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COVER NOTE

from: The Employment Committee
to: Permanent Representatives Committee (Part I) / Council EPSCO
Subject: Employment Performance Monitor
- *Endorsement*

Delegations will find attached the Employment Performance Monitor finalised by the Employment Committee in view of the EPSCO Council on 17 June 2011.



The Employment Committee

Europe 2020 Employment Performance Monitor

Pilot version

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.

This pilot edition of the EPM 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

The JAF currently available is in a pilot-phase. The system may be adapted and re-modulated in light of the lessons learned during the first European Semester. The design of the EPM may therefore be also adapted in future editions. They may also include an overview of key social challenges, in agreement with the SPC.

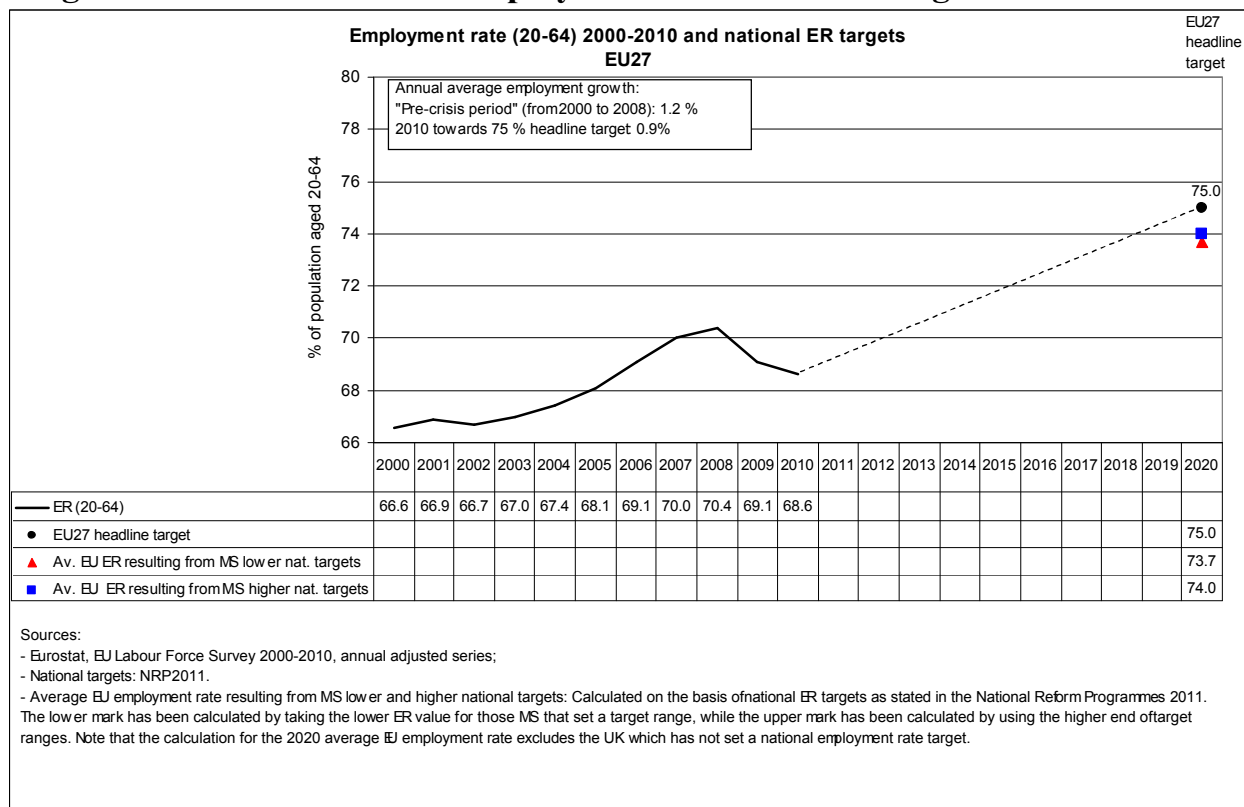
The JAF results, and hence the EPM, respect the role of national parliaments and social partners and differences in national systems, such as the systems for wage formation.

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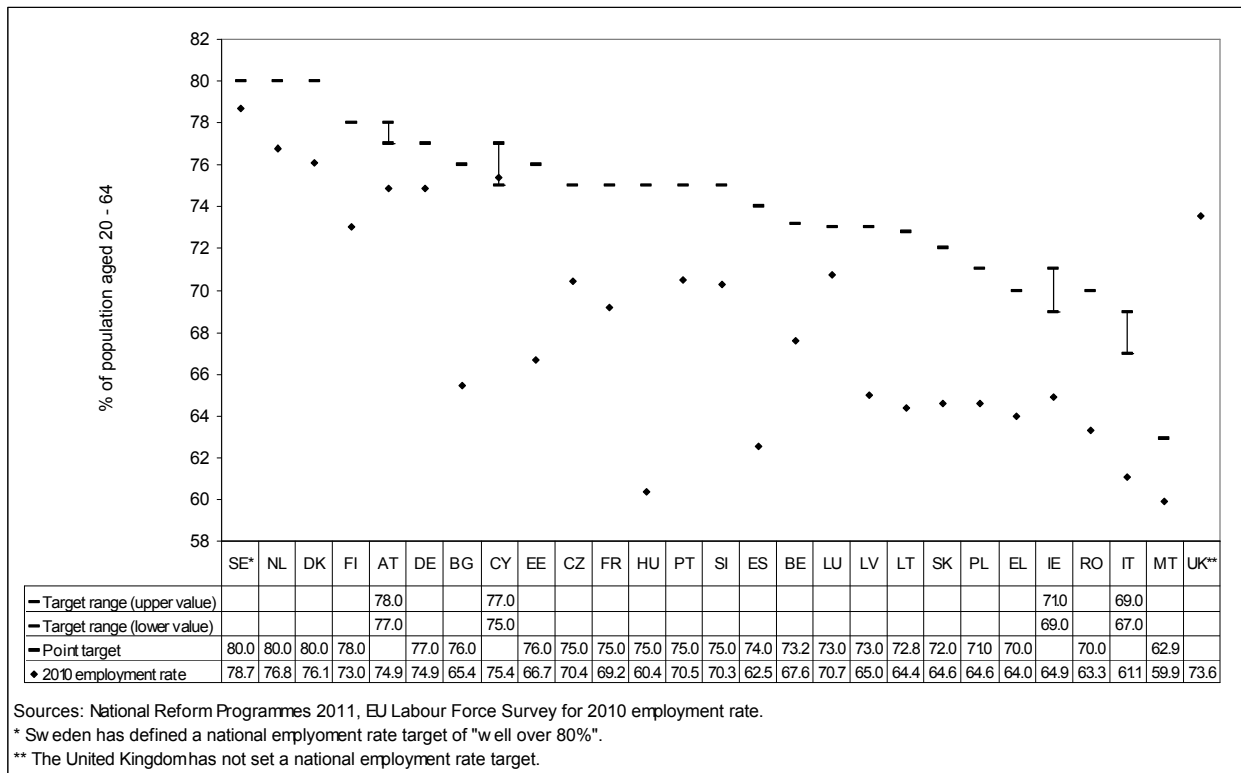
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PART I - Overview of National Employment Targets, Challenges and Best Practices

Progress towards the EU-27 employment rate headline target



National employment rate targets set by MS in their 2011 NRPs



National employment rate, education and sub-targets

MS	Employment rate (Headline target: 75% for age group 20-64)	Early leavers from education and training (Headline target: less than 10%)	Tertiary educational attainment (Headline target: at least 40%)	National sub-targets (%)
AT	77-78	9.5	38	
BE	73.2	9.5	47	ER of women 69.1; NEET 8.2; ER of older workers 50.0; ER-non EU citizens <16.5
BG	76	11	36	Reducing the level of unemployment among young people (aged 15-29) to 7% in 2020; Achieving a level of Employment among elderly people (aged 55-64) of 53% in 2020
CY	75-77	10	46	
CZ	75	5.5	32	ER of women 65.0; ER of older workers 55.0; unemployment rate (15-24) reduced by 1/3; unemployment rate of low-skilled reduced (ISCED 0-2) by 1/4.
DE	77	less than 10	42	ER older workers 60.0; ER of women 73.0
DK	80	less than 10	at least 40	95% of a youth cohort should complete upper secondary educ. and 50% tertiary educ.
EE	76	9.5	40	Youth unemployment 10.0; long-term unemployment 2.5; productivity per employed person 80.0; share of adults (25-64) with no professional qualification 30.0; participation rate in lifelong learning among adults (25-64) 20.0; labour participation rate (15-64) 75.0
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	
IT	67-69	15-16	26-27	
LT	72.8	less than 9	40	ER of women 69.5; ER of men 76.5; ER of older workers 53.4
LU	73	less than 10	40	
LV	73	13.4	34-36	
MT	62.9	29	33	
NL	80	less than 8	45	
PL	71	4.5	45	
PT	75	10	40	
RO	70	11.3	26.7	
SE	well over 80	less than 10	40-45	
SI	75	5	40	
SK	72	6	40	Long-term unemployment rate of 3% by 2020
UK	n.a.	n.a.	n.a.	
EU average*	73.7-74.0			

Source: National Reform Programmes 2011

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

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

MS	Labour market participation	Job creation	Labour market functioning, combating segmentation	Active labour market policies	Social security systems	Work-life balance	Gender equality	Skill supply and productivity, lifelong learning	Education and training systems	Wage setting mechanism and labour cost developments
BE	●				●		○			●
BG	●	●	●	●	●		○	●	●	●
CZ	●/○			●		●	●	○	●/○	
DK	●/○			○			○	○	●	
DE	○	○				●	●			
EE	●/○			●			○	●		
IE	●	●			●			●	○	
EL	●		●	●	○		●	●	●	
ES	●		●	●				●/○	●	●
FR	●/○		●	●				○	○	
IT	●		●	○	●/○	●	●/○	●	●	●
CY	○		●	○	○	●	●	●	●/○	
LV	●/○	●	○	●	●	○	○	●/○	●	
LT	●		●	●		●	○	●/○		
LU	●	○		○		○		●	●	●
HU	●/○	●		●	●	●	○	●	●/○	
MT	●/○	○	●	○	○		●	●	●/○	●
NL	●/○				●		○	○	○	
AT	●/○		○	○	○	●	●	○	●/○	
PL	●		●			●		●	●/○	
PT	●		●	●		○		●	●/○	
RO	●		●	●	●	●/○	○	●	●	●
SI	●		●				○	●/○	○	
SK	●			●		●	●	●	●/○	
FI	●/○			○			○	○		
SE	●/○	○			●		○	○		
UK	●	●			●	●	○	●/○	●	

●= Key Employment Challenge

○= Particularly good labour market outcomes ("Best practices")

PART II - Common Key Employment Challenges – Details

Employment policy areas	Key Employment Challenges	EU-27 sum	BE	BG	CZ	DK	DE	EE	IE	EL	ES	FR	IT	CY	LV	LT	LU	HU	MT	NL	AT	PL	PT	RO	SI	SK	FI	SE	UK	
Labour market participation	Low female employment rate	8								•	•		•					•	•			•		•		•				
	Low male employment rate	5							•		•				•	•							•							
	Low participation of older workers	11	•			•						•	•				•		•		•	•		•	•		•			
	High incidence of youth unemployment and/or NEET	15		•				•	•	•	•	•	•		•		•	•						•		•	•	•	•	
	Low participation of low-skilled persons	8		•	•				•	•							•									•	•			
	Low participation of migrants	5	•				•														•							•	•	
	Low participation of disabled	1																					•							
	Low total amount of hours worked	1																			•									
Job creation	Negative employment growth/insufficient job creation	6		•					•						•			•						•					•	
Labour market functioning, combating segmentation	High incidence of undeclared work	3		•						•														•						
	Inflexible working (time) arrangements	3			•														•					•						
	Low labour market mobility across regions and coexistence of high and low employment areas across the country	2																				•				•				
	Inadequate employment protection legislation	1															•													
	Labour market segmentation	5									•	•	•	•										•						
	Low transition from temporary into permanent contracts	2													•											•				
Active labour market policies	Barriers to access to activation measures by different age and qualifications groups	2									•													•						
	Low level of ALMP expenditure/Insufficient provision of well targeted tailored measures	7		•	•					•					•			•					•			•				
	High incidence of long-term unemployment	10						•	•	•	•	•			•								•		•	•	•			
Adequate and employment oriented social security systems	Inadequate level and coverage of unemployment benefits, poverty trap, at risk-of poverty	4		•									•		•									•						
	Disincentives for LM participation in the social security system/disability pension, unemployment traps	8	•	•					•									•		•				•				•	•	

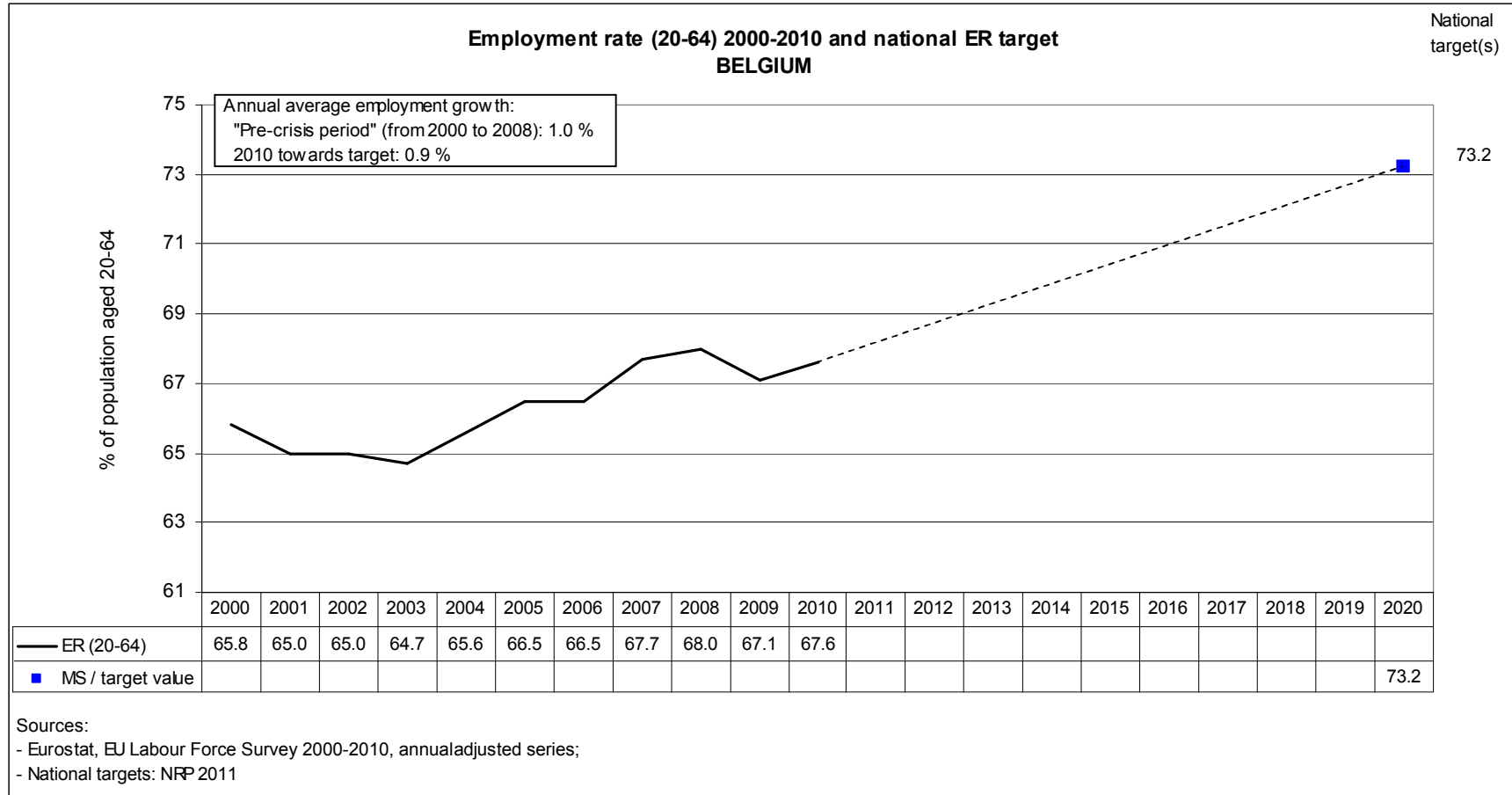
Common Key Employment Challenges – Details (CONT.)

Employment policy areas	Key Employment Challenges	EU-27 sum	BE	BG	CZ	DK	DE	EE	IE	EL	ES	FR	IT	CY	LV	LT	LU	HU	MT	NL	AT	PL	PT	RO	SI	SK	FI	SE	UK
Work-life balance	Insufficient provision of high quality, affordable child and/or dependant care facilities	10			•		•						•			•		•			•	•		•					•
	Limited use of flexible working arrangements	1			•																								
	High incidence of inactivity due to family obligations	4					•							•					•		•								
Gender equality	Large gender employment gaps	5			•		•			•			•						•										
	Large gender pay gap	6			•		•			•				•							•					•			
Improving skill supply and productivity; Lifelong learning	Weaknesses with respect to educational attainment of the (adult) population	4									•		•										•						•
	Participation in lifelong learning/lack of an integrated lifelong learning strategy/	10		•						•				•	•	•	•	•					•	•		•			
	Skills mismatches/Insufficient forecasting skills system	7						•	•								•	•				•	•						
	Low quality in education	1														•													
	Low share of tertiary graduates in science and technology	1														•													
Improving education and training systems	Low tertiary education attainment rate	3			•														•				•						
	High incidence of early school leaving	5									•		•						•				•						•
	Low participation of older workers in education and training	1																				•							
	Low attractiveness of vocational education and training	4				•				•				•								•							
	Insufficient provision of education and training opportunities to meet labour market needs	6		•													•	•				•		•		•			
	Insufficient provision of high quality education opportunities	2		•						•																			
Wage setting mechanism and labour cost developments	Labour cost developments not in line with productivity gains	7	•	•							•		•				•		•					•					

PART III - Country Overviews

BELGIUM

1. Progress towards the national employment rate target



2. Key indicators on labour market performance

BELGIUM

Indicator	Unit	2000	2008	2009	2010	2020 national target	2009	2010
							EU-27 total	
Overall employment rate	% of population aged 20 - 64	65.8	68.0	67.1	67.6	73.2	69.1	68.6
Overall employment growth	% change from previous year	2.0	1.7	-0.4	0.6		-1.8	-0.5
Employment rate of women	% of female population aged 20 - 64	56.0	61.3	61.0	61.6		62.5	62.1
Employment rate of men	% of male population aged 20 - 64	75.5	74.7	73.2	73.5		75.8	75.1
Employment rate of older workers	% of population aged 55 - 64	26.3	34.5	35.3	37.3		46.0	46.3
Employment rate of young persons	% of population aged 20 - 29	68.3	64.5	61.8	61.0		63.0	61.7
Employment rate of low skilled persons	% of population with at most lower secondary education aged 20 - 64	51.2	49.1	47.7	48.4		54.4	53.4
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64	:	42.1	40.9	40.4		59.1	58.5
Part-time employment	% of total employment	18.9	22.6	23.4	24.0		18.8	19.2
Fixed term contracts	% of total employees	9.1	8.3	8.2	8.1		13.6	14.0
Overall unemployment rate	% of labour force	6.9	7.0	7.9	8.3		9.0	9.6
Long-term unemployment	% of labour force	3.7	3.3	3.5	4.1		3.0	3.8
Youth unemployment rate	% of youth labour force (15-24)	16.7	18.0	21.9	22.4		20.0	20.9
Youth NEET rate	% of population aged 15-24	17.7	10.1	11.1	:		12.4	:
Early leavers from education and training	% of pop. 18-24 with at most lower sec. educ. and not in further education or training	13.8	12.0	11.1	:	9.5	14.4	:
Tertiary educational attainment	% of population 30-34 having successfully completed tertiary education	35.2	42.9	42.0	:	47	32.3	:
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	136.5	125.5	125.5	:		100	:
Labour productivity per hour worked	EU-15 = 100 (based on PPS per hour worked)	129.1	117.7	117.9	:		87.8	:
Nominal unit labour cost growth	% change from previous year	0.4	4.4	4.3	-0.3		1.2	0.6
Real unit labour cost growth	% change from previous year	-1.5	2.4	3.2	-2.0		2.8	-1.8

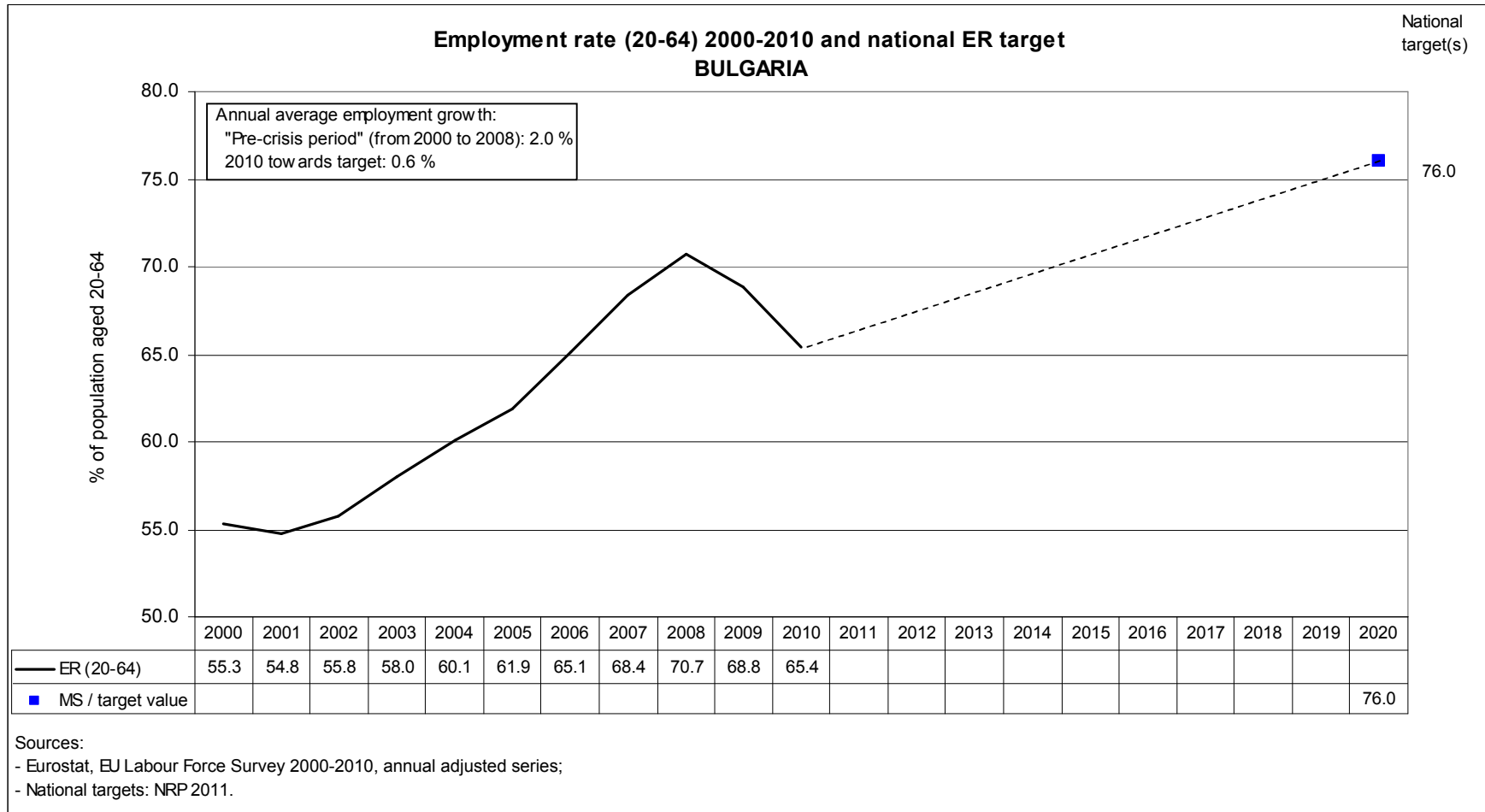
Source: Eurostat database (labour market statistics, national accounts), National Reform Programmes 2011

3. Key employment challenges

Employment policy area	Key employment challenges	Particularly good labour market outcomes ("Best practices")
1. Increase labour market participation	Low participation of older workers and in particular migrants	
2. Enhancing labour market functioning; combating segmentation		
3. Active labour market policies		
4. Adequate and employment oriented social security systems	High tax wedge, especially on lower wage earners	
5. Work-life balance		
6. Job creation		
7. Gender equality		Low gender pay gap
8. Improving skill supply and productivity; Lifelong learning		
9. Improving education and training systems		
10. Wage setting mechanisms and labour cost developments	Keeping labour cost developments in line with productivity	

