Council of the European Union

Brussels, 2 October 2026
(OR. en)

13806/26
ADD 1

SOC 633
EMPL 367
ECOFIN 1243
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NOTE

From:	General Secretariat of the Council
To:	Delegations
Subject:	2026 EMCO Annual Employment Performance Report

Delegations will find attached the 2026 EMCO Annual Employment Performance Report (AEPR).

ANNEX

2026 EMCO Annual Employment Performance Report (AEPR)

Introduction - Executive Summary

This report presents the main findings from a detailed analysis of the 2026 Employment Performance Monitor (EPM)[1]. It provides an overview of key labour market indicators, mainly based on the most recent 2025 EU Labour Force Survey (EU-LFS) annual data. It also reports on progress towards the 2030 EU headline and national targets on employment and adult learning, using methodological approaches endorsed by the EMCO Indicators Group.

The main novelty in the 2026 EPM is the inclusion of the **updated Job Quality Monitoring Framework**, developed by the EMCO Indicators Group in response to the mandate set out in the EMCO Opinion on the dimensions of job quality presented to the EPSCO Council on 19 June 2025. Consequently, this AEPR edition places emphasis on job quality in the first section (1.2), and, more specifically, on a number of selected indicators for the various job quality dimensions. The values of all the agreed main and context indicators of the Job Quality Monitoring Framework per Member State and job quality dimension are presented in Annex I of this report. Moreover, the whole set of agreed indicators per job quality dimension, as well as all the indicator values per Member State and job quality dimension, are presented in Annex C of the 2026 EPM, alongside explanatory notes where necessary.

As in previous editions, the analysis conducted in this report integrates a forward-looking dimension, in that it assesses the minimum annual employment growth required at both EU and national levels to reach or retain the respective employment rate targets by 2030. In addition, the report presents the potential for improving the situation of specific population groups in the context of ensuring progress towards the 2030 EU and national employment targets, based on an agreed methodology.

Moreover, the EMCO Indicators Group examined the 2026 EPM results to provide in this report a thematic analysis and a summary of the key employment challenges and good labour market outcomes across the EU. This contributes to the identification of the main EU priorities that will be important to monitor in the coming years. The EPM has also enabled the identification of emerging employment trends through the analysis of both recent year-on-year changes (2024–2025) and developments over a three-year horizon.

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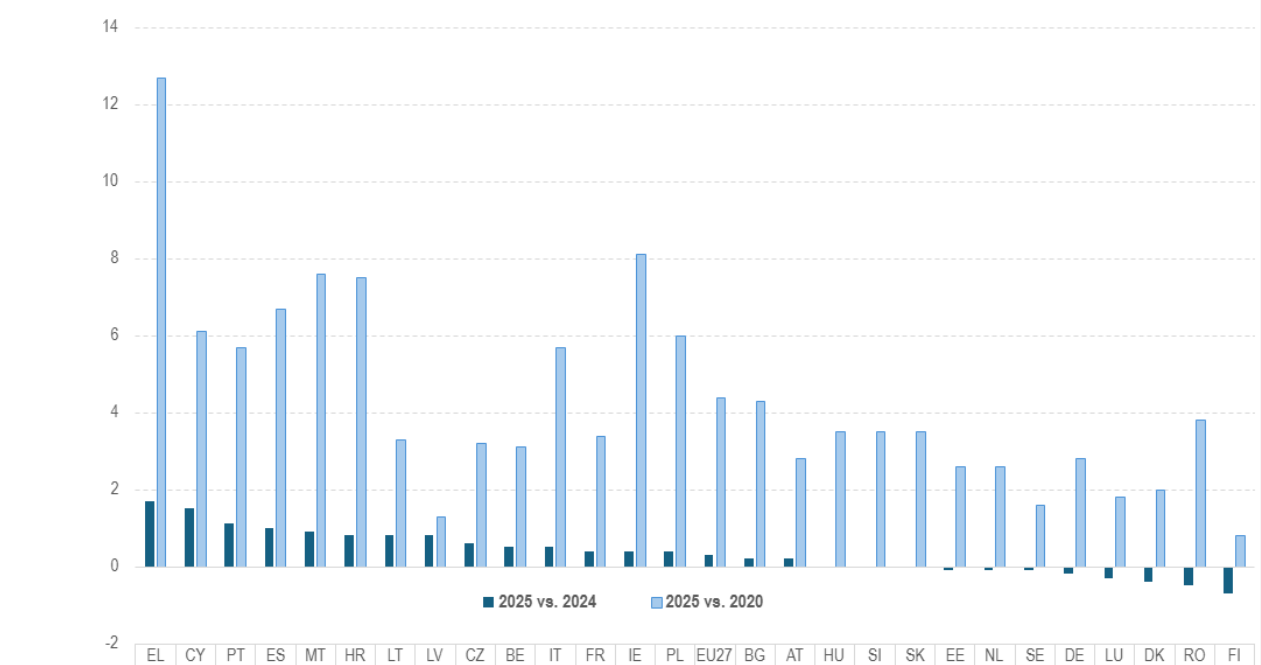
[1] The Employment Committee (EMCO) was mandated to produce an 'Employment Performance Monitor', which serves two main objectives: a) Monitoring the progress towards the overall employment rate target and related national targets; and b) Identifying, at a glance, the key employment challenges (KECs) and good labour market outcomes (GLMOs) across the EU and for each Member State individually (Council Doc. 14478/2010).

1. Labour market performance

1.1 Key statistics: Employment rate remained at a record high in 2025

EU real GDP increased by 1.5% in 2025, after an increase of 1.1% in 2024. Against this backdrop, employment continued to grow in 2025, albeit at a more moderate pace. The number of employed people in the 20-64 age group in the EU totaled 197.8 million in 2025, accounting for **76.1%** of all people in the same age group. This is a new record high. The EU employment rate is steadily approaching the EU's 2030 headline target of **78%**, increasing from 75.8% in 2024 and 73.1% in 2021.

Figure 1: Change (in pps) in employment rate (20-64): 2025 vs. 2024 and 2025 vs. 2020



	EL	CY	PT	ES	MT	HR	LT	LV	CZ	BE	IT	FR	IE	PL	EU27	BG	AT	HU	SI	SK	EE	NL	SE	DE	LU	DK	RO	FI
2025 vs. 2024	1.7	1.5	1.1	1	0.9	0.8	0.8	0.8	0.6	0.5	0.5	0.4	0.4	0.4	0.3	0.2	0.2	0	0	0	-0.1	-0.1	-0.1	-0.2	-0.3	-0.4	-0.5	-0.7
2025 vs. 2020	12.7	6.1	5.7	6.7	7.6	7.5	3.3	1.3	3.2	3.1	5.7	3.4	8.1	6	4.4	4.3	2.8	3.5	3.5	3.5	2.6	2.6	1.6	2.8	1.8	2	3.8	0.8

Source: 2026 JAF update - Eurostat. Cut-off date is 30 April 2026

In the majority of Member States, the employment rate for people aged 20-64 registered an improvement in 2025 compared to 2024 (Figure 1). The highest rises were recorded in Greece (+1.7 pps, from 69.3% to 71%) and Cyprus (+1.5 pps, from 79.8% to 81.3%), while on the contrary, the employment rate declined by 0.7 pps in Finland (from 77% to 76.3%) and 0.5 pps in Romania (from 69.5% to 69%). Among the EU countries, the employment rate (20-64) in 2025 ranged from 67.6% in Italy to 83.6% in Malta. Looking at the 2020-2025 period, all EU Member States registered positive performance, with gains ranging from 12.7 pps in Greece to 0.8 pps in Finland (Figure 1).

In 2025, the EU's gender employment gap, defined as the difference between the employment rates of men and women aged 20-64, stood at 9.6 pps, 0.4 pps lower than in 2024, but remained high.

By age group, the EU employment rate dropped 0.3 pps to 65.6% for young people aged 20-29, it rose by 0.2 pps to 83.6% for 30–54-year-olds and continued climbing compared to 2024 for 55-64-year-olds, reaching 66.4% in 2025 (a 7.4 pps gain since 2020 or a 23.2 pps gain since 2009).

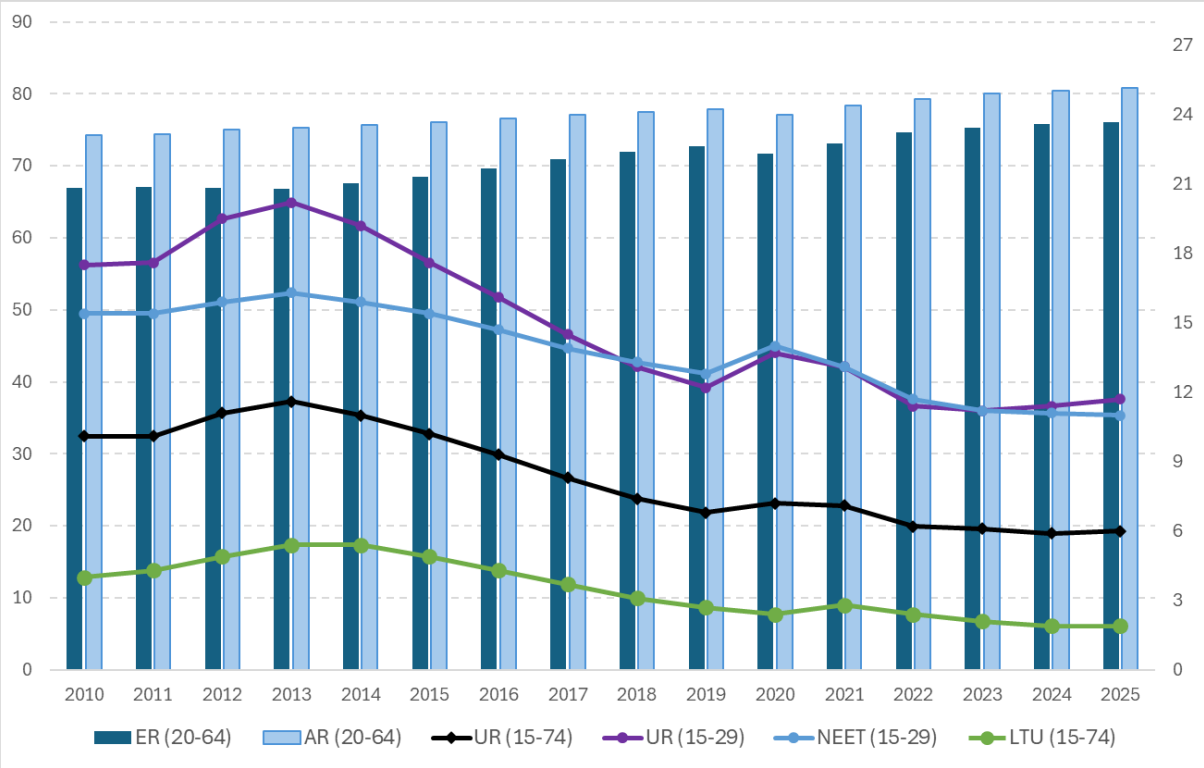
The **labour force participation rate** (i.e. the percentage of active people aged 20-64 in relation to the comparable total population) in the EU hit a record 80.8% in 2025 (+0.4 pps y-o-y), with women's activity rate (75.9%, +0.6 pps y-o-y) still well below the one for men (85.7%, +0.2 pps y-o-y).

The **youth NEET rate**[2] for the 15-29 age group **edged down to 11.0% in 2025** from 11.1% a year ago, though it remains a challenge. Cyprus reported the largest improvement (-2.3 pps, to 10.6%) and Malta the largest increase (+1.3 pps, to 8.5%). The lowest 2025 NEET rate was recorded in the Netherlands (5.3%), while the highest was found in Romania (19.2%), pointing to a wide variation across Member States. Women's NEET rate (12%) remains higher than men's (9.9%). According to the European Pillar of Social Rights Action Plan, Europe should strive to decrease the NEET rate (15-29) from 12.6% in 2019 to 9% in 2030, namely by improving their employment prospects, thereby contributing to the overall 78% employment rate target.

