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An EU-wide Labour Market Monitoring System  
Updated Annually

Executive Summary: EU in a Nutshell

**Ulrike Huemer, Helmut Mahringer**

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Research assistants: Anna Albert

April 2022

Austrian Institute of Economic Research

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Internal review: Julia Bock-Schappelwein  
Research assistants: Anna Albert

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 2020. It thus provides a descriptive insight into the different ways in which EU countries have been affected by the COVID-19 pandemic. The long-term comparison of the performance of EU member countries in two dimensions of the labour market illustrates backward steps in convergence following the two major recessions of the past 15 years, the financial and economic crisis, and the COVID-19 pandemic.

2022/3/S/WIFO project no: 12021

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Medieninhaber (Verleger), Herausgeber und Hersteller: Österreichisches Institut für Wirtschaftsforschung,  
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## 1. 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 countries<sup>1)</sup>. The Labour Market Monitor, therefore, consists of five separate area indices (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.

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

The present Labour Market Monitor predominantly describes the situation in the EU countries in 2020, the first year of the COVID-19 pandemic. Unlike the financial and economic crisis, the

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<sup>1)</sup> This year's update does not include the United Kingdom anymore for the first time. All countries for which data is available for all indicators are included in the respective index.

pandemic led to a simultaneous supply and demand shock, the effects of which were felt worldwide and in all sectors of the economy (OECD, 2020)<sup>2)</sup>. The Labour Market Monitor provides an insight into the different ways in which EU countries have been affected in various dimensions of the labour market.

The present report summarises the current results<sup>3)</sup> 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, this year's edition of the Executive Summary outlines the long-term development of labour market performance in area index 1 "Overall Labour Market Performance" and area index 2 "Participation".

## 2. Labour market monitoring with the Labour Market Monitor

A total of 58 indicators 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 2021 Labour Market Monitor these were primarily data from the years 2020 and 2019.<sup>4)</sup>

### 2.1 The five dimensions

- **Dimension (1)**, "Overall 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, women and men) are integrated into the labour market and is measured based on 13 indicators.
- **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.

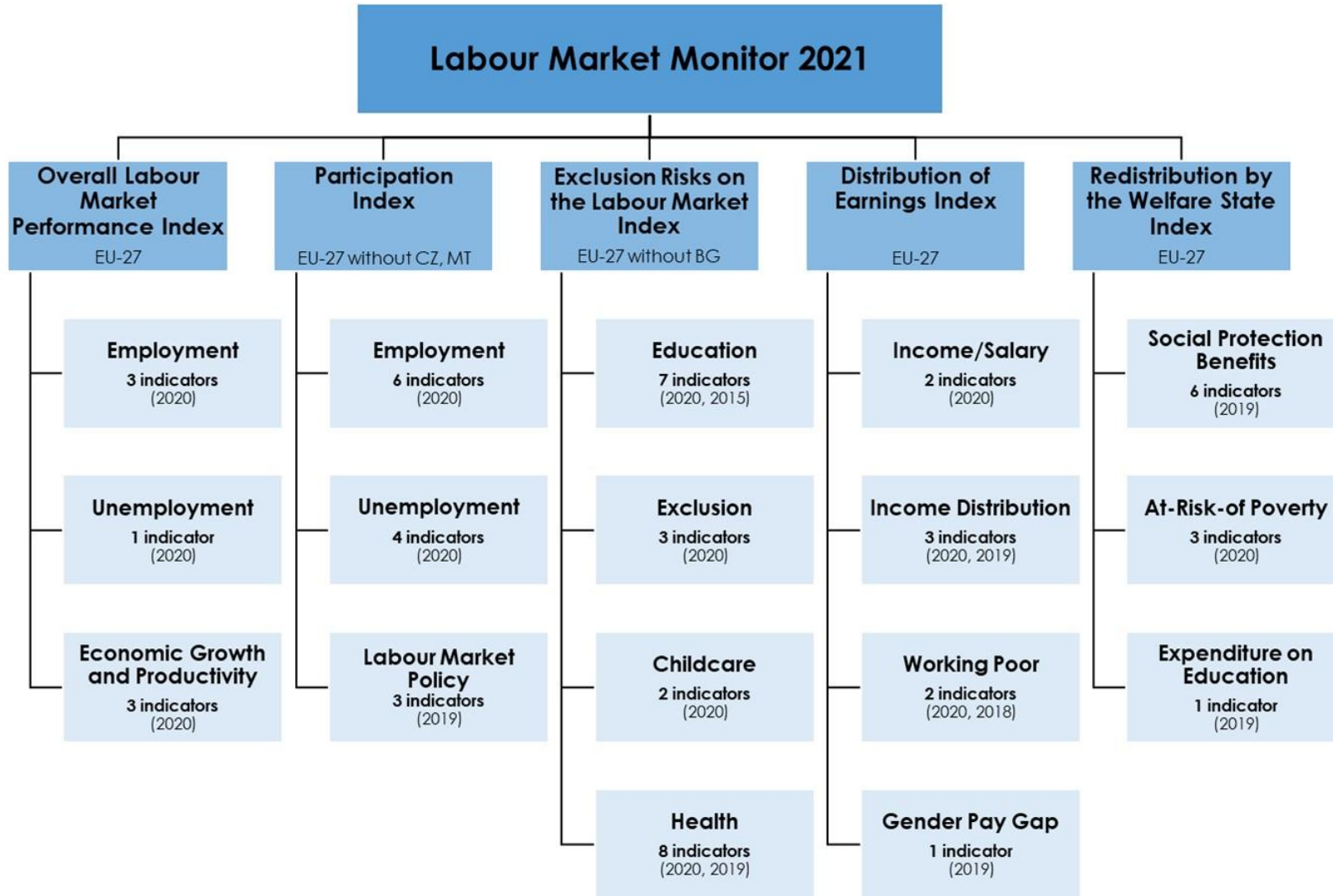
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<sup>2)</sup> OECD. 2020. The Territorial Impact of COVID-19: Managing the Crisis across Levels of Government. <https://www.oecd.org/coronavirus/policy-responses/theterritorial-impact-of-covid-19-managing-the-crisis-across-levels-of-government-d3e314e1/> (retrieved on 29. April 2021).

<sup>3)</sup> Huemer, U., Mahringer, H., Arbeitsmarktmonitor 2021 – Update des jährlichen, EU-weiten Arbeitsmarktbeobachtungssystems, WIFO, Vienna, forthcoming.

<sup>4)</sup> 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.

Structure of the Labour Market Monitor 2021: dimensions and subdimensions



S: WIFO. – For the first time the Labour Market Monitor is calculated without the United Kingdom.

## 2.2 Index methodology

The calculation of the five dimensions is based on standard methods of index construction (see Haas et al. 2010, p. 15ff)<sup>5)</sup>. 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 normalized by using the min-max method. In a second step, the standardized 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 normalized 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.

## 2.3 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 categorization 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.

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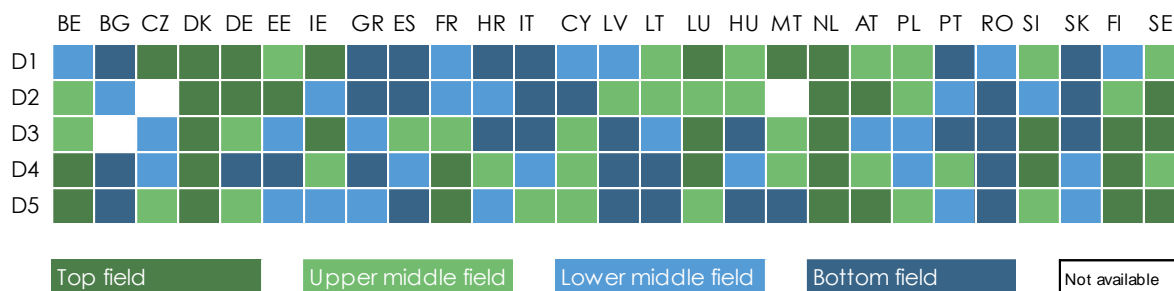
<sup>5)</sup> Haas, S., Lutz, H., Mahringer, H., Rückert, E., Implementierung und Testung des „Arbeitsmarktmonitors der Arbeiterkammer Wien“, WIFO, Wien, Dezember 2010.



## Results at a glance

### Rankings based on country groups formed along the quartile limits

Dimension 1 – 5, EU-27



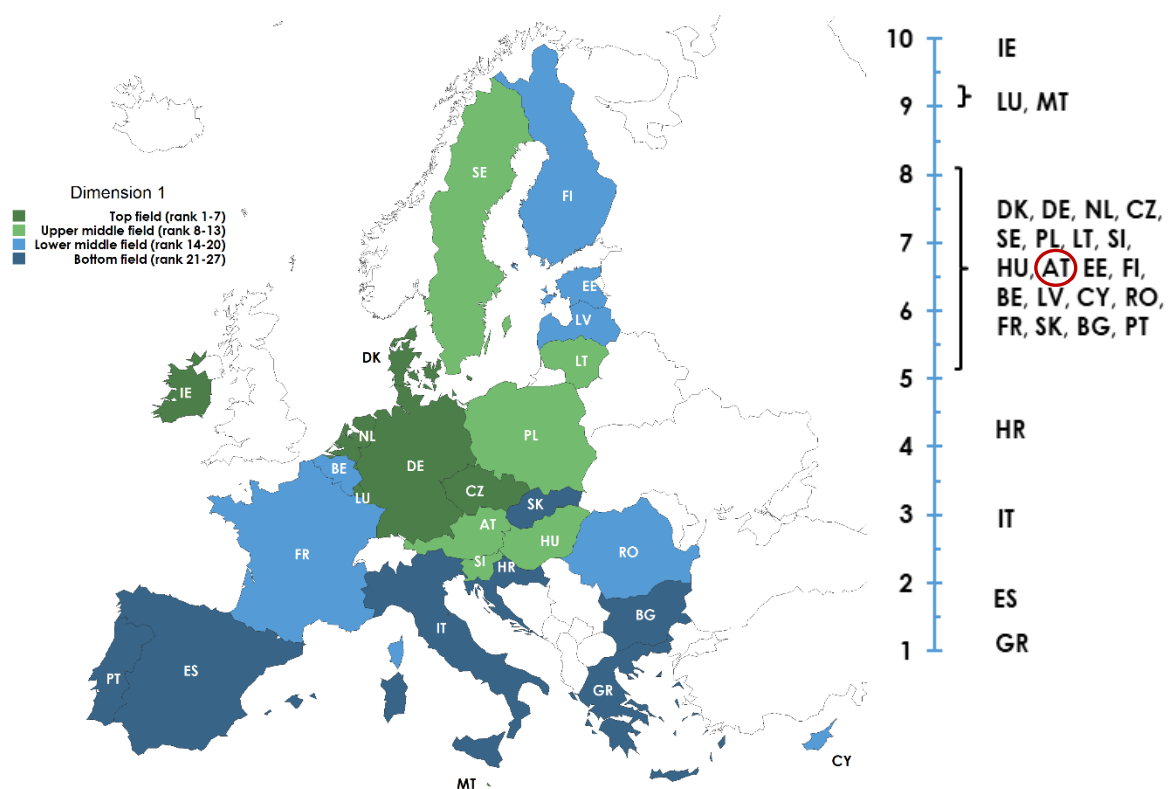
S: Labour Market Monitor 2021. – D... Dimension. – For the first time the Labour Market Monitor does not include the UK.

- In a European comparison, Denmark and the Netherlands are among the top performers in all five dimensions.
- Sweden and Luxembourg are among the top performers or at least in the upper middle field.
- Bulgaria, Greece, Romania and Slovakia are all at the bottom or in the lower middle field.



## 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 2021.

### What characterizes the countries of the top field?

- **High economic performance:** Most of the top countries have a **(very) high real GDP per capita** (EU 27 26,380 €) with **above-average labour productivity per employee**. Malta and the Czech Republic 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, except Luxembourg**, (EU 27 62.5%) and a **below-average unemployment rate** (EU 27 7.2%).

## Development of the EU 28 countries in dimension 1 "Overall Performance of the Labour Market" 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 **markedly 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 year **2015** (observation period 2008-2020).
- The **majority of the EU 27 countries** were able to **recover** from the financial and economic crisis **by the outbreak of the COVID-19 pandemic**.
- The **speed of economic and labour market recovery** after the financial and economic crisis **varies**: Just under one third of the countries exceeded the pre-crisis level by 2016 (measured by the index scores), two thirds of the countries managed to do so by 2019.
- The **COVID-19** pandemic has again **worsened the performance in all countries**. With the strongest decline in index scores in Spain, the weakest in Poland. However, the decline in index scores 2020 was weaker than in the financial and economic crisis of 2009.

