.7 11.2 91.4 21.6 2.3.7 92.4 81.3 37.0 92.4 81.2 65.3 99.7 78.6 67.1 27.5 11.6 9.9.7 11.2 91.4 21.6 8.3.8 99.0 46.8 92.7 92.4 81.2 92.7 92.4 81.4 22.1 48.6 1.9.3 91.4 77.7 83.3 39.0 46.8 22.9 1.0.7 10.7 70.7 83.6 70.7 83.6 81.8 81.8 46.0 32.4 47.1 83.7 72.8 83.7 72.9 91.3 71.4 71.8 71.6 71.2 72.7 72.9 72.9 72.9 72.9 72.9 72.9 72.9 72.9 72.9 72.9																				
Intervit No. 0																			100	
Avg S Lowest 0 <t< th=""><th>•</th><th>-7.8</th><th>1.3</th><th>-14.8</th><th>-13.8</th><th>-10.6</th><th>-9.6</th><th>89.9</th><th>46.0</th><th>21.5</th><th>12.6</th><th>8.4</th><th>10.0</th><th>1.3</th><th>-0.5</th><th>-5.8</th><th>-3.9</th><th>-0.9</th><th>-1.7</th></t<>	•	-7.8	1.3	-14.8	-13.8	-10.6	-9.6	89.9	46.0	21.5	12.6	8.4	10.0	1.3	-0.5	-5.8	-3.9	-0.9	-1.7	
BE 62.2 37.0 92.3 92.4 81.2 65.3 96.7 88.6 67.1 27.5 11.6 9.5 11.9 14.2 14.6 80.4 81.8 77.0 61.6 82.4 82.3 97 CZ 14.9 50.7 77.0 64.5 62.5 64.7 85.8 81.8 46.0 52.4 93.0 46.8 62.7 57.1 49.7 38.3 29 DK 55.8 97.5 45.9 75.4 98.7 10.8 73.6 31.3 35.2 22.5 54 25.5 25.0 20.5 27.5 48.4 47.1 20.3 70.9 12.3 40.8 34.2 73.3 81.8 49.0 55.5 57.5 45.9 27.0 56.8 93.7 17.1 40.1 32.7 40.8 34.2 73.3 81.8 49.0 55.1 37.7 49.7 45.2 56.0 73.7 40.9 40.5 20.0 73.8 80.8 60.0 60.2 45.4 97.2 75.7 97.1 16.0 10.0																				
B6G 1.3 86.6 6.2.1 3.6.3 14.2 27.0 42.2 45.6 5.8.4 -39.1 -29.0 -13.7 104.7 66.0 80.2 62.4 82.3 97 CZ 14.9 50.7 77.0 64.5 62.5 64.7 88.4 93.8 81.8 46.0 32.4 39.0 46.8 62.7 57.1 49.7 83.8 29 DE 58.4 24.9 98.8 92.8 85.9 75.4 98.7 110.8 73.6 31.3 35.2 22.9 5.4 29.5 28.5 29.0 36.5 29 EE 136.1 79.7 14.4 3.7 27.0 56.6 93.5 71.2 12.7 11.8 123.7 70.9 123.7 40.8 40.2 26.8 4.8 1.7.9 1.0.4 18 49.9 39.8 50.7 37.8 10.0.8 142.4 30.2 26.8 55.4 49.4 40.2 24.8 40.4 32.9 42.3 41.3 24.7 44.9 40.9 40.8 3	•	-					Ŭ				· · · ·		0						0	
CZ 14.9 50.7 77.0 64.5 62.5 64.7 86.4 93.8 81.8 46.0 32.4 39.0 46.8 62.7 57.1 49.7 30.4 3 DOC 58.4 24.9 89.8 85.8 97.5 49.9 95.7 10.8 71.1 49.1 32.7 49.4 47.1 20.3 -11.0 37.9 51.7 38.3 22.9 56.4 25.2 28.5 28.5 29.0 56.5 29.2 71.1 49.1 32.7 49.8 34.2 73.3 81.8 49.0 12.3 40.8 34.2 73.3 81.8 40.8 22.2 56.4 20.7 70.2 99.0 56.0 35.6 12.9 46.5 12.9 40.8 34.5 71.1 49.1 71.0 71.4 71.4 71.7 10.4 18.8 50.7 73.8 10.08 142.4 50.5 15.6 92.5 85.8 85.4 49.4 31.3 12.9 12.1 12.4 12.3 11.0 12.9 12.6 12.6 12.7 <td< th=""><th>BE</th><th></th><th></th><th></th><th>-</th><th></th><th></th><th></th><th></th><th></th><th></th><th></th><th></th><th></th><th></th><th></th><th></th><th></th><th>21.9</th></td<>	BE				-														21.9	
DK 50.8 59.5 57.5 45.9 47.9 55.8 93.2 77.1 49.1 32.7 48.4 47.1 20.3 -11.0 37.9 51.7 38.3 29 DE 58.4 24.9 89.8 92.8 65.9 75.4 98.7 110.8 73.6 31.3 35.2 22.3 5.4 29.5 28.5 29.0 36.5 29 EE 136.1 79.7 14.4 3.7 27.0 56.8 93.5 71.2 122.7 13.6 123.8 79.7 46.5 20.5 70.2 99.0 66.0 36 EE 10.0 63.1 33.1 20.6 15.8 4.7 92.5 77.5 93.3 68.4 30.5 28.2 33.3 13.6 12.9 42.3 43.3 24.7 44.4 11.0 75.8 77.4 71.2 59.7 97.5 51.8 30.5 71.1 41.4 73.6 33.2 10.6 73.7 40.4 32.8 16.6 60.7 60.13 33.6 32.2	BG																	_	97.3	
DE 58.4 24.9 89.8 92.8 85.9 75.4 98.7 110.8 73.6 31.3 35.2 22.9 5.4 29.5 28.5 29.0 36.5 29.9 EE 110 56.2 4.1 32.4 92.1 124.2 87.0 -1.6 55.2 80.5 73.7 -0.9 123.7 40.8 34.2 73.8 81.8 49 EL 136.1 77.7 14.4 3.7 20.6 5.8 47.7 78.8 92.5 78.8 90.7 37.8 100.8 142.4 30.2 26.8 4.8 -17.9 -10.4 18 ES 108.0 63.1 33.1 20.6 15.8 4.7 92.5 78.8 80.2 61.5 92.2 94.8 5.6 15.6 92.5 48.3 93.6 10.1 83.5 57.1 44.7 21.7 72.9 12.0 43.8 42.7 34.8 44.7 34.8 49.8 58.0 10.5 10.1 14.4 36.6 10.2 90.8 57.1 14.1	cz	-	50.7	77.0	64.5	62.5			93.8	81.8	46.0	32.4	39.0	46.8		57.1	49.7		3.1	
EE 1.0 56.2 4.1 32.4 92.1 124.2 87.0 -1.6 55.2 80.5 73.7 -0.9 123.7 40.8 34.2 73.3 81.8 49 IE 136.1 79.7 14.4 3.7 27.0 56.8 93.5 71.2 122.7 13.6 123.6 123.7 40.8 34.2 73.3 81.8 49 EL 55.4 37.2 69.3 30.4 47.2 25.7 75.8 80.8 50.7 37.8 100.8 122.7 44.8 40.2 26.8 54.8 57.4 94.8 FR 69.5 19.1 75.8 77.4 71.2 59.7 97.5 51.8 33.5 57.1 44.7 42.3 41.3 24.7 34.8 HR -19.3 80.8 66.6 69.0 62.2 45.3 100.1 83.5 57.1 34.7 47.7 21.7 23.3 10.4 38.8 58.2 30.2 40.3 37.3 90.5 50.1 104.2 40.8 34.2 73.3<	DK		59.5	57.5		47.9		93.2	77.1		32.7		-			37.9			29.6	
IE 136.1 79.7 14.4 3.7 27.0 56.8 93.5 71.2 122.7 113.6 123.8 79.7 46.5 2.0 70.2 99.0 56.0 36.0 EL 55.4 37.2 69.3 30.4 -32.2 -44.1 88.3 93.8 50.7 37.8 100.0 142.4 30.2 26.8 -4.8 -17.9 -10.4 18 FR 69.5 19.1 75.8 77.4 71.2 59.7 97.5 93.3 68.4 30.5 28.2 33.3 13.6 12.9 42.3 41.3 24.7 34.4 103.3 80.8 58.6 C.7.8 -2.2 -7.9 95.5 51.8 33.5 57.1 44.7 72.9 46.5 42.3 41.3 24.7 34.8 CY 65.7 24.9 68.6 60.0 62.2 42.3 4.9 95.9 100.0 72.7 21.5 50.1 104.2 40.8 34.8 58.2 30.2 25.8 39.9 LV 12.5 9	DE					85.9	75.4				31.3			5.4	29.5	28.5	29.0	36.5	29.7	
EL 55.4 37.2 69.3 30.4 -32.2 -44.1 88.3 93.8 50.7 37.8 100.8 142.4 30.2 26.8 -4.8 -17.9 -10.4 18 ES 108.0 63.1 33.1 20.6 15.8 4.7 92.5 76.8 80.2 61.5 92.2 94.8 -5.6 15.6 92.5 85.8 55.4 94.4 -19.3 80.8 58.6 27.7 7.7.4 79.7 97.5 93.3 68.4 30.5 28.2 33.3 13.6 12.9 41.3 24.7 94.8 FR 69.7 24.9 68.6 67.0 62.2 45.3 100.1 89.5 61.1 31.4 43.6 32.2 9.0 6.7 44.4 34.8 56.6 60.7 64.8 56.2 10.0 96.5 92.1 40.4 32.8 30.2 25.3 39.1 VV 12.5 15.2 -3.20 -2.9.9 42.4 88.8 98.2 76.5 110.9 12.0 93.6 10.3 <t< th=""><th>EE</th><th></th><th></th><th></th><th></th><th>92.1</th><th>124.2</th><th>87.0</th><th>-1.6</th><th>55.2</th><th>80.5</th><th>73.7</th><th></th><th>· · ·</th><th></th><th>34.2</th><th>73.3</th><th>81.8</th><th>49.9</th></t<>	EE					92.1	124.2	87.0	-1.6	55.2	80.5	73.7		· · ·		34.2	73.3	81.8	49.9	
ES 108.0 63.1 33.1 20.6 15.8 4.7 92.5 76.8 80.2 61.5 92.2 94.8 -5.6 15.6 92.5 85.8 55.4 94 FR 69.5 19.1 75.8 77.4 71.2 59.7 97.5 93.3 68.4 30.5 28.2 33.3 13.6 12.9 42.3 41.3 24.7 34 HR -19.3 80.8 58.6 27.8 -2.2 71.9 79.5 51.8 33.5 57.1 44.7 72.1 73.9 19.2 40.3 41.3 24.6 51.8 58 CY 62.0 67.8 87.5 80.2 42.3 4.9 95.9 100.0 72.7 21.5 50.1 104.2 40.8 34.8 58.2 30.2 39.5 LT 4.5 19.8 10.2 9.9 30.0 72.7 21.5 50.1 104.2 40.8 34.8 58.2 30.2 39.6 10.3 91.6 61.1 61.6 61.3 79.7 61.6	IE	136.1	79.7	14.4	3.7	27.0	56.8	93.5	71.2	122.7	113.6	123.8	79.7	46.5	2.0			56.0	36.6	
FR 69.5 19.1 75.8 77.4 71.2 59.7 97.5 93.3 68.4 30.5 28.2 33.3 13.6 12.9 42.3 41.3 24.7 34 HR -19.3 80.8 58.6 27.8 -2.2]: 71.9 79.5 51.8 33.5 57.1 44.7 -21.7 23.9 19.2 28.6 51.8 58.6 CY 62.0 67.8 87.5 80.2 42.3 4.9 95.9 100.0 72.7 21.5 50.1 104.2 40.8 34.8 58.2 30.2 25.3 39 LV 12.5 15.2 -32.0 -29.9 42.2 88.8 98.2 -76.9 110.9 12.0 93.6 103.3 96.5 92.1 40.3 73.1 95.8 109 LU 112.7 135.8 132.4 115.0 113.2 100.6 97.6 74.8 -65.6 -9.2 3.1 33.6 -10.5 36.9 17.1 -5.4 14.4 HU 132.7 138.8 <t< th=""><th>EL</th><th>55.4</th><th>37.2</th><th>69.3</th><th>30.4</th><th>-32.2</th><th>-44.1</th><th>88.3</th><th>93.8</th><th>50.7</th><th>37.8</th><th>100.8</th><th>142.4</th><th></th><th>26.8</th><th>-4.8</th><th>-17.9</th><th>-10.4</th><th>18.8</th></t<>	EL	55.4	37.2	69.3	30.4	-32.2	-44.1	88.3	93.8	50.7	37.8	100.8	142.4		26.8	-4.8	-17.9	-10.4	18.8	
HR -19.3 80.8 58.6 27.8 -2.2 71.9 79.5 51.8 33.5 57.1 44.7 -21.7 23.9 19.2 28.6 51.8 58.8 TT 55.7 24.9 68.6 69.0 62.2 45.3 100.1 89.5 61.1 31.4 33.6 32.2 9.0 6.7 40.4 32.8 16.6 6.6 CY 62.0 67.8 87.5 80.2 42.3 4.9 95.9 100.0 72.7 71.9 90.6 103.4 38.8 58.2 39.0 39.5 59.1 100.4 83.8 102.5 90.8 85.2 27.9 84.8 103.5 117.8 116.5 154.4 106 LU 112.7 135.8 122.4 115.0 113.2 100.6 97.6 74.7 36.0 27.3 5.6 23.7 35.9 33.3 7.2 4.3 18 HU 63.2 -71.2 61.4 73.1 74.0 61.6 64.3 78.2 74.7 30.0 23.7 5	ES	108.0	63.1	33.1	20.6	15.8	4.7	92.5	76.8	80.2	61.5	92.2	94.8	-5.6	15.6	92.5	85.8	55.4	94.0	
Tr 567 24.9 68.6 69.0 62.2 45.3 100.1 89.5 61.1 31.4 33.6 32.2 9.0 6.7 40.4 32.8 16.6 6 CY 62.0 67.8 87.5 80.2 42.3 4.9 95.9 100.0 72.7 21.5 50.1 104.2 40.8 34.8 58.2 30.2 25.3 39.0 LV 12.5 15.2 -32.0 -29.9 42.2 88.8 98.2 -76.9 110.9 120.0 93.6 10.3 96.5 92.1 40.3 71.1 95.8 100.9 38.9 102.5 90.8 85.2 27.9 84.8 103.5 117.8 116.5 154.4 106 LU 112.7 135.8 115.0 113.2 100.6 97.6 79.6 4.8 -65.5 9.2 31.1 33.6 -10.5 -36.9 17.1 8.7 -44 HU 63.2 -21.2 61.4 73.1 74.0 61.6 69.3 69.3 30.0 32.5 <t< th=""><th>FR</th><th>69.5</th><th>19.1</th><th></th><th></th><th></th><th>59.7</th><th></th><th>93.3</th><th>68.4</th><th>30.5</th><th>28.2</th><th>33.3</th><th></th><th></th><th></th><th>41.3</th><th>24.7</th><th>34.5</th></t<>	FR	69.5	19.1				59.7		93.3	68.4	30.5	28.2	33.3				41.3	24.7	34.5	
CY 62.0 67.8 87.5 80.2 42.3 4.9 95.9 100.0 72.7 21.5 50.1 104.2 40.8 34.8 58.2 30.2 25.3 39 LV 12.5 15.2 -32.0 -29.9 42.2 88.8 98.2 -76.9 110.9 93.6 10.3 96.5 92.1 40.3 73.1 95.8 109 LU 4.5 29.8 -19.6 -22.1 4.4 78.6 100.9 38.9 102.5 90.8 85.2 27.9 84.8 103.5 117.8 116.5 154.4 106 LU 112.7 135.8 122.4 17.0 113.2 100.6 64.3 78.2 74.7 36.0 27.3 5.6 23.7 35.9 33.3 7.2 4.3 18 MT 33.8 53.6 103.6 107.4 112.1 106.3 100.2 90.7 65.4 16.9 11.2 5.9 68.5 27.9 52.8 18.9 2.0 -9 NL 73.7 50.3	HR	-19.3	80.8	58.6	27.8	-2.2:		71.9	79.5	51.8	33.5	57.1	44.7	-21.7	23.9	19.2	28.6	51.8	58.1	
LV 12.5 15.2 -32.0 -29.9 42.2 88.8 98.2 -76.9 110.9 129.0 93.6 10.3 96.5 92.1 40.3 73.1 95.8 109 LT 4.5 29.8 -19.6 -22.1 4.4 78.6 100.9 38.9 102.5 90.8 85.2 27.9 84.8 103.5 117.8 116.5 154.4 166 LU 112.7 135.8 122.4 115.0 113.2 100.6 97.6 79.6 4.8 -6.5 -9.2 3.1 33.6 -10.5 36.9 -17.1 -8.7 -14 HU 63.2 -21.2 61.4 73.1 74.0 61.6 64.3 78.2 74.7 36.0 27.3 56.6 23.7 35.9 33.3 7.2 4.3 18.9 MIT 33.8 53.6 103.4 113.2 106.3 100.2 90.7 65.4 16.9 11.2 5.9 80.0 21.7 33.2 23.2 31.3 19.2 22.8 33.2 31.3	т	56.7	24.9	68.6	69.0	62.2	45.3	100.1	89.5	61.1	31.4	33.6	32.2	9.0	6.7	40.4	32.8	16.6	6.6	
LT 4.5 29.8 -19.6 -22.1 4.4 78.6 100.9 38.9 102.5 90.8 85.2 27.9 84.8 103.5 117.8 116.5 154.4 106.9 LU 112.7 135.8 122.4 115.0 113.2 100.6 97.6 79.6 4.8 -6.5 -9.2 3.1 33.6 -10.5 36.9 -17.1 -8.7 -14 HU 63.2 -21.2 61.4 73.1 74.0 61.6 64.3 78.2 74.7 36.0 27.3 5.6 23.7 35.9 33.3 7.2 4.3 18.8 MT 33.8 53.6 103.6 107.4 112.1 106.3 100.2 90.7 65.4 16.9 11.2 5.9 68.5 27.9 52.8 18.9 2.0 -9 NL 73.7 50.3 81.9 78.8 67.9 91.6 96.3 69.2 29.4 28.4 21.7 33.2 28.2 38.0 21.1 33.2 28.2 19.9 14.4 31.2 <t< th=""><th>СҮ</th><th>62.0</th><th>67.8</th><th>87.5</th><th>80.2</th><th>42.3</th><th>4.9</th><th>95.9</th><th>100.0</th><th>72.7</th><th>21.5</th><th>50.1</th><th>104.2</th><th>40.8</th><th>34.8</th><th>58.2</th><th>30.2</th><th>25.3</th><th>39.1</th></t<>	СҮ	62.0	67.8	87.5	80.2	42.3	4.9	95.9	100.0	72.7	21.5	50.1	104.2	40.8	34.8	58.2	30.2	25.3	39.1	
LU 112.7 135.8 122.4 115.0 113.2 100.6 97.6 79.6 4.8 -6.5 -9.2 3.1 33.6 -10.5 -36.9 -17.1 -8.7 -14 HU 63.2 -21.2 61.4 73.1 74.0 61.6 64.3 78.2 74.7 36.0 27.3 5.6 23.7 35.9 33.3 7.2 4.3 18 MT 33.8 53.6 103.6 107.4 112.1 106.3 100.2 90.7 65.4 16.9 11.2 5.9 68.5 27.9 52.8 18.9 2.0 -9 NL 73.7 50.3 81.9 78.8 67.5 53.9 91.6 96.3 60.3 30.0 32.5 38.0 20.1 25.0 43.8 29.3 15.9 14 AT 54.2 47.4 91.9 92.4 91.7 79.0 100.1 96.9 64.2 29.4 28.4 21.7 33.2 28.5 33.2 31.3 19.2 22.0 PI 67.9	LV	12.5	15.2	-32.0	-29.9	42.2	88.8	98.2	-76.9	110.9	129.0	93.6	10.3	96.5	92.1	40.3	73.1	95.8	109.5	
HU 63.2 -21.2 61.4 73.1 74.0 61.6 64.3 78.2 74.7 36.0 27.3 5.6 23.7 35.9 33.3 7.2 4.3 18 MT 33.8 53.6 103.6 107.4 112.1 106.3 100.2 90.7 65.4 16.9 11.2 5.9 68.5 27.9 52.8 18.9 2.0 -9 NL 73.7 50.3 81.9 78.8 67.5 53.9 91.6 96.3 69.3 30.0 32.5 38.0 20.1 25.0 43.8 29.3 15.9 14 AT 54.2 47.4 91.9 92.4 91.7 79.0 100.1 96.9 64.2 29.4 28.4 21.7 33.2 28.5 33.2 31.3 19.2 22 PI 67.9 -3.6 60.3 48.4 21.7 7.4 88.5 95.9 81.7 53.1 89.6 78.8 27.3 20.2 66.0 57.5 35.8 99 RO . -2.1	LT	4.5	29.8	-19.6	-22.1	4.4	78.6	100.9	38.9	102.5	90.8	85.2	27.9	84.8	103.5	117.8	116.5	154.4	106.8	
MT 33.8 53.6 103.6 107.4 112.1 106.3 100.2 90.7 65.4 16.9 11.2 5.9 68.5 27.9 52.8 18.9 2.0 -9 NL 73.7 50.3 81.9 78.8 67.5 53.9 91.6 96.3 69.3 30.0 32.5 38.0 20.1 25.0 43.8 29.3 15.9 14 AT 54.2 47.4 91.9 92.4 91.7 79.0 100.1 96.9 64.2 29.4 28.4 21.7 33.2 28.5 33.2 31.3 19.2 22 PL : 117.1 87.6 70.8 54.1 : 77.7 88.2 51.9 34.3 28.2 39.1 90.2 40.5 120.0 125.4 85.6 92 PT 67.9 -3.6 60.3 48.4 21.7 7.4 88.5 95.9 81.7 53.1 89.6 78.8 27.3 20.2 66.0 57.5 35.8 49 RO : -2.1	LU	112.7	135.8	122.4	115.0	113.2	100.6	97.6	79.6	4.8	-6.5	-9.2	3.1	33.6	-10.5	-36.9	-17.1	-8.7	-14.4	
NL 73.7 50.3 81.9 78.8 67.5 53.9 91.6 96.3 69.3 30.0 32.5 38.0 20.1 25.0 43.8 29.3 15.9 14 AT 54.2 47.4 91.9 92.4 91.7 79.0 100.1 96.9 64.2 29.4 28.4 21.7 33.2 28.5 33.2 31.3 19.2 22 PL 117.1 87.6 70.8 54.1 : 77.7 88.2 51.9 34.3 28.2 39.1 90.2 40.5 120.0 125.4 85.6 92 PT 67.9 -3.6 60.3 48.4 21.7 7.4 88.5 95.9 81.7 53.1 89.6 78.8 27.3 20.2 66.0 57.5 35.8 49 RO 51.6 70.1 72.0 48.8 38.2 31.2 88.0 27.7 19.5 52.1 66.5 44.9 54.1 29.0 23.4 31.4 28.8 SK 14.0 69.4 78.2 70.9	ни	63.2	-21.2	61.4	73.1	74.0	61.6	64.3	78.2	74.7	36.0	27.3	5.6	23.7	35.9	33.3	7.2	4.3	18.7	
AT 54.2 47.4 91.9 92.4 91.7 79.0 100.1 96.9 64.2 29.4 28.4 21.7 33.2 28.5 33.2 31.3 19.2 22.7 PL : 117.1 87.6 70.8 54.1 : 77.7 88.2 51.9 34.3 28.2 39.1 90.2 40.5 120.0 125.4 85.6 92 PT 67.9 -3.6 60.3 48.4 21.7 7.4 88.5 95.9 81.7 53.1 89.6 78.8 27.3 20.2 66.0 57.5 35.8 49 RO : -2.1 67.9 63.3 68.2 59.2 -256.1 -6.1 -9.8 86.0 86.7 60.2 32.5 130.9 56.9 10.0 14.4 70 SI 51.6 70.1 72.0 48.8 38.2 31.2 88.0 27.7 19.5 52.1 66.5 44.9 54.1 29.0 23.4 31.4 28.8 SI 14.0 69.4 78.2	МТ	33.8	53.6	103.6	107.4	112.1	106.3	100.2	90.7	65.4	16.9	11.2	5.9	68.5	27.9	52.8	18.9	2.0	-9.4	
PL : 117.1 87.6 70.8 54.1 : 77.7 88.2 51.9 34.3 28.2 39.1 90.2 40.5 120.0 125.4 85.6 92 PT 67.9 -3.6 60.3 48.4 21.7 7.4 88.5 95.9 81.7 53.1 89.6 78.8 27.3 20.2 66.0 57.5 35.8 49 RO : -2.1 67.9 63.3 68.2 59.2 -256.1 -6.1 -9.8 86.0 86.7 60.2 32.5 130.9 56.9 10.0 14.4 70 SI 51.6 70.1 72.0 48.8 38.2 31.2 80.4 85.0 27.7 19.5 52.1 66.5 44.9 54.1 29.0 23.4 31.4 28 SK 14.0 69.4 78.2 70.9 68.4 63.2 78.7 93.6 60.3 31.2 48.8 57.0 50.4 107.4 89.6 60.7 63.5 60 FI 68.5 60.2	NL	73.7	50.3	81.9	78.8	67.5	53.9	91.6	96.3	69.3	30.0	32.5	38.0	20.1	25.0	43.8	29.3	15.9	14.1	
PT 67.9 -3.6 60.3 48.4 21.7 7.4 88.5 95.9 81.7 53.1 89.6 78.8 27.3 20.2 66.0 57.5 35.8 49 RO -2.1 67.9 63.3 68.2 59.2 -256.1 -6.1 -9.8 86.0 86.7 60.2 32.5 130.9 56.9 10.0 14.4 70 SI 53.1 89.6 78.8 52.1 66.5 60.2 32.5 130.9 56.9 10.0 14.4 70 SK 14.0 69.4 78.2 70.9 68.4 63.2 78.7 93.6 60.3 31.2 48.8 57.0 50.4 107.4 89.6 60.7 63.5 60 60.7 63.5 60 60.7 63.5 60 60.7 63.5 60 60.7 63.5 60.7 63.5 60 60.7 63.5 60 60.7 63.5 60 60.7 63.5 60 60.7 63.5 60 60.7 63.5 60 60.7 63.5 <th>AT</th> <th>54.2</th> <th>47.4</th> <th>91.9</th> <th>92.4</th> <th>91.7</th> <th>79.0</th> <th>100.1</th> <th>96.9</th> <th>64.2</th> <th>29.4</th> <th>28.4</th> <th>21.7</th> <th>33.2</th> <th>28.5</th> <th>33.2</th> <th>31.3</th> <th>19.2</th> <th>22.9</th>	AT	54.2	47.4	91.9	92.4	91.7	79.0	100.1	96.9	64.2	29.4	28.4	21.7	33.2	28.5	33.2	31.3	19.2	22.9	
RO : -2.1 67.9 63.3 68.2 59.2 -256.1 -6.1 -9.8 86.0 86.7 60.2 32.5 130.9 56.9 10.0 14.4 70 SI 51.6 70.1 72.0 48.8 38.2 31.2 80.4 85.0 27.7 19.5 52.1 66.5 44.9 54.1 29.0 23.4 31.4 28 SK 14.0 69.4 78.2 70.9 68.4 63.2 78.7 93.6 60.3 31.2 48.8 57.0 50.4 107.4 89.6 60.7 63.5 60 FI 68.5 60.2 79.1 74.0 76.2 58.7 97.0 91.3 35.7 14.9 23.2 6.2 32.0 22.3 5.9 17.8 29.1 17 SE 67.7 40.9 76.7 84.8 90.9 80.1 95.6 93.1 82.2 46.4 50.7 38.6 28.2 14.5 55.0 57.4 46.6 31 UK 17.7 11.	PL	:	117.1	87.6	70.8	54.1:		77.7	88.2	51.9	34.3	28.2	39.1	90.2	40.5	120.0	125.4	85.6	92.4	
SI 51.6 70.1 72.0 48.8 38.2 31.2 80.4 85.0 27.7 19.5 52.1 66.5 44.9 54.1 29.0 23.4 31.4 28 SK 14.0 69.4 78.2 70.9 68.4 63.2 78.7 93.6 60.3 31.2 48.8 57.0 50.4 107.4 89.6 60.7 63.5 60 FI 68.5 60.2 79.1 74.0 76.2 58.7 97.0 91.3 35.7 14.9 23.2 6.2 32.0 22.3 5.9 17.8 29.1 17 SE 67.7 40.9 76.7 84.8 90.9 80.1 95.6 93.1 82.2 46.4 50.7 38.6 28.2 14.5 55.0 57.4 46.6 31 UK 17.7 11.7 76.0 75.6 79.1 75.3 88.7 88.5 50.7 13.9 15.4 28.6 28.8 19.9 16.7 18.4 12.8 23	РТ	67.9	-3.6	60.3	48.4	21.7	7.4	88.5	95.9	81.7	53.1	89.6	78.8	27.3	20.2	66.0	57.5	35.8	49.7	
SK 14.0 69.4 78.2 70.9 68.4 63.2 78.7 93.6 60.3 31.2 48.8 57.0 50.4 107.4 89.6 60.7 63.5 60 FI 68.5 60.2 79.1 74.0 76.2 58.7 97.0 91.3 35.7 14.9 23.2 6.2 32.0 22.3 5.9 17.8 29.1 17 SE 67.7 40.9 76.7 84.8 90.9 80.1 95.6 93.1 82.2 46.4 50.7 38.6 28.2 14.5 55.0 57.4 46.6 31 UK 17.7 11.7 76.0 75.6 79.1 75.3 88.7 88.5 50.7 13.9 15.4 28.6 28.8 19.9 16.7 18.4 12.8 23	RO	:	-2.1	67.9	63.3	68.2	59.2	-256.1	-6.1	-9.8	86.0	86.7	60.2	32.5	130.9	56.9	10.0	14.4	70.5	
FI 68.5 60.2 79.1 74.0 76.2 58.7 97.0 91.3 35.7 14.9 23.2 6.2 32.0 22.3 5.9 17.8 29.1 17 SE 67.7 40.9 76.7 84.8 90.9 80.1 95.6 93.1 82.2 46.4 50.7 38.6 28.2 14.5 55.0 57.4 46.6 31 UK 17.7 11.7 76.0 75.6 79.1 75.3 88.7 88.5 50.7 13.9 15.4 28.6 28.8 19.9 16.7 18.4 12.8 23	SI	51.6	70.1	72.0	48.8	38.2	31.2	80.4	85.0	27.7	19.5	52.1	66.5	44.9	54.1	29.0	23.4	31.4	28.4	
SE 67.7 40.9 76.7 84.8 90.9 80.1 95.6 93.1 82.2 46.4 50.7 38.6 28.2 14.5 55.0 57.4 46.6 31 UK 17.7 11.7 76.0 75.6 79.1 75.3 88.7 88.5 50.7 13.9 15.4 28.6 28.8 19.9 16.7 18.4 12.8 23	SK	14.0	69.4	78.2	70.9	68.4	63.2	78.7	93.6	60.3	31.2	48.8	57.0	50.4	107.4	89.6	60.7	63.5	60.6	
UK 17.7 <u>11.7</u> 76.0 75.6 79.1 75.3 88.7 88.5 50.7 <u>13.9</u> 15.4 28.6 28.8 19.9 <u>16.7</u> 18.4 <u>12.8</u> 23	FI	68.5	60.2	79.1	74.0	76.2	58.7	97.0	91.3	35.7	14.9	23.2	6.2	32.0	22.3	5.9	17.8	29.1	17.9	
	SE	67.7	40.9	76.7	84.8	90.9	80.1	95.6	93.1	82.2	46.4	50.7	38.6	28.2	14.5			46.6	31.1	
	υк	17.7	11.7	76.0	75.6	79.1	75.3	88.7	88.5	50.7	13.9	15.4	28.6	28.8	19.9	16.7	18.4	12.8	23.0	
	EU28	l: L	35.4	71.8	68.0	62.3	55.0	: :	:	:	:	:	1	:	:	:	:		-	

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

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 for a given indicator and country gives the relative distance to the highest 5 performers by subtracting the benchmark for a given country and indicator from the benchmark of the highest 5 performers (that is the value 100). The actual levels of the indicators can be found in the key indicator tables for each country ((Value-average lowest 5)/(average highest5-average lowest 5)*100). Due to this definition there will be countries above or below the average of the group with the highest 5 or the lowest 5. This means that in the highest 5 there will be values above 100 and in the lowest 5 there will be values below 0.

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.

