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COVER NOTE

From: The Employment Committee
To: Permanent Representatives Committee (Part 1)/Council
Subject: Employment Performance Monitor

Delegations will find attached the 2022 Employment Performance Monitor, transmitted by the Employment Committee.

The Employment Committee Indicators Group

The Secretariat

2022 Employment Performance Monitor

In line with its Treaty role and its 2022 Work Programme, the Employment Committee (EMCO) updated the 'Employment Performance Monitor' (EPM) for the year 2022, allowing for the identification at a glance of the main employment challenges for the European Union and for each Member State. The EPM is based on the latest available yearly data.¹ It is continuously under development and revision in order to improve and ensure it is updated to the latest needs and developments.

The 2022 edition of the EPM includes the 2030 EU headline targets proposed by the European Commission in the European Pillar of Social Rights Action Plan, which were welcomed by the EU Leaders at the Porto Social Summit in May 2021, as well as the related 2030 national targets set by the Member States and presented at the June 2022 EPSCO Council.

The inclusion of the 2030 targets and the revision of the Social Scoreboard headline indicators necessitated a number of adjustments to the 2022 edition of the EPM. These adjustments were discussed by the EMCO Indicators Group (IG) in April 2022.

EMCO and EMCO IG will continue reflecting on the monitoring tools, in line with the EPSCO Council's call in March 2022² to the Employment Committee and the Social Protection Committee (SPC) to continue their work on developing monitoring and benchmarking frameworks, and on further aligning existing monitoring tools.

The EPM is based on the findings of the Joint Assessment Framework (JAF). The JAF is an indicator-based assessment system prepared jointly by the Employment Committee, the Social Protection Committee and the Commission, covering general and specific policy areas under the Employment Guidelines, with the objective to identify key challenges and good labour market outcomes 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;

¹ Mostly Labour Force Survey (LFS)

² See Council Doc. 6933/22

- 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' areas 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 accompanying tables on "Key indicators on labour market performance" contain indicators for all the JAF Policy Areas.

An overview of the 2030 national targets (in the area of employment and adult learning) and a summary overview of the Key Employment Challenges and Good Labour Market Outcomes, per Member State and per policy area, are presented in Part I, while analytical country overviews are presented in Part II. A table with the national targets for 2030 is presented in Annex A. The EPM dashboard, which can be found in Annex B, displays, for each of the main JAF indicators thereby included and for each Member State: the level, the year-on-year 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.

Note: Breaks in the time-series are indicated with the flag (b), provisional data with (p), estimates with (e), definition differences with (d), low reliability data with (u) and break in series, low reliability with (bu). The cut-off date for the data in the country overviews part is 19 June 2022. Due to the new EU LFS methodology from 2021 onwards (reflecting the entry into force of the Integrated European Social Statistics Framework Regulation³) many LFS indicators display a break in time series. For the part-time employment indicator in the country tables in part II (not a JAF indicator), the dataset LFSI_PT_A for the 15-64 age group has been used, instead of the 15-74 age bracket in the previous EPM editions, as it is break-corrected. In the same tables, due to changes in the methodology linked to the same Regulation, the 'involuntary temporary employment' represents employees who could not find a permanent job or whose job is only available with a temporary contract as a percentage of total employees.

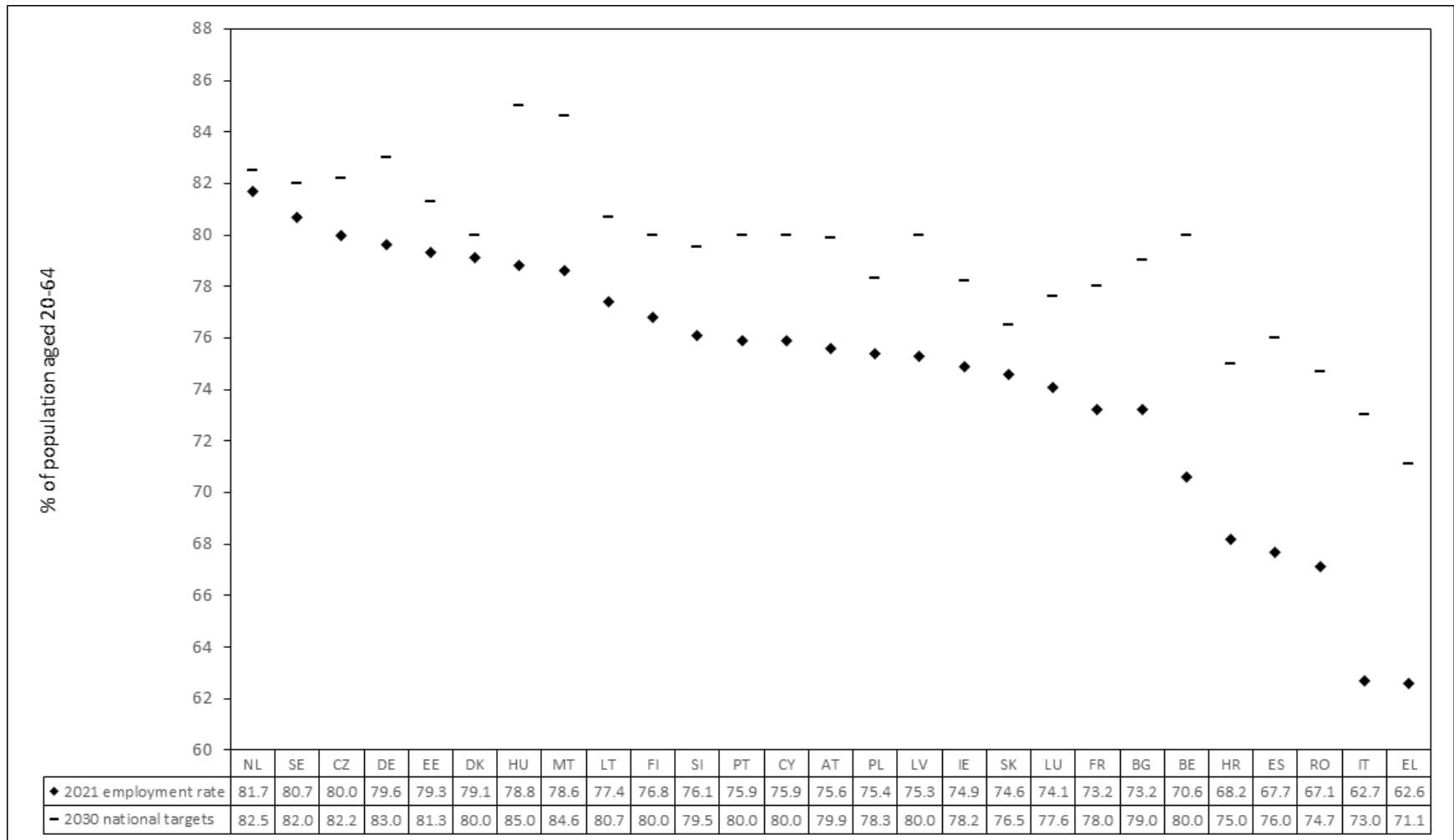
³ Regulation (EU) 2019/1700

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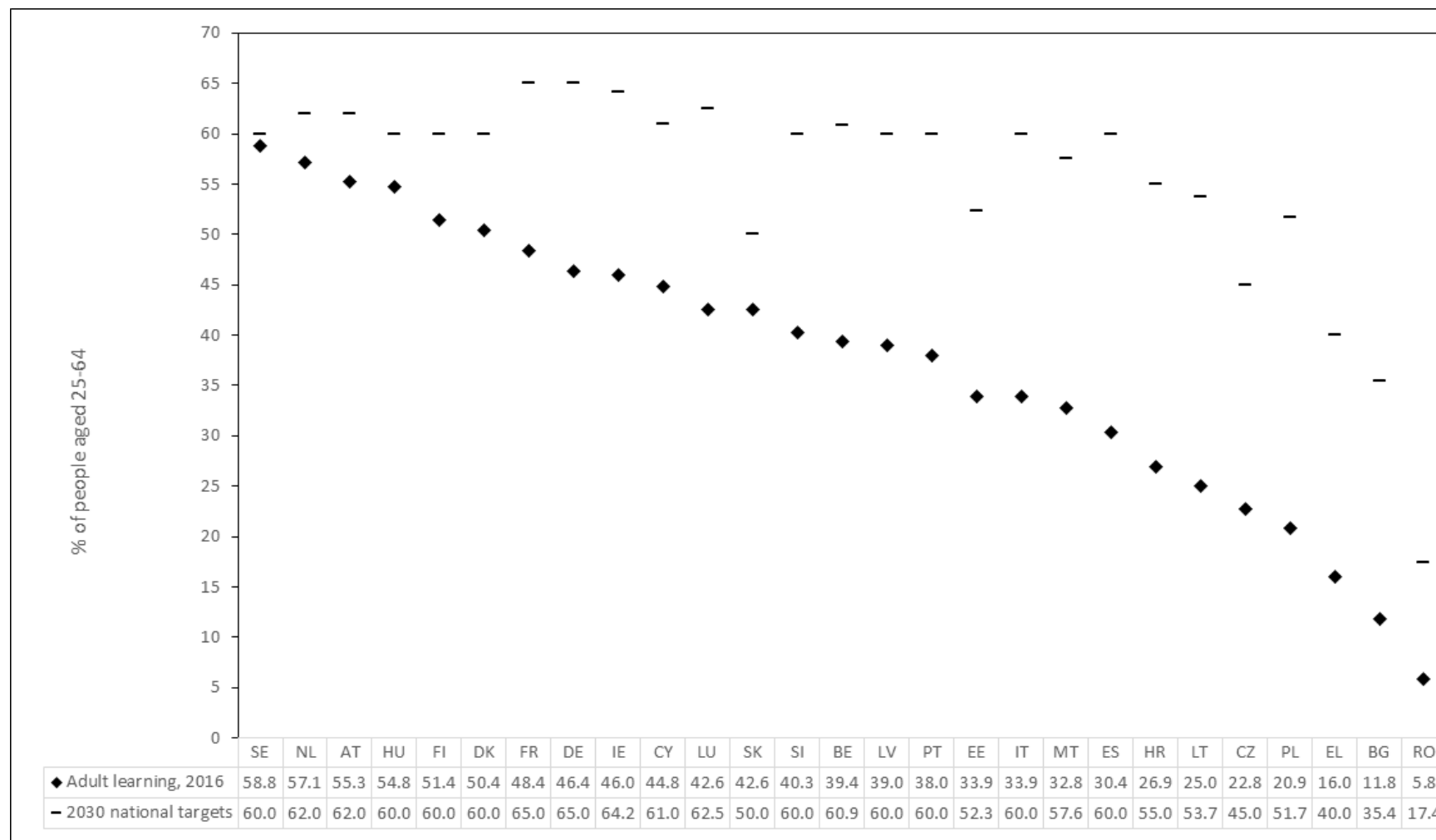
**PART I - Overview of National Employment and Skills Targets,
Challenges and Particularly Good Outcomes**

Figure 1: National employment rate targets set by Member States for 2030 compared to employment rates in 2021



Sources: EU Labour Force Survey for 2021 employment rate (JAF Spring 2022) and Member States.

Figure 2: National targets in adult participation in education and training over the previous 12 months (25-64, excluding guided-on-the-job training) set by Member States for 2030 compared to participation for 2016



Sources: EU Adult Education Survey 2016 (special extraction excluding guided-on-the-job training) and Member States.

Table 1: Summary overview of the Key Employment Challenges and particularly Good Labour Market Outcomes per Member State and per policy area

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

C=challenge

G=good labour market outcome

Table 2: Common Key Employment Challenges– Details⁴

Employment policy areas	Key Employment Challenges	EU-27 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
1. Labour market participation	Low/decreasing employment rate	4								C	C		C	C															
	Low/decreasing female employment rate	4								C									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	9		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	7	C										C						C			C	C					C	C
	Duration of working life	1	C																										
2. Enhancing labour market functioning; combating segmentation	High/increasing labour market segmentation	8										C	C	C	C	C					C			C					C
	Low transition from temporary into permanent contracts	3		C								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	11		C	C						C	C				C	C							C	C	C	C	C	
	High incidence of long-term unemployment	3									C	C															C		
4. Adequate and employment oriented social security systems	Inadequate level and coverage of unemployment benefits, poverty trap, at risk-of poverty	12		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	11	C				C	C	C			C					C	C			C		C		C			C	

⁴ The table is updated on the basis of the key employment challenges identified in in the country overviews under part II of the EPM. The aim of the table is to identify the key employment challenges that are common to several Member States.

Table 2: Common Key Employment Challenges– Details (continued)

Employment policy areas	Key Employment Challenges		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		
5. Work-life balance	Insufficient provision/uptake of high quality, affordable child and/or dependant care facilities	10		c	c				c				c		c				c						c		c				
	High incidence of inactivity and part-time work due to family obligations, high impact of parenthood on employment	6			c			c						c							c	c	c								
6. Job creation	Negative employment growth/insufficient job creation	0																													
	High tax wedge on labour	0																													
7. Gender equality	Large gender employment gaps (including part time)	8			c					c			c	c	c				c				c		c						
	Large/increasing gender pay gap	6					c	c								c			c			c	c								
	Disincentives for LM participation for second earners	3					c															c				c					
8. Improving skill supply and productivity; Lifelong learning	Weaknesses with respect to educational attainment of the (adult) population	8				c					c		c	c				c		c				c	c						
	Low participation in lifelong learning/lack of an integrated lifelong learning strategy	9		c	c					c									c	c			c		c	c	c				
	Skills mismatches/Insufficient forecasting skills system	11	c							c	c		c			c	c	c					c		c	c		c			
	Low level of digital skills among adults	5		c												c				c			c		c						
9. Improving education and training systems	High incidence of early school leaving	3												c												c					
	Low upper secondary education attainment	2									c									c											
	Low tertiary education attainment rate	2		c																						c					
	Low attainment of basic skills	4														c										c		c			
	Educational outcomes depending on socio-economic and migrant background	8	c				c			c		c							c							c				c	
	Low participation in early education and care	0																													
	Low attractiveness of vocational education and training	0																													
	Low attractiveness of the teacher profession	3			c															c				c							
	Public spending on human resources low/inefficient	0																													
Insufficient provision of education and training opportunities to meet labour market needs	3		c					c					c																		
10. Wage setting mechanism and labour cost developments	Minimum wage setting	1		c																											
	Collective bargaining	3											c										c			c					
	Labour cost developments not in line with productivity gains	0																													

PART II - Country Overviews

Belgium

1. Key indicators on labour market performance

Description	Belgium						National Targets	EU 27						EU targets
	2016	2017	2018	2019	2020	2021	2030	2016	2017	2018	2019	2020	2021	2030
Employment rate of population aged 20-64 - total	67.7	68.5 b	69.7	70.5	69.7	70.6	80	69.6	70.9	71.9	72.7	71.7	73.1	78
Employment rate of population aged 20-64 - men	72.3	73.4 b	73.9	74.5	73.7	74.5		75.2	76.5	77.6	78.3	77.2	78.5	
Employment rate of population aged 20-64 - women	63	63.6 b	65.5	66.5	65.6	66.8		64.1	65.2	66.3	67.1	66.1	67.7	
Employment rate of older population aged 55-64 - total	45.4	48.3 b	50.3	52.1	53.1	54.5		53.6	55.6	57.3	58.6	59.2	60.5	
Employment rate of young people aged 20-29 - total	57.6	57.5 b	58.9	60.9	58.1	59.2 b		60.4	61.8	62.8	63.6	61.2	62.9 b	
Employment rate of low-skilled population aged 20-64 - total	45.6	45.9 b	45.6	46.3	45.6	44.7 b		52.5	53.9	55	55.7	54.8	54.9 b	
Employment rate of non-EU nationals aged 20-64 - total	43.4	43.4 b	44.7	44.2	40.1	43.3 b		55.9	57	58.8	60	57.5	59.1 b	
Overall employment growth	0.9	1 b	2.4 b	1.5	-1.1	1.6		1.6	1.5	1.1	0.9	-1.8	1.5	
Labour productivity per person employed (EU-27 = 100, based on PPS per employed person)	130.9	129.5	129.3	129.5	128.7 p	132.0 p		100.0	100.0	100.0	100.0	100.0	100.0 p	
Labour productivity per hour worked, (EU-27 = 100, based on PPS per hour worked)	136.4	133.9	133.4	133.4	137.5 p			100.0	100.0	100.0	100.0	100.0	100.0 p	
Nominal unit labour cost growth (% change from previous year)	0.6	1.9	1.4	1.5	4.4 p	-0.2 p		0.7	1.0	1.8	1.7	4.4	0.1	
Real unit labour cost growth (% change from previous year)	-1.331	0.032	-0.044	-0.287	3.090	-4.554		-0.110	-0.314	0.437	-0.068	2.664	-2.598	
Unemployment rate in age group 15-24 - total	20.1	19.3 b	15.8	14.2	15.3	18.2 b		20.1	18	16.1	15.1	16.8	16.6 b	
NEET rate for population aged 15-24 - total	9.9	9.3 b	9.2	9.3	9.2	7.4 b		11.7	11	10.5	10.1	11.1	10.8 b	
NEET rate for population aged 15-29 - total	13	12.6 b	12	11.8	12	10.1 b		14.5	13.7	13.1	12.6	13.8	13.1 b	
Involuntary temporary employment as % of total employees 15-64	7.1	7.3 b	6.8	7	6.4	5 b		8.8	8.8	8.3	7.9	6.8	7.8 b	
Share of employees (15-64) in temporary employment contracts	9.1	10.4 b	10.7	10.8	10.1	10.3 b		15.6	15.7	15.5	15	13.5	14 b	
Newly employed in %	12.4	12.6 b	12.5	13.2	12.1	13.3 b		14.2	14.5	14.6	14.6	13.1	13.8 b	
Rate of long-term unemployment (as % active population) - total	3.7	3.1 b	2.6	2.1	2.1	2.6		4.3	3.7	3.2	2.7	2.5	2.8	
At-risk-of-poverty rate of unemployed	46.4	49.1	50.4	48.1 b	50.2			48.7 e	47.5 e	48.6 e	49.1 e	46.9 b		
Unemployment rate of labour force 15+	7.9	7.2 b	6	5.5	5.8	6.3		9.3	8.3	7.4	6.8	7.2	7	
Unemployment trap – tax rate on low wage earners	95.8	95.8	93.8	93	92.4	91.2		75	74.8	75	74.5	73.7	74.2	
Share of part-time employment, 15-64	24.6	24.5 b	24.5	24.8	24.4	24.1		19.5	19.5	19.2	19.3	17.8	17.7	
Inactivity and part-time work due to personal and family responsibilities - total	3.2	3.4 b	3.5	3.7	3.3	3.4 b		2.9	3	3	3.1	2.9	3 b	
Job vacancy rate (average over 3 years)	2.5	2.9	3.2	3.4	3.5			1.5	1.7	1.9	2.1	2 e		
Employment gender gap (aged 20-64)	9.3	9.8 b	8.4	8	8.1	7.7		11.1	11.3	11.3	11.2	11.1	10.8	
Gender pay gap	6	5.8	5.8	5.8 p	5.3 p			15.1	14.6	14.4	13.7 p	13 p		
Share of adult population (aged 25-64) with upper secondary or tertiary education - total	75.1	76.8 b	78.2	78.7	79.8	81.5 b		76.6	77.2	77.8	78.4	79	79.3 b	
Early leavers from education and training (aged 18-24) - total	8.8	8.9 b	8.6	8.4	8.1	6.7 b		10.6	10.5	10.5	10.2	9.9	9.7 b	
Completion of tertiary or equivalent education (aged 30-34) - total	45.6	45.9 b	47.6	47.5	47.8	49.9 b		37.8	38.6	39.4	40.3	41.1	41.6 b	
Adult population (aged 25-64) participating in education and training in the last 12 months, without guided-on-the-job training	39.4	:	:	:	:	:	60.9	37.4	:	:	:	:	:	60

2. Key employment challenges Belgium, June 2022

Employment policy area	Key Employment Challenge	Particularly good labour market outcome
1. Increase labour market participation	<p>The employment rates of the low-skilled (20-64), non-EU nationals (20-64) and older workers (55-64) are below the EU average.</p> <p>The duration of working life, particularly for men, is below the EU average.</p> <p><i>Weak labour market outcomes of people with a migrant background, in particular women.</i> <i>High employment rate gap for people with disabilities.</i></p>	
2. Enhancing labour market functioning; combating segmentation		
3. Active labour market policies		
4. Adequate and employment oriented social security systems	The unemployment trap is significantly worse and low wage trap (i.e. tax rates on low wage earners) is worse than EU average.	The risk of in-work-poverty is significantly below the EU average.
5. Work-life balance		The share of young children (0-3) in formal childcare for 30+ hours a week is above the EU average.
6. Exploiting job creation possibilities		
7. Gender equality		The gender pay gap is significantly below the EU average.
8. Improving skills supply and productivity, effective life-long learning	<i>High skills mismatch.</i>	
9. Improving education and training systems	<i>Significant educational inequalities linked to socio-economic and migrant background.</i>	Higher (tertiary) education attainment is above EU average.
10. Wage setting mechanisms and labour cost developments		

Bulgaria

1. Key indicators on labour market performance

Description	Bulgaria						National Targets	EU 27						EU targets
	2016	2017	2018	2019	2020	2021	2030	2016	2017	2018	2019	2020	2021	2030
Employment rate of population aged 20-64 - total	67	70.6	71.7	74.3	72.7	73.2	79	69.6	70.9	71.9	72.7	71.7	73.1	78
Employment rate of population aged 20-64 - men	70.4	74.4	75.5	78.3	76.8	77.3		75.2	76.5	77.6	78.3	77.2	78.5	
Employment rate of population aged 20-64 - women	63.6	66.8	67.8	70.2	68.5	68.9		64.1	65.2	66.3	67.1	66.1	67.7	
Employment rate of older population aged 55-64 - total	53.8	57.4	59.9	63.5	63.4	64.8		53.6	55.6	57.3	58.6	59.2	60.5	
Employment rate of young people aged 20-29 - total	51.1	56.3	55.8	58.5	54.6	51.3 b		60.4	61.8	62.8	63.6	61.2	62.9 b	
Employment rate of low-skilled population aged 20-64 - total	39.2	44.4	46.2	51.2	48.1	46.3 b		52.5	53.9	55	55.7	54.8	54.9 b	
Employment rate of non-EU nationals aged 20-64 - total	56.7 u	57.5 u	57.9 u	61 u	u	bu		55.9	57	58.8	60	57.5	59.1 b	
Overall employment growth	-0.6	4	-0.1	2.2	-3.6	0.1		1.6	1.5	1.1	0.9	-1.8	1.5	
Labour productivity per person employed (EU-27 = 100, based on PPS per employed person)	45.9	46.2	47.7	49.1	50.7	51.3 p		100.0	100.0	100.0	100.0	100.0	100.0 p	
Labour productivity per hour worked, (EU-27 = 100, based on PPS per hour worked)	45.8	45.9	47.2	48.6	48.7	50.7 p		100.0	100.0	100.0	100.0	100.0	100.0 p	
Nominal unit labour cost growth (% change from previous year)	3.2	9.5	6.7	3.1	9.5	5.4 p		0.7	1.0	1.8	1.7	4.4	0.1	
Real unit labour cost growth (% change from previous year)	-0.129	4.433	2.360	-2.015	5.067	-0.824		-0.110	-0.314	0.437	-0.068	2.664	-2.598	
Unemployment rate in age group 15-24 - total	17.2	12.9	12.7	8.9	14.2	15.8 b		20.1	18	16.1	15.1	16.8	16.6 b	
NEET rate for population aged 15-24 - total	18.2	15.3	15	13.7	14.4	14 b		11.7	11	10.5	10.1	11.1	10.8 b	
NEET rate for population aged 15-29 - total	22.4	18.9	18.1	16.7	18.1	17.6 b		14.5	13.7	13.1	12.6	13.8	13.1 b	
Involuntary temporary employment as % of total employees 15-64	2.6	3.5	2.6	3.1	2.6	2.2 b		8.8	8.8	8.3	7.9	6.8	7.8 b	
Share of employees (15-64) in temporary employment contracts	4.1	4.4	4	4.3	3.5	3.4 b		15.6	15.7	15.5	15	13.5	14 b	
Newly employed in %	10.5	11.1	9	9.3	7.4	7.8 b		14.2	14.5	14.6	14.6	13.1	13.8 b	
Rate of long-term unemployment (as % active population) - total	5	3.9	3.6	2.9	2.7	2.6		4.3	3.7	3.2	2.7	2.5	2.8	
At-risk-of-poverty rate of unemployed	54.6 b	58.7	56.1	58.9	61.1			48.7 e	47.5 e	48.6 e	49.1 e	46.9 b		
Unemployment rate of labour force 15+	8.6	7.2	6.2	5.2	6.1	5.3		9.3	8.3	7.4	6.8	7.2	7	
Unemployment trap – tax rate on low wage earners	81.6	82	82.4	82.4	82.4	82.4		75	74.8	75	74.5	73.7	74.2	
Share of part-time employment, 15-64	2	2.2	1.8	1.9	1.8	1.6		19.5	19.5	19.2	19.3	17.8	17.7	
Inactivity and part-time work due to personal and family responsibilities - total	0.1 u	0.2 u	0.1 u	0.2 u	0.2 u	0.2 ub		2.9	3	3	3.1	2.9	3 b	
Job vacancy rate (average over 3 years)	0.8	0.8	0.9	0.9	0.9			1.5	1.7	1.9	2.1	2 e		
Employment gender gap (aged 20-64)	6.8	7.6	7.7	8.1	8.3	8.4		11.1	11.3	11.3	11.2	11.1	10.8	
Gender pay gap	14.6	14.3	13.9	14.1 p	12.7 p			15.1	14.6	14.4	13.7 p	13 p		
Share of adult population (aged 25-64) with upper secondary or tertiary education - total	82.3	82.8	82.6	82.5	83.1	83.4 b		76.6	77.2	77.8	78.4	79	79.3 b	
Early leavers from education and training (aged 18-24) - total	13.8	12.7	12.7	13.9	12.8	12.2 b		10.6	10.5	10.5	10.2	9.9	9.7 b	
Completion of tertiary or equivalent education (aged 30-34) - total	33.8	32.8	33.7	32.5	33.3	32.7 b		37.8	38.6	39.4	40.3	41.1	41.6 b	
Adult population (aged 25-64) participating in education and training in the last 12 months, without guided-on-the-job training	11.8	:	:	:	:	:	35.4	37.4	:	:	:	:	:	60

