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COVER NOTE

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

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

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DG B 4A **LIMITE EN**



The Employment Committee

The Support Team

Europe 2020 **Employment Performance Monitor June 2014**

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

Like the June 2013 version² of the EPM, the 2014 June version is based on the findings of the Europe 2020 Joint Assessment Framework (JAF). The JAF is an indicator-based assessment system prepared jointly by the Employment Committee, the Social Protection Committee (SPC) and the Commission, covering general and specific policy areas under the Employment Guidelines, with the objective to identify key challenges in these areas and support Member States in establishing their priorities. The JAF comprises two main elements:

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

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

¹ See Council Doc. 14478/10

² Council Doc. 10373/1/13 Rev 1

This 2014 June version of the EPM includes the updated benchmarking³ of the Europe 2020 headline targets relating to the labour market and the main indicators for the development at the labour market. The benchmarking tool is used as an integrated tool in the analysis of the key challenges. As in the 2013 December version of the EPM this version includes a table with the main indicators from the ten policy areas giving the level, the y-o-y changes and the changes for the three recent years for each Member State. This will serve as additional information in the process to depict the areas with positive and negative development. As can be seen from this description, the Employment Performance Monitor is continuously under development and revision in order to improve and assure it is updated to the latest needs and developments.

The graphs on "the progress towards the EU-28 respectively national employment rate headline target" have been updated with the data from the latest Economic spring 2014 forecast from the Commission⁴. The table on the "national employment rate targets compared to current and projected 2020 employment rates (all age group 20-64)" has been updated with the available 2014 and 2015 forecast from the Commission Economic spring forecast.

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

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

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

The EPM is based on the latest available yearly data⁵. It is continuously under development and revision in order to improve and assure it is updated to the latest needs and developments.

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

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

⁴ Economic Forecast spring 2014

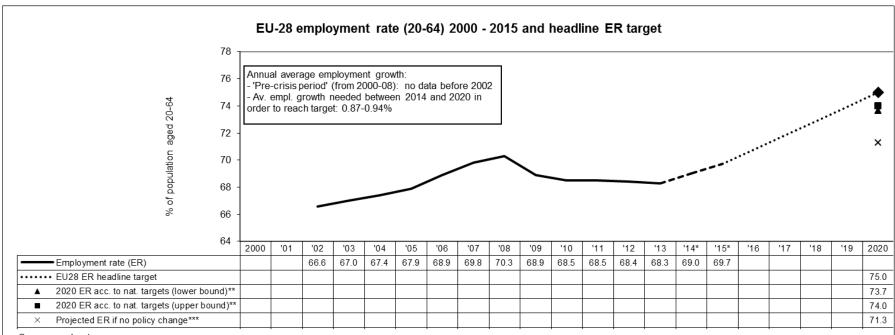
⁵ LFS: latest available data yearly data is for 2013

Table of contents

PART I - Overview of National Employment Targets, Challenges and Partic	ularly Good
Outcomes	4
PART II - Common Key Employment Challenges	10
- Details – and benchmark	
Table 4: Common Key Employment Challenges – Details	11
Benchmarking June 2013	13
PART III - Country Overviews	20
BELGIUM	21
BULGARIA	24
CZECH REPUBLIC	27
DENMARK	30
GERMANY	33
ESTONIA	36
IRELAND	39
GREECE	42
SPAIN	45
FRANCE	48
CROATIA	51
ITALY	54
CYPRUS	57
LATVIA	60
LITHUANIA	63
LUXEMBOURG	66
HUNGARY	69
MALTA	72
NETHERLANDS	75
AUSTRIA	78
POLAND	81
PORTUGAL	84
ROMANIA	87
SLOVENIA	90
SLOVAKIA	93
FINLAND	96
SWEDEN	99
UNITED KINGDOM	102
Annex A. Country charts for the benchmark 2013	105

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

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



Sources and notes:

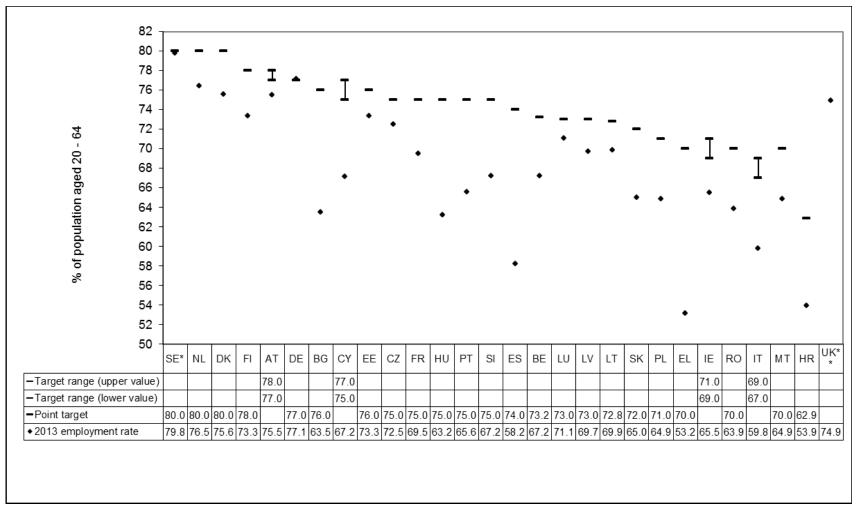
Employment rates 2000-2013: Eurostat, EU LFS;

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

^{**} National employment rate targets from National Reform Programme 2014;

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





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

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

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

Table 1: National employment rate, education and sub-targets

MS	Employment rate (Headline target: 75% for age group 20-64)	Early leavers from education and training (Headline target: less than 10%)	Tertiary educational attainment (Headline target: at least 40%)	National sub-targets (%)
AT	77-78	9.5	38	
BE	73.2	9.5	47	ER of w omen 69.1 NEET 8.2 ER of older w orkers 50.0 difference betw een ER-non and EU citizens <16.5
BG	76	11	36	Reducing the level of unemployment among young people (aged 15-29) to 7% in 2020; Achieving a level of Employment among elderly people (aged 55-64) of 53% in 2020
CY	75-77	10	46	
CZ	75	5.5	32	ER of w omen 65.0; ER of older w orkers 55.0; unemployment rate (15-24) reduced by 1/3; unemployment rate of low-skilled reduced (ISCED 0-2) by 1/4.
DE	77	less than 10	42	ER older w orkers 60.0 ER of w omen 73.0
DK	80	less than 10	at least 40	95% of a youth cohort should complete upper secondary educ. and 50% tertiary educ.
E	76	9.5	40	Youth unemployment 10.0; long-term unemployment 2.5; productivity per employed person 80.0; share of adults (25-64) with no professiona qualification 30.0; participation rate in lifelong learning among adults (25-64) 20.0; labour participation rate (15-64) 75.0
ES	74	15	44	ER of women 68.5
FI	78	8	42	
FR	75	9.5	50	ER of women 70.0
GR	70	9.7	32	
HU	75	10	30.3	
ΙΕ	69-71	8	60	
HR	62.9	4	35	
П	67-69	15-16	26-27	
LT	72.8	less than 9	40	ER of women 69.5; ER of men 76.5 ER of older workers 53.4
LU	73	less than 10	40	
LV	73	13.4	34-36	
MT	70.0	10	33	
NL	80	less than 8	45	
PL	71	4.5	45	
PT	75	10	40	
RO	70	11.3	26.7	
SE	w ell over 80	less than 10	40-45	
SI	75	5	40	
SK	72	6	40	Long-term unemplyoment rate of 3% by 2020
UK EU average*	n.a. 73.7-74.0	n.a	n.a.	

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

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

							Emplo	yment ra	ate (20-6	4) (%)										Conte	xt data		
Member State							actual							е	stimated ¹		2020 national employmen t rate target (%)	Average annual employment grow th during "pre- crisis" period (from 2000 to 2008) (%)	Estimated average annual 2012 - 2020 employment grow th necessary to reach national target (%) December '13	Estimated average annual 2013 - 2020 employment growth necessary to reach national target (%) April '14 EPM	Projected grow th of working age population over total 2010 - 2020 period (%)	EPC AWG empl.rate projections for 2020 ("no policy change scenario") (%)	Difference between target and projected employment rate under "no policy change scenario" (percentage points)
	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2020	2000-08 ²⁾	2012-20	2013-20	2010-20	2020	2020
AT BE BG	71.4 65.8 55.3	71.5 65.0 54.8	71.8 65.0 55.8	72.0 64.7 58.0	70.8 65.6 60.1	71.7 66.5 61.9	73.2 66.5 65.1	74.4 67.7 68.4	75.1 68.0 70.7	74.7 67.1 68.8	74.9 67.6 65.4	75.2 67.3 62.9	75.6 67.2 63.0	75.5 67.2 63.5	75.6 67.1 64.4	75.9 67.3 65.5	77-78 73.2 76		0.4-0.6 1.6 1.3	0.6-0.8 1.5 1.8	0.5 0.5 -1.0	69.5 67.8	-1.6 to -2.6 -3.7 -8.2
CY CZ	72.3 71.0	74.1 71.2	75.1 71.6	75.4 70.7	74.9 70.1	74.4 70.7	75.8 71.2	76.8 72.0	76.5 72.4	75.3 70.9	75.0 70.4	73.4 70.9	70.2 71.5	67.1 72.5	63.9 73.2	64.3 73.9	75-77 75	3.3 0.9	2.9-3.3 -0.1	1.7-2.1 0.1	0.8 -0.7	79.0 73.1	-2 to -4 -1.9
DE DK	68.8 78.0	69.1 78.3	68.8 77.7	68.4 77.3	68.8 77.6	69.4 78.0	71.1 79.4	72.9 79.0	74.0 79.7	74.2 77.5	74.9 75.8	76.3 75.7	76.7 75.4	77.1 75.6	79.1 75.8	79.6 75.9	77 80	0.7 0.4	-0.6 0.9	-0.5 1.0	-0.3 0.2	77.2 78.2	0.2 -1.8
EE EL	67.4 61.9	67.8 61.5	69.2 62.5	70.0 63.6	70.6 64.0	72.0 64.6	75.8 65.7	76.8 66.0	77.0 66.5	69.9 65.8	66.7 64.0	70.4 59.9	72.1 55.3	73.3 53.2	74.2 53.9	75.2 55.7	76 70	1.7	-0.4	-0.1 3.6	-1.0	70.5 68.4	-5.5 -1.6
ES FI	60.7 71.6	62.1 72.6	62.7 72.6	64.0 72.2	65.2 72.2	67.2 73.0	68.7 73.9	69.5 74.8	68.3 75.8	63.7 73.5	62.5 73.0	61.6 73.8	59.3 74.0	58.2 73.3	59.3 73.4	60.4 73.8	74 78	3.5	3.8 0.4	3.0	-0.7	67.9 76.9	-6.1 -1.1
FR	67.8	68.5	68.7	69.7	69.5	69.4	69.3	69.8	70.4	69.5	69.2	69.2	69.4	69.5	70.0	70.7	75	1.4	1.0	1.0	-0.1	73.1	-1.9
HR HU	61.2	61.3	58.4 61.4	58.3 62.4	59.6 62.1	60.0 62.2	60.6 62.6	62.3 62.6	62.9 61.9	61.7 60.5	58.7 60.4	57.0 60.7	55.4 62.1	53.9 63.2	52.8 64.0	52.5 64.6	62.9 75.0	0.3	0.4 2.1	1.3 2.2	-0.5 -0.5	n.a. 64.8	n.a. -10.2
IE	70.4	71.1	70.7	70.6	71.5	72.6	73.4	73.8	72.3	66.9	64.6	63.8	63.7	65.5	67.7	69.8	69-71	3.2	1.1-1.5		-0.6		-3.3 to -5.3
IT LT	57.4 65.6	58.5 64.2	59.4 67.2	60.0 68.9	61.5 69.0	61.6 70.6	62.5 71.6	62.8 72.7	63.0 72.0	61.7 67.0	61.1 64.3	61.2 66.9	61.0 68.5	59.8 69.9	59.0 71.3	59.2 73.6	67-69 73	0.2	1.7-2.2 0.0	1.9-2.3 -0.3	0.2 -1.8	63.9 66.1	-3.1 to -5.1 -6.7
LU	67.4	67.7	68.2	67.2	67.7	69.0	69.1	69.6	68.8	70.4	70.7	70.1	71.4	71.1	71.0	70.9	73	1.5	1.4	1.7	2.2	70.4	-2.6
LV MT	63.5 57.2	65.1 57.2	67.0 57.7	68.9 57.8	69.3 57.9	70.3 57.9	73.5 57.6	75.2 58.5	75.8 59.2	67.1 58.8	65.0 60.1	66.3 61.5	68.1 63.1	69.7 64.9	71.7 66.3	74.0 67.8	73.0 70	2.1 1.7	-0.4 -0.9	-0.2 1.0	-2.5 -0.1	67.8 65.4	-5.2 4.6
NL	74.3	75.4	75.8	75.2	74.9	75.1	76.3	77.8	78.9	78.8	76.8	77.0	77.2	76.5	76.2	76.7	80	1.7	0.5	0.5	-0.1	78.8	-1.2
PL	61.0	59.4	57.4	57.1	57.3	58.3	60.1	62.7	65.0	64.9	64.3	64.5	64.7	64.9	65.5	66.2	71	1.2	0.7	1.0	-0.5	67.5	-3.5
PT RO	73.5 69.1	73.9 68.3	73.6 63.3	72.9 63.7	72.6 63.5	72.3 63.6	72.7 64.8	72.6 64.4	73.1 64.4	71.2 63.5	70.5 63.3	69.1 62.8	66.5 63.8	65.6 63.9	66.8 64.5	67.9 65.5	75 70	0.6 -1.0	2.2 0.6	1.4 0.9	-0.7 -0.5	72.1 64.2	-2.9 -5.8
SE	77.7	78.7	78.5	77.9	77.4	78.1	78.8	80.1	80.4	78.3	78.1	79.4	79.4	79.8	80.3	80.7	well over 80	1.2	0.3	0.3	0.5	81.4	1.4
SI SK	68.5 63.5	69.4 63.5	69.0 63.6	68.1 64.8	70.4 63.7	71.1 64.5	71.5 66.0	72.4 67.2	73.0 68.8	71.9 66.4	70.3 64.6	68.4 65.0	68.3 65.1	67.2 65.0	67.6 65.3	68.1 65.9	75 72	1.4 2.0	1.3 1.247613	1.2 1.3	-0.6 -0.3	72.5 66.1	-2.5 -5.9
UK	74.0	74.4	74.5	74.7	75.0	75.2	75.2	75.2	75.2	73.9	73.6	73.6	74.2	74.9	75.9	76.5	n.a.	0.9	n.a.	n.a.	0.3	75.1	-5.9 n.a.
EU27	66.6	66.9	66.7	67.0	67.4	68.0	69.0	69.9	70.3	69.0	68.5	68.6	68.5	68.5	69.2	69.8	75	1.2	0.9-1	0.87-0.94	-0.2	71.3	-3.7
EU28 EA18	: 65.5	66.2	66.6 66.4	67.0 66.8	67.4 67.3	67.9 67.9	68.9 68.9	69.8 69.9	70.3 70.2	68.9 68.8	68.5 68.4	68.5 68.5	68.4 68.0	68.3 67.7	69.0 61.5	69.7 62.1	75 73.8-74.2		0.9-1 1.2-1.2	0.87-0.94 1.05-1.14	-0.2 0.8	71 /	-2.4 to -2.8
							Drogro								on ELLI		73.0-74.2			1.05-1.14	0.0	/ 1.4	-2.4 10 -2.0

Sources: EU Labour Force Survey, National Reform Programmes 201 DG Employment calculations based on EU LFS and AMECO database, Eurostat population projections (EUROPOP 2013), EPC Ageing Working Group 2012 Ageing Report

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

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

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

²⁾ EU28 as from 2002

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

<u> </u>	- Cullillary	0 1 0 1 1 1 0 1 1 0 1 1	tcy Employing	onic Onic	nongee e	illa part	<u>roulaily</u>	good labor	ii iiiaiitot	- Catoonioo
								skill supply		
		Labour market						and	Education	wage setting
	Labour	functioning,						productivity,	and	mechanisms
	market	combatting	Active labour	Social	work-life	Job	Gender	lifelong	training	and labour cost
Country	participation	segmentation	market policies	security	balance	creation	equality	learning	systems	development
BE	С	С	С	C/G	С			С	С	С
BG	С		С	С	С	С		С	С	С
CZ	c/G		С	G	С		С	G	G	
DK	c/G	G		C/G	G		G	c/G		
DE	G		С	С	С	G	С	С	C/G	
EE	G	G	С	C/G	С		C/G	С	С	
IE	С		С	C/G	С			C/G	C/G	G
EL	С	С	С	С	С	С		С	С	G
ES	С	С	С	С	С	С	C/G	С	C/G	G
FR	С	С	С	G		С		G	С	
HR	С	c/G	С	С	C/G	С	G	C/G	C/G	
IT	C/G	С	С	C/G	C/G	С	C/G	С	С	С
CY	С	С	С	C/G	С	С	C/G	C/G	C/G	
LV	C/G	G	С	С	С	C/G			С	
LT	C/G	С	С	С	С	С	G	С	C/G	
LU	C/G		С	C/G		G	С	С	C/G	С
HU	С		С	С	С	С		С	C/G	
MT	C/G	G	C/G		С	G	C/G	C/G	С	
NL	C/G	С	G	C/G			G			С
AT	C/G	G	G	С	С	C/G	С	С	С	
PL	С	С	С	С	С		С	С	C/G	
PT	C/G	С	С	G		G	G	G	С	G
RO	С		С	C/G	С	C/G	С	С	С	
SI	С	С	С	C/G	G	С	G	С	G	c/G
SK	С		С	C/G	С		С	С	C/G	
FI	c/G		С				С	G	G	С
SE	c/G	G	G	G	C/G			G	C/G	
UK	c/G			С	С		С	С	C/G	

C=challenge G=good labour market outcome

PART II - Common Key Employment Challenges

- Details – and benchmark

Table 4: Common Key Employment Challenges – Details

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

Common Key Employment Challenges – Details (CONT.)

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

Benchmarking June 2013

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

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

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

These indicators gives for each EU member state the difference between the level for an indicator to the agreed headline target, to the EU average 2013 and the national targets.

Note: In the case of Austria and Germany, the inclusion of post-secondary education for Germany (ISCED 4) and Austria (ISCED 4a) gives levels of respectively 44.5% and 39.6% for the rate of tertiary education or equivalent in 2013 (national data sources), thus changing the difference to the EU and national targets for this headline target.

The national targets are given as an average in the countries with an upper and lower level are defined (AT, CY, IE, IT)

There is no available information in the case of UK and HR

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

		Employn	nent rate of	f women				Emplo	yment rate	e of men				Employ	ment rate o	f older wor	kers			Employn	nent rate o	of young pe	ersons	
Country	2000	2000	2010	2014	2012	2012	2000	2000	2010	2011	2012	2012	2000	2000	2010	2011	2042	2012	2000	2000	2010	2014	2042	2012
A	2000	2008	2010	2011	2012	2013	2000	2008	2010	2011	2012	2013	2000	2008	2010	2011	2012	2013	2000	2008	2010	2011	2012	2013
Avg 5 Highest	69.7	74.2	72.0	72.7	73.0	73.1	83.7	84.0	81.2	81.4	81.5	81.4	54.3	61.7	60.0	61.1	62.9	64.3	0.0	77.7	73.8	74.1	73.9	74.0
(level)						400																		
Avg 5 Highest	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Avg 5 Lowest	43.2	50.6	50.1	49.5	49.3	49.2	66.5	71.8	65.4	66.1	64.9	63.9	22.7	31.8	34.1	34.6	35.3	36.0	53.1	56.1	50.4	48.5	45.3	42.7
(level)				•		0	•	•		•						•	•			•		•	•	
Avg 5 Lowest	0	0	0	0	0		0	0	0	0	0	0_	0	0	0	0	0	0	0	0	0	0	0	0
BE	48.3	45.5	52.5	51.7	52.3	54.1	52.1	23.7	51	45.1	47.2	47.9	11.5	8.9	12.4	15.6	15.2	20.1:		38.9	45.5	46.9	49.4	48.6
BG	28.3	62.9	52.9	44.4	45.9	48.2	-36.9	35.2	23	-0.9	5.7	14.1	-5.9	47.5	36.3	37.8	37.7	40.3		26.8	11.3	7.9	16.2	18.6
CZ	70.7	50.6	49.3	52.6	55.7	61.2	79.4	83.5	90	90.4	92.4	97.8	43.1	52.9	47.9	49.5	50.7	55.1:		32.4	34.4	37.9	43.8	52.4
DK 	112.3	105.7	104.7	98.9	96.7	97.2	95.1	99.0	84	84.5	82.8	84.6	104.4	89.1	93.9	93.9	92.4	90.8		105.2	85.2	82.7	77.7	79.8
DE	66.9	73.1	89.1	93.3	93.7	96.7	57.9	67.9	93	100.3	102.0	103.0	47.2	73.3	91.2	95.4	94.9	97.2		62.1	81.8	88.9	89.6	90.7
EE	74.4	94.2	71.2	78.1	84.4	87.5	34.1	81.0	15	48.4	62.3	73.2	74.7	102.5	76.1	85.2	91.7	94.0		63.5	26.2	52.3	59.5	64.5
IE	55.5	57.4	46.1	42.6	42.6	46.6	94.5	70.4	23	13.5	19.5	39.9	71.6	73.3	62.2	58.1	50.7	54.1	_	82.5	42.1	37.1	44.5	54.3
EL	8.6	8.2	7.1	-4.1	-17.5	-24.5	71.3	70.4	68	32.6	2.7	-6.0	51.6	36.8	31.7	18.2	4.0	-1.4		12.0	15.6	-6.1	-16.3	-18.0
ES	4.8	32.8	25.9	25.8	19.7	16.5	60.2	51.6	23	9.6	-2.2	-3.7	45.3	46.1	36.7	37.4	31.2	26.1		44.9	16.8	10.7	3.6	4.3
FR	64.6	63.3	67.1	65.6	66.7	68.3	52.7	30.3	53	51.6	53.9	56.0	22.9	21.3	22.0	26.1	33.3	33.9		41.7	53.6	53.9	55.0	58.5
HR	:	19.7	13.1	5.9	3.6	2.3 :		-9.0	-4	-19.3	-25.7	-32.3 :		16.3	13.5	9.6	5.1	1.8	_	15.7	4.9	-4.9	-3.7	-0.2
IΤ	-3.9	0.2	-2.9	1.6	4.9	3.1	36.4	29.5	47	42.4	40.6	33.6	15.9	8.6	9.7	12.6	18.5	23.7 :		-12.2	-10.9	-6.1	0.1	-4.7
CY	59.7	74.7	85.4	78.5	65.4	54.5	115.5	109.7	103	88.4	67.7	49.7	84.5	77.0	85.8	76.2	55.8	48.1 :		83.4	86.5	73.8	62.7	49.6
LV	60.8	91.3	67.6	68.2	72.2	77.5	9.7	64.6	-2	8.9	31.0	45.6	42.2	92.4	54.5	60.0	63.4	66.4		68.6	27.9	35.6	54.3	62.3
LT	78.2	76.9	68.0	73.8	78.5	81.3	5.0	31.1	-12	7.0	25.5	41.6	56.1	71.0	54.9	58.9	59.4	61.5		26.3	1.5	14.6	36.5	50.2
LU	40.0	40.4	54.3	53.5	62.4	61.6	82.3	44.2	87	78.6	82.2	80.6	12.8	7.6	21.3	17.8	20.7	15.9		15.7	43.3	41.4	49.8	47.3
HU	40.4	19.2	22.3	23.2	29.9	32.8	13.7	-22.9	4	4.3	19.5	33.0	-1.5	-1.5	1.2	4.7	5.8	8.8		-4.7	1.5	9.1	20.1	30.7
MT	-37.9	-47.3	-39.6	-26.6	-10.7	2.7	83.5	52.4	79	83.8	85.2	89.2	18.5	-8.5	-14.3	-10.4	-6.2	-0.4		93.1	100.2	102.2	101.8	106.3
NL	79.0	91.7	94.6	94.6	95.4	93.8	103.3	112.1	110	108.1	106.3	99.5	49.1	71.0	75.7	81.1	84.4	85.2		127.0	121.1	117.8	114.4	108.2
AT	72.2	76.4	89.1	86.8	88.7	90.5	81.7	81.0	94	96.3	96.6	93.8	19.4	30.7	32.1	26.1	28.3	31.4		91.3	103.6	106.9	107.4	104.4
PL	41.5	28.6	32.8	33.1	34.5	35.3	8.5	9.8	37	37.8	43.0	46.8	18.1	-0.8	0.0	8.8	12.3	16.3		27.3	40.8	41.4	46.6	49.2
PT	82.8	69.7	70.8	66.0	58.2	55.4	91.6	62.2	63	47.7	30.4	27.9	88.6	63.6	58.3	50.2	40.6	37.8 :	_	55.1	52.3	51.6	39.6	34.6
RO	74.8	28.6	26.4	26.6	29.4	29.4	51.5	-1.6	34	24.7	39.4	43.9	84.8	37.8	27.0	20.5	22.1	19.4		-10.8	3.2	11.1	23.5	32.0
SI	77.1	76.0	74.9	66.0	64.6	57.9	38.7	45.8	54	37.2	41.8	41.6	0.1	3.2	3.5	-12.7	-8.7	-8.8		62.1	54.0	48.4	46.3	43.2
SK	52.9	41.3	33.2	34.0	33.7	36.1	20.1	45.8	41	41.8	47.8	47.4	-4.3	24.7	24.7	25.4	28.3	28.3		18.9	10.9	13.8	24.2	29.5
FI	94.5	95.5	97.8	96.7	98.0	95.1	48.6	54.0	58	62.2	64.1	61.7	59.9	82.7	85.4	84.5	83.0	79.5		75.5	71.1	75.3	78.8	77.3
SE	121.3	112.9	113.8	116.6	116.2	117.2	78.8	95.7	99	104.9	102.7	104.7	133.5	128.3	140.3	141.0	136.6	132.9		73.2	69.4	77.6	76.7	80.5
UK	89.2	77.3	81.3	79.4	80.6	84.6	86.4	81.8	88	87.1	91.2	95.0	88.6	87.7	88.9	83.4	82.6	84.1 :		82.5	88.6	84.3	86.8	90.4
EU28	:	51.4	54.3	54.8	54.8	55.8 :		49.9	61	57.6	58.1	58.8 :		45.8	47.1	48.0	48.9	49.8 :		44.0	47.6	49.2	51.9	53.7

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

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

Country	Em	ployment ra	ate of low s	skilled per	sons		Empl	oyment ra	te of medi	um skilled	persons			Employme	nt rate of h	igh skilled p	ersons				Newly em	nployed		
Country	2000	2008	2010	2011	2012	2013	2000	2008	2010	2011	2012	2013	2000	2008	2010	2011	2012	2013	2000	2008	2010	2011	2012	2013
Avg 5 Highest	67.0	67.0	64.3	63.8	61.7	60.2	79.0	80.0	77.6	78.2	78.1	78.2	87.6	87.8	86.3	87.0	87.1	87.3	0.0	21.6	18.6	20.2	19.5	19.3
(level)	07.10	07.10	05	05.0	01.,	00.2	75.0	00.0	,,,,	70.2	70.2	75.2	00	07.0	00.5	07.0	07.12	07.5	0.0	22.0	20.0	20.2	25.5	25.5
Avg 5 Highest	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Avg 5 Lowest	36.5	39.6	34.8	34.7	35.3	35.5	62.1	64.2	60.7	59.7	58.2	57.2	78.1	80.6	77.6	76.1	74.4	73.3	8.8	9.9	8.7	8.7	8.2	8.4
(level)	30.3	33.0	50	5	55.5	55.5	02.1	02	0017	55.7	55.2	37.2	70.1	00.0	77.0	70.2		75.5	0.0	5.5	0.,	0.7	0.2	J
Avg 5 Lowest	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BE	48.3	34.6	46.0	43.4	44.7	45.7	41.5	37.4	49.7	49.7	51.8	54.3	76.6	33.1	49.3	54.1	58.1	55.0:		32.0	31.5	40.8	40.8	29.4
BG	3.4	25.1	17.5	7.0	3.3	5.6	-3.6	63.2	40.9	27.5	31.7	35.7	-7.1	76.0	65.4	46.8	52.6	52.9 :		36.2	17.4	23.4	35.5	36.8
cz	30.6	18.8	22.9	19.7	12.5	19.8	67.6	59.4	62.1	64.9	71.9	75.8	73.4	35.9	39.0	45.9	53.4	65.7:		13.2	26.5	24.3	23.1	17.5
DK	90.6	105.8	94.1	94.0	94.5	97.5	106.8	110.5	100.9	97.5	94.5	96.8	105.9	107.7	89.4	86.4	91.2	91.4:		138.8	120.6	109.4	114.1	126.8
DE	53.2	59.4	71.7	77.8	85.0	91.8	46.9	63.2	83.9	89.9	93.0	95.8	52.5	70.4	104.4	105.7	103.8	101.4 :		51.6	64.5	59.9	62.0	56.1
EE	17.8	70.0	31.4	46.9	54.2	86.6	30.2	77.1	22.0	54.6	63.8	63.4	48.3	63.5	10.3	27.4	54.2	64.3 :		52.5	74.5	87.7	87.6	73.5
IE	65.3	61.6	40.2	34.5	29.2	43.2	75.3	58.8	14.4	10.1	17.6	26.2	89.1	53.9	20.6	29.3	36.1	42.9 :		70.4	28.5	36.5	47.9	53.3
EL	67.3	75.8	78.2	65.1	48.9	42.8	-8.9	-2.3	2.0	-16.5	-32.2	-38.6	26.4	20.7	14.9	-18.6	-32.4	-36.4 :		-5.6	-1.6	-11.3	-10.4	0.0
ES	60.1	72.2	59.2	57.5	48.9	46.5	-8.3	39.3	17.9	11.7	7.5	3.8	-29.1	15.2	0.0	4.4	3.8	2.9 :	_	97.8	78.6	65.1	62.0	62.5
FR	61.7	62.7	67.3	69.9	73.6	73.2	57.5	52.5	60.3	56.2	58.3	59.1	7.5	11.0	36.7	45.9	55.0	57.9 :		52.5	59.5	55.6	59.4	43.2
HR	:	24.3	28.3	20.1	10.9	0.7:		-1.0	-11.0	-12.2	-15.1	-16.2 :		18.0	6.9	0.7	8.5	6.4 :		8.0	-8.6	2.6	3.7	8.3
IT	42.1	46.6	51.7	53.7	56.9	54.6	14.8	31.7	37.9	36.7	37.2	32.4	30.5	-29.0	-13.8	8.1	17.2	17.1 :	-	21.7	15.4	14.8	18.7	11.0
CY	85.6	89.3	108.3	104.6	85.3	78.5	61.1	75.2	73.9	61.1	52.8	35.3	78.7	81.5	58.5	46.8	34.5	21.4 :		74.7	81.6	69.4	74.4	73.5
LV	17.5	65.2	39.2	41.4	56.9	54.6	17.2	74.6	11.4	19.3	28.1	43.9	15.9	87.0	34.4	67.0	85.7	77.9 :		68.7	103.6	96.4	90.3	87.3
LT [2.8	9.0	-17.8	-9.8	-0.5	6.4	18.4	34.3	-11.0	6.8	23.1	32.4	12.8	96.7	88.3	102.0	99.1	102.1		50.8	64.5	79.0	70.0	82.7
LU [72.5	73.6	80.2	82.3	94.1	93.4	47.4	14.1	39.1	31.3	42.7	42.9	24.3	41.4	71.1	69.8	72.3	68.6 :		-2.2	32.5	40.8	40.8	38.6
HU	-0.2	-6.0	6.6	6.3	8.3	10.9	36.8	1.5	8.5	12.8	27.1	36.7	41.0	-15.2	2.3	21.0	33.7	40.0:	_	34.5	46.5	39.9	57.6	65.3
мт	50.3	29.4	46.6	49.6	58.4	65.9	88.4	63.9	81.5	75.8	88.9	93.9	77.6	69.1	66.5	94.7	98.3	95.7		21.7	30.5	33.9	39.9	40.4
NL	75.5	90.8	91.1	95.7	103.6	102.8	101.4	107.9	110.4	105.6	104.5	96.8	84.9	102.2	103.2	98.3	99.8	100.7		11.5	27.5	62.5	63.8	58.8
AT	53.9	64.5	72.1	74.7	78.5	79.3	70.6	83.4	96.2	94.8_	96.5	97.2	80.8	76.0	86.0	91.0	97.5	90.0 :		55.9	70.5	70.3	69.1	68.9
PL	16.8	9.7	14.8	13.9	13.6	8.4	5.9	-0.4	12.0	17.2	22.1	24.8	59.8	42.8	56.2	56.0	60.5	64.3 :		55.0	53.5	38.2	41.7	34.0
PT	119.1	117.1	111.7	106.0	103.2	103.2	30.2	34.3	55.0	56.8	45.7	49.1	122.6	56.6	59.6	44.0	32.1	24.3 :		27.7	38.5	39.9	34.6	36.8
RO	103.7	51.0	64.9	55.1	65.6	70.8	45.7	2.1	14.4	18.8	28.6	31.0	60.9	70.4	55.0	55.1	55.0	60.0 :		-11.6	-22.6	-18.2	-20.1	-24.8
SI	53.2	55.4	53.1	38.3	42.1	36.8	50.4	57.6	53.2	41.6	44.7	41.0	80.8	95.3	103.2	86.4	77.0	65.0 :		43.1	31.5	26.0	35.5	30.3
SK	-22.8	-31.6	-21.2	-17.4	-22.1	-21.1	28.5	43.1	30.9	35.1	41.7	43.9	72.4	44.2	4.6	5.3	3.0	10.0 :		17.4	17.4	12.2	8.1	5.5
FI	74.2	70.0	64.6	66.8	70.5	67.5	65.2	70.8	65.0	69.3	72.4	68.2	61.9	69.1	73.4	75.3	77.0	75.0 :		94.4	92.6	99.8	101.8	97.4
SE	94.8	97.0	94.8	99.8	104.7	103.2	95.5	112.3	107.4	112.2	111.6	113.4	48.3	98.1	99.8	99.3	99.1	100.0		94.4	101.6	106.8	106.2	105.7
UK	91.9	71.1	70.4	72.3	80.4	86.6	107.9	85.9	85.0	86.6	85.9	88.2	97.5	64.9	74.5	60.6	69.1	75.7 :		72.1	63.5	58.2	66.4	68.0
EU28	:	61.6	62.6	62.7	63.7	64.3 :		48.1	53.2	54.6	56.8	57.7 :		44.2	53.9	55.1	58.1	60.0 :		49.9	50.5	47.7	50.5	46.0

