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Labour Market Monitor 2022

An EU-wide Labour Market Monitoring System
Updated Annually

Executive Summary: EU in a Nutshell

Ulrike Huemer, Helmut Mahringer

Research assistance: Anna Albert,
Marion Kogler

July 2023

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Internal review: Julia Bock-Schappelwein
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The report is an update of a set of labour market indices first developed and tested in 2010 in collaboration with experts of the Vienna Chamber of Labour (AK). The key labour market dimensions considered are: overall labour market performance, participation of different groups of people, exclusion risks on the labour market, distribution of earnings and redistribution by the welfare state. The present update summarises the results of the monitoring system, based on data predominantly from 2021. It thus provides a descriptive insight into the different ways in which EU countries have been affected by the COVID-19 pandemic. Among the EU member countries, Denmark performs best, with a position in the top field in all five dimensions. Sweden, the Netherlands, Slovenia and Luxembourg are among the top performers or at least in the upper middle field. Bulgaria, Greece, Latvia, Romania and Slovakia are found in the lower middle field or in the bottom field.

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Introduction

The assessment of the labour market situation in the member countries of the European Union is often carried out by Eurostat based on a few regularly updated key indicators. In particular, much emphasis is placed on the unemployment rate in public and political debate. However, focusing on a single indicator captures only a certain aspect of the labour market. Against this background, the Vienna Chamber of Labour (AK) aims to more closely examine a broader spectrum of labour market issues within a European context. In 2010, in collaboration with WIFO, a team of AK (Austrian Federal Chamber of Labour) and ETUI (European Trade Union Institute) experts identified five key labour market dimensions:

1. Overall labour market performance
2. Participation
3. Exclusion risks on the labour market
4. Distribution of earnings
5. Redistribution by the welfare state

Based on a series of indicators, an area index was created for each of these five dimensions and applied to the EU 27 countries¹⁾). The Labour Market Monitor therefore consists of five separate dimensions. Each index can have a value between 1 and 10 for the countries considered, with 1 representing the worst and 10 the best possible outcome. Based on the calculated index points, four country groups are formed along the quartile limits ("top field", "upper middle field", "lower middle field", and "bottom field").

Indicators that are comparable and regularly available throughout Europe are used. This facilitates regular updates of these five indices and allows for monitoring over time. The present edition represents the twelfth update of the Labour Market Monitor.

The advantage of this set of instruments lies in the

- bundling of complex economic, political, and social contexts into a few index values,
- comparison of national conditions, which can also be used for benchmarking,
- regular and fast updates, and
- creation of a descriptive overview that can serve as a starting point for more in-depth analysis.

The Labour Market Monitor should represent a monitoring system that condenses significant aspects of labour market development from a multitude of indicators. However, the generation of indices also represents a tightrope walk. On the one hand, indices reduce the complexity of the information processed; on the other hand, it is precisely this reduction that bears the risk of misinterpretations – we aim to counteract by a transparent methodology and

¹⁾ All countries for which data is available for all indicators are included in the respective index. Since 2021, the Labour Market Monitor no longer includes the United Kingdom.

documentation of data and methods as well as by the separate presentation of five dimensions of the labour market.

The present report summarises the current results²⁾ of the five dimensions of the Labour Market Monitor: It provides a (carto-)graphic overview and presents the main characteristics of the top countries in the five key labour market dimensions defined. In addition, the present report outlines the long-term development of labour market performance: The two cyclical dimensions of the Labour Market Monitor (Dimension 1 "Overall labour Market Performance" and Dimension 2 "Participation") examine how the labour market is affected by economic crises and its ability to recover after economic crises. The three dimensions of the Labour Market Monitor (Dimension 3, Dimension 4, and Dimension 5), which depict more structural indicators, examine developments in the respective subdimensions at ten-year intervals.

²⁾ Huemer, U., & Mahringer, H. (2023). *Arbeitsmarktmonitor 2022. Update des jährlichen, EU-weiten Arbeitsmarktbeobachtungssystems*. WIFO (forthcoming).

Labour market monitoring with the Labour Market Monitor

A total of 58 indicators³⁾ are represented in the Labour Market Monitor and its five dimensions. Content-related considerations as well as the aspects of regular availability and comparability of data determined the selection of indicators. The Labour Market Monitor is mainly based on data from Eurostat (EU-LFS and EU-SILC) and always uses the most recent data – in the Labour Market Monitor 2022, these were primarily data from the years 2021 and 2020⁴⁾.

The five dimensions

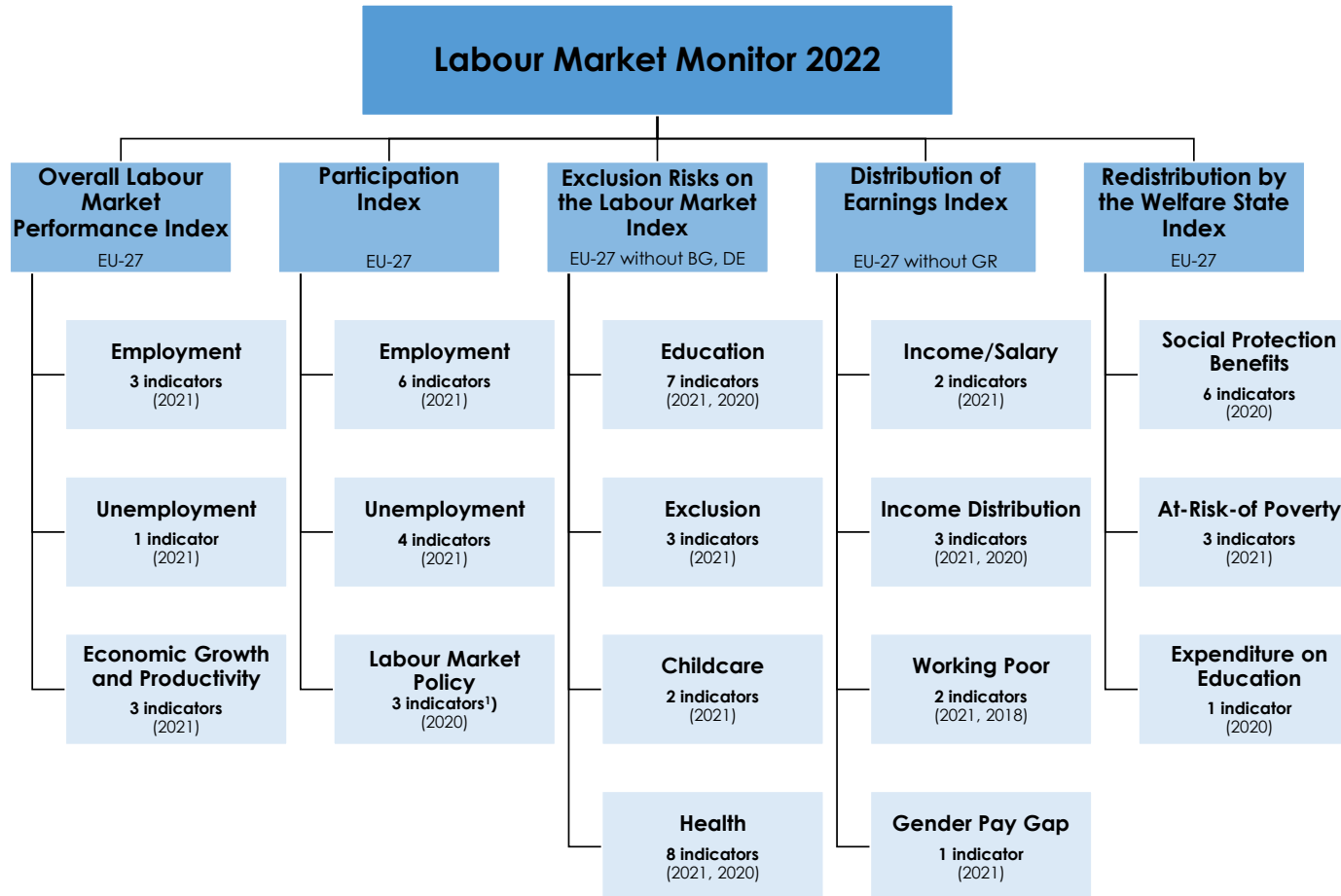
- **Dimension (1)**, "Overall Labour Market Performance", refers to the labour market in the context of the overall economic situation of a country based on the interplay of employment, unemployment, economic growth, and productivity (seven indicators). Like Dimension 2, Dimension 1 reflects general aspects of the labour market.
- **Dimension (2)**, "Participation", captures the extent to which different groups of people (e. g. young and old persons, women and men) are integrated into the labour market and is measured based on 13 indicators (in this year's update: twelve indicators)⁵⁾.
- **Dimension (3)**, "Exclusion Risks on the Labour Market", is intended to capture the capacity of a country to enable fair access to the labour market and the chances of remaining employed. The level of education and the availability of childcare infrastructure undoubtedly play an important role here, with 20 indicators being used in this area.
- **Dimension (4)** shows the "Distribution of Earnings" based on eight indicators.
- **Dimension (5)**, "Redistribution by the Welfare State", uses ten indicators to measure the effectiveness of state interventions and public expenditures on social protection and education.

³⁾ Only 57 indicators were included in the Labour Market Monitor 2022. This is due to the fact that short-time work is recorded differently depending on the country – partly as an active labour market policy (ALMP) intervention, partly as a passive labour market policy intervention. Therefore, the indicator on ALMP expenditure in Dimension 2 was expanded to include passive expenditure on short-time work. This adjustment to increase comparability is not possible for the indicator on participation in ALMP, which is why it was excluded.

⁴⁾ However, not all indicators are as quickly and completely available as others. Where the most recent data for individual countries are missing, data from the previous year are used. If this information is also missing, the country in question is left out of the calculation.

⁵⁾ Indicator 13 "Participants in Active Labour Market Policy (ALMP) measures as a percentage of the labour force" was excluded from the Labour Market Monitor 2022.

Structure of the Labour Market Monitor 2022: dimensions and subdimensions



S: WIFO. – 1) In this year's update, two indicators (instead of the three) are included in the "Labour Market Policy" subdimension of Dimension 2 "Participation". This is because short-time work (as an active or passive labour market policy measure) is recorded differently by country. In order to ensure comparability, short-time work expenditures were added to the expenditures for active labour market policy (if they were recorded as a passive measure); however, it is not possible to adapt the indicator for participants in active labour market policy, which is why this indicator was not taken into account.

Index methodology

The calculation of the five dimensions is based on standard methods of index construction (see Haas et al. 2010, p. 15ff)⁶). This involves a multi-step process. In a first step, the indicators, which are in part measured in different units (e. g. Euros, percentage shares) are normalised by using the min-max method. In a second step, the standardised indicators are transformed to a scale from 1 (worst value) to 10 (best value). In a third step, the indicators are weighted based on their standard deviation, thus making sure that indicators with a higher variation are not represented disproportionately higher or exert a higher influence on the overall index. In a fourth step, the values gained for each index in steps 1 to 3 are added together and once again normalised and transformed. This way, the different indicators per country and dimension of the Labour Market Monitor are aggregated to an area index figure (index point value).

Multi-step calculation process of the five indices including sensitivity analysis



S: WIFO.

Finally, a sensitivity analysis is applied to test the robustness of our results and compare the performance of the index to alternative configurations (change of weighting of indicators or the composition of indicators per index). This model proves highly robust with respect to the different weighting variations and selection of indicators.

Presentation of results

Based on the calculated index point values, four country groups are formed along the quartile limits ("top field", "upper middle field", "lower middle field", and "bottom field"). These country groups are used to carry out a comparison to the previous year: not the changes in rankings but rather the categorisation of the countries in terms of the four groups of the distribution are evaluated. In forming four equally occupied country groups, however, the distance in index point values between neighbouring groups can be quite small. For this reason, an additional alternative group categorisation is carried out: countries are clustered in such a way that the distance between the countries' index point values within each group is minimised, while at the same time the distance to the neighbouring groups is maximised (index point value distance at least 0.5 on the ten-part scale). No prior-year comparison is made for this alternative group categorisation.

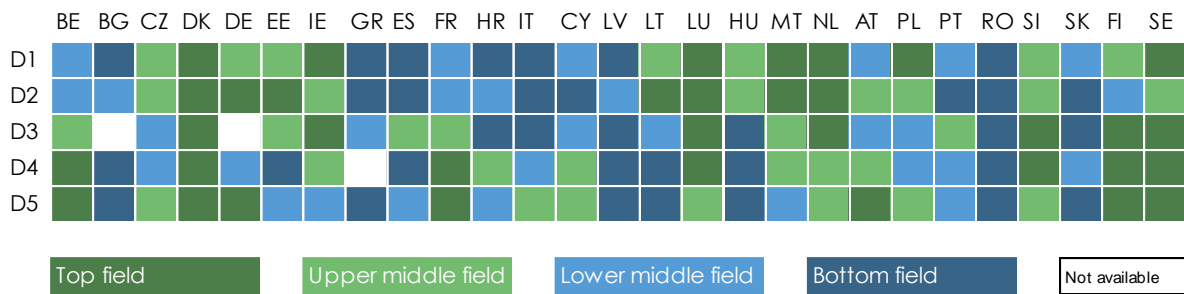
When interpreting the indices, it should be noted that despite a comprehensive selection of figures, an index can never fully capture all national differences and country-specific institutional contexts.

⁶) Haas, S., Lutz, H., Mahringer, H., & Rückert, E. (2010). *Implementierung und Testung des 'Arbeitsmarktmonitors der Arbeiterkammer Wien'*. WIFO. <http://www.wifo.ac.at/wwa/pubid/43103>.

Results at a glance

Rankings based on country groups formed along the quartile limits

Dimension 1 to 5, EU 27

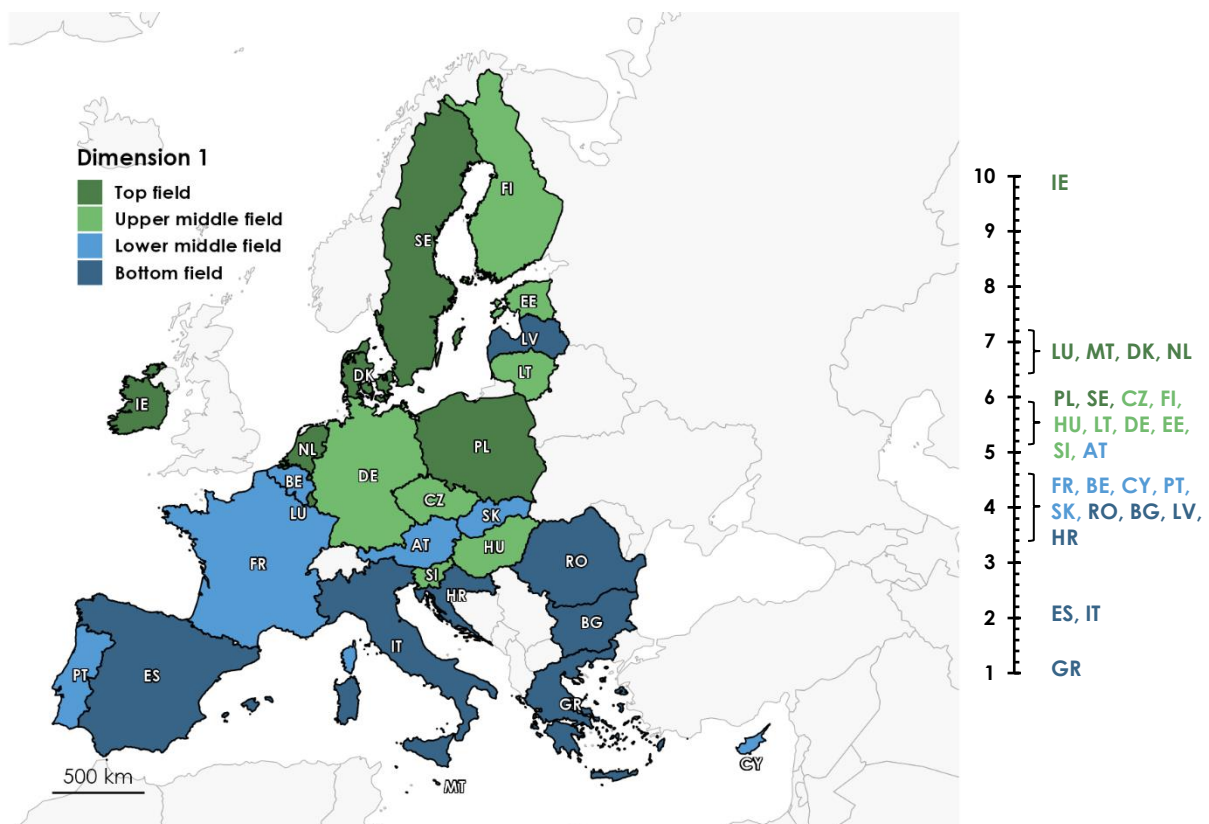


S: Labour Market Monitor 2022. – D ... Dimension.

- In a European comparison, Denmark is the only EU country among the top performers in all five dimensions.
- Sweden, the Netherlands, Slovenia, and Luxembourg are among the top performers or at least in the upper middle field in all five dimensions.
- Southern European countries and Central and Eastern European countries are often found in the bottom field of the rankings.
- Bulgaria, Greece, Latvia, Romania, and Slovakia are at the bottom or in the lower middle field in all five dimensions.

Dimension 1 "Overall Labour Market Performance"

Dimension 1 contains seven indicators that represent the labour market performance of a country in an overall economic context: the extent of employment of the working-age population (employment rate, employment rate in full-time equivalents) and employment growth compared to the previous year, the current level of unemployment (unemployment rate) and the economic performance of a country (economic growth and productivity: real GDP per capita – absolute value in Euros and development over time, as well as labour productivity per person employed).



S: Labour Market Monitor 2022.

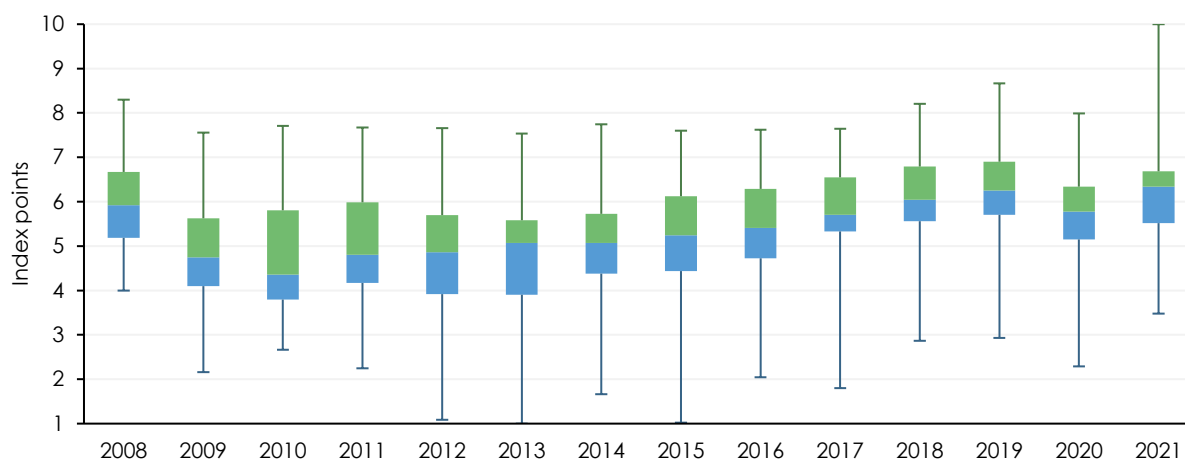
What characterises the countries of the top field?

