Labour Market Monitor 2024

An EU-wide Labour Market Monitoring System Updated Annually

Executive Summary: EU in a Nutshell

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May 2025
Austrian Institute of Economic Research

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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 2023. Among the EU member countries that could be considered in all five dimensions, Denmark performs best, with a position in the top field in all five dimensions. The Netherlands, Slovenia and Sweden are among the top performers or at least in the upper middle field in all five dimensions. Spain, Slovakia, and Romania 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 14th 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.

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. (2025). *Arbeitsmarktmonitor 2024. Update des jährlichen, EU-weiten Arbeitsmarktbeobachtungssystems*. WIFO (forthcoming).

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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 2024 this was mainly data from the years 2023 and 2022[4]).
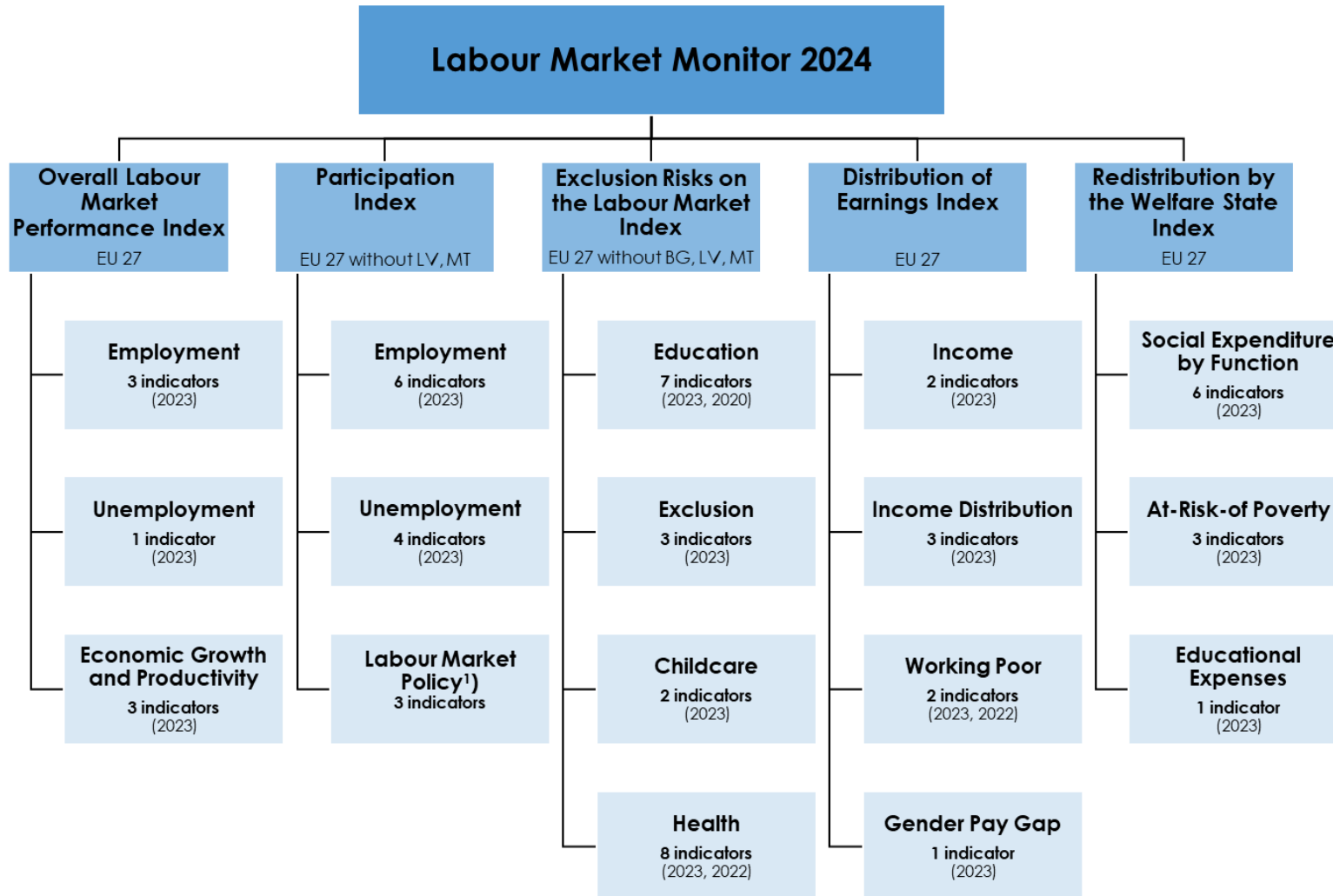
The five dimensions

- **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: ten 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 55 of the 58 indicators were included in the Labour Market Monitor 2024. All three indicators of the sub dimension Active Labour Market Policy were not included in area index 2 'Labour market participation'. Due to the lack of recent data for several countries, there was a trade-off between the most comprehensive country coverage possible in area index 2 and the use of a limited set of indicators. If all 13 indicators had been included in area index 2, the index could only have been calculated for 20 of the 27 EU countries. By excluding the three labour market policy indicators, the area index 2 could be calculated for 25 of the 27 countries.

[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]) All three active labour market policy indicators were excluded: indicator 11 "Expenditure on active labour market policy as % of GDP", indicator 12 "Expenditure on active labour market policy as % of GDP per % unemployment rate (15- to 64-year-olds)" and indicator 13 "Participants in active labour market policy measures as a % of the labour force". For further explanation see also footnote 3. .

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Structure of the Labour Market Monitor 2024: dimensions and subdimensions

Labour Market Monitor 2024

Overall Labour Market Performance Index	Participation Index	Exclusion Risks on the Labour Market Index	Distribution of Earnings Index	Redistribution by the Welfare State Index
EU 27	EU 27 without LV, MT	EU 27 without BG, LV, MT	EU 27	EU 27

Overall Labour Market Performance Index	Participation Index	Exclusion Risks on the Labour Market Index	Distribution of Earnings Index	Redistribution by the Welfare State Index
Employment 3 indicators (2023)	**Employment** 6 indicators (2023)	**Education** 7 indicators (2023, 2020)	**Income** 2 indicators (2023)	**Social Expenditure by Function** 6 indicators (2023)
Unemployment 1 indicator (2023)	**Unemployment** 4 indicators (2023)	**Exclusion** 3 indicators (2023)	**Income Distribution** 3 indicators (2023)	**At-Risk-of Poverty** 3 indicators (2023)
Economic Growth and Productivity 3 indicators (2023)	**Labour Market Policy¹)** 3 indicators	**Childcare** 2 indicators (2023)	**Working Poor** 2 indicators (2023, 2022)	**Educational Expenses** 1 indicator (2023)
		Health 8 indicators (2023, 2022)	**Gender Pay Gap** 1 indicator (2023)	

S: WIFO. – [1]) This year, the area index 2 is calculated without the indicators for active labour market policy, so no data from the AMP database is included (for more details, see footnote 3.

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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 0.33 index points 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
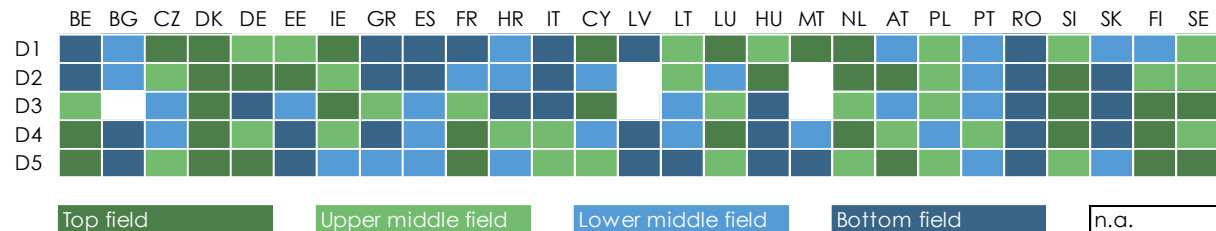
S: Labour Market Monitor 2024. – D … Dimension. n.a. … not available.

- In a European comparison, Denmark is the only EU country among the top performers in all five dimensions.
- The Netherlands, Slovenia and Sweden 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, Spain and Slovakia are at the bottom or in the lower middle field in all five dimensions.[7]) Romania holds a position in the bottom field in all five dimensions.

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[7]) Bulgaria can only be included in four out of five area indices, Latvia in three out of five.

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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).
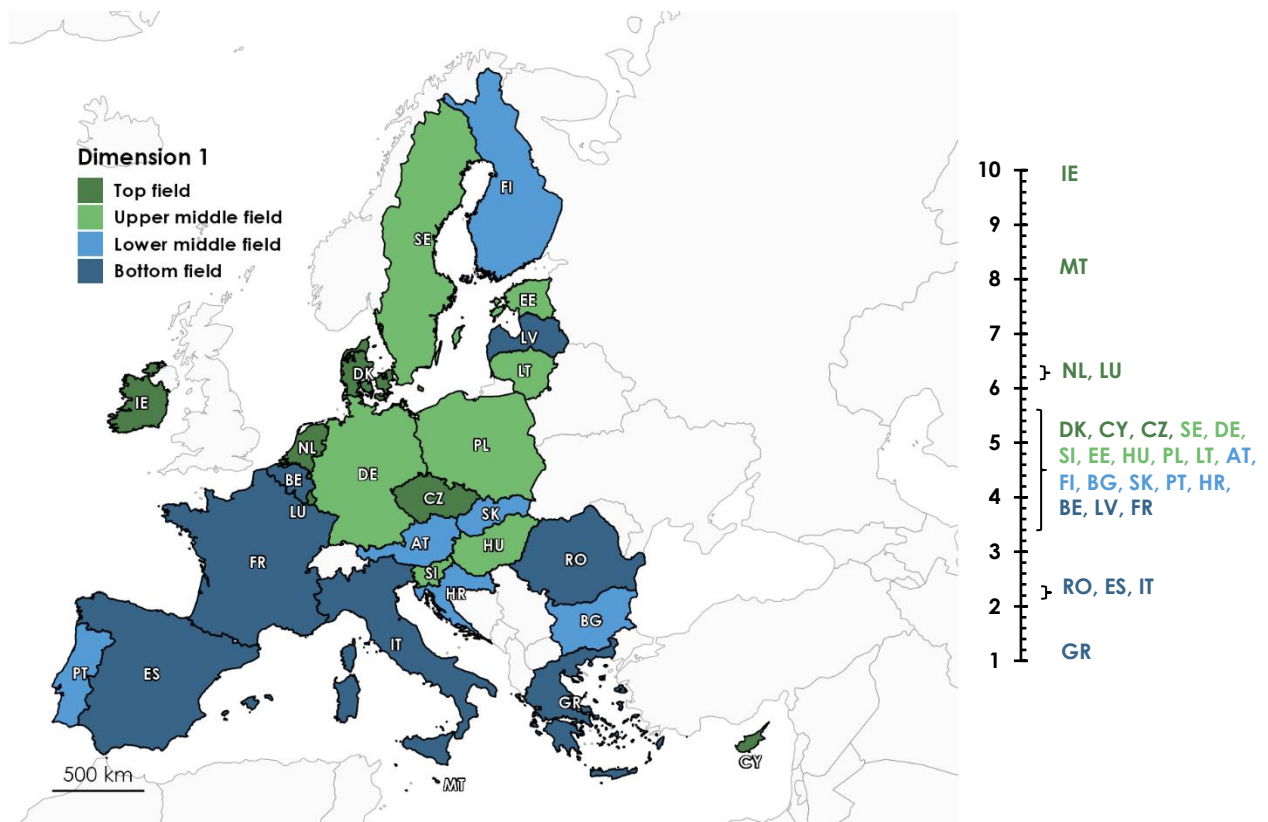
S: Labour Market Monitor 2024.