BULGARIA

1. Progress towards the national employment rate target



2. Key indicators on labour market performance

BULGARIA

Indicator	Unit	2000	2008	2009	2010	2020 national target	2009	2010
							EU-27 total	
Overall employment rate	% of population aged 20 - 64	55.3	70.7	68.8	65.4	76	69.1	68.6
Overall employment growth	% change from previous year	-2.4	2.6	-2.6	-5.9		-1.8	-0.5
Employment rate of women	% of female population aged 20 - 64	50.7	65.4	64.0	61.7		62.5	62.1
Employment rate of men	% of male population aged 20 - 64	60.2	76.1	73.8	69.1		75.8	75.1
Employment rate of older workers	% of population aged 55 - 64	20.8	46.0	46.1	43.5		46.0	46.3
Employment rate of young persons	% of population aged 20 - 29	46.2	61.9	57.8	53.0		63.0	61.7
Employment rate of low skilled persons	% of population with at most lower secondary education aged 20 - 64	37.5	46.5	45.0	40.0		54.4	53.4
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64	:	:	:	:		59.1	58.5
Part-time employment	% of total employment	:	2.3	2.3	2.4		18.8	19.2
Fixed term contracts	% of total employees	:	5.0	4.7	4.5		13.6	14.0
Overall unemployment rate	% of labour force	16.4	5.6	6.8	10.2		9.0	9.6
Long-term unemployment	% of labour force	9.4	2.9	3.0	4.8		3.0	3.8
Youth unemployment rate	% of youth labour force (15-24)	33.7	12.7	16.2	23.2		20.0	20.9
Youth NEET rate	% of population aged 15-24	:	17.4	19.5	:		12.4	:
Early leavers from education and training	% of pop. 18-24 with at most lower sec. educ. and not in further education or training	:	14.8	14.7	:	11	14.4	:
Tertiary educational attainment	% of population 30-34 having successfully completed tertiary education	19.5	27.1	27.9	:	36	32.3	:
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	31.1	39.3	39.9	:		100	:
Labour productivity per hour worked	EU-15 = 100 (based on PPS per hour worked)	27.7	34.9	35.1	:		87.8	:
Nominal unit labour cost growth	% change from previous year	1.5	12.5	12.7	0.8		1.2	0.6
Real unit labour cost growth	% change from previous year	-4.8	3.7	8.1	-2.1		2.8	-1.8

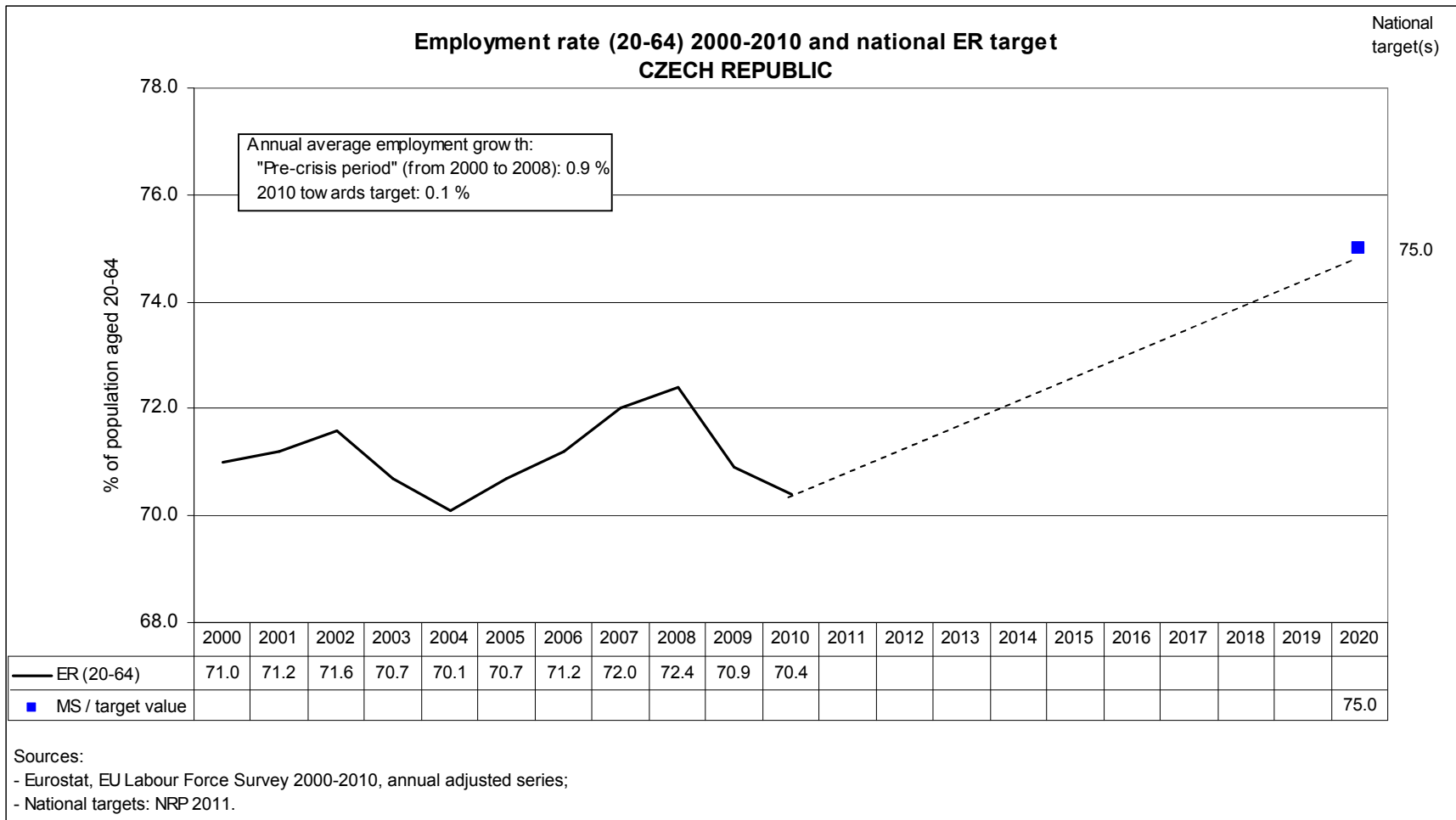
Source: Eurostat database (labour market statistics, national accounts), National Reform Programmes 2011

3. Key employment challenges

Employment policy area	Key employment challenges	Particularly good labour market outcomes ("Best practices")
1. Increase labour market participation	Consistently low youth activity and employment rates below EU-average; very high rate of youth NEET; low employment rate of low-skilled workers	
2. Enhancing labour market functioning; combating segmentation	High incidence of undeclared work	
3. Active labour market policies	Need to enhance the quality of activation services provided particularly to youth and low skilled unemployed	
4. Adequate and employment oriented social security systems	High at-risk-of poverty rate of unemployed combined with unemployment traps	
5. Work-life balance		
6. Job creation	Sharp downfalls in employment growth from a prominent pre-crisis position	
7. Gender equality		Low gender employment and pay gaps
8. Improving skill supply and productivity; Lifelong learning	Very low life-long learning participation of adults	
9. Improving education and training systems	Weak links between the education and training system and labour market needs; low quality education service	
10. Wage setting mechanisms and labour cost developments	Keeping labour cost developments in line with productivity	

CZECH REPUBLIC

1. Progress towards the national employment rate target



2. Key indicators on labour market performance

CZECH REPUBLIC

Indicator	Unit	2000	2008	2009	2010	2020 national target	2009	2010
							EU-27 total	
Overall employment rate	% of population aged 20 - 64	71.0	72.4	70.9	70.4	75	69.1	68.6
Overall employment growth	% change from previous year	-0.2	1.2	-1.2	-0.8		-1.8	-0.5
Employment rate of women	% of female population aged 20 - 64	61.9	62.5	61.4	60.9		62.5	62.1
Employment rate of men	% of male population aged 20 - 64	80.2	82.0	80.2	79.6		75.8	75.1
Employment rate of older workers	% of population aged 55 - 64	36.3	47.6	46.8	46.5		46.0	46.3
Employment rate of young persons	% of population aged 20 - 29	66.0	63.1	60.1	58.4		63.0	61.7
Employment rate of low skilled persons	% of population with at most lower secondary education aged 20 - 64	45.8	44.8	42.5	41.6		54.4	53.4
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64	:	75.5	71.9	74.7		59.1	58.5
Part-time employment	% of total employment	5.3	4.9	5.5	5.9		18.8	19.2
Fixed term contracts	% of total employees	8.1	8.0	8.5	8.9		13.6	14.0
Overall unemployment rate	% of labour force	8.7	4.4	6.7	7.3		9.0	9.6
Long-term unemployment	% of labour force	4.2	2.2	2.0	3.0		3.0	3.8
Youth unemployment rate	% of youth labour force (15-24)	17.8	9.9	16.6	18.3		20.0	20.9
Youth NEET rate	% of population aged 15-24	:	6.7	8.5	:		12.4	:
Early leavers from education and training	% of pop. 18-24 with at most lower sec. educ. and not in further education or training	:	5.6	5.4	:	5.5	14.4	:
Tertiary educational attainment	% of population 30-34 having successfully completed tertiary education	13.7	15.4	17.5	:	32	32.3	:
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	61.8	72.1	72.9	:		100	:
Labour productivity per hour worked	EU-15 = 100 (based on PPS per hour worked)	43.9	54.1	56.2	:		87.8	:
Nominal unit labour cost growth	% change from previous year	2.3	5.1	3.5	-0.3		1.2	0.6
Real unit labour cost growth	% change from previous year	0.7	3.2	1.0	0.2		2.8	-1.8

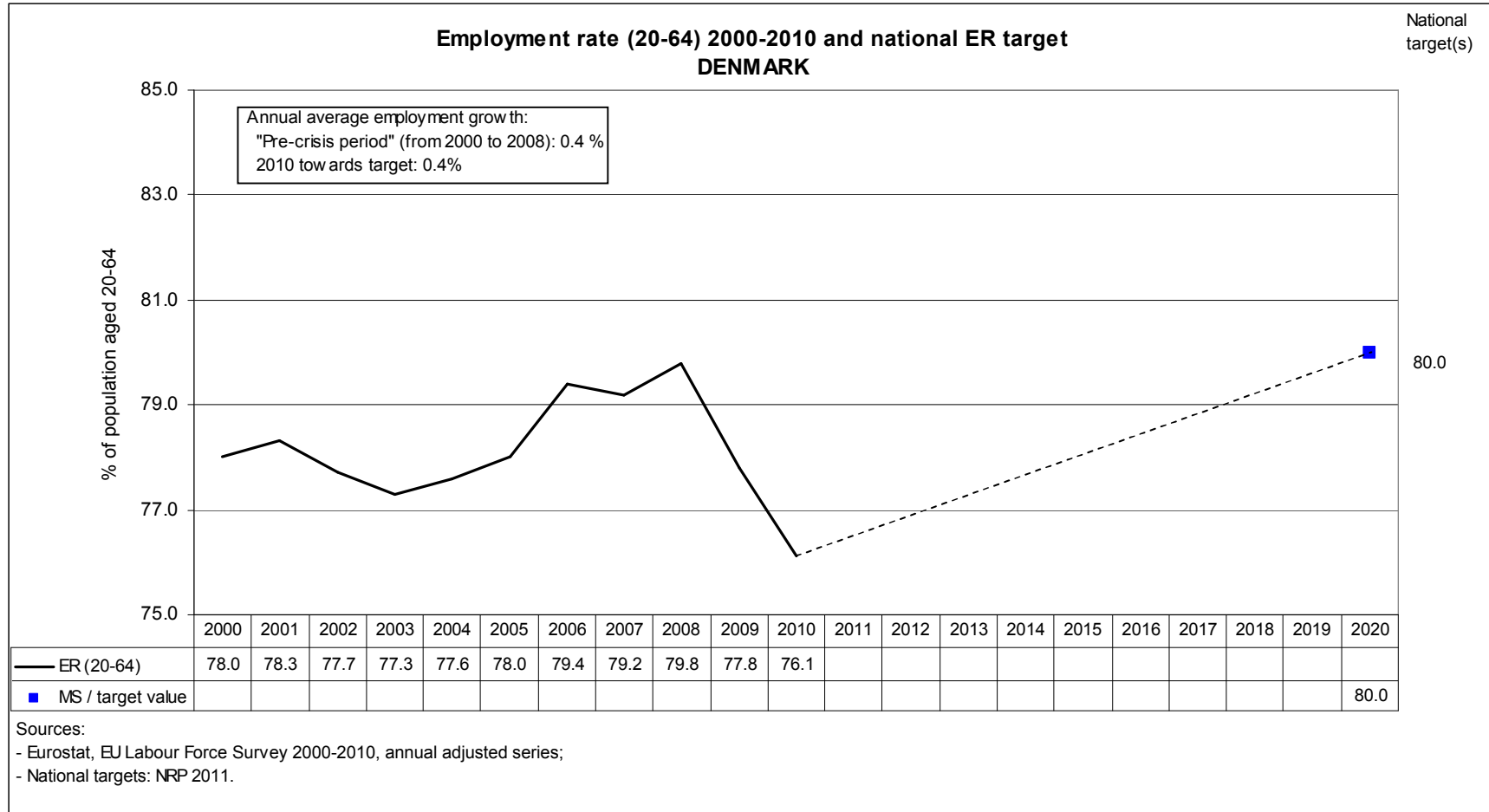
Source: Eurostat database (labour market statistics, national accounts), National Reform Programmes 2011

3. Key employment challenges

Employment policy area	Key employment challenges	Particularly good labour market outcomes ("Best practices")
1. Increase labour market participation	Low LM participation of the low-skilled	NEET rate below EU-average High employment rate of non-EU nationals
2. Enhancing labour market functioning; combating segmentation		
3. Active labour market policies	Low expenditure on ALMP measures (both expenditure per person wanting to work and as % of GDP is low) Low share of participants in regular activation measures	
4. Adequate and employment oriented social security systems		
5. Work-life balance	Limited use of flexible working arrangements and part-time work Strong employment impact of motherhood on women	
6. Job creation		
7. Gender equality	High gender employment and pay gap	
8. Improving skill supply and productivity; Lifelong learning		High share of well educated adult population
9. Improving education and training systems	Public spending on education below EU average Low tertiary education attainment rates (but with strong increases over recent years)	Low incidence of early school leaving
10. Wage setting mechanisms and labour cost developments		

DENMARK

1. Progress towards the national employment rate target



2. Key indicators on labour market performance

DENMARK

Indicator	Unit	2000	2008	2009	2010	2020 national target	2009	2010
							EU-27 total	
Overall employment rate	% of population aged 20 - 64	78.0	79.8	77.8	76.1	80	69.1	68.6
Overall employment growth	% change from previous year	0.5	1.9	-3.1	-2.1		-1.8	-0.5
Employment rate of women	% of female population aged 20 - 64	72.9	75.4	74.8	73.1		62.5	62.1
Employment rate of men	% of male population aged 20 - 64	82.9	84.2	80.8	79.0		75.8	75.1
Employment rate of older workers	% of population aged 55 - 64	55.7	57.3	57.5	57.6		46.0	46.3
Employment rate of young persons	% of population aged 20 - 29	77.2	79.7	75.4	71.0		63.0	61.7
Employment rate of low skilled persons	% of population with at most lower secondary education aged 20 - 64	64.1	67.5	65.4	62.7		54.4	53.4
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64	:	59.8	62.7	56.7		59.1	58.5
Part-time employment	% of total employment	21.3	24.6	26.0	26.5		18.8	19.2
Fixed term contracts	% of total employees	9.7	8.4	8.9	8.6		13.6	14.0
Overall unemployment rate	% of labour force	4.3	3.3	6.0	7.4		9.0	9.6
Long-term unemployment	% of labour force	0.9	0.4	0.5	1.4		3.0	3.8
Youth unemployment rate	% of youth labour force (15-24)	6.2	7.6	11.2	13.8		20.0	20.9
Youth NEET rate	% of population aged 15-24	4.7	4.2	5.2	:		12.4	:
Early leavers from education and training	% of pop. 18-24 with at most lower sec. educ. and not in further education or training	11.7	11.5	10.6	:	less than 10%	14.4	:
Tertiary educational attainment	% of population 30-34 having successfully completed tertiary education	32.1	45.4	48.1	:	at least 40%	32.3	:
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	110.5	103.8	103.3	:		100	:
Labour productivity per hour worked	EU-15 = 100 (based on PPS per hour worked)	103.6	98.9	97.8	:		87.8	:
Nominal unit labour cost growth	% change from previous year	0.5	6.8	4.7	-1.4		1.2	0.6
Real unit labour cost growth	% change from previous year	-2.4	2.8	4.3	-4.6		2.8	-1.8

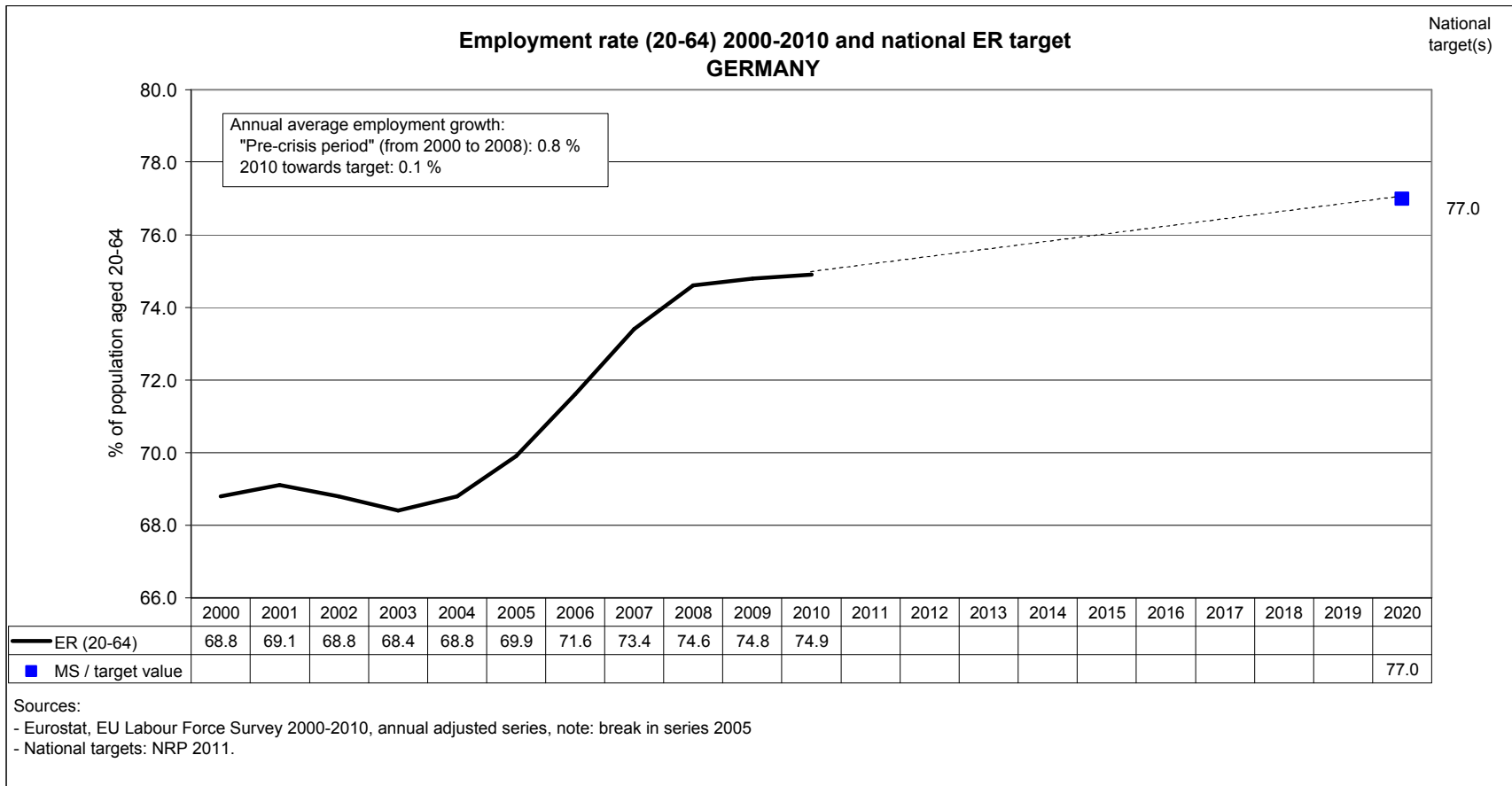
Source: Eurostat database (labour market statistics, national accounts), National Reform Programmes 2011

3. Key employment challenges

Employment policy area	Key employment challenges	Particularly good labour market outcomes ("Best practices")
1. Increase labour market participation	Relatively low participation of immigrants and descendants of immigrants, disabled and elderly, especially in the age group of 60-64.	Total employment rate strongly above the EU-average. Share of youth in NEET strongly below average
2. Enhancing labour market functioning; combating segmentation		
3. Active labour market policies		Long term unemployment well below EU-average
4. Adequate and employment oriented social security systems		
5. Work-life balance		
6. Job creation		
7. Gender equality		Second highest employment rate for women among EU-27
8. Improving skill supply and productivity; Lifelong learning		Share of population in lifelong learning strongly above average
9. Improving education and training systems	Relatively low youth education attainment level and high share of drop-outs from youth and vocational institutions.	
10. Wage setting mechanisms and labour cost developments		

GERMANY

1. Progress towards the national employment rate target



2. Key indicators on labour market performance

GERMANY

Indicator	Unit	2000	2008	2009	2010	2020 national target	2009	2010
							EU-27 total	
Overall employment rate	% of population aged 20 - 64	68.8	74.6	74.8	74.9	77	69.1	68.6
Overall employment growth	% change from previous year	1.9	1.4	0.0	0.5		-1.8	-0.5
Employment rate of women	% of female population aged 20 - 64	60.9	69.0	69.8	69.6		62.5	62.1
Employment rate of men	% of male population aged 20 - 64	76.5	80.2	79.7	80.1		75.8	75.1
Employment rate of older workers	% of population aged 55 - 64	37.6	53.8	56.2	57.7		46.0	46.3
Employment rate of young persons	% of population aged 20 - 29	70.6	70.5	69.7	69.5		63.0	61.7
Employment rate of low skilled persons	% of population with at most lower secondary education aged 20 - 64	52.7	56.3	56.1	56.0		54.4	53.4
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64	:	54.8	55.2	55.6		59.1	58.5
Part-time employment	% of total employment	19.4	25.9	26.1	26.2		18.8	19.2
Fixed term contracts	% of total employees	12.7	14.7	14.5	14.7		13.6	14.0
Overall unemployment rate	% of labour force	7.5	7.5	7.8	7.1		9.0	9.6
Long-term unemployment	% of labour force	3.8	3.8	3.4	3.2		3.0	3.8
Youth unemployment rate	% of youth labour force (15-24)	7.5	10.6	11.2	9.9		20.0	20.9
Youth NEET rate	% of population aged 15-24	7.7	8.3	8.7	:		12.4	:
Early leavers from education and training	% of pop. 18-24 with at most lower sec. educ. and not in further education or training	14.6	11.8	11.1	:	less than 10%	14.4	:
Tertiary educational attainment	% of population 30-34 having successfully completed tertiary education	25.7	27.7	29.4	:	42	32.3	:
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	108.0	107.2	105.1	:		100	:
Labour productivity per hour worked	EU-15 = 100 (based on PPS per hour worked)	107.1	110.6	110.0	:		87.8	:
Nominal unit labour cost growth	% change from previous year	0.6	2.4	5.2	-0.9		1.2	0.6
Real unit labour cost growth	% change from previous year	1.3	1.3	3.7	-1.4		2.8	-1.8

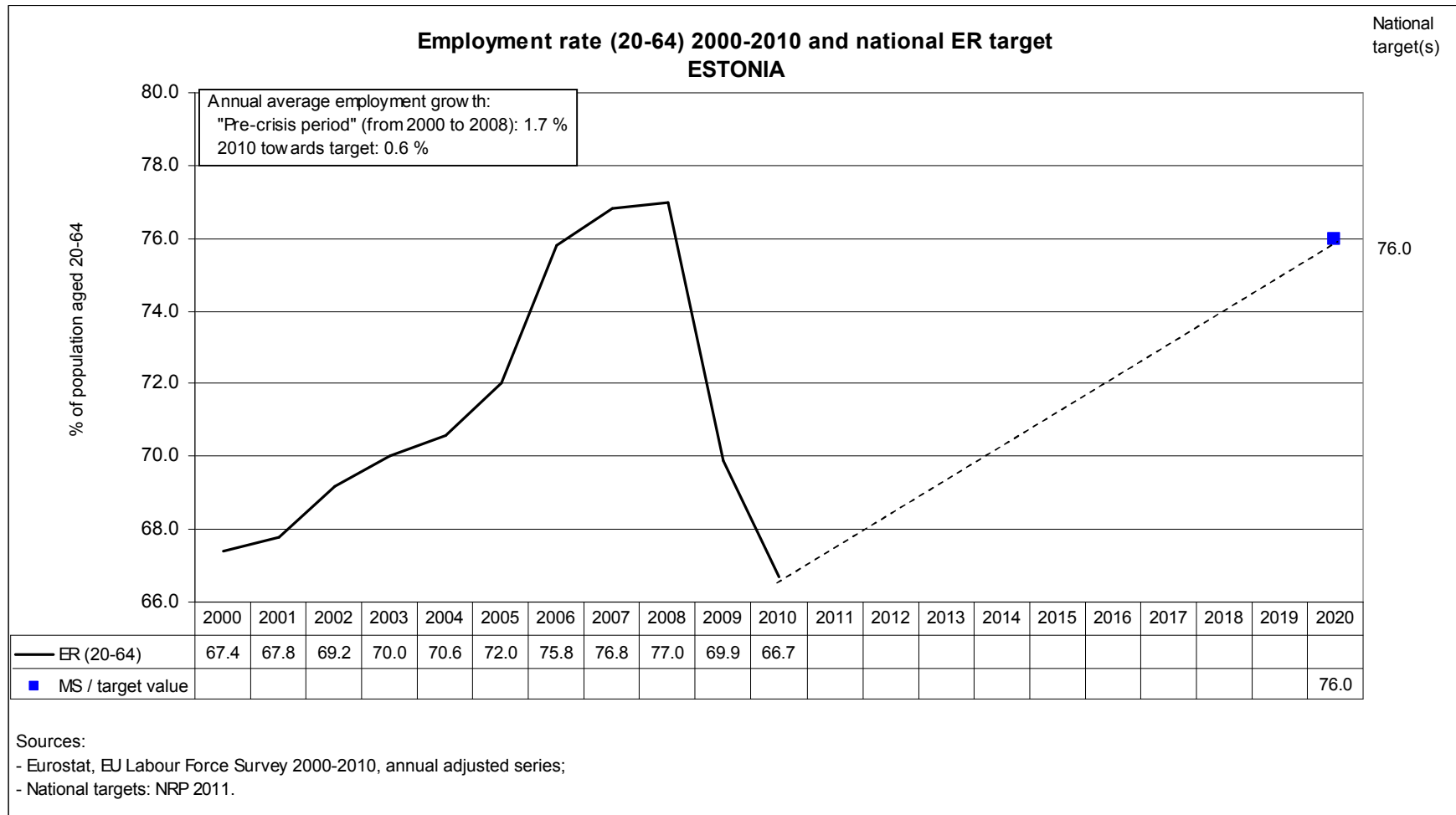
Source: Eurostat database (labour market statistics, national accounts), National Reform Programmes 2011