Overall unemployment (15-74) **increased slightly in the EU to 6.0% in 2025** from 5.9% in 2024, and youth unemployment (people aged 15-29) ticked up to 11.7% (+0.3 pps y-o-y). Greece saw the sharpest unemployment drop for a third year (-1.2 pps, to 8.9% in 2025 from 10.1% in 2024), while Finland saw an increase of 1.3 pps to 9.7% in 2025 from 8.4% in 2024. The youth unemployment rate (people aged 15-29) recorded the largest decrease in Greece in 2025 (-2.6 pps, to 16.5% from 19.1% a year ago), while it rose 2.1 pps in Finland (to 17% from 14.9%). The EU **long-term unemployment rate remained stable in 2025**, to 1.9% of the active population, though Greece still had the EU's highest rate (5.0%).

[2] The rate of people aged 15-29 who are neither in employment nor in education or training

Figure 2: Key labour market indicators in the EU (%, annual data)



Source: 2026 JAF update - Eurostat [Left axis for employment rate (ER) and activity rate (AR)- the labour force participation rate. Right axis for the unemployment rate (ages 15-74, 15-29), NEET rate (15-29) and the rate of long-term unemployment (15-74) as % of active population].

Looking ahead: After reaching 1.5% in 2025, EU GDP growth is now projected to slow down to 1.1% in 2026 - 0.3 pps lower than previously expected, reflecting the impact of the energy-price shock linked to the conflict in the Middle East - before picking up to 1.4% in 2027. Employment growth is expected to slow further, from 0.5% in 2025 to 0.3% in 2026 and 0.4% in 2027, as labour demand moderates. The EU unemployment rate (15-74) has held steady at around 6% since mid-2025 and is projected to remain broadly stable at that level throughout the two-year forecast horizon (*Source: European Economic Forecast, Spring 2026*).

1.2 Job quality: evidence from the EMCO job quality monitoring framework

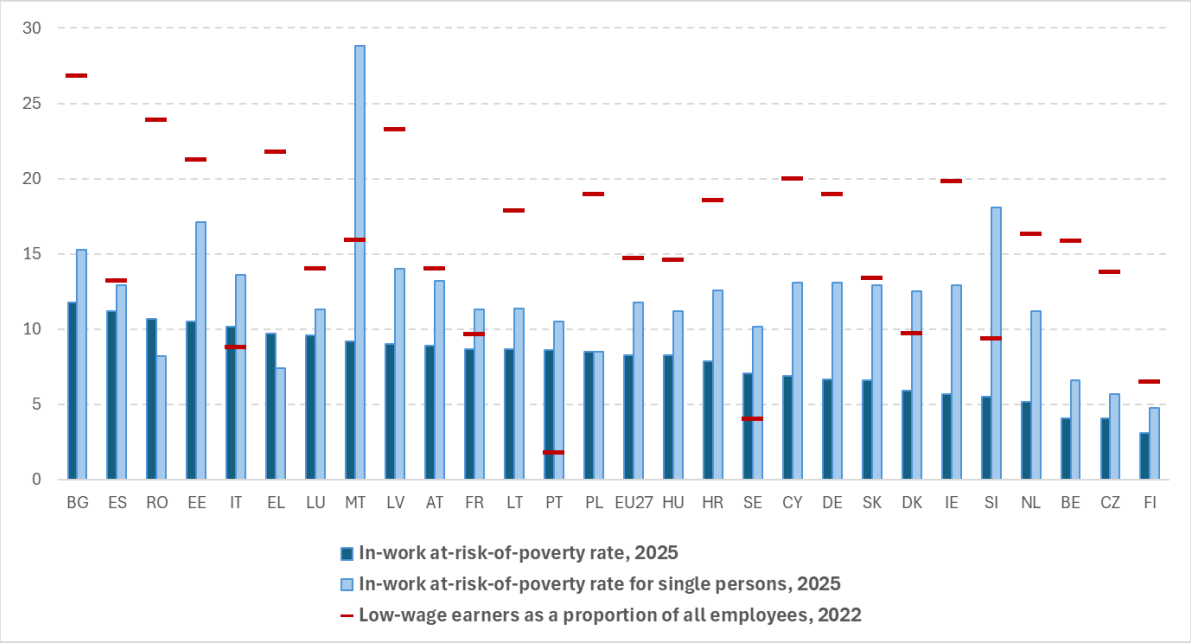
According to the EMCO Opinion on the dimensions of job quality, job quality is a multidimensional concept encompassing various factors that shape individuals' well-being and rights in the workplace with an impact on economic and societal outcomes in terms of productivity, competitiveness, incomes and social cohesion. The EMCO Opinion set out an updated list of job quality policy dimensions. Building on the mandate by EMCO through this Opinion, the EMCO Indicators Group updated the Job Quality Monitoring Framework by the first quarter of 2026, presenting a comprehensive set of main and context indicators for measuring all these policy dimensions (see Annex I of this report and Annex C of the 2026 EPM). This section briefly presents developments on a selected number of main indicators, drawn from selected job quality dimensions, to complement the previous analysis of labour market trends, while leaving to Annex I of this report the presentation of the full set of main and context indicators providing the overall picture across countries on all agreed dimensions of job quality.

The three indicators depicted in Figure 3 below, namely the in-work at-risk-of-poverty rate (for people aged 18-64), the in-work at-risk-of-poverty rate for single persons (for people aged 18-64) and the low-wage earners as a proportion of all employees, constitute the three main indicators of the job quality dimension of 'Adequate earnings and fair wages'. This figure shows that the in-work at-risk-of-poverty rate varied substantially across the EU, ranging from 3.1% in Finland to 11.8% in Bulgaria, in 2025. Overall, in-work-poverty affected 8.3% of EU workers aged 18-64 in 2025, up from 8.2% in 2024.

Figure 3 also highlights more specifically that single workers are, in most Member States, more vulnerable than workers overall. The in-work at-risk-of-poverty rate for single persons was higher than the overall rate in the large majority of countries - with Romania and Greece as notable exceptions. This underlines the impact of household composition on in-work poverty risks, and in particular the beneficial effect of relying on multiple sources of incomes and sharing certain household expenses within households. The values of this single-person indicator (11.8% for the EU-27) ranged between 4.8% in Finland and 28.8% in Malta in 2025, with the latter being by far the highest in the EU. Marked differences between countries show that wages alone may not fully explain the pattern. Member States with similar shares of low-wage earners (based on 2022 data, which is the latest available) can experience very different levels of in-work poverty[3]. Additional country-specific factors, such as differences in the tax-benefit systems and the prevalence of non-standard forms of employment, may clearly come into play.

[3] The two indicators refer to different reference periods. The share of low-wage earners is based on earnings data for 2022, while the in-work at-risk-of-poverty rate is based on EU-SILC 2025, for which the income reference period is generally 2024.

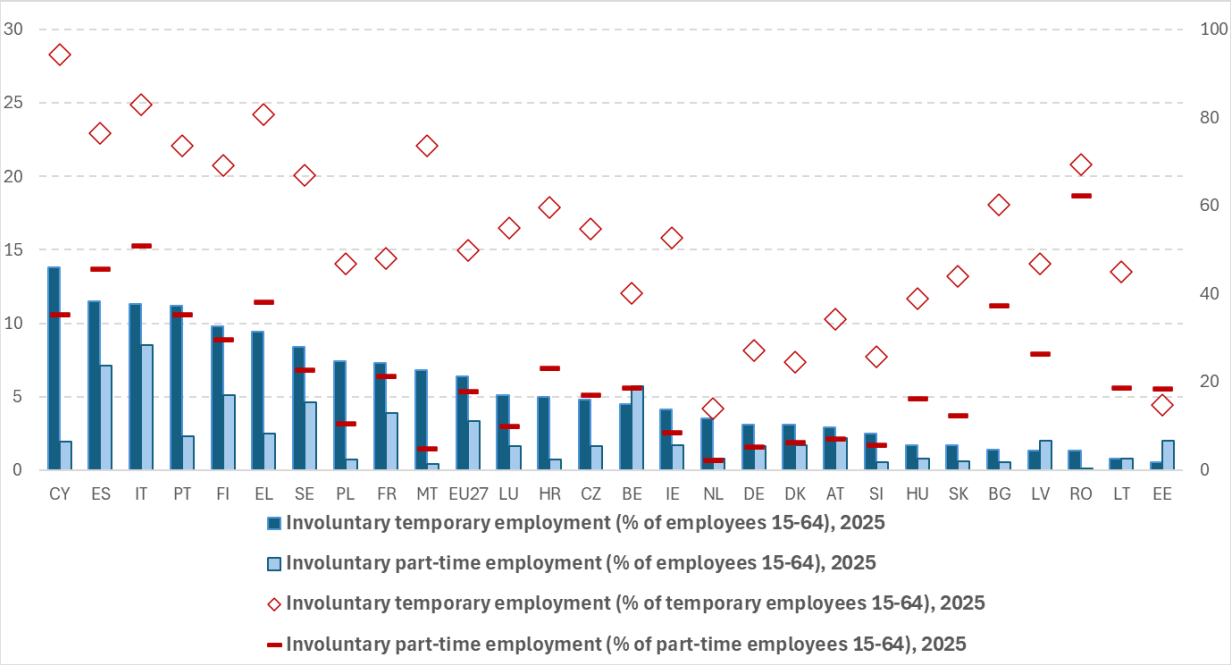
Figure 3: In-work at-risk-of-poverty rate, in-work at-risk-of-poverty rate for single persons, low-wage earners as a proportion of all employees



Source: 2026 EPM, Annex C: Job Quality Monitoring Framework

Involuntary temporary employment and involuntary part-time employment constitute the two main indicators under the job quality dimension on 'job and career security'. The graph below highlights substantial differences across Member States in the prevalence of involuntary temporary and part-time employment in 2025. Among all employees (15-64), the share of those on involuntary temporary contracts ranged from 0.5% in Estonia to 13.8% in Cyprus in 2025. Involuntary part-time employment as percentage of all employees aged 15-64 ranged from 0.1% in Romania to 8.5% in Italy. In several countries, a large share of temporary workers report being in such employment involuntarily, suggesting that temporary contracts often reflect a lack of alternatives. Involuntary part-time work is generally less widespread but remains significant in some Member States. The large cross-country variation suggests that country-specific labour market characteristics may influence the extent of involuntary non-standard employment. Active labour market policies and effective employment services that promote transitions into higher quality jobs, incentives for employers to hire on a full-time permanent basis, alongside adequate access to social protection and learning opportunities, can help reduce labour market segmentation and enhance job quality.