2. Key employment challenges Bulgaria, June 2022

Employment policy area	Key employment challenge	Particularly good labour market outcome
1. Increase labour market participation	Low employment rate of young people aged 20-29. The youth NEET rate is higher than the EU average.	
2. Enhancing labour market functioning; combating segmentation	Very low transition rates overall from temporary to permanent employment.	The share of employees (aged 15-64) working in temporary contracts is below EU average.
3. Active labour market policies	<i>Activation measures are not sufficiently effective in supporting people in vulnerable situations and at ensuring individualised support to inactive.</i>	
4. Adequate and employment oriented social security systems	The at-risk-of-poverty rate of unemployed is significantly higher than the EU average.	The low wage trap, including for second earners, is significantly lower than EU average.
5. Work-life balance	Low participation in childcare for the age group 0 to 3, with some positive development.	The share of children aged 3 to mandatory school age in formal arrangements other than by the family is above the EU average and increasing.
6. Exploiting job creation possibilities		
7. Gender equality		
8. Improving skills supply and productivity, effective life-long learning	The share of individuals who have basic or above basic overall digital skills is significantly lower than the EU average. <i>Low access to lifelong learning and lack of relevant skills (including digital) act as challenges to ensure a fair green and digital transition.</i>	
9. Improving education and training systems	Low levels of completion of tertiary or equivalent education (among the 30-34). <i>Barriers in the provision of quality and inclusive education and training, in particular for Roma and other disadvantaged groups.</i>	
10. Wage setting mechanisms and labour cost developments	<i>Lack of a transparent mechanism for minimum wage setting based on objective criteria.</i>	

Czechia

1. Key indicators on labour market performance

Description	Czechia						National Targets	EU 27						EU targets
	2016	2017	2018	2019	2020	2021	2030	2016	2017	2018	2019	2020	2021	2030
Employment rate of population aged 20-64 - total	76.7	78.5	79.9	80.3	79.7	80	82.2	69.6	70.9	71.9	72.7	71.7	73.1	78
Employment rate of population aged 20-64 - men	84.6	86.3	87.4	87.7	87.2	87.5		75.2	76.5	77.6	78.3	77.2	78.5	
Employment rate of population aged 20-64 - women	68.6	70.5	72.2	72.7	71.9	72.1		64.1	65.2	66.3	67.1	66.1	67.7	
Employment rate of older population aged 55-64 - total	58.5	62.1	65.1	66.7	68.2	69.8		53.6	55.6	57.3	58.6	59.2	60.5	
Employment rate of young people aged 20-29 - total	63.4	65.7	66.4	66.6	63.7	63.6 b		60.4	61.8	62.8	63.6	61.2	62.9 b	
Employment rate of low-skilled population aged 20-64 - total	43.7	49.2	50.9	53.4	54.7	53.7 b		52.5	53.9	55	55.7	54.8	54.9 b	
Employment rate of non-EU nationals aged 20-64 - total	78.4	78.7	81.8	83	82.4	81.1 b		55.9	57	58.8	60	57.5	59.1 b	
Overall employment growth	1.7	1.6	1	0.1	-1.2	-0.4		1.6	1.5	1.1	0.9	-1.8	1.5	
Labour productivity per person employed (EU-27 = 100, based on PPS per employed person)	80.5	82.5	83.8	85.6	85.7	85.2 p		100.0	100.0	100.0	100.0	100.0	100.0 p	
Labour productivity per hour worked, (EU-27 = 100, based on PPS per hour worked)	74.5	75.8	76.5	77.9	77.6	77.7 p		100.0	100.0	100.0	100.0	100.0	100.0 p	
Nominal unit labour cost growth (% change from previous year)	3.0	3.5	6.1	4.3	7.7	2.3		0.7	1.0	1.8	1.7	4.4	0.1	
Real unit labour cost growth (% change from previous year)	1.850	2.149	3.480	0.395	3.206	-1.616		-0.110	-0.314	0.437	-0.068	2.664	-2.598	
Unemployment rate in age group 15-24 - total	10.5	7.9	6.7	5.6	8	8.2 b		20.1	18	16.1	15.1	16.8	16.6 b	
NEET rate for population aged 15-24 - total	7	6.3	5.6	5.7	6.6	6.5 b		11.7	11	10.5	10.1	11.1	10.8 b	
NEET rate for population aged 15-29 - total	11.1	10	9.5	9.8	11	10.9 b		14.5	13.7	13.1	12.6	13.8	13.1 b	
Involuntary temporary employment as % of total employees 15-64	7.5	7.3	4.9	4.6	4.1	4 b		8.8	8.8	8.3	7.9	6.8	7.8 b	
Share of employees (15-64) in temporary employment contracts	9.7	9.6	8.4	7.8	7	6.5 b		15.6	15.7	15.5	15	13.5	14 b	
Newly employed in %	11.3	11.6	11	10.4	9.5	9.3 b		14.2	14.5	14.6	14.6	13.1	13.8 b	
Rate of long-term unemployment (as % active population) - total	1.7	1	0.7	0.6	0.6	0.8		4.3	3.7	3.2	2.7	2.5	2.8	
At-risk-of-poverty rate of unemployed	52.2	48.6	53.2	52.7	52.9			48.7 e	47.5 e	48.6 e	49.1 e	46.9 b		
Unemployment rate of labour force 15+	4	2.9	2.2	2	2.6	2.8		9.3	8.3	7.4	6.8	7.2	7	
Unemployment trap – tax rate on low wage earners	80.4	80.6	80.7	80.9	80.9	79.5		75	74.8	75	74.5	73.7	74.2	
Share of part-time employment, 15-64	5.7	6.2	6.3	6.3	5.7	5.7		19.5	19.5	19.2	19.3	17.8	17.7	
Inactivity and part-time work due to personal and family responsibilities - total	1.2	1.2	1.4	1.3	1.2	1.2 b		2.9	3	3	3.1	2.9	3 b	
Job vacancy rate (average over 3 years)	2.1	3	4.1	5.2	5.7 e			1.5	1.7	1.9	2.1	2 e		
Employment gender gap (aged 20-64)	16	15.8	15.2	15	15.3	15.4		11.1	11.3	11.3	11.2	11.1	10.8	
Gender pay gap	21.5 d	21.1 d	20.1 d	19.2 d	16.4 d			15.1	14.6	14.4	13.7 p	13 p		
Share of adult population (aged 25-64) with upper secondary or tertiary education - total	93.4	93.8	93.9	93.8	94.1	94.4 b		76.6	77.2	77.8	78.4	79	79.3 b	
Early leavers from education and training (aged 18-24) - total	6.6	6.7	6.2	6.7	7.6	6.4 b		10.6	10.5	10.5	10.2	9.9	9.7 b	
Completion of tertiary or equivalent education (aged 30-34) - total	32.8	34.2	33.7	35.1	35	36.5 b		37.8	38.6	39.4	40.3	41.1	41.6 b	
Adult population (aged 25-64) participating in education and training in the last 12 months, without guided-on-the-job training	22.8	:	:	:	:	:	40	37.4	:	:	:	:	:	60

2. Key employment challenges Czechia, June 2022

Employment policy area	Key employment challenge	Particularly good labour market outcome
1. Increase labour market participation		High employment rate of population aged 20-64, very high for men and non-EU nationals.
2. Enhancing labour market functioning; combating segmentation		High transition rate from temporary to permanent employment.
3. Active labour market policies	<i>Limited effectiveness of the existing activation measures for disadvantaged groups.</i>	
4. Adequate and employment oriented social security systems	Net replacement rates after 6 and 12 months of unemployment below or significantly below the EU average.	Very low in-work poverty risk.
5. Work-life balance	Participation of children aged 0-3 in ECEC is significantly below the EU average. Significant employment impact of parenthood in EU comparison.	
6. Exploiting job creation possibilities		
7. Gender equality	Large gender employment gap, very large for those aged 20-29.	Low and significantly decreasing wage trap for second income earner.
8. Improving skills supply and productivity, effective life-long learning	Low percentage of unemployed adults (aged 25-64) participating in education and training.	The share of adult population (aged 25-64) having attained upper secondary education is significantly better (larger) than the EU average.
9. Improving education and training systems	<i>Low attractiveness of the teaching profession.</i>	The share of women (aged 45-54) with low educational attainment is significantly better (smaller) than the EU average.
10. Wage setting mechanisms and labour cost developments		

Denmark

1. Key indicators on labour market performance

Description	Denmark						National Targets	EU 27						EU targets
	2016	2017	2018	2019	2020	2021	2030	2016	2017	2018	2019	2020	2021	2030
Employment rate of population aged 20-64 - total	76 b	76.6 b	77.5	78.3	77.8	79	80	69.6	70.9	71.9	72.7	71.7	73.1	78
Employment rate of population aged 20-64 - men	79.4 b	79.9 b	80.9	81.9	81.3	82.4		75.2	76.5	77.6	78.3	77.2	78.5	
Employment rate of population aged 20-64 - women	72.5 b	73.2 b	73.9	74.7	74.3	75.5		64.1	65.2	66.3	67.1	66.1	67.7	
Employment rate of older population aged 55-64 - total	65.8 b	68.2 b	69.2	71.3	71.4	72.3		53.6	55.6	57.3	58.6	59.2	60.5	
Employment rate of young people aged 20-29 - total	66.9 b	67.3 b	68.9	69.5	68.8	71 b		60.4	61.8	62.8	63.6	61.2	62.9 b	
Employment rate of low-skilled population aged 20-64 - total	59.7 b	59.4 b	59.4	59.5	58.9	61.2 b		52.5	53.9	55	55.7	54.8	54.9 b	
Employment rate of non-EU nationals aged 20-64 - total	57.4 b	57.9 b	59.5	60.2	62.2	65.7 b		55.9	57	58.8	60	57.5	59.1 b	
Overall employment growth	1.7 b	1.1 b	1.5 b	1.5	-0.9	1.5		1.6	1.5	1.1	0.9	-1.8	1.5	
Labour productivity per person employed (EU-27 = 100, based on PPS per employed person)	115.0	117.2	116.7	115.5	121.1	119.1 p		100.0	100.0	100.0	100.0	100.0	100.0 p	
Labour productivity per hour worked, (EU-27 = 100, based on PPS per hour worked)	133.6	136.2	137.7	136.9	139.1	139.7 p		100.0	100.0	100.0	100.0	100.0	100.0 p	
Nominal unit labour cost growth (% change from previous year)	-0.2	0.3	1.1	1.2	3.8	1.1		0.7	1.0	1.8	1.7	4.4	0.1	
Real unit labour cost growth (% change from previous year)	-0.483	-0.825	0.367	0.438	1.134	-0.112		-0.110	-0.314	0.437	-0.068	2.664	-2.598	
Unemployment rate in age group 15-24 - total	12.2 b	12.4 b	10.5	10.1	11.6	10.8 b		20.1	18	16.1	15.1	16.8	16.6 b	
NEET rate for population aged 15-24 - total	6.7 b	7.6 b	7.7	7.7	7.4	7.1 b		11.7	11	10.5	10.1	11.1	10.8 b	
NEET rate for population aged 15-29 - total	8.4 b	9.8 b	9.6	9.6	10.2	8.4 b		14.5	13.7	13.1	12.6	13.8	13.1 b	
Involuntary temporary employment as % of total employees 15-64	4.5 b	4.9 b	3.9	3.8	3.7	3.4 b		8.8	8.8	8.3	7.9	6.8	7.8 b	
Share of employees (15-64) in temporary employment contracts	12.9 b	12.3 b	10.7	10.8	10.9	10.9 b		15.6	15.7	15.5	15	13.5	14 b	
Newly employed in %	23.2 b	23 b	20.9	20.8	20.2	21.1 b		14.2	14.5	14.6	14.6	13.1	13.8 b	
Rate of long-term unemployment (as % active population) - total	1.2 b	1.2 b	1	0.8	0.9	1		4.3	3.7	3.2	2.7	2.5	2.8	
At-risk-of-poverty rate of unemployed	38.5	43.8	44.7	47.1	45.6 b			48.7 e	47.5 e	48.6 e	49.1 e	46.9 b		
Unemployment rate of labour force 15+	6 b	5.8 b	5.1	5	5.6	5.1		9.3	8.3	7.4	6.8	7.2	7	
Unemployment trap – tax rate on low wage earners	89.8	89.9	89.3	88.4	87.9	86.6		75	74.8	75	74.5	73.7	74.2	
Share of part-time employment, 15-64	25 b	24.7 b	23.9	24.2	23.4	23.9		19.5	19.5	19.2	19.3	17.8	17.7	
Inactivity and part-time work due to personal and family responsibilities - total	0.7 b	0.7 b	0.5	0.5	0.5	0.4 b		2.9	3	3	3.1	2.9	3 b	
Job vacancy rate (average over 3 years)	1.6	1.8	1.9	2	2			1.5	1.7	1.9	2.1	2 e		
Employment gender gap (aged 20-64)	6.9 b	6.7 b	7	7.2	7	6.9		11.1	11.3	11.3	11.2	11.1	10.8	
Gender pay gap	15.1	14.8	14.6	14	13.9			15.1	14.6	14.4	13.7 p	13 p		
Share of adult population (aged 25-64) with upper secondary or tertiary education - total	80.3 b	81 b	81.1	81.6	81.5	82.1 b		76.6	77.2	77.8	78.4	79	79.3 b	
Early leavers from education and training (aged 18-24) - total	7.5 b	8.8 b	10.4	9.9	9.3	9.8 b		10.6	10.5	10.5	10.2	9.9	9.7 b	
Completion of tertiary or equivalent education (aged 30-34) - total	46.7 b	48.4 b	48.7	49.4	49.8	52.5 b		37.8	38.6	39.4	40.3	41.1	41.6 b	
Adult population (aged 25-64) participating in education and training in the last 12 months, without guided-on-the-job training	50.4	:	:	:	:	:	60	37.4	:	:	:	:	:	60

2. Key employment challenges Denmark, June 2022

Employment policy area	Key employment challenge	Particularly good labour market outcome
1. Increase labour market participation		<p>The employment rate of the population aged 55-64 is significantly higher than the EU average.</p> <p>The duration of working life is significantly higher than the EU average.</p> <p>NEET rates for age group 15-24 were at low levels.</p>
2. Enhancing labour market functioning; combating segmentation		The share of the newly employed among all employed is significantly higher than the EU average.
3. Active labour market policies		
4. Adequate and employment oriented social security systems	The unemployment trap (tax rate on low wage earners) is higher and the low wage trap (tax rate on second earners) is significantly higher than the EU average.	
5. Work-life balance		
6. Exploiting job creation possibilities		
7. Gender equality		
8. Improving skills supply and productivity, effective life-long learning	<p>The youth education attainment level (20-24) is significantly lower than the EU average.</p> <p><i>Shortages of sector-specific skills partly due to low participation in vocational education and training.</i></p>	<p>The share of children aged 0-3 participating in formal childcare in 30+ hours a week is significantly higher than the EU average.</p> <p>The share of the adult population aged 25-64 participating in education and training is higher than the EU average.</p>
9. Improving education and training systems		
10. Wage setting mechanisms and labour cost developments		

Germany

1. Key indicators on labour market performance

Description	Germany						National Targets	EU 27						EU targets
	2016	2017	2018	2019	2020	2021	2030	2016	2017	2018	2019	2020	2021	2030
Employment rate of population aged 20-64 - total	77.6	78.2	78.9	79.6	78.1 b	79.6	83	69.6	70.9	71.9	72.7	71.7	73.1	78
Employment rate of population aged 20-64 - men	81.6	82	82.8	83.5	81.8 b	83.2		75.2	76.5	77.6	78.3	77.2	78.5	
Employment rate of population aged 20-64 - women	73.5	74.2	74.8	75.5	74.3 b	75.9		64.1	65.2	66.3	67.1	66.1	67.7	
Employment rate of older population aged 55-64 - total	67.6	69.1	70.4	71.6	71.6 b	71.8		53.6	55.6	57.3	58.6	59.2	60.5	
Employment rate of young people aged 20-29 - total	71.6	72	73.3	74.4	73 b	73.8 b		60.4	61.8	62.8	63.6	61.2	62.9 b	
Employment rate of low-skilled population aged 20-64 - total	58.9	59.6	60.7	61.8	61.2 b	61.9 b		52.5	53.9	55	55.7	54.8	54.9 b	
Employment rate of non-EU nationals aged 20-64 - total	54.8	55.4	57.9	60.3	58.1 b	58.8 b		55.9	57	58.8	60	57.5	59.1 b	
Overall employment growth	2.5	0.8	0.4	1.1	-2.2 b	1.3 b		1.6	1.5	1.1	0.9	-1.8	1.5	
Labour productivity per person employed (EU-27 = 100, based on PPS per employed person)	106.0	106.3	106.0 p	103.8 p	104.4 p	103.0 p		100.0	100.0	100.0	100.0	100.0	100.0 p	
Labour productivity per hour worked, (EU-27 = 100, based on PPS per hour worked)	124.6	124.8	124.7 p	122.1 p	121.6 p	122.3 p		100.0	100.0	100.0	100.0	100.0	100.0 p	
Nominal unit labour cost growth (% change from previous year)	1.3	1.3	3.2 p	3.2 p	4.3 p	0.6 p		0.7	1.0	1.8	1.7	4.4	0.1	
Real unit labour cost growth (% change from previous year)	-0.012	-0.210	1.215	1.158	2.665	-2.428		-0.110	-0.314	0.437	-0.068	2.664	-2.598	
Unemployment rate in age group 15-24 - total	7.1	6.8	6.2	5.8	7.1 b	6.9 b		20.1	18	16.1	15.1	16.8	16.6 b	
NEET rate for population aged 15-24 - total	6.7	6.3	5.9	5.7	7.4 b	7.5 b		11.7	11	10.5	10.1	11.1	10.8 b	
NEET rate for population aged 15-29 - total	8.9	8.5	7.9	7.6	9.1 b	9.2 b		14.5	13.7	13.1	12.6	13.8	13.1 b	
Involuntary temporary employment as % of total employees 15-64	1.9	1.9	1.7	1.5	0.7 b	3.4 b		8.8	8.8	8.3	7.9	6.8	7.8 b	
Share of employees (15-64) in temporary employment contracts	13.2	12.9	12.6	12	10.8 b	11.4 b		15.6	15.7	15.5	15	13.5	14 b	
Newly employed in %	14.3	14.3	14.5	14.5	13.7 b	14.4 b		14.2	14.5	14.6	14.6	13.1	13.8 b	
Rate of long-term unemployment (as % active population) - total	1.7	1.5	1.4	1.2	1.1 b	1.2		4.3	3.7	3.2	2.7	2.5	2.8	
At-risk-of-poverty rate of unemployed	70.5	70.6	69.4	73.7	49.4 b			48.7 e	47.5 e	48.6 e	49.1 e	46.9 b		
Unemployment rate of labour force 15+	3.9	3.6	3.2	3	3.7 b	3.6		9.3	8.3	7.4	6.8	7.2	7	
Unemployment trap – tax rate on low wage earners	73.2	73.3	73.2	73.2	73	72.8		75	74.8	75	74.5	73.7	74.2	
Share of part-time employment, 15-64	33.4	33.7	33.6	34.1	27.9 b	27.9		19.5	19.5	19.2	19.3	17.8	17.7	
Inactivity and part-time work due to personal and family responsibilities - total	5.5	5.6	5.7	5.9		6.2 b		2.9	3	3	3.1	2.9	3 b	
Job vacancy rate (average over 3 years)	2.4	2.5	2.7	3	2.9 e			1.5	1.7	1.9	2.1	2 e		
Employment gender gap (aged 20-64)	8.1	7.8	8	8	7.5 b	7.3		11.1	11.3	11.3	11.2	11.1	10.8	
Gender pay gap	21.1	20.4	20.1	19.2 p	18.3 p			15.1	14.6	14.4	13.7 p	13 p		
Share of adult population (aged 25-64) with upper secondary or tertiary education - total	86.5	86.5	86.6	86.6	85.7 b	84.8 b		76.6	77.2	77.8	78.4	79	79.3 b	
Early leavers from education and training (aged 18-24) - total	10.3	10.1	10.3	10.3	10.1 b	11.8 b		10.6	10.5	10.5	10.2	9.9	9.7 b	
Completion of tertiary or equivalent education (aged 30-34) - total	33.2	34	34.9	35.5	36.6 b	37.8 b		37.8	38.6	39.4	40.3	41.1	41.6 b	
Adult population (aged 25-64) participating in education and training in the last 12 months, without guided-on-the-job training	46.4	:	:	:	:	:	65	37.4	:	:	:	:	:	60

2. Key employment challenges Germany, June 2022

Employment policy area	Key employment challenge	Particularly good labour market outcome
1. Increase labour market participation		The youth unemployment rate for the age group 15-24 is very low. The NEET rate for the age groups 15-24 and 15-29 is low.
2. Enhancing labour market functioning; combating segmentation		Very low share of involuntary temporary employment.
3. Active labour market policies		
4. Adequate and employment oriented social security systems	The inactivity trap for the second member of a couple is above the EU average.	
5. Work-life balance		
6. Exploiting job creation possibilities		
7. Gender equality	Significant inactivity and low wage traps for second earners, but with some positive developments for the low wage trap. Wide gender pay gap and gender gap in part-time employment, but significant positive development for the latter.	
8. Improving skills supply and productivity, effective life-long learning	<i>Barriers to skills development and bottlenecks for skilled workers to access the labour market.</i>	
9. Improving education and training systems	<i>Educational outcomes are strongly dependent on the student's socio-economic background.</i>	
10. Wage setting mechanisms and labour cost developments		

Estonia

1. Key indicators on labour market performance

Description	Estonia						National Targets	EU 27						EU targets
	2016	2017	2018	2019	2020	2021	2030	2016	2017	2018	2019	2020	2021	2030
Employment rate of population aged 20-64 - total	77	79.2	79.7	80.5	79.1	79.3	81.3	69.6	70.9	71.9	72.7	71.7	73.1	78
Employment rate of population aged 20-64 - men	80.5	81.7	82.8	83.5	81.3	81.2		75.2	76.5	77.6	78.3	77.2	78.5	
Employment rate of population aged 20-64 - women	73.7	76.8	76.8	77.5	76.9	77.5		64.1	65.2	66.3	67.1	66.1	67.7	
Employment rate of older population aged 55-64 - total	65	67.9	68.4	71.9	71.3	71.6		53.6	55.6	57.3	58.6	59.2	60.5	
Employment rate of young people aged 20-29 - total	68.1	72.6	74.4	73.4	69.5	72.2 b		60.4	61.8	62.8	63.6	61.2	62.9 b	
Employment rate of low-skilled population aged 20-64 - total	61.6	65.4	65.3	62.8	60.9	62.7 b		52.5	53.9	55	55.7	54.8	54.9 b	
Employment rate of non-EU nationals aged 20-64 - total	68.4	72	73.2	73.9	73.3	71.1 b		55.9	57	58.8	60	57.5	59.1 b	
Overall employment growth	0.2	2.1	0.3	0.8	-2.2	-0.3		1.6	1.5	1.1	0.9	-1.8	1.5	
Labour productivity per person employed (EU-27 = 100, based on PPS per employed person)	73.3	74.5	76.8	77.8	80.7	84.7 p		100.0	100.0	100.0	100.0	100.0	100.0 p	
Labour productivity per hour worked, (EU-27 = 100, based on PPS per hour worked)	64.8	65.4	69.9	71.1	72.3	73.0 p		100.0	100.0	100.0	100.0	100.0	100.0 p	
Nominal unit labour cost growth (% change from previous year)	3.3	3.9	5.2	5.5	5.5	-0.6		0.7	1.0	1.8	1.7	4.4	0.1	
Real unit labour cost growth (% change from previous year)	1.062	0.342	1.169	2.198	5.847	-5.693		-0.110	-0.314	0.437	-0.068	2.664	-2.598	
Unemployment rate in age group 15-24 - total	14.1	12.2	12.1	11.7	18.5	16.7 b		20.1	18	16.1	15.1	16.8	16.6 b	
NEET rate for population aged 15-24 - total	9.6	10	10.3	7.9	9.2	10.9 b		11.7	11	10.5	10.1	11.1	10.8 b	
NEET rate for population aged 15-29 - total	14.1	11.6	12.1	10.6	11.9	11.2 b		14.5	13.7	13.1	12.6	13.8	13.1 b	
Involuntary temporary employment as % of total employees 15-64	0.7	0.4 u	0.5	0.2 u	0.3 u	0.5 bu		8.8	8.8	8.3	7.9	6.8	7.8 b	
Share of employees (15-64) in temporary employment contracts	3.8	3.2	3.5	3.2	2.8	1.7 b		15.6	15.7	15.5	15	13.5	14 b	
Newly employed in %	16.7	17.9	19.4	18.6	16.4	16.1 b		14.2	14.5	14.6	14.6	13.1	13.8 b	
Rate of long-term unemployment (as % active population) - total	2.2	2	1.3	0.9	1.2	1.6		4.3	3.7	3.2	2.7	2.5	2.8	
At-risk-of-poverty rate of unemployed	54.8	50.2	52.1	52.5	45.9			48.7 e	47.5 e	48.6 e	49.1 e	46.9 b		
Unemployment rate of labour force 15+	6.8	5.8	5.4	4.5	6.9	6.2		9.3	8.3	7.4	6.8	7.2	7	
Unemployment trap – tax rate on low wage earners	62.9	62.9	61.5	62.2	62.5	69.3		75	74.8	75	74.5	73.7	74.2	
Share of part-time employment, 15-64	9.7	9.5	10.9	11.2	12.1	12.2		19.5	19.5	19.2	19.3	17.8	17.7	
Inactivity and part-time work due to personal and family responsibilities - total	1.6	1.6	1.8	1.7	1.9	1.6 b		2.9	3	3	3.1	2.9	3 b	
Job vacancy rate (average over 3 years)	1.6	1.8	1.9	2	1.9			1.5	1.7	1.9	2.1	2 e		
Employment gender gap (aged 20-64)	6.8	4.9	6	6	4.4	3.7		11.1	11.3	11.3	11.2	11.1	10.8	
Gender pay gap	24.8	24.9	21.8	21.7 p	21.1 p			15.1	14.6	14.4	13.7 p	13 p		
Share of adult population (aged 25-64) with upper secondary or tertiary education - total	88.6	88.1	88	89	89.3	89.5 b		76.6	77.2	77.8	78.4	79	79.3 b	
Early leavers from education and training (aged 18-24) - total	11.4	11.8	12	11.2	8.5	9.8 b		10.6	10.5	10.5	10.2	9.9	9.7 b	
Completion of tertiary or equivalent education (aged 30-34) - total	43.3	45.6	44.6	44	41.5	43.1 b		37.8	38.6	39.4	40.3	41.1	41.6 b	
Adult population (aged 25-64) participating in education and training in the last 12 months, without guided-on-the-job training	33.9	:	:	:	:	:	52.3	37.4	:	:	:	:	:	60

