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THE EUROPEAN UNION**

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COVER NOTE

from: The Employment Committee
to: Permanent Representatives Committee (Part I) / Council (EPSCO)
Subject: Employment Performance Monitor and Benchmarks
- *Endorsement*

Delegations will find attached the Employment Performance Monitor and Benchmarks transmitted by the Employment Committee, in view of the EPSCO Council on 20 June 2013.



The Employment Committee

Europe 2020 Employment Performance Monitor June 2013

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

Like the June 2012 version² of the EPM, the 2013 June version is based on the findings of the Europe 2020 Joint Assessment Framework (JAF). The JAF is an indicator-based assessment system prepared jointly by the Employment Committee, the Social Protection Committee (SPC) and the Commission, covering general and specific policy areas under the Employment Guidelines, with the objective to identify key challenges in these areas and support Member States in establishing their priorities. The JAF comprises two main elements:

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

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

This June version of the EPM includes the updated and revised (as agreed) benchmarking³ of the Europe 2020 headline targets relating to the labour market and the main indicators for the development at the labour market. The benchmarking tool is used as an integrated tool in the analysis of the key challenges.

¹ See Council Doc. 14478/10

² Council Doc. 16061/12

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

What is new in this version of the EPM is the inclusion of Croatia. Croatia as an acceding country will not have Country Specific Recommendations in 2013 but the key labour market challenges and particularly good labour market outcomes are defined on the basis of the JAF where Croatia is included. Croatia is not in the benchmark as the basis is the EU27 and Croatia will only be included upon accession. The table on key indicators on labour market performance is equally included. As can be seen from this description, the Employment Performance Monitor is continuously under development and revision in order to improve and assure it is updated to the latest needs and developments.

The graphs on "the progress towards the EU-27 respectively national employment rate headline target" have been updated with the data from the latest Economic spring 2013 forecast from the Commission⁴. The table on the "national employment rate targets compared to current and projected 2020 employment rates (all age group 20-64)" has been updated with the available 2014 forecast from the Commission Economic spring forecast.

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

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

An annex has been added containing graphs showing the benchmark for each country for all indicators⁵.

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

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

⁴ Economic Forecast

⁵ No graph for Croatia as it is not included in the benchmark

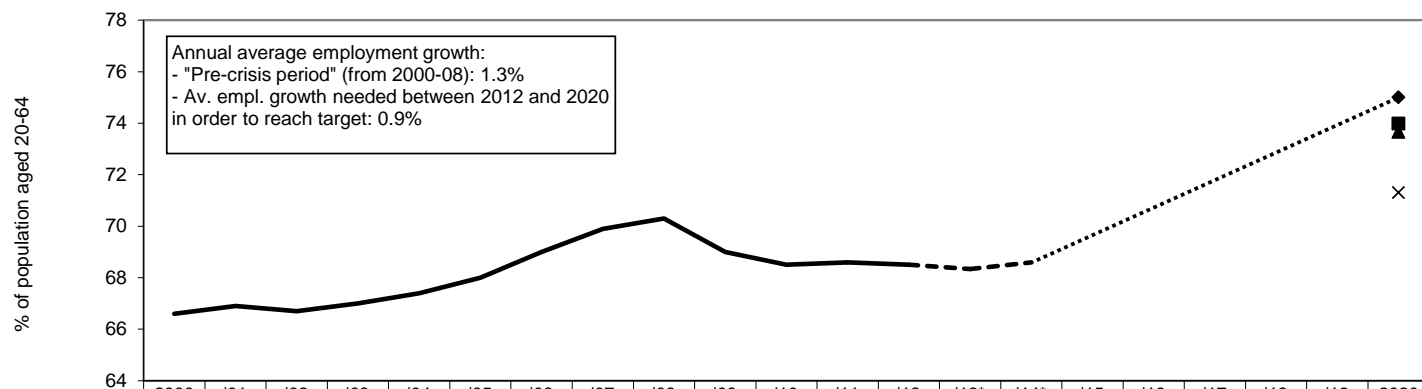
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PART I - Overview of National Employment Targets, Challenges and Particularly Good Outcomes

Progress towards the EU-27 employment rate headline target

EU-27 employment rate (20-64) 2000 - 2014 and headline ER target



	2000	'01	'02	'03	'04	'05	'06	'07	'08	'09	'10	'11	'12	'13*	'14*	'15	'16	'17	'18	'19	2020	
— Employment rate (ER)	66.6	66.9	66.7	67.0	67.4	68.0	69.0	69.9	70.3	69.0	68.5	68.6	68.5	68.3	68.6							
◆ EU27 ER headline target																						75
▲ 2020 ER acc. to nat. targets (lower bound)**																						73.7
■ 2020 ER acc. to nat. targets (upper bound)**																						74.0
× Projected ER if no policy change***																						71.3

Sources and notes:

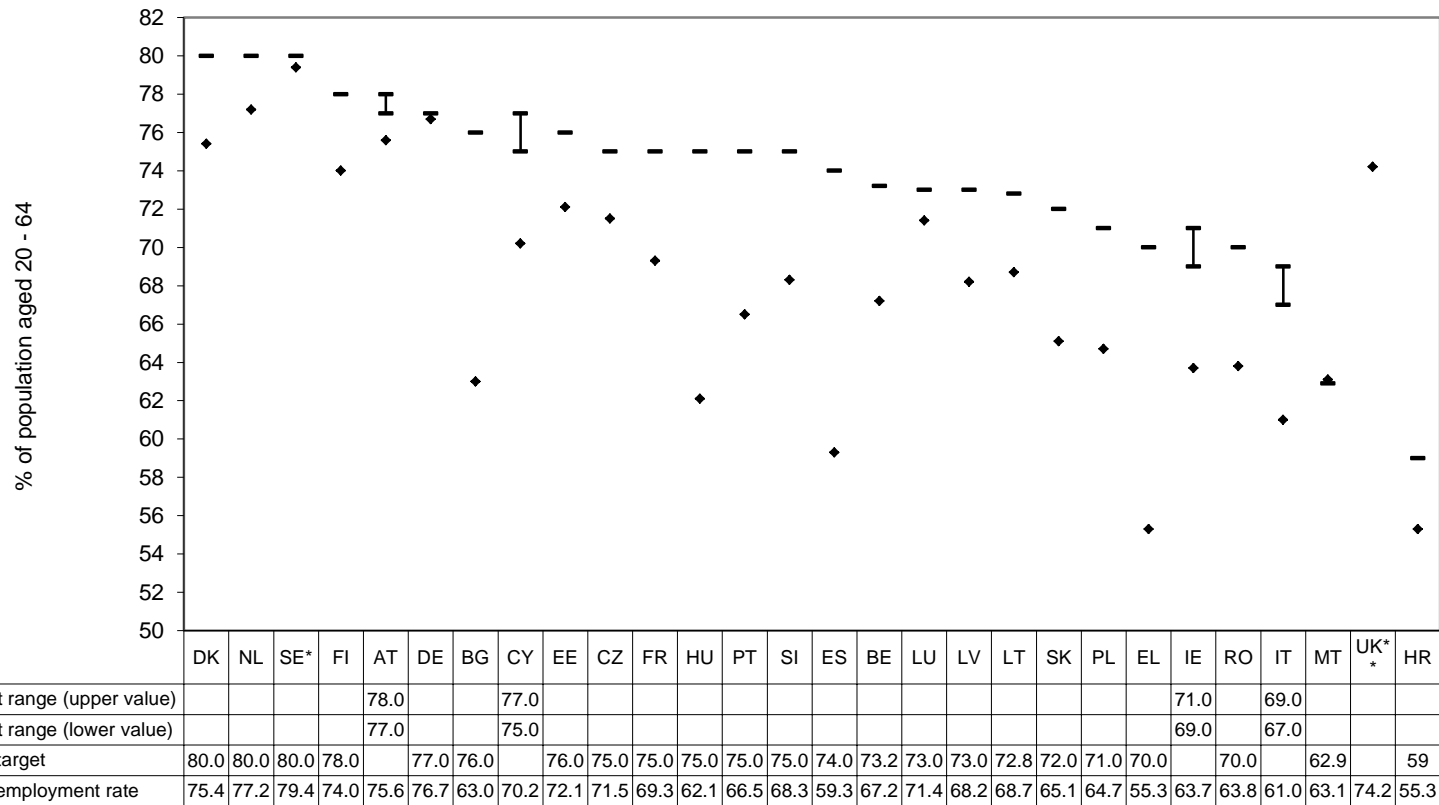
Employment rates 2000-2012: Eurostat, EU LFS;

* Estimated values based on employment growth forecasts from Commission Spring Forecast 2013 and projected population growth from Eurostat 2010 population projections;

** National employment rate targets from National Reform Programme 2011;

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

National employment rate targets set by MS in their NRPs compared to employment rate 2012



Sources: National Reform Programmes 2011, EU Labour Force Survey for 2012 employment rate.

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

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

National employment rate, education and sub-targets

MS	Employment rate (Headline target: 75% for age group 20-64)	Early leavers from education and training (Headline target: less than 10%)	Tertiary educational attainment (Headline target: at least 40%)	National sub-targets (%)
AT	77-78	9.5	38	
BE	73.2	9.5	47	ER of women 69.1; NEET 8.2; ER of older workers 50.0; ER-non EU citizens <16.5
BG	76	11	36	Reducing the level of unemployment among young people (aged 15-29) to 7% in 2020; Achieving a level of Employment among elderly people (aged 55-64) of 53% in 2020
CY	75-77	10	46	
CZ	75	5.5	32	ER of women 65.0; ER of older workers 55.0; unemployment rate (15-24) reduced by 1/3; unemployment rate of low-skilled reduced (ISCED 0-2) by 1/4.
DE	77	less than 10	42	ER older workers 60.0; ER of women 73.0
DK	80	less than 10	at least 40	95% of a youth cohort should complete upper secondary educ. and 50% tertiary educ.
EE	76	9.5	40	Youth unemployment 10.0; long-term unemployment 2.5; productivity per employed person 80.0; share of adults (25-64) with no professional qualification 30.0; participation rate in lifelong learning among adults (25-64) 20.0; labour participation rate (15-64) 75.0
ES	74	15	44	ER of women 68.5
FI	78	8	42	
FR	75	9.5	50	ER of women 70.0
GR	70	9.7	32	
HU	75	10	30.3	
IE	69-71	8	60	
IT	67-69	15-16	26-27	
LT	72.8	less than 9	40	ER of women 69.5; ER of men 76.5; ER of older workers 53.4
LU	73	less than 10	40	
LV	73	13.4	34-36	
MT	62.9	29	33	
NL	80	less than 8	45	
PL	71	4.5	45	
PT	75	10	40	
RO	70	11.3	26.7	
SE	well over 80	less than 10	40-45	
SI	75	5	40	
SK	72	6	40	Long-term unemployment rate of 3% by 2020
UK	n.a.	n.a.	n.a.	
HR	59	4	35	
EU average*	73.7-74.0			

Source: National Reform Programmes 2011

* Weighted average of all 27 EU Member States excluding the UK which has not set a national employment rate target

National employment rate targets compared to current and projected 2020 empl. rates (all age group 20-64)

Member State	Employment rate (20-64) (%)														2020 national employment rate target (%)	Context data						
	actual												estimated			Average annual employment growth during "pre-crisis" period (from 2000 to 2008) (%)	Estimated average annual 2012-2020 employment growth necessary to reach national target (%) Dec '12 EPM	Estimated average annual 2012-2020 employment growth necessary to reach national target (%) June '13 EPM	Projected growth of working age population over total 2010 - 2020 period (%)	EPC AWG empl.rate projections for 2020 ("no policy change scenario") (%)	Difference between target and projected employment rate under "no policy change scenario" (percentage points)	
	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013								2014
AT	71.4	71.5	71.8	72.0	70.8	71.7	73.2	74.4	75.1	74.7	74.9	75.2	75.6	75.9	76.4	77-78	1.2	0,4-0,6	0,5-0,7	2,3	75,4	-1,6 to -2,6
BE	65.8	65.0	65.0	64.7	65.6	66.5	66.5	67.7	68.0	67.1	67.6	67.3	67.2	67.0	67.0	73.2	1.0	1.5	1.5	3.5	69.5	-3.7
BG	55.3	54.8	55.8	58.0	60.1	61.9	65.1	68.4	70.7	68.8	65.4	62.9	63.0	62.3	63.0	76	2.0	0.9	0.8	-11.5	67.8	-8.2
CY	72.3	74.1	75.1	75.4	74.9	74.4	75.8	76.8	76.5	75.3	75.0	73.4	70.2	65.0	62.5	75-77	3.3	1,6-1,9	1,7-2,1	7,3	79,0	-2 to -4
CZ	71.0	71.2	71.6	70.7	70.1	70.7	71.2	72.0	72.4	70.9	70.4	70.9	71.5	71.6	71.9	75	0.9	0.2	0.0	-4.3	73.1	-1.9
DE	68.8	69.1	68.8	68.4	68.8	69.4	71.1	72.9	74.0	74.2	74.9	76.3	76.7	77.2	77.7	77	0.7	-0.5	-0.4	-3.5	77.2	0.2
DK	78.0	78.3	77.7	77.3	77.6	78.0	79.4	79.0	79.7	77.5	75.8	75.7	75.4	75.4	75.7	80	0.4	0.7	0.7	0.0	78.2	-1.8
EE	67.4	67.8	69.2	70.0	70.6	72.0	75.8	76.8	77.0	69.9	66.7	70.4	72.1	72.5	73.4	76	1.7	0.0	0.1	-5.8	70.5	-5.5
EL	61.9	61.5	62.5	63.6	64.0	64.6	65.7	66.0	66.5	65.8	64.0	59.9	55.3	53.4	53.8	70	1.5	2.8	2.8	-1.6	68.4	-1.6
ES	60.7	62.1	62.7	64.0	65.2	67.2	68.7	69.5	68.3	63.7	62.5	61.6	59.3	57.3	57.3	74	3.5	2.9	2.8	0.3	67.9	-6.1
FI	71.6	72.6	72.6	72.2	72.2	73.0	73.9	74.8	75.8	73.5	73.0	73.8	74.0	73.9	74.3	78	0.8	0.2	0.2	-3.4	76.9	-1.1
FR	67.8	68.5	68.7	69.7	69.5	69.4	69.3	69.8	70.4	69.4	69.2	69.2	69.3	69.3	69.6	75	1.4	1.0	0.9	-0.6	73.1	-1.9
HU	61.2	61.3	61.4	62.4	62.1	62.2	62.6	62.6	61.9	60.5	60.4	60.7	62.1	62.2	62.5	75	0.3	2.0	1.9	-3.8	64.8	-10.2
IE	70.4	71.1	70.7	70.6	71.5	72.6	73.4	73.8	72.3	67.1	64.6	63.8	63.7	64.0	64.8	69-71	3.2	1,0-1,4	1,0-1,3	-0,4	65,7	-3,3 to -5,3
IT	57.4	58.5	59.4	60.0	61.5	61.6	62.5	62.8	63.0	61.7	61.1	61.2	61.0	60.4	60.2	67-69	1.5	1,4-1,8	1,4-1,8	1,7	63,9	-3,1 to -5,1
LT	65.6	64.2	67.2	68.9	69.0	70.6	71.6	72.9	72.0	67.2	64.4	67.0	68.7	69.7	70.8	72.8	1.1	0.2	0.1	-4.7	66.1	-6.7
LU	67.4	67.7	68.2	67.2	67.7	69.0	69.1	69.6	68.8	70.4	70.7	70.1	71.4	71.5	71.2	73	1.5	1.9	1.9	13.7	70.4	-2.6
LV	63.5	65.1	67.0	68.9	69.3	70.3	73.5	75.2	75.8	67.1	65.0	66.3	68.2	69.6	71.4	73	2.1	0.0	0.0	-6.4	67.8	-5.2
MT	57.2	57.2	57.7	57.8	57.9	57.9	57.6	58.5	59.1	58.8	60.1	61.5	63.1	64.6	66.4	62.9	1.7	-0.4	-0.7	-4.7	65.4	2.5
NL	74.3	75.4	75.8	75.2	74.9	75.1	76.3	77.8	78.9	78.8	76.8	77.0	77.2	76.0	76.0	80	1.0	0.3	0.3	-0.9	78.8	-1.2
PL	61.0	59.4	57.4	57.1	57.3	58.3	60.1	62.7	65.0	64.9	64.6	64.8	64.7	64.5	64.3	71	1.2	0.6	0.7	-3.8	67.5	-3.5
PT	73.5	73.9	73.6	72.9	72.6	72.3	72.7	72.6	73.1	71.2	70.5	69.1	66.5	63.9	63.7	75	0.6	1.4	1.4	-1.1	72.1	-2.9
RO	69.1	68.3	63.3	63.7	63.5	63.6	64.8	64.4	64.4	63.5	63.3	62.8	63.8	64.2	64.8	70	0.0	0.8	0.6	-4.1	64.2	-5.8
SE	77.7	78.7	78.5	77.9	77.4	78.1	78.8	80.1	80.4	78.3	78.1	79.4	79.4	79.1	79.2	well over 80	1.2	0.4	0.5	3.6	81.4	1.4
SI	68.5	69.4	69.0	68.1	70.4	71.1	71.5	72.4	73.0	71.9	70.3	68.4	68.3	67.0	66.4	75	1.4	1.2	1.0	-1.3	72.5	-2.5
SK	63.5	63.5	63.6	64.8	63.7	64.5	66.0	67.2	68.8	66.4	64.6	65.1	65.1	64.9	64.9	72	2.0	1.2	1.2	-0.4	66.1	-5.9
UK	74.0	74.4	74.5	74.7	75.0	75.2	75.2	75.2	73.9	73.6	73.6	74.2	74.3	74.3	74.9	n.a.	0.9	n.a.	n.a.	3.3	75.1	n.a.
HR	:	:	58.4	58.3	59.6	60	60.6	62.3	62.9	61.7	58.7	57	55.3			59						
EU average	66.6	66.9	66.7	67.0	67.4	68.0	69.0	69.9	70.3	69.0	68.5	68.6	68.5	68.3	68.6	73.7-74.0*	1.2	0.7*	0.9*	-0.9	71.3	-2.4 to -2.7
EU 27	65.5	66.2	66.4	66.8	67.3	67.9	68.9	69.8	70.2	68.8	68.4	68.5	68.0	68.0	68.2	75	1.2	0.7	0.9	-0.9	71.3	-3.7
EA17	65.4	66.1	66.4	66.8	67.0	67.9	68.9	69.8	70.2	68.8	68.4	68.5	68.3	68.1	68.5	73.8-74.2	1.5	0.8	0.9	-0.6	71.4	-2.4 to -2.8

Sources: EU Labour Force Survey, National Reform Programmes 2011, DG Employment calculations based on EU LFS, Commission Economic Forecast Spring 2013 and Eurostat population projections (EUROPOP 2010 convergence scenario), EPC Aging Working Group 2012 Aging Report

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

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

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

C=challenge

G=good labour market outcome

PART II - Common Key Employment Challenges
- Details – and benchmark

Common Key Employment Challenges – Details

Employment policy areas	Key Employment Challenges	EU-27 sum	BE	BG	CZ	DK	DE	EE	IE	EL	ES	FR	IT	CY	LV	LT	LU	HU	MT	NL	AT	PL	PT	RO	SI	SK	FI	SE	UK	HR	
Labour market participation	Low employment rate	5							c	c							c						c		c						
	Low female employment rate	4							c	c			c											c							
	Low male employment rate	7		c					c		c				c	c							c							c	
	Low participation of older workers	14	c								c	c	c				c	c	c	c		c	c	c	c		c			c	
	High/increasing incidence of youth unemployment and/or NEET	20		c					c	c	c	c	c	c	c	c	c	c				c	c	c	c	c	c	c	c	c	
	Low participation of low-skilled persons	11		c	c				c							c	c		c	c		c				c	c	c			
	Low participation of non-EU nationals	7	c				c					c	c	c							c								c		
	Low total amount of hours worked	2																			c	c									
	Duration of working life	8		c	c														c	c											c
Labour market functioning, combating segmentation	Inflexible working (time) arrangements	1														c															
	Inadequate employment protection legislation	1															c														
	Labour market segmentation	6	c								c		c	c									c		c						
	Low transition from temporary into permanent contracts	5										c	c	c							c	c									
Active labour market policies	Low level of ALMP expenditure/Insufficient provision of well targeted tailored measures/functioning of employment services	17		c	c		c	c	c	c	c	c	c		c	c		c	c						c	c	c	c			
	High incidence of long-term unemployment	13	c	c				c	c	c	c		c		c	c							c		c	c				c	
Adequate and employment oriented social security systems	Inadequate level and coverage of unemployment benefits, poverty trap, at risk-of poverty, low-wage trap	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 traps	9	c	c	c				c							c	c									c	c				

Common Key Employment Challenges – Details (CONT.)

Employment policy areas	Key Employment Challenges	EU-27 sum	BE	BG	CZ	DK	DE	EE	IE	EL	ES	FR	IT	CY	LV	LT	LU	HU	MT	NL	AT	PL	PT	RO	SI	SK	FI	SE	UK	HR
Work-life balance	Insufficient provision of high quality, affordable child and/or dependant care facilities	18		c	c		c	c	c	c			c	c		c	c	c	c	c				c		c			c	c
	Limited use of flexible working arrangements	1																	c											
	High incidence of inactivity and part-time work due to family obligations/employment impact of parenthood	16			c		c	c		c	c		c	c	c			c	c	c	c				c		c			c
Job creation	Negative employment growth/insufficient job creation	6		c					c	c	c												c		c					
	High tax wedge on labour	8	c									c	c		c			c		c	c					c				
Gender equality	Large gender employment gaps	7			c								c	c					c			c		c		c				
	Large gender pay gap	5						c												c						c	c		c	
Improving skill supply and productivity; Lifelong learning	Weaknesses with respect to educational attainment of the (adult) population	5											c	c					c		c			c						
	Low participation in lifelong learning/lack of an integrated lifelong learning strategy	13	c							c		c	c	c	c	c	c	c				c				c				c
	Skills mismatches/Insufficient forecasting skills system	8		c				c			c					c			c			c		c	c					
	Public spending on human resources low	3			c								c									c								
Improving education and training systems	Low tertiary education attainment rate	8		c	c			c					c					c	c				c							c
	High incidence of early school leaving	7									c						c	c	c					c	c					c
	Low participation of low-skilled workers in education and training	1						c																						
	Low attractiveness of vocational education and training	8				c				c				c	c	c						c		c		c				
	Insufficient provision of high quality education opportunities	2														c									c					
Wage setting mechanism and labour cost developments	Labour cost developments not in line with productivity gains	7	c	c									c				c						c		c		c			

Benchmarking June 2013

EU and national headline target benchmark, reference year 2012

Country		EU27	BE	BG	CZ	DK	DE	EE	IE	EL	ES	FR	IT	CY	LV	LT	LU	HU	MT	NL	AT	PL	PT	RO	SI	SK	FI	SE	UK	HR
Overall employment rate	difference to target	-6,5	-7,8	-12	-3,5	0,4	1,7	-2,9	-11,3	-19,7	-15,7	-5,7	-14	-4,8	-6,8	-6,3	-3,6	-12,9	-11,9	2,2	0,6	-10,3	-8,5	-11,2	-6,7	-9,9	-1	4,4	-0,8	-19,7
	difference to EU average	0	-1,3	-5,5	3	6,9	8,2	3,6	-4,8	-13,2	-9,2	0,8	-7,5	1,7	-0,3	0,2	2,9	-6,4	-5,4	8,7	7,1	-3,8	-2	-4,7	-0,2	-3,4	5,5	10,9	5,7	-11,9
	difference to national target	N/A	-6	-13	-3,5	-4,6	-0,3	-3,9	-5,3	-14,7	-14,7	-5,7	-6	-4,8	-4,8	-4,1	-1,6	-12,9	0,2	-2,8	-1,4	-6,3	-8,5	-6,2	-6,7	-6,9	-4	-0,6	N/A	N/A
Early leavers from education and training	difference to target	-2,8	-2	-2,5	4,5	0,9	-0,5	-0,5	0,3	-1,4	-14,9	-1,6	-7,6	-1,4	-0,5	3,5	1,9	-1,5	-12,6	1,2	2,4	4,3	-10,8	-7,4	5,6	4,7	1,1	2,5	-3,5	5,8
	difference to EU average	0	-0,8	-0,3	-7,3	-3,7	-2,3	-2,3	-3,1	-1,4	12,1	-1,2	4,8	-1,4	-2,3	-6,3	-4,7	-1,3	9,8	-4	-5,2	-7,1	8	4,6	-8,4	-7,5	-3,9	-5,3	0,7	-7,8
	difference to national target	N/A	-2,5	-1,5	0	0,8	-0,6	-1	-1,7	-1,7	-9,9	-2,1	-2,6	-1,4	2,9	2,4	1,8	-1,5	6,4	-0,9	1,9	-1,2	-10,8	-6,1	0,6	0,7	-0,9	2,4	N/A	N/A
Tertiary educational attainment	difference to target	-4,2	3,9	-13,1	-14,4	3	-8,1	-0,9	11,1	-9,1	0,1	3,6	-18,3	9,9	-3	8,7	9,6	-10,1	-17,6	2,3	-13,7	-0,9	-12,8	-18,2	-0,8	-16,3	5,8	7,9	7,1	-16,3
	difference to EU average	0	8,1	-8,9	-10,2	7,2	-3,9	3,3	15,3	-4,9	4,3	7,8	-14,1	14,1	1,2	12,9	13,8	-5,9	-13,4	6,5	-9,5	3,3	-8,6	-14	3,4	-12,1	10	12,1	11,3	-20,2
	difference national target	N/A	-3,1	-9,1	-6,4	3	-10,1	-0,9	-8,9	-1,1	-3,9	-6,4	-4,3	3,9	3	8,7	9,6	-0,4	-10,6	2,3	-11,7	-5,9	-12,8	-4,9	-0,8	-16,3	3,8	7,9	N/A	N/A

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

These indicators gives for each EU member state the difference between the level for an indicator to the agreed headline target, to the EU average 2012 and the national targets.

Note: In the case of Austria and Germany, the inclusion of post-secondary education for Germany (ISCED 4) and Austria (ISCED 4a and 4) give levels of respectively 42% and 37%/38% for the level of tertiary education (national data sources)) thus changing the difference to the EU-target for this headline target.

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

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

Benchmark for the main labour market indicators, reference year 2012.

Country	Benchmark for the main labour market indicators																							
	Employment rate of women (20-64)						Employment rate of men (20-64)						Employment rate of older workers (55-64)						Employment rate of young persons (15-24)					
	2000	2008	2009	2010	2011	2012	2000	2008	2009	2010	2011	2012	2000	2008	2009	2010	2011	2012	2000	2008	2009	2010	2011	2012
Avg 5 High (level)	69,7	74,2	72,9	72,0	72,7	73,0	83,7	84,0	81,9	81,2	81,4	81,5	54,3	61,7	60,4	60,0	61,1	62,9	77,4	77,7	75,5	73,8	74,1	73,9
Avg 5 High (level)	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Avg 5 Low (level)	43,2	51,0	50,6	50,7	50,5	50,6	66,5	72,7	68,6	66,3	67,1	66,4	22,7	31,8	32,8	34,1	34,7	35,7	53,1	56,1	53,0	50,6	49,3	46,6
Avg 5 Low (level)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BE	48,3	44,6	46,6	51,2	49,7	49,7	52,1	17,4	35	48,4	41,5	42,0	11,5	9,0	9,2	12,4	15,1	14,0	62,5	38,9	39,2	44,8	45,2	46,9
BG	28,3	62,2	60,0	51,7	42,1	43,0	-36,9	29,8	39	18,8	-7,6	-3,7	-5,9	47,5	48,2	36,4	37,4	36,8	-28,2	26,8	21,5	10,2	5,0	12,1
CZ	70,7	49,7	48,4	47,9	50,6	53,3	79,4	82,1	87	89,4	89,8	91,7	43,1	52,9	50,7	48,0	48,8	50,0	53,0	32,4	31,7	33,6	36,3	41,1
DK	112,3	105,8	107,0	104,8	98,8	96,5	95,1	98,9	90	82,7	83,5	81,1	104,4	89,1	91,9	93,9	93,9	92,3	99,0	105,2	95,6	85,0	82,2	76,6
DE	66,9	72,6	81,0	88,8	93,0	93,4	57,9	65,2	83	92,7	100,3	102,3	47,2	73,3	84,3	91,2	95,4	94,9	71,9	62,1	70,3	81,6	88,6	89,1
EE	74,4	94,1	81,5	70,5	77,2	83,6	34,1	79,4	18	9,4	45,0	58,5	74,7	102,5	99,9	76,1	85,2	91,5	34,2	63,5	29,0	25,3	50,8	57,6
IE	55,5	56,6	50,6	44,6	40,3	39,4	94,5	67,9	29	18,8	7,8	11,5	71,6	73,3	67,0	62,2	57,9	50,0	97,0	82,5	54,3	41,3	35,1	41,4
EL	8,6	6,6	9,5	4,7	-8,4	-23,9	71,3	67,9	77	66,5	28,2	-7,0	51,6	36,8	34,1	31,7	17,7	2,6	18,6	12,0	21,9	14,5	-9,5	-22,0
ES	4,8	31,6	25,6	24,0	22,7	15,3	60,2	47,5	18	18,8	3,6	-12,3	45,3	46,2	41,0	36,8	37,0	30,1	22,7	44,9	19,3	15,8	7,8	-1,1
FR	64,6	62,7	64,0	66,3	64,1	64,4	52,7	24,5	41	50,4	47,8	49,3	22,9	21,4	22,5	22,1	25,7	32,4	41,5	41,7	47,2	52,6	52,4	52,8
IT	-3,9	-1,6	-3,9	-5,6	-2,5	-0,3	36,4	23,6	39	43,7	38,7	34,7	15,9	8,6	10,6	9,7	12,0	17,3	-13,1	-12,2	-13,1	-12,3	-9,5	-4,8
CY	59,7	74,3	79,2	85,1	77,7	63,5	115,5	110,5	107	103,5	87,7	64,5	84,5	77,0	82,9	85,8	76,1	55,1	92,4	83,4	84,0	86,3	72,9	61,2
LV	60,8	91,1	72,5	66,7	66,8	70,7	9,7	61,7	-9	-8,1	2,9	25,4	42,2	92,4	73,8	54,5	59,8	62,9	35,4	68,6	18,8	27,1	33,5	52,4
LT	78,2	76,9	75,7	67,7	72,7	77,3	5,0	24,5	-13	-18,1	2,9	20,1	56,1	71,3	68,1	56,1	58,3	59,2	36,6	25,9	13,0	0,3	12,6	34,1
LU	40,0	39,4	48,8	53,1	51,5	60,4	82,3	39,5	78	86,7	77,2	80,4	12,8	7,6	19,7	21,3	17,3	19,5	61,7	15,7	45,4	42,6	39,5	47,3
HU	40,4	17,8	17,1	20,2	20,0	26,0	13,7	-33,2	-12	-2,0	-2,0	11,5	-1,5	-1,4	0,1	1,2	4,1	4,4	26,4	-4,7	-6,5	0,3	6,2	15,8
MT	-37,9	-50,3	-48,2	-43,2	-31,8	-16,8	83,5	48,4	64	78,0	82,8	83,7	18,5	-8,8	-17,9	-14,2	-11,1	-7,7	86,7	93,1	91,1	100,2	102,3	101,9
NL	79,0	91,6	98,9	94,5	94,3	95,2	103,3	113,1	123	110,9	108,7	106,9	49,1	71,0	80,7	75,8	81,0	84,2	121,2	127,0	130,6	121,4	118,3	115,1
AT	72,2	76,0	84,2	88,8	86,2	88,0	81,7	79,4	87	93,4	96,1	96,3	19,4	30,8	30,1	32,1	25,7	27,2	87,5	91,3	98,7	103,6	107,1	107,8
PL	41,5	27,3	31,4	32,9	32,2	31,0	8,5	2,3	30	35,6	35,9	37,4	18,1	-0,7	-1,7	-0,3	8,3	11,0	3,8	27,3	37,9	41,8	41,2	44,0
PT	82,8	69,1	69,4	70,0	64,6	55,9	91,6	59,0	60	61,2	44,3	23,4	88,6	63,6	61,2	58,4	49,9	39,7	74,4	55,1	56,5	51,7	50,0	36,7
RO	74,8	27,3	25,6	24,4	23,6	25,6	51,5	-10,1	16	30,2	19,7	33,4	84,8	37,8	35,5	27,1	20,0	21,0	39,5	-10,8	-5,6	2,0	8,2	19,8
SI	77,1	75,6	77,5	74,2	64,6	62,6	38,7	41,3	53	51,7	33,1	36,0	0,1	3,3	10,3	3,6	-13,3	-10,3	51,8	62,1	52,1	53,5	46,8	43,6
SK	52,9	40,3	34,1	31,5	32,2	30,1	20,1	41,3	45	37,6	39,4	42,6	-4,3	24,7	24,3	24,8	25,3	27,2	19,0	18,9	12,2	9,8	11,8	20,5
FI	94,5	95,4	97,6	97,7	96,6	97,9	48,6	50,2	46	55,1	59,7	60,5	59,9	82,7	82,2	85,4	84,4	82,7	63,3	75,5	63,6	70,8	74,5	77,7
SE	121,3	113,1	112,3	114,2	117,3	117,0	78,8	95,4	93	99,5	105,2	102,9	133,5	128,3	134,5	140,2	141,2	137,1	53,4	73,2	63,2	69,0	76,9	75,5
UK	89,2	76,9	78,8	80,8	78,6	79,6	86,4	80,3	83	87,4	86,3	90,3	88,6	87,7	89,4	88,9	83,3	82,4	90,4	82,5	79,6	88,5	83,8	86,1
EU27	53,3	51,0	52,4	53,6	53,3	52,8	55,0	45,7	54	59,1	55,5	54,6	45,0	46,2	47,8	47,2	48,0	48,5	43,2	44,0	43,7	47,4	48,0	49,9

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

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

Benchmark for the main labour market indicators

	Employment rate of low skilled persons (20-64)						Employment rate of medium skilled persons (20-64)						Employment rate of high skilled persons (20-64)						Newly employed					
	2000	2008	2009	2010	2011	2012	2000	2008	2009	2010	2011	2012	2000	2008	2009	2010	2011	2012	2000	2008	2009	2010	2011	2012
	67.0	67.0	65.4	64.3	63.8	61.7	79.0	80.0	78.6	77.6	78.2	78.1	87.6	87.9	87.1	86.3	87.0	87.1	22.6	21.6	18.6	18.6	20.2	19.5
Avg 5 Highest (level)	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Avg 5 Lowest (level)	36.5	39.7	37.1	35.0	34.7	35.5	62.1	64.6	63.1	61.5	60.7	59.7	78.1	80.6	79.0	77.7	76.6	75.0	9.6	10.0	9.1	9.2	9.2	8.6
Avg 5 Lowest	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BE	48.3	34.5	37.5	45.7	43.3	44.3	41.5	35.5	36.7	47.1	47.1	47.7	76.6	32.7	35.7	49.0	52.0	55.9	38.0	31.3	31.2	27.7	38.2	38.4
BG	3.4	25.0	27.9	17.2	6.8	2.6	-3.6	62.1	54.9	37.8	23.7	26.0	-7.1	75.6	80.4	65.1	44.3	50.2	35.6	30.2	12.9	20.1	32.9	
CZ	30.6	18.8	19.1	22.6	19.6	11.8	67.6	58.2	57.4	60.1	63.1	69.5	73.4	35.5	37.0	38.6	42.4	51.0	4.2	12.3	22.8	22.4	21.9	20.0
DK	90.6	105.8	101.1	94.1	93.9	94.3	106.8	110.8	101.4	101.0	97.4	93.9	105.9	107.5	95.3	89.4	85.6	90.6	114.2	139.2	137.8	121.8	109.8	114.7
DE	53.2	59.4	65.8	71.6	77.8	85.2	46.9	62.1	71.0	83.0	89.4	91.7	52.5	70.1	90.3	104.4	105.8	103.8	46.5	51.1	59.7	62.6	58.2	60.5
EE	17.8	70.0	34.7	31.1	46.8	53.8	30.2	76.4	28.3	18.0	52.2	60.8	48.3	63.2	38.2	9.7	24.2	51.8	71.8	52.0	60.8	73.2	87.1	87.1
IE	65.3	61.5	45.6	40.0	34.4	28.6	75.3	57.5	25.1	9.9	5.4	10.8	89.1	53.5	24.6	20.1	26.1	32.8	95.7	70.1	32.3	24.5	33.7	45.8
EL	67.3	75.8	80.3	78.1	65.0	48.5	-8.9	-5.5	-2.1	-3.1	-22.6	-43.0	26.4	20.2	32.0	14.3	-23.8	-38.9	5.7	-6.7	0.6	-7.2	-16.1	-14.9
ES	60.1	72.1	58.7	59.0	57.4	48.5	-8.3	37.4	14.7	13.6	7.1	-0.1	-29.1	14.7	-0.2	-0.7	0.2	-1.0	96.5	97.8	85.0	77.4	63.6	60.5
FR	61.7	62.6	64.7	67.2	69.8	73.3	57.5	51.0	52.9	57.6	53.9	54.2	7.5	10.5	20.8	36.3	42.4	52.6	53.4	52.0	54.4	57.3	54.5	58.6
IT	42.1	46.6	49.2	51.5	53.7	56.5	14.8	29.6	30.3	34.7	33.4	32.0	30.5	-29.6	-25.1	-14.5	4.0	13.0	17.2	20.9	12.2	10.8	11.1	15.4
CY	85.6	89.3	98.3	108.4	104.6	85.2	61.1	74.4	72.3	72.5	59.1	48.8	78.7	81.2	68.0	58.2	44.3	31.2	68.0	74.4	85.0	80.5	68.1	73.3
LV	17.5	65.2	33.6	38.9	41.3	57.6	17.2	73.8	17.3	6.8	15.1	22.2	15.9	86.7	40.7	33.9	65.5	85.6	68.4	56.5	103.8	96.2	89.9	
LT	2.8	9.3	-1.4	-16.2	-9.4	1.1	18.4	31.6	0.5	-16.1	1.9	16.7	12.8	97.8	85.4	89.4	102.9	99.7	42.6	52.8	50.2	63.6	78.1	68.8
LU	72.5	73.6	77.1	80.1	82.2	94.0	47.4	11.4	22.5	35.9	27.7	37.9	24.3	41.0	59.3	70.9	68.3	70.8	18.8	-3.3	44.9	28.8	38.2	38.4
HU	-0.2	-6.1	-2.8	6.3	6.1	7.6	36.8	-1.6	-2.7	3.7	8.2	21.1	41.0	-15.8	-11.4	1.6	17.5	30.4	23.4	33.9	39.7	43.6	37.3	55.9
MT	50.3	38.5	44.6	46.1	49.5	58.0	88.4	75.1	86.5	80.5	74.5	87.9	77.6	61.8	56.8	66.3	94.2	98.0	30.3	20.9	12.2	26.6	31.0	37.5
NL	75.5	90.8	95.8	91.0	95.7	103.9	101.4	108.2	118.2	110.9	105.9	105.9	84.9	101.9	107.7	103.2	98.1	99.7	92.6	10.5	2.7	23.5	60.9	62.3
AT	53.9	64.5	65.4	72.0	74.7	78.3	70.6	82.9	89.1	96.0	94.5	96.1	80.8	75.6	87.8	85.9	90.4	97.2	-45.8	55.4	68.1	68.9	69.0	67.8
PL	16.8	9.6	13.8	14.4	13.7	12.9	5.9	-3.5	3.1	8.7	13.4	15.7	59.8	42.4	58.1	58.2	55.9	58.4	41.8	54.6	49.2	52.0	36.4	39.3
PT	119.1	117.1	112.1	111.8	106.0	103.1	30.2	32.2	45.1	52.7	54.5	41.2	122.6	56.2	65.5	59.4	41.5	28.7	36.5	26.9	33.3	35.1	37.3	32.0
RO	103.7	51.0	58.7	64.8	55.0	65.3	45.7	-0.9	1.2	9.9	14.5	22.7	60.9	70.1	63.0	54.7	53.0	52.6	-12.8	-24.7	-29.4	-23.4	-25.0	
SI	53.2	55.3	56.9	52.9	38.2	41.6	50.4	56.2	52.3	50.8	38.5	40.1	80.8	95.0	112.7	103.2	85.6	75.7	20.3	42.5	34.4	27.7	22.8	32.9
SK	-22.8	-31.7	-28.6	-21.6	-17.3	-23.0	28.5	41.3	30.9	27.3	32.2	36.8	72.4	43.8	15.9	3.9	2.1	-1.8	16.6	9.1	12.9	8.3	4.4	
FI	74.2	70.0	66.1	64.5	66.7	70.3	65.2	69.9	60.0	63.2	67.7	70.0	61.9	68.7	66.7	73.2	74.1	75.7	101.1	94.3	96.6	92.2	99.8	101.8
SE	94.8	97.0	92.6	94.8	99.8	104.7	95.5	112.7	104.7	107.8	112.8	112.4	48.3	97.8	94.0	99.8	99.0	98.8	53.4	94.3	95.6	101.7	107.1	106.4
UK	91.9	71.1	71.4	70.3	72.2	80.2	107.9	85.5	80.7	84.3	85.9	84.7	97.5	64.5	65.5	74.4	58.7	67.5	84.2	71.8	67.1	61.5	56.3	65.1
EU27	60.4	61.5	61.2	62.8	62.9	63.8	45.1	46.5	47.1	52.0	52.8	54.2	46.2	43.8	48.1	53.6	53.0	56.8	53.4	50.3	48.1	47.8	45.5	48.5