3. Key employment challenges

Employment policy area	Key employment challenges	Particularly good labour market outcomes ("Best practices")
1. Increase labour market participation		Employment rates are well above average for all groups (apart from non-EU nationals).
2. Enhancing labour market functioning; combating segmentation		
3. Active labour market policies		
4. Adequate and employment oriented social security systems		
5. Work-life balance	Relatively high incidence of inactivity and part-time work due to family responsibilities.	
6. Job creation		Positive employment growth above EU average
7. Gender equality	The female employment rate in full-time equivalents is relatively low and the gender pay gap is quite large compared to the EU average	
8. Improving skill supply and productivity; Lifelong learning		
9. Improving education and training systems		
10. Wage setting mechanisms and labour cost developments		

ESTONIA

1. Progress towards the national employment rate target



2. Key indicators on labour market performance

ESTONIA

Indicator	Unit	2000	2008	2009	2010	2020 national target	2009	2010
							EU-27 total	
Overall employment rate	% of population aged 20 - 64	67.4	77.0	69.9	66.7	76	69.1	68.6
Overall employment growth	% change from previous year	-1.5	0.2	-10.0	-4.8		-1.8	-0.5
Employment rate of women	% of female population aged 20 - 64	62.9	72.8	68.8	65.7		62.5	62.1
Employment rate of men	% of male population aged 20 - 64	72.4	81.7	71.0	67.7		75.8	75.1
Employment rate of older workers	% of population aged 55 - 64	46.3	62.4	60.4	53.8		46.0	46.3
Employment rate of young persons	% of population aged 20 - 29	61.4	69.8	59.5	56.5		63.0	61.7
Employment rate of low skilled persons	% of population with at most lower secondary education aged 20 - 64	41.9	58.8	46.9	44.1		54.4	53.4
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64	:	75.0	64.4	57.7		59.1	58.5
Part-time employment	% of total employment	8.1	7.2	10.5	11.0		18.8	19.2
Fixed term contracts	% of total employees	3.0	2.4	2.5	3.7		13.6	14.0
Overall unemployment rate	% of labour force	13.6	5.5	13.8	16.9		9.0	9.6
Long-term unemployment	% of labour force	6.3	1.7	3.8	7.7		3.0	3.8
Youth unemployment rate	% of youth labour force (15-24)	24.4	12.0	27.5	32.9		20.0	20.9
Youth NEET rate	% of population aged 15-24	14.5	8.8	14.9	:		12.4	:
Early leavers from education and training	% of pop. 18-24 with at most lower sec. educ. and not in further education or training	15.1	14.0	13.9	:	9.5	14.4	:
Tertiary educational attainment	% of population 30-34 having successfully completed tertiary education	30.8	34.1	35.9	:	40	32.3	:
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	46.9	64.4	65.5	:		100	:
Labour productivity per hour worked	EU-15 = 100 (based on PPS per hour worked)	34.5	48.1	52.0	:		87.8	:
Nominal unit labour cost growth	% change from previous year	2.5	16.2	1.2	-7.9		1.2	0.6
Real unit labour cost growth	% change from previous year	-1.9	8.4	1.2	-9.2		2.8	-1.8

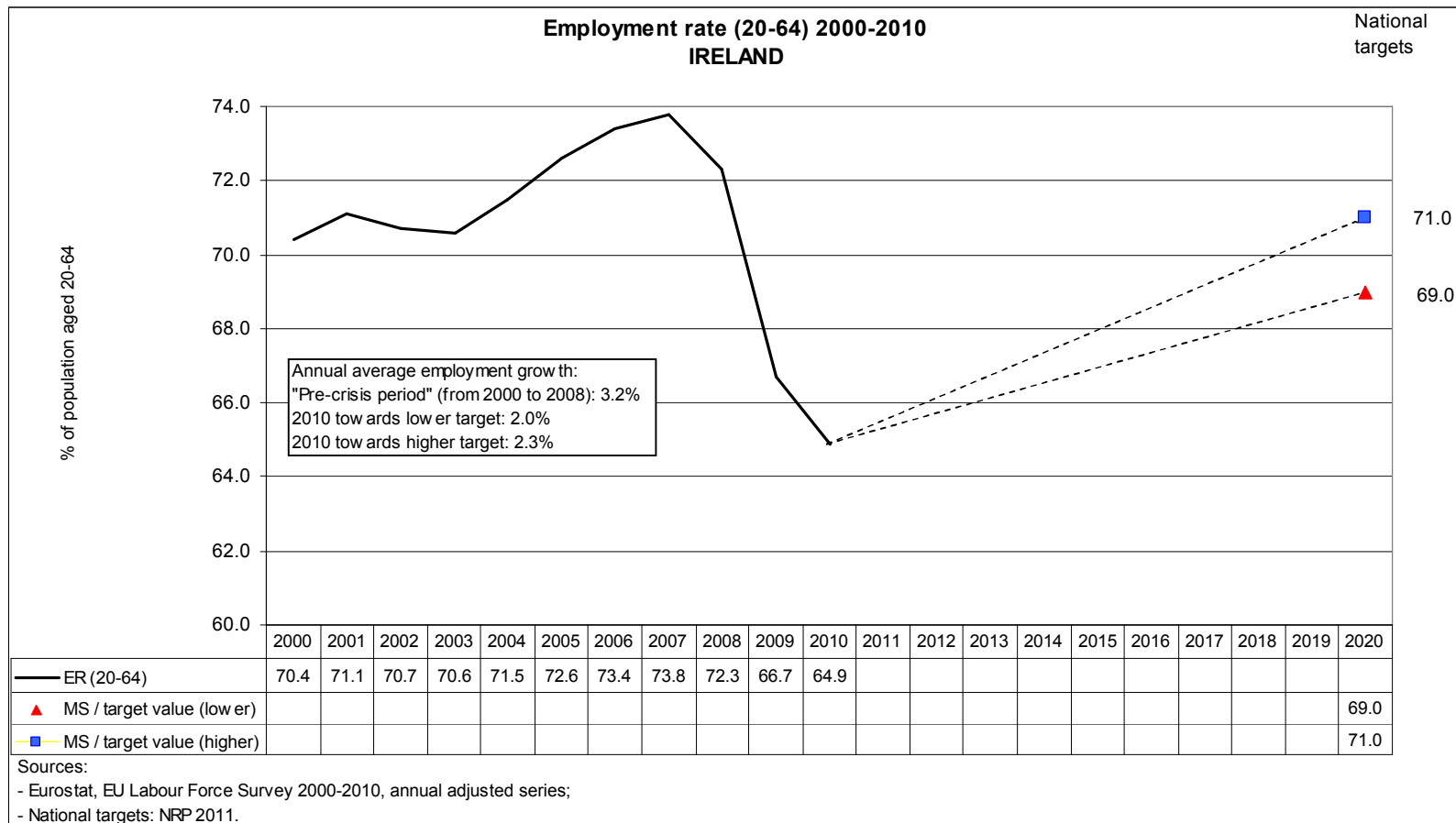
Source: Eurostat database (labour market statistics, national accounts), National Reform Programmes 2011

3. Key employment challenges

Employment policy area	Key employment challenges	Particularly good labour market outcomes ("Best practices")
1. Increase labour market participation	Employment rates of low-skilled and also youth well below average	Employment outcome of older workers well above average
2. Enhancing labour market functioning; combating segmentation		
3. Active labour market policies	Long-term unemployment strongly above average indicating structural unemployment	
4. Adequate and employment oriented social security systems		
5. Work-life balance		
6. Job creation		
7. Gender equality		Gender employment gap well below average
8. Improving skill supply and productivity; Lifelong learning	Employment rate of low-skilled clearly below average. Mismatch of the skills of the unemployed and the needs of the labour market.	
9. Improving education and training systems		
10. Wage setting mechanisms and labour cost developments		

IRELAND

1. Progress towards the national employment rate target



2. Key indicators on labour market performance

IRELAND

Indicator	Unit	2000	2008	2009	2010	2020 national target	2009	2010
							EU-27 total	
Overall employment rate	% of population aged 20 - 64	70.4	72.3	66.7	64.9	69-71	69.1	68.6
Overall employment growth	% change from previous year	4.5	-1.1	-8.2	-4.1		-1.8	-0.5
Employment rate of women	% of female population aged 20 - 64	57.9	64.1	61.7	60.4		62.5	62.1
Employment rate of men	% of male population aged 20 - 64	82.8	80.4	71.8	69.4		75.8	75.1
Employment rate of older workers	% of population aged 55 - 64	45.3	53.7	51.0	50.0		46.0	46.3
Employment rate of young persons	% of population aged 20 - 29	76.7	73.9	64.7	61.0		63.0	61.7
Employment rate of low skilled persons	% of population with at most lower secondary education aged 20 - 64	56.4	56.5	49.4	46.0		54.4	53.4
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64	:	66.5	59.5	56.5		59.1	58.5
Part-time employment	% of total employment	16.4	18.6	21.2	22.4		18.8	19.2
Fixed term contracts	% of total employees	5.9	8.5	8.5	9.3		13.6	14.0
Overall unemployment rate	% of labour force	4.2	6.3	11.9	13.7		9.0	9.6
Long-term unemployment	% of labour force	1.6	1.7	3.4	6.7		3.0	3.8
Youth unemployment rate	% of youth labour force (15-24)	6.7	13.3	24.4	27.8		20.0	20.9
Youth NEET rate	% of population aged 15-24	:	14.8	18.5	:		12.4	:
Early leavers from education and training	% of pop. 18-24 with at most lower sec. educ. and not in further education or training	:	11.3	11.3	:	8	14.4	:
Tertiary educational attainment	% of population 30-34 having successfully completed tertiary education	27.5	46.1	49.0	:	60	32.3	:
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	127.6	127.8	130.5	:		100	:
Labour productivity per hour worked	EU-15 = 100 (based on PPS per hour worked)	95.4	102.4	105.9	:		87.8	:
Nominal unit labour cost growth	% change from previous year	2.8	5.9	-0.6	-4.9		1.2	0.6
Real unit labour cost growth	% change from previous year	-2.9	7.5	3.6	-2.4		2.8	-1.8

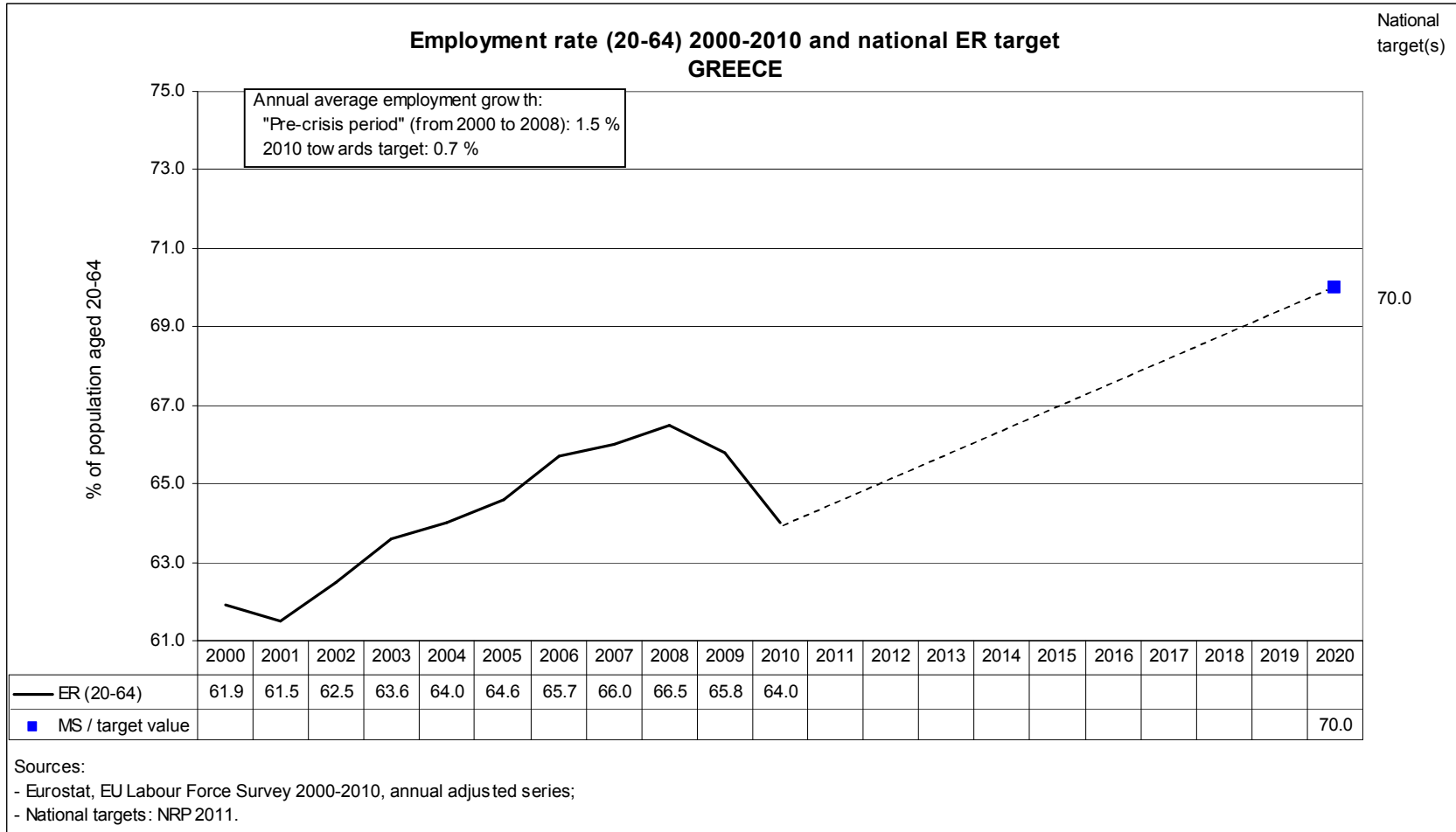
Source: Eurostat database (labour market statistics, national accounts), National Reform Programmes 2011

3. Key employment challenges

Employment policy area	Key employment challenges	Particularly good labour market outcomes ("Best practices")
1. Increase labour market participation	Low male and low-skilled employment rates Risk of structural unemployment due to high unemployment among males, low-skilled and youths (NEET rate strongly above average).	
2. Enhancing labour market functioning; combating segmentation		
3. Active labour market policies		
4. Adequate and employment oriented social security systems	High long term unemployment suggesting potential issue with activation and tax/benefit systems to encourage unemployed back into work.	
5. Work-life balance		
6. Job creation	Strongly negative employment growth, in particular 2008 and 2009	
7. Gender equality		
8. Improving skill supply and productivity; Lifelong learning	Potential skills mismatch in the labour force due to high levels of job losses among certain sectors such as construction.	
9. Improving education and training systems		Substantial reduction in the incidence of early school leaving High rate of tertiary education attainment.
10. Wage setting mechanisms and labour cost developments		

GREECE

1. Progress towards the national employment rate target



2. Key indicators on labour market performance

GREECE

Indicator	Unit	2000	2008	2009	2010	2020 national target	2009	2010
							EU-27 total	
Overall employment rate	% of population aged 20 - 64	61.9	66.5	65.8	64.0	70	69.1	68.6
Overall employment growth	% change from previous year	0.5	0.2	-0.7	-2.1		-1.8	-0.5
Employment rate of women	% of female population aged 20 - 64	45.5	52.5	52.7	51.7		62.5	62.1
Employment rate of men	% of male population aged 20 - 64	78.8	80.4	78.8	76.2		75.8	75.1
Employment rate of older workers	% of population aged 55 - 64	39.0	42.8	42.2	42.3		46.0	46.3
Employment rate of young persons	% of population aged 20 - 29	57.6	58.7	57.9	54.0		63.0	61.7
Employment rate of low skilled persons	% of population with at most lower secondary education aged 20 - 64	57.0	60.4	59.8	57.9		54.4	53.4
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64	:	74.7	72.4	69.1		59.1	58.5
Part-time employment	% of total employment	4.5	5.6	6.0	6.4		18.8	19.2
Fixed term contracts	% of total employees	13.5	11.5	12.1	12.4		13.6	14.0
Overall unemployment rate	% of labour force	11.2	7.7	9.5	12.6		9.0	9.6
Long-term unemployment	% of labour force	6.2	3.6	3.9	5.7		3.0	3.8
Youth unemployment rate	% of youth labour force (15-24)	29.1	22.1	25.8	32.9		20.0	20.9
Youth NEET rate	% of population aged 15-24	16.9	11.7	12.6	:		12.4	:
Early leavers from education and training	% of pop. 18-24 with at most lower sec. educ. and not in further education or training	18.2	14.8	14.5	:	9.7	14.4	:
Tertiary educational attainment	% of population 30-34 having successfully completed tertiary education	25.4	25.6	26.5	:	32	32.3	:
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	93.6	99.8	98.9	:		100	:
Labour productivity per hour worked	EU-15 = 100 (based on PPS per hour worked)	64.5	69.4	70.7	:		87.8	:
Nominal unit labour cost growth	% change from previous year	:	6.2	5.0	-1.1		1.2	0.6
Real unit labour cost growth	% change from previous year	:	2.8	3.7	-3.5		2.8	-1.8

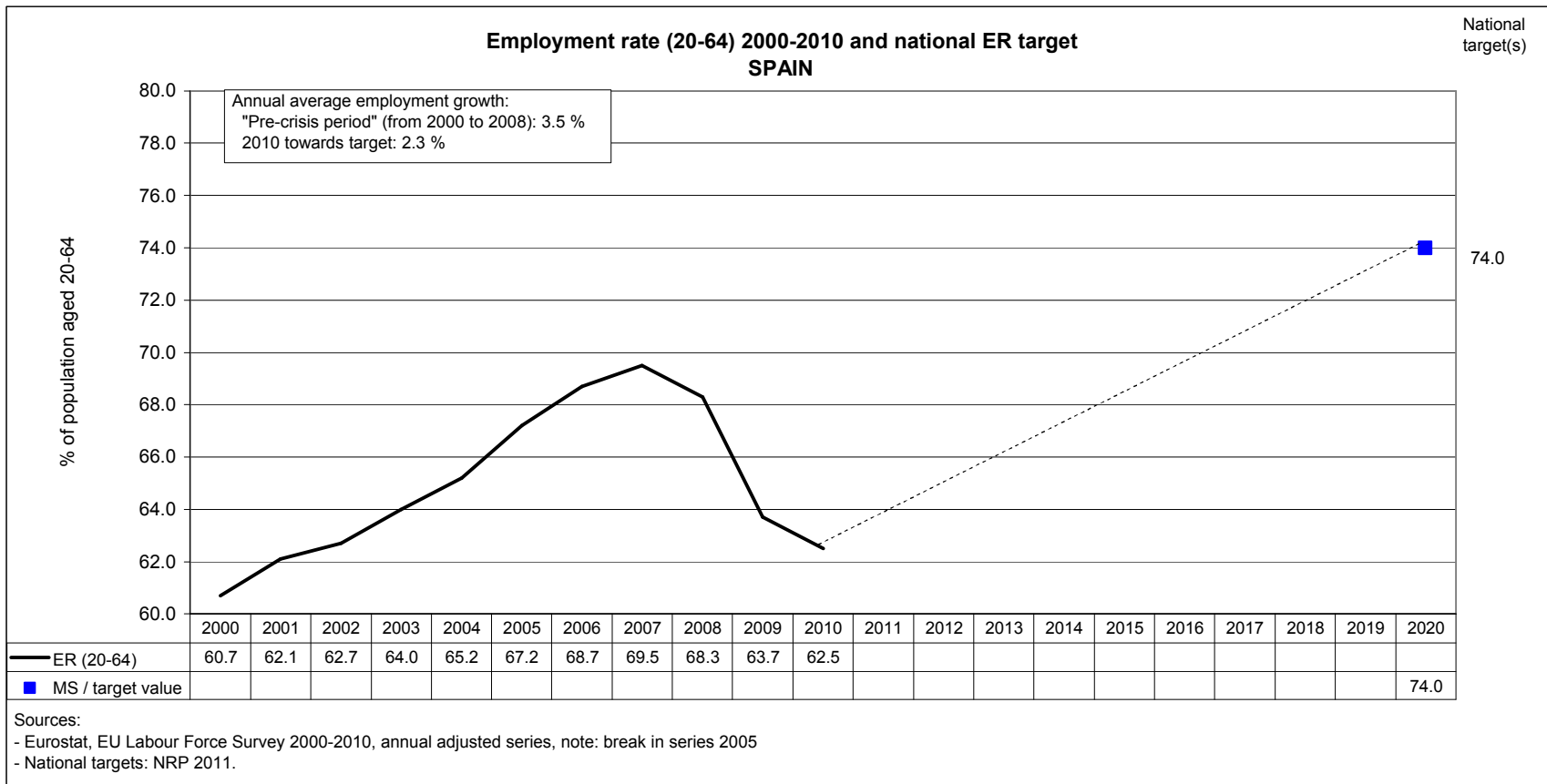
Source: Eurostat database (labour market statistics, national accounts), National Reform Programmes 2011

3. Key employment challenges

Employment policy area	Key employment challenges	Particularly good labour market outcomes ("Best practices")
1. Increase labour market participation	Very low employment rates of women and young people High incidence of youth unemployment	
2. Enhancing labour market functioning; combating segmentation	Very high incidence of undeclared work	
3. Active labour market policies	- High incidence of long-term unemployment. - Low expenditure in active labour market policies	
4. Adequate and employment oriented social security systems		Low unemployment trap
5. Work-life balance		
6. Job creation		
7. Gender equality	Strong gender inequalities in employment and pay	
8. Improving skill supply and productivity; Lifelong learning	Very low participation in lifelong learning	
9. Improving education and training systems	- Insufficient quality and efficiency of the education system -Very low attractiveness and relevance of Vocational Education and Training	
10. Wage setting mechanisms and labour cost developments		

SPAIN

1. Progress towards the national employment rate target



2. Key indicators on labour market performance

SPAIN

Indicator	Unit	2000	2008	2009	2010	2020 national target	2009	2010
							EU-27 total	
Overall employment rate	% of population aged 20 - 64	60.7	68.3	63.7	62.5	74	69.1	68.6
Overall employment growth	% change from previous year	5.1	-0.4	-6.6	-2.3		-1.8	-0.5
Employment rate of women	% of female population aged 20 - 64	44.5	58.3	56.3	55.8		62.5	62.1
Employment rate of men	% of male population aged 20 - 64	76.9	78.1	71.0	69.1		75.8	75.1
Employment rate of older workers	% of population aged 55 - 64	37.0	45.6	44.1	46.6		46.0	46.3
Employment rate of young persons	% of population aged 20 - 29	58.6	65.8	57.3	54.3		63.0	61.7
Employment rate of low skilled persons	% of population with at most lower secondary education aged 20 - 64	54.8	59.3	53.7	52.3		54.4	53.4
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64	:	69.6	59.3	59.1		59.1	58.5
Part-time employment	% of total employment	7.9	12.0	12.8	13.3		18.8	19.2
Fixed term contracts	% of total employees	32.2	29.3	25.4	24.9		13.6	14.0
Overall unemployment rate	% of labour force	11.1	11.3	18.0	20.1		9.0	9.6
Long-term unemployment	% of labour force	4.6	2.0	4.3	7.3		3.0	3.8
Youth unemployment rate	% of youth labour force (15-24)	24.3	24.6	37.8	41.6		20.0	20.9
Youth NEET rate	% of population aged 15-24	12.1	14.4	18.3	:		12.4	:
Early leavers from education and training	% of pop. 18-24 with at most lower sec. educ. and not in further education or training	29.1	31.9	31.2	:	15	14.4	:
Tertiary educational attainment	% of population 30-34 having successfully completed tertiary education	29.2	39.8	39.4	:	44	32.3	:
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	103.7	104.2	109.8	:		100	:
Labour productivity per hour worked	EU-15 = 100 (based on PPS per hour worked)	87.5	93.1	96.7	:		87.8	:
Nominal unit labour cost growth	% change from previous year	2.8	4.9	0.8	-1.5		1.2	0.6
Real unit labour cost growth	% change from previous year	-0.6	2.4	0.2	-2.5		2.8	-1.8