2. Key employment challenges Estonia, June 2022

Employment policy area	Key employment challenge	Particularly good labour market outcome
1. Increase labour market participation		The activity rate of the population 20-64 is significantly higher than EU average.
2. Enhancing labour market functioning; combating segmentation		
3. Active labour market policies		
4. Adequate and employment oriented social security systems	<p>Net replacement rate after 12 months of unemployment remains below EU average.</p> <p>The unemployment trap is around EU average but shows significantly negative developments.</p>	
5. Work-life balance	The employment impact of parenthood is significantly worse than EU average, especially for women.	
6. Exploiting job creation possibilities		
7. Gender equality	The gender pay gap, though decreasing, remains high.	The employment gender gap of the 20-64 population is significantly better than EU average.
8. Improving skills supply and productivity, effective life-long learning		
9. Improving education and training systems	<i>Skills shortages and mismatches put the education and training system under pressure.</i>	
10. Wage setting mechanisms and labour cost developments		

Ireland

1. Key indicators on labour market performance

Description	Ireland						National Targets	EU 27						EU targets
	2016	2017	2018	2019	2020	2021	2030	2016	2017	2018	2019	2020	2021	2030
Employment rate of population aged 20-64 - total	71.3	72.9	74	75	72.1	74.9	78.2	69.6	70.9	71.9	72.7	71.7	73.1	78
Employment rate of population aged 20-64 - men	77.5	79.1	80.2	81.3	78.5	80		75.2	76.5	77.6	78.3	77.2	78.5	
Employment rate of population aged 20-64 - women	65.3	66.9	67.9	68.8	65.8	70		64.1	65.2	66.3	67.1	66.1	67.7	
Employment rate of older population aged 55-64 - total	56.7	58.3	60.2	61.7	60.7	62.8		53.6	55.6	57.3	58.6	59.2	60.5	
Employment rate of young people aged 20-29 - total	70	70.2 b	71	72.1	66.8	70.4 b		60.4	61.8	62.8	63.6	61.2	62.9 b	
Employment rate of low-skilled population aged 20-64 - total	49.6	50.5 b	51.5	52.4	51.3	51.3 b		52.5	53.9	55	55.7	54.8	54.9 b	
Employment rate of non-EU nationals aged 20-64 - total	62.8	65.2 b	67.9	69.2	67.3	71 b		55.9	57	58.8	60	57.5	59.1 b	
Overall employment growth	3.6	2.8	2.4	2.8	-3.1	5.7		1.6	1.5	1.1	0.9	-1.8	1.5	
Labour productivity per person employed (EU-27 = 100, based on PPS per employed person)	177.4	182.9	189.8	189.0	212.4	215.8 p		100.0	100.0	100.0	100.0	100.0	100.0 p	
Labour productivity per hour worked, (EU-27 = 100, based on PPS per hour worked)	170.7	172.8	177.6	176.4	202.2	212.0 p		100.0	100.0	100.0	100.0	100.0	100.0 p	
Nominal unit labour cost growth (% change from previous year)	4.1	-2.7	-3.0	1.4	-4.5	-5.5		0.7	1.0	1.8	1.7	4.4	0.1	
Real unit labour cost growth (% change from previous year)	3.378	-3.562	-3.657	-2.755	-3.541	-4.835		-0.110	-0.314	0.437	-0.068	2.664	-2.598	
Unemployment rate in age group 15-24 - total	16.8	14.4 b	13.8	12.5	15.3	14.5 b		20.1	18	16.1	15.1	16.8	16.6 b	
NEET rate for population aged 15-24 - total	12.6	10.9 b	10.1	10.1	12	7.8 b		11.7	11	10.5	10.1	11.1	10.8 b	
NEET rate for population aged 15-29 - total	14.5	12.8 b	11.6	11.4	14.2	9.8 b		14.5	13.7	13.1	12.6	13.8	13.1 b	
Involuntary temporary employment as % of total employees 15-64	4.3	3.5 b	2.9	2.4	2.3	4.2 b		8.8	8.8	8.3	7.9	6.8	7.8 b	
Share of employees (15-64) in temporary employment contracts	9	9.1 b	9.9	9.7	9	9.4 b		15.6	15.7	15.5	15	13.5	14 b	
Newly employed in %	17.3	16.9 b	17.6	17.6	14.9	15.8 b		14.2	14.5	14.6	14.6	13.1	13.8 b	
Rate of long-term unemployment (as % active population) - total	4.2	3	2.1	1.6	1.4	1.8		4.3	3.7	3.2	2.7	2.5	2.8	
At-risk-of-poverty rate of unemployed	40.7	41.7	47.8	33.6	37 b			48.7 e	47.5 e	48.6 e	49.1 e	46.9 b		
Unemployment rate of labour force 15+	8.4	6.7	5.8	5.0	5.9	6.2		9.3	8.3	7.4	6.8	7.2	7	
Unemployment trap – tax rate on low wage earners	69.1	55.8	55	54.9	55.1	64.9		75	74.8	75	74.5	73.7	74.2	
Share of part-time employment, 15-64	21.9	20.1	19.5	19.6	17.8	19.8		19.5	19.5	19.2	19.3	17.8	17.7	
Inactivity and part-time work due to personal and family responsibilities - total	2.9	3.6 b	4.4	4.2	4	4.2 b		2.9	3	3	3.1	2.9	3 b	
Job vacancy rate (average over 3 years)	0.9	1.0	1.0	1.0	1.0			1.5	1.7	1.9	2.1	2 e		
Employment gender gap (aged 20-64)	12.2	12.2	12.3	12.5	12.7	10		11.1	11.3	11.3	11.2	11.1	10.8	
Gender pay gap	14.2 p	14.4 p	11.3					15.1	14.6	14.4	13.7 p	13 p		
Share of adult population (aged 25-64) with upper secondary or tertiary education - total	81.4	82.5 b	83.2	83.7	85.5	87.5 b		76.6	77.2	77.8	78.4	79	79.3 b	
Early leavers from education and training (aged 18-24) - total	6	5 b	5	5.1	5	3.3 b		10.6	10.5	10.5	10.2	9.9	9.7 b	
Completion of tertiary or equivalent education (aged 30-34) - total	54.6	54.5 b	56.3	55.4	58.1	62 b		37.8	38.6	39.4	40.3	41.1	41.6 b	
Adult population (aged 25-64) participating in education and training in the last 12 months, without guided-on-the-job training	46.0	:	:	:	:	:	64.2	37.4	:	:	:	:	:	60

2. Key employment challenges Ireland, June 2022

Employment policy area	Key employment challenge	Particularly good labour market outcome
1. Increase labour market participation	<i>Significant gap in the employment rate of people with and without disabilities (based on the EU-SILC metric used at present).</i>	The employment rate of recent immigrants to the EU (non-EU nationals) is above the EU average.
2. Enhancing labour market functioning; combating segmentation		
3. Active labour market policies		
4. Adequate and employment oriented social security systems		
5. Work-life balance	Low participation in early childhood education and care for 30h or more a week, among children aged 3 to mandatory school age.	
6. Exploiting job creation possibilities		The tax wedge on low wage earners was significantly lower than EU average.
7. Gender equality		
8. Improving skills supply and productivity, effective life-long learning	<i>Labour and skill shortages continue across sectors, post-pandemic.</i>	
9. Improving education and training systems		Very low share of early leavers from education and training (aged 18-24). Very high share of completed tertiary or equivalent education (aged 30-34).
10. Wage setting mechanisms and labour cost developments		

Greece

1. Key indicators on labour market performance

Description	Greece						National Targets	EU 27						EU targets
	2016	2017	2018	2019	2020	2021	2030	2016	2017	2018	2019	2020	2021	2030
Employment rate of population aged 20-64 - total	55.9	57.4	59	60.8	58.3	62.6	71.1	69.6	70.9	71.9	72.7	71.7	73.1	78
Employment rate of population aged 20-64 - men	65.7	67.6	69.9	71.2	68.1	72.5		75.2	76.5	77.6	78.3	77.2	78.5	
Employment rate of population aged 20-64 - women	46.2	47.4	48.3	50.5	48.7	52.7		64.1	65.2	66.3	67.1	66.1	67.7	
Employment rate of older population aged 55-64 - total	36.1	38.1	40.8	42.9	42.6	48.3		53.6	55.6	57.3	58.6	59.2	60.5	
Employment rate of young people aged 20-29 - total	41	42.2	44.1	46	43.8	45.4 b		60.4	61.8	62.8	63.6	61.2	62.9 b	
Employment rate of low-skilled population aged 20-64 - total	48.1	49.2	49.9	50.2	49.9	52.5 b		52.5	53.9	55	55.7	54.8	54.9 b	
Employment rate of non-EU nationals aged 20-64 - total	56.2	56.4	56.6	57.3	53.9	55.8 b		55.9	57	58.8	60	57.5	59.1 b	
Overall employment growth	1.4	2	1.7	2	-5.1	6		1.6	1.5	1.1	0.9	-1.8	1.5	
Labour productivity per person employed (EU-27 = 100, based on PPS per employed person)	73.7	74.2	71.0	70.5 p	66.4 p	69.2 p		100.0	100.0	100.0	100.0	100.0	100.0 p	
Labour productivity per hour worked, (EU-27 = 100, based on PPS per hour worked)	59.0	58.9	55.9	56.7 p	56.0 p	56.0 p		100.0	100.0	100.0	100.0	100.0	100.0 p	
Nominal unit labour cost growth (% change from previous year)	0.1	-0.1	-1.0	-0.3 p	7.8 p	-5.9 p		0.7	1.0	1.8	1.7	4.4	0.1	
Real unit labour cost growth (% change from previous year)	0.663	-0.370	-0.844	-0.517	8.670	-7.863		-0.110	-0.314	0.437	-0.068	2.664	-2.598	
Unemployment rate in age group 15-24 - total	47.3	43.6	39.9	35.2	35	35.5 b		20.1	18	16.1	15.1	16.8	16.6 b	
NEET rate for population aged 15-24 - total	15.8	15.3	14.1	12.5	13.2	11 b		11.7	11	10.5	10.1	11.1	10.8 b	
NEET rate for population aged 15-29 - total	22.2	21.3	19.5	17.7	18.7	17.3 b		14.5	13.7	13.1	12.6	13.8	13.1 b	
Involuntary temporary employment as % of total employees 15-64	8	8.3	8.2	9.3	7.4	9.9 b		8.8	8.8	8.3	7.9	6.8	7.8 b	
Share of employees (15-64) in temporary employment contracts	11.2	11.4	11.3	12.6	10.1	10.2 b		15.6	15.7	15.5	15	13.5	14 b	
Newly employed in %	10.2	10.6	10.5	11.7	9.8	10.9 b		14.2	14.5	14.6	14.6	13.1	13.8 b	
Rate of long-term unemployment (as % active population) - total	15.4	14.3	12.5	11.3	10.5	9.2		4.3	3.7	3.2	2.7	2.5	2.8	
At-risk-of-poverty rate of unemployed	47.1	45.5	43.3	44.9	45.3			48.7 e	47.5 e	48.6 e	49.1 e	46.9 b		
Unemployment rate of labour force 15+	23.9	21.8	19.7	17.9	17.6	14.7		9.3	8.3	7.4	6.8	7.2	7	
Unemployment trap – tax rate on low wage earners	52.5	52.6	52.6	52.3	55.8	54.5		75	74.8	75	74.5	73.7	74.2	
Share of part-time employment, 15-64	10	10	9.3	9.3	8.8	8.2		19.5	19.5	19.2	19.3	17.8	17.7	
Inactivity and part-time work due to personal and family responsibilities - total	0.6	0.7	0.7	0.7	0.7	1 b		2.9	3	3	3.1	2.9	3 b	
Job vacancy rate (average over 3 years)	0.8	0.6	0.6	0.6	0.6			1.5	1.7	1.9	2.1	2 e		
Employment gender gap (aged 20-64)	19.5	20.2	21.6	20.7	19.4	19.8		11.1	11.3	11.3	11.2	11.1	10.8	
Gender pay gap			10.4					15.1	14.6	14.4	13.7 p	13 p		
Share of adult population (aged 25-64) with upper secondary or tertiary education - total	71.8	72.9	73.6	76.8	78.8	79.8 b		76.6	77.2	77.8	78.4	79	79.3 b	
Early leavers from education and training (aged 18-24) - total	6.2	6	4.7	4.1	3.8	3.2 b		10.6	10.5	10.5	10.2	9.9	9.7 b	
Completion of tertiary or equivalent education (aged 30-34) - total	42.7	43.7	44.3	43.1	43.9	44.3 b		37.8	38.6	39.4	40.3	41.1	41.6 b	
Adult population (aged 25-64) participating in education and training in the last 12 months, without guided-on-the-job training	16						40	37.4	:	:	:	:	:	60

2. Key employment challenges Greece, June 2022

Employment policy area	Key employment challenge	Particularly good labour market outcome
1. Increase labour market participation	Low, though increasing, employment rate (20-64), in particular for women and older workers (55-64). Very low employment rate of young people (20-29). High NEET rate (15-29).	
2. Enhancing labour market functioning; combating segmentation	<i>Persisting, although declining, incidence of undeclared work.</i>	
3. Active labour market policies	High, although decreasing, long-term unemployment rate (as a percentage of the active population). <i>There is further scope in enhancing counselling capacity of the Public Employment Service and in delivering active labour market policies to provide more effective and customized support to jobseekers.</i>	
4. Adequate and employment oriented social security systems	The share of the long-term unemployed in total unemployment is significantly above the EU average.	Very low unemployment and wage traps (tax rates on low wage earners).
5. Work-life balance		
6. Exploiting job creation possibilities		
7. Gender equality	Large gender employment gap (20-64).	
8. Improving skills supply and productivity, effective life-long learning	Low participation of adults (25-64) in education and training. <i>Despite some improvements and policy efforts, the skills supply is not always aligned to the needs of the labour market.</i>	
9. Improving education and training systems	The share of low-achievers, in particular in mathematics and science, is above the EU average. <i>Despite ongoing policy efforts, significant inequalities in educational outcomes linked to socio-economic factors persist.</i>	Very low share of early school leavers. High share of population aged 20-24 having completed at least upper secondary education.
10. Wage setting mechanisms and labour cost developments		

Spain

1. Key indicators on labour market performance

Description	Spain						National Targets	EU 27						EU targets
	2016	2017	2018	2019	2020	2021	2030	2016	2017	2018	2019	2020	2021	2030
Employment rate of population aged 20-64 - total	63.9	65.5	67	68	65.7	67.7 d	76	69.6	70.9	71.9	72.7	71.7	73.1	78
Employment rate of population aged 20-64 - men	69.6	71.5	73.1	74	71.4	73 d		75.2	76.5	77.6	78.3	77.2	78.5	
Employment rate of population aged 20-64 - women	58.1	59.6	61	62.1	60	62.4 d		64.1	65.2	66.3	67.1	66.1	67.7	
Employment rate of older population aged 55-64 - total	49.1	50.5	52.2	53.8	54.7	55.8 d		53.6	55.6	57.3	58.6	59.2	60.5	
Employment rate of young people aged 20-29 - total	48.6	51.4	53.2	53.8	48.6	51.8 bd		60.4	61.8	62.8	63.6	61.2	62.9 b	
Employment rate of low-skilled population aged 20-64 - total	52.9	54.6	56.6	57.8	55.4	57.2 bd		52.5	53.9	55	55.7	54.8	54.9 b	
Employment rate of non-EU nationals aged 20-64 - total	57.5	59.5	59.9	59.8	55.2	59.1 bd		55.9	57	58.8	60	57.5	59.1 b	
Overall employment growth	2.6	2.6	2.6	2.3	-3.1	2.8 d		1.6	1.5	1.1	0.9	-1.8	1.5	
Labour productivity per person employed (EU-27 = 100, based on PPS per employed person)	102.0	101.9	99.8	98.1 p	94.2 p	93.0 p		100.0	100.0	100.0	100.0	100.0	100.0 p	
Labour productivity per hour worked, (EU-27 = 100, based on PPS per hour worked)	98.3	98.2	95.8	94.7 p	92.5 p	90.6 p		100.0	100.0	100.0	100.0	100.0	100.0 p	
Nominal unit labour cost growth (% change from previous year)	-0.9	0.4	1.5	3.0 p	6.1 p	0.2 p		0.7	1.0	1.8	1.7	4.4	0.1	
Real unit labour cost growth (% change from previous year)	-1.249	-0.908	0.288	1.705	4.898	-1.553		-0.110	-0.314	0.437	-0.068	2.664	-2.598	
Unemployment rate in age group 15-24 - total	44.4	38.6	34.3	32.5	38.3	34.8 bd		20.1	18	16.1	15.1	16.8	16.6 b	
NEET rate for population aged 15-24 - total	14.6	13.3	12.4	12.1	13.9	11 bd		11.7	11	10.5	10.1	11.1	10.8 b	
NEET rate for population aged 15-29 - total	18.1	16.4	15.3	14.9	17.3	14.1 bd		14.5	13.7	13.1	12.6	13.8	13.1 b	
Involuntary temporary employment as % of total employees 15-64	23	22.7	21.3	21.2	19.5	19.7 bd		8.8	8.8	8.3	7.9	6.8	7.8 b	
Share of employees (15-64) in temporary employment contracts	26.1	26.8	26.9	26.3	24.2	25.2 bd		15.6	15.7	15.5	15	13.5	14 b	
Newly employed in %	18.3	18.9	19.3	19	16.1	17.2 bd		14.2	14.5	14.6	14.6	13.1	13.8 b	
Rate of long-term unemployment (as % active population) - total	9.5	7.7	6.4	5.3	5	6.2 d		4.3	3.7	3.2	2.7	2.5	2.8	
At-risk-of-poverty rate of unemployed	49.2	46.4	50.7	46.7	46.3			48.7 e	47.5 e	48.6 e	49.1 e	46.9 b		
Unemployment rate of labour force 15+	19.6	17.2	15.3	14.1	15.5	14.8 d		9.3	8.3	7.4	6.8	7.2	7	
Unemployment trap – tax rate on low wage earners	81.1	81.1	81.9	82	80.5	81.8		75	74.8	75	74.5	73.7	74.2	
Share of part-time employment, 15-64	15.1	14.9	14.5	14.5	13.9	13.7 d		19.5	19.5	19.2	19.3	17.8	17.7	
Inactivity and part-time work due to personal and family responsibilities - total	1.4	1.5	1.7	1.5	1.5	1.6 b		2.9	3	3	3.1	2.9	3 b	
Job vacancy rate (average over 3 years)	0.7	0.7	0.8	0.8	0.8 e			1.5	1.7	1.9	2.1	2 e		
Employment gender gap (aged 20-64)	11.5	11.9	12.1	11.9	11.4	10.6 d		11.1	11.3	11.3	11.2	11.1	10.8	
Gender pay gap	14.8	13.5	11.9	9.4	9.4 p			15.1	14.6	14.4	13.7 p	13 p		
Share of adult population (aged 25-64) with upper secondary or tertiary education - total	58.3	59.1	60.1	61.3	62.9	63.9 b		76.6	77.2	77.8	78.4	79	79.3 b	
Early leavers from education and training (aged 18-24) - total	19	18.3	17.9	17.3	16	13.3 b		10.6	10.5	10.5	10.2	9.9	9.7 b	
Completion of tertiary or equivalent education (aged 30-34) - total	40.1	41.2	42.4	44.7	44.8	46.7 b		37.8	38.6	39.4	40.3	41.1	41.6 b	
Adult population (aged 25-64) participating in education and training in the last 12 months, without guided-on-the-job training	30.4	:	:	:	:	:	60	37.4	:	:	:	:	:	60

2. Key employment challenges Spain, June 2022

Employment policy area	Key employment challenge	Particularly good labour market outcome
1. Increase labour market participation	Low employment rates in particular for young workers and people aged 55-59. High unemployment rates, especially for young people. High (unemployed) NEET rate.	
2. Enhancing labour market functioning; combating segmentation	Very high share of employees on temporary contracts, largely involuntary, and very low transition rates towards permanent employment. <i>Widespread use of temporary contracts, including in the public sector (being targeted by recent measures), and limited capacity of labour inspectorate to combat their fraudulent use.</i> <i>Persistent regional disparities in the labour market, including for vulnerable groups.</i>	
3. Active labour market policies	High long-term unemployment rate. <i>Regional divergences in the capacity of public employment services and limited effectiveness of Active Labour Market Policies to address youth and long-term unemployment.</i>	
4. Adequate and employment oriented social security systems	High share of people at-risk-of poverty in employment.	
5. Work-life balance		High participation of children aged 0-3 in formal childcare.
6. Exploiting job creation possibilities		
7. Gender equality		Significantly improving gender pay gap in unadjusted form (now below the EU average)
8. Improving skills supply and productivity, effective life-long learning	Low share of adult population (aged 25-64) having attained upper secondary education. <i>Despite improvements to boost the attractiveness of Vocational Education and Training (VET), skills polarisation and skills mismatches persist, coupled with labour shortages in certain industries.</i>	
9. Improving education and training systems	High early leavers from education and training rate. Low share of young people with at least upper secondary education.	
10. Wage setting mechanisms and labour cost developments		

France

1. Key indicators on labour market performance

Description	France						National Targets	EU 27						EU targets
	2016	2017	2018	2019	2020	2021	2030	2016	2017	2018	2019	2020	2021	2030
Employment rate of population aged 20-64 - total	70.7	71.3	72	72.3	72.1	73.2 d	78	69.6	70.9	71.9	72.7	71.7	73.1	78
Employment rate of population aged 20-64 - men	73.8	74.7	75.3	75.3	75	76.4 d		75.2	76.5	77.6	78.3	77.2	78.5	
Employment rate of population aged 20-64 - women	67.7	68.1	68.9	69.4	69.3	70.2 d		64.1	65.2	66.3	67.1	66.1	67.7	
Employment rate of older population aged 55-64 - total	51.2	52.6	53.6	54.5	55.2	55.9 d		53.6	55.6	57.3	58.6	59.2	60.5	
Employment rate of young people aged 20-29 - total	61.5	62.2	63.4	63.4	61.5	65.2 bd		60.4	61.8	62.8	63.6	61.2	62.9 b	
Employment rate of low-skilled population aged 20-64 - total	50.5	51.8	52.2	51.8	52.5	51.8 bd		52.5	53.9	55	55.7	54.8	54.9 b	
Employment rate of non-EU nationals aged 20-64 - total	46.8	48	50.9	51.9	52.4	55 bd		55.9	57	58.8	60	57.5	59.1 b	
Overall employment growth	0.4	0.8	0.9	0.3	-0.5	1.6 d		1.6	1.5	1.1	0.9	-1.8	1.5	
Labour productivity per person employed (EU-27 = 100, based on PPS per employed person)	115.5	114.7	115.2	117.7 p	115.7 p	115.6 p		100.0	100.0	100.0	100.0	100.0	100.0 p	
Labour productivity per hour worked, (EU-27 = 100, based on PPS per hour worked)	124.4	124.1	124.0	126.0 p	126.8 p	124.0 p		100.0	100.0	100.0	100.0	100.0	100.0 p	
Nominal unit labour cost growth (% change from previous year)	0.7	0.8	0.8	-0.7 p	4.5 p	0.3 p		0.7	1.0	1.8	1.7	4.4	0.1	
Real unit labour cost growth (% change from previous year)	0.209	0.283	-0.179	-1.930	1.845	-0.986		-0.110	-0.314	0.437	-0.068	2.664	-2.598	
Unemployment rate in age group 15-24 - total	24.5	22.1	20.8	19.5	20.2	18.9 bd		20.1	18	16.1	15.1	16.8	16.6 b	
NEET rate for population aged 15-24 - total	11.9	11.4	11.1	10.6	11.4	10.6 bd		11.7	11	10.5	10.1	11.1	10.8 b	
NEET rate for population aged 15-29 - total	14.3	13.8	13.6	13	14	12.8 bd		14.5	13.7	13.1	12.6	13.8	13.1 b	
Involuntary temporary employment as % of total employees 15-64	9.3	9.7	8.9	8.3	7.4	9.1 bd		8.8	8.8	8.3	7.9	6.8	7.8 b	
Share of employees (15-64) in temporary employment contracts	16.2	16.8	16.6	16.2	15.3	15 bd		15.6	15.7	15.5	15	13.5	14 b	
Newly employed in %	14.2	15.1	15.6	15.7	14.5	15.8 bd		14.2	14.5	14.6	14.6	13.1	13.8 b	
Rate of long-term unemployment (as % active population) - total	3.1	2.9	2.5	2.3	1.9	2.3 d		4.3	3.7	3.2	2.7	2.5	2.8	
At-risk-of-poverty rate of unemployed	38.4	38	37	36.7	38.6 b			48.7 e	47.5 e	48.6 e	49.1 e	46.9 b		
Unemployment rate of labour force 15+	10.1	9.4	9	8.4	8	7.9 d		9.3	8.3	7.4	6.8	7.2	7	
Unemployment trap – tax rate on low wage earners	76.5	75.9	75.3	72.8	70.9	72.7		75	74.8	75	74.5	73.7	74.2	
Share of part-time employment, 15-64	18.9	18.9	18.6	18.1	17.6	17.3 d		19.5	19.5	19.2	19.3	17.8	17.7	
Inactivity and part-time work due to personal and family responsibilities - total	2.8	3	2.9	3.1	2.7	2.7 b		2.9	3	3	3.1	2.9	3 b	
Job vacancy rate (average over 3 years)	0.7	0.9	1.1	1.2	1.3			1.5	1.7	1.9	2.1	2 e		
Employment gender gap (aged 20-64)	6.1	6.6	6.4	5.9	5.7	6.2 d		11.1	11.3	11.3	11.2	11.1	10.8	
Gender pay gap	15.9	16.3	16.7	16.2 p	15.8 p			15.1	14.6	14.4	13.7 p	13 p		
Share of adult population (aged 25-64) with upper secondary or tertiary education - total	78.1	78.4	79.4	80.5	81.5	82.2 b		76.6	77.2	77.8	78.4	79	79.3 b	
Early leavers from education and training (aged 18-24) - total	8.8	8.8	8.7	8.2	8	7.8 b		10.6	10.5	10.5	10.2	9.9	9.7 b	
Completion of tertiary or equivalent education (aged 30-34) - total	43.7	44.4	46.2	47.5	48.8	49.5 b		37.8	38.6	39.4	40.3	41.1	41.6 b	
Adult population (aged 25-64) participating in education and training in the last 12 months, without guided-on-the-job training	48.4	:	:	:	:	:	65	37.4	:	:	:	:	:	60

