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Labour Market Monitor 2019

An EU-wide Labour Market Monitoring System Updated Annually

Executive Summary: EU in a Nutshell

Ulrike Huemer, Helmut Mahringer

Research assistance: Anna Brunner

March 2020

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Austrian Institute of Economic Research
Commissioned by the Chamber of Labour: Vienna
Internal review: Julia Bock-Schappelwein • Research assistance: Anna Brunner

Abstract

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) 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.

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 index was created for each of these five dimensions and applied to all EU member countries. The labour market monitor, therefore, consists of five separate 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 aspects of the labour market.

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The present report summarises the current results[1] 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 (dimension 1 "overall labour market performance").

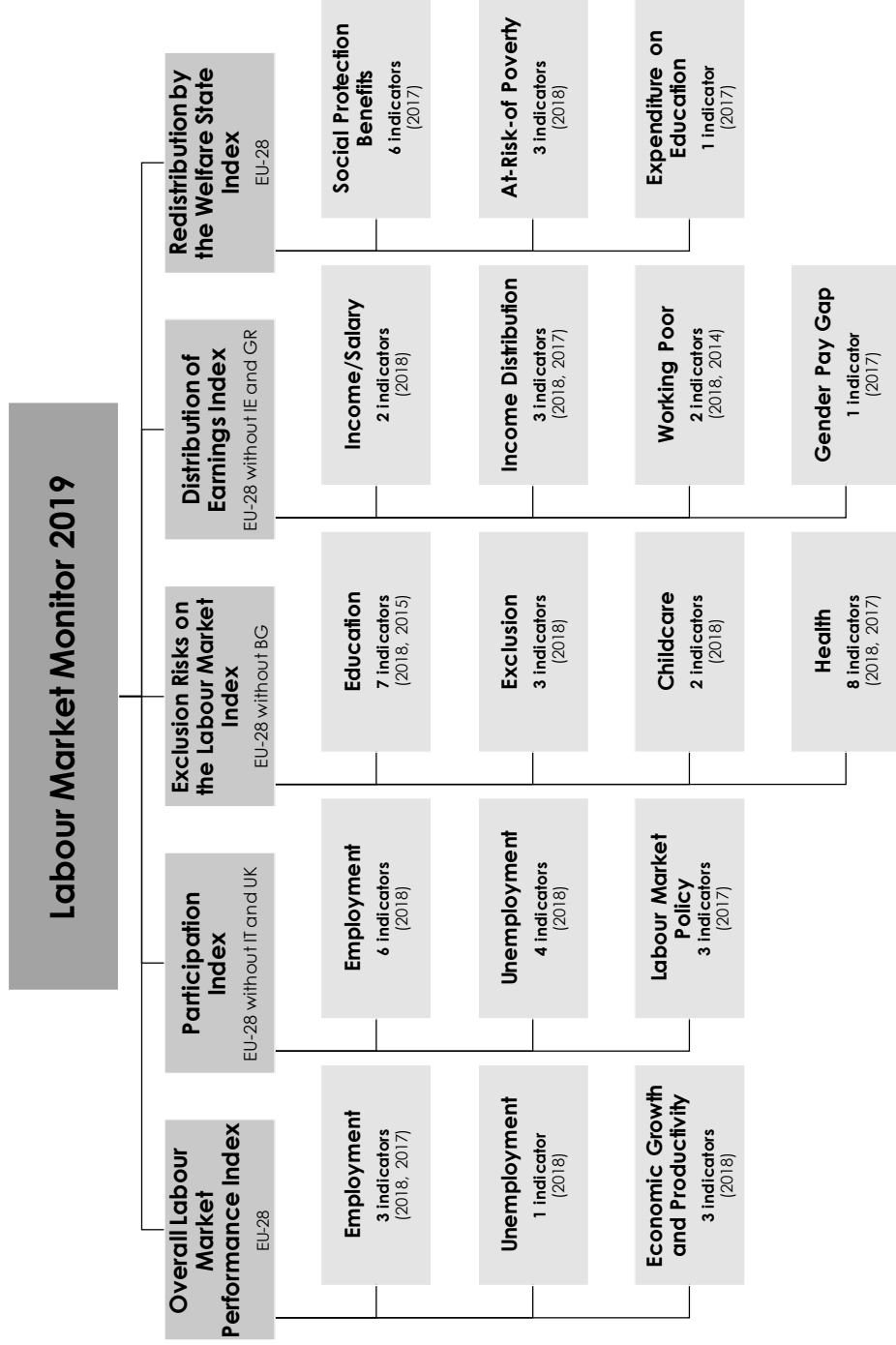## 2. Labour market monitoring with the labour market monitor

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 2019 labour market monitor these were primarily data from the years 2017 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). Dimension 1 reflects, like dimension 2, 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", should capture the capacity of a country to enable fair access to the labour market and the chances of remaining employed; here, an important role is undoubtedly played by the level of education and the availability of childcare infrastructure, and 20 indicators are used in this dimension.
- 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 for social protection and education.

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[1] Huemer, U., Mahringer, H., Arbeitsmarktmonitor 2019 – Update des jährlichen, EU-weiten Arbeitsmarktbeobachtungssystems, WIFO, Vienna, forthcoming.

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Structure of the Labour Market Monitor 2019: dimensions and sub-dimensions

Labour Market Monitor 2019

Overall Labour Market Performance Index
EU-28
- **Employment** — 3 indicators (2018, 2017)
- **Unemployment** — 1 indicator (2018)
- **Economic Growth and Productivity** — 3 indicators (2018)

Participation Index
EU-28 without IT and UK
- **Employment** — 6 indicators (2018)
- **Unemployment** — 4 indicators (2018)
- **Labour Market Policy** — 3 indicators (2017)

Exclusion Risks on the Labour Market Index
EU-28 without BG
- **Education** — 7 indicators (2018, 2015)
- **Exclusion** — 3 indicators (2018)
- **Childcare** — 2 indicators (2018)
- **Health** — 8 indicators (2018, 2017)

Distribution of Earnings Index
EU-28 without IE and GR
- **Income/Salary** — 2 indicators (2018)
- **Income Distribution** — 3 indicators (2018, 2017)
- **Working Poor** — 2 indicators (2018, 2014)
- **Gender Pay Gap** — 1 indicator (2017)

Redistribution by the Welfare State Index
EU-28
- **Social Protection Benefits** — 6 indicators (2017)
- **At-Risk-of Poverty** — 3 indicators (2018)
- **Expenditure on Education** — 1 indicator (2017)

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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). 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 on a scale of 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 country and dimension indicators of the Labour Market Monitor are condensed into one index figure.

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

| Normalization | → | Re-Scaling | → | Weighting | → | Aggregation | → | Sensitivity Analysis |

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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 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 Member States in terms of the four groups of the distribution are evaluated. In forming four equally occupied country groups, however, the distance in 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 as to minimize the distance between the countries' point values within each group, while at the same time maximize the distance to the neighbouring groups (point difference of at least 0.5 on the ten-part point value scale). No prior-year comparison is made for this alternative group categorisation.

The following points must be taken into consideration when interpreting the indices: despite a comprehensive selection process of figures, an index can never completely capture all national differences and country-specific institutional contexts.

Dimension 1 "Overall Labour Market Performance"

The first dimension "Overall labour market performance " contains 7 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 un-employment (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).
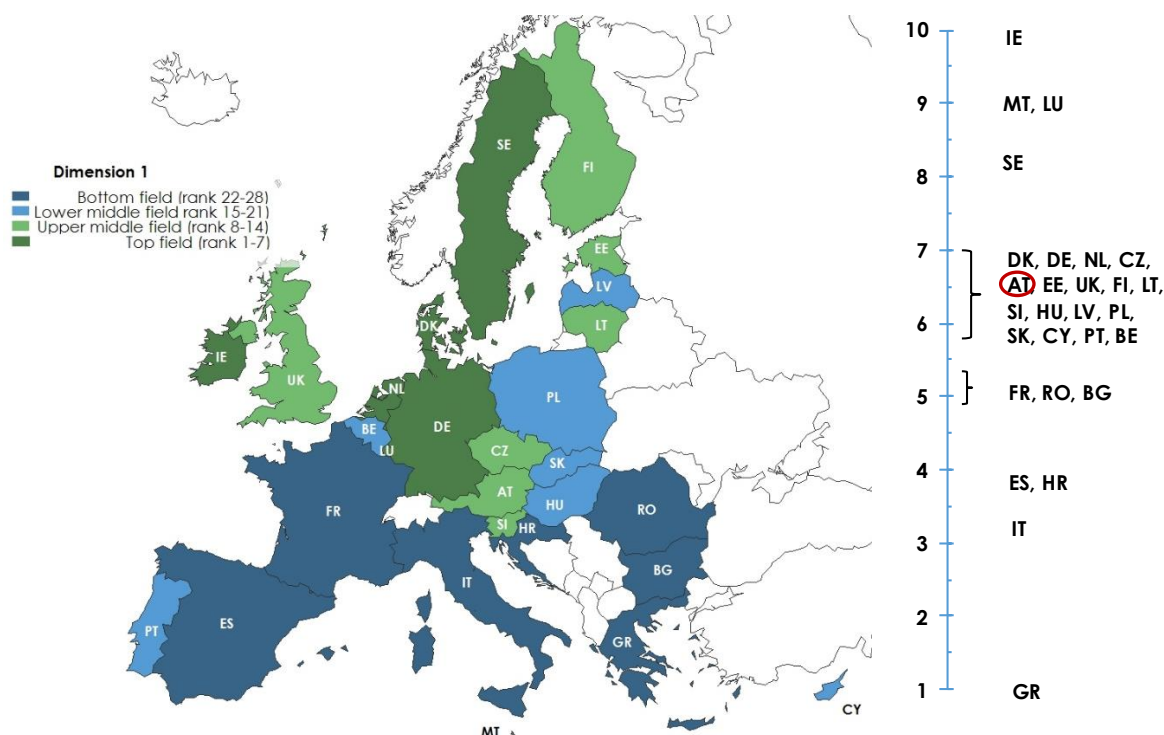
S: Labour Market Monitor 2019.

What characterizes the countries of the top field?

- **High economic performance**: Most of the top countries have a **very high** (LU 83,470€, IE 57,960€, DK 48,260€, SE 43,810€, NL 41,540€) **or high** (DE 35,860€) **real GDP per capita, with above-average labour productivity per employee**. The last county in the top field, Malta, shows an above-average economic growth rate instead (10-year perspective: +35,2% since 2008).
- The top countries are characterised by **either a very high employment rate** (SE 77.4%, DE 75.9%, DK 74.1% and NL 77.2%) **or very high employment growth** (MT 5.7%, LU 3.7%, IE 3.2%).
- **Unemployment** in the countries of the top field is **very low** (DE 3.5%, MT 3.7%, NL 3.8%) **or at least below average** (DK 5.3%, LU 5.6%).

