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COVER NOTE

From:	The Employment Committee
To:	Permanent Representatives Commttee/Council
Subject:	EMCO Annual Employment Performance Report

Delegations will find attached the EMCO Annual Employment Performance Report.

2023 EMCO Annual Employment Performance Report (AEPR)

Executive Summary

This report presents the main findings from a detailed analysis of the 2023 Employment Performance Monitor (EPM)[1]. The 2023 edition of the EPM and this report incorporate for a second consecutive year the 2030 EU headline targets on employment and adult learning, as proposed by the European Commission in the European Pillar of Social Rights Action Plan, welcomed by the EU Leaders in the Porto Social Summit and in the European Council Conclusions of June 2021, as well as the related 2030 national targets set by the Member States. Moreover, the analysis in this year's AEPR integrates a forward-looking aspect, as it also looks at the minimum annual employment growth required both at EU and national levels to reach the respective employment rate targets by 2030. In addition, the 2023 edition of the AEPR presents the potential for improving the situation of specific population groups in the context of ensuring progress towards the 2030 EU and national employment targets.

The EMCO Indicators Group examined the 2023 EPM results to provide a thematic analysis and a summary of the key employment challenges and good labour market outcomes across the EU. This contributes to the identification of the main EU priorities that are important to monitor in the coming years. The EPM has also allowed for the identification of employment trends emerging from the analysis of recent year-on-year (for the period 2021-2022) as well as 3-year data.

A strong labour market: recovery continued in 2022

Despite facing serious challenges, notably Russia's war of aggression against Ukraine, the energy crisis and inflationary pressures, the EU economy performed relatively well in 2022. The labour market remained resilient last year, with the total employment and unemployment rates reaching new record levels.

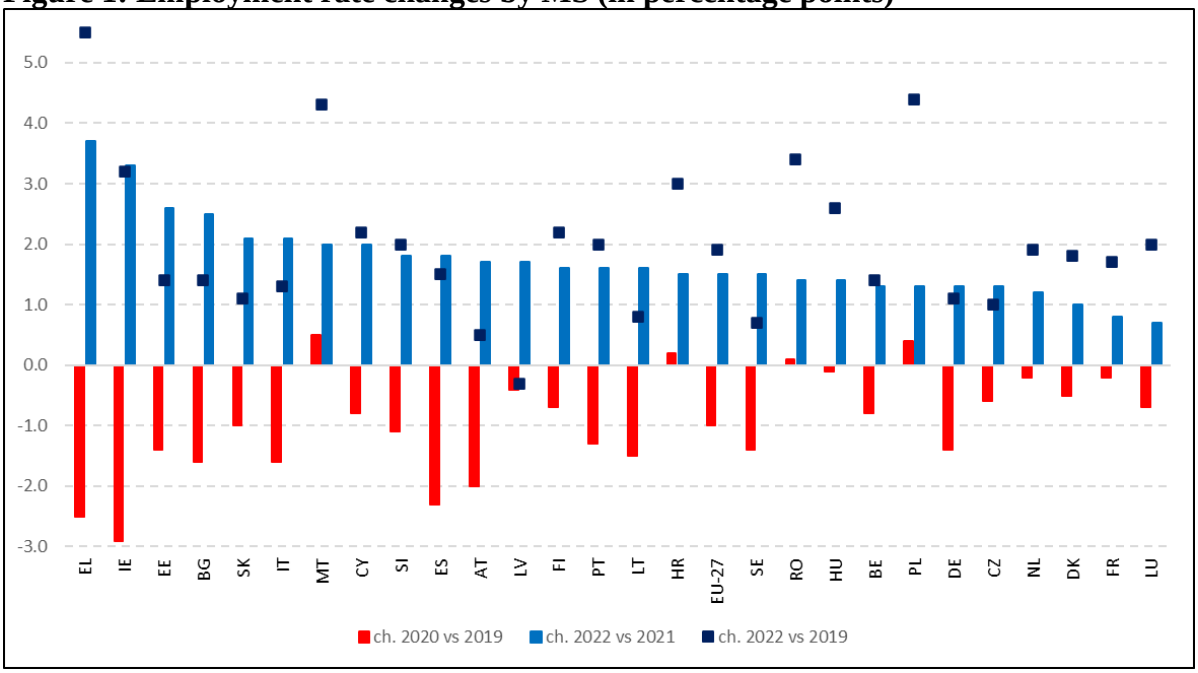
The EU-27 employment rate for people aged 20-64 dropped by 1 pp in 2020 compared to 2019, to 71.7%, due to the COVID crisis, but rebounded to 73.1% in 2021 and further increased to 74.6% in 2022 (i.e. 3.4 pp lower than the 2030 EU headline target of 78%). This level (74.6%) represents a 1.5 pp increase compared to 2021 and a 2.9 pp increase compared to 2020 and is the highest rate since the start of the time series in 2009.

In all Member States the employment rate for people aged 20-64 registered an improvement in 2022 compared to 2021 (Figure 1). The highest rises were recorded in Greece (+3.7 pp) and Ireland (+3.3 pp) for a second consecutive year. The smallest rises were registered in Luxembourg (+0.7 pp) and France (+0.8 pp).

[1] The Employment Committee (EMCO) was mandated to produce an "Employment Performance Monitor", which serves two main objectives: a) Monitoring the progress towards the overall employment rate target and related national targets and b) Identifying at a glance the key employment challenges (KECs) and good labour market outcomes (GLMOs) across the European Union and for each Member State respectively (see Council Doc. 14478/20).

Moreover, in 2022, in almost all 27 EU Member States, the employment rate (20-64) exceeded the pre-pandemic level recorded in 2019, with only Latvia registering a 2022 employment rate lower than the level in 2019 (Figure 1).

Figure 1: Employment rate changes by MS (in percentage points)



Source: JAF / Eurostat, 2020 data for Germany have a break in the time series

The EU-27 gender employment gap, i.e. the difference between the employment rate of men and women aged 20-64, declined slightly in 2022, to 10.7 pp, from 10.9 pp in 2021. According to the European Pillar of Social Rights Action Plan, in order to achieve the 78% employment rate headline target by 2030, Europe must strive to at least halve the gender employment gap compared to 2019.

Employment rate increases were registered for all age groups in 2022. The EU-27 employment rate for people aged 15-24 rose by 2 pp to 34.7% compared to 2021, above the pre-pandemic level. The EU-27 employment rate of people aged 25-54 and the employment rate of older people (aged 55-64) increased by 1.4 pp and 1.8 pp, to 81.8% and 62.3%, respectively. The activity rate (people aged 20-64) in the EU kept improving in 2022. Indeed, it increased by 1 pp to 79.4% after having advanced by 1.3 pp in 2021 compared with 2020. Although it increased slightly more for women in 2022 versus 2021 (+1.1pp) than men (+0.8 pp), the activity rate remained significantly lower for women (74%) than men (84.8%).

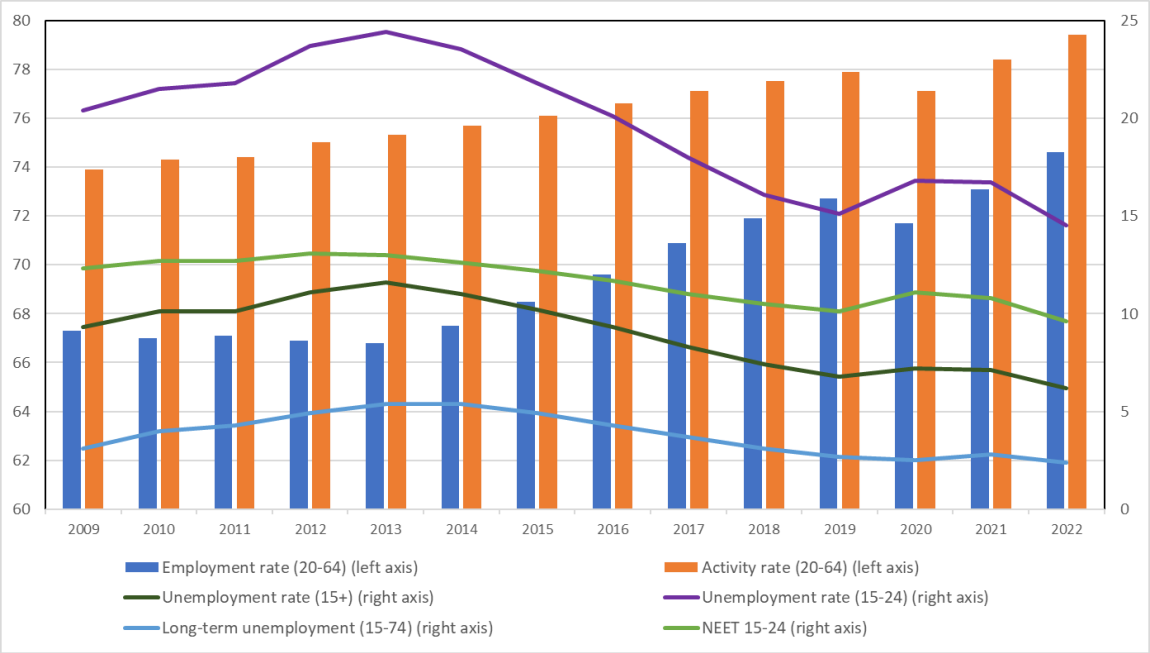
The unemployment rate (for people aged 15+) hit a record low in 2022 in the EU. The unemployment rate for people aged above 15 years declined in the EU by 0.9 pp to 6.2% in 2022 compared to 2021. The unemployment rate declined in almost all Member States in 2022; with the unemployment rate (15+) in Romania remaining unchanged compared to 2021. The biggest

unemployment rate decline was registered in Greece (-2.2 pp to 12.5%), followed by Spain (-1.9 pp to 12.9%) and Ireland (-1.7 pp to 4.5%).