Figure 4: Involuntary temporary employment and involuntary part-time employment



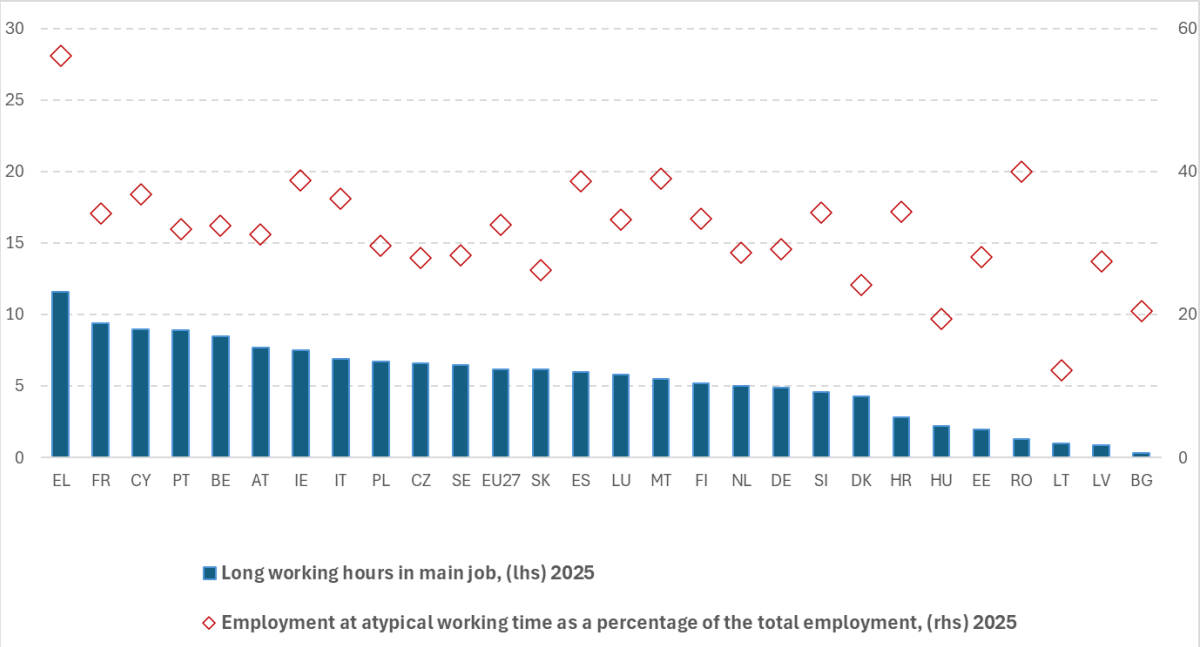
Source: 2026 EPM, Annex C: Job Quality Monitoring Framework

Long working hours in the main job and employment at atypical working time as a percentage of total employment are the two main indicators for the job quality dimension 'working time'. Technological progress and the growing use of remote and hybrid working models can influence working time patterns. Overall, working time schedules deviating from normal full-time working hours, which can negatively weigh on job quality, have declined in the EU. In 2025, 6.3% of all employed people (20-64) worked long hours compared to 6.6% in 2024 and 7.1% in 2023. The share of those working at atypical working hours was at 32.6% in 2025, down from 33.9% a year ago.

There is substantial variation across Member States in the prevalence of long working hours and atypical working times, also partly related to differences in sectoral specialisation. In 2025, Greece recorded the highest share of employed persons usually working 49 hours or more per week[4] and had the highest atypical working time, while figures do not point to a systematic relationship between the two indicators across Member States. Bulgaria, Latvia and Lithuania reported the lowest shares of employed persons usually working long hours.

[4] The 'long working hours in main job' indicator covers all employed people, including the self-employed; its value may therefore be influenced by the share of self-employment.

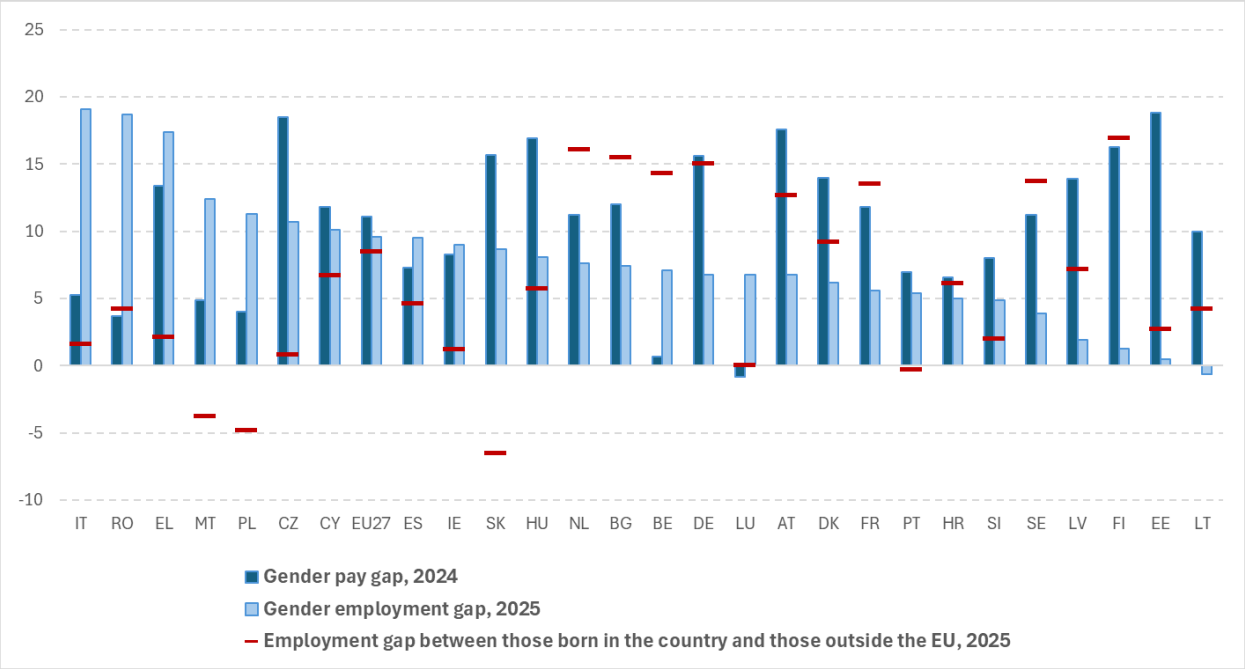
Figure 5: Long working hours in main job and employment at atypical working time (% of total employment)



Source: 2026 EPM, Annex C: Job Quality Monitoring Framework

The gender pay gap, gender employment gap, and employment gap between those born in the country and those outside the EU are three of the five main indicators under the job quality dimension 'gender equality and equal opportunities'. The graph shows that significant labour market inequalities persist across the EU, although their magnitude differs considerably between Member States. Gender employment gaps remain substantial in many countries (e.g. 19.1 pps in Italy, 18.7 pps in Romania and 17.4 pps in Greece). These are in some cases accompanied by gender pay gaps, although the two indicators are not always closely correlated, suggesting that different factors can drive employment and pay inequalities. The employment gap between people born in the country and those born outside the EU also varies widely, pointing to important differences in labour market integration. Overall, policies on childcare, work-life balance, education and skills, anti-discrimination, and migrant integration play a crucial role in promoting more inclusive labour markets.

Figure 6: Gender pay gap, gender employment gap, employment gap between those born in the country and those outside the EU



Source: 2026 EPM, Annex C: Job Quality Monitoring Framework

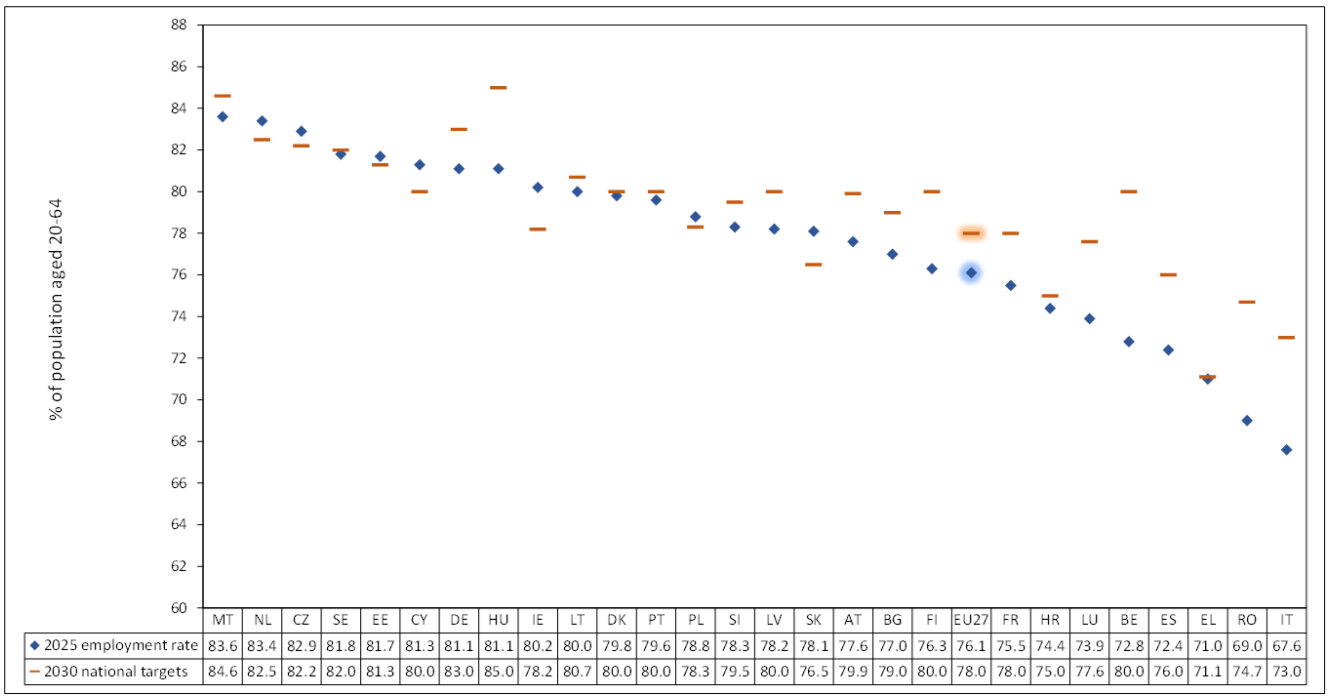
'Safety and health at work' is another dimension of job quality. There were 3,298 fatal accidents at work in the EU in 2023, with an increase of 12 deaths compared with the year before[5]. This represents 1.6 fatal accidents per 100,000 workers in 2023.

5 The cut-off date for these data is 30 April 2026. According to a Eurostat update published on 21 August 2026, there were 3,322 fatal accidents at work in 2023, 36 more than in 2022

2. Progress towards the 2030 EU headline and national targets on employment

Based on the 2025 annual Eurostat EU-LFS data on the employment rate for people aged 20-64, seven Member States (the same number as last year) have exceeded their national 2030 targets (Slovakia, Ireland, the Netherlands, Estonia, Cyprus, Chechia and Poland), as shown in Figure 7 and Table 1.

Figure 7: National employment rate targets set by Member States for 2030 compared to employment rates in 2025



	MT	NL	CZ	SE	EE	CY	DE	HU	IE	LT	DK	PT	PL	SI	LV	SK	AT	BG	FI	EU27	FR	HR	LU	BE	ES	EL	RO	IT
◆ 2025 employment rate	83.6	83.4	82.9	81.8	81.7	81.3	81.1	81.1	80.2	80.0	79.8	79.6	78.8	78.3	78.2	78.1	77.6	77.0	76.3	76.1	75.5	74.4	73.9	72.8	72.4	71.0	69.0	67.6
– 2030 national targets	84.6	82.5	82.2	82.0	81.3	80.0	83.0	85.0	78.2	80.7	80.0	80.0	78.3	79.5	80.0	76.5	79.9	79.0	80.0	78.0	78.0	75.0	77.6	80.0	76.0	71.1	74.7	73.0

Sources: EU Labour Force Survey for 2025 employment rate and Member States. The national 2030 employment rate targets were presented at the June 2022 EPSCO Council. These range from 71.1% in Greece to 85% in Hungary.

Moreover, the employment rate in 2025 was already higher than the EU headline target of 78% in 16 Member States (from 15 Members States in 2024) – see Table 1 below.

While reaching the EU headline target of 78% requires an average 1.9 pps increase by 2030, as shown in Table 1, ten Member States (from ten a year ago) aim to increase their employment rates by more than this. With 7.2 pps (indicating the difference between the employment rate in 2025 and the national target), Belgium aims for the biggest increase, followed by Romania (5.7 pps) and Italy (5.4 pps).