Table 7: Development in the main indicators under the 10 Policy Areas, reference year 2013

		EU28 BE		CZ	DK	ĎE		IE	ĔĹ	ES	FR	HR	IT	СҮ	LV	
Employment rate (20-64)	Level	68.30	67.20	63.50	72.50	75.60	77.10	73.30	65.50	53.20	58.20	69.50	53.90	59.80	67.10	69.70
	y-o-y change (%-pts)	-0.10	0.00	0.50	1.00	0.20	0.40	1.20	1.80	-2.10	-1.10	0.10	-1.50	-1.20	-3.10	1.60
	Change recent 3 y ears (%-pts)	-0.20	-0.40	-1.90	2.10	-0.20	2.20	6.60	0.90	-10.80	-4.30	0.30	-4.80	-1.30	-7.90	4.7
Youth NEET (15-24)	Level	13.00	12.70	21.60	9.10	6.00	6.30	11.30	16.10	20.60	18.60	11.20	18.60	22.20	18.70	13.00
	y-o-y change (%-pts)	-0.10	0.40	0.10	0.20	-0.60	-0.80	-1.20	-2.60	0.30	-0.20	-1.00	1.90	1.10	2.70	-1.90
	Change recent 3 y ears (%-pts)	0.20	1.80	-0.20	0.30	0.00	-2.00	-3.20	-3.10	5.70	0.60	-1.20	3.70	3.10	7.00	-4.80
ER older people (55-64)	Level	50.10	41.70	47.40	51.60	61.70	63.50	62.60	51.30	35.60	43.40	45.60	36.50	42.70	49.60	54.80
	y-o-y change (%-pts)	1.30	2.20	1.70	2.30	0.90	2.00	2.00	2.00	-0.80	-0.50	1.10	-0.20	2.30	-1.10	2.00
	Change recent 3 y ears (%-pts)	3.80	4.40	3.90	5.10	3.30	5.80	8.80	1.10	-6.70	-0.20	5.80	-1.10	6.10	-6.70	6.60
ER non-EU nat (20-64)	Level	56.00	39.90		79.50	58.00	58.50	67.00	54.40	49.70	49.70	48.60	39.70	60.10	74.30	60.20
	y-o-y change (%-pts)	-0.90	1.00		2.30	3.50	-0.40	3.10	-0.50	-2.50	-2.50	0.70	11.40	-3.00	-0.70	1.10
	Change recent 3 y ears (%-pts)	-2.50	-0.50		4.80	1.80	2.90	9.30	-2.10	-19.40	-9.40	0.70	2.10	-5.00	0.80	4.30
Involuntary temp empl as % total employees 1	5-															
64	Level	8.50	6.32	3.97	7.50	4.45	2.86	1.22	6.53	8.77	21.48	9.87	7.11	9.68	16.66	2.9
	y-o-y change (%-pts)	0.17	0.07	0.77	0.65	0.06	-0.28	-0.31	-0.31	0.13	-0.30	1.34	0.85	-0.15	2.30	-0.37
	Change recent 3 y ears (%-pts)	-0.06	0.28	0.75	1.33	0.41	-0.67	-0.37	0.50	-1.76	-1.39	1.32	1.17	1.00	3.51	-1.89
Newly employed in %	Level	13.40	11.60	12.40	10.30	22.20	14.50	16.40	14.20	8.40	15.20	13.10	9.30	9.60	16.40	17.90
	y-o-y change (%-pts)	-0.50	-1.20	0.20	-0.50	1.10	-0.70	-1.70	0.60	1.40	0.00	-1.80	0.70	-0.70	-0.20	-0.50
	Change recent 3 y ears (%-pts)	-0.30	-0.20	2.00	-1.00	1.50	-0.60	0.30	2.70	-0.10	-1.30	-1.50	1.50	-0.60	-0.40	-1.10
Long term unemployment	Level	5.10	3.90	7.40	3.00	1.80	2.40	3.80	7.90	18.40	13.10	4.20	11.00	6.90	6.10	5.80
	y-o-y change (%-pts)	0.40	0.50	0.60	0.00	-0.30	-0.10	-1.60	-1.20	4.00	2.00	0.20	0.70	1.20	2.50	-2.00
	Change recent 3 y ears (%-pts)	1.20	-0.20	2.60	0.00	0.30	-1.00	-3.80	1.10	12.70	5.80	0.40	4.30	2.80	4.80	-3.00
At-risk of poverty rate of unemployed	Level	46.20	34.00	48.50	46.70	26.70	69.30	55.60	31.80	45.80	46.00	36.00	42.90	44.40	31.50	55.90
	y-o-y change (%-pts)	1.20	-3.90	-3.70	0.30	-2.40	1.50	3.50	5.00	1.80	4.20	-0.70	0.90	-3.30	-5.40	4.00
	Change recent 3 y ears (%-pts)	1.50	0.60	-3.70	-0.20	-14.40	7.30	0.50	3.50	7.70	6.60	-1.00	5.70	3.60	-6.80	8.00
Unemployment trap	Level	74.80	91.90	81.60	80.10	89.80	73.30	64.30	74.10	51.60	82.80	77.30		78.70		90.10
	y-o-y change (%-pts)	-0.60	1.20	0.00	-0.10	0.70	0.00	0.80	-1.80	-6.20	0.10	-0.10		0.90		0.20
	Change recent 3 y ears (%-pts)	0.10	-0.20	-0.10	0.70	0.60	-1.60	2.40	-6.50	-13.70	2.20	0.10		-0.50		2.60
Inactivity or part-time work due to family																
responsibilities total	Level	5.20	3.30	2.50	5.10	0.80	6.30	4.50	6.10	1.70	3.00	5.20	1.30	5.10	3.20	1.70
	y-o-y change (%-pts)	0.10	-0.70	0.10	-0.20	0.00	0.30	-0.20	1.20	-0.10	0.30	1.90	0.10	-0.20	-0.20	-0.10
	Change recent 3 y ears (%-pts)	0.40	0.00	-0.10	-0.20	-0.10	0.20	0.30	3.70	-0.10	-0.50	1.90	0.10	-0.60	-0.20	-0.30
Employment growth over 3 years	Level	-0.35	1.38	-5.06	1.29	-0.21	3.09	11.30	-0.04	-17.01	-8.81	0.45	-10.95	-1.97	-8.77	5.35
	y-o-y change (%-pts)	0.35	-0.93	3.29	1.95	2.78	0.03	7.26	6.27	-1.30	-0.71	-0.27	-1.89	-1.26	-4.89	9.23
	Change recent 3 y ears (%-pts)	1.16	-0.90	-1.76	1.84	3.94	1.26	25.36	12.10	-15.04	-0.13	1.22	-13.59	0.12	-10.18	26.08
Job vacancy rate (av over 3 most recent years)	Level	1.50	2.20	0.70	0.90	1.20	2.60	1.40	0.70	0.80	0.80	0.60	1.00	0.50	0.70	0.40
	y-o-y change (%-pts)	0.10	0.20	0.00	0.00	0.00	0.10	0.10	0.10	-0.10	-0.20	0.00	1.00	-0.30	-0.40	0.00
	Change recent 3 y ears (%-pts)	0.10	0.50	-0.10	-0.80	0.00	0.10	-0.10	0.30	-0.60	0.00	0.20	1.00	0.00	-2.10	-0.10
Gender employment gap (20-64)	Level	11.70	10.20	5.70	17.20	6.30	9.60	6.60	10.60	19.60	10.20	8.20	8.60	19.90	10.40	4.20
	y-o-y change (%-pts)	-0.50	-0.80	0.10	-0.50	-0.10	-0.70	0.70	1.90	-0.50	-0.30	-0.50	-1.80	-1.20	-0.90	0.60
	Change recent 3 y ears (%-pts)	-1.30	-1.70	-1.70	-1.50	0.70	-0.90	4.60	1.70	-4.90	-3.10	-0.80	-3.10	-3.40	-2.50	4.00
Gender pay gap	Level	16.20	10.00	14.70	22.00	14.90	22.40	30.00	14.40		17.80	14.80		6.70	16.20	13.80
	y-o-y change (%-pts)	0.10	-0.20	1.70	-0.60	-1.40	0.20	2.70	2.70		0.00	-0.20		0.90	-0.20	0.20
	Change recent 3 y ears (%-pts)	-1.10	-0.10	1.40	-3.90	-1.90	-0.20	3.40	1.80		1.10	-0.40		1.20	-1.60	0.70
Adults with medium or high education	Level	75.20	72.80	81.80	92.80	78.30	86.30	90.60	76.70	67.20	55.20	75.10	79.70	58.20	78.50	89.40
	y-o-y change (%-pts)	1.00	1.20	0.80	0.30	0.40	0.00	0.80	2.10	1.50	0.80	2.60	0.40	1.00	1.10	0.30
	Change recent 3 y ears (%-pts)	2.50	2.30	2.40	0.90	2.70	0.50	1.40	3.90	4.70	2.60	4.30	3.00	3.00	4.50	0.90
Life long learning (25-64)	Level	10.40	6.70	1.70	9.70	31.40	7.80	12.60	7.30	2.90	10.90	17.70	2.40	6.20	6.90	6.50
	y-o-y change (%-pts)	1.40	0.10	0.20	-1.10	-0.20	-0.10	-0.30	0.20	0.00	0.20	12.00	0.00	-0.40	-0.50	-0.40
	Change recent 3 y ears (%-pts)	1.30	-0.50	0.50	2.20	-1.10	0.10	1.70	0.50	-0.10	0.10	12.70	0.20	0.00	-0.80	1.50
Early leavers from education and training (18-																
24)	Level	11.90	11.00	12.50	5.40	8.00	9.90	9.70	8.40	10.10	23.50	9.70	3.70	17.00	9.10	9.80
	y-o-y change (%-pts)	-0.80	-1.00	0.00	-0.10	-1.10	-0.70	-0.80	-1.30	-1.30	-1.40	-1.90	-0.50	-0.60	-2.30	-0.80
	Change recent 3 y ears (%-pts)	-2.00	-0.90	-1.40	0.50	-3.00	-2.00	-1.90	-3.10	-3.60	-4.90	-2.90	0.00	-1.80	-3.60	-3.50
Completion of tertiary or equivalent education																2151
(30-34)	Level	36.80	42.70	29.40	26.70	43.40	33.10	43.70	52.60	34.60	40.70	44.00	25.90	22.40	47.80	40.70
<u>,</u> ,	y-o-y change (%-pts)	1.10	-1.20	2.50	1.10	0.40	1.10	4.60	1.50	3.70	0.60	0.40	2.20	0.70	-2.10	3.50
	Change recent 3 y ears (%-pts)	3.40	-1.20	1.70	6.30	2.20	3.30	3.70	2.50	6.20	0.10	0.40	1.60	2.60	2.50	8.40
Nom ULC growth over 3 years	Level	0.00	8.50	12.27	3.69	2.20	6.32	10.19	-2.94	-13.16	-5.40	4.62	2.76	4.80	-6.94	8.36
Nom ole grown over 5 years	LCVCI	0.00	0.50	12.27	3.09	2.50	0.52	10.19	-2.94	-13.10	-5.40	4.02	2.70	4.00	-0.94	0.50

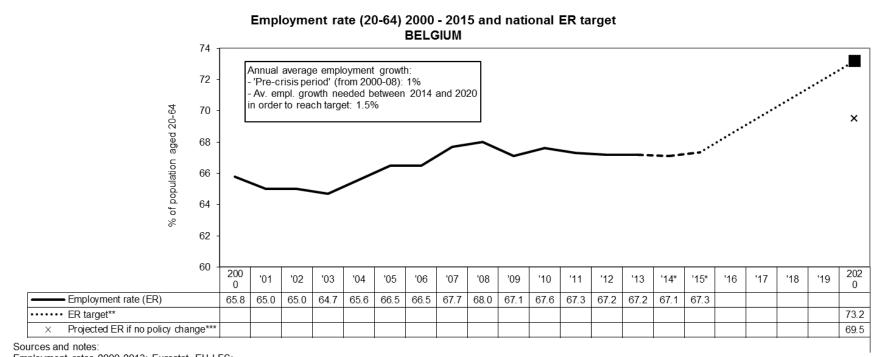
Source: Joint Assessment Framework update spring2014

		EU28 LT	LU	HU	MT	NL	AT	PL	PT	RO	SI	SK	FI	SE	UK	
Employment rate (20-64)	Level	68.30	69.90	71.10	63.20	64.90	76.50	75.50	64.90	65.60	63.90	67.20	65.00	73.30	79.80	74.90
	y-o-y change (%-pts)	-0.10	1.40	-0.30	1.10	1.80	-0.70	-0.10	0.20	-0.90	0.10	-1.10	-0.10	-0.70	0.40	0.70
	Change recent 3 y ears (%-pts)	-0.20	5.60	0.40	2.80	4.80	-0.30	0.60	0.60	-4.90	0.60	-3.10	0.40	0.30	1.70	1.30
Youth NEET (15-24)	Level	13.00	11.10	5.00	15.40	9.90	5.10	7.10	12.20	14.20	17.20	9.20	13.70	9.30	7.50	13.30
	y-o-y change (%-pts)	-0.10	-0.10	-0.90	0.70	-1.20	0.80	0.60	0.40	0.10	0.40	-0.10	-0.10	0.70	-0.30	-0.70
	Change recent 3 y ears (%-pts)	0.20	-2.10	-0.10	3.00	0.40	0.80	0.00	1.40	2.70	0.80	2.10	-0.40	0.30	-0.20	-0.40
ER older people (55-64)	Level	50.10	53.40	40.50	38.50	35.90	60.10	44.90	40.60	46.70	41.50	33.50	44.00	58.50	73.60	59.80
	y-o-y change (%-pts)	1.30	1.70	-0.50	1.60	2.30	1.50	1.80	1.90	0.20	0.10	0.60	0.90	0.30	0.60	1.70
	Change recent 3 y ears (%-pts)	3.80	5.10	0.90	4.10	5.50	6.40	2.50	6.50	-2.50	0.40	-1.50	3.50	2.30	3.20	2.70
ER non-EU nat (20-64)	Level	56.00	70.80	61.70	63.00	64.00	50.50	60.70	62.00	58.60		60.40		53.30	50.20	61.90
	y-o-y change (%-pts)	-0.90	6.90	2.20	1.80	3.90	-2.50	-1.40	-2.60	-3.20		-3.10		1.60	2.50	0.40
	Change recent 3 y ears (%-pts)	-2.50	12.70	3.00	12.80	3.00	-2.30	-1.30	-2.00	-10.80		-0.20		3.90	2.30	-1.70
Involuntary temp empl as % total employees 1		0.50		2.72	7.00	2.00		0.75	47.00	40.50	4.22		5.04	40.00	0.55	
64	Level	8.50	1.74	3.72	7.89	3.98	8.24	0.75	17.90	18.53	1.33	9.11	5.91	10.22	9.55	3.49
	y-o-y change (%-pts)	0.17	0.04	-0.29	1.26	0.34	1.64	-0.05	0.51	0.48	-0.13	0.48	0.24	-0.21	0.43	-0.12
	Change recent 3 y ears (%-pts)	-0.06	0.03	0.78	1.27	1.10	2.40	-0.05	-2.25	-0.83	0.46	0.25	1.65	0.20	0.10	0.06
Newly employed in %	Level	13.40	17.40	12.60	15.50	12.80	14.80	15.90	12.10	12.40	5.70	11.70	9.00	19.00	19.90	15.80
	y-o-y change (%-pts)	-0.50	1.30	-0.20	0.80	0.10	-0.60	-0.10	-0.80	0.30	-0.20	-0.50	-0.10	-0.70	-0.30	0.10
1 to 1 t	Change recent 3 y ears (%-pts)	-0.30	2.30	0.70	2.20	1.10	3.40	0.20	-1.90	-0.10	-0.70	-0.10	-1.40	1.10	1.10	0.80
Long term unemployment	Level	5.10	5.10	1.80	5.00	2.90	2.40	1.20	4.40	9.30	3.40	5.20	10.00	1.70	1.50	2.70
	y-o-y change (%-pts)	0.40 1.20	-1.50 -2.30	0.20	0.10 -0.50	-0.10 -0.30	0.60 1.20	0.10 0.10	0.30 1.40	1.60 3.00	0.20 0.90	0.90 2.00	0.60 0.70	0.10 -0.30	0.00 -0.10	0.00 0.20
A M ST	Change recent 3 y ears (%-pts)															
At-risk of poverty rate of unemployed	Level	46.20	54.40	51.90	50.60	48.20	33.30	45.40	42.50	38.30	51.80	46.90	44.60	45.50	42.20	51.40
	y-o-y change (%-pts)	1.20	1.40	9.60	1.30	4.80	-0.20	4.40	-1.10	2.30	4.10	2.30	2.00	2.00	3.80	4.20
and the second	Change recent 3 y ears (%-pts)	1.50	0.60	6.60	5.80	15.70	-8.40	7.40	0.40	1.30	5.40	3.30	-4.00	-5.90	3.20	0.50
Unemployment trap	Level	74.80	66.60	86.00	79.50	55.90	84.00	67.60	80.80	79.20	53.90	89.50	44.30	74.80	72.30	64.90
	y-o-y change (%-pts)	-0.60	-1.90	-0.70	-0.10	0.20	0.10	0.20	0.10	0.20	0.10	-0.20	0.00	2.50	-1.40	-0.80
the second second second second second	Change recent 3 y ears (%-pts)	0.10	-19.60	0.50	-1.10	-2.40	0.50	0.60	4.80	-1.50	-7.80	6.10	2.10	2.70	-4.20	-0.50
Inactivity or part-time work due to family	Level	5.20	1.00	4.10	4.70	5.10	10.00	8.00	3.30	1.50	1.00	1 10	4.70	2.20	2.00	10.20
responsibilities total	Level	5.20	1.60		4.70	5.10	10.90			1.50		1.10	4.70	3.20	3.60	10.20
	y-o-y change (%-pts)	0.10	0.10	0.00	0.00	0.30	-0.50	0.00	-0.10 0.00	-0.10 0.40	0.00	0.20 0.10	0.00 0.20	0.20	-0.20 -0.10	-0.50
Freedown and another and 2 man	Change recent 3 y ears (%-pts)	0.40	-0.10	-2.10	0.20	1.00	-1.30	-0.10			0.10			0.20		2.70
Employment growth over 3 years	Level	-0.35	3.62	7.32	0.76	8.29	-0.54	3.69	-1.99	-8.35	0.37	-4.35	1.03	0.27	3.87	3.06
	y-o-y change (%-pts)	0.35	13.52 22.06	-0.08 -0.55	-0.40 4.19	1.07 3.90	-0.67 -0.91	-0.29 1.48	-0.25 -10.85	-1.20 -4.71	0.13 2.60	0.18 -2.89	0.75 1.36	-1.24 0.43	0.02 4.46	1.09 3.78
Job vacancy rate (av over 3 most recent years)	Change recent 3 y ears (%-pts) Level	1.16 1.50	0.90	0.80	1.10	5.90	1.40	1.40	0.50	0.40	0.70	0.80	0.80	1.90	1.50	1.80
JOD Vacancy fate (av over 5 most recent years)	y-o-y change (%-pts)	0.10	0.90	0.80	0.00		-0.10	0.00	0.00	0.40	0.10	0.00	0.00	-0.10	0.10	0.10
	Change recent 3 y ears (%-pts)	0.10	-0.10	0.10	0.00		-0.10	0.00	-0.40	0.00	-0.40	0.00	-0.20	0.10	0.40	0.00
Gender employment gap (20-64)	Level	11.70	2.60	14.10	12.70	29.70	9.70	9.50	14.50	6.40	15.40	8.20	-0.20	2.80	5.00	11.10
dender employment gap (20 04)	y-o-y change (%-pts)	-0.50	1.40	-0.30	1.00	-2.50	-0.90	-1.10	0.00	-0.40	0.30	1.00	-1.10	-0.20	-0.10	-0.50
	Change recent 3 y ears (%-pts)	-1.30	4.10	-3.10	1.70	-2.30	-2.30	-1.10	0.50	-3.40	0.50	0.70	-0.10	-0.20	-1.10	-0.30
Gender pay gap	Level	16.20	12.60	8.60	20.10	6.10	16.90	23.40	6.40	15.70	9.70	2.50	21.50	19.40	15.90	19.10
Gender pay gap	y-o-y change (%-pts)	0.10	0.70	-0.10	2.10	-0.10	-1.00	-0.30	0.90	3.20	-1.30	0.20	1.00	-0.20	0.10	-1.00
	Change recent 3 y ears (%-pts)	-1.10	-2.70	-0.60	3.00	-1.60	-1.60	-0.90	-1.60	5.70	2.30	3.40	-0.40	-1.40	0.20	-1.50
Adults with medium or high education	Level	75.20	93.40	80.50	82.50	41.00	75.80	83.10	90.10	40.00	76.30	85.50	91.90	85.90	83.20	78.40
radies mannealant of high education	y-o-y change (%-pts)	1.00	0.10	2.20	0.40	2.90	2.40	0.00	0.50	2.40	0.40	0.50	0.20	1.10	0.80	0.50
	Change recent 3 y ears (%-pts)	2.50	1.50	2.80	1.20	5.80	3.50	0.60	1.60	8.10	2.00	2.20	0.90	2.90	2.00	2.30
Life long learning (25-64)	Level	10.40	5.70	14.40	3.00	7.70	17.40	13.90	4.30	9.80	2.00	12.40	2.90	24.90	28.10	16.10
	y-o-y change (%-pts)	1.40	0.50	0.50	0.20	0.70	0.90	-0.20	-0.20	-0.80	0.60	-1.40	-0.20	0.40	1.40	0.30
	Change recent 3 y ears (%-pts)	1.30	1.80	1.00	0.20	1.50	0.80	0.20	-0.90	4.00	0.70	-3.80	0.10	1.90	3.70	-3.30
Early leavers from education and training (18-	enange recent o y cars (/o poy	1.50	1.00	1.00	0.20	1.50	0.00	0.20	0.50	1100	0.70	5.00	0.10	1.50	5.70	5.50
24)	Level	11.90	6.30	6.10	11.80	20.90	9.20	7.30	5.60	19.20	17.30	3.90	6.40	9.30	7.10	12.40
,	y-o-y change (%-pts)	-0.80	-0.20	-2.00	0.30	-1.70	0.40	-0.30	-0.10	-1.60	-0.10	-0.50	1.10	0.40	-0.40	-1.20
	Change recent 3 y ears (%-pts)	-2.00	-1.60	-1.00	1.30	-5.00	-0.80	-1.00	0.20	-9.50	-1.10	-1.10	1.70	-1.00	0.60	-2.50
Completion of tertiary or equivalent education	2	2.00	2.00	1.00	2.50	5.50	0.00	2.50	0.20	5.50	1.10	1.10	2.70	2.00	0.00	2.50
(30-34)	Level	36.80	51.30	52.50	31.90	26.00	43.10	27.30	40.50	29.20	22.80	40.10	26.90	45.10	48.30	47.60
()	y-o-y change (%-pts)	1.10	2.70	2.90	2.00	3.60	0.90	1.00	1.40	2.00	1.00	0.90	3.20	-0.70	0.40	0.50
	Change recent 3 y ears (%-pts)	3.40	7.50	6.40	6.20	4.50	1.70	3.80	5.70	5.70	4.70	5.30	4.80	-0.60	3.00	4.60
Nom ULC growth over 3 years	Level	0.00	5.50	9.54	9.14	9.08	3.85	6.51	3.67	-2.80	0.24	-0.79	0.75	9.03	3.75	5.39
	ramework update sp		5.50	5.5.	5.2.1	5.00	5.05	0.51	5.67	2.00	0.2.1	0.75	0.75	5.05	5.75	5.55

Source: Joint Assessment Framework update spring2014

PART III - Country Overviews

BELGIUM



1. Progress towards the national employment rate target

Employment rates 2000-2013: Eurostat, EU LFS;

* Estimated values based on employment growth forecasts from Commission Spring Forecast 2014 and projected population growth from Europop 2013 population projections;

** National employment rate targets from National Reform Programme 2014;

*** Projected employment rate under the assumption that no policy change takes place between 2010 and 2020, EPC Ageing Working Group 2012 Aging Report.

Legend: 2014, 2015 projected based on EU-Commission Spring Forecast; 2014-2020: interpolated until 2020.

2. Key indicators on labour market performance Belgium

Indicator	Unit	2000	2010	2011	2012	2013	Benchmark	2020 national target	2011	2012 EU28-total	2013	2020 EU target
Overall employment rate												
Farly loavors from	20 - 64 % of pop 18 34 with	65.8	67.6	67.3	67.2	67.2		73.2	68.5	68.4	68.3	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	11.9	12.3	12.0	11.0		9.5	13.4	12.7	11.9	less than 10
Tertiary educational	Completion of tertiary											
attainment	or equivalent	25.2.1		12.6	12.0	40.7		47.0	245	25.7	26.0	
Overall employment	education (30-34) % change from	35.2 b	44.4	42.6	43.9	42.7		47.0	34.5	35.7	36.8	40.0
growth	previous year	2.0	0.7	1.4	0.2	-0.2			0.2	-0.2		
Employment rate of	% of female					-						
women	population aged 20 -											
Employment rate of men	64 % of male population	56.0	61.6	61.5	61.7	62.1	54.1		62.2	62.3	62.5	
Employment rate of men	aged 20 - 64	75.5	73.5	73.0	72.7	72.3	47.9		74.9	74.5	74.2	
Employment rate of	% of population aged										=	
older workers	55 - 64	26.3	37.3	38.7	39.5	41.7	20.1		47.3	48.8	50.1	
Employment gender gap												
	employment rate between men and											
	women in percentage											
	points	19.5	11.9	11.5	11.0	10.2			12.7	12.2	11.7	
Employment rate of	% of population aged											
young persons	20 - 29	:	61.0	60.5 b	59.4	57.9	48.6		61.1	60.1	59.5	
Employment rate of low skilled persons	% of population with at most lower											
skilled persons	secondary education											
	aged 20 - 64	51.2	48.4	47.3	47.1	46.8	45.7		52.9	52.1	51.4	
Employment rate of non-												
EU nationals	non-EU citizenship			20.6	20.0	20.0			50.0	56.0	56.0	
Part-time employment	aged 20 - 64 % of total employment	:	40.4	39.6	38.9	39.9			58.0	56.9	56.0	
i are and employment	so or total employment	20.7 u	23.9	25.0	25.0	24.6			19.4	19.8		
Temporary employees	% of total employees	9.0	8.1	8.9	8.1	8.1			14.0	13.7		
Overall unemployment	% of labour force											
rate	0/ - Clab Cara	6.9	8.3	7.2	7.6	8.4			9.6	10.4	10.8	
Long-term unemployment	% of labour force	3.7	4.1	3.5	3.4	3.9	78.6		4.2	4.7	5.1	
Youth unemployment	% of youth labour	5.7		5.5	5.1	5.5	7010			,	5.1	
rate	force (15-24)	15.2	22.4	18.7 b	19.8	23.7			21.4	22.9		
Youth NEET rate	% of population aged											
Labour productivity per	15-24 EU-27 = 100 (based on	17.7	10.9	11.8	12.3	12.7	52.9		12.9	13.1	13.0	
person employed	PPS per employed											
	person)	137.9	129.9	128.8	128.3	:			99.8	99.9		
	EU-27 = 100 (based on											
hour worked	PPS per hour worked)	146 5	127.2	125.1	124.0				00.0	00.0		
Nominal unit labour cost	% change from	146.5	137.2	135.1	134.0	•			99.9	99.9		
growth	previous year	0.4	-0.3	2.7	4.1	:			0.6	3.2		
Real unit labour cost	% change from											
growth	previous year	-1.5	-2.3	0.7	2.1	0.3			-0.7	0.8		
Gender pay gap Involuntary temporary	as % of total	:	10.2	10.2	10.0	:			16.4 p	16.4 p	:	
employment	employees	7.1 u	6.0	6.8	6.2	6.3			8.5 u	8.3 u	8.5 u	
newly employed	share of people in											
	current job 12 months											
	or less in total		11.0	12.4	12.0	11.0			14.2	12.0	12.4	
At-risk-of-poverty rate	employment	:	11.8	13.4	12.8	11.6			14.2	13.9	13.4	
of unemployed		:	30.4	37.9	34.0	:			46.1	46.9 e	:	
unemployment trap - tax												
rate on low wage												
earners		:	91.0	90.7	91.9	: 			:	:	:	
inactivity and part-time work due to personal												
and family												
responisibilities		:	3.3	3.5	4.0	3.3			5.1	5.1	5.2	
job vacancy rate	% change over the		4 7	4.7	2.0				1 4	1.4	4 5	
Share of adult	recent 3 years age 25-64	•	1.7	1.7	2.0	2.2			1.4	1.4	1.5	
population with upper	05020 04											
secondary or tertiary												
education		58.5 b	70.5	71.3	71.6	72.8			73.4	74.2	75.2	
percentage of adult	age 25-64											
population participating in education and training												
		6.2 d	7.2	7.1	6.6	6.7			8.8	9.0	10.4	
Source: Eurostat database (Ial	bour market statistics, nation											

 b.2 cl
 7.1
 6.6
 6.7
 8.8
 9.0
 10.4

 Source: Eurostat database (labour market statistics, national accounts), National Reform Programmes
 8.8
 9.0
 10.4

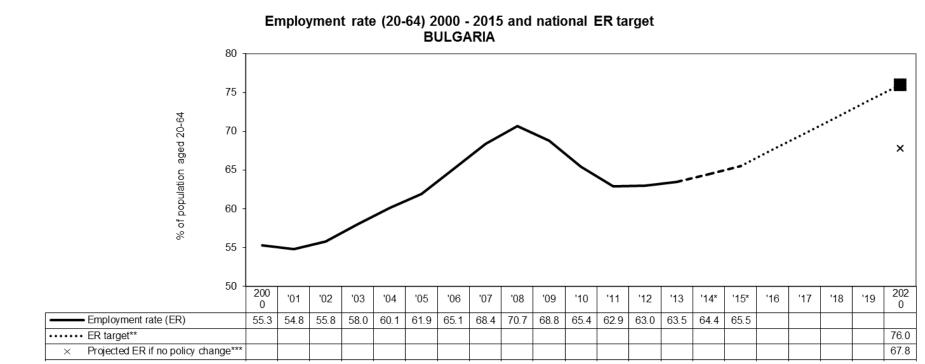
 Notes: b - break in series, p - provisional, c - confidental, e - estimated, n - not significant, f - forecast, s - Eurostat estimate, z - not applicable, u - unreliable, ":" - not available

 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. Nmbers 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

Employment policy area	Key employment challenge	Particularly good labour market outcome
1. Increase labour market participation	Low participation of older workers, non-EU nationals, and low skilled youth.	
	Low participation of people of migrant background.	
2. Enhancing labour market functioning; combating segmentation	Increased risk of labour market segmentation, especially for the young.	
3. Active labour market policies	Average long-term unemployment incidence despite significant investment in ALMP.	
4. Adequate and employment oriented social security systems	High tax wedge, especially for low wage earners.	At-risk of In-work poverty below the EU average.
5. Work-life balance	Steep social gradient in the uptake of Early Child Education and Care.	
6. Job creation		
7. Gender equality		
8. Improving skill supply and productivity; Lifelong learning	Participation in LLL is below average and declining over time. Differences in activity and employment rates between high and low skilled is considerably and consistently higher than the EU average and neighbouring countries pointing at skills mismatches.	
9. Improving education and training systems	High rates of early school leavers in Wallonia and reaching worrisome levels in Brussels.	
10. Wage setting mechanisms and labour cost developments	Decelerating ULC growth but still insufficient to correct for accumulated deviation with main trading partners.	

BULGARIA



1. Progress towards the national employment rate target

Sources and notes:

Employment rates 2000-2013: Eurostat, EU LFS;

* Estimated values based on employment growth forecasts from Commission Spring Forecast 2014 and projected population growth from Europop 2013 population projections;

** National employment rate targets from National Reform Programme 2014;

*** Projected employment rate under the assumption that no policy change takes place between 2010 and 2020, EPC Ageing Working Group 2012 Aging Report.

Legend: 2014, 2015 projected based on EU-Commission Spring Forecast; 2014-2020: interpolated until 2020.

2. Key indicators on labour market performance Bulgaria

		-			-		David 1	2020	2011	2012	2012	2022 51
Indicator	Unit	2000	2010	2011	2012	2013	Benchmark	national target	2011	2012 EU28-total	2013	2020 EU target
Overall employment rate	% of population aged											
	20 - 64	55.3	65.4	62.9 b	63.0	63.5		76.0	68.5	68.4	68.3	75.
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	11.8	12.5	12.5		11.0	13.4	12.7	11.9	less than 1
Tertiary educational	Completion of tertiary											
attainment	or equivalent education (30-34)	19.5	27.7	27.3	26.9	29.4		36.0	34.5	35.7	36.8	40.
Overall employment	% change from	15.5	27.7	27.5	20.5	25.4		50.0	54.5	33.7	50.8	40.
growth	previous year	-2.4	-3.9	-2.2	-2.5	-0.4			0.2	-0.2		
Employment rate of	% of female											
women	population aged 20 -											
Employment rate of men	64 % of male population	50.7	61.7	59.8 b	60.2	60.7	48.2		62.2	62.3	62.5	
	aged 20 - 64	60.2	69.1	66.0 b	65.8	66.4	14.1		74.9	74.5	74.2	
	% of population aged	00.2	05.1	00.0 5	0010	00.1	1		7.1.5	7 115	72	
older workers	55 - 64	20.8	43.5	44.6 b	45.7	47.4	40.3		47.3	48.8	50.1	
Employment gender gap												
	employment rate											
	between men and women in percentage											
	points	9.5	7.4	6.2 b	5.6	5.7			12.7	12.2	11.7	
Employment rate of	% of population aged											
oung persons	20 - 29	:	53.0	50.5 b	49.9	48.5	18.6		61.1	60.1	59.5	
Employment rate of low												
skilled persons	at most lower secondary education											
	aged 20 - 64	37.5	40.0	36.7 b	36.2	36.9	5.6		52.9	52.1	51.4	
Employment rate of non-	-											
EU nationals	non-EU citizenship											
	aged 20 - 64	:	51.8 u	:	:	:			58.0	56.9	56.0	
Part-time employment	% of total employment		2.3	2.3 b	2.4	2.6			19.4	19.8		
Temporary employees	% of total employees		4.4	2.3 b 4.0 b	4.4	5.6			19.4	13.8		
	% of labour force											
rate		16.4	10.3	11.3	12.3	13.0			9.6	10.4	10.8	
Long-term	% of labour force											
unemployment	% of youth labour	9.4	4.8	6.3	6.8	7.4	46.1		4.2	4.7	5.1	
Youth unemployment rate	% of youth labour force (15-24)	33.3	23.2	25.0 b	28.1	28.4			21.4	22.9		
	% of population aged	5515	25.2	20.0 0	2011	20.1				22.0		
	15-24	:	21.8	21.8	21.5	21.6	-8.7		12.9	13.1	13.0	
	EU-27 = 100 (based on											
person employed	PPS per employed	24.4	10.0	42.0					00.0	00.0		
Labour productivity per	person) EU-27 = 100 (based on	31.4	40.8	42.9	44.5	:			99.8	99.9		
hour worked	PPS per hour worked)											
		32.5	41.0	43.1	44.4	:			99.9	99.9		
Nominal unit labour cost												
growth	previous year	1.5	5.2	2.5	4.4	:			0.6	3.2		
Real unit labour cost growth	% change from previous year	-4.8	2.4	-2.2	1.3				-0.7	0.8		
Gender pay gap	previous year	: -4.0	13.0	13.0	1.5	:			-0.7 16.4 p	16.4 p	:	
	as % of total					-						
employment	employees	:	3.2	2.8 b	3.2	4.0			8.5 u	8.3 u	8.5 u	
	share of people in											
	current job 12 months											
	or less in total employment		10.4	11.4	12.2	12.4			14.2	13.9	13.4	
At-risk-of-poverty rate			10.4	****		12.4			17.6	10.5	13.4	
of unemployed		:	48.3	52.2	48.5	:			46.1	46.9 e	:	
unemployment trap - tax												
rate on low wage												
earners nactivity and part-time		:	80.9	81.6	81.6	:			:	:	:	
work due to personal												
and family												
esponisibilities		:	2.6	2.3 b	2.4	2.5			5.1	5.1	5.2	
ob vacancy rate	% change over the				o -							
Share of adult	recent 3 years	:	0.8	0.7	0.7	0.7			1.4	1.4	1.5	
Share of adult population with upper	age 25-64											
secondary or tertiary												
education		67.5	79.4	80.0	81.0	81.8			73.4	74.2	75.2	
percentage of adult	age 25-64											
population participating												
n education and training							•					

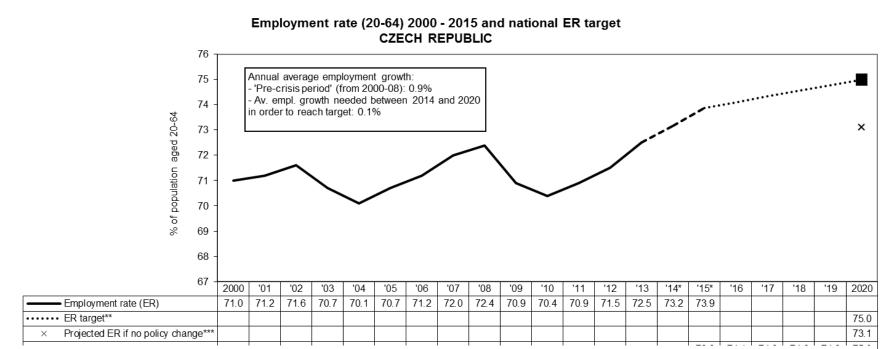
Source: Eurostat database (labour market statistics, national accounts), National Reform Programmes Notes: b - break in series, p - provisional, c - confidental, e - estimated, n - not significant, f - forecast, s - Eurostat estimated, z - not applicable, u - unreliable, ":" - not available Additional 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. Nmbers 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 Bulgaria

Employment Policy Area	Key Employment Challenges	Particularly Good labour market outcome
1. Increase labour	Employment rate is low, in particular for men, younger	
market participation	workers and low-skilled. The youth NEET is significantly worse than the EU- average. The duration of working life is below EU average with men being significantly below.	
2. Enhancing labour		
market functioning;		
combating		
segmentation		
3. Active labour market	Long-term unemployment high and ALMP spending	
policies	and activation is low.	
4. Adequate and	Unemployment trap worse than the EU-average.	
employment oriented		
social security systems		
5. Work-life balance	Uptake of childcare very low.	
6. Job creation	Employment growth negative signifying job losses.	
7. Gender equality		
8. Improving skill	Lifelong learning participation below EU average.	
supply and productivity;		
Lifelong learning		
9. Improving education	Weak link between the education system and the	
and training systems	labour market needs.	
	Tertiary education is lower than EU average in general and for the age group 30-34.	
10. Wage setting	Unit labour costs have increased significantly.	
mechanisms and		
labour cost		
developments		

CZECH REPUBLIC





Sources and notes:

Employment rates 2000-2013: Eurostat, EU LFS;

* Estimated values based on employment growth forecasts from Commission Spring Forecast 2014 and projected population growth from Europop 2013 population projections;

** National employment rate targets from National Reform Programme 2014;

*** Projected employment rate under the assumption that no policy change takes place between 2010 and 2020, EPC Ageing Working Group 2012 Aging Report. Legend: 2014, 2015 projected based on EU-Commission Spring Forecast; 2014-2020: interpolated until 2020.

