



Council of the
European Union

**Brussels, 24 November 2022
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PROPOSAL

From:	Secretary-General of the European Commission, signed by Ms Martine DEPREZ, Director
date of receipt:	22 November 2022
To:	Ms Thérèse BLANCHET, Secretary-General of the Council of the European Union

No. Cion doc.:	COM(2022) 783 final
Subject:	ANNEXES to the PROPOSAL FOR A JOINT EMPLOYMENT REPORT FROM THE COMMISSION AND THE COUNCIL

Delegations will find attached document COM(2022) 783 final, Annexes 1-6.

Encl.: COM(2022) 783 final



Strasbourg, 22.11.2022
COM(2022) 783 final

ANNEXES 1 to 6

ANNEXES

to the

**PROPOSAL FOR A JOINT EMPLOYMENT REPORT
FROM THE COMMISSION AND THE COUNCIL**

Annex 1. Social scoreboard headline indicators, levels

	Equal opportunities														
	Early leavers from education and training (% of population aged 18-24)			Share of individuals who have basic or above basic overall digital skills (% of population aged 16-74)		Youth NEET rate (% of total population aged 15-29)			Gender employment gap (pps)			Income quintile ratio (S80/S20)			
Year	2019	2020	2021	2019	2021	2019	2020	2021	2019	2020	2021	2019	2020	2021	
EU27	10.2	9.9	9.7 b	:	54.0	12.6	13.8	13.1 b	11.2	11.1	10.8	5.0 e	4.9 b	5.0	
EA19	10.6	10.2	9.8 b	:	:	12.7	14.1	13.0 b	10.6	10.3	10.1	5.0	4.9 b	5.0	
EUnw	8.9	8.7	8.2 b	:	56.3	11.6	12.7	12.0 b	10.1	9.7	9.5	4.8	4.7	4.8	
EAnw	8.8	8.5	7.9 b	:	58.4	11.3	12.6	11.6 b	9.5	9.0	8.8	4.7	4.7	4.8	
BE	8.4	8.1	6.7 b	:	54.0	11.8	12.0	10.1 b	8.0	8.1	7.7	3.6 b	3.7	3.4	
BG	13.9	12.8	12.2 b	:	31.0	16.7	18.1	17.6 b	8.1	8.3	8.4	8.1	8.0	7.5	
CZ	6.7	7.6	6.4 b	:	60.0	9.8	11.0	10.9 b	15.0	15.3	15.4	3.3	3.3	3.4	
DK	9.9	9.3	9.8 b	:	69.0	9.6	10.2	8.3 b	7.2	7.0	6.9	4.1	4.0 b	3.9	
DE	10.3	10.1 b	11.8 b	:	49.0	7.6	9.1 b	9.2 b	8.0	7.5 b	7.3	4.9	4.9 b	4.9	
EE	11.2	8.5	9.8 b	:	56.0	10.6	11.9	11.2 b	6.0	4.4	3.7	5.1	5.0	5.0	
IE	5.1	5.0	3.3 b	:	70.0	11.4	14.2	9.8 b	12.5	12.7	10.0	4.0	4.1 b	3.8	
EL	4.1	3.8	3.2 b	:	52.0	17.7	18.7	17.3 b	20.7	19.4	19.8	5.1	5.2	5.8	
ES	17.3	16.0	13.3 b	:	64.0	14.9	17.3	14.1 bd	11.9	11.4	10.6 d	5.9	5.8	6.2	
FR	8.2	8.0	7.8 b	:	62.0	13.0	14.0	12.8 bd	5.9	5.7	6.2 d	4.3	4.4 b	4.4	
HR	3.0 u	2.2 u	2.4 bu	:	63.0	14.2	14.6	14.9 b	10.5	11.2	10.5	4.8	4.6	4.8	
IT	13.5	13.1	12.7 b	:	46.0	22.2	23.3	23.1 b	19.4	19.7	19.2	6.0	5.8	5.9 p	
CY	9.2	11.5	10.2 b	:	50.0	14.1	15.3	15.4 b	11.6	12.0	12.2	4.6	4.3	4.2	
LV	8.7	7.2	7.3 b	:	51.0	10.3	11.9	12.1 b	3.7	3.7	4.8	6.5	6.3	6.6	
LT	4.0	5.6	5.3 b	:	49.0	10.9	13.0	12.7 b	1.6	1.7	1.4	6.4	6.1	6.1	
LU	7.2	8.2	9.3 b	:	64.0	6.5	7.7	8.8 b	9.1	7.1	7.4	5.3	5.0 b	4.6 b	
HU	11.8	12.1	12.0 b	:	49.0	13.2	14.7	11.7 b	11.0	11.2	10.6	4.2	4.2	4.2	
MT	13.9	12.6	10.7 b	:	61.0	7.9	9.5	9.5 b	20.7	17.8	16.4	4.2	4.7	5.0	
NL	7.5 b	7.0	5.3 b	:	79.0	5.7	5.7	5.5 b	8.9	8.4	8.2	3.9	4.2	3.9	
AT	7.8	8.1	8.0 b	:	63.0	8.3	9.5	9.4 b	8.8	8.4	8.6	4.2	4.1	4.1	
PL	5.2	5.4	5.9 b	:	43.0	12.0	12.9	13.4 b	14.8	15.0	14.0	4.4	4.1	4.0 p	
PT	10.6	8.9	5.9 b	:	55.0	9.2	11.0	9.5 b	6.9	5.7	5.9	5.2	5.0	5.7	
RO	15.3	15.6	15.3 b	:	28.0	16.8	16.6	20.3 b	19.2	19.3	20.1	7.1	6.6	7.1	
SI	4.6	4.1	3.1 bu	:	50.0	8.8	9.2	7.3 b	6.5	5.9	6.7	3.4	3.3	3.2	
SK	8.3	7.6	7.8 b	:	55.0	14.5	15.2	14.2 b	7.7	7.3	8.5	3.3	3.0	:	
FI	7.3	8.2	8.2 b	:	79.0	9.5	10.3	9.3 b	3.3	3.3	2.0	3.7	3.7	3.6	
SE	6.5	7.7	8.4 b	:	67.0	6.3	7.2	6.0 b	5.1	5.4	5.3	4.3	4.1	4.0	

Note: EUnw and EAnw refer to the non-weighted averages for EU and the euro area. Due to substantial changes in the definition of the share of individuals who have basic or above basic overall digital skills indicator in 2021, a comparable value for 2019 is not available and analysis of this indicator in the report relies, exceptionally, only on 2021 levels.

Flags – b: break in time series; d: definition differs; e: estimated; p: provisional; u: low reliability (small number of observations).

Source: Eurostat.

Annex 1 (continued). Social scoreboard headline indicators, levels

	Fair working conditions											
	Employment rate (% population aged 20-64)			Unemployment rate (% of active population aged 15-74)			Long-term unemployment rate (% active population aged 15-74)			GDHI per capita growth (2008=100)		
Year	2019	2020	2021	2019	2020	2021	2019	2020	2021	2019	2020	2021
EU27	72.7	71.7	73.1	6.8	7.2	7.0	2.7	2.5	2.8	107.7	107.4	109.6
EA19	72.5	71.2	72.5	7.6	8.0	7.7	3.1	2.8	3.2	104.6	103.9	105.1
EUnw	74.4	73.4	74.7	6.2	7.0	6.6	2.4	2.3	2.5	113.2	114.1	113.0
EAnw	74.3	73.1	74.4	6.8	7.7	7.2	2.7	2.6	2.8	108.5	109.4	106.7
BE	70.5	69.7	70.6	5.5	5.8	6.3	2.1	2.1	2.6	102.9	103.6	:
BG	74.3	72.7	73.2	5.2	6.1	5.3	2.9	2.7	2.6	:	:	:
CZ	80.3	79.7	80.0	2.0	2.6	2.8	0.6	0.6	0.8	121.3	120.6	126.0
DK	78.3	77.8	79.1	5.0	5.6	5.1	0.8	0.9	1.0	117.4	117.2	118.3
DE	79.6	78.2 b	79.6	3.0	3.7 b	3.6	1.2	1.1 b	1.2	112.9	113.9	113.4
EE	80.5	79.1	79.3	4.5	6.9	6.2	0.9	1.2	1.6	126.9	129.3	:
IE	75.0	72.1	74.9	5.0	5.9	6.2	1.6	1.4	1.8	103.7	110.3	:
EL	60.8	58.3	62.6	17.9	17.6	14.7	11.3	10.5	9.2	75.0	73.7	:
ES	68.0	65.7	67.7 d	14.1	15.5	14.8 d	5.3	5.0	6.2 d	99.2	96.7	97.7
FR	72.3	72.1	73.2 d	8.4	8.0	7.9 d	2.3	1.9	2.3 d	106.3	106.0	108.2
HR	66.7	66.9	68.2	6.6	7.5	7.6	2.4	2.1	2.8	110.6	110.7	:
IT	63.5	61.9	62.7	9.9	9.3	9.5	5.9	5.1	5.4	94.1	92.4	94.7
CY	75.7	74.9	75.9	7.1	7.6	7.5	2.1	2.1	2.6	98.3	94.9	:
LV	77.3	76.9	75.3	6.3	8.1	7.6	2.7	2.4	2.3	117.7	120.5	:
LT	78.2	76.7	77.4	6.3	8.5	7.1	1.9	2.5	2.6	133.3	143.4	:
LU	72.8	72.1	74.1	5.6	6.8	5.3	1.3	1.7	1.8	106.8	110.2	:
HU	77.6	77.5	78.8	3.3	4.1	4.1	1.1	1.1	1.3	133.1	133.0	142.7
MT	76.8	77.3	79.1	3.6	4.4	3.4	0.9	1.1	0.9	127.8	125.5	:
NL	81.0	80.8	81.7	4.4	4.9	4.2	0.9	0.7	0.8	106.5	108.6	110.3
AT	76.8	74.8	75.6	4.8	6.0	6.2	1.4	1.7	2.0	99.3	96.3	98.0
PL	72.3	72.7	75.4	3.3	3.2	3.4	0.7	0.6	0.9	140.3	145.3	:
PT	75.5	74.2	75.9	6.7	7.0	6.6	2.8	2.3	2.9	107.8	105.9	108.3
RO	65.1	65.2	67.1	4.9	6.1	5.6	2.0	1.8	2.0	140.6	142.8	:
SI	75.9	74.8	76.1	4.4	5.0	4.8	1.9	1.9	1.9	110.7	114.8	119.3
SK	75.6	74.6	74.6	5.7	6.7	6.8	3.9	3.7	3.9	123.6	123.3	:
FI	76.2	75.5	76.8	6.8	7.7	7.7	1.5	1.5	1.8	108.8	109.3	110.1
SE	81.5	80.1	80.7	7.0	8.5	8.8	1.5	1.8	1.9	119.6	118.5	121.5

Note: EUnw and EAnw refer to the non-weighted averages for EU and the euro area. Real GDHI per capita is measured using ‘unadjusted income’ (i.e. without including social transfers in kind) and without correction for purchasing power standards. Analysis of this indicator in the report relies on 2020 values due to the large number of missing observations at the cutoff date for 2021.

Flags – b: break in time series; d: definition differs; e: estimated; p: provisional; u: low reliability (small number of observations).

Source: Eurostat.

Annex 1 (continued). Social scoreboard headline indicators, levels

	Social protection and inclusion											
	At risk of poverty or social exclusion rate (% of total population)			At risk of poverty or social exclusion rate for children (% of population aged 0-17)			Impact of social transfers (other than pensions) on poverty reduction (% reduction of AROP)			Disability employment gap (percentage points)		
Year	2019	2020	2021	2019	2020	2021	2019	2020	2021	2019	2020	2021
EU27	21.1	21.6 b	21.7	22.8	24.0 b	24.4	32.4 e	33.2 b	36.4	24.4 e	24.4	23.0
EA19	20.8	21.6 b	21.9	22.7	24.5 b	24.9	32.8	33.6 b	37.7	23.4	23.2	22.0
EUnw	21.0	20.7	20.7	22.2	22.0	22.2	34.7	35.0	36.9	25.6	25.6	24.1
EAnw	20.5	20.3	20.5	21.8	21.8	22.1	35.4	35.2	37.5	24.5	24.2	23.7
BE	20.0 b	20.3	18.8	23.0 b	22.0	20.5	41.7 b	44.9	53.3	33.1	36.3	38.0
BG	33.2	33.6	31.7	36.1	36.2	33.0	23.7	20.4	29.8	34.8	33.0	22.1
CZ	12.1	11.5	10.7	13.0	12.9	13.3	39.2	40.6	46.6	26.3	25.6	25.9
DK	17.3	16.8 b	17.3	13.9	13.4 b	14.0	47.3	52.4 b	53.9	16.6	18.1	7.9
DE	17.3	20.4 b	20.7	15.4	22.3 b	23.5	36.2	34.6 b	40.6	26.5	32.4 b	30.3
EE	23.7	22.8	22.2	19.7	17.4	17.4	28.2	31.7	30.6	21.2	20.6	18.7
IE	20.6	20.1 b	20.0	23.8	23.5 b	22.8	57.7	54.0 b	60.7	44.0	38.8	41.3
EL	29.0	27.4	28.3	31.2	30.8	32.0	22.8	24.7	20.7	29.0	27.7	23.8
ES	26.2	27.0	27.8	31.3	31.8	33.4	23.1	23.4	30.5	30.1	21.6	15.9
FR	18.9	19.3 b	19.3	24.2	23.9 b	22.8	42.1	46.2 b	46.3	18.9	23.7 b	24.2
HR	20.8	20.5	20.9	19.1	18.4	18.6	24.7	23.1	20.7	33.5	32.9	28.7
IT	24.6	24.9	25.2 p	27.1	28.9	29.7 p	20.2	21.0	29.5 p	16.9	14.9	14.9 p
CY	18.6	17.6	17.3	20.3	19.0	19.2	35.2	34.7	37.6	22.0	23.5	27.0
LV	26.7	25.1	26.1	18.8	19.7	20.1	23.4	23.4	23.5	19.0	16.7	16.6
LT	25.5	24.5	23.4	25.8	23.1	21.6	31.6	29.4	35.3	26.0	22.7	23.9
LU	20.1	19.9 b	21.1 b	25.4	24.2 b	29.4 b	34.0	39.4 b	34.2 b	20.1	22.1 b	15.4 b
HU	20.0	19.4	19.4	24.1	21.7	23.2	38.5	44.1	:	28.6	31.2	28.8
MT	20.8	19.9	20.3	23.9	22.6	23.2	26.3	21.0	26.2	28.1	29.4	27.0
NL	16.5	16.0	16.6	15.4	15.8	14.9	38.3	36.8	39.0	26.5	25.4	25.8
AT	16.5	16.7	17.3	20.1	21.9	22.8	49.2	41.1	44.1	21.9	20.5	25.1
PL	17.9	17.0	16.8 p	16.3	16.1	16.5 p	36.9	36.8	35.7 p	33.4	31.3	34.2 p
PT	21.1	20.0	22.4	21.9	21.9	22.9	24.2	26.0	20.0	19.2	18.2	16.2
RO	36.3	35.6	34.4	40.0	40.7	41.5	15.3	15.8	18.1	29.2	30.4	32.6
SI	13.7	14.3	13.2	11.6	12.1	11.0	45.5	44.6	44.8	18.5	21.7	21.1
SK	14.9	13.8	15.6	21.3	18.4	19.7	38.0	40.0	:	23.1	23.6	:
FI	15.4	15.9	14.2	13.8	14.5	13.2	54.0	51.4	57.7	20.6	19.9	22.1
SE	18.4	17.7	17.2	23.0	20.2	19.7	40.8	42.7	44.5	24.9	28.9	19.9