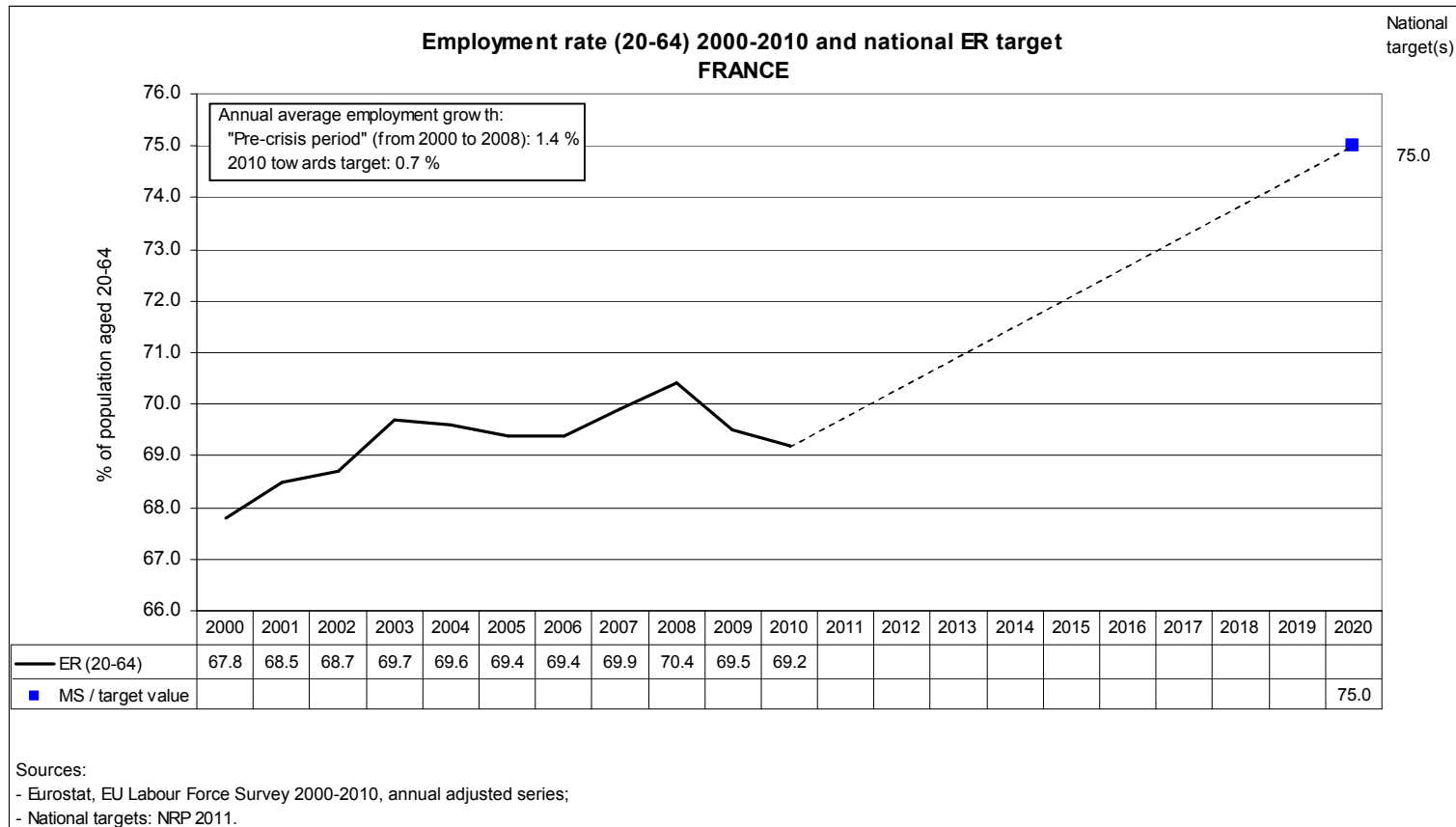
Source: Eurostat database (labour market statistics, national accounts), National Reform Programmes 2011

3. Key employment challenges

Employment policy area	Key employment challenges	Particularly good labour market outcomes ("Best practices")
1. Increase labour market participation	Low participation of men, women and youth, high incidence of youth unemployment	
2. Enhancing labour market functioning; combating segmentation	Strongly segmented labour market	
3. Active labour market policies	Activation of unemployed (specifically, youth and women)	
4. Adequate and employment oriented social security systems		
5. Work-life balance		
6. Job creation		
7. Gender equality		
8. Improving skill supply and productivity; Lifelong learning	Overall share of medium and highly skilled adults below average.	Share of tertiary graduates well above average
9. Improving education and training systems	High sustained rate of early school leaving	
10. Wage setting mechanisms and labour cost developments	Keeping labour cost developments in line with productivity	

FRANCE

1. Progress towards the national employment rate target



2. Key indicators on labour market performance

FRANCE

Indicator	Unit	2000	2008	2009	2010	2020 national target	2009	2010
							EU-27 total	
Overall employment rate	% of population aged 20 - 64	67.8	70.4	69.5	69.2	75	69.1	68.6
Overall employment growth	% change from previous year	2.7	0.6	-1.2	0.1		-1.8	-0.5
Employment rate of women	% of female population aged 20 - 64	60.3	65.5	65.0	64.9		62.5	62.1
Employment rate of men	% of male population aged 20 - 64	75.6	75.5	74.2	73.8		75.8	75.1
Employment rate of older workers	% of population aged 55 - 64	29.9	38.2	38.8	39.7		46.0	46.3
Employment rate of young persons	% of population aged 20 - 29	63.2	65.4	64.0	63.2		63.0	61.7
Employment rate of low skilled persons	% of population with at most lower secondary education aged 20 - 64	55.3	56.7	55.3	54.7		54.4	53.4
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64	:	52.0	47.9	47.9		59.1	58.5
Part-time employment	% of total employment	16.7	16.9	17.3	17.8		18.8	19.2
Fixed term contracts	% of total employees	15.2	15.0	14.5	15.1		13.6	14.0
Overall unemployment rate	% of labour force	9.0	7.8	9.5	9.7		9.0	9.6
Long-term unemployment	% of labour force	3.5	2.9	3.3	3.9		3.0	3.8
Youth unemployment rate	% of youth labour force (15-24)	19.6	19.1	23.5	23.3		20.0	20.9
Youth NEET rate	% of population aged 15-24	10.2	10.3	12.4	:		12.4	:
Early leavers from education and training	% of pop. 18-24 with at most lower sec. educ. and not in further education or training	13.3	11.9	12.3	:	9.5	14.4	:
Tertiary educational attainment	% of population 30-34 having successfully completed tertiary education	27.4	41.3	43.3	:	50	32.3	:
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	125.0	120.0	120.9	:		100	:
Labour productivity per hour worked	EU-15 = 100 (based on PPS per hour worked)	114.8	113.2	112.9	:		87.8	:
Nominal unit labour cost growth	% change from previous year	1.2	2.9	3.0	0.3		1.2	0.6
Real unit labour cost growth	% change from previous year	-0.2	0.3	2.4	-0.1		2.8	-1.8

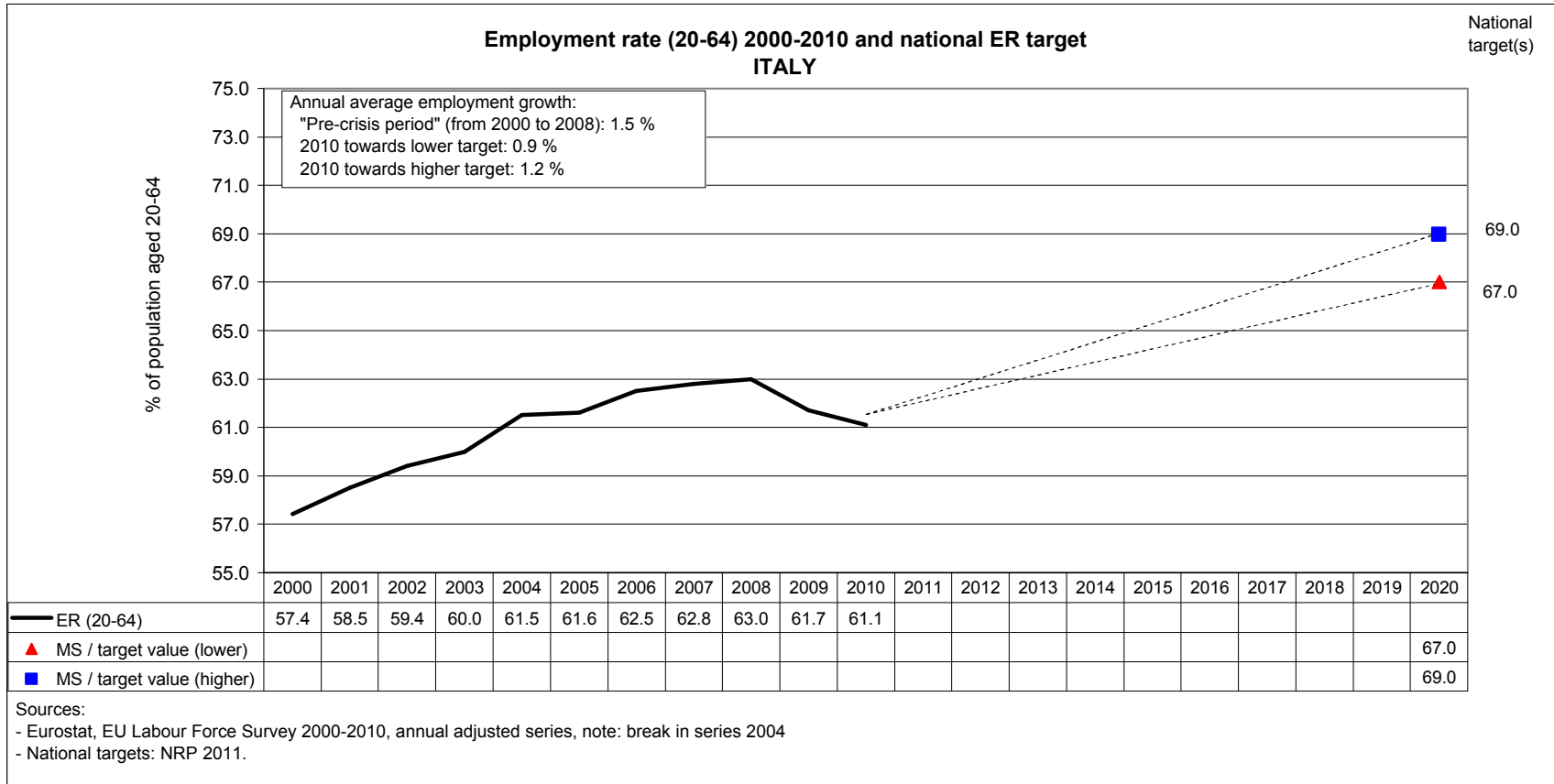
Source: Eurostat database (labour market statistics, national accounts), National Reform Programmes 2011

3. Key employment challenges

Employment policy area	Key employment challenges	Particularly good labour market outcomes ("Best practices")
1. Increase labour market participation	Low employment rates of older workers. High unemployment rates of young people	Participation level of older workers has been rising, with no decrease over the downturn
2. Enhancing labour market functioning; combating segmentation	Labour market segmentation between temporary and permanent labour contracts	
3. Active labour market policies	Improve the effectiveness of active labour market measures to combat increased unemployment and increased long-term unemployment	
4. Adequate and employment oriented social security systems		
5. Work-life balance		
6. Job creation		
7. Gender equality		
8. Improving skill supply and productivity; Lifelong learning		High labour productivity per person employed
9. Improving education and training systems		High tertiary education attainment level for 30-34 year cohort
10. Wage setting mechanisms and labour cost developments		

ITALY

1. Progress towards the national employment rate target



2. Key indicators on labour market performance

ITALY

Indicator	Unit	2000	2008	2009	2010	2020 national target	2009	2010
							EU-27 total	
Overall employment rate	% of population aged 20 - 64	67.4	63.0	61.7	61.1	67-69	69.1	68.6
Overall employment growth	% change from previous year	1.9	0.3	-1.6	-0.7		-1.8	-0.5
Employment rate of women	% of female population aged 20 - 64	42.2	50.6	49.7	49.5		62.5	62.1
Employment rate of men	% of male population aged 20 - 64	72.8	75.4	73.8	72.8		75.8	75.1
Employment rate of older workers	% of population aged 55 - 64	27.7	34.4	35.7	36.6		46.0	46.3
Employment rate of young persons	% of population aged 20 - 29	49.9	53.5	50.0	47.8		63.0	61.7
Employment rate of low skilled persons	% of population with at most lower secondary education aged 20 - 64	49.3	52.4	51.0	50.1		54.4	53.4
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64	:	70.6	67.1	65.1		59.1	58.5
Part-time employment	% of total employment	8.4	14.3	14.3	15.0		18.8	19.2
Fixed term contracts	% of total employees	10.1	13.3	12.5	12.8		13.6	14.0
Overall unemployment rate	% of labour force	10.1	6.7	7.8	8.4		9.0	9.6
Long-term unemployment	% of labour force	6.3	3.1	3.5	4.1		3.0	3.8
Youth unemployment rate	% of youth labour force (15-24)	27.0	21.3	25.4	27.8		20.0	20.9
Youth NEET rate	% of population aged 15-24	19.1	16.6	17.7	:		12.4	:
Early leavers from education and training	% of pop. 18-24 with at most lower sec. educ. and not in further education or training	25.1	19.7	19.2	:	15-16	14.4	:
Tertiary educational attainment	% of population 30-34 having successfully completed tertiary education	11.6	19.2	19.0	:	26-27	32.3	:
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	126.0	111.5	111.7	:		100	:
Labour productivity per hour worked	EU-15 = 100 (based on PPS per hour worked)	98.9	91.0	91.7	:		87.8	:
Nominal unit labour cost growth	% change from previous year	0.5	4.7	3.7	-0.2		1.2	0.6
Real unit labour cost growth	% change from previous year	-1.4	1.8	1.4	-0.8		2.8	-1.8

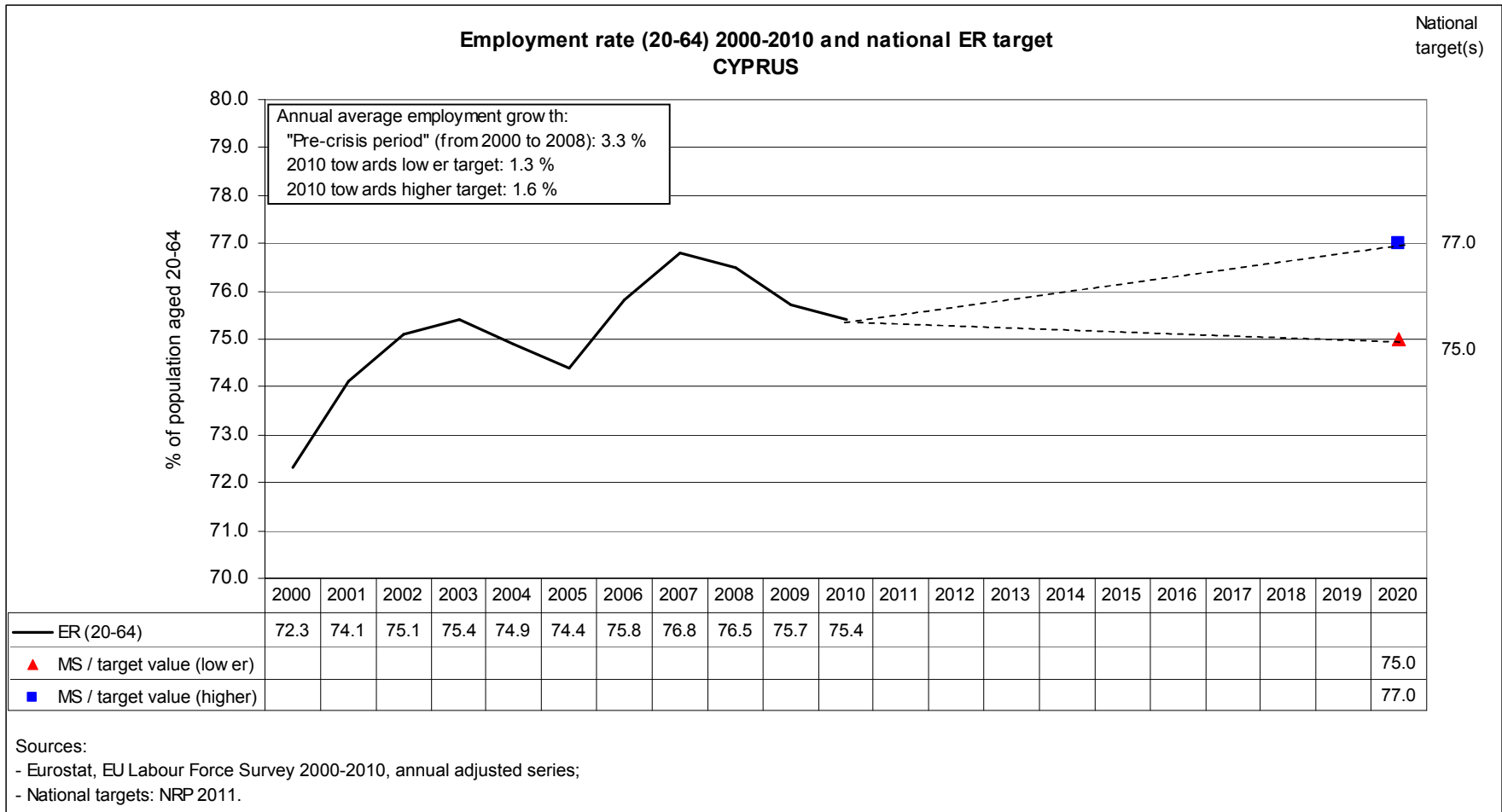
Source: Eurostat database (labour market statistics, national accounts), National Reform Programmes 2011

3. Key employment challenges

Employment policy area	Key employment challenges	Particularly good labour market outcomes ("Best practices")
1. Increase labour market participation	Low participation of women, young people and older workers	
2. Enhancing labour market functioning; combating segmentation	Dualisms due to rigid rules on the functioning of the labour market	
3. Active labour market policies		Visible effects from combination of active and passive measures to combat employment impact of crisis
4. Adequate and employment oriented social security systems	Completion of unemployment benefit systems	Unemployment rate below the EU average
5. Work-life balance	Inadequate provision of work-life balance policies, parental leaves and child care services.	
6. Job creation		
7. Gender equality	Persistent gender employment gaps	Low gender pay gap
8. Improving skill supply and productivity; Lifelong learning	Below-average share of adults with medium and higher education.	
9. Improving education and training systems	Relatively high incidence of early School leaving	
10. Wage setting mechanisms and labour cost developments	Keeping labour cost developments in line with productivity	

CYPRUS

1. Progress towards the national employment rate target



2. Key indicators on labour market performance

CYPRUS

Indicator	Unit	2000	2008	2009	2010	2020 national target	2009	2010
							EU-27 total	
Overall employment rate	% of population aged 20 - 64	72.3	76.5	75.7	75.4	75-77	69.1	68.6
Overall employment growth	% change from previous year	1.7	2.8	-0.7	0.1		-1.8	-0.5
Employment rate of women	% of female population aged 20 - 64	59.0	68.2	68.1	68.5		62.5	62.1
Employment rate of men	% of male population aged 20 - 64	86.4	85.2	83.5	82.5		75.8	75.1
Employment rate of older workers	% of population aged 55 - 64	49.4	54.8	56.0	56.8		46.0	46.3
Employment rate of young persons	% of population aged 20 - 29	75.6	74.0	72.2	71.1		63.0	61.7
Employment rate of low skilled persons	% of population with at most lower secondary education aged 20 - 64	62.6	64.1	65.2	67.0		54.4	53.4
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64	:	74.0	69.3	73.3		59.1	58.5
Part-time employment	% of total employment	8.4	7.8	8.4	9.3		18.8	19.2
Fixed term contracts	% of total employees	10.7	13.9	13.4	13.5		13.6	14.0
Overall unemployment rate	% of labour force	4.9	3.6	5.3	6.5		9.0	9.6
Long-term unemployment	% of labour force	1.2	0.5	0.6	1.3		3.0	3.8
Youth unemployment rate	% of youth labour force (15-24)	10.1	8.8	14.0	17.8		20.0	20.9
Youth NEET rate	% of population aged 15-24	10.1	9.7	10.1	:		12.4	:
Early leavers from education and training	% of pop. 18-24 with at most lower sec. educ. and not in further education or training	18.5	13.7	11.7	:	10	14.4	:
Tertiary educational attainment	% of population 30-34 having successfully completed tertiary education	31.1	47.1	44.7	:	46	32.3	:
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	84.9	88.5	89.0	:		100	:
Labour productivity per hour worked	EU-15 = 100 (based on PPS per hour worked)	64.5	70.4	70.5	:		87.8	:
Nominal unit labour cost growth	% change from previous year	2.7	1.5	4.3	1.5		1.2	0.6
Real unit labour cost growth	% change from previous year	-1.1	-3.4	4.6	-0.5		2.8	-1.8

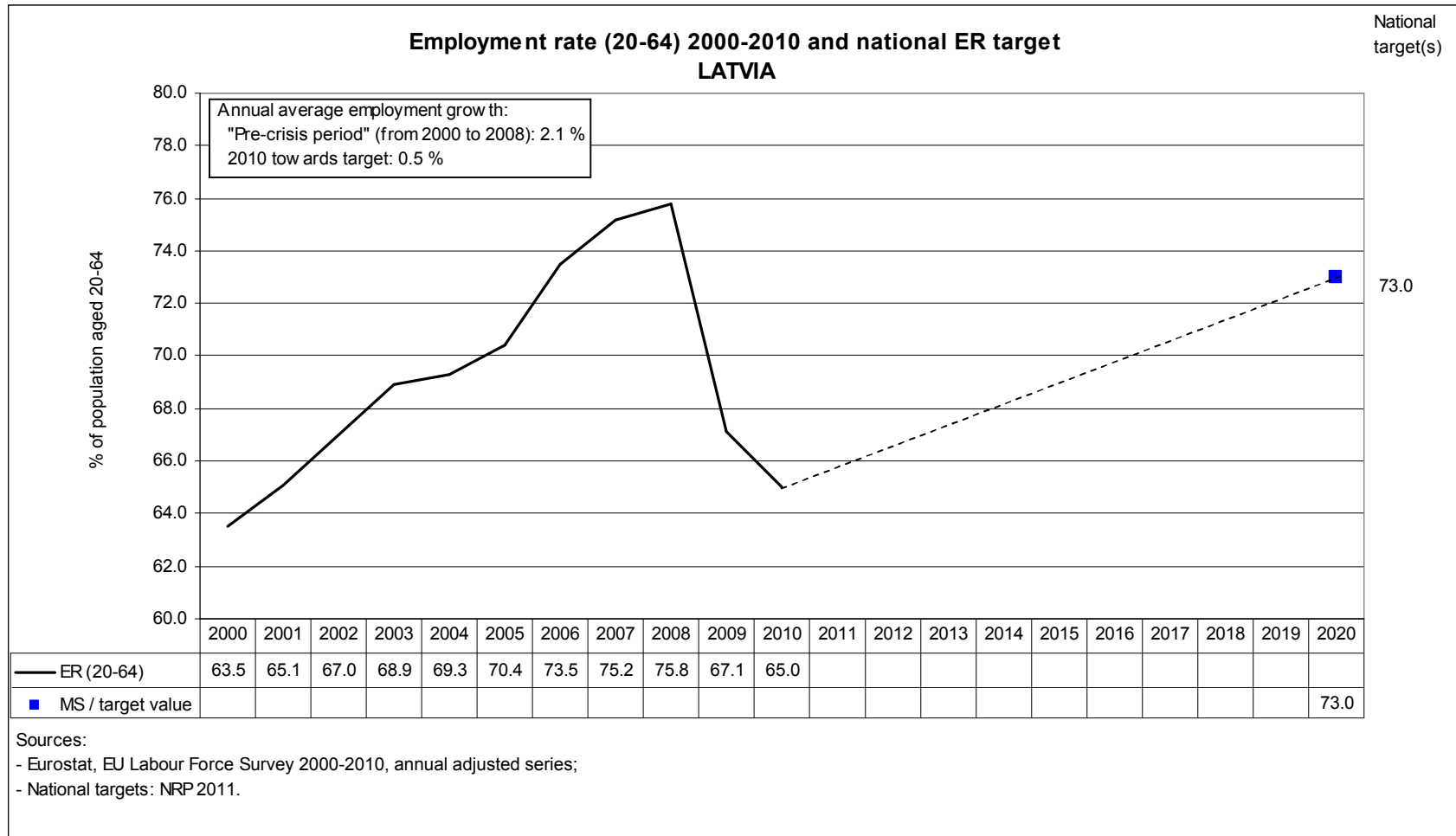
Source: Eurostat database (labour market statistics, national accounts), National Reform Programmes 2011

3. Key employment challenges

Employment policy area	Key employment challenges	Particularly good labour market outcomes ("Best practices")
1. Increase labour market participation		Strongly above average employment rate in the EU in the age group 20-64
2. Enhancing labour market functioning; combating segmentation	High share of female employees working in involuntary fixed-term or part-time contracts ; low conversion rates of temporary into permanent contracts	
3. Active labour market policies		Very low long-term unemployment rate
4. Adequate and employment oriented social security systems		At-risk-of-poverty of unemployed substantially lower than the EU average
5. Work-life balance	Relatively high incidence of inactivity of women due to family obligations	
6. Job creation		
7. Gender equality	High gender pay gap	
8. Improving skill supply and productivity; Lifelong learning	Rather low participation in lifelong learning for a country that has in general good educational levels.	
9. Improving education and training systems	Very low attractiveness of the Vocational Education and Training (VET) route	- Very high completion rates of tertiary education in the age group 30-34
10. Wage setting mechanisms and labour cost developments		

