Labour Market Monitor 2023

An EU-Wide Labour Market Monitoring System Updated Annually

Executive Summary: EU in a Nutshell

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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 2022. 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. The Netherlands, Slovenia and Luxembourg are among the top performers or at least in the upper middle field in all five dimensions. Bulgaria, Greece, Latvia, Portugal, Romania, and Slovakia are in the lower middle field or in the bottom field in all five dimensions.

Introduction

The assessment of the labour market situation in the member states 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 only captures one certain aspect of the labour market. Against this background, the Vienna Chamber of Labour (AK) aims to examine a wider range of labour market issues in a European context. In 2010, in collaboration with WIFO, a team of experts from AK (Austrian Federal Chamber of Labour) and ETUI (European Trade Union Institute) 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[1]). 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. On the basis of 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 across Europe are used. This facilitates regular updates of these five indices and allows for monitoring over time. The present edition represents the 13th 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,
- the comparison of national conditions, which can also be used for benchmarking,
- regular and fast updates and
- the creation of a descriptive overview that can serve as a starting point for more in-depth analysis.

The Labour Market Monitor is intended to be a monitoring system that condenses important aspects of labour market developments from a multitude of indicators. However, the generation of indices is also a tightrope walk. On the one hand, indices reduce the complexity of the information processed; on the other hand, this reduction carries the risk of misinterpretation –

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[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.

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we aim to counteract this by a transparent methodology and documentation of data and methods as well as by the presenting the five dimensions of the labour market separately.

The present report summarises the current results[2] 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 report outlines the long-term development (since 2008) of labour market performance in the cyclical dimension of the Labour Market Monitor (Dimension 1 "Overall Labour Market Performance"). It examines how the labour market is affected by economic crises and its ability to recover after economic crises.

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[2] Huemer, U., & Mahringer, H. (2024). *Arbeitsmarktmonitor 2023. Update des jährlichen, EU-weiten Arbeitsmarktbeobachtungssystems*. WIFO (forthcoming).

Labour market monitoring with the Labour Market Monitor

A total of 58 indicators[3]) are represented in the Labour Market Monitor and its five dimensions. The selection of indicators was based on content considerations as well as aspects of regular availability and comparability of data. 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 case of the Labour Market Monitor 2023 this was mainly data from the years 2022 and 2021[4]).
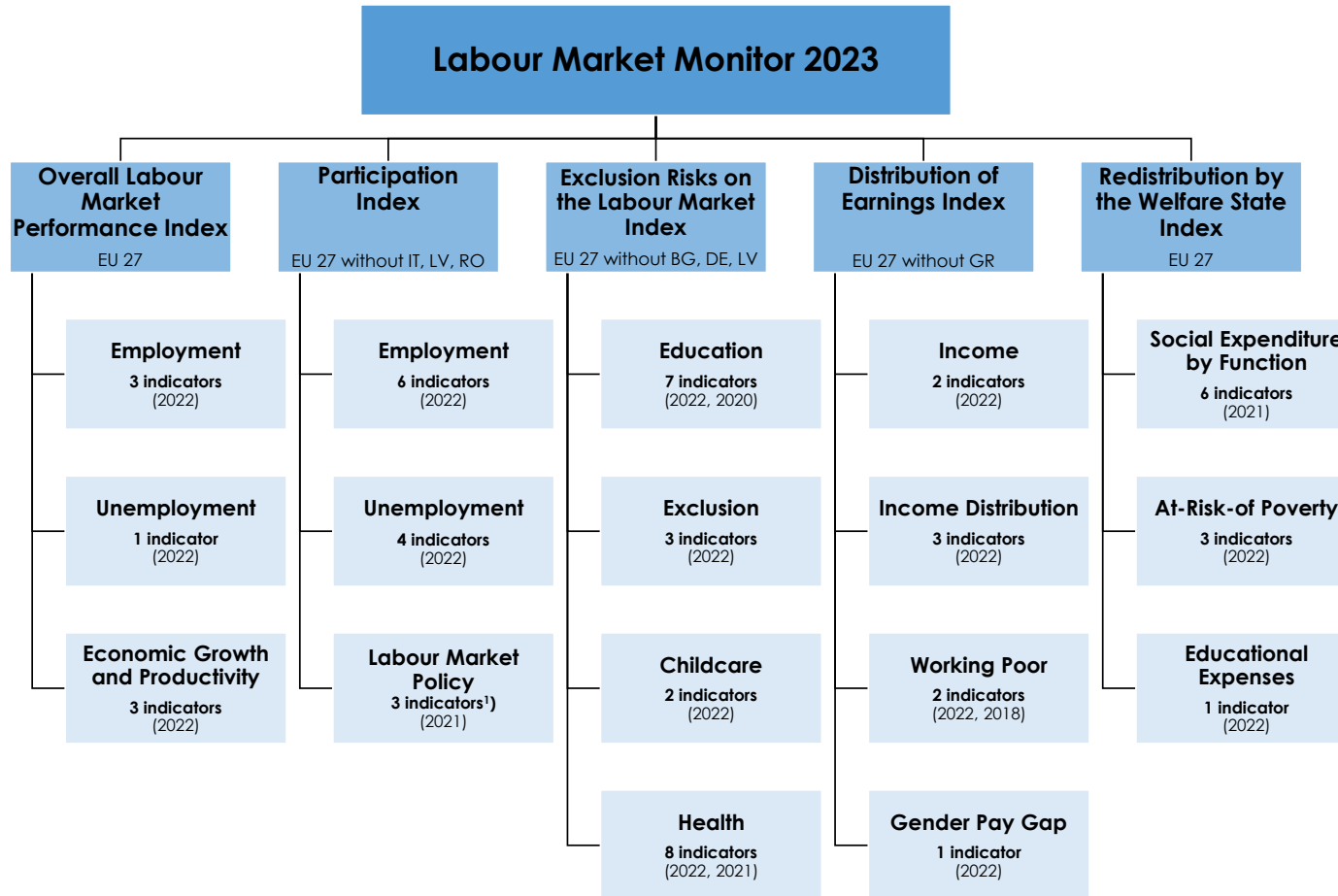
The five dimensions

- **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 between 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 by 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 provide 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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[3]) Only 57 indicators were included in the Labour Market Monitor 2023. This is because short-time work is recorded differently in different countries – 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 extended 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 this indicator was excluded.

[4]) However, not all indicators are available as quickly and completely as others. If the most recent data for a country was missing, data from the previous year was used. If this information was also missing, the country was not included in 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 2023. For further details see footnote 3.

Structure of the Labour Market Monitor 2023: dimensions and subdimensions

Labour Market Monitor 2023

Overall Labour Market Performance Index
EU 27

Employment
3 indicators
(2022)

Unemployment
1 indicator
(2022)

Economic Growth and Productivity
3 indicators
(2022)

Participation Index
EU 27 without IT, LV, RO

Employment
6 indicators
(2022)

Unemployment
4 indicators
(2022)

Labour Market Policy
3 indicators[1]
(2021)

Exclusion Risks on the Labour Market Index
EU 27 without BG, DE, LV

Education
7 indicators
(2022, 2020)

Exclusion
3 indicators
(2022)

Childcare
2 indicators
(2022)

Health
8 indicators
(2022, 2021)

Distribution of Earnings Index
EU 27 without GR

Income
2 indicators
(2022)

Income Distribution
3 indicators
(2022)

Working Poor
2 indicators
(2022, 2018)

Gender Pay Gap
1 indicator
(2022)

Redistribution by the Welfare State Index
EU 27

Social Expenditure by Function
6 indicators
(2021)

At-Risk-of Poverty
3 indicators
(2022)

Educational Expenses
1 indicator
(2022)

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 in different countries. To ensure comparability, short-time work expenditures were added to the expenditures for active labour market policy (if recorded as a passive measure); however, it is not possible to adapt the indicator active labour market policy participants, which is why this indicator was not included.

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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, percentages) 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 on the basis of their standard deviation to ensure 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 obtained 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

| Normalisation | → | Re-Scaling | → | Weighting | → | Aggregation | → | Sensitivity Analysis |
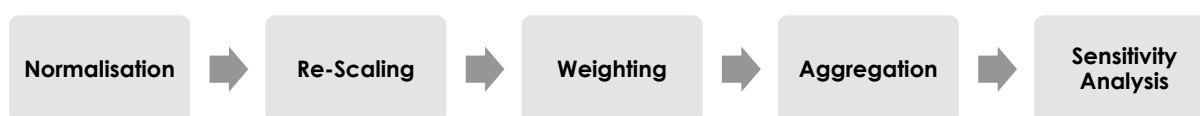
S: WIFO.

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

Presentation of results

On the basis of 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 make a comparison to the previous year. It is not the changes in the rankings that are assessed, but rather the categorisation of the countries into the four groups of the distribution. However, in forming four equally occupied country groups, 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 of 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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[6]) Haas, S., Lutz, H., Mahringer, H., & Rückert, E. (2010). *Implementierung und Testung des 'Arbeitsmarktmonitors der Arbeiterkammer Wien'*. WIFO. https://www.wifo.ac.at/wwa/pubid/43103.

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Results at a glance

Rankings based on country groups formed along the quartile limits

Dimension 1 to 5, EU 27

	BE	BG	CZ	DK	DE	EE	IE	GR	ES	FR	HR	IT	CY	LV	LT	LU	HU	MT	NL	AT	PL	PT	RO	SI	SK	FI	SE
D1																											
D2																											
D3																											
D4																											
D5																											

Top field | Upper middle field | Lower middle field | Bottom field | n.a.
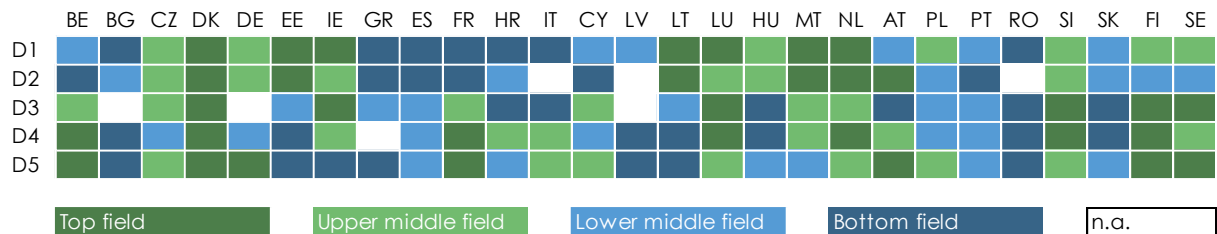
S: Labour Market Monitor 2023. – D … Dimension. n.a. … not available.

- In a European comparison, Denmark is the only EU country among the top performers in all five dimensions.