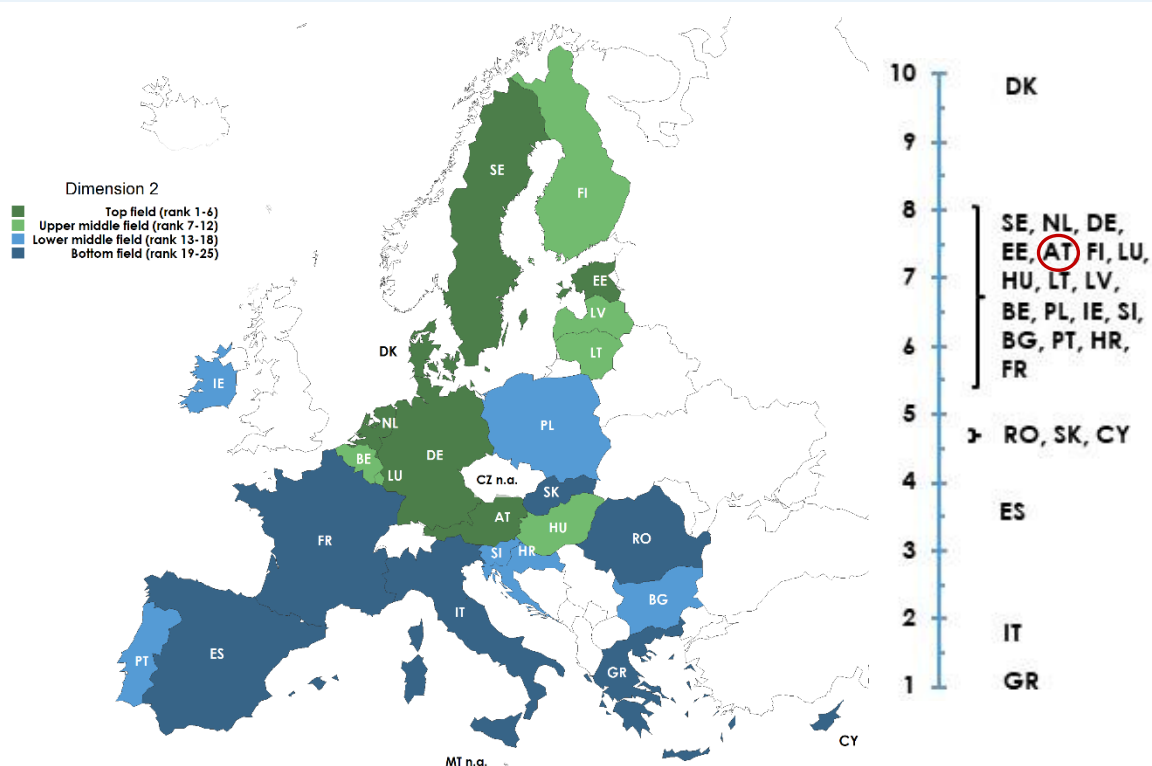
### Development of the index point values of the EU-27 countries in dimension 1



S: Labour Market Monitor 2021. – Range of index point values. Reading example: The box plot diagram visualizes 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 normalized 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 2020 was searched for and used for normalization (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. It comprises 13 indicators: 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) as well as indicators from the field of active labour market policy (expenditure as a percentage of GDP and as a percentage of GDP per percent unemployed, participation in labour market measures).



S: Labour Market Monitor 2021. – Index calculation without CZ, MT.

### What characterizes the countries of the top field?

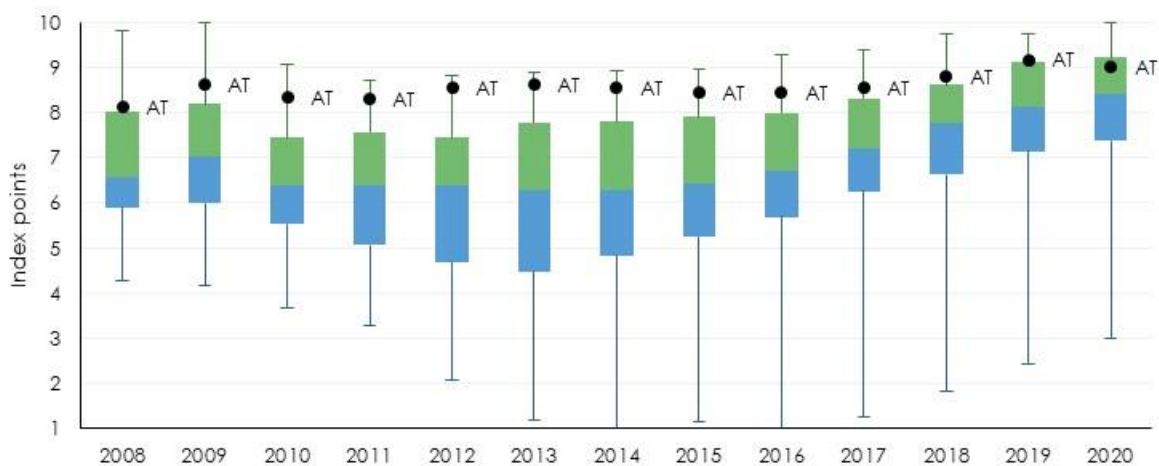
- Common to all top countries is a **below-average long-term unemployment rate** (EU 27 35.7%), an **above-average employment rate** between 25 and 44 years (EU 27 79.1%) and a **below-average gap** in the **employment rate of women and men** (15 to 64 years; EU 27 10.3 percentage points).
- The majority of countries of the top field **invest heavily in active labour market policies**.

## Development of the "Participation Index" of 23 EU member states since 2008<sup>6)</sup>

- 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**).
- The **greatest country differences** in performance can be seen in **2016**.
- An **improvement in labour force participation index** started **late** for most countries. By 2016 one third of the countries perform better in the sub-areas of employment and unemployment than before the financial and economic crisis, by 2019 three quarters do so. Only four countries have a less favourable performance in 2020 than in 2008.
- In the face of the **COVID 19 pandemic**, **performance deteriorated** in only **four countries**. However, their index score decline was small. Some indicators (apparently) improved in 2020, despite unfavourable labour market situation: Statistically, the share of long-term unemployment fell because of the strong increase in unemployment. The employment rate of older people increased in most countries (unlike the prime working age), the gender employment gap narrowed partly (when the decline in the employment rate was greater for men than for women), the share of involuntary fixed-term employment fell largely (which could be due to the more difficult labour market access).

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

EU 27 without CY, LT, LU, and MT

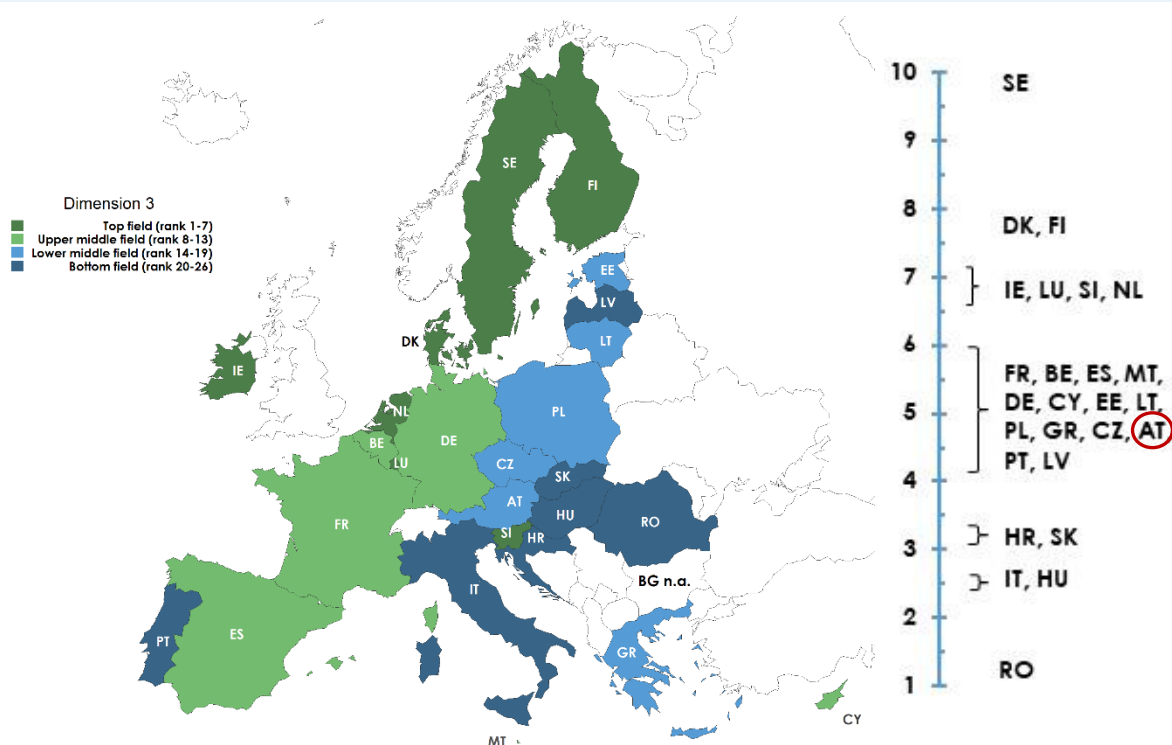


S: Labour Market Monitor 2021. – Range of index point values. Reading example: The box plot diagram visualizes the scatter and location of the countries' scores per year. In the box (green plus blue area) are the middle 50% of the countries, i. e. the upper and lower middle field. They are limited by 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 normalized 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 2020 was searched for and used for normalization (min-max method).

<sup>6)</sup> EU 27 without CY, LT, LU, and MT. – Indicators 1 to 10.

### 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.



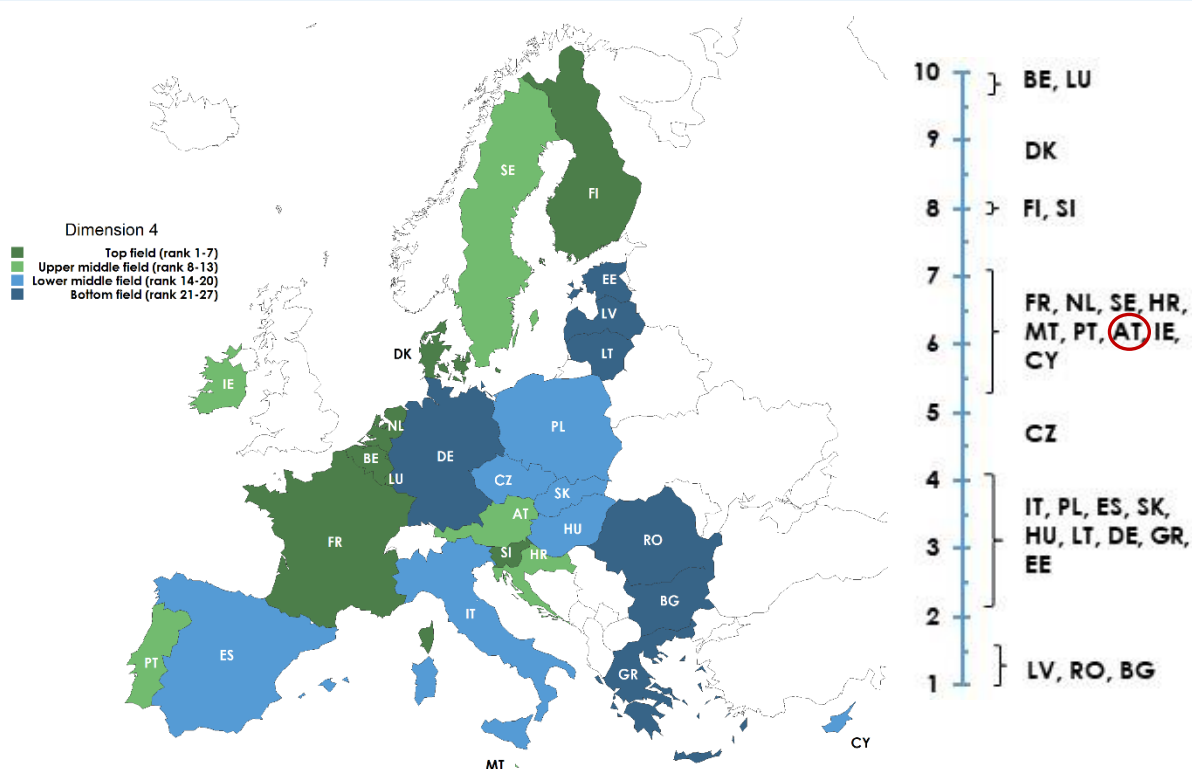
S: Labour Market Monitor 2021. – Index calculation without BG.

