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COVER NOTE

From:	Employment Committee
To:	Permanent Representatives Committee / Council
Subject:	Employment Performance Monitor (EPM)

With a view to the EPSCO Council on 23 October 2017, delegations will find attached the 2017 Europe 2020 Employment Performance Monitor transmitted by the Employment Committee.

2017 Europe 2020

Employment Performance Monitor

In line with the EPSCO Council's commitment to put its expertise on employment and labour market policies at the service of the European Council for a successful implementation of the Europe 2020 Strategy, the Employment Committee was mandated¹ to produce an "Employment Performance Monitor" (EPM), which could be used to identify at a glance the main employment challenges for the European Union and for each Member State.

The EPM is based on the findings of the Europe 2020 Joint Assessment Framework (JAF). The JAF is an indicator-based assessment system prepared jointly by the Employment Committee, the Social Protection Committee (SPC) and the Commission, covering general and specific policy areas under the Employment Guidelines, with the objective to identify key challenges and good labour market outcome 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 reflects the results of both JAF components for the employment policies' area and aims at providing a good overview of results both at country level and across all Member States. These results could also be useful for macroeconomic surveillance.

The chart "Progress towards the employment rate headline target" shows the path towards- and the effort needed by the EU to reach the headline employment rate target; whereas the corresponding charts for each Member State show the corresponding path and effort needed by the Member States to reach their national employment rate target. The accompanying tables on "Key indicators on labour market performance" contain indicators for all the JAF Policy Areas.

The graphs on "the progress towards the EU-28 respectively national employment rate headline target" and the table on the "national employment rate targets compared to current and projected 2020 employment rates (all age group 20-64)" have been updated with the data from the latest Commission Economic forecasts² as well as with data from the EPC Ageing Report³.

¹ See Council Doc. 14478/10

² Economic Forecast spring 2017

³ EPC Ageing Working Group 2015 Ageing Report

The reading of the JAF is used in the analysis and identification of the key employment challenges and good labour market outcomes in the EU and in Member States. Tables displaying common EU key employment challenges and good labour market outcomes can be found in Part I whereas; the tables of key employment challenges and good labour market outcomes for each Member State are presented in Part II.

The EPM is based on the latest available yearly data⁴. It is continuously under development and revision in order to improve and assure it is updated to the latest needs and developments.

In addition the EPM includes a section displaying the results obtained from the JAF modules. This year this section features the results obtained from the analysis of the JAF module "Results and impact of the Youth Guarantee" as well as the results of the JAF module on job quality.

The EPM dashboard, which can be found in Annex C displays, for each of the main JAF indicators and for each Member State: the level, the y-o-y changes and the changes for the three recent years, flagging at the same time notable positive/negative changes. This will serve as additional information in the process to depict the areas with positive and negative developments.

The 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.

⁴ Labour Force Survey (LFS): latest available yearly data is for 2016

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

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

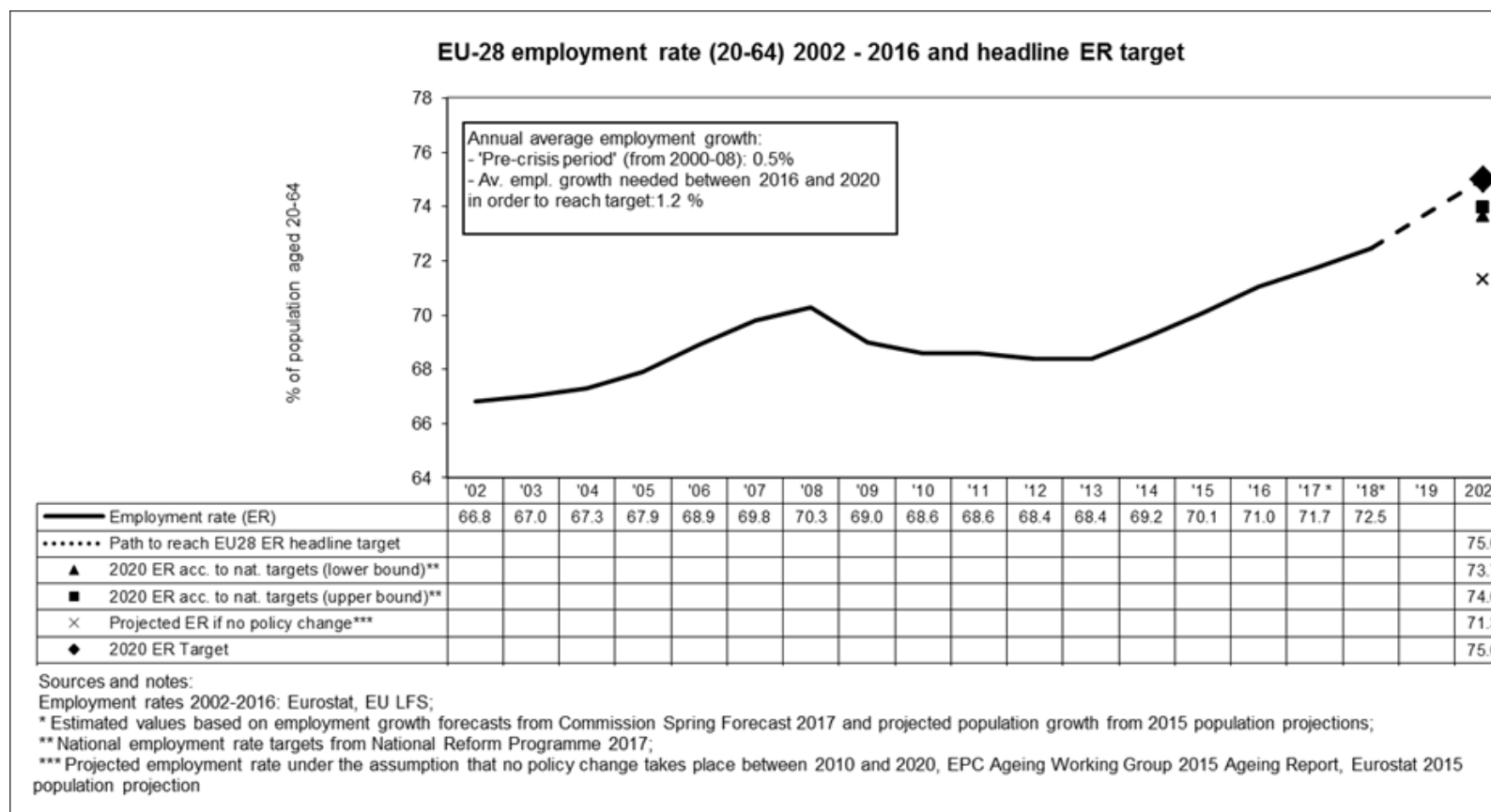
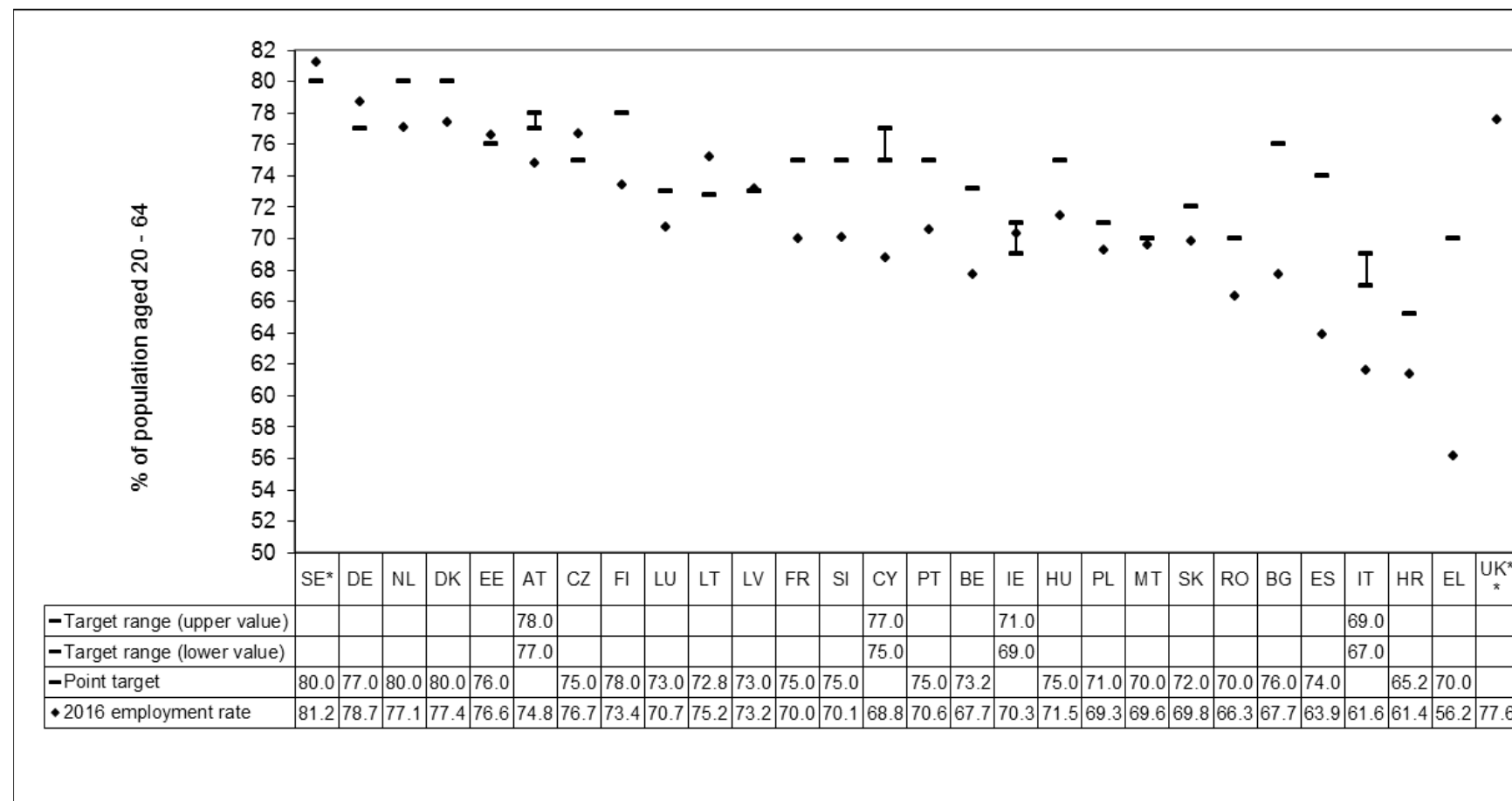


Figure 2: National employment rate targets set by Member States in their NRPs compared to employment rate 2016



Sources: National Reform Programmes 2017, EU Labour Force Survey for 2016 employment rate.

Note: I indicates a range for Member States national targets

* 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: Summary overview of the Key Employment Challenges and particularly good labour market outcomes per Member State and per policy area, June 2017

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

C=challenge

G=good labour market outcome

Table 2: Common Key Employment Challenges, June 2017 – Details⁵

Employment policy areas	Key Employment Challenges	EU-28 sum	BE	BG	CZ	DK	DE	EE	IE	EL	ES	FR	HR	IT	CY	LV	LT	LU	HU	MT	NL	AT	PL	PT	RO	SI	SK	FI	SE	UK
1. Labour market participation	Low/decreasing employment rate	5								c	c		c	c														c		
	Low/decreasing female employment rate	3												c					c						c					
	Low/decreasing male employment rate	3	c	c									c																	
	Low/decreasing participation of older workers	10									c	c	c		c			c		c		c	c		c	c				
	High/increasing incidence of youth unemployment and/or NEET	11		c						c	c	c	c	c	c									c	c			c		c
	Low/decreasing participation of low-skilled persons	8	c	c	c								c				c						c			c	c			
	Low/decreasing participation of non-EU nationals/people with migrant background	8	c				c	c				c									c	c						c	c	
	Duration of working life	6	c	c												c		c		c						c				
2. Labour market functioning, combating segmentation	Inadequate employment protection legislation	1																					c							
	High/increasing labour market segmentation	7									c	c	c		c						c		c	c						
	Low transition from temporary into permanent contracts	2										c									c									
	High incidence of undeclared work	4		c						c					c											c				
3. Active labour market policies	Low level of ALMP expenditure/Insufficient provision of well targeted tailored measures/functioning of employment services	17		c	c			c		c	c		c	c	c	c	c		c				c	c	c	c	c	c		
	High incidence of long-term unemployment	10		c						c	c		c	c	c						c			c			c	c		
4. Adequate and employment oriented social security systems	Inadequate level and coverage of unemployment benefits, poverty trap, at risk-of poverty	14		c	c		c			c	c			c	c	c	c		c				c	c	c		c			
	Disincentives for LM participation in the social security system/disability pension, unemployment/inactivity/low wage traps	5	c				c											c			c							c		

⁵ The table is updated on the basis of the key employment challenges identified in in the country overviews under part 2 of the EPM. The aim of the table is to identify the key employment challenges that are common to several Member States.

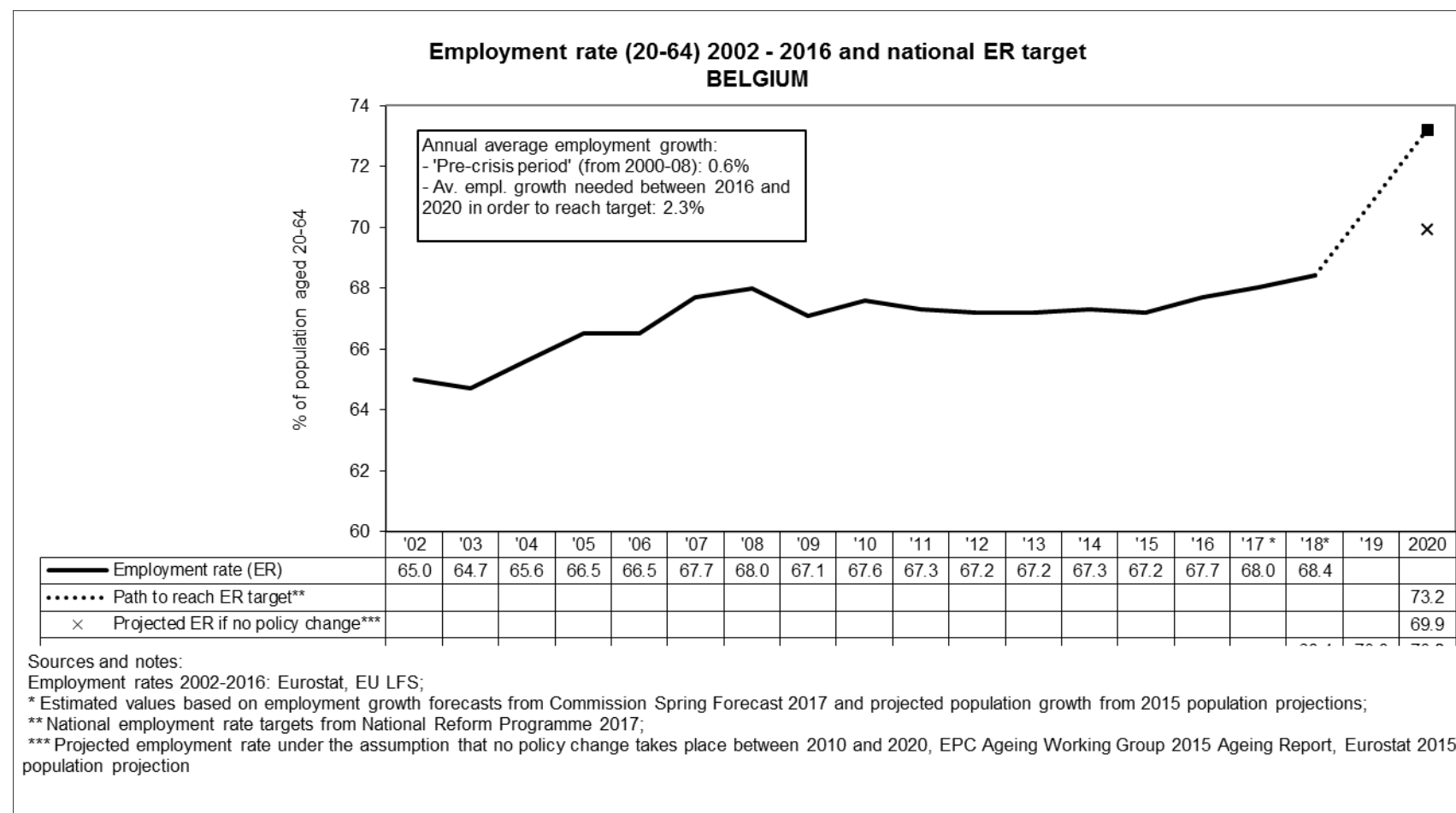
Common Key Employment Challenges – Details (CONT.)

Employment policy areas	Key Employment Challenges	EU-28 sum	BE	BG	CZ	DK	DE	EE	IE	EL	ES	FR	HR	IT	CY	LV	LT	LU	HU	MT	NL	AT	PL	PT	RO	SI	SK	FI	SE	UK
5. Work-life balance	Insufficient provision/uptake of high quality, affordable child and/or dependant care facilities	12	c	c	c				c	c			c	c	c							c	c		c		c			
	Limited use of flexible working arrangements	0																												
	High incidence of inactivity and part-time work due to family obligations, high impact of parenthood on employment	11			c		c	c	c		c			c				c				c			c		c			c
6. Job creation	Negative employment growth/insufficient job creation	4									c				c									c				c		
	High tax wedge on labour	7	c				c					c		c		c			c			c								
7. Gender equality	Large gender employment gaps	9			c	c				c	c			c						c			c		c		c			
	Large gender pay gap	4			c		c	c														c								
	Disincentives for LM participation for second earners	5	c			c	c							c								c								
8. Improving skill supply and productivity; Lifelong learning	Weaknesses with respect to educational attainment of the (adult) population	4									c			c						c				c						
	Low participation in lifelong learning/lack of an integrated lifelong learning strategy	11		c					c	c	c	c	c				c		c				c		c		c			
	Skills mismatches/Insufficient forecasting skills system	10		c			c		c	c	c			c			c			c			c							c
	Public spending on human resources low/inefficient	3				c											c								c					
9. Improving education and training systems	High incidence of early school leaving	4		c							c									c					c					
	Low upper secondary education attainment	2									c													c						
	Low tertiary education attainment rate	4											c											c	c		c			
	Low attainment of basic skills	3													c				c	c										
	Educational outcomes depending on socio-economic and migrant background	9	c	c			c											c	c			c			c		c		c	
	Low participation in early education and care	2											c															c		
	Low attractiveness of vocational education and training	2								c					c															
	Low attractiveness of the teacher profession	2			c																						c			
10. Wage setting mechanism and labour cost developments	Insufficient provision of education and training opportunities to meet labour market needs	4											c			c							c		c					
	Minimum wage setting	3		c																				c	c					
	Labour cost developments not in line with productivity gains	4											c	c	c													c		

PART II - Country Overviews

BELGIUM

1. Progress towards the national employment rate target



2. Key indicators on labour market performance Belgium

Indicator	Unit	2000	2013	2014	2015	2016	2020 national target	2014	2015 EU28-total	2016	2020 EU target
Overall employment rate	% of population aged 20 - 64	65.8	67.2	67.3	67.2	67.7	73.2	69.2	70.1	71.1	75.0
Early leavers from education and training	% of pop. 18-24 with at most lower sec. educ. and not in further education or training	13.8	11.0	9.8 b	10.1	8.8	9.5	11.2	11.0	10.7	less than 10
Tertiary educational attainment	% completion of tertiary or equivalent education (30-34)	35.2	42.7	43.8 b	42.7	45.6	47.0	37.9	38.7	39.1	40.0
Overall employment growth	% change from previous year	2.2 b	0.1	0.3	0.0	0.9		1.0	1.1	1.5	
Employment rate of women	% of female population aged 20 - 64	56.0	62.1	62.9	63.0	63.0		63.5	64.3	65.3	
Employment rate of men	% of male population aged 20 - 64	75.5	72.3	71.6	71.3	72.3		75.0	75.9	76.9	
Employment rate of older workers	% of population aged 55 - 64	26.3	41.7	42.7	44.0	45.4		51.8	53.3	55.3	
Employment gender gap	difference in the employment rate between men and women in percentage points	19.5	10.2	8.7	8.3	9.3		11.5	11.6	11.6	
Employment rate of young persons	% of population aged 20 - 29	68.3	57.9	57.8	57.6	57.6		60.2	61.4	62.6	
Employment rate of low skilled persons	% of population with at most lower secondary education aged 20 - 64	51.2	46.8	46.6 b	45.6	45.6		51.8	52.6	53.6	
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64	:	39.9	40.5	42.7	41.7		56.4	56.7	56.6	
Part-time employment	% of total employment	20.7 u	24.6	24.0	24.6	25.0		20.3	20.3		
Temporary employees	% of total employees	9.0	8.1	8.6	9.0	9.1		13.9	14.1		
Overall unemployment rate	% of labour force	6.9	8.4	8.5	8.5	7.8		10.2	9.4	8.5	
Long-term unemployment	% of labour force	3.8	3.9	4.3	4.4	4.0		5.0	4.5	4.0	
Youth unemployment rate	% of youth labour force (15-24)	15.2	23.7	23.2	22.1	20.1		22.2	20.3	18.7	
Youth NEET rate	% of population aged 15-24	17.7	12.7	12.0	12.2	9.9		12.5	12.0	11.5	
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	136.2	130.2	131.0	130.1	:		100.0	100.0		
Labour productivity per hour worked	EU-27 = 100 (based on PPS per hour worked)	144.8	136.0	137.1	136.5	:		100.0	100.0		
Nominal unit labour cost growth	% change from previous year	0.3	2.2	-0.2	-0.5	0.2		0.6	0.3		
Real unit labour cost growth	% change from previous year	-1.7	1.0	-0.8	-1.4	-1.4		-0.5	-1.0		
Gender pay gap		:	7.5	6.6	6.5	:		16.7	16.3	:	
Involuntary temporary employment	as % of total employees	7.1 u	6.3	6.6	7.2	7.0		8.7 u	8.8 u	8.8 u	
Newly employed	share of people in current job 12 months or less in total employment	14.3	11.6	12.0	11.9	12.4		13.8	14.3	14.6	
At-risk-of-poverty rate of unemployed		:	46.2 b	42.9	40.7	:		47.3	47.5	:	
unemployment trap - tax rate on low wage earners		:	93.3	92.8	92.0	:		74.0	74.0	:	
Inactivity and part-time work due to personal and family responsibilities		:	4.3	4.3	4.4	4.6		5.2	5.3	5.4	
Job vacancy rate	% change over the recent 3 years	:	2.2	2.4	2.4	2.5		1.4	1.5	1.7	
Share of adult population with upper secondary or tertiary education	age 25-64	58.5	72.8	73.6 b	74.7	75.1		75.9	76.5	77.0	
Percentage of adult population participating in education and training	age 25-64	:	6.9	7.4	6.9	7.0		10.8	10.7	10.8	

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

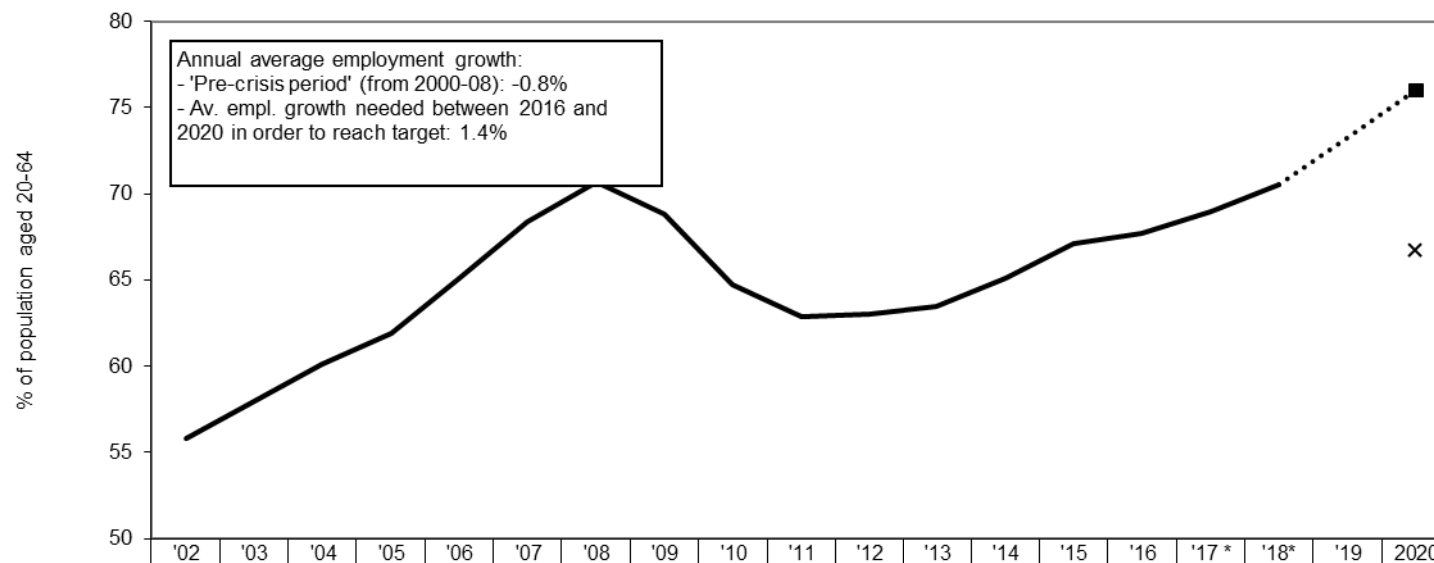
3. Key employment challenges Belgium, June 2017

Employment policy area	Key employment challenge	Particularly good labour market outcome
1. Increase labour market participation	Low labour market participation of people with a migrant background Duration of working life is below the EU average, particularly for men. The employment rate is also below the EU average for men and for the low skilled.	
2. Enhancing labour market functioning; combating segmentation		
3. Active labour market policies		Number of participants in activation measures is higher than EU average.
4. Adequate and employment oriented social security systems	Unemployment traps and tax rates on low wage earners significantly higher than EU average.	In-work-poverty risk significantly below the EU average.
5. Work-life balance	Significant heterogeneity in the uptake of early child education and care (ECEC)	
6. Job creation	Tax wedge on labour cost significantly higher than EU average though decreasing.	
7. Gender equality	Inactivity and low-wage traps for the second earners significantly higher than EU average.	Gender pay gap significantly below the EU average.
8. Improving skill supply and productivity; Lifelong learning		
9. Improving education and training systems	Significant and longstanding educational inequalities linked to socio-economic and migrant background	
10. Wage setting mechanisms and labour cost developments		

BULGARIA

1. Progress towards the national employment rate target

**Employment rate (20-64) 2002 - 2016 and national ER target
BULGARIA**



	'02	'03	'04	'05	'06	'07	'08	'09	'10	'11	'12	'13	'14	'15	'16	'17 *	'18*	'19	2020
— Employment rate (ER)	55.8	58.0	60.1	61.9	65.1	68.4	70.7	68.8	64.7	62.9	63.0	63.5	65.1	67.1	67.7	69.0	70.5		
..... Path to reach ER target**																			76.0
× Projected ER if no policy change***																			66.7

Sources and notes:

Employment rates 2002-2016: Eurostat, EU LFS;

* Estimated values based on employment growth forecasts from Commission Spring Forecast 2017 and projected population growth from 2015 population projections;

** National employment rate targets from National Reform Programme 2017;

*** Projected employment rate under the assumption that no policy change takes place between 2010 and 2020, EPC Ageing Working Group 2015 Ageing Report, Eurostat 2015 population projection

Legend: 2017, 2018 projected based on EU-Commission Spring Forecast; 2019-2020: interpolated until 2020.

2. Key indicators on labour market performance

Bulgaria

Indicator	Unit	2000	2013	2014	2015	2016	2020 national target	2014	2015 EU28-total	2016	2020 EU target
Overall employment rate	% of population aged 20 - 64	55.3	63.5	65.1	67.1	67.7	76.0	69.2	70.1	71.1	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	:	12.5	12.9	13.4	13.8	11.0	11.2	11.0	10.7	less than 10
Tertiary educational attainment	% completion of tertiary or equivalent education (30-34)	19.5	29.4	30.9	32.1	33.8	36.0	37.9	38.7	39.1	40.0
Overall employment growth	% change from previous year	:	-0.2	1.3	1.6	-0.7		1.0	1.1	1.5	
Employment rate of women	% of female population aged 20 - 64	50.7	60.7	62.0	63.8	64.0		63.5	64.3	65.3	
Employment rate of men	% of male population aged 20 - 64	60.2	66.4	68.1	70.4	71.3		75.0	75.9	76.9	
Employment rate of older workers	% of population aged 55 - 64	20.8	47.4	50.0	53.0	54.5		51.8	53.3	55.3	
Employment gender gap	difference in the employment rate between men and women in percentage points	9.5	5.7	6.1	6.6	7.3		11.5	11.6	11.6	
Employment rate of young persons	% of population aged 20 - 29	46.2	48.5	50.0	52.0	51.1		60.2	61.4	62.6	
Employment rate of low skilled persons	% of population with at most lower secondary education aged 20 - 64	37.5	36.9	38.6	39.0	39.2		51.8	52.6	53.6	
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64	:	49.4 u	56.5 u	:	55.1 u		56.4	56.7	56.6	
Part-time employment	% of total employment	:	2.6	2.6	2.4	2.2		20.3	20.3		
Temporary employees	% of total employees	:	5.6	5.3	4.4	4.1		13.9	14.1		
Overall unemployment rate	% of labour force	16.4	13.0	11.4	9.2	7.6		10.2	9.4	8.5	
Long-term unemployment	% of labour force	9.6	7.4	6.9	5.6	4.5		5.0	4.5	4.0	
Youth unemployment rate	% of youth labour force (15-24)	33.3	28.4	23.8	21.6	17.2		22.2	20.3	18.7	
Youth NEET rate	% of population aged 15-24	:	21.6	20.2	19.3	18.2		12.5	12.0	11.5	
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	31.4	43.0 p	43.5 p	44.2 p	:		100.0	100.0		
Labour productivity per hour worked	EU-27 = 100 (based on PPS per hour worked)	32.4	42.5 p	43.1 p	43.7 p	:		100.0	100.0		
Nominal unit labour cost growth	% change from previous year	2.1	7.4	4.6	2.3	1.6		0.6	0.3		
Real unit labour cost growth	% change from previous year	-4.7	8.2	4.1	0.1	2.0		-0.5	-1.0		
Gender pay gap		:	14.1	14.2	15.4	:		16.7	16.3	:	
Involuntary temporary employment	as % of total employees	:	4.0	3.4	3.1	2.8		8.7 u	8.8 u	8.8 u	
Newly employed	share of people in current job 12 months or less in total employment	:	12.4	11.5	10.7	10.5		13.8	14.3	14.6	
At-risk-of-poverty rate of unemployed		:	47.6	50.2	53.3	:		47.3	47.5	:	
unemployment trap - tax rate on low wage earners		:	81.6	81.6	81.6	:		74.0	74.0	:	
Inactivity and part-time work due to personal and family responsibilities		:	2.5	2.5	2.6	2.8		5.2	5.3	5.4	
Job vacancy rate	% change over the recent 3 years	:	0.7	0.7	0.7	0.8		1.4	1.5	1.7	
Share of adult population with upper secondary or tertiary education	age 25-64	67.5	81.8	81.1	81.9	82.3		75.9	76.5	77.0	
Percentage of adult population participating in education and training	age 25-64	:	2.0	2.1	2.0	2.2		10.8	10.7	10.8	

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

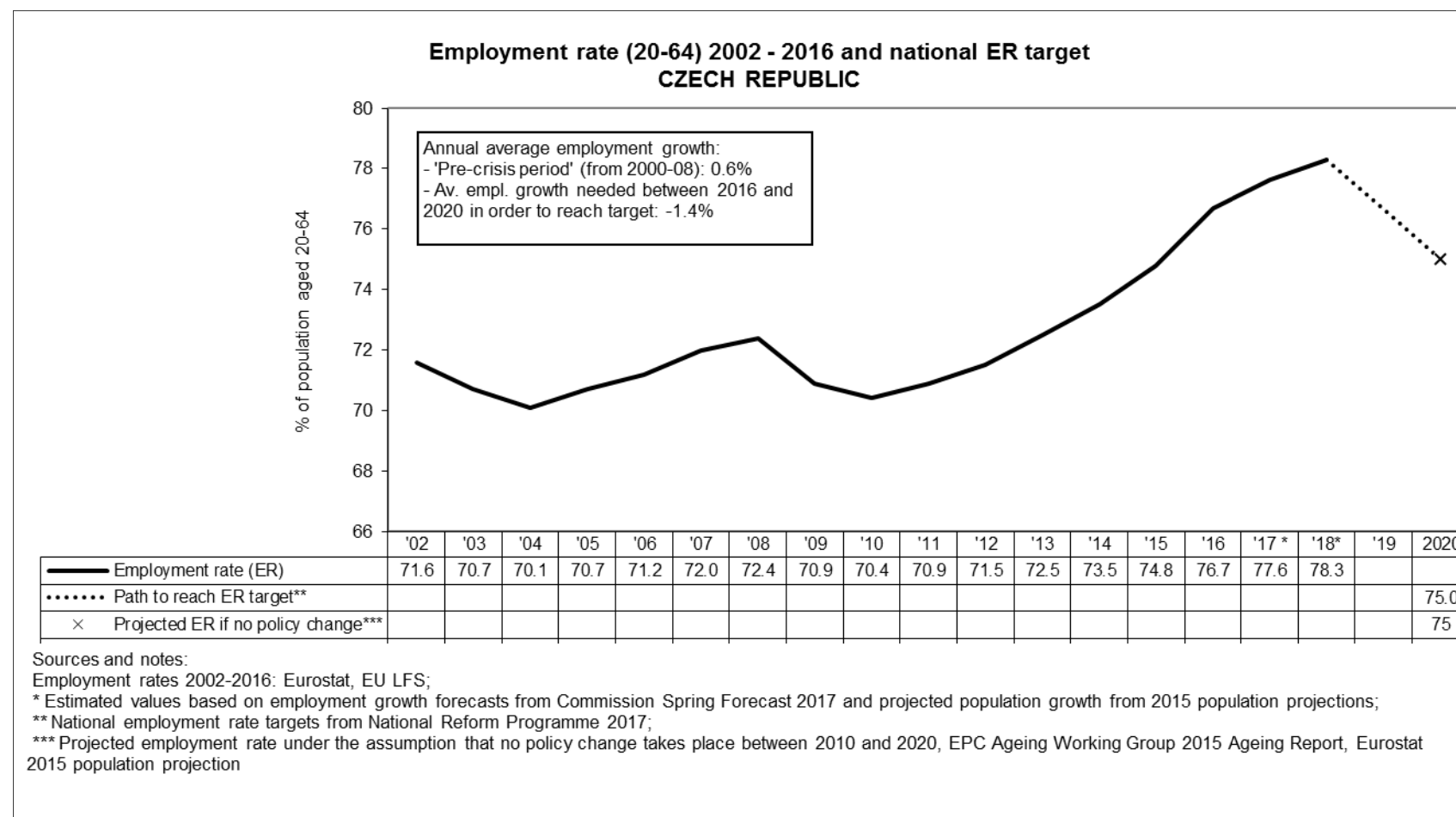
Notes: b - break in series, p - provisional, c - confidential, e - estimated, n - not significant, f - forecast, s - Eurostat estimate, z - not applicable, u - unreliable, "-" - not available

3. Key employment challenges Bulgaria, June 2017

Employment policy area	Key employment challenge	Particularly good labour market outcome
1. Increase labour market participation	Employment rate for men, younger workers and low-skilled is low, with some positive developments for men. The activity rate is low. The youth NEET rate is significantly higher than the EU-average, with some positive developments. The duration of working life is below EU average, with some positive developments for men.	
2. Enhancing labour market functioning; combating segmentation	Share of newly employed, including young people, and hiring rate below EU average. Persistently high levels of undeclared work.	Share of employees working in involuntary fixed-term or part-time contracts below EU average.
3. Active labour market policies	Share of long-term unemployed in total unemployment is very high. Participation in activation measures is low. Active labour market policies are insufficiently targeted.	
4. Adequate and employment oriented social security systems	Low coverage and adequacy of social benefits and no adjustment mechanism in place. Insufficient links between employment and social services for benefit recipients.	Net replacement rates after 6 months higher than the EU average.
5. Work-life balance	Uptake of childcare low with negative developments.	
6. Job creation		
7. Gender equality		
8. Improving skill supply and productivity; Lifelong learning	Participation of adults in education and training below the EU average (for both unemployed and employed adults). High skills mismatch and shortages, including regional and sectoral mismatches.	
9. Improving education and training systems	Low educational outcomes and significant educational inequalities linked to socio-economic status. Early school leaving above EU average and increasing.	
10. Wage setting mechanisms and labour cost developments	Lack of an objective mechanism for minimum wage setting.	