The EU-27 unemployment rate of young people (aged 15-24) declined by 2.2 pp in 2022 compared to 2021, to 14.5%, well above the overall unemployment rate (Figure 2), with youth unemployment therefore remaining a major challenge. The unemployment rate in Italy (15-24) dropped the most in 2022, by 6 pp to 23.7%, followed by Bulgaria (-5.1 pp to 10.7%), Spain (-5 pp to 29.8%), Ireland (-4.4 pp to 10.1%) and Portugal (-4.4 pp to 19%). On the contrary, the unemployment rate in 2022 rose 1.9 pp in Estonia (to 18.6%) and by 1.8 pp in Romania (to 22.8%).

The rate of people aged 15-29 who are neither in employment nor in education and training (NEET) continued to decline in 2022 compared to 2021. In the EU, that rate decreased by 1.4 pp (to 11.7%), after a decline of 0.7 pp in 2021 against 2020. The most substantial annual decline was recorded in Italy (-4.1 pp, to 19%), while the most substantial increase was recorded in Slovenia (+1.2 pp, to 8.5%). The NEET rate (15-29) for men was 10.5% in 2022 (compared to 11.8% a year before), while for women it was 13.1% (compared to 14.5% a year before). The lowest 2022 NEET rate was recorded in the Netherlands (4.2%), while the highest was found in Italy (19%, that is 4.5 times as high as in the Netherlands), pointing to wide variations across EU Member States. According to the European Pillar of Social Rights Action Plan, in order to achieve the 78% employment rate target by 2030, Europe must strive to decrease the rate of young people neither in employment, nor in education or training (NEETs) aged 15-29 from 12.6% (2019) to 9%, namely by improving their employment prospects. The NEET rate for people aged 15-24 declined to 9.6% in 2022 in the EU from 10.8% a year ago.

Figure 2: Key labour market indicators in the EU-27 (%, annually)



Source: JAF

The long-term unemployment rate fell in 2022 to 2.4% in the EU from 2.8% a year ago (Figure 2) and the share of long-term unemployed in total unemployment also declined to 38.5% from 39.2% in 2021.

The slower pace of economic expansion in the EU is set to have a limited impact on the EU labour market

According to the 2023 European Commission Spring Economic Forecast, continued labour market tightness, labour hoarding due to skill shortages as well as strong demand, especially for services, are expected to cushion the impact of the economic slowdown on the labour market.

Employment growth is forecast at 0.5% in the EU this year. In 2024, employment is set to keep growing moderately (by 0.4%), implying a less job-rich growth than in 2022. The unemployment rate is expected to remain close to its historical low, at 6.2%, in the EU in 2023, before edging down to 6.1% in 2024.

After growing by 5.0% in 2022, the annual growth rate of compensation per employee is projected to increase to 5.9% in 2023 before falling to 4.6% in 2024. This means that real wages are still set to decrease this year, though a slight pick-up in real wages is expected towards the end of the year.

Thematic priorities and trends to watch

In terms of **thematic priorities** for Member States, a reading of the 2023 EPM's Key Employment Challenges (KECs) and Good Labour Market Outcomes (GLMOs) points to the following main findings:

- 23 Member States have KECs relating to **skills and lifelong learning** (mainly related to skills mismatches and low participation in lifelong learning) and 14 achieved GLMOs (compared to 21 and 13 respectively in the 2022 edition of the AEPR).

- 21 Member States have KECs on **labour market participation**, and 18 achieved GLMOs (compared to 21 and 16 in the 2022 edition). Most of the KECs relate to the participation of non-EU nationals, older workers and to the youth unemployment and NEET rates.

- 21 Member States face KECs related to **unemployment benefits** and/or **the impact of tax and benefit systems on labour market participation** (e.g. low wage traps, unemployment traps), whilst 11 achieved GLMOs (compared to 20 and 12 respectively in the 2022 edition).

- 16 Member States face KECs related to **education and training systems** (mainly on educational outcomes depending on socio-economic background), whilst 13 had GLMOs (compared to 19 and 8 respectively in the 2022 edition).

- 15 Member States face KECs in the area of **gender equality** (especially regarding gender employment gaps) and 13 achieved GLMOs (against 14 and 12 a year ago).

- 15 Member States face KECs in the area of **labour market functioning** (with segmentation still being a concern) and 8 achieved GLMOs (13 and 9 respectively a year ago)

- 11 Member States face KECs in the area of **work-life balance** (as regards provision and uptake of care facilities and the impact of parenthood on labour market participation) and 9 achieved GLMOs (compared to 14 and 8 in the 2021 edition).

Finally, the analysis identifies some **positive and negative trends** (for the period 2021-2022) based on the EPM dashboard methodology[2]:

Positive trends

- An increase in the **employment rate of people aged 20-64** in all MS and an increase in the **employment rate of people aged 55-64** in 24 MS

- An increase in **total employment** in 25 MS

- A decrease in the **youth NEET rate (15-29)** in 19 MS

Negative trends

- A deterioration in **nominal unit labour cost** in 21 MS

- High incidence of **inactivity and part-time work due to personal and family responsibilities** in 13 MS

[2] 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 changes for the three most recent years for each Member State and the EU-27.

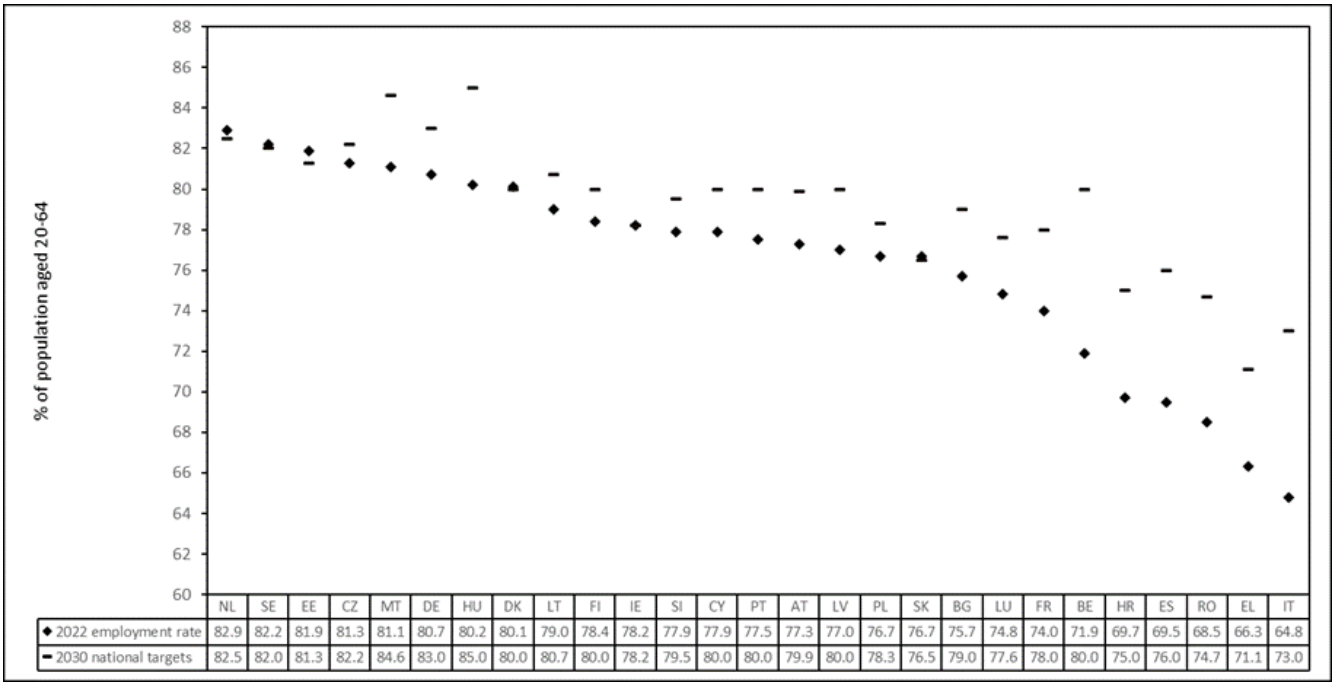
1. Progress towards the 2030 EU headline and national targets

i. National employment rate targets compared to 2022 employment rates

The national 2030 employment rate targets (presented at the June 2022 EPSCO Council) range from 71.1% in Greece to 85% in Hungary (see Figure 3).

Based on the 2022 annual LFS data for the employment rate (people aged 20-64), five Member States have exceeded in 2022 their national target (Denmark, Estonia, the Netherlands, Slovakia, Sweden) and one has reached the target (Ireland) (see Figure 3).

Figure 3: National employment rate targets set by Member States for 2030 compared to employment rates in 2022



	NL	SE	EE	CZ	MT	DE	HU	DK	LT	FI	IE	SI	CY	PT	AT	LV	PL	SK	BG	LU	FR	BE	HR	ES	RO	EL	IT
◆ 2022 employment rate	82.9	82.2	81.9	81.3	81.1	80.7	80.2	80.1	79.0	78.4	78.2	77.9	77.9	77.5	77.3	77.0	76.7	76.7	75.7	74.8	74.0	71.9	69.7	69.5	68.5	66.3	64.8
– 2030 national targets	82.5	82.0	81.3	82.2	84.6	83.0	85.0	80.0	80.7	80.0	78.2	79.5	80.0	80.0	79.9	80.0	78.3	76.5	79.0	77.6	78.0	80.0	75.0	76.0	74.7	71.1	73.0

Sources: EU Labour Force Survey for 2022 employment rate and Member States.