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10-year-trend in the Overall Labour Market Performance Index of the EU-28

- Marked **increase in divergence** between EU member states **in the wake of the financial and economic crisis**.
- **Since 2014** there has again been a **tendency towards convergence** of the labour market performance of the EU member states.
- At present (data for 2017/2018) there is still a **massive discrepancy in the labour market performance** of the EU member states; it is **considerably stronger than it has been before 2009.**

Development of the index point values of the countries in the area index
Reference year 2018, all EU member states
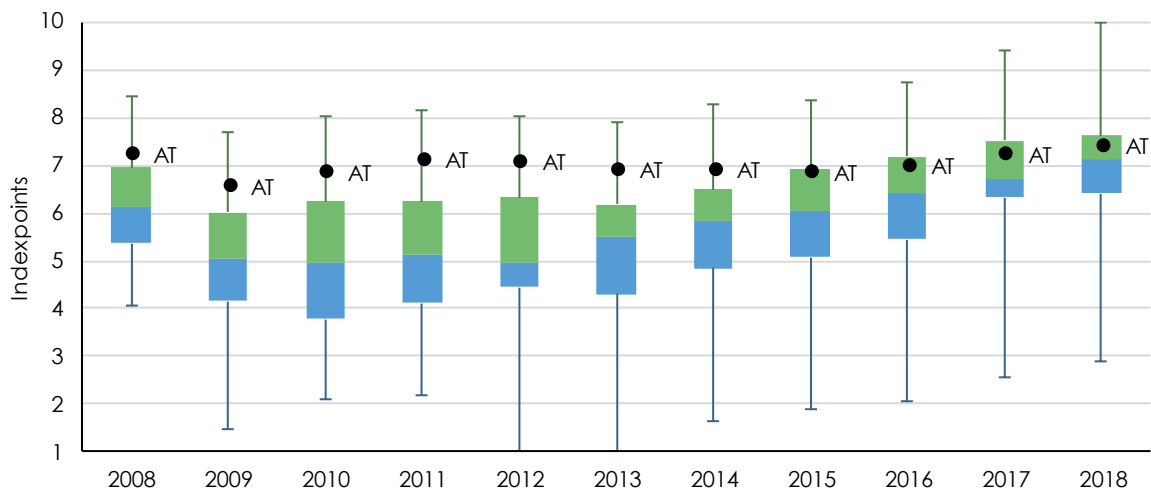
S: Labour Market Monitor 2019. – Range of index points. Legend: The box plot diagram visualizes the scatter and location of the countries' scores per year. In the box (green plus blue area) are the middle 50% of the countries, i. e. the upper and lower middle field. They are limited by the upper and 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 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 2018 was searched for and used for normalization (min-max method).

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Dimension 2 "Participation"

Area index 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 the 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).
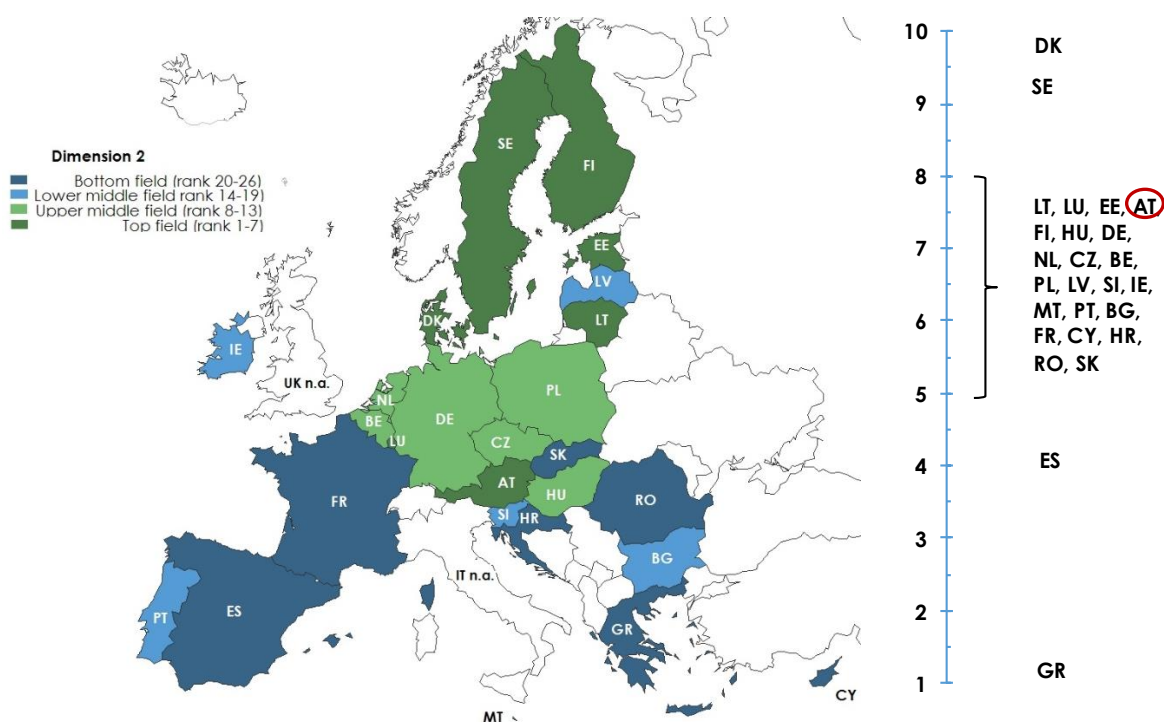
S: Labour Market Monitor 2019. – Index calculation without UK and IT.

What characterizes the countries of the top field?

- The countries of the top field have **different strengths and weaknesses**.
- All top countries have in common a **below-average long-term unemployment rate** (EU-28 43.4%).
- In most countries of the top field, **investment in active labour market policy is high** (expenditure on active labour market policies as a percentage of GDP).
- In most countries of the top field **employment rate for people of prime working age** (25- to 44-year-olds) is **relatively high** and the **employment gender gap is relatively low**.

Dimension 3 "Exclusion Risks on the Labour Market"

Area Index 3 "Exclusion risks on the labour market" 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 2019. – Index calculation without BG.

What characterizes the countries of the top field?

- Countries which are best at minimising the risks of exclusion from the labour market **tend to perform well in education**: the **NEETS rate** (EU-28 10.6%) **and** the **proportion of 25- to 64-year-olds with no more than compulsory education** (EU-28 21.9%) are **below average**, the **proportion with tertiary education** (EU-28 32.3%) is **above average**.
- In most of the top field countries, the **inactivity rate** (EU-28 26.3%) **and** the **part-time rate due to care responsibilities** (EU-28 4.3%) are **below average**.
- However, the **results** of the top field countries in the other two areas – **health and formal childcare** – are **heterogeneous**.

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Dimension 4 "Distribution of Earnings"

The area index 4 "Distribution of Earnings" 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".
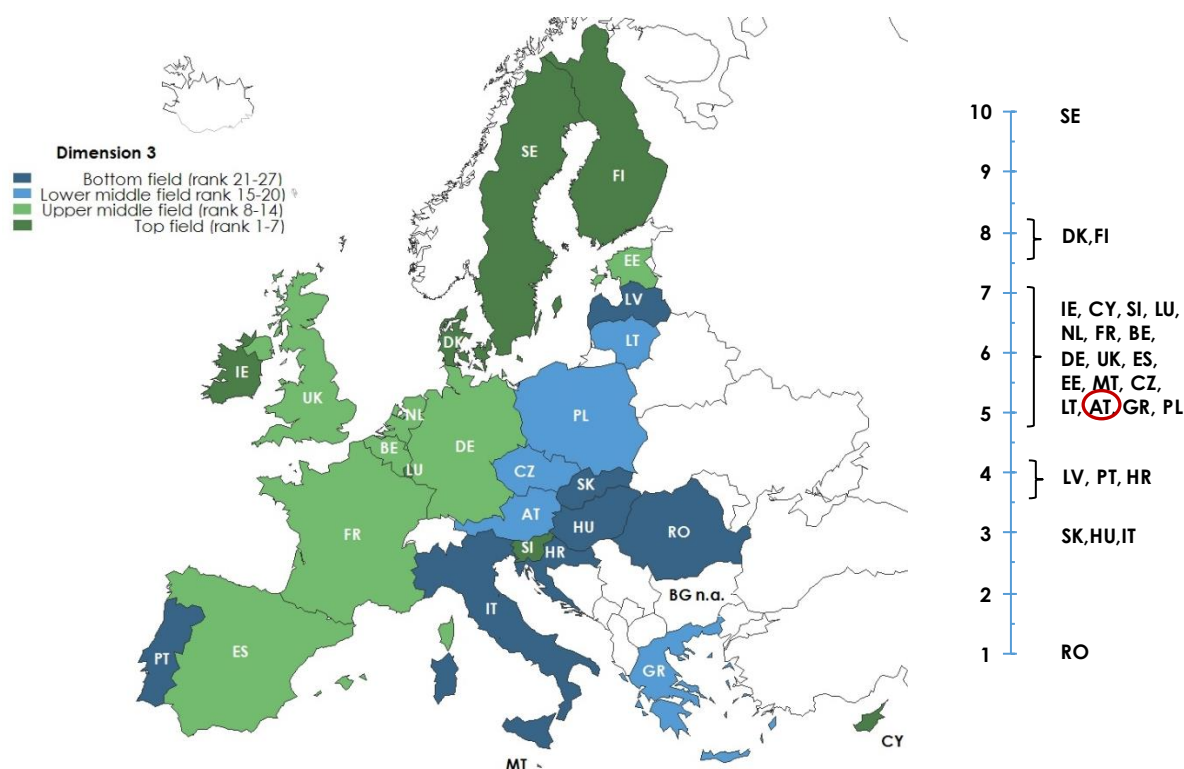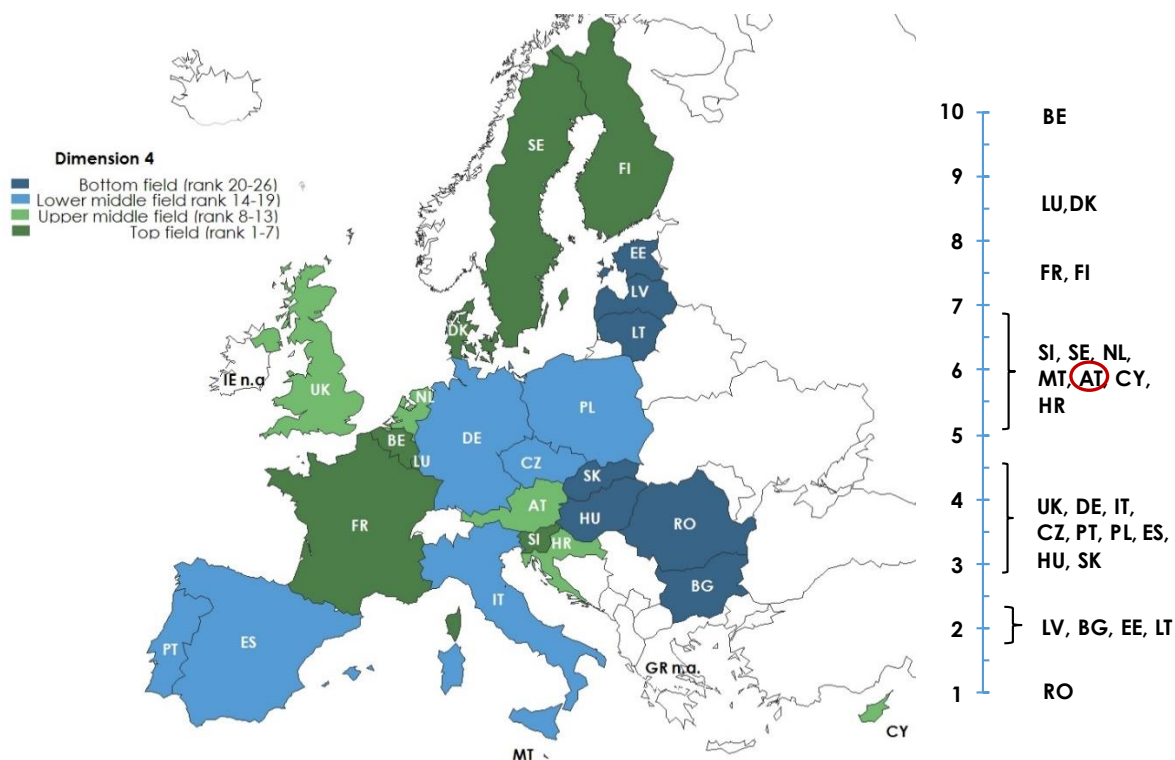