CZECH REPUBLIC

1. Progress towards the national employment rate target



2. Key indicators on labour market performance

Czech Republic

Indicator	Unit	2000	2013	2014	2015	2016	2020 national target	2014	2015 EU28-total	2016	2020 EU target
Overall employment rate	% of population aged 20 - 64	71.0	72.5	73.5	74.8	76.7	75.0	69.2	70.1	71.1	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	:	5.4 b	5.5	6.2	6.6	5.5	11.2	11.0	10.7	less than 10
Tertiary educational attainment	% completion of tertiary or equivalent education (30-34)	13.7	26.7	28.2	30.1	32.8	32.0	37.9	38.7	39.1	40.0
Overall employment growth	% change from previous year	-0.6	0.8	0.8	1.0	1.7		1.0	1.1	1.5	
Employment rate of women	% of female population aged 20 - 64	61.9	63.8	64.7	66.4	68.6		63.5	64.3	65.3	
Employment rate of men	% of male population aged 20 - 64	80.2	81.0	82.2	83.0	84.6		75.0	75.9	76.9	
Employment rate of older workers	% of population aged 55 - 64	36.3	51.6	54.0	55.5	58.5		51.8	53.3	55.3	
Employment gender gap	difference in the employment rate between men and women in percentage points	18.3	17.2	17.5	16.6	16.0		11.5	11.6	11.6	
Employment rate of young persons	% of population aged 20 - 29	66.0	59.1	60.2	61.8	63.4		60.2	61.4	62.6	
Employment rate of low skilled persons	% of population with at most lower secondary education aged 20 - 64	45.8	40.4	41.6	40.2	43.7		51.8	52.6	53.6	
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64	:	79.1	78.6	76.0	78.0		56.4	56.7	56.6	
Part-time employment	% of total employment	5.3	6.5	6.2	6.1	6.6		20.3	20.3		
Temporary employees	% of total employees	7.2	9.1	9.7	10.0	9.7		13.9	14.1		
Overall unemployment rate	% of labour force	8.8	7.0	6.1	5.1	4.0		10.2	9.4	8.5	
Long-term unemployment	% of labour force	4.2	3.0	2.7	2.4	1.7		5.0	4.5	4.0	
Youth unemployment rate	% of youth labour force (15-24)	17.0	19.0	15.9	12.6	10.5		22.2	20.3	18.7	
Youth NEET rate	% of population aged 15-24	:	9.1 b	8.1	7.5	7.0		12.5	12.0	11.5	
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	66.5	76.7	79.3	79.9	:		100.0	100.0		
Labour productivity per hour worked	EU-27 = 100 (based on PPS per hour worked)	59.5	70.8	72.7	74.1	:		100.0	100.0		
Nominal unit labour cost growth	% change from previous year	2.2	0.5	0.4	-0.5	2.5		0.6	0.3		
Real unit labour cost growth	% change from previous year	0.5	-0.9	-2.0	-1.5	1.3		-0.5	-1.0		
Gender pay gap		:	22.3	22.5	22.5	:		16.7	16.3	:	
Involuntary temporary employment	as % of total employees	:	7.5	8.0	8.4	7.8		8.7 u	8.8 u	8.8 u	
Newly employed	share of people in current job 12 months or less in total employment	4.6	10.3	10.8	11.1	11.3		13.8	14.3	14.6	
At-risk-of-poverty rate of unemployed		:	44.5	47.8	48.7	:		47.3	47.5	:	
unemployment trap - tax rate on low wage earners		:	80.1	80.2	80.3	:		74.0	74.0	:	
Inactivity and part-time work due to personal and family responsibilities		:	5.1	5.0	5.2	5.1		5.2	5.3	5.4	
Job vacancy rate	% change over the recent 3 years	:	0.9	1.1	1.5	2.1		1.4	1.5	1.7	
Share of adult population with upper secondary or tertiary education	age 25-64	86.1	92.8	93.2	93.2	93.4		75.9	76.5	77.0	
Percentage of adult population participating in education and training	age 25-64	:	10.0 b	9.6	8.5	8.8		10.8	10.7	10.8	

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

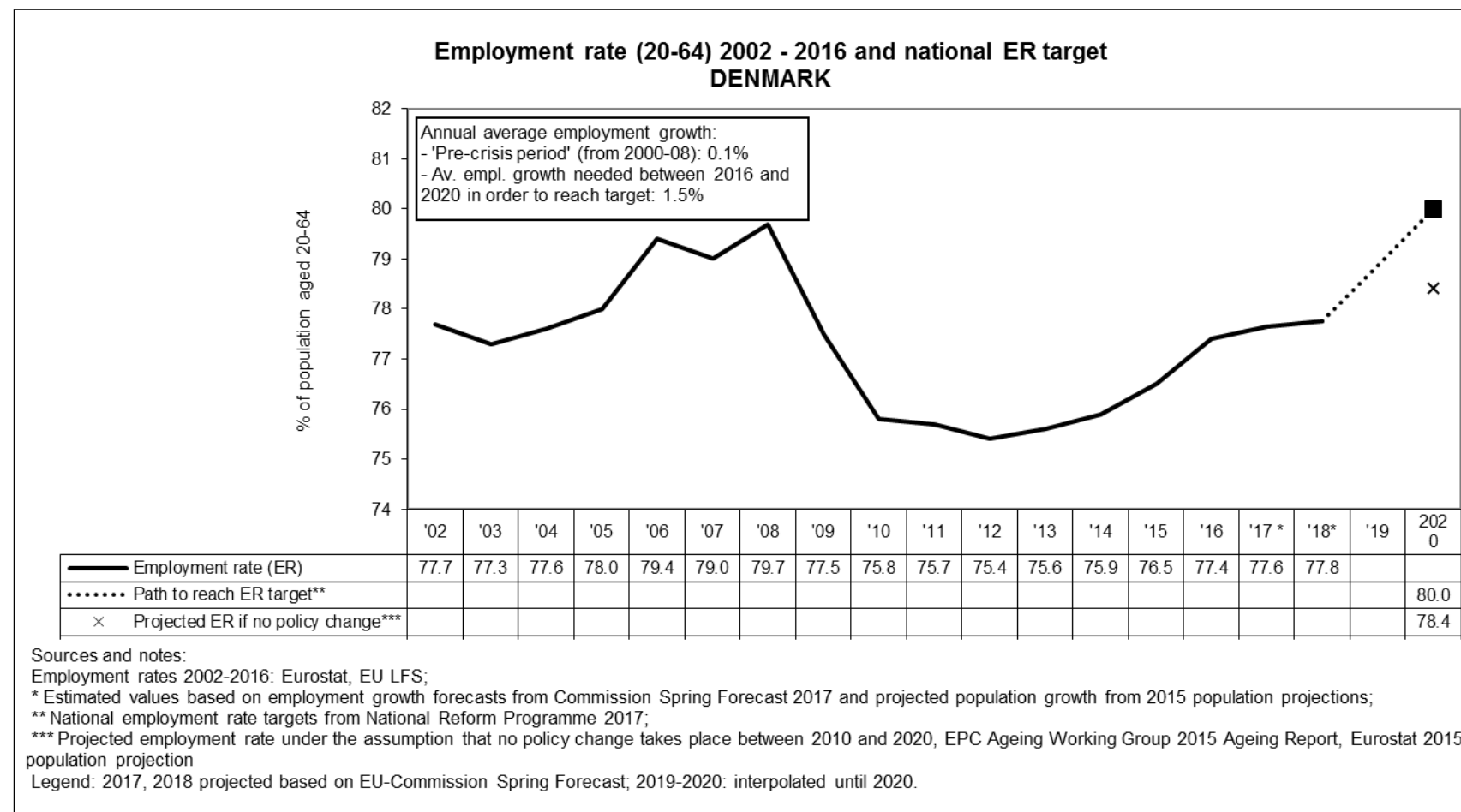
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3. Key employment challenges Czech Republic, June 2017

Employment policy area	Key employment challenge	Particularly good labour market outcome
1. Increase labour market participation	Employment rate of low-skilled workers is low.	Employment rate of men 20-64 is high. Employment rate of non-EU nationals is high. NEET is low, in particular for men. Unemployment, in particular for youth, is low.
2. Enhancing labour market functioning; combating segmentation		
3. Active labour market policies	Limitations in the efficiency and effectiveness of the public employment service	
4. Adequate and employment oriented social security systems	Net replacement rate for unemployed is low.	Large poverty-reducing impact of social transfers, in particular for reducing in-work poverty.
5. Work-life balance	The uptake of childcare is low, especially for children below 3 years old. Negative employment impact of parenthood, especially on women, is high. Female inactivity due to looking after children and incapacitated adults is high.	
6. Job creation		
7. Gender equality	Gender employment gap is high, in particular for young women (20-29). High gender pay gap.	
8. Improving skill supply and productivity; Lifelong learning		
9. Improving education and training systems	Low attractiveness of the teaching profession. Large difference in the employment rate between medium and low skilled workers.	High share of the adult population that has attained at least upper secondary education (but decreasing for young people).
10. Wage setting mechanisms and labour cost developments		

DENMARK

1. Progress towards the national employment rate target



2. Key indicators on labour market performance

Denmark

Indicator	Unit	2000	2013	2014	2015	2016	2020 national target	2014	2015 EU28-total	2016	2020 EU target
Overall employment rate	% of population aged 20 - 64	78.0	75.6	75.9	76.5	77.4 b	80.0	69.2	70.1	71.1	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	11.7	8.0	7.8	7.8	7.2 b	less than 10	11.2	11.0	10.7	less than 10
Tertiary educational attainment	% completion of tertiary or equivalent education (30-34)	32.1	43.4	44.9	47.6	47.7 b	at least 40	37.9	38.7	39.1	40.0
Overall employment growth	% change from previous year	0.5 b	0.0	0.7	1.4	2.6 b		1.0	1.1	1.5	
Employment rate of women	% of female population aged 20 - 64	72.9	72.4	72.2	72.6	74.0 b		63.5	64.3	65.3	
Employment rate of men	% of male population aged 20 - 64	82.9	78.7	79.5	80.2	80.7 b		75.0	75.9	76.9	
Employment rate of older workers	% of population aged 55 - 64	55.7	61.7	63.2	64.7	67.8 b		51.8	53.3	55.3	
Employment gender gap	difference in the employment rate between men and women in percentage points	10.0	6.3	7.3	7.6	6.7 b		11.5	11.6	11.6	
Employment rate of young persons	% of population aged 20 - 29	77.2	67.7	67.6	69.2	69.6 b		60.2	61.4	62.6	
Employment rate of low skilled persons	% of population with at most lower secondary education aged 20 - 64	64.1	59.6	59.6	59.2	61.8 b		51.8	52.6	53.6	
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64	:	58.0	56.2	56.4	61.3 b		56.4	56.7	56.6	
Part-time employment	% of total employment	21.7	25.4	25.5	25.4	27.5 b		20.3	20.3		
Temporary employees	% of total employees	10.2	8.8	8.6	8.7	13.5 b		13.9	14.1		
Overall unemployment rate	% of labour force	4.3	7.0	6.6	6.2	6.2		10.2	9.4	8.5	
Long-term unemployment	% of labour force	1.0	1.8	1.7	1.7	1.4		5.0	4.5	4.0	
Youth unemployment rate	% of youth labour force (15-24)	6.7	13.1	12.6	10.8	12.0 b		22.2	20.3	18.7	
Youth NEET rate	% of population aged 15-24	4.7	6.0	5.8	6.2	5.8 b		12.5	12.0	11.5	
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	108.4	115.4	114.8	114.5	:		100.0	100.0		
Labour productivity per hour worked	EU-27 = 100 (based on PPS per hour worked)	125.3	131.7	132.2	131.9	:		100.0	100.0		
Nominal unit labour cost growth	% change from previous year	0.1	0.6	0.8	1.1	2.4		0.6	0.3		
Real unit labour cost growth	% change from previous year	-2.8	-0.3	0.1	0.2	2.4		-0.5	-1.0		
Gender pay gap		:	16.5	16.0	15.1	:		16.7	16.3	:	
Involuntary temporary employment	as % of total employees	4.2	4.4	4.6	3.8	5.0 b		8.7 u	8.8 u	8.8 u	
Newly employed	share of people in current job 12 months or less in total employment	24.3	22.1	22.7	22.6	24.3 b		13.8	14.3	14.6	
At-risk-of-poverty rate of unemployed		:	33.1	27.5	37.6	:		47.3	47.5	:	
unemployment trap - tax rate on low wage earners		:	89.4	89.6	89.3	:		74.0	74.0	:	
Inactivity and part-time work due to personal and family responsibilities		:	0.8	0.7	0.6	0.8 b		5.2	5.3	5.4	
Job vacancy rate	% change over the recent 3 years	:	1.2	1.3	1.4	1.6		1.4	1.5	1.7	
Share of adult population with upper secondary or tertiary education	age 25-64	78.5	78.3	79.6	80.4	80.7 b		75.9	76.5	77.0	
Percentage of adult population participating in education and training	age 25-64	:	31.4	31.9	31.3	27.7 b		10.8	10.7	10.8	

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

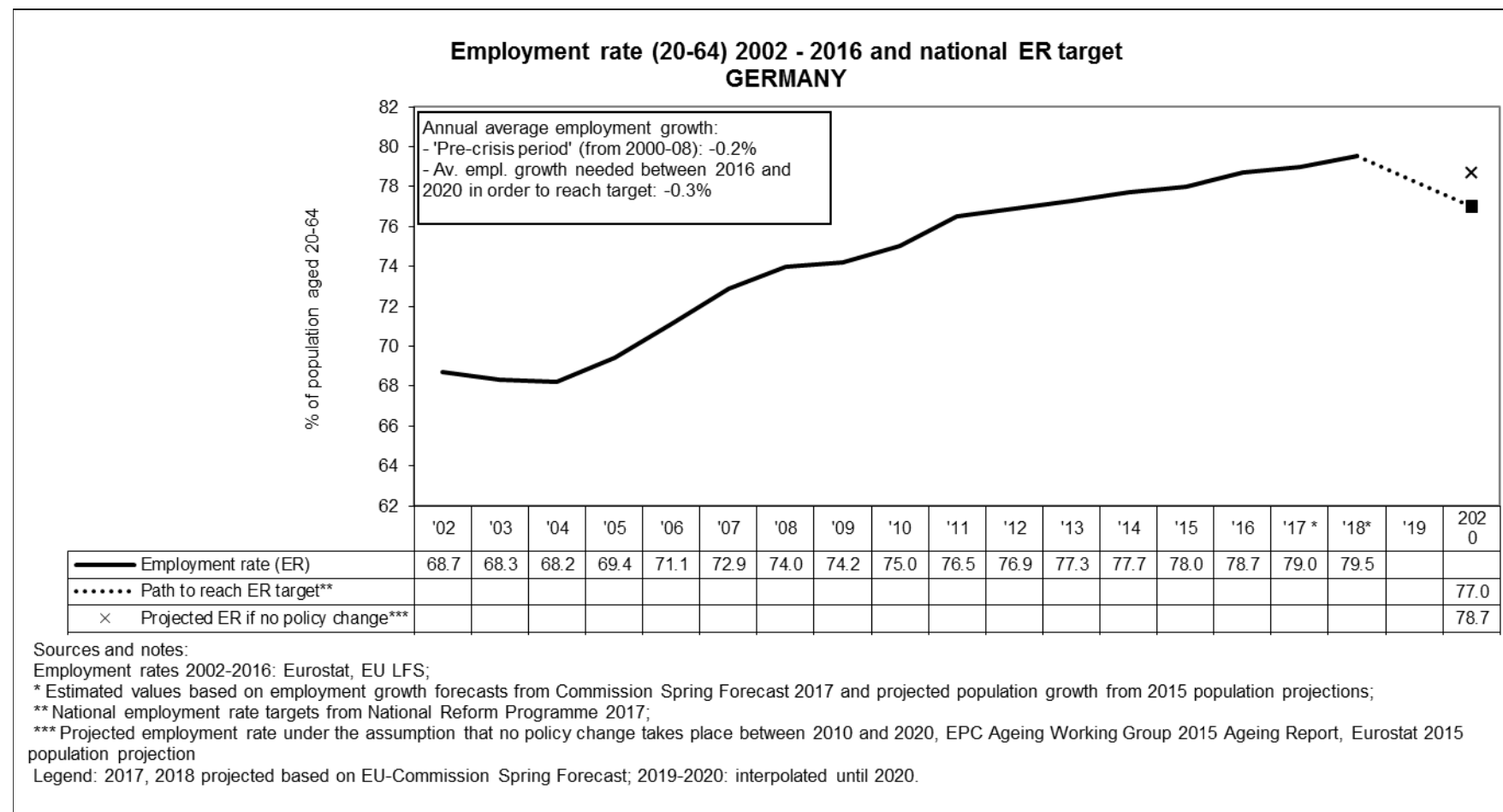
3. Key employment challenges Denmark, June 2017

Employment policy area	Key employment challenge	Particularly Good labour market outcome
1. Increase labour market participation	The labour market potential of immigrants from outside the EU remains underutilised	The rate of young NEETs (15-24) is significantly lower than the EU average, this is particularly the case for women.
2. Enhancing labour market functioning; combating segmentation		The transition rate from temporary to permanent employment is significantly higher than EU average The percentage of newly employed and newly self-employed is high The hiring rate is significantly higher than the EU average.
3. Active labour market policies		The participation in activation measures is significantly higher than the EU average.
4. Adequate and employment oriented social security systems	The unemployment trap is higher than EU average.	The net replacement rate is significantly better than EU average
5. Work-life balance		The rate of inactivity and part-time work due to family responsibilities (particularly for women) is significantly lower than the EU average. Childcare (3 to mandatory school) above 30 hours is significantly above EU average.
6. Job creation		
7. Gender equality	The employment gender gap (aged 30-54) has increased significantly* The inactivity trap for second member of a couple is higher than the EU average.	
8. Improving skill supply and productivity; Lifelong learning	Efficiency of education spending	The share of participants in lifelong learning and education and training are higher than EU average (25-64). The public spending on human resources (as % of GDP) is significantly higher than the EU average.
9. Improving education and training systems		
10. Wage setting mechanisms and labour cost developments		

* Breaks in the relevant LFS series.

GERMANY

1. Progress towards the national employment rate target



2. Key indicators on labour market performance

Germany

Indicator	Unit	2000	2013	2014	2015	2016	2020 national target	2014	2015 EU28-total	2016	2020 EU target
Overall employment rate	% of population aged 20 - 64	68.7 e	77.3	77.7	78.0	78.7	77.0	69.2	70.1	71.1	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	14.6 u	9.8	9.5	10.1	10.2	less than 10	11.2	11.0	10.7	less than 10
Tertiary educational attainment	% completion of tertiary or equivalent education (30-34)	25.7	32.9	31.4	32.3	33.2	42.0	37.9	38.7	39.1	40.0
Overall employment growth	% change from previous year	0.5 e	0.8	0.7	0.7	2.8		1.0	1.1	1.5	
Employment rate of women	% of female population aged 20 - 64	60.8 e	72.5	73.1	73.6	74.5		63.5	64.3	65.3	
Employment rate of men	% of male population aged 20 - 64	76.5 e	82.1	82.2	82.3	82.8		75.0	75.9	76.9	
Employment rate of older workers	% of population aged 55 - 64	37.3 e	63.6	65.6	66.2	68.6		51.8	53.3	55.3	
Employment gender gap	difference in the employment rate between men and women in percentage points	15.7 e	9.6	9.1	8.7	8.3		11.5	11.6	11.6	
Employment rate of young persons	% of population aged 20 - 29	70.6	71.2	71.2	71.4	71.7		60.2	61.4	62.6	
Employment rate of low skilled persons	% of population with at most lower secondary education aged 20 - 64	52.7	58.3	58.0	58.5	59.0		51.8	52.6	53.6	
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64	:	57.9	57.7	57.0	54.5		56.4	56.7	56.6	
Part-time employment	% of total employment	19.4	27.5	27.5	27.8	27.8		20.3	20.3		
Temporary employees	% of total employees	12.8	13.4	13.1	13.2	13.2		13.9	14.1		
Overall unemployment rate	% of labour force	7.9	5.2	5.0	4.6	4.1		10.2	9.4	8.5	
Long-term unemployment	% of labour force	:	2.3	2.2	2.0	1.7		5.0	4.5	4.0	
Youth unemployment rate	% of youth labour force (15-24)	8.5	7.8	7.7	7.2	7.0		22.2	20.3	18.7	
Youth NEET rate	% of population aged 15-24	7.7	6.3	6.4	6.2	6.6		12.5	12.0	11.5	
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	109.7	104.8	106.2	105.9	:		100.0	100.0		
Labour productivity per hour worked	EU-27 = 100 (based on PPS per hour worked)	128.1	125.2	126.5	126.1	:		100.0	100.0		
Nominal unit labour cost growth	% change from previous year	0.7	1.9	2.0	1.6	1.5		0.6	0.3		
Real unit labour cost growth	% change from previous year	1.1	0.0	0.2	-0.3	0.0		-0.5	-1.0		
Gender pay gap		:	22.1	22.3	22.0 p	:		16.7	16.3	:	
Involuntary temporary employment	as % of total employees	2.1 u	:	:	:	:		8.7 u	8.8 u	8.8 u	
Newly employed	share of people in current job 12 months or less in total employment	15.3	14.0	13.9	14.0	14.3		13.8	14.3	14.6	
At-risk-of-poverty rate of unemployed		:	69.3	67.4	69.1	:		47.3	47.5	:	
unemployment trap - tax rate on low wage earners		:	73.0	73.0	73.1	:		74.0	74.0	:	
Inactivity and part-time work due to personal and family responsibilities		:	6.7	6.7	6.9	7.1		5.2	5.3	5.4	
Job vacancy rate	% change over the recent 3 years	:	2.2	2.3	2.3	2.4		1.4	1.5	1.7	
Share of adult population with upper secondary or tertiary education	age 25-64	81.3	86.7	86.9	86.8	86.5		75.9	76.5	77.0	
Percentage of adult population participating in education and training	age 25-64	:	7.9	8.0	8.1	8.5		10.8	10.7	10.8	

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

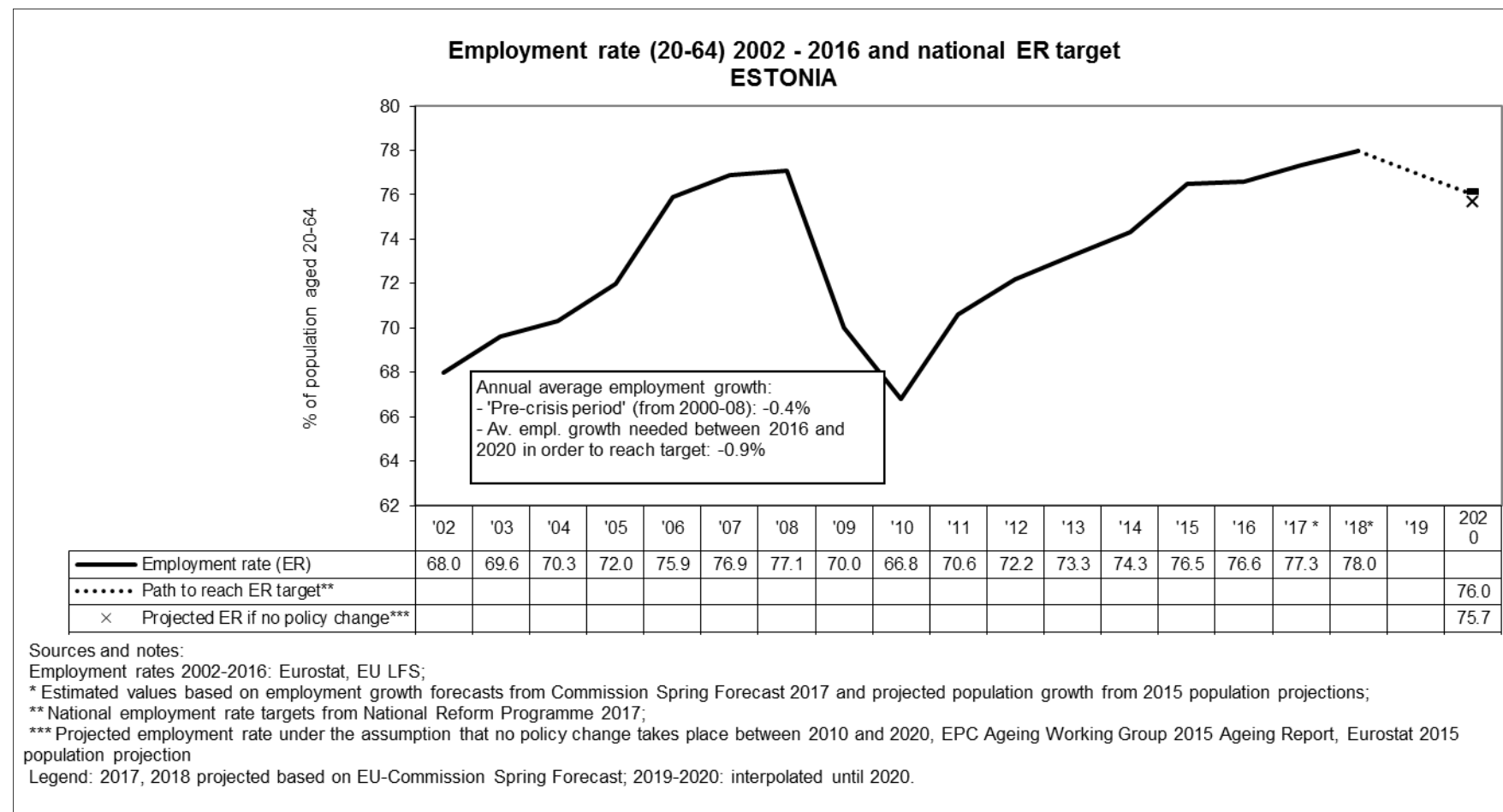
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3. Key employment challenges Germany, June 2017

Employment policy area	Key employment challenge	Particularly good labour market outcome
1. Increase labour market participation	The employment rate of non-EU nationals aged 20-64 men has a significantly negative development	The employment rate is high, in particular for young people and older workers. The youth unemployment ratio and NEET rate are at very low levels.
2. Enhancing labour market functioning; combating segmentation		
3. Active labour market policies		
4. Adequate and employment oriented social security systems	High at risk of poverty for the (long-term) unemployed Increasing in-work poverty.	
5. Work-life balance	Part-time work due to family responsibilities is higher than the EU-average and increasing. Negative employment impact of parenthood.	
6. Job creation	High tax wedge on low wage earners.	High and increasing number of vacancies.
7. Gender equality	Significant low-wage and inactivity traps for second earners. Persistently high gender pay gap.	Decreasing gender employment gap
8. Improving skill supply and productivity; Lifelong learning	Skills supply bottlenecks for high-skilled workers.	
9. Improving education and training systems	Educational outcomes continue to depend on socio-economic and migrant background, while results in PISA 2015 remained fairly stable overall	
10. Wage setting mechanisms and labour cost developments		

ESTONIA

1. Progress towards the national employment rate target



2. Key indicators on labour market performance

Estonia

Indicator	Unit	2000	2013	2014	2015	2016	2020 national target	2014	2015 EU28-total	2016	2020 EU target
Overall employment rate	% of population aged 20 - 64	66.6 b	73.3	74.3	76.5	76.6	76.0	69.2	70.1	71.1	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	15.1 b	9.7	12.0	12.2	10.9	9.5	11.2	11.0	10.7	less than 10
Tertiary educational attainment	% completion of tertiary or equivalent education (30-34)	30.4 b	42.5	43.2	45.3	45.4	40.0	37.9	38.7	39.1	40.0
Overall employment growth	% change from previous year	0.0 b	1.0	0.5	2.2	-0.2		1.0	1.1	1.5	
Employment rate of women	% of female population aged 20 - 64	62.8 b	70.1	70.6	72.6	72.6		63.5	64.3	65.3	
Employment rate of men	% of male population aged 20 - 64	70.8 b	76.7	78.3	80.5	80.8		75.0	75.9	76.9	
Employment rate of older workers	% of population aged 55 - 64	45.0 b	62.6	64.0	64.5	65.2		51.8	53.3	55.3	
Employment gender gap	difference in the employment rate between men and women in percentage points	8.0 b	6.6	7.7	7.9	8.2		11.5	11.6	11.6	
Employment rate of young persons	% of population aged 20 - 29	64.3 b	62.9	65.5	69.6	68.7		60.2	61.4	62.6	
Employment rate of low skilled persons	% of population with at most lower secondary education aged 20 - 64	41.2 b	56.9	59.4	57.7	61.8		51.8	52.6	53.6	
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64	:	67.0	66.7	70.1	68.2		56.4	56.7	56.6	
Part-time employment	% of total employment	7.5 b	10.2	9.6	10.8	11.2		20.3	20.3		
Temporary employees	% of total employees	2.0 b	3.5	3.1	3.4	3.7		13.9	14.1		
Overall unemployment rate	% of labour force	14.6	8.6	7.4	6.2	6.8		10.2	9.4	8.5	
Long-term unemployment	% of labour force	6.7	3.8	3.3	2.4	2.1		5.0	4.5	4.0	
Youth unemployment rate	% of youth labour force (15-24)	21.1 b	18.7	15.0	13.1	13.4		22.2	20.3	18.7	
Youth NEET rate	% of population aged 15-24	14.7	11.3	11.7	10.8	9.1		12.5	12.0	11.5	
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	43.9	73.2	73.7	71.1	:		100.0	100.0		
Labour productivity per hour worked	EU-27 = 100 (based on PPS per hour worked)	37.6	63.8	64.5	62.5	:		100.0	100.0		
Nominal unit labour cost growth	% change from previous year	1.8	4.5	2.2	7.2	5.9		0.6	0.3		
Real unit labour cost growth	% change from previous year	-1.9	0.6	0.4	6.1	3.4		-0.5	-1.0		
Gender pay gap		:	29.8	28.1	26.9	:		16.7	16.3	:	
Involuntary temporary employment	as % of total employees	1.5 b	1.2 u	0.9 u	1.0 u	0.9 u		8.7 u	8.8 u	8.8 u	
Newly employed	share of people in current job 12 months or less in total employment	19.2 b	16.4	16.5	16.3	16.7		13.8	14.3	14.6	
At-risk-of-poverty rate of unemployed		:	54.8	54.7 b	54.8	:		47.3	47.5	:	
unemployment trap - tax rate on low wage earners		:	63.7	63.7	62.9	:		74.0	74.0	:	
Inactivity and part-time work due to personal and family responsibilities		:	4.5	4.3	4.2	4.8		5.2	5.3	5.4	
Job vacancy rate	% change over the recent 3 years	:	1.4	1.4	1.4	1.6		1.4	1.5	1.7	
Share of adult population with upper secondary or tertiary education	age 25-64	85.8 b	90.6	88.2	88.7	89.1		75.9	76.5	77.0	
Percentage of adult population participating in education and training	age 25-64	:	12.6	11.6	12.4	15.7		10.8	10.7	10.8	

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

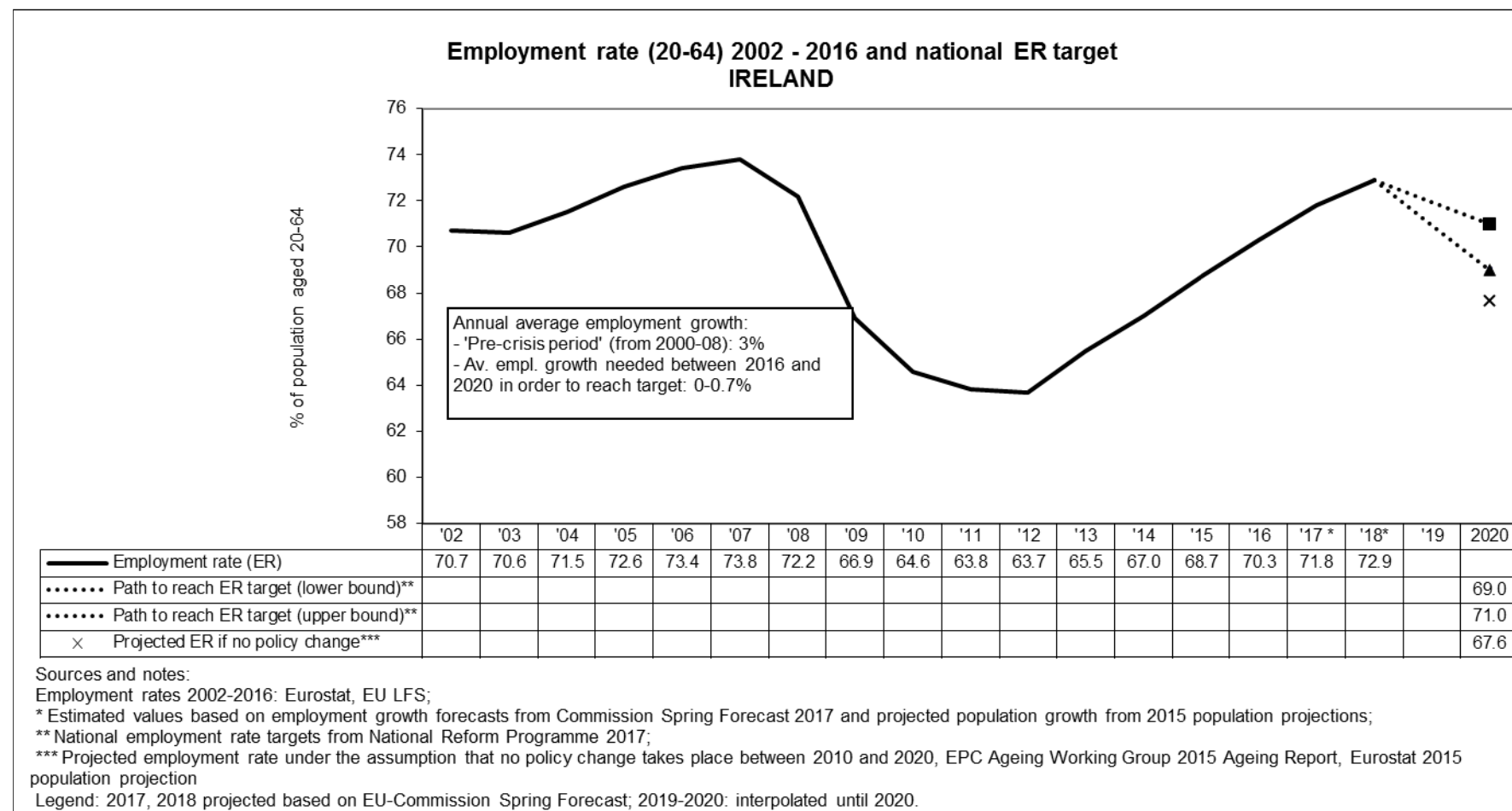
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3. Key employment challenges Estonia, June 2017

Employment policy area	Key employment challenge	Particularly good labour market outcome
1. Increase labour market participation		High employment rates for both women and men.
2. Enhancing labour market functioning; combating segmentation		Low share of employees in involuntary temporary contracts. Low and decreasing share of long-term unemployed.
3. Active labour market policies		
4. Adequate and employment oriented social security systems	Lack of good quality service provision, especially of transport services, has an impact on labour market participation.	
5. Work-life balance	High impact of parenthood on employment (in particular for women).	
6. Job creation		
7. Gender equality	High (although declining) gender pay gap.	
8. Improving skill supply and productivity; Lifelong learning		
9. Improving education and training systems		Low share of low-achievers in reading, mathematics and science.
10. Wage setting mechanisms and labour cost developments		

IRELAND

1. Progress towards the national employment rate target



2. Key indicators on labour market performance

Ireland

Indicator	Unit	2000	2013	2014	2015	2016	2020 national target	2014	2015 EU28-total	2016	2020 EU target
Overall employment rate	% of population aged 20 - 64	70.4	65.5	67.0	68.7	70.3	69-71	69.2	70.1	71.1	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	:	8.4	6.9	6.9	6.3	8.0	11.2	11.0	10.7	less than 10
Tertiary educational attainment	% completion of tertiary or equivalent education (30-34)	27.5	52.6	52.2	52.3	52.9	60.0	37.9	38.7	39.1	40.0
Overall employment growth	% change from previous year	4.9 e	2.1	1.5	2.3	2.8		1.0	1.1	1.5	
Employment rate of women	% of female population aged 20 - 64	57.9	60.3	61.2	62.6	64.2		63.5	64.3	65.3	
Employment rate of men	% of male population aged 20 - 64	82.8	70.9	73.0	75.1	76.5		75.0	75.9	76.9	
Employment rate of older workers	% of population aged 55 - 64	45.3	51.3	53.0	55.6	57.2		51.8	53.3	55.3	
Employment gender gap	difference in the employment rate between men and women in percentage points	24.9	10.6	11.8	12.5	12.3		11.5	11.6	11.6	
Employment rate of young persons	% of population aged 20 - 29	76.7	59.7	59.8	61.6	65.0		60.2	61.4	62.6	
Employment rate of low skilled persons	% of population with at most lower secondary education aged 20 - 64	56.4	46.2	45.9	48.1	49.0		51.8	52.6	53.6	
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64	:	54.5	54.7	55.3	59.1		56.4	56.7	56.6	
Part-time employment	% of total employment	16.7	24.0	23.4	22.7	22.5		20.3	20.3		
Temporary employees	% of total employees	5.3	10.0	9.3	8.7	8.2		13.9	14.1		
Overall unemployment rate	% of labour force	4.3	13.1	11.3	9.4	7.9		10.2	9.4	8.5	
Long-term unemployment	% of labour force	1.6	7.8	6.6	5.3	4.2		5.0	4.5	4.0	
Youth unemployment rate	% of youth labour force (15-24)	6.5	26.8	23.9	20.9	17.2		22.2	20.3	18.7	
Youth NEET rate	% of population aged 15-24	:	16.1	15.2	14.3	13.0		12.5	12.0	11.5	
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	132.1	141.6	145.1	185.9	:		100.0	100.0		
Labour productivity per hour worked	EU-27 = 100 (based on PPS per hour worked)	115.9	134.0	136.5	173.9	:		100.0	100.0		
Nominal unit labour cost growth	% change from previous year	2.5	2.8	-4.5	-16.5	1.1		0.6	0.3		
Real unit labour cost growth	% change from previous year	-3.6	1.4	-3.4	-20.4	1.4		-0.5	-1.0		
Gender pay gap		:	12.9	13.9	:	:		16.7	16.3	:	
Involuntary temporary employment	as % of total employees	1.8 u	6.5 u	5.7 u	5.5 u	5.3 u		8.7 u	8.8 u	8.8 u	
Newly employed	share of people in current job 12 months or less in total employment	21.6	13.9	14.6	15.1	15.9		13.8	14.3	14.6	
At-risk-of-poverty rate of unemployed		:	37.0	37.1	40.4	:		47.3	47.5	:	
unemployment trap - tax rate on low wage earners		:	73.7	73.2	71.6	:		74.0	74.0	:	
Inactivity and part-time work due to personal and family responsibilities		:	6.1	6.4	6.9	7.1		5.2	5.3	5.4	
Job vacancy rate	% change over the recent 3 years	:	0.6	0.7	0.8	0.9		1.4	1.5	1.7	
Share of adult population with upper secondary or tertiary education	age 25-64	57.6	76.7	78.8	79.8	80.1		75.9	76.5	77.0	
Percentage of adult population participating in education and training	age 25-64	:	7.6	6.9	6.5	6.4		10.8	10.7	10.8	

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

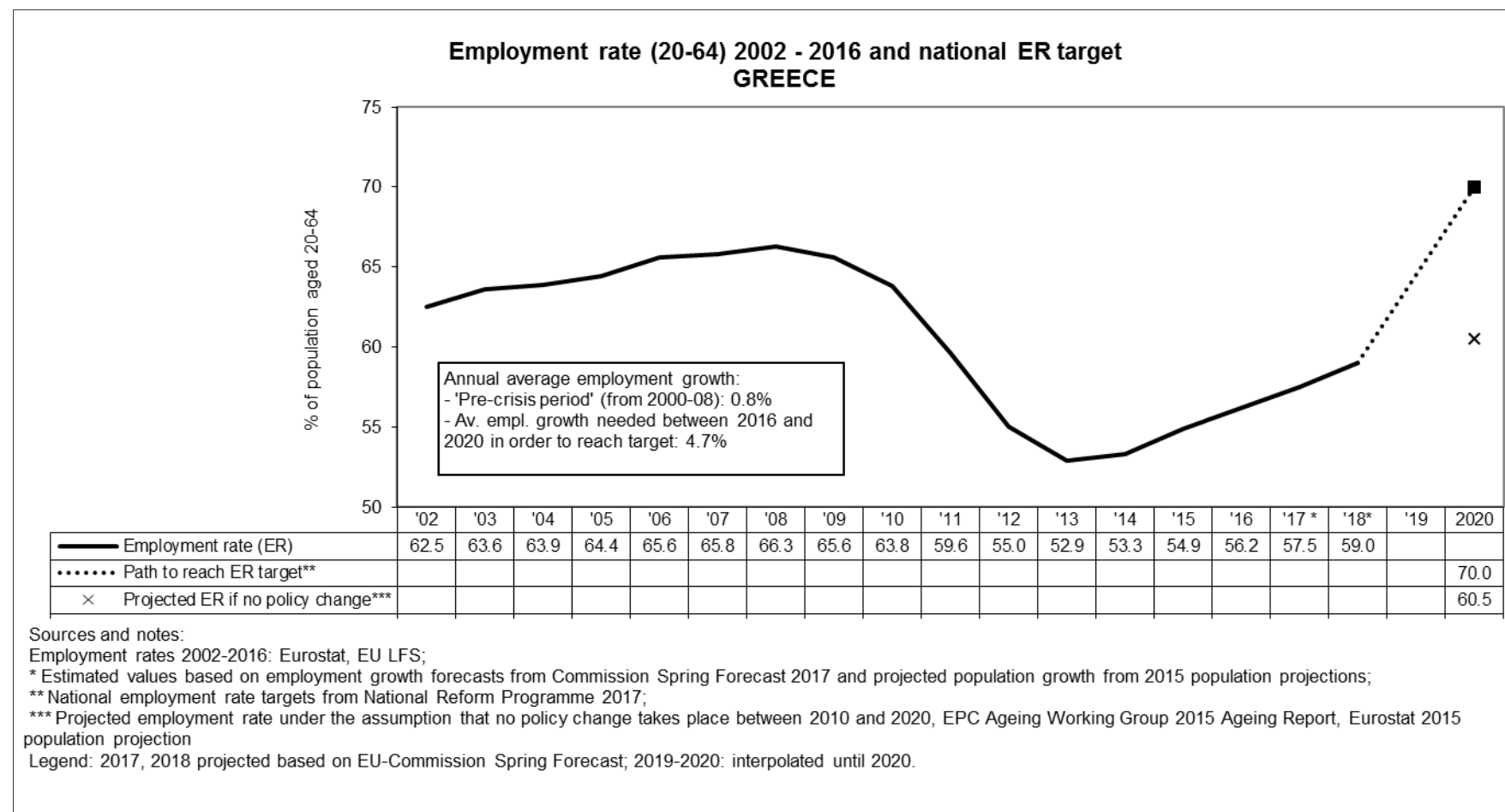
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3. Key employment challenges Ireland, June 2017

Employment policy area	Key employment challenge	Particularly good labour market outcome
1. Increase labour market participation		
2. Enhancing labour market functioning; combating segmentation		
3. Active labour market policies		
4. Adequate and employment oriented social security systems		The in-work-poverty risk rate is significantly lower than the EU average.
5. Work-life balance	Inactivity due to personal and family responsibilities significantly higher than EU average Availability of affordable and quality full-time child care hampers female labour market participation	
6. Job creation		
7. Gender equality		
8. Improving skill supply and productivity; Lifelong learning	The percentage of employed adult population (aged 25-64) participating in education and training is below the EU average. Insufficient provision of appropriate re-skilling and up-skilling opportunities	
9. Improving education and training systems		Population with tertiary educational attainment is the highest in the EU
10. Wage setting mechanisms and labour cost developments		