- **High economic performance:** Most of the top countries have a **(very) high real GDP per capita** (EU 27 27,880 €) with **above-average labour productivity per employee**. Malta and Poland have below-average real GDP per capita (and below-average labour productivity per employee), but above-average GDP per capita dynamics.
- The top countries are characterised by **an above-average employment rate** (EU 27 68.4%) and – except for Sweden – a **below-average unemployment rate** (EU 27 7.1%) as well as an **above-average employment growth rate** (EU 27 +1.5%).

Development of the EU 27 countries in Dimension 1 since 2008

- The **financial and economic crisis** of 2009 and the COVID-19 pandemic of 2020 have left clear traces: The **labour market performance of the EU 27 countries** has **diverged** in recent years based on the seven indicators of Dimension 1 (**economic divergence within the EU 27 countries**).
- The **country differences in performance** (range of scores) **were greatest in 2015**. The still large differences in 2021 are due to Ireland at the top and Greece at the bottom of the distribution. The middle field performs better in 2021 (as well as in 2018 and 2019) than in 2008.
- Most of the **EU 27 countries** were able to **recover** from the financial and economic crisis **by the outbreak of the COVID-19 pandemic**. However, the **speed of economic and labour market recovery** after the financial and economic crisis **varies**.
- The **COVID-19** pandemic has again **worsened the performance in all countries**, but only briefly and to a lesser extent than the financial and economic crisis of 2009.

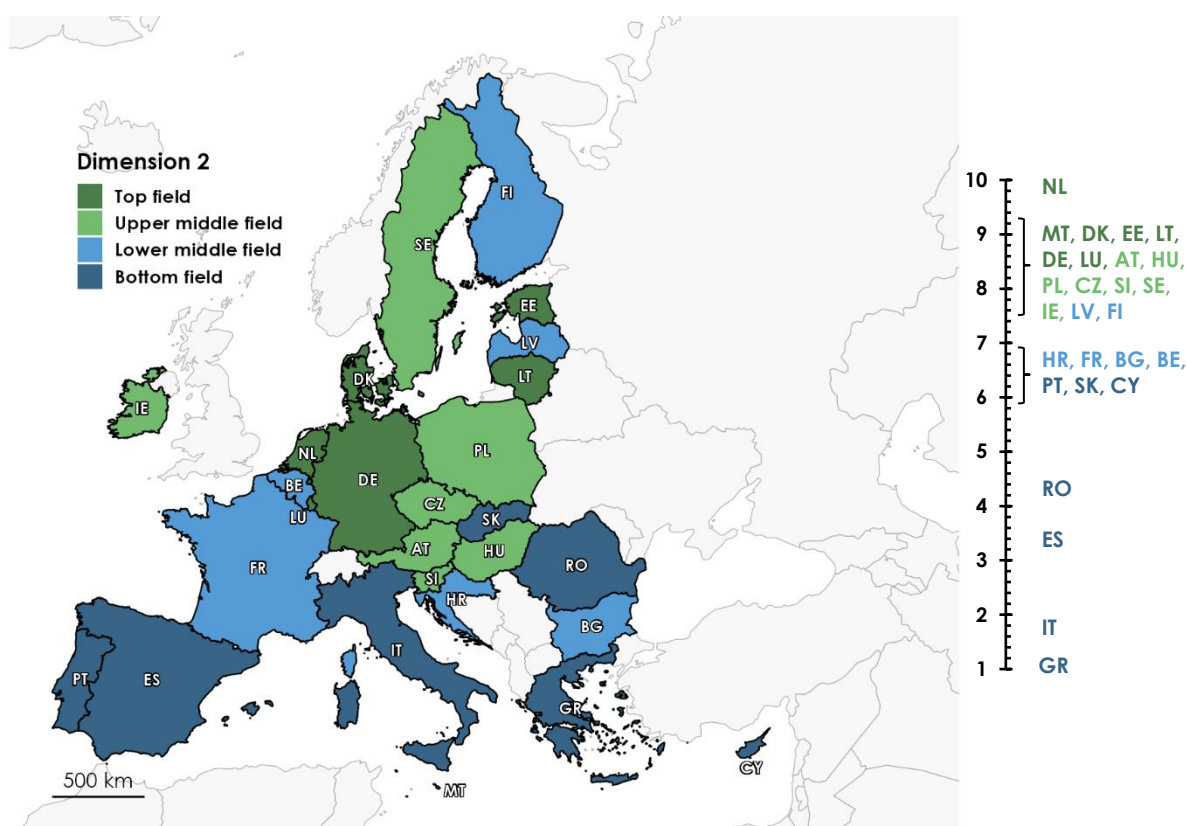
Development of the index point values of the EU 27 countries in Dimension 1



S: Labour Market Monitor 2022. – Range of index point values. Reading example: The box plot diagram visualises the scatter and location of the countries' scores per year. In the box (green plus blue area) are the middle 50% of the countries, i. e. the upper and lower middle field. They are limited by the upper and lower quartile; the transition from the green to the blue area represents the median: 50% of the countries are smaller or equal to this value. The edges of the box plot mark the country with the lowest and highest score in the year or the country with the worst rank and the best rank per year. – To compare the index point values over time, the index point values were normalised on the basis of a global minimum and maximum, i. e. for each indicator the smallest and the largest value in the period 2008 to 2021 was searched for and used for normalisation (min-max method).

Dimension 2 "Participation"

Dimension 2, "Participation", captures the extent to which the labour market and employment system is able to integrate different groups of people. This year, it includes twelve indicators instead of 13 (for more information see chapter "The five dimensions"): Indicators on employment (employment rates of different age groups, employment gender gap, involuntary part-time employment, involuntary temporary employment), indicators on the unemployment structure (unemployment rate of young and older people, long-term unemployment rate and long-term unemployment rate of older people), and indicators on expenditures in the field of active labour market policy (including short-time work).



S: Labour Market Monitor 2022.

What characterises the countries of the top field?

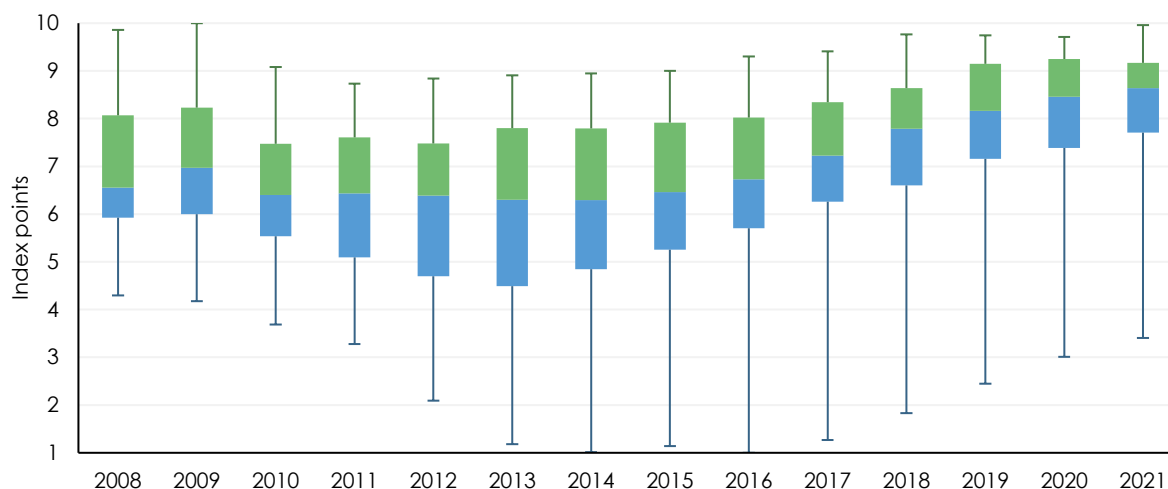
- What the top countries have in common is an **above-average employment rate** in the prime working age (between 25 and 44 years, EU 27 79.9%) and a **below-average share of involuntary temporary employment** (EU 27 5.0%).
- Most of the countries in the top field are characterised by **below-average youth unemployment rates** (EU 27 16.6%) and **long-term unemployment rates** (EU 27 39.4%).
- The majority of countries of the top field **invest heavily in active labour market policies**.

Development of 23 EU member states in Dimension 2 since 2008⁷⁾

- In the course of the financial and economic crisis, the **integration of different groups of people** into the labour and employment system has deteriorated overall since 2010. The differences between the countries have increased (**divergence**); they were greatest in 2016. The key driver is Greece's performance at the bottom of the distribution.
- Since 2017, the top 75% of countries have scored higher index points than in 2008.
- In the face of the **COVID-19 pandemic**, some indicators (apparently) improved in 2020, despite an unfavourable labour market situation: For example, statistically, the share of long-term unemployment fell because of the sharp increase in short-term unemployment, the employment rate of older people increased in most countries (unlike in the prime working age), and the share of involuntary temporary employment fell almost everywhere (which could be due to the more difficult labour market access). In 2021, the performance appears to be better than before the outbreak of the pandemic.
- While the informative value of the indicators in 2020 was limited by severe disruptions in the labour market, the positive picture in 2021 could be distorted by a break in the time series (changes in the Labour Force Survey).

Development of the index point values of the countries in Dimension 2 – Indicators 1 to 10

EU 27 without CY, LT, LU, and MT

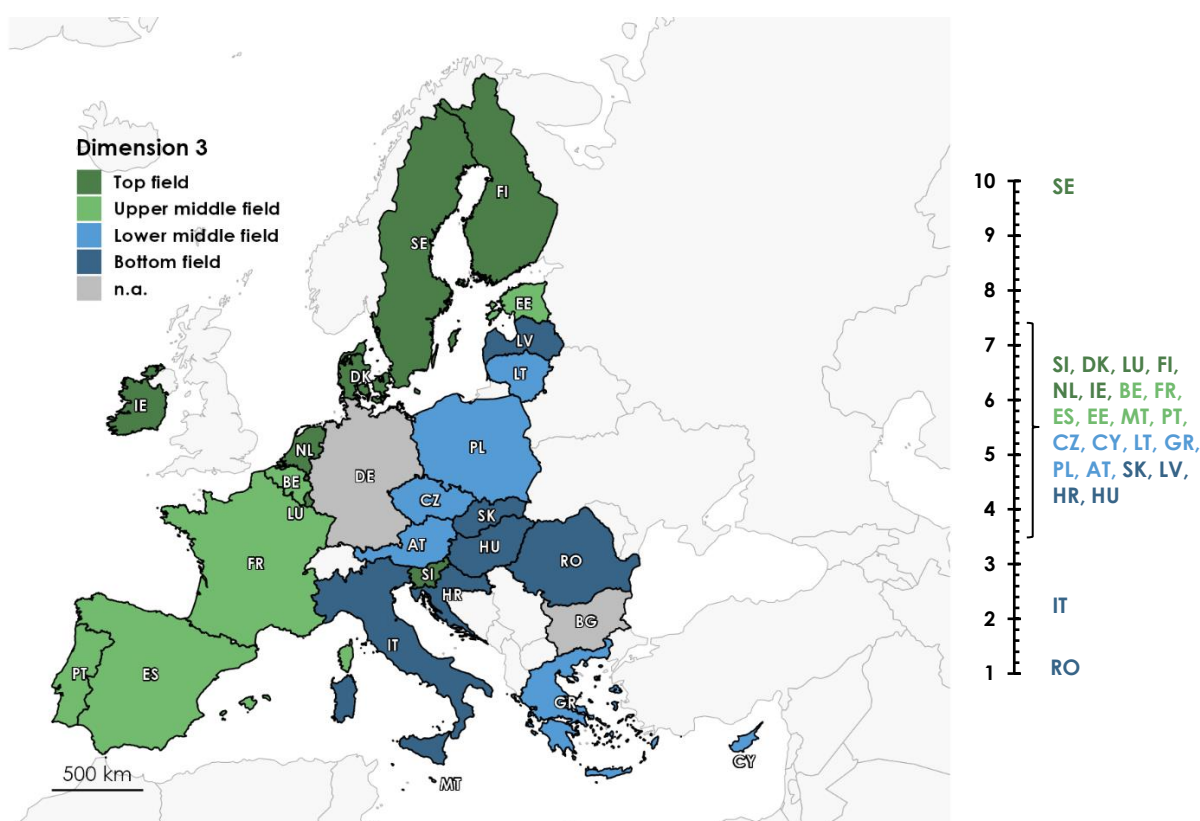


S: Labour Market Monitor 2022. – Range of index point values. Reading example: The box plot diagram visualises the scatter and location of the countries' scores per year. In the box (green plus blue area) are the middle 50% of the countries, i. e. the upper and lower middle field. They are limited by the upper and lower quartile; the transition from the green to the blue area represents the median: 50% of the countries are smaller or equal to this value. The edges of the box plot mark the country with the lowest and highest score in the year or the country with the worst rank and the best rank per year. – To compare the index point values over time, the index point values were normalised on the basis of a global minimum and maximum, i. e. for each indicator the smallest and the largest value in the period 2008 to 2021 was searched for and used for normalisation (min-max method).

⁷⁾ EU 27 without CY, LT, LU, and MT. – Indicators 1 to 10 (without the subdimension "Active Labour Market Policy").

Dimension 3 "Exclusion Risks on the Labour Market"

Dimension 3 deals with the main determinants of labour market opportunities; it comprises 20 indicators on aspects of education, exclusion, health, and childcare: The education dimension comprises seven indicators reflecting the level of education and participation of the population in further education; the exclusion dimension comprises two indicators reflecting individual care obligations and an indicator of the level of inactivity at working age. The childcare dimension shows the extent to which a country offers childcare infrastructure. The health dimension contains eight indicators that show the general health status of the (working age) population.



S: Labour Market Monitor 2022. – Index calculation without BG, DE. – n.a. ... not available.

What characterises the countries of the top field?

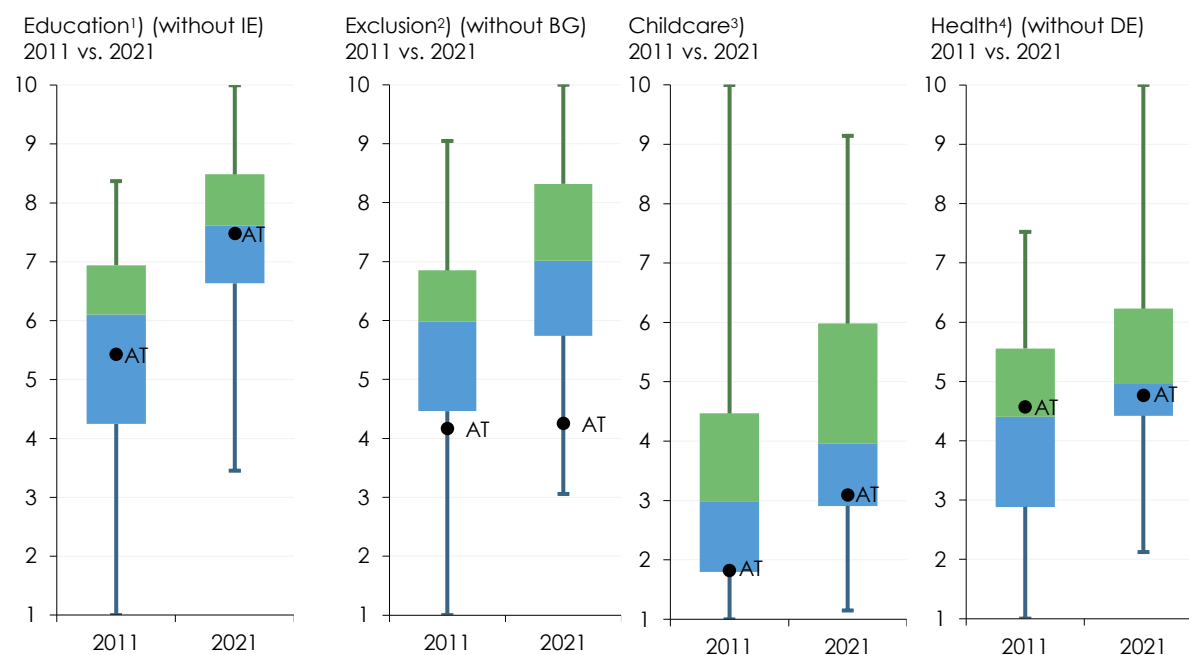
- The top countries tend to perform relatively **well in the subdimensions of education, childcare, and health**. Results are mixed for the subdimension exclusion.
- The **share of population with tertiary education** (EU 27: 33.4% of 25- to 64-year-olds) and **participation in lifelong learning** (EU 27 10.8%) are **above average**.
- The **childcare rate** for under-3-year-olds is **above average** in almost all top countries (EU 27 36.2 in total; 21.1% for a minimum childcare time of 30 hours per week).

Development of the EU 27 countries in Dimension 3 in a ten-year-perspective

- On average, the **exclusion risks have decreased in all four subdimensions** in a ten-year perspective (indicated by the increase in the quartile boundaries, the minimum and the maximum). The last-ranked countries made strong gains in the subdimensions of exclusion and education, and marginal gains in the subdimension of childcare. On average, the performance of the middle and top-ranking countries also improved.
- Progress was also made at the top end, except for childcare: Denmark, which came first in both years, had higher childcare rates in 2011 than in 2021.
- The **range of index points has narrowed in three out of four subdimensions**. This means that the differences in performance between the EU member states have narrowed in three out of four subdimensions (exception: health subdimension).

Development of the index point values of the countries in Dimension 3

In index point values



¹⁾ Ind. 7 "Participation rate in CVT courses": CVTS4 2010 vs. CVTS6 2020.

²⁾ Ind. 8: MT 2020, Ind. 9: LT 2009, LV 2020.