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

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

Benchmark for the main labour market indicators																		
	Youth NEET rate (15-24)						Long-term unemployment						transition from unemployment to employment					
	2000	2008	2009	2010	2011	2012	2000	2008	2009	2010	2011	2012	2000	2008	2009	2010	2011	2012
Avg 5 Highest (level)	5.5	5.4	6.1	5.9	5.8	6.2	0.9	0.8	0.8	1.3	0.8	1.5		49.6	45.8	45.2	40.6	
Avg 5 Highest (level)	100	100	100	100	100	100	100	100	100	100	100	100		100	100	100	100	
Avg 5 Lowest (level)	20.3	15.1	18.3	19.2	19.3	20.1	8.6	4.4	4.9	8.1	4.9	10.4		25.3	21.6	21.1	24.7	
Avg 5 Lowest (level)	0	0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	
BE	17.5	51.5	59.0	62.4	55.3	56.1	63.5	29.8	34.8	58.8	72.2	78.7		-20.7	-12.2	-2.7	-3.8	
BG		-24.3	-10.2	-19.8	-18.8	-10.2	-10.4	40.9	47.1	48.5	34.8	40.3		89.9	14.3	-8.5	-0.6	
CZ		86.7	80.4	78.3	81.2	80.5	55.7	60.2	71.6	74.9	82.9	83.3		68.8	16.0	27.7	50.9	
DK	105.4	111.6	105.9	99.4	96.0	97.1	99.7	107.2	105.9	96.8	94.9	93.4		83.3	143.3	57.2	130.7	
DE	85.1	69.1	77.9	82.1	87.1	89.2	58.3	10.5	34.8	69.0	81.6	88.9		-12.5	4.4	6.9		
EE	39.1	64.9	27.7	35.3	55.3	54.6	31.1	74.0	27.5	6.1	24.1	55.0		64.7	18.5	40.6	121.2	
IE		2.7	-1.2	-0.2	3.4	9.9	90.7	74.0	34.8	19.3	2.7	14.3						
EL	22.9	34.9	46.6	32.3	13.8	-1.6	31.1	21.5	25.0	35.4	1.3	-45.7		30.4	31.8	25.6		
ES	55.3	6.8	-0.3	8.9	5.6	9.2	47.9	65.7	15.2	12.0	-1.3	-8.4		42.4	23.1	39.3	22.6	
FR	68.2	50.4	48.3	51.1	53.8	56.8	66.1	40.9	37.3	61.7	65.5	70.8		35.4	30.5	47.2		
IT	8.0	-16.0	4.6	0.6	-4.0	-7.3	31.1	35.4	34.8	58.8	60.2	52.7		9.8	1.1	5.7	-33.9	
CY	68.9	55.6	68.9	56.4	34.5	29.4	95.9	107.2	105.9	99.7	97.6	76.5		151.3	134.6	107.5		
LV		38.0	7.1	10.4	24.1	37.3	9.1	63.0	0.5	-11.4	1.3	29.0		54.0	8.5	32.7	82.9	
LT	22.2	63.9	48.3	42.8	57.5	64.7	7.8	90.6	42.2	10.5	12.0	43.7		46.9	16.4	-1.4		
LU	103.4	91.9	102.6	106.2	107.9	102.2	104.9	76.8	91.2	99.7	100.3	99.1		98.5	35.9	76.3	72.2	
HU	33.0	36.9	40.0	51.1	44.1	38.8	72.5	21.5	17.6	38.3	49.5	61.8		65.1	66.2	58.9	79.1	
MT	-48.2	57.7	69.7	73.0	64.1	64.7	53.1	51.9	47.1	71.9	78.9	83.3		31.7	30.9	41.4	18.8	
NL	111.5	121.0	116.6	112.2	114.5	113.7	101.0	90.6	98.5	101.2	98.9	96.8		77.1	101.8	137.4		
AT	83.8	82.6	86.2	91.1	91.6	97.8	98.4	96.1	96.1	102.6	104.3	104.8		44.5	30.1	72.6	66.6	
PL		62.9	67.2	63.2	56.7	59.7	15.5	54.7	59.3	74.9	70.9	70.8		35.4	27.2	55.9		
PT	76.3	49.4	58.2	57.9	48.6	43.1	86.8	10.5	5.4	26.6	36.1	30.1		74.2	23.1	19.8	22.6	
RO	0.5	35.9	35.9	21.0	13.8	23.6	66.1	54.7	66.7	82.2	77.5	81.0		36.6	40.5	32.3		
SI		88.8	88.6	91.1	90.1	77.7	58.3	68.5	76.5	71.9	70.9	68.6		-7.1	-0.2	13.5		
SK		41.1	47.4	38.3	40.4	45.2	-22.0	-64.1	-38.7	-17.3	-4.0	10.9		35.8	24.7	26.8		
FI	71.6	75.3	68.9	76.8	80.4	82.7	75.1	87.8	86.3	89.5	96.3	99.1		32.1	6.9	10.2	19.5	
SE	94.6	75.3	71.3	86.6	87.1	88.5	93.3	98.9	93.6	95.3	98.9	100.2		69.6	54.1	106.2		
UK	63.5	30.7	40.9	41.3	36.7	43.8	93.3	82.3	74.0	82.2	82.9	85.5			28.0	60.5	86.1	
EU27	47.9	43.2	48.3	48.1	47.1	49.6	58.3	49.2	47.1	61.7	64.2	65.2		27.1	19.7	31.4		

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

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

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

Benchmark for the main labour market indicators: Development indicators																		
	Employment growth 3 recent years						Nom ULC growth 3 recent years						Labour productivity growth 3 recent years					
	2000	2008	2009	2010	2011	2012	2000	2008	2009	2010	2011	2012	2000	2008	2009	2010	2011	2012
Avg 5 Highest (level)	11.3	9.5	5.2	3.0	2.4	4.3	1.0	4.1	7.5	1.3	-9.1	-7.2	21.7	15.4	5.7	5.6	9.1	15.1
Avg 5 Highest (level)	99	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Avg 5 Lowest (level)	-6.4	1.8	-6.3	-12.8	-13.5	-11.1	26.7	39.4	30.9	19.0	12.2	7.3	2.8	-0.4	-5.8	-5.6	-3.8	-0.9
Avg 5 Lowest (level)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BE	65.8	37.1	83.1	95.6	96.9	86.7	92.1	86.7	85.7	62.2	27.7	8.5	6.3	14.9	31.1	35.7	25.0	16.0
BG	-6.4	99.9	81.8	51.1	20.2	-4.9	-99.0	36.0	-32.5	-84.6	-48.9	-11.4	105.7	65.8	82.8	101.9	89.3	113.5
CZ	9.8	53.3	77.3	77.6	69.1	69.8	55.9	93.2	96.0	75.3	41.8	18.2	43.0	67.1	62.9	63.3	47.3	27.1
DK	52.2	63.7	72.4	62.2	54.0	52.1	80.0	73.1	56.3	45.2	35.2	50.6	14.3	-12.4	-8.9	32.1	44.3	39.0
DE	61.3	22.7	80.8	92.9	97.8	92.1	98.7	113.3	101.1	69.0	29.6	29.2	-1.8	31.3	16.3	32.4	28.0	35.3
EE	-6.7	59.9	-24.4	-8.1	33.1	98.4	58.2	-20.7	-22.7	56.0	86.5	66.4	126.2	43.6	27.8	41.7	68.9	75.3
IE	153.2	87.7	16.2	4.0	2.3	31.3	70.3	104.1	132.0	118.4	115.3	43.0	3.9	69.0	90.3	104.2	55.9	
EL	57.7	37.3	72.5	68.5	30.9	-29.7	92.9	69.9	42.4	38.1	106.3	25.1	28.4	32.1	-6.5	-19.5	-6.5	
ES	120.0	68.0	21.4	24.1	20.5	19.9	73.7	83.2	79.8	67.2	96.7	-13.6	17.6	89.9	104.6	85.5	52.8	
FR	74.3	15.8	59.5	75.4	80.3	76.0	94.4	92.4	94.3	63.9	29.1	21.6	7.0	13.5	40.3	49.0	41.6	26.3
IT	59.3	22.8	53.4	67.7	72.2	67.5	104.5	88.1	87.0	59.4	34.3	29.9	2.1	6.7	26.8	44.3	30.6	15.2
CY	65.5	71.8	98.5	91.0	84.6	47.4	89.3	100.3	101.1	67.9	17.4	21.6	36.5	38.8	66.6	62.0	29.3	25.1
LV	6.9	103.2	-25.6	-23.9	-66.3	5.5	-113.3	-47.5	109.3	131.1	91.2	95.2	45.7	12.9	4.9	128.9	153.1	
LT	-2.5	28.6	12.3	3.8	23.3	9.3	27.8	64.0	100.8	96.8	87.1	84.2	111.1	60.3	61.4	40.0	85.5	
LU	95.2	76.2	49.4	-1.2	-1.4	-6.6	28.1	-11.8	-23.0	-32.9	-11.3	-7.6						
HU	66.9	-32.0	23.6	58.3	76.2	79.7	-21.2	74.5	72.1	71.3	39.9	-0.4	18.0	38.2	29.8	40.0	9.0	5.7
MT	32.1	56.7	95.4	106.4	112.1	115.3	89.2	84.5	54.3	19.7	15.4	68.4	31.7	55.6	53.0	10.9	-2.1	
NL	79.3	52.9	83.5	83.3	82.6	73.4	76.5	96.3	88.3	64.5	30.1	34.0	14.1	25.6	43.8	48.1	29.3	21.8
AT	56.3	49.4	81.3	94.0	96.3	96.1	107.2	94.3	88.3	57.1	29.6	20.9	28.2	30.3	43.3	39.8	32.4	18.9
PL	132.8	132.5	111.1	96.9	71.1	85.6	77.2	43.5	38.1	29.2	88.6	43.2	91.4	103.5	92.1	72.6		
PT	72.4	-11.1	35.6	57.9	50.1	25.8	63.3	95.8	97.7	78.1	52.6	90.5	21.9	21.3	64.6	73.1	54.4	35.7
RO	51.2	18.2	21.5	140.6	123.2	62.9	10.8	10.6										
SI	53.1	76.4	90.0	71.7	50.6	40.2	35.3	82.4	53.3	17.5	18.3	47.1	40.9	57.8	31.4	31.6	22.3	35.2
SK	8.7	75.5	83.5	78.9	74.2	74.0	29.0	92.6	85.3	54.3	36.7	58.8	46.9	115.3	112.7	99.6	63.0	65.9
FI	73.2	64.6	72.7	80.0	75.0	80.7	93.2	89.8	59.7	26.0	14.6	25.1	27.0	23.6	2.7	5.5	19.0	34.8
SE	72.3	41.6	60.9	77.2	89.9	98.1	88.2	92.1	80.2	78.1	50.3	52.6	22.9	15.3	22.6	60.7	61.4	49.9
UK	57.3	4.6	48.4	67.5	72.7	66.8	87.5	84.0	50.9	18.8	9.9	23.9	21.2	40.6	29.0	25.9	13.9	
EU27	60.3	35.1	63.2	73.1	73.1	68.8												

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

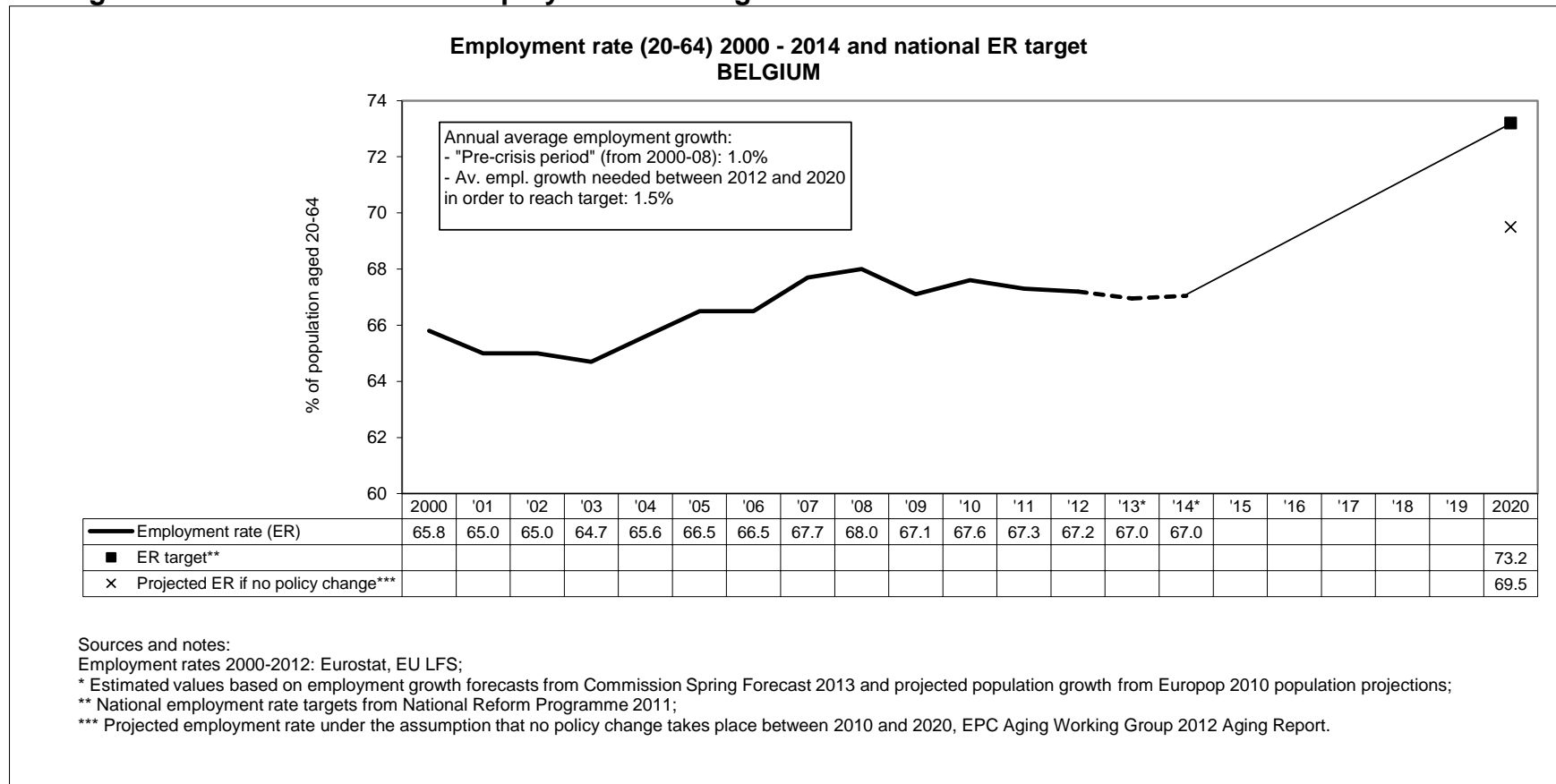
Note: the benchmark is normalised in the following way: average of highest 5=100, average of lowest 5=0. The interpretation of the benchmark is that it for a given indicator and country gives the relative distance to the highest 5 performers by subtracting the benchmark for a given country and indicator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

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

PART III - Country Overviews

BELGIUM

1. Progress towards the national employment rate target



2. Key indicators on labour market performance Belgium

Indicator	Unit	2000	2009	2010	2011	2012	Benchmark	2020 national target	2010	2011 EU27-total	2012	2020 EU target
Overall employment rate	% of population aged 20 - 64	65.8	67.1	67.6	67.3	67.2		73.2	68.5	68.6	68.5	75.0
Early leavers from education and training	% of pop. 18-24 with at most lower sec. educ. and not in further education or training	13.8	11.1	11.9	12.3	12.0		9.5	14.0	13.5	12.8 p	less than 10
Tertiary educational attainment	Completion of tertiary or equivalent education (30-34)	35.2 b	42.0	44.4	42.6	43.9		47.0	33.5	34.6	35.8	40.0
Overall employment growth	% change from previous year	2.0	-0.2	0.7	1.4	0.2			-0.4	0.3		
Employment rate of women	% of female population aged 20 - 64	56.0	61.0	61.6	61.5	61.7	49.7		62.1	62.3	62.4	
Employment rate of men	% of male population aged 20 - 64	75.5	73.2	73.5	73.0	72.7	42.0		75.1	75.0	74.6	
Employment rate of older workers	% of population aged 55 - 64	26.3	35.3	37.3	38.7	39.5	14.0		46.3	47.4	48.9	
Employment gender gap	difference in the employment rate between men and women in percentage points	19.5	12.2	11.9	11.5	11.0			13.0	12.7	12.2	
Employment rate of young persons	% of population aged 20 - 29	68.3	61.8	61.0	60.5	59.4	46.9		61.6	61.2	60.2	
Employment rate of low skilled persons	% of population with at most lower secondary education aged 20 - 64	51.2	47.7	48.4	47.3	47.1	44.3		53.4	53.0	52.2	
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64		40.9	40.4	39.6	38.9			58.5	58.0	56.9	
Part-time employment	% of total employment	20.7 u	23.4	23.9	25.0	25.0			19.1	19.4		
Fixed term contracts	% of total employees	9.0	8.2	8.1	8.9	8.1			13.9	14.1	13.7	
Overall unemployment rate	% of labour force	6.9	7.9	8.3	7.2	7.6			9.7	9.7	10.5	
Long-term unemployment	% of labour force	3.7	3.5	4.1	3.5	3.4	78.7		3.9	4.1	4.6	
Youth unemployment rate	% of youth labour force (15-24)	15.2	21.9	22.4	18.7 b	19.8			20.9	21.3		
Youth NEET rate	% of population aged 15-24	17.7	11.1	10.9	11.8	12.3	56.1		12.8	12.9	13.2 p	
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	137.4	128.0	128.7	127.8				100.0	100.0		
Labour productivity per hour worked	EU-27 = 100 (based on PPS per hour worked)	152.1 e	136.4 e						100.0	100.0		
Nominal unit labour cost growth	% change from previous year	0.4	3.9	-0.3	2.6	3.8			0.7	0.8		
Real unit labour cost growth	% change from previous year	-1.5	2.7	-2.3	0.6	1.8			-1.6	-0.6		
Gender pay gap			10.1	10.2	10.2				16.1 p	16.2 p		
Involuntary temporary employment	as % of total employees	7.1 u	6.4 u	6.0	6.8	6.2			8.6 u	8.5 u	8.4 u	
newly employed	share of people in current job 12 months or less in total employment	14.5	12.1	11.8	13.4	12.8			13.7	14.2	13.9	
At-risk-of-poverty rate of unemployed			33.4	30.4	37.9				45.0	46.2 e		
unemployment trap - tax rate on low wage earners			93.0	93.0	91.0				75.4	74.8		
inactivity and part-time work due to personal and family responsibilities			3.2	3.3	3.5	2.3			4.8	5.1	5.1	
job vacancy rate	% change over the recent 3 years					2.0				1.4	1.4	
Share of adult population with upper secondary or tertiary education	age 25-64	58.5 b	70.6	70.5	71.3	71.6			72.7	73.4	74.2	
participating in education and training	age 25-64	6.2	6.8	7.2	7.1	6.6			9.1	8.9	9.0	

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

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

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

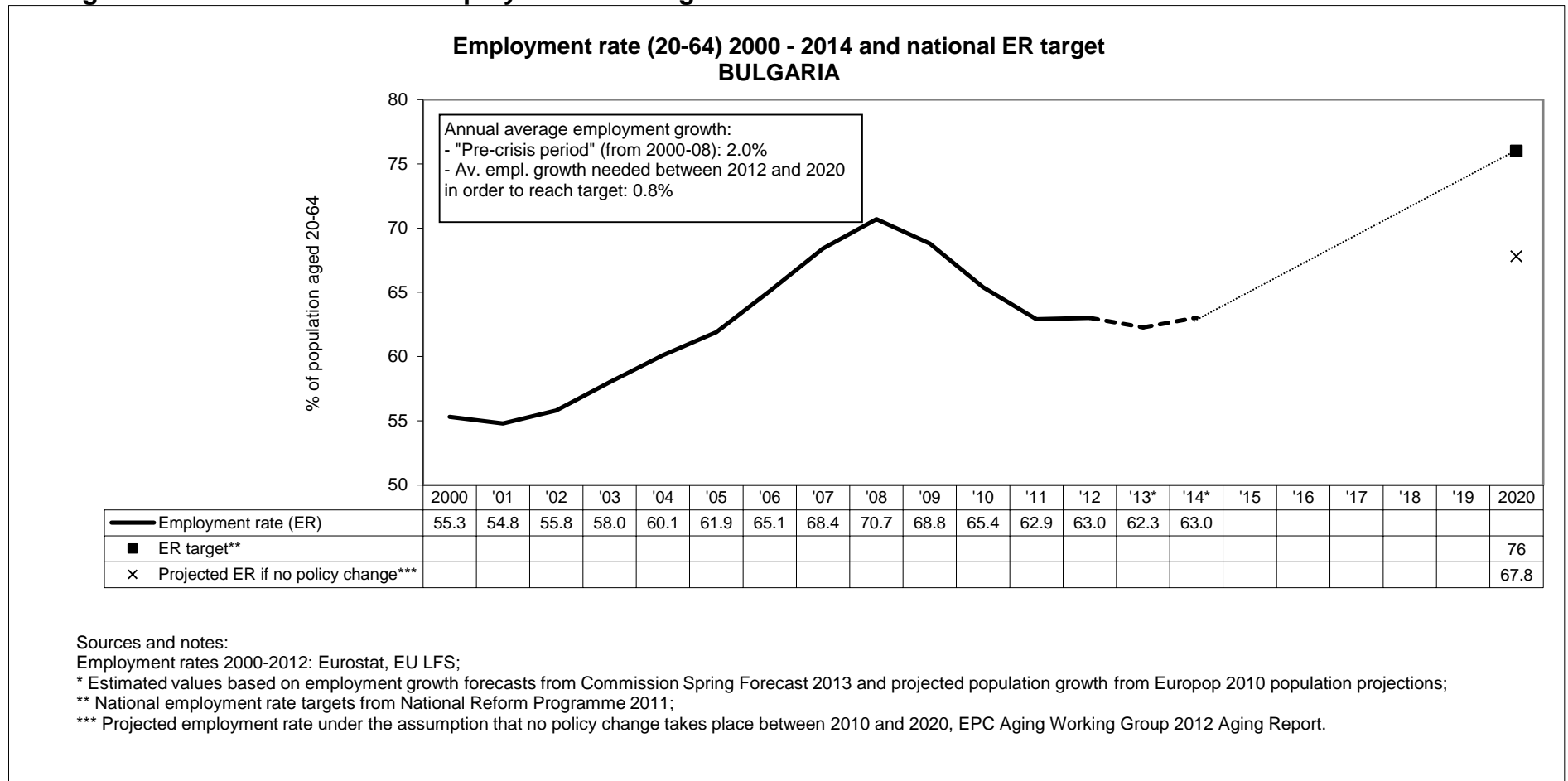
Note: Numbers in bold: the country is among the 5 highest performers for this indicator. The numbers in italic: the country is among the lowest 5 performers

3. Key employment challenges Belgium

Employment policy area	Key employment challenge	Particularly good labour market outcome
1. Increase labour market participation	Low participation of older workers Low participation of non-EU nationals	
2. Enhancing labour market functioning; combating segmentation	Increased risk of labour market segmentation, especially for the young	
3. Active labour market policies	Above average long-term unemployment incidence despite significant investment in ALMP	
4. Adequate and employment oriented social security systems	High tax wedge, especially for low wage earners	At-risk of In-work poverty below the EU average
5. Work-life balance		
6. Job creation		
7. Gender equality		
8. Improving skill supply and productivity; Lifelong learning	Participation in LLL is below average and declining over time	
9. Improving education and training systems	Share of adults with medium/high education is low	
10. Wage setting mechanisms and labour cost developments	Decelerating but still above-average 3-year increase in nominal ULC. Real ULC growth is slightly below the EU average.	

BULGARIA

1. Progress towards the national employment rate target



2. Key indicators on labour market performance

Bulgaria

Indicator	Unit	2000	2009	2010	2011	2012	Benchmark	2020 national target	2010	2011 EU27-total	2012	2020 EU target
Overall employment rate	% of population aged 20 - 64	55.3	68.8	65.4	62.9 b	63.0		76.0	68.5	68.6	68.5	75.0
Early leavers from education and training	% of pop. 18-24 with at most lower sec. educ. and not in further education or training		14.7	13.9	11.8	12.5		11.0	14.0	13.5	12.8 p	less than 10
Tertiary educational attainment	Completion of tertiary or equivalent education (30-34)	19.5	27.9	27.7	27.3	26.9		36.0	33.5	34.6	35.8	40.0
Overall employment growth	% change from previous year	-2.4	-2.6	-4.7	-3.4	-4.3			-0.4	0.3		
Employment rate of women	% of female population aged 20 - 64	50.7	64.0	61.7	59.8 b	60.2	43.0		62.1	62.3	62.4	
Employment rate of men	% of male population aged 20 - 64	60.2	73.8	69.1	66.0 b	65.8	-3.7		75.1	75.0	74.6	
Employment rate of older workers	% of population aged 55 - 64	20.8	46.1	43.5	44.6 b	45.7	36.8		46.3	47.4	48.9	
Employment gender gap	difference in the employment rate between men and women in percentage points	9.5	9.8	7.4	6.2 b	5.6			13.0	12.7	12.2	
Employment rate of young persons	% of population aged 20 - 29	46.2	57.8	53.0	50.5	49.9	12.1		61.6	61.2	60.2	
Employment rate of low skilled persons	% of population with at most lower secondary education aged 20 - 64	37.5	45.0	40.0	36.7 b	36.2	2.6		53.4	53.0	52.2	
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64		46.0 u	51.8 u					58.5	58.0	56.9	
Part-time employment	% of total employment		2.3	2.3	2.3 b	2.4			19.1	19.4		
Fixed term contracts	% of total employees		4.6	4.4	4.0 b	4.4			13.9	14.1	13.7	
Overall unemployment rate	% of labour force	16.4	6.8	10.3	11.3	12.3			9.7	9.7	10.5	
Long-term unemployment	% of labour force	9.4	3.0	4.8	6.3	6.8	40.3		3.9	4.1	4.6	
Youth unemployment rate	% of youth labour force (15-24)	33.3	16.2	23.2	25.0 b	28.1			20.9	21.3		
Youth NEET rate	% of population aged 15-24		19.5	21.8	21.8	21.5	-10.2		12.8	12.9	13.2 p	
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	31.3	40.0	41.3	44.0				100.0	100.0		
Labour productivity per hour worked	EU-27 = 100 (based on PPS per hour worked)	32.6	39.8	41.2	44.0				100.0	100.0		
Nominal unit labour cost growth	% change from previous year	1.5	12.7	5.6	3.0	0.2			0.7	0.8		
Real unit labour cost growth	% change from previous year	-4.8	8.1	2.7	-1.8	-2.0			-1.6	-0.6		
Gender pay gap			13.3	13.0	13.0				16.1 p	16.2 p		
Involuntary temporary employment	as % of total employees		3.5 u	3.2	2.8 b	3.2			8.6 u	8.5 u	8.4 u	
newly employed	share of people in current job 12 months or less in total employment		12.0	10.4	11.4	12.2			13.7	14.2	13.9	
At-risk-of-poverty rate of unemployed			52.2	48.3	52.2				45.0	46.2 e		
unemployment trap - tax rate on low wage earners			82.0	81.0	82.0				75.4	74.8		
inactivity and part-time work due to personal and family responsibilities			2.7	2.6	2.3	2.4			4.8	5.1	5.1	
job vacancy rate	% change over the recent 3 years		0.9	0.8	0.8	0.8				1.4	1.4	
Share of adult population with upper secondary or tertiary education	age 25-64	67.5	77.9	79.4	80.0	81.0			72.7	73.4	74.2	
percentage of adult population participating in education and training	age 25-64		1.4	1.2	1.3	1.5			9.1	8.9	9.0	

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

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

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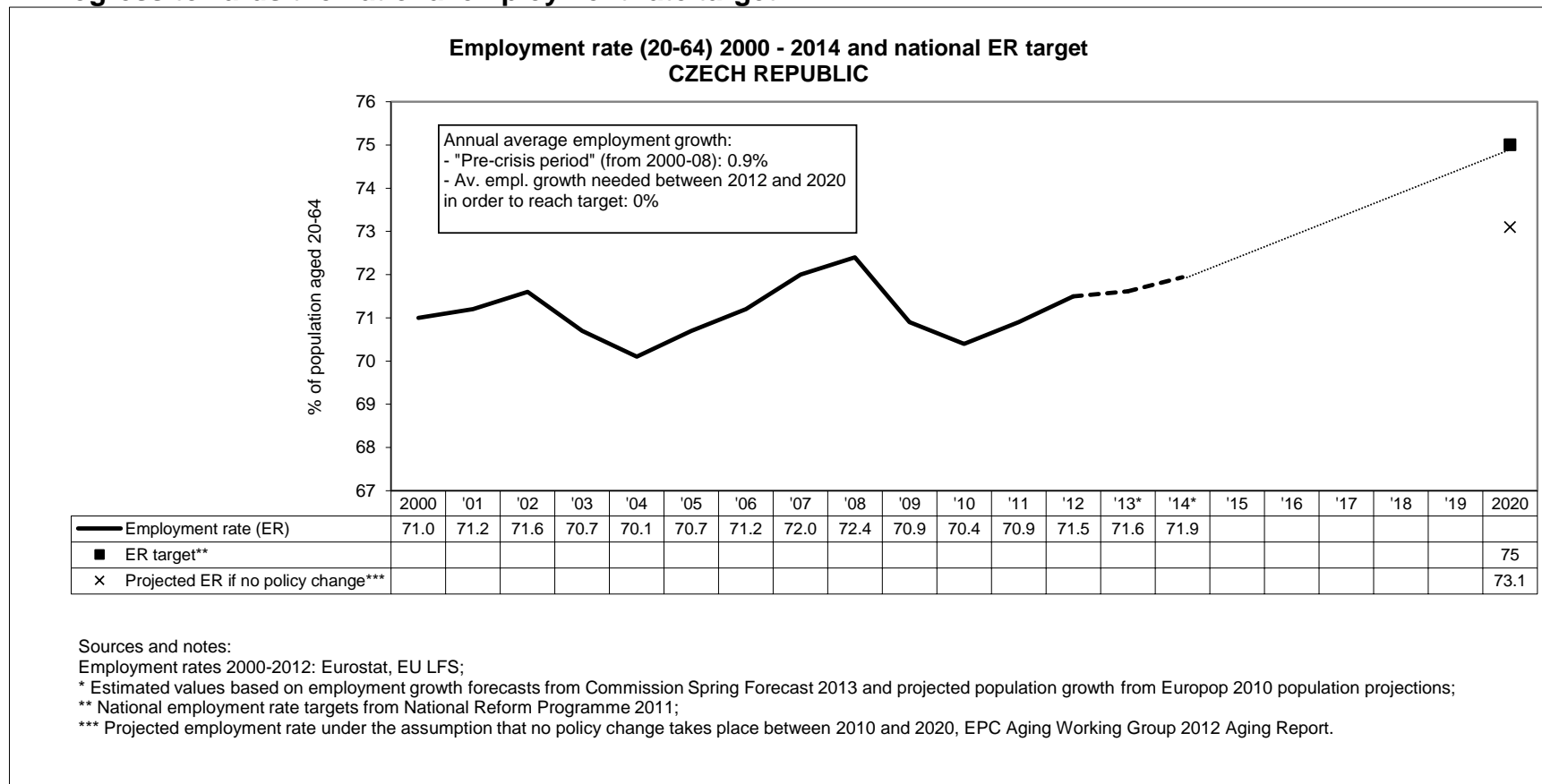
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3. Key employment challenges Bulgaria

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

CZECH REPUBLIC

1. Progress towards the national employment rate target



2. Key indicators on labour market performance

Czech Republic

Indicator	Unit	2000	2009	2010	2011	2012	Benchmark	2020 national target	2010	2011 EU27-total	2012	2020 EU target
Overall employment rate	% of population aged 20 - 64	71.0	70.9	70.4	70.9	71.5 b		75.0	68.5	68.6	68.5	75.0
Early leavers from education and training	% of pop. 18-24 with at most lower sec. educ. and not in further education or training		5.4	4.9	4.9	5.5		5.5	14.0	13.5	12.8 p	less than 10
Tertiary educational attainment	Completion of tertiary or equivalent education (30-34)	13.7	17.5	20.4	23.8	25.6		32.0	33.5	34.6	35.8	40.0
Overall employment growth	% change from previous year	-0.8	-1.8	-1.0	0.3	0.4			-0.4	0.3		
Employment rate of women	% of female population aged 20 - 64	61.9	61.4	60.9	61.7	62.5 b	53.3		62.1	62.3	62.4	
Employment rate of men	% of male population aged 20 - 64	80.2	80.2	79.6	79.9	80.2 b	91.7		75.1	75.0	74.6	
Employment rate of older workers	% of population aged 55 - 64	36.3	46.8	46.5	47.6	49.3 b	50.0		46.3	47.4	48.9	
Employment gender gap	difference in the employment rate between men and women in percentage points	18.3	18.8	18.7	18.2	17.7 b			13.0	12.7	12.2	
Employment rate of young persons	% of population aged 20 - 29	66.0	60.1	58.4	58.3	57.8	41.1		61.6	61.2	60.2	
Employment rate of low skilled persons	% of population with at most lower secondary education aged 20 - 64	45.8	42.5	41.6	40.4	38.6 b	11.8		53.4	53.0	52.2	
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64		71.9	74.7	73.3	77.2 b			58.5	58.0	56.9	
Part-time employment	% of total employment	5.3	5.4	5.8	5.4	5.7 b			19.1	19.4		
Fixed term contracts	% of total employees	7.2	7.5	8.2	8.0	8.3 b			13.9	14.1	13.7	
Overall unemployment rate	% of labour force	8.8	6.7	7.3	6.7	7.0			9.7	9.7	10.5	
Long-term unemployment	% of labour force	4.3	2.0	3.0	2.7	3.0	83.3		3.9	4.1	4.6	
Youth unemployment rate	% of youth labour force (15-24)	17.0	16.6	18.3	18.0	19.5 b			20.9	21.3		
Youth NEET rate	% of population aged 15-24		8.5	8.8	8.3	8.9	80.5		12.8	12.9	13.2 p	
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	65.6	76.0	73.7	74.0				100.0	100.0		
Labour productivity per hour worked	EU-27 = 100 (based on PPS per hour worked)	58.9	70.3	67.1	67.5				100.0	100.0		
Nominal unit labour cost growth	% change from previous year	2.7	2.2	-0.4	0.4	3.3			0.7	0.8		
Real unit labour cost growth	% change from previous year	1.3	-0.1	1.2	1.4	1.7			-1.6	-0.6		
Gender pay gap			25.9	21.6	21.0				16.1 p	16.2 p		
Involuntary temporary employment newly employed	as % of total employees	4.8 u	5.0	6.2	6.4	6.8 b			8.6 u	8.5 u	8.4 u	
At-risk-of-poverty rate of unemployed	share of people in current job 12 months or less in total employment	10.1	11.3	11.3	11.6	10.8			13.7	14.2	13.9	
unemployment trap - tax rate on low wage earners			46.9	40.6	46.4				45.0	46.2 e		
inactivity and part-time work due to personal and family responsibilities			79.0	80.0	80.0				75.4	74.8		
job vacancy rate	% change over the recent 3 years		5.2	5.3	5.0	5.3			4.8	5.1	5.1	
Share of adult population with upper secondary or tertiary education	age 25-64	86.1	91.4	91.9	92.3	92.5			72.7	73.4	74.2	
percentage of adult population participating in education and training	age 25-64		6.8	7.5	11.4 b	10.8			9.1	8.9	9.0	

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

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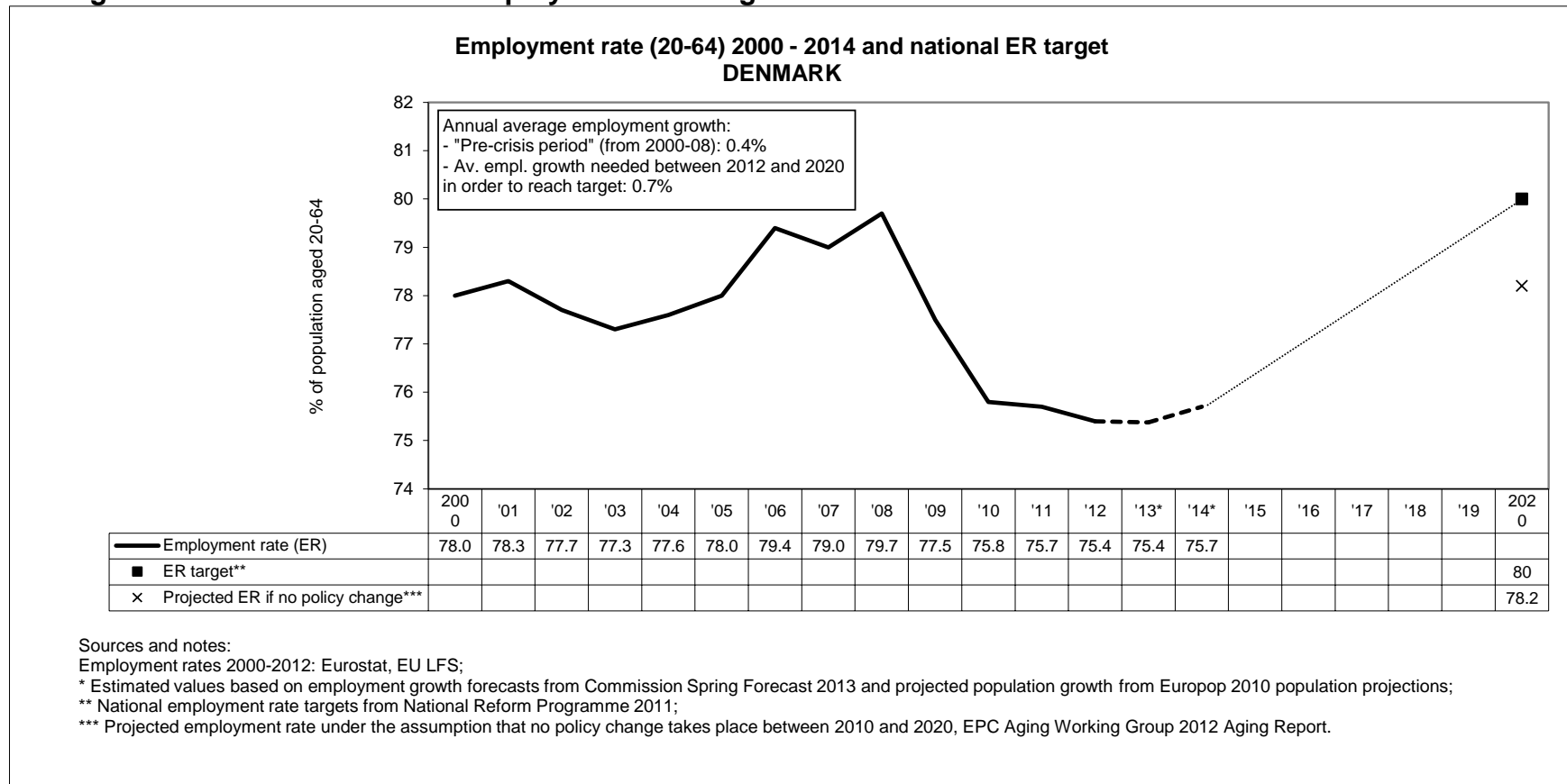
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3. Key employment challenges Czech Republic