2. Key indicators on labour market performance

Czech Republic

						r		2020		1		
							Benchmark	national	2011	2012	2013	2020 EU
Indicator	Unit	2000	2010	2011	2012	2013		target		EU28-total		target
Overall employment rate												
Early leavers from	20 - 64 % of pop. 18-24 with	71.0	70.4	70.9 b	71.5	72.5		75.0	68.5	68.4	68.3	75.0
education and training	at most lower sec.											
	educ. and not in											
	further education or											
	training	:	4.9	4.9	5.5	5.4		5.5	13.4	12.7	11.9	less than 10
Tertiary educational attainment	Completion of tertiary or equivalent											
attainment	education (30-34)	13.7	20.4	23.7	25.6	26.7		32.0	34.5	35.7	36.8	40.0
Overall employment	% change from		-			-						
growth	previous year	-0.8	-1.0	0.0	0.4	0.9			0.2	-0.2		
Employment rate of	% of female											
women	population aged 20 - 64	61.9	60.9	61.7 b	62.5	63.8	61.2		62.2	62.3	62.5	
Employment rate of men		01.5	00.5	01.7 0	02.5	03.8	01.2		02.2	02.5	02.5	
	aged 20 - 64	80.2	79.6	79.9 b	80.2	81.0	97.8		74.9	74.5	74.2	
Employment rate of	% of population aged											
older workers	55 - 64	36.3	46.5	47.7 b	49.3	51.6	55.1		47.3	48.8	50.1	
Employment gender gap												
	employment rate between men and											
	women in percentage											
	points	18.3	18.7	18.2 b	17.7	17.2			12.7	12.2	11.7	
Employment rate of	% of population aged											
young persons	20 - 29	:	58.4	58.2 b	57.8	59.1	52.4		61.1	60.1	59.5	
Employment rate of low skilled persons	% of population with at most lower											
skilled persons	secondary education											
	aged 20 - 64	45.8	41.6	40.4 b	38.6	40.4	19.8		52.9	52.1	51.4	
Employment rate of non-												
EU nationals	non-EU citizenship											
	aged 20 - 64	:	74.7	73.4 b	77.2	79.5			58.0	56.9	56.0	
Part-time employment	% of total employment	5.3	5.8	5.4 b	5.7	6.5			19.4	19.8		
Temporary employees	% of total employees	7.2	8.2	8.0 b	8.3	9.1			14.0	13.7		
Overall unemployment	% of labour force											
rate		8.8	7.3	6.7	7.0	7.0			9.6	10.4	10.8	
Long-term	% of labour force											
unemployment	0/ after the labor	4.3	3.0	2.7	3.0	3.0	87.0		4.2	4.7	5.1	
Youth unemployment rate	% of youth labour force (15-24)	17.0	18.3	18.1 b	19.5	19.0			21.4	22.9		
Youth NEET rate	% of population aged	17.0	10.5	10.1 5	10.0	15.0			21.1	22.0		
	15-24	:	8.8	8.3	8.9	9.1	77.8		12.9	13.1	13.0	
Labour productivity per	EU-27 = 100 (based on											
person employed	PPS per employed	65.0		74.5	72.0							
Labour productivity per	person) EU-27 = 100 (based on	65.9	74.2	74.5	73.8	:			99.8	99.9		
hour worked	PPS per hour worked)											
	,	58.8	67.6	67.9	67.2	:			99.9	99.9		
Nominal unit labour cost	% change from											
growth	previous year	2.7	-0.4	0.5	3.3	-0.1			0.6	3.2		
Real unit labour cost growth	% change from previous year	1.3	1.2	1.4	1.7	-2.0			-0.7	0.8		
Gender pay gap	previous year	: 1.5	21.6	22.6	22.0	-2.0			-0.7 16.4 p		:	
Involuntary temporary	as % of total											
employment	employees	4.8 u	6.2	6.4 b	6.8	7.5			8.5 u	8.3 u	8.5 u	
newly employed	share of people in											
	current job 12 months											
	or less in total employment		11.3	11.5	10.8	10.3			14.2	13.9	13.4	
At-risk-of-poverty rate		·	11.5	11.5	10.0	10.3			17.2	13.5	10.4	
of unemployed		:	40.6	46.4	46.7	:			46.1	46.9 e	:	
unemployment trap - tax												
rate on low wage			80.0	80.2	80.1	l.						
earners inactivity and part-time		.	60.0	0U.Z	00.1	ľ				[[*]		
work due to personal												
and family												
responisibilities		:	5.3	5.0 b	5.3	5.1			5.1	5.1	5.2	
job vacancy rate	% change over the		4 7	1.0								
Share of adult	recent 3 years age 25-64	•	1.7	1.0	0.9	0.9			1.4	1.4	1.5	
population with upper	0002007											
secondary or tertiary												
education		86.1	91.9	92.3	92.5	92.8			73.4	74.2	75.2	
percentage of adult	age 25-64											
population participating												
in education and training			7.5	11.4 b	10.8	9.7			8.8	9.0	10.4	
Source: Eurostat database (lai					10.0	5.7			0.0	5.0	10.4	

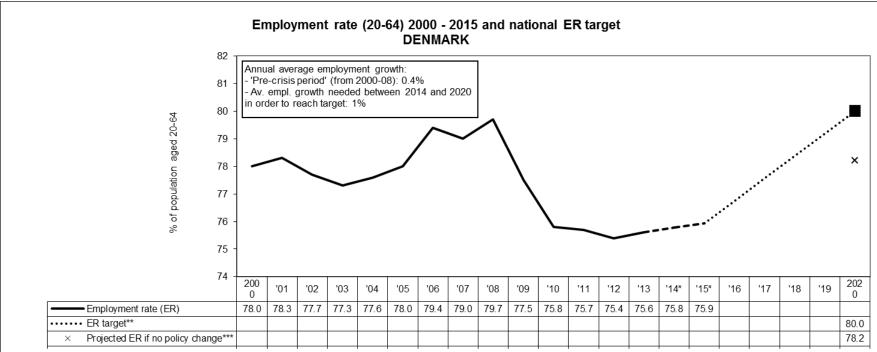
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Notes: b - break in series, p - provisional, c - confidental, e - estimated, n - not significant, f - forecast, s - Eurostat estimate, z - not applicable, u - unreliable, "." - not available
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subtracting that benchmark for a given country and indicator from the benchmark of the highest 5 performers, thus a 100. Nmbers 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

28

Employment Policy Area	Key Employment Challenges	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 performance of PES and relatively low participation in ALMPs.	
4. Adequate and employment oriented social security systems		The at-risk of poverty rate is low.
5. Work-life balance	Negative labour market impact of parenthood is high with very strong employment impact of motherhood. Inactivity due to personal and family responsibilities for women is very high.	
	The uptake of childcare is low.	
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 is below the EU average but 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



Sources and notes:

Employment rates 2000-2013: Eurostat, EU LFS;

* Estimated values based on employment growth forecasts from Commission Spring Forecast 2014 and projected population growth from Europop 2013 population projections;

** National employment rate targets from National Reform Programme 2014;

*** Projected employment rate under the assumption that no policy change takes place between 2010 and 2020, EPC Ageing Working Group 2012 Aging Report.

Legend: 2014, 2015 projected based on EU-Commission Spring Forecast; 2014-2020: interpolated until 2020.

2. Key indicators on labour market performance

Denmark

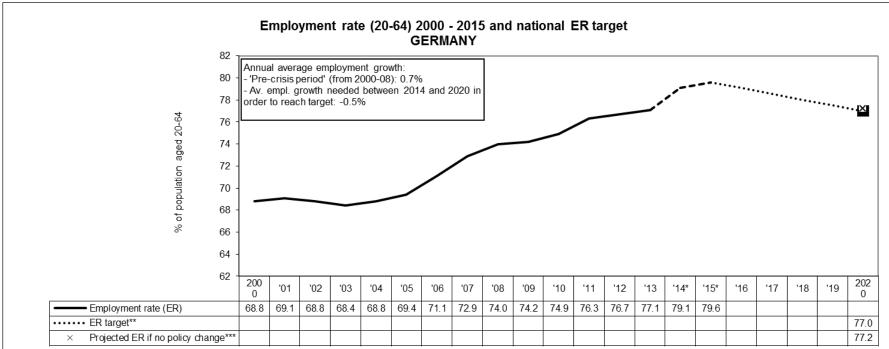
Indicator	Unit	2000	2010	2011	2012	2013	Benchmark	2020 national target	2011	2012 EU28-total	2013	2020 EU target
o	% of population aged	70.0	75.0		75.4	75.0			60 F	60.4	60.2	75.0
Overall employment rate	% of pop. 18-24 with at most lower sec. educ. and not in	78.0	75.8	75.7	75.4	75.6		80.0	68.5	68.4	68.3	75.0
Early leavers from education and training	further education or training Completion of tertiary	11.7	11.0	9.6	9.1	8.0	h	ess than 10	13.4	12.7	11.9	less than 10
Tertiary educational attainment Overall employment	or equivalent education (30-34) % change from	32.1	41.2	41.2	43.0	43.4		at least 40	34.5	35.7	36.8	40.0
growth	previous year % of female	0.5	-2.5	-0.2	-0.3	0.3			0.2	-0.2		
Employment rate of women	population aged 20 - 64	72.9	73.0	72.4	72.2	72.4	97.2		62.2	62.3	62.5	
Employment rate of men Employment rate of	% of male population aged 20 - 64 % of population aged	82.9	78.6	79.0	78.6	78.7	84.6		74.9	74.5	74.2	
older workers	55 - 64 difference in the employment rate between men and	55.7	58.4	59.5	60.8	61.7	90.8		47.3	48.8	50.1	
	women in percentage points	10.0	5.6	6.6	6.4	6.3			12.7	12.2	11.7	
Employment rate of young persons	% of population aged 20 - 29 % of population with at most lower	:	70.3	69.7	67.5	67.7	79.8		61.1	60.1	59.5	
skilled persons	secondary education aged 20 - 64 % of population with	64.1	62.6	62.0	60.2	59.6	97.5		52.9	52.1	51.4	
Employment rate of non- EU nationals	aged 20 - 64	:	56.2	55.4	54.5	58.0			58.0	56.9	56.0	
Part-time employment Temporary employees Overall unemployment	% of total employment % of total employees	21.7 10.2	26.2 8.5	25.9 8.9	25.7 8.6	25.4 8.8			19.4 14.0	19.8 13.7		
rate Long-term	% of labour force	4.3	7.5	7.6	7.5	7.0			9.6	10.4	10.8	
unemployment Youth unemployment	% of labour force % of youth labour	0.9	1.5	1.8	2.1	1.8	98.1		4.2	4.7	5.1	
rate	force (15-24) % of population aged	6.7	14.0	14.2	14.1	13.1			21.4	22.9		
Youth NEET rate Labour productivity per	15-24 EU-27 = 100 (based on PPS per employed	4.7	6.0	6.3	6.6	6.0	99.3		12.9	13.1	13.0	
person employed	person)	111.6	113.0	111.6	111.9	:			99.8	99.9		
Labour productivity per hour worked Nominal unit labour cost	PPS per hour worked)	129.1	131.7	128.7	128.5	:			99.9	99.9		
growth Real unit labour cost	previous year % change from	0.5	-0.5	0.0	1.5	1.2			0.6	3.2		
growth Gender pay gap	previous year	-2.4	-4.5 15.9	-0.7 16.3	-0.8 14.9	-0.2			-0.7 16.4 p	0.8 16.4 p	:	
	as % of total employees share of people in current job 12 months or less in total	4.2	4.0	4.1	4.4	4.5			8.5 u		8.5 u	
newly employed At-risk-of-poverty rate	employment	:	20.7	21.3	21.1	22.2			14.2	13.9	13.4	
of unemployed unemployment trap - tax		:	36.3	29.1	26.7	:			46.1	46.9 e	:	
rate on low wage earners inactivity and part-time work due to personal		:	89.6	89.1	89.8	:			:	:	:	
and family responisibilities		:	0.9	0.8	0.8	0.8			5.1	5.1	5.2	
job vacancy rate Share of adult population with upper	% change over the recent 3 years	:	1.2	1.2	1.2	1.2			1.4	1.4	1.5	
secondary or tertiary education	age 25-64	78.5	75.6	76.9	77.9	78.3			73.4	74.2	75.2	
percentage of adult population participating in education and training	25.64	19.4 b	32.5	32.3	31.6	31.4			8.8	9.0	10.4	

3. Key employment challenges Denmark

Employment policy	Key employment challenge	Particularly Good labour market
area		outcomes
1. Increase labour market participation	Significant difference between the employment rate of EU and non-EU nationals, especially for women, but a moderate increase in the employment rate of non-EU-Nationals in the last year.	Relatively low rate of young NEETs (15-24) and high employment rate for older persons (55-59).
2. Enhancing labour market functioning; combating segmentation		Both share of long term unemployed in total unemployment, 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) as well is worse than EU average. Inactivity trap for second member of a couple (marginal effective tax rate on labour income for 2 nd member moving from social assistance to work) and low wage trap for 2nd earner income is worse than the EU- average, but both show some positive developments.	At risk of poverty for unemployed 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		Childcare (0 to school age) 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		Female rate of inactivity and part/time work due to family responsibilities is significantly better than EU-average.
8. Improving skill supply and productivity; Lifelong learning	Youth attainment level (20-24) is worse than EU average.	Both public spending (% GDP) on human resources, the number of tertiary graduates (20-29), 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



Sources and notes:

Employment rates 2000-2013: Eurostat, EU LFS;

* Estimated values based on employment growth forecasts from Commission Spring Forecast 2014 and projected population growth from Europop 2013 population projections;

** National employment rate targets from National Reform Programme 2014;

*** Projected employment rate under the assumption that no policy change takes place between 2010 and 2020, EPC Ageing Working Group 2012 Aging Report.

Legend: 2014, 2015 projected based on EU-Commission Spring Forecast; 2014-2020: interpolated until 2020.

2. Key indicators on labour market performance

Germany

Germany								2020		0.045	2017	
Indicator	Unit	2000	2010	2011	2012	2013	Benchmark	national target	2011	2012 EU28-total	2013	2020 EU target
Overall employment	% of population aged											
rate	20 - 64	68.8	74.9	76.3	76.7	77.1		77.0	68.5	68.4	68.3	75.0
Early leavers from	% of pop. 18-24 with											
education and training	at most lower sec.											
	educ. and not in											
	further education or	110	11.0		10.0			lass that 10	42.4	42.7	11.0	less there do
Tertion, educational	training	14.6	11.9	11.7	10.6	9.9		less than 10	13.4	12.7	11.9	less than 10
Tertiary educational attainment	Completion of tertiary or equivalent											
attainment	education (30-34)	25.7	29.8	30.7	32.0	33.1		42.0	34.5	35.7	36.8	40.0
Overall employment	% change from	20.7	25.0	50.7	52.0	55.1		12.0	51.5	55.7	50.0	10.0
growth	previous year	1.7	0.5	1.4	1.1	0.6			0.2	-0.2		
Employment rate of	% of female											
women	population aged 20 -											
	64	60.9	69.6	71.1	71.5	72.3	96.7		62.2	62.3	62.5	
Employment rate of	% of male population											
men	aged 20 - 64	76.5	80.1	81.4	81.8	81.9	103.0		74.9	74.5	74.2	
Employment rate of	% of population aged											
older workers	55 - 64	37.6	57.7	59.9	61.5	63.5	97.2		47.3	48.8	50.1	
Employment gender gap												
	employment rate between men and											
	women in percentage											
	points	15.6	10.5	10.3	10.3	9.6			12.7	12.2	11.7	
Employment rate of	% of population aged		_0.5	_0.5	_0.5	5.0					11.7	
young persons	20 - 29	:	69.5	71.3 b	70.9 b	71.1	90.7		61.1	60.1	59.5	
Employment rate of low	% of population with											
skilled persons	at most lower											
	secondary education											
	aged 20 - 64	52.7	56.0	57.3	57.7	58.2	91.8		52.9	52.1	51.4	
Employment rate of non												
EU nationals	non-EU citizenship											
Dout the survey law and	aged 20 - 64	:	55.6	57.8	58.9	58.5			58.0	56.9	56.0	
Part-time employment	% of total employment	19.4	26.1	26.5	26.5	27.1			19.4	19.8		
Temporary employees	% of total employees	19.4	14.7	14.8	13.9	13.5			19.4	19.8		
Overall unemployment	% of labour force	12.0	14.7	14.0	13.5	13.5			14.0	13.7		
rate		8.0	7.1	5.9	5.5	5.3			9.6	10.4	10.8	
Long-term	% of labour force											
unemployment		4.1	3.4	2.8	2.5	2.4	92.6		4.2	4.7	5.1	
Youth unemployment	% of youth labour											
rate	force (15-24)	8.5	9.9	8.6	8.1	7.9			21.4	22.9		
Youth NEET rate	% of population aged											
	15-24	7.7	8.3	7.5	7.1	6.3	97.2		12.9	13.1	13.0	
Labour productivity per												
person employed	on PPS per employed	107.0	105.0	100.0	105.0							
Labour productivity por	person)	107.6	106.9	108.3	106.9	:			99.8	99.9		
Labour productivity per hour worked	EU-27 = 100 (based on PPS per hour											
nour worked	worked)	124.3	125.7	127.3	126.0				99.9	99.9		
Nominal unit labour cost		124.5	125.7	127.5	120.0				55.5	55.5		
growth	previous year	0.5	-1.1	1.0	3.1	2.1			0.6	3.2		
Real unit labour cost	% change from											
growth	previous year	1.2	-2.1	-0.2	1.6	-0.1			-0.7	0.8		
Gender pay gap		:	22.3	22.2 p	22.4 p	:			16.4 p	16.4 p	:	
Involuntary temporary	as % of total											
employment	employees	2.1 u	3.5 u	3.7 u	3.1 u	2.9 u			8.5 u	8.3 u	8.5 u	
newly employed	share of people in											
	current job 12 months											
	or less in total		45.4	15.6	15.2	445				12.0	12.4	
At rick of powerty rate	employment	:	15.1	15.6	15.2	14.5			14.2	13.9	13.4	
At-risk-of-poverty rate of unemployed			70.3	67.8	69.3				46.1	46.9 e		
unemployment trap -			70.5	07.0	05.5				40.1	40.5 C		
tax rate on low wage												
earners		:	72.9	73.3	73.3	:			:	:	:	
inactivity and part-time												
work due to personal												
and family												
responisibilities		:	6.1	5.8	6.0 b	6.3			5.1	5.1	5.2	
job vacancy rate	% change over the											
	recent 3 years	:	2.5	2.3	2.5	2.6			1.4	1.4	1.5	
Share of adult	age 25-64											
population with upper												
secondary or tertiary		04.2	05.0	96.3	06.0	00.0			72.4	74.2	75.0	
education percentage of adult	200 25-64	81.3	85.8	86.3	86.3	86.3			73.4	74.2	75.2	
population participating	age 25-64											
in education and training												
		5.2	7.7	7.8	7.9	7.8			8.8	9.0	10.4	
	bour market statistics, nation				7.9	7.0			0.0	9.0	10.4	

 Source: Eurostat database (labour market statistics, national accounts), National Reform Programmes
 7.8
 7.8
 8.8
 9.0
 10.4

 Source: Eurostat database (labour market statistics, national accounts), National Reform Programmes
 8.8
 9.0
 10.4

 Notes: b - break in series, p - provisional, c - confidental, e - estimated, n - not significant, f - forecast, s - Eurostat estimate, z - not applicable, u - unreliable, ":" - not available
 Note: Completion of tertiary or equivalent education (30-34): The respective figure for Germany 10213, including post-secondary qualifications at ISCED level 4, amounted to 44.5% (national data sources)

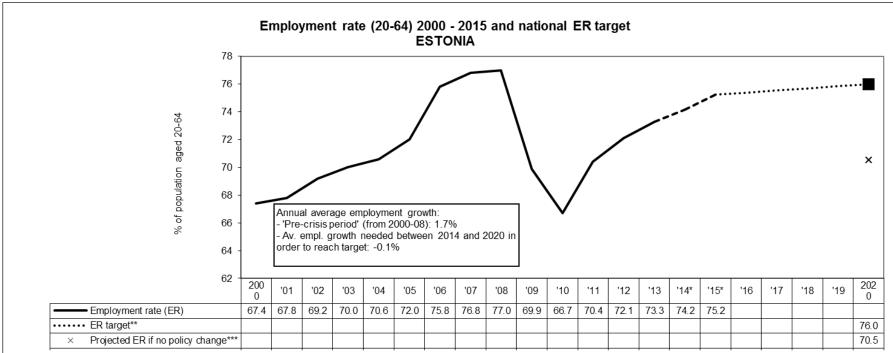
 Additional note: the benchmark is normalised in the following way: average of highest 5=100, average of lowest 5=00 lowest 5=0.0
 Foremark is hormalistic distance to the highest 5 performers by subtracting that benchmark for a given country and indicator from the benchmark of the highest 5 performers, thus a 100. Nmbers 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 Germany

Employment policy area	Key employment challenge	Particularly good labour market outcome
1. Increase labour market participation		Employment is high in particular for men, older men and non-EU nationals.
		Unemployment ratio for young and NEET rates are at 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; replacement rates after 6 months unemployment being low. High tax wedge in particular on low-wage and 2nd 	
5. Work-life balance	income earners. Inactivity and part-time work due to lack of childcare is higher than the EU-average in particular for women, but showing some positive developments. Negative employment impact of parenthood.	
6. Job creation		Employment growth above the EU with high number of vacancies.
7. Gender equality	The gender pay gap is persistent and among the highest in the EU.	
8. Improving skill supply and productivity; Lifelong learning	Skills mismatch for high-skilled workers.	
9. Improving education and training systems	Despite better results in PISA 2012 partly lower education attainments of people with social economic disadvantage or migrant background persists. Despite above average expenditure for all levels of education combined, below average expenditure in primary education.	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



Sources and notes:

Employment rates 2000-2013: Eurostat, EU LFS;

* Estimated values based on employment growth forecasts from Commission Spring Forecast 2014 and projected population growth from Europop 2013 population projections;

** National employment rate targets from National Reform Programme 2014;

*** Projected employment rate under the assumption that no policy change takes place between 2010 and 2020, EPC Ageing Working Group 2012 Aging Report.

Estonia

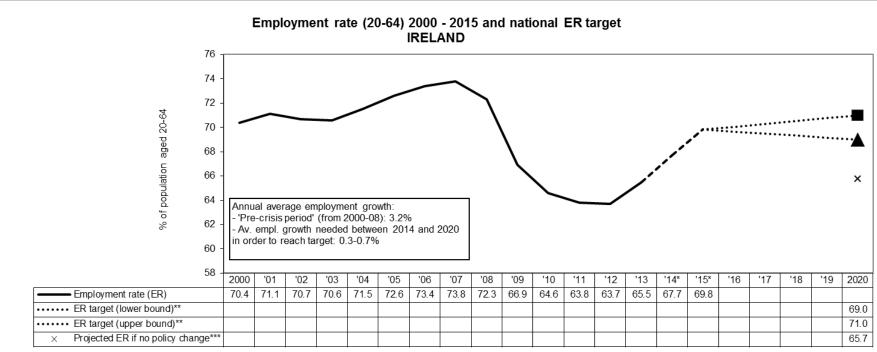
Estonia						1	1	2020			1	
							Benchmark	national	2011	2012	2013	2020 EU
Indicator Overall employment rate	Unit % of population aged	2000	2010	2011	2012	2013		target		EU28-total		target
over all employment rate	20 - 64	67.4	66.7	70.4	72.1	73.3 b		76.0	68.5	68.4	68.3	75.0
Early leavers from	% of pop. 18-24 with											
education and training	at most lower sec.											
	educ. and not in further education or											
	training	15.1	11.6	10.9	10.5	9.7		9.5	13.4	12.7	11.9	less than 10
Tertiary educational	Completion of tertiary											
attainment	or equivalent	20.01		10.0	20.4	40.7					26.0	10.0
Overall employment	education (30-34) % change from	30.8 b	40.0	40.3	39.1	43.7		40.0	34.5	35.7	36.8	40.0
growth	previous year	-1.5	-4.8	7.0	2.1	1.9			0.2	-0.2		
Employment rate of	% of female											
women	population aged 20 - 64	62.0	CE 7	67.6	69.3	70.1 -	07.5		62.2	62.2	C 2 F	
Employment rate of men		62.9	65.7	07.0	09.5	70.1 b	87.5		62.2	62.3	62.5	
	aged 20 - 64	72.4	67.7	73.5	75.2	76.7 b	73.2		74.9	74.5	74.2	
Employment rate of	% of population aged											
older workers	55 - 64	46.3	53.8	57.2	60.6	62.6 b	94.0		47.3	48.8	50.1	
Employment gender gap	difference in the employment rate											
	between men and											
	women in percentage											
Employment rate of	points	9.5	2.0	5.9	5.9	6.6 b			12.7	12.2	11.7	
Employment rate of young persons	% of population aged 20 - 29		56.5	61.9	62.3	62.9 b	64.5		61.1	60.1	59.5	
Employment rate of low							2.13					
skilled persons	at most lower											
	secondary education aged 20 - 64	41.9	44.1	48.3	49.6	56.9 b	86.6		52.9	52.1	51.4	
Employment rate of non-	-	41.5	44.1	48.5	49.0	50.5 5	80.0		52.5	52.1	51.4	
EU nationals	non-EU citizenship											
	aged 20 - 64	:	57.7	63.8	63.9	67.0 b			58.0	56.9	56.0	
Part-time employment	% of total employment	6.8	11.0	10.6	10.4	10.2 b			19.4	19.8		
Temporary employees	% of total employees	2.3	3.7	4.5	3.5	3.5 b			19.4	13.7		
Overall unemployment	% of labour force											
rate		13.6	16.7	12.3	10.0	8.6			9.6	10.4	10.8	
Long-term unemployment	% of labour force	6.2	7.6	7.0	5.4	3.8	79.6		4.2	4.7	5.1	
Youth unemployment	% of youth labour	0.2	7.0	7.0	5.4	5.8	79.0		4.2	4.7	5.1	
rate	force (15-24)	23.5	32.9	22.3	20.9	18.7 b			21.4	22.9		
Youth NEET rate	% of population aged											
Labour productivity per	15-24 EU-27 = 100 (based on	14.5	14.5	11.8	12.5	11.3	62.6		12.9	13.1	13.0	
person employed	PPS per employed											
	person)	47.4	69.0	69.8	69.9	:			99.8	99.9		
Labour productivity per	EU-27 = 100 (based on											
hour worked	PPS per hour worked)	40.5	60.6	60.0	60.7				99.9	99.9		
Nominal unit labour cost	% change from	40.5	00.0	00.0	00.7				55.5	55.5		
growth	previous year	2.9	-5.0	-1.8	4.2	:			0.6	3.2		
Real unit labour cost	% change from		5.0									
growth Gender pay gap	previous year	-1.8	-5.3 27.7	-4.7 27.3	0.9 30.0	:			-0.7 16.4 p	0.8 16.4 p		
Involuntary temporary	as % of total		27.0	27.5	50.0				10.1 p	10.1 p	•	
employment	employees	1.7 u	1.6 u	1.6 u	1.5 u	1.2 b			8.5 u	8.3 u	8.5 u	
newly employed	share of people in											
	current job 12 months or less in total											
	employment	:	16.1	18.8	18.1	16.4			14.2	13.9	13.4	
At-risk-of-poverty rate												
of unemployed		:	46.7	52.1	55.6	:			46.1	46.9 e	:	
unemployment trap - tax rate on low wage												
earners		:	62.7	63.5	64.3	:			:	:	:	
inactivity and part-time												
work due to personal												
and family responisibilities			4.2	4.0	4.7	4.5 b			5.1	5.1	5.2	
job vacancy rate	% change over the								5.1	5.1	5.2	
	recent 3 years	:	1.5	1.1	1.3	1.4			1.4	1.4	1.5	
Share of adult	age 25-64											
population with upper secondary or tertiary												
education		86.1 b	89.2	88.9	89.8	90.6			73.4	74.2	75.2	
percentage of adult	age 25-64											
population participating												
in education and training		6.5 b	10.9	12.0	12.9	12.6			8.8	9.0	10.4	
Source: Eurostat database (lal					12.7	12.0			0.0	5.0	10.4	

Source: Eurostat database (labour market statistics, national accounts), National Reform Programmes
Notes: b - break in series, p - provisional, c - confidental, 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. Nmbers 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

Employment policy	Key employment challenges	Particular good
area	Ney employment chanenges	labour market
alea		
1 Increase Johnur		outcome Employment rate of older
1. Increase labour		workers is higher than EU
market		average.
participation		
2. Enhancing labour		Share of employees (15- 64) in involuntary
market functioning;		temporary employment
combating		contracts significantly lower
segmentation		than EU-average.
3. Active labour	ALMP expenditure and activation is	
market policies	relatively low.	
4. Adequate and	Replacement rates after 12 months of	Low wage trap significantly
employment	unemployment are low.	low.
oriented social		
security systems		
5. Work-life balance	Employment impact of parenthood is high.	
	Childcare below 30 hours is low.	
6. Job creation		
	Gender pay gap is high.	Droportion of involuntary
7. Gender equality	Gender pay gap is high.	Proportion of involuntary part-time work for women
		is significantly lower than
		EU-average.
	1,2	
education and	education and training remains low.	
training systems	Participation in early education is low	
10. Wage setting		
mechanisms and		
labour cost		
developments		
training systems 10. Wage setting mechanisms and labour cost	Mismatch of the skills of the unemployed and the needs of the labour market. Participation of low-skilled persons in education and training remains low. Participation in early education is low.	

IRELAND



1. Progress towards the national employment rate target

Sources and notes:

Employment rates 2000-2013: Eurostat, EU LFS;

* Estimated values based on employment growth forecasts from Commission Spring Forecast 2014 and projected population growth from Europop 2013 population projections; ** National employment rate targets from National Reform Programme 2014;

*** Projected employment rate under the assumption that no policy change takes place between 2010 and 2020, EPC Ageing Working Group 2012 Aging Report.