GREECE

1. Progress towards the national employment rate target



2. Key indicators on labour market performance

Greece

Indicator	Unit	2000	2013	2014	2015	2016	2020 national target	2014	2015 EU28-total	2016	2020 EU target
Overall employment rate	% of population aged 20 - 64	61.9	52.9	53.3	54.9	56.2	70.0	69.2	70.1	71.1	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	18.2	10.1	9.0	7.9	6.2	9.7	11.2	11.0	10.7	less than 10
Tertiary educational attainment	% completion of tertiary or equivalent education (30-34)	25.4	34.9	37.2	40.4	42.7	32.0	37.9	38.7	39.1	40.0
Overall employment growth	% change from previous year	1.5	-4.9	0.6	2.0	1.8		1.0	1.1	1.5	
Employment rate of women	% of female population aged 20 - 64	45.5	43.3	44.3	46.0	46.8		63.5	64.3	65.3	
Employment rate of men	% of male population aged 20 - 64	78.8	62.7	62.6	64.0	65.8		75.0	75.9	76.9	
Employment rate of older workers	% of population aged 55 - 64	39.0	35.6	34.0	34.3	36.3		51.8	53.3	55.3	
Employment gender gap	difference in the employment rate between men and women in percentage points	33.3	19.4	18.3	18.0	19.0		11.5	11.6	11.6	
Employment rate of young persons	% of population aged 20 - 29	57.6	36.7	38.3	40.3	41.0		60.2	61.4	62.6	
Employment rate of low skilled persons	% of population with at most lower secondary education aged 20 - 64	57.0	45.8	46.5	48.1	48.1		51.8	52.6	53.6	
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64	:	49.4	54.1	55.1	56.3		56.4	56.7	56.6	
Part-time employment	% of total employment	4.6	8.5	9.4	9.4	9.9		20.3	20.3		
Temporary employees	% of total employees	13.8	10.2	11.6	11.9	11.2		13.9	14.1		
Overall unemployment rate	% of labour force	11.2	27.5	26.5	24.9	23.6		10.2	9.4	8.5	
Long-term unemployment	% of labour force	6.2	18.5	19.5	18.2	17.0		5.0	4.5	4.0	
Youth unemployment rate	% of youth labour force (15-24)	29.2	58.3	52.4	49.8	47.3		22.2	20.3	18.7	
Youth NEET rate	% of population aged 15-24	16.9	20.4	19.1	17.2	15.8		12.5	12.0	11.5	
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	95.4	87.1 p	85.6 p	82.6 p	:		100.0	100.0		
Labour productivity per hour worked	EU-27 = 100 (based on PPS per hour worked)	76.7	68.8 p	68.9 p	66.1 p	:		100.0	100.0		
Nominal unit labour cost growth	% change from previous year	1.5	-6.9	-2.4	-2.2	2.1		0.6	0.3		
Real unit labour cost growth	% change from previous year	-0.1	-4.6	-0.6	-1.2	2.0		-0.5	-1.0		
Gender pay gap		:	:	:	:	:		16.7	16.3	:	
Involuntary temporary employment	as % of total employees	11.6 u	9.0 u	10.0 u	9.9 u	8.5		8.7 u	8.8 u	8.8 u	
Newly employed	share of people in current job 12 months or less in total employment	10.3	8.6	10.6	10.7	10.2		13.8	14.3	14.6	
At-risk-of-poverty rate of unemployed		:	46.3	45.9	44.8	:		47.3	47.5	:	
unemployment trap - tax rate on low wage earners		:	50.9	50.3	50.4	:		74.0	74.0	:	
Inactivity and part-time work due to personal and family responsibilities		:	1.8	1.7	1.6	1.6		5.2	5.3	5.4	
Job vacancy rate	% change over the recent 3 years	:	0.8	0.8	0.8	0.8		1.4	1.5	1.7	
Share of adult population with upper secondary or tertiary education	age 25-64	51.6	67.2	68.4	70.4	71.8		75.9	76.5	77.0	
Percentage of adult population participating in education and training	age 25-64	:	3.2	3.2	3.3	4.0		10.8	10.7	10.8	

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

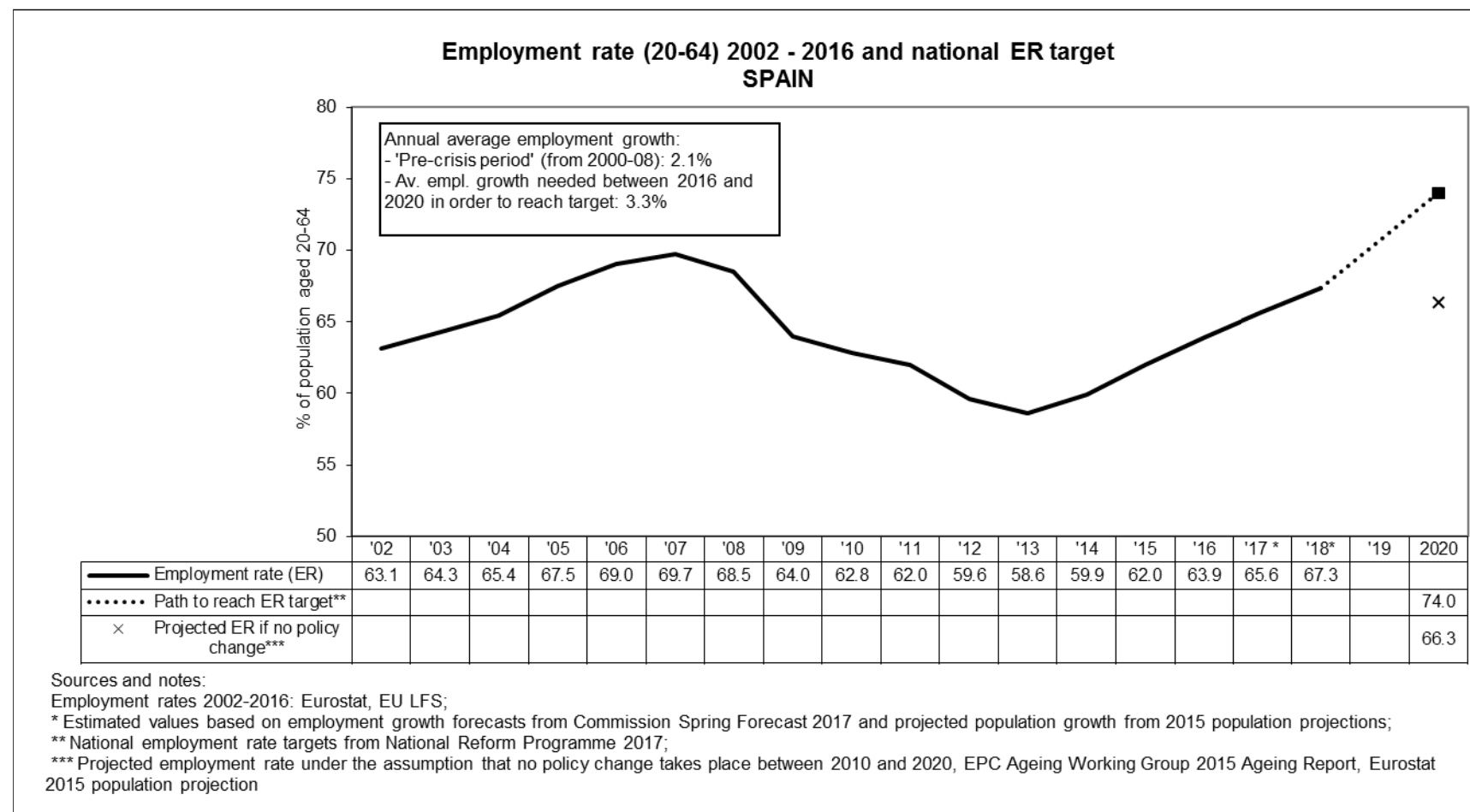
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3. Key employment challenges Greece, June 2017

Employment policy area	Key employment challenge	Particularly good labour market outcome
1. Increase labour market participation	Employment rate is significantly below the EU average. Despite decreasing in recent years, youth unemployment is still high. High incidence of young NEET but showing positive development.	
2. Enhancing labour market functioning; combating segmentation	High incidence of undeclared work.	
3. Active labour market policies	Implementation of open-framework programmes missing from the ALMP delivery model. Still limited capacity of the Public Employment Service despite several improvements. Long-term unemployment is high.	
4. Adequate and employment oriented social security systems	Limited effectiveness of the social protection system, including shortcomings of the unemployment insurance scheme. At risk of in-work poverty is higher than the EU-average.	
5. Work-life balance	Uptake of childcare is low.	
6. Job creation		
7. Gender equality	High employment gender gap.	
8. Improving skill supply and productivity; Lifelong learning	Still weak links of Vocational education and training, apprenticeships and lifelong learning with labour market needs. Low participation in lifelong learning.	
9. Improving education and training systems	Insufficiently developed evaluation culture at all levels and sectors of education	Significant reduction of early school leavers.
10. Wage setting mechanisms and labour cost developments		

SPAIN

1. Progress towards the national employment rate target



2. Key indicators on labour market performance

Spain

Indicator	Unit	2000	2013	2014	2015	2016	2020 national target	2014	2015 EU28-total	2016	2020 EU target
Overall employment rate	% of population aged 20 - 64	60.7	58.6	59.9	62.0	63.9	74.0	69.2	70.1	71.1	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	29.1	23.6	21.9	20.0	19.0	15.0	11.2	11.0	10.7	less than 10
Tertiary educational attainment	% completion of tertiary or equivalent education (30-34)	29.2	42.3	42.3	40.9	40.1	44.0	37.9	38.7	39.1	40.0
Overall employment growth	% change from previous year	5.6	-2.7	1.2	2.9	2.6		1.0	1.1	1.5	
Employment rate of women	% of female population aged 20 - 64	44.5	53.8	54.8	56.4	58.1		63.5	64.3	65.3	
Employment rate of men	% of male population aged 20 - 64	76.9	63.4	65.0	67.6	69.6		75.0	75.9	76.9	
Employment rate of older workers	% of population aged 55 - 64	37.0	43.2	44.3	46.9	49.1		51.8	53.3	55.3	
Employment gender gap	difference in the employment rate between men and women in percentage points	32.4	9.6	10.2	11.2	11.5		11.5	11.6	11.6	
Employment rate of young persons	% of population aged 20 - 29	58.6	44.6	45.7	47.1	48.6		60.2	61.4	62.6	
Employment rate of low skilled persons	% of population with at most lower secondary education aged 20 - 64	54.8	47.2	48.2	50.6	52.9		51.8	52.6	53.6	
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64	:	50.0	51.8	55.0	57.4		56.4	56.7	56.6	
Part-time employment	% of total employment	8.1	15.8	15.9	15.7	15.2		20.3	20.3		
Temporary employees	% of total employees	32.4	23.2	24.0	25.2	26.1		13.9	14.1		
Overall unemployment rate	% of labour force	11.9	26.1	24.5	22.1	19.6		10.2	9.4	8.5	
Long-term unemployment	% of labour force	5.9	13.0	12.9	11.4	9.5		5.0	4.5	4.0	
Youth unemployment rate	% of youth labour force (15-24)	25.3	55.5	53.2	48.3	44.4		22.2	20.3	18.7	
Youth NEET rate	% of population aged 15-24	12.1	18.6	17.1 b	15.6	14.6		12.5	12.0	11.5	
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	102.1	103.5	103.2 p	101.5 p	:		100.0	100.0		
Labour productivity per hour worked	EU-27 = 100 (based on PPS per hour worked)	98.8	99.5	99.1 p	97.1 p	:		100.0	100.0		
Nominal unit labour cost growth	% change from previous year	2.5	-0.5	-0.4	0.2	0.2		0.6	0.3		
Real unit labour cost growth	% change from previous year	-0.8	-0.8	-0.1	-0.3	-0.3		-0.5	-1.0		
Gender pay gap		:	17.8	14.9	14.9 p	:		16.7	16.3	:	
Involuntary temporary employment	as % of total employees	30.3 u	21.3	22.0	22.8	23.9		8.7 u	8.8 u	8.8 u	
Newly employed	share of people in current job 12 months or less in total employment	22.1	15.1	16.7	17.7	18.3		13.8	14.3	14.6	
At-risk-of-poverty rate of unemployed		:	44.7	48.0	46.5	:		47.3	47.5	:	
unemployment trap - tax rate on low wage earners		:	81.7	81.7	81.6	:		74.0	74.0	:	
Inactivity and part-time work due to personal and family responsibilities		:	2.8	2.6	2.5	2.5		5.2	5.3	5.4	
Job vacancy rate	% change over the recent 3 years	:	0.8	0.7	0.7	0.7		1.4	1.5	1.7	
Share of adult population with upper secondary or tertiary education	age 25-64	38.6	55.5	56.6	57.4	58.3		75.9	76.5	77.0	
Percentage of adult population participating in education and training	age 25-64	:	11.4	10.1 b	9.9	9.4		10.8	10.7	10.8	

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

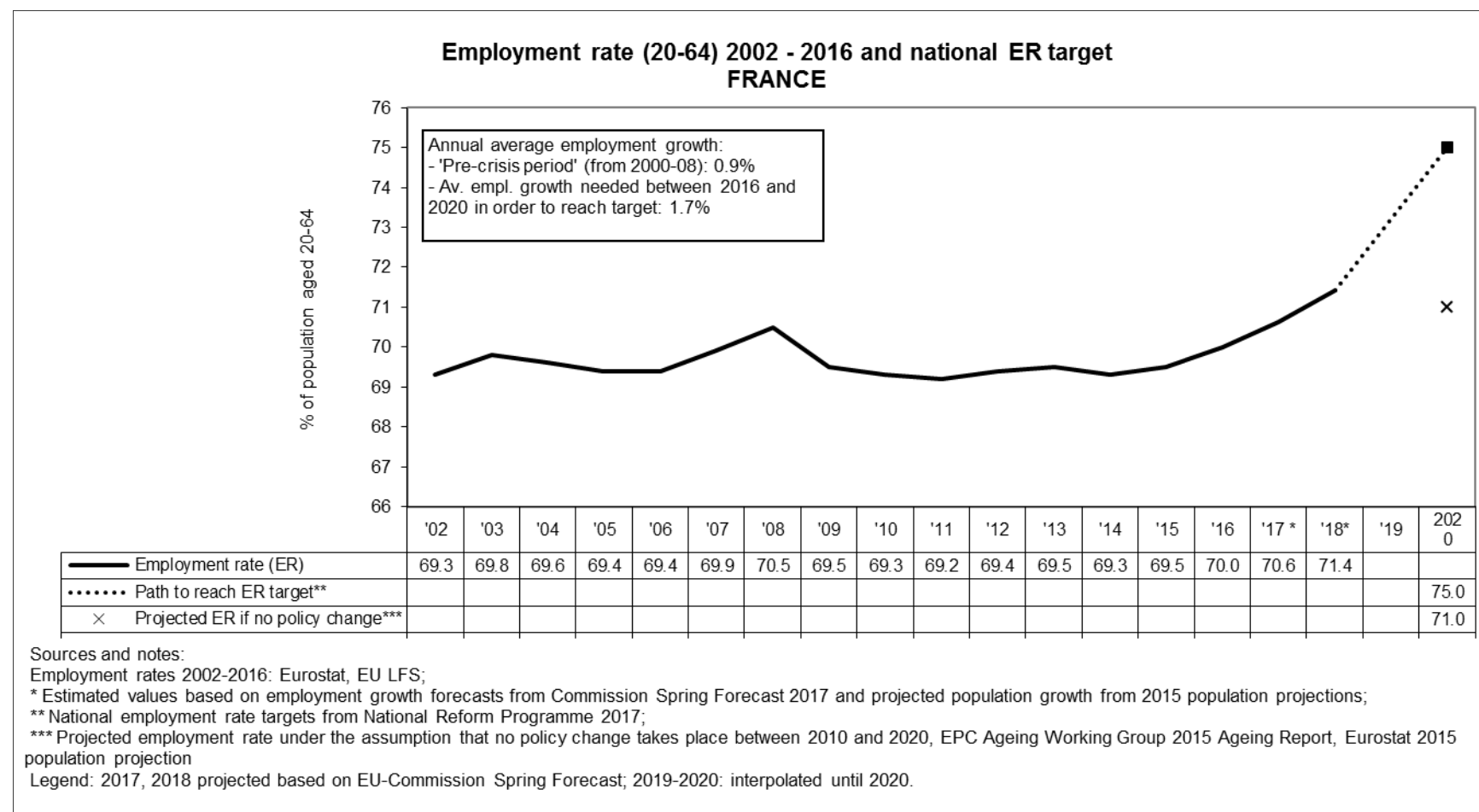
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3. Key employment challenges Spain, June 2017

Employment policy area	Key employment challenge	Particularly good labour market outcome
1. Increase labour market participation	Still low (though improving) employment rates, especially for young and older workers. High (though decreasing) incidence of long-term unemployment, youth unemployment and NEET.	
2. Enhancing labour market functioning; combating segmentation	Widespread use of temporary work, often of short duration, associated to poorer working conditions and higher poverty risks, and potentially affecting productivity growth Temporary employment is largely involuntary.	High share of newly employed young people
3. Active labour market policies	High (though decreasing) numbers of long-term unemployment. Weak performance of the regional Public Employment Services (PES) in providing adequate services to both employers and jobseekers	
4. Adequate and employment oriented social security systems	High share of people at-risk-of poverty in employment.	
5. Work-life balance	High impact of the lack of care facilities on inactivity or part-time work for people with family responsibilities.	Low and decreasing inactivity and part-time work due to personal and family responsibilities
6. Job creation	Weak labour demand (low available vacancies).	
7. Gender equality	Increasing gender employment gap although still on average	Low and decreasing employment impact of parenthood for women
8. Improving skill supply and productivity; Lifelong learning	Skills mismatch between labour demand and supply Decreasing participation of adults to lifelong learning.	
9. Improving education and training systems	High share of low-skilled people among the adult population High (though decreasing) early school leaving rate. Low (though increasing) share of young people with at least secondary education.	
10. Wage setting mechanisms and labour cost developments		

FRANCE

1. Progress towards the national employment rate target



2. Key indicators on labour market performance

France

Indicator	Unit	2000	2013	2014	2015	2016	2020 national target	2014	2015 EU28-total	2016	2020 EU target
Overall employment rate	% of population aged 20 - 64	68.1 e	69.5	69.3 b	69.5	70.0	75.0	69.2	70.1	71.1	75.0
Early leavers from education and training	% of pop. 18-24 with at most lower sec. educ. and not in further education or training	13.3	9.7 b	9.0 b	9.2	8.8	9.5	11.2	11.0	10.7	less than 10
Tertiary educational attainment	% completion of tertiary or equivalent education (30-34)	27.4	44.0 b	43.7 b	45.0	43.6	50.0	37.9	38.7	39.1	40.0
Overall employment growth	% change from previous year	2.7 e	-0.1	0.1	0.0 b	0.5		1.0	1.1	1.5	
Employment rate of women	% of female population aged 20 - 64	60.5 e	65.5	65.6 b	66.0	66.3		63.5	64.3	65.3	
Employment rate of men	% of male population aged 20 - 64	76.0 e	73.7	73.2 b	73.2	73.8		75.0	75.9	76.9	
Employment rate of older workers	% of population aged 55 - 64	30.1 e	45.6	46.9 b	48.7	49.8		51.8	53.3	55.3	
Employment gender gap	difference in the employment rate between men and women in percentage points	15.5 e	8.2	7.6 b	7.2	7.5		11.5	11.6	11.6	
Employment rate of young persons	% of population aged 20 - 29	63.2	60.9	60.6 b	60.9	61.5		60.2	61.4	62.6	
Employment rate of low skilled persons	% of population with at most lower secondary education aged 20 - 64	55.3	53.6 b	52.6 b	51.4	50.5		51.8	52.6	53.6	
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64	:	48.1	47.3 b	46.6	46.3		56.4	56.7	56.6	
Part-time employment	% of total employment	16.9	18.4	18.9 b	18.8	18.7		20.3	20.3		
Temporary employees	% of total employees	15.4	15.3	15.3 b	16.0	16.1		13.9	14.1		
Overall unemployment rate	% of labour force	8.6	10.3	10.3	10.4	10.1		10.2	9.4	8.5	
Long-term unemployment	% of labour force	:	4.0	4.2	4.3	4.3		5.0	4.5	4.0	
Youth unemployment rate	% of youth labour force (15-24)	20.6	24.1	24.2 b	24.7	24.6		22.2	20.3	18.7	
Youth NEET rate	% of population aged 15-24	10.2	11.2 b	11.4 b	12.0	11.9		12.5	12.0	11.5	
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	121.3	116.3	115.4 p	115.3 p	:		100.0	100.0		
Labour productivity per hour worked	EU-27 = 100 (based on PPS per hour worked)	134.0	128.5	128.5 p	127.9 p	:		100.0	100.0		
Nominal unit labour cost growth	% change from previous year	1.2	1.1	0.8	0.2	0.5		0.6	0.3		
Real unit labour cost growth	% change from previous year	-0.4	0.3	0.3	-0.4	-0.4		-0.5	-1.0		
Gender pay gap		:	15.5	15.5	15.8 p	:		16.7	16.3	:	
Involuntary temporary employment	as % of total employees	:	9.5	9.6 b	9.9	9.9		8.7 u	8.8 u	8.8 u	
Newly employed	share of people in current job 12 months or less in total employment	16.5	12.9	13.1 b	13.5	14.2		13.8	14.3	14.6	
At-risk-of-poverty rate of unemployed		:	35.6	31.1	37.1	:		47.3	47.5	:	
unemployment trap - tax rate on low wage earners		:	77.2	77.4	76.5	:		74.0	74.0	:	
Inactivity and part-time work due to personal and family responsibilities		:	5.3	4.7 b	4.9	4.7		5.2	5.3	5.4	
Job vacancy rate	% change over the recent 3 years	:	0.6	0.6	0.6	0.7		1.4	1.5	1.7	
Share of adult population with upper secondary or tertiary education	age 25-64	62.2	75.0 b	76.7 b	77.5	78.1		75.9	76.5	77.0	
Percentage of adult population participating in education and training	age 25-64	:	17.8 b	18.4 b	18.6	18.8		10.8	10.7	10.8	

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

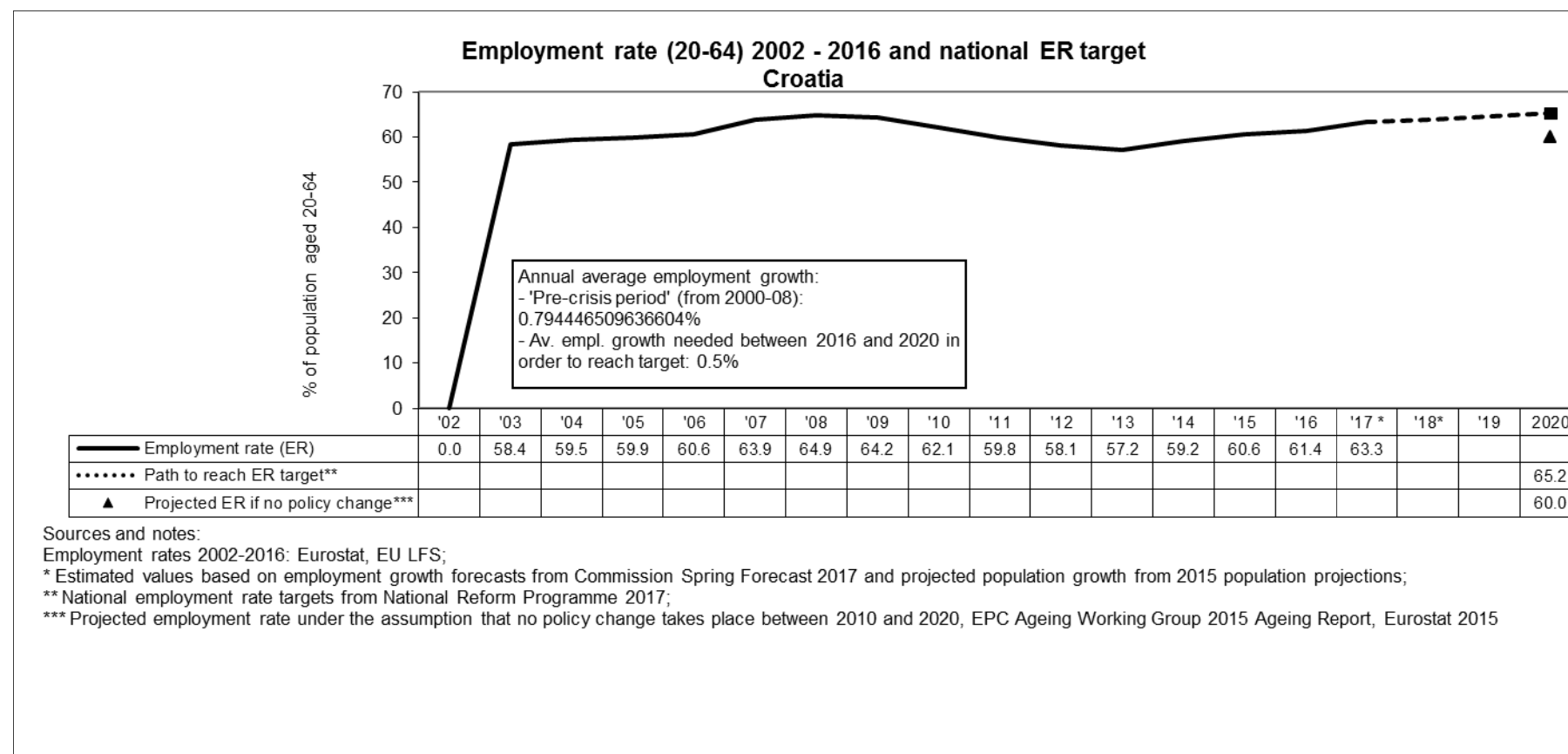
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3. Key employment challenges France, June 2017

Employment policy area	Key employment challenge	Particularly good labour market outcome
1. Increase labour market participation	<p>Employment rate of non-EU nationals is lower than EU average, especially for women.</p> <p>Employment rate for people aged 60-64, in particular men, is lower than EU average.</p> <p>Youth unemployment rate is above the EU average, specifically for lower educated young people (ISCED 0-2)</p>	
2. Enhancing labour market functioning; combating segmentation	<p>Persistent high share of very short-term contracts in new hires, especially in the tertiary sector.</p> <p>Transition rate from temporary to permanent employment is lower than EU average.</p>	
3. Active labour market policies		
4. Adequate and employment oriented social security systems		At risk of poverty for unemployed is below the EU average
5. Work-life balance		
6. Job creation	Tax wedge on labour cost is higher than EU average but decreasing.	
7. Gender equality		
8. Improving skill supply and productivity; Lifelong learning	Unbalanced access to training depending on the size of the company, the level of qualification or status on the labour market, to be further addressed by recent life-long learning reforms	
9. Improving education and training systems		
10. Wage setting mechanisms and labour cost developments	Ongoing adjustment of wages to inflation and productivity has not yet offset past losses in competitiveness	

CROATIA

1. Progress towards the national employment rate target



2. Key indicators on labour market performance Croatia

Indicator	Unit	2000	2013	2014	2015	2016	2020 national target	2014	2015 EU28-total	2016	2020 EU target
Overall employment rate	% of population aged 20 - 64	:	57.2	59.2	60.6	61.4	65.2	69.2	70.1	71.1	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	:	4.5	2.7 u	2.7 u	2.8 u	:	11.2	11.0	10.7	less than 10
Tertiary educational attainment	% completion of tertiary or equivalent education (30-34)	:	25.6	32.2	30.8	29.5	:	37.9	38.7	39.1	40.0
Overall employment growth	% change from previous year	:	-2.2	3.2	1.1	0.5		1.0	1.1	1.5	
Employment rate of women	% of female population aged 20 - 64	:	52.8	54.2	55.9	56.6		63.5	64.3	65.3	
Employment rate of men	% of male population aged 20 - 64	:	61.6	64.2	65.4	66.2		75.0	75.9	76.9	
Employment rate of older workers	% of population aged 55 - 64	:	37.8	36.2	39.2	38.1		51.8	53.3	55.3	
Employment gender gap	difference in the employment rate between men and women in percentage points	:	8.8	10.0	9.5	9.6		11.5	11.6	11.6	
Employment rate of young persons	% of population aged 20 - 29	:	44.8	48.5	49.5	54.8		60.2	61.4	62.6	
Employment rate of low skilled persons	% of population with at most lower secondary education aged 20 - 64	:	38.5	38.3	40.1	38.9		51.8	52.6	53.6	
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64	:	34.3 u	37.1 u	39.9 u	34.5 u		56.4	56.7	56.6	
Part-time employment	% of total employment	:	6.2	6.0	6.8	6.4		20.3	20.3		
Temporary employees	% of total employees	:	14.5	16.9 b	20.2	22.2		13.9	14.1		
Overall unemployment rate	% of labour force	15.6	17.4	17.2	16.1	13.3		10.2	9.4	8.5	
Long-term unemployment	% of labour force	:	11.0	10.1	10.2	6.6		5.0	4.5	4.0	
Youth unemployment rate	% of youth labour force (15-24)	:	50.0	45.5	42.3	31.3		22.2	20.3	18.7	
Youth NEET rate	% of population aged 15-24	:	19.6	19.3	18.1	16.9		12.5	12.0	11.5	
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	66.3	73.1	70.3	68.7	:		100.0	100.0		
Labour productivity per hour worked	EU-27 = 100 (based on PPS per hour worked)	:	62.2	60.4	61.1	:		100.0	100.0		
Nominal unit labour cost growth	% change from previous year	2.9	-2.3	-2.4	-0.5	0.9		0.6	0.3		
Real unit labour cost growth	% change from previous year	-1.5	-3.0	-2.4	-0.6	0.2		-0.5	-1.0		
Gender pay gap		:	9.0	10.4 p	:	:		16.7	16.3	:	
Involuntary temporary employment	as % of total employees	:	7.2	8.0 b	8.8	17.8		8.7 u	8.8 u	8.8 u	
Newly employed	share of people in current job 12 months or less in total employment	:	9.8	12.5	12.6	15.8		13.8	14.3	14.6	
At-risk-of-poverty rate of unemployed		:	43.2	43.2	42.8	:		47.3	47.5	:	
unemployment trap - tax rate on low wage earners		:	81.0	81.0	80.1	:		74.0	74.0	:	
Inactivity and part-time work due to personal and family responsibilities		:	1.7	1.1	1.2	1.6		5.2	5.3	5.4	
Job vacancy rate	% change over the recent 3 years	:	0.9	0.9	1.0	1.2		1.4	1.5	1.7	
Share of adult population with upper secondary or tertiary education	age 25-64	:	81.3	82.9	83.4	83.1		75.9	76.5	77.0	
Percentage of adult population participating in education and training	age 25-64	:	3.1	2.8	3.1	3.0		10.8	10.7	10.8	

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

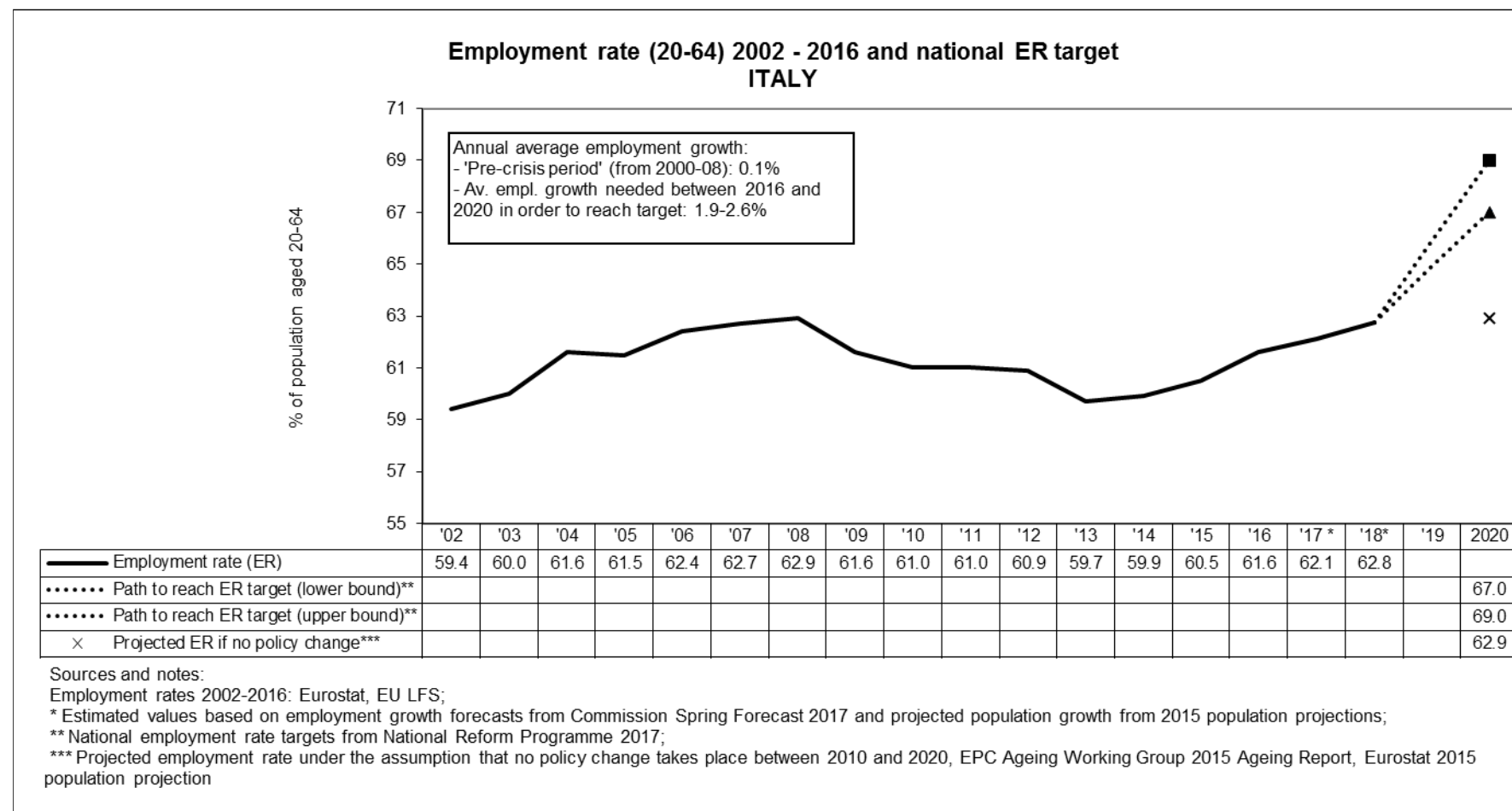
3. Key employment challenges Croatia, June 2017

Employment policy area	Key employment challenge	Particularly Good labour market outcome
1. Increase labour market participation	Employment rates are significantly lower than the EU average, especially for low skilled and older workers (age group 55-64). Men are particularly affected across the various groups. Overall unemployment, youth unemployment and youth NEET rates are still high, with positive developments	Significant drop of unemployment rate for youth aged 15-24
2. Enhancing labour market functioning; combating segmentation	Rising share of temporary employment*	Hiring rate and percentage of newly employed (especially among young people) have been improving.
3. Active labour market policies	Long-term unemployment rate and the share of long-term unemployed in total unemployment are higher than the EU average, with positive development. Low effectiveness and outreach of active labour market policies and limited capacities of public employment service	
4. Adequate and employment oriented social security systems		In-work poverty is relatively low
5. Work-life balance	Childcare uptake for children between 3 years and mandatory school age is significantly lower than the EU- average.	The impact of parenthood on employment is significantly lower than the EU average.
6. Job creation		Positive employment growth in services
7. Gender equality		
8. Improving skill supply and productivity; Lifelong learning	Very low participation rates in lifelong learning, with a positive development for unemployed.	Youth education attainment level is significantly (at least upper secondary) higher than the EU-average.
9. Improving education and training systems	Share of children in pre-school education is significantly lower than the EU average. The completion rate in tertiary or equivalent education (age group 30-34) is still below the EU-average, especially for men, with positive developments. Limited labour market relevance of education	Percentage of early school leavers is lower than the EU average.
10. Wage setting mechanisms and labour cost developments	Weaknesses in the wage setting mechanisms in the public sector	

* Break in the relevant LFS series.

