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# Labour Market Monitor 2025

An EU-wide Labour Market Monitoring System  
Updated Annually

**Anna Albert, Helmut Mahringer**

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Austrian Institute of Economic Research

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Internal review: Julia Bock-Schappelwein



The Labour Market Monitor 2025 – in its latest annual edition – provides a concise overview of the labour market situation in the 27 EU member countries. Through a comprehensive overview of indicators that shed light on key aspects of labour market dynamics, the report summarises these in five indices: the overall performance of the labour market, participation among different groups, risks of exclusion in the labour market, the distribution of earned income, and redistribution through the welfare state. The EU member countries are presented in comparison using clearly structured graphs, and key factors for good labour market performance are highlighted.

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## Introduction

Assessments of the labour market situation in the countries of the European Union (EU) are often limited to a few key Eurostat indicators, such as the unemployment rate, which receive considerable attention in public and political debate. However, this focuses attention solely on certain aspects of labour market developments and does not allow for a comprehensive comparison of labour market conditions across EU Member States.

Against this backdrop, the Vienna Chamber of Labour (AK) launched the Labour Market Monitor in 2010 to examine a broader spectrum of labour market aspects within a European context.<sup>1</sup> To this end, five areas were identified in collaboration between the AK, the European Trade Union Institute (ETUI) and WIFO, which reflect different aspects of labour market developments:

1. Overall labour market performance
2. Participation
3. Exclusion risks on the labour market
4. Distribution of earnings
5. Redistribution by the welfare state

Based on a series of indicators, an area index was created for each of these five dimensions and applied to the EU 27 countries<sup>2</sup>). 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 15<sup>th</sup> 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

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<sup>1</sup>) [Arbeitsmarktmonitor | Arbeiterkammer Wien](#).

<sup>2</sup>) 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.

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

The present report summarises the current results 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.

## Labour market monitoring with the Labour Market Monitor

A total of 58 indicators<sup>3)</sup> 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 2025 this was mainly data from the years 2024 and 2023<sup>4)</sup>. However, not all indicators are available with the same level of timeliness and completeness. If the most recent data is missing for individual countries, figures from the previous year are used instead. If these are also missing, the country in question is excluded from the index calculation. If individual indicators are unavailable for several countries over a prolonged period, they must be disregarded on a case-by-case basis or replaced by other indicators.

### 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)<sup>5)</sup>.
- **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 expenditure on social protection and education.

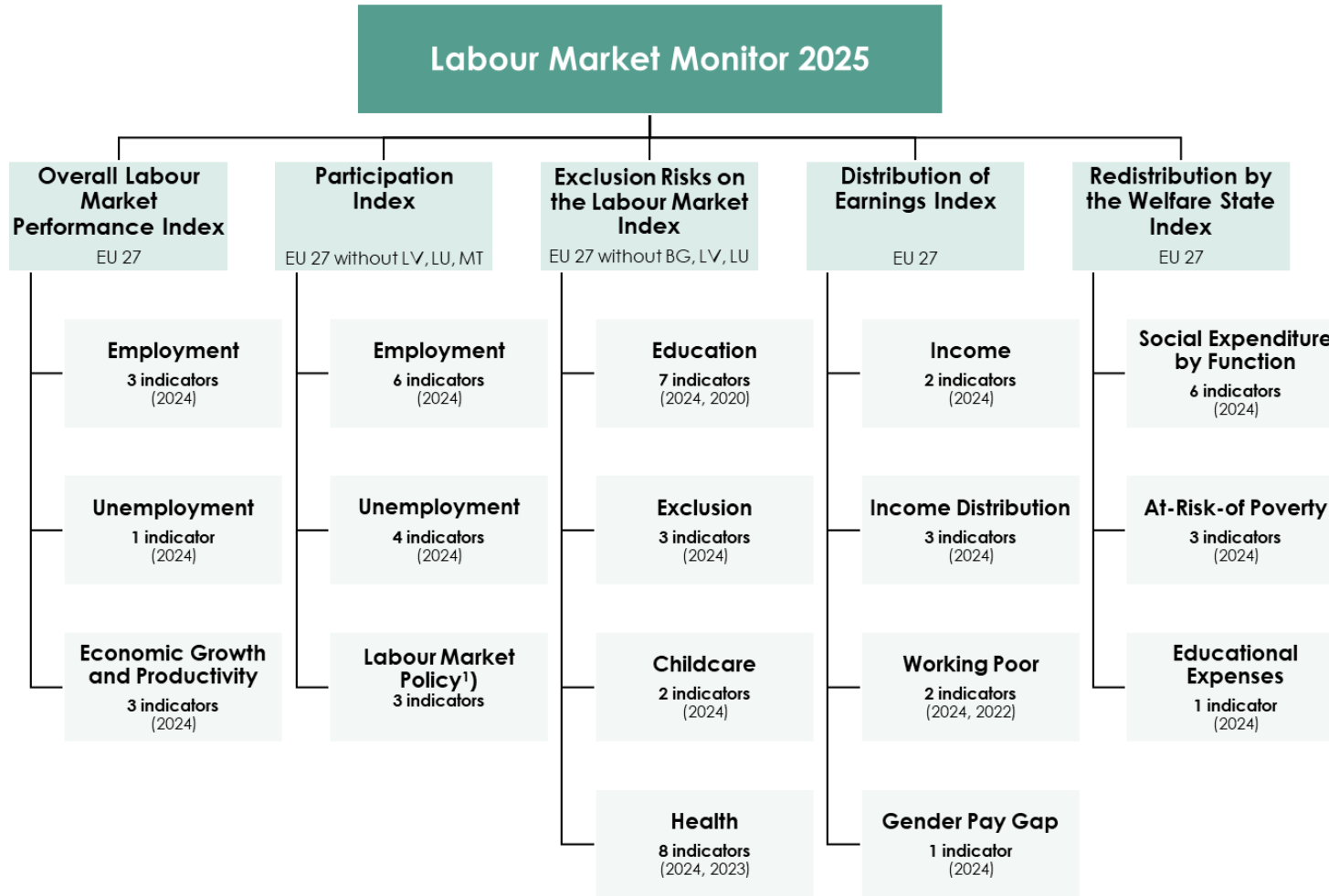
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<sup>3)</sup> Only 55 of the 58 indicators were included in the Labour Market Monitor 2025. All three indicators of the sub dimension Active Labour Market Policy were not included in area index 2 'Labour market participation'. Due to the lack of recent 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 21 of the 27 EU countries. By excluding the three labour market policy indicators, the area index 2 could be calculated for 24 of the 27 countries.

<sup>4)</sup> 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.

<sup>5)</sup> 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.

Structure of the Labour Market Monitor 2025: dimensions and subdimensions



S: WIFO. – <sup>1)</sup> 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).

## Index methodology

The calculation of the five dimensions is based on standard methods of index construction (see Haas et al. 2010, p. 15ff)<sup>6)</sup>. 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



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 0.35 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.

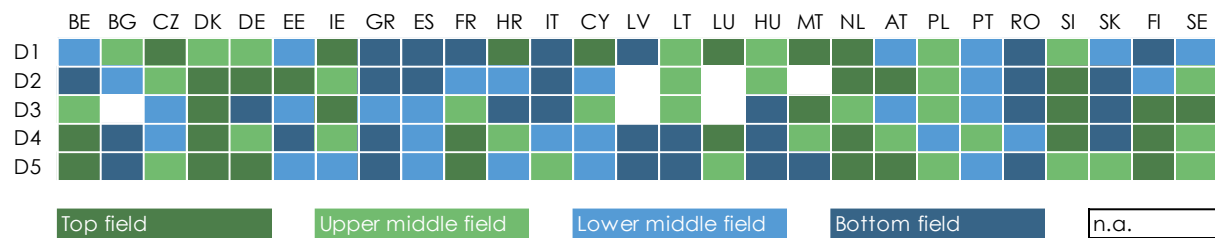
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<sup>6)</sup> Haas, S., Lutz, H., Mahringer, H., & Rückert, E. (2010). *Implementierung und Testung des 'Arbeitsmarktmonitors der Arbeiterkammer Wien'*. WIFO. <https://www.wifo.ac.at/www/pubid/43103>.

## Results at a glance

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

Dimension 1 to 5, EU 27



S: Labour Market Monitor 2025. – D ... Dimension. n.a. ... not available.

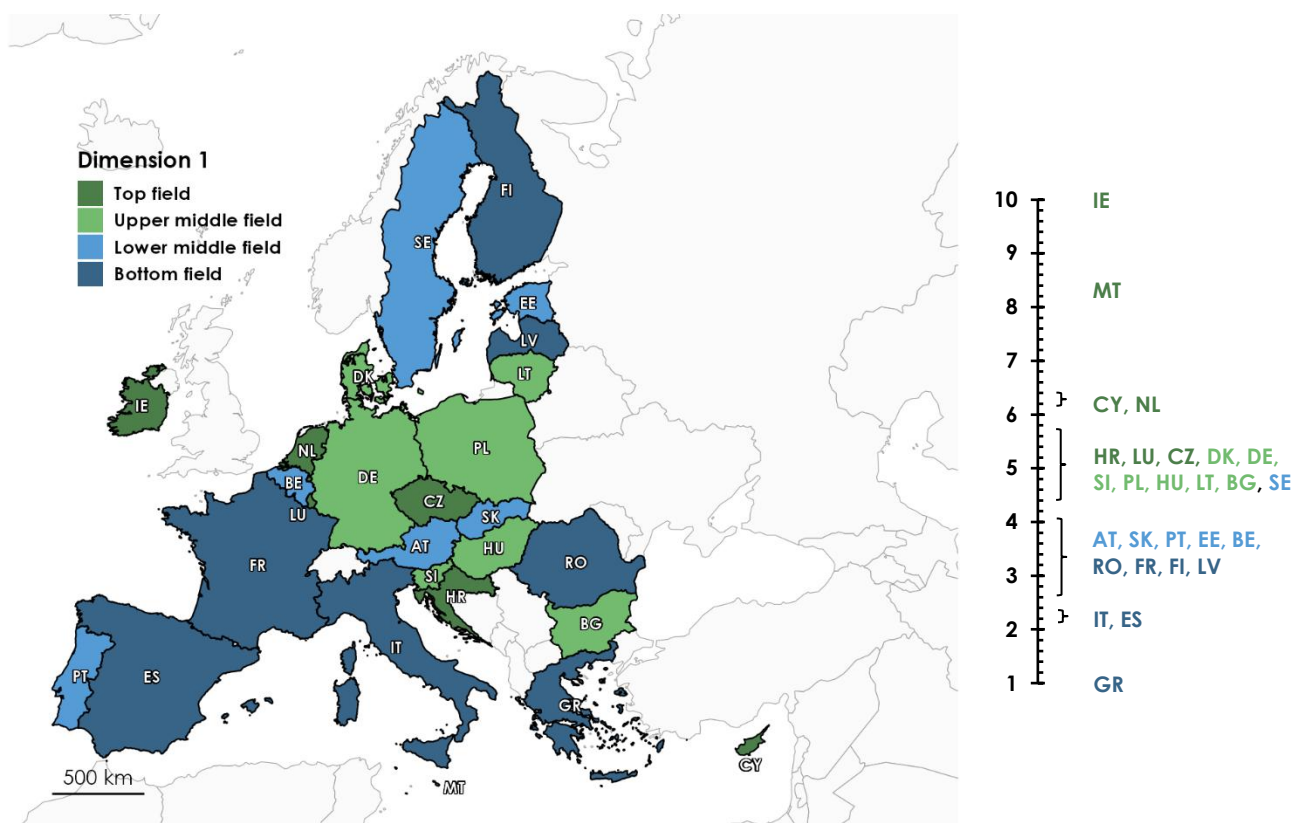
- Not a single EU member state consistently ranks among the top performers or the bottom performers across all five sector dimensions.
- Denmark, Luxembourg<sup>7)</sup>, the Netherlands and Slovenia rank among the top performers or at least in the upper middle field in all dimensions.
- The bottom field is dominated by southern European countries as well as central and eastern European countries.
- Greece, Spain, Latvia<sup>8)</sup> and Romania are consistently in the bottom field or the lower middle field.

<sup>7)</sup> Luxembourg is included in the calculation of only three out of five dimensions (in each case, it ranks in the top field).