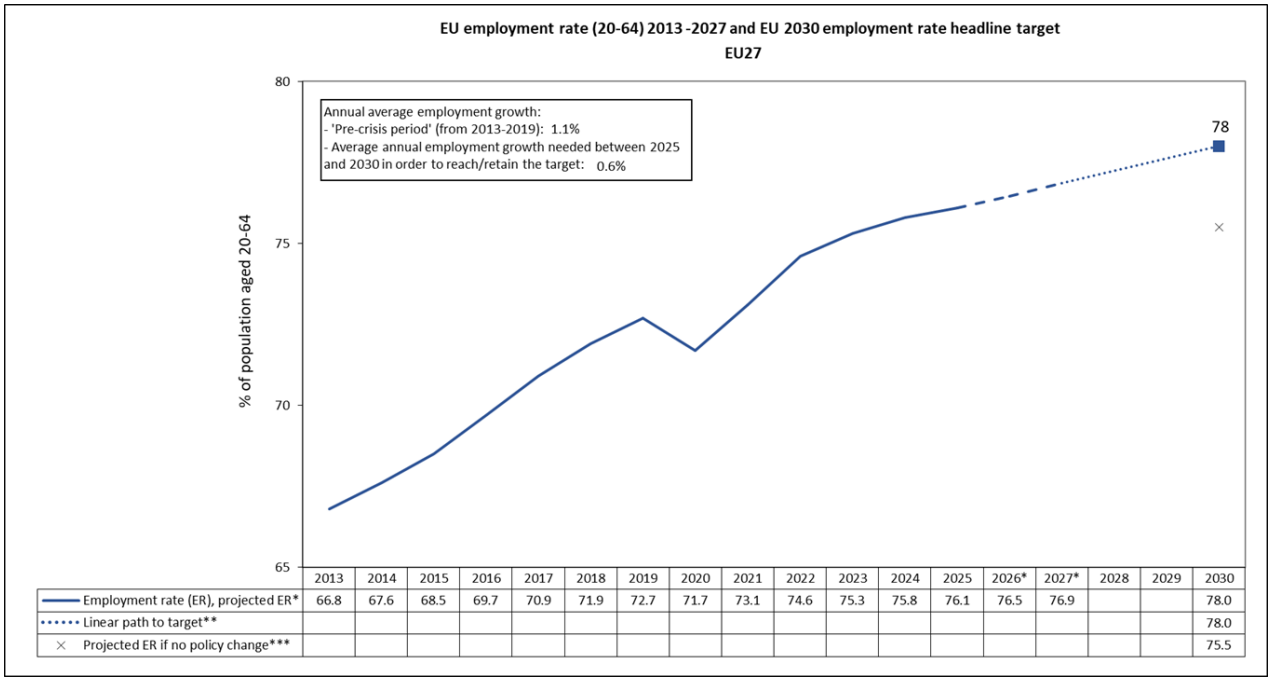
Table 1: Difference between the employment rate 20-64 in 2024 and the EU average, the EU headline target in 2030 and the national 2030 target, as well as the difference between the 2030 national target and the EU 2030 target - in pps

Reference year 2025	Difference to EU average (2025)	Difference to EU target	Difference to national target	Difference between 2030 national target and the 2030 EU target
EU-27	0.0	-1.9	-1.9	0.0
BE	-3.3	-5.2	-7.2	2.0
BG	0.9	-1.0	-2.0	1.0
CZ	6.8	4.9	0.7	4.2
DK	3.7	1.8	-0.2	2.0
DE	5.0	3.1	-1.9	5.0
EE	5.6	3.7	0.4	3.3
IE	4.1	2.2	2.0	0.2
EL	-5.1	-7.0	-0.1	-6.9
ES	-3.7	-5.6	-3.6	-2.0
FR	-0.6	-2.5	-2.5	0.0
HR	-1.7	-3.6	-0.6	-3.0
IT	-8.5	-10.4	-5.4	-5.0
CY	5.2	3.3	1.3	2.0
LV	2.1	0.2	-1.8	2.0
LT	3.9	2.0	-0.7	2.7
LU	-2.2	-4.1	-3.7	-0.4
HU	5.0	3.1	-3.9	7.0
MT	7.5	5.6	-1.0	6.6
NL	7.3	5.4	0.9	4.5
AT	1.5	-0.4	-2.3	1.9
PL	2.7	0.8	0.5	0.3
PT	3.5	1.6	-0.4	2.0
RO	-7.1	-9.0	-5.7	-3.3
SI	2.2	0.3	-1.2	1.5
SK	2.0	0.1	1.6	-1.5
FI	0.2	-1.7	-3.7	2.0
SE	5.7	3.8	-0.2	4.0

Source: EU-LFS data for 2025 employment rate (20-64), Member States and own calculations.

Figure 8 displays the observed employment rates between 2013 and 2025 for the EU, as well as the estimated employment rates for 2026 and 2027, calculated on the basis of the employment growth estimates from the Commission Spring 2026 Economic Forecast and Eurostat population projections. Moreover, it compares the annual average employment growth for the EU in the pre-COVID period 2013-2019 with the annual average employment growth needed between 2025 and 2030 in order to reach the target of 78%. The latter is computed taking into account Eurostat population projections for the denominator of the employment rate. The comparison between the observed and the required growth rates shows that, at EU level, the annual average employment growth required to achieve the 78% employment target (0.6%) is lower than the annual average employment growth observed in the pre-COVID period (1.1% between 2013 and 2019).

Figure 8: Progress towards the 2030 EU employment rate headline target



	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	2026*	2027*	2028	2029	2030
Employment rate (ER), projected ER*	66.8	67.6	68.5	69.7	70.9	71.9	72.7	71.7	73.1	74.6	75.3	75.8	76.1	76.5	76.9			78.0
Linear path to target**																		78.0
Projected ER if no policy change***																		75.5

Sources and notes:

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

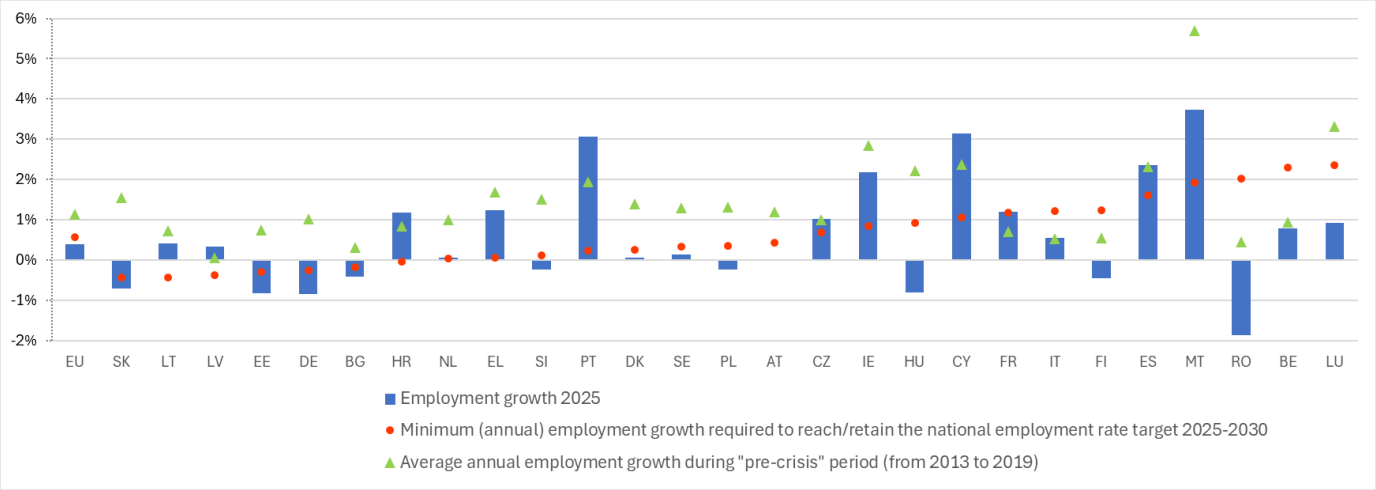
* *Values for 2026 and 2027 are based on the employment growth forecasts from the Commission Spring Forecast 2026 and the projected population and employed population growths from the 2025 Eurostat population projections (Europop 2025).*

** *EU headline employment rate target from June 2022 EPSCO Council.*

*** *Projected employment rate under the assumption of no policy change: EPC Ageing Working Group 2024 Ageing Report (based on Eurostat 2023 population projection and AWG calculations).*

Figure 9 compares recent (2025) annual employment growth in Member States with the average annual employment growth from 2013 to 2019 and the minimum (annual) employment growth required, for each Member State, to reach/retain its national employment rate target. In 2025, eight Member States achieved employment growth higher than the respective pre-COVID average rate. However, for 19 Member States recent employment growth still falls behind the corresponding pre-crisis growth.

Figure 9: Comparison of recent employment growth (in 2025) with estimated average (annual) employment growth over 2013 to 2019 and the minimum (annual) employment growth required to reach/retain the national employment rate target



Source: JAF 2026, EPM 2026, Eurostat.

The majority of Member States would require lower minimum average annual employment growth than that observed in the pre-crisis period to achieve their national targets by 2030, reflecting, *inter alia,* projected demographic developments. However, this is not the case for some Member States. In France, Italy, Belgium, Romania and Finland, the estimated annual employment growth needed to reach the 2030 national target is higher than the corresponding pre-crisis growth. For some Member States, the minimum employment required growth is negative, reflecting a projected decline in working-age population and/or the fact that their national targets have already been reached. For Member States that have already exceeded their targets but face a projected increase in their working-age population by 2030, a positive average annual employment growth rate may nonetheless still be required to retain the target employment rate.

The potential of specific population groups in the context of monitoring progress towards the 2030 EU and national employment targets

Understanding the trajectory towards the 2030 targets requires examining outcomes across different population groups. This makes it possible to identify those whose performance lags behind the average, where targeted policy interventions are likely to have the greatest impact.

Table 2 showcases the potential of specific population groups in the context of monitoring the progress towards the 2030 employment target.

Table 2: Comparison of national employment rates by sub-groups to the respective EU averages (2025), men

MS	Men																			
	Young (20-29)				Prime Age (30-54)				Older (55-64)				Low-skilled (20-64)				Non-EU nationals (20-64)			
	national ER	EU average	Diff.	% of EU average	national ER	EU average	Diff.	% of EU average	national ER	EU average	Diff.	% of EU average	national ER	EU average	Diff.	% of EU average	national ER	EU average	Diff.	% of EU average
AT	76.4	68.8	7.6	111%	88.9	88.5	0.4	100%	66.6	72.3	-5.7	92%	64.6	68.6	-4.0	94%	74.2	76.4	-2.2	97%
BE	60.9	68.8	-7.9	89%	86.5	88.5	-2.0	98%	65.9	72.3	-6.4	91%	54.6	68.6	-14.0	80%	66.7	76.4	-9.7	87%
BG	58.2	68.8	-10.6	85%	88.3	88.5	-0.2	100%	75.5	72.3	3.2	104%	57.6	68.6	-11.0	84%	60.8	76.4	-15.6	80%
CY	73.4	68.8	4.6	107%	91.7	88.5	3.2	104%	81.7	72.3	9.4	113%	78.9	68.6	10.3	115%	80.8	76.4	4.4	106%
CZ	71.9	68.8	3.1	105%	95	88.5	6.5	107%	81.8	72.3	9.5	113%	64.0	68.6	-4.6	93%	93.1	76.4	16.7	122%
DE	79.1	68.8	10.3	115%	89.1	88.5	0.6	101%	78.9	72.3	6.6	109%	70.3	68.6	1.7	102%	73.8	76.4	-2.6	97%
DK	76.4	68.8	7.6	111%	87.4	88.5	-1.1	99%	78.7	72.3	6.4	109%	68.3	68.6	-0.3	100%	71.6	76.4	-4.8	94%
EE	71.8	68.8	3.0	104%	87.3	88.5	-1.2	99%	73.4	72.3	1.1	102%	63.1	68.6	-5.5	92%	83.9	76.4	7.5	110%
EL	58.3	68.8	-10.5	85%	89.6	88.5	1.1	101%	70.9	72.3	-1.4	98%	76.2	68.6	7.6	111%	91.6	76.4	15.2	120%
ES	60.3	68.8	-8.5	88%	85.8	88.5	-2.7	97%	68.7	72.3	-3.6	95%	71.6	68.6	3.0	104%	73.8	76.4	-2.6	97%
FI	67.3	68.8	-1.5	98%	83	88.5	-5.5	94%	70.2	72.3	-2.1	97%	54.4	68.6	-14.2	79%	69.8	76.4	-6.6	91%
FR	69.6	68.8	0.8	101%	87.6	88.5	-0.9	99%	63.6	72.3	-8.7	88%	61.2	68.6	-7.4	89%	71.4	76.4	-5.0	93%
HR	65.4	68.8	-3.4	95%	88.4	88.5	-0.1	100%	57.3	72.3	-15.0	79%	49.3	68.6	-19.3	72%	95.1	76.4	18.7	124%
HU	68.1	68.8	-0.7	99%	91.5	88.5	3.0	103%	80.6	72.3	8.3	111%	67.5	68.6	-1.1	98%	73.0	76.4	-3.4	96%
IE	77.6	68.8	8.8	113%	90	88.5	1.5	102%	76.3	72.3	4.0	106%	64.9	68.6	-3.7	95%	84.9	76.4	8.5	111%
IT	53.7	68.8	-15.1	78%	87.1	88.5	-1.4	98%	71.8	72.3	-0.5	99%	70.9	68.6	2.3	103%	81.5	76.4	5.1	107%
LT	72.6	68.8	3.8	106%	86.5	88.5	-2.0	98%	65.3	72.3	-7.0	90%	51.0	68.6	-17.6	74%	85.7	76.4	9.3	112%
LU	61.6	68.8	-7.2	90%	89.8	88.5	1.3	101%	56.7	72.3	-15.6	78%	61.3	68.6	-7.3	89%	79.7	76.4	3.3	104%
LV	72.4	68.8	3.6	105%	83.4	88.5	-5.1	94%	72.6	72.3	0.3	100%	61.9	68.6	-6.7	90%	74.2	76.4	-2.2	97%
MT	84.6	68.8	15.8	123%	94.3	88.5	5.8	107%	72.8	72.3	0.5	101%	84.5	68.6	15.9	123%	78.6	76.4	2.2	103%
NL	84.7	68.8	15.9	123%	90.7	88.5	2.2	102%	81.9	72.3	9.6	113%	76.6	68.6	8.0	112%	72.1	76.4	-4.3	94%
PL	74.2	68.8	5.4	108%	91.3	88.5	2.8	103%	71.2	72.3	-1.1	98%	55.1	68.6	-13.5	80%	95.1	76.4	18.7	124%
PT	67.7	68.8	-1.1	98%	90.9	88.5	2.4	103%	73.6	72.3	1.3	102%	77.7	68.6	9.1	113%	86.6	76.4	10.2	113%
RO	60.5	68.8	-8.3	88%	87.3	88.5	-1.2	99%	67.4	72.3	-4.9	93%	61.0	68.6	-7.6	89%	87.5	76.4	11.1	115%
SE	72.6	68.8	3.8	106%	89.2	88.5	0.7	101%	79.6	72.3	7.3	110%	66.8	68.6	-1.8	97%	77.5	76.4	1.1	101%
SI	71.0	68.8	2.2	103%	91.8	88.5	3.3	104%	60.3	72.3	-12.0	83%	62.3	68.6	-6.3	91%	89.0	76.4	12.6	116%
SK	65.9	68.8	-2.9	96%	90.3	88.5	1.8	102%	71.2	72.3	-1.1	98%	44.1	68.6	-24.5	64%	92.6	76.4	16.2	121%