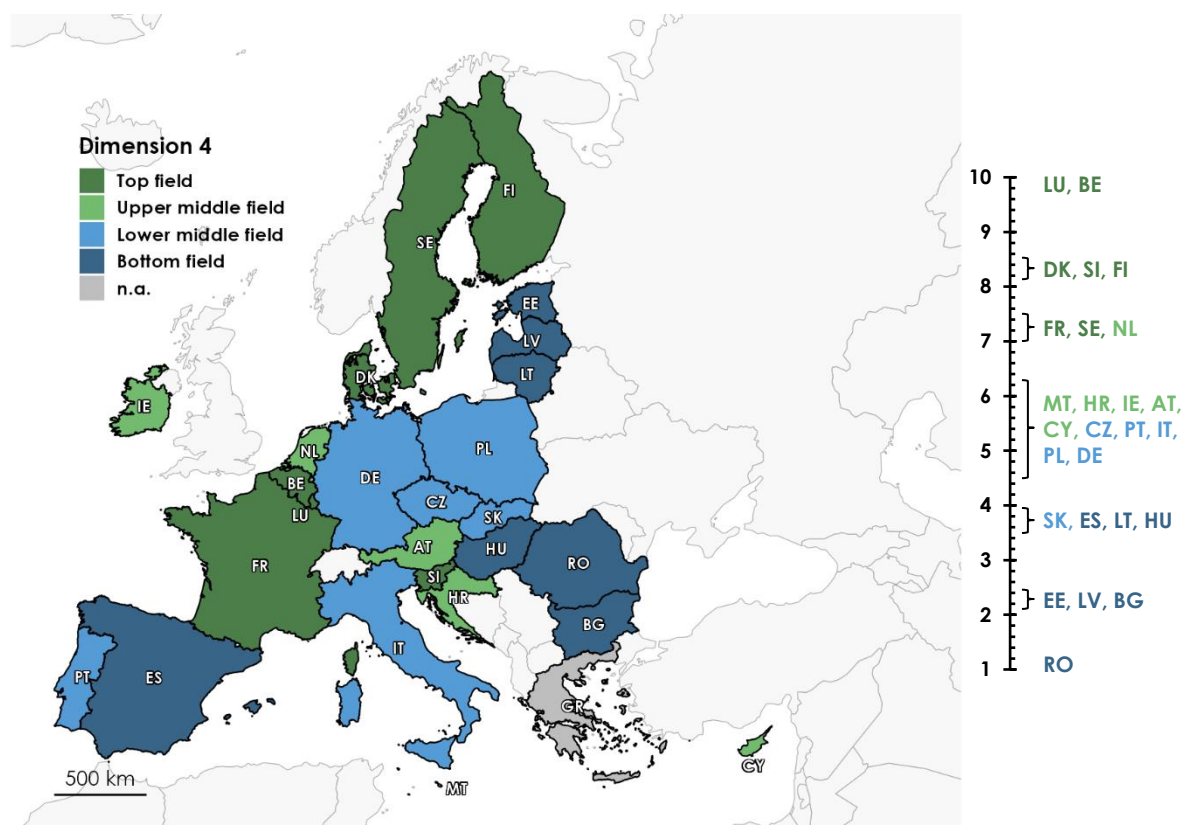
³⁾ SK: 2020.

⁴⁾ Ind. 13-17: 2020, Ind. 18-19: SK 2020.

S: Eurostat, WIFO calculations. – Calculation of index points on the basis of a global minimum and maximum for the two years.

Dimension 4 "Distribution of Earnings"

Dimension 4 deals with the level and distribution of income. Eight indicators are included in the assessment: the average level of earnings, the functional and personal distribution of primary incomes (compensation of employees in percentage of GDP and income distribution quintiles as a measure of inequality in income distribution), taxes on labour as a percentage of total taxation, the gender pay gap and the proportion of the low-wage earners (basis: gross hourly earnings) as well as the extent of "working poor".



S: Labour Market Monitor 2022. – Index calculation without GR. – n.a. ... not available.

What characterises the countries of the top field?

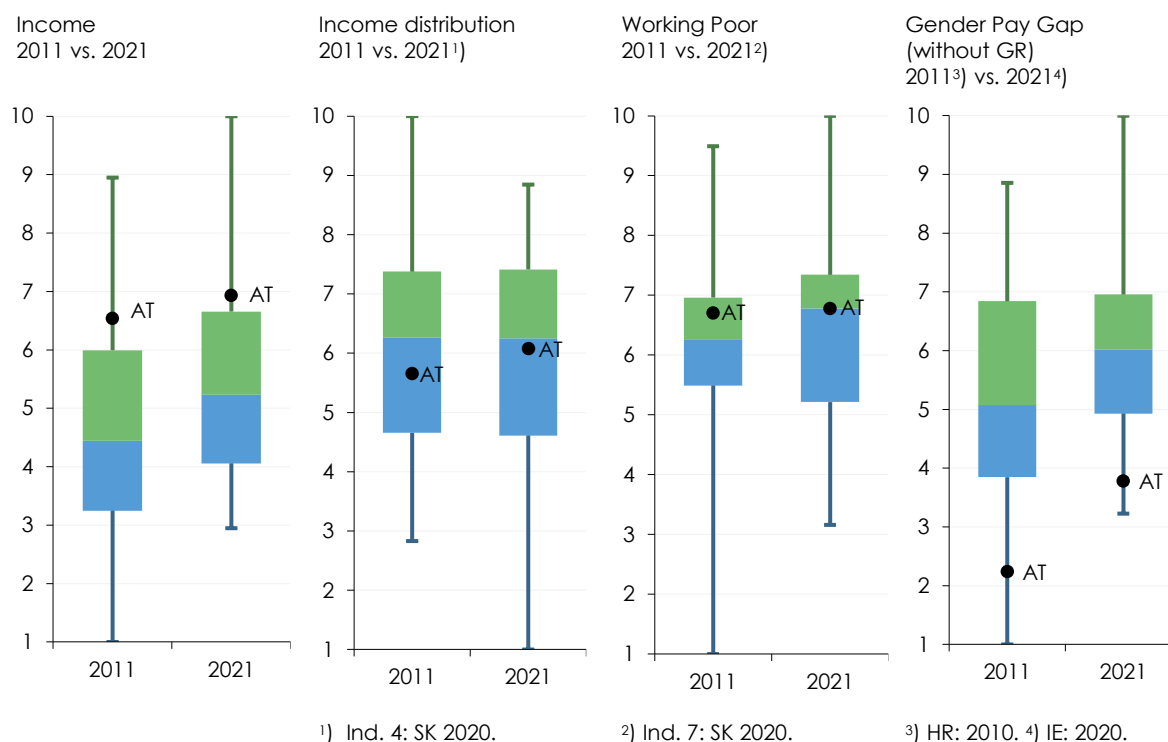
- **Income inequality** is **below average** in the countries of the top field (income quintile ratio EU 27 5.0).
- The **share of working poor** (EU 27 8.9%) **and** the **share of low-wage employment** (2018: EU 27 15.2%) are **below average** (except for Luxembourg and Slovenia).
- Most of the countries have **above-average incomes** (nominal remuneration EU 27 30,626 € and compensation of employees 38,641 € in purchasing power standards).

Development of the EU 27 countries in Dimension 4 in a ten-year-perspective

- On average, **progress** has been made within ten years **in three of the four sub-dimensions**: income, working poor, and gender pay gap.
- In the **subdimensions income and gender pay gap**, the **average performance of the middle field has improved**. The country with the lowest ranking and the country with the highest ranking also made progress; the differences between the countries (range of index points) narrowed.
- In the **working poor subdimension**, the **performance of the countries has converged**. The countries at the bottom of the distribution have caught up strongly.
- The findings in the **income distribution subdimension** are **unfavourable**: The countries at the margins of the distribution performed worse in 2021 than in 2011, while the results of the middle field (25% to 75% quantile) remained constant.

Development of the index point values of the countries in Dimension 4

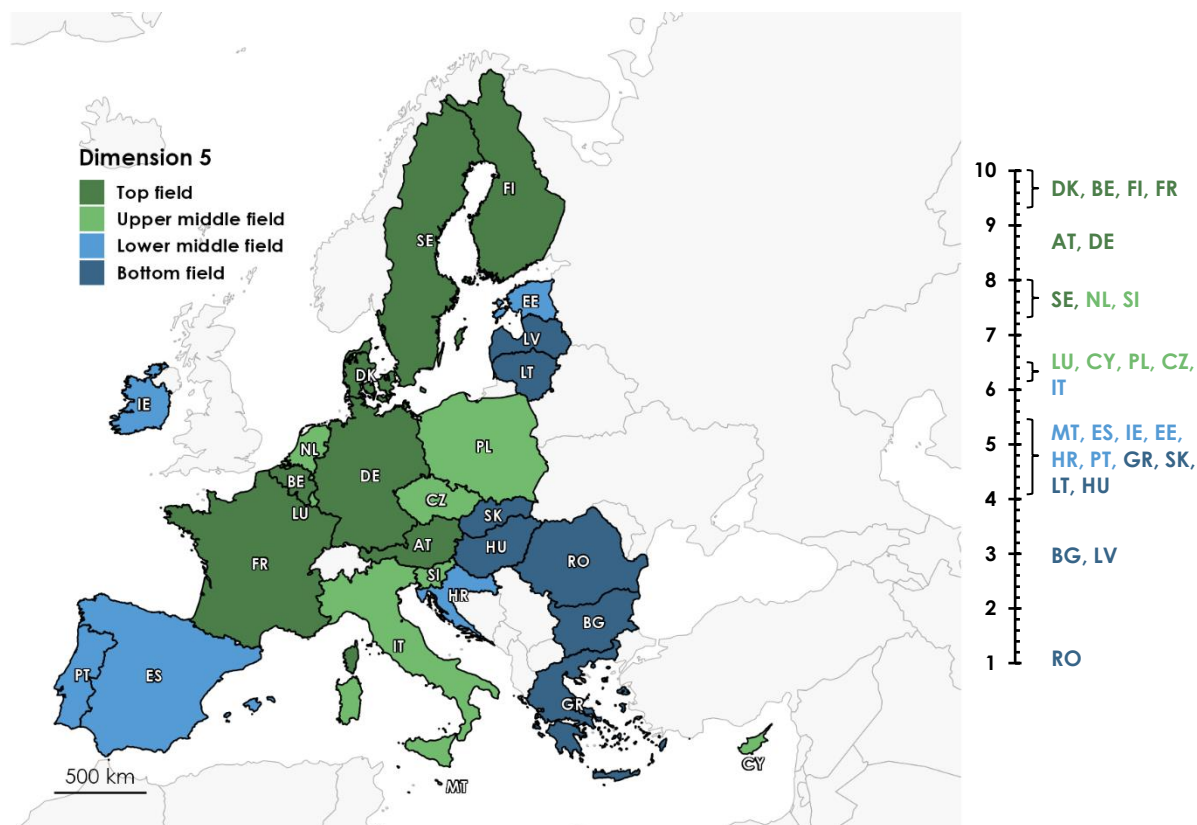
In index point values



S: Eurostat, WIFO calculations. – Calculation of index points on the basis of a global minimum and maximum for the two years.

Dimension 5 "Redistribution by the Welfare State"

Dimension 5 focuses on social welfare and levels of transfer in the EU countries. The index encompasses a total of ten indicators: six indicators on the extent and structure of social protection benefits by various functions (sickness/health care, old age, family/children, unemployment, disability, survivors/social exclusion/housing), one indicator on educational expenditure as a percentage of GDP, and three indicators on the risk of poverty.



S: Labour Market Monitor 2022.

What characterises the countries of the top field?

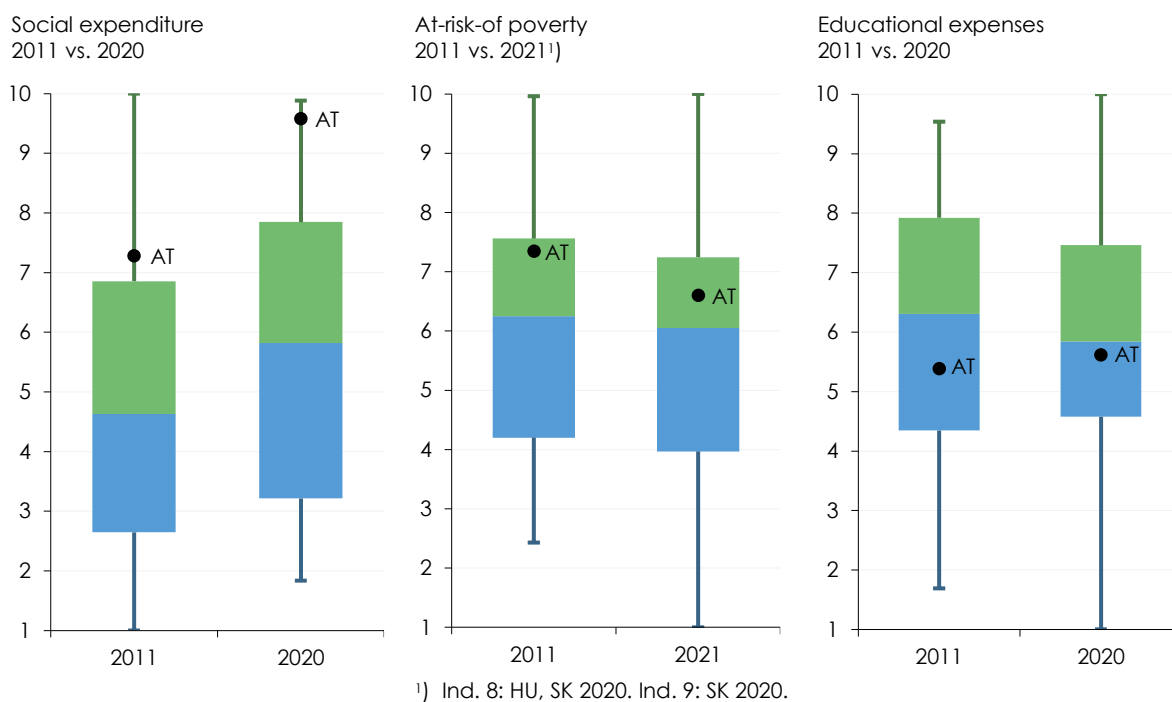
- In line with the conception of this index, the top countries spend **an above-average share of GDP on social benefits** (EU 27 30.3%).
- In all top countries, the **at-risk-of-poverty rate** (after social transfers) is **below the EU average** (EU 27 16.8%). Social transfers make an above average contribution to reducing the at-risk-of-poverty rate (EU 27 9.9 percentage points).
- Most of the countries of the top field have **above-average educational expenditure** as a percentage of GDP (EU 27 5.0%).

Development of the EU 27 countries in Dimension 5 in a ten-year-perspective

- On average, **social benefit spending as a percentage of GDP increased** in 2020 compared with 2011; the differences across countries have narrowed. However, this result is strongly driven by the pandemic: on the one hand because COVID-19 caused higher spending on sickness and health care and unemployment, and on the other hand because GDP fell sharply, which automatically increases GDP-related indicators.
- Country differences in **educational spending as a percentage of GDP turned out to be larger in 2020 than in 2011**, and median educational spending also fell. The negative finding was dampened by what appeared to be significantly higher educational spending in 2020 compared with 2019 due to the pandemic.
- On average, the EU 27 **countries performed worse with regard to poverty indicators** in 2021 than in 2011 (lower quartile scores), and country differences were higher (range of index points).

Development of the index point values of the countries in Dimension 5

In index point values



S: Eurostat, WIFO calculations. – Calculation of index points on the basis of a global minimum and maximum for the two years.

Table appendix

In the following, both the raw data and the results of the Labour Market Monitor 2022 are presented in tabular form of the rankings. At the request of experts from the Vienna Chamber of Labour, some indicators were included in the raw data on a gender-specific basis, so separately for men and women.

The calculation of the sector indices is based, with a few exceptions, predominantly on the years 2021 and 2020; exemptions are indicated. In the case of equal index point values, countries take the same rank; coloured markings indicate these cases.

Where available, the raw data are presented for the EU 27. However, due to missing data, not all 27 EU countries could be included in the calculation for two of five dimensions.

Abbreviations

The 27 member countries of the European Union

BE	Belgium	LT	Lithuania
BG	Bulgaria	LU	Luxemburg
CZ	Czech Republic	HU	Hungary
DK	Denmark	MT	Malta
DE	Germany	NL	Netherlands
EE	Estonia	AT	Austria
IE	Ireland	PL	Poland
GR	Greece	PT	Portugal
ES	Spain	RO	Romania
FR	France	SI	Slovenia
HR	Croatia	SK	Slovakia
IT	Italy	FI	Finland
CY	Cyprus	SE	Sweden
LV	Latvia		

EU 27 Member countries of the European Union

Other abbreviations

LMM	Labour Market Monitor	GDP	Gross Domestic Product
LMP	Labour Market Policy	PPS	Purchasing Power Standard

Sources of data

COFOG	Classification of the Functions of Government (Klassifikation der Aufgabenbereiche des Staates)
CVTS	European Continuing Vocational Training Survey (Europäische Erhebung über betriebliche Bildung)
DG TAX DU	Taxation Trends in the European Union, 2019 – Directorate-General for Taxation and Customs Union (Steuertrends in der Europäischen Union, 2019 – Generaldirektion Steuern und Zollunion)
ESAW	European Statistics on Accidents at Work (Europäische Statistik über Arbeitsunfälle)
ESSPROS	European System of integrated Social Protection Statistics (Europäisches System integrierter Sozialschutzstatistiken)
EU-LFS	EU Labour Force Survey (EU-Arbeitskräfteerhebung)
EU-SILC	European Union Statistics on Income and Living Conditions (Europäische Gemeinschaftsstatistik über Einkommen und Lebensbedingungen)
HLY	Healthy life years (Gesunde Lebensjahre)
LMP	Labour Market Policy Database (Arbeitsmarktpolitik-Datenbank)
NAS	National Account Systems (Volkswirtschaftliche Gesamtrechnung)
UOE	UNESCO-UIS, OECD, EUROSTAT data collection on education statistics (UNESCO-UIS, OECD, EUROSTAT Datenerhebung zur Bildungsstatistik)
SES	Structure of Earnings Survey (Verdienststrukturerhebung)

Table 1: **Raw data of indicators in Dimension 1 "Overall Labour Market Performance"**
2021, EU 27