Note: EUnw and EAnw refer to the non-weighted averages for EU and the euro area.

Flags – b: break in time series; d: definition differs; e: estimated; p: provisional; u: low reliability (small number of observations).

Source: Eurostat.

Annex 1 (continued). Social scoreboard headline indicators, levels

	Social protection and inclusion (continued)								
	Housing cost overburden (% of total population)			Children aged less than 3 years in formal childcare (% of population under 3-years- old)			Self-reported unmet need for medical care (% of population 16+)		
Year	2019	2020	2021	2019	2020	2021	2019	2020	2021
EU27	9.4 e	7.8	8.3 e	35.3 e	32.4 e	36.6	1.7 e	1.9 e	2.0
EA19	9.8	8.0	8.7 e	41.0	37.0 e	41.2	1.3	1.8 e	1.9
EUnw	8.3	7.2	7.4	35.0	31.6	35.0	2.5	2.3	2.2
EAnw	8.0	6.9	7.2	39.1	35.1	38.3	2.6	2.6	2.4
BE	8.4 b	7.8	7.5	55.5 b	54.6	51.7	1.8 b	1.5	1.7
BG	16.0	14.4	11.6	19.7	15.0	18.7	1.4	1.4	1.0
CZ	6.9	6.5	6.2	6.3	4.8	4.9	0.5	0.4	0.3
DK	15.6	14.1 b	15.5	66.0	67.7	69.1	1.8	1.7	1.3
DE	13.9	9.0 b	10.7	31.3	16.4 b	19.9	0.3	0.1 b	0.1
EE	4.4	4.4	4.4	31.8	26.7	25.7	15.5	13.0	8.1
IE	4.2	4.5 b	2.5	40.8	22.9 b	16.6	2.0	2.0 b	2.0
EL	36.2	33.3	28.8	32.4	21.5	32.3	8.1	6.5	6.4
ES	8.5	8.2	9.9	57.4	45.5	55.3	0.2	0.4	1.1
FR	5.5	5.6 b	:	50.8	57.2 b	57.1	1.2	2.7 b	2.8
HR	4.7	4.2	4.5	15.7	20.4	33.3	1.4	1.5	1.7
IT	8.7	7.2	7.2 p	26.3	:	33.4 p	1.8	:	1.8 p
CY	2.3	1.9	2.5	31.1	20.7	28.8	1.0	0.4	0.1
LV	5.4	4.8	4.9	28.3	26.3	31.0	4.3	5.3	4.0
LT	4.8	2.7	2.7	26.6	16.2	21.4	1.4	1.7	2.4
LU	10.1	8.5 b	5.1 b	60.0	63.2 b	62.0 b	0.2	0.1 b	1.0 b
HU	4.2	4.9	2.5	16.9	10.5	13.9	1.0	0.7	1.1
MT	2.6	2.8	2.7	38.3	29.7	24.0	0.0	0.0	0.1
NL	9.9	8.3	12.5	64.8	67.6	74.2	0.2	0.2	0.2
AT	7.0	6.3	6.1	22.7	21.1	28.0	0.3	0.1	0.3
PL	6.0	4.9 b	5.7 p	10.2	11.2	18.3 p	4.2	1.9	2.7 p
PT	5.7	4.1	5.9	52.9	53.0	:	1.7	1.6	2.3
RO	8.6	7.1	7.5	14.1	6.8	9.5	4.9	4.7	4.4
SI	4.1	4.4	4.1	46.9	44.3	47.5	2.9	2.7	4.8
SK	5.7	3.2	:	6.6	4.8	:	2.7	3.2	:
FI	4.0	4.1	4.3	38.2	39.6	42.1	4.7	5.4	4.4
SE	9.4	8.3	8.5	53.1	54.1	55.8	1.4	1.5	1.3

Note: EUnw and EAnw refer to the non-weighted averages for EU and the euro area.

Flags – b: break in time series; d: definition differs; e: estimated; p: provisional; u: low reliability (small number of observations).

Source: Eurostat.

Annex 2. Social scoreboard headline indicators, changes and distance to EU

Year	Equal opportunities														
	Early leavers from education and training (% of population aged 18-24)			Share of individuals who have basic or above basic overall digital skills (% of population aged 16-74)			Youth NEET rate (% of total population aged 15-29)			Gender employment gap (percentage points)			Income quintile ratio (S80/S20)		
	2021			2021			2021			2021			2021		
	Y-Y change	Distance to EU average	Y-Y for MS to Y-Y for EU	Y-Y change	Distance to EU average	Y-Y for MS to Y-Y for EU	Y-Y change	Distance to EU average	Y-Y for MS to Y-Y for EU	Y-Y change	Distance to EU average	Y-Y for MS to Y-Y for EU	Y-Y change	Distance to EU average	Y-Y for MS to Y-Y for EU
EU27	-0.2 b	1.5	0.3	:	-2.3	:	-0.7 b	1.1	0.0	-0.3	1.3	-0.1	0.1	0.1	0.0
EA19	-0.4 b	1.6	0.1	:	:	:	-1.1 b	1.0	-0.4	-0.2	0.6	0.0	0.1	0.2	0.1
EUnw	-0.5 b	0.0	0.0	:	0.0	:	-0.7 b	0.0	0.0	-0.2	0.0	0.0	0.0	0.0	0.0
EAnw	-0.6 b	-0.3	-0.2	:	2.1	:	-0.9 b	-0.4	-0.2	-0.2	-0.8	0.0	0.1	0.0	0.0
BE	-1.4 b	-1.5	-0.9	:	-2.3	:	-1.9 b	-1.9	-1.2	-0.4	-1.8	-0.2	-0.2	-1.4	-0.3
BG	-0.6 b	4.0	-0.1	:	-25.3	:	-0.5 b	5.6	0.2	0.1	-1.1	0.3	-0.6	2.6	-0.6
CZ	-1.2 b	-1.8	-0.7	:	3.7	:	-0.1 b	-1.1	0.6	0.1	5.9	0.3	0.1	-1.4	0.1
DK	0.5 b	1.6	1.0	:	12.7	:	-1.9 b	-3.7	-1.2	-0.1	-2.6	0.1	-0.1	-0.9	-0.1
DE	1.7 b	3.6	2.2	:	-7.3	:	0.1 b	-2.8	0.8	-0.2	-2.2	0.0	0.0	0.1	0.0
EE	1.3 b	1.6	1.8	:	-0.3	:	-0.7 b	-0.8	0.0	-0.7	-5.8	-0.5	0.0	0.2	0.0
IE	-1.7 b	-4.9	-1.2	:	13.7	:	-4.4 b	-2.2	-3.7	-2.7	0.5	-2.5	-0.2	-1.0	-0.3
EL	-0.6 b	-5.0	-0.1	:	-4.3	:	-1.4 b	5.3	-0.7	0.4	10.3	0.6	0.6	1.0	0.5
ES	-2.7 b	5.1	-2.2	:	7.7	:	-3.2 bd	2.1	-2.5	-0.8 d	1.1	-0.6	0.4	1.4	0.4
FR	-0.2 b	-0.4	0.3	:	5.7	:	-1.2 bd	0.8	-0.5	0.5 d	-3.3	0.7	0.0	-0.4	0.0
HR	0.2 bu	-5.8	0.7	:	6.7	:	0.3 b	2.9	1.0	-0.7	1.0	-0.5	0.2	0.0	0.1
IT	-0.4 b	4.5	0.1	:	-10.3	:	-0.2 b	11.1	0.5	-0.5	9.7	-0.3	0.1 p	1.0	0.1
CY	-1.3 b	2.0	-0.8	:	-6.3	:	0.1 b	3.4	0.8	0.2	2.7	0.4	-0.1	-0.6	-0.1
LV	0.1 b	-0.9	0.6	:	-5.3	:	0.2 b	0.1	0.9	1.1	-4.7	1.3	0.4	1.8	0.3
LT	-0.3 b	-2.9	0.2	:	-7.3	:	-0.3 b	0.7	0.4	-0.3	-8.1	-0.1	0.0	1.3	0.0
LU	1.1 b	1.1	1.6	:	7.7	:	1.1 b	-3.2	1.8	0.3	-2.1	0.5	-0.4 b	-0.2	-0.4
HU	-0.1 b	3.8	0.4	:	-7.3	:	-3.0 b	-0.3	-2.3	-0.6	1.1	-0.4	0.0	-0.6	0.0
MT	-1.9 b	2.5	-1.4	:	4.7	:	0.0 b	-2.5	0.7	-1.4	6.9	-1.2	0.3	0.2	0.3
NL	-1.7 b	-2.9	-1.2	:	22.7	:	-0.2 b	-6.5	0.5	-0.2	-1.3	0.0	-0.3	-0.9	-0.3
AT	-0.1 b	-0.2	0.4	:	6.7	:	-0.1 b	-2.6	0.6	0.2	-0.9	0.4	0.0	-0.7	-0.1
PL	0.5 b	-2.3	1.0	:	-13.3	:	0.5 b	1.4	1.2	-1.0	4.5	-0.8	-0.1 p	-0.8	-0.1
PT	-3.0 b	-2.3	-2.5	:	-1.3	:	-1.5 b	-2.5	-0.8	0.2	-3.6	0.4	0.7	0.8	0.6
RO	-0.3 b	7.1	0.2	:	-28.3	:	3.7 b	8.3	4.4	0.8	10.6	1.0	0.5	2.3	0.5
SI	-1.0 bu	-5.1	-0.5	:	-6.3	:	-1.9 b	-4.7	-1.2	0.8	-2.8	1.0	-0.1	-1.6	-0.1
SK	0.2 b	-0.4	0.7	:	-1.3	:	-1.0 b	2.2	-0.3	1.2	-1.0	1.4	:	:	:
FI	0.0 b	0.0	0.5	:	22.7	:	-1.0 b	-2.7	-0.3	-1.3	-7.5	-1.1	-0.1	-1.2	-0.2
SE	0.7 b	0.2	1.2	:	10.7	:	-1.2 b	-6.0	-0.5	-0.1	-4.2	0.1	-0.1	-0.8	-0.1

Note: EUnw and EAnw refer to the non-weighted averages for EU and the euro area. The distance to the EU average is computed on the non-weighted average. Due to substantial changes in the definition of the share of individuals who have basic or above basic overall digital skills indicator in 2021, a comparable value for 2019 is not available. Therefore, changes are not computed and analysis of this indicator in the report relies, exceptionally, only on 2021 levels.

Flags – b: break in time series; d: definition differs; e: estimated; p: provisional; u: low reliability (small number of observations).

Source: Eurostat.