S: Labour Market Monitor 2019. – Index calculation without GR, IE.

What characterizes the countries of the top field?

- **Income inequality** and the proportion of working poor in the top countries (except for LU) is **below average**.
- Most of the counties in the top group has above-average incomes and the **share of low-wage workers** (EU-28 17.2%) are **below average**.
- Most of the top field countries have **an above-average share of tax revenue on labour** (EU-28 49.7%). The relative importance of the factor labour in the tax system is thus high; however, this ratio does not allow any conclusions to be drawn regarding the absolute burden on the factor labour and the tax ratio.

Dimension 5 "Redistribution by the Welfare State"

The area index 5 "Redistribution by the Welfare State" 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) and one on educational expenditure as a percentage of GDP as well as three indicators on the risk of poverty.
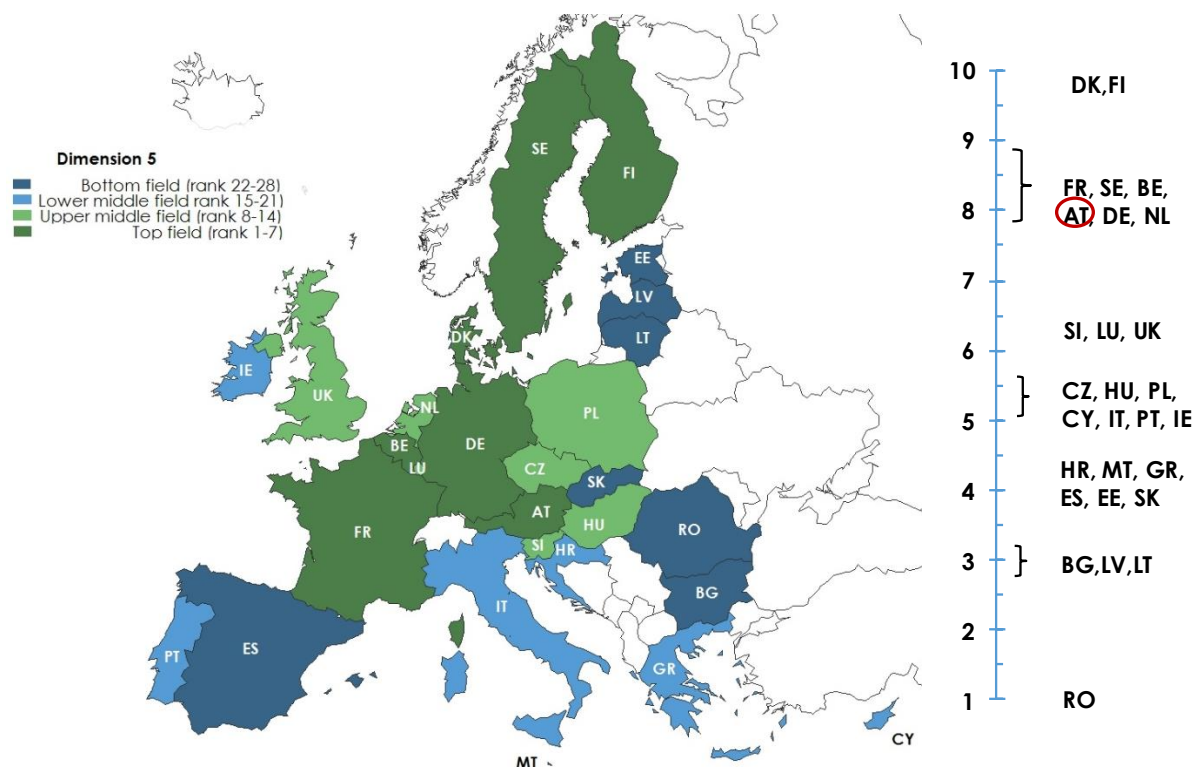
S: Labour Market Monitor 2019.

What characterizes the countries of the top field?

- According to the conception of this index, the top countries spend a **relatively high share of GDP on social benefits** (27.2% to 31.7%).
- They all have an **at-risk-of-poverty rate** (after social transfers) **below EU average** (EU-28 17.1%). In most of these countries social transfers tend to make an above average contribution to reducing the at-risk-of-poverty rate (EU-28 8.5 percentage points).
- Countries with a **low at-risk-of-poverty rate** also tend to have a **low at-risk-of-poverty gap** (gap between the average income of people at risk of poverty and the at-risk-of-poverty threshold).
- The majority of the countries at the top of the league have **above-average educational expenditure** as a percentage of GDP (EU-28 4.6%).

Table appendix

In the following, both the raw data and the results of the Labour Market Monitor 2019 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 2017; exemptions are indicated. Some countries have the same ranking because they have the same scores. Equal rankings are also indicated.

The raw data are presented for all EU-28 member states, if available. However, due to missing data, not all EU-28 member states could be included in the calculation for three out of five dimension indices.

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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		EU-27	Member countries of the European Union prior to the entry of Croatia, including the United Kingdom

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

Sources of data

AMP (LMP)	Arbeitsmarktpolitik-Datenbank Labour Market Policy Database
CVTS5	Fünfte Europäische Erhebung über betriebliche Bildung Fifth European Continuing Vocational Training Survey
DG TAX DU	Steuertrends in der Europäischen Union, 2019 – Generaldirektion Steuern und Zollunion Taxation Trends in the European Union, 2019 – Directorate-General for Taxation and Customs Union
ESAW	Europäische Statistik über Arbeitsunfälle European Statistics on Accidents at Work
ESSOSS (ESSPROS)	Europäisches System integrierter Sozialschutzstatistiken European System of integrated Social Protection Statistics
EU-AKE (EU-LFS)	EU-Arbeitskräfteerhebung EU Labour Force Survey
EU-SILC	Europäische Gemeinschaftsstatistik über Einkommen und Lebensbedingungen European Union Statistics on Income and Living Conditions
HLY	Gesunde Lebensjahre Healthy life years
UOE	UNESCO-UIS, OECD, EUROSTAT Datenerhebung zur Bildungsstatistik UNESCO-UIS, OECD, EUROSTAT data collection on education statistics
VGR (NAS)	Volkswirtschaftliche Gesamtrechnung National Account Systems
VSE (SES)	Verdienststrukturerhebung Structure of Earnings Survey

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Table A 1: Raw data of indicators in dimension 1 "Overall Labour Market Performance"
Reference year 2018 (Employment rate in full time equivalents: 2017), EU-28

	Employment							Unemployment			Economic growth and productivity		
	Employment rate of 15- to 64-year-olds[1]			Employment rate of 15- to 64-year-olds in full time equivalents			Employment growth[2]	Unemployment rate of 15- to 64-year-olds			Real GDP per capita		Labour productivity[3]
	In %			In %			In %	In %			In Euro	Index 2008=100	Index EU28=100
	Total	Men	Women	Total	Men	Women		Total	Men	Women			
BE	64.5	68.2	60.7	57.2	65.3	49.8	1.4	6.0	6.3	5.6	35.600	105.0	129.3
BG	67.7	71.5	63.9	66.3	70.0	62.5	-0.1	5.3	5.8	4.7	6.550	128.4	47.2
CZ	74.8	81.8	67.6	72.4	80.9	63.9	1.3	2.3	1.8	2.8	17.640	114.5	82.7
DK	74.1	76.9	71.3	65.3	70.5	60.8	1.4	5.3	5.1	5.4	48.260	105.6	116.6
DE	75.9	79.7	72.1	65.2	75.1	55.8	1.4	3.5	3.9	3.0	35.860	110.3	104.5
EE	74.8	78.1	71.4	71.8	76.1	67.7	1.2	5.4	5.4	5.5	15.090	119.8	77.2
IE	68.6	74.1	63.3	61.0	69.5	53.4	3.2	5.9	6.0	5.8	57.960	150.5	194.4
GR	54.9	64.7	45.3	51.2	61.1	41.5	1.7	19.5	15.5	24.4	17.790	78.7	80.2
ES	62.4	67.9	56.9	56.9	64.6	49.6	2.2	15.4	13.8	17.1	24.880	102.0	99.7
FR	65.4	68.9	61.9	59.9	66.3	54.4	1.0	9.1	9.1	9.2	32.830	104.9	115.1
HR	60.6	65.4	55.9	57.7	62.9	52.6	1.8	8.5	7.8	9.5	11.950	103.9	72.0
IT	58.5	67.6	49.5	53.2	64.8	42.3	0.9	10.8	10.0	11.9	26.760	94.9	106.3
CY	68.6	73.3	64.2	61.6	66.7	56.9	4.1	8.6	8.3	8.8	23.770	96.2	85.4
LV	71.8	73.6	70.1	69.2	71.4	67.2	1.6	7.6	8.5	6.6	12.180	123.0	68.6
LT	72.4	73.3	71.6	69.1	69.9	68.5	1.4	6.3	7.1	5.6	13.310	131.8	76.3
LU	67.1	70.6	63.4	61.2	68.3	54.6	3.7	5.6	5.4	5.9	83.470	101.9	165.0
HU	69.2	76.3	62.3	67.4	74.9	60.1	2.4	3.7	3.5	4.0	12.560	119.6	69.0
MT	71.9	81.5	61.5	65.7	79.0	51.9	5.7	3.7	3.9	3.5	21.630	135.2	94.0
NL	77.2	81.6	72.8	58.6	71.2	47.2	2.5	3.8	3.7	4.0	41.540	104.4	110.4
AT	73.0	77.4	68.6	63.0	73.1	54.1	1.7	4.9	5.1	4.7	37.810	104.2	116.8
PL	67.4	74.0	60.8	65.3	73.2	57.7	0.5	3.9	3.9	3.9	12.430	139.7	76.7
PT	69.7	72.7	66.9	65.5	69.8	61.6	2.3	7.3	6.9	7.6	18.110	105.3	74.8
RO	64.8	73.2	56.2	62.6	70.5	54.4	0.2	4.3	4.8	3.6	8.740	130.4	68.8
SI	71.1	74.5	67.5	66.5	71.2	61.8	3.2	5.2	4.7	5.8	20.170	105.1	82.1
SK	67.6	73.9	61.2	64.5	70.8	58.2	2.0	6.6	6.2	7.1	15.560	123.5	80.9
FI	72.1	73.5	70.6	65.0	68.0	62.2	2.6	7.5	7.6	7.4	36.820	98.7	108.4
SE	77.4	78.8	75.9	71.2	75.4	67.6	1.6	6.5	6.7	6.3	43.810	109.8	112.0
UK	74.7	79.1	70.3	64.9	74.5	56.4	1.2	4.1	4.2	4.0	32.700	106.5	100.3
EU-28	68.6	73.8	63.3	61.7	70.3	53.7	1.4	7.0	6.8	7.2	28.280	107.5	100.0
EU-27	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	1.4	n.a.	n.a.	n.a.	27.620	107.9	n.a.