2. Key employment challenges France, June 2022

Employment policy area	Key employment challenge	Particularly good labour market outcome
1. Increase labour market participation	The employment rate for people aged 60-64, for low-skilled and non-EU born (especially women) is below EU average <i>People with migrant background (both first- and second-generations) face additional labour market challenges.</i>	
2. Enhancing labour market functioning; combating segmentation	<i>Despite improving, short-term contracts represent a significant share of new hires.</i>	
3. Active labour market policies		
4. Adequate and employment oriented social security systems	High inactivity trap for the second earner in a couple.	
5. Work-life balance		The share of children (0-3) in formal childcare is above EU average.
6. Exploiting job creation possibilities		
7. Gender equality		
8. Improving skills supply and productivity, effective life-long learning		
9. Improving education and training systems	<i>Significant socio-economic and territorial disparities in educational outcomes.</i>	
10. Wage setting mechanisms and labour cost developments		

Croatia

1. Key indicators on labour market performance

Description	Croatia						National Targets	EU 27						EU targets
	2016	2017	2018	2019	2020	2021	2030	2016	2017	2018	2019	2020	2021	2030
Employment rate of population aged 20-64 - total	61.4	63.6	65.2	66.7	66.9	68.2	75	69.6	70.9	71.9	72.7	71.7	73.1	78
Employment rate of population aged 20-64 - men	66.2	68.9	70.3	72	72.5	73.4		75.2	76.5	77.6	78.3	77.2	78.5	
Employment rate of population aged 20-64 - women	56.6	58.3	60.1	61.5	61.3	62.9		64.1	65.2	66.3	67.1	66.1	67.7	
Employment rate of older population aged 55-64 - total	38.1	40.3	42.8	43.9	45.5	48.6		53.6	55.6	57.3	58.6	59.2	60.5	
Employment rate of young people aged 20-29 - total	54.8	56.2	56	59.3	57.5	56.9 b		60.4	61.8	62.8	63.6	61.2	62.9 b	
Employment rate of low-skilled population aged 20-64 - total	37.9	34.7	37.2	39.5	38.5	42.1 b		52.5	53.9	55	55.7	54.8	54.9 b	
Employment rate of non-EU nationals aged 20-64 - total	34.5 u	40.9 u	52.5 u	45.3 u	50.5 u	59.2 bu		55.9	57	58.8	60	57.5	59.1 b	
Overall employment growth	0.5	2.3	1.7	1.2	-1.2	1.2		1.6	1.5	1.1	0.9	-1.8	1.5	
Labour productivity per person employed (EU-27 = 100, based on PPS per employed person)	74.7 p	74.9 p	74.5 p	74.4 p	71.5 p	74.6 p		100.0	100.0	100.0	100.0	100.0	100.0 p	
Labour productivity per hour worked, (EU-27 = 100, based on PPS per hour worked)	66.8 p	67.0 p	67.0 p	65.8 p	60.1 p	65.0 p		100.0	100.0	100.0	100.0	100.0	100.0 p	
Nominal unit labour cost growth (% change from previous year)	-2.8 p	-0.7 p	3.6 p	0.0 p	9.8 p	-3.1 p		0.7	1.0	1.8	1.7	4.4	0.1	
Real unit labour cost growth (% change from previous year)	-2.773	-1.832	1.526	-1.921	9.961	-6.289		-0.110	-0.314	0.437	-0.068	2.664	-2.598	
Unemployment rate in age group 15-24 - total	31.3	27.4	23.7	16.6	21.1	21.9 b		20.1	18	16.1	15.1	16.8	16.6 b	
NEET rate for population aged 15-24 - total	16.9	15.4	13.6	11.8	12.2	12.7 b		11.7	11	10.5	10.1	11.1	10.8 b	
NEET rate for population aged 15-29 - total	19.5	17.9	15.6	14.2	14.6	14.9 b		14.5	13.7	13.1	12.6	13.8	13.1 b	
Involuntary temporary employment as % of total employees 15-64	17.7	17.7	17.2	15.3	12.2	9.3 b		8.8	8.8	8.3	7.9	6.8	7.8 b	
Share of employees (15-64) in temporary employment contracts	22.2	20.7	19.9	18.1	15.2	13.5 b		15.6	15.7	15.5	15	13.5	14 b	
Newly employed in %	15.8	15.6	15.3	13.4	10.3	11.3 b		14.2	14.5	14.6	14.6	13.1	13.8 b	
Rate of long-term unemployment (as % active population) - total	6.6	4.6	3.4	2.4	2.1	2.8		4.3	3.7	3.2	2.7	2.5	2.8	
At-risk-of-poverty rate of unemployed	43.6	45.6	47.6	45.3	45.3			48.7 e	47.5 e	48.6 e	49.1 e	46.9 b		
Unemployment rate of labour force 15+	13.1	11.2	8.5	6.6	7.5	7.6		9.3	8.3	7.4	6.8	7.2	7	
Unemployment trap – tax rate on low wage earners	79.9	81.9	83	83.6	83.4	83.1		75	74.8	75	74.5	73.7	74.2	
Share of part-time employment, 15-64	5.6	4.8	5.2	4.8	4.5	4.7		19.5	19.5	19.2	19.3	17.8	17.7	
Inactivity and part-time work due to personal and family responsibilities - total	0.9	0.8	0.8	0.7	0.6	0.5 b		2.9	3	3	3.1	2.9	3 b	
Job vacancy rate (average over 3 years)	1.2	1.5	1.7	1.6	1.6			1.5	1.7	1.9	2.1	2 e		
Employment gender gap (aged 20-64)	9.6	10.6	10.2	10.5	11.2	10.5		11.1	11.3	11.3	11.2	11.1	10.8	
Gender pay gap	11.6	12.3	11.4	11.5 p	11.2 p			15.1	14.6	14.4	13.7 p	13 p		
Share of adult population (aged 25-64) with upper secondary or tertiary education - total	82.7	83.8	85.1	85.8	86.6	87.2 b		76.6	77.2	77.8	78.4	79	79.3 b	
Early leavers from education and training (aged 18-24) - total	2.8 u	3.1	3.3	3 u	2.2 u	2.4 bu		10.6	10.5	10.5	10.2	9.9	9.7 b	
Completion of tertiary or equivalent education (aged 30-34) - total	29.3	28.7	34.1	33.1	34.7	33.7 b		37.8	38.6	39.4	40.3	41.1	41.6 b	
Adult population (aged 25-64) participating in education and training in the last 12 months, without guided-on-the-job training	26.9	:	:	:	:	:	55	37.4	:	:	:	:	:	60

2. Key employment challenges Croatia, June 2022

Employment policy area	Key employment challenge	Particularly good labour market outcome
1. Increase labour market participation	The employment rate (20-64) is low, especially for the elderly (55-64) and low-skilled, with some positive development. The NEET rate (15-29) is higher than the EU average. The disability employment gap is significantly worse than the EU average.	
2. Enhancing labour market functioning; combating segmentation	Very high share of (involuntary) temporary employment.	
3. Active labour market policies		
4. Adequate and employment oriented social security systems		
5. Work-life balance	The share of children in pre-school education is significantly below the EU average.	
6. Exploiting job creation possibilities		
7. Gender equality	The employment gender gap amongst younger workers (20-29) is significantly higher than EU average.	
8. Improving skills supply and productivity, effective life-long learning	Low share of adult population having attained high (tertiary) education. <i>Low provision of labour market relevant skills.</i>	Education attainment level of at least upper secondary education (20-24) is significantly above the EU level.
9. Improving education and training systems		The percentage of early school leavers is significantly lower than the EU average.
10. Wage setting mechanisms and labour cost developments	<i>Weaknesses in the wage setting mechanisms in the public sector.</i>	

Italy

1. Key indicators on labour market performance

Description	Italy						National Targets	EU 27						EU targets
	2016	2017	2018	2019	2020	2021	2030	2016	2017	2018	2019	2020	2021	2030
Employment rate of population aged 20-64 - total	61.4	62.3	63	63.5	61.9	62.7	73	69.6	70.9	71.9	72.7	71.7	73.1	78
Employment rate of population aged 20-64 - men	71.5	72.2	72.9	73.3	71.8	72.4		75.2	76.5	77.6	78.3	77.2	78.5	
Employment rate of population aged 20-64 - women	51.6	52.5	53.2	53.9	52.1	53.2		64.1	65.2	66.3	67.1	66.1	67.7	
Employment rate of older population aged 55-64 - total	49.9	51.9	53.4	54	53.4	53.4		53.6	55.6	57.3	58.6	59.2	60.5	
Employment rate of young people aged 20-29 - total	42.1	42.7	43.4	44.9	42.4	44.4 b		60.4	61.8	62.8	63.6	61.2	62.9 b	
Employment rate of low-skilled population aged 20-64 - total	50.3	51	51.7	52.1	50.9	50.8 b		52.5	53.9	55	55.7	54.8	54.9 b	
Employment rate of non-EU nationals aged 20-64 - total	61.6	62.7	63.5	63.7	59.9	60.3 b		55.9	57	58.8	60	57.5	59.1 b	
Overall employment growth	1.4	1	0.8	0.5	-3.2	0.6		1.6	1.5	1.1	0.9	-1.8	1.5	
Labour productivity per person employed (EU-27 = 100, based on PPS per employed person)	108.3	107.4	106.4	105.6	102.7	104.0 p		100.0	100.0	100.0	100.0	100.0	100.0 p	
Labour productivity per hour worked, (EU-27 = 100, based on PPS per hour worked)	103.2	101.9	100.9	100.4	102.0	99.6 p		100.0	100.0	100.0	100.0	100.0	100.0 p	
Nominal unit labour cost growth (% change from previous year)	0.4	-0.1	2.0	1.3	2.1	-0.1		0.7	1.0	1.8	1.7	4.4	0.1	
Real unit labour cost growth (% change from previous year)	-0.711	-0.823	0.900	0.352	0.754	-0.847		-0.110	-0.314	0.437	-0.068	2.664	-2.598	
Unemployment rate in age group 15-24 - total	37.8	34.7	32.2	29.2	29.4	29.7 b		20.1	18	16.1	15.1	16.8	16.6 b	
NEET rate for population aged 15-24 - total	19.9	20.1	19.2	18.1	19	19.8 b		11.7	11	10.5	10.1	11.1	10.8 b	
NEET rate for population aged 15-29 - total	24.3	24.1	23.4	22.2	23.3	23.1 b		14.5	13.7	13.1	12.6	13.8	13.1 b	
Involuntary temporary employment as % of total employees 15-64	10.2	11.2	13.7	13.7	12.1	13.6 b		8.8	8.8	8.3	7.9	6.8	7.8 b	
Share of employees (15-64) in temporary employment contracts	14	15.5	17.1	17.1	15.2	16.6 b		15.6	15.7	15.5	15	13.5	14 b	
Newly employed in %	11.1	11.3	11.3	11.8	10.6	11.6 b		14.2	14.5	14.6	14.6	13.1	13.8 b	
Rate of long-term unemployment (as % active population) - total	7.1	6.9	6.5	5.9	5.1	5.4		4.3	3.7	3.2	2.7	2.5	2.8	
At-risk-of-poverty rate of unemployed	45.8	42.2	45.9	48.9	49.4			48.7 e	47.5 e	48.6 e	49.1 e	46.9 b		
Unemployment rate of labour force 15+	11.7	11.3	10.6	9.9	9.3	9.5		9.3	8.3	7.4	6.8	7.2	7	
Unemployment trap – tax rate on low wage earners	81.7	81.6	81.4	81.6	79.6	79.9		75	74.8	75	74.5	73.7	74.2	
Share of part-time employment, 15-64	18.7	18.7	18.5	18.9	18.3	18.2		19.5	19.5	19.2	19.3	17.8	17.7	
Inactivity and part-time work due to personal and family responsibilities - total	2.7	2.8	2.7	2.4	2.2	2.1 b		2.9	3	3	3.1	2.9	3 b	
Job vacancy rate (average over 3 years)	0.6	0.8	0.9	1.1	1.1			1.5	1.7	1.9	2.1	2 e		
Employment gender gap (aged 20-64)	19.9	19.7	19.7	19.4	19.7	19.2		11.1	11.3	11.3	11.2	11.1	10.8	
Gender pay gap	5.3 p	5 p	5.5	4.7 p	4.2 p			15.1	14.6	14.4	13.7 p	13 p		
Share of adult population (aged 25-64) with upper secondary or tertiary education - total	60.1	60.9	61.7	62.2	62.9	62.7 b		76.6	77.2	77.8	78.4	79	79.3 b	
Early leavers from education and training (aged 18-24) - total	13.8	14	14.5	13.5	13.1	12.7 b		10.6	10.5	10.5	10.2	9.9	9.7 b	
Completion of tertiary or equivalent education (aged 30-34) - total	26.2	26.9	27.8	27.6	27.8	26.8 b		37.8	38.6	39.4	40.3	41.1	41.6 b	
Adult population (aged 25-64) participating in education and training in the last 12 months, without guided-on-the-job training	33.9	:	:	:	:	:	55	37.4	:	:	:	:	:	60

2. Key employment challenges Italy, June 2022

Employment policy area	Key employment challenge	Particularly good labour market outcome
1. Increase labour market participation	<p>The employment rate of 20-64-year-olds is significantly lower than the EU average.</p> <p>The rate of young people in unemployment or NEETs (age 15-29) is significantly higher than the EU average.</p> <p><i>Regional disparities in labour market indicators.</i></p>	The disability employment gap is significantly lower than the EU average.
2. Enhancing labour market functioning; combating segmentation	<p>The share of involuntary temporary employment for people aged 15-64 is higher than the EU average and significantly higher for young people (15-24).</p> <p><i>Undeclared and under-declared work remains widespread, especially in services sector.</i></p> <p><i>Weaker integration in the labour market of people with migrant background.</i></p>	
3. Active labour market policies		
4. Adequate and employment oriented social security systems	The share of long-term unemployed in total unemployment is significantly above the EU average.	The “low wage trap” for second earner income has strongly declined and has approached the EU average.
5. Work-life balance	Inactivity due to personal and family responsibilities is significantly higher than the EU average.	
6. Exploiting job creation possibilities		
7. Gender equality	<p>The employment gender gap (aged 20-64) is significantly larger than the EU average.</p> <p><i>Multidimensional challenges for labour market participation of women, in relation to the provision of child- and long-term care and persistent regional differences in the availability of services.</i></p>	The gender pay gap is significantly below the EU average.
8. Improving skills supply and productivity, effective life-long learning	The share of adult population (age 25-64) with upper secondary or tertiary education, and with tertiary education, is significantly lower than the EU average.	
9. Improving education and training systems	<p>The early school leaving rate is above the EU average.</p> <p><i>Investment in education and training is limited while education outcomes are below EU average.</i></p>	
10. Wage setting mechanisms and labour cost developments		

Cyprus

1. Key indicators on labour market performance

Description	Cyprus						National Targets	EU 27						EU targets
	2016	2017	2018	2019	2020	2021	2030	2016	2017	2018	2019	2020	2021	2030
Employment rate of population aged 20-64 - total	68.7	70.8	73.9	75.7	74.9	75.9	80	69.6	70.9	71.9	72.7	71.7	73.1	78
Employment rate of population aged 20-64 - men	73.8	75.7	79.3	81.7	81.1	82.2		75.2	76.5	77.6	78.3	77.2	78.5	
Employment rate of population aged 20-64 - women	64.1	66.2	68.9	70.1	69.1	70		64.1	65.2	66.3	67.1	66.1	67.7	
Employment rate of older population aged 55-64 - total	52.2	55.3	60.9	61.1	61	63.4		53.6	55.6	57.3	58.6	59.2	60.5	
Employment rate of young people aged 20-29 - total	60.5	62.6	66.4	70.1	67.2	69 b		60.4	61.8	62.8	63.6	61.2	62.9 b	
Employment rate of low-skilled population aged 20-64 - total	56.8	57	61.6	63.2	64	64.5 b		52.5	53.9	55	55.7	54.8	54.9 b	
Employment rate of non-EU nationals aged 20-64 - total	63.4	64	64.4	68.9	68.4	70.2 b		55.9	57	58.8	60	57.5	59.1 b	
Overall employment growth	1.1	4.5	5.4	3.3	0.5	3		1.6	1.5	1.1	0.9	-1.8	1.5	
Labour productivity per person employed (EU-27 = 100, based on PPS per employed person)	87.5	86.7	85.4	85.2	82.0 p	82.2 p		100.0	100.0	100.0	100.0	100.0	100.0 p	
Labour productivity per hour worked, (EU-27 = 100, based on PPS per hour worked)	78.0	77.6	76.9	76.6	74.3 p	75.3 p		100.0	100.0	100.0	100.0	100.0	100.0 p	
Nominal unit labour cost growth (% change from previous year)	-2.6	1.1	1.1	2.9	1.4 p	0.4 p		0.7	1.0	1.8	1.7	4.4	0.1	
Real unit labour cost growth (% change from previous year)	-2.040	0.057	0.141	1.795	2.531	-1.943		-0.110	-0.314	0.437	-0.068	2.664	-2.598	
Unemployment rate in age group 15-24 - total	29.1	24.7	20.2	16.6	18.2	17.1 b		20.1	18	16.1	15.1	16.8	16.6 b	
NEET rate for population aged 15-24 - total	16	16.1	13.2	13.7	14.4	12.8 b		11.7	11	10.5	10.1	11.1	10.8 b	
NEET rate for population aged 15-29 - total	18	17.6	14.9	14.1	15.3	15.4 b		14.5	13.7	13.1	12.6	13.8	13.1 b	
Involuntary temporary employment as % of total employees 15-64	15.2	14.1	12.8	12.8	12.8	11.9 b		8.8	8.8	8.3	7.9	6.8	7.8 b	
Share of employees (15-64) in temporary employment contracts	16.5	15.3	13.8	13.7	13.4	13 b		15.6	15.7	15.5	15	13.5	14 b	
Newly employed in %	20.7	21	21.3	20.5	18.4	18.1 b		14.2	14.5	14.6	14.6	13.1	13.8 b	
Rate of long-term unemployment (as % active population) - total	5.8	4.5	2.7	2.1	2.1	2.6		4.3	3.7	3.2	2.7	2.5	2.8	
At-risk-of-poverty rate of unemployed	37.2	36.5	41.3	35.7	38.3			48.7 e	47.5 e	48.6 e	49.1 e	46.9 b		
Unemployment rate of labour force 15+	13	11.1	8.4	7.1	7.6	7.5		9.3	8.3	7.4	6.8	7.2	7	
Unemployment trap – tax rate on low wage earners		64.2	64	64.4	64.4	64.2		75	74.8	75	74.5	73.7	74.2	
Share of part-time employment, 15-64	13.4	12.2	10.8	10.2	10	10.1		19.5	19.5	19.2	19.3	17.8	17.7	
Inactivity and part-time work due to personal and family responsibilities - total	1.3	0.9	1	1	0.9	1.3 b		2.9	3	3	3.1	2.9	3 b	
Job vacancy rate (average over 3 years)	0.9	1	1.2	1.4	1.6			1.5	1.7	1.9	2.1	2 e		
Employment gender gap (aged 20-64)	9.7	9.5	10.4	11.6	12	12.2		11.1	11.3	11.3	11.2	11.1	10.8	
Gender pay gap	12.3	11.2	10.4	10.1 p	9 p			15.1	14.6	14.4	13.7 p	13 p		
Share of adult population (aged 25-64) with upper secondary or tertiary education - total	79.5	81.1	82.2	82.5	83.2	84.6 b		76.6	77.2	77.8	78.4	79	79.3 b	
Early leavers from education and training (aged 18-24) - total	7.6	8.5	7.8	9.2	11.5	10.2 b		10.6	10.5	10.5	10.2	9.9	9.7 b	
Completion of tertiary or equivalent education (aged 30-34) - total	53.4	55.9	57.1	58.8	59.8	61.5 b		37.8	38.6	39.4	40.3	41.1	41.6 b	
Adult population (aged 25-64) participating in education and training in the last 12 months, without guided-on-the-job training	44.8	:	:	:	:	:	61	37.4	:	:	:	:	:	60

2. Key employment challenges Cyprus, June 2022

Employment policy area	Key employment challenge	Particularly good labour market outcome
1. Increase labour market participation	High NEET rates among men and for the unemployed component.	High, increasing employment rate (20-64). Long and increasing duration of working life for men. High employment rate of non-EU nationals aged 20-64 and recent immigrant women to the EU.
2. Enhancing labour market functioning; combating segmentation	The share of involuntary temporary employees among all employees is significantly higher than the EU average. <i>High incidence of undeclared work.</i>	
3. Active labour market policies	<i>The Public Employment Service is in need of further modernisation and digitalisation; activation measures available for NEETs are limited.</i>	
4. Adequate and employment oriented social security systems	Low and stagnant level of net replacement rates after 6 and 12 months	The inactivity trap for the second member of a couple is significantly lower than the EU average.
5. Work-life balance	The share of children in formal care for less than 30h a week among all children aged 0 to 3 is very small and decreasing. <i>Limited flexible working arrangements.</i> <i>Limited affordability and accessibility of quality childcare services.</i>	
6. Exploiting job creation possibilities		
7. Gender equality	Increasing gender employment gap.	
8. Improving skills supply and productivity, effective life-long learning	The share of individuals who have at least basic overall digital skills is low.	The share of adults (25-64) having attained tertiary education is very high.
9. Improving education and training systems	<i>Low level of basic (and digital) skills and limited labour market relevance of education and training.</i>	The share of 30-34 olds completing tertiary or equivalent education is very high, on a long-term increasing trend.
10. Wage setting mechanisms and labour cost developments		

Latvia

1. Key indicators on labour market performance

Description	Latvia						National Targets	EU 27						EU targets
	2016	2017	2018	2019	2020	2021	2030	2016	2017	2018	2019	2020	2021	2030
Employment rate of population aged 20-64 - total	73	74.6	76.8	77.3	76.9	75.3	80	69.6	70.9	71.9	72.7	71.7	73.1	78
Employment rate of population aged 20-64 - men	74.5	76.9	79	79.2	78.8	77.7		75.2	76.5	77.6	78.3	77.2	78.5	
Employment rate of population aged 20-64 - women	71.7	72.6	74.7	75.5	75.1	72.9		64.1	65.2	66.3	67.1	66.1	67.7	
Employment rate of older population aged 55-64 - total	61.2	62.2	65.3	67.3	68.4	67.8		53.6	55.6	57.3	58.6	59.2	60.5	
Employment rate of young people aged 20-29 - total	67.7	70.7	71	71.2	68	66.6 b		60.4	61.8	62.8	63.6	61.2	62.9 b	
Employment rate of low-skilled population aged 20-64 - total	54.8	56.7	57.5	59.9	61.3	56.7 b		52.5	53.9	55	55.7	54.8	54.9 b	
Employment rate of non-EU nationals aged 20-64 - total	63.9	65.3	66.5	69.3	70	66.6 b		55.9	57	58.8	60	57.5	59.1 b	
Overall employment growth	-0.8	0.1	1.3	-0.2	-2.3	-3.3		1.6	1.5	1.1	0.9	-1.8	1.5	
Labour productivity per person employed (EU-27 = 100, based on PPS per employed person)	65.7	67.4	68.7	69.0	70.0	73.2 p		100.0	100.0	100.0	100.0	100.0	100.0 p	
Labour productivity per hour worked, (EU-27 = 100, based on PPS per hour worked)	56.6	58.3	59.0	60.2	59.9	63.9 p		100.0	100.0	100.0	100.0	100.0	100.0 p	
Nominal unit labour cost growth (% change from previous year)	4.5	4.1	5.4	5.1	7.0	3.5		0.7	1.0	1.8	1.7	4.4	0.1	
Real unit labour cost growth (% change from previous year)	3.567	1.139	1.487	2.451	7.175	-3.257		-0.110	-0.314	0.437	-0.068	2.664	-2.598	
Unemployment rate in age group 15-24 - total	17.3	17	12.2	12.4	14.9	14.8 b		20.1	18	16.1	15.1	16.8	16.6 b	
NEET rate for population aged 15-24 - total	11.2	10.3	7.8	7.9	7.1	8.6 b		11.7	11	10.5	10.1	11.1	10.8 b	
NEET rate for population aged 15-29 - total	13.3	12.3	11.6	10.3	11.9	12.1 b		14.5	13.7	13.1	12.6	13.8	13.1 b	
Involuntary temporary employment as % of total employees 15-64	1.9	1.1	1.7	1.8	1.6	1.8 bu		8.8	8.8	8.3	7.9	6.8	7.8 b	
Share of employees (15-64) in temporary employment contracts	3.7	3	2.7	3.2	2.8	2.8 b		15.6	15.7	15.5	15	13.5	14 b	
Newly employed in %	14.6	16.2	15.8	16	14.4	13.5 b		14.2	14.5	14.6	14.6	13.1	13.8 b	
Rate of long-term unemployment (as % active population) - total	4.4	3.6	3.4	2.7	2.4	2.3		4.3	3.7	3.2	2.7	2.5	2.8	
At-risk-of-poverty rate of unemployed	55.7	56.5	59.5	57.7	51.7			48.7 e	47.5 e	48.6 e	49.1 e	46.9 b		
Unemployment rate of labour force 15+	9.7	8.7	7.4	6.3	8.1	7.6		9.3	8.3	7.4	6.8	7.2	7	
Unemployment trap – tax rate on low wage earners	87.3	87.4	85.2	85	83.9	83.3		75	74.8	75	74.5	73.7	74.2	
Share of part-time employment, 15-64	7.2	6.5	6.1	7.1	7.6	7.8		19.5	19.5	19.2	19.3	17.8	17.7	
Inactivity and part-time work due to personal and family responsibilities - total	1.1	0.7	0.5	1	1	0.6 b		2.9	3	3	3.1	2.9	3 b	
Job vacancy rate (average over 3 years)	1.5	1.7	2	2.5	2.8			1.5	1.7	1.9	2.1	2 e		
Employment gender gap (aged 20-64)	2.8	4.3	4.3	3.7	3.7	4.8		11.1	11.3	11.3	11.2	11.1	10.8	
Gender pay gap	19.7	19.8	19.6	21.2 p	22.3 p			15.1	14.6	14.4	13.7 p	13 p		
Share of adult population (aged 25-64) with upper secondary or tertiary education - total	90.7	90.4	90.7	91.2	91.7	92.2 b		76.6	77.2	77.8	78.4	79	79.3 b	
Early leavers from education and training (aged 18-24) - total	10	8.6	8.3	8.7	7.2	7.3 b		10.6	10.5	10.5	10.2	9.9	9.7 b	
Completion of tertiary or equivalent education (aged 30-34) - total	42.8	43.8	42.7	45.7	49.2	47.7 b		37.8	38.6	39.4	40.3	41.1	41.6 b	
Adult population (aged 25-64) participating in education and training in the last 12 months, without guided-on-the-job training	39.0	:	:	:	:	:	60	37.4	:	:	:	:	:	60