Source: EU-LFS data and own calculations – cut-off date: 30 April 2026. For each country, the main three subgroups (or more) with the largest negative gap to the benchmarks (in percentage, column '% of EU average') are shaded to appear more clearly, examining the information provided in tables 2 and 3 together. For each country, the main three subgroups (or more) with the three lower differences (in pps, column 'Diff.') are also shaded. With regard to the indicator 'employment rate of low-skilled', the category 'Less than primary, primary and lower secondary education (ISCED 2011 levels 0-2)' is selected for the filter relating to the educational attainment level.

For each Member State and population subgroup, the potential for improvement is measured as the difference between the national employment rate and a benchmark. In Tables 2 and 3, the benchmark is the EU average employment rate for the respective subgroup, while in the Annex II tables it is the average employment rate of the three best-performing Member States for that subgroup. The national employment rate is also expressed as a percentage of the relevant benchmark.

To facilitate interpretation, for each country, the three main subgroups with the largest negative gap to the benchmarks (in percentage, under column '% of EU average' or under column '% of EU 3 highest' in Annex II) are shaded. Moreover, for each country, the three main subgroups with the largest difference (expressed in pps, under column 'Diff.') are shaded. For the shading, we take into account the combined information provided by tables 2 and 3 together, and we identify the lowest three percentages (column '% of EU average' or '% of EU 3 highest' in the Annex II) for each Member State[6] and the lowest differences (column 'Diff.'). In some cases, more than three subgroups

[6] For example, for Belgium, the three shaded areas are: low-skilled (20-64) for men, low-skilled (20-64) for women and non-EU nationals (20-64) for women.

can be shaded, when a percentage appears more than once, while in other cases, less than three subgroups are shaded, when the rates under examination are above 100%.

Table 3: Comparison of national employment rates by sub-group to the respective EU averages (2025), women

MS	Women																			
	Young (20-29)				Prime Age (30-54)				Older (55-64)				Low-skilled (20-64)				Non-EU nationals (20-64)			
	national ER	EU average	Diff.	% of EU average	national ER	EU average	Diff.	% of EU average	national ER	EU average	Diff.	% of EU average	national ER	EU average	Diff.	% of EU average	national ER	EU average	Diff.	% of EU average
AT	72.7	62.1	10.6	117%	83.2	78.7	4.5	106%	55.3	60.8	-5.5	91%	52.0	46.3	5.7	112%	54.3	54.0	0.3	101%
BE	56.2	62.1	-5.9	90%	78.9	78.7	0.2	100%	57.1	60.8	-3.7	94%	37.2	46.3	-9.1	80%	39.5	54.0	-14.5	73%
BG	46.9	62.1	-15.2	76%	82.6	78.7	3.9	105%	67.0	60.8	6.2	110%	34.5	46.3	-11.8	75%	42.6	54.0	-11.4	79%
CY	71.1	62.1	9.0	114%	82.8	78.7	4.1	105%	61.4	60.8	0.6	101%	63.5	46.3	17.2	137%	69.8	54.0	15.8	129%
CZ	54.7	62.1	-7.4	88%	84.6	78.7	5.9	107%	74.9	60.8	14.1	123%	55.1	46.3	8.8	119%	71.7	54.0	17.7	133%
DE	74.8	62.1	12.7	120%	81.7	78.7	3.0	104%	71.7	60.8	10.9	118%	54.0	46.3	7.7	117%	51.8	54.0	-2.2	96%
DK	73.1	62.1	11.0	118%	80.6	78.7	1.9	102%	70.8	60.8	10.0	116%	47.9	46.3	1.6	103%	53.3	54.0	-0.7	99%
EE	72.6	62.1	10.5	117%	84.4	78.7	5.7	107%	80.1	60.8	19.3	132%	62.6	46.3	16.3	135%	72.0	54.0	18.0	133%
EL	53.9	62.1	-8.2	87%	70.6	78.7	-8.1	90%	49.5	60.8	-11.3	81%	41.3	46.3	-5.0	89%	55.0	54.0	1.0	102%
ES	56.0	62.1	-6.1	90%	75.8	78.7	-2.9	96%	56.4	60.8	-4.4	93%	51.7	46.3	5.4	112%	55.9	54.0	1.9	104%
FI	63.4	62.1	1.3	102%	80.5	78.7	1.8	102%	74.3	60.8	13.5	122%	37.3	46.3	-9.0	81%	45.9	54.0	-8.1	85%
FR	64.7	62.1	2.6	104%	80.9	78.7	2.2	103%	60.0	60.8	-0.8	99%	45.8	46.3	-0.5	99%	47.6	54.0	-6.4	88%
HR	55.6	62.1	-6.5	90%	85.9	78.7	7.2	109%	52.6	60.8	-8.2	87%	35.8	46.3	-10.5	77%	68.6	54.0	14.6	127%
HU	61.4	62.1	-0.7	99%	86.3	78.7	7.6	110%	64.2	60.8	3.4	106%	52.4	46.3	6.1	113%	63.3	54.0	9.3	117%
IE	74.6	62.1	12.5	120%	80.3	78.7	1.6	102%	62.7	60.8	1.9	103%	39.7	46.3	-6.6	86%	73.2	54.0	19.2	136%
IT	41.1	62.1	-21.0	66%	66.4	78.7	-12.3	84%	51.0	60.8	-9.8	84%	37.5	46.3	-8.8	81%	48.2	54.0	-5.8	89%
LT	69.9	62.1	7.8	113%	85.5	78.7	6.8	109%	73.9	60.8	13.1	122%	50.4	46.3	4.1	109%	72.7	54.0	18.7	135%
LU	60.7	62.1	-1.4	98%	83.1	78.7	4.4	106%	42.1	60.8	-18.7	69%	47.6	46.3	1.3	103%	58.4	54.0	4.4	108%
LV	66.6	62.1	4.5	107%	81.3	78.7	2.6	103%	74.4	60.8	13.6	122%	52.7	46.3	6.4	114%	65.7	54.0	11.7	122%
MT	78.8	62.1	16.7	127%	83.2	78.7	4.5	106%	49.2	60.8	-11.6	81%	54.9	46.3	8.6	119%	60.6	54.0	6.6	112%
NL	83.2	62.1	21.1	134%	82.5	78.7	3.8	105%	69.8	60.8	9.0	115%	58.9	46.3	12.6	127%	55.7	54.0	1.7	103%
PL	63.7	62.1	1.6	103%	83.5	78.7	4.8	106%	49.9	60.8	-10.9	82%	35.0	46.3	-11.3	76%	73.4	54.0	19.4	136%
PT	64.2	62.1	2.1	103%	85.8	78.7	7.1	109%	65.9	60.8	5.1	108%	64.0	46.3	17.7	138%	72.9	54.0	18.9	135%
RO	43.0	62.1	-19.1	69%	69.3	78.7	-9.4	88%	47.3	60.8	-13.5	78%	27.1	46.3	-19.2	59%	60.1	54.0	6.1	111%
SE	67.1	62.1	5.0	108%	85.2	78.7	6.5	108%	77.1	60.8	16.3	127%	49.1	46.3	2.8	106%	51.2	54.0	-2.8	95%
SI	61.0	62.1	-1.1	98%	89.2	78.7	10.5	113%	54.9	60.8	-5.9	90%	46.5	46.3	0.2	100%	63.0	54.0	9.0	117%
SK	52.4	62.1	-9.7	84%	83.5	78.7	4.8	106%	62.3	60.8	1.5	102%	22.9	46.3	-23.4	49%	81.6	54.0	27.6	151%

Source: EU-LFS data and own calculations. For each country, the main three subgroups (or more) with the largest negative gap to the benchmarks (EU average) are shaded to appear more clearly.

Based on the results from these tables, the largest gains could be expected from boosting employment rates of different groups, with particular scope for improvement among the low-skilled (women and men) for a significant number of Member States, at the same time as Member States increase skills levels[7]. There is also ample scope for improvement in relation to the employment rates of older workers (55-64), young people (20-29) and the non-EU nationals (20-64) in a number of Member States. Despite positive aggregate outcomes, this suggests that labour markets are not yet fully mobilising the available human capital potential. In the context of structural labour shortages and demographic change, this represents a key constraint on future growth, competitiveness and social cohesion.

Tables for the comparison of national employment rates to the three highest employment rates by sub-group (2023), for men and women, are in the Annex II.

[7] The identification of the low-skilled as a group for which there is a high potential to increase their employment rate does not imply that more low-skilled jobs are needed. Although such jobs can help, a larger contribution should be expected from a general upskilling approach.

3. Progress towards the 2030 EU headline and national targets on adult learning

The EMCO Indicators Group began its discussion on monitoring progress towards the 2030 EU and national skills targets in June 2024, when it supported the Commission's proposal to continue measuring adult participation in learning over the previous 12 months using Adult Education Survey (AES) data, excluding guided on-the-job training (GOTJ). The IG chose to postpone any decision on a possible transition to EU-LFS data until the 2024 EU-LFS wave became available in April 2025, to be able to compare the two datasets more closely. These conclusions were confirmed through a subsequent written consultation and formally endorsed at the IG meeting in September 2024.