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

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

		Yo	outh NEET r	ate				Long-	term unem	plovment			tra	nsition fron	n unemplo	vment to e	mployment	
Country								Ū							•	•		
	2000	2008	2010	2011	2012	2013	2000	2008	2010	2011	2012	2013	2000	2008	2010	2011	2012	2013
Avg 5 Highest	5.5	5.4	5.9	5.8	6.1	5.9	0.9	0.8	1.3	1.4	1.3	1.6	0.0	49.6	45.2	43.4	36.4	0.0
(level)																		ĺ
Avg 5 Highest	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Avg 5 Lowest	20.3	15.1	19.2	19.3	20.1	20.3	8.7	4.7	8.1	8.9	8.1	12.4	0.0	25.3	21.1	22.1	19.0	0.0
(level)																		İ
Avg 5 Lowest	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	o
BE	17.5	51.6	62.4	55.3	55.6	52.9	63.8	35.9	58.5	72.3	79.9	78.6	Г	-20.7	-2.7	9.2	23.2:	ĺ
BG	:	-24.0	-19.8	-18.8	-10.1	-8.7	-9.2	46.0	48.2	34.9	43.5	46.1		89.9	-8.5	11.6	-4.4	ĺ
cz	:	86.7	78.3	81.2	79.9	77.8	56.2	63.6	74.7	82.9	84.2	87.0		68.8	27.7	50.1	92.7 :	ĺ
DK	105.4	111.6	99.4	96.0	96.3	99.3	99.7	106.6	96.8	94.9	93.8	98.1	:	83.3	57.2	109.8	104.7 :	ĺ
DE	85.1	69.2	82.1	87.1	92.7	97.2	58.7	18.2	68.8	81.6	89.5	92.6	Г	-12.5	6.9	8.7	3.7:	ì
EE	39.1	65.0	35.3	55.3	54.1	62.6	31.8	76.3	7.1	25.6	58.5	79.6	_	64.7	40.6	122.0	99.5 :	Ì
IE	l: [1.9	-0.2	3.4	9.9	29.4	90.8	76.3	18.8	2.9	18.8	41.4	:	:	:	:	:	Ì
EL	22.9	35.0	32.3	13.8	-1.6	-1.8	31.8	28.3	35.0	1.6	-37.9	-56.1		30.4	25.6	0.3	-13.5 :	ĺ
ES	55.3	7.0	8.9	5.6	9.1	12.0	48.5	68.7	11.5	-1.1	-2.6	-6.9	_	42.0	33.5	26.1	10.6 :	ĺ
FR	68.2	50.5	51.1	53.8	56.3	63.3	66.4	48.5	62.9	68.3	73.4	75.8		35.4	47.2	64.7	74.3 :	İ
HR	:	51.6	32.3	26.4	24.1	12.0	:	-14.6	20.3	4.3	6.0	12.6	:	:		-5 :	:	ĺ
IT	8.0	-15.7	0.6	-4.0	-7.3	-12.9	31.8	40.9	58.5	60.3	55.2	50.7		9.8	5.7	-13.3	3.7 :	ĺ
СУ	68.9	55.7	56.4	34.5	29.1	11.4	95.9	106.6	99.7	97.6	77.7	58.2		151.3	107.5	96.1 :	:	ĺ
LV	:	38.1	10.4	24.1	37.0	50.8	4.9	68.7	-10.6	1.6	32.8	61.0		54.0	32.7	74.1	57.6 :	
LT	22.2	65.0	45.1	55.3	63.4	64.0	8.7	86.4	10.0	12.3	45.6	67.5		46.9	-1.4	22.8	34.1:	
LU	103.4	91.9	106.2	107.9	101.3	106.2	104.9	78.8	99.7	100.3	99.1	98.1		98.5	76.3	66.1	96.7 :	
ни	33.0	37.1	51.1	44.1	38.4	34.2	72.8	28.3	37.9	49.6	63.8	68.4		65.1	58.9	71.2 :	:	
MT	-48.2	70.2	73.0	64.1	64.1	72.3	53.6	56.1	71.8	78.9	84.2	87.9		31.7	41.4	26.1	27.8 :	
NL	111.5	120.9	112.2	114.5	112.7	105.5	101.0	91.4	101.2	98.9	97.0	92.6		77.1	137.4	55.3 :	:	
AT	83.8	82.6	91.1	91.6	97.0	91.7	98.5	96.5	102.6	104.3	104.5	103.7		44.5	72.6	61.8	106.4 :	l
PL	:	62.9	63.2	57.5	59.1	56.4	16.4	58.6	74.7	70.9	72.4	74.0		35.4	55.9	37.9 :	:	ĺ
PT	76.3	49.5	57.9	48.6	42.7	42.5	86.9	18.2	26.2	36.3	33.8	28.4		74.2	19.8	28.9:	:	l
RO	0.5	36.0	21.0	13.8	23.4	21.7	66.4	58.6	82.1	77.6	82.0	83.3	_	36.6	32.3	52.4:	:	
SI	:	88.8	91.1	90.1	77.0	77.1	58.7	71.2	71.8	70.9	70.2	66.5		-7.1	13.5 :		11.7:	J
SK	:	41.2	38.3	40.4	44.9	46.0	-20.8	-50.0	-17.9	-5.1	15.6	21.9	_	35.8	26.8	14.8:	:	
FI	71.6	75.4	76.8	80.4	82.0	76.5	75.4	88.9	89.4	96.3	99.1	99.1		32.1	10.2	26.6	36.4:	
SE	94.6	75.4	86.6	87.1	87.7	88.9	93.3	99.0	95.3	98.9	100.2	100.9		69.6	106.2	95.7 :	:	l
UK	63.5	30.8	41.3	36.7	43.4	48.8	93.3	83.8	82.1	82.9	87.4	89.8	:		60.5	76.4	76.0 :	l
EU28	<u> </u> :	43.3	48.1	47.1	49.9	50.8	:	53.5	61.5	62.9	66.0	67.5	:	:		29.4	25.5 :	

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

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

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

	F	Employment growth 3 recent years						Nom II	LC growth o	over 3 vears			Labour productivity growth over 3 years						
Country	_	inpioyinci	it growth 3	recent year				140111 0	LC BIOWEII C	over 5 years	•			Luboui pic	outcontry 5	owen over	3 years		
,	2000	2008	2010	2011	2012	2013	2000	2008	2010	2011	2012	2013	2000	2008	2010	2011	2012	2013	
Avg 5 Highest	13.1	10.4	3.7	3.2	5.3	7.2	0.0	4.0	1.6	-9.7	-6.8	-6.2	21.8	16.5	6.9	9.1	15.2	8.6	
(level)																			
Avg 5 Highest	99	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	
Avg 5 Lowest	-7.8	1.3	-14.8	-13.8	-10.6	-9.6	89.9	46.0	21.5	12.6	8.4	10.0	1.3	-0.5	-5.8	-3.9	-0.9	-1.7	
(level)																		Ī	
Avg 5 Lowest	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
BE	62.2	37.0	92.3	92.4	81.2	65.3	96.7	88.6	67.1	27.5	11.6	9.5	12.9	14.2	31.6	24.9	16.3	21.9	
BG	1.3	86.6	62.1	36.3	14.2	27.0	42.2	45.6	-58.4	-39.1	-29.0	-13.7	104.7	66.0	80.2	62.4	82.3	97.3	
cz	14.9	50.7	77.0	64.5	62.5	64.7	86.4	93.8	81.8	46.0	32.4	39.0	46.8	62.7	57.1	49.7	30.4	3.1	
DK	50.8	59.5	57.5	45.9	47.9	55.8	93.2	77.1	49.1	32.7	48.4	47.1	20.3	-11.0	37.9	51.7	38.3	29.6	
DE	58.4	24.9	89.8	92.8	85.9	75.4	98.7	110.8	73.6	31.3	35.2	22.9	5.4	29.5	28.5	29.0	36.5	29.7	
EE	1.0	56.2	4.1	32.4	92.1	124.2	87.0	-1.6	55.2	80.5	73.7	-0.9	123.7	40.8	34.2	73.3	81.8	49.9	
IE	136.1	79.7	14.4	3.7	27.0	56.8	93.5	71.2	122.7	113.6	123.8	79.7	46.5	2.0	70.2	99.0	56.0	36.6	
EL	55.4	37.2	69.3	30.4	-32.2	-44.1	88.3	93.8	50.7	37.8	100.8	142.4	30.2	26.8	-4.8	-17.9	-10.4	18.8	
ES	108.0	63.1	33.1	20.6	15.8	4.7	92.5	76.8	80.2	61.5	92.2	94.8	-5.6	15.6	92.5	85.8	55.4	94.0	
FR	69.5	19.1	75.8	77.4	71.2	59.7	97.5	93.3	68.4	30.5	28.2	33.3	13.6	12.9	42.3	41.3	24.7	34.5	
HR	-19.3	80.8	58.6	27.8	-2.2 :		71.9	79.5	51.8	33.5	57.1	44.7	-21.7	23.9	19.2	28.6	51.8_	58.1	
Іт	56.7	24.9	68.6	69.0	62.2	45.3	100.1	89.5	61.1	31.4	33.6	32.2	9.0	6.7	40.4	32.8	16.6	6.6	
СУ	62.0	67.8	87.5	80.2	42.3	4.9	95.9	100.0	72.7	21.5	50.1	104.2	40.8	34.8	58.2	30.2	25.3	39.1	
LV	12.5	15.2	-32.0	-29.9	42.2	88.8	98.2	-76.9	110.9	129.0	93.6	10.3	96.5	92.1	40.3	73.1	95.8	109.5	
LT	4.5	29.8	-19.6	-22.1	4.4	78.6	100.9	38.9	102.5	90.8	85.2	27.9	84.8_	103.5	117.8	116.5	154.4	106.8	
LU	112.7_	135.8	122.4	115.0	113.2	100.6	97.6	79.6	4.8	-6.5	-9.2	3.1	33.6	-10.5	-36.9	-17.1	-8.7	-14.4	
HU	63.2	-21.2	61.4	73.1	74.0	61.6	64.3	78.2	74.7	36.0	27.3	5.6	23.7	35.9	33.3	7.2	4.3	18.7	
MT	33.8	53.6	103.6	107.4	112.1	106.3	100.2	90.7	65.4	16.9	11.2	5.9	68.5	27.9	52.8	18.9	2.0	-9.4	
NL	73.7	50.3	81.9	78.8	67.5	53.9	91.6	96.3	69.3	30.0	32.5	38.0	20.1	25.0	43.8	29.3	15.9	14.1	
AT	54.2	47.4	91.9	92.4	91.7	79.0	100.1	96.9	64.2	29.4	28.4	21.7	33.2	28.5	33.2	31.3	19.2	22.9	
PL	: <u>_</u>	117.1	87.6	70.8	54.1 <u>:</u>		77.7	88.2	51.9	34.3	28.2	39.1	90.2	40.5	120.0	125.4	85.6	92.4	
PT	67.9	-3.6	60.3	48.4	21.7	7.4	88.5	95.9	81.7	53.1	89.6	78.8	27.3	20.2	66.0	57.5	35.8	49.7	
RO	: <u> </u>	-2.1	67.9	63.3	68.2	59.2	-256.1	-6.1	-9.8	86.0	86.7	60.2	32.5	130.9	56.9	10.0	14.4	70.5	
SI	51.6	70.1	72.0	48.8	38.2	31.2	80.4	85.0	27.7	19.5	52.1	66.5	44.9	54.1	29.0	23.4	31.4	28.4	
SK	14.0	69.4	78.2	70.9	68.4	63.2	78.7	93.6	60.3	31.2	48.8	57.0	50.4	107.4_	89.6	60.7	63.5	60.6	
FI	68.5	60.2	79.1	74.0	76.2	58.7	97.0	91.3	35.7	14.9	23.2	6.2	32.0	22.3	5.9	17.8	29.1	17.9	
SE	67.7_	40.9	76.7	84.8	90.9	80.1	95.6	93.1	82.2	46.4	50.7	38.6	28.2	14.5	55.0	57.4	46.6	31.1	
UK	17.7	11.7	76.0	75.6	79.1	75.3	88.7	88.5	50.7	13.9	15.4	28.6	28.8	19.9	16.7	18.4	12.8	23.0	
EU28	:	35.4	71.8	68.0	62.3	55.0	<u>: : : : : : : : : : : : : : : : : : : </u>	<u>:</u>	:	:	<u>:</u>		<u>:</u>	<u>:</u>	:	:	:		

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

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

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

Table 7. Developin	iciit iii tiic iiiai	EU28 BE		CZ	DK	DE	EE	IE	EL EL	ES ES	FR	HR	IT	CY	LV	
Employment rate (20-64)	Level	68.30	67.20	63.50	72.50	75.60	77.10	73.30	65.50	53.20	58.20	69.50	53.90	59.80	67.10	69.70
, , , , , , , , , , , , , , , , , , , ,	y-o-y change (%-pts)	-0.10	0.00	0.50	1.00	0.20	0.40	1.20	1.80	-2.10	-1.10	0.10	-1.50	-1.20	-3.10	1.60
	Change recent 3 y ears (%-pts)	-0.20	-0.40	-1.90	2.10	-0.20	2.20	6.60	0.90	-10.80	-4.30	0.30	-4.80	-1.30	-7.90	4.70
Youth NEET (15-24)	Level	13.00	12.70	21.60	9.10	6.00	6.30	11.30	16.10	20.60	18.60	11.20	18.60	22.20	18.70	13.00
	y-o-y change (%-pts)	-0.10	0.40	0.10	0.20	-0.60	-0.80	-1.20	-2.60	0.30	-0.20	-1.00	1.90	1.10	2.70	-1.90
	Change recent 3 y ears (%-pts)	0.20	1.80	-0.20	0.30	0.00	-2.00	-3.20	-3.10	5.70	0.60	-1.20	3.70	3.10	7.00	-4.80
ER older people (55-64)	Level	50.10	41.70	47.40	51.60	61.70	63.50	62.60	51.30	35.60	43.40	45.60	36.50	42.70	49.60	54.80
	y-o-y change (%-pts)	1.30	2.20	1.70	2.30	0.90	2.00	2.00	2.00	-0.80	-0.50	1.10	-0.20	2.30	-1.10	2.00
	Change recent 3 y ears (%-pts)	3.80	4.40	3.90	5.10	3.30	5.80	8.80	1.10	-6.70	-0.20	5.80	-1.10	6.10	-6.70	6.60
ER non-EU nat (20-64)	Level	56.00	39.90		79.50	58.00	58.50	67.00	54.40	49.70	49.70	48.60	39.70	60.10	74.30	60.20
	y-o-y change (%-pts)	-0.90	1.00		2.30	3.50	-0.40	3.10	-0.50	-2.50	-2.50	0.70	11.40	-3.00	-0.70	1.10
	Change recent 3 y ears (%-pts)	-2.50	-0.50		4.80	1.80	2.90	9.30	-2.10	-19.40	-9.40	0.70	2.10	-5.00	0.80	4.30
Involuntary temp empl as % total employees 1	5-															
64	Level	8.50	6.32	3.97	7.50	4.45	2.86	1.22	6.53	8.77	21.48	9.87	7.11	9.68	16.66	2.97
	y-o-y change (%-pts)	0.17	0.07	0.77	0.65	0.06	-0.28	-0.31	-0.31	0.13	-0.30	1.34	0.85	-0.15	2.30	-0.37
	Change recent 3 y ears (%-pts)	-0.06	0.28	0.75	1.33	0.41	-0.67	-0.37	0.50	-1.76	-1.39	1.32	1.17	1.00	3.51	-1.89
Newly employed in %	Level	13.40	11.60	12.40	10.30	22.20	14.50	16.40	14.20	8.40	15.20	13.10	9.30	9.60	16.40	17.90
	y-o-y change (%-pts)	-0.50	-1.20	0.20	-0.50	1.10	-0.70	-1.70	0.60	1.40	0.00	-1.80	0.70	-0.70	-0.20	-0.50
	Change recent 3 y ears (%-pts)	-0.30	-0.20	2.00	-1.00	1.50	-0.60	0.30	2.70	-0.10	-1.30	-1.50	1.50	-0.60	-0.40	-1.10
Long term unemployment	Level	5.10	3.90	7.40	3.00	1.80	2.40	3.80	7.90	18.40	13.10	4.20	11.00	6.90	6.10	5.80
	y-o-y change (%-pts)	0.40	0.50	0.60	0.00	-0.30	-0.10	-1.60	-1.20	4.00	2.00	0.20	0.70	1.20	2.50	-2.00
	Change recent 3 y ears (%-pts)	1.20	-0.20	2.60	0.00	0.30	-1.00	-3.80	1.10	12.70	5.80	0.40	4.30	2.80	4.80	-3.00
At-risk of poverty rate of unemployed	Level	46.20	34.00	48.50	46.70	26.70	69.30	55.60	31.80	45.80	46.00	36.00	42.90	44.40	31.50	55.90
	y-o-y change (%-pts)	1.20	-3.90	-3.70	0.30	-2.40	1.50 7.30	3.50	5.00 3.50	1.80 7.70	4.20 6.60	-0.70	0.90	-3.30 3.60	-5.40	4.00
Ha annular on anh hann	Change recent 3 y ears (%-pts)	1.50 74.80	0.60 91.90	-3.70 81.60	-0.20 80.10	-14.40 89.80	7.30	0.50 64.30	74.10	51.60	82.80	-1.00 77.30	5.70	78.70	-6.80	8.00
Unemployment trap	Level	-0.60	1.20	0.00	-0.10	0.70	0.00	0.80	-1.80	-6.20	0.10	-0.10		0.90		90.10
	y-o-y change (%-pts)		-0.20		0.70		-1.60	2.40	-6.50		2.20			-0.50		2.60
Inactivity or part-time work due to family	Change recent 3 y ears (%-pts)	0.10	-0.20	-0.10	0.70	0.60	-1.00	2.40	-0.50	-13.70	2.20	0.10		-0.50		2.00
responsibilities total	Level	5.20	3.30	2.50	5.10	0.80	6.30	4.50	6.10	1.70	3.00	5.20	1.30	5.10	3.20	1.70
esponsibilities total	y-o-y change (%-pts)	0.10	-0.70	0.10	-0.20	0.00	0.30	-0.20	1.20	-0.10	0.30	1.90	0.10	-0.20	-0.20	-0.10
	Change recent 3 y ears (%-pts)	0.40	0.00	-0.10	-0.20	-0.10	0.20	0.30	3.70	-0.10	-0.50	1.90	0.10	-0.60	-0.20	-0.30
Employment growth over 3 years	Level	-0.35	1.38	-5.06	1.29	-0.21	3.09	11.30	-0.04	-17.01	-8.81	0.45	-10.95	-1.97	-8.77	5.35
imployment growth over 5 years	y-o-y change (%-pts)	0.35	-0.93	3.29	1.95	2.78	0.03	7.26	6.27	-1.30	-0.71	-0.27	-1.89	-1.26	-4.89	9.23
	Change recent 3 y ears (%-pts)	1.16	-0.90	-1.76	1.84	3.94	1.26	25.36	12.10	-15.04	-0.13	1.22	-13.59	0.12	-10.18	26.08
lob vacancy rate (av over 3 most recent years)		1.50	2.20	0.70	0.90	1.20	2.60	1.40	0.70	0.80	0.80	0.60	1.00	0.50	0.70	0.40
,	y-o-y change (%-pts)	0.10	0.20	0.00	0.00	0.00	0.10	0.10	0.10	-0.10	-0.20	0.00	1.00	-0.30	-0.40	0.00
	Change recent 3 y ears (%-pts)	0.10	0.50	-0.10	-0.80	0.00	0.10	-0.10	0.30	-0.60	0.00	0.20	1.00	0.00	-2.10	-0.10
Gender employment gap (20-64)	Level	11.70	10.20	5.70	17.20	6.30	9.60	6.60	10.60	19.60	10.20	8.20	8.60	19.90	10.40	4.20
	y-o-y change (%-pts)	-0.50	-0.80	0.10	-0.50	-0.10	-0.70	0.70	1.90	-0.50	-0.30	-0.50	-1.80	-1.20	-0.90	0.60
	Change recent 3 y ears (%-pts)	-1.30	-1.70	-1.70	-1.50	0.70	-0.90	4.60	1.70	-4.90	-3.10	-0.80	-3.10	-3.40	-2.50	4.00
Gender pay gap	Level	16.20	10.00	14.70	22.00	14.90	22.40	30.00	14.40		17.80	14.80		6.70	16.20	13.80
. , , ,	y-o-y change (%-pts)	0.10	-0.20	1.70	-0.60	-1.40	0.20	2.70	2.70		0.00	-0.20		0.90	-0.20	0.20
	Change recent 3 y ears (%-pts)	-1.10	-0.10	1.40	-3.90	-1.90	-0.20	3.40	1.80		1.10	-0.40		1.20	-1.60	0.70
Adults with medium or high education	Level	75.20	72.80	81.80	92.80	78.30	86.30	90.60	76.70	67.20	55.20	75.10	79.70	58.20	78.50	89.40
	y-o-y change (%-pts)	1.00	1.20	0.80	0.30	0.40	0.00	0.80	2.10	1.50	0.80	2.60	0.40	1.00	1.10	0.30
	Change recent 3 y ears (%-pts)	2.50	2.30	2.40	0.90	2.70	0.50	1.40	3.90	4.70	2.60	4.30	3.00	3.00	4.50	0.90
Life long learning (25-64)	Level	10.40	6.70	1.70	9.70	31.40	7.80	12.60	7.30	2.90	10.90	17.70	2.40	6.20	6.90	6.50
	y-o-y change (%-pts)	1.40	0.10	0.20	-1.10	-0.20	-0.10	-0.30	0.20	0.00	0.20	12.00	0.00	-0.40	-0.50	-0.40
	Change recent 3 y ears (%-pts)	1.30	-0.50	0.50	2.20	-1.10	0.10	1.70	0.50	-0.10	0.10	12.70	0.20	0.00	-0.80	1.50
Early leavers from education and training (18-																
24)	Level	11.90	11.00	12.50	5.40	8.00	9.90	9.70	8.40	10.10	23.50	9.70	3.70	17.00	9.10	9.80
	y-o-y change (%-pts)	-0.80	-1.00	0.00	-0.10	-1.10	-0.70	-0.80	-1.30	-1.30	-1.40	-1.90	-0.50	-0.60	-2.30	-0.80
	Change recent 3 y ears (%-pts)	-2.00	-0.90	-1.40	0.50	-3.00	-2.00	-1.90	-3.10	-3.60	-4.90	-2.90	0.00	-1.80	-3.60	-3.50
Completion of tertiary or equivalent education																
(30-34)	Level	36.80	42.70	29.40	26.70	43.40	33.10	43.70	52.60	34.60	40.70	44.00	25.90	22.40	47.80	40.70
	y-o-y change (%-pts)	1.10	-1.20	2.50	1.10	0.40	1.10	4.60	1.50	3.70	0.60	0.40	2.20	0.70	-2.10	3.50
	Change recent 3 y ears (%-pts)	3.40	-1.70	1.70	6.30	2.20	3.30	3.70	2.50	6.20	0.10	0.50	1.60	2.60	2.50	8.40

Source: Joint Assessment Framework update spring2014

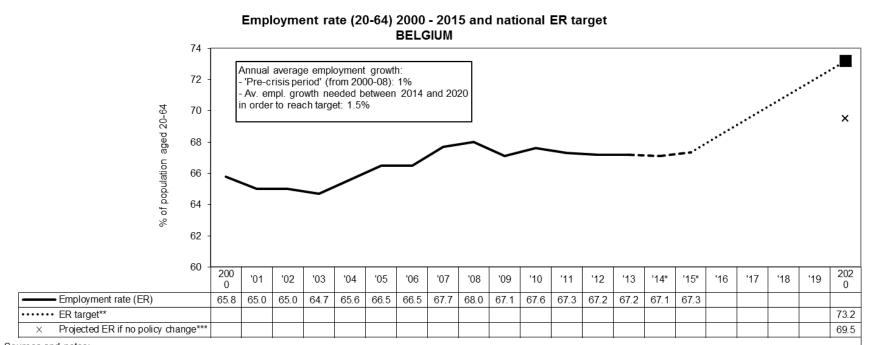
		EU28 LT	LU	HU	MT	NL	AT	PL	PT	RO	SI	SK	FI	SE	UK	
Employment rate (20-64)	Level	68.30	69.90	71.10	63.20	64.90	76.50	75.50	64.90	65.60	63.90	67.20	65.00	73.30	79.80	74.90
	y-o-y change (%-pts)	-0.10	1.40	-0.30	1.10	1.80	-0.70	-0.10	0.20	-0.90	0.10	-1.10	-0.10	-0.70	0.40	0.70
	Change recent 3 y ears (%-pts)	-0.20	5.60	0.40	2.80	4.80	-0.30	0.60	0.60	-4.90	0.60	-3.10	0.40	0.30	1.70	1.30
Youth NEET (15-24)	Level	13.00	11.10	5.00	15.40	9.90	5.10	7.10	12.20	14.20	17.20	9.20	13.70	9.30	7.50	13.30
	y-o-y change (%-pts)	-0.10	-0.10	-0.90	0.70	-1.20	0.80	0.60	0.40	0.10	0.40	-0.10	-0.10	0.70	-0.30	-0.70
50 - H I. (55 64)	Change recent 3 y ears (%-pts)	0.20	-2.10	-0.10	3.00	0.40	0.80	0.00	1.40	2.70	0.80	2.10	-0.40	0.30	-0.20	-0.40
ER older people (55-64)	Level	50.10	53.40	40.50	38.50	35.90	60.10	44.90	40.60	46.70	41.50	33.50	44.00	58.50	73.60	59.80
	y-o-y change (%-pts)	1.30	1.70	-0.50	1.60	2.30	1.50 6.40	1.80	1.90	0.20	0.10	0.60	0.90	0.30	0.60	1.70
ER non Ell not (20 64)	Change recent 3 y ears (%-pts)	3.80 56.00	5.10 70.80	0.90 61.70	4.10 63.00	5.50 64.00	50.50	2.50 60.70	6.50 62.00	-2.50 58.60	0.40	-1.50 60.40	3.50	2.30 53.30	3.20 50.20	2.70 61.90
ER non-EU nat (20-64)	Level	-0.90	6.90	2.20	1.80	3.90	-2.50	-1.40	-2.60	-3.20		-3.10		1.60	2.50	0.40
	y-o-y change (%-pts)														2.30	
Involuntary temp amplias 9/ total ampleyees 15	Change recent 3 y ears (%-pts)	-2.50	12.70	3.00	12.80	3.00	-2.30	-1.30	-2.00	-10.80		-0.20		3.90	2.30	-1.70
Involuntary temp empl as % total employees 15		8.50	1.74	2.72	7.89	3.98	8.24	0.75	17.90	18.53	1.33	9.11	5.91	10.22	9.55	2.44
64	Level	0.17	0.04	3.72 -0.29	1.26	0.34	1.64	-0.05	0.51	0.48	-0.13	0.48	0.24	-0.21	0.43	3.49
	y-o-y change (%-pts)			0.78			2.40				0.46					-0.12
Name and a second in 0/	Change recent 3 y ears (%-pts)	-0.06	0.03		1.27	1.10		-0.05	-2.25	-0.83		0.25	1.65	0.20	0.10	0.06
Newly employed in %	Level	13.40 -0.50	17.40 1.30	12.60 -0.20	15.50 0.80	12.80 0.10	14.80 -0.60	15.90 -0.10	12.10 -0.80	12.40 0.30	5.70 -0.20	11.70 -0.50	9.00 -0.10	19.00 -0.70	19.90 -0.30	15.80
	y-o-y change (%-pts)															
Long term unemployment	Change recent 3 y ears (%-pts)	-0.30 5.10	2.30	0.70 1.80	2.20 5.00	1.10 2.90	3.40 2.40	0.20 1.20	-1.90 4.40	-0.10 9.30	-0.70 3.40	-0.10	-1.40 10.00	1.10 1.70	1.10 1.50	0.80
Long term unemployment	Level	5.10	5.10		0.10							5.20 0.90			0.00	
	y-o-y change (%-pts)	0.40 1.20	-1.50 -2.30	0.20 0.50	-0.50	-0.10 -0.30	0.60 1.20	0.10 0.10	0.30 1.40	1.60 3.00	0.20 0.90	2.00	0.60 0.70	0.10 -0.30	-0.10	0.00
At-risk of poverty rate of unemployed	Change recent 3 y ears (%-pts)	46.20	54.40	51.90	50.60	48.20	33.30	45.40	42.50	38.30	51.80	46.90	44.60	45.50	42.20	51.40
At-risk or poverty rate or unemployed	Level	1.20	1.40	9.60	1.30	4.80	-0.20	4.40	-1.10	2.30	4.10	2.30	2.00	2.00	3.80	4.20
	y-o-y change (%-pts) Change recent 3 y ears (%-pts)	1.50	0.60	6.60	5.80	4.80 15.70	-0.20 -8.40	7.40	0.40	1.30	5.40	3.30	-4.00	-5.90	3.80	0.50
Unampleyment tran	Level	74.80	66.60	86.00	79.50	55.90	84.00	67.60	80.80	79.20	53.90	89.50	44.30	74.80	72.30	64.90
Unemployment trap		-0.60	-1.90	-0.70	-0.10	0.20	0.10	0.20	0.10	0.20	0.10	-0.20	0.00	2.50	-1.40	-0.80
	y-o-y change (%-pts)	0.10	-1.90	0.50	-0.10	-2.40	0.50	0.60	4.80	-1.50	-7.80	6.10	2.10	2.70	-4.20	-0.50
Inactivity or part-time work due to family	Change recent 3 y ears (%-pts)	0.10	-19.00	0.50	-1.10	-2.40	0.50	0.00	4.00	-1.50	-7.00	0.10	2.10	2.70	-4.20	-0.50
responsibilities total	Level	5.20	1.60	4.10	4.70	5.10	10.90	8.00	3.30	1.50	1.00	1.10	4.70	3.20	3.60	10.20
responsibilities total	y-o-y change (%-pts)	0.10	0.10	0.00	0.00	0.30	-0.50	0.00	-0.10	-0.10	0.00	0.20	0.00	0.20	-0.20	-0.50
	Change recent 3 y ears (%-pts)	0.40	-0.10	-2.10	0.20	1.00	-1.30	-0.10	0.00	0.40	0.10	0.20	0.20	0.20	-0.20	2.70
Employment growth over 3 years	Level	-0.35	3.62	7.32	0.76	8.29	-0.54	3.69	-1.99	-8.35	0.10	-4.35	1.03	0.27	3.87	3.06
Employment growth over 3 years	y-o-y change (%-pts)	0.35	13.52	-0.08	-0.40	1.07	-0.67	-0.29	-0.25	-1.20	0.37	0.18	0.75	-1.24	0.02	1.09
	Change recent 3 y ears (%-pts)	1.16	22.06	-0.55	4.19	3.90	-0.07	1.48	-10.85	-4.71	2.60	-2.89	1.36	0.43	4.46	3.78
Job vacancy rate (av over 3 most recent years)	Level	1.50	0.90	0.80	1.10	3.50	1.40	1.90	0.50	0.40	0.70	0.80	0.80	1.90	1.50	1.80
Job vacancy rate (av over 3 most recent years)	y-o-y change (%-pts)	0.10	0.10	0.10	0.00		-0.10	0.00	0.00	0.00	0.10	0.00	0.00	-0.10	0.10	0.10
	Change recent 3 y ears (%-pts)	0.10	-0.10	0.30	0.00		-0.60	0.20	-0.40	0.00	-0.40	0.00	-0.20	0.00	0.40	0.00
Gender employment gap (20-64)	Level	11.70	2.60	14.10	12.70	29.70	9.70	9.50	14.50	6.40	15.40	8.20	14.40	2.80	5.00	11.10
dender employment gap (20 04)	y-o-y change (%-pts)	-0.50	1.40	-0.30	1.00	-2.50	-0.90	-1.10	0.00	-0.40	0.30	1.00	-1.10	-0.20	-0.10	-0.50
	Change recent 3 y ears (%-pts)	-1.30	4.10	-3.10	1.70	-6.70	-2.30	-1.10	0.50	-3.40	0.50	0.70	-0.10	-0.20	-1.10	-0.30
Gender pay gap	Level	16.20	12.60	8.60	20.10	6.10	16.90	23.40	6.40	15.70	9.70	2.50	21.50	19.40	15.90	19.10
center pay gap	y-o-y change (%-pts)	0.10	0.70	-0.10	2.10	-0.10	-1.00	-0.30	0.90	3.20	-1.30	0.20	1.00	-0.20	0.10	-1.00
	Change recent 3 y ears (%-pts)	-1.10	-2.70	-0.60	3.00	-1.60	-1.60	-0.90	-1.60	5.70	2.30	3.40	-0.40	-1.40	0.20	-1.50
Adults with medium or high education	Level	75.20	93.40	80.50	82.50	41.00	75.80	83.10	90.10	40.00	76.30	85.50	91.90	85.90	83.20	78.40
	y-o-y change (%-pts)	1.00	0.10	2.20	0.40	2.90	2.40	0.00	0.50	2.40	0.40	0.50	0.20	1.10	0.80	0.50
	Change recent 3 y ears (%-pts)	2.50	1.50	2.80	1.20	5.80	3.50	0.60	1.60	8.10	2.00	2.20	0.90	2.90	2.00	2.30
Life long learning (25-64)	Level	10.40	5.70	14.40	3.00	7.70	17.40	13.90	4.30	9.80	2.00	12.40	2.90	24.90	28.10	16.10
0(11)	y-o-y change (%-pts)	1.40	0.50	0.50	0.20	0.70	0.90	-0.20	-0.20	-0.80	0.60	-1.40	-0.20	0.40	1.40	0.30
	Change recent 3 y ears (%-pts)	1.30	1.80	1.00	0.20	1.50	0.80	0.20	-0.90	4.00	0.70	-3.80	0.10	1.90	3.70	-3.30
Early leavers from education and training (18-	.,,															
24)	Level	11.90	6.30	6.10	11.80	20.90	9.20	7.30	5.60	19.20	17.30	3.90	6.40	9.30	7.10	12.40
	y-o-y change (%-pts)	-0.80	-0.20	-2.00	0.30	-1.70	0.40	-0.30	-0.10	-1.60	-0.10	-0.50	1.10	0.40	-0.40	-1.20
	Change recent 3 y ears (%-pts)	-2.00	-1.60	-1.00	1.30	-5.00	-0.80	-1.00	0.20	-9.50	-1.10	-1.10	1.70	-1.00	0.60	-2.50
Completion of tertiary or equivalent education	.,,															
(30-34)	Level	36.80	51.30	52.50	31.90	26.00	43.10	27.30	40.50	29.20	22.80	40.10	26.90	45.10	48.30	47.60
																0.50
	y-o-y change (%-pts)	1.10	2.70	2.90	2.00	3.60	0.90	1.00	1.40	2.00	1.00	0.90	3.20	-0.70	0.40	
	y-o-y change (%-pts) Change recent 3 y ears (%-pts)	1.10 3.40	2.70 7.50	2.90 6.40	6.20	3.60 4.50	0.90 1.70	3.80	1.40 5.70	5.70	4.70	5.30	3.20 4.80	-0.70 -0.60	3.00	4.60