- Luxembourg, the Netherlands and Slovenia 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, Spain, Latvia, Portugal, 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 includes seven indicators that represent the labour market performance of a country in the overall economic context: the level 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 euro and development over time – as well as labour productivity per person employed).
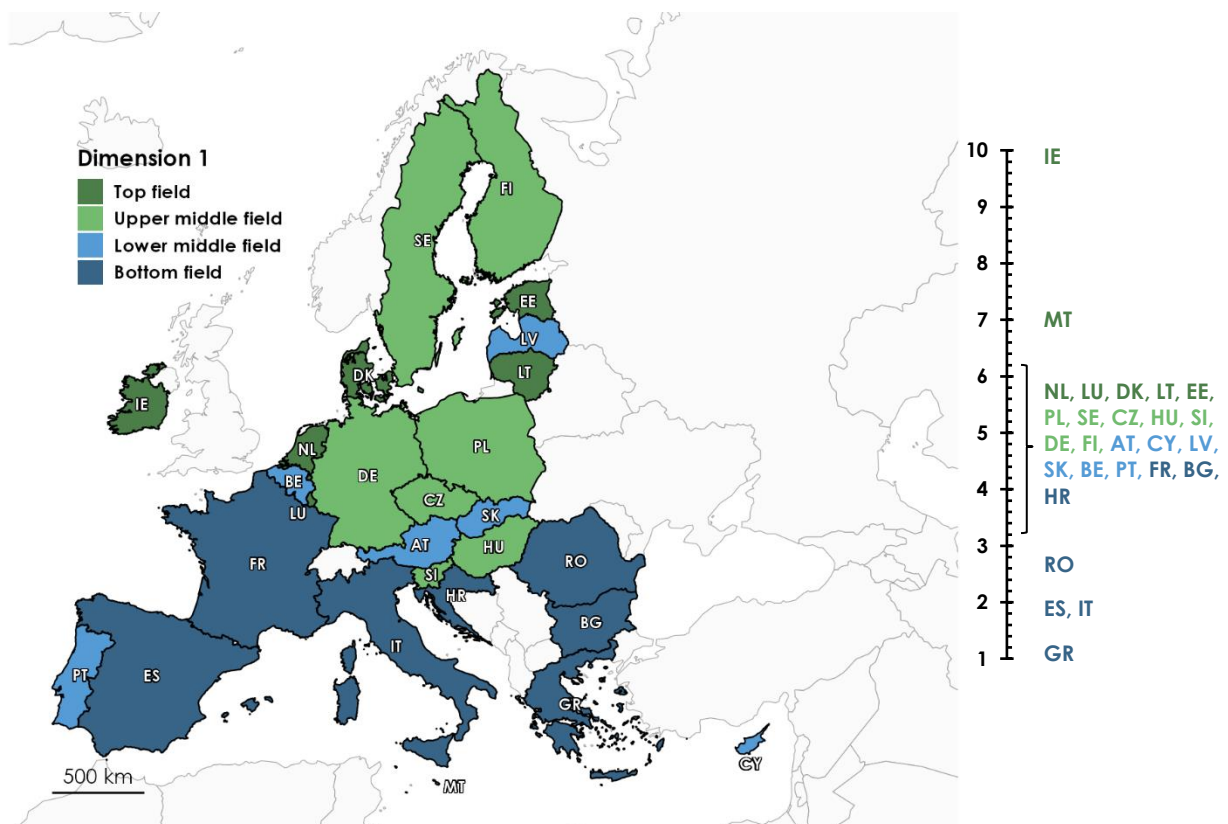
S: Labour Market Monitor 2023.

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 28,950 €) with **above-average labour productivity per employee**. Estonia, Lithuania and Malta have below-average real GDP per capita (and below-average labour productivity per person employed) but above-average GDP per capita dynamics.

- The top countries are characterised by **an above-average employment rate** (EU 27 69.8%) and a **below-average unemployment rate** (EU 27 6.3%) as well as an **above-average employment growth rate** (EU 27 +2.0%).

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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 **2021 and 2022**. The large differences are mainly due to Ireland at the upper end of the distribution. However, in 2022 **the countries perform better on average** than in 2008 (index point minimum in 2022 is higher than in 2008, all quartile limits are higher in 2022 than in 2008).

- Most of **the EU 27 countries** were able to r**ecover** 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
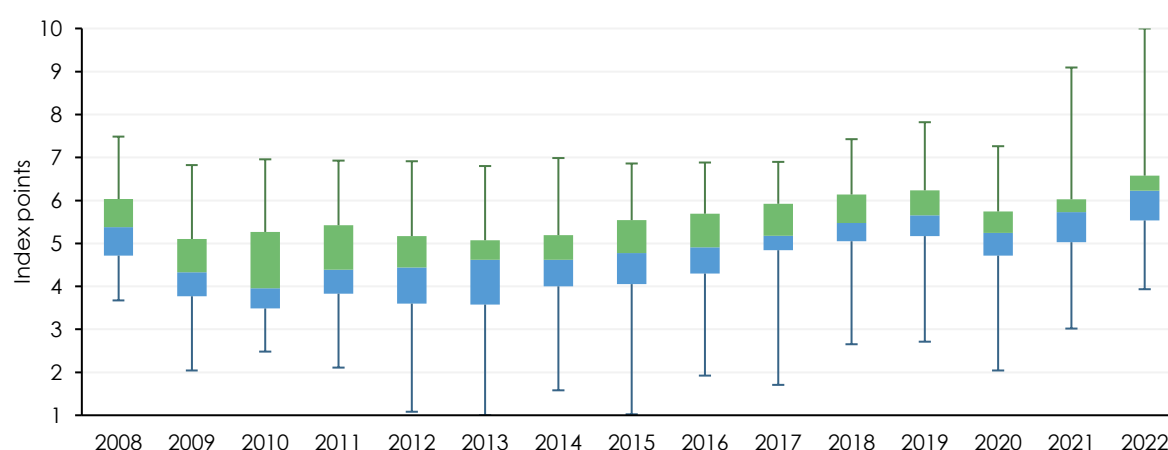
S: Labour Market Monitor 2023. – Range of index point values. Reading example: The box plot diagram visualises the spread and position of the countries' scores per year. The boxes (green and blue areas) contain the middle 50% of the countries, i. e. the upper and lower middle field. They are bordered by the upper and lower quartiles; the transition from the green to the blue area represents the median: 50% of the countries are less than or equal to this value. The edges of the box plot mark the country with the lowest and highest score per year or the country with the worst and best rank per year. For exact index point values and ranks see Table 12 and Table 13 in the appendix. – 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. the lowest and highest values for each indicator in the period 2008 to 2022 were sought and used for normalisation (min-max method).

Dimension 2 "Participation"

Dimension 2, "Participation", captures the extent to which the labour market and employment system are 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, gender gap in employment, involuntary part-time employment, involuntary temporary employment), indicators on the structure of unemployment (unemployment rate of young and older people, long-term unemployment rate and long-term unemployment rate of older people) and indicators on expenditure on active labour market policies (including short-time work).
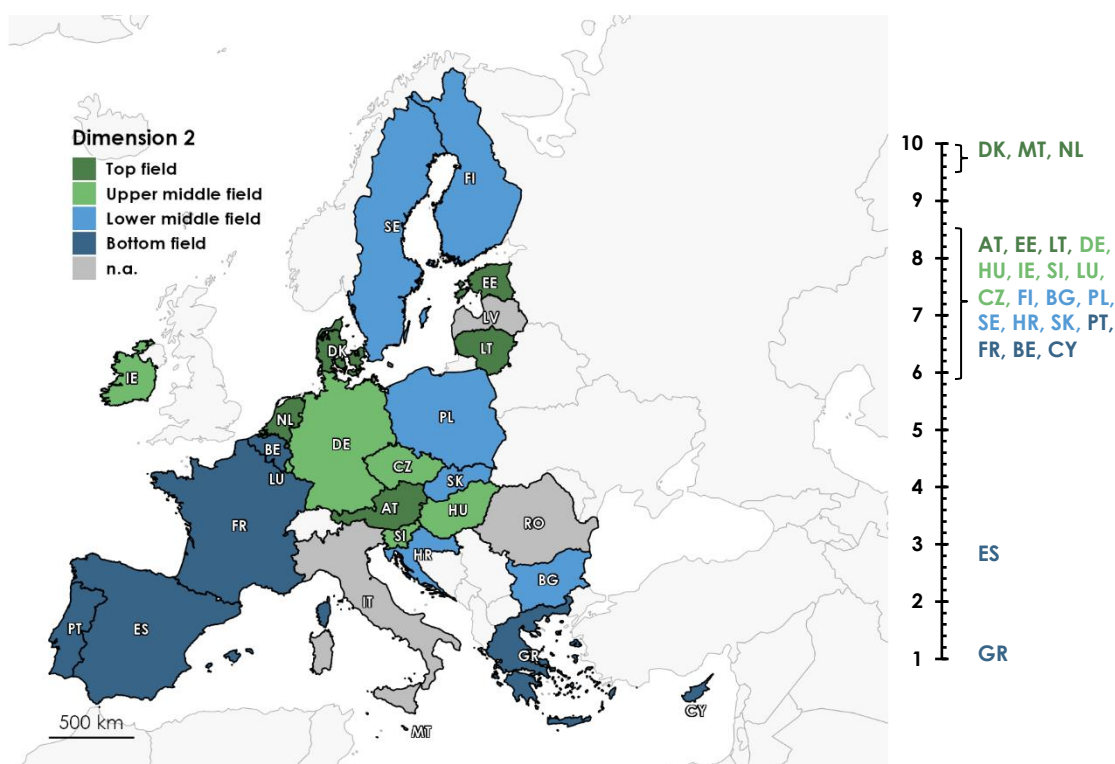
S: Labour Market Monitor 2023. – Index calculation without IT, LV, RO. – n.a. ... not available.

What characterises the countries of the top field?

- The top countries have in common an **above-average employment rate** for the prime working age group (25 to 44 years, EU 27 81.4%) and a **below-average share of involuntary temporary employment** (EU 27 4.4%).

- Most of the countries in the top field are characterised by **below-average youth unemployment rates** (EU 27 14.5%) **and long-term unemployment rates** (EU 27 38.7%)**.**

- The majority of the countries in the top field **invest heavily in active labour market policies**.

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Dimension 3 "Exclusion Risks on the Labour Market"

Dimension 3 deals with the main determinants of labour market opportunities and comprises 20 indicators on aspects of education, exclusion, health, and childcare: The education dimension includes seven indicators reflecting the level of education and participation in further education of the population. The exclusion dimension includes two indicators reflecting individual care responsibilities and one indicator of the inactivity rate. The childcare dimension measures the extent to which a country provides childcare infrastructure. Eight indicators in the health dimension reflect the health status of the (working age) population.
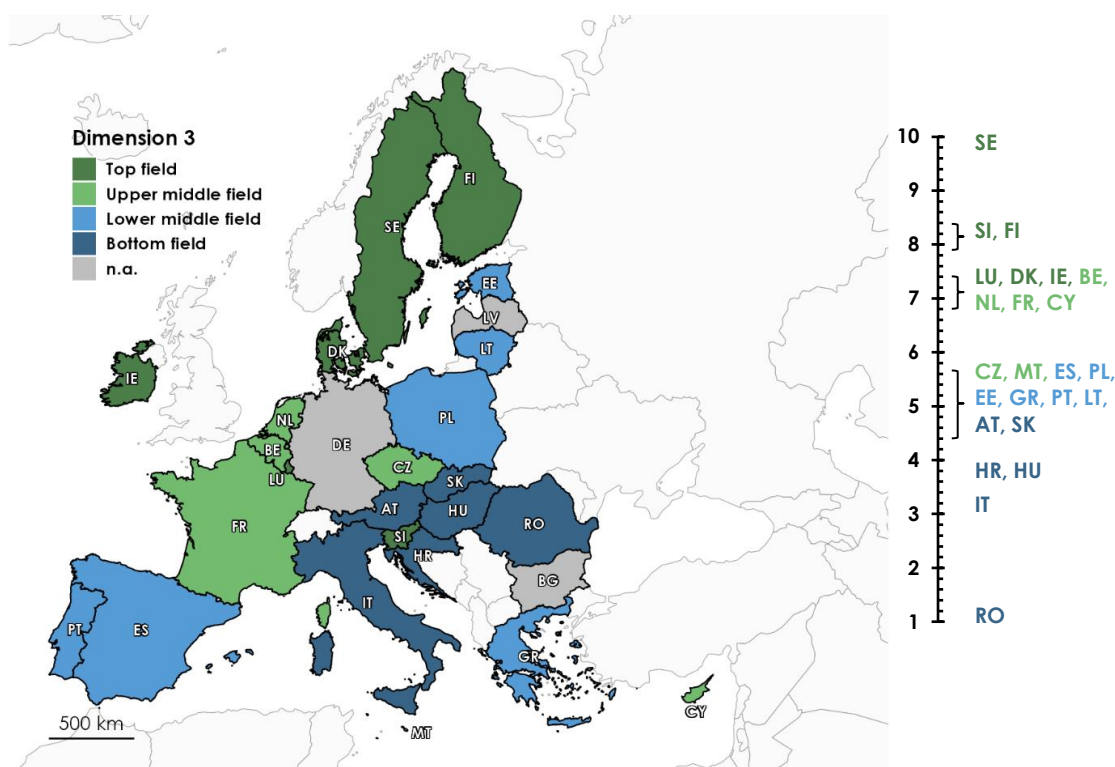
S: Labour Market Monitor 2023. – Index calculation without BG, DE, LV. – n.a. ... not available.