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.

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Table A 2: Rankings in dimension 1 "Overall Labour Market Performance"

Reference year 2018 (Employment rate in full time equivalents: 2017), EU-28, rankings of the indicators, the sub dimensions and the total dimension

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

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

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

Reference year 2018, EU-28, sub dimension "Employment"

	Employment rate of 25- to 44-year-olds In %	Gender employment gap¹) In percentage points 25- to 44-year-olds	Employment rate of 55- to 64-year-old In %			Involuntary part-time employment²) In %	Involuntary temporary employment³) of 15- to 64-year-olds In % of employees			Gender employment gap¹) In percentage points 15- to 64-year-olds
			Total	Men	Women		Total	Men	Women	
BE	80.4	7.8	50.3	55.1	45.6	1.7	6.8	6.3	7.3	7.5
BG	78.8	9.8	60.7	65.4	56.4	1.0	2.6	2.9	2.1	7.6
CZ	85.1	19.7	65.1	74.0	56.6	0.4	4.9	3.7	6.3	14.2
DK	80.5	8.3	69.2	73.8	64.6	2.8	3.9	3.0	4.9	5.6
DE	83.6	9.5	71.4	76.1	66.9	2.7	1.7	1.6	1.8	7.6
EE	83.2	15.5	68.9	65.9	71.5	0.6	0.5	0.6	0.4	6.7
IE	80.4	11.5	60.4	68.6	52.3	3.5	2.9	2.8	3.0	10.8
GR	69.2	20.3	41.1	53.3	30.0	6.4	8.2	6.5	10.2	19.4
ES	75.5	10.8	52.2	59.7	44.9	8.1	21.3	20.4	22.3	11.0
FR	79.7	9.9	52.1	54.0	50.4	7.5	9.0	7.9	10.1	7.0
HR	79.7	8.8	42.8	51.0	35.2	1.7	17.2	16.6	17.8	9.5
IT	68.2	19.3	53.7	64.2	43.9	12.1	13.7	13.1	14.5	18.1
CY	81.0	9.6	60.9	70.3	51.9	6.9	12.8	9.8	15.9	9.1
LV	82.8	7.5	65.4	66.3	64.7	2.4	1.7	2.0	1.3	3.5
LT	85.2	3.9	68.5	70.5	66.9	1.7	0.8	1.0	0.6	1.7
LU	85.0	7.4	40.5	45.5	35.2	2.2	5.5	5.2	5.9	7.2
HU	82.6	17.2	54.4	65.5	44.9	1.0	5.3	5.0	5.7	14.0
MT	85.8	17.4	50.2	67.3	32.8	1.3	2.9	2.4	3.5	20.0
NL	85.2	8.4	67.7	76.6	58.8	3.5	5.9	5.8	6.1	8.8
AT	**84.2**	**7.7**	**54.0**	**63.5**	**44.8**	**2.9**	**0.9**	**0.8**	**1.0**	**8.8**
PL	82.9	14.6	48.9	59.8	39.1	1.0	12.8	12.6	13.1	13.2
PT	85.6	4.6	59.2	64.5	54.6	3.6	18.1	17.7	18.4	5.8
RO	80.9	17.0	46.3	57.9	35.7	3.5	0.8	0.9	0.7	17.0
SI	87.4	6.3	47.0	52.2	41.9	0.6	6.1	5.7	6.5	7.0
SK	79.5	18.2	54.2	58.4	50.4	1.3	6.2	5.7	6.8	12.7
FI	81.0	8.5	65.4	64.3	66.5	4.9	11.3	8.6	14.0	2.9
SE	85.3	5.3	78.0	80.4	75.7	5.5	8.2	7.1	9.2	2.9
UK	84.3	12.6	65.3	70.3	60.6	3.4	1.4	1.5	1.4	8.8
EU-28	80.1	12.3	58.7	65.4	52.4	4.7	7.4	7.0	7.8	10.5
EU-27	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.

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.

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

Reference year 2018 (sub dimension "Unemployment"), 2017 (sub dimension "Labour market policy"), EU-28

	Unemployment								Labour market policy (LMP)		
	Unemployment rate		Longtime unemployment rate of 15- to 64-year-olds In %			Longtime unemployment rate of 55- to 64-year-olds In %			(Active) LMP expenditure[1]		Participants in LMP measures[1]
	In % 15- to 24-year-olds	In % 55- to 64-year-olds	Total	Men	Women	Total	Men	Women	In % of GDP	In % of GDP per % of unemployment rate	In % of labour force
BE	15.8	4.3	48.7	50.9	45.9	70.8	70.4	71.5	0.5	0.2	9.4
BG	12.7	4.6	58.3	59.7	56.2	64.9	68.8	58.9	0.1	0.2	0.6
CZ	6.7	2.0	30.6	32.8	28.9	43.5	47.5	39.9	0.2	0.4	1.3
DK	10.5	3.6	19.1	18.5	19.8	35.4	31.1	39.7	1.4	0.2	7.6
DE	6.2	2.9	41.3	43.0	38.8	58.6	61.4	54.7	0.3	0.3	1.9
EE	11.8	5.4	23.7	25.4	22.0	32.6	33.8	n. a.	0.3	0.2	4.3
IE	13.8	4.6	37.1	41.5	32.0	54.9	58.3	50.1	0.3	0.2	3.3
GR	39.9	15.3	70.1	67.7	72.0	81.9	81.6	82.2	0.2	0.0	0.7
ES	34.3	13.8	41.7	39.5	43.7	62.0	59.3	64.9	0.5	0.1	9.2
FR	20.8	6.9	42.0	43.3	40.6	60.5	63.5	57.2	0.6	0.1	6.0
HR	23.7	4.4	40.2	40.3	40.1	50.3	42.3	62.1	0.3	0.1	1.4
IT	32.2	5.7	59.0	58.5	59.6	66.7	67.9	64.5	n. a.	n. a.	n. a.
CY	20.2	5.8	31.6	31.4	31.9	38.1	43.4	n. a.	0.1	0.1	1.0
LV	12.2	7.6	42.0	45.4	37.7	51.2	56.5	45.7	0.1	0.1	1.1
LT	11.1	7.2	32.2	33.4	30.8	42.4	42.4	42.5	0.2	0.2	1.5
LU	14.2	3.6	24.7	23.7	25.8	n. a.	n. a.	n. a.	0.7	0.2	9.5
HU	10.2	2.6	38.6	40.7	36.4	49.9	56.9	43.0	0.8	0.3	4.9
MT	9.1	3.3	31.0	36.3	22.7	37.7	n. a.	n. a.	0.1	0.3	0.9
NL	7.2	4.5	36.8	35.8	37.9	68.2	67.2	69.3	0.4	0.3	3.9
AT	**9.4**	**3.9**	**28.9**	**29.1**	**28.8**	**51.2**	**51.3**	**51.1**	**0.6**	**0.2**	**4.0**
PL	11.7	2.8	26.9	27.0	26.7	36.5	37.6	33.9	0.3	0.3	3.8
PT	20.3	6.5	43.4	45.3	41.8	66.6	67.0	66.1	0.4	0.1	4.1
RO	16.2	2.5	44.1	47.1	38.6	59.3	59.5	n. a.	0.0	0.2	0.5
SI	8.8	4.9	42.9	44.0	41.9	63.7	68.9	56.1	0.2	0.2	1.4
SK	14.9	5.3	61.7	65.2	58.1	75.7	73.4	77.4	0.2	0.2	2.4
FI	17.0	6.9	21.9	24.7	18.9	39.0	42.7	34.4	0.8	0.1	4.9
SE	17.4	4.4	18.3	20.7	15.5	31.1	35.0	25.2	1.0	0.2	4.6
UK	11.3	3.3	26.3	29.6	22.5	40.9	43.7	37.5	n. a.	n. a.	n. a.
EU-28	15.2	5.2	43.4	43.6	43.2	58.9	59.5	58.1	n. a.	n. a.	n. a.
EU-27	n. a.	n. a.	n. a.	n. a.	n. a.	n. a.	n. a.	n. a.	n. a.	n. a.	n. a.

S: Eurostat. – 1) Interventions 2 to 7. – n. a. ... no values available.