Ireland

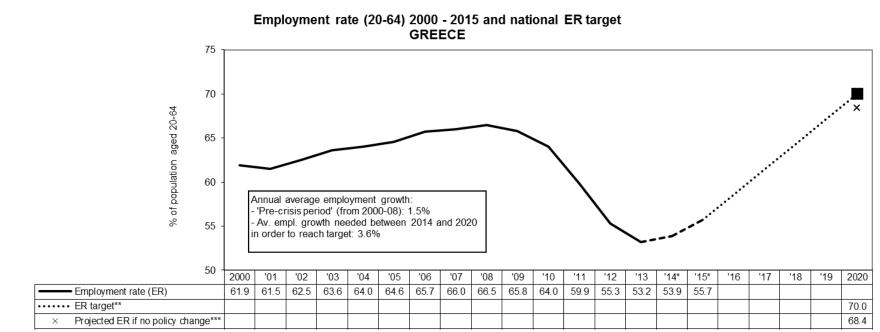
								2020				
							Benchmark	national	2011	2012	2013	2020 EU
Indicator Overall employment rate	Unit % of population aged	2000	2010	2011	2012	2013		target		EU28-total		target
Overall employment rate	20 - 64	70.4	64.6	63.8	63.7	65.5		69-71	68.5	68.4	68.3	75.0
Early leavers from	% of pop. 18-24 with											
education and training	at most lower sec.											
	educ. and not in											
	further education or			10.0						43.7		
Tertiary educational	training Completion of tertiary	:	11.5	10.8	9.7	8.4		8.0	13.4	12.7	11.9	less than 10
attainment	or equivalent											
	education (30-34)	27.5	50.1	49.7	51.1	52.6		60.0	34.5	35.7	36.8	40.0
Overall employment	% change from											
growth	previous year	4.5	-4.1	-1.8	-0.6	2.4			0.2	-0.2		
Employment rate of	% of female population aged 20 -											
women	64	57.9	60.2	59.4	59.4	60.3	46.6		62.2	62.3	62.5	
Employment rate of men												
	aged 20 - 64	82.8	69.1	68.2	68.1	70.9	39.9		74.9	74.5	74.2	
Employment rate of	% of population aged											
older workers	55 - 64	45.3	50.2	50.0	49.3	51.3	54.1		47.3	48.8	50.1	
Employment gender gap	employment rate											
	between men and											
	women in percentage											
	points	24.9	8.9	8.8	8.7	10.6			12.7	12.2	11.7	
Employment rate of	% of population aged											
young persons	20 - 29	:	60.2	58.0	58.0	59.7	54.3		61.1	60.1	59.5	
Employment rate of low skilled persons	% of population with at most lower											
skilled persons	secondary education											
	aged 20 - 64	56.4	46.7	44.7	43.0	46.2	43.2		52.9	52.1	51.4	
Employment rate of non-	% of population with											
EU nationals	non-EU citizenship											
	aged 20 - 64	:	56.5	57.8	54.9	54.4			58.0	56.9	56.0	
Part-time employment	% of total employment	16.7	22.6	23.5	23.9	24.0			19.4	19.8		
Temporary employees	% of total employees	5.3	9.6	10.2	10.1	10.0			14.0	13.7		
Overall unemployment	% of labour force											
rate		4.2	13.9	14.7	14.7	13.1			9.6	10.4	10.8	
Long-term	% of labour force											
unemployment	0/ -f	1.6	6.8	8.7	9.1	7.9	41.4		4.2	4.7	5.1	
Youth unemployment rate	% of youth labour force (15-24)	6.5	27.6	29.1	30.4	26.8			21.4	22.9		
Youth NEET rate	% of population aged	0.5	27.0	23.1	50.4	20.0			21.4	22.5		
	15-24	:	19.2	18.8	18.7	16.1	29.4		12.9	13.1	13.0	
Labour productivity per	EU-27 = 100 (based on											
person employed	PPS per employed											
Labour productivity per	person) EU-27 = 100 (based on	129.7	137.6	141.0	141.6	:			99.8	99.9		
hour worked	PPS per hour worked)											
	,	113.9	126.0	129.2	128.8	:			99.9	99.9		
Nominal unit labour cost	% change from											
growth	previous year	1.7	-6.7	-4.0	0.0	:			0.6	3.2		
Real unit labour cost	% change from								o -			
growth Gender pay gap	previous year	-3.4	-5.3 13.9	-4.6 11.7 p	-0.6 14.4 p				-0.7 16.4 p	0.8 16.4 p		
Involuntary temporary	as % of total		15.5	11.7 p	14.4 P		1		10.4 p	10.4 p		
employment	employees	1.8 u	6.0 u	6.8 u	6.8 u	6.5 ι	L L		8.5 u	8.3 u	8.5 u	
newly employed	share of people in											
	current job 12 months											
	or less in total		11.5	12.0	12.0	14.2			14.2	12.0	12.4	
At-risk-of-poverty rate	employment		11.5	12.9	13.6	14.2			14.2	13.9	13.4	
of unemployed		:	27.9	31.8	:	:			46.1	46.9 e	:	
unemployment trap - tax												
rate on low wage												
earners		:	78.2	75.9	74.1	:			:	-	:	
inactivity and part-time work due to personal												
and family												
responisibilities		:	2.4	2.4	4.9 b	6.1			5.1	5.1	5.2	
job vacancy rate	% change over the											
	recent 3 years	:	0.4	0.5	0.6	0.7			1.4	1.4	1.5	
Share of adult	age 25-64											
population with upper secondary or tertiary												
education		57.6	72.8	73.6	74.6	76.7			73.4	74.2	75.2	
percentage of adult	age 25-64		-			-						
population participating												
in education and training												
	oour market statistics, nation		6.8	6.8	7.1	7.3			8.8	9.0	10.4	

Source: Eurostat database (labour market statistics, national accounts), National Reform Programmes
Notes: b - break in series, p - provisional, c - confidental, 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 Ireland

Employment policy	Key employment challenge	Particularly good labour
area	ney employment endienge	market outcomes
1. Increase labour market participation	Employment for both men and women is below the EU average but showing improvement.	
	Youth unemployment (15-24) and NEET rates above EU average but showing improvement.	
2. Enhancing labour market functioning; combating segmentation		
3. Active labour market policies	Long-term unemployment is high. Participation in activation measures	
	is low.	
4. Adequate and employment oriented social security systems	Disincentives to work for certain categories of population.	Below EU average at-risk of poverty rate for Unemployed.
5. Work-life balance	Uptake of Childcare decreasing.	
	Inactivity due to personal and family responsibilities is higher than EU average.	
6. Job creation		
7. Gender equality		
8. Improving skill supply and productivity; Lifelong learning	Lifelong learning participation significantly below EU average.	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		Alignment of unit labour cost to productivity developments in recent years.
supply and productivity; Lifelong learning 9. Improving education and training systems 10. Wage setting mechanisms and labour cost	Participation in VET below EU	average. Population with tertiary educational attainment is the highest in EU. Below EU average and decreasing ESL rate. Alignment of unit labour cost to productivity developments in

GREECE



1. Progress towards the national employment rate target

Sources and notes:

Employment rates 2000-2013: Eurostat, EU LFS;

* Estimated values based on employment growth forecasts from Commission Spring Forecast 2014 and projected population growth from Europop 2013 population projections;

** National employment rate targets from National Reform Programme 2014;

*** Projected employment rate under the assumption that no policy change takes place between 2010 and 2020, EPC Ageing Working Group 2012 Aging Report.

Greece

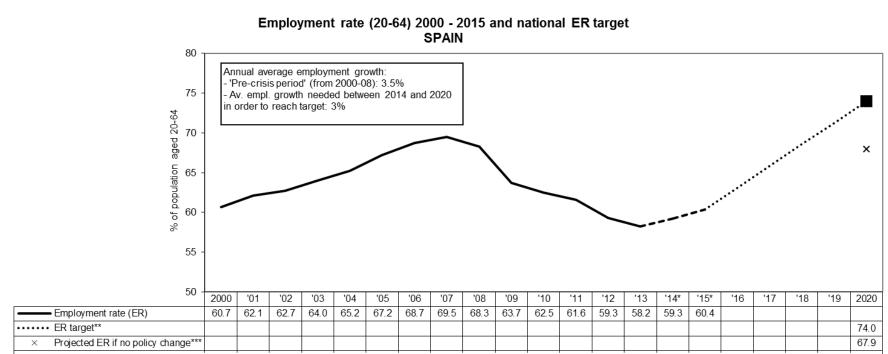
							1	2020				1
		2000	2010	2014	2012	2012	Benchmark	national	2011	2012	2013	2020 EU
Indicator Overall employment rate	Unit % of population aged	2000	2010	2011	2012	2013		target		EU28-total		target
	20 - 64	61.9	64.0	59.9	55.3	53.2		70.0	68.5	68.4	68.3	75.0
Early leavers from	% of pop. 18-24 with											
education and training	at most lower sec. educ. and not in											
	further education or											
	training	18.2	13.7	13.1	11.4	10.1		9.7	13.4	12.7	11.9	less than 10
Tertiary educational	Completion of tertiary											
attainment	or equivalent											
Overall employment	education (30-34) % change from	25.4	28.4	28.9	30.9	34.6		32.0	34.5	35.7	36.8	40.0
growth	previous year	0.5	-2.6	-5.6	-8.3	-4.1			0.2	-0.2		
Employment rate of	% of female	0.5	2.0	5.0	0.5				0.2	0.2		
women	population aged 20 -											
	64	45.5	51.7	48.6	45.2	43.3	-24.5		62.2	62.3	62.5	
Employment rate of men	% of male population aged 20 - 64	78.8	76.2	71.1	65.3	62.9	-6.0		74.9	74.5	74.2	
Employment rate of	% of population aged	/0.0	70.2	/1.1	05.5	02.9	-0.0		74.9	74.5	74.2	
older workers	55 - 64	39.0	42.3	39.4	36.4	35.6	-1.4		47.3	48.8	50.1	
Employment gender gap	difference in the											
	employment rate											
	between men and											
	women in percentage points	33.3	24.5	22.5	20.1	19.6			12.7	12.2	11.7	
Employment rate of	% of population aged	55.5	2.1.5	22.0	20.1	10.0					11.7	
young persons	20 - 29	:	54.0	46.9	40.6	37.0	-18.0		61.1	60.1	59.5	
Employment rate of low												
skilled persons	at most lower											
	secondary education aged 20 - 64	57.0	57.9	53.6	48.2	46.1	42.8		52.9	52.1	51.4	
Employment rate of non-		57.0	57.5	55.0	40.2	40.1	42.0		52.5	52.1	51.4	
EU nationals	non-EU citizenship											
	aged 20 - 64	:	69.1	62.8	52.2	49.7			58.0	56.9	56.0	
Part-time employment	% of total employment		6.2	67		0.2			10.4	10.0		
Temporary employees	% of total employees	4.6 13.8	6.3 12.4	6.7 11.6	7.7 10.0	8.3 10.0			19.4 14.0	19.8 13.7		
	% of labour force	15.0	12.4	11.0	10.0	10.0			14.0	15.7		
rate		11.2	12.6	17.7	24.3	27.3			9.6	10.4	10.8	
Long-term	% of labour force											
unemployment	or 6 11 1 1	6.2	5.7	8.8	14.4	18.4	-56.1		4.2	4.7	5.1	
Youth unemployment rate	% of youth labour force (15-24)	29.2	32.9	44.4	55.3	58.3			21.4	22.9		
Youth NEET rate	% of population aged	23.2	32.5	44.4	55.5	58.5			21.4	22.5		
	15-24	16.9	14.9	17.4	20.3	20.6	-1.8		12.9	13.1	13.0	
	EU-27 = 100 (based on											
person employed	PPS per employed											
Labour productivity per	person) EU-27 = 100 (based on	94.6	92.8 p	89.7 p	91.6 p				99.8	99.9		
hour worked	PPS per hour worked)											
		75.7	76.0 p	72.7 p	73.9 p	:			99.9	99.9		
Nominal unit labour cost	% change from											
growth	previous year	:	-0.1	-1.8	-5.1	-6.8			0.6	3.2		
Real unit labour cost growth	% change from previous year		-1.3	-2.9	-4.8	-4.9			-0.7	0.8		
Gender pay gap	previous year	:	15.0	: 2.5	: 4.0	: 4.5			16.4 p	16.4 p	:	
Involuntary temporary	as % of total								·			
employment	employees	11.6 u	10.5 u	10.0 u	8.6 u	8.8 u			8.5 u	8.3 u	8.5 u	
newly employed	share of people in											
	current job 12 months or less in total											
	employment	:	8.5	7.4	7.0	8.4			14.2	13.9	13.4	
At-risk-of-poverty rate									=			
of unemployed		:	38.5	44.0	45.8	:			46.1	46.9 e	:	
unemployment trap - tax												
rate on low wage earners			51.4	57.8	51.6							
inactivity and part-time			51.4	57.8	51.0							
work due to personal												
and family												
responisibilities	0/ -h ''	:	1.8	1.8	1.8	1.7			5.1	5.1	5.2	
job vacancy rate	% change over the recent 3 years		1.4	1.3	0.9	0.8			1.4	1.4	1.5	
	age 25-64		1.4	1.5	0.9	0.0			1.4	1.4	1.5	
Share of adult												
population with upper												
population with upper secondary or tertiary education		51.6	62.5	64.5	65.7	67.2			73.4	74.2	75.2	
education percentage of adult	age 25-64	51.6	62.5	64.5	65.7	67.2			73.4	74.2	75.2	
population with upper secondary or tertiary education		51.6	62.5	64.5	65.7	67.2			73.4	74.2	75.2	

Source: Eurostat database (labour market statistics, national accounts), National Reform Programmes
Notes: b - break in series, p - provisional, c - confidental, 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. Nmbers 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 Greece

Employment policy area	Key employment challenge	Particularly good labour market
		outcomes
1. Increase labour market participation	Employment is significantly below the EU average in general but especially for women and youth.	
	High incidence of NEET.	
2. Enhancing labour market functioning; combating segmentation	Newly employed and hiring is significantly below EU-average.	
3. Active labour market policies	Long-term unemployment is high. Capacity of the PES is weak and needs to be strengthened.	
4. Adequate and employment oriented social security systems	At risk of in-work poverty is higher than the EU- average.	
5. Work-life balance	Inactivity due to lack of care is in general high. Uptake of childcare above 30 hours is low.	
6. Job creation	Employment growth is negative signifying job losses.	
7. Gender equality		
8. Improving skill supply and productivity; Lifelong learning	Very low participation in LLL.	
9. Improving education and training systems	Low attractiveness and relevance of vocational education and training.	
10. Wage setting mechanisms and labour cost developments		Alignment of unit labour cost to productivity developments in recent years.

SPAIN



1. Progress towards the national employment rate target

Sources and notes:

Employment rates 2000-2013: Eurostat, EU LFS;

* Estimated values based on employment growth forecasts from Commission Spring Forecast 2014 and projected population growth from Europop 2013 population projections;

** National employment rate targets from National Reform Programme 2014;

*** Projected employment rate under the assumption that no policy change takes place between 2010 and 2020, EPC Ageing Working Group 2012 Aging Report.

Spain

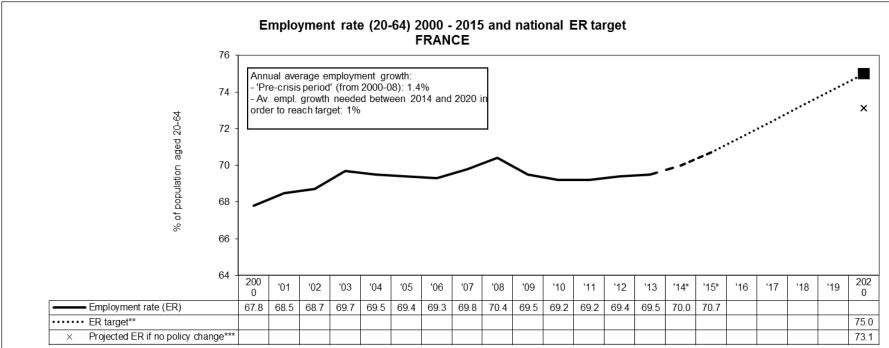
Spain								2020				
Indicator	Unit	2000	2010	2011	2012	2013	Benchmark	national	2011	2012 EU28-total	2013	2020 EU target
Overall employment rate		2000	2010	2011	2012	2015		target		E028-101ai		larget
	20 - 64	60.7	62.5	61.6	59.3	58.2		74.0	68.5	68.4	68.3	75.0
Early leavers from	% of pop. 18-24 with											
education and training	at most lower sec. educ. and not in											
	further education or											
	training	29.1	28.4	26.5	24.9	23.5		15.0	13.4	12.7	11.9	less than 10
Tertiary educational	Completion of tertiary											
attainment	or equivalent education (30-34)	29.2	40.6	40.6	40.1	40.7		44.0	34.5	35.7	36.8	40.0
Overall employment	% change from	25.2	40.0	40.0	40.1	40.7		44.0	54.5	55.7	50.0	40.0
growth	previous year	5.1	-2.2	-1.9	-4.2	-3.0			0.2	-0.2		
Employment rate of	% of female											
women	population aged 20 - 64	44.5	55.8	55.5	54.0	53.1	16.5		62.2	62.3	62.5	
Employment rate of men		44.5	55.0	55.5	54.0	55.1	10.5		02.2	02.5	02.5	
. ,	aged 20 - 64	76.9	69.1	67.6	64.5	63.3	-3.7		74.9	74.5	74.2	
Employment rate of	% of population aged											
older workers Employment gender gap	55 - 64 difference in the	37.0	43.6	44.5	43.9	43.4	26.1		47.3	48.8	50.1	
Employment gender gap	employment rate											
	between men and											
	women in percentage											
Employment rate of	points % of population aged	32.4	13.3	12.1	10.5	10.2			12.7	12.2	11.7	
young persons	20 - 29	.	54.3	51.2	46.3	44.0	4.3		61.1	60.1	59.5	
Employment rate of low	% of population with											
skilled persons	at most lower											
	secondary education aged 20 - 64	54.8	52.3	51.4	48.2	47.0	46.5		52.9	52.1	51.4	
Employment rate of non-		54.8	52.5	51.4	40.2	47.0	40.5		52.5	52.1	51.4	
EU nationals	non-EU citizenship											
	aged 20 - 64	:	59.1	56.2	52.2	49.7			58.0	56.9	56.0	
Part-time employment	% of total employment	0.1	12.2	13.8	14.7	16.0			19.4	19.8		
Temporary employees	% of total employees	8.1 32.4	13.2 25.0	25.4	23.7	23.4			19.4	19.8		
Overall unemployment	% of labour force											
rate		11.7	20.1	21.7	25.0	26.4			9.6	10.4	10.8	
Long-term	% of labour force	4.9	7.3	9.0	11.1	13.1	-6.9		4.2	4.7	5.1	
unemployment Youth unemployment	% of youth labour	4.9	7.3	9.0	11.1	13.1	-6.9		4.2	4.7	5.1	
rate	force (15-24)	25.3	41.6	46.4	53.2	55.7			21.4	22.9		
Youth NEET rate	% of population aged											
	15-24	12.1	18.0	18.5	18.8	18.6	12.0		12.9	13.1	13.0	
Labour productivity per person employed	PPS per employed											
person employed	person)	104.7	106.5	106.0	109.5	:			99.8	99.9		
Labour productivity per	EU-27 = 100 (based on											
hour worked	PPS per hour worked)	400.7	105.0		407.0							
Nominal unit labour cost	% change from	102.7	105.0	104.2	107.9	:			99.9	99.9		
growth	previous year	:	-1.8	-1.0	-3.0	:			0.6	3.2		
Real unit labour cost	% change from											
growth	previous year	:	-1.8	-1.0	-3.0	-2.3			-0.7	0.8		
Gender pay gap Involuntary temporary	as % of total	:	16.2	17.8	17.8 p	:			16.4 p	16.4 p	:	
employment	employees	30.3 u	22.9	23.2	21.8	21.5			8.5 u	8.3 u	8.5 u	
newly employed	share of people in											
	current job 12 months											
	or less in total employment	.	16.5	16.2	15.2	15.2			14.2	13.9	13.4	
At-risk-of-poverty rate	comproyment		10.5	10.2	13.2	13.2			14.2	13.5	10.4	
of unemployed		:	40.4	41.8	46.0	:			46.1	46.9 e	:	
unemployment trap - tax												
rate on low wage earners		.	82.6	82.7	82.8					.		
earners inactivity and part-time			02.0	62.7	62.8					.		
work due to personal												
and family			-						_			
responisibilities job vacancy rate	% change over the	:	3.5	3.2	2.7	3.0			5.1	5.1	5.2	
jos vacancy rate	recent 3 years		0.8	1.0	1.0	0.8			1.4	1.4	1.5	
Share of adult	age 25-64										-	
population with upper												
secondary or tertiary		20.0	F. 2. 6	53.0					70 .		75.0	
education percentage of adult	age 25-64	38.6	52.6	53.8	54.4	55.2			73.4	74.2	75.2	
population participating												
in education and training												
	our market statistics nation	4.5 b	10.8	10.8	10.7	10.9			8.8	9.0	10.4	

Source: Eurostat database (labour market statistics, national accounts). National Reform Programmes
Notes: b - break in series, p - provisional, c - confidental, 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. Nmbers 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 Spain

Employment Policy Area	Key employment challenges	Particularly good labour market outcome
1. Increase labour market participation	Low employment rates, with decreasing levels, especially for older workers, men, low-skilled and non-EU nationals.	
2. Enhancing labour	High incidence of youth unemployment and NEET. Highly segmented labour market with high levels of	
market functioning; combating segmentation	involuntary temporary and part-time work - particularly for young people 15-24y, low transition from temporary to permanent employment.	
3. Active labour market policies	Very high levels of long-term unemployment. Low level of participation in activation measures.	
4. Adequate and employment oriented social security systems	High risk of in-work poverty with increasing low-wage and inactivity traps, especially for second-earners.	
5. Work-life balance	High impact of the lack of care facilities on inactivity and part-time.	
6. Job creation	Employment growth negative signifying job losses. High tax wedge on labour.	
7. Gender equality	Gender pay gap above the EU average and decreasing insufficiently. Low duration of women's working life, although with some positive developments.	Gender employment gap for people aged 20-29 years lower than EU average and some improvements for the 55- 64 age group.
8. Improving skill supply and	Mismatch between the skills active population has to offer and those required by employers.	
productivity; Lifelong learning	Employment rate for low education attainment (20-64) significantly low, 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).	Share of people with tertiary education (30-34) higher than EU average and increasing.
	Annual expenditure in primary and secondary education per capita worse than EU average.	
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

Sources and notes:

Employment rates 2000-2013: Eurostat, EU LFS;

* Estimated values based on employment growth forecasts from Commission Spring Forecast 2014 and projected population growth from Europop 2013 population projections;

** National employment rate targets from National Reform Programme 2014;

*** Projected employment rate under the assumption that no policy change takes place between 2010 and 2020, EPC Ageing Working Group 2012 Aging Report.

France

France		1						2020				
		2000	2010	2244	2012	2012	Benchmark	national	2011	2012	2013	2020 EU
Indicator Overall employment rate	Unit % of population aged	2000	2010	2011	2012	2013		target		EU28-total		target
	20 - 64	67.8	69.2	69.2	69.4	69.5 b		75.0	68.5	68.4	68.3	75.0
Early leavers from education and training	% of pop. 18-24 with											
education and training	at most lower sec. educ. and not in											
	further education or											
Tortion, educational	training	13.3	12.6	12.0	11.6	9.7 b		9.5	13.4	12.7	11.9	less than 10
Tertiary educational attainment	Completion of tertiary or equivalent											
	education (30-34)	27.4	43.5	43.3	43.6	44.0		50.0	34.5	35.7	36.8	40.0
Overall employment	% change from											
growth Employment rate of	previous year % of female	2.6	0.1	0.6	0.0	-0.2			0.2	-0.2		
women	population aged 20 -											
	64	60.3	64.8	64.7	65.1	65.5 b	68.3		62.2	62.3	62.5	
Employment rate of men	% of male population aged 20 - 64	75.6	73.8	74.0	73.8	73.7 b	56.0		74.9	74.5	74.2	
Employment rate of	% of population aged											
older workers	55 - 64	29.9	39.8	41.5	44.5	45.6 b	33.9		47.3	48.8	50.1	
Employment gender gap	difference in the employment rate											
	between men and											
	women in percentage											
Employment rate of	points % of population ared	15.3	9.0	9.3	8.7	8.2 b			12.7	12.2	11.7	
young persons	% of population aged 20 - 29	:	62.9	62.3	61.0	61.0 b	58.5		61.1	60.1	59.5	
Employment rate of low												
skilled persons	at most lower secondary education											
	aged 20 - 64	55.3	54.7	55.0	54.7	53.6 b	73.2		52.9	52.1	51.4	
Employment rate of non-	% of population with											
EU nationals	non-EU citizenship		47.0	17.1	47.0	40 C h			50.0	56.0	56.0	
Part-time employment	aged 20 - 64 % of total employment	:	47.9	47.1	47.9	48.6 b			58.0	56.9	56.0	
	,,,,,,,,,,,,,,,,,,,	16.9	17.8	17.9	18.0	18.4 b			19.4	19.8		
Temporary employees	% of total employees	15.4	14.9	15.1	15.0	16.4 b			14.0	13.7		
Overall unemployment rate	% of labour force	9.0	9.3	9.2	9.8	10.3			9.6	10.4	10.8	
Long-term	% of labour force	5.0	5.5	5.2	5.0	10.5			5.0	10.1	10.0	
unemployment		3.5	3.8	3.8	4.0	4.2	75.8		4.2	4.7	5.1	
Youth unemployment rate	% of youth labour force (15-24)	20.6	22.9	22.1	23.9	23.9 b			21.4	22.9		
Youth NEET rate	% of population aged	20.0	22.5	22.1	25.5	23.5 0			21.4	22.5		
	15-24	10.2	12.4	12.0	12.2	11.2 b	63.3		12.9	13.1	13.0	
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed											
person employed	person)	119.9	116.5	116.6	116.1	:			99.8	99.9		
Labour productivity per	EU-27 = 100 (based on											
hour worked	PPS per hour worked)	133.7	129.9	129.9	128.9				99.9	99.9		
Nominal unit labour cost	% change from	133.7	129.9	125.5	128.5				55.5	33.5		
growth	previous year	1.4	0.7	1.3	2.1	:			0.6	3.2		
Real unit labour cost growth	% change from	0.2	0.2	0.0	0.6				0.7	0.8		
Gender pay gap	previous year	-0.2	-0.2 15.6	15.0 p	0.6 14.8 p	:			-0.7 16.4 p	0.8 16.4 p	:	
Involuntary temporary	as % of total											
employment	employees	:	8.6	8.7	8.5	9.9 b			8.5 u	8.3 u	8.5 u	
newly employed	share of people in current job 12 months											
	or less in total											
	employment	:	14.6	15.1	14.9	13.1			14.2	13.9	13.4	
At-risk-of-poverty rate of unemployed			33.5	36.7	36.0				46.1	46.9 e		
unemployment trap - tax			55.5	50.7	50.0				40.1	40.5 C		
rate on low wage												
earners inactivity and part-time		:	76.9	77.4	77.3	:			:	:	:	
work due to personal												
and family												
responisibilities	% change over the	:	3.3	3.3	3.3	5.2 b			5.1	5.1	5.2	
job vacancy rate	% change over the recent 3 years	:	0.4	0.5	0.6	0.6			1.4	1.4	1.5	
Share of adult	age 25-64											
population with upper												
secondary or tertiary education		62.2	70.8	71.6	72.5	75.1			73.4	74.2	75.2	
percentage of adult	age 25-64											
population participating												
in education and training		2.8	5.0	5.5	5.7	17.7 b			8.8	9.0	10.4	
I		2.0	5.5	5.5	5.7	_7.7 0			0.0	5.5	10	

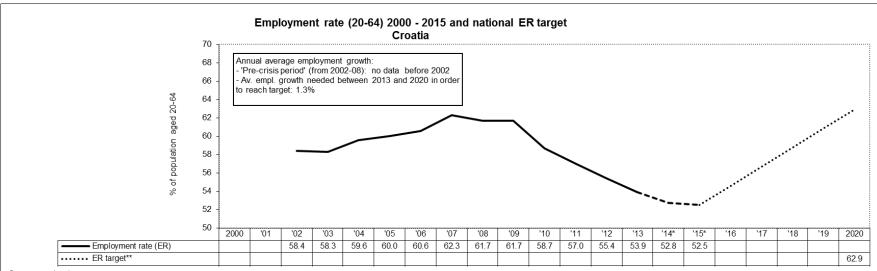
Source: Eurostat database (labour market statistics, national accounts), National Reform Programmes Notes: b - break in series, p - provisional, c - confidental, e - estimated, n - not significant, f - forecast, s - Eurostat estimate, z - not applicable, u - unreliable, "." - not available Additional 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. Nmbers 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 of		Darticularly good lobeur
Employment policy area	Key employment challenge	Particularly good labour market outcome
1. Increase labour market participation	Relatively high unemployment among lower educated young (ISCED 0-4). Low employment rate for people aged (60-64) but employment rate of people	
	aged 50-59 is above the EU average and increasing. Low employment rate of non-EU nationals.	
2. Enhancing labour market functioning; combating segmentation	Transition between temporary and permanent contracts is below the EU average.	
beginentation	higher than the EU average.	
3. Active labour market policies	Despite efforts above the EU average participation in ALMP is decreasing.	
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		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		

3. Key employment challenges France

CROATIA

1. Progress towards the national employment rate target



Sources and notes:

Employment rates 2000-2013: Eurostat, EU LFS;

* Estimated values based on employment growth forecasts from Commission Spring Forecast 2014 and projected population growth from Europop 2013 population projections;

** National employment rate targets from National Reform Programme 2014;

*** Projected employment rate under the assumption that no policy change takes place between 2010 and 2020, EPC Ageing Working Group 2012 Ageing Report. Legend: 2014, 2015 projected based on EU-Commission Spring Forecast; 2014-2020: interpolated until 2020.

Indicator	Unit	2000	2010	2011	2012	2013	Benchmark	national target	2011	2012 EU28-total	2013	2020 EU target
Overall employment rate			F0 7			F2 0			60 F		62.2	
Early leavers from	20 - 64 % of pop. 18-24 with	:	58.7	57.0	55.4	53.9		62.9	68.5	68.4	68.3	75.0
education and training	at most lower sec.											
5	educ. and not in											
	further education or											
	training	:	3.7	4.1	4.2	3.7		4.0	13.4	12.7	11.9	less than 10
Tertiary educational attainment	Completion of tertiary or equivalent											
attainment	education (30-34)		24.3	24.5	23.7	25.9		35.0	34.5	35.7	36.8	40.0
Overall employment	% change from		24.5	24.5	25.7	25.5		55.0	54.5	55.7	50.0	40.0
growth	previous year	-6.1	-5.1	-2.3	-3.9	:			0.2	-0.2		
Employment rate of	% of female											
women	population aged 20 -											
Employment rate of men	64 % of male population	:	53.0	50.9	50.2	49.7	2.3		62.2	62.3	62.5	
Employment rate of men	aged 20 - 64		64.7	63.2	60.6	58.3	-32.3		74.9	74.5	74.2	
Employment rate of	% of population aged	1	01.7	05.2	00.0	50.5	52.5		71.5	71.5	7 1.2	
older workers	55 - 64	:	37.6	37.1	36.7	36.5	1.8		47.3	48.8	50.1	
Employment gender gap	difference in the											
	employment rate											
	between men and											
	women in percentage points		11.7	12.3	10.4	8.6			12.7	12.2	11.7	
Employment rate of	% of population aged		11.7	12.5	10.4	0.0			12.7	12.2	11.7	
young persons	20 - 29	:	51.5 b	47.2	44.2	42.6	-0.2		61.1	60.1	59.5	
	% of population with											
skilled persons	at most lower											
	secondary education											
Employment rate of non	aged 20 - 64	:	43.2	40.5	38.2	35.7	0.7		52.9	52.1	51.4	
Employment rate of non- EU nationals	non-EU citizenship											
	aged 20 - 64		37.6 u	38.2 u	28.3 u	39.7 u			58.0	56.9	56.0	
Part-time employment	% of total employment											
		:	9.2	9.3	7.8	7.5			19.4	19.8		
Temporary employees	% of total employees	:	12.3	12.7	12.8	14.1			14.0	13.7		
Overall unemployment	% of labour force	15.0	11.0	125	45.0	17.2			0.0	10.4	10.0	
rate Long-term	% of labour force	15.8	11.8	13.5	15.9	17.2			9.6	10.4	10.8	
unemployment	% of labour force	:	6.7	8.6	10.3	11.0	12.6		4.2	4.7	5.1	
Youth unemployment	% of youth labour											
rate	force (15-24)	:	32.6	36.1	43.0	49.8			21.4	22.9		
Youth NEET rate	% of population aged											
	15-24	:	14.9	15.7	16.7	18.6	12.0		12.9	13.1	13.0	
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed											
person employed	person)	69.1	75.0	77.1	80.6				99.8	99.9		
Labour productivity per	EU-27 = 100 (based on	05.1	/ 5.0	,,,,1	00.0				55.0	55.5		
hour worked	PPS per hour worked)											
		:	:	:	:	:			99.9	99.9		
Nominal unit labour cost												
growth	previous year	2.3	-1.1	-0.3	1.1	:			0.6	3.2		
Real unit labour cost growth	% change from previous year	-2.3	-1.9	-2.0	-0.7				-0.7	0.8		
Gender pay gap	previous year	: 2.5	15.5	17.6	18.0				16.4 p		:	
Involuntary temporary	as % of total			_								
employment	employees	:	5.9	6.2	6.3	7.1			8.5 u	8.3 u	8.5 u	
newly employed	share of people in											
	current job 12 months											
	or less in total		7.0		9.6	0.2			14.2	12.0	12.4	
At-risk-of-poverty rate	employment	: :	7.8	9.0	8.6	9.3			14.2	13.9	13.4	
of unemployed			46.2 b	42.0	42.9				46.1	46.9 e	:	
unemployment trap - tax				_								
rate on low wage												
earners		:	:	:	:	:			:	:	:	
inactivity and part-time												
work due to personal and family												
responisibilities			1.2	1.3	1.2	1.3			5.1	5.1	5.2	
job vacancy rate	% change over the	ľ	1.2	1.5	1.2	1.5			5.1		5.2	
, , , , , , , , , , , , , , , , , , , ,	recent 3 years	:	:	:	1.0	0.9			1.4	1.4	1.5	
Share of adult	age 25-64											
population with upper												
secondary or tertiary					_	_			_			
education	200 25 64	:	76.7	77.3	79.3	79.7			73.4	74.2	75.2	
percentage of adult population participating	age 25-64											
in education and training												
			2.2	2.3	2.4	2.4	1		8.8	9.0	10.4	

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

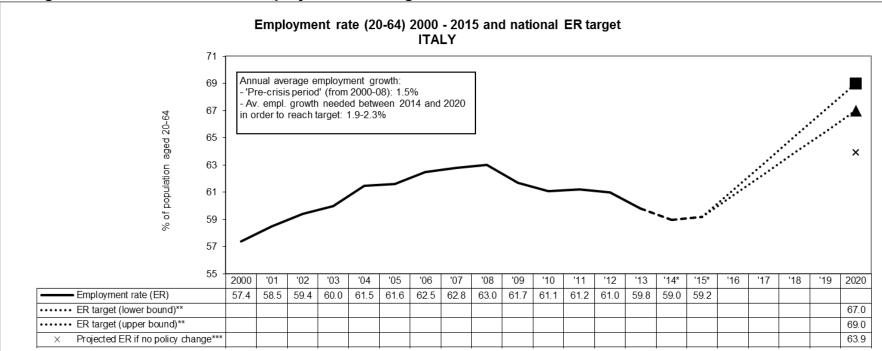
 Notes: b - break in series, p - provisional, c - confidental, e - estimated, n - not significant, f - forecast, s - Eurostat estimate, z - not applicable, u - unreliable, ":" - not available

 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. Nmbers 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

Employment policy	Key employment challenge	Particularly Good labour
area		market outcomes
1. Increase labour market participation	Employment rates are significantly lower than EU-average especially for young, low skilled and older workers (in the age group 55-64).	
	Activity rates are also significantly lower than EU average.	
	NEET and unemployment rates of young people are particularly high and increasing.	
	Duration of working life is significantly below the EU average, particularly for men.	
2. Enhancing labour market functioning; combating segmentation	The share of involuntary temporary employment is increasing, particularly among young.	The percentage of newly employed persons shows a positive trend.
3. Active labour market policies	Long-term unemployment is particularly high and has been increasing. The rates for young are significantly higher than the EU average.	
	Spending and coverage of ALMP measures is very low, according to national data.	
4. Adequate and employment oriented	High at risk of poverty and exclusion rate, particularly among unemployed.	
social security systems	Existence of disincentives to work.	
5. Work-life balance	Childcare uptake particularly low compared to EU-average.	Employment impact of parenthood is significantly lower than the EU average.
6. Job creation	Negative employment growth.	
7. Gender equality		The impact of parenthood on employment is significantly better than EU-average.
8. Improving skill supply and	Low participation in lifelong learning, especially of older workers.	Youth education attainment level (at least upper secondary) is above the EU-average.
productivity; Lifelong learning	Level of tertiary education is below the EU average.	
	Lacking labour market relevance of education.	
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 the lowest in the EU.
10. Wage setting mechanisms and labour cost		
developments		

ITALY



1. Progress towards the national employment rate target

Sources and notes:

Employment rates 2000-2013: Eurostat, EU LFS;

* Estimated values based on employment growth forecasts from Commission Spring Forecast 2014 and projected population growth from Europop 2013 population projections;

** National employment rate targets from National Reform Programme 2014;

*** Projected employment rate under the assumption that no policy change takes place between 2010 and 2020, EPC Ageing Working Group 2012 Aging Report. Legend: 2014, 2015 projected based on EU-Commission Spring Forecast; 2014-2020: interpolated until 2020.