Annex 2 (continued). Social scoreboard headline indicators, changes and distance to EU

Year	Fair working conditions											
	Employment rate (% population aged 20-64)			Unemployment rate (% of active population aged 15-74)			Long-term unemployment rate (% active population aged 15-74)			GDHI per capita growth (2008=100)		
	2021			2021			2021			2021		
	Y-Y change	Distance to EU average	Y-Y for MS to Y-Y for EU	Y-Y change	Distance to EU average	Y-Y for MS to Y-Y for EU	Y-Y change	Distance to EU average	Y-Y for MS to Y-Y for EU	Y-Y change	Distance to EU average	Y-Y for MS to Y-Y for EU
EU27	1.4	-1.6	0.2	-0.2	0.4	0.2	0.3	0.3	0.1	2.0	-3.4	0.9
EA19	1.3	-2.2	0.1	-0.3	1.1	0.1	0.4	0.7	0.2	1.2	-7.8	0.1
EUnw	1.2	0.0	0.0	-0.4	0.0	0.0	0.2	0.0	0.0	1.1	0.0	0.0
EAnw	1.2	-0.3	0.0	-0.5	0.5	-0.1	0.2	0.3	0.0	0.8	-6.3	-0.3
BE	0.9	-4.1	-0.3	0.5	-0.3	0.9	0.5	0.1	0.3	0.0	:	-1.1
BG	0.5	-1.5	-0.7	-0.8	-1.3	-0.4	-0.1	0.1	-0.3	0.0	:	-1.1
CZ	0.3	5.3	-0.9	0.2	-3.8	0.6	0.2	-1.7	0.0	4.5	13.1	3.4
DK	1.3	4.4	0.1	-0.5	-1.5	-0.1	0.1	-1.5	-0.1	0.9	5.4	-0.2
DE	1.4	4.9	0.2	-0.1	-3.0	0.3	0.1	-1.3	-0.1	-0.4	0.5	-1.5
EE	0.2	4.6	-1.0	-0.7	-0.4	-0.3	0.4	-0.9	0.2	0.0	:	-1.1
IE	2.8	0.2	1.6	0.3	-0.4	0.7	0.4	-0.7	0.2	0.0	:	-1.1
EL	4.3	-12.1	3.1	-2.9	8.1	-2.5	-1.3	6.7	-1.5	0.0	:	-1.1
ES	2.0 d	-7.0	0.8	-0.7 d	8.2	-0.3	1.2 d	3.7	1.0	1.0	-15.3	-0.1
FR	1.1 d	-1.5	-0.1	-0.1 d	1.3	0.3	0.4 d	-0.2	0.2	2.1	-4.7	0.9
HR	1.3	-6.5	0.1	0.1	1.0	0.5	0.7	0.3	0.5	0.0	:	-1.1
IT	0.8	-12.0	-0.4	0.2	2.9	0.6	0.3	2.9	0.1	2.5	-18.3	1.4
CY	1.0	1.2	-0.2	-0.1	0.9	0.3	0.5	0.1	0.3	0.0	:	-1.1
LV	-1.6	0.6	-2.8	-0.5	1.0	-0.1	-0.1	-0.2	-0.3	0.0	:	-1.1
LT	0.7	2.7	-0.5	-1.4	0.5	-1.0	0.1	0.1	-0.1	0.0	:	-1.1
LU	2.0	-0.6	0.8	-1.5	-1.3	-1.1	0.1	-0.7	-0.1	0.0	:	-1.1
HU	1.3	4.1	0.1	0.0	-2.5	0.4	0.2	-1.2	0.0	7.3	29.8	6.2
MT	1.8	4.4	0.6	-1.0	-3.2	-0.6	-0.2	-1.6	-0.4	0.0	:	-1.1
NL	0.9	7.0	-0.3	-0.7	-2.4	-0.3	0.1	-1.7	-0.1	1.6	-2.7	0.4
AT	0.8	0.9	-0.4	0.2	-0.4	0.6	0.3	-0.5	0.1	1.7	-15.0	0.6
PL	2.7	0.7	1.5	0.2	-3.2	0.6	0.3	-1.6	0.1	0.0	:	-1.1
PT	1.7	1.2	0.5	-0.4	0.0	0.0	0.6	0.4	0.4	2.3	-4.7	1.2
RO	1.9	-7.6	0.7	-0.5	-1.0	-0.1	0.2	-0.5	0.0	0.0	:	-1.1
SI	1.3	1.4	0.1	-0.2	-1.8	0.2	0.0	-0.6	-0.2	3.9	6.3	2.7
SK	0.0	-0.1	-1.2	0.1	0.2	0.5	0.2	1.4	0.0	0.0	:	-1.1
FI	1.3	2.1	0.1	0.0	1.1	0.4	0.3	-0.7	0.1	0.7	-2.9	-0.4
SE	0.6	6.0	-0.6	0.3	2.2	0.7	0.1	-0.6	-0.1	2.5	8.5	1.4

Note: EUnw and EAnw refer to the non-weighted averages for EU and the euro area. The distance to the EU average is computed on the non-weighted average. Real GDHI per capita is measured using 'unadjusted income' (i.e. without including social transfers in kind) and without correction for purchasing power standards. Analysis of this indicator in the report relies on 2020 values due to the large number of missing observations at the cutoff date for 2021.

Flags – b: break in time series; d: definition differs; e: estimated; p: provisional; u: low reliability (small number of observations).

Source: Eurostat, OECD.

Annex 2 (continued). Social scoreboard headline indicators, changes and distance to EU

Year	Social protection and inclusion											
	At risk of poverty or social exclusion rate (% of total population)			At risk of poverty or social exclusion rate for children (% of population aged 0-17)			Impact of social transfers (other than pensions) on poverty reduction (% reduction of AROP)			Disability employment gap (percentage points)		
	2021			2021			2021			2021		
	Y-Y change	Distance to EU average	Y-Y for MS to Y-Y for EU	Y-Y change	Distance to EU average	Y-Y for MS to Y-Y for EU	Y-Y change	Distance to EU average	Y-Y for MS to Y-Y for EU	Y-Y change	Distance to EU average	Y-Y for MS to Y-Y for EU
EU27	0.1	1.0	0.1	0.4	2.2	0.2	3.2	-0.6	0.6	-1.4	-1.1	0.1
EA19	0.3	1.2	0.3	0.4	2.7	0.2	4.1	0.8	1.6	-1.2	-2.1	0.3
EUnw	0.0	0.0	0.0	0.2	0.0	0.0	2.5	0.0	0.0	-1.5	0.0	0.0
EAnw	0.2	-0.2	0.2	0.3	-0.1	0.1	2.6	0.5	0.0	-0.5	-0.4	1.1
BE	-1.5	-1.9	-1.5	-1.5	-1.7	-1.7	8.4	16.4	5.8	1.7	13.9	3.2
BG	-1.9	11.0	-1.9	-3.2	10.8	-3.4	9.4	-7.1	6.9	-10.9	-2.0	-9.4
CZ	-0.8	-10.0	-0.8	0.4	-8.9	0.2	6.0	9.6	3.4	0.3	1.8	1.8
DK	0.5	-3.4	0.5	0.6	-8.2	0.4	1.6	17.0	-1.0	-10.2	-16.2	-8.7
DE	0.3	0.0	0.3	1.2	1.3	1.0	6.1	3.7	3.5	-2.1	6.2	-0.6
EE	-0.6	1.5	-0.6	0.0	-4.8	-0.2	-1.0	-6.3	-3.6	-1.9	-5.4	-0.4
IE	-0.1	-0.7	-0.1	-0.7	0.6	-0.9	6.7	23.7	4.1	2.5	17.2	4.0
EL	0.9	7.6	0.9	1.2	9.8	1.0	-4.0	-16.3	-6.6	-3.9	-0.3	-2.4
ES	0.8	7.1	0.8	1.6	11.2	1.4	7.1	-6.5	4.5	-5.7	-8.2	-4.2
FR	0.0	-1.4	0.0	-1.1	0.6	-1.3	0.1	9.3	-2.5	0.5	0.1	2.0
HR	0.4	0.2	0.4	0.2	-3.6	0.0	-2.5	-16.3	-5.0	-4.2	4.6	-2.7
IT	0.3 p	4.5	0.3	0.8 p	7.5	0.6	8.5 p	-7.5	6.0	0.0 p	-9.2	1.5
CY	-0.3	-3.4	-0.3	0.2	-3.0	0.0	2.9	0.6	0.3	3.5	2.9	5.0
LV	1.0	5.4	1.0	0.4	-2.1	0.2	0.1	-13.4	-2.4	-0.1	-7.5	1.4
LT	-1.1	2.7	-1.1	-1.5	-0.6	-1.7	5.9	-1.7	3.3	1.2	-0.2	2.7
LU	1.2 b	0.4	1.2	5.2 b	7.2	5.0	-5.2 b	-2.8	-7.7	-6.7 b	-8.7	-5.2
HU	0.0	-1.3	0.0	1.5	1.0	1.3	:	:	:	-2.4	4.7	-0.9
MT	0.4	-0.4	0.4	0.6	1.0	0.4	5.2	-10.7	2.6	-2.4	2.9	-0.9
NL	0.6	-4.1	0.6	-0.9	-7.3	-1.1	2.2	2.0	-0.4	0.4	1.7	1.9
AT	0.6	-3.4	0.6	0.9	0.6	0.7	3.0	7.2	0.5	4.6	1.0	6.1
PL	-0.2 p	-3.9	-0.2	0.4 p	-5.7	0.2	-1.1 p	-1.3	-3.6	2.9 p	10.1	4.4
PT	2.4	1.7	2.4	1.0	0.7	0.8	-6.0	-16.9	-8.6	-2.0	-7.9	-0.5
RO	-1.2	13.7	-1.2	0.8	19.3	0.6	2.3	-18.8	-0.3	2.2	8.5	3.7
SI	-1.1	-7.5	-1.1	-1.1	-11.2	-1.3	0.2	7.9	-2.4	-0.6	-3.0	0.9
SK	1.8	-5.1	1.8	1.3	-2.5	1.1	:	:	:	:	:	:
FI	-1.7	-6.5	-1.7	-1.3	-9.0	-1.5	6.3	20.7	3.7	2.2	-2.0	3.7
SE	-0.5	-3.5	-0.5	-0.5	-2.5	-0.7	1.8	7.6	-0.7	-9.0	-4.2	-7.5

Note: EUnw and EAnw refer to the non-weighted averages for EU and the euro area. The distance to the EU average is computed on the non-weighted average.

Flags – b: break in time series; d: definition differs; e: estimated; p: provisional; u: low reliability (small number of observations).

Source: Eurostat.

Annex 2 (continued). Social scoreboard headline indicators, changes and distance to EU

Year	Social protection and inclusion (continued)								
	Housing cost overburden (% of total population)			Children aged less than 3 years in formal childcare (% of population under 3-years- old)			Self-reported unmet need for medical care (% of population 16+)		
	2021			2021			2021		
	Y-Y change	Distance to EU average	Y-Y for MS to Y-Y for EU	Y-Y change	Distance to EU average	Y-Y for MS to Y-Y for EU	Y-Y change	Distance to EU average	Y-Y for MS to Y-Y for EU
EU27	0.5 e	0.9	0.6	4.2 e	1.6	1.0	0.1 e	-0.2	0.2
EA19	0.7 e	1.3	0.8	4.2 e	6.2	1.0	0.1 e	-0.3	0.2
EUnw	-0.1	0.0	0.0	3.2	0.0	0.0	-0.1	0.0	0.0
EAnw	0.0	-0.2	0.1	2.8	3.3	-0.5	-0.1	0.2	0.0
BE	-0.3	0.1	-0.2	-2.9	16.7	-6.1	0.2	-0.5	0.3
BG	-2.8	4.2	-2.7	3.7	-16.3	0.5	-0.4	-1.2	-0.3
CZ	-0.3	-1.2	-0.2	0.1	-30.1	-3.1	-0.1	-1.9	0.0
DK	1.4	8.1	1.5	1.4	34.1	-1.8	-0.4	-0.9	-0.3
DE	1.7	3.3	1.8	3.5	-15.1	0.3	0.0	-2.1	0.1
EE	0.0	-3.0	0.1	-1.0	-9.3	-4.2	-4.9	5.9	-4.8
IE	-2.0	-4.9	-1.9	-6.3	-18.4	-9.5	0.0	-0.2	0.1
EL	-4.5	21.4	-4.4	10.8	-2.7	7.6	-0.1	4.2	0.0
ES	1.7	2.5	1.8	9.8	20.3	6.6	0.7	-1.1	0.8
FR	:	:	:	-0.1	22.1	-3.3	0.1	0.6	0.2
HR	0.3	-2.9	0.4	12.9	-1.7	9.7	0.2	-0.5	0.3
IT	0.0 p	-0.2	0.1	:	-1.6	:	:	-0.4	:
CY	0.6	-4.9	0.7	8.1	-6.2	4.9	-0.3	-2.1	-0.2
LV	0.1	-2.5	0.2	4.7	-4.0	1.5	-1.3	1.8	-1.2
LT	0.0	-4.7	0.1	5.2	-13.6	2.0	0.7	0.2	0.8
LU	-3.4 b	-2.3	-3.3	-1.2 b	27.0	-4.4	0.9 b	-1.2	1.0
HU	-2.4	-4.9	-2.3	3.4	-21.1	0.2	0.4	-1.1	0.5
MT	-0.1	-4.7	0.0	-5.7	-11.0	-8.9	0.1 n	-2.1	0.2
NL	4.2	5.1	4.3	6.6	39.2	3.4	0.0	-2.0	0.1
AT	-0.2	-1.3	-0.1	6.9	-7.0	3.7	0.2	-1.9	0.3
PL	0.8 p	-1.7	0.9	7.1 p	-16.7	3.9	0.8 p	0.5	0.9
PT	1.8	-1.5	1.9	:	:	:	0.7	0.1	0.8
RO	0.4	0.1	0.5	2.7	-25.5	-0.5	-0.3	2.2	-0.2
SI	-0.3	-3.3	-0.2	3.2	12.5	0.0	2.1	2.6	2.2
SK	:	:	:	:	:	:	:	:	:
FI	0.2	-3.1	0.3	2.5	7.1	-0.7	-1.0	2.2	-0.9
SE	0.2	1.1	0.3	1.7	20.8	-1.5	-0.2	-0.9	-0.1

Note: EUnw and EAnw refer to the non-weighted averages for EU and the euro area. The distance to the EU average is computed on the non-weighted average.