ITALY

1. Progress towards the national employment rate target



2. Key indicators on labour market performance

Italy

Indicator	Unit	2000	2013	2014	2015	2016	2020 national target	2014	2015 EU28-total	2016	2020 EU target
Overall employment rate	% of population aged 20 - 64	57.4	59.7	59.9	60.5	61.6	67-69	69.2	70.1	71.1	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	25.1	16.8	15.0	14.7	13.8	15-16	11.2	11.0	10.7	less than 10
Tertiary educational attainment	% completion of tertiary or equivalent education (30-34)	11.6	22.5	23.9	25.3	26.2	26-27	37.9	38.7	39.1	40.0
Overall employment growth	% change from previous year	1.9	-1.8	0.2	0.8	1.2		1.0	1.1	1.5	
Employment rate of women	% of female population aged 20 - 64	42.2	49.9	50.3	50.6	51.6		63.5	64.3	65.3	
Employment rate of men	% of male population aged 20 - 64	72.8	69.7	69.7	70.6	71.7		75.0	75.9	76.9	
Employment rate of older workers	% of population aged 55 - 64	27.7	42.7	46.2	48.2	50.3		51.8	53.3	55.3	
Employment gender gap	difference in the employment rate between men and women in percentage points	30.6	19.8	19.4	20.0	20.1		11.5	11.6	11.6	
Employment rate of young persons	% of population aged 20 - 29	49.9	41.0	40.0	40.3	42.1		60.2	61.4	62.6	
Employment rate of low skilled persons	% of population with at most lower secondary education aged 20 - 64	49.3	48.8	48.7	49.4	50.3		51.8	52.6	53.6	
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64	:	60.3	60.6	60.7	61.5		56.4	56.7	56.6	
Part-time employment	% of total employment	8.8	17.8	18.3	18.5	18.7		20.3	20.3		
Temporary employees	% of total employees	10.1	13.2	13.6	14.1	14.0		13.9	14.1		
Overall unemployment rate	% of labour force	10.0	12.1	12.7	11.9	11.7		10.2	9.4	8.5	
Long-term unemployment	% of labour force	6.5	6.9	7.7	6.9	6.7		5.0	4.5	4.0	
Youth unemployment rate	% of youth labour force (15-24)	31.5	40.0	42.7	40.3	37.8		22.2	20.3	18.7	
Youth NEET rate	% of population aged 15-24	19.1	22.2	22.1	21.4	19.9		12.5	12.0	11.5	
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	130.4	108.8	107.8	107.4	:		100.0	100.0		
Labour productivity per hour worked	EU-27 = 100 (based on PPS per hour worked)	119.5	103.0	102.2	101.5	:		100.0	100.0		
Nominal unit labour cost growth	% change from previous year	0.3	0.6	0.0	0.5	0.3		0.6	0.3		
Real unit labour cost growth	% change from previous year	-1.6	-0.6	-0.8	-0.2	-0.6		-0.5	-1.0		
Gender pay gap		:	7.0	6.1	5.5	:		16.7	16.3	:	
Involuntary temporary employment	as % of total employees	5.3 u	9.7	9.9	10.4	10.2		8.7 u	8.8 u	8.8 u	
Newly employed	share of people in current job 12 months or less in total employment	11.4	9.5	10.0	10.7	11.1		13.8	14.3	14.6	
At-risk-of-poverty rate of unemployed		:	47.0	48.1	47.3	:		47.3	47.5	:	
unemployment trap - tax rate on low wage earners		:	79.7	79.6	80.7	:		74.0	74.0	:	
Inactivity and part-time work due to personal and family responsibilities		:	5.0	5.1	4.9	5.0		5.2	5.3	5.4	
Job vacancy rate	% change over the recent 3 years	:	0.6	0.5	0.5	0.6		1.4	1.5	1.7	
Share of adult population with upper secondary or tertiary education	age 25-64	45.2	58.2	59.3	59.9	60.1		75.9	76.5	77.0	
Percentage of adult population participating in education and training	age 25-64	:	6.2	8.1	7.3	8.3		10.8	10.7	10.8	

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

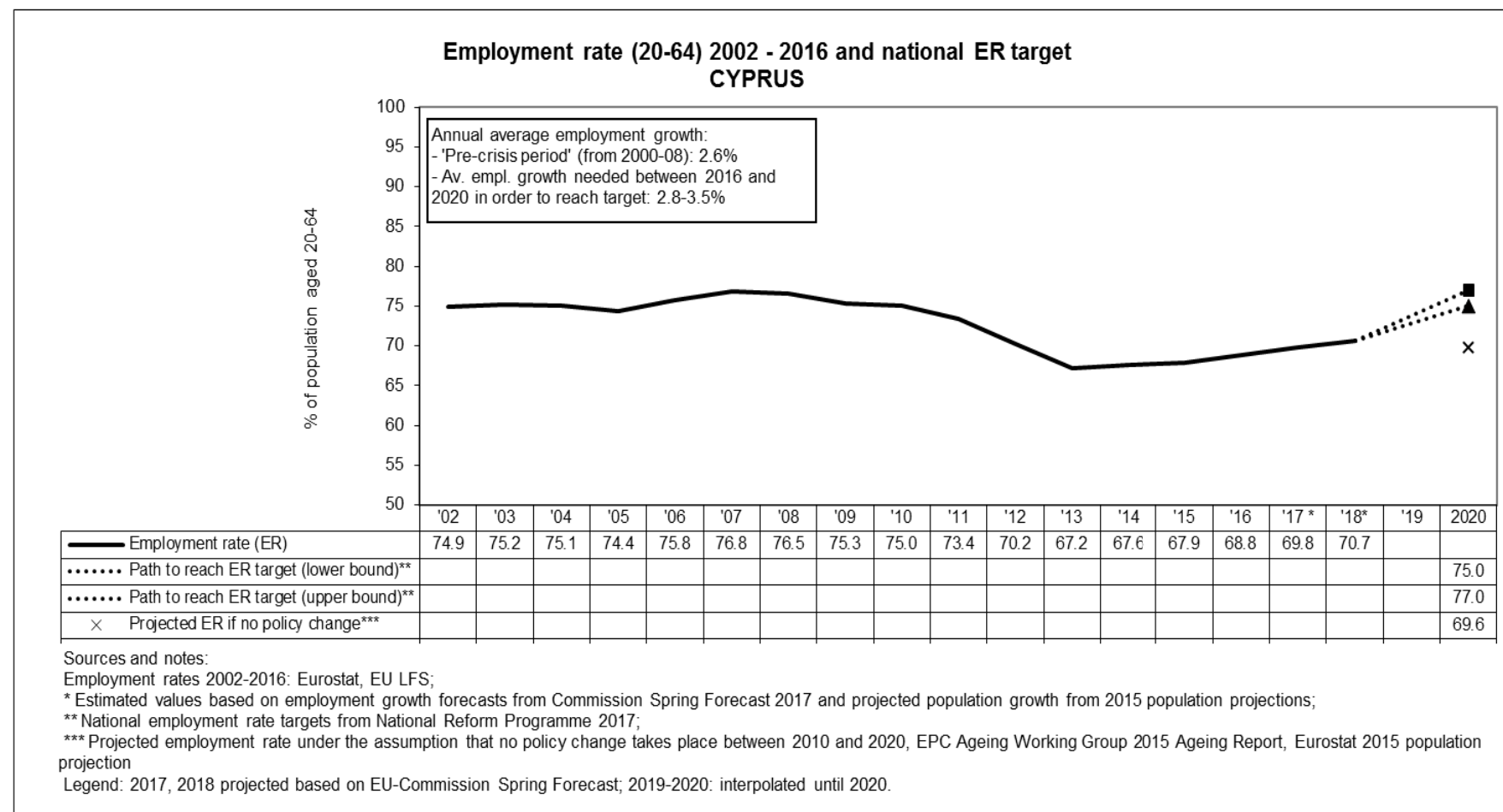
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3. Key employment challenges Italy, June 2017

Employment policy area	Key employment challenge	Particularly good labour market outcome
1. Increase labour market participation	Employment rate, including of women, is significantly below EU average. Despite decreasing, youth unemployment and NEET rates still higher than EU average.	
2. Enhancing labour market functioning; combating segmentation		Job tenure is well above EU average
3. Active labour market policies	Long-term unemployment is high, especially among young people. Implementation of the ALMPs reform to tackle PES weaknesses and regional disparities is a challenge	
4. Adequate and employment oriented social security systems	Insufficient and fragmented coverage of social assistance currently being addressed by the new National Plan to Combat Poverty	Very adequate net replacement rate of unemployment benefit
5. Work-life balance	Uptake of childcare services for children age 3 to mandatory school age remains above EU average, especially for 30h or more, but shows some negative developments. Share of female employees working in involuntary fixed-term or part-time contracts is significantly above EU average.	
6. Job creation	Tax wedge on labour costs (among low wage earners) shows a decrease but is still higher than the EU average.	
7. Gender equality	The employment gender gap is significantly above the EU average. The low wage trap for second income earners rate is higher than the EU average.	The gender pay gap is significantly lower than the EU average.
8. Improving skill supply and productivity; Lifelong learning	Education attainment rates for the adult population (aged 25-64) are significantly below the EU average, especially for older cohorts. Moderate skills mismatch and low participation in adult learning, especially for low-skilled people	
9. Improving education and training systems		
10. Wage setting mechanisms and labour cost developments	Limited use of firm-level bargaining hampers the response of wages to economic conditions and the adoption of innovative solutions in the work organisation at the firm level	

CYPRUS

1. Progress towards the national employment rate target



2. Key indicators on labour market performance

Cyprus

Indicator	Unit	2000	2013	2014	2015	2016	2020 national target	2014	2015 EU28-total	2016	2020 EU target
Overall employment rate	% of population aged 20 - 64	:	67.2	67.6	67.9	68.8	75-77	69.2	70.1	71.1	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	18.5	9.1	6.8	5.2	7.7	10.0	11.2	11.0	10.7	less than 10
Tertiary educational attainment	% completion of tertiary or equivalent education (30-34)	31.1	47.8	52.5	54.5	53.4	46.0	37.9	38.7	39.1	40.0
Overall employment growth	% change from previous year	:	-4.8	-0.6	-1.4	2.6		1.0	1.1	1.5	
Employment rate of women	% of female population aged 20 - 64	:	62.2	63.9	64.0	64.1		63.5	64.3	65.3	
Employment rate of men	% of male population aged 20 - 64	:	72.6	71.6	72.3	73.9		75.0	75.9	76.9	
Employment rate of older workers	% of population aged 55 - 64	:	49.6	46.9	48.5	52.0		51.8	53.3	55.3	
Employment gender gap	difference in the employment rate between men and women in percentage points	:	10.4	7.7	8.3	9.8		11.5	11.6	11.6	
Employment rate of young persons	% of population aged 20 - 29	75.6	58.3	60.5	59.9	60.5		60.2	61.4	62.6	
Employment rate of low skilled persons	% of population with at most lower secondary education aged 20 - 64	62.6	54.9	54.6	55.1	56.9		51.8	52.6	53.6	
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64	:	74.3	77.5	75.2	65.4		56.4	56.7	56.6	
Part-time employment	% of total employment	8.4	12.5	14.0	13.6	14.2		20.3	20.3		
Temporary employees	% of total employees	10.7	17.5	19.0	18.4	16.4		13.9	14.1		
Overall unemployment rate	% of labour force	4.8	15.9	16.1	15.0	13.1		10.2	9.4	8.5	
Long-term unemployment	% of labour force	:	6.1	7.7	6.8	5.8		5.0	4.5	4.0	
Youth unemployment rate	% of youth labour force (15-24)	10.2	38.9	36.0	32.8	29.1		22.2	20.3	18.7	
Youth NEET rate	% of population aged 15-24	10.1	18.7	17.0	15.3	15.9		12.5	12.0	11.5	
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	91.6	86.8	85.1	84.1 p	:		100.0	100.0		
Labour productivity per hour worked	EU-27 = 100 (based on PPS per hour worked)	80.6	78.2	77.3	76.4 p	:		100.0	100.0		
Nominal unit labour cost growth	% change from previous year	1.9	-5.4	-4.0	-1.5	0.0		0.6	0.3		
Real unit labour cost growth	% change from previous year	-1.0	-4.4	-2.5	-0.2	1.0		-0.5	-1.0		
Gender pay gap		:	14.9	14.2	14.0	:		16.7	16.3	:	
Involuntary temporary employment	as % of total employees	8.6	16.7	17.9	17.1	15.1		8.7 u	8.8 u	8.8 u	
Newly employed	share of people in current job 12 months or less in total employment	18.4	16.4	19.4	19.1	20.9		13.8	14.3	14.6	
At-risk-of-poverty rate of unemployed		:	33.6	32.6	42.0	:		47.3	47.5	:	
unemployment trap - tax rate on low wage earners		:	:	:	:	:		74.0	74.0	:	
Inactivity and part-time work due to personal and family responsibilities		:	3.2	2.7	2.7	3.0		5.2	5.3	5.4	
Job vacancy rate	% change over the recent 3 years	:	0.7	0.6	0.7	0.9		1.4	1.5	1.7	
Share of adult population with upper secondary or tertiary education	age 25-64	61.5	78.5	77.6	77.9	79.6		75.9	76.5	77.0	
Percentage of adult population participating in education and training	age 25-64	:	7.2	7.1	7.5	6.9		10.8	10.7	10.8	

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

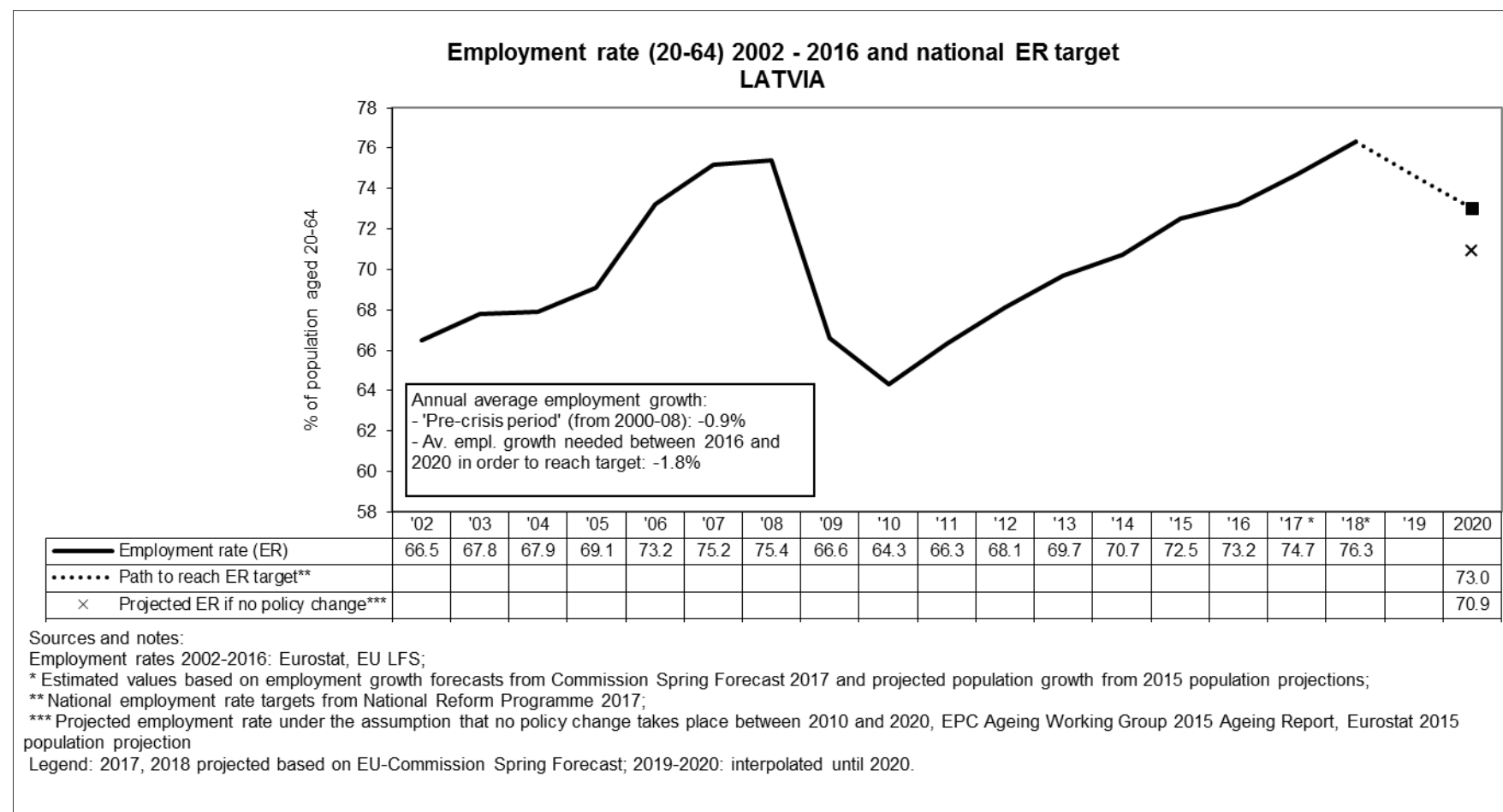
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3. Key employment challenges Cyprus, June 2017

Employment policy area	Key employment challenge	Particularly good labour market outcome
1. Increase labour market participation	High unemployment rate, especially for young people. Decreasing activity rate. High (but decreasing) NEET rate. Decreasing employment rate for older workers.	High (but decreasing) employment rate of non-EU nationals, in particular for women.
2. Enhancing labour market functioning; combating segmentation	High incidence of undeclared work High (but decreasing) share of workers in involuntary temporary or part-time employment.	High share of newly employed people, especially young (15-24).
3. Active labour market policies	High and increasing share of long-term unemployed over total unemployment. Limited capacity of Public Employment Services and effectiveness of active labour market policies. Low participation in active labour market measures.	
4. Adequate and employment oriented social security systems	High and increasing at-risk-of-poverty rate of the unemployed.	
5. Work-life balance	Decreasing uptake of childcare (0-3). Uptake of childcare (3-6) above 30 hours below the EU average.	
6. Job creation	Weak labour demand (low available vacancies).	
7. Gender equality		Low employment impact of parenthood
8. Improving skill supply and productivity; Lifelong learning		High share of the adult population, including the young population, with at least upper secondary education.
9. Improving education and training systems	Low level of basic skills and limited labour market relevance of education and training Low (but increasing) participation in vocational education and training	
10. Wage setting mechanisms and labour cost developments		

LATVIA

1. Progress towards the national employment rate target



2. Key indicators on labour market performance

Latvia

Indicator	Unit	2000	2013	2014	2015	2016	2020 national target	2014	2015 EU28-total	2016	2020 EU target
Overall employment rate	% of population aged 20 - 64	63.6 e	69.7	70.7	72.5	73.2	73.0	69.2	70.1	71.1	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	:	9.8	8.5	9.9	10.0	13.4	11.2	11.0	10.7	less than 10
Tertiary educational attainment	% completion of tertiary or equivalent education (30-34)	18.6	40.7	39.9	41.3	42.8	34-36	37.9	38.7	39.1	40.0
Overall employment growth	% change from previous year	-2.1 e	1.8	-0.9	1.0	-0.7		1.0	1.1	1.5	
Employment rate of women	% of female population aged 20 - 64	59.3 e	67.7	68.5	70.5	71.8		63.5	64.3	65.3	
Employment rate of men	% of male population aged 20 - 64	68.4 e	71.9	73.1	74.6	74.7		75.0	75.9	76.9	
Employment rate of older workers	% of population aged 55 - 64	36.1 e	54.8	56.4	59.4	61.4		51.8	53.3	55.3	
Employment gender gap	difference in the employment rate between men and women in percentage points	9.1 e	4.2	4.6	4.1	2.9		11.5	11.6	11.6	
Employment rate of young persons	% of population aged 20 - 29	61.7	62.2	65.1	67.5	67.7		60.2	61.4	62.6	
Employment rate of low skilled persons	% of population with at most lower secondary education aged 20 - 64	41.8	49.0	50.0	53.2	54.8		51.8	52.6	53.6	
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64	:	60.2	62.8	64.0	63.9		56.4	56.7	56.6	
Part-time employment	% of total employment	10.9	8.1	7.4	7.9	9.3		20.3	20.3		
Temporary employees	% of total employees	6.7	4.3	3.3	3.8	3.7		13.9	14.1		
Overall unemployment rate	% of labour force	14.3	11.9	10.8	9.9	9.6		10.2	9.4	8.5	
Long-term unemployment	% of labour force	:	5.7	4.6	4.5	4.0		5.0	4.5	4.0	
Youth unemployment rate	% of youth labour force (15-24)	21.3	23.2	19.6	16.3	17.3		22.2	20.3	18.7	
Youth NEET rate	% of population aged 15-24	:	13.0	12.0	10.5	11.2		12.5	12.0	11.5	
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	40.1	62.5	64.6	64.5	:		100.0	100.0		
Labour productivity per hour worked	EU-27 = 100 (based on PPS per hour worked)	34.4	52.7	54.3	55.0	:		100.0	100.0		
Nominal unit labour cost growth	% change from previous year	0.3	4.9	4.9	5.4	2.9		0.6	0.3		
Real unit labour cost growth	% change from previous year	-3.2	3.5	3.3	5.0	2.3		-0.5	-1.0		
Gender pay gap		:	16.0	17.3	17.0	:		16.7	16.3	:	
Involuntary temporary employment	as % of total employees	6.4 u	3.0	2.1	2.0	1.9		8.7 u	8.8 u	8.8 u	
Newly employed	share of people in current job 12 months or less in total employment	:	17.9	15.8	15.6	14.6		13.8	14.3	14.6	
At-risk-of-poverty rate of unemployed		:	55.9	53.3	55.0	55.7		47.3	47.5	:	
unemployment trap - tax rate on low wage earners		:	89.4	88.7	88.1	:		74.0	74.0	:	
Inactivity and part-time work due to personal and family responsibilities		:	1.7	1.9	1.8	1.8		5.2	5.3	5.4	
Job vacancy rate	% change over the recent 3 years	:	0.4	0.4	0.5	0.9		1.4	1.5	1.7	
Share of adult population with upper secondary or tertiary education	age 25-64	83.2	89.4	89.5	90.1	90.7		75.9	76.5	77.0	
Percentage of adult population participating in education and training	age 25-64	:	6.8	5.6	5.7	7.3		10.8	10.7	10.8	

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

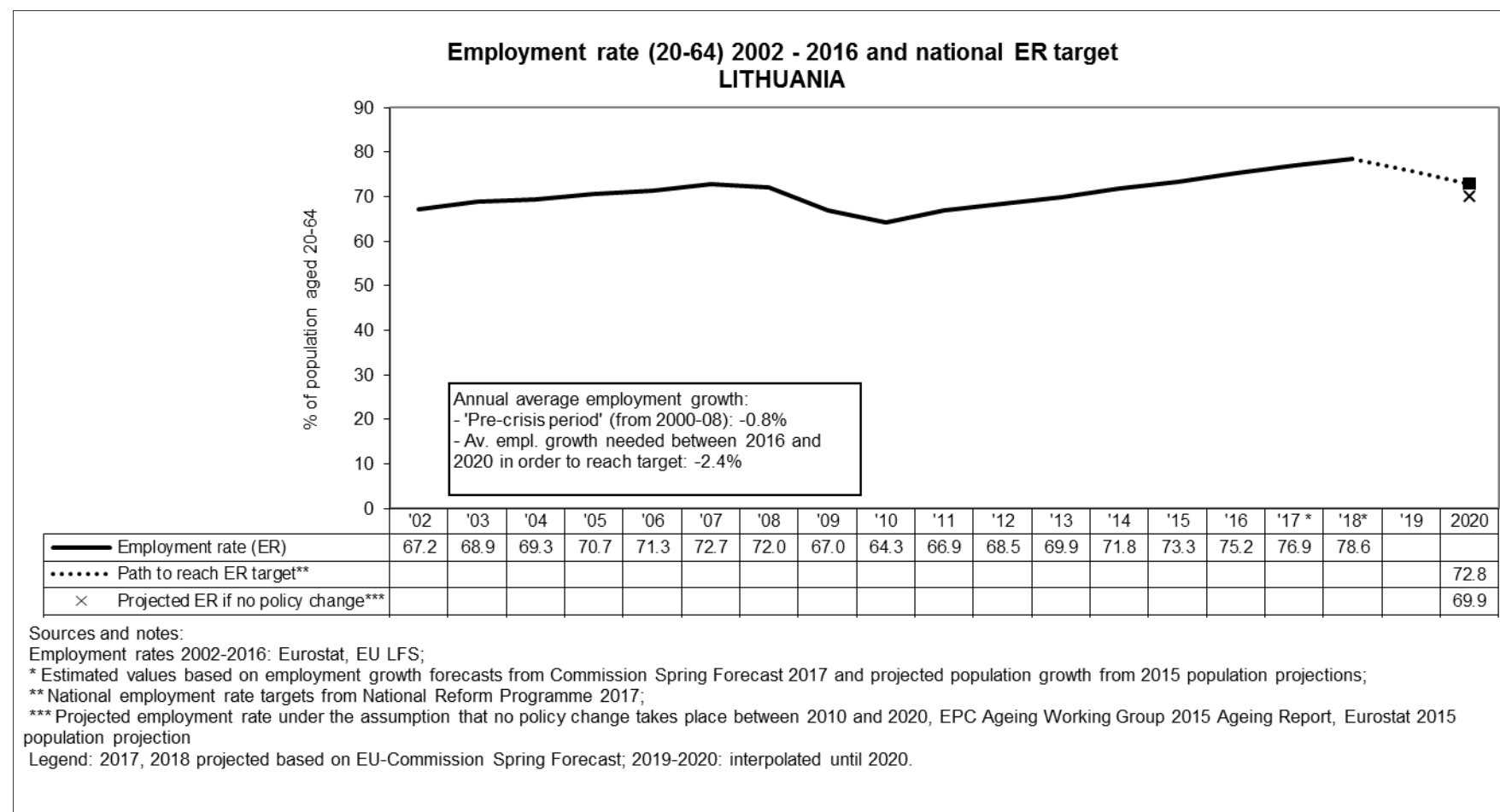
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3. Key employment challenges Latvia, June 2017

Employment policy area	Key employment challenge	Particularly good labour market outcome
1. Increase labour market participation	Duration of working life for men below the EU average.	Employment rate of women is high and increasing.
2. Enhancing labour market functioning; combating segmentation		Low and decreasing share of involuntary temporary employment.
3. Active labour market policies	Low ALMP participation (activation support) and expenditure on ALMPs as percentage of GDP.	
4. Adequate and employment oriented social security systems	Low adequacy of social assistance benefits and insufficient social and labour market reintegration measures Net replacement rate after 6 and 12 months of unemployment for one earner couple with 2 children is below the EU average	
5. Work-life balance		
6. Job creation	Tax wedge on low wage earners is higher than the EU-average.	
7. Gender equality		Very low gender employment gap
8. Improving skill supply and productivity; Lifelong learning		
9. Improving education and training systems	Limited labour market relevance of the vocational education and training	
10. Wage setting mechanisms and labour cost developments		

LITHUANIA

1. Progress towards the national employment rate target



2. Key indicators on labour market performance

Lithuania

Indicator	Unit	2000	2013	2014	2015	2016	2020 national target	2014	2015 EU28-total	2016	2020 EU target
Overall employment rate	% of population aged 20 - 64	65.5 e	69.9	71.8	73.3	75.2	72.8	69.2	70.1	71.1	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	16.5 b	6.3	5.9	5.5	4.8	less than 9	11.2	11.0	10.7	less than 10
Tertiary educational attainment	% completion of tertiary or equivalent education (30-34)	42.6	51.3	53.3	57.6	58.7	40.0	37.9	38.7	39.1	40.0
Overall employment growth	% change from previous year	-4.7 e	1.6	1.9	1.0	1.3		1.0	1.1	1.5	
Employment rate of women	% of female population aged 20 - 64	63.9 e	68.6	70.6	72.2	74.3		63.5	64.3	65.3	
Employment rate of men	% of male population aged 20 - 64	67.3 e	71.2	73.1	74.6	76.2		75.0	75.9	76.9	
Employment rate of older workers	% of population aged 55 - 64	40.2 e	53.4	56.2	60.4	64.6		51.8	53.3	55.3	
Employment gender gap	difference in the employment rate between men and women in percentage points	3.4 e	2.6	2.5	2.4	1.9		11.5	11.6	11.6	
Employment rate of young persons	% of population aged 20 - 29	62.0	58.4	62.5	64.3	66.1		60.2	61.4	62.6	
Employment rate of low skilled persons	% of population with at most lower secondary education aged 20 - 64	37.3 b	37.1	42.0	42.7	42.3		51.8	52.6	53.6	
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64	:	70.8 u	72.9 u	70.8 u	70.7 u		56.4	56.7	56.6	
Part-time employment	% of total employment	9.1	8.9	9.0	8.2	7.8		20.3	20.3		
Temporary employees	% of total employees	3.8	2.7	2.8	2.1	2.0		13.9	14.1		
Overall unemployment rate	% of labour force	16.4	11.8	10.7	9.1	7.9		10.2	9.4	8.5	
Long-term unemployment	% of labour force	:	5.1	4.8	3.9	3.0		5.0	4.5	4.0	
Youth unemployment rate	% of youth labour force (15-24)	28.6	21.9	19.3	16.3	14.5		22.2	20.3	18.7	
Youth NEET rate	% of population aged 15-24	17.0	11.1	9.9	9.2	9.4		12.5	12.0	11.5	
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	41.3	74.3	74.5	73.2	:		100.0	100.0		
Labour productivity per hour worked	EU-27 = 100 (based on PPS per hour worked)	37.9	65.7	66.2	64.1	:		100.0	100.0		
Nominal unit labour cost growth	% change from previous year	-8.1	3.1	3.2	4.8	5.1		0.6	0.3		
Real unit labour cost growth	% change from previous year	-9.3	1.7	2.2	4.6	3.3		-0.5	-1.0		
Gender pay gap		:	12.2	13.3	14.2	:		16.7	16.3	:	
Involuntary temporary employment	as % of total employees	3.0	1.7	1.6	1.3	1.3		8.7 u	8.8 u	8.8 u	
Newly employed	share of people in current job 12 months or less in total employment	15.1	17.4	15.9	16.5	20.2		13.8	14.3	14.6	
At-risk-of-poverty rate of unemployed		:	61.0	62.6	62.3	:		47.3	47.5	:	
unemployment trap - tax rate on low wage earners		:	64.4	61.5	81.6	:		74.0	74.0	:	
Inactivity and part-time work due to personal and family responsibilities		:	1.6	1.7	1.4	1.1		5.2	5.3	5.4	
Job vacancy rate	% change over the recent 3 years	:	0.9	0.9	1.0	1.1		1.4	1.5	1.7	
Share of adult population with upper secondary or tertiary education	age 25-64	84.2	93.4	93.3	93.5	94.6		75.9	76.5	77.0	
Percentage of adult population participating in education and training	age 25-64	:	5.9	5.1	5.8	6.0		10.8	10.7	10.8	

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

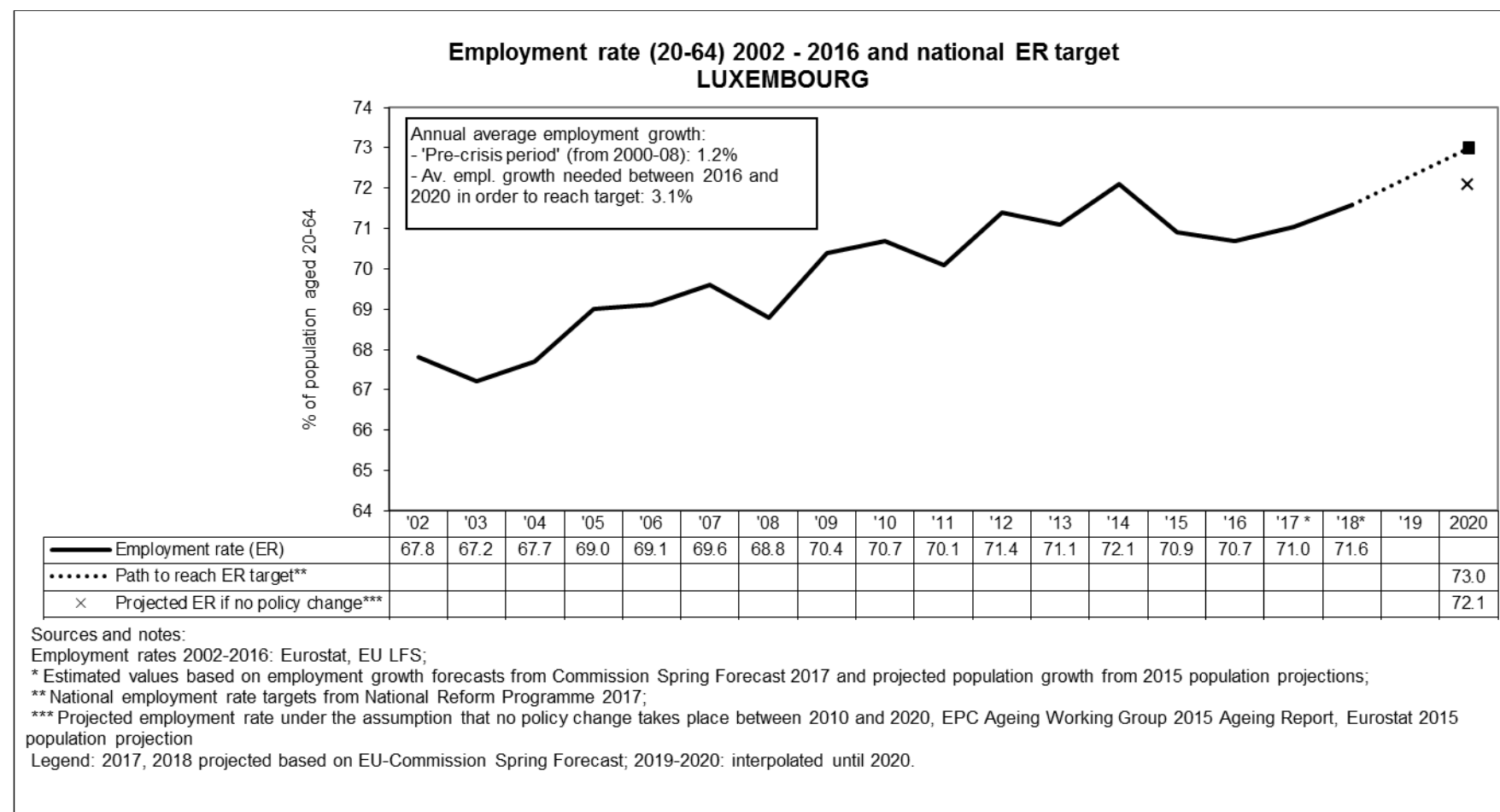
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3. Key employment challenges Lithuania, June 2017

Employment policy area	Key employment challenge	Particularly good labour market outcome
1. Increase labour market participation	Employment rate for low-skilled workers still below EU average.	Unemployment rates for total population and youth show positive developments Employment rate of women increasing and higher than EU average Employment rate of non-EU nationals (20-64) is high.
2. Enhancing labour market functioning; combating segmentation		
3. Active labour market policies	Low spending on ALMP measures	
4. Adequate and employment oriented social security systems	Net replacement rate after 6 months of unemployment is low High at risk of poverty rate of unemployed. Low adequacy of cash social assistance	
5. Work-life balance		
6. Job creation		
7. Gender equality		
8. Improving skill supply and productivity; Lifelong learning	Lifelong learning (25-64) remains below EU average Skills shortages and limited up-skilling opportunities for adults	High shares of tertiary educated people
9. Improving education and training systems	Inefficiencies in higher education funding affecting quality of higher education outcomes	Low share of early school leavers
10. Wage setting mechanisms and labour cost developments		

LUXEMBOURG

1. Progress towards the national employment rate target



2. Key indicators on labour market performance

Luxembourg

Indicator	Unit	2000	2013	2014	2015	2016	2020 national target	2014	2015 EU28-total	2016	2020 EU target
Overall employment rate	% of population aged 20 - 64	67.0 e	71.1	72.1	70.9	70.7	73.0	69.2	70.1	71.1	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	16.8	6.1	6.1	9.3 b	5.5	less than 10	11.2	11.0	10.7	less than 10
Tertiary educational attainment	% completion of tertiary or equivalent education (30-34)	21.2	52.5	52.7	52.3 b	54.6 u	40.0	37.9	38.7	39.1	40.0
Overall employment growth	% change from previous year	2.3 e	0.8	3.0	4.9	1.6		1.0	1.1	1.5	
Employment rate of women	% of female population aged 20 - 64	53.1 e	63.9	65.5	65.0	65.1		63.5	64.3	65.3	
Employment rate of men	% of male population aged 20 - 64	80.5 e	78.0	78.4	76.7	76.1		75.0	75.9	76.9	
Employment rate of older workers	% of population aged 55 - 64	26.2 e	40.5	42.5	38.4	39.6		51.8	53.3	55.3	
Employment gender gap	difference in the employment rate between men and women in percentage points	27.4 e	14.1	12.9	11.7	11.0		11.5	11.6	11.6	
Employment rate of young persons	% of population aged 20 - 29	68.1	57.5	60.1	63.9 b	63.0		60.2	61.4	62.6	
Employment rate of low skilled persons	% of population with at most lower secondary education aged 20 - 64	58.6	58.6	57.3	58.4 b	56.4		51.8	52.6	53.6	
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64	:	61.5	57.0	57.4 b	53.9		56.4	56.7	56.6	
Part-time employment	% of total employment	11.3	19.1	18.9	18.7 b	19.4		20.3	20.3		
Temporary employees	% of total employees	3.4	7.0	8.1	10.2 b	9.0		13.9	14.1		
Overall unemployment rate	% of labour force	2.2	5.9	6.0	6.5	6.3		10.2	9.4	8.5	
Long-term unemployment	% of labour force	:	1.8 u	1.6 u	1.9	2.2		5.0	4.5	4.0	
Youth unemployment rate	% of youth labour force (15-24)	6.4 u	15.5	22.6	17.3 b	18.9		22.2	20.3	18.7	
Youth NEET rate	% of population aged 15-24	5.0	5.0	6.3	6.2 b	5.4		12.5	12.0	11.5	
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	178.4	163.8	170.1	170.0	:		100.0	100.0		
Labour productivity per hour worked	EU-27 = 100 (based on PPS per hour worked)	188.8	177.6	183.7	182.6	:		100.0	100.0		
Nominal unit labour cost growth	% change from previous year	0.6	0.0	0.5	0.1	-0.3		0.6	0.3		
Real unit labour cost growth	% change from previous year	-1.1	-1.3	-1.0	-0.3	-1.9		-0.5	-1.0		
Gender pay gap		:	6.2	5.4	5.5	:		16.7	16.3	:	
Involuntary temporary employment	as % of total employees	0.6 u	3.7 u	4.4	4.9 b	5.4 u		8.7 u	8.8 u	8.8 u	
Newly employed	share of people in current job 12 months or less in total employment	11.9	12.5	13.6	14.6 b	12.6 b		13.8	14.3	14.6	
At-risk-of-poverty rate of unemployed		:	53.0	50.0	42.7	:		47.3	47.5	:	
unemployment trap - tax rate on low wage earners		:	86.5	86.7	87.6	:		74.0	74.0	:	
Inactivity and part-time work due to personal and family responsibilities		:	4.1	4.0	5.0 b	5.1		5.2	5.3	5.4	
Job vacancy rate	% change over the recent 3 years	:	0.8	0.8	1.0	1.2		1.4	1.5	1.7	
Share of adult population with upper secondary or tertiary education	age 25-64	60.9	80.5	82.0	76.0 b	78.4 u		75.9	76.5	77.0	
Percentage of adult population participating in education and training	age 25-64	:	14.6	14.5	18.0 b	16.8		10.8	10.7	10.8	

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

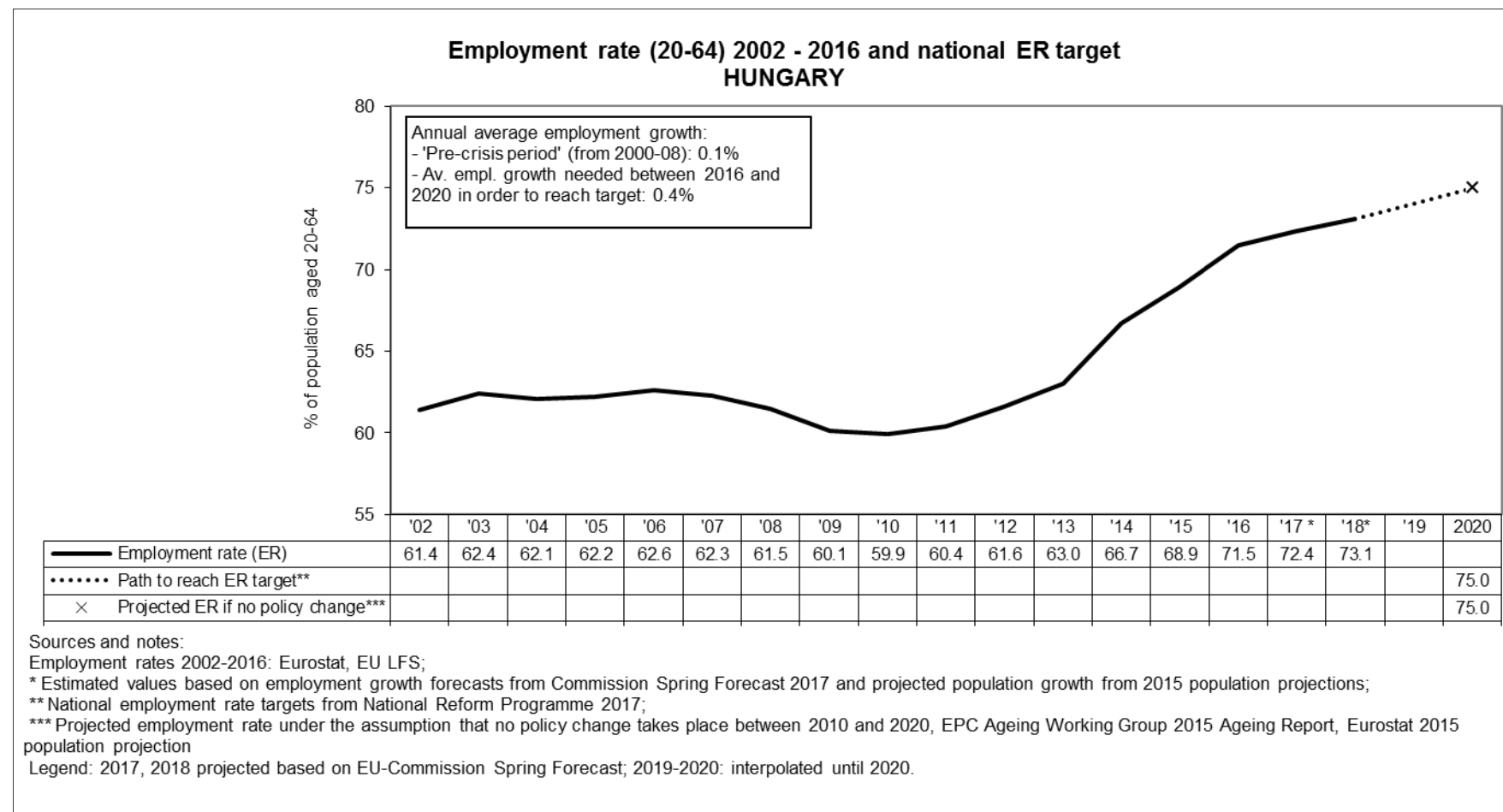
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3. Key employment challenges Luxembourg, June 2017

Employment policy area	Key employment challenge	Particularly good labour market outcome
1. Increase labour market participation	Low employment rate of older workers Duration of working life is below EU average	Low NEET rate
2. Enhancing labour market functioning; combating segmentation		
3. Active labour market policies		
4. Adequate and employment oriented social security systems	Financial disincentives to work	
5. Work-life balance		
6. Job creation		High employment growth
7. Gender equality		Low gender pay gap
8. Improving skill supply and productivity; Lifelong learning		
9. Improving education and training systems	Educational outcomes remain unsatisfactory for children of people with migrant background	Share of population with tertiary education is high
10. Wage setting mechanisms and labour cost developments		

HUNGARY

1. Progress towards the national employment rate target



2. Key indicators on labour market performance

Hungary

Indicator	Unit	2000	2013	2014	2015	2016	2020 national target	2014	2015 EU28-total	2016	2020 EU target
Overall employment rate	% of population aged 20 - 64	61.2	63.0	66.7	68.9	71.5	75.0	69.2	70.1	71.1	75.0
Early leavers from education and training	% of pop. 18-24 with at most lower sec. educ. and not in further education or training	13.9	11.9	11.4	11.6 b	12.4	10.0	11.2	11.0	10.7	less than 10
Tertiary educational attainment	% completion of tertiary or equivalent education (30-34)	14.8	32.3	34.1	34.3	33.0	34.0	37.9	38.7	39.1	40.0
Overall employment growth	% change from previous year	1.0	1.8	5.4	2.6	3.2		1.0	1.1	1.5	
Employment rate of women	% of female population aged 20 - 64	53.9	56.9	60.2	62.1	64.6		63.5	64.3	65.3	
Employment rate of men	% of male population aged 20 - 64	68.9	69.3	73.5	75.8	78.6		75.0	75.9	76.9	
Employment rate of older workers	% of population aged 55 - 64	22.2	37.9	41.7	45.3	49.8		51.8	53.3	55.3	
Employment gender gap	difference in the employment rate between men and women in percentage points	15.0	12.4	13.3	13.7	14.0		11.5	11.6	11.6	
Employment rate of young persons	% of population aged 20 - 29	59.5	52.2	56.7	58.5	61.7		60.2	61.4	62.6	
Employment rate of low skilled persons	% of population with at most lower secondary education aged 20 - 64	36.4	38.1	44.3	47.1	50.7		51.8	52.6	53.6	
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64	:	64.2	72.6	71.4	66.0		56.4	56.7	56.6	
Part-time employment	% of total employment	3.6 u	6.8	6.4	6.0	5.2		20.3	20.3		
Temporary employees	% of total employees	6.8	10.9	10.8	11.4	9.7		13.9	14.1		
Overall unemployment rate	% of labour force	6.3	10.2	7.7	6.8	5.1		10.2	9.4	8.5	
Long-term unemployment	% of labour force	3.1	4.9	3.7	3.1	2.4		5.0	4.5	4.0	
Youth unemployment rate	% of youth labour force (15-24)	12.3	26.6	20.4	17.3	12.9		22.2	20.3	18.7	
Youth NEET rate	% of population aged 15-24	15.4	15.5	13.6	11.6 b	11.0		12.5	12.0	11.5	
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	55.7	72.9	71.0	70.3	:		100.0	100.0		
Labour productivity per hour worked	EU-27 = 100 (based on PPS per hour worked)	46.5	68.1	66.0	65.5	:		100.0	100.0		
Nominal unit labour cost growth	% change from previous year	12.0	0.6	2.1	0.7	5.1		0.6	0.3		
Real unit labour cost growth	% change from previous year	1.9	-2.3	-1.2	-1.1	2.7		-0.5	-1.0		
Gender pay gap		:	18.4	15.1	14.0	:		16.7	16.3	:	
Involuntary temporary employment	as % of total employees	4.2 u	8.0	8.0	8.7	7.8		8.7 u	8.8 u	8.8 u	
Newly employed	share of people in current job 12 months or less in total employment	12.6	15.6	15.6	15.1	15.3		13.8	14.3	14.6	
At-risk-of-poverty rate of unemployed		:	53.2	54.0	54.4	48.5		47.3	47.5	:	
unemployment trap - tax rate on low wage earners		:	78.8	78.5	78.4	:		74.0	74.0	:	
Inactivity and part-time work due to personal and family responsibilities		:	4.6	4.4	4.7	4.8		5.2	5.3	5.4	
Job vacancy rate	% change over the recent 3 years	:	1.1	1.2	1.4	1.6		1.4	1.5	1.7	
Share of adult population with upper secondary or tertiary education	age 25-64	69.4	82.5	83.1	83.2	83.4		75.9	76.5	77.0	
Percentage of adult population participating in education and training	age 25-64	:	3.2	3.3	7.1 b	6.3		10.8	10.7	10.8	