<sup>8)</sup> Latvia is included in the calculation of only three out of five dimensions (in each case, it ranks in the bottom field).

## 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 2025.

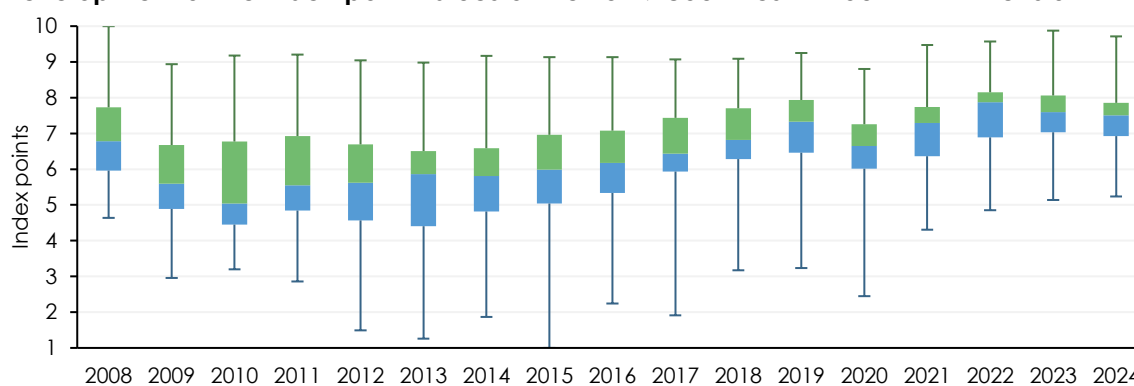
### What characterises the countries of the top field?

- **High economic performance:** The top-performing countries either have a **real GDP per capita** that is **significantly above average** (Luxembourg, Ireland, the Netherlands) (coupled with above-average labour productivity per employee) or **above-average GDP per capita growth** (Czech Republic, Croatia, Malta) (coupled with below-average real GDP per capita and below-average labour productivity per employee). Ireland scores highly on all three indicators.
- With the exception of the Czech Republic, all countries in the top field **have above-average employment growth** (EU 27 +0.8%).
- All top-performing countries, with the exception of Luxembourg, have a **below-average unemployment rate** (EU 27 6.0%).

## Development of the EU 27 countries without IE in Dimension 1 since 2008<sup>9)</sup>

- The financial and economic **crisis** of 2009 and the COVID-19 pandemic from 2020 onwards have left a clear mark: the **labour market performance of EU countries has diverged**, as indicated by the indicators in Dimension 1 (economic divergence). **Since 2021**, there has been a strong convergence (**economic convergence**). In **2024**, the **differences** in performance between countries (range of index points) are at their **lowest** during the period under review.
- The **majority of the EU 27 countries had recovered from the financial and economic crisis by the time the COVID-19 pandemic** broke out. However, the **pace of recovery** in the economy and the labour market **varies**.
- The **COVID-19 pandemic** has once again **worsened performance** across all countries. The subsequent recovery was strong, and by 2022 all countries had already returned to at least the pre-crisis level of 2019.
- The **renewed crisis** resulting from the war in Ukraine **and the rise in energy prices** led to a **further deterioration in labour market performance** (a decline in average scores) in many EU countries in 2023 and 2024. In 2024, a third of countries achieved higher scores than in 2008; in 2022 and 2023, the figure was still three-quarters.

## Development of the index point values of the EU 27 countries without IE in Dimension 1

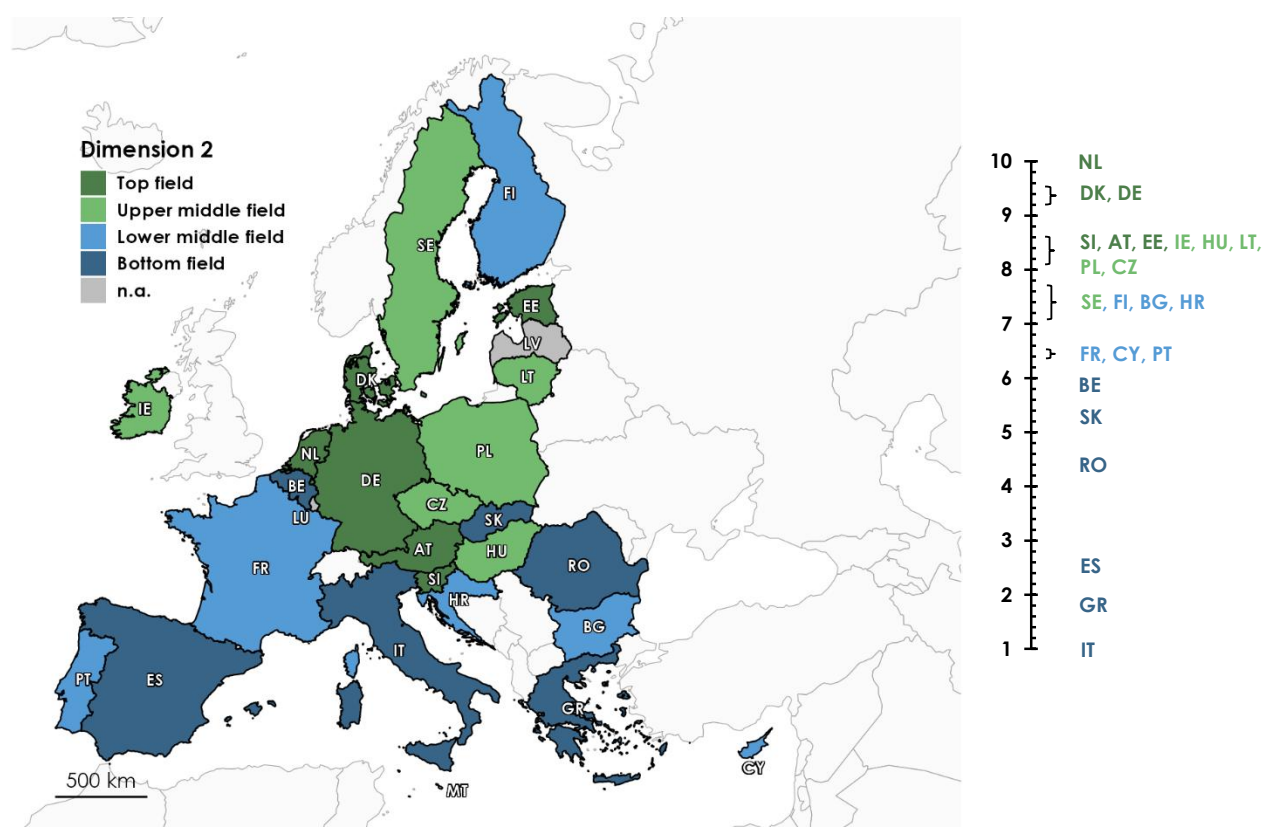


S: Labour Market Monitor 2025. – Range of index point values. Reading example: The box plot diagram visualises the spread and position of the countries' scores per year. The boxes (green and blue areas) contain the middle 50% of the countries, i. e. the upper and lower middle field. They are bordered 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 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 2024 were sought and used for normalisation (min-max method).

<sup>9)</sup> Following the implementation of revised compilation rules for the System of National Accounts (ESA 2010 in 2015), there was a massive upward revision of GDP in Ireland. As this sharp rise in GDP is attributable less to actual economic dynamics and more to statistical factors, Ireland has not been included in the analysis over time. The results of the analysis covering all 27 EU countries can be found in the appendix: Table 14 and Table 15.

## Dimension 2 "Participation"

Dimension 2, "Participation", captures the extent to which the labour market and employment system are able to integrate different groups of people. This year, it includes ten indicators instead of 13 (for more information see chapter "The five dimensions"): Indicators on employment (employment rates of different age groups, gender gap in employment, involuntary part-time employment, involuntary temporary employment), indicators on the structure of unemployment (unemployment rate of young and older people, long-term unemployment rate and long-term unemployment rate of older people) and indicators on expenditure on active labour market policies (including short-time work).



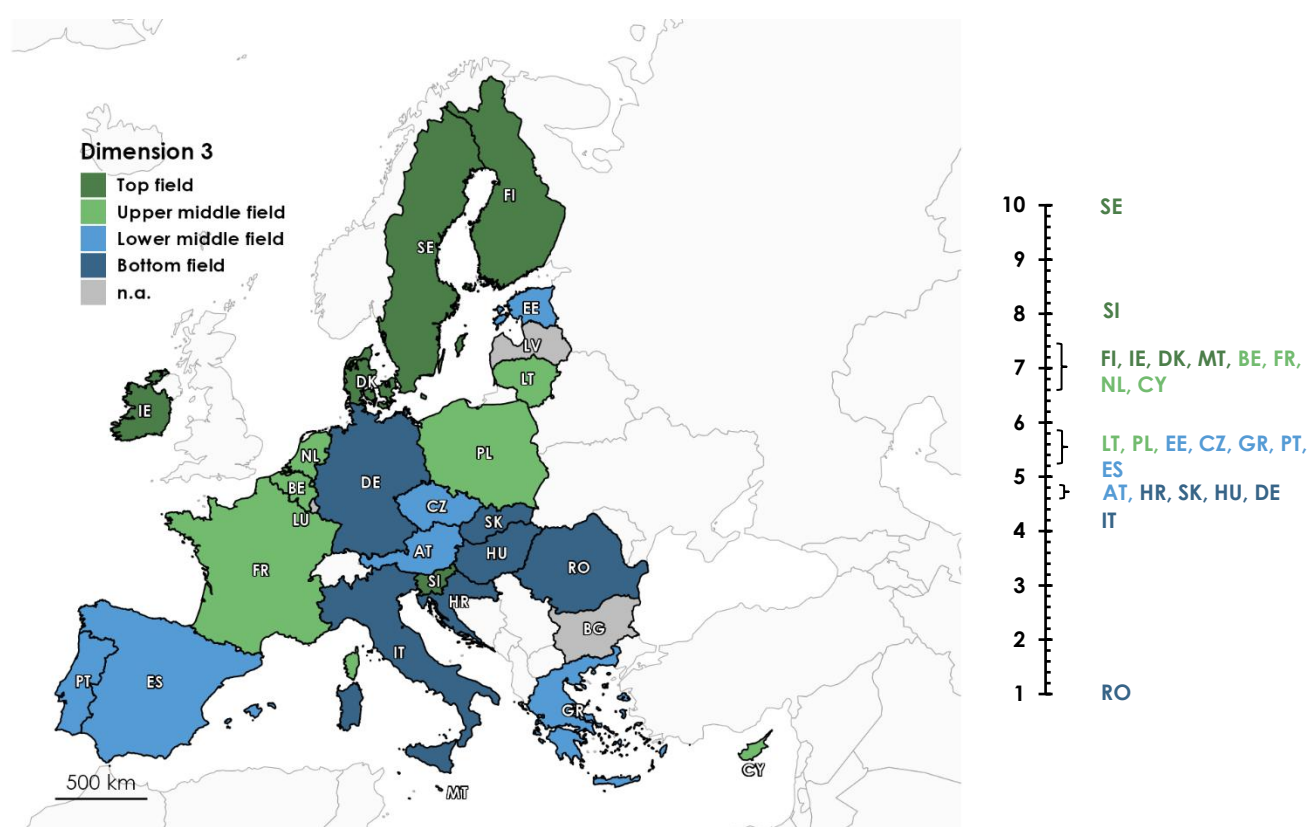
S: Labour Market Monitor 2025. – Index calculation without LV, LU, MT. – n.a. ... not available.

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

- All countries in the top field have a **below-average long-term unemployment rate** for **15- to 64-year-olds** (EU 27: 32.5%) and **55- to 64-year-olds** (EU 27: 50.0%), as well as a below-average **gender employment gap** (EU 27: 9.1 percentage points).
- Most of the top-performing countries share an **above-average employment rate** (EU 27: 82.0%) and a **below-average gender employment gap** (EU 27: 10.1 percentage points) among the working-age population (25-44 years).
- Six of the seven top-performing countries also have a **below-average youth unemployment rate** (EU 27: 14.9%) and a **lower proportion of people in involuntary fixed-term employment** (EU 27: 3.4%).

