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COVER NOTE

From: The Employment Committee
To: Permanent Representatives Committee/Council
Subject: Employment Performance Monitor

Delegations will find attached the 2023 Employment Performance Monitor, transmitted by the Employment Committee.

2023 Employment Performance Monitor

In line with its Treaty role and its 2023 Work Programme, the Employment Committee (EMCO) updated the 'Employment Performance Monitor' (EPM) for the year 2023, allowing for the identification at a glance of the main employment challenges for the European Union and for each Member State as well as the particularly good labour market outcomes. The EPM is based on the latest available yearly data¹. It is continuously under development and revision in order to improve and ensure it is updated to the latest needs and developments.

The 2023 edition of the EPM includes the 2030 EU headline targets proposed by the European Commission in the European Pillar of Social Rights Action Plan, which were welcomed by the EU Leaders at the Porto Social Summit in May 2021, as well as the related 2030 national targets set by the Member States and presented at the June 2022 EPSCO Council.

This EPM edition also presents the quantitative monitoring of progress towards the 2030 EU headline employment target and related national targets, based on the methodology agreed in the EMCO Indicators Group (IG) in October 2022. The Indicators Group will discuss at a later stage the methodological approach concerning the monitoring of progress towards the 2030 adult learning headline and national targets, considering the shift of the data source from the Adult Education Survey (AES) to the Labour Force Survey (LFS) in 2022².

EMCO and EMCO IG will continue reflecting on the monitoring and reporting tools, in line with their Work Programme and the EPSCO Council's call in March 2022³ to the Employment Committee and the Social Protection Committee (SPC) to continue their work on developing monitoring and benchmarking frameworks, and on further aligning existing monitoring tools.

¹ Mostly Labour Force Survey (LFS)

² Commission services including Eurostat will monitor the indicator and conduct a thorough analysis of the data from the two survey sources after they both become available (end of 2023) in order to ensure data quality and comparability.

³ See Council Doc. 6933/22

The EPM builds on the findings of the Joint Assessment Framework (JAF). The JAF is an indicator-based analytical tool, developed jointly by the Employment Committee, the Social Protection Committee and the Commission, covering general and specific policy areas, selected to match the themes of the Employment Guidelines, with the objective to identify key challenges and good labour market outcomes in the employment and social policy areas based on a three-step approach combining quantitative and qualitative assessment and support Member States in establishing their priorities. The EPM reflects the results of the JAF for the employment policies' areas and aims at providing a good overview of results both at country level and across all Member States. Its findings could also be useful for macroeconomic surveillance.

Part I of the 2023 EPM presents an overview of the 2030 national targets in the area of employment and adult learning, depicts the progress towards the 2030 EU-27 employment rate headline target and also presents a summary overview of the Key Employment Challenges and Good Labour Market Outcomes per Member State and per policy area of the JAF. **Part 2** presents analytical country overviews. For the first time this year, a special focus is given to the progress of each Member State towards its 2030 national target on employment. On the top of a table on "Key indicators on labour market performance", containing indicators for all JAF policy areas, this part also presents the non-JAF Key Employment Challenges (KECs) for each Member State as well as the JAF-based KECs and the particularly good labour market outcomes (GLMOs) for each Member State. A table with all the national targets for 2030 on employment and adult learning as well as the sub-targets set by the Member States is presented in Annex A. The EPM dashboard, which can be found in Annex B, displays, for each of the main JAF indicators thereby included and for each Member State: the level, the year-on-year changes and the changes for the three recent years, flagging at the same time notable positive/negative changes. This will serve as additional information in the process to depict the areas with positive and negative developments.

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

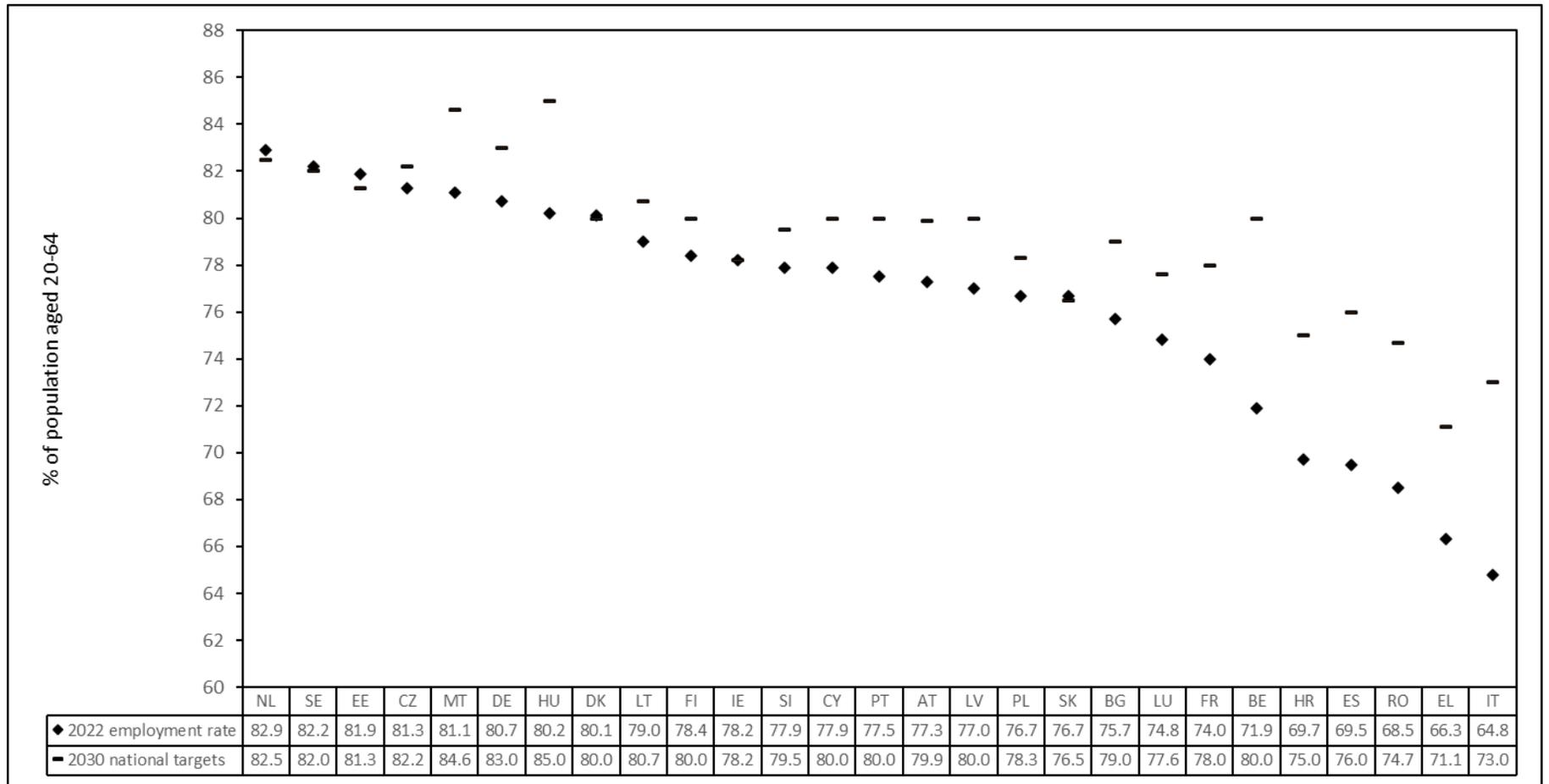
Note: Breaks in the time-series are indicated with the flag (b), provisional data with (p), estimates with (e), definition differences with (d), low reliability data with (u) and break in series, low reliability with (bu). The cut-off date for the data in the country overviews part is 4 May 2023 for the labour productivity (per person employed and per hour worked), nominal unit labour cost growth, real unit labour cost growth and part time employment, while mostly mid-May for the rest of the indicators.

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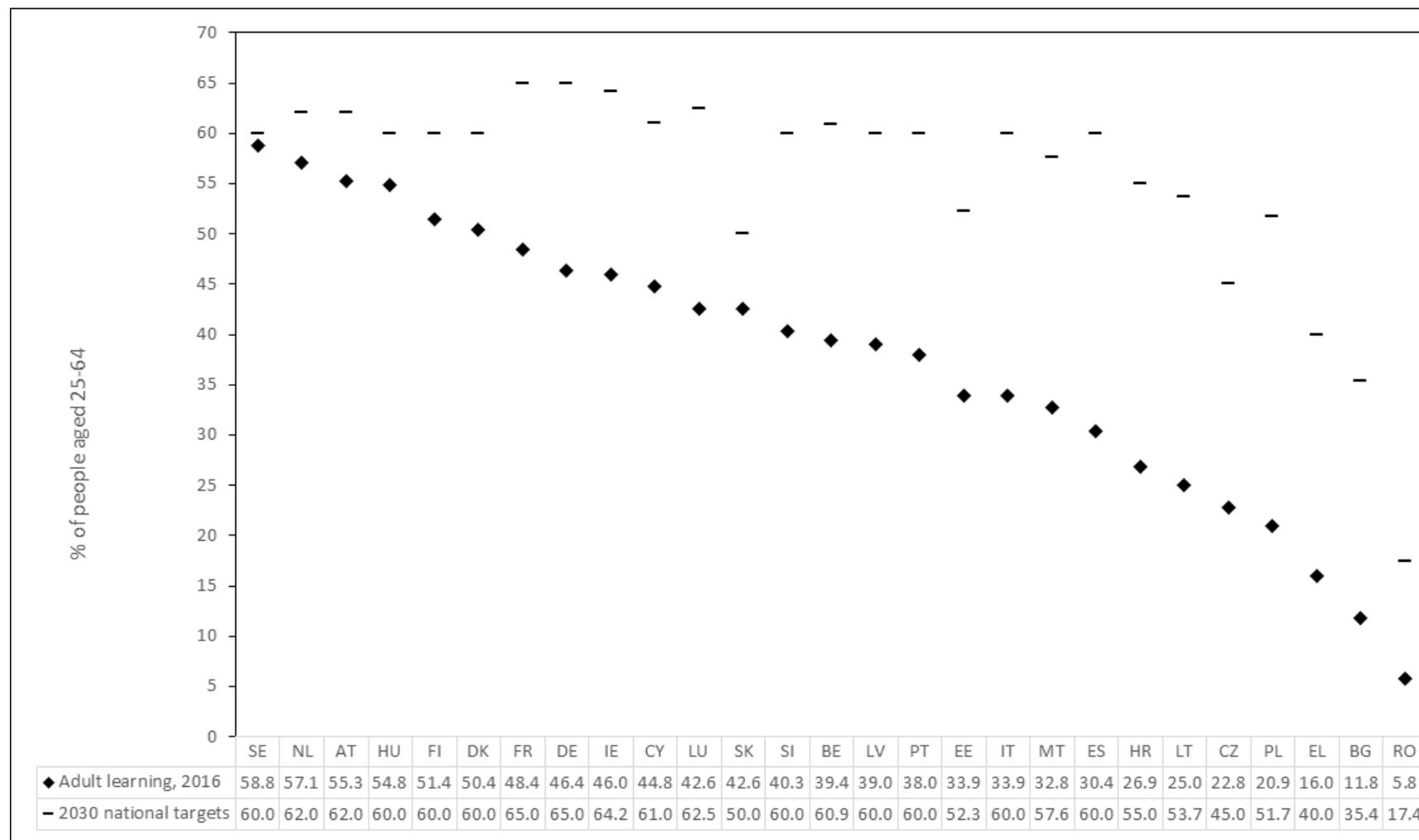
**PART I: Overview of 2030 National Employment and Skills
Targets, Progress towards the 2030 EU employment rate headline
target, Challenges and Particularly Good Outcomes**

Figure 1: National employment rate targets set by Member States for 2030 compared to employment rates in 2022



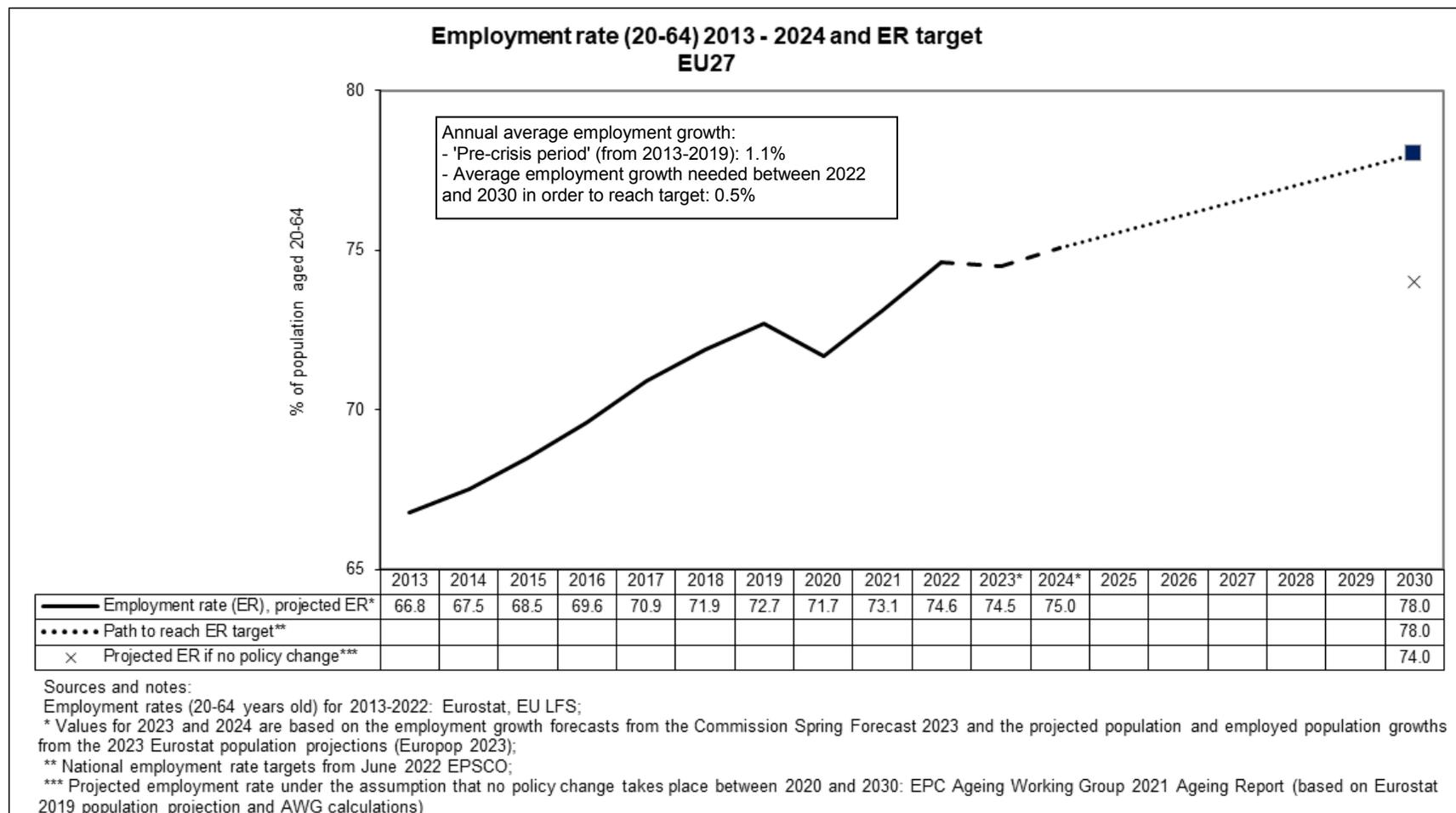
Sources: EU Labour Force Survey for 2022 employment rate and Member States.

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



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

Figure 3: Progress towards the 2030 EU-27 employment rate headline target



NOTE: The average employment growth needed between 2022 and 2030 in order to reach the target can be negative for some Member States due to demographic dynamics – decreasing working population.

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

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

C=challenge

G=good labour market outcome

Table 2: Common Key Employment Challenges– Details⁴

Employment policy areas	Key Employment Challenges	EU-27 sum	BE	BG	CZ	DK	DE	EE	IE	EL	ES	FR	HR	IT	CY	LV	LT	LU	HU	MT	NL	AT	PL	PT	RO	SI	SK	FI	SE
1. Labour market participation	Low/decreasing employment rate	4								c	c		c	c															
	Low/decreasing female employment rate	1								c																			
	Low/decreasing participation of older workers	7								c	c	c	c					c		c					c				
	High/increasing incidence of youth unemployment and/or NEET	8		c						c	c		c	c	c									c	c				
	Low/decreasing participation of low-skilled persons	5	c									c	c												c		c		
	Low/decreasing participation of non-EU nationals/people with migrant background*	11	c	c	c					c			c					c				c	c	c		c			c
	Duration of working life	2															c									c			
2. Enhancing labour market functioning; combating segmentation	High/increasing labour market segmentation	8									c	c	c	c	c						c				c			c	
	Low transition from temporary into permanent contracts	1																					c						
	High incidence of undeclared work	4								c				c	c	c													
3. Active labour market policies	Low level of ALMP expenditure/Insufficient provision of well targeted tailored measures/functioning of employment services	10		c	c					c	c			c	c	c									c	c		c	
	High incidence of long-term unemployment	6								c	c			c									c			c	c		
4. Adequate and employment oriented social security systems	Inadequate level and coverage of unemployment benefits, poverty trap, at risk-of poverty	11			c			c			c				c			c	c	c			c	c	c		c		
	Disincentives for LM participation in the social security system/disability pension, unemployment/inactivity/low wage traps	10	c			c	c					c					c	c			c	c			c			c	

*In this subarea, we are taking into consideration Member States with a KEC in the area of integration of displaced persons from Ukraine into the labour market. EE and LV have similar KECs included in PA2, but were not included on this table due to the lack of a dedicated policy subarea.

** If there is no clear accordance between Key Employment Challenges and the specific policy subareas, challenges don't appear on this table.

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

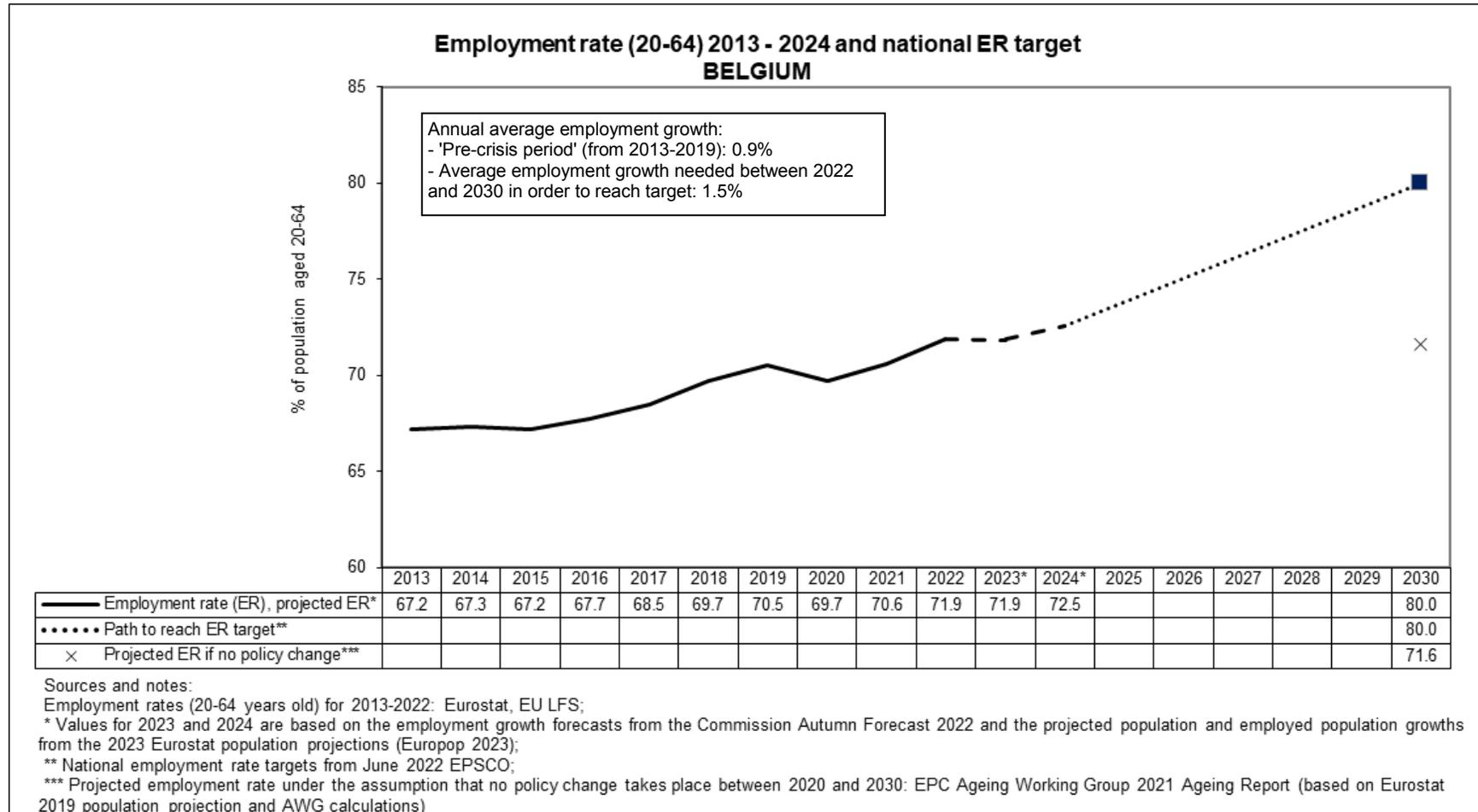
Table 2: Common Key Employment Challenges– Details (continued)

Employment policy areas	Key Employment Challenges	EU-27 sum	BE	BG	CZ	DK	DE	EE	IE	EL	ES	FR	HR	IT	CY	LV	LT	LU	HU	MT	NL	AT	PL	PT	RO	SI	SK	FI	SE
5. Work-life balance	Insufficient provision/uptake of high quality, affordable child and/or dependant care facilities	9			c				c				c		c				c			c	c			c			
	High incidence of inactivity and part-time work due to family obligations, high impact of parenthood on employment	4			c		c															c	c						
6. Job creation	Negative employment growth/insufficient job creation	0																											
	High tax wedge on labour	0																											
7. Gender equality	Large gender employment gaps (including part time)	11			c		c			c			c	c	c				c	c	c		c			c			
	Large/increasing gender pay gap	4						c											c			c						c	
	Disincentives for LM participation for second earners	1							c																				
8. Improving skill supply and productivity; Lifelong learning	Weaknesses with respect to educational attainment of the (adult) population	4											c	c						c						c			
	Low participation in lifelong learning/lack of an integrated lifelong learning strategy	6		c	c														c	c			c			c			
	Skills mismatches/Insufficient forecasting skills system	20	c	c	c	c	c		c	c	c	c	c				c	c	c				c	c	c	c	c	c	c
	Low level of digital skills among adults	3		c											c	c													
9.Improving education and training systems	High incidence of early school leaving	5		c							c								c	c						c			
	Low upper secondary education attainment	0																											
	Low tertiary education attainment rate	2		c																						c			
	Low attainment of basic skills	2																				c				c			
	Educational outcomes depending on socio-economic and migrant background	9	c				c			c		c						c	c	c		c							c
	Low participation in early education and care	1		c																									
	Low attractiveness of vocational education and training	0																											
	Low attractiveness of the teacher profession	3											c							c				c					
	Public spending on human resources low/inefficient	0																											
Insufficient provision of education and training opportunities to meet labour market needs	2							c							c														
10. Wage setting mechanism and labour cost developments	Minimum wage setting	0																											
	Collective bargaining	2											c										c						
	Labour cost developments not in line with productivity gains	0																											

PART II: Country Overviews

Belgium

1. Progress towards the 2030 national employment rate target



2. Key indicators on labour market performance

Description	Belgium						National Targets	EU 27						EU targets
	2017	2018	2019	2020	2021	2022	2030	2017	2018	2019	2020	2021	2022	2030
Employment rate of population aged 20-64 - total	68.5 b	69.7	70.5	69.7	70.6	71.9	80	70.9	71.9	72.7	71.7	73.1	74.6	78
Employment rate of population aged 20-64 - men	73.4 b	73.9	74.5	73.7	74.5	75.7		76.5	77.6	78.3	77.2	78.5	80	
Employment rate of population aged 20-64 - women	63.6 b	65.5	66.5	65.6	66.8	68.1		65.2	66.3	67.1	66.1	67.6	69.3	
Employment rate of older population aged 55-64 - total	48.3 b	50.3	52.1	53.1	54.5	56.6		55.5	57.2	58.6	59	60.5	62.3	
Employment rate of young people aged 20-29 - total	57.5 b	58.9	60.9	58.1	59.2 b	60.1		61.8	62.8	63.6	61.2	62.8 b	65.1	
Employment rate of low-skilled population aged 20-64 - total	45.9 b	45.6	46.3	45.6	44.7 b	46.2		53.9	55	55.7	54.8	55 b	57.2	
Employment rate of non-EU nationals aged 20-64 - total	43.4 b	44.7	44.2	40.1	43.3 b	48.7		57	58.8	60	57.5	59 b	61.9	
Overall employment growth	1 b	2.4 b	1.5	-1.1	1.6	2.6		1.5	1.1	0.9	-1.8	1.5	2.2	
Labour productivity per person employed (EU-27 = 100, based on PPS per employed person)	129.6	129.3	129.1	129.1 p	130.7 p	131.2 p		100.0	100.0	100.0	100.0	100.0	100.0 p	
Labour productivity per hour worked, (EU-27 = 100, based on PPS per hour worked)	134.0	133.3	132.9	137.1 p	136.2 p	:		100.0	100.0	100.0	100.0	100.0	100.0 p	
Nominal unit labour cost growth (% change from previous year)	1.9	1.5	1.3	4.1 p	-0.2 p	5.9 p		1.0	1.8	1.8	4.5	0.1	3.3	
Real unit labour cost growth (% change from previous year)	0.032	-0.014	-0.401	2.535	-2.903	-1.289		-0.338	0.410	0.052	2.621	-2.275	-1.866	
Unemployment rate in age group 15-24 - total	19.3 b	15.8	14.2	15.3	18.2 b	16.4		18	16.1	15.1	16.8	16.7 b	14.5	
NEET rate for population aged 15-24 - total	9.3 b	9.2	9.3	9.2	7.4 b	6.6		11	10.5	10.1	11.1	10.8 b	9.6	
NEET rate for population aged 15-29 - total	12.6 b	12	11.8	12	10.1 b	9.2		13.7	13.1	12.6	13.8	13.1 b	11.7	
Involuntary temporary employment as % of total employees 15-64	7.3 b	6.8	7	6.4	2.9 b	2.7		8.8	8.3	7.9	6.8	5 b	4.3	
Share of employees (15-64) in temporary employment contracts	10.4 b	10.7	10.8	10.1	10.3 b	9.7		15.7	15.5	15	13.5	14 b	14	
Newly employed in %	12.6 b	12.5	13.2	12.1	13.3 b	13.7		14.5	14.6	14.6	13.1	13.8 b	15.2	
Rate of long-term unemployment (as % active population) - total	3.1 b	2.6	2.1	2.1	2.6	2.3		3.7	3.1	2.7	2.5	2.8	2.4	
At-risk-of-poverty rate of unemployed	49.1	50.4	48.1 b	50.2	38	48.3		47.5 e	48.6 e	49.1 e	47.2 b	45		
Unemployment rate of labour force 15+	7.2 b	6	5.5	5.8	6.3	5.6		8.3	7.4	6.8	7.2	7.1	6.2	
Unemployment trap – tax rate on low wage earners	95.8	93.8	93	92.4	91.6	93.4		74.7	74.9	74.4	73.8	74.2	74.3	
Share of part-time employment, 15-64	24.5 b	24.5	24.8	24.4	24.1	23.8		19.5	19.3	19.3	17.8	17.7	17.6	
Inactivity and part-time work due to personal and family responsibilities - total	3.4 b	3.5	3.7	3.3	3.4 b	3.4		3	3	3.1	3.1	3 b	3	
Job vacancy rate (average over 3 years)	2.9	3.2	3.4	3.4	3.6	4.1		1.6	1.8	2	2	2.1	2.3	
Employment gender gap (aged 20-64)	9.8 b	8.4	8	8.1	7.7	7.6		11.3	11.3	11.2	11.1	10.9	10.7	
Gender pay gap	5.8	5.8	5.8 p	5.3 p	5 p			14.6	14.4	13.7 p	12.9 p	12.7 p		
Share of adult population (aged 25-64) with upper secondary or tertiary education - total	76.8 b	78.2	78.7	79.8	81.5 b	82.4		77.2	77.8	78.4	79	79.1 b	79.5	
Early leavers from education and training (aged 18-24) - total	8.9 b	8.6	8.4	8.1	6.7 b	6.4		10.5	10.5	10.2	9.9	9.8 b	9.6	
Completion of tertiary or equivalent education (aged 30-34) - total	45.9 b	47.6	47.5	47.8	49.9 b	53.1		38.6	39.4	40.3	41.1	41.9 b	42.8	
Adult population (aged 25-64) participating in education and training in the last 12 months, without guided-on-the-job training							60.9							60

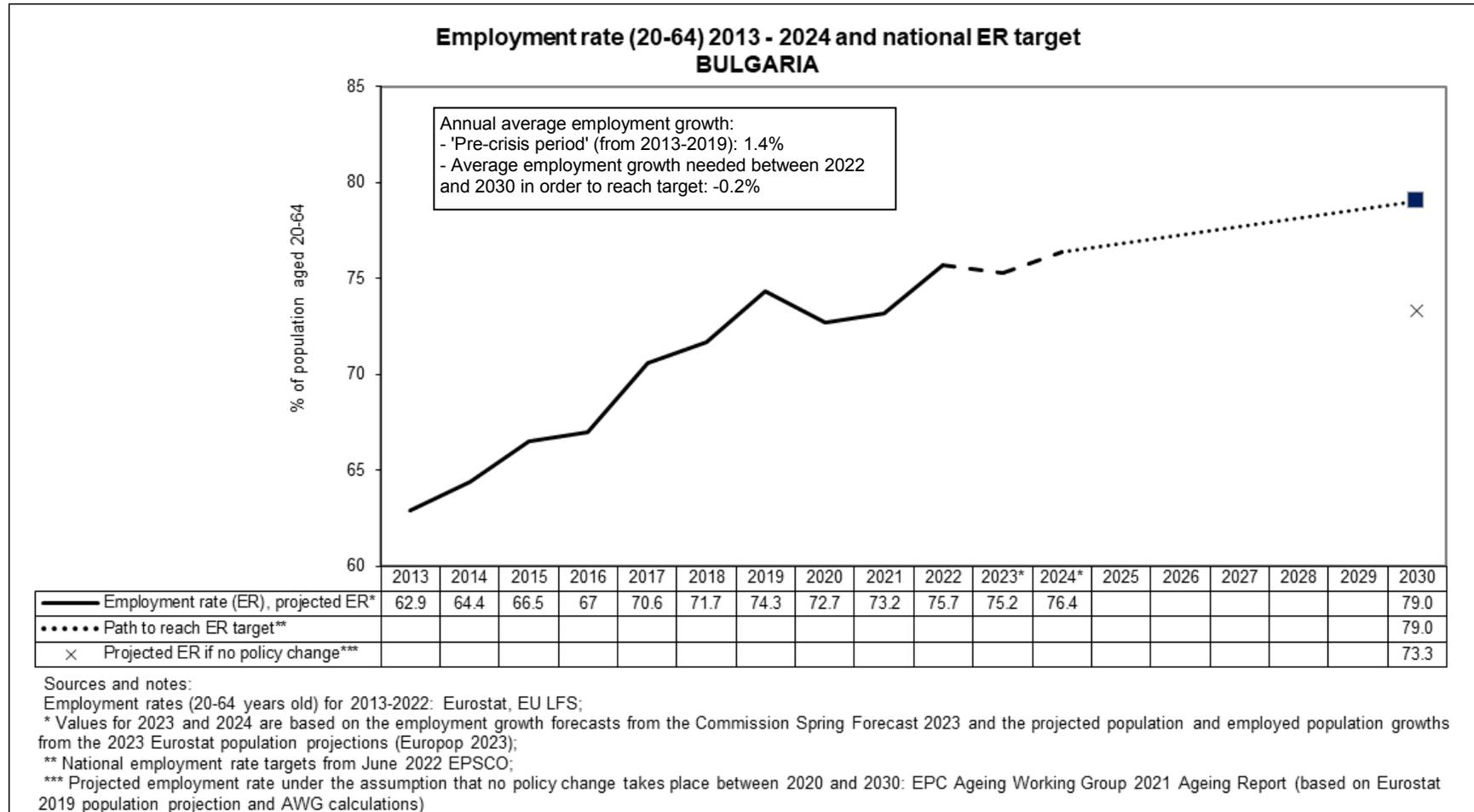
3. Key employment challenges Belgium, May 2023

Employment policy area	Key Employment Challenge	Particularly good labour market outcome
1. Increase labour market participation	The employment rates of the low-skilled (20-64) and non-EU nationals (20-64) are below the EU average. <i>Weak labour market outcomes of people with a migrant background, in particular women</i>	
2. Enhancing labour market functioning; combating segmentation		
3. Active labour market policies		
4. Adequate and employment oriented social security systems	The unemployment trap is significantly worse than the EU average. The low wage trap (i.e. tax rates on low wage earners), especially for second earners, is worse than the EU average.	The risk of in-work poverty is significantly below the EU average and diminishing.
5. Work-life balance		The share of young children (age 3 to mandatory school age) in formal childcare for 30+ hours a week is significantly above the EU average.
6. Exploiting job creation possibilities		
7. Gender equality		The gender pay gap is significantly below the EU average**.
8. Improving skills supply and productivity, effective life-long learning	<i>High skills mismatch</i>	
9. Improving education and training systems	<i>Significant educational inequalities linked to socio-economic and migrant background</i>	The share of early leavers from education and training (aged 18-24) is below the EU average. Higher (tertiary) education attainment is above the EU average*.
10. Wage setting mechanisms and labour cost developments		

(*) Break in the time series, (**) provisional values

Bulgaria

1. Progress towards the 2030 national employment rate target



2. Key indicators on labour market performance

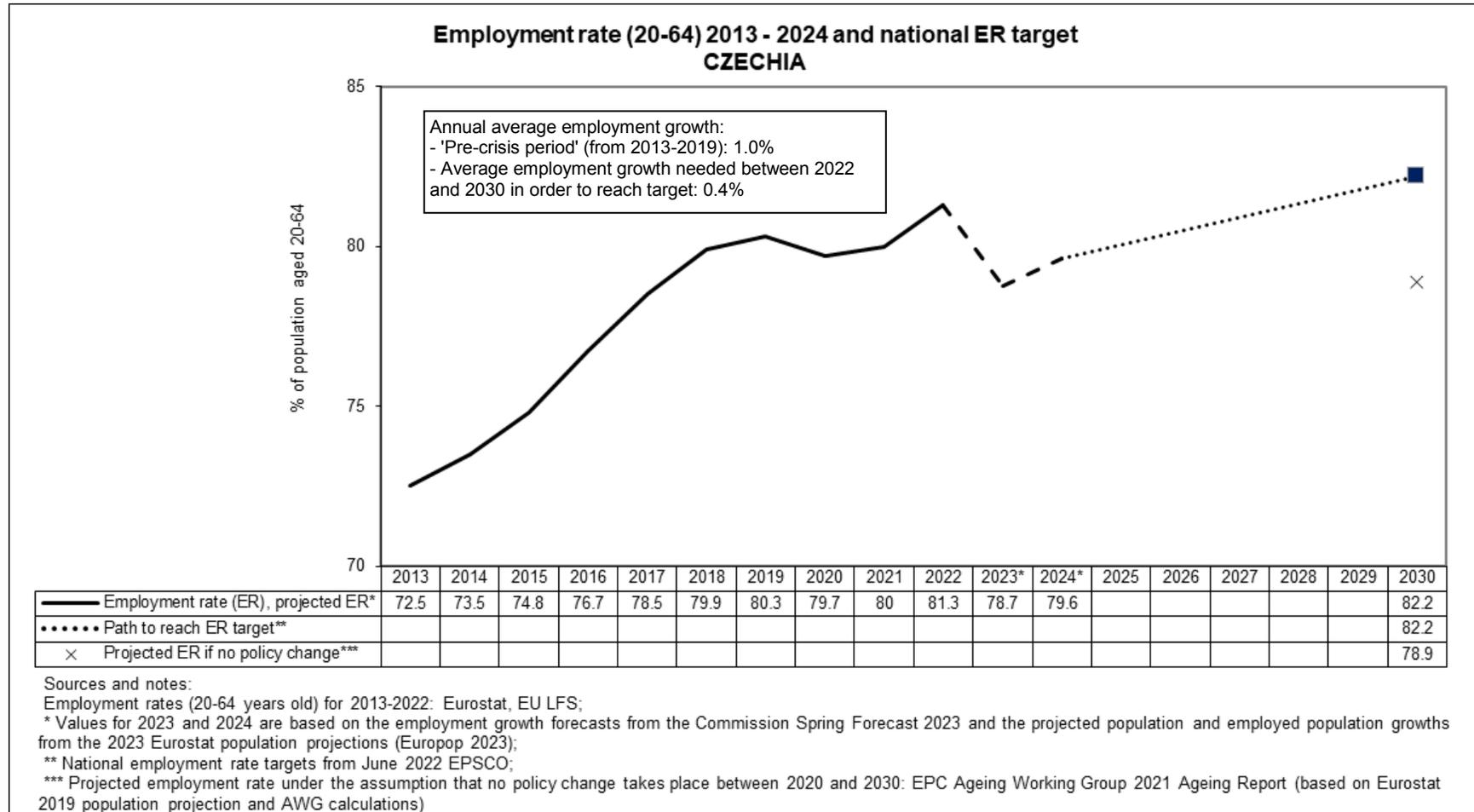
Description	Bulgaria						National Targets	EU 27						EU targets
	2017	2018	2019	2020	2021	2022	2030	2017	2018	2019	2020	2021	2022	2030
Employment rate of population aged 20-64 - total	70.6	71.7	74.3	72.7	73.2	75.7	79	70.9	71.9	72.7	71.7	73.1	74.6	78
Employment rate of population aged 20-64 - men	74.4	75.5	78.3	76.8	77.3	79.5		76.5	77.6	78.3	77.2	78.5	80	
Employment rate of population aged 20-64 - women	66.8	67.8	70.2	68.5	68.9	71.8		65.2	66.3	67.1	66.1	67.6	69.3	
Employment rate of older population aged 55-64 - total	57.4	59.9	63.5	63.4	64.8	68.2		55.5	57.2	58.6	59	60.5	62.3	
Employment rate of young people aged 20-29 - total	56.3	55.8	58.5	54.6	51.3 b	56.1		61.8	62.8	63.6	61.2	62.8 b	65.1	
Employment rate of low-skilled population aged 20-64 - total	44.4	46.2	51.2	48.1	46.3 b	50.2		53.9	55	55.7	54.8	55 b	57.2	
Employment rate of non-EU nationals aged 20-64 - total	57.5 u	57.9 u	61 u	u	54.4 bu	47.4 u		57	58.8	60	57.5	59 b	61.9	
Overall employment growth	4	-0.1	2.2	-3.6	0.1	2.2		1.5	1.1	0.9	-1.8	1.5	2.2	
Labour productivity per person employed (EU-27 = 100, based on PPS per employed person)	46.2	47.6	49.0	51.0	53.4	54.4 p		100.0	100.0	100.0	100.0	100.0	100.0 p	
Labour productivity per hour worked, (EU-27 = 100, based on PPS per hour worked)	45.9	47.2	48.3	48.8	52.5	53.9 p		100.0	100.0	100.0	100.0	100.0	100.0 p	
Nominal unit labour cost growth (% change from previous year)	9.5	6.7	3.1	9.0	3.6	16.0 p		1.0	1.8	1.8	4.5	0.1	3.3	
Real unit labour cost growth (% change from previous year)	4.433	2.360	-2.016	4.543	-3.295	0.029		-0.338	0.410	0.052	2.621	-2.275	-1.866	
Unemployment rate in age group 15-24 - total	12.9	12.7	8.9	14.2	15.8 b	10.7		18	16.1	15.1	16.8	16.7 b	14.5	
NEET rate for population aged 15-24 - total	15.3	15	13.7	14.4	14 b	12.5		11	10.5	10.1	11.1	10.8 b	9.6	
NEET rate for population aged 15-29 - total	18.9	18.1	16.7	18.1	17.6 b	15.1		13.7	13.1	12.6	13.8	13.1 b	11.7	
Involuntary temporary employment as % of total employees 15-64	3.5	2.6	3.1	2.6	1.7 b	2.1		8.8	8.3	7.9	6.8	5 b	4.3	
Share of employees (15-64) in temporary employment contracts	4.4	4	4.3	3.5	3.4 b	3.9		15.7	15.5	15	13.5	14 b	14	
Newly employed in %	11.1	9	9.3	7.4	7.8 b	8.4		14.5	14.6	14.6	13.1	13.8 b	15.2	
Rate of long-term unemployment (as % active population) - total	3.9	3.6	2.9	2.7	2.6	2.3		3.7	3.1	2.7	2.5	2.8	2.4	
At-risk-of-poverty rate of unemployed	58.7	56.1	58.9	61.1	50.2	56.9		47.5 e	48.6 e	49.1 e	47.2 b	45		
Unemployment rate of labour force 15+	7.2	6.2	5.2	6.1	5.3	4.3		8.3	7.4	6.8	7.2	7.1	6.2	
Unemployment trap – tax rate on low wage earners	82	82.4	82.4	82.4	82.4	82.4		74.7	74.9	74.4	73.8	74.2	74.3	
Share of part-time employment, 15-64	2.2	1.8	1.9	1.8	1.6	1.6		19.5	19.3	19.3	17.8	17.7	17.6	
Inactivity and part-time work due to personal and family responsibilities - total	0.2 u	0.1 u	0.2 u	0.2 u	0.2 ub	0.3		3	3	3.1	3.1	3 b	3	
Job vacancy rate (average over 3 years)	0.8	0.9	0.9	0.8	0.8	0.8		1.6	1.8	2	2	2.1	2.3	
Employment gender gap (aged 20-64)	7.6	7.7	8.1	8.3	8.4	7.7		11.3	11.3	11.2	11.1	10.9	10.7	
Gender pay gap	14.3	13.9	14.1 p	12.7 p	12.2 p			14.6	14.4	13.7 p	12.9 p	12.7 p		
Share of adult population (aged 25-64) with upper secondary or tertiary education - total	82.8	82.6	82.5	83.1	83.4 b	84		77.2	77.8	78.4	79	79.1 b	79.5	
Early leavers from education and training (aged 18-24) - total	12.7	12.7	13.9	12.8	12.2 b	10.5		10.5	10.5	10.2	9.9	9.8 b	9.6	
Completion of tertiary or equivalent education (aged 30-34) - total	32.8	33.7	32.5	33.3	32.7 b	33.4		38.6	39.4	40.3	41.1	41.9 b	42.8	
Adult population (aged 25-64) participating in education and training in the last 12 months, without guided-on-the-job training							35.4							60