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

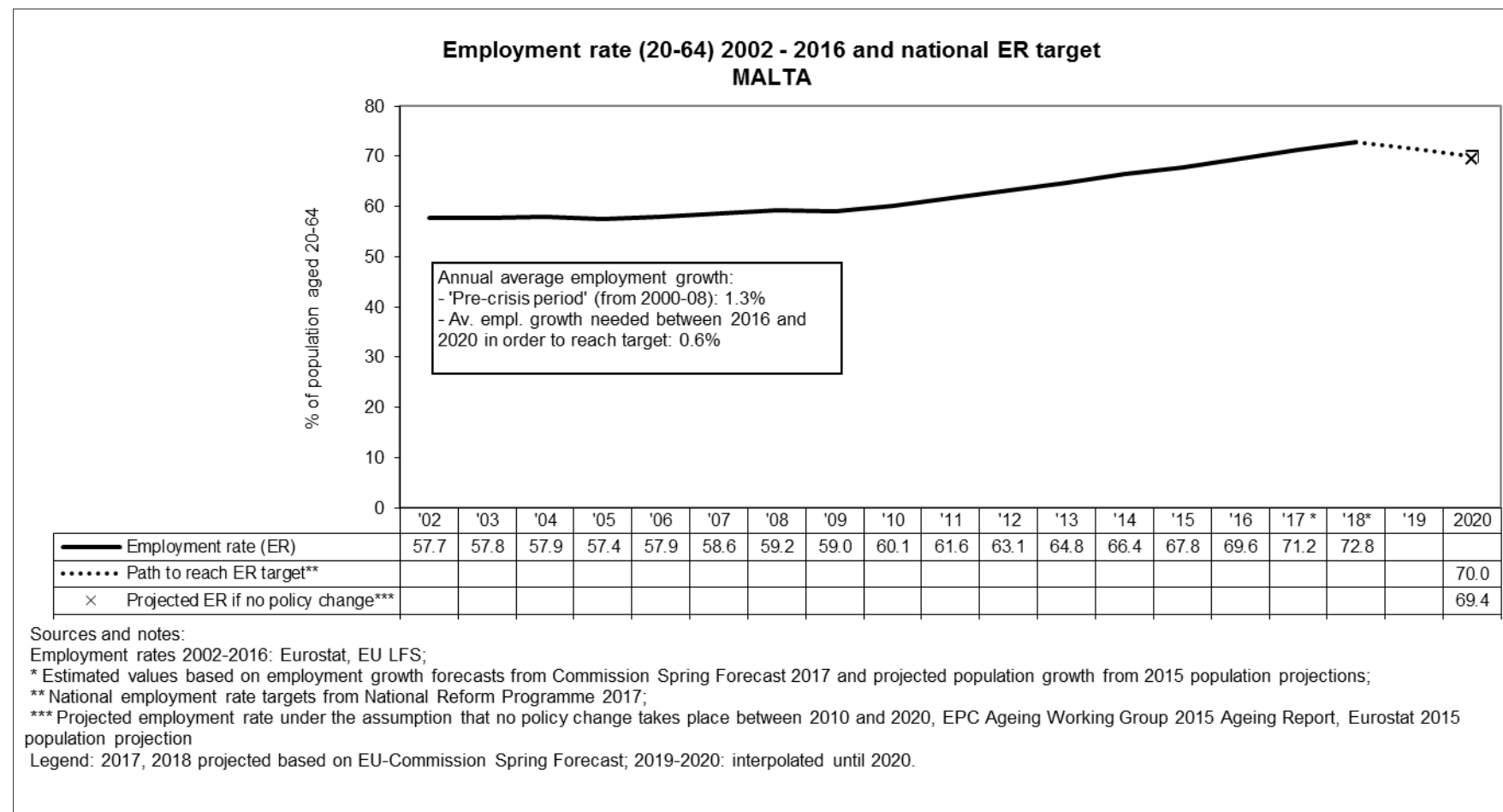
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3. Key employment challenges Hungary, June 2017

Employment policy area	Key employment challenge	Particularly good labour market outcome
1. Increase labour market participation		Activity, employment and unemployment rates showing a positive development.
2. Enhancing labour market functioning; combating segmentation		
3. Active labour market policies	Inadequate targeting of the public works scheme.	
4. Adequate and employment oriented social security systems	Short duration of unemployment benefits. Net replacement rates after 6 months of unemployment significantly below the EU average	
5. Work-life balance	High employment impact of parenthood on women.	Availability of childcare above EU average.
6. Job creation	High tax wedge particularly for low income earners.	Employment growth showing a positive development.
7. Gender equality		
8. Improving skill supply and productivity; Lifelong learning	Low participation in lifelong learning.	
9. Improving education and training systems	Weak performance in basic skills, decreasing educational attainment of students from vulnerable groups and need to promote inclusive mainstream education for vulnerable groups, in particular Roma.	
10. Wage setting mechanisms and labour cost developments		

MALTA

1. Progress towards the national employment rate target



2. Key indicators on labour market performance

Malta

Indicator	Unit	2000	2013	2014	2015	2016	2020 national target	2014	2015 EU28-total	2016	2020 EU target
Overall employment rate	% of population aged 20 - 64	57.4 e	64.8	66.4	67.8	69.6	70.0	69.2	70.1	71.1	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	54.2 d	20.5	20.3	19.8	19.6	10.0	11.2	11.0	10.7	less than 10
Tertiary educational attainment	% completion of tertiary or equivalent education (30-34)	7.4 d	26.0	26.5	27.8	29.8	33.0	37.9	38.7	39.1	40.0
Overall employment growth	% change from previous year	0.7 e	3.0	2.9	2.2	3.3		1.0	1.1	1.5	
Employment rate of women	% of female population aged 20 - 64	33.2 e	49.8	52.0	53.6	55.5		63.5	64.3	65.3	
Employment rate of men	% of male population aged 20 - 64	81.6 e	79.4	80.4	81.4	83.1		75.0	75.9	76.9	
Employment rate of older workers	% of population aged 55 - 64	28.5 e	36.3	37.8	40.3	44.0		51.8	53.3	55.3	
Employment gender gap	difference in the employment rate between men and women in percentage points	48.4 e	29.6	28.4	27.8	27.6		11.5	11.6	11.6	
Employment rate of young persons	% of population aged 20 - 29	74.2	76.0	76.0	75.3	77.4		60.2	61.4	62.6	
Employment rate of low skilled persons	% of population with at most lower secondary education aged 20 - 64	51.8 d	51.9	53.5	54.7	57.1		51.8	52.6	53.6	
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64	:	63.8	65.3	63.2	64.2		56.4	56.7	56.6	
Part-time employment	% of total employment	6.4	15.1	16.4	15.5	14.6		20.3	20.3		
Temporary employees	% of total employees	3.9	7.5	7.7	7.4	7.5		13.9	14.1		
Overall unemployment rate	% of labour force	6.7	6.4	5.8	5.4	4.7		10.2	9.4	8.5	
Long-term unemployment	% of labour force	:	2.9	2.7	2.4	1.9		5.0	4.5	4.0	
Youth unemployment rate	% of youth labour force (15-24)	11.8	13.0	11.7	11.8	11.1		22.2	20.3	18.7	
Youth NEET rate	% of population aged 15-24	27.4	9.9	10.5	10.4	8.6		12.5	12.0	11.5	
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	95.0	89.6	91.2	92.1	:		100.0	100.0		
Labour productivity per hour worked	EU-27 = 100 (based on PPS per hour worked)	71.6	72.6	75.0	76.2	:		100.0	100.0		
Nominal unit labour cost growth	% change from previous year	-0.9	1.2	-1.6	0.0	2.0		0.6	0.3		
Real unit labour cost growth	% change from previous year	-3.0	-0.7	-3.4	-2.1	0.3		-0.5	-1.0		
Gender pay gap		:	9.7	10.6	:	:		16.7	16.3	:	
Involuntary temporary employment	as % of total employees	1.5 u	3.9	4.4	4.1	3.4		8.7 u	8.8 u	8.8 u	
Newly employed	share of people in current job 12 months or less in total employment	13.5	12.6	12.0	12.2	13.7		13.8	14.3	14.6	
At-risk-of-poverty rate of unemployed		:	49.6	48.8	55.7	:		47.3	47.5	:	
unemployment trap - tax rate on low wage earners		:	56.0	57.6	57.0	:		74.0	74.0	:	
Inactivity and part-time work due to personal and family responsibilities		:	5.2	4.6	4.9	4.4		5.2	5.3	5.4	
Job vacancy rate	% change over the recent 3 years	:	2.9	2.7	2.5	2.8		1.4	1.5	1.7	
Share of adult population with upper secondary or tertiary education	age 25-64	18.1 d	40.5	42.2	43.5	45.2		75.9	76.5	77.0	
Percentage of adult population participating in education and training	age 25-64	:	7.6	7.4	7.2	7.5		10.8	10.7	10.8	

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

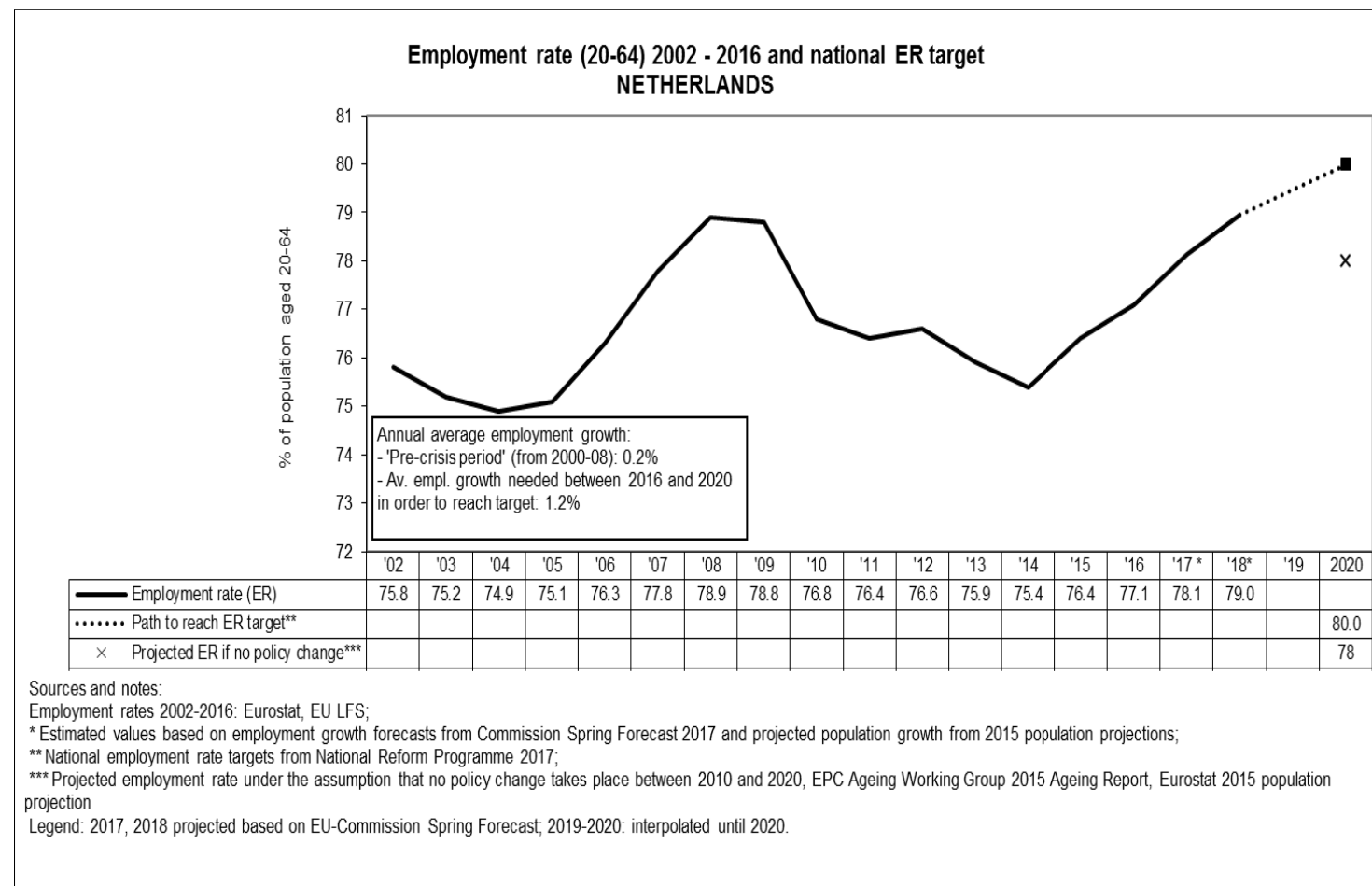
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3. Key employment challenges Malta, June 2017

Employment policy area	Key employment challenge	Particularly good labour market outcome
1. Increase labour market participation	Activity rate of working age population below EU average but with significant improvements Low employment rate of women and older workers but with significant improvements Duration of working life below EU average, but with significant improvements, particularly for women	Continued strong increase in employment rate of women High employment rate of recent immigrants
2. Enhancing labour market functioning; combating segmentation		
3. Active labour market policies		Unemployment rate is low
4. Adequate and employment oriented social security systems		
5. Work-life balance		
6. Job creation		High employment growth and job vacancy rate
7. Gender equality	Gender employment gap remains high, for ages above 30, but considerable improvements	
8. Improving skill supply and productivity; Lifelong learning	Educational attainment remains low, despite significant improvements Adjustment of skills to labour market needs still limited	High and increasing public spending on human resources / education
9. Improving education and training systems	Early school leaving remains high Low attainment of basic skills	
10. Wage setting mechanisms and labour cost developments		

NETHERLANDS

1. Progress towards the national employment rate target



2. Key indicators on labour market performance

Netherlands

Indicator	Unit	2000	2013	2014	2015	2016	2020 national target	2014	2015 EU28-total	2016	2020 EU target
Overall employment rate	% of population aged 20 - 64	74.3	75.9	75.4	76.4	77.1	80.0	69.2	70.1	71.1	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	15.4	9.3 b	8.7	8.2	8.0	less than 8	11.2	11.0	10.7	less than 10
Tertiary educational attainment	% completion of tertiary or equivalent education (30-34)	26.5	43.2 b	44.8	46.3	45.7	45.0	37.9	38.7	39.1	40.0
Overall employment growth	% change from previous year	3.2 e	-0.9	-0.9	1.1	1.3		1.0	1.1	1.5	
Employment rate of women	% of female population aged 20 - 64	64.1	70.6	69.7	70.8	71.6		63.5	64.3	65.3	
Employment rate of men	% of male population aged 20 - 64	84.3	81.1	81.1	81.9	82.6		75.0	75.9	76.9	
Employment rate of older workers	% of population aged 55 - 64	38.2	59.2	59.9	61.7	63.5		51.8	53.3	55.3	
Employment gender gap	difference in the employment rate between men and women in percentage points	20.2	10.5	11.4	11.1	11.0		11.5	11.6	11.6	
Employment rate of young persons	% of population aged 20 - 29	82.6	75.3	74.1	75.8	75.9		60.2	61.4	62.6	
Employment rate of low skilled persons	% of population with at most lower secondary education aged 20 - 64	59.5	60.3 b	58.7	59.8	60.7		51.8	52.6	53.6	
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64	:	50.1	50.5	49.7	50.3		56.4	56.7	56.6	
Part-time employment	% of total employment	41.2	50.5	50.3	50.7	50.4		20.3	20.3		
Temporary employees	% of total employees	13.8	20.2	21.1	20.0	20.6		13.9	14.1		
Overall unemployment rate	% of labour force	3.7	7.3	7.4	6.9	6.0		10.2	9.4	8.5	
Long-term unemployment	% of labour force	:	2.5	2.9	3.0	2.5		5.0	4.5	4.0	
Youth unemployment rate	% of youth labour force (15-24)	5.3	13.2	12.7	11.3	10.8		22.2	20.3	18.7	
Youth NEET rate	% of population aged 15-24	3.8	5.6 b	5.5	4.7	4.6		12.5	12.0	11.5	
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	119.6	113.9	112.8 p	111.1 p	:		100.0	100.0		
Labour productivity per hour worked	EU-27 = 100 (based on PPS per hour worked)	138.7	130.8	128.6 p	127.1 p	:		100.0	100.0		
Nominal unit labour cost growth	% change from previous year	3.1	1.2	-0.1	-0.6	1.6		0.6	0.3		
Real unit labour cost growth	% change from previous year	-0.5	-0.2	-0.2	-0.7	1.1		-0.5	-1.0		
Gender pay gap		:	16.5	16.1	16.1	:		16.7	16.3	:	
Involuntary temporary employment	as % of total employees	:	8.2 u	9.4 u	10.3 u	9.9 u		8.7 u	8.8 u	8.8 u	
Newly employed	share of people in current job 12 months or less in total employment	19.2	14.5	14.8	16.2	17.3		13.8	14.3	14.6	
At-risk-of-poverty rate of unemployed		:	34.2	36.3	35.5	:		47.3	47.5	:	
unemployment trap - tax rate on low wage earners		:	83.8	82.2	82.4	:		74.0	74.0	:	
Inactivity and part-time work due to personal and family responsibilities		:	10.8	10.6	11.1	10.9		5.2	5.3	5.4	
Job vacancy rate	% change over the recent 3 years	:	1.4	1.3	1.4	1.7		1.4	1.5	1.7	
Share of adult population with upper secondary or tertiary education	age 25-64	66.1	75.8 b	75.9	76.4	77.1		75.9	76.5	77.0	
Percentage of adult population participating in education and training	age 25-64	:	17.9 b	18.3	18.9	18.8		10.8	10.7	10.8	

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

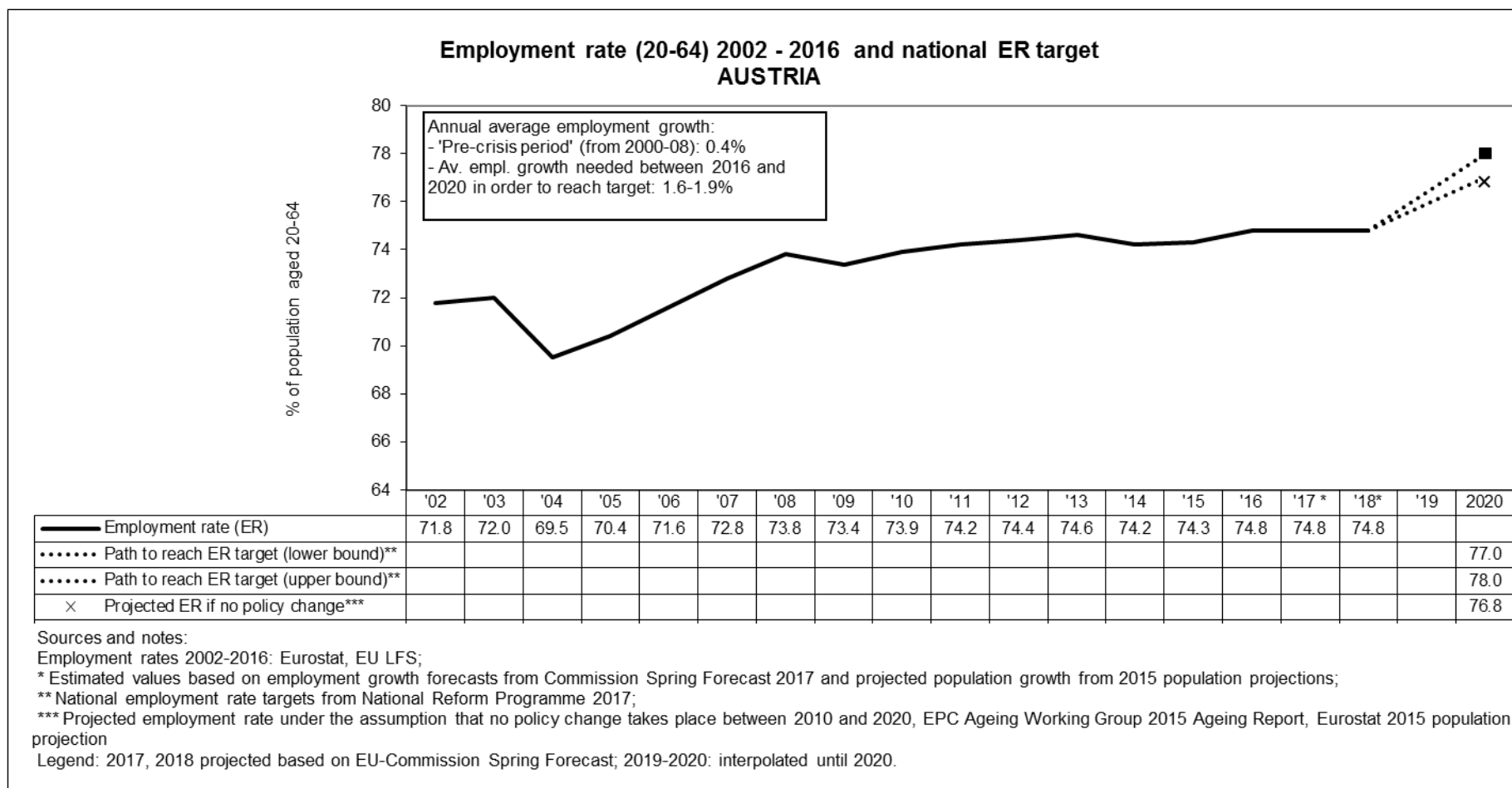
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3. Key employment challenges The Netherlands, June 2017

Employment policy area	Key employment challenge	Particularly good labour market outcome
1. Increase labour market participation	Weak labour market outcomes for people with a non-EU migrant background	High youth employment rate (age group 20-29) Low NEET rate Long duration of working life
2. Enhancing labour market functioning; combating segmentation	Increasing labour market segmentation with high shares of temporary employment, low transition rates from temporary to permanent employment, and a strong increase in the number of self-employed without employees Share of involuntary temporary employees is around the EU average, but increasing.	
3. Active labour market policies	Decreased levels of activation of unemployed and of spending on active labour market policies Increased share of long-term unemployed in total unemployment, despite recent improvements	
4. Adequate and employment oriented social security systems	High inactivity and low-wage traps	Low at-risk-of-poverty rate of unemployed. Comparatively high net replacement rates after 12 months of unemployment
5. Work-life balance		
6. Job creation		
7. Gender equality	High share of part-time work, especially for women.	High employment rate of women
8. Improving skill supply and productivity; Lifelong learning		
9. Improving education and training systems		
10. Wage setting mechanisms and labour cost developments		

AUSTRIA

1. Progress towards the national employment rate target



2. Key indicators on labour market performance

Austria

Indicator	Unit	2000	2013	2014	2015	2016	2020 national target	2014	2015 EU28-total	2016	2020 EU target
Overall employment rate	% of population aged 20 - 64	71.4	74.6	74.2	74.3	74.8	77-78	69.2	70.1	71.1	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	10.2	7.5	7.0 b	7.3	6.9	9.5	11.2	11.0	10.7	less than 10
Tertiary educational attainment	% completion of tertiary or equivalent education (30-34)	27.1	40.0 b	38.7	40.1	38.0	37.9	38.7	39.1	40.0	
Overall employment growth	% change from previous year	0.4	0.4	0.1	0.8	1.8		1.0	1.1	1.5	
Employment rate of women	% of female population aged 20 - 64	62.3	70.0	70.1	70.2	70.9		63.5	64.3	65.3	
Employment rate of men	% of male population aged 20 - 64	80.6	79.1	78.3	78.4	78.7		75.0	75.9	76.9	
Employment rate of older workers	% of population aged 55 - 64	28.9	43.8	45.1	46.3	49.2		51.8	53.3	55.3	
Employment gender gap	difference in the employment rate between men and women in percentage points	18.3	9.1	8.2	8.2	7.8		11.5	11.6	11.6	
Employment rate of young persons	% of population aged 20 - 29	74.4	74.5	73.1	73.4	74.0		60.2	61.4	62.6	
Employment rate of low skilled persons	% of population with at most lower secondary education aged 20 - 64	52.9	53.9	53.1 b	53.1	53.9		51.8	52.6	53.6	
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64	57.4	56.2	55.9	55.3			56.4	56.7	56.6	
Part-time employment	% of total employment	16.9	26.7	27.7	28.0	28.5		20.3	20.3		
Temporary employees	% of total employees	8.0	9.2	9.2	9.1	9.0		13.9	14.1		
Overall unemployment rate	% of labour force	3.9	5.4	5.6	5.7	6.0		10.2	9.4	8.5	
Long-term unemployment	% of labour force	1.3	1.5	1.7	1.9			5.0	4.5	4.0	
Youth unemployment rate	% of youth labour force (15-24)	6.3	9.7	10.3	10.6	11.2		22.2	20.3	18.7	
Youth NEET rate	% of population aged 15-24	7.9	7.3	7.7	7.5	7.7		12.5	12.0	11.5	
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	122.0	116.5	115.8	115.7			100.0	100.0		
Labour productivity per hour worked	EU-27 = 100 (based on PPS per hour worked)	114.5	115.8	115.9	117.1			100.0	100.0		
Nominal unit labour cost growth	% change from previous year	0.0	2.3	2.1	1.5	0.8		0.6	0.3		
Real unit labour cost growth	% change from previous year	-1.4	0.8	0.4	-0.3	-0.9		-0.5	-1.0		
Gender pay gap		22.3	22.2	21.7				16.7	16.3		
Involuntary temporary employment	as % of total employees	1.4	0.8	0.8	0.9	0.8		8.7 u	8.8 u	8.8 u	
Newly employed	share of people in current job 12 months or less in total employment	3.3	16.0	15.4	15.9	16.3		13.8	14.3	14.6	
At-risk-of-poverty rate of unemployed		45.8	44.6	41.4				47.3	47.5		
unemployment trap - tax rate on low wage earners		67.8	68.0	68.1				74.0	74.0		
Inactivity and part-time work due to personal and family responsibilities		8.0	8.2	8.1	8.3			5.2	5.3	5.4	
Job vacancy rate	% change over the recent 3 years	1.9	1.8	1.7	1.8			1.4	1.5	1.7	
Share of adult population with upper secondary or tertiary education	age 25-64	83.0	83.9 b	84.6	84.5			75.9	76.5	77.0	
Percentage of adult population participating in education and training	age 25-64	14.1	14.3	14.4	14.9			10.8	10.7	10.8	

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

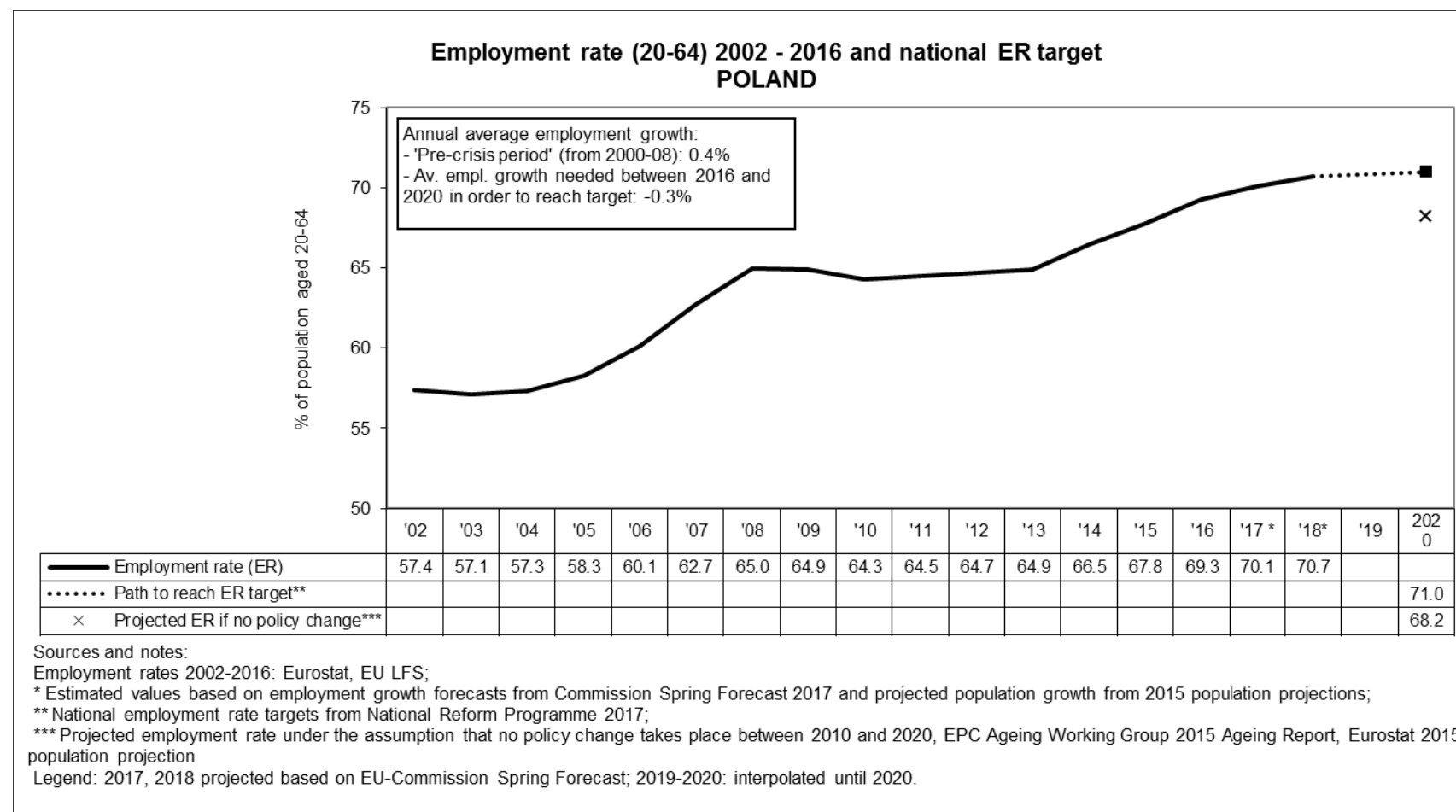
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3. Key employment challenges Austria, June 2017

Employment policy area	Key Employment Challenge	Particularly Good Outcome
1. Increase labour market Participation	Underutilised labour market potential of people with migrant background Low employment rates of older workers but increasing trend.	High overall employment rate Low rate of NEETS (15-24). low youth unemployment rate
2. Enhancing labour market functioning; combating segmentation		Very low share of involuntary temporary workers.
3. Active labour market policies		
4. Adequate and employment oriented social security systems		
5. Work-life balance	Low coverage of childcare above 30hrs (3 – mandatory school). High share of inactivity or part-time work among women due to family responsibilities.	
6. Job creation	High tax wedge on labour costs.	
7. Gender equality	High gender pay gap. Low wage trap for second earners.	
8. Improving skill supply and productivity; Lifelong learning		
9. Improving education and training systems	Negative impact of socioeconomic background on educational outcomes	Participation in VET secondary education is significantly higher than the EU average
10. Wage setting mechanisms and labour cost developments		

POLAND

1. Progress towards the national employment rate target



2. Key indicators on labour market performance

Poland

Indicator	Unit	2000	2013	2014	2015	2016	2020 national target	2014	2015 EU28-total	2016	2020 EU target
Overall employment rate	% of population aged 20 - 64	61.0 b	64.9	66.5	67.8	69.3	71.0	69.2	70.1	71.1	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	:	5.6 b	5.4	5.3	5.2	4.5	11.2	11.0	10.7	less than 10
Tertiary educational attainment	% completion of tertiary or equivalent education (30-34)	12.5 b	40.5	42.1	43.4	44.6	45.0	37.9	38.7	39.1	40.0
Overall employment growth	% change from previous year	-2.4 b	-0.2	1.8	1.4	0.6		1.0	1.1	1.5	
Employment rate of women	% of female population aged 20 - 64	54.2 b	57.6	59.4	60.9	62.2		63.5	64.3	65.3	
Employment rate of men	% of male population aged 20 - 64	68.0 b	72.1	73.6	74.7	76.4		75.0	75.9	76.9	
Employment rate of older workers	% of population aged 55 - 64	28.4 b	40.6	42.5	44.3	46.2		51.8	53.3	55.3	
Employment gender gap	difference in the employment rate between men and women in percentage points	13.8 b	14.5	14.2	13.8	14.2		11.5	11.6	11.6	
Employment rate of young persons	% of population aged 20 - 29	54.0 b	58.1	60.2	61.1	64.2		60.2	61.4	62.6	
Employment rate of low skilled persons	% of population with at most lower secondary education aged 20 - 64	41.6 b	37.6	38.2	39.8	39.5		51.8	52.6	53.6	
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64	:	62.0	65.4	62.3	62.4		56.4	56.7	56.6	
Part-time employment	% of total employment	10.4 b	7.7	7.6	7.3	7.0		20.3	20.3		
Temporary employees	% of total employees	5.6 b	26.8	28.3	28.0	27.5		13.9	14.1		
Overall unemployment rate	% of labour force	16.1	10.3	9.0	7.5	6.2		10.2	9.4	8.5	
Long-term unemployment	% of labour force	7.4	4.4	3.8	3.0	2.2		5.0	4.5	4.0	
Youth unemployment rate	% of youth labour force (15-24)	35.7 b	27.3	23.9	20.8	17.7		22.2	20.3	18.7	
Youth NEET rate	% of population aged 15-24	:	12.2 b	12.0	11.0	10.5		12.5	12.0	11.5	
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	54.8	74.0	73.9	74.3	:		100.0	100.0		
Labour productivity per hour worked	EU-27 = 100 (based on PPS per hour worked)	44.6	59.2	58.9	59.0	:		100.0	100.0		
Nominal unit labour cost growth	% change from previous year	3.9	0.2	0.6	-1.2	2.0		0.6	0.3		
Real unit labour cost growth	% change from previous year	-2.1	-0.1	0.1	-1.8	1.3		-0.5	-1.0		
Gender pay gap		:	7.1	7.7	7.7 p	:		16.7	16.3	:	
Involuntary temporary employment	as % of total employees	:	17.9	18.8	18.1	17.2		8.7 u	8.8 u	8.8 u	
Newly employed	share of people in current job 12 months or less in total employment	15.0 b	12.0	12.7	12.2	12.6		13.8	14.3	14.6	
At-risk-of-poverty rate of unemployed		:	43.7	43.0	45.7	:		47.3	47.5	:	
unemployment trap - tax rate on low wage earners		:	80.9	79.6	82.2	:		74.0	74.0	:	
Inactivity and part-time work due to personal and family responsibilities		:	3.3	3.1	3.1	3.6		5.2	5.3	5.4	
Job vacancy rate	% change over the recent 3 years	:	0.5	0.4	0.5	0.6		1.4	1.5	1.7	
Share of adult population with upper secondary or tertiary education	age 25-64	79.8 b	90.1	90.5	90.8	91.3		75.9	76.5	77.0	
Percentage of adult population participating in education and training	age 25-64	:	4.3 b	4.0	3.5	3.7		10.8	10.7	10.8	

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

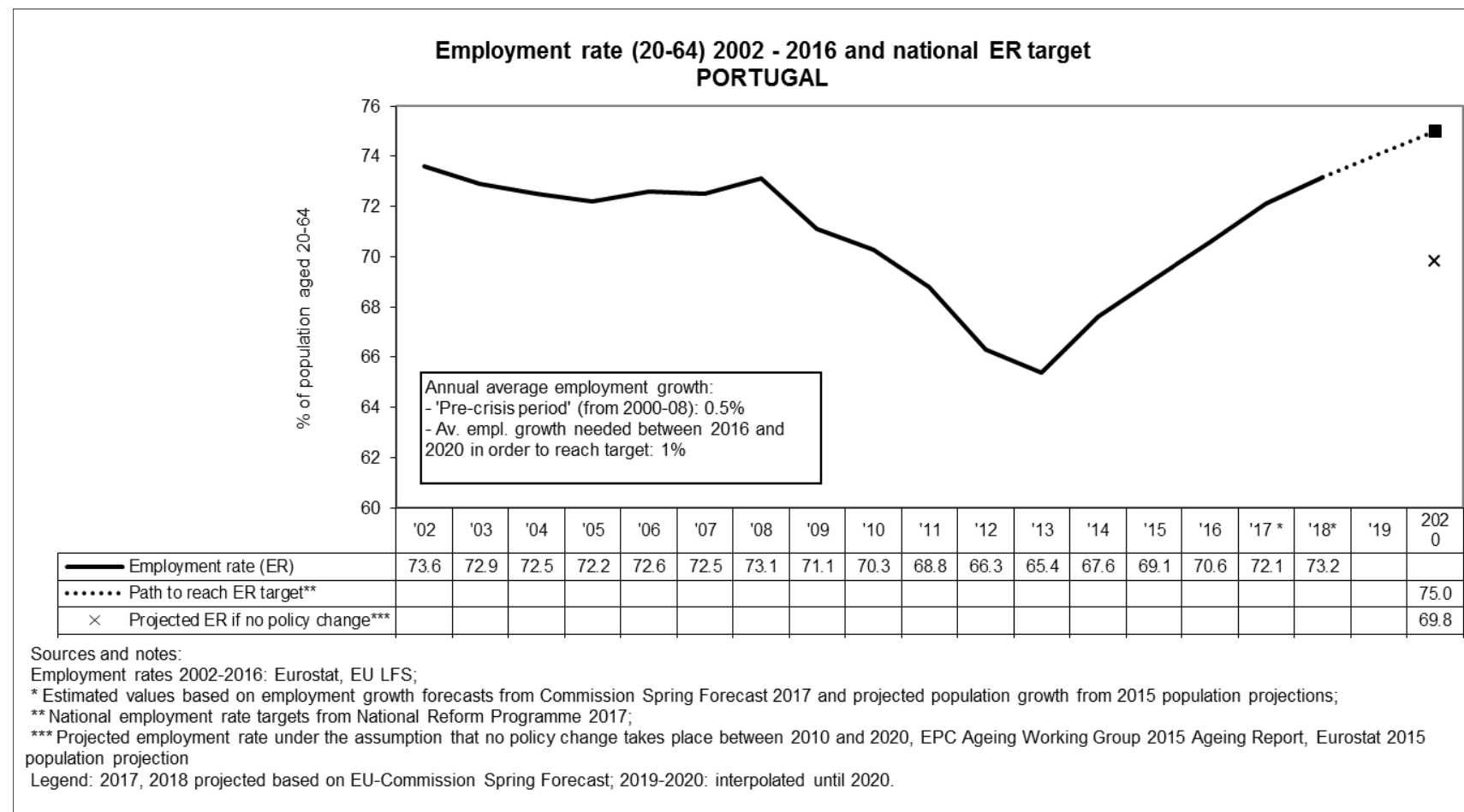
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3. Key employment challenges Poland, June 2017

Employment policy area	Key employment challenge	Particularly good labour market outcome
1. Increase labour market participation	Low employment rate of low-skilled. Still relatively low employment rate of older workers, in particular women.	Continuous reduction in unemployment rate.
2. Enhancing labour market functioning; combating segmentation	In spite of recently undertaken measures and amendments, some aspects of the legislation governing working relationship (including the labour code) still promote segmentation. Still high share of employees in temporary employment.	
3. Active labour market policies		
4. Adequate and employment oriented social security systems	Low replacement rates for selected households after 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 among young (20-29).	
8. Improving skill supply and productivity; Lifelong learning	Mismatch between skills and jobs related to quality of general and higher education Low participation in lifelong learning activities.	
9. Improving education and training systems	Still limited labour market relevance of vocational education and training.	Low level of early school leavers.
10. Wage setting mechanisms and labour cost developments		