Employment Policy Area	Key Employment Challenges	Particularly good labour market outcome
1. Increase labour market participation	Employment rate of low-skilled is low. The duration of working life is below EU average	Employment of non-EU nationals is high
2. Enhancing labour market functioning; combating segmentation		
3. Active labour market policies	ALMP spending and activation is relatively low	
4. Adequate and employment oriented social security systems	Unemployment trap is higher than EU average	
5. Work-life balance	Inactivity due to family responsibility high low uptake of childcare p	
6. Job creation		
7. Gender equality	Gender employment gap is high especially for young	
8. Improving skill supply and productivity; Lifelong learning	Public spending on human resources is low	
9. Improving education and training systems	Tertiary education attainment is low...	...but with strong increases over recent years Early school leavers are at a low level
10. Wage setting mechanisms and labour cost developments		

DENMARK

1. Progress towards the national employment rate target



2. Key indicators on labour market performance

Denmark

Indicator	Unit	2000	2009	2010	2011	2012	Benchmark	2020 national target	2010	2011 EU27-total	2012	2020 EU target
Overall employment rate	% of population aged 20 - 64	78.0	77.5	75.8	75.7	75.4		80.0	68.5	68.6	68.5	75.0
Early leavers from education and training	% of pop. 18-24 with at most lower sec. educ. and not in further education or training	11.7	11.3	11.0	9.6	9.1		less than 10	14.0	13.5	12.8 p	less than 10
Tertiary educational attainment	Completion of tertiary or equivalent education (30-34)	32.1	40.7	41.2	41.2	43.0		at least 40	33.5	34.6	35.8	40.0
Overall employment growth	% change from previous year	0.5	-2.3	-2.3	-0.4	-0.5			-0.4	0.3		
Employment rate of women	% of female population aged 20 - 64	72.9	74.5	73.0	72.4	72.2	96.5		62.1	62.3	62.4	
Employment rate of men	% of male population aged 20 - 64	82.9	80.5	78.6	79.0	78.6	81.1		75.1	75.0	74.6	
Employment rate of older workers	% of population aged 55 - 64	55.7	58.2	58.4	59.5	60.8	92.3		46.3	47.4	48.9	
Employment gender gap	difference in the employment rate between men and women in percentage points	10.0	6.0	5.6	6.6	6.4			13.0	12.7	12.2	
Employment rate of young persons	% of population aged 20 - 29	77.2	74.5	70.3	69.7	67.5	76.6		61.6	61.2	60.2	
Employment rate of low skilled persons	% of population with at most lower secondary education aged 20 - 64	64.1	65.7	62.6	62.0	60.2	94.3		53.4	53.0	52.2	
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64		61.0	56.2	55.4	54.5			58.5	58.0	56.9	
Part-time employment	% of total employment	21.7	25.9	26.2	25.9	25.7			19.1	19.4		
Fixed term contracts	% of total employees	10.2	8.7	8.5	8.9	8.6			13.9	14.1	13.7	
Overall unemployment rate	% of labour force	4.3	6.0	7.5	7.6	7.5			9.7	9.7	10.5	
Long-term unemployment	% of labour force	0.9	0.6	1.5	1.8	2.1	93.4		3.9	4.1	4.6	
Youth unemployment rate	% of youth labour force (15-24)	6.7	11.8	14.0	14.2	14.1			20.9	21.3		
Youth NEET rate	% of population aged 15-24	4.7	5.4	6.0	6.3	6.6	97.1		12.8	12.9	13.2 p	
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	111.2	105.9	111.9	110.5				100.0	100.0		
Labour productivity per hour worked	EU-27 = 100 (based on PPS per hour worked)	121.9	114.5	121.2	119.6				100.0	100.0		
Nominal unit labour cost growth	% change from previous year	0.5	5.9	-1.2	0.1	1.2			0.7	0.8		
Real unit labour cost growth	% change from previous year	-2.4	5.2	-5.1	-0.6	-0.9			-1.6	-0.6		
Gender pay gap			16.8	16.0	16.4				16.1 p	16.2 p		
Involuntary temporary employment	as % of total employees	4.2	3.8	4.0	4.1	4.4			8.6 u	8.5 u	8.4 u	
newly employed	share of people in current job 12 months or less in total employment	24.4	22.2	20.7	21.3	21.1			13.7	14.2	13.9	
At-risk-of-poverty rate of unemployed			41.1	36.3	29.1				45.0	46.2 e		
unemployment trap - tax rate on low wage earners			89.0	89.0	89.0				75.4	74.8		
inactivity and part-time work due to personal and family responsibilities			0.9	0.9	0.8	0.8			4.8	5.1	5.1	
job vacancy rate	% change over the recent 3 years									1.4	1.4	
Share of adult population with upper secondary or tertiary education	age 25-64	78.5	74.8	75.6	76.9	77.9			72.7	73.4	74.2	
participating in education and training	age 25-64	19.4 b	31.2	32.5	32.3	31.6			9.1	8.9	9.0	

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

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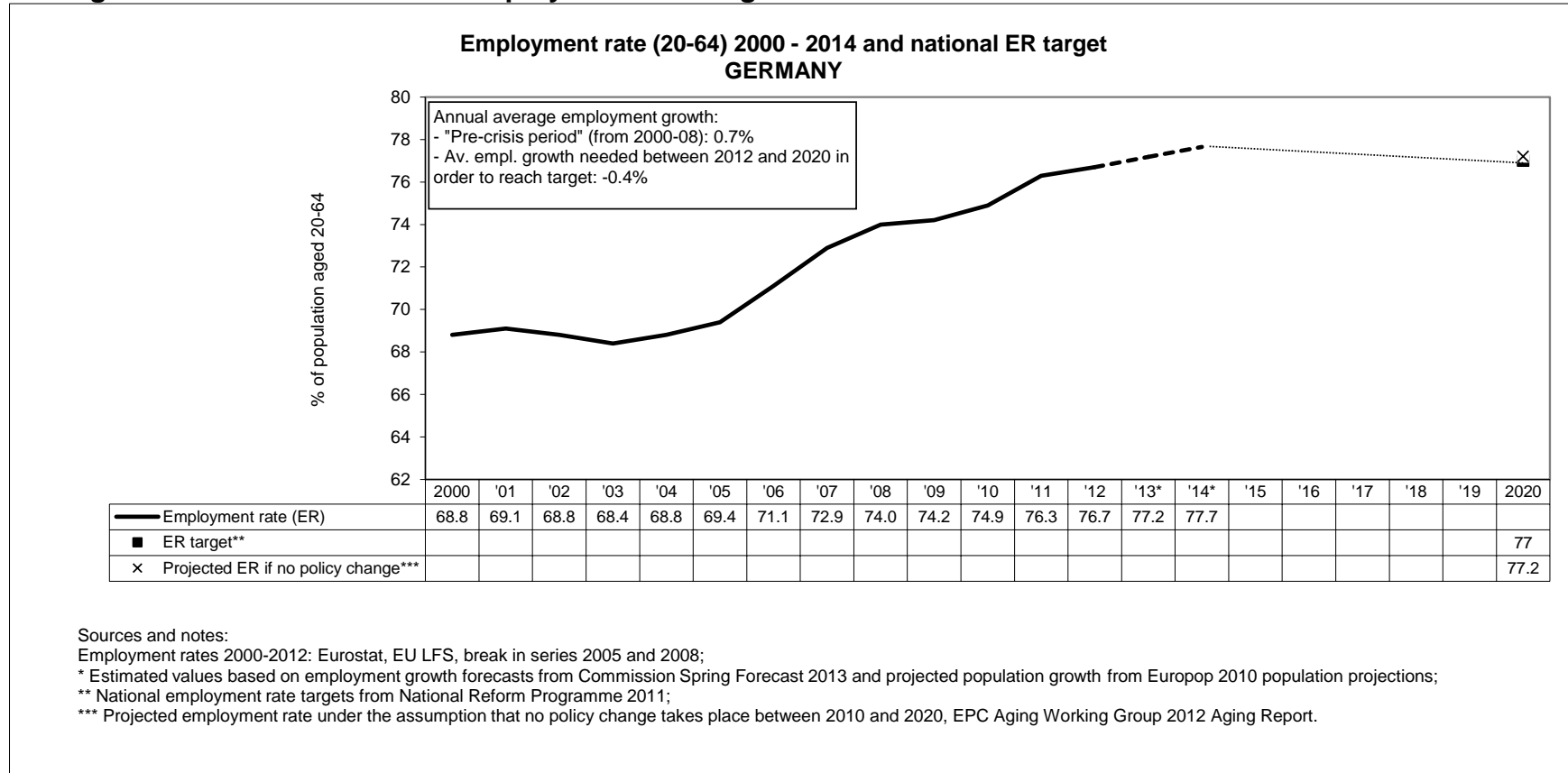
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3. Key employment challenges Denmark

Employment policy area	Key employment challenge	Particularly Good labour market outcomes
1. Increase labour market participation	Relatively low employment of non-EU nationals	Relatively low youth unemployment
2. Enhancing labour market functioning; combating segmentation		
3. Active labour market policies		ALMP very high
4. Adequate and employment oriented social security systems	.Low wage trap significant	At risk of poverty for unemployed is low
5. Work-life balance		Childcare above 30 hours a week is very high
6. Job creation		
7. Gender equality		
8. Improving skill supply and productivity; Lifelong learning		Participation in LLL and adult education are at high levels
9. Improving education and training systems	A decrease in the number of applicants and low completion rates in vocational education and training	
10. Wage setting mechanisms and labour cost developments		

GERMANY

1. Progress towards the national employment rate target



2. Key indicators on labour market performance

Germany

Indicator	Unit	2000	2009	2010	2011	2012	Benchmark	2020 national target	2010	2011	2012	2020 EU target
		EU27-total										
Overall employment rate	% of population aged 20 - 64	68.8	74.2	74.9	76.3	76.7		77.0	68.5	68.6	68.5	75.0
Early leavers from education and training	% of pop. 18-24 with at most lower sec. educ. and not in further education or training	14.6	11.1	11.9	11.7	10.5 p		less than 10	14.0	13.5	12.8 p	less than 10
Tertiary educational attainment	Completion of tertiary or equivalent education (30-34)	25.7	29.4	29.8	30.7	31.9		42.0	33.5	34.6	35.8	40.0
Overall employment growth	% change from previous year	1.7	0.1	0.6	1.4	1.1			-0.4	0.3		
Employment rate of women	% of female population aged 20 - 64	60.9	68.7	69.6	71.1	71.5	93.4		62.1	62.3	62.4	
Employment rate of men	% of male population aged 20 - 64	76.5	79.6	80.1	81.4	81.8	102.3		75.1	75.0	74.6	
Employment rate of older workers	% of population aged 55 - 64	37.6	56.1	57.7	59.9	61.5	94.9		46.3	47.4	48.9	
Employment gender gap	difference in the employment rate between men and women in percentage points	15.6	10.9	10.5	10.3	10.3			13.0	12.7	12.2	
Employment rate of young persons	% of population aged 20 - 29	70.6	68.8	69.5	71.3	70.9	89.1		61.6	61.2	60.2	
Employment rate of low skilled persons	% of population with at most lower secondary education aged 20 - 64	52.7	55.7	56.0	57.3	57.8	85.2		53.4	53.0	52.2	
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64		54.7	55.6	57.8	58.9			58.5	58.0	56.9	
Part-time employment	% of total employment	19.4	26.0	26.1	26.5	26.5			19.1	19.4		
Fixed term contracts	% of total employees	12.8	14.6	14.7	14.8	13.9			13.9	14.1	13.7	
Overall unemployment rate	% of labour force	8.0	7.8	7.1	5.9	5.5			9.7	9.7	10.5	
Long-term unemployment	% of labour force	4.1	3.5	3.4	2.8	2.5	88.9		3.9	4.1	4.6	
Youth unemployment rate	% of youth labour force (15-24)	8.5	11.2	9.9	8.6	8.1			20.9	21.3		
Youth NEET rate	% of population aged 15-24	7.7	8.8	8.3	7.5	7.7 p	89.2		12.8	12.9	13.2 p	
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	107.2	104.3	106.2	106.7				100.0	100.0		
Labour productivity per hour worked	EU-27 = 100 (based on PPS per hour worked)	124.6	124.2	124.5	125.2				100.0	100.0		
Nominal unit labour cost growth	% change from previous year	0.5	5.6	-1.1	1.4	2.9			0.7	0.8		
Real unit labour cost growth	% change from previous year	1.2	4.4	-2.0	0.6	1.6			-1.6	-0.6		
Gender pay gap			22.6	22.3	22.2 p				16.1 p	16.2 p		
Involuntary temporary employment	as % of total employees	2.1 u	3.2 u	3.5 u	3.7 u	3.3 u			8.6 u	8.5 u	8.4 u	
newly employed	share of people in current job 12 months or less in total employment	15.6	14.8	15.1	15.6	15.2			13.7	14.2	13.9	
At-risk-of-poverty rate of unemployed			62.0	70.3	67.8				45.0	46.2 e		
unemployment trap - tax rate on low wage earners			75.0	75.0	73.0				75.4	74.8		
inactivity and part-time work due to personal and family responsibilities			6.0	6.1	5.8	6.2			4.8	5.1	5.1	
job vacancy rate	% change over the recent 3 years		2.9	2.5	2.4	2.5				1.4	1.4	
Share of adult population with upper secondary or tertiary education	age 25-64	81.3	85.5	85.8	86.3	86.3			72.7	73.4	74.2	
percentage of adult population participating in education and training	age 25-64	5.2	7.8	7.7	7.8	7.9			9.1	8.9	9.0	

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

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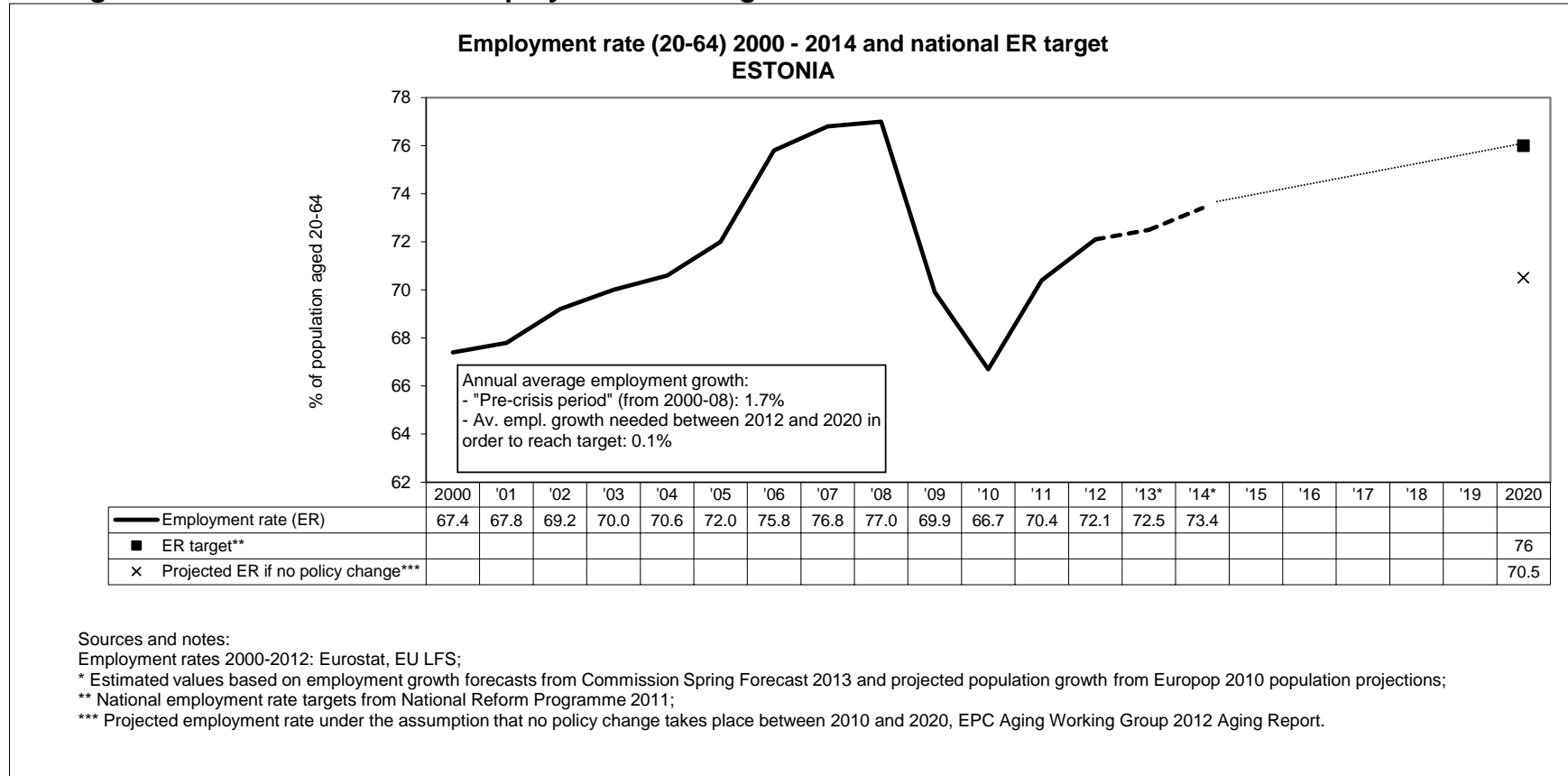
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3. Key employment challenges Germany

Employment policy area	Key employment challenge	Particularly good labour market outcome
1. Increase labour market participation		Employment is high in particular for men, older men and non-EU nationals Unemployment ratio for young and NEET rates are at low levels
2. Enhancing labour market functioning; combating segmentation		
3. Active labour market policies	Activation is decreasing	
4. Adequate and employment oriented social security systems	High at risk of poverty especially for unemployed with replacement rates after 6 months unemployment being low High tax wedge in particular on low-wage and 2 nd income earners	
5. Work-life balance	Inactivity and part-time work due to lack of care is higher than the EU-average in particular for women	
6. Job creation		Employment growth above the EU
7. Gender equality		
8. Improving skill supply and productivity; Lifelong learning		
9. Improving education and training systems	Low education attainments of people with social economic disadvantage and migrant background	
10. Wage setting mechanisms and labour cost developments		

ESTONIA

1. Progress towards the national employment rate target



2. Key indicators on labour market performance

Estonia

Indicator	Unit	2000	2009	2010	2011	2012	Benchmark	2020 national target	2010	2011	2012	2020 EU target
Overall employment rate	% of population aged 20 - 64	67.4	69.9	66.7	70.4	72.1		76.0	68.5	68.6	68.5	75.0
Early leavers from education and training	% of pop. 18-24 with at most lower sec. educ. and not in further education or training	15.1	13.9	11.6	10.9	10.5		9.5	14.0	13.5	12.8 p	less than 10
Tertiary educational attainment	Completion of tertiary or equivalent education (30-34)	30.8 b	35.9	40.0	40.3	39.1		40.0	33.5	34.6	35.8	40.0
Overall employment growth	% change from previous year	-1.5	-9.9	-4.8	7.0	2.1			-0.4	0.3		
Employment rate of women	% of female population aged 20 - 64	62.9	68.8	65.7	67.6	69.3	83.6		62.1	62.3	62.4	
Employment rate of men	% of male population aged 20 - 64	72.4	71.0	67.7	73.5	75.2	58.5		75.1	75.0	74.6	
Employment rate of older workers	% of population aged 55 - 64	46.3	60.4	53.8	57.2	60.6	91.5		46.3	47.4	48.9	
Employment gender gap	difference in the employment rate between men and women in percentage points	9.5	2.2	2.0	5.9	5.9			13.0	12.7	12.2	
Employment rate of young persons	% of population aged 20 - 29	61.4	59.5	56.5	61.9	62.3	57.6		61.6	61.2	60.2	
Employment rate of low skilled persons	% of population with at most lower secondary education aged 20 - 64	41.9	46.9	44.1	48.3	49.6	53.8		53.4	53.0	52.2	
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64		64.4	57.7	63.8	63.9			58.5	58.0	56.9	
Part-time employment	% of total employment	6.8	10.5	11.0	10.6	10.4			19.1	19.4		
Fixed term contracts	% of total employees	2.3	2.5	3.7	4.5	3.5			13.9	14.1	13.7	
Overall unemployment rate	% of labour force	13.6	13.8	16.9	12.5	10.2			9.7	9.7	10.5	
Long-term unemployment	% of labour force	6.2	3.8	7.7	7.1	5.5	55.0		3.9	4.1	4.6	
Youth unemployment rate	% of youth labour force (15-24)	23.5	27.5	32.9	22.3	20.9			20.9	21.3		
Youth NEET rate	% of population aged 15-24	14.5	14.9	14.5	11.8	12.5	54.6		12.8	12.9	13.2 p	
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	47.2	65.1	68.4	68.0				100.0	100.0		
Labour productivity per hour worked	EU-27 = 100 (based on PPS per hour worked)	40.6	58.5	60.1	58.4				100.0	100.0		
Nominal unit labour cost growth	% change from previous year	2.9	1.4	-6.2	-1.4	5.6			0.7	0.8		
Real unit labour cost growth	% change from previous year	-1.8	2.8	-6.8	-4.2	2.3			-1.6	-0.6		
Gender pay gap			26.6	27.7	27.3				16.1 p	16.2 p		
Involuntary temporary employment	as % of total employees	1.7 u	1.1	1.6 u	1.6 u	1.5 u			8.6 u	8.5 u	8.4 u	
newly employed	share of people in current job 12 months or less in total employment	18.9	14.9	16.1	18.8	18.1			13.7	14.2	13.9	
At-risk-of-poverty rate of unemployed			55.1	46.7	52.1				45.0	46.2 e		
unemployment trap - tax rate on low wage earners			62.0	63.0	64.0				75.4	74.8		
inactivity and part-time work due to personal and family responsibilities			4.7	4.2	4.0	4.7			4.8	5.1	5.1	
job vacancy rate	% change over the recent 3 years		2.2	1.5	1.1	1.3				1.4	1.4	
Share of adult population with upper secondary or tertiary education	age 25-64	86.1 b	88.9	89.2	88.9	89.8			72.7	73.4	74.2	
percentage of adult population participating in education and training	age 25-64	6.5 b	10.5	10.9	12.0	12.9			9.1	8.9	9.0	

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

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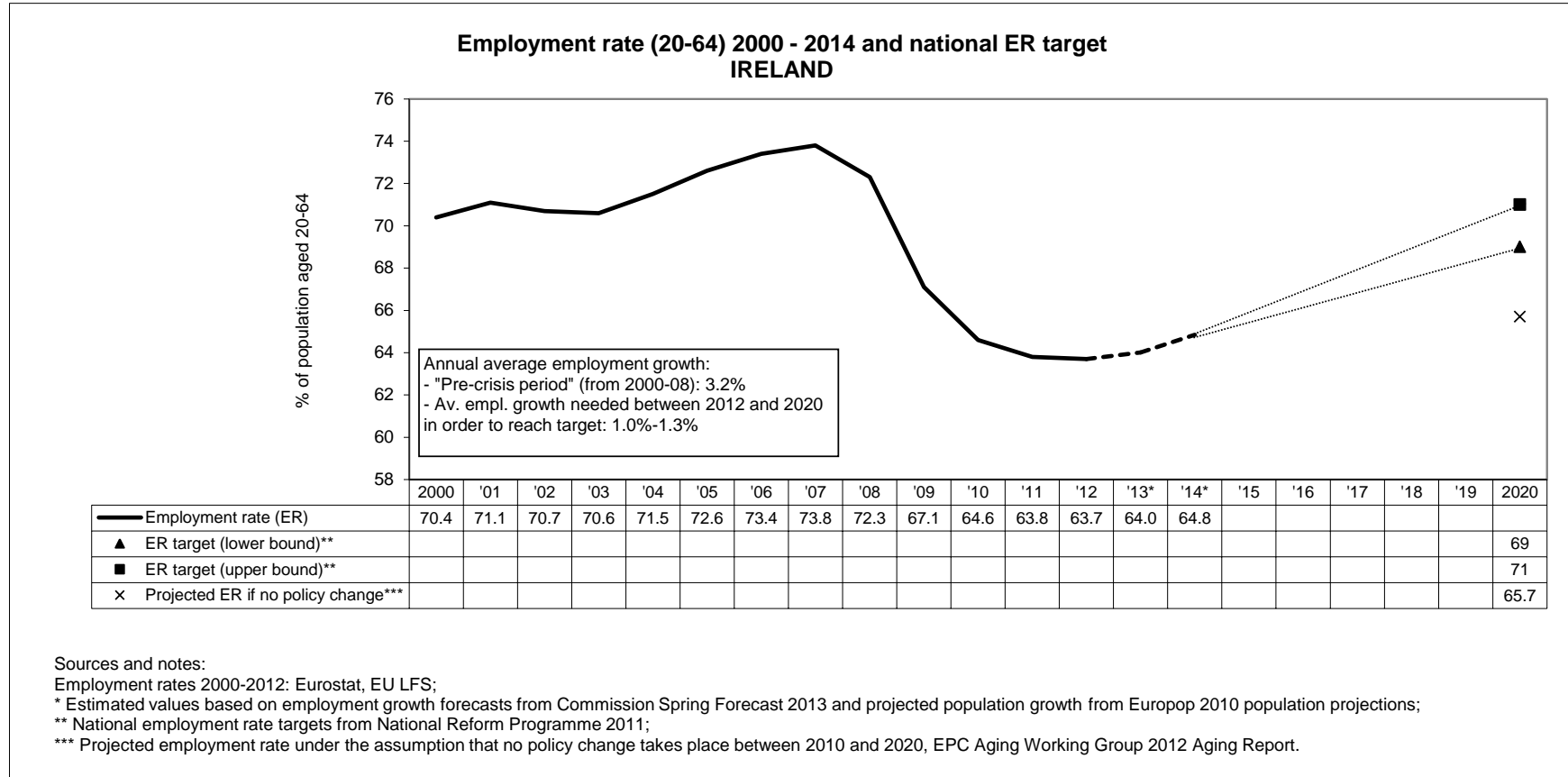
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3. Key employment challenges Estonia

Employment policy area	Key employment challenges	Particular good labour market outcome
1. Increase labour market participation	Employment rates of low-skilled low Youth unemployment is high	Employment rate of older workers is higher than EU average
2. Enhancing labour market functioning; combating segmentation		
3. Active labour market policies	Long-term unemployment high indicating structural unemployment ALMP expenditure and activation is relatively low	
4. Adequate and employment oriented social security systems	Replacement rates after 6 months of unemployment are low Rising trend in the take up of disability benefits and in the incapacity for work pensions.	Low wage trap significantly good
5. Work-life balance	Employment impact of parenthood is high though showing some positive development. Childcare below 30 hours is low	
6. Job creation		Proportion of involuntary part-time work low
7. Gender equality	Gender pay gap is high	Gender employment gap below EU average
8. Improving skill supply and productivity; Lifelong learning	Mismatch of the skills of the unemployed and the needs of the labour market. Number of graduates with tertiary education in the age group 20-29 is low	
9. Improving education and training systems	The education outcome is not sufficiently responsive to labour market needs. - Participation of low-skilled persons in education and training remains low. Early education is low	
10. Wage setting mechanisms and labour cost developments		

IRELAND

1. Progress towards the national employment rate target



2. Key indicators on labour market performance

Ireland

Indicator	Unit	2000	2009	2010	2011	2012	Benchmark	2020 national target	2010	2011	2012	2020 EU target
Overall employment rate	% of population aged 20 - 64	70.4	67.1	64.6 b	63.8	63.7		69-71	68.5	68.6	68.5	75.0
Early leavers from education and training	% of pop. 18-24 with at most lower sec. educ. and not in further education or training		11.6	11.5	10.8	9.7		8.0	14.0	13.5	12.8 p	less than 10
Tertiary educational attainment	Completion of tertiary or equivalent education (30-34)	27.5	48.9	50.1	49.7	51.1		60.0	33.5	34.6	35.8	40.0
Overall employment growth	% change from previous year	4.5	-7.8	-4.1	-1.8	-0.6			-0.4	0.3		
Employment rate of women	% of female population aged 20 - 64	57.9	61.9	60.2 b	59.4	59.4	39.4		62.1	62.3	62.4	
Employment rate of men	% of male population aged 20 - 64	82.8	72.4	69.1 b	68.2	68.1	11.5		75.1	75.0	74.6	
Employment rate of older workers	% of population aged 55 - 64	45.3	51.3	50.2 b	50.0	49.3	50.0		46.3	47.4	48.9	
Employment gender gap	difference in the employment rate between men and women in percentage points	24.9	10.5	8.9 b	8.8	8.7			13.0	12.7	12.2	
Employment rate of young persons	% of population aged 20 - 29	76.7	65.2	60.2	58.0	57.9	41.4		61.6	61.2	60.2	
Employment rate of low skilled persons	% of population with at most lower secondary education aged 20 - 64	56.4	50.0	46.7 b	44.7	43.0	28.6		53.4	53.0	52.2	
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64		59.8	56.5 b	57.8	54.9			58.5	58.0	56.9	
Part-time employment	% of total employment	16.7	21.2	22.6 b	23.5	23.9			19.1	19.4		
Fixed term contracts	% of total employees	5.3	8.6	9.6 b	10.2	10.1			13.9	14.1	13.7	
Overall unemployment rate	% of labour force	4.2	12.0	13.9	14.7	14.7			9.7	9.7	10.5	
Long-term unemployment	% of labour force	1.6	3.5	6.8	8.7	9.1	14.3		3.9	4.1	4.6	
Youth unemployment rate	% of youth labour force (15-24)	6.5	24.0 b	27.6 b	29.1	30.4			20.9	21.3		
Youth NEET rate	% of population aged 15-24		18.4	19.2	18.8	18.7	9.9		12.8	12.9	13.2 p	
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	129.3	132.2	136.5	141.6				100.0	100.0		
Labour productivity per hour worked	EU-27 = 100 (based on PPS per hour worked)	114.3	120.1	125.0	129.8				100.0	100.0		
Nominal unit labour cost growth	% change from previous year	1.6	-3.8	-6.4	-3.3	0.2			0.7	0.8		
Real unit labour cost growth	% change from previous year	-3.5	0.9	-4.4	-4.7	-0.4			-1.6	-0.6		
Gender pay gap			12.6	13.9					16.1 p	16.2 p		
Involuntary temporary employment	as % of total employees	1.8 u	4.9 u	6.0 b	6.8 u	6.8 u			8.6 u	8.5 u	8.4 u	
newly employed	share of people in current job 12 months or less in total employment	22.0	12.2	11.5	12.9	13.6			13.7	14.2	13.9	
At-risk-of-poverty rate of unemployed			28.1	26.8					45.0	46.2 e		
unemployment trap - tax rate on low wage earners			73.0	74.0	76.0				75.4	74.8		
inactivity and part-time work due to personal and family responsibilities			2.8	2.4	2.4	4.9			4.8	5.1	5.1	
job vacancy rate	% change over the recent 3 years				0.5	0.6				1.4	1.4	
Share of adult population with upper secondary or tertiary education	age 25-64	57.6	71.2	72.8	73.6	74.6			72.7	73.4	74.2	
percentage of adult population participating in education and training	age 25-64		6.3	6.8	6.8	7.1			9.1	8.9	9.0	

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

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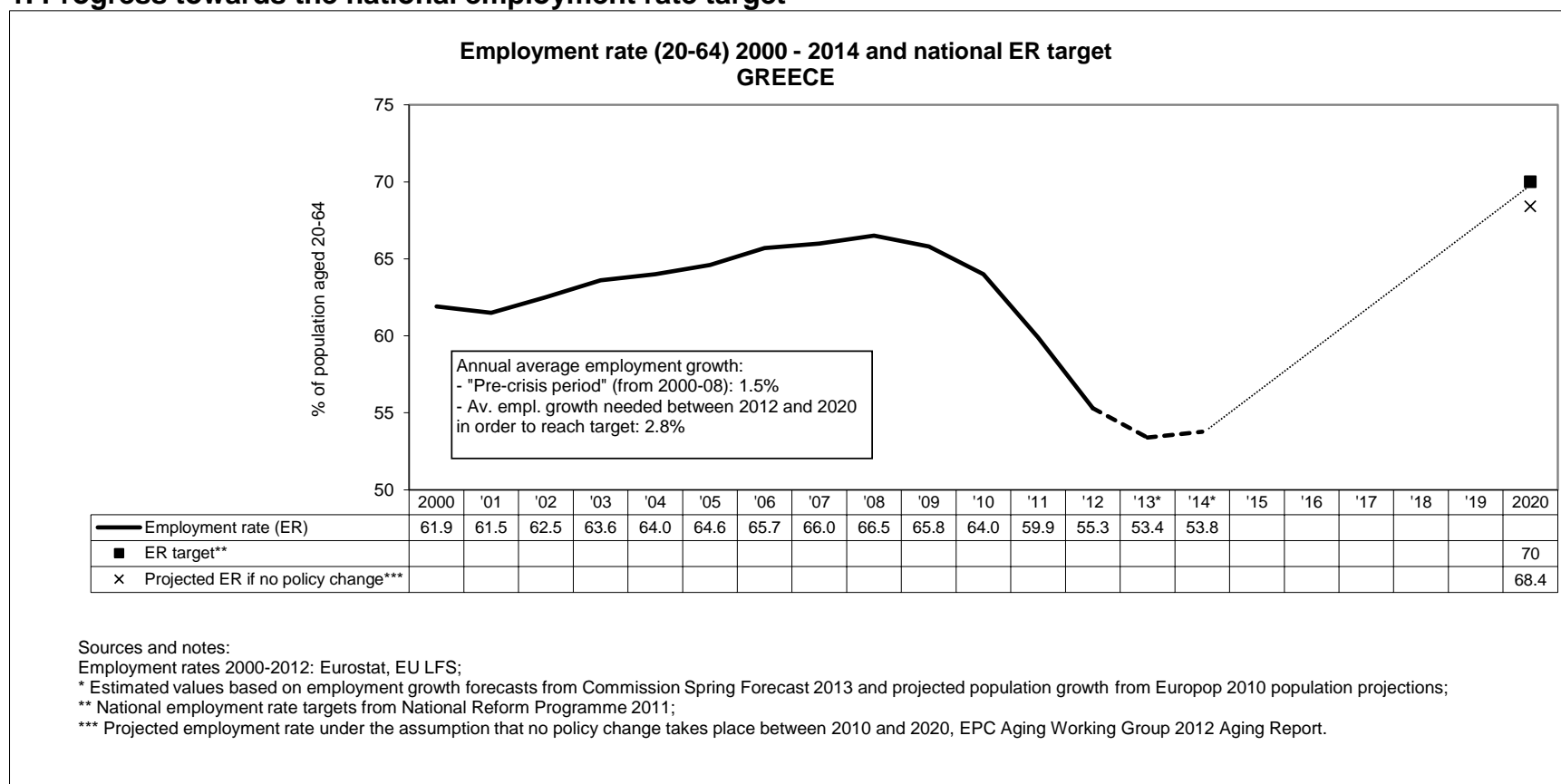
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3. Key employment challenges Ireland

Employment policy area	Key employment challenge	Particularly good labour market outcomes
1. Increase labour market participation	Employment for both men and women is below the EU average. Unemployment is particularly high among young	
2. Enhancing labour market functioning; combating segmentation		
3. Active labour market policies	Long-term unemployment is very high. Activation measures are low	
4. Adequate and employment oriented social security systems	Low-wage trap significant	
5. Work-life balance	Uptake of Childcare fell in 2011	
6. Job creation	Employment growth has been negative signifying job losses	
7. Gender equality		Gender employment gap is significantly below the EU-average
8. Improving skill supply and productivity; Lifelong learning		
9. Improving education and training systems		Population with tertiary educational attainment is the highest in EU
10. Wage setting mechanisms and labour cost developments		Positive development in Unit labour costs in recent years