2. Key employment challenges Latvia, June 2022

Employment policy area	Key employment challenge	Particularly good labour market outcome
1. Increase labour market participation		
2. Enhancing labour market functioning; combating segmentation	<i>High incidence of undeclared work, in particular underreported wages.</i>	Very low share of employees (15-64) in temporary employment contracts
3. Active labour market policies	<i>Limited coverage of labour market integration measures for those furthest away from the labour market.</i>	
4. Adequate and employment oriented social security systems		The share of long-term unemployed in total unemployment is below the EU average and strongly decreasing.
5. Work-life balance		
6. Exploiting job creation possibilities		
7. Gender equality	The gender pay gap is considerably higher than the EU average and strongly increasing.	The employment gender gap (age 55-64) is much lower than the EU average.
8. Improving skills supply and productivity, effective life-long learning	<i>Emerging skills mismatches and labour shortages.</i>	High share of adult population (aged 25-64) having attained at least upper secondary education.
9. Improving education and training systems		
10. Wage setting mechanisms and labour cost developments		

Lithuania

1. Key indicators on labour market performance

Description	Lithuania						National Targets	EU 27						EU targets
	2016	2017	2018	2019	2020	2021	2030	2016	2017	2018	2019	2020	2021	2030
Employment rate of population aged 20-64 - total	75.2	76	77.8	78.2	76.7	77.4	80.7	69.6	70.9	71.9	72.7	71.7	73.1	78
Employment rate of population aged 20-64 - men	76.2	76.5	79	79	77.5	78.1		75.2	76.5	77.6	78.3	77.2	78.5	
Employment rate of population aged 20-64 - women	74.3	75.5	76.7	77.4	75.8	76.7		64.1	65.2	66.3	67.1	66.1	67.7	
Employment rate of older population aged 55-64 - total	64.6	66.1	68.5	68.4	67.6	68		53.6	55.6	57.3	58.6	59.2	60.5	
Employment rate of young people aged 20-29 - total	66.1	67.3	69.4	68.7	65	67 b		60.4	61.8	62.8	63.6	61.2	62.9 b	
Employment rate of low-skilled population aged 20-64 - total	42.3	44.1	46.9	47.9	48.2	51.5 b		52.5	53.9	55	55.7	54.8	54.9 b	
Employment rate of non-EU nationals aged 20-64 - total	70.6	70.2	74.6	81.6	80	71.6 b		55.9	57	58.8	60	57.5	59.1 b	
Overall employment growth	1.3	-0.9	1.4	0	-2	0.9		1.6	1.5	1.1	0.9	-1.8	1.5	
Labour productivity per person employed (EU-27 = 100, based on PPS per employed person)	71.9	75.2	76.6	78.8	81.7	83.3 p		100.0	100.0	100.0	100.0	100.0	100.0 p	
Labour productivity per hour worked, (EU-27 = 100, based on PPS per hour worked)	61.4	65.4	66.3	67.9	69.8	72.6 p		100.0	100.0	100.0	100.0	100.0	100.0 p	
Nominal unit labour cost growth (% change from previous year)	6.1	4.3	5.2	6.3	5.7	7.3		0.7	1.0	1.8	1.7	4.4	0.1	
Real unit labour cost growth (% change from previous year)	4.460	0.029	1.626	3.599	4.200	1.033		-0.110	-0.314	0.437	-0.068	2.664	-2.598	
Unemployment rate in age group 15-24 - total	14.5	13.3	11.1	11.9	19.6	14.3 b		20.1	18	16.1	15.1	16.8	16.6 b	
NEET rate for population aged 15-24 - total	9.4	9.1	8	8.6	10.8	11.3 b		11.7	11	10.5	10.1	11.1	10.8 b	
NEET rate for population aged 15-29 - total	10.7	10.2	9.3	10.9	13	12.7 b		14.5	13.7	13.1	12.6	13.8	13.1 b	
Involuntary temporary employment as % of total employees 15-64	1.2	1	0.8	0.7	0.7	0.9 b		8.8	8.8	8.3	7.9	6.8	7.8 b	
Share of employees (15-64) in temporary employment contracts	2	1.7	1.6	1.5	1.2	1.9 b		15.6	15.7	15.5	15	13.5	14 b	
Newly employed in %	20.2	19.2	20.7	20.4	19.8	10.8 b		14.2	14.5	14.6	14.6	13.1	13.8 b	
Rate of long-term unemployment (as % active population) - total	3	2.7	2	1.9	2.5	2.6		4.3	3.7	3.2	2.7	2.5	2.8	
At-risk-of-poverty rate of unemployed	60.5	61.5	62.3	54.4	56.4			48.7 e	47.5 e	48.6 e	49.1 e	46.9 b		
Unemployment rate of labour force 15+	7.9	7.1	6.2	6.3	8.5	7.1		9.3	8.3	7.4	6.8	7.2	7	
Unemployment trap – tax rate on low wage earners	79.5	88.3	86.8	87.4	86.1	105.8		75	74.8	75	74.5	73.7	74.2	
Share of part-time employment, 15-64	7.1	7.6	7.1	6.4	6.1	6		19.5	19.5	19.2	19.3	17.8	17.7	
Inactivity and part-time work due to personal and family responsibilities - total	0.2	0.2	0.3	0.2 u	0.1 u	0.3 b		2.9	3	3	3.1	2.9	3 b	
Job vacancy rate (average over 3 years)	1.1	1.3	1.4	1.5	1.4			1.5	1.7	1.9	2.1	2 e		
Employment gender gap (aged 20-64)	1.9	1	2.3	1.6	1.7	1.4		11.1	11.3	11.3	11.2	11.1	10.8	
Gender pay gap	14.4	15.2	14	13.3 p	13 p			15.1	14.6	14.4	13.7 p	13 p		
Share of adult population (aged 25-64) with upper secondary or tertiary education - total	94.6	94.8	94.8	95	95.4	94.9 b		76.6	77.2	77.8	78.4	79	79.3 b	
Early leavers from education and training (aged 18-24) - total	4.8	5.4	4.6	4	5.6	5.3 b		10.6	10.5	10.5	10.2	9.9	9.7 b	
Completion of tertiary or equivalent education (aged 30-34) - total	58.7	58	57.6	57.8	59.6	60.2 b		37.8	38.6	39.4	40.3	41.1	41.6 b	
Adult population (aged 25-64) participating in education and training in the last 12 months, without guided-on-the-job training	25.0	:	:	:	:	:	53.7	37.4	:	:	:	:	:	60

2. Key employment challenges Lithuania, June 2022

Employment policy area	Key employment challenge	Particularly good labour market outcome
1. Increase labour market participation		
2. Enhancing labour market functioning; combating segmentation		The share of employees (15-64) in temporary employment contracts is among the lowest in the EU.
3. Active labour market policies		
4. Adequate and employment oriented social security systems	<p>The at-risk-of-poverty rate for the unemployed is significantly higher than the EU average.</p> <p>The tax rate on low wage earners is significantly higher than the EU average, resulting in high unemployment and low-wage traps.</p>	
5. Work-life balance	Low participation of children aged 0-3 in formal childcare	The share of children (from the age of 3 to mandatory school age) in formal childcare longer than 30 hours per week is above the EU average and improving.
6. Exploiting job creation possibilities		
7. Gender equality		The employment gender gap (age group 20-64) is significantly lower than EU average.
8. Improving skills supply and productivity, effective life-long learning	<i>Skills shortages in the labour market, driven by challenges in the adult learning system and low labour market relevance of education.</i>	The share of adult population (age group 25-64) with upper secondary or tertiary education is significantly higher than EU average.
9. Improving education and training systems	<p>The employment rate gap between medium and higher education attainment is significantly higher than the EU average.</p> <p><i>Inefficiencies in education affect the quality of education outcomes.</i></p>	The share of population aged 30-34 with completed tertiary or equivalent education is above the EU average.
10. Wage setting mechanisms and labour cost developments		

Luxembourg

1. Key indicators on labour market performance

Description	Luxembourg						National Targets	EU 27						EU targets
	2016	2017	2018	2019	2020	2021	2030	2016	2017	2018	2019	2020	2021	2030
Employment rate of population aged 20-64 - total	70.7	71.5	72.1	72.8	72.1	74.1	77.6	69.6	70.9	71.9	72.7	71.7	73.1	78
Employment rate of population aged 20-64 - men	76.1	75.4	76	77.2	75.6	77.7		75.2	76.5	77.6	78.3	77.2	78.5	
Employment rate of population aged 20-64 - women	65.1	67.5	68	68.1	68.5	70.3		64.1	65.2	66.3	67.1	66.1	67.7	
Employment rate of older population aged 55-64 - total	39.6	39.8	40.5	43.1	44	46.6		53.6	55.6	57.3	58.6	59.2	60.5	
Employment rate of young people aged 20-29 - total	63	63.3	63.9	66.3	62.2	65.6 b		60.4	61.8	62.8	63.6	61.2	62.9 b	
Employment rate of low-skilled population aged 20-64 - total	56.4	56.4	58.9	57.6	56.9	59.6 b		52.5	53.9	55	55.7	54.8	54.9 b	
Employment rate of non-EU nationals aged 20-64 - total	59.1	60.9	58.4	64.6	63.5	66.4 b		55.9	57	58.8	60	57.5	59.1 b	
Overall employment growth	1.6 b	4.2	3	3.2	1	4.5		1.6	1.5	1.1	0.9	-1.8	1.5	
Labour productivity per person employed (EU-27 = 100, based on PPS per employed person)	175.6	170.1	164.8	159.5	161.8	170.1 p		100.0	100.0	100.0	100.0	100.0	100.0 p	
Labour productivity per hour worked, (EU-27 = 100, based on PPS per hour worked)	189.8	184.0	178.0	172.1	175.6	196.8 p		100.0	100.0	100.0	100.0	100.0	100.0 p	
Nominal unit labour cost growth (% change from previous year)	-1.2	5.3	4.5	2.1	4.1	1.4		0.7	1.0	1.8	1.7	4.4	0.1	
Real unit labour cost growth (% change from previous year)	-0.098	3.121	2.694	1.532	-0.157	-5.064		-0.110	-0.314	0.437	-0.068	2.664	-2.598	
Unemployment rate in age group 15-24 - total	18.9	15.4	14.2	17	23.2	16.9 b		20.1	18	16.1	15.1	16.8	16.6 b	
NEET rate for population aged 15-24 - total	5.4	5.9	5.3	5.6	6.6	8.7 b		11.7	11	10.5	10.1	11.1	10.8 b	
NEET rate for population aged 15-29 - total	6.8	6.6	7.5	6.5	7.7	8.8 b		14.5	13.7	13.1	12.6	13.8	13.1 b	
Involuntary temporary employment as % of total employees 15-64	4.1	5.1	5.5	0.2 u	4.9	4.2 b		8.8	8.8	8.3	7.9	6.8	7.8 b	
Share of employees (15-64) in temporary employment contracts	9	9.1	9.8	9.2	7.7	9.2 b		15.6	15.7	15.5	15	13.5	14 b	
Newly employed in %	12.6 b	14	14.7	14.8	12.9	12.7 b		14.2	14.5	14.6	14.6	13.1	13.8 b	
Rate of long-term unemployment (as % active population) - total	2.2	2.1	1.4	1.3	1.7	1.8		4.3	3.7	3.2	2.7	2.5	2.8	
At-risk-of-poverty rate of unemployed	46.9 b	48.5	43.5	47.7	52.7 b			48.7 e	47.5 e	48.6 e	49.1 e	46.9 b		
Unemployment rate of labour force 15+	6.3	5.5	5.6	5.6	6.8	5.3		9.3	8.3	7.4	6.8	7.2	7	
Unemployment trap – tax rate on low wage earners	87.7	87	90.9	92.1	91.7	91.7		75	74.8	75	74.5	73.7	74.2	
Share of part-time employment, 15-64	19.2	19.5	17.7	16.9	18.	18.		19.5	19.5	19.2	19.3	17.8	17.7	
Inactivity and part-time work due to personal and family responsibilities - total	4.4	4.7	4.3	3.6	3.7	3.8 b		2.9	3	3	3.1	2.9	3 b	
Job vacancy rate (average over 3 years)	1.2	1.4	1.5	1.6	1.7			1.5	1.7	1.9	2.1	2 e		
Employment gender gap (aged 20-64)	11	7.9	8	9.1	7.1	7.4		11.1	11.3	11.3	11.2	11.1	10.8	
Gender pay gap	3.9	2.6	1.4	1.3 p	0.7 p			15.1	14.6	14.4	13.7 p	13 p		
Share of adult population (aged 25-64) with upper secondary or tertiary education - total	78.4 u	76.4 u	78.6	79.3	78.5	80.3 b		76.6	77.2	77.8	78.4	79	79.3 b	
Early leavers from education and training (aged 18-24) - total	5.5	7.3	6.3	7.2	8.2	9.3 b		10.6	10.5	10.5	10.2	9.9	9.7 b	
Completion of tertiary or equivalent education (aged 30-34) - total	54.6 u	52.7 u	56.2	56.2	62.2	62.5 b		37.8	38.6	39.4	40.3	41.1	41.6 b	
Adult population (aged 25-64) participating in education and training in the last 12 months, without guided-on-the-job training	42.6	:	:	:	:	:	62.5	37.4	:	:	:	:	:	60

2. Key employment challenges Luxembourg, June 2022

Employment policy area	Key employment challenge	Particularly good labour market outcome
1. Increase labour market participation	Low employment rate of older workers (55-64). <i>People born outside the EU face particularly poor labour market outcomes compared to natives.</i>	
2. Enhancing labour market functioning; combating segmentation		High transition rate from temporary to permanent employment. Very high share of newly self-employed.
3. Active labour market policies		
4. Adequate and employment oriented social security systems	Net replacement rate after 12 months of unemployment is below the EU average. <i>The tax and benefit system still presents financial disincentives to work, especially for older people.</i>	
5. Work-life balance		High participation in childcare 30+ hours a week (age 0-3).
6. Exploiting job creation possibilities		
7. Gender equality		
8. Improving skills supply and productivity, effective life-long learning	Youth education attainment level (aged 20-24) is below the EU average. Share of adult population (aged 25-64) having attained medium (upper secondary) education is significantly below the EU average. <i>Skill shortages in some sectors.</i>	Very high participation of the unemployed in adult learning (age group 25-64). Very high share of the adult population having attained high (tertiary) education.
9. Improving education and training systems	<i>Educational outcomes are strongly related to the socio-economic status of students.</i>	
10. Wage setting mechanisms and labour cost developments		

Hungary

1. Key indicators on labour market performance

Description	Hungary						National Targets	EU 27						EU targets
	2016	2017	2018	2019	2020	2021	2030	2016	2017	2018	2019	2020	2021	2030
Employment rate of population aged 20-64 - total	73.7	75.4	76.7	77.6	77.5	78.8	85	69.6	70.9	71.9	72.7	71.7	73.1	78
Employment rate of population aged 20-64 - men	78.6	81	82.1	83.1	83.1	84.1		75.2	76.5	77.6	78.3	77.2	78.5	
Employment rate of population aged 20-64 - women	68.9	69.9	71.4	72.1	71.9	73.5		64.1	65.2	66.3	67.1	66.1	67.7	
Employment rate of older population aged 55-64 - total	49.8	51.7	54.4	56.7	59.6	62.8		53.6	55.6	57.3	58.6	59.2	60.5	
Employment rate of young people aged 20-29 - total	61.7	63.8	64.1	64.1	63.3	66.5 b		60.4	61.8	62.8	63.6	61.2	62.9 b	
Employment rate of low-skilled population aged 20-64 - total	50.7	53.9	55.7	55.7	54.6	57.8 b		52.5	53.9	55	55.7	54.8	54.9 b	
Employment rate of non-EU nationals aged 20-64 - total	65.3	63.8	55.3	70.2	70.5	70.1 b		55.9	57	58.8	60	57.5	59.1 b	
Overall employment growth	3.3	1.4	1.1	0.4	-1.1	0.4		1.6	1.5	1.1	0.9	-1.8	1.5	
Labour productivity per person employed (EU-27 = 100, based on PPS per employed person)	68.1	67.9	69.4	70.6	71.5 p	72.2 p		100.0	100.0	100.0	100.0	100.0	100.0 p	
Labour productivity per hour worked, (EU-27 = 100, based on PPS per hour worked)	63.5	63.4	65.4	66.6	66.5 p	68.3 p		100.0	100.0	100.0	100.0	100.0	100.0 p	
Nominal unit labour cost growth (% change from previous year)	4.0	4.6	3.3	3.4	6.6 p	4.0 p		0.7	1.0	1.8	1.7	4.4	0.1	
Real unit labour cost growth (% change from previous year)	2.610	0.531	-1.442	-1.277	-0.022	-2.283		-0.110	-0.314	0.437	-0.068	2.664	-2.598	
Unemployment rate in age group 15-24 - total	12.9	10.7	10.2	11.4	12.8	13.5 b		20.1	18	16.1	15.1	16.8	16.6 b	
NEET rate for population aged 15-24 - total	11	11	10.7	11	11.7	10.6 b		11.7	11	10.5	10.1	11.1	10.8 b	
NEET rate for population aged 15-29 - total	14.1	13.3	12.9	13.2	14.7	11.7 b		14.5	13.7	13.1	12.6	13.8	13.1 b	
Involuntary temporary employment as % of total employees 15-64	7.8	6.8	5.3	4.7	4.1	2.2 b		8.8	8.8	8.3	7.9	6.8	7.8 b	
Share of employees (15-64) in temporary employment contracts	9.7	8.8	7.3	6.6	5.9	5.7 b		15.6	15.7	15.5	15	13.5	14 b	
Newly employed in %	15.3	14.6	14.4	14.8	14.6	14.4 b		14.2	14.5	14.6	14.6	13.1	13.8 b	
Rate of long-term unemployment (as % active population) - total	2.3	1.6	1.4	1.1	1.1	1.3		4.3	3.7	3.2	2.7	2.5	2.8	
At-risk-of-poverty rate of unemployed	48.5	51	53.6	55.9	45.3			48.7 e	47.5 e	48.6 e	49.1 e	46.9 b		
Unemployment rate of labour force 15+	5	4	3.6	3.3	4.1	4.1		9.3	8.3	7.4	6.8	7.2	7	
Unemployment trap – tax rate on low wage earners	78.1	78.5	78.5	77.1	76.4	73.5		75	74.8	75	74.5	73.7	74.2	
Share of part-time employment, 15-64	4.7	4.2	4.1	4.3	4.7	4.6		19.5	19.5	19.2	19.3	17.8	17.7	
Inactivity and part-time work due to personal and family responsibilities - total	1.2	1.1	1.1	1.1	1.2	0.7 b		2.9	3	3	3.1	2.9	3 b	
Job vacancy rate (average over 3 years)	1.6	1.9	2.3	2.5	2.6			1.5	1.7	1.9	2.1	2 e		
Employment gender gap (aged 20-64)	9.7	11.1	10.7	11	11.2	10.6		11.1	11.3	11.3	11.2	11.1	10.8	
Gender pay gap	14	15.9 b	14.2	18.2 b	17.2			15.1	14.6	14.4	13.7 p	13 p		
Share of adult population (aged 25-64) with upper secondary or tertiary education - total	83.4	84	84.9	85	85.6	86.3 b		76.6	77.2	77.8	78.4	79	79.3 b	
Early leavers from education and training (aged 18-24) - total	12.4	12.5	12.5	11.8	12.1	12 b		10.6	10.5	10.5	10.2	9.9	9.7 b	
Completion of tertiary or equivalent education (aged 30-34) - total	33	32.1	33.7	33.4	33.2	35.5 b		37.8	38.6	39.4	40.3	41.1	41.6 b	
Adult population (aged 25-64) participating in education and training in the last 12 months, without guided-on-the-job training	54.8	:	:	:	:	:	60	37.4	:	:	:	:	:	60

2. Key employment challenges Hungary, June 2022

Employment policy area	Key employment challenge	Particularly good labour market outcome
1. Increase labour market participation	<i>Comparatively worse labour market outcomes of the most vulnerable groups, including low-skilled, Roma, people with disabilities, and women with caring responsibilities.</i>	The employment rate of the population (20-64) is above the EU average, in particular for men.
2. Enhancing labour market functioning; combating segmentation	<i>Weak functioning and structure of the social dialogue and the collective bargaining system.</i>	
3. Active labour market policies		
4. Adequate and employment oriented social security systems	<i>Inadequate duration and coverage of the unemployment benefit.</i>	
5. Work-life balance	Low participation of children (aged 0-3) in formal childcare.	
6. Exploiting job creation possibilities		Employment growth in newly established enterprises is significantly above the EU average.
7. Gender equality	The gender pay gap is above the EU average. The gender employment gap for the age group 55-64, while decreasing, remains above the EU-average. ⁵	
8. Improving skills supply and productivity, effective life-long learning	Very low participation of the unemployed (25-64) in education and training.	
9. Improving education and training systems	<i>Teachers' shortages amid low attractiveness of the teaching profession.</i>	
10. Wage setting mechanisms and labour cost developments		

⁵ Flag: Break in time series.

Malta

1. Key indicators on labour market performance

Description	Malta						National Targets	EU 27						EU targets
	2016	2017	2018	2019	2020	2021	2030	2016	2017	2018	2019	2020	2021	2030
Employment rate of population aged 20-64 - total	71.1	73	75.5	76.8	77.3	78.6	84.6	69.6	70.9	71.9	72.7	71.7	73.1	78
Employment rate of population aged 20-64 - men	83.5	84.7	86	86.5	85.6	86.4		75.2	76.5	77.6	78.3	77.2	78.5	
Employment rate of population aged 20-64 - women	58	60.6	64.1	65.8	67.8	69.6		64.1	65.2	66.3	67.1	66.1	67.7	
Employment rate of older population aged 55-64 - total	45.8	47.2	50.2	51.1	52.7	51.8		53.6	55.6	57.3	58.6	59.2	60.5	
Employment rate of young people aged 20-29 - total	76.7	78.5	81.7	81.7	79.3	80 b		60.4	61.8	62.8	63.6	61.2	62.9 b	
Employment rate of low-skilled population aged 20-64 - total	57.6	58.7	61.5	64.5	64	65.5 b		52.5	53.9	55	55.7	54.8	54.9 b	
Employment rate of non-EU nationals aged 20-64 - total	70.9	74.5	76.8	75.4	76.4	78.8 b		55.9	57	58.8	60	57.5	59.1 b	
Overall employment growth	5.7	5.9	7.8	6.4	2.8	2.3		1.6	1.5	1.1	0.9	-1.8	1.5	
Labour productivity per person employed (EU-27 = 100, based on PPS per employed person)	96.4	97.0	96.1	96.3	88.4	90.0 p		100.0	100.0	100.0	100.0	100.0	100.0 p	
Labour productivity per hour worked, (EU-27 = 100, based on PPS per hour worked)	78.6	81.5	79.4	75.9	71.7	77.1 p		100.0	100.0	100.0	100.0	100.0	100.0 p	
Nominal unit labour cost growth (% change from previous year)	6.4	-0.2	3.7	3.6	11.3	-2.3		0.7	1.0	1.8	1.7	4.4	0.1	
Real unit labour cost growth (% change from previous year)	4.305	-2.393	1.618	1.233	9.765	-3.761		-0.110	-0.314	0.437	-0.068	2.664	-2.598	
Unemployment rate in age group 15-24 - total	10.7	10.6	9.1	9.3	10.9	9.6 b		20.1	18	16.1	15.1	16.8	16.6 b	
NEET rate for population aged 15-24 - total	8.8	8.6 b	7.3	8.6	9.3	10.1 b		11.7	11	10.5	10.1	11.1	10.8 b	
NEET rate for population aged 15-29 - total	9.4	8.8 b	7.3	7.9	9.5	9.9 b		14.5	13.7	13.1	12.6	13.8	13.1 b	
Involuntary temporary employment as % of total employees 15-64	3.5	2.8	2.9	2.4	2.6	3.5 bu		8.8	8.8	8.3	7.9	6.8	7.8 b	
Share of employees (15-64) in temporary employment contracts	7.6	6	7.9	9.1	8	7.4 b		15.6	15.7	15.5	15	13.5	14 b	
Newly employed in %	14.6	15.9	17.2	14.9	12.3	14.2 b		14.2	14.5	14.6	14.6	13.1	13.8 b	
Rate of long-term unemployment (as % active population) - total	2.4	2	1.8	0.9	1.1	1		4.3	3.7	3.2	2.7	2.5	2.8	
At-risk-of-poverty rate of unemployed	46.1	57.4	59.6	53.5	49.7			48.7 e	47.5 e	48.6 e	49.1 e	46.9 b		
Unemployment rate of labour force 15+	4.7	4	3.7	3.6	4.4	3.5		9.3	8.3	7.4	6.8	7.2	7	
Unemployment trap – tax rate on low wage earners	29.6	31.5	38.7	50.5	50.1	51.8		75	74.8	75	74.5	73.7	74.2	
Share of part-time employment, 15-64	13.9	13.7	13.2	12.2	11.2	10.8		19.5	19.5	19.2	19.3	17.8	17.7	
Inactivity and part-time work due to personal and family responsibilities - total	2.3	2.3	2	2	1.6	1.7 b		2.9	3	3	3.1	2.9	3 b	
Job vacancy rate (average over 3 years)	0.9	1.2	1.6	1.9	1.9			1.5	1.7	1.9	2.1	2 e		
Employment gender gap (aged 20-64)	25.5	24.1	21.9	20.7	17.8	16.8		11.1	11.3	11.3	11.2	11.1	10.8	
Gender pay gap	11.6	13.2	13	11.6 p	10 p			15.1	14.6	14.4	13.7 p	13 p		
Share of adult population (aged 25-64) with upper secondary or tertiary education - total	49.4	52	55	57.8	59.3	61.6 b		76.6	77.2	77.8	78.4	79	79.3 b	
Early leavers from education and training (aged 18-24) - total	15.6	14 b	14	13.9	12.6	11 b		10.6	10.5	10.5	10.2	9.9	9.7 b	
Completion of tertiary or equivalent education (aged 30-34) - total	32	33.5	34.8	38.9	39.8	43.6 b		37.8	38.6	39.4	40.3	41.1	41.6 b	
Adult population (aged 25-64) participating in education and training in the last 12 months, without guided-on-the-job training	32.8	:	:	:	:	:	57.6	37.4	:	:	:	:	:	60