PORTUGAL

1. Progress towards the national employment rate target



2. Key indicators on labour market performance

Portugal

Indicator	Unit	2000	2013	2014	2015	2016	2020 national target	2014	2015 EU28-total	2016	2020 EU target
Overall employment rate	% of population aged 20 - 64	73.5	65.4	67.6	69.1	70.6	75.0	69.2	70.1	71.1	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	43.6	18.9	17.4	13.7	14.0	10.0	11.2	11.0	10.7	less than 10
Tertiary educational attainment	% completion of tertiary or equivalent education (30-34)	11.3	30.0	31.3	31.9	34.6	40.0	37.9	38.7	39.1	40.0
Overall employment growth	% change from previous year	2.0	-2.3	2.3	1.3	1.4		1.0	1.1	1.5	
Employment rate of women	% of female population aged 20 - 64	65.1	62.3	64.2	65.9	67.4		63.5	64.3	65.3	
Employment rate of men	% of male population aged 20 - 64	82.3	68.7	71.3	72.6	74.2		75.0	75.9	76.9	
Employment rate of older workers	% of population aged 55 - 64	50.7	46.9	47.8	49.9	52.1		51.8	53.3	55.3	
Employment gender gap	difference in the employment rate between men and women in percentage points	17.2	6.4	7.1	6.7	6.8		11.5	11.6	11.6	
Employment rate of young persons	% of population aged 20 - 29	71.2	52.9	55.1	56.5	57.8		60.2	61.4	62.6	
Employment rate of low skilled persons	% of population with at most lower secondary education aged 20 - 64	72.8	60.8	62.2	63.5	64.7		51.8	52.6	53.6	
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64	:	58.7	64.3	63.5	68.0		56.4	56.7	56.6	
Part-time employment	% of total employment	9.9	13.2	12.1	11.5	11.1		20.3	20.3		
Temporary employees	% of total employees	19.8	21.4	21.4	22.0	22.3		13.9	14.1		
Overall unemployment rate	% of labour force	5.1	16.4	14.1	12.6	11.2		10.2	9.4	8.5	
Long-term unemployment	% of labour force	1.7	9.3	8.4	7.2	6.2		5.0	4.5	4.0	
Youth unemployment rate	% of youth labour force (15-24)	8.2	38.1	34.8	32.0	28.0		22.2	20.3	18.7	
Youth NEET rate	% of population aged 15-24	9.0	14.1	12.3	11.3	10.6		12.5	12.0	11.5	
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	75.2	79.7	78.9	78.2 e	:		100.0	100.0		
Labour productivity per hour worked	EU-27 = 100 (based on PPS per hour worked)	66.5	69.8	68.9	68.1 e	:		100.0	100.0		
Nominal unit labour cost growth	% change from previous year	4.4	1.8	-1.3	-0.5	1.3		0.6	0.3		
Real unit labour cost growth	% change from previous year	0.9	-0.5	-2.0	-2.5	-0.2		-0.5	-1.0		
Gender pay gap		:	13.3	14.9	17.8	:		16.7	16.3	:	
Involuntary temporary employment	as % of total employees	8.7	18.4	18.0	18.3	18.9		8.7 u	8.8 u	8.8 u	
Newly employed	share of people in current job 12 months or less in total employment	14.3	12.3	13.8	14.8	15.2		13.8	14.3	14.6	
At-risk-of-poverty rate of unemployed		:	40.3	40.5	42.0	:		47.3	47.5	:	
unemployment trap - tax rate on low wage earners		:	80.0	79.9	80.3	:		74.0	74.0	:	
Inactivity and part-time work due to personal and family responsibilities		:	1.5	1.4	1.4	1.4		5.2	5.3	5.4	
Job vacancy rate	% change over the recent 3 years	:	0.4	0.5	0.5	0.6		1.4	1.5	1.7	
Share of adult population with upper secondary or tertiary education	age 25-64	19.4	39.8	43.3	45.1	46.9		75.9	76.5	77.0	
Percentage of adult population participating in education and training	age 25-64	:	9.7	9.6	9.7	9.6		10.8	10.7	10.8	

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

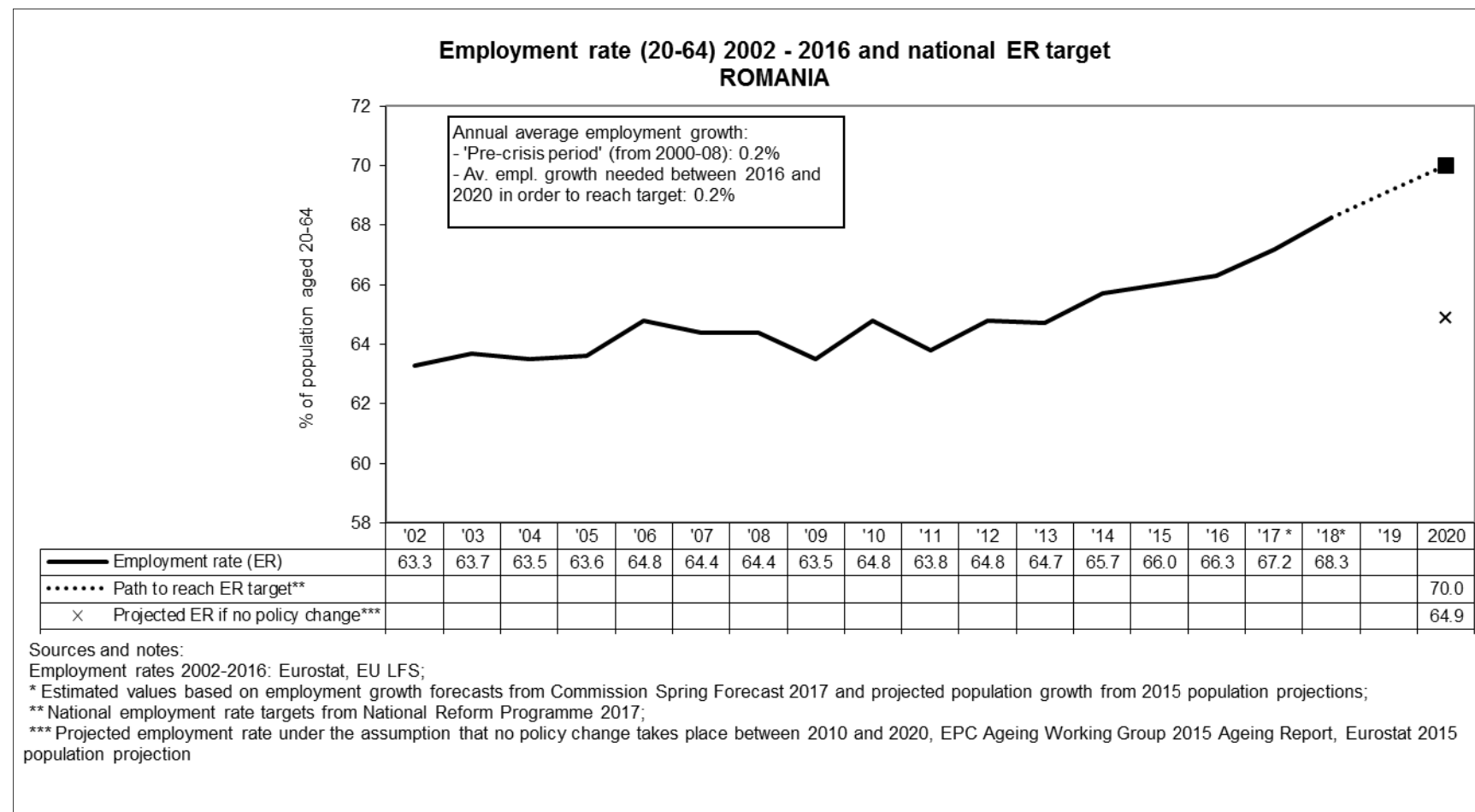
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3. Key employment challenges Portugal, June 2017

Employment policy area	Key employment challenge	Particularly good labour market outcome
1. Increase labour market participation	High, although decreasing, level of youth unemployment.	High and increasing employment rate of non-EU nationals. Low and decreasing share of inactive NEETs.
2. Enhancing labour market functioning; combating segmentation	Segmented labour market with a high incidence of involuntary temporary contracts. Low capacity of labour inspectorates to clamp bogus self-employment	High share of newly employed young people.
3. Active labour market policies	High, although decreasing, share of long-term unemployment.	
4. Adequate and employment oriented social security systems	Limited coordination between employment and social services	
5. Work-life balance		Low inactivity and part-time work due to personal and family responsibilities. High take-up of childcare above 30 hours a week.
6. Job creation	Weak labour demand (low available vacancies).	
7. Gender equality		Low employment impact of parenthood.
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	Young people with at least upper secondary education below the EU average, but showing positive developments	
10. Wage setting mechanisms and labour cost developments	Adaptation of minimum wage increases to economic and social developments	

ROMANIA

1. Progress towards the national employment rate target



2. Key indicators on labour market performance

Romania

Indicator	Unit	2000	2013	2014	2015	2016	2020 national target	2014	2015 EU28-total	2016	2020 EU target
Overall employment rate	% of population aged 20 - 64	69.1	64.7	65.7	66.0	66.3	70.0	69.2	70.1	71.1	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	22.9	17.3	18.1	19.1	18.5	11.3	11.2	11.0	10.7	less than 10
Tertiary educational attainment	% completion of tertiary or equivalent education (30-34)	8.9	22.9	25.0	25.6	25.6	26.7	37.9	38.7	39.1	40.0
Overall employment growth	% change from previous year	-0.1	-0.5	0.9	-0.2	-0.8		1.0	1.1	1.5	
Employment rate of women	% of female population aged 20 - 64	63.0	56.5	57.3	57.2	57.4		63.5	64.3	65.3	
Employment rate of men	% of male population aged 20 - 64	75.4	72.8	74.0	74.7	75.0		75.0	75.9	76.9	
Employment rate of older workers	% of population aged 55 - 64	49.5	41.8	43.1	41.1	42.8		51.8	53.3	55.3	
Employment gender gap	difference in the employment rate between men and women in percentage points	12.4	16.3	16.7	17.5	17.6		11.5	11.6	11.6	
Employment rate of young persons	% of population aged 20 - 29	62.7	53.8	55.2	57.8	56.3		60.2	61.4	62.6	
Employment rate of low skilled persons	% of population with at most lower secondary education aged 20 - 64	68.1	53.6	55.0	53.3	52.3		51.8	52.6	53.6	
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64	:	:	:	:	:		56.4	56.7	56.6	
Part-time employment	% of total employment	15.6	10.3	10.0	9.9	8.6		20.3	20.3		
Temporary employees	% of total employees	2.9	1.4	1.5	1.4	1.4		13.9	14.1		
Overall unemployment rate	% of labour force	7.6	7.1	6.8	6.8	5.9		10.2	9.4	8.5	
Long-term unemployment	% of labour force	3.8	3.2	2.8	3.0	3.0		5.0	4.5	4.0	
Youth unemployment rate	% of youth labour force (15-24)	17.8	23.7	24.0	21.7	20.6		22.2	20.3	18.7	
Youth NEET rate	% of population aged 15-24	20.2	17.0	17.0	18.1	17.4		12.5	12.0	11.5	
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	23.9	56.3	57.0	59.4 p	:		100.0	100.0		
Labour productivity per hour worked	EU-27 = 100 (based on PPS per hour worked)	21.9	50.7	51.8	53.7 p	:		100.0	100.0		
Nominal unit labour cost growth	% change from previous year	64.9	-0.6	4.3	-3.8	2.9		0.6	0.3		
Real unit labour cost growth	% change from previous year	15.2	-3.9	2.6	-6.0	1.3		-0.5	-1.0		
Gender pay gap		:	4.9	4.5	5.8 e	:		16.7	16.3	:	
Involuntary temporary employment	as % of total employees	2.0	1.2	1.3	1.2	1.1		8.7 u	8.8 u	8.8 u	
Newly employed	share of people in current job 12 months or less in total employment	:	5.6	5.5	7.0	5.5		13.8	14.3	14.6	
At-risk-of-poverty rate of unemployed		:	54.5	48.4	55.5	:		47.3	47.5	:	
unemployment trap - tax rate on low wage earners		:	52.0	50.6	49.4	:		74.0	74.0	:	
Inactivity and part-time work due to personal and family responsibilities		:	1.1	1.0	1.2	1.1		5.2	5.3	5.4	
Job vacancy rate	% change over the recent 3 years	:	0.7	0.7	0.9	1.1		1.4	1.5	1.7	
Share of adult population with upper secondary or tertiary education	age 25-64	69.3	75.7	72.8	75.0	76.7		75.9	76.5	77.0	
Percentage of adult population participating in education and training	age 25-64	:	2.0	1.5	1.3	1.2		10.8	10.7	10.8	

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

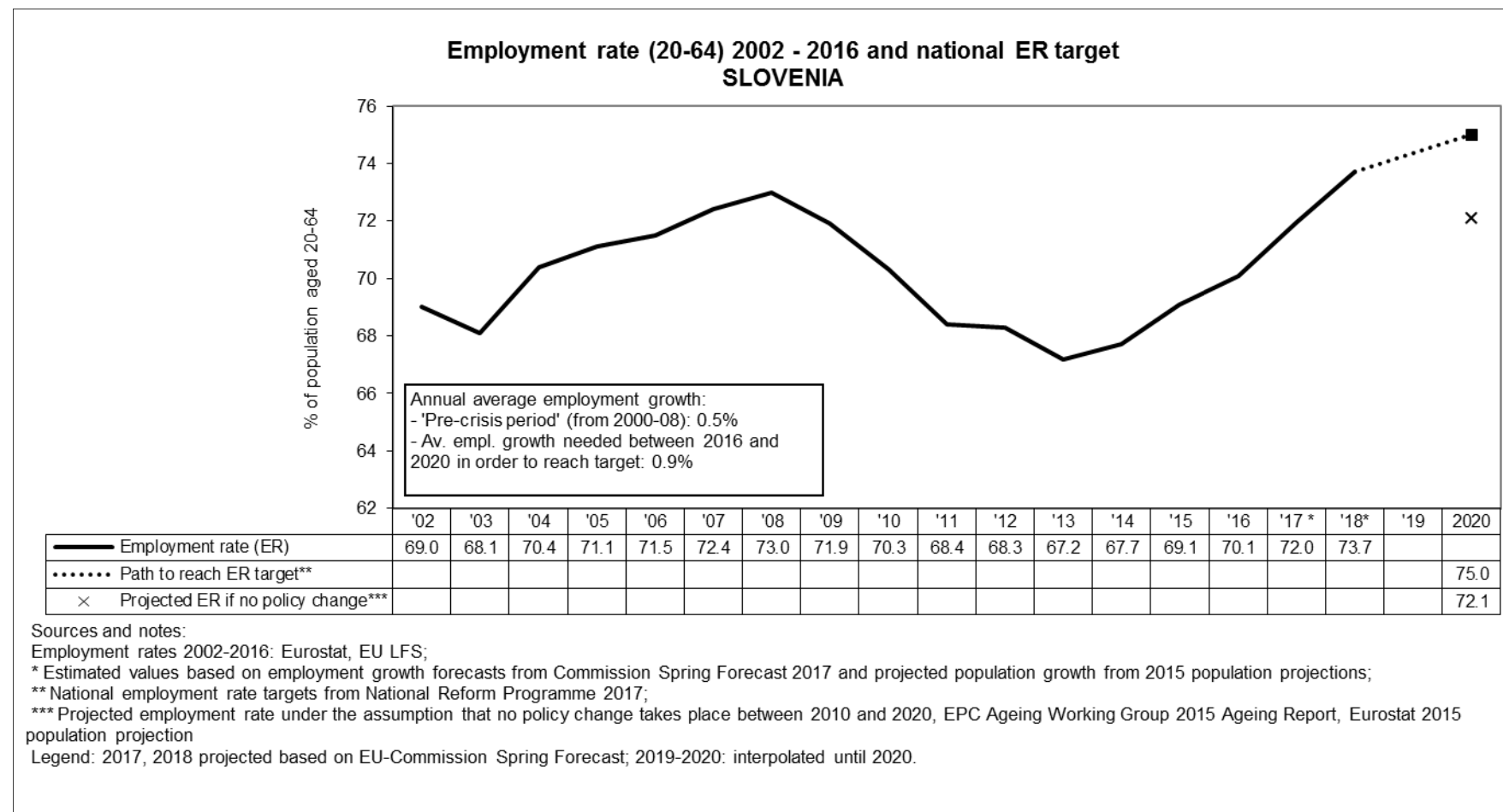
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3. Key employment challenges Romania, June 2017

Employment policy area	Key employment challenge	Particularly good labour market outcome
1. Increase labour market participation	Low activity rate of working age population Low employment rates of women and older workers (55-64) Short duration of working life High NEET rates (15- 24) and increasing for women. High and increasing share of inactive NEETs.	
2. Enhancing labour market functioning; combating segmentation	High incidence of undeclared work	Low share of involuntary temporary employment and high transitions into permanent employment
3. Active labour market policies	Limited ALMP expenditure Insufficient provision and targeting of active labour market policies and their link to social services not yet sufficient	
4. Adequate and employment oriented social security systems	High in work poverty risks Low net replacement rates of unemployment benefits (after 12 months of unemployment) Insufficient provision and targeting of active labour market policies and their link to social services not yet sufficient	Low unemployment trap
5. Work-life balance	Limited offer of child care High incidence of inactivity and part time work due to lack of care	
6. Job creation		
7. Gender equality	High gender employment gap	Low gender pay gap
8. Improving skill supply and productivity; Lifelong learning	Low percentage of adult population in life long learning, very low share among the employed Low public spending on human resources (education)	
9. Improving education and training systems	Persistently high levels of early school leavers, deteriorating trend Low participation in early education Low rate of tertiary education attainment (30- 34) Low educational outcomes and significant educational inequalities linked to socio-economic status Education outcomes are insufficiently responsive to labour market needs	
10. Wage setting mechanisms and labour cost developments	Lack of an objective mechanism for minimum wage setting	High labour productivity growth

SLOVENIA

1. Progress towards the national employment rate target



2. Key indicators on labour market performance

Slovenia

Indicator	Unit	2000	2013	2014	2015	2016	2020 national target	2014	2015 EU28-total	2016	2020 EU target
Overall employment rate	% of population aged 20 - 64	68.5	67.2	67.7	69.1	70.1	75.0	69.2	70.1	71.1	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	:	3.9	4.4	5.0	4.9	5.0	11.2	11.0	10.7	less than 10
Tertiary educational attainment	% completion of tertiary or equivalent education (30-34)	18.5	40.1	41.0	43.4	44.2	40.0	37.9	38.7	39.1	40.0
Overall employment growth	% change from previous year	1.9	-2.0	0.4	1.1	0.0		1.0	1.1	1.5	
Employment rate of women	% of female population aged 20 - 64	63.6	63.0	63.6	64.7	66.7		63.5	64.3	65.3	
Employment rate of men	% of male population aged 20 - 64	73.2	71.2	71.6	73.3	73.3		75.0	75.9	76.9	
Employment rate of older workers	% of population aged 55 - 64	22.7	33.5	35.4	36.6	38.5		51.8	53.3	55.3	
Employment gender gap	difference in the employment rate between men and women in percentage points	9.6	8.2	8.0	8.6	6.6		11.5	11.6	11.6	
Employment rate of young persons	% of population aged 20 - 29	65.7	56.2	55.1	59.3	60.6		60.2	61.4	62.6	
Employment rate of low skilled persons	% of population with at most lower secondary education aged 20 - 64	52.7	44.6	47.4	48.0	45.5		51.8	52.6	53.6	
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64	:	60.1	58.1	71.3	70.8		56.4	56.7	56.6	
Part-time employment	% of total employment	5.9	9.8	10.8	10.6	9.8		20.3	20.3		
Temporary employees	% of total employees	12.8	16.3	16.5	17.8	16.9		13.9	14.1		
Overall unemployment rate	% of labour force	6.7	10.1	9.7	9.0	8.0		10.2	9.4	8.5	
Long-term unemployment	% of labour force	4.2	5.2	5.3	4.7	4.3		5.0	4.5	4.0	
Youth unemployment rate	% of youth labour force (15-24)	16.4	21.6	20.2	16.3	15.2		22.2	20.3	18.7	
Youth NEET rate	% of population aged 15-24	:	9.2	9.4	9.5	8.0		12.5	12.0	11.5	
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	76.6	79.8	81.6	81.5	:		100.0	100.0		
Labour productivity per hour worked	EU-27 = 100 (based on PPS per hour worked)	75.9	78.2	79.0	78.6	:		100.0	100.0		
Nominal unit labour cost growth	% change from previous year	7.4	0.4	-1.3	0.3	0.7		0.6	0.3		
Real unit labour cost growth	% change from previous year	1.9	-0.4	-2.1	-0.7	-0.7		-0.5	-1.0		
Gender pay gap		:	6.3	7.0	8.1	:		16.7	16.3	:	
Involuntary temporary employment	as % of total employees	6.2	9.1	10.8	10.6	9.7		8.7 u	8.8 u	8.8 u	
Newly employed	share of people in current job 12 months or less in total employment	12.2	11.7	9.9	13.5	12.3		13.8	14.3	14.6	
At-risk-of-poverty rate of unemployed		:	46.2	45.3	44.8	:		47.3	47.5	:	
unemployment trap - tax rate on low wage earners		:	89.8	89.7	89.6	:		74.0	74.0	:	
Inactivity and part-time work due to personal and family responsibilities		:	1.1	1.3	1.3	1.3		5.2	5.3	5.4	
Job vacancy rate	% change over the recent 3 years	:	0.8	0.9	1.1	1.4		1.4	1.5	1.7	
Share of adult population with upper secondary or tertiary education	age 25-64	75.3	85.5	85.7	86.8	87.3		75.9	76.5	77.0	
Percentage of adult population participating in education and training	age 25-64	:	12.5	12.1	11.9	11.6		10.8	10.7	10.8	

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

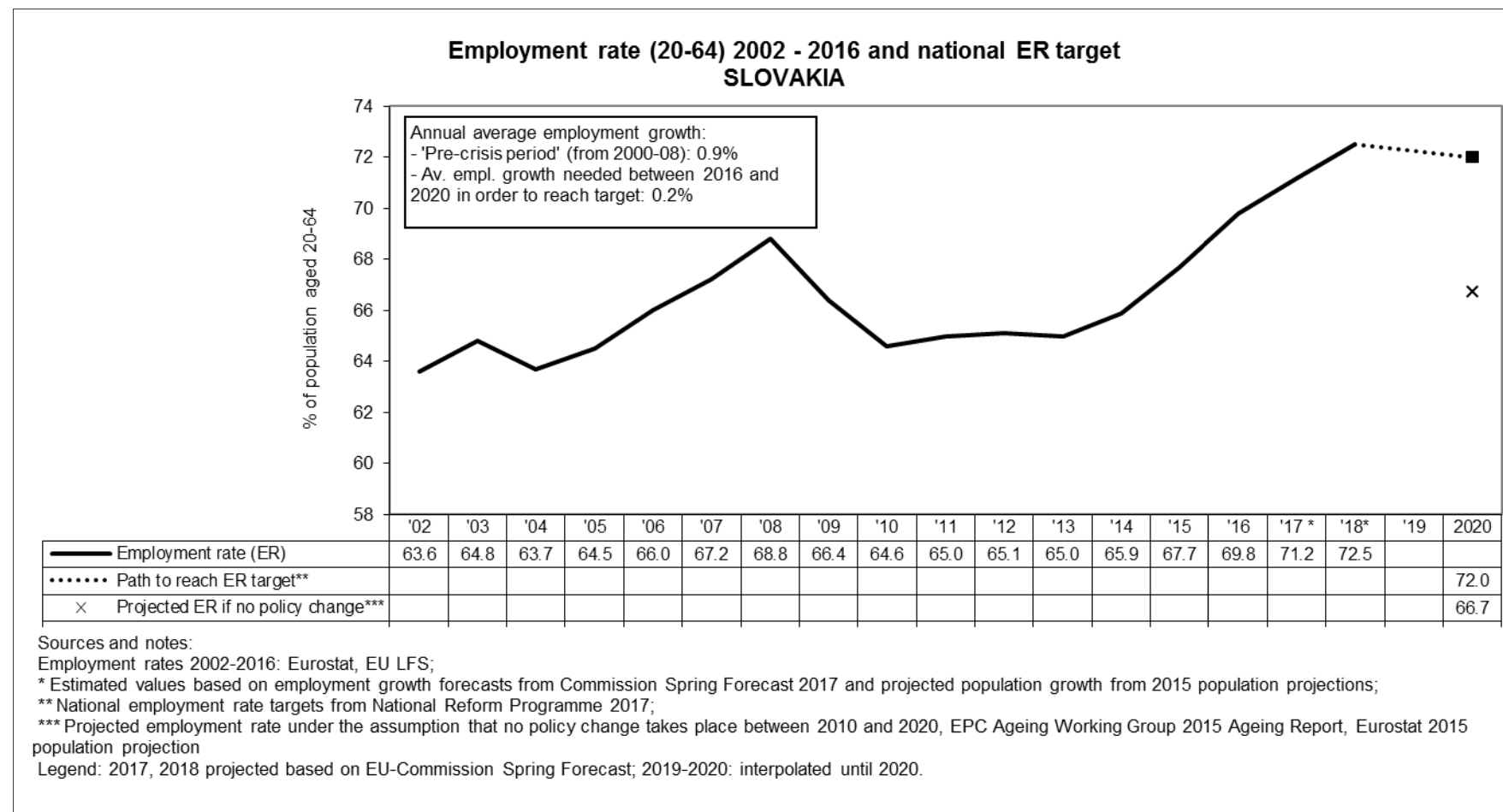
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3. Key employment challenges Slovenia, June 2017

Employment policy area	Key employment challenge	Particularly good labour market outcome
1. Increase labour market participation	Very low employment rate of older workers. Low activity rate of low-skilled workers.	Very high employment rates of non-EU nationals, including those recently arrived.
2. Enhancing labour market functioning; combating segmentation		
3. Active labour market policies	Despite a positive trend, persistently low spending in ALMPs and low participation of older and low-skilled workers.	
4. Adequate and employment oriented social security systems		
5. Work-life balance		Low levels of inactivity or part time work due to family responsibilities.
6. Job creation		
7. Gender equality		Low gender pay gap.
8. Improving skill supply and productivity; Lifelong learning		
9. Improving education and training systems		
10. Wage setting mechanisms and labour cost developments		

SLOVAKIA

1. Progress towards the national employment rate target



2. Key indicators on labour market performance

Slovakia

Indicator	Unit	2000	2013	2014	2015	2016	2020 national target	2014	2015 EU28-total	2016	2020 EU target
Overall employment rate	% of population aged 20 - 64	63.5	65.0	65.9	67.7	69.8	72.0	69.2	70.1	71.1	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		6.4	6.7	6.9	7.4	6.0	11.2	11.0	10.7	less than 10
Tertiary educational attainment	% completion of tertiary or equivalent education (30-34)	10.6	26.9	26.9	28.4	31.5	40.0	37.9	38.7	39.1	40.0
Overall employment growth	% change from previous year	-1.4 b	0.0	1.3	2.4	2.8		1.0	1.1	1.5	
Employment rate of women	% of female population aged 20 - 64	57.2	57.8	58.6	60.3	62.7		63.5	64.3	65.3	
Employment rate of men	% of male population aged 20 - 64	70.0	72.2	73.2	75.0	76.9		75.0	75.9	76.9	
Employment rate of older workers	% of population aged 55 - 64	21.3	44.0	44.8	47.0	49.0		51.8	53.3	55.3	
Employment gender gap	difference in the employment rate between men and women in percentage points	12.8	14.4	14.6	14.7	14.2		11.5	11.6	11.6	
Employment rate of young persons	% of population aged 20 - 29	57.7	51.9	53.2	57.1	59.4		60.2	61.4	62.6	
Employment rate of low skilled persons	% of population with at most lower secondary education aged 20 - 64	29.5	30.3	31.6	33.2	35.9		51.8	52.6	53.6	
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64				78.8 u	65.5 u		56.4	56.7	56.6	
Part-time employment	% of total employment	1.9	4.7	5.2	6.0	6.0		20.3	20.3		
Temporary employees	% of total employees	4.0	6.8	8.8	10.5	9.9		13.9	14.1		
Overall unemployment rate	% of labour force	18.9	14.2	13.2	11.5	9.7		10.2	9.4	8.5	
Long-term unemployment	% of labour force	10.3	10.0	9.3	7.6	5.8		5.0	4.5	4.0	
Youth unemployment rate	% of youth labour force (15-24)	36.9	33.7	29.7	26.5	22.2		22.2	20.3	18.7	
Youth NEET rate	% of population aged 15-24		13.7	12.8	13.7	12.3		12.5	12.0	11.5	
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	59.0	83.8	84.1	83.2			100.0	100.0		
Labour productivity per hour worked	EU-27 = 100 (based on PPS per hour worked)	55.1	77.0	77.8	77.2			100.0	100.0		
Nominal unit labour cost growth	% change from previous year	9.7	0.3	0.7	1.3	0.8		0.6	0.3		
Real unit labour cost growth	% change from previous year	0.3	-0.2	0.9	1.5	1.1		-0.5	-1.0		
Gender pay gap			18.8	19.7	19.6			16.7	16.3		
Involuntary temporary employment	as % of total employees	3.1	5.9	7.7	9.1	6.6		8.7 u	8.8 u	8.8 u	
Newly employed	share of people in current job 12 months or less in total employment		9.0	10.6	12.8	13.2		13.8	14.3	14.6	
At-risk-of-poverty rate of unemployed			43.8	48.7	45.5			47.3	47.5		
unemployment trap - tax rate on low wage earners			44.3	44.5	44.7			74.0	74.0		
Inactivity and part-time work due to personal and family responsibilities			4.7	4.8	4.8	4.9		5.2	5.3	5.4	
Job vacancy rate	% change over the recent 3 years		0.8	0.8	0.9	1.0		1.4	1.5	1.7	
Share of adult population with upper secondary or tertiary education	age 25-64	83.8	91.9	91.0	91.4	91.9		75.9	76.5	77.0	
Percentage of adult population participating in education and training	age 25-64		3.1	3.1	3.1	2.9		10.8	10.7	10.8	

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

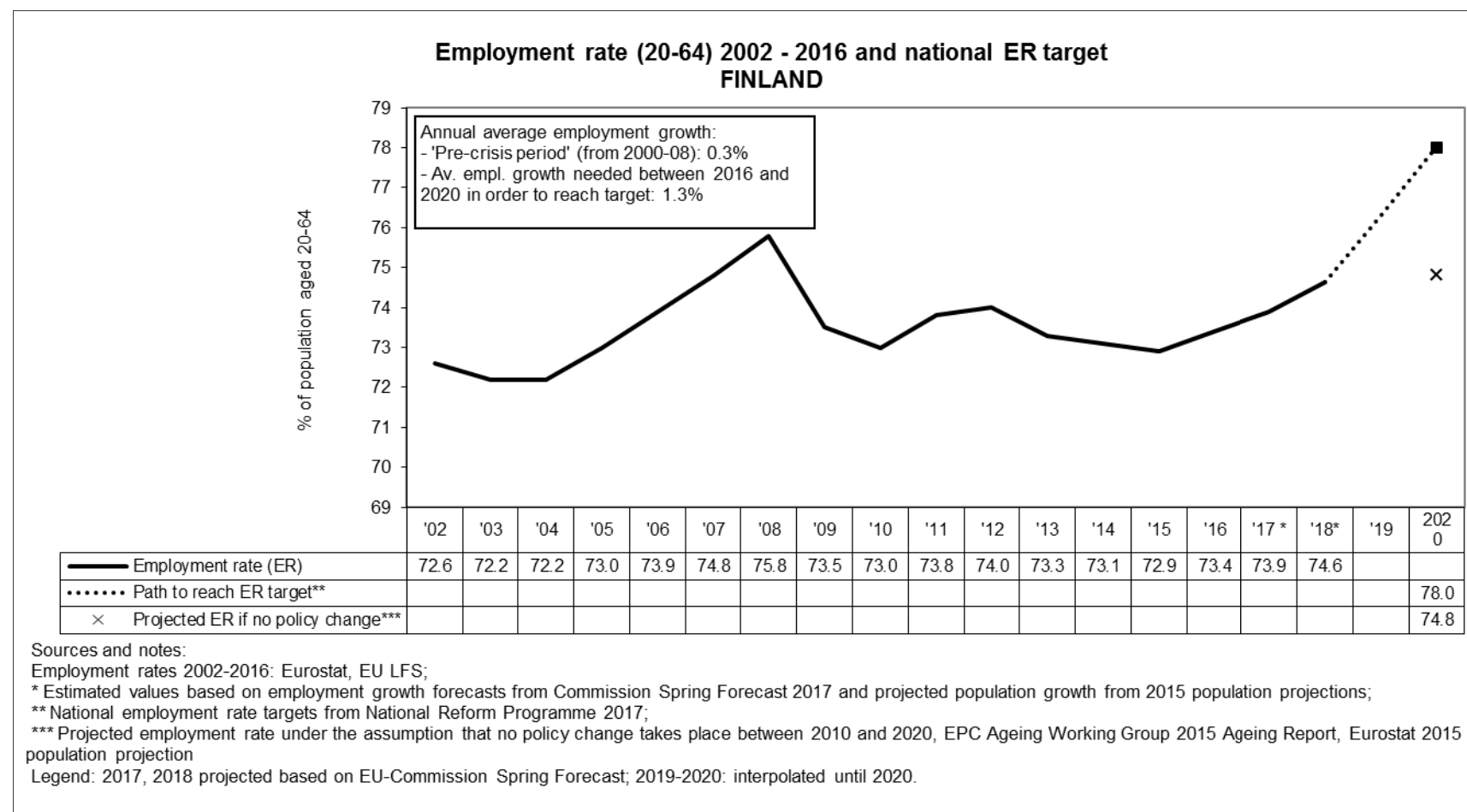
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3. Key employment challenges Slovakia, June 2017

Employment policy area	Key employment challenge	Particularly good labour market outcome
1. Increase labour market participation	Employment rate of low-skilled is low, although with some positive developments	
2. Enhancing labour market functioning; combating segmentation		
3. Active labour market policies	Insufficient provision of individualized services to the long-term unemployed Long-term unemployment and the share of long-term unemployed in total unemployment are high but decreasing. Expenditure on active labour market policies as a percentage of GDP remains low.	
4. Adequate and employment oriented social security systems	Unemployment benefit duration is short. High poverty rate for those living in (quasi-)jobless households.	Unemployment and low-wage traps are low.
5. Work-life balance	High inactivity due to family responsibility. Childcare uptake is lower than the EU average, in particular for children below 3. Very high employment impact of parenthood on women.	
6. Job creation		
7. Gender equality	Gender employment gap is higher than the EU average, in particular for young women (20-29).	Inactivity trap for the second member of a couple is low.
8. Improving skill supply and productivity; Lifelong learning	Low participation in lifelong learning and no second-chance education schemes for low-skilled Adult participation in education and training is lower than the EU average for unemployed, employed and inactive.	
9. Improving education and training systems	Poor educational outcomes and socio-economic inequalities in education Low attractiveness of the teaching profession Completion of tertiary education (age 30-34) is low but increasing.	
10. Wage setting mechanisms and labour cost developments		

FINLAND

1. Progress towards the national employment rate target



2. Key indicators on labour market performance

Finland

Indicator	Unit	2000	2013	2014	2015	2016	2020 national target	2014	2015 EU28-total	2016	2020 EU target
Overall employment rate	% of population aged 20 - 64	71.6	73.3	73.1	72.9	73.4	78.0	69.2	70.1	71.1	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	9.0 b	9.3	9.5	9.2	7.9	8.0	11.2	11.0	10.7	less than 10
Tertiary educational attainment	% completion of tertiary or equivalent education (30-34)	40.3 b	45.1	45.3	45.5	46.1	42.0	37.9	38.7	39.1	40.0
Overall employment growth	% change from previous year	1.6	-1.2	-0.7	-0.8	0.5		1.0	1.1	1.5	
Employment rate of women	% of female population aged 20 - 64	68.2	71.9	72.1	71.8	71.7		63.5	64.3	65.3	
Employment rate of men	% of male population aged 20 - 64	74.9	74.7	74.0	73.9	75.0		75.0	75.9	76.9	
Employment rate of older workers	% of population aged 55 - 64	41.7	58.5	59.1	60.0	61.4		51.8	53.3	55.3	
Employment gender gap	difference in the employment rate between men and women in percentage points	6.7	2.8	1.9	2.1	3.3		11.5	11.6	11.6	
Employment rate of young persons	% of population aged 20 - 29	68.5 b	66.9	65.5	64.6	65.9		60.2	61.4	62.6	
Employment rate of low skilled persons	% of population with at most lower secondary education aged 20 - 64	59.1 b	52.2	51.7	50.8	52.0		51.8	52.6	53.6	
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64	:	53.0	50.0	48.1	46.5		56.4	56.7	56.6	
Part-time employment	% of total employment	12.2 b	15.1	15.4	15.5	16.3		20.3	20.3		
Temporary employees	% of total employees	17.7 b	15.3	15.4	15.1	15.6		13.9	14.1		
Overall unemployment rate	% of labour force	9.8	8.2	8.7	9.4	8.8		10.2	9.4	8.5	
Long-term unemployment	% of labour force	2.7	1.7	1.9	2.3	2.3		5.0	4.5	4.0	
Youth unemployment rate	% of youth labour force (15-24)	28.4 b	19.9	20.5	22.4	20.1		22.2	20.3	18.7	
Youth NEET rate	% of population aged 15-24	9.7	9.3	10.2	10.6	9.9		12.5	12.0	11.5	
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	117.5	108.4	107.5	107.9	:		100.0	100.0		
Labour productivity per hour worked	EU-27 = 100 (based on PPS per hour worked)	114.4	107.6	107.0	107.0	:		100.0	100.0		
Nominal unit labour cost growth	% change from previous year	0.5	1.4	1.1	1.0	0.1		0.6	0.3		
Real unit labour cost growth	% change from previous year	-1.1	-1.1	-0.6	-0.7	-0.8		-0.5	-1.0		
Gender pay gap		:	18.8	18.4	17.3 p	:		16.7	16.3	:	
Involuntary temporary employment	as % of total employees	10.6 b	10.2	10.8	11.0	11.2		8.7 u	8.8 u	8.8 u	
Newly employed	share of people in current job 12 months or less in total employment	22.4 b	19.0	18.6	18.2	19.8		13.8	14.3	14.6	
At-risk-of-poverty rate of unemployed		:	37.5	46.8	39.6	37.2		47.3	47.5	:	
unemployment trap - tax rate on low wage earners		:	75.6	81.5	76.3	:		74.0	74.0	:	
Inactivity and part-time work due to personal and family responsibilities		:	3.2	2.8	3.0	2.9		5.2	5.3	5.4	
Job vacancy rate	% change over the recent 3 years	:	1.9	1.6	1.3	1.4		1.4	1.5	1.7	
Share of adult population with upper secondary or tertiary education	age 25-64	73.2 b	85.9	86.5	87.7	88.1		75.9	76.5	77.0	
Percentage of adult population participating in education and training	age 25-64	:	24.9	25.1	25.4	26.4		10.8	10.7	10.8	