What characterises the countries of the top field?

- The **share of the population with tertiary education** (EU 27: 34.3% of 25- to 64-year-olds) and **participation in lifelong learning** (EU 27 11.9%) are **above average**.

- The **rate of childcare** for under-3-year-olds with a minimum of 30 hours per week is **above average** in almost all top countries (EU 27 22.6%).

- The **number of healthy life years expected at the age of 65** (EU 27 9.9 years for women and 9.5 years for men) is **above average** in most of the top countries.

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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 income (compensation of employees as a percentage of GDP and income distribution quintiles as a measure of inequality in income distribution), the share of tax revenue from labour, the proportion of the low-wage earners (based on gross hourly earnings) as well as the share of "working poor" and the gender pay gap.
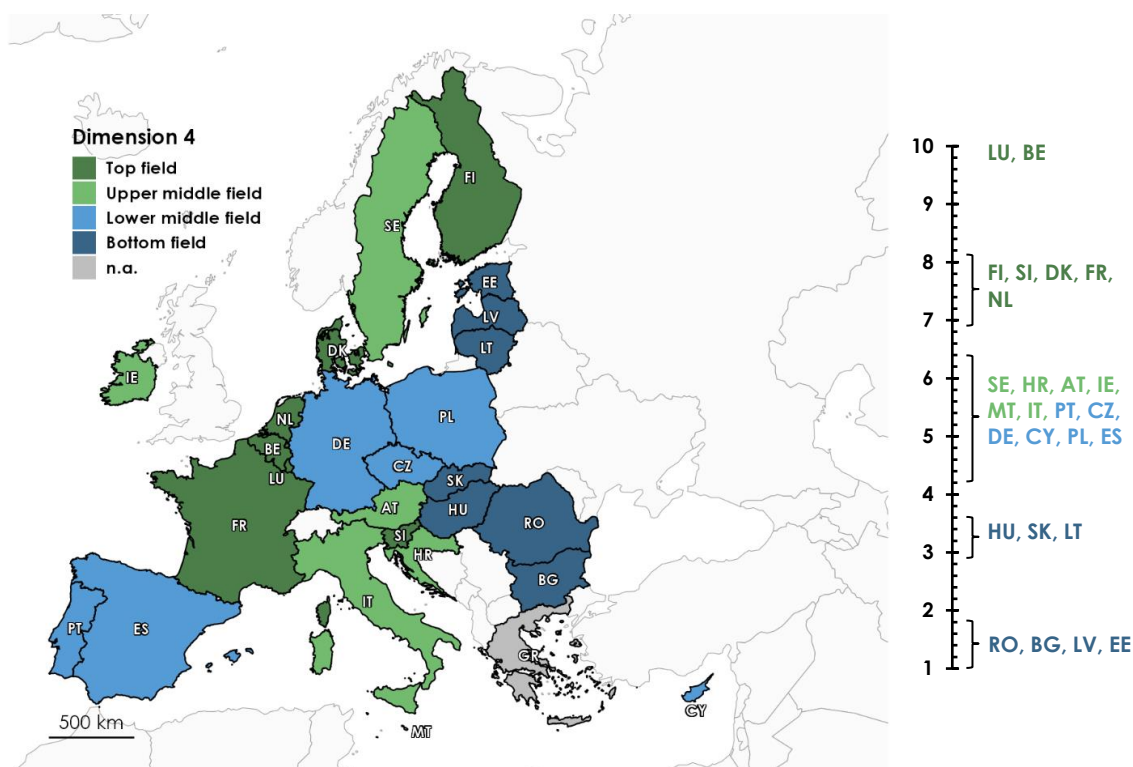
S: Labour Market Monitor 2023. – Index calculation without GR. – n.a. ... not available.

What characterises the countries of the top field?

- The countries of the top field have an **above-average share of compensation of employees in GDP** (EU 27 46.8%) and **below-average income inequality** is (income quintile ratio, EU 27 5.7).

- Most of the countries have **above-average incomes:** All countries in the top field have above-average nominal compensation per employee in purchasing power standards (EU 27 32,332 PPS). Six out of the seven countries in the top field have above-average compensation of employees in purchasing power standards (EU 27 40,633 PPS).

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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.
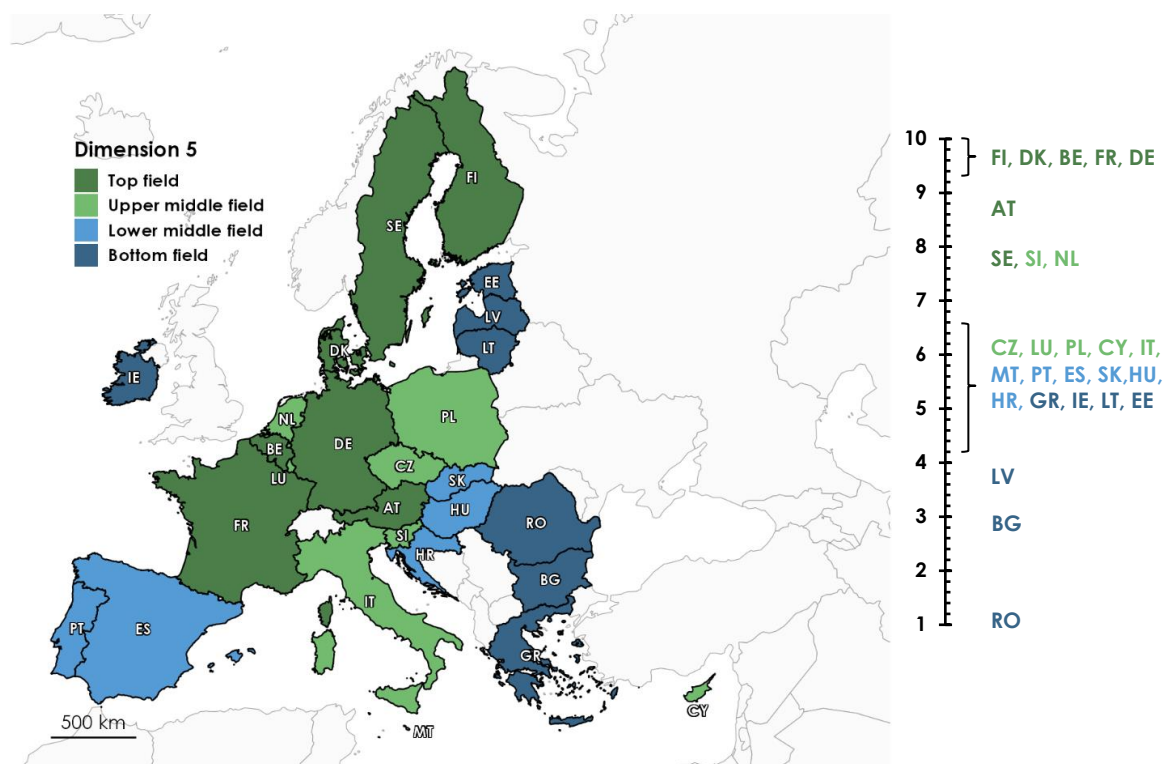
S: Labour Market Monitor 2023.

What characterises the countries of the top field?

- In line with the conception of this index, most of the top countries spend an **above-average share of GDP on social benefits** (EU 27 28.7%).

- In all the top countries, the **at-risk-of-poverty rate** (after social transfers) is **below the EU average** (EU 27 16.5%) and **social transfers** make an **above-average contribution to reducing the at-risk-of-poverty rate** (EU 27 8.9 percentage points). With the exception of Austria, the **gap between the median income of those at risk of poverty and the at-risk-of-poverty threshold** is **below average** (EU 27 23.1%).

- Most of the countries of the top field (with the exception of Germany) have **above-average expenditure on education** as a percentage of GDP (EU 27 4.7%).

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Table appendix

In the following tables, both the raw data and the results of the Labour Market Monitor 2023 are presented in tabular form in the form of 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, i.e. separately for men and women. However, these are only included as "total" in the calculation of the respective dimensions.

With a few exceptions, the calculation of the dimensions is based on the years 2022 and 2021; deviations are indicated.

Countries with the same index points have the same rank. Coloured markings indicate these cases.

The raw data is presented for all EU 27 member states. However, due to a lack of data, not all EU 27 member states could be included in the calculation for three out of five dimensions. Where available, the raw data is also shown for the EU 27 aggregate.

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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
CVTS	European Continuing Vocational Training Survey
DG TAX DU	Taxation Trends in the European Union – Directorate-General for Taxation and Customs Union
ESAW	European Statistics on Accidents at Work
ESSPROS	European System of Integrated Social Protection Statistics
EU-LFS	EU Labour Force Survey
EU-SILC	European Union Statistics on Income and Living Conditions
HLY	Healthy Life Years
LMP	Labour Market Policy Database
NAS	National Account Systems
SES	Structure of Earnings Survey

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Table 1: **Raw data of indicators in Dimension 1 "Overall Labour Market Performance"**

2022, EU 27

	Employment						Unemployment			Economic Growth and Productivity		
	Employment rate (15 to 64 years)[1]			Employment rate (15 to 64 years) in full-time equivalents			Employment growth[2]	Unemployment rate (15 to 64 years)			Real GDP per capita		Labour productivity[3]
	In %			In %			In %	In %			In euros per inhabitant	Index 2012 = 100	Index EU 27 = 100
	Total	Men	Women	Total	Men	Women		Total	Men	Women			
BE	66.5	69.8	63.2	60.3	66.7	54.6	2.1	5.6	5.9	5.3	37,040	110.6	130.5
BG	70.6	74.0	67.2	69.7	73.1	66.2	–0.3	4.2	4.4	4.0	7,680	142.5	55.5
CZ	75.5	82.2	68.5	73.6	81.3	65.7	1.5	2.3	1.8	2.8	18,460	121.7	84.6
DK	76.8	79.0	74.5	67.4	72.2	63.2	3.8	4.5	4.5	4.5	51,660	117.0	121.1
DE	76.9	80.6	73.1	66.8	76.2	58.1	1.4	3.2	3.4	3.0	36,010	108.2	102.0
EE	76.4	77.5	75.3	71.9	74.4	69.6	4.6	5.9	6.3	5.4	16,250	131.9	80.7
IE	73.2	78.1	68.4	65.8	73.7	58.7	6.6	4.6	4.5	4.7	77,430	210.2	224.6
GR	60.7	70.3	51.2	58.4	68.8	48.2	2.5	12.6	9.3	16.6	18,690	110.3	70.4
ES	64.4	69.3	59.5	60.4	67.2	53.8	2.7	13.0	11.4	14.9	24,910	112.8	94.8
FR	68.1	70.8	65.6	63.5	68.5	59.2	2.6	7.4	7.6	7.2	33,180	106.5	108.5
HR	64.9	69.5	60.4	63.5	68.2	58.9	2.3	7.1	6.3	7.9	14,660	139.9	78.1
IT	60.1	69.2	51.1	55.4	66.9	44.6	1.8	8.2	7.3	9.5	28,250	108.0	107.2
CY	72.7	78.5	67.3	69.1	75.6	63.1	3.0	6.9	6.1	7.8	27,480	125.8	87.6
LV	71.3	72.5	70.2	69.2	71.1	67.4	2.7	7.1	8.4	5.8	13,220	136.6	73.3
LT	73.8	73.9	73.6	72.1	72.7	71.6	5.1	6.2	6.7	5.7	15,100	146.2	82.8
LU	70.1	73.0	67.1	64.1	70.2	58.3	3.4	4.6	4.4	4.7	85,850	104.8	159.0
HU	74.4	78.8	69.9	73.0	77.9	68.2	1.5	3.7	3.8	3.5	14,350	141.8	73.3
MT	76.5	82.4	69.7	74.1	81.7	65.8	6.0	3.5	3.8	3.1	24,560	144.6	92.8
NL	81.8	85.4	78.1	66.1	75.6	58.6	3.9	3.5	3.2	3.8	43,800	114.2	108.3
AT	74.0	78.0	70.0	63.9	74.0	54.7	2.6	4.8	5.0	4.6	38,080	104.6	114.5
PL	71.3	77.3	65.4	69.5	76.1	63.1	3.9	2.9	2.9	3.0	14,620	147.1	81.9
PT	71.4	73.9	69.0	68.8	72.1	65.8	1.5	6.3	5.8	6.8	19,310	119.9	76.6
RO	63.1	71.5	54.4	62.4	70.7	53.8	0.1	5.6	6.1	5.1	10,030	147.3	79.9
SI	73.1	76.2	69.8	70.3	74.2	66.1	2.9	4.0	3.8	4.3	21,870	126.0	83.4
SK	71.3	75.0	67.6	70.4	74.3	66.4	1.8	6.2	6.0	6.5	16,340	123.5	76.5
FI	74.3	74.7	73.9	67.9	69.9	66.3	3.5	6.9	7.3	6.5	37,560	106.9	105.0
SE	77.1	79.4	74.7	71.2	75.5	67.3	2.7	7.6	7.1	8.1	46,170	114.3	114.6
EU 27	69.8	74.7	64.9	64.2	71.8	57.0	2.0	6.3	5.9	6.6	28,950	115.3	100.0