What characterises the countries of the top field?

- **High economic performance**: The top countries have either a **(very) high real GDP per capita** (EU 27 31,030 €) (with above-average labour productivity per employee) or (Czech Republic, Cypress, Malta) an **above-average GDP per capita growth** (with below-average real GDP per capita and below-average labour productivity per employee). Ireland scores well on all three indicators.

- With the exception of Luxembourg, all countries in the top field have an **above-average employment rate** (EU 27 70.4%).

- The top countries are characterised by a **below-average unemployment rate** (EU 27 6.1%) and six of seven countries have an **above-average employment growth rate** (EU 27 +1.2%) as well.

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Development of the EU 27 countries in Dimension 1 since 2008

- The financial and economic crisis in 2009 and the COVID-19 pandemic from 2020 have left a clear mark: The **labour market performance of the EU countries** has **diverged** based on the indicators in area index 1 (economic divergence). In **2023**, there was a strong convergence (**economic convergence**).

- The **majority of the EU 27 countries** were able to **recover** from the financial and economic crisis **before the outbreak of the COVID-19 pandemic**. However, the **speed** of economic and labour market recovery **varies**.

- The **COVID-19 pandemic** has caused a **renewed deterioration in performance** in all countries, albeit only briefly and to a lesser extent than in the 2009 financial and economic crisis.

- The **convergence** in **2023** is due to **Ireland's poorer performance** at the upper end of the distribution. Ireland has scored significantly in the GDP-related indicators since the implementation of the ESA 2010 regulations in 2015. If the index were calculated without Ireland, the country differences would be the smallest in the period under review.

- On average, the **countries performed better in 2022 and 2023** than in previous years (2008-2021). In **2023**, the performance of the country with the highest catch-up potential was the most favourable in the entire period under review (**annual index point minimum was highest** in 2023).

Development of the index point values of the EU 27 countries in Dimension 1
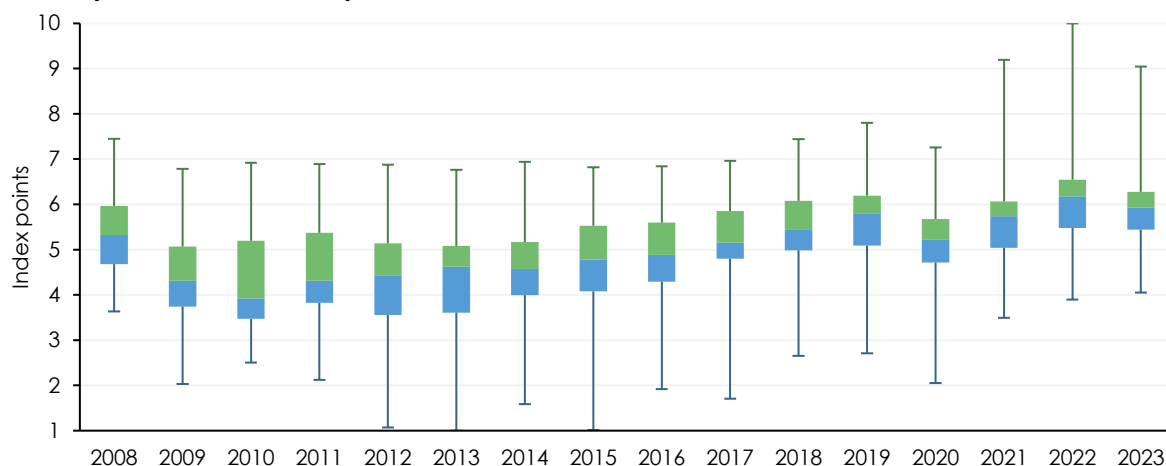
S: Labour Market Monitor 2024. – Range of index point values. Reading example: The box plot diagram visualises the spread and position of the countries' scores per year. The boxes (green and blue areas) contain the middle 50% of the countries, i. e. the upper and lower middle field. They are bordered 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 2023 were sought and used for normalisation (min-max method).

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Dimension 2 "Participation"

Dimension 2, "Participation", captures the extent to which the labour market and employ-ment system are able to integrate different groups of people. This year, it includes ten indi-cators instead of 13 (for more information see chapter "The five dimensions"): Indicators on employment (employment rates of different age groups, gender gap in employment, invol-untary part-time employment, involuntary temporary employment), indicators on the struc-ture of unemployment (unemployment rate of young and older people, long-term unem-ployment rate and long-term unemployment rate of older people) and indicators on ex-penditure on active labour market policies (including short-time work).
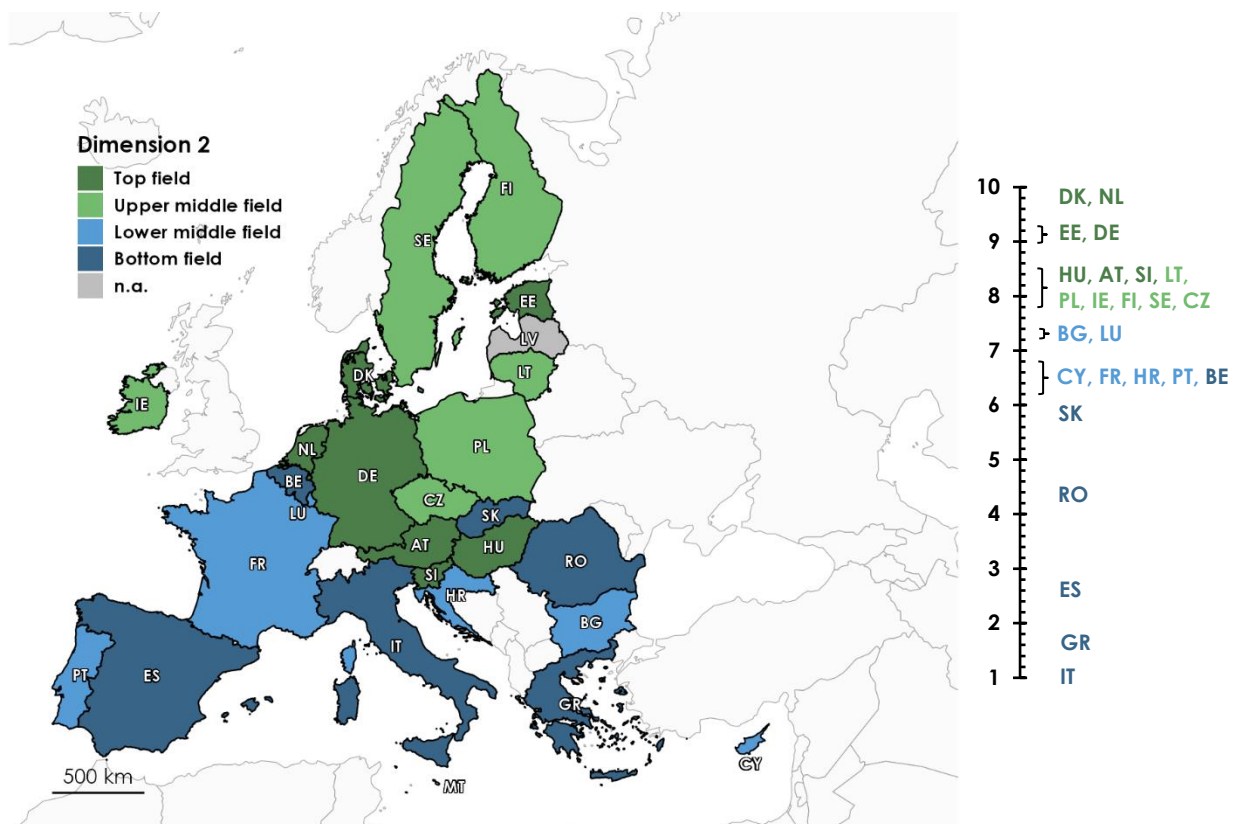
S: Labour Market Monitor 2024. – Index calculation without MT, LV. – n.a. ... not available.

What characterises the countries of the top field?

- What most of the top countries have in common is an **above-average employment rate** for people of prime working age (EU 27 81.8%) and a **below-average share of involuntary temporary employment** (EU 27 3.9%).

- The **unemployment rate** for younger people (EU 27 14.5%) and the **long-term unemploy-ment rate** (EU 27 35.2%) are also **below average** in most of the top countries.

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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.
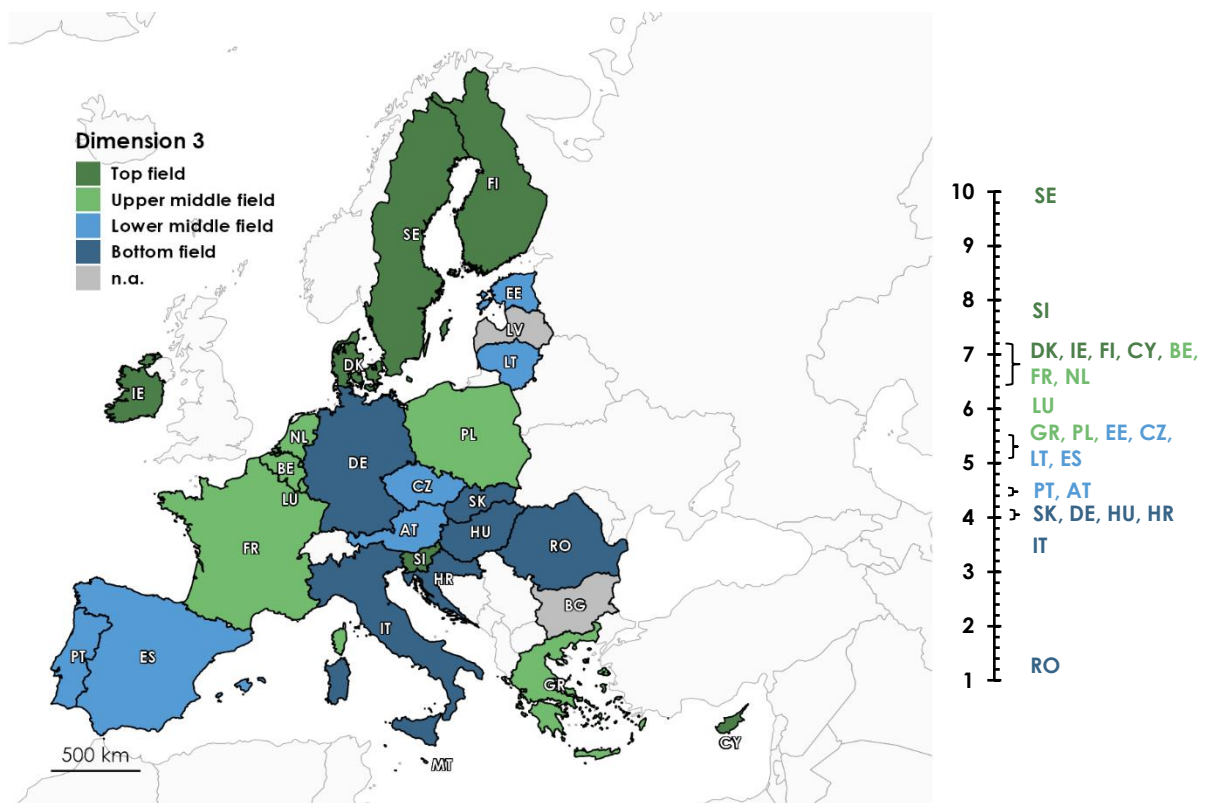
S: Labour Market Monitor 2024. – Index calculation without BG, MT, LV. – n.a. … not available.