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

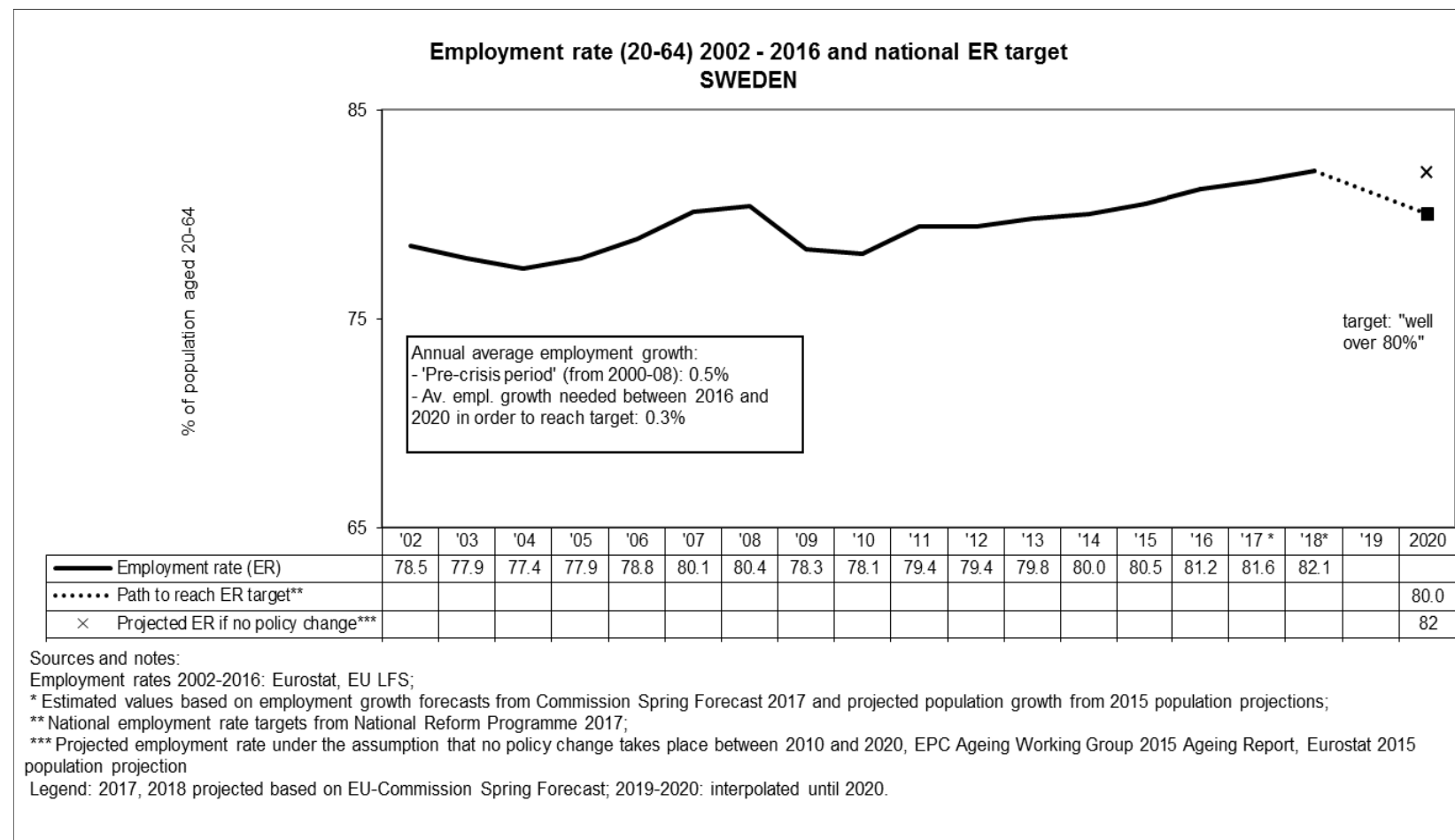
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3. Key employment challenges Finland, June 2017

Employment policy area	Key employment challenge	Particularly Good labour market outcome
1. Increase labour market participation	<p>While the activity rate is improving overall, it has declined for the 25-39 age group, and is particularly low for third country nationals</p> <p>The youth unemployment ratio is high; the youth unemployment and NEET rates are deteriorating</p> <p>Low and decreasing employment rate for non-EU nationals</p>	High participation in education and training for older workers (55-64)
2. Enhancing labour market functioning; combating segmentation	Comparatively high separation rate	
3. Active labour market policies	<p>Cuts in the ALMPs budget risk hampering their effectiveness and coverage especially for disadvantaged groups</p> <p>Increase in long-term unemployment.</p>	
4. Adequate and employment oriented social security systems	Low-wage trap is higher than the EU-average	<p>Low in-work poverty risk</p> <p>Low at-risk-of-poverty rate of the unemployed</p>
5. Work-life balance		<p>Increasing take-up of childcare</p> <p>Relatively low rate of inactivity and part-time work due to personal and family responsibilities</p>
6. Job creation	Low employment growth and low job vacancy rate	
7. Gender equality		Significantly better than average gender employment gap
8. Improving skill supply and productivity; Lifelong learning		High percentage of adult population participating in education and training
9. Improving education and training systems	Low share of participation in early education (4 years of age to age of compulsory education)	High share of well-educated adult population
10. Wage setting mechanisms and labour cost developments		

SWEDEN

1. Progress towards the national employment rate target



2. Key indicators on labour market performance

Sweden

Indicator	Unit	2000	2013	2014	2015	2016	2020 national target	2014	2015 EU28-total	2016	2020 EU target
Overall employment rate	% of population aged 20 - 64	76.8 e	79.8	80.0	80.5	81.2	well over 80	69.2	70.1	71.1	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	7.3	7.1	6.7	7.0	7.4	less than 10	11.2	11.0	10.7	less than 10
Tertiary educational attainment	% completion of tertiary or equivalent education (30-34)	31.8	48.3	49.9	50.2	51.0	40-45	37.9	38.7	39.1	40.0
Overall employment growth	% change from previous year	2.2 e	1.0	0.9	1.4	1.6		1.0	1.1	1.5	
Employment rate of women	% of female population aged 20 - 64	74.6 e	77.2	77.6	78.3	79.2		63.5	64.3	65.3	
Employment rate of men	% of male population aged 20 - 64	79.0 e	82.2	82.2	82.5	83.0		75.0	75.9	76.9	
Employment rate of older workers	% of population aged 55 - 64	64.8 e	73.6	74.0	74.5	75.5		51.8	53.3	55.3	
Employment gender gap	difference in the employment rate between men and women in percentage points	4.4 e	5.0	4.6	4.2	3.8		11.5	11.6	11.6	
Employment rate of young persons	% of population aged 20 - 29	66.1	67.9	68.5	69.7	70.9		60.2	61.4	62.6	
Employment rate of low skilled persons	% of population with at most lower secondary education aged 20 - 64	65.4	61.0	61.0	60.9	61.0		51.8	52.6	53.6	
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64	:	50.1	51.5	50.7	51.6		56.4	56.7	56.6	
Part-time employment	% of total employment	22.8	26.2	26.2	26.0	25.6		20.3	20.3		
Temporary employees	% of total employees	14.3	16.3	16.8	16.6	16.1		13.9	14.1		
Overall unemployment rate	% of labour force	5.6 i	8.0	7.9	7.4	6.9		10.2	9.4	8.5	
Long-term unemployment	% of labour force	:	1.4	1.4	1.5	1.3		5.0	4.5	4.0	
Youth unemployment rate	% of youth labour force (15-24)	9.5	23.5	22.9	20.4	18.9		22.2	20.3	18.7	
Youth NEET rate	% of population aged 15-24	6.3 u	7.5	7.2	6.7	6.5		12.5	12.0	11.5	
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	117.8	114.2	112.9	113.4	:		100.0	100.0		
Labour productivity per hour worked	EU-27 = 100 (based on PPS per hour worked)	121.7	115.5	114.3	114.6	:		100.0	100.0		
Nominal unit labour cost growth	% change from previous year	4.5	1.7	1.0	0.9	1.7		0.6	0.3		
Real unit labour cost growth	% change from previous year	2.9	0.6	-0.7	-1.1	-0.6		-0.5	-1.0		
Gender pay gap		:	14.6	13.8	14.0	:		16.7	16.3	:	
Involuntary temporary employment	as % of total employees	8.4	9.6	10.0	9.8	8.9		8.7 u	8.8 u	8.8 u	
Newly employed	share of people in current job 12 months or less in total employment	15.3	19.8	20.4	20.9	21.4		13.8	14.3	14.6	
At-risk-of-poverty rate of unemployed		:	42.4	41.3	39.3	:		47.3	47.5	:	
unemployment trap - tax rate on low wage earners		:	71.3	69.5	68.6	:		74.0	74.0	:	
Inactivity and part-time work due to personal and family responsibilities		:	3.6	3.5	3.5	3.5		5.2	5.3	5.4	
Job vacancy rate	% change over the recent 3 years	:	1.5	1.5	1.6	1.9		1.4	1.5	1.7	
Share of adult population with upper secondary or tertiary education	age 25-64	77.2	83.2	83.7	84.3	85.0		75.9	76.5	77.0	
Percentage of adult population participating in education and training	age 25-64	:	28.4	29.2	29.4	29.6		10.8	10.7	10.8	

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

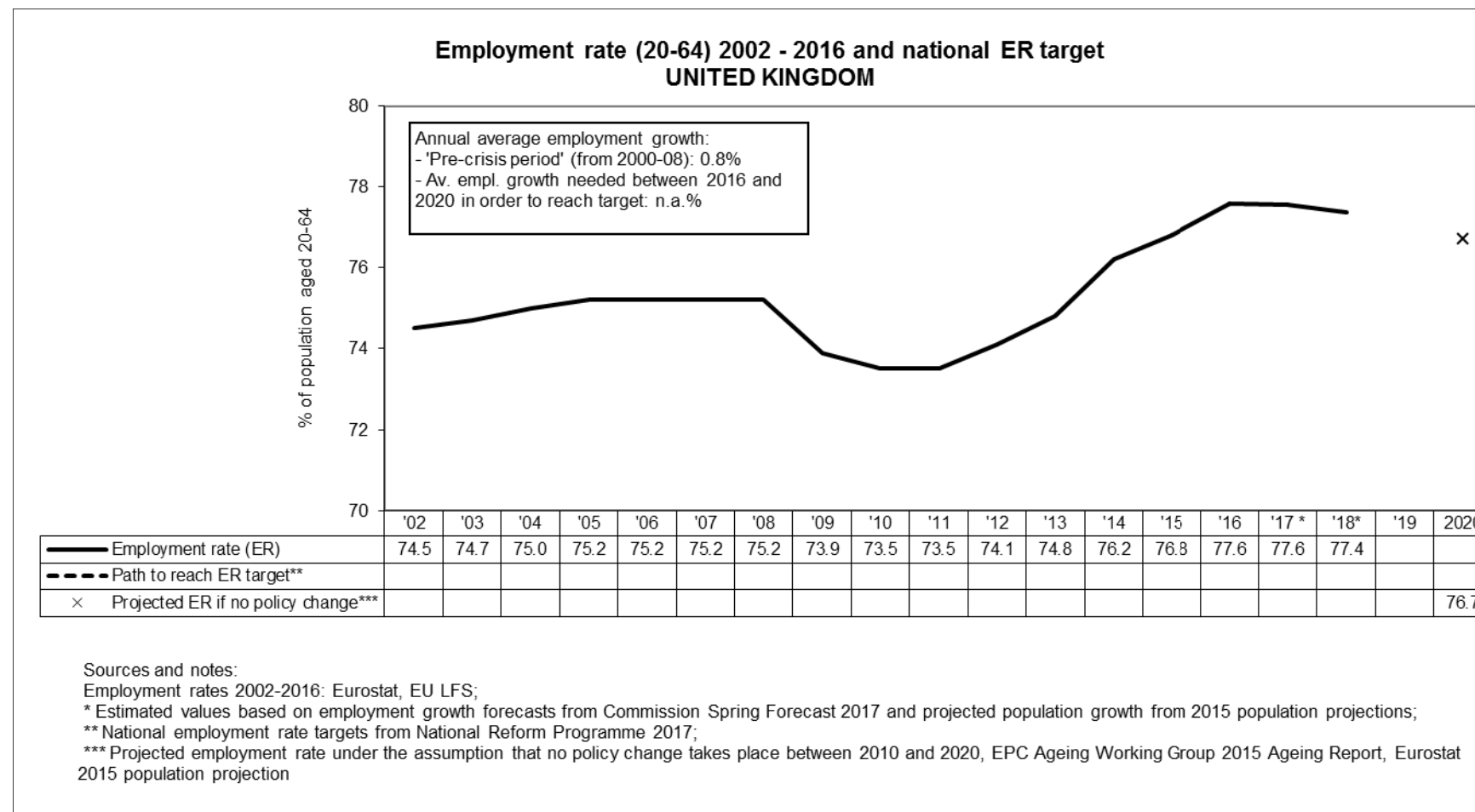
Notes: b - break in series, p - provisional, c - confidential, e - estimated, n - not significant, f - forecast, s - Eurostat estimate, z - not applicable, u - unreliable, "-" - not available

3. Key employment challenges Sweden, June 2017

Employment policy area	Key employment challenge	Particularly good labour market outcome
1. Increase labour market participation	Employment rate of non-EU nationals is lower than EU average.	Employment rate, including for women, young and older people, is significantly higher than EU average. Duration of working life is significantly higher than EU average. NEET rate (15-24) is significantly lower than EU average.
2. Enhancing labour market functioning; combating segmentation		Hiring rate and rate of newly employed, including young people, significantly higher than EU average.
3. Active labour market policies		Share of long-term unemployment significantly lower than EU average and decreasing. Expenditure on ALMP and participants in regular activation measures are higher than EU average.
4. Adequate and employment oriented social security systems		At-risk-of-poverty rate of unemployed is lower than EU average and decreasing.
5. Work-life balance		Uptake of childcare significantly higher than the EU average for the 0-3 age category.
6. Job creation		
7. Gender equality		Almost no gap in employment rate between men and women.
8. Improving skill supply and productivity; Lifelong learning		Participation in lifelong learning and adult education is significantly higher than the EU average both for employed and unemployed/inactive.
9. Improving education and training systems	School outcomes are at the EU average but equity is declining	Early leavers from education and training lower than EU average. Annual expenditure per capita in higher education significantly higher than EU average. Share of adult population having attained tertiary education is high and increasing.
10. Wage setting mechanisms and labour cost developments		

UNITED KINGDOM

1. Progress towards the national employment rate target



2. Key indicators on labour market performance

United Kingdom

Indicator	Unit	2000	2013	2014	2015	2016	2020 national target	2014	2015 EU28-total	2016	2020 EU target
Overall employment rate	% of population aged 20 - 64	74.0	74.8	76.2	76.8	77.6	n.a.	69.2	70.1	71.1	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	18.2	12.4	11.8	10.8	11.2	n.a.	11.2	11.0	10.7	less than 10
Tertiary educational attainment	% completion of tertiary or equivalent education (30-34)	29.0	47.4	47.7	47.9	48.1	n.a.	37.9	38.7	39.1	40.0
Overall employment growth	% change from previous year	1.2 e	0.9	2.2	1.6	1.4		1.0	1.1	1.5	
Employment rate of women	% of female population aged 20 - 64	66.8	69.3	70.6	71.3	72.1		63.5	64.3	65.3	
Employment rate of men	% of male population aged 20 - 64	81.4	80.4	81.9	82.5	83.1		75.0	75.9	76.9	
Employment rate of older workers	% of population aged 55 - 64	50.7	59.8	61.0	62.2	63.4		51.8	53.3	55.3	
Employment gender gap	difference in the employment rate between men and women in percentage points	14.6	11.1	11.3	11.2	11.0		11.5	11.6	11.6	
Employment rate of young persons	% of population aged 20 - 29	75.1	70.7	72.6	74.2	75.5		60.2	61.4	62.6	
Employment rate of low skilled persons	% of population with at most lower secondary education aged 20 - 64	64.5	56.8	58.8	59.7	62.1		51.8	52.6	53.6	
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64	:	61.8	62.7	63.4	63.6		56.4	56.7	56.6	
Part-time employment	% of total employment	25.1	26.9	26.6	26.5	26.6		20.3	20.3		
Temporary employees	% of total employees	6.6	6.1	6.3	6.1	6.0		13.9	14.1		
Overall unemployment rate	% of labour force	5.4	7.6	6.1	5.3	4.8		10.2	9.4	8.5	
Long-term unemployment	% of labour force	1.5	2.7	2.2	1.6	1.3		5.0	4.5	4.0	
Youth unemployment rate	% of youth labour force (15-24)	12.0	20.7	17.0	14.6	13.0		22.2	20.3	18.7	
Youth NEET rate	% of population aged 15-24	10.9	13.2	11.9	11.1	10.9		12.5	12.0	11.5	
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	108.9	101.3	101.7	101.1	:		100.0	100.0		
Labour productivity per hour worked	EU-27 = 100 (based on PPS per hour worked)	108.7	98.8	98.9	99.3	:		100.0	100.0		
Nominal unit labour cost growth	% change from previous year	3.0	1.3	-0.3	0.5	1.6		0.6	0.3		
Real unit labour cost growth	% change from previous year	1.0	-0.6	-1.9	-0.1	0.5		-0.5	-1.0		
Gender pay gap		:	20.5	20.9	20.8 e	:		16.7	16.3	:	
Involuntary temporary employment	as % of total employees	:	:	:	:	:		8.7 u	8.8 u	8.8 u	
Newly employed	share of people in current job 12 months or less in total employment	20.4	15.6	16.6	17.6	17.2		13.8	14.3	14.6	
At-risk-of-poverty rate of unemployed		:	43.9	57.9	48.3	:		47.3	47.5	:	
unemployment trap - tax rate on low wage earners		:	62.7	62.4	61.6	:		74.0	74.0	:	
Inactivity and part-time work due to personal and family responsibilities		:	10.3	10.3	10.3	10.2		5.2	5.3	5.4	
Job vacancy rate	% change over the recent 3 years	:	1.8	2.0	2.2	2.4		1.4	1.5	1.7	
Share of adult population with upper secondary or tertiary education	age 25-64	64.4 u	78.3	79.2	79.7	79.5		75.9	76.5	77.0	
Percentage of adult population participating in education and training	age 25-64	:	16.6	16.3	15.7	14.4		10.8	10.7	10.8	

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

3. Key employment challenges United Kingdom, June 2017

Employment policy area	Key employment challenge	Particularly good labour market outcome
1. Increase labour market participation	The ratio of the youth unemployment rate (15-24) to the overall unemployment rate is comparatively high.	High employment rate for young people (20-29).
2. Enhancing labour market functioning; combating segmentation		High transition rates from temporary to permanent employment. Low share of long-term unemployed.
3. Active labour market policies		
4. Adequate and employment oriented social security systems	Comparatively low transitions by pay level, in particular for women.	
5. Work-life balance	Relatively high inactivity and part-time work partly due to lack of suitable care services for children and other dependents. High level of inactivity and part-time work due to personal and family responsibilities. High employment impact of parenthood.	
6. Job creation		High number of vacancies.
7. Gender equality		
8. Improving skill supply and productivity; Lifelong learning	Skills mismatches persist alongside comparatively low skill levels and progression prospects for parts of the population.	The share of the population with tertiary education is above the EU average.
9. Improving education and training systems		
10. Wage setting mechanisms and labour cost developments		

PART III – Readings from the JAF modules

1. YG module "Results and impact of the Youth Guarantee"

The 2016 data collection exercise (reference year 2015) for monitoring Youth Guarantee (YG) schemes has seen a clear improvement in the completion and quality of data compared to the 2015 exercise. Although in most countries a sound methodological approach for the collection and compilation of YG data under the Indicator Framework is now in place, data are not perfect in all cases and some improvements are still needed⁶. Moreover, it should be noted that the monitoring process under the Indicator Framework is not intended to focus on one indicator ahead of another but to use the combined results of the full indicator set to contribute to an overall interpretation of the situation in each Member State⁷. **The challenges and good outcomes identified for the year 2017 (based on 2015 data) should therefore be treated with caution.**

Member State	Key Employment Challenge ⁸	Particularly Good labour market outcome
Belgium		High proportion of the NEET population covered by the YG*
Bulgaria	Employment rate for younger workers is low, with some positive developments for men. The youth NEET is significantly higher than the EU-average, with some positive developments. The proportion of young people that remain in the YG beyond the 4 month target and the proportion that leave with a positive result within 4 months are not far from the EU average but the coverage rate of the YG target population is low*	

⁶ Key areas for improvement relate to the completion of follow-up data (still not available for 8 Member States) and reducing the number of unknown destinations and subsequent situations in both exit and follow-up data.

⁷ More information on the results per Member State and on the specificities of the data sets can be found in the Member State fiches available at <http://ec.europa.eu/social/main.jsp?catId=1143&langId=en>

⁸ Results for " Positive and timely exits from the YG preparatory phase " refer to young people leaving the YG to take up an offer within four months of joining. In practice, some of the young people that took up an offer after more than four months will have received a confirmed offer of work, education, an apprenticeship or a traineeship earlier but were unable to take it up within the four month monitoring point because the offer started only at a later date. Therefore, results for this indicator are likely to underestimate the number of young people treated within the four month target. At the same time, this approach avoids the risk of counting offers received, and possibly accepted, by the young person but not actually taken up (i.e. not started).

* Results for coverage rates are based on the indicator "average annual stock of young people in the YG preparatory phase / NEET population (annual average)" included in the Indicator Framework for Monitoring the Youth Guarantee. This indicator combines administrative and survey data. Whilst this is not ideal, the indicator is useful to give an approximate indication of the possible proportion of NEETs registered in the YG scheme. Results should therefore be interpreted as an estimation, rather than a definitive measurement, of the extent to which YG schemes achieve the objective of reaching all young people that become, or are already, NEET. Conclusions on the results and impact of the YG in Member States should never be drawn on the basis of this indicator only.

Czech Republic		NEET is low, in particular for men. Youth unemployment is low. High proportion of young people leave the YG with a positive result within the 4 month target.
Denmark		The rate of young NEETs (15-24) is significantly lower than the EU average, this is particularly the case for women. High proportion of young people leave the YG with a positive result within the 4 month target. High proportion of the NEET population covered by the YG*. High proportion of young people in a positive situation 6 months and 12 months after exiting the YG.
Germany		The employment rate for young people is high. The youth unemployment ratio and NEET rate are at very low levels. High proportion of the NEET population covered by the YG*.
Estonia	The proportion of young people that remain in the YG beyond the 4 month target is low and the proportion that leave with a positive result within 4 months is better than the EU average but the coverage rate of the YG target population is low*	Low proportion of young people remain in the YG beyond the 4 month target
Ireland ⁹	High proportion of young people remain in the YG beyond the 4 month target	High proportion of young people in a positive situation 6 months and 12 months after exiting the YG

* Results for coverage rates are based on the indicator "average annual stock of young people in the YG preparatory phase / NEET population (annual average)" included in the Indicator Framework for Monitoring the Youth Guarantee. This indicator combines administrative and survey data. Whilst this is not ideal, the indicator is useful to give an approximate indication of the possible proportion of NEETs registered in the YG scheme. Results should therefore be interpreted as an estimation, rather than a definitive measurement, of the extent to which YG schemes achieve the objective of reaching all young people that become, or are already, NEET. Conclusions on the results and impact of the YG in Member States should never be drawn on the basis of this indicator only.

⁹ For Ireland, 2015 data refer to unemployment benefit recipients aged 18-24 and therefore miss support provided to NEETs aged 16-17 through the education and training system. Moreover, data refer only to unemployment benefit recipients aged 18-24.

Greece	<p>Despite decreasing in recent years, youth unemployment is still high.</p> <p>High incidence of young NEET but showing positive development.</p> <p>Low proportion of young people leave the YG with a positive result within the 4 month target¹⁰.</p>	Significant reduction of early school leavers.
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¹⁰ For Greece, the number of positive outcomes is likely to be understated due i) to the relative high proportion of leavers for which the destination of exits is unknown (some of this group could be in a positive situation) and ii) to remaining jobseekers who continue being treated as stock in the YG, although they have started a traineeship. These two situations occur since there is no obligation for the training providers to announce the traineeship start to the PES.

Spain	<p>Still low (though improving) employment rates for young people.</p> <p>High (though decreasing) incidence of youth unemployment and NEET.</p> <p>High (though decreasing) early school leaving rate.</p> <p>Low (though increasing) share of young people with at least secondary education.</p> <p>The proportion of young people that leave the YG with a positive result within the 4 month target is high but the coverage rate of the YG target population is low although growing fast *</p>	High proportion of young people leave the YG with a positive result within the 4 month target
France	<p>Youth unemployment rate is above the EU average, specifically for lower educated young people (ISCED 0-2)</p> <p>High proportion of young people remain in the YG beyond the 4 month target.</p> <p>Low proportion of young people leave the YG with a positive result within the 4 month target.</p>	High proportion of the NEET population covered by the YG*.
Croatia	<p>Youth unemployment and youth NEET rates are still high, with positive developments</p> <p>The completion rate in tertiary or equivalent education (age group 30-34) is still below the EU-average, especially for men, with positive developments.</p>	<p>Significant drop of unemployment rate for youth aged 15-24</p> <p>Youth education attainment level is significantly (at least upper secondary) higher than the EU-average.</p> <p>Percentage of early school leavers is lower than the EU average.</p> <p>High proportion of the NEET population covered by the YG*.</p> <p>High proportion of young people in a positive situation 6 months and 12 months after exiting the YG.</p>
Italy	<p>Despite decreasing, youth unemployment and NEET rates still higher than EU average.</p> <p>The proportion of young people that leave the YG with a positive result within the 4 month target is high but the coverage rate of the YG target population is low*.</p>	<p>High proportion of young people leave the YG with a positive result within the 4 month target.</p> <p>High proportion of young people in a positive situation 6 months after exiting the YG</p>

Cyprus	High unemployment rate for young people. High (but decreasing) NEET rate. The proportion of young people that remain in the YG beyond the 4 month target is low but the proportion that leave the YG with a positive result within the 4 month target ¹¹ and the coverage rate of the YG target population are low*.	High share of young population with at least upper secondary education. Low proportion of young people remain in the YG beyond the 4 month target
Latvia	The proportion of young people that remain in the YG beyond the 4 month target and the proportion that leave with a positive result within 4 months are around the EU average but the coverage rate of the YG target population is low*	
Lithuania		Unemployment rates for youth show positive development. Low share of early school leavers.
Luxembourg	The proportion of young people that remain in the YG beyond the 4 month target is low but the coverage rate of the YG target population is low*	Low NEET rate Low proportion of young people remain in the YG beyond the 4 month target. High proportion of young people in a positive situation 6 months and 12 months after exiting the YG.
Hungary	The proportion of young people that remain in the YG beyond the 4 month target is low and the proportion that leave with a positive result within 4 months is high but the coverage rate of the YG target population is low*	Low proportion of young people remain in the YG beyond the 4 month target. High proportion of young people leave the YG with a positive result within the 4 month target. High proportion of young people in a positive situation 6 months after exiting the YG.

¹¹ For Cyprus, the number of positive outcomes is likely to be understated due to the relative high proportion of leavers for which the destination on exit is unknown (some of this group could be in a positive situation).

* Results for coverage rates are based on the indicator "average annual stock of young people in the YG preparatory phase / NEET population (annual average)" included in the Indicator Framework for Monitoring the Youth Guarantee. This indicator combines administrative and survey data. Whilst this is not ideal, the indicator is useful to give an approximate indication of the possible proportion of NEETs registered in the YG scheme. Results should therefore be interpreted as an estimation, rather than a definitive measurement, of the extent to which YG schemes achieve the objective of reaching all young people that become, or are already, NEET. Conclusions on the results and impact of the YG in Member States should never be drawn on the basis of this indicator only.

Malta	Early school leaving remains high The proportion of young people that remain in the YG beyond the 4 month target is low and the proportion that leave with a positive result within 4 months is high but the coverage rate of the YG target population is low*	Low proportion of young people remain in the YG beyond the 4 month target. High proportion of young people leave the YG with a positive result within the 4 month target. High proportion of young people in a positive situation 6 months and 12 months after exiting the YG.
Netherlands		Low NEET rate
Austria		Low rate of NEETS (15-24). Low youth unemployment rate. Low proportion of young people remain in the YG beyond the 4 month target. High proportion of the NEET population covered by the YG*. High proportion of young people in a positive situation 6 months and 12 months after exiting the YG
Poland		Low level of early school leavers High proportion of the NEET population covered by the YG*
Portugal	High, although decreasing, level of youth unemployment. Young people with at least upper secondary education below the EU average, but showing positive developments.	Low and decreasing share of inactive NEETs.
Romania	High NEET rates (15- 24) and increasing for women. High and increasing share of inactive NEETs. Low rate of tertiary education attainment (30-34) The proportion of young people that remain in the YG beyond the 4 month target is low but the coverage rate of the YG target population is low.*	Low proportion of young people remain in the YG beyond the 4 month target
Slovenia		

* Results for coverage rates are based on the indicator "average annual stock of young people in the YG preparatory phase / NEET population (annual average)" included in the Indicator Framework for Monitoring the Youth Guarantee. This indicator combines administrative and survey data. Whilst this is not ideal, the indicator is useful to give an approximate indication of the possible proportion of NEETs registered in the YG scheme. Results should therefore be interpreted as an estimation, rather than a definitive measurement, of the extent to which YG schemes achieve the objective of reaching all young people that become, or are already, NEET. Conclusions on the results and impact of the YG in Member States should never be drawn on the basis of this indicator only.

Slovakia	Completion of tertiary education (age 30-34) is low but increasing. High proportion of young people remain in the YG beyond the 4 month target. Low proportion of young people leaves the YG with a positive result within the 4 month target.	
Finland	The youth unemployment ratio is high The youth unemployment and NEET rates are deteriorating.	High proportion of the NEET population covered by the YG*
Sweden		Employment rate for young people is significantly higher than EU average. NEET rate (15-24) is significantly lower than EU average. Early leavers from education and training lower than EU average.
United Kingdom ¹²	The ratio of the youth unemployment rate (15-24) to the overall unemployment rate is comparatively high. The proportion of young people that remain in the YG beyond the 4 month target is around the EU average but the proportion that leaves the YG with a positive result within the 4 month target ¹³ and the coverage rate of the YG target population are low*	High employment rate for young people (20-29).

¹² For the UK, 2015 data refer to flows of young people aged 18-24 on and off unemployment benefits (JSA and the employment element of Universal Credit). Data miss support provided to NEETs aged 16-17 and to older NEETS not claiming unemployment benefits.

¹³ Data refer to exits within 3 months rather than 4. Just over a fifth (22.2%) of those ending a benefit claim in 2015 took up an offer within 3 months, although the destination was unknown for 64.2% of leavers so that the number of positive outcomes is likely to be significantly understated. In the UK when a claimant stops claiming unemployment benefits, they are not obligated to indicate the reason for leaving. As a result, the vast majority of destinations are unknown. It is likely some of these are positive

2. Job Quality Module

Sub-dimension	Indicators and source	Source	Year	Explanation
1.1 Adequate earnings	Mean monthly earnings in PPS, companies with 10 employees or more	Structure of Earnings Survey	2014	
	In-work at-risk-of-poverty rate	SILC	2015	
	Transitions by pay level - Fraction of individuals with at least the same pay level as in the previous year	SILC	2015	
	Q89a - Considering all my efforts and achievements in my job, I feel I get paid appropriately [Agree, about your job?]	Q89a	2015	% tend to agree / strongly agree
1.2 Job and career security	Involuntary temporary employment as (% of employees 15-64)	LFS	2016	
	Labour Transition - employment security	SILC	2015	
	Labour transition temporary to permanent	SILC	2015	
	Q89b - My job offers good prospects for career advancement [Agree, about your job?]	Q89b	2015	% tend to agree / strongly agree
2.1 Skills development	CVT participation	Continuous Vocational Training Survey (CVTS)	2010	
	CVT-hours per participating person	CVTS	2010	
	Q53f - Learning new things [Generally, does your main paid job involve...]	Q53f.	2015	% yes
	Q56 - Tasks do require different skills	Q56	2015	% yes
	Q65c - On-the-job training (co-workers, supervisors) to improve skills in Past 12 months	Q65c	2015	% yes
	Q64 - Skills correspond well to tasks.	Q64	2015	% of all (other categories: need further training, could do more demanding tasks)
2.2 Employability	Participation LLL, employed	LFS	2016	% of employed
	Participation LLL, unemployed	LFS	2016	% of unemployed
	Early leavers from education and training	LFS	2016	% of population 18-24
	Percentage of the population aged 25-64 having completed at least upper secondary education	LFS	2016	
	Individuals who have carried out at least 3 of 6 standard computer related activities	Eurostat's annual model questionnaires on ICT	2014	

Sub-dimension	Indicators and source	Source	Year	
3.1 Health and safety at work	Serious accidents at work per 100 000 persons in employment	European Statistics on Accidents at Work (ESAW)	2014	
	FACTOR NO Unhealthy Exposure	Q29a-i	2015	Original variables: % almost never/never exposure to vibrations, noise, high/low temperature etc
	FACTOR NO Unhealthy Activities	Q30a-e	2015	Original variables: % almost never/never in painful positions; moving people or heavy loads etc
	Q33 - Well informed on risks regarding health and safety risks related to job	Q33	2015	% very well/well informed
	Q73 - Health or safety NOT at risk because of your work?	Q73	2015	% not thinking their health or safety is at risk because of your work
	Q74 - Work does NOT affect health	Q74	2015	% thinking their work does not affect their health
	FACTOR NO Harrassment etc	Q80 a-d, Q81 a-c	2015	original variables: % of those thinking they are not subject to verbal abuse, unwanted attention, threats, humiliation etc
3.2 Work intensity	Q84a - Work when sick over past 12 months	Q84a	2015	% no
	Q49a - NOT Working at very high speed	Q49a	2015	% almost never / never
	Q49b - NOT Working to tight deadlines	Q49b	2015	% almost never / never
	Q61g - Enough time to get the job done	Q61g	2015	% almost / most of the time
	Q61m - NOT experience stress in work	Q61m	2015	% rarely / never
3.3 Autonomy	Q50a - Pace of work does NOT depend on the work done by colleagues	Q50a	2015	% no
	Q50d - Pace of work does NOT depend on automatic speed of a machine or movement of a product	Q50d	2015	% no
	Q50e - Pace of work does NOT depend on the direct control of boss	Q50e	2015	% no
	Q51 Do NOT often have to interrupt a task in order to take on an unforeseen task	Q51	2015	% never
	FACTOR Autonomy and Impact	Q61c,d,f,i,n / 53 a,b,c, / 54a,b,c	2015	Original variables: % Always / most of the time consulted on objectives, on organising processes, able to take break whenever want, apply own ideas etc
	Q60a - Team members decide by themselves on the division of tasks	Q60a	2015	
	Q60c - Team member decide themselves on the timetable of the work	Q60c	2015	
3.4 Collective Interest Representation	Union density rate, net union membership as a proportion of wage earners in employment (ICTWSS database)	Database on Institutional Characteristics of Trade Unions, Wage Setting, State Intervention and Social Pacts (ICTWSS)	2012/13	Index
	Q71b - Health and safety delegate or committee exist at my organisation	Q71a	2015	% yes
	Q71c - Regular meeting in which employees can express their views about what is happening	Q71b	2015	% yes
	Regular meetings in which employees can express views about what is happening	Q71c	2015	% yes

Sub-dimension	Indicators and source	Source		
4.1 Work-life balance	Inactivity due to family or personal responsibilities	LFS	2016	% population 15-64
	Part-time work due to family or personal responsibilities	LFS	2016	% population 15-64
	Lacking formal care for small children: % of children <3 years not formally cared for	SILC	2015	
	Employment impact of parenthood - men	LFS	2015	
	Employment impact of parenthood - women	LFS	2015	
	Q42 - How are your working time arrangements set? (more flexible)	Q42 (3 and 4)	2015	% 'can adapt within limits' and 'entirely free'
	Q47 - Arranging to take an hour or two off during working hours to take care of personal or family matters is rel. easy	Q47 (1 and 2)	2015	% very easy / fairly easy
	Q39e - Do you work...? - Shifts	Q39e	2015	% no
	Q44 -Working hours fit in well with family or social commitments outside work	Q44	2015	% very well / well
	Q46 - NOT Often have worked in free time to meet work demands	Q46	2015	% less often / never
4.2 Gender balance	Gender pay gap	Structure of Earnings Survey	2014	
	Gender employment gap	LFS	2015	
	Q62 - Immediate boss a woman?	Q62	2015	% woman

1.1 Adequate Earnings					1.2 Job and Career Security					2.1 Skills development				
	Mean monthly earnings in PPS, companies with 10 employees or more	In-work at-risk-of-poverty rate	Transitions by pay level - Fraction of individuals with at least the same pay as in the previous year	Q89a - Considering all my efforts and achievements in my job, I feel I get paid appropriately [Agree, about your job?]	Involuntary temporary employment as % of total employees 15-64	Labour Transition - employment security	Labour transition temporary to permanent	Q89b - My job offers good prospects for career advancement [Agree, about your job?]	CVT participation	CVT-hours per participating person	Q53f - Learning new things [Generally, does your main paid job involve...]	Q56 - Tasks do require different skills	Q65c - On-the-job training (co-workers, supervisors) to improve skills in Past 12 months	Q64 - Skills correspond well to tasks.
EU28	2560.0	9.5	82.4	30.8	8.8	91.8	84.0	39.1	38.0	25.0	71.0	78.3	32.8	57.0
BE	3216.0	4.5	79.8	23.2	7.0	92.7	81.7	38.3	52.0	34.0	77.0	85.3	39.0	60.8
BG	431.0	7.8	81.9	31.7	2.8	94.4	76.3	37.2	22.0	24.0	66.2	78.6	22.7	69.5
CZ	925.0	4.0	83.6	20.6	7.8	92.6	91.4	31.9	61.0	14.0	64.4	80.4	35.2	57.9
DK	4194.0	5.1	75.5	22.2	5.0	91.7	82.5	24.0	37.0	0.0	89.4	89.8	49.7	54.5
DE	3045.0	9.6	85.2	23.3	0.9	92.4	86.9	42.3	39.0	23.0	64.5	78.2	37.0	53.5
EE	1066.0	10.3	76.4	30.0	5.3	91.3	77.2	33.7	31.0	26.0	81.3	76.1	50.5	49.5
IE	3778.0	4.8	84.2	33.2	8.5	91.9	82.9	33.2	16.0	19.0	80.1	74.5	51.4	54.8
EL	13.4	13.4	85.9	42.2	23.9	89.0	88.0	33.2	48.0	20.0	50.0	48.8	15.0	56.6
ES	1985.0	13.2	84.0	36.8	9.9	92.7	79.6	44.8	45.0	28.0	71.0	85.8	22.5	55.2
FR	2775.0	7.5	81.5	46.1	10.2	92.8	82.5	44.0	36.0	23.0	84.4	83.6	31.9	56.1
IT	2458.0	11.6	82.9	26.8	15.1	91.8	80.9	47.0	37.0	27.0	58.8	62.0	15.1	64.7
CY	1840.0	9.2	84.4	21.6	1.9	90.4	87.4	28.0	37.0	27.0	59.6	64.0	40.4	53.8
LV	806.0	9.4	76.6	37.4	1.3	89.1	86.3	35.5	24.0	15.0	55.6	47.4	28.3	60.8
LT	706.0	10.2	79.2	36.8	5.4	94.5	78.3	45.6	19.0	34.0	56.5	88.9	32.6	61.1
LU	4206.0	11.6	84.8	29.7	7.8	92.5	82.3	38.2	51.0	38.0	84.2	87.5	40.5	54.1
HU	811.0	9.3	77.4	27.1	17.8	91.2	79.5	30.4	19.0	32.0	53.2	57.6	19.7	53.2
HR	5.8	5.8	83.2	37.8	3.4	87.2	86.8	45.8	23.0	29.0	70.0	94.3	24.7	61.8
MT	1720.0	5.3	85.3	34.6	9.9	95.0	90.6	33.3	36.0	40.0	85.2	80.0	40.7	59.3
NL	2988.0	5.1	85.7	29.4	0.8	91.6	92.5	38.9	39.0	35.0	80.0	92.3	38.0	58.7
AT	2806.0	7.8	77.8	21.2	17.2	88.3	85.5	38.9	33.0	30.0	72.3	85.4	29.4	46.0
PL	980.0	11.3	83.8	25.8	18.9	91.0	90.6	28.5	31.0	22.0	62.2	43.6	34.4	57.3
PT	1249.0	10.9	81.9	32.3	1.1	90.7	86.7	37.8	40.0	42.0	58.2	57.5	14.1	75.9
RO	521.0	18.6	88.0	22.9	9.7	96.9	97.4	30.5	18.0	38.0	63.3	71.8	29.4	50.6
SI	1582.0	6.7	81.5	41.5	6.6	91.2	78.7	41.0	43.0	37.0	83.3	92.4	38.6	50.4
SK	930.0	6.1	78.4	30.4	11.2	93.6	89.8	42.0	44.0	28.0	63.8	75.7	51.1	60.9
FI	3232.0	3.5	80.1	32.3	8.9	87.4	71.3	35.1	40.0	23.0	88.9	92.1	55.0	68.8
SE	3578.0	7.2	76.3	28.0	0.0	91.8	78.9	36.5	47.0	24.0	90.4	86.5	47.8	55.4
UK	3151.0	8.3	76.7	30.0	0.0	91.5	85.0	31.2	31.0	25.0	81.7	81.1	52.1	57.6