The employment rate in 2022 was already higher than the EU headline target of 78% in eleven Member States (from eight MS a year ago) – see Table below. While reaching the EU headline target of 78% requires an average 3.4 pp increase by 2030, as shown in Table 1, 8 Member States aim to increase their employment rates by more than this. With 8.2 pp (indicating the difference between the employment rate in 2022 and the national target), Italy aims for the biggest increase, followed by Belgium (8.1 pp), Spain (6.5 pp) and Romania (6.2 pp).

Table 1: Difference between the employment rate 20-64 in 2022 and the EU average, the EU headline target in 2030 and the national 2030 target (in pp), as well as the difference between the 2030 national target and the EU 2030 target.

Reference year 2022	Difference to EU average (2022)	Difference to EU target	Difference to national target	Difference between 2030 national target and the 2030 EU target
EU-27	0.0	-3.4	-3.4	0.0
BE	-2.7	-6.1	-8.1	2.0
BG	1.1	-2.3	-3.3	1.0
CZ	6.7	3.3	-0.9	4.2
DK	5.5	2.1	0.1	2.0
DE	6.1	2.7	-2.3	5.0
EE	7.3	3.9	0.6	3.3
IE	3.6	0.2	0.0	0.2
EL	-8.3	-11.7	-4.8	-6.9
ES	-5.1	-8.5	-6.5	-2.0
FR	-0.6	-4.0	-4.0	0.0
HR	-4.9	-8.3	-5.3	-3.0
IT	-9.8	-13.2	-8.2	-5.0
CY	3.3	-0.1	-2.1	2.0
LV	2.4	-1.0	-3.0	2.0
LT	4.4	1.0	-1.7	2.7
LU	0.2	-3.2	-2.8	-0.4
HU	5.6	2.2	-4.8	7.0
MT	6.5	3.1	-3.5	6.6
NL	8.3	4.9	0.4	4.5
AT	2.7	-0.7	-2.6	1.9
PL	2.1	-1.3	-1.6	0.3
PT	2.9	-0.5	-2.5	2.0
RO	-6.1	-9.5	-6.2	-3.3
SL	3.3	-0.1	-1.6	1.5
SK	2.1	-1.3	0.2	-1.5
FI	3.8	0.4	-1.6	2.0
SE	7.6	4.2	0.2	4.0

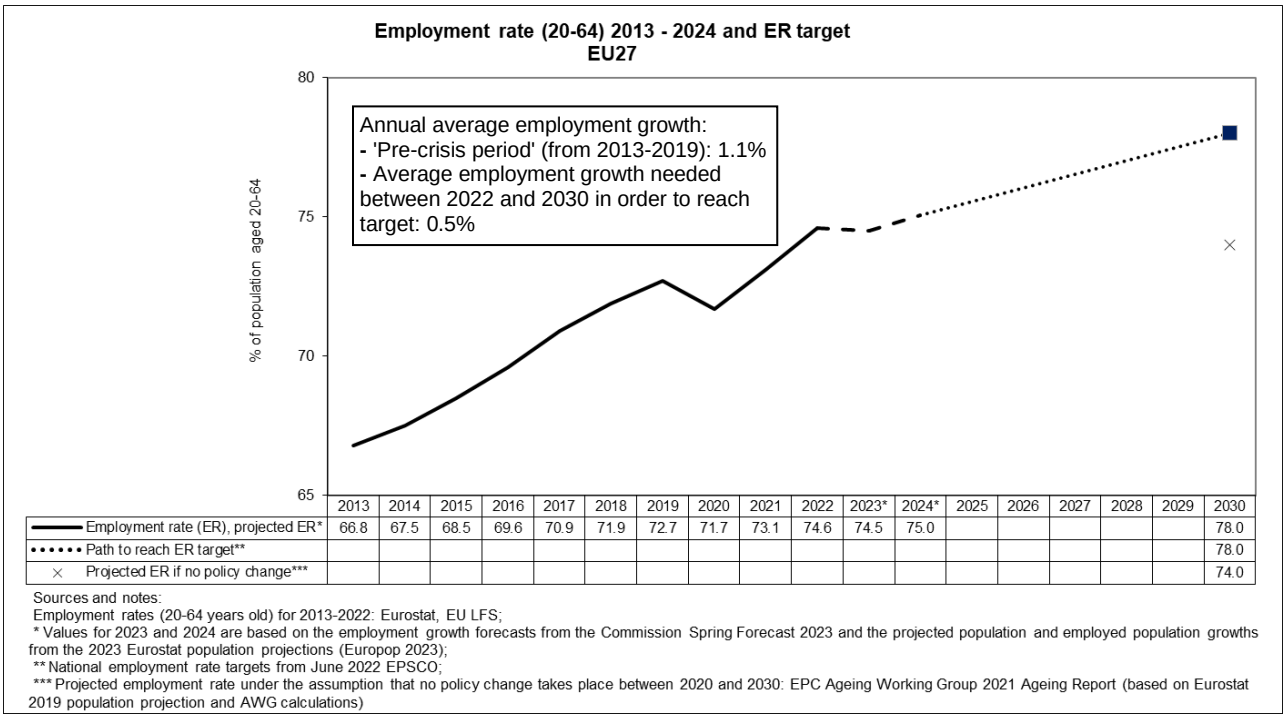
Source: LFS data for 2022 employment rate (20-64) and own calculations

The 2022 edition of the Annual Employment Performance Report included the national adult learning targets set by Member States for 2030 compared to the adult learning values in 2016 (similar to Figure 3 above for the national employment rate targets) as well as a table with the difference between the adult participation in learning during the past 12 months (2016) for each Member State and the EU average (37.4% in 2016), the EU headline target and the national target (in pp) – similar to Table 1 above for the employment rates. An update is not provided in the 2023 edition of the AEPR as no recent data on adult learning are yet available.

ii. Employment growth needed to reach the employment target

The Indicators Group of the Employment Committee agreed last October on a methodological approach for the monitoring of progress towards the national targets on employment in the context of the European Semester that draws on the methodological approaches and experience gathered under the Europe 2020 Strategy. The following Figure has been prepared on the basis of the agreed methodology.

Figure 4: Progress towards the 2030 EU-27 employment rate headline target



	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023*	2024*	2025	2026	2027	2028	2029	2030
Employment rate (ER), projected ER*	66.8	67.5	68.5	69.6	70.9	71.9	72.7	71.7	73.1	74.6	74.5	75.0						78.0
Path to reach ER target**																		78.0
× Projected ER if no policy change***																		74.0

Sources and notes:
Employment rates (20-64 years old) for 2013-2022: Eurostat, EU LFS;
* Values for 2023 and 2024 are based on the employment growth forecasts from the Commission Spring Forecast 2023 and the projected population and employed population growths from the 2023 Eurostat population projections (Europop 2023);
** National employment rate targets from June 2022 EPSCO;
*** Projected employment rate under the assumption that no policy change takes place between 2020 and 2030: EPC Ageing Working Group 2021 Ageing Report (based on Eurostat 2019 population projection and AWG calculations)

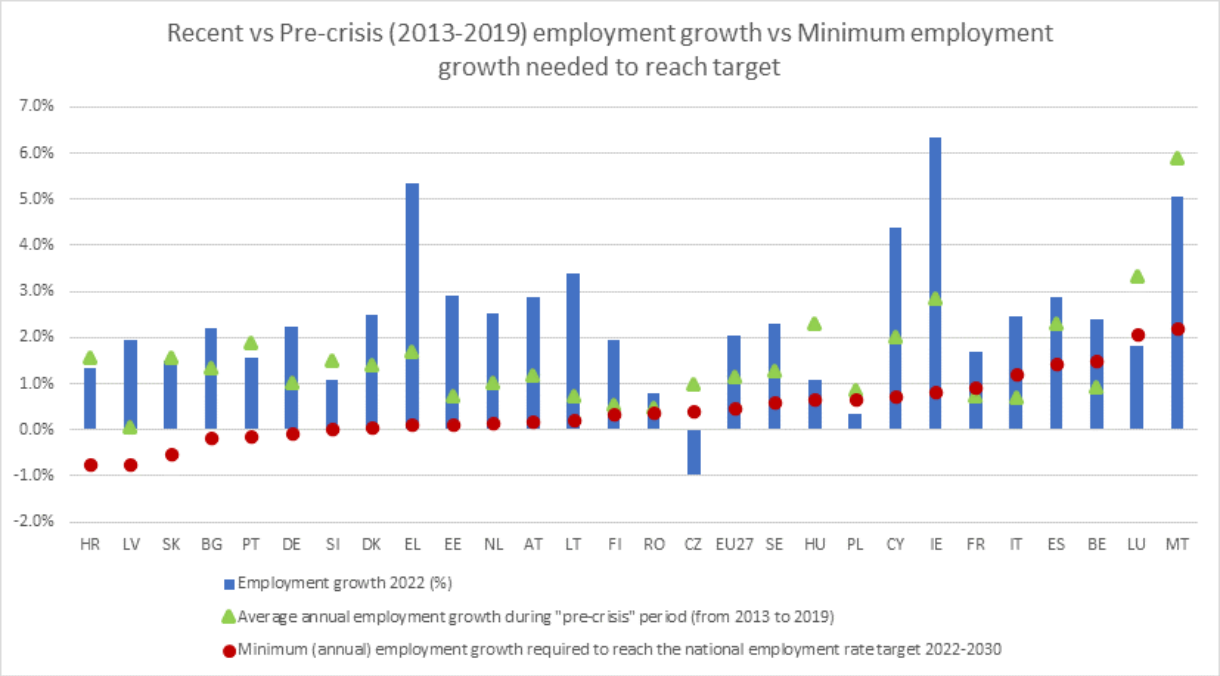
The figure compares the annual average employment growth for the EU-27 in the pre-COVID period 2013-2019 (i.e. 1.1%) with the average employment growth needed between 2022 and 2030 in order to reach the target of 78% (i.e. 0.5%). The latter is computed taking into account Eurostat population projections[3] for the denominator of the employment rate. The figure also shows the observed employment rates between 2013 and 2022, as well as the estimated employment rates for the years 2023 and 2024, that have been calculated on the basis of the employment growth figures from the Commission Spring Forecast 2023 and Eurostat population projections.