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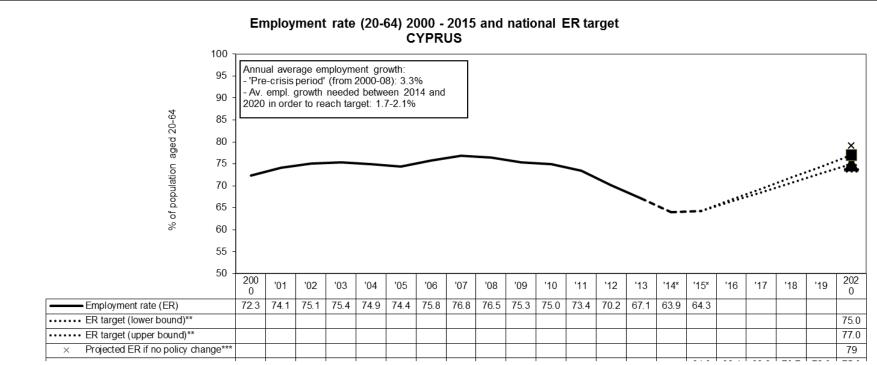
Italy				1		1	r					I.
							Benchmark	2020 national	2011	2012	2013	2020 EU
Indicator	Unit	2000	2010	2011	2012	2013	benefinark	target	2011	EU28-total	2015	target
0	% of population aged		64.4	64.2	64.0	50.0		67.60	60 F	60.4	60.0	75.0
Overall employment rate	20 - 64 % of pop. 18-24 with	57.4	61.1	61.2	61.0	59.8		67-69	68.5	68.4	68.3	75.0
	at most lower sec.											
	educ. and not in											
Early leavers from	further education or											
education and training	training	25.1	18.8	18.2	17.6	17.0		15-16	13.4	12.7	11.9	less than 10
Tantiana advactional	Completion of tertiary											
Tertiary educational attainment	or equivalent education (30-34)	11.6 b	19.8	20.3	21.7	22.4		26-27	34.5	35.7	36.8	40.0
Overall employment	% change from	11.0 5	1910	20.5				20 27	5115	55.7	50.0	1010
growth	previous year	1.9	-0.7	0.3	-0.3	-2.0			0.2	-0.2		
	% of female											
Employment rate of	population aged 20 -											
women	64 % of male population	42.2	49.5	49.9	50.5	49.9	3.1		62.2	62.3	62.5	
Employment rate of men	% of male population aged 20 - 64	72.8	72.8	72.6	71.6	69.8	33.6		74.9	74.5	74.2	
Employment rate of	% of population aged											
older workers	55 - 64	27.7	36.6	37.9	40.4	42.7	23.7		47.3	48.8	50.1	
	difference in the											
	employment rate											
	between men and											
Employment gender gap	women in percentage points	30.6	23.3	22.7	21.1	19.9			12.7	12.2	11.7	
Employment rate of	% of population aged	50.0	2010			10.0			12.7		11.7	
young persons	20 - 29	:	47.8	46.9	45.3	41.2	-4.7		61.1	60.1	59.5	
	% of population with											
	at most lower											
Employment rate of low skilled persons	secondary education aged 20 - 64	49.3	50.1	50.3	50.3	49.0	54.6		52.9	52.1	51.4	
skilled persons	% of population with	49.5	50.1	50.5	50.5	49.0	54.0		52.9	52.1	51.4	
Employment rate of non-												
EU nationals	aged 20 - 64	:	65.1	64.8	63.1	60.1			58.0	56.9	56.0	
Part-time employment	% of total employment	8.8	15.0	15.4	17.0	17.8			19.4	19.8		
Temporary employees	% of total employees	10.1	12.8	13.4	13.8	13.2			14.0	13.7		
Overall unemployment rate	% of labour force	10.0	8.4	8.4	10.7	12.2			9.6	10.4	10.8	
Long-term		10.0	0.4	0.4	10.7	12.2			5.0	10.4	10.0	
unemployment	% of labour force	6.2	4.1	4.4	5.7	6.9	50.7		4.2	4.7	5.1	
Youth unemployment	% of youth labour											
rate	force (15-24)	31.5	27.8	29.1	35.3	40.0			21.4	22.9		
	% of population aged	40.4	10.1	10.0	24.4		42.0		12.0	12.4	42.0	
Youth NEET rate	15-24 EU-27 = 100 (based on	19.1	19.1	19.8	21.1	22.2	-12.9		12.9	13.1	13.0	
Labour productivity per	PPS per employed											
person employed	person)	128.0	111.7	110.5	109.2	:			99.8	99.9		
Labour productivity per	EU-27 = 100 (based on											
hour worked	PPS per hour worked)	116.8	104.1	103.0	102.3	:			99.9	99.9		
Nominal unit labour cost growth	-	0.6	-0.2	1.0	2.2				0.6	3.2		
Real unit labour cost	previous year % change from	0.0	-0.2	1.0	2.2				0.0	5.2		
growth	previous year	-1.3	-0.6	-0.3	0.6	:			-0.7	0.8		
Gender pay gap		:	5.3	5.8	6.7	:			16.4 p		:	
Involuntary temporary	as % of total											
employment	employees	5.3 u	8.7	9.4	9.8	9.7			8.5 u	8.3 u	8.5 u	
	share of people in											
	current job 12 months or less in total											
newly employed	employment	:	10.2	10.4	10.3	9.6			14.2	13.9	13.4	
At-risk-of-poverty rate												
of unemployed		:	43.6	47.7	44.4	:			46.1	46.9 e	:	
unemployment trap - tax												
rate on low wage												
earners inactivity and part-time		·	78.4	77.8	78.7	·			•	·	•	
work due to personal												
and family												
responisibilities		:	5.7	5.6	5.3	5.1			5.1	5.1	5.2	
	% change over the											
job vacancy rate	recent 3 years	:	0.5	0.5	:	:			1.4	1.4	1.5	
Share of adult												
population with upper secondary or tertiary												
education	age 25-64	45.2 b	55.2	56.0	57.2	58.2			73.4	74.2	75.2	
percentage of adult												
population participating	25 61											
in education and training	age 25-64 bour market statistics, nation	4.8 b	6.2	5.7	6.6	6.2			8.8	9.0	10.4	

in education and training age 25-64 4.8 b 6.2 5.7 6.6 6.2 8.8 9.0 10.4 Source: Eurostat database (labour market statistics, national accounts), National Reform Programmes Notes: b - break in series, p - provisional, c - confidental, 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 starts 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. Nmbers in bold: the country is among the lowest 5 performers

3. Key employment challenges Italy

Key employment challen		
Employment Policy Area	Key employment challenges	Particularly good labour market outcome
1. Increase labour market participation	Low employment rate for women. Increasing and very high youth unemployment and NEETs, rates, many of them inactive. Increasing but still low duration of working life, especially for women.	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	Segmented labour market with high share of involuntary temporary work, especially for young people, and low transition to permanent employment.	
3. Active labour market policies	Long-term unemployment high and participation in ALMP is low and decreasing.	
4. Adequate and employment oriented social security systems	At risk of poverty for unemployed and at risk of in-work poverty high.	Net replacement rates after 6 months of unemployment show some improvement.
5. Work-life balance	Inactivity due to family responsibilities is high. 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	Employment growth negative, signifying job losses. High tax wedge on labour cost.	
7. Gender equality	Gender employment gap persist higher than the EU average but shows some positive developments. Employment impact of parenthood remains high and the low wage trap for second earner income equally high.	Gender pay gap is below the EU average.
8. Improving skill supply and productivity; Lifelong learning	Educational attainment level low, in particular for tertiary education. Lifelong learning and public spending on human resources low.	
9. Improving education and training systems	High share of early school leavers but some positive developments. Very low share of population aged 30-34 with tertiary education.	
10. Wage setting mechanisms and LC developments	Unit labour cost slightly increasing and productivity decreasing.	

CYPRUS



1. Progress towards the national employment rate target

Sources and notes:

Employment rates 2000-2013: Eurostat, EU LFS;

* Estimated values based on employment growth forecasts from Commission Spring Forecast 2014 and projected population growth from Europop 2013 population projections; ** National employment rate targets from National Reform Programme 2014;

*** Projected employment rate under the assumption that no policy change takes place between 2010 and 2020, EPC Ageing Working Group 2012 Aging Report. Legend: 2014, 2015 projected based on EU-Commission Spring Forecast; 2014-2020: interpolated until 2020.

Cyprus

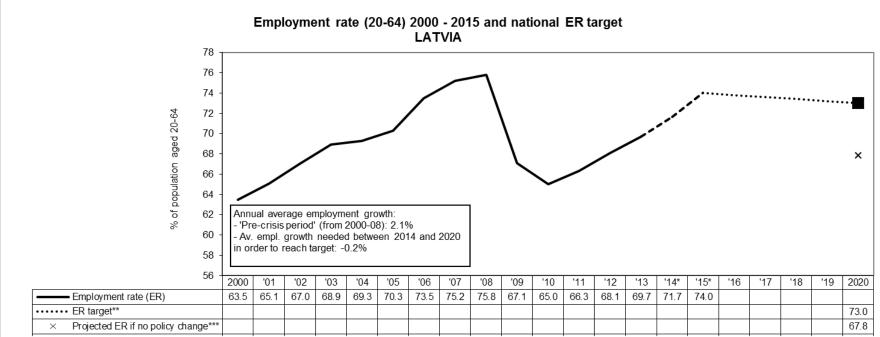
Cyprus				1		1		2020				1
							Benchmark		2011	2012	2013	2020 EU
Indicator	Unit	2000	2010	2011	2012	2013		target		EU28-total	-	target
Overall employment rate	% of population aged 20 - 64	72.3	75.0	73.4	70.2	67.1		75-77	68.5	68.4	68.3	75.0
Early leavers from	% of pop. 18-24 with	72.5	75.0	75.4	70.2	07.1		,5,7,	00.5	00.4	00.5	1 75.0
, education and training	at most lower sec.											
	educ. and not in											
	further education or											
T	training	18.5	12.7	11.3	11.4	9.1		10.0	13.4	12.7	11.9	less than 10
Tertiary educational attainment	Completion of tertiary or equivalent											
attainment	education (30-34)	31.1	45.3	46.2	49.9	47.8		46.0	34.5	35.7	36.8	40.0
Overall employment	% change from											
growth	previous year	1.7	-0.2	0.4	-4.2	-5.2			0.2	-0.2		
Employment rate of	% of female											
women	population aged 20 -											
Employment rate of men	64 % of male population	59.0	68.8	67.7	64.8	62.2	54.5		62.2	62.3	62.5	
Employment rate of men	aged 20 - 64	86.4	81.7	79.6	76.1	72.6	49.7		74.9	74.5	74.2	
Employment rate of	% of population aged	00.4	01.7	75.0	70.1	72.0	45.7		74.5	74.5	74.2	
older workers	55 - 64	49.4	56.3	54.8	50.7	49.6	48.1		47.3	48.8	50.1	
Employment gender gap	difference in the											
	employment rate											
	between men and											
	women in percentage	27.4	12.0	11.0	11.2	10.4			107	12.2	44 7	
Employment rate of	points % of population aged	27.4	12.9	11.9	11.3	10.4			12.7	12.2	11.7	
young persons	20 - 29	:	70.6	67.4	63.2	58.2	49.6		61.1	60.1	59.5	
Employment rate of low			70.0	07.1	05.2	50.2	15.0		01.1	00.1	55.5	
skilled persons	at most lower											
	secondary education											
	aged 20 - 64	62.6	66.8	65.1	57.8	54.9	78.5		52.9	52.1	51.4	
Employment rate of non-												
EU nationals	non-EU citizenship		70 5	75.4	75.0	74.2			50.0	56.0	50.0	
Part-time employment	aged 20 - 64 % of total employment	:	73.5	75.1	75.0	74.3			58.0	56.9	56.0	
r ai t-time employment	76 OF LOCAL EMPLOYMENT	8.4	9.1	9.8	10.5	12.5			19.4	19.8		
Temporary employees	% of total employees	10.7	14.0	14.2	15.1	17.5			14.0	13.7		
Overall unemployment	% of labour force											
rate		4.8	6.3	7.9	11.9	15.9			9.6	10.4	10.8	
Long-term	% of labour force											
unemployment		1.2	1.3	1.6	3.6	6.1	58.2		4.2	4.7	5.1	
Youth unemployment	% of youth labour	10.2	10.0	22.4	27.0	20.0			21.4	22.0		
rate Youth NEET rate	force (15-24) % of population aged	10.2	16.6	22.4	27.8	38.9			21.4	22.9		
Toutinteentate	15-24	10.1	11.7	14.6	16.0	18.7	11.4		12.9	13.1	13.0	
Labour productivity per	EU-27 = 100 (based on											
person employed	PPS per employed											
	person)	84.7	90.8	89.8	92.5	:			99.8	99.9		
Labour productivity per	EU-27 = 100 (based on											
hour worked	PPS per hour worked)				o4 -							
Nominal unit labour cost	% change from	74.7	81.2	80.3	81.7	:			99.9	99.9		
growth	previous year	2.6	1.0	2.5	-2.7				0.6	3.2		
Real unit labour cost	% change from											
growth	previous year	-0.5	-0.9	0.2	-4.2	:			-0.7	0.8		
Gender pay gap		:	16.8	16.4	16.2	:			16.4 p	16.4 p	:	
Involuntary temporary	as % of total											
employment	employees share of people in	8.6	13.1	13.4	14.4	16.7			8.5 u	8.3 u	8.5 u	
newly employed	current job 12 months											
	or less in total											
	employment	:	16.8	16.7	16.6	16.4			14.2	13.9	13.4	
At-risk-of-poverty rate												
of unemployed		:	35.8	36.9	31.5	:			46.1	46.9 e	:	
unemployment trap - tax												
rate on low wage earners												
inactivity and part-time		.		l.		ľ				·		
work due to personal												
and family												
responisibilities		:	3.4	3.2	3.4	3.2			5.1	5.1	5.2	
job vacancy rate	% change over the											
	recent 3 years	:	2.8	1.4	1.1	0.7			1.4	1.4	1.5	
Share of adult population with upper	age 25-64											
population with upper secondary or tertiary												
education		61.5	74.0	75.2	77.4	78.5			73.4	74.2	75.2	
percentage of adult	age 25-64											
population participating						1	1				1	
in education and training												
		3.1	7.7	7.5	7.4	6.9			8.8	9.0	10.4	
ource: Eurostat database (la	bour market statistics, nation	al accounts). N	ational Reform	n Programmes								

Source: Eurostat database (labour market statistics, national accounts), National Reform Programmes
Notes: b - break in series, p - provisional, c - confidental, 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. Nmbers in bold: the country is among the lowest 5 performers for this indicator. The numbers
in italic: the country is among the lowest 5 performers

3. Key employment challen	ges Cyprus
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	Key Employment Challenge	Particularly Good Outcomes
1. Increase labour	Youth Unemployment and NEETs	
market participation	are higher than the EU-average.	
market participation		
2 Enhancing	Employment rate deteriorating. Involuntary temporary	
2. Enhancing	employment is higher than the	
labour market	EU-average, especially for	
functioning;	women.	
combating		
segmentation		
3. Active labour	Above EU average and	
	increasing long-term	
market Policies	unemployment rate.	
	Insufficient capacity of PES to	
	deal with increasing	
	unemployment and the need to	
1 Adaguata and	implement the Youth Guarantee.	The risk of poverty for unemployed is lower
4. Adequate and		than the EU-average.
employment		U U
oriented social		Transitions by new levels significantly better
security systems		Transitions by pay levels significantly better than EU-average.
5. Work-life	High inactivity or part-time work	Inactivity due to personal and family
balance	due to lack of care.	responsibilities better than EU average
	Uptake of childcare decreasing.	
6. Job creation	Overall employment significantly	
	worse than EU-average.	
7. Gender equality	High gender employment gaps	Employment gender gap 20-29
	among older workers.	significantly better than EU-average.
8. Improving skill	Low level of lifelong learning.	High public spending on human resources.
supply and		Share of adult population (aged 25-64)
productivity;		having attained high (tertiary) education
Lifelong learning		significantly higher than EU average.
		T
9. Improving	Very low participation in secondary VET.	Tertiary education for 30-34 is better than EU-average.
education and		
training systems	Early education is low.	
10. Wage setting		
mechanisms and		
labour cost		
developments		

LATVIA



1. Progress towards the national employment rate target

Sources and notes:

Employment rates 2000-2013: Eurostat, EU LFS;

* Estimated values based on employment growth forecasts from Commission Spring Forecast 2014 and projected population growth from Europop 2013 population projections;

** National employment rate targets from National Reform Programme 2014;

*** Projected employment rate under the assumption that no policy change takes place between 2010 and 2020, EPC Ageing Working Group 2012 Aging Report.

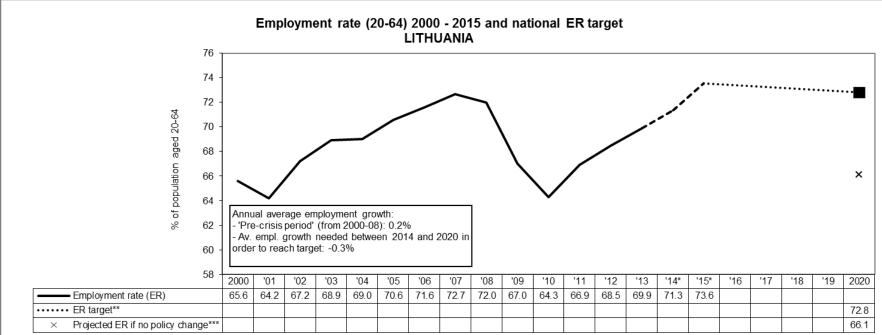
Latvia												
							Benchmark	2020 national	2011	2012	2013	2020 EU
Indicator	Unit	2000	2010	2011	2012	2013	benennank	target	2011	EU28-total	2015	target
Overall employment rate		63.5	65.0	66 D h	69.1	co 7		72.0	C0 5	69.4	60.2	75.0
Early leavers from	20 - 64 % of pop. 18-24 with	63.5	65.0	66.3 b	68.1	69.7		73.0	68.5	68.4	68.3	75.0
education and training	at most lower sec.											
	educ. and not in further education or											
	turther education or training		13.3	11.6 b	10.6	9.8		13.4	13.4	12.7	11.9	less than 10
Tertiary educational	Completion of tertiary		10.0	11.0 5	10.0	5.0		10.1	10.1		11.5	1005 01011 20
attainment	or equivalent											
Overall employment	education (30-34) % change from	18.6	32.3	35.9 b	37.2	40.7		34-36	34.5	35.7	36.8	40.0
growth	previous year	-3.2	-6.7	1.5	1.4	2.3			0.2	-0.2		
Employment rate of	% of female											
women	population aged 20 -	50.0		65.0.1	<i></i>	67 7	77.5		62.2	62.2	63 5	
Employment rate of men	64 % of male population	59.3	64.9	65.3 b	66.4	67.7	77.5		62.2	62.3	62.5	
	aged 20 - 64	68.2	65.1	67.5 b	70.0	71.9	45.6		74.9	74.5	74.2	
Employment rate of	% of population aged											
older workers	55 - 64	36.0	48.2	50.5 b	52.8	54.8	66.4		47.3	48.8	50.1	
Employment gender gap	employment rate											
	between men and											
	women in percentage											
Employment rate of	points % of population aged	8.9	0.2	2.2 b	3.6	4.2			12.7	12.2	11.7	
young persons	% of population aged 20 - 29	:	56.9	57.6 b	60.8	62.2	62.3		61.1	60.1	59.5	
Employment rate of low												
skilled persons	at most lower											
	secondary education aged 20 - 64	41.8	46.4	46.7 b	50.3	49.0	54.6		52.9	52.1	51.4	
Employment rate of non-		41.0	40.4	40.7 5	50.5	45.0	54.0		52.5	52.1	51.4	
EU nationals	non-EU citizenship											
	aged 20 - 64	:	55.9	59.2 b	59.1	60.2			58.0	56.9	56.0	
Part-time employment	% of total employment	10.9	9.7	9.2 b	9.4	8.1			19.4	19.8		
Temporary employees	% of total employees	6.7	6.8	6.7 b	4.7	4.3			14.0	13.7		
Overall unemployment	% of labour force											
rate	or (1.1. (14.3	19.5	16.2	15.0	11.9			9.6	10.4	10.8	
Long-term unemployment	% of labour force	8.3	8.8	8.8	7.8	5.8	61.0		4.2	4.7	5.1	
Youth unemployment	% of youth labour											
rate	force (15-24)	21.3	34.5	31.0 b	28.5	23.2			21.4	22.9		
Youth NEET rate	% of population aged 15-24		17.8	16.0 b	14.9	13.0	50.8		12.9	13.1	13.0	
Labour productivity per	EU-27 = 100 (based on		17.0	10.0 5	14.5	15.0	50.0		12.5	15.1	15.0	
person employed	PPS per employed											
Labour productivity par	person)	40.3	60.7 b	63.7 b	66.1 b	:			99.8	99.9		
Labour productivity per hour worked	EU-27 = 100 (based on PPS per hour worked)											
	,	30.9	51.7 b	53.9 b	56.2 b	:			99.9	99.9		
Nominal unit labour cost												
growth Real unit labour cost	previous year % change from	:	-10.1 b	1.2 b	3.5 b	:			0.6	3.2		
growth	previous year	:	-9.3 b	-4.6 b	0.1 b	2.1 b			-0.7	0.8		
Gender pay gap		:	15.5	13.6	13.8	:			16.4 p	16.4 p	:	
Involuntary temporary	as % of total											
employment newly employed	employees share of people in	6.4 u	4.9	4.9 b	3.3	3.0			8.5 u	8.3 u	8.5 u	
- , - , - ,	current job 12 months											
	or less in total											
At-risk-of-poverty rate	employment	:	19.0	19.8	18.4	17.9			14.2	13.9	13.4	
of unemployed		:	47.9	50.0	51.9	55.9			46.1	46.9 e	:	
unemployment trap - tax												
rate on low wage												
earners inactivity and part-time		:	89.9	89.9	90.1	:			:	•	:	
work due to personal												
and family												
responisibilities	% change over the	:	2.0	1.9 b	1.8	1.7			5.1	5.1	5.2	
job vacancy rate	recent 3 years		0.5	0.3	0.4	0.4			1.4	1.4	1.5	
Share of adult	age 25-64											
population with upper												
secondary or tertiary education		83.2	88.5	87.9 b	89.1	89.4			73.4	74.2	75.2	
percentage of adult	age 25-64	03.2	00.5	37.5 0	05.1	05.4			73.4	/4.2	13.2	
population participating												
in education and training					<u> </u>	~ -			~ ~		10 .	
Source: Eurostat database (la		ŀ	5.0	5.1 b	6.9	6.5			8.8	9.0	10.4	

 Image: Image:

3. Key employment challenges Latvia

Employment policy	Key employment challenges	Particularly good labour
area		market outcome
1. Increase labour market participation	Employment rate for men and low-skilled is below the EU average but shows positive developments.	Employment rate for women and older workers is above the EU average and show positive developments in recent years.
	Duration of working life for men below the 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	Long term unemployment of those aged 25-64 (as % of active population) is above the EU average but shows positive developments. ALMP participation and expenditure on ALMPs as % of	
	GDP is below the EU average.	
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 lone parents and for 1 earner couple with 2 children.	
	Low coverage and adequacy of social assistance.	
	At risk of poverty of the unemployed above the EU average but shows positive developments.	
5. Work-life balance	Uptake of childcare for age 0-3 is below the EU average	
	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-	Positive employment growth in
7. Gender equality	average.	recent 3 years.
8. Improving skill supply		
and productivity; Lifelong learning		
9. Improving education and training systems	Participation in VET secondary education relatively low but shows positive developments.	
	Insufficient quality (ineffective financing and governance) of higher education.	
	Annual expenditure in primary (ISCED 1) and secondary (ISCED 2-4) education per capita age group 6-18 below the EU average.	
10. Wage setting mechanisms and labour cost developments		

LITHUANIA



1. Progress towards the national employment rate target

Sources and notes:

Employment rates 2000-2013: Eurostat, EU LFS;

* Estimated values based on employment growth forecasts from Commission Spring Forecast 2014 and projected population growth from Europop 2013 population projections;

** National employment rate targets from National Reform Programme 2014;

*** Projected employment rate under the assumption that no policy change takes place between 2010 and 2020, EPC Ageing Working Group 2012 Aging Report.

Lithuania

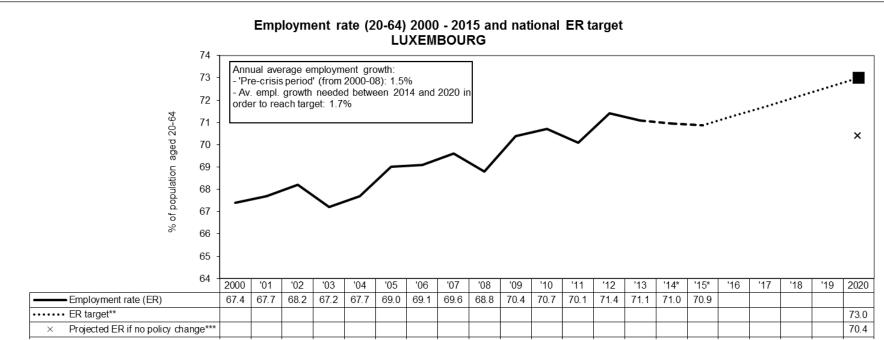
inductor 0.06 200 201 2012 2013 2013 2013 2013 1012 2013 1012 <	Littiuailia								2020				
30-44 50-54 64.5 <	Indicator	Unit	2000	2010	2011	2012	2013	Benchmark	national target	2011	2012 EU28-total	2013	2020 EU target
with the constant law is a local water of the constant law is	Overall employment rate												
matrix production of the sector of	Farly leavers from		65.6	64.3	66.9	68.5	69.9		72.8	68.5	68.4	68.3	75.0
Integrade and solution of the soluti and the soluti and the solution of the solution o													
training Tail													
reing public of entry of equivalent entry of a set of a s			16.5	79	7.4	6.5	63		less than 9	13 /	12.7	11.9	less than 1(
exist anomy one in the share from the shar	Tertiary educational	-	10.5	7.5	7.4	0.5	0.5		less than 5	15.4	12.7	11.5	less than it
ward a cycle province many province many province	attainment												
conditional approach is all set in the interval of an all set in the interval of an all set interval of an all se			42.6 d	43.8	45.7	48.6	51.3		40.0	34.5	35.7	36.8	40.0
magnage and a second of			4.0	11.0	0.5	1 9	1 2			0.2	0.2		
uname mphymetrize proponent result of solution and 2 m solution and			-4.0	-11.5	0.5	1.0	1.5			0.2	-0.2		
magnagement rate of max is of max poundation and one poundation and on	women												
applyment and below waren is performed problem services waren is performed waren is performed waren is perform			63.9	65.0	66.6	67.9	68.6	81.3		62.2	62.3	62.5	
micholymerization is percenting of the workers in the employmerization is percenting of the workers is the employmerization is there employmerization is there employmerization i	Employment rate of men		67.4	63.5	67.2	69.1	71.2	41.6		7/ 9	74.5	74.2	
main problements in the main problements in the main problement is and problement in the main problement is and probleme	Employment rate of		07.4	05.5	07.2	05.1	/ 1.2	41.0		74.5	74.5	74.2	
$ \begin{array}{cccccccccccccccccccccccccccccccccccc$	older workers		40.4	48.3	50.2	51.7	53.4	61.5		47.3	48.8	50.1	
before before<	Employment gender gap												
Imply main parcentage points Main in parcentage points <													
malymetrate of we population and 20-29 metric sectors in the sector we prove that of the sector we have been approximate of the sector													
bar per series of s			3.5	-1.5	0.6	1.2	2.6			12.7	12.2	11.7	
				50.7	52.2	FE 7	E 0 4	50.2		61.1	60.1	F0 F	
kiled person and solver accord average accord avera			:	50.7	52.2	55.7	58.4	50.2		61.1	60.1	59.5	
and power 14 of 00000000000000000000000000000000000	skilled persons												
maloymetrizer of a population with unational weight of a population with upper analyses with the original weight of a population with upper analyses with the original weight of a population with upper analyses with the original weight of a population with upper analyses with the original weight of a population with upper analyses with the original weight of a population with upper analyses with the original weight of a population weight upper analyses with the original weight of a population weight upper analyses with the original weight of a population weight upper analyses with the original weight of a population weight upper analyses with the original weight of a population weight upper analyses with the original weight of a population weight upper analyses with the original weight of a population weight upper analyses with the original weight of a population weight upper analyses with the original weight of a population weight upper analyses with the original weight of a population weight upper analyses with the original weight of a population weight upper analyses with the original weight of a population weight upper analyses with the original weight of a population weight upper analyses with the original weight of a population weight upper analyses with the original weight of a population weight upper analyses with the original weight of a population weight upper analyses with the original weight of a population weight upper analyses with the original weight of a population weight upper analyses with the original weight of a population weight upper analyses with the original weight upper analyses with the original weight of a population weight upper analyses with the original weight of a population weight upper analyses with the original weight of a population weight upper analyses with the original weight of a population weight upper analyses with the original weight of a population weight up													
Drational gend 2 - 4 is an intervention of the section of th	Employment rate of non		37.3	29.6	31.8	35.2	37.1	6.4		52.9	52.1	51.4	
$ \begin{array}{cccccccccccccccccccccccccccccccccccc$	Employment rate of non- EU nationals												
endorgangenergies % of tabour force % of abour force<			:	58.1 u	56.0 u	63.9 u	70.8 u			58.0	56.9	56.0	
emporymplayes % of total employees 3.8 2.4 2.7 2.6 2.7 14.0 13.7 14.0 13.7 regenal unexployment % of dour force 6.0 7.4 8.0 15.4 13.4 13.8	Part-time employment	% of total employment											
verail unprojection term pre- pre- person of labour force (5,2) of labour force (5,2) <thof force<br="" labour="">(5,2) of labour force</thof>	Tomporary amployoos	% of total omployees											
tet Tot 16.4 17.8 15.4 13.4 11.8 9.6 10.4 10.8 angitum % of labor force 8.0 7.4 8.0 6.6 5.1 67.5 4.2 4.7 5.1 auch unsployment % of youth labour force (15.24) 28.6 35.7 32.6 26.7 21.9 21.4 22.9 21.4 22.9 abour productivity per tot 27.100 (based on PPS per employed person) 43.4 68.3 72.4 73.9 21.4 64.0 12.9 31.1 13.0 outin tabour cost working K change from previous year 39.9 59.8 64.3 65.4 2. 99.9 99.9 99.9 ominal unit labour cost working K change from previous year 39.1 4.4.4 0.0.7 1.5.1 1.5.4 1.5.4 1.4.4 1.5.9 1.5.4 1.5.4 1.5.4 1.5.4 1.5.4 1.5.4 1.5.4 1.5.4 1.5.4 1.5.4 1.5.1 1.5.4 1.5.1 1.5.1 1.5.1 1.5.7 1.5.7 1.5.7 1.5.7 1.5.7 1.5.7 1.5.7 1.5.7			5.0	2.4	2.7	2.0	2.7			14.0	15.7		
nemployment Vord withbour 8.0 7.4 e 8.0 6.6 5.1 67.5 4.2 4.7 5.1 outh uneployment K of poultation age 28.6 35.7 32.6 26.7 21.9 21.4 22.9 21.4 22.9 abour productivity per schuldation age 15.2 17.0 13.2 11.8 11.2 11.1 64.0 12.9 13.1 13.0 per schuldation age 43.4 68.3 72.4 73.9 1.4 64.0 99.9 99.9 99.9 outh amely productivity per schuldation sc	rate		16.4	17.8	15.4	13.4	11.8			9.6	10.4	10.8	
outh under lengthom of youth labor resone molysed of population aged resone molysed resone molysed <thresone molysed<="" th=""> resone molysed <</thresone>	Long-term	% of labour force											
tete force (15-24) 28.6 35.7 32.6 26.7 21.9 21.9 21.4 22.9 ubh NET rate No population age 15-24 17.0 13.2 11.8 11.2 11.1 64.0 12.9 13.1 13.0 abour productivity per reson employed PS per employed 39.9 59.8 64.3 65.4 : 99.9<		% of youth labour	8.0	7.4 e	8.0	6.6	5.1	67.5		4.2	4.7	5.1	
bank NEET rate % of opopulation and hour productivity prep erson employed % of opopulation and L-22 = 100 (based on person employed bour productivity prep erson) 17.0 13.2 13.2 13.2 13.1 13.0 abour productivity pre erson employed L-22 = 100 (based on person) 43.4 68.3 72.4 73.9 : 1 64.0 99.8 99.9 99.8 99.9 abour productivity pre erson V-23 = 100 (based on previous year 39.9 59.8 64.3 50.8 : 99.8 99.9 99.9 rowth previous year 39.9 59.8 64.3 10.9 : 10.6 0.7 0.8 rowth previous year : -9.1 -4.4 10.7 : 10.6 0.7 0.8 rowth previous year : 10.4 11.9 12.7 17.7 17.7 17.7 16.4 16.4 p 16.4 p 16.4 p rowth previous year : 13.1 17.8 17.7 <td>rate</td> <td></td> <td>28.6</td> <td>35.7</td> <td>32.6</td> <td>26.7</td> <td>21.9</td> <td></td> <td></td> <td>21.4</td> <td>22.9</td> <td></td> <td></td>	rate		28.6	35.7	32.6	26.7	21.9			21.4	22.9		
abour productivity per EU-27 = 100 (based on presion) and all set on the presion) and all set on the presion and the p	Youth NEET rate												
Proper employed promo Proper employed promo Proper hour worked Properhour worked Proper hour worked Proper h			17.0	13.2	11.8	11.2	11.1	64.0		12.9	13.1	13.0	
person person 43.4 68.3 72.4 73.9 : P3.8 99.8 99.9 abour worked PS per hour worked 39.9 59.8 64.3 65.4 : 99.9 99.9 ominal unit labour cost worked % change from previous year 39.9 59.8 64.3 65.4 : 0.6 3.2 ender pay gap workinet % change from previous year 9.1 4.4 -0.7 : 0.7 0.8 3.2 ender pay gap workinet as % of total employees 30.0 1.7 1.7 1.7 1.7 8.5 u 8.3 u 8.5 u worky employees as % of total employment as % of total employment 15.1 17.8 16.1 17.4 14.2 13.9 13.4 trisk-of-poverty rate funemployment rap -tax for 15.1 17.8 16.1 17.4 14.2 13.9 13.4 trisk-of-poverty rate funemployment rap -tax for 15.1 5.1 5.1 5.1 5.1 5.1 5.1 <													
our worked PPS per hour worked	person employed		43.4	68.3	72.4	73.9	:			99.8	99.9		
39.9 59.8 64.3 65.4 : 99.9 99.9 99.9 rowth previous year . 0.7 0.7 1.9 : 0.6 3.2 rowth previous year 0.7 1.9 : 0.7 0.8 16.4 p 16.4 p <td></td>													
ominal unit labour cost % change from previous year .	hour worked	PPS per hour worked)	20.0	50.0	64.2	65.4				00.0	00.0		
rowth previous year i i i i i i i i i i i i i i i i i i i	Nominal unit labour cost	% change from	39.9	59.8	64.3	65.4	:			99.9	99.9		
rowth ender pay gap i -9.1 -4.4 -0.7 i -0.7 0.8 ender pay gap i 14.6 11.9 12.6 i 16.4 p 16.4 p i	growth		:	-7.0	0.7	1.9	:			0.6	3.2		
ender pay gap : 14.6 11.9 12.6 : 16.4 p 16.4 p : wolunary temporary mployment employees 3.0 1.7 1.7 1.7 1.7 1.7 8.5 u 8.3 u 8.5 u ewly employed share of people in current job 12 months remeployment : 15.1 17.8 16.1 17.4 14.2 13.9 13.4 t-risk-of-poverty rate funemployment : 56.1 53.0 54.4 : 46.1 46.9 e : <	Real unit labour cost												
woluntary temporary mployment embloyees or less in total employment ewly employeda % of total employees or less in total employmenta.01.71.71.71.71.78.5 u8.5 u8.3 u8.5 utrisk-of-poverty rate f unemployed nemployment:15.117.816.117.414.213.913.4trisk-of-poverty rate f unemployed accord ruta - tax at eon low wage arners::56.153.054.4:46.146.9 e::arners rock due to personal ind family by oxacney rate f condary or tertiary ducation::::::::seponishibities condary or tertiary ducation opulation with upper econdary or tertiary ducation::::::::seponishibities condary or tertiary ducation econdary or tertiary ducation::::::::::seponishibities condary or tertiary ducation econdary or tertiary ducation econdary or tertiary ducation econdary or tertiary ducation econdary or tertiary iducation and training:::<	growth Conder pay gap	previous year	:				:						
mployment ewly employed share of people in current job 12 months or less in total employment3.01.71.71.71.71.78.5 u8.5 u8.3 u8.5 u1.7employed employment:15.117.816.117.414.213.913.41.7funemployed response:56.153.054.4:46.146.9 e:1.7inemployment trap - tax at eo nlow wage::69.868.566.6::::::archer's and family responsibilities::17.71.61.6::: <td< td=""><td></td><td>as % of total</td><td></td><td>14.0</td><td>11.9</td><td>12.0</td><td>•</td><td></td><td></td><td>10.4 µ</td><td>10.4 p</td><td>•</td><td></td></td<>		as % of total		14.0	11.9	12.0	•			10.4 µ	10.4 p	•	
current job 12 months or less in total employmentcurrent job 12 months or less in total employmentimage: second s	employment		3.0	1.7	1.7	1.7	1.7			8.5 u	8.3 u	8.5 u	
or less in total employment : 15.1 17.8 16.1 17.4 14.2 13.9 13.4 t-risk-of-poverty rate funemployment trap-tax ate on low wage arrers : 56.1 53.0 54.4 : 46.1 46.9 e :	newly employed												
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tet on low wageImage: set on low wageImage: se	of unemployed		:	56.1	53.0	54.4	:			46.1	46.9 e	:	
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$\begin{array}{c c c c c c c c c c c c c c c c c c c $	earners		:	69.8	68.5	66.6	:			:	:	:	
Indefamily esponsibilities:1.71.61.51.6<	inactivity and part-time												
asponisibilities : 1.7 1.6 1.5 1.6 5.1 5.1 5.2 b vacacy rate % change over the recent 3 years : 1.0 0.7 0.8 0.9 1.4 1.4 1.5 hare of adult age 25-64 . . 0.7 0.8 0.9 1.4 1.4 1.5 econdary or tertiary .<	work due to personal												
by bacancy rate % change over the recent 3 years 1.0 0.7 0.8 0.9 1.4 1.4 1.4 hare of adult opulation with upper econdary or tertiary ducation age 25-64 84.2 d 91.9 92.9 93.3 93.4 73.4 74.2 75.2 ercentage of adult opulation participating education and training age 25-64 91.9 92.9 93.3 93.4 73.4 74.2 75.2				17	16	15	16			51	5.1	5.2	
recent 3 years : 1.0 0.7 0.8 0.9 1.4 1.4 1.5 hare of adult age 25-64 opulation with upper econdary or tertiary ducation 84.2 d 91.9 92.9 93.3 93.4 73.4 74.2 75.2 ercentage of adult age 25-64 opulation participating te ducation and training	job vacancy rate	% change over the		1./	1.0	1.5	1.0			3.1	5.1	5.2	
opulation with upper econdary or tertiary ducation & 84.2 d 91.9 92.9 93.3 93.4 73.4 74.2 75.2 ercentage of adult age 25-64 opulation participating education and training		recent 3 years	:	1.0	0.7	0.8	0.9			1.4	1.4	1.5	
econdary or tertiary ducation 884.2 d 91.9 92.9 93.3 93.4 73.4 74.2 75.2 ercentage of adult age 25-64 opulation participating e ducation and training	Share of adult	age 25-64											
ducation 84.2 d 91.9 92.9 93.3 93.4 73.4 74.2 75.2 ercentage of adult age 25-64 age 26-64													
ercentage of adult age 25-64 opulation participating education and training education education and training education	education		84.2 d	91.9	92.9	93.3	93.4			73.4	74.2	75.2	
education and training	percentage of adult	age 25-64											
	population participating												
	in education and training		2.8	3.9	5.7	5.2	5.7			8.8	9.0	10.4	