	2.2 Employability					3.1 Health and Safety at Work												
	Participati on LLL, employed	Participation LLL, unemployed	Early leavers from education and training (% of population)	Percentage of the population aged 25-64 having completed at least upper secondary education	Individuals who have carried out at least 3 of 6 standard computer related activities	Serious accidents at work per 100 000 persons in employment	FAC Exposure	FAC Activity	Q33 - Well informed on risks regarding health and safety risks related to job	Q73 - Health or safety NOT at risk because of your work?	Q74 - Work does NOT affect health	FAC Harrasment etc	Q84a - Work when sick over past 12 months	Q49a - NOT Working at very high speed	Q49b - NOT Working to tight deadlines	Q61g - Enough time to get the job done	Q61m - NOT experience stress in work	
EU28	11.6	9.6	10.7	77.0	56.0	16.5	0.0	0.0	89.4	76.0	62.4	0.0	57.4	40.0	37.0	73.0	34.1	
BE	6.8	8.3	8.8	75.1	54.0	18.3	115.2	76.9	85.7	74.7	59.5	-54.1	46.8	41.9	34.8	74.6	28.3	
BG	1.6		13.8	82.3	37.0	0.0	15.3	-18.8	96.4	74.4	67.1	160.1	77.1	66.4	44.2	90.0	59.0	
CZ	9.7	4.9	6.6	93.4	51.0	36.3	59.0	97.1	95.6	86.6	76.9	-8.8	71.4	48.8	45.0	71.8	38.7	
DK	27.3	34.4	7.2	80.7	69.0	13.2	95.0	89.8	89.9	79.8	52.3	-104.3	38.2	22.9	30.0	66.6	42.3	
DE	8.2	6.9	10.2	86.5	65.0	14.9	61.9	91.8	91.2	82.1	65.4	19.9	67.5	37.7	34.7	70.5	27.0	
EE	17.8	10.2	10.9	89.1	63.0	17.5	-60.8	58.9	94.5	67.8	47.1	-24.7	56.1	43.5	42.9	83.5	45.7	
IE	5.1	8.4	6.3	80.1	49.0	17.4	69.5	115.2	93.2	79.2	63.6	-78.9	47.8	48.9	32.0	75.0	31.4	
EL	3.9	3.3	6.2	71.8	46.0	7.4	-93.8	-217.5	87.1	76.1	61.6	93.3	53.7	22.0	32.7	72.1	21.8	
ES	9.4	11.0	19.0	58.3	58.0	25.9	-41.0	-136.8	88.5	64.3	54.5	65.6	56.3	35.9	36.7	74.7	33.4	
FR	21.0	14.5	8.8	78.1	61.0	15.0	-97.6	-57.9	78.9	66.1	54.0	-108.0	37.9	47.1	41.3	73.3	32.8	
IT	9.1	5.1	13.8	60.1	48.0	31.8	106.2	68.4	85.2	87.3	73.2	114.4	72.5	38.7	46.1	77.7	39.6	
CY	6.8	5.5	7.7	79.6	44.0	29.3	-66.0	-208.5	92.2	78.4	71.2	43.3	56.0	11.3	20.4	75.0	37.7	
LV	7.6	8.2	10.0	90.7	55.0		-159.0	35.8	92.7	66.4	50.4	-2.6	67.0	65.6	50.0	81.6	40.3	
LT	6.7			94.6	56.0		-135.4	-80.3	96.2	72.3	58.2	38.1	74.9	48.5	41.8	84.3	49.2	
LU	18.7	20.5	5.5	78.4	76.0	14.5	87.8	36.1	84.2	73.0	61.1	-67.4	41.2	43.2	40.5	78.4	27.0	
HU	7.4	1.9	12.4	83.4	52.0	22.5	-109.0	20.7	91.8	81.9	74.0	102.9	69.9	31.7	36.7	78.7	37.4	
HR	2.6	3.0	2.8	83.1	41.0	23.7	3.2	-106.0	89.8	73.0	55.4	65.1	59.2	47.2	43.0	78.4	37.3	
MT	8.7	9.4	19.6	45.2	48.0		87.0	51.1	80.8	73.1	55.6	80.5	30.8	37.0	28.6	77.8	25.9	
NL	20.6	18.1	8.0	77.1	62.0	11.1	173.2	141.4	84.2	80.4	52.3	-255.3	52.7	35.5	42.9	71.8	41.8	
AT	15.6	16.3	6.9	84.5	64.0	16.4	24.9	65.7	90.6	75.4	64.6	-13.0	63.8	35.8	38.7	73.7	26.4	
PL	4.2	3.3	5.2	91.3	42.0	42.5	-107.9	6.1	95.5	79.8	63.3	99.1	76.0	53.8	44.4	73.7	37.0	
PT	10.0	9.6	14.0	46.9	55.0	18.1	146.7	-31.5	92.1	86.6	79.3	162.8	79.9	48.6	51.4	76.3	40.6	
RO	1.0		18.5	76.7	19.0	5.1	-210.5	-207.7	94.7	78.4	76.2	60.3	69.5	17.8	23.6	81.3	51.8	
SI	13.0	11.1	4.9	87.3	52.0	28.7	25.9	-19.2	93.2	65.1	45.3	-29.3	45.5	31.1	38.9	79.7	37.1	
SK	3.1	1.6	7.4	91.9	56.0	13.5	-30.7	28.2	95.9	76.5	67.3	-2.1	57.5	49.6	50.6	65.7	34.8	
FI	28.2	21.2	7.9	88.1	78.0	5.3	-85.1	13.6	89.2	75.1	52.1	-77.2	49.0	33.1	32.6	74.1	37.2	
SE	28.7	42.9	7.4	85.0	71.0	7.2	76.0	-13.5	87.0	53.9	43.6	-190.5	42.8	23.3	31.3	67.4	23.7	
UK	15.9	13.3	11.2	79.5	65.0	10.2	49.6	100.8	94.3	82.0	66.8	-89.1	40.7	44.6	25.6	65.5	31.1	

	3.3 Autonomy							3.4 Collective Interest Representation				
	Q50a - Pace of work does NOT depend on the work done by colleagues	Q50d - Pace of work does NOT depend on automatic speed of a machine or movement of a product	Q50e - Pace of work does NOT depend on the direct control of boss	Q51 Do NOT often you have to interrupt a task in order to take on an unforeseen task	FAC Autonomy and Impact	Q60a - Team members decide by themselves on the division of tasks	Q60c - Team member decide themselves on the timetable of the work	Union density rate, net union membership as a proportion of wage earners in employment (ICTWSS database)	Q71a - Trade union, works council or a similar committee representing employees exists at my organsiation	Q71b - Health and safety delegate or committee exist at my organisation	Q71c - Regular meeting in which employees can express their views about what is happening	
EU28	60.8	81.4	64.4	21.9	0.0	56.2	40.6	27.9	49.8	57.5	53.8	
BE	62.3	86.4	64.4	18.6	72.0	58.0	49.0	55.1	66.1	67.3	58.2	
BG	50.1	81.7	47.5	35.5	-141.8	38.6	21.8	17.5	29.4	41.8	59.8	
CZ	58.0	80.9	55.6	29.3	-87.1	50.6	48.9	12.7	35.2	46.9	55.5	
DK	54.3	87.0	77.4	10.1	165.0	80.2	59.9	66.8	73.0	80.5	72.7	
DE	73.4	83.9	76.5	24.1	-76.0	59.7	45.2	17.7	51.0	54.9	58.1	
EE	46.7	80.0	73.6	20.7	88.7	55.2	32.8	6.5	28.6	53.2	58.8	
IE	52.4	84.0	59.1	16.7	65.1	57.3	44.3	33.7	46.2	75.7	59.5	
EL	57.9	71.3	55.9	25.3	-106.4	30.6	32.1	21.5	34.4	27.3	37.9	
ES	57.0	75.3	58.8	22.7	12.1	49.0	22.6	16.9	51.7	50.1	45.8	
FR	52.9	84.0	60.1	15.7	52.4	56.8	42.5	7.7	65.6	64.1	59.8	
IT	70.2	83.4	68.6	28.8	-6.5	49.7	43.4	37.3	44.3	45.2	43.4	
CY	57.1	74.0	36.7	22.6	-116.4	31.8	33.3	45.2	35.7	39.0	50.0	
LV	58.2	85.2	62.0	38.1	-84.4	55.0	40.0	13.1	36.6	50.5	58.1	
LT	48.4	78.2	59.5	34.4	-74.9	50.4	37.0	9.0	28.9	33.6	50.6	
LU	51.4	80.6	62.9	16.2	105.1	60.9	45.5	32.8	68.8	68.8	54.5	
HU	52.9	79.0	40.4	31.9	-108.1	57.8	37.6	10.7	32.3	38.7	26.4	
HR	55.0	83.3	57.6	25.4	-90.9	56.0	50.0	30.9	45.1	41.8	42.7	
MT	44.0	84.6	52.0	14.8	185.7	52.6	47.4	52.9	47.8	56.5	52.2	
NL	69.8	86.5	78.6	12.3	127.5	69.8	52.3	18.0	61.9	59.0	58.5	
AT	63.4	82.1	63.9	26.5	44.3	65.5	55.4	27.4	52.4	50.2	53.6	
PL	69.1	82.7	63.8	30.2	-56.5	53.8	43.6	12.7	27.8	54.8	36.0	
PT	64.9	78.8	64.9	22.1	-53.9	43.5	13.1	18.5	32.3	30.3	32.5	
RO	55.4	61.1	56.7	22.5	-60.2	53.5	42.4	19.8	41.1	64.0	60.6	
SI	45.8	82.0	70.3	19.5	36.7	59.0	38.3	21.2	60.4	39.8	54.5	
SK	63.9	80.5	56.1	33.0	-163.3	43.8	36.0	13.3	40.5	60.8	57.5	
FI	59.0	82.7	87.1	10.5	150.7	77.0	54.6	69.0	74.3	81.3	64.8	
SE	54.6	89.5	81.1	13.2	62.9	74.7	48.2	67.4	84.0	79.4	78.3	
UK	50.9	85.7	58.9	14.3	58.3	58.9	45.4	25.7	45.5	77.5	64.9	

	4.1 Work-Life Balance										4.2 Gender Balance		
	Inactivity due to family or personal responsibilities (% 15-64)	Part-time work due to family or personal responsibilities (% 15-64)	Lacking formal care for small children: % of children <3 years not formally cared for	Employment impact of parenthood - men	Employment impact of parenthood - women	Q42 - How are your working time arrangements set? (more flexible)	Q47 - Arranging to take an hour or two off during working hours to take care of personal or family matters is really easy	Q39e - Do you work...? - Shifts	Q44 - Working hours fit in well with family or social commitments outside work	Q46 - NOT Often have worked in free time to meet work demands	Gender pay gap	Gender employment gap	Q62 - Immediate boss a woman?
EU28	2.6	2.8	69.7	-11.9	8.6	34.9	65.7	78.7	81.3	78.1	16.3	11.6	33.9
BE	1.5	3.1	49.9	-13.2	0.4	42.0	68.6	84.7	85.5	71.1	6.5	9.3	35.7
BG	2.8		91.0	-6.2	14.0	18.2	71.3	74.8	83.9	86.2	15.4	7.3	33.1
CZ	4.3	0.8	97.1	-7.7	34.8	28.0	42.0	76.7	84.9	77.8	22.5	16.0	33.8
DK	0.4	0.5	22.7	-13.0	1.1	55.3	76.2	89.7	86.2	71.6	15.1	6.7	41.3
DE	2.2	4.9	74.1	-8.5	17.2	34.5	54.6	79.0	83.4	85.7	22.0	8.3	28.2
EE	4.1	0.7	78.5	-8.9	22.0	35.9	70.0	74.7	82.4	78.7	26.9	8.2	43.8
IE	4.5	2.6	69.4	-12.2	7.2	34.2	78.0	78.6	85.4	71.3	13.9	12.3	40.0
EL	1.5	0.1	88.6	-21.5	-0.5	39.0	50.9	77.6	73.4	76.2	15.0	19.0	25.0
ES	1.6	0.9	60.3	-14.0	-0.6	28.5	67.8	77.0	75.4	80.5	14.9	11.5	32.6
FR	2.4	2.3	58.2	-10.5	9.7	37.9	63.3	82.2	77.1	70.7	15.8	7.5	35.7
IT	3.4	1.6	72.7	-18.4	-0.7	37.5	66.7	82.1	81.7	83.1	5.5	20.1	29.7
CY	2.4	0.6	79.2	-15.5	1.7	23.1	55.8	84.9	83.0	81.1	14.0	9.8	23.8
LV	1.6	0.3	77.2	-14.4	9.5	29.7	73.0	79.7	82.4	80.5	17.0	2.9	39.8
LT	1.0		90.3	-12.6	3.0	21.1	66.1	81.4	81.4	77.8	14.2	1.9	41.7
LU	1.6	3.5	48.1	-11.4	-2.8	36.8	67.6	81.1	84.2	75.7	5.5	11.0	29.4
HU	4.5	0.3	84.7	-9.0	35.8	26.7	54.5	75.9	79.3	78.7	14.0	14.0	33.2
HR	1.4	0.2	88.2	-18.9	-5.7	23.3	60.4	60.1	82.8	77.9	10.4	9.6	32.6
MT	2.9	1.5	82.1	-9.6	8.8	22.2	81.5	77.8	81.5	76.9	10.6	27.6	26.1
NL	1.4	9.4	53.7	-11.3	2.4	52.5	85.0	85.7	88.1	68.8	16.1	11.0	30.8
AT	2.0	6.3	77.8	-7.4	10.2	41.7	67.1	89.6	86.8	80.6	21.7	7.8	28.7
PL	3.2	0.3	94.6	-15.2	6.4	31.7	65.8	68.6	83.3	80.8	7.7	14.2	35.1
PT	1.2	0.2	52.8	-17.0	-7.6	32.1	64.7	83.7	80.7	82.6	17.8	6.8	36.0
RO	1.0	0.1	90.6	-8.4	6.9	23.6	66.5	73.3	91.8	85.8	5.8	17.6	32.9
SI	0.7	0.6	62.6	-15.7	-4.1	36.8	60.3	75.2	79.4	71.3	8.1	6.6	38.2
SK	4.7	0.1	98.9	-10.2	32.4	17.6	48.2	68.6	85.0	81.6	19.6	14.2	34.0
FI	2.0	0.9	67.4	-15.3	15.8	54.6	80.0	80.2	85.6	75.9	17.3	3.3	44.3
SE	0.7	2.7	36.0	-12.3	-0.2	58.0	78.2	82.4	83.1	74.0	14.0	3.8	45.9
UK	4.4	5.8	69.6	-8.0	16.0	37.4	75.4	78.1	82.1	67.5	20.8	11.0	41.3

Annex A. National Targets

Table A1: National employment rate, education and sub-targets

MS	Employment rate (Headline target: 75% for age group 20-64)	Early leavers from education and training (Headline target: less than 10%)	Tertiary educational attainment (Headline target: at least 40%)	National sub-targets (%)
AT	77-78	9.5	38	
BE	73.2	9.5	47	ER of women 69.1; NEET 8.2; ER of older workers 50.0; difference between ER-non and EU citizens <16.5
BG	76	11	36	Reducing the level of unemployment among young people (aged 15-29) to 7% in 2020; Achieving a level of Employment among elderly people (aged 55-64) of 53% in 2020
CY	75-77	10	46	
CZ	75	5.5	32	ER of women 65.0; ER of older workers 55.0; unemployment rate (15-24) reduced by 1/3; unemployment rate of low-skilled reduced (ISCED 0- 2) by 1/4.
DE	77	less than 10	42	ER older workers 60.0; ER of women 73.0
DK	80	less than 10	at least 40	95% of a youth cohort should complete upper secondary educ. and 50% tertiary educ.
EE	76	9.5	40	Youth unemployment 10.0; long-term unemployment 2.5; productivity per employed person 80.0; share of adults (25-64) with no professional qualification 30.0; participation rate in lifelong learning among adults (25-64) 20.0; labour participation rate (15-64) 75.0
EL	70	9.7	32	
ES	74	15	44	ER of women 68.5
FI	78	8	42	
FR	75	9.5	50	ER of women 70.0
HR	65.2	4	35	
HU	75	10	34	
IE	69-71	8	60	
IT	67-69	15-16	26-27	
LT	72.8	less than 9	40	ER of women 69.5; ER of men 76.5; ER of older workers 53.4
LU	73	less than 10	40	
LV	73	13.4	34-36	
MT	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	well over 80	less than 10	40-45	
SI	75	5	40	
SK	72	6	40	Long-term unemployment rate of 3% by 2020
UK	n.a.	n.a.	n.a.	
EU average*	73.7-74.0			

Source: National Reform Programmes 2017

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

Table A2: EU and national headline target benchmark, reference year 2016

Country		EU28	BE	BG	CZ	DK	DE	EE	IE	EL	ES	FR	HR	IT	CY	LV	LT	LU	HU	MT	NL	AT	PL	PT	RO	SI	SK	FI	SE	UK
Overall employment rate	difference to target	-3.9	-7.3	-7.3	1.7	2.4	3.7	1.6	-4.7	-18.8	-11.1	-5.0	-13.6	-13.4	-6.2	-1.8	0.2	-4.3	-3.5	-5.4	2.1	-0.2	-5.7	-4.4	-8.7	-4.9	-5.2	-1.6	6.2	2.6
	difference to EU average	0.0	-3.4	-3.4	5.6	6.3	7.6	5.5	-0.8	-14.9	-7.2	-1.1	-9.7	-9.5	-2.3	2.1	4.1	-0.4	0.4	-1.5	6.0	3.7	-1.8	-0.5	-4.8	-1.0	-1.3	2.3	10.1	6.5
	difference to national target	-3.9	-5.5	-8.3	1.7	-2.6	1.7	0.6	1.3	-13.8	-10.1	-5.0	:	-5.4	-6.2	0.2	2.4	-2.3	-3.5	-0.4	-2.9	-2.2	-1.7	-4.4	-3.7	-4.9	-2.2	-4.6	1.2	:
Early leavers from education and training	difference to target	0.7	-1.2	3.8	-3.4	-2.8	0.2	0.9	-3.7	-3.8	9.0	-1.2	-7.2	3.8	-2.3	0.0	-5.2	-4.5	2.4	9.6	-2.0	-3.1	-4.8	4.0	8.5	-5.1	-2.6	-2.1	-2.6	1.2
	difference to EU average	0.0	-1.9	3.1	-4.1	-3.5	-0.5	0.2	-4.4	-4.5	8.3	-1.9	-7.9	3.1	-3.0	-0.7	-5.9	-5.2	1.7	8.9	-2.7	-3.8	-5.5	3.3	7.8	-5.8	-3.3	-2.8	-3.3	0.5
	difference to national target	0.7	-0.7	2.8	1.1	-2.8	0.2	1.4	-1.7	-3.8	4.0	-0.7	:	-2.2	-2.3	0.0	-4.2	-4.5	2.4	9.6	0.0	-2.6	0.7	4.0	7.2	-0.1	1.4	-0.1	0.4	:
Tertiary educational attainment	difference to target	-0.9	5.6	-6.2	-7.2	7.7	-6.8	5.4	12.9	2.7	0.1	3.6	-10.5	-13.8	13.4	2.8	18.7	14.6	-7.0	-10.2	5.7	0.1	4.6	-5.4	-14.4	4.2	-8.5	6.1	11.0	8.1
	difference to EU average	0.0	6.5	-5.3	-6.3	8.6	-5.9	6.3	13.8	3.6	1.0	4.5	-9.6	-12.9	14.3	3.7	19.6	15.5	-6.1	-9.3	6.6	1.0	5.5	-4.5	-13.5	5.1	-7.6	7.0	11.9	9.0
	difference national target	-0.9	-1.4	-2.2	0.8	7.7	-8.8	5.4	-7.1	10.7	-3.9	-6.4	:	0.2	7.4	8.8	10.0	-11.4	-1.0	-3.2	5.7	2.1	-0.4	-5.4	-1.1	4.2	-8.5	4.1	6.0	:

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 in 2015 and the national targets.

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

Annex B. Statistical Data

Table B1: National employment rate targets compared to current and projected 2020 employment rates (all age group 20-64)

Member State															estimated ¹⁾	2020 national employment rate target (%)	Context data						
																	Average annual employment growth during "pre-crisis" period (from 2000 to 2008) (%)	Estimated average annual 2016 - 2020 employment growth necessary to reach national target (%) May '17 EPM	Projected growth 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)		
	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015			2016	2017	2018	2020	2000-08 ²⁾	2016-20	2010-20
AT	71.8	72.0	69.5	70.4	71.6	72.8	73.8	73.4	73.9	74.2	74.4	74.6	74.2	74.3	74.8	74.8	74.8	77-78	0.4	1.6-1.9	0.8	76.8	0.2-1.2
BE	65.0	64.7	65.6	66.5	66.5	67.7	68.0	67.1	67.6	67.3	67.2	67.2	67.3	67.2	67.7	68.0	68.4	73.2	0.6	2.3	0.3	69.9	3.3
BG	55.8	58.0	60.1	61.9	65.1	68.4	70.7	68.8	64.7	62.9	63.0	63.5	65.1	67.1	67.7	69.0	70.5	76.0	-0.8	1.4	-1.3	66.7	9.3
CY	74.9	75.2	75.1	74.4	75.8	76.8	76.5	75.3	75.0	73.4	70.2	67.2	67.6	67.9	68.8	69.8	70.7	75-77	2.6	2.8-3.5	0.5	69.6	5.4-7.4
CZ	71.6	70.7	70.1	70.7	71.2	72.0	72.4	70.9	70.4	70.9	71.5	72.5	73.5	74.8	76.7	77.6	78.3	75.0	0.6	-1.4	-0.8	75.0	0.0
DE	68.7	68.3	68.2	69.4	71.1	72.9	74.0	74.2	75.0	76.5	76.9	77.3	77.7	78.0	78.7	79.0	79.5	77.0	-0.2	-0.3	0.4	78.7	-1.7
DK	77.7	77.3	77.6	78.0	79.4	79.0	79.7	77.5	75.8	75.7	75.4	75.6	75.9	76.5	77.4	77.6	77.8	80.0	0.1	1.5	0.4	78.4	1.6
EE	68.0	69.6	70.3	72.0	75.9	76.9	77.1	70.0	66.8	70.6	72.2	73.3	74.3	76.5	76.6	77.3	78.0	76.0	-0.4	-0.9	-0.6	75.7	0.3
EL	62.5	63.6	63.9	64.4	65.6	65.8	66.3	65.6	63.8	59.6	55.0	52.9	53.3	54.9	56.2	57.5	59.0	70.0	0.8	4.7	-0.8	60.5	9.5
ES	63.1	64.3	65.4	67.5	69.0	69.7	68.5	64.0	62.8	62.0	59.6	58.6	59.9	62.0	63.9	65.6	67.3	74.0	2.1	3.3	-0.5	66.3	7.7
FI	72.6	72.2	72.2	73.0	73.9	74.8	75.8	73.5	73.0	73.8	74.0	73.3	73.1	72.9	73.4	73.9	74.6	78.0	0.3	1.3	-0.3	74.8	3.2
FR	69.3	69.8	69.6	69.4	69.4	69.9	70.5	69.5	69.3	69.2	69.4	69.5	69.3	69.5	70.0	70.6	71.4	75.0	0.9	1.7	0.2	71.0	4.0
HR		58.4	59.5	59.9	60.6	63.9	64.9	64.2	62.1	59.8	58.1	57.2	59.2	60.6	61.4	63.3	64.8	65.2	0.8	0.5	-0.8	60.0	5.2
HU	61.4	62.4	62.1	62.2	62.6	62.3	61.5	60.1	59.9	60.4	61.6	63.0	66.7	68.9	71.5	72.4	73.1	75.0	0.1	0.4	-0.6	70.9	4.1
IE	70.7	70.6	71.5	72.6	73.4	73.8	72.2	66.9	64.6	63.8	63.7	65.5	67.0	68.7	70.3	71.8	72.9	69-71	3.0	0-0.7	-0.1	67.6	1.4-3.4
IT	59.4	60.0	61.6	61.5	62.4	62.7	62.9	61.6	61.0	61.0	60.9	59.7	59.9	60.5	61.6	62.1	62.8	67-69	0	1.9-2.6	-0.1	62.9	4.1-6.1
LT	67.2	68.9	69.3	70.7	71.3	72.7	72.0	67.0	64.3	66.9	68.5	69.9	71.8	73.3	75.2	76.9	78.6	72.8	-0.8	-2.4	-1.5	69.9	2.9
LU	67.8	67.2	67.7	69.0	69.1	69.6	68.8	70.4	70.7	70.1	71.4	71.1	72.1	70.9	70.7	71.0	71.6	73.0	1.2	3.1	2.6	72.1	0.9
LV	66.5	67.8	67.9	69.1	73.2	75.2	75.4	66.6	64.3	66.3	68.1	69.7	70.7	72.5	73.2	74.7	76.3	73.0	-0.9	-1.8	-1.6	70.9	2.1
MT	57.7	57.8	57.9	57.4	57.9	58.6	59.2	59.0	60.1	61.6	63.1	64.8	66.4	67.8	69.6	71.2	72.8	70.0	1.3	0.6	0.4	69.4	0.6
NL	75.8	75.2	74.9	75.1	76.3	77.8	78.9	78.8	76.8	76.4	76.6	75.9	75.4	76.4	77.1	78.1	79.0	80.0	0.2	1.2	0.1	78.0	2.0
PL	57.4	57.1	57.3	58.3	60.1	62.7	65.0	64.9	64.3	64.5	64.7	64.9	66.5	67.8	69.3	70.1	70.7	71.0	0.4	-0.3	-0.6	68.2	2.8
PT	73.6	72.9	72.5	72.2	72.6	72.5	73.1	71.1	70.3	68.8	66.3	65.4	67.6	69.1	70.6	72.1	73.2	75.0	0.5	1.0	-0.7	69.8	5.2
RO	63.3	63.7	63.5	63.6	64.8	64.4	64.4	63.5	64.8	63.8	64.8	64.7	65.7	66.0	66.3	67.2	68.3	70.0	0.2	0.2	-0.9	64.9	5.1
SE	78.5	77.9	77.4	77.9	78.8	80.1	80.4	78.3	78.1	79.4	79.4	79.8	80.0	80.5	81.2	81.6	82.1	well over 80	0.5	0.3	0.6	82.0	-2.0
SI	69.0	68.1	70.4	71.1	71.5	72.4	73.0	71.9	70.3	68.4	68.3	67.2	67.7	69.1	70.1	72.0	73.7	75.0	0.5	0.9	-0.6	72.1	2.9
SK	63.6	64.8	63.7	64.5	66.0	67.2	68.8	66.4	64.6	65.0	65.1	65.0	65.9	67.7	69.8	71.2	72.5	72	0.9	0.2	-0.3	66.7	5.3
UK	74.5	74.7	75.0	75.2	75.2	75.2	75.2	73.9	73.5	73.5	74.1	74.8	76.2	76.8	77.6	77.6	77.4	n.a.	0.8	n.a.	0.5	76.7	n.a.
EU28	66.8	67.0	67.3	67.9	68.9	69.8	70.3	69.0	68.6	68.6	68.4	68.4	69.2	70.1	71.0	71.7	72.5	75	0.5	1.2	-0.1	71.3	3.7
EA19	66.6	66.9	67.2	67.9	69.0	69.9	70.2	68.8	68.4	68.4	68.0	67.7	68.2	69.0		64.7	73.8-74.2	0.5	1.31-1.45	1.0	70.8	n.a.	

Sources: EU Labour Force Survey, National Reform Programmes 2017, DG Employment calculations based on EU LFS, AMECO database April 2015, Eurostat population projections (2015), EPC Ageing Working Group 2015 Ageing Report, Base year: 2015

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

1) Estimated on the basis of the EU Commission's Spring 2016 Economic Forecast (employment growth) and Eurostat 2015 population projection.

2) EU28 as from 2002

PT: Break in the series between 2011 and 2012

Annex C. EPM Dashboard

The EPM dashboard includes the main indicators under the 10 JAF Policy Areas. The objective of the dashboard is to identify common EU "trends to watch" and "positive recent trends" with the aim of putting a stronger focus on the horizontal aspect of changes across Member States, thus identifying common conjunctural trends in the EU. Given the objective of the dashboard, the focus is on both, y-o-y changes and the changes for the three recent years for each Member State and the EU-28.

Table C1: The EPM Dashboard¹⁴, 2017

	EU28	EU27	EA18	EA19	BE	BG	CZ	DK	DE	EE	IE	EL	ES	FR	HR	IT	CY	LV	LT	LU	HU	MT	NL	AT	PL	PT	RO	SI	SK	FI	SE	UK
Employment rate (% population aged 20-64)																																
2016	71.1	71.2	69.9	70.0	67.7	67.7	76.7	77.4	78.6	76.6	70.3	56.2	63.9	70.0	61.4	61.6	68.8	73.2	75.2	70.7	71.5	69.6	77.1	74.8	69.3	70.6	66.3	70.1	69.8	73.4	81.2	77.5
2015-2016 change in pp	1.0	1.1	1.0	1.0	~	~	1.9	0.9	~	~	1.6	1.3	1.9	~	~	1.1	~	~	1.9	~	2.6	1.8	~	~	1.5	1.5	~	1.0	2.1	~	~	~
2013-2016 change in pp	2.7	2.7	2.2	2.3	~	4.2	4.2	~	~	3.3	4.8	3.3	5.3	~	4.2	~	~	3.5	5.3	~	8.5	4.8	~	~	4.4	5.2	~	2.9	4.8	~	~	2.7
Youth NEET (% of total population aged 15-24)																																
2016	11.5	11.5	11.7	11.7	9.9	18.2	7.0	5.8	6.6	9.1	13.0	15.8	14.6	11.9	16.9	19.9	15.9	11.2	9.4	5.4	11.0	8.6	4.6	7.7	10.5	10.6	17.4	8.0	12.3	9.9	6.5	10.9
2015-2016 change in pp	~	~	~	~	-2.3	~	~	~	~	~	-1.3	-1.4	-1.0	~	~	-1.5	~	~	~	~	~	~	~	~	~	~	~	-1.5	~	~	~	~
2013-2016 change in pp	-1.5	-1.5	~	~	-2.8	-3.4	-2.1	~	~	-2.2	-3.1	-4.6	-4.0	~	-2.7	-2.3	-2.8	-1.8	-1.7	~	-4.5	~	~	~	-1.7	-3.5	~	~	-1.4	~	~	-2.3
Employment rate older people (% population aged 55-64)																																
2016	55.3	55.4	55.2	55.3	45.4	54.5	58.5	67.8	68.6	65.2	57.2	36.3	49.1	49.8	38.1	50.3	52.0	61.4	64.6	39.6	49.8	44.0	63.5	49.2	46.2	52.1	42.8	38.5	49.0	61.4	75.5	63.4
2015-2016 change in pp	2.0	2.0	1.9	2.0	~	1.5	3.0	3.1	2.4	~	1.6	2.0	2.2	1.1	~	2.1	3.5	2.0	4.2	~	4.5	3.7	1.8	2.9	1.9	2.2	1.7	1.9	2.0	1.4	1.0	1.2
2013-2016 change in pp	5.2	5.2	5.3	5.3	3.7	7.1	6.9	6.1	5.0	2.6	5.9	~	5.9	4.2	~	7.6	2.4	6.6	11.2	~	11.9	7.7	4.3	5.4	5.6	5.2	~	5.0	5.0	2.9	~	3.6
Employment rate (% Non-EU28 nationals aged 20-64)																																
2016	56.5	56.5	55.3	55.3	41.7	55.1	78.0	61.3	54.2	68.2	59.1	56.3	57.4	46.3	34.5	61.5	65.4	63.9	70.7	53.9	66.0	64.2	50.3	55.3	62.4	68.0	n.a.	70.8	65.5	46.5	51.6	63.6
2015-2016 change in pp	~	~	~	~	~	n.a.	~	4.9	-2.8	~	3.8	~	~	~	~	~	~	-9.8	~	~	~	~	~	~	~	~	n.a.	~	~	~	~	~
2013-2016 change in pp	~	~	~	~	~	5.7	~	~	~	~	4.6	6.9	7.4	~	~	~	-8.9	~	~	-7.6	~	~	~	~	~	9.3	n.a.	10.7	n.a.	-6.5	~	~
Involuntary temp empl as % total employees																																
2016	8.8	8.8	9.7	9.7	7.0	2.8	7.8	5.0	n.a.	0.9	5.3	8.5	23.9	9.9	17.8	10.2	15.1	1.9	1.3	5.4	7.8	3.4	9.9	0.8	17.2	18.9	1.1	9.7	6.6	11.2	8.9	n.a.
2015-2016 change in pp	~	~	~	~	~	~	-0.6	1.2	n.a.	~	~	-1.4	1.0	~	9.0	~	-2.0	~	~	0.5	-0.9	-0.6	~	~	-0.9	0.6	~	-0.9	-2.5	~	-0.9	n.a.
2013-2016 change in pp	~	~	~	~	~	-1.2	~	~	n.a.	~	-1.2	~	2.6	~	10.5	~	-1.6	-1.0	~	1.6	~	~	1.7	~	~	~	~	~	~	0.9	~	n.a.
Newly employed in %																																
2016	14.6	14.6	14.5	14.5	12.4	10.5	11.3	24.3	14.3	16.7	15.9	10.2	18.3	14.2	15.8	11.1	20.9	14.6	20.2	12.6	15.3	13.7	17.3	16.3	12.6	15.2	5.5	12.3	13.2	19.8	21.4	17.2
2015-2016 change in pp	~	~	~	~	~	~	~	1.7	~	~	0.8	~	~	~	3.2	~	1.8	-1.0	3.7	-2.0	~	1.5	1.1	~	~	~	-1.5	-1.2	~	1.6	~	~
2013-2016 change in pp	1.3	1.3	1.4	1.4	~	-1.9	~	2.2	~	~	2.0	1.6	3.2	1.3	6.0	1.6	4.5	-3.3	2.8	~	~	~	2.8	~	~	2.9	~	~	4.2	~	1.6	1.6
Long-term unemployment rate (in %)																																
2016	4.0	3.9	5.0	5.0	4.0	4.5	1.7	1.4	1.7	2.1	4.2	17.0	9.5	4.3	6.6	6.7	5.8	4.0	3.0	2.2	2.4	1.9	2.5	1.9	2.2	6.2	3.0	4.3	5.8	2.3	1.3	1.3
2015-2016 change in pp	~	~	~	~	~	-1.1	-0.7	~	~	~	-1.1	-1.2	-1.9	~	-3.6	~	-1.0	~	-0.9	~	-0.7	~	~	~	-0.8	-1.0	~	~	-1.8	~	~	~
2013-2016 change in pp	~	~	~	~	~	-2.9	~	~	~	-1.7	-3.6	~	-3.5	~	-4.4	~	~	-1.7	-2.1	~	-2.5	~	~	~	-2.2	-3.1	~	~	-4.2	~	~	~
At-risk-of-poverty rate of unemployed																																
2016	47.5	47.6	47.3	47.4	45.9	54.6	52.2	38.7	69.1	54.8	40.4	47.1	49.2	37.1	42.9	47.3	42.0	55.7	62.3	42.7	48.5	55.7	44.4	47.8	45.7	42.0	50.2	44.8	47.6	37.2	50.8	48.3
2015-2016 change in pp	n.a.	n.a.	n.a.	n.a.	5.2	~	3.5	~	n.a.	n.a.	n.a.	~	2.7	n.a.	~	n.a.	n.a.	~	n.a.	n.a.	-5.9	n.a.	8.9	6.4	n.a.	n.a.	-5.3	~	~	~	11.5	n.a.
2013-2016 change in pp	~	~	~	~	7.0	7.7	5.6	~	~	~	~	~	4.5	~	~	~	8.4	~	~	-10.3	-4.7	6.1	10.2	~	~	~	-4.3	~	3.8	~	8.4	4.4
	EU28	EU27	EA18	EA19	BE	BG	CZ	DK	DE	EE	IE	EL	ES	FR	HR	IT	CY	LV	LT	LU	HU	MT	NL	AT	PL	PT	RO	SI	SK	FI	SE	UK

Source: Joint Assessment Framework update spring 2017

¹⁴ The identification of notable (coloured) positive/ negative changes is done following the methodology for determining thresholds for substantive significance based on historical series, agreed in EMCO IG with cut-off point of 2.5% and 1SD as threshold

Table C1 (cont): The EPM Dashboard, 2017

	EU28	EU27	EA18	EA19	BE	BG	CZ	DK	DE	EE	IE	EL	ES	FR	HR	IT	CY	LV	LT	LU	HU	MT	NL	AT	PL	PT	RO	SI	SK	FI	SE	UK
Unemployment trap tax rate on low wage earners																																
2015	74.0	74.0	76.5	76.5	92.0	81.6	80.3	89.3	73.1	62.9	71.6	50.4	81.5	76.5	80.1	80.7	n.a.	88.1	81.6	87.6	78.4	57.0	82.4	68.1	82.2	80.3	49.4	89.6	44.7	76.3	68.6	61.6
2014-2015 change in pp	~	~	~	~	~	~	~	~	~	~	-1.6	~	~	~	~	~	n.a.	~	20.1	~	~	~	~	~	2.6	~	~	~	~	-5.2	~	~
2012-2015 change in pp	~	~	~	~	~	~	~	~	~	~	-2.6	~	~	~	n.a.	3.4	n.a.	~	14.9	~	~	~	~	~	~	~	-2.7	~	~	~	-3.7	~
Inactivity and part-time work due to personal and family responsibilities - total																																
2016	5.4	5.4	5.2	5.2	4.6	2.9	5.1	0.8	7.1	4.8	7.1	1.6	2.5	4.7	1.6	5.0	3.0	1.8	1.1	5.1	4.8	4.4	10.9	8.3	3.5	1.4	1.1	1.3	4.9	2.9	3.5	10.2
2015-2016 change in pp	~	~	~	~	0.2	0.3	~	0.2	~	0.6	0.2	~	~	-0.2	0.4	0.2	0.3	~	-0.2	~	0.2	-0.5	-0.3	0.2	0.4	~	~	~	~	~	~	~
2013-2016 change in pp	~	~	~	~	~	0.4	~	~	~	~	1.0	~	~	-0.6	~	~	~	~	-0.5	1.0	~	-0.8	~	~	~	~	~	~	~	~	~	~
Total employment (thns)																																
2016	232091.7	n.a.	151957.5	153318.7	4660.3	3463.3	5248.6	2877	43595	624.7	2045.5	4071.6	18968.8	27612	1599.2	24814.4	379.8	887.4	1361.2	418.4	4402.8	202.8	8901	4346.7	16060.7	4650.4	8481.1	960.6	2321.1	2516.6	4890.3	31725.4
2015-2016 change in %	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~
2013-2016 change in %	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~
Job vacancy rate (average over 3 years)																																
2016	1.7	1.7	n.a.	1.6	2.5	0.8	2.1	1.6	2.4	1.6	0.9	0.8	0.7	0.7	1.2	0.6	0.9	0.9	1.1	1.2	1.6	2.8	1.7	1.8	0.6	0.6	1.1	1.4	1.0	1.4	1.9	2.4
2015-2016 change in %	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~
2013-2016 change in %	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~
Gender employment gap																																
2016	11.6	11.6	11.3	11.2	9.3	7.3	16.0	6.7	8.3	8.2	12.3	19.0	11.5	7.5	9.6	20.1	9.8	2.9	1.9	11.0	14.0	27.6	11.0	7.8	14.2	6.8	17.6	6.6	14.2	3.3	3.8	11.0
2015-2016 change in pp	~	~	~	~	~	~	~	-0.9	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~
2013-2016 change in pp	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~
Gender pay gap																																
2015	16.3	16.4	16.9	16.8	6.5	15.4	22.5	15.1	22.0	26.9	13.9	n.a.	14.9	15.8	10.4	5.5	14.0	17.0	14.2	5.5	14.0	10.6	16.1	21.7	7.7	17.8	5.8	8.1	19.6	17.3	14.0	20.8
2014-2015 change in pp	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~
2012-2015 change in pp	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~
Adults with medium or high education																																
2016	77.0	76.9	73.5	73.7	75.1	82.3	93.4	80.7	86.5	89.1	80.1	71.8	58.3	78.1	83.1	60.1	79.6	90.7	94.6	78.4	83.4	45.2	77.1	84.5	91.3	46.9	76.7	87.3	91.9	88.1	85.0	79.5
2015-2016 change in pp	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~
2013-2016 change in pp	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~
Life long learning - percentage of adult population (aged 25-64) participating in education and training - total																																
2016	10.8	10.8	11.2	11.2	7.0	2.2	8.8	27.7	8.5	15.7	6.4	4.0	9.4	18.8	3.0	8.3	6.9	7.3	6.0	16.8	6.3	7.5	18.8	14.9	3.7	9.6	1.2	11.6	2.9	26.4	29.6	14.4
2015-2016 change in pp	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~
2013-2016 change in pp	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~
Early school leavers (in %)																																
2016	10.7	10.8	11.2	11.1	8.8	13.8	6.6	7.2	10.2	10.9	6.3	6.2	19.0	8.8	2.8	13.8	7.7	10.0	4.8	5.5	12.4	19.6	8.0	6.9	5.2	14.0	18.5	4.9	7.4	7.9	7.4	11.2
2015-2016 change in pp	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~
2013-2016 change in pp	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~
Completion of tertiary or equivalent education (aged 30-34) - total																																
2016	39.1	39.2	37.4	37.6	45.6	33.8	32.8	47.7	33.2	45.4	52.9	42.7	40.1	43.6	29.5	26.2	53.4	42.8	58.7	54.6	33.0	29.8	45.7	40.1	44.6	34.6	25.6	44.2	31.5	46.1	51.0	48.1
2015-2016 change in pp	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~
2013-2016 change in pp	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~
Nominal unit labour cost (index 2010=100)																																
2016	105.4	n.a.	105.5	105.5	107.9	123.9	107.2	105.0	111.6	123.7	78.0	87.7	95.4	106.1	91.1	104.7	92.3	125.1	120.5	106.4	114.8	109.8	104.0	111.5	103.2	96.5	102.3	101.1	105.1	111.3	111.9	106.3
2015-2016 change in %	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~
2013-2016 change in %	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~

Source: Joint Assessment Framework update spring 2017