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Labour Market Monitor 2020

An EU-wide Labour Market Monitoring System Updated Annually

Executive Summary: EU in a Nutshell

Ulrike Huemer, Helmut Mahringer

Research assistants: Anna Albert, Marion Kogler

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Internal review: Julia Bock-Schappelwein
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The report is an update of a set of labour market indices first developed and tested in 2010 in collaboration with experts of the Vienna Chamber of Labour (AK). The Austrian labour market is examined relative to the other 27 EU countries (including UK; reference year 2019) according to the following key dimensions: 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.

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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 28 countries¹⁾. 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.

¹⁾ All countries for which data is available for all indicators are included in the respective index. The UK is still treated as an EU 28 member as its withdrawal from the EU was completed in February 2020 and the current version of the LMM mainly includes indicators for 2018 and 2019.

At the time of writing, the most recent data for the Labour Market Monitor was from 2019, so the economic crisis that began with the fight against or containment of the COVID-19 pandemic in 2020 is not yet reflected in the data. Against this backdrop, this edition outlines the situation prior to the current economic crisis and provides an important description of the initial situation. The look at the development of country performance over time in two dimensions of the Labour Market Monitor sheds light on the labour market's ability to recover after the financial and economic crisis in 2009 and describes what results were achieved at the peak of the economic cycle.

The present report summarises the current results²⁾ of the five dimensions of the Labour Market Monitor: It provides a (carto-)graphic overview and presents the main characteristics of the top countries in the five key labour market dimensions defined. In addition, 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 2020 Labour Market Monitor these were primarily data from the years 2019 and 2018. 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.

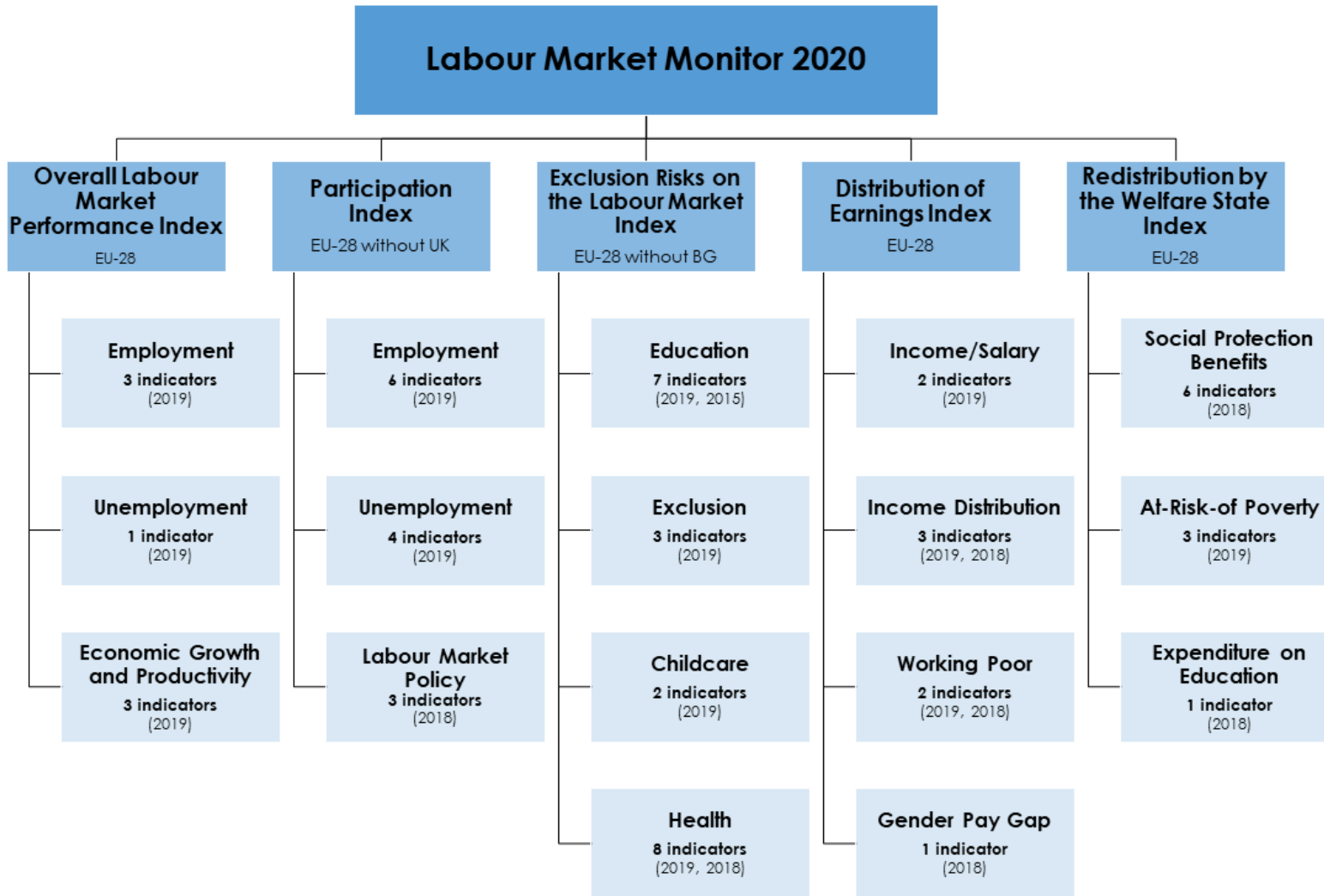
2.1 The five dimensions

- 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.

²⁾ Huemer, U., Mahringer, H., Arbeitsmarktmonitor 2020 – Update des jährlichen, EU-weiten Arbeitsmarktbeobachtungssystems, WIFO, Vienna, forthcoming.

- 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.

Structure of the Labour Market Monitor 2020: dimensions and subdimensions

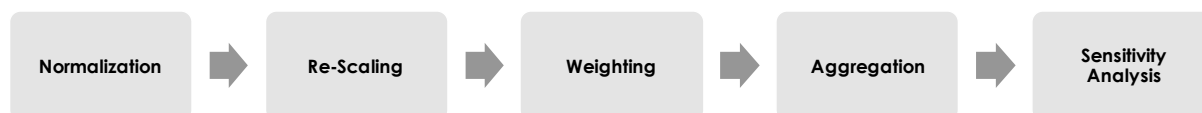


S: WIFO.

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)³⁾. 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

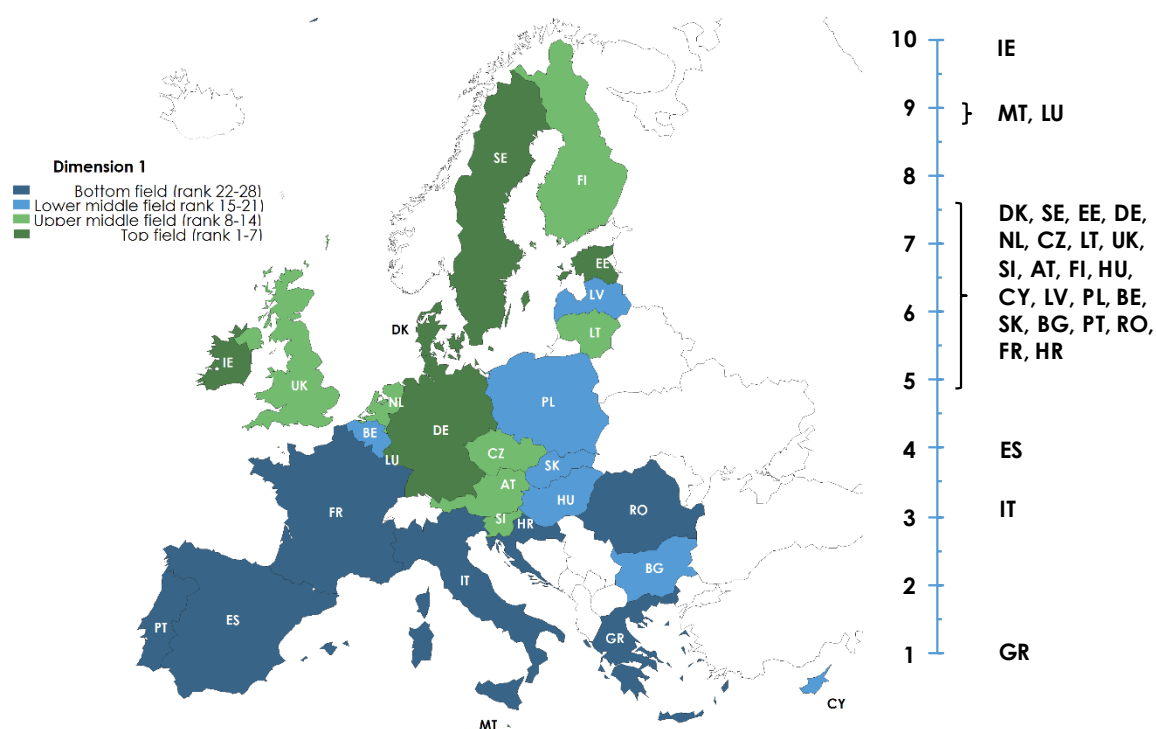
Based on the calculated index point values, four country groups are formed along the quartile limits ("top field", "upper middle field", "lower middle field", and "bottom field"). These country groups are used to carry out a comparison to the previous year: not the changes in rankings but rather the 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.

³⁾ Haas, S., Lutz, H., Mahringer, H., Rückert, E., Implementierung und Testung des „Arbeitsmarktmonitors der Arbeiterkammer Wien“, WIFO, Wien, Dezember 2010.

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.

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 2020.

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 28 28,610 €) with **above-average labour productivity per employee**. Malta and Estonia have below-average real GDP per capita, but above-average GDP per capita dynamics.
- The top countries are characterised by **either a very high employment rate** (EU 28 69.2%) **or very high employment growth** (EU 28 +1.0%).
- **Unemployment is below the EU 28 average** in most of the top countries (EU 28 6.4%).

Development of the EU 28 countries in dimension 1 "Overall Performance of the Labour Market" since 2008

- The **financial and economic crisis** at the beginning of the decade has left clear traces: The **labour market performance of the EU 28 countries** has **markedly diverged** in recent years based on the seven indicators of dimension 1 (**economic divergence within the EU 28 countries**).
- In 2019, the year before the COVID-19 pandemic, the differences between the EU 28 countries are greater than before 2008. However, **most of the EU 28 countries** were able to **recover** from the financial and economic crisis **by 2019**.
- The **speed of economic and labour market recovery varies**: Half of the countries managed to exceed the pre-crisis level – measured by index point values over time – by 2016.
- **Four countries** (Greece, Italy, Cyprus and Finland), on the other hand, were **unable to match the performance of 2008**, the year before the financial and economic crisis, by 2019, the year before the COVID-19 economic slump.