#### What characterizes the countries of the top field?

- The top countries tend to perform relatively **well in the subdimensions of education and childcare**. The health sub-sector provides a very heterogeneous picture.
- The **share of population with tertiary education** (EU 27: 25-64 years 32.8%, 25-34 years 40.5%) and **participation in lifelong learning** (EU 27 9.2%) are mostly **above average**.
- The **childcare rate** for under-3-year-olds is **above average** in almost all top countries (EU 27 32.3%). For most of the top countries, this also applies to the childcare rate with a time use of 30+ hours per week (EU 27 19.5%).

## 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".



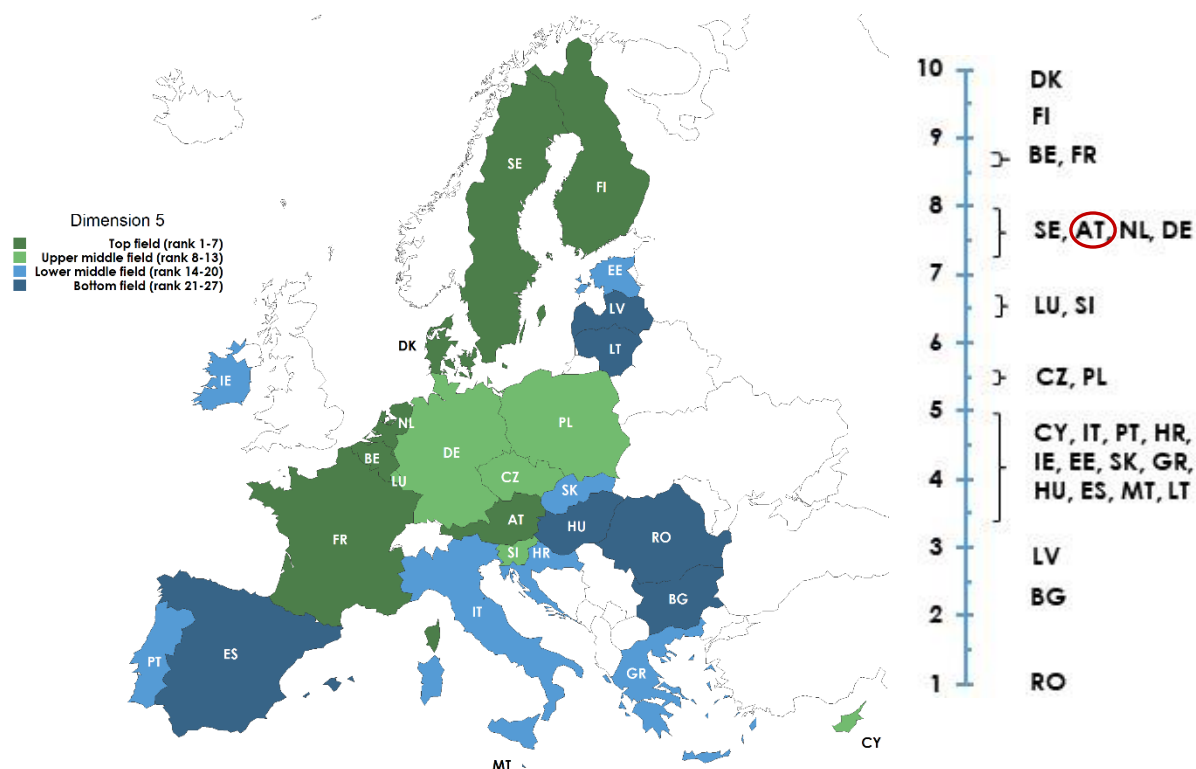
S: Labour Market Monitor 2021.

### What characterizes the countries of the top field?

- **Income inequality** (income quintile ratio EU 27 5.2) and the share of **working poor** (EU 27 9.0%) are relatively **low** (below average) in the countries of the top field (except for Luxembourg in each case).
- Most of the countries have **above-average incomes** (nominal remuneration EU 27 29,255 €; compensation of employees 36,962 €).

## 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 2021.

### What characterizes 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 26.9%).
- In all top countries, the **at-risk-of-poverty rate** (after social transfers) is **below the EU average** (EU 27 17.1%). Social transfers make an above average contribution to reducing the at-risk-of-poverty rate in almost all top countries (EU 27 8.3 percentage points).
- Most of the countries of the top field have **above-average educational expenditure** as a percentage of GDP (EU 27 4.7%).



## Table appendix

In the following, both the raw data and the results of the Labour Market Monitor 2021 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 2020 and 2019; 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, including the United Kingdom

### 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 (Steuerrends 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 A 1: **Raw data of indicators in dimension 1 "Overall Labour Market Performance"**  
2020, EU 27

	Employment rate of 15- to 64-year-olds <sup>1)</sup>			Employment Employment rate of 15- to 64-year-olds in full time equivalents				Employment growth <sup>2)</sup>	Unemployment Unemployment rate of 15- to 64-year-olds			Economic growth and productivity		
	Total	In %		Total	In %		In %		Total	In %		Real GDP per capita Index In Euro	Labour productivity <sup>3)</sup> Index EU 27 = 100	
		Men	Women		Men	Women				Men	Women			
BE	64.7	68.4	61.0	58.6	65.4	52.6	0.0	5.6	5.8	5.4	33,880	101.7	129.0	
BG	68.5	72.5	64.3	67.7	71.7	63.6	-2.3	5.2	5.5	4.8	6,380	125.6	50.8	
CZ	74.4	81.4	67.1	72.5	80.5	64.3	-1.7	2.6	2.3	3.0	17,340	115.4	85.9	
DK	74.4	77.3	71.4	65.2	70.5	60.5	-0.7	5.8	5.5	6.1	48,150	109.8	121.3	
DE	76.2	79.0	73.2	65.4	74.9	56.5	-0.8	3.9	4.3	3.4	34,310	107.4	104.6	
EE	73.7	76.4	71.0	69.6	73.6	65.8	-2.7	7.0	7.1	6.9	15,010	135.7	80.8	
IE	67.7	73.2	62.4	60.7	69.0	53.2	-1.5	5.8	5.8	5.7	62,980	171.6	213.8	
GR	56.3	65.2	47.5	53.6	63.2	44.4	-1.2	16.5	13.7	20.0	16,170	80.2	66.5	
ES	60.9	66.1	55.7	56.8	64.1	49.8	-4.1	15.6	14.0	17.5	22,350	97.0	94.3	
FR	65.3	68.5	62.2	60.6	66.2	55.6	-0.9	8.1	8.2	8.0	30,610	99.7	115.5	
HR	62.0	67.1	56.9	60.7	66.1	55.3	-1.2	7.6	7.5	7.7	11,720	110.5	71.6	
IT	58.1	67.2	49.0	53.1	64.7	42.2	-2.1	9.4	8.6	10.4	24,900	92.4	102.7	
CY	69.9	75.9	64.3	65.9	72.9	59.5	-0.6	7.8	7.8	7.7	23,770	101.6	81.9	
LV	71.6	73.1	70.2	68.5	70.9	66.4	-2.3	8.4	9.4	7.4	12,150	142.1	70.3	
LT	71.6	72.2	71.0	69.9	70.8	69.0	-1.6	8.8	9.6	8.0	14,030	155.0	81.9	
LU	67.2	70.4	63.9	61.5	68.0	55.4	1.9	6.8	6.6	7.0	82,250	98.4	162.1	
HU	69.7	77.0	62.3	68.2	76.1	60.3	-1.0	4.3	4.1	4.5	12,680	127.1	71.1	
MT	73.7	81.7	64.6	69.6	79.6	58.6	2.7	4.4	4.3	4.6	20,410	124.1	88.8	
NL	77.8	81.6	73.9	59.5	70.8	49.8	-0.5	3.9	3.7	4.0	40,160	104.4	111.6	
AT	<b>72.4</b>	<b>76.5</b>	<b>68.3</b>	<b>63.0</b>	<b>72.9</b>	<b>54.2</b>	<b>-1.6</b>	<b>5.4</b>	<b>5.6</b>	<b>5.3</b>	<b>35,390</b>	<b>100.0</b>	<b>114.5</b>	
PL	68.7	75.9	61.5	66.8	74.7	59.0	0.0	3.2	3.1	3.3	12,700	135.1	81.6	
PT	69.0	71.6	66.6	66.2	69.6	63.0	-1.9	7.1	6.9	7.3	17,070	100.5	74.6	
RO	65.6	74.4	56.5	64.2	73.0	55.1	-1.8	5.2	5.4	4.8	8,830	142.4	75.2	
SI	70.9	73.7	67.8	68.1	71.9	64.1	-0.6	5.0	4.5	5.7	19,720	111.1	82.7	
SK	67.5	73.3	61.7	66.0	72.3	59.7	-1.9	6.8	6.5	7.1	15,180	120.4	73.5	
FI	72.1	73.4	70.7	66.8	69.4	64.3	-2.0	7.9	8.3	7.6	36,050	102.8	109.8	
SE	75.5	77.4	73.5	69.6	73.4	66.3	-1.3	8.5	8.6	8.5	42,570	106.6	116.0	
EU 27	67.6	72.8	62.5	61.8	69.9	54.2	-1.4	7.2	7.0	7.5	26,380	105.9	100.0	

S: Eurostat. – 1) Employment rate of 20- to 64-year-olds (Europe 2020 indicator): see Table A 11. 2) Annual percentage change of total employment. 3) GDP in PPS per employed person. – n. a. ... no values available.

Table A 2: **Rankings in dimension 1 "Overall Labour Market Performance"**  
2020, EU 27, rankings of the indicators, the subdimensions and the total dimension

	Employment				Unemployment	Economic growth and productivity				Total dimension
	Employment rate of 15- to 64-year-olds	Employment rate of 15-to 65-year olds in full time equivalents	Employment growth <sup>1)</sup>	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	
1	NL	CZ	MT	MT	CZ	LU	IE	IE	IE	IE
2	DE	LT	LU	CZ	PL	IE	LT	LU	LU	LU
3	SE	EE	PL	SE	DE	DK	RO	BE	DK	MT
4	CZ	MT	BE	DE	NL	SE	LV	DK	SE	DK
5	DK	SE	NL	SI	HU	NL	EE	SE	LT	DE
6	EE	LV	SI	DK	MT	FI	PL	FR	BE	NL
7	MT	HU	CY	LU	SI	<b>AT</b>	HU	<b>AT</b>	NL	CZ
8	<b>AT</b>	SI	DK	PL	BG	DE	BG	NL	FI	SE
9	FI	BG	DE	LT	RO	BE	MT	FI	<b>AT</b>	PL
10	LT	FI	FR	NL	<b>AT</b>	FR	SK	DE	DE	LT
11	LV	PL	HU	HU	BE	IT	CZ	IT	FR	SI
12	SI	PT	HR	CY	DK	CY	SI	ES	EE	HU
13	CY	SK	GR	EE	IE	ES	HR	MT	MT	<b>AT</b>
14	HU	CY	SE	LV	LU	MT	DK	CZ	PL	EE
15	PT	DE	IE	FI	SK	SI	DE	SI	LV	FI
16	PL	DK	LT	<b>AT</b>	EE	CZ	SE	CY	RO	BE
17	BG	RO	<b>AT</b>	PT	PT	PT	NL	LT	CZ	LV
18	IE	<b>AT</b>	CZ	BG	HR	GR	FI	PL	HU	CY
19	SK	LU	RO	SK	CY	SK	BE	EE	SI	RO
20	LU	HR	PT	BE	FI	EE	CY	RO	IT	FR
21	RO	IE	SK	RO	FR	LT	PT	PT	SK	SK
22	FR	FR	FI	IE	LV	PL	<b>AT</b>	SK	ES	BG
23	BE	NL	IT	FR	SE	HU	FR	HR	CY	PT
24	HR	BE	LV	HR	LT	LV	LU	HU	HR	HR
25	ES	ES	BG	GR	IT	HR	ES	LV	PT	IT
26	IT	GR	EE	IT	ES	RO	IT	GR	BG	ES
27	GR	IT	ES	ES	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.