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

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

2022, EU 27, rankings of the indicators, the subdimensions and the total dimension

| | Employment | | | | Unemployment | Economic Growth and Productivity | | | | |
	Employment rate (15 to 64 years)	Employment rate (15 to 64 years) in full-time equivalents	Employment growth	Subdimension	Unemployment rate (15 to 64 years)	Real GDP per capita (euros per inhabitant)	Real GDP per capita (index 2012 = 100)	Labour productivity	Subdimension	Total dimension
1	NL	MT	IE	MT	CZ	LU	IE	IE	IE	IE
2	SE	CZ	MT	EE	PL	IE	RO	LU	LU	MT
3	DE	HU	LT	LT	DE	DK	PL	BE	DK	NL
4	DK	LT	EE	IE	MT	SE	LT	DK	SE	LU
5	MT	EE	NL	NL	NL	NL	MT	SE	BE	DK
6	EE	SE	PL	SE	HU	AT	BG	AT	NL	LT
7	CZ	SK	DK	DK	SI	FI	HU	FR	MT	EE
8	HU	SI	FI	CZ	BG	BE	HR	NL	AT	PL
9	FI	BG	LU	PL	DK	DE	LV	IT	FI	SE
10	AT	PL	CY	FI	IE	FR	EE	FI	LT	CZ
11	LT	LV	SI	SI	LU	IT	SI	DE	PL	HU
12	IE	CY	ES	HU	AT	CY	CY	ES	DE	SI
13	SI	PT	LV	CY	BE	ES	SK	MT	FR	DE
14	CY	FI	SE	LV	RO	MT	CZ	CY	CY	FI
15	PT	DK	AT	DE	EE	SI	PT	CZ	IT	AT
16	LV	DE	FR	SK	SK	PT	DK	SI	RO	CY
17	PL	NL	GR	AT	LT	GR	SE	LT	HR	LV
18	SK	IE	HR	PT	PT	CZ	NL	PL	HU	SK
19	BG	LU	BE	LU	CY	SK	ES	EE	SI	BE
20	LU	AT	IT	FR	FI	EE	BE	RO	ES	PT
21	FR	FR	SK	BG	HR	LT	GR	HR	EE	FR
22	BE	HR	CZ	HR	LV	HR	DE	PT	LV	BG
23	HR	RO	HU	ES	FR	PL	IT	SK	CZ	HR
24	ES	ES	PT	BE	SE	HU	FI	LV	SK	RO
25	RO	BE	DE	GR	IT	LV	FR	HU	PT	ES
26	GR	GR	RO	RO	GR	RO	LU	GR	BG	IT
27	IT	IT	BG	IT	ES	BG	AT	BG	GR	GR

S: Eurostat, WIFO calculations. – Cells marked in blue: Two consecutive countries have the same rank due to the same index points. Cells marked in green: Three consecutive countries have the same rank due to the same index points.

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

2022, EU 27 without IT, LV, RO, subdimension "Employment"

			Employment							
	Employment rate (25 to 44 years)	Gender-specific employment gap[1] (25 to 44 years)	Employment rate (55 to 64 years)			Involuntary part-time employment (15 to 64 years)[2]	Involuntary temporary employment (15 to 64 years)[3]			Gender-specific employment gap[1] (15 to 64 years)
	In %	In percentage points	In %			In %	As % of employees			In percentage points
			Total	Men	Women		Total	Men	Women	
BE	82.1	7.6	56.6	61.5	51.8	4.4	2.7	2.8	2.6	6.6
BG	81.4	7.8	68.3	73.3	63.6	0.7	2.1	2.3	1.9	6.8
CZ	84.1	22.2	72.9	79.1	66.8	1.1	2.0	1.4	2.7	13.7
DK	82.9	5.2	72.9	76.8	69.0	1.5	1.4	1.0	1.7	4.5
DE	84.4	9.2	73.3	77.2	69.5	1.7	0.7	0.8	0.6	7.5
EE	86.0	8.2	73.7	71.7	75.5	2.1	0.2	n.a.	n.a.	2.2
IE	83.4	10.7	66.7	75.1	58.7	2.0	1.6	1.5	1.8	9.7
GR	73.7	18.4	51.9	65.4	39.9	3.9	3.5	2.5	4.7	19.1
ES	77.2	9.1	57.7	64.5	51.1	6.8	13.4	11.7	15.2	9.8
FR	81.9	8.3	56.9	58.3	55.5	4.3	4.5	4.0	4.9	5.2
HR	82.5	8.5	50.1	55.7	45.0	1.6	8.8	7.3	10.5	9.1
CY	84.5	8.9	65.0	76.0	54.2	4.7	9.7	6.6	13.0	11.2
LT	86.8	4.3	69.8	69.3	70.1	1.1	0.4	0.4	0.3	0.3
LU	87.6	3.8	46.6	54.2	38.5	1.9	1.0	1.2	0.8	5.9
HU	87.6	8.4	65.6	76.8	55.7	0.8	1.3	1.4	1.3	8.9
MT	88.3	11.0	53.2	63.7	42.3	0.7	1.4	0.9	2.0	12.7
NL	87.3	7.1	73.1	80.1	66.3	1.1	3.7	3.6	3.8	7.3
AT	85.5	6.2	56.4	63.9	49.0	2.3	0.3	0.3	0.3	8.0
PL	86.0	10.6	56.4	69.5	44.6	0.7	4.2	3.9	4.5	11.9
PT	85.9	2.1	65.1	70.5	60.4	2.7	9.1	8.8	9.4	4.9
SI	88.8	5.5	55.2	59.4	51.1	0.7	2.4	2.1	2.9	6.4
SK	83.7	9.0	64.1	66.7	61.6	0.7	2.2	1.9	2.5	7.4
FI	82.4	3.8	71.2	69.9	72.5	4.4	3.4	2.8	4.1	0.8
SE	85.2	6.6	77.3	79.7	74.9	4.4	2.9	3.2	2.7	4.7
EU 27	81.4	10.8	62.3	68.7	56.2	3.7	4.4	4.0	4.7	9.8

S: Eurostat. – [1]) Employment rate of men minus employment rate of women. [2]) Main reason: Could not find a full-time job. [3]) Main reason: Could not find a permanent job. – n.a. ... no values available.

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

2022 (subdimension "Unemployment"), 2021 (subdimension "Labour market policy"), EU 27 without IT, LV, RO

| | Unemployment rate (15 to 24 years) | Unemployment rate (55 to 64 years) | Long-term unemployment rate (15 to 64 years) | | | Long-term unemployment rate (55 to 64 years) | | | Expenditure on active labour market policy[4] | |
| | In % | In % | In % | | | In % | | | As % of GDP | As % of GDP per % unemployment (15- to 64-year-olds) |
			Total	Men	Women	Total	Men	Women		
BE	16.4	3.7	42.3	42.4	42.1	67.6	69.6	65.0	0.947	0.150
BG	10.6	3.5	53.8	55.2	52.1	61.1	63.1	58.7	1.026	0.194
CZ	6.8	2.0	27.8	27.4	28.1	33.3	24.5	41.4	0.604	0.208
DK	10.6	2.9	11.4	12.0	10.8	20.7	n.a.	n.a.	1.245	0.244
DE	6.0	2.7	33.0	35.7	29.3	52.1	55.1	48.2	0.600	0.167
EE	18.6	4.7	22.2	25.3	18.5	35.5	44.2	n.a.	0.632	0.097
IE	10.1	3.4	30.9	35.8	25.6	51.3	n.a.	n.a.	1.237	0.196
GR	31.4	9.1	63.0	59.6	65.4	74.6	73.4	75.6	0.306	0.021
ES	29.8	11.8	38.9	36.0	41.3	58.4	57.0	59.6	1.217	0.082
FR	17.3	5.7	27.3	28.0	26.7	49.7	51.8	47.5	1.000	0.127
HR	18.0	4.8	35.9	38.1	33.9	43.4	50.1	36.9	1.616	0.213
CY	18.6	4.9	33.1	34.0	32.3	47.9	53.2	40.3	1.025	0.133
LT	11.9	6.9	38.9	39.3	38.6	51.7	47.3	55.6	0.917	0.124
LU	17.6	4.4	28.7	28.0	29.4	45.0	n.a.	n.a.	0.820	0.155
HU	10.6	3.1	34.5	33.8	35.3	39.0	40.1	37.5	0.335	0.082
MT	9.0	1.9	34.4	34.5	34.3	n.a.	n.a.	n.a.	2.225	0.654
NL	7.6	2.8	18.4	19.3	17.6	53.5	53.6	53.4	1.381	0.329
AT	9.5	3.7	25.3	25.7	24.7	49.3	50.0	47.8	1.558	0.247
PL	10.8	1.8	30.2	30.6	29.8	43.3	44.9	n.a.	0.463	0.136
PT	19.1	5.1	45.0	43.3	46.4	68.2	66.2	69.6	0.999	0.149
SI	10.1	3.7	39.2	41.5	36.9	51.4	52.1	50.4	0.519	0.108
SK	19.9	4.5	66.4	69.3	63.3	76.2	76.0	76.4	1.567	0.227
FI	14.2	7.3	23.0	25.5	20.1	41.7	42.8	39.8	0.711	0.091
SE	21.7	5.4	27.5	29.6	25.4	58.8	63.9	52.2	0.921	0.102
EU 27	14.5	4.8	38.7	38.5	38.9	55.7	56.6	54.7	n.a.	n.a.

S: Eurostat. – [4]) Measures for active labour market policy in categories 2 to 7, supplemented by expenditure on short-time work in category 8.2 (see Table 15). – n.a. ... no values available.

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

2022, EU 27 without IT, LV, RO, rankings of the indicators and the subdimension "Employment"

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

S: Eurostat, WIFO calculations. – Cells marked in blue: Two consecutive countries have the same rank due to the same index points. Cells marked in green: Three consecutive countries have the same rank due to the same index points.