What characterises the countries of the top field?

- The proportion of 25 to 64-year-olds with **tertiary qualifications** (EU 27 35.1%) and **participation in further education** (EU 27 12.8%) are **above average** in most countries.

- The **childcare rate for under-3-year-olds** with a minimum of 30 hours per week is **above average** in almost all top countries (EU 27 23.3%).

- The **expected healthy life expectancy** at the age of 65 is **above average** in the majority of countries (EU 27 9.2 years for women and 8.9 years for men).

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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.
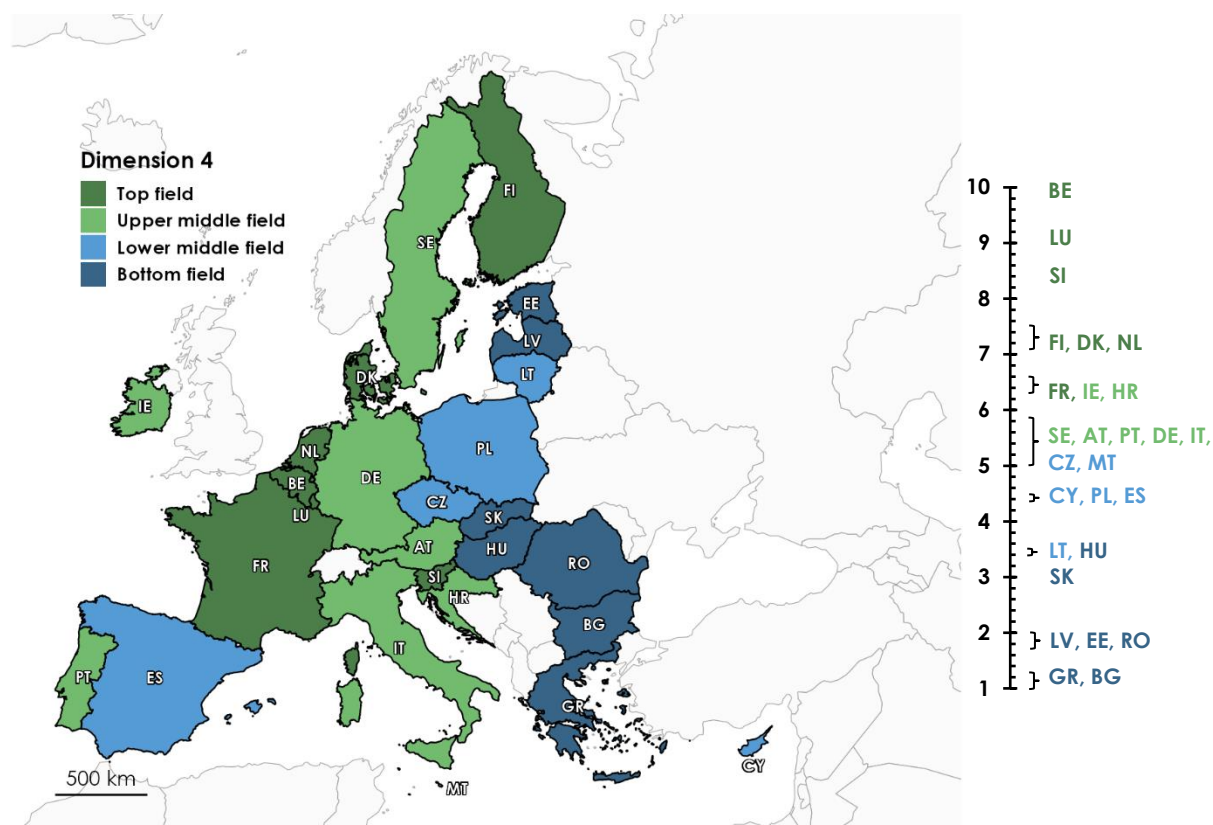
S: Labour Market Monitor 2024.

What characterises the countries of the top field?

- In the majority of the top countries, the share of **employee compensation in GDP** is **above average** (EU 27 47.0%) and **income inequality** (income quintile ratio) is **below average** (EU 27 4.7).

- **Nominal pay per employee** in purchasing power standards is **above average** in all top countries (EU 27: 34,602 PPS). In five out of seven countries, **employee compensat**ion in purchasing power standards is also **above average** (EU 27: 43,451 PPS).

- In five out of seven countries in the top field, the proportion of **low-paid employees** is **below average** (EU 27: 14.7%).

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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.
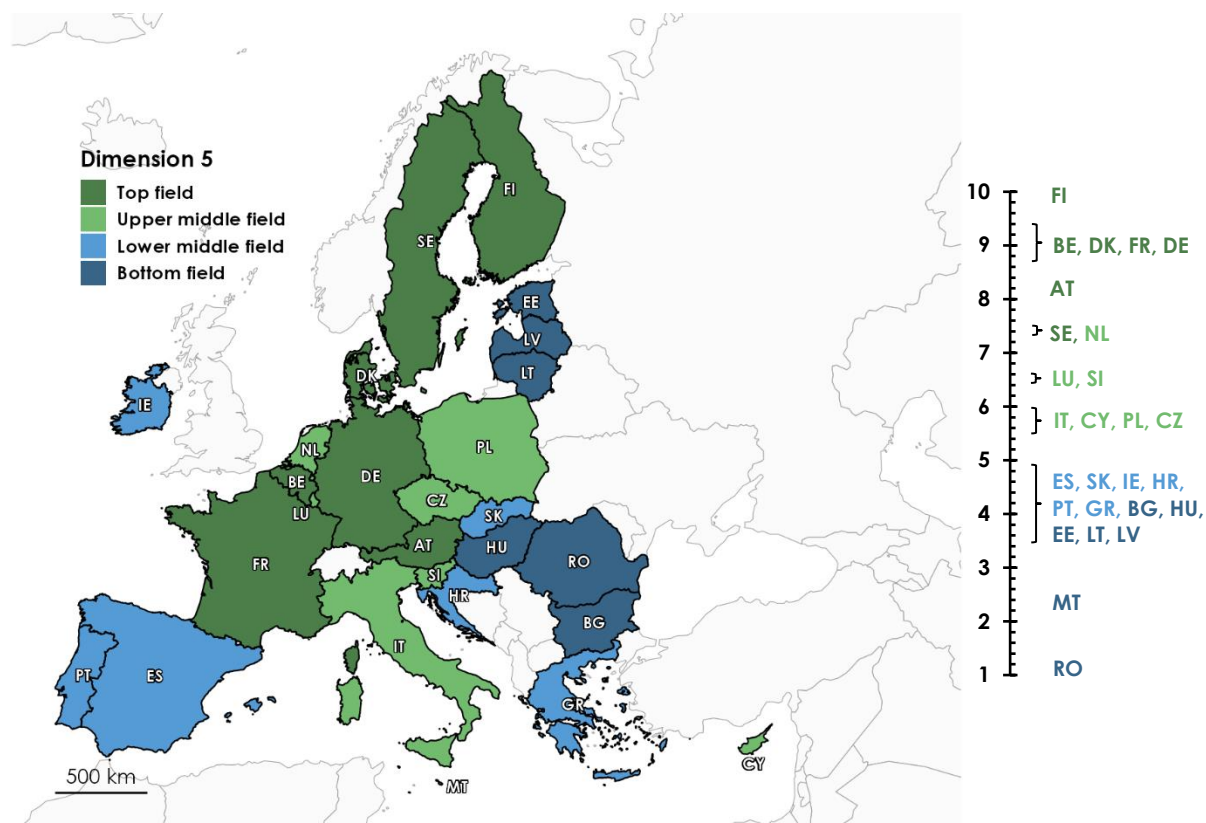
S: Labour Market Monitor 2024.

What characterises the countries of the top field?

- In line with the concept of this index, the top countries spend an **above-average proportion of GDP on social benefits** (EU 27 26.8%).

- In all top countries, the **at-risk-of-poverty rate** (after social transfers) is **below the EU average** (EU 27 16.2%) and **social transfers** make an **above-average contribution to reducing the at-risk-of-poverty rate** (EU 27 8.6 percentage points). Furthermore, in six out of seven top countries, the **gap between the median income of those at risk of poverty and the at-risk-of-poverty threshold** (as a percentage of the at-risk-of-poverty threshold) is **below average** (EU 27 23.0%).

- With the exception of Germany, all countries in the top field have **above-average education expenditure** 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 2024 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 2023 and 2022; 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 two out of five dimensions.
In area index 2 'Labour force participation', the indicators on labour market policy (expenditure on active labour market policy as a % of GDP and as a % of GDP per percentage of unemployment as well as participants in active labour market policy measures as a % of the labour force) had to be excluded from the calculation (for more details, see chapter The five dimensions). However, where available, the raw data is presented in the appendix to the table. 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"**