	Employment rate of 15- to 64-year-olds ¹⁾			Employment Employment rate of 15- to 64-year-olds in full time equivalents				Employment growth ²⁾ In %	Unemployment Unemployment rate of 15- to 64-year-olds			Economic growth and productivity		
	Total	In %		Total	In %		Total		In %		In Euro	Labour productivity ³⁾ Index EU 27 = 100		
		Men	Women		Men	Women			Men	Women		2010 = 100	EU 27 = 100	
BE	65.3	68.7	61.8	59.1	65.8	53.0	1.9	6.3	6.7	5.9	35,950	107.4	130.7	
BG	68.1	72.0	64.2	67.5	71.3	63.6	0.2	5.3	5.6	5.1	6,950	130.6	53.5	
CZ	74.4	81.3	67.1	72.6	80.5	64.5	0.4	2.9	2.4	3.5	18,020	117.7	85.6	
DK	75.5	78.4	72.6	66.3	71.5	61.7	2.4	5.1	5.1	5.2	50,010	113.0	119.3	
DE	75.8	79.3	72.2	65.7	75.1	57.1	0.1	3.6	4.0	3.2	35,480	106.9	104.0	
EE	74.0	75.6	72.4	70.0	73.0	67.1	0.1	6.5	7.1	5.8	16,490	138.7	86.6	
IE	69.8	74.3	65.5	62.7	69.9	56.4	6.0	6.3	6.5	6.2	70,530	191.3	214.7	
GR	57.2	66.4	48.2	55.0	64.9	45.4	2.7	14.9	11.5	19.1	17,610	97.1	66.4	
ES	62.7	67.5	57.9	58.8	65.6	52.2	2.5	14.9	13.2	16.8	23,450	103.0	92.4	
FR	67.2	70.1	64.5	62.4	67.8	57.7	2.5	7.9	8.0	7.8	32,530	104.2	114.7	
HR	63.4	68.2	58.6	62.0	67.0	57.0	1.2	7.6	7.3	8.0	13,500	126.4	76.0	
IT	58.2	67.1	49.4	53.5	64.6	43.0	0.6	9.7	8.9	10.8	26,700	98.8	104.9	
CY	70.8	76.7	65.3	66.9	73.5	60.8	1.3	7.7	7.4	8.0	25,480	110.9	85.8	
LV	69.9	71.9	68.0	67.3	69.9	64.9	-2.6	7.9	8.8	6.9	12,970	145.1	74.1	
LT	72.4	72.9	71.9	70.6	71.5	69.9	1.2	7.4	7.9	6.9	14,820	150.9	84.9	
LU	69.4	72.6	66.0	63.6	70.3	57.4	3.0	5.3	5.0	5.7	84,490	102.4	165.8	
HU	73.1	77.9	68.2	71.6	77.0	66.4	1.0	4.1	3.9	4.3	13,690	134.3	72.3	
MT	75.5	82.7	67.3	72.1	80.8	62.3	3.0	3.4	3.7	3.0	22,730	138.2	92.7	
NL	80.1	83.6	76.6	64.4	74.6	56.5	2.0	4.2	4.0	4.5	41,860	107.7	109.0	
AT	72.4	76.7	68.1	62.6	72.9	53.6	2.0	6.3	6.3	6.2	36,950	101.8	112.8	
PL	70.3	76.8	63.8	68.6	75.5	61.7	2.5	3.4	3.4	3.4	13,760	140.6	81.9	
PT	70.1	72.7	67.7	67.5	70.8	64.6	1.9	6.7	6.5	7.0	18,050	108.0	72.9	
RO	61.9	71.1	52.5	61.1	70.1	51.9	1.8	5.6	6.0	5.1	9,610	144.5	76.9	
SI	71.4	74.5	68.1	68.6	72.4	64.5	1.3	4.8	4.3	5.4	21,310	119.3	84.2	
SK	69.4	73.3	65.6	68.4	72.6	64.3	-0.6	6.9	6.8	7.1	15,920	121.7	74.1	
FI	72.7	73.6	71.7	66.9	69.4	64.7	3.5	7.8	8.4	7.2	37,240	104.0	107.2	
SE	75.4	77.4	73.3	69.9	73.9	66.2	1.2	9.0	8.8	9.3	44,820	109.5	118.1	
EU 27	68.4	73.3	63.4	62.8	70.5	55.5	1.5	7.1	6.9	7.5	27,880	110.1	100.0	

S: Eurostat. – 1) Employment rate of 20- to 64-year-olds: see Table 11. 2) Annual percentage change of total employment. 3) GDP in PPS per employed person.

Table 2: **Rankings in Dimension 1 "Overall Labour Market Performance"**

2021, EU 27, rankings of the indicators, the subdimensions and the total dimension

	Employment				Unemployment		Economic growth and productivity			
	Employment rate of 15- to 64-year-olds	Employment rate of 15-to 65-year-olds in full time equivalents	Employment growth ¹⁾	Subdimension	Unemployment rate of 15- to 64-year-olds	Real GDP per capita (in Euro)	Real GDP per capita (Index 2010 = 100)	Labour productivity per employee	Subdimension	Total dimension
1	NL	CZ	IE	MT	CZ	LU	IE	IE	IE	IE
2	DE	MT	FI	IE	MT	IE	LT	LU	LU	LU
3	DK	HU	MT	FI	PL	DK	LV	BE	DK	MT
4	MT	LT	LU	NL	DE	SE	RO	DK	SE	DK
5	SE	EE	GR	DK	HU	NL	PL	SE	BE	NL
6	CZ	SE	ES	SE	NL	FI	EE	FR	NL	PL
7	EE	PL	FR	CZ	SI	AT	MT	AT	MT	SE
8	HU	SI	PL	HU	DK	BE	HU	NL	LT	CZ
9	FI	SK	DK	PL	BG	DE	BG	FI	AT	FI
10	AT	PT	AT	LT	LU	FR	HR	IT	FI	HU
11	LT	BG	NL	SI	RO	IT	SK	DE	FR	LT
12	SI	LV	BE	EE	AT	CY	SI	MT	DE	DE
13	CY	CY	PT	PT	BE	ES	CZ	ES	EE	EE
14	PL	FI	RO	LU	IE	MT	DK	EE	PL	SI
15	PT	DK	CY	CY	EE	SI	CY	CY	LV	AT
16	LV	DE	SI	DE	PT	PT	SE	CZ	RO	FR
17	IE	NL	HR	AT	SK	CZ	PT	LT	SI	BE
18	LU	LU	LT	FR	LT	GR	NL	SI	IT	CY
19	SK	IE	SE	BG	HR	EE	BE	PL	HU	PT
20	BG	AT	HU	SK	CY	SK	DE	RO	CY	SK
21	FR	FR	IT	BE	FI	LT	FR	HR	CZ	RO
22	BE	HR	CZ	ES	FR	PL	FI	LV	HR	BG
23	HR	RO	BG	HR	LV	HU	ES	SK	ES	LV
24	ES	BE	DE	RO	SE	HR	LU	PT	SK	HR
25	RO	ES	EE	LV	IT	LV	AT	HU	PT	ES
26	IT	GR	SK	GR	ES	RO	IT	GR	BG	IT
27	GR	IT	LV	IT	GR	BG	GR	BG	GR	GR

S: Eurostat, WIFO-calculations. – ¹⁾ Annual percentage change in total employment. – Blue cells indicate that the two consecutive countries have the same rank due to equal index point values. Green cells indicate that the three consecutive countries have the same rank due to equal index point values.

Table 3: **Raw data of indicators in Dimension 2 "Participation"**

2021, EU 27, subdimension "Employment"

	Employment											
	Employment rate of 25- to 44-year-olds In %	Gender employment gap ¹⁾ In percentage points 25- to 44-year-olds	Employment rate of 55- to 64-year-olds In %			Involuntary part-time employment ²⁾ In %	Involuntary temporary employment ³⁾ of 15- to 64-year-olds In % of employees			Gender employment gap ¹⁾ In percentage points 15- to 64-year-olds		
			Total	Men	Women		Total	Men	Women			
BE	80.9	6.8	54.5	59.3	49.6	5.2	2.9	3.0	2.8	6.9		
BG	78.9	9.2	64.8	69.9	60.1	0.8	1.7	2.1	1.3	7.8		
CZ	83.2	22.1	69.8	76.5	63.3	1.0	2.5	2.0	3.1	14.2		
DK	81.8	8.1	72.3	76.4	68.2	2.2	1.8	1.5	2.2	5.8		
DE	83.6	8.0	71.8	75.9	67.8	2.0	0.7	0.8	0.7	7.1		
EE	83.1	9.6	71.6	70.1	72.9	1.9	0.5	n.a.	n.a.	3.2		
IE	80.8	10.4	62.8	69.4	56.3	2.5	1.7	1.6	1.9	8.8		
GR	69.2	18.6	48.3	60.7	37.3	4.6	5.6	4.3	7.2	18.2		
ES	75.3	8.3	55.8	62.5	49.3	7.3	16.1	15.0	17.2	9.6		
FR	81.3	8.3	55.9	57.7	54.3	4.9	5.9	5.5	6.3	5.6		
HR	81.3	8.8	48.6	55.1	42.7	1.6	8.6	7.1	10.3	9.6		
IT	68.2	19.2	53.4	63.4	44.0	11.5	8.4	8.2	8.7	17.7		
CY	82.4	7.1	63.4	75.0	52.0	4.7	11.4	7.7	15.2	11.4		
LV	80.4	7.4	67.8	68.5	67.1	2.7	0.9	n.a.	n.a.	3.9		
LT	85.5	4.0	68.0	67.6	68.3	1.5	0.5	0.6	0.5	1.0		
LU	86.4	5.6	46.6	51.4	41.4	1.7	0.9	1.0	0.9	6.6		
HU	86.2	8.6	62.8	74.1	52.9	1.1	1.5	1.4	1.5	9.7		
MT	88.3	12.6	52.3	66.1	37.8	1.1	0.9	0.8	1.0	15.4		
NL	86.4	8.5	71.4	79.4	63.5	1.6	4.3	4.0	4.5	7.0		
AT	83.0	7.4	55.4	62.7	48.3	2.6	0.3	0.4	0.3	8.6		
PL	85.1	12.3	54.7	67.4	43.1	0.8	5.0	5.0	5.1	13.0		
PT	84.9	2.0	63.4	68.9	58.6	2.8	9.2	9.5	8.9	5.0		
RO	76.9	20.9	43.8	55.4	33.0	2.4	1.4	2.0	0.6	18.6		
SI	87.8	5.7	52.7	57.1	48.5	0.9	3.2	2.6	3.7	6.4		
SK	82.5	9.2	60.6	64.3	57.3	0.7	2.5	2.4	2.6	7.7		
FI	81.1	5.1	68.3	67.9	68.8	5.3	4.1	3.3	4.9	1.9		
SE	83.2	7.5	76.9	78.5	75.2	5.1	2.7	3.1	2.4	4.1		
EU 27	79.9	10.9	60.5	67.0	54.3	4.1	5.0	4.8	5.2	9.9		

S: Eurostat. – ¹⁾ Employment rate: difference between men and women. ²⁾ Main reason: Could not find full-time employment. ³⁾ Main reason: Could not find a non-temporary employment. – n.a. ... no values available.

Continued: **Raw data of indicators in Dimension 2 "Participation"**

2021 (subdimension "Unemployment"), 2020 (subdimension "Labour market policy"), EU 27

	Unemployment rate		Unemployment				Long-time unemployment rate			Labour market policy (LMP)	
	In %		Long-time unemployment rate of 15- to 64-year-olds				of 55- to 64-year-olds			(Active) LMP expenditure ⁴⁾	
	15- to 24-year-olds	55- to 65-year-olds	Total	Men	Women	Total	Men	Women	In % of GDP	In % of GDP per percentage point of unemployment	
BE	18.2	4.6	42.5	42.3	42.7	58.9	60.2	57.0	1.486	0.265	
BG	15.8	4.5	49.5	50.1	48.8	55.5	58.1	52.2	0.684	0.132	
CZ	8.2	2.4	27.6	27.9	27.3	30.6	29.1	31.9	0.590	0.227	
DK	10.8	4.0	19.9	19.0	20.8	32.0	29.7	34.9	1.309	0.226	
DE	6.9	3.0	32.5	35.0	28.9	47.6	49.9	44.5	0.646	0.166	
EE	16.7	6.4	25.1	29.7	19.1	33.3	36.0	29.9	1.337	0.186	
IE	14.5	5.5	29.8	33.8	25.2	43.4	n.a.	n.a.	1.332	0.230	
GR	35.5	11.1	62.7	58.6	65.7	73.6	74.1	73.3	0.188	0.011	
ES	34.8	13.4	41.6	38.5	44.4	60.6	58.9	62.1	2.398	0.154	
FR	18.9	6.3	29.4	30.4	28.3	49.5	51.6	47.4	1.552	0.192	
HR	21.9	4.2	37.4	40.6	34.0	52.7	59.3	45.5	2.311	0.304	
IT	29.7	5.5	58.0	59.0	56.9	62.9	67.3	56.6	0.727	0.077	
CY	17.1	5.3	34.2	35.0	33.4	51.5	56.7	45.4	0.700	0.090	
LV	14.8	6.2	30.1	33.5	25.5	34.8	n.a.	n.a.	0.095	0.011	
LT	14.3	8.2	36.7	35.0	38.8	49.5	49.2	49.8	1.631	0.185	
LU	16.9	4.6	34.0	29.9	38.1	45.9	n.a.	n.a.	2.118	0.312	
HU	13.5	2.9	31.4	31.9	31.0	39.1	39.9	37.8	0.596	0.139	
MT	9.4	3.1	26.5	30.6	19.3	46.7	n.a.	n.a.	2.648	0.602	
NL	9.3	3.3	19.6	19.1	20.0	45.0	42.4	48.4	2.058	0.528	
AT	11.0	5.2	31.5	32.9	29.9	53.1	57.6	45.9	1.999	0.370	
PL	11.9	2.5	26.6	26.0	27.3	35.4	35.5	n.a.	1.005	0.314	
PT	23.4	5.2	43.3	42.2	44.4	61.0	59.5	63.0	0.863	0.122	
RO	21.0	3.9	36.5	35.9	37.5	50.6	50.7	50.6	0.034	0.007	
SI	12.8	4.0	39.2	42.5	36.2	52.3	57.1	47.3	0.993	0.199	
SK	20.6	5.4	56.6	56.6	56.6	61.2	62.3	60.2	1.118	0.164	
FI	17.1	7.4	23.7	25.1	21.9	41.2	41.5	41.0	0.741	0.094	
SE	24.7	6.8	23.5	25.5	21.4	43.5	46.9	38.6	1.311	0.154	
EU 27	16.6	5.5	39.4	39.0	39.8	54.0	54.7	53.2	0.599	0.083	

S: Eurostat. – ⁴⁾ LMP interventions in categories 2 to 7 plus expenditures for short-time work in category 8.2 (see Table 23). – n.a. ... no values available.

Table 4: **Rankings in Dimension 2 "Participation"**

2021, EU 27, rankings of the indicators and the subdimension "Employment"

	Employment rate of 25- to 44-year-olds	Gender employment gap of 25- to 44-year-olds ¹⁾	Employment rate of 55-to 64-year-olds	Employment	Involuntary temporary employment of 15- to 64-year-olds	Gender employment gap ¹⁾ of 15- to 64-year-olds	Subdimension
1	MT	PT	SE	SK	AT	LT	LT
2	SI	LT	DK	PL	EE	FI	EE
3	LU	FI	DE	BG	LT	EE	DE
4	NL	LU	EE	SI	DE	LV	NL
5	HU	SI	NL	CZ	LU	SE	DK
6	LT	BE	CZ	MT	LV	PT	SE
7	PL	CY	FI	HU	MT	FR	LV
8	PT	AT	LT	LT	RO	DK	SI
9	DE	LV	LV	NL	HU	SI	HU
10	CZ	SE	BG	HR	BG	LU	FI
11	SE	DE	CY	LU	IE	BE	LU
12	EE	DK	PT	EE	DK	NL	PT
13	AT	ES	HU	DE	CZ	DE	SK
14	SK	FR	IE	DK	SK	SK	BG
15	CY	NL	SK	RO	SE	BG	AT
16	DK	HU	FR	IE	BE	AT	IE
17	FR	HR	ES	AT	SI	IE	MT
18	HR	BG	AT	LV	FI	HR	BE
19	FI	SK	PL	PT	NL	ES	PL
20	BE	EE	BE	GR	PL	HU	FR
21	IE	IE	IT	CY	GR	CY	CZ
22	LV	PL	SI	FR	FR	PL	HR
23	BG	MT	MT	SE	IT	CZ	CY
24	RO	GR	HR	BE	HR	MT	RO
25	ES	IT	GR	FI	PT	IT	ES
26	GR	RO	LU	ES	CY	GR	GR
27	IT	CZ	RO	IT	ES	RO	IT

S: Eurostat, WIFO-calculations. – 1) Gender employment gap: Difference between women and men. Blue cells indicate that the two consecutive countries have the same rank due to equal index point values. Green cells indicate that the three consecutive countries have the same rank due to equal index point values.

Continued: **Rankings in Dimension 2 "Participation"**

2021 (subdimension "Unemployment"), 2020 (subdimension "Labour Market Policy"), EU 27, rankings of the indicators, the subdimensions "Unemployment" and "Labour Market Policy" and the total dimension

	Unemployment				Subdimension	Labour Market Policy (LMP)			Total dimension
	Unemployment rate of 15- to 24-year-olds	Unemployment rate of 55- to 64-year-olds	Long-time unemployment rate of 15- to 64-year-olds	Long-time unemployment rate of 55- to 64-year-olds		(Active) LMP expenditure in % of GDP	(Active) LMP expenditure in % of GDP per percentage point of unemployment	Subdimension	
1	DE	CZ	NL	CZ	CZ	MT	MT	MT	NL
2	CZ	PL	DK	DK	DK	ES	NL	NL	MT
3	NL	HU	SE	EE	PL	HR	AT	AT	DK
4	MT	DE	FI	LV	NL	LU	PL	HR	EE
5	DK	MT	EE	PL	MT	NL	LU	LU	LT
6	AT	NL	MT	HU	HU	AT	HR	ES	DE
7	PL	RO	PL	FI	DE	LT	BE	BE	LU
8	SI	DK	CZ	IE	EE	FR	IE	PL	AT
9	HU	SI	FR	SE	LV	BE	CZ	LT	HU
10	LT	HR	IE	NL	IE	EE	DK	FR	PL
11	IE	BG	LV	LU	FI	IE	SI	IE	CZ
12	LV	LU	HU	MT	AT	SE	FR	DK	SI
13	BG	BE	AT	DE	LU	DK	EE	EE	SE
14	EE	AT	DE	FR	SI	SK	LT	SE	IE
15	LU	PT	LU	LT	SE	PL	DE	SI	LV
16	CY	CY	CY	RO	CY	SI	SK	SK	FI
17	FI	SK	RO	CY	FR	PT	SE	CZ	HR
18	BE	IE	LT	SI	RO	FI	ES	DE	FR
19	FR	IT	HR	HR	HR	IT	HU	PT	BG
20	SK	LV	SI	AT	LT	CY	BG	BG	BE
21	RO	FR	ES	BG	BG	BG	PT	HU	PT
22	HR	EE	BE	BE	BE	DE	FI	FI	SK
23	PT	SE	PT	ES	PT	HU	CY	CY	CY
24	SE	FI	BG	PT	SK	CZ	IT	IT	RO
25	IT	LT	SK	SK	IT	GR	GR	GR	ES
26	ES	GR	IT	IT	ES	LV	LV	LV	IT
27	GR	ES	GR	GR	GR	RO	RO	RO	GR

S: Eurostat, WIFO-calculations. – Blue cells indicate that the two consecutive countries have the same rank due to equal index point values. Green cells indicate that the three consecutive countries have the same rank due to equal index point values.