Development of the index point values of the countries in dimension 1

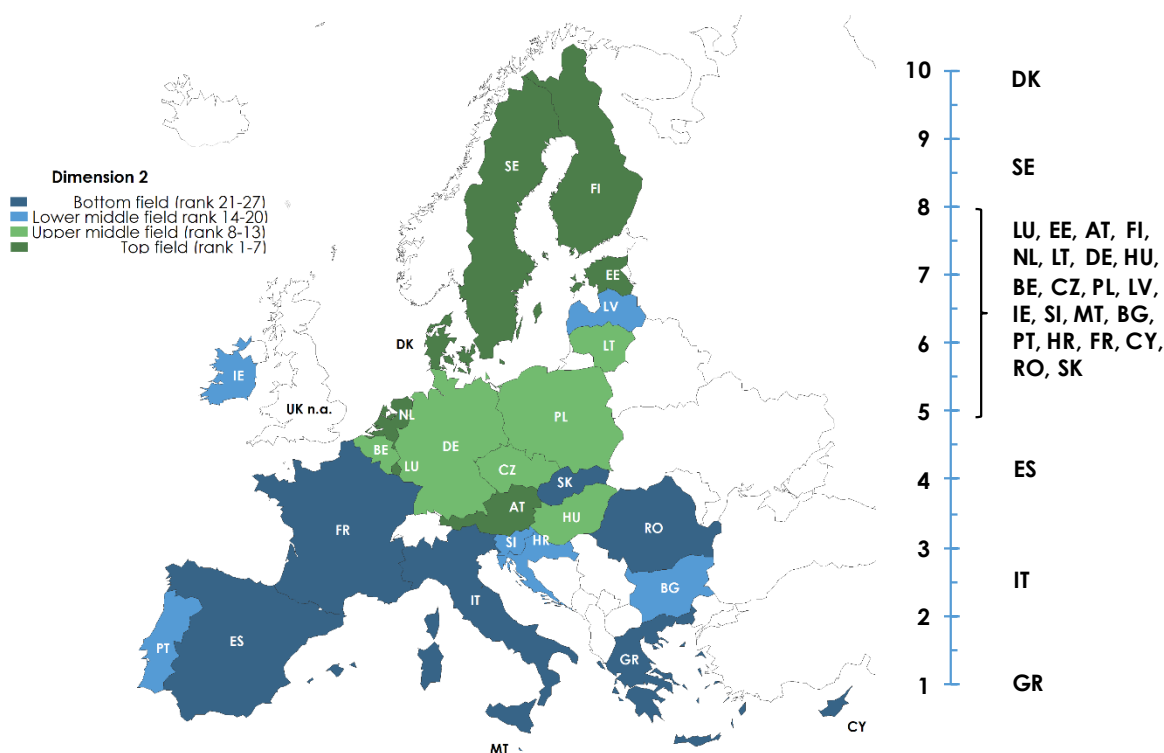
Reference year 2019, EU 28



S: Labour Market Monitor 2020. – 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 2019 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 2020. – Index calculation without UK.

What characterizes the countries of the top field?

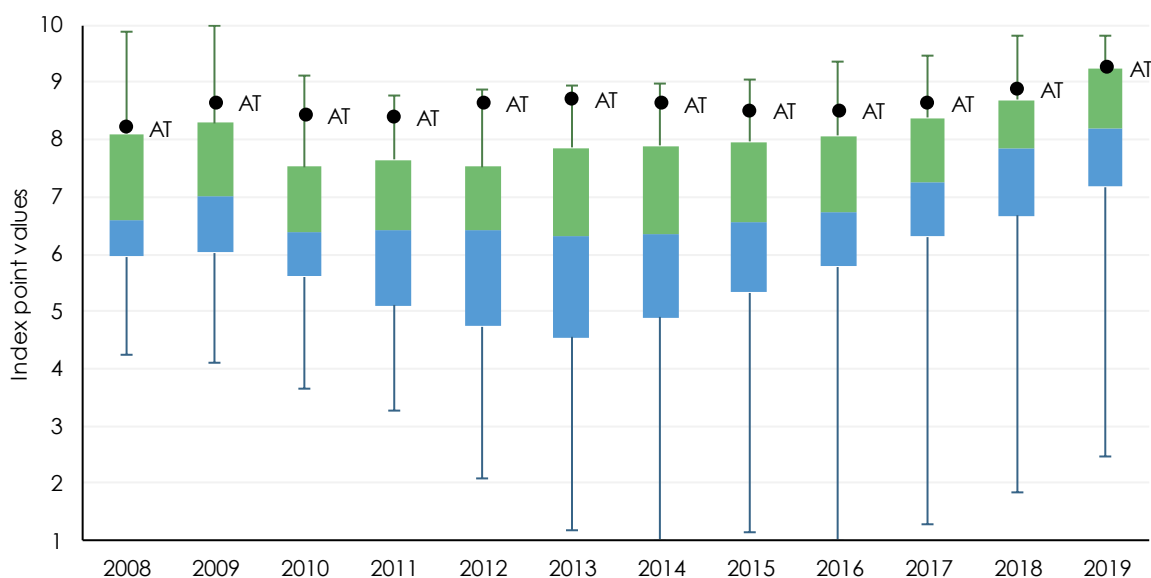
- Common to all top countries is a **below-average long-term unemployment rate** (EU 28 40.5%), an **above-average employment rate** between 25 and 44 years (EU 28 80.8%) and a **below-average gap** in the **employment rate of women and men** (15 to 64 years; EU 28 10.3 percentage points).
- The majority of countries of the top field **invest heavily in active labour market policies**.

Development of the "Participation Index" of 23 EU member states since 2008⁴⁾

- 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. The differences between the countries have increased (**divergence**).
- The **greatest country differences** in performance can be seen in **2016**.
- **Improvement in the course of the economic recovery**: Three quarters of the countries perform better in the subdimensions of employment and unemployment in 2019 than before the financial and economic crisis; however, **the recovery in most of these countries began late** – from 2017 onwards.

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

Reference year 2019, EU 28 without CY, LT, LU, MT and UK

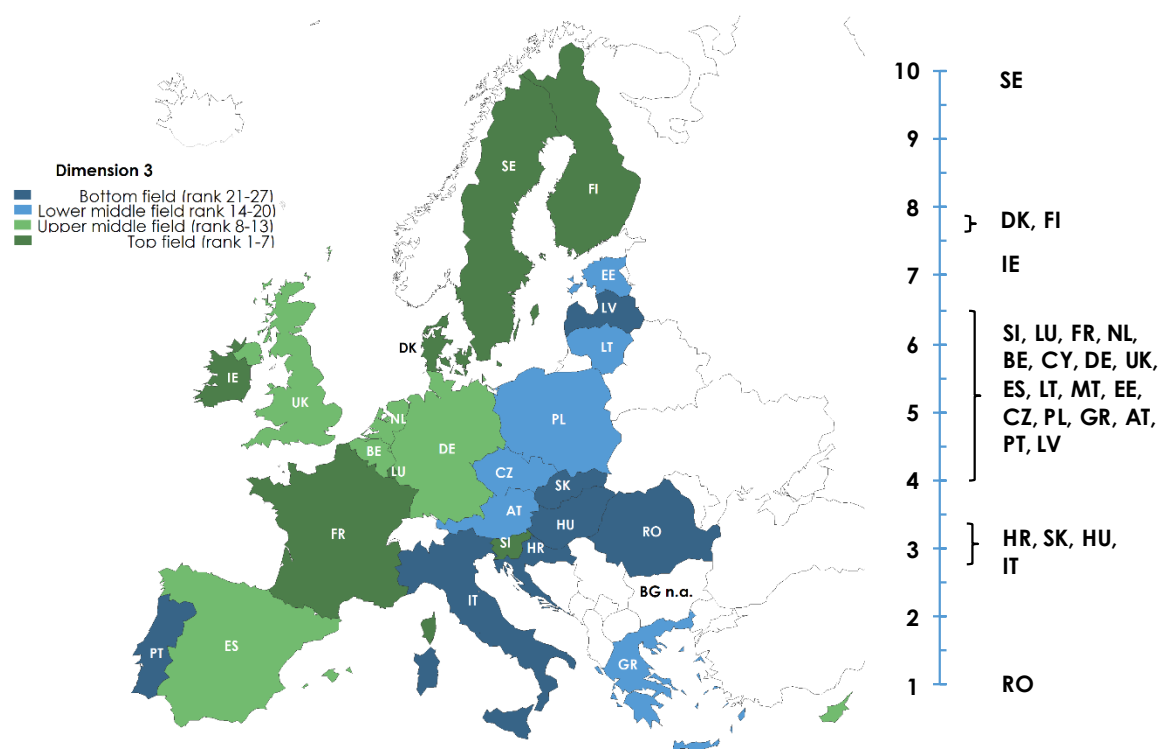


S: Labour Market Monitor 2020. – Range of index point values. Reading example: The box plot diagram visualizes the scatter and location of the countries' scores per year. In the box (green plus blue area) are the middle 50% of the countries, i. e. the upper and lower middle field. They are limited by 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 2019 was searched for and used for normalization (min-max method).

⁴⁾ EU 28 without CY, LT, LU, MT and UK. – 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.



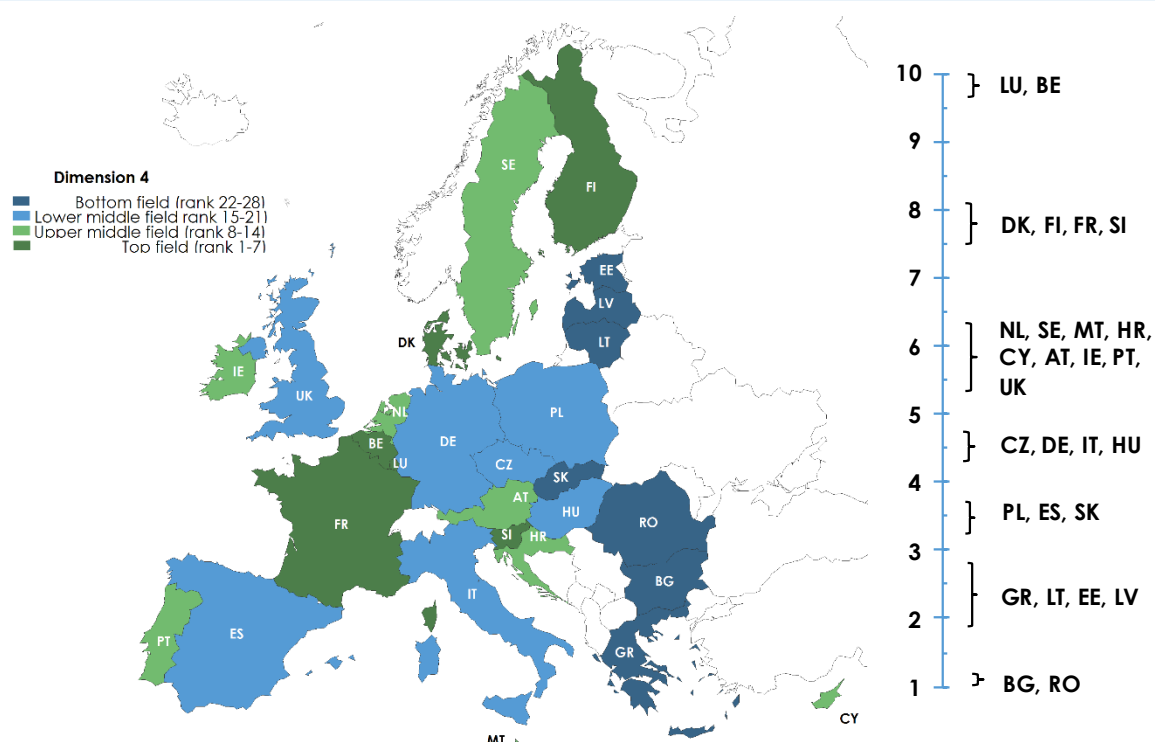
S: Labour Market Monitor 2020. – Index calculation without BG.