### 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.



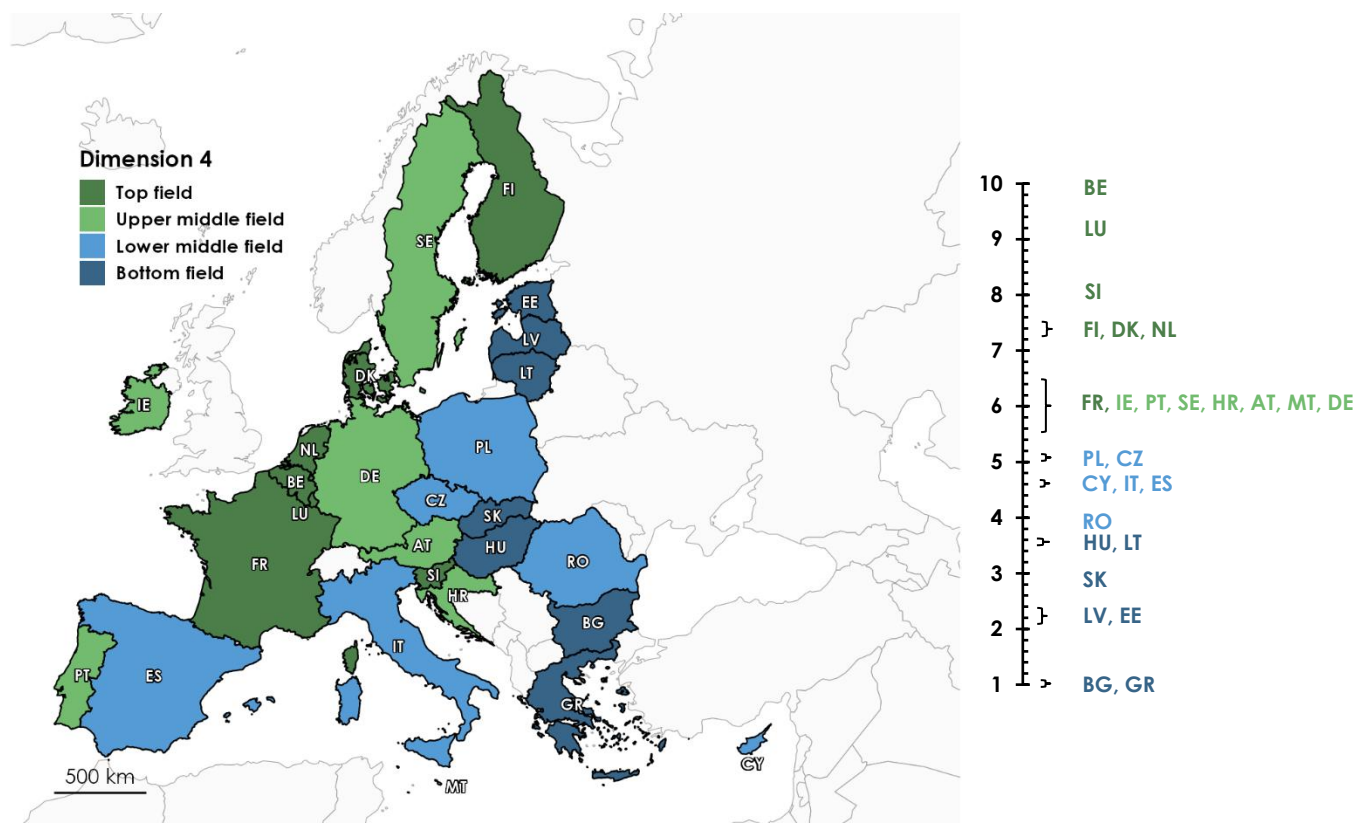
S: Labour Market Monitor 2025. – Index calculation without BG, LV, LU. – n.a. ... not available.

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

- In all countries, **participation in further education** is **above average** (EU 27: 13.5%).
- Five out of six of the top-performing countries have a **lower rate of inactivity due to care responsibilities** than the EU average (EU 27: 0.5%).
- The **childcare coverage rate for children under 3 years** of age, based on 30 or more hours of care per week, is **above average** in almost all of the top-performing countries except Ireland (EU 27: 24.8%).
- **Life expectancy at age 65** is also **above average** in the countries of the top field (EU 27: 9.6 years for women and 9.2 years for men)

## 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.



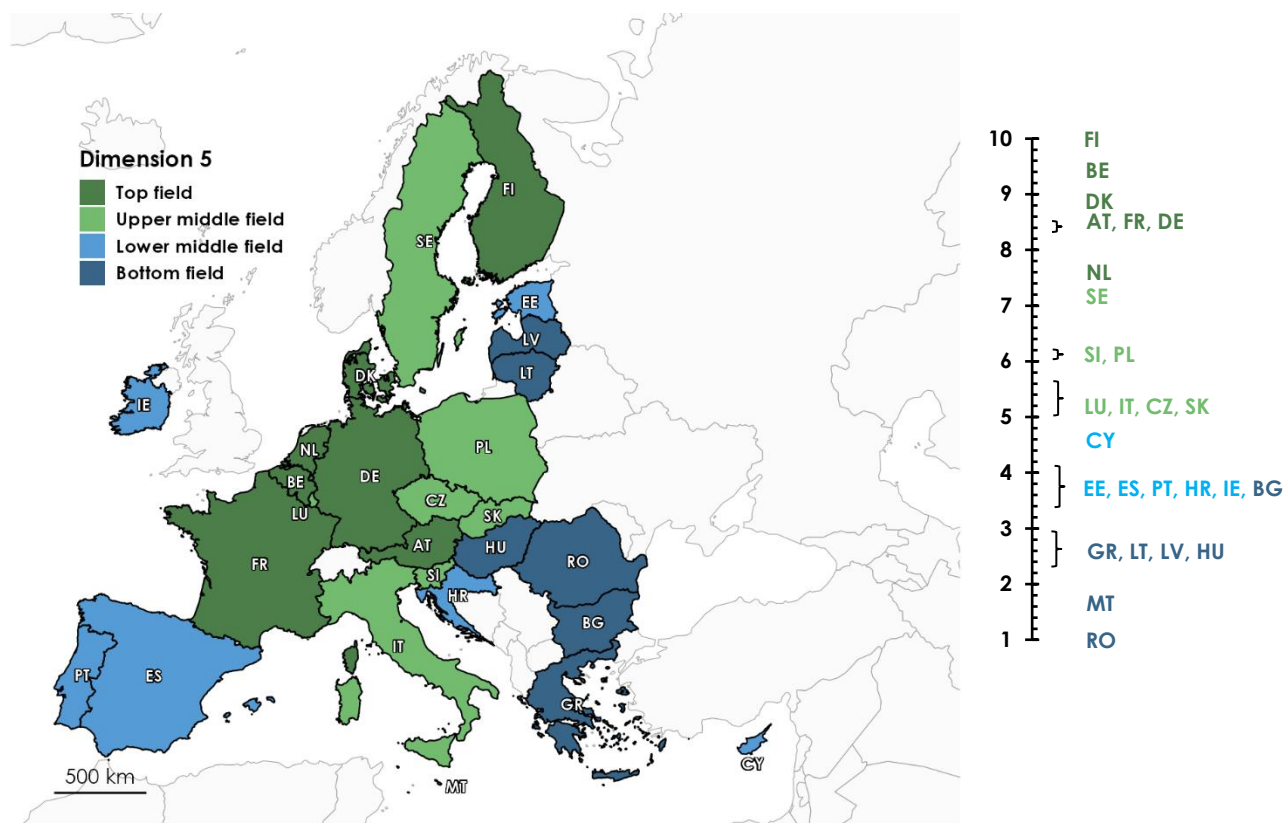
S: Labour Market Monitor 2025.

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

- **Nominal wages** per employee in purchasing power standards are **above average** in all countries of the top field (EU 27: 36,374 PPS). In five out of seven countries, employee wages in purchasing power standards are also above average (EU 27: 45,704 PPS).
- In five out of seven of the top-performing countries, **income inequality** (income quintile ratio) (EU 27: 4.66) and **the at-risk-of-poverty rate for employed persons** (EU 27: 8.2%) are **below average**.
- Furthermore, six out of seven top-performing countries perform better than the EU average in terms of the **proportion of low-wage workers** (EU 27: 14.7%) and **employee compensation** (EU 27: 47.7%) as a percentage of GDP.

## 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 2025.

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

- In line with the methodology of this index, the top-performing countries except Ireland spend an **above-average proportion of their GDP on social benefits** (EU 27: 27.3%).
- In all top-ranking countries, **social transfers make an above-average contribution to reducing the at-risk-of-poverty rate** (EU 27: 8.4 percentage points).
- In all top-ranked countries, the **at-risk-of-poverty rate** (after social transfers) **is below the EU average** (EU 27: 16.2%).
- Furthermore, the **gap between the median income of people 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: 22.7%).

## Table appendix

In the following tables, both the raw data and the results of the Labour Market Monitor 2025 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 2024; 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.

## Abbreviations

<b>The 27 member countries of the European Union</b>			
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		
<b>Other abbreviations</b>			
LMM	Labour Market Monitor	GDP	Gross Domestic Product
LMP	Labour Market Policy	PPS	Purchasing Power Standard
<b>Sources of data</b>			
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		

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

2024, EU 27

	Employment rate (15 to 64 years) <sup>1)</sup>			Employment			Employment growth <sup>2)</sup>	Unemployment			Economic Growth and Productivity		
	In %			Employment rate (15 to 64 years) in full-time equivalents				Unemployment rate (15 to 64 years)			Real GDP per capita		Labour productivity <sup>3)</sup>
	Total	Men	Women	Total	Men	Women		Total	Men	Women	In euros per inhabitant	Index 2014 = 100	Index EU 27 = 100
BE	66.7	70.2	63.3	60.3	66.8	54.3	0.3	5.8	6.2	5.3	40,630	111.2	131.8
BG	70.9	74.1	67.6	70.2	73.3	67.1	1.1	4.2	4.5	4.0	9,140	146.0	58.7
CZ	75.4	81.1	69.5	73.0	80.0	66.0	0.6	2.7	2.3	3.1	18,460	119.3	88.1
DK	77.2	79.9	74.5	66.6	72.0	61.7	0.7	6.3	6.1	6.6	54,820	116.0	114.8
DE	77.5	80.7	74.1	67.1	76.0	58.9	0.1	3.5	3.7	3.2	39,680	105.5	102.6
EE	75.7	76.2	75.2	71.2	73.0	69.6	0.2	7.9	7.9	7.9	18,070	115.2	76.5
IE	74.5	78.4	70.6	67.0	73.6	61.2	2.7	4.4	4.5	4.4	85,320	181.7	210.5
GR	63.3	72.0	54.6	61.4	70.9	52.1	0.9	10.2	8.1	12.9	19,140	118.6	67.7
ES	66.1	70.5	61.6	62.0	68.4	55.9	2.3	11.4	10.2	12.7	26,350	117.1	98.5
FR	69.0	71.6	66.4	64.3	69.4	59.9	0.8	7.5	7.6	7.3	35,770	108.4	106.9
HR	68.3	71.1	65.4	67.3	70.3	64.2	5.6	5.1	5.1	5.0	15,910	150.1	83.0
IT	62.2	71.1	53.3	57.8	69.0	47.2	1.6	6.6	6.0	7.5	31,090	113.8	105.7
CY	75.5	80.3	71.1	72.5	78.0	67.5	2.0	5.0	4.7	5.2	29,400	145.8	92.4
LV	71.2	72.3	70.0	68.8	70.6	67.2	-1.5	7.3	8.4	6.2	14,770	128.8	68.3
LT	73.6	74.2	73.0	71.8	72.9	70.7	1.5	7.4	8.0	6.8	17,310	139.6	82.0
LU	69.7	72.1	67.2	64.0	69.3	59.1	1.0	6.4	6.6	6.3	93,670	98.8	156.4
HU	75.1	78.7	71.4	73.7	77.7	69.7	0.0	4.5	4.6	4.4	14,880	134.4	74.0
MT	79.2	85.1	71.9	75.6	83.1	66.7	5.0	3.2	3.4	3.0	31,300	145.6	93.5
NL	82.3	85.7	78.9	66.9	76.2	59.5	1.0	3.7	3.5	3.9	46,130	113.6	114.2
<b>AT</b>	<b>74.1</b>	<b>77.5</b>	<b>70.7</b>	<b>63.8</b>	<b>73.2</b>	<b>55.3</b>	<b>0.1</b>	<b>5.2</b>	<b>5.6</b>	<b>4.8</b>	<b>41,420</b>	<b>104.8</b>	<b>112.3</b>
PL	72.5	77.8	67.2	70.7	76.7	64.9	-0.6	2.9	2.8	3.1	15,800	145.0	82.2
PT	72.8	75.3	70.4	70.2	73.6	67.1	0.7	6.6	6.2	7.0	20,410	120.4	81.2
RO	63.8	72.0	55.3	63.1	71.2	54.8	1.6	5.4	5.7	5.1	11,220	143.8	82.8
SI	73.1	76.0	70.0	70.2	74.0	66.2	0.5	3.6	3.4	3.9	23,560	129.2	84.7
SK	72.4	76.5	68.3	71.1	75.6	66.6	-0.2	5.4	4.9	6.1	17,700	125.5	81.5
FI	72.6	72.8	72.4	66.4	67.9	65.2	-1.1	8.6	9.4	7.7	40,620	106.1	102.1
SE	76.7	78.1	75.2	71.0	74.1	68.3	-0.3	8.5	8.4	8.6	48,660	108.9	105.4
EU 27	70.8	75.3	66.2	65.2	72.4	58.3	0.8	6.0	5.8	6.3	31,380	115.3	100.0