GREECE

1. Progress towards the national employment rate target



2. Key indicators on labour market performance

Greece

Indicator	Unit	2000	2009	2010	2011	2012	Benchmark	2020 national target	2010	2011	2012	2020 EU target
		EU27-total										
Overall employment rate	% of population aged 20 - 64	61.9	65.8	64.0	59.9	55.3		70.0	68.5	68.6	68.5	75.0
Early leavers from education and training	% of pop. 18-24 with at most lower sec. educ. and not in further education or training	18.2	14.5	13.7	13.1	11.4		9.7	14.0	13.5	12.8 p	less than 10
Tertiary educational attainment	Completion of tertiary or equivalent education (30-34)	25.4	26.5	28.4	28.9	30.9		32.0	33.5	34.6	35.8	40.0
Overall employment growth	% change from previous year	0.5	-0.6	-2.6	-5.6	-8.3			-0.4	0.3		
Employment rate of women	% of female population aged 20 - 64	45.5	52.7	51.7	48.6	45.2	-23.9		62.1	62.3	62.4	
Employment rate of men	% of male population aged 20 - 64	78.8	78.8	76.2	71.1	65.3	-7.0		75.1	75.0	74.6	
Employment rate of older workers	% of population aged 55 - 64	39.0	42.2	42.3	39.4	36.4	2.6		46.3	47.4	48.9	
Employment gender gap	difference in the employment rate between men and women in percentage points	33.3	26.1	24.5	22.5	20.1			13.0	12.7	12.2	
Employment rate of young persons	% of population aged 20 - 29	57.6	57.9	54.0	46.9	40.6	-22.0		61.6	61.2	60.2	
Employment rate of low skilled persons	% of population with at most lower secondary education aged 20 - 64	57.0	59.8	57.9	53.6	48.2	48.5		53.4	53.0	52.2	
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64		72.4	69.1	62.8	52.2			58.5	58.0	56.9	
Part-time employment	% of total employment	4.6	6.0	6.3	6.7	7.7			19.1	19.4		
Fixed term contracts	% of total employees	13.8	12.1	12.4	11.6	10.0			13.9	14.1	13.7	
Overall unemployment rate	% of labour force	11.2	9.5	12.6	17.7	24.3			9.7	9.7	10.5	
Long-term unemployment	% of labour force	6.2	3.9	5.7	8.8	14.4	-45.7		3.9	4.1	4.6	
Youth unemployment rate	% of youth labour force (15-24)	29.2	25.8	32.9	44.4	55.3			20.9	21.3		
Youth NEET rate	% of population aged 15-24	16.9	12.6	14.9	17.4	20.3	-1.6		12.8	12.9	13.2 p	
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	94.2	98.3 p	93.4 p					100.0	100.0		
Labour productivity per hour worked	EU-27 = 100 (based on PPS per hour worked)	75.9	81.0 p	76.4 p					100.0	100.0		
Nominal unit labour cost growth	% change from previous year		6.2 p	-0.1 p	-1.8 p	-6.2 p			0.7	0.8		
Real unit labour cost growth	% change from previous year		3.8 p	-1.3 p	-2.9 p	-5.5 p			-1.6	-0.6		
Gender pay gap									16.1 p	16.2 p		
Involuntary temporary employment	as % of total employees	11.6 u	9.9 u	10.5 u	10.0 u	8.6 u			8.6 u	8.5 u	8.4 u	
newly employed	share of people in current job 12 months or less in total employment	10.3	9.2	8.5	7.4	7.0			13.7	14.2	13.9	
At-risk-of-poverty rate of unemployed			38.1	38.5	44.0				45.0	46.2 e		
unemployment trap - tax rate on low wage earners			67.0	68.0	60.0				75.4	74.8		
inactivity and part-time work due to personal and family responsibilities			2.0	1.8	1.8	1.8			4.8	5.1	5.1	
job vacancy rate	% change over the recent 3 years		1.6	1.4	1.3	1.0				1.4	1.4	
Share of adult population with upper secondary or tertiary education	age 25-64	51.6	61.2	62.5	64.5	65.7			72.7	73.4	74.2	
participating in education and training	age 25-64	1.0	3.3	3.0	2.4	2.9			9.1	8.9	9.0	

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

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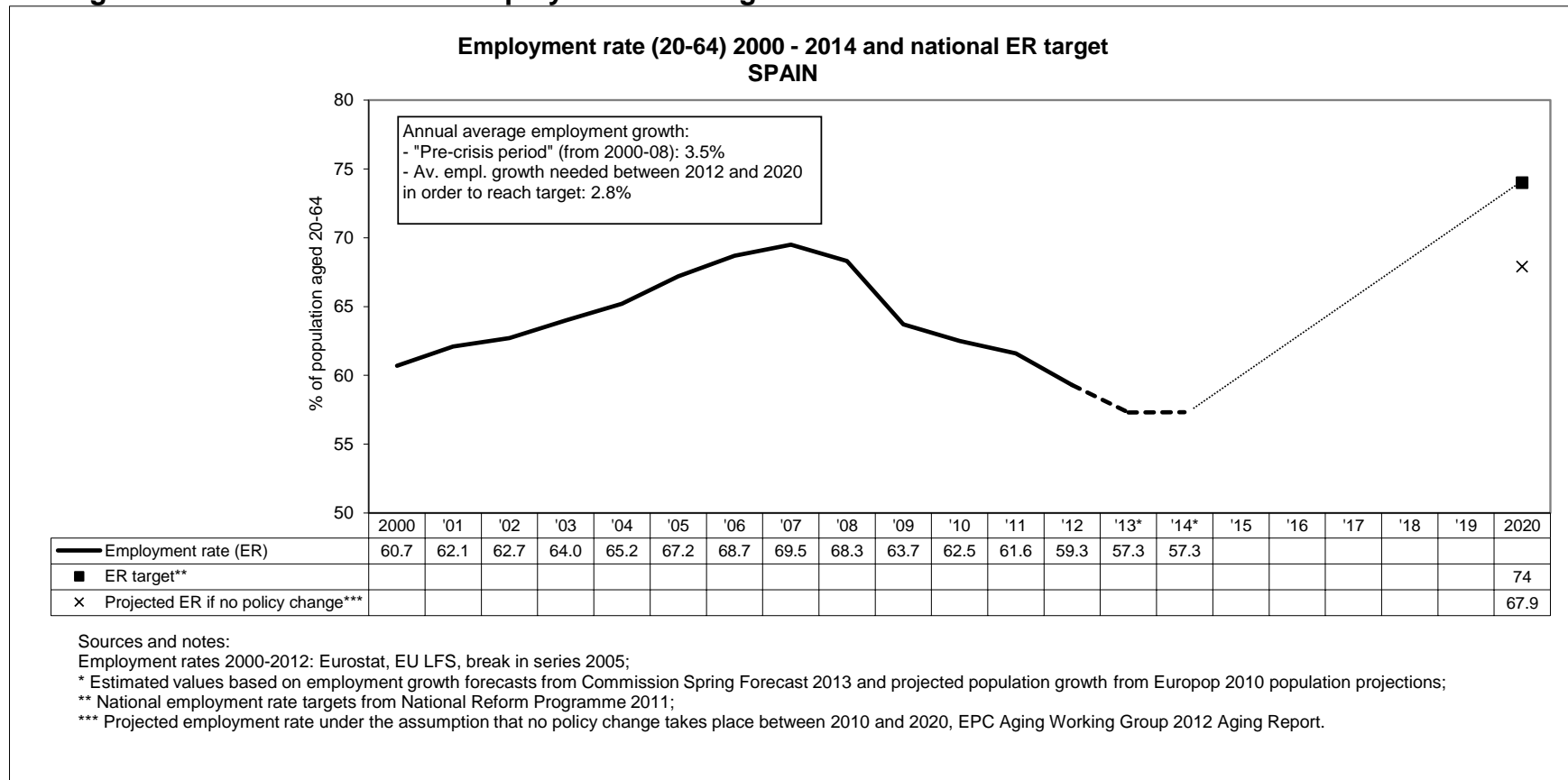
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3. Key employment challenges Greece

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

SPAIN

1. Progress towards the national employment rate target



2. Key indicators on labour market performance

Spain

Indicator	Unit	2000	2009	2010	2011	2012	Benchmark	2020 national target	2010	2011 EU27-total	2012	2020 EU target
Overall employment rate	% of population aged 20 - 64	60.7	63.7	62.5	61.6	59.3		74.0	68.5	68.6	68.5	75.0
Early leavers from education and training	% of pop. 18-24 with at most lower sec. educ. and not in further education or training	29.1	31.2	28.4	26.5	24.9		15.0	14.0	13.5	12.8 p	less than 10
Tertiary educational attainment	Completion of tertiary or equivalent education (30-34)	29.2	39.4	40.6	40.6	40.1		44.0	33.5	34.6	35.8	40.0
Overall employment growth	% change from previous year	5.1	-6.5	-2.5	-1.5	-4.2			-0.4	0.3		
Employment rate of women	% of female population aged 20 - 64	44.5	56.3	55.8	55.5	54.0	15.3		62.1	62.3	62.4	
Employment rate of men	% of male population aged 20 - 64	76.9	71.0	69.1	67.6	64.5	-12.3		75.1	75.0	74.6	
Employment rate of older workers	% of population aged 55 - 64	37.0	44.1	43.6	44.5	43.9	30.1		46.3	47.4	48.9	
Employment gender gap	difference in the employment rate between men and women in percentage points	32.4	14.7	13.3	12.1	10.5			13.0	12.7	12.2	
Employment rate of young persons	% of population aged 20 - 29	58.6	57.3	54.3	51.2	46.3	-1.1		61.6	61.2	60.2	
Employment rate of low skilled persons	% of population with at most lower secondary education aged 20 - 64	54.8	53.7	52.3	51.4	48.2	48.5		53.4	53.0	52.2	
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64		59.3	59.1	56.2	52.2			58.5	58.0	56.9	
Part-time employment	% of total employment	8.1	12.8	13.2	13.8	14.7			19.1	19.4		
Fixed term contracts	% of total employees	32.4	25.5	25.0	25.4	23.7			13.9	14.1	13.7	
Overall unemployment rate	% of labour force	11.7	18.0	20.1	21.7	25.0			9.7	9.7	10.5	
Long-term unemployment	% of labour force	4.9	4.3	7.3	9.0	11.1	-8.4		3.9	4.1	4.6	
Youth unemployment rate	% of youth labour force (15-24)	25.3	37.8	41.6	46.4	53.2			20.9	21.3		
Youth NEET rate	% of population aged 15-24	12.1	18.3	18.0	18.5	18.8	9.2		12.8	12.9	13.2 p	
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	104.3	109.7	108.0	108.6				100.0	100.0		
Labour productivity per hour worked	EU-27 = 100 (based on PPS per hour worked)	102.9	108.1	106.4	106.4				100.0	100.0		
Nominal unit labour cost growth	% change from previous year		1.3	-2.0	-1.5	-3.4			0.7	0.8		
Real unit labour cost growth	% change from previous year		1.2	-2.4	-2.4	-3.5			-1.6	-0.6		
Gender pay gap			16.7	16.2	16.2 p				16.1 p	16.2 p		
Involuntary temporary employment	as % of total employees	30.3 u	23.1 u	22.9	23.2	21.8			8.6 u	8.5 u	8.4 u	
newly employed	share of people in current job 12 months or less in total employment	22.1	17.2	16.5	16.2	15.2			13.7	14.2	13.9	
At-risk-of-poverty rate of unemployed			38.4	38.7	40.4				45.0	46.2 e		
unemployment trap - tax rate on low wage earners			81.0	83.0	83.0				75.4	74.8		
inactivity and part-time work due to personal and family responsibilities			3.6	3.5	3.2	2.7			4.8	5.1	5.1	
job vacancy rate	% change over the recent 3 years		0.7	0.8	0.9	1.0				1.4	1.4	
Share of adult population with upper secondary or tertiary education	age 25-64	38.6	51.5	52.6	53.8	54.4			72.7	73.4	74.2	
percentage of adult population participating in education and training	age 25-64	4.5 b	10.4	10.8	10.8	10.7			9.1	8.9	9.0	

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

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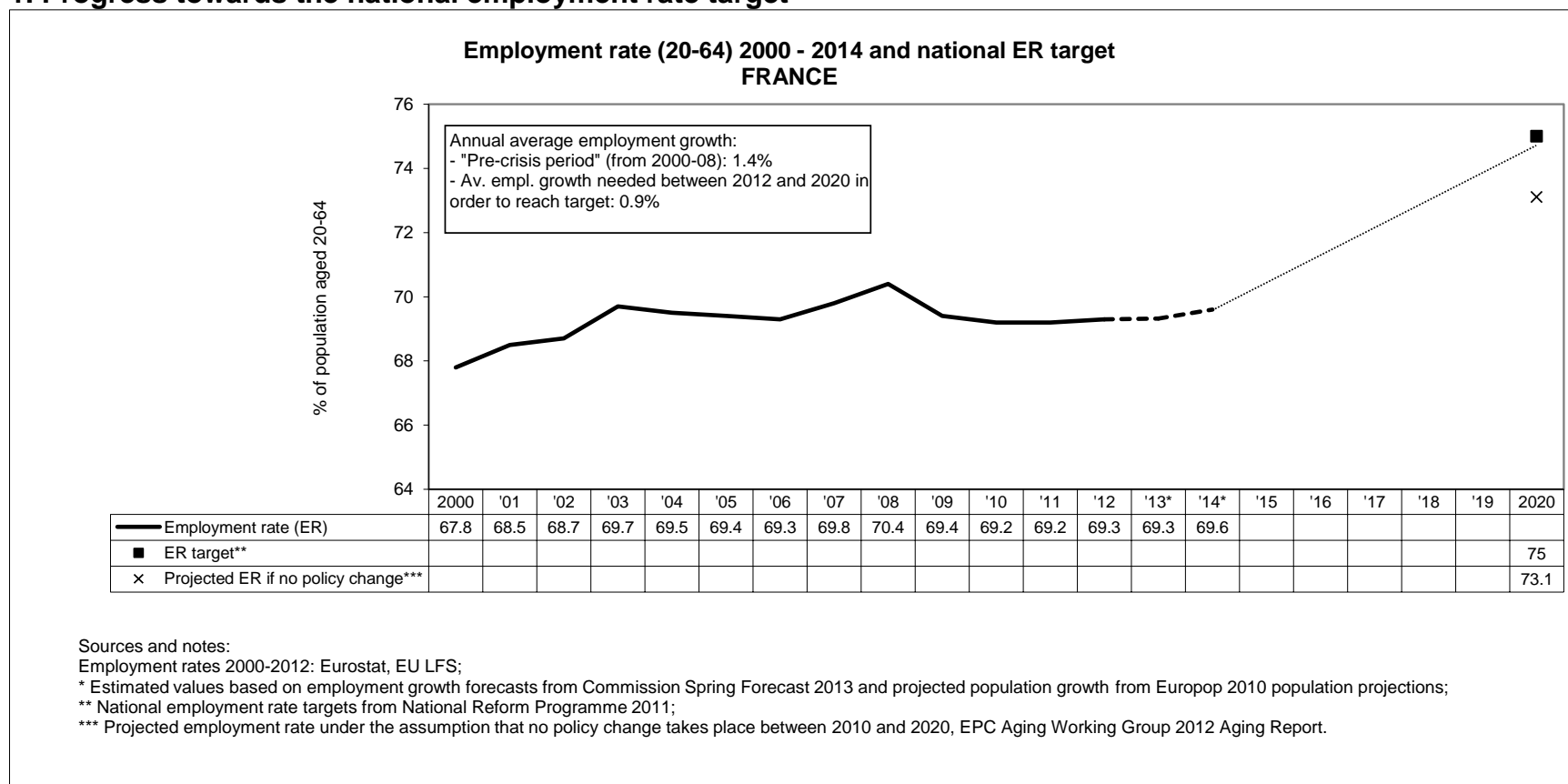
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3. Key employment challenges Spain

Employment Policy Area	Key employment challenges	Particularly good labour market outcome
1. Increase labour market participation	High incidence of youth unemployment and NEET Low employment for older workers, men and non-EU nationals	
2. Enhancing labour market functioning; combating segmentation	Highly segmented labour market with high involuntary temporary work and low transition between fixed-term contract employment and permanent employment	
3. Active labour market policies	Long-term unemployment very high. Effectiveness of ALMP should be strengthened	
4. Adequate and employment oriented social security systems	High risk of in-work poverty together with high unemployment trap	
5. Work-life balance	inactivity or part-time work due to lack of care facilities high	
6. Job creation	Employment growth negative signifying job losses	
7. Gender equality		Gender employment gap young low
8. Improving skill supply and productivity; Lifelong learning	Mismatch between the skills active population has to offer and those required by employers.	High share of tertiary graduates
9. Improving education and training systems	Low achieving young people in education higher than EU-average Early school leaving is high	Early school leaving has been decreasing in recent years.
10. Wage setting mechanisms and labour cost developments		Positive development in Unit labour cost in recent years

FRANCE

1. Progress towards the national employment rate target



2. Key indicators on labour market performance

France

Indicator	Unit	2000	2009	2010	2011	2012	Benchmark	2020 national target	2010	2011	2012	2020 EU target
		EU27-total										
Overall employment rate	% of population aged 20 - 64	67.8	69.4	69.2	69.2	69.3		75.0	68.5	68.6	68.5	75.0
Early leavers from education and training	% of pop. 18-24 with at most lower sec. educ. and not in further education or training	13.3	12.2	12.6	12.0	11.6		9.5	14.0	13.5	12.8 p	less than 10
Tertiary educational attainment	Completion of tertiary or equivalent education (30-34)	27.4	43.2	43.5	43.3	43.6		50.0	33.5	34.6	35.8	40.0
Overall employment growth	% change from previous year	2.6	-1.3	-0.1	0.6	0.0			-0.4	0.3		
Employment rate of women	% of female population aged 20 - 64	60.3	64.9	64.8	64.7	65.0	64.4		62.1	62.3	62.4	
Employment rate of men	% of male population aged 20 - 64	75.6	74.1	73.8	73.9	73.8	49.3		75.1	75.0	74.6	
Employment rate of older workers	% of population aged 55 - 64	29.9	39.0	39.8	41.5	44.5	32.4		46.3	47.4	48.9	
Employment gender gap	difference in the employment rate between men and women in percentage points	15.3	9.2	9.0	9.2	8.8			13.0	12.7	12.2	
Employment rate of young persons	% of population aged 20 - 29	63.2	63.6	62.8	62.3	61.0	52.8		61.6	61.2	60.2	
Employment rate of low skilled persons	% of population with at most lower secondary education aged 20 - 64	55.3	55.4	54.7	55.0	54.7	73.3		53.4	53.0	52.2	
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64		48.0	47.9	47.1	47.9			58.5	58.0	56.9	
Part-time employment	% of total employment	16.9	17.4	17.8	17.9	18.0			19.1	19.4		
Fixed term contracts	% of total employees	15.4	14.3	14.9	15.2	15.1			13.9	14.1	13.7	
Overall unemployment rate	% of labour force	9.0	9.5	9.7	9.6	10.2			9.7	9.7	10.5	
Long-term unemployment	% of labour force	3.5	3.4	3.9	4.0	4.1	70.8		3.9	4.1	4.6	
Youth unemployment rate	% of youth labour force (15-24)	20.6	23.2	22.8	22.0	23.8			20.9	21.3		
Youth NEET rate	% of population aged 15-24	10.2	12.4	12.4	12.0	12.2	56.8		12.8	12.9	13.2 p	
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	119.5	117.4	116.6	116.7				100.0	100.0		
Labour productivity per hour worked	EU-27 = 100 (based on PPS per hour worked)	134.0	131.3	130.2	130.6				100.0	100.0		
Nominal unit labour cost growth	% change from previous year	1.4	3.7	0.6	1.6	2.0 f			0.7	0.8		
Real unit labour cost growth	% change from previous year	-0.2	3.0	-0.4	0.3	0.3 f			-1.6	-0.6		
Gender pay gap			15.2	15.6	14.7 p				16.1 p	16.2 p		
Involuntary temporary employment	as % of total employees		7.9	8.6	8.7	8.6			8.6 u	8.5 u	8.4 u	
newly employed	share of people in current job 12 months or less in total employment	16.5	14.3	14.6	15.2	15.0			13.7	14.2	13.9	
At-risk-of-poverty rate of unemployed			37.0	33.1	36.7				45.0	46.2 e		
unemployment trap - tax rate on low wage earners			78.0	77.0	77.0				75.4	74.8		
inactivity and part-time work due to personal and family responsibilities			3.5	3.3	3.3	3.3			4.8	5.1	5.1	
job vacancy rate	% change over the recent 3 years									1.4	1.4	
Share of adult population with upper secondary or tertiary education	age 25-64	62.2	70.2	70.8	71.6	72.5			72.7	73.4	74.2	
percentage of adult population participating in education and training	age 25-64	2.8	5.7	5.0	5.5	5.7			9.1	8.9	9.0	

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

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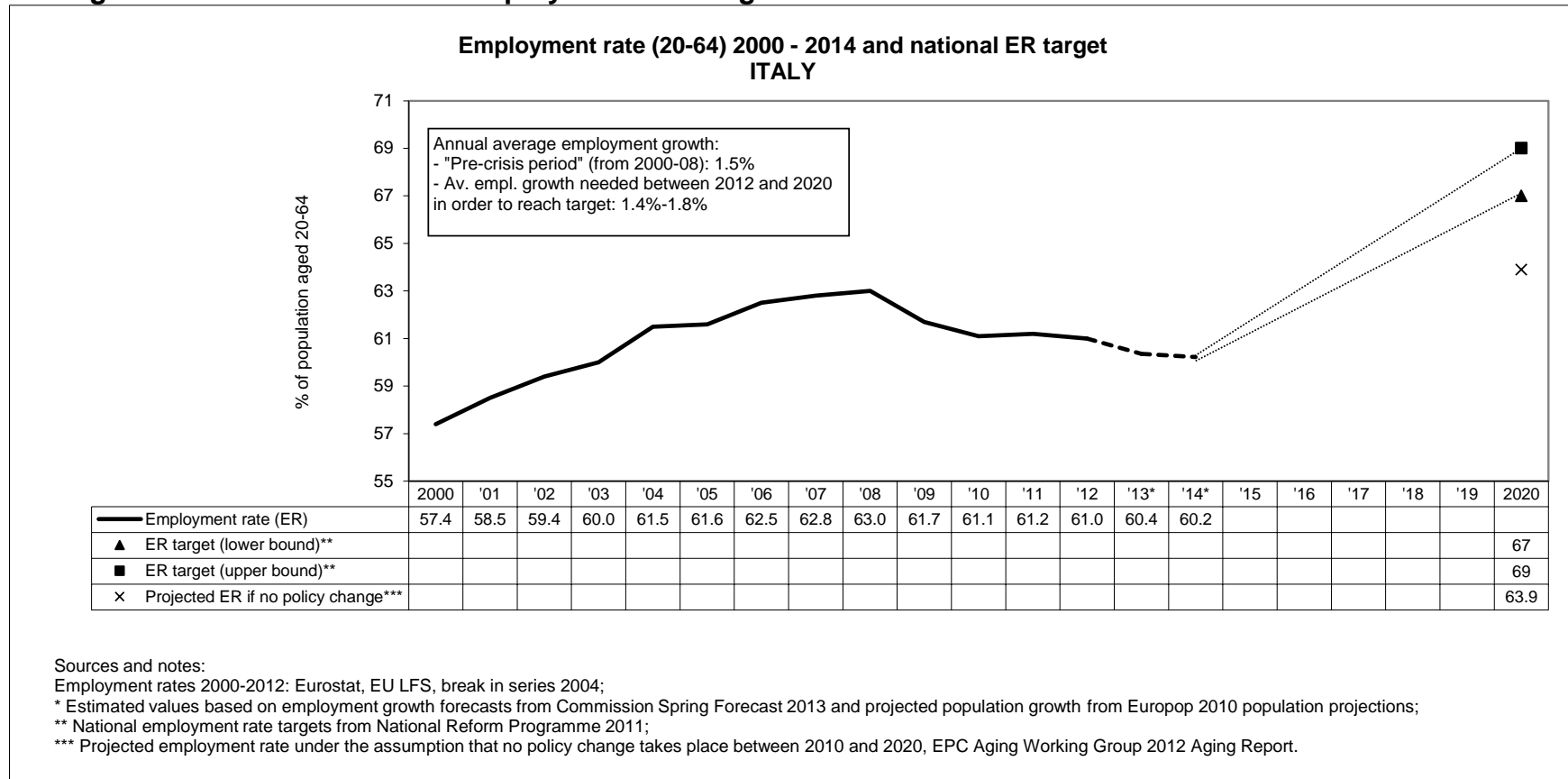
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3. Key employment challenges France

Employment policy area	Key employment challenge	Particularly good labour market outcome
1. Increase labour market participation	Deteriorating youth unemployment Low employment rate for older workers Low employment rate non-EU nationals	But employment rate of older workers has increased in recent years
2. Enhancing labour market functioning; combating segmentation	Transition between temporary and permanent contracts is below the EU average.	
3. Active labour market policies	Despite efforts above the EU average participation in ALMP is decreasing	
4. Adequate and employment oriented social security systems	Low wage trap is above the EU average	At-risk of poverty for unemployed low
5. Work-life balance		
6. Job creation	Tax wedge high and increasing except for lowest wage levels. Minimum wages comparatively high	
7. Gender equality		
8. Improving skill supply and productivity; Lifelong learning	Low participation in LLL	High share of adult population with higher education
9. Improving education and training systems		
10. Wage setting mechanisms and labour cost developments		

ITALY

1. Progress towards the national employment rate target



2. Key indicators on labour market performance

Italy

Indicator	Unit	2000	2009	2010	2011	2012	Benchmark	2020 national target	2010	2011 EU27-total	2012	2020 EU target
Overall employment rate	% of population aged 20 - 64	57.4	61.7	61.1	61.2	61.0		67-69	68.5	68.6	68.5	75.0
Early leavers from education and training	% of pop. 18-24 with at most lower sec. educ. and not in further education or training	25.1	19.2	18.8	18.2	17.6		15-16	14.0	13.5	12.8 p	less than 10
Tertiary educational attainment	Completion of tertiary or equivalent education (30-34)	11.6 b	19.0	19.8	20.3	21.7		26-27	33.5	34.6	35.8	40.0
Overall employment growth	% change from previous year	1.9	-1.6	-0.7	0.3	-0.3			-0.4	0.3		
Employment rate of women	% of female population aged 20 - 64	42.2	49.7	49.5	49.9	50.5	-0.3		62.1	62.3	62.4	
Employment rate of men	% of male population aged 20 - 64	72.8	73.8	72.8	72.6	71.6	34.7		75.1	75.0	74.6	
Employment rate of older workers	% of population aged 55 - 64	27.7	35.7	36.6	37.9	40.4	17.3		46.3	47.4	48.9	
Employment gender gap	difference in the employment rate between men and women in percentage points	30.6	24.1	23.3	22.7	21.1			13.0	12.7	12.2	
Employment rate of young persons	% of population aged 20 - 29	49.9	50.0	47.8	46.9	45.3	-4.8		61.6	61.2	60.2	
Employment rate of low skilled persons	% of population with at most lower secondary education aged 20 - 64	49.3	51.0	50.1	50.3	50.3	56.5		53.4	53.0	52.2	
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64		67.1	65.1	64.8	63.1			58.5	58.0	56.9	
Part-time employment	% of total employment	8.8	14.2	15.0	15.4	17.0			19.1	19.4		
Fixed term contracts	% of total employees	10.1	12.5	12.8	13.4	13.8			13.9	14.1	13.7	
Overall unemployment rate	% of labour force	10.0	7.8	8.4	8.4	10.7			9.7	9.7	10.5	
Long-term unemployment	% of labour force	6.2	3.5	4.1	4.4	5.7	52.7		3.9	4.1	4.6	
Youth unemployment rate	% of youth labour force (15-24)	31.5	25.4	27.8	29.1	35.3			20.9	21.3		
Youth NEET rate	% of population aged 15-24	19.1	17.7	19.1	19.8	21.1	-7.3		12.8	12.9	13.2 p	
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	127.5	112.7	110.2	109.0				100.0	100.0		
Labour productivity per hour worked	EU-27 = 100 (based on PPS per hour worked)	117.1	104.7	102.6	101.6				100.0	100.0		
Nominal unit labour cost growth	% change from previous year	0.6	4.0	-0.2	1.1	2.1			0.7	0.8		
Real unit labour cost growth	% change from previous year	-1.3	1.9	-0.6	-0.2	0.5			-1.6	-0.6		
Gender pay gap			5.5	5.3	5.8				16.1 p	16.2 p		
Involuntary temporary employment as % of total employees newly employed	share of people in current job 12 months or less in total employment	5.3 u	8.4	8.7	9.4	9.8			8.6 u	8.5 u	8.4 u	
At-risk-of-poverty rate of unemployed			40.8	43.6	47.7				45.0	46.2 e		
unemployment trap - tax rate on low wage earners inactivity and part-time work due to personal and family responsibilities			79.0	79.0	78.0				75.4	74.8		
job vacancy rate	% change over the recent 3 years									1.4	1.4	
Share of adult population with upper secondary or tertiary education	age 25-64	45.2 b	54.3	55.2	56.0	57.2			72.7	73.4	74.2	
percentage of adult population participating in education and training	age 25-64	4.8 b	6.0	6.2	5.7	6.6			9.1	8.9	9.0	

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

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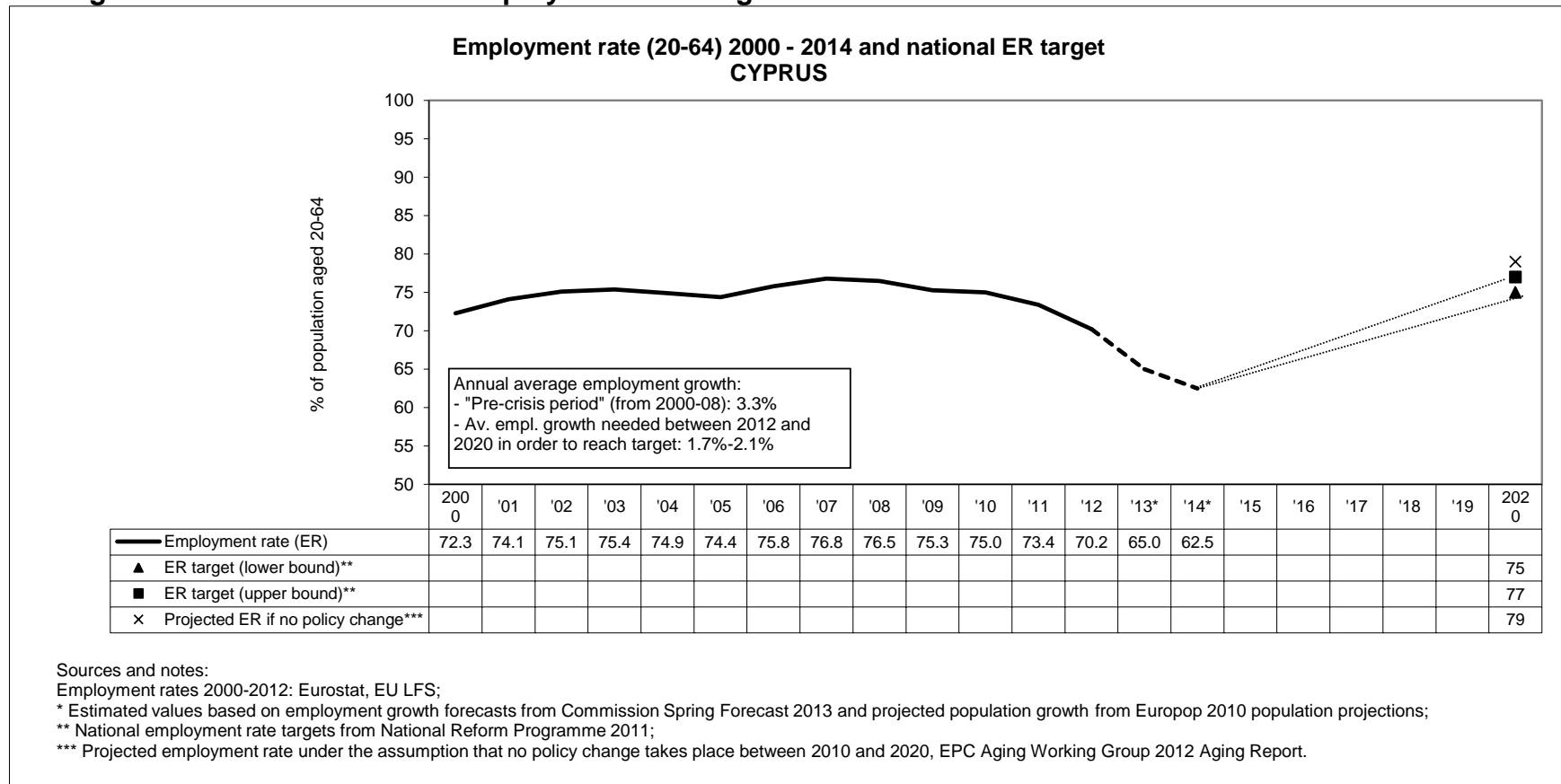
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3. Key employment challenges Italy

Employment Policy Area	Key employment challenges	Particularly good labour market outcome
1. Increase labour market participation	Low employment for women and young NEETs and non-EU nationals Very low duration of working life	Employment rate of older has increased though still lower than EU
2. Enhancing labour market functioning; combating segmentation	Segmented labour market with high share of involuntary temporary work and low transition to permanent employment.	
3. Active labour market policies	Long-term unemployment high and participation in ALMP is low	
4. Adequate and employment oriented social security systems	At risk of poverty for unemployed and at risk of in-work poverty high	
5. Work-life balance	Inactivity due to family responsibilities is high. Uptake of childcare below 30 hours is low	
6. Job creation	High tax wedge on labour cost	
7. Gender equality	Gender employment gap persist with employment impact of parenthood high and the low wage trap for 2 nd earner income equally high	Gender pay gap is low
8. Improving skill supply and productivity; Lifelong learning	Educational attainment level low lifelong learning and public spending on human resources low	
9. Improving education and training systems	Very low share of population aged 30-34 with tertiary education	
10. Wage setting mechanisms and LC developments	Unit labour cost increasing and productivity decreasing	

CYPRUS

1. Progress towards the national employment rate target



2. Key indicators on labour market performance

Cyprus

Indicator	Unit	2000	2009	2010	2011	2012	Benchmark	2020 national target	2010	2011	2012	2020 EU target
Overall employment rate	% of population aged 20 - 64	72.3	75.3 b	75.0	73.4	70.2		75-77	68.5	68.6	68.5	75.0
Early leavers from education and training	% of pop. 18-24 with at most lower sec. educ. and not in further education or training	18.5	11.7	12.7	11.3	11.4		10.0	14.0	13.5	12.8 p	less than 10
Tertiary educational attainment	Completion of tertiary or equivalent education (30-34)	31.1	45.0	45.3	46.2	49.9		46.0	33.5	34.6	35.8	40.0
Overall employment growth	% change from previous year	1.7	-0.4	-0.2	0.4	-4.1			-0.4	0.3		
Employment rate of women	% of female population aged 20 - 64	59.0	68.3 b	68.8	67.7	64.8	63.5		62.1	62.3	62.4	
Employment rate of men	% of male population aged 20 - 64	86.4	82.8 b	81.7	79.6	76.1	64.5		75.1	75.0	74.6	
Employment rate of older workers	% of population aged 55 - 64	49.4	55.7 b	56.3	54.8	50.7	55.1		46.3	47.4	48.9	
Employment gender gap	difference in the employment rate between men and women in percentage points	27.4	14.5 b	12.9	11.9	11.3			13.0	12.7	12.2	
Employment rate of young persons	% of population aged 20 - 29	75.6	71.9	70.6	67.4	63.3	61.2		61.6	61.2	60.2	
Employment rate of low skilled persons	% of population with at most lower secondary education aged 20 - 64	62.6	64.9 b	66.8	65.1	57.8	85.2		53.4	53.0	52.2	
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64		69.5 b	73.5	75.1	75.0			58.5	58.0	56.9	
Part-time employment	% of total employment	8.4	8.4 b	9.1	9.8	10.5			19.1	19.4		
Fixed term contracts	% of total employees	10.7	13.8 b	14.0	14.2	15.1			13.9	14.1	13.7	
Overall unemployment rate	% of labour force	4.8	5.4	6.3	7.9	11.9			9.7	9.7	10.5	
Long-term unemployment	% of labour force	1.2	0.6	1.3	1.6	3.6	76.5		3.9	4.1	4.6	
Youth unemployment rate	% of youth labour force (15-24)	10.2	13.8 b	16.6	22.4	27.8			20.9	21.3		
Youth NEET rate	% of population aged 15-24	10.1	9.9	11.7	14.6	16.0	29.4		12.8	12.9	13.2 p	
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	84.4	92.4	91.2	91.1				100.0	100.0		
Labour productivity per hour worked	EU-27 = 100 (based on PPS per hour worked)	74.8	82.8	81.5	81.4				100.0	100.0		
Nominal unit labour cost growth	% change from previous year	2.6	4.1	1.0	3.2	-0.1			0.7	0.8		
Real unit labour cost growth	% change from previous year	-0.5	4.0	-0.9	0.5	-2.0			-1.6	-0.6		
Gender pay gap			17.8	16.8	16.4 p				16.1 p	16.2 p		
Involuntary temporary employment newly employed	as % of total employees	8.6	12.9 b	13.1	13.4	14.4			8.6 u	8.5 u	8.4 u	
At-risk-of-poverty rate of unemployed	share of people in current job 12 months or less in total employment	18.4	17.2	16.8	16.7	16.6			13.7	14.2	13.9	
unemployment trap - tax rate on low wage earners									75.4	74.8		
inactivity and part-time work due to personal and family responsibilities			3.3	3.4	3.2	3.4			4.8	5.1	5.1	
job vacancy rate	% change over the recent 3 years			3.2	2.2	1.1				1.4	1.4	
Share of adult population with upper secondary or tertiary education	age 25-64	61.5	72.3	74.0	75.2	77.4			72.7	73.4	74.2	
percentage of adult population participating in education and training	age 25-64	3.1	7.8	7.7	7.5	7.4			9.1	8.9	9.0	

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

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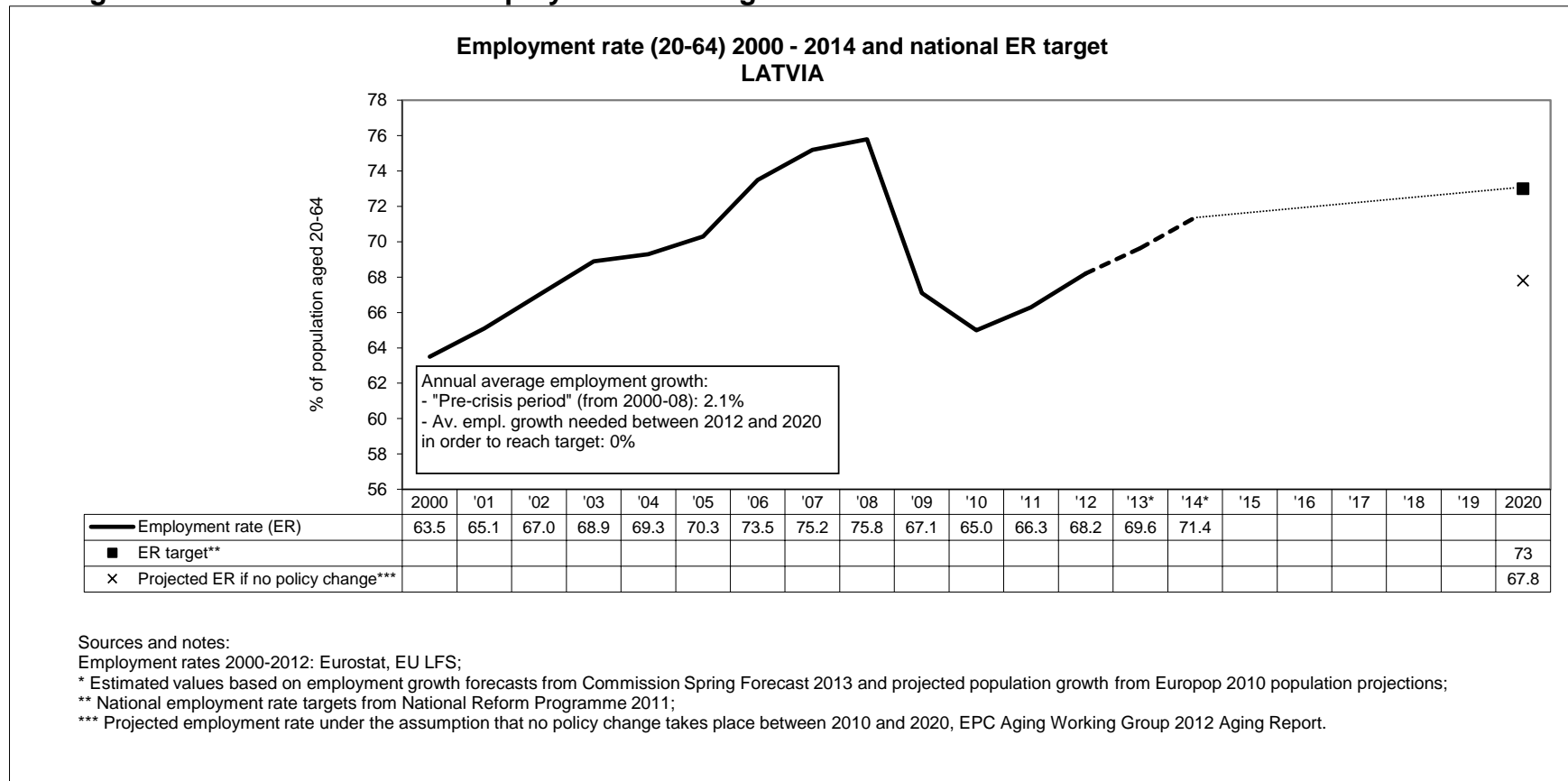
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3. Key employment challenges Cyprus