3. Key employment challenges Bulgaria, May 2023

Employment policy area	Key employment challenge	Particularly good labour market outcome
1. Increase labour market participation	<i>Significant structural barriers to employment for Roma people</i> The youth NEET rate (15-29) is higher than the EU average <i>Difficulties in integration of displaced people from Ukraine into the labour market and education system</i>	
2. Enhancing labour market functioning; combating segmentation	Low hiring rate and low rate of newly employed, mainly for young people (aged 15-24)	The share of employees (aged 15-64) working in temporary contracts is below EU average.
3. Active labour market policies	<i>Activation measures are not sufficiently effective in supporting people in vulnerable situations and in ensuring individualised support</i>	
4. Adequate and employment oriented social security systems		The low wage trap is significantly lower than EU average.
5. Work-life balance		
6. Exploiting job creation possibilities		
7. Gender equality		The low wage trap for second earner income (often women) is significantly lower than EU average.
8. Improving skills supply and productivity, effective life-long learning	<i>Low access to lifelong learning and lack of relevant skills (including digital) act as challenges for a fair green and digital transition</i> The share of employed adults (aged 25-64) participating in education and training is significantly lower than the EU average. Individuals with at least basic digital skills significantly lower than EU average.	
9. Improving education and training systems	<i>Barriers in the provision of quality and inclusive education and training, in particular for Roma and other disadvantaged groups</i> Significantly lower levels of early childhood education and care than EU average for children aged 0-3 High share of early leavers from education and training (aged 18-24) Completion of tertiary or equivalent education (aged 30-34) below EU average	
10. Wage setting mechanisms and labour cost developments		

Czechia

1. Progress towards the 2030 national employment rate target



2. Key indicators on labour market performance

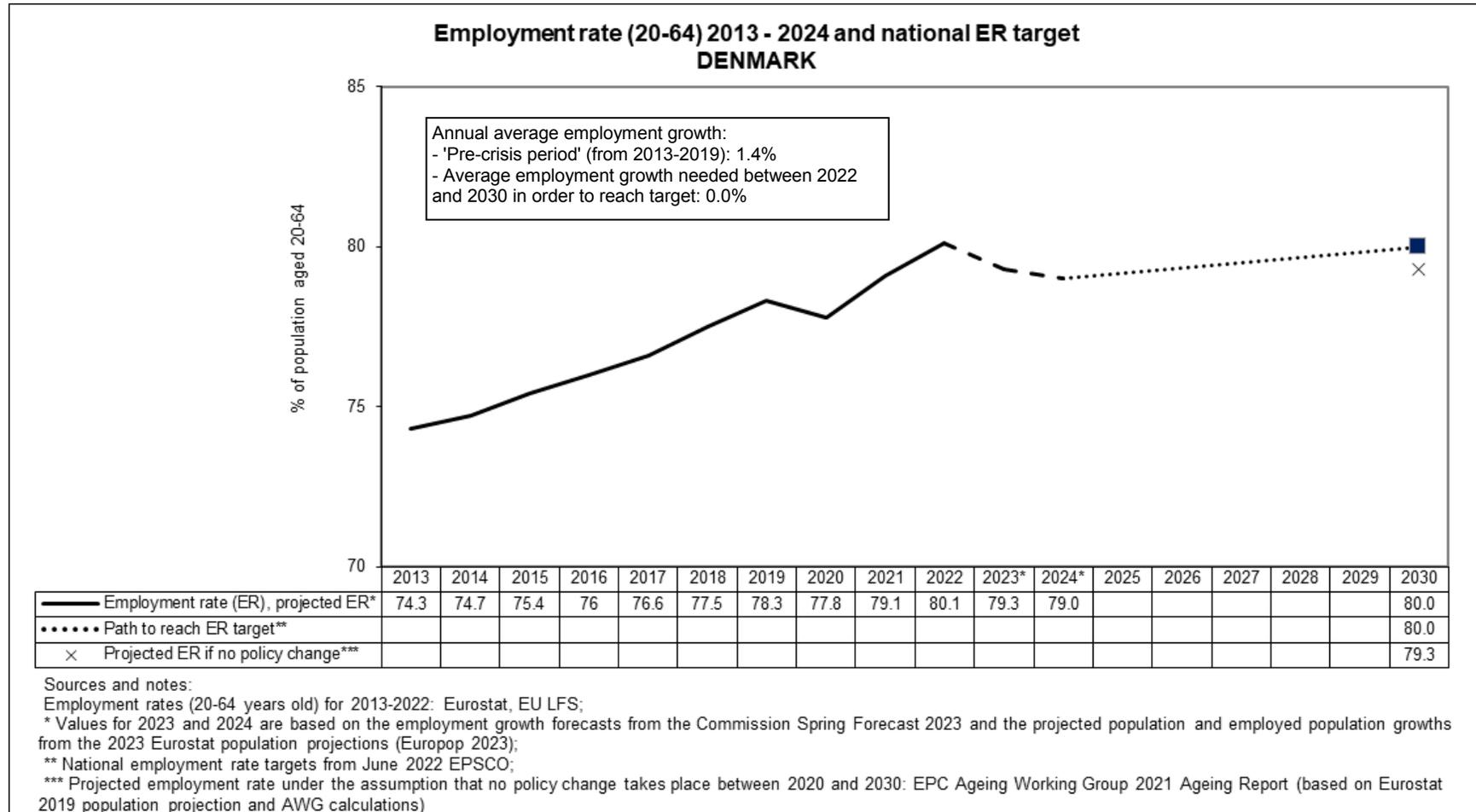
Description	Czechia						National Targets	EU 27						EU targets
	2017	2018	2019	2020	2021	2022	2030	2017	2018	2019	2020	2021	2022	2030
Employment rate of population aged 20-64 - total	78.5	79.9	80.3	79.7	80	81.3	82.2	70.9	71.9	72.7	71.7	73.1	74.6	78
Employment rate of population aged 20-64 - men	86.3	87.4	87.7	87.2	87.5	88.6		76.5	77.6	78.3	77.2	78.5	80	
Employment rate of population aged 20-64 - women	70.5	72.2	72.7	71.9	72.1	73.7		65.2	66.3	67.1	66.1	67.6	69.3	
Employment rate of older population aged 55-64 - total	62.1	65.1	66.7	68.2	69.8	72.9		55.5	57.2	58.6	59	60.5	62.3	
Employment rate of young people aged 20-29 - total	65.7	66.4	66.6	63.7	63.6 b	64.1		61.8	62.8	63.6	61.2	62.8 b	65.1	
Employment rate of low-skilled population aged 20-64 - total	49.2	50.9	53.4	54.7	53.7 b	55.1		53.9	55	55.7	54.8	55 b	57.2	
Employment rate of non-EU nationals aged 20-64 - total	78.7	81.8	83	82.4	81.1 b	83.2		57	58.8	60	57.5	59 b	61.9	
Overall employment growth	1.6	1	0.1	-1.2	-0.4	-0.9		1.5	1.1	0.9	-1.8	1.5	2.2	
Labour productivity per person employed (EU-27 = 100, based on PPS per employed person)	82.5	83.8	85.7	86.2	85.5	85.0 p		100.0	100.0	100.0	100.0	100.0	100.0 p	
Labour productivity per hour worked, (EU-27 = 100, based on PPS per hour worked)	75.8	76.5	77.8	78.9	79.0	77.7 p		100.0	100.0	100.0	100.0	100.0	100.0	
Nominal unit labour cost growth (% change from previous year)	3.5	6.1	4.3	7.3	1.8	4.8		1.0	1.8	1.8	4.5	0.1	3.3	
Real unit labour cost growth (% change from previous year)	2.138	3.471	0.396	2.836	-1.491	-3.395		-0.338	0.410	0.052	2.621	-2.275	-1.866	
Unemployment rate in age group 15-24 - total	7.9	6.7	5.6	8	8.2 b	6.8		18	16.1	15.1	16.8	16.7 b	14.5	
NEET rate for population aged 15-24 - total	6.3	5.6	5.7	6.6	6.5 b	8 b		11	10.5	10.1	11.1	10.8 b	9.6	
NEET rate for population aged 15-29 - total	10	9.5	9.8	11	10.9 b	11.4 b		13.7	13.1	12.6	13.8	13.1 b	11.7	
Involuntary temporary employment as % of total employees 15-64	7.3	4.9	4.6	4.1	2.5 b	2		8.8	8.3	7.9	6.8	5 b	4.3	
Share of employees (15-64) in temporary employment contracts	9.6	8.4	7.8	7	6.5 b	6.1		15.7	15.5	15	13.5	14 b	14	
Newly employed in %	11.6	11	10.4	9.5	9.3 b	9.9		14.5	14.6	14.6	13.1	13.8 b	15.2	
Rate of long-term unemployment (as % active population) - total	1	0.7	0.6	0.6	0.8	0.6		3.7	3.1	2.7	2.5	2.8	2.4	
At-risk-of-poverty rate of unemployed	48.6	53.2	52.7	52.9	51.1			47.5 e	48.6 e	49.1 e	47.2 b	45		
Unemployment rate of labour force 15+	2.9	2.2	2	2.6	2.8	2.2		8.3	7.4	6.8	7.2	7.1	6.2	
Unemployment trap – tax rate on low wage earners	72.3	72.5	72.7	72.8	70.8	70.7		74.7	74.9	74.4	73.8	74.2	74.3	
Share of part-time employment, 15-64	6.2	6.3	6.3	5.7	5.7	6.		19.5	19.3	19.3	17.8	17.7	17.6	
Inactivity and part-time work due to personal and family responsibilities - total	1.2	1.4	1.3	1.2	1.2 b			3	3	3.1	3.1	3 b	3	
Job vacancy rate (average over 3 years)	3.	4.1	5.2	5.7	5.5	5.		1.6	1.8	2	2	2.1	2.3	
Employment gender gap (aged 20-64)	15.8	15.2	15.	15.3	15.4	14.9		11.3	11.3	11.2	11.1	10.9	10.7	
Gender pay gap	21.1 d	20.1 d	19.2 d	16.4 d	15 d			14.6	14.4	13.7 p	12.9 p	12.7 p		
Share of adult population (aged 25-64) with upper secondary or tertiary education - total	93.8	93.9	93.8	94.1	94.4 b	94.4		77.2	77.8	78.4	79	79.1 b	79.5	
Early leavers from education and training (aged 18-24) - total	6.7	6.2	6.7	7.6	6.4 b	6.2		10.5	10.5	10.2	9.9	9.8 b	9.6	
Completion of tertiary or equivalent education (aged 30-34) - total	34.2	33.7	35.1	35	36.5 b	36.4		38.6	39.4	40.3	41.1	41.9 b	42.8	
Adult population (aged 25-64) participating in education and training in the last 12 months, without guided-on-the-job training							45							60

3. Key employment challenges Czechia, May 2023

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

Denmark

1. Progress towards the 2030 national employment rate target



2. Key indicators on labour market performance

Description	Denmark						National Targets	EU 27						EU targets
	2017	2018	2019	2020	2021	2022	2030	2017	2018	2019	2020	2021	2022	2030
Employment rate of population aged 20-64 - total	76.6 b	77.5	78.3	77.8	79.1	80.1	80	70.9	71.9	72.7	71.7	73.1	74.6	78
Employment rate of population aged 20-64 - men	79.9 b	80.9	81.9	81.3	82.5	82.8		76.5	77.6	78.3	77.2	78.5	80	
Employment rate of population aged 20-64 - women	73.2 b	73.9	74.7	74.3	75.6	77.4		65.2	66.3	67.1	66.1	67.6	69.3	
Employment rate of older population aged 55-64 - total	68.2 b	69.2	71.3	71.4	72.3	72.9		55.5	57.2	58.6	59	60.5	62.3	
Employment rate of young people aged 20-29 - total	67.3 b	68.9	69.5	68.8	71 b	73.5		61.8	62.8	63.6	61.2	62.8 b	65.1	
Employment rate of low-skilled population aged 20-64 - total	59.4 b	59.4	59.5	58.9	61.2 b	62.4		53.9	55	55.7	54.8	55 b	57.2	
Employment rate of non-EU nationals aged 20-64 - total	57.9 b	59.5	60.2	62.2	65.7 b	70.6		57	58.8	60	57.5	59 b	61.9	
Overall employment growth	1.1 b	1.5 b	1.5	-0.9	1.2	2.8		1.5	1.1	0.9	-1.8	1.5	2.2	
Labour productivity per person employed (EU-27 = 100, based on PPS per employed person)	117.2	116.7	114.3	119.9	119.2	121.4 p		100.0	100.0	100.0	100.0	100.0	100.0 p	
Labour productivity per hour worked, (EU-27 = 100, based on PPS per hour worked)	136.2	137.6	135.2	136.8	139.1	141.9 p		100.0	100.0	100.0	100.0	100.0	100.0 p	
Nominal unit labour cost growth (% change from previous year)	0.3	1.1	1.9	3.5	0.6	3.0		1.0	1.8	1.8	4.5	0.1	3.3	
Real unit labour cost growth (% change from previous year)	-0.825	0.367	0.817	0.900	-2.130	1.244		-0.338	0.410	0.052	2.621	-2.275	-1.866	
Unemployment rate in age group 15-24 - total	12.4 b	10.5	10.1	11.6	10.8 b	10.6		18	16.1	15.1	16.8	16.7 b	14.5	
NEET rate for population aged 15-24 - total	7.6 b	7.7	7.7	7.4	7.1 b	6.7		11	10.5	10.1	11.1	10.8 b	9.6	
NEET rate for population aged 15-29 - total	9.8 b	9.6	9.6	10.2	8.3 b	7.9		13.7	13.1	12.6	13.8	13.1 b	11.7	
Involuntary temporary employment as % of total employees 15-64	4.9 b	3.9	3.8	3.7	1.8 b	1.4		8.8	8.3	7.9	6.8	5 b	4.3	
Share of employees (15-64) in temporary employment contracts	12.3 b	10.7	10.8	10.9	10.9 b	10.9		15.7	15.5	15	13.5	14 b	14	
Newly employed in %	23 b	20.9	20.8	20.2	21.1 b	23.3		14.5	14.6	14.6	13.1	13.8 b	15.2	
Rate of long-term unemployment (as % active population) - total	1.2 b	1	0.8	0.9	1	0.5		3.7	3.1	2.7	2.5	2.8	2.4	
At-risk-of-poverty rate of unemployed	43.8	44.7	47.1	45.6 b	42.7			47.5 e	48.6 e	49.1 e	47.2 b	45		
Unemployment rate of labour force 15+	5.8 b	5.1	5	5.6	5.1	4.5		8.3	7.4	6.8	7.2	7.1	6.2	
Unemployment trap – tax rate on low wage earners	89.9	89.3	88.4	87.9	87.2	85.6		74.7	74.9	74.4	73.8	74.2	74.3	
Share of part-time employment, 15-64	24.7 b	23.9	24.2	23.4	23.9	24.2		19.5	19.3	19.3	17.8	17.7	17.6	
Inactivity and part-time work due to personal and family responsibilities - total	0.7 b	0.5	0.5	0.5	0.4 b	0.4		3	3	3.1	3.1	3 b	3	
Job vacancy rate (average over 3 years)	1.8	1.9	2	1.9	2.2	2.7		1.6	1.8	2	2	2.1	2.3	
Employment gender gap (aged 20-64)	6.7 b	7	7.2	7	6.9	5.4		11.3	11.3	11.2	11.1	10.9	10.7	
Gender pay gap	14.8	14.6	14	13.9	14.2			14.6	14.4	13.7 p	12.9 p	12.7 p		
Share of adult population (aged 25-64) with upper secondary or tertiary education - total	81 b	81.1	81.6	81.5	82.4 b	81.8		77.2	77.8	78.4	79	79.1 b	79.5	
Early leavers from education and training (aged 18-24) - total	8.8 b	10.4	9.9	9.3	9.8 b	10		10.5	10.5	10.2	9.9	9.8 b	9.6	
Completion of tertiary or equivalent education (aged 30-34) - total	48.4 b	48.7	49.4	49.8	52.8 b	52.3		38.6	39.4	40.3	41.1	41.9 b	42.8	
Adult population (aged 25-64) participating in education and training in the last 12 months, without guided-on-the-job training							60							60

3. Key employment challenges Denmark, May 2023

Employment policy area	Key employment challenge	Particularly good labour market outcome
1. Increase labour market participation		The duration of working life is significantly higher than the EU average. The participation in education and training of persons aged 55-64 is significantly higher than the EU average. ⁵
2. Enhancing labour market functioning; combating segmentation		The share of the newly employed among all employed is significantly higher than the EU average. ⁶
3. Active labour market policies		
4. Adequate and employment oriented social security systems	The unemployment trap (tax rate on low wage earners) and the low wage trap (tax rate on second earners) is significantly higher than the EU average.	
5. Work-life balance		The share of children (age 0 to 3) cared for (by formal arrangements other than by the family) 30h+ a usual week as a proportion of all children in the same age group is significantly higher than the EU average.
6. Exploiting job creation possibilities		
7. Gender equality		
8. Improving skills supply and productivity, effective life-long learning	<i>Shortages of sector-specific skilled workers linked also to the lower participation rates in vocational education and training</i>	The share of the adult population aged 25-64 participating in education and training is higher than the EU average. ⁷
9. Improving education and training systems		
10. Wage setting mechanisms and labour cost developments		

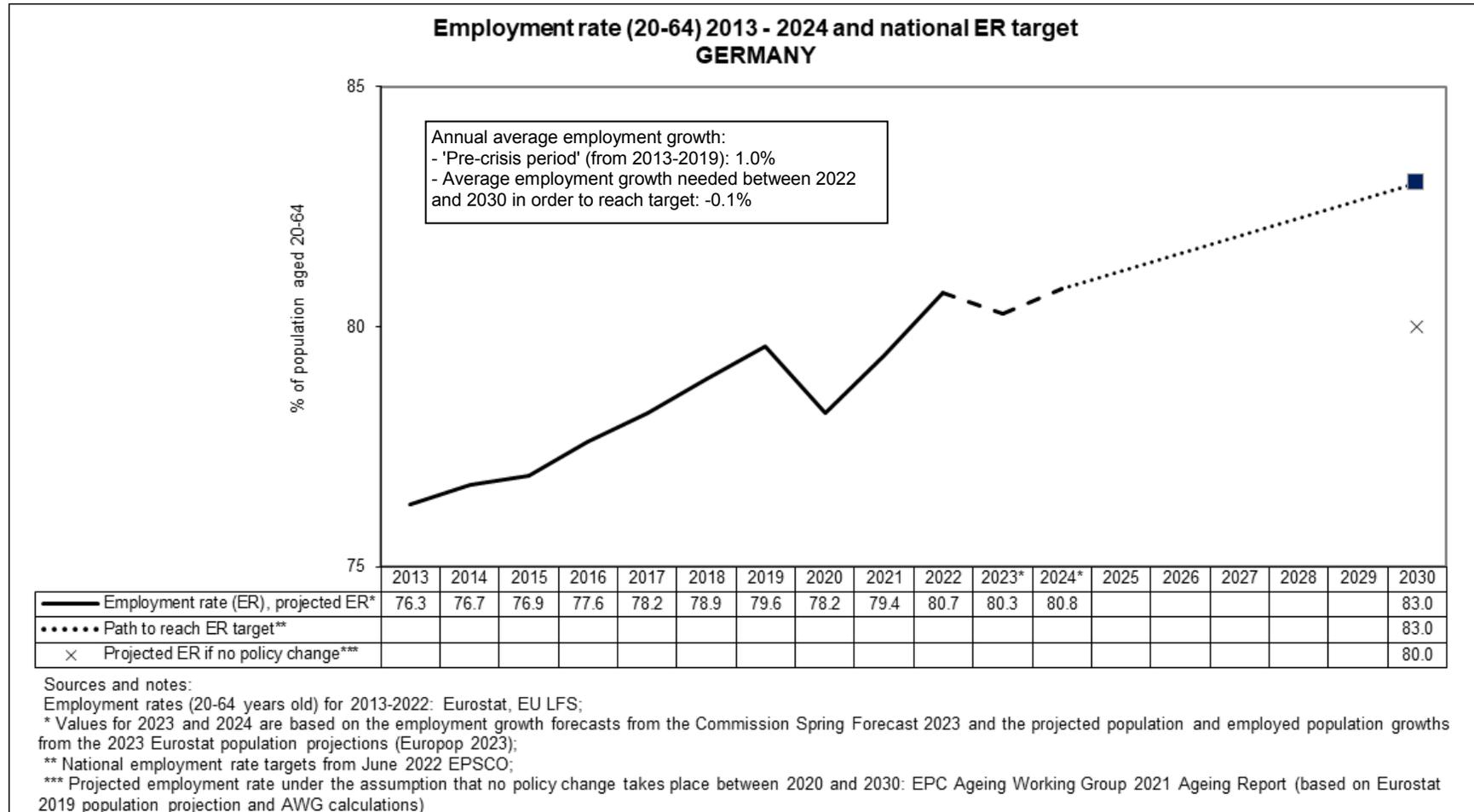
⁵ Break in series in 2017 and 2021; recent data from 2022

⁶ Break in series in 2021; recent data from 2022

⁷ Break in series in 2021; recent data from 2022

Germany

1. Progress towards the 2030 national employment rate target



2. Key indicators on labour market performance

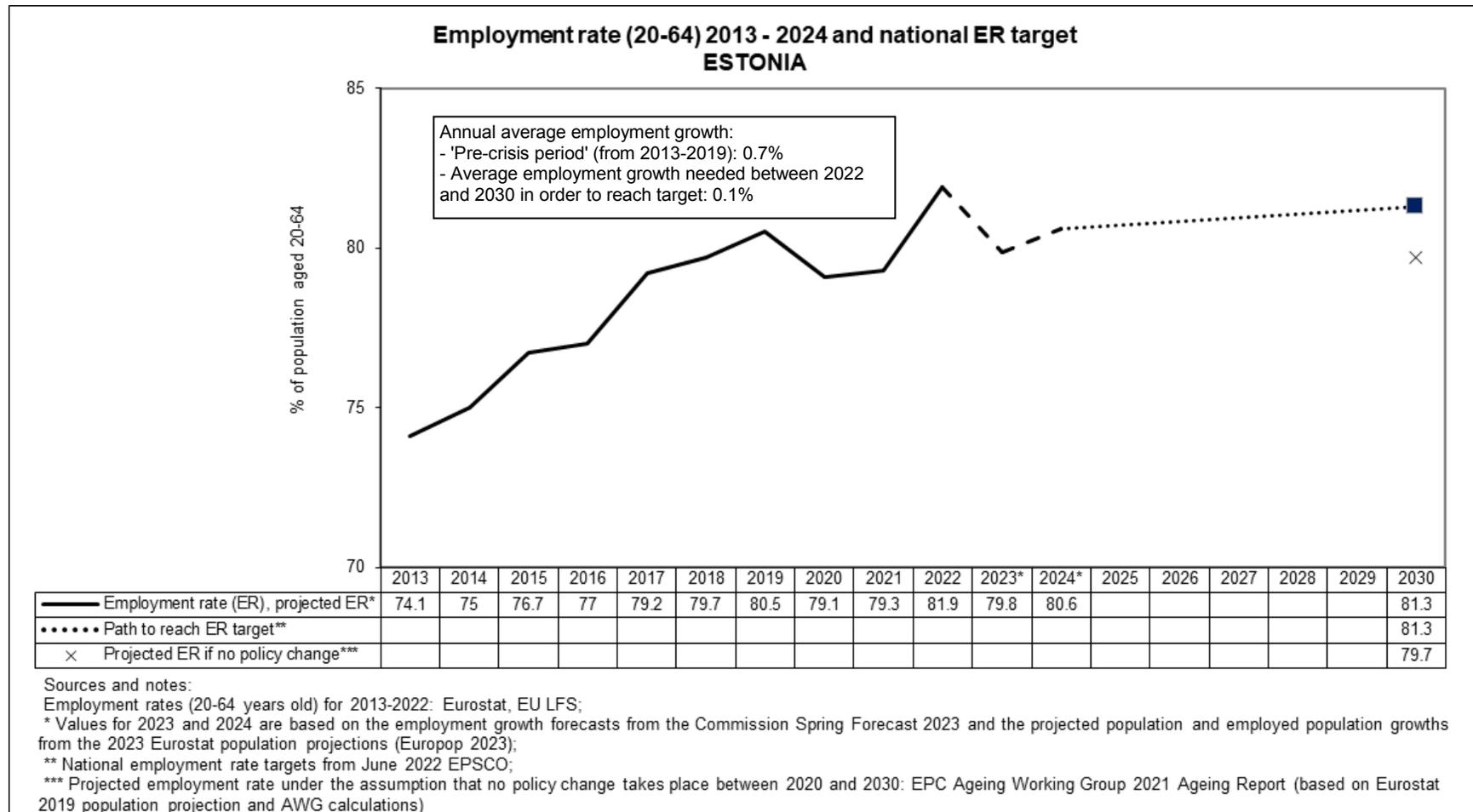
Description	Germany						National Targets	EU 27						EU targets
	2017	2018	2019	2020	2021	2022	2030	2017	2018	2019	2020	2021	2022	2030
Employment rate of population aged 20-64 - total	78.2	78.9	79.6	78.2 b	79.4	80.7	83	70.9	71.9	72.7	71.7	73.1	74.6	78
Employment rate of population aged 20-64 - men	82	82.8	83.5	81.9 b	83	84.6		76.5	77.6	78.3	77.2	78.5	80	
Employment rate of population aged 20-64 - women	74.2	74.8	75.5	74.4 b	75.6	76.8		65.2	66.3	67.1	66.1	67.6	69.3	
Employment rate of older population aged 55-64 - total	69.1	70.4	71.6	70.6 b	71.8	73.3		55.5	57.2	58.6	59	60.5	62.3	
Employment rate of young people aged 20-29 - total	72	73.3	74.4	73 b	73.6 b	75.8		61.8	62.8	63.6	61.2	62.8 b	65.1	
Employment rate of low-skilled population aged 20-64 - total	59.6	60.7	61.8	61.2 b	61.8 b	65.3		53.9	55	55.7	54.8	55 b	57.2	
Employment rate of non-EU nationals aged 20-64 - total	55.4	57.9	60.3	58.1 b	58.4 b	61.2		57	58.8	60	57.5	59 b	61.9	
Overall employment growth	0.8	0.4	1.1	-2.2 b	1 b	2.4		1.5	1.1	0.9	-1.8	1.5	2.2	
Labour productivity per person employed (EU-27 = 100, based on PPS per employed person)	106.3	105.9	103.8 p	105.1 p	103.9 p	102.3 p		100.0	100.0	100.0	100.0	100.0	100.0 p	
Labour productivity per hour worked, (EU-27 = 100, based on PPS per hour worked)	124.9	124.9	122.8 p	122.2 p	123.3 p	122.4 p		100.0	100.0	100.0	100.0	100.0	100.0 p	
Nominal unit labour cost growth (% change from previous year)	1.3	3.3	3.3 p	3.4 p	0.6 p	3.7 p		1.0	1.8	1.8	4.5	0.1	3.3	
Real unit labour cost growth (% change from previous year)	-0.210	1.293	1.127	1.569	-2.378	-1.169		-0.338	0.410	0.052	2.621	-2.275	-1.866	
Unemployment rate in age group 15-24 - total	6.8	6.2	5.8	7.1 b	7 b	6		18	16.1	15.1	16.8	16.7 b	14.5	
NEET rate for population aged 15-24 - total	6.3	5.9	5.7	7.4 b	7.8 b	6.8		11	10.5	10.1	11.1	10.8 b	9.6	
NEET rate for population aged 15-29 - total	8.5	7.9	7.6	9.1 b	9.5 b	8.6		13.7	13.1	12.6	13.8	13.1 b	11.7	
Involuntary temporary employment as % of total employees 15-64	1.9	1.7	1.5	0.7 b	0.8 b	0.7		8.8	8.3	7.9	6.8	5 b	4.3	
Share of employees (15-64) in temporary employment contracts	12.9	12.6	12	10.8 b	11.5 b	12.4		15.7	15.5	15	13.5	14 b	14	
Newly employed in %	14.3	14.5	14.5	13.7 b	14.5 b	16.4		14.5	14.6	14.6	13.1	13.8 b	15.2	
Rate of long-term unemployment (as % active population) - total	1.5	1.4	1.2	1.1 b	1.2	1		3.7	3.1	2.7	2.5	2.8	2.4	
At-risk-of-poverty rate of unemployed	70.6	69.4	73.7	49.7 b	48.1			47.5 e	48.6 e	49.1 e	47.2 b	45		
Unemployment rate of labour force 15+	3.6	3.2	3	3.7 b	3.7	3.1		8.3	7.4	6.8	7.2	7.1	6.2	
Unemployment trap – tax rate on low wage earners	73.3	73.2	73.2	73	72.8	72.8		74.7	74.9	74.4	73.8	74.2	74.3	
Share of part-time employment, 15-64	33.7	33.6	34.1	27.9 b	27.8	28.		19.5	19.3	19.3	17.8	17.7	17.6	
Inactivity and part-time work due to personal and family responsibilities - total	5.6	5.7	5.9		6.2 b	6.2		3	3	3.1	3.1	3 b	3	
Job vacancy rate (average over 3 years)	2.5	2.7	3	3	3	3.4		1.6	1.8	2	2	2.1	2.3	
Employment gender gap (aged 20-64)	7.8	8	8	7.5 b	7.4	7.8		11.3	11.3	11.2	11.1	10.9	10.7	
Gender pay gap	20.4	20.1	19.2 p	18.3 p	17.6 p			14.6	14.4	13.7 p	12.9 p	12.7 p		
Share of adult population (aged 25-64) with upper secondary or tertiary education - total	86.5	86.6	86.6	85.7 b	83.7 b	83.2		77.2	77.8	78.4	79	79.1 b	79.5	
Early leavers from education and training (aged 18-24) - total	10.1	10.3	10.3	10.1 b	12.5 b	12.2		10.5	10.5	10.2	9.9	9.8 b	9.6	
Completion of tertiary or equivalent education (aged 30-34) - total	34	34.9	35.5	36.6 b	38.9 b	39.3		38.6	39.4	40.3	41.1	41.9 b	42.8	
Adult population (aged 25-64) participating in education and training in the last 12 months, without guided-on-the-job training							65							60

3. Key employment challenges Germany, May 2023

Employment policy area	Key employment challenge	Particularly good labour market outcome
1. Increase labour market participation		The employment and activity rates (age 20-64) are above the EU average. The unemployment rate (age 15+) is lower than the EU average.
2. Enhancing labour market functioning; combating segmentation		The share of involuntary temporary employment (age 15-64) is lower than the EU average*.
3. Active labour market policies		
4. Adequate and employment oriented social security systems	The inactivity trap (i.e. the difference in the tax rates between people on social assistance and wage earners) for the second member of a couple is above the EU average. The low wage trap (i.e. tax rates on low wage earners) for second earners is worse than the EU average.	
5. Work-life balance	The impact of parenthood on employment is higher than the EU average*.	
6. Exploiting job creation possibilities		
7. Gender equality	The gender gap in part-time employment is higher than the EU average, although improving.	
8. Improving skills supply and productivity, effective life-long learning	<i>Barriers to skills development and bottlenecks for skilled workers to access the labour market.</i>	
9. Improving education and training systems	<i>Educational outcomes are strongly dependent on the student's socio-economic background.</i>	
10. Wage setting mechanisms and labour cost developments		

Estonia

1. Progress towards the 2030 national employment rate target



2. Key indicators on labour market performance

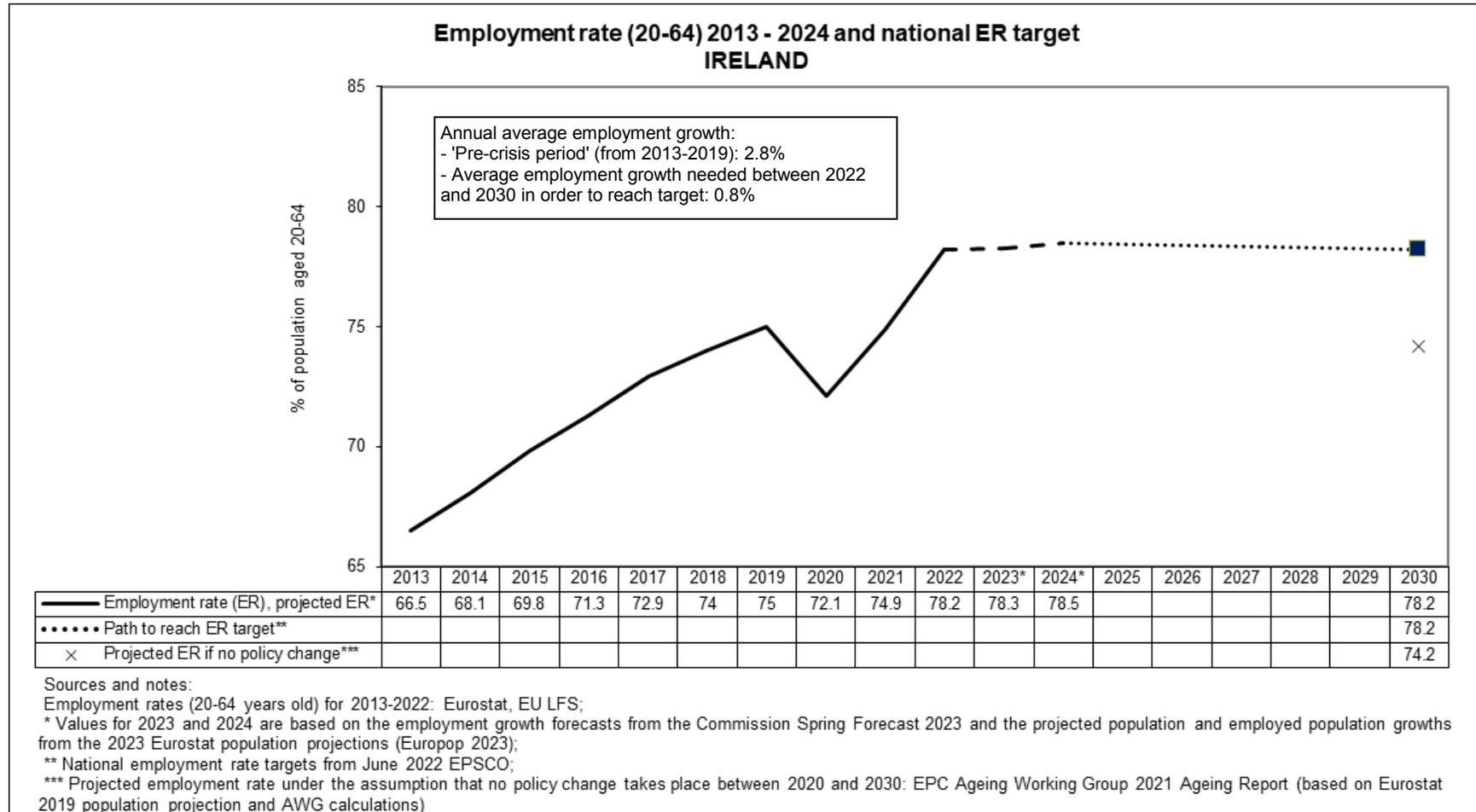
Description	Estonia						National Targets	EU 27						EU targets
	2017	2018	2019	2020	2021	2022	2030	2017	2018	2019	2020	2021	2022	2030
Employment rate of population aged 20-64 - total	79.2	79.7	80.5	79.1	79.3	81.9	81.3	70.9	71.9	72.7	71.7	73.1	74.6	78
Employment rate of population aged 20-64 - men	81.7	82.8	83.5	81.3	81.2	83.3		76.5	77.6	78.3	77.2	78.5	80	
Employment rate of population aged 20-64 - women	76.8	76.8	77.5	76.9	77.5	80.4		65.2	66.3	67.1	66.1	67.6	69.3	
Employment rate of older population aged 55-64 - total	67.9	68.4	71.9	71.3	71.6	73.7		55.5	57.2	58.6	59	60.5	62.3	
Employment rate of young people aged 20-29 - total	72.6	74.4	73.4	69.5	72.2 b	76.3		61.8	62.8	63.6	61.2	62.8 b	65.1	
Employment rate of low-skilled population aged 20-64 - total	65.4	65.3	62.8	60.9	62.7 b	67.3		53.9	55	55.7	54.8	55 b	57.2	
Employment rate of non-EU nationals aged 20-64 - total	72	73.2	73.9	73.3	71.1 b	73.9		57	58.8	60	57.5	59 b	61.9	
Overall employment growth	2.1	0.3	0.8	-2.2	-0.3	3.4		1.5	1.1	0.9	-1.8	1.5	2.2	
Labour productivity per person employed (EU-27 = 100, based on PPS per employed person)	74.5	77.2	77.8	82.6	86.6	82.5 p		100.0	100.0	100.0	100.0	100.0	100.0 p	
Labour productivity per hour worked, (EU-27 = 100, based on PPS per hour worked)	65.4	70.1	71.0	73.7	74.2	71.2 p		100.0	100.0	100.0	100.0	100.0	100.0 p	
Nominal unit labour cost growth (% change from previous year)	3.9	6.4	4.7	3.9	1.8	14.8		1.0	1.8	1.8	4.5	0.1	3.3	
Real unit labour cost growth (% change from previous year)	0.342	1.464	1.439	4.422	-3.924	-1.190		-0.338	0.410	0.052	2.621	-2.275	-1.866	
Unemployment rate in age group 15-24 - total	12.2	12.1	11.7	18.5	16.7 b	18.6		18	16.1	15.1	16.8	16.7 b	14.5	
NEET rate for population aged 15-24 - total	10	10.3	7.9	9.2	10.9 b	10.7		11	10.5	10.1	11.1	10.8 b	9.6	
NEET rate for population aged 15-29 - total	11.6	12.1	10.6	11.9	11.2 b	10.6		13.7	13.1	12.6	13.8	13.1 b	11.7	
Involuntary temporary employment as % of total employees 15-64	0.4 u	0.5	0.2 u	0.3 u	0.5 b	0.2 u		8.8	8.3	7.9	6.8	5 b	4.3	
Share of employees (15-64) in temporary employment contracts	3.2	3.5	3.2	2.8	1.7 b	3.2		15.7	15.5	15	13.5	14 b	14	
Newly employed in %	17.9	19.4	18.6	16.4	16.1 b	18.6		14.5	14.6	14.6	13.1	13.8 b	15.2	
Rate of long-term unemployment (as % active population) - total	2	1.3	0.9	1.2	1.6	1.3		3.7	3.1	2.7	2.5	2.8	2.4	
At-risk-of-poverty rate of unemployed	50.2	52.1	52.5	45.9	43.3	39.3		47.5 E	48.6 e	49.1 e	47.2 b	45		
Unemployment rate of labour force 15+	5.8	5.4	4.5	6.9	6.2	5.6		8.3	7.4	6.8	7.2	7.1	6.2	
Unemployment trap – tax rate on low wage earners	62.9	61.5	62.2	62.5	69.3	69.3		74.7	74.9	74.4	73.8	74.2	74.3	
Share of part-time employment, 15-64	9.5	10.9	11.2	12.1	12.2	13.2		19.5	19.3	19.3	17.8	17.7	17.6	
Inactivity and part-time work due to personal and family responsibilities - total	1.6	1.8	1.7	1.9	1.6 b	1.7		3	3	3.1	3.1	3 b	3	
Job vacancy rate (average over 3 years)	1.8	1.9	2	1.7	1.7	1.7		1.6	1.8	2	2	2.1	2.3	
Employment gender gap (aged 20-64)	4.9	6	6	4.4	3.7	2.9		11.3	11.3	11.2	11.1	10.9	10.7	
Gender pay gap	24.9	21.8	21.7 p	21.1 p	20.5			14.6	14.4	13.7 p	12.9 p	12.7 p		
Share of adult population (aged 25-64) with upper secondary or tertiary education - total	88.1	88	89	89.3	89.5 b	89.8		77.2	77.8	78.4	79	79.1 b	79.5	
Early leavers from education and training (aged 18-24) - total	11.8	12	11.2	8.5	9.8 b	10.8		10.5	10.5	10.2	9.9	9.8 b	9.6	
Completion of tertiary or equivalent education (aged 30-34) - total	45.6	44.6	44	41.5	43.1 b	45.7		38.6	39.4	40.3	41.1	41.9 b	42.8	
Adult population (aged 25-64) participating in education and training in the last 12 months, without guided-on-the-job training							52.3							60