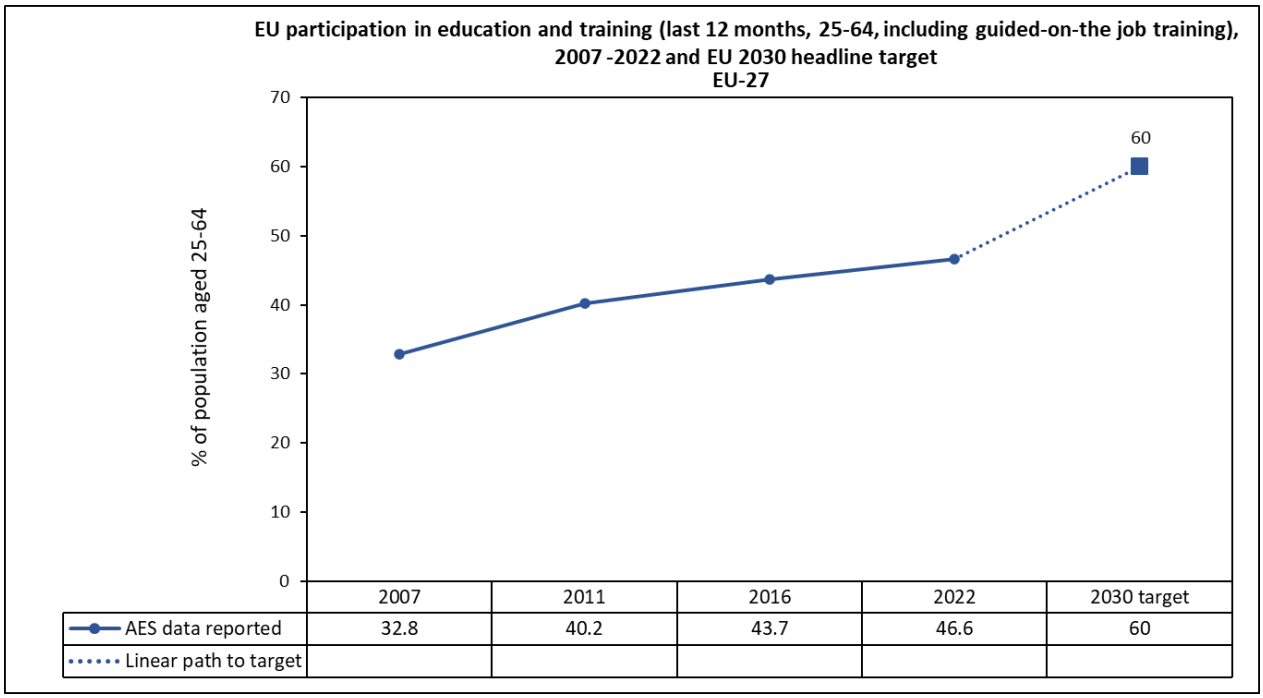
This agreement shaped the 2026 edition of the Employment Performance Monitor, as finalised on 29 May 2026. Therefore, the 2026 EPM, as well as the 2025 AEPR, report progress towards the 2030 adult learning targets on the basis of AES data excluding GOTJ. As the AES is conducted only once every six years, no new data was available to update this indicator in the 2026 AEPR.

The national adult learning targets range from 17.4% in Romania to 65% in both Germany and France. Based on the AES 2022 data (excluding guided on-the-job training), three Member States have exceeded their national targets on adult learning (Hungary, Sweden and Romania). The majority of Member States continue to lag behind in the pursuit of their 2030 national adult learning targets. Substantial efforts are needed in general at Member State level to reach the set national adult learning targets.

The IG revisited the adult learning target monitoring approach in January 2026 following the release of the 2024 EU-LFS data, which showed that overall the gap between AES and EU-LFS data had not narrowed significantly. The issue was further discussed in May 2026, when the IG agreed that, from the 2027 European Semester cycle onwards, monitoring of the 2030 skills targets would be based on the latest AES figures, including GOTJ, complemented by a qualitative indication of the most recent EU-LFS trends. The inclusion of GOTJ in the AES-based adult learning participation indicator was considered appropriate in view of its increasing relevance in the current context, and given that the transition to EU-LFS data had been suspended in light of the differences.

The following graph shows progress towards the EU headline target on adult learning, based on the IG's May 2026 agreement - that is, using AES data including GOTJ. It shows that significant efforts are still needed to reach the EU skills target. The share of adults participating in learning over the previous 12 months rose only modestly, by 2.9 pps, between 2016 and 2022 (based on AES data including GOTJ), from 43.7% to 46.6%. This leaves the EU 13.4 pps below its 2030 headline target of 60%.

Figure 10: Progress towards the 2030 EU headline target on adult learning



Source: Adult Education Survey (AES) data (including guided-on-the-job training) – trng_aes_100. Break in series in 2011 for EU-27.
Note: The 2007 AES was a large sample pilot exercise carried out on a voluntary basis in all Member States, except Ireland and Luxembourg, between 2005 and 2008. On this basis, adjustments were implemented in the next wave. As from 2011, the AES is underpinned by a European legal act and thus carried out in all Member States on a mandatory basis. Break in series in 2011 for EU, FR, HU, in 2016 for IE. LU, SE and in 2022 for FR, IT, RO.

4. Overview of Key Employment Challenges and Employment trends in the EU labour market

One of the main objectives of the EPM is to identify at a glance, across the EU and for each Member State, the key employment challenges (KECs) and particularly good labour market outcomes (GLMOs), which are mainly derived from the Joint Assessment Framework (JAF). Tables displaying a summary of key employment challenges and good labour market outcomes across the EU can be found in Part I of the EPM[8], whereas specific key employment challenges and good labour market outcomes for each Member State are presented in Part II[9].

The EPM also includes a dashboard of key overall employment indicators (EPM dashboard[10]), which aims to identify "trends to watch" and "positive recent trends", common to a number of Member

8 Table 1 (Summary overview of the Key Employment Challenges and particularly Good Labour Market Outcomes per Member State and per policy area) and Table 2 (Common Key Employment Challenges– Details).
9 Part II: Country Overviews.
10 The EPM dashboard can be found in Annex B in the EPM.

States in the field of employment, therefore common[11] labour market trends in the EU, putting a stronger focus on the horizontal aspect of changes across Member States. The EPM dashboard displays, for each of the main (key overall) JAF indicators included and for each Member State, the level, the year-on-year changes and the changes over three years, flagging at the same time notable positive/negative changes. This will serve as additional information in the process to depict the areas with positive and negative developments. The identification of notable (coloured) positive/negative changes is normally done following the methodology for determining thresholds for substantive significance based on historical series. This was agreed in EMCO IG in March 2018, with cut-off point of 7.5% for outliers and one standard deviation for the rest of the distribution, plus the statistical significance estimates provided by Eurostat, when available.

A summary overview of these EPM findings is presented in the sections below with the aim of providing an overall picture of the labour market situation in the EU, covering both structural challenges as well as overall recent trends. It is important to identify and monitor the main EU priorities in the coming years amid persistent challenges.

a. Overview of key employment challenges and good labour market outcomes

KECs denote major areas of underperformance that may signal structural problems, while GLMOs denote areas of particularly good labour market performance.

Key Employment Challenges

The 2026 EPM shows that Member States continue to face key employment challenges, notably in the following JAF policy areas (Figure 11):

- Labour market participation (24 Member States, compared to 25 in the 2025 EPM), which primarily relate to:
  - High and/or increasing incidence of youth unemployment and/or NEETs, low employment rate for young people (in 13 MS), low and/or decreasing employment rate, in particular for non-EU nationals and people with a migrant background (7 MS), older workers (7 MS) and low-skilled (6 MS)
- Skills supply and productivity, lifelong learning[12] (24 MS from 21 in the 2025 EPM), which mainly relate to:

[11] Common trends are identified when around 1/3 of Member States show a notable deterioration/ improvement.

[12] The 'Lifelong learning' indicator is the percentage of adult population (aged 25-64) participating in education and training (EU LFS, reference period; last 4-weeks, Eurostat code: trng_lfse_01)

- Skills mismatches / skills and labour shortages, insufficient skills forecasting system (16 MS) and weaknesses with respect to educational attainment of the population (5 MS)

- Education and training systems (20 MS versus 16 in the 2025 EPM), which mainly relate to:

  - Educational outcomes depending on socio-economic and migrant background (6 MS), high incidence of early leaving from education and training (8 MS), low tertiary education attainment rate (4) and low attainment of basic skills (3 MS)

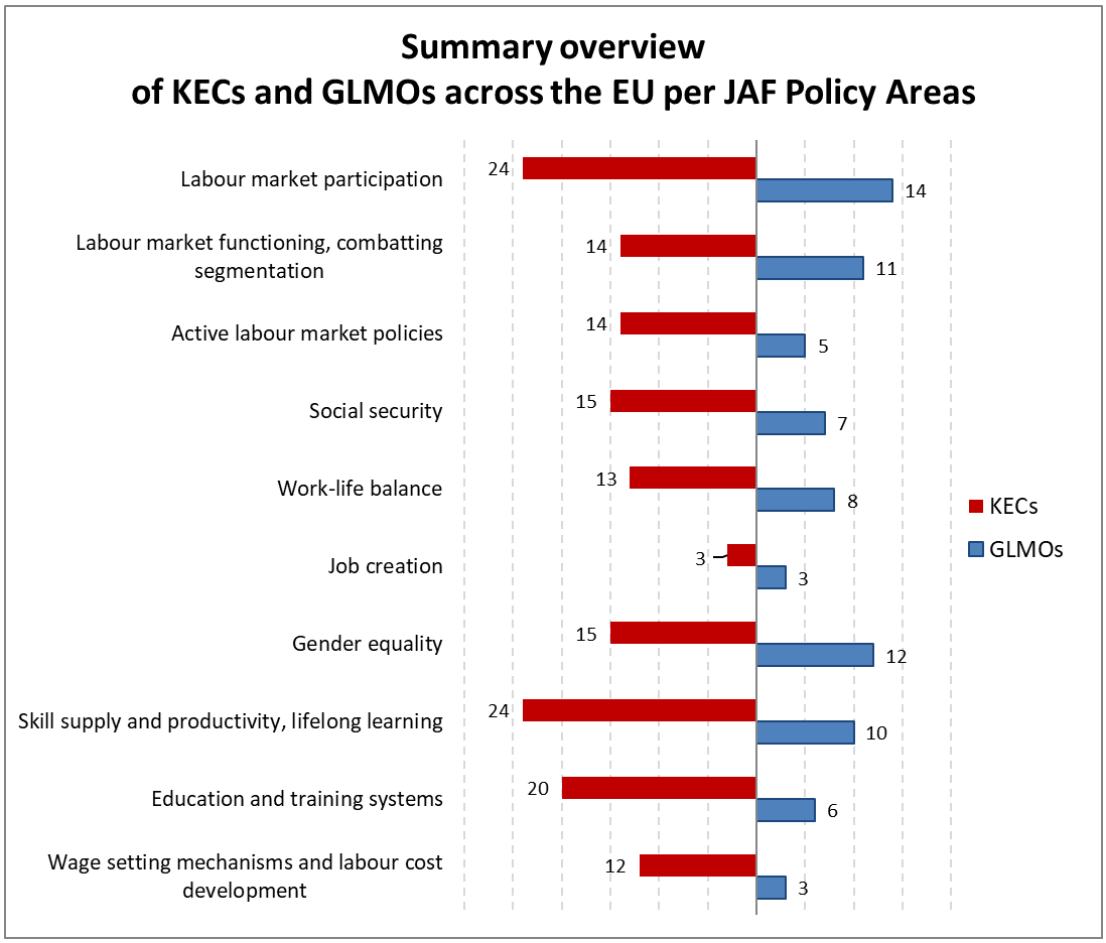
- Adequate and employment oriented social security systems (15 MS compared to 20 MS in the 2025 EPM), which mainly relate to:

  - Inadequate level and coverage of unemployment benefits, at risk-of poverty, in work poverty (13 MS) and disincentives for labour market participation in social security systems / disability pensions, unemployment/inactivity/low-wage traps (6 MS)

- Gender equality (15 MS from 16 in the 2025 EPM), which mainly relate to:

  - Gender gaps: employment (7 MS), pay (5 MS)

Figure 11: Summary overview of KECs and GLMOs across the EU per JAF Policy Area



Source: 2026 EPM. The numbers next to the bars correspond to the number of Member States facing KECs or having GLMOs.