LATVIA

1. Progress towards the national employment rate target



2. Key indicators on labour market performance

LATVIA

Indicator	Unit	2000	2008	2009	2010	2020 national target	2009	2010
							EU-27 total	
Overall employment rate	% of population aged 20 - 64	63.5	75.8	67.1	65.0	73	69.1	68.6
Overall employment growth	% change from previous year	-3.2	0.9	-13.2	-4.8		-1.8	-0.5
Employment rate of women	% of female population aged 20 - 64	59.3	72.1	66.8	64.9		62.5	62.1
Employment rate of men	% of male population aged 20 - 64	68.2	79.7	67.4	65.1		75.8	75.1
Employment rate of older workers	% of population aged 55 - 64	36.0	59.4	53.2	48.2		46.0	46.3
Employment rate of young persons	% of population aged 20 - 29	61.7	70.9	57.2	56.9		63.0	61.7
Employment rate of low skilled persons	% of population with at most lower secondary education aged 20 - 64	41.8	57.5	46.6	46.4		54.4	53.4
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64	:	72.1	60.1	55.9		59.1	58.5
Part-time employment	% of total employment	11.3	6.3	8.9	9.7		18.8	19.2
Fixed term contracts	% of total employees	6.7	3.3	4.3	6.8		13.6	14.0
Overall unemployment rate	% of labour force	13.7	7.5	17.1	18.7		9.0	9.6
Long-term unemployment	% of labour force	7.9	1.9	4.6	8.4		3.0	3.8
Youth unemployment rate	% of youth labour force (15-24)	21.4	13.1	33.6	34.5		20.0	20.9
Youth NEET rate	% of population aged 15-24	:	11.4	17.4	:		12.4	:
Early leavers from education and training	% of pop. 18-24 with at most lower sec. educ. and not in further education or training	:	15.5	13.9	:	13.4	14.4	:
Tertiary educational attainment	% of population 30-34 having successfully completed tertiary education	18.6	27.0	30.1	:	34-36	32.3	:
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	40.1	51.5	53.0	:		100	:
Labour productivity per hour worked	EU-15 = 100 (based on PPS per hour worked)	26.5	37.7	39.5	:		87.8	:
Nominal unit labour cost growth	% change from previous year	-2.7	22.0	-7.0	-10.6		1.2	0.6
Real unit labour cost growth	% change from previous year	-6.6	6.6	-5.6	-8.5		2.8	-1.8

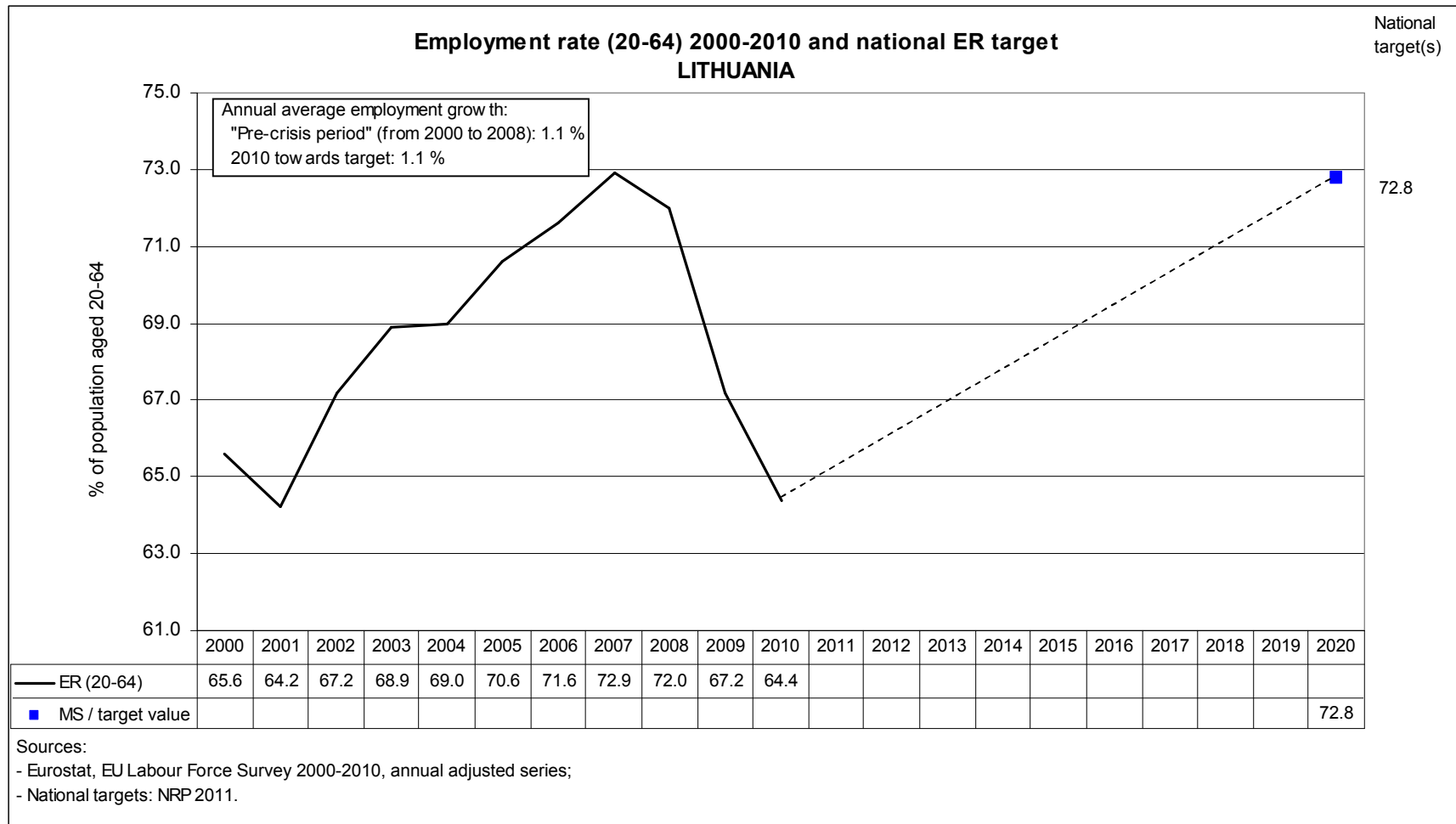
Source: Eurostat database (labour market statistics, national accounts), National Reform Programmes 2011

3. Key employment challenges

Employment policy area	Key employment challenges	Particularly good labour market outcomes ("Best practices")
1. Increase labour market participation	Strong decline in employment especially for males High level and increase in NEET	Participation of older workers above average
2. Enhancing labour market functioning; combating segmentation		Unsegmented labour market
3. Active labour market policies	Insufficient ALMP funding; high share of long term unemployed	
4. Adequate and employment oriented social security systems	High share of unemployed not entitled to benefits	
5. Work-life balance		Low incidence of inactivity due to family obligations
6. Job creation	Insufficient job creation	
7. Gender equality		Small gender employment gap; low inactivity and part time work due to family responsibilities
8. Improving skill supply and productivity; Lifelong learning	Low participation in LLL	High share of adults with medium or high education
9. Improving education and training systems	Low quality of education; low share of tertiary graduates in science and technology	
10. Wage setting mechanisms and labour cost developments		

LITHUANIA

1. Progress towards the national employment rate target



2. Key indicators on labour market performance

LITHUANIA

Indicator	Unit	2000	2008	2009	2010	2020 national target	2009	2010
							EU-27 total	
Overall employment rate	% of population aged 20 - 64	65.6	72.0	67.2	64.4	72.8	69.1	68.6
Overall employment growth	% change from previous year	-4.0	-0.7	-6.8	-5.1		-1.8	-0.5
Employment rate of women	% of female population aged 20 - 64	63.9	68.8	67.5	65.1		62.5	62.1
Employment rate of men	% of male population aged 20 - 64	67.4	75.5	66.9	63.6		75.8	75.1
Employment rate of older workers	% of population aged 55 - 64	40.4	53.1	51.6	48.6		46.0	46.3
Employment rate of young persons	% of population aged 20 - 29	62.0	61.6	55.9	50.7		63.0	61.7
Employment rate of low skilled persons	% of population with at most lower secondary education aged 20 - 64	37.3	42.2	36.7	30.2		54.4	53.4
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64	:	79.5	56.8	58.1		59.1	58.5
Part-time employment	% of total employment	10.2	6.7	8.3	8.1		18.8	19.2
Fixed term contracts	% of total employees	4.4	2.4	2.2	2.4		13.6	14.0
Overall unemployment rate	% of labour force	16.4	5.8	13.7	17.8		9.0	9.6
Long-term unemployment	% of labour force	8.0	1.2	3.2	7.4		3.0	3.8
Youth unemployment rate	% of youth labour force (15-24)	30.6	13.4	29.2	35.1		20.0	20.9
Youth NEET rate	% of population aged 15-24	17.0	8.9	12.4	:		12.4	:
Early leavers from education and training	% of pop. 18-24 with at most lower sec. educ. and not in further education or training	16.5	7.4	8.7	:	less than 9%	14.4	:
Tertiary educational attainment	% of population 30-34 having successfully completed tertiary education	42.6	39.9	40.6	:	40	32.3	:
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	42.7	61.3	57.3	:		100	:
Labour productivity per hour worked	EU-15 = 100 (based on PPS per hour worked)	33.8	47.3	44.7	:		87.8	:
Nominal unit labour cost growth	% change from previous year	-7.7	10.4	-2.8	-7.5		1.2	0.6
Real unit labour cost growth	% change from previous year	-8.5	0.5	0.9	-9.3		2.8	-1.8

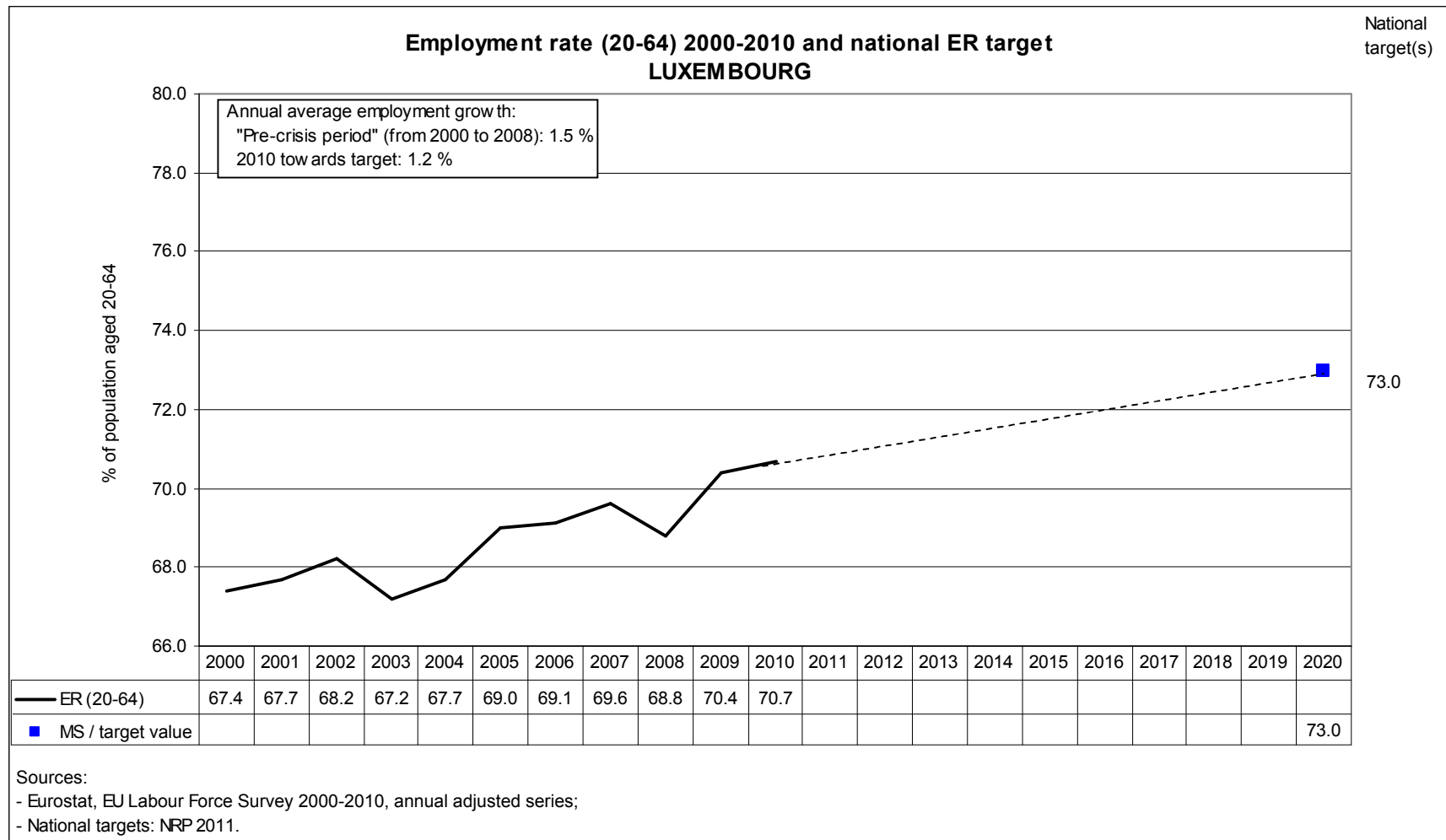
Source: Eurostat database (labour market statistics, national accounts), National Reform Programmes 2011

3. Key employment challenges

Employment policy area	Key employment challenges	Particularly good labour market outcomes ("Best practices")
1. Increase labour market participation	Employment of men, young and low skilled strongly below average	
2. Enhancing labour market functioning; combating segmentation	Strict EPL	
3. Active labour market policies	High incidence of long-term unemployment	
4. Adequate and employment oriented social security systems		
5. Work-life balance	Insufficient child care provision	
6. Job creation		
7. Gender equality		Relatively strong labour market participation of women
8. Improving skill supply and productivity; Lifelong learning	Low and decreasing participation in lifelong learning; skills mismatches	High share of well educated adult population
9. Improving education and training systems		
10. Wage setting mechanisms and labour cost developments		

LUXEMBOURG

1. Progress towards the national employment rate target



2. Key indicators on labour market performance

LUXEMBOURG

Indicator	Unit	2000	2008	2009	2010	2020 national target	2009	2010
							EU-27 total	
Overall employment rate	% of population aged 20 - 64	67.4	68.8	70.4	70.7	73	69.1	68.6
Overall employment growth	% change from previous year	5.6	4.8	1.0	1.6		-1.8	-0.5
Employment rate of women	% of female population aged 20 - 64	53.8	60.1	61.5	62.0		62.5	62.1
Employment rate of men	% of male population aged 20 - 64	80.7	77.2	79.0	79.2		75.8	75.1
Employment rate of older workers	% of population aged 55 - 64	26.7	34.1	38.2	39.6		46.0	46.3
Employment rate of young persons	% of population aged 20 - 29	68.0	59.6	63.2	60.5		63.0	61.7
Employment rate of low skilled persons	% of population with at most lower secondary education aged 20 - 64	58.6	59.8	58.9	58.5		54.4	53.4
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64	:	39.9	57.7	58.7		59.1	58.5
Part-time employment	% of total employment	10.4	18.0	18.2	17.9		18.8	19.2
Fixed term contracts	% of total employees	5.3	6.2	7.2	7.1		13.6	14.0
Overall unemployment rate	% of labour force	2.2	4.9	5.1	4.5		9.0	9.6
Long-term unemployment	% of labour force	0.5	1.6	1.2	1.3		3.0	3.8
Youth unemployment rate	% of youth labour force (15-24)	6.6	17.3	16.5	16.1		20.0	20.9
Youth NEET rate	% of population aged 15-24	5.0	6.2	5.8	:		12.4	:
Early leavers from education and training	% of pop. 18-24 with at most lower sec. educ. and not in further education or training	16.8	13.4	7.7	:	less than 10%	14.4	:
Tertiary educational attainment	% of population 30-34 having successfully completed tertiary education	21.2	39.8	46.6	:	40	32.3	:
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	175.9	177.7	170.5	:		100	:
Labour productivity per hour worked	EU-15 = 100 (based on PPS per hour worked)		167.3	166.0	:		87.8	:
Nominal unit labour cost growth	% change from previous year	2.5	5.4	6.7	0.8		1.2	0.6
Real unit labour cost growth	% change from previous year	0.5	1.2	7.1	-1.8		2.8	-1.8

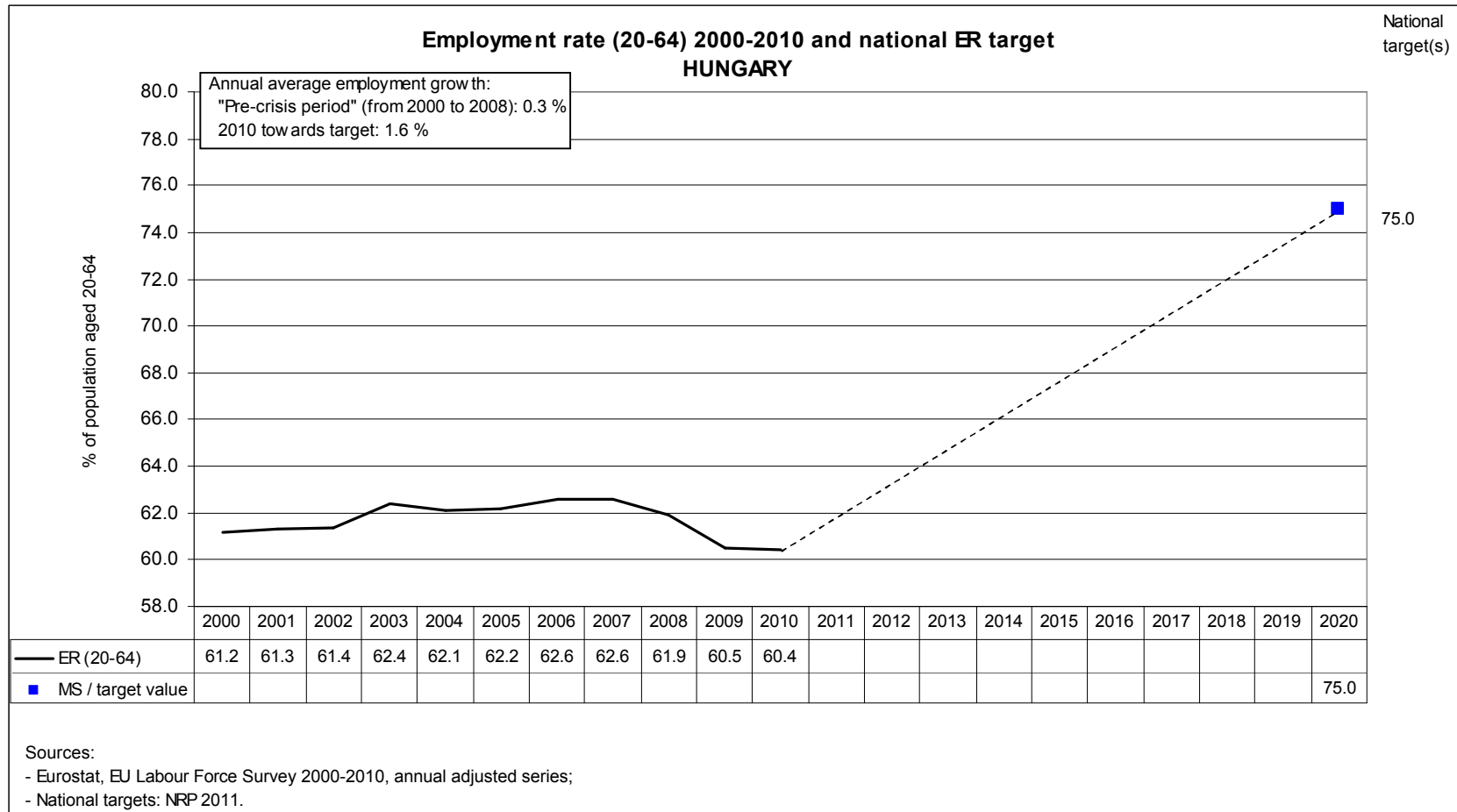
Source: Eurostat database (labour market statistics, national accounts), National Reform Programmes 2011

3. Key employment challenges

Employment policy area	Key employment challenges	Particularly good labour market outcomes ("Best practices")
1. Increase labour market participation	<p>Low employment of older workers</p> <p>Relatively high youth unemployment, in particular compared to a rather low overall unemployment rate in the country</p>	
2. Enhancing labour market functioning; combating segmentation		
3. Active labour market policies		<p>Long-term unemployment well below average,</p> <p>Positive outcomes from recent activation measures to bring jobless young into work</p>
4. Adequate and employment oriented social security systems		
5. Work-life balance		Visible increase in child care facilities
6. Job creation		Rather strong overall employment growth, even in most recent years
7. Gender equality		
8. Improving skill supply and productivity; Lifelong learning	<p>Resident's skills are not matching sufficiently with the needs of labour demand.</p> <p>Participation in LLL needs to be further increased, in particular for the low skilled</p>	
9. Improving education and training systems	<p>Early school leaving remains high, especially concerning children of immigrated population</p> <p>Upper secondary attainment is below the EU average</p>	
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



2. Key indicators on labour market performance

HUNGARY

Indicator	Unit	2000	2008	2009	2010	2020 national target	2009	2010
							EU-27 total	
Overall employment rate	% of population aged 20 - 64	61.2	61.9	60.5	60.4	75	69.1	68.6
Overall employment growth	% change from previous year	1.0	-1.3	-2.8	0.2		-1.8	-0.5
Employment rate of women	% of female population aged 20 - 64	53.9	55.1	54.4	55.0		62.5	62.1
Employment rate of men	% of male population aged 20 - 64	68.9	69.0	67.0	66.0		75.8	75.1
Employment rate of older workers	% of population aged 55 - 64	22.2	31.4	32.8	34.4		46.0	46.3
Employment rate of young persons	% of population aged 20 - 29	59.5	55.1	51.5	50.7		63.0	61.7
Employment rate of low skilled persons	% of population with at most lower secondary education aged 20 - 64	36.4	38.0	36.3	36.8		54.4	53.4
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64	:	73.2	64.2	50.2		59.1	58.5
Part-time employment	% of total employment	3.5	4.6	5.6	5.8		18.8	19.2
Fixed term contracts	% of total employees	7.1	7.9	8.5	9.7		13.6	14.0
Overall unemployment rate	% of labour force	6.4	7.8	10.0	11.2		9.0	9.6
Long-term unemployment	% of labour force	3.1	3.6	4.2	5.5		3.0	3.8
Youth unemployment rate	% of youth labour force (15-24)	12.4	19.9	26.5	26.6		20.0	20.9
Youth NEET rate	% of population aged 15-24	15.4	11.5	13.4	:		12.4	:
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	11.7	11.2	:	10	14.4	:
Tertiary educational attainment	% of population 30-34 having successfully completed tertiary education	14.8	22.4	23.9	:	30.3	32.3	:
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	57.8	71.4	72.3	:		100	:
Labour productivity per hour worked	EU-15 = 100 (based on PPS per hour worked)	41.5	52.9	53.5	:		87.8	:
Nominal unit labour cost growth	% change from previous year	10.7	4.8	1.9	-1.1		1.2	0.6
Real unit labour cost growth	% change from previous year	1.1	0.0	-2.4	-3.9		2.8	-1.8

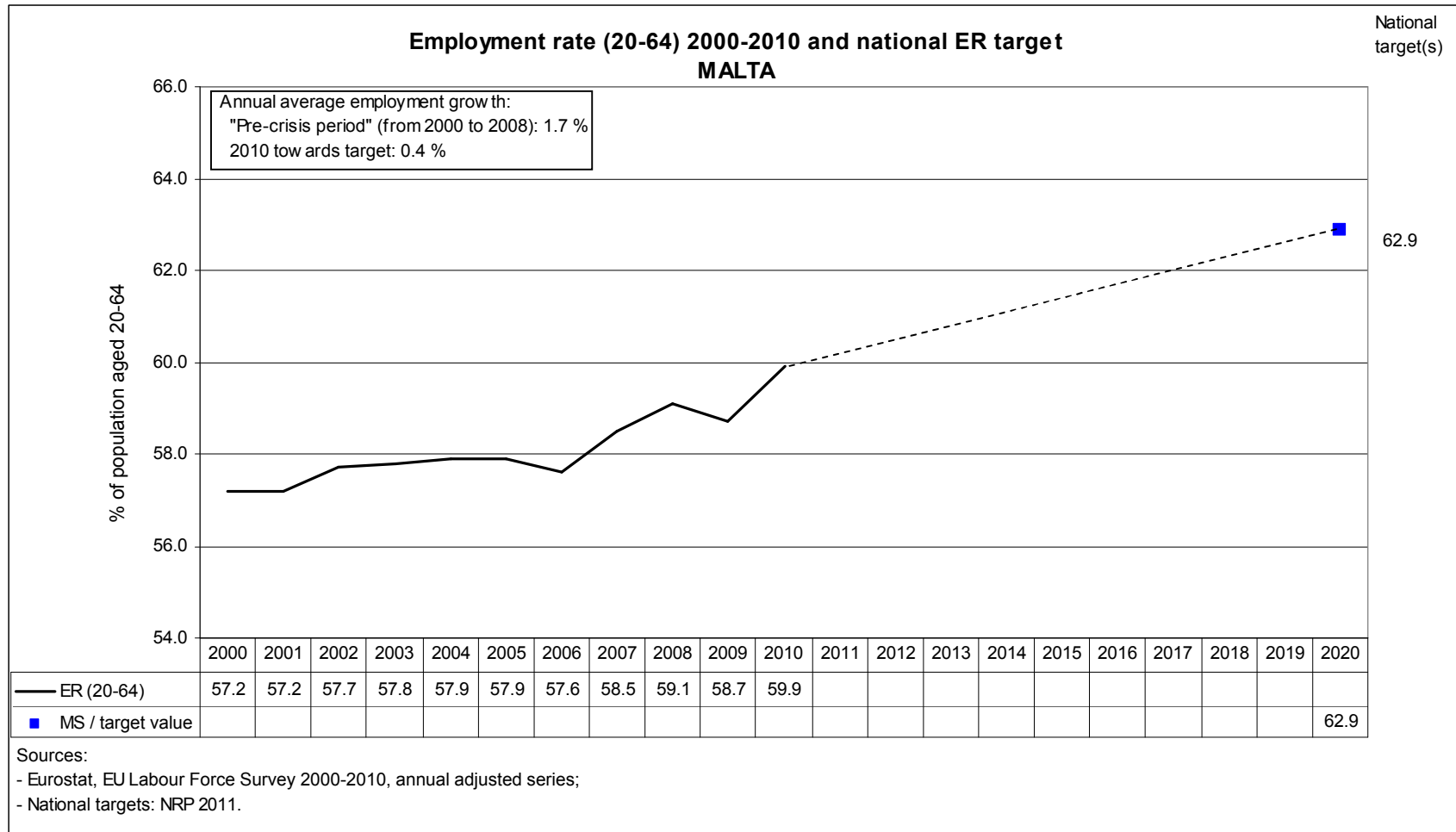
Source: Eurostat database (labour market statistics, national accounts), National Reform Programmes 2011