2023, 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 2013 = 100	Index EU 27 = 100
	Total	Men	Women	Total	Men	Women		Total	Men	Women			
BE	66.6	69.9	63.3	60.2	66.8	54.4	0.8	5.6	6.0	5.1	40,340	111.9	131.2
BG	70.7	73.9	67.4	70.1	73.2	66.8	1.1	4.4	4.5	4.3	8,850	144.4	57.0
CZ	75.1	81.6	68.2	73.0	80.4	65.2	1.0	2.6	2.3	3.1	18,240	120.6	88.1
DK	76.6	78.9	74.2	66.5	71.5	61.9	1.3	5.2	5.1	5.4	55,280	117.9	112.4
DE	77.2	80.8	73.6	67.0	76.2	58.5	0.7	3.2	3.4	2.9	39,380	106.9	102.8
EE	76.2	77.1	75.4	71.5	73.9	69.2	3.2	6.6	6.3	7.0	18,200	120.3	76.3
IE	74.0	78.2	69.9	66.5	73.7	60.1	3.5	4.4	4.6	4.3	82,780	191.2	202.7
GR	61.8	70.8	52.8	59.7	69.5	50.0	1.2	11.2	8.5	14.5	18,800	118.2	69.7
ES	65.3	70.0	60.7	61.4	67.9	55.1	3.0	12.3	10.7	14.0	25,730	116.5	98.7
FR	68.4	71.0	66.0	63.8	68.8	59.5	1.1	7.4	7.5	7.3	35,260	107.4	107.5
HR	65.8	69.4	62.1	64.5	68.3	60.7	2.2	6.2	5.8	6.7	14,970	142.4	84.8
IT	61.5	70.4	52.5	56.8	68.2	46.0	1.9	7.8	7.0	8.9	30,730	112.4	107.5
CY	75.2	79.3	71.4	71.9	76.8	67.5	1.4	6.0	6.0	6.0	29,150	142.3	89.0
LV	71.4	72.7	70.2	69.2	71.0	67.5	0.1	6.8	7.9	5.6	15,020	135.0	70.5
LT	73.2	73.7	72.6	71.4	72.5	70.4	1.4	7.1	7.6	6.7	16,840	142.1	81.3
LU	70.3	73.6	66.8	64.9	70.7	59.2	2.2	5.2	5.0	5.5	95,660	101.1	148.8
HU	74.9	79.2	70.6	73.6	78.3	68.9	0.2	4.1	4.1	4.2	14,740	139.5	74.5
MT	77.8	84.1	70.3	74.3	82.2	65.1	6.4	3.5	3.7	3.2	29,500	144.8	93.2
NL	82.4	86.0	78.9	66.9	76.4	59.4	1.6	3.5	3.4	3.7	46,240	115.3	112.3
AT	**74.1**	**77.9**	**70.3**	**64.0**	**73.7**	**55.3**	**0.8**	**5.2**	**5.4**	**4.9**	**41,770**	**105.6**	**111.9**
PL	72.4	77.8	66.9	70.6	76.7	64.5	0.1	2.9	2.8	2.9	15,280	145.8	80.0
PT	72.4	74.7	70.2	69.7	72.9	66.7	1.0	6.7	6.4	7.0	20,090	120.0	79.2
RO	63.0	71.7	54.3	62.4	70.9	53.7	-1.5	5.6	6.0	5.1	11,170	149.5	84.5
SI	72.5	75.4	69.4	69.8	73.5	65.9	1.6	3.6	3.6	3.6	23,170	130.5	85.4
SK	72.0	75.5	68.4	70.8	74.8	67.0	0.3	5.9	5.9	6.0	17,240	125.4	79.8
FI	74.0	73.9	74.1	67.7	69.1	66.6	1.4	7.3	8.1	6.5	40,810	105.6	101.7
SE	77.4	79.1	75.6	71.6	75.1	68.4	1.2	7.8	7.7	8.0	48,850	110.7	106.4
EU 27	70.4	75.1	65.7	64.7	72.2	57.7	1.2	6.1	5.9	6.4	31,030	115.8	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"**

2023, 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 2013 = 100)	Labour productivity	Subdimension	Total dimension
1	NL	MT	MT	MT	CZ	LU	IE	IE	IE	IE
2	MT	HU	IE	EE	PL	IE	RO	LU	LU	MT
3	SE	CZ	EE	NL	DE	DK	PL	BE	DK	NL
4	DE	CY	ES	SE	MT	SE	MT	DK	BE	LU
5	DK	SE	LU	IE	NL	NL	BG	NL	MT	DK
6	EE	EE	HR	CY	SI	AT	HR	AT	NL	CY
7	CY	LT	IT	CZ	HU	FI	CY	IT	CY	CZ
8	CZ	SK	SI	LT	IE	BE	LT	FR	SE	SE
9	HU	PL	NL	HU	BG	DE	HU	SE	AT	DE
10	AT	BG	CY	SI	DK	FR	LV	DE	RO	SI
11	IE	SI	LT	DK	LU	IT	SI	FI	PL	EE
12	FI	PT	FI	FI	AT	MT	SK	ES	IT	HU
13	LT	LV	DK	DE	BE	CY	CZ	MT	HR	PL
14	SI	FI	SE	PT	RO	ES	EE	CY	DE	LT
15	PL	DE	GR	BG	SK	SI	PT	CZ	FR	AT
16	PT	NL	BG	SK	CY	PT	GR	SI	FI	FI
17	SK	DK	FR	PL	HR	GR	DK	HR	LT	BG
18	LV	IE	CZ	LU	EE	CZ	ES	RO	SI	SK
19	BG	LU	PT	LV	PT	EE	NL	LT	ES	PT
20	LU	HR	AT	AT	LV	SK	IT	PL	HU	HR
21	FR	AT	BE	HR	LT	LT	BE	SK	CZ	BE
22	BE	FR	DE	ES	FI	PL	SE	PT	LV	LV
23	HR	RO	SK	FR	FR	LV	FR	EE	SK	FR
24	ES	ES	HU	BE	SE	HR	DE	HU	PT	RO
25	RO	BE	PL	GR	IT	HU	AT	LV	BG	ES
26	GR	GR	LV	IT	GR	RO	FI	GR	EE	IT
27	IT	IT	RO	RO	ES	BG	LU	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"**

2023, EU 27

			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	81.6	8.7	57.8	62.2	53.4	4.2	1.8	1.9	1.7	6.6
BG	81.6	8.4	69.5	74.0	65.3	0.6	1.7	1.9	1.4	6.5
CZ	84.4	21.3	74.0	78.9	69.0	1.2	1.7	1.4	2.1	13.4
DK	81.6	6.2	74.2	78.2	70.1	1.7	1.2	0.9	1.5	4.7
DE	84.4	9.5	74.6	78.2	71.0	1.6	0.6	0.7	0.5	7.2
EE	85.7	7.2	76.0	74.0	77.7	2.0	0.2	n.a.	n.a.	1.7
IE	83.8	9.3	67.7	75.6	60.0	1.9	1.5	1.5	1.6	8.3
GR	74.2	17.0	54.1	66.8	42.8	3.1	6.9	5.2	8.8	18.0
ES	78.0	9.0	59.5	66.3	53.0	6.5	10.2	9.1	11.4	9.3
FR	81.8	8.4	58.4	59.7	57.2	4.0	3.8	3.8	3.9	5.0
HR	83.1	6.9	51.6	56.2	47.5	1.1	6.3	4.7	8.0	7.3
IT	72.4	19.0	57.3	67.8	47.2	9.7	8.3	7.7	8.9	17.9
CY	85.7	7.1	67.0	74.8	59.7	4.0	12.2	9.6	14.9	7.9
LV	82.3	6.7	70.9	69.9	71.7	1.8	n.a.	n.a.	n.a.	2.5
LT	85.4	4.8	69.1	68.1	69.9	0.9	0.5	0.5	0.4	1.1
LU	87.9	5.9	46.3	50.3	42.1	1.9	1.0	1.2	0.8	6.8
HU	87.3	8.6	69.3	79.2	60.2	0.8	1.1	1.2	0.9	8.6
MT	89.7	9.1	55.9	67.5	43.9	0.5	1.2	1.4	2.0	13.8
NL	87.5	7.0	75.0	81.8	68.3	0.9	3.6	3.5	3.6	7.1
AT	**85.2**	**5.2**	**57.3**	**65.4**	**49.4**	**2.0**	**0.2**	**0.3**	**0.2**	**7.6**
PL	87.0	10.5	58.1	70.3	47.0	0.7	3.6	3.3	3.9	10.9
PT	86.5	3.4	66.4	70.5	62.9	2.9	9.8	9.6	10.1	4.5
RO	77.5	19.2	51.0	62.8	40.3	2.0	1.4	2.0	0.8	17.4
SI	89.1	5.0	54.2	57.7	50.8	0.6	2.3	1.9	2.8	6.0
SK	83.8	9.7	66.6	70.1	63.4	0.5	2.0	1.9	2.1	7.1
FI	81.9	3.1	71.7	70.0	73.4	4.2	2.5	1.8	3.0	-0.2
SE	85.7	4.9	78.0	80.7	75.3	4.0	2.8	3.2	2.3	3.5
EU 27	81.8	10.6	63.9	70.1	58.0	3.4	3.9	3.7	4.1	9.4

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"

2023 (subdimension "Unemployment"), 2022 (subdimension "Labour market policy"), EU 27

	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)			Labour Market Policy[4] Expenditure on active labour market policy[5]	
									As % of GDP	As % of GDP per % unemployment (15- to 64-year-olds)
	In %	In %	In %			In %			As % of GDP	
			Total	Men	Women	Total	Men	Women		
BE	16.1	3.5	40.1	42.8	36.4	58.1	60.3	55.2	0.639	0.114
BG	12.1	3.6	52.0	53.4	50.3	54.4	56.8	51.7	0.132	0.031
CZ	8.3	2.2	29.2	33.5	25.4	39.0	43.1	34.8	0.187	0.081
DK	11.5	3.1	10.8	11.6	9.9	21.3	25.0	n.a.	1.094	0.243
DE	5.9	2.4	30.6	34.3	25.7	47.4	51.3	42.2	0.286	0.089
EE	17.3	5.8	20.1	19.3	20.8	29.7	44.2	n.a.	0.297	0.050
IE	10.7	3.2	27.4	31.0	23.3	46.1	n.a.	n.a.	n.a.	n.a.
GR	26.7	6.8	57.0	50.2	62.0	65.6	56.1	72.0	0.245	0.019
ES	28.7	11.4	34.9	33.1	36.3	53.6	53.2	53.9	0.645	0.049
FR	17.2	5.4	24.4	25.4	23.4	44.4	42.1	46.8	0.718	0.097
HR	18.9	4.4	35.3	37.4	33.4	40.0	43.9	36.9	n.a.	n.a.
IT	22.7	4.6	56.0	56.7	55.3	61.8	67.0	55.4	n.a.	n.a.
CY	16.6	4.4	31.1	32.5	29.7	30.2	34.2	38.0	n.a.	n.a.
LV	12.3	6.1	27.2	26.2	28.7	39.4	40.2	38.4	0.077	0.011
LT	13.8	8.3	33.3	33.5	33.0	45.7	44.6	47.0	0.149	0.024
LU	18.8	4.4	32.7	34.2	31.3	45.0	n.a.	n.a.	0.566	0.123
HU	12.8	3.2	35.1	36.3	33.8	44.1	44.2	44.0	0.194	0.054
MT	9.2	1.9	23.3	20.0	28.8	n.a.	n.a.	n.a.	0.649	0.185
NL	8.2	2.3	13.4	12.6	14.2	42.5	42.8	42.3	0.483	0.138
AT	**10.4**	**4.1**	**22.3**	**24.0**	**20.3**	**43.4**	**48.0**	**33.3**	**0.748**	**0.156**
PL	11.4	1.8	26.9	27.8	25.8	38.4	38.9	n.a.	0.232	0.080
PT	20.5	5.5	37.3	36.9	37.6	60.7	59.3	61.9	0.432	0.069
RO	21.8	3.9	38.5	37.8	39.5	45.9	47.7	43.0	n.a.	n.a.
SI	9.9	3.5	38.3	38.4	38.1	49.8	51.1	48.3	0.109	0.027
SK	19.8	3.9	65.2	65.0	65.4	74.4	72.3	76.1	0.385	0.062
FI	16.2	7.2	22.7	25.2	19.3	41.4	43.5	38.2	0.638	0.093
SE	22.1	5.3	22.5	23.0	22.0	50.8	56.1	43.9	0.638	0.084
EU 27	14.5	4.6	35.2	35.4	35.1	50.9	51.7	50.0	n.a.	n.a.

S: Eurostat. – [4]) The indicators on active labour market policy are not included in the calculation of the Labour Market Monitor 2024. – [5]) 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).