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

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

2024, EU 27, rankings of the indicators, the subdimensions and the total dimension

	Employment				Subdimension	Unemployment		Economic Growth and Productivity			Total dimension
	Employment rate (15 to 64 years)	Employment rate (15 to 64 years) in full-time equivalents	Employment growth			Unemployment rate (15 to 64 years)	Real GDP per capita (euros per inhabitant)	Real GDP per capita (index 2014 = 100)	Labour productivity	Subdimension	
1	NL	MT	HR	MT		CZ	LU	IE	IE	IE	IE
2	MT	HU	MT	CY		PL	IE	HR	LU	LU	MT
3	DE	CZ	IE	HR		MT	DK	BG	BE	DK	CY
4	DK	CY	ES	NL		DE	SE	CY	DK	MT	NL
5	SE	LT	CY	CZ		SI	NL	MT	NL	BE	HR
6	EE	EE	RO	LT		NL	<b>AT</b>	PL	<b>AT</b>	CY	LU
7	CY	SK	IT	IE		BG	BE	RO	FR	NL	CZ
8	CZ	SE	LT	HU		IE	FI	LT	IT	SE	DK
9	HU	PL	BG	EE		HU	DE	HU	SE	HR	DE
10	IE	BG	NL	SE		CY	FR	SI	DE	<b>AT</b>	SI
11	<b>AT</b>	PT	LU	DK		HR	MT	LV	FI	PL	PL
12	LT	SI	GR	PT		<b>AT</b>	IT	SK	ES	IT	HU
13	SI	LV	FR	SI		SK	CY	PT	MT	FR	LT
14	PT	HR	PT	DE		RO	ES	CZ	CY	FI	BG
15	FI	DE	DK	BG		BE	SI	GR	CZ	LT	SE
16	PL	IE	CZ	SK		DK	PT	ES	SI	RO	<b>AT</b>
17	SK	NL	SI	PL		LU	GR	DK	HR	DE	SK
18	LV	DK	BE	<b>AT</b>		PT	CZ	EE	RO	SI	PT
19	BG	FI	EE	LU		IT	EE	IT	PL	ES	EE
20	LU	FR	DE	FR		LV	SK	NL	LT	HU	BE
21	FR	LU	<b>AT</b>	LV		LT	LT	BE	SK	SK	RO
22	HR	<b>AT</b>	HU	FI		FR	HR	SE	PT	CZ	FR
23	BE	RO	SK	ES		EE	PL	FR	EE	BG	FI
24	ES	ES	SE	RO		SE	HU	FI	HU	PT	LV
25	RO	GR	PL	BE		FI	LV	DE	LV	LV	IT
26	GR	BE	FI	GR		GR	RO	<b>AT</b>	GR	EE	ES
27	IT	IT	LV	IT		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.

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

2024, EU 27

	Employment									
	Employment rate (25 to 44 years)	Gender-specific employment gap <sup>1)</sup> (25 to 44 years)	Employment rate (55 to 64 years)			Involuntary part-time employment (15 to 64 years) <sup>2)</sup>	Involuntary temporary employment (15 to 64 years) <sup>3)</sup>			Gender-specific employment gap <sup>1)</sup> (15 to 64 years)
	In %	In percentage points	Total	In % Men	Women	In %	As % of employees			In percentage points
						Total	Men	Women		
BE	81.5	7.3	59.4	63.9	54.9	4.3	2.0	1.7	2.3	6.9
BG	83.2	7.7	69.9	73.8	66.2	0.6	1.5	1.7	1.3	6.5
CZ	84.4	19.9	77.0	80.8	73.2	1.4	1.5	1.2	1.9	11.6
DK	82.4	7.0	75.0	79.0	71.0	1.8	1.7	1.5	2.0	5.4
DE	84.6	8.4	75.2	78.9	71.5	1.5	0.6	0.6	0.6	6.6
EE	85.8	6.5	75.7	72.7	78.4	2.5	0.7	0.9	n.v.	1.0
IE	84.5	8.4	68.1	75.5	60.8	1.6	1.0	0.9	1.1	7.8
GR	75.6	17.6	57.3	69.2	46.7	2.6	4.5	3.1	6.1	17.4
ES	78.2	8.7	61.1	68.0	54.5	6.2	8.9	7.7	10.2	8.9
FR	82.2	7.9	60.4	62.1	58.7	3.8	3.7	3.5	3.8	5.2
HR	85.7	5.0	53.9	57.6	50.5	0.6	4.4	3.7	5.1	5.7
IT	72.8	18.3	59.0	70.1	48.5	8.6	7.7	7.1	8.4	17.8
CY	84.6	9.1	70.4	78.9	62.4	3.4	12.7	9.1	16.3	9.2
LV	82.3	6.5	71.9	70.7	72.8	1.9	n.v.	n.v.	n.v.	2.3
LT	85.9	4.2	69.1	67.8	70.1	1.3	0.3	0.3	0.3	1.2
LU	85.7	3.8	49.4	53.3	45.3	1.9	1.5	1.4	1.6	4.9
HU	87.6	7.0	70.4	78.9	62.5	0.9	1.1	1.3	0.9	7.3
MT	90.3	9.0	57.5	69.3	45.1	0.5	0.7	n.v.	1.0	13.2
NL	87.4	7.3	75.3	81.7	69.0	0.9	3.4	3.4	3.5	6.8
<b>AT</b>	<b>84.6</b>	<b>4.8</b>	<b>58.8</b>	<b>66.2</b>	<b>51.6</b>	<b>2.0</b>	<b>0.2</b>	<b>n.v.</b>	<b>0.3</b>	<b>6.8</b>
PL	87.0	10.6	59.0	70.7	48.3	0.6	2.9	2.6	3.1	10.6
PT	86.9	4.1	67.6	71.8	63.9	2.6	5.9	5.7	6.2	4.9
RO	77.7	19.0	53.4	64.6	43.0	1.7	1.1	1.5	0.6	16.7
SI	89.5	5.7	56.3	60.4	52.1	0.4	1.4	1.2	1.5	6.0
SK	84.6	10.9	66.0	69.4	62.9	0.6	1.6	1.6	1.6	8.2
FI	79.9	2.7	71.7	70.3	73.0	4.5	2.6	2.1	3.0	0.4
SE	84.9	4.5	78.1	79.9	76.3	4.2	2.3	2.6	2.0	2.9
EU 27	82.0	10.1	65.2	71.4	59.3	3.2	3.4	3.2	3.7	9.1

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.

Continuation of Table 3: Raw data of indicators in Dimension 2 "Participation"  
2024 (subdimension "Unemployment"), 2023 (subdimension "Labour market policy"), EU 27

	Unemployment								Labour Market Policy <sup>4)</sup>		
	Unemployment rate (15 to 24 years)	Unemployment rate (55 to 64 years)	Long-term unemployment rate (15 to 64 years)			Long-term unemployment rate (55 to 64 years)			Expenditure on active labour market policy	Participants in LMP measures	
	In %	In %	In %			In %			As % of GDP	As % of GDP per % unemployment (15- to 64-year-olds)	In % of labour force
			Total	Men	Women	Total	Men	Women			
BE	17.4	3.4	36.4	38.5	33.5	60.3	65.9	53.2	0.467	0.083	6.4
BG	12.3	3.2	50.9	50.1	51.9	56.0	52.0	60.0	0.058	0.013	0.4
CZ	9.1	2.0	29.0	31.9	26.5	37.3	41.4	33.7	0.161	0.062	n.v.
DK	14.6	3.9	12.1	11.9	12.4	20.4	18.3	22.9	1.133	0.218	7.4
DE	6.5	2.4	27.6	30.6	23.7	43.0	46.2	39.2	0.220	0.071	1.6
EE	19.1	6.4	23.5	23.7	23.3	39.4	n.v.	n.v.	0.275	0.042	5.6
IE	10.6	3.1	23.2	24.2	22.2	46.1	n.v.	n.v.	0.156	0.035	4.1
GR	22.5	7.2	54.8	50.8	57.8	66.7	58.9	71.6	0.327	0.029	1.9
ES	26.5	10.5	33.3	30.5	35.8	56.3	53.4	58.9	0.553	0.045	14.7
FR	18.7	5.2	22.9	22.7	23.2	43.7	40.9	46.6	0.548	0.074	4.7
HR	16.8	3.3	38.0	40.1	35.7	48.0	49.6	47.1	n.v.	n.v.	n.v.
IT	20.3	3.8	52.1	53.0	51.2	61.5	65.5	56.5	0.509	0.065	19.5
CY	13.0	3.0	27.4	31.6	23.4	41.7	46.3	n.v.	0.029	0.005	0.7
LV	13.6	6.4	32.2	36.4	26.4	40.6	47.0	n.v.	0.089	0.013	1.0
LT	16.2	8.7	32.6	34.2	30.4	43.2	46.9	38.6	0.111	0.016	0.7
LU	21.6	n.v.	25.5	23.2	28.3	n.v.	n.v.	n.v.	0.538	0.103	7.1
HU	15.2	3.6	34.6	36.8	31.9	44.5	44.0	45.1	0.173	0.042	2.9
MT	9.2	2.8	21.2	22.2	19.6	n.v.	n.v.	n.v.	0.044	0.013	0.7
NL	8.7	2.2	13.4	13.8	13.1	34.7	38.0	30.9	0.369	0.105	3.7
<b>AT</b>	<b>10.3</b>	<b>3.7</b>	<b>21.5</b>	<b>22.3</b>	<b>20.6</b>	<b>38.5</b>	<b>40.4</b>	<b>34.3</b>	<b>0.567</b>	<b>0.109</b>	<b>4.0</b>
PL	10.8	2.1	27.0	26.5	27.5	38.2	35.8	n.v.	0.210	0.072	2.7
PT	21.6	5.4	36.7	36.5	36.8	59.5	61.4	57.8	0.340	0.051	4.8
RO	23.9	2.4	33.5	33.5	33.5	46.0	46.6	n.v.	n.v.	n.v.	n.v.
SI	10.9	3.0	31.4	30.1	32.8	39.6	37.5	n.v.	0.060	0.017	0.5
SK	19.2	3.4	64.9	65.2	64.6	71.1	n.v.	70.7	0.122	0.021	1.9
FI	18.8	7.7	21.1	23.9	17.4	35.0	37.4	31.2	0.714	0.098	4.7
SE	24.3	5.8	21.5	21.2	21.9	45.5	45.9	45.0	0.583	0.075	3.4
EU 27	14.9	4.4	32.5	32.2	32.7	50.0	49.3	50.8	0.399	0.065	6.2

S: Eurostat. – 4) The indicators on active labour market policy are not included in the calculation of the Labour Market Monitor 2024. – Cell marked in blue: previous year 2023.