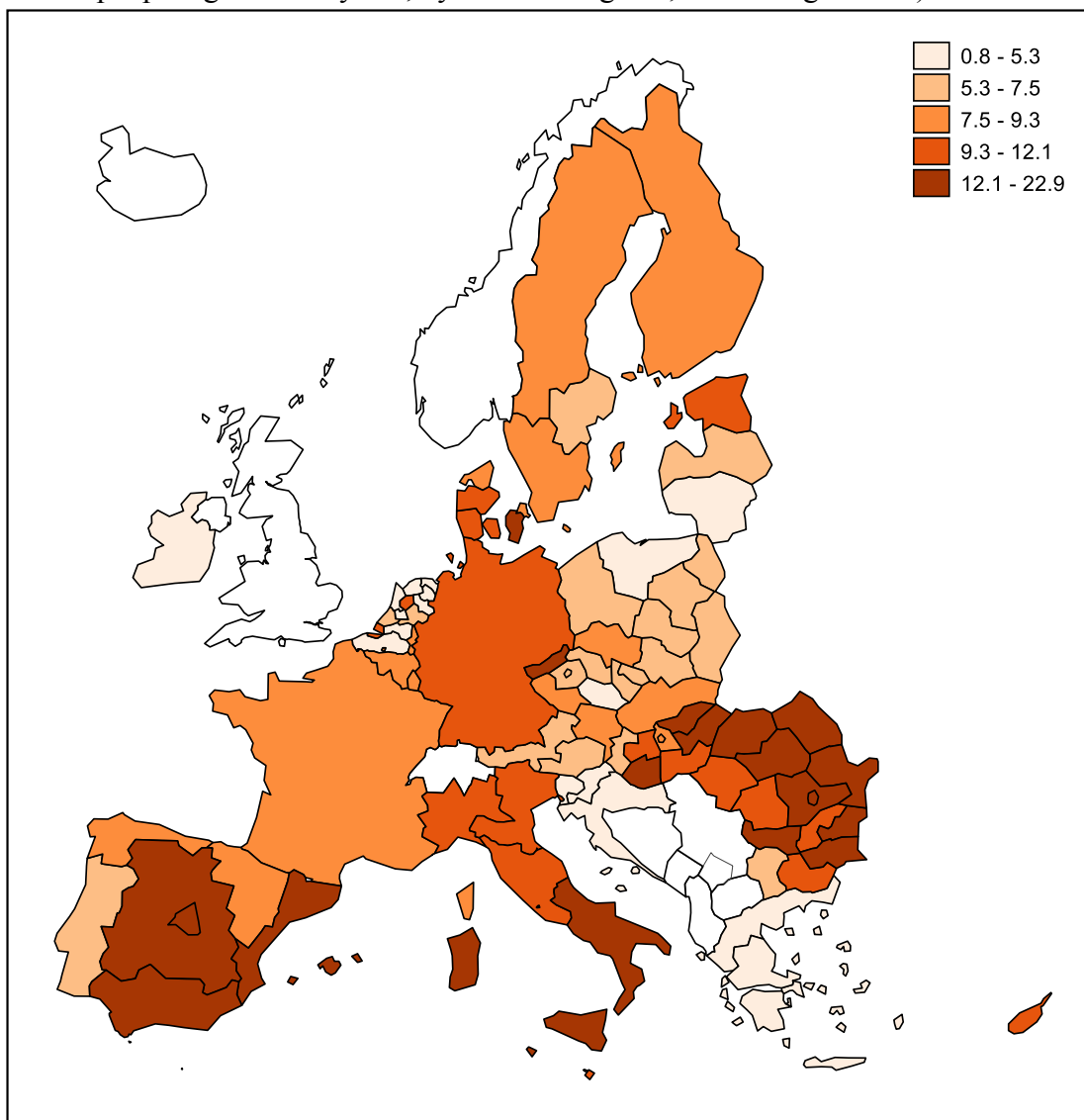
Flags – b: break in time series; d: definition differs; e: estimated; p: provisional; u: low reliability (small number of observations); n: not statistically significantly different from zero.

Source: Eurostat.

Annex 3. Regional breakdown of selected social scoreboard headline indicators¹

Figure 1: Early leavers from education and training, 2021

(%, share of people aged 18-24 years, by NUTS 2 regions; EU average: 9.7%)

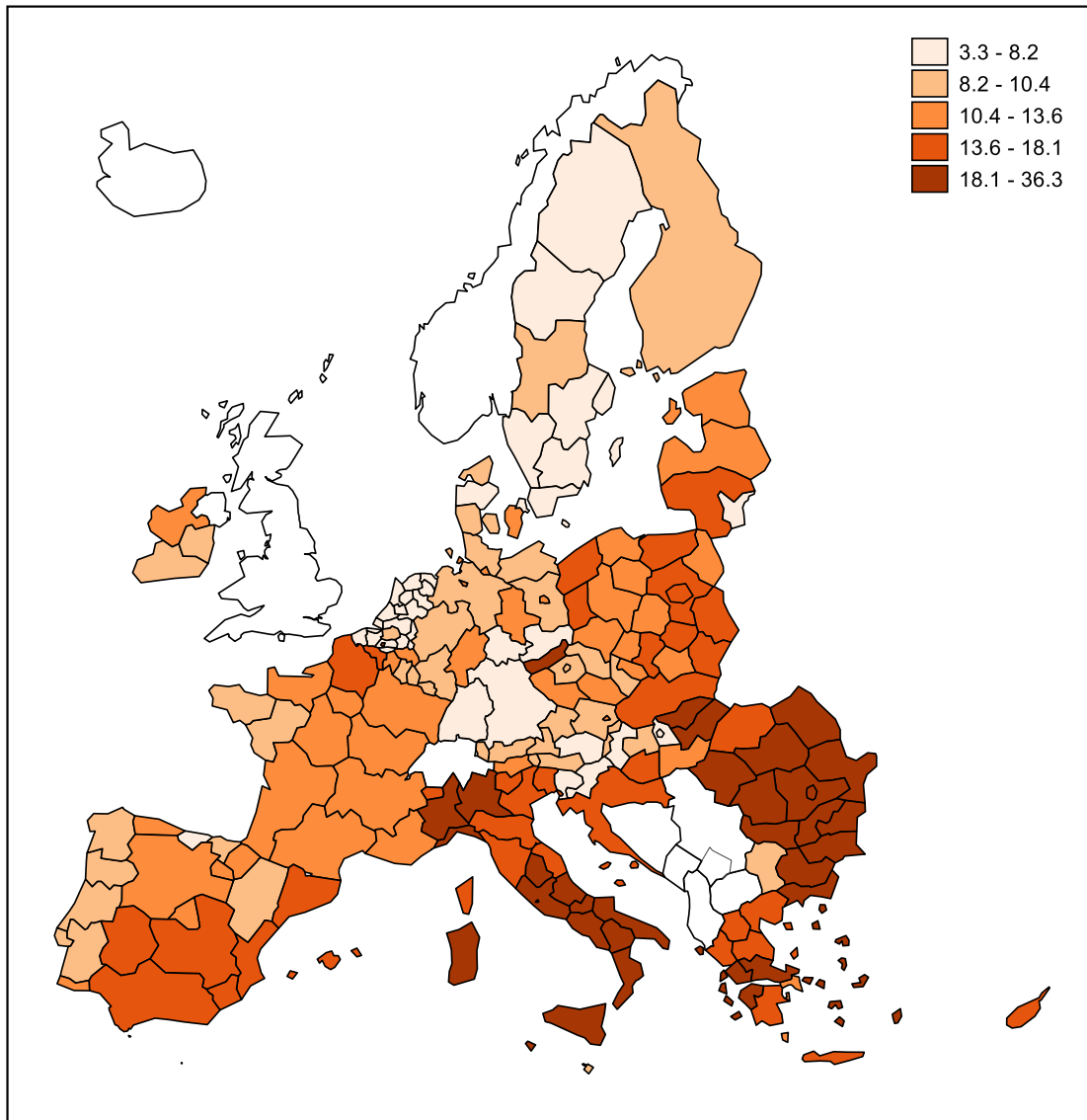


Note: Some administrative units on islands and outermost regions are not represented. National data for Finland, France, Germany and Portugal. NUTS1-level data for Austria, Belgium, Croatia, Greece, Ireland, Italy, Lithuania, Poland, Slovakia, Spain and Sweden. Low-reliability data in Bulgaria (Severen tsentralen); Croatia (Hrvatska); Czechia (Praha); Greece (Nisia Aigaiou, Kriti); Hungary (Nyugat-Dunántúl); Netherlands (Drenthe and Groningen); Poland (Makroregion centralny, Makroregion południowo-zachodni, Makroregion północny, Makroregion województwo mazowieckie and Makroregion wschodni); Romania (București-Ilfov) and Slovenia (Vzhodna Slovenija and Zahodna Slovenija). Break in the time-series for Austria, Belgium, Bulgaria, Croatia, Cyprus, Czechia, Denmark, Estonia, Finland, France, Germany, Greece, Hungary, Ireland, Italy, Latvia, Lithuania, Luxembourg, Malta, Netherlands, Poland, Portugal, Romania, Slovakia, Slovenia, Spain and Sweden.

Source: Eurostat, indicator [\[edat_lfse_16\]](#). © EuroGeographics for the administrative boundaries.

¹ Note: Breakdowns at the regional (NUTS 2) level. If the regional (NUTS 2) breakdown is not available, the NUTS 1 or the national level is presented in the maps.

Figure 2: Young people neither in employment nor in education or training (NEET), 2021
 (% share of people aged 15-29 years, by NUTS 2 regions; EU average: 13.1%)

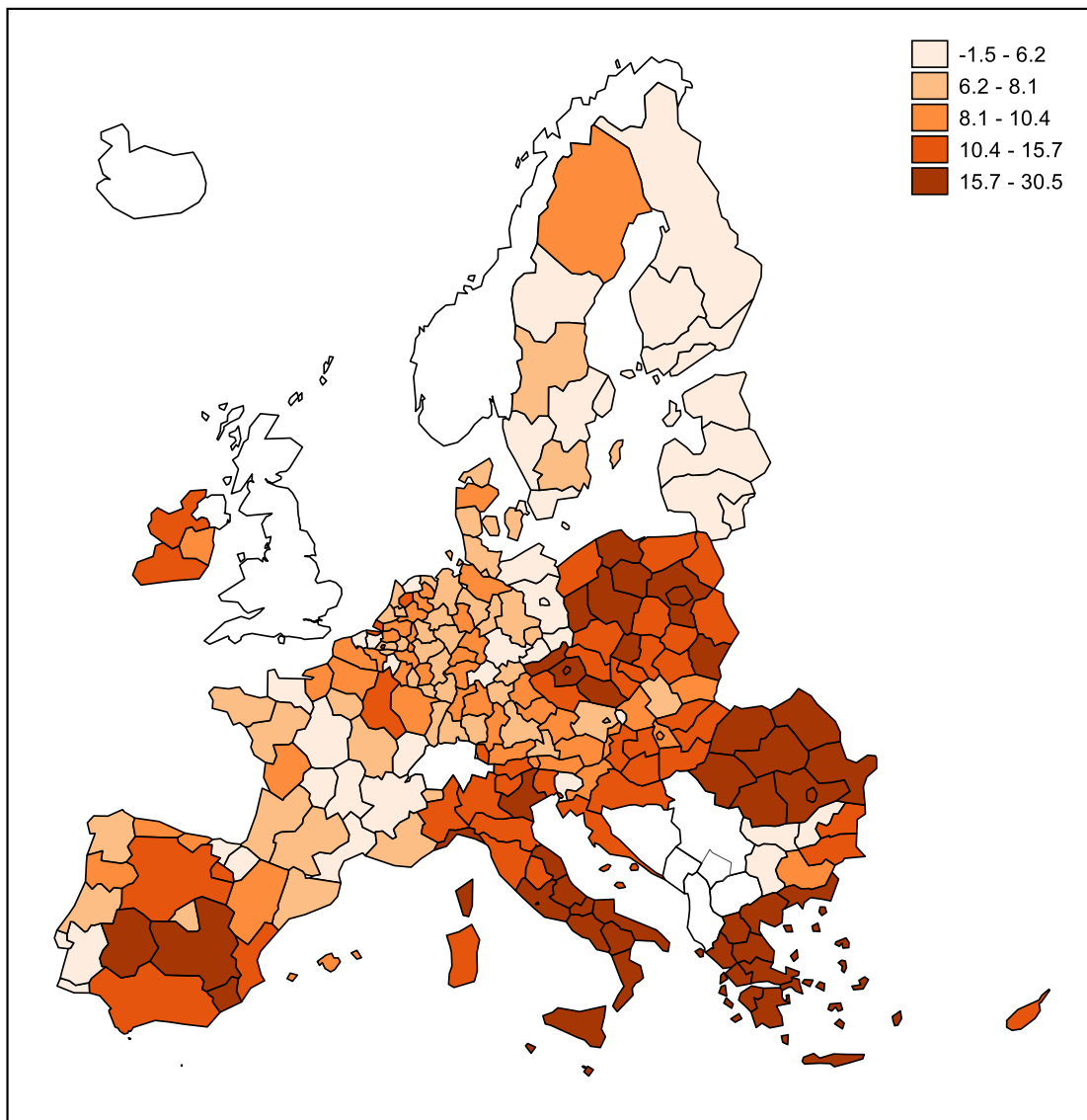


Note: Some administrative units on islands and outermost regions are not represented. National data for Finland. NUTS1-level data for Croatia, France, Germany and Slovakia. Low-reliability data in Austria (Burgenland); France (Corse); Germany (Brandenburg, Bremen, Mecklenburg-Vorpommern, Saarland and Thüringen); Netherlands (Zeeland); Poland (Opolskie); Portugal (Algarve, Região Autónoma da Madeira and Região Autónoma dos Açores); Spain (Ciudad de Ceuta and Ciudad de Melilla) and Sweden (Mellersta Norrland and Övre Norrland). Break in the time-series for Austria, Belgium, Bulgaria, Croatia, Cyprus, Czechia, Denmark, Estonia, Finland, France, Germany, Greece, Hungary, Ireland, Italy, Latvia, Lithuania, Luxembourg, Malta, Netherlands, Poland, Portugal, Romania, Slovakia, Slovenia, Spain and Sweden.