- Labour market functioning (14 MS compared to 13 MS in the 2025 EPM), which mainly relate to:
  - High/increasing labour market segmentation (8 MS)
- Active Labour Market Policies (14 MS compared to 12 MS in the 2025 EPM), which mainly relate to:
  - Low level of ALMP expenditure / insufficient provision of well-targeted tailored measures / insufficient functioning of public employment services (11 MS) and high incidence of long-term unemployment (8 MS)
- Work-life balance (13 compared to 10 MS in the 2025 EPM), which mainly relate to:
  - Insufficient provision / uptake of high quality, affordable childcare and/or dependent care facilities (9 MS) and high incidence of inactivity and part-time work due to family obligations, high impact of parenthood on employment (7 MS)

- Wage setting mechanisms and labour cost development (12 MS compared to 8 MS a year ago), which mainly relate to:
    - Low coverage of collective bargaining and trade union density (8 MS) and limited involvement of social partners, social dialogue (5 MS)

Good labour market Outcomes

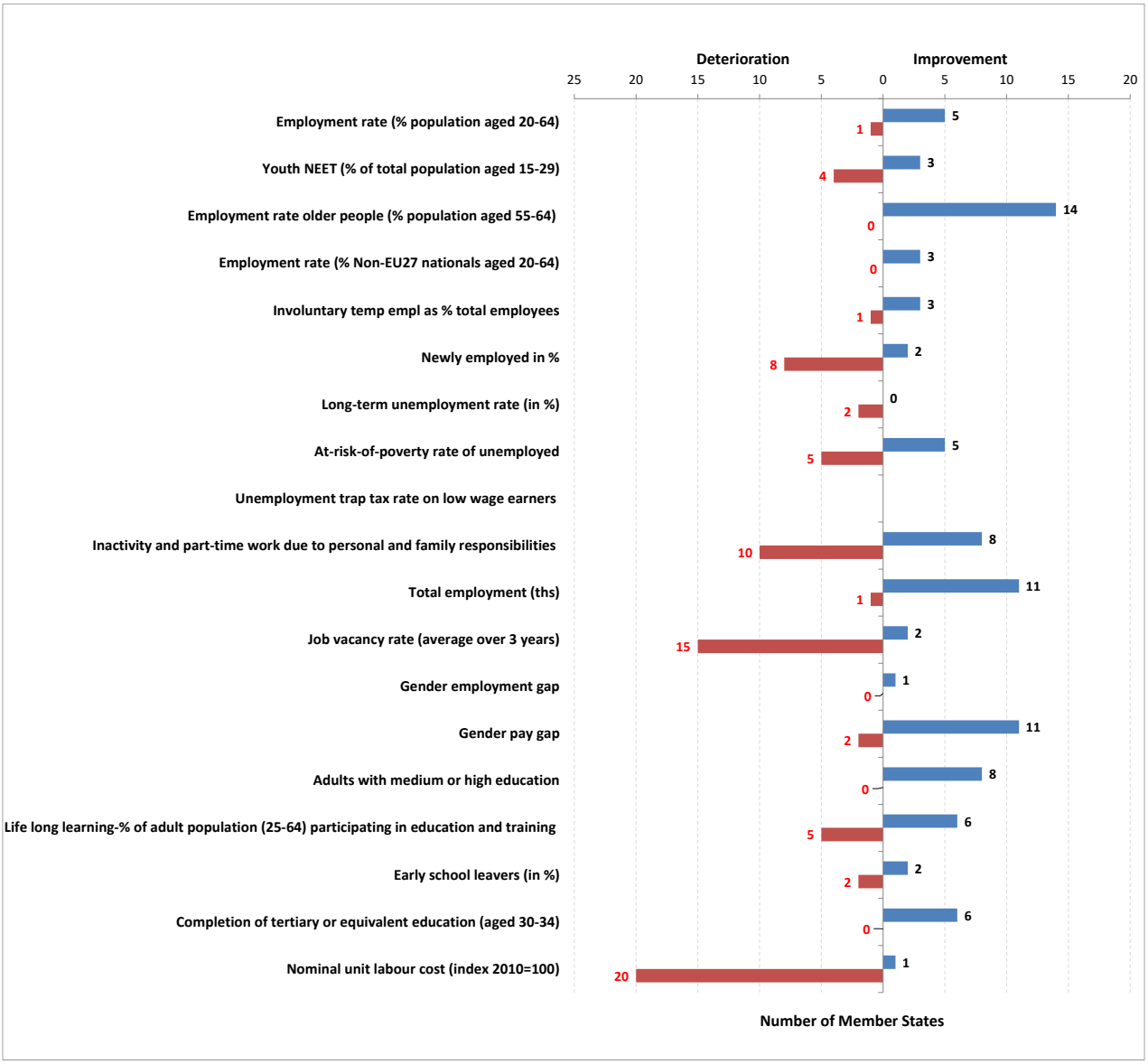
Member States also showed particularly good performance in 2025, most notably in labour market participation (14 MS), gender equality (12 MS), labour market functioning (11 MS), skills supply (10 MS), social security (7 MS), work-life balance (8) and education and training systems (6 MS).

b. Review of the employment trends identified in the 2026 EPM dashboard

In the EU as a whole, **positive developments** ('positive recent trends') can be observed mostly in the following areas for the most recent period 2024-2025 (Figure 12):

- A (substantial) increase in **the employment rate of people aged 55-64** in 14 Member States
- An increase in **total employment** and a decrease in the **gender pay gap**, each recorded in 11 Member States

Figure 12: Employment trends to watch and areas of improvement for 2024-2025 (y-o-y change)



Source: 2025 EPM. The numbers next to the bars correspond to the number of Member States with a notable positive / negative yearly change.

In contrast, the following main **negative trends**, or 'trends to watch' are identified for the most recent period 2024-2025:

- A deterioration in the **nominal unit labour cost**[13] (in 20 Member States)

[13] The indicator "nominal unit labour cost" was introduced in the JAF in an economic context where the main concern was the decline in the EU's and Member States' cost competitiveness. In recent years, however, other factors have also been taken into consideration, such as the

- A deterioration in the **job vacancy rate** (average over 3 years)[14] in 15 Member States
- A deterioration in the **inactivity and part-time work** due to personal and family responsibilities in 10 Member States

Looking at the **longer-term developments** (over the last three years, 2022-2025), the following main positive developments can be observed:

- An increase in the **employment rate of older workers aged 55-64** (in 23 Member States), an increase in the **total employment rate (20-64)** (in 11 Member States) and an increase in the employment rate of non-EU nationals in 12 Member States
- An increase in the **share of adults with medium or high education** in 16 Member States and an increase in **lifelong learning** in 18 Member States
- A decline in the **gender employment gap** in 16 member States
- An increase in **total employment** in 14 Member States
- A decrease in the **NEET rate** (15-29) and an increase in the **completion of tertiary or equivalent education** (aged 30-34), observed in 8 and 12 Member States, respectively.

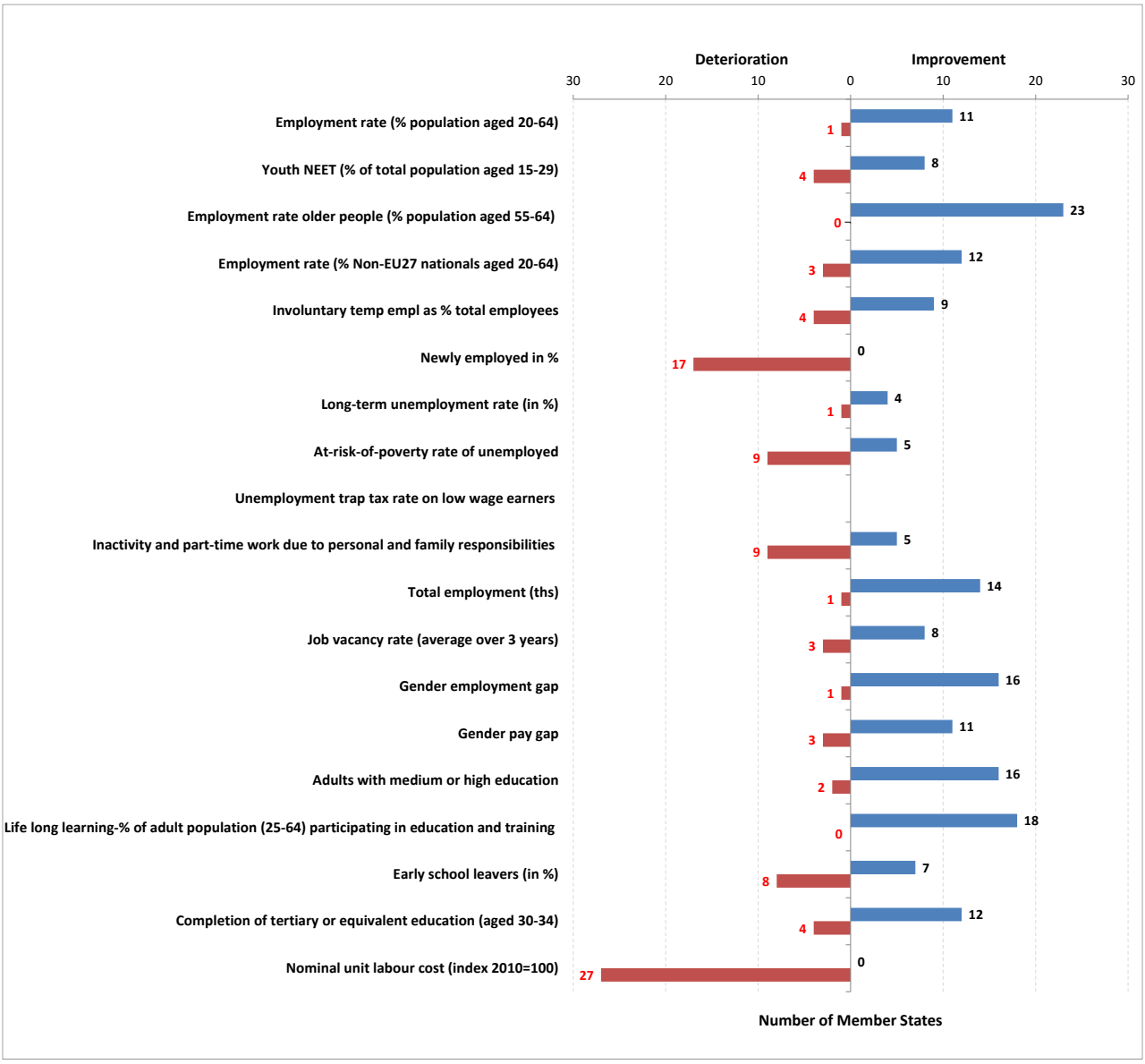
In contrast, the areas with the most substantial deterioration are (Figure 13):

- A deterioration in the **nominal unit labour cost** (in 27 Member States)
- An increase in the **share of the newly employed** (17 Member States).

role and impact of adequate wages on job satisfaction, skills development, productivity and economic growth.

14 This indicator 'job vacancy rate' was initially introduced into the JAF to capture labour demand prospects.

Figure 13: Employment trends to watch and areas of improvement (2022-2025)



Source: 2025 EPM. The numbers next to the bars correspond to the number of Member States with a notable positive / negative 3-year change.

ANNEX I
Job Quality Monitoring Framework:
Indicator values per Member State and job quality dimension

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

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

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

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

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

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

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

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

Note: The cut-off date is 30 April 2026.