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

2024, EU 27 without LV, LU, MT, rankings of the indicators and the subdimension "Employment"

Employment							
	Employment rate (25 to 44 years)	Gender-specific em- ployment 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 em- ployment gap (15 to 64 years)	Subdimension
1	SI	FI	SE	SI	<b>AT</b>	FI	LT
2	HU	PT	CZ	HR	LT	EE	EE
3	NL	LT	EE	BG	DE	LT	HU
4	PL	SE	NL	PL	EE	SE	NL
5	PT	<b>AT</b>	DE	SK	IE	PT	SE
6	LT	HR	DK	NL	HU	FR	DE
7	EE	SI	FI	HU	RO	DK	SI
8	HR	EE	HU	LT	SI	HR	DK
9	SE	DK	CY	CZ	BG	SI	BG
10	DE	HU	BG	DE	CZ	BG	FI
11	<b>AT</b>	NL	LT	IE	SK	DE	IE
12	CY	BE	IE	RO	DK	<b>AT</b>	PT
13	SK	BG	PT	DK	BE	NL	<b>AT</b>
14	IE	FR	SK	<b>AT</b>	SE	BE	SK
15	CZ	IE	ES	EE	FI	HU	HR
16	BG	DE	FR	GR	PL	IE	PL
17	DK	ES	BE	PT	NL	SK	CZ
18	FR	CY	PL	CY	FR	ES	FR
19	BE	PL	IT	FR	HR	CY	BE
20	FI	SK	<b>AT</b>	SE	GR	PL	CY
21	ES	GR	GR	BE	PT	CZ	ES
22	RO	IT	SI	FI	IT	RO	RO
23	GR	RO	HR	ES	ES	GR	GR
24	IT	CZ	RO	IT	CY	IT	IT

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

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

2024, EU 27 without LV, LU, MT, rankings of the indicators, the subdimensions "Unemployment" and the total dimension

Unemployment							
	Unemployment rate (15 to 24 years)	Unemployment rate (55 to 64 years)	Long-term unemployment rate (15 to 64 years)	Long-term unemployment rate (55 to 64 years)	Subdimension	Total dimension	
1	DE	CZ	DK	DK	NL	NL	
2	NL	PL	NL	NL	DK	DK	
3	CZ	NL	FI	FI	CZ	DE	
4	<b>AT</b>	DE	<b>AT</b>	CZ	DE	SI	
5	IE	RO	SE	PL	PL	<b>AT</b>	
6	PL	SI	FR	<b>AT</b>	<b>AT</b>	EE	
7	SI	CY	IE	EE	IE	IE	
8	BG	IE	EE	SI	SI	HU	
9	CY	BG	PL	CY	CY	LT	
10	DK	HR	CY	DE	HU	PL	
11	HU	BE	DE	LT	FR	CZ	
12	LT	SK	CZ	FR	FI	SE	
13	HR	HU	SI	HU	EE	FI	
14	BE	<b>AT</b>	LT	SE	HR	BG	
15	FR	IT	ES	RO	RO	HR	
16	FI	DK	RO	IE	BG	FR	
17	EE	FR	HU	HR	SE	CY	
18	SK	PT	BE	BG	BE	PT	
19	IT	SE	PT	ES	LT	BE	
20	PT	EE	HR	PT	PT	SK	
21	GR	GR	BG	BE	IT	RO	
22	RO	FI	IT	IT	SK	ES	
23	SE	LT	GR	GR	ES	GR	
24	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.

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

2024, 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
		25- to 64-year-olds	25- to 34-year-olds	In %			
				25- to 64-year-olds	25- to 34-year-olds		
BE	7.0	17.2	12.9	45.0	50.7	14.9	50.7
BG	8.2	13.1	11.7	33.8	40.5	1.8	23.0
CZ	5.4	5.7	7.7	27.5	33.5	10.8	82.8
DK	10.4	16.4	15.4	45.1	51.2	31.2	25.5
DE	12.9	15.9	15.5	34.2	39.9	9.4	43.7
EE	11.0	11.2	13.4	41.8	42.7	23.3	31.3
IE	2.8	10.6	4.2	56.6	65.2	14.7	37.1
GR	3.0	17.9	6.8	35.2	44.5	4.4	11.8
ES	13.0	35.1	24.7	42.0	52.6	16.0	65.0
FR	7.7	16.1	10.6	43.4	53.4	15.2	46.6
HR	2.0	9.7	3.7	30.4	39.4	6.6	24.2
IT	9.8	33.3	19.3	22.3	31.6	10.4	44.6
CY	11.3	13.9	9.6	51.4	60.1	11.2	30.3
LV	7.9	9.1	9.0	40.1	45.0	11.0	30.7
LT	8.4	5.6	4.9	47.6	58.2	9.8	26.4
LU	7.8	17.6	8.6	54.7	63.8	17.4	56.9
HU	10.3	11.9	12.3	31.1	32.3	11.8	18.1
MT	9.5	30.0	18.0	36.3	47.1	18.6	27.8
NL	7.0	19.2	10.5	44.6	55.1	26.5	39.2
<b>AT</b>	<b>8.1</b>	<b>13.8</b>	<b>10.3</b>	<b>37.4</b>	<b>44.1</b>	<b>17.6</b>	<b>34.9</b>
PL	4.1	5.2	5.0	39.5	45.7	10.0	28.8
PT	6.6	38.5	16.2	31.4	43.2	16.1	42.6
RO	16.8	19.8	20.7	19.2	23.2	8.9	17.4
SI	5.0	11.0	7.4	34.6	43.1	23.1	47.2
SK	7.5	6.1	6.8	29.0	37.2	12.8	48.7
FI	9.6	11.1	10.4	42.6	39.1	29.1	29.1
SE	7.2	11.3	10.1	50.5	54.4	37.5	50.5
EU 27	9.4	19.5	13.9	36.1	44.1	13.5	42.4

S: Eurostat. – CVT ... continuing vocational training.

Continuation of Table 5: Raw data of indicators in Dimension 3 "Exclusion Risks on the Labour Market"  
2024, 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 30+ hours per week	
	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	
BE	0.2	n.v.	0.4	5.1	1.1	9.7	29.2	25.2	33.2	52.3	32.4
BG	0.2	n.v.	0.4	n.v.	n.v.	n.v.	26.0	22.4	29.6	21.2	18.2
CZ	0.2	n.v.	0.3	1.4	0.1	2.9	22.5	16.9	28.3	7.3	2.2
DK	0.1	n.v.	0.2	0.4	n.v.	0.7	17.6	14.9	20.3	62.9	57.1
DE	0.7	0.1	1.3	7.3	1.0	14.4	19.8	16.2	23.4	25.1	15.7
EE	0.3	n.v.	0.6	1.5	n.v.	2.7	17.8	17.3	18.3	36.8	27.7
IE	0.9	n.v.	1.6	5.1	0.8	9.8	22.1	18.0	26.1	24.4	12.3
GR	0.4	n.v.	0.8	0.5	n.v.	1.2	29.5	21.7	37.3	28.9	19.9
ES	0.6	0.1	1.0	1.9	0.3	3.7	25.4	21.4	29.4	55.0	25.5
FR	0.3	n.v.	0.6	4.2	0.7	7.9	25.5	22.5	28.4	59.3	42.0
HR	0.2	n.v.	0.4	0.4	n.v.	0.7	28.1	25.1	31.2	30.2	28.0
IT	0.6	0.1	1.0	2.0	0.1	4.5	33.4	24.4	42.4	39.4	27.1
CY	0.4	n.v.	0.6	1.0	n.v.	1.9	20.5	15.7	25.0	40.1	34.5
LV	n.v.	n.v.	n.v.	n.v.	n.v.	n.v.	23.3	21.1	25.4	24.9	23.6
LT	0.1	n.v.	0.2	0.2	n.v.	0.4	20.5	19.3	21.7	36.9	36.3
LU	n.v.	n.v.	n.v.	4.9	n.v.	9.3	25.5	22.8	28.3	56.6	40.3
HU	0.2	n.v.	0.3	0.5	n.v.	1.0	21.4	17.5	25.3	16.6	13.9
MT	0.3	n.v.	0.6	1.3	n.v.	2.9	18.2	11.9	25.8	44.1	26.8
NL	0.5	0.1	0.8	13.6	2.4	25.9	14.5	11.1	17.9	78.9	13.0
<b>AT</b>	<b>0.5</b>	<b>n.v.</b>	<b>1.0</b>	<b>10.4</b>	<b>1.0</b>	<b>20.8</b>	<b>21.8</b>	<b>17.9</b>	<b>25.8</b>	<b>30.2</b>	<b>10.9</b>
PL	0.5	n.v.	1.0	0.5	n.v.	1.0	25.3	19.9	30.6	15.1	14.3
PT	0.2	n.v.	0.4	0.6	n.v.	1.1	22.0	19.6	24.3	59.4	55.8
RO	0.1	n.v.	0.2	n.v.	n.v.	n.v.	32.6	23.7	41.7	11.4	6.5
SI	0.2	n.v.	n.v.	1.2	n.v.	2.3	24.1	21.3	27.2	57.8	54.2
SK	0.2	n.v.	0.4	0.5	n.v.	1.1	23.4	19.6	27.3	5.1	4.5
FI	0.1	n.v.	n.v.	1.1	0.3	2.0	20.6	19.7	21.6	48.2	40.4
SE	0.1	n.v.	n.v.	1.8	0.7	3.1	16.2	14.7	17.7	57.7	43.4
EU 27	0.5	0.1	0.8	3.8	0.5	7.5	24.7	20.0	29.3	39.2	24.8

S: Eurostat. – n.a. ... no values available. – Cells marked in Blue: previous year 2023.

Continuation of Table 5: Raw data of indicators in Dimension 3 "Exclusion Risks on the Labour Market"  
2024, 2023 (fatal accidents at work, healthy life years), EU 27, subdimension "Health"

	Fatal accidents at work Per 100,000 employees	Healthy life years at birth		Healthy life years at the age of 65		Health Employed persons with long-term health problems			Employed persons with activity restrictions	Very good or good health of employed persons
		Women	Men	Women	Men	Total	In %		In %	In %
							Men	Women		
BE	1.10	63.5	64.4	11.7	11.3	17.8	16.1	19.7	14.1	86.7
BG	3.51	71.0	66.3	12.0	10.4	10.6	9.3	12.2	4.2	82.6
CZ	1.64	62.6	61.5	7.8	7.4	20.5	20.3	20.8	14.2	80.9
DK	1.03	55.4	57.0	10.3	9.5	30.6	28.5	32.9	17.9	75.8
DE	0.71	63.0	62.1	9.0	8.4	25.6	24.4	26.9	15.7	77.4
EE	1.61	59.6	56.5	8.1	6.9	35.6	34.2	37.0	19.2	69.8
IE	1.44	66.2	66.0	11.9	11.6	17.7	16.9	18.5	9.4	88.7
GR	0.91	67.3	66.0	8.3	8.1	8.2	7.2	9.5	4.5	93.6
ES	1.71	61.8	62.4	10.2	10.3	25.9	24.4	27.6	10.9	81.0
FR	3.60	64.1	63.5	12.0	10.5	29.4	27.3	31.5	15.7	77.0
HR	2.58	62.4	60.4	5.9	6.1	10.8	10.0	11.7	7.7	88.3
IT	2.01	69.6	68.5	10.7	11.0	6.5	6.5	6.6	4.2	90.0
CY	3.24	65.7	64.4	8.8	8.5	27.9	28.4	27.3	11.7	88.1
LV	3.21	54.3	51.2	5.0	4.5	27.4	25.5	29.1	26.5	62.0
LT	2.34	62.9	58.9	7.6	7.0	21.3	20.6	22.1	7.9	65.7
LU	2.71	n.v.	n.v.	n.v.	n.v.	17.2	17.1	17.3	8.0	76.7
HU	1.47	64.6	62.5	7.8	7.1	22.1	21.7	22.5	9.4	79.5
MT	1.65	71.1	71.7	12.0	13.1	18.1	17.9	18.5	6.3	91.0
NL	0.38	57.5	60.6	9.0	9.2	27.7	24.9	30.6	21.6	78.9
<b>AT</b>	<b>3.00</b>	<b>60.5</b>	<b>60.3</b>	<b>9.4</b>	<b>9.3</b>	<b>27.0</b>	<b>25.5</b>	<b>28.7</b>	<b>19.9</b>	<b>77.6</b>
PL	1.18	64.4	61.7	9.1	8.2	19.4	18.1	21.0	8.7	82.0
PT	2.69	58.3	61.0	7.8	9.1	30.0	26.5	33.5	15.2	68.8
RO	2.57	58.9	59.4	3.8	4.3	3.9	3.8	4.0	3.5	95.0
SI	2.23	68.8	64.6	12.4	10.6	24.4	22.5	26.8	13.0	77.5
SK	1.04	58.2	56.8	5.2	4.6	21.0	19.1	23.3	17.4	83.4
FI	1.04	55.9	58.1	9.7	9.2	45.3	41.4	49.6	23.9	78.1
SE	1.04	65.0	67.2	14.3	13.5	33.5	30.4	37.2	14.5	73.1
EU 27	1.63	63.3	62.8	9.6	9.2	25.5	23.7	27.6	12.6	81.2

S: Eurostat.