3. Key employment challenges Estonia, May 2023

Employment policy area	Key employment challenge	Particularly good labour market outcome
1. Increase labour market participation		The activity rate of the population aged 20-64 is significantly higher than EU average.
2. Enhancing labour market functioning; combating segmentation	<i>Medium-term integration of displaced persons from Ukraine into the labour market</i>	
3. Active labour market policies		
4. Adequate and employment oriented social security systems	Net replacement rate after 12 months of unemployment remains below EU average.	
5. Work-life balance		
6. Exploiting job creation possibilities		
7. Gender equality	The gender pay gap, though decreasing, remains high.	The gender employment gap for people aged 20-64 is significantly better than EU average.
8. Improving skills supply and productivity, effective life-long learning		
9. Improving education and training systems	<i>The education and training system is under pressure to adapt to demographic and labour market trends</i>	
10. Wage setting mechanisms and labour cost developments		

Ireland

1. Progress towards the 2030 national employment rate target



2. Key indicators on labour market performance

Description	Ireland						National Targets	EU 27						EU targets
	2017	2018	2019	2020	2021	2022	2030	2017	2018	2019	2020	2021	2022	2030
Employment rate of population aged 20-64 - total	72.9	74	75	72.1	74.9	78.2	78.2	70.9	71.9	72.7	71.7	73.1	74.6	78
Employment rate of population aged 20-64 - men	79.1	80.2	81.3	78.5	80	83.9		76.5	77.6	78.3	77.2	78.5	80	
Employment rate of population aged 20-64 - women	66.9	67.9	68.8	65.8	70	72.6		65.2	66.3	67.1	66.1	67.6	69.3	
Employment rate of older population aged 55-64 - total	58.3	60.2	61.7	60.7	62.8	66.7		55.5	57.2	58.6	59	60.5	62.3	
Employment rate of young people aged 20-29 - total	70.2 b	71	72.1	66.8	70.4 b	75		61.8	62.8	63.6	61.2	62.8 b	65.1	
Employment rate of low-skilled population aged 20-64 - total	50.5 b	51.5	52.4	51.3	51.3 b	53.8		53.9	55	55.7	54.8	55 b	57.2	
Employment rate of non-EU nationals aged 20-64 - total	65.2 b	67.9	69.2	67.3	71 b	75.6		57	58.8	60	57.5	59 b	61.9	
Overall employment growth	2.8	2.4	2.8	-3.1	5.7	6.9		1.5	1.1	0.9	-1.8	1.5	2.2	
Labour productivity per person employed (EU-27 = 100, based on PPS per employed person)	183.5	190.0	188.2	208.9	214.6	223.6 p		100.0	100.0	100.0	100.0	100.0	100.0 p	
Labour productivity per hour worked, (EU-27 = 100, based on PPS per hour worked)	173.4	177.7	175.4	197.9	209.7	216.3 p		100.0	100.0	100.0	100.0	100.0	100.0 p	
Nominal unit labour cost growth (% change from previous year)	-2.7	-2.5	1.3	-5.1	-4.2	-0.8		1.0	1.8	1.8	4.5	0.1	3.3	
Real unit labour cost growth (% change from previous year)	-3.756	-3.570	-2.175	-3.595	-4.815	-9.793		-0.338	0.410	0.052	2.621	-2.275	-1.866	
Unemployment rate in age group 15-24 - total	14.4 b	13.8	12.5	15.3	14.5 b	10.1		18	16.1	15.1	16.8	16.7 b	14.5	
NEET rate for population aged 15-24 - total	10.9 b	10.1	10.1	12	7.8 b	6.9		11	10.5	10.1	11.1	10.8 b	9.6	
NEET rate for population aged 15-29 - total	12.8 b	11.6	11.4	14.2	9.8 b	8.7		13.7	13.1	12.6	13.8	13.1 b	11.7	
Involuntary temporary employment as % of total employees 15-64	3.5 b	2.9	2.4	2.3	1.7 b	1.6		8.8	8.3	7.9	6.8	5 b	4.3	
Share of employees (15-64) in temporary employment contracts	9.1 b	9.9	9.7	9	9.4 b	8.5		15.7	15.5	15	13.5	14 b	14	
Newly employed in %	16.9 b	17.6	17.6	14.9	15.8 b	18.5		14.5	14.6	14.6	13.1	13.8 b	15.2	
Rate of long-term unemployment (as % active population) - total	3	2.1	1.6	1.4	1.8	1.3		3.7	3.1	2.7	2.5	2.8	2.4	
At-risk-of-poverty rate of unemployed	41.7	47.8	33.6	37.3 b	25.4			47.5 e	48.6 e	49.1 e	47.2 b	45		
Unemployment rate of labour force 15+	6.7	5.8	5	5.9	6.2	4.5		8.3	7.4	6.8	7.2	7.1	6.2	
Unemployment trap – tax rate on low wage earners	56.5	55.6	55.6	55.6	68.9	67.4		74.7	74.9	74.4	73.8	74.2	74.3	
Share of part-time employment, 15-64	20.1	19.5	19.6	17.8	19.8	20.1		19.5	19.3	19.3	17.8	17.7	17.6	
Inactivity and part-time work due to personal and family responsibilities - total	3.6 b	4.4	4.2	4	4.2 b	3.3		3	3	3.1	3.1	3 b	3	
Job vacancy rate (average over 3 years)	1	1.0	1.0	0.9	1.0	1.2		1.6	1.8	2	2	2.1	2.3	
Employment gender gap (aged 20-64)	12.2	12.3	12.5	12.7	10	11.3		11.3	11.3	11.2	11.1	10.9	10.7	
Gender pay gap	14.4 p	11.3	10.8 p	9.9 p				14.6	14.4	13.7 p	12.9 p	12.7 p		
Share of adult population (aged 25-64) with upper secondary or tertiary education - total	82.5 b	83.2	83.7	85.5	87.5 b	87.8		77.2	77.8	78.4	79	79.1 b	79.5	
Early leavers from education and training (aged 18-24) - total	5 b	5	5.1	5	3.3 b	3.7		10.5	10.5	10.2	9.9	9.8 b	9.6	
Completion of tertiary or equivalent education (aged 30-34) - total	54.5 b	56.3	55.4	58.1	62 b	61.9		38.6	39.4	40.3	41.1	41.9 b	42.8	
Adult population (aged 25-64) participating in education and training in the last 12 months, without guided-on-the-job training							64.2							60

3. Key employment challenges Ireland, May 2023

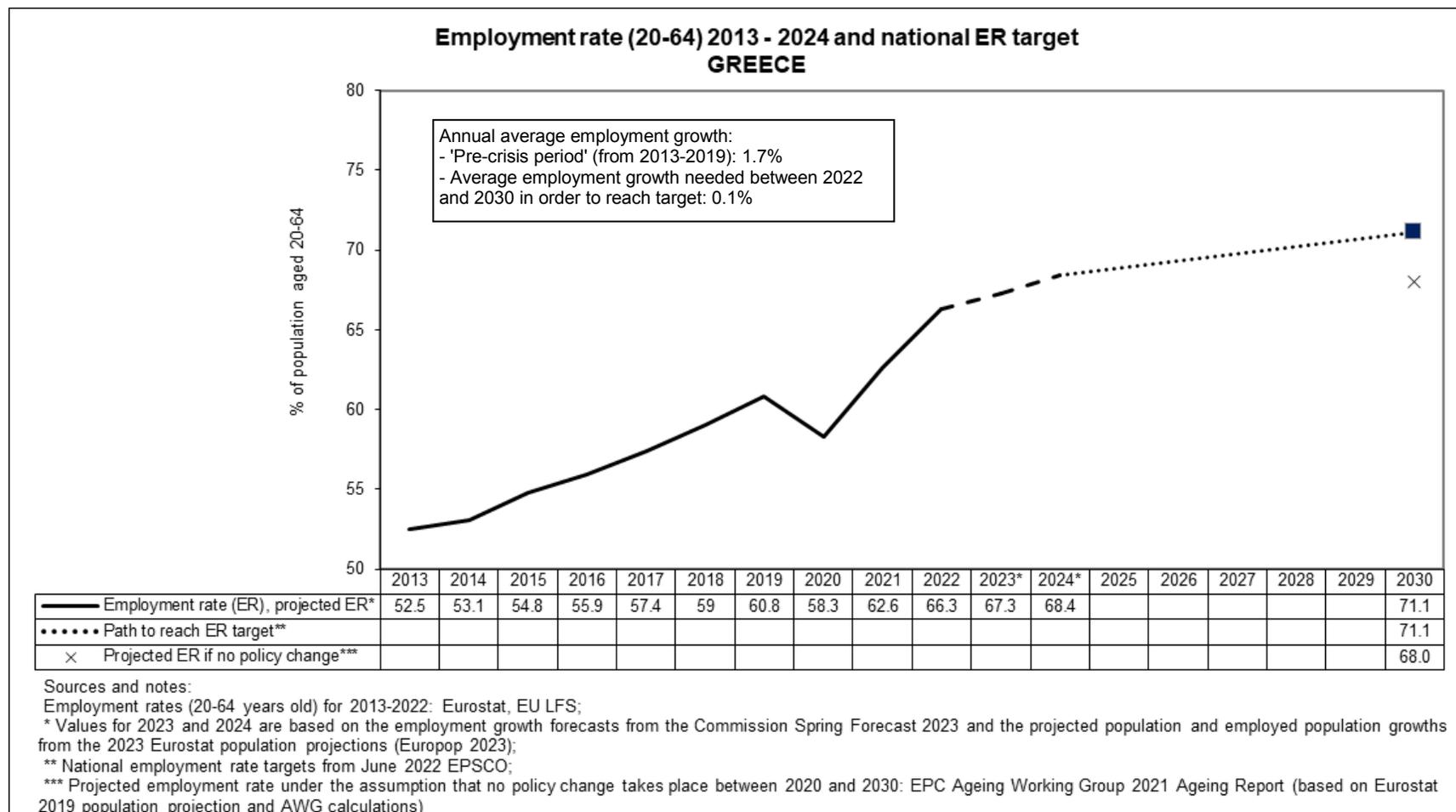
Employment policy area	Key employment challenge	
1. Increase labour market participation	<i>Comparatively worse labour market outcomes of the most vulnerable groups, Travellers, people with disabilities⁸ displaced people from Ukraine and single parents</i>	Youth NEET rate (aged 15-29) lower than the EU average.
2. Enhancing labour market functioning; combating segmentation		
3. Active labour market policies		
4. Adequate and employment oriented social security systems		The risk of poverty is significantly below the EU average for the unemployed.
5. Work-life balance	Low participation in formal childcare among children aged 0 to 3*.	
6. Exploiting job creation possibilities		
7. Gender equality	“Low wage trap” for second earner income is worse than the EU average and quickly deteriorating (based on a two-earner couple without children).	
8. Improving skills supply and productivity, effective life-long learning	<i>Labour and skills shortages continue across sectors</i>	Very high share of adults (aged 25-64) having attained high (tertiary) education.
9. Improving education and training systems		Very low share of early leavers from education and training (aged 18-24) in the total population.
10. Wage setting mechanisms and labour cost developments		

*Break in time series

⁸ The disability employment gap indicator is currently computed from the EU-SILC and based on the disability status as given by the Global Activity Limitation Index (GALI). Survey respondents answer the following questions: 1) ‘Are you limited because of a health problem in activities people usually do? Would you say you are ... severely limited; limited, but not severely; or not limited at all?’ Is answer to question 1) is ‘severely limited’ or ‘limited but not severely’, respondents answer the question 2) ‘Have you been limited for at least for the past 6 months? Yes or No?’. A person is considered disabled if the answer is ‘Yes’ to the second question. As computed from EU-SILC, one observes a correlation between the prevalence of disability based on the GALI concept and the disability employment gap based on it in year 2020 across Member States of the EU (Pearson correlation coefficient = -0.6).

Greece

1. Progress towards the 2030 national employment rate target



2. Key indicators on labour market performance

Description	Greece						National Targets	EU 27						EU targets
	2017	2018	2019	2020	2021	2022	2030	2017	2018	2019	2020	2021	2022	2030
Employment rate of population aged 20-64 - total	57.4	59	60.8	58.3	62.6	66.3	71.1	70.9	71.9	72.7	71.7	73.1	74.6	78
Employment rate of population aged 20-64 - men	67.6	69.9	71.2	68.1	72.5	76.9		76.5	77.6	78.3	77.2	78.5	80	
Employment rate of population aged 20-64 - women	47.4	48.3	50.5	48.7	52.7	55.9		65.2	66.3	67.1	66.1	67.6	69.3	
Employment rate of older population aged 55-64 - total	38.1	40.8	42.9	42.6	48.3	51.9		55.5	57.2	58.6	59	60.5	62.3	
Employment rate of young people aged 20-29 - total	42.2	44.1	46	43.8	45.4 b	50.5		61.8	62.8	63.6	61.2	62.8 b	65.1	
Employment rate of low-skilled population aged 20-64 - total	49.2	49.9	50.2	49.9	52.5 b	55.5		53.9	55	55.7	54.8	55 b	57.2	
Employment rate of non-EU nationals aged 20-64 - total	56.4	56.6	57.3	53.9	55.8 b	60.4		57	58.8	60	57.5	59 b	61.9	
Overall employment growth	2	1.7	2	-5.1	6	5.4		1.5	1.1	0.9	-1.8	1.5	2.2	
Labour productivity per person employed (EU-27 = 100, based on PPS per employed person)	74.2	70.9	69.3	65.4 p	66.4 p	68.6 p		100.0	100.0	100.0	100.0	100.0	100.0 p	
Labour productivity per hour worked, (EU-27 = 100, based on PPS per hour worked)	58.9	55.9	55.6	55.0 p	54.0 p	55.3 p		100.0	100.0	100.0	100.0	100.0	100.0 p	
Nominal unit labour cost growth (% change from previous year)	-0.1	-1.0	0.0	7.2 p	-3.1 p	-1.7 p		1.0	1.8	1.8	4.5	0.1	3.3	
Real unit labour cost growth (% change from previous year)	-0.370	-0.844	-0.195	8.177	-4.303	-7.098		-0.338	0.410	0.052	2.621	-2.275	-1.866	
Unemployment rate in age group 15-24 - total	43.6	39.9	35.2	35	35.5 b	31.4		18	16.1	15.1	16.8	16.7 b	14.5	
NEET rate for population aged 15-24 - total	15.3	14.1	12.5	13.2	11 b	10.7		11	10.5	10.1	11.1	10.8 b	9.6	
NEET rate for population aged 15-29 - total	21.3	19.5	17.7	18.7	17.3 b	15.4		13.7	13.1	12.6	13.8	13.1 b	11.7	
Involuntary temporary employment as % of total employees 15-64	8.3	8.2	9.3	7.4	5.6 b	3.5		8.8	8.3	7.9	6.8	5 b	4.3	
Share of employees (15-64) in temporary employment contracts	11.4	11.3	12.6	10.1	10.2 b	10.1		15.7	15.5	15	13.5	14 b	14	
Newly employed in %	10.6	10.5	11.7	9.8	10.9 b	10.9		14.5	14.6	14.6	13.1	13.8 b	15.2	
Rate of long-term unemployment (as % active population) - total	14.3	12.5	11.3	10.5	9.2	7.7		3.7	3.1	2.7	2.5	2.8	2.4	
At-risk-of-poverty rate of unemployed	45.5	43.3	44.9	45.3	45.4	43.6		47.5 e	48.6 e	49.1 e	47.2 b	45		
Unemployment rate of labour force 15+	21.8	19.7	17.9	17.6	14.7	12.5		8.3	7.4	6.8	7.2	7.1	6.2	
Unemployment trap – tax rate on low wage earners	52.6	52.6	52.3	55.8	53.7	54.1		74.7	74.9	74.4	73.8	74.2	74.3	
Share of part-time employment, 15-64	10	9.3	9.3	8.8	8.2	8		19.5	19.3	19.3	17.8	17.7	17.6	
Inactivity and part-time work due to personal and family responsibilities - total	0.7	0.7	0.7	0.7	1 b	0.8		3	3	3.1	3.1	3 b	3	
Job vacancy rate (average over 3 years)	0.6	0.6	0.6	0.5	0.5	0.6		1.6	1.8	2	2	2.1	2.3	
Employment gender gap (aged 20-64)	20.2	21.6	20.7	19.4	19.8	21		11.3	11.3	11.2	11.1	10.9	10.7	
Gender pay gap		10.4						14.6	14.4	13.7 p	12.9 p	12.7 p		
Share of adult population (aged 25-64) with upper secondary or tertiary education - total	72.9	73.6	76.8	78.8	79.8 b	80.8		77.2	77.8	78.4	79	79.1 b	79.5	
Early leavers from education and training (aged 18-24) - total	6	4.7	4.1	3.8	3.2 b	4.1		10.5	10.5	10.2	9.9	9.8 b	9.6	
Completion of tertiary or equivalent education (aged 30-34) - total	43.7	44.3	43.1	43.9	44.3 b	44.8		38.6	39.4	40.3	41.1	41.9 b	42.8	
Adult population (aged 25-64) participating in education and training in the last 12 months, without guided-on-the-job training							40							60

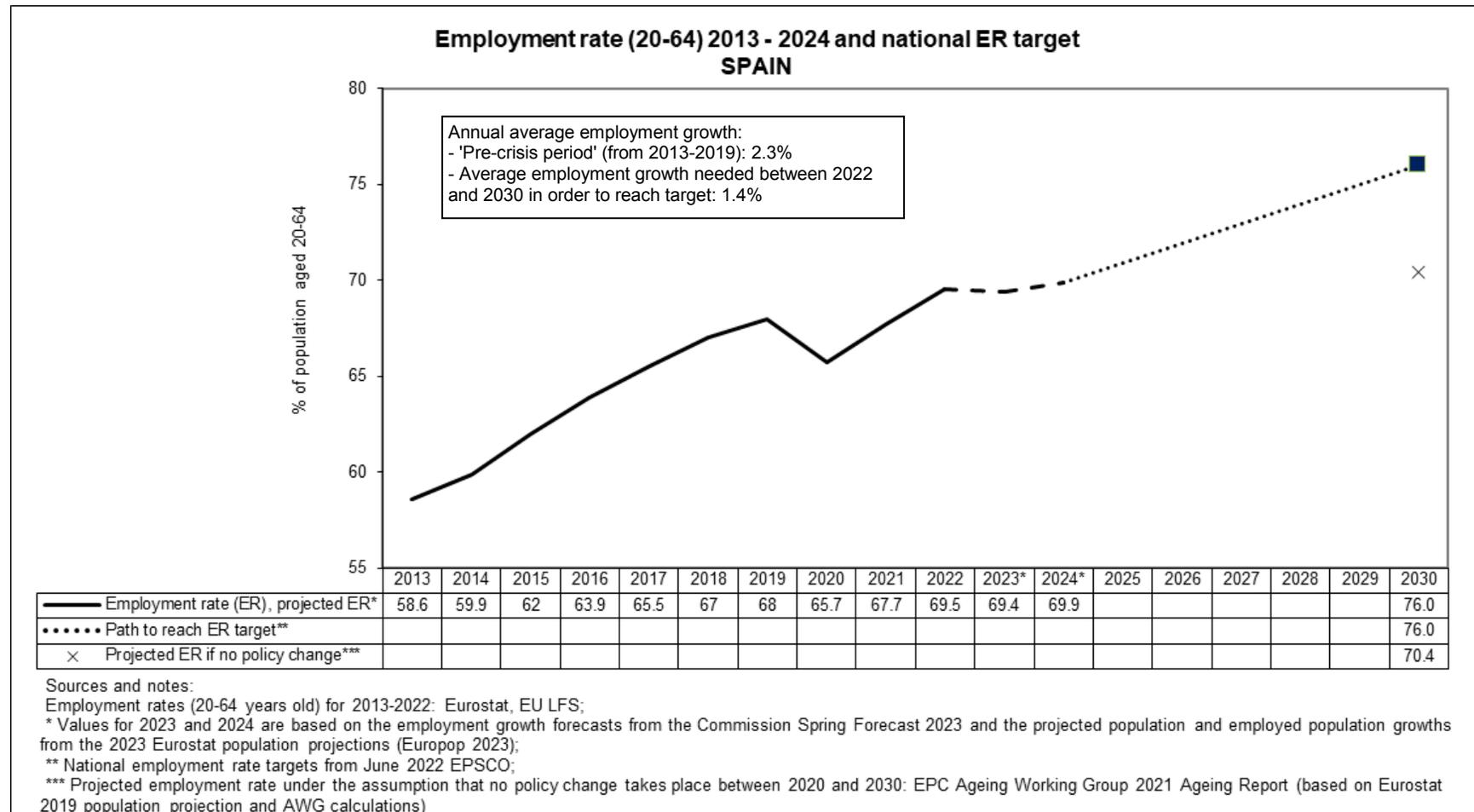
3. Key employment challenges Greece, May 2023

Employment policy area	Key employment challenge	Particularly good labour market outcome
1. Increase labour market participation	Low, though increasing, employment rate (population aged 20-64), in particular for women and older workers. Low employment rate of young people (20-29 age cohort). ⁹ High, though decreasing, youth unemployment rate (15-24 age cohort).	
2. Enhancing labour market functioning; combating segmentation	<i>Persisting, although declining, incidence of undeclared work</i>	
3. Active labour market policies	High, although decreasing, long-term unemployment rate (as a percentage of the active population). <i>There is further scope in enhancing the counselling capacity of the Public Employment Service and in delivering more effective and customized activation support to jobseekers</i>	
4. Adequate and employment oriented social security systems	The share of long-term unemployed in total unemployment is significantly above the EU average.	Low unemployment trap (tax rate on low-wage earners).
5. Work-life balance		
6. Exploiting job creation possibilities		
7. Gender equality	Large gender employment gap (20-64).	
8. Improving skills supply and productivity, effective life-long learning	<i>The skills intelligence model is not always effective in determining skills supply, that would lead to quality and tailored training provision</i>	
9. Improving education and training systems	<i>Inequalities in educational outcomes linked to socio-economic and migrant status remain stable at high levels</i>	Very low share of early leavers from education and training (aged 18-24). ⁹ High share of population aged 20-24 having completed at least upper secondary education.
10. Wage setting mechanisms and labour cost developments		

⁹ Note: Break in time series.

Spain

1. Progress towards the 2030 national employment rate target



2. Key indicators on labour market performance

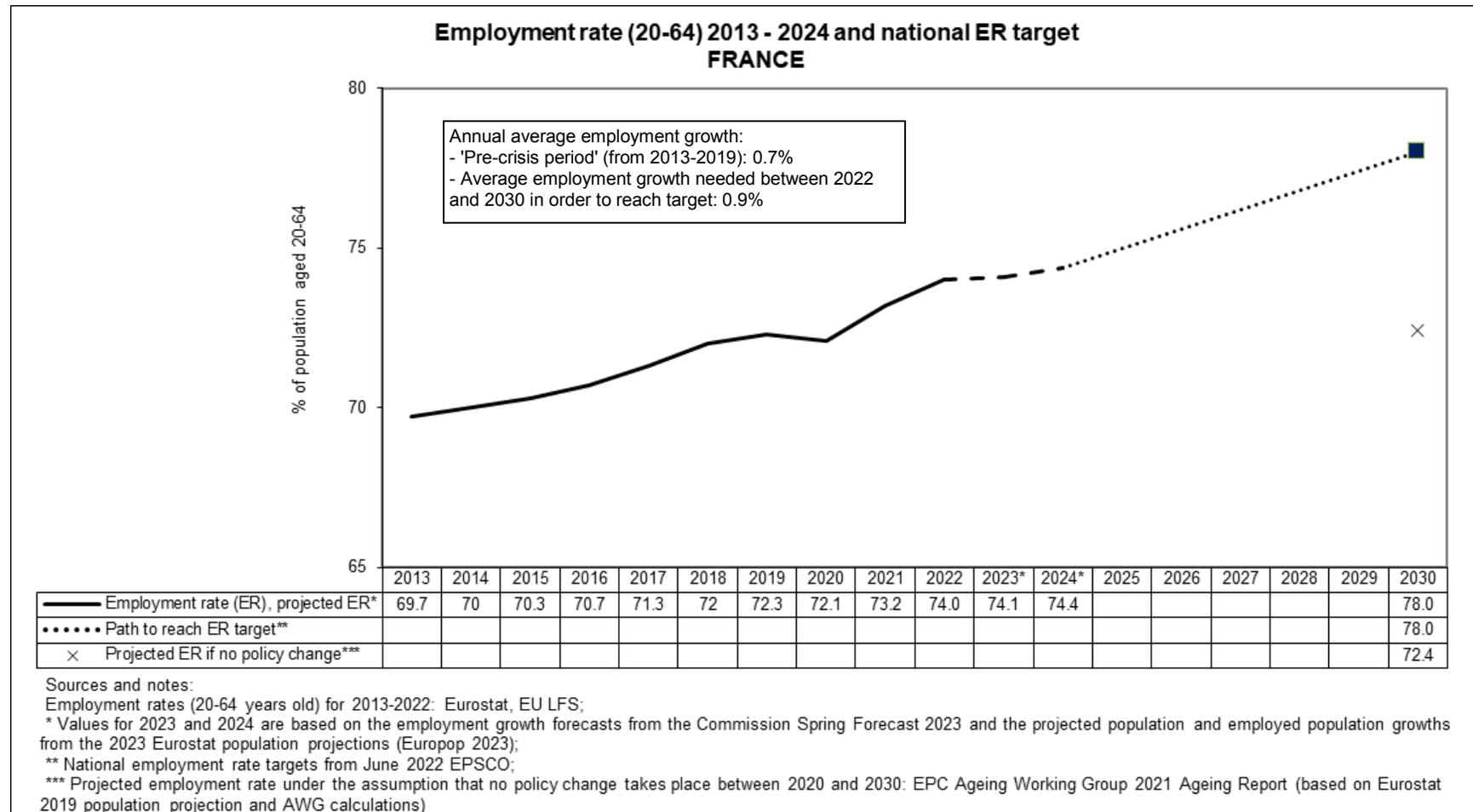
Description	Spain						National Targets	EU 27						EU targets
	2017	2018	2019	2020	2021	2022	2030	2017	2018	2019	2020	2021	2022	2030
Employment rate of population aged 20-64 - total	65.5	67	68	65.7	67.7 d	69.5 d	76	70.9	71.9	72.7	71.7	73.1	74.6	78
Employment rate of population aged 20-64 - men	71.5	73.1	74	71.4	73 d	75 d		76.5	77.6	78.3	77.2	78.5	80	
Employment rate of population aged 20-64 - women	59.6	61	62.1	60	62.4 d	64.1 d		65.2	66.3	67.1	66.1	67.6	69.3	
Employment rate of older population aged 55-64 - total	50.5	52.2	53.8	54.7	55.8 d	57.7 d		55.5	57.2	58.6	59	60.5	62.3	
Employment rate of young people aged 20-29 - total	51.4	53.2	53.8	48.6	51.8 bd	55.4 d		61.8	62.8	63.6	61.2	62.8 b	65.1	
Employment rate of low-skilled population aged 20-64 - total	54.6	56.6	57.8	55.4	57.2 bd	59 d		53.9	55	55.7	54.8	55 b	57.2	
Employment rate of non-EU nationals aged 20-64 - total	59.5	59.9	59.8	55.2	59.1 bd	61.7 d		57	58.8	60	57.5	59 b	61.9	
Overall employment growth	2.6	2.6	2.3	-3.1	2.8 d	3 d		1.5	1.1	0.9	-1.8	1.5	2.2	
Labour productivity per person employed (EU-27 = 100, based on PPS per employed person)	102.0	99.8	98.5	92.8 p	92.3 p	94.1 p		100.0	100.0	100.0	100.0	100.0	100.0 p	
Labour productivity per hour worked, (EU-27 = 100, based on PPS per hour worked)	98.3	95.8	95.3	91.7 p	90.4 p	91.8 p		100.0	100.0	100.0	100.0	100.0	100.0 p	
Nominal unit labour cost growth (% change from previous year)	0.4	1.5	3.7	8.6 p	-0.3 p	0.6 p		1.0	1.8	1.8	4.5	0.1	3.3	
Real unit labour cost growth (% change from previous year)	-0.910	0.292	2.231	7.251	-2.536	-2.014		-0.338	0.410	0.052	2.621	-2.275	-1.866	
Unemployment rate in age group 15-24 - total	38.6	34.3	32.5	38.3	34.8 bd	29.8 d		18	16.1	15.1	16.8	16.7 b	14.5	
NEET rate for population aged 15-24 - total	13.3	12.4	12.1	13.9	11 bd	10.5		11	10.5	10.1	11.1	10.8 b	9.6	
NEET rate for population aged 15-29 - total	16.4	15.3	14.9	17.3	14.1 bd	12.7		13.7	13.1	12.6	13.8	13.1 b	11.7	
Involuntary temporary employment as % of total employees 15-64	22.7	21.3	21.2	19.5	16.1 bd	12.8 d		8.8	8.3	7.9	6.8	5 b	4.3	
Share of employees (15-64) in temporary employment contracts	26.8	26.9	26.3	24.2	25.2 bd	21.2 d		15.7	15.5	15	13.5	14 b	14	
Newly employed in %	18.9	19.3	19	16.1	17.2 bd	18.8 d		14.5	14.6	14.6	13.1	13.8 b	15.2	
Rate of long-term unemployment (as % active population) - total	7.7	6.4	5.3	5	6.2 d	5 d		3.7	3.1	2.7	2.5	2.8	2.4	
At-risk-of-poverty rate of unemployed	46.4	50.7	46.7	46.3	45.1	45.6		47.5 e	48.6 e	49.1 e	47.2 b	45		
Unemployment rate of labour force 15+	17.2	15.3	14.1	15.5	14.8 d	12.9 d		8.3	7.4	6.8	7.2	7.1	6.2	
Unemployment trap – tax rate on low wage earners	81.1	81.9	82	80.5	82.1	82.2		74.7	74.9	74.4	73.8	74.2	74.3	
Share of part-time employment, 15-64	14.9	14.5	14.5	13.9	13.7 d	13.3		19.5	19.3	19.3	17.8	17.7	17.6	
Inactivity and part-time work due to personal and family responsibilities - total	1.5	1.7	1.5	1.5	1.6 b	1.8		3	3	3.1	3.1	3 b	3	
Job vacancy rate (average over 3 years)	0.5	0.6	0.6	0.6	0.7	0.7		1.6	1.8	2	2	2.1	2.3	
Employment gender gap (aged 20-64)	11.9	12.1	11.9	11.4	10.6 d	10.9 d		11.3	11.3	11.2	11.1	10.9	10.7	
Gender pay gap	13.5	11.9	9.4	8.9	8.9 p			14.6	14.4	13.7 p	12.9 p	12.7 p		
Share of adult population (aged 25-64) with upper secondary or tertiary education - total	59.1	60.1	61.3	62.9	63.9 b	64.2		77.2	77.8	78.4	79	79.1 b	79.5	
Early leavers from education and training (aged 18-24) - total	18.3	17.9	17.3	16	13.3 b	13.9		10.5	10.5	10.2	9.9	9.8 b	9.6	
Completion of tertiary or equivalent education (aged 30-34) - total	41.2	42.4	44.7	44.8	46.7 b	49.2		38.6	39.4	40.3	41.1	41.9 b	42.8	
Adult population (aged 25-64) participating in education and training in the last 12 months, without guided-on-the-job training							60							60

3. Key employment challenges Spain, May 2023

Employment policy area	Key employment challenge	Particularly good labour market outcome
1. Increase labour market participation	Low employment rates, especially for the age groups 20-29 and 55-59. High unemployment rates, especially for young people aged 15-24. High unemployed NEET rate, with some improvements.	
2. Enhancing labour market functioning; combating segmentation	High involuntary temporary employment as a percentage of total employees (aged 15-64). <i>Still widespread (though declining) use of fixed-term contracts, especially in the public sector, and limited (although improving) capacity of the labour inspectorate to combat fraudulent employment, including fixed-term one</i> <i>Persistent regional disparities in the labour market, especially for vulnerable groups</i>	
3. Active labour market policies	High long-term unemployment rates (as % of active population). <i>Regional disparities in the capacity of public employment services and room for improvement in the effectiveness of Active Labour Market Policies to address youth and long-term unemployment</i>	
4. Adequate and employment oriented social security systems	High share of people at risk of in-work poverty.	
5. Work-life balance		High participation of children (aged between 3 and the mandatory school age) in formal care.
6. Exploiting job creation possibilities		
7. Gender equality		
8. Improving skills supply and productivity, effective life-long learning	<i>Despite improvements to boost the attractiveness of Vocational Education and Training (VET), skills polarisation and skills mismatches persist, coupled with labour shortages in certain sectors</i>	
9. Improving education and training systems	High share of early leavers from education and training (aged 18-24).	
10. Wage setting mechanisms and labour cost developments		