Source: Eurostat, indicator [[edat_lfse_22](#)]. © EuroGeographics for the administrative boundaries.

Figure 3: Gender employment gap, 2021

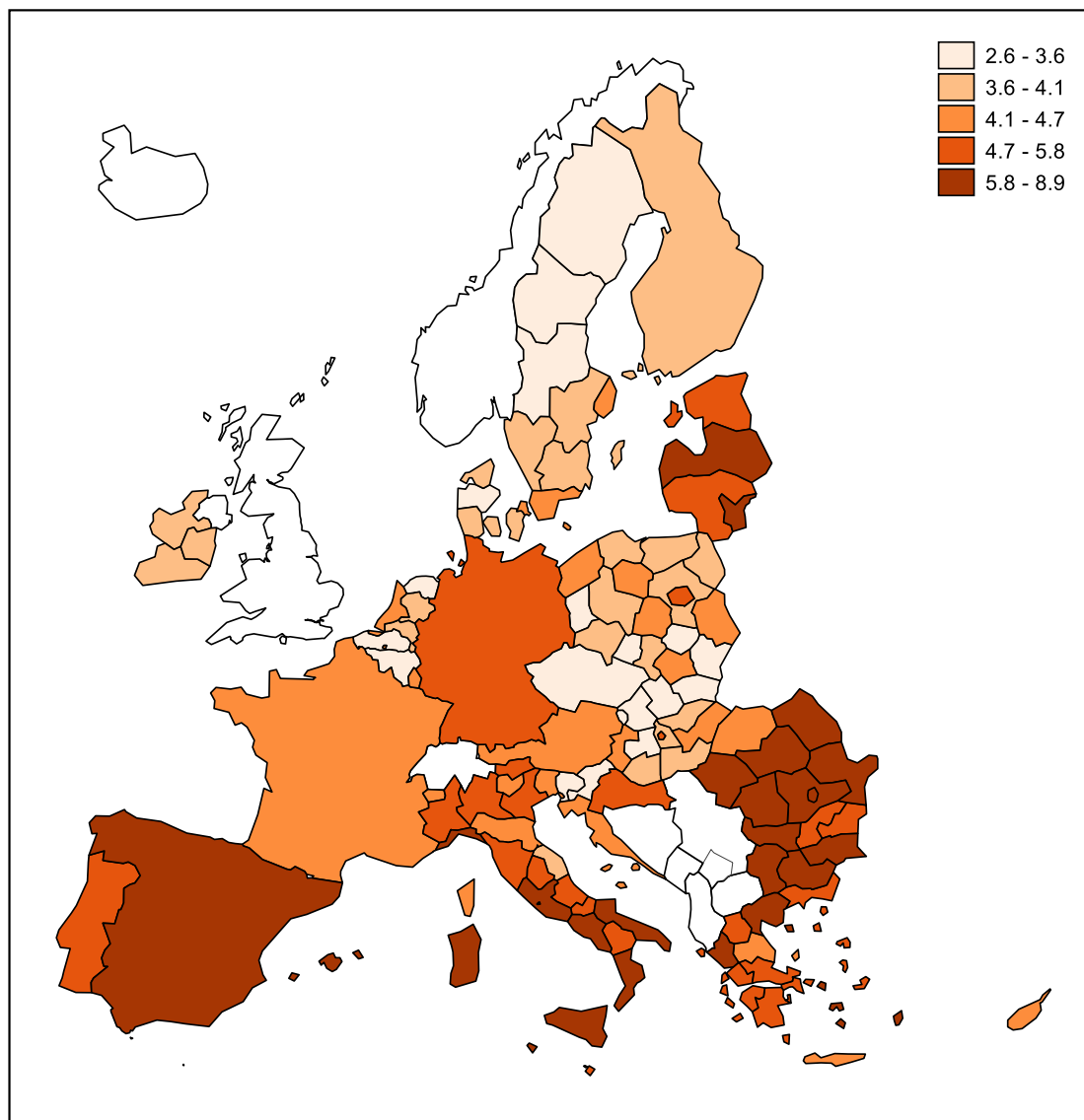
(percentage points difference, male employment rate minus female employment rate, based on people aged 20-64 years, by NUTS 2 regions; EU average: 10.8 pps)



Note: Some administrative units on islands and outermost regions are not represented. Data from 2020 used (due to data missing at all levels in 2021) for Croatia and France. Low-reliability data in France (Corse and Mayotte). Break in the time-series for Austria, Belgium, Bulgaria, Cyprus, Czechia, Denmark, Estonia, Finland, Germany, Greece, Hungary, Ireland, Italy, Latvia, Lithuania, Luxembourg, Malta, Netherlands, Poland, Portugal, Romania, Slovakia, Slovenia, Spain and Sweden.

Source: Eurostat, indicator [[tepsr_lm220](#)]. © EuroGeographics for the administrative boundaries.

Figure 4: Income inequality measured as quintile share ratio - S80/S20, 2021
(index, by NUTS 2 regions; EU average: 5.0)

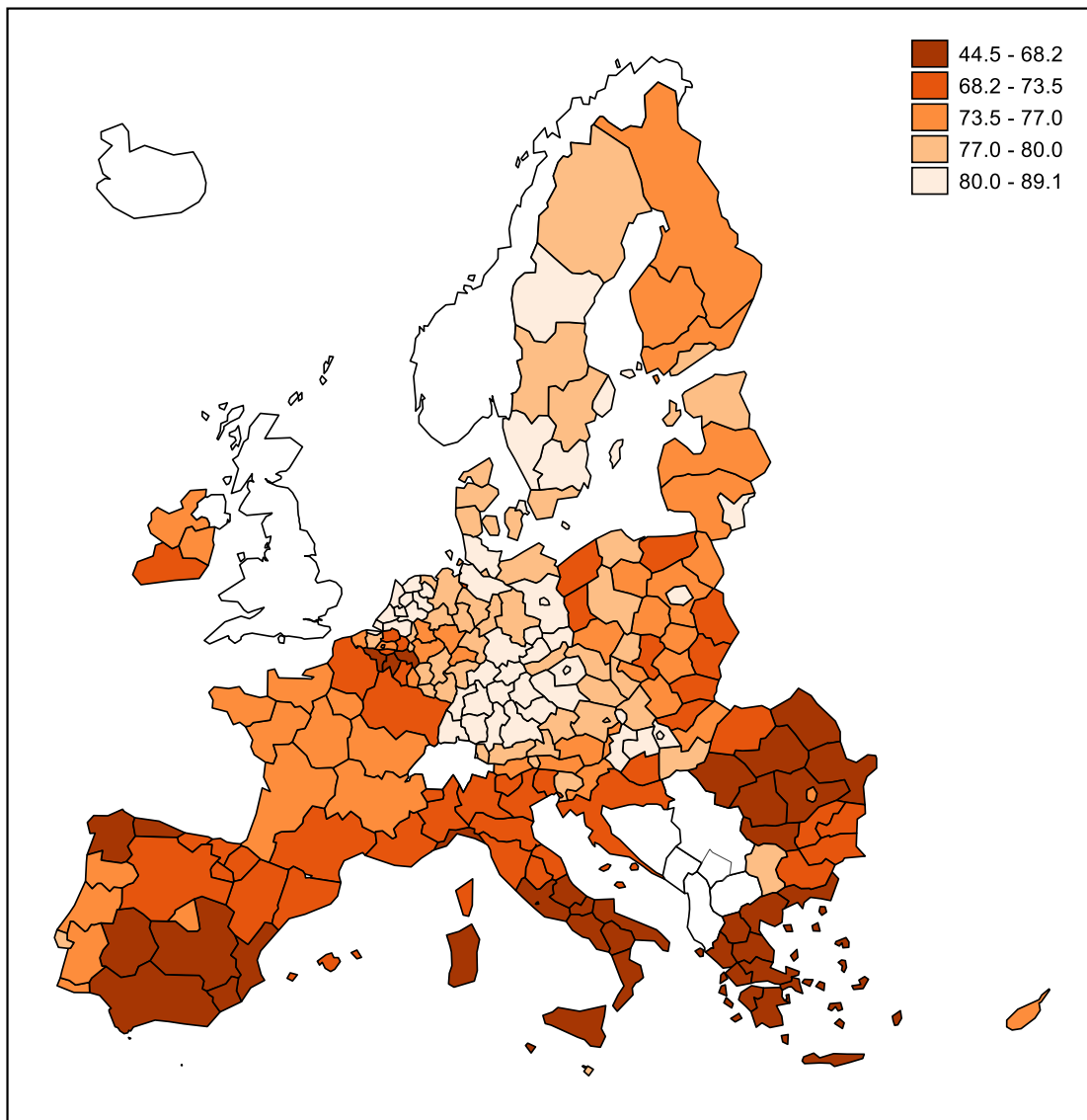


Note: Some administrative units on islands and outermost regions are not represented. Data from 2019 used (due to data missing at all levels in 2020) for Italy. National data for Austria, Cyprus, Czechia, Estonia, Finland, France, Germany, Latvia, Luxembourg, Malta, Portugal and Spain. NUTS1-level data for Belgium and Netherlands. Break in the time-series for Belgium, Denmark, Germany, Ireland and Luxembourg. Provisional data for France, Latvia and Poland.

Source: Eurostat, indicator [[ilc_di11_r](#)]. © EuroGeographics for the administrative boundaries.

Figure 5: Employment rate, 2021

(%, share of people aged 20-64 years, by NUTS 2 regions; EU average: 73.1%)

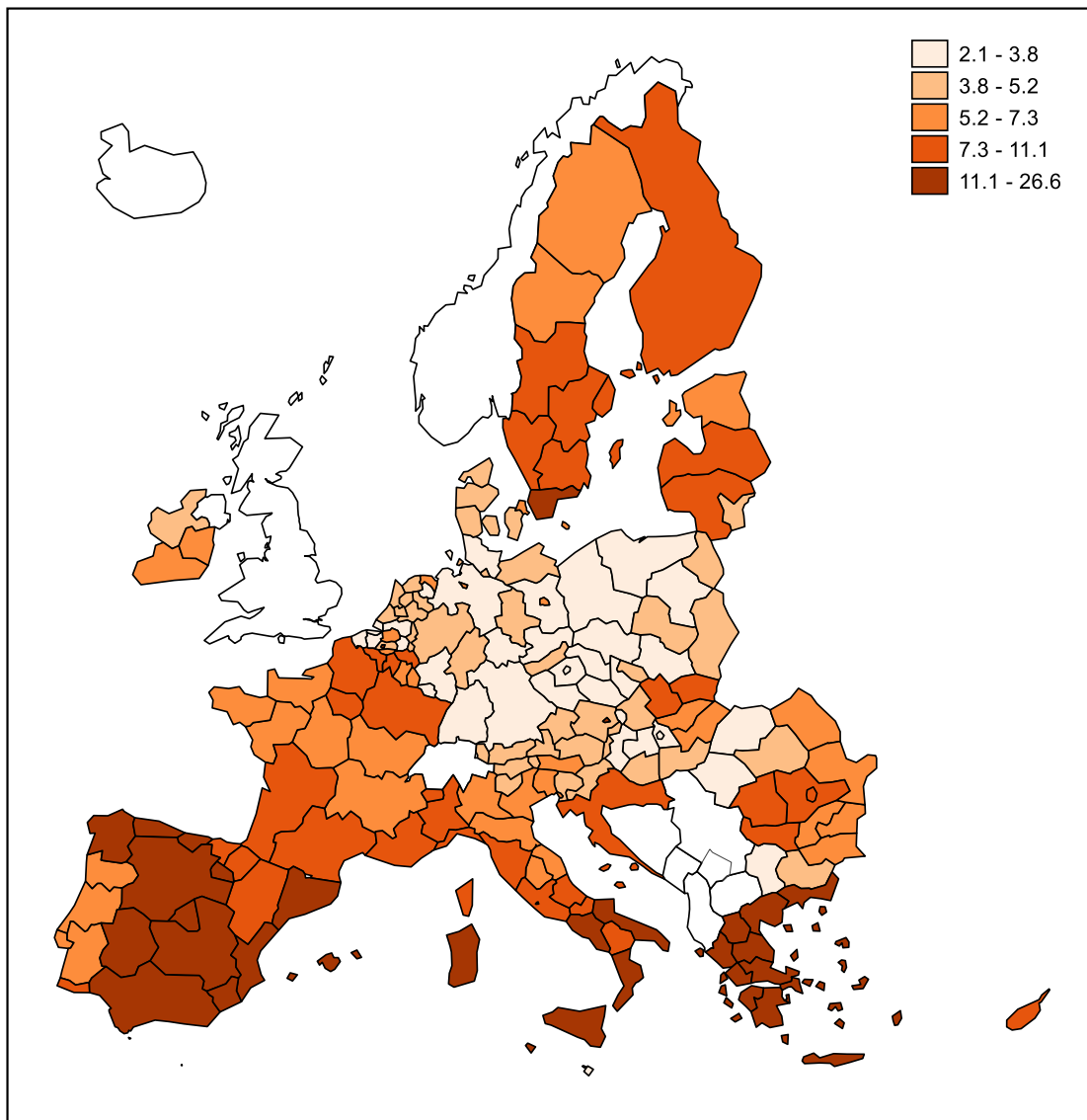


Note: Some administrative units on islands and outermost regions are not represented. NUTS1-level data for Croatia and France. Low-reliability data in France (Corse). Break in the time-series for Austria, Belgium, Bulgaria, Croatia, Cyprus, Czechia, Denmark, Estonia, Finland, France, Germany, Greece, Hungary, Ireland, Italy, Latvia, Lithuania, Luxembourg, Malta, Netherlands, Poland, Portugal, Romania, Slovakia, Slovenia, Spain and Sweden.