Table 5: **Raw data of indicators in Dimension 3 "Exclusion Risks on the Labour Market"**
 2021 resp. 2020 (Participation rate in CVT courses), EU 27 without BG, DE, subdimension "Education"

	Early school and training leavers	Population with a low level of education (maximum secondary level 1)		Education Population with tertiary education		Participation rate in education and training 25- to 64-year-olds	Participation rate in CVT courses
		25- to 64-year-olds	25- to 34-year-olds	In %			
				25- to 64-year-olds	25- to 34-year-olds		
BE	6.7	18.5	12.6	44.9	50.9	10.2	50.7
CZ	6.4	5.6	7.1	26.4	34.9	5.8	82.8
DK	9.8	17.6	15.4	42.0	49.7	22.3	25.5
EE	9.8	10.5	11.8	41.2	43.2	18.4	31.3
IE	3.3	12.5	5.2	52.7	61.7	13.6	37.1
GR	3.2	20.2	7.1	34.6	44.2	3.5	11.8
ES	13.3	36.1	27.7	40.7	48.7	14.4	65.0
FR	7.8	17.8	11.9	40.7	50.3	11.0	46.6
HR	2.4	12.8	4.9	24.9	35.7	5.1	24.2
IT	12.7	37.3	23.2	20.0	28.3	9.9	44.6
CY	10.2	15.4	9.9	47.0	58.3	9.7	30.3
LV	7.3	7.8	8.5	39.0	45.5	8.6	30.7
LT	5.3	5.1	6.1	45.4	57.5	8.5	26.4
LU	9.3	19.7	11.0	50.5	62.6	17.9	56.9
HU	12.0	13.7	13.2	29.3	32.9	5.9	18.1
MT	10.7	37.1	20.3	31.7	42.5	13.9	27.8
NL	5.3	19.4	10.2	43.1	55.6	26.6	39.2
AT	8.0	14.1	10.6	34.6	42.4	14.6	34.9
PL	5.9	6.8	7.0	33.2	40.6	5.4	28.8
PT	5.9	40.5	16.7	31.1	47.5	12.9	42.6
RO	15.3	19.0	19.1	18.8	23.3	4.9	17.4
SI	3.1	8.7	4.2	40.3	47.9	18.9	47.2
SK	7.8	6.7	6.3	27.9	39.5	4.8	48.7
FI	8.2	11.1	9.7	42.3	40.1	30.5	29.1
SE	8.4	12.5	11.1	46.7	49.3	34.7	50.5
EU 27	9.7	20.7	14.8	33.4	41.2	10.8	42.4

S: Eurostat. – CVT ... continuing vocational training.

Continued: **Raw data of indicators in Dimension 3 "Exclusion Risks on the Labour Market"**

2021, EU 27 without BG, DE, subdimensions "Exclusion" and "Childcare"

	Exclusion									Childcare	
	Inactive population due to care duties In % of the population			Part time employment due to care duties In % of total employment			Inactive population (Out of Labour Force) In %			Formal childcare In % of under-3-year-olds 30+ hours per week	
	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	
BE	0.2	n.a.	0.4	5.2	1.0	9.8	30.3	26.3	34.3	51.7	33.9
CZ	0.3	0.0	0.5	1.0	n.a.	2.2	23.4	16.7	30.4	4.9	0.8
DK	0.1	n.a.	0.2	0.4	n.a.	0.7	20.4	17.4	23.4	69.1	61.0
EE	0.4	n.a.	0.7	1.5	n.a.	2.9	20.9	18.6	23.2	25.7	20.4
IE	1.1	n.a.	1.9	4.5	n.a.	9.0	25.4	20.6	30.1	16.6	8.3
GR	0.6	n.a.	1.1	0.4	n.a.	1.0	32.7	25.0	40.4	32.3	16.5
ES	0.6	0.1	1.1	1.8	0.2	3.6	26.3	22.2	30.3	55.3	25.3
FR	0.4	0.1	0.7	4.2	0.5	7.9	27.0	23.8	30.0	57.1	36.9
HR	0.3	n.a.	0.6	0.4	0.1	0.7	31.3	26.4	36.3	33.3	32.3
IT	0.9	0.1	1.7	2.0	0.1	4.6	35.5	26.4	44.6	33.4	17.7
CY	0.6	n.a.	1.0	1.0	n.a.	2.0	23.3	17.3	29.0	28.8	21.0
LV	0.6	n.a.	1.0	n.a.	n.a.	n.a.	24.2	21.2	27.0	31.0	29.3
LT	0.2	n.a.	0.3	0.2	n.a.	0.3	21.8	20.8	22.8	21.4	19.1
LU	0.4	n.a.	0.7	5.0	0.9	9.6	26.8	23.6	30.1	62.0	41.8
HU	0.3	n.a.	0.6	0.5	n.a.	1.0	23.8	18.9	28.8	13.9	11.1
MT	n.a.	n.a.	n.a.	1.7	n.a.	3.7	21.8	14.1	30.6	24.0	11.2
NL	0.5	0.1	0.8	13.7	2.1	26.6	16.3	12.9	19.8	74.2	7.9
AT	0.6	n.a.	1.2	9.5	0.8	19.3	22.8	18.1	27.4	28.0	9.6
PL	0.7	0.1	1.3	0.5	n.a.	1.0	27.2	20.5	33.9	18.3	13.6
PT	0.3	n.a.	0.5	0.5	n.a.	1.0	24.8	22.3	27.2	50.4	49.4
RO	0.2	n.a.	0.4	0.1	n.a.	0.2	34.4	24.4	44.7	9.5	7.8
SI	0.2	n.a.	0.3	1.1	0.2	2.2	25.0	22.2	28.0	47.5	38.7
SK	0.3	n.a.	0.4	0.5	n.a.	1.0	25.4	21.4	29.4	n.a.	n.a.
FI	0.1	n.a.	0.2	1.4	0.3	2.5	21.2	19.7	22.8	42.1	34.0
SE	0.1	n.a.	0.1	2.2	0.8	3.8	17.1	15.2	19.2	55.8	39.2
EU-27	0.5	0.1	1.0	3.7	0.4	7.5	26.4	21.3	31.5	36.2	21.1

S: Eurostat. – n.a. ... no values available.

Continued: **Raw data of indicators in Dimension 3 "Exclusion Risks on the Labour Market"**

2021 resp. 2020 (Fatal accidents at work, Healthy life years), EU 27 without BG, DE, subdimension "Health"

	Health										
	Fatal accidents at work	Healthy life years at birth		Healthy life years at the age of 65 years		Employed persons with long-term health problems			Employed persons with long-standing limitations	Employed persons in good or very good health	
	Per 100,000 employees	Women	Men	Women	Men	Total	In % Men	Women	In %	In %	
BE	1.3	64.0	63.6	11.0	10.5	13.9	12.9	15.0	11.2	88.7	
CZ	2.3	62.5	60.9	7.9	7.0	20.2	19.8	20.7	12.1	83.6	
DK	1.3	57.7	58.1	11.9	10.4	29.4	27.2	31.9	28.5	74.2	
EE	1.7	59.6	55.5	7.7	6.3	35.8	34.2	37.5	22.3	71.2	
IE	1.8	67.1	65.3	12.5	11.3	18.7	19.6	17.5	8.1	91.2	
GR	0.9	66.8	65.0	7.6	7.6	9.0	8.8	9.5	7.7	92.6	
ES	2.1	66.3	66.3	11.5	11.6	26.6	25.4	28.0	18.5	83.5	
FR	2.5	65.3	63.9	11.8	10.2	26.5	25.7	27.3	12.5	79.3	
HR	2.9	59.6	57.5	5.2	4.7	14.6	14.9	14.3	13.6	83.9	
IT	3.4	68.7	67.2	10.6	10.3	9.5	9.1	10.1	10.9	86.2	
CY	4.5	63.1	62.5	7.0	7.6	27.0	28.3	25.5	8.9	89.0	
LV	2.5	54.3	52.6	4.4	4.2	25.9	22.8	29.0	23.9	62.3	
LT	3.2	58.7	55.1	6.0	5.6	21.5	20.3	22.7	17.0	65.0	
LU	1.7	62.4	64.0	11.4	10.3	19.5	16.9	22.7	19.2	81.8	
HU	1.6	63.5	61.6	7.9	7.2	24.3	22.4	26.5	9.3	78.7	
MT	2.7	70.7	70.2	13.0	12.6	18.5	19.4	17.2	7.4	86.7	
NL	0.3	59.6	62.4	9.8	10.0	24.9	23.0	27.1	18.9	82.2	
AT	2.4	59.3	58.2	8.3	8.0	25.3	24.4	26.4	18.2	83.2	
PL	1.4	64.3	60.3	8.7	7.6	19.8	18.3	21.5	9.9	81.8	
PT	2.7	58.7	60.8	7.1	8.4	31.6	29.4	33.8	22.8	64.5	
RO	3.3	60.5	59.3	6.0	5.7	3.9	3.6	4.5	11.2	92.5	
SI	1.9	66.3	63.9	11.0	9.4	22.8	22.5	23.1	12.3	80.4	
SK	1.5	57.1	56.3	4.7	4.6	n.a.	n.a.	n.a.	n.a.	80.2	
FI	1.0	55.9	57.7	10.3	9.4	38.9	34.3	44.3	17.4	82.7	
SE	0.5	72.7	72.8	16.4	15.4	33.1	29.3	37.7	13.5	78.0	
EU-27	1.8	64.5	63.5	10.1	9.5	25.0	23.3	26.9	13.7	82.1	

S: Eurostat. – n.a. ... no values available.

Table 6: **Rankings in Dimension 3 "Exclusion Risks on the Labour Market"**

2021 resp. 2020 (Participation rate in CVT courses), EU 27 (without BG, DE), rankings of the indicators and the subdimensions "Education" and "Exclusion"

	Early school and training leavers	Education					Subdimension	Exclusion				
		Population with a low level of education (maximum secondary level 1)		Population with tertiary education		Participation rate in education and training		Participation rate in CVT courses	Inactive population due to care duties	Part time employment due to care duties	Inactive population (Out of Labour Force)	Subdimension
		25- to 64-year-olds	25- to 34-year-olds	25- to 64-year-olds	25- to 34-year-olds	25- to 64-year-olds						
1	HR	LT	SI	IE	LU	SE	CZ	IE	DK	RO	NL	SE
2	SI	CZ	HR	LU	IE	FI	ES	SI	FI	LT	SE	DK
3	GR	SK	IE	CY	CY	NL	LU	SE	SE	DK	DK	FI
4	IE	PL	LT	SE	LT	DK	BE	LU	BE	HR	EE	LT
5	LT	LV	SK	LT	NL	SI	SE	NL	LT	LV	FI	MT
6	NL	SI	PL	BE	BE	EE	SK	LT	RO	GR	LT	HU
7	PL	EE	CZ	NL	FR	LU	SI	FI	SI	PL	MT	SI
8	PT	FI	GR	FI	DK	AT	FR	CZ	CZ	HU	AT	CZ
9	CZ	IE	LV	DK	SE	ES	IT	BE	HR	SK	CY	EE
10	BE	SE	FI	EE	ES	MT	PT	CY	HU	PT	CZ	PT
11	LV	HR	CY	FR	SI	IE	NL	FR	MT	CZ	HU	SK
12	FR	HU	NL	ES	PT	PT	IE	LV	PT	CY	LV	LV
13	SK	AT	AT	SI	LV	FR	AT	EE	SK	SI	PT	CY
14	AT	CY	LU	LV	GR	BE	EE	DK	EE	FI	SI	HR
15	FI	DK	SE	GR	EE	IT	LV	SK	FR	EE	IE	RO
16	SE	FR	EE	AT	MT	CY	CY	PL	LU	MT	SK	ES
17	LU	BE	FR	PL	AT	LV	FI	AT	NL	ES	ES	FR
18	DK	RO	BE	MT	PL	LT	PL	HR	AT	IT	LU	PL
19	EE	NL	HU	PT	FI	HU	MT	GR	CY	SE	FR	BE
20	CY	LU	DK	HU	SK	CZ	LT	PT	ES	FR	PL	LU
21	MT	GR	PT	SK	HR	PL	DK	ES	GR	IE	BE	GR
22	HU	ES	RO	CZ	CZ	HR	HR	HU	LV	LU	HR	NL
23	IT	MT	MT	HR	HU	RO	HU	MT	PL	BE	GR	AT
24	ES	IT	IT	IT	IT	SK	RO	IT	IT	AT	RO	IE
25	RO	PT	ES	RO	RO	GR	GR	RO	IE	NL	IT	IT

S: Eurostat, WIFO-calculations. – CVT ... continuing vocational training. – Blue cells indicate that the two consecutive countries have the same rank due to equal index point values. Light green cells indicate that the three consecutive countries have the same rank due to equal index point values. Dark green cells indicate that the four consecutive countries have the same rank due to equal index point values. Red cells indicate that the five or six consecutive countries have the same rank due to equal index point values.

Continued: **Rankings in Dimension 3 "Exclusion Risks on the Labour Market"**

2021 resp. 2020 (Fatal accidents at work, Healthy life years), EU 27 (without BG, DE), rankings of the indicators, the subdimensions "Childcare" and "Health" and the total dimension

	Childcare			Fatal accidents at work	Health				Employed persons with long-term health problems	Employed persons with long-standing limitations	Employed persons in good or very good health	Subdimension	Total dimension
	Formal childcare of under-3-year-olds	Subdimension			Healthy life years at birth		Healthy life years at the age of 65 years						
	Total	30+ hours per week			Women	Men	Women	Men					
1	NL	DK	DK	NL	SE	SE	SE	SE	FI	DK	GR	SE	SE
2	DK	PT	LU	SE	MT	MT	MT	MT	EE	LV	RO	ES	SI
3	LU	LU	PT	GR	IT	IT	IE	ES	SE	PT	IE	MT	DK
4	FR	SE	SE	FI	IE	ES	DK	IE	PT	EE	CY	IE	LU
5	SE	SI	FR	BE	GR	IE	FR	BE	DK	LU	BE	NL	FI
6	ES	FR	SI	DK	ES	GR	ES	DK	CY	NL	MT	DK	NL
7	BE	FI	BE	PL	SI	LU	LU	LU	ES	ES	IT	LU	IE
8	PT	BE	ES	SK	FR	FR	BE	IT	FR	AT	HR	FI	BE
9	SI	HR	FI	HU	PL	SI	SI	FR	LV	SK	CZ	BE	FR
10	FI	LV	NL	LU	BE	BE	IT	NL	AT	FI	ES	SI	ES
11	IT	ES	HR	EE	HU	CY	FI	SI	NL	LT	AT	FR	EE
12	HR	CY	LV	IE	CY	NL	NL	FI	HU	HR	FI	IT	MT
13	GR	EE	IT	SI	CZ	HU	PL	PT	SI	SE	NL	GR	PT
14	LV	LT	CY	ES	LU	CZ	AT	AT	LT	FR	LU	PL	CZ
15	CY	IT	GR	CZ	RO	PT	CZ	CY	CZ	SI	PL	AT	CY
16	AT	GR	EE	AT	EE	PL	HU	GR	SK	CZ	SI	EE	LT
17	EE	PL	LT	LV	HR	RO	EE	PL	PL	BE	SK	HU	GR
18	MT	MT	AT	FR	NL	AT	GR	HU	LU	RO	FR	CZ	PL
19	LT	HU	MT	MT	AT	DK	PT	CZ	IE	IT	HU	PT	AT
20	PL	AT	PL	PT	LT	FI	CY	EE	MT	PL	SE	CY	SK
21	IE	IE	HU	HR	PT	HR	LT	RO	HR	HU	DK	SK	LV
22	HU	NL	IE	LT	DK	SK	RO	LT	BE	CY	EE	RO	HR
23	RO	RO	RO	RO	SK	EE	HR	HR	IT	IE	LT	HR	HU
24	CZ	SK	SK	IT	FI	LT	SK	SK	GR	GR	PT	LT	IT
25	SK	CZ	CZ	CY	LV	LV	LV	LV	RO	MT	LV	LV	RO

S: Eurostat, WIFO-calculations. – Blue cells indicate that the two consecutive countries have the same rank due to equal index point values. Green cells indicate that the three consecutive countries have the same rank due to equal index point values.