Table A 4: Rankings in dimension 2 "Participation"

Reference year 2018, EU-28 (without IT and UK), rankings of the indicators and the sub dimension "Employment"

| | Employment rate of 25- to 44-year-olds | Gender employment gap of 25- to 44-year-olds¹ | Employment | | | | Sub dimension |
			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 of 15- to 64-year-olds	
1	SI	LT	SE	EE	EE	LT	LT
2	MT	PT	DE	LT	LT	SE	LV
3	PT	SE	DK	RO	RO	FI	SE
4	SE	SI	EE	AT	AT	LV	DE
5	NL	LU	LT	LV	LV	DK	EE
6	LT	LV	NL	DE	DE	PT	SI
7	CZ	AT	FI	BG	BG	EE	DK
8	LU	BE	LV	MT	MT	SI	NL
9	AT	DK	CZ	IE	IE	FR	AT
10	DE	NL	IE	DK	DK	DE	BG
11	EE	FI	BG	CZ	CZ	LU	LU
12	PL	HR	PT	HU	HU	BG	PT
13	LV	DE	CY	LU	LU	AT	FI
14	HU	CY	SK	NL	NL	CY	BE
15	CY	BG	HU	SI	SI	BE	CZ
16	FI	FR	AT	SK	SK	NL	IE
17	RO	ES	FR	BE	BE	HR	HU
18	DK	IE	ES	SE	SE	IE	MT
19	BE	PL	PL	GR	GR	ES	SK
20	IE	EE	BE	FR	FR	SK	PL
21	FR	RO	MT	FI	FI	PL	CY
22	HR	HU	RO	PL	PL	HU	FR
23	SK	MT	SI	CY	CY	CZ	HR
24	BG	SK	HR	HR	HR	RO	RO
25	ES	CZ	LU	PT	PT	GR	ES
26	GR	GR	GR	ES	ES	MT	GR

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

Continued: Rankings in dimension 2 "Participation"

Reference year 2018 (Unemployment), 2017 (Labour Market Policy), EU-28 without IT and UK, rankings of the indicators and the sub dimension "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	Longtime unemployment rate of 15- to 64-year-olds	Longtime unemployment rate of 55- to 64-year-olds	Sub dimension	(Active) LMP expenditure in % of GDP	(Active) LMP expenditure in % of GDP per % of unemployment rate	Participants in labour market policy measures	Sub dimension	Total dimension
1	DE	CZ	SE	SE	DK	DK	DK	LU	DK	DK
2	CZ	RO	DK	EE	CZ	SE	HU	BE	HU	SE
3	NL	HU	FI	DK	PL	FI	SE	ES	LU	LT
4	SI	PL	EE	PL	SE	HU	LU	DK	SE	LU
5	MT	DE	LU	MT	MT	LU	AT	FR	BE	EE
6	AT	MT	PL	CY	EE	FR	FI	HU	FI	AT
7	HU	DK	AT	FI	AT	AT	NL	FI	ES	FI
8	DK	LU	CZ	LT	HU	BE	BE	SE	FR	HU
9	LT	AT	MT	CZ	FI	ES	PL	EE	AT	DE
10	PL	BE	CY	HU	DE	NL	DE	PT	NL	NL
11	EE	SE	LT	HR	LT	PT	CZ	AT	PL	CZ
12	LV	HR	NL	AT	LU	PL	FR	NL	PT	BE
13	BG	NL	IE	LV	CY	IE	IE	PL	EE	PL
14	IE	BG	HU	IE	IE	HR	EE	IE	IE	LV
15	LU	IE	HR	DE	NL	EE	PT	SK	DE	SI
16	SK	SI	DE	RO	RO	DE	LT	DE	CZ	IE
17	BE	SK	ES	FR	SI	LT	MT	LT	HR	MT
18	RO	EE	FR	ES	LV	CZ	ES	HR	LT	PT
19	FI	CY	LV	LU	HR	SK	HR	SI	SK	BG
20	SE	PT	SI	SI	BE	GR	SI	CZ	SI	FR
21	CY	FI	PT	BG	BG	SI	SK	LV	MT	CY
22	PT	FR	RO	PT	FR	LV	BG	CY	LV	HR
23	FR	LT	BE	NL	PT	MT	LV	MT	GR	RO
24	HR	LV	BG	BE	SK	BG	GR	GR	BG	SK
25	ES	ES	SK	SK	ES	CY	CY	BG	CY	ES
26	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 points.

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Table A 5: Raw data of indicators in dimension 3 "Exclusion Risks on the Labour Market"
Reference year 2018 resp. 2015 (Participation rate in CVT courses), EU-28, sub dimension "Education"

	Early leavers form education and training	Education				Participation rate in education and training	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	25- to 34-year-olds	25- to 64-year-olds	
				In %			
BE	8.6	21.8	14.6	40.6	47.4	8.5	53.9
BG	12.7	17.4	16.8	28.2	34.0	2.5	26.5
CZ	6.2	6.1	6.3	24.3	33.3	8.5	83.7
DK	10.2	18.4	16.6	39.7	46.8	23.5	34.6
DE	10.3	13.4	13.1	29.1	32.3	8.2	38.1
EE	11.3	10.8	12.0	41.2	43.7	19.7	31.9
IE	5.0	16.8	7.6	46.9	56.2	12.5	49.7
GR	4.7	26.4	12.3	31.7	42.8	4.5	18.5
ES	17.9	39.9	32.3	37.3	44.3	10.5	55.4
FR	8.9	20.6	13.0	36.9	46.9	18.6	48.3
HR	3.3	14.9	5.1	25.4	35.4	2.9	28.7
IT	14.5	38.3	24.1	19.3	27.7	8.1	45.9
CY	7.8	17.8	10.6	44.1	58.5	6.7	33.2
LV	8.3	9.3	10.8	33.9	41.6	6.7	27.2
LT	4.6	5.2	5.7	41.7	55.6	6.6	25.6
LU	6.3	21.4	12.7	44.1	53.7	18.0	61.8
HU	12.5	15.1	13.3	25.1	30.6	6.0	19.4
MT	17.4	46.0	30.3	26.8	40.0	10.9	35.8
NL	7.3	21.0	12.9	38.3	47.6	19.1	41.4
AT	**7.3**	**14.7**	**11.1**	**32.7**	**40.5**	**15.1**	**45.4**
PL	4.8	7.6	5.6	30.9	43.5	5.7	37.1
PT	11.8	50.2	28.5	25.0	35.1	10.3	46.3
RO	16.4	21.5	23.0	17.8	24.9	0.9	21.3
SI	4.2	11.9	5.7	32.5	40.7	11.4	58.3
SK	8.6	8.3	8.1	24.6	37.2	4.0	56.8
FI	8.3	10.8	9.3	44.5	40.3	28.5	43.8
SE	7.5	14.4	12.3	43.2	47.6	31.4	52.2
UK	10.7	19.6	14.5	43.2	48.1	14.6	30.4
EU-28	10.6	21.9	15.7	32.3	40	11.1	40.8
EU-27	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.

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

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

Reference year 2018, EU-28, sub dimensions "Exclusion" and "Child care"

	Exclusion									Childcare	
	Inactive population due to care duties In %			Part time employment due to care duties in % of total employment In %			Inactive population (Out of Labour Force) In %			Formal childcare of children up to 3 years In %	
	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	30+ hours
BE	1.5	0.1	2.8	5.2	0.8	10.2	31.4	27.2	35.7	54.0	34.0
BG	2.7	0.3	5.2	n.a.	n.a.	n.a.	28.5	24.1	33.0	16.2	15.3
CZ	4.5	0.1	9.0	1.4	n.a.	3.1	23.4	16.7	30.4	9.0	3.8
DK	0.4	n.a.	0.7	0.5	n.a.	0.9	21.8	18.9	24.7	63.2	54.5
DE	2.1	0.2	4.2	6.8	0.5	14.0	21.4	17.1	25.7	29.8	22.1
EE	3.6	0.3	6.9	1.2	n.a.	2.2	20.9	17.4	24.4	28.3	22.5
IE	4.3	0.9	7.6	4.1	0.5	8.3	27.1	21.2	32.9	37.7	11.6
GR	1.4	0.1	2.7	0.3	n.a.	0.8	31.8	23.4	40.1	40.9	9.4
ES	1.9	0.2	3.6	1.8	0.1	3.8	26.3	21.2	31.4	50.5	20.3
FR	2.2	0.2	4.2	3.8	0.4	7.4	28.1	24.2	31.8	50.0	30.4
HR	1.3	n.a.	2.6	0.5	0.1	0.9	33.7	29.1	38.3	17.8	15.9
IT	3.2	0.2	6.2	2.6	0.1	6.0	34.4	24.9	43.8	25.7	16.1
CY	2.1	n.a.	4.1	0.9	n.a.	1.7	25.0	20.1	29.6	31.4	21.1
LV	1.3	n.a.	2.3	n.a.	n.a.	n.a.	22.3	19.5	24.9	27.4	25.8
LT	1.1	0.1	2.0	0.2	n.a.	0.4	22.7	21.1	24.2	20.8	19.3
LU	1.8	0.3	3.3	5.0	0.8	10.0	28.9	25.3	32.6	60.5	42.7
HU	4.5	0.3	8.5	0.5	n.a.	1.1	28.1	20.9	35.1	16.5	13.7
MT	2.4	n.a.	4.8	2.1	0.3	4.8	25.3	15.2	36.2	32.1	13.2
NL	1.4	0.1	2.6	13.7	2.5	25.8	19.7	15.3	24.2	56.8	6.3
AT	1.4	0.1	2.7	8.7	0.6	17.8	23.2	18.4	28.0	20.0	7.1
PL	3.5	0.4	6.7	0.6	0.1	1.2	29.9	23.0	36.7	10.9	8.8
PT	1.2	0.2	2.1	0.4	n.a.	0.7	24.9	21.9	27.6	50.2	48.8
RO	0.8	n.a.	1.6	0.1	n.a.	0.3	32.2	23.1	41.7	13.2	5.9
SI	0.7	0.1	1.4	1.2	0.3	2.2	25.0	21.8	28.3	46.3	44.1
SK	5.0	0.4	9.7	0.4	n.a.	0.8	27.6	21.3	34.1	1.4	1.2
FI	1.7	0.1	3.2	1.3	n.a.	2.4	22.1	20.5	23.7	37.2	24.9
SE	0.7	0.1	1.3	3.6	1.1	6.2	17.3	15.6	19.0	49.4	34.3
UK	3.9	0.9	6.9	8.0	1.1	15.7	22.1	17.4	26.8	38.7	7.0
EU-28	2.5	0.3	4.8	4.3	0.5	8.7	26.3	20.8	31.8	35.1	18.9
EU-27	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	35.1	18.9

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

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

Reference year 2018 resp. 2017 (Fatal accidents at work, healthy life years), EU-28, sub dimension "Health"