What characterizes the countries of the top field?

- The top countries tend to perform relatively **well in the subdimensions of education and childcare**.
- The **share of 25- to 64-year olds with tertiary education** (EU 28 33.3%) and **participation in lifelong learning** (EU 28 11.3%) are mostly **above average**.
- The **childcare rate** for under-3-year-olds is **above average** in all top countries (EU 28 35.5%). For most of the top countries, this also applies to the childcare rate with a time use of 30+ hours per week (EU 28 18.9%).

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".



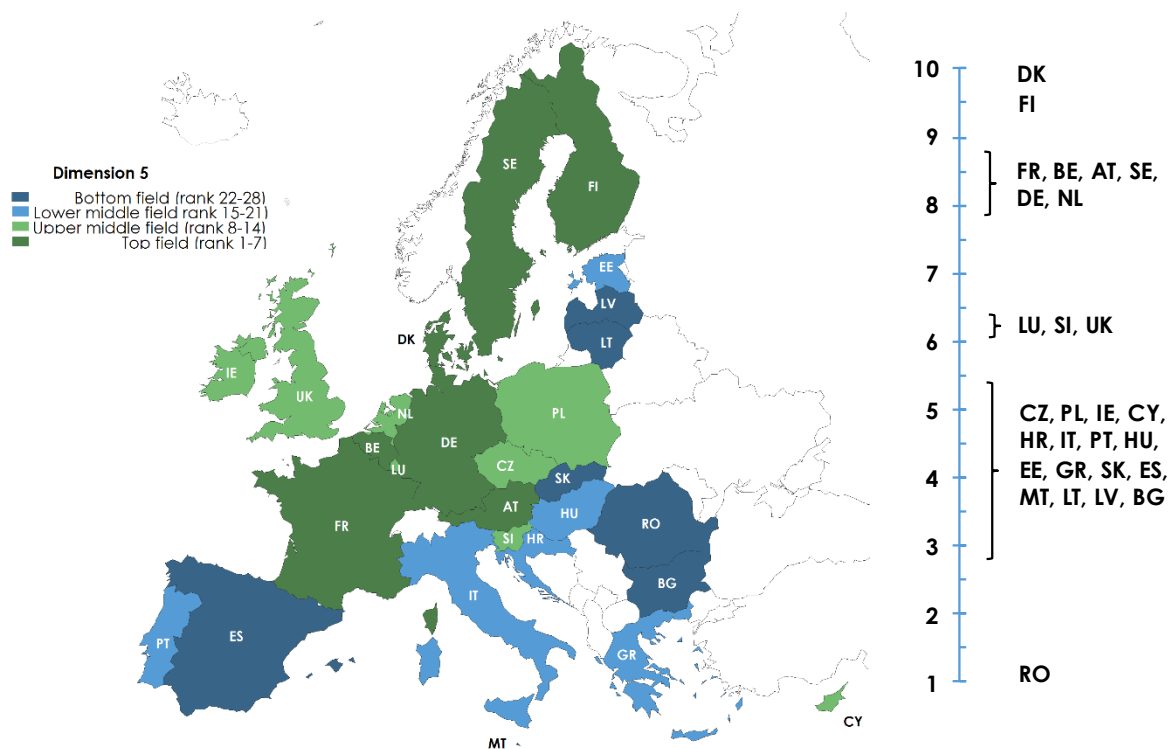
S: Labour Market Monitor 2020.

What characterizes the countries of the top field?

- **Income inequality** (income quintile share ratio EU 28 5.1) and the share of **working poor** (EU 28 9.2%) 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 28 30,448 €; compensation of employees 38,155 €).
- In most of the countries of the top field, **an above-average share of tax revenue comes from labour** (EU 28 49.9%). The relative importance of the factor labour is therefore high; this figure does not allow any conclusions to be drawn about the absolute burden on the factor labour and the tax ratio.

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 2020.

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 28 26.5%).
- In most top countries, the **at-risk-of-poverty rate** (after social transfers) is **below the EU average** (EU 28 16.8%). In most of these countries, social transfers make an above average contribution to reducing the at-risk-of-poverty rate (EU 28 8.3 percentage points).
- Countries with a **low at-risk-of-poverty rate** also tend to have a **low at-risk-of-poverty gap** (i. e. a smaller gap between the average income of people at risk of poverty and the at-risk-of-poverty threshold).
- Most of the countries of the top field have **above-average educational expenditure** as a percentage of GDP (EU 28 4.7%).

Table appendix

In the following, both the raw data and the results of the Labour Market Monitor 2020 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. However, indicators which are presented by gender are only included in the calculation of the respective dimension indices as "total".

The calculation of the sector indices is based, with a few exceptions, predominantly on the years 2018 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 28. However, due to missing data, not all 28 EU countries could be included in the calculation for two of five dimensions.

Abbreviations

The 28 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	UK	United Kingdom
EU 28	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"**

2019, EU 28

	Employment rate of 15- to 64-year-olds ¹⁾			Employment Employment rate of 15- to 64-year-olds in full time equivalents				Employment growth ²⁾	Unemployment Unemployment rate of 15- to 64-year-olds			Economic growth and productivity Real GDP per capita Index Labour productivity ³⁾ Index		
	Total	In %		Total	In %		In %		Total	In %		In Euro	2009 = 100	EU 28 = 100
		Men	Women		Men	Women				Men	Women			
BE	65.3	68.9	61.7	58.7	65.6	52.7	1.6	5.4	5.8	5.0	35,940	109.9	129.3	
BG	70.1	74.1	66.0	69.3	73.2	65.3	0.3	4.3	4.6	3.9	6,840	137.1	48.8	
CZ	75.1	81.9	68.1	73.1	80.9	65.2	0.3	2.1	1.8	2.4	18,330	124.8	85.1	
DK	75.0	78.0	72.0	65.7	71.0	61.1	1.2	5.1	4.9	5.4	49,720	115.0	117.6	
DE	76.7	80.5	72.8	66.2	76.1	56.9	0.9	3.2	3.6	2.8	35,840	117.2	103.3	
EE	75.3	78.7	71.9	71.5	76.2	66.9	1.3	4.6	4.1	5.1	15,760	145.5	78.8	
IE	69.5	75.0	64.2	62.1	70.7	54.5	2.9	5.1	5.4	4.8	60,170	165.8	195.2	
GR	56.5	65.9	47.3	53.9	64.0	44.2	1.2	17.5	14.1	21.7	17,740	83.1	73.0	
ES	63.3	68.7	57.9	59.0	66.5	51.7	2.2	14.2	12.5	16.1	25,200	109.1	98.8	
FR	65.5	68.8	62.4	60.9	66.6	55.9	1.1	8.5	8.6	8.4	33,270	110.0	117.4	
HR	62.1	67.0	57.1	60.7	66.1	55.4	3.1	6.7	6.2	7.3	12,450	117.0	73.0	
IT	59.0	68.0	50.1	54.1	65.5	43.3	0.5	10.2	9.3	11.3	26,920	101.2	105.7	
CY	70.5	76.2	65.2	66.9	73.8	60.5	3.1	7.3	6.5	8.1	24,570	104.3	83.3	
LV	72.3	73.9	70.7	69.6	72.0	67.4	-0.1	6.5	7.3	5.7	12,510	143.3	68.7	
LT	73.0	73.5	72.5	71.2	72.1	70.3	0.5	6.5	7.3	5.7	14,010	160.7	78.6	
LU	67.9	72.1	63.6	62.9	70.3	55.8	3.6	5.6	5.7	5.5	83,640	108.8	162.3	
HU	70.1	77.3	63.0	68.7	76.5	61.0	1.3	3.5	3.4	3.5	13,260	135.0	70.7	
MT	73.1	82.4	62.8	68.9	80.0	56.9	6.0	3.7	3.4	4.1	21,800	139.2	94.0	
NL	78.2	82.2	74.1	59.9	71.5	49.6	1.9	3.4	3.4	3.4	41,870	109.7	108.4	
AT	73.6	78.0	69.2	64.1	74.4	55.0	1.1	4.6	4.7	4.4	38,170	109.6	115.5	
PL	68.2	75.3	61.1	66.3	74.1	58.7	-0.2	3.3	3.1	3.7	13,000	143.3	79.8	
PT	70.5	73.6	67.6	67.5	71.5	63.8	0.8	6.7	6.1	7.3	18,590	111.3	76.9	
RO	65.8	74.6	56.8	64.3	73.0	55.3	0.0	4.0	4.4	3.5	9,120	142.3	73.1	
SI	71.8	74.8	68.6	69.0	73.0	64.9	2.5	4.5	4.1	5.0	20,700	117.8	82.7	
SK	68.4	74.4	62.4	66.9	73.3	60.4	1.0	5.8	5.7	6.0	15,860	133.4	73.1	
FI	72.9	74.1	71.8	67.3	70.0	64.7	1.7	6.8	7.4	6.3	37,170	108.8	107.4	
SE	77.1	78.8	75.4	71.0	74.8	67.7	0.6	7.0	6.9	7.1	43,900	115.4	111.1	
UK	75.2	79.2	71.1	65.4	74.5	57.1	1.1	3.8	4.0	3.6	32,910	111.7	99.5	
EU 28	69.2	74.4	64.1	62.9	71.2	55.0	1.0	6.4	6.2	6.7	28,610	114.3	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"**

2019, EU 28, 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 ¹⁾	Subdimension		Unemployment rate of 15- to 64-year-olds	Real GDP per capita (In Euro)	Real GDP per capita (Index 2008 = 100)	Labour productivity per employee	
1	NL	CZ	MT	MT	CZ	LU	IE	IE	IE	IE
2	SE	EE	LU	EE	DE	IE	LT	LU	LU	MT
3	DE	LT	CY	SI	PL	DK	EE	BE	DK	LU
4	EE	SE	HR	SE	NL	SE	PL	DK	SE	DK
5	UK	LV	IE	CY	HU	NL	LV	FR	BE	SE
6	CZ	BG	SI	CZ	MT	AT	RO	AT	LT	EE
7	DK	SI	ES	FI	UK	FI	MT	SE	AT	DE
8	AT	MT	NL	LT	RO	BE	BG	NL	NL	NL
9	MT	HU	FI	DE	BG	DE	HU	FI	MT	CZ
10	LT	PT	BE	DK	SI	FR	SK	IT	DE	LT
11	FI	FI	EE	NL	AT	UK	CZ	DE	FR	UK
12	LV	SK	HU	LU	EE	IT	SI	UK	FI	SI
13	SI	CY	DK	UK	IE	ES	DE	ES	EE	AT
14	PT	PL	GR	HU	DK	CY	HR	MT	UK	FI
15	CY	DE	UK	IE	BE	MT	SE	CZ	PL	HU
16	BG	DK	AT	AT	LU	SI	DK	CY	LV	CY
17	HU	UK	FR	LV	SK	PT	UK	SI	ES	LV
18	IE	RO	SK	PT	LT	CZ	PT	PL	CZ	PL
19	SK	AT	DE	BG	LV	GR	FR	EE	RO	BE
20	PL	LU	PT	SK	PT	SK	BE	LT	IT	SK
21	LU	IE	SE	HR	HR	EE	NL	PT	SK	BG
22	RO	FR	LT	PL	FI	LT	AT	SK	HU	PT
23	FR	HR	IT	ES	SE	HU	ES	RO	SI	RO
24	BE	NL	CZ	FR	CY	PL	FI	HR	CY	FR
25	ES	ES	BG	RO	FR	LV	LU	GR	PT	HR
26	HR	BE	RO	BE	IT	HR	CY	HU	HR	ES
27	IT	IT	LV	GR	ES	RO	IT	LV	BG	IT
28	GR	GR	PL	IT	GR	BG	GR	BG	GR	GR