The following Figure compares recent (2022) annual employment growth in Member States with the average annual employment growth over 2013 to 2019 and the minimum (annual) employment growth required, for each Member State, to reach its national employment rate target. In 2022 the majority of Member States achieved employment growth higher than the respective pre-COVID average rate (in the 2013-2019 period). However, for a number of

[3] PROJ_23NP

Member States (Slovakia, Portugal, Czechia, Hungary, Malta, Croatia, Poland, Slovenia, Luxemburg) recent employment growth still falls behind the corresponding pre-crisis growth.

Figure 5: Comparison of recent employment growth (in 2022) with estimated average (annual) employment growth over 2013 to 2019 and the minimum (annual) employment growth required to reach the national employment rate target



Source: JAF 2023, EPM 2023

Due to the projected population decline, the majority of Member States would need lower minimum annual employment growth than in the pre-crisis period to reach their national targets by 2030. However, this is not the case for some Member States. In France, Italy, and Belgium, the estimated annual employment growth needed to reach the 2030 national target is higher than the corresponding pre-crisis growth. For some Member States, the minimum required employment growth is negative, reflecting a projected decline in working-age population and/or the fact that their national targets have already been reached.

The Indicators Group will discuss at a later stage the methodological approach concerning the monitoring of progress towards the 2030 adult learning headline and national targets, considering the shift of the data source from the Adult Education Survey (AES) to the Labour Force Survey (LFS) in 2022.

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

In the framework of the analysis and monitoring of the progress towards the 2030 targets, it is useful to also examine the performance of different population groups and identify those with lower than average performance, i.e. wider scope for improvement.

In December 2022, the Indicators Group agreed on a methodological approach to showcase the potential of specific population groups in the context of the progress towards the 2030 employment target. The tables that follow have been prepared on the basis of this agreed methodology.

Table 2: Comparison of national employment rates by sub-groups to the respective EU averages (2022), men

MS	Men																			
	Young (20-29)				Prime Age (30-54)				Older (55-64)				Low-skilled (20-64)				Non-EU nationals (20-64)			
	national ER	EU average	Diff.	% of EU average	national ER	EU average	Diff.	% of EU average	national ER	EU average	Diff.	% of EU average	national ER	EU average	Diff.	% of EU average	national ER	EU average	Diff.	% of EU average
BE	61.9	68.9	-7.0	*90%*	86.6	88.1	-1.5	*98%*	61.5	68.7	-7.2	*90%*	55.5	67.7	-12.2	*82%*	65.6	74.6	-9.0	*88%*
BG	62.2	68.9	-6.7	*90%*	86.1	88.1	-2.0	*98%*	73.3	68.7	4.6	*107%*	59.0	67.7	-8.7	*87%*	:	74.6	:	:
CZ	75.1	68.9	6.2	*109%*	95.3	88.1	7.2	*108%*	79.1	68.7	10.4	*115%*	64.9	67.7	-2.8	*96%*	93.9	74.6	19.3	*126%*
DK	74.6	68.9	5.7	*108%*	88.8	88.1	0.7	*101%*	76.8	68.7	8.1	*112%*	69.6	67.7	1.9	*103%*	76.9	74.6	2.3	*103%*
DE	78.4	68.9	9.5	*114%*	90.2	88.1	2.1	*102%*	77.2	68.7	8.5	*112%*	73.4	67.7	5.7	*108%*	73.8	74.6	-0.8	*99%*
EE	76.1	68.9	7.2	*110%*	89.1	88.1	1.0	*101%*	71.7	68.7	3.0	*104%*	72.1	67.7	4.4	*106%*	79.0	74.6	4.4	*106%*
IE	76.7	68.9	7.8	*111%*	89.3	88.1	1.2	*101%*	75.1	68.7	6.4	*109%*	65.3	67.7	-2.4	*96%*	85.7	74.6	11.1	*115%*
EL	55.9	68.9	-13.0	*81%*	87.5	88.1	-0.6	*99%*	65.4	68.7	-3.3	*95%*	72.1	67.7	4.4	*106%*	81.7	74.6	7.1	*110%*
ES	58.0	68.9	-10.9	*84%*	84	88.1	-4.1	*95%*	64.5	68.7	-4.2	*94%*	68.5	67.7	0.8	*101%*	71.0	74.6	-3.6	*95%*
FR	69.1	68.9	0.2	*100%*	87.4	88.1	-0.7	*99%*	58.3	68.7	-10.4	*85%*	60.3	67.7	-7.4	*89%*	69.8	74.6	-4.8	*94%*
HR	68.3	68.9	-0.6	*99%*	84.6	88.1	-3.5	*96%*	55.7	68.7	-13.0	*81%*	49.2	67.7	-18.5	*73%*	93.1	74.6	18.5	*125%*
IT	54.4	68.9	-14.5	*79%*	85.1	88.1	-3.0	*97%*	65.3	68.7	-3.4	*95%*	67.5	67.7	-0.2	*100%*	79.3	74.6	4.7	*106%*
CY	73.2	68.9	4.3	*106%*	91.4	88.1	3.3	*104%*	76.0	68.7	7.3	*111%*	76.1	67.7	8.4	*112%*	75.9	74.6	1.3	*102%*
LV	70.8	68.9	1.9	*103%*	84.5	88.1	-3.6	*96%*	68.3	68.7	-0.4	*99%*	63.0	67.7	-4.7	*93%*	76.9	74.6	2.3	*103%*
LT	72.5	68.9	3.6	*105%*	85.4	88.1	-2.7	*97%*	69.3	68.7	0.6	*101%*	54.3	67.7	-13.4	*80%*	81.0	74.6	6.4	*109%*
LU	63.1	68.9	-5.8	*92%*	91	88.1	2.9	*103%*	54.2	68.7	-14.5	*79%*	65.9	67.7	-1.8	*97%*	82.8	74.6	8.2	*111%*
HU	71.7	68.9	2.8	*104%*	91.9	88.1	3.8	*104%*	76.8	68.7	8.1	*112%*	66.5	67.7	-1.2	*98%*	76.5	74.6	1.9	*103%*
MT	84.8	68.9	15.9	*123%*	94.2	88.1	6.1	*107%*	65.2	68.7	-3.5	*95%*	80.4	67.7	12.7	*119%*	86.4	74.6	11.8	*116%*
NL	83.6	68.9	14.7	*121%*	91.1	88.1	3.0	*103%*	80.1	68.7	11.4	*117%*	76.9	67.7	9.2	*114%*	73.3	74.6	-1.3	*98%*
AT	78.8	68.9	9.9	*114%*	89.2	88.1	1.1	*101%*	63.9	68.7	-4.8	*93%*	63.7	67.7	-4.0	*94%*	75.3	74.6	0.7	*101%*
PL	74.4	68.9	5.5	*108%*	90.3	88.1	2.2	*102%*	69.5	68.7	0.8	*101%*	57.1	67.7	-10.6	*84%*	92.8	74.6	18.2	*124%*
PT	62.6	68.9	-6.3	*91%*	90.2	88.1	2.1	*102%*	71.0	68.7	2.3	*103%*	77.1	67.7	9.4	*114%*	87.4	74.6	12.8	*117%*
RO	62.7	68.9	-6.2	*91%*	87.5	88.1	-0.6	*99%*	58.0	68.7	-10.7	*84%*	63.3	67.7	-4.4	*94%*	:	74.6	:	:
SI	70.3	68.9	1.4	*102%*	92.8	88.1	4.7	*105%*	59.4	68.7	-9.3	*86%*	59.4	67.7	-8.3	*88%*	91.3	74.6	16.7	*122%*
SK	67.9	68.9	-1.0	*99%*	89	88.1	0.9	*101%*	66.7	68.7	-2.0	*97%*	38.0	67.7	-29.7	*56%*	:	74.6	:	:
FI	70.1	68.9	1.2	*102%*	85.8	88.1	-2.3	*97%*	69.9	68.7	1.2	*102%*	60.5	67.7	-7.2	*89%*	73.7	74.6	-0.9	*99%*
SE	75.1	68.9	6.2	*109%*	90.7	88.1	2.6	*103%*	79.7	68.7	11.0	*116%*	69.7	67.7	2.0	*103%*	75.1	74.6	0.5	*101%*

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

For each Member State and sub-group, the potential is represented by the difference between the specific employment rate and, in the tables 2, 3, the EU average employment rate and, in the tables in Annex, the average of the three highest employment rates in the EU for that group. The national employment rate is also expressed as a percentage of the reference rate. For each

country, the main three subgroups (or more[4]) with the largest negative gap to the benchmarks (in percentage) are shadowed to appear more clearly[5].