France

1. Progress towards the 2030 national employment rate target



2. Key indicators on labour market performance

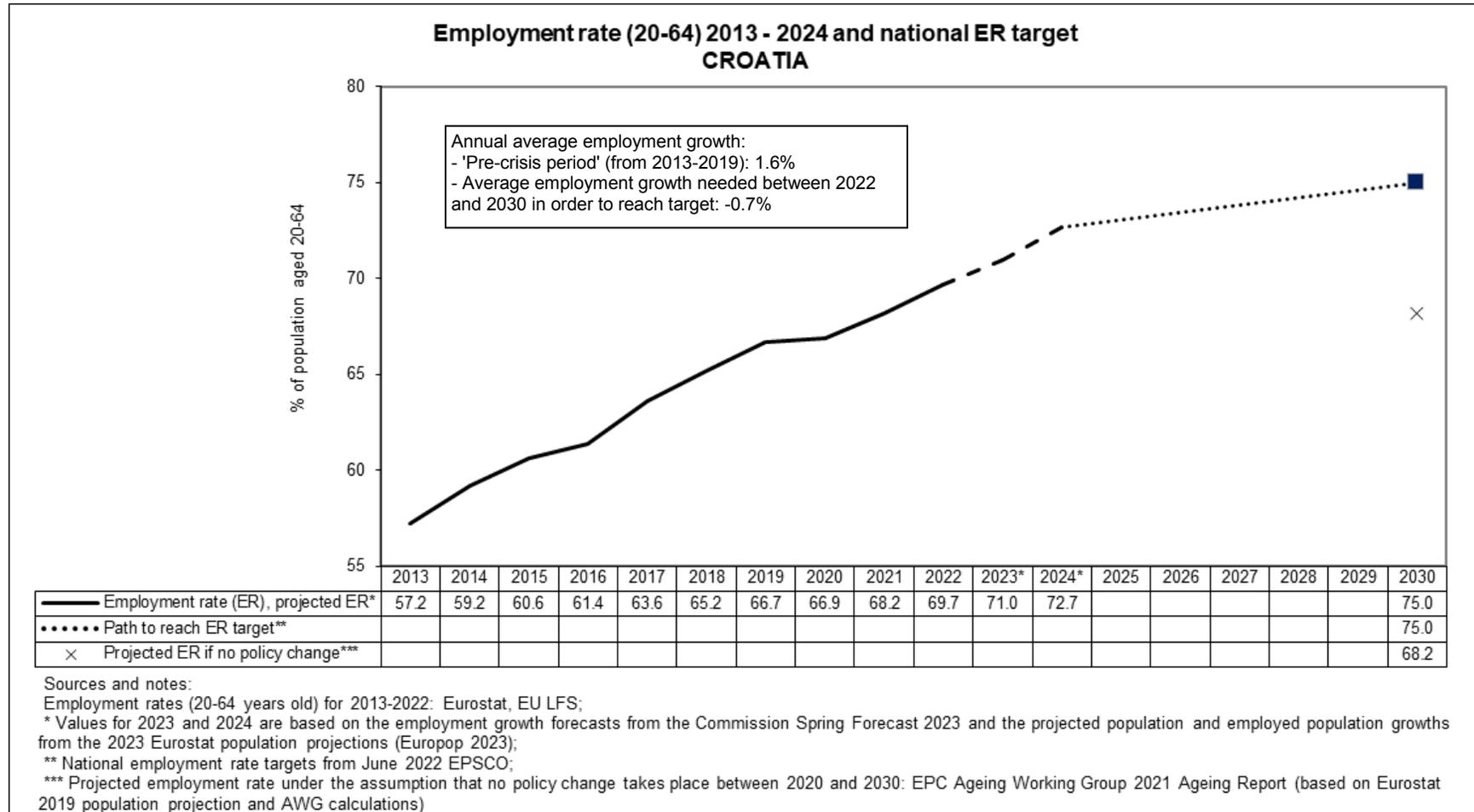
description	France						National Targets	EU 27						EU targets
	2017	2018	2019	2020	2021	2022	2030	2017	2018	2019	2020	2021	2022	2030
Employment rate of population aged 20-64 - total	71.3	72	72.3	72.1	73.2 d	74 d	78	70.9	71.9	72.7	71.7	73.1	74.6	78
Employment rate of population aged 20-64 - men	74.7	75.3	75.3	75	76.4 d	77 d		76.5	77.6	78.3	77.2	78.5	80	
Employment rate of population aged 20-64 - women	68.1	68.9	69.4	69.3	70.2 d	71.2 d		65.2	66.3	67.1	66.1	67.6	69.3	
Employment rate of older population aged 55-64 - total	52.6	53.6	54.5	55.2	55.9 d	56.9 d		55.5	57.2	58.6	59	60.5	62.3	
Employment rate of young people aged 20-29 - total	62.2	63.4	63.4	61.5	65.2 bd	67.2 d		61.8	62.8	63.6	61.2	62.8 b	65.1	
Employment rate of low-skilled population aged 20-64 - total	51.8	52.2	51.8	52.5	51.8 bd	53.5 d		53.9	55	55.7	54.8	55 b	57.2	
Employment rate of non-EU nationals aged 20-64 - total	48	50.9	51.9	52.4	54.9 bd	55.9 d		57	58.8	60	57.5	59 b	61.9	
Overall employment growth	0.8	0.9	0.3	-0.5	1.6 d	2 d		1.5	1.1	0.9	-1.8	1.5	2.2	
Labour productivity per person employed (EU-27 = 100, based on PPS per employed person)	114.7	115.2	117.7	115.5	114.6 p	111.4 p		100.0	100.0	100.0	100.0	100.0	100.0 p	
Labour productivity per hour worked, (EU-27 = 100, based on PPS per hour worked)	124.2	123.9	125.9	126.3	122.9 p	118.2 p		100.0	100.0	100.0	100.0	100.0	100.0 p	
Nominal unit labour cost growth (% change from previous year)	0.8	0.8	-0.7	4.8	0.5 p	4.8 p		1.0	1.8	1.8	4.5	0.1	3.3	
Real unit labour cost growth (% change from previous year)	0.283	-0.179	-1.930	1.982	-0.851	0.254		-0.338	0.410	0.052	2.621	-2.275	-1.866	
Unemployment rate in age group 15-24 - total	22.1	20.8	19.5	20.2	18.9 bd	17.3 d		18	16.1	15.1	16.8	16.7 b	14.5	
NEET rate for population aged 15-24 - total	11.4	11.1	10.6	11.4	10.6 bd	10.1		11	10.5	10.1	11.1	10.8 b	9.6	
NEET rate for population aged 15-29 - total	13.8	13.6	13	14	12.8 bd	12		13.7	13.1	12.6	13.8	13.1 b	11.7	
Involuntary temporary employment as % of total employees 15-64	9.7	8.9	8.3	7.4	5.9 bd	4.5 d		8.8	8.3	7.9	6.8	5 b	4.3	
Share of employees (15-64) in temporary employment contracts	16.8	16.6	16.2	15.3	15 bd	16.1 d		15.7	15.5	15	13.5	14 b	14	
Newly employed in %	15.1	15.6	15.7	14.5	15.8 bd	17.5 d		14.5	14.6	14.6	13.1	13.8 b	15.2	
Rate of long-term unemployment (as % active population) - total	2.9	2.5	2.3	1.9	2.3 d	2 d		3.7	3.1	2.7	2.5	2.8	2.4	
At-risk-of-poverty rate of unemployed	38	37	36.7	40.9 b	39.3			47.5 e	48.6 e	49.1 e	47.2 b	45		
Unemployment rate of labour force 15+	9.4	9	8.4	8	7.9 d	7.3 d		8.3	7.4	6.8	7.2	7.1	6.2	
Unemployment trap – tax rate on low wage earners	75.8	75.1	72.7	72	72.2	73.7		74.7	74.9	74.4	73.8	74.2	74.3	
Share of part-time employment, 15-64	18.9	18.6	18.1	17.6	17.3 d	16.5		19.5	19.3	19.3	17.8	17.7	17.6	
Inactivity and part-time work due to personal and family responsibilities - total	3	2.9	3.1	2.7	2.7 b	2.8		3	3	3.1	3.1	3 b	3	
Job vacancy rate (average over 3 years)	0.9	1.1	1.2	1.3 E	1.5	1.9		1.6	1.8	2	2	2.1	2.3	
Employment gender gap (aged 20-64)	6.6	6.4	5.9	5.7	6.2 d	5.8 d		11.3	11.3	11.2	11.1	10.9	10.7	
Gender pay gap	16.3	16.7	16.2 p	15.6 p	15.4 p			14.6	14.4	13.7 p	12.9 p	12.7 p		
Share of adult population (aged 25-64) with upper secondary or tertiary education - total	78.4	79.4	80.5	81.5	82.2 b	83.3		77.2	77.8	78.4	79	79.1 b	79.5	
Early leavers from education and training (aged 18-24) - total	8.8	8.7	8.2	8	7.8 b	7.6		10.5	10.5	10.2	9.9	9.8 b	9.6	
Completion of tertiary or equivalent education (aged 30-34) - total	44.4	46.2	47.5	48.8	49.5 b	49.2		38.6	39.4	40.3	41.1	41.9 b	42.8	
Adult population (aged 25-64) participating in education and training in the last 12 months, without guided-on-the-job training							65							60

3. Key employment challenges France, May 2023

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

Croatia

1. Progress towards the 2030 national employment rate target



2. Key indicators on labour market performance

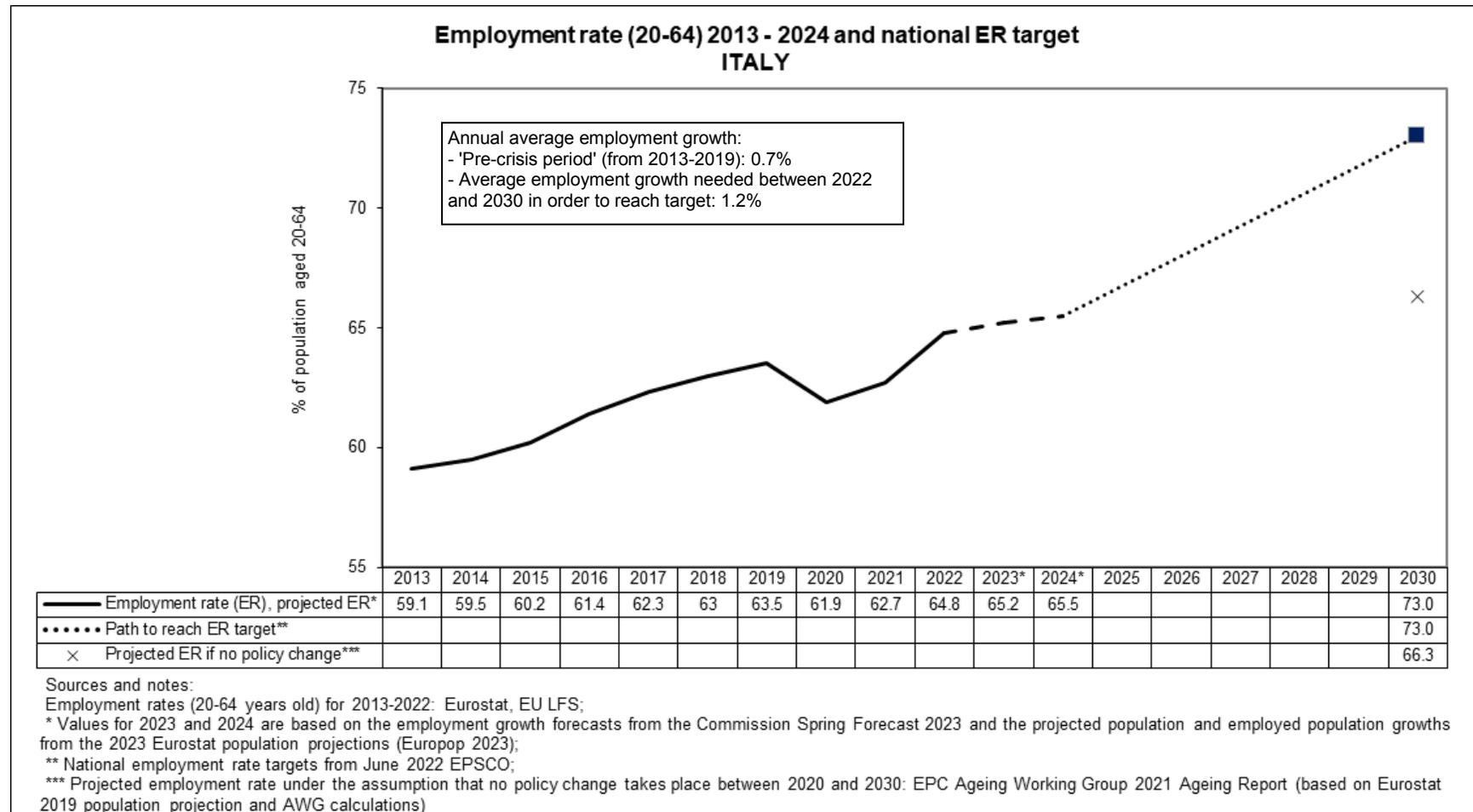
Description	Croatia						National Targets	EU 27						EU targets
	2017	2018	2019	2020	2021	2022	2030	2017	2018	2019	2020	2021	2022	2030
Employment rate of population aged 20-64 - total	63.6	65.2	66.7	66.9	68.2	69.7	75	70.9	71.9	72.7	71.7	73.1	74.6	78
Employment rate of population aged 20-64 - men	68.9	70.3	72	72.5	73.4	74.5		76.5	77.6	78.3	77.2	78.5	80	
Employment rate of population aged 20-64 - women	58.3	60.1	61.5	61.3	62.9	65		65.2	66.3	67.1	66.1	67.6	69.3	
Employment rate of older population aged 55-64 - total	40.3	42.8	43.9	45.5	48.6	50.1		55.5	57.2	58.6	59	60.5	62.3	
Employment rate of young people aged 20-29 - total	56.2	56	59.3	57.5	56.9 b	61		61.8	62.8	63.6	61.2	62.8 b	65.1	
Employment rate of low-skilled population aged 20-64 - total	34.7	37.2	39.5	38.5	42.1 b	40.4		53.9	55	55.7	54.8	55 b	57.2	
Employment rate of non-EU nationals aged 20-64 - total	40.9 u	52.5 u	45.3 u	50.5 u	59.2 bu	78.6 u		57	58.8	60	57.5	59 b	61.9	
Overall employment growth	2.3	1.7	1.2	-1.2	1.2	1.3		1.5	1.1	0.9	-1.8	1.5	2.2	
Labour productivity per person employed (EU-27 = 100, based on PPS per employed person)	75.0	74.5	74.6	72.1	76.0 p	78.0 p		100.0	100.0	100.0	100.0	100.0	100.0 p	
Labour productivity per hour worked, (EU-27 = 100, based on PPS per hour worked)	67.1	67.0	65.9	60.3	65.8 p	68.1 p		100.0	100.0	100.0	100.0	100.0	100.0 p	
Nominal unit labour cost growth (% change from previous year)	-0.7	3.6	0.1	9.4	-1.2 p	4.0 p		1.0	1.8	1.8	4.5	0.1	3.3	
Real unit labour cost growth (% change from previous year)	-1.831	1.567	-1.896	8.616	-3.171	-1.487		-0.338	0.410	0.052	2.621	-2.275	-1.866	
Unemployment rate in age group 15-24 - total	27.4	23.7	16.6	21.1	21.9 b	18		18	16.1	15.1	16.8	16.7 b	14.5	
NEET rate for population aged 15-24 - total	15.4	13.6	11.8	12.2	12.7 b	11.9		11	10.5	10.1	11.1	10.8 b	9.6	
NEET rate for population aged 15-29 - total	17.9	15.6	14.2	14.6	14.9 b	13.3		13.7	13.1	12.6	13.8	13.1 b	11.7	
Involuntary temporary employment as % of total employees 15-64	17.7	17.2	15.3	12.2	8.6 b	8.8		8.8	8.3	7.9	6.8	5 b	4.3	
Share of employees (15-64) in temporary employment contracts	20.7	19.9	18.1	15.2	13.5 b	14.6		15.7	15.5	15	13.5	14 b	14	
Newly employed in %	15.6	15.3	13.4	10.3	11.3 b	13.3		14.5	14.6	14.6	13.1	13.8 b	15.2	
Rate of long-term unemployment (as % active population) - total	4.6	3.4	2.4	2.1	2.8	2.4		3.7	3.1	2.7	2.5	2.8	2.4	
At-risk-of-poverty rate of unemployed	45.6	47.6	45.3	45.3	46.6	42.6		47.5 e	48.6 e	49.1 e	47.2 b	45		
Unemployment rate of labour force 15+	11.2	8.5	6.6	7.5	7.6	7		8.3	7.4	6.8	7.2	7.1	6.2	
Unemployment trap – tax rate on low wage earners	81.9	83	83.6	83.4	83.4	84.2		74.7	74.9	74.4	73.8	74.2	74.3	
Share of part-time employment, 15-64	4.8	5.2	4.8	4.5	4.7	4.7		19.5	19.3	19.3	17.8	17.7	17.6	
Inactivity and part-time work due to personal and family responsibilities - total	0.8	0.8	0.7	0.6	0.5 b	0.6		3	3	3.1	3.1	3 b	3	
Job vacancy rate (average over 3 years)	1.5	1.7	1.6	1.4	1.4	1.4		1.6	1.8	2	2	2.1	2.3	
Employment gender gap (aged 20-64)	10.6	10.2	10.5	11.2	10.5	9.5		11.3	11.3	11.2	11.1	10.9	10.7	
Gender pay gap	12.3	11.4	11.5 p	11.2 p	11.1 p			14.6	14.4	13.7 p	12.9 p	12.7 p		
Share of adult population (aged 25-64) with upper secondary or tertiary education - total	83.8	85.1	85.8	86.6	87.2 b	87.9		77.2	77.8	78.4	79	79.1 b	79.5	
Early leavers from education and training (aged 18-24) - total	3.1	3.3	3 u	2.2 u	2.4 bu	2.3 u		10.5	10.5	10.2	9.9	9.8 b	9.6	
Completion of tertiary or equivalent education (aged 30-34) - total	28.7	34.1	33.1	34.7	33.7 b	34.2		38.6	39.4	40.3	41.1	41.9 b	42.8	
Adult population (aged 25-64) participating in education and training in the last 12 months, without guided-on-the-job training							55							60

3. Key employment challenges Croatia, May 2023

Employment policy area	Key employment challenge	Particularly good labour market outcome
1. Increase labour market participation	The employment rate (20-64) is low, especially for the older population (55-64) and low-skilled, with some positive development. The NEET rate (15-29) is higher than the EU average.	
2. Enhancing labour market functioning; combating segmentation	Very high share of (involuntary) temporary employment.	
3. Active labour market policies		
4. Adequate and employment oriented social security systems		
5. Work-life balance	The share of children in pre-school education is significantly below the EU average (with some positive development).	
6. Exploiting job creation possibilities		
7. Gender equality	The employment gender gap amongst younger workers (20-29) is worse than EU average.	
8. Improving skills supply and productivity, effective life-long learning	<i>Low provision of labour market relevant skills.</i> Share of adult population having attained high (tertiary) education below EU average and not improving.	Education attainment level of at least upper secondary education (20-24) is significantly above the EU level.
9. Improving education and training systems		The percentage of early school leavers is significantly lower than the EU average.
10. Wage setting mechanisms and labour cost developments	<i>Weaknesses in the wage setting mechanisms in the public sector</i>	

Italy

1. Progress towards the 2030 national employment rate target



2. Key indicators on labour market performance

Description	Italy						National Targets	EU 27						EU targets
	2017	2018	2019	2020	2021	2022	2030	2017	2018	2019	2020	2021	2022	2030
Employment rate of population aged 20-64 - total	62.3	63	63.5	61.9	62.7	64.8	73	70.9	71.9	72.7	71.7	73.1	74.6	78
Employment rate of population aged 20-64 - men	72.2	72.9	73.3	71.8	72.4	74.7		76.5	77.6	78.3	77.2	78.5	80	
Employment rate of population aged 20-64 - women	52.5	53.2	53.9	52.1	53.2	55		65.2	66.3	67.1	66.1	67.6	69.3	
Employment rate of older population aged 55-64 - total	51.9	53.4	54	53.4	53.4	55		55.5	57.2	58.6	59	60.5	62.3	
Employment rate of young people aged 20-29 - total	42.7	43.4	44.9	42.4	44.4 b	48.2		61.8	62.8	63.6	61.2	62.8 b	65.1	
Employment rate of low-skilled population aged 20-64 - total	51	51.7	52.1	50.9	50.8 b	52.8		53.9	55	55.7	54.8	55 b	57.2	
Employment rate of non-EU nationals aged 20-64 - total	62.7	63.5	63.7	59.9	60.3 b	62.9		57	58.8	60	57.5	59 b	61.9	
Overall employment growth	1	0.8	0.5	-3.2	0.6	2.6		1.5	1.1	0.9	-1.8	1.5	2.2	
Labour productivity per person employed (EU-27 = 100, based on PPS per employed person)	107.4	106.4	105.7	103.2	105.1	105.0 p		100.0	100.0	100.0	100.0	100.0	100.0 p	
Labour productivity per hour worked, (EU-27 = 100, based on PPS per hour worked)	101.9	100.8	100.4	102.7	100.8	99.4 p		100.0	100.0	100.0	100.0	100.0	100.0 p	
Nominal unit labour cost growth (% change from previous year)	-0.1	2.0	1.3	3.1	-0.4	2.8		1.0	1.8	1.8	4.5	0.1	3.3	
Real unit labour cost growth (% change from previous year)	-0.823	0.900	0.351	1.562	-0.512	-0.362		-0.338	0.410	0.052	2.621	-2.275	-1.866	
Unemployment rate in age group 15-24 - total	34.7	32.2	29.2	29.4	29.7 b	23.7		18	16.1	15.1	16.8	16.7 b	14.5	
NEET rate for population aged 15-24 - total	20.1	19.2	18.1	19	19.8 b	15.9		11	10.5	10.1	11.1	10.8 b	9.6	
NEET rate for population aged 15-29 - total	24.1	23.4	22.2	23.3	23.1 b	19		13.7	13.1	12.6	13.8	13.1 b	11.7	
Involuntary temporary employment as % of total employees 15-64	11.2	13.7	13.7	12.1	8.4 b	8.6		8.8	8.3	7.9	6.8	5 b	4.3	
Share of employees (15-64) in temporary employment contracts	15.5	17.1	17.1	15.2	16.6 b	16.9		15.7	15.5	15	13.5	14 b	14	
Newly employed in %	11.3	11.3	11.8	10.6	11.6 b	12.7		14.5	14.6	14.6	13.1	13.8 b	15.2	
Rate of long-term unemployment (as % active population) - total	6.9	6.5	5.9	5.1	5.4	4.6		3.7	3.1	2.7	2.5	2.8	2.4	
At-risk-of-poverty rate of unemployed	42.2	45.9	48.9	49.4	44.9			47.5 e	48.6 e	49.1 e	47.2 b	45		
Unemployment rate of labour force 15+	11.3	10.6	9.9	9.3	9.5	8.1		8.3	7.4	6.8	7.2	7.1	6.2	
Unemployment trap – tax rate on low wage earners	81.6	81.4	81.6	79.6	81.3	80.2		74.7	74.9	74.4	73.8	74.2	74.3	
Share of part-time employment, 15-64	18.7	18.5	18.9	18.3	18.2	17.9		19.5	19.3	19.3	17.8	17.7	17.6	
Inactivity and part-time work due to personal and family responsibilities - total	2.8	2.7	2.4	2.2	2.1 b	2.1		3	3	3.1	3.1	3 b	3	
Job vacancy rate (average over 3 years)	0.8	0.9	1.1	1	1.1	1.4		1.6	1.8	2	2	2.1	2.3	
Employment gender gap (aged 20-64)	19.7	19.7	19.4	19.7	19.2	19.7		11.3	11.3	11.2	11.1	10.9	10.7	
Gender pay gap	5 p	5.5	4.7 p	4.2 p	5 p			14.6	14.4	13.7 p	12.9 p	12.7 p		
Share of adult population (aged 25-64) with upper secondary or tertiary education - total	60.9	61.7	62.2	62.9	62.7 b	63		77.2	77.8	78.4	79	79.1 b	79.5	
Early leavers from education and training (aged 18-24) - total	14	14.5	13.5	13.1	12.7 b	11.5		10.5	10.5	10.2	9.9	9.8 b	9.6	
Completion of tertiary or equivalent education (aged 30-34) - total	26.9	27.8	27.6	27.8	26.8 b	27.4		38.6	39.4	40.3	41.1	41.9 b	42.8	
Adult population (aged 25-64) participating in education and training in the last 12 months, without guided-on-the-job training							60							60

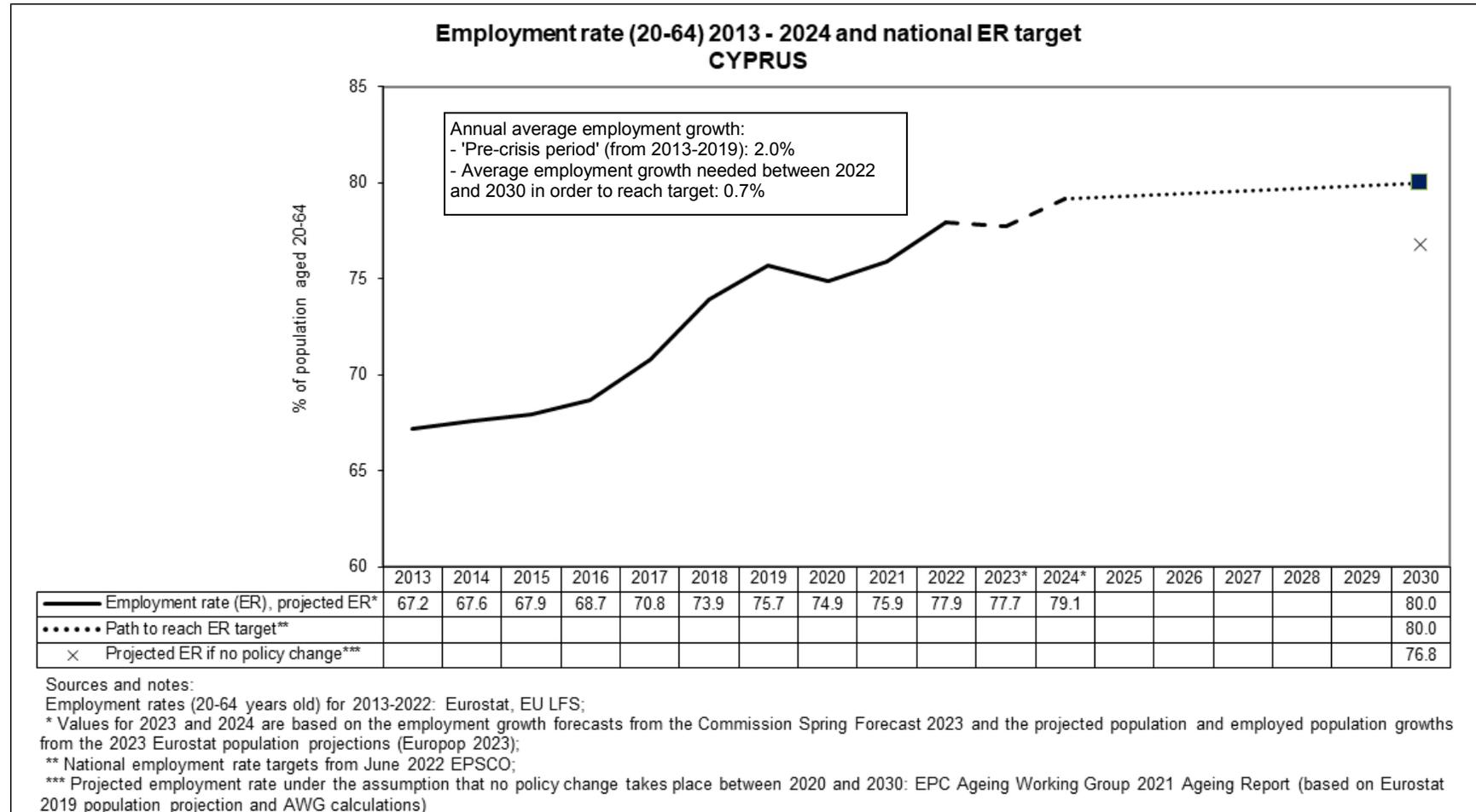
3. Key employment challenges Italy, May 2023

Employment policy area	Key employment challenge	Particularly good labour market outcome
1. Increase labour market participation	The employment rate (age 20-64) is significantly lower than the EU average. The rate of young people in unemployment or NEETs is decreasing (age 15-29) yet significantly higher than the EU average.*	The disability employment gap is significantly lower than the EU average.
2. Enhancing labour market functioning; combating segmentation	The share of involuntary temporary employment (age 15-64) is higher than the EU average, particularly for young people (15-24).* <i>Regional disparities in labour market indicators, while undeclared work remains widespread.</i> <i>Weaker integration of people with migrant background in the labour market.</i>	
3. Active labour market policies	The activity rate (age 20-64) is significantly lower than the EU average. <i>The effectiveness of active labour market policies remains limited, with a weak placement capacity and overall low efficiency of Public Employment Services.</i>	
4. Adequate and employment oriented social security systems	The share of long-term unemployed in the total unemployment is significantly above the EU average.	The low wage trap (i.e. tax rates on low wage earners) for second earner income has strongly declined and approaches the EU average.
5. Work-life balance		
6. Exploiting job creation possibilities		
7. Gender equality	The employment gender gap (aged 20-64) is significantly wider than the EU average. <i>Gender disparities in the labour market, also in relation to the limited availability and uneven distribution of quality, accessible and affordable child- and long-term care facilities.</i>	The gender pay gap is significantly below the EU average.*
8. Improving skills supply and productivity, effective life-long learning	The shares of adult population (age 25-64) having attained upper secondary or tertiary, and higher (tertiary) education are significantly lower than the EU average.* <i>Low performance in key competences and basic skills among young and adult population, with scope for measures to boost digital skills and adult learning.</i>	
9. Improving education and training systems		
10. Wage setting mechanisms and labour cost developments		

(* Break in the LFS series)

Cyprus

1. Progress towards the 2030 national employment rate target



2. Key indicators on labour market performance

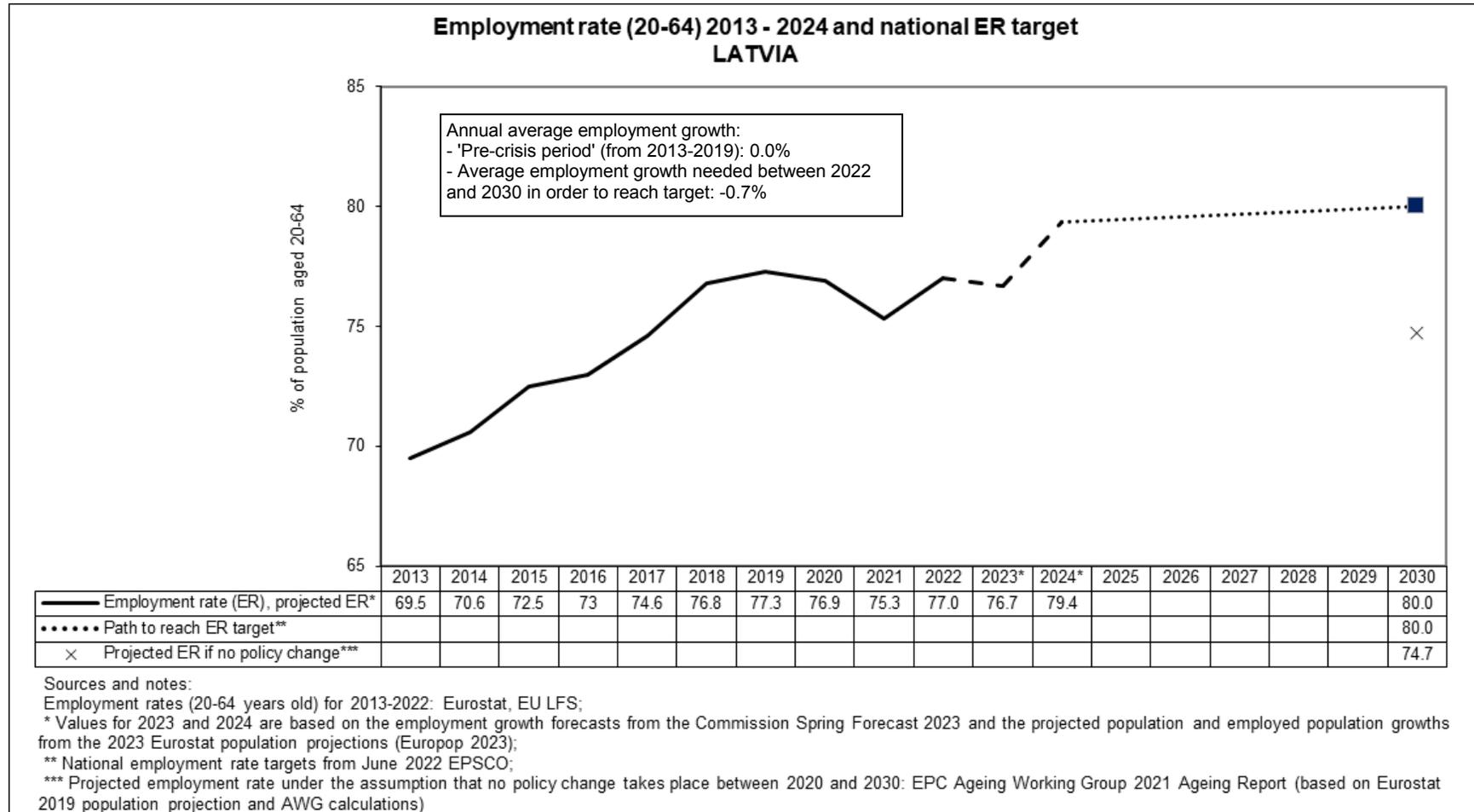
Description	Cyprus						National Targets	EU 27						EU targets
	2017	2018	2019	2020	2021	2022	2030	2017	2018	2019	2020	2021	2022	2030
Employment rate of population aged 20-64 - total	70.8	73.9	75.7	74.9	75.9	77.9	80	70.9	71.9	72.7	71.7	73.1	74.6	78
Employment rate of population aged 20-64 - men	75.7	79.3	81.7	81.1	82.2	84.2		76.5	77.6	78.3	77.2	78.5	80	
Employment rate of population aged 20-64 - women	66.2	68.9	70.1	69.1	70	72.1		65.2	66.3	67.1	66.1	67.6	69.3	
Employment rate of older population aged 55-64 - total	55.3	60.9	61.1	61	63.4	65		55.5	57.2	58.6	59	60.5	62.3	
Employment rate of young people aged 20-29 - total	62.6	66.4	70.1	67.2	69 b	70.3		61.8	62.8	63.6	61.2	62.8 b	65.1	
Employment rate of low-skilled population aged 20-64 - total	57	61.6	63.2	64	64.5 b	66		53.9	55	55.7	54.8	55 b	57.2	
Employment rate of non-EU nationals aged 20-64 - total	64	64.4	68.9	68.4	70.2 b	70.5		57	58.8	60	57.5	59 b	61.9	
Overall employment growth	4.5	5.4	3.3	0.5	3	4.3		1.5	1.1	0.9	-1.8	1.5	2.2	
Labour productivity per person employed (EU-27 = 100, based on PPS per employed person)	87.0	85.6	86.0	84.4	85.8 p	87.2 p		100.0	100.0	100.0	100.0	100.0	100.0 p	
Labour productivity per hour worked, (EU-27 = 100, based on PPS per hour worked)	77.9	77.1	76.6	75.0	76.3 p	77.2 p		100.0	100.0	100.0	100.0	100.0	100.0 p	
Nominal unit labour cost growth (% change from previous year)	1.2	1.2	2.7	2.8	-1.4 p	1.0 p		1.0	1.8	1.8	4.5	0.1	3.3	
Real unit labour cost growth (% change from previous year)	0.179	0.157	1.357	4.109	-4.151	-3.703		-0.338	0.410	0.052	2.621	-2.275	-1.866	
Unemployment rate in age group 15-24 - total	24.7	20.2	16.6	18.2	17.1 b	18.6		18	16.1	15.1	16.8	16.7 b	14.5	
NEET rate for population aged 15-24 - total	16.1	13.2	13.7	14.4	12.8 b	12.9		11	10.5	10.1	11.1	10.8 b	9.6	
NEET rate for population aged 15-29 - total	17.6	14.9	14.1	15.3	15.4 b	14.7		13.7	13.1	12.6	13.8	13.1 b	11.7	
Involuntary temporary employment as % of total employees 15-64	14.1	12.8	12.8	12.8	11.4 b	9.7		8.8	8.3	7.9	6.8	5 b	4.3	
Share of employees (15-64) in temporary employment contracts	15.3	13.8	13.7	13.4	13 b	11.5		15.7	15.5	15	13.5	14 b	14	
Newly employed in %	21	21.3	20.5	18.4	18.1 b	18.6		14.5	14.6	14.6	13.1	13.8 b	15.2	
Rate of long-term unemployment (as % active population) - total	4.5	2.7	2.1	2.1	2.6	2.3		3.7	3.1	2.7	2.5	2.8	2.4	
At-risk-of-poverty rate of unemployed	36.5	41.3	35.7	38.3	36.5			47.5 e	48.6 e	49.1 e	47.2 b	45		
Unemployment rate of labour force 15+	11.1	8.4	7.1	7.6	7.5	6.8		8.3	7.4	6.8	7.2	7.1	6.2	
Unemployment trap – tax rate on low wage earners	64.2	64	64.4	64.4	64.2	64.2		74.7	74.9	74.4	73.8	74.2	74.3	
Share of part-time employment, 15-64	12.2	10.8	10.2	10	10.1	9.3		19.5	19.3	19.3	17.8	17.7	17.6	
Inactivity and part-time work due to personal and family responsibilities - total	0.9	1	1	0.9	1.3 b	1.3		3	3	3.1	3.1	3 b	3	
Job vacancy rate (average over 3 years)	1	1.2	1.4	1.6	1.9	2.1		1.6	1.8	2	2	2.1	2.3	
Employment gender gap (aged 20-64)	9.5	10.4	11.6	12	12.2	12.1		11.3	11.3	11.2	11.1	10.9	10.7	
Gender pay gap	11.2	10.4	10.1 p	9.9 p	9.7 p			14.6	14.4	13.7 p	12.9 p	12.7 p		
Share of adult population (aged 25-64) with upper secondary or tertiary education - total	81.1	82.2	82.5	83.2	84.6 b	85.3		77.2	77.8	78.4	79	79.1 b	79.5	
Early leavers from education and training (aged 18-24) - total	8.5	7.8	9.2	11.5	10.2 b	8.1		10.5	10.5	10.2	9.9	9.8 b	9.6	
Completion of tertiary or equivalent education (aged 30-34) - total	55.9	57.1	58.8	59.8	61.5 b	62.7		38.6	39.4	40.3	41.1	41.9 b	42.8	
Adult population (aged 25-64) participating in education and training in the last 12 months, without guided-on-the-job training							61							60

3. Key employment challenges Cyprus, May 2023

Employment policy area	Key employment challenge	Particularly good labour market outcome
1. Increase labour market participation	High NEET rates among women and for the unemployed component.	Long and increasing duration of working life for men.
2. Enhancing labour market functioning; combating segmentation	The share of involuntary temporary employees among all employees is significantly higher than the EU average. <i>High incidence of undeclared work</i>	
3. Active labour market policies	<i>There is scope for further modernisation and digitalisation of the Public Employment Service. Activation measures available to certain demographic groups and flexible working arrangements remain limited</i>	
4. Adequate and employment oriented social security systems	Low level of net replacement rates after 6 and 12 months.	The inactivity trap for the second member of a couple is significantly lower than the EU average.
5. Work-life balance	The share of children in formal care among all children aged 0 to 3 is small. <i>Accessible and affordable early childhood education and care remains a challenge</i>	
6. Exploiting job creation possibilities		The overall employment growth (over 3 most recent periods) is high
7. Gender equality	The gender employment gap among persons aged 55-64 is wide	
8. Improving skills supply and productivity, effective life-long learning	The share of individuals who have at least basic overall digital skills is below the EU average.	The share of adults (25-64) having attained tertiary education is very high.
9. Improving education and training systems	<i>Low level of basic (and digital) skills and limited labour market relevance of education and training</i>	The share of 30-34 olds completing tertiary or equivalent education is very high.
10. Wage setting mechanisms and labour cost developments		