Table 7: **Raw data of indicators in Dimension 4 "Distribution of Earnings"**

2021 resp. 2020 (Taxes on labour) resp. 2018 (Low-wage-earners), EU 27 without GR

	Income			Income distribution				Working Poor						Gender Pay Gap			
	Nominal compensation Per employee in PPS	Compensation of employees	Compensation of employees In % of GDP	Inequality of income distribution			Taxes on labour In % of total taxation	Low-wage earners as a percentage of all employees ¹⁾			In-work at-risk-of-poverty rate ²⁾			Gender Pay Gap ³⁾ In %			
				S80/S20 quintile share ratio				Total	Men	Women	Total	Men	Women		Total	Men	Women
				Total	Men	Women											
BE	39,575	53,096	48.5	3.4	3.5	3.4	51.9	13.7	11.0	16.4	3.8	4.2	3.4	5.0			
BG	18,565	21,767	44.1	7.5	7.3	7.5	37.7	21.4	23.6	19.2	10.0	11.2	8.4	12.2			
CZ	23,543	31,151	45.6	3.4	3.4	3.4	56.4	15.1	11.4	19.4	3.5	3.4	3.6	15.0			
DK	41,308	44,942	51.1	3.9	4.0	3.9	51.5	8.7	7.0	10.2	6.0	6.6	5.4	14.2			
DE	34,386	42,007	53.1	4.9	5.0	4.8	59.6	20.7	15.8	26.2	8.6	8.4	8.8	17.6			
EE	24,704	32,824	48.7	5.0	5.2	4.9	53.2	22.0	15.0	27.5	10.0	11.3	8.6	20.5			
IE	37,811	45,189	26.1	3.8	3.8	3.8	44.2	19.8	16.7	22.6	4.3	5.4	2.9	n.a.			
ES	27,643	36,138	48.5	6.2	6.2	6.2	53.9	14.3	10.2	18.9	12.7	13.9	11.2	8.9			
FR	34,353	45,851	51.3	4.4	4.5	4.4	51.5	8.6	6.0	11.3	7.0	6.9	7.2	15.4			
HR	25,189	28,757	47.2	4.8	4.6	5.0	38.1	18.4	14.0	23.1	4.9	5.9	3.7	11.1			
IT	28,162	38,607	41.1	5.9	5.9	5.8	52.1	8.5	7.0	10.3	11.6	13.8	8.4	5.0			
CY	24,053	29,677	44.3	4.2	4.2	4.3	42.3	18.7	15.6	21.9	7.6	7.3	8.0	9.7			
LV	23,637	28,689	48.6	6.6	6.6	6.5	49.7	23.5	18.8	27.7	9.8	8.2	11.3	14.6			
LT	30,777	31,911	48.0	6.1	6.4	5.9	51.5	22.3	21.1	23.4	7.5	7.3	7.6	12.0			
LU	51,942	59,534	48.8	4.6	4.7	4.6	49.3	11.4	8.5	15.9	13.5	12.9	14.2	-0.2			
HU	18,947	21,651	39.5	4.2	4.2	4.1	44.9	11.6	10.9	12.3	7.5	8.1	6.8	17.3			
MT	31,133	33,619	45.5	5.0	5.0	5.1	41.6	15.5	13.9	17.6	7.3	8.8	5.0	10.5			
NL	35,022	44,760	49.0	3.9	4.0	3.8	51.9	18.2	17.0	19.6	5.2	5.5	4.9	13.5			
AT	36,527	44,239	49.6	4.1	4.1	4.1	57.9	14.8	9.3	22.4	7.5	8.4	6.5	18.8			
PL	23,343	27,578	38.8	4.0	4.1	4.0	40.3	21.9	20.4	23.5	8.9	10.2	7.5	4.5			
PT	21,874	28,127	48.0	5.7	5.7	5.7	45.9	4.0	3.2	4.7	11.2	12.1	10.3	11.9			
RO	24,087	25,295	36.8	7.1	7.3	7.0	49.2	20.0	22.0	17.8	15.6	18.7	11.1	3.6			
SI	32,617	38,063	52.8	3.2	3.2	3.3	53.4	16.5	13.9	19.4	5.0	5.4	4.4	3.8			
SK	19,734	26,149	43.9	n.a.	n.a.	n.a.	54.9	16.0	13.0	19.2	n.a.	n.a.	n.a.	16.6			
FI	32,524	39,131	46.7	3.6	3.7	3.5	49.6	5.0	3.4	6.4	2.8	3.1	2.4	16.5			
SE	33,103	39,921	47.1	4.0	4.1	4.0	58.3	3.6	2.8	4.4	6.6	7.3	5.8	11.2			
EU 27	30,626	38,641	47.7	5.0	5.1	4.9	53.5	15.2	12.5	18.2	8.9	9.8	7.9	12.7			

S: Eurostat. – ¹⁾ Based on gross hourly earnings. ²⁾ EU-SILC, after social benefits. ³⁾ Difference in average gross hourly earnings between men and women as % of average gross hourly earnings of men. – n.a. ... no values available.

Table 8: **Rankings in Dimension 4 "Distribution of Earnings"**

2021 resp. 2020 (Taxes on labour) resp. 2018 (Low-wage-earners), EU 27 without GR

	Income			Income distribution				Working Poor			Gender Pay Gap	
	Nominal compensation per employee	Compensation of employees per employee	Sub-dimension	Compensation of employees in % of GDP	Inequality of income distribution	Taxes on labour	Sub-dimension	Low-wage earners ¹⁾	Working Poor ²⁾	Sub-dimension	Gender Pay Gap ³⁾	Total dimension
1	LU	LU	LU	DE	SK	BG	HR	SE	FI	FI	LU	LU
2	DK	BE	BE	SI	SI	HR	SI	PT	CZ	SE	RO	BE
3	BE	FR	DK	FR	BE	PL	CY	FI	BE	DK	SI	DK
4	IE	IE	IE	DK	CZ	MT	DK	IT	IE	BE	PL	SI
5	AT	DK	AT	AT	FI	CY	BE	FR	HR	FR	BE	FI
6	NL	NL	FR	NL	IE	IE	FI	DK	SI	CZ	IT	FR
7	DE	AT	NL	LU	NL	HU	MT	LU	NL	PT	ES	SE
8	FR	DE	DE	EE	DK	PT	FR	HU	SK	HU	CY	NL
9	SE	SE	SE	LV	PL	RO	PL	BE	DK	SK	IE	MT
10	SI	FI	FI	BE	SE	LU	NL	ES	SE	SI	MT	HR
11	FI	IT	SI	ES	AT	FI	LU	AT	FR	HR	HR	IE
12	MT	SI	IT	LT	HU	LV	PT	CZ	MT	IE	SE	AT
13	LT	ES	MT	PT	CY	LT	SK	MT	AT	NL	PT	CY
14	IT	MT	ES	HR	FR	FR	HU	SK	HU	AT	LT	CZ
15	ES	EE	LT	SE	LU	DK	CZ	SI	LT	MT	BG	PT
16	HR	LT	EE	FI	HR	BE	AT	NL	CY	IT	NL	IT
17	EE	CZ	CZ	CZ	DE	NL	EE	HR	DE	CY	DK	PL
18	RO	CY	HR	MT	EE	IT	DE	CY	PL	LU	LV	DE
19	CY	HR	CY	CY	MT	EE	BG	IE	LV	LT	CZ	SK
20	LV	LV	LV	BG	PT	SI	SE	RO	BG	DE	FR	ES
21	CZ	PT	PL	SK	IT	ES	LT	DE	EE	ES	FI	LT
22	PL	PL	PT	IT	LT	SK	LV	BG	PT	PL	SK	HU
23	PT	SK	RO	HU	ES	CZ	ES	PL	IT	BG	HU	EE
24	SK	RO	SK	PL	LV	AT	IE	EE	ES	EE	DE	LV
25	HU	BG	HU	RO	RO	SE	IT	LT	LU	LV	AT	BG
26	BG	HU	BG	IE	BG	DE	RO	LV	RO	RO	EE	RO

S: Eurostat, WIFO-calculations. – ¹⁾ Based on gross hourly earnings. ²⁾ EU-SILC, after social benefits. ³⁾ Difference in average gross hourly earnings between men and women as % of average gross hourly earnings of men. – Blue cells indicate that the two consecutive countries have the same rank due to equal index point values. Green cells indicate that the three consecutive countries have the same rank due to equal index point values.

Table 9: **Raw data of indicators in Dimension 5 "Redistribution by the Welfare State"**

2021 (subdimension "At risk-of-poverty") resp. 2020 (subdimensions "Social expenditure by function" and "Educational expenses"), EU 27

	Social expenditure by function							At-risk-of poverty			Educational expenses
	All functions	Sickness/ Health care	Disability	Age	Family/ Children	Unemploy- ment ¹⁾	Other functions ²⁾	At-risk-of-poverty rate after social transfers	Improvement of at-risk- of-poverty rate due to social transfers	Relative at-risk- of-poverty gap	Public education expenditure
	In % of GDP							In %	In percentage points	In %	In % of GDP
BE	31.2	8.3	2.8	12.2	2.3	0.50	2.9	12.7	14.5	15.2	6.6
BG	18.2	5.5	1.5	7.7	1.6	0.13	1.1	22.1	9.4	25.2	4.0
CZ	21.4	7.4	1.3	9.1	1.9	0.35	1.0	8.6	7.5	16.7	5.1
DK	31.6	6.9	5.0	12.4	3.4	0.24	2.4	12.3	14.4	19.2	6.4
DE	31.7	11.0	2.7	10.0	3.7	0.44	2.6	15.8	10.8	22.3	4.7
EE	18.9	5.0	2.1	7.3	2.4	0.25	0.3	20.6	9.1	20.3	6.6
IE	15.0	5.9	0.8	4.1	1.3	0.34	1.1	12.9	19.9	14.4	3.1
GR	29.1	6.2	1.1	15.5	1.6	0.08	3.3	19.6	5.1	26.4	4.5
ES	29.6	8.0	1.8	11.5	1.6	0.23	3.0	21.7	9.5	29.7	4.6
FR	35.2	9.9	2.2	13.6	2.5	0.40	3.8	14.4	12.4	19.3	5.5
HR	23.7	7.9	2.3	8.2	2.2	0.13	2.2	19.2	5.0	26.6	5.4
IT	33.2	7.4	1.8	15.5	1.2	0.32	4.3	20.1	8.4	27.2	4.3
CY	23.7	6.0	0.7	9.0	1.2	0.47	2.9	13.8	8.3	15.2	5.9
LV	17.1	5.1	1.4	7.5	1.7	0.12	0.4	23.4	7.2	26.6	5.9
LT	19.1	5.7	1.4	7.2	2.2	0.20	0.8	20.0	10.9	22.4	5.2
LU	23.8	6.1	2.6	7.5	3.7	0.24	2.3	18.1	9.4	19.8	5.0
HU	18.0	5.6	0.9	7.4	2.0	0.12	1.5	12.7	n.a.	28.8	4.7
MT	19.7	6.0	0.6	7.2	0.9	0.75	1.7	16.9	6.0	18.3	5.9
NL	29.3	10.3	2.7	11.0	1.3	0.28	3.0	14.4	9.2	19.0	5.2
AT	33.2	8.3	1.9	14.1	3.0	0.69	2.3	14.7	11.6	22.2	5.1
PL	23.3	5.6	1.6	9.6	3.8	0.22	1.9	14.8	8.2	19.7	5.2
PT	26.4	7.0	1.8	12.4	1.4	0.21	2.2	18.4	4.6	27.1	5.0
RO	17.0	4.9	0.9	8.3	1.9	0.04	0.8	22.6	5.0	37.7	3.7
SI	25.6	8.6	1.2	10.0	1.9	0.32	2.2	11.7	9.5	17.1	5.8
SK	19.1	5.9	1.6	7.8	1.9	0.12	1.1	12.3	n.a.	n.a.	4.6
FI	31.4	7.0	2.9	13.5	3.1	0.28	2.7	10.8	14.7	13.2	5.9
SE	28.7	8.3	2.6	12.6	2.9	0.12	1.2	15.7	12.6	20.7	7.0
EU 27	30.3	8.8	2.2	11.7	2.5	0.31	2.8	16.8	9.9	24.4	5.0

S: Eurostat, IMF. – 1) Unemployment expenses in % of GDP divided through unemployment rate. 2) Other functions contain expenditures on survivors, housing and social exclusion. – n.a. ... no values available.

Table 10: **Rankings in Dimension 5 "Redistribution by the Welfare State"**

2021 (subdimension "At risk-of-poverty") resp. 2020 (subdimensions "Social expenditure by function" and "Educational expenses"), EU 27, rankings of the indicators, the subdimensions and the total dimension

	Social expenditure by function							At-risk-of-poverty				Educational expenses	
	Sickness/ Health care	Disability	Age	Family/ Children	Unemploy- ment ¹⁾	Other functions ²⁾	Sub- dimension	At-risk-of- poverty rate after social transfers	Improve- ment of at- risk-of- poverty rate due to social transfers	Relative at- risk-of- poverty gap	Sub- dimension	Public education expenditure	Total dimension
1	DE	DK	IT	PL	MT	IT	DE	CZ	IE	FI	IE	SE	DK
2	NL	FI	GR	DE	AT	FR	FR	FI	FI	IE	FI	BE	BE
3	FR	BE	AT	LU	BE	GR	AT	SI	BE	BE	BE	EE	FI
4	SI	DE	FR	DK	CY	ES	DK	DK	DK	CY	DK	DK	FR
5	AT	NL	FI	FI	DE	NL	BE	SK	SE	CZ	CZ	CY	AT
6	BE	LU	SE	AT	FR	BE	FI	BE	FR	SI	SI	FI	DE
7	SE	SE	DK	SE	CZ	CY	IT	HU	AT	MT	FR	LV	SE
8	ES	HR	PT	FR	IE	FI	NL	IE	LT	NL	CY	MT	NL
9	HR	FR	BE	EE	SI	DE	SE	CY	DE	DK	SE	SI	SI
10	CZ	EE	ES	BE	IT	DK	LU	FR	HU	FR	AT	FR	LU
11	IT	AT	NL	HR	NL	LU	ES	NL	ES	PL	NL	HR	CY
12	FI	ES	DE	LT	FI	AT	SI	AT	SI	LU	DE	LT	PL
13	PT	IT	SI	HU	EE	PT	PL	PL	BG	EE	PL	NL	CZ
14	DK	PT	PL	CZ	DK	SI	GR	SE	LU	SE	SK	PL	IT
15	GR	PL	CZ	RO	LU	HR	HR	DE	NL	AT	LU	AT	MT
16	LU	SK	CY	SI	ES	PL	PT	MT	EE	DE	HU	CZ	ES
17	CY	BG	RO	SK	PL	MT	CY	LU	IT	LT	MT	LU	IE
18	MT	LT	HR	LV	PT	HU	CZ	PT	CY	SK	LT	PT	EE
19	IE	LV	SK	BG	LT	SE	MT	HR	PL	BG	EE	DE	HR
20	SK	CZ	BG	ES	BG	BG	EE	GR	SK	GR	BG	HU	PT
21	LT	SI	LU	GR	HR	IE	LT	LT	CZ	HR	IT	ES	GR
22	HU	GR	LV	PT	LV	SK	SK	IT	LV	LV	ES	SK	SK
23	PL	HU	HU	IE	SE	CZ	HU	EE	MT	PT	HR	GR	LT
24	BG	RO	EE	NL	SK	LT	BG	ES	GR	IT	PT	IT	HU
25	LV	IE	LT	CY	HU	RO	IE	BG	HR	HU	GR	BG	BG
26	EE	CY	MT	IT	GR	LV	LV	RO	RO	ES	LV	RO	LV
27	RO	MT	IE	MT	RO	EE	RO	LV	PT	RO	RO	IE	RO

S: Eurostat, WIFO-calculations. – ¹⁾ Unemployment expenses in % of GDP divided through unemployment rate. ²⁾ Other functions contain expenditures on survivors, housing and social exclusion. – Blue cells indicate that the two consecutive countries have the same rank due to equal index point values. Light green cells indicate that the three consecutive countries have the same rank due to equal index point value. Dark green cells indicate that the four consecutive countries have the same rank due to equal index point values.

Table 11: **Additional indicators**

2021, EU 27, in %

	Employment rate (20- to 64-year-olds)			Formal childcare of under-3-year-olds
	Total	Men	Women	1 to 29 hours per week
BE	70.6	74.5	66.8	17.8
BG	73.2	77.3	68.9	1.8
CZ	80.0	87.5	72.1	4.1
DK	79.1	82.5	75.6	8.1
DE	79.6	83.2	75.9	8.1
EE	79.3	81.2	77.5	5.3
IE	74.9	80.0	70.0	8.3
GR	62.6	72.5	52.7	15.8
ES	67.7	73.0	62.4	30.0
FR	73.2	76.4	70.2	20.2
HR	68.2	73.4	62.9	1.0
IT	62.7	72.4	53.2	15.7
CY	75.9	82.2	70.0	7.8
LV	75.3	77.7	72.9	1.7
LT	77.4	78.1	76.7	2.3
LU	74.1	77.7	70.3	20.2
HU	78.8	84.1	73.5	2.8
MT	79.1	86.7	70.3	12.8
NL	81.7	85.7	77.5	66.3
AT	75.6	79.9	71.3	18.4
PL	75.4	82.4	68.4	4.7
PT	75.9	79.0	73.1	1.0
RO	67.1	77.0	56.9	1.7
SI	76.1	79.3	72.6	8.8
SK	74.6	78.9	70.4	n.a.
FI	76.8	77.8	75.8	8.1
SE	80.7	83.3	78.0	16.6
EU-27	73.1	78.5	67.7	15.1

S: Eurostat. – n.a. ... no values available.

Table 12: Index point values in 2008 to 2021 in Dimension 1 "Overall Labour Market Performance"

EU 27

	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	Range 2008- 2021
BE	5.72	5.14	5.27	5.39	5.24	5.05	5.16	5.22	5.36	5.55	5.79	6.01	5.57	5.98	0.96
BG	5.52	4.81	3.86	3.81	3.63	3.82	4.13	4.47	4.60	5.24	5.11	5.69	4.97	5.39	2.06
CZ	6.22	5.17	5.13	5.34	5.44	5.49	5.74	6.08	6.34	6.62	6.83	6.90	6.35	6.66	1.77
DK	7.30	5.97	5.81	6.11	5.94	6.07	6.25	6.45	6.59	6.71	6.93	7.12	6.63	7.40	1.59
DE	5.96	5.60	5.85	6.27	6.33	6.36	6.47	6.51	6.65	6.77	6.87	7.00	6.42	6.60	1.40
EE	6.51	3.23	3.36	5.86	5.49	5.58	5.71	6.09	5.62	6.25	6.28	6.83	5.83	6.47	3.61
IE	6.57	4.07	4.36	4.16	4.31	5.07	5.49	6.94	7.16	7.58	8.21	8.66	7.99	10.00	5.93
GR	5.41	4.74	3.73	2.25	1.09	1.00	1.66	1.02	2.05	1.80	2.87	2.93	2.29	3.48	4.41
ES	5.08	2.99	3.23	2.81	2.01	1.98	2.73	3.42	3.73	4.20	4.47	4.81	3.15	4.50	3.10
FR	5.65	5.07	5.19	5.29	5.16	5.12	5.07	5.03	5.14	5.32	5.46	5.69	5.16	5.96	0.93
HR	4.98	4.29	3.28	2.74	2.33	2.17	3.08	3.12	3.33	4.05	4.51	5.11	4.24	5.08	2.94
IT	4.76	4.12	4.08	4.18	3.79	3.26	3.47	3.69	3.93	4.04	4.14	4.28	3.62	4.18	1.49
CY	7.08	6.02	5.86	5.41	4.05	2.88	3.31	4.01	4.81	5.34	5.97	6.25	5.27	5.92	4.20
LV	6.34	2.16	2.67	4.30	4.69	5.17	4.78	5.31	4.98	5.20	5.87	6.11	5.59	5.46	4.18
LT	5.92	3.36	3.18	4.59	5.11	5.23	5.56	5.62	5.99	5.66	6.33	6.77	6.07	6.64	3.59
LU	8.30	7.55	7.70	7.67	7.66	7.53	7.74	7.60	7.62	7.64	7.71	7.84	7.30	8.04	1.00
HU	3.99	3.43	3.44	3.57	3.72	3.98	5.03	5.02	5.62	5.72	6.04	6.24	5.69	6.54	3.11
MT	4.63	4.08	4.44	4.81	5.06	5.58	6.15	6.18	6.55	7.44	7.49	7.72	6.87	7.52	3.64
NL	6.77	6.10	5.91	6.15	5.90	5.58	5.65	5.94	6.14	6.47	6.76	6.91	6.33	7.18	1.60
AT	6.75	6.08	6.30	6.51	6.44	6.27	6.24	6.15	6.24	6.37	6.57	6.67	5.89	6.34	0.86
PL	5.07	4.49	3.91	4.54	4.50	4.42	4.96	5.25	5.37	5.71	5.90	6.08	6.06	6.67	2.76
PT	5.28	4.37	4.34	3.79	2.89	2.98	4.02	4.32	4.64	5.38	5.67	5.71	4.92	5.74	2.85
RO	4.80	4.22	4.31	4.34	4.86	4.43	4.67	4.41	4.48	5.39	5.20	5.59	5.21	5.39	1.37
SI	6.59	5.36	4.96	4.74	4.64	4.34	4.63	4.95	5.16	5.80	6.22	6.50	5.78	6.30	2.25
SK	5.73	4.37	4.30	4.86	4.57	4.33	4.79	5.16	5.41	5.47	5.72	5.92	5.13	5.57	1.61
FI	7.11	5.65	5.80	6.26	6.10	5.69	5.60	5.52	5.71	5.90	6.46	6.62	5.90	6.71	1.58
SE	7.13	6.09	6.50	7.01	6.74	6.80	6.90	7.08	7.17	7.32	7.32	7.25	6.57	6.99	1.23
1 st quartile	5.18	4.10	3.79	4.17	3.92	3.90	4.38	4.44	4.72	5.33	5.56	5.70	5.15	5.51	
2 nd quartile	5.92	4.74	4.36	4.81	4.86	5.07	5.07	5.25	5.41	5.71	6.04	6.25	5.78	6.34	
3 rd quartile	6.67	5.62	5.81	5.99	5.70	5.58	5.72	6.12	6.29	6.55	6.79	6.90	6.34	6.69	
Range	4.31	5.39	5.04	5.43	6.57	6.53	6.08	6.58	5.58	5.85	5.34	5.73	5.70	6.52	

S: Eurostat, WDS, WIFO-calculations. – Recalculation of Dimension 1 is based on revised data. – Calculation of the index point values based on a global minimum and maximum of the years 2008-2021. – Values highlighted in green resp. blue indicate the highest resp. lowest index point value of a country within the period 2008 to 2021.