	Key Employment Challenge	Particularly Good Outcomes
1. Increase labour market participation	Youth NEET are higher than the EU-average Employment rate is above EU but deteriorating	Employment of non-EU nationals high
2. Enhancing labour market functioning; combating segmentation	Involuntary temporary employment is higher than the EU-average. This indicates labour market segmentation Job tenure is relatively low compared to EU-average	
3. Active labour market Policies		
4. Adequate and employment oriented social security systems	At risk of poverty for unemployed is lower than the EU-average but show significant negative development	Transit by pay levels significantly better than EU-average
5. Work-life balance	-high inactivity or part-time work due to lack of care Uptake of childcare decreasing	
6. Job creation		
7. Gender equality	High gender employment gaps among older workers Female involuntary temporary work higher than the EU-average	
8. Improving skill supply and productivity; Lifelong learning	- low share of persons with upper secondary education Low level of LLL	Public spending on human resources high
9. Improving education and training systems	very low participation in secondary VET	Tertiary education for 30-34 is better than EU-average
10. Wage setting mechanisms and labour cost developments		

LATVIA

1. Progress towards the national employment rate target



2. Key indicators on labour market performance

Latvia

Indicator	Unit	2000	2009	2010	2011	2012	Benchmark	2020 national target	2010	2011	2012	2020 EU target
Overall employment rate	% of population aged 20 - 64	63.5	67.1	65.0	66.3 b	68.2		73.0	68.5	68.6	68.5	75.0
Early leavers from education and training	% of pop. 18-34 with at most lower sec. educ. and not in further education or training		13.9	13.3	11.6 b	10.5		13.4	14.0	13.5	12.8 p	less than 10
Tertiary educational attainment	Completion of tertiary or equivalent education (30-34)	18.6	30.1	32.3	35.9 b	37.0		34-36	33.5	34.6	35.8	40.0
Overall employment growth	% change from previous year	-3.2	-13.2	-4.8	-8.1 b	2.6			-0.4	0.3		
Employment rate of women	% of female population aged 20 - 64	59.3	66.8	64.9	65.3 b	66.4	70.7		62.1	62.3	62.4	
Employment rate of men	% of male population aged 20 - 64	68.2	67.4	65.1	67.5 b	70.2	25.4		75.1	75.0	74.6	
Employment rate of older workers	% of population aged 55 - 64	36.0	53.2	48.2	50.5 b	52.8	62.9		46.3	47.4	48.9	
Employment gender gap	difference in the employment rate between men and women in percentage points	8.9	0.6	0.2	2.2 b	3.8			13.0	12.7	12.2	
Employment rate of young persons	% of population aged 20 - 29	61.7	57.2	56.9	57.6	60.9	52.4		61.6	61.2	60.2	
Employment rate of low skilled persons	% of population with at most lower secondary education aged 20 - 64	41.8	46.6	46.4	46.7 b	50.6	57.6		53.4	53.0	52.2	
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64		60.1	55.9	59.2 b	59.3			58.5	58.0	56.9	
Part-time employment	% of total employment	10.9	8.9	9.7	9.2 b	9.4			19.1	19.4		
Fixed term contracts	% of total employees	6.7	4.4	6.8	6.7 b	4.8			13.9	14.1	13.7	
Overall unemployment rate	% of labour force	13.7	18.2	19.8	16.2	14.9			9.7	9.7	10.5	
Long-term unemployment	% of labour force	7.9	4.9	8.9	8.8	7.8	29.0		3.9	4.1	4.6	
Youth unemployment rate	% of youth labour force (15-24)	21.3	33.6	34.5	31.0 b	28.4			20.9	21.3		
Youth NEET rate	% of population aged 15-24		17.4	17.8	16.0 b	14.9	37.3		12.8	12.9	13.2 p	
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	40.1	52.9	53.8	62.4 b				100.0	100.0		
Labour productivity per hour worked	EU-27 = 100 (based on PPS per hour worked)	31.0	44.7	45.9	52.9 b				100.0	100.0		
Nominal unit labour cost growth	% change from previous year		-7.9	-10.4	2.1 b	2.8 b			0.7	0.8		
Real unit labour cost growth	% change from previous year		-6.7	-9.2	-3.6 b	-0.2 b			-1.6	-0.6		
Gender pay gap			13.1	15.5	13.6				16.1 p	16.2 p		
Involuntary temporary employment newly employed	as % of total employees	6.4 u	3.5	4.9	4.9 b	3.4			8.6 u	8.5 u	8.4 u	
At-risk-of-poverty rate of unemployed	share of people in current job 12 months or less in total employment		14.5	19.0	19.8	18.4			13.7	14.2	13.9	
unemployment trap - tax rate on low wage earners			56.7	47.9	50.1 b				45.0	46.2 e		
inactivity and part-time work due to personal and family responsibilities			87.0	90.0	90.0				75.4	74.8		
job vacancy rate	% change over the recent 3 years		1.1	0.5	0.3	0.3				1.4	1.4	
Share of adult population with upper secondary or tertiary education	age 25-64	83.2	86.8	88.5	87.9 b	89.1			72.7	73.4	74.2	
percentage of adult population participating in education and training	age 25-64		5.3	5.0	5.1 b	7.0			9.1	8.9	9.0	

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

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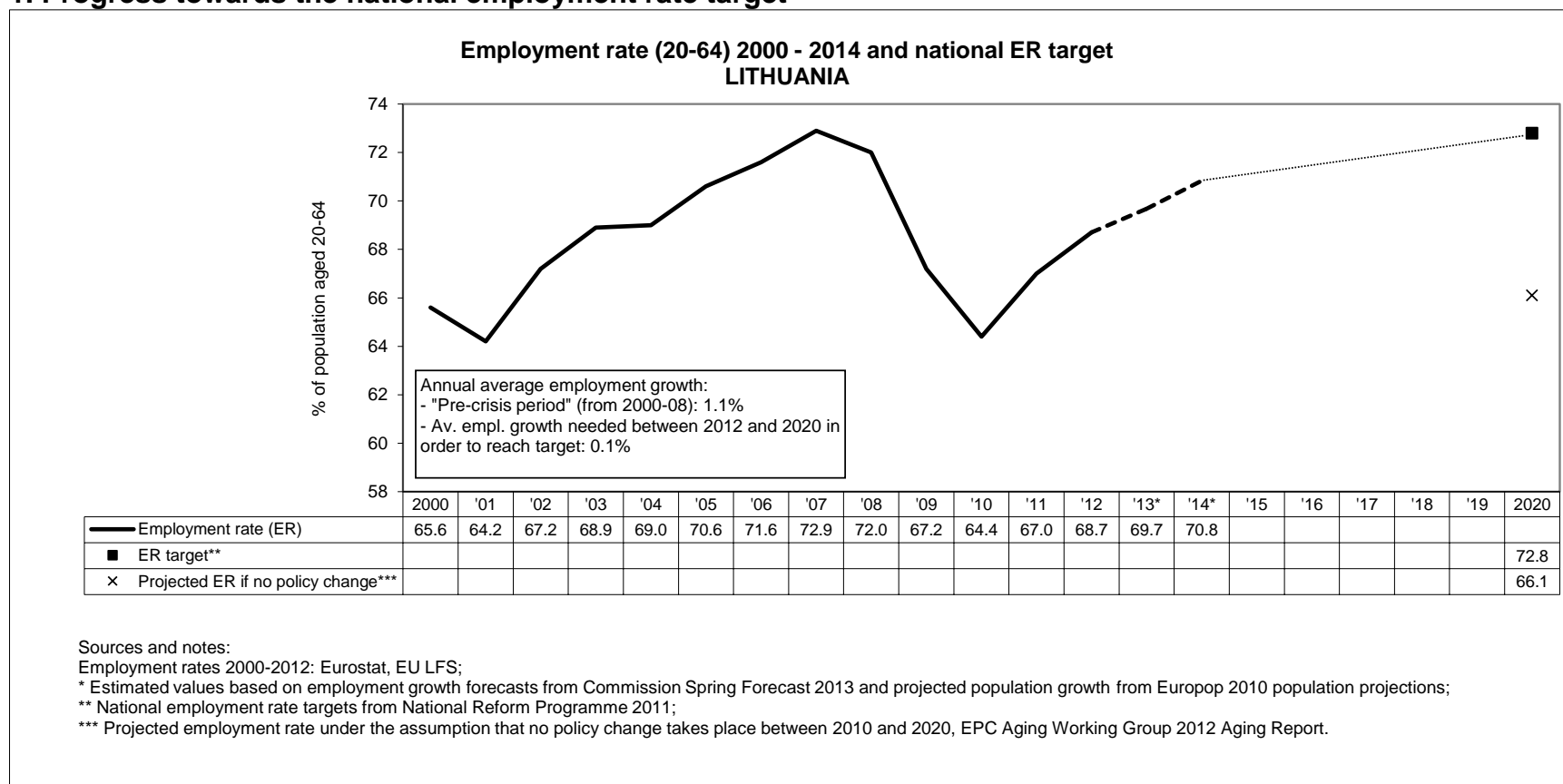
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3. Key employment challenges Latvia

Employment policy area	Key employment challenges	Particularly good labour market outcome
1. Increase labour market participation	Employment rate for men and low-skilled low Unemployment rate for youth (15-24) is higher the EU-average but show significantly positive developments. Youth NEET is high	
2. Enhancing labour market functioning; combating segmentation		
3. Active labour market policies	Long term unemployment is high. ALMP participation and expenditure are low but shows some positive development.	
4. Adequate and employment oriented social security systems	Unemployment trap shows some positive development but remains high.	
5. Work-life balance	Inactivity or part-time work due to lack of care is higher than EU-.	
6. Job creation	Tax wedge on labour is worse than the EU-average	Employment growth has increased in recent years
7. Gender equality		
8. Improving skill supply and productivity; Lifelong learning	Life-long learning for adults is below the EU but shows some positive development.	
9. Improving education and training systems	Low participation in VET secondary education Insufficient quality of higher education	
10. Wage setting mechanisms and labour cost developments		Positive development in Unit labour costs in recent years

LITHUANIA

1. Progress towards the national employment rate target



2. Key indicators on labour market performance

Lithuania

Indicator	Unit	2000	2009	2010	2011	2012	Benchmark	2020 national target	2010	2011	2012	2020 EU target
Overall employment rate	% of population aged 20 - 64	65.6	67.2	64.4	67.0 b	68.7		72.8	68.5	68.6	68.5	75.0
Early leavers from education and training	% of pop. 18-24 with at most lower sec. educ. and not in further education or training	16.5	8.7	8.1	7.2	6.5		less than 9	14.0	13.5	12.8 p	less than 10
Tertiary educational attainment	Completion of tertiary or equivalent education (30-34)	42.6	40.6	43.8	45.8	48.7		40.0	33.5	34.6	35.8	40.0
Overall employment growth	% change from previous year	-4.0	-6.8	-5.1	2.0	-6.7 b			-0.4	0.3		
Employment rate of women	% of female population aged 20 - 64	63.9	67.5	65.1	66.6 b	67.9	77.3		62.1	62.3	62.4	
Employment rate of men	% of male population aged 20 - 64	67.4	66.9	63.6	67.5 b	69.4	20.1		75.1	75.0	74.6	
Employment rate of older workers	% of population aged 55 - 64	40.4	51.6	48.6	50.1 b	51.8	59.2		46.3	47.4	48.9	
Employment gender gap	difference in the employment rate between men and women in percentage points	3.5	-0.6	-1.5	0.9 b	1.5			13.0	12.7	12.2	
Employment rate of young persons	% of population aged 20 - 29	62.0	55.9	50.7	52.4	55.9	34.1		61.6	61.2	60.2	
Employment rate of low skilled persons	% of population with at most lower secondary education aged 20 - 64	37.3	36.7	30.2	32.0 b	35.8	1.1		53.4	53.0	52.2	
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64		56.8 u	58.1 u	57.8 u	63.6 u			58.5	58.0	56.9	
Part-time employment	% of total employment	9.1	8.2	8.0	8.8 b	9.3			19.1	19.4		
Fixed term contracts	% of total employees	3.8	2.3	2.4	2.8 b	2.6			13.9	14.1	13.7	
Overall unemployment rate	% of labour force	16.4	13.6 s	18.0 s	15.3	13.3			9.7	9.7	10.5	
Long-term unemployment	% of labour force	8.0	3.2	7.4	8.0	6.5	43.7		3.9	4.1	4.6	
Youth unemployment rate	% of youth labour force (15-24)	28.6	29.2	35.1	32.2 b	26.4			20.9	21.3		
Youth NEET rate	% of population aged 15-24	17.0	12.4	13.5	11.5	11.1	64.7		12.8	12.9	13.2 p	
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	43.2	58.0	62.6	64.9				100.0	100.0		
Labour productivity per hour worked	EU-27 = 100 (based on PPS per hour worked)	40.0	51.3	54.8	57.7				100.0	100.0		
Nominal unit labour cost growth	% change from previous year		-1.5	-6.9	-0.1	2.0			0.7	0.8		
Real unit labour cost growth	% change from previous year		2.0	-8.8	-5.3	-0.8			-1.6	-0.6		
Gender pay gap			15.3	14.6	11.9				16.1 p	16.2 p		
Involuntary temporary employment	as % of total employees	3.0	1.7	1.7	1.8 b	1.7			8.6 u	8.5 u	8.4 u	
newly employed	share of people in current job 12 months or less in total employment	15.1	13.9	15.2	17.8	16.1			13.7	14.2	13.9	
At-risk-of-poverty rate of unemployed			54.3	55.6	53.1				45.0	46.2 e		
unemployment trap - tax rate on low wage earners		61.4	86.0	70.0	68.0				75.4	74.8		
inactivity and part-time work due to personal and family responsibilities			2.1	1.7	1.6	1.5			4.8	5.1	5.1	
job vacancy rate	% change over the recent 3 years		1.4	0.9	0.6	0.8				1.4	1.4	
Share of adult population with upper secondary or tertiary education	age 25-64	84.2	91.3	92.0	93.0	93.4			72.7	73.4	74.2	
percentage of adult population participating in education and training	age 25-64	2.8	4.5	4.0	5.7	5.2			9.1	8.9	9.0	

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

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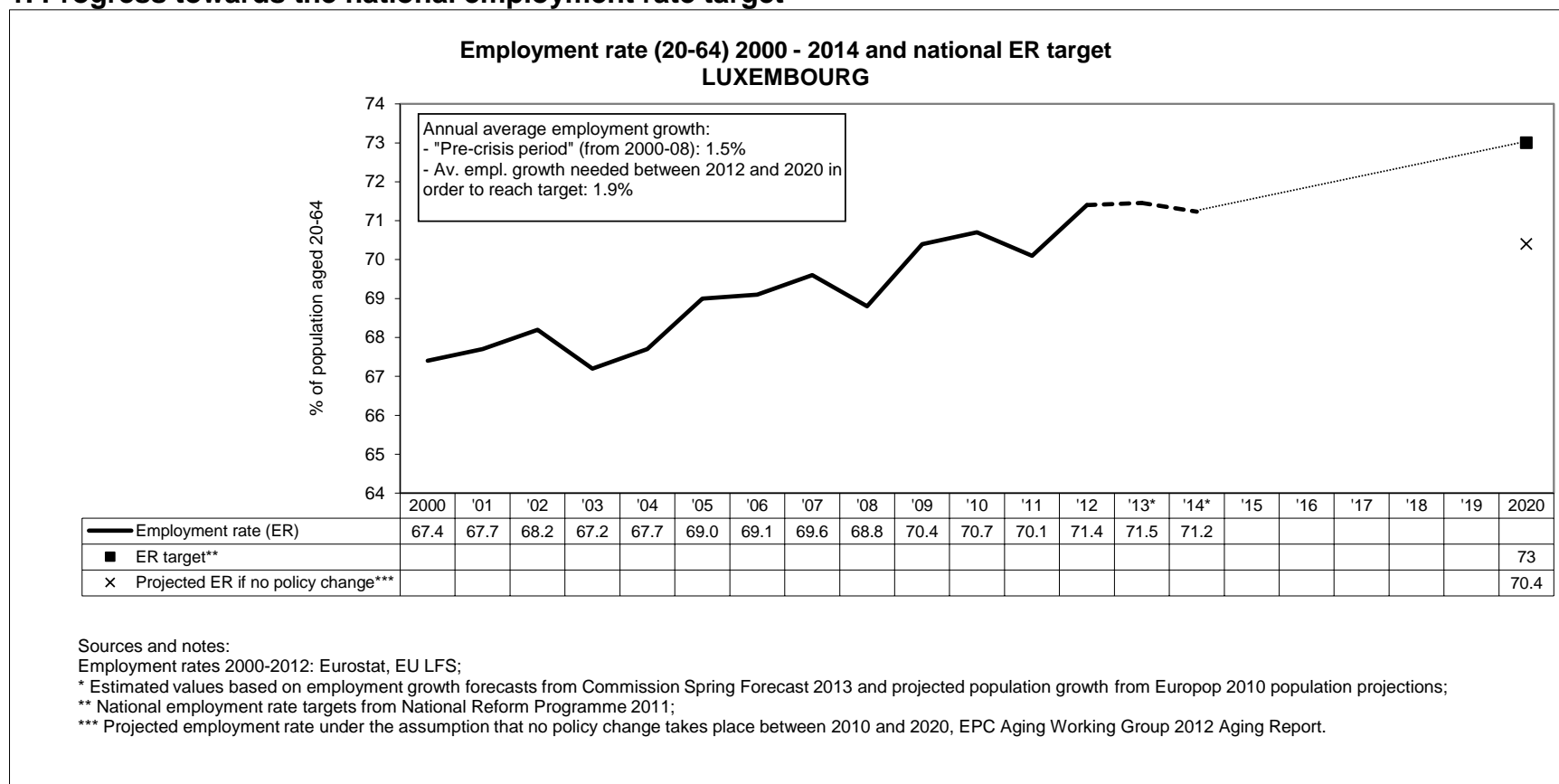
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3. Key employment challenges Lithuania

Employment Policy Area	Key Employment Challenges	Particularly good labour market outcome
1. Increase labour market participation	Employment rate for men, low-skilled and youth are low. For low-skilled the level is significantly below. Employment rate for older workers is high but deteriorating for both men and women. Unemployment rate of youth is high	
2. Enhancing labour market functioning; combating segmentation	Low use of flexible working arrangements Strict EPL..	
3. Active labour market policies	Long-term unemployment is high and ALMP participation and expenditure are low	
4. Adequate and employment oriented social security systems	The at-risk of poverty for unemployed and at-risk of in-work poverty is high Inactivity trap for 2 nd earner couple member is worse than the EU-average	
5. Work-life balance	Uptake of childcare low.	
6. Job creation		
7. Gender equality		Low employment impact of parenthood
8. Improving skill supply and productivity; Lifelong learning	Skills mismatches. Lifelong learning (25-64) is below EU average.	
9. Improving education and training systems	VET secondary education and share of low-achieving (15y) in reading and mathematics low	
10. Wage setting mechanisms and labour cost developments		

LUXEMBOURG

1. Progress towards the national employment rate target



2. Key indicators on labour market performance

Luxembourg

Indicator	Unit	2000	2009	2010	2011	2012	Benchmark	2020 national target	2010	2011 EU27-total	2012	2020 EU target
Overall employment rate	% of population aged 20 - 64	67.4	70.4	70.7	70.1	71.4		73.0	68.5	68.6	68.5	75.0
Early leavers from education and training	% of pop. 18-24 with at most lower sec. educ. and not in further education or training	16.8	7.7 b	7.1	6.2	8.1 p		less than 10	14.0	13.5	12.8 p	less than 10
Tertiary educational attainment	Completion of tertiary or equivalent education (30-34)	21.2	46.6 b	46.1	48.2	49.6		40.0	33.5	34.6	35.8	40.0
Overall employment growth	% change from previous year								-0.4	0.3		
Employment rate of women	% of female population aged 20 - 64	53.8	61.5	62.0	61.9	64.1	60.4		62.1	62.3	62.4	
Employment rate of men	% of male population aged 20 - 64	80.7	79.0	79.2	78.1	78.5	80.4		75.1	75.0	74.6	
Employment rate of older workers	% of population aged 55 - 64	26.7	38.2	39.6	39.3	41.0	19.5		46.3	47.4	48.9	
Employment gender gap	difference in the employment rate between men and women in percentage points	26.9	17.5	17.2	16.2	14.4			13.0	12.7	12.2	
Employment rate of young persons	% of population aged 20 - 29	68.1	63.2	60.5	59.1	59.5	47.3		61.6	61.2	60.2	
Employment rate of low skilled persons	% of population with at most lower secondary education aged 20 - 64	58.6	58.9	58.5	58.6	60.1	94.0		53.4	53.0	52.2	
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64		57.7	58.7	58.8	59.5			58.5	58.0	56.9	
Part-time employment	% of total employment	11.3	18.1	17.8	18.3	18.9			19.1	19.4		
Fixed term contracts	% of total employees	3.4	7.2	7.1	7.1	7.6			13.9	14.1	13.7	
Overall unemployment rate	% of labour force	2.2	5.1	4.6	4.8	5.1			9.7	9.7	10.5	
Long-term unemployment	% of labour force	0.5	1.2	1.3	1.4	1.6	99.1		3.9	4.1	4.6	
Youth unemployment rate	% of youth labour force (15-24)	6.4 u	17.2	14.2	16.8	18.8			20.9	21.3		
Youth NEET rate	% of population aged 15-24	5.0	5.8 b	5.1	4.7	5.9 p	102.2		12.8	12.9	13.2 p	
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	176.9	161.3	167.3	169.1				100.0	100.0		
Labour productivity per hour worked	EU-27 = 100 (based on PPS per hour worked)		174.9	181.5	184.0				100.0	100.0		
Nominal unit labour cost growth	% change from previous year	2.5	7.3	1.6	3.3	3.2			0.7	0.8		
Real unit labour cost growth	% change from previous year	0.5	6.8	-5.6	-1.7	-0.6			-1.6	-0.6		
Gender pay gap			9.2	8.7	8.7 p				16.1 p	16.2 p		
Involuntary temporary employment	as % of total employees	0.6 u	3.1	2.9 u	3.2 u	4.0			8.6 u	8.5 u	8.4 u	
newly employed	share of people in current job 12 months or less in total employment	12.0	13.4	11.9	13.4	12.8			13.7	14.2	13.9	
At-risk-of-poverty rate of unemployed			45.3	43.3	42.3				45.0	46.2 e		
unemployment trap - tax rate on low wage earners			86.0	86.0	87.0				75.4	74.8		
inactivity and part-time work due to personal and family responsibilities			6.1	6.2	5.1	4.1			4.8	5.1	5.1	
job vacancy rate	% change over the recent 3 years		0.6	0.5	0.6	0.7				1.4	1.4	
Share of adult population with upper secondary or tertiary education	age 25-64	60.9	77.3 b	77.7	77.3	78.3			72.7	73.4	74.2	
participating in education and training	age 25-64	4.8	13.4 b	13.4	13.6	13.9			9.1	8.9	9.0	

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

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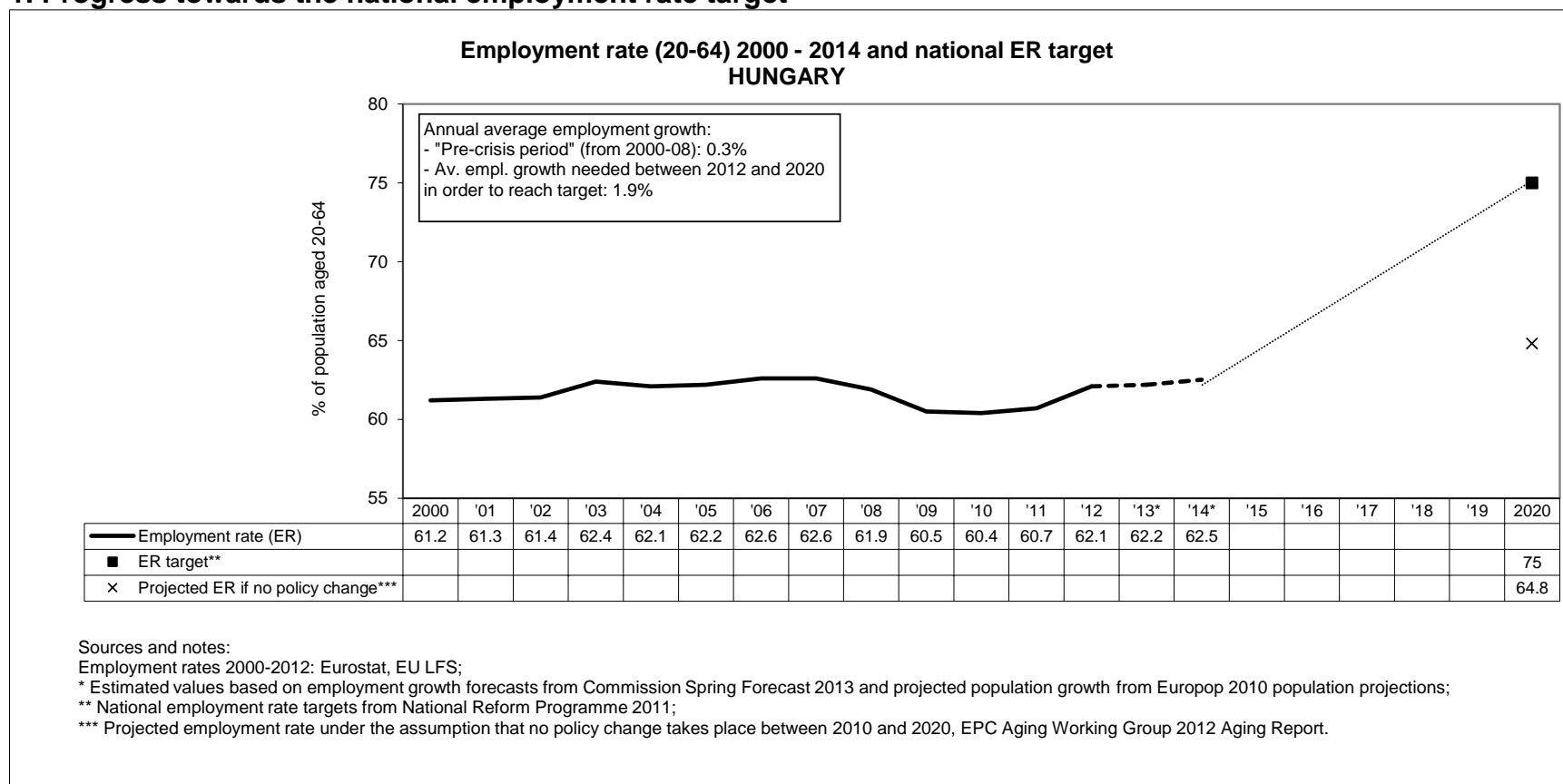
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3. Key employment challenges Luxembourg

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

HUNGARY

1. Progress towards the national employment rate target



2. Key indicators on labour market performance

Hungary

Indicator	Unit	2000	2009	2010	2011	2012	Benchmark	2020 national target	2010	2011	2012	2020 EU target
Overall employment rate	% of population aged 20 - 64	61.2	60.5	60.4	60.7	62.1		75.0	68.5	68.6	68.5	75.0
Early leavers from education and training	% of pop. 18-24 with at most lower sec. educ. and not in further education or training	13.9	11.2	10.5	11.2	11.5		10.0	14.0	13.5	12.8 p	less than 10
Tertiary educational attainment	Completion of tertiary or equivalent education (30-34)	14.8	23.9	25.7	28.1	29.9		30.3	33.5	34.6	35.8	40.0
Overall employment growth	% change from previous year	1.0	-2.5	0.7	0.4	0.1			-0.4	0.3		
Employment rate of women	% of female population aged 20 - 64	53.9	54.4	55.0	54.9	56.4	26.0		62.1	62.3	62.4	
Employment rate of men	% of male population aged 20 - 64	68.9	67.0	66.0	66.8	68.1	11.5		75.1	75.0	74.6	
Employment rate of older workers	% of population aged 55 - 64	22.2	32.8	34.4	35.8	36.9	4.4		46.3	47.4	48.9	
Employment gender gap	difference in the employment rate between men and women in percentage points	15.0	12.6	11.0	11.9	11.7			13.0	12.7	12.2	
Employment rate of young persons	% of population aged 20 - 29	59.5	51.5	50.7	50.8	50.9	15.8		61.6	61.2	60.2	
Employment rate of low skilled persons	% of population with at most lower secondary education aged 20 - 64	36.4	36.3	36.8	36.5	37.5	7.6		53.4	53.0	52.2	
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64		64.2	50.2	51.3	61.2			58.5	58.0	56.9	
Part-time employment	% of total employment	3.6 u	5.6	5.8	6.8	7.0			19.1	19.4		
Fixed term contracts	% of total employees	6.8	8.4	9.6	8.9	9.4			13.9	14.1	13.7	
Overall unemployment rate	% of labour force	6.3	10.0	11.2	10.9	10.9			9.7	9.7	10.5	
Long-term unemployment	% of labour force	3.0	4.2	5.5	5.2	4.9	61.8		3.9	4.1	4.6	
Youth unemployment rate	% of youth labour force (15-24)	12.3	26.5	26.6	26.1	28.1			20.9	21.3		
Youth NEET rate	% of population aged 15-24	15.4	13.4	12.4	13.3	14.7	38.8		12.8	12.9	13.2 p	
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	57.1	72.5	70.9	71.2				100.0	100.0		
Labour productivity per hour worked	EU-27 = 100 (based on PPS per hour worked)	48.0	60.7	59.7	59.5				100.0	100.0		
Nominal unit labour cost growth	% change from previous year	11.4	2.8	-0.9	1.8	6.5			0.7	0.8		
Real unit labour cost growth	% change from previous year	1.5	-0.7	-3.3	-1.3	3.2			-1.6	-0.6		
Gender pay gap			17.1	17.6	18.0				16.1 p	16.2 p		
Involuntary temporary employment	as % of total employees	4.2 u	5.4	6.6	5.8	6.6			8.6 u	8.5 u	8.4 u	
newly employed	share of people in current job 12 months or less in total employment	12.6	12.9	13.3	13.3	14.7			13.7	14.2	13.9	
At-risk-of-poverty rate of unemployed			47.3	44.8	46.6				45.0	46.2 e		
unemployment trap - tax rate on low wage earners			81.0	82.0	80.0				75.4	74.8		
inactivity and part-time work due to personal and family responsibilities			4.7	4.5	4.7	4.7			4.8	5.1	5.1	
job vacancy rate	% change over the recent 3 years		1.2	1.1	1.0	1.1				1.4	1.4	
Share of adult population with upper secondary or tertiary education	age 25-64	69.4	80.6	81.3	81.8	82.1			72.7	73.4	74.2	
participating in education and training	age 25-64	2.9	2.7	2.8	2.7	2.8			9.1	8.9	9.0	

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

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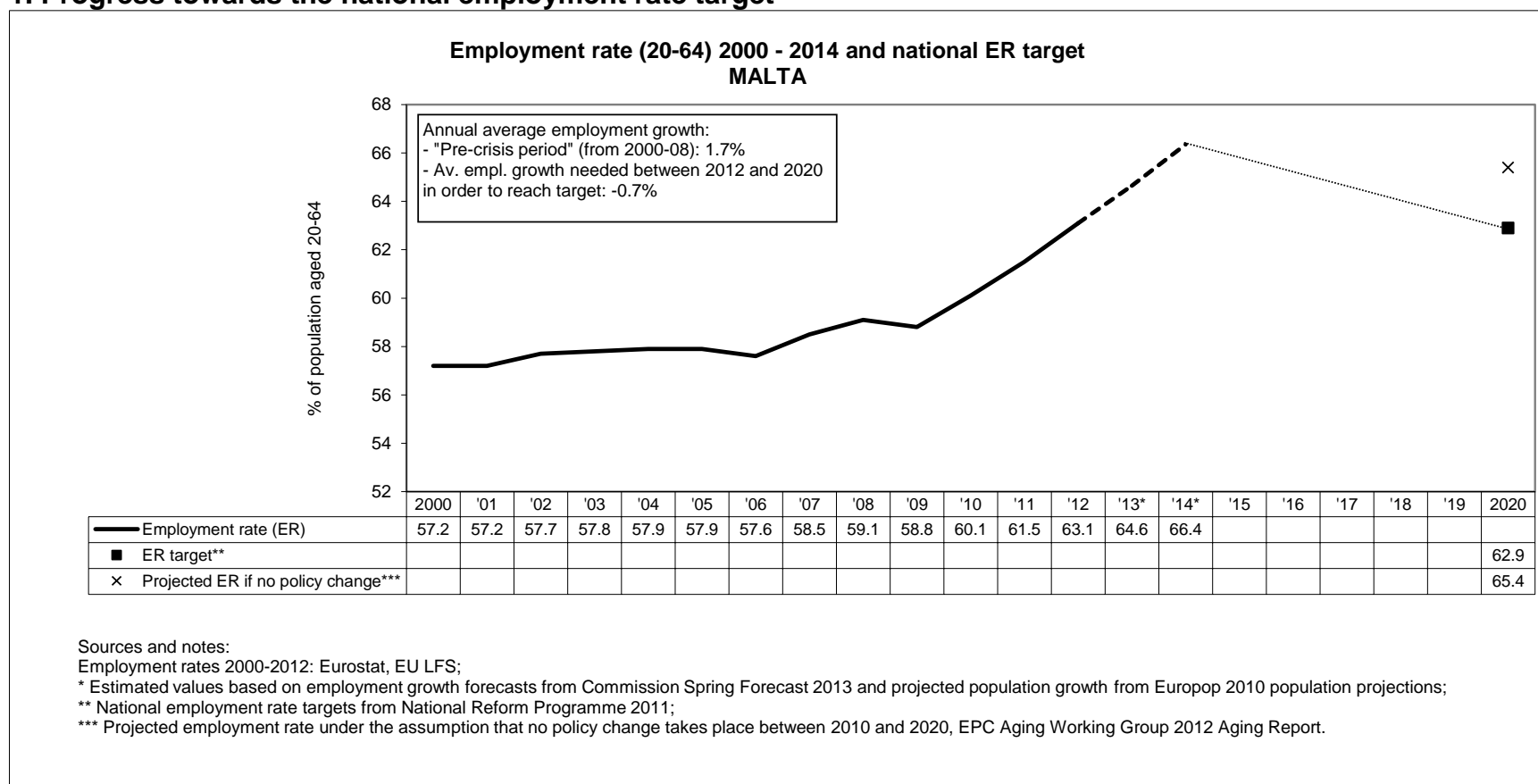
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3. Key employment challenges Hungary

	Key Employment Challenge	Particularly Good labour market Outcomes
1. Increase labour market participation	overall low employment rates especially for certain groups (youth, older workers and low-skilled) - high youth unemployment and increasing NEET rates	But with Positive development in employment rates
2. Enhancing labour market functioning; combating segmentation		
3. Active labour market policies	-low level of ALMP but increasing	
4. Adequate and employment oriented social security systems		
5. Work-life balance	- low offer of childcare - very high employment impact of parenthood	
6. Job creation	- high tax wedge but decreasing	
7. Gender equality		
8. Improving skill supply and productivity; Lifelong learning	- - low participation to LLL	High share of adult population (25-64) with upper secondary education.
9. Improving education and training systems	tertiary education attainment (30-34) below EU average but with positive development	
10. Wage setting mechanisms and labour cost developments		

MALTA

1. Progress towards the national employment rate target



2. Key indicators on labour market performance

Malta

Indicator	Unit	2000	2009	2010	2011	2012	Benchmark	2020 national target	2010	2011	2012	2020 EU target
									EU27-total			
Overall employment rate	% of population aged 20 - 64	57.2	58.8	60.1	61.5	63.1		62.9	68.5	68.6	68.5	75.0
Early leavers from education and training	% of pop. 18-24 with at most lower sec. educ. and not in further education or training	54.2 p	36.8 p	24.8 b	23.6	22.6		29.0	14.0	13.5	12.8 p	less than 10
Tertiary educational attainment	Completion of tertiary or equivalent education (30-34)	7.4 u	21.0 p	21.5 b	21.4	22.4		33.0	33.5	34.6	35.8	40.0
Overall employment growth	% change from previous year	-1.2	-0.2	1.7	2.7	2.1			-0.4	0.3		
Employment rate of women	% of female population aged 20 - 64	33.2	39.8	41.5	43.4	46.8	-16.8		62.1	62.3	62.4	
Employment rate of men	% of male population aged 20 - 64	80.9	77.1	77.9	78.9	79.0	83.7		75.1	75.0	74.6	
Employment rate of older workers	% of population aged 55 - 64	28.5	27.8	30.4	31.8	33.6	-7.7		46.3	47.4	48.9	
Employment gender gap	difference in the employment rate between men and women in percentage points	47.7	37.3	36.4	35.5	32.2			13.0	12.7	12.2	
Employment rate of young persons	% of population aged 20 - 29	74.2	73.5	73.8	74.7	74.4	101.9		61.6	61.2	60.2	
Employment rate of low skilled persons	% of population with at most lower secondary education aged 20 - 64	51.8	49.7	48.5	49.1	50.7	58.0		53.4	53.0	52.2	
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64		58.6	61.0	66.3	60.1			58.5	58.0	56.9	
Part-time employment	% of total employment	6.4	11.2	12.4	13.1	13.9			19.1	19.4		
Fixed term contracts	% of total employees	3.9	4.8	5.5	6.5	6.8			13.9	14.1	13.7	
Overall unemployment rate	% of labour force	6.7	6.9	6.9	6.5	6.4			9.7	9.7	10.5	
Long-term unemployment	% of labour force	4.5	3.0	3.2	3.0	3.0	83.3		3.9	4.1	4.6	
Youth unemployment rate	% of youth labour force (15-24)	11.8	14.4	13.1	13.8	14.2			20.9	21.3		
Youth NEET rate	% of population aged 15-24	27.4 p	9.8 p	9.5 b	10.6	11.1	64.7		12.8	12.9	13.2 p	
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	100.9	97.5	97.4	95.0				100.0	100.0		
Labour productivity per hour worked	EU-27 = 100 (based on PPS per hour worked)	74.9 e	72.0 e	72.8	67.1				100.0	100.0		
Nominal unit labour cost growth	% change from previous year		6.6	-0.1	1.5	3.7			0.7	0.8		
Real unit labour cost growth	% change from previous year	-3.8	3.7	-2.9	-0.6	1.4			-1.6	-0.6		
Gender pay gap			13.8	13.4	12.9				16.1 p	16.2 p		
Involuntary temporary employment	as % of total employees	1.5 u	2.6	2.9	3.3	3.6			8.6 u	8.5 u	8.4 u	
newly employed	share of people in current job 12 months or less in total employment	13.5	10.3	11.7	12.6	12.7			13.7	14.2	13.9	
At-risk-of-poverty rate of unemployed			29.9	39.6	42.8				45.0	46.2 e		
unemployment trap - tax rate on low wage earners			58.0	59.0	56.0				75.4	74.8		
Inactivity and part-time work due to personal and family responsibilities			4.3	4.1	4.3	4.8			4.8	5.1	5.1	
job vacancy rate	% change over the recent 3 years									1.4	1.4	
Share of adult population with upper secondary or tertiary education	age 25-64	18.1 p	27.7 p	35.2 b	38.1	38.1			72.7	73.4	74.2	
percentage of adult population participating in education and training	age 25-64	4.5	6.1	6.2	6.5	7.0			9.1	8.9	9.0	