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

2024, 2020 (participation of employees in CVT courses), EU 27 without BG, LV, LU, rankings of the indicators and the subdimensions "Education" and "Exclusion"

	Education								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	Sub-dimension	Inactive population due to caring responsibilities	Part-time employment due to caring responsibilities	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	PL	HR	IE	IE	SE	CZ	IE	SE	RO	NL	DK	
2	IE	LT	IE	CY	CY	DK	ES	SE	LT	LT	SE	SE	
3	GR	CZ	LT	SE	LT	FI	BE	NL	FI	HR	DK	LT	
4	PL	SK	PL	LT	NL	NL	SE	LT	DK	DK	EE	FI	
5	SI	HR	SK	DK	SE	EE	SK	SI	RO	HU	MT	HU	
6	CZ	IE	GR	BE	FR	SI	SI	CZ	SI	PL	DE	EE	
7	PT	SI	SI	NL	ES	MT	FR	PL	CZ	GR	LT	MT	
8	BE	FI	CZ	FR	DK	AT	IT	FR	BE	SK	CY	PT	
9	NL	EE	CY	FI	BE	PT	DE	BE	SK	PT	FI	SK	
10	SE	SE	SE	ES	MT	ES	PT	CY	HR	CY	HU	CZ	
11	SK	HU	AT	EE	PL	FR	NL	FI	PT	FI	AT	SI	
12	FR	AT	FI	PL	GR	BE	IE	DK	HU	SI	PT	CY	
13	AT	CY	NL	AT	AT	IE	AT	SK	FR	MT	IE	HR	
14	LT	DE	FR	MT	PT	SK	EE	HR	EE	CZ	CZ	RO	
15	MT	FR	HU	GR	SI	HU	CY	AT	MT	EE	SK	PL	
16	FI	DK	BE	SI	EE	CY	FI	EE	CY	SE	SI	FR	
17	IT	BE	EE	DE	DE	CZ	PL	GR	GR	ES	PL	GR	
18	HU	GR	DK	PT	HR	IT	MT	ES	NL	IT	ES	BE	
19	DK	NL	DE	HU	FI	PL	LT	MT	PL	FR	FR	ES	
20	EE	RO	PT	HR	SK	LT	DK	DE	AT	IE	HR	NL	
21	CY	MT	MT	SK	CZ	DE	HR	PT	ES	BE	BE	DE	
22	DE	IT	IT	CZ	HU	RO	HU	HU	IT	DE	GR	AT	
23	ES	ES	RO	IT	IT	HR	RO	IT	DE	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 green: Five consecutive countries have the same rank due to the same index points. Cells marked in orange: Seven consecutive countries have the same rank due to the same index points.

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

2024, 2023 (fatal accidents at work, healthy life years), EU 27 without BG, LV, LU, rankings of the indicators, the subdimensions "Childcare" and "Health" and the total dimension

	Childcare			Health								Subdimension	Total dimension
	Formal childcare		Subdimension	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		
	Total	30+ hours per week			Women	Men	Women	Men					
1	NL	DK	DK	NL	MT	MT	SE	SE	FI	FI	RO	MT	SE
2	DK	PT	PT	DE	IT	IT	SI	MT	EE	NL	GR	SE	SI
3	PT	SI	SI	GR	SI	SE	MT	IE	SE	<b>AT</b>	MT	IE	FI
4	FR	SE	SE	DK	GR	GR	FR	BE	DK	EE	IT	BE	IE
5	SI	FR	FR	SE	IE	IE	IE	IT	PT	DK	IE	SI	DK
6	SE	FI	FI	FI	CY	SI	BE	SI	FR	SK	HR	FI	MT
7	ES	LT	NL	SK	SE	CY	IT	FR	CY	FR	CY	IT	BE
8	BE	CY	BE	BE	HU	BE	DK	ES	NL	DE	BE	NL	FR
9	FI	BE	ES	PL	PL	FR	ES	DK	<b>AT</b>	PT	SK	DE	NL
10	MT	HR	CY	IE	FR	HU	FI	<b>AT</b>	ES	SE	PL	FR	CY
11	CY	EE	LT	HU	BE	ES	<b>AT</b>	FI	DE	CZ	ES	GR	LT
12	IT	IT	MT	EE	DE	DE	PL	NL	SI	BE	CZ	ES	PL
13	LT	MT	IT	CZ	LT	PL	DE	PT	HU	SI	HU	CY	EE
14	EE	ES	EE	MT	CZ	CZ	NL	CY	LT	CY	NL	PL	CZ
15	HR	GR	HR	ES	HR	PT	CY	DE	SK	ES	FI	DK	GR
16	<b>AT</b>	DE	GR	IT	ES	NL	GR	PL	CZ	HU	<b>AT</b>	<b>AT</b>	PT
17	GR	PL	DE	SI	<b>AT</b>	HR	EE	GR	PL	IE	SI	CZ	ES
18	DE	HU	<b>AT</b>	LT	EE	<b>AT</b>	HU	CZ	MT	PL	DE	HU	<b>AT</b>
19	IE	NL	IE	RO	RO	RO	CZ	HU	BE	LT	FR	EE	HR
20	HU	IE	HU	HR	PT	LT	PT	LT	IE	HR	DK	PT	SK
21	PL	<b>AT</b>	PL	PT	SK	FI	LT	EE	HR	MT	SE	SK	HU
22	RO	RO	RO	<b>AT</b>	NL	DK	HR	HR	GR	GR	EE	HR	DE
23	CZ	SK	SK	CY	FI	SK	SK	SK	IT	IT	PT	LT	IT
24	SK	CZ	CZ	FR	DK	EE	RO	RO	RO	RO	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.

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

2024, 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 <sup>1)</sup>			At-risk-of-poverty rate of employees (working poor) <sup>2)</sup>			Gender pay gap <sup>3)</sup>
	Per employee in PPS		As % of GDP	Total	Men	Women	As % of total taxes	As % of all employees based on gross hourly earnings			In %			In %
								Total	Men	Women	Total	Men	Women	
BE	47,755	63,849	48.7	3.5	3.5	3.4	51.8	15.9	15.8	15.9	4.3	5.0	3.4	0.7
BG	24,780	28,861	45.5	7.0	7.4	6.6	37.3	26.8	30.0	23.7	11.8	13.0	10.4	12.0
CZ	28,327	36,780	43.6	3.3	3.3	3.3	50.3	13.8	10.5	17.4	3.6	3.4	4.0	18.5
DK	47,370	51,264	51.4	4.2	4.3	4.0	53.4	9.7	7.5	11.8	6.2	6.4	5.9	14.0
DE	41,106	49,780	54.3	4.5	4.5	4.4	57.3	19.0	15.4	23.1	6.5	6.5	6.5	15.6
EE	27,164	36,093	50.6	5.0	5.2	4.8	51.5	21.2	13.8	27.0	10.3	11.3	9.2	18.8
IE	46,237	54,336	27.2	3.7	3.8	3.7	41.3	19.8	17.6	22.0	5.3	6.0	4.5	8.3
GR	21,261	26,929	35.6	5.3	5.4	5.2	40.7	21.7	20.1	23.4	10.7	13.0	7.6	13.4
ES	35,014	45,207	47.9	5.4	5.4	5.4	51.8	13.2	9.2	17.6	11.2	12.1	10.1	7.3
FR	37,512	50,857	51.5	4.7	4.8	4.5	51.5	9.7	8.6	10.8	8.3	8.6	8.0	11.8
HR	32,384	37,183	47.5	5.0	4.9	5.1	36.5	18.6	15.7	21.7	8.3	8.8	7.9	6.6
IT	32,593	44,368	39.4	5.5	5.5	5.5	48.6	8.8	7.6	10.3	10.2	11.7	8.3	5.3
CY	29,578	37,296	44.1	4.4	4.2	4.6	41.7	20.0	17.4	22.7	7.3	6.3	8.5	11.8
LV	27,346	33,727	52.4	6.3	6.4	6.1	50.0	23.3	17.7	27.8	8.2	7.5	8.8	13.9
LT	36,339	37,655	49.4	6.5	7.0	6.1	52.0	17.9	13.7	21.8	8.3	9.3	7.3	10.0
LU	59,711	68,348	50.1	4.7	4.6	4.7	46.6	14.0	11.2	18.4	13.4	12.4	14.6	-0.8
HU	25,486	28,402	42.9	4.4	4.5	4.3	43.8	14.6	13.7	15.6	6.9	7.1	6.6	16.9
MT	34,489	37,299	41.8	4.9	5.1	4.6	39.2	15.9	16.0	15.8	7.8	8.7	6.5	4.9
NL	40,810	52,916	46.8	3.7	3.8	3.6	49.0	16.3	15.2	17.5	4.7	5.0	4.4	11.2
<b>AT</b>	<b>44,217</b>	<b>53,322</b>	<b>51.0</b>	<b>4.3</b>	<b>4.4</b>	<b>4.3</b>	<b>56.1</b>	<b>14.0</b>	<b>9.0</b>	<b>21.0</b>	<b>7.6</b>	<b>7.9</b>	<b>7.2</b>	<b>17.6</b>
PL	28,673	33,890	40.5	3.9	3.9	3.8	40.6	19.0	17.6	20.5	9.1	10.1	8.1	4.0
PT	29,200	37,489	47.6	5.2	5.2	5.2	43.8	1.8	0.7	2.8	9.2	10.0	8.3	7.0
RO	34,918	36,469	41.8	4.6	4.8	4.5	45.4	23.9	25.0	22.7	10.9	14.4	6.3	3.7
SI	38,455	44,868	51.5	3.4	3.4	3.4	52.0	9.4	8.4	10.5	5.4	5.9	4.8	8.0
SK	24,777	33,283	42.6	3.3	3.3	3.3	54.9	13.4	10.8	16.0	10.2	11.4	8.8	15.7
FI	37,769	45,010	48.5	3.7	3.9	3.6	51.0	6.5	4.6	8.1	2.8	3.0	2.7	16.3
SE	36,034	44,090	48.2	4.3	4.5	4.2	57.4	4.1	3.1	5.0	7.7	8.9	6.3	11.2
EU 27	36,374	45,704	47.7	4.7	4.7	4.6	51.5	14.7	12.6	17.1	8.2	9.0	7.3	11.1

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.