Latvia

1. Progress towards the 2030 national employment rate target



2. Key indicators on labour market performance

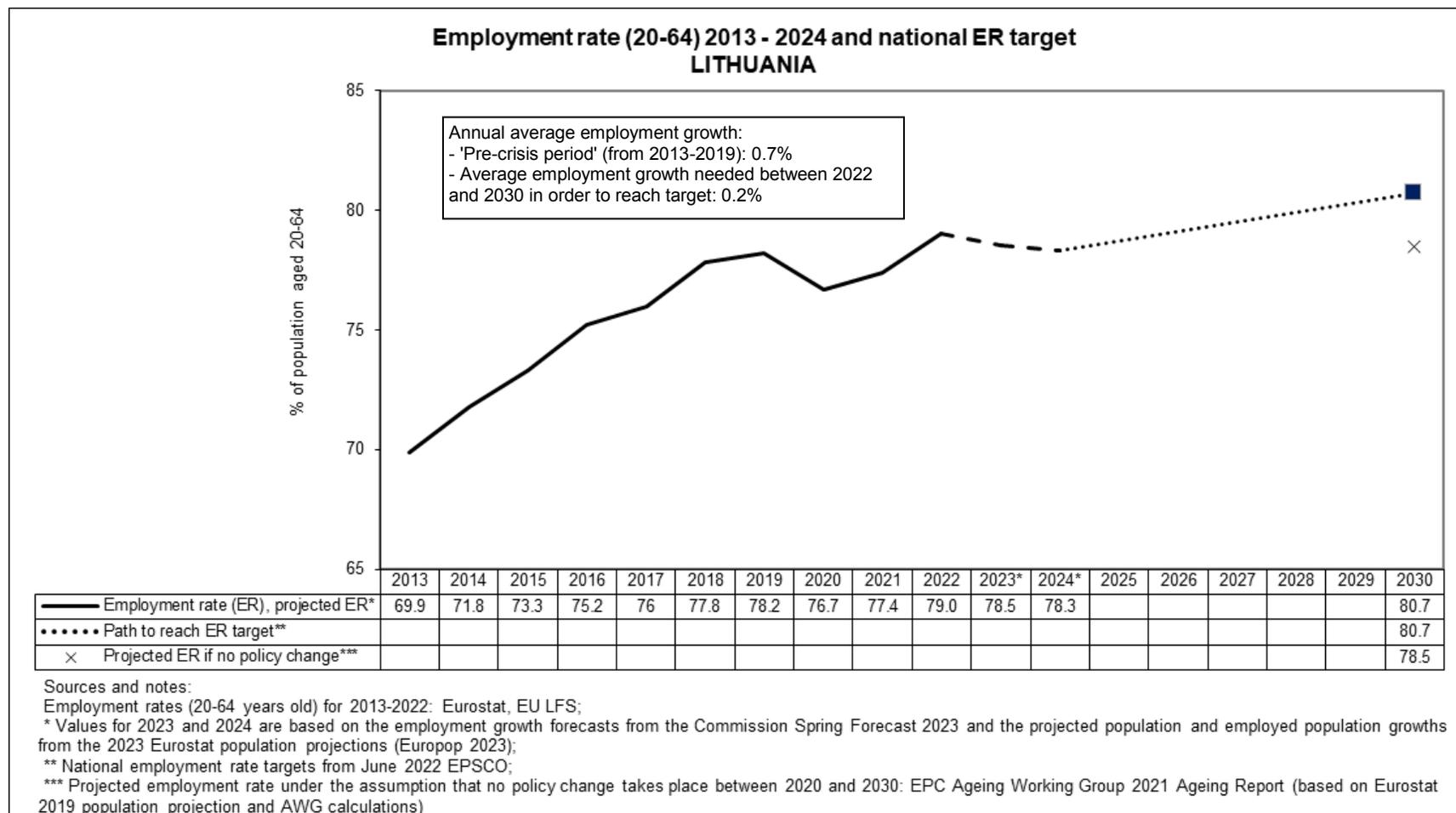
Description	Latvia						National Targets	EU 27						EU targets
	2017	2018	2019	2020	2021	2022	2030	2017	2018	2019	2020	2021	2022	2030
Employment rate of population aged 20-64 - total	74.6	76.8	77.3	76.9	75.3	77	80	70.9	71.9	72.7	71.7	73.1	74.6	78
Employment rate of population aged 20-64 - men	76.9	79	79.2	78.8	77.7	78.6		76.5	77.6	78.3	77.2	78.5	80	
Employment rate of population aged 20-64 - women	72.6	74.7	75.5	75.1	72.9	75.5		65.2	66.3	67.1	66.1	67.6	69.3	
Employment rate of older population aged 55-64 - total	62.2	65.3	67.3	68.4	67.8	69.5		55.5	57.2	58.6	59	60.5	62.3	
Employment rate of young people aged 20-29 - total	70.7	71	71.2	68	66.6 b	68.7		61.8	62.8	63.6	61.2	62.8 b	65.1	
Employment rate of low-skilled population aged 20-64 - total	56.7	57.5	59.9	61.3	56.7 b	58.7		53.9	55	55.7	54.8	55 b	57.2	
Employment rate of non-EU nationals aged 20-64 - total	65.3	66.5	69.3	70	66.6 b	69.4		57	58.8	60	57.5	59 b	61.9	
Overall employment growth	0.1	1.3	-0.2	-2.3	-3.3	2.2		1.5	1.1	0.9	-1.8	1.5	2.2	
Labour productivity per person employed (EU-27 = 100, based on PPS per employed person)	67.4	68.7	69.2	71.8	73.9	75.8 p		100.0	100.0	100.0	100.0	100.0	100.0 p	
Labour productivity per hour worked, (EU-27 = 100, based on PPS per hour worked)	58.3	58.9	60.2	61.1	64.2	65.0 p		100.0	100.0	100.0	100.0	100.0	100.0 p	
Nominal unit labour cost growth (% change from previous year)	4.1	5.4	5.0	4.9	3.8	9.0		1.0	1.8	1.8	4.5	0.1	3.3	
Real unit labour cost growth (% change from previous year)	1.139	1.487	2.346	3.828	-2.711	1.212		-0.338	0.410	0.052	2.621	-2.275	-1.866	
Unemployment rate in age group 15-24 - total	17	12.2	12.4	14.9	14.8 b	15.3		18	16.1	15.1	16.8	16.7 b	14.5	
NEET rate for population aged 15-24 - total	10.3	7.8	7.9	7.1	8.6 b	8.6		11	10.5	10.1	11.1	10.8 b	9.6	
NEET rate for population aged 15-29 - total	12.3	11.6	10.3	11.9	12.1 b	11.3		13.7	13.1	12.6	13.8	13.1 b	11.7	
Involuntary temporary employment as % of total employees 15-64	1.1	1.7	1.8	1.6	0.9 bu	u		8.8	8.3	7.9	6.8	5 b	4.3	
Share of employees (15-64) in temporary employment contracts	3	2.7	3.2	2.8	2.8 b	2.7		15.7	15.5	15	13.5	14 b	14	
Newly employed in %	16.2	15.8	16	14.4	13.5 b	12.4		14.5	14.6	14.6	13.1	13.8 b	15.2	
Rate of long-term unemployment (as % active population) - total	41.2	45.7	41.8	30	30.2	28.9		3.7	3.1	2.7	2.5	2.8	2.4	
At-risk-of-poverty rate of unemployed	56.5	59.5	57.7	51.7	46.8	56.6		47.5 e	48.6 e	49.1 e	47.2 b	45		
Unemployment rate of labour force 15+	8.7	7.4	6.3	8.1	7.6	6.9		8.3	7.4	6.8	7.2	7.1	6.2	
Unemployment trap – tax rate on low wage earners	87.4	85.2	85	83.9	83.3	83.4		74.7	74.9	74.4	73.8	74.2	74.3	
Share of part-time employment, 15-64	6.5	6.1	7.1	7.6	7.8	6.6		19.5	19.3	19.3	17.8	17.7	17.6	
Inactivity and part-time work due to personal and family responsibilities - total	0.7	0.5	1	1	0.6 b	0.6 u		3	3	3.1	3.1	3 b	3	
Job vacancy rate (average over 3 years)	1.7	2	2.5	2.6	2.7	2.6		1.6	1.8	2	2	2.1	2.3	
Employment gender gap (aged 20-64)	4.3	4.3	3.7	3.7	4.8	3.1		11.3	11.3	11.2	11.1	10.9	10.7	
Gender pay gap	19.8	19.6	21.2 p	22.3 p	14.6 p			14.6	14.4	13.7 p	12.9 p	12.7 p		
Share of adult population (aged 25-64) with upper secondary or tertiary education - total	90.4	90.7	91.2	91.7	92.2 b	91.8		77.2	77.8	78.4	79	79.1 b	79.5	
Early leavers from education and training (aged 18-24) - total	8.6	8.3	8.7	7.2	7.3 b	6.7		10.5	10.5	10.2	9.9	9.8 b	9.6	
Completion of tertiary or equivalent education (aged 30-34) - total	43.8	42.7	45.7	49.2	47.7 b	45.7		38.6	39.4	40.3	41.1	41.9 b	42.8	
Adult population (aged 25-64) participating in education and training in the last 12 months, without guided-on-the-job training							60							60

3. Key employment challenges Latvia, May 2023

Employment policy area	Key employment challenge	Particularly good labour market outcome
1. Increase labour market participation	Low duration of the working life of men, compared to the EU average	The employment rate of people aged 55-64 is higher than the EU-average.
2. Enhancing labour market functioning; combating segmentation	<i>High incidence of undeclared work, in particular underreported wages</i> <i>Integration of displaced persons from Ukraine into the labour market</i>	
3. Active labour market policies	<i>Limited activation intensity and integration measures for those furthest away from the labour market</i>	
4. Adequate and employment oriented social security systems		
5. Work-life balance		
6. Exploiting job creation possibilities		
7. Gender equality		Very low employment gender gap compared to the EU average.
8. Improving skills supply and productivity, effective life-long learning	<i>Emerging skills mismatches and labour shortages</i>	High youth education attainment level (aged 20-24) compared to the EU average
9. Improving education and training systems		High share of females aged 55-64 with tertiary education
10. Wage setting mechanisms and labour cost developments		

Lithuania

1. Progress towards the 2030 national employment rate target



2. Key indicators on labour market performance

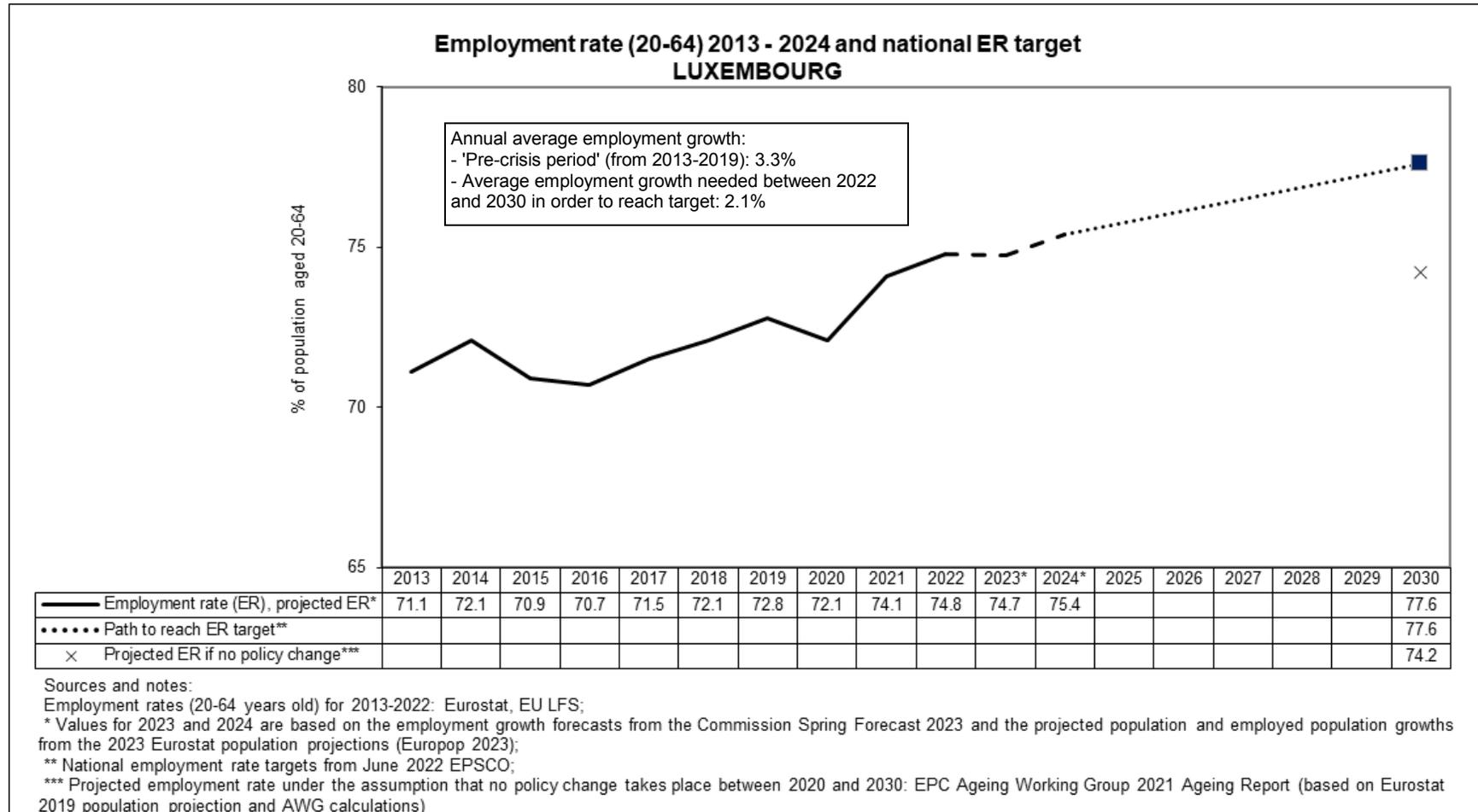
Description	Lithuania						National Targets	EU 27						EU targets
	2017	2018	2019	2020	2021	2022	2030	2017	2018	2019	2020	2021	2022	2030
Employment rate of population aged 20-64 - total	76	77.8	78.2	76.7	77.4	79	80.7	70.9	71.9	72.7	71.7	73.1	74.6	78
Employment rate of population aged 20-64 - men	76.5	79	79	77.5	78.1	79.4		76.5	77.6	78.3	77.2	78.5	80	
Employment rate of population aged 20-64 - women	75.5	76.7	77.4	75.8	76.7	78.6		65.2	66.3	67.1	66.1	67.6	69.3	
Employment rate of older population aged 55-64 - total	66.1	68.5	68.4	67.6	68	69.8		55.5	57.2	58.6	59	60.5	62.3	
Employment rate of young people aged 20-29 - total	67.3	69.4	68.7	65	67 b	70.8		61.8	62.8	63.6	61.2	62.8 b	65.1	
Employment rate of low-skilled population aged 20-64 - total	44.1	46.9	47.9	48.2	51.5 b	49		53.9	55	55.7	54.8	55 b	57.2	
Employment rate of non-EU nationals aged 20-64 - total	70.2	74.6	81.6	80	71.6 b	77.4		57	58.8	60	57.5	59 b	61.9	
Overall employment growth	-0.9	1.4	0	-2	0.9	3.4		1.5	1.1	0.9	-1.8	1.5	2.2	
Labour productivity per person employed (EU-27 = 100, based on PPS per employed person)	75.2	76.6	79.3	82.5	84.8	83.3 p		100.0	100.0	100.0	100.0	100.0	100.0 p	
Labour productivity per hour worked, (EU-27 = 100, based on PPS per hour worked)	65.4	66.2	68.2	70.1	73.5	72.6 p		100.0	100.0	100.0	100.0	100.0	100.0 p	
Nominal unit labour cost growth (% change from previous year)	4.3	5.2	6.3	4.9	6.8	14.0		1.0	1.8	1.8	4.5	0.1	3.3	
Real unit labour cost growth (% change from previous year)	0.029	1.625	3.498	3.096	0.315	-3.545		-0.338	0.410	0.052	2.621	-2.275	-1.866	
Unemployment rate in age group 15-24 - total	13.3	11.1	11.9	19.6	14.3 b	11.9		18	16.1	15.1	16.8	16.7 b	14.5	
NEET rate for population aged 15-24 - total	9.1	8	8.6	10.8	11.3 b	9.7		11	10.5	10.1	11.1	10.8 b	9.6	
NEET rate for population aged 15-29 - total	10.2	9.3	10.9	13	12.7 b	10.7		13.7	13.1	12.6	13.8	13.1 b	11.7	
Involuntary temporary employment as % of total employees 15-64	1	0.8	0.7	0.7	0.5 b	0.4		8.8	8.3	7.9	6.8	5 b	4.3	
Share of employees (15-64) in temporary employment contracts	1.7	1.6	1.5	1.2	1.9 b	1.9		15.7	15.5	15	13.5	14 b	14	
Newly employed in %	19.2	20.7	20.4	19.8	10.8 b	14.1		14.5	14.6	14.6	13.1	13.8 b	15.2	
Rate of long-term unemployment (as % active population) - total	2.7	2	1.9	2.5	2.6	2.3		3.7	3.1	2.7	2.5	2.8	2.4	
At-risk-of-poverty rate of unemployed	61.5	62.3	54.4	56.4	50.4			47.5 e	48.6 e	49.1 e	47.2 b	45		
Unemployment rate of labour force 15+	7.1	6.2	6.3	8.5	7.1	6		8.3	7.4	6.8	7.2	7.1	6.2	
Unemployment trap – tax rate on low wage earners	88.3	86.8	87.4	86.1	106	104.4		74.7	74.9	74.4	73.8	74.2	74.3	
Share of part-time employment, 15-64	7.6	7.1	6.4	6.1	6	5.7		19.5	19.3	19.3	17.8	17.7	17.6	
Inactivity and part-time work due to personal and family responsibilities - total	0.2	0.3	0.2 u	0.1 u	0.3 b	0.3		3	3	3.1	3.1	3 b	3	
Job vacancy rate (average over 3 years)	1.3	1.4	1.5	1.4	1.5	1.7		1.6	1.8	2	2	2.1	2.3	
Employment gender gap (aged 20-64)	1	2.3	1.6	1.7	1.4	0.8		11.3	11.3	11.2	11.1	10.9	10.7	
Gender pay gap	15.2	14	13.3 p	13 p	12 p			14.6	14.4	13.7 p	12.9 p	12.7 p		
Share of adult population (aged 25-64) with upper secondary or tertiary education - total	94.8	94.8	95	95.4	94.9 b	94.6		77.2	77.8	78.4	79	79.1 b	79.5	
Early leavers from education and training (aged 18-24) - total	5.4	4.6	4	5.6	5.3 b	4.8		10.5	10.5	10.2	9.9	9.8 b	9.6	
Completion of tertiary or equivalent education (aged 30-34) - total	58	57.6	57.8	59.6	60.2 b	61		38.6	39.4	40.3	41.1	41.9 b	42.8	
Adult population (aged 25-64) participating in education and training in the last 12 months, without guided-on-the-job training							53.7							60

3. Key employment challenges Lithuania, May 2023

Employment policy area	Key employment challenge	Particularly good labour market outcome
1. Increase labour market participation		The employment rate of population aged 20-64 – particularly of women is significantly higher than EU average. The employment rate of women being non-EU nationals (20-64) and women under recent immigrants to the EU (non-EU nationals) is significantly higher than EU average.
2. Enhancing labour market functioning; combating segmentation		The share of employees (15-64) in temporary employment contracts is among the lowest in the EU. The share of newly self-employed is significantly higher than EU average. The hiring rate is significantly higher than EU average.
3. Active labour market policies		
4. Adequate and employment oriented social security systems	The unemployment and low-wage traps are significantly higher than the EU average.	
5. Work-life balance		
6. Exploiting job creation possibilities		
7. Gender equality		The employment gender gap (age group 20-64) is significantly lower than EU average.
8. Improving skills supply and productivity, effective life-long learning	<i>Skills mismatches are a continuous problem, driven by bottlenecks in the re- and upskilling opportunities at various levels</i>	The share of adult population (age group 25-64) with upper secondary or tertiary education is significantly higher than EU average. The share of population aged 20-24 having attained at least upper secondary education is significantly higher than the EU average.
9. Improving education and training systems	<i>School education outcomes are relatively low; they are determined by low teaching quality and territorial and socio-economic disparities</i>	The share of females aged 55-64 with tertiary education is significantly higher than EU average. The share of population aged 30-34 with completed tertiary or equivalent education is above the EU average.
10. Wage setting mechanisms and labour cost developments		

Luxembourg

1. Progress towards the 2030 national employment rate target



2. Key indicators on labour market performance

Description	Luxembourg						National Targets	EU 27						EU targets
	2017	2018	2019	2020	2021	2022	2030	2017	2018	2019	2020	2021	2022	2030
Employment rate of population aged 20-64 - total	71.5	72.1	72.8	72.1	74.1	74.8	77.6	70.9	71.9	72.7	71.7	73.1	74.6	78
Employment rate of population aged 20-64 - men	75.4	76	77.2	75.6	77.7	78		76.5	77.6	78.3	77.2	78.5	80	
Employment rate of population aged 20-64 - women	67.5	68	68.1	68.5	70.3	71.5		65.2	66.3	67.1	66.1	67.6	69.3	
Employment rate of older population aged 55-64 - total	39.8	40.5	43.1	44	46.6	46.6		55.5	57.2	58.6	59	60.5	62.3	
Employment rate of young people aged 20-29 - total	63.3	63.9	66.3	62.2	65.6 b	63.9		61.8	62.8	63.6	61.2	62.8 b	65.1	
Employment rate of low-skilled population aged 20-64 - total	56.4	58.9	57.6	56.9	59.6 b	61.1		53.9	55	55.7	54.8	55 b	57.2	
Employment rate of non-EU nationals aged 20-64 - total	60.9	58.4	64.6	63.5	66.4 b	72.2		57	58.8	60	57.5	59 b	61.9	
Overall employment growth	4.2	3	3.2	1	4.5	2		1.5	1.1	0.9	-1.8	1.5	2.2	
Labour productivity per person employed (EU-27 = 100, based on PPS per employed person)	170.1	164.2	157.6	161.2	165.7	162.2 p		100.0	100.0	100.0	100.0	100.0	100.0 p	
Labour productivity per hour worked, (EU-27 = 100, based on PPS per hour worked)	184.1	178.5	171.4	175.6	179.6	176.5 p		100.0	100.0	100.0	100.0	100.0	100.0 p	
Nominal unit labour cost growth (% change from previous year)	5.3	5.6	3.1	3.8	3.9	7.4 p		1.0	1.8	1.8	4.5	0.1	3.3	
Real unit labour cost growth (% change from previous year)	3.121	3.436	1.674	-0.844	-2.156	0.927		-0.338	0.410	0.052	2.621	-2.275	-1.866	
Unemployment rate in age group 15-24 - total	15.4	14.2	17	23.2	16.9 b	17.6		18	16.1	15.1	16.8	16.7 b	14.5	
NEET rate for population aged 15-24 - total	5.9	5.3	5.6	6.6	8.7 b	7		11	10.5	10.1	11.1	10.8 b	9.6	
NEET rate for population aged 15-29 - total	6.6	7.5	6.5	7.7	8.8 b	7.4		13.7	13.1	12.6	13.8	13.1 b	11.7	
Involuntary temporary employment as % of total employees 15-64	5.1	5.5	0.2 u	4.9	0.9 b	1		8.8	8.3	7.9	6.8	5 b	4.3	
Share of employees (15-64) in temporary employment contracts	9.1	9.8	9.2	7.7	9.2 b	7.3		15.7	15.5	15	13.5	14 b	14	
Newly employed in %	14	14.7	14.8	12.9	12.7 b	13.7		14.5	14.6	14.6	13.1	13.8 b	15.2	
Rate of long-term unemployment (as % active population) - total	2.1	1.4	1.3	1.7	1.8	1.3		3.7	3.1	2.7	2.5	2.8	2.4	
At-risk-of-poverty rate of unemployed	48.5	43.5	47.7	52.7 b	42.4 b			47.5 e	48.6 e	49.1 e	47.2 b	45		
Unemployment rate of labour force 15+	5.5	5.6	5.6	6.8	5.3	4.6		8.3	7.4	6.8	7.2	7.1	6.2	
Unemployment trap – tax rate on low wage earners	87	90.9	92.1	91.7	91.8	91.9		74.7	74.9	74.4	73.8	74.2	74.3	
Share of part-time employment, 15-64	19.5	17.7	16.9	18.	18.	18.2		19.5	19.3	19.3	17.8	17.7	17.6	
Inactivity and part-time work due to personal and family responsibilities - total	4.7	4.3	3.6	3.7	3.8 b	3.7		3	3	3.1	3.1	3 b	3	
Job vacancy rate (average over 3 years)	1.4	1.5	1.6	1.6	1.7	2		1.6	1.8	2	2	2.1	2.3	
Employment gender gap (aged 20-64)	7.9	8	9.1	7.1	7.4	6.5		11.3	11.3	11.2	11.1	10.9	10.7	
Gender pay gap	2.6	1.4	1.3 p	0.7 p	-0.2 p			14.6	14.4	13.7 p	12.9 p	12.7 p		
Share of adult population (aged 25-64) with upper secondary or tertiary education - total	76.4 u	78.6	79.3	78.5	80.3 b	81.6		77.2	77.8	78.4	79	79.1 b	79.5	
Early leavers from education and training (aged 18-24) - total	7.3	6.3	7.2	8.2	9.3 b	8.2		10.5	10.5	10.2	9.9	9.8 b	9.6	
Completion of tertiary or equivalent education (aged 30-34) - total	52.7 u	56.2	56.2	62.2	62.5 b	62.9		38.6	39.4	40.3	41.1	41.9 b	42.8	
Adult population (aged 25-64) participating in education and training in the last 12 months, without guided-on-the-job training							62.5							60

3. Key employment challenges Luxembourg, May 2023

Employment policy area	Key employment challenge	Particularly good labour market outcome
1. Increase labour market participation	<i>People born outside the EU tend to be much more affected by in-work poverty and higher unemployment than people born in the EU.</i> The employment rate of older population aged 55-64 is significantly lower than the EU average. The difference in employment rate for medium and high education attainment (20-64) is significantly higher than EU average. ¹⁰	The number of unemployed NEETs (aged 15-29) is significantly lower than EU average.
2. Enhancing labour market functioning; combating segmentation		The share of newly self-employed is significantly higher than the EU average.
3. Active labour market policies		
4. Adequate and employment oriented social security systems	<i>The tax and benefit system still presents financial disincentives to work, especially for older people</i> The tax rate on low wage earners is significantly higher than the EU average, resulting in high unemployment traps. The share of people in in-work-poverty risk is significantly higher than EU average. ¹¹	Net replacement rate after 6 months of unemployment (for single person – with no children, one earner couple – with no children, lone parent - with 2 children, one earner couple - with 2 children) is significantly higher than EU average.
5. Work-life balance		The participation in childcare 30+ hours a week (by formal arrangements other than by the family) (age 0-3) is significantly higher than EU average. The employment impact of parenthood (in particular for women) is significantly lower than EU average. ¹²
6. Exploiting job creation possibilities		
7. Gender equality		Gender pay gap and the employment gender gap (20-29) are significantly lower than EU average.
8. Improving skills supply and productivity, effective life-long learning	<i>Skill shortages in some sectors</i>	
9. Improving education and training systems	<i>Educational outcomes are strongly related to the socio-economic status of students</i>	
10. Wage setting mechanisms and labour cost developments		

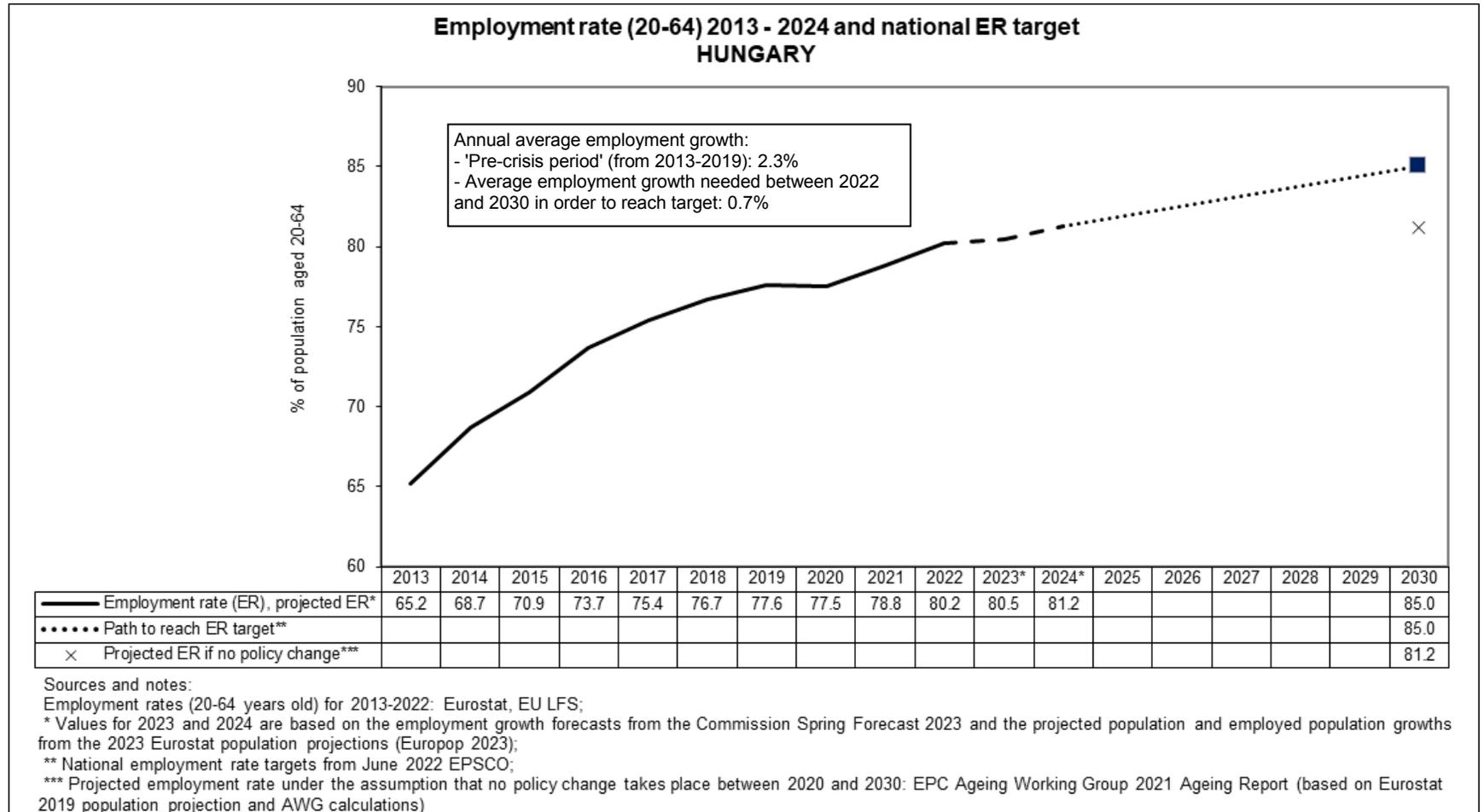
¹⁰ Break in series 2021, recent data 2022

¹¹ Break in series 2020, 2021; recent data from 2021

¹² Break in series 2021, recent data from 2021

Hungary

1. Progress towards the 2030 national employment rate target



2. Key indicators on labour market performance

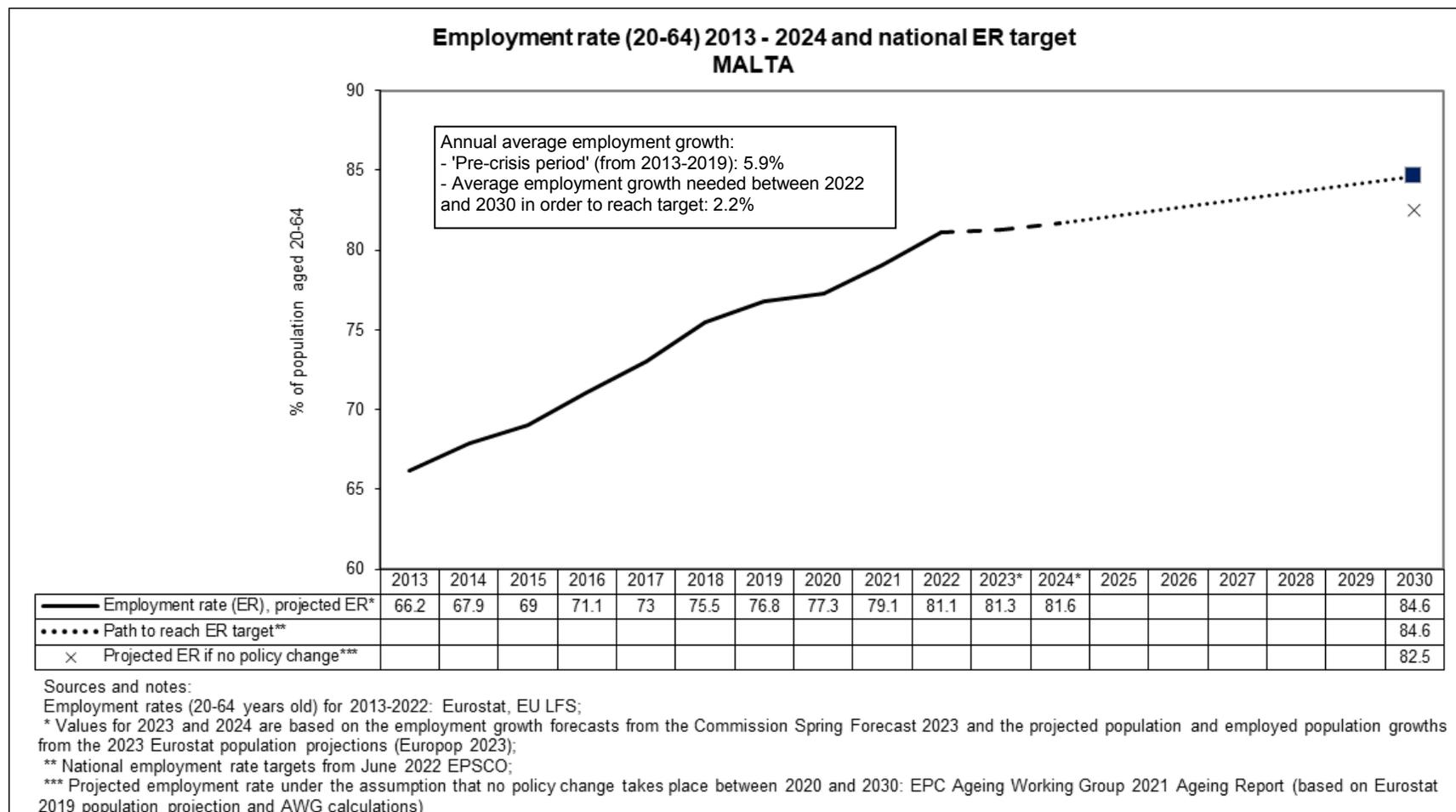
Description	Hungary						National Targets	EU 27						EU targets
	2017	2018	2019	2020	2021	2022	2030	2017	2018	2019	2020	2021	2022	2030
Employment rate of population aged 20-64 - total	75.4	76.7	77.6	77.5	78.8	80.2	85	70.9	71.9	72.7	71.7	73.1	74.6	78
Employment rate of population aged 20-64 - men	81	82.1	83.1	83.1	84.1	85.1		76.5	77.6	78.3	77.2	78.5	80	
Employment rate of population aged 20-64 - women	69.9	71.4	72.1	71.9	73.5	75.3		65.2	66.3	67.1	66.1	67.6	69.3	
Employment rate of older population aged 55-64 - total	51.7	54.4	56.7	59.6	62.8	65.6		55.5	57.2	58.6	59	60.5	62.3	
Employment rate of young people aged 20-29 - total	63.8	64.1	64.1	63.3	66.5 b	67.2		61.8	62.8	63.6	61.2	62.8 b	65.1	
Employment rate of low-skilled population aged 20-64 - total	53.9	55.7	55.7	54.6	57.8 b	58.1		53.9	55	55.7	54.8	55 b	57.2	
Employment rate of non-EU nationals aged 20-64 - total	63.8	55.3	70.2	70.5	70.1 b	71.1		57	58.8	60	57.5	59 b	61.9	
Overall employment growth	1.4	1.1	0.4	-1.1	0.4	1.1		1.5	1.1	0.9	-1.8	1.5	2.2	
Labour productivity per person employed (EU-27 = 100, based on PPS per employed person)	67.9	69.4	70.8	71.8	72.4 p	74.7 p		100.0	100.0	100.0	100.0	100.0	100.0 p	
Labour productivity per hour worked, (EU-27 = 100, based on PPS per hour worked)	63.4	65.4	66.7	66.5	68.2 p	70.5 p		100.0	100.0	100.0	100.0	100.0	100.0 p	
Nominal unit labour cost growth (% change from previous year)	4.6	3.3	3.1	6.7	2.6 p	11.9 p		1.0	1.8	1.8	4.5	0.1	3.3	
Real unit labour cost growth (% change from previous year)	0.527	-1.444	-1.557	0.246	-3.913	1.394		-0.338	0.410	0.052	2.621	-2.275	-1.866	
Unemployment rate in age group 15-24 - total	10.7	10.2	11.4	12.8	13.5 b	10.6		18	16.1	15.1	16.8	16.7 b	14.5	
NEET rate for population aged 15-24 - total	11	10.7	11	11.7	10.6 b	9.9		11	10.5	10.1	11.1	10.8 b	9.6	
NEET rate for population aged 15-29 - total	13.3	12.9	13.2	14.7	11.7 b	10.8		13.7	13.1	12.6	13.8	13.1 b	11.7	
Involuntary temporary employment as % of total employees 15-64	6.8	5.3	4.7	4.1	1.5 b	1.3		8.8	8.3	7.9	6.8	5 b	4.3	
Share of employees (15-64) in temporary employment contracts	8.8	7.3	6.6	5.9	5.9 b	5.4		15.7	15.5	15	13.5	14 b	14	
Newly employed in %	14.6	14.4	14.8	14.6	14.4 b	14.2		14.5	14.6	14.6	13.1	13.8 b	15.2	
Rate of long-term unemployment (as % active population) - total	1.6	1.4	1.1	1.1	1.3	1.2		3.7	3.1	2.7	2.5	2.8	2.4	
At-risk-of-poverty rate of unemployed	51	53.6	55.9	45.3	45.2			47.5 e	48.6 e	49.1 e	47.2 b	45		
Unemployment rate of labour force 15+	4	3.6	3.3	4.1	4.1	3.6		8.3	7.4	6.8	7.2	7.1	6.2	
Unemployment trap – tax rate on low wage earners	78.5	78.5	77.1	76.4	73.3	76		74.7	74.9	74.4	73.8	74.2	74.3	
Share of part-time employment, 15-64	4.2	4.1	4.3	4.7	4.6	4.2		19.5	19.3	19.3	17.8	17.7	17.6	
Inactivity and part-time work due to personal and family responsibilities - total	1.1	1.1	1.1	1.2	0.7 b	0.6		3	3	3.1	3.1	3 b	3	
Job vacancy rate (average over 3 years)	1.9	2.3	2.5	2.4	2.3	2.4		1.6	1.8	2	2	2.1	2.3	
Employment gender gap (aged 20-64)	11.1	10.7	11	11.2	10.6	9.8		11.3	11.3	11.2	11.1	10.9	10.7	
Gender pay gap	15.9 b	14.2	18.2 b	17.2	17.3			14.6	14.4	13.7 p	12.9 p	12.7 p		
Share of adult population (aged 25-64) with upper secondary or tertiary education - total	84	84.9	85	85.6	86.3 b	87		77.2	77.8	78.4	79	79.1 b	79.5	
Early leavers from education and training (aged 18-24) - total	12.5	12.5	11.8	12.1	12 b	12.4		10.5	10.5	10.2	9.9	9.8 b	9.6	
Completion of tertiary or equivalent education (aged 30-34) - total	32.1	33.7	33.4	33.2	35.5 b	34.4		38.6	39.4	40.3	41.1	41.9 b	42.8	
Adult population (aged 25-64) participating in education and training in the last 12 months, without guided-on-the-job training							60							60

3. Key employment challenges Hungary, May 2023

Employment policy area	Key employment challenge	Particularly good labour market outcome
1. Increase labour market participation	<i>Vulnerable groups continue to face barriers to employment and training</i>	The employment rate (20-64) is above the EU average. The employment rate of people aged 55 and above is increasing significantly. The NEET rate has been decreasing since 2020, in particular for women aged 15-29.
2. Enhancing labour market functioning; combating segmentation	<i>Weak functioning and structure of social dialogue</i>	
3. Active labour market policies		
4. Adequate and employment oriented social security systems	<i>Inadequate duration and coverage of the unemployment benefit</i>	
5. Work-life balance	Continued low participation of children (aged 0-3) in formal childcare.	
6. Exploiting job creation possibilities		
7. Gender equality	The gender pay gap is above the EU average. The gender employment gap for the age group 55-64 remains above the EU average.	
8. Improving skills supply and productivity, effective life-long learning	Very low participation of the unemployed (25-64) in education and training.	
9. Improving education and training systems	<i>Teachers' shortages amid low attractiveness of the teaching profession</i> <i>Education outcomes are strongly influenced by pupils' socio-economic background</i> The share of early leavers from education and training (aged 18-24) is higher than the EU average.	
10. Wage setting mechanisms and labour cost developments		