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

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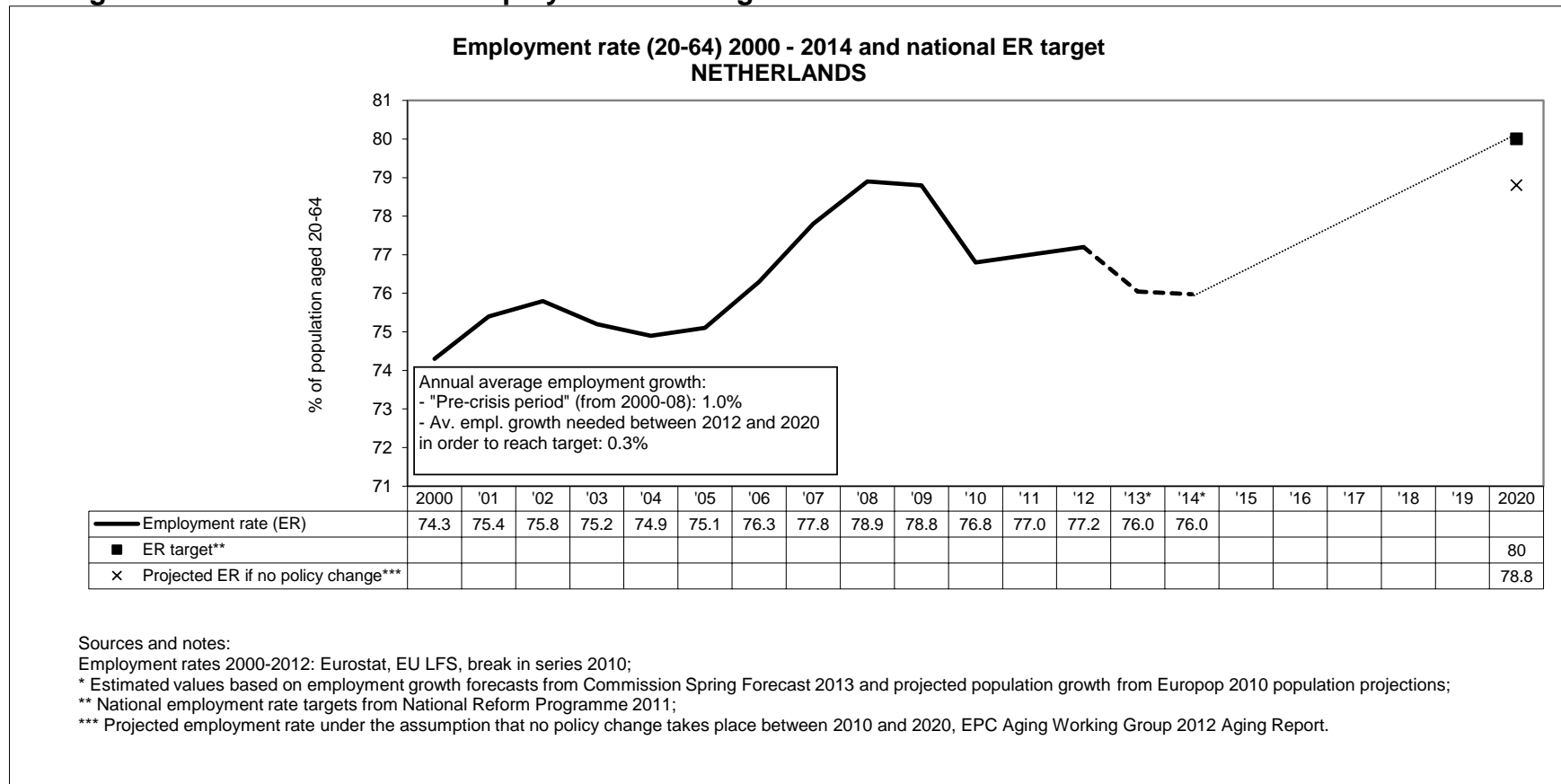
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3. Key employment challenges Malta

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

NETHERLANDS

1. Progress towards the national employment rate target



2. Key indicators on labour market performance Netherlands

Indicator	Unit	2000	2009	2010	2011	2012	Benchmark	2020 national target	2010	2011 EU27-total	2012	2020 EU target
Overall employment rate	% of population aged 20 - 64	74.3	78.8	76.8 b	77.0	77.2		80.0	68.5	68.6	68.5	75.0
Early leavers from education and training	% of pop. 18-24 with at most lower sec. educ. and not in further education or training	15.4	10.9	10.0 b	9.1	8.8 p		less than 8	14.0	13.5	12.8 p	less than 10
Tertiary educational attainment	Completion of tertiary or equivalent education (30-34)	26.5	40.5	41.4 b	41.1	42.3 p		45.0	33.5	34.6	35.8	40.0
Overall employment growth	% change from previous year	2.2	-0.7	-0.4	0.7	-0.1			-0.4	0.3		
Employment rate of women	% of female population aged 20 - 64	64.1	72.7	70.8 b	71.4	71.9	95.2		62.1	62.3	62.4	
Employment rate of men	% of male population aged 20 - 64	84.3	84.9	82.8 b	82.6	82.5	106.9		75.1	75.0	74.6	
Employment rate of older workers	% of population aged 55 - 64	38.2	55.1	53.7 b	56.1	58.6	84.2		46.3	47.4	48.9	
Employment gender gap	difference in the employment rate between men and women in percentage points	20.2	12.2	12.0 b	11.2	10.6			13.0	12.7	12.2	
Employment rate of young persons	% of population aged 20 - 29	82.6	82.4	78.7	78.7	78.0	115.1		61.6	61.2	60.2	
Employment rate of low skilled persons	% of population with at most lower secondary education aged 20 - 64	59.5	64.2	61.7 b	62.5	62.7 p	103.9		53.4	53.0	52.2	
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64		56.0	52.8 b	52.2	53.0			58.5	58.0	56.9	
Part-time employment	% of total employment	41.2	48.2	48.8 b	49.1	49.8			19.1	19.4		
Fixed term contracts	% of total employees	13.8	18.0	18.3 b	18.2	19.3			13.9	14.1	13.7	
Overall unemployment rate	% of labour force	3.1	3.7	4.5	4.4	5.3			9.7	9.7	10.5	
Long-term unemployment	% of labour force	0.8	0.9	1.2 b	1.5	1.8	96.8		3.9	4.1	4.6	
Youth unemployment rate	% of youth labour force (15-24)	5.3	6.6	8.7 b	7.6	9.5			20.9	21.3		
Youth NEET rate	% of population aged 15-24	3.8	4.1	4.3 b	3.8	4.3 p	113.7		12.8	12.9	13.2 p	
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	115.1	112.8	112.3	111.7				100.0	100.0		
Labour productivity per hour worked	EU-27 = 100 (based on PPS per hour worked)	137.0	134.2	134.1	133.5				100.0	100.0		
Nominal unit labour cost growth	% change from previous year	2.9	5.3	-0.8	1.2	2.0			0.7	0.8		
Real unit labour cost growth	% change from previous year	-1.2	5.2	-1.8	0.0	1.2			-1.6	-0.6		
Gender pay gap			18.5	17.8	17.9				16.1 p	16.2 p		
Involuntary temporary employment	as % of total employees	5.5 u	6.9 u	5.8 b	5.9 u	6.6 u			8.6 u	8.5 u	8.4 u	
newly employed	share of people in current job 12 months or less in total employment	21.6	9.4	11.4	15.9	15.4			13.7	14.2	13.9	
At-risk-of-poverty rate of unemployed			41.7	31.8	33.5				45.0	46.2 e		
unemployment trap - tax rate on low wage earners			84.0	84.0	84.0				75.4	74.8		
inactivity and part-time work due to personal and family responsibilities			12.6	12.2	11.7	11.4			4.8	5.1	5.1	
job vacancy rate	% change over the recent 3 years		2.5	2.0	1.6	1.5				1.4	1.4	
Share of adult population with upper secondary or tertiary education	age 25-64	66.1	73.4	72.3 b	72.3	73.2 p			72.7	73.4	74.2	
participating in education and training	age 25-64	15.5	17.0	16.6 b	16.7	16.5 p			9.1	8.9	9.0	

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

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

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

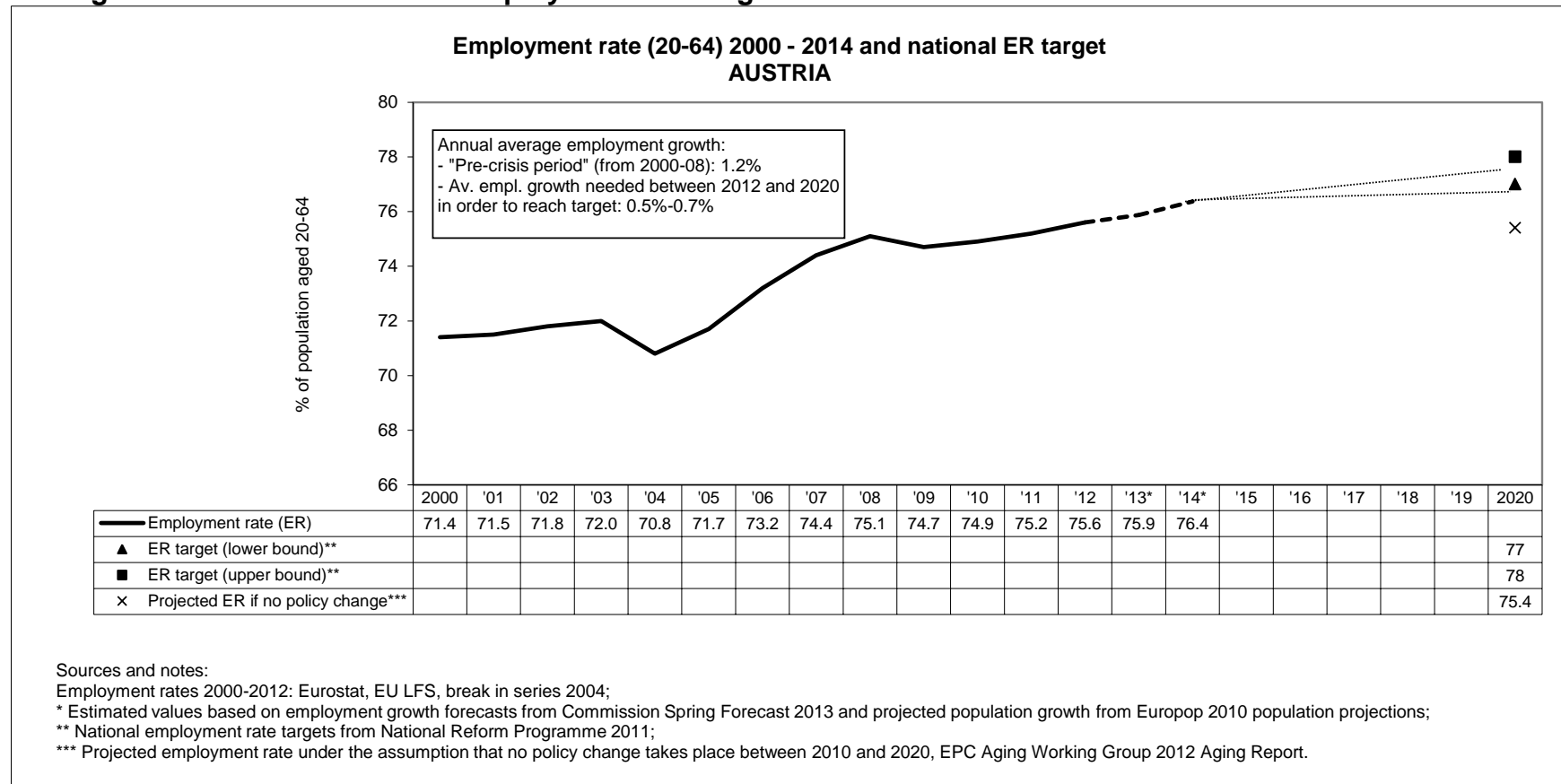
Note: Numbers in bold: the country is among the 5 highest performers for this indicator. The numbers in italic: the country is among the lowest 5 performers

3. Key employment challenges The Netherlands

Employment policy area	Key employment challenge	Particularly good labour market outcome
1. Increase labour market participation	Low employment rates for non-EU nationals Low total amount of hours worked	Youth NEET is significantly lower than the EU average
2. Enhancing labour market functioning; combating segmentation	Labour market segmentation exists with low transition to permanent employment.	
3. Active labour market policies		
4. Adequate and employment oriented social security systems	Tax wedge on labour exist and low wage trap for 2 nd couple member	At risk of poverty for unemployed is significantly lower than EU average.
5. Work-life balance	Inactivity and part-time due to family responsibilities are high Uptake of childcare above 30 hours is very low	
6. Job creation		
7. Gender equality		Low gender employment gap
8. Improving skill supply and productivity; Lifelong learning		
9. Improving education and training systems		
10. Wage setting mechanisms and labour cost developments		

AUSTRIA

1. Progress towards the national employment rate target



2. Key indicators on labour market performance

Austria

Indicator	Unit	2000	2009	2010	2011	2012	Benchmark	2020 national target	2010	2011 EU27-total	2012	2020 EU target
Overall employment rate	% of population aged 20 - 64	71.4	74.7	74.9	75.2	75.6		77.78	68.5	68.6	68.5	75.0
Early leavers from education and training	% of pop. 18-24 with at most lower sec. educ. and not in further education or training	10.2	8.7	8.3	8.3	7.6		9.5	14.0	13.5	12.8 p	less than 10
Tertiary educational attainment	Completion of tertiary or equivalent education (30-34)		23.5	23.5	23.8	26.3		38.0	33.5	34.6	35.8	40.0
Overall employment growth	% change from previous year	1.0	-0.7	0.8	1.7	1.1			-0.4	0.3		
Employment rate of women	% of female population aged 20 - 64	62.3	69.4	69.6	69.6	70.3	88.0		62.1	62.3	62.4	
Employment rate of men	% of male population aged 20 - 64	80.6	80.1	80.2	80.8	80.9	96.3		75.1	75.0	74.6	
Employment rate of older workers	% of population aged 55 - 64	28.8	41.1	42.4	41.5	43.1	27.2		46.3	47.4	48.9	
Employment gender gap	difference in the employment rate between men and women in percentage points	18.3	10.7	10.6	11.2	10.6			13.0	12.7	12.2	
Employment rate of young persons	% of population aged 20 - 29	74.4	75.2	74.6	75.9	76.0	107.8		61.6	61.2	60.2	
Employment rate of low skilled persons	% of population with at most lower secondary education aged 20 - 64	52.9	55.6	56.1	56.4	56.0	78.3		53.4	53.0	52.2	
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64		60.9	62.0	62.8	62.1			58.5	58.0	56.9	
Part-time employment	% of total employment	16.9	24.4	25.0	25.0	25.5			19.1	19.4		
Fixed term contracts	% of total employees	8.0	9.1	9.3	9.6	9.3			13.9	14.1	13.7	
Overall unemployment rate	% of labour force	3.6	4.8	4.4	4.2	4.3			9.7	9.7	10.5	
Long-term unemployment	% of labour force	1.0	1.0	1.1	1.1	1.1	104.8		3.9	4.1	4.6	
Youth unemployment rate	% of youth labour force (15-24)	6.3	10.0	8.8	8.3	8.7			20.9	21.3		
Youth NEET rate	% of population aged 15-24	7.9	7.8	7.1	6.9	6.5	97.8		12.8	12.9	13.2 p	
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	123.6	116.3	116.6	116.8				100.0	100.0		
Labour productivity per hour worked	EU-27 = 100 (based on PPS per hour worked)	117.3	114.8	116.4	116.0				100.0	100.0		
Nominal unit labour cost growth	% change from previous year	-0.5	5.0	0.0	0.9	3.4			0.7	0.8		
Real unit labour cost growth	% change from previous year	-1.4	3.4	-1.6	-1.3	1.1			-1.6	-0.6		
Gender pay gap			24.3 e	24.0	23.7 e				16.1 p	16.2 p		
Involuntary temporary employment	as % of total employees	1.4	1.0	0.8	0.8	0.8			8.6 u	8.5 u	8.4 u	
newly employed	share of people in current job 12 months or less in total employment	3.6	15.6	15.7	16.8	16.0			13.7	14.2	13.9	
At-risk-of-poverty rate of unemployed			38.0	41.2	41.0				45.0	46.2 e		
unemployment trap - tax rate on low wage earners			67.0	67.0	67.0				75.4	74.8		
inactivity and part-time work due to personal and family responsibilities			8.1	8.1	7.9	8.0			4.8	5.1	5.1	
job vacancy rate	% change over the recent 3 years				1.8	1.9				1.4	1.4	
Share of adult population with upper secondary or tertiary education	age 25-64	76.2 b	81.9	82.5	82.5	83.1			72.7	73.4	74.2	
percentage of adult population participating in education and training	age 25-64	8.3	13.8	13.7	13.4	14.1			9.1	8.9	9.0	

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

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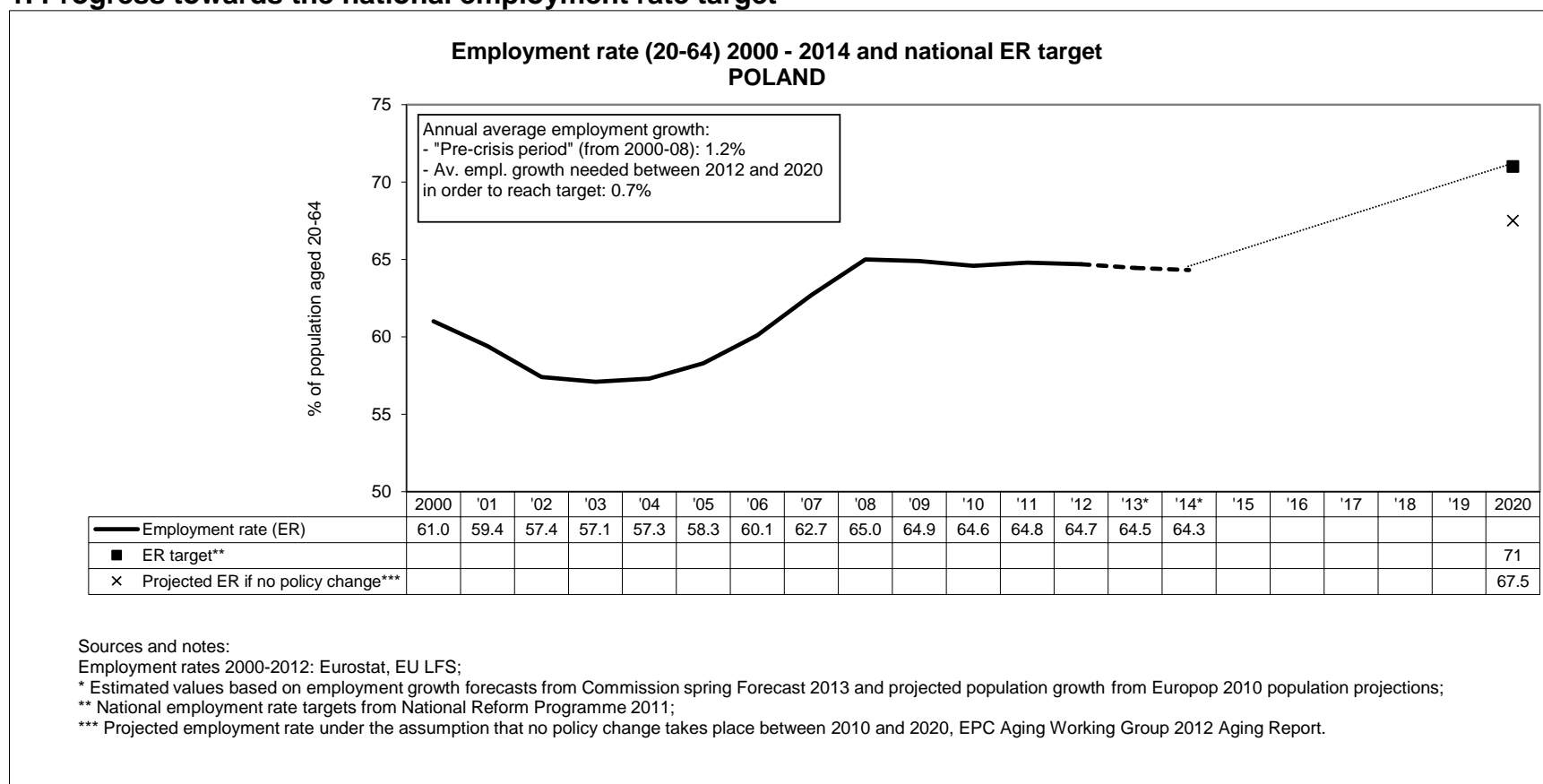
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3. Key employment challenges Austria

	Key Employment Challenge	Particularly Good Outcomes
1. Increase labour market Participation	- low employment rates among older people Low total hours worked for women	- very good performance on youth employment rates and very low youth UR
2. Enhancing labour market functioning; combating segmentation		- very low share of involuntary temporary workers and high participation of temp workers in education and training
3. Active labour market policies		- very low rates of long-term unemployed relative to the total unemployment
4. Adequate and employment oriented social security systems		
5. Work-life balance	- high Inactivity and part-time work due to family responsibilities, Low uptake of childcare above 30 hours and high employment impact of parenthood but showing positive developments	
6. Job creation	- high tax wedge on labour due to relatively high social security contributions	
7. Gender equality	- high gender pay gap	
8. Improving skill supply and productivity; Lifelong learning	- low share of working age persons with tertiary education - low share of graduates among 20-29 but improving trend	
9. Improving education and training systems	- low achievers in reading and maths	
10. Wage setting mechanisms and labour cost developments		

POLAND

1. Progress towards the national employment rate target



2. Key indicators on labour market performance

Poland

Indicator	Unit	2000	2009	2010	2011	2012	Benchmark	2020 national target	2010	2011	2012	2020 EU target
Overall employment rate	% of population aged 20 - 64	61.0	64.9	64.6	64.8	64.7 b		71.0	68.5	68.6	68.5	75.0
Early leavers from education and training	% of pop. 18-24 with at most lower sec. educ. and not in further education or training		5.3	5.4 p	5.6 p	5.7 p		4.5	14.0	13.5	12.8 p	less than 10
Tertiary educational attainment	Completion of tertiary or equivalent education (30-34)	12.5 b	32.8	35.3 p	36.9 p	39.1 p		45.0	33.5	34.6	35.8	40.0
Overall employment growth	% change from previous year		0.4	0.5	1.0	-1.6 b			-0.4	0.3		
Employment rate of women	% of female population aged 20 - 64	54.2	57.6	57.7	57.6	57.5 b	31.0		62.1	62.3	62.4	
Employment rate of men	% of male population aged 20 - 64	68.0	72.6	71.6	72.2	72.0 b	37.4		75.1	75.0	74.6	
Employment rate of older workers	% of population aged 55 - 64	28.4	32.3	34.0	36.9	38.7 b	11.0		46.3	47.4	48.9	
Employment gender gap	difference in the employment rate between men and women in percentage points	13.8	15.0	13.9	14.6	14.5 b			13.0	12.7	12.2	
Employment rate of young persons	% of population aged 20 - 29	54.0	61.5	60.3	59.5	58.6	44.0		61.6	61.2	60.2	
Employment rate of low skilled persons	% of population with at most lower secondary education aged 20 - 64	41.6	41.0	39.2	38.7	38.9	12.9		53.4	53.0	52.2	
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64		64.3	63.2	59.7	64.6			58.5	58.0	56.9	
Part-time employment	% of total employment	10.4	8.2	8.2	7.8	7.8			19.1	19.4		
Fixed term contracts	% of total employees	5.6	26.4	27.2	26.9	26.8			13.9	14.1	13.7	
Overall unemployment rate	% of labour force	16.1	8.1	9.7	9.7	10.1			9.7	9.7	10.5	
Long-term unemployment	% of labour force	7.4	2.5	3.0	3.6	4.1	70.8		3.9	4.1	4.6	
Youth unemployment rate	% of youth labour force (15-24)	35.7	20.6	23.7	25.8	26.5 b			20.9	21.3		
Youth NEET rate	% of population aged 15-24		10.1	10.8 p	11.6 p	11.8 p	59.7		12.8	12.9	13.2 p	
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	55.5	65.5	67.5	69.1				100.0	100.0		
Labour productivity per hour worked	EU-27 = 100 (based on PPS per hour worked)	45.6	52.5	54.3	55.9				100.0	100.0		
Nominal unit labour cost growth	% change from previous year		2.2	1.3	0.5	1.2 f			0.7	0.8		
Real unit labour cost growth	% change from previous year		-1.4	-0.1	-2.6	-1.2 f			-1.6	-0.6		
Gender pay gap			8.0	4.5	4.5				16.1 p	16.2 p		
Involuntary temporary employment as % of total employees			19.2	20.2	16.6	17.4			8.6 u	8.5 u	8.4 u	
newly employed	share of people in current job 12 months or less in total employment	15.0	13.8	14.1	13.2	12.9			13.7	14.2	13.9	
At-risk-of-poverty rate of unemployed			42.1	45.4	43.6				45.0	46.2 e		
unemployment trap - tax rate on low wage earners inactivity and part-time work due to personal and family responsibilities			76.0	81.0	82.0				75.4	74.8		
job vacancy rate	% change over the recent 3 years		1.4	0.9	0.6	0.6				1.4	1.4	
Share of adult population with upper secondary or tertiary education	age 25-64	79.8 b	88.0	88.7 p	89.1 p	89.6 p			72.7	73.4	74.2	
percentage of adult population participating in education and training	age 25-64		4.7	5.3	4.5	4.5 p			9.1	8.9	9.0	

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

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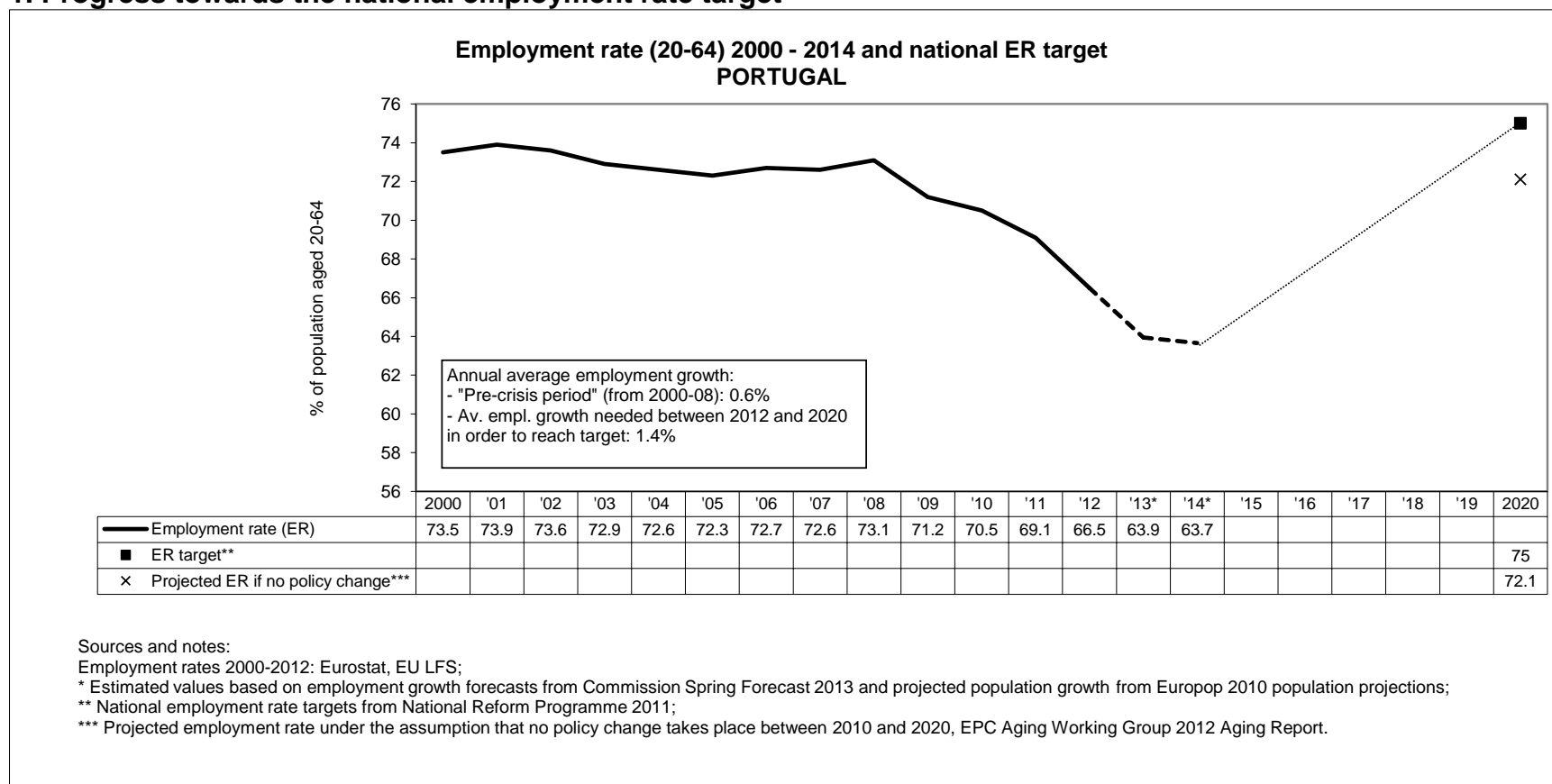
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3. Key employment challenges Poland

Employment policy area	Key employment challenges	Particularly good labour market outcome
1. Increase labour market participation	<ul style="list-style-type: none"> - Low employment rate of low-skilled and youth - In spite of recent improvements, low employment rate of older - High youth unemployment - Oversized agricultural sector generating hidden unemployment in rural areas and limited shift into off-farm jobs. 	
2. Enhancing labour market functioning; combating segmentation	<ul style="list-style-type: none"> - High share of employees in temporary employment. Low transition rate from temporary to permanent employment 	
3. Active labour market policies		
4. Adequate and employment oriented social security systems		
5. Work-life balance	Low provision of care facilities for children	
6. Job creation		
7. Gender equality	High gender employment gap in particular among young (20-29) and older (55-64) workers.	Gender pay gap low
8. Improving skill supply and productivity; Lifelong learning	<ul style="list-style-type: none"> - Low participation in life long learning activities - Mismatch between skills and jobs, especially concerning youth. - Public spending on human resource below the EU-average 	
9. Improving education and training systems	<ul style="list-style-type: none"> - Weak system of vocational education. 	Low level of level of early school leavers
10. Wage setting mechanisms and labour cost developments		

PORTUGAL

1. Progress towards the national employment rate target



2. Key indicators on labour market performance

Portugal

Indicator	Unit	2000	2009	2010	2011	2012	Benchmark	2020 national target	2010	2011	2012	2020 EU target
Overall employment rate	% of population aged 20 - 64	73.5	71.2	70.5	69.1 b	66.5		75.0	68.5	68.6	68.5	75.0
Early leavers from education and training	% of pop. 18-24 with at most lower sec. educ. and not in further education or training	43.6	31.2	28.7	23.2	20.8		10.0	14.0	13.5	12.8 p	less than 10
Tertiary educational attainment	Completion of tertiary or equivalent education (30-34)	11.3	21.1	23.5	26.1	27.2		40.0	33.5	34.6	35.8	40.0
Overall employment growth	% change from previous year	2.1	-2.6	-1.5	-1.5	-4.2			-0.4	0.3		
Employment rate of women	% of female population aged 20 - 64	65.1	66.1	65.6	64.8 b	63.1	55.9		62.1	62.3	62.4	
Employment rate of men	% of male population aged 20 - 64	82.3	76.5	75.4	73.4 b	69.9	23.4		75.1	75.0	74.6	
Employment rate of older workers	% of population aged 55 - 64	50.7	49.7	49.2	47.9 b	46.5	39.7		46.3	47.4	48.9	
Employment gender gap	difference in the employment rate between men and women in percentage points	17.2	10.4	9.8	8.6 b	6.8			13.0	12.7	12.2	
Employment rate of young persons	% of population aged 20 - 29	71.2	65.7	62.6	61.7	56.6	36.7		61.6	61.2	60.2	
Employment rate of low skilled persons	% of population with at most lower secondary education aged 20 - 64	72.8	68.8	67.8	65.5 b	62.5	103.1		53.4	53.0	52.2	
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64		71.4	69.4	66.5 b	61.8			58.5	58.0	56.9	
Part-time employment	% of total employment	9.9	10.5	10.4	12.2 b	13.2			19.1	19.4		
Fixed term contracts	% of total employees	19.8	22.0	23.0	22.2 b	20.7			13.9	14.1	13.7	
Overall unemployment rate	% of labour force	4.5 e	10.6 e	12.0 e	12.9	15.9			9.7	9.7	10.5	
Long-term unemployment	% of labour force	1.9	4.7	6.3	6.2 b	7.7	30.1		3.9	4.1	4.6	
Youth unemployment rate	% of youth labour force (15-24)	8.2	20.0	22.4	30.1 b	37.7			20.9	21.3		
Youth NEET rate	% of population aged 15-24	9.0	11.2	11.5	12.7	14.1	43.1		12.8	12.9	13.2 p	
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	72.1	76.2	77.1	75.6 p				100.0	100.0		
Labour productivity per hour worked	EU-27 = 100 (based on PPS per hour worked)	62.6	65.2	66.1	65.4 p				100.0	100.0		
Nominal unit labour cost growth	% change from previous year	4.4	3.1	-1.4	-0.7 p	-3.8 p			0.7	0.8		
Real unit labour cost growth	% change from previous year	1.2	2.2	-2.1	-1.2 p	-3.7 p			-1.6	-0.6		
Gender pay gap			10.0	12.8	12.5				16.1 p	16.2 p		
Involuntary temporary employment	as % of total employees	8.7	18.1	19.4	19.0 b	18.1			8.6 u	8.5 u	8.4 u	
newly employed	share of people in current job 12 months or less in total employment	14.3	12.3	12.5	13.3	12.1			13.7	14.2	13.9	
At-risk-of-poverty rate of unemployed			37.0	36.4	36.0				45.0	46.2 e		
unemployment trap - tax rate on low wage earners			82.0	79.0	79.0				75.4	74.8		
inactivity and part-time work due to personal and family responsibilities			1.2	1.1	1.6	1.6			4.8	5.1	5.1	
job vacancy rate	% change over the recent 3 years		0.5	0.5	0.4	0.4				1.4	1.4	
Share of adult population with upper secondary or tertiary education	age 25-64	19.4	29.9	31.9	35.0	37.6			72.7	73.4	74.2	
percentage of adult population participating in education and training	age 25-64	3.4	6.5	5.8	11.6 b	10.6			9.1	8.9	9.0	

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

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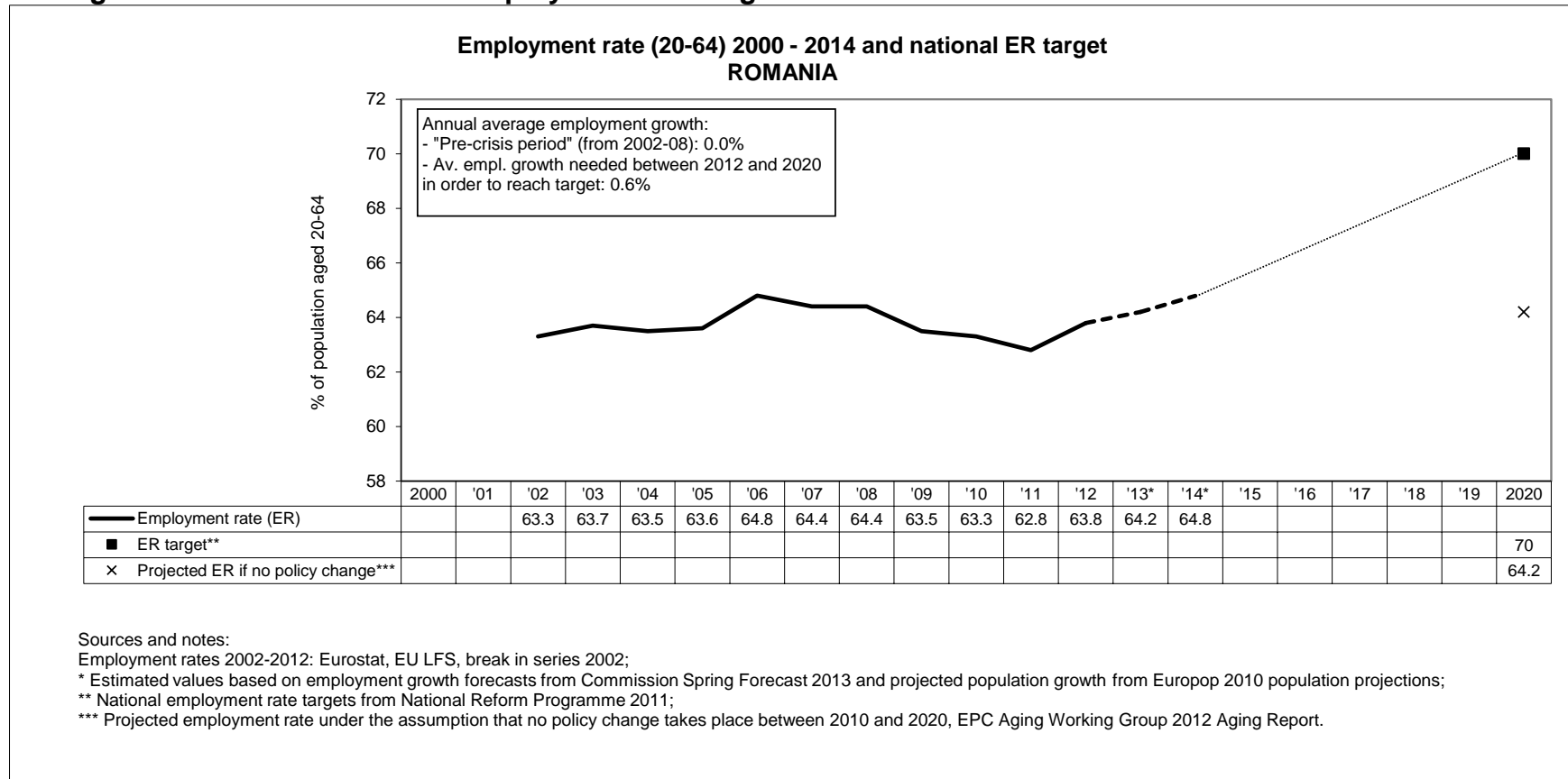
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3. Key employment challenges Portugal

Employment policy area	Key employment challenge	Particularly good labour market outcomes
1. Increase labour market participation	Negative developments of the employment rate, especially for men, older and youth Youth unemployment rate and ratio and Youth NEET are above the EU average	High employment rate of women.
2. Enhancing labour market functioning; combating segmentation	Segmented labour market with a high incidence of temporary contracts. Newly employed in % is worse than the EU-average.	
3. Active labour market policies	Long-term unemployment is higher than the EU-average	
4. Adequate and employment oriented social security systems		Low wage trap is significantly less a problem than in EU in general
5. Work-life balance		Provision of childcare and other social infrastructure
6. Job creation	Employment growth is negative signifying job loss.	
7. Gender equality		Low employment impact of parenthood Gender employment gap and gender pay gap is lower than the EU average
8. Improving skill supply and productivity; Lifelong learning		
9. Improving education and training systems	High rate of early school leavers Tertiary education (30-34) is around or below the EU-average	Recent improvement in both indicators
10. Wage setting mechanisms and labour cost developments	Wage setting system responsive to labour productivity growth	Positive development in unit labour costs in recent years