Source: Joint Assessment Framework update spring2014

PART III - Country Overviews

BELGIUM

1. Progress towards the national employment rate target



Sources and notes:

Employment rates 2000-2013: Eurostat, EU LFS:

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

^{**} National employment rate targets from National Reform Programme 2014;

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

2. Key indicators on labour market performance Belgium

		ı					1 1	2020				
Indicator	Unit	2000	2010	2011	2012	2013	Benchmark	2020 national target	2011	2012 EU28-total	2013	2020 EU target
Overall employment rate								ea. 8 e e				an get
	20 - 64	65.8	67.6	67.3	67.2	67.2		73.2	68.5	68.4	68.3	75.0
Early leavers from	% of pop. 18-24 with											
education and training	at most lower sec. educ. and not in											
	further education or											
	training	13.8	11.9	12.3	12.0	11.0		9.5	13.4	12.7	11.9	less than 10
Tertiary educational	Completion of tertiary											
attainment	or equivalent											
Overall employment	education (30-34) % change from	35.2 b	44.4	42.6	43.9	42.7		47.0	34.5	35.7	36.8	40.0
growth	previous year	2.0	0.7	1.4	0.2	-0.2			0.2	-0.2		
Employment rate of	% of female											
women	population aged 20 -											
	64	56.0	61.6	61.5	61.7	62.1	54.1		62.2	62.3	62.5	
Employment rate of men	% of male population aged 20 - 64	75.5	73.5	73.0	72.7	72.3	47.9		74.9	74.5	74.2	
Employment rate of	% of population aged	75.5	73.5	73.0	12.1	/2.3	47.9		74.9	74.5	74.2	
older workers	55 - 64	26.3	37.3	38.7	39.5	41.7	20.1		47.3	48.8	50.1	
Employment gender gap	difference in the											
	employment rate											
	between men and											
	women in percentage	19.5	11.0	11.5	11.0	10.2			12.7	12.2	11.7	
Employment rate of	points % of population aged	19.5	11.9	11.5	11.0	10.2			12.7	12.2	11.7	
young persons	20 - 29	:	61.0	60.5 b	59.4	57.9	48.6		61.1	60.1	59.5	
Employment rate of low	% of population with											
skilled persons	at most lower											
	secondary education											
Employment rate of non-	aged 20 - 64	51.2	48.4	47.3	47.1	46.8	45.7		52.9	52.1	51.4	
EU nationals	non-EU citizenship											
	aged 20 - 64	:	40.4	39.6	38.9	39.9			58.0	56.9	56.0	
Part-time employment	% of total employment											
		20.7 u	23.9	25.0	25.0	24.6			19.4	19.8		
Temporary employees	% of total employees	9.0	8.1	8.9	8.1	8.1			14.0	13.7		
Overall unemployment rate	% of labour force	6.9	8.3	7.2	7.6	8.4			9.6	10.4	10.8	
Long-term	% of labour force	0.5	0.5	7.2	7.0	0.4			5.0	10.4	10.0	
unemployment		3.7	4.1	3.5	3.4	3.9	78.6		4.2	4.7	5.1	
Youth unemployment	% of youth labour											
rate	force (15-24)	15.2	22.4	18.7 b	19.8	23.7			21.4	22.9		
Youth NEET rate	% of population aged 15-24	17.7	10.9	11.8	12.3	12.7	52.9		12.9	12.1	13.0	
Labour productivity per	EU-27 = 100 (based on	17.7	10.9	11.8	12.3	12.7	52.9		12.9	13.1	13.0	
person employed	PPS per employed											
	person)	137.9	129.9	128.8	128.3	:			99.8	99.9		
Labour productivity per	EU-27 = 100 (based on											
hour worked	PPS per hour worked)											
Name in all contains to be according	0/	146.5	137.2	135.1	134.0	:			99.9	99.9		
Nominal unit labour cost growth	% cnange from previous year	0.4	-0.3	2.7	4.1				0.6	3.2		
Real unit labour cost	% change from	0.4	0.5	2.,	7.1	·			0.0	3.2		
growth	previous year	-1.5	-2.3	0.7	2.1	0.3			-0.7	0.8		
Gender pay gap		:	10.2	10.2	10.0	:			16.4 p	16.4 p	:	
Involuntary temporary	as % of total											
employment	employees	7.1 u	6.0	6.8	6.2	6.3			8.5 u	8.3 u	8.5 u	
newly employed	share of people in current job 12 months											
	or less in total											
	employment	:	11.8	13.4	12.8	11.6			14.2	13.9	13.4	
At-risk-of-poverty rate												
of unemployed		:	30.4	37.9	34.0	:			46.1	46.9 e	:	
unemployment trap - tax												
rate on low wage earners			91.0	90.7	91.9	l.				l.		
inactivity and part-time			91.0	30.7	31.3					l -	•	
work due to personal												
and family												
responisibilities		:	3.3	3.5	4.0	3.3			5.1	5.1	5.2	
job vacancy rate	% change over the				2.0						4.5	
Share of adult	recent 3 years	:	1.7	1.7	2.0	2.2			1.4	1.4	1.5	
population with upper	age 25-64											
secondary or tertiary												
education		58.5 b	70.5	71.3	71.6	72.8			73.4	74.2	75.2	
percentage of adult	age 25-64											
population participating												
in education and training		6.2 d	7.2	7.1	6.6	6.7			8.8	9.0	10.4	
Source: Eurostat database (la					0.0	0.7			0.0	5.0	10.4	

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

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

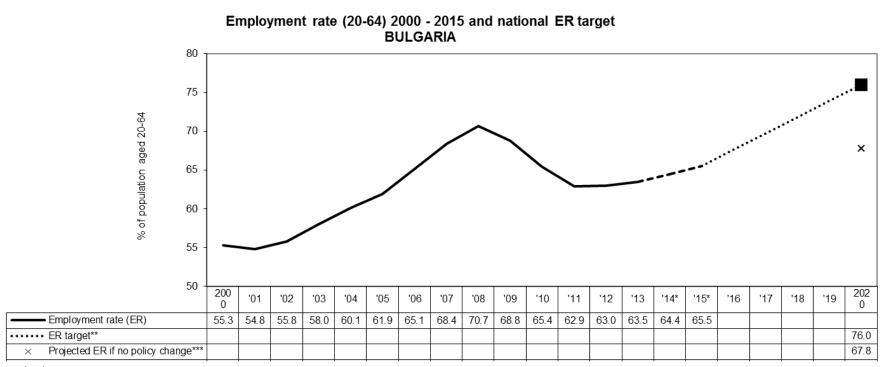
Additional note: the benchmark is normalised in the following way: average of lighest 5=100, average of lowest 5=0. The interpretation of the benchmark is that it gives the relative distance to the highest 5 performers by subtracting that benchmark of a given country and indicator from the benchmark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

3. Key employment challenges Belgium

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

BULGARIA

1. Progress towards the national employment rate target



Sources and notes:

Employment rates 2000-2013: Eurostat, EU LFS;

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

^{**} National employment rate targets from National Reform Programme 2014;

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

2. Key indicators on labour market performance

Bulgaria

Bulgaria							Benchmark	2020 national	2011	2012	2013	2020 EU
Indicator	Unit	2000	2010	2011	2012	2013	Benemiark	target		EU28-total	2013	target
Overall employment rate	% of population aged 20 - 64	55.3	65.4	62.9 b	63.0	63.5		76.0	68.5	68.4	68.3	75.0
Early leavers from	% of pop. 18-24 with	55.5	05.4	62.9 D	63.0	03.5		76.0	08.5	68.4	08.3	75.0
education and training	at most lower sec.											
	educ. and not in											
	further education or		12.0	11.0	12.5	42.5		11.0	12.4	42.7	44.0	l +h 10
Tertiary educational	training Completion of tertiary	:	13.9	11.8	12.5	12.5		11.0	13.4	12.7	11.9	less than 10
attainment	or equivalent											
	education (30-34)	19.5	27.7	27.3	26.9	29.4		36.0	34.5	35.7	36.8	40.0
Overall employment	% change from											
growth	previous year	-2.4	-3.9	-2.2	-2.5	-0.4			0.2	-0.2		
Employment rate of women	% of female population aged 20 -											
Women.	64	50.7	61.7	59.8 b	60.2	60.7	48.2		62.2	62.3	62.5	
Employment rate of men	% of male population											
	aged 20 - 64	60.2	69.1	66.0 b	65.8	66.4	14.1		74.9	74.5	74.2	
Employment rate of older workers	% of population aged 55 - 64	20.8	43.5	44.6 b	45.7	47.4	40.3		47.3	48.8	50.1	
Employment gender gap		20.8	43.3	44.0 b	45.7	47.4	40.5		47.3	46.6	30.1	
	employment rate											
	between men and											
	women in percentage											
Employment rate of	points	9.5	7.4	6.2 b	5.6	5.7			12.7	12.2	11.7	
young persons	% of population aged 20 - 29	:	53.0	50.5 b	49.9	48.5	18.6		61.1	60.1	59.5	
Employment rate of low			33.0	30.3 5	.5.5	10.5	10.0		01.1	00.1	33.3	
skilled persons	at most lower											
	secondary education											
5	aged 20 - 64	37.5	40.0	36.7 b	36.2	36.9	5.6		52.9	52.1	51.4	
Employment rate of non- EU nationals	non-EU citizenship											
Lo Hationais	aged 20 - 64	:	51.8 u	:	:	:			58.0	56.9	56.0	
Part-time employment	% of total employment											
		:	2.3	2.3 b	2.4	2.6			19.4	19.8		
Temporary employees	% of total employees	:	4.4	4.0 b	4.4	5.6			14.0	13.7		
Overall unemployment rate	% of labour force	16.4	10.3	11.3	12.3	13.0			9.6	10.4	10.8	
Long-term	% of labour force	10	10.5	11.5	12.5	15.0			3.0	10	10.0	
unemployment		9.4	4.8	6.3	6.8	7.4	46.1		4.2	4.7	5.1	
Youth unemployment	% of youth labour											
rate	force (15-24)	33.3	23.2	25.0 b	28.1	28.4			21.4	22.9		
Youth NEET rate	% of population aged 15-24		21.8	21.8	21.5	21.6	-8.7		12.9	13.1	13.0	
Labour productivity per	EU-27 = 100 (based on		21.0	21.0	21.5	21.0	0.7		12.5	13.1	15.0	
person employed	PPS per employed											
	person)	31.4	40.8	42.9	44.5	:			99.8	99.9		
Labour productivity per hour worked	EU-27 = 100 (based on PPS per hour worked)											
nour worked	PPS per flour worked)	32.5	41.0	43.1	44.4				99.9	99.9		
Nominal unit labour cost	% change from					Ī						
growth	previous year	1.5	5.2	2.5	4.4	:			0.6	3.2		
Real unit labour cost	% change from											
growth Gender pay gap	previous year	-4.8	2.4 13.0	-2.2 13.0	1.3 14.7	: -			-0.7 16.4 p	0.8 16.4 p		
Involuntary temporary	as % of total		13.0	13.0	14.7				10.4 p	10.4 p	•	
employment	employees	:	3.2	2.8 b	3.2	4.0			8.5 u	8.3 u	8.5 u	
newly employed	share of people in											
	current job 12 months											
	or less in total employment		10.4	11.4	12.2	12.4			14.2	13.9	13.4	
At-risk-of-poverty rate	employment		10.4	11.4	12.2	12.4			14.2	13.9	13.4	
of unemployed		:	48.3	52.2	48.5	:			46.1	46.9 e	:	
unemployment trap - tax												
rate on low wage			00.0	04.6	04.6							
earners inactivity and part-time		:	80.9	81.6	81.6	[:			•	-	•	
work due to personal						1	1					
and family												
responisibilities		:	2.6	2.3 b	2.4	2.5	1		5.1	5.1	5.2	
job vacancy rate	% change over the				c =		1				4 -	
Share of adult	recent 3 years age 25-64	:	0.8	0.7	0.7	0.7			1.4	1.4	1.5	
population with upper	u _B c 20-04											
secondary or tertiary						1	1					
education		67.5	79.4	80.0	81.0	81.8			73.4	74.2	75.2	
percentage of adult	age 25-64											
population participating in education and training												
Cuucauon anu traifiling			1.2	1 2	1.5	1 7	1		0.0	0.0	10.4	

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

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

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

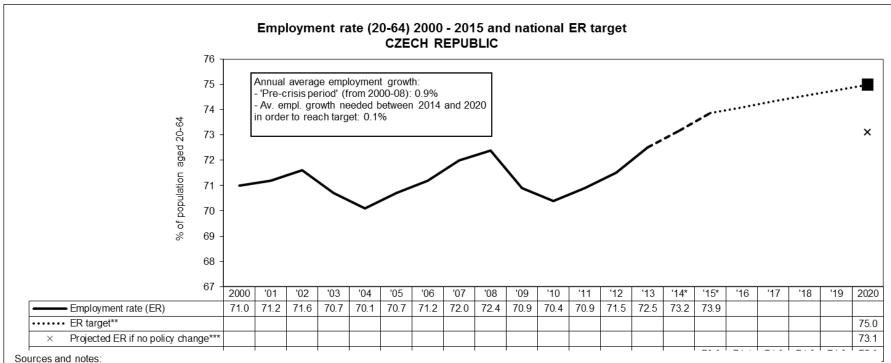
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3. Key employment challenges Bulgaria

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

CZECH REPUBLIC

1. Progress towards the national employment rate target



Employment rates 2000-2013: Eurostat, EU LFS;

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

^{**} National employment rate targets from National Reform Programme 2014;

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

2. Key indicators on labour market performance

Czech Republic

A								Benchmark	national	2011	2012	2013	2020 EU
20 - 64	Indicator Overall employment rate	Unit	2000	2010	2011	2012	2013		target		EU28-total		target
discassion and palmy at most between sec- discassion and palmy at the control of	Overall employment rate		71.0	70.4	70.9 b	71.5	72.5		75.0	68.5	68.4	68.3	75.0
Trust education of control of crising of control of crising of control of crising of control of crising of cri	Early leavers from education and training												
Testing discretations of testing transmit transm													
entrary extensional Completion of retrievy or equivalent (SDA3) 13.7 20.4 23.7 26.6 26.7 32.0 34.5 35.7 36.8 40.0 20.0				49	49	5.5	5.4		5.5	13.4	12.7	11 9	less than 10
Secondary Seco	Tertiary educational	-	·			3.3	5		5.5	13	12.7	11.5	icss than 10
Varied analysis Varied State V	attainment												
processor processors are processors and processors are processors and processors are processors and processors are processors and processors are processors and processors are processors and processors are processors and processors are processors and processors are processors are processors and processors are processors and processors are processors are processors and processors are processors and processors are processors and processors are processors are processors are processors and processors are processors are processors and processors are processors and processors are processors are processors and processors are processors are processors and processors	Overall employment		13.7	20.4	23.7	25.6	26.7		32.0	34.5	35.7	36.8	40.0
promote of population aged 20- de 10	growth	•	-0.8	-1.0	0.0	0.4	0.9			0.2	-0.2		
Section Sect	Employment rate of												
mplayment rate of most peopulation aged 20 - 64 so to population with motivation of the control	women		61.9	60.9	61.7 b	62.5	63.8	61.2		62.2	62.3	62.5	
mployment rate of sis 5, 64	Employment rate of men												
Marker workers S5 - 64 36.3 46.5 47.7 b 49.3 51.6 55.1 47.3 48.8 50.1	Employment rate of		80.2	79.6	79.9 b	80.2	81.0	97.8		74.9	74.5	74.2	
employment rate of between men and women in percentage points protection and women in percentage points are also as a secondary reducation aged ouing persons. 20. 20	older workers		36.3	46.5	47.7 b	49.3	51.6	55.1		47.3	48.8	50.1	
project the property of the pr	Employment gender gap	employment rate between men and											
Section Sect			18.3	18.7	18.2 b	17.7	17.2			12.7	12.2	11.7	
mployment rate of low. Mo for population with at most lower secondary education aged 20 - 64 mployment rate of non- Not of population with a firm of the certification of the property of the	Employment rate of			F0 *	F0.0.	F7.0				· · ·		F0 -	
mployment rate of non- % of population with U nationals non-EU citizenship aged 20 - 64 at-time employment % of population with U nationals non-EU citizenship aged 20 - 64 art-time employment % of total employees % of total employees 7.2		% of population with at most lower	:	58.4	58.2 b	57.8	59.1	52.4		61.1	60.1	59.5	
Unationals non-EU citizenship aged 20 - 64 at-time employment soft total employees speed of total employees semporary employees and the employment semporary employees are the employment state of the employment state of total employees speed of the employment state of the employment state of the employment state of the employment state of the employment state of the employment state of the employment state on low wage are unemployed employed employed employed as for each of the employment state of the employment state of the employees and the employees are the employees and the employees are the employment state of the employment state on low wage are the employees and the employees are the employeed employeed as the employeed employeed are the employeed employeed as the employeed employeed are the employeed as the employeed employeed are the employeed employeed as the employeed employeed are the employeed employeed are the employeed are the employeed employeed are the employeed are the employeed employeed are the employeed			45.8	41.6	40.4 b	38.6	40.4	19.8		52.9	52.1	51.4	
art-time employment with 50 fotal employees word attemptor with 50 fotal employees wherall unemployment at the employment with 50 fotal employees wherall unemployment with 50 fotal employees wherall unemployment wherall													
art-time employment with the property of total employment at the emporary employees were all employment of the property of the	EU nationals			74 7	73.4 h	77.2	79.5			58.0	56.9	56.0	
A	Part-time employment	-											
Note and unemployment Section		0/ 6/ / /											
ate on the member of the productivity per person of the productivity per person of the productivity per person of the production of the pr			7.2	8.2	8.0 b	8.3	9.1			14.0	13.7		
nemployment outh unemployment of orce (15-24) couth labour outh unemployment of orce (15-24) couth labour ate outh NEET rate force (15-24) couth NEET rate f	rate		8.8	7.3	6.7	7.0	7.0			9.6	10.4	10.8	
outh unemployment ate force (15-24) and the force (15-24) are forc	Long-term	% of labour force	4.2	2.0	2.7	2.0	2.0	97.0		4.2	4.7	E 1	
outh NEFT rate	Youth unemployment	% of youth labour	4.5	3.0	2.7	3.0	3.0	87.0		4.2	4.7	5.1	
15-24 15-24	rate		17.0	18.3	18.1 b	19.5	19.0			21.4	22.9		
abour productivity per (D-27 = 100 (based on PS per employed person) abour productivity per (D-27 = 100 (based on our worked) abour productivity per (D-27 = 100 (based on our worked) borninal unit labour cost % change from previous year rowth previous year rowth previous year rowth previous year rowth previous year rowth previous year as % of total mployment employees share of about promote our transtate on low mage arrers area since of about and part-time rowth dafamily seponisibilities baracord and the per econdary or tertiary ducation recentage of adult opopulation with upper econdary or tertiary ducation recent a years reducation and training 65.9 74.2 74.5 73.8 : 99.9 99.9 90.9 90.9	Youth NEET rate			8.8	83	8.9	9 1	77.8		12 9	13.1	13.0	
Description Description	Labour productivity per			0.0	0.5	0.3	3.1	77.0		12.3	15.1	13.0	
abour productivity per our worked pPS per hour worked pPS pp. 99.9 pp. 99	person employed		65.0	74.2	74.5	72.0				00.0	00.0		
Second Second	Labour productivity per		65.9	74.2	74.5	/3.8				99.8	99.9		
Item	hour worked												
rowth previous year where the total labour cost with the previous year with the previous year and the total labour cost with the previous year and the total labour cost with the previous year and the total labour cost with the previous year and the total labour cost with the previous year and the total labour cost with the previous year and the total labour cost with the previous year and the total labour cost with the previous year and the total labour cost with the previous year and the total labour cost with the previous year and the total labour cost with the previous year and the total labour cost with the previous year and the total labour cost with the previous year and the total labour cost with the previous year and the total labour cost with the previous year and the previous year. The previous year and the previous year and the previous year and the previous year and the previous year. The previous year and the previous year and the previous year and the previous year. The previous year and the previous year and the previous year and the previous year. The previous year and the previous year an	Naminal unit labour cost	9/ shanga from	58.8	67.6	67.9	67.2	:			99.9	99.9		
Seal unit labour cost % change from previous year 1.3 1.2 1.4 1.7 2.0	growth		2.7	-0.4	0.5	3.3	-0.1			0.6	3.2		
21.6 22.6 22.0	Real unit labour cost	% change from											
Noveluntary temporary as % of total employees 4.8 u 6.2 6.4 b 6.8 7.5 8.5 u 8.3 u 8.5	growth	previous year	1.3				-2.0						
sewly employed share of people in current job 12 months or less in total employment : 11.3 11.5 10.8 10.3 14.2 13.9 13.4 interisk-of-powerty rate of unemployed interpolyed in	Involuntary temporary	as % of total		21.0	22.0	22.0	ľ			10.4 p	10.4 p		
employment : 11.3 11.5 10.8 10.3 14.2 13.9 13.4 trick-of-poverty rate of unemployed : 40.6 46.4 46.7 : 46.1 46.9 e	employment newly employed	share of people in current job 12 months	4.8 u	6.2	6.4 b	6.8	7.5			8.5 u	8.3 u	8.5 u	
tt-risk-of-poverty rate f funemployed : 40.6 46.4 46.7 : 46.1 46.9 e : inemployed in memployment trap - tax ate on low wage arners : 80.0 80.2 80.1 : : : : : inequilibrium of the power of				11.3	11.5	10.8	10.3			14.2	13.9	13.4	
Section Sect	At-risk-of-poverty rate	e - / - · ·										1901	
ate on low wage arners : 80.0 80.2 80.1 : : : : : : : : : : : : : : : : : : :	of unemployed		:	40.6	46.4	46.7	-			46.1	46.9 e	:	
arners : 80.0 80.2 80.1 : : : : : : : : : : : : : : : : : : :	rate on low wage												
vork due to personal nd family esponsibilities	earners		:	80.0	80.2	80.1	:			:	:	:	
nd family esponisibilities by vacancy rate % change over the recent 3 years recent 3 years recondary or tertiary ducation error tentage of adult age 25-64 republished age 25-64 republished age 25-64 recentage of adult age 25-64 reducation participating reducation and training selection and training selection and training selection is 5.3 so 5.1 so 5.1 so 5.1 so 5.2 so 5.1 so 5.1 so 5.2 so 5.2 so 5.3 so 5.1 so 5.1 so 5.2 so 5.3 so 5.1 so 5.1 so 5.2 so 5.3 so 5.1 so 5.1 so 5.2 so 5.3 so 5.1 so 5.2 so 5.3 so 5.1 so 5.2 so 5.3 so 5.1 so 5.2 so 5.3 so 5.1 so 5.2 so 5.3 so 5.1 so 5.2 so 5.3 so 5.1 so 5.2 so 5.3 so 5.1 so 5.2 so 5.3 so 5.1 so 5.2 so 5.3 so 5.1 so 5.2 so 5.3 so 5.1 so 5.2 so 5.3 so 5.1 so 5.2 so 5.3 so 5.1 so 5.2 so 5.2 so 5.3 so 5.1 so 5.2 so 5.2 so 5.3 so 5.1 so 5.2 so 5.2 so 5.2 so 5.3 so 5.2 so 5.3 so 5.2 so 5.3 so 5.2 so 5.3 so 5.2 so 5.2 so 5.3 so 5.3 so 5.2 so 5.3 so 5.	inactivity and part-time work due to personal												
Sesponsibilities 1	and family												
recent 3 years age 25-64 age 25-64 application with upper econdary or tertiary ducation ercentage of adult age 25-64 oppulation participating education and training 1.7 and 1.0 age 25-64 oppulation participating education and training 1.7 and 1.0 age 25-64 oppulation participating education and training 1.7 and 1.0 age 25-64 oppulation and training 1.7 and 1.0 age 25-64 oppulation participating education and training 1.7 and 1.0 age 25-64 oppulation participating education and training 1.7 and 1.0 age 25-64 oppulation participating education and training 1.7 and 1.0 age 25-64 oppulation participating education and training 1.7 and 1.0 age 25-64 oppulation participating education and training 1.7 and 1.0 age 25-64 oppulation with upper econdary or tertiary education and training 1.7 and 1.0 age 25-64 oppulation with upper econdary or tertiary education and training 1.7 and 1.0 age 25-64 oppulation with upper econdary or tertiary education and training 1.7 and 1.0 age 25-64 oppulation education and training 1.7 and 1.0 age 25-64 oppulation education and training 1.7 and 1.0 age 25-64 oppulation education and training 1.7 and 1.0 age 25-64 oppulation education and training 1.7 and 1.0 age 25-64 oppulation education and training 1.7 and 1.0 age 25-64 oppulation education and training 1.7 and 1.0 age 25-64 oppulation education and 1.7 and 1.0 age 25-64 oppulation education education and 1.7 and 1.0 age 25-64 oppulation education responisibilities	0/ -1	:	5.3	5.0 b	5.3	5.1			5.1	5.1	5.2		
hare of adult age 25-64 opulation with upper econdary or tertiary ducation 86.1 91.9 92.3 92.5 92.8 73.4 74.2 75.2 ercentage of adult age 25-64 opulation participating education and training	Job vacancy rate		:	1.7	1.0	0.9	0.9			1.4	1.4	1.5	
econdary or tertiary ducation 86.1 91.9 92.3 92.5 92.8 73.4 74.2 75.2 ercentage of adult age 25-64 epulation participating education and training	Share of adult											-	
ducation 86.1 91.9 92.3 92.5 92.8 73.4 74.2 75.2 ercentage of adult age 25-64 opulation participating education and training education and training education population with upper													
ercentage of adult age 25-64 oppulation participating an education and training	education		86.1	91.9	92.3	92.5	92.8			73.4	74.2	75.2	
n education and training	percentage of adult	age 25-64											
	population participating												
			:	7.5	11.4 b	10.8	9.7			8.8	9.0	10.4	

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

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

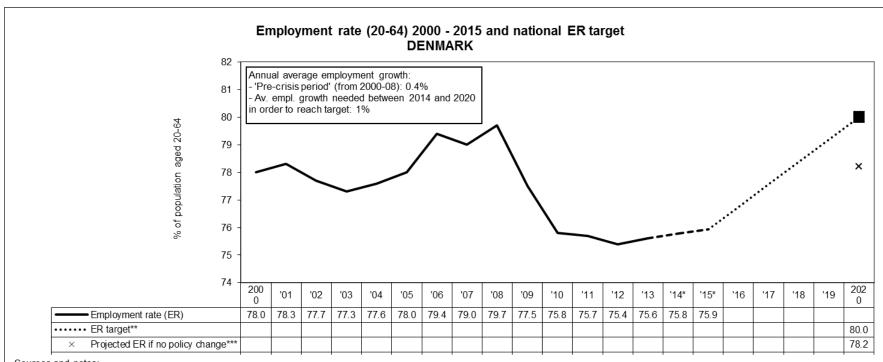
Additional note: the benchmark is normalised in the following way: average of highest 5=100, average of lowest 5=0. The interpretation of the benchmark is that it gives the relative distance to the highest 5 performers by subtracting that benchmark for a given country and indicator from the benchmark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

3. Key employment challenges Czech Republic

Employment Policy Area	Key Employment Challenges	Particularly good labour market outcome
Increase labour market participation	Employment rate of low-skilled is low.	Employment of non-EU nationals is high.
2. Enhancing labour market functioning; combating segmentation		
3. Active labour market policies	Insufficient performance of PES and relatively low participation in ALMPs.	
4. Adequate and employment oriented social security systems		The at-risk of poverty rate is low.
5. Work-life balance	Negative labour market impact of parenthood is high with very strong employment impact of motherhood.	
	Inactivity due to personal and family responsibilities for women is very high. The uptake of childcare is low.	
6. Job creation		
7. Gender equality	Gender employment gap is high. Gender pay gap is high.	
8. Improving skill supply and productivity; Lifelong learning		The share of well-educated adult population (adults and youth with at least upper secondary education) is high.
9. Improving education and training systems	Tertiary education attainment of 30-36 is below the EU average but strongly increases over recent years.	Low number of early leavers from education and training (18-24).
10. Wage setting mechanisms and labour cost developments		

DENMARK

1. Progress towards the national employment rate target



Sources and notes:

Employment rates 2000-2013: Eurostat, EU LFS;

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

^{**} National employment rate targets from National Reform Programme 2014;

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

2. Key indicators on labour market performance

Denmark

								2020		1		
Indicator	Unit	2000	2010	2011	2012	2013	Benchmark	national target	2011	2012 EU28-total	2013	2020 EU target
Overall employment rate	% of population aged	78.0	75.8	75.7	75.4	75.6		80.0	68.5	68.4	68.3	75.0
	% of pop. 18-24 with at most lower sec. educ. and not in						'	,				
Early leavers from	further education or											
education and training	training Completion of tertiary	11.7	11.0	9.6	9.1	8.0	Į.	ess than 10	13.4	12.7	11.9	less than 10
Tertiary educational attainment Overall employment	or equivalent education (30-34) % change from	32.1	41.2	41.2	43.0	43.4		at least 40	34.5	35.7	36.8	40.0
growth	previous year % of female	0.5	-2.5	-0.2	-0.3	0.3			0.2	-0.2		
Employment rate of women	population aged 20 - 64 % of male population	72.9	73.0	72.4	72.2	72.4	97.2		62.2	62.3	62.5	
Employment rate of men Employment rate of		82.9	78.6	79.0	78.6	78.7	84.6		74.9	74.5	74.2	
older workers	55 - 64 difference in the employment rate between men and women in percentage	55.7	58.4	59.5	60.8	61.7	90.8		47.3	48.8	50.1	
Employment gender gap Employment rate of		10.0	5.6	6.6	6.4	6.3			12.7	12.2	11.7	
young persons	20 - 29 % of population with at most lower	:	70.3	69.7	67.5	67.7	79.8		61.1	60.1	59.5	
Employment rate of low skilled persons	aged 20 - 64 % of population with	64.1	62.6	62.0	60.2	59.6	97.5		52.9	52.1	51.4	
Employment rate of non- EU nationals	non-EU citizenship aged 20 - 64	:	56.2	55.4	54.5	58.0			58.0	56.9	56.0	
Part-time employment Temporary employees Overall unemployment	% of total employment % of total employees	21.7 10.2	26.2 8.5	25.9 8.9	25.7 8.6	25.4 8.8			19.4 14.0	19.8 13.7		
rate Long-term	% of labour force	4.3	7.5	7.6	7.5	7.0			9.6	10.4	10.8	
unemployment Youth unemployment	% of labour force % of youth labour	0.9	1.5	1.8	2.1	1.8	98.1		4.2	4.7	5.1	
rate	force (15-24) % of population aged	6.7	14.0	14.2	14.1	13.1			21.4	22.9		
Youth NEET rate Labour productivity per	15-24 EU-27 = 100 (based on PPS per employed	4.7	6.0	6.3	6.6	6.0	99.3		12.9	13.1	13.0	
person employed	person)	111.6	113.0	111.6	111.9	:			99.8	99.9		
Labour productivity per hour worked Nominal unit labour cost	EU-27 = 100 (based on PPS per hour worked) % change from	129.1	131.7	128.7	128.5	:			99.9	99.9		
growth Real unit labour cost	previous year % change from	0.5	-0.5	0.0	1.5	1.2			0.6	3.2		
growth Gender pay gap	previous year	-2.4	-4.5 15.9	-0.7 16.3	-0.8 14.9	-0.2			-0.7 16.4 p	0.8 16.4 p		
Involuntary temporary employment	as % of total employees share of people in current job 12 months	4.2	4.0	4.1	4.4	4.5			8.5 u		8.5 u	
newly employed	or less in total employment	:	20.7	21.3	21.1	22.2			14.2	13.9	13.4	
At-risk-of-poverty rate of unemployed unemployment trap - tax		:	36.3	29.1	26.7	:			46.1	46.9 e	:	
rate on low wage earners		:	89.6	89.1	89.8	:			:	:	:	
inactivity and part-time work due to personal and family												
responisibilities	% change over the	:	0.9	0.8	0.8	0.8			5.1	5.1	5.2	
job vacancy rate Share of adult population with upper	recent 3 years	:	1.2	1.2	1.2	1.2			1.4	1.4	1.5	
secondary or tertiary education	age 25-64	78.5	75.6	76.9	77.9	78.3			73.4	74.2	75.2	
percentage of adult population participating in education and training	age 25-64	19.4 b	32.5	32.3	31.6	31.4			8.8	9.0	10.4	
			JJ	, ,,,,	51.0	J 21. 7			0.0	, ,,,,	_0	

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

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

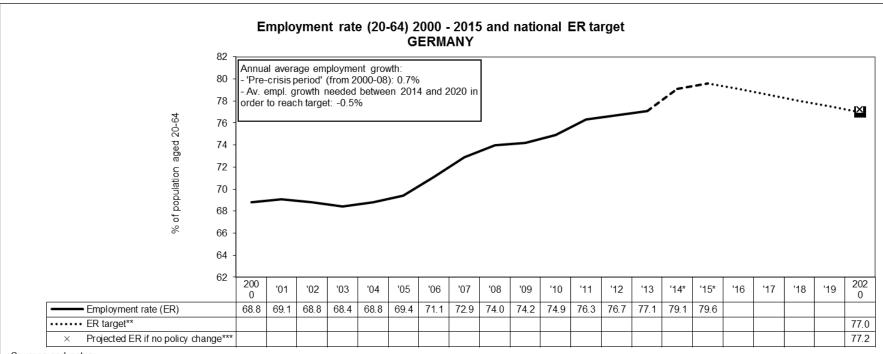
Additional note: the benchmark is normalised end in the following way: average of highest 5=100, average of lowest 5=0. The interpretation of the benchmark is that it gives the relative distance to the highest 5 performers by subtracting that benchmark for a given country and indicator from the benchmark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