Source: Eurostat database (labour market statistics, national acounts). National Reform Programmes
Notes: b - break in series, p - provisional, c - confidental, 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. Nmbers 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

5. Key employment C		Particularly good labour
Employment Policy	Key Employment	Particularly good labour market outcome
Area	Challenges Employment rate for men and	Unemployment rates for total
1. Increase labour	low-skilled are below the EU	population and youth show positive
market participation	average. For low-skilled the level	developments.
	is significantly below.	developmenta.
	lo olgrinourity below.	Employment rates for older workers
	Big territorial differences in	and women are higher than the EU
	unemployment rates.	average.
2. Enhancing labour	Limited use of flexible working	5
market functioning;	arrangements.	
•		
combating	Strict EPL.	
segmentation		
3. Active labour market	Long-term unemployment is high	
policies	(especially very long term	
	unemployment) but shows positive developments.	
	ALMP participation and	
	expenditure are low.	
4. Adequate and	The at-risk of poverty for	
•	unemployed is persistently very	
employment oriented	high.	
social security systems	At-risk of in-work poverty is	
	above the EU average.	
	Inactivity trap for 2 nd earner	
	couple member is worse than	
	the EU-average.	
	Net replacement rate of one	
	earner couple, two children, after	
5. Work-life balance	6 months of unemployment low. Low provision of childcare.	
	•	
6. Job creation	Significantly negative job growth (3yrs), share of self-employment	
	below the EU average.	
7. Gender equality		Low employment impact of parenthood.
	Skills mismatches despite high	
8. Improving skill	tertiary education rate.	
supply and productivity;		
Lifelong learning	Lifelong learning (25-64) is	
	below the EU average.	
9. Improving education	Participation in VET secondary	Low share of early school leavers.
and training systems	education is low.	
	Share of low-achieving (15y) in	
	reading and mathematics is high	
10. Wage setting		
mechanisms and		
labour cost		
developments		

3. Key employment challenges Lithuania

LUXEMBOURG



1. Progress towards the national employment rate target

Sources and notes:

Employment rates 2000-2013: Eurostat, EU LFS;

* Estimated values based on employment growth forecasts from Commission Spring Forecast 2014 and projected population growth from Europop 2013 population projections;

** National employment rate targets from National Reform Programme 2014;

*** Projected employment rate under the assumption that no policy change takes place between 2010 and 2020, EPC Ageing Working Group 2012 Aging Report.

Luxembourg

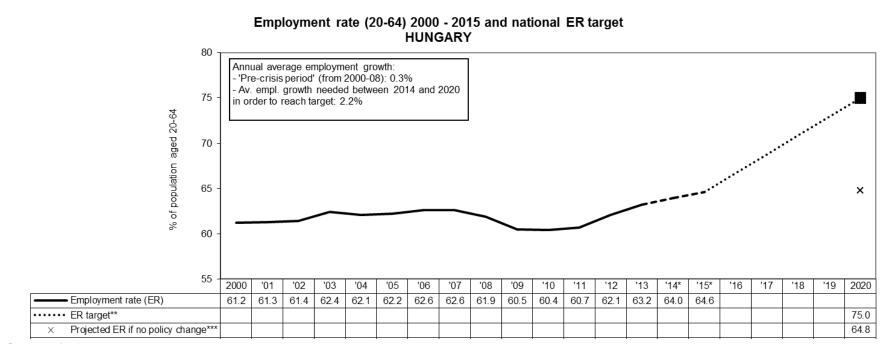
Luxembourg								2020				
Indicator	Unit	2000	2010	2011	2012	2013	Benchmark	national target	2011	2012 EU28-total	2013	2020 EU target
Overall employment rate		2000	2010	2011	2012	2015		uiger		2020 1010		turget
	20 - 64	67.4	70.7	70.1	71.4	71.1		73.0	68.5	68.4	68.3	75.0
Early leavers from	% of pop. 18-24 with											
education and training	at most lower sec. educ. and not in											
	further education or											
	training	16.8	7.1	6.2	8.1	6.1		less than 10	13.4	12.7	11.9	less than 10
Tertiary educational	Completion of tertiary											
attainment	or equivalent											
	education (30-34)	21.2	46.1	48.2	49.6	52.5		40.0	34.5	35.7	36.8	40.0
Overall employment	% change from		1.0	2.9	2.5	1.7			0.2	-0.2		
growth Employment rate of	previous year % of female	5.5	1.8	2.9	2.5	1.7			0.2	-0.2		
women	population aged 20 -											
	64	53.8	62.0	61.9	64.1	63.9	61.6		62.2	62.3	62.5	
Employment rate of men	% of male population											
	aged 20 - 64	80.7	79.2	78.1	78.5	78.0	80.6		74.9	74.5	74.2	
Employment rate of	% of population aged											
older workers	55 - 64 difference in the	26.7	39.6	39.3	41.0	40.5	15.9		47.3	48.8	50.1	
Employment gender gap	employment rate											
	between men and											
	women in percentage											
	points	26.9	17.2	16.2	14.4	14.1			12.7	12.2	11.7	
Employment rate of	% of population aged											
young persons	20 - 29	:	60.5	59.1	59.5	57.5	47.3		61.1	60.1	59.5	
Employment rate of low												
skilled persons	at most lower											
	secondary education aged 20 - 64	58.6	58.5	58.6	60.1	58.6	93.4		52.9	52.1	51.4	
Employment rate of non-		50.0	50.5	50.0	00.1	50.0	55.4		52.5	52.1	51.4	
EU nationals	non-EU citizenship											
	aged 20 - 64	:	58.7	58.8	59.5	61.7			58.0	56.9	56.0	
Part-time employment	% of total employment											
		11.3	17.8	18.3	18.9	19.1			19.4	19.8		
Temporary employees	% of total employees	3.4	7.1	7.1	7.6	7.0			14.0	13.7		
Overall unemployment rate	% of labour force	2.2	4.6	4.8	5.1	5.8			9.6	10.4	10.8	
Long-term	% of labour force	2.2	4.0	4.0	5.1	5.8			5.0	10.4	10.8	
unemployment		0.5	1.3	1.4	1.6	1.8	98.1		4.2	4.7	5.1	
Youth unemployment	% of youth labour											
rate	force (15-24)	6.4 u	14.2	16.8	18.8	15.5			21.4	22.9		
Youth NEET rate	% of population aged											
	15-24	5.0	5.1	4.7	5.9	5.0	106.2		12.9	13.1	13.0	
Labour productivity per person employed	PPS per employed											
person employed	person)	177.6	163.9	165.2	162.4				99.8	99.9		
Labour productivity per	EU-27 = 100 (based on	177.00	105.5	105.2	102.1				55.0	55.5		
hour worked	PPS per hour worked)											
		:	178.1	179.9	176.8	:			99.9	99.9		
Nominal unit labour cost												
growth	previous year	2.5	1.4	3.4	4.7	2.7			0.6	3.2		
Real unit labour cost growth	% change from previous year	0.5	-5.4	-0.7	1.6	-1.0			-0.7	0.8		
Gender pay gap	previous year	. 0.5	-5.4	-0.7 8.7 p	1.6 8.6 p				-0.7 16.4 p	16.4 p		
Involuntary temporary	as % of total		0.7	0.7 p	0.0 p				10.1 p	10.1 p		
employment	employees	0.6 u	2.9 u	3.2 u	4.0	3.7 u			8.5 u	8.3 u	8.5 u	
newly employed	share of people in											
	current job 12 months											
	or less in total											
	employment	:	11.9	13.4	12.8	12.6			14.2	13.9	13.4	
At-risk-of-poverty rate			10 0	42.3	E1 0				46.1	46.9 e		
of unemployed unemployment trap - tax		•	43.3	42.3	51.9				40.1	40.9 e		
rate on low wage												
earners		:	85.7	86.7	86.0	:			:	:	:	
inactivity and part-time												
work due to personal												
and family												
responisibilities	0(-h	:	6.2	5.1	4.1	4.1			5.1	5.1	5.2	
job vacancy rate	% change over the recent 3 years	.	0.5	0.6	0.7	0.8			1.4	1.4	1.5	
Share of adult	age 25-64	·	0.5	0.0	0.7	0.0			1.4	1.4	1.3	
population with upper												
secondary or tertiary												
education		60.9	77.7	77.3	78.3	80.5			73.4	74.2	75.2	
percentage of adult	age 25-64											
population participating												
in education and training												
	oour market statistics, nation	4.8	13.4	13.6	13.9	14.4			8.8	9.0	10.4	

Source: Eurostat database (labour market statistics, national accounts), Mational Reform Programmes
Notes: b - break in series, p - provisional, c - confidental, 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. Nmbers 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 Luxembourg

	ent challenges Luxembourg Key employment challenge	Darticularly good
Employment policy area	Key employment chanenge	Particularly good labour market outcome
1. Increase labour market	Low employment of older workers, in particular female older workers.	Very lower NEET levels.
participation	High youth unemployment.	
2. Enhancing labour market functioning; combating segmentation		
3. Active labour market policies	Activation is higher than the EU average but shows significantly negative trend.	
4. Adequate and	Higher at-risk of poverty rate for people with migrant background.	At –risk of poverty low.
employment oriented social	Higher at-risk-of poverty rate of children living in household at work.	
security systems	In-work at risk of poverty rate for single parents.	
	High low wage trap for second earner income.	
5. Work-life balance		
6. Job creation		Tax wedge on labour cost significantly better than the EU-average.
7. Gender equality	Women employment rate is low.	
8. Improving skill supply and productivity; Lifelong learning	Low participation in lifelong learning of older workers.	
9. Improving education and training systems	Early school leaving remains high for children of people with migrant background. Upper secondary education levels low.	The share of the population with tertiary education is significantly above EU-average.
10. Wage setting mechanisms and labour cost developments	Unit labour cost rising faster than the average of the EU15 since 2000.	

HUNGARY



1. Progress towards the national employment rate target

Sources and notes:

Employment rates 2000-2013: Eurostat, EU LFS;

* Estimated values based on employment growth forecasts from Commission Spring Forecast 2014 and projected population growth from Europop 2013 population projections;

** National employment rate targets from National Reform Programme 2014;

*** Projected employment rate under the assumption that no policy change takes place between 2010 and 2020, EPC Ageing Working Group 2012 Aging Report.

Hungary

							Benchmark	2020 national	2011	2012	2013	2020 EU
Indicator	Unit	2000	2010	2011	2012	2013	Benchmark	national target	2011	2012 EU28-total	2013	2020 EU target
Overall employment rate												
Early leavers from	20 - 64 % of pop. 18-24 with	61.2	60.4	60.7	62.1	63.2		75.0	68.5	68.4	68.3	75.0
education and training	at most lower sec.											
	educ. and not in											
	further education or	13.9	10.5	11.2	11.5	11.8		10.0	13.4	12.7	11.9	less than 10
Tertiary educational	training Completion of tertiary	15.9	10.5	11.2	11.5	11.0		10.0	15.4	12.7	11.9	less triair 1
attainment	or equivalent											
	education (30-34)	14.8	25.7	28.1	29.9	31.9		30.3	34.5	35.7	36.8	40.0
Overall employment	% change from	1.0	0.0	0.2					0.2	0.2		
growth Employment rate of	previous year % of female	1.0	0.8	0.3	0.0	0.4			0.2	-0.2		
women	population aged 20 -											
	64	53.9	55.0	54.9	56.4	57.0	32.8		62.2	62.3	62.5	
Employment rate of men		60.0			60 A	co 7	22.0			74.5		
Employment rate of	aged 20 - 64 % of population aged	68.9	66.0	66.8	68.1	69.7	33.0		74.9	74.5	74.2	
older workers	55 - 64	22.2	34.4	35.8	36.9	38.5	8.8		47.3	48.8	50.1	
Employment gender gap	difference in the											
	employment rate											
	between men and women in percentage											
	points	15.0	11.0	11.9	11.7	12.7			12.7	12.2	11.7	
Employment rate of	% of population aged											
young persons	20 - 29	:	50.7	50.8	51.0	52.3	30.7		61.1	60.1	59.5	
Employment rate of low skilled persons	% of population with at most lower											
skilled persons	secondary education											
	aged 20 - 64	36.4	36.8	36.5	37.5	38.2	10.9		52.9	52.1	51.4	
Employment rate of non-												
EU nationals	non-EU citizenship		50.2	51.2	61.2	62.0			50.0	56.0	50.0	
Part-time employment	aged 20 - 64 % of total employment	:	50.2	51.3	61.2	63.0			58.0	56.9	56.0	
r are time employment	so or total employment	3.6 u	5.8	6.8	7.0	6.7			19.4	19.8		
Temporary employees	% of total employees	6.8	9.6	8.9	9.4	10.8			14.0	13.7		
Overall unemployment	% of labour force	6.0		10.0	10.0	40.0						
rate Long-term	% of labour force	6.3	11.2	10.9	10.9	10.2			9.6	10.4	10.8	
unemployment		3.0	5.5	5.2	4.9	5.0	68.4		4.2	4.7	5.1	
Youth unemployment	% of youth labour											
rate	force (15-24)	12.3	26.6	26.1	28.1	27.2			21.4	22.9		
Youth NEET rate	% of population aged 15-24	15.4	12.4	13.3	14.7	15.4	34.2		12.9	13.1	13.0	
Labour productivity per		13.4	12.4	15.5	14.7	15.4	54.2		12.5	15.1	15.0	
person employed	PPS per employed											
	person)	57.3	71.6	72.5	71.1	:			99.8	99.9		
Labour productivity per hour worked	PPS per hour worked)											
nour worked	rrs per nour workeu)	47.9	60.3	60.6	61.8	:			99.9	99.9		
Nominal unit labour cost	% change from											
growth	previous year	11.4	-0.7	2.3	2.5	4.0			0.6	3.2		
Real unit labour cost growth	% change from previous year	1.5	-3.0	-0.3	-0.6	1.3			-0.7	0.8		
Gender pay gap	previous year	: 1.5	17.6	18.0	20.1	: 1.5			-0.7 16.4 p	16.4 p	:	
Involuntary temporary	as % of total											
employment	employees	4.2 u	6.6	5.8	6.6	7.9			8.5 u	8.3 u	8.5 u	
newly employed	share of people in current job 12 months											
	or less in total											
	employment	:	13.3	13.3	14.7	15.5			14.2	13.9	13.4	
At-risk-of-poverty rate									-			
of unemployed unemployment trap - tax		:	44.8	46.6	49.3	50.6			46.1	46.9 e	:	
rate on low wage												
earners		:	79.9	79.6	79.5	:			:	:	:	
inactivity and part-time												
work due to personal												
and family responisibilities			4.5	4.7	4.7	4.7			5.1	5.1	5.2	
job vacancy rate	% change over the	[[*]	+.J			±./			5.1	5.1	5.2	
	recent 3 years	:	1.1	1.0	1.1	1.1			1.4	1.4	1.5	
Share of adult	age 25-64											
population with upper secondary or tertiary												
education		69.4	81.3	81.8	82.1	82.5			73.4	74.2	75.2	
percentage of adult	age 25-64											
population participating												
in education and training												
Source: Eurostat database (lai		2.9	2.8	2.7	2.8	3.0	L		8.8	9.0	10.4	

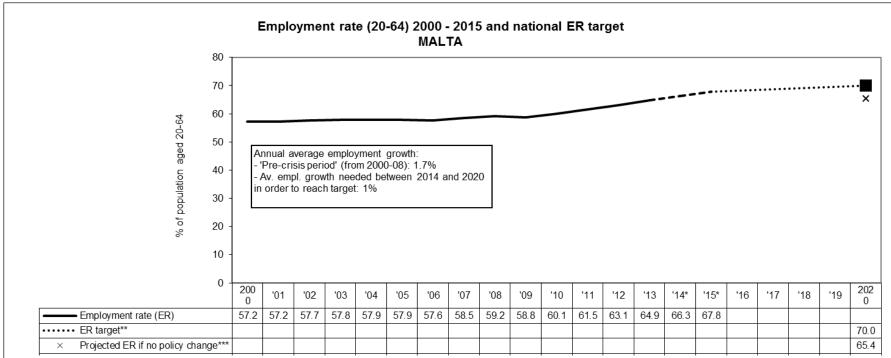
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 Source: Eurostat database (labour market statistics, national accounts), National Reform Programmes
 Notes: b - break in series, p - provisional, c - confidental, e - estimated, n - not significant, f - forecast, s - Eurostat estimate, z - not applicable, u - unreliable, ":" - not available
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3. Key employment challenges Hungary

Key Employment Challenge Particularly Good		
	Key Employment onanenge	labour market
		Outcomes
1. Increase labour	Overall low employment rates especially for	
market	certain groups (low-skilled, youth, females with young children and older workers) but	
participation	positive development in employment rates.	
	High youth unemployment and increasing NEET rates.	
2. Enhancing		
labour market		
functioning;		
combating		
segmentation		
3. Active labour	Low level of participation in ALMP but	
market policies	increasing.	
4. Adequate and	Net replacement rate after 6 and 12 months	
employment	below the EU average.	
oriented social		
security systems		
5. Work-life	Low offer of childcare aged 0-3, but positive	
balance	developments in increasing childcare facilities in recent years.	
	High employment impact of parenthood on	
C lab graption	females. High tax wedge particularly for low earners.	
6. Job creation		
7. Gender equality	Low lifelong learning participation.	
8. Improving skill	Low melong learning participation.	
supply and		
productivity;		
Lifelong learning	Early school leavers rate is increasing in	High share of adult
9. Improving education and	recent years but still below EU average.	population (25-64) with
	Tertiary education below EU average but	upper secondary education.
training systems	shows positive development.	
10. Wage setting		
mechanisms and		
labour cost		
developments		

MALTA



1. Progress towards the national employment rate target

Sources and notes:

Employment rates 2000-2013: Eurostat, EU LFS;

* Estimated values based on employment growth forecasts from Commission Spring Forecast 2014 and projected population growth from Europop 2013 population projections;

** National employment rate targets from National Reform Programme 2014;

*** Projected employment rate under the assumption that no policy change takes place between 2010 and 2020, EPC Ageing Working Group 2012 Aging Report.

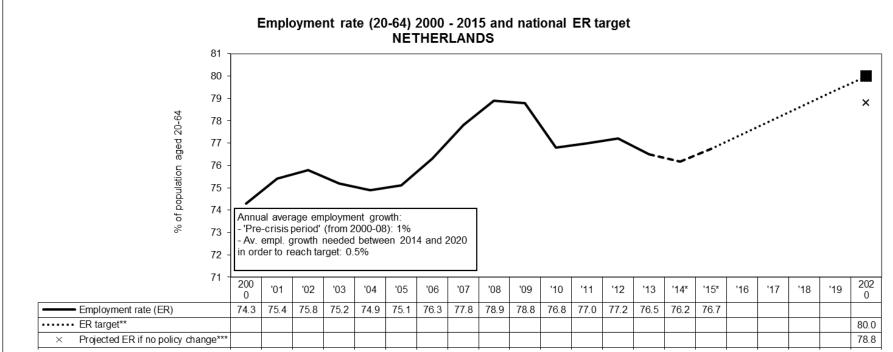
Maita						1	1	2020				
Indicator	Unit	2000	2010	2011	2012	2013	Benchmark	national target	2011	2012 EU28-total	2013	2020 EU target
	% of population aged				60 A							
Overall employment rate	% of pop. 18-24 with at most lower sec.	57.2	60.1	61.5	63.1	64.9		70.0	68.5	68.4	68.3	75.0
Early leavers from education and training	educ. and not in further education or training	54.2 p	25.9	23.6	22.6	20.9		10.0	13.4	12.7	11.9	less than 10
Tertiary educational attainment	Completion of tertiary or equivalent education (30-34)	7.4 u	21.5	21.4	22.4	26.0		33.0	34.5	35.7	36.8	40.0
Overall employment	% change from							33.0			30.8	40.0
growth Employment rate of	previous year % of female population aged 20 -	-1.2	2.1	2.5	2.4	3.1			0.2	-0.2		
women	64 % of male population	33.2	41.5	43.4	46.8	49.8	2.7		62.2	62.3	62.5	
Employment rate of men	aged 20 - 64	80.9	77.9	78.9	79.0	79.5	89.2		74.9	74.5	74.2	
Employment rate of older workers	% of population aged 55 - 64 difference in the employment rate between men and women in percentage	28.5	30.4	31.8	33.6	35.9	-0.4		47.3	48.8	50.1	
Employment gender gap	points	47.7	36.4	35.5	32.2	29.7			12.7	12.2	11.7	
Employment rate of young persons	% of population aged 20 - 29 % of population with	:	73.8	74.7 b	74.4	76.0	106.3		61.1	60.1	59.5	
skilled persons	at most lower secondary education aged 20 - 64 % of population with	51.8	48.6	49.1	50.7	51.8	65.9		52.9	52.1	51.4	
Employment rate of non- EU nationals	non-EU citizenship aged 20 - 64	:	61.0	66.3	60.1	64.0			58.0	56.9	56.0	
Part-time employment Temporary employees Overall unemployment	% of total employment % of total employees	6.4 3.9	12.4 5.5	13.1 6.5	13.9 6.8	14.8 7.6			19.4 14.0	19.8 13.7		
rate Long-term	% of labour force	6.7	6.9	6.5	6.4	6.5			9.6	10.4	10.8	
unemployment Youth unemployment	% of labour force % of youth labour	4.5	3.2	3.0	3.0	2.9	87.9		4.2	4.7	5.1	
rate	force (15-24) % of population aged	11.8	13.1	13.8	14.2	13.5			21.4	22.9		
Youth NEET rate	15-24 EU-27 = 100 (based on	27.4 p	9.5	10.6	11.1	9.9	72.3		12.9	13.1	13.0	
Labour productivity per person employed	PPS per employed person)	101.3	97.4	94.6	92.3	:			99.8	99.9		
Labour productivity per hour worked Nominal unit labour cost	EU-27 = 100 (based on PPS per hour worked) % change from	74.8 e	72.6	67.1	66.9	:			99.9	99.9		
growth Real unit labour cost	previous year % change from	:	0.3	2.9	3.7	:			0.6	3.2		
growth Gender pay gap	previous year	-3.8	-4.3 7.2	0.9 6.2	1.8 6.1	:			-0.7 16.4 p	0.8 16.4 p		
Involuntary temporary employment	as % of total employees share of people in current job 12 months	1.5 u	2.9	3.3	3.6	4.0			8.5 u	_	8.5 u	
newly employed At-risk-of-poverty rate	or less in total employment	:	11.7	12.6	12.7	12.8			14.2	13.9	13.4	
of unemployed unemployment trap - tax		:	42.8	43.4	48.2	:			46.1	46.9 e	:	
rate on low wage earners inactivity and part-time work due to personal		:	58.6	55.7	55.9	:			:	:	:	
and family responisibilities		:	4.1	4.3	4.8	5.1			5.1	5.1	5.2	
job vacancy rate Share of adult	% change over the recent 3 years	:	:	:	:	:			1.4	1.4	1.5	
population with upper secondary or tertiary education	age 25-64	18.1 p	35.2	38.1	38.1	41.0			73.4	74.2	75.2	
percentage of adult population participating	200 25 64	4.5	6.2	6.5	7.0	77			0 0		10.4	
in education and training	age 25-64 oour market statistics, nation		6.2		7.0	7.7	1		8.8	9.0	10.4	

In education and training age 25-64 4.5 6.2 6.5 7.0 7.7 8.8 9.0 10.4 8.8 9.0 10.4 4.5 Source: Eurostat database (labour market statistics, national accounts), National Reform Programmes Notes: b - break in series, p - provisional, c - confidental, 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. Nmbers in bold: the country is among the 1 by efformers for this indicator. The numbers in italic: the country is among the lowest 5 performers

3. Key employment challenges Malta

3. Key employment		
Employment policy area	Key employment challenges	Particularly good labour market outcome
1. Increase labour market participation	The employment rate remains low especially for older females, although recently some positive developments have been registered. Despite positive developments the duration of working life is still low.	Employment rate of youth is significantly better than EU- average. Strong increase in female employment.
2. Enhancing labour market functioning; combating segmentation		Transitions from temp to perm employment are significantly better than EU average.
3. Active labour market policies	Although, ALMP expenditure is low, participation in ALMP actions is increasing.	Overall unemployment levels consistently below EU average.
4. Adequate and employment oriented social security systems		
5. Work-life balance	High inactivity due to family responsibility. Despite positive developments as regards availability of childcare, limited use of flexible working arrangements is still a challenge.	
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. Possible Skills mismatches on the labour market, especially in the medium-term. Participation in LLL shows some positive development but remains low. Participation of inactive in education or training is low.	Transitions in labour status and pay level are better than EU average. Improvement in the access and provision of higher education and VET.
9. Improving education and training systems	Early school leavers remains strongly above the EU level despite significant positive development. 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

Sources and notes:

Employment rates 2000-2013: Eurostat, EU LFS;

* Estimated values based on employment growth forecasts from Commission Spring Forecast 2014 and projected population growth from Europop 2013 population projections;

** National employment rate targets from National Reform Programme 2014;

*** Projected employment rate under the assumption that no policy change takes place between 2010 and 2020, EPC Ageing Working Group 2012 Aging Report.

2. Key indicators on labour market performance <u>Netherlands</u>

Netherlands								2020				
Indicator	Unit	2000	2010	2011	2012	2013	Benchmark	national target	2011	2012 EU28-total	2013	2020 EU target
	% of population aged											
Overall employment rate	% of pop. 18-24 with at most lower sec.	74.3	76.8 b	77.0	77.2	76.5		80.0	68.5	68.4	68.3	75.0
Early leavers from education and training	educ. and not in further education or training Completion of tertiary	15.4	10.0 b	9.1	8.8	9.2		less than 8	13.4	12.7	11.9	less than 10
Tertiary educational attainment	or equivalent education (30-34)	26.5	41.4 b	41.1	42.2	43.1		45.0	34.5	35.7	36.8	40.0
Overall employment growth	% change from previous year % of female	2.2	-0.4	0.7	-0.2	-1.1			0.2	-0.2		
Employment rate of women	population aged 20 - 64	64.1	70.8 b	71.4	71.9	71.6	93.8		62.2	62.3	62.5	
Employment rate of men		84.3	82.8 b	82.6	82.5	81.3	99.5		74.9	74.5	74.2	
Employment rate of older workers	% of population aged 55 - 64 difference in the employment rate	38.2	53.7 b	56.1	58.6	60.1	85.2		47.3	48.8	50.1	
Employment gender gap		20.2	12.0 b	11.2	10.6	9.7			12.7	12.2	11.7	
Employment rate of young persons	% of population aged 20 - 29 % of population with	:	78.7 b	78.7	78.0	76.6 b	108.2		61.1	60.1	59.5	
Employment rate of low skilled persons	at most lower secondary education aged 20 - 64 % of population with	59.5	61.7 b	62.5	62.6	60.9	102.8		52.9	52.1	51.4	
Employment rate of non- EU nationals	non-EU citizenship aged 20 - 64	:	52.8 b	52.2	53.0	50.5			58.0	56.9	56.0	
Part-time employment Temporary employees	% of total employment % of total employees	41.2 13.8	48.8 b 18.3 b	49.1 18.2	49.8 19.3	50.7 20.3			19.4 14.0	19.8 13.7		
Overall unemployment rate Long-term	% of labour force	3.1	4.5	4.4	5.3	6.7			9.6	10.4	10.8	
unemployment Youth unemployment	% of labour force % of youth labour	0.8	1.2 b	1.5	1.8	2.4	92.6		4.2	4.7	5.1	
rate	force (15-24) % of population aged	5.3	8.7 b	7.6	9.5	11.0			21.4	22.9		
Youth NEET rate Labour productivity per	15-24 EU-27 = 100 (based on PPS per employed	3.8	4.3 b	3.8	4.3	5.1	105.5		12.9	13.1	13.0	
person employed	person)	115.5	110.5	109.8	108.3	:			99.8	99.9		
Labour productivity per hour worked Nominal unit labour cost	EU-27 = 100 (based on PPS per hour worked) % change from	136.7	132.0	131.2	128.5	:			99.9	99.9		
growth Real unit labour cost	previous year % change from	2.9	-0.7	1.1	2.8	2.0			0.6	3.2		
growth Gender pay gap	previous year	-1.2 :	-1.5 17.8	0.0 17.9	1.5 16.9	0.6 :			-0.7 16.4 p	0.8 16.4 p	:	
Involuntary temporary employment	as % of total employees share of people in current job 12 months or less in total	5.5 u	5.8 b	5.9 u	6.6 u	8.2 u			8.5 u	8.3 u	8.5 u	
newly employed At-risk-of-poverty rate	employment	:	11.4	15.9	15.4	14.8			14.2	13.9	13.4	
of unemployed unemployment trap - tax rate on low wage		:	31.8	33.5	33.3	:			46.1	46.9 e	:	
earners inactivity and part-time		:	84.0	83.9	84.0	:			:	:	:	
work due to personal and family responisibilities			12.2 b	11.7	11.4	10.9 b			5.1	5.1	5.2	
job vacancy rate Share of adult	% change over the recent 3 years	:	2.0	1.6	1.5	1.4			1.4	1.4	1.5	
population with upper secondary or tertiary	299.25-64	66.1	72.3 b	72.3	73.4	75.8			73.4	74.2	75.2	
education percentage of adult	age 25-64	66.1	72.3 b	/2.3	/3.4	75.8			73.4	/4.2	/5.2	
population participating in education and training	age 25-64	15.5	16.6 b	16.7	16.5	17.4			8.8	9.0	10.4	

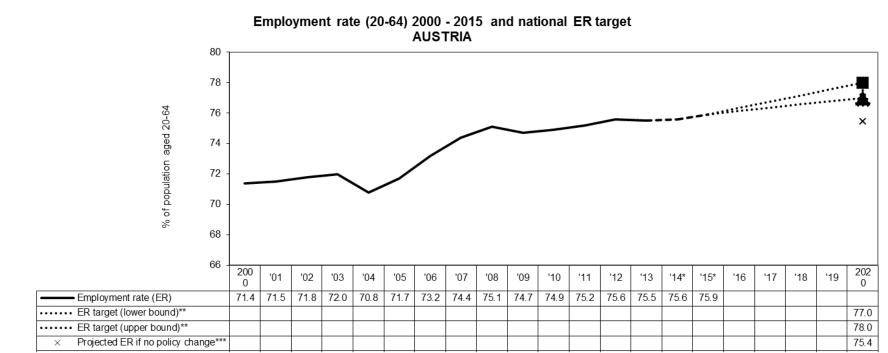
Source: Eurostat database (labour market statistics, national accounts), National Reform Programmes Notes: b - break in series, p - provisional, c - confidental, e - estimated, n - not significant, f - forecast, s - Eurostat estimate, z - not applicable, u - unreliable, ":" - not available

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. Nmbers 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 The Netherlands

Employment	Key employment challenge	Particularly good labour
policy area		market outcome
1. Increase labour market	Low employment rates for non-EU nationals.	Youth NEET is significantly lower than the EU average.
participation	Youth unemployment rate is high as compared to the overall unemployment rate.	Average exit age has increased significantly.
	Low total amount of hours worked, especially for second income earners.	Female labour market participation is high.
2. Enhancing labour market functioning; combating segmentation	Labour market segmentation high with low transition to permanent employment.	
3. Active labour market policies		High percentage of GDP used for ALMP.
4. Adequate and employment oriented social security systems	 Tax wedge on labour high and low wage trap for 2nd couple member. High unemployment and low wage traps for low wage earners. High inactivity and low wage traps for second earners. 	At risk of poverty for unemployed and at risk of poverty in general is significantly lower than EU average. High impact of social transfers in reduction of poverty.
5. Work-life balance		
6. Job creation		
7. Gender equality		Low gender employment gap.
8. Improving skill supply and productivity; Lifelong learning		
9. Improving education and training systems		
10. Wage setting mechanisms and labour cost developments	Wage developments across sectors do not fully reflect productivity developments.	