Source: Eurostat, indicator [[lfst_r_lfe2emprrt](#)]. © EuroGeographics for the administrative boundaries.

Figure 6: Unemployment rate, 2021

(%, share of active population aged 15-74 years, by NUTS 2 regions; EU average: 7%)

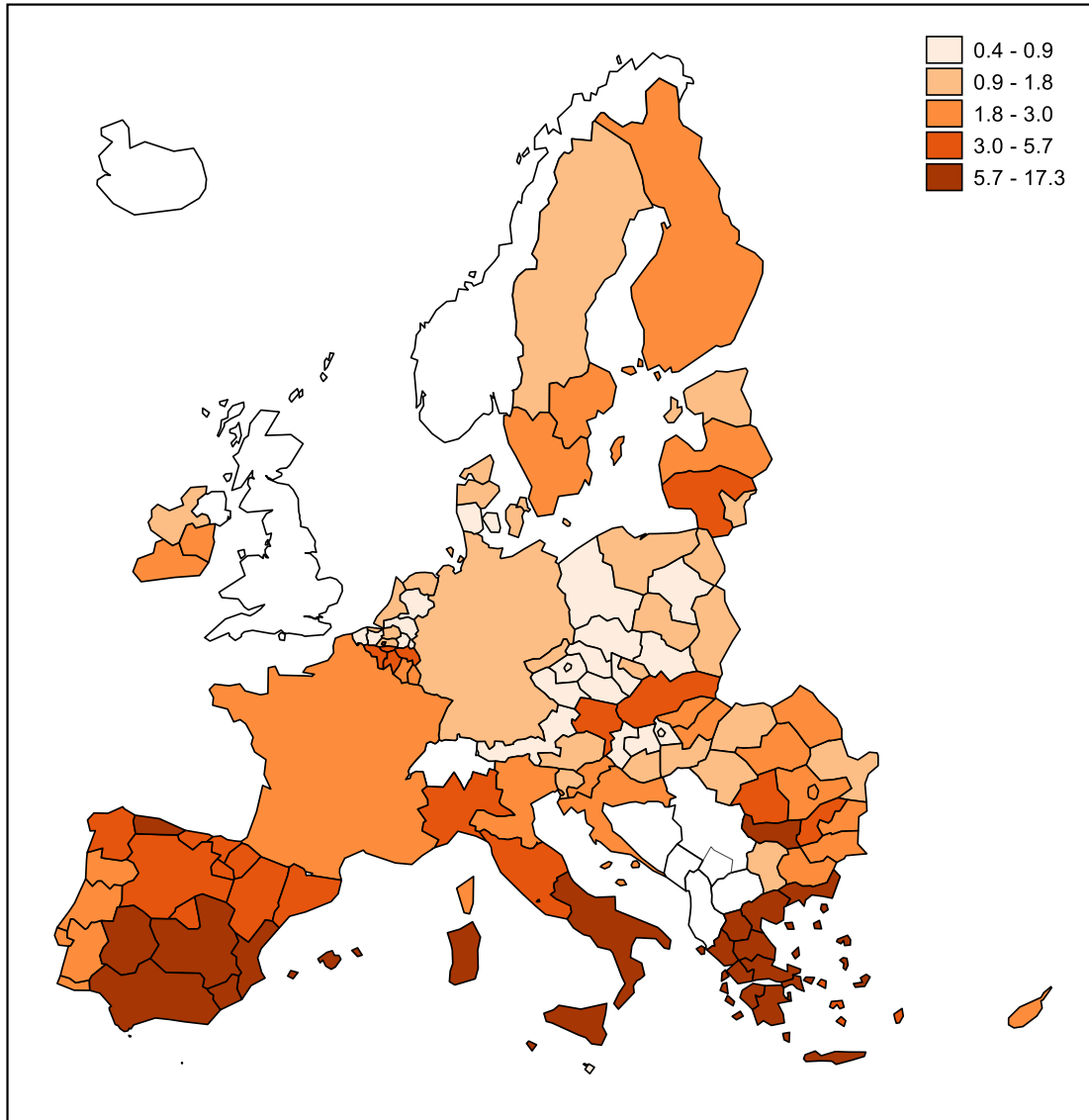


Note: Some administrative units on islands and outermost regions are not represented. NUTS1-level data for Croatia and France. Low-reliability data in France (Corse). Break in the time-series for Austria, Belgium, Bulgaria, Croatia, Cyprus, Czechia, Denmark, Estonia, Finland, France, Germany, Greece, Hungary, Ireland, Italy, Latvia, Lithuania, Luxembourg, Malta, Netherlands, Poland, Portugal, Romania, Slovakia, Slovenia, Spain and Sweden.

Source: Eurostat, indicator [[lfst_r_lfu3rt](#)]. © EuroGeographics for the administrative boundaries.

Figure 7: Long-term unemployment rate (12 months or more), 2021

(%, share of active population aged 15-74 years, by NUTS 2 regions; EU average: 2.8%)

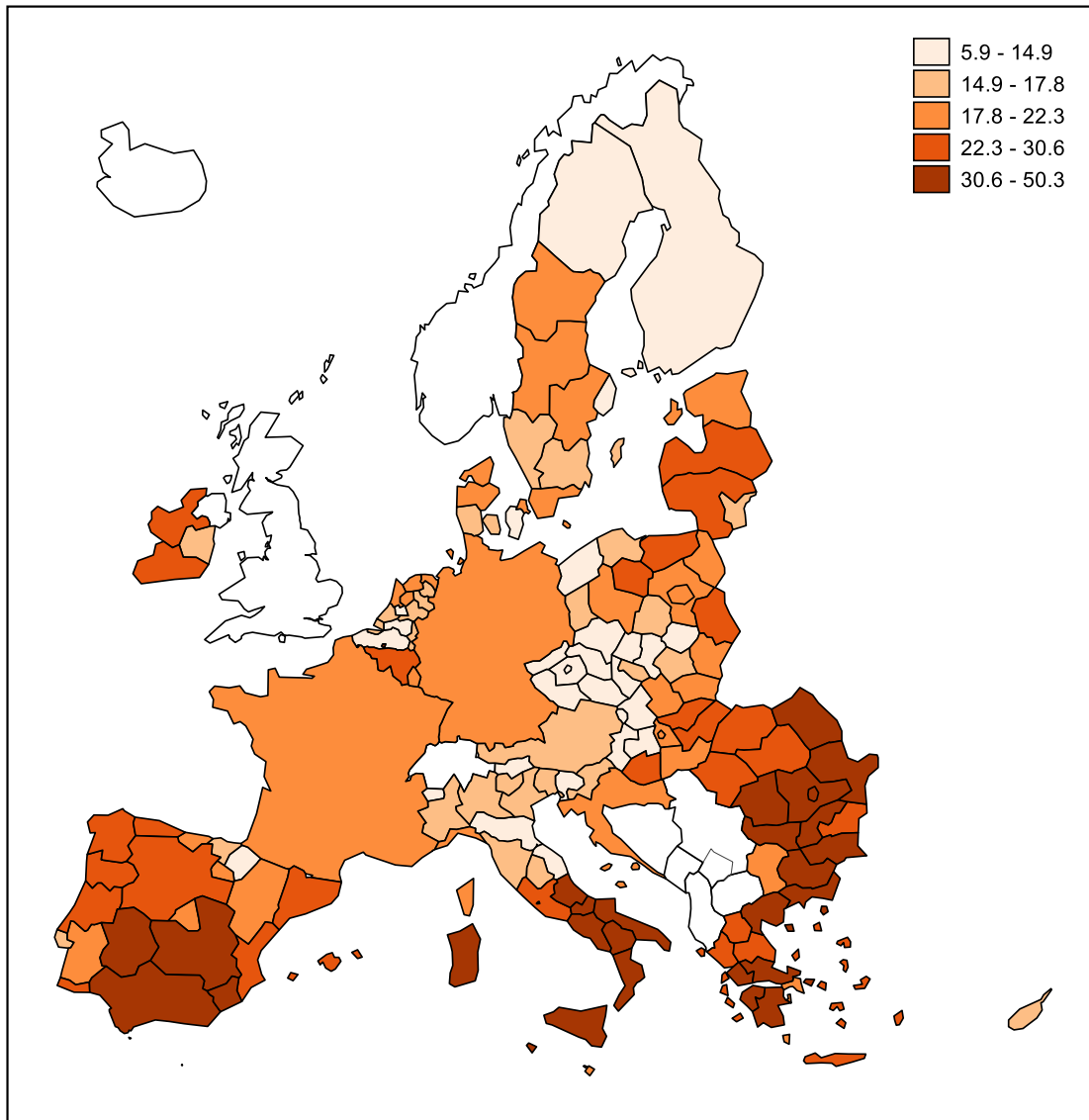


Note: Some administrative units on islands and outermost regions are not represented. National data for Finland. NUTS1-level data for Croatia, France, Germany and Poland. Low-reliability data in France (Corse); Germany (Bremen and Saarland); Portugal (Região Autónoma dos Açores) and Slovakia (Bratislavský kraj). Break in the time-series for Austria, Belgium, Bulgaria, Croatia, Cyprus, Czechia, Denmark, Estonia, Finland, France, Germany, Greece, Hungary, Ireland, Italy, Latvia, Lithuania, Luxembourg, Malta, Netherlands, Poland, Portugal, Romania, Slovakia, Slovenia, Spain and Sweden.

Source: Eurostat, indicator [[lfst_r_lfu2ltu](#)]. © EuroGeographics for the administrative boundaries.

Figure 8: People at risk of poverty or social exclusion, 2021

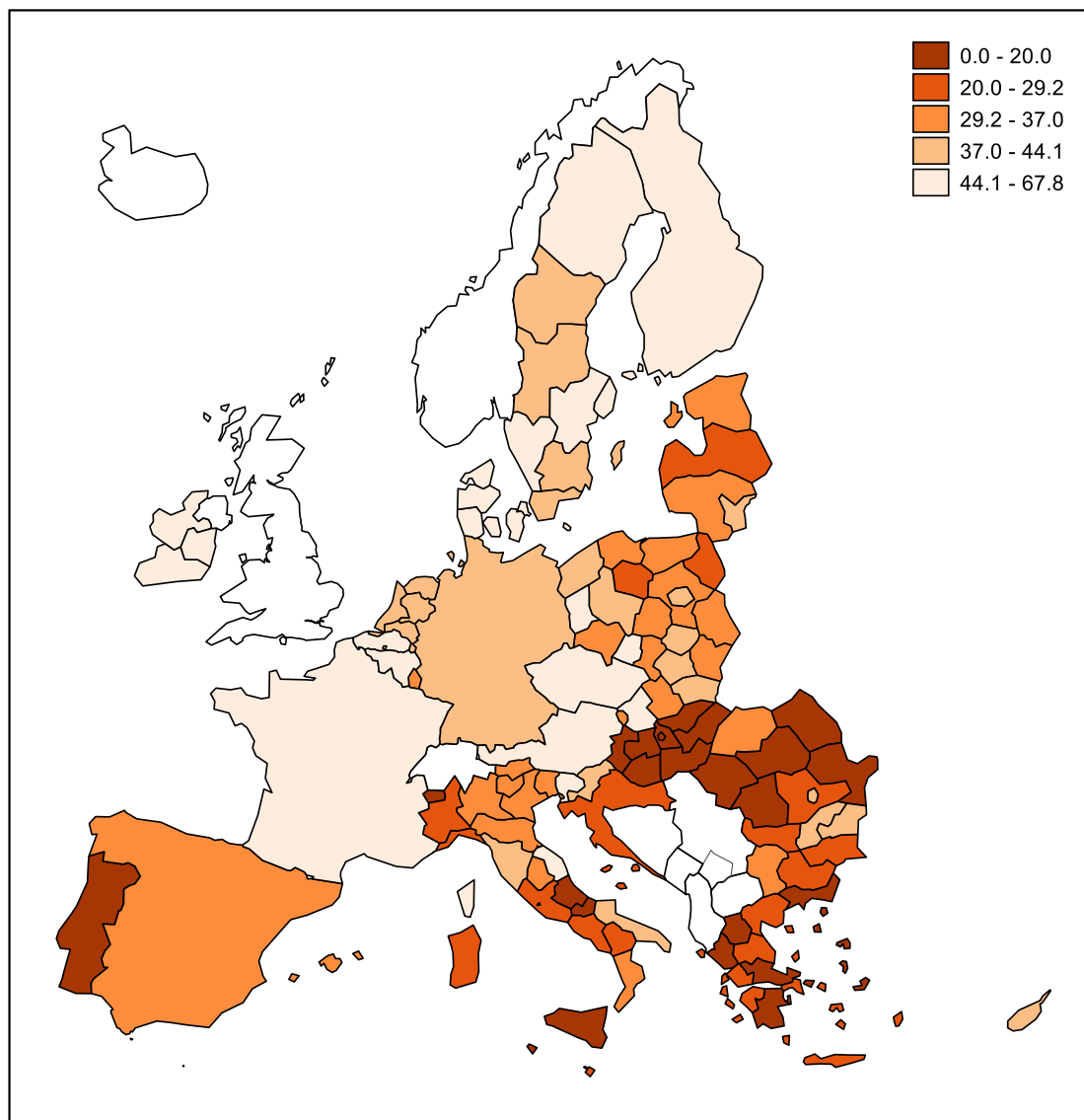
(%, by NUTS 2 regions; EU average: 21.7%)



Note: Some administrative units on islands and outermost regions are not represented. Data from 2020 used (due to data missing at all levels in 2021) for Slovakia. National data for Austria, Croatia, Cyprus, Estonia, Finland, France, Germany, Latvia, Luxembourg and Malta. NUTS1-level data for Belgium. Break in the time-series for Luxembourg. Provisional data for Italy and Poland.