ROMANIA

1. Progress towards the national employment rate target



2. Key indicators on labour market performance Romania

Indicator	Unit	2000	2009	2010	2011	2012	Benchmark	2020 national target	2010	2011	2012	2020 EU target
Overall employment rate	% of population aged 20 - 64	69.1	63.5	63.3	62.8	63.8		70.0	68.5	68.6	68.5	75.0
Early leavers from education and training	% of pop. 18-24 with at most lower sec. educ. and not in further education or training	22.9	16.6	18.4	17.5	17.4		11.3	14.0	13.5	12.8 p	less than 10
Tertiary educational attainment	Completion of tertiary or equivalent education (30-34)	8.9	16.8	18.1	20.4	21.8		26.7	33.5	34.6	35.8	40.0
Overall employment growth	% change from previous year		-2.0	-0.3	-1.1	1.9			-0.4	0.3		
Employment rate of women	% of female population aged 20 - 64	63.0	56.3	55.9	55.7	56.3	25.6		62.1	62.3	62.4	
Employment rate of men	% of male population aged 20 - 64	75.4	70.7	70.8	69.9	71.4	33.4		75.1	75.0	74.6	
Employment rate of older workers	% of population aged 55 - 64	49.5	42.6	41.1	40.0	41.4	21.0		46.3	47.4	48.9	
Employment gender gap	difference in the employment rate between men and women in percentage points	12.4	14.4	14.9	14.2	15.1			13.0	12.7	12.2	
Employment rate of young persons	% of population aged 20 - 29	62.7	51.7	51.1	51.3	52.0	19.8		61.6	61.2	60.2	
Employment rate of low skilled persons	% of population with at most lower secondary education aged 20 - 64	68.1	53.7	54.0	50.7	52.6	65.3		53.4	53.0	52.2	
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64		64.9 u						58.5	58.0	56.9	
Part-time employment	% of total employment	15.6	9.8	11.0	10.5	10.2			19.1	19.4		
Fixed term contracts	% of total employees	2.9	1.0	1.1	1.5	1.7			13.9	14.1	13.7	
Overall unemployment rate	% of labour force	6.8	6.9	7.3	7.4	7.0			9.7	9.7	10.5	
Long-term unemployment	% of labour force	3.5	2.2	2.5	3.1	3.2	81.0		3.9	4.1	4.6	
Youth unemployment rate	% of youth labour force (15-24)	17.8	20.8	22.1	23.7	22.7			20.9	21.3		
Youth NEET rate	% of population aged 15-24	20.2	13.9	16.4	17.4	16.8	23.6		12.8	12.9	13.2 p	
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	23.7	49.5	48.6	49.4				100.0	100.0		
Labour productivity per hour worked	EU-27 = 100 (based on PPS per hour worked)	21.9	43.6	43.0	43.5				100.0	100.0		
Nominal unit labour cost growth	% change from previous year		2.9	-2.4	0.9	6.4			0.7	0.8		
Real unit labour cost growth	% change from previous year		-1.2	-7.7	-3.1	1.5			-1.6	-0.6		
Gender pay gap			7.4	8.8	12.1				16.1 p	16.2 p		
Involuntary temporary employment	as % of total employees	2.0	0.8	0.9	1.2	1.5			8.6 u	8.5 u	8.4 u	
newly employed	share of people in current job 12 months or less in total employment		6.8	6.4	6.6	5.9			13.7	14.2	13.9	
At-risk-of-poverty rate of unemployed			46.4	45.4	47.7				45.0	46.2 e		
unemployment trap - tax rate on low wage earners			62.0	59.0	54.0				75.4	74.8		
inactivity and part-time work due to personal and family responsibilities			0.8	0.9	0.9	1.0			4.8	5.1	5.1	
job vacancy rate	% change over the recent 3 years		1.6	1.1	0.7	0.6				1.4	1.4	
Share of adult population with upper secondary or tertiary education	age 25-64	69.3	74.7	74.3	74.9	75.9			72.7	73.4	74.2	
participating in education and training	age 25-64	0.9	1.5	1.3	1.6	1.4			9.1	8.9	9.0	

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

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

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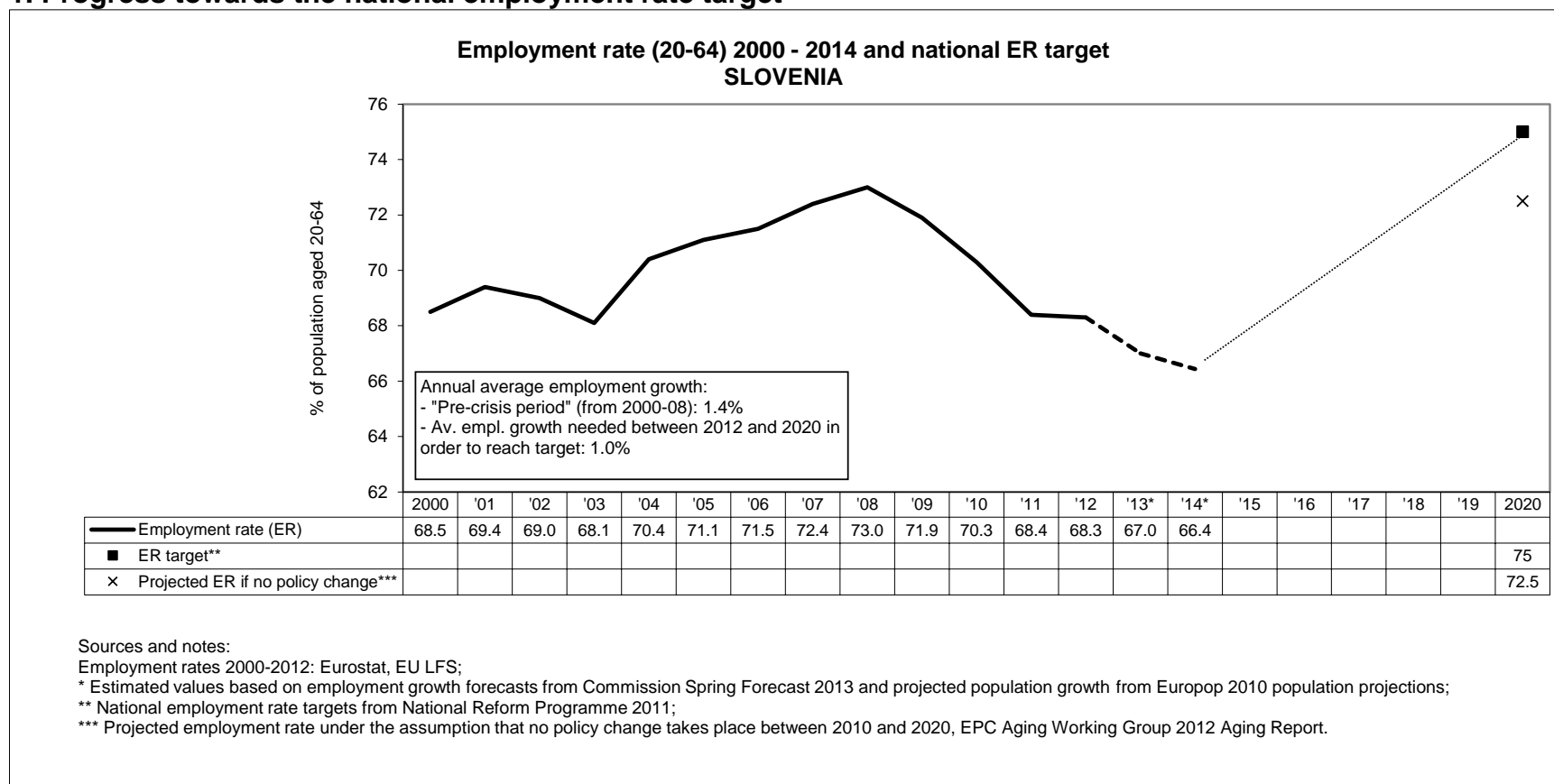
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3. Key employment challenges Romania

Main Challenges (per policy area)	Key Employment Challenges	Good labour market outcomes
1. Increase labour market participation	<ul style="list-style-type: none"> - employment rates among young, women and older people are low - youth NEETs rate above the EU average with a decreasing trend compared to 2011 - the duration of working life is short 	
2. Enhancing labour market functioning; combating segmentation		
3. Active labour market policies	ALMP spending at persistently low level.	
4. Adequate and employment oriented social security systems	The risk of in-work poverty is high	Low unemployment trap
5. Work-life balance	<ul style="list-style-type: none"> inactivity and part-time work due to lack of care has a high incidence Limited offer of childcare 	
6. Job creation		
7. Gender equality	- high gender employment gap	
8. Improving skill supply and productivity; Lifelong learning	<ul style="list-style-type: none"> - very low share of tertiary educated adult persons - participation of adult population in VET is at a persistently low incidence 	
9. Improving education and training systems	<ul style="list-style-type: none"> - high levels of early school and education leavers Low quality of education Skills shortages -very high share of low achievers in basic skills 	
10. Wage setting mechanisms and labour cost developments		

SLOVENIA

1. Progress towards the national employment rate target



2. Key indicators on labour market performance

Slovenia

Indicator	Unit	2000	2009	2010	2011	2012	Benchmark	2020 national target	2010	2011 EU27-total	2012	2020 EU target
Overall employment rate	% of population aged 20 - 64	68.5	71.9	70.3	68.4	68.3		75.0	68.5	68.6	68.5	75.0
Early leavers from education and training	% of pop. 18-24 with at most lower sec. educ. and not in further education or training		5.3	5.0	4.2	4.4		5.0	14.0	13.5	12.8 p	less than 10
Tertiary educational attainment	Completion of tertiary or equivalent education (30-34)	18.5 b	31.6	34.8	37.9	39.2		40.0	33.5	34.6	35.8	40.0
Overall employment growth	% change from previous year	1.5	-1.8	-2.2	-1.6	-1.3			-0.4	0.3		
Employment rate of women	% of female population aged 20 - 64	63.6	67.9	66.5	64.8	64.6	62.6		62.1	62.3	62.4	
Employment rate of men	% of male population aged 20 - 64	73.2	75.6	74.0	71.8	71.8	36.0		75.1	75.0	74.6	
Employment rate of older workers	% of population aged 55 - 64	22.7	35.6	35.0	31.2	32.9	-10.3		46.3	47.4	48.9	
Employment gender gap	difference in the employment rate between men and women in percentage points	9.6	7.7	7.5	7.0	7.2			13.0	12.7	12.2	
Employment rate of young persons	% of population aged 20 - 29	65.7	64.7	63.0	60.9	58.5	43.6		61.6	61.2	60.2	
Employment rate of low skilled persons	% of population with at most lower secondary education aged 20 - 64	52.7	53.2	50.5	45.8	46.4	41.6		53.4	53.0	52.2	
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64		57.1	60.6	67.2	63.5			58.5	58.0	56.9	
Part-time employment	% of total employment	5.9	10.3	11.1	10.1	9.5			19.1	19.4		
Fixed term contracts	% of total employees	12.8	16.2	17.1	18.0	17.0			13.9	14.1	13.7	
Overall unemployment rate	% of labour force	6.7	5.9	7.3	8.2	8.9			9.7	9.7	10.5	
Long-term unemployment	% of labour force	4.1	1.8	3.2	3.6	4.3	68.6		3.9	4.1	4.6	
Youth unemployment rate	% of youth labour force (15-24)	16.4	13.6	14.7	15.7	20.6			20.9	21.3		
Youth NEET rate	% of population aged 15-24		7.5	7.1	7.1	9.3	77.7		12.8	12.9	13.2 p	
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	76.1	80.5	79.4	80.6				100.0	100.0		
Labour productivity per hour worked	EU-27 = 100 (based on PPS per hour worked)	76.1	79.4	78.2	80.8				100.0	100.0		
Nominal unit labour cost growth	% change from previous year	7.3	8.5	0.4	-0.6	0.7			0.7	0.8		
Real unit labour cost growth	% change from previous year	2.0	4.7	1.5	-1.6	0.3			-1.6	-0.6		
Gender pay gap			-0.9	0.9	2.3				16.1 p	16.2 p		
Involuntary temporary employment	as % of total employees	6.2	7.8	8.9	10.2	8.6			8.6 u	8.5 u	8.4 u	
newly employed	share of people in current job 12 months or less in total employment	12.2	12.4	11.8	11.7	12.2			13.7	14.2	13.9	
At-risk-of-poverty rate of unemployed			43.6	44.1	44.6				45.0	46.2 e		
unemployment trap - tax rate on low wage earners			83.0	83.0	90.0				75.4	74.8		
inactivity and part-time work due to personal and family responsibilities			0.7	1.0	1.0	0.9			4.8	5.1	5.1	
job vacancy rate	% change over the recent 3 years		0.9	0.7	0.7	0.8				1.4	1.4	
Share of adult population with upper secondary or tertiary education	age 25-64	75.3 b	83.3	83.3	84.5	85.0			72.7	73.4	74.2	
percentage of adult population participating in education and training	age 25-64		14.6	16.2	15.9	13.8			9.1	8.9	9.0	

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

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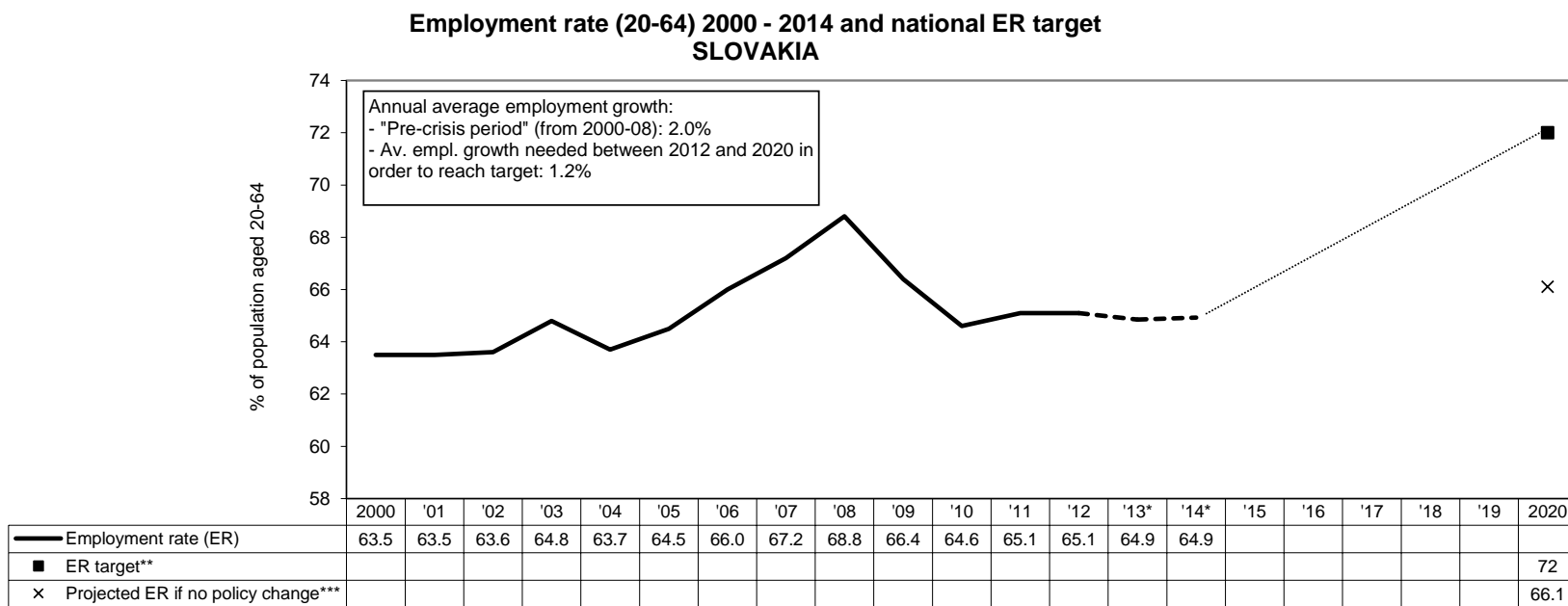
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3. Key employment challenges Slovenia

Main Challenges (per policy area)	Key Employment Challenges	Particularly good labour market outcome
1. Increase labour market participation	<ul style="list-style-type: none"> - low employment rates for low-skilled - very low employment rates of older workers in particular women High increase of unemployment rate for the young Short duration of working life 	
2. Enhancing labour market functioning; combating segmentation	Involuntary temporary work is higher than EU for younger	
3. Active labour market policies	<p>Since 2009 the long term unemployment rate significantly increased.</p> <p>Despite positive trend in the level of ALMP the spending is persistently low, low participation of older workers and low skilled.</p>	
4. Adequate and employment oriented social security systems	The unemployment trap is worse than the EU average with a lower replacement rate after a year than the EU-average	
5. Work-life balance		Employment impact of parenthood is significantly below the EU average for women.
6. Job creation	Employment growth lower than EU	
7. Gender equality		Slovenia is performing very well in relation to gender pay gap
8. Improving skill supply and productivity; Lifelong learning	<p>Employment rate for low skilled (20-64) is below the EU average and it substantially decreased in 2011.</p> <p>Mismatches between skills supply and labour demand</p>	
9. Improving education and training systems		Early school leaving rate is one of the lowest in the EU.
10. Wage setting mechanisms and labour cost developments	Adaptation of minimum wages that are not in line with productivity development	

SLOVAKIA

1. Progress towards the national employment rate target



Sources and notes:

Employment rates 2000-2012: Eurostat, EU LFS;

* Estimated values based on employment growth forecasts from Commission Spring Forecast 2013 and projected population growth from Europop 2010 population projections;

** National employment rate targets from National Reform Programme 2011;

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

2. Key indicators on labour market performance

Slovakia

Indicator	Unit	2000	2009	2010	2011	2012	Benchmark	2020 national target	2010	2011	2012	2020 EU target
Overall employment rate	% of population aged 20 - 64	63.5	66.4	64.6	65.1	65.1 b		72.0	68.5	68.6	68.5	75.0
Early leavers from education and training	% of pop. 18-24 with at most lower sec. educ. and not in further education or training		4.9	4.7	5.0	5.3		6.0	14.0	13.5	12.8 p	less than 10
Tertiary educational attainment	Completion of tertiary or equivalent education (30-34)	10.6	17.6	22.1	23.4	23.7		40.0	33.5	34.6	35.8	40.0
Overall employment growth	% change from previous year	-2.0	-2.0	-1.5	1.8	0.1			-0.4	0.3		
Employment rate of women	% of female population aged 20 - 64	57.2	58.2	57.4	57.6	57.3 b	30.1		62.1	62.3	62.4	
Employment rate of men	% of male population aged 20 - 64	70.0	74.6	71.9	72.7	72.8 b	42.6		75.1	75.0	74.6	
Employment rate of older workers	% of population aged 55 - 64	21.3	39.5	40.5	41.4	43.1 b	27.2		46.3	47.4	48.9	
Employment gender gap	difference in the employment rate between men and women in percentage points	12.8	16.4	14.5	15.1	15.5 b			13.0	12.7	12.2	
Employment rate of young persons	% of population aged 20 - 29	57.7	55.7	52.9	52.2	52.2	20.5		61.6	61.2	60.2	
Employment rate of low skilled persons	% of population with at most lower secondary education aged 20 - 64	29.5	29.0	28.6	29.7	29.5 b	-23.0		53.4	53.0	52.2	
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64								58.5	58.0	56.9	
Part-time employment	% of total employment	1.9	3.6	3.9	4.1	4.1 b			19.1	19.4		
Fixed term contracts	% of total employees	4.0	4.3	5.6	6.5	6.7 b			13.9	14.1	13.7	
Overall unemployment rate	% of labour force	18.9	12.1	14.5	13.6	14.0			9.7	9.7	10.5	
Long-term unemployment	% of labour force	10.3	6.5	9.3	9.2	9.4	10.9		3.9	4.1	4.6	
Youth unemployment rate	% of youth labour force (15-24)	36.9	27.3	33.6	33.2	34.0 b			20.9	21.3		
Youth NEET rate	% of population aged 15-24		12.5	14.1	13.8	13.8	45.2		12.8	12.9	13.2 p	
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	58.4	80.0	81.3	80.2				100.0	100.0		
Labour productivity per hour worked	EU-27 = 100 (based on PPS per hour worked)	55.0	74.0	74.2	73.9				100.0	100.0		
Nominal unit labour cost growth	% change from previous year	9.5	5.7	-0.9	-0.4	0.1			0.7	0.8		
Real unit labour cost growth	% change from previous year	0.1	7.0	-1.4	-2.0	-1.3			-1.6	-0.6		
Gender pay gap			21.9	19.6	20.5				16.1 p	16.2 p		
Involuntary temporary employment	as % of total employees	3.1	3.4	4.3 u	5.5	5.7 b			8.6 u	8.5 u	8.4 u	
newly employed	share of people in current job 12 months or less in total employment		10.0	10.4	10.1	9.1			13.7	14.2	13.9	
At-risk-of-poverty rate of unemployed			48.6	41.1	42.6				45.0	46.2 e		
unemployment trap - tax rate on low wage earners			42.0	42.0	44.0				75.4	74.8		
inactivity and part-time work due to personal and family responsibilities			4.5	4.5	4.8	4.7			4.8	5.1	5.1	
job vacancy rate	% change over the recent 3 years		1.2	1.0	0.9	0.8				1.4	1.4	
Share of adult population with upper secondary or tertiary education	age 25-64	83.8	90.9	91.0	91.3	91.7			72.7	73.4	74.2	
percentage of adult population participating in education and training	age 25-64		2.8	2.8	3.9	3.1			9.1	8.9	9.0	

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

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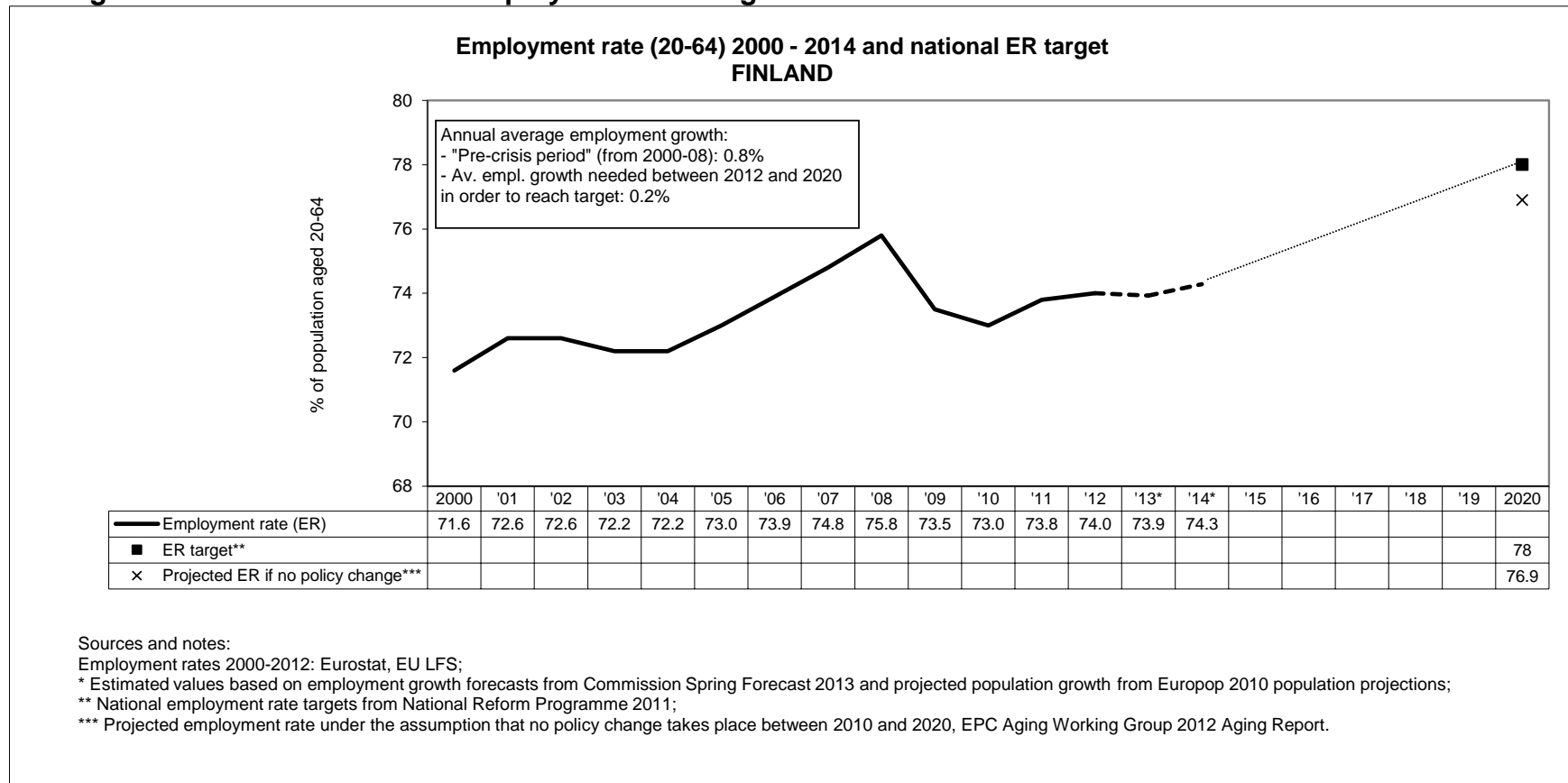
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3. Key employment challenges Slovakia

Employment Policy Area	Key Employment Challenges	Particularly Good labour market outcome
1. Increase labour market participation	Employment is low for all groups in particular youth and low-skilled. Youth unemployment high	
2. Enhancing labour market functioning; combating segmentation		
3. Active labour market policies	Long-term unemployment significantly higher than the EU-average and the activation is at a lower level than the EU-average	
4. Adequate and employment oriented social security systems	Unemployment trap high for long-term unemployed	Inactivity 2 nd couple member at a lower level than the EU-average
5. Work-life balance	Inactivity due to family responsibility significantly higher than EU-average childcare is lower than the EU-average	
6. Job creation	Tax wedge due to high social charges paid by the employers	
7. Gender equality	Gender employment gap is worse than the EU-average especially for young and older women. Employment impact of parenthood on women is high. Gender pay gap is higher than EU average.	
8. Improving skill supply and productivity; Lifelong learning	Participation in lifelong learning is below the EU average but showed some positive development. Participation of unemployed in education and training is worse than the EU average	
9. Improving education and training systems	Quality in vocational education and training	Low level of early school leavers from education and training.
10. Wage setting mechanisms and labour cost developments		

FINLAND

1. Progress towards the national employment rate target



2. Key indicators on labour market performance

Finland

Indicator	Unit	2000	2009	2010	2011	2012	Benchmark	2020 national target	2010	2011	2012	2020 EU target
Overall employment rate	% of population aged 20 - 64	71.6	73.5	73.0	73.8	74.0		78.0	68.5	68.6	68.5	75.0
Early leavers from education and training	% of pop. 18-24 with at most lower sec. educ. and not in further education or training	9.0 b	9.9	10.3	9.8	8.9		8.0	14.0	13.5	12.8 p	less than 10
Tertiary educational attainment	Completion of tertiary or equivalent education (30-34)	40.3 b	45.9	45.7	46.0	45.8		42.0	33.5	34.6	35.8	40.0
Overall employment growth	% change from previous year	2.1	-2.6	-0.1	1.1	0.3			-0.4	0.3		
Employment rate of women	% of female population aged 20 - 64	68.2	72.4	71.5	71.9	72.5	97.9		62.1	62.3	62.4	
Employment rate of men	% of male population aged 20 - 64	74.9	74.7	74.5	75.6	75.5	60.5		75.1	75.0	74.6	
Employment rate of older workers	% of population aged 55 - 64	41.6	55.5	56.2	57.0	58.2	82.7		46.3	47.4	48.9	
Employment gender gap	difference in the employment rate between men and women in percentage points	6.7	2.3	3.0	3.7	3.0			13.0	12.7	12.2	
Employment rate of young persons	% of population aged 20 - 29	68.5	67.3	67.0	67.8	67.8	77.7		61.6	61.2	60.2	
Employment rate of low skilled persons	% of population with at most lower secondary education aged 20 - 64	59.1	55.8	53.9	54.1	53.9	70.3		53.4	53.0	52.2	
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64		55.5	49.4	50.7	51.7			58.5	58.0	56.9	
Part-time employment	% of total employment	12.2	14.0	14.6	14.9	15.1			19.1	19.4		
Fixed term contracts	% of total employees	17.7	14.5	15.4	15.5	15.5			13.9	14.1	13.7	
Overall unemployment rate	% of labour force	9.8	8.2	8.4	7.8	7.7			9.7	9.7	10.5	
Long-term unemployment	% of labour force	2.8	1.4	2.0	1.7	1.6	99.1		3.9	4.1	4.6	
Youth unemployment rate	% of youth labour force (15-24)	28.4	21.5	21.4	20.1	19.0			20.9	21.3		
Youth NEET rate	% of population aged 15-24	9.7 b	9.9	9.0	8.4	8.6	82.7		12.8	12.9	13.2 p	
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	115.5	110.3	109.0	109.5				100.0	100.0		
Labour productivity per hour worked	EU-27 = 100 (based on PPS per hour worked)	112.8	108.6	107.2	107.6				100.0	100.0		
Nominal unit labour cost growth	% change from previous year	0.6	9.0	-1.6	1.8	3.6			0.7	0.8		
Real unit labour cost growth	% change from previous year	-1.9	7.4	-2.0	-1.3	0.7			-1.6	-0.6		
Gender pay gap			20.8	20.3	18.2 p				16.1 p	16.2 p		
Involuntary temporary employment newly employed	as % of total employees	10.6	9.8	10.0	10.0	10.4			8.6 u	8.5 u	8.4 u	
At-risk-of-poverty rate of unemployed	share of people in current job 12 months or less in total employment	22.7	18.3	17.9	20.2	19.7			13.7	14.2	13.9	
unemployment trap - tax rate on low wage earners			51.4	45.3	43.5				45.0	46.2 e		
inactivity and part-time work due to personal and family responsibilities			72.0	73.0	72.0				75.4	74.8		
job vacancy rate	% change over the recent 3 years		2.1	1.9	1.8	2.0				1.4	1.4	
Share of adult population with upper secondary or tertiary education	age 25-64	73.2 b	82.0	83.0	83.7	84.8			72.7	73.4	74.2	
percentage of adult population participating in education and training	age 25-64	17.5 b	22.1	23.0	23.8	24.5			9.1	8.9	9.0	

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

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

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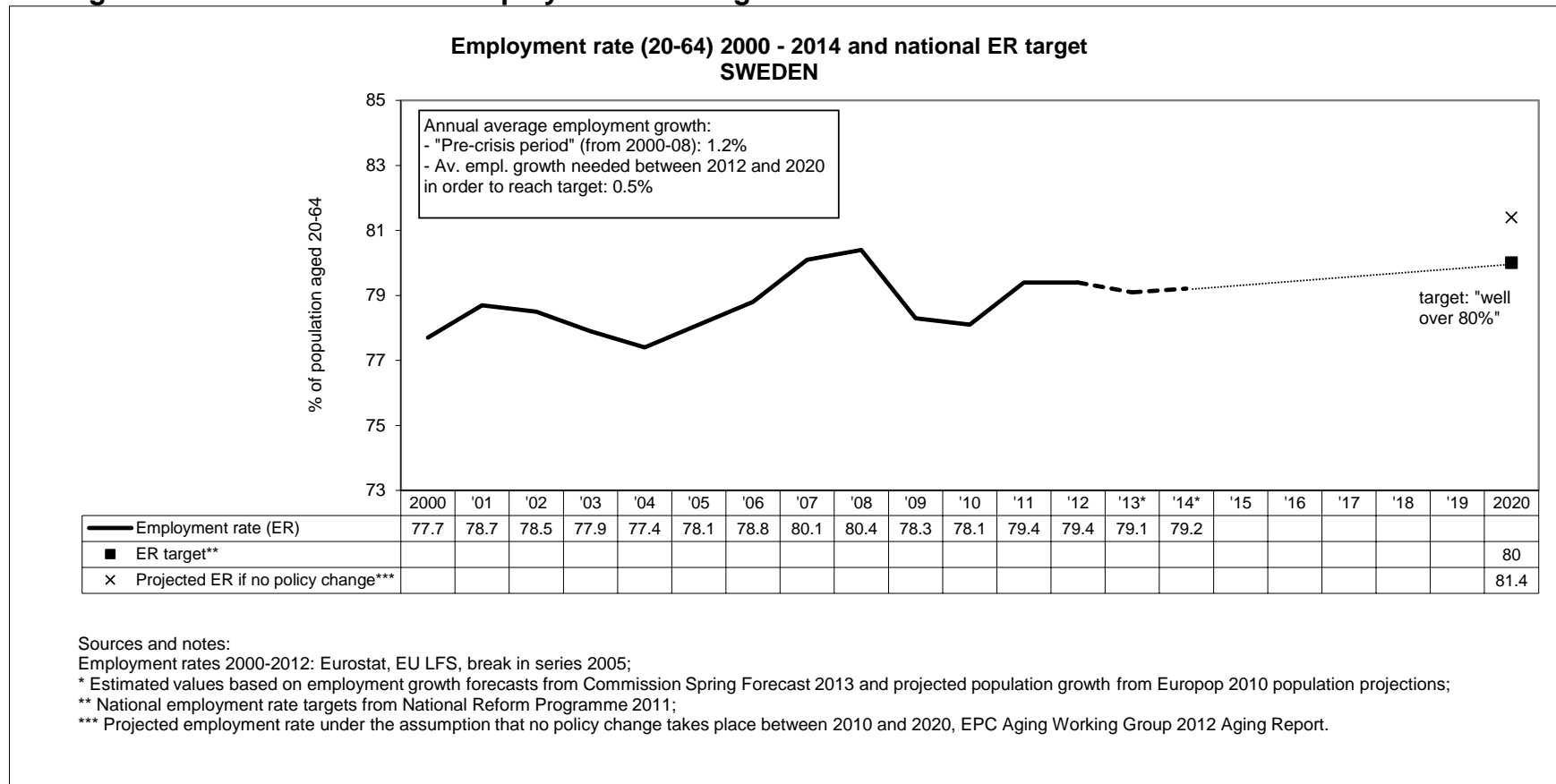
Note: Numbers in bold: the country is among the 5 highest performers for this indicator. The numbers in italic: the country is among the lowest 5 performers

3. Key employment challenges Finland

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

SWEDEN

1. Progress towards the national employment rate target



2. Key indicators on labour market performance

Sweden

Indicator	Unit	2000	2009	2010	2011	2012	Benchmark	2020 national target	2010	2011	2012	2020 EU target
Overall employment rate	% of population aged 20 - 64	77.7	78.3	78.1	79.4	79.4		well over 80	68.5	68.6	68.5	75.0
Early leavers from education and training	% of pop. 18-24 with at most lower sec. educ. and not in further education or training	7.3	7.0	6.5	6.6	7.5		less than 10	14.0	13.5	12.8 p	less than 10
Tertiary educational attainment	Completion of tertiary or equivalent education (30-34)	31.8	43.9	45.3	46.8	47.9		40-45	33.5	34.6	35.8	40.0
Overall employment growth	% change from previous year	2.5	-2.4	1.0	2.3	0.7			-0.4	0.3		
Employment rate of women	% of female population aged 20 - 64	75.3	75.7	75.0	76.5	76.8	117.0		62.1	62.3	62.4	
Employment rate of men	% of male population aged 20 - 64	80.1	80.9	81.1	82.1	81.9	102.9		75.1	75.0	74.6	
Employment rate of older workers	% of population aged 55 - 64	64.9	70.0	70.4	72.0	73.0	137.1		46.3	47.4	48.9	
Employment gender gap	difference in the employment rate between men and women in percentage points	4.8	5.2	6.1	5.6	5.1			13.0	12.7	12.2	
Employment rate of young persons	% of population aged 20 - 29	66.1	67.2	66.6	68.4	67.2	75.5		61.6	61.2	60.2	
Employment rate of low skilled persons	% of population with at most lower secondary education aged 20 - 64	65.4	63.3	62.8	63.7	62.9	104.7		53.4	53.0	52.2	
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64		49.9	47.9	47.0	47.7			58.5	58.0	56.9	
Part-time employment	% of total employment	22.8	27.0	27.0	26.5	26.5			19.1	19.4		
Fixed term contracts	% of total employees	14.3	14.9	16.0	16.5	15.9			13.9	14.1	13.7	
Overall unemployment rate	% of labour force	5.6	8.3	8.6	7.8	8.0			9.7	9.7	10.5	
Long-term unemployment	% of labour force	1.4	1.1	1.6	1.5	1.5	100.2		3.9	4.1	4.6	
Youth unemployment rate	% of youth labour force (15-24)	9.5	25.0	24.8	22.8	23.6			20.9	21.3		
Youth NEET rate	% of population aged 15-24	6.3	9.6	7.7	7.5	7.8	88.5		12.8	12.9	13.2 p	
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	115.0	112.3	114.6	115.8				100.0	100.0		
Labour productivity per hour worked	EU-27 = 100 (based on PPS per hour worked)	119.7	114.9	115.6	116.9				100.0	100.0		
Nominal unit labour cost growth	% change from previous year	5.2	4.4	-2.3	-0.6	2.6			0.7	0.8		
Real unit labour cost growth	% change from previous year	3.7	2.3	-3.1	-1.7	1.9			-1.6	-0.6		
Gender pay gap			15.7	15.4	15.8				16.1 p	16.2 p		
Involuntary temporary employment	as % of total employees	8.5	8.9	9.5	9.5	9.1			8.6 u	8.5 u	8.4 u	
newly employed	share of people in current job 12 months or less in total employment	16.5	18.2	18.8	21.0	20.2			13.7	14.2	13.9	
At-risk-of-poverty rate of unemployed			39.0	36.3	38.4				45.0	46.2 e		
unemployment trap - tax rate on low wage earners			76.0	75.0	74.0				75.4	74.8		
inactivity and part-time work due to personal and family responsibilities			3.7	3.7	3.7	3.8			4.8	5.1	5.1	
job vacancy rate	% change over the recent 3 years		1.1	1.1	1.2	1.4				1.4	1.4	
Share of adult population with upper secondary or tertiary education	age 25-64	77.2	80.7	81.2	81.6	82.4			72.7	73.4	74.2	
participating in education and training	age 25-64	21.6	22.2 p	24.4	24.9	26.7			9.1	8.9	9.0	