3. Key employment challenges Denmark

	t challenges Denmark	IB (1 1 1 0 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1
Employment policy area	Key employment challenge	Particularly Good labour market outcomes
Increase labour market participation	Significant difference between the employment rate of EU and non-EU nationals, especially for women, but a moderate increase in the employment rate of non-EU-Nationals in the last year.	Relatively low rate of young NEETs (15-24) and high employment rate for older persons (55-59).
2. Enhancing labour market functioning; combating segmentation		Both share of long term unemployed in total unemployment, share of newly employed and share of temporary employees due to education/training (men) are significantly better than the EU average.
Active labour market policies		
4. Adequate and employment oriented social security systems	Unemployment trap and low-wage-trap (tax rate on low wage earners) as well is worse than EU average. Inactivity trap for second member of a couple (marginal effective tax rate on labour income for 2 nd member moving from social assistance to work) and low wage trap for 2nd earner income is worse than the EU-average, but both show some positive developments.	At risk of poverty for unemployed is significantly better than EU-average. Net replacement rate (12 months, for all family types) is significantly better than EU-average.
5. Work-life balance		Childcare (0 to school age) above 30 hours is significantly above EU average. Rate of inactivity and part/time work due to family responsibility is significantly better than EU-average.
6. Job creation		
7. Gender equality		Female rate of inactivity and part/time work due to family responsibilities is significantly better than EU-average.
8. Improving skill supply and productivity; Lifelong learning	Youth attainment level (20-24) is worse than EU average.	Both public spending (% GDP) on human resources, the number of tertiary graduates (20-29), share of participants in lifelong learning (25-64) and share of inactive in education or training are significantly better than EU-average.
9. Improving education and training systems		
10. Wage setting mechanisms and labour cost developments		

GERMANY

1. Progress towards the national employment rate target



Sources and notes:

Employment rates 2000-2013: Eurostat, EU LFS;

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

^{**} National employment rate targets from National Reform Programme 2014;

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

2. Key indicators on labour market performance

Germany

Germany						1	1	2020		I I		1
							Benchmark	national	2011	2012	2013	2020 EU
Indicator Overall employment	Unit % of population aged	2000	2010	2011	2012	2013		target		EU28-total		target
rate	20 - 64	68.8	74.9	76.3	76.7	77.1		77.0	68.5	68.4	68.3	75.0
Early leavers from	% of pop. 18-24 with	00.0	74.5	70.5	70.7	//.1		77.0	00.5	08.4	00.5	75.0
education and training	at most lower sec.											
	educ. and not in											
	further education or											
	training	14.6	11.9	11.7	10.6	9.9		less than 10	13.4	12.7	11.9	less than 10
Tertiary educational attainment	Completion of tertiary or equivalent											
attainment	education (30-34)	25.7	29.8	30.7	32.0	33.1		42.0	34.5	35.7	36.8	40.0
Overall employment	% change from											
growth	previous year	1.7	0.5	1.4	1.1	0.6			0.2	-0.2		
Employment rate of	% of female											
women	population aged 20 -											
	64	60.9	69.6	71.1	71.5	72.3	96.7		62.2	62.3	62.5	
Employment rate of	% of male population	76.5	00.4	04.4	04.0	04.0	402.0		74.0	74.5	74.2	
men Employment rate of	aged 20 - 64 % of population aged	76.5	80.1	81.4	81.8	81.9	103.0		74.9	74.5	74.2	
older workers	55 - 64	37.6	57.7	59.9	61.5	63.5	97.2		47.3	48.8	50.1	
Employment gender gap		37.0	37.7	33.3	01.5	05.5	37.2		47.3	40.0	30.1	
	employment rate											
	between men and											
	women in percentage											
	points	15.6	10.5	10.3	10.3	9.6			12.7	12.2	11.7	
Employment rate of	% of population aged		_	_	_						_	
young persons	20 - 29	:	69.5	71.3 b	70.9 b	71.1	90.7		61.1	60.1	59.5	
Employment rate of low												
skilled persons	at most lower secondary education											
	aged 20 - 64	52.7	56.0	57.3	57.7	58.2	91.8		52.9	52.1	51.4	
Employment rate of non-		32.7	50.0	37.3	37.7	30.2	31.0		32.3	32.1	51.1	
EU nationals	non-EU citizenship											
	aged 20 - 64	:	55.6	57.8	58.9	58.5			58.0	56.9	56.0	
Part-time employment	% of total											
	employment	19.4	26.1	26.5	26.5	27.1			19.4	19.8		
Temporary employees	% of total employees	12.8	14.7	14.8	13.9	13.5			14.0	13.7		
Overall unemployment	% of labour force		7.4	F 0		F 2			0.6	10.4	40.0	
rate Long-term	% of labour force	8.0	7.1	5.9	5.5	5.3			9.6	10.4	10.8	
unemployment	% of labour force	4.1	3.4	2.8	2.5	2.4	92.6		4.2	4.7	5.1	
Youth unemployment	% of youth labour		3.1	2.0	2.3		32.0				3.1	
rate	force (15-24)	8.5	9.9	8.6	8.1	7.9			21.4	22.9		
Youth NEET rate	% of population aged											
	15-24	7.7	8.3	7.5	7.1	6.3	97.2		12.9	13.1	13.0	
Labour productivity per												
person employed	on PPS per employed	407.5	4000	4000								
Labour productivity por	person)	107.6	106.9	108.3	106.9	ļ:			99.8	99.9		
Labour productivity per hour worked	EU-27 = 100 (based on PPS per hour											
nour worked	worked)	124.3	125.7	127.3	126.0				99.9	99.9		
Nominal unit labour cost		12-1.5	123.7	127.3	120.0	[33.3	33.3		
growth	previous year	0.5	-1.1	1.0	3.1	2.1			0.6	3.2		
Real unit labour cost	% change from											
growth	previous year	1.2	-2.1	-0.2	1.6	-0.1			-0.7	0.8		
Gender pay gap		:	22.3	22.2 p	22.4 p	:			16.4 p	16.4 p	:	
Involuntary temporary	as % of total											
employment	employees	2.1 u	3.5 u	3.7 u	3.1 u	2.9 u			8.5 u	8.3 u	8.5 u	
newly employed	share of people in current job 12 months											
	or less in total											
	employment		15.1	15.6	15.2	14.5			14.2	13.9	13.4	
At-risk-of-poverty rate			-5.1	_5.0	-5.2						_5	
of unemployed		:	70.3	67.8	69.3	:			46.1	46.9 e	:	
unemployment trap -												
tax rate on low wage												
earners		:	72.9	73.3	73.3	:			:	:	:	
inactivity and part-time												
work due to personal												
and family		[.	6.1	F 0	6.0 b	6.3			F 4	F 4	5.2	
responisibilities job vacancy rate	% change over the	·	6.1	5.8	6.U B	6.3			5.1	5.1	5.2	
Jos vacancy rate	recent 3 years	<u> </u>	2.5	2.3	2.5	2.6			1.4	1.4	1.5	
Share of adult	age 25-64	<u> </u>	2.5	2.3	2.3	2.0			1.7	1.4	1.5	
population with upper	<u>.</u>											
secondary or tertiary												
education		81.3	85.8	86.3	86.3	86.3			73.4	74.2	75.2	
percentage of adult	age 25-64											
population participating												
in education and training				= 0	= 0						40.	
		5.2	7.7	7.8	7.9	7.8			8.8	9.0	10.4	

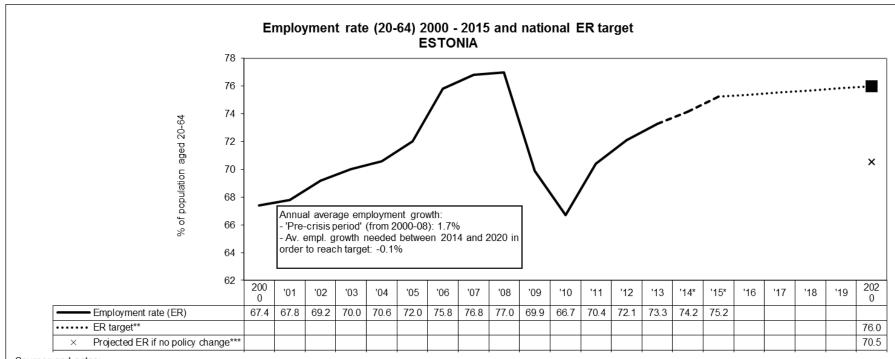
Source: Eurostat database (labour market statistics, national accounts), National Reform Programmes
Notes: b - break in series, p - provisional, c - confidential, e - estimated, n - not siginificant, f - forecast, s - Eurostat estimate, z - not applicable, u - unreliable, ":" - not available
Note: Completion of tertiary or equivalent education (30-34): The respective figure for Germany in 2013, including post-secondary qualifications at ISCED level 4, amounted to 44.5% (national data sources)
Additional note: the benchmark is normalised in the following way: average of highest 5=100, average of lowest 5=0. The interpretation of the benchmark is that it gives the relative distance to the highest 5 performers by subtracting that benchmark for a given country and indicator from the benchmark of the highest 5 performers, thus a 100. Nmbers in bold: the country is among the 5 highest performers for this indicator. The numbers in italic: the country is among the lowest 5 performers.

3. Key employment challenges Germany

3. Key employment challenges Germany		
Employment policy area	Key employment challenge	Particularly good labour market outcome
Increase labour market participation		Employment is high in particular for men, older men and non-EU nationals.
		Unemployment ratio for young and NEET rates are at low levels.
2. Enhancing labour market functioning; combating segmentation		
Active labour market policies	Activation of LTU is stagnating.	
4. Adequate and employment oriented social security systems	High at risk of poverty especially for unemployed; replacement rates after 6 months unemployment being low. High tax wedge in particular on low-wage and 2 nd	
5. Work-life balance	income earners. Inactivity and part-time work due to lack of childcare is higher than the EU-average in particular for women, but showing some positive developments. Negative employment impact of parenthood.	
6. Job creation		Employment growth above the EU with high number of vacancies.
7. Gender equality	The gender pay gap is persistent and among the highest in the EU.	
8. Improving skill supply and productivity; Lifelong learning	Skills mismatch for high-skilled workers.	
9. Improving education and training systems	Despite better results in PISA 2012 partly lower education attainments of people with social economic disadvantage or migrant background persists.	ESL rate decreased to below the national target of 10%.
	Despite above average expenditure for all levels of education combined, below average expenditure in primary education.	
10. Wage setting mechanisms and labour cost developments		

ESTONIA

1. Progress towards the national employment rate target



Sources and notes:

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

^{**} National employment rate targets from National Reform Programme 2014;

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

Estonia

EStoriia				1		1	1	2020		1		1
							Benchmark	national	2011	2012	2013	2020 EU
Indicator Overall employment rate	Unit	2000	2010	2011	2012	2013		target		EU28-total		target
Overall employment rate	20 - 64	67.4	66.7	70.4	72.1	73.3 b		76.0	68.5	68.4	68.3	75.0
Early leavers from	% of pop. 18-24 with											
education and training	at most lower sec.											
	educ. and not in further education or											
	training	15.1	11.6	10.9	10.5	9.7		9.5	13.4	12.7	11.9	less than 10
Tertiary educational	Completion of tertiary											
attainment	or equivalent	2001	40.0	40.0	20.4	40.7		40.0	24.5	25.7	25.0	40.0
Overall employment	education (30-34) % change from	30.8 b	40.0	40.3	39.1	43.7		40.0	34.5	35.7	36.8	40.0
growth	previous year	-1.5	-4.8	7.0	2.1	1.9			0.2	-0.2		
Employment rate of	% of female											
women	population aged 20 -											
Employment rate of men	64 % of male population	62.9	65.7	67.6	69.3	70.1 b	87.5		62.2	62.3	62.5	
Linployment rate of men	aged 20 - 64	72.4	67.7	73.5	75.2	76.7 b	73.2		74.9	74.5	74.2	
Employment rate of	% of population aged											
older workers	55 - 64	46.3	53.8	57.2	60.6	62.6 b	94.0		47.3	48.8	50.1	
Employment gender gap												
	employment rate between men and											
	women in percentage											
	points	9.5	2.0	5.9	5.9	6.6 b			12.7	12.2	11.7	
Employment rate of	% of population aged			61.0	62.2	62.0.			· · ·		F0 -	
young persons Employment rate of low	20 - 29 % of population with	:	56.5	61.9	62.3	62.9 b	64.5		61.1	60.1	59.5	
skilled persons	at most lower											
	secondary education											
	aged 20 - 64	41.9	44.1	48.3	49.6	56.9 b	86.6		52.9	52.1	51.4	
Employment rate of non- EU nationals	% of population with non-EU citizenship											
EU Hationais	aged 20 - 64	:	57.7	63.8	63.9	67.0 b			58.0	56.9	56.0	
Part-time employment	% of total employment											
		6.8	11.0	10.6	10.4	10.2 b			19.4	19.8		
Temporary employees	% of total employees	2.3	3.7	4.5	3.5	3.5 b			14.0	13.7		
Overall unemployment rate	% of labour force	13.6	16.7	12.3	10.0	8.6			9.6	10.4	10.8	
Long-term	% of labour force	15.0	10.7	12.5	10.0	0.0			3.0	10.1	10.0	
unemployment		6.2	7.6	7.0	5.4	3.8	79.6		4.2	4.7	5.1	
Youth unemployment	% of youth labour	22.5	22.0	22.2	20.0	4071				22.0		
rate Youth NEET rate	force (15-24) % of population aged	23.5	32.9	22.3	20.9	18.7 b			21.4	22.9		
TOUGHTNEETTUIC	15-24	14.5	14.5	11.8	12.5	11.3	62.6		12.9	13.1	13.0	
Labour productivity per	EU-27 = 100 (based on											
person employed	PPS per employed											
Labour productivity por	person)	47.4	69.0	69.8	69.9	:			99.8	99.9		
Labour productivity per hour worked	EU-27 = 100 (based on PPS per hour worked)											
	, , , , , , , , , , , , , , , , , , , ,	40.5	60.6	60.0	60.7	:			99.9	99.9		
Nominal unit labour cost												
growth Real unit labour cost	previous year	2.9	-5.0	-1.8	4.2	:			0.6	3.2		
growth	% change from previous year	-1.8	-5.3	-4.7	0.9				-0.7	0.8		
Gender pay gap	previous year	:	27.7	27.3	30.0	:			16.4 p		:	
Involuntary temporary	as % of total											
employment	employees	1.7 u	1.6 u	1.6 u	1.5 u	1.2 b			8.5 u	8.3 u	8.5 u	
newly employed	share of people in current job 12 months											
	or less in total											
	employment	:	16.1	18.8	18.1	16.4			14.2	13.9	13.4	
At-risk-of-poverty rate												
of unemployed		:	46.7	52.1	55.6	:			46.1	46.9 e	:	
unemployment trap - tax rate on low wage												
earners		:	62.7	63.5	64.3	:			:	:	:	
inactivity and part-time												
work due to personal												
and family responisibilities			4.2	4.0	4.7	4.5 b			5.1	5.1	5.2	
job vacancy rate	% change over the		4.2	4.0	4.7	4.5 0			3.1	3.1	3.2	
,	recent 3 years	:	1.5	1.1	1.3	1.4			1.4	1.4	1.5	
Share of adult	age 25-64											
population with upper												
secondary or tertiary education		86.1 b	89.2	88.9	89.8	90.6			73.4	74.2	75.2	
percentage of adult	age 25-64	60.1 D	09.2	30.9	0.50	90.0			/3.4	74.2	/3.2	
population participating												
in education and training												
		6.5 b	10.9	12.0	12.9	12.6			8.8	9.0	10.4	

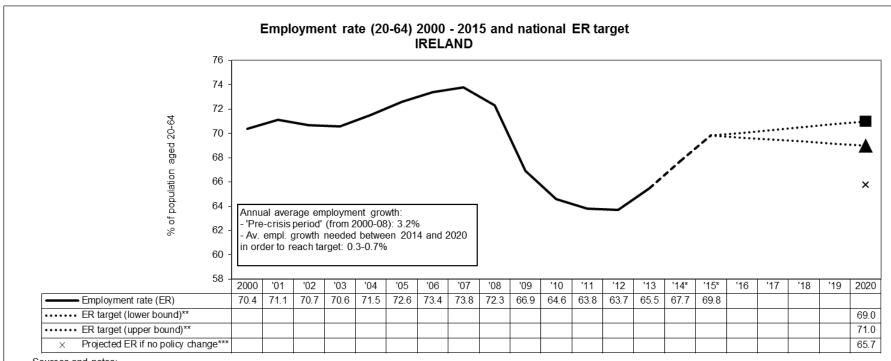
Source: Eurostat database (labour market statistics, national accounts), National Reform Programmes
Notes: b - break in series, p - provisional, c - confidental, e - estimated, n - not siginifcant, f - forecast, s - Eurostat estimate, z - not applicable, u - unreliable, ":" - not available
Additional note: the benchmark is normalised in the following way: average of highest 5=100, average of lowest 5=0. The interpretation of the benchmark is that it gives the relative distance to the highest 5 performers by subtracting that benchmark for a given country and indicator from the benchmark of the highest 5 performers, thus a 100. Nmbers in bold: the country is among the 5 highest performers for this indicator. The numbers in italic: the country is among the lowest 5 performers

3. Key employment challenges Estonia

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

IRELAND

1. Progress towards the national employment rate target



Sources and notes:

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

^{**} National employment rate targets from National Reform Programme 2014;

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

Ireland

Ireianu								2020				
Indicator	Unit	2000	2010	2011	2012	2013	Benchmark	national	2011	2012 EU28-total	2013	2020 EU target
Overall employment rate		2000	2010	2011	2012	2013		target		LUZO-IUIAI		target
	20 - 64	70.4	64.6	63.8	63.7	65.5		69-71	68.5	68.4	68.3	75.0
Early leavers from	% of pop. 18-24 with											
education and training	at most lower sec. educ. and not in											
	further education or											
	training	:	11.5	10.8	9.7	8.4		8.0	13.4	12.7	11.9	less than 10
Tertiary educational	Completion of tertiary											
attainment	or equivalent education (30-34)	27.5	50.1	49.7	51.1	52.6		60.0	34.5	35.7	36.8	40.0
Overall employment	% change from	27.5	50.1	13.7	51.1	32.0		00.0	3 1.3	33.7	30.0	10.0
growth	previous year	4.5	-4.1	-1.8	-0.6	2.4			0.2	-0.2		
Employment rate of	% of female population aged 20 -											
women	64	57.9	60.2	59.4	59.4	60.3	46.6		62.2	62.3	62.5	
Employment rate of men												
	aged 20 - 64	82.8	69.1	68.2	68.1	70.9	39.9		74.9	74.5	74.2	
Employment rate of	% of population aged	45.3	50.2	50.0	40.2	54.3	F4.1		47.2	40.0	FO 4	
older workers Employment gender gap	55 - 64 difference in the	45.3	50.2	50.0	49.3	51.3	54.1		47.3	48.8	50.1	
	employment rate											
	between men and											
	women in percentage	24.0	0.0	0.0	0.7	10.6			12.7	12.2	11.7	
Employment rate of	points % of population aged	24.9	8.9	8.8	8.7	10.6			12.7	12.2	11./	
young persons	20 - 29	:	60.2	58.0	58.0	59.7	54.3		61.1	60.1	59.5	
Employment rate of low												
skilled persons	at most lower secondary education											
	aged 20 - 64	56.4	46.7	44.7	43.0	46.2	43.2		52.9	52.1	51.4	
Employment rate of non-												
EU nationals	non-EU citizenship											
Part-time employment	aged 20 - 64	:	56.5	57.8	54.9	54.4			58.0	56.9	56.0	
Part-time employment	% of total employment	16.7	22.6	23.5	23.9	24.0			19.4	19.8		
Temporary employees	% of total employees	5.3	9.6	10.2	10.1	10.0			14.0	13.7		
Overall unemployment	% of labour force											
rate	% of labour force	4.2	13.9	14.7	14.7	13.1			9.6	10.4	10.8	
Long-term unemployment	% or labour force	1.6	6.8	8.7	9.1	7.9	41.4		4.2	4.7	5.1	
Youth unemployment	% of youth labour											
rate	force (15-24)	6.5	27.6	29.1	30.4	26.8			21.4	22.9		
Youth NEET rate	% of population aged 15-24		19.2	18.8	18.7	16.1	29.4		12.9	13.1	13.0	
Labour productivity per			19.2	10.0	10.7	10.1	29.4		12.9	15.1	15.0	
person employed	PPS per employed											
	person)	129.7	137.6	141.0	141.6	:			99.8	99.9		
Labour productivity per hour worked	EU-27 = 100 (based on PPS per hour worked)											
llour worked	PP3 per flour workeu)	113.9	126.0	129.2	128.8	:			99.9	99.9		
Nominal unit labour cost	% change from											
growth	previous year	1.7	-6.7	-4.0	0.0	:			0.6	3.2		
Real unit labour cost growth	% change from previous year	-3.4	-5.3	-4.6	-0.6				-0.7	0.8		
Gender pay gap	previous year	: -3.4	13.9	11.7 p	14.4 p	:			16.4 p		:	
Involuntary temporary	as % of total				·		'		·			
employment	employees	1.8 u	6.0 u	6.8 u	6.8 u	6.5 t	1		8.5 u	8.3 u	8.5 u	
newly employed	share of people in current job 12 months											
	or less in total											
	employment	:	11.5	12.9	13.6	14.2			14.2	13.9	13.4	
At-risk-of-poverty rate			27.0	31.0								
of unemployed unemployment trap - tax		-	27.9	31.8	:	:			46.1	46.9 e	:	
rate on low wage												
earners		:	78.2	75.9	74.1	:			:	:	:	
inactivity and part-time work due to personal												
and family												
responisibilities		:	2.4	2.4	4.9 b	6.1			5.1	5.1	5.2	
job vacancy rate	% change over the											
Share of adult	recent 3 years	-	0.4	0.5	0.6	0.7			1.4	1.4	1.5	
Share of adult population with upper	age 25-64											
secondary or tertiary												
education		57.6	72.8	73.6	74.6	76.7			73.4	74.2	75.2	
percentage of adult	age 25-64											
population participating in education and training												
caucation and trailing		:	6.8	6.8	7.1	7.3			8.8	9.0	10.4	

: 6.8 6.8 7.1 7.3 8.8 9.0 10.4

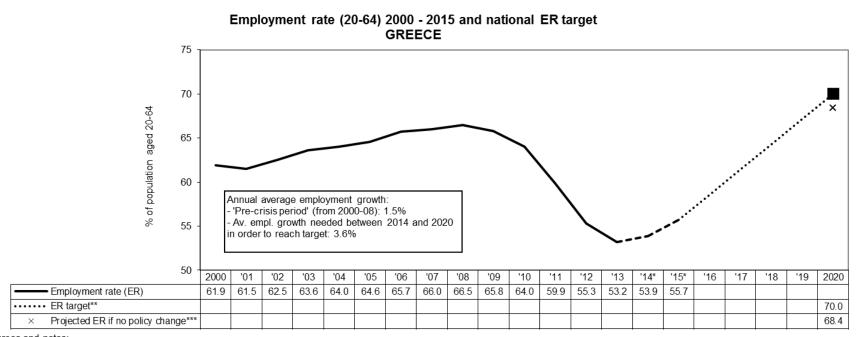
Source: Eurostat database (labour market statistics, national accounts), National Reform Programmes
Notes: b - break in series, p - provisional, c - confidential, e - estimated, n - not significant, f - forecast, s - Eurostat estimate, z - not applicable, u - unreliable, "" - not available
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3.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

3. Key employment challenges Ireland											
Employment policy area	Key employment challenge	Particularly good labour market outcomes									
Increase labour market participation	Employment for both men and women is below the EU average but showing improvement.										
	Youth unemployment (15-24) and NEET rates above EU average but showing improvement.										
2. Enhancing labour market functioning; combating segmentation											
3. Active labour market policies	Long-term unemployment is high. Participation in activation measures is low.										
Adequate and employment oriented social security systems	Disincentives to work for certain categories of population.	Below EU average at-risk of poverty rate for Unemployed.									
5. Work-life balance	Uptake of Childcare decreasing. Inactivity due to personal and family responsibilities is higher than EU average.										
6. Job creation											
7. Gender equality											
8. Improving skill supply and productivity; Lifelong learning	Lifelong learning participation significantly below EU average.	Completion of tertiary education (25-64) significantly above EU average.									
9. Improving education and training systems	Participation in VET below EU average.	Population with tertiary educational attainment is the highest in EU. Below EU average and									
		decreasing ESL rate.									
10. Wage setting mechanisms and labour cost developments		Alignment of unit labour cost to productivity developments in recent years.									

GREECE

1. Progress towards the national employment rate target



Sources and notes:

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

^{**} National employment rate targets from National Reform Programme 2014;

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

Greece

Greece				I			1	2020				
							Benchmark	national	2011	2012	2013	2020 EU
Indicator Overall employment rate	Unit	2000	2010	2011	2012	2013		target		EU28-total		target
Overall employment rate	% of population aged 20 - 64	61.9	64.0	59.9	55.3	53.2		70.0	68.5	68.4	68.3	75.0
Early leavers from	% of pop. 18-24 with	01.3	0 1.0	33.3	33.3	33.2		70.0	00.5	00.1	00.5	75.0
education and training	at most lower sec.											
	educ. and not in											
	further education or	40.0	40.7	42.4		404				40.7	44.0	
Tertiary educational	training Completion of tertiary	18.2	13.7	13.1	11.4	10.1		9.7	13.4	12.7	11.9	less than 10
attainment	or equivalent											
	education (30-34)	25.4	28.4	28.9	30.9	34.6		32.0	34.5	35.7	36.8	40.0
Overall employment	% change from											
growth	previous year	0.5	-2.6	-5.6	-8.3	-4.1			0.2	-0.2		
Employment rate of women	% of female population aged 20 -											
women	64	45.5	51.7	48.6	45.2	43.3	-24.5		62.2	62.3	62.5	
Employment rate of men												
	aged 20 - 64	78.8	76.2	71.1	65.3	62.9	-6.0		74.9	74.5	74.2	
Employment rate of	% of population aged											
older workers	55 - 64	39.0	42.3	39.4	36.4	35.6	-1.4		47.3	48.8	50.1	
Employment gender gap	employment rate											
	between men and											
	women in percentage											
	points	33.3	24.5	22.5	20.1	19.6			12.7	12.2	11.7	
Employment rate of	% of population aged								<u></u>			
young persons Employment rate of low	20 - 29 % of population with	:	54.0	46.9	40.6	37.0	-18.0		61.1	60.1	59.5	
skilled persons	at most lower											
	secondary education											
	aged 20 - 64	57.0	57.9	53.6	48.2	46.1	42.8		52.9	52.1	51.4	
Employment rate of non-												
EU nationals	non-EU citizenship		50.4	62.0	50.0	40.7			50.0	55.0		
Part-time employment	aged 20 - 64 % of total employment	:	69.1	62.8	52.2	49.7			58.0	56.9	56.0	
Tare time employment	70 Or total employment	4.6	6.3	6.7	7.7	8.3			19.4	19.8		
Temporary employees	% of total employees	13.8	12.4	11.6	10.0	10.0			14.0	13.7		
Overall unemployment	% of labour force											
rate		11.2	12.6	17.7	24.3	27.3			9.6	10.4	10.8	
Long-term	% of labour force	6.2	5.7	8.8	14.4	18.4	-56.1		4.2	4.7	5.1	
unemployment Youth unemployment	% of youth labour	0.2	5.7	0.0	14.4	10.4	-50.1		4.2	4.7	5.1	
rate	force (15-24)	29.2	32.9	44.4	55.3	58.3			21.4	22.9		
Youth NEET rate	% of population aged											
	15-24	16.9	14.9	17.4	20.3	20.6	-1.8		12.9	13.1	13.0	
Labour productivity per	EU-27 = 100 (based on											
person employed	PPS per employed person)	94.6	92.8 p	89.7 p	91.6 p				99.8	99.9		
Labour productivity per	EU-27 = 100 (based on		, p			-						
hour worked	PPS per hour worked)											
		75.7	76.0 p	72.7 p	73.9 p	:			99.9	99.9		
Nominal unit labour cost				4.0						2.2		
growth Real unit labour cost	previous year % change from	:	-0.1	-1.8	-5.1	-6.8			0.6	3.2		
growth	previous year	:	-1.3	-2.9	-4.8	-4.9			-0.7	0.8		
Gender pay gap	, ,	:	15.0	:	:	:			16.4 p		:	
Involuntary temporary	as % of total											
employment	employees	11.6 u	10.5 u	10.0 u	8.6 u	8.8 u			8.5 u	8.3 u	8.5 u	
newly employed	share of people in current job 12 months											
	or less in total											
	employment	:	8.5	7.4	7.0	8.4			14.2	13.9	13.4	
At-risk-of-poverty rate												
of unemployed		:	38.5	44.0	45.8	:			46.1	46.9 e	:	
unemployment trap - tax												
rate on low wage earners		:	51.4	57.8	51.6	:			:	[.	:	
inactivity and part-time												
work due to personal												
and family												
responisibilities	9/ shanga a:+	:	1.8	1.8	1.8	1.7			5.1	5.1	5.2	
job vacancy rate	% change over the recent 3 years		1.4	1.3	0.9	0.8			1.4	1.4	1.5	
Share of adult	age 25-64		1.4	1.3	0.3	0.6			1.4	1.4	1.5	
population with upper	J											
secondary or tertiary												
education		51.6	62.5	64.5	65.7	67.2			73.4	74.2	75.2	
percentage of adult	age 25-64											
population participating in education and training												
20000000 und trailling		1.0	3.0	2.4	2.9	2.9			8.8	9.0	10.4	

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

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

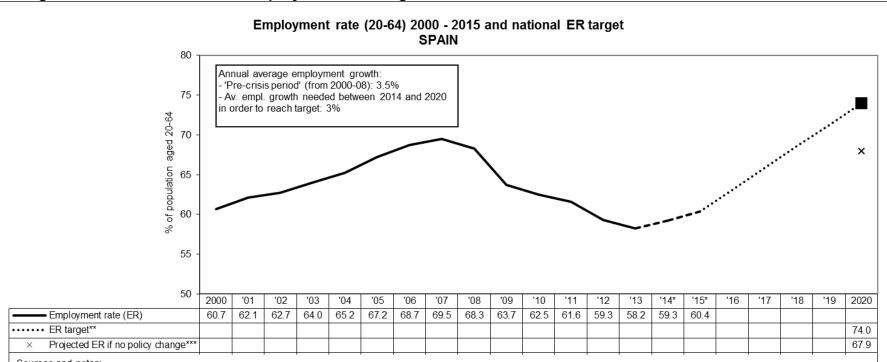
Additional note: the benchmark is normalised in the following way: average of highest 5=100, average of lowest 5=0. The interpretation of the benchmark is that it gives the relative distance to the highest 5 performers by subtracting that benchmark for a given country and indicator from the benchmark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

3. Key employment challenges Greece

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

SPAIN

1. Progress towards the national employment rate target



Sources and notes:

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

^{**} National employment rate targets from National Reform Programme 2014;

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

Spain

Spain	1					I		2020		ı		
Indicator	Unit	2000	2010	2011	2012	2013	Benchmark	national	2011	2012 EU28-total	2013	2020 EU target
Overall employment rate		2000	2010	2011	2012	2013		target		LUZO-LUIAI		target
	20 - 64	60.7	62.5	61.6	59.3	58.2		74.0	68.5	68.4	68.3	75.0
Early leavers from	% of pop. 18-24 with											
education and training	at most lower sec. educ. and not in											
	further education or											
	training	29.1	28.4	26.5	24.9	23.5		15.0	13.4	12.7	11.9	less than 10
Tertiary educational	Completion of tertiary											
attainment	or equivalent	29.2	40.6	40.6	40.1	40.7		44.0	24.5	35.7	36.8	40.0
Overall employment	education (30-34) % change from	29.2	40.6	40.6	40.1	40.7		44.0	34.5	33.7	30.8	40.0
growth	previous year	5.1	-2.2	-1.9	-4.2	-3.0			0.2	-0.2		
Employment rate of	% of female											
women	population aged 20 -						46.5		62.2	62.2	62.5	
Employment rate of men	64 % of male population	44.5	55.8	55.5	54.0	53.1	16.5		62.2	62.3	62.5	
Employment rate of men	aged 20 - 64	76.9	69.1	67.6	64.5	63.3	-3.7		74.9	74.5	74.2	
Employment rate of	% of population aged											
older workers	55 - 64	37.0	43.6	44.5	43.9	43.4	26.1		47.3	48.8	50.1	
Employment gender gap	employment rate between men and											
	women in percentage	22.4	12.2	12.1	10.5	10.2			12.7	12.2	11 7	
Employment rate of	points % of population aged	32.4	13.3	12.1	10.5	10.2			12.7	12.2	11.7	
young persons	20 - 29	:	54.3	51.2	46.3	44.0	4.3		61.1	60.1	59.5	
Employment rate of low skilled persons	% of population with at most lower secondary education											
	aged 20 - 64	54.8	52.3	51.4	48.2	47.0	46.5		52.9	52.1	51.4	
Employment rate of non-										-		
EU nationals	non-EU citizenship											
Dart time employment	aged 20 - 64	:	59.1	56.2	52.2	49.7			58.0	56.9	56.0	
Part-time employment	% of total employment	8.1	13.2	13.8	14.7	16.0			19.4	19.8		
Temporary employees	% of total employees	32.4	25.0	25.4	23.7	23.4			14.0	13.7		
Overall unemployment	% of labour force											
rate		11.7	20.1	21.7	25.0	26.4			9.6	10.4	10.8	
Long-term unemployment	% of labour force	4.9	7.3	9.0	11.1	13.1	-6.9		4.2	4.7	5.1	
Youth unemployment	% of youth labour	4.5	7.5	3.0	11.1	13.1	0.5		7.2	4.7	5.1	
rate	force (15-24)	25.3	41.6	46.4	53.2	55.7			21.4	22.9		
Youth NEET rate	% of population aged											
	15-24	12.1	18.0	18.5	18.8	18.6	12.0		12.9	13.1	13.0	
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed											
person employed	person)	104.7	106.5	106.0	109.5	:			99.8	99.9		
Labour productivity per						-						
hour worked	PPS per hour worked)											
	o/ 1	102.7	105.0	104.2	107.9	:			99.9	99.9		
Nominal unit labour cost growth	% cnange from previous year		-1.8	-1.0	-3.0				0.6	3.2		
Real unit labour cost	% change from		1.0	1.0	3.0				0.0	5.2		
growth	previous year	:	-1.8	-1.0	-3.0	-2.3			-0.7	0.8		
Gender pay gap		:	16.2	17.8	17.8 p	:			16.4 p	16.4 p	:	
Involuntary temporary employment	as % of total	30.3 u	22.9	23.2	21.8	21.5			8.5 u	8.3 u	8.5 u	
newly employed	employees share of people in	30.3 u	22.9	23.2	21.0	21.5			6.5 u	6.5 u	6.5 u	
,,,	current job 12 months											
	or less in total											
At while of the	employment	:	16.5	16.2	15.2	15.2			14.2	13.9	13.4	
At-risk-of-poverty rate of unemployed		.	40.4	41.8	46.0] .			46.1	46.9 e		
unemployment trap - tax			40.4	41.0	40.0	•			40.1	40.5 €	•	
rate on low wage												
earners		:	82.6	82.7	82.8	:			:	:	:	
inactivity and part-time												
work due to personal and family												
responisibilities		 -	3.5	3.2	2.7	3.0			5.1	5.1	5.2	
job vacancy rate	% change over the									*		
	recent 3 years	:	0.8	1.0	1.0	0.8			1.4	1.4	1.5	
Share of adult	age 25-64											
population with upper												
secondary or tertiary education		38.6	52.6	53.8	54.4	55.2			73.4	74.2	75.2	
percentage of adult	age 25-64	50.0	32.0	33.0	34.4	33.2			. 3.4	, 4.2		
population participating	_											
in education and training												
		4.5 b	10.8	10.8	10.7	10.9			8.8	9.0	10.4	