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

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

2019, EU 28, subdimension "Employment"

	Employment										
	Employment rate of 25- to 44-year-olds	Gender employment gap ¹⁾	Employment rate of 55- to 64-year-olds			Involuntary part-time employment ²⁾	Involuntary temporary employment ³⁾ of 15- to 64-year-olds			Gender employment gap ¹⁾	
	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	80.9	7.8	52.1	57.3	47.0	1.4	7.0	6.6	7.3	7.2	
BG	81.0	10.7	64.4	69.2	59.9	1.0	3.1	3.4	2.7	8.1	
CZ	84.7	20.1	66.7	74.7	58.9	0.4	4.6	3.6	5.8	13.8	
DK	81.1	8.2	71.3	75.8	66.9	2.6	3.8	2.9	4.6	6.0	
DE	84.3	9.6	72.7	77.1	68.4	2.5	1.5	1.4	1.5	7.7	
EE	83.4	16.5	72.5	69.6	74.9	0.7	n.a.	n.a.	n.a.	6.8	
IE	81.0	12.5	61.8	69.9	53.9	3.2	2.4	2.3	2.5	10.8	
GR	70.8	18.4	43.2	56.1	31.6	6.1	9.3	8.2	10.5	18.6	
ES	76.2	10.2	53.8	61.1	46.9	7.9	21.2	20.6	21.9	10.8	
FR	80.3	9.2	53.0	55.4	50.9	6.6	8.3	7.1	9.4	6.4	
HR	80.8	8.4	43.9	52.6	35.9	1.4	15.3	14.4	16.3	9.9	
IT	68.6	19.7	54.3	64.6	44.6	12.3	13.7	13.3	14.1	17.9	
CY	83.3	10.5	61.1	72.0	50.7	5.8	12.8	8.6	17.2	11.0	
LV	83.5	6.6	67.3	67.6	67.1	1.8	1.8	2.1	1.5	3.2	
LT	85.5	3.6	68.4	69.4	67.5	1.5	0.7	0.8	0.5	1.0	
LU	86.4	5.4	43.1	48.9	37.1	2.2	0.2	n.a.	n.a.	8.5	
HU	82.9	17.1	56.7	69.0	46.2	0.9	4.7	4.2	5.1	14.3	
MT	85.8	18.8	51.1	66.3	35.4	1.0	2.4	2.2	2.6	19.6	
NL	85.7	7.3	69.7	78.3	61.2	2.7	5.6	5.6	5.6	8.1	
AT	84.7	7.4	54.5	63.1	46.0	2.4	0.8	0.6	1.0	8.8	
PL	83.3	15.9	49.5	61.0	39.2	0.9	10.1	9.9	10.3	14.2	
PT	86.4	4.1	60.4	66.5	55.1	3.5	17.1	16.5	17.6	6.0	
RO	81.7	17.2	47.8	60.1	36.5	3.4	1.1	1.4	0.8	17.8	
SI	88.6	7.0	48.6	53.2	44.0	0.4	4.3	3.9	4.6	6.2	
SK	80.0	17.7	57.0	60.3	53.9	1.2	5.7	5.2	6.3	12.0	
FI	81.7	7.8	66.8	64.8	68.6	4.8	10.2	7.8	12.4	2.3	
SE	85.1	6.1	77.7	79.8	75.6	5.2	7.8	6.8	8.8	3.4	
UK	85.1	11.9	66.3	70.9	61.9	3.2	1.2	1.2	1.3	8.1	
EU 28	80.8	12.2	60.0	66.6	53.7	4.5	7.0	6.6	7.3	10.3	

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

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

2019 (subdimension "Unemployment"), 2018 (subdimension "Labour market policy"), EU 28

	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 ⁴⁾	Participants in LMP measures ⁴⁾		
	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	14.2	4.1	43.5	44.8	41.9	64.7	66.8	61.9	0.6	0.1	10.1	
BG	8.9	3.9	56.5	57.4	55.4	61.8	61.5	62.2	0.1	0.0	0.8	
CZ	5.6	2.0	30.0	32.9	27.3	43.9	47.4	39.6	0.2	0.1	n.a.	
DK	10.1	3.4	16.5	16.1	16.8	36.6	34.3	39.1	1.4	0.3	7.7	
DE	5.8	2.7	38.1	39.9	35.5	55.1	56.7	53.0	0.2	0.1	1.9	
EE	11.1	4.0	19.5	23.6	15.9	36.6	42.7	n.a.	0.3	0.1	5.1	
IE	12.5	3.6	33.0	37.7	27.1	51.0	n.a.	n.a.	0.3	0.1	4.3	
GR	35.2	13.4	69.9	68.0	71.4	81.1	82.9	79.1	0.2	0.0	n.a.	
ES	32.5	12.6	37.8	34.9	40.3	57.9	55.9	59.9	0.6	0.0	13.3	
FR	19.6	6.8	40.5	40.9	40.0	63.3	63.4	63.2	0.5	0.1	4.9	
HR	16.6	3.4	35.9	38.0	33.8	48.1	42.0	53.6	0.4	0.1	1.7	
IT	29.2	5.4	56.9	57.2	56.7	63.3	65.9	59.3	0.4	0.0	7.2	
CY	16.6	6.3	29.1	29.2	29.0	42.1	43.0	41.0	0.1	0.0	0.8	
LV	12.4	6.6	37.9	40.6	34.4	48.5	50.2	46.7	0.1	0.0	1.0	
LT	11.9	6.9	30.6	28.8	32.9	51.3	51.3	51.3	0.2	0.0	1.2	
LU	17.0	4.1	22.7	22.6	22.9	40.2	n.a.	n.a.	0.6	0.1	8.8	
HU	11.4	2.2	32.0	32.2	31.7	44.2	42.8	46.2	0.6	0.2	4.7	
MT	9.3	1.5	25.2	34.8	13.3	n.a.	n.a.	n.a.	0.1	0.0	1.7	
NL	6.7	3.2	30.1	29.9	30.3	59.6	56.7	63.4	0.4	0.1	2.9	
AT	8.5	3.4	25.1	26.3	23.7	46.5	48.8	42.5	0.6	0.1	3.9	
PL	9.9	2.4	21.5	22.9	20.1	29.3	32.2	24.0	0.3	0.1	3.6	
PT	18.3	6.2	42.2	43.4	41.1	62.0	59.9	64.3	0.3	0.0	4.1	
RO	16.8	2.4	42.5	43.2	41.1	45.3	41.2	n.a.	0.0	0.0	0.4	
SI	8.1	4.5	43.0	43.8	42.2	61.3	67.6	53.3	0.2	0.0	1.6	
SK	16.1	4.7	58.2	60.8	55.2	66.4	64.1	68.2	0.2	0.0	2.5	
FI	17.2	6.6	17.6	19.0	15.9	33.7	32.7	35.3	0.8	0.1	5.0	
SE	20.1	4.7	14.3	15.7	12.8	30.9	35.1	25.2	0.8	0.1	4.4	
UK	11.2	3.0	24.8	28.0	21.0	39.9	44.5	33.5	n.a.	n.a.	n.a.	
EU 28	14.4	4.8	40.5	40.5	40.6	56.3	56.6	55.9	n.a.	n.a.	n.a.	

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

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

2019, EU 28 (without UK), 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 ¹⁾	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 ¹⁾ of 15- to 64-year-olds	
1	SI	LT	SE	SI	LU	LT	LT
2	PT	PT	DE	CZ	EE	FI	LV
3	LU	LU	EE	EE	LT	LV	SE
4	MT	SE	DK	PL	AT	SE	DE
5	NL	LV	NL	HU	RO	DK	SI
6	LT	SI	LT	MT	DE	PT	NL
7	SE	NL	LV	BG	LV	SI	EE
8	AT	AT	FI	SK	IE	FR	DK
9	CZ	BE	CZ	HR	MT	EE	AT
10	DE	FI	BG	BE	BG	BE	LU
11	LV	DK	IE	LT	DK	DE	BG
12	EE	HR	CY	LV	SI	BG	FI
13	PL	FR	PT	LU	CZ	NL	PT
14	CY	DE	SK	AT	HU	LU	BE
15	HU	ES	HU	DE	NL	AT	IE
16	RO	CY	AT	DK	SK	HR	CZ
17	FI	BG	IT	NL	BE	IE	HU
18	DK	IE	ES	IE	SE	ES	SK
19	IE	PL	FR	RO	FR	CY	FR
20	BG	EE	BE	PT	GR	SK	CY
21	BE	HU	MT	FI	PL	CZ	MT
22	HR	RO	PL	SE	FI	PL	HR
23	FR	SK	SI	CY	CY	HU	PL
24	SK	GR	RO	GR	IT	RO	RO
25	ES	MT	HR	FR	HR	IT	ES
26	GR	IT	GR	ES	PT	GR	GR
27	IT	CZ	LU	IT	ES	MT	IT

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

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

2019 (subdimension "Unemployment"), 2018 (subdimension "Labour Market Policy"), EU 28 (without UK), 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	CZ	MT	SE	PL	PL	DK	DK	ES	DK	DK
2	DE	CZ	DK	SE	DK	SE	HU	BE	BE	SE
3	NL	HU	FI	FI	CZ	FI	SE	LU	ES	LU
4	SI	PL	EE	DK	EE	HU	AT	DK	LU	EE
5	AT	RO	PL	EE	MT	AT	FI	IT	SE	AT
6	BG	DE	LU	LU	SE	LU	LU	EE	HU	FI
7	MT	NL	AT	CY	AT	BE	NL	FI	FI	NL
8	PL	AT	MT	CZ	HU	ES	BE	FR	AT	LT
9	DK	DK	CY	HU	LU	FR	CZ	HU	FR	DE
10	EE	HR	CZ	RO	FI	HR	PL	SE	IT	HU
11	HU	IE	NL	AT	DE	NL	DE	IE	NL	BE
12	LT	BG	LT	MT	NL	IT	EE	PT	EE	CZ
13	LV	EE	HU	HR	IE	EE	FR	AT	PL	PL
14	IE	BE	IE	LV	RO	IE	IE	PL	IE	LV
15	BE	LU	HR	IE	HR	PT	HR	NL	PT	IE
16	SK	SI	ES	LT	CY	PL	PT	SK	HR	SI
17	HR	SK	LV	DE	LT	DE	ES	DE	DE	MT
18	CY	SE	DE	ES	LV	LT	LT	MT	CZ	BG
19	RO	IT	FR	NL	SI	GR	IT	HR	SK	PT
20	LU	PT	PT	SI	BG	CZ	SK	SI	LT	HR
21	FI	CY	RO	BG	BE	SK	SI	CZ	SI	FR
22	PT	LV	SI	PT	PT	SI	MT	LT	MT	CY
23	FR	FI	BE	FR	FR	BG	BG	LV	BG	RO
24	SE	FR	BG	IT	SK	LV	LV	CY	GR	SK
25	IT	LT	IT	BE	IT	MT	GR	BG	LV	ES
26	ES	ES	SK	SK	ES	CY	CY	GR	CY	IT
27	GR	GR	GR	GR	GR	RO	RO	RO	RO	GR