2. Key employment challenges Malta, June 2022

Employment policy area	Key employment challenge	Particularly good labour market outcome
1. Increase labour market participation	<p>Despite a steady increase during the past decade, the employment rate of older women (55-64) is low.</p> <p>The employment rate of older men (55-64) is decreasing, despite being close to EU levels.</p>	<p>The employment rate of the adult population (20-64) is high, especially for men, and increasing, especially for women.</p> <p>High employment rates of non EU-nationals and recent immigrants.</p>
2. Enhancing labour market functioning; combating segmentation		
3. Active labour market policies		
4. Adequate and employment oriented social security systems	<p>Net replacement rates are very low after 6 months of unemployment and low after 12 months.</p> <p>While being still below the EU average, the in-work poverty risk rate has increased.</p>	The share of the long-term unemployed in total unemployment is lower and increasing significantly slower than the EU average.
5. Work-life balance		
6. Exploiting job creation possibilities		The share of employment in newly established enterprises is very high and growing.
7. Gender equality		
8. Improving skills supply and productivity, effective life-long learning	<p>The share of the adult population (25-64) having attained medium (upper secondary) education is significantly lower than the EU average, despite recent increases.</p> <p><i>Despite stable employment levels, a relatively good performance in digital skills and ongoing upskilling efforts, there is still a persisting share of low-skilled adults with a low participation in training and limited digital skills, in a context of labour and skills shortages.</i></p>	
9. Improving education and training systems	<i>Despite improvements in education outcomes, persisting challenges remain.</i>	
10. Wage setting mechanisms and labour cost developments		

Netherlands

1. Key indicators on labour market performance

Description	Netherlands						National Targets	EU 27						EU targets
	2016	2017	2018	2019	2020	2021	2030	2016	2017	2018	2019	2020	2021	2030
Employment rate of population aged 20-64 - total	77.9	78.9	80	81	80.8	81.7	82.5	69.6	70.9	71.9	72.7	71.7	73.1	78
Employment rate of population aged 20-64 - men	83.2	83.8	84.8	85.4	85	85.7		75.2	76.5	77.6	78.3	77.2	78.5	
Employment rate of population aged 20-64 - women	72.7	73.9	75.2	76.5	76.6	77.5		64.1	65.2	66.3	67.1	66.1	67.7	
Employment rate of older population aged 55-64 - total	63.3	65.4	67.5	69.5	70.8	71.4		53.6	55.6	57.3	58.6	59.2	60.5	
Employment rate of young people aged 20-29 - total	75.9	76.5	77.4	78.4	76.6	82.5 b		60.4	61.8	62.8	63.6	61.2	62.9 b	
Employment rate of low-skilled population aged 20-64 - total	60.7	61.2	62.6	63.2 b	62.9	66.7 b		52.5	53.9	55	55.7	54.8	54.9 b	
Employment rate of non-EU nationals aged 20-64 - total	52.7	53.5	56.6	60.2	56.9	56.7 b		55.9	57	58.8	60	57.5	59.1 b	
Overall employment growth	1.3	1.8	2	1.7	-0.1	1.4		1.6	1.5	1.1	0.9	-1.8	1.5	
Labour productivity per person employed (EU-27 = 100, based on PPS per employed person)	110.7	110.5	110.0	108.4 p	111.3 p	110.8 p		100.0	100.0	100.0	100.0	100.0	100.0 p	
Labour productivity per hour worked, (EU-27 = 100, based on PPS per hour worked)	126.3	125.5	124.8	122.5 p	122.0 p	125.1 p		100.0	100.0	100.0	100.0	100.0	100.0 p	
Nominal unit labour cost growth (% change from previous year)	0.9	0.5	2.3	2.9 p	8.3 p	-1.0 p		0.7	1.0	1.8	1.7	4.4	0.1	
Real unit labour cost growth (% change from previous year)	0.485	-0.753	-0.173	-0.092	5.866	-3.356		-0.110	-0.314	0.437	-0.068	2.664	-2.598	
Unemployment rate in age group 15-24 - total	10.8	8.9	7.2	6.7	9.1	9.3 b		20.1	18	16.1	15.1	16.8	16.6 b	
NEET rate for population aged 15-24 - total	4.6	4	4.2	4.3	4.5	5.1 b		11.7	11	10.5	10.1	11.1	10.8 b	
NEET rate for population aged 15-29 - total	6.3	5.9	5.7	5.7	5.7	5.5 b		14.5	13.7	13.1	12.6	13.8	13.1 b	
Involuntary temporary employment as % of total employees 15-64	7.2	6.8	5.9	5.6	4.6	4.9 b		8.8	8.8	8.3	7.9	6.8	7.8 b	
Share of employees (15-64) in temporary employment contracts	20.6	21.7	21.4	20.2	18	27.4 b		15.6	15.7	15.5	15	13.5	14 b	
Newly employed in %	17.3	18	18.7	18.5	16.4	19.1 b		14.2	14.5	14.6	14.6	13.1	13.8 b	
Rate of long-term unemployment (as % active population) - total	2.3	1.7	1.2	0.9	0.7	0.8		4.3	3.7	3.2	2.7	2.5	2.8	
At-risk-of-poverty rate of unemployed	44.1 b	45.7	46.2	53.6	54.8			48.7 e	47.5 e	48.6 e	49.1 e	46.9 b		
Unemployment rate of labour force 15+	7	5.9	4.9	4.4	4.9	4.2		9.3	8.3	7.4	6.8	7.2	7	
Unemployment trap – tax rate on low wage earners	76.3	76.4	76.5	75.7	78.3	77.7		75	74.8	75	74.5	73.7	74.2	
Share of part-time employment, 15-64	40	40.4	40.8	41.1	41.6	42.2		19.5	19.5	19.2	19.3	17.8	17.7	
Inactivity and part-time work due to personal and family responsibilities - total	9.6	9.5	9.7	10	9.8	11 b		2.9	3	3	3.1	2.9	3 b	
Job vacancy rate (average over 3 years)	1.7	2.1	2.5	2.9	2.9 e			1.5	1.7	1.9	2.1	2 e		
Employment gender gap (aged 20-64)	10.5	9.9	9.6	8.9	8.4	8.2		11.1	11.3	11.3	11.2	11.1	10.8	
Gender pay gap	15.6	15.1	14.7	14.6 p	14.2 p			15.1	14.6	14.4	13.7 p	13 p		
Share of adult population (aged 25-64) with upper secondary or tertiary education - total	77.1	78.4	79	79.6 b	81	80.6 b		76.6	77.2	77.8	78.4	79	79.3 b	
Early leavers from education and training (aged 18-24) - total	8	7.1	7.3	7.5 b	7	5.3 b		10.6	10.5	10.5	10.2	9.9	9.7 b	
Completion of tertiary or equivalent education (aged 30-34) - total	45.7	47.9	49.4	51.4 b	54	53.4 b		37.8	38.6	39.4	40.3	41.1	41.6 b	
Adult population (aged 25-64) participating in education and training in the last 12 months, without guided-on-the-job training	57.1	:	:	:	:	:	62	37.4	:	:	:	:	:	60

2. Key employment challenges Netherlands, June 2022

Employment policy area	Key employment challenge	Particularly good labour market outcome
1. Increase labour market participation	<i>Unfavourable labour market outcomes of people with a migrant background.</i>	Very high employment and activity rates (age group 20-64). Very low NEET rates. Long duration of working life.
2. Enhancing labour market functioning; combating segmentation	<i>High and increasing labour market segmentation, including a high share of self-employed without employees.</i>	
3. Active labour market policies		
4. Adequate and employment oriented social security systems	High low-wage trap, notably for second earners	
5. Work-life balance	High share of part-time work due to personal and family responsibilities, in particular among women	High participation in children (aged 0-3) in formal childcare
6. Exploiting job creation possibilities		
7. Gender equality	Gender gap in earnings, especially due to high share of part-time working women.	
8. Improving skills supply and productivity, effective life-long learning		High share of the adult population with basic or above basic digital skills. High share of the adult population participating in education and training.
9. Improving education and training systems		
10. Wage setting mechanisms and labour cost developments		

Austria

2. Key indicators on labour market performance

Description	Austria						National Targets	EU 27						EU targets
	2016	2017	2018	2019	2020	2021	2030	2016	2017	2018	2019	2020	2021	2030
Employment rate of population aged 20-64 - total	74.8	75.4	76.2	76.8	74.8	75.6	79.9	69.6	70.9	71.9	72.7	71.7	73.1	78
Employment rate of population aged 20-64 - men	78.7	79.4	80.7	81.2	79	79.9		75.2	76.5	77.6	78.3	77.2	78.5	
Employment rate of population aged 20-64 - women	70.9	71.4	71.7	72.4	70.6	71.3		64.1	65.2	66.3	67.1	66.1	67.7	
Employment rate of older population aged 55-64 - total	49.2	51.3	54	54.5	54.2	55.4		53.6	55.6	57.3	58.6	59.2	60.5	
Employment rate of young people aged 20-29 - total	74	73.6	74.1	75.6	73.2	74.7 b		60.4	61.8	62.8	63.6	61.2	62.9 b	
Employment rate of low-skilled population aged 20-64 - total	53.9	53.9	55.6	55.7	54.2	55 b		52.5	53.9	55	55.7	54.8	54.9 b	
Employment rate of non-EU nationals aged 20-64 - total	55.8	57.6	61.8	61.7	58	61.9 b		55.9	57	58.8	60	57.5	59.1 b	
Overall employment growth	1.8	1	1.3	0.9	-2.2	1.1		1.6	1.5	1.1	0.9	-1.8	1.5	
Labour productivity per person employed (EU-27 = 100, based on PPS per employed person)	117.8	115.8	116.5	115.5	114.3	110.5 p		100.0	100.0	100.0	100.0	100.0	100.0 p	
Labour productivity per hour worked, (EU-27 = 100, based on PPS per hour worked)	119.4	117.5	117.8	115.9	117.2	114.1 p		100.0	100.0	100.0	100.0	100.0	100.0 p	
Nominal unit labour cost growth (% change from previous year)	1.7	1.0	2.1	2.5	7.3	0.7		0.7	1.0	1.8	1.7	4.4	0.1	
Real unit labour cost growth (% change from previous year)	-0.153	0.006	0.309	0.826	4.836	-0.730		-0.110	-0.314	0.437	-0.068	2.664	-2.598	
Unemployment rate in age group 15-24 - total	11.2	9.8	9.4	8.5	10.5	11 b		20.1	18	16.1	15.1	16.8	16.6 b	
NEET rate for population aged 15-24 - total	7.7	6.5	6.8	7.1	8	8.5 b		11.7	11	10.5	10.1	11.1	10.8 b	
NEET rate for population aged 15-29 - total	8.9	8.4	8.4	8.3	9.5	9.4 b		14.5	13.7	13.1	12.6	13.8	13.1 b	
Involuntary temporary employment as % of total employees 15-64	0.8	0.8	0.9	0.8	0.6	3 b		8.8	8.8	8.3	7.9	6.8	7.8 b	
Share of employees (15-64) in temporary employment contracts	9	9.2	9.1	8.7	8.2	8.8 b		15.6	15.7	15.5	15	13.5	14 b	
Newly employed in %	16.3	16.8	16.8	17.3	15.4	15.3 b		14.2	14.5	14.6	14.6	13.1	13.8 b	
Rate of long-term unemployment (as % active population) - total	2.4	2.3	1.7	1.4	1.7	2		4.3	3.7	3.2	2.7	2.5	2.8	
At-risk-of-poverty rate of unemployed	47.8	45.1	46.4	43.3	48			48.7 e	47.5 e	48.6 e	49.1 e	46.9 b		
Unemployment rate of labour force 15+	6.5	5.9	5.2	4.8	6	6.2		9.3	8.3	7.4	6.8	7.2	7	
Unemployment trap – tax rate on low wage earners	72	72.1	71.7	71.2	70.5	70		75	74.8	75	74.5	73.7	74.2	
Share of part-time employment, 15-64	28.8	28.9	28.3	28.2	28.1	28.7		19.5	19.5	19.2	19.3	17.8	17.7	
Inactivity and part-time work due to personal and family responsibilities - total	6.9	6.8	6.7	7	6.9	7.5 b		2.9	3	3	3.1	2.9	3 b	
Job vacancy rate (average over 3 years)	1.8	2	2.4	2.8	2.8 e			1.5	1.7	1.9	2.1	2 e		
Employment gender gap (aged 20-64)	7.8	8	9	8.8	8.4	8.6		11.1	11.3	11.3	11.2	11.1	10.8	
Gender pay gap	20.8	20.7	20.4	19.9 p	18.9 p			15.1	14.6	14.4	13.7 p	13 p		
Share of adult population (aged 25-64) with upper secondary or tertiary education - total	84.5	85	85.3	85.6	85.7	85.9 b		76.6	77.2	77.8	78.4	79	79.3 b	
Early leavers from education and training (aged 18-24) - total	6.9	7.4	7.3	7.8	8.1	8 b		10.6	10.5	10.5	10.2	9.9	9.7 b	
Completion of tertiary or equivalent education (aged 30-34) - total	40.1	40.8	40.7	42.4	41.6	43 b		37.8	38.6	39.4	40.3	41.1	41.6 b	
Adult population (aged 25-64) participating in education and training in the last 12 months, without guided-on-the-job training	55.3	:	:	:	:	:	62	37.4	:	:	:	:	:	60

2. Key employment challenges Austria, June 2022

Employment policy area	Key employment challenge	Particularly good labour market outcome
1. Increase labour market participation	<i>Underutilised labour market potential, in particular of people with migrant background.</i>	High employment rate of young people (ages 20-29); low NEET rate (15-29).
2. Enhancing labour market functioning; combating segmentation		
3. Active labour market policies		
4. Adequate and employment oriented social security systems		
5. Work-life balance	<p>The gender gap in part-time employment is well above the EU average and widening.</p> <p>Inactivity and part-time work, due to personal and family responsibilities, of women are much higher than the EU average.</p>	
6. Exploiting job creation possibilities		
7. Gender equality	<p>The gender pay gap is larger than the EU average.</p> <p>The low wage trap for second income earners is above the EU average.</p>	
8. Improving skills supply and productivity, effective life-long learning		
9. Improving education and training systems	<i>Basic skills performance is comparatively low, in particular for those coming from a vulnerable socio-economic or migrant background.</i>	
10. Wage setting mechanisms and labour cost developments		

Poland

1. Key indicators on labour market performance

Description	Poland						National Targets	EU 27						EU targets
	2016	2017	2018	2019	2020	2021	2030	2016	2017	2018	2019	2020	2021	2030
Employment rate of population aged 20-64 - total	68.2	70	71.4	72.3	72.7	75.4	78.3	69.6	70.9	71.9	72.7	71.7	73.1	78
Employment rate of population aged 20-64 - men	74.9	77	78.3	79.7	80.2	82.4		75.2	76.5	77.6	78.3	77.2	78.5	
Employment rate of population aged 20-64 - women	61.5	63	64.5	64.9	65.2	68.4		64.1	65.2	66.3	67.1	66.1	67.7	
Employment rate of older population aged 55-64 - total	45.4	47.7	48.4	49	51.1	54.7		53.6	55.6	57.3	58.6	59.2	60.5	
Employment rate of young people aged 20-29 - total	64.2	65.9	67.8	68.9	65.7	66.7 b		60.4	61.8	62.8	63.6	61.2	62.9 b	
Employment rate of low-skilled population aged 20-64 - total	39.5	40.8	42	44.6	45.2	46.8 b		52.5	53.9	55	55.7	54.8	54.9 b	
Employment rate of non-EU nationals aged 20-64 - total	63.1	70.8	76.2	79.5	78.2	83.9 b		55.9	57	58.8	60	57.5	59.1 b	
Overall employment growth	1.1	1.4	0.5	-0.1	-0.5	2.4		1.6	1.5	1.1	0.9	-1.8	1.5	
Labour productivity per person employed (EU-27 = 100, based on PPS per employed person)	74.2	75.0	76.8	79.5	81.9	82.7 b		100.0	100.0	100.0	100.0	100.0	100.0 p	
Labour productivity per hour worked, (EU-27 = 100, based on PPS per hour worked)	59.4	60.3	62.5	64.7	63.7	64.5 b		100.0	100.0	100.0	100.0	100.0	100.0 p	
Nominal unit labour cost growth (% change from previous year)	2.4	2.3	3.2	2.4	7.9	0.6 b		0.7	1.0	1.8	1.7	4.4	0.1	
Real unit labour cost growth (% change from previous year)	2.075	0.395	1.939	-0.742	2.081	-3.767		-0.110	-0.314	0.437	-0.068	2.664	-2.598	
Unemployment rate in age group 15-24 - total	17.7	14.8	11.7	9.9	10.8	11.9 b		20.1	18	16.1	15.1	16.8	16.6 b	
NEET rate for population aged 15-24 - total	10.5	9.5	8.7 b	8.1	8.6	11.2 b		11.7	11	10.5	10.1	11.1	10.8 b	
NEET rate for population aged 15-29 - total	13.8	12.9	12.1 b	12	12.9	13.4 b		14.5	13.7	13.1	12.6	13.8	13.1 b	
Involuntary temporary employment as % of total employees 15-64	17.2	15.4	12.8	10.1	8.4	7.6 b		8.8	8.8	8.3	7.9	6.8	7.8 b	
Share of employees (15-64) in temporary employment contracts	27.5	26.1	24.3	21.7	18.4	14.8 b		15.6	15.7	15.5	15	13.5	14 b	
Newly employed in %	12.6	12.3	12.2	11.7	9.7	9.2 b		14.2	14.5	14.6	14.6	13.1	13.8 b	
Rate of long-term unemployment (as % active population) - total	2.8	1.9	1.3	0.9	0.8	0.9		4.3	3.7	3.2	2.7	2.5	2.8	
At-risk-of-poverty rate of unemployed	47.1	42.7	37	38	40.7			48.7 e	47.5 e	48.6 e	49.1 e	46.9 b		
Unemployment rate of labour force 15+	6.3	5	3.9	3.3	3.2	3.4		9.3	8.3	7.4	6.8	7.2	7	
Unemployment trap – tax rate on low wage earners	62	61.6	61.4	60.9	59.3	59.6		75	74.8	75	74.5	73.7	74.2	
Share of part-time employment, 15-64	6.1	6.3	6.2	5.8	5.6	5.2		19.5	19.5	19.2	19.3	17.8	17.7	
Inactivity and part-time work due to personal and family responsibilities - total	1.7	1.7	1.8	1.9	1.8	1 b		2.9	3	3	3.1	2.9	3 b	
Job vacancy rate (average over 3 years)	0.6	0.8	1	1.1	1.1			1.5	1.7	1.9	2.1	2 e		
Employment gender gap (aged 20-64)	13.4	14	13.8	14.8	15	14		11.1	11.3	11.3	11.2	11.1	10.8	
Gender pay gap	7.1	7	8.5	6.5	4.5			15.1	14.6	14.4	13.7 p	13 p		
Share of adult population (aged 25-64) with upper secondary or tertiary education - total	91.3	92.1	92.4	92.6	93.2	93.2 b		76.6	77.2	77.8	78.4	79	79.3 b	
Early leavers from education and training (aged 18-24) - total	5.2	5	4.8 b	5.2	5.4	5.9 b		10.6	10.5	10.5	10.2	9.9	9.7 b	
Completion of tertiary or equivalent education (aged 30-34) - total	44.6	45.7	45.7	46.6	47	45.9 b		37.8	38.6	39.4	40.3	41.1	41.6 b	
Adult population (aged 25-64) participating in education and training in the last 12 months, without guided-on-the-job training	20.9	:	:	:	:	:	51.7	37.4	:	:	:	:	:	60

2. Key employment challenges Poland, June 2022

Employment policy area	Key employment challenge	Particularly good labour market outcome
1. Increase labour market participation	<p>The employment rate of the low-skilled is lower than the EU average. The employment rate of women aged 55-64 is lower than the EU average.</p> <p><i>Low employment rate of persons with disabilities.</i></p>	<p>The employment rate of men aged 20-64 is higher than the EU average and increasing.</p> <p>The increase of the activity rate and employment rate is considerably faster than in the EU.</p> <p>The employment rate of non-EU nationals is very high.</p>
2. Enhancing labour market functioning; combating segmentation	The transition rate from temporary to permanent employment is significantly lower than the EU average.	
3. Active labour market policies		
4. Adequate and employment oriented social security systems	<p>The net replacement rate after 12 months of unemployment for single and one earner couple with no children is below EU average.</p> <p>The low wage trap on low wage earners is above the EU average.</p>	
5. Work-life balance	<p>Low participation in formal childcare, in particular for children aged 3 to mandatory school age.</p> <p>High incidence of inactivity due to personal and family responsibilities.</p>	
6. Exploiting job creation possibilities		
7. Gender equality	The gender employment gap (aged 20-29 and 55-64) is bigger than the EU average.	
8. Improving skills supply and productivity, effective life-long learning	<p><i>Persisting skills gaps and weak participation in adult learning.</i></p> <p>The percentage of inactive adult population (aged 25-64) participating in education and training is below EU average.</p> <p>The share of individuals who have basic or above basic overall digital skills is below EU average.</p>	The share of adult population (aged 25-64) with upper secondary or tertiary education is significantly higher than the EU average.
9. Improving education and training systems	<i>Low attractiveness of the teaching profession.</i>	
10. Wage setting mechanisms and labour cost developments	<i>Limited involvement of social partners in the design and implementation of reforms and policies.</i>	

Portugal

1. Key indicators on labour market performance

Description	Portugal						National Targets	EU 27						EU targets
	2016	2017	2018	2019	2020	2021	2030	2016	2017	2018	2019	2020	2021	2030
Employment rate of population aged 20-64 - total	69.5	72.5	74.7	75.5	74.2	75.9	80	69.6	70.9	71.9	72.7	71.7	73.1	78
Employment rate of population aged 20-64 - men	72.9	76.2	78.1	79.1	77.1	79		75.2	76.5	77.6	78.3	77.2	78.5	
Employment rate of population aged 20-64 - women	66.4	69	71.5	72.2	71.4	73.1		64.1	65.2	66.3	67.1	66.1	67.7	
Employment rate of older population aged 55-64 - total	48.8	53.5	57.2	58.5	59	63.4		53.6	55.6	57.3	58.6	59.2	60.5	
Employment rate of young people aged 20-29 - total	57.8	62.2	64	64.8	58.9	57.6 b		60.4	61.8	62.8	63.6	61.2	62.9 b	
Employment rate of low-skilled population aged 20-64 - total	64.7	67.7	69.6	69.8	69.1	69.3 b		52.5	53.9	55	55.7	54.8	54.9 b	
Employment rate of non-EU nationals aged 20-64 - total	67	71.9	72.5	74	70	70.6 b		55.9	57	58.8	60	57.5	59.1 b	
Overall employment growth	1.7	3.6	2.5	0.9	-1.9	2.2		1.6	1.5	1.1	0.9	-1.8	1.5	
Labour productivity per person employed (EU-27 = 100, based on PPS per employed person)	78.0	76.0	75.9	76.3	74.4 p	71.6 p		100.0	100.0	100.0	100.0	100.0	100.0 p	
Labour productivity per hour worked, (EU-27 = 100, based on PPS per hour worked)	67.9	66.2	65.6	65.6	65.7 p	64.0 p		100.0	100.0	100.0	100.0	100.0	100.0 p	
Nominal unit labour cost growth (% change from previous year)	0.8	2.1	3.4	2.8	9.3 p	1.0 p		0.7	1.0	1.8	1.7	4.4	0.1	
Real unit labour cost growth (% change from previous year)	-0.900	0.555	1.517	1.075	7.233	0.318		-0.110	-0.314	0.437	-0.068	2.664	-2.598	
Unemployment rate in age group 15-24 - total	28	23.9	20.3	18.3	22.6	23.4 b		20.1	18	16.1	15.1	16.8	16.6 b	
NEET rate for population aged 15-24 - total	10.6	9.3	8.4	8	9.1	7.6 b		11.7	11	10.5	10.1	11.1	10.8 b	
NEET rate for population aged 15-29 - total	12.8	10.6	9.6	9.2	11	9.5 b		14.5	13.7	13.1	12.6	13.8	13.1 b	
Involuntary temporary employment as % of total employees 15-64	18.8	18.1	18.1	17.1	14.6	12.2 b		8.8	8.8	8.3	7.9	6.8	7.8 b	
Share of employees (15-64) in temporary employment contracts	22.3	22	22	20.8	17.8	17 b		15.6	15.7	15.5	15	13.5	14 b	
Newly employed in %	15.2	15.5	16	15.9	13.2	12.6 b		14.2	14.5	14.6	14.6	13.1	13.8 b	
Rate of long-term unemployment (as % active population) - total	6.4	4.6	3.2	2.8	2.3	2.9		4.3	3.7	3.2	2.7	2.5	2.8	
At-risk-of-poverty rate of unemployed	42	44.8	45.7	47.5	40.6			48.7 e	47.5 e	48.6 e	49.1 e	46.9 b		
Unemployment rate of labour force 15+	11.5	9.2	7.2	6.7	7	6.6		9.3	8.3	7.4	6.8	7.2	7	
Unemployment trap – tax rate on low wage earners	80.3	80.4	80.4	80.6	80.6	80.7		75	74.8	75	74.5	73.7	74.2	
Share of part-time employment, 15-64	8.5	8.1	7.5	7.6	7.1	6.9		19.5	19.5	19.2	19.3	17.8	17.7	
Inactivity and part-time work due to personal and family responsibilities - total	0.6	0.6	0.6	0.6	0.8	0.6 b		2.9	3	3	3.1	2.9	3 b	
Job vacancy rate (average over 3 years)	0.6	0.7	0.8	0.9	1			1.5	1.7	1.9	2.1	2 e		
Employment gender gap (aged 20-64)	6.5	7.2	6.6	6.9	5.7	5.9		11.1	11.3	11.3	11.2	11.1	10.8	
Gender pay gap	13.9	10.8	8.9	10.9 p	11.4 p			15.1	14.6	14.4	13.7 p	13 p		
Share of adult population (aged 25-64) with upper secondary or tertiary education - total	46.9	48	49.8	52.2	55.4	59.5 b		76.6	77.2	77.8	78.4	79	79.3 b	
Early leavers from education and training (aged 18-24) - total	14	12.6	11.8	10.6	8.9	5.9 b		10.6	10.5	10.5	10.2	9.9	9.7 b	
Completion of tertiary or equivalent education (aged 30-34) - total	34.6	33.5	33.5	36.2	39.6	43.7 b		37.8	38.6	39.4	40.3	41.1	41.6 b	
Adult population (aged 25-64) participating in education and training in the last 12 months, without guided-on-the-job training	38.0	:	:	:	:	:	60	37.4	:	:	:	:	:	60

2. Key employment challenges Portugal, June 2022

Employment policy area	Key employment challenge	Particularly good labour market outcome
1. Increase labour market participation	The youth unemployment rate is higher than the EU average.	The employment rate of low-skilled population aged 20-64 is significantly higher than the EU average. The employment rate of the population aged 55-64 is higher than the EU average.
2. Enhancing labour market functioning; combating segmentation	<i>Labour market segmentation affecting in particular young people.</i>	
3. Active labour market policies	<i>Limited capacity of the Public Employment Services to provide effective employment support.</i>	
4. Adequate and employment oriented social security systems		The net replacement rate after 12 months of unemployment is significantly higher than the EU average.
5. Work-life balance		High overall take-up of formal childcare above 30 hours a week. Significant increase in the share of children aged less than 3 years old in formal childcare.
6. Exploiting job creation possibilities		
7. Gender equality		The gender employment gap is below the EU average
8. Improving skills supply and productivity, effective life-long learning	Low share of adult population (25-64) with upper secondary or tertiary education	
9. Improving education and training systems		The share of early leavers from education and training continues to decrease and is lower than the EU average. ⁶
10. Wage setting mechanisms and labour cost developments		

⁶ Flag: Break in time series.