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

2020, EU 27, subdimension "Employment"

	Employment										
	Employment rate of 25- to 44-year-olds	Gender employment gap <sup>1)</sup>	Employment rate of 55- to 64-year-olds			Involuntary part-time employment <sup>2)</sup>	Involuntary temporary employment <sup>3)</sup> of 15- to 64-year-olds			Gender employment gap <sup>1)</sup>	
	In %	In percentage points 25- to 44-year-olds	Total	Men	Women	In %	In % of employees			In percentage points 15- to 64-year-olds	
BE	80.3	7.5	53.3	58.7	48.0	1.1	6.4	5.8	7.0	7.4	
BG	78.8	10.4	64.2	69.4	59.4	1.0	2.6	2.8	2.4	8.2	
CZ	83.4	21.2	68.2	75.2	61.3	0.3	4.1	3.6	4.7	14.3	
DK	80.3	8.9	71.4	75.8	67.1	2.7	3.7	2.7	4.7	5.9	
DE	84.6	6.0	71.8	75.5	68.1	2.1	0.7	0.7	0.7	5.8	
EE	81.5	13.8	72.0	68.7	74.8	0.9	0.3	0.5	n.a.	5.4	
IE	78.8	12.8	61.8	69.6	54.3	2.5	2.3	2.3	2.2	10.8	
GR	69.5	17.0	44.6	57.0	33.5	5.6	7.4	6.4	8.5	17.7	
ES	72.8	9.8	54.7	61.6	48.0	7.2	19.5	18.3	20.7	10.4	
FR	79.7	9.6	53.8	56.0	51.8	6.5	7.4	5.9	8.8	6.3	
HR	80.2	9.0	45.5	53.4	38.2	1.3	12.2	11.3	13.3	10.2	
IT	67.4	20.0	54.2	64.5	44.6	12.0	12.1	11.6	12.7	18.2	
CY	82.5	8.6	61.0	73.2	49.3	5.8	12.8	8.3	17.4	11.6	
LV	81.8	5.1	68.6	69.5	67.9	2.1	1.6	1.9	1.3	2.9	
LT	84.3	2.1	67.6	68.4	66.9	1.8	0.7	0.8	0.5	1.2	
LU	85.1	6.4	44.0	47.3	40.6	2.1	4.9	4.4	5.6	6.5	
HU	80.7	19.1	59.6	71.6	49.2	0.9	4.1	3.7	4.7	14.7	
MT	85.6	15.3	52.7	67.2	37.7	0.8	2.6	2.4	2.8	17.1	
NL	85.5	6.8	71.0	79.4	62.6	3.0	4.6	4.3	4.9	7.7	
AT	<b>83.1</b>	<b>6.7</b>	<b>54.7</b>	<b>62.7</b>	<b>47.0</b>	<b>2.5</b>	<b>0.6</b>	<b>0.5</b>	<b>0.8</b>	<b>8.2</b>	
PL	83.4	16.0	51.8	63.7	41.0	0.8	8.4	8.1	8.7	14.4	
PT	84.1	2.2	60.7	65.6	56.5	3.3	14.6	14.4	14.8	5.0	
RO	80.7	18.8	48.5	60.4	37.5	3.3	1.0	1.4	0.6	17.9	
SI	88.0	6.1	50.5	54.4	46.6	0.5	4.4	3.9	5.0	5.9	
SK	78.5	18.1	58.3	61.7	55.2	0.9	4.7	4.2	5.3	11.6	
FI	80.8	8.0	67.5	66.6	68.4	4.8	9.6	7.4	11.8	2.7	
SE	83.4	6.5	77.6	79.8	75.3	5.1	8.0	7.1	9.0	3.9	
EU 27	79.1	11.7	59.6	66.2	53.4	4.4	6.8	6.3	7.4	10.3	

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

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

2020 (subdimension "Unemployment"), 2019 (subdimension "Labour market policy"), EU 27

	Unemployment									Labour market policy (LMP)		
	Unemployment rate		Long-time unemployment rate of 15- to 64-year-olds			Long-time unemployment rate of 55- to 64-year-olds			(Active) LMP expenditure <sup>4)</sup>	Participants in LMP measures <sup>4)</sup>		
	In % 15- to 24- year-olds	In % 55- to 64- year-olds	Total	In % Men	Women	Total	In % Men	Women	In % of GDP	In % of GDP per percent- age point of unemployment	In % of labour force	
BE	15.3	4.2	41.6	44.3	38.4	66.6	68.8	63.2	0.574	0.106	8.6	
BG	14.2	4.3	44.9	47.0	42.0	49.3	50.7	47.6	0.160	0.037	0.7	
CZ	8.0	2.0	22.0	22.5	21.5	31.1	31.4	30.9	0.163	0.078	n. a.	
DK	11.6	4.2	16.4	13.6	19.3	30.1	23.7	37.0	1.360	0.267	7.8	
DE	7.0	3.2	29.5	31.9	26.2	43.7	45.9	40.8	0.257	0.080	1.9	
EE	17.9	6.7	16.7	17.8	15.4	24.0	24.3	n. a.	0.369	0.080	5.9	
IE	15.3	4.0	23.7	25.0	22.3	38.6	n. a.	n. a.	0.265	0.052	5.0	
GR	35.0	12.2	66.3	64.6	67.8	75.8	76.6	74.6	0.358	0.020	1.2	
ES	38.3	12.5	32.0	29.1	34.6	52.8	49.4	56.1	0.563	0.040	12.9	
FR	20.2	5.8	36.8	36.8	36.8	60.0	61.3	58.7	0.479	0.056	4.8	
HR	21.1	4.7	28.2	27.9	28.5	46.9	37.6	56.0	0.385	0.057	1.6	
IT	29.4	5.0	52.3	52.4	52.3	59.6	62.8	55.1	0.205	0.020	4.8	
CY	18.2	5.8	28.0	29.7	26.1	48.8	54.4	40.6	0.031	0.004	0.6	
LV	14.9	8.1	27.4	29.9	24.2	37.5	36.1	39.2	0.098	0.015	0.9	
LT	19.6	9.9	29.0	27.4	30.9	42.3	43.0	41.7	0.165	0.025	1.0	
LU	23.2	4.1	25.4	24.3	26.6	45.1	n. a.	n. a.	0.566	0.101	8.1	
HU	12.8	3.0	26.1	27.4	24.7	34.5	34.4	34.6	0.517	0.148	3.9	
MT	10.9	3.6	25.3	31.1	17.4	n. a.	n. a.	n. a.	0.081	0.022	1.1	
NL	9.1	2.7	23.4	22.9	23.8	48.7	43.3	55.0	0.385	0.113	4.0	
AT	<b>10.5</b>	<b>4.0</b>	<b>24.5</b>	<b>26.6</b>	<b>22.1</b>	<b>48.8</b>	<b>53.5</b>	<b>41.4</b>	<b>0.525</b>	<b>0.114</b>	<b>3.6</b>	
PL	10.8	2.1	20.1	20.3	19.9	29.7	31.6	n. a.	0.253	0.077	3.3	
PT	22.6	5.9	33.0	33.2	32.8	60.9	59.8	62.3	0.265	0.040	4.0	
RO	17.3	3.4	29.9	33.1	25.2	31.8	37.1	n. a.	0.021	0.005	0.3	
SI	14.2	3.7	38.8	34.8	42.4	59.7	62.6	56.7	0.131	0.029	1.3	
SK	19.3	4.8	47.7	49.4	45.9	60.5	60.0	60.9	0.189	0.033	2.7	
FI	21.4	7.5	15.4	16.3	14.4	31.7	31.9	31.6	0.767	0.113	4.8	
SE	23.9	5.8	14.4	14.8	14.1	25.6	27.0	23.6	0.764	0.109	4.0	
EU 27	16.8	5.2	35.7	35.4	36.1	51.1	51.2	51.0	0.391	0.058	4.4	

S: Eurostat. – 4) Interventions 2 to 7. – n. a. ... no values available.

Table A 4: **Rankings in dimension 2 "Participation"**

2020, EU 27 (without CZ, MT), rankings of the indicators and the subdimension "Employment"

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

S: Eurostat, WIFO-calculations. – <sup>1)</sup> 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.



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

2020 (subdimension "Unemployment"), 2019 (subdimension "Labour Market Policy"), EU 27 (without CZ, MT), rankings of the indicators, the subdimensions "Unemployment" and "Labour Market Policy" and the total dimension

	Unemployment					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	Subdimension	(Active) LMP expenditure in % of GDP	(Active) LMP expenditure in % of GDP per percentage point of unemployment	Participants in labour market policy measures	Subdimension	
1	DE	PL	SE	EE	PL	DK	DK	ES	DK	DK
2	NL	NL	FI	SE	DK	FI	HU	BE	ES	SE
3	<b>AT</b>	HU	DK	PL	HU	SE	<b>AT</b>	LU	BE	NL
4	PL	DE	EE	DK	NL	BE	NL	DK	LU	DE
5	DK	RO	PL	FI	DE	LU	FI	EE	FI	EE
6	HU	SI	NL	RO	EE	ES	SE	IE	SE	<b>AT</b>
7	SI	IE	IE	HU	IE	<b>AT</b>	BE	FI	HU	FI
8	BG	<b>AT</b>	<b>AT</b>	LV	RO	HU	LU	IT	<b>AT</b>	LU
9	LV	LU	LU	IE	SE	FR	DE	FR	NL	HU
10	IE	DK	HU	LT	<b>AT</b>	NL	EE	PT	EE	LT
11	BE	BE	LV	DE	FI	HR	PL	SE	FR	LV
12	RO	BG	CY	LU	LV	EE	HR	NL	IE	BE
13	EE	HR	HR	HR	LU	GR	FR	HU	PL	PL
14	CY	SK	LT	NL	HR	IE	IE	<b>AT</b>	PT	IE
15	SK	IT	DE	<b>AT</b>	CY	PT	ES	PL	DE	SI
16	LT	SE	RO	CY	BG	DE	PT	SK	HR	BG
17	FR	CY	ES	BG	SI	PL	BG	DE	IT	PT
18	HR	FR	PT	ES	LT	IT	SK	HR	SK	HR
19	FI	PT	FR	IT	BE	SK	SI	SI	GR	FR
20	PT	EE	SI	SI	FR	LT	LT	GR	BG	RO
21	LU	FI	BE	FR	PT	BG	GR	LT	SI	SK
22	SE	LV	BG	SK	SK	SI	IT	LV	LT	CY
23	IT	LT	SK	PT	IT	LV	LV	BG	LV	ES
24	GR	GR	IT	BE	ES	CY	RO	CY	CY	IT
25	ES	ES	GR	GR	GR	RO	CY	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 A 5: **Raw data of indicators in dimension 3 "Exclusion Risks on the Labour Market"**  
2020 resp. 2015 (Participation rate in CVT courses), EU 27, 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	8.1	20.2	14.2	42.4	48.5	7.4	53.9
BG	12.8	16.9	17.9	29.2	33.0	1.6	26.5
CZ	7.6	5.9	7.6	24.9	33.0	5.5	83.7
DK	9.3	18.5	17.5	40.6	47.1	20.0	34.6
DE	10.1	14.3	13.2	31.3	35.1	7.7	38.1
EE	7.5	9.3	11.0	42.3	43.1	17.1	31.9
IE	5.0	14.5	6.5	49.9	58.4	11.0	49.7
GR	3.8	21.2	8.2	32.7	43.7	4.1	18.5
ES	16.0	37.1	28.3	39.7	47.4	11.0	55.4
FR	8.0	18.5	11.9	39.7	49.4	13.0	48.3
HR	2.2	13.4	3.9	25.2	36.6	3.2	28.7
IT	13.1	37.1	22.6	20.1	28.9	7.2	45.9
CY	11.5	16.8	10.9	44.9	57.8	4.7	33.2
LV	7.2	8.3	9.1	37.8	44.2	6.6	27.2
LT	5.6	4.6	5.8	44.1	56.2	7.2	25.6
LU	8.2	21.5	11.7	47.1	60.6	16.3	61.8
HU	12.1	14.4	12.4	27.2	30.7	5.1	19.4
MT	12.6	40.7	24.0	30.6	40.1	11.0	35.8
NL	7.0	19.0	10.6	42.6	52.3	18.8	41.4
<b>AT</b>	<b>8.1</b>	<b>14.3</b>	<b>10.9</b>	<b>34.2</b>	<b>41.4</b>	<b>11.7</b>	<b>45.4</b>
PL	5.4	6.8	6.2	32.9	42.4	3.7	37.1
PT	8.9	44.6	21.0	28.2	41.9	10.0	46.3
RO	15.6	19.6	20.7	18.7	24.9	1.0	21.3
SI	4.1	9.8	4.4	35.9	45.4	8.4	58.3
SK	7.6	7.3	7.3	26.8	39.0	2.8	56.8
FI	8.2	8.9	7.4	47.5	43.8	27.3	43.8
SE	7.7	13.5	11.2	44.6	49.2	28.6	52.2
EU 27	9.9	21.0	14.7	32.8	40.5	9.2	42.9

S: Eurostat. – CVT ... continuing vocational training. n. a. ... no values available.