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

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

2019 resp. 2015 (Participation rate in CVT courses), EU 28, subdimension "Education"

	Early school and training leavers	Education				Participation rate in education and training 25- to 64-year-olds	Participation rate in CVT courses
		Population with a low level of education (maximum secondary level 1)		Population with tertiary education			
		25- to 64-year-olds	25- to 34-year-olds	25- to 64-year-olds In %	25- to 34-year-olds		
BE	8.4	21.3	14.8	40.7	47.3	8.2	53.9
BG	13.9	17.5	17.6	28.1	32.7	2.0	26.5
CZ	6.7	6.2	7.0	24.2	32.6	8.1	83.7
DK	9.9	18.5	18.0	40.0	45.9	25.3	34.6
DE	10.3	13.4	13.2	29.9	33.3	8.2	38.1
EE	9.8	9.8	11.4	41.4	42.8	20.2	31.9
IE	5.1	16.3	7.4	47.3	55.4	12.6	49.7
GR	4.1	23.2	10.2	31.9	42.4	3.9	18.5
ES	17.3	38.7	30.2	38.6	46.5	10.6	55.4
FR	8.2	19.6	12.6	37.9	48.1	19.5	48.3
HR	3.0	14.2	4.4	25.3	35.5	3.5	28.7
IT	13.5	37.8	23.8	19.6	27.7	8.1	45.9
CY	9.2	17.5	10.0	44.7	60.3	5.9	33.2
LV	8.7	8.8	9.8	35.7	43.8	7.4	27.2
LT	4.0	5.0	5.9	43.1	55.2	7.0	25.6
LU	7.2	20.7	12.3	47.0	56.1	19.1	61.8
HU	11.8	15.0	12.7	26.0	30.6	5.8	19.4
MT	17.2	44.2	28.4	29.1	40.4	11.9	35.8
NL	7.5	20.4	12.4	40.4	49.1	19.5	41.4
AT	7.8	14.4	10.6	33.8	41.6	14.7	45.4
PL	5.2	7.4	6.0	32.0	43.5	4.8	37.1
PT	10.6	47.8	24.8	26.3	37.4	10.5	46.3
RO	15.3	21.0	22.0	18.4	25.5	1.3	21.3
SI	4.6	11.2	4.9	33.3	44.1	11.2	58.3
SK	8.3	8.6	9.1	25.8	39.2	3.6	56.8
FI	7.3	9.9	8.7	46.0	42.0	29.0	43.8
SE	6.5	13.9	11.4	44.0	48.4	34.3	52.2
UK	10.9	18.9	13.9	44.7	49.4	14.8	30.4
EU 28	10.3	21.3	15.3	33.3	40.8	11.3	40.8

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"**

2019, EU 28, 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	1.6	0.1	3.2	5.3	0.8	10.2	31.0	26.9	35.1	55.5	36.0
BG	2.6	0.2	5.0	n.a.	n.a.	n.a.	26.8	22.4	31.3	19.7	18.7
CZ	4.7	0.1	9.4	1.3	0.1	2.8	23.3	16.6	30.2	6.3	2.9
DK	0.3	n.a.	0.6	0.4	n.a.	0.7	20.9	18.0	23.9	66.0	58.1
DE	2.2	0.2	4.2	7.0	0.6	14.4	20.8	16.5	25.1	31.3	23.2
EE	3.6	0.3	6.9	1.2	n.a.	2.3	21.1	17.9	24.2	31.8	23.8
IE	4.1	0.8	7.3	4.1	0.4	8.2	26.7	20.8	32.6	40.8	15.0
GR	1.4	0.1	2.8	0.4	n.a.	1.0	31.6	23.3	39.6	32.4	14.0
ES	1.7	0.2	3.2	1.7	0.3	3.3	26.2	21.5	31.0	57.4	26.9
FR	2.2	0.2	4.0	4.0	0.5	7.6	28.3	24.7	31.8	50.8	33.6
HR	1.0	n.a.	1.9	0.5	0.1	0.9	33.5	28.5	38.4	15.7	14.6
IT	2.9	0.2	5.6	2.4	0.1	5.4	34.3	25.0	43.5	26.3	18.7
CY	2.3	n.a.	4.4	1.1	n.a.	2.3	24.0	18.5	29.0	31.1	25.0
LV	1.1	n.a.	2.1	0.7	n.a.	1.2	22.7	20.2	25.0	28.3	27.2
LT	1.0	n.a.	1.9	0.1	n.a.	0.2	22.0	20.8	23.1	26.6	22.9
LU	1.6	0.4	2.8	4.5	0.5	9.2	28.0	23.6	32.6	60.0	47.2
HU	4.4	0.3	8.5	0.6	n.a.	1.2	27.4	20.0	34.7	16.9	13.6
MT	2.3	n.a.	4.6	2.1	0.4	4.4	24.1	14.7	34.5	38.3	24.7
NL	1.4	0.1	2.7	14.0	2.7	26.0	19.1	14.9	23.3	64.8	6.2
AT	1.4	0.1	2.6	9.0	0.6	18.5	22.9	18.2	27.7	22.7	8.0
PL	3.7	0.4	7.0	0.6	n.a.	1.3	29.4	22.3	36.6	10.2	8.3
PT	1.2	0.2	2.1	0.3	n.a.	0.6	24.5	21.7	27.1	52.9	50.3
RO	1.1	n.a.	2.3	0.1	n.a.	0.3	31.4	22.0	41.1	14.1	1.0
SI	0.7	0.1	1.2	1.1	0.2	2.0	24.8	22.0	27.8	46.9	44.4
SK	5.0	0.4	9.6	0.4	n.a.	1.0	27.3	21.2	33.6	6.6	5.0
FI	1.6	0.2	3.0	1.2	n.a.	2.4	21.7	20.1	23.4	38.2	27.6
SE	0.7	n.a.	1.3	3.3	1.2	5.6	17.1	15.4	18.8	53.1	37.1
UK	3.8	0.9	6.7	7.5	1.0	14.6	21.9	17.5	26.2	n.a.	n.a.
EU-27	2.5	0.3	4.7	4.2	0.5	8.5	26.0	20.6	31.4	35.5	18.9

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

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

2019 resp. 2018 (Fatal accidents at work, Healthy life years), EU 28, 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	1.9	63.7	63.2	11.4	10.8	15.6	15.3	16.0	14.1	86.1	
BG	3.1	67.6	64.0	10.2	9.2	9.4	8.6	10.3	5.2	85.6	
CZ	2.6	63.4	62.2	8.5	8.1	21.6	20.0	23.0	14.0	81.0	
DK	1.3	59.1	62.5	11.8	10.8	24.0	22.7	25.3	24.7	76.2	
DE	0.8	66.3	65.1	12.2	11.5	33.9	31.8	36.3	13.2	76.5	
EE	1.8	55.0	52.7	5.8	5.6	32.3	31.1	33.6	22.9	69.7	
IE	1.5	70.4	68.4	13.8	12.0	15.8	16.4	15.2	6.2	92.3	
GR	1.0	65.9	65.0	7.2	7.4	8.8	8.2	9.5	6.5	93.9	
ES	2.0	68.0	68.0	11.3	11.5	15.9	15.0	16.9	7.6	89.1	
FR	2.7	64.5	63.4	11.3	10.2	28.1	26.6	29.7	15.0	75.6	
HR	3.0	58.5	56.5	5.0	5.0	17.0	16.5	17.5	14.1	82.5	
IT	2.3	66.9	66.8	9.2	9.8	6.5	6.3	6.9	9.7	87.2	
CY	2.3	62.4	62.0	6.9	8.1	26.3	27.2	25.2	12.6	89.6	
LV	3.3	53.7	51.0	4.7	4.2	27.7	25.1	30.3	25.3	60.5	
LT	3.1	59.1	56.3	6.3	5.6	20.6	19.0	22.2	16.6	62.0	
LU	4.2	59.8	61.4	8.8	9.1	18.0	15.8	20.4	16.7	79.8	
HU	2.0	61.8	60.4	7.4	6.9	27.1	25.9	28.5	11.7	72.1	
MT	1.7	73.4	71.9	14.5	14.0	17.1	18.0	15.7	5.2	88.8	
NL	0.6	57.2	61.1	9.5	9.9	23.2	20.4	26.2	18.5	84.4	
AT	2.9	57.0	56.8	7.4	7.5	26.3	26.8	25.8	21.9	83.3	
PL	1.6	64.3	60.5	8.8	8.2	23.9	22.2	25.8	10.9	77.1	
PT	2.1	57.5	59.8	6.9	7.8	27.4	25.2	29.6	19.1	65.0	
RO	4.3	59.6	59.2	5.9	6.3	4.3	3.9	5.0	10.8	89.5	
SI	1.7	54.6	56.3	7.4	7.5	23.9	21.7	26.4	17.8	79.1	
SK	1.8	56.6	55.5	4.6	4.0	18.5	16.7	20.7	17.6	80.0	
FI	1.0	55.7	58.8	9.4	9.5	37.3	32.4	42.7	24.7	81.0	
SE	1.0	72.0	73.7	15.8	15.6	29.0	26.4	32.0	7.9	82.9	
UK	0.8	60.8	61.5	10.7	10.2	n.a.	n.a.	n.a.	n.a.	n.a.	
EU-27	1.6	63.8	63.4	10.0	9.9	27.5	25.8	29.5	13.6	81.3	

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

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

2019 resp. 2015 (Participation rate in CVT courses), EU 28 (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	CY	SE	CZ	SE	DK	LT	SE	DK	
2	LT	CZ	SI	LU	LU	FI	LU	IE	SI	RO	NL	SE	
3	GR	PL	LT	FI	IE	DK	SI	LU	SE	PT	DE	LT	
4	SI	SK	PL	CY	LT	EE	SK	FI	LT	DK	DK	LV	
5	IE	LV	CZ	UK	UK	FR	ES	LT	HR	GR	EE	SI	
6	PL	EE	IE	SE	NL	NL	BE	SI	RO	SK	FI	FI	
7	SE	FI	FI	LT	SE	LU	SE	NL	LV	HR	UK	PT	
8	CZ	SI	SK	EE	FR	UK	IE	CZ	PT	HU	LT	CY	
9	LU	DE	LV	BE	BE	AT	FR	FR	GR	PL	LV	ES	
10	FI	SE	CY	NL	ES	IE	PT	CY	AT	LV	AT	MT	
11	NL	HR	GR	DK	DK	MT	IT	EE	NL	SI	CZ	EE	
12	AT	AT	AT	ES	SI	SI	AT	PL	FI	CY	CY	RO	
13	FR	HU	SE	FR	LV	ES	FI	AT	LU	FI	MT	GR	
14	SK	IE	EE	LV	PL	PT	NL	BE	BE	EE	PT	HR	
15	BE	CY	LU	AT	EE	BE	DE	DK	ES	CZ	SI	DE	
16	LV	DK	NL	SI	GR	DE	PL	UK	FR	ES	ES	LU	
17	CY	UK	FR	PL	FI	CZ	MT	SK	DE	MT	IE	AT	
18	EE	FR	HU	GR	AT	IT	DK	LV	CY	IT	SK	CZ	
19	DK	NL	DE	DE	MT	LV	CY	HR	MT	SE	HU	FR	
20	DE	LU	UK	MT	SK	LT	EE	GR	IT	FR	LU	PL	
21	PT	RO	BE	PT	PT	CY	UK	DE	EE	IE	FR	NL	
22	UK	BE	DK	HU	HR	HU	HR	ES	PL	LU	PL	HU	
23	HU	GR	RO	SK	DE	PL	LV	HU	UK	BE	BE	BE	
24	IT	IT	IT	HR	CZ	GR	LT	PT	IE	DE	RO	SK	
25	RO	ES	PT	CZ	HU	SK	RO	MT	HU	UK	GR	UK	
26	MT	MT	MT	IT	IT	HR	HU	IT	CZ	AT	HR	IE	
27	ES	PT	ES	RO	RO	RO	GR	RO	SK	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"**