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Continuation of Table 4: Rankings in Dimension 2 "Participation"

2022 (subdimension "Unemployment"), 2021 (subdimension "Labour Market Policy"), EU 27 without IT, LV, RO, rankings of the indicators, the subdimensions "Unemployment" and "Labour Market Policy" and the total dimension

	Unemployment					Labour Market Policy			
	Unemployment rate (15 to 24 years)	Unemployment rate (55 to 64 years)	Long-term unemployment rate (15 to 64 years)	Long-term unemployment rate (55 to 64 years)	Subdimension	Expenditure on (active) labour market policy as % of GDP	Expenditure on (active) labour market policy as % of GDP per % unemployment (15 to 64 years)	Subdimension	Total dimension
1	DE	PL	DK	DK	DK	MT	MT	MT	DK
2	CZ	MT	NL	CZ	CZ	HR	NL	NL	MT
3	NL	CZ	EE	EE	NL	SK	AT	AT	NL
4	MT	DE	FI	HU	MT	AT	DK	SK	AT
5	AT	NL	AT	FI	PL	NL	SK	HR	EE
6	IE	DK	FR	MT	HU	DK	HR	DK	LT
7	SI	HU	SE	PL	DE	IE	CZ	IE	DE
8	BG	IE	CZ	HR	AT	ES	IE	BG	HU
9	DK	BG	LU	LU	EE	BG	BG	PT	IE
10	HU	AT	PL	CY	IE	CY	DE	CY	SI
11	PL	BE	IE	AT	SI	FR	LU	ES	LU
12	LT	SI	DE	FR	LU	PT	BE	BE	CZ
13	FI	LU	CY	IE	FI	BE	PT	FR	FI
14	BE	SK	MT	SI	HR	SE	PL	LU	BG
15	FR	EE	HU	LT	FR	LT	CY	CZ	PL
16	LU	HR	HR	DE	CY	LU	FR	LT	SE
17	HR	CY	ES	NL	LT	FI	LT	SE	HR
18	CY	PT	LT	ES	BG	EE	SI	DE	SK
19	EE	SE	SI	SE	SE	CZ	SE	FI	PT
20	PT	FR	BE	BG	BE	DE	EE	EE	FR
21	SK	LT	PT	BE	PT	SI	FI	PL	BE
22	SE	FI	BG	PT	SK	PL	HU	SI	CY
23	ES	GR	GR	GR	ES	HU	ES	HU	ES
24	GR	ES	SK	SK	GR	GR	GR	GR	GR

S: Eurostat, WIFO calculations. – Cells marked in blue: Two consecutive countries have the same rank due to the same index points. Cells marked in green: Three consecutive countries have the same rank due to the same index points.

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Table 5: **Raw data of indicators in Dimension 3 "Exclusion Risks on the Labour Market"**

2022, 2020 (Participation of employees in CVT courses), EU 27 without BG, DE, LV, subdimension "Education"

	Early leavers from education and training	Population with a low level of education (lower secondary level at most)		**Education** Population with a tertiary qualification		Participation of 25- to 64-year-olds in education and training	Participation of employees in CVT courses
				In %			
		25- to 64-year-olds	25- to 34-year-olds	25- to 64-year-olds	25- to 34-year-olds		
BE	6.4	17.6	12.3	45.8	51.4	10.3	50.7
CZ	6.2	5.6	7.3	26.7	34.6	9.4	82.8
DK	10.0	18.2	17.3	42.1	49.0	27.9	25.5
EE	10.8	10.2	10.0	42.1	43.9	21.1	31.3
IE	3.7	12.2	5.0	53.5	62.3	11.8	37.1
GR	4.1	19.2	7.4	35.1	45.2	3.5	11.8
ES	13.9	35.8	26.5	41.1	50.5	15.3	65.0
FR	7.6	16.7	10.9	41.6	50.4	13.3	46.6
HR	2.3	12.1	5.1	25.4	35.5	4.4	24.2
IT	11.5	37.0	22.0	20.3	29.2	9.6	44.6
CY	8.1	14.7	10.0	48.2	59.2	10.5	30.3
LT	4.8	5.4	5.3	46.5	58.2	8.5	26.4
LU	8.2	18.4	11.4	52.3	61.0	18.1	56.9
HU	12.4	13.0	13.2	29.4	31.9	7.9	18.1
MT	10.1	35.0	19.3	31.2	42.4	12.8	27.8
NL	5.6	18.8	9.9	44.7	56.4	26.4	39.2
AT	8.4	14.1	10.3	35.6	43.1	15.8	34.9
PL	4.8	6.5	6.3	33.9	40.5	7.6	28.8
PT	6.0	39.7	16.7	31.5	44.4	13.8	42.6
RO	15.6	18.1	17.3	19.7	24.7	5.4	17.4
SI	4.0	9.0	4.8	40.1	47.3	22.3	47.2
SK	7.4	6.3	6.4	29.2	39.1	12.8	48.7
FI	8.4	10.9	9.3	42.7	40.7	25.2	29.1
SE	8.8	11.7	9.7	48.6	52.4	36.2	50.5
EU 27	9.6	20.5	14.7	34.3	42.0	11.9	42.4

S: Eurostat. – CVT … continuing vocational training.

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Continuation of Table 5: Raw data of indicators in Dimension 3 "Exclusion Risks on the Labour Market"

2022, EU 27 without BG, DE, LV, subdimensions "Exclusion" and "Childcare"

	Exclusion									Childcare	
	Inactive population due to caring responsibilities In % of the population			Part-time employment due to caring responsibilities 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	0.1	n.a.	0.3	5.2	1.0	9.9	29.5	25.8	33.2	52.7	34.8
CZ	0.2	n.a.	0.3	0.9	n.a.	2.1	22.8	16.3	29.6	6.8	1.8
DK	0.1	n.a.	0.2	0.4	n.a.	0.7	19.6	17.3	21.9	74.7	67.9
EE	0.4	n.a.	0.7	1.7	n.a.	3.3	18.8	17.3	20.4	33.7	21.4
IE	0.9	n.a.	1.5	4.8	0.6	9.4	23.3	18.2	28.2	19.1	12.4
GR	0.5	n.a.	1.0	0.5	n.a.	1.1	30.6	22.5	38.6	29.1	20.4
ES	0.6	0.1	1.1	1.8	0.2	3.5	26.0	21.8	30.1	48.6	22.7
FR	0.4	0.1	0.6	4.1	0.6	7.6	26.4	23.4	29.3	56.2	37.5
HR	0.3	n.a.	0.6	0.4	0.2	0.7	30.1	25.9	34.4	27.5	25.7
IT	0.8	0.1	1.4	2.3	0.1	5.2	34.5	25.4	43.6	30.9	20.1
CY	0.4	n.a.	0.8	1.2	n.a.	2.5	21.8	16.3	27.0	24.4	19.7
LT	0.1	n.a.	0.2	0.2	n.a.	0.4	21.4	20.8	21.9	22.8	22.4
LU	0.3	n.a.	0.5	5.2	1.0	9.9	26.5	23.6	29.6	54.7	36.5
HU	0.3	n.a.	0.5	0.4	n.a.	0.9	22.8	18.1	27.6	12.9	9.0
MT	n.a.	n.a.	n.a.	1.5	n.a.	3.3	20.7	14.3	28.1	43.1	23.6
NL	0.5	0.2	0.8	13.4	2.3	25.6	15.3	11.7	18.9	72.3	11.0
AT	0.6	n.a.	1.2	10.0	0.8	20.3	22.2	17.9	26.6	23.0	8.4
PL	0.5	n.a.	0.9	0.5	n.a.	1.0	26.5	20.4	32.6	15.9	14.3
PT	0.3	n.a.	0.5	0.5	n.a.	1.0	23.8	21.5	26.0	47.2	45.1
RO	0.1	n.a.	0.2	0.1	n.a.	n.a.	33.2	23.9	42.7	12.3	4.3
SI	0.2	n.a.	0.3	1.1	n.a.	2.2	23.8	20.8	27.1	52.3	49.7
SK	0.2	n.a.	0.4	0.3	n.a.	0.6	23.9	20.2	27.8	2.3	2.3
FI	0.1	n.a.	n.a.	1.4	0.3	2.4	20.2	19.4	21.0	40.0	32.0
SE	0.1	n.a.	0.2	2.0	0.7	3.4	16.5	14.5	18.7	54.4	38.1
EU 27	0.5	0.1	0.9	3.7	0.5	7.4	25.5	20.6	30.5	35.9	22.6

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

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Continuation of Table 5: Raw data of indicators in Dimension 3 "Exclusion Risks on the Labour Market"

2022, 2021 (fatal accidents at work, healthy life years), EU 27 without BG, DE, LV, subdimension "Health"

	Fatal accidents at work	Healthy life years at birth		Healthy life years at the age of 65		Employed persons with long-term health problems			Employed persons with activity restrictions	Very good or good health of employed persons
	Per 100,000 employees					In %			In %	In %
		Women	Men	Women	Men	Total	Men	Women		
BE	1.13	64.4	64.8	11.3	11.0	15.7	14.5	16.9	12.9	87.4
CZ	1.87	63.4	60.7	8.2	7.0	22.2	21.3	23.3	13.8	83.2
DK	1.42	54.8	58.2	10.2	9.5	28.9	26.4	31.7	29.8	68.4
EE	2.23	58.0	54.9	7.6	6.2	34.3	31.8	36.7	17.0	71.5
IE	1.42	68.0	66.4	13.0	12.3	18.9	18.9	18.8	9.9	89.9
GR	0.58	66.6	64.7	7.7	7.6	9.0	8.4	9.8	7.0	93.5
ES	1.93	62.6	63.0	10.3	10.7	27.8	26.9	28.9	21.0	81.3
FR	3.32	66.9	65.5	12.6	11.3	29.1	27.6	30.6	14.5	76.5
HR	2.18	59.3	57.9	5.2	5.1	12.7	12.9	12.5	10.6	85.8
IT	2.66	68.5	67.7	10.7	10.8	8.7	7.8	10.0	10.9	86.4
CY	1.30	66.8	64.5	9.3	9.1	26.8	28.4	25.1	8.6	89.2
LT	3.75	59.8	55.4	6.6	5.2	20.3	18.1	22.5	12.5	66.5
LU	1.71	61.6	62.3	11.2	10.7	18.7	16.9	20.9	23.4	79.3
HU	2.01	63.5	61.6	7.8	7.1	24.7	23.7	25.8	9.3	77.9
MT	3.34	68.5	68.9	11.6	12.2	16.9	17.3	16.4	6.0	90.4
NL	0.33	59.6	61.0	9.7	9.2	27.9	25.8	30.3	20.7	80.4
AT	2.86	61.3	61.5	9.7	9.3	26.0	23.4	29.3	18.1	81.4
PL	1.56	64.6	60.7	8.9	7.7	20.9	19.0	23.2	10.9	79.5
PT	1.93	57.4	59.3	7.4	8.4	32.7	31.3	34.2	22.0	63.5
RO	3.11	58.2	57.3	4.0	4.0	4.1	3.9	4.4	10.0	93.3
SI	1.51	67.3	63.7	11.4	10.0	27.8	25.0	31.1	12.8	78.3
SK	1.47	57.5	56.2	5.1	4.8	21.7	20.1	23.7	17.2	80.7
FI	0.75	61.7	61.6	11.4	10.3	42.1	37.8	47.1	22.3	76.5
SE	0.77	67.9	68.9	14.8	14.5	33.3	29.6	37.8	13.6	72.8
EU 27	1.76	64.2	63.1	9.9	9.5	26.0	24.2	28.0	15.1	80.7

S: Eurostat.