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

2024, 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	SK	HR	HR	PT	FI	FI	LU	BE
2	BE	BE	BE	LV	CZ	BG	SI	SE	CZ	SI	BE	LU
3	DK	IE	IE	FR	SI	MT	PL	FI	BE	SE	RO	SI
4	IE	<b>AT</b>	DK	SI	BE	PL	BE	IT	NL	CZ	PL	FI
5	<b>AT</b>	NL	<b>AT</b>	DK	NL	GR	CY	SI	IE	PT	MT	DK
6	DE	DK	NL	<b>AT</b>	FI	IE	NL	FR	SI	DK	IT	NL
7	NL	FR	DE	EE	IE	CY	FI	DK	DK	BE	HR	FR
8	SI	DE	FR	LU	PL	HU	LU	ES	DE	NL	PT	IE
9	FI	ES	SI	LT	DK	PT	CZ	SK	HU	FR	ES	PT
10	FR	FI	FI	BE	<b>AT</b>	RO	DK	CZ	CY	HU	SI	SE
11	LT	SI	SE	FI	SE	LU	MT	LU	<b>AT</b>	<b>AT</b>	IE	HR
12	SE	IT	ES	SE	HU	IT	HU	<b>AT</b>	SE	IE	LT	<b>AT</b>
13	ES	SE	IT	ES	CY	NL	PT	HU	MT	IT	SE	MT
14	RO	LT	LT	PT	DE	LV	FR	BE	LV	MT	NL	DE
15	MT	PT	MT	HR	RO	CZ	DE	MT	FR	DE	FR	PL
16	IT	MT	RO	NL	FR	FI	<b>AT</b>	NL	LT	CY	CY	CZ
17	HR	CY	HR	BG	LU	EE	EE	LT	HR	SK	BG	CY
18	CY	HR	CY	CY	MT	FR	RO	HR	PL	LT	GR	IT
19	PT	CZ	PT	CZ	HR	BE	SK	PL	PT	HR	LV	ES
20	PL	RO	CZ	HU	EE	ES	BG	DE	IT	ES	DK	RO
21	CZ	EE	EE	SK	PT	LT	SE	IE	SK	PL	DE	HU
22	LV	PL	PL	MT	GR	SI	LV	CY	EE	LV	SK	LT
23	EE	LV	LV	RO	ES	DK	ES	EE	GR	LU	FI	SK
24	HU	SK	SK	PL	IT	SK	IE	GR	RO	EE	HU	LV
25	BG	BG	HU	IT	LV	<b>AT</b>	GR	LV	ES	GR	<b>AT</b>	EE
26	SK	HU	BG	GR	LT	DE	LT	RO	BG	RO	CZ	BG
27	GR	GR	GR	IE	BG	SE	IT	BG	LU	BG	EE	GR

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

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

2024, EU 27

	Social Expenditure per Function							At-Risk-of-Poverty			Educational Expenses
	All functions	Illness/ Health care	Disability/ Infirmary	Old age	Family/ Children	Un- employment <sup>1)</sup>	Other functions <sup>2)</sup>	At-risk-of-poverty rate after social transfers In %	Improvement in the at- risk-of-poverty rate through social transfers In percentage points	Relative median value of the at-risk- of-poverty gap In % of the at-risk-of- poverty threshold	Public education expenditure As % of GDP
	As % of GDP										
BE	28.7	8.1	2.9	12.0	2.1	0.16	2.6	11.4	12.9	15.9	6.3
BG	19.8	5.3	2.2	8.6	1.8	0.09	1.5	21.7	8.3	21.1	4.1
CZ	20.4	7.0	1.2	9.2	1.4	0.15	1.2	9.5	6.5	18.2	4.5
DK	27.9	6.2	5.1	10.6	3.1	0.15	1.9	11.6	11.8	18.1	5.6
DE	29.8	10.0	2.1	10.7	3.5	0.30	2.4	15.5	8.6	20.4	4.5
EE	17.8	5.3	1.9	7.7	2.0	0.09	0.2	20.2	9.3	18.8	6.3
IE	12.4	5.7	0.6	3.3	1.1	0.10	1.3	12.7	13.1	14.9	2.8
GR	22.8	5.4	1.0	11.7	1.1	0.1	2.9	19.6	3.9	23.3	3.9
ES	25.1	7.4	1.5	10.6	1.4	0.13	2.9	19.7	6.2	27.9	4.1
FR	31.9	9.5	2.1	13.1	2.3	0.23	3.3	15.9	10.1	18.8	5.0
HR	21.6	7.7	2.3	7.4	1.9	0.06	2.0	20.3	5.6	27.8	5.0
IT	28.3	6.3	1.5	14.6	1.6	0.18	3.1	18.9	8.6	26.0	4.0
CY	19.1	6.7	0.6	7.8	0.9	0.14	2.4	14.6	6.4	17.9	5.2
LV	18.7	5.7	1.8	8.4	1.6	0.09	0.6	21.6	5.9	28.7	6.1
LT	16.9	5.0	1.4	6.9	2.0	0.12	0.7	21.5	7.5	25.5	5.5
LU	22.6	6.1	2.4	8.0	3.2	0.11	2.2	18.1	6.7	19.0	5.0
HU	16.6	5.2	0.8	7.6	1.7	0.07	1.1	14.3	4.4	26.6	4.9
MT	13.4	4.4	0.6	5.8	0.9	0.03	1.5	16.8	5.9	22.9	4.7
NL	26.3	9.5	2.4	9.7	1.4	0.19	2.6	12.1	8.4	17.3	5.1
<b>AT</b>	<b>31.8</b>	<b>8.7</b>	<b>1.8</b>	<b>14.7</b>	<b>2.9</b>	<b>0.28</b>	<b>2.3</b>	<b>14.3</b>	<b>9.8</b>	<b>21.8</b>	<b>5.3</b>
PL	24.0	6.3	1.1	10.8	3.7	0.06	1.8	13.8	9.8	21.0	5.0
PT	23.3	6.5	1.5	11.2	1.4	0.10	2.0	16.6	4.8	25.7	4.3
RO	16.7	4.0	1.0	8.7	2.1	0.01	0.9	19.0	4.4	27.3	4.0
SI	23.4	8.8	1.2	9.4	1.7	0.15	1.8	13.2	8.0	18.8	5.5
SK	21.2	6.4	1.5	8.5	2.6	0.16	1.2	14.5	8.4	25.0	5.0
FI	32.5	7.4	2.9	14.5	3.3	0.19	2.8	12.6	10.9	16.2	6.3
SE	27.4	7.9	2.6	12.4	2.8	0.08	1.0	14.8	10.1	23.4	7.2
EU 27	27.3	8.1	1.9	11.3	2.4	0.18	2.5	16.2	8.4	22.7	n.v.

S: Eurostat.– 1) Expenditure on unemployment as % of GDP divided by the unemployment rate. 2) Other functions: expenditures on survivors, housing and social exclusion. – Blue marked cells: previous year 2023.

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

2024, EU 27, rankings of the indicators, the subdimensions and the total dimension

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

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

Table 11: **Additional indicators**  
2024, EU 27

	Employment rate (20 to 64 years)			Formal childcare
	Total	In % Men	Women	In % of under 3-year-olds 1 to 29 hours per week
BE	72.3	76.3	68.3	19.9
BG	76.8	80.3	73.1	3.0
CZ	82.3	88.4	75.8	5.1
DK	80.2	83.4	76.9	5.8
DE	81.3	84.8	77.7	9.4
EE	81.8	82.6	80.9	9.1
IE	79.8	84.5	75.2	12.1
GR	69.3	78.7	59.9	9.0
ES	71.4	76.3	66.5	29.5
FR	75.1	78.1	72.2	17.3
HR	73.6	76.5	70.6	2.2
IT	67.1	76.8	57.4	12.3
CY	79.8	85.0	75.0	5.6
LV	77.4	79.1	75.8	1.3
LT	79.2	79.9	78.5	0.6
LU	74.2	76.9	71.4	16.3
HU	81.1	85.0	77.1	2.7
MT	82.7	88.8	75.2	17.3
NL	83.5	87.3	79.7	65.9
AT	<b>77.4</b>	<b>80.8</b>	<b>73.9</b>	<b>19.3</b>
PL	78.4	84.1	72.5	0.8
PT	78.5	81.4	75.7	3.6
RO	69.5	78.4	60.3	4.9
SI	78.3	81.1	75.1	3.6
SK	78.1	82.5	73.6	0.6
FI	77.0	77.3	76.6	7.8
SE	81.9	83.9	79.9	14.3
EU 27	75.8	80.8	70.8	14.4

S: Eurostat.

Table 12: Index point values in 2008 to 2024 in Dimension 1 "Overall Labour Market Performance"

EU 27 without IE

	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	Range 2008-2024
BE	6.71	6.13	6.20	6.38	6.12	5.97	6.05	6.12	6.25	6.38	6.70	7.00	6.51	6.92	7.25	7.21	7.08	1.29
BG	6.09	5.61	4.59	4.45	4.13	4.36	4.66	5.03	5.30	5.85	5.84	6.17	6.05	6.38	6.87	7.05	7.16	3.03
CZ	7.11	5.98	5.90	6.02	6.20	6.24	6.46	6.88	7.05	7.48	7.74	7.89	7.28	7.79	7.96	8.08	7.85	2.18
DK	8.49	7.06	6.81	7.05	6.87	7.02	7.16	7.41	7.53	7.70	7.90	8.15	7.68	8.55	9.04	8.41	8.31	2.23
DE	6.90	6.50	6.79	7.23	7.37	7.37	7.52	7.58	7.72	7.87	7.96	8.12	7.55	7.71	8.07	8.00	7.81	1.63
EE	7.51	4.12	4.04	6.56	6.27	6.38	6.55	6.99	6.48	7.12	7.26	7.95	6.82	7.33	8.18	7.75	6.96	4.14
GR	6.29	5.59	4.42	2.85	1.49	1.26	1.87	1.00	2.24	1.91	3.17	3.23	2.45	4.31	4.85	5.14	5.24	5.29
ES	5.94	3.72	3.77	3.28	2.40	2.37	3.07	3.85	4.19	4.74	5.06	5.51	3.71	5.13	5.96	6.21	6.27	3.89
FR	6.55	5.97	6.06	6.18	6.02	5.98	5.94	5.86	5.96	6.14	6.26	6.57	6.10	6.74	6.93	6.88	6.87	1.07
HR	5.71	5.00	3.91	3.28	2.81	2.52	3.46	3.48	3.69	4.37	4.88	5.68	4.96	5.99	6.55	6.90	7.91	5.38
IT	5.61	4.91	4.85	4.90	4.48	3.92	4.06	4.29	4.56	4.68	4.83	5.02	4.33	5.01	5.66	6.01	6.16	2.24
CY	8.18	7.07	6.76	6.30	4.81	3.48	3.72	4.50	5.43	5.93	6.70	7.23	6.32	7.26	8.07	8.40	8.60	5.13
LV	7.40	2.95	3.20	4.82	5.27	5.81	5.36	5.96	5.63	5.77	6.65	7.31	6.61	6.53	6.68	7.03	6.34	4.44
LT	6.85	4.15	3.74	5.08	5.78	5.91	6.30	6.39	6.76	6.45	7.19	7.80	7.18	7.75	8.48	7.68	7.62	4.74
LU	10.00	8.94	9.18	9.21	9.05	8.98	9.17	9.14	9.13	9.07	9.09	9.26	8.81	9.47	9.57	9.24	8.93	1.19
HU	4.64	4.07	3.97	4.10	4.22	4.53	5.55	5.67	6.23	6.43	6.86	7.22	6.49	7.59	7.96	7.79	7.60	3.99
MT	5.29	4.76	4.85	5.44	5.67	6.43	6.83	7.23	7.81	8.22	8.84	8.89	8.04	8.69	9.22	9.88	9.71	5.12
NL	7.79	7.10	6.91	7.11	6.84	6.53	6.59	6.84	7.08	7.45	7.78	7.98	7.38	8.00	8.95	8.75	8.70	2.42
AT	7.82	7.11	7.31	7.55	7.48	7.29	7.29	7.15	7.25	7.37	7.59	7.70	6.90	7.42	7.89	7.57	7.41	0.99
PL	5.72	5.20	4.56	5.27	5.23	5.12	5.67	6.02	6.13	6.52	6.77	7.39	7.06	7.69	7.69	7.63	7.60	3.13
PT	6.02	5.10	5.01	4.47	3.43	3.39	4.45	4.85	5.22	5.95	6.34	6.43	5.61	6.30	7.20	7.18	7.08	3.81
RO	5.54	4.88	4.86	5.07	5.56	5.10	5.33	5.05	5.12	6.06	5.90	6.36	5.98	6.28	6.19	6.06	6.55	1.69
SI	7.55	6.24	5.78	5.51	5.32	5.02	5.27	5.57	5.86	6.44	6.98	7.35	6.68	7.21	7.85	7.83	7.63	2.82
SK	6.50	5.17	5.08	5.59	5.26	5.02	5.50	5.89	6.09	6.20	6.46	6.72	6.00	6.36	7.05	7.11	7.13	2.11
FI	8.24	6.74	6.78	7.22	7.02	6.63	6.49	6.47	6.60	6.71	7.35	7.59	6.77	7.57	7.95	7.47	6.92	1.77
SE	8.15	7.12	7.49	7.95	7.73	7.76	7.87	8.07	8.18	8.30	8.32	8.28	7.60	7.97	8.53	8.18	7.87	1.41
1. Quartil	5.96	4.89	4.45	4.84	4.57	4.41	4.81	5.04	5.33	5.94	6.28	6.47	6.01	6.37	6.89	7.03	6.93	
2. Quartil	6.78	5.60	5.04	5.55	5.62	5.86	5.81	5.99	6.18	6.43	6.82	7.33	6.64	7.29	7.87	7.60	7.51	
3. Quartil	7.73	6.68	6.78	6.93	6.70	6.51	6.58	6.96	7.08	7.43	7.70	7.93	7.26	7.74	8.15	8.06	7.86	
Range	5.36	5.98	5.98	6.35	7.56	7.73	7.30	8.14	6.89	7.17	5.92	6.03	6.36	5.17	4.72	4.74	4.48	

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 2008-2024. – Values highlighted in green (blue) indicate the highest (lowest) index point value of a country within the period 2008 to 2024.