2019 resp. 2018 (Fatal accidents at work, Healthy life years), EU 28 (without BG), rankings of the indicators, the subdimensions "Child care" and "Health" and the total dimension

	Child care			Health									Total dimension
	Formal childcare of under-3-year-olds		Subdimension	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	Subdimension	
	Total	30+ hours per week			Women	Men	Women	Men					
1	DK	DK	DK	NL	MT	SE	SE	SE	FI	LV	GR	SE	SE
2	NL	PT	LU	DE	SE	MT	MT	MT	DE	FI	IE	MT	MT
3	LU	LU	PT	UK	IE	IE	IE	IE	EE	DK	CY	DE	DE
4	ES	SI	SI	GR	ES	ES	DE	DE	UK	EE	RO	ES	IE
5	BE	SE	BE	FI	IT	IT	DK	ES	SE	AT	ES	IE	UK
6	SE	BE	SE	SE	DE	DE	BE	DK	FR	PT	MT	UK	DK
7	PT	FR	FR	DK	GR	GR	ES	BE	LV	NL	IT	CY	FI
8	FR	FI	ES	IE	FR	FR	FR	UK	PT	SI	BE	DK	ES
9	SI	LV	NL	PL	PL	BE	UK	FR	HU	SK	NL	NL	NL
10	IE	ES	FI	SI	BE	DK	NL	NL	AT	UK	AT	FI	BE
11	UK	CY	MT	MT	CZ	CZ	FI	IT	CY	LU	SE	BE	FR
12	MT	MT	CY	EE	CY	CY	IT	FI	DK	LT	HR	FR	CY
13	FI	EE	LV	SK	HU	UK	LU	LU	SI	FR	UK	IT	IT
14	GR	DE	EE	BE	UK	LU	PL	PL	PL	BE	FI	GR	GR
15	EE	LT	DE	ES	LU	NL	CZ	CY	NL	HR	CZ	CZ	PL
16	DE	IT	IE	HU	RO	PL	AT	CZ	CZ	CZ	SK	AT	CZ
17	CY	IE	LT	PT	DK	HU	SI	PT	LT	DE	LU	PL	AT
18	LV	HR	GR	IT	LT	PT	HU	AT	SK	CY	SI	EE	HU
19	LT	GR	IT	CY	HR	RO	GR	SI	LU	HU	PL	SI	SI
20	IT	HU	UK	CZ	PT	FI	CY	GR	MT	PL	DE	LU	PT
21	AT	PL	HU	FR	NL	AT	PT	HU	HR	RO	DK	HU	LU
22	HU	AT	HR	AT	AT	HR	LT	RO	ES	IT	FR	PT	EE
23	HR	UK	AT	HR	SK	LT	RO	EE	IE	SE	HU	HR	SK
24	RO	NL	PL	LT	FI	SI	EE	LT	BE	ES	EE	SK	HR
25	PL	SK	RO	LV	EE	SK	HR	HR	GR	GR	PT	LT	LT
26	SK	CZ	SK	LU	SI	EE	LV	LV	IT	IE	LT	LV	RO
27	CZ	RO	CZ	RO	LV	LV	SK	SK	RO	MT	LV	RO	LV

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"**

2019 resp. 2018 (Taxes on labour, Gender Pay Gap, Low-wage-earners), EU 28

	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 ¹⁾			In-work at-risk-of-poverty rate ²⁾			Gender Pay Gap ³⁾ In %
				Total	Men	Women		Total	Men	Women	Total	Men	Women	
BE	38,828	52,118	49.3	3.6	3.7	3.6	50.1	13.7	11.0	16.4	4.8	4.9	4.7	5.8
BG	16,546	19,439	43.7	8.1	8.4	7.8	36.3	21.4	23.6	19.2	8.9	9.6	8.1	13.9
CZ	23,036	30,033	44.6	3.3	3.3	3.4	51.9	15.1	11.4	19.4	3.5	3.2	3.7	20.1
DK	40,033	43,470	50.9	4.1	4.2	4.0	51.6	8.7	7.0	10.2	6.3	6.4	6.1	14.6
DE	34,164	41,460	53.5	4.9	4.7	5.1	56.9	20.7	15.8	26.2	8.0	6.9	9.3	20.1
EE	22,019	29,574	49.0	5.1	5.2	4.9	50.7	22.0	15.0	27.5	10.0	11.0	9.0	21.8
IE	37,134	43,965	28.2	4.0	4.0	4.1	42.8	19.8	16.7	22.6	4.3	4.5	4.2	n.a.
GR	19,898	25,794	37.2	5.1	5.2	5.0	41.5	19.7	18.7	20.8	10.2	11.7	8.1	7.9
ES	27,641	35,803	45.9	5.9	5.9	6.1	48.4	14.3	10.2	18.9	12.7	13.4	11.8	11.9
FR	34,297	45,800	51.2	4.3	4.2	4.3	51.5	8.6	6.0	11.3	7.4	7.4	7.4	15.8
HR	23,333	26,793	47.0	4.8	4.7	4.8	37.0	18.4	14.0	23.1	5.1	5.7	4.3	10.5
IT	27,695	37,933	40.2	6.0	6.1	5.9	50.3	8.5	7.0	10.3	11.8	13.0	10.1	3.9
CY	23,265	28,462	44.5	4.6	4.5	4.7	35.1	18.7	15.6	21.9	6.7	7.2	6.2	10.4
LV	21,605	26,325	49.6	6.5	6.5	6.6	46.6	23.5	18.8	27.7	8.5	8.1	8.8	19.6
LT	27,081	28,020	46.2	6.4	6.5	6.3	51.7	22.3	21.1	23.4	7.9	8.3	7.5	14.0
LU	50,241	58,167	49.4	5.3	5.4	5.3	43.2	11.4	8.5	15.9	12.1	12.1	12.0	1.4
HU	18,151	21,372	40.9	4.2	4.3	4.1	45.7	5.1	4.9	5.4	8.4	8.1	8.7	12.2
MT	28,986	31,516	43.0	4.2	4.2	4.2	36.7	15.5	13.9	17.6	6.5	7.8	4.6	13.0
NL	33,295	42,439	47.9	3.9	4.0	3.8	51.6	18.2	17.0	19.6	5.5	5.8	5.2	14.7
AT	35,750	43,351	48.5	4.2	4.2	4.1	55.4	14.8	9.3	22.4	7.6	7.9	7.4	20.4
PL	22,593	26,881	39.6	4.4	4.5	4.3	40.4	21.9	20.4	23.5	9.7	10.7	8.7	8.5
PT	21,320	27,381	44.9	5.2	5.2	5.1	42.2	4.0	3.2	4.7	10.8	11.0	10.6	8.9
RO	23,581	24,703	38.2	7.1	7.1	7.0	46.8	20.0	22.0	17.8	15.7	18.5	11.6	2.2
SI	30,368	35,328	50.8	3.4	3.4	3.4	50.5	16.5	13.9	19.4	4.5	5.3	3.6	9.3
SK	18,678	24,649	42.8	3.3	3.4	3.3	53.4	16.0	13.0	19.2	4.4	5.2	3.4	19.8
FI	31,916	38,363	46.5	3.7	3.7	3.7	49.6	5.0	3.4	6.4	2.9	2.9	2.8	17.1
SE	31,222	37,615	47.8	4.3	4.6	4.1	58.3	3.6	2.8	4.4	7.8	8.6	6.7	12.1
UK	32,555	39,783	49.5	n.a.	n.a.	n.a.	38.0	17.0	12.4	21.5	n.a.	n.a.	n.a.	19.8
EU 28	30,448	38,155	47.8	5.1	5.1	5.1	49.9	15.5	12.5	18.8	9.2	9.5	8.9	15.0

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

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

2019 resp. 2018 (Taxes on labour, Gender Pay Gap, Low-wage-earners), EU 28, 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 ¹⁾	Working Poor ²⁾	Sub-dimension	Gender Pay Gap ³⁾	
1	LU	LU	DE	LU	CZ	CY	HR	SE	FI	FI	LU	LU
2	DK	BE	FR	BE	SK	BG	CY	PT	CZ	SE	RO	BE
3	BE	FR	DK	DK	SI	MT	SI	FI	IE	DK	IT	DK
4	IE	IE	SI	IE	BE	HR	MT	HU	SK	HU	BE	FI
5	AT	DK	LV	FR	FI	UK	UK	IT	SI	CZ	GR	FR
6	FR	AT	UK	AT	NL	PL	BE	FR	BE	BE	PL	SI
7	DE	NL	LU	DE	IE	GR	DK	DK	HR	FR	PT	NL
8	NL	DE	BE	NL	DK	PT	LU	LU	NL	SK	SI	SE
9	UK	UK	EE	UK	AT	IE	FR	BE	DK	PT	CY	MT
10	FI	FI	AT	FI	MT	LU	FI	ES	MT	SI	HR	HR
11	SE	IT	NL	SE	HU	HU	NL	AT	CY	IE	ES	CY
12	SI	SE	SE	SI	FR	LV	CZ	CZ	FR	MT	SE	AT
13	MT	ES	HR	IT	SE	RO	PT	MT	AT	HR	HU	IE
14	IT	SI	FI	ES	PL	ES	PL	SK	SE	NL	MT	PT
15	ES	MT	LT	MT	CY	FI	DE	SI	LT	AT	BG	UK
16	LT	CZ	ES	LT	HR	BE	EE	UK	DE	IT	LT	CZ
17	RO	EE	PT	CZ	DE	IT	HU	NL	HU	CY	IE	DE
18	HR	CY	CZ	CY	EE	SI	AT	HR	LV	LU	DK	IT
19	CY	LT	CY	EE	GR	EE	SK	CY	BG	DE	NL	HU
20	CZ	PT	BG	HR	PT	FR	LV	GR	PL	UK	FR	PL
21	PL	PL	MT	PL	LU	DK	SE	IE	EE	LT	FI	ES
22	EE	HR	SK	RO	UK	NL	GR	RO	GR	BG	LV	SK
23	LV	LV	HU	PT	ES	LT	ES	DE	UK	ES	UK	GR
24	PT	GR	IT	LV	IT	CZ	BG	BG	PT	GR	SK	LT
25	GR	RO	PL	GR	LT	SK	IE	PL	IT	LV	CZ	EE
26	SK	SK	RO	SK	LV	AT	LT	EE	LU	PL	DE	LV
27	HU	HU	GR	HU	RO	DE	IT	LT	ES	EE	AT	BG
28	BG	BG	IE	BG	BG	SE	RO	LV	RO	RO	EE	RO