Malta

1. Progress towards the 2030 national employment rate target



2. Key indicators on labour market performance

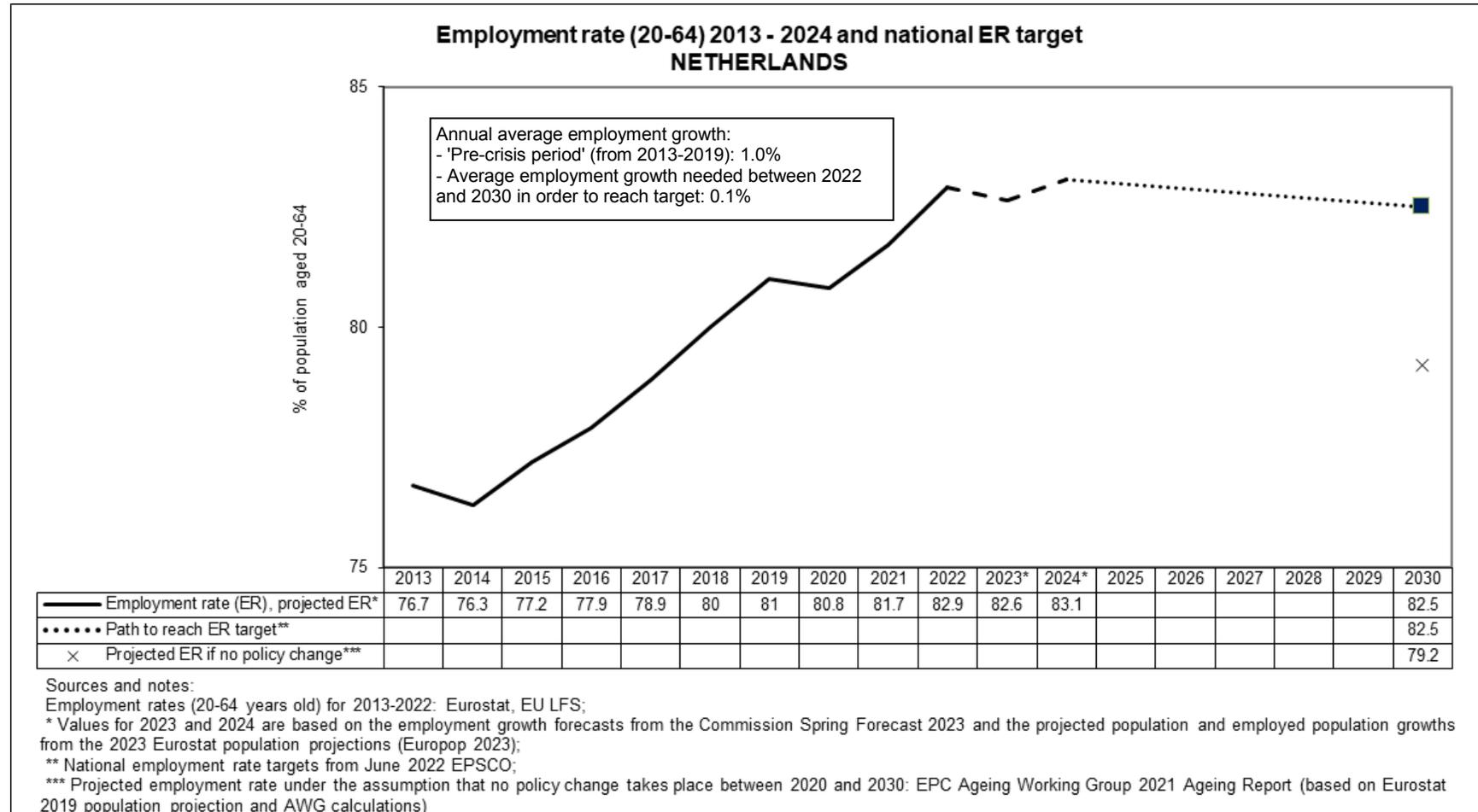
Description	Malta						National Targets	EU 27						EU targets
	2017	2018	2019	2020	2021	2022	2030	2017	2018	2019	2020	2021	2022	2030
Employment rate of population aged 20-64 - total	73	75.5	76.8	77.3	79.1	81.1	84.6	70.9	71.9	72.7	71.7	73.1	74.6	78
Employment rate of population aged 20-64 - men	84.7	86	86.5	85.6	86.7	87.2		76.5	77.6	78.3	77.2	78.5	80	
Employment rate of population aged 20-64 - women	60.6	64.1	65.8	67.8	70.3	74.1		65.2	66.3	67.1	66.1	67.6	69.3	
Employment rate of older population aged 55-64 - total	47.2	50.2	51.1	52.7	52.3	54.5		55.5	57.2	58.6	59	60.5	62.3	
Employment rate of young people aged 20-29 - total	78.5	81.7	81.7	79.3	80.3 b	84		61.8	62.8	63.6	61.2	62.8 b	65.1	
Employment rate of low-skilled population aged 20-64 - total	58.7	61.5	64.5	64	65.2 b	66.8		53.9	55	55.7	54.8	55 b	57.2	
Employment rate of non-EU nationals aged 20-64 - total	74.5	76.8	75.4	76.4	81.1 b	84.8		57	58.8	60	57.5	59 b	61.9	
Overall employment growth	5.9	7.8	6.4	2.8	2.7	4.9		1.5	1.1	0.9	-1.8	1.5	2.2	
Labour productivity per person employed (EU-27 = 100, based on PPS per employed person)	97.0	96.0	97.0	89.7	92.8	91.3 p		100.0	100.0	100.0	100.0	100.0	100.0 p	
Labour productivity per hour worked, (EU-27 = 100, based on PPS per hour worked)	81.4	78.5	75.8	71.7	76.9	77.8 p		100.0	100.0	100.0	100.0	100.0	100.0 p	
Nominal unit labour cost growth (% change from previous year)	-0.3	7.5	3.2	12.0	-3.7	2.1		1.0	1.8	1.8	4.5	0.1	3.3	
Real unit labour cost growth (% change from previous year)	-2.274	1.431	1.234	9.714	-3.973	-4.088		-0.338	0.410	0.052	2.621	-2.275	-1.866	
Unemployment rate in age group 15-24 - total	10.6	9.1	9.3	10.9	9.4 b	8.3		18	16.1	15.1	16.8	16.7 b	14.5	
NEET rate for population aged 15-24 - total	8.6 b	7.3	8.6	9.3	9.8 b	7.1		11	10.5	10.1	11.1	10.8 b	9.6	
NEET rate for population aged 15-29 - total	8.8 b	7.3	7.9	9.5	9.5 b	7.2		13.7	13.1	12.6	13.8	13.1 b	11.7	
Involuntary temporary employment as % of total employees 15-64	2.8	2.9	2.4	2.6	0.9 bu	1.4		8.8	8.3	7.9	6.8	5 b	4.3	
Share of employees (15-64) in temporary employment contracts	6	7.9	9.1	8	8 b	8		15.7	15.5	15	13.5	14 b	14	
Newly employed in %	15.9	17.2	14.9	12.3	14.3 b	14.3		14.5	14.6	14.6	13.1	13.8 b	15.2	
Rate of long-term unemployment (as % active population) - total	2	1.8	0.9	1.1	0.9	1		3.7	3.1	2.7	2.5	2.8	2.4	
At-risk-of-poverty rate of unemployed	57.4	59.6	53.5	49.7	35.7			47.5 e	48.6 e	49.1 e	47.2 b	45		
Unemployment rate of labour force 15+	4	3.7	3.6	4.4	3.4	2.9		8.3	7.4	6.8	7.2	7.1	6.2	
Unemployment trap – tax rate on low wage earners	49.5	56.3	67	63.9	65.2	66.5		74.7	74.9	74.4	73.8	74.2	74.3	
Share of part-time employment, 15-64	13.7	13.2	12.2	11.2	10.8	11.		19.5	19.3	19.3	17.8	17.7	17.6	
Inactivity and part-time work due to personal and family responsibilities - total	2.3	2	2	1.6	1.7 b	1		3	3	3.1	3.1	3 b	3	
Job vacancy rate (average over 3 years)	1.2	1.6	1.8	1.7	1.6	1.4		1.6	1.8	2	2	2.1	2.3	
Employment gender gap (aged 20-64)	24.1	21.9	20.7	17.8	16.4	13.1		11.3	11.3	11.2	11.1	10.9	10.7	
Gender pay gap	13.2	13	11.6 p	10	10.5			14.6	14.4	13.7 p	12.9 p	12.7 p		
Share of adult population (aged 25-64) with upper secondary or tertiary education - total	52	55	57.8	59.3	62.9 b	65		77.2	77.8	78.4	79	79.1 b	79.5	
Early leavers from education and training (aged 18-24) - total	14 b	14	13.9	12.6	10.7 b	10.1		10.5	10.5	10.2	9.9	9.8 b	9.6	
Completion of tertiary or equivalent education (aged 30-34) - total	33.5	34.8	38.9	39.8	43.7 b	42.5		38.6	39.4	40.3	41.1	41.9 b	42.8	
Adult population (aged 25-64) participating in education and training in the last 12 months, without guided-on-the-job training							57.6							60

3. Key employment challenges Malta, May 2023

Employment policy area	Key employment challenge	Particularly good labour market outcome
1. Increase labour market participation	Despite a steady increase during the past decade, the employment rate of older population, in particular women (55-64), is low. By consequence, employment rate gap between persons aged 20-54 and 55-64 is high.	The employment rate of the adult population (20-64) is high, especially for men and young people, and increasing, especially for women. High employment rates of non-EU nationals and recent immigrants. Unemployment rates are very low, including those of the youth.
2. Enhancing labour market functioning; combating segmentation		
3. Active labour market policies		
4. Adequate and employment oriented social security systems	Net replacement rates are very low after 6 months of unemployment and low after 12 months.	
5. Work-life balance		
6. Exploiting job creation possibilities		The share of employment in newly established enterprises is very high. The tax wedge on labour cost (tax rate on low wage earners) is low.
7. Gender equality	Despite ongoing decrease in the last years, the gender employment gap remains wide, especially for those aged 55-64.	
8. Improving skills supply and productivity, effective life-long learning	The share of the adult population (25-64) having attained medium (upper secondary) education is significantly lower than the EU average, despite recent substantial increases. <i>The country presents a high share of low skilled adults, with low participation in adult training, despite upskilling efforts; additionally, there is an uneven presence of digital skills among the different age groups although the overall situation in digital skills is better than EU average. There is a shortage of green skills.</i>	
9. Improving education and training systems	The share of early leavers from education is slightly higher than the EU average, following consistent year-on-year reductions throughout the last decade. <i>Despite improvements in early leaving from education and training (ELET) and tertiary education attainment (TEA) in recent years, challenges related to education outcomes persist.</i>	Low NEET rate, well below the EU average
10. Wage setting mechanisms and labour cost developments		

Netherlands

1. Progress towards the 2030 national employment rate target



2. Key indicators on labour market performance

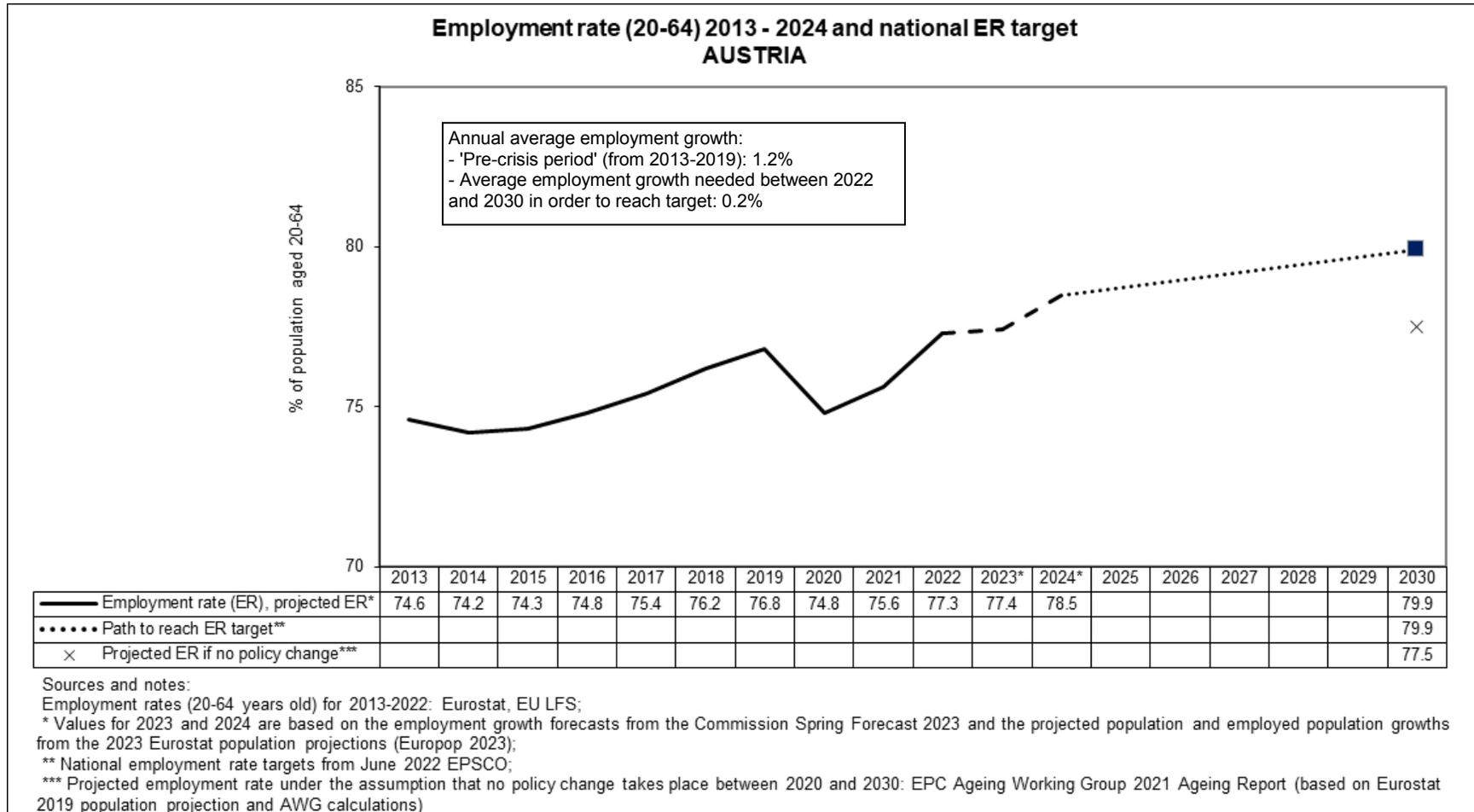
Description	Netherlands						National Targets	EU 27						EU targets
	2017	2018	2019	2020	2021	2022	2030	2017	2018	2019	2020	2021	2022	2030
Employment rate of population aged 20-64 - total	78.9	80	81	80.8	81.7	82.9	82.5	70.9	71.9	72.7	71.7	73.1	74.6	78
Employment rate of population aged 20-64 - men	83.8	84.8	85.4	85	85.7	86.9		76.5	77.6	78.3	77.2	78.5	80	
Employment rate of population aged 20-64 - women	73.9	75.2	76.5	76.6	77.5	79		65.2	66.3	67.1	66.1	67.6	69.3	
Employment rate of older population aged 55-64 - total	65.4	67.5	69.5	70.8	71.4	73.1		55.5	57.2	58.6	59	60.5	62.3	
Employment rate of young people aged 20-29 - total	76.5	77.4	78.4 b	76.6	82.5 b	83.5		61.8	62.8	63.6	61.2	62.8 b	65.1	
Employment rate of low-skilled population aged 20-64 - total	61.2	62.6	63.2 b	62.9	66.7 b	68.1		53.9	55	55.7	54.8	55 b	57.2	
Employment rate of non-EU nationals aged 20-64 - total	53.5	56.6	60.2	56.9	56.7 b	62.5		57	58.8	60	57.5	59 b	61.9	
Overall employment growth	1.8	2	1.7	-0.1	1.4	2.9		1.5	1.1	0.9	-1.8	1.5	2.2	
Labour productivity per person employed (EU-27 = 100, based on PPS per employed person)	110.5	109.9	107.0	109.5 p	108.8 p	107.4 p		100.0	100.0	100.0	100.0	100.0	100.0 p	
Labour productivity per hour worked, (EU-27 = 100, based on PPS per hour worked)	125.5	124.7	120.5	119.4 p	121.3 p	120.7 p		100.0	100.0	100.0	100.0	100.0	100.0 p	
Nominal unit labour cost growth (% change from previous year)	0.5	2.3	3.2	8.5 p	-0.6 p	3.3 p		1.0	1.8	1.8	4.5	0.1	3.3	
Real unit labour cost growth (% change from previous year)	-0.753	-0.173	0.131	6.405	-3.095	-1.744		-0.338	0.410	0.052	2.621	-2.275	-1.866	
Unemployment rate in age group 15-24 - total	8.9	7.2	6.7	9.1	9.3 b	7.6		18	16.1	15.1	16.8	16.7 b	14.5	
NEET rate for population aged 15-24 - total	4	4.2	4.3	4.5	2.6 b	2.8		11	10.5	10.1	11.1	10.8 b	9.6	
NEET rate for population aged 15-29 - total	5.9	5.7	5.7	5.7	3.9 b	4.2		13.7	13.1	12.6	13.8	13.1 b	11.7	
Involuntary temporary employment as % of total employees 15-64	6.8	5.9	5.6	4.6	4.3 b	3.7		8.8	8.3	7.9	6.8	5 b	4.3	
Share of employees (15-64) in temporary employment contracts	21.7	21.4	20.2	18	27.4 b	27.7		15.7	15.5	15	13.5	14 b	14	
Newly employed in %	18	18.7	18.5	16.4	19.1 b	21.7		14.5	14.6	14.6	13.1	13.8 b	15.2	
Rate of long-term unemployment (as % active population) - total	1.7	1.2	0.9	0.7	0.8	0.7		3.7	3.1	2.7	2.5	2.8	2.4	
At-risk-of-poverty rate of unemployed	45.7	46.2	53.6	54.8	61.4	66.4		47.5 e	48.6 e	49.1 e	47.2 b	45		
Unemployment rate of labour force 15+	5.9	4.9	4.4	4.9	4.2	3.5		8.3	7.4	6.8	7.2	7.1	6.2	
Unemployment trap – tax rate on low wage earners	79	79	78.3	81.1	80.5	80.7		74.7	74.9	74.4	73.8	74.2	74.3	
Share of part-time employment, 15-64	40.4	40.8	41.1	41.6	42.2	42.2		19.5	19.3	19.3	17.8	17.7	17.6	
Inactivity and part-time work due to personal and family responsibilities - total	9.5	9.7	10	9.8	11 b	11		3	3	3.1	3.1	3 b	3	
Job vacancy rate (average over 3 years)	2.1	2.5	2.9	2.9	3.2	3.7		1.6	1.8	2	2	2.1	2.3	
Employment gender gap (aged 20-64)	9.9	9.6	8.9	8.4	8.2	7.9		11.3	11.3	11.2	11.1	10.9	10.7	
Gender pay gap	15.1	14.7	14.6 p	14.2 p	13.5 p			14.6	14.4	13.7 p	12.9 p	12.7 p		
Share of adult population (aged 25-64) with upper secondary or tertiary education - total	78.4	79	79.6 b	81	80.6 b	81.2		77.2	77.8	78.4	79	79.1 b	79.5	
Early leavers from education and training (aged 18-24) - total	7.1	7.3	7.5 b	7	5.1 b	5.6		10.5	10.5	10.2	9.9	9.8 b	9.6	
Completion of tertiary or equivalent education (aged 30-34) - total	47.9	49.4	51.4 b	54	53.4 b	56		38.6	39.4	40.3	41.1	41.9 b	42.8	
Adult population (aged 25-64) participating in education and training in the last 12 months, without guided-on-the-job training							62							60

3. Key employment challenges Netherlands, May 2023

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

Austria

1. Progress towards the 2030 national employment rate target



2. Key indicators on labour market performance

Description	Austria						National Targets	EU 27						EU targets
	2017	2018	2019	2020	2021	2022	2030	2017	2018	2019	2020	2021	2022	2030
Employment rate of population aged 20-64 - total	75.4	76.2	76.8	74.8	75.6	77.3	79.9	70.9	71.9	72.7	71.7	73.1	74.6	78
Employment rate of population aged 20-64 - men	79.4	80.7	81.2	79	79.9	81.2		76.5	77.6	78.3	77.2	78.5	80	
Employment rate of population aged 20-64 - women	71.4	71.7	72.4	70.6	71.3	73.4		65.2	66.3	67.1	66.1	67.6	69.3	
Employment rate of older population aged 55-64 - total	51.3	54	54.5	54.2	55.4	56.4		55.5	57.2	58.6	59	60.5	62.3	
Employment rate of young people aged 20-29 - total	73.6	74.1	75.6	73.2	74.7 b	76.7		61.8	62.8	63.6	61.2	62.8 b	65.1	
Employment rate of low-skilled population aged 20-64 - total	53.9	55.6	55.7	54.2	55 b	55.6		53.9	55	55.7	54.8	55 b	57.2	
Employment rate of non-EU nationals aged 20-64 - total	57.6	61.8	61.7	58	61.9 b	64.9		57	58.8	60	57.5	59 b	61.9	
Overall employment growth	1	1.3	0.9	-2.2	1.1	3		1.5	1.1	0.9	-1.8	1.5	2.2	
Labour productivity per person employed (EU-27 = 100, based on PPS per employed person)	115.8	116.4	115.2	115.0	112.8	115.7 p		100.0	100.0	100.0	100.0	100.0	100.0 p	
Labour productivity per hour worked, (EU-27 = 100, based on PPS per hour worked)	117.5	117.6	115.4	117.3	116.1	119.7 p		100.0	100.0	100.0	100.0	100.0	100.0 p	
Nominal unit labour cost growth (% change from previous year)	1.0	2.2	2.3	7.1	0.3	2.2		1.0	1.8	1.8	4.5	0.1	3.3	
Real unit labour cost growth (% change from previous year)	0.006	0.348	0.787	4.386	-1.653	-3.708		-0.338	0.410	0.052	2.621	-2.275	-1.866	
Unemployment rate in age group 15-24 - total	9.8	9.4	8.5	10.5	11 b	9.5		18	16.1	15.1	16.8	16.7 b	14.5	
NEET rate for population aged 15-24 - total	6.5	6.8	7.1	8	8.5 b	8.1		11	10.5	10.1	11.1	10.8 b	9.6	
NEET rate for population aged 15-29 - total	8.4	8.4	8.3	9.5	9.4 b	9.1		13.7	13.1	12.6	13.8	13.1 b	11.7	
Involuntary temporary employment as % of total employees 15-64	0.8	0.9	0.8	0.6	0.3 b	0.3 u		8.8	8.3	7.9	6.8	5 b	4.3	
Share of employees (15-64) in temporary employment contracts	9.2	9.1	8.7	8.2	8.8 b	8.7		15.7	15.5	15	13.5	14 b	14	
Newly employed in %	16.8	16.8	17.3	15.4	15.3 b	16.2		14.5	14.6	14.6	13.1	13.8 b	15.2	
Rate of long-term unemployment (as % active population) - total	2.3	1.7	1.4	1.7	2	1.2		3.7	3.1	2.7	2.5	2.8	2.4	
At-risk-of-poverty rate of unemployed	45.1	46.4	43.3	48	45.7	40.7		47.5 e	48.6 e	49.1 e	47.2 b	45		
Unemployment rate of labour force 15+	5.9	5.2	4.8	6	6.2	4.8		8.3	7.4	6.8	7.2	7.1	6.2	
Unemployment trap – tax rate on low wage earners	72.1	71.7	71.2	70.5	70.2	69.6		74.7	74.9	74.4	73.8	74.2	74.3	
Share of part-time employment, 15-64	28.9	28.3	28.2	28.1	28.7	29.7		19.5	19.3	19.3	17.8	17.7	17.6	
Inactivity and part-time work due to personal and family responsibilities - total	6.8	6.7	7	6.9	7.5 b	8		3	3	3.1	3.1	3 b	3	
Job vacancy rate (average over 3 years)	2	2.4	2.8	2.8	3	3.6		1.6	1.8	2	2	2.1	2.3	
Employment gender gap (aged 20-64)	8	9	8.8	8.4	8.6	7.8		11.3	11.3	11.2	11.1	10.9	10.7	
Gender pay gap	20.7	20.4	19.9 p	18.9 p	18.8 p			14.6	14.4	13.7 p	12.9 p	12.7 p		
Share of adult population (aged 25-64) with upper secondary or tertiary education - total	85	85.3	85.6	85.7	85.9 b	85.9		77.2	77.8	78.4	79	79.1 b	79.5	
Early leavers from education and training (aged 18-24) - total	7.4	7.3	7.8	8.1	8 b	8.4		10.5	10.5	10.2	9.9	9.8 b	9.6	
Completion of tertiary or equivalent education (aged 30-34) - total	40.8	40.7	42.4	41.6	43 b	44		38.6	39.4	40.3	41.1	41.9 b	42.8	
Adult population (aged 25-64) participating in education and training in the last 12 months, without guided-on-the-job training							62							60

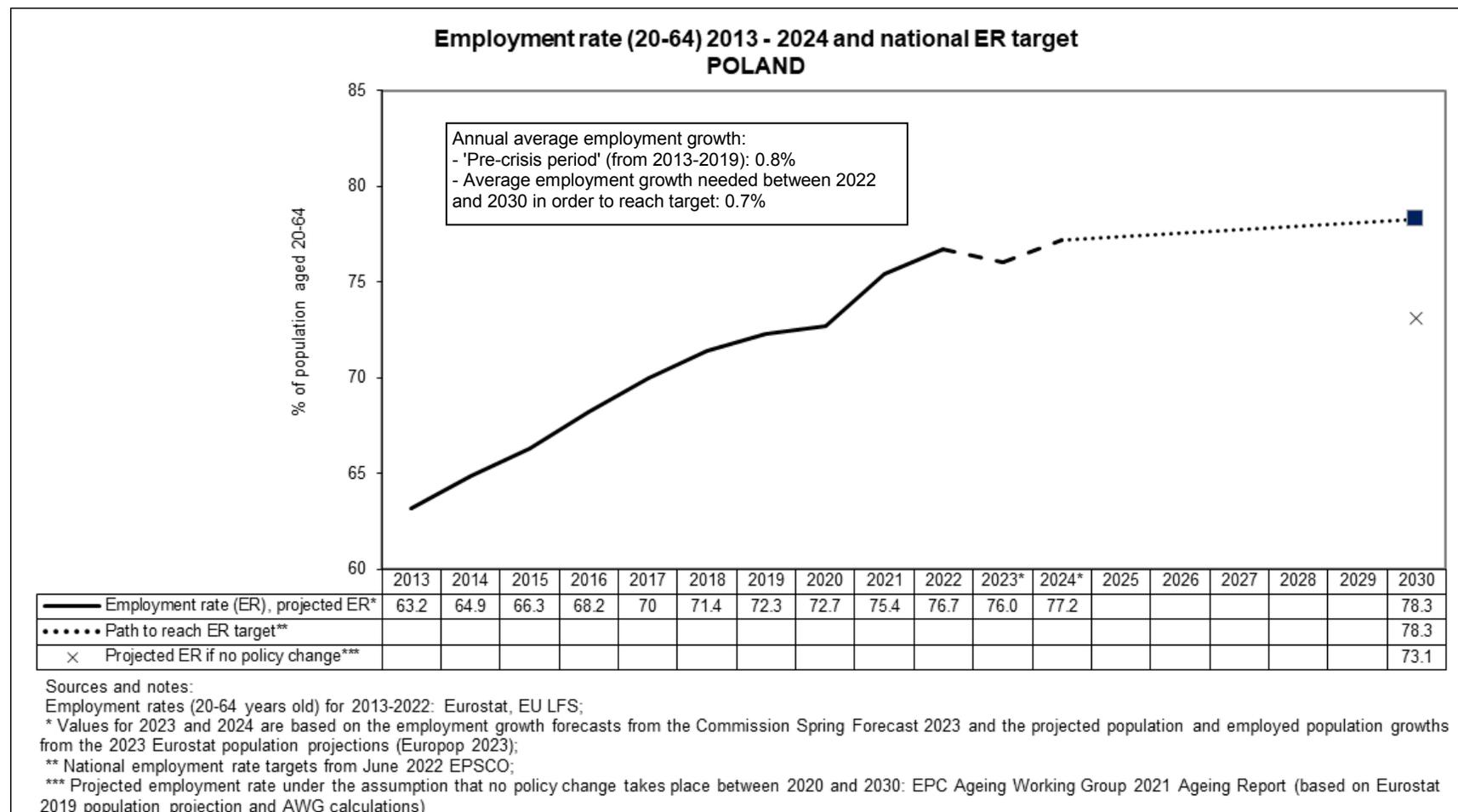
3. Key employment challenges Austria, May 2023

Employment policy area	Key employment challenge	Particularly good labour market outcome
1. Increase labour market participation	<i>Underutilised labour market potential, in particular of people with migrant background</i>	
2. Enhancing labour market functioning; combating segmentation		Low rate of long term unemployed in total unemployment as well as a percentage of active population.
3. Active labour market policies		
4. Adequate and employment oriented social security systems	The low wage trap for second earner income is worse than the EU average	
5. Work-life balance	The gender gap in part-time employment is well above the EU average Inactivity and part-time work of women due to personal and family responsibilities are much higher than the EU average* Formal childcare for children from 3 years old to mandatory school age is significantly worse than the EU average	
6. Exploiting job creation possibilities		
7. Gender equality	The gender pay gap is larger than the EU average.	
8. Improving skills supply and productivity, effective life-long learning		High percentage of unemployed adults (25-64) participating in education and training*
9. Improving education and training systems	<i>Basic skills performance is comparatively low, in particular for those coming from a vulnerable socio-economic or migrant background</i>	
10. Wage setting mechanisms and labour cost developments		

(*) Break in the time series

Poland

1. Progress towards the 2030 national employment rate target



2. Key indicators on labour market performance

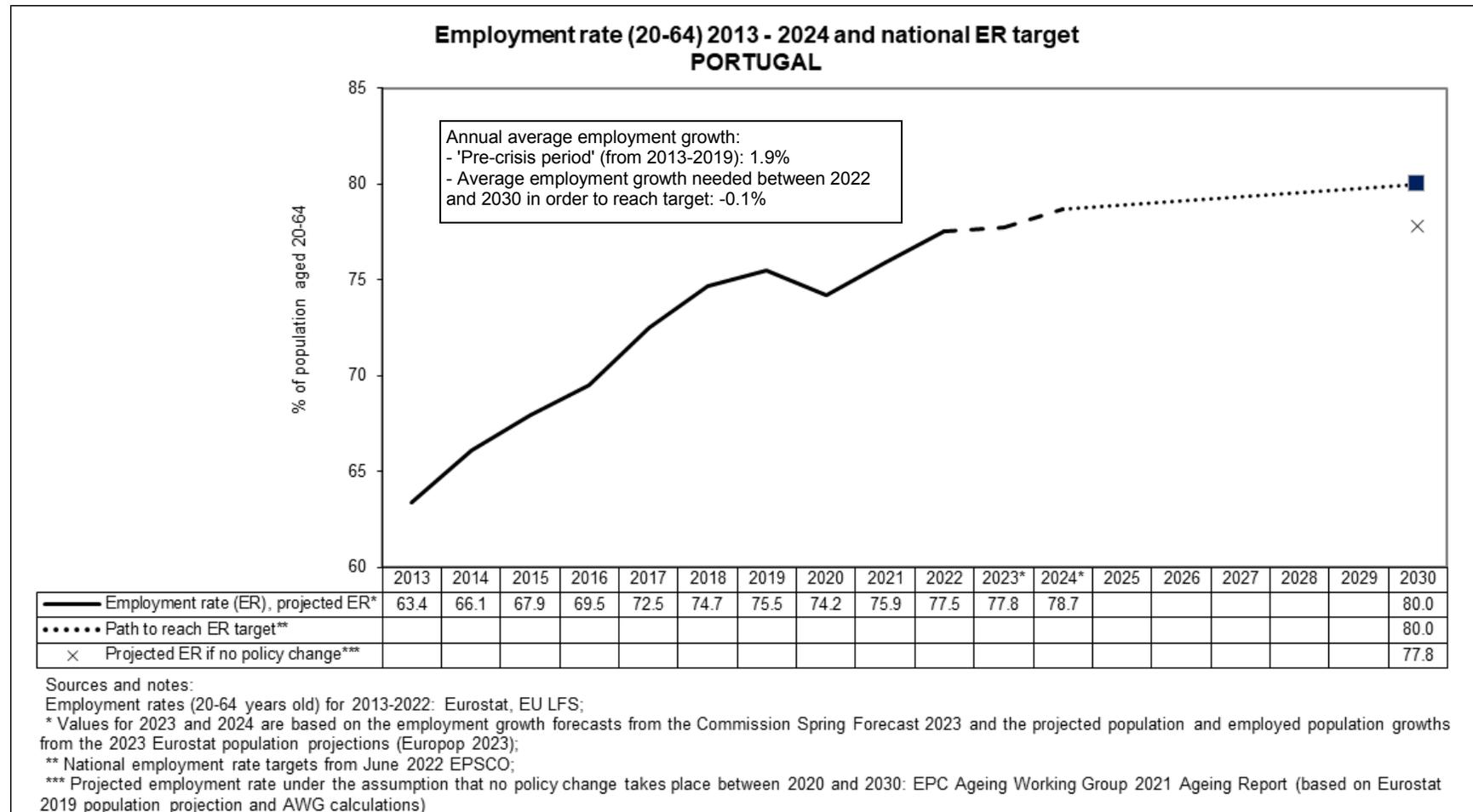
Description	Poland						National Targets	EU 27						EU targets
	2017	2018	2019	2020	2021	2022	2030	2017	2018	2019	2020	2021	2022	2030
Employment rate of population aged 20-64 - total	70	71.4	72.3	72.7	75.4	76.7	78.3	70.9	71.9	72.7	71.7	73.1	74.6	78
Employment rate of population aged 20-64 - men	77	78.3	79.7	80.2	82.4	83.1		76.5	77.6	78.3	77.2	78.5	80	
Employment rate of population aged 20-64 - women	63	64.5	64.9	65.2	68.4	70.2		65.2	66.3	67.1	66.1	67.6	69.3	
Employment rate of older population aged 55-64 - total	46.9	47.7	48.3	50.4	54.7	56.4		55.5	57.2	58.6	59	60.5	62.3	
Employment rate of young people aged 20-29 - total	65.9	67.8	68.9	65.7	66.7 b	67.7		61.8	62.8	63.6	61.2	62.8 b	65.1	
Employment rate of low-skilled population aged 20-64 - total	40.8	42	44.6	45.2	46.8 b	47		53.9	55	55.7	54.8	55 b	57.2	
Employment rate of non-EU nationals aged 20-64 - total	70.8	76.2	79.5	78.2	83.9 b	80.7		57	58.8	60	57.5	59 b	61.9	
Overall employment growth	1.4	0.5	-0.1	-0.5	2.4	0.4		1.5	1.1	0.9	-1.8	1.5	2.2	
Labour productivity per person employed (EU-27 = 100, based on PPS per employed person)	74.8	76.9	79.8	82.0	82.0	84.8 p		100.0	100.0	100.0	100.0	100.0	100.0 p	
Labour productivity per hour worked, (EU-27 = 100, based on PPS per hour worked)	60.1	62.6	64.9	63.5	63.7	66.8 p		100.0	100.0	100.0	100.0	100.0	100.0 p	
Nominal unit labour cost growth (% change from previous year)	1.8	2.1	3.9	7.5	0.4	8.1 p		1.0	1.8	1.8	4.5	0.1	3.3	
Real unit labour cost growth (% change from previous year)	0.003	0.857	0.881	3.076	-6.300	-4.130		-0.338	0.410	0.052	2.621	-2.275	-1.866	
Unemployment rate in age group 15-24 - total	14.8	11.7	9.9	10.8	11.9 b	10.8		18	16.1	15.1	16.8	16.7 b	14.5	
NEET rate for population aged 15-24 - total	9.5	8.7 b	8.1	8.6	11.2 b	8		11	10.5	10.1	11.1	10.8 b	9.6	
NEET rate for population aged 15-29 - total	12.9	12.1 b	12	12.9	13.4 b	10.9		13.7	13.1	12.6	13.8	13.1 b	11.7	
Involuntary temporary employment as % of total employees 15-64	15.4	12.8	10.1	8.4	5 b	4.2		8.8	8.3	7.9	6.8	5 b	4.3	
Share of employees (15-64) in temporary employment contracts	26.1	24.3	21.7	18.4	14.8 b	15.2		15.7	15.5	15	13.5	14 b	14	
Newly employed in %	12.3	12.2	11.7	9.7	9.2 b	9.4		14.5	14.6	14.6	13.1	13.8 b	15.2	
Rate of long-term unemployment (as % active population) - total	1.5	1	0.7	0.6	0.9	0.9		3.7	3.1	2.7	2.5	2.8	2.4	
At-risk-of-poverty rate of unemployed	42.7	37	38	40.7	43.6			47.5 e	48.6 e	49.1 e	47.2 b	45		
Unemployment rate of labour force 15+	5	3.9	3.3	3.2	3.4	2.9		8.3	7.4	6.8	7.2	7.1	6.2	
Unemployment trap – tax rate on low wage earners	61.5	61.4	60.9	59.2	59.6	60		74.7	74.9	74.4	73.8	74.2	74.3	
Share of part-time employment, 15-64	6.6	6.5	6.1	5.9	5.2	5.4		19.5	19.3	19.3	17.8	17.7	17.6	
Inactivity and part-time work due to personal and family responsibilities - total	1.7	1.8	1.9	1.8	1 b	0.8		3	3	3.1	3.1	3 b	3	
Job vacancy rate (average over 3 years)	0.8	1	1.1	1	1	1		1.6	1.8	2	2	2.1	2.3	
Employment gender gap (aged 20-64)	14	13.8	14.8	15	14	12.9		11.3	11.3	11.2	11.1	10.9	10.7	
Gender pay gap	7	8.5	6.5	4.5	4.5 p			14.6	14.4	13.7 p	12.9 p	12.7 p		
Share of adult population (aged 25-64) with upper secondary or tertiary education - total	92.1	92.4	92.6	93.2	93.2 b	93.5		77.2	77.8	78.4	79	79.1 b	79.5	
Early leavers from education and training (aged 18-24) - total	5	4.8 b	5.2	5.4	5.9 b	4.8		10.5	10.5	10.2	9.9	9.8 b	9.6	
Completion of tertiary or equivalent education (aged 30-34) - total	45.7	45.7	46.6	47	45.9 b	46.6		38.6	39.4	40.3	41.1	41.9 b	42.8	
Adult population (aged 25-64) participating in education and training in the last 12 months, without guided-on-the-job training							51.7							60

3. Key employment challenges Poland, May 2023

Employment policy area	Key employment challenge	Particularly good labour market outcome
1. Increase labour market participation	<i>Barriers to labour market participation of persons with disabilities</i> <i>Integration of displaced people from Ukraine into the labour market</i>	Employment rate of non-EU nationals (20-64) is higher than the EU average The unemployment rate of labour force (15+) is very low
2. Enhancing labour market functioning; combating segmentation	The transition rate from temporary to permanent employment is significantly lower than the EU average. Share of long-term unemployed in total unemployment has shown significant negative development	
3. Active labour market policies		
4. Adequate and employment oriented social security systems	The at-risk-of-poverty rate of unemployed has shown a negative development	
5. Work-life balance	Low participation in formal childcare of children aged 0 to 3	
6. Exploiting job creation possibilities		
7. Gender equality	The gender employment gap (aged 55-64) is larger than the EU average.	The gender pay gap is low and has decreased over the last years
8. Improving skills supply and productivity, effective life-long learning	<i>Persisting skills gaps and weak participation in adult learning</i>	The share of adult population (aged 25-64) with upper secondary or tertiary education is significantly higher than the EU average.
9. Improving education and training systems	<i>Low attractiveness of the teaching profession</i>	The share of early leavers from education and training (aged 18-24) is significantly lower than the EU average
10. Wage setting mechanisms and labour cost developments	<i>Limited involvement of social partners in the design and implementation of reforms and policies</i>	