Table 13: **Rankings in 2008 to 2021 in Dimension 1 "Overall Labour Market Performance"**

EU 27

	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
BE	16	11	9	10	10	15	13	15	16	16	18	18	17	16
BG	18	13	20	22	23	21	21	20	22	22	23	21	22	22
CZ	12	10	11	11	9	10	7	9	7	7	7	8	7	9
DK	2	6	7	7	6	5	4	5	5	6	5	5	4	4
DE	13	8	6	4	4	3	3	4	4	5	6	6	6	11
EE	10	25	23	8	8	9	8	8	13	10	12	9	13	13
IE	9	22	14	21	19	14	12	3	3	2	1	1	1	1
GR	19	14	21	27	27	27	27	27	27	27	27	27	27	27
ES	21	26	25	25	26	26	26	25	25	24	25	25	26	25
FR	17	12	10	12	11	13	14	17	18	21	21	22	20	17
HR	23	18	24	26	25	25	25	26	26	25	24	24	24	24
IT	25	20	18	20	21	22	23	24	24	26	26	26	25	26
CY	5	5	5	9	20	24	24	23	20	20	15	14	18	18
LV	11	27	27	19	15	12	18	13	19	23	17	16	16	21
LT	14	24	26	16	12	11	11	11	10	15	11	10	9	10
LU	1	1	1	1	1	1	1	1	1	1	2	2	2	2
HU	27	23	22	24	22	20	15	18	12	13	14	15	15	12
MT	26	21	13	14	13	7	6	6	6	3	3	3	3	3
NL	6	2	4	6	7	8	9	10	9	8	8	7	8	5
AT	7	4	3	3	3	4	5	7	8	9	9	11	12	14
PL	22	15	19	17	18	17	16	14	15	14	16	17	10	8
PT	20	17	15	23	24	23	22	22	21	19	20	20	23	19
RO	24	19	16	18	14	16	19	21	23	18	22	23	19	23
SI	8	9	12	15	16	18	20	19	17	12	13	13	14	15
SK	15	16	17	13	17	19	17	16	14	17	19	19	21	20
FI	4	7	8	5	5	6	10	12	11	11	10	12	11	7
SE	3	3	2	2	2	2	2	2	2	4	4	4	5	6

S: Eurostat, WDS, WIFO-calculations. – Recalculation of Dimension 1 is based on revised data. – Calculation of the index point values based on a global minimum and maximum of the years 2008 to 2021.

Table 14: Index point values in 2008 to 2021 in Dimension 2 "Participation" – Indicators 1-10
EU 27 without CY, LT, LU, and MT

	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	Range 2008- 2021
BE	6.19	6.44	6.21	6.44	6.57	6.52	6.62	6.46	6.47	6.73	7.29	7.72	7.75	7.66	1.6
BG	7.63	7.46	6.99	6.60	6.47	6.06	6.27	6.64	7.00	7.43	7.64	8.04	8.29	8.19	2.2
CZ	6.56	7.06	6.40	6.51	6.37	6.59	6.70	6.71	7.33	8.11	8.55	8.63	8.93	8.77	2.6
DK	9.86	10.00	9.08	8.62	8.56	8.71	8.62	8.89	9.15	9.15	9.57	9.75	9.69	9.96	1.4
DE	6.26	6.95	7.06	7.49	7.71	7.90	8.11	8.32	8.66	8.76	8.96	9.24	9.71	9.65	3.4
EE	8.98	8.35	6.93	6.62	7.18	7.92	7.89	8.45	8.33	8.86	9.48	9.61	9.57	9.68	3.1
IE	7.96	7.20	5.79	5.01	4.49	4.54	4.94	5.41	6.06	6.96	7.79	8.17	8.46	8.57	4.1
GR	4.71	4.87	4.38	3.45	2.09	1.18	1.01	1.14	1.00	1.27	1.83	2.44	3.01	3.41	3.9
ES	5.60	4.81	3.80	3.28	2.67	2.03	1.89	2.23	2.73	3.36	4.05	4.55	4.66	4.82	3.7
FR	6.59	6.59	6.36	6.32	6.36	6.30	5.93	5.96	5.84	5.99	6.41	6.72	6.95	7.90	2.1
HR	5.11	5.80	5.60	4.50	4.31	4.25	4.75	4.39	4.73	6.13	6.57	7.30	7.40	7.48	3.2
IT	4.30	4.18	3.68	3.59	3.20	2.81	2.53	2.68	2.83	3.01	2.90	3.13	3.35	3.53	1.8
LV	9.22	7.78	6.52	6.13	6.39	7.41	7.70	8.08	8.37	8.62	8.73	9.19	9.49	9.31	3.4
HU	5.89	5.74	5.46	5.17	5.39	5.29	5.84	6.13	6.66	7.22	7.71	8.10	8.16	9.44	4.3
NL	7.63	8.12	8.26	7.92	7.80	7.70	7.23	7.07	7.26	7.77	8.34	9.11	9.56	9.87	2.8
AT	8.18	8.65	8.38	8.35	8.60	8.68	8.59	8.47	8.46	8.57	8.83	9.21	9.05	8.64	1.0
PL	6.19	6.19	5.91	5.77	5.56	5.37	5.64	6.23	6.73	7.18	7.85	8.29	8.46	8.82	3.4
PT	5.96	6.19	5.47	5.28	4.90	4.44	4.56	5.10	5.56	6.39	7.16	7.54	7.89	8.19	3.8
RO	6.20	6.97	6.68	6.46	6.44	6.22	6.61	6.38	6.18	6.87	6.64	7.01	7.37	6.21	1.2
SI	7.90	8.34	7.89	7.72	7.25	6.63	6.30	6.60	6.93	7.68	8.34	8.70	8.79	9.02	2.7
SK	5.29	5.58	4.85	4.37	4.25	4.21	4.29	4.75	5.52	5.84	6.00	6.51	6.82	7.76	3.5
FI	8.62	8.61	8.13	8.18	8.32	8.16	8.07	7.75	7.71	7.88	8.38	8.85	8.71	8.98	1.3
SE	9.34	9.02	8.58	8.73	8.84	8.90	8.95	9.00	9.30	9.41	9.77	9.72	9.45	8.94	1.2
1 st quartile	5.92	6.00	5.54	5.09	4.70	4.49	4.84	5.26	5.70	6.26	6.60	7.16	7.38	7.71	
2 nd quartile	6.56	6.97	6.40	6.44	6.39	6.30	6.30	6.46	6.73	7.22	7.79	8.17	8.46	8.64	
3 rd quartile	8.07	8.23	7.47	7.60	7.48	7.80	7.80	7.91	8.02	8.34	8.64	9.15	9.25	9.17	
Range	5.56	5.82	5.40	5.46	6.75	7.73	7.94	7.86	8.30	8.14	7.94	7.30	6.70	6.55	

S: Eurostat, WIFO-calculations. – Recalculation of indicators 1-10 of Dimension 2 is based on revised data. – Calculation of the index point values based on a global minimum and maximum of the years 2008-2021. – Values highlighted in green resp. blue indicate the highest resp. lowest index point value of a country within the period 2008 to 2021.

Table 15: **Rankings in 2008 to 2021 in Dimension 2 "Participation" – Indicators 1-10**
EU 27 without CY, LT, LU and MT

	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
BE	16	15	14	12	9	11	10	12	14	16	15	15	16	18
BG	10	9	8	9	10	14	13	10	10	11	14	14	13	14
CZ	12	11	12	10	13	10	9	9	8	7	7	10	8	11
DK	1	1	1	2	3	2	2	2	2	2	2	1	2	1
DE	13	13	7	7	6	6	4	5	3	4	4	4	1	4
EE	4	5	9	8	8	5	6	4	6	3	3	3	3	3
IE	7	10	16	18	18	17	17	17	16	14	12	12	12	13
GR	22	21	21	22	23	23	23	23	23	23	23	23	23	23
ES	19	22	22	23	22	22	22	22	22	21	21	21	21	21
FR	11	14	13	13	14	12	14	16	17	19	19	19	19	16
HR	21	18	17	19	19	19	18	20	20	18	18	17	17	19
IT	23	23	23	21	21	21	21	21	21	22	22	22	22	22
LV	3	8	11	14	12	8	7	6	5	5	6	6	5	6
HU	18	19	19	17	16	16	15	15	13	12	13	13	14	5
NL	9	7	4	5	5	7	8	8	9	9	10	7	4	2
AT	6	3	3	3	2	3	3	3	4	6	5	5	7	12
PL	15	17	15	15	15	15	16	14	12	13	11	11	11	10
PT	17	16	18	16	17	18	19	18	18	17	16	16	15	15
RO	14	12	10	11	11	13	11	13	15	15	17	18	18	20
SI	8	6	6	6	7	9	12	11	11	10	9	9	9	7
SK	20	20	20	20	20	20	20	19	19	20	20	20	20	17
FI	5	4	5	4	4	4	5	7	7	8	8	8	10	8
SE	2	2	2	1	1	1	1	1	1	1	1	2	6	9

S: Eurostat, WIFO-calculations. – Recalculation of indicators 1-10 of Dimension 2 is based on revised data. – Calculation of the index point values based on a global minimum and maximum of the years 2008 to 2021.

Table 16: Index point values of the subdimensions at two points in time in Dimension 3
"Exclusion Risks on the Labour Market"

Reference years 2011 and 2021, EU 27

	Education (without IE)		Exclusion (without BG)		Childcare		Health (without DE)	
	2011 ¹⁾	2021 ²⁾	2011 ³⁾	2021 ⁴⁾	2011	2021 ⁵⁾	2011	2021 ⁶⁾
BE	6.34	8.50	5.88	5.72	4.47	6.19	5.10	5.94
BG	4.18	4.91	n.a.	n.a.	1.72	3.10	3.90	4.50
CZ	7.37	8.45	6.33	8.32	1.17	1.15	4.05	4.40
DK	7.30	7.75	9.04	9.96	10.00	9.14	6.70	6.41
DE	5.82	6.30	5.55	5.02	3.26	2.79	n.a.	n.a.
EE	6.83	7.82	6.07	8.28	2.98	3.75	2.83	4.69
IE	n.a.	n.a.	5.57	3.58	2.77	2.35	6.15	6.69
GR	3.48	6.62	6.16	5.38	2.98	3.83	5.34	5.17
ES	3.42	6.88	6.72	6.27	4.47	5.77	5.22	7.33
FR	5.87	8.13	5.90	6.02	5.18	6.72	5.36	6.05
HR	4.90	6.71	5.05	6.84	2.42	5.04	3.06	2.73
IT	2.24	4.31	1.00	3.06	3.39	3.98	4.24	5.53
CY	6.74	8.14	6.89	7.19	3.46	3.96	4.87	4.20
LV	5.34	7.75	4.68	7.21	2.81	4.69	1.06	2.12
LT	6.98	8.85	7.42	9.35	1.90	3.41	1.36	2.35
LU	7.84	9.71	3.18	5.79	5.33	7.35	5.95	6.29
HU	4.43	5.27	3.54	8.42	1.77	2.40	2.80	4.58
MT	1.00	5.53	2.47	8.41	1.73	2.98	6.96	7.14
NL	6.56	9.39	4.39	4.53	4.18	5.57	6.40	6.37
AT	5.43	7.48	4.17	4.25	1.82	3.09	4.57	4.77
PL	6.64	7.26	2.33	6.16	1.20	2.83	3.77	4.77
PT	1.05	6.68	7.85	8.19	5.26	7.25	2.33	4.51
RO	2.30	3.45	6.67	6.66	1.00	1.92	1.00	2.78
SI	7.55	9.63	7.44	8.31	5.37	6.30	3.39	5.97
SK	6.36	7.43	6.55	8.07	1.26	1.43	2.04	3.18
FI	8.06	8.58	8.59	9.44	3.73	5.66	5.62	6.02
SE	8.37	10.00	8.59	10.00	6.02	6.81	7.52	10.00
1 st quartile	4.25	6.63	4.46	5.74	1.80	2.91	2.88	4.42
2 nd quartile	6.11	7.61	5.98	7.01	2.98	3.96	4.40	4.97
3 rd quartile	6.94	8.49	6.85	8.32	4.47	5.98	5.56	6.23
Range	7.37	6.55	8.04	6.94	9.00	7.99	6.52	7.88

S: Eurostat, WIFO-calculations. – Recalculation of subdimensions of Dimension 3 based on revised data. – Calculation of the index point values based on a global minimum and maximum of the two respective years. – ¹⁾ Indicator 7: CVTS4 2010. ²⁾ Indicator 7: CVTS6 2020. ³⁾ Indicator 9: LT 2019. ⁴⁾ Indicator 8: MT 2020, Indicator 9: LV 2020. ⁵⁾ SK: 2020. ⁶⁾ Indicators 13-17 (Fatal accidents at work, Healthy life years); 2020. Indicators 18-19: SK 2020. – n.a. ... calculation not feasible due to missing values on individual indicators.

Table 17: **Ranking of the subdimensions at two points in time in Dimension 3 "Exclusion Risks on the Labour Market"**

Reference years 2011 and 2021, EU 27

	Education (without IE)		Exclusion (without BG)		Childcare		Health (without DE)	
	2011 ¹⁾	2021 ²⁾	2011 ³⁾	2021 ⁴⁾	2011	2021 ⁵⁾	2010	2021 ⁶⁾
BE	13	7	15	20	7	7	11	11
BG	20	24	n.a.	n.a.	23	18	16	19
CZ	5	8	11	7	26	27	15	20
DK	6	13	1	2	1	1	3	5
DE	15	21	17	22	13	22	n.a.	n.a.
EE	8	11	13	9	14	16	20	16
IE	n.a.	n.a.	16	25	17	24	5	4
GR	21	20	12	21	14	15	9	13
ES	22	17	8	16	7	8	10	2
FR	14	10	14	18	6	5	8	8
HR	18	18	18	14	18	11	19	24
IT	24	25	26	26	12	13	14	12
CY	9	9	7	13	11	14	12	21
LV	17	12	19	12	16	12	25	26
LT	7	5	6	4	19	17	24	25
LU	3	2	23	19	4	2	6	7
HU	19	23	22	5	21	23	21	17
MT	26	22	24	6	22	20	2	3
NL	11	4	20	23	9	10	4	6
AT	16	14	21	24	20	19	13	14
PL	10	16	25	17	25	21	17	15
PT	25	19	4	10	5	3	22	18
RO	23	26	9	15	27	25	26	23
SI	4	3	5	8	3	6	18	10
SK	12	15	10	11	24	26	23	22
FI	2	6	3	3	10	9	7	9
SE	1	1	2	1	2	4	1	1

S: Eurostat, WIFO-calculations. – Recalculation of subdimensions of Dimension 3 based on revised data. – Calculation of the index point values based on a global minimum and maximum of the two respective years. – 1) Indicator 7: CVTS4 2010. 2) Indicator 7: CVTS6 2020. 3) Indicator 9: LT 2019. 4) Indicator 8: MT 2020, Indicator 9: LV 2020. 5) SK: 2020. 6) Indicators 13-17 (Fatal accidents at work, Healthy life years): 2020. Indicators 18-19: SK 2020. – n.a. ... calculation not feasible due to missing values on individual indicators.