Source: Eurostat, indicator [[ilc_peps11n](#)]. © EuroGeographics for the administrative boundaries.

Figure 9: Impact of social transfers (other than pensions) on poverty reduction, 2021
(%, by NUTS 2 regions; EU average: 36.4%)

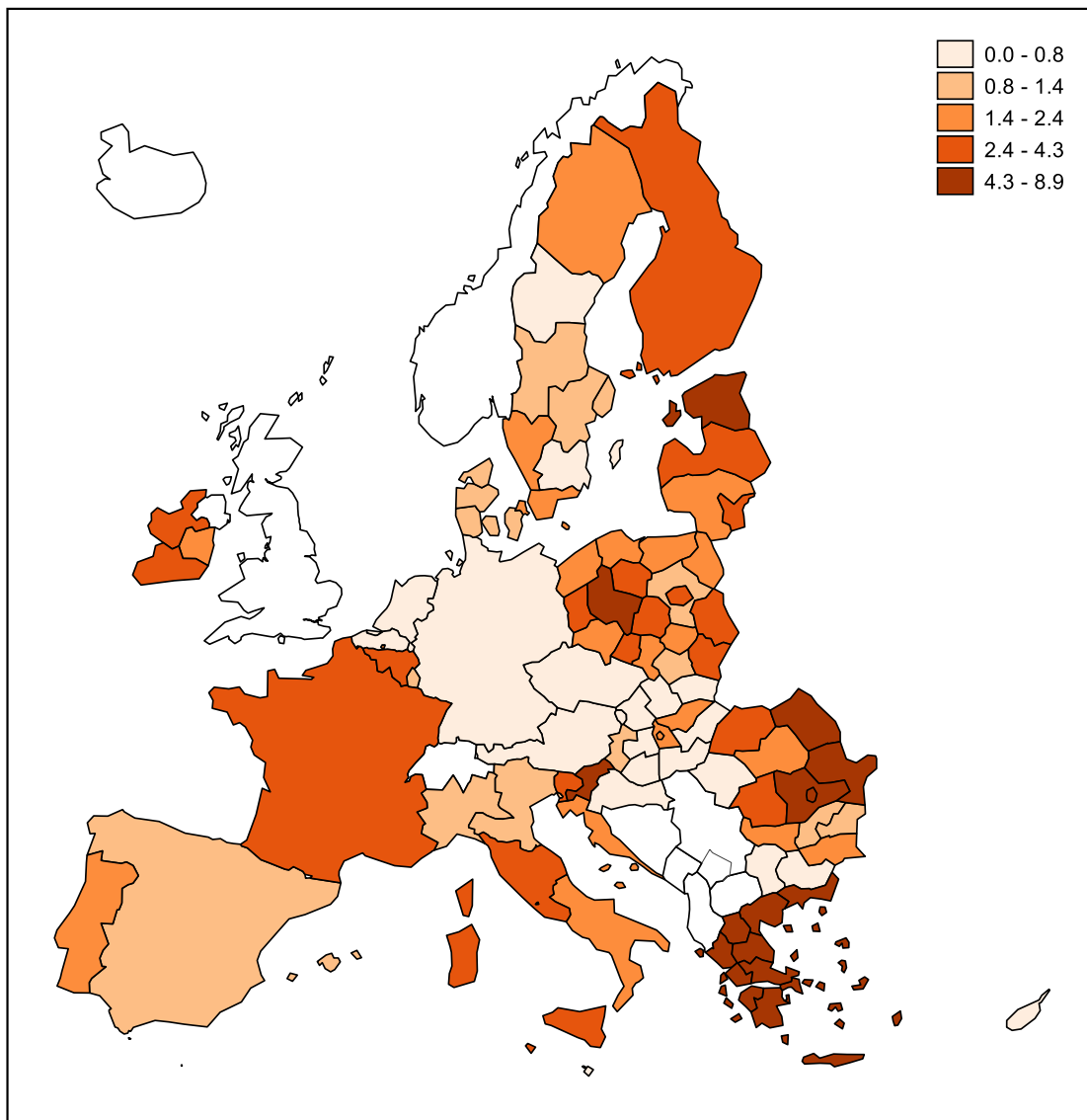


Note: Some administrative units on islands and outermost regions are not represented. Data from 2020 used (due to data missing at all levels in 2021) for Slovakia. National data for Austria, Croatia, Cyprus, Czechia, Estonia, Finland, France, Germany, Latvia, Luxembourg, Malta, Portugal and Spain. NUTS1-level data for Belgium and Netherlands. Break in the time-series for Luxembourg. Provisional data for Italy and Poland.

Source: Eurostat, indicator [[tespm050_r](#)]. © EuroGeographics for the administrative boundaries.

Figure 10: Self-reported unmet needs for medical examination, 2021

(%, self-reported unmet needs because of 'Financial reasons', 'Waiting list' or 'Too far to travel', NUTS 2 regions; EU average: 2%)



Note: Some administrative units on islands and outermost regions are not represented. National data for Austria, Cyprus, Czechia, Estonia, Finland, France, Germany, Latvia, Luxembourg, Malta, Netherlands, Portugal and Spain. NUTS1-level data for Belgium and Italy.

Source: Eurostat, indicator [\[hlth_silc_08_r\]](#). © EuroGeographics for the administrative boundaries.

Annex 4. Methodological note on the identification of trends and levels in the scoreboard

In mid-2015 the European Commission, the Employment Committee and the Social Protection Committee agreed on a methodology for assessing Member States' performance on the scoreboard of key employment and social indicators. As part of the agreement, the methodology aimed at providing, for each indicator, a measure of the relative standing of each Member State within the distribution of the indicator values (scores) of the EU. The methodology is applied both to year-levels (levels) as well as to one-year changes (changes), thus enabling a holistic assessment of Member States' performance.

In 2017 the Commission, in agreement with the Employment Committee and the Social Protection Committee, has decided to apply the methodology to the headline indicators of the Social Scoreboard accompanying the European Pillar of Social Rights.

To capture the relative position of Member States, for each indicator, levels and changes are converted to standard scores (also known as z-scores) to apply the same metric to all the indicators. This is achieved by standardising raw values of both levels and changes according to the formula:

$$\text{z-score for } MS_X = \frac{[MS_X \text{ indicator} - \text{average } (MS \text{ indicator})]}{\text{standard deviation } (MS \text{ indicator})},$$

where MS_X indicator is the value of the indicator for Member State X.

This approach enables expressing for each Member State its raw indicator value in terms of how many standard deviations it deviates from the (unweighted) average. The performance of each MS is assessed and classified on the basis of the resulting z-scores against a set of pre-defined thresholds, set as standard deviation multiples.

The most important issue within this approach is setting the thresholds. Given that no parametric assumption can be made safely about the distribution of the observed raw values², the approach taken is a common one using a 'rule of thumb' in selecting the thresholds. According to the analysis of the headline indicators used in the scoreboard where low values indicate good performance, it was agreed to consider:

1. Any score below -1 as a very good performance
2. Any score between -1 and -0.5 as a good performance
3. Any score between -0.5 and 0.5 as a neutral performance
4. Any score between 0.5 and 1 as a bad performance
5. Any score higher than 1 as a very bad performance³

Table 1: z-scores threshold values

	z-scores threshold values				
	-1.0 <i>(lower than)</i>	-0.5 <i>(lower than)</i>	0 <i>(between)</i>	0.5 <i>(Higher than)</i>	1.0 <i>(Higher than)</i>
	Assessment				
Levels	Very Low	Low	On average	High	Very High
Changes	Much lower than average	Lower than average	On average	Higher than average	Much higher than average

By combining the evaluation of levels and changes it is then possible to classify the overall performance of a country according to each indicator within one of the following seven categories. The colour coding is reflected in the respective figures in the body of the report. Considering changes in the categorisation of a Member State over time, it is essential to keep in mind its relative nature. A lower category than in a previous year can result even if the indicator improves but the rest improved even more: the relative position worsened.

² Both normality and t-shaped distribution tests were carried out resulting in the rejection of the hypothesis of similarity to these distributions.

³ In case of normality, chosen cut-off points roughly correspond to 15%, 30%, 50%, 70% and 85% of the cumulative distribution.

The tables below provide the classification based on z-scores for those indicators for which a low value is assessed as a good performance (e.g. unemployment rate, AROPE, etc).

Best performers	scoring less than -1.0 in levels and less than 1.0 in changes	Member States with levels much better than the EU average and with the situation improving or not deteriorating much faster than the EU average
Better than average	scoring between -1.0 and -0.5 in levels and less than 1 in changes or scoring between -0.5 and 0.5 in levels and less than -1.0 in changes	Member States with levels better than the EU average and with the situation improving or not deteriorating much faster than the EU average
Good but to monitor	scoring less than -0.5 in levels and more than 1.0 in changes, and presenting a change higher than zero ⁴	Member States with levels better or much better than the EU average but with the situation deteriorating much faster than the EU average
On average / neutral	scoring between -0.5 and 0.5 in levels and between -1.0 and 1.0 in changes	Member States with levels on average and with the situation neither improving nor deteriorating much faster than the EU average
Weak but improving	scoring more than 0.5 in levels and less than -1.0 in changes	Member States with levels worse or much worse than the EU average but with the situation improving much faster than the EU average
To watch	scoring between -0.5 and -1.0 in levels and less than 1.0 in changes or scoring between -0.5 and 0.5 in levels and less than -1.0 in changes (and presenting a change lower than zero ⁵)	This category groups two different cases: i) Member States with levels worse than the EU average and with the situation deteriorating or not improving sufficiently fast; ii) Member States with levels in line with the EU average but with the situation deteriorating much faster than the EU average
Critical situations	scoring less than 1.0 in levels and less than 1.0 in changes	Member States with levels much worse than the EU average and with the situation deteriorating or not improving sufficiently fast

Level	Change				
	Much lower than average	Lower than average	On average	Higher than average	Much higher than average
Very low					
Low					
On average					
High					
Very high					

⁴ The latter condition prevents a Member State presenting ‘low’ or ‘very low’ level to be flagged as ‘deteriorating’ when showing a change ‘much higher than average’, but still improving.

⁵ The latter condition prevents a Member State presenting an ‘on average’ level to be flagged as ‘to watch’ when showing a change ‘much lower than average’, but still improving.

The tables below provide the classification based on z-scores for those indicators for which a high value is assessed as a good performance (e.g. employment rate, participation into childcare, etc).

Best performers	scoring more than 1.0 in levels and more than -1.0 in changes	Member States with levels much better than the EU average and with the situation improving or not deteriorating much faster than the EU average
Better than average	scoring between 1.0 and 0.5 in levels and more than -1.0 in changes or scoring between -0.5 and 0.5 in levels and more than 1.0 in changes	Member States with levels better than the EU average and with the situation improving or not deteriorating much faster than the EU average
Good but to monitor	scoring more than 0.5 in levels and less than -1.0 in changes, and presenting a change lower than zero ⁶	Member States with levels better or much better than the EU average but with the situation deteriorating much faster than the EU average
On average / neutral	scoring between -0.5 and 0.5 in levels and between -1.0 and 1.0 in changes	Member States with levels on average and with the situation neither improving nor deteriorating much faster than the EU average
Weak but improving	scoring less than -0.5 in levels and more than 1.0 in changes	Member States with levels worse or much worse than the EU average but with the situation improving much faster than the EU average
To watch	scoring between -0.5 and -1.0 in levels and less than 1.0 in changes or scoring between -0.5 and 0.5 in levels and less than -1.0 in changes (and presenting a change lower than zero ⁷)	This category groups two different cases: i) Member States with levels worse than the EU average and with the situation deteriorating or not improving sufficiently fast; ii) Member States with levels in line with the EU average but with the situation deteriorating much faster than the EU average
Critical situations	scoring less than 1.0 in levels and less than 1.0 in changes	Member States with levels much worse than the EU average and with the situation deteriorating or not improving sufficiently fast

Level	Change				
	Much higher than average	Higher than average	On average	Lower than average	Much lower than average
Very high					
High					
On average					
Low					
Very low					