Table 3: Comparison of national employment rates by sub-group to the respective EU averages (2022), women

MS	Women																			
	Young (20-29)				Prime Age (30-54)				Older (55-64)				Low-skilled (20-64)				Non-EU nationals (20-64)			
	national ER	EU average	Diff.	% of EU average	national ER	EU average	Diff.	% of EU average	national ER	EU average	Diff.	% of EU average	national ER	EU average	Diff.	% of EU average	national ER	EU average	Diff.	% of EU average
BE	58.3	61.2	-2.9	*95%*	78.4	77.3	1.1	*101%*	51.8	56.2	-4.4	*92%*	35.6	45.6	-10.0	*78%*	35.0	49.4	-14.4	*71%*
BG	49.6	61.2	-11.6	*81%*	80.8	77.3	3.5	*105%*	63.5	56.2	7.3	*113%*	41.2	45.6	-4.4	*90%*	:	49.4	:	:
CZ	52.2	61.2	-9.0	*85%*	81.9	77.3	4.6	*106%*	66.8	56.2	10.6	*119%*	46.6	45.6	1.0	*102%*	71.6	49.4	22.2	*145%*
DK	72.4	61.2	11.2	*118%*	83.0	77.3	5.7	*107%*	69.0	56.2	12.8	*123%*	52.4	45.6	6.8	*115%*	64.1	49.4	14.7	*130%*
DE	72.9	61.2	11.7	*119%*	81.6	77.3	4.3	*106%*	69.5	56.2	13.3	*124%*	56.8	45.6	11.2	*125%*	47.7	49.4	-1.7	*97%*
EE	76.6	61.2	15.4	*125%*	83.4	77.3	6.1	*108%*	75.5	56.2	19.3	*134%*	58.1	45.6	12.5	*127%*	67.0	49.4	17.6	*136%*
IE	73.3	61.2	12.1	*120%*	76.7	77.3	-0.6	*99%*	58.7	56.2	2.5	*104%*	37.9	45.6	-7.7	*83%*	66.1	49.4	16.7	*134%*
EL	44.5	61.2	-16.7	*73%*	65.7	77.3	-11.6	*85%*	39.9	56.2	-16.3	*71%*	37.8	45.6	-7.8	*83%*	41.5	49.4	-7.9	*84%*
ES	52.6	61.2	-8.6	*86%*	72.4	77.3	-4.9	*94%*	51.1	56.2	-5.1	*91%*	47.7	45.6	2.1	*105%*	53.2	49.4	3.8	*108%*
FR	65.4	61.2	4.2	*107%*	79.6	77.3	2.3	*103%*	55.5	56.2	-0.7	*99%*	46.8	45.6	1.2	*103%*	43.9	49.4	-5.5	*89%*
HR	53.4	61.2	-7.8	*87%*	78.2	77.3	0.9	*101%*	45.0	56.2	-11.2	*80%*	32.9	45.6	-12.7	*72%*	65.1	49.4	15.7	*132%*
IT	41.5	61.2	-19.7	*68%*	63.2	77.3	-14.1	*82%*	45.2	56.2	-11.0	*80%*	35.7	45.6	-9.9	*78%*	46.2	49.4	-3.2	*94%*
CY	67.5	61.2	6.3	*110%*	79.6	77.3	2.3	*103%*	54.2	56.2	-2.0	*96%*	54.4	45.6	8.8	*119%*	66.1	49.4	16.7	*134%*
LV	66.6	61.2	5.4	*109%*	80.0	77.3	2.7	*103%*	70.5	56.2	14.3	*125%*	51.6	45.6	6.0	*113%*	61.0	49.4	11.6	*123%*
LT	69.0	61.2	7.8	*113%*	85.1	77.3	7.8	*110%*	70.1	56.2	13.9	*125%*	39.0	45.6	-6.6	*86%*	74.1	49.4	24.7	*150%*
LU	64.8	61.2	3.6	*106%*	84.3	77.3	7.0	*109%*	38.5	56.2	-17.7	*69%*	55.5	45.6	9.9	*122%*	62.0	49.4	12.6	*126%*
HU	62.6	61.2	1.4	*102%*	86.1	77.3	8.8	*111%*	55.7	56.2	-0.5	*99%*	50.4	45.6	4.8	*111%*	65.3	49.4	15.9	*132%*
MT	83.0	61.2	21.8	*136%*	80.7	77.3	3.4	*104%*	43.3	56.2	-12.9	*77%*	48.2	45.6	2.6	*106%*	83.0	49.4	33.6	*168%*
NL	83.4	61.2	22.2	*136%*	82.7	77.3	5.4	*107%*	66.3	56.2	10.1	*118%*	58.1	45.6	12.5	*127%*	53.1	49.4	3.7	*107%*
AT	74.6	61.2	13.4	*122%*	83.4	77.3	6.1	*108%*	49.0	56.2	-7.2	*87%*	49.3	45.6	3.7	*108%*	54.0	49.4	4.6	*109%*
PL	60.6	61.2	-0.6	*99%*	82.3	77.3	5.0	*106%*	44.6	56.2	-11.6	*79%*	35.3	45.6	-10.3	*77%*	69.1	49.4	19.7	*140%*
PT	59.4	61.2	-1.8	*97%*	85.1	77.3	7.8	*110%*	61.5	56.2	5.3	*109%*	61.6	45.6	16.0	*135%*	62.7	49.4	13.3	*127%*
RO	44.4	61.2	-16.8	*73%*	70.5	77.3	-6.8	*91%*	36.1	56.2	-20.1	*64%*	28.5	45.6	-17.1	*63%*	:	49.4	:	:
SI	59.8	61.2	-1.4	*98%*	88.2	77.3	10.9	*114%*	51.1	56.2	-5.1	*91%*	40.2	45.6	-5.4	*88%*	58.8	49.4	9.4	*119%*
SK	53.1	61.2	-8.1	*87%*	82.4	77.3	5.1	*107%*	61.6	56.2	5.4	*110%*	25.5	45.6	-20.1	*56%*	:	49.4	:	:
FI	68.1	61.2	6.9	*111%*	83.7	77.3	6.4	*108%*	72.5	56.2	16.3	*129%*	46.3	45.6	0.7	*102%*	58.8	49.4	9.4	*119%*
SE	67.9	61.2	6.7	*111%*	84.8	77.3	7.5	*110%*	74.9	56.2	18.7	*133%*	47.1	45.6	1.5	*103%*	45.6	49.4	-3.8	*92%*

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

Based on the results from these tables, gains could be expected from boosting employment rates across the board, with particular scope for improvement to be reaped among the low-skilled (women and men) for a significant number of Member States at the same time as Member States increase skill levels.

Tables for the comparison of national employment rates to the three highest employment rates by sub-group (2022), for men and women, are in the Annex.

[4] For example, when a percentage appears more than once.

[5] For the shadowing we take the information provided by tables 2 and 3 together, and we identify the lowest three percentages (column ' % of EU average ').

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

One of the main objectives of the Employment Performance Monitor is to identify at a glance, across the European Union and for each Member State, the key employment challenges (KECs) and good labour market outcomes (GLMOs), which are derived from the Joint Assessment Framework (JAF). Tables displaying a summary of key employment challenges and good labour market outcomes across the EU can be found in Part I of the EPM[6], whereas specific key employment challenges and good labour market outcomes for each Member State are presented in Part II[7]. The EPM also includes a dashboard of key employment indicators (EPM dashboard[8]) which can be used to identify "trends to watch" and "positive recent trends" that are common to a number of Member States in the field of employment.

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

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

This section provides a summary overview of the KECs and GLMOs across the EU, based on a horizontal reading of the information in the EPM. KECs are defined as major areas of underperformance that can signal structural problems, whereas GLMOs are defined as areas of particularly good labour market performance.