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

2023, EU 27 without MT, LV, 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
1	SI	FI	SE	SK	EE	FI	LT
2	LU	PT	EE	BG	AT	LT	EE
3	NL	LT	NL	SI	LT	EE	NL
4	HU	SE	DE	PL	DE	SE	SE
5	PL	SI	DK	HU	LU	PT	DK
6	PT	AT	CZ	NL	HU	DK	HU
7	SE	LU	FI	LT	DK	FR	FI
8	CY	DK	BG	HR	RO	SI	SI
9	EE	HR	HU	CZ	IE	BG	DE
10	LT	NL	LT	DE	BG	BE	BG
11	AT	CY	IE	DK	CZ	LU	SK
12	DE	EE	CY	LU	BE	SK	AT
13	CZ	FR	SK	IE	SK	NL	IE
14	SK	BG	PT	RO	SI	DE	LU
15	IE	HU	ES	EE	FI	HR	PT
16	HR	BE	FR	AT	SE	AT	PL
17	FI	ES	PL	PT	PL	CY	HR
18	FR	IE	BE	GR	NL	IE	FR
19	BG	DE	AT	CY	FR	HU	BE
20	DK	SK	IT	FR	HR	ES	CZ
21	BE	PL	SI	SE	GR	PL	CY
22	ES	GR	GR	FI	IT	CZ	ES
23	RO	IT	HR	BE	PT	RO	RO
24	GR	RO	RO	ES	ES	IT	GR
25	IT	CZ	LU	IT	CY	GR	IT

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

2023, EU 27 without MT, LV, rankings of the indicators, the subdimensions "Unemployment" and the total dimension

	Unemployment				Subdimension	Total dimension
	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)		
1	DE	PL	DK	DK	DK	DK
2	NL	CZ	NL	EE	NL	NL
3	CZ	NL	EE	CY	CZ	EE
4	SI	DE	**AT**	PL	PL	DE
5	**AT**	DK	SE	CZ	DE	HU
6	IE	IE	FI	HR	**AT**	**AT**
7	PL	HU	FR	FI	IE	SI
8	DK	SI	PL	NL	EE	LT
9	BG	BE	IE	**AT**	CY	PL
10	HU	BG	CZ	HU	HU	IE
11	LT	SK	DE	FR	SI	FI
12	BE	RO	CY	LU	FR	SE
13	FI	**AT**	LU	LT	HR	CZ
14	CY	CY	LT	RO	FI	BG
15	FR	LU	ES	IE	LU	LU
16	EE	HR	HU	DE	SE	CY
17	LU	IT	HR	SI	BG	FR
18	HR	SE	PT	SE	RO	HR
19	SK	FR	SI	ES	BE	PT
20	PT	PT	RO	BG	LT	BE
21	RO	EE	BE	BE	PT	SK
22	SE	GR	BG	PT	IT	RO
23	IT	FI	IT	IT	SK	ES
24	GR	LT	GR	GR	ES	GR
25	ES	ES	SK	SK	GR	IT

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"**

2023, 2020 (Participation of employees in CVT courses), EU 27, 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 64-year-olds	25- to 34-year-olds	25- to 64-year-olds	25- to 34-year-olds		
BE	6.2	17.8	13.6	44.8	50.0	11.1	50.7
BG	9.3	14.8	14.0	30.5	35.8	1.4	23.0
CZ	6.4	5.9	8.3	27.0	33.7	9.9	82.8
DK	10.4	17.8	17.6	42.9	49.0	30.5	25.5
DE	12.8	16.9	16.7	33.3	38.4	8.3	43.7
EE	9.7	10.6	12.8	41.6	43.5	23.2	31.3
IE	4.0	11.7	5.0	54.5	62.7	12.3	37.1
GR	3.7	18.9	7.6	34.3	44.5	3.4	11.8
ES	13.7	35.8	25.7	41.4	52.0	15.8	65.0
FR	7.6	16.3	10.8	42.4	51.9	14.9	46.6
HR	2.0	10.8	4.0	28.7	38.8	6.4	24.2
IT	10.5	34.5	19.9	21.6	30.6	11.6	44.6
CY	10.4	13.8	9.6	50.7	61.6	10.9	30.3
LV	7.7	8.9	9.5	39.2	45.1	10.7	30.7
LT	6.4	5.6	4.9	46.4	57.4	10.7	26.4
LU	6.8	18.8	11.4	51.9	60.2	16.2	56.9
HU	11.6	12.6	13.3	29.8	30.1	9.5	18.1
MT	10.2	31.4	17.8	33.2	46.2	16.4	27.8
NL	6.2	19.3	10.8	44.3	54.5	26.4	39.2
AT	**8.6**	**14.0**	**9.9**	**36.6**	**43.5**	**17.1**	**34.9**
PL	3.7	5.7	5.3	37.9	46.3	8.7	28.8
PT	8.1	41.1	18.2	29.8	41.5	13.3	42.6
RO	16.6	19.6	20.9	18.6	22.5	6.7	17.4
SI	5.4	11.5	7.1	33.8	40.7	19.9	47.2
SK	6.4	6.2	6.5	28.8	39.8	10.5	48.7
FI	9.6	11.2	10.3	42.6	39.2	26.1	29.1
SE	7.4	11.6	10.1	49.4	54.1	38.8	50.5
EU 27	9.5	20.2	14.5	35.1	43.1	12.8	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"

2023, EU 27, 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 | |
	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	30+ hours per week
BE	0.2	n.a.	0.4	5.3	1.2	9.9	29.5	25.6	33.3	56.3	35.9
BG	0.2	n.a.	0.3		n.a.	n.a.	26.1	22.7	29.6	17.4	14.6
CZ	0.2	n.a.	0.3	1.2	0.1	2.7	22.9	16.6	29.6	4.4	1.4
DK	0.1	n.a.	0.2	0.3	n.a.	0.6	19.2	16.9	21.6	69.9	61.9
DE	0.7	0.1	1.3	7.1	0.8	14.0	20.3	16.4	24.2	23.3	14.9
EE	0.5	n.a.	0.8	1.6	n.a.	2.9	18.4	17.8	19.0	37.9	25.7
IE	1.0	n.a.	1.7	5.2	0.7	10.1	22.5	18.0	27.0	22.1	11.4
GR	0.4	n.a.	0.8	0.5	n.a.	1.1	30.5	22.6	38.2	29.6	17.6
ES	0.6	0.1	1.0	1.8	0.2	3.6	25.5	21.6	29.5	55.8	28.8
FR	0.4	0.1	0.7	4.2	0.7	7.9	26.1	23.2	28.8	57.4	39.6
HR	0.3	n.a.	0.7	0.4	n.a.	0.8	29.9	26.4	33.4	29.6	25.2
IT	0.7	0.1	1.3	2.2	0.1	5.0	33.3	24.3	42.3	34.5	20.4
CY	0.3	n.a.	0.5	1.0	n.a.	2.0	20.0	15.7	24.1	36.9	29.1
LV	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	23.4	21.0	25.6	34.9	32.3
LT	0.1	n.a.	0.3	0.3	n.a.	0.5	21.2	20.2	22.2	19.9	16.8
LU	n.a.	n.a.	n.a.	4.7	n.a.	9.2	25.9	22.5	29.3	60.0	44.5
HU	0.2	n.a.	0.4	0.5	n.a.	0.9	21.8	17.4	26.4	20.3	16.4
MT	n.a.	n.a.	n.a.	1.4	n.a.	2.9	19.3	12.7	27.3	51.0	30.0
NL	0.5	0.1	0.9	13.5	2.4	25.7	14.5	11.0	18.1	71.5	9.2
AT	**0.6**	**n.a.**	**1.1**	**10.1**	**1.1**	**20.2**	**21.8**	**17.6**	**26.1**	**24.1**	**6.8**
PL	0.5	n.a.	0.9	0.5	n.a.	1.0	25.5	19.9	31.1	12.6	11.2
PT	0.3	n.a.	0.5	0.6	n.a.	1.1	22.4	20.2	24.6	55.5	53.9
RO	0.1	n.a.	0.2	0.1	n.a.	n.a.	33.2	23.7	42.8	12.3	8.0
SI	0.2	n.a.	0.4	1.1	n.a.	2.2	24.8	21.8	28.0	56.6	53.2
SK	0.3	n.a.	0.4	0.4	n.a.	0.9	23.5	19.8	27.2	1.0	1.0
FI	0.1	n.a.	n.a.	1.3	0.3	2.4	20.1	19.6	20.7	43.9	34.0
SE	n.a.	n.a.	n.a.	1.9	0.6	3.2	16.0	14.3	17.8	56.9	43.4
EU 27	0.5	0.1	0.9	3.8	0.5	7.5	25.0	20.2	29.8	37.5	23.3

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"

2023, 2022 (fatal accidents at work, healthy life years), EU 27, 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	1.06	63.3	64.1	10.8	10.8	15.9	14.5	17.4	13.3	87.3
BG	3.33	68.9	64.5	10.9	9.2	9.8	9.3	10.5	3.7	83.6
CZ	1.85	62.4	61.2	7.7	7.1	21.5	20.6	22.6	14.0	81.2
DK	1.33	54.6	57.1	10.4	10.0	30.1	29.2	31.1	28.2	71.7
DE	0.74	61.2	60.9	8.6	8.2	24.0	22.7	25.6	15.6	78.2
EE	2.46	60.6	58.0	8.1	7.1	35.5	33.0	38.0	20.9	68.0
IE	0.97	66.8	65.2	11.9	11.3	18.9	18.8	19.0	10.0	88.0
GR	0.62	67.8	66.2	9.0	8.6	8.9	8.5	9.5	7.2	93.2
ES	2.03	60.6	61.7	9.5	9.8	26.5	25.5	27.7	20.9	80.5
FR	3.49	65.2	63.7	11.7	10.2	29.4	27.1	31.8	16.6	75.3
HR	2.93	61.5	59.0	5.6	5.2	12.1	12.1	12.0	9.1	86.6
IT	2.03	67.8	67.1	9.9	10.4	6.6	6.4	6.8	8.9	87.4
CY	2.23	66.3	65.7	8.6	8.8	25.6	27.3	23.6	10.4	89.2
LV	2.98	55.4	53.0	4.4	4.1	29.4	26.7	31.9	27.0	60.3
LT	2.38	62.3	58.2	7.7	6.2	20.8	19.4	22.1	12.0	64.9
LU	2.78	59.4	60.7	9.8	9.7	16.5	15.0	18.3	7.2	79.6
HU	1.70	63.9	61.3	7.5	6.6	20.1	19.7	20.6	9.5	79.9
MT	5.28	70.3	70.1	12.0	12.2	18.2	18.9	17.2	5.7	90.8
NL	0.31	56.3	60.7	8.9	9.3	27.9	25.8	30.1	21.8	78.8
AT	**2.85**	**61.3**	**60.6**	**9.5**	**9.4**	**25.7**	**23.3**	**28.5**	**18.2**	**80.1**
PL	1.27	64.1	60.8	8.6	7.8	19.8	17.9	21.9	10.2	80.7
PT	2.89	58.0	60.2	7.3	8.6	32.2	29.3	35.1	21.0	65.9
RO	2.26	59.3	58.7	3.8	4.0	4.4	3.7	5.4	11.5	92.4
SI	1.80	68.5	65.0	12.2	10.6	25.2	24.0	26.6	13.5	75.8
SK	1.40	58.0	56.6	4.9	4.7	19.1	17.5	21.0	16.9	83.9
FI	1.04	56.5	59.3	9.1	8.9	45.0	40.9	49.4	23.9	77.6
SE	0.76	65.3	67.5	14.3	13.5	33.1	30.0	36.8	15.0	73.7
EU 27	1.66	62.8	62.4	9.2	8.2	25.2	23.4	27.3	15.2	80.5

S: Eurostat.