3. Key employment challenges

Employment policy area	Key employment challenges	Particularly good labour market outcomes ("Best practices")
1. Increase labour market participation	Low overall participation across most labour market groups, especially low in case of low skilled, women, and youth.	Increase of older worker employment is well above EU average in recent years, although the employment rate of older workers is still far below average.
2. Enhancing labour market functioning; combating segmentation		
3. Active labour market policies	Insufficient provision of well targeted tailored measures	
4. Adequate and employment oriented social security systems	Disincentives for LM participation in the social security system.	
5. Work-life balance	Lack of incentives for young mothers to return to the labour market.	
6. Job creation	Strongly negative employment growth during 2008 and 2009.	
7. Gender equality		Gender employment gap below the EU average
8. Improving skill supply and productivity; Lifelong learning	Low participation in Life Long Learning	
9. Improving education and training systems	Insufficient provision of high quality, affordable education and training opportunities to meet labour market needs	Incidence of early school leaving below EU average
10. Wage setting mechanisms and labour cost developments		

MALTA

1. Progress towards the national employment rate target



2. Key indicators on labour market performance

MALTA

Indicator	Unit	2000	2008	2009	2010	2020 national target	2009	2010
							EU-27 total	
Overall employment rate	% of population aged 20 - 64	57.2	59.1	58.7	59.9	62.9	69.1	68.6
Overall employment growth	% change from previous year	:	2.6	-0.4	2.2		-1.8	-0.5
Employment rate of women	% of female population aged 20 - 64	33.2	39.3	39.6	41.4		62.5	62.1
Employment rate of men	% of male population aged 20 - 64	80.9	78.2	76.9	77.7		75.8	75.1
Employment rate of older workers	% of population aged 55 - 64	28.5	29.2	27.9	30.2		46.0	46.3
Employment rate of young persons	% of population aged 20 - 29	74.2	76.2	73.7	73.9		63.0	61.7
Employment rate of low skilled persons	% of population with at most lower secondary education aged 20 - 64	51.8	50.2	49.6	51.1		54.4	53.4
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64	:	60.4	58.4	60.8		59.1	58.5
Part-time employment	% of total employment	6.8	11.5	11.3	12.4		18.8	19.2
Fixed term contracts	% of total employees	4.1	4.3	4.9	5.7		13.6	14.0
Overall unemployment rate	% of labour force	6.7	5.9	7.0	6.8		9.0	9.6
Long-term unemployment	% of labour force	4.5	2.5	3.1	3.1		3.0	3.8
Youth unemployment rate	% of youth labour force (15-24)	13.7	11.8	14.4	12.9		20.0	20.9
Youth NEET rate	% of population aged 15-24	27.4	10.4	10.1	:		12.4	:
Early leavers from education and training	% of pop. 18-24 with at most lower sec. educ. and not in further education or training	54.2	39.0	36.8	:	29	14.4	:
Tertiary educational attainment	% of population 30-34 having successfully completed tertiary education	7.4	21.0	21.1	:	33	32.3	:
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	96.7	90.6	91.0	:		100	:
Labour productivity per hour worked	EU-15 = 100 (based on PPS per hour worked)	72.1	70.4	72.2	:		87.8	:
Nominal unit labour cost growth	% change from previous year		2.3	6.1	-3.1		1.2	0.6
Real unit labour cost growth	% change from previous year	-4.3	-0.4	3.5	-5.9		2.8	-1.8

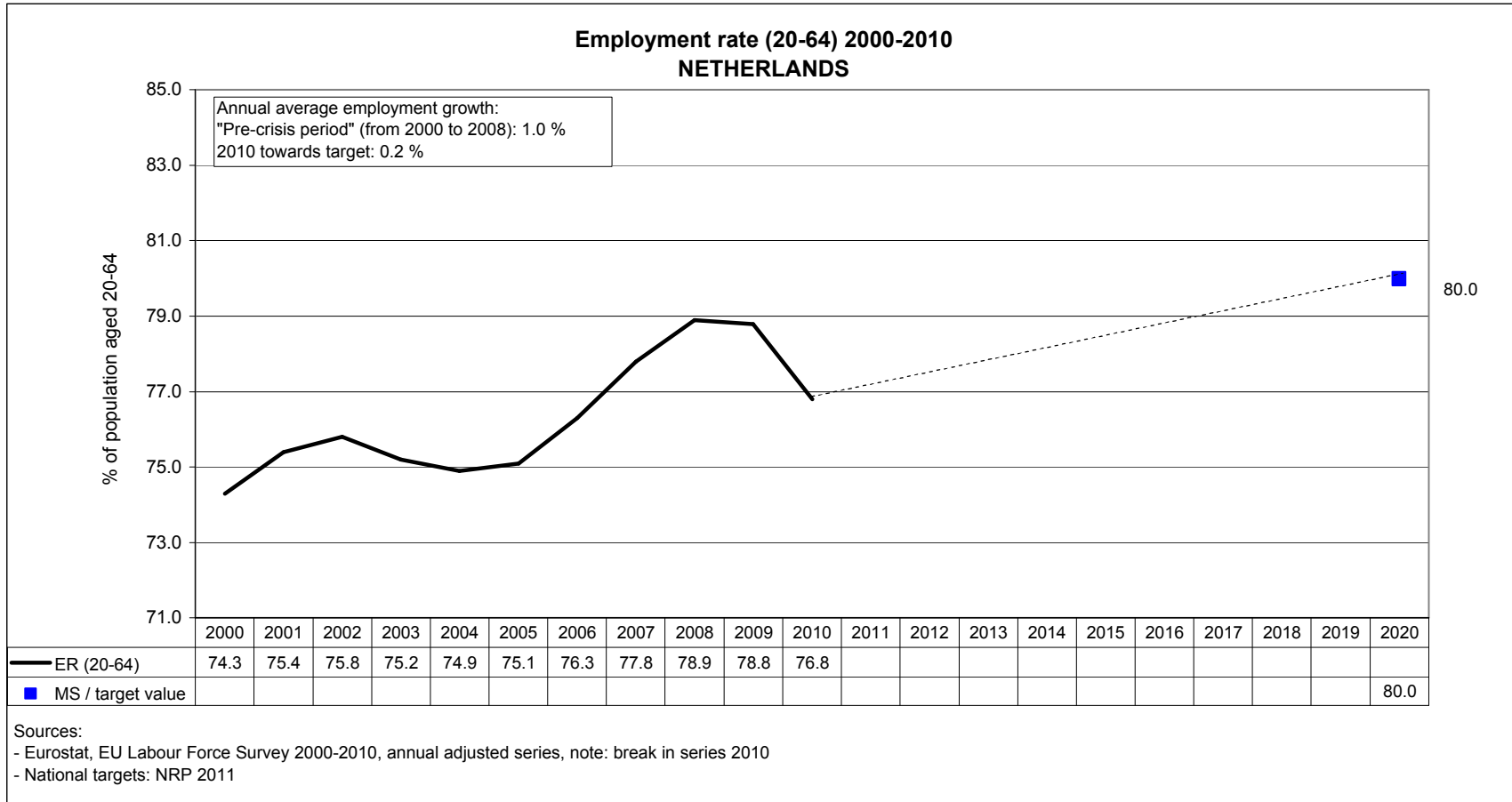
Source: Eurostat database (labour market statistics, national accounts), National Reform Programmes 2011

3. Key employment challenges

Employment policy area	Key employment challenges	Particularly good labour market outcomes ("Best practices")
1. Increase labour market participation	Low participation of women and older workers	Strong increase of employment rate of women since 2000
2. Enhancing labour market functioning; combating segmentation	Incidence of undeclared work Limited use of flexible working arrangements	
3. Active labour market policies		Long term unemployment is under the EU average
4. Adequate and employment oriented social security systems		Low "at-risk of poverty" amongst the unemployed
5. Work-life balance		
6. Job creation		Overall employment growth in the last few years has been relatively strong compared to the EU average
7. Gender equality	High gender employment gap High employment impact of motherhood and high incidences of inactivity due to family responsibilities	
8. Improving skill supply and productivity; Lifelong learning	Possible skills mismatches on the labour market	
9. Improving education and training systems	High early school leavers rate Lower attainment rates of higher education, in particular in the sciences	Strong decrease of early school leaving since 2000
10. Wage setting mechanisms and labour cost developments	Keeping labour cost developments in line with productivity	

NETHERLANDS

1. Progress towards the national employment rate target



2. Key indicators on labour market performance

NETHERLANDS

Indicator	Unit	2000	2008	2009	2010	2020 national target	2009	2010
							EU-27 total	
Overall employment rate	% of population aged 20 - 64	74.3	78.9	78.8	76.8 (b)	80	69.1	68.6
Overall employment growth	% change from previous year	2.2	1.4	-1.1	-0.5 (b)		-1.8	-0.5
Employment rate of women	% of female population aged 20 - 64	64.1	72.2	72.7	70.8 (b)		62.5	62.1
Employment rate of men	% of male population aged 20 - 64	84.3	85.5	84.9	82.8 (b)		75.8	75.1
Employment rate of older workers	% of population aged 55 - 64	38.2	53.0	55.1	53.7 (b)		46.0	46.3
Employment rate of young persons	% of population aged 20 - 29	82.6	83.5	82.4	78.7(b)		63.0	61.7
Employment rate of low skilled persons	% of population with at most lower secondary education aged 20 - 64	59.5	64.5	64.2	61.7 (b)		54.4	53.4
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64	:	58.4	56.0	52.8 (b)		59.1	58.5
Part-time employment	% of total employment	41.5	47.3	48.3	48.9 (b)		18.8	19.2
Fixed term contracts	% of total employees	13.7	18.2	18.2	18.5 (b)		13.6	14.0
Overall unemployment rate	% of labour force	3.1	3.1	3.7	4.5		9.0	9.6
Long-term unemployment	% of labour force	0.8	1.1	0.9	1.2		3.0	3.8
Youth unemployment rate	% of youth labour force (15-24)	6.1	6.3	7.7	8.7		20.0	20.9
Youth NEET rate	% of population aged 15-24	3.8	3.4	4.1	:		12.4	:
Early leavers from education and training	% of pop. 18-24 with at most lower sec. educ. and not in further education or training	15.4	11.4	10.9	:	less than 8%	14.4	:
Tertiary educational attainment	% of population 30-34 having successfully completed tertiary education	26.5	40.2	40.5	:	45	32.3	:
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	114.4	114.3	111.2	:		100	:
Labour productivity per hour worked	EU-15 = 100 (based on PPS per hour worked)	116.4	121.9	117.3	:		87.8	:
Nominal unit labour cost growth	% change from previous year	2.9	2.9	5.2	-1.1		1.2	0.6
Real unit labour cost growth	% change from previous year	-1.2	0.6	5.3	-2.7		2.8	-1.8

Source: Eurostat database (labour market statistics, national accounts), National Reform Programmes 2011

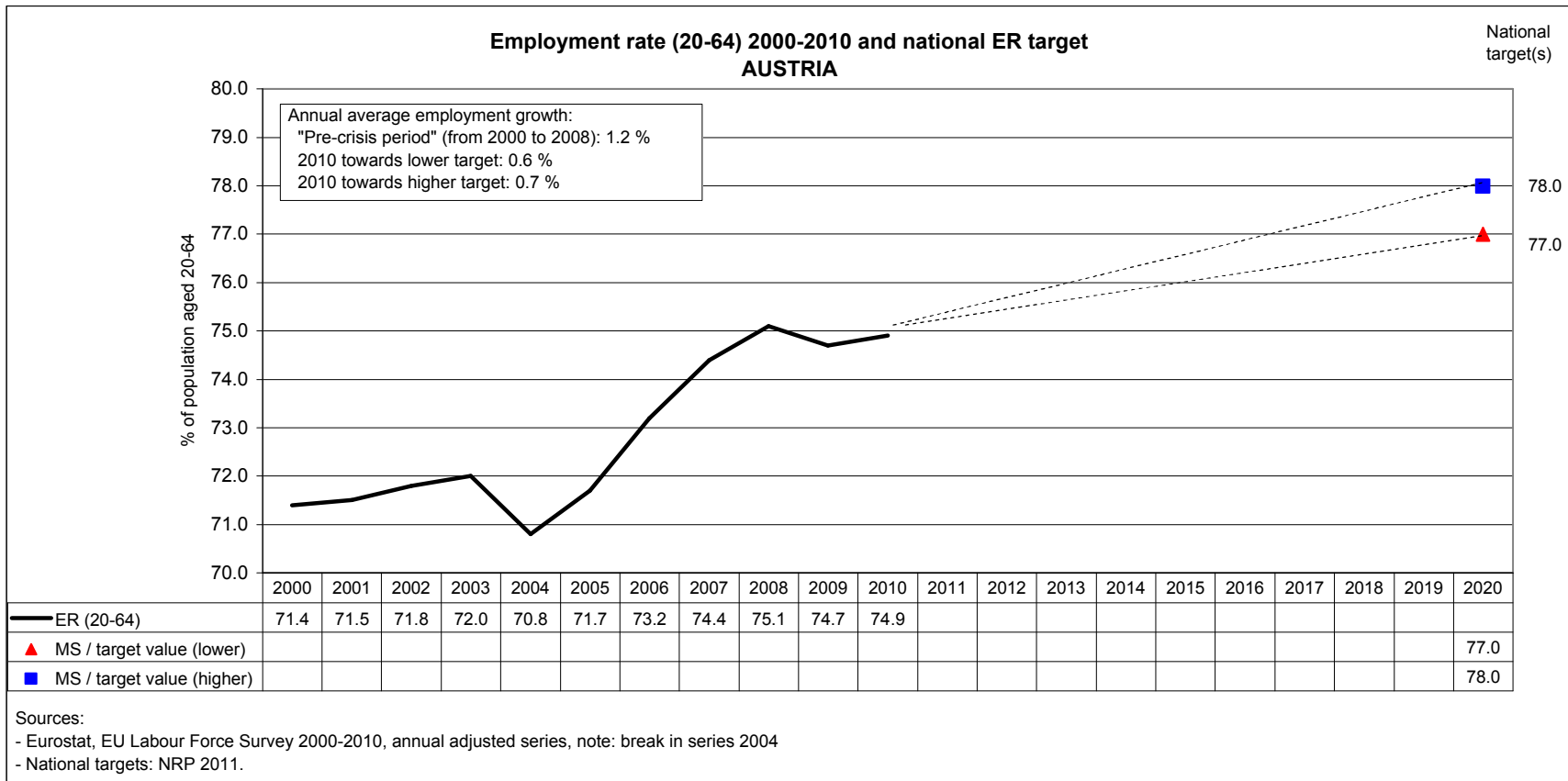
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3. Key employment challenges

Employment policy area	Key employment challenges	Particularly good labour market outcomes ("Best practices")
1. Increase labour market participation	Low participation of migrants Low total amount of hours worked	Very high employment rates overall and for most labour market sub-groups
2. Enhancing labour market functioning; combating segmentation		
3. Active labour market policies		
4. Adequate and employment oriented social security systems	High unemployment trap	
5. Work-life balance		
6. Job creation		
7. Gender equality		Strong labour market participation of both men and women
8. Improving skill supply and productivity; Lifelong learning		High share of well educated adult population
9. Improving education and training systems		Substantial reduction in the incidence of early school leaving
10. Wage setting mechanisms and labour cost developments		

AUSTRIA

1. Progress towards the national employment rate target



2. Key indicators on labour market performance

AUSTRIA

Indicator	Unit	2000	2008	2009	2010	2020 national target	2009	2010
							EU-27 total	
Overall employment rate	% of population aged 20 - 64	71.4	75.1	74.7	74.9	77-78	69.1	68.6
Overall employment growth	% change from previous year	0.9	1.8	-0.9	1.0		-1.8	-0.5
Employment rate of women	% of female population aged 20 - 64	62.3	68.6	69.4	69.6		62.5	62.1
Employment rate of men	% of male population aged 20 - 64	80.6	81.7	80.1	80.2		75.8	75.1
Employment rate of older workers	% of population aged 55 - 64	28.8	41.0	41.1	42.4		46.0	46.3
Employment rate of young persons	% of population aged 20 - 29	74.4	75.8	75.3	74.6		63.0	61.7
Employment rate of low skilled persons	% of population with at most lower secondary education aged 20 - 64	52.9	57.3	55.6	56.1		54.4	53.4
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64	:	61.3	60.9	62.0		59.1	58.5
Part-time employment	% of total employment	16.3	23.3	24.6	25.2		18.8	19.2
Fixed term contracts	% of total employees	8.0	9.0	9.1	9.3		13.6	14.0
Overall unemployment rate	% of labour force	3.6	3.8	4.8	4.4		9.0	9.6
Long-term unemployment	% of labour force	1.0	0.9	1.0	1.1		3.0	3.8
Youth unemployment rate	% of youth labour force (15-24)	5.3	8.0	10.0	8.8		20.0	20.9
Youth NEET rate	% of population aged 15-24	7.9	7.1	7.8	:		12.4	:
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	10.1	8.7	:	9.5	14.4	:
Tertiary educational attainment	% of population 30-34 having successfully completed tertiary	:	22.2	23.5	:	38	32.3	:
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	120.6	114.2	113.2	:		100	:
Labour productivity per hour worked	EU-15 = 100 (based on PPS per hour worked)	102.4	100.4	100.8	:		87.8	:
Nominal unit labour cost growth	% change from previous year	-0.5	2.8	5.0	0.6		1.2	0.6
Real unit labour cost growth	% change from previous year	-1.6	0.9	4.2	-0.9		2.8	-1.8

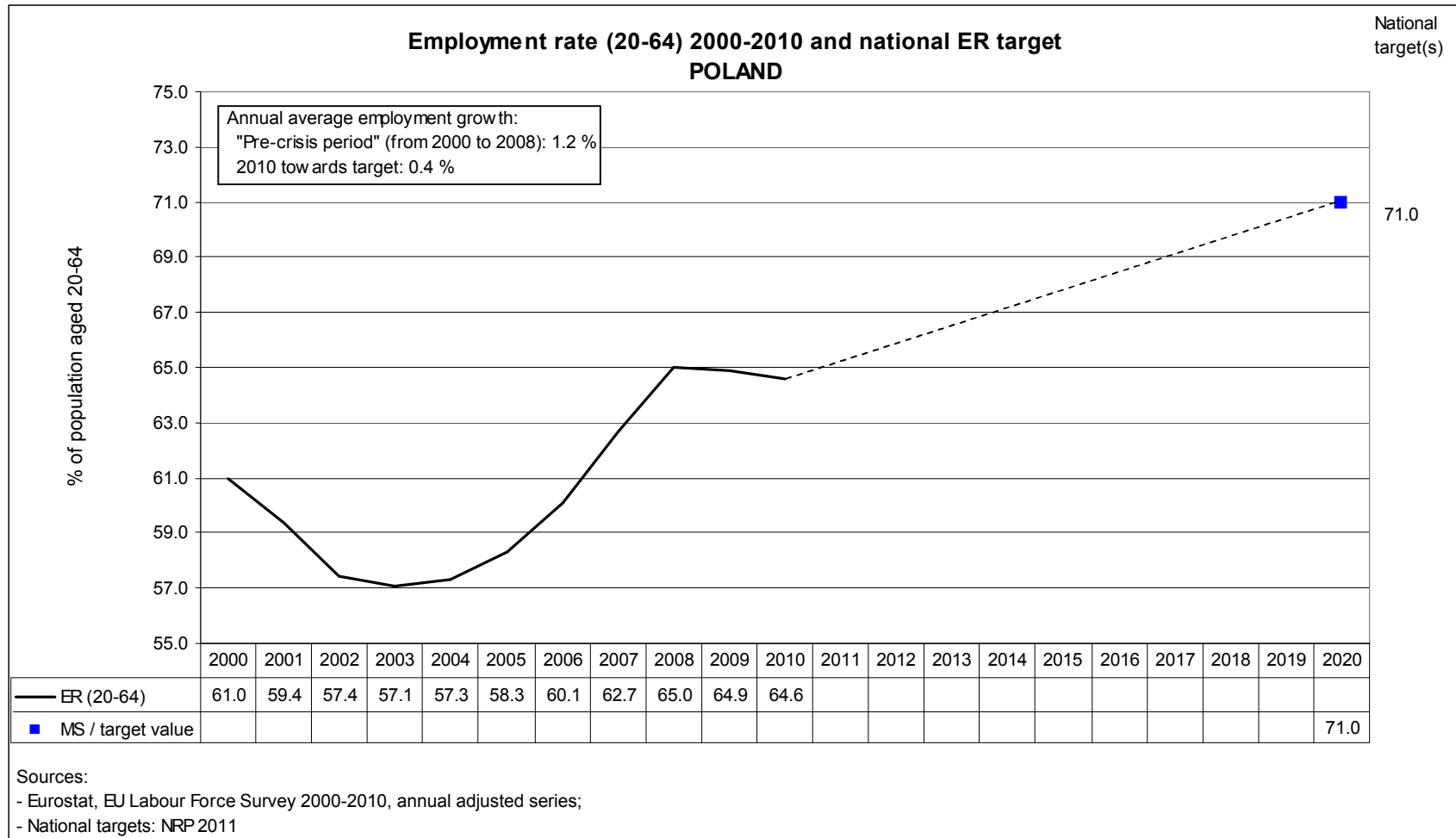
Source: Eurostat database (labour market statistics, national accounts), National Reform Programmes 2011

3. Key employment challenges

Employment policy area	Key employment challenges	Particularly good labour market outcomes ("Best practices")
1. Increase labour market participation	Relatively low employment rate of older people	- Employment rate well above EU average, especially for young people - NEET rate well below EU average
2. Enhancing labour market functioning; combating segmentation		Involuntary fixed-term / part-time work well below EU average
3. Active labour market policies		Long-term unemployment rate well below EU average
4. Adequate and employment oriented social security systems		At-risk-of-poverty rate of unemployed and unemployment trap well below EU average
5. Work-life balance	Inactivity / part-time work due to family obligations well above EU average and percentage of children cared for by formal arrangements other than by the family well below EU average	
6. Job creation		
7. Gender equality	Gender pay gap significantly above EU average	
8. Improving skill supply and productivity; Lifelong learning		Share of youth and adult population having attained at least upper secondary education as well as percentage of adult population participating in education and training above EU average
9. Improving education and training systems	Percentage of low achievers especially in reading, but also in mathematics above EU average (no data for science)	Early school leaving rate below EU average
10. Wage setting mechanisms and labour cost developments		

POLAND

1. Progress towards the national employment rate target



2. Key indicators on labour market performance

POLAND

Indicator	Unit	2000	2008	2009	2010	2020 national target	2009	2010
							EU-27 total	
Overall employment rate	% of population aged 20 - 64	61.0	65.0	64.9	64.6	71	69.1	68.6
Overall employment growth	% change from previous year	-1.6	3.8	0.3	0.4		-1.8	-0.5
Employment rate of women	% of female population aged 20 - 64	54.2	57.3	57.6	57.7		62.5	62.1
Employment rate of men	% of male population aged 20 - 64	68.0	73.0	72.6	71.6		75.8	75.1
Employment rate of older workers	% of population aged 55 - 64	28.4	31.6	32.3	34.0		46.0	46.3
Employment rate of young persons	% of population aged 20 - 29	54.0	62.0	61.5	60.3		63.0	61.7
Employment rate of low skilled persons	% of population with at most lower secondary education aged 20 - 64	41.6	42.3	41.0	39.2		54.4	53.4
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64	:	66.0	64.3	63.2		59.1	58.5
Part-time employment	% of total employment	10.5	8.5	8.4	8.3		18.8	19.2
Fixed term contracts	% of total employees	5.8	27.0	26.5	27.3		13.6	14.0
Overall unemployment rate	% of labour force	16.1	7.1	8.2	9.6		9.0	9.6
Long-term unemployment	% of labour force	7.4	2.4	2.5	3.0		3.0	3.8
Youth unemployment rate	% of youth labour force (15-24)	35.1	17.3	20.6	23.7		20.0	20.9
Youth NEET rate	% of population aged 15-24	:	9.0	10.1	:		12.4	:
Early leavers from education and training	% of pop. 18-24 with at most lower sec. educ. and not in further education or training	:	5.0	5.3	:	4.5	14.4	:
Tertiary educational attainment	% of population 30-34 having successfully completed tertiary education	12.5	29.7	32.8	:	45	32.3	:
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	55.2	61.9	65.0	:		100	:
Labour productivity per hour worked	EU-15 = 100 (based on PPS per hour worked)	38.7	44.0	46.7	:		87.8	:
Nominal unit labour cost growth	% change from previous year	4.6	7.5	1.6	0.6		1.2	0.6
Real unit labour cost growth	% change from previous year	-2.5	4.3	-2.0	-0.6		2.8	-1.8