	Fatal accidents at work	Healthy life years at birth		Healthy life years at the age of 65 years		Employed persons with disabilities			Employed persons with long-standing limitations	Employed persons in good or very good health
Health										
	Per 100,000 employees	Women	Men	Women	Men	Total	In % Men	Women	In %	In %
BE	1.7	64.1	63.5	11.7	10.4	14.5	14.0	15.1	13.1	86.7
BG	3.4	66.2	62.9	9.2	8.4	10.2	9.4	11.2	5.0	85.2
CZ	1.8	62.4	60.6	8.5	7.6	21.0	18.6	23.1	13.3	81.3
DK	0.9	59.7	59.8	12.0	11.1	23.3	21.0	26.0	22.3	78.8
DE	0.9	66.7	65.1	12.4	11.4	34.6	33.6	35.7	12.7	77.1
EE	1.2	57.2	54.7	6.1	5.7	35.6	34.9	36.3	27.0	65.3
IE	1.9	69.3	67.9	13.4	12.5	14.9	16.8	12.7	6.6	92.6
GR	1.2	65.1	64.4	7.8	8.1	8.2	7.7	8.9	6.4	92.9
ES	2.0	69.9	69.0	12.4	12.3	19.3	18.5	20.4	9.4	87.1
FR	2.6	64.9	62.5	10.8	9.3	27.8	26.2	29.4	15.9	77.1
HR	2.6	58.0	57.3	4.8	5.0	16.8	15.8	18.1	13.7	81.5
IT	2.1	66.4	66.2	9.8	9.4	5.6	5.1	6.3	11.1	88.0
CY	0.5	65.8	64.7	8.5	9.5	26.3	26.4	26.1	12.8	89.3
LV	2.3	52.2	50.6	4.2	4.1	24.8	21.7	27.8	25.8	61.0
LT	2.8	59.8	56.4	5.6	5.7	19.0	17.5	20.4	14.1	60.2
LU	2.7	58.1	60.1	8.5	9.0	17.6	16.7	18.7	18.0	76.3
HU	2.0	60.8	59.6	6.7	6.7	25.7	23.8	27.9	12.1	75.3
MT	0.5	73.6	71.9	14.2	13.5	17.5	19.4	14.6	4.8	89.5
NL	0.6	57.5	62.3	9.6	10.1	23.1	21.9	24.5	21.4	84.8
AT	**2.5**	**56.8**	**57.4**	**7.5**	**7.6**	**26.0**	**24.8**	**27.3**	**22.6**	**82.9**
PL	2.0	63.5	60.6	8.6	8.3	22.6	21.2	24.1	10.5	76.9
PT	2.9	57.0	60.1	6.7	7.9	27.6	24.2	31.2	20.0	64.4
RO	4.5	58.3	59.2	5.1	5.9	5.0	4.6	5.6	11.3	88.8
SI	1.9	54.6	55.3	7.2	7.2	25.3	23.4	27.5	24.1	78.5
SK	2.0	55.6	55.6	4.1	3.8	17.2	15.3	19.5	17.7	81.0
FI	0.9	56.4	58.3	9.4	8.9	36.2	31.6	41.5	24.0	81.3
SE	0.9	71.9	73.2	15.8	15.4	26.6	24.0	29.8	7.0	83.9
UK	0.9	62.0	63.3	11.1	10.5	31.1	29.8	32.6	16.9	81.8
EU-28	1.7	64.0	63.5	10.2	9.8	27.6	26.2	29.2	13.9	81.5
EU-27	1.7	n.a.	n.a.	n.a.	n.a.	27.6	26.3	29.2	13.9	81.5

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

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

Reference year 2018 resp. 2015 (Participation rate in CVT courses), EU-28 without BG, rankings of the indicators and the sub dimensions "Education" and "Exclusion"

	Education								Exclusion			
	Early leavers form education and training	Population with a low level of education (maximum secondary level 1)		Population with tertiary education		Participation rate in education and training 25- to 64-year-olds	Participation rate in CVT courses	Sub dimension	Inactiv population due to care duties	Part time employment due to care duties	Inactive population (Out of Labour Force)	Sub dimension
		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	RO	SE	DK
2	SI	CZ	PL	FI	IE	FI	LU	IE	SE	LV	NL	SE
3	LT	PL	LT	CY	LT	DK	SI	LU	SI	LT	EE	LT
4	GR	SK	SI	LU	LU	EE	SK	FI	RO	GR	DE	LV
5	PL	LV	CZ	SE	UK	NL	ES	LT	LT	PT	DK	SI
6	IE	FI	IE	UK	SE	FR	BE	SI	PT	SK	FI	PT
7	CZ	EE	SK	LT	NL	LU	SE	CZ	LV	DK	UK	FI
8	LU	SI	FI	EE	BE	AT	IE	CY	HR	HR	LV	CY
9	NL	DE	CY	BE	FR	UK	FR	NL	NL	HU	LT	EE
10	**AT**	SE	LV	DK	DK	IE	PT	FR	**AT**	PL	**AT**	RO
11	SE	**AT**	**AT**	NL	ES	SI	IT	PL	GR	CY	CZ	ES
12	CY	HR	EE	ES	EE	MT	**AT**	EE	BE	EE	PT	MT
13	LV	HU	SE	FR	PL	ES	FI	DK	FI	SI	CY	GR
14	FI	IE	GR	LV	GR	PT	NL	BE	LU	FI	SI	DE
15	BE	CY	LU	**AT**	LV	BE	DE	**AT**	ES	CZ	MT	HR
16	SK	DK	NL	SI	SI	CZ	PL	UK	CY	ES	ES	**AT**
17	FR	UK	FR	GR	**AT**	DE	MT	SK	DE	MT	IE	CZ
18	DK	FR	DE	PL	FI	IT	DK	LV	FR	IT	SK	FR
19	DE	NL	HU	DE	MT	ES	CY	HR	MT	SE	HU	LU
20	UK	LU	UK	MT	SK	PT	EE	GR	IT	FR	FR	PL
21	EE	RO	BE	HR	HR	LT	UK	DE	PL	IE	LU	NL
22	PT	BE	DK	HU	PT	HU	HR	ES	EE	LU	PL	BE
23	HU	GR	RO	PT	CZ	PL	LV	HU	UK	BE	BE	HU
24	IT	IT	IT	SK	DE	GR	LT	PT	IE	DE	GR	SK
25	RO	ES	PT	CZ	HU	SK	RO	IT	CZ	UK	RO	UK
26	MT	MT	MT	IT	IT	HR	HU	MT	HU	**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 points. – Green cells indicate that the three consecutive countries have the same rank due to equal index points.

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

Reference year 2018 resp. 2017 (Fatal accidents at work, Healthy life years), EU-28 without BG, rankings of the indicators, the sub dimensions "Child care" and "Health" and the total dimension

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

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

Table A 7: Raw data of indicators in dimension 4 "Distribution of Earnings"
Reference year 2018 resp. 2017 (Taxes on labour, Gender Pay Gap), 2014 (Low-wage-earners), EU-28

	Income			Income distribution				Working Poor						Gender Pay Gap
	Nominal compensation	Compensation of employees	Compensation of employees	Inequality of income distribution			Taxes on labour	Low-wage earners as a percentage of all employees			In-work at-risk-of-poverty rate			Gender Pay Gap
	Per employee in PPS	in PPS	In % of GDP	S80/S20 quintile share ratio			In % of total taxation	In %			In %			In %
				Total	Men	Women		Total	Men	Women	Total	Men	Women	
BE	37,832	50,807	49.2	3.8	3.8	3.7	51.0	3.8	3.4	4.3	5.2	6.0	4.3	6.0
BG	15,884	18,636	44.0	7.7	7.9	7.4	35.6	18.2	19.2	17.2	9.9	11.2	8.4	13.6
CZ	20,865	27,553	43.0	3.3	3.3	3.3	50.6	18.7	13.7	24.7	3.4	3.2	3.7	21.1
DK	39,247	42,463	51.4	4.1	4.3	4.0	50.5	8.6	6.6	10.4	5.4	6.1	4.6	14.7
DE	33,627	40,785	52.9	5.1	5.0	5.1	56.9	22.5	16.9	28.7	9.1	8.0	10.2	21.0
EE	20,801	27,901	48.5	5.1	5.2	4.9	50.6	22.8	13.9	29.4	9.3	9.6	9.0	25.6
IE	37,421	43,819	28.8	4.2	4.1	4.4	42.9	21.6	16.8	25.6	4.9	5.5	4.2	n. a.
GR	19,931	26,442	33.4	5.5	5.7	5.4	41.1	21.7	20.2	23.5	11.0	12.5	8.8	n. a.
ES	27,206	34,952	45.3	6.0	6.0	6.1	48.3	14.6	9.8	19.8	12.9	13.5	12.2	15.1
FR	32,714	44,613	52.4	4.2	4.2	4.3	51.2	8.8	6.2	11.7	7.1	7.6	6.5	15.4
HR	22,211	25,140	45.9	5.0	5.0	5.0	37.0	23.1	20.4	26.0	5.2	6.0	4.3	11.6
IT	27,261	37,267	40.2	6.1	6.1	6.1	49.2	9.4	7.9	11.3	12.2	13.3	10.8	5.0
CY	22,963	27,814	43.4	4.3	4.3	4.3	34.5	19.3	16.1	22.5	7.4	7.9	6.8	13.7
LV	20,399	24,766	47.9	6.8	6.8	6.7	46.1	25.5	23.3	27.1	8.1	7.6	8.5	15.7
LT	20,037	25,628	44.9	7.1	7.4	6.9	48.3	24.0	21.7	26.0	8.1	8.3	7.9	15.2
LU	49,959	57,895	49.6	5.7	5.5	6.0	44.5	11.9	8.4	17.5	13.5	13.0	14.0	5.0
HU	17,906	21,215	42.9	4.4	4.3	4.4	45.3	17.8	17.0	18.6	8.4	7.9	8.9	14.2
MT	26,343	28,795	40.4	4.3	4.2	4.4	34.9	15.1	13.2	17.7	6.4	7.6	4.5	12.2
NL	33,011	41,934	47.7	4.1	4.2	3.9	51.4	18.5	17.0	20.1	6.1	6.1	6.1	15.2
AT	**34,921**	**42,414**	**48.0**	**4.0**	**4.1**	**4.0**	**55.3**	**14.8**	**8.7**	**23.1**	**8.0**	**8.4**	**7.5**	**19.9**
PL	21,169	25,127	39.3	4.3	4.4	4.1	40.6	23.6	21.5	25.8	9.7	11.0	8.2	7.2
PT	20,096	25,724	44.5	5.2	5.3	5.2	42.0	12.0	6.6	17.0	9.7	10.4	9.0	16.3
RO	21,986	23,198	38.5	7.2	7.3	7.2	43.0	24.4	26.5	22.0	15.3	17.9	11.4	3.5
SI	28,896	33,627	49.9	3.4	3.4	3.4	50.3	18.5	15.8	21.5	6.0	7.6	4.2	8.0
SK	18,600	24,414	41.6	3.0	3.1	3.0	53.9	19.2	15.3	23.4	6.0	6.2	5.8	19.8
FI	31,044	37,477	46.1	3.7	3.7	3.6	49.9	5.3	3.5	6.8	3.1	3.1	3.0	16.7
SE	30,840	37,067	47.8	4.1	4.1	4.1	58.4	2.6	2.0	3.2	7.0	7.4	6.7	12.6
UK	31,998	38,601	49.1	6.0	6.0	5.9	38.1	21.3	15.6	26.9	11.3	11.1	11.5	20.8
EU-28	29,661	37,219	47.7	5.2	5.2	5.2	49.7	17.2	13.5	21.2	9.5	9.9	9.1	16.0
EU-27	n. a.	n. a.	47.4	5.2	5.2	5.2	n. a.	17.2	13.5	21.1	9.6	10.0	9.1	16.1