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

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

2019 (subdimension "At risk-of-poverty") resp. 2018 (subdimensions "Social expenditure by function" and "Educational expenses"), EU 28

	Social expenditure by function							At-risk-of poverty			Educational expenses
	All functions	Sickness/ Health care	Disability	Age	Family/ Children	Unemploy- ment ¹⁾	Other functions ²⁾	At-risk-of-poverty rate after social transfers	Improvement of at-risk- of-poverty rate due to social transfers	Relative at-risk- of-poverty gap	Public expenditures on education
	In % of GDP							In %	In percentage points	In %	In % of GDP
BE	27.3	7.4	2.4	11.0	2.0	0.25	2.6	14.8	10.6	16.3	6.2
BG	16.4	4.9	1.2	7.1	1.7	0.08	1.1	22.6	7.0	27.5	3.5
CZ	17.9	6.0	1.1	7.8	1.7	0.14	1.0	10.1	6.5	14.1	4.6
DK	30.1	6.5	4.5	12.0	3.4	0.22	2.4	12.5	11.2	18.8	6.4
DE	28.4	10.0	2.5	9.2	3.3	0.24	2.5	14.8	8.4	23.2	4.2
EE	16.1	4.8	1.8	6.5	2.3	0.08	0.2	21.7	8.5	22.0	6.2
IE	13.6	5.3	0.8	4.3	1.2	0.14	1.0	13.1	17.9	14.8	3.2
GR	25.0	4.9	1.0	13.6	1.7	0.04	2.9	17.9	5.3	27.0	3.9
ES	23.1	6.2	1.6	9.8	1.3	0.10	2.6	20.7	6.2	29.1	3.9
FR	31.4	9.0	2.0	12.7	2.4	0.20	3.4	13.6	9.9	16.5	5.1
HR	21.2	7.1	2.2	7.2	1.9	0.05	2.1	18.3	6.0	26.2	5.3
IT	27.9	6.4	1.6	13.7	1.1	0.13	3.5	20.1	5.1	30.0	4.0
CY	17.7	3.4	0.8	8.5	1.2	0.09	2.8	14.7	8.0	16.0	5.2
LV	15.0	4.1	1.3	7.0	1.6	0.08	0.4	22.9	7.0	28.2	5.8
LT	15.5	4.7	1.4	6.4	1.6	0.10	0.8	20.6	9.5	26.0	4.6
LU	21.5	5.4	2.2	6.9	3.3	0.22	2.5	17.5	9.0	24.6	4.6
HU	17.1	4.8	1.0	7.6	2.0	0.07	1.5	12.3	7.7	28.9	5.1
MT	15.1	5.2	0.5	6.6	0.8	0.07	1.5	17.1	6.1	17.1	5.2
NL	27.1	9.3	2.5	10.3	1.1	0.20	2.9	13.2	8.2	17.1	5.1
AT	28.4	7.4	1.8	12.6	2.7	0.29	2.2	13.3	12.9	23.9	4.8
PL	19.2	4.2	1.3	9.1	2.5	0.04	1.8	15.4	9.0	22.0	5.0
PT	23.1	6.0	1.6	11.6	1.2	0.08	2.0	17.2	5.5	22.4	4.5
RO	14.7	4.3	0.9	7.2	1.5	0.02	0.7	23.8	4.3	33.0	3.2
SI	21.6	7.3	1.0	9.0	1.8	0.07	2.0	12.0	10.0	18.2	5.4
SK	17.5	5.7	1.5	7.1	1.5	0.06	1.2	11.9	7.3	25.2	4.0
FI	29.5	6.7	2.8	12.7	2.9	0.20	2.5	11.6	13.6	14.9	5.5
SE	27.7	7.5	2.8	12.2	2.9	0.13	1.5	17.1	11.8	21.7	6.9
UK	25.5	8.3	1.6	11.2	2.3	0.07	1.7	n.a.	n.a.	n.a.	4.8
EU 28	26.5	7.9	2.0	10.8	2.2	0.16	2.5	16.8	8.3	24.2	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"**

2019 (subdimension "At risk-of-poverty") resp. 2018 (subdimensions "Social expenditure by function" and "Educational expenses"), EU 28, rankings of the indicators, the subdimensions and the total dimension

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

2019, EU 28, in %

	Europa 2020 Indicator: Employment rate (20- to 64-year-olds) ¹⁾			Europa 2020 Indicator: Tertiary education (30- to 34-year-olds) ²⁾			Formal childcare of under-3-year- olds 1 to 29 hours per week
	Total	Men	Women	Total	Men	Women	
BE	70.5	74.5	66.5	47.5	39.8	55.2	19.5
BG	75.0	79.3	70.7	32.5	26.4	39.0	1.0
CZ	80.3	87.7	72.7	35.1	29.5	41.0	3.4
DK	78.3	81.9	74.7	49.0	41.2	57.1	7.9
DE	80.6	84.6	76.6	35.5	35.1	35.9	8.1
EE	80.2	84.0	76.3	46.2	33.5	60.0	8.0
IE	75.1	81.4	69.0	55.4	50.8	59.7	25.8
GR	61.2	71.3	51.3	43.1	36.7	49.3	18.4
ES	68.0	74.0	62.1	44.7	38.5	50.8	30.5
FR	71.6	75.2	68.1	47.5	42.4	52.3	17.2
HR	66.7	72.0	61.5	33.1	24.7	41.8	1.1
IT	63.5	73.4	53.8	27.6	21.6	33.8	7.6
CY	75.7	81.7	70.1	58.8	49.0	68.2	6.1
LV	77.4	79.3	75.5	45.7	35.0	57.0	1.1
LT	78.2	79.0	77.4	57.8	46.9	69.5	3.7
LU	72.8	77.2	68.1	56.2	54.5	57.9	12.8
HU	75.3	83.1	67.6	33.4	27.2	39.8	3.3
MT	76.8	86.5	65.8	38.1	31.8	45.6	13.6
NL	80.1	84.8	75.5	51.4	47.6	55.2	58.6
AT	76.8	81.2	72.4	42.4	39.3	45.6	14.7
PL	73.0	80.7	65.3	46.6	37.2	56.4	1.9
PT	76.1	79.9	72.7	36.2	29.7	42.5	2.6
RO	70.9	80.3	61.3	25.8	22.2	29.8	13.1
SI	76.4	79.7	72.9	44.9	34.5	57.1	2.5
SK	73.4	79.9	66.9	40.1	32.2	48.3	1.6
FI	77.2	78.5	75.8	47.3	38.6	56.6	10.6
SE	82.1	84.4	79.7	52.5	45.5	59.9	16.0
UK	79.3	84.0	74.6	50.0	46.6	53.3	n.a.
EU 28	73.9	79.6	68.2	41.6	36.6	46.7	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 2019 in dimension 1 "Overall Labour Market Performance"

EU 28

	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	Span 2008- 2019
BE	5.90	5.36	5.56	5.70	5.57	5.39	5.57	5.68	5.86	6.12	6.38	6.56	1.20
BG	4.95	4.02	3.16	3.30	3.28	3.63	4.13	4.69	5.03	5.90	5.95	6.55	3.39
CZ	6.06	5.01	5.06	5.37	5.50	5.63	5.98	6.50	6.90	7.34	7.62	7.61	2.61
DK	7.69	6.33	6.24	6.57	6.39	6.53	6.76	7.02	7.25	7.41	7.66	7.82	1.58
DE	6.27	5.89	6.24	6.74	6.79	6.81	6.97	7.03	7.26	7.47	7.61	7.63	1.74
EE	6.10	2.76	3.10	5.82	5.64	5.90	6.22	6.90	6.62	7.50	7.55	7.88	5.12
IE	6.63	4.22	4.39	4.51	4.76	5.57	6.18	8.07	8.35	9.01	9.64	10.00	5.78
GR	5.38	4.73	3.72	2.21	1.04	1.00	1.74	1.10	2.20	2.01	2.66	3.02	4.38
ES	5.26	3.19	3.50	3.12	2.30	2.27	3.06	3.83	4.22	4.76	5.06	5.28	3.01
FR	5.94	5.38	5.56	5.70	5.58	5.54	5.52	5.51	5.66	5.90	6.05	6.21	0.84
HR	4.76	4.01	3.06	2.65	2.32	2.25	3.25	3.39	3.72	4.59	5.14	5.64	3.38
IT	5.18	4.50	4.53	4.66	4.22	3.65	3.87	4.09	4.38	4.53	4.63	4.67	1.53
CY	7.13	6.10	6.02	5.59	4.21	2.99	3.47	4.25	5.15	5.76	6.47	6.53	4.15
LV	5.39	1.30	1.98	3.96	4.48	5.21	5.02	5.86	5.80	6.28	7.00	6.99	5.70
LT	5.16	2.58	2.51	4.14	4.88	5.32	5.88	6.18	6.81	6.82	7.66	7.83	5.32
LU	8.28	7.55	7.86	7.97	7.85	7.77	8.15	8.09	8.23	8.35	8.54	8.65	1.10
HU	3.85	3.31	3.42	3.66	3.89	4.25	5.46	5.58	6.29	6.47	6.90	7.06	3.75
MT	4.63	4.13	4.64	4.97	5.30	5.84	6.47	6.78	7.19	8.19	8.28	8.48	4.35
NL	6.97	6.33	6.21	6.49	6.22	5.88	5.99	6.33	6.61	7.03	7.36	7.42	1.54
AT	6.97	6.31	6.60	6.87	6.81	6.64	6.65	6.59	6.74	6.94	7.21	7.24	0.93
PL	4.59	4.12	3.69	4.38	4.38	4.40	5.07	5.46	5.77	6.31	6.65	6.91	3.22
PT	5.57	4.68	4.71	4.16	3.20	3.27	4.36	4.70	5.07	5.91	6.25	6.26	3.05
RO	3.94	3.36	3.51	3.60	4.35	4.11	4.61	4.48	4.84	6.00	6.05	6.43	3.06
SI	6.49	5.31	4.97	4.81	4.75	4.49	4.88	5.28	5.62	6.45	6.96	7.13	2.64
SK	5.30	3.91	3.85	4.52	4.37	4.25	4.85	5.40	5.85	6.16	6.57	6.67	2.82
FI	7.28	5.81	6.09	6.61	6.46	6.06	6.02	5.98	6.26	6.57	7.16	7.20	1.46
SE	7.28	6.27	6.81	7.38	7.13	7.22	7.41	7.68	7.85	8.07	8.06	7.87	1.79
UK	6.47	5.58	5.80	5.80	5.99	6.17	6.68	6.80	6.90	6.99	7.14	7.23	1.65
1. Quartile	5.18	3.99	3.51	4.10	4.22	4.00	4.55	4.70	5.13	5.90	6.20	6.50	
2. Quartile	5.92	4.70	4.67	4.89	4.82	5.36	5.55	5.77	6.06	6.46	6.98	7.09	
3. Quartile	6.71	5.83	6.03	5.99	6.04	5.94	6.28	6.79	6.90	7.36	7.61	7.68	
Span	4.43	6.25	5.88	5.77	6.81	6.77	6.41	6.99	6.15	7.00	6.98	6.98	

S: Eurostat, 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 2008-2019. – Values highlighted in green resp. blue indicate the highest resp. lowest index point value of a country within the period 2008 to 2019.