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

2022, 2020 (participation of employees in CVT courses), EU 27 without BG, DE, LV, rankings of the indicators and the subdimensions "Education" and "Exclusion"

| | Early leavers from education and training | Population with a low level of education (lower secondary level at most) | | Population with a tertiary qualification | | Participation of 25- to 64-year-olds in education and training | Participation of employees in CVT courses | Subdimension | Inactive population due to caring responsibilities | Part-time employment due to caring responsibilities | 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	SI	IE	IE	SE	CZ	SE	BE	RO	NL	SE
2	IE	CZ	IE	LU	LU	DK	ES	IE	DK	LT	SE	DK
3	SI	SK	HR	SE	CY	NL	LU	SI	FI	SK	EE	LT
4	GR	PL	LT	CY	LT	FI	BE	LU	LT	DK	DK	FI
5	LT	SI	PL	LT	NL	SI	SE	NL	RO	HR	FI	CZ
6	PL	EE	SK	BE	SE	EE	SK	LT	SE	HU	MT	SK
7	NL	FI	CZ	NL	BE	LU	SI	CZ	CZ	GR	LT	MT
8	PT	SE	GR	FI	ES	AT	FR	BE	SI	PL	CY	SI
9	CZ	HR	FI	DK	FR	ES	IT	CY	SK	PT	AT	HU
10	BE	IE	SE	EE	DK	PT	PT	FI	HR	CZ	CZ	EE
11	SK	HU	NL	FR	SI	FR	NL	FR	HU	SI	HU	PT
12	FR	AT	CY	ES	GR	MT	IE	SK	LU	CY	IE	CY
13	CY	CY	EE	SI	PT	SK	AT	EE	MT	FI	PT	RO
14	LU	FR	AT	AT	EE	IE	EE	PL	PT	MT	SI	HR
15	AT	BE	FR	GR	AT	CY	CY	DK	CY	EE	SK	PL
16	FI	RO	LU	PL	MT	BE	FI	AT	EE	ES	ES	BE
17	SE	DK	BE	PT	FI	IT	PL	HR	FR	SE	FR	LU
18	DK	LU	HU	MT	PL	CZ	MT	GR	GR	IT	LU	FR
19	MT	NL	PT	HU	SK	LT	LT	PT	NL	FR	PL	ES
20	EE	GR	DK	SK	HR	HU	DK	ES	PL	IE	BE	GR
21	IT	MT	RO	CZ	CZ	PL	HR	HU	AT	LU	HR	NL
22	HU	ES	MT	HR	HU	RO	HU	MT	ES	BE	GR	IE
23	ES	IT	IT	IT	IT	HR	RO	IT	IT	AT	RO	AT
24	RO	PT	ES	RO	RO	GR	GR	RO	IE	NL	IT	IT

S: Eurostat, WIFO calculations. – CVT … continuing vocational training. – Cells marked in blue: Two consecutive countries have the same rank due to the same index points. Cells marked in light green: Three consecutive countries have the same rank due to the same index points. Cells marked in dark green: Five consecutive countries have the same rank due to the same index points. Cells marked in red: Six consecutive countries have the same rank due to the same index points.

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

2022, 2021 (fatal accidents at work, healthy life years), EU 27 without BG, DE, LV, rankings of the indicators, the subdimensions "Childcare" and "Health" and the total dimension

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

S: Eurostat, WIFO calculations. – Cells marked in blue: Two consecutive countries have the same rank due to the same index points.

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

2022, 2018 (low-wage-earners), EU 27 without GR

	Income			Income Distribution				Working Poor						Gender Pay Gap
	Nominal compensation	Compensation of employees	Compensation of employees	Inequality of income distribution, S80/S20 quintile ratio			Share of tax revenue from labour	Low-wage employment rate[1]			At-risk-of-poverty rate of employees (working poor)[2]			Gender pay gap[3]
	Per employee in PPS		As % of GDP				As % of total taxes	As % of all employees based on gross hourly earnings			In %			In %
				Total	Men	Women		Total	Men	Women	Total	Men	Women	
BE	42,421	56,719	48.3	3.6	3.6	3.5	51.4	13.7	11.0	16.4	3.6	4.0	3.1	5.0
BG	19,560	22,854	41.9	7.3	7.3	7.2	33.5	21.4	23.6	19.2	9.7	11.1	8.1	13.0
CZ	24,524	32,029	44.3	3.5	3.4	3.5	50.6	15.1	11.4	19.4	3.4	3.2	3.8	17.9
DK	42,859	46,485	48.6	4.0	4.1	4.0	53.2	8.7	7.0	10.2	5.9	6.3	5.4	13.9
DE	35,550	43,301	52.1	4.4	4.4	4.4	55.5	20.7	15.8	26.2	7.2	7.2	7.1	17.7
EE	24,027	31,925	47.6	5.4	5.5	5.2	52.3	22.0	15.0	27.5	10.5	11.7	9.2	21.3
IE	39,102	46,793	24.1	4.1	4.3	4.0	41.4	19.8	16.7	22.6	5.3	6.0	4.5	9.3
ES	30,227	39,088	47.8	5.6	5.6	5.7	50.6	14.3	10.2	18.9	11.7	12.7	10.6	8.7
FR	35,952	47,666	52.4	4.6	4.6	4.6	50.7	8.6	6.0	11.3	7.5	7.5	7.5	13.9
HR	26,052	29,879	44.2	4.6	4.5	4.7	34.1	18.4	14.0	23.1	4.7	5.1	4.3	12.5
IT	30,177	41,227	40.2	5.6	5.5	5.7	48.6	8.5	7.0	10.3	11.5	13.1	9.2	4.3
CY	24,451	29,959	41.0	4.3	4.2	4.3	39.6	18.7	15.6	21.9	7.9	7.7	8.2	10.2
LV	24,622	29,992	47.5	6.3	6.2	6.3	48.1	23.5	18.8	27.7	9.2	8.4	10.1	17.1
LT	31,466	32,600	46.5	6.4	6.7	6.1	50.5	22.3	21.1	23.4	7.6	7.6	7.7	12.0
LU	54,057	61,902	49.3	4.5	4.6	4.7	48.3	11.4	8.5	15.9	12.9	12.4	13.4	0.7
HU	20,733	23,246	39.0	4.0	4.1	3.9	41.6	11.6	10.9	12.3	7.0	6.9	7.1	17.5
MT	30,788	33,143	41.8	4.8	4.6	4.9	42.6	15.5	13.9	17.6	7.1	9.2	4.0	10.2
NL	35,747	45,925	47.1	3.9	4.0	3.9	47.7	18.2	17.0	19.6	5.0	5.6	4.4	13.0
AT	38,947	47,098	48.6	4.3	4.3	4.2	53.5	14.8	9.3	22.4	8.2	8.8	7.6	18.4
PL	25,660	30,334	38.3	3.9	4.0	3.8	39.4	21.9	20.4	23.5	9.1	10.4	7.6	7.8
PT	23,575	30,486	46.6	5.1	5.2	5.1	44.2	4.0	3.2	4.7	10.3	11.6	9.0	12.5
RO	26,338	27,563	36.9	6.0	6.2	5.8	42.6	20.0	22.0	17.8	14.5	17.8	9.9	4.5
SI	34,431	40,073	52.0	3.3	3.3	3.3	51.4	16.5	13.9	19.4	4.8	5.4	4.0	8.2
SK	21,504	28,221	42.6	3.1	3.1	3.1	52.4	16.0	13.0	19.2	7.1	7.9	6.2	17.7
FI	34,112	41,049	46.9	3.8	3.9	3.6	48.8	5.0	3.4	6.4	2.5	2.9	2.1	15.5
SE	33,533	40,163	45.5	4.4	4.5	4.3	55.6	3.6	2.8	4.4	7.5	8.3	6.5	11.1
EU 27	32,332	40,633	46.8	4.7	4.8	4.7	50.6	15.2	12.5	18.2	8.5	9.3	7.5	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 a percentage of average gross hourly earnings for men.

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

2022, 2018 (low-wage-earners), EU 27 without GR, rankings of the indicators, the subdimensions and the total dimension

	Income			Income Distribution				Working Poor			Gender Pay Gap	
	Nominal compensation	Compensation of employees	Subdimension	Compensation of employees as % of GDP	S80/S20 quintile ratio	Share of tax revenue from labour	Subdimension	Low-wage employment rate	At-risk-of-poverty rate of employed persons (working poor)	Subdimension	Gender pay gap	Total dimension
1	LU	LU	LU	FR	SK	BG	HR	SE	FI	FI	LU	LU
2	DK	BE	BE	DE	SI	HR	SI	PT	CZ	SE	IT	BE
3	BE	FR	DK	SI	CZ	PL	NL	FI	BE	DK	RO	FI
4	IE	AT	AT	LU	BE	CY	FI	IT	HR	BE	BE	SI
5	AT	IE	IE	AT	FI	IE	CY	FR	SI	CZ	PL	DK
6	FR	DK	FR	DK	PL	HU	BE	DK	NL	FR	SI	FR
7	NL	NL	NL	BE	NL	RO	PL	LU	IE	PT	ES	NL
8	DE	DE	DE	ES	HU	MT	FR	HU	DK	HU	IE	SE
9	SI	IT	FI	EE	DK	PT	LU	BE	HU	SI	CY	HR
10	FI	FI	SI	LV	IE	NL	HU	ES	MT	HR	MT	AT
11	SE	SE	SE	NL	AT	LV	CZ	AT	SK	NL	SE	IE
12	LT	SI	IT	FI	CY	LU	PT	CZ	DE	MT	LT	MT
13	MT	ES	ES	PT	SE	IT	DK	MT	FR	SK	HR	IT
14	ES	MT	LT	LT	DE	FI	SK	SK	SE	IE	PT	PT
15	IT	LT	MT	SE	LU	LT	MT	SI	LT	AT	BG	CZ
16	RO	CZ	CZ	CZ	HR	ES	DE	NL	CY	IT	NL	DE
17	HR	EE	HR	HR	FR	CZ	AT	HR	AT	CY	DK	CY
18	PL	PT	PL	SK	MT	FR	BG	CY	PL	DE	FR	PL
19	LV	PL	EE	BG	PT	SI	SE	IE	LV	LU	FI	ES
20	CZ	LV	LV	MT	EE	BE	ES	RO	BG	LT	LV	HU
21	CY	CY	CY	CY	IT	EE	EE	DE	PT	ES	HU	SK
22	EE	HR	RO	IT	ES	SK	LV	BG	EE	PL	DE	LT
23	PT	SK	PT	HU	RO	DK	RO	PL	IT	BG	SK	RO
24	SK	RO	SK	PL	LV	AT	LT	EE	ES	LV	CZ	BG
25	HU	HU	HU	RO	LT	DE	IT	LT	LU	EE	AT	LV
26	BG	BG	BG	IE	BG	SE	IE	LV	RO	RO	EE	EE

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

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

2022 (subdimensions "At risk-of-poverty" and "Educational expenses"), 2021 (subdimension "Social expenditure by function"), EU 27