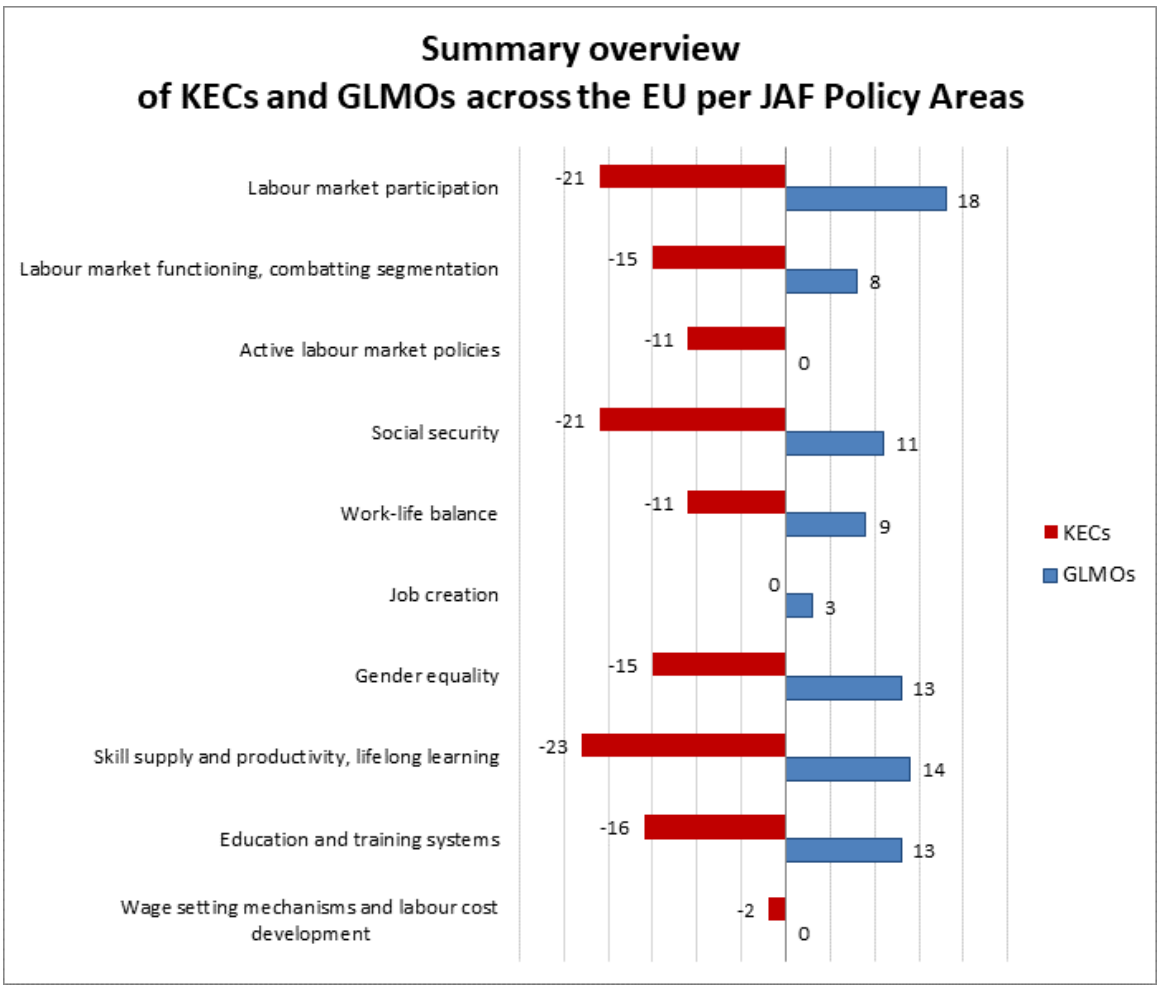
Key Employment Challenges

In the EU as a whole, the reading of the EPM show that Member States face the following **key employment challenges** under the ten JAF policy areas (Figure 6):

- Labour market participation (21 Member States), which mainly relate to:
    - Low and/or decreasing employment rate: overall (4 MS), for women (1 MS), older workers (7 MS), low-skilled (5 MS) and non-EU nationals (11 MS)
    - High and/or increasing incidence of youth unemployment and/ or NEETs (8 MS)
    - Low duration of working life (2 MS)

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

Figure 6: Summary overview of KECs and GLMOs across the EU per JAF Policy Area



Source: 2023 EPM

- Labour market functioning, combatting segmentation (15 MS):
  - High/increasing labour market segmentation (8 MS), low transition from temporary to permanent employment (1 MS)
  - High incidence of undeclared work (4 MS)
- Active Labour Market Policies (11 MS), which mainly relate to:
  - Low level of ALMP expenditure / insufficient provision of well-targeted tailored measures / insufficient functioning of public employment services (10 MS)
  - High incidence of long-term unemployment (6 MS)

- Adequate and employment oriented social security systems (21 MS), which mainly relate to:
    - Inadequate level and coverage of unemployment benefits / high poverty and/or low wage traps / high levels of at risk-of poverty (11 MS)
    - Disincentives for labour market participation in social security systems / disability pensions / unemployment traps (10 MS)
- Work-life balance (11 MS), which mainly relate to:
    - Insufficient provision / uptake of high quality, affordable childcare and/or dependent care facilities (9 MS)
    - High incidence of inactivity and part-time work due to family obligations, high impact of parenthood on employment (4 MS)
- Gender equality (15 MS), which mainly relate to:
    - Gender gaps: employment (11 MS), pay (4 MS)
    - Disincentives for second earners (1 MS)
- Skill supply and productivity, lifelong learning (23 MS), which mainly relate to:
    - Weaknesses with respect to educational attainment of the (adult) population (4 MS)
    - Low participation in lifelong learning / lack of an integrated lifelong learning strategy (6 MS)
    - Skills mismatches / Insufficient forecasting skills system (20 MS)
    - Low level of digital skills among adults (3 MS)
- Education and training systems (16 MS), which mainly relate to:
    - High incidence of early school leaving (5 MS)
    - Low tertiary education attainment rate (2 MS)
    - Low attainment of basic skills (4 MS)
    - Educational outcomes depending on socio-economic and migrant background (9 MS)

  - Low attractiveness of the teacher profession (3 MS)
  - Insufficient provision of education and training opportunities to meet labour market needs (2 MS)

- Wage setting mechanisms and labour cost development (2 MS), which relate to:
  - Weaknesses in the wage setting mechanisms in the public sector and
  - Limited involvement of social partners in the design and implementation of reforms and policies

Good labour market Outcomes

At the same time, Member States demonstrated **good labour market outcomes** in the areas of:

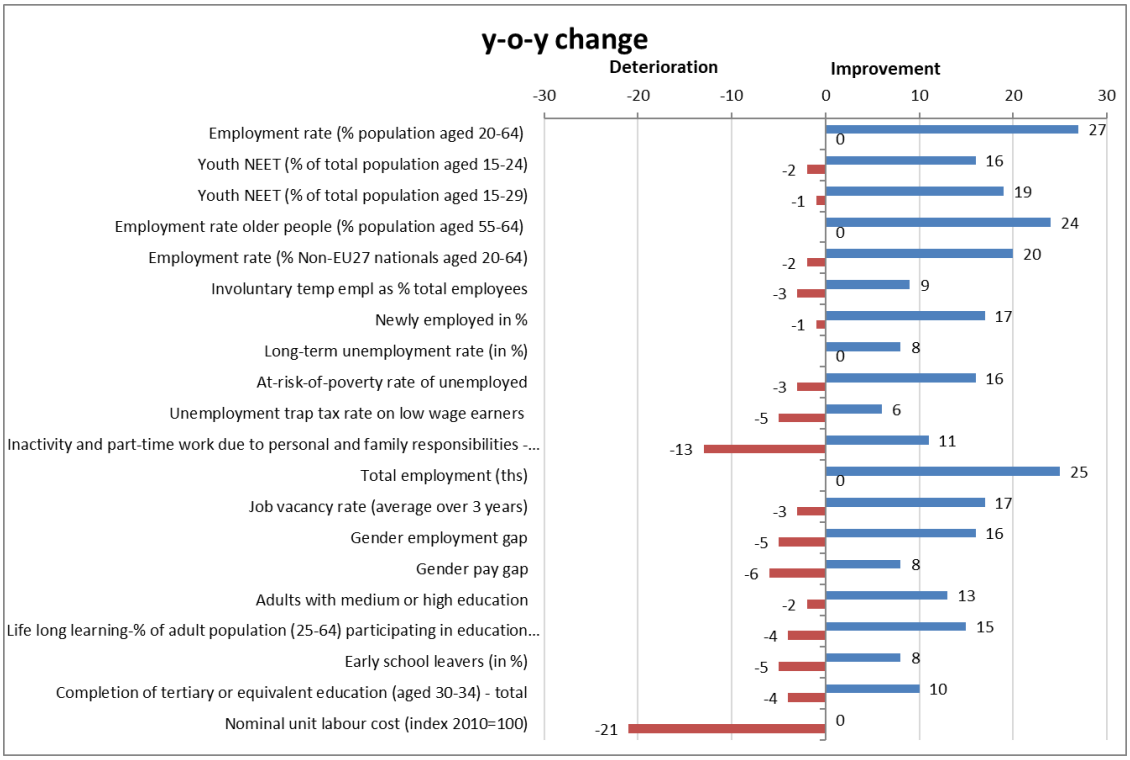
- Labour market participation (18 MS)
- Labour market functioning, combatting segmentation (8 MS)
- Social security (11 MS)
- Work-life balance (9 MS)
- Job creation (3 MS)
- Gender Equality (13 MS)
- Skill supply and productivity, lifelong learning (14 MS)
- Education and training systems (13 MS)

b. Review of the employment trends identified in the 2022 EPM dashboard

This section provides an overview of recent developments in the employment situation in the EU, based on the results from the latest edition of the EPM dashboard. This is a tool which uses the main indicators under the 10 JAF Policy Areas to identify common EU employment "trends to watch" (or "negative trends") and "positive recent trends"[9] and therefore common labour market trends in the EU.

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

Figure 7: Employment trends to watch and areas of improvement for 2021-2022



Source: 2023 EPM

In the EU as a whole, **positive developments** can be observed in the following areas for the most recent period 2021-2022 (Figure 7):

- An increase in the **employment rate of people aged 20-64** in all (27) MS
- An increase in **total employment** in 25 MS
- An increase in the **employment rate of older people** (aged 55-64) in 24 MS
- An increase in the **employment rate of non-EU27 nationals** aged 20-64 in 20 MS
- A decrease in the **NEET rate** for people aged 15-29 in 19 MS and a decrease in the NEET rate for people aged 15-24 in 16 MS
- An increase in the **newly employed** in 17 MS and a decrease in **gender employment gap** in 16 MS
- An increase in **life-long learning** (percentage of adult population aged 25-64 participating in education and training) in 15 MS

- An increase of the share of **adults with medium or high education** in 13 MS and an increase in the **completion rate of tertiary education or equivalent** for 10 MS.