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

2020, EU 27, subdimensions "Exclusion" and "Child care"

	Exclusion									Childcare	
	Inactive population due to care duties			Part time employment due to care duties in % of total employment			Inactive population (Out of Labour Force)			Formal childcare	
	In % of the population			In % of total employment			In %			In % of under-3-year-olds 30+ hours per week	
	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	
BE	1.7	0.1	3.4	4.9	0.8	9.6	31.4	27.4	35.5	54.6	35.8
BG	2.7	0.4	5.1	n. a.	n. a.	n. a.	27.8	23.2	32.4	15.0	6.1
CZ	5.0	0.1	10.0	1.2	0.0	2.6	23.6	16.7	30.8	4.8	2.5
DK	0.3	n. a.	0.6	0.4	n. a.	0.9	21.0	18.2	24.0	67.7	65.6
DE	n. a.	n. a.	n. a.	7.7	0.8	15.3	20.8	17.4	24.2	16.4	10.4
EE	3.6	0.3	7.0	1.4	n. a.	2.6	20.7	17.8	23.7	26.7	17.7
IE	4.1	0.9	7.2	4.0	0.4	8.1	28.1	22.3	33.8	23.2	11.8
GR	1.4	0.1	2.8	0.4	n. a.	0.9	32.6	24.5	40.7	20.5	9.3
ES	1.7	0.3	3.1	1.6	0.2	3.2	27.8	23.1	32.4	45.5	21.6
FR	2.2	0.2	4.0	3.7	0.5	7.1	29.0	25.5	32.4	57.2	36.5
HR	1.1	n. a.	2.1	0.5	n. a.	1.0	32.9	27.4	38.4	20.4	20.2
IT	2.9	0.2	5.6	2.2	0.1	5.0	35.9	26.5	45.3	n. a.	n. a.
CY	2.3	n. a.	4.5	1.0	n. a.	2.0	24.2	17.7	30.3	20.7	17.0
LV	1.6	0.4	2.8	0.4	n. a.	0.7	21.8	19.3	24.2	26.3	25.6
LT	0.9	0.2	1.5	0.1	n. a.	0.2	21.5	20.1	22.8	16.2	14.7
LU	1.1	n. a.	2.0	4.6	0.8	8.9	27.8	24.6	31.2	63.2	46.7
HU	4.7	0.3	9.1	0.6	n. a.	1.2	27.2	19.7	34.7	10.5	9.1
MT	1.7	n. a.	3.4	1.7	n. a.	4.0	22.9	14.6	32.3	29.7	11.5
NL	1.3	0.1	2.5	13.7	2.9	25.4	19.1	15.2	23.0	67.6	9.7
<b>AT</b>	<b>1.2</b>	<b>n. a.</b>	<b>2.4</b>	<b>9.0</b>	<b>0.6</b>	<b>18.5</b>	<b>23.4</b>	<b>19.0</b>	<b>27.9</b>	<b>21.1</b>	<b>7.7</b>
PL	3.7	0.4	7.0	0.6	n. a.	1.3	29.0	21.7	36.4	11.2	9.2
PT	1.4	0.4	2.3	0.4	n. a.	0.7	25.7	23.1	28.2	53.0	51.1
RO	1.1	n. a.	2.2	0.1	n. a.	0.3	30.8	21.3	40.7	6.8	0.6
SI	0.6	n. a.	1.2	1.0	0.2	2.0	25.4	22.9	28.1	44.3	42.1
SK	5.0	0.4	9.7	0.5	n. a.	1.1	27.6	21.7	33.6	4.8	4.8
FI	1.5	n. a.	3.0	1.1	0.3	2.0	21.7	20.0	23.5	39.6	30.1
SE	0.6	n. a.	1.2	3.1	1.1	5.3	17.5	15.4	19.7	54.1	35.6
EU-27	1.9	0.2	3.6	3.8	0.5	7.6	27.1	21.8	32.5	32.3	19.5

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

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

2020 resp. 2019 (Fatal accidents at work, Healthy life years), EU 27, 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	62.8	62.1	10.7	10.5	13.9	13.3	14.7	12.2	87.7	
BG	3.4	68.4	64.4	10.4	9.2	10.5	9.2	12.0	5.5	84.8	
CZ	2.0	62.6	61.7	8.2	8.0	22.8	21.3	24.2	14.6	81.8	
DK	1.4	58.8	59.0	11.8	10.7	28.2	25.6	31.1	26.4	77.7	
DE	0.8	67.1	65.4	12.8	11.5	n. a.	n. a.	n. a.	11.8	79.2	
EE	2.5	57.7	53.9	7.2	6.4	30.4	29.4	31.4	20.7	73.5	
IE	1.8	70.5	68.6	14.1	13.1	16.2	16.2	16.3	9.3	92.9	
GR	0.9	66.4	65.6	7.7	8.1	8.8	8.1	9.8	6.5	93.6	
ES	1.8	70.4	69.4	12.3	12.4	24.9	23.4	26.7	13.0	85.3	
FR	3.5	64.6	63.7	11.6	10.4	26.5	25.0	28.0	14.2	80.0	
HR	3.0	58.5	56.4	4.9	4.6	15.9	15.7	16.3	12.9	84.9	
IT	2.1	68.6	68.1	10.2	10.6	n. a.	n. a.	n. a.	n. a.	:	
CY	2.5	63.0	62.1	7.1	8.1	27.3	28.6	25.7	11.9	89.6	
LV	2.8	54.1	52.2	4.8	4.5	27.5	24.0	30.9	26.3	62.5	
LT	3.0	59.1	56.0	6.4	6.0	22.0	20.5	23.6	18.2	59.5	
LU	3.1	61.9	63.2	10.6	10.1	17.6	15.8	19.6	16.2	81.0	
HU	2.1	62.8	60.7	7.4	6.7	26.6	24.6	29.0	10.1	76.2	
MT	1.2	73.5	72.9	15.1	14.4	17.3	18.2	16.0	5.8	89.0	
NL	0.5	59.4	62.5	9.6	10.2	23.6	21.7	25.8	17.9	86.7	
AT	<b>2.5</b>	<b>58.0</b>	<b>56.7</b>	<b>7.7</b>	<b>7.7</b>	<b>25.8</b>	<b>25.6</b>	<b>26.0</b>	<b>20.9</b>	<b>85.6</b>	
PL	1.1	64.1	60.9	9.0	8.1	22.4	20.5	24.6	11.1	78.8	
PT	2.1	57.8	60.6	6.9	7.9	29.6	27.5	31.8	19.0	66.5	
RO	3.0	60.6	59.9	6.5	6.7	4.5	4.2	4.9	10.5	91.5	
SI	1.6	61.2	60.8	8.6	8.7	23.2	22.1	24.4	12.6	79.9	
SK	1.5	56.3	56.0	4.7	4.6	19.9	18.2	21.9	17.7	80.6	
FI	1.1	54.8	57.7	9.6	9.3	38.3	34.6	42.6	25.0	82.5	
SE	0.7	72.7	73.8	16.6	15.9	30.3	26.9	34.4	7.4	83.8	
EU-27	1.7	65.1	64.2	10.4	10.2	24.6	23.0	26.5	13.1	82.9	

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

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

2020 resp. 2015 (Participation rate in CVT courses), EU 27 (without BG), rankings of the indicators and the subdimensions "Education" and "Exclusion"

	Education								Exclusion			
	Early school and training leavers	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	Subdimension	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							
1	HR	LT	HR	IE	LU	SE	CZ	IE	DK	LT	SE	DK
2	GR	CZ	SI	FI	IE	FI	LU	SE	SI	RO	NL	SE
3	SI	PL	LT	LU	CY	DK	SI	FI	SE	GR	EE	LT
4	IE	SK	PL	CY	LT	NL	SK	LU	LT	PT	DE	LV
5	PL	LV	IE	SE	NL	EE	ES	SI	RO	LV	DK	FI
6	LT	FI	SK	LT	FR	LU	BE	LT	HR	DK	LT	SI
7	NL	EE	FI	NL	SE	FR	SE	NL	LU	HR	FI	PT
8	LV	SI	CZ	BE	BE	<b>AT</b>	IE	EE	<b>AT</b>	SK	LV	MT
9	EE	HR	GR	EE	ES	ES	FR	FR	NL	HU	MT	CY
10	CZ	SE	LV	DK	DK	IE	PT	CZ	GR	PL	<b>AT</b>	RO
11	SK	<b>AT</b>	NL	FR	SI	MT	IT	BE	PT	CY	CZ	EE
12	SE	DE	CY	ES	LV	PT	<b>AT</b>	PL	FI	SI	CY	ES
13	FR	HU	<b>AT</b>	LV	FI	SI	FI	DK	LV	FI	SI	HR
14	<b>AT</b>	IE	EE	SI	GR	DE	NL	CY	ES	CZ	PT	GR
15	BE	CY	SE	<b>AT</b>	EE	BE	DE	<b>AT</b>	MT	EE	HU	LU
16	FI	FR	LU	PL	PL	IT	PL	LV	BE	ES	SK	DE
17	LU	DK	FR	GR	PT	LT	MT	SK	FR	MT	ES	<b>AT</b>
18	PT	NL	HU	DE	<b>AT</b>	LV	DK	HR	DE	IT	LU	FR
19	DK	RO	DE	MT	MT	CZ	CY	GR	CY	SE	IE	CZ
20	DE	BE	BE	PT	SK	HU	EE	DE	IT	FR	FR	PL
21	CY	GR	DK	HU	HR	CY	HR	ES	EE	IE	PL	NL
22	HU	LU	RO	SK	DE	GR	LV	PT	PL	LU	RO	HU
23	MT	IT	PT	HR	CZ	PL	LT	HU	IE	BE	BE	BE
24	IT	ES	IT	CZ	HU	HR	RO	MT	HU	DE	GR	SK
25	RO	MT	MT	IT	IT	SK	HU	IT	SK	<b>AT</b>	HR	IE
26	ES	PT	ES	RO	RO	RO	GR	RO	CZ	NL	IT	IT

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. – CVT ... continuing vocational training.