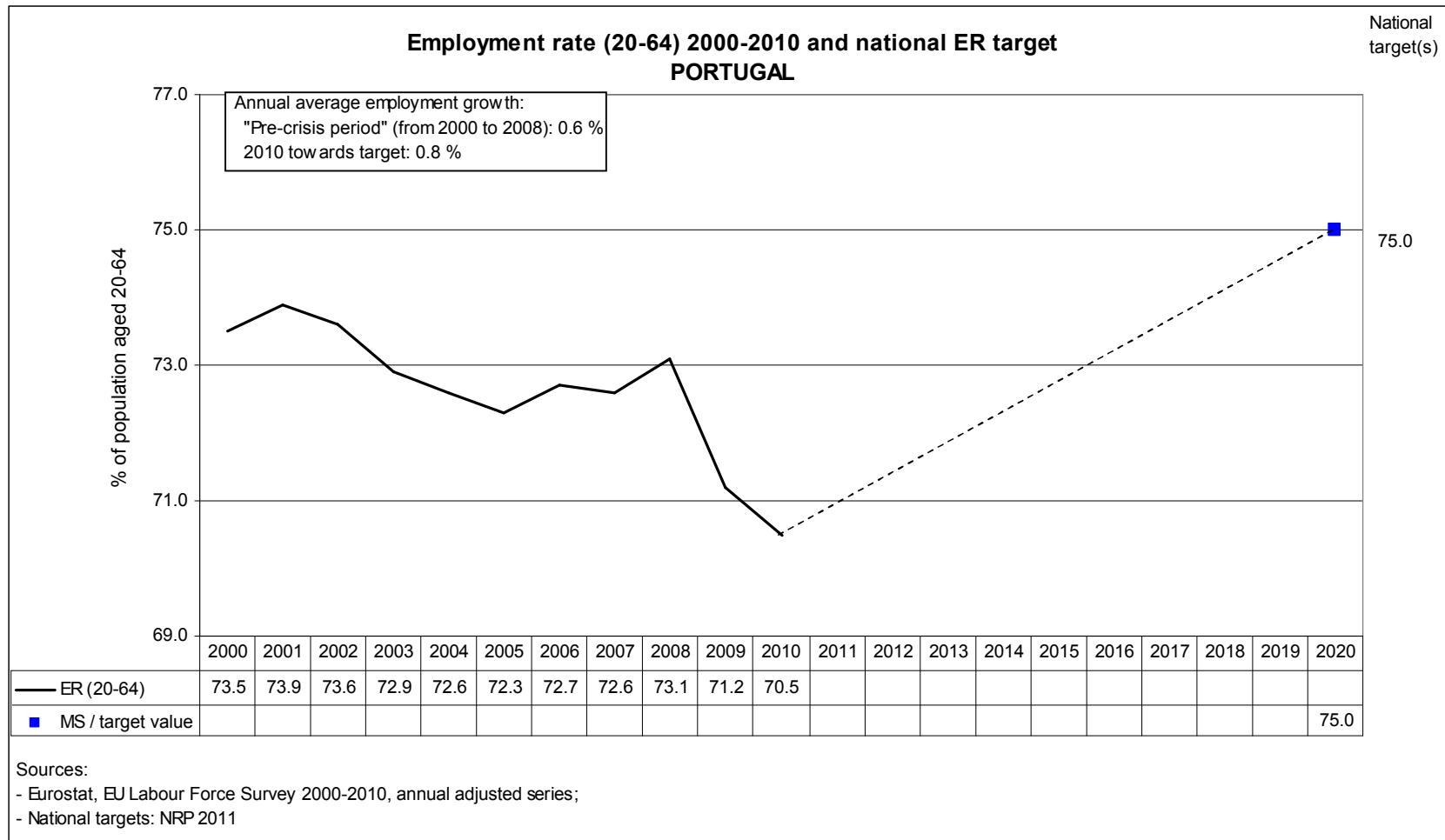
Source: Eurostat database (labour market statistics, national accounts), National Reform Programmes 2011

3. Key employment challenges

Employment policy area	Key employment challenges	Particularly good labour market outcomes ("Best practices")
1. Increase labour market participation	<p>Low employment rate of women and men</p> <p>Low employment rate of older workers (low effective retirement age and short working careers).</p> <p>Oversized agricultural sector generating hidden unemployment in rural areas and limited shift into off-farm jobs.</p> <p>Low participation of the disabled persons in employment.</p>	
2. Enhancing labour market functioning; combating segmentation	<p>Very low internal regional mobility of the labour force.</p>	
3. Active labour market policies		
4. Adequate and employment oriented social security systems		
5. Work-life balance	<p>Insufficient provision of child and dependent care facilities.</p>	
6. Job creation		
7. Gender equality		
8. Improving skill supply and productivity; Lifelong learning	<p>Mismatch between skills and jobs, especially concerning youth.</p> <p>Insufficient provision of high quality, affordable education and training opportunities to meet labour market needs.</p>	
9. Improving education and training systems	<p>Very low participation of older workers in education and training.</p> <p>Weak system of vocational education.</p>	<p>Very low number of early-leavers from education and training.</p> <p>High tertiary attainment.</p>
10. Wage setting mechanisms and labour cost developments		

PORTUGAL

1. Progress towards the national employment rate target



2. Key indicators on labour market performance

PORTUGAL

Indicator	Unit	2000	2008	2009	2010	2020 national target	2009	2010
							EU-27 total	
Overall employment rate	% of population aged 20 - 64	73.5	73.1	71.2	70.5	75	69.1	68.6
Overall employment growth	% change from previous year	2.1	0.5	-2.6	-1.5		-1.8	-0.5
Employment rate of women	% of female population aged 20 - 64	65.1	67.0	66.1	65.6		62.5	62.1
Employment rate of men	% of male population aged 20 - 64	82.3	79.4	76.5	75.4		75.8	75.1
Employment rate of older workers	% of population aged 55 - 64	50.7	50.8	49.7	49.2		46.0	46.3
Employment rate of young persons	% of population aged 20 - 29	71.2	68.0	65.7	62.6		63.0	61.7
Employment rate of low skilled persons	% of population with at most lower secondary education aged 20 - 64	72.8	71.7	68.8	67.8		54.4	53.4
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64	:	78.2	71.4	69.4		59.1	58.5
Part-time employment	% of total employment	10.9	11.9	11.6	11.6		18.8	19.2
Fixed term contracts	% of total employees	19.9	22.8	22.0	23.0		13.6	14.0
Overall unemployment rate	% of labour force	4.0	7.7	9.6	11.0		9.0	9.6
Long-term unemployment	% of labour force	1.7	3.7	4.3	5.7		3.0	3.8
Youth unemployment rate	% of youth labour force (15-24)	8.6	16.4	20.0	22.4		20.0	20.9
Youth NEET rate	% of population aged 15-24	9.0	10.3	11.2	:		12.4	:
Early leavers from education and training	% of pop. 18-24 with at most lower sec. educ. and not in further education or training	43.6	35.4	31.2	:	10	14.4	:
Tertiary educational attainment	% of population 30-34 having successfully completed tertiary education	11.3	21.6	21.1	:	40	32.3	:
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	71.5	72.9	75.6	:		100	:
Labour productivity per hour worked	EU-15 = 100 (based on PPS per hour worked)	53.1	55.6	56.7	:		87.8	:
Nominal unit labour cost growth	% change from previous year	4.4	3.8	3.5	-2.0		1.2	0.6
Real unit labour cost growth	% change from previous year	1.1	1.8	3.4	-3.3		2.8	-1.8

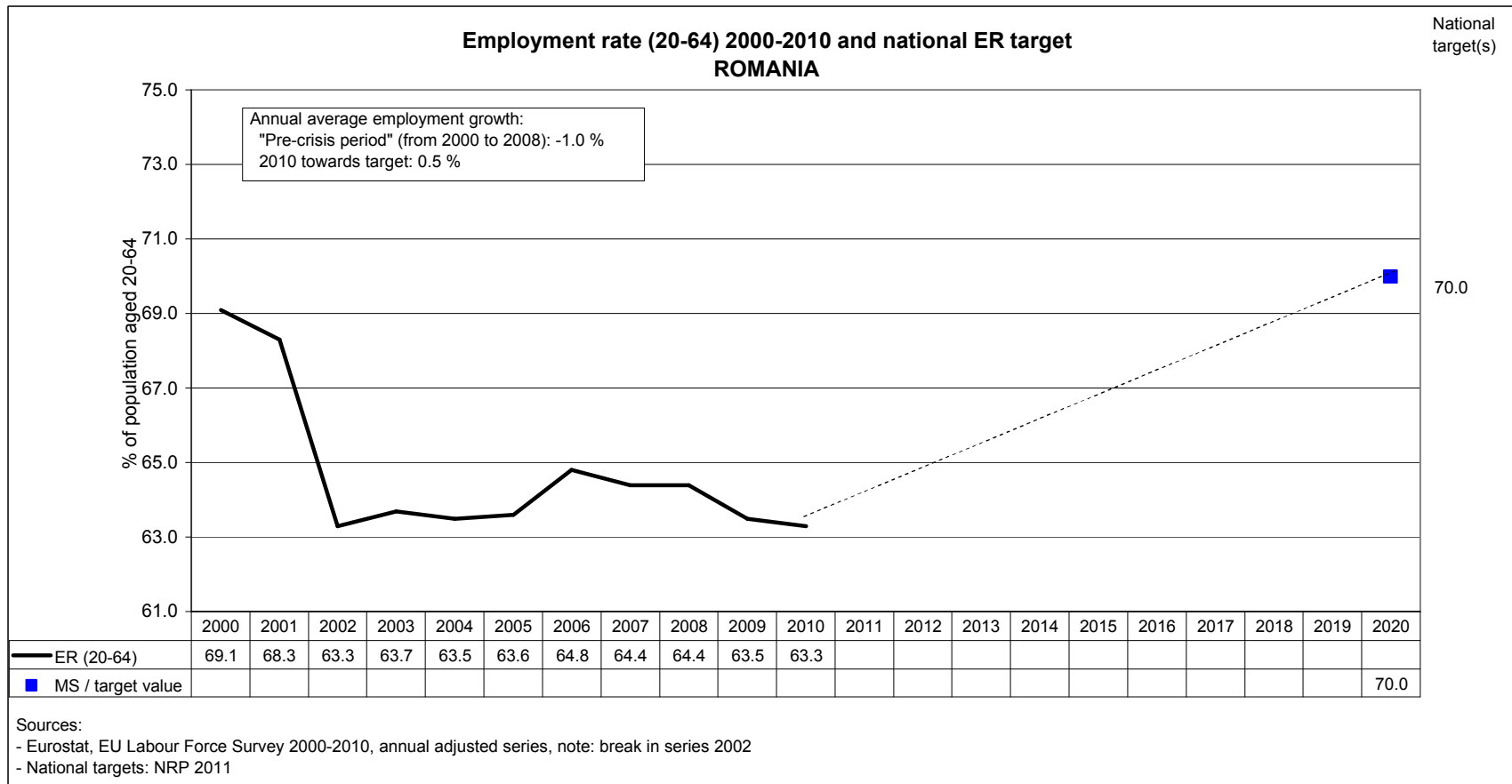
Source: Eurostat database (labour market statistics, national accounts), National Reform Programmes 2011

3. Key employment challenges

Employment policy area	Key employment challenges	Particularly good labour market outcomes ("Best practices")
1. Increase labour market participation	Decreasing trend in participation rates and rising unemployment	
2. Enhancing labour market functioning; combating segmentation	Strongly segmented labour market	
3. Active labour market policies	Activation of unemployed (specifically, youth) and tackling long-term unemployment Ensuring appropriate levels of expenditure of ALMPs	
4. Adequate and employment oriented social security systems		
5. Work-life balance		Strong increase in child care and other social infrastructure
6. Job creation		
7. Gender equality		
8. Improving skill supply and productivity; Lifelong learning	Mismatch between the skills offered and demanded Low share of well educated adult population Relatively low participation in lifelong learning	
9. Improving education and training systems	High rate of early school leaving Low tertiary education attainment rate	Substantial decrease in early school leaving Considerable growth in maths/ science graduates
10. Wage setting mechanisms and labour cost developments		

ROMANIA

1. Progress towards the national employment rate target



2. Key indicators on labour market performance

ROMANIA

Indicator	Unit	2000	2008	2009	2010	2020 national target	2009	2010
							EU-27 total	
Overall employment rate	% of population aged 20 - 64	:	64.4	63.5	63.3	70	69.1	68.6
Overall employment growth	% change from previous year	:	0.0	-1.8	-1.8		-1.8	-0.5
Employment rate of women	% of female population aged 20 - 64	:	57.3	56.3	55.9		62.5	62.1
Employment rate of men	% of male population aged 20 - 64	:	71.6	70.7	70.8		75.8	75.1
Employment rate of older workers	% of population aged 55 - 64	:	43.1	42.6	41.1		46.0	46.3
Employment rate of young persons	% of population aged 20 - 29	:	53.8	51.7	51.1		63.0	61.7
Employment rate of low skilled persons	% of population with at most lower secondary education aged 20 - 64	:	53.6	53.7	54.0		54.4	53.4
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64	:	62.4	64.9	:		59.1	58.5
Part-time employment	% of total employment	:	9.9	9.8	11.0		18.8	19.2
Fixed term contracts	% of total employees	:	1.3	1.0	1.1		13.6	14.0
Overall unemployment rate	% of labour force		7.3	5.8	6.9	7.3	9.0	9.6
Long-term unemployment	% of labour force		3.8	2.4	2.2	2.5	3.0	3.8
Youth unemployment rate	% of youth labour force (15-24)		20.0	18.6	20.8	22.1	20.0	20.9
Youth NEET rate	% of population aged 15-24		20.2	11.6	13.9	:	12.4	:
Early leavers from education and training	% of pop. 18-24 with at most lower sec. educ. and not in further education or training		22.9	15.9	16.6	:	11.3	14.4
Tertiary educational attainment	% of population 30-34 having successfully completed tertiary education		8.9	16.0	16.8	:	26.7	32.3
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)		23.6	48.7	47.9	:	100	:
Labour productivity per hour worked	EU-15 = 100 (based on PPS per hour worked)		18.6	38.1	37.0	:	87.8	:
Nominal unit labour cost growth	% change from previous year		64.9	22.9	-1.3	0.8	1.2	0.6
Real unit labour cost growth	% change from previous year		15.1	6.6	-5.2	-3.5	2.8	-1.8

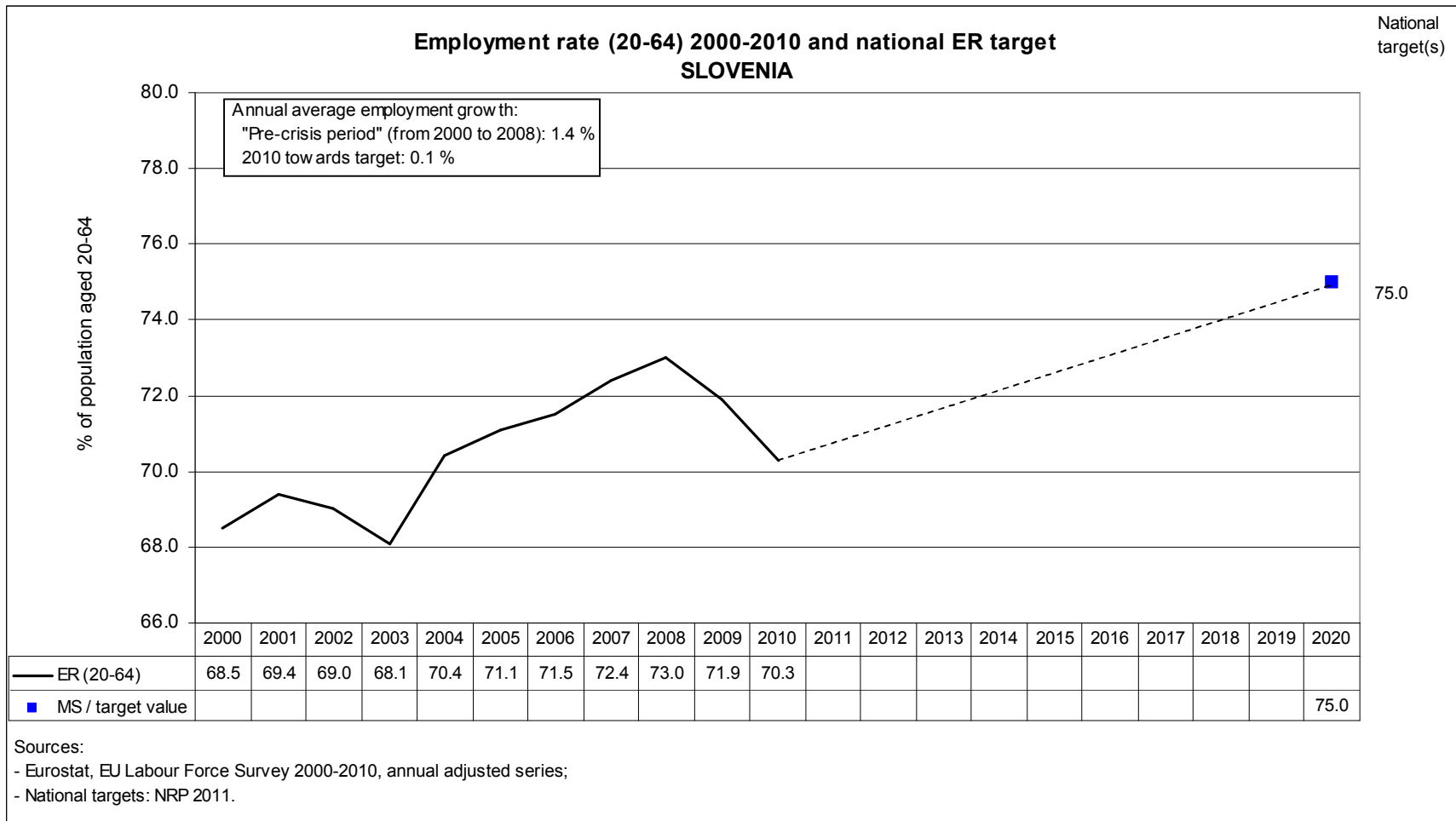
Source: Eurostat database (labour market statistics, national accounts), National Reform Programmes 2011

3. Key employment challenges

Employment policy area	Key employment challenges	Particularly good labour market outcomes ("Best practices")
1. Increase labour market participation	Low employment rate mainly for young people, women and older workers	
2. Enhancing labour market functioning; combating segmentation	High incidence of undeclared work Low incidence of part-time and fixed-term contracts, as well as of flexible working arrangements	
3. Active labour market policies	Poor activation of unemployed and inactive	
4. Adequate and employment oriented social security systems	High at-risk of poverty of unemployed combined with unemployment trap	
5. Work-life balance	Insufficient provision of child and dependent care facilities	Low involuntary fixed and part-time working arrangements
6. Job creation		
7. Gender equality		Low gender pay gap
8. Improving skill supply and productivity; Lifelong learning	Very low adult participation in lifelong learning	
9. Improving education and training systems	Persistent mismatch between the education and training systems and the labour market needs	
10. Wage setting mechanisms and labour cost developments	Labour cost developments significantly out of line with labour productivity growth (particularly until 2009)	

SLOVENIA

1. Progress towards the national employment rate target



2. Key indicators on labour market performance

SLOVENIA

Indicator	Unit	2000	2008	2009	2010	2020 national target	2009	2010
							EU-27 total	
Overall employment rate	% of population aged 20 - 64	68.5	73.0	71.9	70.3	75	69.1	68.6
Overall employment growth	% change from previous year	1.3	2.8	-1.9	-2.2		-1.8	-0.5
Employment rate of women	% of female population aged 20 - 64	63.6	68.5	67.9	66.5		62.5	62.1
Employment rate of men	% of male population aged 20 - 64	73.2	77.4	75.6	74.0		75.8	75.1
Employment rate of older workers	% of population aged 55 - 64	22.7	32.8	35.6	35.0		46.0	46.3
Employment rate of young persons	% of population aged 20 - 29	65.7	69.5	64.7	63.0		63.0	61.7
Employment rate of low skilled persons	% of population with at most lower secondary education aged 20 - 64	52.7	54.8	53.2	50.5		54.4	53.4
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64	:	70.7	57.1	60.6		59.1	58.5
Part-time employment	% of total employment	6.5	9.0	10.6	11.4		18.8	19.2
Fixed term contracts	% of total employees	13.7	17.4	16.4	17.3		13.6	14.0
Overall unemployment rate	% of labour force	6.7	4.4	5.9	7.3		9.0	9.6
Long-term unemployment	% of labour force	4.1	1.9	1.8	3.2		3.0	3.8
Youth unemployment rate	% of youth labour force (15-24)	16.3	10.4	13.6	14.7		20.0	20.9
Youth NEET rate	% of population aged 15-24	:	6.5	7.5	:		12.4	:
Early leavers from education and training	% of pop. 18-24 with at most lower sec. educ. and not in further education or training	:	5.1	5.3	:	5	14.4	:
Tertiary educational attainment	% of population 30-34 having successfully completed tertiary education	18.5	30.9	31.6	:	40	32.3	:
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	76.1	84.6	82.4	:		100	:
Labour productivity per hour worked	EU-15 = 100 (based on PPS per hour worked)	64.7	73.8	71.2	:		87.8	:
Nominal unit labour cost growth	% change from previous year	7.0	5.9	8.5	0.6		1.2	0.6
Real unit labour cost growth	% change from previous year	1.5	1.8	5.1	-0.1		2.8	-1.8

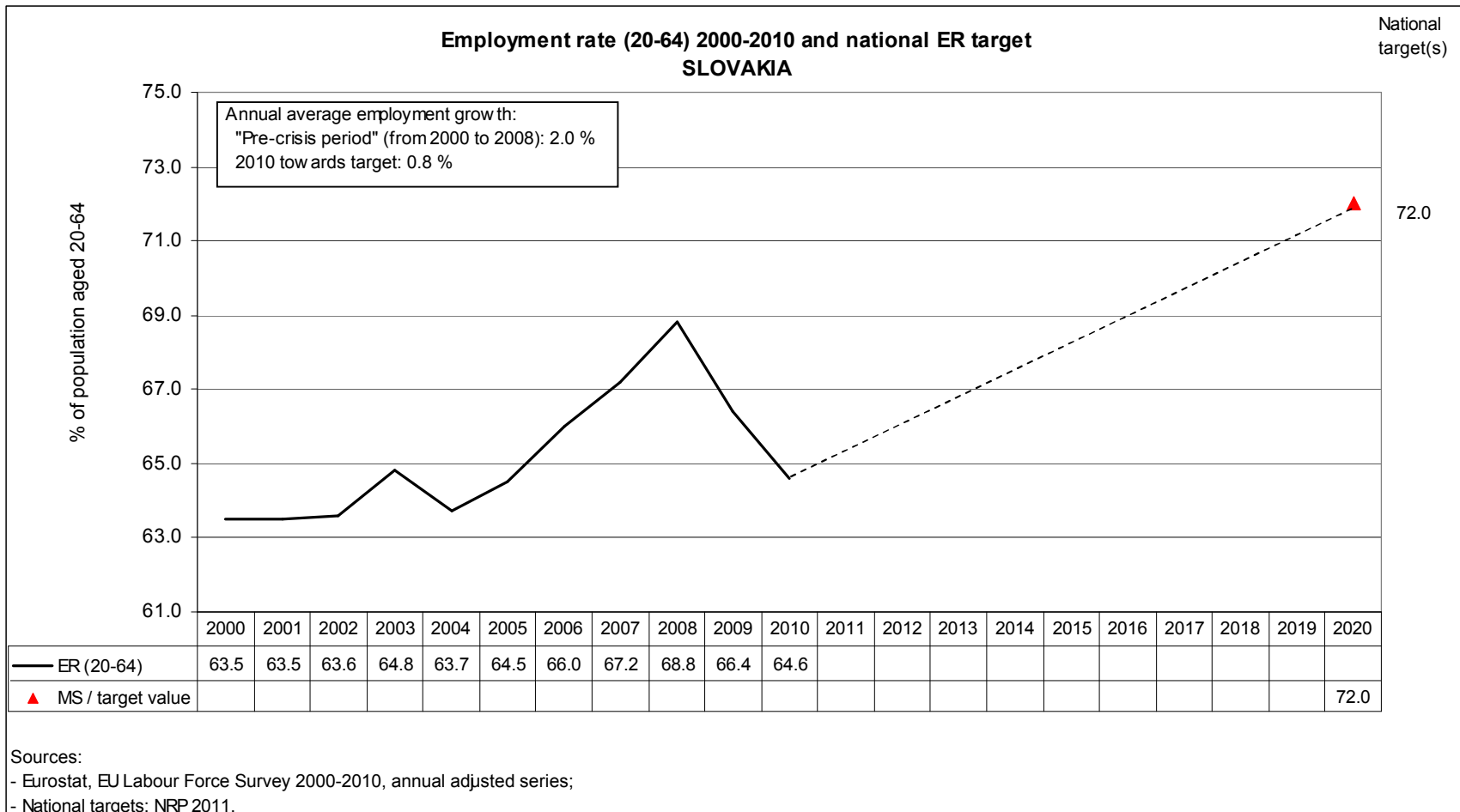
Source: Eurostat database (labour market statistics, national accounts), National Reform Programmes 2011