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

ANNEX II

Comparison of national employment rates to the three highest employment rates, by sub-group (2025), men

MS	Men																			
	Young (20-29)				Prime Age (30-54)				Older (55-64)				Low-skilled (20-64)				Non-EU nationals (20-64)			
	national ER	EU 3 highest	Diff.	% of EU 3 highest	national ER	EU 3 highest	Diff.	% of EU 3 highest	national ER	EU 3 highest	Diff.	% of EU 3 highest	national ER	EU 3 highest	Diff.	% of EU 3 highest	national ER	EU 3 highest	Diff.	% of EU 3 highest
AT	76.4	82.8	-6.4	92%	88.9	93.7	-4.8	95%	66.6	81.8	-15.2	81%	64.6	80.4	-15.8	80%	74.2	94.4	-20.2	79%
BE	60.9	82.8	-21.9	74%	86.5	93.7	-7.2	92%	65.9	81.8	-15.9	81%	54.6	80.4	-25.8	68%	66.7	94.4	-27.7	71%
BG	58.2	82.8	-24.6	70%	88.3	93.7	-5.4	94%	75.5	81.8	-6.3	92%	57.6	80.4	-22.8	72%	60.8	94.4	-33.6	64%
CY	73.4	82.8	-9.4	89%	91.7	93.7	-2.0	98%	81.7	81.8	-0.1	100%	78.9	80.4	-1.5	98%	80.8	94.4	-13.6	86%
CZ	71.9	82.8	-10.9	87%	95.0	93.7	1.3	101%	81.8	81.8	0.0	100%	64.0	80.4	-16.4	80%	93.1	94.4	-1.3	99%
DE	79.1	82.8	-3.7	96%	89.1	93.7	-4.6	95%	78.9	81.8	-2.9	96%	70.3	80.4	-10.1	87%	73.8	94.4	-20.6	78%
DK	76.4	82.8	-6.4	92%	87.4	93.7	-6.3	93%	78.7	81.8	-3.1	96%	68.3	80.4	-12.1	85%	71.6	94.4	-22.8	76%
EE	71.8	82.8	-11.0	87%	87.3	93.7	-6.4	93%	73.4	81.8	-8.4	90%	63.1	80.4	-17.3	79%	83.9	94.4	-10.5	89%
EL	58.3	82.8	-24.5	70%	89.6	93.7	-4.1	96%	70.9	81.8	-10.9	87%	76.2	80.4	-4.2	95%	91.6	94.4	-2.8	97%
ES	60.3	82.8	-22.5	73%	85.8	93.7	-7.9	92%	68.7	81.8	-13.1	84%	71.6	80.4	-8.8	89%	73.8	94.4	-20.6	78%
FI	67.3	82.8	-15.5	81%	83.0	93.7	-10.7	89%	70.2	81.8	-11.6	86%	54.4	80.4	-26.0	68%	69.8	94.4	-24.6	74%
FR	69.6	82.8	-13.2	84%	87.6	93.7	-6.1	93%	63.6	81.8	-18.2	78%	61.2	80.4	-19.2	76%	71.4	94.4	-23.0	76%
HR	65.4	82.8	-17.4	79%	88.4	93.7	-5.3	94%	57.3	81.8	-24.5	70%	49.3	80.4	-31.1	61%	95.1	94.4	0.7	101%
HU	68.1	82.8	-14.7	82%	91.5	93.7	-2.2	98%	80.6	81.8	-1.2	99%	67.5	80.4	-12.9	84%	73.0	94.4	-21.4	77%
IE	77.6	82.8	-5.2	94%	90.0	93.7	-3.7	96%	76.3	81.8	-5.5	93%	64.9	80.4	-15.5	81%	84.9	94.4	-9.5	90%
IT	53.7	82.8	-29.1	65%	87.1	93.7	-6.6	93%	71.8	81.8	-10.0	88%	70.9	80.4	-9.5	88%	81.5	94.4	-12.9	86%
LT	72.6	82.8	-10.2	88%	86.5	93.7	-7.2	92%	65.3	81.8	-16.5	80%	51.0	80.4	-29.4	63%	85.7	94.4	-8.7	91%
LU	61.6	82.8	-21.2	74%	89.8	93.7	-3.9	96%	56.7	81.8	-25.1	69%	61.3	80.4	-19.1	76%	79.7	94.4	-14.7	84%
LV	72.4	82.8	-10.4	87%	83.4	93.7	-10.3	89%	72.6	81.8	-9.2	89%	61.9	80.4	-18.5	77%	74.2	94.4	-20.2	79%
MT	84.6	82.8	1.8	102%	94.3	93.7	0.6	101%	72.8	81.8	-9.0	89%	84.5	80.4	4.1	105%	78.6	94.4	-15.8	83%
NL	84.7	82.8	1.9	102%	90.7	93.7	-3.0	97%	81.9	81.8	0.1	100%	76.6	80.4	-3.8	95%	72.1	94.4	-22.3	76%
PL	74.2	82.8	-8.6	90%	91.3	93.7	-2.4	97%	71.2	81.8	-10.6	87%	55.1	80.4	-25.3	69%	95.1	94.4	0.7	101%
PT	67.7	82.8	-15.1	82%	90.9	93.7	-2.8	97%	73.6	81.8	-8.2	90%	77.7	80.4	-2.7	97%	86.6	94.4	-7.8	92%
RO	60.5	82.8	-22.3	73%	87.3	93.7	-6.4	93%	67.4	81.8	-14.4	82%	61.0	80.4	-19.4	76%	87.5	94.4	-6.9	93%
SE	72.6	82.8	-10.2	88%	89.2	93.7	-4.5	95%	79.6	81.8	-2.2	97%	66.8	80.4	-13.6	83%	77.5	94.4	-16.9	82%
SI	71.0	82.8	-11.8	86%	91.8	93.7	-1.9	98%	60.3	81.8	-21.5	74%	62.3	80.4	-18.1	78%	89.0	94.4	-5.4	94%
SK	65.9	82.8	-16.9	80%	90.3	93.7	-3.4	96%	71.2	81.8	-10.6	87%	44.1	80.4	-36.3	55%	92.6	94.4	-1.8	98%

Source: EU-LFS data and own calculations, for each country, the main three subgroups (or more) with the largest negative gap to the benchmarks (EU 3 highest) are shaded to appear more clearly.

Comparison of national employment rates to the three highest employment rates by sub-group (2025), women

MS	Women																			
	Young (20-29)				Prime Age (30-54)				Older (55-64)				Low-skilled (20-64)				Non-EU nationals (20-64)			
	national ER	EU 3 highest	Diff.	% of EU 3 highest	national ER	EU 3 highest	Diff.	% of EU 3 highest	national ER	EU 3 highest	Diff.	% of EU 3 highest	national ER	EU 3 highest	Diff.	% of EU 3 highest	national ER	EU 3 highest	Diff.	% of EU 3 highest
AT	72.7	78.9	-6.2	92%	83.2	87.1	-3.9	95%	55.3	77.4	-22.1	71%	52.0	63.4	-11.4	82%	54.3	76.1	-21.8	71%
BE	56.2	78.9	-22.7	71%	78.9	87.1	-8.2	91%	57.1	77.4	-20.3	74%	37.2	63.4	-26.2	59%	39.5	76.1	-36.6	52%
BG	46.9	78.9	-32.0	59%	82.6	87.1	-4.5	95%	67.0	77.4	-10.4	87%	34.5	63.4	-28.9	54%	42.6	76.1	-33.5	56%
CY	71.1	78.9	-7.8	90%	82.8	87.1	-4.3	95%	61.4	77.4	-16.0	79%	63.5	63.4	0.1	100%	69.8	76.1	-6.3	92%
CZ	54.7	78.9	-24.2	69%	84.6	87.1	-2.5	97%	74.9	77.4	-2.5	97%	55.1	63.4	-8.3	87%	71.7	76.1	-4.4	94%
DE	74.8	78.9	-4.1	95%	81.7	87.1	-5.4	94%	71.7	77.4	-5.7	93%	54.0	63.4	-9.4	85%	51.8	76.1	-24.3	68%
DK	73.1	78.9	-5.8	93%	80.6	87.1	-6.5	93%	70.8	77.4	-6.6	92%	47.9	63.4	-15.5	76%	53.3	76.1	-22.8	70%
EE	72.6	78.9	-6.3	92%	84.4	87.1	-2.7	97%	80.1	77.4	2.7	104%	62.6	63.4	-0.8	99%	72.0	76.1	-4.1	95%
EL	53.9	78.9	-25.0	68%	70.6	87.1	-16.5	81%	49.5	77.4	-27.9	64%	41.3	63.4	-22.1	65%	55.0	76.1	-21.1	72%
ES	56.0	78.9	-22.9	71%	75.8	87.1	-11.3	87%	56.4	77.4	-21.0	73%	51.7	63.4	-11.7	82%	55.9	76.1	-20.2	73%
FI	63.4	78.9	-15.5	80%	80.5	87.1	-6.6	92%	74.3	77.4	-3.1	96%	37.3	63.4	-26.1	59%	45.9	76.1	-30.2	60%
FR	64.7	78.9	-14.2	82%	80.9	87.1	-6.2	93%	60.0	77.4	-17.4	78%	45.8	63.4	-17.6	72%	47.6	76.1	-28.5	63%
HR	55.6	78.9	-23.3	70%	85.9	87.1	-1.2	99%	52.6	77.4	-24.8	68%	35.8	63.4	-27.6	56%	68.6	76.1	-7.5	90%
HU	61.4	78.9	-17.5	78%	86.3	87.1	-0.8	99%	64.2	77.4	-13.2	83%	52.4	63.4	-11.0	83%	63.3	76.1	-12.8	83%
IE	74.6	78.9	-4.3	95%	80.3	87.1	-6.8	92%	62.7	77.4	-14.7	81%	39.7	63.4	-23.7	63%	73.2	76.1	-2.9	96%
IT	41.1	78.9	-37.8	52%	66.4	87.1	-20.7	76%	51.0	77.4	-26.4	66%	37.5	63.4	-25.9	59%	48.2	76.1	-27.9	63%
LT	69.9	78.9	-9.0	89%	85.5	87.1	-1.6	98%	73.9	77.4	-3.5	96%	50.4	63.4	-13.0	80%	72.7	76.1	-3.4	96%
LU	60.7	78.9	-18.2	77%	83.1	87.1	-4.0	95%	42.1	77.4	-35.3	54%	47.6	63.4	-15.8	75%	58.4	76.1	-17.7	77%
LV	66.6	78.9	-12.3	84%	81.3	87.1	-5.8	93%	74.4	77.4	-3.0	96%	52.7	63.4	-10.7	83%	65.7	76.1	-10.4	86%
MT	78.8	78.9	-0.1	100%	83.2	87.1	-3.9	95%	49.2	77.4	-28.2	64%	54.9	63.4	-8.5	87%	60.6	76.1	-15.5	80%
NL	83.2	78.9	4.3	105%	82.5	87.1	-4.6	95%	69.8	77.4	-7.6	90%	58.9	63.4	-4.5	93%	55.7	76.1	-20.4	73%
PL	63.7	78.9	-15.2	81%	83.5	87.1	-3.6	96%	49.9	77.4	-27.5	64%	35.0	63.4	-28.4	55%	73.4	76.1	-2.7	96%
PT	64.2	78.9	-14.7	81%	85.8	87.1	-1.3	98%	65.9	77.4	-11.5	85%	64.0	63.4	0.6	101%	72.9	76.1	-3.2	96%
RO	43.0	78.9	-35.9	54%	69.3	87.1	-17.8	80%	47.3	77.4	-30.1	61%	27.1	63.4	-36.3	43%	60.1	76.1	-16.0	79%
SE	67.1	78.9	-11.8	85%	85.2	87.1	-1.9	98%	77.1	77.4	-0.3	100%	49.1	63.4	-14.3	77%	51.2	76.1	-24.9	67%
SI	61.0	78.9	-17.9	77%	89.2	87.1	2.1	102%	54.9	77.4	-22.5	71%	46.5	63.4	-16.9	73%	63.0	76.1	-13.1	83%
SK	52.4	78.9	-26.5	66%	83.5	87.1	-3.6	96%	62.3	77.4	-15.1	81%	22.9	63.4	-40.5	36%	81.6	76.1	5.5	107%

Source: EU-LFS data and own calculations, for each country, the main three subgroups (or more) with the largest negative gap to the benchmarks (EU 3 highest) are shaded to appear more clearly.