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

2020 resp. 2019 (Fatal accidents at work, Healthy life years), EU 27 (without BG), rankings of the indicators, the subdimensions "Child care" and "Health" and the total dimension

	Child care			Fatal accidents at work	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		Employed persons with long-term health problems	Employed persons with long-standing limitations			Employed persons in good or very good health
	Total	30+ hours per week			Women	Men	Women	Men					
1	DK	DK	DK	NL	MT	SE	SE	SE	FI	DK	GR	SE	SE
2	NL	PT	LU	SE	SE	MT	MT	MT	DE	LV	IE	MT	DK
3	LU	LU	PT	DE	IE	ES	IE	IE	EE	FI	RO	ES	FI
4	FR	SI	FR	GR	ES	IE	DE	ES	SE	<b>AT</b>	CY	IE	IE
5	BE	FR	BE	PL	IT	IT	ES	DE	PT	EE	MT	DE	LU
6	SE	BE	SE	FI	DE	GR	DK	DK	DK	PT	BE	NL	SI
7	PT	SE	SI	MT	GR	DE	FR	IT	LV	LT	IT	DK	NL
8	ES	FI	NL	BE	FR	FR	BE	BE	CY	NL	NL	FI	FR
9	SI	LV	FI	DK	PL	LU	LU	FR	HU	SK	<b>AT</b>	BE	BE
10	FI	ES	ES	SK	CY	NL	IT	NL	FR	LU	ES	IT	ES
11	MT	HR	LV	SI	BE	BE	NL	LU	<b>AT</b>	CZ	HR	FR	MT
12	EE	IT	IT	IE	HU	CY	FI	FI	ES	FR	SE	GR	DE
13	LV	EE	EE	ES	CZ	CZ	PL	SI	NL	ES	FI	PL	CY
14	IT	CY	HR	CZ	LU	PL	SI	CY	SI	HR	CZ	CY	EE
15	IE	LT	MT	HU	SI	SI	CZ	PL	CZ	SI	LU	CZ	LT
16	<b>AT</b>	IE	CY	IT	RO	HU	GR	GR	PL	BE	SK	SI	PL
17	CY	MT	IE	PT	NL	PT	<b>AT</b>	CZ	LT	CY	FR	LU	GR
18	GR	DE	LT	CY	LT	RO	HU	PT	SK	DE	SI	<b>AT</b>	CZ
19	HR	NL	GR	<b>AT</b>	DK	DK	EE	<b>AT</b>	LU	PL	DE	PT	<b>AT</b>
20	DE	GR	<b>AT</b>	EE	HR	FI	CY	HU	MT	RO	PL	HU	PT
21	LT	PL	DE	LV	<b>AT</b>	<b>AT</b>	PT	RO	IE	HU	DK	EE	LV
22	PL	HU	PL	HR	PT	HR	RO	EE	HR	IT	HU	SK	HR
23	HU	<b>AT</b>	HU	RO	EE	LT	LT	LT	BE	IE	EE	RO	SK
24	RO	SK	SK	LT	SK	SK	HR	SK	GR	SE	PT	HR	IT
25	SK	CZ	CZ	LU	FI	EE	LV	HR	IT	GR	LV	LV	HU
26	CZ	RO	RO	FR	LV	LV	SK	LV	RO	MT	LT	LT	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 A 7: **Raw data of indicators in dimension 4 "Distribution of Earnings"**

2020 resp. 2019 (Taxes on labour, Gender Pay Gap) resp. 2018 (Low-wage-earners), EU 27

	Income/Wage		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 <sup>1)</sup>			In-work at-risk-of-poverty rate <sup>2)</sup>			Gender Pay Gap <sup>3)</sup> In %
				Total	Men	Women		Total	In % Men	Women	Total	In % Men	Women	
BE	37,698	50,816	50.4	3.7	3.7	3.6	50.4	13.7	11.0	16.4	4.2	4.2	4.3	5.8
BG	17,129	20,124	45.5	8.0	8.1	7.9	36.8	21.4	23.6	19.2	9.6	10.5	8.4	14.1
CZ	22,622	29,796	46.1	3.3	3.3	3.4	53.2	15.1	11.4	19.4	3.7	3.3	4.1	18.9
DK	40,051	43,629	52.1	4.0	4.2	3.8	49.6	8.7	7.0	10.2	6.2	6.8	5.6	14.0
DE	33,442	40,929	54.9	6.5	6.7	6.3	57.6	20.7	15.8	26.2	10.6	10.9	10.3	19.2
EE	22,837	30,370	51.8	5.0	5.2	4.9	50.6	22.0	15.0	27.5	10.0	11.4	8.5	21.7
IE	37,189	44,221	27.1	4.1	4.2	4.1	43.6	19.8	16.7	22.6	5.8	6.7	4.8	n. a.
GR	18,277	23,565	39.8	5.2	5.2	5.1	41.5	19.7	18.7	20.8	9.9	11.8	7.2	n. a.
ES	26,188	34,495	48.5	5.8	5.8	5.7	50.5	14.3	10.2	18.9	11.8	12.5	10.9	11.9
FR	32,583	43,523	51.9	4.5	4.5	4.5	50.2	8.6	6.0	11.3	7.5	7.7	7.4	16.5
HR	23,300	26,558	49.8	4.6	4.6	4.7	36.2	18.4	14.0	23.1	5.1	5.8	4.3	11.5
IT	25,700	35,380	40.7	n. a.	n. a.	n. a.	50.2	8.5	7.0	10.3	n. a.	n. a.	n. a.	4.7
CY	22,200	27,402	45.9	4.3	4.3	4.3	39.3	18.7	15.6	21.9	7.3	7.6	6.9	10.1
LV	22,177	26,992	51.6	6.3	6.1	6.3	49.0	23.5	18.8	27.7	8.2	7.6	8.8	21.2
LT	28,101	29,060	48.4	6.1	6.3	5.9	50.6	22.3	21.1	23.4	8.0	8.2	7.8	13.3
LU	48,155	55,567	49.7	5.0	5.1	4.9	45.7	11.4	8.5	15.9	11.9	12.3	11.4	1.3
HU	17,981	20,745	41.3	4.2	4.3	4.1	45.7	5.1	4.9	5.4	7.8	8.2	7.3	18.2
MT	28,342	30,829	46.5	4.7	4.6	4.8	37.6	15.5	13.9	17.6	7.4	8.8	5.3	11.6
NL	34,342	43,922	50.3	4.2	4.3	4.0	49.8	18.2	17.0	19.6	5.6	5.7	5.4	14.6
AT	<b>35,363</b>	<b>42,910</b>	<b>50.7</b>	<b>4.1</b>	<b>4.2</b>	<b>4.0</b>	<b>55.6</b>	<b>14.8</b>	<b>9.3</b>	<b>22.4</b>	<b>7.2</b>	<b>7.8</b>	<b>6.4</b>	<b>19.9</b>
PL	22,169	26,427	39.7	4.1	4.1	4.0	40.5	21.9	20.4	23.5	9.6	10.7	8.3	8.5
PT	21,229	27,317	48.8	5.0	5.0	5.0	42.8	4.0	3.2	4.7	9.5	10.6	8.5	10.6
RO	23,647	24,772	39.5	6.6	6.6	6.7	46.2	20.0	22.0	17.8	14.9	18.1	10.4	3.3
SI	30,634	35,677	53.8	3.3	3.3	3.3	51.2	16.5	13.9	19.4	5.0	6.2	3.6	7.9
SK	18,578	24,466	44.4	3.0	3.1	3.0	54.2	16.0	13.0	19.2	5.2	6.0	4.2	18.4
FI	31,571	37,572	46.8	3.7	3.8	3.7	49.5	5.0	3.4	6.4	3.1	3.3	3.0	16.6
SE	31,589	38,015	48.6	4.1	4.3	4.0	58.1	3.6	2.8	4.4	7.8	8.1	7.4	11.8
EU 27	29,255	36,962	48.7	n. a.	n. a.	n. a.	51.7	15.5	12.5	18.8	n. a.	n. a.	n. a.	14.1

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



Table A 8: **Rankings in dimension 4 "Distribution of Earnings"**

2020 resp. 2019 (Taxes on labour, Gender Pay Gap) resp. 2018 (Low-wage-earners), EU 27, rankings of the indicators, the subdimensions and the total dimension

	Income			Income distribution				Working Poor			Gender Pay Gap	Total dimension
	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 <sup>1)</sup>	Working Poor <sup>2)</sup>	Sub-dimension	Gender Pay Gap <sup>3)</sup>	
1	LU	LU	LU	DE	SK	HR	HR	SE	FI	FI	LU	BE
2	DK	BE	BE	SI	SI	BG	SI	PT	CZ	SE	RO	LU
3	BE	IE	DK	DK	CZ	MT	MT	FI	BE	DK	IT	DK
4	IE	NL	IE	FR	BE	CY	CY	IT	SI	BE	BE	FI
5	<b>AT</b>	DK	<b>AT</b>	EE	FI	PL	DK	FR	HR	CZ	SI	SI
6	NL	FR	NL	LV	DK	GR	BE	DK	SK	PT	PL	FR
7	DE	<b>AT</b>	FR	<b>AT</b>	PL	PT	PT	LU	NL	FR	CY	NL
8	FR	DE	DE	BE	<b>AT</b>	IE	NL	HU	IE	SK	GR	SE
9	SE	SE	SE	NL	SE	LU	FR	BE	DK	SI	PT	HR
10	FI	FI	FI	HR	IE	HU	LU	ES	<b>AT</b>	HU	IE	MT
11	SI	SI	SI	LU	NL	RO	FI	<b>AT</b>	CY	HR	HR	PT
12	MT	IT	IT	PT	HU	LV	PL	CZ	MT	<b>AT</b>	MT	<b>AT</b>
13	LT	ES	ES	SE	CY	FI	CZ	MT	FR	NL	SE	IE
14	ES	MT	MT	ES	FR	DK	EE	SK	<b>SE</b>	MT	ES	CY
15	IT	EE	LT	LT	HR	NL	SK	SI	<b>HU</b>	IE	LT	CZ
16	RO	CZ	EE	FI	MT	IT	<b>AT</b>	NL	LT	IT	DK	IT
17	HR	LT	CZ	MT	<b>PT</b>	FR	HU	HR	LV	CY	BG	PL
18	EE	CY	HR	CZ	<b>LU</b>	BE	GR	CY	PT	LU	NL	ES
19	CZ	PT	CY	CY	EE	ES	LV	GR	<b>BG</b>	ES	FR	SK
20	CY	LV	LV	BG	GR	EE	SE	IE	<b>PL</b>	LT	FI	HU
21	LV	HR	RO	SK	ES	LT	ES	RO	GR	GR	HU	LT
22	PL	PL	PL	HU	IT	SI	BG	DE	EE	LV	SK	DE
23	PT	RO	PT	IT	LT	CZ	LT	BG	DE	BG	CZ	GR
24	SK	SK	SK	GR	LV	SK	DE	PL	<b>IT</b>	PL	DE	EE
25	GR	GR	GR	PL	DE	<b>AT</b>	IE	EE	<b>ES</b>	DE	<b>AT</b>	LV
26	HU	HU	HU	RO	RO	DE	IT	LT	LU	EE	LV	RO
27	BG	BG	BG	IE	BG	SE	RO	LV	RO	RO	EE	BG

S: Eurostat, WIFO-calculations. – <sup>1)</sup> Based on gross hourly earnings. <sup>2)</sup> EU-SILC, after social benefits. <sup>3)</sup> 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.

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

2020 (subdimension "At risk-of-poverty") resp. 2019 (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 <sup>1)</sup>	Other functions <sup>2)</sup>	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 expenditures on education
	In % of GDP							In %	In percentage points	In %	In % of GDP
BE	27.5	7.5	2.5	11.1	2.1	0.28	2.7	14.1	11.5	16.2	6.2
BG	16.1	4.9	1.3	6.8	1.6	0.12	1.0	23.8	6.1	28.3	3.9
CZ	18.4	6.2	1.1	8.1	1.6	0.19	0.9	9.5	6.5	14.8	4.9
DK	30.0	6.4	4.7	12.2	3.3	0.24	2.1	12.1	13.3	19.3	6.3
DE	29.1	10.4	2.5	9.4	3.4	0.28	2.4	18.5	8.5	31.5	4.3
EE	16.1	4.7	1.9	6.5	2.3	0.11	0.2	20.7	9.6	21.8	6.0
IE	13.0	5.1	0.7	4.1	1.3	0.16	0.9	13.9	17.5	14.6	3.1
GR	24.8	4.9	1.1	13.5	1.5	0.06	2.8	17.7	5.9	26.9	4.0
ES	23.7	6.5	1.6	9.9	1.3	0.12	2.6	21.0	6.4	29.4	4.0
FR	31.4	9.0	2.0	12.7	2.3	0.22	3.5	13.8	12.2	21.5	5.3
HR	21.4	7.2	2.1	7.4	2.0	0.09	2.1	18.3	5.5	28.0	4.8
IT	28.3	6.5	1.6	13.9	1.1	0.16	3.6	n. a.	n. a.	n. a.	3.9
CY	18.3	4.6	0.7	8.4	1.1	0.12	2.5	14.3	7.6	16.9	5.4
LV	15.5	4.5	1.3	7.0	1.6	0.09	0.4	21.6	6.6	28.6	5.8
LT	16.1	4.9	1.4	6.6	1.7	0.11	0.8	20.9	8.7	23.2	4.6
LU	21.3	5.5	2.2	7.0	3.3	0.21	2.1	17.4	11.3	17.7	4.8
HU	16.3	4.6	0.9	7.3	1.9	0.09	1.3	12.3	9.7	27.9	4.7
MT	15.2	5.6	0.6	6.5	0.9	0.05	1.5	16.9	4.5	16.0	5.3
NL	27.0	9.4	2.5	10.3	1.2	0.24	2.8	13.4	7.8	17.6	5.0
AT	<b>28.6</b>	<b>7.6</b>	<b>1.8</b>	<b>12.9</b>	<b>2.6</b>	<b>0.33</b>	<b>2.2</b>	<b>13.9</b>	<b>9.7</b>	<b>22.7</b>	<b>4.8</b>
PL	21.0	5.1	1.2	9.5	3.0	0.06	1.9	14.8	8.6	21.0	5.0
PT	23.2	6.2	1.7	11.5	1.2	0.10	2.0	16.2	5.7	24.4	4.4
RO	15.0	4.5	0.9	7.2	1.7	0.00	0.7	23.4	4.4	31.9	3.6
SI	21.8	7.4	1.1	9.0	1.8	0.11	2.0	12.4	10.0	16.9	5.5
SK	17.4	5.7	1.5	7.1	1.6	0.09	1.0	11.4	7.6	23.7	4.2
FI	29.5	6.7	2.8	12.8	3.0	0.24	2.5	12.2	12.9	13.7	5.6
SE	27.2	7.5	2.6	12.1	2.9	0.11	1.3	16.1	12.0	19.9	6.9
EU 27	26.9	8.0	2.1	10.8	2.3	0.18	2.6	17.1	8.3	n. a.	4.7