Portugal

1. Progress towards the 2030 national employment rate target



2. Key indicators on labour market performance

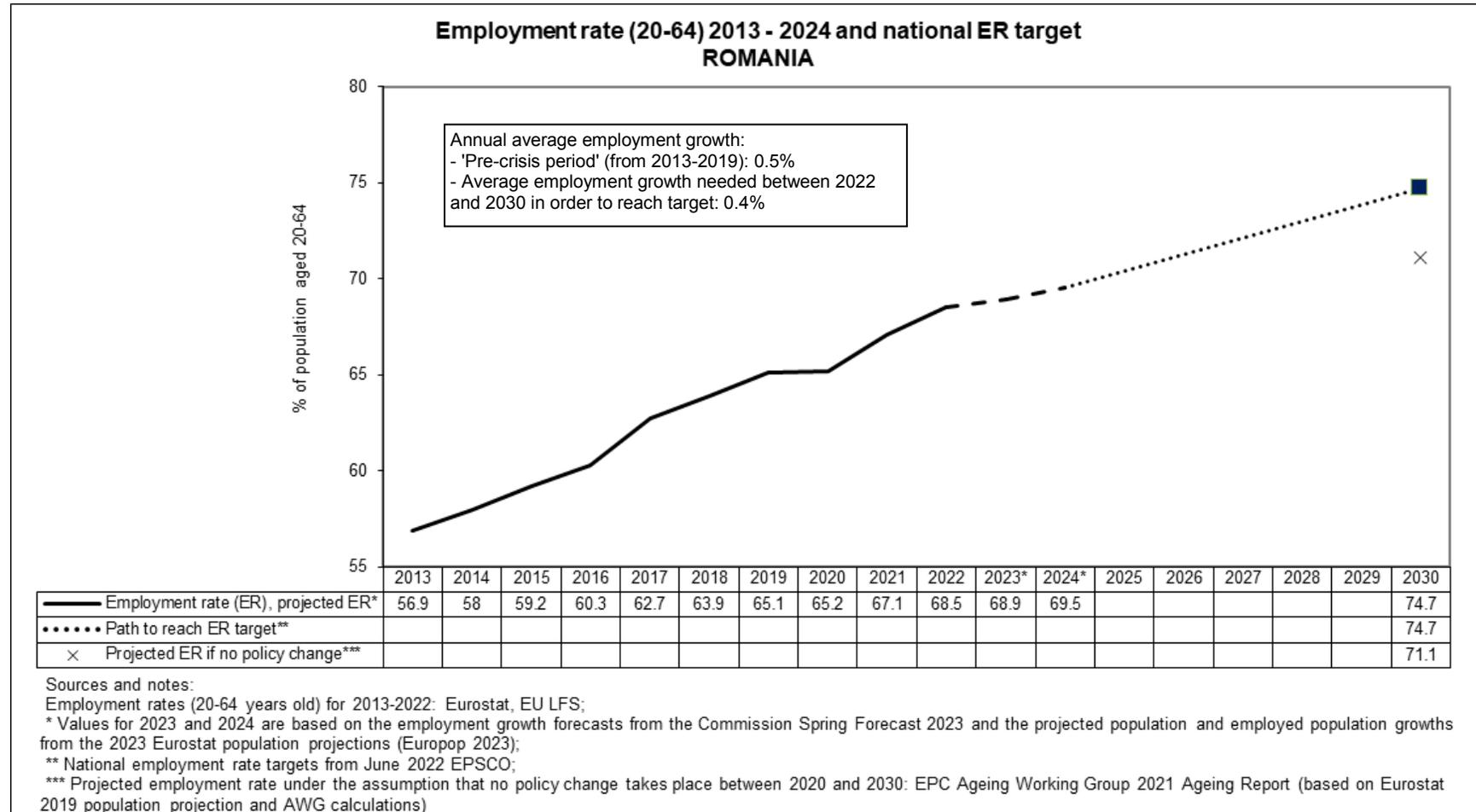
Description	Portugal						National Targets	EU 27						EU targets
	2017	2018	2019	2020	2021	2022	2030	2017	2018	2019	2020	2021	2022	2030
Employment rate of population aged 20-64 - total	72.5	74.7	75.5	74.2	75.9	77.5	80	70.9	71.9	72.7	71.7	73.1	74.6	78
Employment rate of population aged 20-64 - men	76.2	78.1	79.1	77.1	79	80.4		76.5	77.6	78.3	77.2	78.5	80	
Employment rate of population aged 20-64 - women	69	71.5	72.2	71.4	73.1	74.8		65.2	66.3	67.1	66.1	67.6	69.3	
Employment rate of older population aged 55-64 - total	53.5	57.2	58.5	59	63.4	65.9		55.5	57.2	58.6	59	60.5	62.3	
Employment rate of young people aged 20-29 - total	62.2	64	64.8	58.9	57.6 b	61		61.8	62.8	63.6	61.2	62.8 b	65.1	
Employment rate of low-skilled population aged 20-64 - total	67.7	69.6	69.8	69.1	69.3 b	69.9		53.9	55	55.7	54.8	55 b	57.2	
Employment rate of non-EU nationals aged 20-64 - total	71.9	72.5	74	70	70.6 b	73.5		57	58.8	60	57.5	59 b	61.9	
Overall employment growth	3.6	2.5	0.9	-1.9	2.2	1.6		1.5	1.1	0.9	-1.8	1.5	2.2	
Labour productivity per person employed (EU-27 = 100, based on PPS per employed person)	76.0	75.9	76.4	74.3	72.9 p	74.6 p		100.0	100.0	100.0	100.0	100.0	100.0 p	
Labour productivity per hour worked, (EU-27 = 100, based on PPS per hour worked)	66.2	65.6	65.5	64.8	65.1 p	66.6 p		100.0	100.0	100.0	100.0	100.0	100.0 p	
Nominal unit labour cost growth (% change from previous year)	2.1	3.4	2.8	8.7	0.6 p	1.5 p		1.0	1.8	1.8	4.5	0.1	3.3	
Real unit labour cost growth (% change from previous year)	0.555	1.517	1.075	6.592	-0.800	-4.343		-0.338	0.410	0.052	2.621	-2.275	-1.866	
Unemployment rate in age group 15-24 - total	23.9	20.3	18.3	22.6	23.4 b	19		18	16.1	15.1	16.8	16.7 b	14.5	
NEET rate for population aged 15-24 - total	9.3	8.4	8	9.1	7.6 b	6.6		11	10.5	10.1	11.1	10.8 b	9.6	
NEET rate for population aged 15-29 - total	10.6	9.6	9.2	11	9.5 b	8.4		13.7	13.1	12.6	13.8	13.1 b	11.7	
Involuntary temporary employment as % of total employees 15-64	18.1	18.1	17.1	14.6	9.2 b	9.1		8.8	8.3	7.9	6.8	5 b	4.3	
Share of employees (15-64) in temporary employment contracts	22	22	20.8	17.8	17 b	16.6		15.7	15.5	15	13.5	14 b	14	
Newly employed in %	15.5	16	15.9	13.2	12.6 b	14		14.5	14.6	14.6	13.1	13.8 b	15.2	
Rate of long-term unemployment (as % active population) - total	4.6	3.2	2.8	2.3	2.9	2.7		3.7	3.1	2.7	2.5	2.8	2.4	
At-risk-of-poverty rate of unemployed	44.8	45.7	47.5	40.6	46.5			47.5 e	48.6 e	49.1 e	47.2 b	45		
Unemployment rate of labour force 15+	9.2	7.2	6.7	7	6.6	6		8.3	7.4	6.8	7.2	7.1	6.2	
Unemployment trap – tax rate on low wage earners	80.4	80.4	80.6	80.6	80.7	80.8		74.7	74.9	74.4	73.8	74.2	74.3	
Share of part-time employment, 15-64	8.1	7.5	7.6	7.1	6.9	6.8		19.5	19.3	19.3	17.8	17.7	17.6	
Inactivity and part-time work due to personal and family responsibilities - total	0.6	0.6	0.6	0.8	0.6 b	0.6		3	3	3.1	3.1	3 b	3	
Job vacancy rate (average over 3 years)	0.7	0.8	0.9	0.9	0.9	1		1.6	1.8	2	2	2.1	2.3	
Employment gender gap (aged 20-64)	7.2	6.6	6.9	5.7	5.9	5.6		11.3	11.3	11.2	11.1	10.9	10.7	
Gender pay gap	10.8	8.9	10.9 p	11.4 p	11.9 p			14.6	14.4	13.7 p	12.9 p	12.7 p		
Share of adult population (aged 25-64) with upper secondary or tertiary education - total	48	49.8	52.2	55.4	59.5 b	60.3		77.2	77.8	78.4	79	79.1 b	79.5	
Early leavers from education and training (aged 18-24) - total	12.6	11.8	10.6	8.9	5.9 b	6		10.5	10.5	10.2	9.9	9.8 b	9.6	
Completion of tertiary or equivalent education (aged 30-34) - total	33.5	33.5	36.2	39.6	43.7 b	43		38.6	39.4	40.3	41.1	41.9 b	42.8	
Adult population (aged 25-64) participating in education and training in the last 12 months, without guided-on-the-job training							60							60

3. Key employment challenges Portugal, May 2023

Employment policy area	Key employment challenge	Particularly good labour market outcome
1. Increase labour market participation	Youth unemployment rate (15-24), while decreasing, remains higher than the EU average.	The employment rate of low-skilled population aged 20-64 significantly better than the EU average. The NEET rate for the population aged 15-29 is lower than the EU average.
2. Enhancing labour market functioning; combating segmentation	<i>Labour market segmentation affecting in particular young people</i>	
3. Active labour market policies		
4. Adequate and employment oriented social security systems	The risk of in-work-poverty is above the EU average.	The net replacement rate after 12 months of unemployment is significantly higher than the EU average.
5. Work-life balance		The share of children aged 0-3 in formal childcare is higher than the EU average.
6. Exploiting job creation possibilities		
7. Gender equality		The gender employment gap is lower than the EU average.
8. Improving skills supply and productivity, effective life-long learning	<i>Labour shortages in numerous sectors and skills mismatches with relatively high shares of overqualified and low-skilled workers</i>	
9. Improving education and training systems		The share of early leavers from education and training is lower than the EU average.
10. Wage setting mechanisms and labour cost developments		

Romania

1. Progress towards the 2030 national employment rate target



2. Key indicators on labour market performance

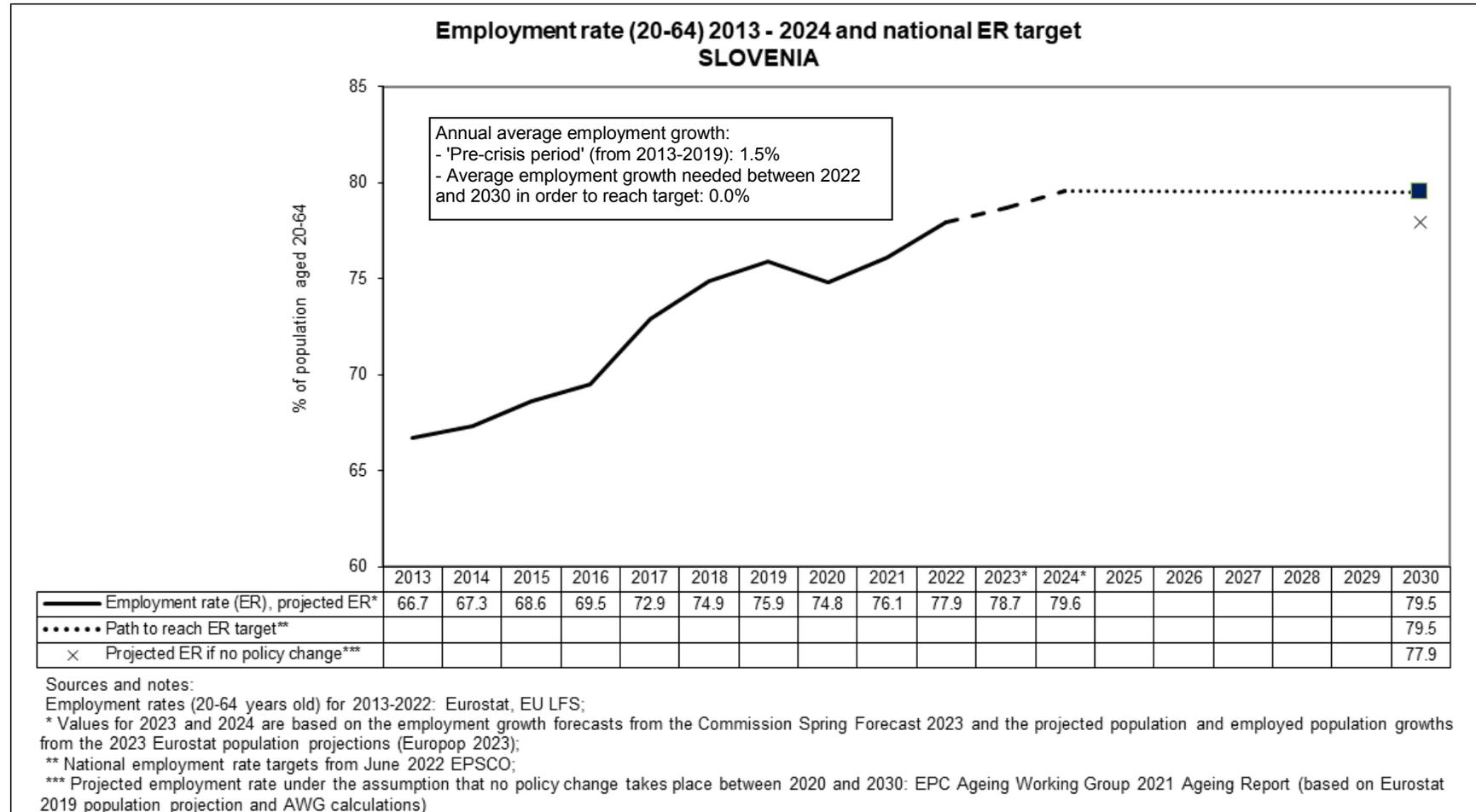
Description	Romania						National Targets	EU 27						EU targets
	2017	2018	2019	2020	2021	2022	2030	2017	2018	2019	2020	2021	2022	2030
Employment rate of population aged 20-64 - total	62.7	63.9	65.1	65.2	67.1	68.5	74.7	70.9	71.9	72.7	71.7	73.1	74.6	78
Employment rate of population aged 20-64 - men	71.3	73	74.6	74.7	77	77.7		76.5	77.6	78.3	77.2	78.5	80	
Employment rate of population aged 20-64 - women	54	54.5	55.4	55.4	56.9	59.1		65.2	66.3	67.1	66.1	67.6	69.3	
Employment rate of older population aged 55-64 - total	36.9	38.6	40.4	41.5	43.8	46.7		55.5	57.2	58.6	59	60.5	62.3	
Employment rate of young people aged 20-29 - total	59.4	59.5	59.1	59.1	54.9 b	53.7		61.8	62.8	63.6	61.2	62.8 b	65.1	
Employment rate of low-skilled population aged 20-64 - total	54.7	55.2	56.8	55.7	42.5 b	44.9		53.9	55	55.7	54.8	55 b	57.2	
Employment rate of non-EU nationals aged 20-64 - total	u	78.5 u	u	u	72.2 bu	70.7 u		57	58.8	60	57.5	59 b	61.9	
Overall employment growth	2.6	0.5	0.7	-1.3	1	0.8		1.5	1.1	0.9	-1.8	1.5	2.2	
Labour productivity per person employed (EU-27 = 100, based on PPS per employed person)	65.6	69.2	73.0	76.2	76.9 p	80.9 p		100.0	100.0	100.0	100.0	100.0	100.0 p	
Labour productivity per hour worked, (EU-27 = 100, based on PPS per hour worked)	59.9	63.1	65.7	66.5	67.7 p	71.7 p		100.0	100.0	100.0	100.0	100.0	100.0 p	
Nominal unit labour cost growth (% change from previous year)	8.7	6.7	6.9	5.8	-1.9 p	6.2 p		1.0	1.8	1.8	4.5	0.1	3.3	
Real unit labour cost growth (% change from previous year)	3.881	0.462	0.120	1.598	-4.035	-7.747		-0.338	0.410	0.052	2.621	-2.275	-1.866	
Unemployment rate in age group 15-24 - total	18.3	16.2	16.8	17.3	21 b	22.8		18	16.1	15.1	16.8	16.7 b	14.5	
NEET rate for population aged 15-24 - total	15.2	14.5	14.7	14.8	18 b	17.5		11	10.5	10.1	11.1	10.8 b	9.6	
NEET rate for population aged 15-29 - total	17.8	17	16.8	16.6	20.3 b	19.8		13.7	13.1	12.6	13.8	13.1 b	11.7	
Involuntary temporary employment as % of total employees 15-64	1	0.8	1.1	1	1.4 b	1.3		8.8	8.3	7.9	6.8	5 b	4.3	
Share of employees (15-64) in temporary employment contracts	1.2	1.1	1.4	1.2	2.4 b	2.2		15.7	15.5	15	13.5	14 b	14	
Newly employed in %	6.4	5.6	5.5	5	6.2 b	6		14.5	14.6	14.6	13.1	13.8 b	15.2	
Rate of long-term unemployment (as % active population) - total	2.4	2.2	2	1.8	2	2.2		3.7	3.1	2.7	2.5	2.8	2.4	
At-risk-of-poverty rate of unemployed	51.6	48	48.9	62.9	47.8			47.5 e	48.6 e	49.1 e	47.2 b	45		
Unemployment rate of labour force 15+	6.1	5.3	4.9	6.1	5.6	5.6		8.3	7.4	6.8	7.2	7.1	6.2	
Unemployment trap – tax rate on low wage earners	47.1	56	55.5	55.2	54.8	50.7		74.7	74.9	74.4	73.8	74.2	74.3	
Share of part-time employment, 15-64	4.3	4.1	3.8	3.7	3.7	3.3		19.5	19.3	19.3	17.8	17.7	17.6	
Inactivity and part-time work due to personal and family responsibilities - total	0.1	0.2	0.1	0.1	0.3 b	0.2		3	3	3.1	3.1	3 b	3	
Job vacancy rate (average over 3 years)	1.2	1.3	1.2	1	0.9	0.8		1.6	1.8	2	2	2.1	2.3	
Employment gender gap (aged 20-64)	17.3	18.5	19.2	19.3	20.1	18.6		11.3	11.3	11.2	11.1	10.9	10.7	
Gender pay gap	2.9 e	2.2	3.3 e	2.4 e	3.6 e			14.6	14.4	13.7 p	12.9 p	12.7 p		
Share of adult population (aged 25-64) with upper secondary or tertiary education - total	77.9	78.5	79	80.4	81 b	81.9		77.2	77.8	78.4	79	79.1 b	79.5	
Early leavers from education and training (aged 18-24) - total	18.1	16.4	15.3	15.6	15.3 b	15.6		10.5	10.5	10.2	9.9	9.8 b	9.6	
Completion of tertiary or equivalent education (aged 30-34) - total	26.3	24.6	25.8	26.4	24.8 b	26.3		38.6	39.4	40.3	41.1	41.9 b	42.8	
Adult population (aged 25-64) participating in education and training in the last 12 months, without guided-on-the-job training							17.4							60

3. Key employment challenges Romania, May 2023

Employment policy area	Key employment challenge	Particularly good labour market outcome
1. Increase labour market participation	<p>The employment rate of low-skilled workers (aged 20-64) is significantly below the EU average. The employment rate of older workers (55-64) remains below the EU average, despite some improvement. The NEET rate for the age groups 15-24 and 15-29 is significantly above the EU average. The duration of working life is significantly below the EU average.</p> <p><i>Challenging integration of displaced people from Ukraine into the labour market and education system</i></p> <p><i>Low participation of Roma persons in the labour market</i></p>	
2. Enhancing labour market functioning; combating segmentation		
3. Active labour market policies	<i>Limited effectiveness of the activation measures coupled with the insufficient capacity of the Public Employment Services</i>	
4. Adequate and employment oriented social security systems	The in-work-poverty risk is significantly above the EU average. The inactivity trap for second earners is higher than the EU average.	Low unemployment trap for low-wage earners.
5. Work-life balance	Participation of children in formal childcare (age 0 to mandatory school) is significantly below the EU average.	
6. Exploiting job creation possibilities		
7. Gender equality	The gender employment gap is significantly higher than the EU average.	
8. Improving skills supply and productivity, effective life-long learning	<p>Very low share of adult population (aged 25-64) having attained high (tertiary) education. The share of the inactive adult population (aged 25-64) participating in education and training is lower than the EU average.</p> <p><i>Skills mismatches and shortages are a pressing challenge, especially in light of the demographic decline and the digital and green transitions</i></p>	
9. Improving education and training systems	<p>The early school leaving rate (for the age group 18-24) is significantly higher than the EU average. Very low share of adults (aged 30-34) with completed tertiary education or equivalent. High share of low-achieving 15-years olds in reading, mathematics and science.</p> <p><i>The urban/rural divide and the disadvantages faced by the Roma in education and training perpetuate inequalities and reinforce cycles of exclusion</i></p>	
10. Wage setting mechanisms and labour cost developments		

Slovenia

1. Progress towards the 2030 national employment rate target



2. Key indicators on labour market performance

Description	Slovenia						National Targets	EU 27						EU targets
	2017	2018	2019	2020	2021	2022	2030	2017	2018	2019	2020	2021	2022	2030
Employment rate of population aged 20-64 - total	72.9	74.9	75.9	74.8	76.1	77.9	79.5	70.9	71.9	72.7	71.7	73.1	74.6	78
Employment rate of population aged 20-64 - men	76.2	78.3	79	77.6	79.3	81.2		76.5	77.6	78.3	77.2	78.5	80	
Employment rate of population aged 20-64 - women	69.3	71.2	72.5	71.7	72.6	74.3		65.2	66.3	67.1	66.1	67.6	69.3	
Employment rate of older population aged 55-64 - total	42.4	46.7	48.2	49.9	52.7	55.2		55.5	57.2	58.6	59	60.5	62.3	
Employment rate of young people aged 20-29 - total	67.1	68.5	68.9	63.9	62.6 b	65.5		61.8	62.8	63.6	61.2	62.8 b	65.1	
Employment rate of low-skilled population aged 20-64 - total	49.3	50.8	50.2	47.4	49.5 b	50		53.9	55	55.7	54.8	55 b	57.2	
Employment rate of non-EU nationals aged 20-64 - total	72.7	72.7	73	76	73 b	76.6		57	58.8	60	57.5	59 b	61.9	
Overall employment growth	4.5	1.9	0.8	-0.8	0	1.4		1.5	1.1	0.9	-1.8	1.5	2.2	
Labour productivity per person employed (EU-27 = 100, based on PPS per employed person)	81.8	82.2	82.8	83.1	84.1	86.0 p		100.0	100.0	100.0	100.0	100.0	100.0 p	
Labour productivity per hour worked, (EU-27 = 100, based on PPS per hour worked)	82.3	83.5	84.0	83.2	84.0	85.2 p		100.0	100.0	100.0	100.0	100.0	100.0 p	
Nominal unit labour cost growth (% change from previous year)	1.2	2.7	3.9	7.3	1.1	1.4		1.0	1.8	1.8	4.5	0.1	3.3	
Real unit labour cost growth (% change from previous year)	-0.287	0.527	1.650	5.991	-1.482	-7.156		-0.338	0.410	0.052	2.621	-2.275	-1.866	
Unemployment rate in age group 15-24 - total	11.2	8.8	8.1	14.2	12.8 b	10.1		18	16.1	15.1	16.8	16.7 b	14.5	
NEET rate for population aged 15-24 - total	6.5	6.6	7	7.7	6.6 b	8.4		11	10.5	10.1	11.1	10.8 b	9.6	
NEET rate for population aged 15-29 - total	9.3	8.8	8.8	9.2	7.3 b	8.5		13.7	13.1	12.6	13.8	13.1 b	11.7	
Involuntary temporary employment as % of total employees 15-64	9.4	6.1	4.3	4.4	3.2 b	2.4		8.8	8.3	7.9	6.8	5 b	4.3	
Share of employees (15-64) in temporary employment contracts	17.6	15.7	13.2	10.8	11.8 b	11.6		15.7	15.5	15	13.5	14 b	14	
Newly employed in %	14.8	12.8	13	12	12 b	11.5		14.5	14.6	14.6	13.1	13.8 b	15.2	
Rate of long-term unemployment (as % active population) - total	3.1	2.2	1.9	1.9	1.9	1.7		3.7	3.1	2.7	2.5	2.8	2.4	
At-risk-of-poverty rate of unemployed	41.8	45.7	43.6	43.4	39.7			47.5 e	48.6 e	49.1 e	47.2 b	45		
Unemployment rate of labour force 15+	6.6	5.1	4.4	5	4.8	4		8.3	7.4	6.8	7.2	7.1	6.2	
Unemployment trap – tax rate on low wage earners	91	82.2	82.2	80.7	78.6	75.3		74.7	74.9	74.4	73.8	74.2	74.3	
Share of part-time employment, 15-64	11.3	10.7	9.3	9.1	9.2	8.7		19.5	19.3	19.3	17.8	17.7	17.6	
Inactivity and part-time work due to personal and family responsibilities - total	1	1	1	0.9	1 b	1		3	3	3.1	3.1	3 b	3	
Job vacancy rate (average over 3 years)	1.8	2.1	2.3	2.2	2.2	2.4		1.6	1.8	2	2	2.1	2.3	
Employment gender gap (aged 20-64)	6.9	7.1	6.5	5.9	6.7	6.9		11.3	11.3	11.2	11.1	10.9	10.7	
Gender pay gap	8.4	9.3	7.9 p	3.1 p	3.8 p			14.6	14.4	13.7 p	12.9 p	12.7 p		
Share of adult population (aged 25-64) with upper secondary or tertiary education - total	87.9	88.1	88.8	90.2	91.3 b	91		77.2	77.8	78.4	79	79.1 b	79.5	
Early leavers from education and training (aged 18-24) - total	4.3	4.2	4.6	4.1	3.1 bu	4.1		10.5	10.5	10.2	9.9	9.8 b	9.6	
Completion of tertiary or equivalent education (aged 30-34) - total	46.4	42.7	44.9	46.9	49.2 b	48.8		38.6	39.4	40.3	41.1	41.9 b	42.8	
Adult population (aged 25-64) participating in education and training in the last 12 months, without guided-on-the-job training							60							60

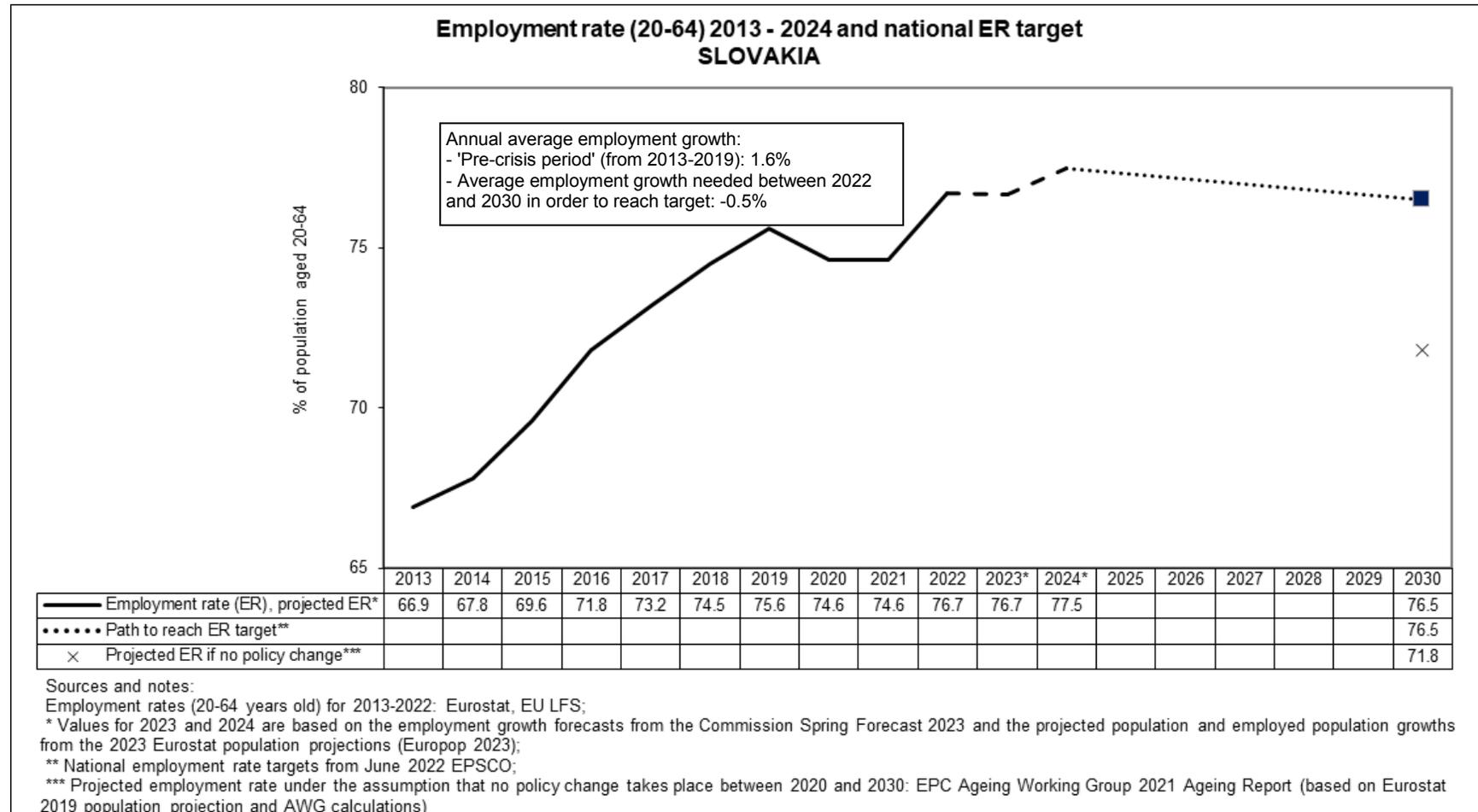
3. Key employment challenges Slovenia, May 2023

Employment policy area	Key employment challenge	Particularly good labour market outcome
1. Increase labour market participation		The employment rate of non-EU nationals aged 20-64 – in particular men – is above the EU average. ¹³ The employment rate of recent immigrants to the EU (non-EU nationals) – is significantly above EU average.
2. Enhancing labour market functioning; combating segmentation		The transition rate from temporary to permanent employment is significantly higher than EU average.
3. Active labour market policies	<i>Active labour market policies are not sufficiently effective in addressing long-term unemployment</i>	
4. Adequate and employment oriented social security systems		
5. Work-life balance		The employment impact of parenthood for women is significantly lower than EU average.
6. Exploiting job creation possibilities		
7. Gender equality		The gender pay gap is significantly lower than the EU average.
8. Improving skills supply and productivity, effective life-long learning	<i>Limited provision of adequate education and skills, against labour shortages and skills shortages for low-skilled adults and older workers</i>	The share of population aged 20-24 having completed at least upper secondary education is significantly higher than EU average. The share of employed adult population (aged 25-64) participating in education and training is significantly above the EU average.
9. Improving education and training systems		The share of early leavers from education and training (aged 18-24) is significantly lower than EU average.
10. Wage setting mechanisms and labour cost developments		

¹³ Break in series in 2021; recent data from 2022.

Slovakia

1. Progress towards the 2030 national employment rate target



2. Key indicators on labour market performance

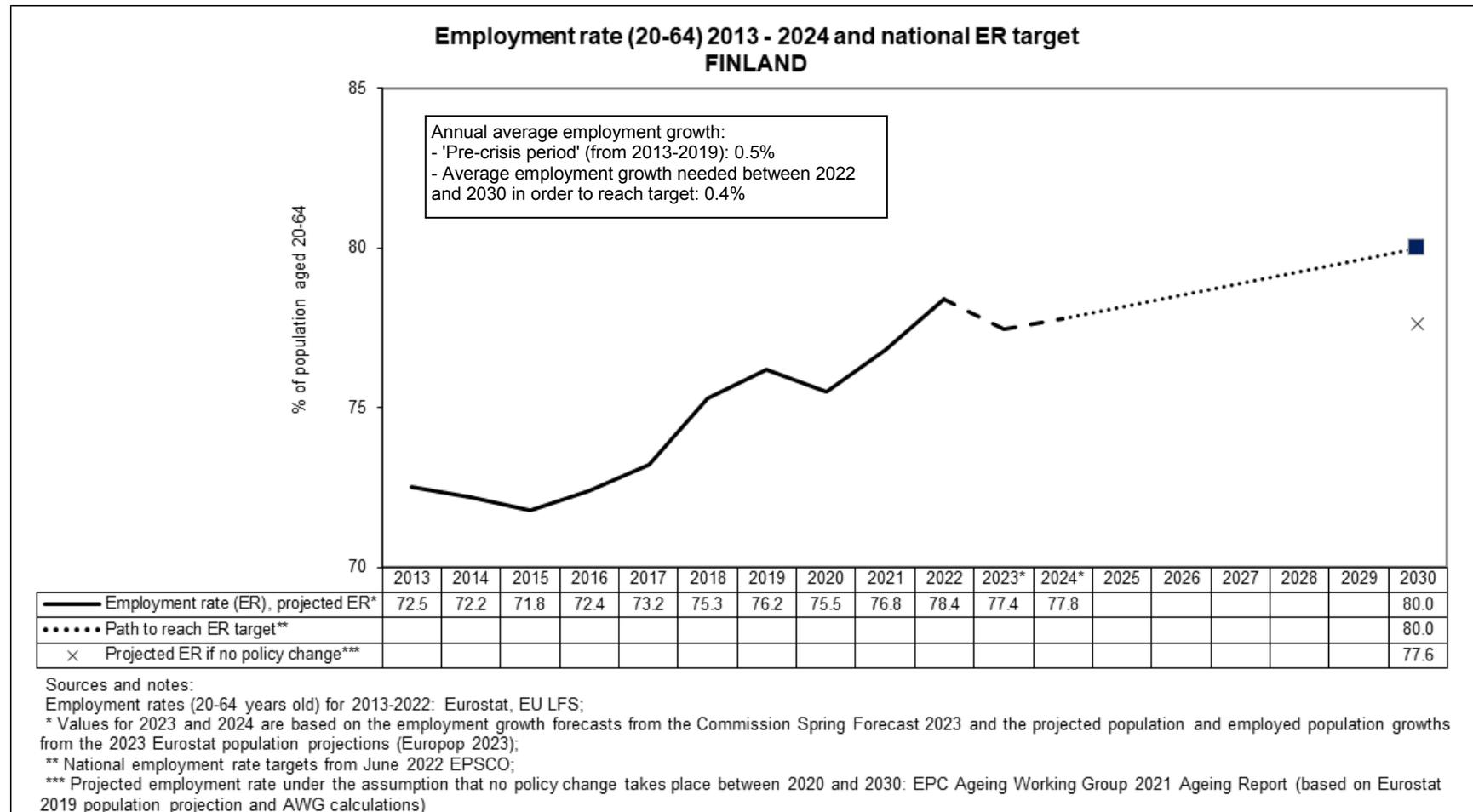
Description	Slovakia						National Targets	EU 27						EU targets
	2017	2018	2019	2020	2021	2022	2030	2017	2018	2019	2020	2021	2022	2030
Employment rate of population aged 20-64 - total	73.2	74.5	75.6	74.6	74.6	76.7	76.5	70.9	71.9	72.7	71.7	73.1	74.6	78
Employment rate of population aged 20-64 - men	77	78.8	79.4	78.2	78.9	80.7		76.5	77.6	78.3	77.2	78.5	80	
Employment rate of population aged 20-64 - women	69.4	70.3	71.7	70.9	70.4	72.6		65.2	66.3	67.1	66.1	67.6	69.3	
Employment rate of older population aged 55-64 - total	54.6	55.9	58.8	60.2	60.6	64.1		55.5	57.2	58.6	59	60.5	62.3	
Employment rate of young people aged 20-29 - total	60.7	61.4	61.1	58.5	58.5 b	60.6		61.8	62.8	63.6	61.2	62.8 b	65.1	
Employment rate of low-skilled population aged 20-64 - total	37.3	36.4	36.1	34	26.9 b	31.3		53.9	55	55.7	54.8	55 b	57.2	
Employment rate of non-EU nationals aged 20-64 - total	74.3 u	71.7 u	67.7 u	64.3 u	bu	85.2 u		57	58.8	60	57.5	59 b	61.9	
Overall employment growth	1.3	1.2	0.5	-2.1	-1.6	1.5		1.5	1.1	0.9	-1.8	1.5	2.2	
Labour productivity per person employed (EU-27 = 100, based on PPS per employed person)	74.1	73.3	73.6	75.3	75.4	73.4 p		100.0	100.0	100.0	100.0	100.0	100.0 p	
Labour productivity per hour worked, (EU-27 = 100, based on PPS per hour worked)	70.6	70.1	70.6	73.5	75.7	72.6 p		100.0	100.0	100.0	100.0	100.0	100.0 p	
Nominal unit labour cost growth (% change from previous year)	4.3	3.9	5.3	5.4	1.3	6.2		1.0	1.8	1.8	4.5	0.1	3.3	
Real unit labour cost growth (% change from previous year)	3.091	1.850	2.731	3.034	0.369	0.100		-0.338	0.410	0.052	2.621	-2.275	-1.866	
Unemployment rate in age group 15-24 - total	18.9	14.9	16.1	19.3	20.6 b	19.9		18	16.1	15.1	16.8	16.7 b	14.5	
NEET rate for population aged 15-24 - total	12.1	10.2	10.3	10.7	11 b	9.6		11	10.5	10.1	11.1	10.8 b	9.6	
NEET rate for population aged 15-29 - total	16	14.6	14.5	15.2	14.2 b	12.3		13.7	13.1	12.6	13.8	13.1 b	11.7	
Involuntary temporary employment as % of total employees 15-64	7.3	6.2	5.7	4.7	2.5 b	2.2		8.8	8.3	7.9	6.8	5 b	4.3	
Share of employees (15-64) in temporary employment contracts	9.4	8.1	7.8	6.5	4.1 b	4.3		15.7	15.5	15	13.5	14 b	14	
Newly employed in %	13.6	12.3	11	9.6	8.1 b	8		14.5	14.6	14.6	13.1	13.8 b	15.2	
Rate of long-term unemployment (as % active population) - total	5.9	4.7	3.9	3.7	3.9	4.1		3.7	3.1	2.7	2.5	2.8	2.4	
At-risk-of-poverty rate of unemployed	49.2	51	56.7	56.1	52.7			47.5 e	48.6 e	49.1 e	47.2 b	45		
Unemployment rate of labour force 15+	8.1	6.5	5.7	6.7	6.8	6.1		8.3	7.4	6.8	7.2	7.1	6.2	
Unemployment trap – tax rate on low wage earners	70.7	71.1	70.2	70.5	71	71.5		74.7	74.9	74.4	73.8	74.2	74.3	
Share of part-time employment, 15-64	4.2	3.5	3.2	3.2	3.1	3.1		19.5	19.3	19.3	17.8	17.7	17.6	
Inactivity and part-time work due to personal and family responsibilities - total	0.9	0.8	0.7	0.8	0.6 b	0.5		3	3	3.1	3.1	3 b	3	
Job vacancy rate (average over 3 years)	1	1.1	1.1	1	0.9	0.9		1.6	1.8	2	2	2.1	2.3	
Employment gender gap (aged 20-64)	7.6	8.5	7.7	7.3	8.5	8.1		11.3	11.3	11.2	11.1	10.9	10.7	
Gender pay gap	20.1	19.8	18.4	15.8	16.6			14.6	14.4	13.7 p	12.9 p	12.7 p		
Share of adult population (aged 25-64) with upper secondary or tertiary education - total	91.4	91.7	91.4	92.7	93.3 b	93.7		77.2	77.8	78.4	79	79.1 b	79.5	
Early leavers from education and training (aged 18-24) - total	9.3	8.6	8.3	7.6	7.8 b	7.4		10.5	10.5	10.2	9.9	9.8 b	9.6	
Completion of tertiary or equivalent education (aged 30-34) - total	34.3	37.7	40.1	39.7	40.2 b	39.3		38.6	39.4	40.3	41.1	41.9 b	42.8	
Adult population (aged 25-64) participating in education and training in the last 12 months, without guided-on-the-job training							50							60