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

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

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

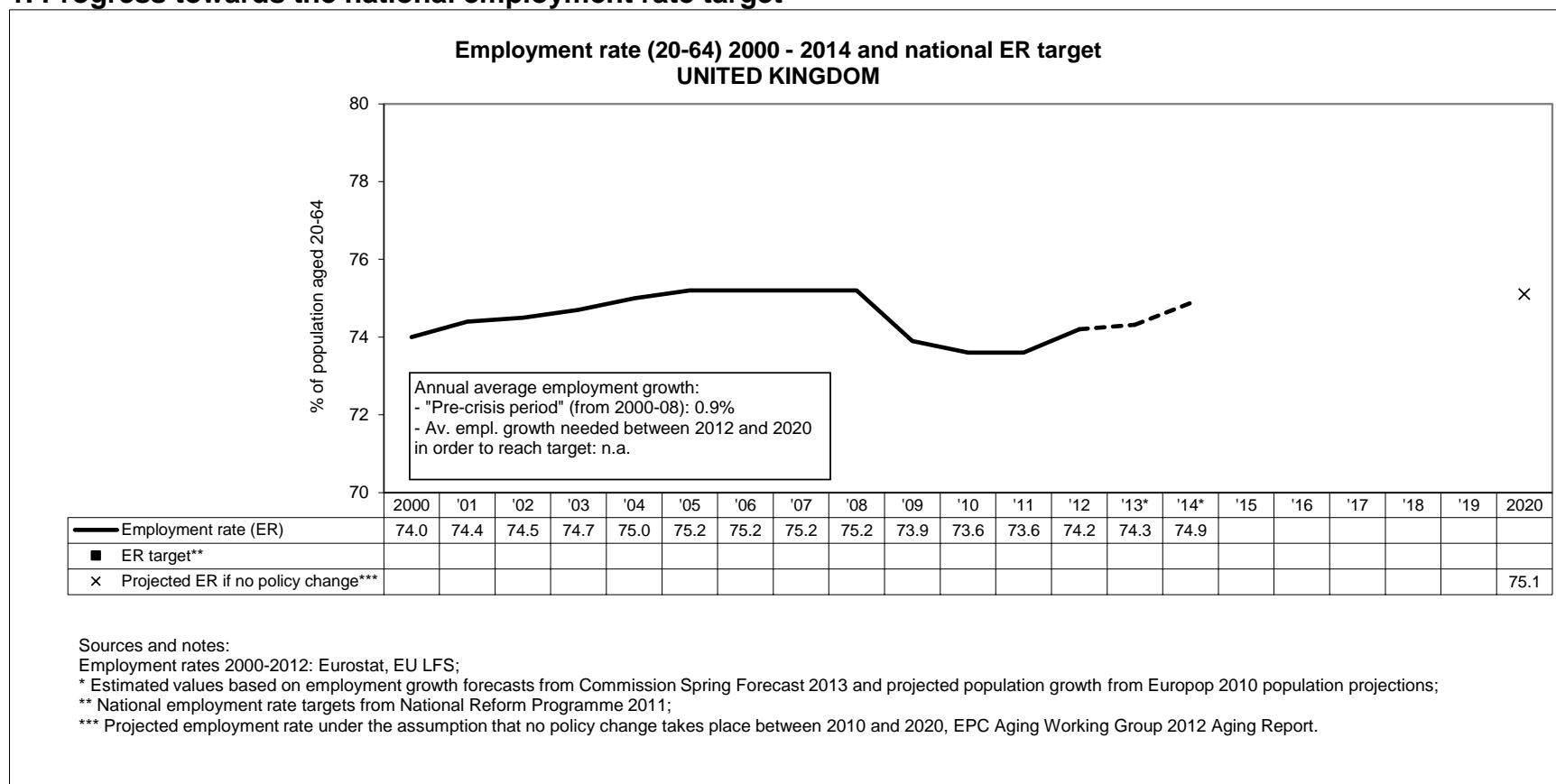
Note: Numbers in bold: the country is among the 5 highest performers for this indicator. The numbers in italic: the country is among the lowest 5 performers

3. Key employment challenges Sweden

Employment policy area	Key employment challenge	Particularly good labour market outcomes
1. Increase labour market participation	Relatively low employment of non-EU nationals	Very high employment rate
2. Enhancing labour market functioning; combating segmentation		
3. Active labour market policies		ALMP significantly higher than EU average Long-term unemployment low
4. Adequate and employment oriented social security systems	Low wage trap significantly worse than EU-average	At risk of poverty for unemployed is significantly lower than the EU-average
5. Work-life balance		Inactivity and part-time work due to lack of care is in general low especially for women, uptake of childcare care below 30 hours is high
6. Job creation		
7. Gender equality		
8. Improving skill supply and productivity; Lifelong learning		Participation in LLL and adult education are significantly better than the EU
9. Improving education and training systems		
10. Wage setting mechanisms and labour cost developments		

UNITED KINGDOM

1. Progress towards the national employment rate target



2. Key indicators on labour market performance United Kingdom

Indicator	Unit	2000	2009	2010	2011	2012	Benchmark	2020 national target	2010	2011	2012	2020 EU target
									EU27-total			
Overall employment rate	% of population aged 20 - 64	74.0	73.9	73.6	73.6	74.2		n.a.	68.5	68.6	68.5	75.0
Early leavers from education and training	% of pop. 18-24 with at most lower sec. educ. and not in further education or training	18.2	15.7	14.9	15.0	13.5		n.a.	14.0	13.5	12.8 p	less than 10
Tertiary educational attainment	Completion of tertiary or equivalent education (30-34)	29.0	41.5	43.0	45.8	47.1		n.a.	33.5	34.6	35.8	40.0
Overall employment growth	% change from previous year	1.3 i	-1.7 i	-0.7 i	0.5 i				-0.4	0.3		
Employment rate of women	% of female population aged 20 - 64	66.8	68.2	67.9	67.9	68.4	79.6		62.1	62.3	62.4	
Employment rate of men	% of male population aged 20 - 64	81.4	79.6	79.3	79.4	80.0	90.3		75.1	75.0	74.6	
Employment rate of older workers	% of population aged 55 - 64	50.7	57.5	57.1	56.7	58.1	82.4		46.3	47.4	48.9	
Employment gender gap	difference in the employment rate between men and women in percentage points	14.6	11.4	11.4	11.5	11.6			13.0	12.7	12.2	
Employment rate of young persons	% of population aged 20 - 29	75.1	70.9	71.1	70.1	70.1	86.1		61.6	61.2	60.2	
Employment rate of low skilled persons	% of population with at most lower secondary education aged 20 - 64	64.5	57.3	55.6	55.7 b	56.5	80.2		53.4	53.0	52.2	
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64		63.0	63.6	62.3	61.5			58.5	58.0	56.9	
Part-time employment	% of total employment	25.1	26.0	26.7	26.7	27.0			19.1	19.4		
Fixed term contracts	% of total employees	6.6	5.5	6.0	6.0	6.2			13.9	14.1	13.7	
Overall unemployment rate	% of labour force	5.4	7.6	7.8	8.0	7.9			9.7	9.7	10.5	
Long-term unemployment	% of labour force	1.4	1.9	2.5	2.7	2.8	85.5		3.9	4.1	4.6	
Youth unemployment rate	% of youth labour force (15-24)	12.0	19.1	19.6	21.1	21.0			20.9	21.3		
Youth NEET rate	% of population aged 15-24	10.9	13.3	13.7	14.3	14.0	43.8		12.8	12.9	13.2 p	
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	110.8	105.5	105.4	103.6				100.0	100.0		
Labour productivity per hour worked	EU-27 = 100 (based on PPS per hour worked)	111.9 e	106.3 e	107.3	104.6				100.0	100.0		
Nominal unit labour cost growth	% change from previous year	2.4	5.5	1.1	1.5	3.2 f			0.7	0.8		
Real unit labour cost growth	% change from previous year	1.7	4.1	-1.6	-0.8	1.8 f			-1.6	-0.6		
Gender pay gap			20.6	19.5	20.1				16.1 p	16.2 p		
Involuntary temporary employment	as % of total employees	3.0 u	2.8 u	3.4 u	3.6 u	3.6 u			8.6 u	8.5 u	8.4 u	
newly employed	share of people in current job 12 months or less in total employment	20.5	15.5	15.0	15.4	15.7			13.7	14.2	13.9	
At-risk-of-poverty rate of unemployed			50.9	47.4	47.2				45.0	46.2 e		
unemployment trap - tax rate on low wage earners			65.0	64.0	65.0				75.4	74.8		
inactivity and part-time work due to personal and family responsibilities			7.6	7.5	10.6	10.7			4.8	5.1	5.1	
job vacancy rate	% change over the recent 3 years		2.1	1.8	1.7	1.7				1.4	1.4	
Share of adult population with upper secondary or tertiary education	age 25-64	64.4	74.6	76.1	76.4	77.9			72.7	73.4	74.2	
percentage of adult population participating in education and training	age 25-64	20.5 b	20.1	19.4	15.8	15.8			9.1	8.9	9.0	

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

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

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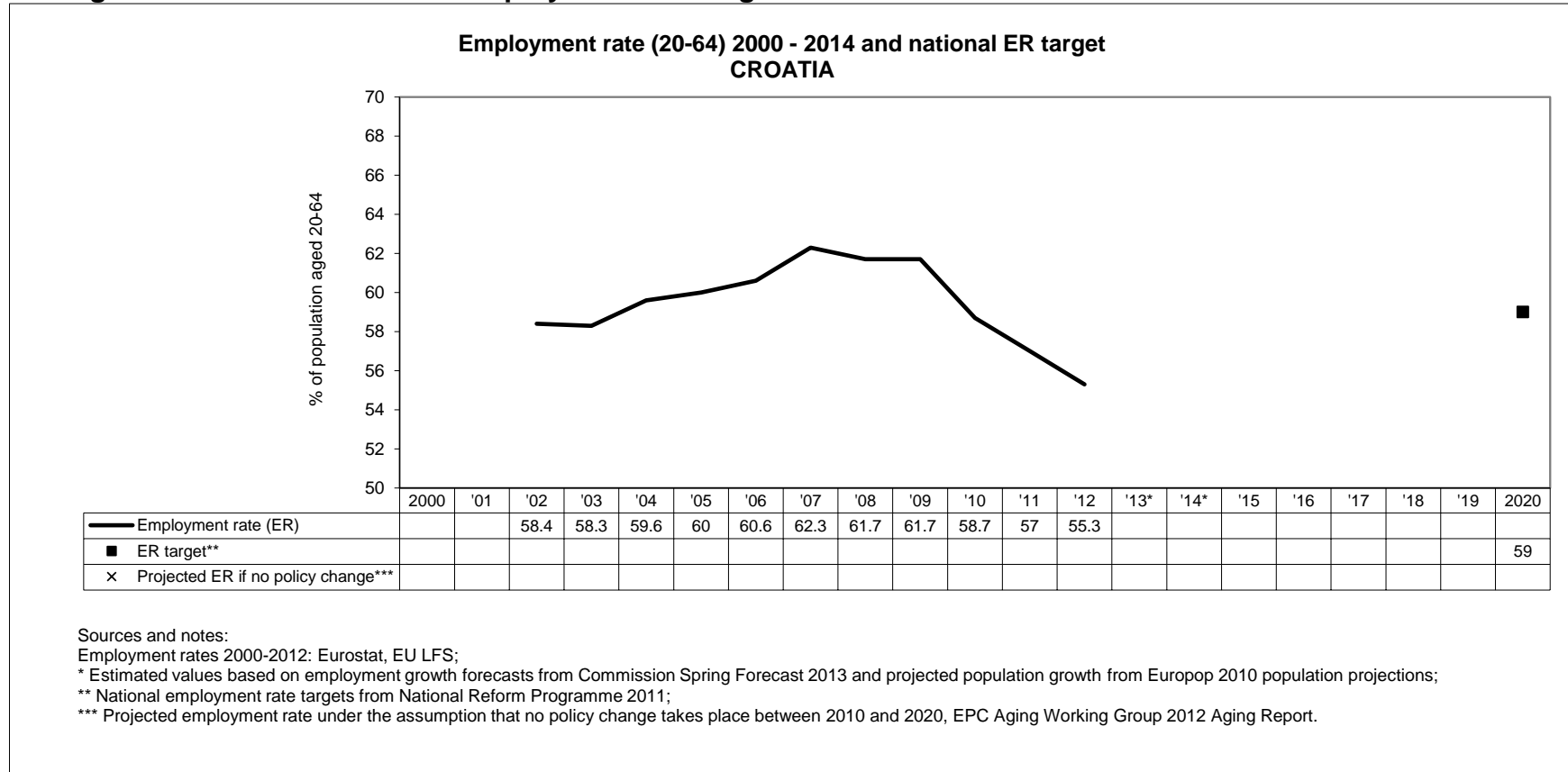
Note: Numbers in bold: the country is among the 5 highest performers for this indicator. The numbers in italic: the country is among the lowest 5 performers

3. Key employment challenges United Kingdom

Employment policy area	Key employment challenge	Particularly Good labour market outcome
1. Increase labour market participation	Youth unemployment is high and especially young NEET are high	Employment rate of older workers one of the highest in Europe High female employment rate
2. Enhancing labour market functioning; combating segmentation		
3. Active labour market policies		
4. Adequate and employment oriented social security systems		
5. Work-life balance	Ongoing challenges to access affordable childcare Employment impact of parenthood high Inactivity and part-time due to lack of care high	
6. Job creation		
7. Gender equality	Gender pay gap worse than EU	
8. Improving skill supply and productivity; Lifelong learning		
9. Improving education and training systems	High numbers of early school leavers	The share of the population with tertiary education higher than EU
10. Wage setting mechanisms and labour cost developments		

CROATIA

1. Progress towards the national employment rate target



2. Key indicators on labour market performance Croatia

Indicator	Unit	2000	2009	2010	2011	2012	Benchmark	2020 national target	2010	2011 EU27-total	2012	2020 EU target
Overall employment rate	% of population aged 20 - 64		61.7	58.7	57.0	55.3		59.0	68.5	68.6	68.5	75.0
Early leavers from education and training	% of pop. 18-24 with at most lower sec. educ. and not in further education or training		3.9	3.7	4.1	4.2		4.0	14.0	13.5	12.8 p	less than 10
Tertiary educational attainment	Completion of tertiary or equivalent education (30-34)		20.6	24.3	24.5	23.7		35.0	33.5	34.6	35.8	40.0
Overall employment growth	% change from previous year								-0.4	0.3		
Employment rate of women	% of female population aged 20 - 64		55.4	53.0	50.9	50.2			62.1	62.3	62.4	
Employment rate of men	% of male population aged 20 - 64		68.2	64.7	63.2	60.6			75.1	75.0	74.6	
Employment rate of older workers	% of population aged 55 - 64		38.5	37.6	37.1	36.7			46.3	47.4	48.9	
Employment gender gap	difference in the employment rate between men and women in percentage points		12.8	11.7	12.3	10.4			13.0	12.7	12.2	
Employment rate of young persons	% of population aged 20 - 29		56.8	51.5	47.2	44.2			61.6	61.2	60.2	
Employment rate of low skilled persons	% of population with at most lower secondary education aged 20 - 64		45.6	43.2	40.5	38.2			53.4	53.0	52.2	
Employment rate of non-EU nationals	% of population with non-EU citizenship aged 20 - 64		39.8 u	37.6 u	38.2 u	28.3 u			58.5	58.0	56.9	
Part-time employment	% of total employment		8.6	9.2	9.3	7.8			19.1	19.4		
Fixed term contracts	% of total employees		11.6	12.3	12.7	12.8			13.9	14.1	13.7	
Overall unemployment rate	% of labour force		9.1	11.8	13.5	15.9			9.7	9.7	10.5	
Long-term unemployment	% of labour force		5.1	6.7	8.6	10.3			3.9	4.1	4.6	
Youth unemployment rate	% of youth labour force (15-24)		25.1	32.6	36.1	43.0			20.9	21.3		
Youth NEET rate	% of population aged 15-24		11.9	14.9	15.7	16.7			12.8	12.9	13.2 p	
Labour productivity per person employed	EU-27 = 100 (based on PPS per employed person)	62.2	72.9 f	71.9 f	74.1 f				100.0	100.0		
Labour productivity per hour worked	EU-27 = 100 (based on PPS per hour worked)								100.0	100.0		
Nominal unit labour cost growth	% change from previous year								0.7	0.8		
Real unit labour cost growth	% change from previous year								-1.6	-0.6		
Gender pay gap									16.1 p	16.2 p		
Involuntary temporary employment	as % of total employees		5.8	5.9	6.2	6.3			8.6 u	8.5 u	8.4 u	
newly employed	share of people in current job 12 months or less in total employment		9.0	7.8	9.0	8.6			13.7	14.2	13.9	
At-risk-of-poverty rate of unemployed			37.2	44.7 b	42.5				45.0	46.2 e		
unemployment trap - tax rate on low wage earners									75.4	74.8		
Inactivity and part-time work due to personal and family responsibilities			1.2	1.2	1.3	1.2			4.8	5.1	5.1	
job vacancy rate	% change over the recent 3 years									1.4	1.4	
Share of adult population with upper secondary or tertiary education	age 25-64		76.8	76.7	77.3	79.3			72.7	73.4	74.2	
percentage of adult population participating in education and training	age 25-64		2.3	2.2	2.3	2.4			9.1	8.9	9.0	

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

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

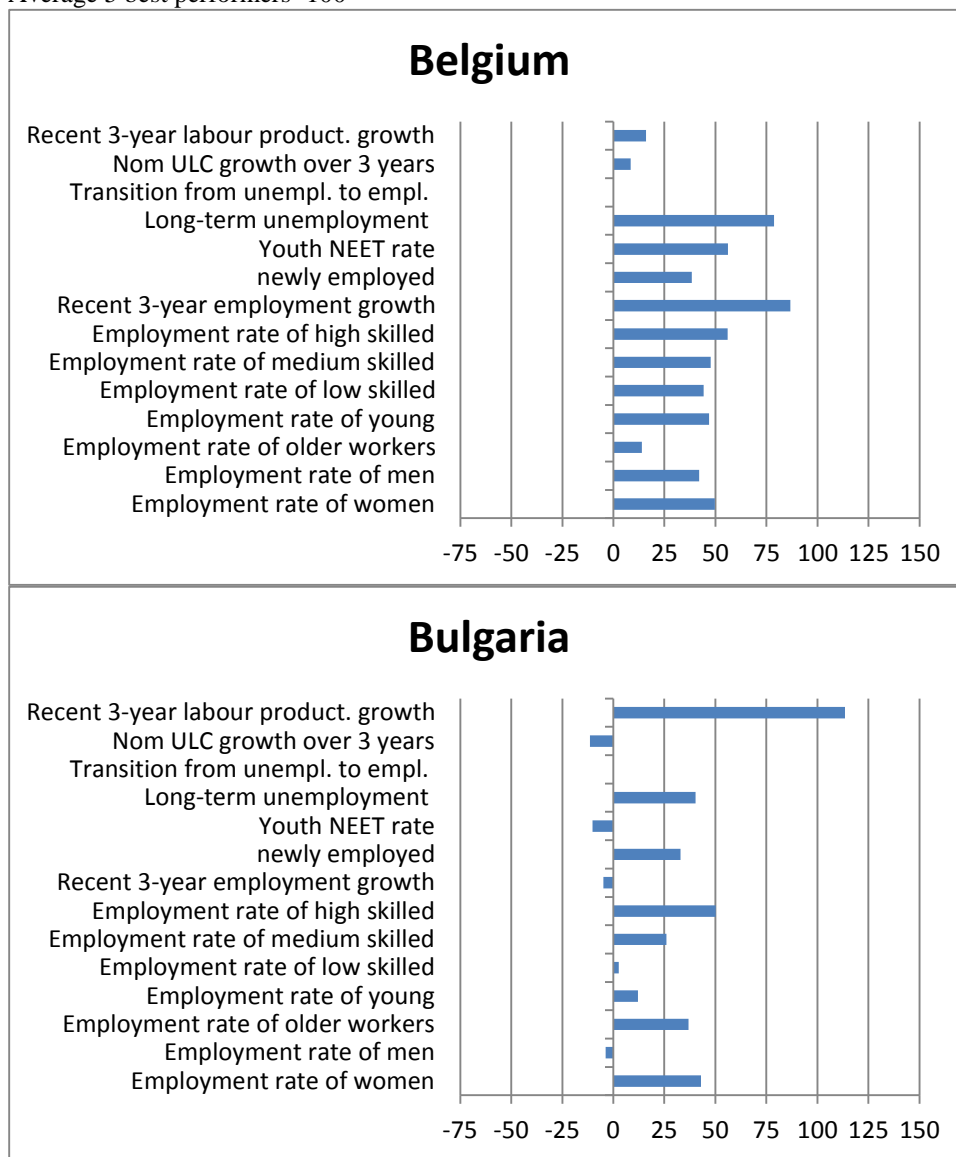
Notes: benchmark is not calculated for Croatia as the country is not yet member of the EU

3. Key employment challenges Croatia

Employment policy area	Key employment challenge	Particularly Good labour market outcomes
1. Increase labour market participation	Employment significantly lower than EU-average especially for men, young and older workers (in the age group 55-59). NEET and unemployment for young is particularly high and increasing Duration of working life is below the EU average, particularly for women the duration is below the EU-average	
2. Enhancing labour market functioning; combating segmentation		
3. Active labour market policies	Long-term unemployment for youth particularly high	
4. Adequate and employment oriented social security systems		
5. Work-life balance	Inactivity and part-time work due to lack of care relatively high and increasing compared to the EU-average Childcare placement low compared to EU-average	
6. Job creation		
7. Gender equality	Gender employment gap for older workers relatively high compared to EU-average Employment impact from parenthood for men particularly high compared to the EU-average and with a negative development. For women it is better than EU-average but still with a negative development	
8. Improving skill supply and productivity; Lifelong learning	One of the lowest participation in lifelong learning in the EU	
9. Improving education and training systems	Level of tertiary education below the EU average	Percentage of early school leavers is the lowest in the EU
10. Wage setting mechanisms and labour cost developments		

Annex A. Country charts for the benchmark 2012⁶

Average 5 best performers=100

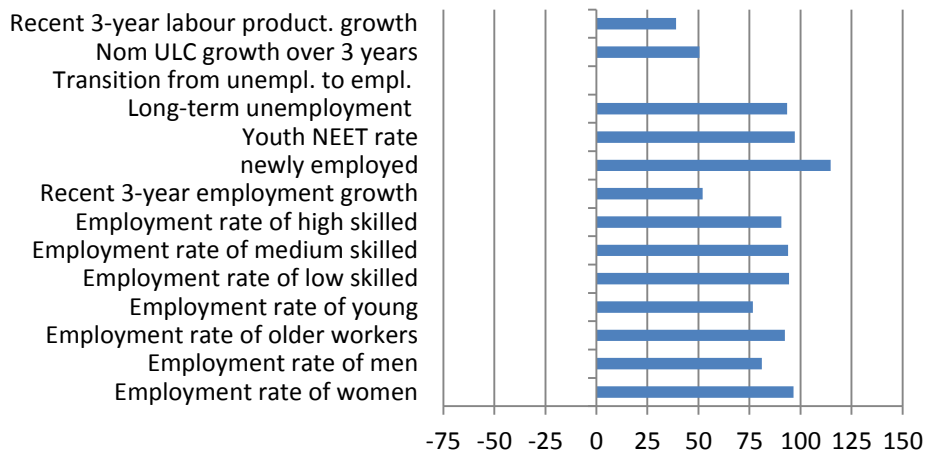


⁶ Note: the benchmark is normalised in the following way: average of best 5=100, average of lowest 5=0. The interpretation of the benchmark is that it gives the relative distance to the best 5 performers by subtracting that benchmark for a given country and indicator from the benchmark of the best 5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

Czech Republic



Denmark



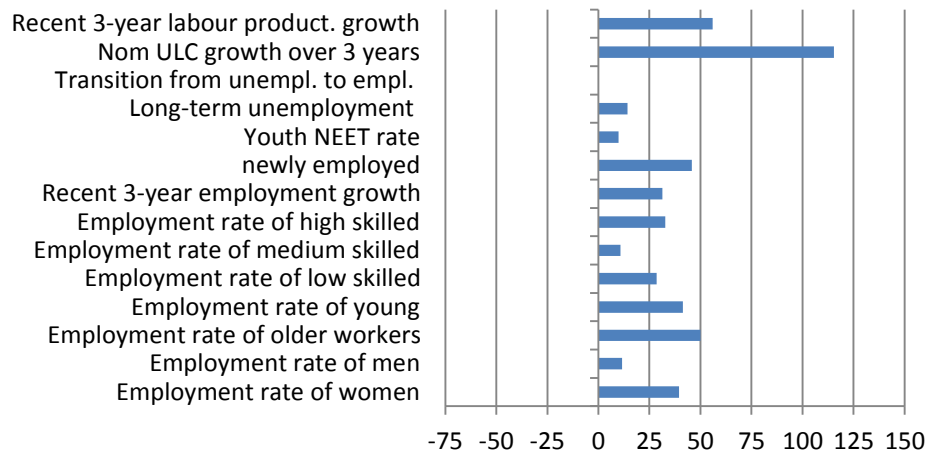
Germany



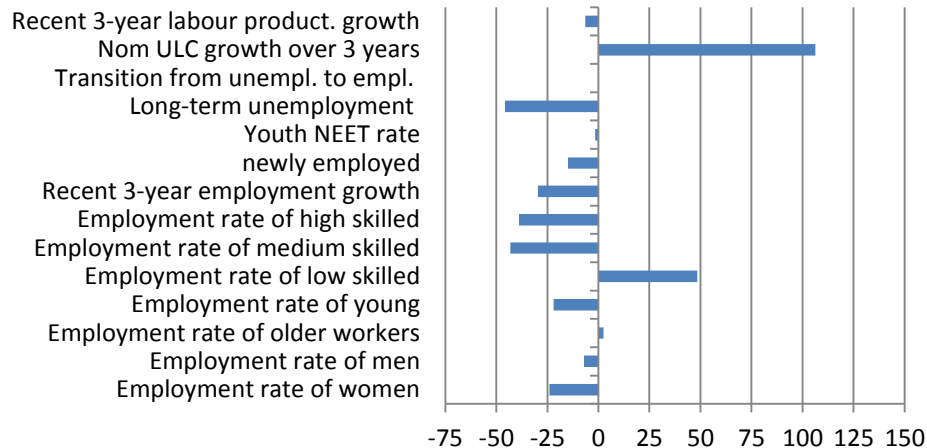
Estonia



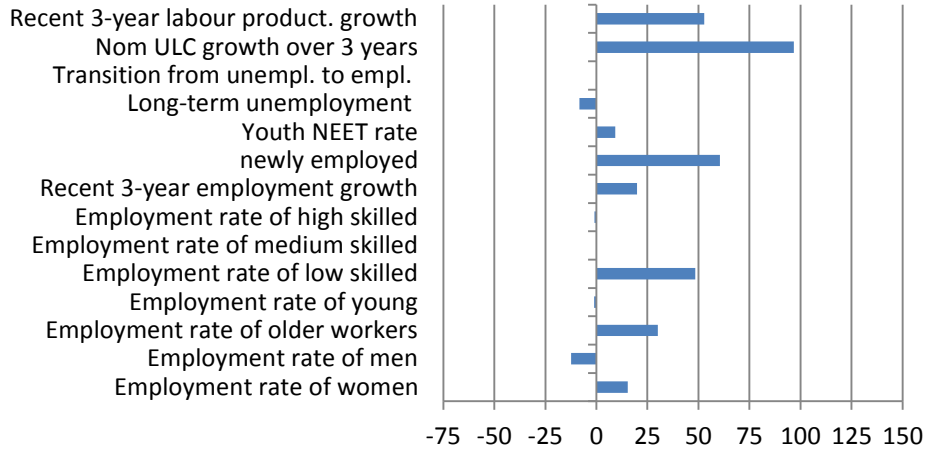
Ireland



Greece



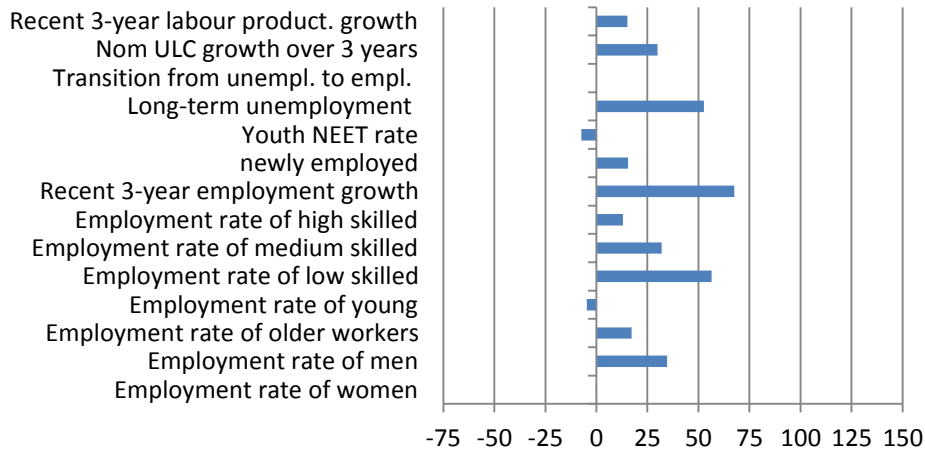
Spain



France



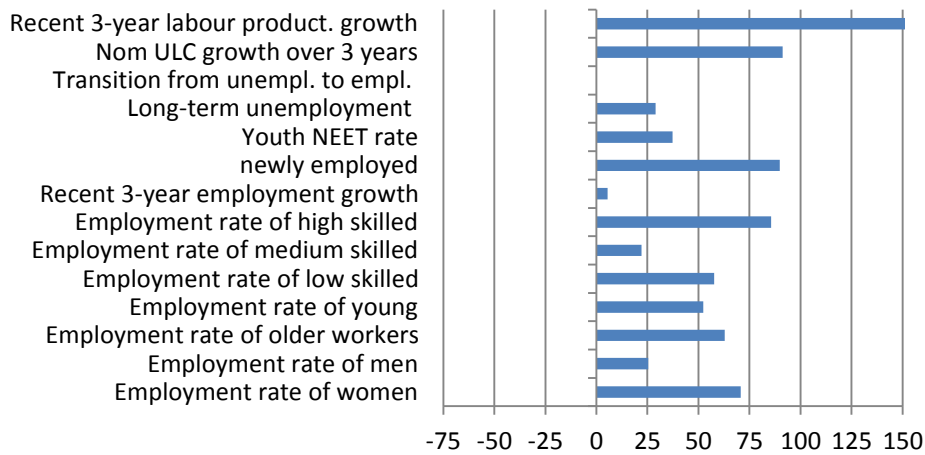
Italy



Cyprus



Latvia



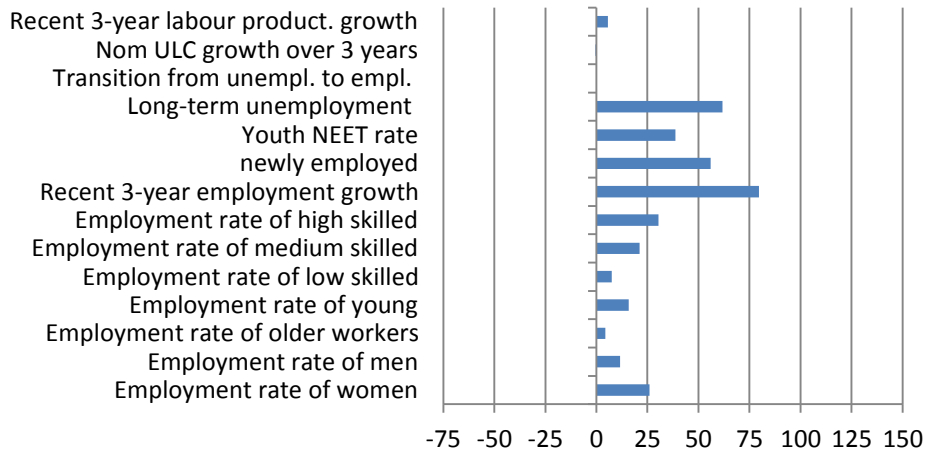
Lithuania



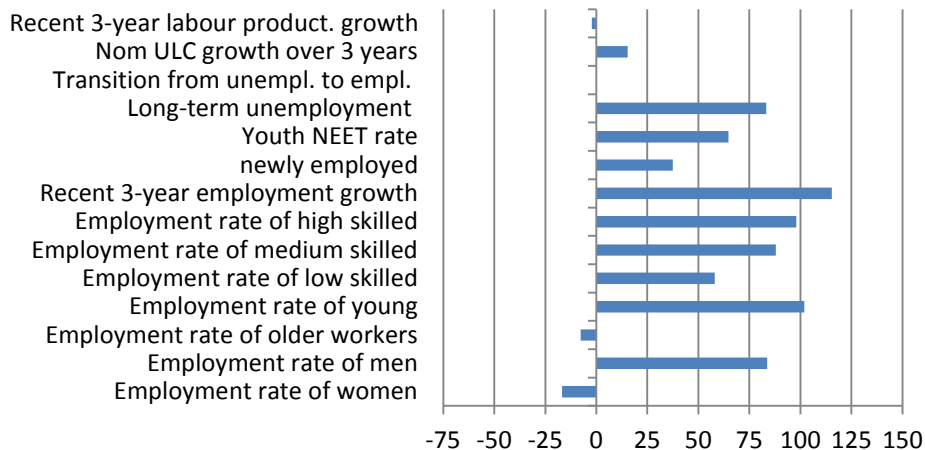
Luxembourg



Hungary



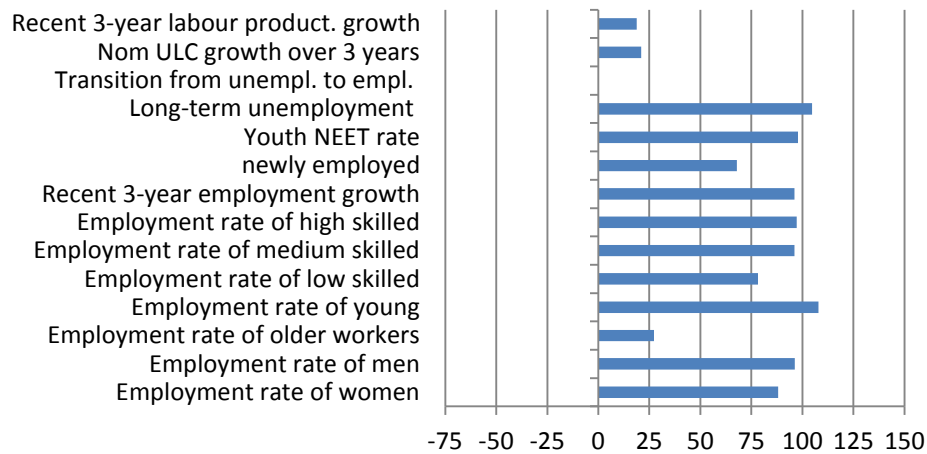
Malta



The Netherlands



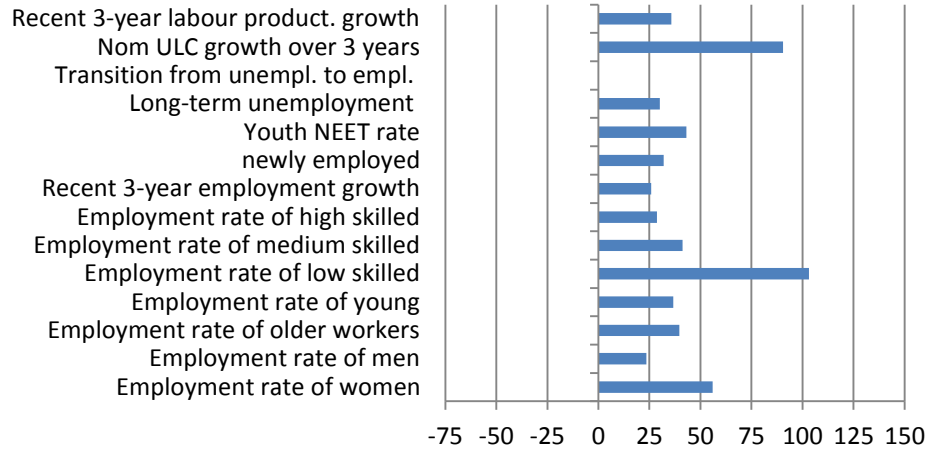
Austria



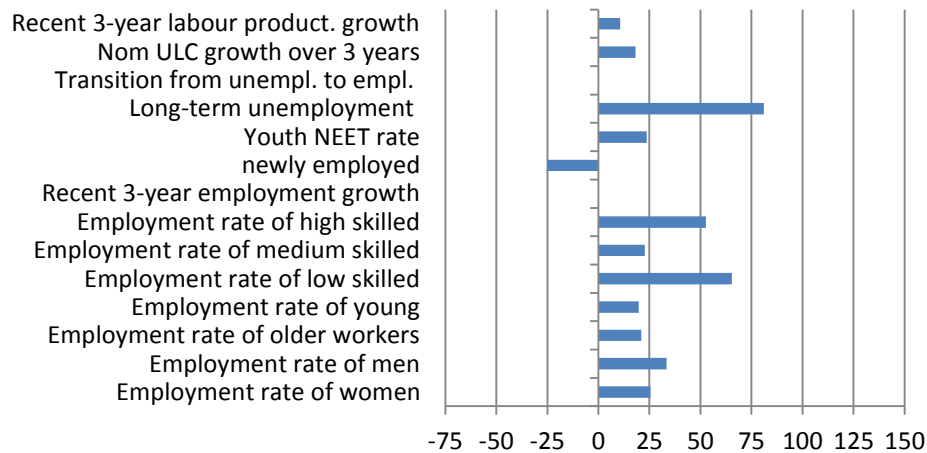
Poland



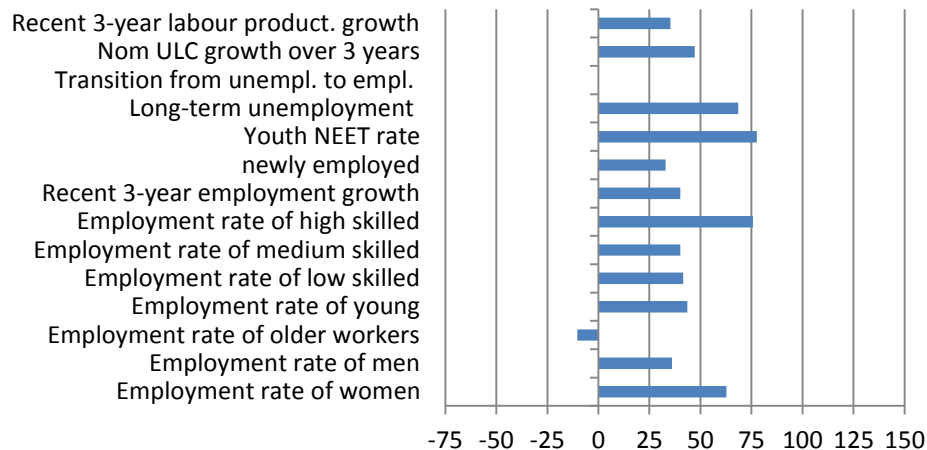
Portugal



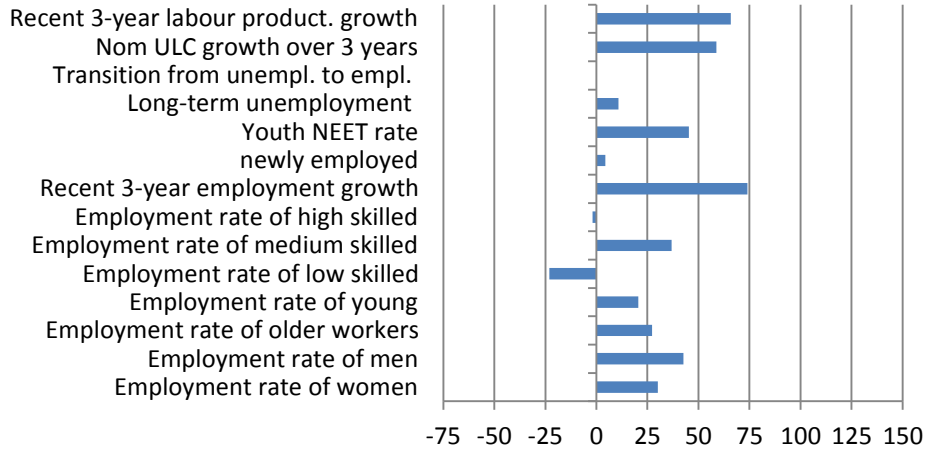
Romania



Slovenia



Slovakia



Finland



Sweden



United Kingdom