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 A 10: **Rankings in dimension 5 "Redistribution by the Welfare State"**

2020 (subdimension "At risk-of-poverty") resp. 2019 (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 <sup>1)</sup>	Other functions <sup>2)</sup>	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 expendi- tures on education	Total dimension
1	DE	DK	IT	DE	<b>AT</b>	IT	DK	CZ	IE	FI	IE	SE	DK
2	NL	FI	GR	DK	DE	FR	DE	SK	DK	IE	FI	DK	FI
3	FR	SE	<b>AT</b>	LU	BE	NL	FR	DK	FI	CZ	DK	BE	BE
4	<b>AT</b>	BE	FI	FI	NL	GR	FI	FI	FR	MT	BE	EE	FR
5	SE	NL	FR	PL	FI	BE	<b>AT</b>	HU	SE	BE	CZ	LV	SE
6	BE	DE	DK	SE	DK	ES	BE	SI	BE	SI	SI	FI	<b>AT</b>
7	SI	LU	SE	<b>AT</b>	FR	FI	NL	NL	FR	LU	FR	SI	NL
8	HR	HR	PT	FR	LU	CY	SE	FR	SI	NL	SE	CY	DE
9	FI	FR	BE	EE	CZ	DE	IT	IE	<b>AT</b>	LU	LU	FR	LU
10	IT	EE	NL	BE	IT	<b>AT</b>	LU	<b>AT</b>	HU	DK	NL	MT	SI
11	ES	<b>AT</b>	ES	HR	IE	DK	HR	BE	EE	SE	CY	NL	CZ
12	DK	PT	PL	HU	CY	LU	ES	CY	LT	PL	<b>AT</b>	PL	PL
13	PT	IT	DE	SI	ES	HR	SI	PL	PL	FR	SK	CZ	CY
14	CZ	ES	SI	LT	BG	SI	PT	SE	DE	EE	PL	<b>AT</b>	IT
15	SK	SK	CY	RO	SE	PT	GR	PT	NL	<b>AT</b>	HU	LU	PT
16	MT	LT	CZ	CZ	SI	PL	PL	MT	SK	LT	MT	HR	HR
17	LU	LV	HR	BG	EE	MT	CZ	LU	CY	SK	EE	HU	IE
18	PL	BG	HU	LV	LT	HU	CY	GR	LV	PT	PT	LT	EE
19	IE	PL	RO	SK	PT	SE	SK	HR	CZ	GR	LT	PT	SK
20	LT	GR	SK	GR	LV	SK	EE	DE	ES	HU	GR	DE	GR
21	BG	SI	LU	IE	HR	BG	BG	IT	BG	HR	DE	SK	HU
22	GR	CZ	LV	ES	SK	CZ	HU	EE	GR	BG	HR	GR	ES
23	EE	HU	BG	NL	HU	IE	LT	LT	PT	LV	LV	ES	MT
24	HU	RO	LT	PT	PL	LT	LV	ES	HR	ES	ES	IT	LT
25	CY	CY	EE	IT	GR	RO	IE	LV	IT	IT	IT	BG	LV
26	LV	IE	MT	CY	MT	LV	MT	RO	MT	DE	BG	RO	BG
27	RO	MT	IE	MT	RO	EE	RO	BG	RO	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. Green cells indicate that the three consecutive countries have the same rank due to equal index point value. Turquoise cells indicate that the four consecutive countries have the same rank due to equal index point values.

Table A 11: **Additional indicators**

2020, EU 27, in %

	Europa 2020 Indicator: Employment rate (20- to 64-year-olds) <sup>1)</sup>			Europa 2020 Indicator: Tertiary education (30- to 34-year-olds) <sup>2)</sup>			Formal childcare of under-3-year- olds 1 to 29 hours per week
	Total	Men	Women	Total	Men	Women	
BE	69.7	73.7	65.6	47.8	40.2	55.5	18.8
BG	72.7	76.8	68.5	33.3	26.6	40.2	8.9
CZ	79.7	87.2	71.9	35.0	29.2	41.2	2.3
DK	77.8	81.3	74.3	49.8	41.9	58.0	2.1
DE	78.3	82.0	74.5	36.3	36.4	36.2	6.0
EE	79.1	81.3	76.9	44.3	33.1	56.8	9.0
IE	72.1	78.5	65.8	58.1	54.7	61.2	11.4
GR	58.3	68.1	48.7	43.9	39.2	48.5	11.2
ES	65.7	71.4	60.0	44.8	38.7	50.9	23.9
FR	72.1	75.0	69.3	48.8	45.3	52.1	20.7
HR	66.9	72.5	61.3	34.7	28.2	41.4	0.2
IT	61.9	71.8	52.1	27.8	21.4	34.3	n. a.
CY	74.9	81.1	69.1	59.8	49.0	70.4	3.7
LV	76.9	78.8	75.0	49.2	39.1	59.9	0.7
LT	76.7	77.5	75.8	59.6	48.8	70.9	1.5
LU	72.1	75.6	68.5	62.2	58.7	65.7	16.5
HU	77.5	83.1	71.9	33.2	27.4	39.3	1.4
MT	77.3	85.6	67.8	39.8	34.4	46.2	18.2
NL	80.0	84.4	75.5	54.0	49.2	58.8	57.9
AT	<b>74.8</b>	<b>79.0</b>	<b>70.6</b>	<b>41.6</b>	<b>38.0</b>	<b>45.4</b>	<b>13.4</b>
PL	72.7	80.2	65.2	47.0	36.9	57.7	2.0
PT	74.2	77.1	71.4	39.6	31.6	47.3	1.9
RO	65.2	74.7	55.4	26.4	22.9	30.2	6.2
SI	74.8	77.6	71.7	46.9	36.8	59.1	2.2
SK	74.6	78.2	70.9	39.7	30.0	49.9	0.0
FI	75.5	77.1	73.8	49.6	41.5	57.6	9.5
SE	80.8	83.2	78.3	52.2	43.3	61.5	18.5
EU 27	71.7	77.2	66.2	41.0	36.0	46.1	16.0

S: Eurostat. – 1) EU-2020 target for Austria: 77%, for the EU 75%. 2) EU-2020 target for Austria: 38%, for the EU 40%.

Table A 12: Index point values in 2008 to 2020 in dimension 1 "Overall Labour Market Performance"

EU 27

	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	Span 2008- 2020
BE	6.48	5.81	5.96	6.10	5.92	5.71	5.84	5.91	6.07	6.29	6.57	6.83	6.29	1.12
BG	6.25	5.43	4.34	4.28	4.07	4.29	4.64	5.03	5.19	5.94	5.79	6.47	5.62	2.40
CZ	7.07	5.86	5.81	6.06	6.18	6.24	6.52	6.92	7.22	7.55	7.79	7.88	7.23	2.07
DK	8.34	6.80	6.61	6.96	6.76	6.91	7.11	7.35	7.51	7.66	7.91	8.17	7.66	1.73
DE	6.78	6.36	6.65	7.14	7.21	7.24	7.37	7.42	7.58	7.72	7.84	7.99	7.34	1.64
EE	7.43	3.62	3.77	6.65	6.23	6.33	6.49	7.02	6.43	7.19	7.22	7.89	6.66	4.27
IE	7.49	4.59	4.60	4.69	4.89	5.78	6.29	8.01	8.26	8.77	9.55	10.00	9.45	5.41
GR	6.13	5.36	4.18	2.46	1.11	1.00	1.76	1.03	2.21	1.93	3.16	3.04	2.61	5.13
ES	5.76	3.34	3.61	3.12	2.19	2.15	3.01	3.81	4.18	4.72	5.04	5.47	3.56	3.61
FR	6.41	5.75	5.88	5.99	5.85	5.80	5.74	5.70	5.81	6.03	6.19	6.46	5.82	0.76
HR	5.61	4.81	3.63	3.01	2.54	2.35	3.40	3.46	3.70	4.54	5.08	5.77	4.78	3.42
IT	5.36	4.62	4.58	4.69	4.23	3.63	3.87	4.12	4.39	4.53	4.65	4.81	4.06	1.74
CY	8.08	6.85	6.66	6.13	4.55	3.19	3.69	4.50	5.41	6.03	6.77	7.09	6.03	4.88
LV	7.22	2.39	2.96	4.85	5.30	5.85	5.40	6.03	5.64	5.90	6.67	6.95	6.29	4.83
LT	6.73	3.77	3.55	5.18	5.78	5.93	6.31	6.38	6.81	6.44	7.21	7.72	6.91	4.17
LU	9.49	8.63	8.80	8.76	8.75	8.60	8.85	8.68	8.70	8.73	8.84	9.05	8.41	1.08
HU	4.48	3.82	3.84	3.99	4.16	4.46	5.68	5.67	6.37	6.50	6.87	7.09	6.47	3.27
MT	5.21	4.57	4.99	5.41	5.71	6.32	6.97	7.02	7.45	8.49	8.55	8.78	7.79	4.21
NL	7.71	6.93	6.71	6.99	6.71	6.33	6.41	6.75	6.98	7.36	7.69	7.84	7.23	1.51
AT	7.69	6.91	7.17	7.42	7.33	7.13	7.10	7.00	7.10	7.25	7.49	7.60	6.68	1.01
PL	5.72	5.05	4.42	5.15	5.09	5.01	5.62	5.94	6.10	6.47	6.68	6.90	6.84	2.48
PT	5.99	4.93	4.89	4.26	3.21	3.31	4.51	4.87	5.23	6.10	6.44	6.49	5.55	3.28
RO	5.41	4.74	4.83	4.77	5.37	5.01	5.28	4.97	5.12	6.14	5.87	6.34	5.93	1.59
SI	7.51	6.09	5.62	5.36	5.24	4.90	5.23	5.60	5.84	6.59	7.08	7.40	6.58	2.61
SK	6.50	4.93	4.83	5.47	5.14	4.86	5.40	5.83	6.12	6.19	6.48	6.70	5.77	1.87
FI	8.11	6.42	6.60	7.12	6.94	6.47	6.36	6.27	6.49	6.72	7.36	7.56	6.68	1.84
SE	8.13	6.93	7.39	7.99	7.68	7.74	7.86	8.07	8.18	8.35	8.36	8.27	7.47	1.43
1. Quartile	5.87	4.60	4.26	4.69	4.39	4.37	4.93	5.00	5.32	6.03	6.31	6.48	5.80	
2. Quartile	6.73	5.36	4.89	5.41	5.37	5.78	5.74	5.94	6.12	6.47	6.87	7.09	6.58	
3. Quartile	7.60	6.39	6.61	6.81	6.47	6.33	6.50	7.01	7.16	7.46	7.74	7.88	7.23	
Span	5.01	6.23	5.84	6.30	7.63	7.60	7.09	7.65	6.50	6.84	6.39	6.96	6.84	

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 2008-2020. – Values highlighted in green resp. blue indicate the highest resp. lowest index point value of a country within the period 2008 to 2020.

Table A 13: **Rankings in 2008 to 2020 in dimension 1 "Overall Labour Market Performance"**

EU 27

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

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 2020.