Table 18: Index point values of the subdimensions at two points in time in Dimension 4
"Distribution of Earnings"

2011 and 2021, EU 27

	Income		Income distribution		Working Poor		Gender Pay Gap (without GR)	
	2011	2021	2011	2021 ¹⁾	2011	2021 ²⁾	2011 ³⁾	2021 ⁴⁾
BE	8.02	8.06	7.51	7.89	9.30	8.21	6.86	8.30
BG	1.00	2.95	4.83	4.76	5.32	4.82	5.61	5.94
CZ	3.51	4.33	6.20	6.25	7.39	8.07	2.54	5.03
DK	6.68	7.52	8.38	7.96	8.29	8.30	4.57	5.29
DE	5.72	6.50	6.27	5.57	5.46	5.41	2.60	4.17
EE	2.61	4.61	4.55	5.66	5.13	4.73	1.00	3.23
IE	6.03	7.16	5.69	3.60	6.46	7.02	5.78	6.69
GR	4.18	3.15	4.27	3.91	5.62	4.67	n.a.	n.a.
ES	5.41	5.23	3.88	4.02	5.65	5.09	4.17	7.02
FR	6.64	6.84	7.25	7.40	8.20	7.98	4.80	4.89
HR	4.36	4.30	6.89	8.76	5.98	7.04	8.07	6.30
IT	5.73	5.51	2.96	3.02	6.00	6.45	8.07	8.30
CY	4.45	4.26	10.00	7.88	5.53	6.08	4.67	6.76
LV	1.84	4.12	2.83	4.36	3.98	4.54	5.32	5.16
LT	2.37	5.20	3.11	4.46	4.01	5.51	6.17	6.01
LU	8.95	10.00	8.40	7.05	6.25	5.32	7.35	10.00
HU	3.25	2.98	7.09	6.28	6.42	7.31	4.04	4.27
MT	4.06	5.39	9.87	7.30	6.77	6.72	7.41	6.50
NL	6.57	6.81	6.71	7.43	7.03	6.97	3.78	5.52
AT	6.54	6.93	5.66	6.08	6.70	6.78	2.24	3.78
PL	3.24	3.99	6.32	7.23	3.98	5.11	8.13	8.46
PT	3.49	3.88	6.78	6.23	5.61	7.34	5.71	6.04
RO	2.19	3.87	2.87	1.00	1.00	3.16	6.79	8.76
SI	4.87	5.95	8.49	8.84	6.89	7.33	8.85	8.69
SK	2.53	3.47	4.76	6.65	6.47	7.35	3.36	4.50
FI	5.96	6.04	7.75	7.74	9.49	10.00	3.68	4.53
SE	5.95	6.17	5.48	5.45	8.83	8.95	4.83	6.27
1 st quartile	3.25	4.06	4.66	4.61	5.49	5.21	3.85	4.93
2 nd quartile	4.45	5.23	6.27	6.25	6.25	6.78	5.07	6.02
3 rd quartile	5.99	6.66	7.38	7.41	6.96	7.34	6.84	6.96
Range	7.95	7.05	7.17	7.84	8.49	6.84	7.85	6.77

S: Eurostat, WIFO-calculations. – Recalculation of subdimensions of Dimension 4 based on revised data. Subdimension Income: 2011 corresponds to income per employee in purchasing power standards. For 2011, real income in 2021 adjusted for purchasing power standards was recalculated with the real development according to the harmonised consumer price index (HICP) (see Table 25). – Calculation of the index point values based on a global minimum and maximum of the two respective years. – 1) Indicator 4: SK 2020. 2) Indicator 7: SK 2020. 3) HR 2010. 4) IE 2020. – n.a. ... calculation not feasible due to missing values on individual indicators.

Table 19: Ranking of the subdimensions at two points in time in Dimension 4 "Distribution of Earnings"

2011 and 2021, EU 27

	Income		Income distribution		Working Poor		Gender Pay Gap (without GR)	
	2011	2021	2011	2021 ¹⁾	2011	2021 ²⁾	2011 ³⁾	2021 ⁴⁾
BE	2	2	7	4	2	4	7	5
BG	27	27	19	20	22	23	12	15
CZ	18	17	15	14	6	5	24	19
DK	3	3	5	3	4	3	17	17
DE	11	8	14	18	21	19	23	24
EE	22	16	21	17	23	24	26	26
IE	7	4	16	25	12	12	10	9
GR	16	25	22	24	18	25	n.a.	n.a.
ES	12	14	23	23	17	22	18	7
FR	4	6	8	8	5	6	15	20
HR	15	18	10	2	16	11	3	11
IT	10	12	25	26	15	16	3	5
CY	14	19	1	5	20	17	16	8
LV	26	20	27	22	26	26	13	18
LT	24	15	24	21	24	18	9	14
LU	1	1	4	11	14	20	6	1
HU	20	26	9	13	13	10	19	23
MT	17	13	2	9	9	15	5	10
NL	5	7	12	7	7	13	20	16
AT	6	5	17	16	10	14	25	25
PL	21	21	13	10	25	21	2	4
PT	19	22	11	15	19	8	11	13
RO	25	23	26	27	27	27	8	2
SI	13	11	3	1	8	9	1	3
SK	23	24	20	12	11	7	22	22
FI	8	10	6	6	1	1	21	21
SE	9	9	18	19	3	2	14	12

S: Eurostat, WIFO-calculations. – Recalculation of subdimensions of Dimension 4 based on revised data. Subdimension Income: 2011 corresponds to income per employee in purchasing power standards. For 2011, real income in 2021 adjusted for purchasing power standards was recalculated with the real development according to the harmonised consumer price index (HICP) (see Table 25). – Calculation of the index point values based on a global minimum and maximum of the two respective years. – ¹⁾ Indicator 4: SK 2020. ²⁾ Indicator 7: SK 2020. ³⁾ HR 2010. ⁴⁾ IE 2020. – n.a. ... calculation not feasible due to missing values on individual indicators.

Table 20: Index point values of the subdimensions at two points in time in Dimension 5
"Redistribution by the Welfare State"

2011 and 2020 resp. 2021, EU 27

	Social expenditure by function		At-risk-of poverty		Educational expenses	
	2011	2020	2011	2021 ¹⁾	2011	2020
BE	7.68	8.87	7.22	8.77	8.15	9.08
BG	1.63	2.67	2.43	4.01	1.69	3.08
CZ	2.87	4.57	7.76	7.96	4.46	5.62
DK	10.00	9.39	8.35	8.21	9.54	8.62
DE	7.39	9.88	5.99	6.17	3.77	4.69
EE	1.41	3.34	4.49	5.04	7.92	9.08
IE	4.73	2.08	9.96	10.00	6.08	1.00
GR	5.19	5.82	2.74	3.46	4.23	4.23
ES	4.63	6.37	4.00	3.41	4.00	4.46
FR	7.88	9.73	7.37	7.30	6.54	6.54
HR	4.01	5.41	3.94	3.50	4.46	6.31
IT	5.32	8.03	3.32	3.93	3.31	3.77
CY	3.48	4.88	6.46	7.20	8.38	7.46
LV	1.00	1.95	3.34	3.03	7.69	7.46
LT	1.94	3.10	4.40	5.24	6.77	5.85
LU	5.44	6.43	8.29	5.75	5.38	5.38
HU	4.10	2.74	8.07	5.61	5.38	4.69
MT	2.63	4.43	6.25	5.52	6.77	7.46
NL	7.00	7.66	8.12	6.66	6.54	5.85
AT	7.28	9.58	7.35	6.60	5.38	5.62
PL	2.67	5.82	4.95	6.25	6.31	5.85
PT	4.39	5.44	4.81	3.51	7.92	5.38
RO	1.40	1.84	2.46	1.00	2.85	2.38
SI	5.08	5.86	7.00	7.63	8.62	7.23
SK	2.19	3.07	5.80	6.05	3.77	4.46
FI	7.48	8.38	8.64	9.55	8.62	7.46
SE	6.71	6.62	7.34	6.83	8.38	10.00
1 st quartile	2.65	3.22	4.20	3.97	4.35	4.58
2 nd quartile	4.63	5.82	6.25	6.05	6.31	5.85
3 rd quartile	6.86	7.85	7.56	7.25	7.92	7.46
Range	9.00	8.05	7.53	9.00	7.85	9.00

S: Eurostat, WIFO-calculations. – Recalculation of subdimensions of Dimension 5 based on revised data. – Calculation of the index point values based on a global minimum and maximum of the two respective years. ¹⁾ Indicator 8: HU, SK 2020. Indicator 9: SK 2020.

Table 21: **Ranking of the subdimensions at two points in time in Dimension 5 "Redistribution by the Welfare State"**

2011 and 2020 resp. 2021, EU 27

	Social expenditure by function		At-risk-of poverty		Educational expenses	
	2011	2020	2011	2021 ¹⁾	2011	2020
BE	3	5	11	3	6	2
BG	24	24	27	20	27	25
CZ	19	18	7	5	19	15
DK	1	4	3	4	1	4
DE	5	1	15	13	23	19
EE	25	20	19	19	7	2
IE	13	25	1	1	15	27
GR	11	13	25	24	21	23
ES	14	11	21	25	22	21
FR	2	2	8	7	12	10
HR	17	16	22	23	19	11
IT	10	7	24	21	25	24
CY	18	17	13	8	4	5
LV	27	26	23	26	9	5
LT	23	21	20	18	10	12
LU	9	10	4	15	16	17
HU	16	23	6	16	16	19
MT	21	19	14	17	10	5
NL	7	8	5	10	12	12
AT	6	3	9	11	16	15
PL	20	14	17	12	14	12
PT	15	15	18	22	7	17
RO	26	27	26	27	26	26
SI	12	12	12	6	2	9
SK	22	22	16	14	23	21
FI	4	6	2	2	2	5
SE	8	9	10	9	4	1

S: Eurostat, WIFO-calculations. – Recalculation of subdimensions of Dimension 5 based on revised data. – Calculation of the index point values based on a global minimum and maximum of the two respective years. ¹⁾ Indicator 8: HU, SK 2020. Indicator 9: SK 2020.

Table 22: **Short-time work programmes and their assignment to the intervention measures of Active Labour Market Policy**

2019 and 2020

	Name of the short-time work programme ¹⁾	Category ²⁾	Expenditure 2019 ³⁾	Expenditure 2020
			In Mio. €	
BE	Temporary unemployment for economic reasons (FED)	8.2	372.7	4,189.7
BG	COVID-19 - Employment scheme for preserving jobs in the most affected sectors	4.2	n.a.	331.7
CZ	Targeted Programme Antivirus	8.2	n.a.	899.1
DK	Division of Labour (temporary)	8.2	n.a.	41.9
DE	Short-time working allowance - Short-time working allowance caused by conjuncture	8.2	157.1	12,576.4
EE	Temporary subsidy	8.2	n.a.	255.9
IE	a) STW support scheme (TWSS) b) Employment Wage Subsidy (EWSS)	4.2	n.a.	4,080.9
GR	a) Partial unemployment benefit b) Benefit due to temporary lay-off (availability)	8.2	1.9	1.2
ES	Partial unemployment benefit	8.2	108.2	15,198.8
FR	Partial unemployment benefit (AP)	8.2	101.0	24,124.4
HR	Job preservation support due to COVID-19	8.2	n.a.	1,001.8
IT	a) Ordinary Wage Compensation Fund b) Extraordinary Wage Compensation Fund	8.2	1,417.6	8,420.0
CY	a) Special scheme for partial suspension of hotel units and tourist accommodation b) Special scheme to support businesses of tourism sector that have partially suspended operations c) Special scheme to support businesses of tourism sector that have fully suspended operations d) Special scheme for businesses exercising certain economic activities e) Special scheme for total suspension of hotel units and tourist accommodation	8.2	n.a.	143.6
LV	n.a.		n.a.	n.a.
LT	a) Subsidies for wages after downtime b) Subsidies for downtime	a) 4.2 b) 8.2	n.a.	a) 545.9 b) 183.0
LU	Partial unemployment benefit	8.2	7.8	973.5
HU	Job Protection Wage Support Programme - Kurzarbeit	8.2	n.a.	93.3
MT	COVID Wage Supplement	8.2	n.a.	340.9
NL	NOW – Temporary emergency job retention measure	4.2	n.a.	13,184.0
AT	Short-time working allowance	8.2	2.2	5,489.2
PL	a) Co-financing of wages in case of decrease in turnover due to COVID-19 b) Co-financing of wages for employees who were not on downtime during COVID-19 c) Co-financing of wages for listed industries during COVID-19 d) Exemption from the obligation to pay social contributions e) Co-financing of wages during economic downtime or reduction of working time due to COVID-19	a-d) 4.2 e) 8.2	n.a.	a-d) 1,531.1 e) 1,531.1
PT	a) Short-time working or temporary suspension of employment b) Support for the maintenance of contracts/jobs (simplified lay-off)	8.2	a) 4.0 b) n.a.	837.5
RO	Temporary suspension of employment	8.2	0.0	0.0
SI	Temporary lay-off scheme	8.2	n.a.	403.6
SK	First aid (§54 e)	4.2	n.a.	772.5
FI	Earnings-related unemployment allowance for partially unemployed	8.2	10.10	92.3
SE	Short-time work allowance	8.2	n.a.	2,980.9

S: European Commission, Directorate-General for Employment, Social Affairs and Inclusion (2021, 2023), European Trade Union Confederation (ETUC) (2020), WIFO. – ¹⁾ (a), (b), (...): Mostly successively introduced programs that either existed in parallel or superseded each other. ²⁾ 4.2 ... No name available, 8.2 ... "Partial unemployment benefits".

³⁾ n.a. ... programme did not exist in 2019.

Table 23: **Active Labour Market Policy Expenditure 2020**

In Mio. € and in % of GDP

	Active LMP expenditure per category in Mio. €			GDP in Mio. €	Active LMP Expenditure in % of GDP
	2 to 7	8.2: Short-time work	Total		
BE	2.642,5	4.189,7	6.832,2	459.826,3	1,48583
BG	421,5	n.a.	421,5	61.638,9	0,68383
CZ	374,6	899,1	1.273,7	215.805,4	0,59020
DK	4.039,5	41,9	4.081,4	311.759,7	1,30913
DE	9.437,9	12.576,4	22.014,3	3.405.430,0	0,64645
EE	111,2	255,9	367,1	27.465,0	1,33663
IE	4.964,7	n.a.	4.964,7	372.836,4	1,33160
GR	310,3	n.a.	310,3	165.405,9	0,18763
ES	11.610,9	15.198,8	26.809,7	1.117.989,0	2,39803
FR	11.739,0	24.124,4	35.863,4	2.310.469,0	1,55221
HR	163,6	1.001,8	1.165,4	50.424,9	2,31125
IT	3.657,2	8.420,0	12.077,2	1.661.019,9	0,72710
CY	9,6	143,6	153,2	21.894,9	0,69992
LV	28,8	n.a.	28,8	30.294,0	0,09523
LT	628,5	183,0	811,5	49.769,6	1,63058
LU	398,7	973,5	1.372,2	64.781,0	2,11824
HU	728,2	93,3	821,5	137.826,5	0,59602
MT	7,9	340,9	348,8	13.173,0	2,64779
NL	16.390,7	n.a.	16.390,7	796.530,0	2,05776
AT	2.127,3	5.489,2	7.616,5	381.042,5	1,99886
PL	3.757,9	1.531,1	5.289,0	526.147,2	1,00523
PT	893,5	837,5	1.731,0	200.518,9	0,86324
RO	75,1	n.a.	75,1	220.486,6	0,03405
SI	63,5	403,6	467,1	47.020,6	0,99331
SK	1.044,0	n.a.	1.044,0	93.413,8	1,11756
FI	1.672,3	92,3	1.764,6	238.038,0	0,74132
SE	3.319,3	2.980,9	6.300,2	480.556,4	1,31103

S: LMP database, Eurostat, European Commission, Directorate-General for Employment, Social Affairs and Inclusion (2023), WIFO-calculations. – LMP: Labour Market Policy. n.a. ... The country had no expenditures in this category in this year.

Table 24: **Active Labour Market Policy Expenditure 2019**

In Mio. € and in % of GDP

	Active LMP expenditure per category in Mio. €			GDP in Mio. €	Active LMP Expenditure in % of GDP
	2 to 7	8.2: Short-time work	Total		
BE	2,781.5	372.7	3,154.25	478,645.0	0.65899
BG	100.0	n.a.	100,018	61,558.5	0.16248
CZ	365.5	n.a.	365.50	225,613.5	0.16200
DK	4,252.1	n.a.	4,252.11	309,526.4	1.37375
DE	8,878.1	157.1	9,035.22	3,473,260.0	0.26014
EE	103.8	n.a.	103,811	27,764.7	0.37390
IE	942.3	n.a.	942.32	356,704.6	0.26417
GR	656.1	1.9	657,989	183,351.2	0.35887
ES	7,018.1	108.2	7,126.28	1,245,513.0	0.57216
FR	11,679.9	101.1	11,781.05	2,437,635.0	0.48330
HR	209.0	n.a.	209.01	55,644.4	0.37562
IT	3,669.9	1,417.6	5,087.55	1,796,648.5	0.28317
CY	6.9	n.a.	6,948	23,176.2	0.02998
LV	29.7	n.a.	29,702	30,678.6	0.09682
LT	80.6	n.a.	80,635	48,908.2	0.16487
LU	359.3	7.8	367.10	62,373.6	0.58855
HU	756.1	n.a.	756,133	146,526.1	0.51604
MT	11.1	n.a.	11,068	14,186.4	0.07802
NL	3,122.4	n.a.	3,122.45	813,055.0	0.38404
AT	2,087.2	2.2	2,089.41	397,169.5	0.52608
PL	1,350.9	n.a.	1,350.92	532,504.7	0.25369
PT	629.5	4.0	633.54	214,374.6	0.29553
RO	48.1	n.a.	48,054	224,178.6	0.02144
SI	63.5	n.a.	63,511	48,533.1	0.13086
SK	177.8	n.a.	177.78	94,437.5	0.18825
FI	1,841.9	10.1	1,851.98	239,858.0	0.77211
SE	3,626.2	n.a.	3,626.19	476,869.5	0.76042

S: LMP database, Eurostat, European Commission, Directorate-General for Employment, Social Affairs and Inclusion (2021), WIFO-calculations. – LMP: Labour Market Policy. n.a. ... The country had no expenditures in this category in this year.

Table 25: **Development of real income indicators**

2011 and 2021, income base 2021 in PPS

	Nominal compensation		Compensation of employees	
	Per employee in PPS 2021			
	2011 ¹⁾	2021	2011 ¹⁾	2021
BE	39,830	39,575	52,280	53,096
BG	9,497	18,565	11,169	21,767
CZ	19,780	23,543	26,587	31,151
DK	37,216	41,308	40,493	44,942
DE	30,896	34,386	37,615	42,007
EE	15,941	24,704	21,261	32,824
IE	32,458	37,811	39,148	45,189
GR	23,049	18,533	30,097	24,051
ES	28,144	27,643	37,542	36,138
FR	33,830	34,353	44,246	45,851
HR	25,712	25,189	28,770	28,757
IT	29,144	28,162	39,915	38,607
CY	24,680	24,053	31,001	29,677
LV	13,127	23,637	16,045	28,689
LT	18,377	30,777	15,565	31,911
LU	47,339	51,942	53,481	59,534
HU	20,970	18,947	22,203	21,651
MT	24,925	31,133	26,400	33,619
NL	33,723	35,022	43,590	44,760
AT	34,741	36,527	42,033	44,239
PL	19,878	23,343	23,476	27,578
PT	20,139	21,874	25,965	28,127
RO	16,827	24,087	15,394	25,295
SI	27,536	32,617	32,195	38,063
SK	15,417	19,734	21,035	26,149
FI	32,533	32,524	38,251	39,131
SE	31,822	33,103	38,985	39,921

S: Eurostat, WIFO-calculations. – PPS: Purchasing power standards. – ¹⁾ Real income per employee in 2021 adjusted for purchasing power standards, recalculated with the development of real gross wages/salaries per employee or real compensation per employee (according to the harmonised index of consumer prices (HICP)).