AUSTRIA



1. Progress towards the national employment rate target

Sources and notes:

Employment rates 2000-2013: Eurostat, EU LFS;

* Estimated values based on employment growth forecasts from Commission Spring Forecast 2014 and projected population growth from Europop 2013 population projections;

** National employment rate targets from National Reform Programme 2014;

*** Projected employment rate under the assumption that no policy change takes place between 2010 and 2020, EPC Ageing Working Group 2012 Aging Report.

Austria

							Benchmark	2020 national	2011	2012	2013	2020 EU
Indicator Overall employment rate	Unit % of population ared	2000	2010	2011	2012	2013		target		EU28-total		target
overall employment rate	% of population aged 20 - 64	71.4	74.9	75.2	75.6	75.5 b		77-78	68.5	68.4	68.3	75.
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	8.3	8.3	7.6	7.3		9.5	13.4	12.7	11.9	less than 1
Fertiary educational	Completion of tertiary	10.2	0.5	0.5	7.0	7.5		9.5	15.4	12.7	11.9	less than 1
attainment	or equivalent											
	education (30-34)	:	23.5	23.8	26.3	27.3		38.0	34.5	35.7	36.8	40.
Overall employment growth	% change from previous year	1.0	1.0	1.7	1.3	0.7			0.2	-0.2		
Employment rate of women	% of female population aged 20 -	1.0	1.0		1.5	0.7			0.2	0.2		
Employment rate of men	64 % of male population	62.3	69.6	69.6	70.3	70.8 b	90.5		62.2	62.3	62.5	
	aged 20 - 64	80.6	80.2	80.8	80.9	80.3 b	93.8		74.9	74.5	74.2	
Employment rate of older workers	% of population aged 55 - 64	28.8	42.4	41.5	43.1	44.9 b	31.4		47.3	48.8	50.1	
Employment gender gap		20.0	72.7	41.5	45.1	44.5 5	51.4		47.5	40.0	50.1	
	points	18.3	10.6	11.2	10.6	9.5 b			12.7	12.2	11.7	
Employment rate of	% of population aged 20 - 29		74.6	75.9	76.0	75.4 b	104.4		61.1	60.1	59.5	
young persons Employment rate of low skilled persons			74.6	75.9	76.0	75.4 D	104.4		61.1	60.1	59.5	
Employment rate of non- EU nationals	aged 20 - 64	52.9	56.1	56.4	56.0	55.1 b	79.3		52.9	52.1	51.4	
Part-time employment	aged 20 - 64 % of total employment	:	62.0	62.8	62.1	60.7 b			58.0	56.9	56.0	
		16.9	25.0	25.0	25.5	26.4 b			19.4	19.8		
Femporary employees Overall unemployment	% of total employees % of labour force	8.0	9.3	9.6	9.3	9.2 b			14.0	13.7	10.0	
rate Long-term	% of labour force	3.6	4.4	4.2	4.3	4.9			9.6	10.4	10.8	
unemployment		1.0	1.1	1.1	1.1	1.2	103.7		4.2	4.7	5.1	
Youth unemployment rate	% of youth labour force (15-24)	6.3	8.8	8.3	8.7	9.2 b			21.4	22.9		
outh NEET rate .abour productivity per	% of population aged 15-24 EU-27 = 100 (based on	7.9	7.1	6.9	6.5	7.1	91.7		12.9	13.1	13.0	
person employed	PPS per employed person)	124.1	114.9	115.4	114.8	:			99.8	99.9		
abour productivity per nour worked	EU-27 = 100 (based on PPS per hour worked)											
Nominal unit labour cost	% change from	117.0	114.8	114.7	114.9	:			99.9	99.9		
growth Real unit labour cost	previous year % change from	-0.5	0.3	0.8	3.0	:			0.6	3.2		
growth Gender pay gap	previous year	-1.4	-1.1 24.0	-1.3 23.7	1.3 23.4	:			-0.7 16.4 p	0.8 16.4 p	:	
nvoluntary temporary	as % of total											
employment newly employed	employees share of people in current job 12 months or less in total	1.4	0.8	0.8	0.8	0.7 b			8.5 u	8.3 u	8.5 u	
At-risk-of-poverty rate	employment	:	15.7	16.8	16.0	15.9			14.2	13.9	13.4	
of unemployed inemployment trap - tax		:	41.2	41.0	45.4 b	:			46.1	46.9 e	:	
ate on low wage earners nactivity and part-time		:	67.2	67.4	67.6	:			:	:	:	
work due to personal and family												
esponisibilities		:	8.1	7.9	8.0	8.0 b			5.1	5.1	5.2	
ob vacancy rate Share of adult	% change over the recent 3 years age 25-64	:	1.7	1.8	1.9	1.9			1.4	1.4	1.5	
population with upper secondary or tertiary												
education percentage of adult population participating	age 25-64	76.2 b	82.5	82.5	83.1	83.1			73.4	74.2	75.2	
n education and training												
		8.3	13.7	13.4	14.1	13.9			8.8	9.0	10.4	

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

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

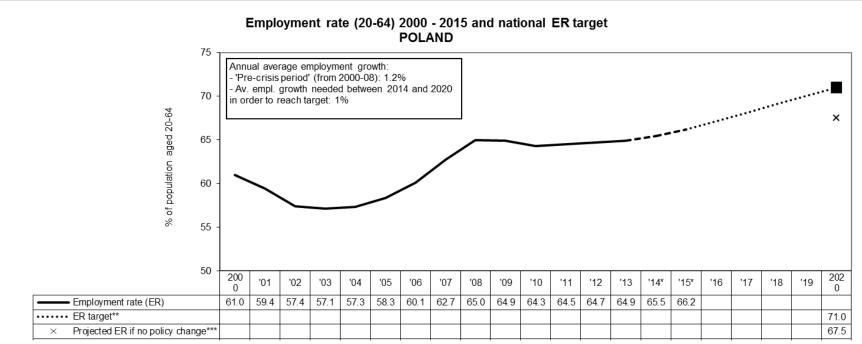
 Note: Completion of tertiary or equivalent education (30-34). The respective figure for Austria in 2013, including post-secondary qualifications at ISCED level 4a, amounted to 39.6% (national data sources)

 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. Nmbers 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 Austria

	Key Employment	Particularly Good
	Challenge	Outcomes
1. Increase labour market Participation	Low employment rates among older people but increasing trend. Low total hours worked for women.	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.	
5. Work-life balance	High part-time work due to family responsibilities. Low uptake of childcare above 30 hours and high employment impact of parenthood but showing positive developments. Low uptake of childcare – total (0-3), but improving trend.	
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	Low share of working age persons with tertiary education. Low share of graduates among 20-29 but improving trend.	
9. Improving education and training systems	Low achievers in reading.	
10. Wage setting mechanisms and labour cost developments		

POLAND



1. Progress towards the national employment rate target

Sources and notes:

Employment rates 2000-2013: Eurostat, EU LFS;

* Estimated values based on employment growth forecasts from Commission Spring Forecast 2014 and projected population growth from Europop 2013 population projections;

** National employment rate targets from National Reform Programme 2014;

*** Projected employment rate under the assumption that no policy change takes place between 2010 and 2020, EPC Ageing Working Group 2012 Aging Report.

Poland

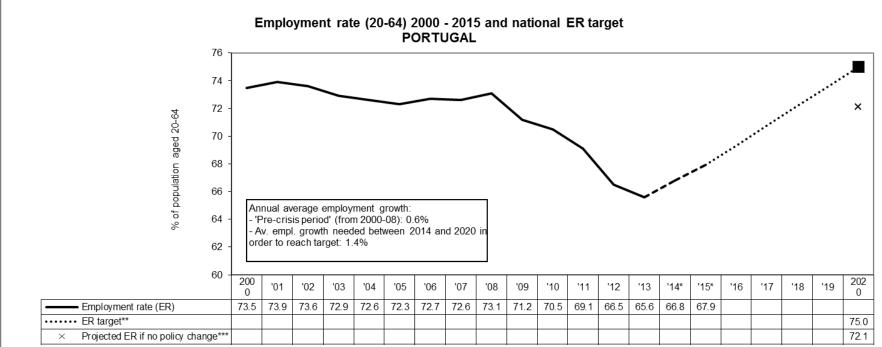
							Benchmark	2020 national	2011	2012	2013	2020 EU
Indicator	Unit	2000	2010	2011	2012	2013	Denchinark	target	2011	EU28-total	2015	target
Overall employment rate	% of population aged 20 - 64	61.0	64.3 b	64.5	64.7	64.9		71.0	68.5	68.4	68.3	75.0
Early leavers from	% of pop. 18-24 with	01.0	04.5 0	04.5	04.7	04.9		/1.0	08.5	08.4	08.5	75.0
education and training	at most lower sec.											
	educ. and not in											
	further education or training		5.4	5.6	5.7	5.6		4.5	13.4	12.7	11.9	less than 10
Tertiary educational	Completion of tertiary		5.4	5.0	5.7	5.0		4.5	15.4	12.7	11.5	1035 (11011 10
attainment	or equivalent											
	education (30-34)	12.5 b	34.8	36.5	39.1	40.5		45.0	34.5	35.7	36.8	40.0
Overall employment growth	% change from previous year		-2.7 b	0.6	0.1				0.2	-0.2		
Employment rate of	% of female		-2.7 0	0.0	0.1				0.2	-0.2		
women	population aged 20 -											
	64	54.2	57.3 b	57.2	57.5	57.6	35.3		62.2	62.3	62.5	
Employment rate of men	% of male population aged 20 - 64	68.0	71.3 b	71.9	72.0	72.1	46.8		74.9	74.5	74.2	
Employment rate of	% of population aged	08.0	/1.5 0	71.9	72.0	72.1	40.0		74.9	74.5	74.2	
older workers	55 - 64	28.4	34.1 b	36.9	38.7	40.6	16.3		47.3	48.8	50.1	
Employment gender gap												
	employment rate											
	between men and women in percentage											
	points	13.8	14.0 b	14.7	14.5	14.5			12.7	12.2	11.7	
Employment rate of	% of population aged											
young persons	20 - 29	:	59.9 b	59.1	58.6	58.1	49.2		61.1	60.1	59.5	
Employment rate of low skilled persons	% of population with at most lower											
skilled persons	secondary education											
	aged 20 - 64	41.6	39.2 b	38.7	38.9	37.6	8.4		52.9	52.1	51.4	
Employment rate of non-												
EU nationals	non-EU citizenship											
Part-time employment	aged 20 - 64 % of total employment	:	64.0 b	59.9	64.6	62.0			58.0	56.9	56.0	
rai t-time employment	% of total employment	10.4	8.3 b	7.9	7.8	7.7			19.4	19.8		
Temporary employees	% of total employees	5.6	27.2 b	26.8	26.8	26.8			14.0	13.7		
	% of labour force											
rate	0/ -f -h	16.1	9.7	9.7	10.1	10.3			9.6	10.4	10.8	
Long-term unemployment	% of labour force	7.4	3.0	3.6	4.1	4.4	74.0		4.2	4.7	5.1	
	% of youth labour		5.0	5.0			,				5.1	
rate	force (15-24)	35.7	23.7 b	25.8	26.5	27.3			21.4	22.9		
Youth NEET rate	% of population aged		10.0			12.2			42.0		13.0	
Labour productivity per	15-24 EU-27 = 100 (based on	:	10.8	11.5	11.8	12.2	56.4		12.9	13.1	13.0	
person employed	PPS per employed											
	person)	55.8	70.0 b	71.9	73.5 b	:			99.8	99.9		
	EU-27 = 100 (based on											
hour worked	PPS per hour worked)	45.5	56.3	58.1	59.2 b				99.9	99.9		
Nominal unit labour cost	% change from	45.5	50.5	58.1	33.2 0				55.5	55.5		
growth	previous year	:	1.4 b	1.1	1.5	:			0.6	3.2		
Real unit labour cost	% change from											
growth Gender pay gap	previous year	:	0.0 b 4.5	-2.0 5.5	-0.9 6.4	:			-0.7 16.4 p	0.8 16.4 p		
	as % of total		4.5	5.5	0.4				10.4 p	10.4 p		
employment	employees	:	20.2 b	16.5	17.4	17.9			8.5 u	8.3 u	8.5 u	
newly employed	share of people in											
	current job 12 months											
	or less in total employment		14.0	13.1	12.9	12.1			14.2	13.9	13.4	
At-risk-of-poverty rate	employment	.	14.0	13.1	12.3	12.1			14.2	13.5	10.4	
of unemployed		:	45.4	43.6	42.5	:			46.1	46.9 e	:	
unemployment trap - tax												
rate on low wage earners			81.6	80.7	80.8							
inactivity and part-time		.	31.0	30.7	30.8	•			•			
work due to personal												
and family												
responisibilities	% shange over the	:	3.3 b	3.4	3.4	3.3			5.1	5.1	5.2	
job vacancy rate	% change over the recent 3 years	.	0.9	0.6	0.5	0.5			1.4	1.4	1.5	
Share of adult	age 25-64	⁻	0.5	0.0	0.0	0.5			1.4	1.4	1.5	
population with upper	-											
secondary or tertiary												
education	25 64	79.8 b	88.5	88.9	89.6	90.1			73.4	74.2	75.2	
percentage of adult population participating	age 25-64											
Population has riciharing		1										
in education and training												

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3. Key employment challenges Poland

Employment policy area	Key employment challenges	Particularly good labour market outcome
1. Increase labour	Low omployment rate of women, low skilled and	market outcome
market participation	Low employment rate of women, low-skilled and youth.	
	Despite of recent improvements, low employment	
	rate of older, in particularly women.	
	High youth unemployment.	
2. Enhancing	High share of employees in temporary employment.	
labour market	Low transition rate from temporary to permanent	
functioning;	employment.	
combating		
segmentation		
3. Active labour	Adjustments of the PES to address particular	
market policies	challenges of specific groups of unemployed.	
4. Adequate and employment	High level of in-work poverty, but decreasing.	
oriented social	Low replacement rate for selected households after	
security systems	6 and 12 months of unemployment.	
5. Work-life balance	Low provision of care facilities for children.	
6. Job creation		
Gender equality	High gender employment gap in particular among	
	young (20-29) and older (55-64) workers.	
8. Improving skill	Low participation in lifelong learning activities.	
supply and	Mismatch hat was a slille and is he compared by	
productivity;	Mismatch between skills and jobs, especially	
Lifelong learning	concerning youth and older workers.	
	Public spending on human resource below the EU-average.	
9. Improving	The system of vocational education and training	Low level of early school
education and	needs adjustments to the labour market	leavers.
training systems	requirements.	Tertiary education
		attainment above the EU average.
10. Wage setting		
mechanisms and		
labour cost		
developments		

PORTUGAL



1. Progress towards the national employment rate target

Sources and notes:

Employment rates 2000-2013: Eurostat, EU LFS;

* Estimated values based on employment growth forecasts from Commission Spring Forecast 2014 and projected population growth from Europop 2013 population projections;

** National employment rate targets from National Reform Programme 2014;

*** Projected employment rate under the assumption that no policy change takes place between 2010 and 2020, EPC Ageing Working Group 2012 Aging Report. Legend: 2014, 2015 projected based on EU-Commission Spring Forecast; 2014-2020: interpolated until 2020.

Portugal

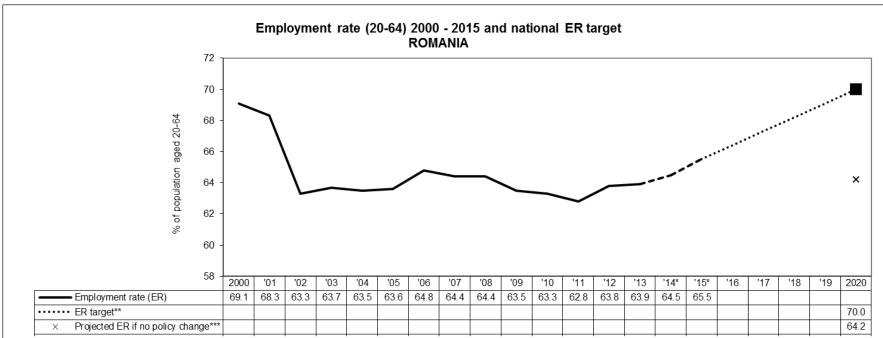
Fortugal		1				1		2020				
							Benchmark	national	2011	2012	2013	2020 EU
Indicator	Unit V of population aged	2000	2010	2011	2012	2013		target		EU28-total		target
Overall employment rate	20 - 64	73.5	70.5	69.1 b	66.5	65.6		75.0	68.5	68.4	68.3	75.0
Early leavers from	% of pop. 18-24 with	75.5	70.5	05.1 5	00.5	05.0		/ 5.0	00.5	00.1	00.5	75.0
education and training	at most lower sec.											
	educ. and not in											
	further education or											
Tertiary educational	training Completion of tertiary	43.6	28.7	23.2	20.8	19.2		10.0	13.4	12.7	11.9	less than 10
attainment	or equivalent											
	education (30-34)	11.3	23.5	26.1 d	27.2	29.2		40.0	34.5	35.7	36.8	40.0
Overall employment	% change from											
growth	previous year	2.1	-1.5	-1.5	-4.2	-2.8			0.2	-0.2		
Employment rate of women	% of female											
women	population aged 20 - 64	65.1	65.6	64.8 b	63.1	62.4	55.4		62.2	62.3	62.5	
Employment rate of men		05.1	05.0	0 1.0 5	00.1	02.1	55.1		02.2	02.5	02.0	
	aged 20 - 64	82.3	75.4	73.4 b	69.9	68.8	27.9		74.9	74.5	74.2	
Employment rate of	% of population aged											
older workers	55 - 64	50.7	49.2	47.9 b	46.5	46.7	37.8		47.3	48.8	50.1	
Employment gender gap	difference in the employment rate											
	between men and											
	women in percentage											
	points	17.2	9.8	8.6 b	6.8	6.4			12.7	12.2	11.7	
Employment rate of	% of population aged											
young persons	20 - 29	:	62.6	61.7 b	56.6	53.5	34.6		61.1	60.1	59.5	
Employment rate of low skilled persons	% of population with at most lower											
Skilled persons	secondary education											
	aged 20 - 64	72.8	67.8	65.5 b	62.5	61.0	103.2		52.9	52.1	51.4	
Employment rate of non-	% of population with											
EU nationals	non-EU citizenship											
	aged 20 - 64	:	69.4	66.5 b	61.8	58.6			58.0	56.9	56.0	
Part-time employment	% of total employment	9.9	10.4	12.2 b	13.2	12.9			19.4	19.8		
Temporary employees	% of total employees	19.8	23.0	22.2 b	20.7	21.5			14.0	13.7		
Overall unemployment	% of labour force			-		_						
rate		4.5 e	12.0 e	12.9	15.9	16.5			9.6	10.4	10.8	
Long-term	% of labour force											
unemployment	0/ -f	1.9 e	6.3 e	6.2 b	7.7	9.3	28.4		4.2	4.7	5.1	
Youth unemployment rate	% of youth labour force (15-24)	8.2	22.4	30.1 b	37.7	37.7			21.4	22.9		
Youth NEET rate	% of population aged	0.2		50.1 5	57.7	57.17				22.5		
	15-24	9.0	11.5	12.7	14.1	14.2	42.5		12.9	13.1	13.0	
Labour productivity per	EU-27 = 100 (based on											
person employed	PPS per employed		76.5		75.0							
Labour productivity per	person) EU-27 = 100 (based on	72.4	76.5	74.4 p	75.9 p	:			99.8	99.9		
hour worked	PPS per hour worked)											
nour worked	i i o pel llour Workeu)	62.5	65.7	64.6 p	65.2 p	:			99.9	99.9		
Nominal unit labour cost	% change from											
growth	previous year	4.4	-1.4	-0.9 p	-3.0 p	:			0.6	3.2		
Real unit labour cost	% change from											
growth Gender pay gap	previous year	1.2	-2.1 12.8	-1.1 p 12.5	-2.7 p 15.7	:			-0.7 16.4 p	0.8 16.4 p		
Involuntary temporary	as % of total		12.0	12.5	15.7				10.4 p	10.4 p		
employment	employees	8.7	19.4	19.0 b	18.1	18.5			8.5 u	8.3 u	8.5 u	
newly employed	share of people in											
	current job 12 months											
	or less in total		12.5	12.2	12.1	12.4			14.2	12.0	12.4	
At-risk-of-poverty rate	employment	-	12.5	13.3	12.1	12.4			14.2	13.9	13.4	
of unemployed		:	36.4	36.0	38.3	:			46.1	46.9 e	:	
unemployment trap - tax									-			
rate on low wage												
earners		:	79.0	79.0	79.2	:			:	:	:	
inactivity and part-time												
work due to personal and family												
responisibilities		:	1.1	1.6 b	1.6	1.5			5.1	5.1	5.2	
job vacancy rate	% change over the											
	recent 3 years	:	0.4	0.4	0.4	0.4			1.4	1.4	1.5	
Share of adult	age 25-64											
population with upper												
secondary or tertiary education		19.4	31.9	35.0 d	37.6	40.0			73.4	74.2	75.2	
percentage of adult	age 25-64	13.4	51.5	55.0 U	57.0	+0.0			, 3.4	,4.2	75.2	
population participating	-											
in education and training												
		3.4	5.8	11.6 b	10.6	9.8			8.8	9.0	10.4	

Source: Eurostat database (labour market statistics, national accounts). National Reform Programmes
Notes: b - break in series, p - provisional, c - confidental, e - estimated, n - not siginifcant, 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. Nmbers 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 Portugal

3. Key employment o	<u> </u>	
Employment policy area	Key employment challenge	Particularly good labour market outcomes
1. Increase labour market participation	Negative developments of the employment rate, especially for older and youth. Youth unemployment rate and ratio are above the EU average.	High employment rate of low skilled.
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.	
4. Adequate and employment oriented social security systems		Low wage trap is lower than the EU average.
5. Work-life balance		
6. Job creation	Negative employment growth.	Employment in newly established enterprises is better than the EU average.
7. Gender equality		Employment gender gap is lower than the EU average.
8. Improving skill supply and productivity; Lifelong learning	Adult population with upper secondary and tertiary education below the EU average but showing positive developments.	
9. Improving education and training systems	High rate of early school leavers but with recent improvement. Tertiary education (30-34) is below the	
	EU-average but with recent improvement.	
10. Wage setting mechanisms and labour cost developments		Alignment of unit labour cost to productivity developments in recent years.

ROMANIA



1. Progress towards the national employment rate target

Sources and notes:

Employment rates 2000-2013: Eurostat, EU LFS;

* Estimated values based on employment growth forecasts from Commission Spring Forecast 2014 and projected population growth from Europop 2013 population projections;

** National employment rate targets from National Reform Programme 2014;

*** Projected employment rate under the assumption that no policy change takes place between 2010 and 2020, EPC Ageing Working Group 2012 Aging Report.

Romania								2020				
							Benchmark	national	2011	2012	2013	2020 EU
Indicator	Unit	2000	2010	2011	2012	2013		target		EU28-total		target
Overall employment rate	% of population aged 20 - 64	69.1	63.3	62.8	63.8	63.9		70.0	68.5	68.4	68.3	75.0
Early leavers from	% of pop. 18-24 with											
education and training	at most lower sec.											
	educ. and not in further education or											
	training	22.9	18.4	17.5	17.4	17.3		11.3	13.4	12.7	11.9	less than 10
Tertiary educational	Completion of tertiary											
attainment	or equivalent											
Oursell service set	education (30-34)	8.9	18.1	20.4	21.8	22.8		26.7	34.5	35.7	36.8	40.0
Overall employment growth	% change from previous year	-0.8	-0.3	-0.8	1.3	-0.1			0.2	-0.2		
Employment rate of	% of female	0.0	0.5	0.0	1.5	0.1			0.2	0.2		
women	population aged 20 -											
	64	63.0	55.9	55.7	56.3	56.2	29.4		62.2	62.3	62.5	
Employment rate of men	% of male population aged 20 - 64	75.4	70.8	69.9	71.4	71.6	43.9		74.9	74.5	74.2	
Employment rate of	% of population aged	75.4	70.8	05.5	/1.4	/1.0	43.5		74.5	74.5	74.2	
older workers	55 - 64	49.5	41.1	40.0	41.4	41.5	19.4		47.3	48.8	50.1	
Employment gender gap												
	employment rate											
	between men and women in percentage											
	points	12.4	14.9	14.2	15.1	15.4			12.7	12.2	11.7	
Employment rate of	% of population aged											
young persons Employment rate of low	20 - 29	:	51.1	51.3	52.0	52.7	32.0		61.1	60.1	59.5	
skilled persons	at most lower											
skilled persons	secondary education											
	aged 20 - 64	68.1	54.0	50.7	52.6	53.0	70.8		52.9	52.1	51.4	
Employment rate of non-												
EU nationals	non-EU citizenship aged 20 - 64								58.0	56.9	56.0	
Part-time employment	% of total employment								50.0	50.5	50.0	
		15.6	11.0	10.5	10.2	9.9			19.4	19.8		
Temporary employees	% of total employees	2.9	1.1	1.5	1.7	1.5			14.0	13.7		
Overall unemployment rate	% of labour force	6.8	7.3	7.4	7.0	7.3			9.6	10.4	10.8	
Long-term	% of labour force	0.8	7.5	7.4	7.0	7.5			5.0	10.4	10.8	
unemployment		3.5	2.5	3.1	3.2	3.4	83.3		4.2	4.7	5.1	
Youth unemployment	% of youth labour											
rate	force (15-24)	17.8	22.1	23.7	22.7	23.6			21.4	22.9		
Youth NEET rate	% of population aged 15-24	20.2	16.4	17.4	16.8	17.2	21.7		12.9	13.1	13.0	
Labour productivity per		20.2	10.1	1/	10.0				12.0	10.1	10.0	
person employed	PPS per employed											
	person)	23.8	49.7	50.4	51.0	:			99.8	99.9		
Labour productivity per hour worked	EU-27 = 100 (based on PPS per hour worked)											
nour worked	i i o pel nour worked)	21.8	44.0	43.9	44.4	:			99.9	99.9		
Nominal unit labour cost	% change from											
growth	previous year	64.9	-2.4	-6.8	4.3	:			0.6	3.2		
Real unit labour cost growth	% change from previous year	15.1	-7.7	-10.6	-0.2				-0.7	0.8		
Gender pay gap	previous year	: 15.1	8.8	11.0 e	-0.2 9.7 e	:			-0.7 16.4 p	16.4 p	:	
Involuntary temporary	as % of total											
employment	employees	2.0	0.9	1.2	1.5	1.3			8.5 u	8.3 u	8.5 u	
newly employed	share of people in											
	current job 12 months or less in total											
	employment	:	6.4	6.6	5.9	5.7			14.2	13.9	13.4	
At-risk-of-poverty rate												
of unemployed		:	45.4	47.7	51.8	:			46.1	46.9 e	:	
unemployment trap - tax rate on low wage												
earners		:	59.7	53.8	53.9	:			:	:	:	
inactivity and part-time												
work due to personal												
and family responisibilities			0.9	0.9	1.0	1.0			5.1	5.1	5.2	
job vacancy rate	% change over the		0.9	0.9	1.0	1.0			3.1	5.1	5.2	
	recent 3 years	:	1.1	0.7	0.6	0.7			1.4	1.4	1.5	
Share of adult	age 25-64											
population with upper												
secondary or tertiary education		69.3	74.3	74.9	75.9	76.3			73.4	74.2	75.2	
percentage of adult	age 25-64	09.5	/4.5	74.9	13.9	/0.5			/ 3.4	/4.2	13.2	
population participating												
in education and training		-				_			_			
L		0.9	1.3	1.6	1.4	2.0			8.8	9.0	10.4	

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

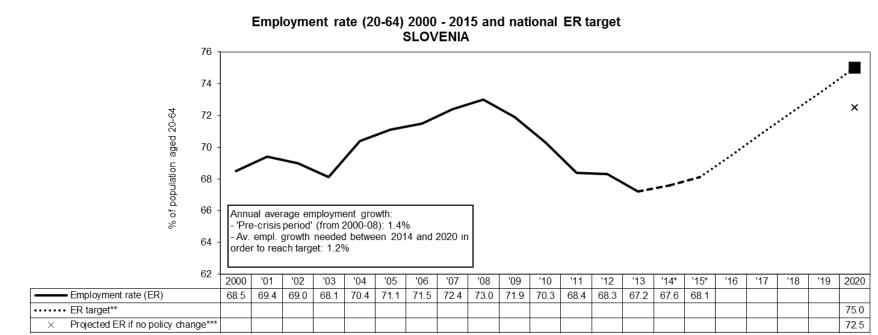
 Notes: b - break in series, p - provisional, c - confidental, e - estimated, n - not significant, f - forecast, s - Eurostat estimate, z - not applicable, u - unreliable, ":" - not available

 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. Nmbers 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

Main Challenges	Key Employment Challenges	Particularly good labour
(per policy area)		market outcome
1. Increase labour	Low employment rates particularly among	
market	young, women and older people.	
participation	Short duration of working life. Youth NEETs rate above the EU average.	
2. Enhancing		
labour market		
functioning;		
combating		
segmentation		
3. Active labour	Rate and share of long-term unemployment	
market policies	lower than EU average but increasing.	
	ALMP spending at persistently low level. High risk of in-work poverty.	Low upomployment trap
4. Adequate and	Expenditure on passive unemployment	Low unemployment trap. High transitions by pay level.
employment	support and net replacement rates strongly	right adholdone by pay level.
oriented social	decreasing.	
security systems		
5. Work-life	Inactivity and part-time work due to lack of	
balance	care has a high incidence. Limited offer of childcare.	
6. Job creation	High tax wedge on labour.	Low but positive employment
		growth (3y).
7. Gender	High and increasing gender employment	
equality	gap.	
	High inactivity trap for the second member of a couple.	
8. Improving skill	Very low share of tertiary educated adult	
supply and	persons.	
productivity;	Participation of adult population in lifelong	
Lifelong learning	learning is at a persistently low level. Low public spending on human resources.	
9. Improving	High levels of early school and education	
	leavers.	
education and	Low attainment rate of tertiary or equivalent	
training systems	education (people aged 30-34).	
	Very high share of low achievers in basic skills.	
10. Wage setting		
mechanisms and		
labour cost		
developments		

3. Key employment challenges Romania

SLOVENIA



1. Progress towards the national employment rate target

Sources and notes:

Employment rates 2000-2013: Eurostat, EU LFS;

* Estimated values based on employment growth forecasts from Commission Spring Forecast 2014 and projected population growth from Europop 2013 population projections;

** National employment rate targets from National Reform Programme 2014;

*** Projected employment rate under the assumption that no policy change takes place between 2010 and 2020, EPC Ageing Working Group 2012 Aging Report. Legend: 2014, 2015 projected based on EU-Commission Spring Forecast; 2014-2020: interpolated until 2020.