- A decrease **in inactivity and part-time work** due to personal and family responsibilities in 11 MS and a decrease in **involuntary temporary employment** in 9 MS.

- A decrease in the **gender pay gap, in long-term unemployment** and in **early school leavers** in 8 MS

In contrast, the following main **negative trends**, or "trends to watch" are identified for the most recent period 2021-2022**:**

- High incidence of **inactivity and part-time work due to personal and family responsibilities** in 13 MS

- A deterioration in the **nominal unit labour cost** (in 21 MS)

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

- An increase in the **employment rate of older workers aged 55-64** (in 20 MS) and an increase in the **employment rate of people aged 20-64** (in 15 MS)

- An increase in **life-long learning** (percentage of adult population aged 25-64 participating in education and training) – (in 18 MS)

- An increase of the share of **adults with medium or high education** (in 17 MS)

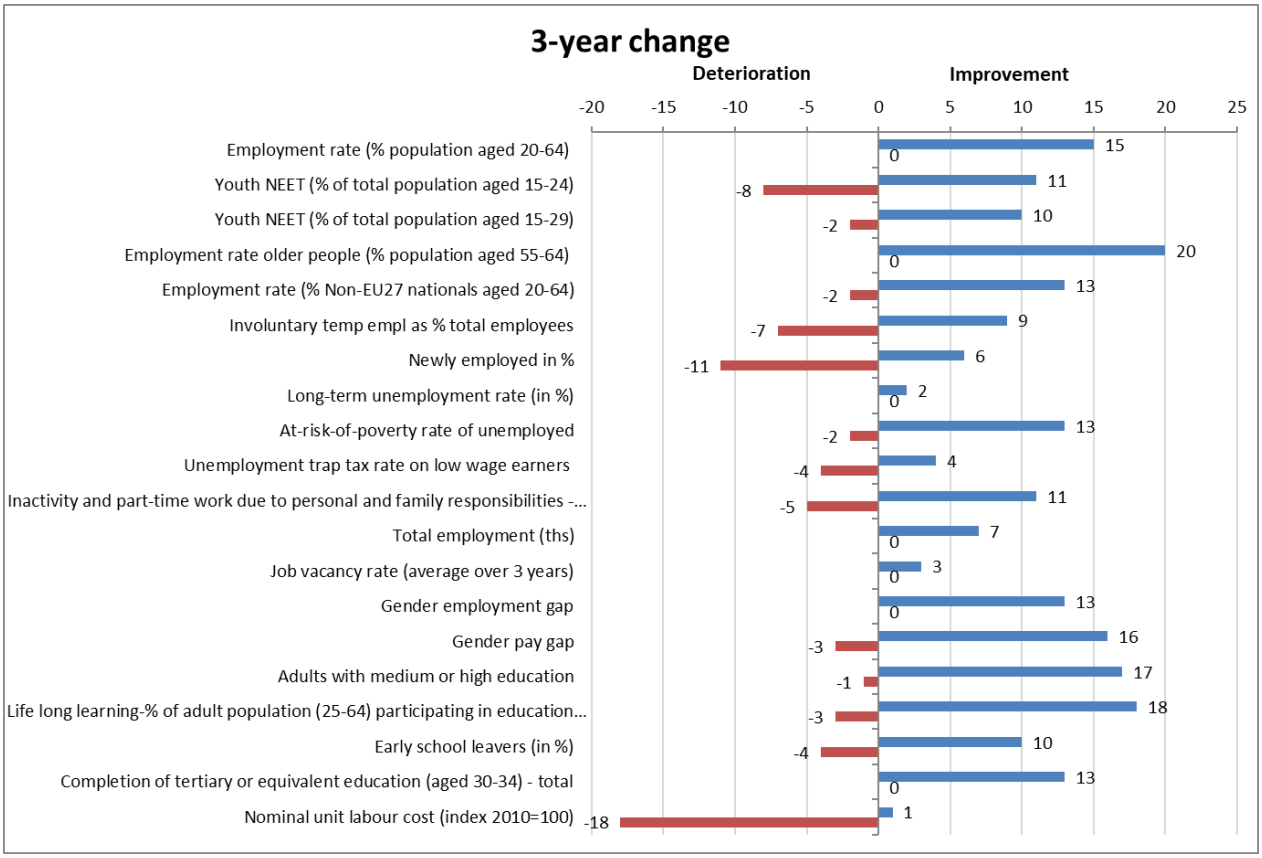
- A decrease in the **gender pay gap** (in 16 MS)

- An increase in the **completion of tertiary or equivalent education** (in 13 MS)

- A decrease in the youth **NEET** (15-24) (in 11MS)

- A decrease in **early school leavers** (in 10 MS) and in **youth NEET (15-29)** (in 10 MS)

Figure 8: Employment trends to watch and areas of improvement for the period 2019-2022



Source: 2023 EPM

In contrast, the areas with the most substantial deterioration are (Figure 8):

- A deterioration in the **nominal unit labour cost** (in 18 MS)
- A deterioration in the **share of the newly employed** (in 11 MS)

ANNEX I

Comparison of national employment rates to the three highest employment rates by sub-group (2022), men

MS	Men																			
	Young (20-29)				Prime Age (30-54)				Older (55-64)				Low-skilled (20-64)				Non-EU nationals (20-64)			
	national ER	EU 3 highest	Diff.	% of EU 3 highest	national ER	EU 3 highest	Diff.	% of EU 3 highest	national ER	EU 3 highest	Diff.	% of EU 3 highest	national ER	EU 3 highest	Diff.	% of EU 3 highest	national ER	EU 3 highest	Diff.	% of EU 3 highest
BE	61.9	82.4	-20.5	*75%*	86.6	94.1	-7.5	*92%*	61.5	79.6	-18.1	*77%*	55.5	*78.1*	-22.6	*71%*	65.6	93.3	- 27.7	*70%*
BG	62.2	82.4	-20.2	*75%*	86.1	94.1	-8.0	*91%*	73.3	79.6	-6.3	*92%*	59.0	*78.1*	-19.1	*76%*	:	93.3	:	:
CZ	75.1	82.4	-7.3	*91%*	95.3	94.1	1.2	*101%*	79.1	79.6	-0.5	*99%*	64.9	*78.1*	-13.2	*83%*	93.9	93.3	0.6	*101%*
DK	74.6	82.4	-7.8	*91%*	88.8	94.1	-5.3	*94%*	76.8	79.6	-2.8	*96%*	69.6	*78.1*	-8.5	*89%*	76.9	93.3	- 16.4	*82%*
DE	78.4	82.4	-4.0	*95%*	90.2	94.1	-3.9	*96%*	77.2	79.6	-2.4	*97%*	73.4	*78.1*	-4.7	*94%*	73.8	93.3	- 19.5	*79%*
EE	76.1	82.4	-6.3	*92%*	89.1	94.1	-5.0	*95%*	71.7	79.6	-7.9	*90%*	72.1	*78.1*	-6.0	*92%*	79.0	93.3	- 14.3	*85%*
IE	76.7	82.4	-5.7	*93%*	89.3	94.1	-4.8	*95%*	75.1	79.6	-4.5	*94%*	65.3	*78.1*	-12.8	*84%*	85.7	93.3	- 7.6	*92%*
EL	55.9	82.4	-26.5	*68%*	87.5	94.1	-6.6	*93%*	65.4	79.6	-14.2	*82%*	72.1	*78.1*	-6.0	*92%*	81.7	93.3	- 11.6	*88%*
ES	58.0	82.4	-24.4	*70%*	84	94.1	-10.1	*89%*	64.5	79.6	-15.1	*81%*	68.5	*78.1*	-9.6	*88%*	71.0	93.3	- 22.3	*76%*
FR	69.1	82.4	-13.3	*84%*	87.4	94.1	-6.7	*93%*	58.3	79.6	-21.3	*73%*	60.3	*78.1*	-17.8	*77%*	69.8	93.3	- 23.5	*75%*
HR	68.3	82.4	-14.1	*83%*	84.6	94.1	-9.5	*90%*	55.7	79.6	-23.9	*70%*	49.2	*78.1*	-28.9	*63%*	93.1	93.3	- 0.2	*100%*
IT	54.4	82.4	-28.0	*66%*	85.1	94.1	-9.0	*90%*	65.3	79.6	-14.3	*82%*	67.5	*78.1*	-10.6	*86%*	79.3	93.3	- 14.0	*85%*
CY	73.2	82.4	-9.2	*89%*	91.4	94.1	-2.7	*97%*	76.0	79.6	-3.6	*95%*	76.1	*78.1*	-2.0	*97%*	75.9	93.3	- 17.4	*81%*
LV	70.8	82.4	-11.6	*86%*	84.5	94.1	-9.6	*90%*	68.3	79.6	-11.3	*86%*	63.0	*78.1*	-15.1	*81%*	76.9	93.3	- 16.4	*82%*
LT	72.5	82.4	-9.9	*88%*	85.4	94.1	-8.7	*91%*	69.3	79.6	-10.3	*87%*	54.3	*78.1*	-23.8	*69%*	81.0	93.3	- 12.3	*87%*
LU	63.1	82.4	-19.3	*77%*	91	94.1	-3.1	*97%*	54.2	79.6	-25.4	*68%*	65.9	*78.1*	-12.2	*84%*	82.8	93.3	- 10.5	*89%*
HU	71.7	82.4	-10.7	*87%*	91.9	94.1	-2.2	*98%*	76.8	79.6	-2.8	*96%*	66.5	*78.1*	-11.6	*85%*	76.5	93.3	- 16.8	*82%*
MT	84.8	82.4	2.4	*103%*	94.2	94.1	0.1	*100%*	65.2	79.6	-14.4	*82%*	80.4	*78.1*	2.3	*103%*	86.4	93.3	- 6.9	*93%*
NL	83.6	82.4	1.2	*101%*	91.1	94.1	-3.0	*97%*	80.1	79.6	0.5	*101%*	76.9	*78.1*	-1.2	*98%*	73.3	93.3	- 20.0	*79%*
AT	78.8	82.4	-3.6	*96%*	89.2	94.1	-4.9	*95%*	63.9	79.6	-15.7	*80%*	63.7	*78.1*	-14.4	*82%*	75.3	93.3	- 18.0	*81%*
PL	74.4	82.4	-8.0	*90%*	90.3	94.1	-3.8	*96%*	69.5	79.6	-10.1	*87%*	57.1	*78.1*	-21.0	*73%*	92.8	93.3	- 0.5	*99%*
PT	62.6	82.4	-19.8	*76%*	90.2	94.1	-3.9	*96%*	71.0	79.6	-8.6	*89%*	77.1	*78.1*	-1.0	*99%*	87.4	93.3	- 5.9	*94%*
RO	62.7	82.4	-19.7	*76%*	87.5	94.1	-6.6	*93%*	58.0	79.6	-21.6	*73%*	63.3	*78.1*	-14.8	*81%*	:	93.3	:	:
SI	70.3	82.4	-12.1	*85%*	92.8	94.1	-1.3	*99%*	59.4	79.6	-20.2	*75%*	59.4	*78.1*	-18.7	*76%*	91.3	93.3	- 2.0	*98%*
SK	67.9	82.4	-14.5	*82%*	89	94.1	-5.1	*95%*	66.7	79.6	-12.9	*84%*	38.0	*78.1*	-40.1	*49%*	:	93.3	:	:
FI	70.1	82.4	-12.3	*85%*	85.8	94.1	-8.3	*91%*	69.9	79.6	-9.7	*88%*	60.5	*78.1*	-17.6	*77%*	73.7	93.3	- 19.6	*79%*
SE	75.1	82.4	-7.3	*91%*	90.7	94.1	-3.4	*96%*	79.7	79.6	0.1	*100%*	69.7	*78.1*	-8.4	*89%*	75.1	93.3	- 18.2	*81%*