Table 13: **Rankings in 2008 to 2024 in Dimension 1 "Overall Labour Market Performance"**

EU 27 without IE

	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
BE	14	10	9	9	10	12	12	12	12	15	16	17	15	16	16	16	17
BG	18	13	18	22	22	20	20	20	20	21	22	22	19	19	20	19	15
CZ	11	11	11	12	9	10	10	8	8	6	7	8	7	6	10	7	8
DK	2	6	5	7	6	5	5	4	5	5	5	4	3	3	3	4	5
DE	12	8	6	4	4	3	3	3	4	4	4	5	5	8	9	8	9
EE	9	23	21	8	8	9	8	7	11	9	10	7	11	13	7	11	19
GR	17	14	20	26	26	26	26	26	26	26	26	26	26	26	26	26	26
ES	20	25	24	25	25	25	25	24	24	23	23	24	25	24	24	23	24
FR	15	12	10	11	11	11	13	16	16	17	20	19	18	17	19	22	21
HR	22	18	23	24	24	24	24	25	25	25	24	23	23	23	22	21	6
IT	23	19	16	19	20	21	22	23	23	24	25	25	24	25	25	25	25
CY	4	5	8	10	19	22	23	22	19	20	15	15	17	14	8	5	4
LV	10	26	26	20	16	14	17	14	18	22	17	14	14	18	21	20	23
LT	13	22	25	17	12	13	11	11	9	12	11	9	8	7	6	12	11
LU	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	2	2
HU	26	24	22	23	21	19	15	17	13	14	13	16	16	10	11	10	13
MT	25	21	17	15	13	8	6	5	3	3	2	2	2	2	2	1	1
NL	7	4	4	6	7	7	7	9	7	7	6	6	6	4	4	3	3
<b>AT</b>	<b>6</b>	<b>3</b>	<b>3</b>	<b>3</b>	<b>3</b>	<b>4</b>	<b>4</b>	<b>6</b>	<b>6</b>	<b>8</b>	<b>8</b>	<b>10</b>	<b>10</b>	<b>12</b>	<b>13</b>	<b>14</b>	<b>14</b>
PL	21	15	19	16	18	15	14	13	14	11	14	12	9	9	15	13	12
PT	19	17	14	21	23	23	21	21	21	19	19	20	22	21	17	17	18
RO	24	20	15	18	14	16	18	19	22	18	21	21	21	22	23	24	22
SI	8	9	12	14	15	17	19	18	17	13	12	13	13	15	14	9	10
SK	16	16	13	13	17	18	16	15	15	16	18	18	20	20	18	18	16
FI	3	7	7	5	5	6	9	10	10	10	9	11	12	11	12	15	20
SE	5	2	2	2	2	2	2	2	2	2	3	3	4	5	5	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 2024.

Table 14: Index point values in 2008 to 2024 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	2024	Range 2008-2024
BE	5.28	4.84	4.88	5.02	4.83	4.71	4.77	4.82	4.93	5.03	5.27	5.50	5.14	5.44	5.69	5.66	5.57	0.98
BG	4.96	4.59	3.81	3.69	3.45	3.63	3.86	4.15	4.36	4.78	4.79	5.04	4.95	5.18	5.55	5.69	5.77	2.32
CZ	5.68	4.83	4.76	4.85	5.00	5.03	5.20	5.52	5.66	5.98	6.18	6.29	5.83	6.22	6.35	6.44	6.26	1.67
DK	6.69	5.61	5.40	5.58	5.44	5.55	5.66	5.85	5.95	6.07	6.23	6.42	6.06	6.70	7.08	6.62	6.54	1.68
DE	5.46	5.17	5.40	5.73	5.84	5.84	5.95	6.00	6.11	6.22	6.29	6.42	5.99	6.11	6.38	6.33	6.20	1.25
EE	6.00	3.44	3.34	5.24	5.04	5.14	5.27	5.61	5.23	5.72	5.82	6.33	5.48	5.86	6.50	6.19	5.60	3.16
IE	6.08	4.06	3.92	4.00	4.08	4.70	5.11	6.42	6.60	7.04	7.57	7.94	7.49	9.28	10.00	9.35	9.14	6.08
GR	5.00	4.48	3.60	2.42	1.37	1.18	1.64	1.00	1.94	1.70	2.66	2.72	2.15	3.54	3.96	4.18	4.27	4.00
ES	4.74	3.05	3.08	2.71	2.03	2.00	2.53	3.12	3.39	3.82	4.07	4.42	3.07	4.13	4.76	4.95	5.00	2.99
FR	5.18	4.75	4.82	4.90	4.78	4.75	4.72	4.66	4.74	4.88	4.97	5.20	4.86	5.35	5.50	5.46	5.45	0.84
HR	4.60	4.07	3.25	2.76	2.39	2.17	2.88	2.90	3.07	3.59	3.98	4.59	4.06	4.82	5.25	5.50	6.27	4.10
IT	4.46	3.93	3.89	3.93	3.61	3.19	3.29	3.47	3.67	3.76	3.88	4.02	3.51	4.02	4.51	4.78	4.90	1.71
CY	6.47	5.63	5.40	5.05	3.93	2.91	3.09	3.68	4.38	4.76	5.36	5.76	5.10	5.79	6.40	6.65	6.80	3.89
LV	5.91	2.55	2.71	3.93	4.28	4.70	4.37	4.83	4.59	4.71	5.36	5.86	5.34	5.26	5.38	5.65	5.13	3.36
LT	5.48	3.45	3.10	4.11	4.65	4.75	5.05	5.14	5.43	5.20	5.76	6.21	5.73	6.16	6.72	6.12	6.08	3.62
LU	7.65	6.87	7.06	7.08	6.97	6.91	7.05	7.03	7.02	6.99	7.01	7.15	6.81	7.30	7.40	7.14	6.92	0.84
HU	3.79	3.36	3.28	3.37	3.47	3.71	4.50	4.60	5.03	5.20	5.52	5.79	5.24	6.07	6.35	6.23	6.09	3.07
MT	4.25	3.86	3.92	4.37	4.55	5.13	5.42	5.73	6.17	6.48	6.95	7.00	6.37	6.85	7.27	7.76	7.65	3.91
NL	6.13	5.61	5.47	5.63	5.42	5.18	5.23	5.42	5.60	5.89	6.14	6.30	5.85	6.31	7.03	6.89	6.85	1.85
<b>AT</b>	<b>6.16</b>	<b>5.63</b>	<b>5.77</b>	<b>5.96</b>	<b>5.91</b>	<b>5.76</b>	<b>5.76</b>	<b>5.65</b>	<b>5.73</b>	<b>5.82</b>	<b>5.99</b>	<b>6.08</b>	<b>5.48</b>	<b>5.86</b>	<b>6.22</b>	<b>5.98</b>	<b>5.87</b>	<b>0.74</b>
PL	4.62	4.23	3.74	4.27	4.23	4.16	4.57	4.84	4.94	5.24	5.43	5.90	5.65	6.13	6.13	6.09	6.07	2.39
PT	4.86	4.17	4.09	3.68	2.89	2.84	3.65	3.96	4.25	4.81	5.11	5.19	4.57	5.09	5.76	5.75	5.68	2.92
RO	4.50	4.00	3.99	4.15	4.52	4.18	4.35	4.14	4.19	4.90	4.78	5.12	4.84	5.05	4.98	4.88	5.24	1.25
SI	6.01	5.03	4.68	4.46	4.32	4.09	4.28	4.51	4.73	5.17	5.59	5.88	5.37	5.77	6.25	6.23	6.08	2.15
SK	5.19	4.19	4.09	4.48	4.24	4.05	4.42	4.72	4.90	4.99	5.20	5.40	4.85	5.12	5.65	5.69	5.71	1.66
FI	6.47	5.35	5.37	5.70	5.56	5.27	5.16	5.15	5.25	5.33	5.82	6.01	5.39	5.99	6.28	5.93	5.51	1.32
SE	6.41	5.63	5.90	6.26	6.09	6.12	6.21	6.36	6.45	6.55	6.57	6.54	6.02	6.29	6.72	6.46	6.23	1.09
1. Quartil	4.80	3.97	3.67	3.93	3.77	3.67	4.07	4.14	4.37	4.79	5.04	5.19	4.85	5.15	5.52	5.65	5.54	
2. Quartil	5.46	4.48	4.09	4.46	4.52	4.70	4.72	4.83	4.94	5.20	5.52	5.88	5.37	5.86	6.25	6.09	6.07	
3. Quartil	6.10	5.26	5.38	5.41	5.23	5.16	5.25	5.63	5.69	5.93	6.16	6.32	5.84	6.19	6.61	6.45	6.26	
Range	3.86	4.32	4.35	4.66	5.59	5.73	5.41	6.03	5.08	5.33	4.91	5.22	5.35	5.74	6.04	5.16	4.88	

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 2008-2024. – Values highlighted in green (blue) indicate the highest (lowest) index point value of a country within the period 2008 to 2024.

Table 15: **Rankings in 2008 to 2024 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	2024
BE	15	10	9	10	10	13	13	15	15	16	18	18	17	17	18	20	20
BG	19	13	19	22	23	21	21	20	21	21	22	23	19	20	20	19	16
CZ	12	11	11	12	9	10	9	9	8	7	7	9	8	7	12	8	8
DK	2	6	5	7	6	5	5	5	6	6	6	6	4	4	4	6	6
DE	14	8	7	4	4	3	3	4	5	5	5	5	6	10	10	9	10
EE	10	24	22	8	8	8	7	8	12	10	11	7	12	14	8	12	19
IE	8	19	17	19	19	15	11	2	2	1	1	1	1	1	1	1	1
GR	18	14	21	27	27	27	27	27	27	27	27	27	27	27	27	27	27
ES	21	26	26	26	26	26	26	25	25	24	24	25	26	25	25	24	25
FR	17	12	10	11	11	12	14	17	17	19	21	20	20	18	21	23	22
HR	23	18	24	25	25	25	25	26	26	26	25	24	24	24	23	22	7
IT	25	21	18	21	21	22	23	24	24	25	26	26	25	26	26	26	26
CY	3	3	6	9	20	23	24	23	20	22	17	17	18	15	9	5	5
LV	11	27	27	20	16	14	18	14	19	23	16	15	15	19	22	21	24
LT	13	23	25	18	12	11	12	12	10	14	12	10	9	8	7	13	13
LU	1	1	1	1	1	1	1	1	1	2	2	2	2	2	2	3	3
HU	27	25	23	24	22	20	16	18	13	13	14	16	16	11	11	11	11
MT	26	22	16	15	13	9	6	6	4	4	3	3	3	3	3	2	2
NL	7	5	4	6	7	7	8	10	9	8	8	8	7	5	5	4	4
<b>AT</b>	<b>6</b>	<b>4</b>	<b>3</b>	<b>3</b>	<b>3</b>	<b>4</b>	<b>4</b>	<b>7</b>	<b>7</b>	<b>9</b>	<b>9</b>	<b>11</b>	<b>11</b>	<b>13</b>	<b>15</b>	<b>15</b>	<b>15</b>
PL	22	15	20	16	18	17	15	13	14	12	15	13	10	9	16	14	14
PT	20	17	14	23	24	24	22	22	22	20	20	21	23	22	17	17	18
RO	24	20	15	17	14	16	19	21	23	18	23	22	22	23	24	25	23
SI	9	9	12	14	15	18	20	19	18	15	13	14	14	16	14	10	12
SK	16	16	13	13	17	19	17	16	16	17	19	19	21	21	19	18	17
FI	4	7	8	5	5	6	10	11	11	11	10	12	13	12	13	16	21
SE	5	2	2	2	2	2	2	3	3	3	4	4	5	6	6	7	9

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 2024.