3. Key employment challenges Slovakia, May 2023

Employment policy area	Key employment challenge	Particularly good labour market outcome
1. Increase labour market participation	<i>Low employment rate of the low-skilled.</i>	
2. Enhancing labour market functioning; combating segmentation	<i>High prevalence of bogus self-employment. Rate of newly employed young (aged 15-24) significantly worse than EU average.</i>	
3. Active labour market policies	<i>Rate of long-term unemployment worse than EU average, in particular for 15-24 age group.</i>	
4. Adequate and employment oriented social security systems	High at risk of poverty rate among the unemployed (worse than EU average). Net replacement rate after 6 and 12 months of unemployment is below the EU average.	
5. Work-life balance	Share of children aged 0-3 cared for by formal arrangements other than by the family significantly worse than EU average.	
6. Exploiting job creation possibilities		
7. Gender equality		The employment gender gap (30-54 age cohort) is below EU average.
8. Improving skills supply and productivity, effective life-long learning	<i>High skills mismatches with scope for reskilling and upskilling</i>	The share of adult population (25-64 age cohort) with upper secondary or tertiary education is significantly above the EU average.
9. Improving education and training systems		Low share of women aged 45-54 with low educational attainment (significantly better than EU average).
10. Wage setting mechanisms and labour cost developments		

Finland

1. Progress towards the 2030 national employment rate target



2. Key indicators on labour market performance

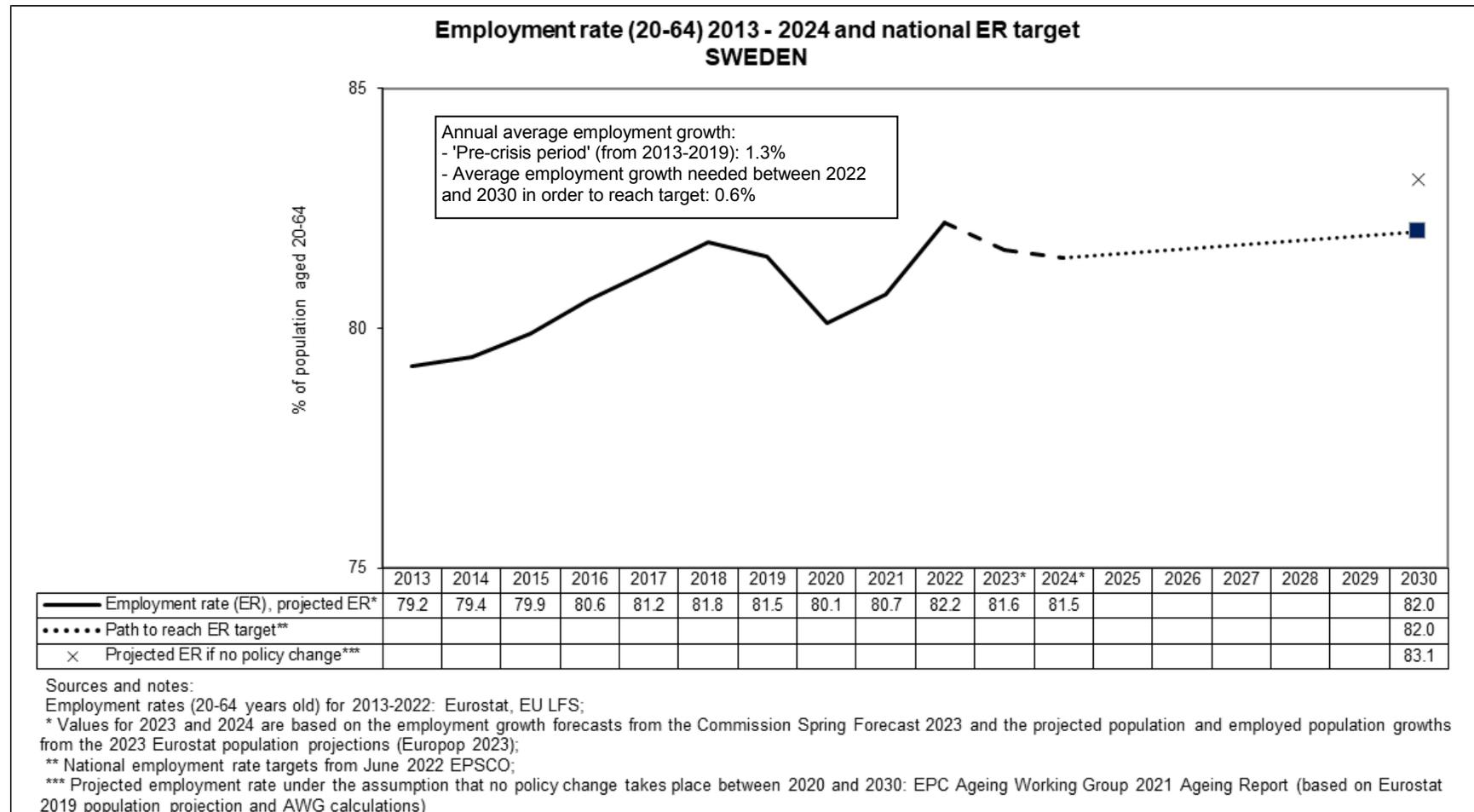
Description	Finland						National Targets	EU 27						EU targets
	2017	2018	2019	2020	2021	2022	2030	2017	2018	2019	2020	2021	2022	2030
Employment rate of population aged 20-64 - total	73.2	75.3	76.2	75.5	76.8	78.4	80	70.9	71.9	72.7	71.7	73.1	74.6	78
Employment rate of population aged 20-64 - men	75.1	77.2	77.8	77.1	77.8	79		76.5	77.6	78.3	77.2	78.5	80	
Employment rate of population aged 20-64 - women	71.3	73.4	74.5	73.8	75.8	77.8		65.2	66.3	67.1	66.1	67.6	69.3	
Employment rate of older population aged 55-64 - total	61.7	64.6	65.9	66.6	68.3	71.2		55.5	57.2	58.6	59	60.5	62.3	
Employment rate of young people aged 20-29 - total	66.7	68.4	69.5	66.9	67.9 b	69.1		61.8	62.8	63.6	61.2	62.8 b	65.1	
Employment rate of low-skilled population aged 20-64 - total	51.3	52.9	52	51.5	53.2 b	55		53.9	55	55.7	54.8	55 b	57.2	
Employment rate of non-EU nationals aged 20-64 - total	51	51.9	53.8	56.7	58.6 b	66.9		57	58.8	60	57.5	59 b	61.9	
Overall employment growth	0.9	2.6	0.9	-1.4	2.1	2.3		1.5	1.1	0.9	-1.8	1.5	2.2	
Labour productivity per person employed (EU-27 = 100, based on PPS per employed person)	109.7	108.1	105.5	110.7	107.5	104.4 p		100.0	100.0	100.0	100.0	100.0	100.0 p	
Labour productivity per hour worked, (EU-27 = 100, based on PPS per hour worked)	111.8	110.2	107.7	107.5	108.5	108.1 p		100.0	100.0	100.0	100.0	100.0	100.0 p	
Nominal unit labour cost growth (% change from previous year)	-3.2	2.6	1.9	0.9	3.3	3.6		1.0	1.8	1.8	4.5	0.1	3.3	
Real unit labour cost growth (% change from previous year)	-3.937	0.633	0.358	-0.731	0.720	-1.966		-0.338	0.410	0.052	2.621	-2.275	-1.866	
Unemployment rate in age group 15-24 - total	20.1	17	17.2	21.4	17.1 b	14.2		18	16.1	15.1	16.8	16.7 b	14.5	
NEET rate for population aged 15-24 - total	9.4	8.5	8.2	9.3	7.7 b	7.8		11	10.5	10.1	11.1	10.8 b	9.6	
NEET rate for population aged 15-29 - total	10.9	10.1	9.5	10.3	9.3 b	9.5		13.7	13.1	12.6	13.8	13.1 b	11.7	
Involuntary temporary employment as % of total employees 15-64	11.2	11.3	10.2	9.6	4.1 b	3.4		8.8	8.3	7.9	6.8	5 b	4.3	
Share of employees (15-64) in temporary employment contracts	15.8	16.2	15.5	14.6	16 b	16		15.7	15.5	15	13.5	14 b	14	
Newly employed in %	20.8	22	21.9	19.8	20.5 b	21.6		14.5	14.6	14.6	13.1	13.8 b	15.2	
Rate of long-term unemployment (as % active population) - total	2.6	2	1.5	1.5	1.8	1.5		3.7	3.1	2.7	2.5	2.8	2.4	
At-risk-of-poverty rate of unemployed	35.6	38.9	39.7	44.2	36.5	47.1		47.5 e	48.6 e	49.1 e	47.2 b	45		
Unemployment rate of labour force 15+	8.7	7.5	6.8	7.7	7.7	6.8		8.3	7.4	6.8	7.2	7.1	6.2	
Unemployment trap – tax rate on low wage earners	74.4	73.9	73.4	73.1	72.6	72.4		74.7	74.9	74.4	73.8	74.2	74.3	
Share of part-time employment, 15-64	15.9	16	16.4	15.6	16.9	16.9		19.5	19.3	19.3	17.8	17.7	17.6	
Inactivity and part-time work due to personal and family responsibilities - total	1	1	1	0.9	1.1 b	1.1		3	3	3.1	3.1	3 b	3	
Job vacancy rate (average over 3 years)	1.6	1.9	2.1	2.1	2.2	2.4		1.6	1.8	2	2	2.1	2.3	
Employment gender gap (aged 20-64)	3.8	3.8	3.3	3.3	2	1.2		11.3	11.3	11.2	11.1	10.9	10.7	
Gender pay gap	17.1	16.9	16.6	16.7	16.5			14.6	14.4	13.7 p	12.9 p	12.7 p		
Share of adult population (aged 25-64) with upper secondary or tertiary education - total	88.3	89.2	90.1	91.1	88.9 b	89.1		77.2	77.8	78.4	79	79.1 b	79.5	
Early leavers from education and training (aged 18-24) - total	8.2	8.3	7.3	8.2	8.2 b	8.4		10.5	10.5	10.2	9.9	9.8 b	9.6	
Completion of tertiary or equivalent education (aged 30-34) - total	44.6	44.2	47.3	49.6	44.9 b	46.8		38.6	39.4	40.3	41.1	41.9 b	42.8	
Adult population (aged 25-64) participating in education and training in the last 12 months, without guided-on-the-job training							60							60

3. Key employment challenges Finland, May 2023

Employment policy area	Key employment challenge	Particularly good labour market outcome
1. Increase labour market participation		The employment rate of women aged 55-64 is significantly higher than the EU average. The duration of working life for women is significantly above the EU average.
2. Enhancing labour market functioning; combating segmentation		
3. Active labour market policies	<i>Limited personalised and integrated services for jobseekers and the inactive.</i>	
4. Adequate and employment oriented social security systems	<i>Inactivity and unemployment traps weigh on employment rates of certain groups</i>	In-work-poverty risk is significantly below the EU average.
5. Work-life balance		
6. Exploiting job creation possibilities		
7. Gender equality	The gender pay gap is above the EU average.	The gender employment gap is significantly below the EU average.
8. Improving skills supply and productivity, effective life-long learning	<i>Labour shortages driven by ageing, low attractiveness of some sectors and skills mismatches</i>	The share of the inactive adult population (aged 25-64) participating in education and training is significantly higher than the EU average.
9. Improving education and training systems		
10. Wage setting mechanisms and labour cost developments		

Sweden

1. Progress towards the 2030 national employment rate target



2. Key indicators on labour market performance

Description	Sweden						National Targets	EU 27						EU targets
	2017	2018	2019	2020	2021	2022	2030	2017	2018	2019	2020	2021	2022	2030
Employment rate of population aged 20-64 - total	81.2	81.8 b	81.5	80.1	80.7	82.2	82	70.9	71.9	72.7	71.7	73.1	74.6	78
Employment rate of population aged 20-64 - men	83.4	84.1 b	84	82.8	83.3	85		76.5	77.6	78.3	77.2	78.5	80	
Employment rate of population aged 20-64 - women	79	79.4 b	78.9	77.4	78	79.2		65.2	66.3	67.1	66.1	67.6	69.3	
Employment rate of older population aged 55-64 - total	75.2	76.7 b	76.5	76.3	76.9	77.3		55.5	57.2	58.6	59	60.5	62.3	
Employment rate of young people aged 20-29 - total	71.7	71.7 b	70.8	68.5	69.3 b	71.6		61.8	62.8	63.6	61.2	62.8 b	65.1	
Employment rate of low-skilled population aged 20-64 - total	61.8	62.3 b	61.2	57.4	56.9 b	60		53.9	55	55.7	54.8	55 b	57.2	
Employment rate of non-EU nationals aged 20-64 - total	54.2	52.7 b	55.5	50.9	53.3 b	61.1		57	58.8	60	57.5	59 b	61.9	
Overall employment growth	2	1.6 b	0.6 b	-1.6	1	2.9		1.5	1.1	0.9	-1.8	1.5	2.2	
Labour productivity per person employed (EU-27 = 100, based on PPS per employed person)	113.	112.2	112.8	116.8	118.3	114.2 p		100.0	100.0	100.0	100.0	100.0	100.0 p	
Labour productivity per hour worked, (EU-27 = 100, based on PPS per hour worked)	113.5	112.6	113.7	113.5	117.5	114.8 p		100.0	100.0	100.0	100.0	100.0	100.0 p	
Nominal unit labour cost growth (% change from previous year)	2.0	3.6	1.5	3.4	0.2	2.9		1.0	1.8	1.8	4.5	0.1	3.3	
Real unit labour cost growth (% change from previous year)	-0.150	1.168	-1.021	1.335	-2.367	-3.245		-0.338	0.410	0.052	2.621	-2.275	-1.866	
Unemployment rate in age group 15-24 - total	17.9	17.4 b	20.1	23.9	24.7 b	21.7		18	16.1	15.1	16.8	16.7 b	14.5	
NEET rate for population aged 15-24 - total	6.2	6 b	5.5	6.5	5.1 b	4.9		11	10.5	10.1	11.1	10.8 b	9.6	
NEET rate for population aged 15-29 - total	6.8	6.9 b	6.3	7.2	6 b	5.7		13.7	13.1	12.6	13.8	13.1 b	11.7	
Involuntary temporary employment as % of total employees 15-64	8.3	8.2 b	7.8	8	2.7 b	2.9		8.8	8.3	7.9	6.8	5 b	4.3	
Share of employees (15-64) in temporary employment contracts	16.1	15.9 b	15.7	14.8	14.4 b	14.8		15.7	15.5	15	13.5	14 b	14	
Newly employed in %	22.2	22.4 b	21.9	19.2	17.1 b	20.1		14.5	14.6	14.6	13.1	13.8 b	15.2	
Rate of long-term unemployment (as % active population) - total	2	1.7 b	1.5	1.8	2	1.9		3.7	3.1	2.7	2.5	2.8	2.4	
At-risk-of-poverty rate of unemployed	50.3	57.8	62.2	57.3	54.9			47.5 e	48.6 e	49.1 e	47.2 b	45		
Unemployment rate of labour force 15+	6.8	6.5 b	7	8.5	8.8	7.5		8.3	7.4	6.8	7.2	7.1	6.2	
Unemployment trap – tax rate on low wage earners	79.5	79.5	78	77	78.1	77.7		74.7	74.9	74.4	73.8	74.2	74.3	
Share of part-time employment, 15-64	21.3	20.6 b	20.5	20.3	20.3	20.2		19.5	19.3	19.3	17.8	17.7	17.6	
Inactivity and part-time work due to personal and family responsibilities - total	2.7	2.6 b	2.5	2.2	1.7 b	1.6		3	3	3.1	3.1	3 b	3	
Job vacancy rate (average over 3 years)	2.1	2.3	2.4	2.2	2.2	2.5		1.6	1.8	2	2	2.1	2.3	
Employment gender gap (aged 20-64)	4.4	4.7 b	5.1	5.4	5.3	5.8		11.3	11.3	11.2	11.1	10.9	10.7	
Gender pay gap	12.5	12.1	11.8	11.2	11.2			14.6	14.4	13.7 p	12.9 p	12.7 p		
Share of adult population (aged 25-64) with upper secondary or tertiary education - total	85.3	85.6 b	86.1	86.5	87.5 b	88.3		77.2	77.8	78.4	79	79.1 b	79.5	
Early leavers from education and training (aged 18-24) - total	7.7	7.5 b	6.5	7.7	8.4 b	8.8		10.5	10.5	10.2	9.9	9.8 b	9.6	
Completion of tertiary or equivalent education (aged 30-34) - total	51.3	51.8 b	52.5	52.2	51.9 b	55.4		38.6	39.4	40.3	41.1	41.9 b	42.8	
Adult population (aged 25-64) participating in education and training in the last 12 months, without guided-on-the-job training							60							60

3. Key employment challenges Sweden, May 2023

Employment policy area	Key employment challenge	Particularly good labour market outcome
1. Increase labour market participation	<i>Large gaps in employment rates and in-work poverty for people with a migrant background</i>	The NEET rate for population aged 15-29 is significantly below the EU average.
2. Enhancing labour market functioning; combating segmentation		
3. Active labour market policies		
4. Adequate and employment oriented social security systems		
5. Work-life balance		The percentage of children aged 0-3 in formal childcare and the percentage of children between 3 to mandatory school age are higher than the EU average.
6. Exploiting job creation possibilities		
7. Gender equality		
8. Improving skills supply and productivity, effective life-long learning		The share of adult population (aged 25-64) participating in education and training is higher than the EU average.
9. Improving education and training systems	<i>Educational performance gaps for students with a migrant background</i>	
10. Wage setting mechanisms and labour cost developments		

Annex A. 2030 National Targets and sub-targets

Table A1: National employment rate (ER) and adult learning targets (as of 16 June 2022), as well as national sub-targets

MS	Headline targets 2030		National sub-targets
	Employment rate (%)	Adult participation in learning in the past 12 months (%)	
BE	80	60.9	ER gap men-women <4pp; ER low-skilled >58.4%; ER non-EU born >58.3%; ER elderly (55-64) >68.8% ER gap persons with a handicap <24.5 pp; Youth NEET rate (15-29) <8.6%; Women in management positions 43.1%; Share of children <3 in formal childcare >61%; Gender pay gap <2.9%; In-work poverty (share of workers AROPE) <4.9%; Transitions temporary-permanent contract (3-yearly average) >40.7% Involuntary part-time work <5.6% Participation in learning 55-64yrs >49.8% Participation in learning low-skilled >32.6% Early school leavers 18-24 <7.4%; High-skilled 30-34 >50.1% Share of people with basic digital competences >70.4%
BG	79	35.4	
CZ	82.2	45	Female employment rate 75.5%; Youth NEET rate (15-29) 9%; +7500 childcare places in children's groups; Early school leaving rate 5.5%; Share of people with basic digital skills 80.0%
DK	80	60	
DE	83	65	Female employment rate 80%; ER elderly (55-64) 77% ER foreigners (2020, revised time series 66,2%) 75%;
EE	81.3	52.3	
IE	78.2	64.2	
EL	71.1	40	
ES	76	60	ER gap men-women 6pp; Youth NEET rate (15-29) 10%; Increase provision of early childhood education <3
FR	78	65	
HR	75	55	Youth NEET rate (15-29) 9%
IT	73	60	ER gap men-women 9pp
CY	80	61	
LV	80	60	
LT	80.7	53.7	Youth NEET rate (15-29) 9%; Children 3-mandatory primary school age in formal childcare 95%
LU	77.6	62.5	Reducing the gender employment gap by half (3.5-3.6%) would require a male ER of 79.4% (+3.8%) and a female ER of 75.8% (+7.3%) in 2030 in order to reach both the overall national employment rate target of 77.6% and the reduction of the gender employment gap by at least 50%
HU	85	60	
MT	84.6	57.6	
NL	82.5	62	
AT	79.9	62	
PL	78.3	51.7	
PT	80	60	ER gap men-women 3pp; Youth NEET rate (15-29) 7-8%; 'Expand and strengthen the quality of childcare equipments and services creating 10.000 new vacancies. Revisit this domain after the revision of the Barcelona targets' Early leavers from education and training <5%
RO	74.7	17.4	
SI	79.5	60	
SK	76.5	50	
FI	80	60	
SE	82	60	The employment gap between women and men should decrease significantly through an increase in the employment rate for women, especially in the group of foreign-born women.
Weighted Average	78.5	57.6	

Source: Member States and Commission's calculations.

Annex B. EPM Dashboard

The EPM dashboard includes the main indicators under the 10 JAF Policy Areas. The objective of the dashboard is to identify common EU "trends to watch" and "positive recent trends" with the aim of putting a stronger focus on the horizontal aspect of changes across Member States, thus identifying common conjunctural trends in the EU. Given the objective of the dashboard, the focus is on both, year-on-year changes and the changes for the three recent years for each Member State and the EU-27.

Table B1: EPM Dashboard 2023¹⁴

¹⁴ The identification of notable (coloured) positive/ negative changes is normally done following the methodology for determining thresholds for substantive significance based on historical series, agreed in EMCO IG with cut-off point of 7.5% as threshold plus the statistical significance estimates provided by Eurostat. However, for the 2023 edition, the statistical significance estimates could not be provided by Eurostat, and the changes shown reflect substantiveness. Following the new EU LFS methodology, the ‘involuntary temporary employment’ represents employees who could not find a permanent job or whose job is only available with a temporary contract as a percentage of total employees.

	EU27_2020	EA19	BE	BG	CZ	DK	DE	EE	IE	EL	ES	FR	HR	IT	CY	LV	LT	LU	HU	MT	NL	AT	PL	PT	RO	SI	SK	FI	SE
Employment rate (% population aged 20-64)																													
2022	74.6	74.1	71.9	75.7	81.3	80.1	80.7	81.9	78.2	66.3	69.5	74.0	69.7	64.8	77.9	77.0	79.0	74.8	80.2	81.1	82.9	77.3	76.7	77.5	68.5	77.9	76.7	78.4	82.2
2021-2022 change in pp	1.5	1.6	1.3	2.5	1.3	1.0	1.3	2.6	3.3	3.7	1.8	0.8	1.5	2.1	2.0	1.7	1.6	0.7	1.4	2.0	1.2	1.7	1.3	1.6	1.4	1.8	2.1	1.6	1.5
2019-2022 change in pp	1.9	~	~	~	~	1.8	~	~	3.2	5.5	~	1.7	3.0	~	2.2	~	~	2.0	2.6	4.3	1.9	~	4.4	2.0	3.4	2.0	~	2.2	~
Youth NEET (% of total population aged 15-24)																													
2022	9.6	n.a.	6.6	12.5	8.0	6.7	6.8	10.7	6.9	10.7	10.5	10.1	11.9	15.9	12.9	8.6	9.7	7.0	9.9	7.1	2.8	8.1	8.0	6.6	17.5	8.4	9.6	7.8	4.9
2021-2022 change in pp	-1.2	n.a.	-0.8	-1.5	1.5	~	-1.0	~	-0.9	~	-0.5	-0.5	-0.8	-3.9	~	~	-1.6	-1.7	-0.7	-2.7	~	~	-3.2	-1.0	-0.5	1.8	-1.4	~	~
2019-2022 change in pp	~	n.a.	-2.7	-1.2	2.3	-1.0	1.1	2.8	-3.2	-1.8	-1.6	~	~	-2.2	~	~	1.1	1.4	-1.1	-1.5	-1.5	1.0	~	-1.4	2.8	1.4	~	~	~
Youth NEET (% of total population aged 15-29)																													
2022	11.7	n.a.	9.2	15.1	11.4	7.9	8.6	10.6	8.7	15.4	12.7	12.0	13.3	19.0	14.7	11.3	10.7	7.4	10.8	7.2	4.2	9.1	10.9	8.4	19.8	8.5	12.3	9.5	5.7
2021-2022 change in pp	-1.4	n.a.	-0.9	-2.5	~	~	-0.9	-0.6	-1.1	-1.9	-1.4	-0.8	-1.6	-4.1	-0.7	-0.8	-2.0	-1.4	-0.9	-2.3	~	~	-2.5	-1.1	~	1.2	-1.9	~	~
2019-2022 change in pp	~	n.a.	-2.6	-1.6	1.6	-1.7	~	~	-2.7	-2.3	-2.2	~	~	-3.2	~	~	~	~	-2.4	~	-1.5	~	~	~	3.0	~	-2.2	~	~
Employment rate older people (% population aged 55-64)																													
2022	62.3	62.6	56.6	68.2	72.9	72.9	73.3	73.7	66.7	51.9	57.7	56.9	50.1	55.0	65.0	69.5	69.8	46.6	65.6	54.5	73.1	56.4	56.4	65.9	46.7	55.2	64.1	71.2	77.3
2021-2022 change in pp	1.8	1.6	2.1	3.4	3.1	~	1.5	2.1	3.9	3.6	1.9	1.0	1.5	1.6	1.6	1.7	1.8	~	2.8	2.2	1.7	1.0	1.7	2.5	2.9	2.5	3.5	2.9	~
2019-2022 change in pp	3.7	2.7	4.5	4.7	6.2	~	~	~	5.0	9.0	3.9	2.4	6.2	~	3.9	2.2	~	3.5	8.9	3.4	3.6	~	8.1	7.4	6.3	7.0	5.3	5.3	~
Employment rate (% Non-EU27 nationals aged 20-64)																													
2022	61.9	n.a.	48.7	47.4	83.2	70.6	61.2	73.9	75.6	60.4	61.7	55.9	78.6	62.9	70.5	69.4	77.4	72.2	71.1	84.8	62.5	64.9	80.7	73.5	70.7	76.6	85.2	66.9	61.1
2021-2022 change in pp	2.9	n.a.	5.4	-7.0	2.1	4.9	2.8	2.8	4.6	4.6	2.6	~	19.4	2.6	~	2.8	5.8	5.8	~	3.7	5.8	3.0	-3.2	2.9	~	3.6	n.a.	8.3	7.8
2019-2022 change in pp	~	n.a.	4.5	-13.6	~	10.4	~	~	6.4	3.1	~	~	4.0	33.3	~	~	-4.2	7.6	~	9.4	~	3.2	~	~	n.a.	3.6	17.5	13.1	5.6
Involuntary temp empl as % total employees																													
2022	7.3	n.a.	4.4	2.7	4.0	2.6	3.6	0.4	4.4	8.9	16.3	8.1	9.7	13.6	10.3	1.8	0.8	3.6	1.9	4.7	4.2	3.0	7.4	12.3	1.6	4.3	n.a.	12.1	10.0
2021-2022 change in pp	-0.6	n.a.	-0.6	0.5	~	-0.8	~	~	~	-1.0	-3.4	-1.0	0.4	~	-1.6	~	~	-0.6	~	1.1	-0.7	~	~	~	~	-0.5	~	~	~
2019-2022 change in pp	~	n.a.	-2.6	~	~	-1.2	2.1	~	2.0	~	-4.9	~	-5.6	~	-2.5	~	~	3.4	-2.8	2.3	-1.4	2.2	-2.7	-4.8	~	~	~	1.9	2.2
Newly employed in %																													
2022	15.2	n.a.	13.7	8.4	9.9	23.3	16.4	18.6	18.5	10.9	18.8	17.5	13.3	12.7	18.6	12.4	14.1	13.7	14.2	14.3	21.7	16.2	9.4	14.0	6.0	11.5	8.0	21.6	20.1
2021-2022 change in pp	1.4	n.a.	~	0.6	0.6	2.2	1.9	2.5	2.7	~	1.6	1.7	2.0	1.1	~	-1.1	3.3	1.0	~	~	2.6	0.9	~	1.4	~	~	~	1.1	3.0
2019-2022 change in pp	~	n.a.	~	-0.9	~	2.5	1.9	~	0.9	~	~	1.8	~	0.9	-1.9	-3.6	-6.3	-1.1	~	~	3.2	-1.1	-2.3	-1.9	~	-1.5	-3.0	~	-1.8
Long-term unemployment rate (in %)																													
2022	2.4	2.7	2.3	2.3	0.6	0.5	1.0	1.3	1.3	7.7	5.0	2.0	2.4	4.6	2.3	2.0	2.3	1.3	1.2	1.0	0.7	1.2	0.9	2.7	2.2	1.7	4.1	1.5	1.9
2021-2022 change in pp	-0.4	-0.5	~	~	~	-0.5	~	~	-0.5	-1.5	-1.2	~	-0.4	-0.8	~	~	~	-0.5	~	~	~	-0.8	~	~	~	~	~	~	~
2019-2022 change in pp	~	~	~	~	~	~	~	~	~	-3.6	~	~	~	-1.3	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~
At-risk-of-poverty rate of unemployed																													
2021	45.0	44.6	38.0	50.2	51.1	42.7	48.1	43.3	25.4	45.4	45.1	39.3	46.6	44.9	36.5	46.8	50.4	42.4	45.2	35.7	61.4	45.7	43.6	46.5	47.8	39.7	52.7	36.5	54.9
2020-2021 change in pp	-2.2	-2.3	-12.2	-10.9	~	-2.9	~	-2.6	-11.9	~	~	~	~	-4.5	~	-4.9	-6.0	-10.3	~	-14.0	6.6	-2.3	2.9	5.9	-15.1	-3.7	-3.4	-7.7	-2.4
2018-2021 change in pp	-3.6	-4.3	-12.4	-5.9	~	~	-21.3	-8.8	-22.4	~	-5.6	~	~	~	-4.8	-12.7	-11.9	~	-8.4	-23.9	15.2	~	6.6	~	~	-6.0	~	~	-2.9

Table B1 (CONTINUED): EPM Dashboard 2023

	EU27_2020	EA19	BE	BG	CZ	DK	DE	EE	IE	EL	ES	FR	HR	IT	CY	LV	LT	LU	HU	MT	NL	AT	PL	PT	RO	SI	SK	FI	SE
Unemployment trap tax rate on low wage earners																													
2022	74.3	76.4	93.4	82.4	70.7	85.6	72.8	69.3	67.4	54.1	82.2	73.7	84.2	80.2	64.2	83.4	104.4	91.9	76.0	66.5	80.7	69.6	60.0	80.8	50.7	75.3	71.5	72.4	77.7
2021-2022 change in pp	~	~	1.8	~	~	-1.6	~	~	-1.5	~	~	1.5	0.8	-1.1	~	~	-1.6	~	2.7	1.3	~	~	~	~	-4.1	-3.3	~	~	~
2019-2022 change in pp	~	~	~	~	-2.0	-2.8	~	7.1	11.8	~	~	~	~	~	~	~	17.0	~	~	~	2.4	~	~	~	-4.8	-6.9	~	~	~
Inactivity and part-time work due to personal and family responsibilities - total																													
2021	3.0	3.7	3.4	0.2	1.2	0.4	6.2	1.6	4.2	1.0	1.6	2.7	0.5	2.1	1.3	0.6	0.3	3.8	0.7	1.7	11.0	7.5	1.0	0.6	0.3	1.0	0.6	1.1	1.7
2020-2021 change in pp	0.1	0.2	0.1	~	-0.1	-0.1	n.a.	-0.4	0.1	0.3	0.2	~	-0.1	-0.2	0.4	-0.4	0.1	0.1	-0.5	0.1	1.2	0.6	-0.8	-0.2	0.2	0.1	-0.2	0.2	-0.5
2018-2021 change in pp	~	~	~	~	-0.2	~	0.6	-0.3	-0.2	0.3	~	~	-0.3	-0.6	0.3	~	~	-0.5	-0.4	-0.3	1.3	0.8	-0.8	~	~	~	-0.2	~	-0.9
Total employment (thns)																													
2022	213685.8	164321.4	5090.4	3502.1	5450.4	3163.5	45570.0	668.1	2546.8	4975.3	20516.0	29696.0	1735.0	25541.7	458.1	878.0	1453.2	502.6	4797.9	283.0	10146.0	4669.6	16882.8	5059.4	8635.9	1078.6	2427.3	2761.3	5196.8
2021-2022 change in %	2.0	2.3	2.0	1.3	1.7	3.9	1.3	4.6	6.6	3.8	2.8	2.4	2.3	1.7	2.9	2.7	5.1	3.5	1.7	6.0	4.0	2.6	~	2.0	~	2.4	1.8	2.5	2.7
2019-2022 change in %	~	~	~	~	~	5.3	~	~	9.9	4.7	~	~	~	~	~	~	4.7	8.4	~	12.2	5.4	~	~	~	~	~	~	~	~
Job vacancy rate (average over 3 years)																													
2022	2.3	2.5	4.1	0.8	5.0	2.7	3.4	1.7	1.2	0.7	0.7	1.9	1.4	1.4	2.1	2.6	1.7	2.0	2.4	1.4	3.7	3.6	1.0	1.1	0.8	2.4	0.9	2.5	2.5
2021-2022 change in %	11.7	13.5	12.5	~	-8.8	20.8	11.6	~	17.9	25.7	9.9	23.2	~	19.9	13.3	~	11.1	17.1	~	-16.0	16.8	19.3	~	18.9	-7.3	11.0	~	10.1	11.3
2019-2022 change in %	~	~	~	~	~	38.9	~	~	~	~	~	55.1	~	~	50.5	~	~	~	~	~	~	~	~	~	~	~	~	~	~
Gender employment gap																													
2022	10.7	10.2	7.6	7.7	14.9	5.4	7.8	2.9	11.3	21.0	10.9	5.8	9.5	19.7	12.1	3.1	0.8	6.5	9.8	13.1	7.9	7.8	12.9	5.6	18.6	6.9	8.1	1.2	5.8
2021-2022 change in pp	~	~	~	-0.7	-0.5	~	0.4	-0.8	1.3	1.2	~	-0.4	-1.0	0.5	~	-1.7	-0.6	-0.9	-0.8	-3.3	~	-0.8	-1.1	~	-1.5	~	-0.4	-0.8	0.5
2019-2022 change in pp	~	~	~	~	~	-1.8	~	-3.1	-1.2	~	-1.0	~	-1.0	~	~	~	~	-2.6	-1.2	-7.6	-1.0	-1.0	-1.9	-1.3	~	~	~	-2.1	~
Gender pay gap																													
2021	12.7	13.6	5.0	12.2	15.0	14.2	17.6	20.5	9.9	n.a.	8.9	15.4	11.1	5.0	9.7	14.6	12.0	-0.2	17.3	10.5	13.5	18.8	4.5	11.9	3.6	3.8	16.6	16.5	11.2
2020-2021 change in pp	~	~	~	-0.5	-1.4	~	-0.7	-0.6	n.a.	n.a.	~	~	~	0.8	~	-7.7	-1.0	-0.9	~	0.5	-0.7	~	~	0.5	1.2	0.7	0.8	~	~
2018-2021 change in pp	-1.7	-1.7	~	-1.7	-5.1	~	-2.5	-1.3	-1.4	n.a.	-3.0	-1.3	~	~	~	-5.0	-2.0	-1.6	3.1	-2.5	-1.2	-1.6	-4.0	3.0	1.4	-5.5	-3.2	~	~
Adults with medium or high education																													
2022	79.5	n.a.	82.4	84.0	94.4	81.8	83.2	89.8	87.8	80.8	64.2	83.3	87.9	63.0	85.3	91.8	94.6	81.6	87.0	65.0	81.2	85.9	93.5	60.3	81.9	91.0	93.7	89.1	88.3
2021-2022 change in pp	~	n.a.	0.9	0.6	~	-0.6	-0.5	~	~	1.0	~	1.1	0.7	~	0.7	~	~	1.3	0.7	2.1	0.6	~	~	0.8	0.9	~	~	~	0.8
2019-2022 change in pp	~	n.a.	3.7	1.5	~	~	-3.4	~	4.1	4.0	2.9	2.8	2.1	~	2.8	~	~	2.3	2.0	7.2	1.6	~	~	8.1	2.9	2.2	2.3	~	2.2
Life long learning - percentage of adult population (aged 25-64) participating in education and training - total																													
2022	11.9	n.a.	10.3	1.7	9.4	27.9	8.1	21.1	11.8	3.5	15.3	13.3	4.4	9.6	10.5	9.7	8.5	18.1	7.9	12.8	26.4	15.8	7.6	13.8	5.4	21.6	12.8	25.2	36.2
2021-2022 change in pp	1.1	n.a.	~	~	3.6	5.6	~	2.7	-1.8	~	0.9	2.3	-0.7	~	0.8	1.1	~	~	2.0	-1.1	~	1.2	2.2	0.9	0.5	2.7	8.0	-5.3	1.5
2019-2022 change in pp	1.1	n.a.	2.1	~	1.3	2.6	~	1.5	~	~	4.7	-6.2	~	1.5	4.6	2.3	1.5	-1.0	2.1	~	6.9	1.1	2.8	3.3	4.1	10.4	9.2	-3.8	1.9
Early school leavers (in %)																													
2022	9.6	n.a.	6.4	10.5	6.2	10.0	12.2	10.8	3.7	4.1	13.9	7.6	2.3	11.5	8.1	6.7	4.8	8.2	12.4	10.1	5.6	8.4	4.8	6.0	15.6	4.1	7.4	8.4	8.8
2021-2022 change in pp	~	n.a.	~	-1.7	~	~	~	1.0	~	0.9	0.6	~	~	-1.2	-2.1	-0.6	-0.5	-1.1	~	-0.6	0.5	~	-1.1	~	~	1.0	~	~	~
2019-2022 change in pp	~	n.a.	-2.0	-3.4	~	~	1.9	~	-1.4	~	-3.4	~	~	-2.0	-1.1	-2.0	~	1.0	~	-3.8	-1.9	~	~	-4.6	~	~	~	1.1	2.3
Completion of tertiary or equivalent education (aged 30-34) - total																													
2022	42.8	n.a.	53.1	33.4	36.4	52.3	39.3	45.7	61.9	44.8	49.2	49.2	34.2	27.4	62.7	45.7	61.0	62.9	34.4	42.5	56.0	44.0	46.6	43.0	26.3	48.8	39.3	46.8	55.4
2021-2022 change in pp	0.9	n.a.	3.2	~	~	~	~	2.6	~	~	2.5	~	~	~	1.2	-2.0	0.8	~	-1.1	-1.2	2.6	1.0	~	~	1.5	~	-0.9	1.9	3.5
2019-2022 change in pp	2.5	n.a.	5.6	~	~	2.9	3.8	~	6.5	~	4.5	~	~	~	3.9	~	3.2	6.7	~	3.6	4.6	~	~	6.8	~	3.9	~	~	2.9
Nominal unit labour cost (index 2010=100)																													
2022	118.3	119.4	123.1	203.4	141.2	114.0	130.0	176.6	72.2	92.1	107.9	118.5	103.9	113.9	97.0	172.2	181.9	149.8	154.7	141.6	123.4	130.1	133.5	115.2	153.4	120.5	139.4	119.8	127.9
2021-2022 change in %	3.3	3.2	5.9	16.0	4.8	3.0	3.7	14.8	~	~	~	4.8	4.0	2.8	~	9.0	14.0	7.4	11.9	2.1	3.3	2.2	8.1	~	6.2	~	6.2	3.6	2.9
2019-2022 change in %	~	~	10.0	30.9	14.4	~	~	21.4	-9.8	~	~	10.4	12.3	~	~	18.6	27.8	15.8	22.5	10.1	11.4	9.7	16.6	10.9	10.1	10.0	13.4	~	~

Source: Joint Assessment Framework update Spring 2023 (and Eurostat for invol temp empl)

Concerning the job vacancy indicator (3-yr avg.), small differences (0.1pp) for some Member States with the JAF values (shown in country overviews) are due to rounding