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

Comparison of national employment rates to the three highest employment rates by sub-group (2022), women

MS	Women																			
	Young (20-29)				Prime Age (30-54)				Older (55-64)				Low-skilled (20-64)				Non-EU nationals (20-64)			
	national ER	EU 3 highest	Diff.	% of EU 3 highest	national ER	EU 3 highest	Diff.	% of EU 3 highest	national ER	EU 3 highest	Diff.	% of EU 3 highest	national ER	EU 3 highest	Diff.	% of EU 3 highest	national ER	EU 3 highest	Diff.	% of EU 3 highest
BE	58.3	81.0	-22.7	*72%*	78.4	86.5	-8.1	*91%*	51.8	74.3	-22.5	*70%*	35.6	59.3	-23.7	*60%*	35.0	76.2	- 41.2	*46%*
BG	49.6	81.0	-31.4	*61%*	80.8	86.5	-5.7	*93%*	63.5	74.3	-10.8	*85%*	41.2	59.3	-18.1	*70%*	:	76.2	:	:
CZ	52.2	81.0	-28.8	*64%*	81.9	86.5	-4.6	*95%*	66.8	74.3	-7.5	*90%*	46.6	59.3	-12.7	*79%*	71.6	76.2	- 4.6	*94%*
DK	72.4	81.0	-8.6	*89%*	83.0	86.5	-3.5	*96%*	69.0	74.3	-5.3	*93%*	52.4	59.3	-6.9	*88%*	64.1	76.2	- 12.1	*84%*
DE	72.9	81.0	-8.1	*90%*	81.6	86.5	-4.9	*94%*	69.5	74.3	-4.8	*94%*	56.8	59.3	-2.5	*96%*	47.7	76.2	- 28.5	*63%*
EE	76.6	81.0	-4.4	*95%*	83.4	86.5	-3.1	*96%*	75.5	74.3	1.2	*102%*	58.1	59.3	-1.2	*98%*	67.0	76.2	- 9.2	*88%*
IE	73.3	81.0	-7.7	*90%*	76.7	86.5	-9.8	*89%*	58.7	74.3	-15.6	*79%*	37.9	59.3	-21.4	*64%*	66.1	76.2	- 10.1	*87%*
EL	44.5	81.0	-36.5	*55%*	65.7	86.5	-20.8	*76%*	39.9	74.3	-34.4	*54%*	37.8	59.3	-21.5	*64%*	41.5	76.2	- 34.7	*54%*
ES	52.6	81.0	-28.4	*65%*	72.4	86.5	-14.1	*84%*	51.1	74.3	-23.2	*69%*	47.7	59.3	-11.6	*80%*	53.2	76.2	- 23.0	*70%*
FR	65.4	81.0	-15.6	*81%*	79.6	86.5	-6.9	*92%*	55.5	74.3	-18.8	*75%*	46.8	59.3	-12.5	*79%*	43.9	76.2	- 32.3	*58%*
HR	53.4	81.0	-27.6	*66%*	78.2	86.5	-8.3	*90%*	45.0	74.3	-29.3	*61%*	32.9	59.3	-26.4	*56%*	65.1	76.2	- 11.1	*85%*
IT	41.5	81.0	-39.5	*51%*	63.2	86.5	-23.3	*73%*	45.2	74.3	-29.1	*61%*	35.7	59.3	-23.6	*60%*	46.2	76.2	- 30.0	*61%*
CY	67.5	81.0	-13.5	*83%*	79.6	86.5	-6.9	*92%*	54.2	74.3	-20.1	*73%*	54.4	59.3	-4.9	*92%*	66.1	76.2	- 10.1	*87%*
LV	66.6	81.0	-14.4	*82%*	80.0	86.5	-6.5	*93%*	70.5	74.3	-3.8	*95%*	51.6	59.3	-7.7	*87%*	61.0	76.2	- 15.2	*80%*
LT	69.0	81.0	-12.0	*85%*	85.1	86.5	-1.4	*98%*	70.1	74.3	-4.2	*94%*	39.0	59.3	-20.3	*66%*	74.1	76.2	- 2.1	*97%*
LU	64.8	81.0	-16.2	*80%*	84.3	86.5	-2.2	*97%*	38.5	74.3	-35.8	*52%*	55.5	59.3	-3.8	*94%*	62.0	76.2	- 14.2	*81%*
HU	62.6	81.0	-18.4	*77%*	86.1	86.5	-0.4	*100%*	55.7	74.3	-18.6	*75%*	50.4	59.3	-8.9	*85%*	65.3	76.2	- 10.9	*86%*
MT	83.0	81.0	2.0	*102%*	80.7	86.5	-5.8	*93%*	43.3	74.3	-31.0	*58%*	48.2	59.3	-11.1	*81%*	83.0	76.2	6.8	*109%*
NL	83.4	81.0	2.4	*103%*	82.7	86.5	-3.8	*96%*	66.3	74.3	-8.0	*89%*	58.1	59.3	-1.2	*98%*	53.1	76.2	- 23.1	*70%*
AT	74.6	81.0	-6.4	*92%*	83.4	86.5	-3.1	*96%*	49.0	74.3	-25.3	*66%*	49.3	59.3	-10.0	*83%*	54.0	76.2	- 22.2	*71%*
PL	60.6	81.0	-20.4	*75%*	82.3	86.5	-4.2	*95%*	44.6	74.3	-29.7	*60%*	35.3	59.3	-24.0	*60%*	69.1	76.2	- 7.1	*91%*
PT	59.4	81.0	-21.6	*73%*	85.1	86.5	-1.4	*98%*	61.5	74.3	-12.8	*83%*	61.6	59.3	2.3	*104%*	62.7	76.2	- 13.5	*82%*
RO	44.4	81.0	-36.6	*55%*	70.5	86.5	-16.0	*82%*	36.1	74.3	-38.2	*49%*	28.5	59.3	-30.8	*48%*	:	76.2	:	:
SI	59.8	81.0	-21.2	*74%*	88.2	86.5	1.7	*102%*	51.1	74.3	-23.2	*69%*	40.2	59.3	-19.1	*68%*	58.8	76.2	- 17.4	*77%*
SK	53.1	81.0	-27.9	*66%*	82.4	86.5	-4.1	*95%*	61.6	74.3	-12.7	*83%*	25.5	59.3	-33.8	*43%*	:	76.2	:	:
FI	68.1	81.0	-12.9	*84%*	83.7	86.5	-2.8	*97%*	72.5	74.3	-1.8	*98%*	46.3	59.3	-13.0	*78%*	58.8	76.2	- 17.4	*77%*
SE	67.9	81.0	-13.1	*84%*	84.8	86.5	-1.7	*98%*	74.9	74.3	0.6	*101%*	47.1	59.3	-12.2	*79%*	45.6	76.2	- 30.6	*60%*

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