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

2023, 2020 (participation of employees in CVT courses), EU 27 without BG, MT, 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	HR	IE	IE	SE	CZ	SE	SE	RO	NL	SE
2	GR	PL	LT	LU	CY	DK	ES	IE	LT	LT	SE	DK
3	PL	CZ	IE	CY	LU	NL	LU	LU	FI	DK	EE	LT
4	IE	SK	PL	SE	LT	FI	BE	LT	DK	SK	DK	FI
5	SI	EE	SK	LT	NL	EE	SE	NL	RO	HR	CY	HU
6	BE	HR	SI	BE	SE	SI	SK	SI	SI	HU	FI	CY
7	NL	FI	GR	NL	ES	AT	SI	PL	CZ	GR	DE	CZ
8	CZ	SI	CZ	DK	FR	LU	FR	CZ	BE	PL	LT	PT
9	LT	SE	CY	FI	BE	ES	IT	FR	HU	PT	HU	SK
10	SK	IE	AT	FR	DK	FR	DE	CY	LU	CY	AT	SI
11	LU	HU	SE	EE	PL	PT	PT	BE	CY	SI	PT	EE
12	SE	CY	FI	ES	GR	IE	NL	SK	SK	CZ	IE	RO
13	FR	AT	FR	PL	EE	IT	IE	FI	HR	FI	CZ	PL
14	PT	FR	NL	AT	AT	BE	AT	EE	PT	EE	SK	HR
15	AT	DE	LU	GR	PT	CY	EE	HR	FR	ES	SI	LU
16	FI	BE	EE	SI	SI	LT	CY	AT	GR	SE	PL	GR
17	EE	DK	HU	DE	SK	SK	FI	DK	NL	IT	ES	FR
18	DK	LU	BE	HU	FI	CZ	PL	GR	PL	FR	LU	ES
19	CY	GR	DE	PT	HR	HU	LT	ES	EE	LU	FR	BE
20	IT	NL	DK	SK	DE	PL	DK	DE	AT	IE	BE	NL
21	HU	RO	PT	HR	CZ	DE	HR	PT	ES	BE	HR	DE
22	DE	IT	IT	CZ	IT	RO	HU	HU	DE	DE	GR	AT
23	ES	ES	RO	IT	HU	HR	RO	IT	IT	AT	RO	IE
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 blue: Four 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.

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

2023, 2022 (fatal accidents at work, healthy life years), EU 27 without BG, MT, LV, rankings of the indicators, the subdimensions "Childcare" and "Health" and the total dimension

| | Childcare | | | | Health life years at birth | | Healthy life years at the age of 65 | | Health | | | | |
| | Formal childcare | | Subdimension | Fatal accidents at work | | | | | 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	NL	DK	DK	NL	SI	SE	SE	SE	FI	DK	GR	SE	SE
2	DK	PT	SI	GR	GR	IT	SI	IE	EE	FI	RO	IE	SI
3	LU	SI	PT	DE	IT	GR	IE	BE	SE	NL	CY	SI	DK
4	FR	LU	LU	SE	IE	CY	FR	SI	PT	PT	IE	BE	IE
5	SE	SE	SE	IE	CY	IE	BE	IT	DK	EE	IT	GR	FI
6	SI	FR	FR	FI	SE	SI	DK	FR	FR	ES	BE	FI	CY
7	BE	BE	BE	BE	FR	BE	IT	DK	NL	AT	HR	CY	BE
8	ES	FI	ES	PL	PL	FR	LU	ES	ES	SK	SK	IT	FR
9	PT	CY	FI	DK	HU	ES	ES	LU	AT	FR	CZ	NL	NL
10	FI	ES	NL	SK	BE	HU	AT	AT	CY	DE	PL	FR	LU
11	EE	EE	CY	HU	CZ	CZ	FI	NL	SI	SE	ES	ES	GR
12	CY	HR	EE	SI	LT	DE	GR	FI	DE	CZ	AT	DK	PL
13	IT	IT	HR	CZ	HR	PL	NL	CY	CZ	SI	HU	DE	EE
14	HR	GR	IT	ES	AT	LU	CY	GR	LT	BE	LU	AT	CZ
15	GR	LT	GR	IT	DE	NL	DE	PT	HU	LT	NL	PL	LT
16	AT	HU	DE	CY	ES	AT	PL	DE	PL	RO	DE	CZ	ES
17	DE	DE	LT	RO	EE	PT	EE	PL	SK	CY	FI	HU	PT
18	IE	IE	HU	LT	LU	FI	CZ	EE	IE	PL	SI	EE	AT
19	HU	PL	IE	EE	RO	HR	LT	CZ	LU	IE	FR	PT	SK
20	LT	NL	AT	LU	SK	RO	HU	HU	BE	HU	SE	LU	DE
21	PL	RO	PL	AT	PT	LT	PT	LT	HR	HR	DK	SK	HU
22	RO	AT	RO	PT	FI	EE	HR	HR	GR	IT	EE	LT	HR
23	CZ	CZ	CZ	HR	NL	DK	SK	SK	IT	LU	PT	HR	IT
24	SK	SK	SK	FR	DK	SK	RO	RO	RO	GR	LT	RO	RO

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

2023, 2022 (low-wage-earners), EU 27

	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	46,326	61,652	49.1	3.4	3.4	3.3	51.8	15.9	15.8	15.9	4.7	5.0	4.3	0.7
BG	22,200	25,890	43.7	6.6	7.0	6.2	36.2	26.8	30.0	23.7	11.4	12.5	10.1	13.5
CZ	26,692	34,798	42.9	3.4	3.4	3.4	50.4	13.8	10.5	17.4	3.1	3.0	3.1	18.0
DK	44,160	47,925	51.0	4.2	4.3	4.0	54.5	9.7	7.5	11.8	6.0	6.0	5.9	14.0
DE	39,021	47,116	53.1	4.4	4.5	4.4	56.6	19.0	15.4	23.1	6.6	6.7	6.4	17.6
EE	25,428	33,768	49.7	5.4	5.6	5.1	52.7	21.2	13.8	27.0	10.3	11.1	9.5	16.9
IE	44,177	51,934	28.0	3.9	3.9	3.8	41.9	19.8	17.6	22.0	5.5	6.5	4.4	8.6
GR	20,327	25,835	34.4	5.3	5.3	5.3	39.7	21.7	20.1	23.4	9.9	11.8	7.4	13.6
ES	33,814	43,607	47.8	5.5	5.5	5.5	51.7	13.2	9.2	17.6	11.3	12.2	10.3	9.2
FR	36,244	48,962	51.3	4.6	4.6	4.6	51.7	9.7	8.6	10.8	7.8	7.8	7.9	12.2
HR	31,021	35,374	46.2	4.9	4.7	5.1	34.8	18.6	15.7	21.7	6.2	6.5	5.9	7.4
IT	31,435	42,862	38.7	5.3	5.3	5.2	48.8	8.8	7.6	10.3	9.9	11.5	7.8	2.2
CY	28,111	34,344	43.5	4.3	4.1	4.4	42.7	20.0	17.4	22.7	7.4	7.0	7.9	12.2
LV	28,042	34,155	52.9	6.2	6.2	6.1	49.8	23.3	17.7	27.8	9.2	8.2	10.1	19.0
LT	34,065	35,298	48.5	6.3	6.8	5.9	51.1	17.9	13.7	21.8	7.9	8.6	7.2	11.5
LU	57,549	65,969	52.8	4.8	4.8	4.7	48.9	14.0	11.2	18.4	14.8	14.1	15.7	-0.9
HU	23,565	26,261	40.9	4.5	4.5	4.5	42.1	14.6	13.7	15.6	6.9	7.5	6.1	17.8
MT	31,492	34,245	39.9	5.3	5.4	5.2	41.3	15.9	16.0	15.8	7.6	9.1	5.3	5.1
NL	38,006	49,281	45.9	3.9	4.0	3.8	46.5	16.3	15.2	17.5	5.2	5.5	4.9	12.5
AT	**41,243**	**49,722**	**49.6**	**4.3**	**4.4**	**4.2**	**54.7**	**14.0**	**9.0**	**21.0**	**7.6**	**8.2**	**7.0**	**18.3**
PL	25,990	30,787	38.8	4.1	4.1	4.0	38.5	19.0	17.6	20.5	9.0	9.8	8.1	7.8
PT	26,970	34,425	47.2	5.6	5.6	5.6	44.8	1.8	0.7	2.8	10.0	10.7	9.2	8.6
RO	30,882	32,302	37.7	5.8	6.1	5.6	44.4	23.9	25.0	22.7	15.3	18.9	10.3	3.8
SI	36,978	43,013	51.2	3.3	3.4	3.3	51.2	9.4	8.4	10.5	5.7	6.5	4.8	5.4
SK	23,265	30,782	41.8	3.6	3.7	3.3	53.9	13.4	10.8	16.0	9.1	10.1	7.9	15.7
FI	36,036	43,313	48.5	3.8	3.9	3.7	50.9	6.5	4.6	8.1	2.8	3.0	2.5	16.8
SE	34,763	42,073	47.4	4.7	4.9	4.5	57.0	4.1	3.1	5.0	7.1	7.5	6.6	11.2
EU 27	34,602	43,451	47.0	4.7	4.8	4.7	51.2	14.7	12.6	17.1	8.3	9.1	7.4	12.0

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 a percentage of average gross hourly earnings for men.