3. Key employment challenges

Employment policy area	Key employment challenges	Particularly good labour market outcomes ("Best practices")
1. Increase labour market participation	One of the lowest employment rates for older workers	
2. Enhancing labour market functioning; combating segmentation	Fixed term contracts as a percentage of total employees increased in the recent years and are above the EU average. In 2009 Slovenia had the highest share of young workers (15-24) in the EU working on fixed term contracts.	
3. Active labour market policies		
4. Adequate and employment oriented social security systems		
5. Work-life balance		
6. Job creation		
7. Gender equality		Slovenia is performing very well in relation to gender pay gap and is better off than the EU average. Gender employment gap has been decreasing in the recent years and ranks Slovenia well below the EU average.
8. Improving skill supply and productivity; Lifelong learning	Employment rate for low skilled (20-64) is below the EU average. Since 2009 the long term unemployment rate significantly increased.	In the last decade the share of adult population with upper secondary or tertiary education increased in Slovenia and is well above the EU average share. Overall performance in life long learning significantly increased in the last years and is performing well above the EU average.
9. Improving education and training systems		Early school leaving rate is one of the lowest in the EU
10. Wage setting mechanisms and labour cost developments		

SLOVAKIA

1. Progress towards the national employment rate target



2. Key indicators on labour market performance

SLOVAKIA

Indicator	Unit	2000	2008	2009	2010	2020 national target	2009	2010
							EU-27 total	
Overall employment rate	% of population aged 20 - 64	63.5	68.8	66.4	64.6	72	69.1	68.6
Overall employment growth	% change from previous year	-2.0	2.9	-2.5	-1.4		-1.8	-0.5
Employment rate of women	% of female population aged 20 - 64	57.2	60.3	58.2	57.4		62.5	62.1
Employment rate of men	% of male population aged 20 - 64	70.0	77.4	74.6	71.9		75.8	75.1
Employment rate of older workers	% of population aged 55 - 64	21.3	39.2	39.5	40.5		46.0	46.3
Employment rate of young persons	% of population aged 20 - 29	57.7	60.3	55.7	53.0		63.0	61.7
Employment rate of low skilled persons	% of population with at most lower secondary education aged 20 - 64	29.5	31.0	29.0	28.6		54.4	53.4
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64	:	:	:	:		59.1	58.5
Part-time employment	% of total employment	2.1	2.7	3.6	3.9		18.8	19.2
Fixed term contracts	% of total employees	4.8	4.7	4.4	5.8		13.6	14.0
Overall unemployment rate	% of labour force	18.8	9.5	12.0	14.4		9.0	9.6
Long-term unemployment	% of labour force	10.3	6.6	6.5	9.2		3.0	3.8
Youth unemployment rate	% of youth labour force (15-24)	36.9	19.0	27.3	33.6		20.0	20.9
Youth NEET rate	% of population aged 15-24	:	11.1	12.5	:		12.4	:
Early leavers from education and training	% of pop. 18-24 with at most lower sec. educ. and not in further education or training	:	6.0	4.9	:	6	14.4	:
Tertiary educational attainment	% of population 30-34 having successfully completed tertiary education	10.6	15.8	17.6	:	40	32.3	:
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	58.1	79.3	80.7	:		100	:
Labour productivity per hour worked	EU-15 = 100 (based on PPS per hour worked)	46.7	66.0	69.3	:		87.8	:
Nominal unit labour cost growth	% change from previous year	9.6	4.0	7.5	-2.7		1.2	0.6
Real unit labour cost growth	% change from previous year	0.2	1.1	8.8	-3.1		2.8	-1.8

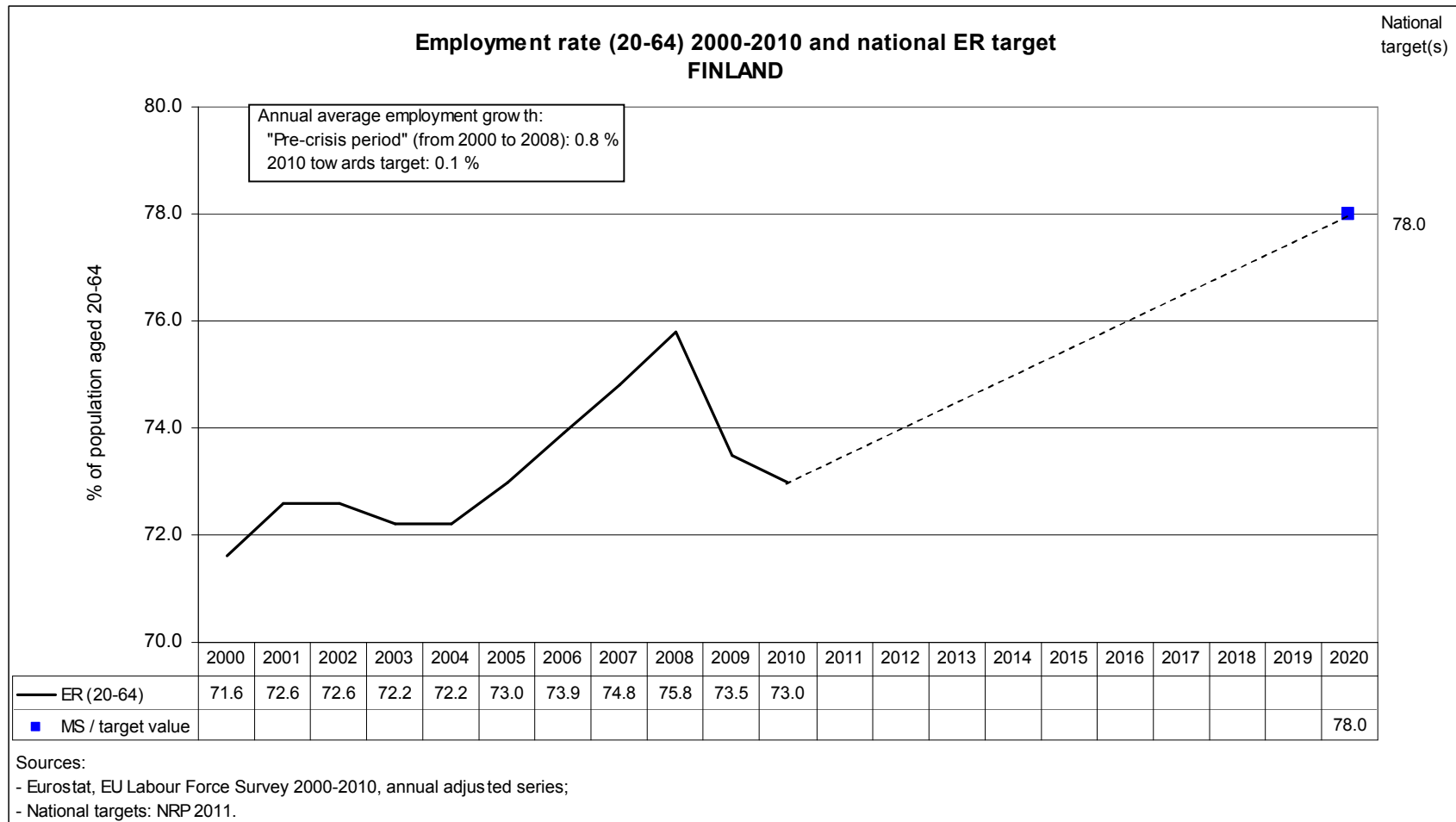
Source: Eurostat database (labour market statistics, national accounts), National Reform Programmes 2011

3. Key employment challenges

Employment policy area	Key employment challenges	Particularly good labour market outcomes ("Best practices")
1. Increase labour market participation	Barriers to labour market access by different age and ethnic groups and qualification levels - long-term and low-skilled workers, youth, females and marginalised groups.	
2. Enhancing labour market functioning; combating segmentation		
3. Active labour market policies	Insufficient provision of well targeted labour market measures	
4. Adequate and employment oriented social security systems		
5. Work-life balance	Negative impact of parenthood on female employment; Low availability of affordable childcare for children below 3 years. Low regional mobility.	
6. Job creation		
7. Gender equality	Gender pay gap	
8. Improving skill supply and productivity; Lifelong learning	Low participation in lifelong learning	
9. Improving education and training systems	Insufficient provision of quality education (in particularly vocational and tertiary educ.) and adult training opportunities to meet labour market needs (skills mismatch)	Very small incidence of early school leaving; High share of secondary educated adult population
10. Wage setting mechanisms and labour cost developments		

FINLAND

1. Progress towards the national employment rate target



2. Key indicators on labour market performance

FINLAND

Indicator	Unit	2000	2008	2009	2010	2020 national target	2009	2010
							EU-27 total	
Overall employment rate	% of population aged 20 - 64	71.6	75.8	73.5	73.0	78	69.1	68.6
Overall employment growth	% change from previous year	2.1	1.6	-2.7	-0.4		-1.8	-0.5
Employment rate of women	% of female population aged 20 - 64	68.2	73.1	72.4	71.5		62.5	62.1
Employment rate of men	% of male population aged 20 - 64	74.9	78.4	74.7	74.5		75.8	75.1
Employment rate of older workers	% of population aged 55 - 64	41.6	56.5	55.5	56.2		46.0	46.3
Employment rate of young persons	% of population aged 20 - 29	68.6	72.4	67.3	67.0		63.0	61.7
Employment rate of low skilled persons	% of population with at most lower secondary education aged 20 - 64	59.1	58.8	55.8	53.9		54.4	53.4
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64	:	55.3	55.5	49.4		59.1	58.5
Part-time employment	% of total employment	12.3	13.3	14.0	14.6		18.8	19.2
Fixed term contracts	% of total employees	16.3	15.0	14.6	15.5		13.6	14.0
Overall unemployment rate	% of labour force	9.8	6.4	8.2	8.4		9.0	9.6
Long-term unemployment	% of labour force	2.8	1.2	1.4	2.0		3.0	3.8
Youth unemployment rate	% of youth labour force (15-24)	21.4	16.5	21.5	21.4		20.0	20.9
Youth NEET rate	% of population aged 15-24	9.7	7.8	9.9	:		12.4	:
Early leavers from education and training	% of pop. 18-24 with at most lower sec. educ. and not in further education or training	9.0	9.8	9.9	:	8	14.4	:
Tertiary educational attainment	% of population 30-34 having successfully completed tertiary education	40.3	45.7	45.9	:	42	32.3	:
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	114.8	112.5	108.9	:		100	:
Labour productivity per hour worked	EU-15 = 100 (based on PPS per hour worked)	95.8	97.1	94.7	:		87.8	:
Nominal unit labour cost growth	% change from previous year	0.6	5.8	7.8	-1.5		1.2	0.6
Real unit labour cost growth	% change from previous year	-2.0	3.9	6.8	-3.5		2.8	-1.8

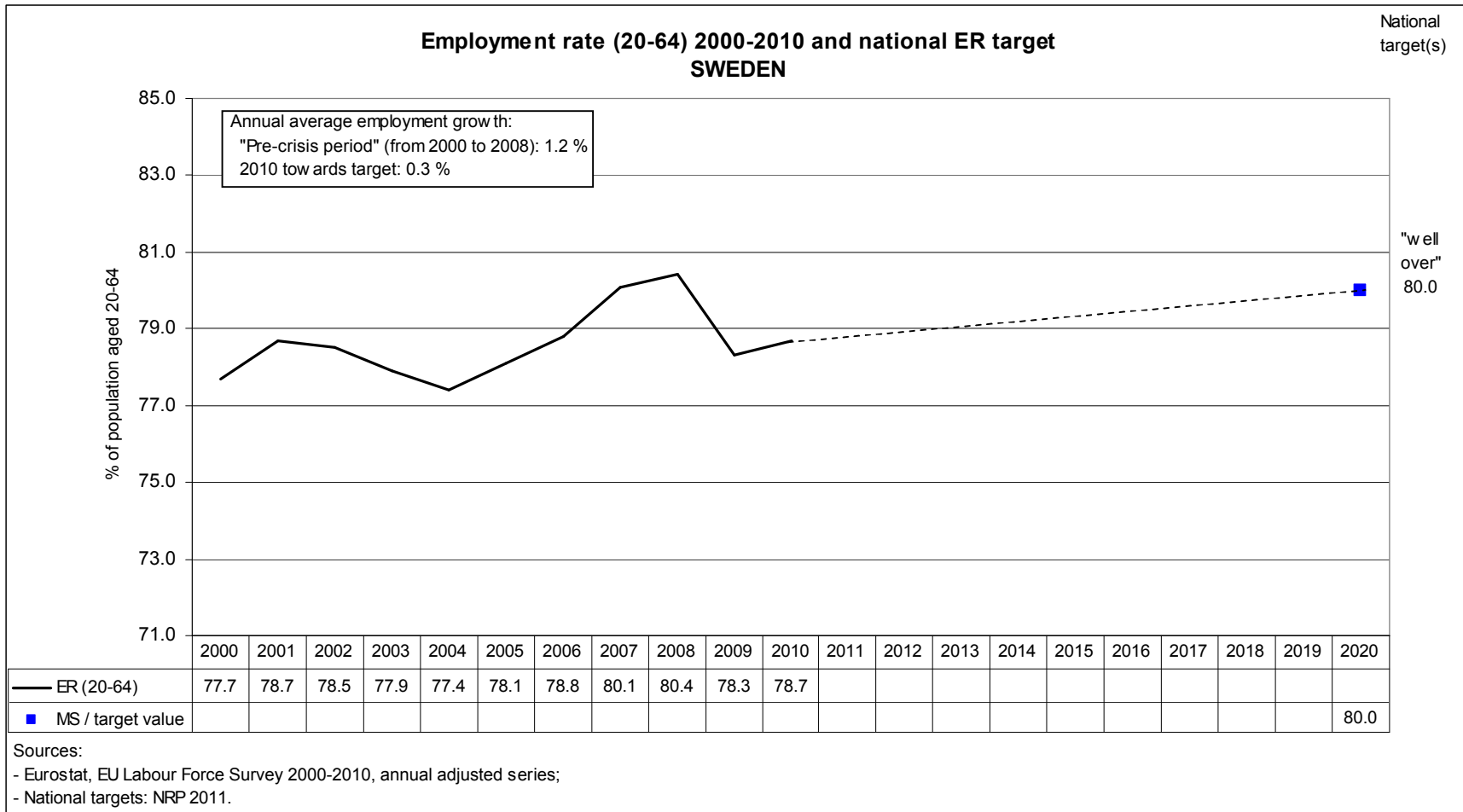
Source: Eurostat database (labour market statistics, national accounts), National Reform Programmes 2011

3. Key employment challenges

Employment policy area	Key employment challenges	Particularly good labour market outcomes ("Best practices")
1. Increase labour market participation	Long-term unemployment is increasing Youth unemployment is high Employment rate of non-EU nationals is low Labour market participation of age group 60-64 is low	Very high participation of women High participation of older workers (55-59) Employment rate of 20-29 year olds also above average
2. Enhancing labour market functioning; combating segmentation		
3. Active labour market policies		ALMP was used efficiently to prevent the explosion of youth unemployment in 2009-2010
4. Adequate and employment oriented social security systems		
5. Work-life balance		
6. Job creation		
7. Gender equality		Strong labour market participation of both men and women
8. Improving skill supply and productivity; Lifelong learning		High share of well educated adult population. Very high share of lifelong learning.
9. Improving education and training systems		
10. Wage setting mechanisms and labour cost developments		

SWEDEN

1. Progress towards the national employment rate target



2. Key indicators on labour market performance

SWEDEN

Indicator	Unit	2000	2008	2009	2010	2020 national target	2009	2010
							EU-27 total	
Overall employment rate	% of population aged 20 - 64	77.7	80.4	78.3	78.7	well over 80	69.1	68.6
Overall employment growth	% change from previous year	2.5	0.9	-2.0	1.1		-1.8	-0.5
Employment rate of women	% of female population aged 20 - 64	75.3	77.2	75.7	75.7		62.5	62.1
Employment rate of men	% of male population aged 20 - 64	80.1	83.5	80.9	81.7		75.8	75.1
Employment rate of older workers	% of population aged 55 - 64	64.9	70.1	70.0	70.5		46.0	46.3
Employment rate of young persons	% of population aged 20 - 29	66.1	71.9	67.2	66.5		63.0	61.7
Employment rate of low skilled persons	% of population with at most lower secondary education aged 20 - 64	65.4	66.2	63.3	63.0		54.4	53.4
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64	:	53.7	49.9	47.6		59.1	58.5
Part-time employment	% of total employment	19.5	26.6	27.0	26.4		18.8	19.2
Fixed term contracts	% of total employees	15.8	16.1	15.3	15.8		13.6	14.0
Overall unemployment rate	% of labour force	5.6	6.2	8.3	8.4		9.0	9.6
Long-term unemployment	% of labour force	1.4	0.8	1.1	1.5		3.0	3.8
Youth unemployment rate	% of youth labour force (15-24)	:	20.2	25.0	25.2		20.0	20.9
Youth NEET rate	% of population aged 15-24	6.3	7.8	9.6	:		12.4	:
Early leavers from education and training	% of pop. 18-24 with at most lower sec. educ. and not in further education or training	7.3	12.2	10.7	:	less than 10%	14.4	:
Tertiary educational attainment	% of population 30-34 having successfully completed tertiary education	31.8	42.0	43.9	:	40-45	32.3	:
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	114.3	112.8	109.9	:		100	:
Labour productivity per hour worked	EU-15 = 100 (based on PPS per hour worked)	101.7	102.6	99.8	:		87.8	:
Nominal unit labour cost growth	% change from previous year	5.2	3.1	4.8	-1.6		1.2	0.6
Real unit labour cost growth	% change from previous year	3.7	-0.1	2.9	-2.8		2.8	-1.8

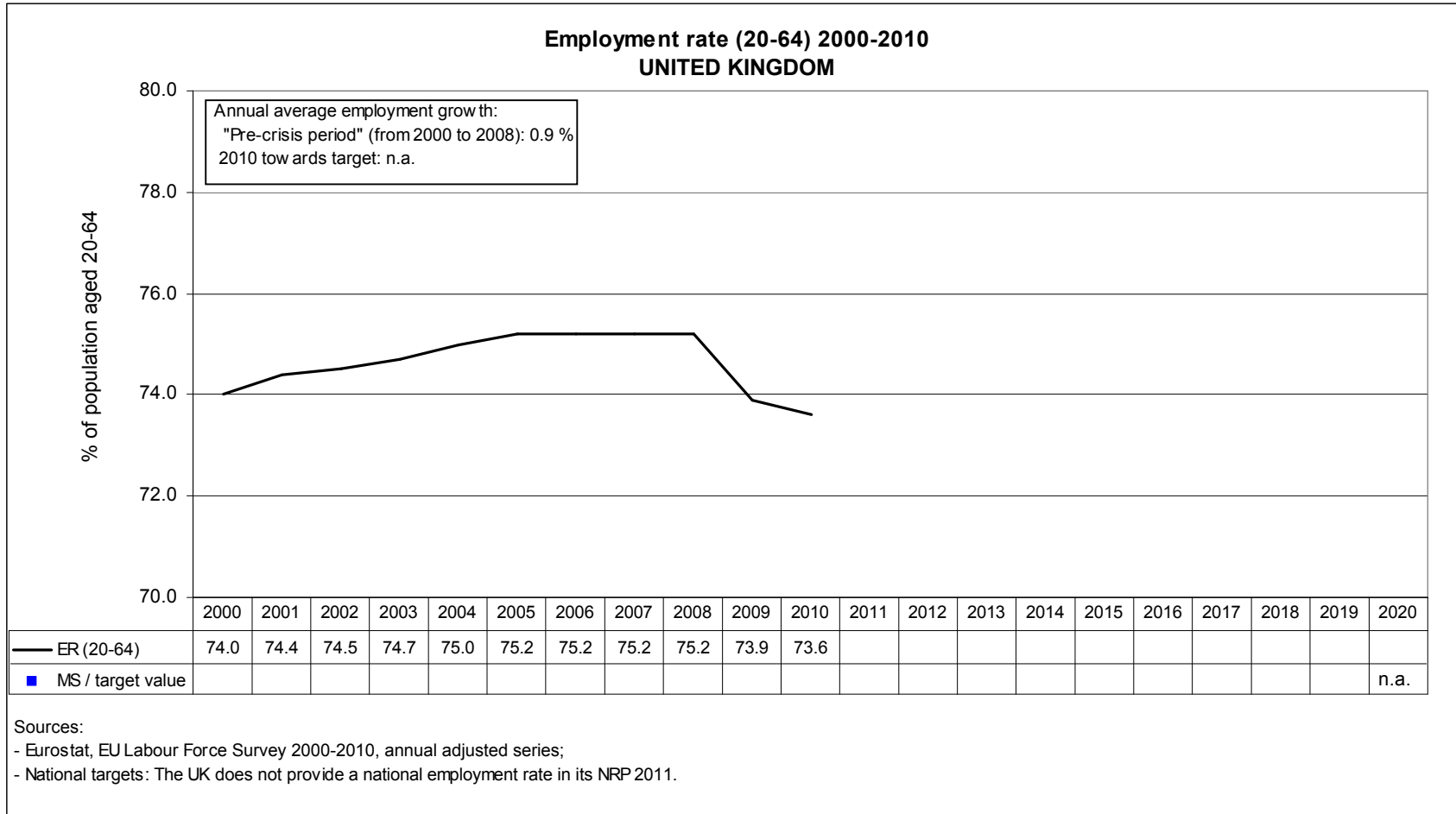
Source: Eurostat database (labour market statistics, national accounts), National Reform Programmes 2011

3. Key employment challenges

Employment policy area	Key employment challenges	Particularly good labour market outcomes ("Best practices")
1. Increase labour market participation	Weak foothold on the labour market for the youth (under 25) and non-EU immigrants.	General employment rate well above EU-average. Successful in creating high employment for old workers (55-64).
2. Enhancing labour market functioning; combating segmentation		
3. Active labour market policies		
4. Adequate and employment oriented social security systems	Relatively high absence from work due to long term sick leave and disabilities (although newly implemented reforms seem to bring down the numbers substantially).	
5. Work-life balance		
6. Job creation		Strong employment growth during 2010 and 2011.
7. Gender equality		High female employment rate and dual earners. Gender employment gap well below average
8. Improving skill supply and productivity; Lifelong learning		Strong life long learning.
9. Improving education and training systems		
10. Wage setting mechanisms and labour cost developments		

UNITED KINGDOM

1. Progress towards the national employment rate target



2. Key indicators on labour market performance

UNITED KINGDOM

Indicator	Unit	2000	2008	2009	2010	2020 national target	2009	2010
							EU-27 total	
Overall employment rate	% of population aged 20 - 64	74.0	75.2	73.9	73.6	n.a.	69.1	68.6
Overall employment growth	% change from previous year	1.3	0.3	-1.7	-0.7		-1.8	-0.5
Employment rate of women	% of female population aged 20 - 64	66.8	68.8	68.2	67.9		62.5	62.1
Employment rate of men	% of male population aged 20 - 64	81.4	81.8	79.6	79.3		75.8	75.1
Employment rate of older workers	% of population aged 55 - 64	50.7	58.0	57.5	57.1		46.0	46.3
Employment rate of young persons	% of population aged 20 - 29	75.1	73.9	70.9	71.1		63.0	61.7
Employment rate of low skilled persons	% of population with at most lower secondary education aged 20 - 64	64.5	59.1	57.3	55.6		54.4	53.4
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64	:	65.0	63.0	63.6		59.1	58.5
Part-time employment	% of total employment	25.1	25.3	26.1	26.9		18.8	19.2
Fixed term contracts	% of total employees	7.0	5.4	5.7	6.1		13.6	14.0
Overall unemployment rate	% of labour force	5.4	5.6	7.6	7.8		9.0	9.6
Long-term unemployment	% of labour force	1.4	1.4	1.9	2.5		3.0	3.8
Youth unemployment rate	% of youth labour force (15-24)	12.2	15.0	19.1	19.6		20.0	20.9
Youth NEET rate	% of population aged 15-24	10.9	12.1	13.3	:		12.4	:
Early leavers from education and training	% of pop. 18-24 with at most lower sec. educ. and not in further education or training	18.2	17.0	15.7	:	n.a.	14.4	:
Tertiary educational attainment	% of population 30-34 having successfully completed tertiary education	29.0	39.7	41.5	:	n.a.	32.3	:
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	110.7	108.6	106.6	:		100	:
Labour productivity per hour worked	EU-15 = 100 (based on PPS per hour worked)	94.5	96.7	94.3	:		87.8	:
Nominal unit labour cost growth	% change from previous year	2.9	2.3	6.1	2.1		1.2	0.6
Real unit labour cost growth	% change from previous year	1.7	-0.7	4.6	-0.8		2.8	-1.8

Source: Eurostat database (labour market statistics, national accounts), National Reform Programmes 2011

3. Key employment challenges

Employment policy area	Key employment challenges	Particularly good labour market outcomes ("Best practices")
1. Increase labour market participation	Rising levels of youth unemployment	
2. Enhancing labour market functioning; combating segmentation		
3. Active labour market policies		
4. Adequate and employment oriented social security systems	<p>Growing number of benefit recipients and long-term unemployed. High rate of jobless households</p> <p>Insufficient activation of benefits claimants beyond those unemployed for a year or less</p>	
5. Work-life balance	The availability and affordability of childcare services is an issue	
6. Job creation	<p>Challenge in ensuring new jobs are filled by those currently on benefits</p> <p>Growth and job creation will need to be strong enough to create sufficient and sustainable employment not only for those newly unemployed due to restructuring and rebalancing the economy, but also for long term benefit recipients, many of whom have obstacles to overcome to enter the labour market in the first place.</p>	
7. Gender equality		Higher than average female employment rate
8. Improving skill supply and productivity; Lifelong learning	Weaknesses in the area of medium skill levels	Good attainment rates in tertiary education
9. Improving education and training systems	Incidence of early school leaving	
10. Wage setting mechanisms and labour cost developments		