	Social Expenditure per Function							At-Risk-of-Poverty			Educational Expenses
	All functions	Illness/ Health care	Disability/ Infirmity	Old age	Family/ Children	Unemployment[1]	Other functions[2]	At-risk-of-poverty rate after social transfers	Improvement in the at-risk-of-poverty rate through social transfers	Relative median value of the at-risk-of-poverty gap	Public education expenditure
	As % of GDP							In %	In percentage points	In % of the at-risk-of-poverty threshold	As % of GDP
BE	28.6	8.2	2.6	11.3	2.1	0.30	2.5	13.2	12.6	18.2	6.3
BG	18.3	5.3	1.6	8.1	1.6	0.09	1.2	22.9	7.4	26.0	3.9
CZ	21.2	7.5	1.2	8.7	1.8	0.38	0.9	10.2	6.8	18.3	4.9
DK	29.4	6.9	4.9	11.2	3.2	0.24	2.0	12.4	12.6	19.4	5.3
DE	30.6	10.0	2.2	10.9	3.6	0.41	2.4	14.8	10.8	20.3	4.5
EE	17.1	5.1	1.9	6.9	2.2	0.14	0.2	22.8	8.9	23.4	5.8
IE	13.2	5.4	0.7	3.7	1.1	0.22	0.9	14.0	18.1	18.1	2.7
GR	26.8	6.0	1.1	14.0	1.4	0.07	3.3	18.8	4.8	23.8	3.8
ES	27.6	8.0	1.7	10.8	1.5	0.17	3.0	20.4	7.7	27.8	4.4
FR	33.4	10.3	2.0	12.8	2.2	0.30	3.6	15.6	11.3	20.2	5.2
HR	21.8	7.7	2.0	7.5	2.0	0.08	2.1	18.0	4.6	25.3	4.8
IT	30.7	7.1	1.6	14.6	1.2	0.21	4.2	20.1	7.0	26.1	4.1
CY	21.8	6.0	0.7	8.7	1.0	0.32	2.8	13.9	6.2	16.0	5.1
LV	19.1	6.3	1.5	7.6	2.1	0.14	0.5	22.5	7.5	27.7	5.3
LT	18.0	5.5	1.4	6.6	2.0	0.24	0.8	20.9	9.1	22.8	4.9
LU	21.5	5.8	2.5	7.2	3.2	0.17	2.0	17.3	8.8	18.2	4.7
HU	17.4	5.6	0.9	7.4	1.8	0.10	1.3	12.1	7.0	19.4	5.1
MT	17.8	5.8	0.6	6.5	0.9	0.71	1.5	16.7	6.0	16.5	5.0
NL	27.9	10.0	2.4	10.6	1.3	0.17	2.9	14.5	7.4	19.2	5.1
AT	32.3	8.8	1.8	13.8	2.7	0.48	2.3	14.8	10.7	23.9	4.8
PL	22.5	5.8	1.1	9.9	3.4	0.12	1.8	13.7	8.6	20.7	4.6
PT	25.6	7.1	1.7	11.8	1.3	0.22	2.1	16.4	5.1	21.7	4.3
RO	16.3	4.4	0.8	8.2	1.9	0.02	0.8	21.2	4.2	32.0	3.2
SI	24.8	8.5	1.2	9.5	1.9	0.35	2.0	12.1	7.2	17.1	5.6
SK	18.9	6.1	1.4	7.7	1.9	0.12	1.0	13.7	7.0	18.4	4.5
FI	30.6	7.1	2.8	13.0	3.1	0.26	2.6	12.7	12.6	14.8	5.5
SE	27.4	8.0	2.4	12.0	2.8	0.11	1.1	16.0	10.6	21.7	6.3
EU 27	28.7	8.5	2.0	11.4	2.4	0.24	2.7	16.5	8.9	23.1	4.7

S: Eurostat.– [1]) Expenditure on unemployment as % of GDP divided by the unemployment rate. [2]) Other functions: expenditures on survivors, housing and social exclusion.

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

2022 (subdimensions "At risk-of-poverty" and "Educational expenses"), 2021 (subdimension "Social expenditure by function"), EU 27, rankings of the indicators, the subdimensions and the total dimension

	Social Expenditure by Function							At-Risk-of-Poverty				Educational Expenses	
	Illness/ Healthcare	Disability/ Infirmity	Old age	Family/ Children	Unemployment	Other functions	Subdimension	At-risk-of-poverty rate after social transfers	Improvement in the at-risk-of-poverty rate through social transfers	Relative median value of the at-risk-of-poverty gap	Subdimension	Public education expenditure	Total dimension
1	FR	DK	IT	DE	MT	IT	DE	CZ	IE	FI	IE	BE	FI
2	DE	FI	GR	PL	AT	FR	FR	HU	BE	CY	FI	SE	DK
3	NL	BE	AT	DK	DE	GR	DK	SI	FI	MT	BE	EE	BE
4	AT	LU	FI	LU	CZ	ES	AT	DK	DK	SI	DK	SI	FR
5	SI	NL	FR	FI	SI	NL	FI	FI	FR	IE	CZ	FI	DE
6	BE	SE	SE	SE	CY	CY	BE	BE	DE	BE	SI	DK	AT
7	ES	DE	PT	AT	FR	FI	IT	PL	AT	LU	DE	LV	SE
8	SE	FR	BE	EE	BE	BE	NL	SK	SE	CZ	FR	FR	SI
9	HR	HR	DK	FR	FI	DE	SE	CY	LT	SK	CY	CY	NL
10	CZ	EE	DE	BE	LT	AT	SI	IE	EE	NL	HU	HU	CZ
11	FI	AT	ES	LV	DK	HR	ES	NL	LU	DK	SK	NL	LU
12	IT	ES	NL	HR	IE	PT	LU	AT	PL	HU	PL	MT	PL
13	PT	PT	PL	LT	PT	DK	PT	DE	ES	FR	SE	CZ	CY
14	DK	BG	SI	RO	IT	LU	GR	FR	LV	DE	NL	LT	IT
15	LV	IT	CY	SI	LU	SI	PL	SE	BG	PL	LU	AT	MT
16	SK	LV	CZ	SK	ES	PL	HR	PT	NL	PT	AT	HR	PT
17	CY	LT	RO	CZ	NL	MT	CZ	MT	SI	SE	MT	LU	ES
18	GR	SK	BG	HU	LV	HU	MT	LU	HU	LT	PT	PL	SK
19	LU	CZ	SK	BG	EE	BG	CY	HR	IT	EE	LT	DE	HU
20	MT	SI	LV	ES	PL	SE	LV	GR	SK	GR	EE	SK	HR
21	PL	GR	HR	GR	SK	SK	LT	IT	CZ	AT	GR	ES	GR
22	HU	PL	HU	NL	SE	CZ	SK	ES	CY	HR	IT	PT	IE
23	LT	HU	LU	PT	HU	IE	BG	LT	MT	BG	HR	IT	LT
24	IE	RO	EE	IT	BG	LT	EE	RO	PT	IT	ES	BG	EE
25	BG	CY	LT	IE	HR	RO	HU	LV	GR	LV	BG	GR	LV
26	EE	IE	MT	CY	GR	LV	RO	EE	HR	ES	LV	RO	BG
27	RO	MT	IE	MT	RO	EE	IE	BG	RO	RO	RO	IE	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 value.

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Table 11: **Additional indicators**

2022, EU 27

	Employment rate (20 to 64 years) In %			Formal childcare In % of under 3-year-olds
	Total	Men	Women	1 to 29 hours per week
BE	71.9	75.7	68.1	17.9
BG	75.9	79.6	72.1	6.0
CZ	81.3	88.6	73.7	5.0
DK	80.1	82.8	77.4	6.8
DE	80.7	84.6	76.8	6.7
EE	81.9	83.3	80.4	12.3
IE	78.2	83.9	72.6	6.7
GR	66.3	76.9	55.9	8.7
ES	69.5	75.0	64.1	25.9
FR	74.0	77.0	71.2	18.7
HR	69.7	74.5	65.0	1.8
IT	64.8	74.7	55.0	10.8
CY	77.9	84.2	72.1	4.7
LV	77.0	78.6	75.5	2.1
LT	79.0	79.4	78.6	0.4
LU	74.8	78.0	71.5	18.2
HU	80.2	85.1	75.3	3.9
MT	80.1	86.2	72.9	19.5
NL	82.9	86.9	79.0	61.3
AT	77.3	81.2	73.4	14.6
PL	76.7	83.1	70.2	1.6
PT	77.1	80.2	74.3	2.1
RO	68.5	77.7	59.1	8.0
SI	77.9	81.2	74.3	2.6
SK	76.7	80.7	72.6	0.0
FI	78.4	79.0	77.8	8.0
SE	82.2	85.0	79.2	16.3
EU-27	74.6	80.0	69.3	15.1

S: Eurostat.

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Table 12: **Index point values in 2008 to 2022 in Dimension 1 "Overall Labour Market Performance"**

EU 27

	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	Range 2008-2022
BE	5.20	4.69	4.80	4.91	4.77	4.61	4.71	4.76	4.88	5.05	5.26	5.46	5.07	5.44	5.69	1.08
BG	5.02	4.39	3.55	3.51	3.35	3.51	3.78	4.08	4.20	4.76	4.65	5.16	4.52	4.89	5.35	2.00
CZ	5.63	4.70	4.67	4.86	4.95	4.99	5.20	5.51	5.73	5.98	6.17	6.23	5.74	6.02	6.36	1.70
DK	6.59	5.41	5.27	5.54	5.39	5.50	5.66	5.84	5.96	6.07	6.27	6.43	6.02	6.73	7.12	1.85
DE	5.41	5.08	5.31	5.68	5.73	5.76	5.86	5.89	6.01	6.12	6.21	6.33	5.81	5.96	6.28	1.24
EE	5.90	2.99	3.10	5.31	4.98	5.06	5.18	5.51	5.09	5.65	5.68	6.18	5.28	5.80	6.52	3.53
IE	5.86	3.64	3.67	3.83	3.95	4.62	5.00	6.29	6.48	6.87	7.43	7.82	7.26	9.09	10.00	6.36
GR	4.92	4.33	3.43	2.11	1.08	1.00	1.58	1.02	1.92	1.71	2.65	2.71	2.04	3.02	3.93	3.92
ES	4.62	2.78	2.98	2.61	1.90	1.87	2.53	3.14	3.42	3.84	4.08	4.38	2.91	4.11	4.61	2.76
FR	5.14	4.62	4.72	4.81	4.70	4.67	4.62	4.58	4.68	4.84	4.96	5.16	4.79	5.42	5.54	0.95
HR	4.55	3.94	3.04	2.56	2.20	2.05	2.85	2.89	3.07	3.71	4.12	4.65	3.88	4.64	5.18	3.13
IT	4.35	3.78	3.75	3.83	3.49	3.02	3.21	3.39	3.61	3.71	3.81	3.94	3.35	3.91	4.46	1.44
CY	6.39	5.46	5.31	4.92	3.71	2.67	3.05	3.67	4.37	4.84	5.40	5.66	4.82	5.69	6.10	3.72
LV	5.74	2.05	2.48	3.93	4.27	4.70	4.35	4.82	4.53	4.72	5.31	5.49	5.00	4.94	5.74	3.69
LT	5.38	3.11	2.94	4.19	4.65	4.76	5.05	5.10	5.42	5.13	5.72	6.12	5.50	6.01	6.64	3.70
LU	7.49	6.83	6.96	6.93	6.91	6.80	6.99	6.86	6.88	6.90	6.95	7.09	6.61	7.29	7.39	0.88
HU	3.67	3.17	3.18	3.29	3.42	3.65	4.58	4.57	5.10	5.19	5.47	5.65	5.15	5.95	6.27	3.09
MT	4.24	3.75	4.07	4.39	4.62	5.08	5.58	5.61	5.94	6.72	6.73	6.90	6.15	6.75	7.43	3.68
NL	6.13	5.53	5.37	5.58	5.36	5.07	5.13	5.39	5.57	5.86	6.11	6.25	5.74	6.52	7.06	1.99
AT	6.11	5.51	5.71	5.90	5.83	5.68	5.65	5.58	5.66	5.77	5.95	6.03	5.33	5.73	6.14	0.80
PL	4.62	4.11	3.60	4.16	4.12	4.05	4.52	4.77	4.89	5.18	5.35	5.51	5.49	6.03	6.45	2.85
PT	4.80	3.99	3.96	3.48	2.68	2.75	3.68	3.94	4.22	4.88	5.14	5.18	4.46	5.16	5.54	2.86
RO	4.39	3.87	3.95	3.98	4.44	4.06	4.27	4.04	4.10	4.90	4.73	5.08	4.74	4.77	4.89	1.21
SI	5.96	4.88	4.52	4.32	4.24	3.97	4.22	4.51	4.69	5.26	5.63	5.87	5.24	5.71	6.23	2.26
SK	5.20	4.00	3.94	4.43	4.17	3.96	4.36	4.70	4.91	4.96	5.19	5.36	4.70	5.12	5.66	1.72
FI	6.42	5.13	5.26	5.66	5.53	5.16	5.08	5.01	5.18	5.35	5.84	5.95	5.34	5.90	6.27	1.40
SE	6.44	5.52	5.87	6.33	6.09	6.14	6.23	6.39	6.47	6.60	6.60	6.53	5.94	6.33	6.80	1.28
1st quartile	4.71	3.77	3.49	3.83	3.60	3.58	4.00	4.06	4.30	4.84	5.05	5.17	4.72	5.03	5.54	
2nd quartile	5.38	4.33	3.96	4.39	4.44	4.62	4.62	4.77	4.91	5.18	5.47	5.66	5.24	5.73	6.23	
3rd quartile	6.04	5.11	5.27	5.42	5.17	5.08	5.19	5.55	5.69	5.92	6.14	6.24	5.74	6.03	6.58	
Range	3.81	4.78	4.47	4.82	5.83	5.80	5.41	5.84	4.96	5.19	4.78	5.11	5.22	6.07	6.07	

S: Eurostat, WIFO calculations. – Recalculation of Dimension 1 based on revised values. – Calculation of the index point values based on a global minimum and maximum in the period 2008-2022. – Values highlighted in green (blue) indicate the highest (lowest) index point value of a country within the period 2008 to 2022.