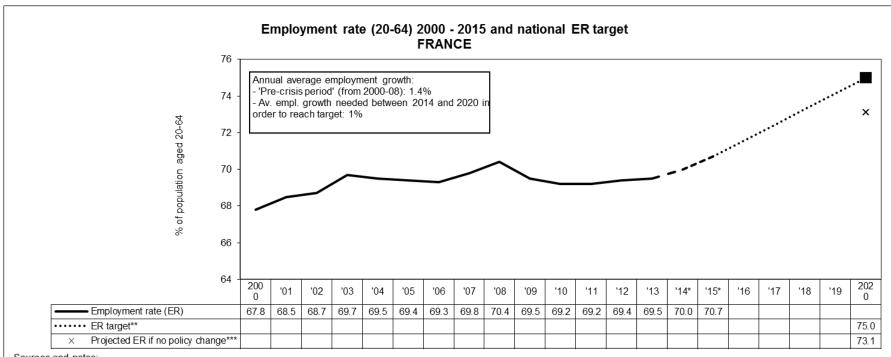
Source: Eurostat database (labour market statistics, national accounts), National Reform Programmes
Notes: b - break in series, p - provisional, c - confidental, e - estimated, n - not significant, f - forecast, s - Eurostat estimate, z - not applicable, u - unreliable, "." - not available
Additional note: the benchmark is normalised in the following way: average of highest 5 = 100, average of lowest 5=0. The interpretation of the benchmark is that it gives the relative distance to the highest 5 performers by subtracting that benchmark for a given country and indicator from the benchmark of the highest 5 performers, thus a 100. Nmbers in bold: the country is among the 5 highest performers for this indicator. The numbers in italic: the country is among the lowest 5 performers

3. Key employment challenges Spain

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

FRANCE

1. Progress towards the national employment rate target



Sources and notes:

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

^{**} National employment rate targets from National Reform Programme 2014;

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

France

Ministator	68.4 12.7 35.7 -0.2 62.3 74.5 48.8	68.3 11.9 36.8 62.5 74.2 50.1	
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women population aged 20 - 64	74.5 48.8	74.2	
64	74.5 48.8	74.2	
Employment rate of men % of male population aged 20 - 64	74.5 48.8	74.2	
## Remployment rate of some population aged 20 - 64	48.8		
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Employment rate between men and women in percentage points	12.2		
between men and women in percentage points 15.3 9.0 9.3 8.7 8.2 b 12.7	12.2		
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Employment rate of young persons 20 - 29 : 62.9 62.3 61.0 61.0 b 58.5 61.1 Employment rate of low skilled persons with at most lower secondary education aged 20 - 64 55.3 54.7 55.0 54.7 53.6 b 73.2 52.9 Employment rate of non- gued 20 - 64 55.3 54.7 55.0 54.7 53.6 b 73.2 52.9 Employment rate of non- EU citizenship aged 20 - 64 : 47.9 47.1 47.9 48.6 b 58.0 Part-time employment % of total employment % of total employment % of flabour force rate Long-term % of jabour force unemployment % of youth labour rate force (15-24) 20.6 22.9 22.1 23.9 23.9 b 21.4 Youth NEET rate % of population aged 15-24 10.2 12.4 12.0 12.2 11.2 b 63.3 12.9 Labour productivity per person) 119.9 116.5 116.6 116.1 : 99.8 Labour productivity per person hour worked PPS per hour worked) 133.7 129.9 129.9 128.9 : 99.9 Nominal unit labour cost growth previous year previous year on previous year previous year of the secondary education aged 15-24 1-4 12.0 12.2 12.4 12.0 12.5 12.5 12.5 12.5 12.5 12.5 12.5 12.5	12.2		
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Second Series Second Second Series Second Second Second Series Second Seco			
Employment rate of non- % of population with EU nationals non-EU citizenship aged 20 - 64	52.4		
EU nationals non-EU citizenship aged 20 - 64 : 47.9 47.1 47.9 48.6 b Part-time employment % of total employment 16.9 17.8 17.9 18.0 18.4 b Temporary employees % of total employees 15.4 14.9 15.1 15.0 16.4 b Overall unemployment % of labour force 9.0 9.3 9.2 9.8 10.3 9.6 10.3 9.6 10.3 9.6 10.3 9.6 10.3 10.3 10.3 10.3 10.3 10.3 10.3 10.3	52.1	51.4	
Age 20 - 64			
16.9	56.9	56.0	
Temporary employees			
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rate	15.7		
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rate force (15-24) 20.6 22.9 22.1 23.9 23.9 b 21.4 Youth NEET rate % of population aged 15-24 10.2 12.4 12.0 12.2 11.2 b 63.3 12.9 Labour productivity per person) 119.9 116.5 116.6 116.1 : 99.8 Labour productivity per person worked PPS per hour worked PPS per hour worked 133.7 129.9 129.9 128.9 : 99.9 Nominal unit labour cost % change from growth previous year 1.4 0.7 1.3 2.1 : 0.6 Real unit labour cost % change from growth previous year -0.2 -0.2 0.0 0.6 : -0.7	4.7	5.1	
Youth NEET rate	22.9		
Labour productivity per person EU-27 = 100 (based on person employed person) 119.9 116.5 116.6 116.1 : 99.8 Labour productivity per person) 119.9 116.5 116.6 116.1 : 99.8 Labour productivity per person 133.7 129.9 129.9 128.9 : 99.9 Nominal unit labour cost % change from growth previous year 1.4 0.7 1.3 2.1 : 0.6 Real unit labour cost % change from growth previous year -0.2 -0.2 0.0 0.6 : -0.7			
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Person			
Labour productivity per EU-27 = 100 (based on hour worked	99.9		
hour worked PPS per hour worked) 133.7 129.9 129.9 128.9 : 99.9 Nominal unit labour cost % change from growth previous year 1.4 0.7 1.3 2.1 : 0.6 Real unit labour cost % change from growth previous year -0.2 -0.2 0.0 0.6 : -0.7	33.3		
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growth previous year -0.2 -0.2 0.0 0.6 : -0.7	3.2		
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	16.4 p	:	
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employment employees : 8.6 8.7 8.5 9.9 b 8.5 u newly employed share of people in	8.3 u	8.5 (1
current job 12 months			
or less in total			
employment : 14.6 15.1 14.9 13.1 14.2	13.9	13.4	
At-risk-of-poverty rate of unemployed : 33.5 36.7 36.0 : 46.1	46.9 e		
unemployment trap - tax	40.5 €		
rate on low wage			
earners : 76.9 77.4 77.3 : :	:	:	
inactivity and part-time			
work due to personal and family			
responisibilities : 3.3 3.3 5.2 b 5.1	5.1	5.2	
job vacancy rate % change over the			
recent 3 years : 0.4 0.5 0.6 0.6 1.4	1.4	1.5	
Share of adult age 25-64 population with upper			
population with upper secondary or tertiary			
deducation 62.2 70.8 71.6 72.5 75.1 73.4	1	75.2	
percentage of adult age 25-64	74.2		
population participating	74.2		
in education and training 2.8 5.0 5.5 5.7 17.7 b 8.8	74.2	1	

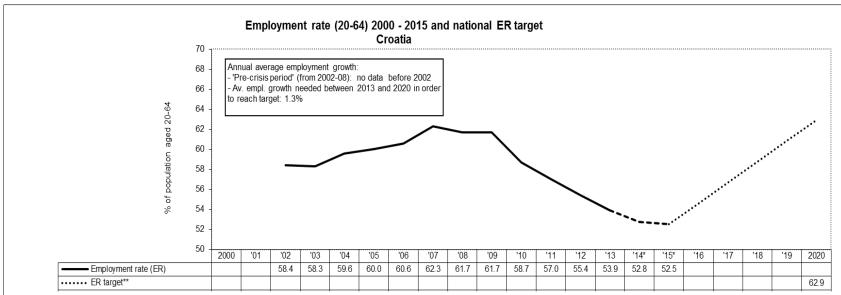
Source: Eurostat database (labour market statistics, national accounts), National Reform Programmes
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3. Key employment challenges France

3. Key employment of	<u> </u>	
Employment policy area	Key employment challenge	Particularly good labour market outcome
Increase labour market participation	Relatively high unemployment among lower educated young (ISCED à-4). Low employment rate for people aged (60-64) but employment rate of people aged 50-59 is above the EU average and increasing. Low employment rate of non-EU nationals.	
2. Enhancing labour market functioning; combating segmentation	Transition between temporary and permanent contracts is below the EU average. Involuntary temporary employment is higher than the EU average.	
Active labour market policies	Despite efforts above the EU average participation in ALMP is decreasing.	
4. Adequate and employment oriented social security systems		At-risk of poverty for unemployed low.
5. Work-life balance		
6. Job creation	Tax rate at 67% of average wage remains high compared to EU average, but decreasing.	
7. Gender equality		
8. Improving skill supply and productivity; Lifelong learning		High share of adult population with tertiary education.
9. Improving education and training systems	Widening educational and skills inequalities at young and adult ages.	
10. Wage setting mechanisms and labour cost developments		

CROATIA

1. Progress towards the national employment rate target



Sources and notes:

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

^{**} National employment rate targets from National Reform Programme 2014;

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

Croatia								2020				
Indicator	Unit	2000	2010	2011	2012	2013	Benchmark	national target	2011	2012 EU28-total	2013	2020 EU target
Overall employment rate	% of population aged 20 - 64		58.7	57.0	55.4	53.9		62.9	68.5	68.4	68.3	75.0
Early leavers from	% of pop. 18-24 with		36.7	37.0	55.4	55.9		62.9	06.5	08.4	08.3	75.0
education and training	at most lower sec.											
	educ. and not in further education or											
	training	:	3.7	4.1	4.2	3.7		4.0	13.4	12.7	11.9	less than 10
Tertiary educational	Completion of tertiary											
attainment	or equivalent education (30-34)	:	24.3	24.5	23.7	25.9		35.0	34.5	35.7	36.8	40.0
Overall employment	% change from											
growth Employment rate of	previous year % of female	-6.1	-5.1	-2.3	-3.9	:			0.2	-0.2		
women	population aged 20 -											
	64	:	53.0	50.9	50.2	49.7	2.3		62.2	62.3	62.5	
Employment rate of men	% of male population aged 20 - 64		64.7	63.2	60.6	58.3	-32.3		74.9	74.5	74.2	
Employment rate of	% of population aged	ľ	0 11.7	03.2	00.0	30.3	32.3		,5	, 1.5	,	
older workers	55 - 64	:	37.6	37.1	36.7	36.5	1.8		47.3	48.8	50.1	
Employment gender gap	employment rate											
	between men and											
	women in percentage		44.7	42.2	40.4	0.6			42.7	42.2	44.7	
Employment rate of	points % of population aged		11.7	12.3	10.4	8.6			12.7	12.2	11.7	
young persons	20 - 29	:	51.5 b	47.2	44.2	42.6	-0.2		61.1	60.1	59.5	
Employment rate of low skilled persons	% of population with at most lower											
skilled persons	secondary education											
	aged 20 - 64	:	43.2	40.5	38.2	35.7	0.7		52.9	52.1	51.4	
Employment rate of non- EU nationals	% of population with non-EU citizenship											
LO Hationais	aged 20 - 64	:	37.6 u	38.2 u	28.3 u	39.7 u			58.0	56.9	56.0	
Part-time employment	% of total employment											
Temporary employees	% of total employees	i:	9.2 12.3	9.3 12.7	7.8 12.8	7.5 14.1			19.4 14.0	19.8 13.7		
Overall unemployment	% of labour force											
rate	0/ -f.l-bf	15.8	11.8	13.5	15.9	17.2			9.6	10.4	10.8	
Long-term unemployment	% of labour force		6.7	8.6	10.3	11.0	12.6		4.2	4.7	5.1	
Youth unemployment	% of youth labour		• • • • • • • • • • • • • • • • • • • •									
rate	force (15-24)	:	32.6	36.1	43.0	49.8			21.4	22.9		
Youth NEET rate	% of population aged 15-24	:	14.9	15.7	16.7	18.6	12.0		12.9	13.1	13.0	
Labour productivity per	EU-27 = 100 (based on											
person employed	PPS per employed person)	69.1	75.0	77.1	80.6				99.8	99.9		
Labour productivity per	EU-27 = 100 (based on	09.1	73.0	//.1	80.0				33.6	33.3		
hour worked	PPS per hour worked)											
Nominal unit labour cost	% change from	:	:	:	:	:			99.9	99.9		
growth	previous year	2.3	-1.1	-0.3	1.1	:			0.6	3.2		
Real unit labour cost	% change from											
growth Gender pay gap	previous year	-2.3	-1.9 15.5	-2.0 17.6	-0.7 18.0				-0.7 16.4 p	0.8 16.4 p		
Involuntary temporary	as % of total	ľ	15.5	17.0	10.0				10.1 p	10.1 p		
employment	employees	:	5.9	6.2	6.3	7.1			8.5 u	8.3 u	8.5 u	
newly employed	share of people in current job 12 months											
	or less in total											
At rick of powerty rate	employment	:	7.8	9.0	8.6	9.3			14.2	13.9	13.4	
At-risk-of-poverty rate of unemployed		:	46.2 b	42.0	42.9	:			46.1	46.9 e	:	
unemployment trap - tax												
rate on low wage earners												
inactivity and part-time									•			
work due to personal												
and family responisibilities		ļ.	1.2	1.3	1.2	1.3			5.1	5.1	5.2	
job vacancy rate	% change over the	ľ	1.2	1.5	1.2	1.5			3.1	J.1	٥.٤	
	recent 3 years	:	:	:	1.0	0.9			1.4	1.4	1.5	
Share of adult population with upper	age 25-64											
secondary or tertiary												
education	25 64	:	76.7	77.3	79.3	79.7			73.4	74.2	75.2	
percentage of adult population participating	age 25-64											
in education and training												
		:	2.2	2.3	2.4	2.4			8.8	9.0	10.4	

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

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

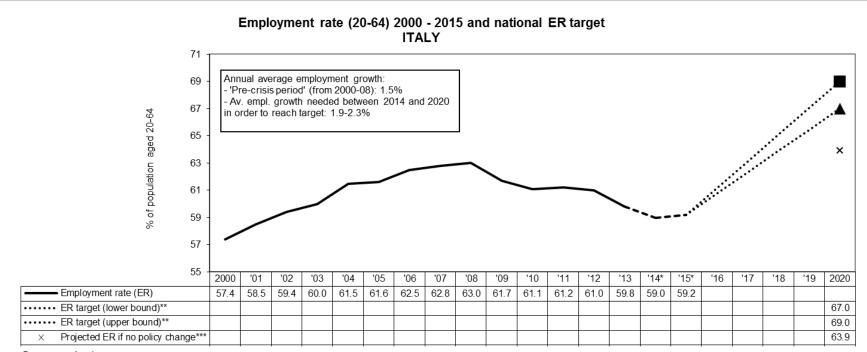
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3. Key employment challenges Croatia

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

ITALY

1. Progress towards the national employment rate target



Sources and notes:

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

^{**} National employment rate targets from National Reform Programme 2014;

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

Italy

ıtaıy				ĺ		I		2020				
Indicator	Unit	2000	2010	2011	2012	2013	Benchmark	national target	2011	2012 EU28-total	2013	2020 EU target
Overall employment rate	% of population aged 20 - 64	57.4	61.1	61.2	61.0	59.8		67-69	68.5	68.4	68.3	75.0
	% of pop. 18-24 with at most lower sec. educ. and not in											
Early leavers from education and training	further education or training	25.1	18.8	18.2	17.6	17.0		15-16	13.4	12.7	11.9	less than 10
Tertiary educational attainment	Completion of tertiary or equivalent education (30-34)	11.6 b	19.8	20.3	21.7	22.4		26-27	34.5	35.7	36.8	40.0
Overall employment growth	% change from previous year	1.9	-0.7	0.3	-0.3	-2.0			0.2	-0.2		
Employment rate of women	% of female population aged 20 - 64	42.2	49.5	49.9	50.5	49.9	3.1		62.2	62.3	62.5	
Employment rate of men	% of male population	72.8	72.8	72.6	71.6	69.8	33.6		74.9	74.5	74.2	
Employment rate of older workers	% of population aged 55 - 64	27.7	36.6	37.9	40.4	42.7	23.7		47.3	48.8	50.1	
	difference in the employment rate between men and women in percentage											
Employment gender gap Employment rate of		30.6	23.3	22.7	21.1	19.9			12.7	12.2	11.7	
young persons	20 - 29 % of population with at most lower	:	47.8	46.9	45.3	41.2	-4.7		61.1	60.1	59.5	
Employment rate of low skilled persons	aged 20 - 64 % of population with	49.3	50.1	50.3	50.3	49.0	54.6		52.9	52.1	51.4	
Employment rate of non- EU nationals	aged 20 - 64	:	65.1	64.8	63.1	60.1			58.0	56.9	56.0	
Part-time employment Temporary employees Overall unemployment	% of total employment % of total employees	8.8 10.1	15.0 12.8	15.4 13.4	17.0 13.8	17.8 13.2			19.4 14.0	19.8 13.7		
rate Long-term	% of labour force	10.0	8.4	8.4	10.7	12.2			9.6	10.4	10.8	
unemployment Youth unemployment	% of labour force % of youth labour	6.2	4.1	4.4	5.7	6.9	50.7		4.2	4.7	5.1	
rate Youth NEET rate	force (15-24) % of population aged	31.5	27.8	29.1	35.3	40.0	12.0		21.4 12.9	22.9	13.0	
	15-24 EU-27 = 100 (based on PPS per employed	19.1	19.1	19.8	21.1	22.2	-12.9		12.9	13.1	13.0	
person employed	person)	128.0	111.7	110.5	109.2	:			99.8	99.9		
Labour productivity per hour worked Nominal unit labour cost	EU-27 = 100 (based on PPS per hour worked) % change from	116.8	104.1	103.0	102.3	:			99.9	99.9		
growth Real unit labour cost	previous year % change from	0.6	-0.2	1.0	2.2	:			0.6	3.2		
growth Gender pay gap	previous year	-1.3 :	-0.6 5.3	-0.3 5.8	0.6 6.7	:			-0.7 16.4 p	0.8 16.4 p	:	
Involuntary temporary employment	as % of total employees share of people in current job 12 months	5.3 u	8.7	9.4	9.8	9.7			8.5 u	8.3 u	8.5 u	
newly employed	or less in total employment	:	10.2	10.4	10.3	9.6			14.2	13.9	13.4	
At-risk-of-poverty rate of unemployed unemployment trap - tax rate on low wage		:	43.6	47.7	44.4	:			46.1	46.9 e	:	
earners inactivity and part-time work due to personal		:	78.4	77.8	78.7	:			:	:	:	
and family responisibilities		:	5.7	5.6	5.3	5.1			5.1	5.1	5.2	
job vacancy rate Share of adult	% change over the recent 3 years	:	0.5	0.5	:	:			1.4	1.4	1.5	
population with upper secondary or tertiary education	age 25-64	45.2 b	55.2	56.0	57.2	58.2			73.4	74.2	75.2	
percentage of adult population participating	25.64	40.1	6.3		6.6	6.3			0.0		40.4	
in education and training	age 25-64 bour market statistics, nation	4.8 b	6.2	5.7	6.6	6.2	<u> </u>		8.8	9.0	10.4	

^{6.2 5.7} in education and training age 25-64

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

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

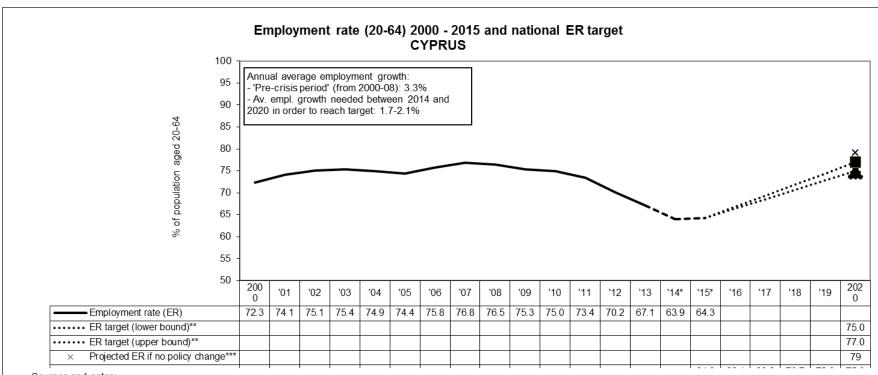
Additional note: the benchmark is normalised in the following way: average of highest 5=100, average of lowest 5=0. The interpretation of the benchmark is that it gives the relative distance to the highest 5 performers by subtracting that benchmark for a given country and indicator from the benchmark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

3. Key employment challenges Italy

Employment Policy Area	Key employment challenges	Particularly good
1 Ingresses Johann market	Low employment rate for women.	Iabour market outcome Employment rate of older
Increase labour market participation	Increasing and very high youth unemployment and NEETs, rates, many of them inactive.	workers and duration of working life have increased though still lower than EU
	Increasing but still low duration of working life, especially for women.	average.
Enhancing labour market functioning; combating segmentation	Segmented labour market with high share of involuntary temporary work, especially for young people, and low transition to permanent employment.	
Active labour market policies	Long-term unemployment high and participation in ALMP is low and decreasing.	
Adequate and employment oriented social security systems	At risk of poverty for unemployed and at risk of in-work poverty high.	Net replacement rates after 6 months of unemployment show some improvement.
5. Work-life balance	Inactivity due to family responsibilities is high. Uptake of childcare for age 0-3 (less than 30h per week) is below the EU average.	Uptake of childcare for age 3 to mandatory school age of 30 hours and more is significantly better than EU average.
6. Job creation	Employment growth negative, signifying job losses. High tax wedge on labour cost.	
7. Gender equality	Gender employment gap persist higher than the EU average but shows some positive developments. Employment impact of parenthood remains high and the low wage trap for second earner income equally high.	Gender pay gap is below the EU average.
8. Improving skill supply and productivity; Lifelong	Educational attainment level low, in particular for tertiary education.	
learning	Lifelong learning and public spending on human resources low.	
9. Improving education and training systems	High share of early school leavers but some positive developments.	
	Very low share of population aged 30-34 with tertiary education.	
10. Wage setting mechanisms and LC developments	Unit labour cost slightly increasing and productivity decreasing.	

CYPRUS

1. Progress towards the national employment rate target



Sources and notes:

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

^{**} National employment rate targets from National Reform Programme 2014;

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

Cyprus

Indicator	Unit	2000	2010	2011	2012	2013	Benchmark	2020 national target	2011	2012 EU28-total	2013	2020 EU target
Overall employment rate												
Early leavers from	20 - 64 % of pop. 18-24 with	72.3	75.0	73.4	70.2	67.1		75-77	68.5	68.4	68.3	75.0
education and training	at most lower sec.											
	educ. and not in											
	further education or											
	training	18.5	12.7	11.3	11.4	9.1		10.0	13.4	12.7	11.9	less than 10
Tertiary educational	Completion of tertiary											
attainment	or equivalent	31.1	45.3	46.2	49.9	47.8		46.0	34.5	35.7	36.8	40.0
Overall employment	education (30-34) % change from	31.1	45.5	46.2	49.9	47.8		40.0	34.3	33.7	30.0	40.0
growth	previous year	1.7	-0.2	0.4	-4.2	-5.2			0.2	-0.2		
Employment rate of	% of female											
women	population aged 20 -											
	64	59.0	68.8	67.7	64.8	62.2	54.5		62.2	62.3	62.5	
Employment rate of men	% of male population aged 20 - 64	86.4	81.7	79.6	76.1	72.6	49.7		74.9	74.5	74.2	
Employment rate of	% of population aged	80.4	01.7	75.0	70.1	72.0	43.7		74.3	74.5	74.2	
older workers	55 - 64	49.4	56.3	54.8	50.7	49.6	48.1		47.3	48.8	50.1	
Employment gender gap	difference in the											
	employment rate											
	between men and											
	women in percentage points	27.4	12.9	11.9	11.3	10.4			12.7	12.2	11.7	
Employment rate of	% of population aged	27.4	12.3	11.3	11.3	10.4			12.7	12.2	11.7	
young persons	20 - 29	:	70.6	67.4	63.2	58.2	49.6		61.1	60.1	59.5	
Employment rate of low	% of population with											
skilled persons	at most lower											
	secondary education											
Employment rate of non	aged 20 - 64	62.6	66.8	65.1	57.8	54.9	78.5		52.9	52.1	51.4	
Employment rate of non- EU nationals	non-EU citizenship											
LO Hationais	aged 20 - 64	:	73.5	75.1	75.0	74.3			58.0	56.9	56.0	
Part-time employment	% of total employment					-						
		8.4	9.1	9.8	10.5	12.5			19.4	19.8		
Temporary employees	% of total employees	10.7	14.0	14.2	15.1	17.5			14.0	13.7		
Overall unemployment rate	% of labour force	4.8	6.3	7.9	11.9	15.9			9.6	10.4	10.8	
Long-term	% of labour force	4.0	0.5	7.9	11.9	15.9			9.0	10.4	10.6	
unemployment		1.2	1.3	1.6	3.6	6.1	58.2		4.2	4.7	5.1	
Youth unemployment	% of youth labour											
rate	force (15-24)	10.2	16.6	22.4	27.8	38.9			21.4	22.9		
Youth NEET rate	% of population aged											
	15-24	10.1	11.7	14.6	16.0	18.7	11.4		12.9	13.1	13.0	
Labour productivity per person employed	PPS per employed											
person employed	person)	84.7	90.8	89.8	92.5	:			99.8	99.9		
Labour productivity per	EU-27 = 100 (based on											
hour worked	PPS per hour worked)											
		74.7	81.2	80.3	81.7	:			99.9	99.9		
Nominal unit labour cost		3.6	1.0	2.5	2.7				0.6	2.2		
growth Real unit labour cost	previous year % change from	2.6	1.0	2.5	-2.7	:			0.6	3.2		
growth	previous year	-0.5	-0.9	0.2	-4.2	:			-0.7	0.8		
Gender pay gap	p. 01.000 , 00.	:	16.8	16.4	16.2	:			16.4 p		:	
Involuntary temporary	as % of total											
employment	employees	8.6	13.1	13.4	14.4	16.7			8.5 u	8.3 u	8.5 u	
newly employed	share of people in											
	current job 12 months											
	or less in total employment		16.8	16.7	16.6	16.4			14.2	13.9	13.4	
At-risk-of-poverty rate	employment		10.0	10.7	10.0	10.4			14.2	15.5	13.4	
of unemployed		:	35.8	36.9	31.5	:			46.1	46.9 e	:	
unemployment trap - tax												
rate on low wage												
earners		:	[;]	:	:	[[:]			:	:	:	
inactivity and part-time work due to personal												
and family												
responisibilities		:	3.4	3.2	3.4	3.2			5.1	5.1	5.2	
job vacancy rate	% change over the											
	recent 3 years	:	2.8	1.4	1.1	0.7			1.4	1.4	1.5	
Share of adult	age 25-64											
population with upper												
secondary or tertiary education		61.5	74.0	75.2	77.4	78.5			73.4	74.2	75.2	
percentage of adult	age 25-64	31.5	, , , , ,	, 5.2	''	, 0.5			. 3.4	/ 7.2	, , , , ,	
population participating	-											
in education and training												
		3.1	7.7	7.5	7.4	6.9			8.8	9.0	10.4	

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

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

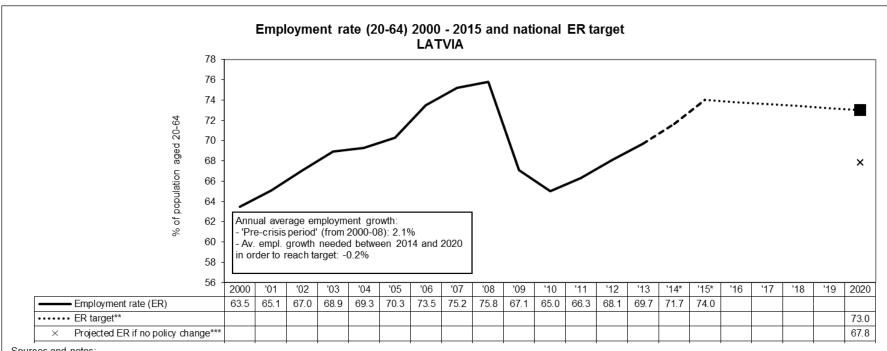
Additional note: the benchmark is normalised in the following way: average of highest 5 = 100, average of lowest 5=0. The interpretation of the benchmark is that it gives the relative distance to the highest 5 performers by subtracting that benchmark for a given country and indicator from the benchmark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

3. Key employment challenges Cyprus

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

LATVIA

1. Progress towards the national employment rate target



Sources and notes:

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

^{**} National employment rate targets from National Reform Programme 2014;

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

Latvia												
Indicator	Unit	2000	2010	2011	2012	2013	Benchmark	2020 national target	2011	2012 EU28-total	2013	2020 EU target
Overall employment rate												. 5
	20 - 64	63.5	65.0	66.3 b	68.1	69.7		73.0	68.5	68.4	68.3	75.0
Early leavers from	% of pop. 18-24 with											
education and training	at most lower sec.											
	educ. and not in											
	further education or training	l	12.2	11.6 b	10.6	9.8		12.4	13.4	12.7	11.9	less than 10
Tertiary educational	Completion of tertiary	:	13.3	11.6 0	10.6	9.8		13.4	13.4	12.7	11.9	iess than 10
attainment	or equivalent											
actamment	education (30-34)	18.6	32.3	35.9 b	37.2	40.7		34-36	34.5	35.7	36.8	40.0
Overall employment	% change from											
growth	previous year	-3.2	-6.7	1.5	1.4	2.3			0.2	-0.2		
Employment rate of	% of female											
women	population aged 20 -											
	64	59.3	64.9	65.3 b	66.4	67.7	77.5		62.2	62.3	62.5	
Employment rate of men												
	aged 20 - 64	68.2	65.1	67.5 b	70.0	71.9	45.6		74.9	74.5	74.2	
Employment rate of	% of population aged											
older workers	55 - 64	36.0	48.2	50.5 b	52.8	54.8	66.4		47.3	48.8	50.1	
Employment gender gap												
	employment rate											
	between men and women in percentage											
	points	8.9	0.2	2.2 b	3.6	4.2			12.7	12.2	11.7	
Employment rate of	% of population aged	0.5	0.2	2.2 0	3.0	7.2			12.7	12.2	11.7	
young persons	20 - 29	:	56.9	57.6 b	60.8	62.2	62.3		61.1	60.1	59.5	
Employment rate of low		ľ					-					
skilled persons	at most lower											
,	secondary education											
	aged 20 - 64	41.8	46.4	46.7 b	50.3	49.0	54.6		52.9	52.1	51.4	
Employment rate of non-	% of population with											
EU nationals	non-EU citizenship											
	aged 20 - 64	:	55.9	59.2 b	59.1	60.2			58.0	56.9	56.0	
Part-time employment	% of total employment											
L .		10.9	9.7	9.2 b	9.4	8.1			19.4	19.8		
Temporary employees	% of total employees	6.7	6.8	6.7 b	4.7	4.3			14.0	13.7		
Overall unemployment	% of labour force	14.2	10 5	16.2	15.0	11.9			9.6	10.4	10.8	
rate	% of labour force	14.3	19.5	16.2	15.0	11.9			9.6	10.4	10.8	
Long-term unemployment	% of labour force	8.3	8.8	8.8	7.8	5.8	61.0		4.2	4.7	5.1	
Youth unemployment	% of youth labour	0.5	0.0	0.0	7.0	5.0	61.0		4.2	4.7	5.1	
rate	force (15-24)	21.3	34.5	31.0 b	28.5	23.2			21.4	22.9		
Youth NEET rate	% of population aged											
	15-24	:	17.8	16.0 b	14.9	13.0	50.8		12.9	13.1	13.0	
Labour productivity per	EU-27 = 100 (based on											
person employed	PPS per employed											
	person)	40.3	60.7 b	63.7 b	66.1 b	:			99.8	99.9		
Labour productivity per	EU-27 = 100 (based on											
hour worked	PPS per hour worked)											
		30.9	51.7 b	53.9 b	56.2 b	:			99.9	99.9		
Nominal unit labour cost	-											
growth	previous year	:	-10.1 b	1.2 b	3.5 b	:			0.6	3.2		
Real unit labour cost	% change from											
growth	previous year	:	-9.3 b	-4.6 b	0.1 b				-0.7	0.8		
Gender pay gap	0/ (1 1 1	:	15.5	13.6	13.8	:			16.4 p	16.4 p	:	
Involuntary temporary	as % of total	64	4.0	40 h	2.2	2.0			0	02	o F	
employment	employees share of people in	6.4 u	4.9	4.9 b	3.3	3.0			8.5 u	8.3 u	8.5 u	
newly employed	current job 12 months											
	or less in total											
	employment	ļ.	19.0	19.8	18.4	17.9			14.2	13.9	13.4	
At-risk-of-poverty rate	employment		19.0	19.6	10.4	17.9			14.2	15.9	15.4	
of unemployed			47.9	50.0	51.9	55.9			46.1	46.9 e		
unemployment trap - tax		ľ	.,.5	30.0	32.3	33.3			10.1	10.5 €	•	
rate on low wage												
earners		<u> </u> :	89.9	89.9	90.1	:			:	:	:	
inactivity and part-time												
work due to personal												
and family												
responisibilities		:	2.0	1.9 b	1.8	1.7			5.1	5.1	5.2	
job vacancy rate	% change over the											
	recent 3 years	:	0.5	0.3	0.4	0.4			1.4	1.4	1.5	
Share of adult	age 25-64											
population with upper												
secondary or tertiary												
education		83.2	88.5	87.9 b	89.1	89.4			73.4	74.2	75.2	
percentage of adult	age 25-64											
population participating												
in education and training		[C -				0.0	10.4	
		Į.	5.0	5.1 b	6.9	6.5			8.8	9.0	10.4	