Table A 13: **Rankings in 2008 to 2019 in dimension 1 "Overall Labour Market Performance"**

EU 28

	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
BE	15	11	10	10	11	14	14	15	15	19	20	19
BG	23	20	24	25	24	23	23	22	23	22	24	20
CZ	13	13	12	13	12	11	12	10	8	8	7	9
DK	2	2	4	6	6	5	4	5	5	7	6	7
DE	11	7	5	4	4	3	3	4	4	6	8	8
EE	12	26	25	8	9	8	8	6	11	5	9	4
IE	8	17	17	18	15	12	9	2	1	1	1	1
GR	18	14	19	28	28	28	28	28	28	28	28	28
ES	20	25	22	26	27	26	27	26	26	25	26	26
FR	14	10	11	11	10	13	15	17	19	23	23	24
HR	24	21	26	27	26	27	26	27	27	26	25	25
IT	21	16	16	16	21	22	24	25	25	27	27	27
CY	5	6	8	12	22	25	25	24	21	24	19	21
LV	17	28	28	22	17	16	18	14	17	17	14	16
LT	22	27	27	21	14	15	13	12	9	12	5	6
LU	1	1	1	1	1	1	1	1	2	2	2	2
HU	28	24	23	23	23	19	16	16	13	14	16	15
MT	25	18	15	14	13	10	7	8	6	3	3	3
NL	6	3	6	7	7	9	11	11	12	9	10	10
AT	7	4	3	3	3	4	6	9	10	11	11	11
PL	26	19	20	19	18	18	17	18	18	16	17	17
PT	16	15	14	20	25	24	22	21	22	21	21	23
RO	27	23	21	24	20	21	21	23	24	20	22	22
SI	9	12	13	15	16	17	19	20	20	15	15	14
SK	19	22	18	17	19	20	20	19	16	18	18	18
FI	4	8	7	5	5	7	10	13	14	13	12	13
SE	3	5	2	2	2	2	2	3	3	4	4	5
UK	10	9	9	9	8	6	5	7	7	10	13	12

S: Eurostat, 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 2019.

Table A 14: Index point values in 2008 to 2019 in dimension 2 "Participation" – Indicators 1 – 10
EU 28 without CY, LT, LU, MT and UK

	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	Span 2008- 2019
BE	6.27	6.50	6.30	6.51	6.65	6.59	6.70	6.55	6.57	6.81	7.38	7.80	1.5
BG	7.68	7.50	7.02	6.66	6.53	6.11	6.33	6.72	7.06	7.52	7.73	8.13	2.0
CZ	6.56	7.00	6.35	6.48	6.35	6.57	6.69	6.73	7.35	8.12	8.58	8.66	2.3
DK	9.88	10.00	9.10	8.66	8.61	8.74	8.66	8.93	9.18	9.23	9.64	9.81	1.4
DE	6.33	7.00	7.12	7.57	7.78	7.99	8.19	8.41	8.75	8.86	9.06	9.34	3.0
EE	9.02	8.39	6.94	6.69	7.27	7.97	7.97	8.56	8.37	8.93	9.47	9.68	3.0
IE	7.94	7.19	5.79	5.04	4.53	4.59	5.00	5.48	6.14	7.03	7.84	8.21	3.7
GR	4.69	4.83	4.34	3.42	2.07	1.16	1.01	1.15	1.00	1.28	1.84	2.47	3.8
ES	5.56	4.77	3.78	3.27	2.67	2.02	1.90	2.24	2.75	3.37	4.07	4.56	3.7
FR	6.61	6.61	6.37	6.34	6.40	6.33	5.97	6.01	5.90	6.05	6.46	6.75	0.9
HR	5.25	5.92	5.67	4.60	4.37	4.35	4.78	4.49	4.82	6.14	6.66	7.34	3.0
IT	4.24	4.11	3.65	3.54	3.15	2.76	2.52	2.66	2.83	3.01	2.91	3.13	1.7
LV	9.24	7.79	6.55	6.21	6.45	7.45	7.80	8.14	8.42	8.66	8.80	9.26	3.1
HU	5.87	5.71	5.43	5.16	5.40	5.30	5.86	6.16	6.71	7.26	7.73	8.11	2.9
NL	7.72	8.18	8.31	7.99	7.87	7.76	7.29	7.16	7.36	7.88	8.46	9.22	2.1
AT	8.22	8.66	8.44	8.40	8.64	8.71	8.63	8.52	8.52	8.64	8.89	9.26	1.0
PL	6.14	6.13	5.87	5.74	5.54	5.36	5.64	6.23	6.72	7.17	7.83	8.25	2.9
PT	6.03	6.25	5.54	5.34	4.95	4.51	4.65	5.19	5.65	6.48	7.25	7.63	3.1
RO	7.14	7.34	6.64	6.43	6.41	6.19	6.56	6.33	6.16	6.85	6.69	7.00	1.2
SI	7.99	8.40	7.95	7.72	7.28	6.67	6.35	6.64	7.01	7.74	8.43	8.78	2.4
SK	5.35	5.59	4.89	4.41	4.28	4.26	4.33	4.78	5.55	5.89	6.07	6.57	2.3
FI	8.66	8.64	8.17	8.22	8.36	8.20	8.12	7.80	7.75	7.92	8.43	8.89	1.1
SE	9.37	9.04	8.60	8.78	8.88	8.94	8.99	9.05	9.35	9.46	9.81	9.76	1.2
1. Quartile	5.95	6.02	5.61	5.10	4.74	4.55	4.89	5.33	5.78	6.31	6.67	7.17	
2. Quartile	6.61	7.00	6.37	6.43	6.41	6.33	6.35	6.55	6.72	7.26	7.83	8.21	
3. Quartile	8.10	8.29	7.53	7.64	7.53	7.86	7.88	7.97	8.06	8.38	8.69	9.24	
Span	9.88	10.00	9.10	8.78	8.88	8.94	8.99	9.05	9.35	9.46	9.81	9.81	

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 2008-2019. – Values highlighted in green resp. blue indicate the highest resp. lowest index point value of a country within the period 2008 to 2019.

Table A 15: **Rankings in 2008 to 2019 in dimension 2 "Participation" – Indicators 1 – 10**
EU 28 without CY, LT, LU, MT and UK

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

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 2019.

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 2019, EU 28

	Education		Exclusion		Childcare		Health	
	2010 ¹⁾	2019 ²⁾	2010	2019	2010	2019	2010	2019 ³⁾
BE	6.8	8.0	5.1	4.3	4.2	6.5	5.2	6.1
BG	4.6	5.2	n.a.	n.a.	1.7	3.3	3.8	4.4
CZ	7.1	8.4	3.2	4.7	1.0	1.4	4.3	4.7
DK	7.4	8.0	9.5	10.0	10.0	8.6	6.5	6.7
DE	6.0	6.6	5.4	5.5	2.9	4.3	4.4	7.7
EE	7.0	8.2	5.1	6.4	3.4	4.3	2.2	3.2
IE	n.a.	n.a.	6.8	3.4	3.1	4.2	6.3	7.7
GR	3.8	6.6	5.9	6.2	1.7	3.7	5.4	4.9
ES	4.1	6.2	6.2	6.8	4.2	6.0	5.3	6.7
FR	6.2	8.5	6.2	4.9	5.1	6.1	5.4	6.0
HR	3.7	6.9	5.5	6.1	2.1	2.8	2.7	2.2
IT	2.9	4.7	1.0	3.3	3.2	3.7	n.a.	n.a.
CY	6.7	8.3	6.2	7.0	3.5	4.4	4.4	5.1
LV	5.7	7.3	7.1	8.7	3.0	4.4	1.0	1.3
LT	6.9	8.7	6.7	9.2	2.5	4.0	1.0	1.8
LU	7.8	9.7	2.9	5.3	4.2	7.5	5.6	3.8
HU	4.8	5.5	1.7	4.3	1.9	2.8	2.0	3.9
MT	1.1	4.9	2.0	6.6	1.6	4.8	6.7	8.5
NL	6.8	8.5	2.2	4.0	4.1	5.0	6.1	6.0
AT	5.8	7.9	3.8	5.0	1.6	2.7	3.9	4.3
PL	6.7	7.8	3.9	4.4	1.1	2.0	2.6	4.8
PT	1.0	5.4	8.1	8.2	5.2	7.4	1.5	3.7
RO	2.8	3.9	6.0	6.7	1.5	1.7	1.0	1.7
SI	7.4	8.8	7.8	8.4	5.3	6.6	3.0	3.8
SK	6.4	7.5	3.5	3.8	1.3	1.6	1.3	2.4
FI	8.1	9.5	6.7	8.2	3.9	5.0	5.7	6.6
SE	8.4	10.0	7.9	9.4	6.0	6.5	8.2	10.0
UK	6.8	7.8	n.a.	n.a.	3.1	3.5	7.3	6.8
1. Quartile	4.3	6.4	3.6	4.5	1.7	3.2	2.4	3.7
2. Quartile	6.4	7.8	5.7	6.2	3.1	4.3	4.4	4.8
3. Quartile	6.9	8.5	6.7	7.9	4.2	6.0	5.7	6.7

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. – ¹⁾ Indicator 7: CVTS4 2010. ²⁾ Indicator 7: CVTS5 2015. ³⁾ 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 2019, EU 28

	Education		Exclusion		Child care		Health	
	2010 ¹⁾	2019 ²⁾	2010	2019	2010	2019	2010	2019 ³⁾
BE	10	12	16	22	6	5	12	9
BG	20	24	n.a.	n.a.	21	21	17	16
CZ	6	8	21	19	28	28	15	15
DK	5	11	1	1	1	1	4	6
DE	16	19	15	15	17	15	14	3
EE	7	10	17	12	12	14	21	22
IE	n.a.	n.a.	6	25	15	16	5	4
GR	22	20	13	13	22	18	9	13
ES	21	21	9	9	8	8	11	7
FR	15	6	11	18	5	7	10	11
HR	23	18	14	14	19	22	19	24
IT	24	26	26	26	13	19	n.a.	n.a.
CY	13	9	10	8	11	12	13	12
LV	18	17	5	4	16	13	25	27
LT	8	5	7	3	18	17	27	25
LU	3	2	22	16	6	2	8	19
HU	19	22	25	21	20	23	22	18
MT	26	25	24	11	23	11	3	2
NL	9	7	23	23	9	9	6	10
AT	17	13	19	17	23	24	16	17
PL	12	15	18	20	27	25	20	14
PT	27	23	2	6	4	3	23	21
RO	25	27	12	10	25	26	26	26
SI	4	4	4	5	3	4	18	20
SK	14	16	20	24	26	27	24	23
FI	2	3	8	7	10	10	7	8
SE	1	1	3	2	2	6	1	1
UK	11	14	n.a.	n.a.	14	20	2	5

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. – ¹⁾ Indicator 7: CVTS4 2010. ²⁾ Indicator 7: CVTS5 2015. ³⁾ 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.