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Table 13: **Rankings in 2008 to 2022 in Dimension 1 "Overall Labour Market Performance"**

EU 27

	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
BE	16	11	9	10	10	15	13	15	16	16	18	18	16	17	18
BG	18	13	20	22	23	21	21	20	22	22	23	22	22	22	22
CZ	12	10	11	11	9	10	7	9	7	7	7	8	7	8	10
DK	2	6	7	7	6	5	4	5	5	6	5	5	4	4	4
DE	13	8	6	4	4	3	3	4	4	5	6	6	6	10	11
EE	9	25	23	8	8	9	8	8	13	10	12	9	13	13	8
IE	10	22	18	21	19	14	12	3	2	2	1	1	1	1	1
GR	19	14	21	27	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	25
FR	17	12	10	12	11	13	14	17	18	21	21	21	19	18	21
HR	23	18	24	26	25	25	25	26	26	25	24	24	24	24	23
IT	25	20	17	20	21	22	23	24	24	26	26	26	25	26	26
CY	5	5	5	9	20	24	24	23	20	20	15	14	18	16	16
LV	11	27	27	19	15	12	18	13	19	23	17	17	17	21	17
LT	14	24	26	16	12	11	11	11	10	15	11	10	9	9	7
LU	1	1	1	1	1	1	1	1	1	1	2	2	2	2	3
HU	27	23	22	24	22	20	15	18	12	13	14	15	15	11	13
MT	26	21	13	14	13	7	6	6	6	3	3	3	3	3	2
NL	6	2	4	6	7	8	9	10	9	8	8	7	8	5	5
AT	7	4	3	3	3	4	5	7	8	9	9	11	12	14	15
PL	22	15	19	17	18	17	16	14	15	14	16	16	10	7	9
PT	20	17	14	23	24	23	22	22	21	19	20	20	23	19	20
RO	24	19	15	18	14	16	19	21	23	18	22	23	20	23	24
SI	8	9	12	15	16	18	20	19	17	12	13	13	14	15	14
SK	15	16	16	13	17	19	17	16	14	17	19	19	21	20	19
FI	4	7	8	5	5	6	10	12	11	11	10	12	11	12	12
SE	3	3	2	2	2	2	2	2	3	4	4	4	5	6	6

S: Eurostat, WDS – WIFO data system, WIFO calculations. – Recalculation of Dimension 1 based on revised data. – Calculation of the index point values based on a global minimum and maximum of the years 2008 to 2022.

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Table 14: **Short-time work programmes and their allocation to the intervention measures of active labour market policy**

2021 and 2020, EU 27 without IT, LV, RO

	Name of the programme	Category[1]	Label	Expenditure 2021[2]	Expenditure 2020[2]
				In million €	
BE	Temporary unemployment for economic reasons (FED)	8.2	82_BE144	2,119.59	4,189.69
BG	a) COVID-19 – Employment scheme for preserving jobs in the most affected sectors b) Short-term support for employment in the COVID-19 pandemic c) Save me – Project	4.2	a) 42_BG101 b) 42_BG102 c) 42_BG104	606.56	331.67
CZ	Targeted Programme Antivirus	8.2	82_CZ29	1,005.93	899.11
DK	Division of Labour (temporary)	8.2	82_DK47	188.25	41.86
DE	Short-time working allowance – Short-time working allowance caused by conjuncture	8.2	82_DE14_2	12,123.42	12,576.39
EE	Temporary subsidy	8.2	82_EE54	70.60	255.93
IE	a) Temporary wage subsidy scheme (TWSS) b) Employment wage subsidy (EWSS)	4.2	a) 42_IE75 b) 42_IE76	4,586.60	4,080.85
GR	a) Benefit due to temporary lay-off (availability) b) Partial unemployment benefit	8.2	a) 82_EL135 b) 82_EL172	0.44	1.27
ES	Partial unemployment benefit	8.2	82_ES4	5,274.10	15,255.91
FR	a) Partial unemployment benefit – Partial unemployment benefit (AP) b) Partial unemployment benefit – Long-term partial unemployment benefit (APLD)	8.2	a) 82_FR4_1 b) 82_FR4_2	10,630.06	25,691.88
HR	Job preservation support due to COVID-19	8.2	82_HR109	620.55	1,001.76
CY	a) Special scheme for total suspension of operations b) Special scheme for partial suspension of operations c) Special scheme for partial suspension of hotel units and tourist accommodation d) Special scheme to support businesses of tourism sector that have partially suspended operations e) Special scheme to support businesses of tourism sector that have fully suspended operations f) Special scheme for businesses exercising certain economic activities g) Special scheme for total suspension of hotel units and tourist accommodation	8.2	a) 82_CY65 b) 82_CY66 c) 82_CY69 d) 82_CY70 e) 82_CY71 f) 82_CY72 g) 82_CY73	246.74	413.91
LT	a) Subsidies for wage after downtime b) Subsidies for downtime	a) 4.2 b) 8.2	a) 42_LT45 b) 82_LT44	a) 94.25 b) 336.77	a) 545.92 b) 183.02
LU	Partial unemployment benefit	8.2	82_LU1	203.16	973.55
HU	Job protection wage support program – Kurzarbeit	8.2	82_HU49	n.a.	93.27
MT	COVID wage supplement	8.2	82_MT87	331.52	340.90
NL	NOW – Temporary emergency job retention – measure	4.2	42_NL76_2	8,686.00	13,184.00
AT	Short-time working allowance	8.2	82_AT20	3,704.42	5,489.22

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	Name of the programme	Category[1]	Label	Expenditure 2021[2]	Expenditure 2020[2]
				In million €	
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	a) 42_PL71 b) 42_PL77 c) 42_PL78 d) 42_PL82 e) 82_PL76	a-d) 1,210.29 e) 5.83	a-d) 2,388.32 e) 1,393.12
PT	a) Short-time working or temporary suspension of employment b) Support for the maintenance of contracts/jobs (simplified lay-off) c) Support for progressive recovery of activity	8.2	a) 82_PT1 b) 82_PT188 c) 82_PT189	927.52	984.73
SI	Temporary lay-off scheme	8.2	82_SI144	193.23	403.63
SK	First aid (§54 e)	8.2	82_SK46	1,429.22	772.53
FI	Earnings-related unemployment allowance for partially unemployed	8.2	82_FI30	51.82	92.29
SE	Short-time work allowance	8.2	82_SE99	938.42	2,985.96

S: Eurostat, WIFO. – [1] 4.2 ... "Employment maintenance incentives", 8.2 ... "Partial unemployment benefits". [2] Total or per category (4.2, 8.2). – n.a. ... Programme was not implemented this year.

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Table 15: **Expenditure on active labour market policy 2021**

EU 27 without IT, LV, RO

| | GDP | Expenditure on active labour market policy | | | Expenditure on active labour market policy |
| | | Categories 2 to 7[1]) | Category 8.2[2]) | Total | Total |
	In million €	In million €			As % of GDP
BE	507,929.6	2,691.4	2,119.6	4,811.0	0.947
BG	71,060.1	729.1	n.a.	729.1	1.026
CZ	238,249.5	433.6	1,005.9	1,439.5	0.604
DK	342,961.7	4,082.4	188.3	4,270.7	1.245
DE	3,617,450.0	9,590.9	12,123.4	21,714.4	0.600
EE	31,169.0	126.3	70.6	196.9	0.632
IE	434,069.7	5,368.0	n.a.	5,368.0	1.237
GR	181,500.4	554.8	0.4	555.3	0.306
ES	1,222,290.0	9,597.7	5,274.1	14,871.8	1.217
FR	2,502,118.0	14,402.4	10,630.1	25,032.5	1.000
HR	58,455.1	324.3	620.6	944.8	1.616
CY	24,927.6	8.8	246.7	255.5	1.025
LT	56,478.1	181.2	336.8	518.0	0.917
LU	72,360.9	390.5	203.2	593.6	0.820
HU	153,963.3	515.7	n.a.	515.7	0.335
MT	15,323.5	9.4	331.5	340.9	2.225
NL	870,587.0	12,027.1	n.a.	12,027.1	1.381
AT	405,241.4	2,608.4	3,704.4	6,312.8	1.558
PL	576,382.6	2,661.0	5.8	2,666.9	0.463
PT	216,053.2	1,230.2	927.5	2,157.7	0.999
SI	52,278.8	78.1	193.2	271.3	0.519
SK	100,255.7	141.8	1,429.2	1,571.0	1.567
FI	250,664.0	1,729.5	51.8	1,781.3	0.711
SE	540,734.0	4,041.2	938.4	4,979.6	0.921

S: Eurostat, WIFO calculations. – [1]) Measures in categories 2 (training), 4 (employment incentives), 5 (supported employment and rehabilitation), 6 (direct job creation) and 7 (start-up incentives). [2]) Category partial unemployment benefits, restricted to short-time work programmes (Table 14). – n.a. ... No expenditure in this category.

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Table 16: **Expenditure on active labour market policy 2020**

EU 27 without IT, LV, RO

	GDP	Expenditure on active labour market policy			Expenditure on active labour market policy
		Categories 2 to 7[1])	Category 8.2[2])	Total	Total
	In million €	In million €			As % of GDP
BE	460,747.7	2,603.4	4,189.7	6,793.1	1.474
BG	61,607.7	421.5	n.a.	421.5	0.684
CZ	215,805.4	372.7	899.1	1,271.8	0.589
DK	311,356.3	4,039.5	41.9	4,081.3	1.311
DE	3,403,730.0	9,437.9	12,576.4	22,014.3	0.647
EE	27,430.0	111.2	255.9	367.1	1.338
IE	375,249.6	4,964.7	n.a.	4,964.7	1.323
GR	165,015.7	320.1	1.2	321.3	0.195
ES	1,119,010.0	11,621.0	15,255.9	26,876.9	2.402
FR	2,317,832.0	11,435.7	25,691.9	37,127.6	1.602
HR	50,543.1	163.7	1,001.8	1,165.4	2.306
CY	22,086.6	9.7	413.9	423.6	1.918
LT	49,873.2	628.5	183.0	811.6	1.627
LU	64,524.3	413.6	973.6	1,387.2	2.150
HU	137,866.0	754.1	93.3	847.4	0.615
MT	13,351.5	7.9	340.9	348.8	2.613
NL	796,530.0	16,390.7	n.a.	16,390.7	2.058
AT	380,888.5	2,127.3	5,489.2	7,616.5	2.000
PL	526,147.2	3,649.4	1,393.1	5,042.5	0.958
PT	200,518.9	894.4	984.7	1,879.1	0.937
SI	47,044.9	63.5	403.6	467.1	0.993
SK	93,444.1	271.4	772.5	1,044.0	1.117
FI	238,038.0	1,672.3	92.3	1,764.6	0.741
SE	480,556.4	3,413.0	2,986.0	6,398.9	1.332

S: Eurostat, WIFO calculations. – [1]) Measures in categories 2 (training), 4 (employment incentives), 5 (supported employment and rehabilitation), 6 (direct job creation) and 7 (start-up incentives). [2]) Category partial unemployment benefits, restricted to short-time work programmes (Table 14). – n.a. ... No expenditure in this category.

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