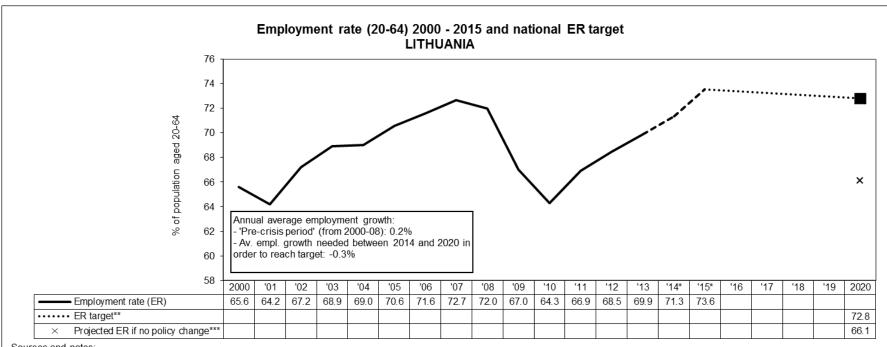
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3. Key employment challenges Latvia

Employment policy	Key employment challenges	Particularly good labour
area		market outcome
Increase labour market participation	Employment rate for men and low-skilled is below the EU average but shows positive developments.	Employment rate for women and older workers is above the EU average and show positive developments in recent years.
	Duration of working life for men below the EU average.	
2. Enhancing labour		Low share of involuntary
market functioning; combating segmentation		temporary contracts. Satisfactory transition rates to permanent employment indicate low levels of segmentation.
3. Active labour market policies	Long term unemployment of those aged 25-64 (as % of active population) is above the EU average but shows positive developments.	
	ALMP participation and expenditure on ALMPs as % of GDP is below the EU average.	
Adequate and employment oriented social security systems	Unemployment trap shows some positive development but remains high.	
occial occanity dystemic	Net replacement rate after 6 months of unemployment is below the EU average for lone parents and for 1 earner couple with 2 children.	
	Low coverage and adequacy of social assistance.	
	At risk of poverty of the unemployed above the EU average but shows positive developments.	
5. Work-life balance	Uptake of childcare for age 0-3 is below the EU average	
	and for age 3 to mandatory school age (less than 30h per week) is below the EU average but increasing.	
6. Job creation	Tax wedge on low wage earners is higher than the EU-	Positive employment growth in
7. Gender equality	average.	recent 3 years.
Improving skill supply and productivity; Lifelong learning		
Improving education and training systems	Participation in VET secondary education relatively low but shows positive developments.	
	Insufficient quality (ineffective financing and governance) of higher education.	
	Annual expenditure in primary (ISCED 1) and secondary (ISCED 2-4) education per capita age group 6-18 below the EU average.	
10. Wage setting mechanisms and labour cost developments		

LITHUANIA

1. Progress towards the national employment rate target



Sources and notes:

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

^{**} National employment rate targets from National Reform Programme 2014;

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

Lithuania

Lithuania								2020				
Indicator	Unit	2000	2010	2011	2012	2013	Benchmark	national target	2011	2012 EU28-total	2013	2020 EU target
Overall employment rate		2000	2010	2011	2012	2013		target		EUZ8-tUtai		target
	20 - 64	65.6	64.3	66.9	68.5	69.9		72.8	68.5	68.4	68.3	75.0
Early leavers from	% of pop. 18-24 with											
education and training	at most lower sec. educ. and not in											
	further education or											
	training	16.5	7.9	7.4	6.5	6.3		less than 9	13.4	12.7	11.9	less than 10
Tertiary educational	Completion of tertiary											
attainment	or equivalent	42.5.1	40.0	45.7	40.5			40.0	245	25.7	25.0	40.0
Overall employment	education (30-34) % change from	42.6 d	43.8	45.7	48.6	51.3		40.0	34.5	35.7	36.8	40.0
growth	previous year	-4.0	-11.9	0.5	1.8	1.3			0.2	-0.2		
Employment rate of	% of female											
women	population aged 20 -											
Employment rate of men	64 % of male population	63.9	65.0	66.6	67.9	68.6	81.3		62.2	62.3	62.5	
Linployment rate of men	aged 20 - 64	67.4	63.5	67.2	69.1	71.2	41.6		74.9	74.5	74.2	
Employment rate of	% of population aged											
older workers	55 - 64	40.4	48.3	50.2	51.7	53.4	61.5		47.3	48.8	50.1	
Employment gender gap												
	employment rate between men and											
	women in percentage											
	points	3.5	-1.5	0.6	1.2	2.6			12.7	12.2	11.7	
Employment rate of	% of population aged 20 - 29		50.7	F2.2		FO 4	50.3		61.1	60.1	59.5	
young persons Employment rate of low			50.7	52.2	55.7	58.4	50.2		61.1	60.1	59.5	
skilled persons	at most lower											
	secondary education											
	aged 20 - 64	37.3	29.6	31.8	35.2	37.1	6.4		52.9	52.1	51.4	
Employment rate of non- EU nationals	% of population with non-EU citizenship											
LO Hationais	aged 20 - 64	:	58.1 u	56.0 u	63.9 u	70.8 u			58.0	56.9	56.0	
Part-time employment	% of total employment											
		9.1	8.1	8.8	9.4	8.9			19.4	19.8		
Temporary employees Overall unemployment	% of total employees % of labour force	3.8	2.4	2.7	2.6	2.7			14.0	13.7		
rate	% of labour force	16.4	17.8	15.4	13.4	11.8			9.6	10.4	10.8	
Long-term	% of labour force											
unemployment		8.0	7.4 e	8.0	6.6	5.1	67.5		4.2	4.7	5.1	
Youth unemployment rate	% of youth labour force (15-24)	28.6	35.7	32.6	26.7	21.9			21.4	22.9		
Youth NEET rate	% of population aged	28.0	33.7	32.0	20.7	21.5			21.4	22.5		
	15-24	17.0	13.2	11.8	11.2	11.1	64.0		12.9	13.1	13.0	
	EU-27 = 100 (based on											
person employed	PPS per employed person)	43.4	68.3	72.4	73.9				99.8	99.9		
Labour productivity per	EU-27 = 100 (based on	45.4	06.5	72.4	75.9	•			99.6	99.9		
hour worked	PPS per hour worked)											
		39.9	59.8	64.3	65.4	:			99.9	99.9		
Nominal unit labour cost			7.0	0.7	1.0				0.6	2.2		
growth Real unit labour cost	previous year % change from		-7.0	0.7	1.9	:			0.6	3.2		
growth	previous year	:	-9.1	-4.4	-0.7	:			-0.7	0.8		
Gender pay gap		:	14.6	11.9	12.6	:			16.4 p	16.4 p	:	
Involuntary temporary	as % of total	3.0	1.7	1.7	1.7	1.7			8.5 u	0.2	0.5	
employment newly employed	employees share of people in	3.0	1.7	1.7	1.7	1.7			8.5 u	8.3 u	8.5 u	
,,,	current job 12 months											
	or less in total											
	employment	:	15.1	17.8	16.1	17.4			14.2	13.9	13.4	
At-risk-of-poverty rate of unemployed			56.1	53.0	54.4				46.1	46.9 e		
unemployment trap - tax			50.1	33.0	3	•			10.1	10.5 €		
rate on low wage												
earners		:	69.8	68.5	66.6	:			:	:	:	
inactivity and part-time work due to personal												
and family												
responisibilities		:	1.7	1.6	1.5	1.6			5.1	5.1	5.2	
job vacancy rate	% change over the											
Share of adult	recent 3 years age 25-64	:	1.0	0.7	0.8	0.9			1.4	1.4	1.5	
population with upper	age 23-04											
secondary or tertiary												
education		84.2 d	91.9	92.9	93.3	93.4			73.4	74.2	75.2	
percentage of adult population participating	age 25-64											
in education and training												
		2.8	3.9	5.7	5.2	5.7			8.8	9.0	10.4	

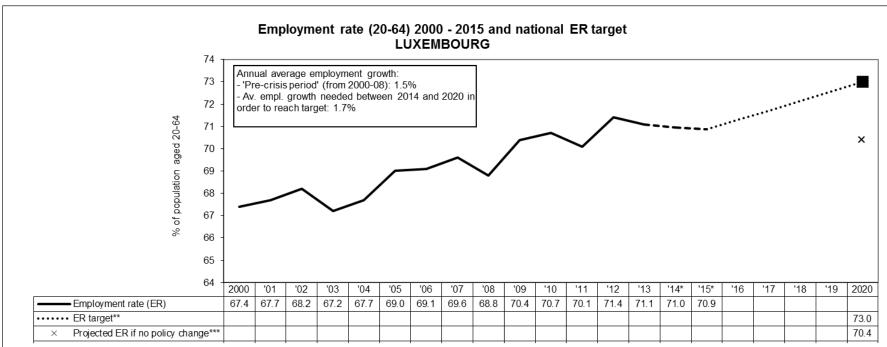
Source: Eurostat database (labour market statistics, national accounts), National Reform Programmes
Notes: b - break in series, p - provisional, c - confidental, e - estimated, n - not siginificant, f - forecast, s - Eurostat estimate, z - not applicable, u - unreliable, "" - not available
Additional note: the benchmark is normalised in the following way: average of highest 5 = 100, average of lowest 5=0. The interpretation of the benchmark is that it gives the relative distance to the highest 5 performers by subtracting that benchmark for a given country and indicator from the benchmark of the highest 5 performers, thus a 100. Nmbers in bold: the country is among the 5 highest performers for this indicator. The numbers in italic: the country is among the lowest 5 performers

3. Key employment challenges Lithuania

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

LUXEMBOURG

1. Progress towards the national employment rate target



Sources and notes:

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

^{**} National employment rate targets from National Reform Programme 2014;

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

Luxembourg

Indicator	Unit	2000	2010	2011	2012	2013	Benchmark	2020 national target	2011	2012 EU28-total	2013	2020 EU target
Overall employment rate	% of population aged 20 - 64	67.4	70.7	70.1	71.4	71.1		73.0	68.5	68.4	68.3	75.0
Early leavers from education and training	% of pop. 18-24 with at most lower sec. educ. and not in											
Tertiary educational	further education or training Completion of tertiary	16.8	7.1	6.2	8.1	6.1		less than 10	13.4	12.7	11.9	less than 10
attainment Overall employment	or equivalent education (30-34) % change from	21.2	46.1	48.2	49.6	52.5		40.0	34.5	35.7	36.8	40.0
growth Employment rate of	previous year % of female	5.5	1.8	2.9	2.5	1.7			0.2	-0.2		
women Employment rate of men	population aged 20 - 64 % of male population	53.8	62.0	61.9	64.1	63.9	61.6		62.2	62.3	62.5	
Employment rate of	aged 20 - 64 % of population aged	80.7	79.2	78.1	78.5	78.0	80.6		74.9	74.5	74.2	
older workers Employment gender gap	55 - 64 difference in the employment rate between men and	26.7	39.6	39.3	41.0	40.5	15.9		47.3	48.8	50.1	
For all was not not a of	women in percentage points	26.9	17.2	16.2	14.4	14.1			12.7	12.2	11.7	
Employment rate of young persons Employment rate of low skilled persons	% of population aged 20 - 29 % of population with at most lower	:	60.5	59.1	59.5	57.5	47.3		61.1	60.1	59.5	
Employment rate of non-	secondary education aged 20 - 64	58.6	58.5	58.6	60.1	58.6	93.4		52.9	52.1	51.4	
EU nationals Part-time employment	non-EU citizenship aged 20 - 64 % of total employment	:	58.7	58.8	59.5	61.7			58.0	56.9	56.0	
Temporary employees	% of total employees	11.3 3.4	17.8 7.1	18.3 7.1	18.9 7.6	19.1 7.0			19.4 14.0	19.8 13.7		
Overall unemployment rate	% of labour force	2.2	4.6	4.8	5.1	5.8			9.6	10.4	10.8	
Long-term unemployment	% of labour force	0.5	1.3	1.4	1.6	1.8	98.1		4.2	4.7	5.1	
Youth unemployment rate	% of youth labour force (15-24)	6.4 u	14.2	16.8	18.8	15.5	30.1		21.4	22.9	3.1	
Youth NEET rate	% of population aged 15-24	5.0	5.1	4.7	5.9	5.0	106.2		12.9	13.1	13.0	
Labour productivity per person employed Labour productivity per	EU-27 = 100 (based on PPS per employed person) EU-27 = 100 (based on	177.6	163.9	165.2	162.4	:			99.8	99.9		
hour worked	PPS per hour worked)	:	178.1	179.9	176.8	:			99.9	99.9		
Nominal unit labour cost growth	% change from previous year	2.5	1.4	3.4	4.7	2.7			0.6	3.2		
Real unit labour cost growth	% change from previous year	0.5	-5.4	-0.7	1.6	-1.0			-0.7	0.8		
Gender pay gap Involuntary temporary	as % of total	:	8.7	8.7 p	8.6 p	:			16.4 p	16.4 p	:	
employment newly employed	employees share of people in current job 12 months	0.6 u	2.9 u	3.2 u	4.0	3.7 u			8.5 u	8.3 u	8.5 u	
	or less in total employment	:	11.9	13.4	12.8	12.6			14.2	13.9	13.4	
At-risk-of-poverty rate of unemployed unemployment trap - tax		:	43.3	42.3	51.9	:			46.1	46.9 e	:	
rate on low wage earners inactivity and part-time work due to personal		:	85.7	86.7	86.0	:			:	:	:	
and family responisibilities		:	6.2	5.1	4.1	4.1			5.1	5.1	5.2	
job vacancy rate Share of adult	% change over the recent 3 years age 25-64	:	0.5	0.6	0.7	0.8			1.4	1.4	1.5	
population with upper secondary or tertiary education percentage of adult	age 25-64	60.9	77.7	77.3	78.3	80.5			73.4	74.2	75.2	
population participating in education and training			42.4	43.5	42.0				2.2		40.4	
		4.8	13.4	13.6	13.9	14.4			8.8	9.0	10.4	

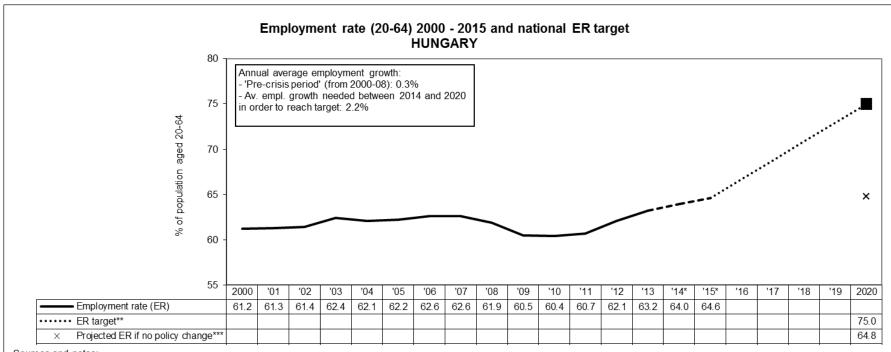
Source: Eurostat database (labour market statistics, national accounts), National Reform Programmes
Notes: b - break in series, p - provisional, c - confidental, e - estimated, n - not significant, f - forecast, s - Eurostat estimate, z - not applicable, u - unreliable, "-" - not available
Additional note: the benchmark is normalised in the following way: average of highest 5=100, average of lowest 5=0. The interpretation of the benchmark is that it gives the relative distance to the highest 5 performers by subtracting that benchmark for a given country and indicator from the benchmark of the highest 5 performers, thus a 100. Nmbers in bold: the country is among the 5 highest performers for this indicator. The numbers in Italic: the country is among the lowest 5 performers

3. Key employment challenges Luxembourg

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

HUNGARY

1. Progress towards the national employment rate target



Sources and notes:

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

^{**} National employment rate targets from National Reform Programme 2014;

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

Hungary

Indicator	Unit	2000	2010	2011	2012	2013	Benchmark	national target	2011	2012 EU28-total	2013	2020 EU target
Overall employment rate	% of population aged 20 - 64	61.2	60.4	60.7	62.1	63.2		75.0	68.5	68.4	68.3	75.0
Early leavers from education and training	% of pop. 18-24 with at most lower sec. educ. and not in											
T-skings adversal	further education or training	13.9	10.5	11.2	11.5	11.8		10.0	13.4	12.7	11.9	less than 10
Tertiary educational attainment	Completion of tertiary or equivalent education (30-34)	14.8	25.7	28.1	29.9	31.9		30.3	34.5	35.7	36.8	40.0
Overall employment growth	% change from previous year	1.0	0.8	0.3	0.0	0.4			0.2	-0.2		
Employment rate of women	% of female population aged 20 - 64	53.9	55.0	54.9	56.4	57.0	32.8		62.2	62.3	62.5	
Employment rate of men	% of male population aged 20 - 64	68.9	66.0	66.8	68.1	69.7	33.0		74.9	74.5	74.2	
Employment rate of older workers	% of population aged 55 - 64	22.2	34.4	35.8	36.9	38.5	8.8		47.3	48.8	50.1	
Employment gender gap	difference in the employment rate between men and women in percentage											
Employment rate of	points % of population aged	15.0	11.0	11.9	11.7	12.7			12.7	12.2	11.7	
young persons Employment rate of low skilled persons	20 - 29 % of population with at most lower	:	50.7	50.8	51.0	52.3	30.7		61.1	60.1	59.5	
Employment rate of non-		36.4	36.8	36.5	37.5	38.2	10.9		52.9	52.1	51.4	
EU nationals Part-time employment	non-EU citizenship aged 20 - 64 % of total employment	:	50.2	51.3	61.2	63.0			58.0	56.9	56.0	
	% of total employees	3.6 u	5.8	6.8	7.0	6.7			19.4	19.8		
Temporary employees Overall unemployment rate	% of labour force	6.8	9.6 11.2	8.9 10.9	9.4	10.8			14.0 9.6	13.7 10.4	10.8	
Long-term unemployment	% of labour force	3.0	5.5	5.2	4.9	5.0	68.4		4.2	4.7	5.1	
Youth unemployment rate	% of youth labour force (15-24)	12.3	26.6	26.1	28.1	27.2			21.4	22.9		
Youth NEET rate Labour productivity per	% of population aged 15-24 EU-27 = 100 (based on	15.4	12.4	13.3	14.7	15.4	34.2		12.9	13.1	13.0	
person employed Labour productivity per	PPS per employed person) EU-27 = 100 (based on	57.3	71.6	72.5	71.1	:			99.8	99.9		
hour worked	PPS per hour worked)	47.9	60.3	60.6	61.8	:			99.9	99.9		
Nominal unit labour cost growth Real unit labour cost	previous year	11.4	-0.7	2.3	2.5	4.0			0.6	3.2		
growth Gender pay gap	% change from previous year	1.5	-3.0 17.6	-0.3 18.0	-0.6 20.1	1.3			-0.7 16.4 p	0.8 16.4 p	:	
Involuntary temporary employment newly employed	as % of total employees share of people in	4.2 u	6.6	5.8	6.6	7.9			8.5 u	8.3 u	8.5 u	
	current job 12 months or less in total employment	:	13.3	13.3	14.7	15.5			14.2	13.9	13.4	
At-risk-of-poverty rate of unemployed unemployment trap - tax		:	44.8	46.6	49.3	50.6			46.1	46.9 e	:	
rate on low wage earners inactivity and part-time		:	79.9	79.6	79.5	:			:	:	:	
work due to personal and family responisibilities			4.5	4.7	4.7	4.7			5.1	5.1	5.2	
job vacancy rate	% change over the recent 3 years	:	1.1	1.0	1.1	1.1			1.4	1.4	1.5	
Share of adult population with upper secondary or tertiary	age 25-64											
education percentage of adult population participating	age 25-64	69.4	81.3	81.8	82.1	82.5			73.4	74.2	75.2	
in education and training		2.9	2.8	2.7	2.8	3.0			8.8	9.0	10.4	

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

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

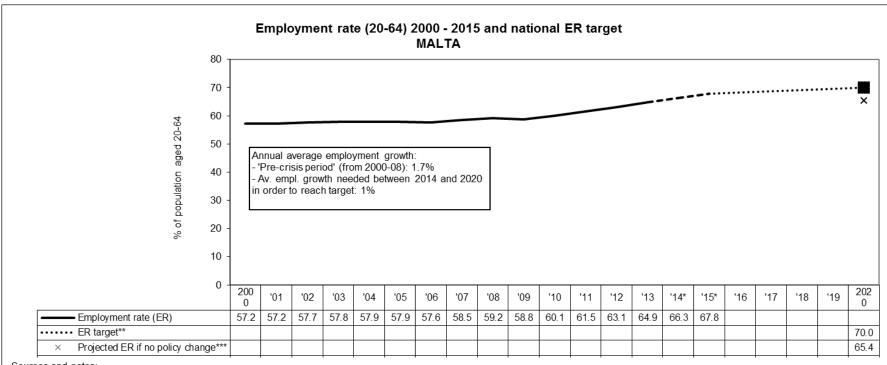
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3. Key employment challenges Hungary

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

MALTA

1. Progress towards the national employment rate target



Sources and notes:

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

^{**} National employment rate targets from National Reform Programme 2014;

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

2. Key indicators on labour market performance Malta

Maita												
							Benchmark	2020 national	2011	2012	2013	2020 EU
Indicator	Unit % of population aged	2000	2010	2011	2012	2013		target		EU28-total		target
Overall employment rate		57.2	60.1	61.5	63.1	64.9		70.0	68.5	68.4	68.3	75.0
, ,	% of pop. 18-24 with											
	at most lower sec.											
Early leavers from	educ. and not in further education or											
education and training	training	54.2 p	25.9	23.6	22.6	20.9		10.0	13.4	12.7	11.9	less than 10
	Completion of tertiary											
Tertiary educational attainment	or equivalent education (30-34)	7.4 u	21.5	21.4	22.4	26.0		33.0	34.5	35.7	36.8	40.0
Overall employment	% change from	7.4 u	21.3	21.4	22.4	20.0		33.0	34.3	33.7	30.8	40.0
growth	previous year	-1.2	2.1	2.5	2.4	3.1			0.2	-0.2		
	% of female											
Employment rate of women	population aged 20 - 64	33.2	41.5	43.4	46.8	49.8	2.7		62.2	62.3	62.5	
	% of male population											
Employment rate of men		80.9	77.9	78.9	79.0	79.5	89.2		74.9	74.5	74.2	
Employment rate of older workers	% of population aged 55 - 64	28.5	30.4	31.8	33.6	35.9	-0.4		47.3	48.8	50.1	
older workers	difference in the	20.3	30.4	31.0	33.0	33.9	-0.4		47.3	46.6	30.1	
	employment rate											
	between men and											
Employment gender gap	women in percentage points	47.7	36.4	35.5	32.2	29.7			12.7	12.2	11.7	
Employment rate of	% of population aged											
young persons	20 - 29	:	73.8	74.7 b	74.4	76.0	106.3		61.1	60.1	59.5	
	% of population with at most lower											
Employment rate of low	secondary education											
skilled persons	aged 20 - 64	51.8	48.6	49.1	50.7	51.8	65.9		52.9	52.1	51.4	
F	% of population with											
Employment rate of non- EU nationals	aged 20 - 64		61.0	66.3	60.1	64.0			58.0	56.9	56.0	
Lo mationals	agea 20 04		01.0	00.5	00.1	01.0			30.0	30.3	50.0	
Part-time employment	% of total employment	6.4	12.4	13.1	13.9	14.8			19.4	19.8		
Temporary employees Overall unemployment	% of total employees	3.9	5.5	6.5	6.8	7.6			14.0	13.7		
rate	% of labour force	6.7	6.9	6.5	6.4	6.5			9.6	10.4	10.8	
Long-term												
unemployment	% of labour force	4.5	3.2	3.0	3.0	2.9	87.9		4.2	4.7	5.1	
Youth unemployment rate	% of youth labour force (15-24)	11.8	13.1	13.8	14.2	13.5			21.4	22.9		
	% of population aged											
Youth NEET rate	15-24	27.4 p	9.5	10.6	11.1	9.9	72.3		12.9	13.1	13.0	
Labour productivity per	EU-27 = 100 (based on PPS per employed											
person employed	person)	101.3	97.4	94.6	92.3	:			99.8	99.9		
Labour productivity per hour worked	EU-27 = 100 (based on PPS per hour worked)	74.8 e	72.6	67.1	66.9				99.9	99.9		
Nominal unit labour cost		74.0 €	72.0	07.1	00.5				33.3	33.3		
growth	previous year	:	0.3	2.9	3.7	:			0.6	3.2		
Real unit labour cost	% change from	2.0	-4.3	0.9	1.0				-0.7	0.8		
growth Gender pay gap	previous year	-3.8 :	7.2	6.2	1.8 6.1	:			-0.7 16.4 p	0.8 16.4 p	:	
Involuntary temporary	as % of total											
employment	employees	1.5 u	2.9	3.3	3.6	4.0			8.5 u	8.3 u	8.5 u	
	share of people in current job 12 months											
	or less in total											
newly employed	employment	:	11.7	12.6	12.7	12.8			14.2	13.9	13.4	
At-risk-of-poverty rate of unemployed			42.8	43.4	48.2	 .			46.1	46.9 e		
unemployment trap - tax		ľ	72.0	75.4	70.2	ľ			70.1	10.5 6	-	
rate on low wage												
earners		:	58.6	55.7	55.9	÷			:	:	:	
inactivity and part-time work due to personal												
and family												
responisibilities	0/ shanga a:	:	4.1	4.3	4.8	5.1			5.1	5.1	5.2	
job vacancy rate	% change over the recent 3 years			.		.			1.4	1.4	1.5	
Share of adult	,										1.5	
population with upper												
secondary or tertiary education	age 25-64	18.1 p	35.2	38.1	38.1	41.0			73.4	74.2	75.2	
Caucation	age 23-04	10.1 P	33.2	30.1	30.1	41.0			73.4	/4.2	/3.2	
percentage of adult												
population participating	200 25 64	4.5	6.2	6.5	7.0	7.7			8.8	9.0	10.4	
in education and training	age 25-64		6.2	6.5	7.0	/./	1		8.8	9.0	10.4	

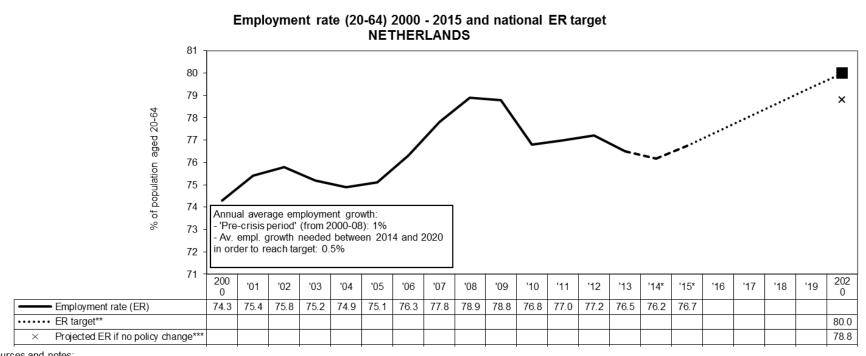
In education and training age 25-64
4.5
5.7.0
7.7
8.8
9.0
10.4
Source: Eurostat database (labour market statistics, national accounts), National Reform Programmes
Notes: b - break in series, p - provisional, c - confidental, e - estimated, n - not significant, f - forecast, s - Eurostat estimate, z - not applicable, u - unreliable, ":" - not available
Additional note: the benchmark is normalised in the following way: average of highest 5=100, average of lowest 5=0. The interpretation of the benchmark is that it gives the relative distance to the highest 5 performers by subtracting that benchmark for a given country and indicator from the benchmark of the highest 5 performers, thus a 100. Nmbers in bold: the country is among the 5 highest performers for this indicator. The numbers in italic: the country is among the lowest 5 performers

3. Key employment challenges Malta

5. Key employment		Doublesslanks
Employment policy area	Key employment challenges	Particularly good labour market
		outcome
Increase labour market participation	The employment rate remains low especially for older females, although recently some positive developments have been registered. Despite positive developments the duration of working life is still low.	Employment rate of youth is significantly better than EU-average. Strong increase in female employment.
Enhancing labour market functioning; combating segmentation		Transitions from temp to perm employment are significantly better than EU average.
3. Active labour market policies	Although, ALMP expenditure is low, participation in ALMP actions is increasing.	Overall unemployment levels consistently below EU average.
4. Adequate and employment oriented social security systems		
5. Work-life balance	High inactivity due to family responsibility.	
	Despite positive developments as regards availability of childcare, limited use of flexible working arrangements is still a challenge.	
6. Job creation		Overall employment growth in the last few years has been higher than EU average.
7. Gender equality	Despite positive developments the gender employment gap is persisting.	Gender pay gap is much narrower than the EU average.
	Increasing labour force participation of the 2nd couple member is a persisting challenge.	
8. Improving skill supply and	Educational attainment is very low but positive developments are recorded.	Transitions in labour status and pay level are better than EU
productivity; Lifelong learning	Possible Skills mismatches on the labour market, especially in the medium-term.	average.
	Participation in LLL shows some positive development but remains low. Participation of inactive in education or training is low.	Improvement in the access and provision of higher education and VET.
9. Improving education and training systems	Early school leavers remains strongly below EU level despite significant positive development. The tertiary educational attainment for the age group 30-34 is significantly below EU level but increasing.	
10. Wage setting mechanisms and labour cost developments		

NETHERLANDS

1. Progress towards the national employment rate target



Sources and notes:

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

^{**} National employment rate targets from National Reform Programme 2014;

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

2. Key indicators on labour market performance Netherlands

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

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

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

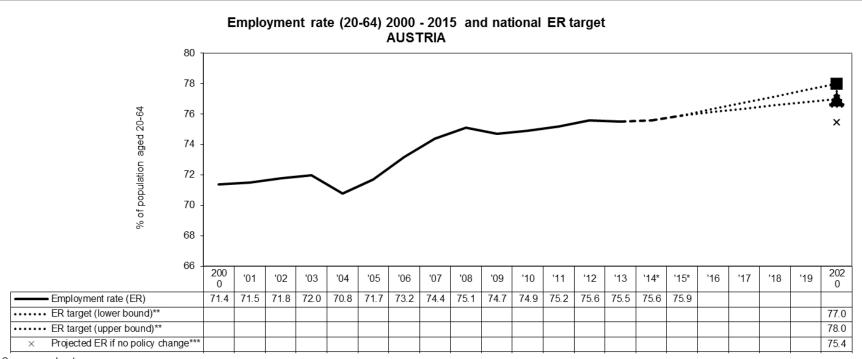
Additional note: the benchmark is normalised in the following way: average of highest 5=100, average of lowest 5=0. The interpretation of the benchmark is that it gives the relative distance to the highest 5 performers by subtracting that benchmark for a given country and indicator from the benchmark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

3. Key employment challenges The Netherlands

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

AUSTRIA

1. Progress towards the national employment rate target



Sources and notes:

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

^{**} National employment rate targets from National Reform Programme 2014;