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

2023, 2022 (low-wage-earners), EU 27, 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	DE	SI	HR	HR	PT	FI	FI	LU	BE
2	BE	BE	BE	LV	BE	BG	SI	SE	CZ	SE	BE	LU
3	IE	IE	IE	LU	CZ	PL	BE	FI	BE	CZ	IT	SI
4	DK	**AT**	DK	FR	SK	GR	NL	IT	NL	SI	RO	FI
5	**AT**	NL	**AT**	SI	FI	MT	PL	SI	IE	DK	MT	DK
6	DE	FR	NL	DK	IE	IE	FI	FR	SI	PT	SI	NL
7	NL	DK	DE	EE	NL	HU	CY	DK	DK	BE	HR	FR
8	SI	DE	FR	**AT**	PL	CY	LU	ES	HR	FR	PL	IE
9	FR	ES	SI	BE	DK	RO	CZ	SK	DE	NL	PT	HR
10	FI	FI	FI	FI	CY	PT	HU	CZ	HU	HU	IE	SE
11	SE	SI	ES	LT	**AT**	NL	DK	LU	SE	IT	ES	**AT**
12	LT	IT	SE	ES	DE	IT	FR	**AT**	CY	**AT**	SE	PT
13	ES	SE	IT	SE	HU	LU	DE	HU	**AT**	IE	LT	DE
14	MT	HR	LT	PT	FR	LV	**AT**	BE	MT	HR	FR	IT
15	IT	LT	HR	HR	SE	CZ	PT	MT	FR	MT	CY	CZ
16	HR	CZ	MT	NL	LU	FI	SK	NL	LT	SK	NL	MT
17	RO	PT	RO	BG	HR	LT	BG	LT	PL	DE	BG	CY
18	CY	CY	CY	CY	IT	SI	MT	HR	SK	LT	GR	PL
19	LV	MT	LV	CZ	GR	ES	LV	PL	LV	CY	DK	ES
20	PT	LV	CZ	SK	MT	FR	EE	DE	IT	ES	SK	LT
21	CZ	EE	PT	HU	EE	BE	IE	IE	GR	PL	FI	HU
22	PL	RO	EE	MT	ES	EE	ES	CY	PT	GR	EE	SK
23	EE	PL	PL	PL	PT	SK	GR	EE	EE	LV	DE	LV
24	HU	SK	SK	IT	RO	DK	SE	GR	ES	EE	HU	EE
25	SK	HU	HU	RO	LV	**AT**	LT	LV	BG	LU	CZ	RO
26	BG	BG	BG	GR	LT	DE	IT	RO	LU	BG	**AT**	GR
27	GR	GR	GR	IE	BG	SE	RO	BG	RO	RO	LV	BG

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	28.4	8.0	2.8	11.9	2.1	0.17	2.6	12.3	12.7	14.0	6.3
BG	19.0	5.0	2.0	8.5	1.8	0.08	1.4	20.6	7.9	22.4	4.1
CZ	20.2	6.7	1.2	9.4	1.4	0.13	1.1	9.8	6.4	18.7	4.5
DK	27.9	6.2	5.1	10.8	3.1	0.17	1.9	11.8	12.5	21.4	5.5
DE	28.6	9.6	2.0	10.3	3.4	0.29	2.4	14.4	10.3	21.5	4.5
EE	15.3	5.1	1.6	6.0	1.8	0.09	0.2	22.5	8.6	22.3	6.3
IE	12.0	5.4	0.6	3.3	1.1	0.11	1.1	12.0	16.4	15.7	2.8
GR	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	18.9	4.2	22.5	4.0
ES	25.0	7.3	1.6	10.3	1.4	0.13	2.9	20.2	6.0	26.2	4.2
FR	31.3	9.6	2.0	12.5	2.2	0.24	3.2	15.4	11.1	19.5	5.0
HR	20.7	7.4	1.8	7.1	1.9	0.06	2.1	19.3	5.1	27.6	5.3
IT	28.1	6.2	1.5	14.2	1.6	0.15	3.3	18.9	8.3	23.8	3.9
CY	20.8	7.9	0.6	8.0	0.9	0.15	2.5	13.9	6.1	14.9	5.2
LV	17.3	5.1	1.6	7.9	1.6	0.08	0.6	22.5	6.9	26.9	6.1
LT	16.2	4.8	1.3	6.7	1.8	0.12	0.7	20.6	8.8	24.4	5.1
LU	22.9	6.1	2.5	8.0	3.4	0.13	2.3	18.8	7.1	17.2	5.1
HU	16.6	5.0	0.8	7.6	1.7	0.07	1.2	13.1	6.9	29.5	5.3
MT	13.2	4.6	0.5	5.7	0.8	0.03	1.4	16.6	5.7	23.9	4.1
NL	25.8	9.3	2.5	9.5	1.3	0.15	2.7	13.0	8.1	17.4	4.9
AT	**29.7**	**8.4**	**1.6**	**13.5**	**2.6**	**0.26**	**2.2**	**14.9**	**9.6**	**20.5**	**4.9**
PL	22.2	6.0	1.0	10.3	3.0	0.06	1.7	14.0	7.9	20.5	5.0
PT	22.6	6.4	1.5	10.7	1.3	0.09	2.1	17.0	4.2	25.6	4.3
RO	16.0	4.4	0.9	7.9	2.0	0.01	0.8	21.1	3.9	37.4	3.3
SI	22.7	8.3	1.4	8.9	1.7	0.14	1.9	12.7	7.0	18.1	5.4
SK	19.0	6.0	1.4	7.7	2.1	0.11	1.1	14.3	8.2	29.9	5.0
FI	31.2	7.2	2.8	13.7	3.2	0.22	2.8	12.2	11.6	15.3	6.3
SE	27.3	8.0	2.5	12.3	2.7	0.09	1.0	16.1	9.4	24.0	7.2
EU 27	26.8	8.0	1.9	11.4	2.3	0.17	2.5	16.2	8.6	23.0	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"**

2023, 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	DE	IT	DE	CZ	IE	BE	IE	SE	FI
2	DE	BE	FI	LU	**AT**	FR	FI	DK	BE	CY	BE	BE	BE
3	NL	FI	**AT**	FI	FR	GR	FR	IE	DK	FI	FI	FI	DK
4	**AT**	SE	FR	DK	FI	ES	DK	FI	FI	IE	DK	EE	FR
5	SI	NL	GR	PL	DK	FI	**AT**	BE	FR	LU	CZ	LV	DE
6	BE	LU	SE	SE	BE	NL	BE	SI	DE	NL	NL	DK	**AT**
7	SE	FR	BE	**AT**	IT	BE	NL	NL	**AT**	SI	FR	SI	SE
8	CY	DE	DK	FR	CY	CY	IT	HU	SE	CZ	DE	HU	NL
9	HR	BG	PT	BE	NL	DE	LU	CY	LT	FR	SI	HR	LU
10	ES	HR	PL	SK	SI	LU	SE	PL	EE	**AT**	CY	CY	SI
11	FI	LV	RO	RO	CZ	**AT**	ES	SK	IT	PL	**AT**	LU	IT
12	CZ	**AT**	DE	HR	LU	PT	SI	DE	SK	DK	PL	LT	CY
13	PT	EE	NL	LT	ES	HR	PL	**AT**	NL	DE	SE	FR	PL
14	DK	ES	CZ	EE	LT	DK	GR	FR	PL	EE	LU	PL	CZ
15	IT	IT	SI	BG	IE	SI	PT	SE	BG	BG	SK	SK	ES
16	LU	PT	BG	SI	SK	PL	HR	MT	LU	GR	HU	NL	SK
17	SK	SI	LU	HU	SE	MT	CY	PT	SI	IT	IT	**AT**	IE
18	PL	SK	CY	LV	EE	BG	CZ	LU	HU	MT	MT	CZ	HR
19	GR	LT	RO	IT	PT	HU	SK	IT	LV	SE	BG	DE	PT
20	IE	CZ	LV	CZ	BG	CZ	BG	GR	CZ	LT	LT	PT	GR
21	LV	PL	SK	ES	LV	SK	LT	HR	CY	PT	EE	ES	BG
22	EE	GR	HU	GR	GR	IE	LV	ES	ES	ES	GR	MT	HU
23	BG	RO	HR	PT	HU	SE	HU	BG	MT	LV	PT	BG	EE
24	HU	HU	LT	NL	PL	RO	EE	LT	HR	HR	ES	GR	LT
25	LT	IE	EE	IE	HR	LT	RO	RO	GR	HU	HR	IT	LV
26	MT	CY	MT	CY	MT	LV	IE	LV	PT	HU	LV	RO	MT
27	RO	MT	IE	MT	RO	EE	MT	EE	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**

2023, 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	72.1	75.9	68.3	20.4
BG	76.2	79.9	72.6	2.8
CZ	81.7	88.4	74.5	3.0
DK	79.8	82.6	77.0	8.0
DE	81.1	84.9	77.2	8.4
EE	82.1	83.3	80.9	12.2
IE	79.1	84.2	74.3	10.7
GR	67.4	77.4	57.6	12.0
ES	70.5	75.7	65.4	27.0
FR	74.4	77.2	71.7	17.8
HR	70.8	74.6	66.9	4.4
IT	66.3	76.0	56.5	14.1
CY	79.5	84.2	75.2	7.8
LV	77.5	79.1	76.0	2.6
LT	78.5	79.2	77.7	3.1
LU	74.8	78.2	71.4	15.5
HU	80.7	85.2	76.1	3.9
MT	81.3	87.7	73.6	21.0
NL	83.5	87.4	79.6	62.3
AT	**77.2**	**81.1**	**73.3**	**17.3**
PL	77.9	83.8	72.0	1.4
PT	78.0	80.9	75.4	1.6
RO	68.7	78.2	59.1	4.3
SI	77.5	80.4	74.3	3.4
SK	77.5	81.3	73.6	0.0
FI	78.2	78.3	78.1	9.9
SE	82.6	84.9	80.2	13.5
EU-27	75.3	80.4	70.2	14.2

S: Eurostat.

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Table 12: **Index point values in 2008 to 2023 in Dimension 1 "Overall Labour Market Performance"**