Romania

1. Key indicators on labour market performance

Description	Romania						National Targets	EU 27						EU targets
	2016	2017	2018	2019	2020	2021	2030	2016	2017	2018	2019	2020	2021	2030
Employment rate of population aged 20-64 - total	60.3	62.7	63.9	65.1	65.2	67.1	74.7	69.6	70.9	71.9	72.7	71.7	73.1	78
Employment rate of population aged 20-64 - men	69.1	71.3	73	74.6	74.7	77		75.2	76.5	77.6	78.3	77.2	78.5	
Employment rate of population aged 20-64 - women	51.4	54	54.5	55.4	55.4	56.9		64.1	65.2	66.3	67.1	66.1	67.7	
Employment rate of older population aged 55-64 - total	35.3	36.9	38.6	40.4	41.5	43.8		53.6	55.6	57.3	58.6	59.2	60.5	
Employment rate of young people aged 20-29 - total	56.3	59.4	59.5	59.1	59.1	54.9 b		60.4	61.8	62.8	63.6	61.2	62.9 b	
Employment rate of low-skilled population aged 20-64 - total	52.3	54.7	55.2	56.8	55.7	42.5 b		52.5	53.9	55	55.7	54.8	54.9 b	
Employment rate of non-EU nationals aged 20-64 - total	u	u	78.5 u	u	u	72.2 bu		55.9	57	58.8	60	57.5	59.1 b	
Overall employment growth	0.7	2.6	0.5	0.7	-1.3	1		1.6	1.5	1.1	0.9	-1.8	1.5	
Labour productivity per person employed (EU-27 = 100, based on PPS per employed person)	63.0	66.0	68.7	72.5	75.0 p	84.3 b		100.0	100.0	100.0	100.0	100.0	100.0 p	
Labour productivity per hour worked, (EU-27 = 100, based on PPS per hour worked)	57.2	60.3	62.6	65.4	64.1 p	73.3 b		100.0	100.0	100.0	100.0	100.0	100.0 p	
Nominal unit labour cost growth (% change from previous year)	9.1	9.6	8.2	6.6	4.7 p	-9.0 b		0.7	1.0	1.8	1.7	4.4	0.1	
Real unit labour cost growth (% change from previous year)	6.458	4.658	1.891	-0.223	0.814	-13.410		-0.110	-0.314	0.437	-0.068	2.664	-2.598	
Unemployment rate in age group 15-24 - total	20.6	18.3	16.2	16.8	17.3	21 b		20.1	18	16.1	15.1	16.8	16.6 b	
NEET rate for population aged 15-24 - total	17.4	15.2	14.5	14.7	14.8	18 b		11.7	11	10.5	10.1	11.1	10.8 b	
NEET rate for population aged 15-29 - total	20.2	17.8	17	16.8	16.6	20.3 b		14.5	13.7	13.1	12.6	13.8	13.1 b	
Involuntary temporary employment as % of total employees 15-64	1.1	1	0.8	1.1	1	1.6 b		8.8	8.8	8.3	7.9	6.8	7.8 b	
Share of employees (15-64) in temporary employment contracts	1.4	1.2	1.1	1.4	1.2	2.4 b		15.6	15.7	15.5	15	13.5	14 b	
Newly employed in %	5.5	6.4	5.6	5.5	5	6.2 b		14.2	14.5	14.6	14.6	13.1	13.8 b	
Rate of long-term unemployment (as % active population) - total	3.4	2.4	2.2	2	1.8	2		4.3	3.7	3.2	2.7	2.5	2.8	
At-risk-of-poverty rate of unemployed	50.2	51.6	48	48.9	62.9			48.7 e	47.5 e	48.6 e	49.1 e	46.9 b		
Unemployment rate of labour force 15+	7.2	6.1	5.3	4.9	6.1	5.6		9.3	8.3	7.4	6.8	7.2	7	
Unemployment trap – tax rate on low wage earners	48	47	56	55.5	55.2	54.9		75	74.8	75	74.5	73.7	74.2	
Share of part-time employment, 15-64	4.8	4.3	4.1	3.8	3.7	3.7		19.5	19.5	19.2	19.3	17.8	17.7	
Inactivity and part-time work due to personal and family responsibilities - total	0.1	0.1	0.2	0.1	0.1	0.3 b		2.9	3	3	3.1	2.9	3 b	
Job vacancy rate (average over 3 years)	1.1	1.2	1.3	1.2	1 e			1.5	1.7	1.9	2.1	2 e		
Employment gender gap (aged 20-64)	17.7	17.3	18.5	19.2	19.3	20.1		11.1	11.3	11.3	11.2	11.1	10.8	
Gender pay gap	4.8 e	2.9 e	2.2	3.3 e	2.4 e			15.1	14.6	14.4	13.7 p	13 p		
Share of adult population (aged 25-64) with upper secondary or tertiary education - total	76.7	77.9	78.5	79	80.4	81 b		76.6	77.2	77.8	78.4	79	79.3 b	
Early leavers from education and training (aged 18-24) - total	18.5	18.1	16.4	15.3	15.6	15.3 b		10.6	10.5	10.5	10.2	9.9	9.7 b	
Completion of tertiary or equivalent education (aged 30-34) - total	25.6	26.3	24.6	25.8	26.4	24.8 b		37.8	38.6	39.4	40.3	41.1	41.6 b	
Adult population (aged 25-64) participating in education and training in the last 12 months, without guided-on-the-job training	5.8	:	:	:	:	:	17.4	37.4	:	:	:	:	:	60

2. Key employment challenges Romania, June 2022

Employment policy area	Key employment challenge	Particularly good labour market outcome
1. Increase labour market participation	The employment rate of women and low-skilled workers (aged 20-64) is significantly below the EU average. The employment rate of older workers (55-64) remains below the EU average, despite some improvement. The activity rate (20-64) is below the EU average, but shows significant improvement. The NEET rate (15-29), notably for women, is significantly above the EU average.	
2. Enhancing labour market functioning; combating segmentation		
3. Active labour market policies	Expenditure on ALMP as % of GDP is significantly below the EU average. <i>Limited effectiveness of the activation measures provided by the Public Employment Services.</i>	
4. Adequate and employment oriented social security systems	The in-work at-risk-of-poverty rate is significantly above the EU average but shows significant improvement. The inactivity trap for second earners is higher than the EU average.	Low unemployment trap for low-income earners.
5. Work-life balance	Participation of children in formal childcare (age 0 to mandatory school) is below the EU average.	
6. Exploiting job creation possibilities		
7. Gender equality	The gender employment gap is significantly higher than the EU average.	Very low gender pay gap.
8. Improving skills supply and productivity, effective life-long learning	Very low share of adult population (aged 25-64) having attained high (tertiary) education. Very low share of adult population with basic or above basic digital skills. The share of the inactive adult population (aged 25-64) participating in education and training is much lower than the EU average. <i>Skills mismatches and shortages remain a challenge.</i>	
9. Improving education and training systems	The early school leaving (for the age group 18-24) is significantly higher than the EU average. Very low share of adults (aged 30-34) with completed tertiary education or equivalent. High share of low-achieving 15-years olds in reading, mathematics and science. <i>Challenges for ensuring equal access to quality education and improving learning outcomes, especially in rural areas and for Roma and other disadvantaged groups.</i>	
10. Wage setting mechanisms and labour cost developments	<i>The quality of social dialogue is relatively weak, with low collective bargaining coverage rate and limited involvement of social partners in the design and implementation of labour market reforms.</i>	

Slovenia

1. Key indicators on labour market performance

Description	Slovenia						National Targets	EU 27						EU targets
	2016	2017	2018	2019	2020	2021	2030	2016	2017	2018	2019	2020	2021	2030
Employment rate of population aged 20-64 - total	69.5	72.9	74.9	75.9	74.8	76.1	79.5	69.6	70.9	71.9	72.7	71.7	73.1	78
Employment rate of population aged 20-64 - men	72.7	76.2	78.3	79	77.6	79.3		75.2	76.5	77.6	78.3	77.2	78.5	
Employment rate of population aged 20-64 - women	66.2	69.3	71.2	72.5	71.7	72.6		64.1	65.2	66.3	67.1	66.1	67.7	
Employment rate of older population aged 55-64 - total	38.2	42.4	46.7	48.2	49.9	52.7		53.6	55.6	57.3	58.6	59.2	60.5	
Employment rate of young people aged 20-29 - total	60.6	67.1	68.5	68.9	63.9	62.6 b		60.4	61.8	62.8	63.6	61.2	62.9 b	
Employment rate of low-skilled population aged 20-64 - total	45.5	49.3	50.8	50.2	47.4	49.5 b		52.5	53.9	55	55.7	54.8	54.9 b	
Employment rate of non-EU nationals aged 20-64 - total	70.7	72.7	72.7	73	76	73 b		55.9	57	58.8	60	57.5	59.1 b	
Overall employment growth	0.2	4.5	1.9	0.8	-0.8	0		1.6	1.5	1.1	0.9	-1.8	1.5	
Labour productivity per person employed (EU-27 = 100, based on PPS per employed person)	81.0	81.8	82.2	82.5	82.6	83.8 p		100.0	100.0	100.0	100.0	100.0	100.0 p	
Labour productivity per hour worked, (EU-27 = 100, based on PPS per hour worked)	80.4	82.2	83.7	83.7	83.0	83.9 p		100.0	100.0	100.0	100.0	100.0	100.0 p	
Nominal unit labour cost growth (% change from previous year)	1.8	1.2	2.7	4.2	7.4	-1.1		0.7	1.0	1.8	1.7	4.4	0.1	
Real unit labour cost growth (% change from previous year)	0.907	-0.287	0.556	1.911	6.132	-3.579		-0.110	-0.314	0.437	-0.068	2.664	-2.598	
Unemployment rate in age group 15-24 - total	15.2	11.2	8.8	8.1	14.2	12.8 b		20.1	18	16.1	15.1	16.8	16.6 b	
NEET rate for population aged 15-24 - total	8	6.5	6.6	7	7.7	6.6 b		11.7	11	10.5	10.1	11.1	10.8 b	
NEET rate for population aged 15-29 - total	10.9	9.3	8.8	8.8	9.2	7.3 b		14.5	13.7	13.1	12.6	13.8	13.1 b	
Involuntary temporary employment as % of total employees 15-64	9.7	9.4	6.1	4.3	4.4	4.8 b		8.8	8.8	8.3	7.9	6.8	7.8 b	
Share of employees (15-64) in temporary employment contracts	16.9	17.6	15.7	13.2	10.8	11.8 b		15.6	15.7	15.5	15	13.5	14 b	
Newly employed in %	12.3	14.8	12.8	13	12	12 b		14.2	14.5	14.6	14.6	13.1	13.8 b	
Rate of long-term unemployment (as % active population) - total	4.3	3.1	2.2	1.9	1.9	2		4.3	3.7	3.2	2.7	2.5	2.8	
At-risk-of-poverty rate of unemployed	44.8	41.8	45.7	43.6	43.4			48.7 e	47.5 e	48.6 e	49.1 e	46.9 b		
Unemployment rate of labour force 15+	8	6.6	5.1	4.4	5	4.8		9.3	8.3	7.4	6.8	7.2	7	
Unemployment trap – tax rate on low wage earners	89.6	91	82	82	80.5	78.1		75	74.8	75	74.5	73.7	74.2	
Share of part-time employment, 15-64	10.2	11.3	10.7	9.3	9.1	9.2		19.5	19.5	19.2	19.3	17.8	17.7	
Inactivity and part-time work due to personal and family responsibilities - total	0.8	1	1	1	0.9	1 b		2.9	3	3	3.1	2.9	3 b	
Job vacancy rate (average over 3 years)	1.4	1.8	2.1	2.3	2.4			1.5	1.7	1.9	2.1	2 e		
Employment gender gap (aged 20-64)	6.5	6.9	7.1	6.5	5.9	6.7		11.1	11.3	11.3	11.2	11.1	10.8	
Gender pay gap	8.1	8.4	9.3	7.9 p	3.1 p			15.1	14.6	14.4	13.7 p	13 p		
Share of adult population (aged 25-64) with upper secondary or tertiary education - total	87.3	87.9	88.1	88.8	90.2	91.3 b		76.6	77.2	77.8	78.4	79	79.3 b	
Early leavers from education and training (aged 18-24) - total	4.9	4.3	4.2	4.6	4.1	3.1 b		10.6	10.5	10.5	10.2	9.9	9.7 b	
Completion of tertiary or equivalent education (aged 30-34) - total	44.2	46.4	42.7	44.9	46.9	49.2 b		37.8	38.6	39.4	40.3	41.1	41.6 b	
Adult population (aged 25-64) participating in education and training in the last 12 months, without guided-on-the-job training	40.3	:	:	:	:	:	60	37.4	:	:	:	:	:	60

2. Key employment challenges Slovenia, June 2022

Employment policy area	Key employment challenge	Particularly good labour market outcome
1. Increase labour market participation	The employment rate of the population aged 55-64 is below the EU average.	Low NEET rate for the population aged 15-29.
2. Enhancing labour market functioning; combating segmentation		High transition rate from temporary to permanent employment.
3. Active labour market policies	Expenditure on active labour market policies (categories 2-7) as percentage of the GDP is below the EU average (2019 data). <i>Active labour market policies are not sufficiently effective in addressing long-term unemployment.</i>	
4. Adequate and employment oriented social security systems		Low in-work-poverty risk.
5. Work-life balance		
6. Exploiting job creation possibilities		
7. Gender equality	The inactivity trap for the second member of a couple (moving from social assistance to work) is above the EU average.	The gender pay gap is significantly lower than the EU average.
8. Improving skills supply and productivity, effective life-long learning	<i>Limited provision of adequate education and skills, against the background of emerging labour and skills shortages for certain groups, such as low-skilled adults and older workers.</i>	Low rate of early leavers from education and training (aged 18-24).
9. Improving education and training systems		
10. Wage setting mechanisms and labour cost developments		

Slovakia

1. Key indicators on labour market performance

Description	Slovakia						National Targets	EU 27						EU targets
	2016	2017	2018	2019	2020	2021	2030	2016	2017	2018	2019	2020	2021	2030
Employment rate of population aged 20-64 - total	71.8	73.2	74.5	75.6	74.6	74.6	76.5	69.6	70.9	71.9	72.7	71.7	73.1	78
Employment rate of population aged 20-64 - men	76.4	77	78.8	79.4	78.2	78.9		75.2	76.5	77.6	78.3	77.2	78.5	
Employment rate of population aged 20-64 - women	67.2	69.4	70.3	71.7	70.9	70.4		64.1	65.2	66.3	67.1	66.1	67.7	
Employment rate of older population aged 55-64 - total	50.5	54.6	55.9	58.8	60.2	60.6		53.6	55.6	57.3	58.6	59.2	60.5	
Employment rate of young people aged 20-29 - total	59.4	60.7	61.4	61.1	58.5	58.5 b		60.4	61.8	62.8	63.6	61.2	62.9 b	
Employment rate of low-skilled population aged 20-64 - total	35.9	37.3	36.4	36.1	34	26.9 b		52.5	53.9	55	55.7	54.8	54.9 b	
Employment rate of non-EU nationals aged 20-64 - total	66.8 u	74.3 u	71.7 u	67.7 u	64.3 u	87.1 b		55.9	57	58.8	60	57.5	59.1 b	
Overall employment growth	2.8	1.3	1.2	0.5	-2.1	-1.6		1.6	1.5	1.1	0.9	-1.8	1.5	
Labour productivity per person employed (EU-27 = 100, based on PPS per employed person)	77.1	73.9	72.9	72.5	73.4	72.4 p		100.0	100.0	100.0	100.0	100.0	100.0 p	
Labour productivity per hour worked, (EU-27 = 100, based on PPS per hour worked)	72.7	70.3	69.8	69.6	71.9	73.1 p		100.0	100.0	100.0	100.0	100.0	100.0 p	
Nominal unit labour cost growth (% change from previous year)	2.7	4.3	4.2	5.2	6.3	2.2		0.7	1.0	1.8	1.7	4.4	0.1	
Real unit labour cost growth (% change from previous year)	3.206	3.051	2.083	2.647	3.798	-0.173		-0.110	-0.314	0.437	-0.068	2.664	-2.598	
Unemployment rate in age group 15-24 - total	22.2	18.9	14.9	16.1	19.3	20.6 b		20.1	18	16.1	15.1	16.8	16.6 b	
NEET rate for population aged 15-24 - total	12.3	12.1	10.2	10.3	10.7	11 b		11.7	11	10.5	10.1	11.1	10.8 b	
NEET rate for population aged 15-29 - total	15.9	16	14.6	14.5	15.2	14.2 b		14.5	13.7	13.1	12.6	13.8	13.1 b	
Involuntary temporary employment as % of total employees 15-64	6	7.3	6.2	5.7	4.7	2.5 bu		8.8	8.8	8.3	7.9	6.8	7.8 b	
Share of employees (15-64) in temporary employment contracts	9.9	9.4	8.1	7.8	6.5	4.1 b		15.6	15.7	15.5	15	13.5	14 b	
Newly employed in %	13.2	13.6	12.3	11	9.6	8.1 b		14.2	14.5	14.6	14.6	13.1	13.8 b	
Rate of long-term unemployment (as % active population) - total	6.8	5.9	4.7	3.9	3.7	3.9		4.3	3.7	3.2	2.7	2.5	2.8	
At-risk-of-poverty rate of unemployed	47.6	49.2	51	56.7	56.1			48.7 e	47.5 e	48.6 e	49.1 e	46.9 b		
Unemployment rate of labour force 15+	9.6	8.1	6.5	5.7	6.7	6.8		9.3	8.3	7.4	6.8	7.2	7	
Unemployment trap – tax rate on low wage earners	70.3	70.7	71.1	70.2	70.5	70.8		75	74.8	75	74.5	73.7	74.2	
Share of part-time employment, 15-64	4.1	4.2	3.5	3.2	3.2	3.1		19.5	19.5	19.2	19.3	17.8	17.7	
Inactivity and part-time work due to personal and family responsibilities - total	0.7	0.9	0.8	0.7	0.8	0.6 b		2.9	3	3	3.1	2.9	3 b	
Job vacancy rate (average over 3 years)	1	1	1.1	1.1	1.2			1.5	1.7	1.9	2.1	2 e		
Employment gender gap (aged 20-64)	9.2	7.6	8.5	7.7	7.3	8.5		11.1	11.3	11.3	11.2	11.1	10.8	
Gender pay gap	19.2	20.1	19.8	18.4	15.8			15.1	14.6	14.4	13.7 p	13 p		
Share of adult population (aged 25-64) with upper secondary or tertiary education - total	91.9	91.4	91.7	91.4	92.7	93.3 b		76.6	77.2	77.8	78.4	79	79.3 b	
Early leavers from education and training (aged 18-24) - total	7.4	9.3	8.6	8.3	7.6	7.8 b		10.6	10.5	10.5	10.2	9.9	9.7 b	
Completion of tertiary or equivalent education (aged 30-34) - total	31.5	34.3	37.7	40.1	39.7	40.2 b		37.8	38.6	39.4	40.3	41.1	41.6 b	
Adult population (aged 25-64) participating in education and training in the last 12 months, without guided-on-the-job training	42.6	:	:	:	:	:	50	37.4	:	:	:	:	:	60

2. Key employment challenges Slovakia, June 2022

Employment policy area	Key employment challenge	Particularly good labour market outcome
1. Increase labour market participation	<i>Low labour market participation of Roma, in particular women.</i> Low employment rate of the low-skilled	
2. Enhancing labour market functioning; combating segmentation		
3. Active labour market policies	<i>Low effectiveness of profiling, individualised counselling and targeted upskilling training in integrating the long-term unemployed, disadvantaged groups and youth.</i> <i>Active labour market policy measures for persons with disabilities are mainly provided through sheltered workshops, and transit to the open labour market is not encouraged by the system.</i>	
4. Adequate and employment oriented social security systems	High at risk of poverty rate among the unemployed. Net replacement rate after 6 and 12 months of unemployment is below the EU average.	
5. Work-life balance	Low, albeit increasing, share of children aged 0-3 cared for by formal arrangements other than by the family.	
6. Exploiting job creation possibilities		
7. Gender equality		The employment gender gap (30-54 age cohort) is below EU average.
8. Improving skills supply and productivity, effective life-long learning	Low participation of adults (aged 25-64) in education or training	The share of adult population (25-64 age cohort) with upper secondary or tertiary education is significantly above the EU average.
9. Improving education and training systems	High share of low-achievers (15 years old) in reading and science	
10. Wage setting mechanisms and labour cost developments		

Finland

1. Key indicators on labour market performance

Description	Finland						National Targets	EU 27						EU targets
	2016	2017	2018	2019	2020	2021	2030	2016	2017	2018	2019	2020	2021	2030
Employment rate of population aged 20-64 - total	72.4	73.2	75.3	76.2	75.5	76.8	80	69.6	70.9	71.9	72.7	71.7	73.1	78
Employment rate of population aged 20-64 - men	74	75.1	77.2	77.8	77.1	77.8		75.2	76.5	77.6	78.3	77.2	78.5	
Employment rate of population aged 20-64 - women	70.8	71.3	73.4	74.5	73.8	75.8		64.1	65.2	66.3	67.1	66.1	67.7	
Employment rate of older population aged 55-64 - total	60.6	61.7	64.6	65.9	66.6	68.3		53.6	55.6	57.3	58.6	59.2	60.5	
Employment rate of young people aged 20-29 - total	65.9	66.7	68.4	69.5	66.9	67.9 b		60.4	61.8	62.8	63.6	61.2	62.9 b	
Employment rate of low-skilled population aged 20-64 - total	52	51.3	52.9	52	51.5	53.2 b		52.5	53.9	55	55.7	54.8	54.9 b	
Employment rate of non-EU nationals aged 20-64 - total	47.3	51	51.9	53.8	56.7	58.6 b		55.9	57	58.8	60	57.5	59.1 b	
Overall employment growth	0.7	0.9	2.6	0.9	-1.4	2.1		1.6	1.5	1.1	0.9	-1.8	1.5	
Labour productivity per person employed (EU-27 = 100, based on PPS per employed person)	108.2	109.7	108.1	105.6	110.4	109.4 p		100.0	100.0	100.0	100.0	100.0	100.0 p	
Labour productivity per hour worked, (EU-27 = 100, based on PPS per hour worked)	110.5	111.8	110.3	108.0	107.7	111.5 p		100.0	100.0	100.0	100.0	100.0	100.0 p	
Nominal unit labour cost growth (% change from previous year)	-1.4	-3.2	2.6	1.9	0.8	3.0		0.7	1.0	1.8	1.7	4.4	0.1	
Real unit labour cost growth (% change from previous year)	-1.493	-3.937	0.630	0.363	-0.705	0.252		-0.110	-0.314	0.437	-0.068	2.664	-2.598	
Unemployment rate in age group 15-24 - total	20.1	20.1	17	17.2	21.4	17.1 b		20.1	18	16.1	15.1	16.8	16.6 b	
NEET rate for population aged 15-24 - total	9.9	9.4	8.5	8.2	9.3	7.7 b		11.7	11	10.5	10.1	11.1	10.8 b	
NEET rate for population aged 15-29 - total	11.7	10.9	10.1	9.5	10.3	9.3 b		14.5	13.7	13.1	12.6	13.8	13.1 b	
Involuntary temporary employment as % of total employees 15-64	11.2	11.2	11.3	10.2	9.6	8.5 b		8.8	8.8	8.3	7.9	6.8	7.8 b	
Share of employees (15-64) in temporary employment contracts	15.6	15.8	16.2	15.5	14.6	16 b		15.6	15.7	15.5	15	13.5	14 b	
Newly employed in %	19.8	20.8	22	21.9	19.8	20.5 b		14.2	14.5	14.6	14.6	13.1	13.8 b	
Rate of long-term unemployment (as % active population) - total	2.9	2.6	2	1.5	1.5	1.8		4.3	3.7	3.2	2.7	2.5	2.8	
At-risk-of-poverty rate of unemployed	37.2	35.6	38.9	39.7	44.2			48.7 e	47.5 e	48.6 e	49.1 e	46.9 b		
Unemployment rate of labour force 15+	8.9	8.7	7.5	6.8	7.7	7.7		9.3	8.3	7.4	6.8	7.2	7	
Unemployment trap – tax rate on low wage earners	78.3	74.4	73.9	73.4	73.6	73		75	74.8	75	74.5	73.7	74.2	
Share of part-time employment, 15-64	15.8	15.9	16	16.4	15.6	16.9		19.5	19.5	19.2	19.3	17.8	17.7	
Inactivity and part-time work due to personal and family responsibilities - total	1	1	1	1	0.9	1.1 b		2.9	3	3	3.1	2.9	3 b	
Job vacancy rate (average over 3 years)	1.4	1.6	1.9	2.1	2.2			1.5	1.7	1.9	2.1	2 e		
Employment gender gap (aged 20-64)	3.2	3.8	3.8	3.3	3.3	2		11.1	11.3	11.3	11.2	11.1	10.8	
Gender pay gap	17.5	17.1	16.9	16.6	16.7			15.1	14.6	14.4	13.7 p	13 p		
Share of adult population (aged 25-64) with upper secondary or tertiary education - total	88.1	88.3	89.2	90.1	91.1	88.9 b		76.6	77.2	77.8	78.4	79	79.3 b	
Early leavers from education and training (aged 18-24) - total	7.9	8.2	8.3	7.3	8.2	8.2 b		10.6	10.5	10.5	10.2	9.9	9.7 b	
Completion of tertiary or equivalent education (aged 30-34) - total	46.1	44.6	44.2	47.3	49.6	44.9 b		37.8	38.6	39.4	40.3	41.1	41.6 b	
Adult population (aged 25-64) participating in education and training in the last 12 months, without guided-on-the-job training	51.4	:	:	:	:	:	60	37.4	:	:	:	:	:	60