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

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Table A 8: Rankings in dimension 4 "Distribution of Earnings"
Reference years 2018 resp. 2017 (Taxes on labour, Gender Pay Gap), EU-28 without IE and GR, rankings of the indicators, the sub dimensions 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	Working Poor	Sub dimension	Gender Pay Gap	Total dimension
1	LU	LU	LU	DE	SK	CY	SI	FI	SE	FI	RO	BE
2	DK	BE	BE	FR	CZ	MT	CY	CZ	BE	BE	IT	LU
3	BE	FR	DK	DK	SI	BG	FR	HR	FI	SE	LU	DK
4	**AT**	DK	**AT**	SI	FI	HR	DK	BE	DK	DK	BE	FR
5	DE	**AT**	FR	LU	BE	UK	HR	DK	FR	FR	PL	FI
6	NL	NL	NL	BE	**AT**	PL	UK	SI	IT	CZ	SI	SI
7	FR	DE	DE	UK	NL	PT	BE	SK	LU	MT	HR	SE
8	UK	UK	UK	EE	DK	RO	MT	NL	PT	SI	MT	NL
9	FI	FI	FI	**AT**	SE	LU	LU	MT	ES	NL	SE	MT
10	SE	IT	SE	LV	FR	HU	FI	SE	**AT**	**AT**	BG	**AT**
11	SI	SE	IT	SE	PL	LV	NL	FR	MT	SK	CY	CY
12	IT	ES	SI	NL	MT	LT	DE	CY	HU	PT	HU	HR
13	ES	SI	ES	FI	CY	ES	PT	**AT**	BG	HR	DK	UK
14	MT	MT	MT	HR	HU	IT	EE	LV	SI	CY	ES	DE
15	CY	EE	CY	ES	HR	FI	**AT**	LT	NL	HU	NL	IT
16	HR	CY	EE	LT	DE	SI	CZ	HU	CZ	IT	LT	CZ
17	RO	CZ	CZ	PT	EE	DK	HU	DE	SK	BG	FR	PT
18	PL	PT	HR	BG	PT	EE	PL	EE	CY	LU	LV	PL
19	CZ	LT	RO	CY	LU	CZ	SE	PT	UK	LT	PT	ES
20	EE	HR	PL	CZ	UK	BE	SK	PL	DE	DE	FI	HU
21	LV	PL	LT	HU	ES	FR	LV	BG	EE	ES	SK	SK
22	PT	LV	LV	SK	IT	NL	BG	UK	HR	EE	**AT**	LV
23	LT	SK	PT	MT	LV	SK	ES	IT	PL	LV	UK	BG
24	SK	RO	SK	IT	LT	**AT**	LT	ES	LT	PL	DE	EE
25	HU	HU	HU	PL	RO	DE	IT	LU	RO	UK	CZ	LT
26	BG	BG	BG	RO	BG	SE	RO	RO	LV	RO	EE	RO

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

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Table A 9: Raw data of indicators in dimension 5 "Redistribution by the Welfare State"
Reference year 2018 (At risk-of-poverty), 2017 (Social expenditure by function, Educational expenses), EU-28

| | Social expenditure by function (In % of GDP) | | | | | | At-risk-of poverty | | | Educational expenses |
	Sickness/Health	Disability	Age	Family/Children	Unemployment[1]	Other functions[2]	At-risk-of-poverty rate after social transfers (In %)	Improvement of at-risk-of-poverty rate due to social transfers (In percentage points)	Relative at risk of poverty gap (In %)	Public expenditures for education (In % of GDP)
BE	7.3	2.4	10.9	2.1	0.27	2.7	16.4	8.7	19.2	6.3
BG	4.6	1.2	7.2	1.8	0.08	1.1	22.0	7.5	26.9	3.7
CZ	5.9	1.1	7.9	1.6	0.17	1.0	9.6	6.0	15.0	4.6
DK	6.6	5.0	11.8	3.4	0.23	2.5	12.7	11.4	19.1	6.5
DE	10.0	2.4	9.2	3.3	0.26	2.7	16.0	8.0	22.0	4.1
EE	4.7	1.8	6.5	2.1	0.07	0.3	21.9	8.0	21.9	5.8
IE	5.6	0.8	4.5	1.2	0.19	0.9	14.9	16.0	15.3	3.2
GR	5.1	1.5	13.3	1.4	0.04	2.8	18.5	4.7	29.1	3.9
ES	6.1	1.6	9.6	1.2	0.10	2.6	21.5	6.4	28.5	4.0
FR	9.1	2.0	12.7	2.4	0.20	3.5	13.4	10.7	16.8	5.4
HR	6.9	2.2	7.1	1.8	0.04	2.1	19.3	6.4	28.9	4.7
IT	6.5	1.6	13.7	1.8	0.14	2.8	20.3	5.6	29.5	3.8
CY	3.3	0.8	8.8	1.2	0.09	2.9	15.4	8.8	18.6	5.7
LV	3.7	1.3	7.0	1.6	0.08	0.4	23.3	5.5	27.8	5.8
LT	4.5	1.3	6.1	1.2	0.07	0.7	22.9	6.8	28.2	4.9
LU	5.4	2.3	6.9	3.3	0.22	2.5	18.3	9.2	24.4	4.7
HU	5.0	1.1	8.0	2.2	0.07	1.5	12.8	12.2	24.1	5.1
MT	5.5	0.6	7.1	0.9	0.10	1.6	16.8	7.4	17.0	4.9
NL	9.3	2.5	10.5	1.2	0.22	2.9	13.3	8.5	18.3	5.1
AT	**7.4**	**1.8**	**12.7**	**2.7**	**0.29**	**2.3**	**14.3**	**10.9**	**21.7**	**4.8**
PL	4.5	1.4	8.9	2.6	0.06	1.9	14.8	10.0	23.3	4.9
PT	6.0	1.7	11.9	1.2	0.09	2.0	17.3	5.4	24.5	5.0
RO	3.9	0.9	7.3	1.1	0.02	0.7	23.5	4.5	35.2	2.8
SI	7.6	1.1	9.2	1.8	0.07	2.0	13.3	10.1	17.5	5.4
SK	5.6	1.6	7.2	1.6	0.06	1.3	12.2	5.5	25.6	3.8
FI	6.8	2.9	12.8	2.9	0.25	2.5	12.0	13.9	14.2	5.7
SE	7.4	3.1	12.2	2.9	0.14	1.8	16.4	12.5	19.9	6.7
UK	8.5	1.7	11.2	2.5	0.07	1.9	18.9	10.6	24.9	4.6
EU-28	7.9	2.0	10.8	2.3	0.15	2.5	17.1	8.5	24.6	4.6
EU-27	7.9	2.0	10.9	2.3	0.16	2.5	17.1	8.5	24.5	4.6

S: Eurostat, IMF. – [1]) Unemployment expenses in % of GDP divided through unemployment rate – [2]) Other functions contain expenditures for survivors, housing and social exclusion.

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

Reference year 2018 (At risk-of-poverty), 2017 (Social expenditure by function, Educational expenses), EU-28, rankings of the indicators, the sub dimensions and the total dimension

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

S: Eurostat, WIFO-calculations. – Blue cells indicate that the two consecutive countries have the same rank due to equal index points. – Turquoise cells indicate that the three consecutive countries have the same rank due to equal index points. – Green cells indicate that the four consecutive countries have the same rank due to equal index points. – Olive green cells indicate that the five consecutive countries have the same rank due to equal index points.

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Table A 11: Additional Indicators

Reference year 2018, 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 up-to-3-year-olds
	Total	Men	Women	Total	Men	Women	1 to 29 hours
BE	69.7	73.9	65.5	47.6	40.6	54.5	20.0
BG	72.4	76.5	68.3	33.7	27.0	40.8	0.9
CZ	79.9	87.4	72.2	33.7	27.3	40.6	5.2
DK	77.5	80.9	73.9	49.1	41.8	56.6	8.7
DE	79.9	83.9	75.8	34.9	34.5	35.4	7.7
EE	79.5	83.4	75.6	47.2	37.7	57.5	5.8
IE	74.1	80.3	68.1	56.3	51.7	60.4	26.1
GR	59.5	70.1	49.1	44.3	37.5	51.3	31.5
ES	67.0	73.1	61.0	42.4	36.1	48.6	30.2
FR	71.3	75.2	67.6	46.2	41.0	51.2	19.6
HR	65.2	70.3	60.1	34.1	26.5	41.9	1.9
IT	63.0	72.9	53.1	27.8	21.7	34.0	9.6
CY	73.9	79.3	68.9	57.1	49.2	64.4	10.3
LV	76.8	79.0	74.8	42.7	30.6	55.2	1.6
LT	77.8	79.0	76.7	57.6	47.5	68.2	1.5
LU	72.1	76.0	68.0	56.2	52.5	59.8	17.8
HU	74.4	82.1	66.8	33.7	27.3	40.5	2.8
MT	75.5	86.0	64.1	34.7	32.2	37.7	18.9
NL	79.2	84.3	74.2	49.4	46.2	52.6	50.5
AT	**76.2**	**80.7**	**71.7**	**40.7**	**37.2**	**44.2**	**12.9**
PL	72.2	79.4	65.0	45.7	36.3	55.5	2.1
PT	75.4	78.9	72.1	33.5	24.1	42.5	1.4
RO	69.9	78.9	60.6	24.6	21.4	28.1	7.3
SI	75.4	79.0	71.7	42.7	31.6	56.3	2.2
SK	72.4	79.2	65.5	37.7	31.1	44.6	0.2
FI	76.3	78.2	74.5	44.2	36.2	52.5	12.3
SE	82.4	84.4	80.2	51.8	45.0	59.0	15.1
UK	78.7	83.7	73.8	48.8	45.5	52.0	31.7
EU-28	73.1	78.9	67.4	40.7	35.7	45.8	16.2
EU-27	n. a.	n. a.	n. a.	n. a.	n. a.	n. a.	16.3

S: Eurostat. – [1]) EU-2020 target for Austria: 77%, for the EU 75%. – [2]) EU-2020 target for Austria: 38%, for the EU 40%. – n. a. ... no values available.