Slovenia

							Benchmark	2020 national	2011	2012	2013	2020 EU
Indicator	Unit	2000	2010	2011	2012	2013	Benefiniark	target	2011	EU28-total	2015	target
Overall employment rate	% of population aged 20 - 64	68.5	70.3	68.4	68.3	67.2		75.0	68.5	68.4	68.3	75.0
Early leavers from	% of pop. 18-24 with											
education and training	at most lower sec.											
	educ. and not in further education or											
	training	:	5.0	4.2	4.4	3.9		5.0	13.4	12.7	11.9	less than 10
Tertiary educational	Completion of tertiary											
attainment	or equivalent	10 5 6	24.0	27.0	20.2	40.1		40.0	24.5	25.7	26.9	40.0
Overall employment	education (30-34) % change from	18.5 b	34.8	37.9	39.2	40.1		40.0	34.5	35.7	36.8	40.0
growth	previous year	1.5	-2.2	-1.6	-0.8	-2.0			0.2	-0.2		
Employment rate of	% of female											
women	population aged 20 - 64	63.6	66.5	64.8	64.6	63.0	57.9		62.2	62.3	62.5	
Employment rate of men		05.0	00.5	04.8	04.0	03.0	57.5		02.2	02.5	02.5	
	aged 20 - 64	73.2	74.0	71.8	71.8	71.2	41.6		74.9	74.5	74.2	
Employment rate of	% of population aged											
older workers	55 - 64 difference in the	22.7	35.0	31.2	32.9	33.5	-8.8		47.3	48.8	50.1	
Employment gender gap	employment rate											
	between men and											
	women in percentage											
Employment rate of	points % of population aged	9.6	7.5	7.0	7.2	8.2			12.7	12.2	11.7	
young persons	20 - 29	:	63.0	60.9	58.5	56.2	43.2		61.1	60.1	59.5	
Employment rate of low	% of population with											
skilled persons	at most lower											
	secondary education aged 20 - 64	52.7	50.5	45.8	46.4	44.6	36.8		52.9	52.1	51.4	
Employment rate of non-		52.7	50.5	45.8	40.4	44.0	50.8		52.5	52.1	51.4	
EU nationals	non-EU citizenship											
	aged 20 - 64	:	60.6	67.2	63.5	60.4			58.0	56.9	56.0	
Part-time employment	% of total employment	5.9	11.1	10.1	9.5	9.8			19.4	19.8		
Temporary employees	% of total employees	12.8	17.1	18.0	17.0	16.3			19.4	13.7		
Overall unemployment	% of labour force	_			-							
rate		6.7	7.3	8.2	8.9	10.1			9.6	10.4	10.8	
Long-term unemployment	% of labour force	4.1	3.2	3.6	4.3	5.2	66.5		4.2	4.7	5.1	
Youth unemployment	% of youth labour	4.1	5.2	5.0	4.5	5.2	00.5		4.2	4.7	5.1	
rate	force (15-24)	16.4	14.7	15.7	20.6	21.6			21.4	22.9		
Youth NEET rate	% of population aged											
Labour productivity per	15-24 EU-27 = 100 (based on	:	7.1	7.1	9.3	9.2	77.1		12.9	13.1	13.0	
person employed	PPS per employed											
	person)	76.4	79.6	81.2	80.8	:			99.8	99.9		
Labour productivity per	EU-27 = 100 (based on											
hour worked	PPS per hour worked)	75.9	83.2	86.1	86.3				99.9	99.9		
Nominal unit labour cost	% change from	75.5	05.2	00.1	00.5				55.5	55.5		
growth	previous year	7.3	0.4	-0.7	0.8	:			0.6	3.2		
Real unit labour cost	% change from	2.0	4.5		0.5	1.0			0.7			
growth Gender pay gap	previous year	2.0	1.5 0.9	-1.9 2.3	0.5 2.5	-1.8			-0.7 16.4 p	0.8 16.4 p		
Involuntary temporary	as % of total		0.5	2.5	2.5				20.1 p	10.1 p	•	
employment	employees	6.2	8.9	10.2	8.6	9.1			8.5 u	8.3 u	8.5 u	
newly employed	share of people in											
	current job 12 months or less in total											
	employment	:	11.8	11.7	12.2	11.7			14.2	13.9	13.4	
At-risk-of-poverty rate												
of unemployed		:	44.1	44.6	46.9	:			46.1	46.9 e	:	
unemployment trap - tax rate on low wage												
earners		:	83.2	89.7	89.5	:			:	:	:	
inactivity and part-time												
work due to personal												
and family responisibilities		:	1.0	1.0	0.9	1.1			5.1	5.1	5.2	
job vacancy rate	% change over the		1.0	1.0	0.5				5.1	5.1	5.2	
	recent 3 years	:	0.8	0.7	0.8	0.8			1.4	1.4	1.5	
Share of adult	age 25-64											
population with upper secondary or tertiary												
education		75.3 b	83.3	84.5	85.0	85.5			73.4	74.2	75.2	
percentage of adult	age 25-64											
population participating												
in education and training			16.2	15.9	13.8	12.4			8.8	9.0	10.4	
		1	10.2	10.0	10.0		1		0.0	5.0	20	

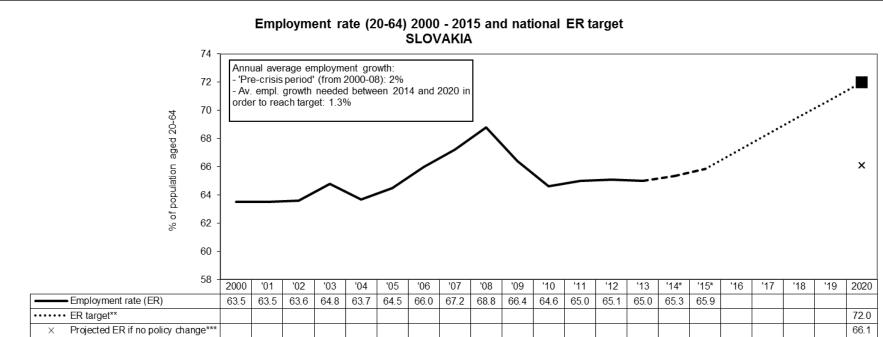
Source: Eurostat database (labour market statistics, national accounts), National Reform Programmes Notes: b - break in series, p - provisional, c - confidental, e - estimated, n - not significant, f - forecast, s - Eurostat estimate, z - not applicable, u - unreliable, ":" - not available

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. Nmbers 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 Slovenia

Main	nent challenges Slovenia Key Employment Challenges	Particularly good labour market
Challenges		outcome
(per policy		
area)		
1. Increase	Low employment rates for low-skilled.	
	Very low employment rates of older workers.	
labour market	High increase of unemployment rate and decreasing	
participation	employment rate for the young.	
	Short duration of working life.	
2. Enhancing	Involuntary temporary work is higher than EU for younger.	
labour market	Labour market segmentation, affecting particularly the young.	
functioning;		
combating		
•		
segmentation		
3. Active labour	Increase in the long term unemployment rate in 2013.	
market policies	Despite positive trend in the level of ALMP, spending is	
	persistently low, low participation of older workers and low	
	skilled.	
4. Adequate	The unemployment trap is worse than the EU average with low	
and employment	replacement rates after 12 months.	
oriented social		
	Inactivity trap for the second earner is higher than EU average	
security systems	and increasing.	
	In work poverty rick still below ELL average but increasing	
	In-work poverty risk still below EU average but increasing.	
5. Work-life		Employment impact of parenthood is
balance		significantly below the EU average.
		Cood provision of childrens
6. Job creation	Negative employment growth signifying job losses, particularly	Good provision of childcare.
6. Job creation	in the construction sector.	
7. Gender		Slovenia is performing very well in
		relation to gender pay gap.
equality		
		Low influence of care responsibilities on
		labour market participation of women.
8. Improving skill	Employment rate for low skilled (20-64) is below the EU	
supply and	average and decreasing.	
productivity;	Mismatches between skills supply and labour demand.	
Lifelong learning		
9. Improving		Early school leaving rate is one of the
education and		lowest in the EU.
		High attainment levels in tertiary
training systems		education.
		Higher annual expenditure in higher
		education per capita.
10. Wage	Adaptation of minimum wages that are not in line with	Alignment of unit labour cost to
setting	productivity development.	productivity developments in recent
mechanisms		years.
and labour cost		
developments		

SLOVAKIA



1. Progress towards the national employment rate target

Sources and notes:

Employment rates 2000-2013: Eurostat, EU LFS;

* Estimated values based on employment growth forecasts from Commission Spring Forecast 2014 and projected population growth from Europop 2013 population projections;

** National employment rate targets from National Reform Programme 2014;

*** Projected employment rate under the assumption that no policy change takes place between 2010 and 2020, EPC Ageing Working Group 2012 Aging Report.

Slovakia

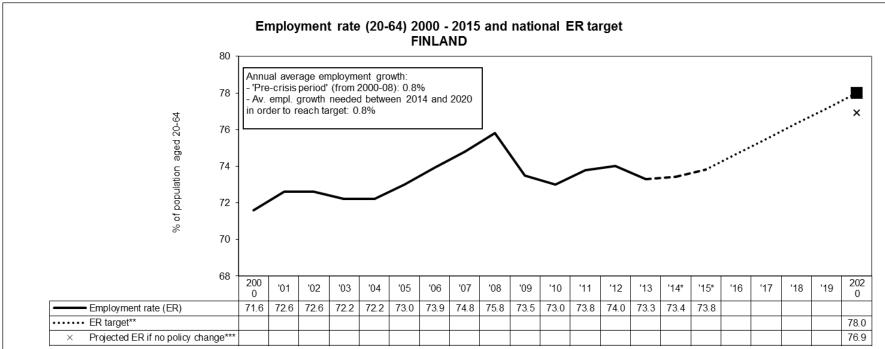
SIUVAKIA						1	T	2020				
Indicator	Unit	2000	2010	2011	2012	2013	Benchmark	national target	2011	2012 EU28-total	2013	2020 EU target
Overall employment rate		2000	2010	2011	2012	2013		target		L028-10181		target
	20 - 64	63.5	64.6	65.0 b	65.1	65.0		72.0	68.5	68.4	68.3	75.0
Early leavers from education and training	% of pop. 18-24 with											
education and training	at most lower sec. educ. and not in											
	further education or											
	training	:	4.7	5.1	5.3	6.4		6.0	13.4	12.7	11.9	less than 10
Tertiary educational	Completion of tertiary											
attainment	or equivalent education (30-34)	10.6	22.1	23.2	23.7	26.9		40.0	34.5	35.7	36.8	40.0
Overall employment	% change from	10.0		25.2	20.7	20.5		10.0	51.5	55.7	50.0	10.0
growth	previous year	-2.0	-1.5	1.8	0.1	-0.8			0.2	-0.2		
Employment rate of women	% of female population aged 20 -											
women	64	57.2	57.4	57.4 b	57.3	57.8	36.1		62.2	62.3	62.5	
Employment rate of men												
	aged 20 - 64	70.0	71.9	72.5 b	72.8	72.2	47.4		74.9	74.5	74.2	
Employment rate of	% of population aged	24.2	40.5				20.2		47.0	10.0		
older workers Employment gender gap	55 - 64 difference in the	21.3	40.5	41.3 b	43.1	44.0	28.3		47.3	48.8	50.1	
Employment genuer gap	employment rate											
	between men and											
	women in percentage											
Employment rate of	points % of population aged	12.8	14.5	15.1 b	15.5	14.4			12.7	12.2	11.7	
young persons	20 - 29	:	52.9	52.0 b	52.2	51.9	29.5		61.1	60.1	59.5	
Employment rate of low												
skilled persons	at most lower											
	secondary education aged 20 - 64	29.5	28.6	29.6 b	29.5	30.3	-21.1		52.9	52.1	51.4	
Employment rate of non-		29.5	20.0	29.0 0	29.5	50.5	-21.1		52.9	52.1	51.4	
EU nationals	non-EU citizenship											
	aged 20 - 64	:	:	:	:	:			58.0	56.9	56.0	
Part-time employment	% of total employment	1.9	3.9	4.2 b	4.1	4.7			19.4	19.8		
Temporary employees	% of total employees	4.0	5.6	4.2 b 6.5 b	4.1 6.7	4.7			19.4	19.8		
Overall unemployment	% of labour force											
rate		18.9	14.5	13.7	14.0	14.2			9.6	10.4	10.8	
Long-term	% of labour force	10.0				10.0						
unemployment Youth unemployment	% of youth labour	10.3	9.3	9.3	9.4	10.0	21.9		4.2	4.7	5.1	
rate	force (15-24)	36.9	33.6	33.4 b	34.0	33.7			21.4	22.9		
Youth NEET rate	% of population aged											
	15-24	:	14.1	13.8	13.8	13.7	46.0		12.9	13.1	13.0	
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed											
person employed	person)	58.6	82.3	81.5	81.9	:			99.8	99.9		
Labour productivity per	EU-27 = 100 (based on											
hour worked	PPS per hour worked)											
Nominal unit labour cost	% change from	54.8	75.1	75.0	75.2	:			99.9	99.9		
growth	previous year	9.5	-0.9	0.8	1.0	:			0.6	3.2		
Real unit labour cost	% change from											
growth	previous year	0.1	-1.4	-0.8	-0.2	:			-0.7	0.8		
Gender pay gap	0/ - f + - + - 1	:	19.6	20.5	21.5	:			16.4 p	16.4 p	:	
Involuntary temporary employment	as % of total employees	3.1	4.3 u	5.5 b	5.7	5.9			8.5 u	8.3 u	8.5 u	
newly employed	share of people in											
	current job 12 months											
	or less in total											
At-risk-of-poverty rate	employment	:	10.4	10.1	9.1	9.0			14.2	13.9	13.4	
of unemployed		:	41.1	42.6	44.6	:			46.1	46.9 e	:	
unemployment trap - tax												
rate on low wage												
earners		:	42.6	44.3	44.3	:			:	:	:	
inactivity and part-time work due to personal												
and family												
responisibilities		:	4.5	4.7 b	4.7	4.7			5.1	5.1	5.2	
job vacancy rate	% change over the		10								4 5	
Share of adult	recent 3 years age 25-64		1.0	0.8	0.8	0.8			1.4	1.4	1.5	
population with upper	0BC 20 07											
secondary or tertiary												
education		83.8	91.0	91.3	91.7	91.9			73.4	74.2	75.2	
percentage of adult	age 25-64											
population participating in education and training												
und u uning		:	2.8	3.9	3.1	2.9			8.8	9.0	10.4	
Source: Eurostat database (lal	our market statistics. nation	nal accounts). N										

Source: Eurostat database (labour market statistics, national accounts), National Reform Programmes
Notes: b - break in series, p - provisional, c - confidental, e - estimated, n - not significant, f - forecast, s - Eurostat estimate, z - not applicable, u - unreliable, "." - not available
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italic: the country is among the lowest 5 performers

Employment Policy	Key Employment Challenges	Particularly Good labour
Area	Key Employment chanenges	market outcome
1. Increase labour	Employment is low for all groups in	
	particular youth and low-skilled.	
market participation	Youth unemployment is high.	
2. Enhancing labour		
market functioning;		
combating		
segmentation		
3. Active labour	Long-term unemployment significantly	
	higher than the EU-average and	
market policies	activation is at a lower level than the	
	EU-average.	
	PES capacity is hampered by limited	
	resources.	
4. Adequate and	Unemployment trap high for long-term	
employment oriented	unemployed.	
social security	Net replacement rates, in particular for	
systems	households with more children and low	
	work intensity below the EU average.	
5. Work-life balance	Inactivity due to family responsibility	
	significantly higher than EU-average.	
	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 worse than	
	the EU-average especially for young	
	and older women.	
	Employment impact of parenthood on	
	women is among the highest in the EU	
	high.	
	Gender pay gap is high.	
8. Improving skill	Participation in lifelong learning is significantly below the EU average.	
supply and	Participation of unemployed in	
productivity; Lifelong	education and training is much lower	
learning	than the EU average	
9. Improving	Low quality of vocational education and	Low level of early school leavers
education and	training.	from education and training.
training systems	Spending on education is low.	
<u> </u>	Performance of pupils is below EU and further decreased (PISA).	
10. Wage setting		
mechanisms and		
labour cost		
developments		
developments		

3. Key employment challenges Slovakia

FINLAND



1. Progress towards the national employment rate target

Sources and notes:

Employment rates 2000-2013: Eurostat, EU LFS;

* Estimated values based on employment growth forecasts from Commission Spring Forecast 2014 and projected population growth from Europop 2013 population projections;

** National employment rate targets from National Reform Programme 2014;

*** Projected employment rate under the assumption that no policy change takes place between 2010 and 2020, EPC Ageing Working Group 2012 Aging Report.

Finland

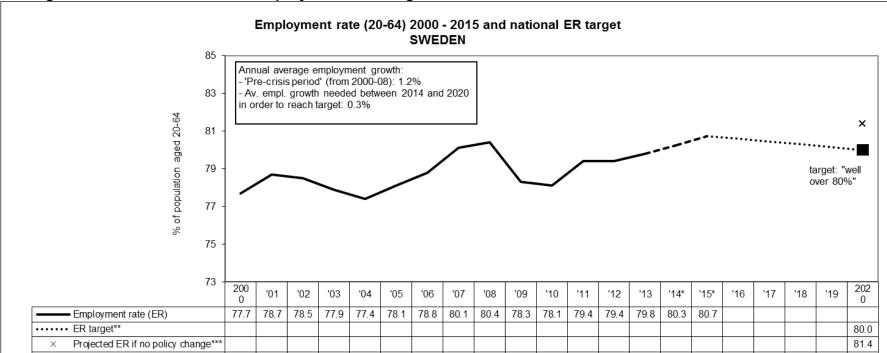
Finiano								2020				
Indicator	Unit	2000	2010	2011	2012	2013	Benchmark	national target	2011	2012 EU28-total	2013	2020 EU target
Overall employment rate												
Early leavers from education and training	20 - 64 % of pop. 18-24 with at most lower sec. educ. and not in	71.6	73.0	73.8	74.0	73.3		78.0	68.5	68.4	68.3	75.0
Tertiary educational	further education or training Completion of tertiary	9.0 b	10.3 d	9.8	8.9	9.3		8.0	13.4	12.7	11.9	less than 10
attainment	or equivalent education (30-34)	40.3 b	45.7	46.0	45.8	45.1		42.0	34.5	35.7	36.8	40.0
Overall employment growth Employment rate of	% change from previous year % of female	2.1	-0.1	1.5	0.1	-1.3			0.2	-0.2		
women	population aged 20 - 64	68.2	71.5	71.9	72.5	71.9	95.1		62.2	62.3	62.5	
Employment rate of men Employment rate of	% of male population aged 20 - 64 % of population aged	74.9	74.5	75.6	75.5	74.7	61.7		74.9	74.5	74.2	
older workers Employment gender gap	55 - 64	41.6	56.2	57.0	58.2	58.5	79.5		47.3	48.8	50.1	
Employment rate of	points % of population aged	6.7	3.0	3.7	3.0	2.8			12.7	12.2	11.7	
young persons Employment rate of low skilled persons	20 - 29 % of population with at most lower	:	67.0	67.8	67.8	66.9	77.3		61.1	60.1	59.5	
Employment rate of non-	secondary education aged 20 - 64 % of population with non-EU citizenship	59.1	53.9	54.1	53.9	52.2	67.5		52.9	52.1	51.4	
EU nationals Part-time employment	aged 20 - 64 % of total employment	:	49.4	50.7	51.7	53.3			58.0	56.9	56.0	
Temporary employees Overall unemployment	% of total employees % of labour force	12.2 17.7	14.6 15.4	14.9 15.5	15.1 15.5	15.1 15.3			19.4 14.0	19.8 13.7		
rate Long-term	% of labour force	9.8	8.4	7.8	7.7	8.2			9.6	10.4	10.8	
unemployment Youth unemployment	% of youth labour	2.8	2.0	1.7	1.6	1.7	99.1		4.2	4.7	5.1	
rate Youth NEET rate	force (15-24) % of population aged 15-24	28.4 9.7 b	21.4 9.0 d	20.1 8.4	19.0 8.6	19.9 9.3	76.5		21.4 12.9	22.9 13.1	13.0	
Labour productivity per person employed		116.0	9.0 u 109.5	109.8	108.9	. 9.5	76.5		99.8	99.9	15.0	
Labour productivity per hour worked	EU-27 = 100 (based on PPS per hour worked)	112.5	107.8	108.4	106.7				99.9	99.9		
Nominal unit labour cost growth	% change from previous year	0.6	-1.6	2.0	4.4	:			0.6	3.2		
Real unit labour cost growth Gender pay gap	% change from previous year	-1.9	-2.0 20.3	-0.8 19.6	1.6 19.4 p	0.2			-0.7 16.4 p	0.8 16.4 p		
Involuntary temporary employment newly employed	as % of total employees share of people in current job 12 months	10.6	10.0	10.0	10.4	10.2			8.5 u	8.3 u	8.5 u	
At-risk-of-poverty rate	or less in total employment	:	17.9	20.2	19.7	19.0			14.2	13.9	13.4	
of unemployed unemployment trap - tax rate on low wage		:	45.3	43.5	45.5	:			46.1	46.9 e	:	
earners inactivity and part-time work due to personal		:	72.3	72.3	74.8	:			:	:	:	
and family responisibilities	% change over the	:	3.0	3.1	3.0	3.2			5.1	5.1	5.2	
job vacancy rate Share of adult population with upper	% change over the recent 3 years age 25-64	:	1.9	1.8	2.0	1.9			1.4	1.4	1.5	
secondary or tertiary education percentage of adult	age 25-64	73.2 b	83.0	83.7	84.8	85.9			73.4	74.2	75.2	
population participating in education and training		17.5 b	23.0	23.8	24.5	24.9			8.8	9.0	10.4	
	hour market statistics ination											

Source: Eurostat database (labour market statistics, national accounts), National Reform Programmes
Notes: b - break in series, p - provisional, c - confidental, e - estimated, n - not significant, f - forecast, s - Eurostat estimate, z - not applicable, u - unreliable, "." - not available
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subtracting that benchmark for a given country and indicator from the benchmark of the highest 5 performers, thus a 100. Nmbers 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 Finland

Employment	Key employment challenges	Particularly Good labour
policy area		market outcomes
1. Increase labour market participation	Youth unemployment high. Employment rate of the low-skilled well below the overall rate. Low participation of age group 60–64.	Strong labour market participation of both men and women. High participation of age group 55-59.
2. Enhancing labour market functioning; combating segmentation		
3. Active labour market policies	Low activation rate of long term unemployed.	
4. Adequate and employment oriented social security systems		
5. Work-life balance		
6. Job creation		
7. Gender equality	Gender pay gap above average.	
8. Improving skill supply and productivity; Lifelong learning		Very high participation in lifelong learning.
9. Improving education and training systems		High share of well-educated adult population.
10. Wage setting mechanisms and labour cost developments	Real wage increases exceed productivity growth.	

SWEDEN



1. Progress towards the national employment rate target

Sources and notes:

Employment rates 2000-2013: Eurostat, EU LFS;

* Estimated values based on employment growth forecasts from Commission Spring Forecast 2014 and projected population growth from Europop 2013 population projections; ** National employment rate targets from National Reform Programme 2014;

*** Projected employment rate under the assumption that no policy change takes place between 2010 and 2020, EPC Ageing Working Group 2012 Aging Report.

Sweden

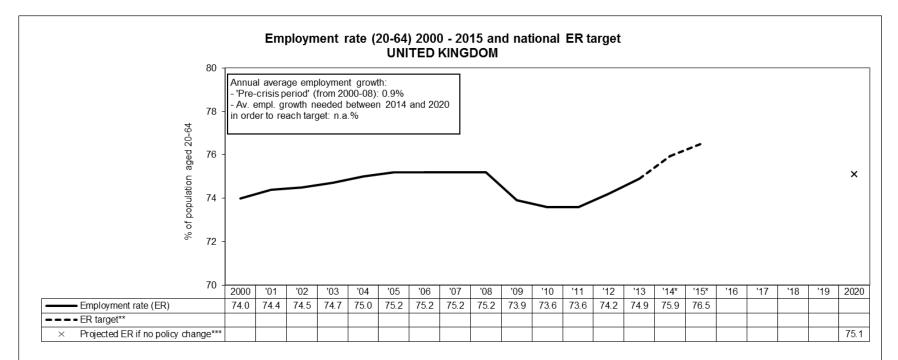
Sweuen								2020				
Indicator	Unit	2000	2010	2011	2012	2013	Benchmark	2020 national target	2011	2012 EU28-total	2013	2020 EU target
Overall employment rate		2000	2010	2011	2012	2015		target		2020-1010		target
	20 - 64	77.7	78.1	79.4	79.4	79.8	v	vell over 80	68.5	68.4	68.3	75.0
Early leavers from education and training	% of pop. 18-24 with at most lower sec. educ. and not in											
Testion, educational	further education or training	7.3 d	6.5	6.6	7.5	7.1	10	ess than 10	13.4	12.7	11.9	less than 10
Tertiary educational attainment	Completion of tertiary or equivalent education (30-34)	31.8	45.3	46.8	47.9	48.3		40-45	34.5	35.7	36.8	40.0
Overall employment growth	% change from previous year	2.5	1.0	2.1	0.7	1.0			0.2	-0.2		
Employment rate of women	% of female population aged 20 -	75.0	75.0	76.5	76.0				62.2		69 F	
Employment rate of men	64 % of male population aged 20 - 64	75.3 80.1	75.0 81.1	76.5 82.1	76.8 81.9	77.2 82.2	117.2 104.7		62.2 74.9	62.3 74.5	62.5 74.2	
Employment rate of	% of population aged	00.1	01.1	02.1	01.5	02.2	104.7		74.5	74.5	74.2	
older workers Employment gender gap	55 - 64 difference in the employment rate between men and women in percentage	64.9	70.4	72.0	73.0	73.6	132.9		47.3	48.8	50.1	
	points	4.8	6.1	5.6	5.1	5.0			12.7	12.2	11.7	
Employment rate of young persons Employment rate of low	% of population aged 20 - 29 % of population with	:	66.6	68.4	67.2	67.9	80.5		61.1	60.1	59.5	
skilled persons Employment rate of non-	at most lower secondary education aged 20 - 64	65.4	62.8	63.7	62.9	61.0	103.2		52.9	52.1	51.4	
EU nationals	non-EU citizenship aged 20 - 64	:	47.9	47.0	47.7	50.2			58.0	56.9	56.0	
Part-time employment	% of total employment	22.8	27.0	26.5	26.5	26.2			19.4	19.8		
Temporary employees Overall unemployment rate	% of total employees % of labour force	14.3 5.6	16.0 8.6	16.5 7.8	15.9 8.0	16.3 8.0			14.0 9.6	13.7 10.4	10.8	
Long-term	% of labour force											
unemployment Youth unemployment	% of youth labour	1.4	1.6	1.5	1.5	1.5	100.9		4.2	4.7	5.1	
rate Youth NEET rate	force (15-24) % of population aged	9.5	24.8	22.8	23.6	23.5			21.4	22.9	12.0	
Labour productivity per person employed	15-24 EU-27 = 100 (based on PPS per employed	6.3 d	7.7	7.5	7.8	7.5	88.9		12.9	13.1	13.0	
Labour productivity per hour worked	person) EU-27 = 100 (based on PPS per hour worked)	115.4	114.0	114.0	114.2	:			99.8	99.9		
Nominal unit labour cost	% change from	119.4	115.0	115.2	115.9	:			99.9	99.9		
growth Real unit labour cost	previous year % change from	5.2	-2.3	0.1	2.9	0.7			0.6	3.2		
growth	previous year	3.7	-3.1	-1.2	1.9	-0.2			-0.7	0.8		
Gender pay gap Involuntary temporary	as % of total	:	15.4	15.8	15.9	:			16.4 p	16.4 p	:	
employment newly employed	employees share of people in current job 12 months or less in total	8.5	9.5	9.5	9.1	9.6			8.5 u	8.3 u	8.5 u	
	employment	:	18.8	21.0	20.2	19.9			14.2	13.9	13.4	
At-risk-of-poverty rate of unemployed unemployment trap - tax		:	36.3	38.4	42.2	:			46.1	46.9 e	:	
rate on low wage earners inactivity and part-time		:	74.7	73.7	72.3	:			:	:	:	
work due to personal and family												
responisibilities job vacancy rate	% change over the	:	3.7	3.7	3.8	3.6			5.1	5.1	5.2	
Share of adult	recent 3 years age 25-64	:	1.1	1.2	1.4	1.5			1.4	1.4	1.5	
population with upper secondary or tertiary education		77.2	81.2	81.6	82.4	83.2			73.4	74.2	75.2	
percentage of adult population participating in education and training	age 25-64											
	oour market statistics. nation	21.6	24.4	24.9	26.7	28.1			8.8	9.0	10.4	

Source: Eurostat database (labour market statistics, national accounts), National Reform Programmes Notes: b - break in series, p - provisional, c - confidental, 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. Nmbers 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 cl Employment policy	Key employment	Particularly good labour
area	challenge	market outcomes
1. Increase labour market participation	Employment rate of non-EU nationals is below EU average but shows some positive development. Youth unemployment rate around EU average.	Very high employment rate for both women and men as well as for the older population. Long duration of working life for men and women.
	Youth unemployment ratio higher than EU average.	
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	Overtime hours significantly higher than EU average.	Inactivity due to personal and family responsibility significantly better than EU average.
6. Job creation		
7. Gender equality		
8. Improving skill supply and productivity; Lifelong learning		Participation in lifelong learning and adult education are significantly better than the EU for employed as well as for unemployed/inactive.
9. Improving education and training systems	Share of low-achievers in reading, science and Maths higher than EU average. Difference in employment rate between persons with low and medium education attainment significantly larger than EU average.	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		

3. Key employment challenges Sweden

UNITED KINGDOM



1. Progress towards the national employment rate target

Sources and notes:

Employment rates 2000-2013: Eurostat, EU LFS;

* Estimated values based on employment growth forecasts from Commission Spring Forecast 2014 and projected population growth from Europop 2013 population projections;

** National employment rate targets from National Reform Programme 2014;

*** Projected employment rate under the assumption that no policy change takes place between 2010 and 2020, EPC Ageing Working Group 2012 Aging Report.

2. Key indicators on labour market performance United Kingdom

	UIII							2020				
Indicator	Unit	2000	2010	2011	2012	2013	Benchmark	national target	2011	2012 EU28-total	2013	2020 EU target
Overall employment rate		2000	2010	2011	2012	2015		target		2020-1010		target
	20 - 64	74.0	73.6	73.6	74.2	74.9		n.a.	68.5	68.4	68.3	75.0
Early leavers from education and training	% of pop. 18-24 with at most lower sec.											
education and training	educ. and not in											
	further education or											
	training	18.2	14.9	15.0	13.6	12.4		n.a	13.4	12.7	11.9	less than 10
Tertiary educational attainment	Completion of tertiary or equivalent											
	education (30-34)	29.0	43.0	45.8	47.1	47.6		n.a.	34.5	35.7	36.8	40.0
Overall employment	% change from											
growth Employment rate of	previous year % of female	-6.4	0.2	0.5	1.2	1.3			0.2	-0.2		
women	population aged 20 -											
	64	66.8	67.9	67.9	68.4	69.4	84.6		62.2	62.3	62.5	
Employment rate of men		81.4	79.3	79.4	80.0	80.5	95.0		74.9	74.5	74.2	
Employment rate of	aged 20 - 64 % of population aged	81.4	/9.3	79.4	80.0	80.5	95.0		74.9	74.5	74.2	
older workers	55 - 64	50.7	57.1	56.7	58.1	59.8	84.1		47.3	48.8	50.1	
Employment gender gap												
	employment rate between men and											
	women in percentage											
	points	14.6	11.4	11.5	11.6	11.1			12.7	12.2	11.7	
Employment rate of young persons	% of population aged 20 - 29	.	71.1 b	70.1 b	70.1	71.0	90.4		61.1	60.1	59.5	
Employment rate of low			, 1.1 0	70.1 5	70.1	/1.0	50.4		01.1	00.1	55.5	
skilled persons	at most lower											
	secondary education aged 20 - 64	64.5	55.6	55.7 b	56.5	56.9	86.6		52.9	52.1	51.4	
Employment rate of non-		04.5	55.0	55.7 5	50.5	50.5	80.0		52.5	52.1	51.4	
EU nationals	non-EU citizenship											
Part time employment	aged 20 - 64 % of total employment	:	63.6	62.3	61.5	61.9			58.0	56.9	56.0	
Part-time employment	% or total employment	25.1	26.7	26.7	27.0	26.7			19.4	19.8		
Temporary employees	% of total employees	6.6	6.0	6.0	6.2	6.1			14.0	13.7		
Overall unemployment	% of labour force								0.6		10.0	
rate Long-term	% of labour force	5.4	7.8	8.0	7.9	7.5			9.6	10.4	10.8	
unemployment		1.4	2.5	2.7	2.7	2.7	89.8		4.2	4.7	5.1	
Youth unemployment	% of youth labour											
rate Youth NEET rate	force (15-24) % of population aged	12.0	19.6	21.1	21.0	20.5			21.4	22.9		
	15-24	10.9	13.7	14.3	14.0	13.3	48.8		12.9	13.1	13.0	
	EU-27 = 100 (based on											
person employed	PPS per employed person)	113.1	102.3	100.1	99.7				99.8	99.9		
Labour productivity per	EU-27 = 100 (based on	115.1	102.5	100.1	55.7				55.8	55.5		
hour worked	PPS per hour worked)											
Nominal unit labour cost	% change from	113.4	102.7	100.7	98.9	:			99.9	99.9		
Nominal unit labour cost growth	previous year	2.3	1.7	1.4	2.6	:			0.6	3.2		
Real unit labour cost	% change from											
growth Gender pay gap	previous year	1.5	-1.4 19.5	-0.9 20.1	0.8 19.1	:			-0.7 16.4 p	0.8		
Involuntary temporary	as % of total	•	19.5	20.1	19.1	•			10.4 p	16.4 p	•	
employment	employees	3.0 u	3.4 u	3.6 u	3.6 u	3.5 u			8.5 u	8.3 u	8.5 u	
newly employed	share of people in											
	current job 12 months or less in total											
	employment	:	15.0	15.4	15.7	15.8			14.2	13.9	13.4	
At-risk-of-poverty rate												
of unemployed unemployment trap - tax		:	47.4	47.2	51.4 b	:			46.1	46.9 e	:	
rate on low wage												
earners		:	64.8	65.7	64.9	:			:	:	:	
inactivity and part-time work due to personal												
and family												
responisibilities		:	7.5 b	10.6	10.7	10.2			5.1	5.1	5.2	
job vacancy rate	% change over the recent 3 years		1.8	1.7	1.7	1.8			1.4	1.4	1.5	
Share of adult	age 25-64		1.0	1.7	1.7	1.0			1.4	1.4	1.5	
population with upper												
secondary or tertiary education		64.4	76.1	76.4	77.9	78.4			73.4	74.2	75.2	
percentage of adult	age 25-64	04.4	10.1	70.4	77.9	/8.4			/3.4	/4.2	/5.2	
population participating												
in education and training		20 5 1	10.4	15.0	15.0	10.1					10.4	
L		20.5 b	19.4	15.8	15.8	16.1	L		8.8	9.0	10.4	

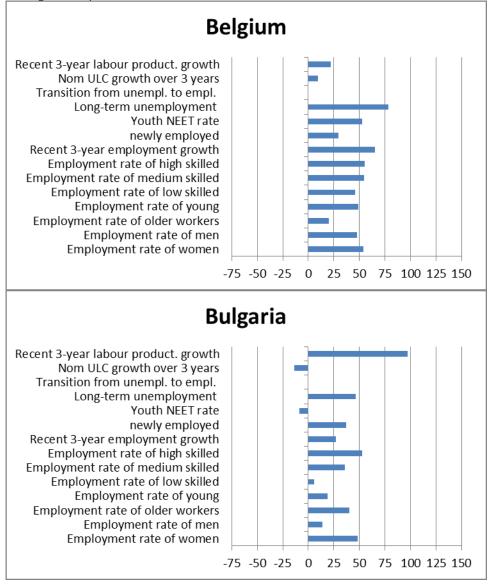
Source: Eurostat database (labour market statistics, national accounts), National Reform Programmes
Notes: b - break in series, p - provisional, c - confidental, e - estimated, n - not siglinifcant, f - forecast, s - Eurostat estimate, z - not applicable, u - unreliable, "." - not available
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subtracting that benchmark for a given country and indicator from the benchmark of the highest 5 performers, thus a 100. Nmbers 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

Employment	nent challenges United Kingdom Key employment challenge	Particularly Good labour
policy area		market outcome
1. Increase labour market participation	Youth unemployment, although below the EU average is considerably higher than the overall unemployment rate. NEET rate higher than EU average.	High employment rate, including for women.
2. Enhancing labour market functioning; combating segmentation		
3. Active labour market policies		
4. Adequate and employment oriented social security systems	Increase in in-work-poverty risk.	
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	· · · ·	
7. Gender equality	Gender pay gap is higher than EU average.	
8. Improving skill supply and productivity; Lifelong learning	High number of young people leaving school with poor basic skills. Lifelong learning, as a % of the population aged 25 to 64 participating in education and training decreased significantly which may impact on skills and productivity of that age group.	
9. Improving education and training systems	Number of early school leavers higher than EU average.	The share of the population with tertiary education higher than EU average.
10. Wage setting mechanisms and labour cost developments		

Annex A. Country charts for the benchmark 2013⁶

Average 5 best performers=100



⁶ Note: the benchmark is normalised in the following way: average of best 5=100, average of lowest 5=0. The interpretation of the benchmark is that it gives the relative distance to the best 5 performers by subtracting that benchmark for a given country and indicator from the benchmark of the best 5 performers, thus a 100. The bars thus show the relative distance to the best 5 performers that is the distance up to 100 (the right hand side of the chart) which is the index for the 5 best performers