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

2. Key indicators on labour market performance

Austria

Austria								2020				
t a Part a		2000	2040	2011	2042	2042	Benchmark	national	2011	2012	2013	2020 EU
Indicator Overall employment rate	Unit % of population aged	2000	2010	2011	2012	2013		target		EU28-total		target
, , , , , , , , , , , , , , , , , , , ,	20 - 64	71.4	74.9	75.2	75.6	75.5 b		77-78	68.5	68.4	68.3	75.0
Early leavers from education and training	% of pop. 18-24 with at most lower sec.											
education and training	educ. and not in											
	further education or											
-	training	10.2	8.3	8.3	7.6	7.3		9.5	13.4	12.7	11.9	less than 10
Tertiary educational attainment	Completion of tertiary or equivalent											
	education (30-34)	:	23.5	23.8	26.3	27.3		38.0	34.5	35.7	36.8	40.0
Overall employment	% change from	4.0	4.0	4.7	4.3	0.7			0.2	0.2		
growth Employment rate of	previous year % of female	1.0	1.0	1.7	1.3	0.7			0.2	-0.2		
women	population aged 20 -											
	64	62.3	69.6	69.6	70.3	70.8 b	90.5		62.2	62.3	62.5	
Employment rate of men	aged 20 - 64	80.6	80.2	80.8	80.9	80.3 b	93.8		74.9	74.5	74.2	
Employment rate of	% of population aged											
older workers	55 - 64	28.8	42.4	41.5	43.1	44.9 b	31.4		47.3	48.8	50.1	
Employment gender gap	employment rate											
	between men and											
	women in percentage	10.2	10.6	11.2	10.6	0.5.6			12.7	12.2	11.7	
Employment rate of	points % of population aged	18.3	10.6	11.2	10.6	9.5 b			12.7	12.2	11.7	
young persons	20 - 29	:	74.6	75.9	76.0	75.4 b	104.4		61.1	60.1	59.5	
Employment rate of low skilled persons	% of population with at most lower											
skilled persons	secondary education											
	aged 20 - 64	52.9	56.1	56.4	56.0	55.1 b	79.3		52.9	52.1	51.4	
Employment rate of non- EU nationals	% of population with non-EU citizenship											
EU nationais	aged 20 - 64	:	62.0	62.8	62.1	60.7 b			58.0	56.9	56.0	
Part-time employment	% of total employment											
Temporary employees	% of total employees	16.9 8.0	25.0 9.3	25.0 9.6	25.5 9.3	26.4 b 9.2 b			19.4 14.0	19.8 13.7		
Overall unemployment	% of labour force	8.0	9.5	9.6	9.5	9.2 0			14.0	15.7		
rate		3.6	4.4	4.2	4.3	4.9			9.6	10.4	10.8	
Long-term unemployment	% of labour force	1.0	1.1	1.1	1.1	1.2	103.7		4.2	4.7	5.1	
Youth unemployment	% of youth labour	1.0	1.1	1.1	1.1	1.2	103.7		4.2	4.7	5.1	
rate	force (15-24)	6.3	8.8	8.3	8.7	9.2 b			21.4	22.9		
Youth NEET rate	% of population aged 15-24	7.9	7.1	6.9	6.5	7.1	91.7		12.9	13.1	13.0	
Labour productivity per	EU-27 = 100 (based on	7.5	7.1	0.5	0.5	7.1	31.7		12.3	15.1	15.0	
person employed	PPS per employed											
Labour productivity per	person) EU-27 = 100 (based on	124.1	114.9	115.4	114.8	:			99.8	99.9		
hour worked	PPS per hour worked)											
		117.0	114.8	114.7	114.9	:			99.9	99.9		
Nominal unit labour cost growth	% change from previous year	-0.5	0.3	0.8	3.0				0.6	3.2		
Real unit labour cost	% change from	0.5	0.5	0.0	3.0	·			0.0	3.2		
growth	previous year	-1.4	-1.1	-1.3	1.3	:			-0.7	8.0		
Gender pay gap Involuntary temporary	as % of total	:	24.0	23.7	23.4	:			16.4 p	16.4 p	:	
employment	employees	1.4	0.8	0.8	0.8	0.7 b			8.5 u	8.3 u	8.5 u	
newly employed	share of people in											
	current job 12 months or less in total											
	employment	:	15.7	16.8	16.0	15.9			14.2	13.9	13.4	
At-risk-of-poverty rate												
of unemployed unemployment trap - tax		:	41.2	41.0	45.4 b	:			46.1	46.9 e	:	
rate on low wage												
earners		:	67.2	67.4	67.6	:			:	:	:	
inactivity and part-time work due to personal												
and family												
responisibilities	0/	:	8.1	7.9	8.0	8.0 b			5.1	5.1	5.2	
job vacancy rate	% change over the recent 3 years	.	1.7	1.8	1.9	1.9			1.4	1.4	1.5	
Share of adult	age 25-64		=								=:=	
population with upper												
secondary or tertiary education		76.2 b	82.5	82.5	83.1	83.1			73.4	74.2	75.2	
percentage of adult	age 25-64	5	52.5	32.3	33.1	33.1			. 3		. 5.2	
population participating												
in education and training		8.3	13.7	13.4	14.1	13.9			8.8	9.0	10.4	

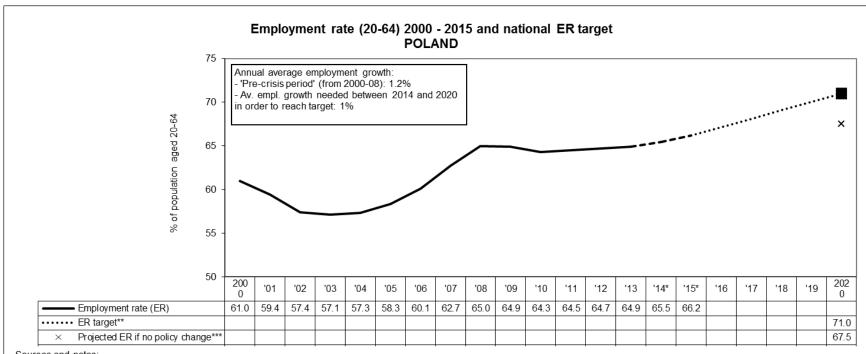
Source: Eurostat database (labour market statistics, national accounts), National Reform Programmes
Notes: b - break in series, p - provisional, c - confidental, e - estimated, n - not significant, f - forecast, s - Eurostat estimate, z - not applicable, u - unreliable, "." - not available
Note: Completion of tertiary or equivalent education (30-34): The respective figure for Austria in 2013, including post-secondary qualifications at ISCED level 4a, amounted to 39.6% (national data sources)
Additional note: the benchmark is normalised in the following way: average of highest 5=100, average of lowest 5=0. The interpretation of the benchmark is that it gives the relative distance to the highest 5 performers by subtracting that benchmark for a given country and indicator from the benchmark of the highest 5 performers, thus a 100. Nimbers in bold: the country is among the 5 highest performers for this indicator. The numbers in italic: the country is among the lowest 5 performers

3. Key employment challenges Austria

3. Key employmer	nt challenges Austria	
	Key Employment	Particularly Good
Increase labour market Participation	Challenge Low employment rates among older people but increasing trend. Low total hours worked for women.	Very good labour market performance and very low unemployment rate. Very low rate of NEETs (15-24). Very good performance on youth employment rates and very low youth unemployment rate.
2. Enhancing labour market functioning; combating segmentation		Very low share of involuntary temporary workers.
Active labour market policies		Very low rates of long-term unemployed relative to the total unemployment.
4. Adequate and employment oriented social security systems	High low wage trap for second earners.	
5. Work-life balance	High part-time work due to family responsibilities. Low uptake of childcare above 30 hours and high employment impact of parenthood but showing positive developments. Low uptake of childcare – total (0-3), but improving trend.	
6. Job creation	High tax wedge on low wage earners.	High number of vacancies per 1000 unemployed.
7. Gender equality	High gender pay gap.	
8. Improving skill supply and productivity; Lifelong learning	Low share of working age persons with tertiary education. Low share of graduates among 20-29 but improving trend.	
9. Improving education and training systems	Low achievers in reading.	
10. Wage setting mechanisms and labour cost developments		

POLAND

1. Progress towards the national employment rate target



Sources and notes:

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

^{**} National employment rate targets from National Reform Programme 2014;

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

2. Key indicators on labour market performance

Poland

radi -	11. 2	2000	2010	2011	2012	2012	Benchmark	2020 national	2011	2012	2013	2020 EU
Indicator Overall employment rate	Unit % of population aged	2000	2010	2011	2012	2013	-	target		EU28-total		target
over an employment rate	20 - 64	61.0	64.3 b	64.5	64.7	64.9		71.0	68.5	68.4	68.3	75.0
Early leavers from	% of pop. 18-24 with											
education and training	at most lower sec.											
	educ. and not in further education or											
	training	:	5.4	5.6	5.7	5.6		4.5	13.4	12.7	11.9	less than 10
Tertiary educational	Completion of tertiary											
attainment	or equivalent											
Overall ampleyment	education (30-34) % change from	12.5 b	34.8	36.5	39.1	40.5		45.0	34.5	35.7	36.8	40.0
Overall employment growth	previous year		-2.7 b	0.6	0.1	:			0.2	-0.2		
Employment rate of	% of female											
women	population aged 20 -											
F	64	54.2	57.3 b	57.2	57.5	57.6	35.3		62.2	62.3	62.5	
Employment rate of men	% of male population aged 20 - 64	68.0	71.3 b	71.9	72.0	72.1	46.8		74.9	74.5	74.2	
Employment rate of	% of population aged	00.0	71.5 0	71.5	72.0	72.1	40.0		74.5	74.5	74.2	
older workers	55 - 64	28.4	34.1 b	36.9	38.7	40.6	16.3		47.3	48.8	50.1	
Employment gender gap												
	employment rate											
	between men and women in percentage											
	points	13.8	14.0 b	14.7	14.5	14.5			12.7	12.2	11.7	
Employment rate of	% of population aged											
young persons	20 - 29	:	59.9 b	59.1	58.6	58.1	49.2		61.1	60.1	59.5	
Employment rate of low skilled persons												
skilled persons	at most lower secondary education											
	aged 20 - 64	41.6	39.2 b	38.7	38.9	37.6	8.4		52.9	52.1	51.4	
Employment rate of non-												
EU nationals	non-EU citizenship											
	aged 20 - 64	:	64.0 b	59.9	64.6	62.0			58.0	56.9	56.0	
Part-time employment	% of total employment	10.4	8.3 b	7.9	7.8	7.7			19.4	19.8		
Temporary employees	% of total employees	5.6	27.2 b	26.8	26.8	26.8			14.0	13.7		
Overall unemployment	% of labour force											
rate		16.1	9.7	9.7	10.1	10.3			9.6	10.4	10.8	
Long-term	% of labour force	7.4	2.0	2.6			74.0		4.2	4.7	5.1	
unemployment Youth unemployment	% of youth labour	7.4	3.0	3.6	4.1	4.4	74.0		4.2	4.7	5.1	
rate	force (15-24)	35.7	23.7 b	25.8	26.5	27.3			21.4	22.9		
Youth NEET rate	% of population aged											
	15-24	:	10.8	11.5	11.8	12.2	56.4		12.9	13.1	13.0	
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed											
person employed	person)	55.8	70.0 b	71.9	73.5 b	:			99.8	99.9		
Labour productivity per						-						
hour worked	PPS per hour worked)											
		45.5	56.3	58.1	59.2 b	:			99.9	99.9		
Nominal unit labour cost growth			1.4 b	1.1	1.5				0.6	3.2		
Real unit labour cost	previous year % change from		1.4 0	1.1	1.5				0.6	3.2		
growth	previous year	:	0.0 b	-2.0	-0.9	:			-0.7	0.8		
Gender pay gap		:	4.5	5.5	6.4	:			16.4 p	16.4 p	:	
Involuntary temporary	as % of total		20.2.1	46.5	47.4	47.0			0.5	0.0	0.5	
employment newly employed	employees share of people in	:	20.2 b	16.5	17.4	17.9			8.5 u	8.3 u	8.5 u	
newly employed	current job 12 months											
	or less in total											
	employment	:	14.0	13.1	12.9	12.1			14.2	13.9	13.4	
At-risk-of-poverty rate				42.5	42.5					45.0		
of unemployed unemployment trap - tax			45.4	43.6	42.5	:			46.1	46.9 e		
rate on low wage												
earners		:	81.6	80.7	80.8	:			:	:	:	
inactivity and part-time												
work due to personal												
and family responisibilities		.	3.3 b	3.4	3.4	3.3			5.1	5.1	5.2	
job vacancy rate	% change over the	·	3.3 0	3.4] 3.3	3.3			3.1	3.1	3.2	
,, .,	recent 3 years	:	0.9	0.6	0.5	0.5			1.4	1.4	1.5	
Share of adult	age 25-64											
population with upper												
secondary or tertiary education		79.8 b	88.5	88.9	89.6	90.1			73.4	74.2	75.2	
percentage of adult	age 25-64	79.0 0	00.3	80.5	0.60	30.1			73.4	74.2	/3.2	
population participating	<u> </u>											
in education and training												
		:	5.2	4.4	4.5	4.3			8.8	9.0	10.4	

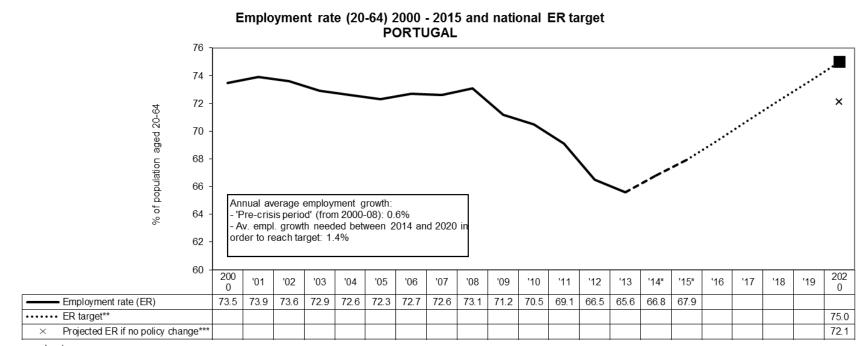
Source: Eurostat database (Jabour market statistics, national accounts), National Reform Programmes
Notes: b - break in series, p - provisional, c - confidental, e - estimated, n - not significant, f - forecast, s - Eurostat estimate, z - not applicable, u - unreliable, "" - not available
Additional note: the benchmark is normalised in the following way: average of highest 5=100, average of lowest 5=0. The interpretation of the benchmark is that it gives the relative distance to the highest 5 performers by subtracting that benchmark for a given country and indicator from the benchmark of the highest 5 performers, thus a 100. Nimbers in bold: the country is among the 5 highest performers for this indicator. The numbers in italic: the country is among the lowest 5 performers

3. Key employment challenges Poland

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

PORTUGAL

1. Progress towards the national employment rate target



Sources and notes:

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

^{**} National employment rate targets from National Reform Programme 2014;

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

2. Key indicators on labour market performance

Portugal

							Benchmark	2020 national	2011	2012	2013	2020 EU
Indicator	Unit	2000	2010	2011	2012	2013		target		EU28-total		target
Overall employment rate		73.5	70.5	60.4	66.5	65.6		75.0	68.5	68.4	68.3	75.0
Early leavers from	20 - 64 % of pop. 18-24 with	/3.5	70.5	69.1 b	66.5	65.6		75.0	68.5	68.4	68.3	/5.0
education and training	at most lower sec.											
· ·	educ. and not in											
	further education or											
T	training	43.6	28.7	23.2	20.8	19.2		10.0	13.4	12.7	11.9	less than 10
Tertiary educational attainment	Completion of tertiary or equivalent											
attaiiiiiciit	education (30-34)	11.3	23.5	26.1 d	27.2	29.2		40.0	34.5	35.7	36.8	40.0
Overall employment	% change from											
growth	previous year	2.1	-1.5	-1.5	-4.2	-2.8			0.2	-0.2		
Employment rate of	% of female											
women	population aged 20 - 64	65.1	65.6	64.8 b	63.1	62.4	55.4		62.2	62.3	62.5	
Employment rate of men		05.1	05.0	04.8 0	03.1	02.4	33.4		02.2	02.3	02.5	
	aged 20 - 64	82.3	75.4	73.4 b	69.9	68.8	27.9		74.9	74.5	74.2	
Employment rate of	% of population aged											
older workers	55 - 64	50.7	49.2	47.9 b	46.5	46.7	37.8		47.3	48.8	50.1	
Employment gender gap												
	employment rate between men and											
	women in percentage											
	points	17.2	9.8	8.6 b	6.8	6.4			12.7	12.2	11.7	
Employment rate of	% of population aged											
young persons	20 - 29	:	62.6	61.7 b	56.6	53.5	34.6		61.1	60.1	59.5	
Employment rate of low												
skilled persons	at most lower secondary education											
	aged 20 - 64	72.8	67.8	65.5 b	62.5	61.0	103.2		52.9	52.1	51.4	
Employment rate of non-		72.0	07.0	03.3 5	02.3	01.0	100.2		32.3	32.1	31.1	
EU nationals	non-EU citizenship											
	aged 20 - 64	:	69.4	66.5 b	61.8	58.6			58.0	56.9	56.0	
Part-time employment	% of total employment		40.4	4221	42.2	42.0				40.0		
Temporary employees	% of total employees	9.9 19.8	10.4 23.0	12.2 b 22.2 b	13.2 20.7	12.9 21.5			19.4 14.0	19.8 13.7		
Overall unemployment	% of labour force	19.0	23.0	22.2 D	20.7	21.5			14.0	15.7		
rate	,	4.5 e	12.0 e	12.9	15.9	16.5			9.6	10.4	10.8	
Long-term	% of labour force											
unemployment		1.9 e	6.3 e	6.2 b	7.7	9.3	28.4		4.2	4.7	5.1	
Youth unemployment	% of youth labour	0.0	22.4	2041					24.4	22.0		
rate Youth NEET rate	force (15-24)	8.2	22.4	30.1 b	37.7	37.7			21.4	22.9		
TOULITNEETTALE	% of population aged 15-24	9.0	11.5	12.7	14.1	14.2	42.5		12.9	13.1	13.0	
Labour productivity per		5.0	11.5	12.7	12		12.5		12.5	15.1	15.0	
person employed	PPS per employed											
	person)	72.4	76.5	74.4 p	75.9 p	:			99.8	99.9		
Labour productivity per	EU-27 = 100 (based on											
hour worked	PPS per hour worked)	62.5	65.7	64.6 p	65.2 p				99.9	99.9		
Nominal unit labour cost	% change from	02.5	03.7	04.0 β	03.2 μ	•			33.3	33.3		
growth	previous year	4.4	-1.4	-0.9 p	-3.0 p	:			0.6	3.2		
Real unit labour cost	% change from											
growth	previous year	1.2	-2.1	-1.1 p	-2.7 p	:			-0.7	0.8		
Gender pay gap	0/ 51 11	:	12.8	12.5	15.7	:			16.4 p	16.4 p	:	
Involuntary temporary employment	as % of total employees	8.7	19.4	19.0 b	18.1	18.5			8.5 u	8.3 u	8.5 u	
newly employed	share of people in	0.7	19.4	19.0 0	10.1	10.5			6.5 u	0.5 u	6.5 u	
newly employed	current job 12 months											
	or less in total											
	employment	:	12.5	13.3	12.1	12.4			14.2	13.9	13.4	
At-risk-of-poverty rate												
of unemployed unemployment trap - tax		:	36.4	36.0	38.3	:			46.1	46.9 e	:	
rate on low wage												
earners		:	79.0	79.0	79.2	:			:	:	:	
inactivity and part-time												
work due to personal												
and family		[. .	<u>.</u> .		
responisibilities job vacancy rate	% change over the	-	1.1	1.6 b	1.6	1.5			5.1	5.1	5.2	
Job vacancy rate	recent 3 years		0.4	0.4	0.4	0.4			1.4	1.4	1.5	
Share of adult	age 25-64			0	0	0					1.5	
population with upper												
secondary or tertiary												
education		19.4	31.9	35.0 d	37.6	40.0			73.4	74.2	75.2	
percentage of adult population participating	age 25-64											
in education and training												
		3.4	5.8	11.6 b	10.6	9.8			8.8	9.0	10.4	

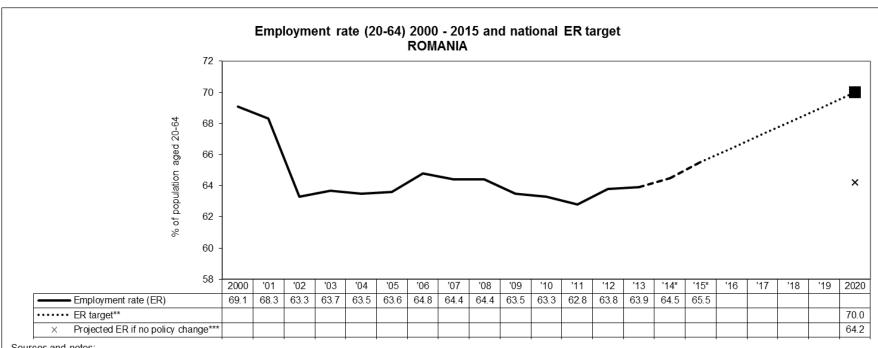
Source: Eurostat database (labour market statistics, national accounts), National Reform Programmer Re

3. Key employment challenges Portugal

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

ROMANIA

1. Progress towards the national employment rate target



Sources and notes:

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

^{**} National employment rate targets from National Reform Programme 2014;

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

2. Key indicators on labour market performance Romania

Indicator	Unit	2000	2010	2011	2012	2013	Benchmark	national target	2011	2012 EU28-total	2013	2020 EU target
Overall employment rate	% of population aged											
5.1.1	20 - 64	69.1	63.3	62.8	63.8	63.9		70.0	68.5	68.4	68.3	75.0
Early leavers from education and training	% of pop. 18-24 with at most lower sec.											
	educ. and not in											
	further education or											
Tertiary educational	training Completion of tertiary	22.9	18.4	17.5	17.4	17.3		11.3	13.4	12.7	11.9	less than 10
attainment	or equivalent											
	education (30-34)	8.9	18.1	20.4	21.8	22.8		26.7	34.5	35.7	36.8	40.0
Overall employment	% change from											
growth Employment rate of	previous year % of female	-0.8	-0.3	-0.8	1.3	-0.1			0.2	-0.2		
women	population aged 20 -											
	64	63.0	55.9	55.7	56.3	56.2	29.4		62.2	62.3	62.5	
Employment rate of men		75.4	70.0	60.0	71.4	71.6	42.0		74.0	74.5	74.2	
Employment rate of	aged 20 - 64 % of population aged	75.4	70.8	69.9	71.4	71.6	43.9		74.9	74.5	74.2	
older workers	55 - 64	49.5	41.1	40.0	41.4	41.5	19.4		47.3	48.8	50.1	
Employment gender gap												
	employment rate between men and											
	women in percentage											
	points	12.4	14.9	14.2	15.1	15.4			12.7	12.2	11.7	
Employment rate of	% of population aged		F	F4.3	F2.0		22.5		· · ·		F0 F	
young persons Employment rate of low	20 - 29 % of population with	:	51.1	51.3	52.0	52.7	32.0		61.1	60.1	59.5	
skilled persons	at most lower											
	secondary education											
[aged 20 - 64	68.1	54.0	50.7	52.6	53.0	70.8		52.9	52.1	51.4	
Employment rate of non- EU nationals	non-EU citizenship											
	aged 20 - 64	:	:	:	:	:			58.0	56.9	56.0	
Part-time employment	% of total employment											
Temporary employees	% of total employees	15.6 2.9	11.0 1.1	10.5 1.5	10.2 1.7	9.9 1.5			19.4 14.0	19.8 13.7		
Overall unemployment	% of labour force	2.3	1.1	1.5	1.7	1.5			14.0	13.7		
rate		6.8	7.3	7.4	7.0	7.3			9.6	10.4	10.8	
Long-term	% of labour force	2.5	2.5	2.4	2.2							
unemployment Youth unemployment	% of youth labour	3.5	2.5	3.1	3.2	3.4	83.3		4.2	4.7	5.1	
rate	force (15-24)	17.8	22.1	23.7	22.7	23.6			21.4	22.9		
Youth NEET rate	% of population aged											
Labour productivity per	15-24 EU-27 = 100 (based on	20.2	16.4	17.4	16.8	17.2	21.7		12.9	13.1	13.0	
person employed	PPS per employed											
, ,	person)	23.8	49.7	50.4	51.0	:			99.8	99.9		
Labour productivity per	EU-27 = 100 (based on											
hour worked	PPS per hour worked)	21.8	44.0	43.9	44.4				99.9	99.9		
Nominal unit labour cost	% change from	21.0		.5.5					33.3	33.3		
growth	previous year	64.9	-2.4	-6.8	4.3	:			0.6	3.2		
Real unit labour cost	% change from	15.1	-7.7	-10.6	-0.2	.			-0.7	0.8		
growth Gender pay gap	previous year	15.1	8.8	-10.6 11.0 e	-0.2 9.7 e	- -			-0.7 16.4 p		:	
Involuntary temporary	as % of total											
employment	employees	2.0	0.9	1.2	1.5	1.3			8.5 u	8.3 u	8.5 u	
newly employed	share of people in current job 12 months											
	or less in total						1					
	employment	:	6.4	6.6	5.9	5.7			14.2	13.9	13.4	
At-risk-of-poverty rate of unemployed			45.4	47.7	51.8	.			46.1	46.9 e		
unemployment trap - tax			45.4	4/./	31.0	<u> </u>			40.1	40.9 e	•	
rate on low wage												
earners		:	59.7	53.8	53.9	:			:	:	:	
inactivity and part-time work due to personal												
and family												
responisibilities		:	0.9	0.9	1.0	1.0			5.1	5.1	5.2	
job vacancy rate	% change over the		1.1	0.7	0.0	0.7			1.4	1 4	4 -	
Share of adult	recent 3 years age 25-64		1.1	0.7	0.6	0.7			1.4	1.4	1.5	
population with upper	9 * * *											
secondary or tertiary												
education percentage of adult	age 25-64	69.3	74.3	74.9	75.9	76.3			73.4	74.2	75.2	
population participating	05C 23 OT											
in education and training												
		0.9	1.3	1.6	1.4	2.0			8.8	9.0	10.4	

U.5 1.5 1.0 1.4 2.0 8.8 9.0 10.4 Source: Eurostat database (labour market statistics, national accounts), National Reform Programmes

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

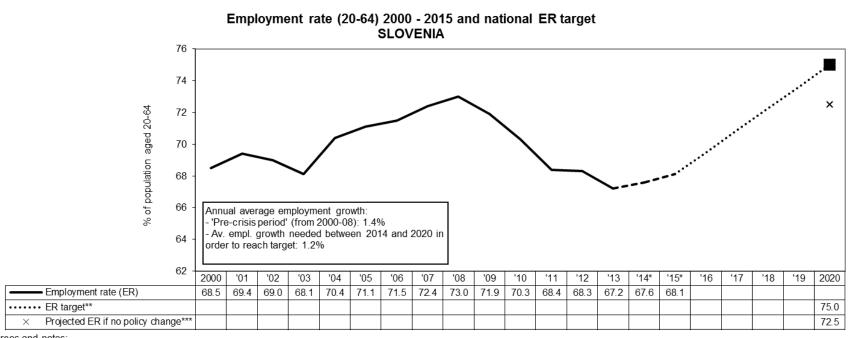
Additional note: the benchmark is normalised in the following way: average of highest 5=100, average of lowest 5=0. The interpretation of the benchmark is that it gives the relative distance to the highest 5 performers by subtracting that benchmark for a given country and indicator from the benchmark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

3. Key employment challenges Romania

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

SLOVENIA

1. Progress towards the national employment rate target



Sources and notes:

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

^{**} National employment rate targets from National Reform Programme 2014;

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

2. Key indicators on labour market performance

Slovenia

Sioveilla					ı	1	1	2020				
Indicator	Unit	2000	2010	2011	2012	2013	Benchmark	national target	2011	2012 EU28-total	2013	2020 EU target
Overall employment rate	% of population aged 20 - 64	68.5	70.3	68.4	68.3	67.2		75.0	68.5	68.4	68.3	75.0
Early leavers from education and training	% of pop. 18-24 with at most lower sec. educ. and not in	00.5	70.5	00.1	00.5	07.2		75.0	00.5	00.1	00.5	75.0
	further education or training	:	5.0	4.2	4.4	3.9		5.0	13.4	12.7	11.9	less than 10
Tertiary educational attainment	Completion of tertiary or equivalent											
Overall employment	education (30-34) % change from	18.5 b	34.8	37.9	39.2	40.1		40.0	34.5	35.7	36.8	40.0
growth Employment rate of women	previous year % of female population aged 20 -	1.5	-2.2	-1.6	-0.8	-2.0			0.2	-0.2		
Employment rate of men	64 % of male population	63.6	66.5	64.8	64.6	63.0	57.9		62.2	62.3	62.5	
Employment rate of	aged 20 - 64 % of population aged	73.2	74.0	71.8	71.8	71.2	41.6		74.9	74.5	74.2	
older workers Employment gender gap	55 - 64 difference in the employment rate between men and women in percentage	22.7	35.0	31.2	32.9	33.5	-8.8		47.3	48.8	50.1	
Employment rate of	points % of population aged	9.6	7.5	7.0	7.2	8.2			12.7	12.2	11.7	
young persons Employment rate of low skilled persons	20 - 29	:	63.0	60.9	58.5	56.2	43.2		61.1	60.1	59.5	
Employment rate of non- EU nationals	secondary education aged 20 - 64 % of population with non-EU citizenship	52.7	50.5	45.8	46.4	44.6	36.8		52.9	52.1	51.4	
Part-time employment	aged 20 - 64 % of total employment	:	60.6	67.2	63.5	60.4			58.0	56.9	56.0	
Temporary employees	% of total employees	5.9 12.8	11.1 17.1	10.1 18.0	9.5 17.0	9.8 16.3			19.4 14.0	19.8 13.7		
Overall unemployment rate	% of labour force	6.7	7.3	8.2	8.9	10.1			9.6	10.4	10.8	
Long-term unemployment	% of labour force	4.1	3.2	3.6	4.3	5.2	66.5		4.2	4.7	5.1	
Youth unemployment rate	% of youth labour force (15-24)	16.4	14.7	15.7	20.6	21.6			21.4	22.9		
	% of population aged 15-24 EU-27 = 100 (based on	:	7.1	7.1	9.3	9.2	77.1		12.9	13.1	13.0	
person employed Labour productivity per	PPS per employed person) EU-27 = 100 (based on	76.4	79.6	81.2	80.8	:			99.8	99.9		
hour worked	PPS per hour worked)	75.9	83.2	86.1	86.3	:			99.9	99.9		
Nominal unit labour cost growth Real unit labour cost	% change from previous year % change from	7.3	0.4	-0.7	0.8	:			0.6	3.2		
growth Gender pay gap	previous year	2.0	1.5 0.9	-1.9 2.3	0.5 2.5	-1.8 :			-0.7 16.4 p	0.8 16.4 p	:	
Involuntary temporary employment newly employed	as % of total employees share of people in current job 12 months	6.2	8.9	10.2	8.6	9.1			8.5 u	8.3 u	8.5 u	
At ataly of a superburst.	or less in total employment	:	11.8	11.7	12.2	11.7			14.2	13.9	13.4	
At-risk-of-poverty rate of unemployed unemployment trap - tax		:	44.1	44.6	46.9	:			46.1	46.9 e	:	
rate on low wage earners inactivity and part-time		:	83.2	89.7	89.5	:			:	:	:	
work due to personal and family			1.0	1.0	0.0	1.1			E 1	E 1	E 2	
responisibilities job vacancy rate	% change over the recent 3 years	:	1.0 0.8	1.0 0.7	0.9	0.8			5.1 1.4	5.1 1.4	5.2 1.5	
Share of adult population with upper	age 25-64	:	0.0	0.7	0.0	0.0			1.7	1.7	1.5	
secondary or tertiary education percentage of adult	age 25-64	75.3 b	83.3	84.5	85.0	85.5			73.4	74.2	75.2	
population participating in education and training		:	16.2	15.9	13.8	12.4			8.8	9.0	10.4	
Source: Eurostat database (lal									3.0	, ,,,,	20.7	

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

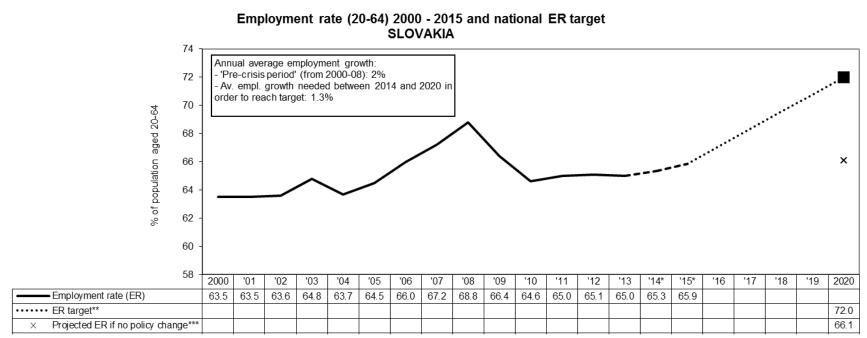
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3. Key employment challenges Slovenia

Main	nent challenges Slovenia Key Employment Challenges	Particularly good labour market
Challenges	They Employment chancinges	outcome
(per policy		
area)		
1. Increase	Low employment rates for low-skilled.	
labour market	Very low employment rates of older workers.	
participation	High increase of unemployment rate and decreasing	
participation	employment rate for the young.	
	Short duration of working life.	
2. Enhancing	Involuntary temporary work is higher than EU for younger.	
labour market	Labour market segmentation, affecting particularly the young.	
functioning;		
combating		
segmentation		
3. Active labour	Increase in the long term unemployment rate in 2013.	
market policies		
market policies	Despite positive trend in the level of ALMP, spending is	
	persistently low, low participation of older workers and low	
1 Adom::=4=	skilled. The unemployment trap is worse than the EU average with low	
4. Adequate	replacement rates after 12 months.	
and employment	replacement rates after 12 months.	
oriented social	Inactivity trap for the second earner is higher than EU average	
security systems	and increasing.	
	In-work poverty risk still below EU average but increasing.	
5. Work-life		Employment impact of parenthood is
balance		significantly below the EU average.
		Good provision of childcare.
6. Job creation	Negative employment growth signifying job losses, particularly in the construction sector.	
7 Condor	in the construction sector.	Slovenia is performing very well in
7. Gender		relation to gender pay gap.
equality		relation to gender pay gap.
		Low influence of care responsibilities on
		labour market participation of women.
8. Improving skill	Employment rate for low skilled (20-64) is below the EU	
supply and	average and decreasing.	
productivity;	Mismatches between skills supply and labour demand	
Lifelong learning	Mismatches between skills supply and labour demand.	
9. Improving		Early school leaving rate is one of the
education and		lowest in the EU.
		High attainment levels in tertiary
training systems		education.
		Higher annual expenditure in higher
40 111	Adoptation of minimum was as that are well in the wall	education per capita.
10. Wage	Adaptation of minimum wages that are not in line with productivity development.	Alignment of unit labour cost to productivity developments in recent
setting	productivity development.	years.
mechanisms		youro.
and labour cost		
developments		
	I	I

SLOVAKIA

1. Progress towards the national employment rate target



Sources and notes:

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

^{**} National employment rate targets from National Reform Programme 2014;