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Table A 12: Index points in 2008 to 2018 in dimension 1 "Overall Labour Market Performance" EU-28

	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	Span 2008-2018 per country
BE	6.19	5.61	5.83	5.97	5.84	5.67	5.86	5.96	6.15	6.41	6.58	1.0
BG	5.28	4.37	3.53	3.68	3.67	4.01	4.50	5.10	5.45	6.34	6.35	2.8
CZ	6.29	5.24	5.30	5.62	5.73	5.86	6.23	6.75	7.16	7.61	7.80	2.6
DK	8.03	6.69	6.57	6.88	6.71	6.86	7.08	7.32	7.59	7.68	7.85	1.5
DE	6.50	6.07	6.47	6.97	7.01	7.04	7.20	7.28	7.51	7.71	7.81	1.7
EE	6.07	2.80	3.12	5.78	5.63	5.89	6.21	6.88	6.60	7.48	7.56	4.8
IE	6.86	4.49	4.64	4.73	4.97	5.78	6.41	8.37	8.75	9.39	10.00	5.5
GR	5.67	5.01	3.99	2.17	1.03	1.00	1.65	1.88	2.08	2.57	2.90	4.7
ES	5.54	3.45	3.75	3.36	2.53	2.49	3.28	4.05	4.46	5.00	5.19	3.1
FR	6.23	5.65	5.85	5.99	5.87	5.84	5.82	5.80	5.94	6.17	6.30	0.7
HR	4.96	4.17	3.23	2.82	2.49	2.43	3.39	3.51	3.87	4.67	5.05	2.6
IT	5.39	4.70	4.74	4.86	4.42	3.85	4.05	4.28	4.56	4.72	4.78	1.5
CY	7.40	6.37	6.27	5.84	4.45	3.23	3.68	4.46	5.37	5.94	6.23	4.2
LV	5.49	1.46	2.09	4.02	4.56	5.29	5.15	5.96	5.90	6.41	7.05	5.6
LT	5.19	2.62	2.57	4.15	4.89	5.34	5.90	6.21	6.83	6.85	7.54	5.0
LU	8.43	7.71	8.05	8.13	8.02	7.92	8.30	8.34	8.45	8.56	8.68	1.0
HU	4.08	3.51	3.60	3.84	4.07	4.46	5.63	5.77	6.49	6.71	7.09	3.6
MT	4.98	4.42	4.87	5.24	5.53	6.04	6.72	7.11	7.60	8.56	8.55	4.1
NL	7.34	6.69	6.50	6.75	6.49	6.16	6.26	6.62	6.88	7.29	7.57	1.4
AT	**7.24**	**6.59**	**6.87**	**7.14**	**7.09**	**6.93**	**6.93**	**6.87**	**7.02**	**7.26**	**7.44**	**0.9**
PL	5.08	4.64	4.24	4.94	4.98	5.02	5.70	6.10	6.42	7.00	7.29	3.1
PT	5.93	5.05	5.08	4.53	3.57	3.62	4.69	5.03	5.42	6.26	6.45	2.9
RO	4.42	3.67	3.80	3.88	4.63	4.40	4.90	4.82	5.20	6.38	6.42	2.8
SI	6.67	5.48	5.15	4.98	4.92	4.65	5.05	5.44	5.76	6.62	6.99	2.3
SK	5.51	4.14	4.09	4.75	4.61	4.51	5.11	5.67	6.18	6.52	6.86	2.8
FI	7.42	5.98	6.22	6.76	6.59	6.21	6.17	6.13	6.41	6.68	7.16	1.4
SE	7.54	6.53	7.08	7.65	7.40	7.49	7.69	7.97	8.16	8.38	8.35	1.8
UK	6.75	5.87	6.08	6.08	6.27	6.46	6.96	7.10	7.21	7.31	7.42	1.5
1. Quartile	5.37	4.16	3.79	4.12	4.44	4.31	4.85	5.08	5.44	6.32	6.41	
2. Quartile	6.13	5.03	4.97	5.11	4.97	5.51	5.84	6.03	6.41	6.69	7.12	
3. Quartile	6.96	6.00	6.23	6.25	6.33	6.17	6.49	6.94	7.17	7.51	7.63	
Span per year	4.35	6.25	5.96	5.97	6.99	6.92	6.65	6.50	6.67	6.82	7.10	

S: Eurostat, WIFO-calculations. – Recalculation of dimension 1 is based on revised data. – Calculation of the index points based on a global minimum and maximum of the years 2008-2018. – Values highlighted in green resp. blue indicate the highest resp. lowest point value of a country within the period 2008 to 2018. Most recent year available for indicator 2 "Employment rate in full time equivalents" is 2017.

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Table A 13: Rankings in 2008 to 2018 in dimension 1"Overall Labour Market Performance"
EU-28

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

S: Eurostat, WIFO-calculations. – Recalculation of dimension 1 is based on revised data. – Calculation of the index points based on a global minimum and maximum of the years 2008 to 2018. – Most recent year available for indicator 2 "Employment rate in full time equivalents" is 2017.

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Table A 14: Index points of the sub dimensions at two points in time in dimension 3 "Exclusion Risks on the Labour Market"

Reference years 2009 and 2018, EU-28

	Education		Exclusion		Child care		Health	
	2009[1])	2018[2])	2009	2018	2009	2018	2009	2018[3])
BE	6.9	8.3	5.2	4.5	4.0	6.7	5.7	6.2
BG	4.6	5.9	n. a.	n. a.	1.8	3.0	3.8	3.8
CZ	7.2	8.8	3.2	4.8	1.0	1.6	4.2	4.8
DK	7.7	8.4	10.0	10.0	10.0	8.8	6.5	6.8
DE	6.2	6.9	5.4	5.7	2.9	4.3	4.3	8.0
EE	7.0	8.4	5.0	6.5	3.9	4.2	2.1	4.4
IE	7.6	9.7	7.3	2.9	2.4	4.0	5.9	7.6
GR	4.1	6.8	5.9	6.4	2.0	4.0	4.9	4.8
ES	4.0	6.3	6.3	6.7	4.2	5.4	4.9	7.7
FR	6.7	8.6	6.4	5.1	5.2	6.1	5.6	6.0
HR	3.7	7.1	5.8	6.0	n. a.	n. a.	n. a.	n. a.
IT	3.3	5.1	1.0	2.9	3.5	3.6	3.8	5.3
CY	6.9	8.6	6.2	7.2	2.9	4.3	5.6	7.1
LV	5.5	7.5	7.4	9.0	2.7	4.4	1.0	1.4
LT	6.9	8.9	2.6	9.1	2.2	3.5	1.0	1.7
LU	8.1	9.7	3.3	4.8	3.8	7.7	6.6	4.1
HU	5.1	5.9	1.5	3.9	1.6	2.9	2.1	3.9
MT	1.4	5.1	1.8	6.3	1.6	3.8	5.5	9.1
NL	6.9	8.6	2.3	4.1	4.2	4.7	6.4	6.6
AT	**6.2**	**8.3**	**3.9**	**5.2**	**1.5**	**2.6**	**3.7**	**4.6**
PL	6.7	8.2	3.8	4.5	1.1	2.1	2.2	4.6
PT	1.0	5.4	8.3	8.4	5.6	7.6	1.6	3.6
RO	3.6	4.2	5.9	7.1	1.2	2.1	2.2	1.5
SI	7.8	8.9	8.4	8.6	4.7	7.0	4.7	4.2
SK	6.4	7.7	n. a.	n. a.	n. a.	n. a.	1.3	2.2
FI	8.4	9.5	7.0	8.2	4.0	4.9	4.2	4.8
SE	8.6	10.0	8.1	9.6	7.4	6.4	9.5	10.0
UK	7.0	8.1	n. a.	n. a.	3.2	3.7	7.6	7.3
1. Quartile	4.5	6.7	3.3	4.8	1.9	3.6	2.2	4.0
2. Quartile	6.7	8.2	5.8	6.3	3.1	4.3	4.3	4.8
3. Quartile	7.1	8.7	7.0	8.2	4.1	6.0	5.7	6.9

S: Eurostat, WIFO-calculations. – Recalculation of sub dimensions based on revised data. – Calculation of the index points based on a global minimum and maximum of the two respective years. – n. a. … calculation not feasible due to missing values of single indicators. – [1]) Indicator 7: CVTS3 2005 (HR: 2010). – [2]) Indicator 7: CVTS5 2015. – [3]) Indicators 13 to 17 (Fatal accidents at work, Healthy life years): 2017.

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Table A 15: Ranking of the sub dimensions at two points in time in dimension 3 "Exclusion Risks on the Labour Market"

Reference years 2009 and 2018, EU-28

	Education		Exclusion		Child care		Health	
	2009[1])	2018[2])	2009	2018	2009	2018	2009	2018[3])
BE	13	13	15	21	9	5	7	10
BG	21	23	n. a.	n. a.	20	21	17	22
CZ	7	7	20	19	26	26	16	15
DK	5	11	1	1	1	1	4	8
DE	18	20	14	15	15	13	14	3
EE	9	12	16	11	10	14	22	18
IE	6	2	6	24	17	16	6	5
GR	22	21	11	12	19	15	11	13
ES	23	22	9	10	7	8	12	4
FR	15	9	8	17	4	7	9	11
HR	24	19	13	14	n. a.	n. a.	n. a.	n. a.
IT	26	27	25	25	12	19	18	12
CY	10	10	10	8	14	12	8	7
LV	19	18	5	4	16	11	27	27
LT	12	6	21	3	18	20	26	25
LU	3	3	19	18	11	2	3	20
HU	20	24	24	23	21	22	23	21
MT	27	26	23	13	22	17	10	2
NL	11	8	22	22	6	10	5	9
AT	**17**	**14**	**17**	**16**	**23**	**23**	**19**	**16**
PL	14	15	18	20	25	24	20	17
PT	28	25	3	6	3	3	24	23
RO	25	28	12	9	24	25	21	26
SI	4	5	2	5	5	4	13	19
SK	16	17	n. a.	n. a.	n. a.	n. a.	25	24
FI	2	4	7	7	8	9	15	14
SE	1	1	4	2	2	6	1	1
UK	8	16	n. a.	n. a.	13	18	2	6

S: Eurostat, WIFO-calculations. – Recalculation of sub dimensions based on revised data. – Calculation of the index points based on a global minimum and maximum of the two respective years. – [1]) Indicator 7: CVTS3 2005 (HR: 2010). – [2]) Indicator 7: CVTS5 2015. – [3]) Indicators 13 to 17 (Fatal accidents at work, Healthy life years): 2017. – n. a. … calculation not feasible due to missing values of single indicators.

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