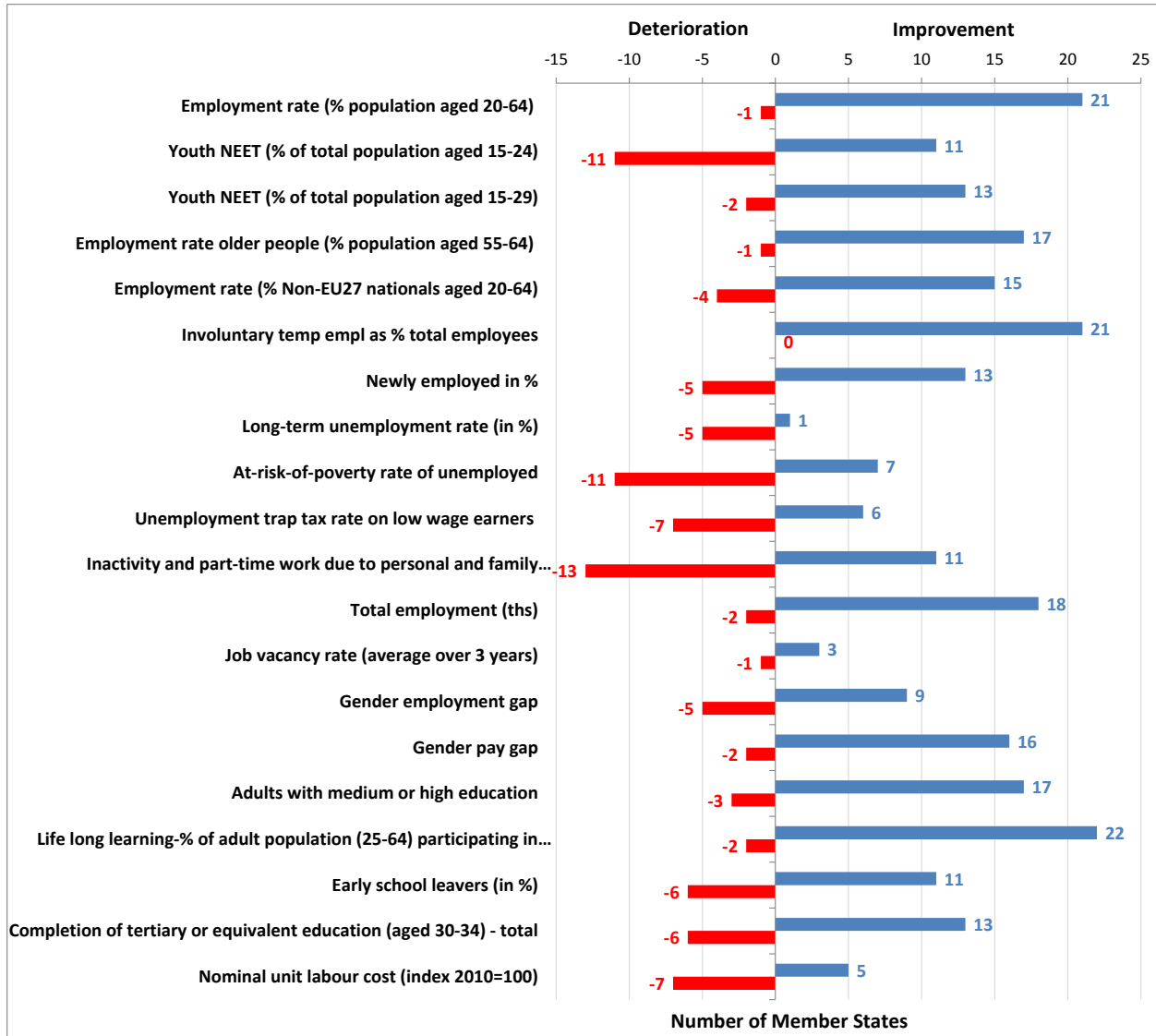
⁶ The latter condition prevents a Member State presenting ‘high’ or ‘very high’ level to be flagged as ‘deteriorating’ when showing a change ‘much lower than average’, but still improving.

⁷ The latter condition prevents a Member State presenting an ‘on average’ level to be flagged as ‘to watch’ when showing a change ‘much lower than average’, but still improving.

Cut-off points summary table

		Very low	Low	On average	High	Very high
Early leavers from education and training (% of population aged 18-24)	Levels	less than 4.9%	between 4.9% and 6.6%	between 6.6% and 9.9%	between 9.9% and 11.6%	more than 11.6%
	Changes	less than -1.6 pps	between -1.6 pps and -1 pps	between -1 pps and 0.1 pps	between 0.1 pps and 0.7 pps	more than 0.7 pps
Individuals who have basic or above basic overall digital skills (% of population aged 16-74)	Levels	less than 44.4%	between 44.4% and 50.3%	between 50.3% and 62.2%	between 62.2% and 68.1%	more than 68.1%
	Changes	less than 0 pps	between 0 pps and 0 pps	between 0 pps and 0 pps	between 0 pps and 0 pps	more than 0 pps
Youth NEET (% of total population aged 15-29)	Levels	less than 7.9%	between 7.9% and 10%	between 10% and 14.1%	between 14.1% and 16.1%	more than 16.1%
	Changes	less than -2.2 pps	between -2.2 pps and -1.5 pps	between -1.5 pps and 0 pps	between 0 pps and 0.8 pps	more than 0.8 pps
Gender employment gap (percentage points)	Levels	less than 4.5 pps	between 4.5 pps and 7 pps	between 7 pps and 12.1 pps	between 12.1 pps and 14.6	more than 14.6 pps
	Changes	less than -1 pps	between -1 pps and -0.6 pps	between -0.6 pps and 0.2 pps	between 0.2 pps and 0.6 pps	more than 0.6 pps
Income quintile ratio (S80/S20)	Levels	less than 3.7	between 3.7 and 4.2	between 4.2 and 5.4	between 5.4 and 6	more than 6
	Changes	less than -0.2	between -0.2 and -0.1	between -0.1 and 0.2	between 0.2 and 0.3	more than 0.3
Employment rate (% population aged 20-64)	Levels	less than 69.6%	between 69.6% and 72.1%	between 72.1% and 77.2%	between 77.2% and 79.7%	more than 79.7%
	Changes	less than 0.2 pps	between 0.2 pps and 0.7 pps	between 0.7 pps and 1.8 pps	between 1.8 pps and 2.3 pps	more than 2.3 pps
Unemployment rate (% active population aged 15-74)	Levels	less than 3.8%	between 3.8% and 5.2%	between 5.2% and 8.1%	between 8.1% and 9.5%	more than 9.5%
	Changes	less than -1.1 pps	between -1.1 pps and -0.7 pps	between -0.7 pps and 0 pps	between 0 pps and 0.3 pps	more than 0.3 pps
Long-term unemployment rate (% active population aged 15-74)	Levels	less than 0.7%	between 0.7% and 1.6%	between 1.6% and 3.4%	between 3.4% and 4.3%	more than 4.3%
	Changes	less than -0.2 pps	between -0.2 pps and 0 pps	between 0 pps and 0.4 pps	between 0.4 pps and 0.6 pps	more than 0.6 pps
Real GDHI per capita (2008 = 100)	Levels	less than 100.4	between 100.4 and 106.7	between 106.7 and 119.2	between 119.2 and 125.5	more than 125.5
	Changes	less than 0 pps	between 0 pps and 0 pps	between 0 pps and 0 pps	between 0 pps and 0 pps	more than 0 pps
At risk of poverty or social exclusion rate (% of total population)	Levels	less than 15.3%	between 15.3% and 18%	between 18% and 23.4%	between 23.4% and 26.1%	more than 26.1%
	Changes	less than -1 pps	between -1 pps and -0.5 pps	between -0.5 pps and 0.5 pps	between 0.5 pps and 1 pps	more than 1 pps
At risk of poverty or social exclusion rate for children (% of total population aged 0-17)	Levels	less than 15.2%	between 15.2% and 18.7%	between 18.7% and 25.7%	between 25.7% and 29.2%	more than 29.2%
	Changes	less than -1.2 pps	between -1.2 pps and -0.5 pps	between -0.5 pps and 1 pps	between 1 pps and 1.7 pps	more than 1.7 pps
Impact of social transfers (other than pensions) on poverty reduction (% reduction of AROP)	Levels	less than 25%	between 25% and 31%	between 31% and 42.9%	between 42.9% and 48.9%	more than 48.9%
	Changes	less than -1.7 pps	between -1.7 pps and 0.4 pps	between 0.4 pps and 4.7 pps	between 4.7 pps and 6.8 pps	more than 6.8 pps
Disability employment rate gap (percentage points)	Levels	less than 16.7 pps	between 16.7 pps and 20.4	between 20.4 pps and 27.9 pps	between 27.9 pps and 31.6	more than 31.6 pps
	Changes	less than -5.7 pps	between -5.7 pps and -3.6 pps	between -3.6 pps and 0.5 pps	between 0.5 pps and 2.6 pps	more than 2.6 pps
Housing cost overburden rate (% of total population)	Levels	less than 1.8%	between 1.8% and 4.6%	between 4.6% and 10.1%	between 10.1% and 12.9%	more than 12.9%
	Changes	less than -1.9 pps	between -1.9 pps and -1 pps	between -1 pps and 0.8 pps	between 0.8 pps and 1.7 pps	more than 1.7 pps
Children aged less than 3 years in formal childcare (% of population under 3-years-old)	Levels	less than 16.1%	between 16.1% and 25.6%	between 25.6% and 44.4%	between 44.4% and 53.8%	more than 53.8%
	Changes	less than -1.5 pps	between -1.5 pps and 0.8 pps	between 0.8 pps and 5.6 pps	between 5.6 pps and 7.9 pps	more than 7.9 pps
Self-reported unmet need for medical care (% of population 16+)	Levels	less than 0.2%	between 0.2% and 1.2%	between 1.2% and 3.2%	between 3.2% and 4.2%	more than 4.2%
	Changes	less than -1.3 pps	between -1.3 pps and -0.7 pps	between -0.7 pps and 0.5 pps	between 0.5 pps and 1.1 pps	more than 1.1 pps

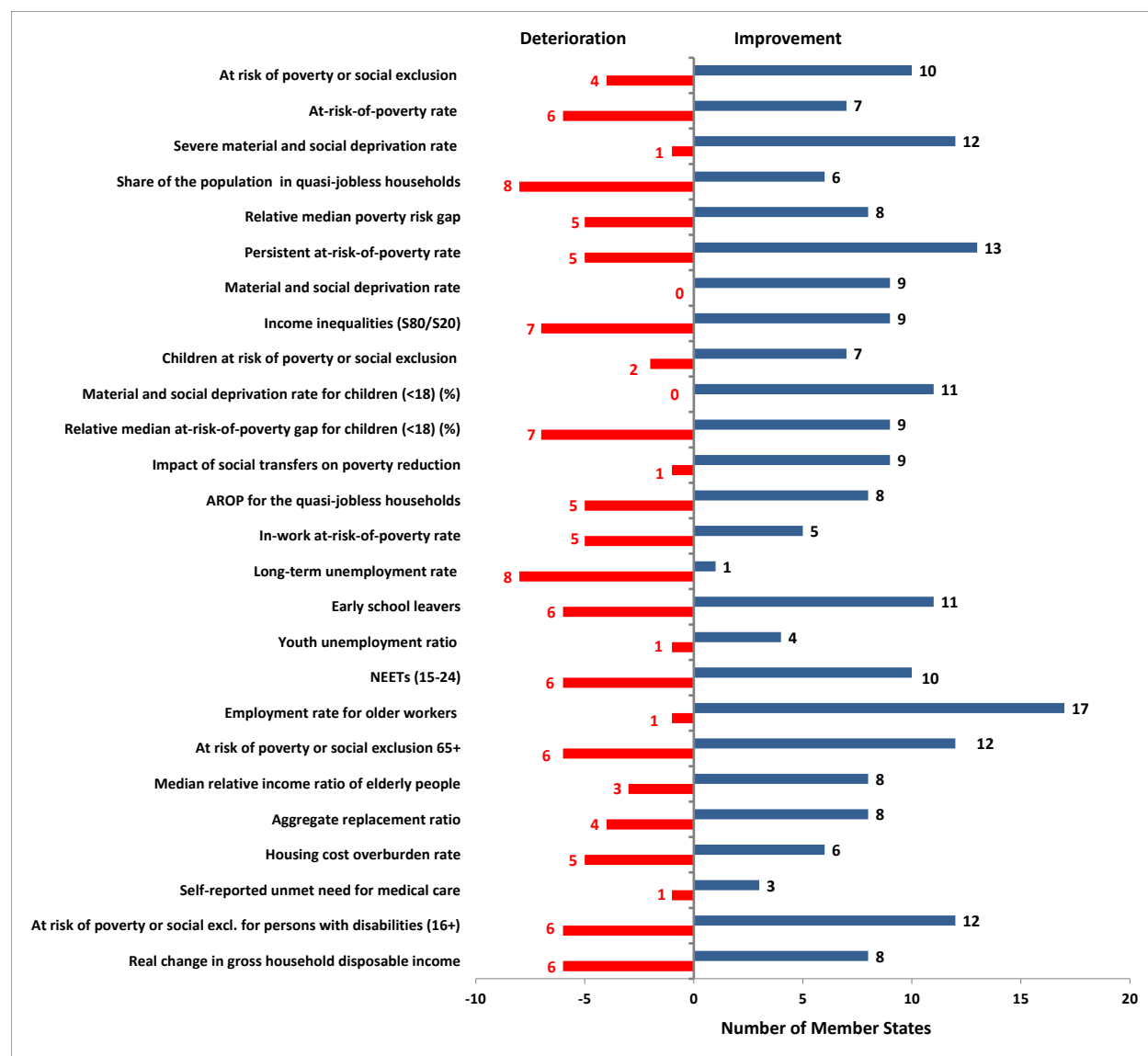
Annex 5: Summary overview of the ‘employment trends to watch’ and number of Member States with deterioration or improvement as identified by the 2022 Employment Performance Monitor (EPM).



Note: 2020-2021 changes, except 2019-2020 for at-risk-of poverty rate of unemployed, job vacancy rate (average over 3 years), gender pay gap

Source: Employment Performance Monitor 2022

Annex 6: Summary overview of the number of Member States with deterioration ('social trends to watch') or improvement over 2020-2021 (or latest year available) as identified by the August 2022 update of the Social Protection Performance Monitor



Note: The changes generally refer to 2020-2021 (although for income and household work intensity indicators the changes refer to 2019-2020). At-risk-of-poverty rate (AROP), severe material and social deprivation rate (SMSD) and the share of the population in (quasi-)jobless households indicators are components of the AROPE indicator. For FR, LT, LU, MT, PL, PT and SK no EU-SILC 2021 figures published by end August 2022, therefore the latest EU-SILC figures available refer to 2020, and the latest year change to 2019-2020. Figures for persistent at-risk-of-poverty rate, healthy life years at 65 and real change in gross household disposable income refer to 2020 and the change to 2019-2020 as no 2021 figures available.

Source: Social Protection Performance Monitor 2022