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

2. Key indicators on labour market performance

Slovakia

Indic-+	11-24	2000	2010	2011	2012	2012	Benchmark	2020 national	2011	2012 EU28-total	2013	2020 EU
Indicator Overall employment rate	Unit % of population aged	2000	2010	2011	2012	2013		target		EU28-total		target
overall employment rate	20 - 64	63.5	64.6	65.0 b	65.1	65.0		72.0	68.5	68.4	68.3	75.0
Early leavers from education and training	% of pop. 18-24 with at most lower sec.											
	educ. and not in further education or											
	training	:	4.7	5.1	5.3	6.4		6.0	13.4	12.7	11.9	less than 10
Tertiary educational	Completion of tertiary											
attainment	or equivalent											
	education (30-34)	10.6	22.1	23.2	23.7	26.9		40.0	34.5	35.7	36.8	40.0
Overall employment growth	% change from previous year	-2.0	-1.5	1.8	0.1	-0.8			0.2	-0.2		
Employment rate of	% of female	2.0	1.5	1.0	0.1	0.0			0.2	0.2		
women	population aged 20 -											
	64	57.2	57.4	57.4 b	57.3	57.8	36.1		62.2	62.3	62.5	
Employment rate of men	% of male population aged 20 - 64	70.0	71.9	72.5 b	72.8	72.2	47.4		74.9	74.5	74.2	
Employment rate of	% of population aged	70.0	71.5	72.5 6	72.0	, 2.2	47.4		74.5	74.5	74.2	
older workers	55 - 64	21.3	40.5	41.3 b	43.1	44.0	28.3		47.3	48.8	50.1	
Employment gender gap	difference in the employment rate between men and women in percentage											
	points	12.8	14.5	15.1 b	15.5	14.4			12.7	12.2	11.7	
Employment rate of	% of population aged											
young persons Employment rate of low skilled persons	20 - 29 % of population with at most lower	•	52.9	52.0 b	52.2	51.9	29.5		61.1	60.1	59.5	
	secondary education											
Employment rate of non-	aged 20 - 64	29.5	28.6	29.6 b	29.5	30.3	-21.1		52.9	52.1	51.4	
EU nationals	non-EU citizenship											
	aged 20 - 64	:	:	:	:	:			58.0	56.9	56.0	
Part-time employment	% of total employment											
Temporary employees	% of total employees	1.9 4.0	3.9 5.6	4.2 b 6.5 b	4.1 6.7	4.7 6.8			19.4 14.0	19.8 13.7		
Overall unemployment	% of labour force	4.0	3.0	0.5 6	0.7	0.8			14.0	13.7		
rate		18.9	14.5	13.7	14.0	14.2			9.6	10.4	10.8	
Long-term	% of labour force											
unemployment	0/ -6	10.3	9.3	9.3	9.4	10.0	21.9		4.2	4.7	5.1	
Youth unemployment rate	% of youth labour force (15-24)	36.9	33.6	33.4 b	34.0	33.7			21.4	22.9		
Youth NEET rate	% of population aged											
	15-24	:	14.1	13.8	13.8	13.7	46.0		12.9	13.1	13.0	
Labour productivity per												
person employed	PPS per employed person)	58.6	82.3	81.5	81.9	:			99.8	99.9		
Labour productivity per	EU-27 = 100 (based on	30.0	02.5	01.3	01.3				33.0	33.3		
hour worked	PPS per hour worked)											
	0/ 1 6	54.8	75.1	75.0	75.2	:			99.9	99.9		
Nominal unit labour cost growth	% cnange from previous year	9.5	-0.9	0.8	1.0				0.6	3.2		
Real unit labour cost	% change from	3.3	0.5	0.0	1.0				0.0	3.2		
growth	previous year	0.1	-1.4	-0.8	-0.2	:			-0.7	0.8		
Gender pay gap	0/ 61 1 1	:	19.6	20.5	21.5	:			16.4 p	16.4 p	:	
Involuntary temporary employment	as % of total employees	3.1	4.3 u	5.5 b	5.7	5.9			8.5 u	8.3 u	8.5 u	
newly employed	share of people in current job 12 months	3.1	4.3 u	3.3 0	3.7	3.9			8.5 u	8.3 u	8.5 u	
	or less in total employment	:	10.4	10.1	9.1	9.0			14.2	13.9	13.4	
At-risk-of-poverty rate												
of unemployed		:	41.1	42.6	44.6	:			46.1	46.9 e	:	
unemployment trap - tax												
rate on low wage earners		:	42.6	44.3	44.3	:			:		:	
inactivity and part-time		•	12.0		5				•			
work due to personal												
and family			4 5	476	4 7	4.7			E 1	F 1	5.2	
responisibilities job vacancy rate	% change over the		4.5	4.7 b	4.7	4.7			5.1	5.1	5.2	
, == + 0 co c , 1 d c	recent 3 years	:	1.0	0.8	0.8	0.8			1.4	1.4	1.5	
Share of adult	age 25-64											
population with upper												
secondary or tertiary education		83.8	91.0	91.3	91.7	91.9			73.4	74.2	75.2	
percentage of adult	age 25-64	33.0	31.0	31.3	31.7	31.3			, 3.4	74.2	73.2	
percentage or addit			1	1		1	1			1		
population participating in education and training	_											

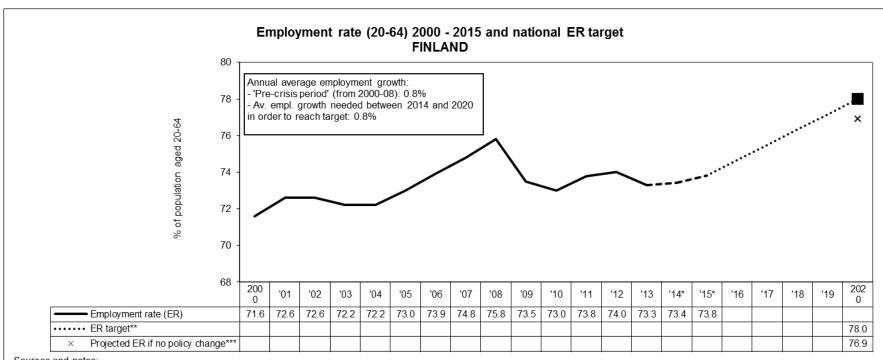
Source: Eurostat database (labour market statistics, national accounts), National Reform Programmes
Notes: b - break in series, p - provisional, c - confidental, e - estimated, n - not siginificant, f - forecast, s - Eurostat estimate, z - not applicable, u - unreliable, ":" - not available
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3.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

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

FINLAND

1. Progress towards the national employment rate target



Sources and notes:

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

^{**} National employment rate targets from National Reform Programme 2014;

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

2. Key indicators on labour market performance

Finland

Indicator	Unit	2000	2010	2011	2012	2013	Benchmark	2020 national target	2011	2012 EU28-total	2013	2020 EU target
Overall employment rate												
	20 - 64	71.6	73.0	73.8	74.0	73.3		78.0	68.5	68.4	68.3	75.0
arly leavers from	% of pop. 18-24 with											
education and training	at most lower sec. educ. and not in											
	further education or											
	training	9.0 b	10.3 d	9.8	8.9	9.3		8.0	13.4	12.7	11.9	less than 10
ertiary educational	Completion of tertiary	3.0 5	10.5 0	5.0	0.5	3.5		0.0	13.4	12.7	11.5	icss than it
ttainment	or equivalent											
	education (30-34)	40.3 b	45.7	46.0	45.8	45.1		42.0	34.5	35.7	36.8	40.0
Overall employment	% change from											
growth	previous year	2.1	-0.1	1.5	0.1	-1.3			0.2	-0.2		
mployment rate of	% of female											
vomen	population aged 20 -											
	64	68.2	71.5	71.9	72.5	71.9	95.1		62.2	62.3	62.5	
mployment rate of men												
	aged 20 - 64	74.9	74.5	75.6	75.5	74.7	61.7		74.9	74.5	74.2	
mployment rate of	% of population aged	_										
lder workers	55 - 64	41.6	56.2	57.0	58.2	58.5	79.5		47.3	48.8	50.1	
mployment gender gap												
	employment rate											
	between men and											
	women in percentage points	6.7	3.0	3.7	3.0	2.8			12.7	12.2	11.7	
mployment rate of	% of population aged	0.7	5.0	3.7	3.0	2.0			12.7	12.2	11./	
	20 - 29		67.0	67.8	67.8	66.9	77.3		61.1	60.1	59.5	
oung persons imployment rate of low	% of population with		37.0	37.8	37.8	30.3	//.3		31.1	30.1	33.3	
killed persons	at most lower											
	secondary education											
	aged 20 - 64	59.1	53.9	54.1	53.9	52.2	67.5		52.9	52.1	51.4	
Employment rate of non-												
U nationals	non-EU citizenship											
	aged 20 - 64	:	49.4	50.7	51.7	53.3			58.0	56.9	56.0	
art-time employment	% of total employment											
		12.2	14.6	14.9	15.1	15.1			19.4	19.8		
emporary employees	% of total employees	17.7	15.4	15.5	15.5	15.3			14.0	13.7		
verall unemployment	% of labour force											
ate		9.8	8.4	7.8	7.7	8.2			9.6	10.4	10.8	
ong-term	% of labour force											
nemployment		2.8	2.0	1.7	1.6	1.7	99.1		4.2	4.7	5.1	
outh unemployment	% of youth labour											
ate	force (15-24)	28.4	21.4	20.1	19.0	19.9			21.4	22.9		
outh NEET rate	% of population aged											
	15-24	9.7 b	9.0 d	8.4	8.6	9.3	76.5		12.9	13.1	13.0	
abour productivity per												
erson employed	PPS per employed	116.0	109.5	109.8	100.0				99.8	99.9		
abour productivity per	person) EU-27 = 100 (based on	116.0	109.5	109.8	108.9	:			99.8	99.9		
nour worked	PPS per hour worked)											
loui worked	113 per nour worked)	112.5	107.8	108.4	106.7				99.9	99.9		
Nominal unit labour cost	% change from	112.5	107.0	100.4	100.7				33.3	33.3		
growth	previous year	0.6	-1.6	2.0	4.4				0.6	3.2		
eal unit labour cost	% change from	0.0	1.0	2.0		ľ			0.0	3.2		
rowth	previous year	-1.9	-2.0	-0.8	1.6	0.2			-0.7	0.8		
Gender pay gap	, ,	:	20.3	19.6	19.4 p				16.4 p	1	:	
nvoluntary temporary	as % of total									· ·		
mployment	employees	10.6	10.0	10.0	10.4	10.2			8.5 u	8.3 u	8.5 u	
ewly employed	share of people in											
	current job 12 months											
	or less in total											
	employment	:	17.9	20.2	19.7	19.0			14.2	13.9	13.4	
At-risk-of-poverty rate												
of unemployed		:	45.3	43.5	45.5	:			46.1	46.9 e	:	
inemployment trap - tax												
ate on low wage												
earners		:	72.3	72.3	74.8	:			:	:	:	
nactivity and part-time												
vork due to personal												
and family			3.0	2.4	3.0				F 4	[]		
esponisibilities	9/ shanga o:+		3.0	3.1	3.0	3.2			5.1	5.1	5.2	
ob vacancy rate	% change over the		4.0	4.0	3.0	1.0			4.4	44	4.5	
hara of adult	recent 3 years	·	1.9	1.8	2.0	1.9			1.4	1.4	1.5	
hare of adult	age 25-64											
opulation with upper												
econdary or tertiary education		73.2 b	83.0	83.7	84.8	85.9			73.4	74.2	75.2	
	age 25-64	/3.2 D	63.0	63.7	64.8	85.9			/3.4	/4.2	/5.2	
percentage of adult population participating	age 25-64											
n education participating												
. caucation and trailing		17.5 b	23.0	23.8	24.5	24.9	1		8.8	9.0	10.4	
		17.5 0	23.0	23.0	27.5	27.5			0.0	7.0	40.7	

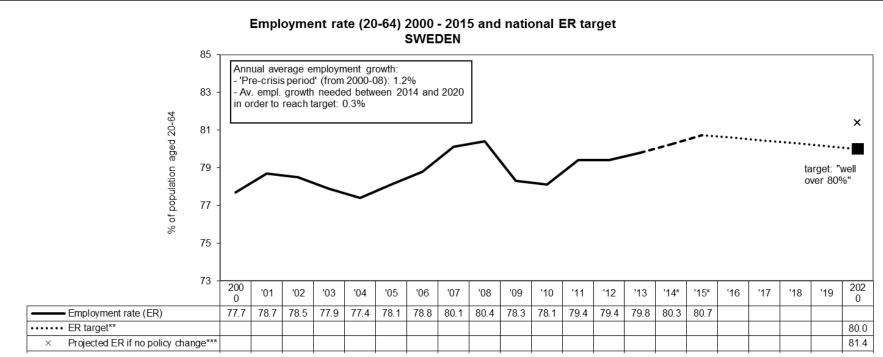
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3. Key employment challenges Finland

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

SWEDEN

1. Progress towards the national employment rate target



Sources and notes:

Employment rates 2000-2013: Eurostat, EU LFS;

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

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

^{**} National employment rate targets from National Reform Programme 2014;

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

2. Key indicators on labour market performance

Sweden

							Benchmark	2020 national	2011	2012	2013	2020 EU
Indicator	Unit	2000	2010	2011	2012	2013		target		EU28-total		target
Overall employment rate	% of population aged 20 - 64	77.7	78.1	79.4	79.4	79.8		vell over 80	68.5	68.4	68.3	75.0
Early leavers from education and training	% of pop. 18-24 with at most lower sec. educ. and not in	77.7	70.1	73.4	75.4	73.0	·	veli over bo	00.5	00.4	00.5	73.0
Tertiary educational	further education or training Completion of tertiary	7.3 d	6.5	6.6	7.5	7.1	ı	ess than 10	13.4	12.7	11.9	less than 10
attainment	or equivalent education (30-34)	31.8	45.3	46.8	47.9	48.3		40-45	34.5	35.7	36.8	40.0
Overall employment growth Employment rate of	% change from previous year % of female	2.5	1.0	2.1	0.7	1.0			0.2	-0.2		
women	population aged 20 - 64	75.3	75.0	76.5	76.8	77.2	117.2		62.2	62.3	62.5	
Employment rate of men	% of male population aged 20 - 64	80.1	81.1	82.1	81.9	82.2	104.7		74.9	74.5	74.2	
Employment rate of older workers Employment gender gap	% of population aged 55 - 64 difference in the	64.9	70.4	72.0	73.0	73.6	132.9		47.3	48.8	50.1	
	employment rate between men and women in percentage											
Employment rate of	points % of population aged	4.8	6.1	5.6	5.1	5.0			12.7	12.2	11.7	
young persons	20 - 29 % of population with at most lower	:	66.6	68.4	67.2	67.9	80.5		61.1	60.1	59.5	
Employment rate of non-	secondary education aged 20 - 64 % of population with	65.4	62.8	63.7	62.9	61.0	103.2		52.9	52.1	51.4	
EU nationals Part-time employment	non-EU citizenship aged 20 - 64 % of total employment	:	47.9	47.0	47.7	50.2			58.0	56.9	56.0	
Temporary employees Overall unemployment	% of total employees % of labour force	22.8 14.3	27.0 16.0	26.5 16.5	26.5 15.9	26.2 16.3			19.4 14.0	19.8 13.7		
rate Long-term	% of labour force	5.6	8.6	7.8	8.0	8.0			9.6	10.4	10.8	
unemployment Youth unemployment	% of youth labour	1.4	1.6	1.5	1.5	1.5	100.9		4.2	4.7	5.1	
rate Youth NEET rate	force (15-24) % of population aged	9.5	24.8	22.8	23.6	23.5			21.4	22.9		
	15-24 EU-27 = 100 (based on PPS per employed	6.3 d	7.7	7.5	7.8	7.5	88.9		12.9	13.1	13.0	
Labour productivity per hour worked	person)	115.4	114.0	114.0	114.2	:			99.8	99.9		
Nominal unit labour cost		119.4	115.0	115.2	115.9	:			99.9	99.9		
growth Real unit labour cost	previous year % change from	5.2	-2.3	0.1	2.9	0.7			0.6	3.2		
growth Gender pay gap	previous year	3.7	-3.1 15.4	-1.2 15.8	1.9 15.9	-0.2			-0.7 16.4 p	0.8 16.4 p		
Involuntary temporary employment newly employed	as % of total employees share of people in current job 12 months	8.5	9.5	9.5	9.1	9.6			8.5 u		8.5 u	
	or less in total employment	:	18.8	21.0	20.2	19.9			14.2	13.9	13.4	
At-risk-of-poverty rate of unemployed unemployment trap - tax		:	36.3	38.4	42.2	:			46.1	46.9 e	:	
rate on low wage earners inactivity and part-time		:	74.7	73.7	72.3	:			:	:	:	
work due to personal and family responisibilities			3.7	3.7	3.8	3.6			5.1	5.1	5.2	
job vacancy rate	% change over the recent 3 years	:	1.1	1.2	1.4	1.5			1.4	1.4	1.5	
Share of adult population with upper secondary or tertiary	age 25-64											
education percentage of adult population participating in education and training	age 25-64	77.2	81.2	81.6	82.4	83.2			73.4	74.2	75.2	
	oour market statistics, nation	21.6	24.4	24.9	26.7	28.1			8.8	9.0	10.4	

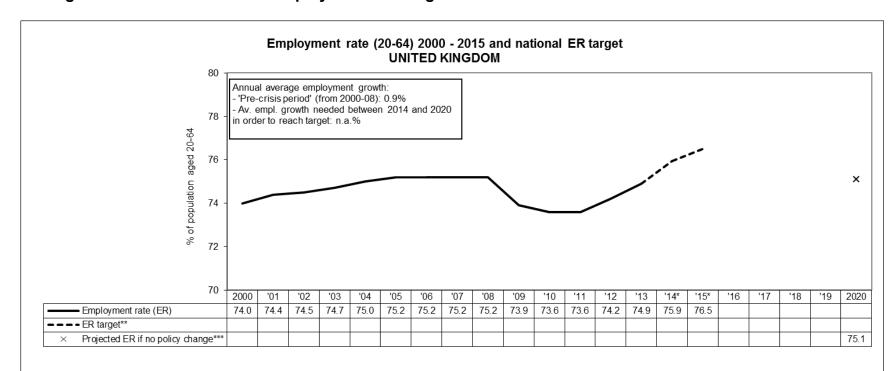
Source: Eurostat database (labour market statistics, national accounts), National Reform Programmes
Notes: 5 - break in series, p - provisional, c - confidental, e - estimated, n - not significant, f - forecast, s - Eurostat estimate, z - not applicable, u - unreliable, "." - not available
Additional note: the benchmark is normalised in the following way: average of highest 5=100, average of lowest 5=0. The interpretation of the benchmark is that it gives the relative distance to the highest 5 performers by subtracting that benchmark for a given country and indicator from the benchmark of the highest 5 performers, thus a 100. Nmbers in bold: the country is among the 5 highest performers for this indicator. The numbers in italia: the country is among the lowest 5 performers

3. Key employment challenges Sweden

Employment policy	hallenges Sweden Key employment	Particularly good labour
area	challenge	market outcomes
uica	Chancinge	market outcomes
Increase labour market participation	Employment rate of non-EU nationals is below EU average but shows some positive development.	Very high employment rate for both women and men as well as for the older population. Long duration of working life for men and women.
	Youth unemployment rate around EU average.	
	Youth unemployment ratio higher than EU average.	
2. Enhancing labour market functioning; combating segmentation		Hiring rate and newly employed, including youth, significantly better than EU average.
oog.montation		Share of long-term unemployment significantly better than EU average.
3. Active labour market policies		ALMP expenditure as % of GDP significantly higher than EU average.
Adequate and employment oriented social security systems		
5. Work-life balance	Overtime hours significantly higher than EU average.	Inactivity due to personal and family responsibility significantly better than EU average.
6. Job creation		
7. Gender equality		
8. Improving skill supply and productivity; Lifelong learning		Participation in lifelong learning and adult education are significantly better than the EU for employed as well as for unemployed/inactive.
Improving education and training systems	Share of low-achievers in reading, science and Maths higher than EU average.	Annual expenditure in tertiary significantly higher than EU average Females with tertiary education
	Difference in employment rate between persons with low and medium education attainment significantly larger than EU average.	significantly higher than EU average.
10. Wage setting mechanisms and labour cost developments		

UNITED KINGDOM

1. Progress towards the national employment rate target



Sources and notes:

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

^{**} National employment rate targets from National Reform Programme 2014;

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

2. Key indicators on labour market performance United Kingdom

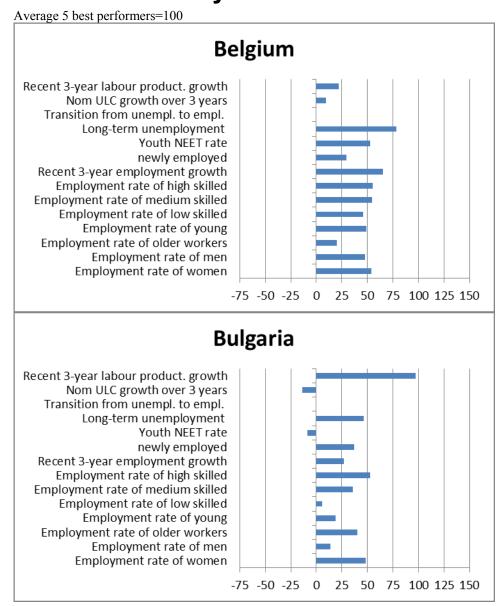
							Benchmark	2020 national	2011	2012	2013	2020 EU
Indicator	Unit	2000	2010	2011	2012	2013	Denemian	target	2011	EU28-total	2013	target
Overall employment rate	% of population aged 20 - 64	74.0	73.6	73.6	74.2	74.9			68.5	68.4	68.3	75.0
Early leavers from	% of pop. 18-24 with	74.0	/3.6	/3.6	74.2	74.9		n.a.	68.5	68.4	68.3	75.0
education and training	at most lower sec.											
	educ. and not in											
	further education or											
L	training	18.2	14.9	15.0	13.6	12.4		n.a	13.4	12.7	11.9	less than 10
Tertiary educational attainment	Completion of tertiary or equivalent											
attaiiiiieiit	education (30-34)	29.0	43.0	45.8	47.1	47.6		n.a.	34.5	35.7	36.8	40.0
Overall employment	% change from	25.0	13.0	13.0	.,	.,.0		11.0.	5 1.5	33.7	30.0	10.0
growth	previous year	-6.4	0.2	0.5	1.2	1.3			0.2	-0.2		
Employment rate of	% of female											
women	population aged 20 -											
	64	66.8	67.9	67.9	68.4	69.4	84.6		62.2	62.3	62.5	
Employment rate of men	% of male population aged 20 - 64	81.4	79.3	79.4	80.0	80.5	95.0		74.9	74 5	74.2	
Employment rate of	% of population aged	81.4	79.3	79.4	80.0	80.5	95.0		74.9	74.5	74.2	
older workers	55 - 64	50.7	57.1	56.7	58.1	59.8	84.1		47.3	48.8	50.1	
Employment gender gap												
	employment rate											
	between men and											
	women in percentage											
	points	14.6	11.4	11.5	11.6	11.1			12.7	12.2	11.7	
Employment rate of young persons	% of population aged 20 - 29		71.1 b	70.1 b	70.1	71.0	90.4		61.1	60.1	59.5	
Employment rate of low			71.1 0	70.1 0	70.1	71.0	30.4		01.1	00.1	33.3	
skilled persons	at most lower											
	secondary education											
	aged 20 - 64	64.5	55.6	55.7 b	56.5	56.9	86.6		52.9	52.1	51.4	
Employment rate of non-												
EU nationals	non-EU citizenship	l.	62.6	62.3	61.5	61.0			E0.0	56.0	56.0	
Part-time employment	aged 20 - 64 % of total employment		63.6	02.5	01.5	61.9			58.0	56.9	30.0	
r ar t-time employment	76 Of total employment	25.1	26.7	26.7	27.0	26.7			19.4	19.8		
Temporary employees	% of total employees	6.6	6.0	6.0	6.2	6.1			14.0	13.7		
Overall unemployment	% of labour force											
rate		5.4	7.8	8.0	7.9	7.5			9.6	10.4	10.8	
Long-term	% of labour force		2.5	2.7	2.7		20.0					
unemployment	% of youth labour	1.4	2.5	2.7	2.7	2.7	89.8		4.2	4.7	5.1	
Youth unemployment rate	force (15-24)	12.0	19.6	21.1	21.0	20.5			21.4	22.9		
Youth NEET rate	% of population aged	12.0	13.0	21.1	21.0	20.5				22.3		
	15-24	10.9	13.7	14.3	14.0	13.3	48.8		12.9	13.1	13.0	
Labour productivity per	EU-27 = 100 (based on											
person employed	PPS per employed											
	person)	113.1	102.3	100.1	99.7	:			99.8	99.9		
Labour productivity per hour worked	EU-27 = 100 (based on PPS per hour worked)											
llour worked	rrs per nour workeu)	113.4	102.7	100.7	98.9	:			99.9	99.9		
Nominal unit labour cost	% change from											
growth	previous year	2.3	1.7	1.4	2.6	:			0.6	3.2		
Real unit labour cost	% change from											
growth	previous year	1.5	-1.4	-0.9	0.8	:			-0.7	0.8		
Gender pay gap	0/	:	19.5	20.1	19.1	:			16.4 p	16.4 p	:	
Involuntary temporary employment	as % of total employees	3.0 u	3.4 u	3.6 u	3.6 u	3.5 u			8.5 u	8.3 u	8.5 u	
newly employed	share of people in	3.0 u	3.4 u	3.0 u	3.0 u	3.5 u			0.5 u	0.5 u	6.5 u	
,,	current job 12 months											
	or less in total											
	employment	:	15.0	15.4	15.7	15.8			14.2	13.9	13.4	
At-risk-of-poverty rate												
of unemployed unemployment trap - tax		-	47.4	47.2	51.4 b	:			46.1	46.9 e	:	
rate on low wage												
earners		:	64.8	65.7	64.9	:			:	[:	:	
inactivity and part-time												
work due to personal												
and family												
responisibilities	0/ -1	:	7.5 b	10.6	10.7	10.2			5.1	5.1	5.2	
job vacancy rate	% change over the recent 3 years	[.	1.8	1.7	1.7	1.8			1.4	1.4	1.5	
Share of adult	age 25-64	·	1.8	1./	1./	1.8			1.4	1.4	1.5	
population with upper	-6-25 0.											
secondary or tertiary												
education		64.4	76.1	76.4	77.9	78.4			73.4	74.2	75.2	
percentage of adult	age 25-64											
population participating												
in education and training		20.5 b	19.4	15.8	15.8	16.1			8.8	9.0	10.4	
<u> </u>		20.5 D	19.4	13.0	13.0	10.1			0.0	9.0	10.4	

Source: Eurostat database (labour market statistics, national accounts), National Reform Programmes
Notes: b - break in series, p - provisional, c - confidental, e - estimated, n - not significant, f - forecast, s - Eurostat estimate, z - not applicable, u - unreliable, ":" - not available
Additional note: the benchmark is normalised in the following way: average of highest 5 = 100, average of lowest 5 = 0. The interpretation of the benchmark is that it gives the relative distance to the highest 5 performers by subtracting that benchmark for a given country and indicator from the benchmark of the highest 5 performers, thus a 100. Nmbers in bold: the country is among the 5 highest performers for this indicator. The numbers in italic: the country is among the lowest 5 performers.

3. Key employment challenges United Kingdom

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

Annex A. Country charts for the benchmark 2013⁶

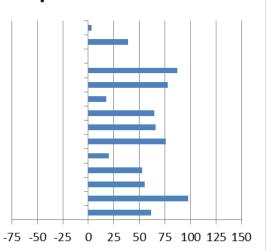


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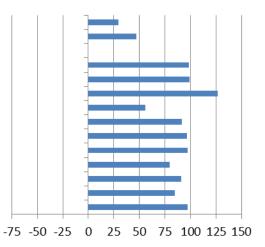
⁶ Note: the benchmark is normalised in the following way: average of best 5=100, average of lowest 5=0. The interpretation of the benchmark is that it gives the relative distance to the best 5 performers by subtracting that benchmark for a given country and indicator from the benchmark of the best 5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

Czech Republic

Recent 3-year labour product. growth
Nom ULC growth over 3 years
Transition from unempl. to empl.
Long-term unemployment
Youth NEET rate
newly employed
Recent 3-year employment growth
Employment rate of high skilled
Employment rate of medium skilled
Employment rate of low skilled
Employment rate of older workers
Employment rate of men
Employment rate of women

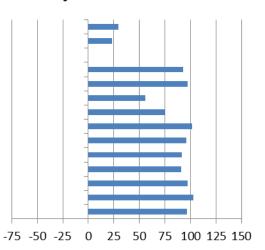


Denmark

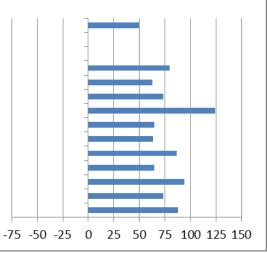


Germany

Recent 3-year labour product. growth
Nom ULC growth over 3 years
Transition from unempl. to empl.
Long-term unemployment
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Employment rate of men
Employment rate of women

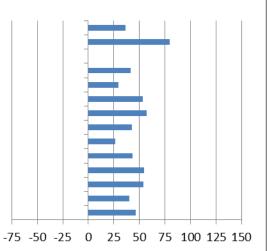


Estonia

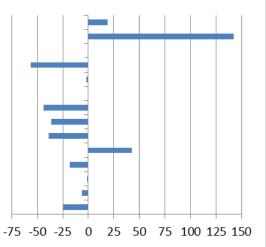


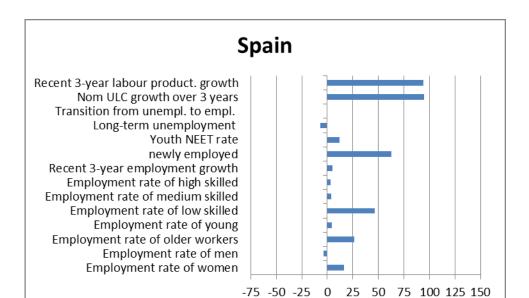
Ireland

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Employment rate of women

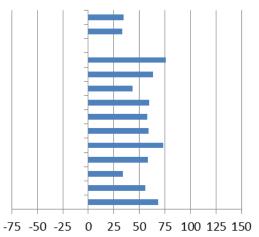


Greece



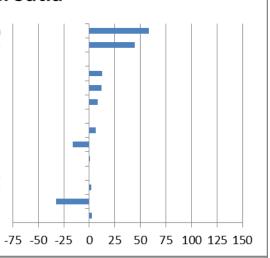


France

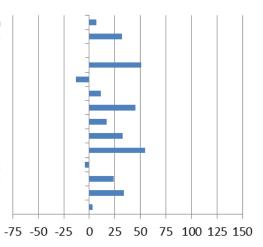


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Employment rate of women

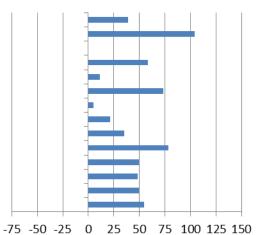


Italy

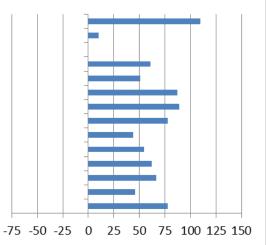


Cyprus

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Employment rate of young
Employment rate of older workers
Employment rate of women

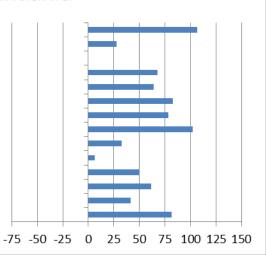


Latvia

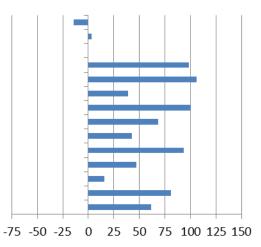


Lithuania

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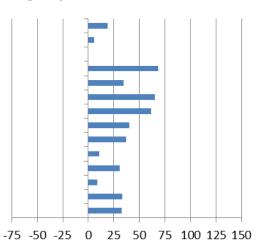


Luxembourg

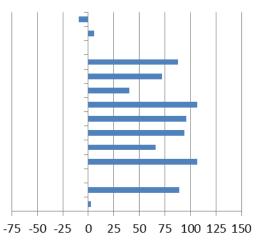


Hungary

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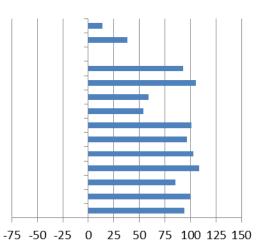


Malta

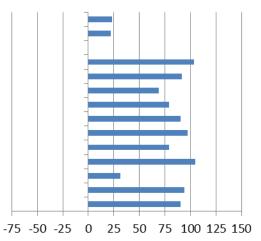


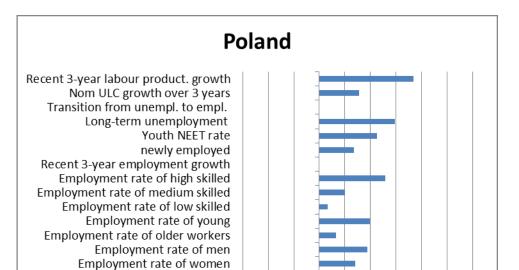
The Netherlands

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Employment rate of older workers
Employment rate of men
Employment rate of women



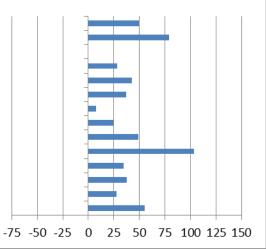
Austria





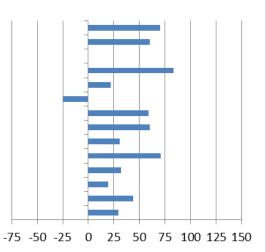
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Portugal

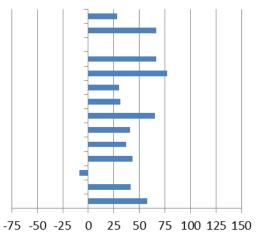


Romania

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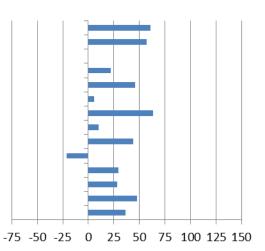


Slovenia

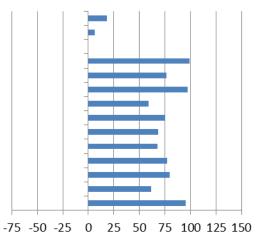


Slovakia

Recent 3-year labour product. growth
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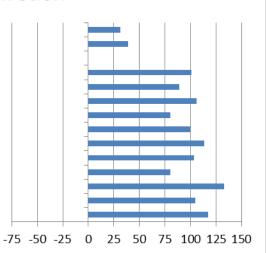


Finland



Sweden

Recent 3-year labour product. growth
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Employment rate of high skilled
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Employment rate of older workers
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Employment rate of women



United Kingom