EU 27

	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	Range 2008-2023
BE	5.15	4.67	4.76	4.86	4.71	4.58	4.66	4.68	4.82	4.97	5.19	5.39	5.00	5.33	5.63	5.50	1.05
BG	5.00	4.38	3.54	3.50	3.36	3.54	3.82	4.12	4.26	4.82	4.71	5.05	4.73	5.03	5.52	5.55	2.19
CZ	5.55	4.62	4.61	4.77	4.90	4.95	5.13	5.45	5.60	5.91	6.09	6.15	5.65	6.07	6.24	6.16	1.63
DK	6.50	5.32	5.18	5.43	5.28	5.41	5.52	5.74	5.84	5.96	6.14	6.31	5.89	6.63	7.03	6.52	1.85
DE	5.39	5.06	5.30	5.64	5.72	5.71	5.82	5.86	5.99	6.09	6.16	6.28	5.77	5.93	6.23	6.15	1.22
EE	5.87	2.97	3.10	5.31	4.99	5.07	5.20	5.53	5.11	5.67	5.69	6.18	5.24	5.74	6.46	6.02	3.49
IE	5.83	3.62	3.67	3.84	3.96	4.67	5.07	6.37	6.53	6.96	7.44	7.80	7.26	9.19	10.00	9.04	6.38
GR	4.89	4.31	3.40	2.12	1.07	1.00	1.59	1.01	1.92	1.70	2.65	2.71	2.05	3.49	3.90	4.05	3.89
ES	4.55	2.71	2.91	2.57	1.82	1.86	2.50	3.12	3.38	3.79	4.03	4.34	2.86	4.11	4.68	4.84	3.01
FR	5.08	4.57	4.67	4.77	4.66	4.62	4.57	4.55	4.63	4.78	4.88	5.08	4.71	5.31	5.43	5.32	0.88
HR	4.52	3.92	3.03	2.55	2.19	2.07	2.86	2.88	3.07	3.69	4.10	4.14	3.97	4.68	5.19	5.38	3.31
IT	4.33	3.76	3.74	3.81	3.47	3.02	3.19	3.39	3.60	3.69	3.80	3.93	3.35	3.92	4.48	4.69	1.67
CY	6.30	5.38	5.24	4.84	3.65	2.62	3.01	3.63	4.32	4.79	5.43	5.80	4.95	5.74	6.41	6.40	3.79
LV	5.76	2.03	2.50	3.94	4.27	4.69	4.32	4.79	4.48	4.67	5.31	5.72	5.14	5.05	5.34	5.35	3.73
LT	5.32	3.08	2.88	4.12	4.60	4.72	5.01	5.08	5.40	5.11	5.72	6.10	5.52	6.05	6.63	5.93	3.74
LU	7.45	6.79	6.92	6.89	6.87	6.76	6.94	6.82	6.84	6.86	6.92	7.05	6.57	7.23	7.34	7.01	0.88
HU	3.63	3.16	3.16	3.27	3.42	3.67	4.55	4.59	5.04	5.16	5.43	5.65	5.22	5.97	6.27	6.04	3.11
MT	4.15	3.72	3.84	4.31	4.51	5.09	5.34	5.66	6.13	6.42	6.88	6.87	6.23	6.79	7.25	7.53	3.82
NL	6.05	5.46	5.29	5.50	5.28	5.01	5.08	5.32	5.53	5.80	6.06	6.20	5.69	6.43	7.04	6.80	2.03
AT	**6.04**	**5.45**	**5.64**	**5.83**	**5.76**	**5.61**	**5.58**	**5.51**	**5.60**	**5.72**	**5.90**	**5.97**	**5.29**	**5.70**	**6.12**	**5.83**	**0.83**
PL	4.61	4.09	3.60	4.17	4.13	4.05	4.53	4.78	4.89	5.18	5.35	5.81	5.51	6.06	6.02	5.98	2.46
PT	4.76	3.95	3.92	3.44	2.65	2.72	3.66	3.91	4.21	4.82	5.09	5.10	4.37	5.02	5.72	5.51	3.06
RO	4.38	3.86	3.94	3.97	4.43	4.04	4.26	4.03	4.09	4.89	4.72	5.06	4.72	4.75	4.93	4.74	1.19
SI	5.90	4.81	4.46	4.27	4.19	3.92	4.17	4.46	4.65	5.20	5.56	5.79	5.18	5.65	6.18	6.06	2.25
SK	5.13	3.94	3.89	4.38	4.13	3.93	4.34	4.67	4.87	4.93	5.15	5.31	4.67	5.12	5.62	5.55	1.73
FI	6.36	5.08	5.21	5.60	5.44	5.11	5.02	5.01	5.12	5.24	5.79	5.89	5.23	5.85	6.19	5.84	1.35
SE	6.27	5.40	5.75	6.19	5.97	6.01	6.10	6.24	6.35	6.44	6.46	6.39	5.81	6.18	6.69	6.39	1.29
1st quartile	4.68	3.74	3.47	3.82	3.56	3.61	4.00	4.08	4.29	4.80	4.98	5.09	4.71	5.04	5.47	5.44	
2nd quartile	5.32	4.31	3.92	4.31	4.43	4.62	4.57	4.78	4.89	5.16	5.43	5.80	5.22	5.74	6.18	5.93	
3rd quartile	5.97	5.07	5.19	5.37	5.14	5.08	5.17	5.52	5.60	5.85	6.08	6.19	5.67	6.06	6.54	6.27	
Range	3.82	4.76	4.42	4.77	5.81	5.76	5.36	5.81	4.92	5.26	4.79	5.10	5.21	5.70	6.10	4.99	

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 2008-2023. – Values highlighted in green (blue) indicate the highest (lowest) index point value of a country within the period 2008 to 2023.

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Table 13: **Rankings in 2008 to 2023 in Dimension 1 "Overall Labour Market Performance"**

EU 27

	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
BE	15	10	9	9	10	15	13	15	16	16	18	18	17	17	18	20
BG	18	13	20	22	23	21	21	20	21	19	23	23	19	21	20	18
CZ	12	11	11	11	9	10	8	9	7	7	7	9	8	7	11	8
DK	2	6	8	7	6	5	5	5	6	6	6	5	4	4	5	5
DE	13	8	4	4	4	3	3	4	5	5	5	6	6	11	12	9
EE	9	25	23	8	8	8	7	7	12	10	12	8	12	14	8	12
IE	10	22	18	20	19	13	10	2	2	1	1	1	1	1	1	1
GR	19	14	21	27	27	27	27	27	27	27	27	27	27	27	27	27
ES	22	26	25	25	26	26	26	25	25	24	25	24	26	25	25	24
FR	17	12	10	12	11	14	14	18	18	22	21	21	21	18	21	23
HR	23	18	24	26	25	25	25	26	26	26	24	25	24	24	23	21
IT	25	20	17	21	21	22	23	24	24	25	26	26	25	26	26	26
CY	4	5	6	10	20	24	24	23	20	21	14	14	18	13	9	6
LV	11	27	27	19	15	12	18	13	19	23	17	16	16	20	22	22
LT	14	24	26	17	12	11	12	11	10	15	11	10	9	9	7	14
LU	1	1	1	1	1	1	1	1	1	2	2	2	2	2	2	3
HU	27	23	22	24	22	20	15	17	13	14	15	17	14	10	10	11
MT	26	21	16	14	13	7	6	6	4	4	3	3	3	3	3	2
NL	6	2	5	6	7	9	9	10	9	8	8	7	7	5	4	4
AT	**7**	**3**	**3**	**3**	**3**	**4**	**4**	**8**	**8**	**9**	**9**	**11**	**11**	**15**	**15**	**16**
PL	21	15	19	16	18	16	16	14	14	13	16	13	10	8	16	13
PT	20	16	14	23	24	23	22	22	22	20	20	20	23	22	17	19
RO	24	19	13	18	14	17	19	21	23	18	22	22	20	23	24	25
SI	8	9	12	15	16	19	20	19	17	12	13	15	15	16	14	10
SK	16	17	15	13	17	18	17	16	15	17	19	19	22	19	19	17
FI	3	7	7	5	5	6	11	12	11	11	10	12	13	12	13	15
SE	5	4	2	2	2	2	2	3	3	3	4	4	5	6	6	7

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 2023.

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

2022, 2021 and 2020, EU 27 without LV, RO

	Name of the programme	Category[1])	Label	2020	2021	2022
				Expenditure[2]) in million €		
BE	Temporary unemployment for economic reasons (FED)	8.2	82_BE144	4,189.69	2,119.59	829.02
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	331.67	606.56	3.44
CZ	Targeted Programme Antivirus	8.2	82_CZ29	899.11	1,005.93	58.64
DK	Division of Labour (temporary)	8.2	82_DK47	41.86	188.25	8.06
DE	Short-time working allowance – Short-time working allowance caused by conjuncture	8.2	82_DE14_2	12,576.39	12,123.42	2,274.68
EE	Temporary subsidy	8.2	82_EE54	255.93	70.60	n.a.
IE	a) Temporary wage subsidy scheme (TWSS) b) Employment wage subsidy (EWSS)	4.2	a) 42_IE75 b) 42_IE76	4,080.85	4,586.60	839.22
GR	a) Benefit due to temporary lay-off (availability) b) Partial unemployment benefit	8.2	a) 82_EL135 b) 82_EL172	1.27	0.44	0.30
ES	Partial unemployment benefit	8.2	82_ES4	15,255.91	5,274.10	644.77
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	25,684.66	10,609.55	1,171.35
HR	Job preservation support due to COVID-19	8.2	82_HR109	1,001.76	620.55	n.a.
IT	a) Ordinary Wage Compensation Fund b) Extraordinary Wage Compensation Fund c) Solidarity Funds: Ordinary Allowance d) Wage Compensation Fund in Exception e) Solidarity fund: Air Sector employees – Solidarity fund Air sector – wage compensation fund in exception f) Solidarity fund: Air Sector employees – Solidarity fund Air sector – extraordinary wage compensation fund	8.2	a) 82_IT80 b) 82_IT81 c) 82_IT205 d) 82_IT206 e) 82_IT127_2 f) 82_IT127_3	20,540.57	10,307.79	2,813.14
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	413.91	246.74	n.a.

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	Name of the programme	Category[1]	Label	2020	2021	2022
				Expenditure[2] in million €		
LT	a) Subsidies for wage after downtime b) Subsidies for downtime	a) 4.2 b) 8.2	a) 42_LT45 b) 82_LT44	728.94	431.02	n.a.
LU	Partial unemployment benefit	8.2	82_LU1	973.55	203.16	34.93
HU	Job protection wage support program – Kurzarbeit	8.2	82_HU49	93.27	n.a.	n.a.
MT	COVID wage supplement	8.2	82_MT87	340.90	331.52	107.89
NL	NOW – Temporary emergency job retention – measure	4.2	42_NL76_2	13,184.00	8,686.00	1,208.00
AT	Short-time working allowance	8.2	82_AT20	**5,489.22**	**3,704.42**	**625.73**
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	3,781.44	1,216.12	1.27
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	837.54	398.36	60.62
SI	Temporary lay-off scheme	8.2	82_SI144	403.63	193.23	n.a.
SK	First aid (§54 e)	8.2	82_SK46	772.53	1,429.22	280.95
FI	Earnings-related unemployment allowance for partially unemployed	8.2	82_FI30	92.29	51.82	15.46
SE	Short-time work allowance	8.2	82_SE99	2,985.96	938.42	n.a.

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 2022**

EU 27 without IE, HR, IT, CY, 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	563,544	2,773	829.0	3,602	0.639
BG	86,082	114	n.a.	114	0.132
CZ	286,977	477	58.6	536	0.187
DK	382,309	4,174	8.1	4,182	1.094
DE	3,953,850	9,047	2,274.7	11,322	0.286
EE	36,443	108	n.a.	108	0.297
GR	207,854	510	0.3	510	0.245
ES	1,373,629	8,209	644.8	8,854	0.645
FR	2,655,435	17,901	1,171.4	19,073	0.718
LV	36,104	28	n.a.	28	0.077
LT	67,456	100	n.a.	100	0.149
LU	77,529	404	34.9	439	0.566
HU	169,096	328	n.a.	328	0.194
MT	18,266	11	107.9	119	0.649
NL	993,820	4,800	n.a.	4,800	0.483
AT	**448,007**	**2,727**	**625.7**	**3,353**	**0.748**
PL	661,712	1,533	0.3	1,533	0.232
PT	243,957	947	106.1	1,053	0.432
SI	56,909	62	n.a.	62	0.109
SK	110,089	142	281.0	423	0.385
FI	266,135	1,683	15.5	1,699	0.638
SE	551,781	3,523	0.0	3,523	0.638

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 2021**

EU 27 without IT, CY, 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	2,680.0	2,119.6	4,799.6	0.945
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	14,796.3	10,609.6	25,405.9	1.015
HR	58,455.1	324.3	620.6	944.8	1.616
LV	33,348.9	31.6	n.a.	31.6	0.095
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 17: **Expenditure on active labour market policy 2020**

EU 27

	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	2,591.9	4,189.7	6,793.1	1.474
BG	61,607.7	421.5	n.a.	n.a.	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.	n.a.	1.323
GR	165,015.7	320.1	1.3	321.4	0.195
ES	1,119,010.0	11,621.0	15,255.9	26,876.9	2.402
FR	2,317,832.0	11,743.6	25,684.7	37,120.4	1.602
HR	50,543.1	163.7	1,001.8	1,165.4	2.306
IT	1,661,239.8	3,739.4	20,540.6	24,200.1	1.457
CY	22,086.6	9.7	413.9	423.6	1.918
LV	30,109.5	28.9	n.a.	n.a.	0.096
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.	n.a.	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
RO	220,486.6	75.1	0.0	75.1	0.034
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.

WIFO   AK WIEN