2. Key employment challenges Finland, June 2022

Employment policy area	Key employment challenge	Particularly good labour market outcome
1. Increase labour market participation	The youth unemployment ratio was significantly higher than the EU average. <i>Lower labour market participation of specific age groups, low skilled and non-EU nationals.</i>	High participation in education and training for older workers (55-64). Duration of working life above the EU average in particular for women
2. Enhancing labour market functioning; combating segmentation	Share of involuntary temporary employment, in particular among women and older workers above EU average.	
3. Active labour market policies	<i>Limited personalised and integrated services for the unemployed and the inactive</i>	
4. Adequate and employment oriented social security systems	<i>Inactivity and unemployment traps weigh on employment.</i>	In-work-poverty risk is significantly below the EU average.
5. Work-life balance		
6. Exploiting job creation possibilities		
7. Gender equality		The gender employment gap was low.
8. Improving skills supply and productivity, effective life-long learning	<i>Skills shortages, with a high skill gap between more and less advantaged adults, and labour shortages of high-skilled professionals.</i>	High share of adult population (aged 25-64) having attained high (tertiary) education. High participation of adult population in lifelong learning. The level of individuals with basic or above basic digital skills is high.
9. Improving education and training systems		
10. Wage setting mechanisms and labour cost developments		

Sweden

1. Key indicators on labour market performance

Description	Sweden						National Targets	EU 27						EU targets
	2016	2017	2018	2019	2020	2021	2030	2016	2017	2018	2019	2020	2021	2030
Employment rate of population aged 20-64 - total	80.6	81.2	81.8 b	81.5	80.1	80.7	82	69.6	70.9	71.9	72.7	71.7	73.1	78
Employment rate of population aged 20-64 - men	82.7	83.4	84.1 b	84	82.8	83.3		75.2	76.5	77.6	78.3	77.2	78.5	
Employment rate of population aged 20-64 - women	78.4	79	79.4 b	78.9	77.4	78		64.1	65.2	66.3	67.1	66.1	67.7	
Employment rate of older population aged 55-64 - total	74.1	75.2	76.7 b	76.5	76.3	76.9		53.6	55.6	57.3	58.6	59.2	60.5	
Employment rate of young people aged 20-29 - total	70.9	71.7	71.7 b	70.8	68.5	69.3 b		60.4	61.8	62.8	63.6	61.2	62.9 b	
Employment rate of low-skilled population aged 20-64 - total	61	61.8	62.3 b	61.2	57.4	56.9 b		52.5	53.9	55	55.7	54.8	54.9 b	
Employment rate of non-EU nationals aged 20-64 - total	53	54.2	52.7 b	55.5	50.9	53.3 b		55.9	57	58.8	60	57.5	59.1 b	
Overall employment growth	1.6	2	1.6 b	0.6 b	-1.6	1		1.6	1.5	1.1	0.9	-1.8	1.5	
Labour productivity per person employed (EU-27 = 100, based on PPS per employed person)	114.9	113.0	112.2	112.5	118.4	119.4 p		100.0	100.0	100.0	100.0	100.0	100.0 p	
Labour productivity per hour worked, (EU-27 = 100, based on PPS per hour worked)	115.2	113.5	112.6	113.7	115.6	119.4 p		100.0	100.0	100.0	100.0	100.0	100.0 p	
Nominal unit labour cost growth (% change from previous year)	2.4	1.9	3.5	1.5	3.4	0.4		0.7	1.0	1.8	1.7	4.4	0.1	
Real unit labour cost growth (% change from previous year)	0.844	-0.191	1.068	-0.975	2.480	-2.071		-0.110	-0.314	0.437	-0.068	2.664	-2.598	
Unemployment rate in age group 15-24 - total	18.9	17.9	17.4 b	20.1	23.9	24.7 b		20.1	18	16.1	15.1	16.8	16.6 b	
NEET rate for population aged 15-24 - total	6.5	6.2	6 b	5.5	6.5	5.1 b		11.7	11	10.5	10.1	11.1	10.8 b	
NEET rate for population aged 15-29 - total	7.1	6.8	6.9 b	6.3	7.2	6 b		14.5	13.7	13.1	12.6	13.8	13.1 b	
Involuntary temporary employment as % of total employees 15-64	8.7	8.3	8.2 b	7.8	8	10.3 b		8.8	8.8	8.3	7.9	6.8	7.8 b	
Share of employees (15-64) in temporary employment contracts	16.1	16.1	15.9 b	15.7	14.8	14.4 b		15.6	15.7	15.5	15	13.5	14 b	
Newly employed in %	21.4	22.2	22.4 b	21.9	19.2	17.1 b		14.2	14.5	14.6	14.6	13.1	13.8 b	
Rate of long-term unemployment (as % active population) - total	2	2	1.7 b	1.5	1.8	1.9		4.3	3.7	3.2	2.7	2.5	2.8	
At-risk-of-poverty rate of unemployed	50.8	50.3	57.8	62.2	57.3			48.7 e	47.5 e	48.6 e	49.1 e	46.9 b		
Unemployment rate of labour force 15+	7.1	6.8	6.5 b	7	8.5	8.8		9.3	8.3	7.4	6.8	7.2	7	
Unemployment trap – tax rate on low	79.5	79.5	78.8	77.2	76.3	78.8		75	74.8	75	74.5	73.7	74.2	
Share of part-time employment, 15-64	21.8	21.3	20.6 b	20.5	20.3	20.3		19.5	19.5	19.2	19.3	17.8	17.7	
Inactivity and part-time work due to personal and family responsibilities - total	2.8	2.7	2.6 b	2.5	2.2	1.7 b		2.9	3	3	3.1	2.9	3 b	
Job vacancy rate (average over 3 years)	1.9	2.1	2.3	2.4	2.4			1.5	1.7	1.9	2.1	2 e		
Employment gender gap (aged 20-64)	4.3	4.4	4.7 b	5.1	5.4	5.3		11.1	11.3	11.3	11.2	11.1	10.8	
Gender pay gap	13.3	12.5	12.1	11.8	11.2			15.1	14.6	14.4	13.7 p	13 p		
Share of adult population (aged 25-64) with upper secondary or tertiary education - total	85	85.3	85.6 b	86.1	86.5	87.5 b		76.6	77.2	77.8	78.4	79	79.3 b	
Early leavers from education and training (aged 18-24) - total	7.4	7.7	7.5 b	6.5	7.7	8.4 b		10.6	10.5	10.5	10.2	9.9	9.7 b	
Completion of tertiary or equivalent education (aged 30-34) - total	51	51.3	51.8 b	52.5	52.2	51.9 b		37.8	38.6	39.4	40.3	41.1	41.6 b	
Adult population (aged 25-64) participating in education and training in the last 12 months, without guided-on-the-job training	58.8	:	:	:	:	:	60	37.4	:	:	:	:	:	60

2. Key employment challenges Sweden, June 2022

Employment policy area	Key employment challenge	Particularly good labour market outcome
1. Increase labour market participation	<i>Large employment gaps between non-EU born and native born, especially women.</i>	The NEET rate for population aged 15-24 is below the EU average. Duration of working life is significantly better than the EU average.
2. Enhancing labour market functioning; combating segmentation		The share of long-term unemployed in total unemployment is significantly lower than the EU average.
3. Active labour market policies		
4. Adequate and employment oriented social security systems		
5. Work-life balance		
6. Exploiting job creation possibilities		
7. Gender equality		
8. Improving skills supply and productivity, effective life-long learning		The share of adult population (aged 25-64) participating in education and training is higher than the EU average. The share of adult population (aged 25-64) having attained high (tertiary) education is above the EU average. The share of individuals who have basic or above basic overall digital skills is higher than the EU average.
9. Improving education and training systems	<i>Educational performance gaps for students with migrant background.</i>	
10. Wage setting mechanisms and labour cost developments		

Annex A. 2030 National Targets

Table A1: National employment rate and adult learning targets (as of 16 June 2022)

	Employment (%)	Adult learning (%)
	2030 target	2030 target
EU27	78.0	60.0
BE	80.0	60.9
BG	79.0	35.4
CZ	82.2	45.0
DK	80.0	60.0
DE	83.0	65.0
EE	81.3	52.3
IE	78.2	64.2
EL	71.1	40.0
ES	76.0	60.0
FR	78.0	65.0
HR	75.0	55.0
IT	73.0	60.0
CY	80.0	61.0
LV	80.0	60.0
LT	80.7	53.7
LU	77.6	62.5
HU	85.0	60.0
MT	84.6	57.6
NL	82.5	62.0
AT	79.9	62.0
PL	78.3	51.7
PT	80.0	60.0
RO	74.7	17.4
SI	79.5	60.0
SK	76.5	50.0
FI	80.0	60.0
SE	82.0	60.0
Weighted Average	78.5	57.6

Source: Member States and Commission's calculations.

Annex B. 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, year-on-year changes and the changes for the three recent years for each Member State and the EU-27.

Table B1: EPM Dashboard 2022⁷

	EU27_2021	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
Employment rate (% population aged 20-64)																													
2021	73.1	72.5	70.6	73.2	80.0	79.1	79.6	79.3	74.9	62.6	67.7	73.2	68.2	62.7	75.9	75.3	77.4	74.1	78.8	78.6	81.7	75.6	75.4	75.9	67.1	76.1	74.6	76.8	80.7
2020-2021 change in pp	1.4	1.3	0.9	~	~	1.3	1.5	~	2.8	4.3	2.0	1.1	1.3	0.8	1.0	-1.6	0.7	2.0	1.3	1.3	0.9	0.8	2.7	1.7	1.9	1.3	~	1.3	~
2018-2021 change in pp	~	~	~	~	~	~	~	~	~	3.6	~	~	3.0	~	2.0	~	~	2.0	2.1	3.1	~	~	4.0	~	3.2	~	~	~	~
Youth NEET (% of total population aged 15-24)																													
2021	10.8	10.7	7.4	14.0	6.5	7.1	7.5	10.9	7.8	11.0	11.0	10.6	12.7	19.8	12.8	8.6	11.3	8.7	10.6	10.1	5.1	8.5	11.2	7.6	18.0	6.6	11.0	7.7	5.1
2020-2021 change in pp	~	-0.7	-1.8	~	~	~	~	1.7	-4.2	-2.2	-2.9	-0.8	0.5	0.8	-1.6	1.5	0.5	2.1	-1.1	0.8	0.6	0.5	2.6	-1.5	3.2	-1.1	~	-1.6	-1.4
2018-2021 change in pp	~	~	-1.8	~	~	~	1.6	~	-2.3	-3.1	-1.4	~	~	~	~	~	3.3	3.4	~	2.8	~	1.7	2.5	~	3.5	~	~	~	~
Youth NEET (% of total population aged 15-29)																													
2021	13.1	13.0	10.1	17.6	10.9	8.4	9.2	11.2	9.8	17.3	14.1	12.8	14.9	23.1	15.4	12.1	12.7	8.8	11.7	9.9	5.5	9.4	13.4	9.5	20.3	7.3	14.2	9.3	6.0
2020-2021 change in pp	-0.7	-1.1	-1.9	~	~	-1.8	~	-0.7	-4.4	-1.4	-3.2	-1.2	~	~	~	~	~	1.1	-3.0	~	~	~	~	-1.5	3.7	-1.9	-1.0	-1.0	-1.2
2018-2021 change in pp	~	~	-1.9	~	1.4	~	~	~	-1.8	-2.2	~	~	~	~	~	~	3.4	~	~	2.6	~	~	~	~	3.3	-1.5	~	~	~
Employment rate older people (% population aged 55-64)																													
2021	60.5	61.0	54.5	64.8	69.8	72.3	71.8	71.6	62.8	48.3	55.8	55.9	48.6	53.4	63.4	67.8	68.0	46.6	62.8	51.8	71.4	55.4	54.7	63.4	43.8	52.7	60.6	68.3	76.9
2020-2021 change in pp	1.3	0.9	1.4	1.4	1.6	0.9	~	~	2.1	5.7	1.1	~	3.1	~	2.4	~	~	2.6	3.2	-0.9	~	1.2	3.6	4.4	2.3	2.8	~	1.7	~
2018-2021 change in pp	3.2	2.4	4.2	4.9	4.7	3.1	~	3.2	2.6	7.5	3.6	2.3	5.8	~	2.5	2.5	~	6.1	8.4	~	3.9	~	6.3	6.2	5.2	6.0	4.7	3.7	~
Employment rate (% Non-EU27 nationals aged 20-64)																													
2021	59.1	58.8	43.3	n.a.	81.1	65.7	58.8	71.1	71.0	55.8	59.1	54.9	59.2	60.3	70.2	66.6	71.6	66.4	70.1	78.8	56.7	61.9	83.9	70.6	72.2	73.0	87.1	58.6	53.3
2020-2021 change in pp	~	~	3.2	n.a.	~	3.5	~	-2.2	3.7	1.9	3.9	2.5	8.7	~	1.8	-3.4	-8.4	2.9	~	2.4	~	3.9	5.7	~	n.a.	-3.0	22.8	1.9	2.4
2018-2021 change in pp	~	~	~	n.a.	~	6.2	~	~	3.1	~	~	4.0	6.7	-3.2	5.8	~	-3.0	8.0	14.8	~	~	7.7	~	-6.3	~	15.4	6.7	~	~
Involuntary temp empl as % total employees																													
2021	7.8	8.6	5.0	2.2	4.0	3.4	3.4	0.5	4.2	9.9	19.7	9.1	9.3	13.6	11.9	1.8	0.9	4.2	2.2	3.5	4.9	3.0	7.6	12.2	1.6	4.8	2.5	8.5	10.3
2020-2021 change in pp	1.0	1.4	-1.4	~	~	~	2.7	~	1.9	2.5	~	1.7	-2.9	1.5	-0.9	~	~	-0.7	-1.9	0.9	~	2.4	-0.8	-2.4	0.6	~	-2.2	-1.1	2.3
2018-2021 change in pp	~	~	-1.8	~	-0.9	~	1.7	~	1.3	1.7	-1.6	~	-7.9	~	-0.9	~	~	-1.3	-3.1	~	-1.0	2.1	-5.2	-5.9	~	-1.3	-3.7	-2.8	2.1
Newly employed in %																													
2021	13.8	14.7	13.3	7.8	9.3	21.1	14.4	16.1	15.8	10.9	17.2	15.8	11.3	11.6	18.1	13.5	10.8	12.7	14.4	14.2	19.1	15.3	9.2	12.6	6.2	12.0	8.1	20.5	17.1
2020-2021 change in pp	0.7	0.9	1.2	~	~	0.9	0.7	~	0.9	1.1	1.1	1.3	1.0	1.0	~	-0.9	-9.0	~	~	1.9	2.7	~	~	-0.6	1.2	~	-1.5	0.7	-2.1
2018-2021 change in pp	~	~	~	-1.2	-1.7	~	~	-3.3	-1.8	~	-2.1	~	-4.0	~	-3.2	-2.3	-9.9	-2.0	~	-3.0	~	-1.5	-3.0	-3.4	~	~	-4.2	-1.5	-5.3
Long-term unemployment rate (in %)																													
2021	2.8	3.2	2.6	2.6	0.8	1.0	1.2	1.6	1.8	9.2	6.2	2.3	2.8	5.4	2.6	2.3	2.6	1.8	1.3	1.0	0.8	2.0	0.9	2.9	2.0	2.0	3.9	1.8	1.9
2020-2021 change in pp	~	~	0.5	~	~	~	~	~	~	-1.3	1.2	~	0.7	~	0.5	~	~	~	~	~	~	~	~	0.6	~	~	~	~	~
2018-2021 change in pp	~	~	~	~	~	~	~	~	~	-3.3	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~
At-risk-of-poverty rate of unemployed																													
2020	46.9	46.5	50.2	61.1	52.9	45.6	49.4	45.9	37.0	45.3	46.3	38.6	45.3	49.4	38.3	51.7	56.4	52.7	45.3	49.7	54.8	48.0	40.7	40.6	62.9	43.4	56.1	44.2	57.3
2019-2020 change in pp	-2.2	-2.8	2.1	2.2	~	~	-24.3	-6.6	3.4	~	~	1.9	~	~	2.6	-6.0	2.0	5.0	-10.6	-3.8	~	4.7	2.7	-6.9	14.0	~	~	4.5	-4.9
2017-2020 change in pp	~	~	~	~	4.3	~	-21.2	-4.3	-4.7	~	~	~	~	7.2	~	-4.8	-5.1	4.2	-5.7	-7.7	9.1	2.9	~	-4.2	11.3	~	6.9	8.6	7.0

⁷ The identification of notable (coloured) positive/ negative changes is normally done following the methodology for determining thresholds for substantive significance based on historical series, agreed in EMCO IG with cut-off point of 7.5% as threshold plus the statistical significance estimates provided by Eurostat. However, for the 2022 edition, the statistical significance estimates could not be provided by Eurostat, and the changes shown reflect substantiveness. Following the new EU LFS methodology, the ‘involuntary temporary employment’ represents employees who could not find a permanent job or whose job is only available with a temporary contract as a percentage of total employees.

Table B1 (CONTINUED): EPM Dashboard 2022

	EU27_2021	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	
Unemployment trap tax rate on low wage earners																														
2021	74.2	75.8	91.2	82.4	79.5	86.6	72.8	69.3	64.9	54.5	81.8	72.7	83.1	79.9	64.2	83.3	105.8	91.7	73.5	51.8	77.7	70.0	59.6	80.7	54.9	78.1	70.8	73.0	78.8	
2020-2021 change in pp	~	0.7	-1.2	~	-1.4	-1.3	~	6.8	9.8	-1.3	1.3	1.8	~	~	~	~	19.7	~	-2.9	1.7	~	~	~	~	~	-2.4	~	~	2.5	
2018-2021 change in pp	~	~	-2.6	~	~	-2.7	~	7.8	9.9	~	~	-2.6	~	~	~	~	19.0	~	-5.0	13.1	~	~	~	~	~	-3.9	~	~	~	
Inactivity and part-time work due to personal and family responsibilities - total																														
2021	3.0	3.7	3.4	0.2	1.2	0.4	6.2	1.6	4.2	1.0	1.6	2.7	0.5	2.1	1.3	0.6	0.3	3.8	0.7	1.7	11.0	7.5	1.0	0.6	0.3	1.0	0.6	1.1	1.7	
2020-2021 change in pp	0.1	0.2	0.1	~	-0.1	-0.1	n.a.	-0.4	0.1	0.3	0.2	~	-0.1	-0.2	0.4	-0.4	0.1	0.1	-0.5	0.1	1.2	0.6	-0.8	-0.2	0.2	0.1	-0.2	0.2	-0.5	
2018-2021 change in pp	~	~	~	~	-0.2	~	0.6	-0.3	-0.2	0.3	~	~	-0.3	-0.6	0.3	~	~	-0.5	-0.4	-0.3	1.3	0.8	-0.8	~	~	~	-0.2	~	-0.9	
Total employment (ths)																														
2021	208823.9	160222.4	4980.4	3458.4	5346.9	3060.1	44918.0	638.8	2388.7	4654.3	19988.3	28739.0	1695.5	25124.9	448.1	854.5	1382.9	486.7	4756.6	266.6	9715.0	4557.0	16639.1	4961.4	7737.8	1054.4	2385.1	2677.2	5064.6	
2020-2021 change in %	1.2	1.2	1.8	~	~	2.6	~	~	6.0	~	2.4	1.8	1.2	~	1.2	-2.6	1.2	3.1	2.0	2.8	1.8	2.1	1.5	2.1	-8.9	1.4	~	2.0	1.3	
2018-2021 change in %	~	~	~	~	~	~	~	~	6.1	~	~	~	~	~	4.5	-4.9	~	8.7	~	11.7	~	~	~	~	-10.4	~	~	~	~	
Job vacancy rate (average over 3 years)																														
2020	2.0	2.0	3.5	0.9	5.7	2.0	2.9	1.9	1.0	0.6	0.8	1.3	1.6	1.1	1.6	2.8	1.4	1.7	2.6	1.9	2.9	2.8	1.1	0.9	1.1	2.4	1.1	2.2	2.4	
2019-2020 change in %	~	~	~	~	10.7	~	~	~	~	~	~	~	~	~	12.0	12.6	~	~	~	~	~	~	~	~	-11.9	~	~	~	~	
2017-2020 change in %	~	~	~	~	94.0	~	~	~	~	~	~	42.9	~	46.7	58.7	68.1	~	~	35.6	57.3	40.9	37.6	42.2	~	~	36.5	~	33.8	~	
Gender employment gap																														
2021	10.8	10.1	7.7	8.4	15.4	6.9	7.3	3.7	10.0	19.8	10.6	6.2	10.5	19.2	12.2	4.8	1.4	7.4	10.6	16.8	8.2	8.6	14.0	5.9	20.1	6.7	8.5	2.0	5.3	
2020-2021 change in pp	~	~	~	~	~	~	~	-0.7	-2.7	~	-0.8	0.5	-0.7	-0.5	~	1.1	~	~	-0.6	-1.0	~	~	-1.0	~	0.8	0.8	1.2	-1.3	~	
2018-2021 change in pp	~	~	~	~	~	~	~	-2.3	-2.3	-1.8	-1.5	~	~	~	1.8	~	-0.9	~	~	-5.1	-1.4	~	~	~	1.6	~	~	-1.8	~	
Gender pay gap																														
2020	13.0	14.1	5.3	12.7	16.4	13.9	18.3	21.1	n.a.	n.a.	9.4	15.8	11.2	4.2	9.0	22.3	13.0	0.7	17.2	10.0	14.2	18.9	4.5	11.4	2.4	3.1	15.8	16.7	11.2	
2019-2020 change in pp	-0.7	-0.5	-0.5	-1.4	-2.8	~	-0.9	-0.6	n.a.	n.a.	~	~	~	-0.5	-1.1	1.1	~	-0.6	-1.0	-1.6	~	-1.0	-2.0	0.5	-0.9	-4.8	-2.6	~	-0.6	
2017-2020 change in pp	-1.6	-1.6	~	-1.6	-4.7	~	-2.1	-3.8	n.a.	n.a.	-4.1	~	-1.1	~	-2.2	2.5	-2.2	-1.9	1.3	-3.2	~	-1.8	-2.5	~	~	-5.3	-4.3	~	-1.3	
Adults with medium or high education																														
2021	79.3	76.6	81.5	83.4	94.4	82.1	84.8	89.5	87.5	79.8	63.9	82.2	87.2	62.7	84.6	92.2	94.9	80.3	86.3	61.6	80.6	85.9	93.2	59.5	81.0	91.3	93.3	88.9	87.5	
2020-2021 change in pp	~	~	1.7	~	~	0.6	-0.9	~	2.0	1.0	1.0	0.7	0.6	~	1.4	0.5	-0.5	1.8	0.7	2.3	~	~	~	4.1	0.6	1.1	0.6	-2.2	1.0	
2018-2021 change in pp	1.5	1.7	3.3	~	~	~	-1.8	1.5	4.3	6.2	3.8	2.8	2.1	~	2.4	1.5	~	1.7	1.4	6.6	1.6	~	~	9.7	2.5	3.2	1.6	~	1.9	
Life long learning - percentage of adult population (aged 25-64) participating in education and training - total																														
2021	10.8	11.5	10.2	1.8	5.8	22.4	7.7	18.4	13.6	3.5	14.4	11.0	5.1	9.9	9.7	8.6	8.5	17.9	5.9	13.8	26.6	14.6	5.4	12.9	4.9	18.9	4.8	30.5	34.7	
2020-2021 change in pp	1.7	1.6	2.8	~	~	2.4	~	1.8	2.6	-0.6	3.4	-2.0	1.9	2.7	5.0	2.0	1.3	1.6	0.8	2.8	7.8	2.9	1.7	2.9	3.9	10.5	2.0	3.2	6.1	
2018-2021 change in pp	~	~	1.7	~	-2.7	-1.1	~	-0.9	1.1	-1.0	3.9	-7.6	2.2	1.8	3.0	1.9	1.9	~	~	2.9	7.5	~	~	2.6	4.0	7.5	~	2.0	3.3	
Early school leavers (in %)																														
2021	9.7	9.8	6.7	12.2	6.4	9.8	11.8	9.8	3.3	3.2	13.3	7.8	2.4	12.7	10.2	7.3	5.3	9.3	12.0	11.0	5.3	8.0	5.9	5.9	15.3	3.1	7.8	8.2	8.4	
2020-2021 change in pp	~	~	-1.4	-0.6	-1.2	0.5	1.7	1.3	-1.7	-0.6	-2.7	~	~	~	-1.3	~	~	~	1.1	~	-1.6	-1.7	~	0.5	-3.0	~	-1.0	~	0.7	
2018-2021 change in pp	~	-1.2	-1.9	~	~	~	1.5	-2.2	-1.7	-1.5	-4.6	~	~	-1.8	2.4	-1.0	~	3.0	~	-3.0	-2.0	~	1.1	-5.9	-1.1	-1.1	~	~	~	
Completion of tertiary or equivalent education (aged 30-34) - total																														
2021	41.6	42.3	49.9	32.7	36.5	52.5	37.8	43.1	62.0	44.3	46.7	49.5	33.7	26.8	61.5	47.7	60.2	62.5	35.5	43.6	53.4	43.0	45.9	43.7	24.8	49.2	40.2	44.9	51.9	
2020-2021 change in pp	~	0.9	2.1	~	1.5	2.7	1.2	1.6	3.9	~	1.9	~	-1.0	-1.0	1.7	-1.5	~	~	2.3	3.8	~	1.4	-1.1	4.1	-1.6	2.3	~	-4.7	~	
2018-2021 change in pp	2.2	2.8	2.3	~	2.8	3.8	2.9	~	5.7	~	4.3	3.3	~	~	4.4	5.0	2.6	6.3	~	8.8	4.0	2.3	~	10.2	~	6.5	2.5	~	~	
Nominal unit labour cost (index 2010=100)																														
2021	114.4	115.3	116.7	179.1	136.0	110.8	126.3	152.1	71.2	91.0	104.7	112.4	98.2	110.1	96.6	160.9	161.5	133.7	140.5	135.5	118.5	128.2	124.8	114.7	126.2	116.6	133.4	115.3	124.6	
2020-2021 change in %	~	~	~	5.4	2.3	~	~	~	~	-5.5	-5.9	~	~	-3.1	~	~	~	3.5	7.3	~	4.0	-2.3	~	~	~	-9.0	~	2.2	3.0	~
2018-2021 change in %	~	~	~	18.9	15.0	~	~	~	8.3	10.7	~	~	~	~	~	~	~	~	16.4	20.7	~	~	~	~	~	~	10.6	14.3	~	~
EU27_2021	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		

Source: Joint Assessment Framework update Spring 2022 (and Eurostat for invol temp empl, 26 August 2022)