Table A 14: Index point values in 2008 to 2020 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	Span 2008– 2020
BE	6.16	6.40	6.18	6.40	6.54	6.49	6.59	6.44	6.45	6.71	7.26	7.69	7.72	1.6
BG	7.60	7.43	6.96	6.59	6.46	6.04	6.25	6.63	6.97	7.41	7.62	8.03	8.27	2.2
CZ	6.52	7.02	6.37	6.48	6.34	6.56	6.67	6.68	7.29	8.08	8.52	8.60	8.90	2.6
DK	9.83	9.99	9.06	8.60	8.54	8.69	8.60	8.87	9.13	9.16	9.57	9.73	9.67	1.4
DE	6.24	6.93	7.03	7.47	7.68	7.88	8.08	8.30	8.64	8.74	8.94	9.21	10.00	3.8
EE	8.95	8.33	6.91	6.60	7.16	7.89	7.86	8.50	8.30	8.85	9.42	9.60	9.63	3.0
IE	7.93	7.18	5.77	5.00	4.48	4.53	4.93	5.39	6.04	6.93	7.76	8.13	8.42	3.9
GR	4.69	4.84	4.36	3.45	2.09	1.18	1.01	1.14	1.00	1.27	1.82	2.44	3.00	3.8
ES	5.58	4.79	3.79	3.27	2.68	2.03	1.90	2.23	2.73	3.35	4.04	4.54	4.66	3.7
FR	6.55	6.57	6.33	6.29	6.34	6.28	5.91	5.94	5.82	5.97	6.39	6.69	6.93	1.1
HR	5.13	5.82	5.60	4.49	4.30	4.26	4.73	4.39	4.76	6.13	6.62	7.30	7.40	3.1
IT	4.28	4.16	3.68	3.58	3.19	2.80	2.54	2.68	2.85	3.03	2.92	3.15	3.37	1.7
LV	9.18	7.77	6.50	6.12	6.37	7.39	7.75	8.06	8.35	8.59	8.70	9.16	9.46	3.3
HU	5.85	5.71	5.43	5.14	5.37	5.26	5.81	6.10	6.63	7.19	7.68	8.06	8.13	3.0
NL	7.60	8.09	8.23	7.89	7.77	7.67	7.21	7.05	7.24	7.74	8.31	9.08	9.53	2.5
<b>AT</b>	<b>8.13</b>	<b>8.61</b>	<b>8.34</b>	<b>8.31</b>	<b>8.56</b>	<b>8.64</b>	<b>8.55</b>	<b>8.44</b>	<b>8.43</b>	<b>8.54</b>	<b>8.80</b>	<b>9.17</b>	<b>9.02</b>	<b>1.0</b>
PL	6.16	6.16	5.88	5.74	5.53	5.35	5.62	6.20	6.70	7.15	7.82	8.25	8.42	3.1
PT	5.94	6.17	5.45	5.27	4.89	4.43	4.56	5.09	5.55	6.38	7.14	7.52	7.87	3.4
RO	7.15	7.35	6.64	6.42	6.41	6.18	6.57	6.34	6.14	6.84	6.64	6.99	7.33	1.2
SI	7.87	8.30	7.85	7.68	7.22	6.60	6.27	6.57	6.90	7.64	8.31	8.67	8.76	2.5
SK	5.26	5.55	4.83	4.35	4.23	4.20	4.27	4.73	5.50	5.82	5.97	6.49	6.79	2.6
FI	8.60	8.59	8.11	8.16	8.29	8.14	8.06	7.73	7.70	7.86	8.38	8.84	8.70	1.1
SE	9.32	9.00	8.56	8.71	8.82	8.88	8.93	8.98	9.28	9.39	9.75	9.69	9.43	1.2
1. Quartile	5.90	5.99	5.52	5.07	4.68	4.48	4.83	5.24	5.69	6.25	6.63	7.14	7.36	
2. Quartile	6.55	7.02	6.37	6.40	6.37	6.28	6.27	6.44	6.70	7.19	7.76	8.13	8.42	
3. Quartile	8.03	8.19	7.44	7.57	7.45	7.77	7.81	7.90	8.00	8.31	8.61	9.12	9.22	
Span	5.55	5.83	5.38	5.44	6.73	7.70	7.92	7.84	8.28	8.12	7.92	7.29	7.00	

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 2008-2020. – Values highlighted in green resp. blue indicate the highest resp. lowest index point value of a country within the period 2008 to 2020.



Table A 15: **Rankings in 2008 to 2020 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
BE	15	15	14	12	9	11	10	12	14	16	15	15	16
BG	10	9	8	9	10	14	13	10	10	11	14	14	13
CZ	13	12	12	10	13	10	9	9	8	7	7	10	8
DK	1	1	1	2	3	2	2	2	2	2	2	1	2
DE	14	13	7	7	6	6	4	5	3	4	4	4	1
EE	4	5	9	8	8	5	6	3	6	3	3	3	3
IE	7	11	16	18	18	17	17	17	16	14	12	12	11
GR	22	21	21	22	23	23	23	23	23	23	23	23	23
ES	19	22	22	23	22	22	22	22	22	21	21	21	21
FR	12	14	13	13	14	12	14	16	17	19	19	19	19
HR	21	18	17	19	19	19	18	20	20	18	18	17	17
IT	23	23	23	21	21	21	21	21	21	22	22	22	22
LV	3	8	11	14	12	8	7	6	5	5	6	6	5
HU	18	19	19	17	16	16	15	15	13	12	13	13	14
NL	9	7	4	5	5	7	8	8	9	9	9	7	4
<b>AT</b>	<b>6</b>	<b>3</b>	<b>3</b>	<b>3</b>	<b>2</b>	<b>3</b>	<b>3</b>	<b>4</b>	<b>4</b>	<b>6</b>	<b>5</b>	<b>5</b>	<b>7</b>
PL	16	17	15	15	15	15	16	14	12	13	11	11	12
PT	17	16	18	16	17	18	19	18	18	17	16	16	15
RO	11	10	10	11	11	13	11	13	15	15	17	18	18
SI	8	6	6	6	7	9	12	11	11	10	10	9	9
SK	20	20	20	20	20	20	20	19	19	20	20	20	20
FI	5	4	5	4	4	4	5	7	7	8	8	8	10
SE	2	2	2	1	1	1	1	1	1	1	1	2	6

S: Eurostat, WIFO-calculations. – Recalculation of indicators 1-10 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 2020.

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

Reference years 2010 and 2020, EU 27

	Education		Exclusion		Childcare		Health	
	2010 <sup>1)</sup>	2020 <sup>2)</sup>	2010 <sup>3)</sup>	2020 <sup>4)</sup>	2010	2020 <sup>5)</sup>	2010	2020 <sup>6)</sup>
BE	6.97	8.34	5.14	4.21	4.23	6.44	4.95	5.57
BG	4.64	5.43	n.a.	n.a.	1.70	2.15	3.66	4.27
CZ	7.29	8.46	3.22	4.43	1.00	1.33	4.14	4.83
DK	7.66	8.12	9.50	10.00	10.00	9.26	6.24	6.57
DE	6.16	6.84	5.40	5.29	2.91	2.53	4.28	7.70
EE	7.16	8.49	5.15	6.48	3.39	3.62	2.25	3.57
IE	n. v.	n. v.	6.82	3.05	3.07	3.01	5.97	7.81
GR	3.90	6.97	5.88	6.01	1.68	2.68	5.17	5.02
ES	4.16	6.64	6.24	6.45	4.22	4.94	5.13	7.90
FR	6.32	8.56	6.14	4.78	5.11	6.64	5.18	5.61
HR	3.76	7.15	5.48	6.18	2.15	3.44	2.70	2.11
IT	3.00	4.92	1.00	2.98	3.24	3.67	n. v.	n. v.
CY	6.86	8.03	6.19	7.03	3.46	3.23	4.24	5.04
LV	5.78	7.72	7.17	8.53	3.01	4.15	1.13	1.98
LT	7.00	8.90	6.71	9.42	2.51	2.82	1.04	2.04
LU	8.03	9.89	2.89	5.83	4.23	7.69	5.33	4.95
HU	4.86	5.60	1.72	4.07	1.95	2.11	2.05	3.95
MT	1.26	5.65	2.02	7.63	1.60	3.35	6.38	8.67
NL	7.04	9.06	2.13	4.20	4.11	5.35	5.90	6.40
AT	<b>5.95</b>	<b>7.96</b>	<b>3.80</b>	<b>5.06</b>	<b>1.60</b>	<b>2.61</b>	<b>3.80</b>	<b>4.53</b>
PL	6.90	7.88	3.93	4.58	1.14	2.16	2.54	4.94
PT	1.00	6.20	8.11	7.75	5.19	7.42	1.53	3.99
RO	2.84	3.98	6.02	6.86	1.49	1.31	1.00	2.66
SI	7.62	9.17	7.86	8.35	5.26	6.31	2.96	4.73
SK	6.55	7.78	3.50	3.70	1.27	1.49	1.39	2.84
FI	8.35	9.84	6.69	8.39	3.85	5.21	5.58	6.38
SE	8.70	10.00	7.90	9.54	6.05	6.40	7.82	10.00
1. Quartile	4.28	6.69	4.28	6.69	1.69	2.57	2.32	3.96
2. Quartile	6.44	7.92	6.44	7.92	3.07	3.44	4.19	4.94
3. Quartile	7.13	8.54	7.13	8.54	4.22	5.83	5.29	6.40
Span	7.70	6.02	7.70	6.02	9.00	7.95	6.82	8.02

S: Eurostat, WIFO-calculations. – Recalculation of subdimensions based on revised data. – Calculation of the index point values based on a global minimum and maximum of the two respective years. – <sup>1)</sup> Indicator 7: CVTS4 2010. <sup>2)</sup> Indicator 7: CVTS5 2015. <sup>3)</sup> Indicator 8: DE 2019. <sup>4)</sup> Indicator 9: LT 2009. <sup>5)</sup> IT: 2019. <sup>6)</sup> Indicators 13 to 17 (Fatal accidents at work, Healthy life years): 2018. Indicators 18-20: UK 2018. – n. a. ... calculation not feasible due to missing values on individual indicators.

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

Reference years 2010 and 2020, EU 27

	Education		Exclusion		Child care		Health	
	2010 <sup>1)</sup>	2020 <sup>2)</sup>	2010 <sup>3)</sup>	2020 <sup>4)</sup>	2010	2020 <sup>5)</sup>	2010	2020 <sup>6)</sup>
BE	10	10	17	21	6	5	11	10
BG	19	24	n.a.	n.a.	20	23	16	18
CZ	6	9	21	20	27	26	14	15
DK	4	11	1	1	1	1	3	6
DE	15	19	15	16	16	21	12	5
EE	7	8	16	11	12	13	20	21
IE	n. a.	n. a.	6	25	14	17	4	4
GR	21	18	13	14	21	19	9	12
ES	20	20	9	12	8	10	10	3
FR	14	7	11	18	5	4	8	9
HR	22	17	14	13	18	14	18	24
IT	23	25	26	26	13	12	n. a.	n. a.
CY	12	12	10	9	11	16	13	11
LV	17	16	5	4	15	11	24	26
LT	9	6	7	3	17	18	25	25
LU	3	2	22	15	6	2	7	13
HU	18	23	25	23	19	24	21	20
MT	25	22	24	8	22	15	2	2
NL	8	5	23	22	9	8	5	7
AT	<b>16</b>	<b>13</b>	<b>19</b>	<b>17</b>	<b>22</b>	<b>20</b>	<b>15</b>	<b>17</b>
PL	11	14	18	19	26	22	19	14
PT	26	21	2	7	4	3	22	19
RO	24	26	12	10	24	27	26	23
SI	5	4	4	6	3	7	17	16
SK	13	15	20	24	25	25	23	22
FI	2	3	8	5	10	9	6	8
SE	1	1	3	2	2	6	1	1

S: Eurostat, WIFO-calculations. – Recalculation of subdimensions based on revised data. – Calculation of the index point values based on a global minimum and maximum of the two respective years. – <sup>1)</sup> Indicator 7: CVTS4 2010. <sup>2)</sup> Indicator 7: CVTS5 2015. <sup>3)</sup> Indicator 8: DE 2019. <sup>4)</sup> Indicator 9: LT 2009. <sup>5)</sup> IT: 2019. <sup>6)</sup> Indicators 13 to 17 (Fatal accidents at work, Healthy life years): 2018. Indicators 18-20: UK 2018. – n. a. ... calculation not feasible due to missing values on individual indicators.